

Elections for CSEA statewide
President, Executive Vice President,
Secretary, Treasurer will be held in 1997.
Petitioning period starts Feb. 10. — see page 12

INSIDE THIS EDITION:
YOUR 1997 CSEA CALENDAR
YOUR LOCAL 830 NEWSLETTER

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

Sector

THE PUBLIC

Vol. 20 No. 1 JANUARY 1997

CSEA AFSCME

WELFARE

REFORM

WORKING



FOR



DIGNITY

See
pages
3, 9,
10, 11
and 16

There must be Dignity for all workers!



CSEA dues, agency shop fees adjusted effective Jan. 1, 1997

The second of four annual adjustments in CSEA's membership dues and agency shop fee structure is effective Jan. 1, 1997. The adjustments, designed to make dues and fees more equitable, were approved at the 1995 Annual Delegates Meeting.

Effective Jan. 1, 1997, members earning under \$34,000 will see a 2.09 percent increase in their membership dues and fees reflecting the mandatory increase in the minimum dues AFSCME charges local unions affiliated with the International. Four new tiers of dues and fees for members earning between \$34,000 and \$40,000 and higher are created effective Jan. 1, 1997 and will increase again on Jan. 1, 1998 as follows:

	1997	1998
\$34,000-35,999	\$339	\$350
\$36,000-37,999	\$349	\$370
\$38,000-39,999	\$359	\$390
\$40,000 & up	\$364	\$400

Effective Jan. 1, 1999 and annually thereafter, all rates will increase by the annual AFSCME minimum dues adjustment.

Location pay and overtime are not to be included in an employee's annualized salary. Employees who receive a raise, increment or longevity pay effective after Jan. 1, 1997 will remain at the same level for the entire calendar year. New employees pay dues and fees based on their annualized salaries at date of hire. Hourly and per diem employees have dues deducted at the "Under \$5,000" category of \$3.32 bi-weekly.

Initial changes effective Jan. 1, 1996 created two new tiers for members earning between \$13,000 and \$15,999 annually, a new tier for members earning between \$22,000 and \$27,999 and three new tiers for members earning between \$28,000 and \$32,000 and higher.

The membership dues and agency shop fee structure effective Jan. 1, 1997 is as follows:

Annual Earnings	Annual Rate	Bi-Weekly Rate
Under \$5,000	86.27	3.32
\$5,000 to \$9,999	130.06	5.00
\$10,000 to \$12,999	178.37	6.86
\$13,000 to \$15,999	225.62	8.68
\$16,000 to \$21,999	257.47	9.90
\$22,000 to \$27,999	289.85	11.16
\$28,000 to \$29,999	295.96	11.38
\$30,000 to \$31,999	316.40	12.17
\$32,000 to \$33,999	334.98	12.88
\$34,000 to \$35,999	339.00	13.04
\$36,000 to \$37,999	349.00	13.42
\$38,000 to \$39,999	359.00	13.82
\$40,000 and over	364.00	14.00

CSEA staff activist Joan Dunham-Card retires
Joan Dunham-Card, second from left, is surrounded by co-workers wishing her a happy retirement. Dunham-Card, an education and training specialist, retired Nov. 30 after 28 years of service to CSEA members. From left are Education and Training Director Maureen D. Rizzi, Dunham-Card, Education and Training Specialists Dennis McKiernan and Sean Turley and Education and Training Assistant Laura Noeker.

Dear Sisters and Brothers in CSEA:

It has been a distinct honor to be a part of CSEA and have the opportunity to know and work with so many dedicated unionists who are the backbone of the union. You have made my life's work so enriching.

Thank you for all that you have given me and for your heartwarming best wishes on my retirement. In Solidarity, Joan.

Keep Informed

Tune your radios in to *Prospering In America* each week for up-to-date information on topics of interest to working people.

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THE PUBLIC Sector

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

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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.

Periodicals Mail Postage paid at Post Office, Albany, New York 12288 and additional mailing offices.

Postmaster: Send address changes to: Civil Service Employees Association,
Attn: Membership Department, 143 Washington Avenue, Albany, New York 12210.

CSEA on line: The CSEA web site can be accessed at www.cseainc.org

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“Creating an underclass of cheap labor at the expense of our members and their livelihoods is unacceptable.”

CSEA/AFSCME define welfare reform as workers issue; unions assume watchdog role

Welfare Reform is already shaping up as one of the most contentious issues of 1997 at the local, state and federal levels and CSEA and AFSCME are in the thick of the battle for fairness.

“Everyone recognizes there is a very real need for welfare reform and the time is now,” CSEA President Danny Donohue said. “But CSEA and AFSCME want to make sure that our members are not displaced by welfare recipients who are not even paid a living wage.”

AFSCME recently conducted a national conference to provide better understanding of what is at issue in the welfare reform debate. While federal legislation has already outlined the reform agenda, it is up to individual states to develop more specific plans on how they meet the federal requirements. Those new requirements include stricter demands that more recipients work off their welfare grant and a maximum five year time limit on receiving welfare payments.

There will be an effort to address inequities in the federal legislation, but it is more likely that the New York state legislature will be the significant battleground for meaningful change.

“We’re redefining the new welfare law as a workers issue,” AFSCME President Gerald McEntee told participants at the national conference. “We don’t have a problem with welfare



A UNITED FRONT — CSEA President Danny Donohue, second from right and AFSCME District Council 37 Executive Director Stanley Hill, right, show AFSCME Secretary-Treasurer William Lucy, left, and President Gerald McEntee the “Principles for Welfare Reform” developed by the New York AFSCME affiliates. The New York AFSCME affiliates are working closely together to ensure fairness and worker protections will be part of any reform legislation adopted by the Governor and state legislature. The issues have direct impact on all CSEA members and CSEA President Donohue has urged members to pay attention to what is going on with welfare reform and get involved wherever possible.

recipients being put to work in health care or government, but we do have a problem with the notion that a welfare recipient should have any less right to a decent wage and a safe workplace than the men and women they work alongside.”

As it now reads there is real question about whether workfare recipients are even considered employees, subject to minimum wage, safety and health and other labor law protections. CSEA and AFSCME want to make sure that deficiency is addressed.

Additionally, the federal requirements demand that 81,000 more people be placed in workfare positions in New York alone in 1997. The number of individuals to be placed will increase in the following years. If these individuals cannot be placed with private sector employers, Gov. George Pataki has already stated that they will be moved into public sector positions in state and local government.

The impact that many workfare positions would have on CSEA members cannot be minimized.

“We want to see people moved off welfare, but it has to be into real jobs that they can perform,” CSEA President Danny

Donohue said. “Creating an underclass of cheap labor at the expense of our members and their livelihoods is unacceptable.”

Mary Sullivan heads CSEA task force on welfare reform

CSEA Executive Vice President Mary



CSEA Executive Vice President Mary Sullivan

Sullivan, who rose up the CSEA ranks out of a career in Social Services, has been appointed by CSEA President Danny Donohue to head up a CSEA task force charged with educating the CSEA membership on the issue of welfare reform and promoting grassroots activism in the fight for fair and equitable reform.

“CSEA members need to pay

attention to what’s going on here and get involved because your job, wages and benefits may soon be on the line,” Sullivan said.

AFSCME affiliates establish set of principles for any welfare reform

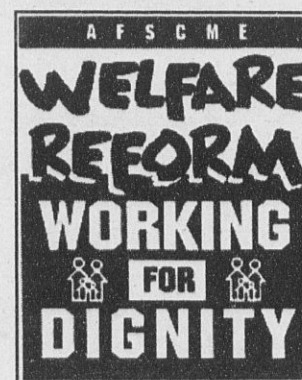
CSEA and the other New York AFSCME affiliates are working closely to ensure fairness in the state’s approach to welfare reform.

Gov. George Pataki has already unveiled the outline of his plan, which has received preliminary approval from the federal government. But the details of the plan must be addressed by legislation in the state legislature.

The New York AFSCME affiliates

have issued a set of principles for worker protection that should be applied in any state welfare reform legislation:

- **The existing work force must not be displaced.**
- **Public assistance programs must not be contracted out.**
- **Welfare recipients must be placed in real jobs with full employment rights.**
- **Adequate funds must be available for child care and education and training programs to move people off welfare.**
- **All parts of the state must be treated equally under the new reforms.**
- **All people in need must be eligible for Medicaid.**



CSEA Federal lawsuit settlement gets member \$60,000 back pay

HOOSICK FALLS — The village of Hoosick Falls has agreed to pay former employee Daniel E. Thompson \$60,000 in back pay as well as \$10,000 in attorney's fees to CSEA in settlement of a lawsuit brought on Thompson's behalf by CSEA. The federal judge had agreed with CSEA's contentions that Thompson's termination was illegal and in violation of the Americans with Disabilities Act (ADA) and the Rehabilitation Act.

"I want to thank CSEA for fighting every step of the way," Thompson said. "It's been a long three and a half years."

Thompson was represented in the federal lawsuit by CSEA Associate Counsel Janna Pfluger and Timothy Connick.

Thompson was hired by the highway department on Jan. 19, 1982. He continued in this employ until a back injury forced him out of work from September 1991 until his doctor authorized him to return to work as a heavy equipment operator on May 15, 1992. He worked in this capacity until he was terminated on Feb. 5, 1993.

Thompson said his firing was due unequivocally to his disability. It was established that he is covered by the ADA, was a satisfactory worker prior to his injury and had never refused any work given to him by the village.

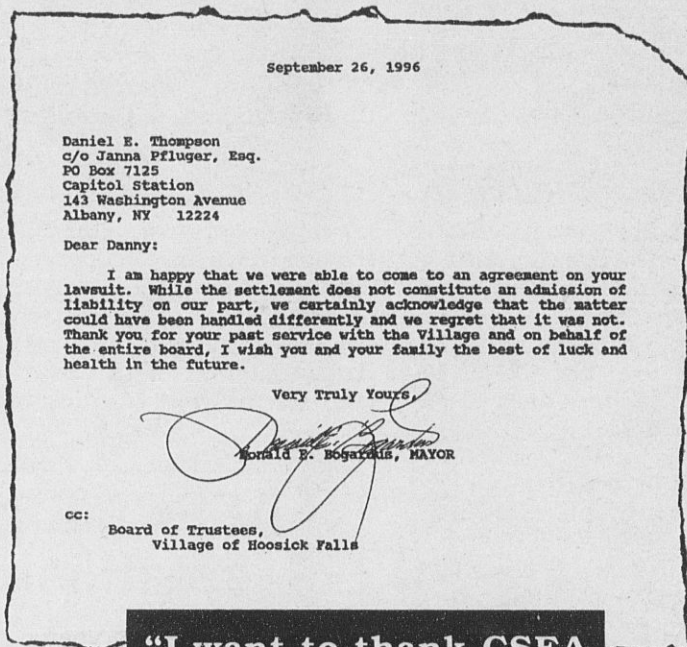
The village claimed Thompson couldn't perform his job duties even though he had been performing his duties fine for almost a full year.

