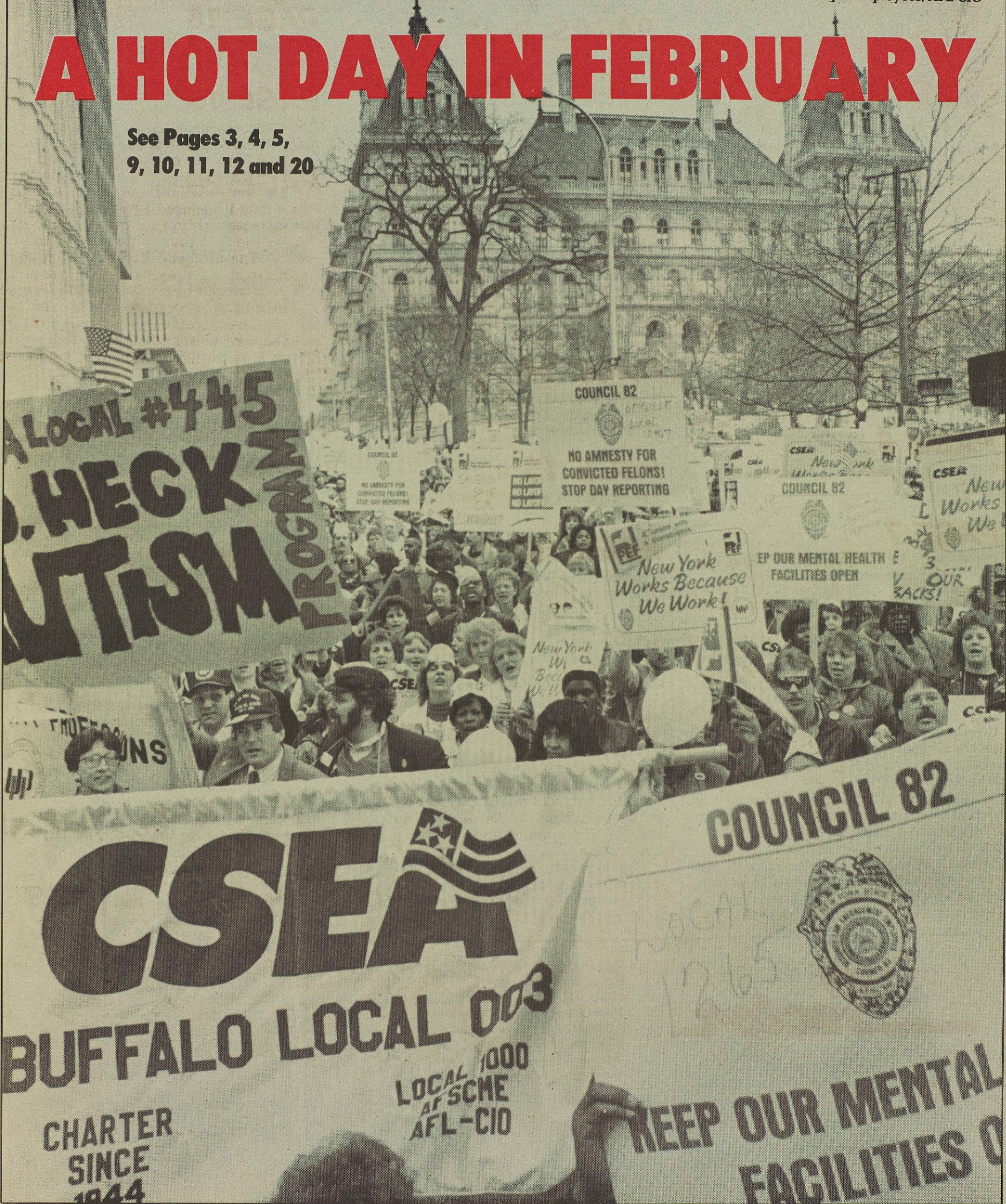


## A HOT DAY IN FEBRUARY

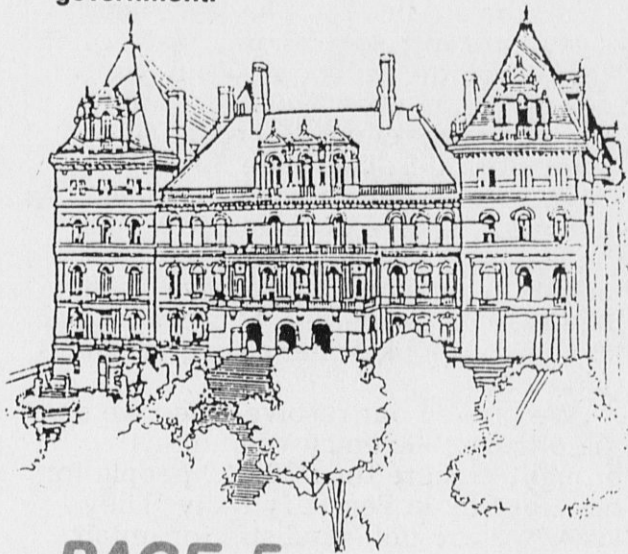
See Pages 3, 4, 5,  
9, 10, 11, 12 and 20



# INSIDE NEWS YOU CAN USE

## PAGES 3-4

Gov. Cuomo's proposed state budget is wreaking havoc at all levels of government.



## PAGE 5

CSEA is pushing for wide range of legislation to protect members' rights, health and safety and interests. And a bill to help those facing layoffs is already moving through the state legislature.

## PAGE 6

CSEA battling for the very survival of the OMH system.

## PAGE 7

Members are blowing whistle on abuse, mismanagement and waste in government.

