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*CSEA-endorsed
candidates inside*

Vol. 3 / No. 10

OCTOBER 2000

THE WORK FORCE

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

It's Time!

Campaigns
reach
feverish
pitch:



Members
get to
work for
Clinton,
Gore

Pages 10-11

CSEA Executive Vice President Mary Sullivan, at right, introduces U.S. Senate candidate Hillary Clinton during CSEA day at the State Fair in Syracuse.

Your Nassau County Local 830 Express newsletter is enclosed

Photo of the Month



EXECUTIVE POWER – President Bill Clinton greets CSEA members during a recent visit to the New York State Fair during CSEA day. The president and first lady Hillary Clinton met with scores of union members.

(See related story on Pages 10-11.)

CSEA slams Nassau layoff bid

MINEOLA — CSEA members and leaders are outraged after Nassau County Executive Thomas Gulotta called for 350 layoffs, more than 300 of which would be CSEA members, only months after union members accepted a two-week lag pay to save their jobs.

“CSEA members will not be the sacrificial lambs of the county administration’s political slaughter,” said CSEA President Danny Donohue.

“The full strength of CSEA’s 265,000 members statewide will support the Nassau County workers,” he added.

“This is preposterous,” fumed CSEA Nassau Local President Tony Giustino about Gulotta’s plan to plug the county’s huge deficit.

“If even one CSEA member is laid off, the county will be forced to pay back all the deferred money immediately” as part of the lag payroll agreement, Giustino said.

“The county hasn’t analyzed the impact of the early retirements yet. How can they possibly call for layoffs when they are already concerned about how county services will be delivered after the departure of hundreds of workers taking the early retirement incentive?”

“CSEA will fight layoffs,” he added.

CSEA Long Island Region President Nick LaMorte said the effect of layoffs goes beyond slashed county services.

“Our members get hurt as workers and as taxpayers. They live in Nassau county, too,” LaMorte said.

— Sheryl Jenks

Management’s mouse turned louse

Big win for e-mail use

A local CSEA leader who was punished for using e-mail to update his members about a pending health and safety issue has won his battle with management at the state Public Employment Relations Board (PERB).

CSEA fought for the rights of Brian Mayock, head of the Onondaga County Probation Department Unit, to keep members informed about an ongoing fight for certain safety equipment, including bullet-proof vests.

“This case is so important because you can’t possibly let management get away with this,” Mayock said about his fight to communicate with his members via e-mail.

“You shouldn’t have to look over your shoulder” when union leaders want to communicate with their members, he added.

“This is a victory for working people everywhere!” Mayock exclaimed.

Check before you click

Procedures governing the use of office e-mail for union business vary from work site to work site.

Livingston County part-timers organized

GENESEO — CSEA posted another victory in its quest to organize part-timers across the state, with more than 180 part-time Livingston County workers joining the union.

The state Public Employment Relations Board (PERB) certified CSEA as the



Livingston County part-timers celebrate their organizing win.

Some employers prohibit it. Using an employer’s e-mail system can backfire on union activists because managers will have access to the correspondence.

Activists need to know their employer’s policy before using the employer’s system to send union-related material via e-mail. The case hinged on whether the content of Mayock’s e-mail informing his members about a pending safety and health grievance was a legitimate basis for discipline.

Probation department managers also used office e-mail to discuss the grievance with Mayock and others.

“If you allow managers to discipline you for pursuing your duties as a union rep, then you are never going to get anything done,” Mayock said, noting if managers allow the use of the office e-mail for union business, they can’t retaliate for its content.

While the First Amendment protects members’ right to free speech on issues of public concern, the state Taylor Law which governs collective bargaining protects members’ rights to speak out on work place issues, CSEA leaders said.

workers’ bargaining agent without an election.

“This is the result of a lot of hard work by our committee of activists and organizers,” said Frank Antonucci, statewide organizer.

“They went the extra mile to get as many potential members signed up as possible, and this is the positive result. Now we can get to the job of gaining a fair contract for these workers,” he said.

The Unit’s members will elect officers and prepare for negotiations with the county.

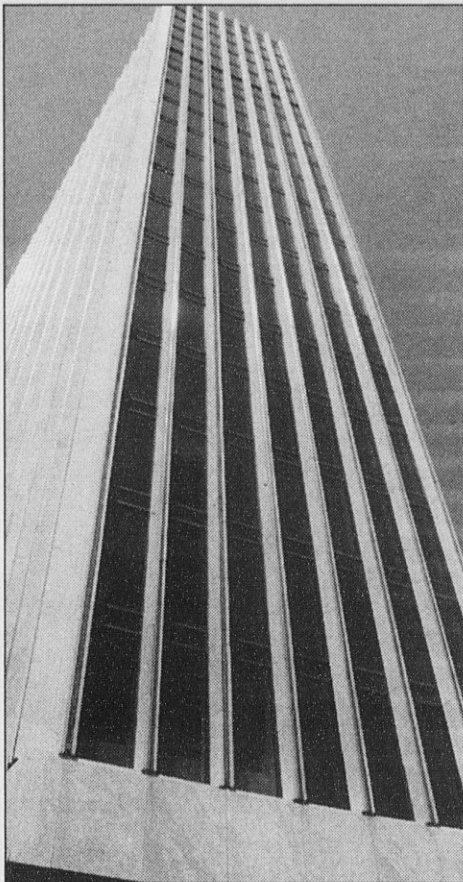
“We knew we could do it, and it feels good,” said Kathy Carney, an activities aide at the county’s skilled nursing facility and organizing committee member.

The Unit is comprised mainly of support staff at the county’s skilled nursing facilities and departments of aging, highway, social services, public health, and records management.

— Ron Wofford

"We went out on the fire escape...the smoke was too thick."

Criticism smoldering over Albany high-rise evacuation



The marble expanse of the Empire State Plaza that is the daytime home for thousands of workers is not prepared for a large evacuation for fire or other disasters, CSEA activists said after a high-voltage transformer fire hurt two members, knocked out power and sent thick smoke spewing into the towering agency building.

Two CSEA members were injured — one seriously — in the mid-August electrical blast underneath the 22-story agency building which houses the state Insurance Department and state Department of Parks, Recreation and Historic Preservation.

Union leaders are investigating the explosion, resulting black out, evacuation procedures and management's response.

CSEA is creating a list of problems in the buildings that jeopardize workers' health and safety.

Moments after the 5,000-volt transformer blew, bungled evacuation procedures, equipment failure and confusion placed thousands of workers in the high-rise in danger, union leaders at the building said.

"The 'evacuation' did not go smoothly as

management is saying," said Debra Dee Dukes, president of the Parks and Recreation Local on the 13th floor in Agency Building 1.

"A lot of problems were revealed. This calls for a floor-by-floor re-evaluation of the evacuation procedures to make sure everything works properly," she stressed.

Interviews with union members who work in the building or who were trapped after the power went out and smoke filled the corridors and stairwells reveal:

- A physically challenged worker was stranded for 90 minutes on the 13th floor as it filled with thick smoke.

"What a scare it was to sit up there for 30 minutes with the building filled with toxic smoke before we saw or heard from a state Trooper or firefighter," said Patrick LaMarre, a wheelchair-bound CSEA member at the state Department of Parks, Recreation and Historic Preservation.

- Two pregnant state employees were trapped in the elevators, exposing them to smoke. Firefighters who responded to reports of workers trapped in elevators pried open one of the elevator doors — only to find out that if they had not opened the doors an emergency power system could have been used to lower the stuck elevator cars.

This miscue stranded workers in the elevators until another way of lowering the cars could be devised.

- Public address systems on each floor were not used immediately to inform workers of the blast or smoke, and when they were activated the instructions could not be heard or they were laced with static.

- The fire stairs were not lit and there are no signs saying what floor members are on.

- CSEA members said the evacuation was in fact "self determined and self directed" with little or no management coordination.

- The smoke scuttle system, designed to remove smoke from the building, wasn't working for much of the evacuation because smoke never reached the sensors which would automatically turn it on. CSEA members had to

turn on the system manually.

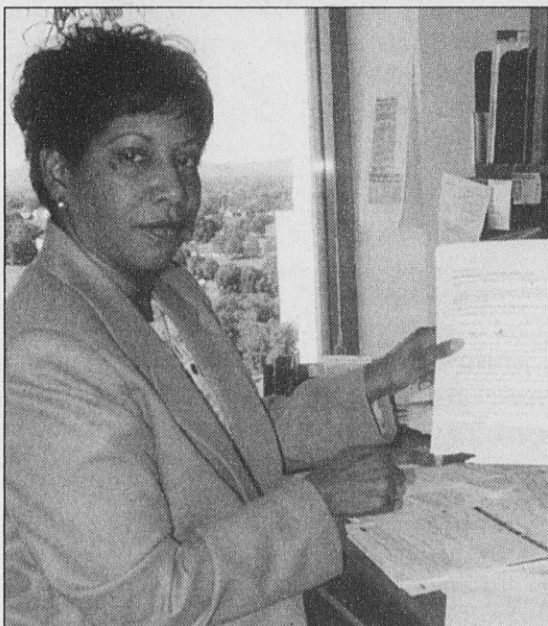
- Smoke had reached the 18th floor before the fire bells went off.

- Of the 48 large electrical switches in the belly of the Empire State Plaza, three have been updated by contractors recently, one has exploded and 44 remain. The state has ordered these switches not be used and another electrical switching method be installed.

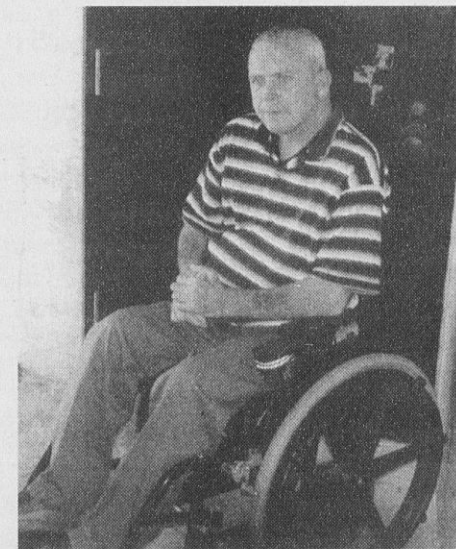
"I didn't like the fact the emergency vehicles (fire trucks and police cars) were called upon the scene, but we remained in the dark — clueless for almost half an hour," said one union member who works in the tower.

Injured CSEA members Charles Schampier and Gary Egnaczyk, both plant utility engineers, are recovering from their electrical burns.

— Daniel X. Campbell



Clockwise from top: Agency Building 1; CSEA member Patrick LaMarre; Occupational Safety and Health specialist Matt Kozak, left, meets with Office of General Services Local President John Wakewood, center, and Capital Region acting OSH specialist Gary China in an OGS transformer room; CSEA Parks and Recreation Local President Debra Dee Dukes with a report on the Agency Building 1 evacuation.



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IN TOUCH WITH THE
WORK FORCE
CSEA President Danny Donohue



Believe it or not, CSEA is celebrating its 90th Anniversary this fall!

Today, CSEA is New York's leading union and the largest affiliate of the American Federation of State County and Municipal Employees (AFSCME), which in turn is the largest and most powerful union in the AFL-CIO.

Our history is a great story that is not as widely known as it should be — even among our own members. The growth and development of CSEA is a story of accomplishment, one of heroic, hard-working men and women who struggled mightily to improve working conditions, pay and benefits for themselves, their co-workers and all of us who came after them.

Along the way CSEA also made New York a better place.

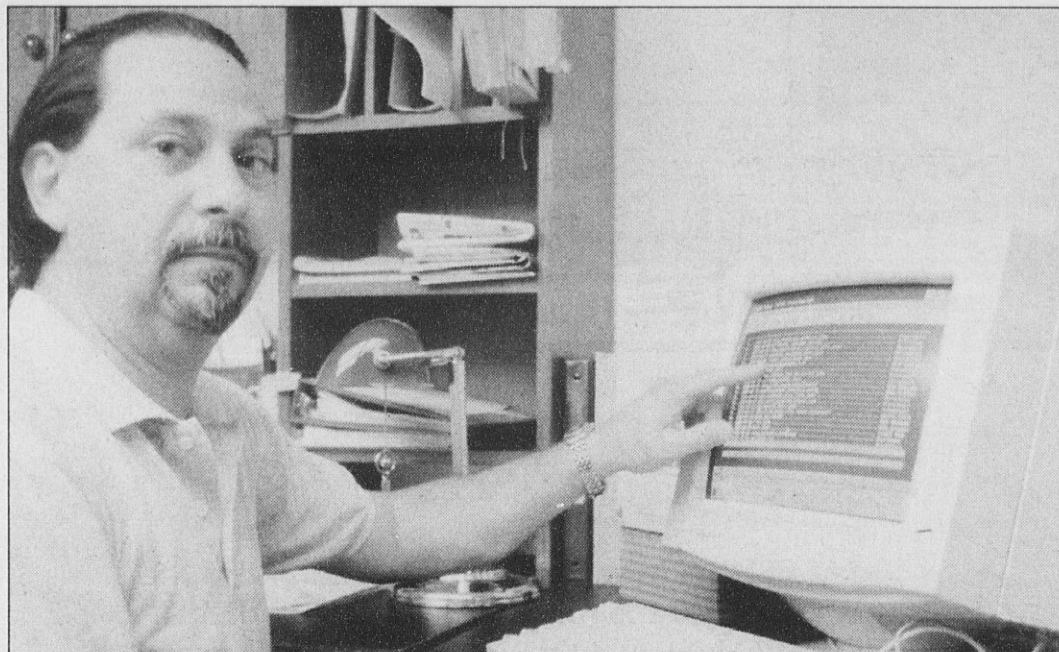
It would be impossible to present even a thumbnail history of CSEA in this short space. Still, it's important to understand the early activism of CSEA established a solid foundation for the success we have achieved up to today.

It might be easy to think of CSEA's achievements as a union truly beginning with the right to collectively bargain under the Taylor Law in 1967. But in fact, in every decade of the past century CSEA made real gains for its members and set the standards nationally.

Since winning the right to collectively bargain in 1967, CSEA's gains at the negotiating table and in the legislative arena have been enormous and continuing. But if our history teaches us anything, it is that we can never rest on our laurels.

We will try to tell more of the story of CSEA throughout our 90th anniversary year. Gaining an appreciation of our history can only help us as we build an even better future.

Danny



Ed Figueroa, vice president of CSEA Finger Lakes DDSO, is bilingual and uses his skill to help members who are sharpening their English.

Demand rising for bilingual skills, member finds

ROCHESTER — Ed Figueroa uses his bilingual skills several times a week, sometimes for CSEA and other times for management at Finger Lakes Developmental Disabilities Service Office (DDSO).

“As the area Hispanic population rises, I’m increasingly using it to translate for Spanish-speaking clients of

the facility,” said Figueroa, a vice president for the CSEA Local.

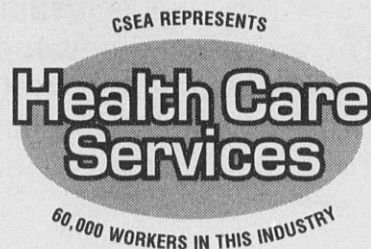
“I’ve also been asked by the staff developmental department to speak to new hires, when there are Spanish-speaking employees in the group.

“And I have done the CSEA orientation for new Hispanic members. I’m actually filling a Spanish-speaking job title now, as a developmental disability secure care treatment aide,” Figueroa said.

The 26-year state employee has seen a steady increase in the area’s Hispanic population, and recognition of the need for more bilingual skills.

“I also used my bilingualism a lot when I worked on the successful CSEA organizing drive in Long Beach not so long ago,” said Figueroa. “And I’m always happy to do it for the cause.”

— Ron Wofford



Where the candidates stand ON HEALTHCARE

✓ **HILLARY CLINTON** favors providing prescription drug coverage for all seniors under Medicare.

RICK LAZIO voted against providing prescription drug coverage for all seniors under Medicare and backed a plan favored by drug companies that would leave millions of seniors without coverage.

✓ **AL GORE** strongly opposes plans to make deep cuts in Medicare, and will use the budget surplus to ensure the stability of the Medicare program.

GEORGE BUSH'S tax cut leaves no money to shore up the Medicare system. He supports a plan that would cut Medicare by \$350 billion and end the federal guarantee of funding for Medicare benefits.

Silence at day care has CSEA in uproar

Children's voices stilled at Pilgrim Psych Center

Working at Pilgrim Psychiatric Center is not child's play. And, after 26 years, there's no longer any child's play on the grounds of this rambling, half-vacant state facility.

The on-site day care program, Small World, has closed despite CSEA's feverish efforts to keep the valuable service open.

Claiming they needed space, state managers reneged on a generation-old commitment to provide day care at the facility, which often requires mandatory overtime because of short staffing.

Forced to work double shifts, CSEA members said they relied on the day care program to help them juggle work and family obligations.

“CSEA former Statewide Secretary Irene Carr helped us get this child care center started and we had a firm commitment from the state to keep it open as long as the workers needed it,” said CSEA Unit Executive Vice President Dora Wilson.

Broken promises

“They broke a long-standing commitment to their workers,” said CSEA labor relations specialist Stephanie Teff, who worked to keep the day care open.

Wilson said 80 families were using the center year round. Half were workers from Pilgrim and the other half were families in the community.

This summer, 130 children were scheduled to participate in the summer program. All had to find other arrangements.

“Our workers are devastated about the closing of the facility,” said Wilson. “Closing Small World has created a hardship for many of our members who have been forced to find child care elsewhere and who may not be able to afford it,” said Wilson.

What space crunch?

Managers' claims they needed the space are suspect, union leaders said. Nearly half the buildings on the massive campus are abandoned.

“It makes no sense to close it,” said Wilson, who for years sat on the Small World board and fought the closure.

“The work our members do at Pilgrim is hard enough without management adding another burden.

“These parents felt confident leaving their children at Small World. Now they have been forced to find other arrangements,” said CSEA Long Island Region President Nick LaMorte.

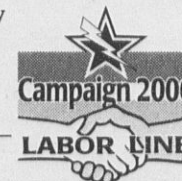
— Sheryl C. Jenks

Voices of the Work Force



“I’m voting for Al Gore because he stands for a real patient’s bill of rights. My dad passed away five years ago. He had Medicare, but was also in an HMO, which continually denied him the care he needed. My mother spent \$12,000 of their money so he could get the care he needed. Despite appealing to the HMO, I eventually had to represent myself in court and I won. A real patient’s bill of rights could prevent other families from having to go through the same ordeal.”

— Sally Smith, State University of NY at Fredonia and a CSEA statewide political action committee member



Make Your Voice Heard

You've got mail

And time to read it

ALBION — Monday is a heavy lift for two women behind bars.

Before a captive audience of 1,500 men, CSEA members Kim Piccirilli and Jackie Deats lug canvas bags overflowing with mail to their office at the Orleans Correctional Facility and begin the daily chore of weeding out prison nos.

Lingerie — new or used — no way. Nude photos? Nope. Gang-related magazines? Sorry.

Such is the eagle-eyed business for scores of CSEA members who inspect and sort tens of thousands of pieces of mail the state prisons receive and send daily.

Snail mail is jail mail

For many prisoners, a 33-cent missive sent to family, friends, the governor, state lawmakers or anyone else who might lend a sympathetic ear is their only link to the outside world.

"It's serious work, because of the potential for contraband in incoming mail," Piccirilli said.

"We have strict rules for what inmates can receive, and how to proceed when banned material arrives. Inmate mail privileges can be revoked or suspended when the rules are broken, so we have to be constantly on our toes," she added.