The judge ruled in favor of CSEA and determined that Thompson was fired because of his disability. The village then agreed in a settlement with CSEA to pay Thompson \$60,000 in back pay and \$10,000 in attorney's fees to CSEA. This settlement came just a week before the case was set to go to trial.

Thompson also received a letter of apology from Mayor Donald E. Bogardus. The letter also thanked Thompson for his past service with the village. (A copy of the letter in full is at left.)

Thompson now holds a similar job in the town of Hoosick Falls Highway Department.

— Janice Nusbaum



"I want to thank CSEA for fighting every step of the way,"

— Daniel E. Thompson

LOCAL GOVERNMENT BRIEFS

SCHOHARIE COUNTY

PERB restores full-time CSEA position

A Public Employment Relations Board hearing officer has agreed with CSEA that Schoharie County was wrong when it hired two part-time social service investigators to fill one full-time investigator position.

On April 26, 1995, without any negotiations with CSEA, Schoharie County employed the second of two part-time social service investigators and then divided the hours and duties of the former full-time investigator's position. This act triggered the filing of an improper practice charge by Schoharie County Local 848.

PERB Hearing Officer Gordon Mayo ordered the county to restore the position of full-time investigator as it existed prior to April 26, 1995.

"CSEA has to be on guard in every situation in which management tries to erode the union's full-time membership," CSEA Capital Region President Carmen Bagnoli said.

— Daniel X. Campbell

CONNETQUOT SCHOOL DISTRICT

BOHEMIA — The Connetquot School District has broken their promise regarding their school lunch program once again. At a recent school board meeting, it was announced the school lunch program will not start until Jan. 6, 1997.

The district failed to notify school lunch program employees who have been without a paycheck while the program is pending and who, along with taxpayers and students, were assured the program would be reinstated by Nov. 4.

"It is simply incredible. The district has lied outright to the employees, children and taxpayers," CSEA Long Island Region I President Nick LaMorte said. "The children aren't getting lunch and the school lunch employees can barely put food on their own tables. Shame on the Connetquot school district."

— Sheryl C. Jenks

Cattaraugus unit fights privatization, layoffs at county nursing homes

LITTLE VALLEY — For several months CSEA Cattaraugus County activists have been waging a fierce and tireless battle against layoffs and privatization at the two county nursing homes.

Budget plans for 1997 that included layoffs and subcontracting of several patient therapy services sparked union action with a public education campaign that included informational picketing, gathering petition signatures, newspaper ads and direct political action through phone calls and face-to-face meetings with legislators, and in committee and full legislature meetings.

"We're going to do all we can to convince the legislators it's a bad move to reduce staff for our elderly because that will lead directly to reduced care for those in need," Unit President Sandy Costello said.

Costello praised the efforts of members Donna Vickman and Delores Nenko, long-time nursing home employees who led the fight against staff reductions. The unit garnered support from other CSEA activists and the families of the homes' clients.

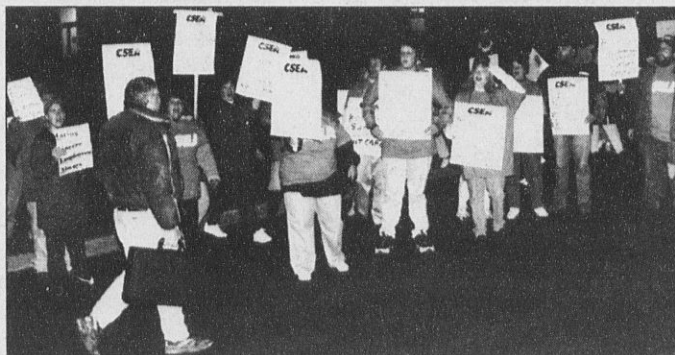
The homes are currently operating under a private consultant/management contract with a company out of Pennsylvania.

With signatures of more than 8,000 residents supporting them, the members of Local 805 called on the Legislature to reverse

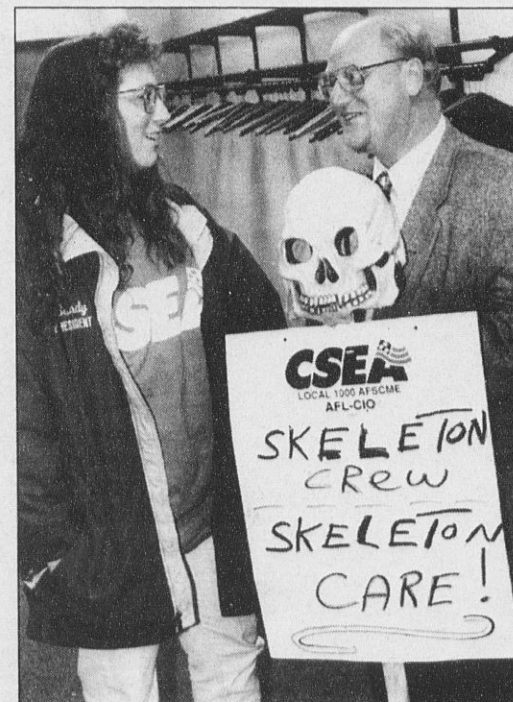
its 1997 budget that would lay off up to 32 employees.

Presently in impact bargaining, the unit has offered several cost-saving measures that could help save jobs. But no agreement has been reached. However, talks are continuing.

— Ron Wofford



Activists protest planned budget cuts for 1997.



Cattaraugus County Unit President Sandy Costello, left, and CSEA Labor Relations Specialist Tom Finger participate in nursing home rally.

Westchester workers fighting for their jobs

WHITE PLAINS — They're spending their Saturdays handing out flyers in supermarket parking lots. They're handing out flyers at the train stations early in the morning and late at night. They're the maintenance engineers, dietary workers, information systems employees and biomedical engineers who work for Westchester County and they're fighting the annual county budget battle. This year, they stand to lose their jobs to privatization and the flyers tell taxpayers that contracting out will not reduce their taxes.

A major thrust of this year's battle was to identify savings after the county executive announced that he was eliminating the four departments and contracting out their operations.

At a news conference held in December, representatives of each department outlined their plans to cut expenses and save money. While some lawmakers were impressed enough to restore funding in the 1997 budget, the county executive, determined to forge ahead with his plans, was expected to veto the restorations, putting hundreds of employees out of work by the end of the year.

Quick work saves choking victim

ORANGETOWN — CSEA member Mary Miggins knew the man on the phone was in serious trouble.

"I have something in my....," she heard, and then choking sounds.

Thanks to an enhanced 911 system, Miggins, an emergency medical dispatcher with the Town of Orangetown in Rockland County, knew the man's address and immediately was able to dispatch an ambulance to his home while another dispatcher sent a police vehicle. Luckily, police officer John Purcell was in the vicinity and arrived about a minute later and found the man lying collapsed on the floor. Purcell performed the Heimlich maneuver and revived him.

Waiting on the line, Miggins said "it seemed like an eternity" before help arrived, "but it was just a couple of minutes. They were tension-filled moments."

DOT workers rescue elderly woman from car in lake

SYRACUSE — It was an early November afternoon, and there was a light snow on the road, and two Onondaga County Department of Transportation workers were out on the job when they noticed something wrong.

CSEA Onondaga County Local 834 members John Barry and Ed Dobrovec, both motor equipment operators, were plowing and sanding along a road adjacent to the shore of DeRuyter Lake, when Dobrovec, operating the plow's wing, noticed an elderly gentleman standing on the roadside frantically waving his cane.

"He said he had driven into the lake and his sister was still in the car," Dobrovec said. "As John was on the radio calling for help, I was out the door."

Dobrovec ran down to the lakeshore, where the car sat in shallow water near a concrete retainer wall. As Barry radioed the DOT dispatcher to call 911, Dobrovec checked on the elderly woman, who didn't seem injured.

Barry, who has received Certified First Responders training as a volunteer fireman, quickly assessed the situation. The water had not

Some funds restored as *The Public Sector* went to press ...

Westchester County Executive Andrew O'Rourke, as expected, vetoed the restoration of funding for the Dietary and Information Services Departments. He did not, however, veto the restoration of funding for the Bio-Medical Engineering or the Maintenance and Engineering Departments.

At a press conference held in the County Executive's office, O'Rourke stated that he was forced to make this decision because "the union never made any work rule or contract concessions."

"These employees don't deserve this treatment," said CSEA Unit President Cheryl Melton. "We want to be treated like an asset, not a liability. We didn't come with our hands out. We identified real savings and the politicians don't want to hear it."

"The county executive is putting party and political considerations ahead of saving county taxpayers' money," he said. "Someone is getting

An angry Southern Region President Carmine DiBattista responded that the union had never been asked for concessions. When DiBattista confronted O'Rourke that privatization of these departments did not represent savings for taxpayers, O'Rourke stormed out of the room.

At this writing, a meeting of the Board of Legislators was scheduled for Dec. 20 and CSEA members and staff were vigorously lobbying county lawmakers to override the vetoes.

rich — and it's not the taxpayers," Southern Region President Carmine DiBattista said.

— Anita Manley

Pay equity suit not frivolous

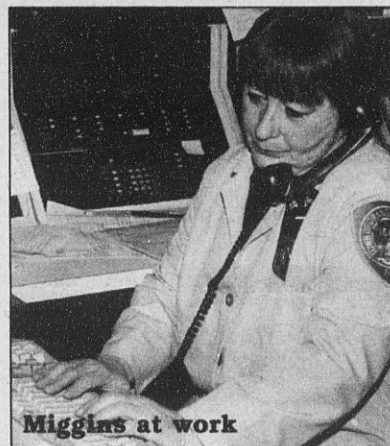
A Federal Appeals Court has ruled in favor of CSEA in a lawsuit by Nassau County seeking \$1.6 million in legal fees from the union and other costs stemming from a 1984 court case.

The county claimed that the earlier case, involving a pay equity dispute with the union, was "frivolous," and asked for reimbursement of \$1 million in attorney fees and an additional \$600,000 for the cost of expert testimony. A lower court upheld the damages.

But the awards were thrown out recently when a three-judge panel of the U.S. Second Circuit Court of Appeals ruled that, while the union failed in its attempt to show that the County was guilty of wholesale discrimination in pay, the claim was not frivolous. As a matter of fact, the judge in the original lawsuit had ruled that pay discrimination did exist in certain instances and even went so far as to award \$1.6 million in back pay to female police detention employees.

"If this lawsuit had succeeded; it would have had a chilling effect on plaintiffs who bring actions in our courts," CSEA Nassau County President Tony Giustino said.

— Sheryl C. Jenks



Miggins at work

A 13-year town employee and a former emergency medical technician, Miggins has had experience with many such emergencies. Last year, she had to instruct a caller on how to perform CPR after the caller's neighbor had a heart attack. Miggins later received an award for helping to save the victim.

Town officials have recommended Miggins and Purcell for an award for the most recent incident.

— Anita Manley

gotten into the car, and the car was sitting on the shallow lake bottom, so there was no immediate danger of drowning.

Barry jumped onto the hood of the car, helped the woman out the driver's side window, and then lifted her up onto the wall with Dobrovec's help.

"After handing her to Ed, I climbed back up the wall and we helped her to the road. We got her a jacket to keep her warm," Barry said.