## PAGE 8

Important information on nomination and election of CSEA statewide officers.

## PAGES 9-12

A souvenir section dedicated to the spirit of CSEA members who helped make Feb. 5 a proud day for unions.

## PAGE 13

CSEA continues to successfully fight for the rights of its members.



## PAGE 14

If you qualify be sure to file for your Earned Income Credit with your federal income tax return.

## PAGE 15

NRx — it's just what the doctor ordered for EBF members.

## PAGE 16

CSEA member practices safety first when it comes to school buses.

## PAGE 17

How you can help Travis Luria walk.

## PAGE 18

Thinking of retiring? Think about long-term care insurance.

## PAGE 19

CSEA ASU members have a choice of many CSEAP courses to choose from.

## PAGE 20

Feb. 5 rally a reminder that "the union makes us strong!"

## Stress management workshop scheduled in CSEA Region I

The CSEA Region I Women's Committee has scheduled a stress management workshop for Saturday, March 9, at the Phelps Lane "Annex" of Babylon Town Hall, Cafeteria Room.

Registration for the seminar, entitled "Managing Stress Through a Lifetime of Wellness," will be from 9 to 9:30 a.m. The program, which is being presented by Dr. Ray Shelton, PhD., counselor of Personal Growth Counseling Inc. will run from 9:30 a.m. to 1 p.m.

CSEA Region I President Gloria Moran welcomes all CSEA members to attend. Call the CSEA Region I office regarding the number of seats you would like to reserve by Friday, Feb. 22. The program is free.

## How to request political, ideological rebate on dues

CSEA members who object to the appropriation of a portion of their dues for political or ideological purposes unrelated to collective bargaining can obtain a rebate. The CSEA political rebate amounts to 3 percent of the dues collected in 1990.

The union's procedures call for individual rebate requests to be submitted in writing by certified or registered mail addressed to CSEA's statewide treasurer. Rebate requests will be accepted during the month of March.

Individual requests must be submitted. Lists of members are not acceptable.

Each request for reimbursement must include the individual's Social Security number.

AFSCME's Constitution also includes a rebate procedure. The International secretary-treasurer calculates the per capita payment equivalent that had been used for partisan political or ideological purposes during the fiscal year and rebates that amount upon proper application.

Members who object to AFSCME expending a portion of their dues for partisan political or ideological purposes must request a rebate individually in

writing between April 1 and April 16. The request must contain the member's name, Social Security number, home address, AFSCME local and council number. This information must be typed or legibly printed.

The individual request must be signed by the member and sent by the individual member to the International secretary-treasurer at AFSCME International Headquarters, 1625 L St., N.W., Washington, DC 20036, by registered or certified mail. Requests must be renewed in writing every year the member wishes a rebate.

## THE PUBLIC Sector

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

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The Public Sector (445010) is published every other Monday by The Civil Service Employees Association, 143 Washington Avenue, Albany, New York 12210. Publication Office: 143 Washington Avenue, Albany, New York 12210. Second Class Postage paid at Post Office, Albany, New York.

Address changes should be sent to: Civil Service Employees Association, Attn: Membership Department, 143 Washington Avenue, Albany, New York 12210.

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# Budget plan 'devastating'

ALBANY — Gov. Cuomo's proposed budget will devastate state and local government services, put thousands out of work and continue the downward economic spiral that is bleeding the state dry.

"This budget proposal is one way to sink the ship of state," said CSEA President Joe McDermott. "It will throw more people out of work, put them on the unemployment roles and cut vital services that keep afloat those most vulnerable in our society."

The Governor proposes to fill the state's \$6 billion deficit by cutting \$4.5 billion from the budget and adding

another \$1.5 billion in revenue raisers, much of it through regressive taxes.

That translates to \$3.3 billion in cuts to local governments, \$890 million in cuts to school districts (see page 5) 7,775 state employee layoffs out of 17,750 job cuts, closure of Gowanda Psychiatric Center and Binghamton Children's Psychiatric Center, closure of several Division for Youth facilities, \$900 million in short-term debt, a 10-cent tax on gasoline, \$300 million in one-shot revenues and SUNY tuition increases.

"The thinking that produced this budget proposal frightens me," McDermott said. "This has nothing to do with planning policy and services. It has