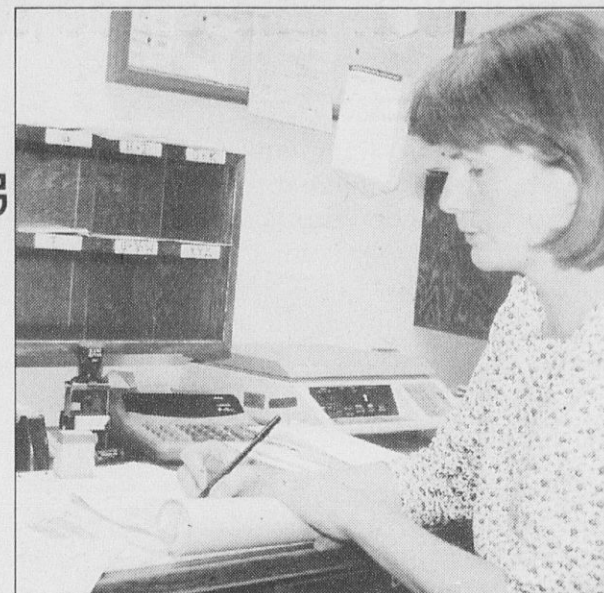
Beside logging in and screening incoming mail, the two mail clerks are responsible for all types of outgoing mail, inmate and otherwise, and making sure inmates have enough money in their individual accounts to pay for outbound postage.

A big lift

Quickly sorting and routing the daily barrage of huge canvas mail bags is the most physically challenging and stress-producing.

"Mondays are the toughest days, and

CSEA REPRESENTS
**Corrections
and Law
Enforcement**



Above, mail clerk Kim Piccirilli logs in mail while Jackie Deats, left, sorts inmates' mail at Orleans Correctional Facility.

No help on the way

The two mail clerks sometimes get help hauling the large volume of mail from two work-release inmates from the nearby Albion Correctional Facility.

Because of a nearly continuous turnover in the work-release ranks, and continual need for retraining them, the work-release inmates don't reduce the workload.

"These ladies in the mail room do a terrific job, handling a Herculean task," said Rocco Sidari Jr., Local president.

"Their work touches everyone at the facility, and they deserve everyone's appreciation," he added.

— Ron Wofford

Tuesdays probably the lightest, but none are really light," said Piccirilli.

"From seven in the morning to two in the afternoon is the most crucial and critical period to getting everything done. Everyone's looking for their mail, and we have to get it opened and screened, sorted, and out to 18 different inmate locations, plus the hospital and offices. Then we begin the outgoing mail," Piccirilli said.

"Where's my Victoria's Secret catalog?"

"Weeding out materials that are not allowed is all part of the job," said Deats, "and sometimes reason for a laugh or two.

"But it's mostly serious business. Non-allowed materials are reported, logged, and held for 30 days, and usually destroyed," Deats added.

Mail — or the lack of it — generates many complaints from inmates who believe items supposedly sent to them, mainly mail, cash or money orders, are being withheld from them, the mail clerks said.

They also see a lot of complaint letters that go to the governor, state lawmakers, or whoever they feel a complaint will reach, and "get them some action."

Make Your Voice Heard



Where the candidates stand ON CRIME

✓ **HILLARY CLINTON** wants to expand the 100,000 cops on the beat program.

RICK LAZIO voted for the 1999 Juvenile Justice Reform Act allowing teens age 14 and older to be prosecuted as adults and imposes mandatory sentences on young offenders, but also directs federal grants for prevention and rehabilitation programs.

✓ **AL GORE** would seek a nationally mandated, state-run system of photo licensing for all potential handgun purchasers.

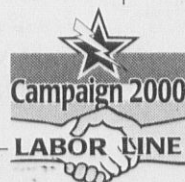
GEORGE BUSH supports increasing the minimum age for possession of a handgun from 18 to 21.

Voices of the Work Force



"I support Al Gore for many reasons, including the importance of his choices for the Supreme Court. The next president could appoint a number of new justices who will remain long after he's gone. It is scary to think that George Bush Jr. could have that control over our future. We don't need anymore Clarence Thomas."

— Yvonne Sewell, state Insurance Fund and a member of the CSEA Metropolitan Region political action committee



No quiet in this office that's open only a few days a year

Noisy sheep, cackling midway barkers, and a Tilt-A-Whirl nearby make it tough to concentrate at work, especially when thousands of New Yorkers are also trudging through your "office" every day looking for something free.

In a work environment that would make a Barnum and Bailey circus look tame, dozens of CSEA members weathered another year working at the New York State Fair in Syracuse.

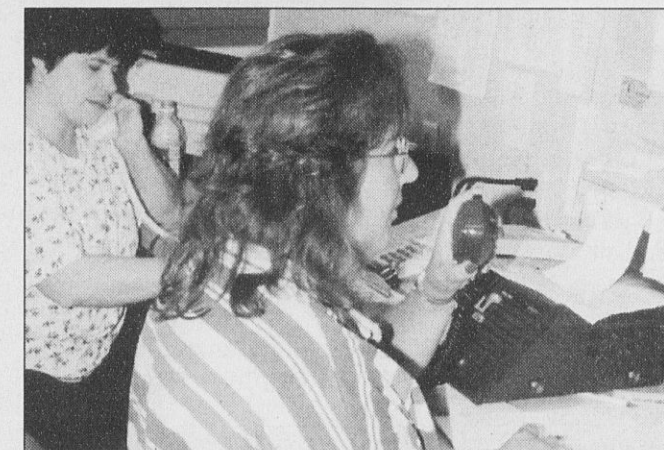
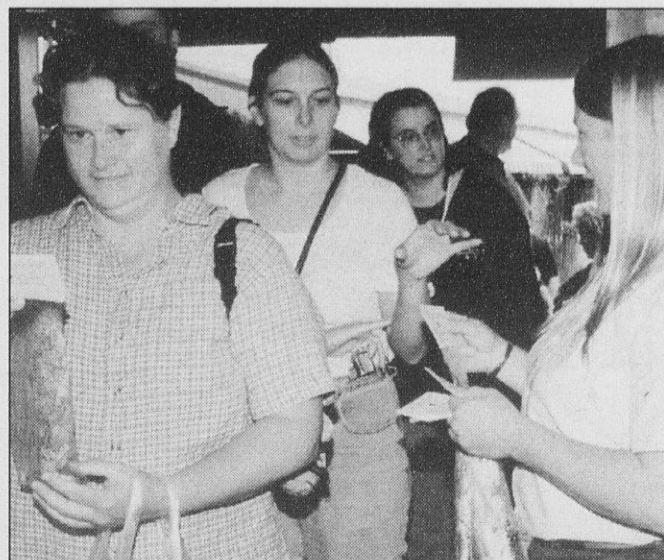
Union members from the Belleayre Ski Center, state departments of Motor Vehicles, Parks and Recreation and Office of Mental Retardation and Developmental Disabilities, among others, shared information about their agencies with tens of thousands of New Yorkers who visited the fair this year.

As they have for years, CSEA volunteers staffed a union booth which attracted hordes of fairgoers by dispensing more than 18,000 plastic shopping bags, as many school book covers and thousands of cards discussing union organizing.

The popular CSEA exhibit also was a focal point for voter registrations, with 756 people completing voter registration forms at the booth, up from 261 last year.

Thousands of discount admission coupons, printed in *The Work Force*, were also redeemed by CSEA members.

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



Clockwise from top, Encon forest technician Debra Giorka gives out free tree seedlings from the Saratoga tree nursery; CSEA member and DMV representative Bernadette Michalski from the North Syracuse DMV greets the public and hands out pencils and literature at the state DMV booth; state police communications specialists Lynn Craig, left, and Terry Walawender, right, dispatch calls at the state police barracks at the fairgrounds; CSEA-represented Belleayre Mountain workers demonstrate skiing techniques at the fair. Kathy Aley, left, is from guest services and Pat McVitty is a sales and marketing manager; NYS Retirement System Local members Tom Pohl and Jessica Whitson, both agency service representatives, help answer questions about pension benefits.

Where the candidates stand ON SOCIAL SECURITY



✓ Al Gore supports setting aside 60 percent of the budget surplus to strengthen Social Security.

George Bush has proposed a risky Social Security privatization plan that would jeopardize working families' retirement.

Voices of the Work Force



"It is very important that everyone vote - to give your voice in our democracy"

— CSEA Retiree Patricia Green

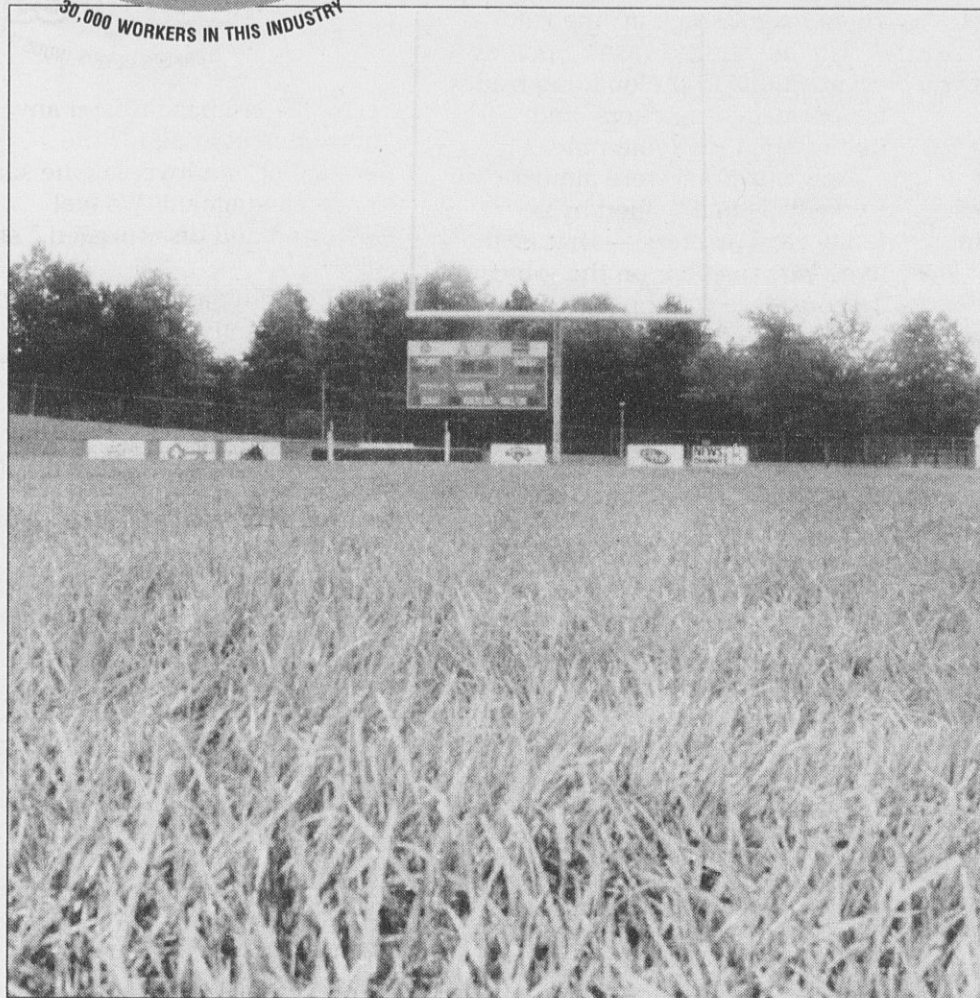


Make Your Voice Heard

CSEA REPRESENTS
**Waste
Management,
Maintenance &
Infrastructures**

30,000 WORKERS IN THIS INDUSTRY

SUNY Albany crews' field work leads to Giant success



A close-up view of the fruits of CSEA members' work at SUNY Albany. Their good groundskeeping led the New York Giants to renew their commitment to use the campus for summer training camp.

The New York Giants football team is hooked on grass.

The turf that flourishes by the acre at State University of New York at Albany (SUNYA) and is meticulously preened and greened by CSEA members is one major reason the NFL bone crushers will keep Albany as their training site the next three years.

The Giants taunted Albany with rumblings they might move their pre-season training camp to New Jersey.

"You can't get better fields than this."

Ernie Accorsi
Giants general manager

CSEA members in the university's grounds department dropped to all fours — not to pray, but to spray for weeds.

The end result in the end zone: A lush, divot-free green carpet that

315-pound offensive tackle Chris Ziemann could scamper on without twisting an ankle.

"You can't get better fields than this," Giants general manager Ernie Accorsi told reporters about the conditions of the six fields CSEA members gingerly tended in late summer.

"Howie Santon and A.J. Jones are two younger CSEA members who really enjoy their work" on the playing fields, said Chris Ross, president of the CSEA Local at SUNYA and a groundskeeper.

"It's hard, physical work but these guys really put their hearts into it and it shows," he added.

All the playing fields were mowed daily, relined with chalk as needed, and manicured with the care a master gardener gives his front lawn.

Divots were plugged and holes on the field were filled after every practice, lest a player twist an ankle and become a multimillion dollar team liability.

After talking with players and coaches, Giants managers decided to keep the training camp in Albany, and cited the superb condition the fields were kept in — despite almost daily rain.

"Our staff felt a little bit of pride when the media were talking about how the Giants loved the campus and the conditions of the fields at SUNYA," Ross said.

"That made us proud of our efforts to help the Giants and the City of Albany," he said.

After the Giants packed up their tons of equipment and moved south, university athletes started enjoying the tip-top turf conditions.

— Daniel X. Campbell

Voices of the Work Force



"I like the good atmosphere here."

— Ann Mapes, a two-year keyboard specialist with the state Canal Authority, Albion

WORK FORCE FACTS

Al Gore strongly supports efforts to close the wage gap; he was praised for leadership by the National Committee on Pay Equity.

Al Gore rallied opposition against Gov. George Bush when Bush sought federal permission to contract out 14,000 Medicaid and food stamp jobs in Texas.

This problem wasn't temporary for SUNY Binghamton members

VESTAL — A class-action grievance has rescued electrician Charles Seraydarian and dozens of others from the nether world of "temporary" jobs and paved the way for greater labor and management cooperation at SUNY Binghamton.

After numerous complaints from permanent workers, and tired of seeing new workers become long-term "temps," CSEA

SUNY Binghamton Local President Bob Goeckel filed the grievance to end the practice.

The university was violating the CSEA contract, which specifies that after six months, "temporary" positions are to be posted for bidding by permanent employees.

"There certainly was something wrong here, and we wanted it stopped, period," Goeckel said.

"It got to the point where all we were seeing was temporary employees and no postings. There was no advancement. People were becoming dead-ended in their jobs," he said.

Avoiding "the rut"

After getting laid off from an electrician job at a state psychiatric center, CSEA member Seraydarian saw a glimmer of hope with a janitorial job at SUNY Binghamton.

The janitorial job paid less, but Seraydarian said he would put in his time and eventually bid into an higher-paying electrician job at the university.

That glimmer faded quickly when he got stuck in "the rut."

The university wasn't opening up positions in the building trades for permanent workers, and hadn't been for some time.

New positions were almost exclusively being filled by temporary workers — that is, if five years or more on the job can be considered "temporary."

"It was very discouraging. After 25 years as a qualified electrician, having to learn a new trade and take a job at a lower pay grade, only to get stuck in a rut," Seraydarian said.

Win-win for both sides

To settle the grievance, the university agreed to post and bid new positions in the building trades that are expected to last more than six months and to immediately create 21 new permanent building trades positions.

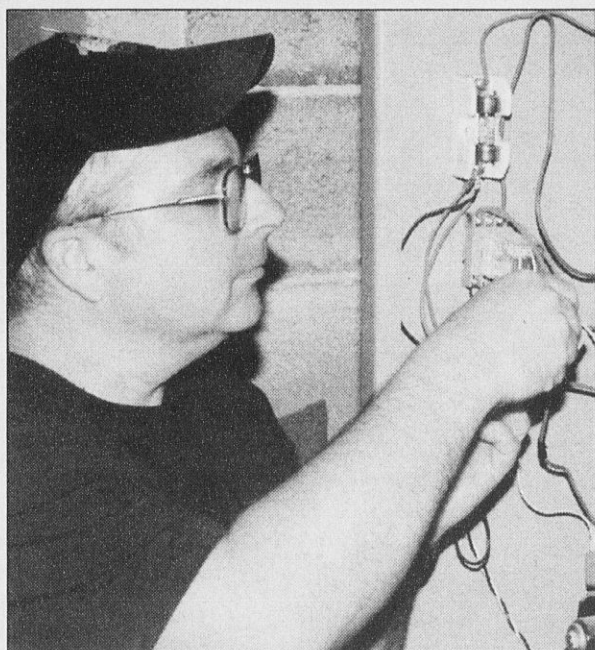
Laborer Andrea Zollbrecht knows how it was from both sides. When she started at the university, she was hired as a temporary worker to fill an electrician position. In violation of the CSEA contract, that "temporary" position lasted five

years. "There hasn't been any advancement at all for the permanent employees," she said. "It's been stagnant. We feel frustrated and discouraged," she said.

Zollbrecht said she's pleased there will be five new higher-grade positions she will be able to apply and interview for.

"I appreciate what the union did. It's going to have a positive impact on permanent and temporary employees in the long run," Zollbrecht said.

— Mark M. Kotzin



CSEA member Charles Seraydarian, an electrician at SUNY Binghamton.

Healthy schools coalition's goal

As another school year unfolds, CSEA is working to make sure it will be a healthy one for employees and students.

Of particular concern are the risks caused by environmental pollutants such as bus fumes, pesticides and cleaning products.

The union is a partner in the Healthy Schools Network, an organization dedicated to protecting children and promoting healthier public schools.

In a recent survey sponsored by the Healthy Schools Network and the New York State Association of School Nurses, 71 percent of school nurses said they knew students at school whose learning, breathing or behavior are being affected by indoor environmental pollutants at school.

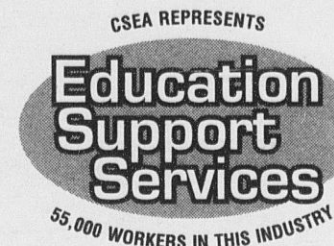
Seventy percent said they knew school workers whose performance was affected by environmental conditions.

"Children are one of our most important resources and we should do everything we can to make sure that schools where they spend so much of their time are the best buildings possible," CSEA President Danny Donohue said.

The Healthy Schools Network is lobbying for legislation to reduce the risks to children in schools.

The group won an important legislative victory recently with the passage of a bill that will require school districts to notify staff and parents about the use and application of pesticides.

— Ed Molitor



WORK FORCE FACTS

Al Gore supports investing \$115 billion to decrease class size, hire new teachers, and make preschool available to all; he opposes vouchers that would take money from public schools.

Voices of the Work Force

"Don't get me wrong. I really love my job. But I always have communications problems to deal with. Yes, they get resolved but that takes time. We work things through to avoid mistakes."



— Helen Rohn, transportation dispatcher, North Warren Central School District and former president of the PTA

Getting out the vote through the grassroots

CSEA members beating the bushes for Clinton, Gore

A human tornado in the form of Sally Smith is blazing a path of support for Hillary Clinton's U.S. Senate campaign throughout the Chautauqua County area.

Using all her spare time away from her day job as secretary to the State University of New York at Fredonia sociology and anthropology department, the Western Region and statewide Political Action Committee (PAC) member is involved in many recruiting efforts to get out the vote for Clinton.

"It's a lot of work, but it's fun and I just love it," said Smith as she headed for an Olean strategy meeting with other labor and campaign activists.