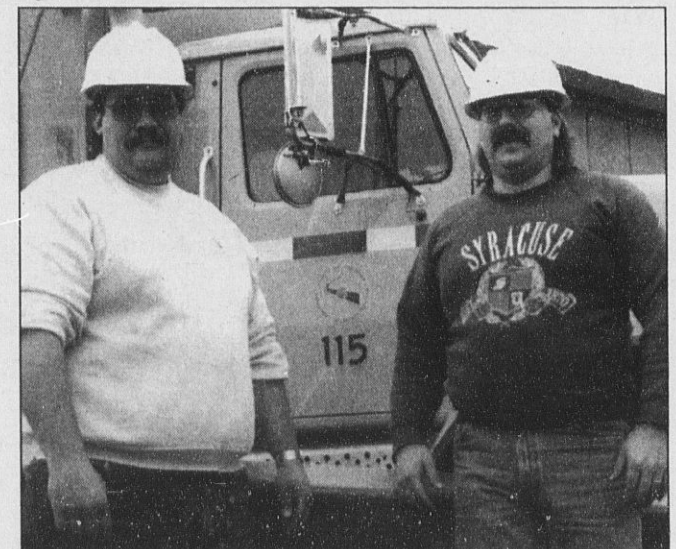
They then flagged down a passing van to offer the two shelter from the cold until help arrived. Thanks to their rescue, they avoided more serious injuries, with the 80-year-old woman sustaining a broken ankle. Barry said it felt good to be able to help.

"It feels great to be able to help the public," he said.

According to CSEA Onondaga County DOT Unit President Brian Stone, this is just another example of public employees helping the public.

"This occurs frequently where plow drivers have to pull over and assist people," he said. "It's just part of the job."

— Mark M. Kotzin



Onondaga County local heroes John Barry, left and Ed Dobrovec.

Time is a precious gift

ALBANY — Throat cancer. The very words send shudders of fear down the spine. But with proper treatment and plenty of time to overcome the adverse effects of chemotherapy or radiation treatments the patient can survive.

The key is time.

On May 24, 1996 Renate Kupic, a state Education Department employee and

CSEA Local 657 member, heard those fearful words. She had a cancerous mass wrapped around a vein in the left side of her throat and neck.

The first thing she did was quit smoking. The second was to make arrangements for needed surgery and radiation treatments which were all covered by her CSEA-negotiated health insurance. But there was the question of time. Time for the surgery. Time for the treatments. Time to recover. Time to regain her strength.

The cancerous mass and vein were successfully removed on July 9. Then Renate faced 37 radiation treatments over 53 days. Her sick leave



**CSEA Local 657 member
Renate Kupic**

accruals ran out on August 9, 1996.

If this health crisis had happened in the early 1980s, her illness would have ended her state service. But because of CSEA's determination and persistence over the years, a sick leave bank was negotiated for state employees. The program was met with such member and management support that it quickly spread to AFSCME and PEF bargaining units. CSEA has also had success in negotiating sick leave banks with local governments and school districts.

It was 60 days of time donated by her co-workers which allowed Renate to return to her job on Nov. 1, 1996.

Now Renate wishes to thank her nameless and faceless co-workers in the Department of Education who provided her with the most precious gift — time.

This is an open letter to all employees of the New York State Library.

My special thanks to those who were so kind and thoughtful in donating their accruals to me so that I could get through a difficult time without any loss of income.

Donations of time remain confidential so I can not personally thank each and every one of my fellow employees.

I hope that this letter is read by all of you that have been so generous to me. For the people that might not see this letter, through my prayers God knows who you are.

Sincerely,

Renate Kupic

— Daniel X. Campbell

CSEA member uses CPR to save 5-day-old baby

STATEN ISLAND — Every family looks forward with delight to a baby's first Christmas. But for the teenage mothers at the New York State Division For Youth Pregnancy Unit, it could have been both the best and worst of holidays.

For six-month-old Diamond, it was the best Christmas because she is alive and well, thanks to the quick emergency actions taken by Youth Division Aide (YDA) Frances Charles. When Charles discovered five-day-old Diamond in her crib not breathing, she saved the child from brain damage and possible death by immediately administering CPR.

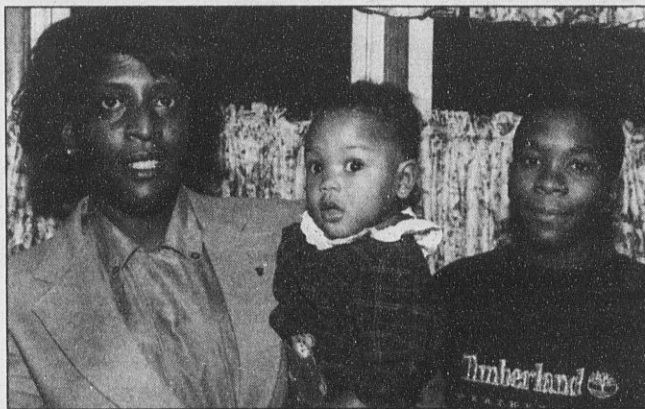
"I knew I had a lifeless body in my hands," Charles recalled. "But I remained calm and helped the baby start breathing again while another YDA called an ambulance."

"It's just lucky there was another YDA staff member in the house who could call the paramedics while I gave CPR," Charles added, despite continuing Division For Youth budget cutbacks that too frequently leave the facility understaffed.

"We are like their guardian angels and DFY is their safety net," Charles said. Charles believes it's vital that DFY gives these girls a second chance. "We teach them so they can teach their babies some values of right and wrong. We also give them parenting skills because they don't have the maturity to take care of these babies."

"DFY is my life," Charles says with a warm smile.

This holiday season DFY staff struggled to come



**Frances Charles stands holding baby Diamond.
Diamond's mother "Margaret" is at right.**

up with gifts for children of their young clients. Previously many staff contributed some of their own money to supplement a special DFY annual "Christmas fund" used for that purpose, but that fund was eliminated by Gov. George Pataki.

Making Christmas morning special for a house of seven new teenage moms and their babies was problematic for caring DFY staff members. They were, however, able to come up with some clothing and toys that brought a little holiday joy to all the babies' first Christmas.

"I know I am contributing not only to their future but the world's future. We are giving them some values for tomorrow," Charles added.

— Lilly Gioia

STATE GOVERNMENT BRIEFS

Health Insurance options effective dates

New health insurance options began for Administrative payroll employees Dec. 26, 1996. Due to processing time, most paycheck adjustments will be made in January.

New health insurance options for Institutional payroll employees begin Jan. 2, 1997. Due to processing delays, adjustments will be made later in January retroactive to the effective date.

Pataki wants to privatize 'cook-chill' facility

Claiming that it is operating at a fraction of capacity, Gov. Pataki announced that a \$25 million state-of-the-art "cook-chill" facility at Rockland Psychiatric Center would be placed on the market for sale or lease to the private sector.

The "cook-chill" facility, which opened in 1995 following extensive labor/management discussion between CSEA and the Office of Mental Health, was designed to prepare and store in advance meals for OMH patients around the state and to provide food service to other state and local agencies.

The plan could affect 35 CSEA-represented employees. While there were no bonafide bidders at press time, CSEA is monitoring the situation and is prepared to argue that the facility can be better utilized without displacing state employees.

Apply by phone for promotional exams

State employees may now apply for scheduled promotion exams by telephone. The state Department of Civil Service's "Promotion Application by Phone" service provides an alternative to obtaining, filling out and mailing the traditional application form. The new service should be particularly useful to employees in outlying areas and will make it easier for them, in particular, to apply on a timely basis.

State employees using touch tone phones can access the service by calling 485-6487 in the Capital District calling area or toll free at 1-800-346-7314 outside the Capital District.

State employees may still choose to file for promotion exams by using the traditional application form.

Child Care Advisory Committee grants

Local Labor/Management Committees or network child care centers that actively involve a labor/management committee, may apply for grants of up to \$1,500 to help fund initiatives related to work and family, such as parenting seminars, eldercare resource fairs, parent resource events, etc.

The Work and Family Initiatives Fund small grants are administered by the New York State Labor/Management Child Care Advisory Committee (NYSLMCCAC). The committee was created in 1981 by the state and its public employee unions to help state employee parents balance work and family responsibilities.

Interested applicants are encouraged to contact Darlene Greenhouse at NYS Labor/Management, Child Care Advisory Committee, South Swan Street Building, Core 1, Suite 212, 6 Empire State Plaza, Albany, NY 12223-1651, (518) 473-8091 for information and grant application assistance.

Trying to work the bugs out

Union files PESH complaint over insect problem at Liquor Authority

MANHATTAN — The almost invisible insect army which has invaded the Park Place New York State Liquor Authority offices is driving CSEA support staff crazy. A hoard of tiny, almost microscopic bugs continues to bite workers' legs, arms, backs and faces.

CSEA New York City Local 010 Principal Clerk Gloria Johnson complained bitterly about the "bug" problem that began in May of 1995.

"It's worse than a mosquito bite. It feels like a sharp bite which then oozes for several weeks before it heals," Johnson said.

Frustrated by a lack of management response to the problem, itching and scratching CSEA members contacted the union's Safety and Health Representative, Dan Morra who has since filed a PESH complaint citing numerous violations.

CSEA Local 010 member Linda Pryor and other members have experimented with a series of insect repellents, lotions and sprays, with little results.

"Repellents only work if you bathe yourself in them every day and that can't be healthy," Pryor said. "These bugs bite through socks, through wool jackets and through panty hose," she added.

"They even bite through jeans," noted Sally DiSpigna, a clerk who has worked at the Authority for 15 years. She is furious over present working conditions she considers to be injurious to her health.



CSEA Local 010 members Sally DiSpigna, Gloria Johnson, Astoria Torres, Jacqueline Bowman and Linda Pryor, display some of the ammunition they've been using in their battle against bugs at the Manhattan offices of the NYS Liquor Authority.

"I have diabetes and high blood pressure," DiSpigna said. "These bites are not good for me. I was bit up terrible on my legs. What are they going to tell me if I lose a leg?" she asked. "These things are vicious!"

Adding insult to injury, CSEA Liquor Authority members believe that management failed to take their complaints seriously for a lengthy period. We are all adults with at least a modicum of common sense, members said. Supervisors shouldn't treat our words as insignificant or treat us as kids, they agreed.

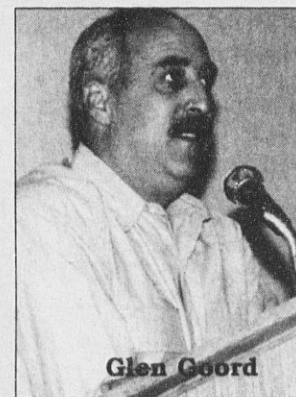
CSEA members' continuing complaints resulted this summer in office floors finally being washed, insect traps placed and a failed fumigation attempt, all to no avail.

Along with CSEA Labor Relations Specialist Peter Verdon advocating on their behalf, CSEA members await a serious response to the Public Employee Safety and Health complaint.

