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THE WORK FORCE

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

Union Workers



Quality Care

See Pages 10 and 11

Photo by Mark M. Kotzin

Photo of the Month



CSEA bus drivers at the Monroe-Woodbury school district perform a version of "The Wizard of Oz" designed to teach district children about school bus safety.

25/55 bill tied to budget

ALBANY — CSEA's proposal for retirement system reform is making the rounds of the state Capitol as budget negotiations continue between legislative leaders and the governor.

The reform which President Danny Donohue describes as "a matter of balance and fairness," would allow employees to choose retirement at age 55 with 25 years of public service.

The 25/55 legislation would apply across the board for all employees

and not just those in targeted positions. It would also allow positions to be backfilled based on need, a marked change from previous early retirement incentives which required targeted positions to remain unfilled.

Union members are encouraged to call the governor and state Senate and Assembly representatives and ask them to support 25/55.

Call toll free at 1-877-255-9417.



CSEA fight still on at ECMC

CSEA political action continues to work toward an alternative to transforming the Erie County Medical Center, where 900-plus CSEA members work, to public benefit corporation (PBC) status.

"We will continue to push our alternative plan, which allows the hospital needed operational flexibility without the lengthy process involved in establishing a PBC," said Joan Bender, ECMC section president.

"We have given county and state elected officials a detailed plan that by comparison, shows there are

other immediate measures that would give the center the operating flexibility it needs, and we are meeting with all who would vote on the matter," Bender said.

Bender and other CSEA and community activists have attended every public meeting on the subject, representing the alternative view to changing the status of 550-bed hospital, which is the region trauma center.

As *The Work Force* went to press, more meetings were scheduled by the CSEA activists with elected officials.

Health care workers gain protections

NEW YORK — CSEA President Danny Donohue recently joined Gov. George Pataki at a New York City news conference where the governor signed into law CSEA supported legislation protecting health care workers who blow the whistle on improper and inadequate patient care.

"This legislation marks a victory for quality health care in this state and respect for the people who work so hard to provide it," said Donohue, speaking to a room full of seniors and health care workers at the Village Center for Care Nursing Home in Manhattan. "No one should have to risk their job because they're trying to do what's right and responsible for their patients."

The "whistleblower bill" provides health care workers with protections against retaliation by employers and/or supervisors for identifying or reporting in good faith improper patient care.

This protection will encourage reluctant health care workers to report suspected activities or policies by health care facilities that may constitute improper quality of patient care to the appropriate supervisor and/or public body, including the Health Department.

"This important new law will give health care workers at hospitals and nursing homes throughout New

York the protections they need to be strong and vocal advocates for the patients they serve," the governor said.

The whistleblower legislation also explicitly requires that the protection against retaliation by management shall not apply unless the employee has brought the improper quality of patient care to the attention of a supervisor and has given the employer a reasonable opportunity to correct the situation.

An exception would apply where the improper quality of patient care presents an imminent threat to public safety or to the health of a specific patient and the employee reasonably believes in good faith that reporting to a supervisor would not result in corrective action.

Some examples of improper quality of care or preventable errors include: surgery on the wrong body part; medication errors; patient falls; and the assignment of unqualified health personnel or the substitution of unlicensed personnel for licensed professionals would be significant threats to patient health.



Gov. George Pataki, Assembly Labor Committee Chair Catherine Nolan, CSEA President Danny Donohue at a New York City news conference where the governor signed CSEA-backed legislation.

— David Galarza

Fight continues for a union at Ellenville

ELLENVILLE — Workers at Ellenville Regional Hospital are fighting for their right to organize with CSEA and enjoy the benefits and protections of belonging to a union.

But hospital administrators have yet to recognize the employees' decision.

An aggressive organizing campaign by Ellenville employees and CSEA, including a worker rally on hospital grounds, has helped bring hospital officials to the table to work out recognition details with CSEA.

More than 100 nursing, technical, dietary, clerical and maintenance workers at the Ulster County hospital have signed a petition in favor of organizing with the union — a number that constitutes an overwhelming majority of hospital's nearly 150 workers.

Disciplinary actions

Ellenville administrators have responded to the employees' organizing campaign with a string of disciplinary actions against workers — violations of the National Labor Relations Act — as well as an anti-union speech by hospital CEO Anne Flanagan during a recent mandatory employee meeting. CSEA has filed a series of Unfair Labor Practice charges against hospital management related to the disciplinary actions with

“I knew that I made the right choice when one of the other employees came over to me and called me her hero.”

the National Labor Relations Board, which is investigating the charges.

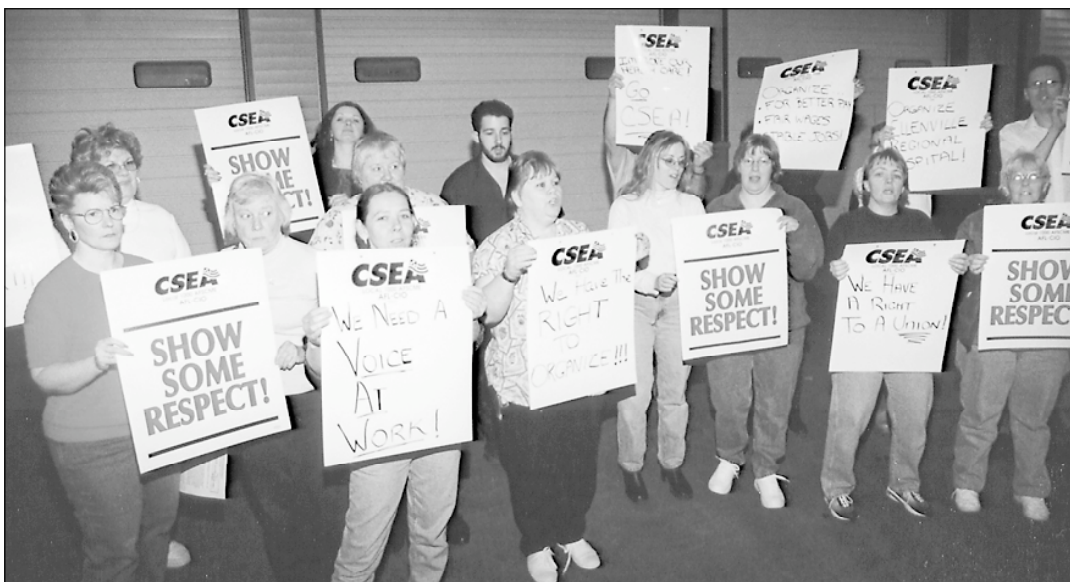
The actions by hospital management have not stopped Ellenville employees from fighting for the union.

“This (campaign) is for our families, friends and patients, as well as for the good of the hospital itself,” said John Gavaris, a maintenance worker at Ellenville. “Now, we’re asking for the community’s support because we want to ensure that the hospital is here 10 years from now.”

Gavaris and other Ellenville employees approached CSEA early this year to join the union because the workers want to ensure the security of their own jobs as well as the future

of the small, rural, Ulster County hospital that has been struggling with financial difficulties in recent years. It’s the only hospital within a 30-mile radius of Ellenville.

CSEA already has a history with the current management at Ellenville Regional Hospital.



Gavaris

Above, employees at Ellenville Regional Hospital rallied for a union recently in their continuing fight for their rights.

Ellenville is operated by Westchester Medical Center in Valhalla, where CSEA represents more than 2,000 employees.

Kathy Quinn, a registered nurse at Ellenville, strongly supports joining CSEA.

“I knew that I made the right choice when one of the other employees came over to me and called me her hero,” she said. “We all support this hospital and want to see good things happen here.”

Labor support

Ellenville workers are getting full support from CSEA members and other labor unions in the Hudson Valley Area Labor Federation. New York AFL-CIO representatives and members from about a half-dozen labor unions, including CWA, building trade unions, NYSUT and SEIU, joined CSEA for a recent worker rally at the hospital.

“I commend these workers for having the courage to stand up for what’s right,” Southern

“We all support this hospital and want to see good things happen here.”

Region President Carmine DiBattista said. “We’re behind these workers all the way. It’s about time for these employees to organize because this community needs this hospital. Without a union, this hospital will go backward.”

CSEA Southern Region Executive Vice President and Middletown Psychiatric Center Local President Diane Hewitt also attended the worker rally to show support for Ellenville employees.

“The people here deserve respect,” she said. “The unions in this region are standing together to support the workers here and we will keep doing it to gain strength in numbers.”

— Janice Marra

See President’s column
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IN TOUCH WITH THE WORK FORCE

CSEA President Danny Donohue



Low-wage workers deserve fairness

Not-for-profit human services agencies continue to complain about lack of action in Albany on cost-of-living raises for their low wage workers. The agencies are funded primarily by public money and their employees are nearly entirely without union representation.

Last year, state officials tried unsuccessfully to turn worker against worker by tying the cost of living increases directly to cuts in state programs.

At the time, CSEA attacked this outrageous approach during legislative hearings. I stated on the record that these employees deserved a fair cost of living adjustment and that it was disgraceful that the state was seeking to provide it only at the expense of other workers and programs.

State officials quickly retreated but unfortunately, the COLA issue was lost in the never resolved state budget and then dropped in the aftermath of Sept. 11.

Administrators of these not-for-profit agencies are increasingly vocal about their needs for more funding. They are also vocal in attacking unions, even though unions like CSEA exist for the main purpose of advocating for fairness.

CSEA knows that the ability to recruit and retain good workers depends on paying a decent wage, providing benefits and promoting a healthy labor-management relationship to ensure quality care and services.