Smith is one of hundreds of union members who are volunteering across the state in Hillary Clinton's U. S. Senate campaign.

Their work encouraging CSEA members to become active in the Clinton campaign and

vote in November is one of the many byproducts of an energized and mobilized rank and file, union leaders said.

Committed and determined

"We're seeking to have people who are already committed to voting for Hillary to write five letters and make follow-up phone calls to their friends, neighbors and relatives, and emphasize how important this campaign is," Smith said about her approach to involving union members.

Campaign coordinators were given worksheets to list volunteers, sample letters and timetables for meeting again to assess progress, and leads on potential volunteers.

"Door-to-door visits, phone calls and letter writing to friends are extremely effective in winning supporters," Smith said.

She'll stop at nothing to recruit more volunteers for the campaign.

"My husband and I were driving through the county and we passed a house that had a huge 'Hillary' yard sign out front," Smith said.

"I insisted we turn around. We went around

the back and knocked. An 80-year-old woman answered and told us she was crazy about Hillary. We got along great, and I recruited her for our letter-writing campaign," Smith laughed.

Albany dynamo

If you want to get something done in political action at the CSEA state Department of Taxation and Finance Local in Albany, give it to Frank Brady. The word "no" isn't in his vocabulary.

"Last time I checked, public employees were still the only workers who could un-elect their bosses on every level by simply pulling a lever," Brady said, flashing a quick smile about the power of voting.

"We have a lot of power we waste by not using it," Brady said as he picked up another stack of political fliers he'll distribute among his 3,000-member Local.

The power of politics

CSEA members have been faced with layoffs and job changes, only to have the union's political clout stop the plans.

"In this last state contract fight we gained power not by just demonstrating for a contract but by telling politicians we got the power and we know how to use it in November. That was the message all the politicians heard," Brady said.

Brady has been getting members and others registered to vote and encouraging everyone he meets to vote for Al Gore and Hillary Clinton.

He's passing out materials, talking to

Far left, Hillary Clinton accepts CSEA's endorsement in April; left, CSEA member Jackie Stanford campaigns for Clinton; right, CSEA member Frank Brady encourages a union members to vote.

members and making sure the public employees on the campus know how important this upcoming national election really is.

"Each day becomes more important and when you run into groups of people who are so turned off because they don't see the reasons to vote, you just have the wind knocked out of your sails. But I try to turn them on to why we need to elect the CSEA-endorsed candidates," Brady said.

Metro whirlwind

Jackie Stanford could be called the queen of CSEA's get-out-the-vote effort in metropolitan New York.

An active member of the CSEA's Metropolitan Region Political Action Committee and her local Democratic Party organization, Stanford has played an essential role coordinating campaign activities for both CSEA and the New York City Central Labor Council.

Her successes are many.

This year, Stanford is throwing the full weight of her experience behind

CSEA-endorsed candidates Clinton and Gore.

"This is an important election to us in so many ways, even at the most basic level," Stanford said.

See the difference

"People can see the effects everywhere, particularly at work. Whenever we get a Republican governor supported by Congress, the whole face of the state Insurance Fund, the agency I work for, changes.

"They set about destroying everything that we worked so hard to build. If Hillary gets in there, she will be somebody we can turn to in our fight. One more leg to stand on," she said.

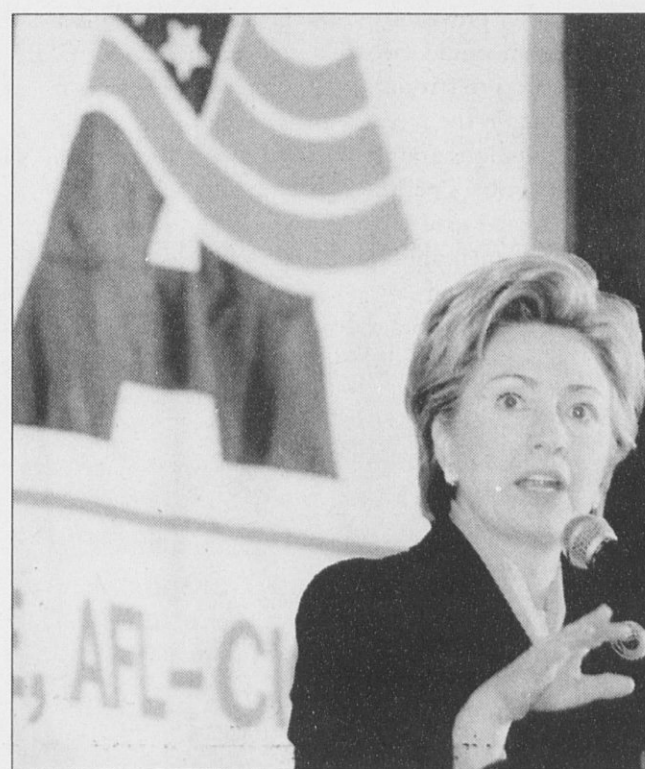
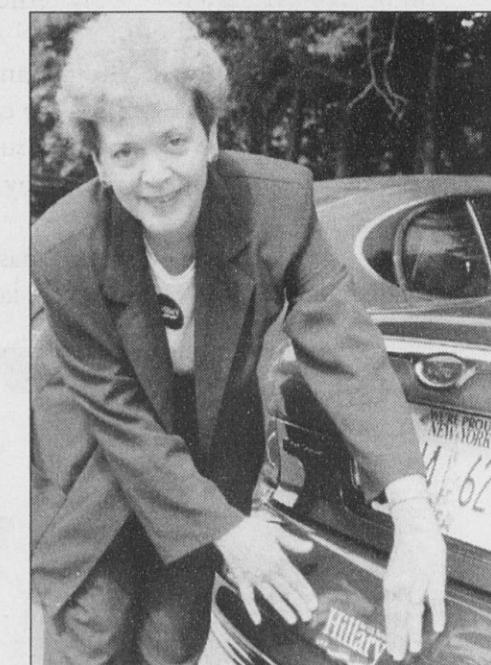
From all her experience, Stanford said she has learned it all comes down to getting people to the polls.

"You win elections by getting bodies out. If people don't know where to go, you tell them the location of their polling place. If they can't get there, you find transportation for them. You do what you have to do to get people out," Stanford said.

"Mobilization is like a chain reaction, every person who gets involved winds up getting others involved, but you must make that first step," Stanford said.

— Ron Wofford,
Daniel X. Campbell and Ann Carroll

Top right, Clinton meets CSEA members at the State Fair; middle, CSEA member Sally Smith shows her support; below, Smith talks with CSEA retiree Patricia Green.



What you can't see may make you sick

BATAVIA — CSEA is again on the trail of bad air, this time at a Genesee County office building that has sickened members and sparked investigations by the union's health and safety department.



Myers

Since June, when she's at work, 33-year Genesee County social worker Bev Myers has been getting nauseated after a few minutes in her office.

The building has a history of problems, including the possible incorrect installation of an air conditioner that has left the indoor-outdoor air balance out of kilter, members said.

CSEA's occupational safety and health specialist John Bieger has inspected the building for obvious problems, and was scheduled to join a CSEA industrial hygienist in a detailed inspection and air quality examination of the building as *The Work Force* went to press.

Others are ill

After some time off, Myers' doctor has

not yet allowed her to return to work, ordering more tests, including one with a neurology specialist. She's not alone.

"At least four, maybe five co-workers are off sick, and it's very upsetting," said Myers, a CSEA steward for the Genesee County Employees Unit.

"Unlike myself, many of them are single mothers and the sole bread winners for their families. They can't afford to be off. But if they are getting sick just by being at work, what can they do?" she asked

"The problem appears to have started when the county had some roofing work done on the building earlier this year," said Myers.

"It may be residual solvents from that causing the illnesses, but it hasn't been pinned down yet. With me, the sickness started with a difficulty in breathing, lightheadedness, and difficulty communicating — I couldn't think clearly, and had a dull headache and bloated stomach. It was terrible, and of course, crippling in trying to work," she added.

Myers was off one week after the first episode. Less than a day back at work, she was sickened again.

Bill Moon, Unit president, also pointed to the roofing job as a probable cause.

Taking samples

"The county has tried to monitor air samples," said Moon. "But the effects can hit different people differently at

low levels. We expect to get to the bottom of this when Bieger and the CSEA industrial hygienist get on the case. Indoor air quality is very important to good working conditions," he said.

In a letter to employees, the county manager has said air quality in the building "continues to be a concern," and recent tests indicate a need to "provide greater air circulation and maintain a positive pressure of inside air versus exterior air to establish a consistent, high-quality working environment."

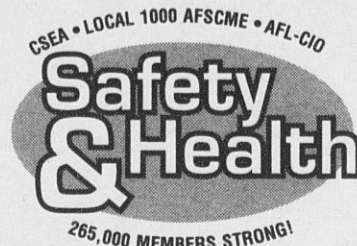
That quality environment, however, can't come too soon for Myers and her co-workers.

— Ron Wofford

Popular trenching safety workshop held

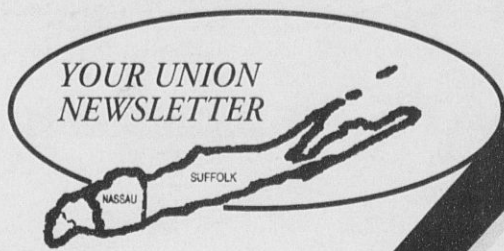


Members in CSEA's Western Region receive a demonstration of special equipment used to help prevent cave-ins when working in trenches. CSEA pushed for the programs after several trenching incidents killed or injured members several years ago.



Be safe underground

- Inspections must be made before each shift begins and after any changes in the weather and excavation environment.
- Walkways or bridges with guardrails must be provided wherever employees cross over excavations.
- Excavated material (spoil pile) and other material must be at least two feet away from the edge of the excavation.
- A stairway, ladder, ramp or other safe means of egress must be located in trenches that are 4 feet or more in depth.
- No employee shall be permitted underneath loads handled by lifting or digging equipment.



EXPRESS



*A Message From Nassau County Local 830
President Anthony P. Giustino*

CSEA Ad Highlights the Vital Services Performed by Our Union's Members

I hope many of you saw the full-page ad CSEA Local 830 placed in *Newsday* at the end of August. (Reprinted on Page 3 of this issue.)

With all the financial instability in Nassau County and the constant threat from those in power that draconian cuts would be made in the budget, CSEA felt it was advisable to alert the public about the possible consequences of those cuts.

CSEA members provide a host of important and vital services for the people of Nassau.

Many of those services have become so much a part of every day life that they are often taken for granted.

Other services often go unheralded because they are performed behind the scenes and without much fanfare.

The question we posed in our ad: "What would happen to you and your family if..." any of those services were eliminated or curtailed because of budget cuts?

Your president, along with the CSEA officers and executive board, felt this was a legitimate question and one which the residents and taxpayers of Nassau County should contemplate as they watch their elected officials in action.

We made it very clear in the ad to both residents and elected officials: Our union does not want a third-class county!

That is exactly what will happen if services are further cut or curtailed and those departments that

are now severely understaffed (there are many of them) are left to founder.

As we pointed out in our ad, we are not only dedicated workers, but we are residents and taxpayers as well.

CSEA believed it was time this reality was driven home in black and white. We not only provide the services, we also use them.

So for CSEA workers, descending to the depths of a third-class county would be a double whammy!

I personally pledge to you CSEA will do everything in its power to prevent that from happening.

And I can assure you your officers and executive board are united in that effort.

Yours in solidarity,

Tony Giustino, president
Nassau Local 830

No Givebacks!

Local 830 officers and executive board members meet at CSEA headquarters in Mineola to discuss union strategy regarding Nassau County's fiscal crisis and its effect on members. The board agreed unanimously that CSEA would not negotiate any givebacks and the union would continue to monitor county actions regarding the fiscal crisis. Said Local 830 President Tony Giustino: "We will continue to fight any actions that would negatively affect CSEA members."



No Out-of-Pocket Expense:

New CSEA Program to Provide Annual Physical Exams

CSEA is coordinating a pilot project with the Nassau Health Care Corporation (NHCC) to provide annual physical exams to CSEA members, their immediate families and CSEA retirees.



The physicals would be administered with no out-of-pocket expense at Nassau County Medical Center's Center of Primary Care.

According to CSEA Local 830 President Tony Giustino, the program would be designed so no co-pay would be required and the members' health insurance would cover all costs.

"This union has been very pro-active when it comes to the health concerns of our members," Giustino said.

He added the physical exam program would be another of many health-related programs CSEA has negotiated with the county the past few years.

Other notable health programs already in place include free mammography screening for women and free prostate screening for men, both at the Nassau County Medical Center.

Other provisions of the physical examination program would include a special schedule for CSEA members to streamline appointments; permits for free parking in the medical center parking lot during examinations and the forwarding of all test results to the member's personal physician.

The scope of services would include:

- ✓ Annual physicals
- ✓ Screening services (cancer detection)
- ✓ Health promotion (diet and health education)
- ✓ Sick visits (for employees who need urgent care)
- ✓ Periodical health visits (as suggested by an attending physician)

The hours of operation at the Primary Care Center are Monday to Thursday from 8 a.m. to 8 p.m.; Fridays from 8 a.m. to 5 p.m. and Saturdays from 9 a.m. to noon.

Giustino acknowledged the work of Tim Corr in helping to put the program together.

Corr is an assistant to the president and president of the Parks Department Unit.

An announcement and full details will be made when the agreement is finalized, Giustino said.

The
Work Force

CSEA Nassau County Local 830

EXPRESS

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Joseph Whittaker, Fire Marshal's Office
Peter Wrba, ProbationWe welcome reader suggestions: Please address your comments to
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LEGAL UPDATE

Double the Services, Double the Benefits

By: Nancy E. Hoffman
CSEA General CounselNassau County Local
830 members are the

beneficiaries of two new CSEA member-only benefits, both of which are designed to bring needed quality legal services at little or no cost.

CSEA's Workers Compensation Legal Assistance Program [WCLAP] and CSEA's even newer Legal Services Pilot Program [LSP] are now offered to Local 830 members.

WCLAP first began its third year in July 2000. Members who have suffered some work-related injury or illness have found the WCLAP program helpful.

In the second year of the program, about 65 Long Island Region members contacted WCLAP by calling CSEA Headquarters at 1-800-342-4246.

WCLAP, a CSEA Board of Directors approved program, has no out-of-pocket costs to CSEA members.

State Workers' Compensation law provides that when a monetary award is made, 10 percent is withheld from the award to pay attorneys' fees.

This provision is a mandatory part of the statute and applies regardless of who members choose as their lawyer.

What is unique about the CSEA WCLAP program is that it has the constitutionally mandated approval of the CSEA Board of Directors, and is answerable to CSEA for any failure of services or client dissatisfaction.

Also, WCLAP attorneys will come to any Local or Unit to do education and training programs on the Workers' Comp and Social Security Disability Laws.

No case is turned down by WCLAP regardless of the size of the potential award or the fact that no award will be made in the short term.

In a related legal development, Nassau County has been chosen as the downstate site for the pilot of CSEA's newest members-only benefit, the CSEA Legal Services Plan (LSP).

The LSP gives members access to attorneys for personal legal needs. Some of those services are free, once you join the plan.

Other services will be provided to you at pre-published discounted fees.

At its June 2000 meeting, the CSEA Board of Directors approved the trial of this plan in Nassau County and in several counties in the union's Western Region.

Upon successful completion of this pilot, it is expected the LSP will become available to all CSEA

members, spouses and dependent children.

There are four plan levels to choose from, each of which has a minimal annual cost, ranging from \$100 to \$260 a year, and entitles members to choose from two to five free legal services — depending on which option is chosen — including a will, a power of attorney, a health care proxy, a document review and/or a consultation with an attorney.

Other legal services, ranging from personal injury, real estate, landlord/tenant, criminal, traffic/vehicle matters, adoptions and other family matters, matrimonials, personal bankruptcy and more, will all be available at substantially reduced fees which will be published.

The value of any of the free services, if paid for separately, exceeds the applicable annual fee.

Local 830 members can be very proud to be a part of the pilot program, thanks to the good support and encouragement of Long Island Region President Nick LaMorte and Local 830 President Tony Giustino.

Giustino and LaMorte have kept this idea alive and moving forward on your behalf, from its first mention about a year ago.

Watch *The Work Force* for more about the LSP and its kickoff date this fall.

And as Nassau County members, you will be receiving an individual mailing with more details of the LSP and how to join.

CSEA is always looking at how it can better serve its members. In the past couple of years, just by listening to members and officers express their needs, CSEA has doubled its services and doubled its benefits, just in the legal arena alone!

These new programs should not be confused with the CSEA Legal Assistance Program (LAP).

LAP has been providing attorneys to CSEA bargaining unit members who face discipline by their employer or who are aggrieved under their collective bargaining agreement.

For Local 830, the LAP goes even farther to provide attorneys to participate along with Local President Tony Giustino in a pre-arbitration program.

At the pre-arbitration program, contract matters are summarized before an arbitrator to see if the issue can be settled without going to arbitration.

This mediation triage approach relies on the good work of the Local, the arbitrator and the employer in reaching fair and just resolutions without the need for formal case presentations. And, of course, the long-standing CSEA Legal Assistance Program provides attorneys for meritorious court and administrative agency matters as well.

Catch Us Online**For up-to-date CSEA
information and the
latest news from your
union, be sure to
visit us online at****www.nassau-csea830.org**

Alert!

TO: THE RESIDENTS OF NASSAU COUNTY

FROM: THE WORKERS OF CSEA LOCAL 830

We challenge Nassau County's politicians to be Honest and Up-Front with the people of Nassau County on the County Services they intend to cut, curtail, or leave understaffed.

**Please ask yourselves these questions!
WHAT WOULD HAPPEN TO YOU AND YOUR FAMILY IF...**

- You called 911 in a medical emergency or because your house was on fire and no one answered?
- You called for an ambulance and it arrived too late to save you or a family member?
- Your family's safety was compromised because there were fewer Probation Officers to supervise felons?
- There was no one to enforce orders of protection or child support warrants?
- Your children's school crossings were unsupervised?
- The County roads you use were not plowed after an ice storm or snow storm?
- You could not sell or buy a home because no deeds or mortgage satisfactions could be recorded?
- There was no one to handle a health emergency in your community - such as West Nile virus?
- Your consumer complaints were ignored?
- Your County parks and beaches were closed and cultural events cancelled?
- Emergency Social Services and child abuse and neglect cases were ignored?
- There was no enforcement of fire codes in public buildings or shopping malls to protect your family?
- No one was there to process your STAR or tax certiora refund?
- Staffing problems prevented you from receiving a quality education at Nassau Community College?
- Sufferers of mental illness or substance abuse had no one to link them to treatment?
- There was no one to conduct and monitor elections?

**TELL THE POLITICIANS TO STOP THIS SHELL GAME!
TELL THEM WE DON'T WANT A 3RD CLASS COUNTY!**

CSEA

The Work Force

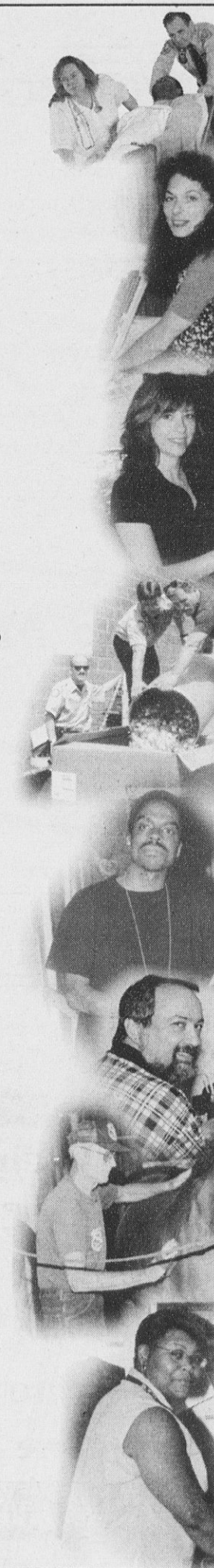
Local 1000 • AFSCME • AFL-CIO

Danny Donohue, President

Anthony P. Giustino, President Nassau Local 830

We are dedicated WORKERS, RESIDENTS and TAXPAYERS who also run your public hospital, clinics and nursing home and do our jobs well despite current serious understaffing and, often, compromised safety in the workplace.