— Lilly Gioia

DOCS Local Presidents conference a success

LAKE PLACID — CSEA Local Presidents and Managers working in the NYS Department of Correctional Services came together as partners at a Local Presidents Conference in Lake Placid recently.



Glen Goord

More than 100 union and management representatives participated in the three-day conference, the first held under the regime of newly-appointed DOCS Commissioner Glen Goord.

While there, participants attended workshops on Time & Attendance Policy, Labor/Management Process, Duties of a Local

forum where CSEA Local Presidents got a chance to air their concerns directly to Commissioner Goord and his staff.



CSEA Eastern New York Correctional Facility Local 159 president Jeff Howarth, right, poses a question to DOCS Commissioner Goord during the conference's open forum with the commissioner.

President and Labor/Management Committee's Joint Apprenticeship Program Grant Applications.

One of the conference's highlights was an open

State cleaners aren't washed up; layoffs canceled

ALBANY — Thanks to thousands of petition signatures and the help of key lawmakers, CSEA officials have declared victory in their fight to prevent the privatization of state cleaners' jobs in public buildings throughout the Albany area.

Just days before Christmas, with the cleaners facing layoffs a week into the coming new year, CSEA Capital Region President Carmen Bagnoli was able to announce that the scheduled layoffs have been canceled.

During this past summer, 135 cleaners were told by the Office of General Services that their jobs would be wiped out by privatization. The cleaners were originally scheduled to be laid off last October, but State Sen. Mike Hoblock helped CSEA get an extension until January.

During that time, CSEA launched a multifaceted campaign to save the cleaners' jobs, including a petition drive, and phone calls and letters to state legislators. Bagnoli said State Senate Majority Leader Joe Bruno was instrumental in helping to resolve the conflict.

"Since the day I became region president we began working together with just one goal — to save the current OGS cleaners from being laid off. With the help of State Sen. Joseph Bruno we have achieved that long sought goal," Bagnoli said.

Despite cleaners having demonstrated for years that they can do the job cost effectively, they had continually faced layoffs and privatization threats, according to Bagnoli.

"CSEA members in Local 660 have been the target of waves of work force cutbacks under a number of administrations," Bagnoli said. "We wanted to stop that constant targeting."

CSEA also worked closely with the Department of Civil Service to develop alternative employment situations for as many of the workers as possible to minimize the impact of layoffs and cutbacks.

"We were successful in finding alternative employment for a good number of the workers involved," CSEA Labor Relations Specialist Michael Sheldon said. "But our main priority was to save the cleaners from being laid off. That goal has been achieved."

Bagnoli said CSEA now has thousands of signatures from employees and the public against privatization of cleaners at OGS, and the union leader vowed to continue to fight any future privatization initiatives — **Daniel X. Campbell**

Maggie McCafferty named top PEOPLE recruiter for November

Maggie McCafferty of CSEA Department of Civil Service Local 653 earned PEOPLE Recruiter of the Month honors for November.

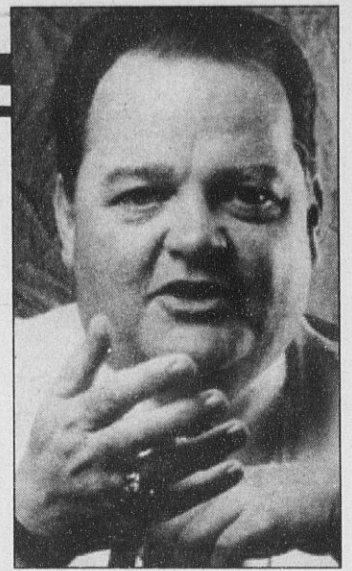
McCafferty recruited 17 new PEOPLE members during the month. PEOPLE (Public Employees Organized to Promote Legislative Equality) is the CSEA/AFSCME lobbying program that operates at the federal level.

In touch with you

A message from CSEA President Danny Donohue

There is a need for welfare reform, but

Not at the cost of CSEA members' jobs



One of the most moving moments at last year's AFSCME Delegates Meeting was the warm reception given to Aaron Feuerstein, owner of Malden Mills in Methuen, Massachusetts.

You may recall that just before the holidays last December, most of the Malden Mills complex burned to the ground in a devastating fire. Rather than simply take the money and cut his loss, Feuerstein, whose family had maintained a positive relationship with their unionized

employees over generations, vowed to rebuild.

More importantly, Feuerstein kept his workers employed as the company started over.

It hasn't been easy for Malden Mills which is still struggling. But it was an act of compassion and courage in an age of corporate greed, when top corporate executives are actually rewarded with obscene bonuses and pay for eliminating the jobs of thousands of employees and destroying communities.

Feuerstein received a heroes welcome by the AFSCME delegates and touched the hearts of everyone there when he said "It was the right thing to do — my employees are our greatest asset."

Aaron Feuerstein's humanity is a lesson for us all as we confront the challenge of welfare reform.

There is a very real need for welfare reform. But not if it takes away CSEA members' jobs and ramrods people into public sector positions at

slave labor wages. People can only get off welfare if they can transition into real, decent paying jobs with benefits.

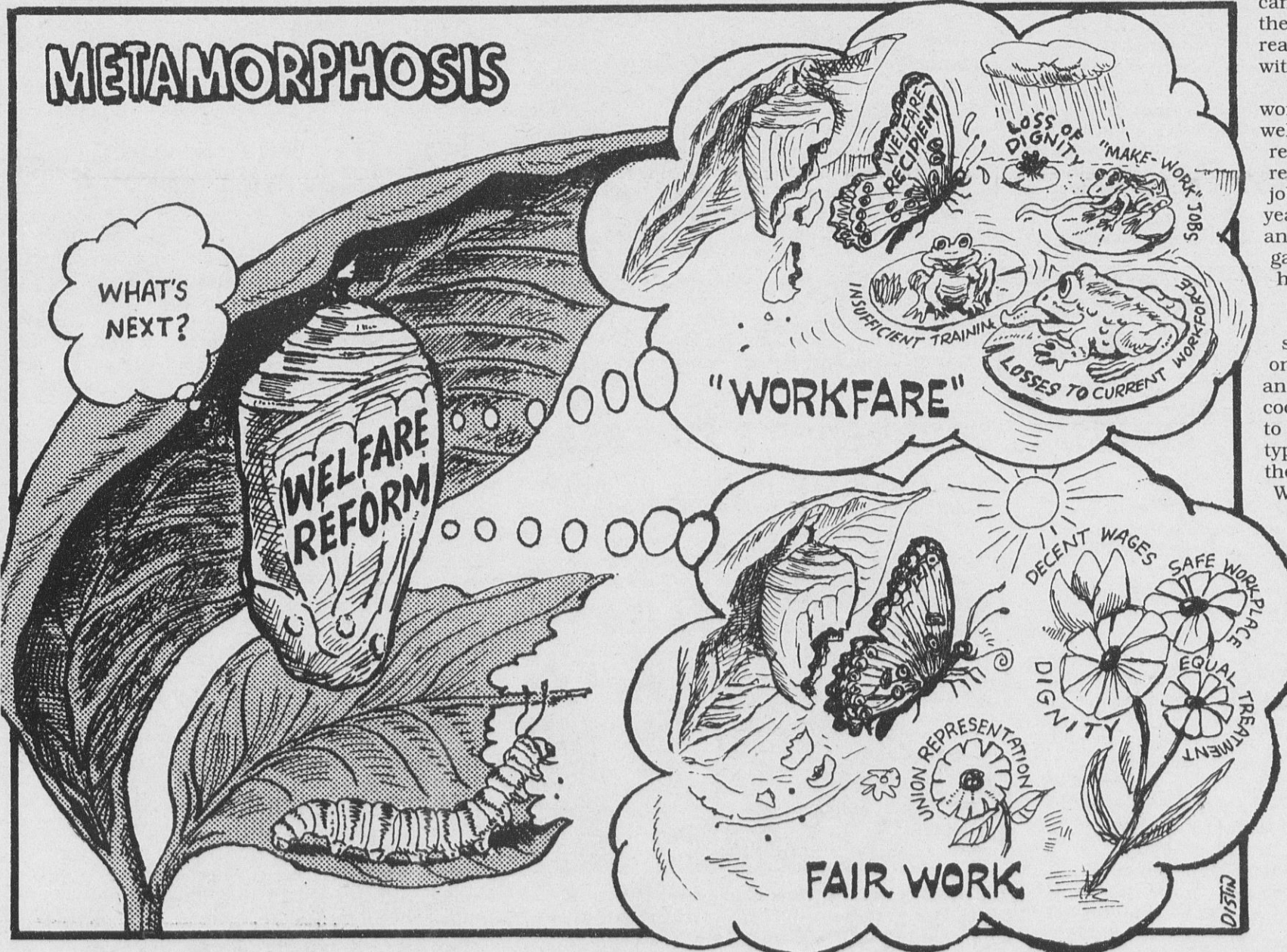
No matter where you work or what you do, welfare reform and the requirement of placing recipients into workfare jobs affects you. In the year ahead, New York has an 81,000 job gap. That gap is projected to go higher in the following years.

The numbers are staggering and we can only succeed with public and private sector cooperation. But that has to start with the corporate types who so loudly bash the state's public sector Work Force,

demonstrating some leadership in creating real jobs for real people.

They should do it, as Aaron Feuerstein said, because it is the right thing to do.

Danny



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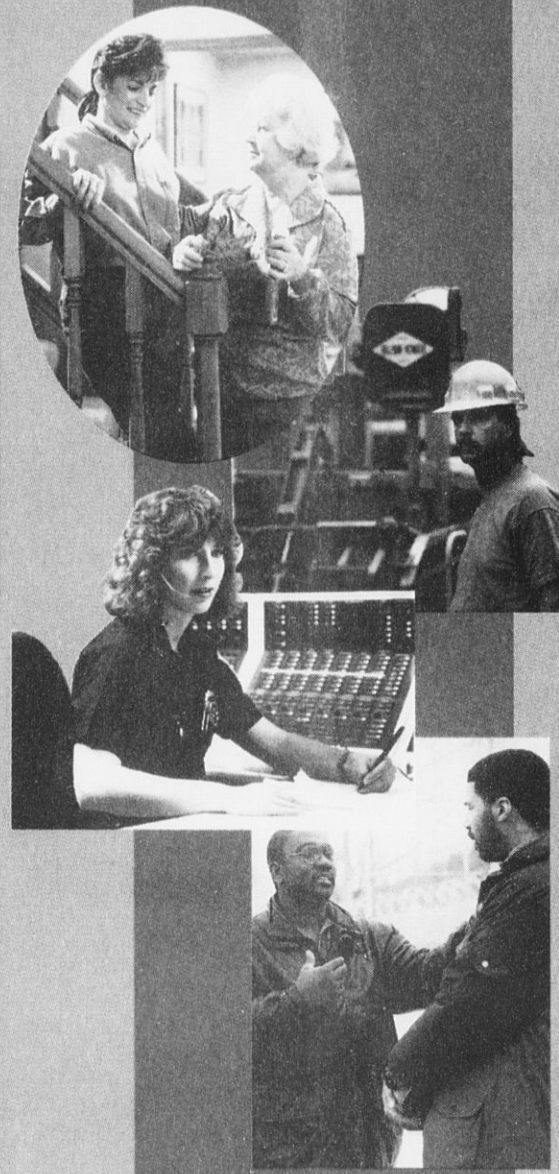
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DECEMBER						
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The CSEA The Work Force of NY 1997



CSEA, Local 1000 • AFCME, AFL-CIO • Danny Donohue, President

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Your Reference Guide To CSEA Member Services & Benefits

CSEA Headquarters
143 Washington Avenue
Albany, NY 12210
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 includes Occupational Safety & Health, Local Govt. & School District Affairs, Research, EAP, the Retiree Division and State Contract Administration;
 - *press **2** for Legal Matters, such as disciplinarys & 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;
 - *press **7** for Membership Benefits.