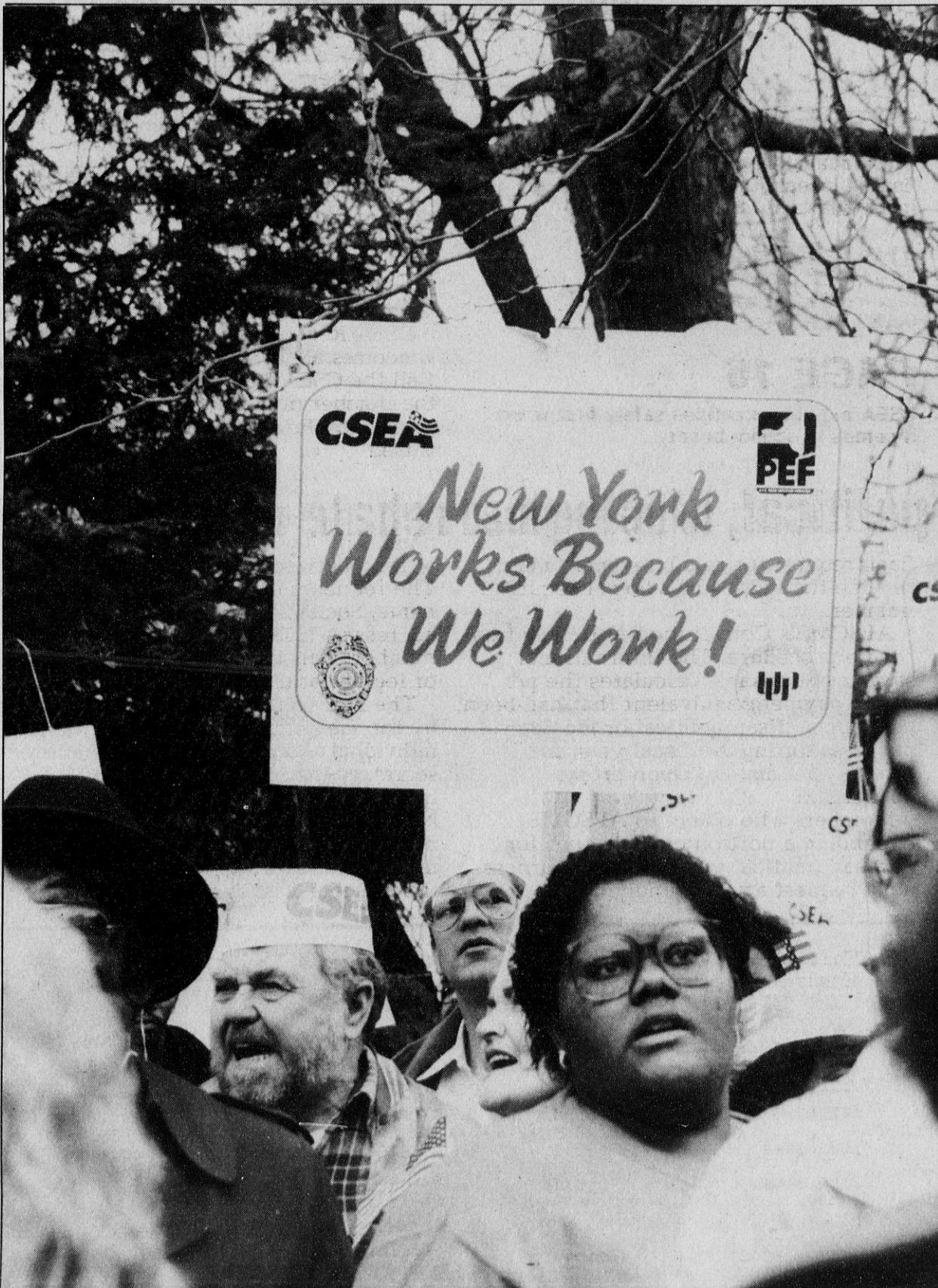
nothing to do with how best to serve the state and its residents."

CSEA maintains that the state must restructure the personal income tax and close corporate tax loopholes to restore fairness to the tax system and build appropriate revenues to fund public policy priorities. (See page 5.)

"The wealthy have gotten a break, big corporations have avoided taxes, and the people in the middle and at the low end of the economic scale have been paying for those perks," McDermott said. "It's time to look at increasing revenues fairly."

"We proved our resolve when we and the other public employee unions brought in more than 20,000 people for our Hot Day in February Rally. They know we will not stand still for unfair treatment in the budget process," he said.

"This fight is just beginning."



## Layoffs by agency

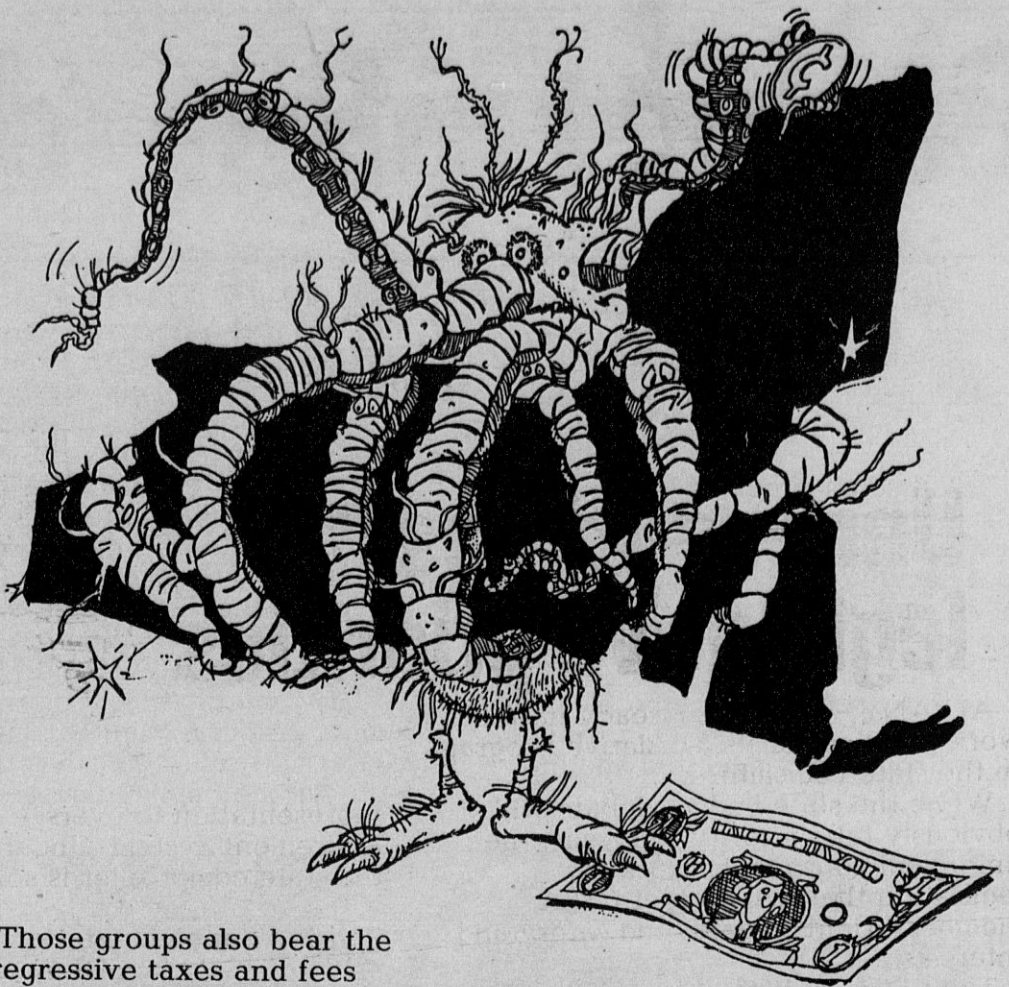
The state has released estimates of the number of layoffs that will hit various agencies under Gov. Cuomo's plan to lay off 7,384 state employees. That number includes those laid off since December.