Now we have also sacrificed two weeks pay through a "lag payroll."



CSEA Steps up Pressure

CSEA Workers in Nassau County Protest Proposed Layoffs

MINEOLA —As this edition went to press, CSEA workers in Nassau County was preparing to hold a protest in front of the county executive's office at One West Street in Mineola, denouncing proposed layoffs.

Workers are outraged that County Executive Thomas Gulotta reneged on an agreement for workers to defer 10 days pay in a lag payroll in an effort to avert layoffs.

While the agreement was in effect and the money was being collected, Gulotta announced in his proposed budget that more than 300 CSEA workers would be laid off.

"We are going to fight this all the way," said CSEA Nassau County Local President Tony Giustino.

"My workers are taxpayers in this county and they are at risk of losing their homes if they are laid off. Gulotta can not put this burden on the backs of the lowest paid workers," he added.

CSEA Statewide President Danny Donohue said, "CSEA will bring to bear all the clout

of our 265,000 members, statewide. We all stand behind these workers and will fight this injustice."

CSEA is running ads to make the public aware that services will be decimated and the union is lobbying the legislature for support.

"The county residents will see drastic cuts in services.

Anyone who tells them otherwise is lying to them," said CSEA Long Island Region President Nick LaMorte.

CSEA is also stepping up its public pressure on the county including a series of advertisements. The message of the latest ad in *Newsday* which was scheduled to run the day of the protest is reprinted at left.

No More Nassau Nonsense Nassau County government has some big problems

CSEA members know because we're on the front lines every day, stretching to provide essential services - emergency services, law and public health enforcement, school safety, road maintenance, mental health and social services and scores of other critically important services that you depend on.

We know the daily reality of working understaffed in inadequate working conditions, trying to do the job right.

CSEA workers did not create the county's fiscal crisis. The crisis was created by years of mismanagement and even incompetence by the county's administration.

CSEA Nassau County workers are residents and taxpayers and we pay for that mismanagement too.

Still, we will do our fair share to help the County - we always have. In fact, CSEA members agreed earlier this year to sacrifice two weeks pay to a payroll lag because the county administration insisted it was necessary as part of its budget balancing plan.

Now that same administration is dismissing that negotiated agreement in favor of a different and irresponsible plan that will include layoffs. This scheme will cost taxpayers in the short and long run and undermine county services. It is also a slap in the face to CSEA county workers who are on the job every day.

CSEA members and the services we provide will not be the sacrificial lambs of the county administration's political slaughter.

The full strength and solidarity of CSEA's 265,000 members statewide will support the Nassau County CSEA workers against any attempted injustice.

Its' time for some sense and responsibility in Nassau County.

CSEA
The Work Force
Local 1000 • AFSCME • AFL-CIO
Danny Donohue, President
Anthony P. Giustino, President
Nassau Local 830

"The crisis was created by years of mismanagement and even incompetence by the county's administration."



DANNY DONOHUE
STATEWIDE
PRESIDENT

What a year it has been! CSEA is a stronger union today than we were a year ago. CSEA members got involved like never before and it made a huge difference.

There is no union anywhere with the size, scope, energy, and ability of CSEA. We proved it beyond a doubt in so many different ways the past year.

The challenge now before us is to build on the momentum we have created and become an even more positive force in the lives of all our members, in our work sites and in our communities.

The state contract mobilization was a fight for fairness that energized our union beyond just the state bargaining units.

CSEA members stood up to demand what was right. CSEA members made sure their voices were heard.

There were big events — like the Jan. 5 demonstration where 20,000 of us joined outside the state Capitol to show “official” New York that “We’ve Got the Power.”

But there were also scores and scores of smaller demonstrations of unity and determination in every part of the state.

The governor couldn’t go anywhere without meeting up with CSEA members who made sure he got our message.

There were also tens of thousands of cards, letters and phone calls to state legislators that got right to the point.

And members were not shy about going to the public and building support for our positions.

Working together produces results

Just as important was the solidarity throughout CSEA in this fight and it produced real results for all members.

CSEA’s leadership at the bargaining table on the state contract, coupled with member mobilization, led directly to the pension legislation that will benefit everyone by eliminating the 3 percent salary contribution for Tiers 3 and 4 members and providing additional service credits for Tiers 1 and 2 members.

This means real money for all our members every year!

COLA caps years of hard work

Along with the state contract and pension tier reform, to complete the trifecta of accomplishments, we secured a permanent Cost of Living Adjustment — a COLA — for the retirement system for the first time.

This has been a CSEA priority for nearly a generation and we made it a reality.

The COLA legislation will provide long-overdue relief for our longer-term retirees and will benefit all of us in direct and tangible ways for decades to come.

The importance of this achievement cannot be overstated.

Every member’s action, whether it was big or small, contributed to our success.

What mattered most was so many of our members got involved, somehow, some way. The

Presented at CSEA’s 90th Annual Delegates Meeting held in New York City from September 25 - 29, 2000

Complete coverage of the convention will be featured in the November edition of The Work Force

achievements show clearly just how effective we can be as a union when we work together.

The lessons of the past year must be applied to our priority activities of **representation, organizing and political action.**

Representation through action and involvement

We can and must mobilize to secure better contracts, stand up for our members’ rights and ensure fairness for working people.

We need to support our brothers and sisters in contract fights, especially when they are in other CSEA bargaining units in our communities.

But we also need to build support with other labor unions and AFL-CIO Central Labor Councils to strengthen bonds and effectiveness.

We can help each other in so many ways and all grow stronger as a result.

We need to also stand up against injustice in the workplace and in the community. Collectively our many voices are stronger than each of us individually and it does matter when we do the right thing.

Organizing for strength and justice

Standing up for fairness also extends into organizing.

We should never take our hard-fought rights and benefits for granted. There are many working people who do not have even the most basic contractual guarantees.

Look to the fights CSEA has waged along with courageous members in places like Long Beach Medical Center, the SUNY Cortland Auxiliary Services unit, Children and Family Services of Niagara and the Town of DeWitt to understand how hard it can be to secure recognition and respect.

The members at SUNY Cortland Auxiliary Services, Children and Family Services of Niagara and the Town of DeWitt understood, and with the support of CSEA, they showed what unionism is all about in gaining their first contracts.

At Long Beach Medical Center the fight continues and we will not back down!

We must continue to help workers stand up for themselves and face down threats and intimidation in other work places.

It will help us to grow but more importantly, it is the right thing to do.

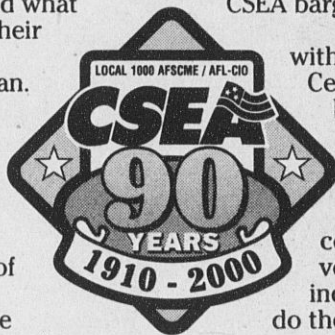
Showing our strength at the ballot box

Also not to be taken for granted is our right to vote and elect our leaders.

It is always important whether we are electing a school board or town council members. But it is urgent that we vote in a presidential election year — especially this year, when we are also selecting a United States senator along with members of Congress and the state Legislature.

There is much at stake for all of us.

To a great extent our abilities and effectiveness as a union depend on electing candidates who understand the needs of working people and are



OFFICERS' REPORTS

willing to work with us for fairness.

Take the time to consider the issues and think about which candidates will best represent your interests.

CSEA has made its choices on that basis but you should look at the facts too.

We will print all of our endorsements before election day but in the meantime, you can get more information about the election and the union supported candidates from the political action coordinators in your CSEA region office.

Most importantly, you should register (if you aren’t already) and vote. It is your democratic right and responsibility.

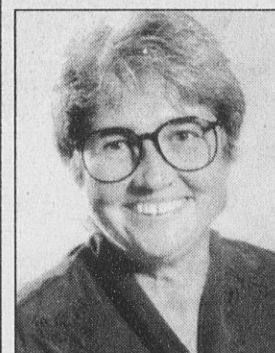
CSEA has demonstrated its clout in the legislative process and at the bargaining table in the past year.

Now it is time to show our power at the ballot box.

I am so very proud and inspired by the actions of the CSEA membership over the past year.

Together we rose to the challenges we faced and produced accomplishments beyond what we might have expected.

There is much hard work still to be done in building a better union but I am committed to getting it done and am completely confident we can succeed.



MARY E. SULLIVAN
EXECUTIVE VICE
PRESIDENT

They say “one vote can make a difference,” and that’s never been truer than it will be in the 2000 elections.

The experts are predicting this presidential election will be the closest race in 30 years. And that’s scary.

It’s scary because for each and every one of us who stands for the issues and values that working families hold dear ... a good education for our children, quality and accessible health care, Social Security benefits we can count on when we retire ... there’s someone out there who doesn’t stand for the same things.

For each and every one of us who shares a vision of what America should be like in the 21st century, there’s someone out there with a drastically different point of view.

If we are to ensure our agenda for working families is a priority in the White House and in Congress, then we must use our one vote to make a difference.

The one vote that will put in the White House a president who has a pro-worker record and outlook, that will send to the House of Representatives men and women who support the issues we stand for,

continued on page 4



BARBARA REEVES

STATEWIDE SECRETARY

Recently, a woman was being interviewed on TV about an organizing drive in her community. She said she was against unions because she could speak for herself.

How wrong she is.

Today we are up against multinational corporations and mega-businesses whose only concern is profits.

Production and profit often prevail at the expense of the individual. There is certainly nothing wrong with making an honest dollar, but it shouldn't be at the expense of working men and women.

Too many have too little and too few have too much.

It's no surprise big business outspends unions 17 to 1 in campaign contributions. A recent report revealed 739 contributors gave the Republican Party more than \$90 million!

It's no surprise the Republican leadership in Congress loves to pass tax cuts for the super rich.

It's no surprise the House of Representatives recently voted to ban the federal government from issuing new ergonomics standards designed to help prevent the nearly 2 million injuries workers suffer each year from poorly designed work places and repetitive, stressful motions.

The bottom line is we have our work cut out for us.

That's why it's important to register and vote. Support union-endorsed candidates who are pro-working families.

Our power doesn't come from bank accounts or stock options, it comes from our rank and file.

Samuel Gompers said it best. We want to be "full sharers in the abundance which is the result of (our) brain and brawn."

We want a full share of equality.

We want a full share of opportunity.

We want a full share of prosperity.

CSEA is our key to equality, opportunity and prosperity.



MAUREEN S. MALONE

STATEWIDE TREASURER

Whassup CSEA! What a year this has been since last I wrote this convention report. Statewide and region elections have taken place and from the bottom of my heart I want to thank all of the activists and members who worked and voted for me.

As the treasurer of CSEA, I am involved in many of the day-to-day activities that are not necessarily attention grabbing but are part of the overall administration of the union.

The negotiation of contract agreements for the statewide bargaining units took a lot of time and attention.

I wish to thank all those members who were part of the negotiating teams and gave up family and their personal lives for 15 months.

Hard work and dedication by members like this continue to make CSEA the best.

And to all the members across the state who kept the faith, phoned the governor, phoned your legislators, you made positive things happen.

To our local government, private sector and school district members who rallied, wrote and phoned on behalf our state employees contracts and the major, major victory of a permanent COLA for our retirees, a big thank you.

What a year and I have just touched on some highlights. But, the best is yet to come.

This is an election year for the president and vice president of the United States as well as a senator from New York State.

It is incumbent upon all of us, as citizens in a democracy, to exercise our right to vote.

Many of us take the attitude — what does my one vote do? Well, when joined with the one vote of each of your relatives and neighbors, many times you make the difference between winning and losing.

As union members, it is vital that we look at all the candidates and cast our votes based upon who will work in the best interests of the working class.

There are marked differences in the positions of the candidates on the issues I am concerned with.

So my choices will be Al Gore and Joe Lieberman for president and vice-president and Hillary Clinton for New York State senator.

But each of you needs to do your research, look at their positions on the issues (not personality), and **vote** for the candidates of your choice.

2000 has proven memorable, but more memories are waiting to be made.

CSEA has made its mark on the past, having served the members in New York State for 90 years. I shudder to think what the future may bring. But, rest assured, CSEA will be here to help all of us achieve our future goals.



NICK LAMORTE

LONG ISLAND REGION PRESIDENT

The Long Island Region has been busy all through the year encouraging our members to mobilize and become more active in our union.

How can anyone forget the work we all accomplished with a better state contract this past year.

No other union but CSEA could set the pace and propose legislation that affects retirement benefits for all public employees.

How proud we all should be. But we do not stop there. We continue this trend in local government where we negotiate every day in some school, village, town or county.

We are known in libraries, water and sanitation districts. There isn't a place in the state that CSEA doesn't have a presence. We are the biggest and best at what we do!

We represent our members each and every day, the best we can. It's been said before many times by our leader, President Danny Donohue, that we wash this union's face each day, too.

That's because you make up this union, just look in the mirror. We belong to the most democratic union around.

The rank and file vote for every officer at every level from Unit to state board of directors. You do have a voice both on the job and through your union.

You can make a difference and we can change things.

Politically we have a great opportunity to make a difference this November. We will remember those that vote pro-labor and we will kick out those that vote against us. It's not a matter of political party. It's really very simple.

We support those who support us. We must encourage our members to register and then vote.

Help us help you. Only by sticking together and fighting for what we believe in will we be successful. Look at our track record.

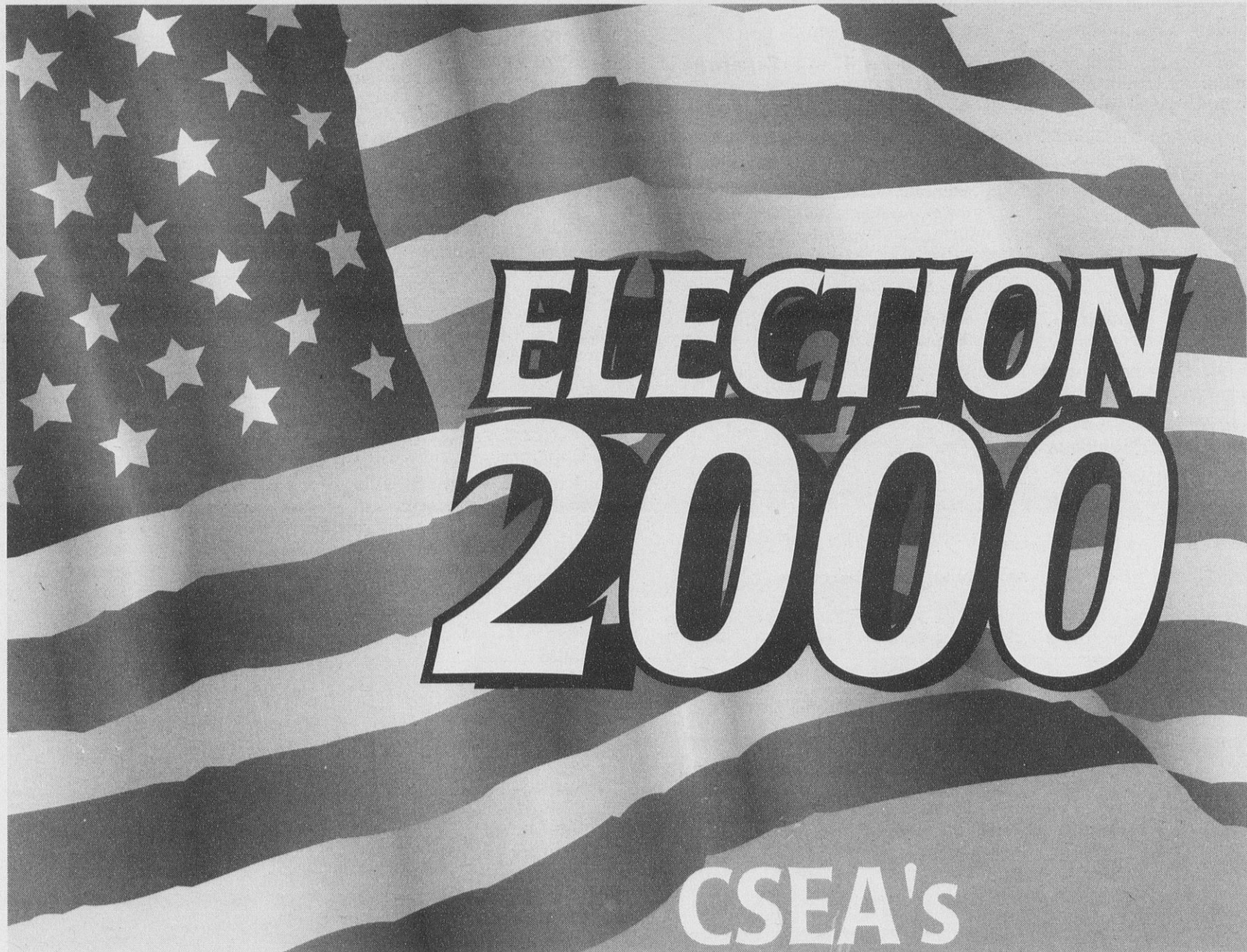
We are the union of the future. More and more Locals are developing Web sites and bringing trend-setting technology into their Locals. We have to keep pace if we are to survive.

So stick with the most democratic, progressive union in the country. Get involved and help us make life better for all our members.

We can do it, if we do it together!



Local 1000 AFSCME, AFL-CIO



**Political Action
Endorsements**

CSEA 2000 state legislative endorsements, by district

The following list of CSEA's state legislative endorsements includes the county or counties covered by the voting districts. In some cases, there are more than one voting district in a county, particularly in the New York City area.

NEW YORK STATE ASSEMBLY

District, County and Name

1. Suffolk, Patricia Acampora
2. Suffolk, Fred W. Thiele
3. Suffolk, Patricia Eddington
4. Suffolk, Steve Englebright
5. Suffolk, Steve Levy
6. Suffolk, Robert C. Wertz
7. Suffolk, Thomas J. Hroncich, Jr.
8. Suffolk, Phillip M. Boyle
9. Suffolk, John J. Flanagan
10. Suffolk, James D. Conte
11. Queens, Robert K. Sweeney
12. Nassau, Queens, Steven L. Labriola
13. Nassau, David Sidikman
14. Nassau, Marc W. Herbst
15. Nassau, Donna Ferrara
16. Nassau, Thomas DiNapoli
17. Nassau, Maureen C. O'Connell
18. Nassau, Earlene Hooper Hill
19. Nassau, Kathleen P. Murray
20. Nassau, Harvey Weisenberg
21. Nassau, Alan Bergstein
22. Nassau, Thomas W. Alfano
23. Queens, Audrey Pheffer
24. Queens, Mark Weprin
25. Queens, Kings, Brian McLaughlin
26. Queens, Ann Margaret Carrozza
27. Queens, Nettie Mayersohn
28. Queens, Michael Cohen
29. Queens, William Scarborough
30. Queens, Margaret Markey (Possible Primary)
31. Queens, Pauline Rhodd Cummings
32. Queens, Vivian Cook
33. Queens, Barbara Clark
34. Queens, Ivan Lafayette (Primary)

35. Queens, Jeffrion Aubry
36. Queens, Mike Gianaris
37. Queens, Catherine Nolan
38. Queens, Anthony Seminerio
39. Kings, Frank Seddio
40. Kings, Edward Griffith
41. Kings, Helene Weinstein
42. Kings, Rhoda Jacobs (Primary)
43. Kings, Clarence Norman, Jr.
44. Kings, James Brennan
45. Kings, No Endorsement At This Time
46. Kings, Adele Cohen
47. Kings, William Colton
48. Kings, Dov Hikind
49. Kings, Peter Abbate
50. Kings, Joseph Lentol
51. Kings, Felix Ortiz
52. Kings, Joan Millman
53. Kings, Vito Lopez
54. Kings, Darryl Towns (Primary)
55. Kings, William Boyland

Voting is more than a right, it's a civic duty. Make your voice heard and support the candidates who support working families.