*It pays to
be a
CSEA
member*

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 and Prescription Drug for state employees and participating local government employees. **TDD for hearing impaired only:** 1-800-532-3833. Mailing address: CSEA Employee Benefit Fund, One Lear Jet Lane, Suite One, Latham, NY 12110-2395.

Grievances & Discipline

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

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 or call the Membership Benefits Department at Headquarters, 1-800-342-4146.

Insurance

CSEA offers several insurance programs at low group rates with the convenience of payroll deduction.

For details on CSEA Security Life Plan, Disability Income Protection Program, Hospital Income Insurance Plan and Family Protection Plan, call toll free: Jardine Group Services Corp. 1-800-929-6656.

For details on Auto Insurance and Homeowners/Renters insurance, call toll free: 1-800-833-4657.

For details on the CSEA Long Term Care Program, call toll free: 1-800-366-5273.

Health Insurance

For answers to your specific questions about the New York State Health Insurance Program's Empire Plan:

Blue Cross Claims: 1-800-342-9815 or (518) 367-0009
Metropolitan Claims (MetraHealth) 1-800-942-4640
Participating Providers 1-800-942-4640
Home Infusion/Nursing, Diabetic Supplies, Durable Med Equip
Home Care Advocacy Program 1-800-638-9918
Hospital admission approval/ surgical review:
Empire Plan Health Call 1-800-992-1213
Mental Health & Substance Abuse Hotline . . . 1-800-446-3995
Managed Physical Medicine
(chiropractic & physical therapy) 1-800-942-4640

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 on a variety of relevant subjects. 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 the Membership Benefits Department at Headquarters, 1-800-342-4146.

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 or the Membership Benefits Department at Headquarters, 1-800-342-4146.

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 or the Membership Benefits Department at Headquarters, 1-800-342-4146.

AFSCME Union Driver and Traveler Program Discounts

The AFSCME Union Driver and Traveler Program saves you money whether you're traveling by car, bus, train or plane. It's a motor club, travel service and auto repair service all in one. Annual cost: \$49.95.
Call 1-800-547-4663.

Disney World, Theme Parks Discounts

Discount admission to Disney World in Florida, Disney Land in California, Six Flags Amusement Parks and Anheuser Busch Theme Parks Clubs (i.e. Sea World and Busch Gardens). To receive discounts, call 1-800-238-2539 between 7:30 a.m. and 7 p.m. Monday-Friday. Identify yourself as a CSEA/AFSCME Local 1000 member and provide your Social Security number.

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.

Call toll free: 1-800-848-6466.

AFSCME Advantage Dental Program

A discount dental program (not dental insurance) that allows you and your family to choose your dentist from a lengthy list of qualified professionals and receive instant discounts on a wide variety of dental services on every visit. May help lower your out-of-pocket expenses even more if you are already covered by dental insurance. Membership fee \$29.95 annually. For more information call toll-free 1-800-257-8352.

AFSCME Advantage Loan Program

Unsecured personal loans from \$2,500 to \$15,000, with affordable monthly payments, are available to credit-qualified applicants. Call toll-free 1-800-343-7097 for applications, information.

Cellular Phone Discounts

CSEA's cellular phone benefit enables members to "reach out and touch" at special rates. Currently available in most calling areas. For details call the Membership Benefits Department at CSEA Headquarters, 1-800-342-4146.

REGION OFFICES

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(914) 831-1000.

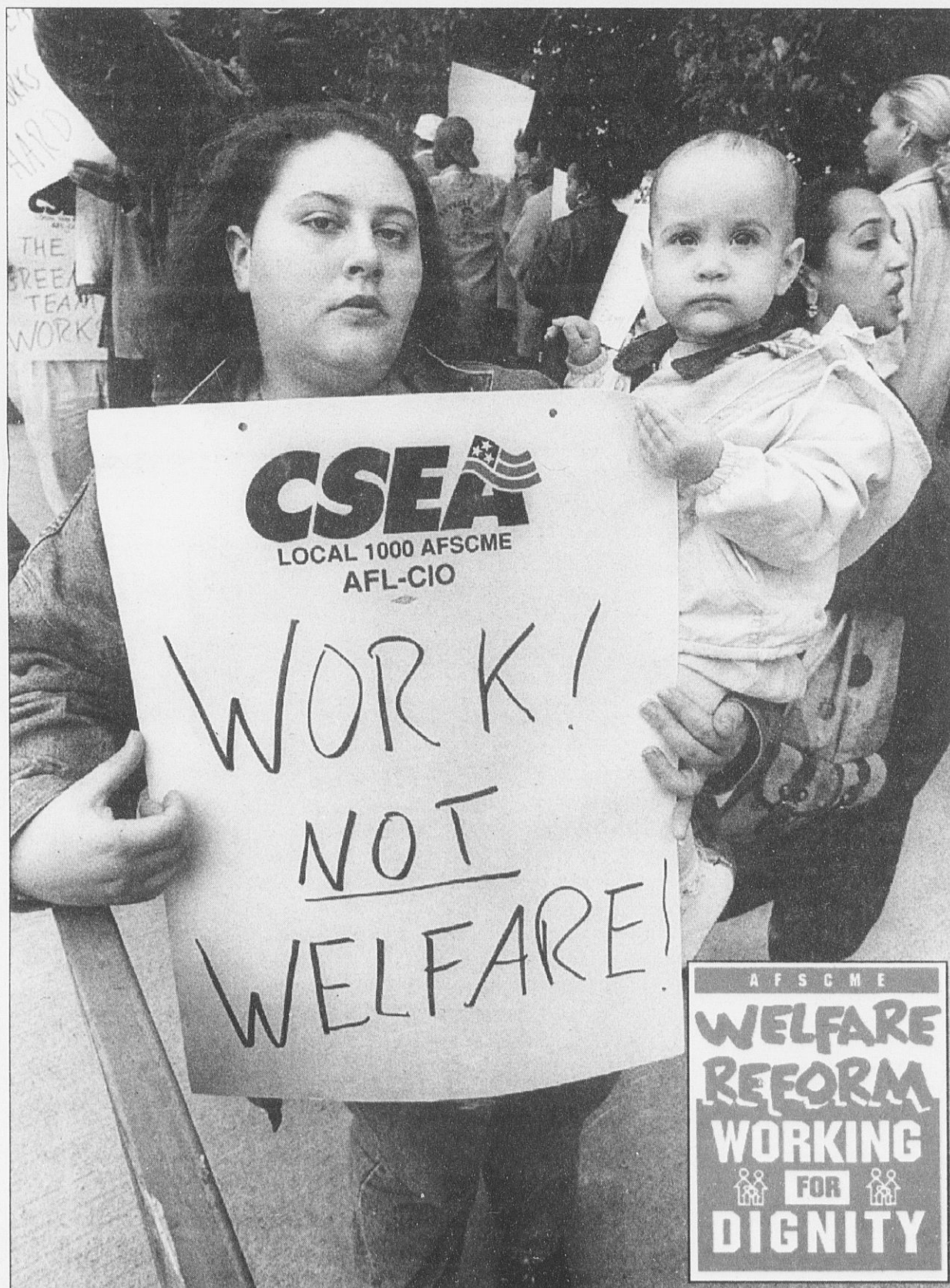
CAPITAL REGION IV OFFICE
One Lear Jet Lane, Suite Two, Latham, NY
12110-2394. (518) 785-4400.

CENTRAL REGION V OFFICE
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(315) 433-0050.

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



The CSEA Work Force



Dignity for all workers

AFSCME affiliates in New York State, including CSEA in a lead role, have committed to a full engagement on the battlefield over the battleground issue of welfare reform. CSEA/AFSCME view welfare reform as both a tremendous challenge and a great opportunity to strengthen the security of union members while extending protection and dignity to working welfare recipients.

CSEA/AFSCME has redefined the new welfare law as a workers issue, focusing the spotlight on the workfare portion of welfare reform. New federal welfare legislation strictly requires that able-bodied welfare recipients must be put to work or individual states will face penalties for non-compliance. As a result, many welfare recipients will wind up working side-by-side with CSEA/AFSCME members in a wide variety of public service jobs.

"The Pataki Administration has proposed the outline of a welfare reform package with worthwhile goals," CSEA President Danny Donohue said. "Our challenge is to protect our members from being displaced or in any other way harmed by what will be a huge influx of working welfare recipients. At the same time, as labor unions we must do our best to be sure welfare recipients have real jobs with real job protection and benefits. There must be dignity in work and dignity for all workers. That's a long-held union principle that we will never compromise, not ever."

— pages 10-11

We must make sure Workfare works

Lots to be concerned about Workfare in Westchester County



Sandra Franco

WHITE PLAINS — Workfare is touted as the program that trains clients and opens doors to jobs, but in Westchester County the program has sometimes become a cheap way for the county to hire workers to perform jobs that might be held by civil service workers.

Westchester County CSEA Unit Vice President Sandra Franco said some Workfare employees have been in the program for six years. Most work 20 hours a week.

"They're not placing them in jobs. I'm not against workfare, but at least give these people the opportunity to get a real job," she said, reflecting CSEA's official position on workfare.

Franco said there are concerns that some welfare recipients have access to confidential files.

"They are allowed to use the computer system," she said. "A department head uses her own password to get into the system and then lets the client work on the computer."

County employees who deal directly with the public are more concerned than ever about workplace security now that welfare rules have been tightened and workers are required to reject more requests.

"They're taking the place of county workers and breaking our exclusivity," she said. "They're not supposed to do the work we do."
 — Anita Manley

Workfare goes wrong if it's just another job

EDITOR'S NOTE: One of the main tenets of CSEA/AFSCME's welfare reform strategy is that welfare recipients must be placed in real jobs with full employment rights. The following is an example of what can happen when individuals are given jobs in which they have no vested interest.

ALBANY — A local television station recently reported that a number of Medicaid recipients, hired from a temporary employment agency to perform data entry work at the state Department of Social Services, were allegedly fired for tampering with their own medical records.

The employees, who worked in the Medicaid Office Management Systems Unit at DSS, were hired last fall to replace state employees who took the state's early retirement incentive after the agency announced plans to privatize that unit.

The state had to replace the retired workers when the privatization plan later fell through. But, instead of rehiring permanent state employees, the state hired employees from a temporary agency.