What these administrators seem to forget is that the growth of their agencies has largely been the result of their own promise to provide these services "cheaper." CSEA believes the workers in these agencies deserve better.

We also know that union advocacy is a powerful tool in producing positive results. But these workers need to decide for themselves if forming a union is in their own best interest. That's if they can make that judgment without management interference and propaganda.

CSEA continues to press legislation prohibiting not-for-profit employers who contract with the state from interfering with their employees' right to unionize. Even the administrators who run these agencies should recognize that there are better uses for taxpayers' dollars than paying union-busting law firms to help them divide and intimidate their employees.

CSEA can tell them that runs counter to promoting better service for the people they serve.

Lies, live wires at Brooklyn DDSO

The CSEA Brooklyn DDSO Local continues to demand accountability from the facility's administration over deficient health and safety protections for workers and clients at its secure unit.

"The administration has utterly failed its professional responsibilities, and is a clear and present danger to this facility," Local President Denise Berkley wrote in a letter to the center's director.

Berkley has blamed the facility's deputy director, alleging he lied about a security memo that was never distributed and about training for security personnel that apparently never took place.

A full year has passed since two workers were attacked and nearly raped in the troubled unit after their problem-prone safety pendants failed.

The New York State Office of Mental Retardation and Developmental Disabilities (OMRDD) only recently began installing a modern security pendant system for workers to wear in the event of an emergency. The Local played an active role in implementing safety measures.

During the initial investigation of the attacks, the Local also discovered another glaring safety



concern. If any door was opened within the secure unit, consumers and staff would effectively get trapped in the building.

As a result, the Local was able to work with OMRDD's regional commissioner in getting a new Sally Port — the secure door system — to allow safe exit in an emergency.

Delays blamed on an architect held up the project and the Local asked for a temporary override system to ensure workers' safety.

At that point, Local officer Dennis de Leon received a mysterious memo dated from August, 2001, in which the deputy director instructs safety officers to, in the event of an emergency, pull various live electrical wires controlling the doors.

Other Local officers, the center's director, security personnel, and the regional OMRDD office said they never received the memo.

The deputy director, when

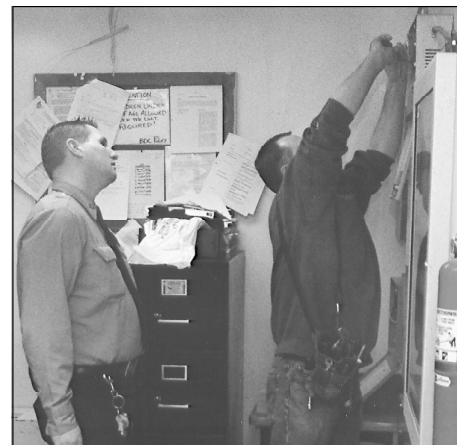


asked by the Local if safety officers had ever been trained to execute this haphazard security plan, also confirmed — on two separate occasions — that the training had indeed taken place even though he could produce no records of it.

The only record he produced was a signature sheet dated March 26, 2002, in which safety officers acknowledge receiving the memo.

Berkley also took the center's director to task for not disciplining his subordinates as severely as he does members of the Local.

"I expect the director to hold his deputy director not only to the



Left, Brooklyn DDSO Local President Denise Berkley, locked in a malfunctioning "Sally Port."

Above, security and maintenance workers at the Brooklyn DDSO secure facility remove an electrical panel to reach wires controlling secure doors — something management told them to do in an emergency to override the malfunctioning doors.

same level of performance standards as our members but to a higher level because of his position and broad responsibilities," Berkley said.

— David Galarza

CSEA fights declining care in Nassau County

CSEA Nassau County case managers and their supporters are making a case for continued support and the survival of mental health services in Nassau.

"We are the safety net that ensures people do

not slip through the cracks of the mental health system," said David Johnson, case manager and Nassau Case Management Unit President.

Although Johnson and the other 36 Unit members provide an essential service to

Nassau County residents, they have met with resistance to be recognized by Nassau County government at a time when the county can ill-afford to cut care.

A horrifying example of the need for case managers recently occurred when the Rev. Lawrence Penzes of Our Lady of Peace Roman Catholic Church in Lynbrook was killed along with parishioner Eileen Tosner, allegedly by a discharged mental patient, Peter Troy, who fell through the cracks of the Nassau County Department of Mental Health.

After a moving presentation from a mother of a mentally ill Nassau Case Management Program client at a recent county Legislature session, Nassau County Legislator Francis X. Becker implored both County Executive Thomas Suozzi and Mental Health Commissioner Howard Savronsky "to recognize the case managers and

pay them a decent and livable salary."

Legislator Becker represents Lynbrook and pleaded with the county Legislature to convince the county executive to save the case managers' jobs because, "the unfortunate events that occurred in my parish must never happen again."

A 1999 Nassau County Public Employment Relations Board determined the Nassau County Case Management Unit workers were county employees. Since then CSEA has been fighting the county's efforts to contract out the jobs, and has won two appeals by the county.

"The terrible effect the dismantling of this program on the clients who have come to trust and rely upon the dedicated case managers cannot be emphasized enough," said Tony Giustino, Nassau County Local 830 president.

— Rolando Infante



CSEA VOICES

"I have been rewarded in my job by seeing people's lives improved."

— Juanita Hall-Smith, a 15-year counselor for Erie County Medical Center's chemical dependency unit

Family Medical Leave Act helps settle case

JOHNSTOWN — CSEA recently settled a lawsuit under the Family and Medical Leave Act (FMLA) winning a probationary employee his job back plus six months back pay totaling \$15,000.

Christopher Schworm was on probation as a Youth Division Aide at the Tryon Girls' Center in the Office of Children and Family Services (OCFS).

On Sept. 14, 2000, he called in sick, informing management he would be out until at least Sept. 24 on doctor's orders.

He also informed management of the

Even though Schworm was on probation, OCFS was prohibited from taking any negative action against him during those 12 weeks.

nature of his illness.

On Sept. 24, Schworm called in once again telling his superiors he would be out until further notice due to the same illness.

On Nov. 10, Schworm received a letter from OCFS management telling him he was fired because of unauthorized absences.

CSEA attorney Paul Bamberger argued that once Schworm notified management of his illness he was automatically entitled to 12 weeks leave under the FMLA, whether he specifically asked for the coverage or not.

Bamberger said even though Schworm was on probation, OCFS was prohibited from taking any negative action against him during those 12 weeks.

Management eventually agreed. But only after CSEA was able to prove Schworm had contacted them. "Usually you can do little,

if anything, for a probationary worker," CSEA Tryon School Local President Joe Melita said.

"But when we checked the telephone logs for Schworm's calls to Tryon Girls' management, we found that he had made the calls he claimed

he did."



"CSEA has helped my job by securing my benefits and responding quickly

to any problems in the work place."

— **Barbara Maniscalco, a law stenographer for the local court system on Long Island and a 15-year union member.**

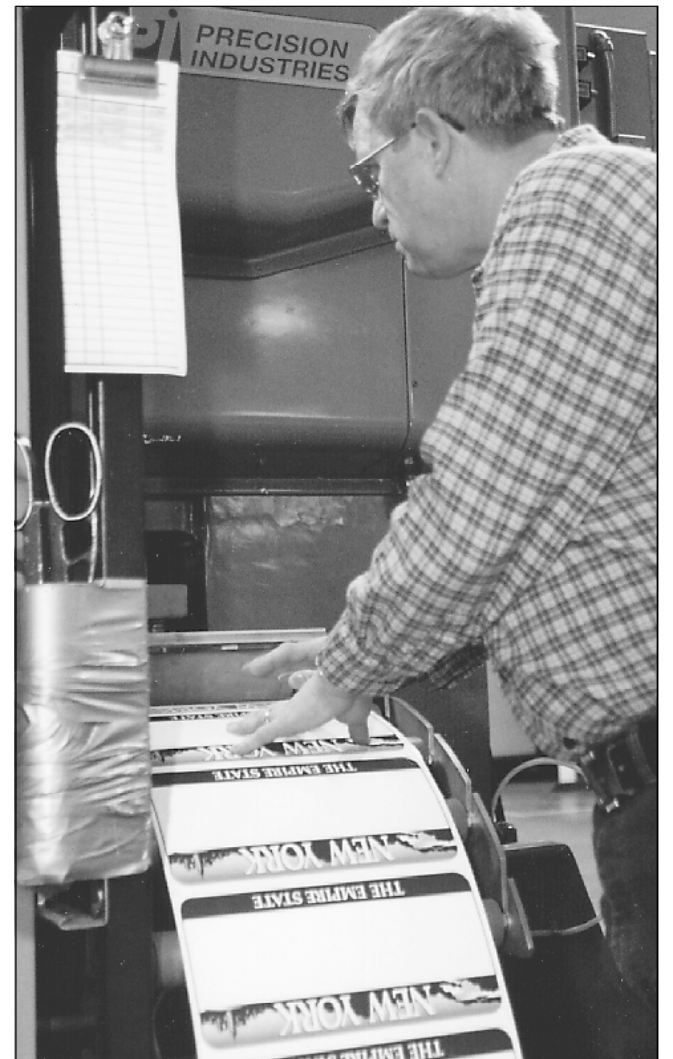


Take a virtual tour behind bars

CSEA members working in the Auburn Correctional Facility's license plate operation are featured on a web site dedicated to the history of New York's correctional centers.

The pages are located at:

http://www.correctionhistory.org/auburn&osborne/miskell/html/whyauburn_custody.html and include images taken by The Work Force's Mark M. Kotzin, who also took the pictures featured on this page.