However, the plan also includes more than 4,124 jobs lost through attrition and 1,474 vacancies through early retirement. If the state doesn't see that kind of attrition and retirement, the layoffs numbers could be higher.

AGENCY	LAYOFFS
Alcoholic Beverage control Board	155
Agriculture and Markets	28
Audit and Control	128
Corrections	1,257
Criminal Justice Services	113
Education	48
Environmental Conservation	27
Equalization and Assessment	44
Office of General Services	170
Health	62
Labor	32
Medicaid Fraud	58
Law	147
DMNA	38
OMH	2,855
OMRDD	489
Alcoholism	32
Division of Substance Abuse Services	28
Division of Motor Vehicles	50
Parole	210
Social Services	100
Department of State	40
SUNY	90
Tax and Finance	20
Transportation	260
Division for Youth	411

***At legislative hearing***

# CSEA tells it the way it is



ALBANY — "Devastating, draconian and catastrophic are a few of the words used to describe the executive budget. We at CSEA would prefer to view this budget as culmination of a series of budget decisions emanating from poor public policy choices."

That's how CSEA Director of Legislative and Political Action Larry Scanlon summarized CSEA's objections to Gov. Cuomo's budget proposal in recent testimony before the joint fiscal committees of the state Legislature.

Those poor policy decisions include the ill-advised tax cuts initiated in 1987, the continued existence of corporate tax loopholes, reliance on one-shot revenue gimmicks and raids on the public employee pension fund.

The tax cuts, which drained the state of billions of dollars in needed revenue, primarily benefitted the wealthy while penalizing the working poor and the

middle class. Those groups also bear the brunt of the regressive taxes and fees the state has instituted to make up for revenues lost in the tax cut.

Meanwhile, corporations have watched their profits rise and their taxes fall, Scanlon said. And the so-called answer, an across-the-board surcharge, was no answer at all.

"Instead of examining the corporate tax policies regarding loopholes, investment tax credits and income sheltering, we imposed an across-the-board surcharge that hit small businesses more heavily than big business," he said. "We clearly need a corporate tax disclosure law to see who is paying taxes, whether the payments are fair and whether tax incentives are truly serving their intended purpose of spurring economic development."

Testimony by Michael Martin, director of the Fiscal Policy Institute (FPI) further supported CSEA's contention that the state's tax structure must be changed.

"The current budget deficit cannot be eliminated simply by enacting spending cuts. Equitable and progressive tax changes must be the central part of the budget balancing process," Martin told the committees. "The Governor has asked us all to share in the pain of closing New York's budget gap. The poor, the working poor and middle-income taxpayers have already contributed. But it is the tax cuts for the wealthy and corporations that caused this deficit and these groups have not paid their fair share to solve the problem."

## Local governments face budget pain

ALBANY — Local governments in New York state face \$3.3 billion cuts in state aid and increasing responsibilities for programs the state once financed alone under Gov. Cuomo's proposed 1991-92 budget.

"This budget proposal is devastating first on services and second on tax payers who will have to foot the bill for local services, including those mandated by the state, through regressive property taxes," said CSEA President Joe McDermott.

"The state is pulling a Reagan-like move, shifting costs from its own coffers to those of local governments," he added. "The Governor should be looking at the already existing inequities in the state's tax structure instead of making the system even more unfair." (See story above.)

CSEA represents thousands of workers employed by local governments and school districts across the state. These public

employees face as many problems as state employees.

CSEA maintains that the state must restructure the personal income tax and the corporate tax structure so that the wealthy and corporations pay their fair share of taxes. Corporations and those making more than \$200,000 a year have reaped benefits from the tax cuts initiated in 1987. Meanwhile, the state is facing a \$6 billion deficit, the third consecutive annual deficit in as many years.

As local governments and school districts struggle to meet increasing costs and responsibilities, decreasing aid and an overloaded tax base, they will have to turn to service cuts and layoffs. And that means everyone suffers.

"Nobody wins when local governments and school districts raise property taxes, and everybody loses when road maintenance, waste management and other vital services are cut," McDermott said. "We're

going to fight for aid restoration and mandate reduction to help local governments, our members and the citizens of New York. We need tax fairness, not a tax shift."

Below is a summary of some of the major local government aid and school aid cuts.

**School aid reduction: \$891 million, including new aid formula which will reduce aid more to some school districts.**

**Revenue sharing reduction: by about 50 percent, or \$400 million, including cutting all aid to towns and villages except in special circumstances.**

**Consolidated Highway Improvement Program: \$126 million, or about 50 percent.**

**Department of Social Services: Administrative costs capped at 1990-91 levels.**

# CSEA's program

## Union outlines its legislative priorities

ALBANY — CSEA is already hard at work pressing for its legislative program in the state Legislature.