While admitting that some of the workers were Medicaid recipients, state officials denied the employees were fired for tampering with medical records.

CSEA officials say it illustrates that workers with low wages, no benefits and no job security have nothing to lose. CSEA-represented employees, on the other hand, have a vested interest in their jobs. To them, it's not just another job, it's their career.

Pataki axing of Green Team leaves workers feeling blue

MANHATTAN — When it comes to welfare reform, watch what the state does, not what it says, an agitated CSEA New York City Local 010 President Vincent Martusciello warns.

"Nearly 150 Transportation Department Green Team workers who recently got the ax are looking ahead to a bleak New Year after being forced to return to the welfare rolls after two years of outstanding public work," Martusciello charged.

Last fall with smoke, mirrors and political chicanery, the Pataki administration heartlessly fired DOT Green Team workers who had been maintaining state roadways in the five boroughs. The Green Team effort at moving welfare recipients and unemployed individuals into gainful employment was hailed by many, including local legislators, as a great success.

"We were really left out in the cold," said an angry former Green Team member Elias Torres. Despite promises of assistance, "everybody on the Green Team was put on unemployment with no help in any way, shape or form. The governor is saying he's creating jobs and he's not. He eliminated our jobs to give them to somebody else."

According to CSEA Labor Relations Specialist Peter Verdon, despite fierce political action lobbying and a large union demonstration to save the jobs, the previously approved \$6 million Green Team operating budget money mysteriously evaporated, leaving nearly 150

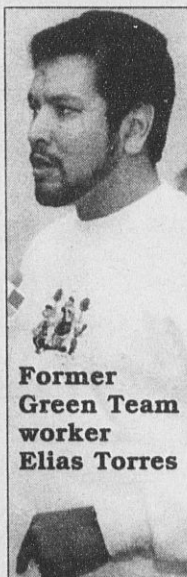
families jobless, rejected, despairing and back on the welfare rolls again.

"I'm sure the Governor got a lot of letters from us and the people supporting us," Torres said. "We went to the Governor's office and nobody wanted to look us in the face. We even went to (US Sen. Al) D'Amato's office and he didn't want to see us either."

"We had benefits as state workers and the Green Team provided a lot of families with an opportunity to better themselves and then everything was taken from us because they just didn't care," Torres said.

CSEA Metro Region II President George Boncoraglio, an International vice president of AFSCME, sees the Green Team layoffs as the first wave of a welfare reform that will create a "slave" class of cheap labor if left unchallenged.

"Nobody's job will be safe and everyone's economic well being will be dragged down unless we all fight this," he warned. "CSEA/AFSCME is trying to make sure Workfare works right, otherwise we are threatened with more and more public work done by people paid below minimum wages, with no benefits and no workers' compensation if injured," Boncoraglio said.



Former Green Team worker Elias Torres

— Lilly Gioia

Workfare guidelines forged in Schoharie

SCHOHARIE — A series of labor-management meetings concerning the impact of workfare on the public sector work force in Schoharie County has led to a two-page stipulation of settlement listing what workfare cannot do.

Workfare cannot displace any currently employed worker or cause the loss of a position, or the loss of work hours or overtime, or the loss of wages, or employment benefits or result in the impairment of collective bargaining agreements.

A workfare participant cannot fill a position in which a layoff has occurred. A workfare participant cannot be used to fill the item of a terminated worker or otherwise reduce the workforce.

A workfare participant cannot infringe on the promotional opportunities of any currently employed person.

"The agreement protects terms and conditions of employment for our members," CSEA Labor Relations Specialist Ed Catrine said. "And we can review the pact any time there is a state or federal change in the program. That gives us the ability to conform with any changes in the program."

CSEA is pursuing similar labor-management and contract agreements across the state.

— Daniel X. Campbell

There must be

Dignity for all workers!

Same job, but no benefits, no insurance, no holidays

MINEOLA — Workfare wears many faces. It is seen by some as oppressive, it is seen by others as appropriate payback to "the system," it is also viewed as involuntary servitude, and it has been met with skepticism by union members fearful they will be replaced.

Workfare has worn itself on the face of Hadie Hartgrove, a former county employee who was laid off, forced on welfare, and returned to her old job on Workfare.

CSEA Nassau Local 830 President Tony Giustino has written letters to the county's personnel department and to Congressman Peter King regarding Hartgrove's predicament.

The union also has a class action lawsuit pending, regarding the workfare program and its impact on county jobs.

Hartgrove was employed by Nassau County for eight years when one dark day in 1992, the ax was wielded by county government and Hartgrove and 2,500 employees were laid off.

"When my unemployment ran out I had to depend on social services," said Hartgrove, a mother of three grown children and legal

custodian of a three-year-old relative.

That's when Hartgrove met workfare. As part of her welfare stipulation she would work 80 hours each month and welfare would see she wasn't evicted from her home.

So Hartgrove went to work — to the identical job she held before the layoffs, as a part time custodial worker for the County Department of General Services.

There, she answers phones, does paperwork and makes sure the restroom is cared for.

Hartgrove receives no benefits, no health insurance, no holidays.

"I think it is unfair. I'm happy to go to work but I want to do it as a county employee, not as a welfare recipient," she said.

DGS Unit President Barbara Jones said there are 140 workfare participants and 700 employees in DGS.

"They're not teaching her anything new. She should have her job back as a county employee," said Jones.

Hartgrove agrees, wishing she still wore a Nassau County employee ID card.

— Sheryl C. Jenks



Hadie Hartgrove



Watch Inside Albany on public television to keep up-to-date on welfare reform

One of your best sources of information to keep abreast of the progress of welfare reform as it winds through the state legislature is to watch *Inside Albany*, the highly acclaimed television show that presents a critical look at state government. CSEA is a prime underwriter of the program that airs on public television stations.

Inside Albany is seen on the following public broadcast stations:

Albany-Schenectady-Troy	WMHT, Channel 17	Saturday	6:30 p.m.
Albany-Schenectady-Troy	WMHQ, Channel 45	Sunday	11:00 p.m.
Binghamton	WSKG, Channel 46	Saturday	6:00 p.m.
Buffalo	WNED, Channel 17	Saturday	6:30 p.m.
Long Island, New York City	WLIW, Channel 21	Sunday	11:00 a.m.
New York City	WNET, Channel 13	Sunday	6:30 a.m.
Plattsburgh	WCFE, Channel 57	Saturday	6:30 p.m.
Rochester	WXXI, Channel 21	Saturday	6:30 p.m.
Syracuse	WCNY, Channel 24	Saturday	4:30 p.m.
Watertown	WNPE, Channel 16	Saturday	6:00 p.m.

Workfare a concern in Erie County DSS

BUFFALO — Although there has been a consistent effort to infiltrate the ranks, there doesn't yet appear to be a large influx of Erie County's estimated 2,000 to 3,000 workfare recipients doing the work of Erie County Social Services workers, according to CSEA Local 815 county employee unit and social services section presidents.

However the number of working welfare recipients will most likely increase dramatically under new federal welfare reform legislation requiring able-bodied welfare recipients to work or else New York State would face penalties for non-compliance.

"We periodically caution our DSS members, who are very overworked, if they are receiving even some clerical assistance from a workfare recipient, they are actually

putting our exclusivity in jeopardy," said Michael Bogulski, Erie County local and unit president.

"Sometimes it's hard to know who is a county employee and who is a workfare recipient, with around 1,300 employees in the department," said Marcia Olszewski, social services section president.

That would change under a welfare reform proposal being advocated by CSEA and AFSCME.

CSEA/AFSCME has redefined the new welfare law as a workers issue and is demanding dignity for all workers. The unions are focusing on protecting members from being displaced or harmed by what will become a huge influx of working welfare recipients. At the same time CSEA/AFSCME is seeking job security for the Workfare participants.

"For now we have to remind our members to be alert, and to let us know if they believe a workfare recipient is working in their area," Olszewski said.

— Ron Wofford



Michael Bogulski

Take this '5 for the Future' pledge to work for fair and equitable welfare reform



The 5 for the Future PLEDGE...

"We must be concerned and vigilant about the potential displacement and inequity of placing increasing numbers of welfare recipients in public sector workfare jobs. I urge CSEA members to take the '5 for the Future' pledge. Pledge to protect job security while working to extend that protection to working welfare recipients. Together, we can guarantee dignity in work, dignity for all workers."

— Danny Donohue, President

PLEDGE

I pledge to commit 5 hours of my time to union activities, and in particular the fight for fair and equitable welfare reform. I further pledge to urge 5 co-workers to become actively involved in the welfare reform fight, and to mobilizing the power of organized labor in any way possible.

PRINT NAME: _____

ADDRESS: _____

LOCAL #: _____

PHONE: _____

Signature > _____

'I pledge to commit 5 hours to union activities in the fight for fair welfare reform, and to mobilize the power of organized labor in any way possible!'

Clip and mail to: CSEA Political Action Department, 143 Washington Avenue, Albany, NY 12210

NOTICE OF NOMINATIONS

Elections for CSEA statewide PRESIDENT, EXECUTIVE VICE PRESIDENT, SECRETARY, TREASURER to be held in 1997

The offices of CSEA statewide president, executive vice president, secretary and treasurer are scheduled for election in 1997. CSEA members will be electing officers to fill those statewide offices for a 3-year term effective July 1, 1997.

Persons seeking a statewide office may petition and appear on the ballot individually or as part of a slate. A slate must contain a candidate for each of the statewide offices: president, executive vice president, secretary and treasurer.

Candidates must be at least 18 years old, have been a CSEA member in good standing since June 1, 1996, and must have continuously paid CSEA

Any CSEA member who is considering the possibility of running for office may obtain information regarding the election process by contacting the Election Committee at CSEA Headquarters 1-800-342-4146, Ext. 477

membership dues since that date. Candidates cannot be a member of a competing labor organization and must not be serving a disciplinary penalty imposed by the CSEA statewide Judicial Board.

Any CSEA member who meets the above criteria may become a candidate and have his or her name placed on the ballot for a specific statewide office by obtaining 1,000 signatures of CSEA members

eligible to vote in the upcoming election. Signatures must be of CSEA dues-paying members who are not serving a suspension and who have no delinquent dues. The signatures must be collected and submitted on official nominating petition forms in a timely fashion under the published election schedule.

Nominating petition request forms are now available from local

presidents, CSEA headquarters and region offices. Petition request forms may be filled out and returned to CSEA Headquarters and/or region offices ahead of schedule, but the nominating petitions will not be released until Feb. 10, the first day of the petitioning period.

The election process will be overseen by the union's Elections Committee. The balloting will be conducted by an independent election agency approved by the union's statewide Board of Directors.

The schedule for the 1997 election for CSEA statewide offices is below.

Schedule of election of CSEA statewide officers

Petitioning period starts February 10

- February 10**
- ✦ Start of petitioning period.
 - ✦ Nominating petitions released from CSEA headquarters and region offices.
- March 21**
- ✦ Deadline for nominating petitions to be received at CSEA headquarters (5 p.m.).
- April 14**
- ✦ Deadline for candidates to decline nomination (8 a.m.).
 - ✦ Deadline for candidates to submit campaign statements and photos for publication in *The Public Sector*.
 - ✦ Deadline for receipt of candidates' campaign literature at CSEA headquarters for distribution (5 p.m.)