Syracuse layoffs mar campaign pledge

SYRACUSE — CSEA Central Region President Jim Moore feels like he “was stabbed in the back,” by Mayor Matt Driscoll after Driscoll recently fired three CSEA-represented city workers in a move to consolidate city and school district services.

The betrayal comes on the heels of the union’s strong support of Driscoll’s bid for office last year.

Moore said Driscoll gave the union his word from the very start that he would not lay off city workers.

Driscoll further promised to work with the union to minimize any negative impact on the work force if budget problems arose.

Instead, Driscoll abolished the city’s Print and Graphic Services office and turned all city printing over to the city school district. By doing so, Moore said, Driscoll

turned his back on his promises and the people who helped elect him to office, made a very big impact on three workers who are now jobless, and an even bigger mistake.

“We’re not going to allow the mayor to simply get away with breaking his promises to us and then walking away like nothing happened,” Moore said.

Moore publicly released a report the union prepared blasting Driscoll, questioning his credibility, his integrity, and his leadership ability. The report centers on Driscoll’s broken promises, his failure to include the union in any meaningful dialogue on consolidation efforts, and the effect of



Driscoll’s action on the workers. One of those workers was Duplicating Machine Operator 2 William Scott.

If he had made it to July, Scott said he would have completed 20 years of service with the city. Instead, he and his co-workers, Stacie Barrett Wynn and Caroline Fadian, are now looking for jobs. Scott said the city had assured workers in the past that if the print shop was consolidated, they would go work for the school district, but didn’t believe the school district could handle the extra work without more staff.

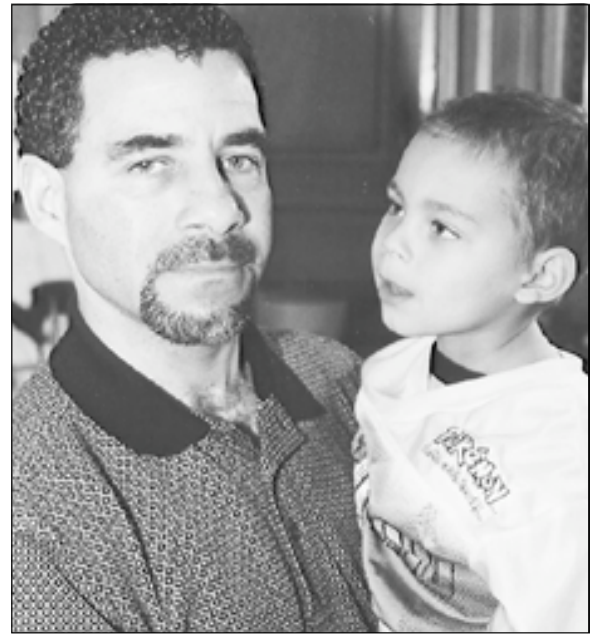
“We were just dumbfounded. We couldn’t understand how they were giving the school district the work when there’s only so many people there to do it,” Scott said.

“We don’t understand what he’s (Driscoll) doing,” he added. “I feel it was very wrongfully done the way he did it. I feel he let me down by not going through with his promises to consolidate the staff with the school district.”

Moore said the union gave the mayor the chance to make amends by getting the workers jobs in the school district, but that call went unheeded. CSEA Syracuse Unit President Rick Rogala said that the mayor’s actions were disgusting.

“His actions, especially considering all the support we gave him, were absolutely disgusting,” Rogala said.

Moore said that adding insult to injury was



Recently laid off CSEA member William Scott with his son.

the caliber of the workers who were let go. In fact, several of them received letters from the mayor just a few weeks prior, praising them for the quality of their work.

“I feel that the union went to bat for me and the other workers who got fired and did the best job that they could do. You can’t change someone’s mind when they’ve made it up. I feel that the union did what they had to do, but the city just wasn’t moving,” Scott said.

— Mark M. Kotzin

Saratoga falters, CSEA leads the pack

SARATOGA SPRINGS — CSEA members who work for the city are looking for some horse sense from their elected officials after the City Council voted 3-2 to unilaterally impose health insurance co-pay increases.

CSEA members from the City Hall and Department of Public Works units packed the council meeting after word spread that the council would be taking action even though there had been no discussion about the issue with the bargaining units.

Following the meeting and some apparently misinformed editorializing in the local

newspaper, City Hall Unit President Kevin Veitch and DPW Unit President Tom Robbins wrote an Op-Ed article to set the record straight.

“Five years ago, the union and city representatives negotiated elimination of a more expensive health care option available to union and non-union employees, as well as to the elected officials. That change, still in effect today, has saved the city and its taxpayers a considerable amount of money. The point is, we both saw an issue that needed to be resolved and worked to rectify a problem,” Veitch and Robbins

wrote. “As a union, we understand the city’s need to monitor and adjust the insurance costs as time goes by and also that our very future hinges on the fiscal stability of the city,” they stated.

“The union officials regret that the city chose to enact the increase before taking the first step to sit down and discuss the issue,” they wrote.

To make matters worse, the day following the article’s publication, city officials announced a \$2.8 million budget surplus.



“CSEA is a union loyal to its members and it backs us up when we need them. I know I can call my union leader for help and I know they will be there. We’ve gotten better

benefits, job security and working conditions through the union.”

— Carol Montross, secretary, Saratoga Springs School District, 15-year employee



Musical chairs hit sour note in Woodridge

WOODRIDGE — When CSEA members in the village Highway Department report to work in the morning, they often don't know what their job duties will be that day.

The workers also don't know which department they will be assigned to during each shift.

"The village shifts us around," CSEA Woodridge Unit President Carl Garrit said. "We could be operating the water plant one day and plowing roads the next. We never know what we will be doing from day to day."

Making the situation much more difficult for Garrit and the other six Woodridge bargaining unit members is an ongoing contract dispute with village officials.

CSEA Village of Woodridge Unit members have been working without a contract since January 2001, with no end to the negotiations in sight. An impasse was recently declared in the negotiations.

The union and village officials have been unable to reach an agreement over issues relating to salary increases, health insurance and other benefits, and a hiring proposal posed by village officials.

CSEA is seeking salary increases that would not only appropriately compensate the workers for the ongoing, out-of-title work in various village departments, but would help meet the rising cost of living in Sullivan County. Village officials, who are unwilling to approve the union's raise proposal, recently approved a 30 percent pay raise for the village manager and a collective

24 percent raise for the entire police department.

Woodridge village officials are also proposing to CSEA reductions in health insurance coverage and other benefits.

The unit has held an informational picket to protest their lack of an agreement with the village, and Garrit said the unit is prepared to picket once again during the village's June 18 elections.

"We do extra work outside of our titles on a daily basis, including water and sewer plant work on the weekends," he said. "We understand about emergencies, but the village has made no effort to resolve this by filling jobs."

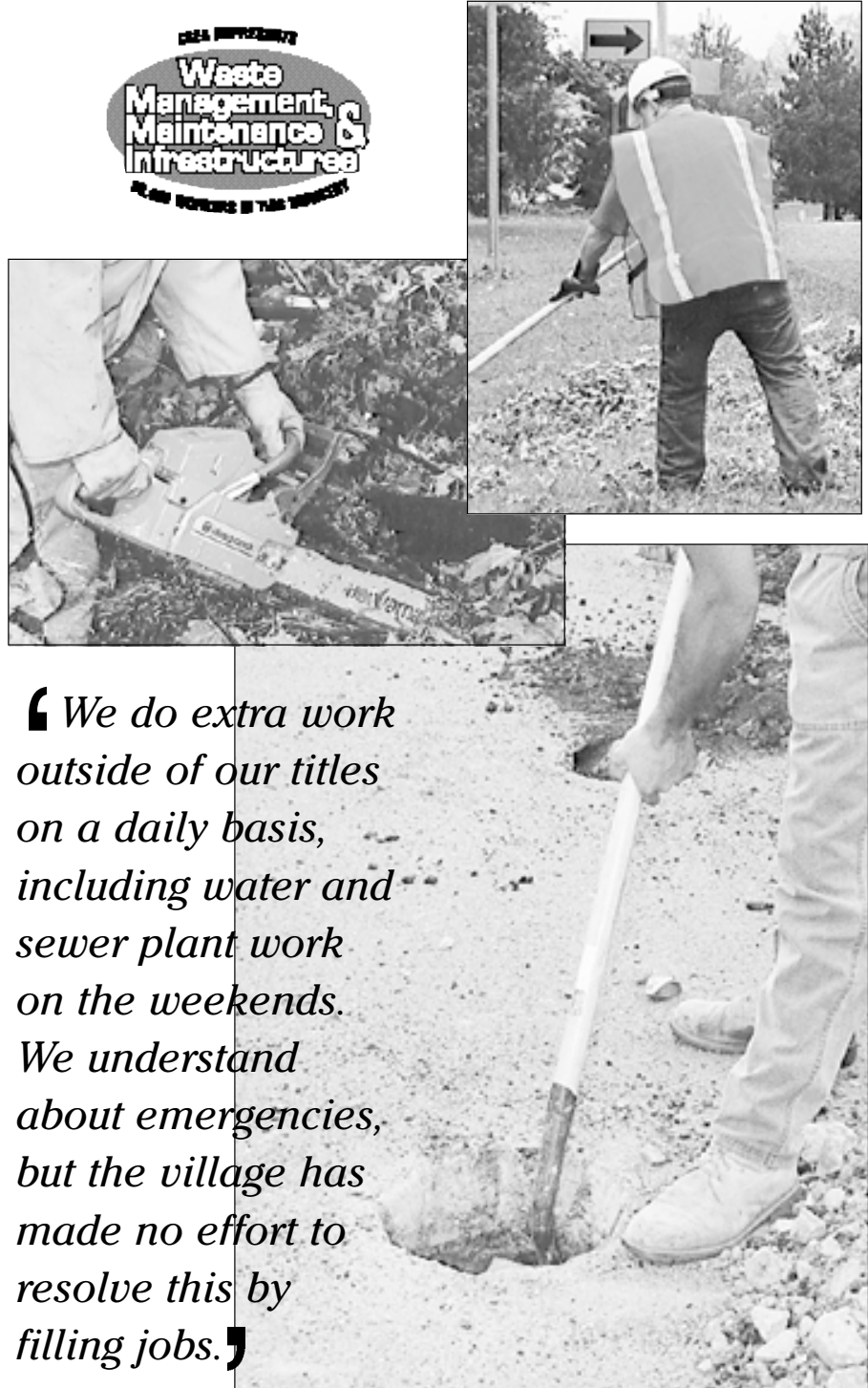
The village has proposed hiring a labor employee who would be assigned to work in various village departments at non-traditional night and weekend hours. CSEA is questioning this proposal because details about the new position's civil service title and salary have not been completed.