While the state budget debate will obviously take priority this year, the union will continue to work for legislation that will protect CSEA members' rights, health and safety and interests.

The CSEA Political Action Committee (PAC) has adopted a wide-ranging legislative program to address those concerns. Below are a few of them that, if passed, would directly affect many CSEA members at all levels of government.

"We plan to work hard and make real progress this legislative session," said Sean Egan, chair of CSEA's statewide Political Action Committee (PAC). "While the budget will be a consuming issue, we have legislative priorities which will also require our attention and effort."

### Agency Shop

This bill would make agency shop permanent and uniform for all public employees.

### Pension Board of Trustees

This bill would create a Board of Trustees with public employee

representation to oversee the Employee Retirement System. Under current law, the state comptroller is sole trustee.

### Pension Supplementation/Permanent COLA

This bill would extend current supplemental retirement benefits to former employees who retired prior to 1985, increase the percentages, increase the base pension amount and provide an annual cost-of-living adjustment to pensions.

### Health Insurance for Retirees

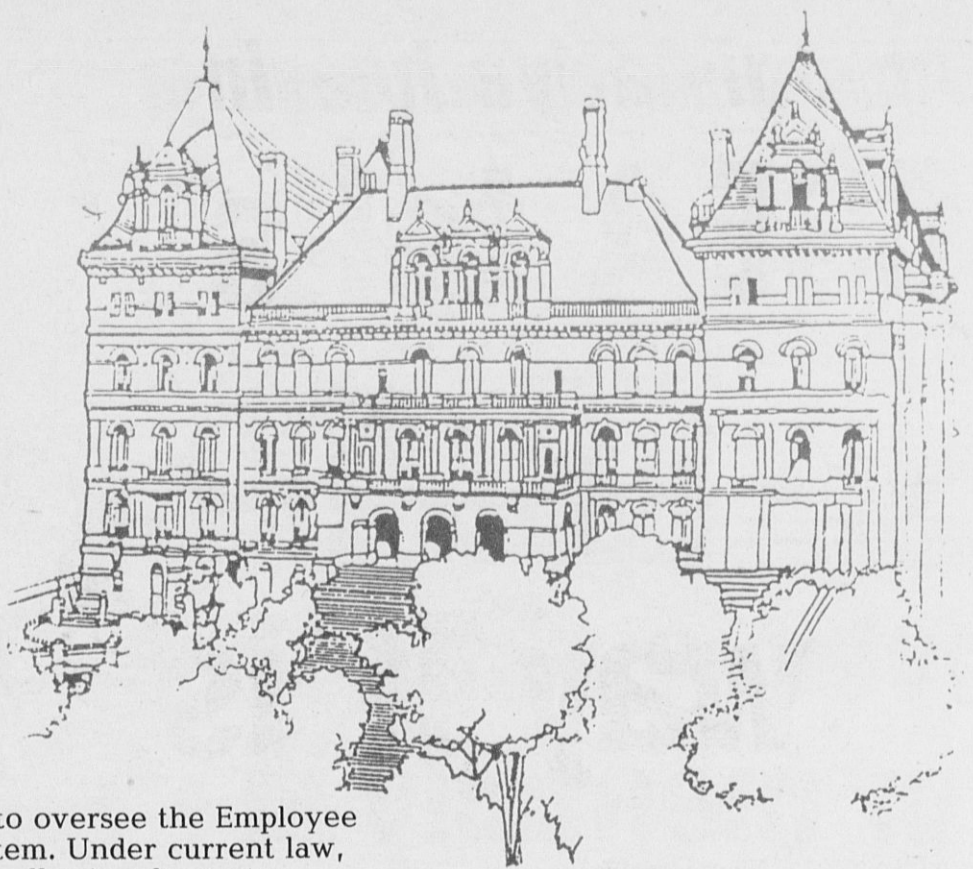
This bill would prohibit public employers from reducing retirees' health insurance benefits.

### South African Divestment

This bill would require the state to divest money from the retirement fund which is currently invested in companies doing business in or with the Republic of South Africa over three years.

### Contracting Out

This bill would limit the condition



under which governments use private contractors to perform public duties.

### Sick Leave Pool

This bill would allow the state and local governments to set up sick leave pools. Employees could voluntarily contribute accumulated sick leave to be used by employees who have exhausted their own leave accruals because of illness or personal crisis.

### Family and Medical Leave

This bill would allow family members unpaid time off with a job guarantees for specific family and medical situations which require extended time off, such as birth or the critical illness of a family member.

### Contingency Budget

This bill would allow school districts to adopt budgets without voter approval and would clarify the responsibilities of the boards of education and the voters under that circumstance.

## Bill would require layoff notice

ALBANY — A bill which could help CSEA members facing layoffs is moving through the state Legislature.

The bill would require that public employers give 60 days' notice to employees they are considering laying off and 30 days' notice before actual layoffs occur.

"This protects public employees by giving them some time to begin looking for new jobs. It's only human," said Sean Egan, chair of the CSEA statewide Political Action Committee. "Now public employees can get a pink slip the day before they have to walk out the door."

The union is supporting the bill, which could have a major effect on

Gov. Cuomo's proposed layoffs of more than 7,000 state workers.