- April 16**
- ✦ Drawing for candidates' positions on the ballot (headquarters).
 - ✦ Membership list available for inspection by candidates (headquarters).

- May edition of *The Public Sector***
- ✦ Publication of campaign statements and photos submitted by candidates.

- May 15**
- ✦ Ballots delivered to Post Office for mailing.

- May 23**
- ✦ Replacement ballot may be requested if original ballot was not received.

- June 5**
- ✦ Deadline for receipt of ballots (8 a.m.).

Election results will be announced after the ballot count. Candidates will be notified by mail.

- July edition of *The Public Sector***
- ✦ Election results published.

Always protect your membership status

Break in union membership affects eligibility to seek or hold 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.

You must notify the CSEA Membership Records Department at 1-800-342-4146, Ext. 327, of any change in your status and what arrangements you are making to continue your membership in CSEA.

Contributions of women in labor movement highlighted at Women's Conference

Women's Conference provides unity to meet the challenges of 1997 and beyond

ALBANY — Under the theme, *The CSEA Work Force*, the Sixteenth CSEA Women's Conference was held Nov. 15-17 in Albany. The conference attracted 639 officers, activists and rank and file members, a record turnout.

The Standing Women's Committee opening session included an informal discussion of the committee's accomplishments and future agenda as well as an opportunity to share concerns with the CSEA officers.

Women's Committee Chair Harriet Hart led the conference and discussed particular concerns of women such as health and safety, sexual harassment, self-esteem and financial concerns.

Highlights of the conference included U.S. Department of Labor Women's Bureau Director, Ida L. Castro's keynote address, "*A Vision for Union Women in the 21st Century*"; Lilly Gioia's receipt of the Irene Carr Leadership Award; and a workshop on *Women and the Union Movement* presented by Allegra McManus, staff representative from the AFL-CIO's new Working Women's Department, which dealt with



Harriet Hart, chair, Standing Women's Committee, gets the crowd energized.

motivating, activating, educating and empowering women to make a difference not only in their workplace but in their homes and communities.

Other workshops presented during the conference included: "*Sexual Harassment: It's not about sex, it's about power*," presented by Catherine Collette, director, AFSCME Women's Rights Department. This

workshop explored union strategies for dealing with incidents of harassment and for creating a climate in which sexual harassment is not tolerated.

"*Quest for Personal and Professional Effectiveness*," presented by John J. Pelizza, Ph.D. This workshop focused on the principles that govern our personal and professional effectiveness and how to apply these principles to create energy and balance in our lives.

"*We Come to Work, Not to Die*," presented by Wendy Hord, CSEA occupational safety and health specialist. This workshop explored how workplace security has been addressed across a variety of unionized settings, the new OSHA security guidelines for the private sector, and how you can become involved in CSEA's efforts to better protect public employees against workplace violence.

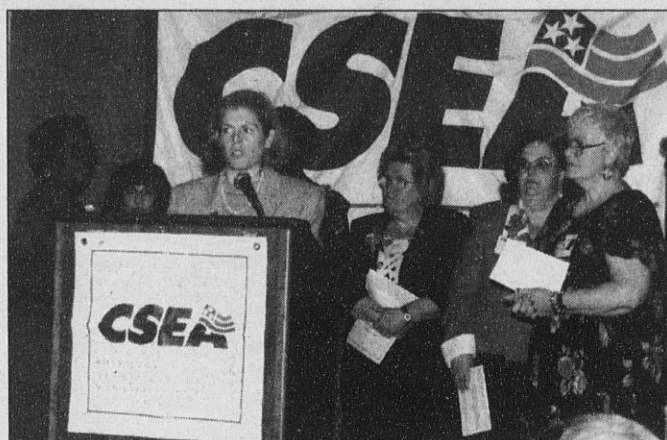
"*Coalition Building for Union Leaders*," presented by Ira Baumgarten, director, CSEA Labor Education Action Program (LEAP). This

award-winning workshop, developed by the National Coalition Building Institute, helps union activists become aware of the emotional and institutional impact of discrimination.

"*Dancing Backwards on High Heels*," presented by Patricia O'Gorman, Ph.D. This was a workshop on self-esteem for women based upon the book by the same title. It helped draw upon our strength and wisdom to survive the changes and inevitable losses life brings.

The Women's Conference provides the opportunity to recognize the contributions of women in the labor movement, identify and discuss the particular concerns of union women and formulate an agenda for union women for 1997 and beyond.

— Janice Nusbaum



Kathy Cahalan, staff advisor to the CSEA Women's Committee, addresses the record number of attendees at the conference. Standing behind her are the members of the Women's Committee.

REMINDER

Women's History Month
March
CSEA Statewide Conference on Safety & Health
May 2-4, 1997, Lake Placid
CSEA Women's Conference
November 13-15, 1998
Niagara Falls

Lilly Gioia recipient of Irene Carr Leadership Award

ALBANY — Lilly Gioia, a Staten Island resident and long-time Civil Service Employees Association employee, won the union's prestigious Irene Carr Leadership Award.

The award, first presented in 1988, is named after Irene Carr who served for 17 years as the union's statewide secretary. Winners are selected by the CSEA president based upon recommendations from its Women's Committee. It singles out people who have advanced the cause of women in the labor movement.

President Danny Donohue describes Gioia as "someone who has gone that extra mile and made a difference in this union."

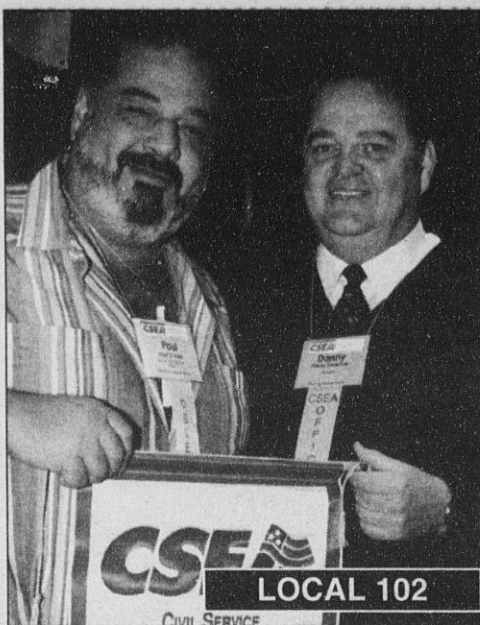
A 22-year CSEA employee, Gioia's contributions on behalf of working women are many. She helped initiate the union's

quarterly *Essentially Women* newsletter and is responsible for its editorial content. She networks with a variety of women's organizations including the Older Women's League, the Coalition of Labor Union Women and the New York Business and Professional Women. She recently participated in the Women's Retirement Project at Long Island University and has authored numerous articles about the need for women to prepare financially for later life.

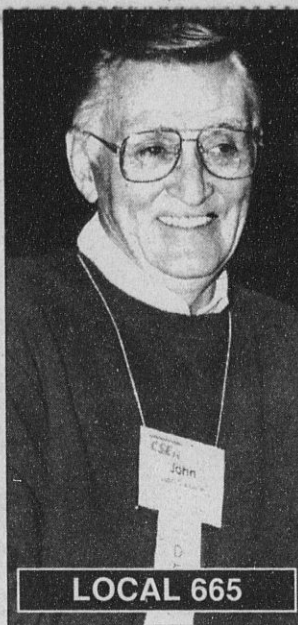
A graduate of Empire State College and a communications associate in CSEA's New York City office, Gioia is also active in the Metro Labor Communications Council, the Staten Island branch of the Jobs with Justice coalition and the New York State Labor/Religion coalition.



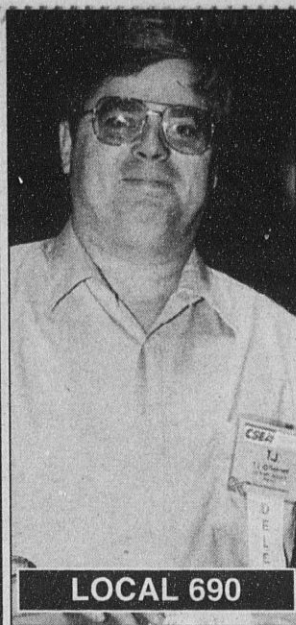
LILLY GIOIA, communications associate in CSEA's New York City office, receives the Irene Carr Leadership Award from CSEA President Danny Donohue. Lilly is flanked by her two daughters who came to share in the event.



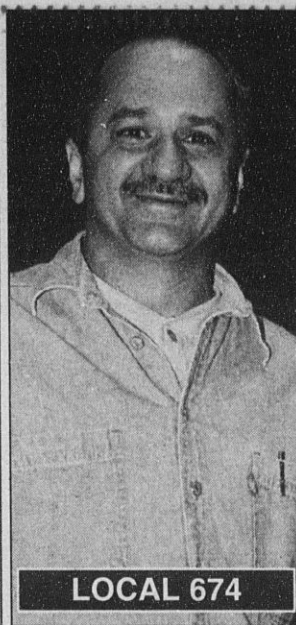
LOCAL 102



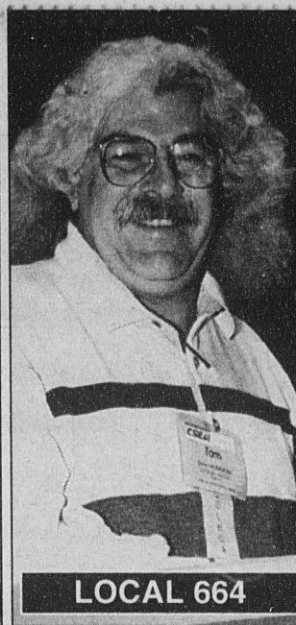
LOCAL 665



LOCAL 690



LOCAL 674



LOCAL 664



LOCAL 687

CSEA President Danny Donohue presented "Golden Local" banners to presidents of 10 CSEA locals which celebrated their 50th anniversary with the union during 1996. Among them were, from left, Local 102

President Paul D'Aleo, Local 665 President John O'Keefe, Local 690 President T. J. O'Donnell, Local 674 President Michael Febraio, Local 664 President Thomas McMahon and Local 687 President Donna Diaz.

Ten CSEA locals celebrate 50 years of service to their members

Ten CSEA locals reached "Golden Local" status, reaching their 50th anniversary as a CSEA local, during 1996. Presidents of the latest 10 locals to achieve a half-century of service to their members were presented special "Golden Local" banners during the union's recent Annual Delegates Meeting.

CSEA locals and their presidents recognized for 50 years longevity were: Parks & Recreation Local 102, Paul D'Aleo, president; Oxford Veterans Home Local 305, Timothy Murphy, president; NYS Department of Environmental Conservation Local 655, Maria Mesiti, president; James E. Christian Memorial Health

Department Local 664, Thomas McMahon, president; Wadsworth Center for Laboratories & Research Local 665, John O'Keefe, president; Motor Vehicles (Albany) Local 674, Michael Febraio, president; Department of Transportation (Albany) Local 687, Donna Diaz, president; Department of Social

Services (Albany) Local 688, Charles Staats, president; Department of Taxation and Finance (Albany) Local 690, T. J. O'Donnell, president; and Department of Labor (Albany) Local 670, Barbara Moloney, president.