"We don't really support hiring an 'anything' worker because it's the wrong thing," Garrit said. "We don't know what this person's title or salary would be, and we think there needs to be a set title, salary and job duties."

While the union and village officials continue to negotiate the terms of the agreement, Garrit is noticing the dispute's effect on the members.

"The village is growing, yet our work force is shrinking," he said. "This whole thing is disheartening to us."

— Janice Marra



“We do extra work outside of our titles on a daily basis, including water and sewer plant work on the weekends. We understand about emergencies, but the village has made no effort to resolve this by filling jobs.”



“CSEA has helped us get more protective gear and has promoted our health and safety concerns. Fifteen years ago we didn't have protective clothing, and now we have the right gear. This job is always different, and never boring, but the short-staffing on our 24-hour schedule is incredibly difficult. We have guys working double shifts quite frequently.”

— Paul McDonald, plant utilities engineer, SUNY Fredonia

Mount Vernon members ready to sweep out contractor

MOUNT VERNON — CSEA members are preparing to fight a contracting out bid by Aramark ServiceMaster at the Mount Vernon school district.

The private cleaning company proposes an \$11 million contract to take over custodial duties at the schools at a time when the district is strapped for cash, saying it can manage services and employees while saving the district money.

But CSEA is warning district officials not to fall for ServiceMaster's pitch, which has swept away numerous public entities across the nation.

"ServiceMaster is making the same claims they have in the past," Southern Region President Carmine DiBattista said. "We know that the cleaning services will diminish just so the company will make a profit. This will not be an easy fight, but I am confident that we are presenting a strong case to the Mount Vernon school district against ServiceMaster."

In Mount Vernon, ServiceMaster says it can make a profit and save the district money by laying off about 25 CSEA members in custodial and cleaner positions. Remaining workers would be paid by the district but managed by ServiceMaster.

The company likely will insist on using its own equipment and supplies — at the school district's expense.

ServiceMaster's track record is one of providing services with too few workers, potentially leading to diminished quality of services, union leaders say.

Proposals by private companies to public school districts often stem from a district's poor program management, said CSEA Westchester Local 860 President Gary Conley, who successfully led the White Plains School District in fighting off ServiceMaster 12 years ago.

Conley added that ServiceMaster and other private companies tend to pitch their services when school boards are feeling budget pinches.

"They bamboozle the boards with promises of saving money and they wine and dine these school boards when proposing to come to the district," Conley said. "They tell the boards that they can take care of the physical operations so that the district can devote more time for education. Given the economy, it's an appealing sales pitch and many school boards are vulnerable."

Conley added that ServiceMaster will also harm the economy of the Mount Vernon community, because most of the district's CSEA members are taxpayers in that city.



Above, Manuel Moreno and Jeanine Bicknese, both CSEA members, clean a cafeteria. At right, CSEA Mount Vernon schools member Gaylord Williams straightens a classroom for another day of learning.



CSEA leaders and staff have met with union members and school officials to discuss the proposal.

In many cases, ServiceMaster's contracts mislead a school district, using generic language to hide costs, Conley said.

CSEA is researching ways to save the district money while continuing to perform custodial services in-house, forming a committee of head custodians and grounds crew to develop the innovations, CSEA Mount Vernon School District Unit President Bill Hughes said.

Hughes added that the district's budget is so tight, CSEA custodians and maintenance workers are unable even to order supplies. Members are also reaching out to their elected political officials in the Mount Vernon area.

— Janice Marra



"I am proud of the fact that I belong to a union that cares about its members and helps fight for their rights."

— Tom Rindos, custodian, East Williston School District on Long Island

ServiceMaster swept out

CSEA members at the Beacon School District are fighting to get ServiceMaster out of their schools, and the Edgemont School District recently ended its contract with the company.

CSEA members in Mount Vernon will need to take an active role in evaluating their positions and contributions to the district's custodial program, similar to what union members at the White Plains School District had done in the aftermath of their ServiceMaster fight.

"These members will need to be in competition to show that they can do the job more efficiently and less expensively than private companies," said CSEA Westchester Local 860 President Gary Conley.

"CSEA members in the Mount Vernon School District will need to be part of the solution, but ServiceMaster is not the answer for anyone."

Troy layoffs put on hold until June 30

TROY — CSEA leaders see a silver lining in a decision to layoff 88 workers, including 43 CSEA members in the Troy School District.

Despite strong union and community opposition, the School Board voted for the cuts to help offset a \$19 million deficit. But the layoffs are now scheduled for June 30 instead of April 30 as originally proposed.

Union officials say the extra two months is just what they needed to keep up the fight.

"We got what we wanted, and that is time," said Unit President Michael Maynard.

"We now have the time we need to persuade lawmakers to give the district the state aid it needs. And we also have time to find out what impact early retirements may have on the district's bottom line," CSEA Labor Relations Specialist Mike Sheldon added.

CSEA leaders expect more funding for education will come out of state budget negotiations to help avoid staff and program cuts as well as double-digit property tax increases in many school districts across the state.

CSEA members are second families to many consumers

Above and beyond the call of duty



Above and at right, Developmental Aide Cindy Hatcher, left, helps consumer Marion clean the stove while they prepare dinner.

On the opposite page and on Page 1, Hatcher and Marion relax and give each other a well-deserved hug.

‘I’m not a couch potato. I’m out and about with these guys. There’s nowhere I won’t take them. I make their dreams come true.’

EDITOR’S NOTE: Today, more than 16,000 CSEA members provide life skills, medical services and healthy community connections for nearly 10,000 group home residents of all ages and ability levels. Here’s one story.

JAMESVILLE — You can see right away the special bond between CSEA member Cindy Hatcher, a developmental aide at the Jamesville “group home,” and those she cares for and brings into her life.

One of those consumers, Marion Belke, 46, has



practically grown up with Hatcher.

Recently at the group residence, Belke was eagerly anticipating a future trip to Hatcher’s home, bubbling with excitement about the “little mermaid” costume she plans to wear next Halloween.

The annual Halloween party at Hatcher’s home and trick-or-treating through her neighborhood with a few consumers is just one example of how the 28-year Central New York DDSO worker takes special care of those entrusted to her, regularly going above and beyond the call of duty to enhance their quality of life.

No couch potatoes here

In large part, Hatcher does that by taking her charges on trips — wherever and whenever they want to go. Places like Alexandria Bay, Virginia Beach, Disney World, or just a trip to the local mall or the State Fair.

“I feel like I’m more like an activity specialist,” Hatcher jokes. “I’m not a couch potato. I’m out and about with these guys. There’s nowhere I won’t take them. I make their dreams come true,” she said.

That includes giving many whose families either are not

in contact or are too far away, the dream of a family life.

For the 25 years she’s worked in direct care, Hatcher has made a point of bringing consumers to her home for various holidays, but always on Thanksgiving and Easter — whether she’s working or not — and making them a part of her family’s celebration.

“I’ve been doing this since my kids were little — they kind of grew up with (her consumers),” Hatcher said of her own family.

Belke, who’s known Hatcher for the nearly three decades Hatcher’s been working in the DDSO, has spent many holidays with Hatcher’s family, including overnight stays when it’s too late to make the long drive to Belke’s family home after dinner.

For her part, Belke enjoys the hospitality.

“She’s like family. She makes my life happy when I’m here,” Belke says. “In a nice, familiar way. She’s a nice person, a nice woman. I like her.”

Holidays are for family

Hatcher modestly said she’s just doing what she feels is needed.

“I always felt that people should share the holidays with their family and friends, so I just started bringing them home and treating them to dinner. (Before that) a lot of them would be looking sad over the holidays.”

Hatcher’s normal shift is the weekend sleepover — 40 hours in three days — but she said her work often continues beyond that.

“A lot of days I start out working and stay on volunteering,” she admits. “I don’t ask for pay, I just do it. I’ve been volunteering as long as I’ve been working. I do it whenever I’m needed.”

Hatcher estimates that she volunteers about 50 hours a year on average, if not more. That includes extra time on her trips to places like Disney World, one of her regular stops. “You can’t go to Florida in 40 hours,” she quipped.

Her trips are often memorable for the consumers, too. Both Hatcher and Belke said one of their best trips was last year to New York City when they appeared in the crowd on NBC’s *Today Show*. “Now we’re stars,” Hatcher joked.

Hatcher said she’s stayed in contact with almost all the

residents she has worked with over the years, and finds inviting them to her home rewarding.