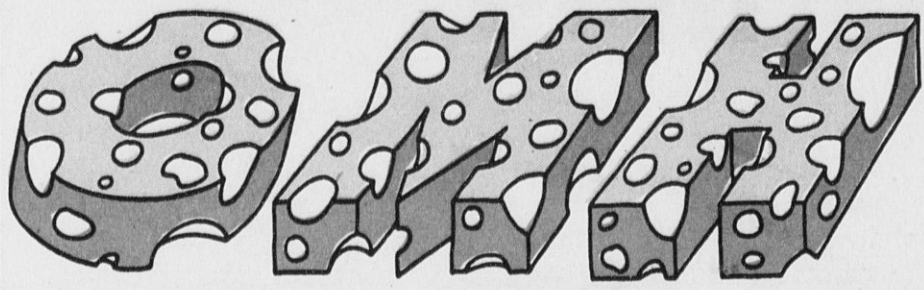
"If the Legislature passes this bill and the Governor signs it into law, public employees at all levels of government will get important protection and the respect and consideration they deserve," said Larry Scanlon, director of CSEA's Legislative and Political Action Department. "In light of the wild-eyed budget cutting going on, this bill becomes even more important to our members."

As this issue of *The Public Sector* went to press, the bill was being considered by the Assembly Ways and Means Committee and the Senate Civil Service Committee.

**"In the light of the wild-eyed budget cutting going on, this bill becomes even more important."**

**Larry Scanlon,  
CSEA Legislative and Political  
Action director**

## The systematic destruction of



# CSEA fights state over quality care for mentally ill

The fight over this year's OMH budget is a fight for the very survival of the system and CSEA is pulling out all the stops to halt the agency in its misguided tracks.

CSEA has already mounted a frontal assault on the irresponsible OMH five-year plan in which the agency plans to close psychiatric centers without developing any state-operated community residences.

But the situation is now even more urgent.

Gov. Cuomo's new budget proposal calls for drastic cuts that accelerate closings. Although Gowanda Psychiatric Center is the only one identified to close, the handwriting is on the wall for the rest of the system if the budget goes through as proposed. The Governor has proposed eliminating 4,000 OMH positions including nearly 3,000 through layoffs.

"The approach the Governor and OMH are taking is unconscionable public policy and it must be stopped," said CSEA President Joe McDermott. "They're not even trying to find a better way to provide care, they're simply shirking their responsibility to the patients, to the staff and to the taxpayers."

"You can't close psychiatric centers unless you have alternative care for the mentally ill people who need help and it's clear that OMH has no plan for alternative care," McDermott said.

OMH is already dumping patients and limiting access to psychiatric centers, yet estimates say twice as many schizophrenics and manic depressives

## OMRRD approach more responsible but CSEA taking nothing for granted in budget fight

What makes OMH deficiencies even more glaring is that its sister agency, the Office of Mental Retardation and Developmental Disabilities (OMRDD) has adopted a far more humane and responsible approach to client care.

While OMRDD is closing developmental centers, it has up to now offset the closings with a balanced network of community residences including state-run facilities. This has resulted in improved care for the clients and an ability to transition the state

may be on the streets and in homeless shelters as there are in psychiatric centers. They are relying entirely on the private sector and local governments to fill the void even though it's clear that neither has the resources nor the inclination to do so.

The accelerated closing plan does not provide immediate savings in the state's current fiscal crisis. But CSEA is concerned that the Governor will try to railroad the cutbacks through, claiming there is no alternative.

CSEA is urging its members to bombard their state legislators with the union's four-point plan to reverse current OMH policy:

- \* Put the medical experts back in charge of care, treatment and discharge of patients;
- \* Close the five bureaucrat-intensive OMH regional offices and put the savings into direct care;
- \* Treat the patients as humanely as the Office of Mental Retardation and Developmental Disabilities has done up to now; and

work force into the community settings or other state facilities.

Community residences provide cost-effective care, utilize the talent and experience of the skilled state workforce and ease the transition of the clients by providing them with familiar care-givers in their new surroundings.

Taking nothing for granted, however, CSEA is concerned about the Governor's proposed cutbacks to OMRDD and will work to ensure that the agency gets the funding it needs.

## Mental Health Cuts' Human Toll

Impact on 570 LI patients expected

### Lost Lesson of Mental Health

"Institutionalization" — removing mental patients from long state hospitals for more humane treatment in communities — has become a textbook example of failed social policy. Yet Gov. Mario Cuomo of New York and the State Legislature now behave as if it never happened. If allowed to prevail, their denial of a disastrous history will inflict new suffering on thousands of mental patients and the communities they inhabit.

### Mental Institutions May Be as Empty As They'll Ever Be

By MICHAEL WINES

It is a sad state of affairs when the state of New York is closing psychiatric hospitals and at the same time is unable to provide adequate care for the thousands of mentally ill patients who are being discharged.



### Agency Reports Little Oversight Of Adult Homes

Cites New York Failings in Eliminating Abuses

By SELWYN BAAB

New York State authorities failed for years to eliminate widespread abuses in state-run adult homes for the mentally ill. A state commission's report says that a state-run program of community care is needed to replace the state-run system.

### Underpaid workers quitting

Non-profits seek more state aid

As the mental health system faces more support agencies and case workers, the state must be able to pay them more. To save \$43 million, the state is proposing to cut the salaries of mental health workers. The state must be able to pay them more.

### State Watchdog Finds Community Services for Discharged Psychiatric Patients Inadequate

Psychiatric Patients Inadequate

State Watchdog Finds Community Services for Discharged Psychiatric Patients Inadequate

### Psychiatric Center Workers Map Strategy

Union Hopes To Keep State Facility In Gowanda Operating

By DENISE ROSE

OWANDA — Gowanda Psychiatric Center (GPC) employees are rallying forces and organizing strategies in an effort to keep the state facility in operation. CSEA and the Gowanda Psychiatric Center Association are working to keep the facility open. The union is also working to keep the facility open.