1996 Empire Plan claims must be filed by March 31

All 1996 Empire Plan Basic Medical claims must be submitted by March 31, 1997 to:

MetraHealth Service Corp.
Administrator for MetLife
P.O. Box 1600
Kingston, NY 12401-0600

Basic medical claim forms may be obtained from your agency's personnel office or from MetraHealth. Make sure you complete the requested subscriber information and, if applicable, dependent student information. Don't forget to sign the claim form.

Please be certain to have your doctor or other provider fill in all the information asked for on the claim form. If the claim form is not filled out by the provider, original bills must include all medical/diagnostic information asked for on the claim form. Missing information will delay the processing of your claim.

If you have any questions concerning your claim, you may contact MetraHealth directly at 1-800-942-4640.

New inpatient maternity law effective Jan. 1

As of Jan. 1, 1997, New York state law requires insurers to cover inpatient hospital maternity care for at least 48 hours following a normal delivery or 96 hours after a Cesarean section. The insurers are also required to provide one paid-in-full maternity home care visit for new mothers who choose to leave the hospital less than the 48-96 hour guideline.

The Empire Plan has always covered hospital inpatient care for as long as it was medically necessary. If you and your doctor choose early discharge, you are



entitled to one maternity home care visit. You must request this visit within 48 hours after any normal delivery or within 96 hours after a Cesarean section. The visit will be made within 24 hours of your request or your discharge, whichever is later. The cost of the home care visit will be billed to Blue Cross, the Empire

Plan's hospitalization carrier, directly. There will be no cost to you and no claim form to file. Please note this new law does not eliminate the Empire Plan requirement to call HealthCall at 1-800-992-1213 **before** your maternity admission.

This maternity benefit is New York state law and applies to all of the carriers who participate in the New York State Health Insurance Program (NYSHIP). HMO enrollees should contact their carrier for more specific information about obtaining this benefit.

Security Life Insurance Plan can protect your financial future at a fair price with solid term life coverage

To help make it easier for you to protect the financial future of your family, CSEA sponsors the Security Life Insurance Plan as a benefit of CSEA membership.

For more than 50 years, CSEA has worked together with Jardine Group Services Corp., our administrator, to offer you solid term life coverage at a fair price.

If you're a new CSEA member under the age of 70 and applying within your first 180 days of membership, you're eligible for up to \$50,000 of Security Life Insurance, without answering any

medical questions.

Payroll deduction, one of CSEA's most popular benefits, is available with Security Life Insurance. This means your premiums are automatically deducted from your paycheck, so there's no hassle of budgeting, writing checks and mailing in your premiums.

Now is the best time to make sure your family's financial future is protected.

For more information or an application, call Jardines at 1-800-697-CSEA, toll free.

ATTENTION STATE EMPLOYEES IN THE CSEA-REPRESENTED INSTITUTIONAL SERVICES UNIT

ENHANCE YOUR JOB SKILLS AND EXPAND YOUR CAREER DEVELOPMENT OPPORTUNITIES!

REGISTRATION DEADLINE IS JAN. 9, 1997

for the "ISU Employee Enhancement Workshop Series."

Registrations received after the deadline will be considered only if there are available openings.

Workshops on a wide variety of subjects, open to CSEA-represented NYS employees in the ISU bargaining unit, will be held throughout the state. Program developed by the NYS/CSEA Labor-Management Committees.

See your agency or facility human resources or training office, or your CSEA local president for details.

Or call the NYS/CSEA

Labor-Management Committees
at (518) 473-3416.

Register by Jan. 9, 1997

CSEA dental provider panel lists more than 1,200 dentists

The CSEA Employee Benefit Fund (CSEA EBF) has expanded its dental provider panel by more than 200 dentists this year, increasing the dentists provider listing to more than 1,200 dentists.

The panel of dental providers changes periodically, so always check with your dentist to confirm he or she is still a plan participant before service is actually rendered.

It continues to be somewhat difficult to recruit dentists in some rural areas

because a lack of competition reduces the incentive for dentists to accept discounted fees in return for higher patient volume.

CSEA members can assist in the recruitment process statewide by providing the EBF with names and addresses of potential dental providers.

If your dentist is not a CSEA EBF participating dentist and you would like him or her to consider participating, simply fill out the request for information form at right and return it to the EBF.

Your dentist will be supplied with information and an application to become an EBF participant.



REQUEST FOR INFORMATION FORM

for dentists interested in participating in the CSEA EBF DENTAL PROVIDER PANEL

NAME of Dentist

Address

City

State

ZIP

County

Telephone

Please return this form to:

Marketing Department
CSEA Employee Benefit Fund
14 Corporate Woods Boulevard
Albany, NY 12211

THE PUBLIC *Sector* reaches a milestone

With this edition *The Public Sector* begins its 20th year as the official publication of CSEA.

CSEA was a pioneer among labor unions in communicating with its members and has mailed publications directly to members' homes for more than 55 years. Creation of *The Public Sector* in 1978 represented a major expansion of CSEA's commitment to keep its members fully informed and involved that continues to this day.

"With this first edition, CSEA enters an era of expanded communications," read an article on the cover of Vol. 1, No. 1 in 1978. "*The Public Sector*" utilizes a modern format, an expanded staff and a full 50% more pages devoted exclusively to CSEA" than earlier publications.

The *Sector* was a 12-page

weekly for the first three years before going biweekly and later becoming a monthly publication with expanded pages and coverage several years ago.

CSEA was founded as a union in 1910 and is the oldest and largest public employee union in New York State. The union has grown from a handful of state workers in 1910 to 265,000 public sector, private sector and retiree members today. CSEA is the largest affiliate of AFSCME, one of the largest international unions of the AFL-CIO.

In recognition of CSEA beginning its 87th year representing its members, *The Public Sector* will publish a series of articles throughout 1997 revisiting the wealth of historical labor achievements the union has been involved in.

The CSEA Advantage Cellular Phone Discount Programs

FRONTIER CELLULAR

(Special Plan Features Available)

County Service Areas: Erie, Niagara, Chautauqua, Orleans, Genesee, Wyoming, Cattaraugus, Allegany, Monroe, Livingston, Steuben, Wayne, Ontario, Chemung, Tioga, Onondaga, Broome, Oneida, Madison, St. Lawrence, Jefferson, Lewis and Herkimer.

FOR MORE INFORMATION, CALL
1-800-440-1894

*Some restrictions apply.
Must credit qualify.*

CELLULAR ONE

Service Areas: Tompkins, Cortland, Chenango, Seneca, Cayuga, Yates, Schuyler and *Oswego

Monthly access charge: \$12.00
Per minute charge: \$.21 peak/off peak

Activation fee: Waived

Contract term: 12 months

Discounted equipment

For more information, call:

Stephanie Togni

1-800-524-2351

607-273-0400 or 607-280-0606

*For Oswego County, call

Carol Haynes

1-800-541-8890 ext. 5130

315-439-5130 or 315-447-4004

CELLULAR ONE

Service Areas: Ulster, Sullivan, Dutchess and Orange

Monthly access charge: \$15.95

Per minute charge: 100 bonus minutes upon activation, \$.35 peak, \$.25 off peak, \$.55 NYS roam

Activation fee: Waived

Contract term: 2 years

Discounted equipment

CELLULAR ONE

Service Areas: Columbia, Greene, Otsego, Schoharie and Delaware

Monthly access charge: \$8.95

Per minute charge: 100 bonus minutes upon activation, \$.19 peak, \$.16 off peak, \$.45 NYS roam

Activation fee: Waived

Contract term: 2 years

Discounted equipment

For more information, call:

ED FRATZ 607-434-1128, 434-1129, 914-399-1129 or 914-389-9000

RON BROWN 914-389-9000

Q: Should CSEA care about welfare reform?

A: Absolutely! And we do!

Congress passed far-reaching welfare reform that could jeopardize labor standards for all workers in this country. Unions need to make their voices heard — to protect both existing workers and welfare recipients entering the work place as a result of this law.

MUSICAL CHAIRS FOR EXISTING JOBS?

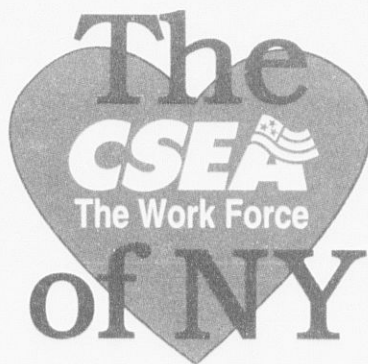
Unionized positions easily could be lost to welfare recipients now required to work for their benefits. Any number of positions held by CSEA members could eventually become welfare work slots to help fill the quotas.

TWO-TIER WAGES AND PROTECTIONS?

Unless we fight to make it so, employers may not be required to pay welfare recipients the minimum wage - or any wage for that matter, nor cover them under workers compensation or health and safety provisions. The result: wages and labor standards could be lowered for all workers.

GET INVOLVED!

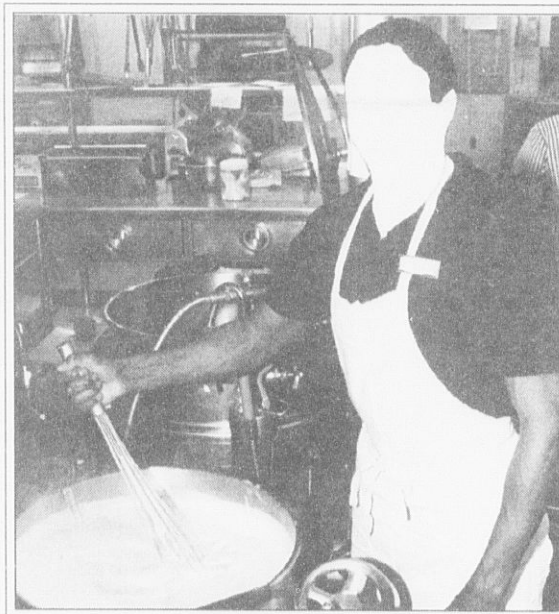
The state legislature is already acting to create new welfare plans. We must ensure that the legislature passes good welfare reform, by supporting working people in the process. Tell your legislators it is important to protect families, not corporations; to create jobs that pay enough to support a family; to guarantee all workers equal rights on the job and protect our tax dollars.



**Dignity in Work,
Dignity For
All Workers!**



Workfare: Will they be real public employees, with real skills and training, decent pay and benefits, or just exploited cheap labor?



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

THE PUBLIC

Sector

JANUARY 1997

INSIDE THIS EDITION

- Your 1997 CSEA calendar is enclosed
- AFSCME addresses welfare reform - Page 3
- Local Government News - Pages 4 and 5
- State Government News - Pages 6 and 7
- Workfare - does it work, is it fair? - Pages 9, 10 and 11
- Women's Conference coverage - Page 13