A more rewarding life

“I’ve lived a better life because of this job. There are so many that I’ve taken home over the years — I don’t know — I guess I just love them. It’s broadened my horizons and theirs.”

Although she has a brother who lives in a group home, Hatcher said she “didn’t understand that there was such a population” until she started working in the field.

She treats the residents with fairness and dignity, like she would anyone else, and is bothered when others don’t.

“They should be treated just like any other person. They’re part of the human race. I don’t like when people stare — that bugs the hell out of me.”

For her compassion, Hatcher said she was proud to be honored in 1991 by the DDSO as the first Diane Slade-Lischak Award recipient, a special award given in memory of a deceased co-worker, for her dedication in fostering community inclusion and acceptance of

‘I don’t ask for pay, I just do it.’

her consumers. But she’s quick to add that she’s not in it for recognition. “I just do it to make them happy. I don’t have to do any of that stuff if I don’t want to. I do it because they want it.”

While Hatcher is considering retiring in the next several years, she said she still has fun doing what she’s doing, and it doesn’t seem like 28 years have passed.

“I feel like I’ve been doing this for five years. I’m not tired of my job, I love my job,” she said.

“Everyone has a role in life they like to do. Mine is going out on activities and making the consumers happy. A lot of people ask me why I do this. I don’t know, I just don’t want to let them down. I’m one of those happy go lucky people and I love my job. That’s all I can tell you — and I love these people.”

And in the smiles of those like Belke, who love her back, it shows.

— Mark M. Kotzin

Take time to honor Workers Memorial Day

2001 was not a kind year to CSEA. While the union lost five brothers and sisters in the horrifying attacks on the World Trade Center, those deaths were only half of CSEA's total loss of members on the job.

One death in the line of work is too many. All CSEA members are urged to take part in events across the state this month and next to honor our dead and continue to fight for our living.

Long Island Region

A Memorial Service sponsored by the Long Island Workers' Memorial Committee will be held at the Workers' Memorial, New York State Office Building, Hauppauge on April 28 at 1:30 p.m.

Metropolitan Region

A church service and march to Ground Zero will be held, sponsored by the NYC Central Labor Council at Trinity Church in New York City on Friday, April 26, from 10 to 11:30 a.m.

CSEA Southern Region

In the CSEA Southern Region, CSEA members in Westchester and Putnam counties will join the Westchester-Putnam AFL-CIO Central Labor Council for a vigil to commemorate Worker's Memorial Day.

The event will be held Monday, April 29 at 5:30 p.m. in the Westchester County Legislature Meeting Room on the 8th floor of the Michaelian Office Building at 148 Martine Ave., White Plains (across the street from the White Plains Galleria).

The hour-long vigil will mark the passings of workers who lost their lives on the job. A special tribute will be given to the more than 600 union members who died on the job on Sept. 11.

The Central Labor Council also encourages unions that have lost workers on the job this past year to bring a list of the members' names so they can be read aloud and remembered in silent prayer.

For more information, contact Carol Craft at the Central Labor Council at 914-328-7988.

Capital Region

A Workers Memorial Day ceremony is set for 5 p.m. Saturday, April 27, in Saratoga Springs outside the City Center on Broadway. The event is part of CSEA's State Workshop, but members from the Capital Region are welcome to attend. Music, prayers and remembrances will be part of the program.

Central Region

A safety and health fair will be held, sponsored by the Central New York Labor Federation and CNYCOSH at Carousel Mall, Syracuse, on Sunday, April 28, from 1 to 4 p.m. A roll call of central New York workplace fatalities, awarding of prizes in CNYCOSH's 2nd Annual Workplace Safety Poster Contest for high school students.

CSEA Western Region

There will be a dedication of a newly built permanent memorial, which will include a garden, fountain and plaque unveiling, in the CSEA Western Region on April 25 at 11:30 a.m.

The ceremony will be held at the Finger Lakes DDSO in the Monroe Developmental Center, 620 Westfall Road, Rochester (town of Brighton). **(See photo at right.)**

On April 29, 11:30 a.m., a Workers Memorial Day ceremony is set for the Western New York DDSO, West Seneca Developmental Center, 1010 East & West Road, West Seneca. The ceremony will be at the workers memorial near the administration building.

On May 4, 1:30 p.m. a ceremony will be held at Erlandson Overview Park, Frewsburg, by the Chautauqua County Workers' Memorial Committee. Dedication will follow two earlier workshops (sexual harassment and counter-terrorism awareness, starting at 9 a.m.) and (noon) luncheon at Frewsburg American Legion Post 556, with guest speaker Denis Hughes, president, New York State AFL-CIO, and Tom Schroeder, CSEA member.

CSEA brothers and sisters who died on the job in 2001:

Ivette Anderson
Florence Cohen
Melinda Drumm
Harry Goody
Daniel Haskins
Marian "Marty" Hrycak
Charles Schanbacher
George Sheffield
Dorothy Temple
Lowell Young



Building a lasting tribute



Photo by Ron Wofford

Finger Lakes DDSO grounds supervisor and CSEA member Mike Wrobel is designing and building an "aquascape ecosystem" that will be part of the worker memorial to be dedicated at the Monroe Development Center on April 25.

Longtime CSEA activist Barbara Jones feted with Tubman honor

“Improving upon the quality of life available to the poor, the powerless, and the persecuted.”

ALBANY — Longtime CSEA member and officer Barbara Jones has spent much of her working life giving to her union and community.



Now, after 30 years of union activism and community involvement, she’s reaping the rewards that come from a life of activism.

Jones recently received the 2002 Harriet Tubman Achievement Award during a ceremony in Albany, where she was feted for her lifelong dedication to “improving upon the quality of life available to the poor, the powerless, and the persecuted,” according to the award’s inscription.

“I feel honored to receive this award and to be mentioned in the same breath with Harriet Tubman, I can’t think of any greater honor,” said Jones, a Uniondale resident and Nassau County Department of General Services worker since the early 1970s.

Jones’ union leadership includes terms of office in the CSEA Long Island Region, Nassau County Local and her local unit over the years. She also served as a statewide Human Rights Committeewoman. Jones witnessed a union come of age during her time as a member and officer, seeing the membership and leadership ranks become more diversified.

“The education that I received from CSEA workshops, conferences, and many numerous opportunities made it possible for me to enroll at Nassau Community College and graduate with an associate’s degree,” Jones said.

As the office manager in a Hempstead Town Council candidate’s race, Jones



Barbara Jones, left, receives the 2002 Harriet Tubman Humanitarian Achievement Award. The award recognizes Jones’ more than 30 years of union activism and community involvement.

helped bring change to her community.

“I was extremely delighted with the election of Councilwoman (Dorothy) Goosby who became the first

Democrat and the first woman of color on the town council. I believe that the councilwoman is effecting positive change in the Town of Hempstead,” Jones said.

Coincidentally, Goosby was the first recipient of the Harriet Tubman Humanitarian Achievement Award and gave a strong recommendation to its second winner, Jones.

“Barbara is congratulated by all members of CSEA’s Long Island Region,” said Region President Nick LaMorte.

“The qualities that Barbara possesses

“The education that I received from CSEA from workshops, conferences, and many numerous opportunities made it possible for me to enroll at Nassau Community College and graduate with an associate’s degree.”

along with her dedication more than qualify her for this prestigious honor. It has been an honor to work along side Barbara on our many campaigns,” said Tony Giustino, Nassau County Local president.

And Jones’ activism continues as she builds support in her community for the establishment of an official state holiday in honor of Harriet Tubman, which if enacted, would fall in March — Women’s History Month.

— Rolando Infante

Who was Harriet Tubman?