### Don't Make Mentally Ill the Butt of Budget Cuts

Yes, the state budget situation is terribly tight and austerity is in order. But so is good OMH care. The state must not cut mental health services.

Others agreed, saying their belief that the state Office of Mental Health (OMH) is only concerned with "keeping the lights on" is not the state's best interest. They want to see the state take steps to improve the quality of care for the mentally ill.

### These people are not going to go away . . .

They are on your doorstep, in your path or next to you in the subways. It's not fair to the community and not fair to them.

— Cynthia Dunne, director of the Coalition of Voluntary Mental Health Agencies

**THE HEADLINES TELL THE STORY about misguided OMH policy. Severe budget cutbacks and plans to close psychiatric centers without adequate community alternatives spell disaster for all concerned.**

## Stop OMH now

In OMH's reckless determination to run down the patient population of state psychiatric centers, the clinical care of the mentally ill is now apparently dictated by bureaucrats with calculators instead of medical experts.

That's just plain wrong. To help build its case against OMH irresponsibility, CSEA needs input from its members on the front lines. Please write to us with details about irresponsible OMH policy, such as patients who may have been inappropriately discharged, turned away from admissions or otherwise denied care and shelter.

Your information and identity will be protected.

Send the information to:  
**CSEA**  
**Office of Contract Administration**  
**OMH abuse**  
**143 Washington Avenue**  
**Albany, New York 12210**

# CSEA members help point out waste in government



While Governor Cuomo and state legislators continue to seek ways to close a projected \$6 billion budget deficit and consider the layoff of thousands of hard-working state employees, CSEA members say their approach is all wrong.

And CSEA members know first-hand the abuse, mismanagement and waste by top level administrators that cost taxpayers plenty.

CSEA members have detailed hundreds of examples ranging from small extravagances some managers allow themselves to flagrant disregard of taxpayer money.

While some of the examples may seem minor by themselves, taken together, they end up costing the state more than it can afford, particularly when the alternative is the wholesale firing of employees.

Here's a sample of some of the areas reported to CSEA:

**\* Top-heavy administration** — CSEA members offered many examples of highly-paid, top-level administrators who create an unnecessary layer of

bureaucracy and do little to improve the delivery of state services. CSEA believes these examples clearly justify the union's call to cut fat at the top; after all, it's the state's mismanagement that created the budget crisis in the first place.

**\* Contracting out** — CSEA received dozens of examples of questionable contracting out of projects and services. While most of these appeared to be within appropriate state guidelines, individuals questioned the necessity and cost, particularly during a budget crisis. It was suggested that projects ranging from road improvements to building renovation to transport of developmental center clients to use of highly-paid consultants could easily and more cost-effectively be performed by public employees.

**\* Subsidized housing for top level administrators in some agencies** — Several individuals pointed out the wasteful practice of state-provided homes for some psychiatric center and correctional facility administrators. These administrators making more than

\$80,000 a year pay minimal rent while the state pays for most of the upkeep. It was suggested that putting aside the issue of selling these homes, the state should at least collect fair market rents since the individuals who benefit can certainly afford to pay for their housing as other public employees do.

**\* Selling commissary food to prison inmates at a loss to the state** — Currently, inmates in correctional facilities are able to purchase food in the facility commissaries at cost minus 10 percent. That means the state takes a loss on what they sell. One CSEA member estimated the loss is about \$45,000 a year at just one facility. There are 60 state correctional facilities. It was suggested that the state should at least break even, if not make a profit.

While CSEA continues to review and investigate allegations it has received from its members, some practices have apparently been stopped because of the budget crisis. CSEA will pursue appropriate action on these responses.

## Employee action averts disaster

WASSAIC — On the same day that 20,000 public employees demonstrated against state budget cuts in Albany, employees of Wassaic Developmental Center demonstrated something else.

They demonstrated their dedication and ability to respond effectively in a life-threatening crisis. The employees, including numerous CSEA members safely evacuated 1,100 clients after fire swept through a network of underground tunnels.

"I can't say enough about the way people responded," said CSEA Local 426 Treasurer Alan Ackerman. "It was clear that their only concern was to get the clients out safely."

The fire began about 4:30 p.m., just as clients were eating dinner. In addition, to the staff on duty the CSEA

**Wassaic  
Developmental  
Center**

contingent returning from the Albany demonstration arrived just in time to help with the evacuation.

The clients had to spend the evening in the cold while the firefighters extinguished the fire and checked the safety of the buildings. Throughout the ordeal, the staff wrapped them in blankets for warmth and kept them calm.

When the fire fighters gave clearance to return to the buildings, the staff made sure the clients were properly fed before they were put to bed for the night. Many staff members stayed on until midnight attending to the clients' needs.

Most of the clients were able to return to their rooms that night, but about 400 had to be relocated. About 200 were temporarily housed in the facility program building while another 200 were transported to Harlem Valley Psychiatric Center.