56. Kings, Albert Vann
57. Kings, Roger Green (Primary)
58. Kings, Nick Perry
59. Richmond, John LaValle
60. Richmond, Eric Vitaliano
61. Richmond, Robert Straniere
62. New York, Sheldon Silver
63. New York, Steven Sanders
64. New York, Richard Gottfried
65. New York, Alexander Grannis
66. New York, Deborah Glick
67. New York, Scott Stringer

68. New York, Nelson Antonio Denis
69. New York, Edward Sullivan
70. New York, Keith Wright
71. New York, Herman D. Farrell, Jr.
72. New York, No Endorsement At This Time
73. New York, John Ravitz
74. Bronx, Carmen Arroyo
75. Bronx, Ruben Diaz, Jr.
76. Bronx, Peter Rivera
77. Bronx, Aurelia Greene
78. Bronx, No Endorsement At This Time
79. Bronx, Gloria Davis
80. Bronx, Jeffrey Klein
81. Bronx, Jeffrey Dinowitz
82. Bronx, Stephen Kaufman
83. Bronx, No Endorsement At This Time
84. Westchester, James Gary Pretlow
85. Westchester, Ronald Tocci
86. Westchester, Richard Brodsky
87. Westchester, Michael Spano
88. Westchester, Amy Paulin
89. Westchester, Naomi Matusow
90. Westchester, Sandra Galef
91. Dutchess, Putnam, Willis Stephens
92. Rockland, Alexander Gromack
93. Rockland, Samuel Colman
94. Orange, Rockland, Nancy Calhoun
95. Orange, Ulster, Howard Mills
96. Ulster, Dutchess, Orange, Thomas Kirwan
97. Dutchess, Greene, Columbia, Joseph Ruggiero
98. Sullivan, Orange, Jacob Gunther
99. Columbia, Dutchess, Maurice Salem
100. Washington, Saratoga, No Endorsement At This Time
101. Ulster, Kevin Cahill
102. Greene, Albany, Schoharie, Columbia, No Endorsement At This Time
103. Schenectady, Saratoga, Jim Tedisco

104. Albany, John McEneny
105. Schenectady, Montgomery, Paul Tonko
106. Albany, Rensselaer, Ron Canestrari
107. Albany, Saratoga, Dan Lynch
108. Rensselaer, Saratoga, Mark Dunlea
109. Warren, Essex, Clinton, Franklin, No Endorsement At This Time
110. Clinton, Franklin, St. Lawrence, Chris Ortloff
111. Madison, Otsego, Oneida, William Magee

Tuesday, No. 7 is Election Day. Make sure you allow time to get to the polls and vote.

112. St. Lawrence, Lewis, Diedre Scozzafava
113. Hamilton, Herkimer, Fulton, Marc Butler
114. Jefferson, Lewis, Robert Nortz
115. Oneida, David Townsend
116. Oneida, Roann Destito
117. Oswego, Frances Sullivan
118. Onondaga, Michael Bragman
119. Onondaga, Joan Christensen
120. Onondaga, William Magnarelli
121. Onondaga, Harold Brown
122. Chenango, Delaware, Otsego, Clifford Crouch
123. Broome, Tioga, Jay Dinga
124. Broome, Robert Warner
125. Tompkins, Cortland, Martin Luster
126. Chenango, Cortland, Cayuga, Gary Finch
127. Chemung, Tioga, George Winner (Primary)
128. Seneca, Wayne, Robert Oaks
129. Ontario, Yates, Livingston, No Endorsement At This Time

130. Steuben, Schuyler, James Bacalles
131. Monroe, Susan John
132. Monroe, Joseph Morelle
133. Monroe, David Gantt
134. Monroe, Joseph Robach
135. Monroe, Ontario, David Koon
136. Allegany, Livingston, Monroe, Joe Errigo
137. Genesee, Orleans, Monroe, No Endorsement At This Time
138. Niagara, Robert Daly
139. Niagara, Orleans, David Seaman
140. Erie, Robin Schimminger
141. Erie, No Endorsement At This Time
142. Erie, James Hayes
143. Erie, Paul Tokasz
144. Erie, Sam Hoyt
145. Erie, Brian Higgins
146. Erie, Richard Smith
147. Wyoming, Erie, Genessee, Allegany, Cattaraugus, Livingston, Daniel Burling
148. Erie, No Endorsement At This Time
149. Cattaraugus, Chatauqua, Allegany, Catherine Young
150. Chatauqua, William Parment

NEW YORK STATE SENATE

District, County and Name

1. Suffolk, Kenneth LaValle
2. Suffolk, James Lack
3. Suffolk, Caesar Trunzo
4. Suffolk, Owen Johnson
5. Nassau, Suffolk, Carl Marcellino
6. Nassau, Kemp Hannon
7. Nassau, Michael Balboni
8. Nassau, Suffolk, Charles Fuschillo
9. Nassau, Jean Skelos
10. Queens, No Endorsement At This Time
11. Queens, Frank Padavan
12. Kings, Queens, Ada Smith
13. Queens, Daniel Hevesi
14. Queens, George Onorato

15. Queens, No Endorsement At This Time
16. Queens, Toby Ann Stavisky
17. Kings, Nellie Santiago
18. Kings, Velmanette Montgomery
19. Kings, John Sampson
20. Kings, Marty Markowitz
21. Kings, Carl Kruger
22. Kings, Seymour Lachman
23. Kings, Richmond, Vincent Gentile
24. Richmond, John Marchi
25. New York, Kings, Martin Connor
26. New York, Roy Goodman
27. New York, Thomas Duane
28. New York, Bronx, Oglia Mendez
29. New York, David Paterson
30. New York, Bronx, Eric Schneiderman
31. Bronx, Efrain Gonzalez, Jr.
32. Bronx, David Rosado
33. Bronx, Westchester, No Endorsement At This Time
34. Bronx, Westchester, Guy Vellella
35. Westchester, Nicholas Spano
36. Westchester, Suzi Oppenheimer

CSEA has 265,000 members — that's 265,000 votes. If you think your vote doesn't count, do the math.

37. Putnam, Westchester, Dutchess, Vincent Leibell
38. Rockland, Orange, Thomas Morahan
39. Orange, Ulster, William Larkin
40. Delaware, Sullivan, Greene, Ulster, Orange, John Bonacic
41. Dutchess, Columbia, Stephen Saland
42. Albany, Neil Breslin
43. Rensselaer, Saratoga, Joseph Bruno

44. Schenectady, Montgomery, Fulton, Saratoga, Hugh Farley
45. Warren, Washington, Essex, Clinton, Franklin, Hamilton, Ron Stafford
46. Otsego, Jefferson, St. Lawrence, James Wright
47. St. Lawrence, Lewis, Oneida, Herkimer, Raymond Meier
48. Madison, Oneida, Onondaga, Nancy Lorraine Hoffmann
49. Onondaga, John DeFrancisco
50. Schoharie, Otsego, Herkimer, Chenango, Cortland, Tompkins, James Seward
51. Broome, Tioga, Chenango, Thomas Libous
52. Steuben, Chemung, Schuyler, Yates, Ontario, Tompkins, John Kuhl, Jr.
53. Wayne, Ontario, Seneca, Cayuga, Monroe, Michael Nozzolio
54. Monroe, Richard Dollinger
55. Monroe, James Alesi
56. Chatauqua, Allegany, Cattaraugus, Livingston, Patricia McGee
57. Erie, Niagara, No Endorsement At This Time
58. Erie, William Stachowski
59. Livingston, Wyoming, Erie, Dale Volker
60. Genessee, Erie, Mary Lou Rath
61. Niagara, Orleans, Monroe, George Maziarz

You have until Oct. 13 to register. Call your county Board of Elections for instructions and a voter registration form.

How CSEA's endorsement process works

CSEA candidate endorsements are made through the union's political action structure.

Political Action Committees (PACs) made up of CSEA members at the Unit, Local, region and statewide levels examine a candidate's voting records and public statements.

If necessary, candidates are invited to meet with the PAC to answer questions about their position on issues important to CSEA members.

The PAC decides if a candidate deserves CSEA's support.

If so, the committee makes a formal recommendation through the region's Political and Legislative Action Committee, accompanied by an explanation why the candidate deserves CSEA's support.

In state Senate and Assembly races, the regional PAC screens the candidates and makes endorsement recommendations to the statewide PAC.

Only the Statewide Political and Legislative Action Committee or, in local elections (school board, village, town, city or county seats), the regional Political and Legislative Action Committee, to the extent specifically authorized by the CSEA Board of Directors, may determine political endorsements of any candidate for political or party office or any proposition on behalf of CSEA.

Judging the candidates

When candidates are being considered for endorsement, the PACs examine many factors, including the candidate's record on issues important to CSEA members.

The PACs monitor elected officials during their term in office. When the candidates come to CSEA for endorsements, union members can judge them on not just their statements — but their record.

Al Gore: We know he won't let us down



Above, Vice President Al Gore greets enthusiastic CSEA member Janet Ventrano-Torres during AFSCME's annual delegates convention.

CSEA knows the best presidential candidate for working families.

That's why endorsing Al Gore for president was easy for CSEA.

From his voting record in the U.S. Senate

to the use of his power as vice president to protect workers, Gore has demonstrated time and again his commitment to the nation's greatest resource is its workers.

As a senator from Tennessee, Gore voted 88 percent of the time in favor of working families.

His positions on occupational safety and health, Social Security, Medicare and fair wages resonate with working people.

"Al Gore has proven he will not let employers chisel away at the bedrock freedoms and workers' rights the labor unions have fought hard for over the past century," CSEA President Danny Donohue said.

"His record as a senator and vice president shows Al Gore is willing to stand shoulder-to-shoulder with workers across the nation when it comes to issues of fairness, respect and the right to organize. We know

he won't let us down and that's why we endorse Al Gore for president," Donohue said.

"This is a man who was a United States

senator from Tennessee, a right-to-work state, a tough state, a hard state, but every time we asked him, he was there for us," said AFSCME President Gerald McEntee.

"He was there on Medicare and Medicaid. He's been there on the Patients' Bill of Rights. He's been there for the right to organize, to bring labor back to what it can and should be in America," he said.

"Al Gore has proven he will not let employers chisel away at the bedrock freedoms and workers' rights the labor unions have fought hard for over the past century. His record as a senator and vice president shows Al Gore is willing to stand shoulder-to-shoulder with workers across the nation when it comes to issues of fairness, respect and the right to organize."

Hillary Clinton: A clear choice for working families

Calling her the clear choice for working families, CSEA President Danny Donohue announced in April the 265,000-member union's endorsement of Hillary Rodham Clinton for the U.S. Senate.

"There is no doubt at all that Hillary will be a great senator who will represent all the people of this state," Donohue said.

"Hillary has done so much more to earn the trust and support of CSEA members," he added.

"The more our members see her and talk with her about issues, the more they like her," Donohue said. "She cares deeply about the issues CSEA members care about — good jobs and wages, health coverage, protecting Social Security, making our schools better and safer — and that comes across whenever she meets working people."

Clinton has attended numerous union functions, has voiced her support for members struggling in contract disputes, and has met with CSEA and other union members in numerous public and private meetings in every part of the state.

"The more our members see her and talk with her about issues, the more they like her," Donohue said.

"She cares deeply about the issues CSEA members care about — good jobs and wages, health coverage, protecting Social Security, making our schools better and safer — and that comes across whenever she meets working people," he said.

The union leader said CSEA members will work hard to help carry Clinton's message to every part of New York and ensure victory in November.

"We will work hard for you because we know you will work hard for us," Donohue told her.



Above, Hillary Clinton and daughter Chelsea meet with CSEA members at a Long Beach Medical Center rally this summer on Long Island.



GEORGE BONCORAGLIO
METROPOLITAN REGION PRESIDENT

In November, we will elect a new president of the United States. However, the biggest prize in that election is not the presidency, but rather the

Supreme Court.

The current court is aging. Four of the nine justices currently on the Supreme Court are more than 65 years old. Chief Justice Rehnquist is 75, Justice Stevens is 79, Justice O'Connor is 69, and Justice Ginsburg is 67.

While one cannot be definite on this matter, the next president will almost certainly appoint two, maybe three, and possibly four, justices to what is now a closely divided Supreme Court.

The president serves a four-year term. Yet long after the next president retires, his Supreme Court appointees will exercise profound influence over American life.

This election year could well decide whether the court will facilitate greater equality or turn back the clock on the social justice gains of the past 50 years.

Hanging in the balance are the right to privacy, reproductive choice, civil rights, affirmative action, separation of church and state,

environmental protection, and worker and consumer rights.

At key times in American history, the Supreme Court has played a critical role in advancing social justice for working families.

Its rulings outlawed racially segregated public schools and opened the voting process to all by eliminating poll taxes and other barriers at the ballot box.

At other times, with other judges, the court has impeded the cause of justice.

Through the 1930s, the court thwarted efforts to end child labor and protect workers rights. In the *Dred Scott* decision they even denied the humanity of African Americans

This juxtaposition of disparate rulings by one institution demonstrates the tremendous importance of appointing justices that will protect the rights of working families.

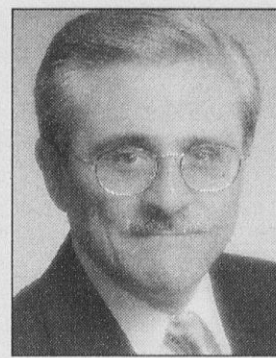
We have the power to do this, but to exercise this power, we must turn out to vote in the presidential election in unprecedented numbers.

At stake is not just the course of the country for the next four years, but rather for the first several decades of the new century.

If we do not elect a president concerned with the needs of working families, we will not have a Supreme Court concerned with the needs of working families.

And then, we could find our children fighting battles that we have already won because the court has rolled back the social justice gains we fought so hard to achieve.

Please vote, for your future and your children's.



CARMINE DiBATTISTA
SOUTHERN REGION PRESIDENT

What a year we are having! It goes to show that, when we work together, we can achieve a great deal.

Over a year ago, we embarked on a great journey; one that took courage and will, a journey of revitalization and rebirth.

Together we began forging ahead in a direction of growth and achievement for our members. We called it mobilization.

This year we witnessed landmark achievements for not only our active members, but also our retired members.

In short, because of our collective willingness to say to our opponents "we are equal to you and we will be respected," our state division brothers and sisters have a new contract that meets their needs and the needs of their families.

Our effort, with the guidance and assistance of staff, led to sweeping pension reforms. These changes had been long in coming and would not have been achieved without your commitment, effort and plain hard work.

You know all about this. Nonetheless, I felt that these achievements were too important to ever be forgotten.

continued on page 4



KATHY GARRISON
CAPITAL REGION PRESIDENT

As the newly elected Capital Region president, I would like to introduce myself.

I began my working career in a manufacturing plant in Rotterdam, NY. The plant was unionized by the IUE and when I first signed my membership card I was grateful I was able to retain a good-paying job with benefits.

I was also fully aware of the job market and realized immediately that the pay and the benefits I received were a direct result of the IUE's commitment to working people.

I never took my membership for granted. I attended meetings in the union hall and was very proud to be a union member.

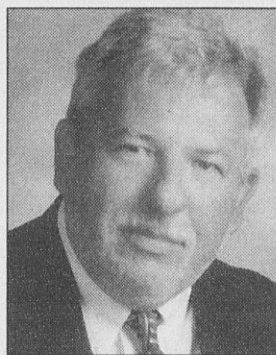
The union hall was packed with members who had enthusiasm and a deep passion for the rights that they had obtained through their commitment.

The union also had the support of the community. The neighbors in that community were aware of the need to have good local jobs.

When I left the plant in 1988, I took a job in a local hospital to expand my experiences.

I hoped for advancement opportunities that were

continued on page 4



JIM MOORE
CENTRAL REGION PRESIDENT

Over the past 25 years, I have written many convention reports. I have quoted words of wisdom from past presidents, civil rights leaders and labor heroes. All of us who write these

reports try to make them inspiring and worthwhile.

None of my past reports has ever been brief.

Thank you for electing me to another term.

Thank you for giving me excellent region officers.

I will continue to try my best to do a good job for you everyday, every year, for my entire term.

I am so proud to be a statewide officer of the best damned union in the country.



FLO TRIPI
WESTERN REGION PRESIDENT

As the newly elected president of CSEA's Western Region, it is my honor to present this report on the status of our region.

We have been through a significant number of challenges this past year.

First, our long-time leader, Bob Lattimer, decided to take a well-deserved retirement. The region then underwent two elections which caused our great region to be placed into administratorship.

Despite those challenges, we, meaning all of us, our officers, staff and our members have pulled together in the spirit of unity. Finally, after all is said and done, we can say the Western Region is alive and well and the healing process has begun.

Even though the current region officers and I were elected at different times, we are working together to bring about the changes our region members have been promised and justly deserve.

We are beginning to revamp committees, create new projects, set a calendar, and make the changes necessary to put the Western Region back on the CSEA map.

continued on page 4

EXECUTIVE VICE PRESIDENT'S Report *continued*

that will elect a U.S. senator who believes every working man and woman has a right to the American dream, could be yours.

Each one of your votes **DOES** make a difference. That's why it's so important we use them and get our family, friends and neighbors to do so too.

Collectively, your one vote and my one vote and the one vote of all of our CSEA, AFSCME and AFL-CIO sisters and brothers can elect leaders who understand the needs and wants of working families and will fight to represent our interests.

We have the POWER. Let's use it. There's too much at stake to leave it to someone else.

SOUTHERN REGION President's Report *continued*

This journey must not end now. Mobilization must continue.

Just because we have been successful, we cannot sit on our laurels and become complacent. There is much to do.

We need to continue to communicate with our members. There are too many of our members who think management gratefully provides them the salaries and benefits they enjoy.

They have no idea about the effort that was expended to achieve the salary and benefits.

We need to become better leaders. We need to trust in our members and activists. We must ask them for their help. We cannot do the job alone.

In addition, we must be visible. The public must get to know who we are.

We are an organization that has been around for 90 years yet there are many people, including our members, who do not know who we are. In our region, the Membership Committee, as well as Community Action Committee are making that effort. The members are devoted and active. We are very proud of them.

There is still even more to do. Our political action activities have to increase. We need to obtain many more activists and volunteers.

They are the lifeblood of our political activities. We can talk big all we want about our political muscle, but when we walk into the politician's offices, they already know what we can or cannot do.

Therefore, it is imperative we reach out to our members for the volunteers we need.

In our region, we are proud of the effort that is being made in this direction. We are working on obtaining the volunteers we need. Our political action committee, as well as our PAC coordinator, are leading that effort.

The fruits of their efforts will be borne by our successors and us. It is in our best interest to work diligently and intelligently and to work to increase the numbers of our volunteers and activists. That fruit can be harvested this year.