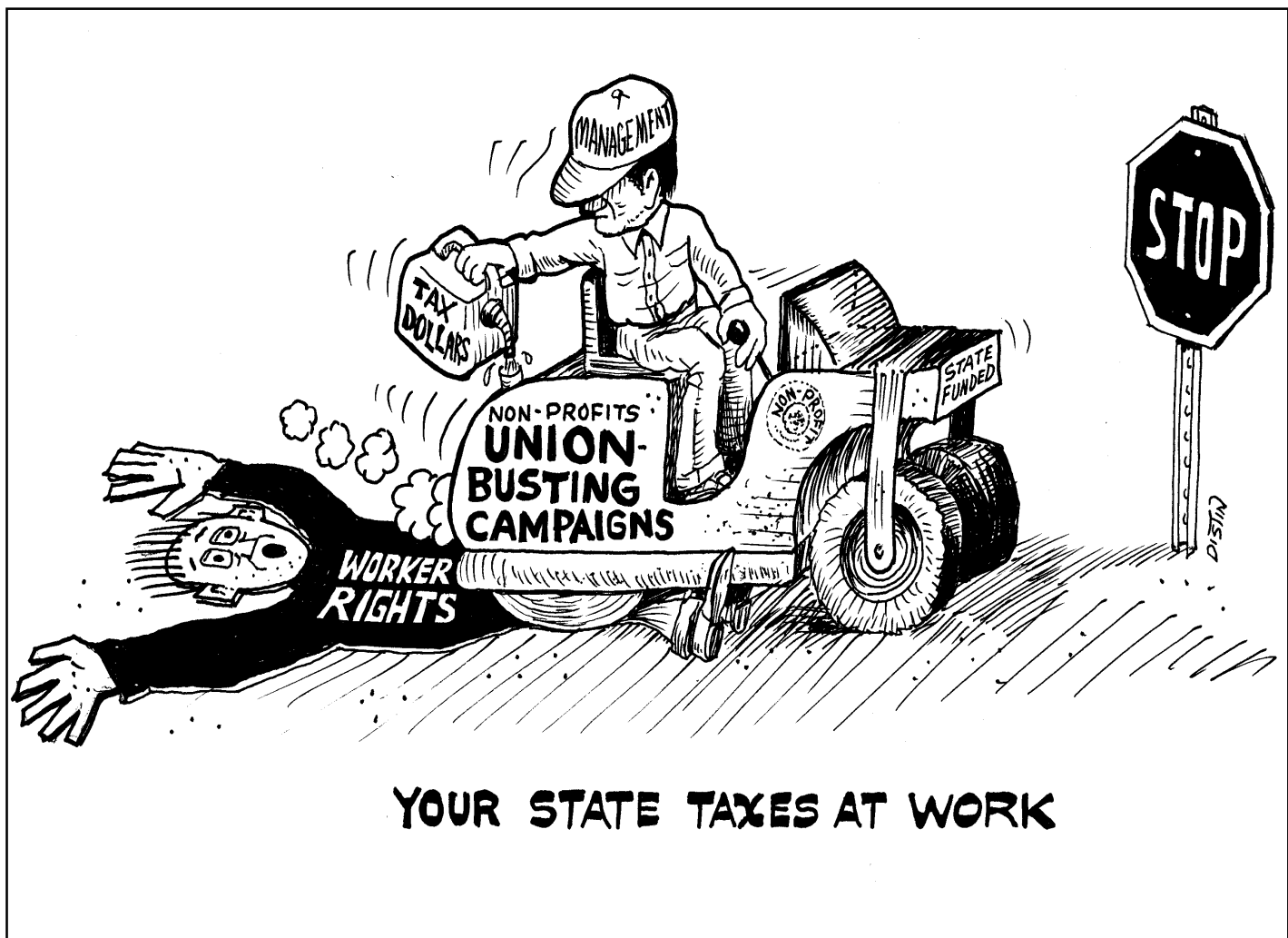


Harriet Tubman was born into slavery in 1820. Unlike other slaves, Tubman was able to break free from bondage. Through courage and persistence, Tubman helped 300 other slaves

escape through what was called the Underground Railroad.

Tubman dedicated her life to aiding those less fortunate and forceful. She was willing to break barriers that others were unwilling to recognize. Her courage inspired others to work hard and fulfill their lifelong dreams. Tubman embodied the spirit of a free woman, making her one of the most powerful and influential American women.

For more information visit www.nyhistory.com/harrietubman/



YOUR STATE TAXES AT WORK



25 years ago ...

In 1977, William L. McGowan was elected President of CSEA in a closely contested election. Over the next 11 years, McGowan's leadership would transform the union in unprecedented ways.

McGowan led the way for CSEA's affiliation into AFSCME and later brought about CSEA's formal entry into the New York State AFL-CIO.



Former Gov. Hugh Carey greets the late Bill McGowan.

During the McGowan era, CSEA pioneered Labor-Management partnerships resulting in breakthrough programs in education benefits, employee assistance, day care, and the establishment of the CSEA Employee Benefit Fund (see related story on Page 18).

Within the union, McGowan helped open doors for more diversity in union posts and staff positions. CSEA also strengthened its political action network on a statewide basis and effectively enacted the landmark Public Employee Occupational Safety and Health Act, extending workplace protections to public employees for the first time.

Also in 1977:

- * Deng Xiaoping has full power restored as Chinese leader. At the same time, Gang of Four is expelled from Communist Party.
- * In order to stop the spread of nuclear weapons, the nuclear-proliferation pact was signed. Fifteen countries signed the pact, among them, the United States and Soviet Union.
- * The neutron bomb was developed.
- * The first successful human-powered aircraft was developed by Paul McCready, called the Gossamer Condor.
- * President Carter signed a treaty with Panama agreeing to give up control of the Panama Canal by 2000.
- * The New York Blackout caused major looting and destruction.
- * The New York Yankees beat the Los Angeles Dodgers in the World Series, in the first of back to back championships.

Capital Region state office workers will move off campus

State eyes 10-20 year move

ALBANY — A long expected proposal to move nearly 9,000 state workers off the Harriman State Office Campus and redevelop the site into a technology park has been announced.

The plan will take 10 to 20 years to implement and CSEA is responding positively to the long-term advance notice and other information that holds promise for improving the working conditions for CSEA members.



The Office of General Services, the University at Albany and the Empire State Development Corp. are developing the project.

State offices would be moved throughout the Capital Region, allowing space for a research and development technology park, potentially creating 8,000 new jobs, according to Gov. George Pataki.

“This has the potential to be a win-win situation for everyone involved,” said CSEA President Danny Donohue. “State workers will move into new and more suitable facilities and the region will benefit from new jobs and economic development in many ways.”

The long-term time frame will enable CSEA to work with the state toward a smooth transition. Elected officials in the Capital Region are also praising the proposal’s potential to benefit the region by bringing more workers into areas in need of rejuvenation while providing an incubator for technological research and development in Albany.

The State Police facility on the Harriman Office Campus will not be moved.

— Sarah Eachus



- The office campus was built between 1958-1972, consisting of 350 acres and approximately 9,000 employees.
- The campus needs renovation and redevelopment is seen as a better long-term plan financially.

Get out and vote on May 21

CSEA members are encouraged to vote in school board elections across the state on May 21.

CSEA’s endorsed candidates will be posted on the CSEA web site, www.csealocal1000.net, as the endorsements are made. Check the site often in the coming weeks or check with your region’s Political Action Coordinator.

CBTU slates annual convention

The Coalition of Black Trade Unionists (CBTU) plans its 31st annual convention for May 22 to 27 in Las Vegas.

CBTU is an organization of union leaders and rank-and-file trade unionists dedicated to the unique needs of African-Americans and minority workers.

For additional information, contact Portia Given at: (518) 257-1210.

Tribute for the dead, and roses



Photo by David Galarza

Union members, factory workers, firefighters, and elected officials recently gathered at the site of the Triangle Shirtwaist Factory fire to commemorate the deaths of 142 garment workers. The horrific Triangle Shirtwaist Factory tragedy in 1911 resulted in numerous labor law reforms including the establishment of the Workers Compensation System. Also commemorated were the victims of the Sept. 11 World Trade Center tragedy, which included 343 firefighters and five CSEA members.

CSEA President Danny Donohue to visit Central Region in May

President Danny Donohue will visit the CSEA Central Region on Thursday, May 30, to meet with members.

The meetings will be held at the CSEA Binghamton Satellite office, Suite 207, Executive Office Building at Binghamton Plaza, 33 W. State St., Binghamton.

Donohue will meet with union members from 1 to 7 p.m. Please call the Central Region office at (315) 433-0050 to sign up for a visit and for directions.

Mande este cupón para recibir una copia del contrato del estado en esonanol.

Return this coupon for a copy of the state contract in Spanish Sí, envíeme una copia del contrato en español. El contrato que necesito es (marque uno)

- Unidad de servicios institucionales / ISU
- Unidad de servicios administrativos / ASU
- Unidad de servicios de operacion / OSU

Nombre: _____

Domicilio: _____
calle y número

ciudad estado código postal

Mande a: CSEA, 143 Washington Ave., Albany, 12210
attn: Contract Administration

Prescription drug reminder for NYSHIP enrollees

In 1999 when CSEA members' prescription drug coverage changed from CSEA Employee Benefit Fund to the NYSHIP Plan, CSEA active enrollees were required to begin contributing toward the prescription drug coverage; 10 percent of the cost of individual and 25 percent of the cost of dependent prescription drug coverage.

This contribution requirement continued until the current 1999-2003 state contract was ratified. Effective July 1, 2000, the state was contractually required to pay the entire cost of prescription drug coverage for CSEA members under the Empire Plan and Health Maintenance Organizations until Jan. 1, 2003. What this means is that New York state contributes the 90 percent and 75 percent contributions toward medical coverage and prescription drug coverage as well as the remaining 10 percent of the individual prescription premium and 25 percent of the dependent prescription premium, which would otherwise be the enrollee's responsibility.

Due to this negotiated benefit, CSEA enrollees have experienced annual premium savings since July 1, 2000. For those Empire Plan enrollees, annual savings have been: 2000 \$156, 2001 \$348, and 2002 \$391. For those HMO enrollees, annual savings varied,

depending on the plan. Below is a chart that shows what the current 2002 premiums, for all NYSHIP plans, would be for CSEA members if they were currently contributing the 10 percent individual and 25 percent dependent prescription drug premium.

This chart also reflects the biweekly and annual premium savings for 2002, which varies from \$200 annually to almost \$400 annually.

Beginning Jan. 1, 2003, enrollees will once again be responsible to contribute the enrollee portion of 10 percent individual and 25 percent dependent prescription drug premium under the Empire Plan and Health Maintenance Organizations.

While it is still too early to project what the 2003 health insurance premium rates will be, enrollees should be aware that health insurance premiums in 2003 probably will increase. With this in mind, enrollees should familiarize themselves with the 2002 premium (which requires enrollee contribution toward Rx premium), as any premium increases will be added to these amounts for CSEA members in 2003.

If you have any questions regarding the 2003 requirements, please contact the CSEA Joint Committee on Health Benefits at 518-785-4774 or 1-800-286-5242.

2002 NYSHIP Premium Schedule

Column 1: Plan Offerings

Column 2: 2002 Premiums with Employee Rx Contribution/ Individual and Family

Column 3: Biweekly Premium Savings for CSEA (no Rx contribution) Individual and Family

Column 4: Annual Premium Savings for CSEA (no Rx contribution) Individual and Family

1.	2.	3.	4.
The Empire Plan (001)	13.85 57.07	4.45 15.03	115.70 390.78
Aetna U.S. Healthcare (210)	42.09 137.28	2.03 9.57	52.78 248.82
Blue Choice(066)	25.77 102.39	2.61 12.59	67.86 327.34
CDPHP-Capital(063)	10.82 60.52	1.71 8.47	44.46 220.22
CDPHP-Central(300)	10.72 59.02	1.69 8.31	43.94 216.06
CDPHP-Downstate(310)	11.07 68.02	1.69 8.33	43.94 216.58
Community Blue(067)	9.95 54.01	1.82 9.92	47.32 257.92
Empire HMO (280)	21.27 100.01	2.50 12.53	65.00 325.78
Empire HMO (290)	25.91 112.07	2.49 12.45	64.74 323.70
GHI HMO Select (220)	22.30 101.21	2.09 10.19	54.34 264.94
HIP Health Plan of NY (050)	14.52 66.41	2.29 10.19	59.54 264.94
HMO Blue (160)	43.56 155.79	2.16 9.08	56.16 236.08
HMO-CNY (072)	25.34 117.18	2.23 11.15	57.98 289.90
Independent Health-Western NY Reg. (059)	8.82 48.28	1.58 8.63	41.08 224.38
MVP Health Plan (060)	21.44 101.70	1.57 7.86	40.82 204.3
Preferred Care (058)	15.96 77.99	2.37 11.51	61.62 299.26
Univera Healthcare - CNY (055)	17.81 95.37	2.24 11.93	58.24 310.18
Univera Healthcare - WNY (057)	9.60 52.15	1.86 10.15	48.36 263.90
Vytra Health Plans (070)	12.17 77.50	2.88 14.60	74.88 379.60

www.csealocal1000.net

Read all about the NYSHIP program in the JCHB area of CSEA's web site.

What's In It For You?



Member satisfaction survey results

In January, the CSEA Employee Benefit Fund conducted a member satisfaction survey of the participating bargaining units in the fund. More than 500 state and local government EBF members were contacted and were asked their opinions on the service and benefits provided by the EBF.

Some highlights of the survey results were:

How would you rate the overall service received from the fund?
Fair to Excellent 90.6 percent
Promptness of claims processing?
Fair to Excellent 87.4 percent
Promptness of answering phones?
Fair to Excellent 87.7 percent
Courteous, helpful customer service?
Fair to Excellent 90.4 percent
Accuracy of information provided?
Fair to Excellent 90.4 percent
Explanation of benefits clear and complete?
Fair to Excellent 90.7 percent

Other questions concerned the member knowledge of their benefit programs and ways they would like to see the plans improved. The fund will be able to use these results to help chart its future course. This feedback from members is vitally important and greatly appreciated.

The fund would like to thank its staff for their commitment to providing quality service. Also worthy

of mention is the CSEA field staff who help educate our membership on their benefits package, and the union activists for their part in our continuing effort to bring the best possible benefits and an Ever Better Future to the CSEA membership and their families.

If you have any questions concerning the EBF and the benefits it provides, please do not hesitate to contact the fund. The following are the EBF Regional Senior Benefits Specialists for Local Government (Cities, Towns, Counties and School Districts) and their contact information:

Long Island Region 1
Linda Sclafani (631) 462-5224

Southern Region 3
Colleen Foley
(800) 323-2732 ext 816
cfoley@cseabf.org

Capital Region 4
Kim Lucas
(800) 323-2732 ext 818
klucas@cseabf.org

Central Region 5
Meghan Pastiglione
(800) 323-2732 ext 860
mpastiglione@cseabf.org

Western Region 6
Sarah Scanlon
(800) 323-2732 ext 808
sscanlon@cseabf.org

For state bargaining units (ASU, ISU, OSU, DMNA, UCS), the fund also has benefits specialists available:
Regions 1, 2, 3, and 4 (Albany, Schenectady, Montgomery, Rensselaer, and all counties south)
Carisa Haberl
(800) 323-2732 ext 813
chaberl@cseabf.org
Regions 4 (Fulton, Saratoga, Washington and all counties north), 5 and 6
Dave Reed
(800) 323-2732 ext 806
dreed@cseabf.org

An Ever Better Future

Financial statements of CSEA for the fiscal year ended Sept. 30, 2001

Dear Member:

We concluded fiscal 2001 on a positive note. It was a year without major conventions or negotiations and allowed us to replenish our net assets. The current year will include two conventions and the AFSCME biennial convention and this will increase expenses. Our union has the financial resources to meet the challenges of state budget problems and to continue the organizing projects required to maintain our position as a leader among New York state labor unions.



Danny Donohue, President



Maureen S. Malone, Treasurer

The Civil Service Employees Association Inc.
Statement of Financial Position
Sept. 30, 2001

ASSETS	2001
Current assets	
Cash and cash equivalents	\$10,712,094
Investments	20,851,073
Membership dues and agency fees receivable	1,976,568
Miscellaneous receivables	1,901,740
Prepaid expenses	<u>863,502</u>
Total current assets	<u>36,304,977</u>
Property, plant and equipment	
Land	2,173,742
Office buildings and improvements	11,966,976
Furniture and equipment	4,450,768
	18,591,486
Less accumulated depreciation	<u>(7,658,474)</u>
	<u>10,933,012</u>
Other assets	
Prepaid pension cost	397,528
Investments	4,403,125
Other	<u>264,709</u>
	<u>5,065,362</u>
Total assets	<u>\$52,303,351</u>
LIABILITIES AND NET ASSETS	
Current liabilities	
Accounts payable and accrued expense	\$5,414,112
Compensated absences	1,561,202
Due to locals	9,604,302
Current maturities of long-term debt	472,266
Deferred revenue and other	<u>35,808</u>
Total current liabilities	<u>17,087,690</u>
Other liabilities	
Long-term debt	2,178,741
Pension liability	635,581
Accrued post-retirement obligation, net of current portion	<u>11,391,713</u>
Total liabilities	<u>31,293,725</u>
Net assets	
Unrestricted	20,635,047
Temporarily restricted	<u>374,579</u>
Total net assets	<u>21,009,626</u>
Total liabilities and net assets	<u>\$52,303,351</u>

The Civil Service Employees Association Inc.
Statements of Activities
Year Ended Sept. 30, 2001

	Unrestricted	Temporarily Restricted	Total
Operating revenue:			
Membership dues and agency shop fees:			
State	\$30,581,121		\$30,581,121
Local government	<u>42,070,733</u>		<u>42,070,733</u>
	<u>72,651,854</u>		<u>72,651,854</u>
Less:			
Dues refundable to locals and regions	12,622,965		12,622,965
Political Action provisions	2,190,661		2,190,661
Affiliation dues	<u>19,524,412</u>		<u>19,524,412</u>
	<u>34,338,038</u>		<u>34,338,038</u>
	<u>38,313,816</u>		<u>38,313,816</u>
Other:			
Grant revenue	5,685,622		5,685,622
Interest income and dividends	886,576		886,576
Administrative fee	1,852,718		1,852,718
Miscellaneous	1,120,609		1,120,609
Net release from temporarily restricted assets	<u>116,433</u>	<u>(116,433)</u>	
	<u>9,661,958</u>	<u>(116,433)</u>	<u>9,545,525</u>
Total operating revenue	<u>47,975,774</u>	<u>(116,433)</u>	<u>47,859,341</u>
Operating expenses:			
Program services:			
Field services	18,061,221		18,061,221
Legal services	2,476,413		2,476,413
Convention and representation	269,098		269,098
Education	4,201,858		4,201,858
Public relations	4,026,226		4,026,226
Support services:			
Officers, directors and committ	1,816,804		1,816,804
Administrative	<u>14,061,149</u>		<u>14,061,149</u>
Total operating expenses	<u>44,912,769</u>		<u>44,912,769</u>
Change in net assets from operating activities	<u>3,063,005</u>	<u>(116,433)</u>	<u>2,946,572</u>
Nonoperating activities:			
Net realized and unrealized investment gains	1,764,722		1,764,722
Gain on disposal of equipment	<u>218</u>		<u>218</u>
Change in net assets from nonoperating activities	<u>1,764,940</u>		<u>1,764,940</u>
Change in net assets	4,827,945	(116,433)	4,711,512
Net assets, beginning of year	<u>15,807,102</u>	<u>491,012</u>	<u>16,298,114</u>
Net assets, end of year	<u>\$20,635,047</u>	<u>374,579</u>	<u>21,009,626</u>

CSEA also has reporting requirements to fulfill with the U.S. Department of Labor (LM-2) and the Internal Revenue Service (Form 990). Because of the different reporting requirements, the financial report as printed here may differ in presentation from these other reports.

A copy of the financial statements and report of independent accountants, PricewaterhouseCoopers, for the year ended Sept. 30, 2001, is available upon written request by contacting the CSEA Treasurer's Office at CSEA Headquarters, 143 Washington Ave., Albany, NY 12210.



Employee Benefit Fund provides an ever better future to CSEA members

CSEA members gain the most comprehensive package of benefits and programs you can find anywhere — saving you money and helping to make life better, both on and off the job. For most, that includes negotiated benefits provided through the CSEA Employee Benefit Fund.

The Employee Benefit Fund (EBF) was created in 1979 to provide dental and prescription drug benefits to CSEA members working for the state. In 1980, the EBF began providing coverage for local government units that negotiated dental and prescription drug benefits into their collective bargaining agreements.

The EBF expanded its benefit plans in 1981 with a self-administered Vision Care Plan with participating providers throughout New York state.