We are endorsing candidates for the state Senate, Assembly, local races, as well as big races on the national stage.

Sisters and brothers, you may or may not believe me, but we are a political player in New York.

If we work to elect Al Gore and Hillary Clinton, we will assure ourselves of further achievements in the future.

You must have the courage to do so. We cannot be weak and meek. We must educate our members. We must show them why these two candidates are better for all CSEA members and the labor movement.

CAPITAL REGION President's Report *continued*

not available in the plant. The price I had to pay for that decision was much lower wages and exorbitant premiums for health care.

There was no union at the hospital. I had taken a civil service test months before.

I contacted the state Civil Service Department and asked them what my status was on the list. I was pleasantly surprised that I was reachable and I was contacted for an interview with the Department of State.

As I began my career with the state, I immediately benefited from a CSEA contract with a fair wage and health benefits that I could afford. I was also given a CSEA contract.

Again the union, this time CSEA, secured benefits for working people.

During the first years of employment in the public sector, I was disappointed in the lack of enthusiasm by my co-workers in the union.

CSEA meetings were not held regularly and when they were held, attendance was sparse. I became involved with the Local's Audit Committee and soon after I chaired the committee for several years.

Throughout my years at the department, I realized the members in my Local had taken the union's work for granted.

Many of my co-workers had joined public service right out of high school and never had another job.

It seemed they had taken for granted the wages and the benefits they were receiving. Some department members said they did not believe they needed CSEA.

They believed if they did a good job and didn't get in any trouble, they were not reaping the benefits of union protection.

Over the years I explained to my CSEA brothers and sisters how vital it was to stick together, attend meetings and present a united front.

As a Local officer, I improved attendance at local CSEA meetings to an all-time high and members were talking unionism and CSEA.

During my term as the executive vice president of the Department of State CSEA Local, a contract for the state work force was voted down.

Members then realized how difficult it was to negotiate a new agreement. They finally realized the hard work that goes into securing the benefits we have.

Do you honestly believe we would have achieved our goals this year if the politicians did not believe we are a political force to be respected?

I would also like to express my appreciation to all of you for the kind words you have conveyed regarding my re-election to the position of Southern Region president.

I enjoy what I do and I look forward each day to the achievements we need to bring about that will improve the lives of our members.

Toward that end, I am very proud of the men and women who work for CSEA in our region. They work very hard to service our members. Needless to say, without them, much would not be achieved. I am also very proud of our team of elected region officers. They are:

Diane Hewitt - Executive Vice President
Irena Kobbe - 1st Vice President
George Henry - 2nd Vice President
Gary Conley - 3rd Vice President
Christine Mumma - Secretary
Diana Harris - Treasurer

Suddenly the union became relevant to thousands of members across the state. Members throughout the state joined our pickets.

The support the state work force had received transcended divisions. Members from school districts, local governments, the private sector and even other public employees and trade unionists supported us.

What was missing in this battle for a fair contract was the support from our neighbors.

CSEA is a vital part of our communities both on and off the job. Our members donate their money and their time to agencies that benefit the communities at large.

As president of the Capital Region, I hope to bridge the gap between public employees and the taxpayers.

The burden of budgetary crises should not always fall on the backs of our members. Over the past 18 months, our state has enjoyed unprecedented surpluses and the communities we serve did not speak out on our behalf.

I hope to change that. I hope as we enter the 21st century that we begin to work with our neighbors.

The members and the activists in the Capital Region have made a commitment to reach out to various programs and offer a united hand to those in our society who need the most help.

We have reached out to the March Of Dimes, Juvenile Diabetes Foundation, American Cancer Society and several local charities that directly help the people in our neighborhoods.

Together we will help and in return we will encourage those organizations to support our issues. I believe the possibilities are endless.

Finally, I would like to thank all of the activists and members, in the Capital Region and throughout the state for their support.

Life has drastically changed for me and without the kindness that has been extended the past six months it certainly would have been a much harder adjustment.

The best part of this job has been the opportunity to meet some of the most wonderful people I have ever met.

I vow to keep the trust that has been placed in me and work as hard as I possibly can to make sure all of our members are treated with the respect they deserve.

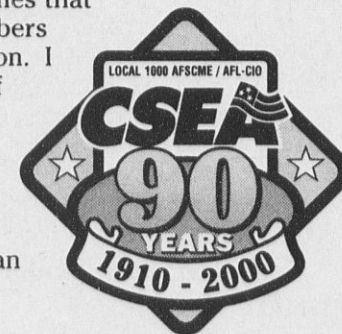
WESTERN REGION President's Report *continued*

Our first region conference was held Sept. 8-10 in Dunkirk. Our annual walkathon was also held during this weekend to again raise money for our Sunshine Fund so we may continue to help our bothers and sisters in need.

There is much work to be done in our region. Our union is about people standing together and fighting for what is right.

No one exemplifies that more than the members of the Western Region. I am so very proud of each and every one.

This millennium is a new beginning for us. Stay tuned, because "Nothing can stop us now!"



CSEA President Praises Workers For Achieving Accreditation

Tony Giustino, president of CSEA Nassau Local 830, has praised CSEA members for their part in the recent accreditation by the Joint Commission on Accreditation of Health Care Organizations conferred on all facilities operated by the Nassau Health Care Corporation.

Those facilities include the Nassau County Medical Center, the A. Holly Patterson Geriatric Center and Community Health Centers.

"It comes as no surprise to me that these facilities received such high scores as a result of the very thorough inspection that preceded the accreditation. It just underscores the fact that our members are dedicated, hard-working professionals who constantly strive for the highest possible quality in patient care," Giustino said.

NHCC President/CEO Jerald C. Newman also commended the staff for providing the "hard work and excellent level of care" that enabled the facilities to receive such high scores.

"The remarkable performance by NCMC in which we ranked among the best in the New

York City and Long Island region is an outstanding achievement for a teaching hospital..." Newman said.

He added the AHPGC team also "performed admirably in all aspects of the inspection."

"Our board of directors joins me in expressing gratitude and praise to our employees for their dedication and loyalty to our health care system," Newman said.

Giustino has always maintained it is the more than 4,000 CSEA members at NCMC, AHPGC and the Community Health Centers who make those facilities the success they are.

Joint commission accreditation recognizes an organization's performance in complying with national health care standards.

"It just underscores the fact that our members are dedicated, hard-working professionals who constantly strive for the highest possible quality in patient care."

Stay Informed. Tune in to

"CSEA in Focus"

Thursdays at 7 p.m.

repeated Saturdays

at 8:30 a.m. on

WGBB, 1240 AM

Member Advisory New Location for the County Social Security Office

The Nassau County Social Security Office has moved.

The new location is across the street from the eastbound Mineola Long Island Railroad platform (south of the tracks) on Station Road between Third Avenue and Mineola Boulevard.

For Social Security information, call 1-800-772-1213.

CSEA

CONGRATULATES

the employees of the

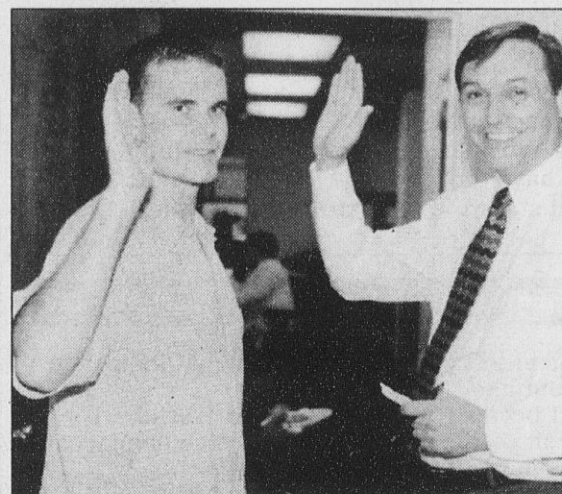
**Traffic & Parking
Violations Bureau**

**on becoming a
CSEA Nassau Local 830 Unit**

**and we salute the first officers to
represent the unit**

**President - Glenn Stuck
Vice President - Sharron Ryan
Secretary/Treasurer - Crystal Ford**

Newest CSEA Nassau County Local 830 Unit



Local 830 President Tony Giustino, right, administers the oath of office to Dave Johnson, president of the newly formed Federation Employment & Guidance Service (FEGS) Unit of CSEA. Members of the unit became CSEA members as a result of a ruling by Nassau County PERB (mini PERB). FEGS is a division of the Nassau County Department of Mental Health.

News from the Crossing Guards Unit

The crossing guards now have a "Crossing Guards Park" in Massapequa Park created by the village of Massapequa Park in memory of a 7th Pct. crossing guard and dedicated to all crossing guards throughout the county.

The plaque in the park reads: "Crossing Guard Park — dedicated to those who protect our children." This is a wonderful tribute.

Our first general meeting will be held in October. CSEA Local 830 President Tony Giustino and Executive Vice President Jane D'Amico will speak and answer any questions or concerns. Look for the postings.

We all know there is an element of danger when it comes to a crossing guard's job of protecting our children.

Remember, we need to protect ourselves as well. Be alert! Be aware! Be careful!

Event Set for Oct. 15

CSEA Members Urged to Join the Making Strides Cancer Walk

**ATTENTION CSEA MEN AND WOMEN!
JOIN THE REGION 1 / LOCAL 830 WALKATHON TEAM**



***Making Strides
Against
Breast Cancer
WALKATHON***

**Sunday, October 15, 2000
Jones Beach State Park
Field #5
LOOK FOR CSEA TENT
9:30 a.m. - Rain or Shine**

***Men & Women Invited
to Participate***

**DATES TO RETURN PLEDGES
TUESDAY THROUGH THURSDAY
OCTOBER 10-12 — 10 A.M. TO 6 P.M.
CSEA Office, 400 County Seat Drive, Mineola**

**When you return your sponsor sheet and money, you will receive your
FREE long-sleeve shirt with a minimum donation of \$35.
(T-shirts WILL NOT be distributed on the day of the walk.)**

**FOR SPONSOR SHEETS AND MORE INFORMATION CALL:
(516) 571-2919, Ext. 10 or 13**

Local 830 President Tony Giustino and Executive Vice President Jane D'Amico are urging all CSEA members to participate in the five-mile charity walk "Making Strides Against Breast Cancer" set for Sunday, Oct. 15 at Jones Beach.

Last year's CSEA team raised tens of thousands of dollars for this important cause. CSEA Long Island Region has been designated this year as a "Flagship Sponsor" of the event.

D'Amico, who also serves as Women's Committee chair, said she hopes to recruit as many as 300 members for the walk from Local 830.

"It's a very important cause and we are proud of CSEA's outstanding participation in the past. It is our hope we can surpass all previous years both in the number of participants and in the money we raise," she said.

The walk starts and ends at Parking Field #5, proceeding along the Jones Beach boardwalk and circling back to the starting point.

Registration starts at 9:30 a.m. at the CSEA tent.

D'Amico said an estimated 2,000 Long Island women will be diagnosed with breast cancer this year. Funds raised through the walk will support scientific research into causes of breast cancer and other important programs and facilities for Long Island residents.

Nassau CSEA President Giustino said he has committed the union to the fight against breast cancer.

He pointed to the union's mammography screening program with the county, which allows members time off from work for breast cancer screening at no out-of-pocket expense. A similar program has been negotiated for prostate screening.

Persons wishing to participate or who need more information can call 571-2919, ext. 10 or 13.

Sponsorship packets will be available through the Unit presidents or at the Local 830 office in Mineola.

All members of the CSEA team who submit a completed sponsor sheet with pledges totaling at least \$35 will receive a specially-designed commemorative long-sleeve T-shirt containing both the event logo and the CSEA logo.

T-shirts will be distributed when pledges are returned to the CSEA office in Mineola from Oct. 10 to 12 from 10 a.m. to 6 p.m. each day.

T-shirts will not be distributed the day of the walk.

CSEA/HIP "Healthy Heart" Program

Are You Ready for the Flu Season? Should You be Vaccinated?

With the help of a grant from HIP, Nassau Local 830 is conducting an ongoing "Healthy Heart" program to help union members lead more healthful lives.

This is another in a series of Healthy Heart articles that are running in *The Express* as part of the program.

Flu Shot Age Lowered to 50

An annual flu shot is now recommended for everyone 50 years of age and over. In previous years, the age for universal vaccination was 65 years and older.

What is the flu?

Influenza or the "flu" is a highly contagious respiratory infection.

Flu can cause fever, chills, headache, dry cough, runny or stuffy nose, sore throat, muscle aches and extreme fatigue lasting several days to more than a week.

Influenza is spread easily from person to person primarily when an infected person coughs or sneezes.

Who should get a flu shot?

All people 50 years of age and older and other groups at higher risk for having medical complications from influenza should receive the flu shot.

In addition, health care workers and people who live with persons 50 or older or otherwise at higher risk should receive the flu shot to help protect high-risk people from exposure to influenza.

Who should not get a flu shot?

Individuals with egg allergies or those who have had a previous vaccine-associated allergic reaction, and adults with acute febrile illnesses should consult their doctor before getting the flu shot.

Who should be vaccinated for pneumococcal disease?

All people 65 years of age and older and other groups at higher risk for invasive pneumococcal disease should receive one-time vaccination for pneumococcal pneumonia.

Members can receive this vaccination on the same day they get the flu shot.

The pneumococcal vaccination is a once-in-a-lifetime vaccination for most people and can be given at any time of the year.

Flu Shots Available at the Nassau County Medical Center

Flu shots will be available beginning in October at the Nassau County Medical Center. There is no out-of-pocket expense for anyone age 60 or over.

Under age 60 there is a \$15 charge, payable by cash or check. Shots will be given at the Occupational Health Office, Building A, Room 141.

You can also get your vaccine between 7 p.m. and 7 a.m. at Doctors After Hours, also located at the Medical Center.

Call 572-5441 or 572-5380 to make an appointment. Flu shots may also be given at private doctor's offices or at one of the many vaccination clinics that will be held across New York State.



An online directory of clinics will be available in October to help members find a convenient clinic location.

Members may also call their local office for the aging or health department. Ask if the pneumococcal vaccination is also available.

Medicare Part B pays for shots?

For members enrolled in Medicare Part B and their health care provider accepts Medicare assignment, the flu shot is free.

Medicare Part B also covers the pneumococcal vaccination. Most HMO members must get their shots from their HMO. For others, coverage is provided by many private health insurance plans.

When should I get the flu shot?

Influenza usually occurs from about November until as late as April, with activity peaking between late December and early March. The best time to get the flu shot is from October through mid-November. However, there may be delays in the availability of flu vaccine for the 2000-2001 flu season. If you miss a flu shot in November it is still not too late to obtain one. The vaccine begins to protect after one to two weeks.

Do I need a flu shot every year?

Yes. Members need the influenza vaccination every year. Different influenza strains circulate every flu season, and each year's flu vaccine is updated to include the most current influenza virus strains.

Also, vaccine-induced immunity declines over time, and antibody levels are often low one year after vaccination.

Are there side effects?

The most frequent side effect of the influenza vaccination is soreness at the injection site.

Occasionally, some people may have a mild fever and fatigue for a day or two after the shot.

Rarely, an allergic reaction may occur. Since the vaccine is not a live vaccine, it is not possible to get influenza from the vaccine.

How effective is the flu shot?

According to the Centers for Disease Control and Prevention (CDC), the influenza vaccine has been shown to reduce hospitalization by about 70 percent and death by about 85 percent among people 65 or older in the community.

What do I do if I have the flu?

Call your doctor if you have any signs of the flu and you are worried about your health and have other questions.

Treatment usually consists of resting in bed, drinking plenty of fluids and taking medication to relieve fever and discomfort.

Antibiotics are not effective against flu viruses. However, there are drugs that can be used to treat some types of influenza infection when taken within 48 hours after the onset of illness.

Source: Adult Immunization Campaign 2000-2001, New York State Office for the Aging, New York State Department of Health

CSEA Members Making It Happen:

Parks Department Presents Annual Long Island Fair

The oldest annual event on Long Island will return in October and CSEA members will again be part of the festivities.

The Long Island Fair, which traces its roots to the 1840s and has been running an unbroken string at Old Bethpage Village Restoration the past 30 years, will be held Oct. 5 to 10 from 10 a.m. to 5 p.m. daily.

The Museum Services Division of the Nassau County Department of Recreation & Parks administers the fair, and CSEA members from all parks divisions are enlisted to ensure its success. Union members will be performing a wide range of jobs, including donning costumes of the mid-1800s.

The fair is unique among New York State county fairs because it is held in the historical ambiance of the 19th century.

It's held on a 12-acre re-creation of the old Mineola fairgrounds at Old Bethpage Village Restoration, which depicts a typical pre-Civil War Long Island farming community.

The fair features entertainment, contests, exhibits, and demonstrations, among other attractions.

Admission is \$10 for adults and \$5 for seniors and children.

Entertainment 2001 Books Now Available Through CSEA

As a member benefit, Entertainment 2001 books are now available for \$20 each at CSEA headquarters in Mineola.

The books, which can be used immediately despite the 2001 designation, are full of discounts for a wide range of products and services on Long Island, including movie theaters, restaurants, travel, donut shops, car washes and more.

To arrange to pick up a book, call Barbara weekdays during business hours at 571-2919, ext. 7.





A Message from Long Island Region President Nick LaMorte

What is Nassau County Executive Tom Gulotta thinking?

He comes to CSEA in the pretense he wants to avoid layoffs and asks us for a lag payroll. You vote and agree you would prefer the lag to the layoffs and as the money is being collected Gulotta announces he is going to lay off 350 workers.

HELLO, Tom!! What happened to the agreement NOT to lay-off CSEA workers?

I am sure you are all outraged and with good reason.

CSEA can't understand how county managers can consider layoffs when they are already concerned about how county services will be delivered after the early retirement takes effect.

Our lag payroll agreement guarantees no layoffs in 2000 and also says if the county implemented any layoffs in the ensuing two years, the county would have to pay back the deferred money immediately.

Your president, Tony Giustino, has the force of CSEA behind him to fight these layoffs.

Nassau County Legislature Majority Leader Judy Jacobs and legislator Liz Altman have both made the commitment not to decimate county services and we will hold them to that.

I really believe it will cost the county more money than it will gain to implement layoffs.

First, the county will have to immediately pay back all deferred money. Then there are administrative costs, unemployment benefits, severance pay and the decimation of county services.

Just as important, there is the emotional cost to those 300 families who may then lose their homes in Nassau County or go on the social services roles to feed their families.

Gulotta has mismanaged the big bucks and now he is trying to squeeze the change out of the county workers. We will fight this!

Fraternally yours,

Nick LaMorte, president
CSEA Long Island Region

52nd Annual CSEA Dinner Coming Up Oct. 18

Tickets are still available for the 52nd annual dinner dance of CSEA Nassau Local 830, set for Wednesday, Oct. 18 at 7 p.m. at the Westbury Manor on Jericho Turnpike in Westbury.

According to CSEA Social Committee Chair Beth Luttinger, the ticket price will stay the same as last year at \$60 per person.

Reservations are on a first-come, first-served basis. Early reservations are suggested.

Reservation forms can be obtained at CSEA headquarters in Mineola or by calling 571-2919.

Checks should be made payable to CSEA Nassau Local 830 and sent to 400 County Seat Drive, Mineola, N.Y. 11501, Attn. Beth Luttinger.

Nominating Forms Available For MLK Scholarship

Nominating forms are available for the annual \$300 scholarships offered by the Unity Committee at its annual Dr. Martin Luther King Jr. luncheon.

Verification must be submitted that the student is a graduating high school senior or an enrolled college student in good standing.

The student must maintain a cumulative average of 3.0 (B) or better and must be the child or under the guardianship of an active CSEA Local 830 member.

Financial need is also a factor. The award may be renewed at the discretion of the Unity Committee.

According to Tim Corr, Unity Committee co-chair, the student must show he is actively involved in the advancement of the principles of human rights within the community.

The Unity Committee has announced tickets are now on sale for the 2001 event, which will be held Saturday, Jan. 6, from 12:30 to 4:30 p.m. at the Coral House in Baldwin. The price is \$30 per person.

The event will include a complete luncheon, entertainment, raffles, door prizes and guest speakers.

For more information or to buy tickets, call Corr at 571-2919, ext. 14, or Juanita McKinnies at 378-2790.

**See this month's Work Force
election coverage
for important voting information.**

**Also, see the convention insert
for officers' statements
to the delegates.**



Talking Retirement

CSEA Retirement Counselor Laret Williams, left, and Local 830 President Tony Giustino, second from left, speak with Parks Department employee Joseph Trippiedi and wife, Jean, at a recent pre-retirement seminar at Nassau Community College. More than 200 Nassau County workers attended the event, which was sponsored by CSEA.

Member finds permanent parking spot for 30-foot truck:

Vintage fire truck a museum showpiece

ALBANY — For the tight-fisted protector of public employees' parking spots, Tim McGan had a devil of a time trying to permanently park his newest vehicle in downtown Albany.

He couldn't shoehorn his bright red truck into three parking spots in front of his office at the state Comptroller's Office, so he deftly maneuvered the 30-foot-long, nine-foot-high hulk of chrome, wood, ladders, canvas hoses, siren and bell to its final berth two blocks away — at the State Museum.

Fire memorabilia buff McGan turned the key and the engine wheezed for the last time as he handed over a pristine 1947 American LaFrance fire engine to the museum's fire truck exhibit.

Firefighters did small favors

Purchased at auction for \$5,000, McGan donated the truck to the museum in memory of his deceased parents, who often called the Green Island Fire Department for support and small favors.

Twenty years ago, the firemen helped McGan's father, who had emphysema. A decade ago, the firefighters responded to the small requests of McGan's mother, who was legally blind and suffering from the early stages of Alzheimer's disease.

"It was little things. She'd call them to do this, check that," McGan said about his mother's calls to the fire department.

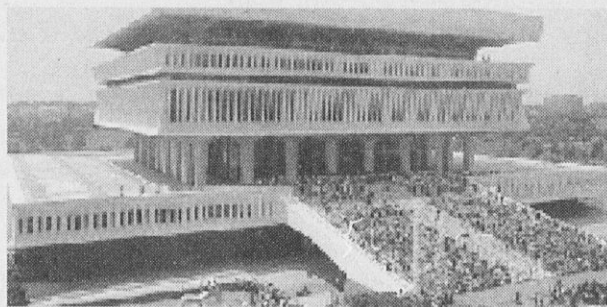
"They never once refused and that is the image I'll always have of firemen, Green Island firemen especially," added McGan, who also was a volunteer firefighter on the island before he joined the state.

Returning the favors

McGan heard the department wanted to mothball the vintage fire truck he often marveled at as a kid, and paved the way for its final pit stop at the State Museum.

"The museum did not have a 1947 American LaFrance in its collection," McGan said. "But it did want one and the Green Island vehicle passed the inspection by the museum fire engine exhibit curator Geoffrey Stein."

McGan plunged ahead, calculated a bid he could afford on his



Tim McGan, a CSEA member at the state Comptroller's Office and a fire memorabilia buff, sits with his wife, Theresa, on the fender of the 1947 American LaFrance fire truck he donated to the State Museum in Albany, pictured at left.

“... I can just see hundreds of dads and wide-eyed kids oohing and ahing as they get to know the '47 American LaFrance fire engine up close and personal.”

grade 9 salary and added 47 cents to it in honor of the model's year. His bid, a tad over \$5,000, was the winner and McGan found himself the owner of a very large vehicle which he knew he could never drive to work or park at his office.

Can't drive it to work

"Picture that, me pulling into a parking spot with a 30-foot-long bright red fire truck behind me," McGan quipped, laughter swelling his voice.

"But I can just see hundreds of dads and wide-eyed kids oohing and ahing as they get to know the '47 American LaFrance fire engine up close and personal," McGan said.

The lessons of his parents were not lost on McGan, who as a CSEA member has fought to provide adequate, affordable and accessible parking for his public employee union friends the past two decades.

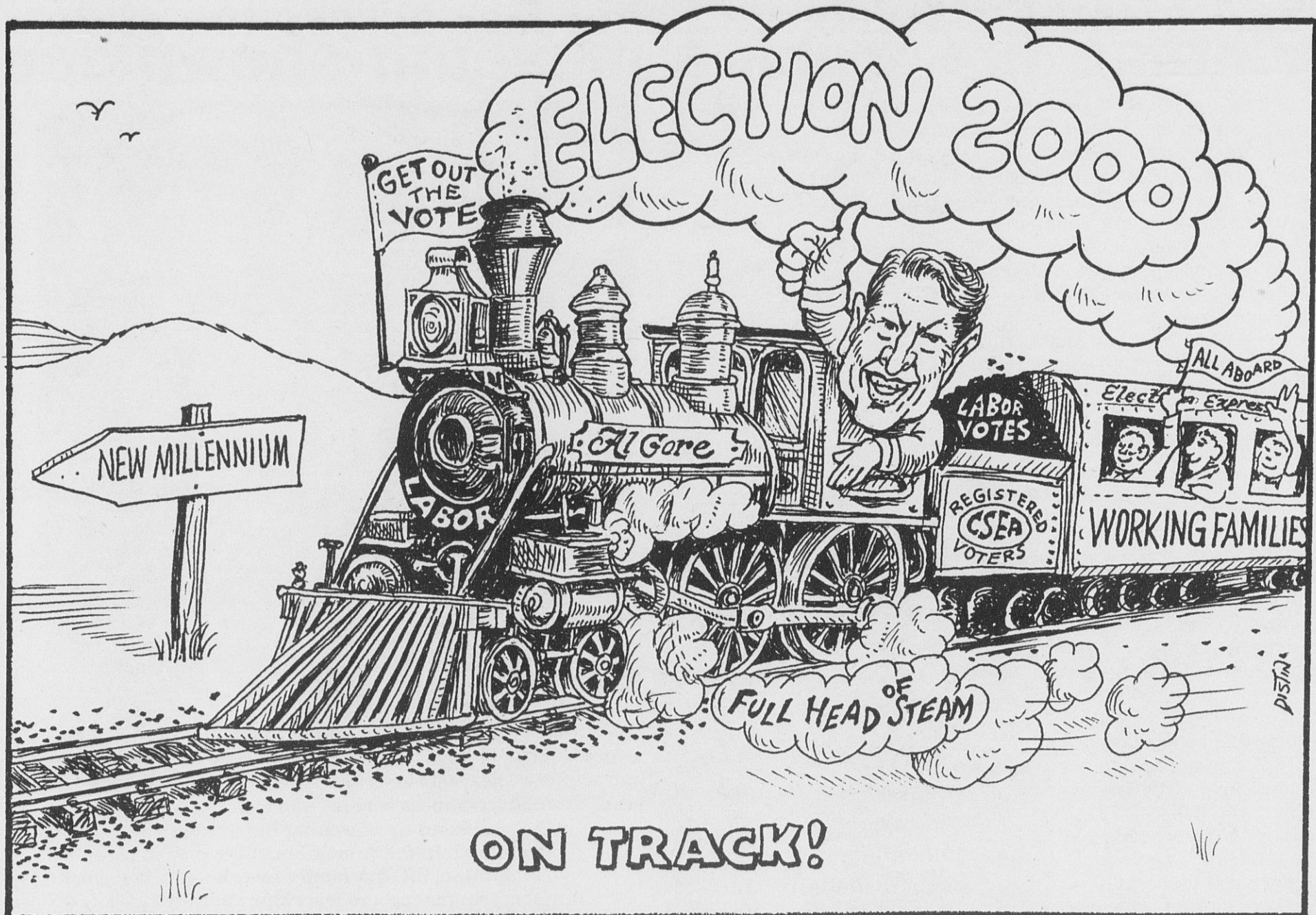
"He'd give you the shirt off his back if you needed it," said a co-worker.

"My parents, who both had a dry sense of humor, taught me three things," McGan said as a smile crept across his youthful 46-year-old face.

"One: you never get out of life alive. Two: you can't take it with you," McGan said.

"And, most importantly," he added "if you can have some fun in life and do some good every day, the time passes faster. I try to follow their advice every day."

— Daniel X. Campbell



ON TRACK!

Constitutional Convention's loss CSEA's win

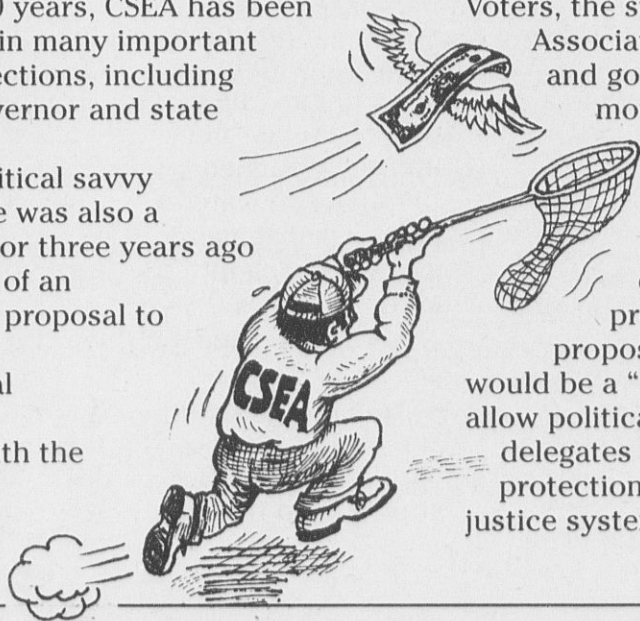
The last 90 years, CSEA has been a key player in many important statewide elections, including those for governor and state lawmakers.

CSEA's political savvy and influence was also a deciding factor three years ago in the defeat of an ill-conceived proposal to host a state constitutional convention.

Teamed with the AFL-CIO, League of Women

Voters, the state Trial Lawyers Association and a bevy of other labor and good-government groups, CSEA mounted a statewide campaign which soundly defeated the call for a convention.

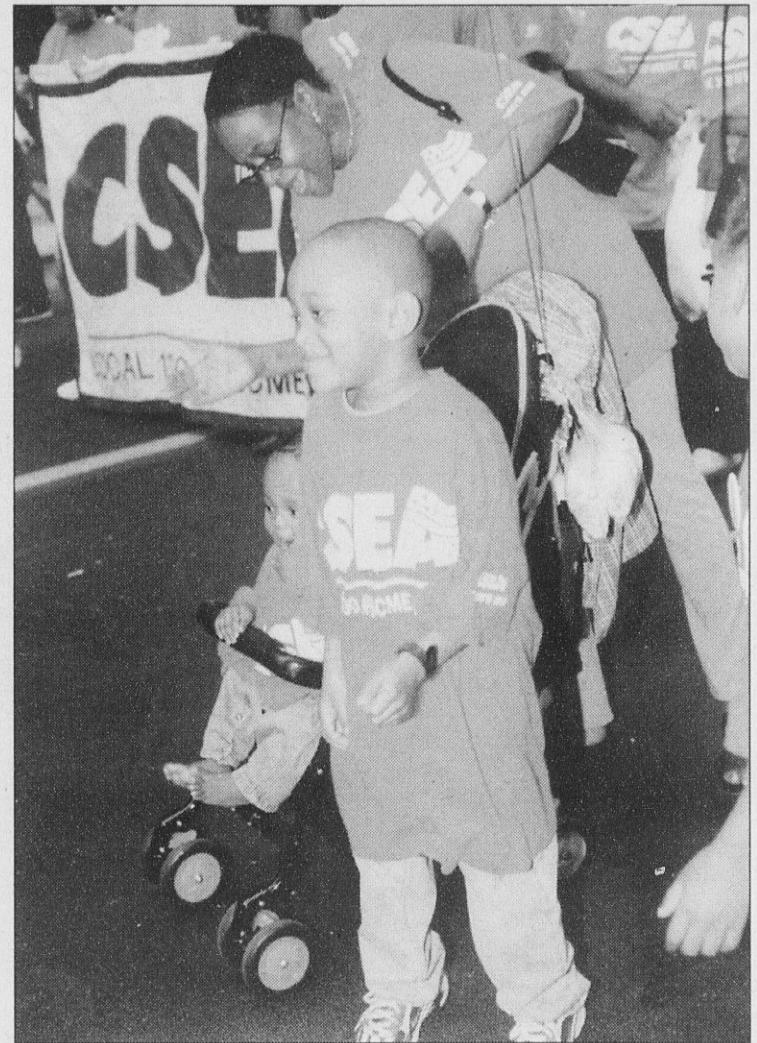
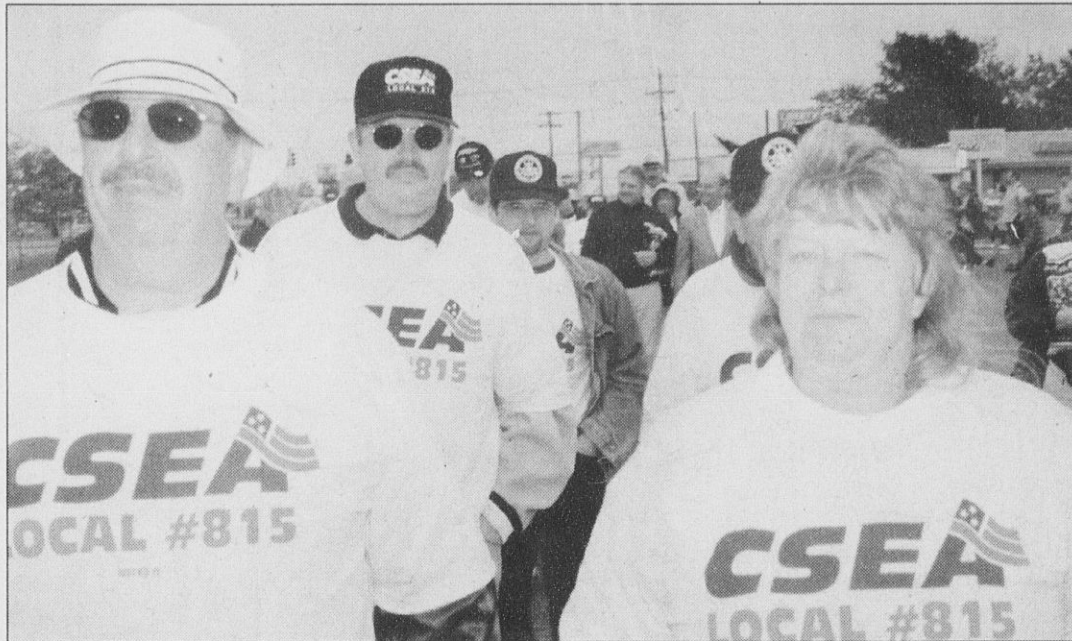
CSEA phone banks, mailings, and door-to-door outreach prompted voters to reject the proposal, who feared a convention would be a "Pandora's Box" which would allow politically appointed convention delegates to tamper with constitutional protections for workers and the civil justice system.



Also in 1997:

- Researchers in Scotland created the first genetic clone of an adult animal. It was a lamb called Dolly;
- The NASA probe Pathfinder lands on Mars;
- Princess Diana is killed in a car crash in Paris;
- President Clinton and Congress agree to balance the federal budget by 2002.

CSEA members celebrate Labor Day across the state



CSEA members across New York marked the Labor Day weekend by marching in parades. Clockwise from top left: CSEA members take part in Buffalo's celebration; a CSEA family marching in New York City; CSEA members march in the rain in Rochester.

Times may have changed, but labor's struggles remain

COHOES — "I have been threatened with arrest so many times for passing out union material at the SUNY Albany campus cafeterias that the campus police use my first name when they read me my rights!"

Union activist Jeremy Brown recounted the police run-ins he's endured and other roadblocks to organizing food service workers at the SUNY Albany campus during a recent two-day celebration of labor's progress in the Capital District.

Union members converged on the Cohoes Music Hall — 100 years ago a hotbed of union activity in the

sweatshop-rife textile mill town — to hear Brown's organizing stories and honor a century of labor's unyielding quest for workers' rights.

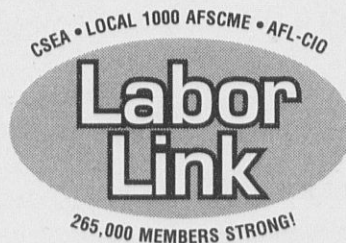
Sponsored by the Troy Central Labor Council, the New York State Labor History Association and the New York State AFL-CIO, the celebration included a picnic and tours of historic sites in mill towns Troy and Cohoes.

"Remember it was not the Harmony Mills of Cohoes, or the iron stove making factories of Troy, which brought the economic boom to either city," said Paul Mishler of the New York State Labor History Association.

"It was the unions which help enrich the workers, who in turn supported their hometowns," he added. Cohoes, often referred to as "management's town," was literally designed by the Harmony Mills Company so water from the Cohoes Falls powered six gigantic spinning mills before it flowed back into the Hudson and Mohawk rivers.

Across the Hudson River, Troy was called the "workers' town" because it was so dominated by the Irish puddlers unions and by numerous other unions involved with the production of shirts, shirt collars, stoves, ship building, and other trades.

— Daniel X. Campbell



Long Beach chief out amid CSEA contract pressure; petitions, leafleting continue

The head of the embattled Long Beach Medical Center has resigned amid growing union pressure to negotiate a first contract for hundreds of CSEA members.

Martin Nestor left the top hospital job recently. Local press reports cite his handling of CSEA's contract battle and hospital management issues the union raised as among the reasons for his departure.

Meanwhile, union activists continue to gather more than 2,000 names on petitions circulated in the community and supporting the members.

Anger among workers grows as hospital managers try to double family health insurance costs without offering raises to CSEA members.

CSEA activists pressed their case with members of the hospital's board of trustees, leafleting them about management's proposals and refusal to negotiate the first contract for hospital workers.

Workers said they are outraged at the proposed health insurance hike because many were forced to give up health insurance coverage when management raised them from zero to \$66 a month.

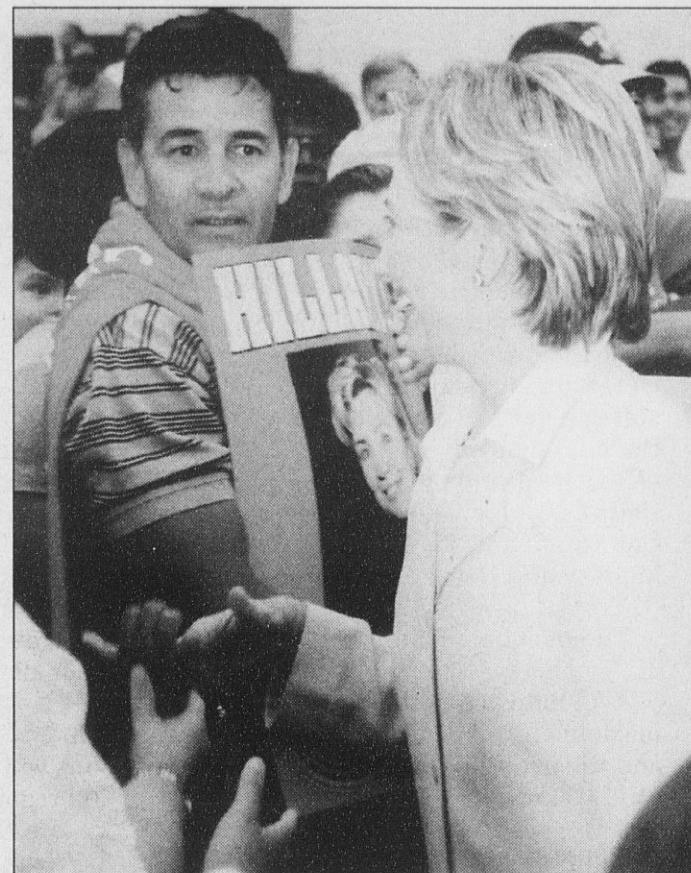
"Now they are asking for more without giving the workers one cent of a wage increase to help them pay for it. This is bad faith on the part of management and CSEA will fight it," said CSEA hospital Local President Marcene Sutton.