Today, the fund provides benefits to more than 450 CSEA-represented local government units, school districts and public authorities.

CSEA members in local government units should be aware that they do not have to settle for benefits packages offered to them by management during contract negotiations, if

they think they can do better by negotiating for the vision and dental benefits offered by the EBF.

The EBF has considerable experience in dealing with the complexities that surround local government negotiations. The EBF offers varying levels of dental and optical coverage, as well as legal, hearing, maternity and co-pay reimbursement plans. All EBF enrollees are also covered by a workplace security plan free of charge. This plan provides a benefit to employees who have experienced trauma because of on-the-job incidents.

EBF benefits are attained through contract negotiations between CSEA bargaining units and their employers. This system

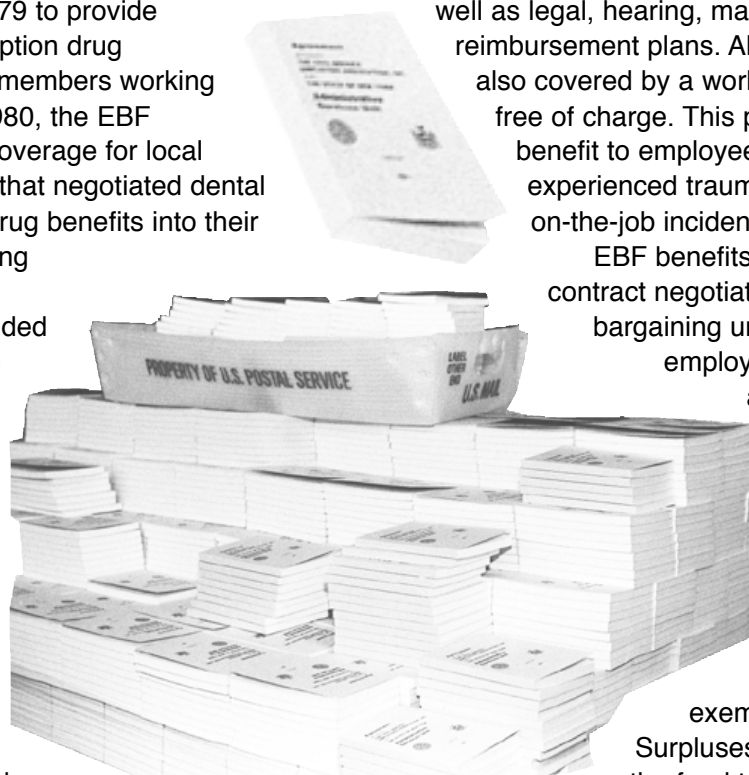
allows individual CSEA bargaining units to find a plan that fits the needs and desires of the membership.

The EBF is a not-for-profit organization and is exempt from taxes.

Surpluses are rolled back into the fund to improve benefits.

Over the years, the fund has diligently worked to expand and improve the

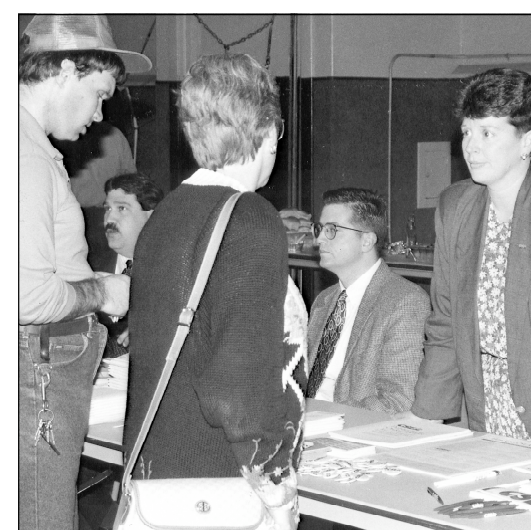
programs offered to the CSEA membership. The EBF's mission, in 1979 and to this day, is to provide the best possible benefits and an ever better future to CSEA members.



State contracts ready to be mailed. EBF benefits are attained and then provided through contract negotiations between CSEA bargaining units and their employers.



Above and below, union represented employees attend events such as information fairs where staff and member benefit representatives answer questions and hand out material about benefits available to CSEA members.



State AFL-CIO scholarship deadline is May 15

May 15 is the application deadline for the New York State AFL-CIO scholarships.

The union will award a four-year scholarship to a 2002 graduating high school senior who intends to pursue a career in labor relations or a related field.

The scholarship will be for \$2,000 a year for four years.

Criteria include:

✓ A 2002 high school graduate, whose parent or guardian is a member of a union affiliated with the state AFL-CIO;

✓ Accepted in a course of study in labor relations or a labor related interest, such as history, economics,

law, political science or journalism at an accredited institution of higher education in New York State.

Applications must include a letter of recommendation by a teacher or guidance counselor from the applicant's school, an official school transcript and SAT scores, and a 400-500-word essay. Essay details are included in the applications.

Applications may be obtained by contacting:

Gary Duesberg
Director NYS AFL-CIO
100 S. Swan St.
Albany, NY 12210-1939
(518) 436-8516.

May 15 is deadline for submitting proposed resolutions, changes to CSEA's constitution and by-laws

Proposed resolutions and proposed amendments to the CSEA Constitution and By-laws for consideration by CSEA delegates to the union's 2002 Annual Delegates Meeting must be submitted by May 15.

Proposed resolutions may be submitted only by a delegate and must be submitted on the proper forms.

Forms for submitting resolutions are available from CSEA headquarters

and region offices.

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

The 2002 CSEA Annual Delegates Meeting will be held Sept. 9-13 in New York City.

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. If you are called up for active military duty you may also apply for dues-free status.

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. This does not apply to members who are on leave due to being called up for military duty. Members on active military duty, upon return, are considered to have had continuous membership status for all CSEA election purposes.

Please 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.

PEOPLE PERSON —

The PEOPLE recruiter for the month of March is Harry Gilbert of the CSEA Chemung

County Local in the Central Region. He has recruited 44 new PEOPLE members. PEOPLE is CSEA and AFSCME's political action program aimed at getting friends of working families elected to Congress ...

CONTRACTING OUT SOLVED IN

JOHNSTOWN — Bus drivers, school board members and Superintendent Jack Whelan developed a plan to avoid contracting out transportation services at the Greater Johnstown School District. The district has only 13 drivers to cover 13 regular bus runs and numerous extracurricular runs. The lack of available drivers has even resulted in canceling some sports events. Under the plan, developed just hours before the CSEA unit was to do informational picketing, the number of regular runs is reduced from 13 to 11 to give drivers some flexibility to cover both types of runs. The district will begin aggressively recruiting drivers and offering free training. ...

APPLY NOW FOR TUITION BENEFITS — Going to school this year? It's time to apply for the NYS & CSEA Partnership (formerly LEAP) tuition benefits. Tuition benefits are available to members in the Administrative, Operational and Institutional Services Units, the Division of Military and Naval Affairs and CSEA-represented employees of the State University Construction Fund, Teachers' Retirement System, Unified Court System, Waterfront Commission of



New York Harbor and Health Research, Inc. (one benefit annually). Eligible applicants can receive two tuition

benefits (each good for a three or four credit course

or one non-credit course up to \$548) anytime between April 1, 2002 and March 31, 2003. In

addition, some members may also receive reimbursement for certain national credit by exam fees. New

this year (for ASU, ISU, OSU and DMNA Unit members) is Personal Computer Training that provides

either a voucher or reimbursement for one personal computer course up to \$150, in addition to two

tuition benefits. Applications may be mailed to the Partnership, 1

Lear Jet Lane, Suite 3, Latham NY 12110-2393 or faxed to 518-785-4854 or 518-785-4862. Applications are

accepted over the telephone on Thursdays only from 9 a.m. to 7:30 p.m. Call the Partnership at 1-800-

253-4332 or 518-785-4669. Catalogs and application forms were

recently mailed to members who applied for tuition benefits in the

past year. State agency personnel and training offices also have a

small supply of catalogs. If you did not receive a catalog and can't get

one from your agency call the Partnership and request one. The

catalog and application forms are available on the CSEA Web site

www.csealocal1000.net. Contact the Partnership with questions about

the tuition benefits or other education and training benefits. Professional advisers are available

between 9 a.m. and 4:30 p.m. weekdays and 9:00 a.m. and 7:30 p.m. on Thursdays.

CSEA Special Election set

The CSEA statewide Board of Directors has approved the following special election schedule for these unfilled board seats: Chenango County, Franklin County, Lewis County, Schoharie County, Schuyler County, Sullivan County, Warren County, and Central Region 5 Local Government Educational.

May 1	START OF PETITIONING
May 17	PETITION DEADLINE
June 17	Ballots Mailed
June 25	Replacement Ballots
July 9	Ballots Due/8am, tally commenced
July 19	End/Protest Period

CSEA members who have any questions may call the Standing Elections Committee at 1-800-342-4146, ext. 1477.

We have a lot in common.

Non-union human services worker



- ✓ We do the same work.
- ✓ We really do care about our clients.
- ✓ The money for our paychecks and benefits all comes from the same place.



CSEA member

But we work under very different conditions.

Unionized workers gain better wages, benefits and working conditions than non-unionized employees who do the same work. When management can hire workers for less and run roughshod over their rights it affects all of us.

That's why CSEA is leading the way to make things fairer for workers who want to unionize. CSEA-supported state legislation would prevent private or not-for-profit employers who contract with the state from interfering with their employees' right to unionize.

It's a matter of fairness.

***All of us deserve
the same respect!***

See President Donohue's column — Page 4