Tense contact talks have been punctuated by management demanding concessions on many key issues.

"Negotiations have been extremely tense since the beginning.

"We are fighting for a fair contract. We are hard working people and we deserve to be acknowledged. It is truly shameful the way management is treating us," Sutton said.

— Sheryl Jenks



U.S. Senate candidate Hillary Clinton meets CSEA members at Long Beach Medical Center during a recent rally for medical center workers fighting to get their first contract. Clinton supports the workers in their fight.

Five counties in pilot project

Personal legal services for CSEA members

Union members in Nassau County and five counties in CSEA's Western Region may participate in a pilot program which offers inexpensive personal legal services to them and their families.

The CSEA Legal Services Plan (LSP) is designed to "give our members meaningful personal legal services at minimal cost" and to ensure "our members are in the hands of caring and competent attorneys," CSEA President Danny Donohue said.

The LSP will be available initially in Nassau, Erie, Niagara, Orleans, Monroe and Chautauqua counties.

As the program develops, it is expected to be offered to CSEA members statewide within a year.

CSEA members and retirees may enroll in the program, which has an annual fee.

The program will cover a member's spouse and/or dependents under the age

of 18. The CSEA LSP has four enrollment choices: charter, superior, extra and advantage. For an annual fee ranging from \$100 to \$260, plan members will be able to choose two, three, four or five services at no additional cost.

These basic services include: simple will or amendment to existing will; power of attorney; health care proxy; document review; one in-person or telephone consultation.

In addition to the basic services, LSP attorneys will provide other legal services at reduced rates which will be published ahead of time and available to members to review before retaining the plan attorney.

Plan legal services will include matters involving: uncontested estate administration/will probate; personal injury; real estate/landlord tenant; criminal charges; vehicle/traffic charges; family court situations such as

adoptions, name changes, guardianships, neglect/abuse, child support, PINS/JD, custody/visitation; divorce; pre-nuptials and personal bankruptcy.

Monitored by CSEA

The program will be overseen by the CSEA Legal Department.

Members in the pilot counties will be receiving individual mailings shortly, with details of the LSP and information about enrolling and contacting the plan's attorneys.

"We are excited and pleased to be able finally to address a growing membership need for access to quality attorneys for non-employment matters at affordable rates," Donohue said.

"I am thankful that the officers and board members of this great union are willing to reach out into our members lives in this meaningful way," he added.

Dental benefits improve for state workers Oct. 1

More than 77,000 CSEA members who work for state government will have better dental benefits as a result of the new state employee contract.

The improvements, effective Oct. 1, are available to CSEA state government workers in the Administrative Services Unit (ASU), Institutional Services Unit (ISU), Operational Services Unit (OSU) and the Division of Military and Naval Affairs (DMNA).

The benefits include:

- An increase in the annual maximum from \$1,800 to \$2,200 and the orthodontic maximum of \$1,650 to \$1,830;

- Improved fees for selected diagnostic, preventative, restorative, oral surgery and prosthodontic services;

- The addition of retrograde fillings and surgical exposure for orthodontics to the list of covered services. The plan will now allow composite/resin and ceramic/porcelain for inlays;

- Under orthodontics, fee increase for diagnostic survey and initial appliance as well as the monthly active treatment.

All state employees will receive a letter outlining the program improvements and new plan booklets will be available.

The updated Summary Plan Descriptions will also include information regarding the new New York State Health Insurance Program (NYSHIP) prescription co-pay reimbursement plan.

Seven great reasons to be a CSEA retiree

CSEA members can continue to reap the many benefits of union membership once they retire if they become a CSEA/AFSCME retiree. Members of the CSEA retirees are entitled to:

1. Legislative and political action programs designed to enhance and protect retiree pension and health benefits;
2. Members are assigned to one of the 22 CSEA retiree locals spread across the state. These locals, including one in Florida, are good way to maintain ties with former co-workers and stay up-to-date on retirement issues;
3. CSEA retiree members receive three publications; CSEA Retiree Newsletter, AFSCME Prime Time and AFSCME Public Employee;
4. CSEA retiree members are able to continue their JLT insurances;
5. CSEA retirees can continue their subscription to the CSEA *Work Force* monthly newspaper for \$5 a year;
6. Dental and vision care programs and the members-only benefits that can help you and your family save money on products and services;
7. CSEA retiree dues are \$12 a year.

To continue your membership as a CSEA retiree, contact your Local president or the CSEA Member Benefits Department for a retiree membership application at 800-342-4146, ext. 1359.

Independent Health to leave the Hudson Valley in February 2001

CSEA members in the Hudson Valley who subscribe to Independent Health must select a new health plan during the 2000 health insurance option transfer period usually held in November.

Because of competition in the area, Independent Health will close its Hudson Valley office and will discontinue HMO coverage in the region.

Meanwhile, CSEA state enrollees and their families should

continue to seek care from their current providers as Independent Health has assured the union it will continue to serve all current enrollees and meet all financial obligations.

Members who have questions or comments should call the health benefit administrator in the agency's personnel office or call Independent Health at 1-800-486-5840.

CSEA

JOINT COMMITTEE ON

Health Benefits

NYSHIP enrollees save money with Health Care Spending Account

The Health Care Spending Account (HCSA) is a new state employee benefit that allows CSEA members to save money by paying out-of-pocket health care costs with tax-free dollars.

An Oct. 16 to Nov. 17 open enrollment period for this voluntary program is scheduled. The plan year runs from Jan. 1 to Dec. 31, 2001.

CSEA state employees who enroll in this flexible spending account program may contribute any amount from \$150 to \$3,000 annually in pre-tax dollars to pay for medically necessary health-related expenses that are not reimbursed by insurance.

Dental and vision expenses are also included.

Not all health care expenses can be paid from the HCSA. The Internal Revenue Service defines an eligible expense as one that is for the prevention or treatment of a physical or mental defect or illness.

Certain limitations

Cosmetic procedures, fees for health clubs, dance lessons, exercise equipment and other services that contribute to general health cannot be reimbursed from the account.

In addition, an expense cannot be reimbursed unless the health care service has been provided to members or their eligible dependents during the calendar year for which members have enrolled.

The key is to carefully estimate out-of-pocket expenses for the upcoming calendar year.

The estimate should include:

co-payments for prescriptions, office visits and laboratory costs, deductibles, out-of-pocket fees paid to non-participating providers and any dental and vision expenses which exceed the coverage provisions.

Once the contribution amount is decided, members fill out the HCSA enrollment form and submit it to their health benefit administrator by Nov. 17.

A member's annual contribution will be deducted from his or her paycheck during the calendar year, beginning with the second paycheck in January.

However, members who experience certain changes in their lifestyle (such as marriage, divorce or the birth of a child) may be able to change their contribution amount.

Use it or lose it

Members who overestimate their yearly costs or do not submit requests for reimbursement will lose the money remaining in the account at the end of the calendar year, according to IRS rules.

Enrollees will have an extra three months after the calendar year ends to file claims, but they must be for services that were received during the calendar year.

For more information about the HCSA program or an enrollment kit, call the plan administrator at 1-800-358-7202.

Health benefit administrators, usually located in personnel offices, can also answer questions.

CSEA members give reasons to vote for Gore



"Prescription drug costs for seniors are important to me because of my parents. We will all reach that point someday. I support Al Gore because I truly believe he is going to do something about rising drug costs for seniors. I have faith in Gore. I do not have faith in George Bush Jr. His words are hollow."

— Roslie Tallman, member of the CSEA Central Region political action committee



"I support Al Gore because of his belief in organized labor. George Bush Jr. is not even concerned, as evidenced by his poor history in Texas. Gore believes so strongly in the power of organized labor and what we can do — that has made an impression on me."

— Micki Thoms, chair of the CSEA Southern Region political action committee

She went one-on-one in interview with Gore

CSEA member Kim Kaylor, who works at the Albany County Department of Social Services, interviewed Vice President Al Gore earlier this year about his position on issues important to working families.

Kaylor explained why she supports Gore for president.

"Having had the opportunity to participate in an interview with Vice President Al Gore, it was apparent to me that he sincerely recognizes the importance of organized labor in the work force of our country.

"I believe that over the years he has shown an honest commitment toward the people of the United States regarding issues that could affect any one of us or our families.

"Al Gore continues to look toward the future with his ideas and he values the concerns of the American people."



Kaylor

THE REAL ISSUE IS:

Who cares about working families?

ECONOMIC SECURITY

Al Gore has a 10-year federal budget plan that would eliminate national debt by 2013 — without tapping Social Security. Gore would also establish the "Retirement Savings Plus," tax-free savings accounts with a government match that would allow individuals to save up to \$200,000.

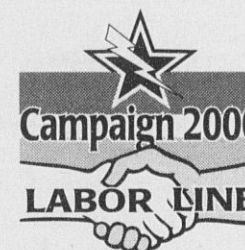
MEDICARE

Al Gore proposes keeping Medicare funds secure to ensure that any surplus only be used toward the national debt or to strengthen Medicare. His budget plan would maintain Medicare's solvency, and would add a prescription drug benefit.

UNION ORGANIZING

Al Gore openly supports the rights and freedoms for American workers to organize their workplaces and share in the benefits of union membership. He also opposes the privatization of government services.

More coverage of CSEA's political action mobilization on Pages 10 and 11.



George Bush supports a trillion-dollar tax cut for the wealthy that will take away money needed to save Social Security.

George Bush's tax cut leaves no money to shore up the Medicare system. Bush also supports a plan that would cut Medicare by \$350 billion and end the federal guarantee of funding for Medicare benefits.

George Bush opposes the concept of organized labor, and as governor of Texas, has tried time and again to privatize public services, including social services.

3Ms: Membership, mobilization, momentum key in political action

The union's momentum which turned the tide in state contract talks has been rerouted to the political arena, where membership involvement is again the key to success.

CSEA Executive Vice President Mary Sullivan, the spark plug for the union's successful state contract fight, has

refocused the members' energy, enthusiasm and interest to the upcoming election.

"We capitalized on the solidarity the state contract battle had on all of our members, and now they are primed to work hard to elect CSEA's endorsed candidates," Sullivan said.

"CSEA members across the state are making a huge difference in the Clinton and Gore campaigns. Their energy and enthusiasm are the most valuable resources in this hotly contested election," she added.

Enroll between Oct. 16 and Nov. 17

Special account cuts child care, elder care costs

CSEA state members who use a special money-saving program to pay for child care or adult care programs can save hundreds of dollars starting next year.

CSEA negotiated this program and union members are encouraged to enroll in the Dependent Care Advantage Account (DCAA) from Oct. 16 to Nov. 17 so they can set aside pre-tax salary to pay for eligible child care, elder care or disabled dependent care expenses.

Starting in January, the state will contribute between \$200 and \$400 annually toward employees' DCAA accounts. The contribution totals will be based on employee incomes, with employees earning less than \$35,000 a year receiving the maximum amount.

This program works

"It's made my life a little easier," said CSEA member Lori Salvoni, a 13-year dental assistant at Bernard Fineson Developmental Services in New York City who uses the account to pay for child care for her 2-year-old daughter.

"If I didn't have this money, I would be struggling," she said.

Christopher Spenser of Albany can identify with Salvoni's situation.

A state Department of Transportation employee and single parent, Spenser pays \$100 each week for his 3-year-old son's care.

"It helps me balance my budget," he said. "It's really hard, so the money really helps," Salvoni said.

Spenser urged other CSEA members to take advantage of the DCAA program.

What's covered, what's not

The program, sponsored by the New York State Family Benefits Committee, helps CSEA members cover costs for items such as child care centers, adult day care, home aides and babysitters.

Not covered under the program are costs for items such as supplies, transportation and tuition for education, including kindergarten.

Few CSEA members use the program, and union leaders are encouraging all members to participate.

Members can set aside as much as \$5,000 annually for dependent care. Money is deducted from employees' paychecks.

Because the DCAA funds come from pre-tax salaries, members are not taxed on the amount they set aside for the program, increasing their spendable income and putting more money in their pockets.

JAIL MERGER — A plan to merge county jail facilities will be on the ballot this fall after the Erie County Legislature unanimously approved the measure with extra language to reassure employees that current union representation will remain unchanged. Employees at the holding center are represented by the Teamsters, while CSEA members, and some AFSCME members, work at the county jail. An eight-month study said the move, which would put both facilities under the sheriff's authority, would save up to \$500,000 a year immediately, and reduce costs by about \$3.2 million each year when fully implemented ... **NEW CONTRACT** — A first-time contract has been reached covering 52 social service workers at Family and Children's Services of Niagara, Inc. The pact runs from Sept. 1, 2000 to Dec. 31, 2002. Contract ratification followed seven weeks of intense negotiations and consistent communication with the membership ... **YER OUT!** — Nassau County Executive Thomas Gulotta has removed Eric Rosenblum as chair of the board of the Nassau County Medical Center. Rosenblum has been the center of controversy recently following public allegations he sexually harassed a number of medical center employees, several of whom are CSEA members ... **KEEPING UP THE PRESSURE** — The city of White Plains Unit, with members of the Central Labor Council, Police Benevolent Association and

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CSEA Today

265,000 MEMBERS STRONG!

other unions, picketed White Plains City Hall recently to protest stalled contract talks.

The labor council has urged the mayor to settle the ongoing contract dispute.

Employees are now in their third year without a contract...**CRASHES KILL, INJURE** — One CSEA member was killed and another seriously injured in separate traffic accidents during their work day. Janet Balcom, a 35-year-old health aide for Oswego County, was struck and killed in a late August car crash while she was traveling to visit a patient. Balcom, an eight-year county employee, was driving a county car when another car ran a stop sign and hit her in the Town of Richland, Oswego County. She is survived by her husband, Charles, and two children. On Long Island, CSEA member and state Department of Transportation worker Juan Ferreiro remains hospitalized after he was struck by a car while working on the Northern State Parkway. A car involved in an accident veered into the median, striking Ferreiro, who suffered broken legs, hand, collarbone, and internal and spinal injuries...**PEOPLE PERSON OF THE MONTH** — The PEOPLE recruiter for August is Pat Metzger of CSEA's Metropolitan Region, who recruited 22 new PEOPLE members. PEOPLE is AFSCME's political action program aimed at getting friends of working families elected to Congress.



CSEA state Department of Transportation member Christopher Spenser and his son, Zachary, at the Albany state office campus' day care center. The new Dependent Care Advantage Account allows Spenser to put aside pre-tax dollars to help pay for his son's care.

Telling the public: Inadequate staffing hurts patient care in county facilities

KINGSTON—Managers brought Marlene Shaver up on charges for talking to a reporter after reports about increasing problems in the Ulster County Infirmary.

Fifty miles away in Easton, the Commissioner of the Orange County Infirmary accused CSEA members of sending patients to the county infirmary to alter the priorities of a care complicated which has neither stepped up or the facility.

Inadequate staffing, maintenance over creating over patients at once and a of patients at a time, as get them ready for a for are some of the problem, providers who work in both facilities.



Missionary work: Africa beckons CSEA activist

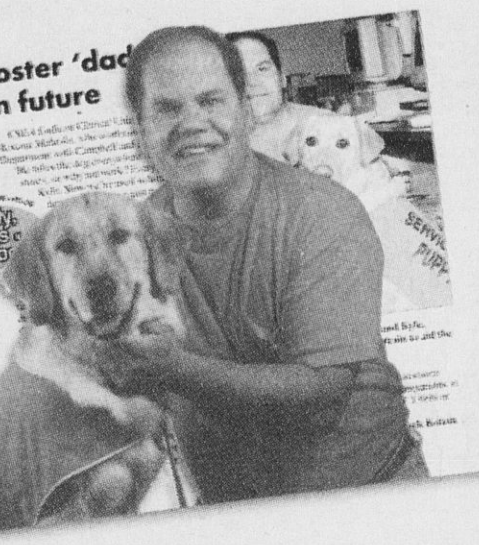


CSEA is working to get the state's...
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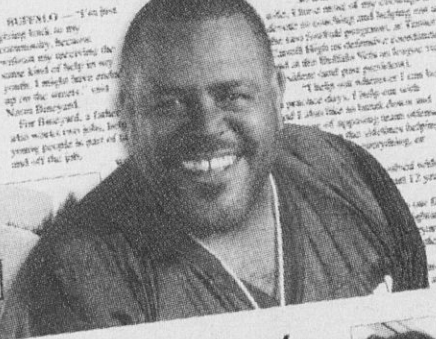


Companion for foster 'dad' has noble duty in future

CSEA...
 The...
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On and off the job, volunteer tackles important jobs with gusto



Hannibal bus driver's charges succeed in reading challenge

HANNIBAL — Like many bus drivers, Kelly Wells wanted to build a better relationship with the children in the transports, but she first had to turn down the volume.

"When I first started in September, I wasn't sure it was for me," Wells said.

"It was very hard. I couldn't deal with it safely. Any attention that brings your eyes from the road is a safety problem. If I'm watching from in the mirror, I'm not watching the road," the new driver said.

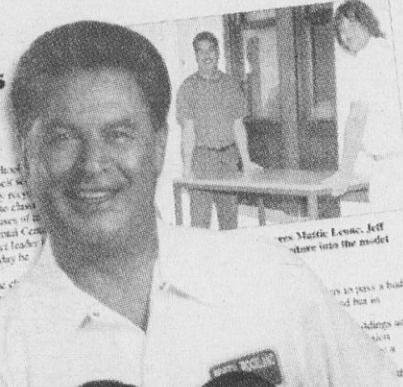
Frustrated about the distracting noise and behavior problems on her 30-mile, hour-long route, Wells kissed the back at the elementary students.

"I told them 'let's just read a book'



From bureaucrats to books: Custodial staff turns state space into classrooms

RAMAPO — CSEA members in the North Rockland School District are helping convert a space they've been occupying and have their way to be...
 The challenge was here, and CSEA...
 Custodian Mattie Loner, "It goes to show what everybody steps in...
 Indeed, everyone joined the effort...
 North Rockland School District Superintendent...
 he could count on the CSEA members of the buildings' staff, classrooms and...
 "I told the guys to let the custodian take a sleepover. They took the...
 North Rockland School



Who are these people?

Part of New York's leading union – 265,000 members united to get essential work done right.

On the job and off the job, members of the CSEA Work Force are a vital part of every school district, town, city and county in New York State. On the job we provide the vital services you depend on. The services that keep every man, woman and child safe, secure and healthy.

Off the job, we don't turn off our concern – we keep on helping to make New York a better place to live.

Every day of every year, in every kind of job, in every part of the state, the CSEA Work Force is getting the job done, and doing the job right.

CSEA- That's Me!