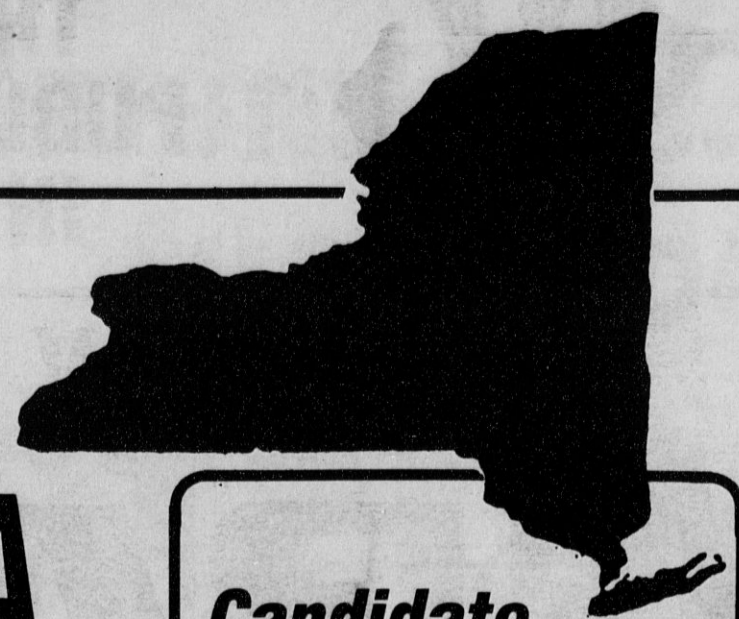
Administrators also praised the professionalism of the staff, particularly the way they handled clients and kept them comfortable and calm during the stressful event and afterward.

One pointed out that the clients are easily upset but there was little upset in this case due to the staff's care.

Another told the Poughkeepsie Journal, "Fortunately, they're all people who they know, who've been with them all along."

# NOTICE OF

## Nomination and election of CSEA statewide officers



### ***Candidate qualifications***

In order to run for office a candidate must be at least 18 years of age, have been a member in good standing of CSEA since June 1, 1990, and must have continuously paid membership dues since then. In addition, the candidate cannot be a member of a competing labor organization and must not be prohibited from holding office because of a penalty imposed by the CSEA statewide Judicial Board.

### ***Becoming a candidate by petition***

A candidate must first obtain a Nominating Petition Request Form, available beginning March 4. Request forms may be obtained from Local presidents, CSEA Region offices and CSEA Headquarters, 143 Washington Avenue, Albany, NY 12210.

A member must complete the request form before Nominating Petitions will be given out. Official petitions may be picked up in person at, or obtained by mail through, the six CSEA Region offices or CSEA Headquarters, Albany.

To qualify, a candidate must obtain the signatures of at least 1,000 CSEA members eligible to vote in the election. Signatures must be of members who are currently paying dues, who are not serving a suspension, or do not have any outstanding dues delinquent. Signatures must be on official nominating petition forms.

Petitions will be verified on a first-come, first-served basis.

The petition period extends from March 4 through April 5. Petitions must arrive at CSEA Headquarters by 5 p.m. on April 5, 1991.

The offices of CSEA statewide President, Executive Vice President, Secretary and Treasurer are up for election this year.

CSEA members will be electing candidates for three-year terms to the union's four highest elected offices. The election process begins March 4 when nominations open.

Under CSEA's open election procedures, any member in good standing can have his or her name placed on a ballot by obtaining 1,000 CSEA member signatures on official petition forms.

The election process will be overseen by the union's standing Election Committee. Balloting will be conducted by the Independent Election Corporation of America, Lake Success, N.Y.

CSEA's Board of Directors adopted the following election schedule:

- MARCH 4** Nominations open. Nominating Petition Request Forms are available from Local presidents, CSEA Region offices and CSEA Headquarters, Albany. Forms must be submitted to CSEA Region offices or CSEA Headquarters to receive official Nominating Petitions. Nominating Petitions are available from CSEA Region offices and CSEA Headquarters, Albany.
- APRIL 5** Deadline for nominating petitions to be received at CSEA Headquarters, Albany (5 p.m.)
- APRIL 16** Drawing for positions on the ballot (12 noon), CSEA Headquarters conference room, Albany. Candidates (or proxies) may attend as observers.
- APRIL 29** Campaign articles by candidates and reminder of Ballot Mailing printed in *The Public Sector*. REMARKS ARE THE PERSONAL STATEMENT OF THE CANDIDATE AND ARE NOT TO BE CONSTRUED AS REFLECTING THE OPINIONS OR BELIEFS OF THE PUBLIC SECTOR OR CSEA, INC.
- MAY 15** Ballots mailed.
- MAY 23** Replacement ballots available from the Independent Election Corporation of America if original ballot was not received.
- JUNE 5** Deadline for return of ballots (8 a.m.). Ballots will be counted and results announced.
- JUNE 15** Protest period ends (10 days after official results are announced).
- JULY 1** Election results published in *The Public Sector*.



# THOUSANDS OF PUBLIC EMPLOYEES IN A GIGANTIC

# HOT DAY IN FEBRUARY RALLY

In one of the largest demonstrations ever held in a city famous for massive protests, 20,000 public employees rallied and marched on the state Capitol and the Governor's mansion in Albany on Feb. 5.

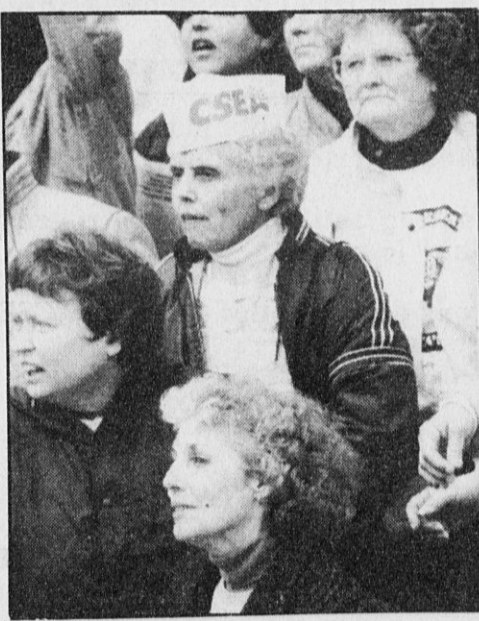
State, local government and school district employees represented by

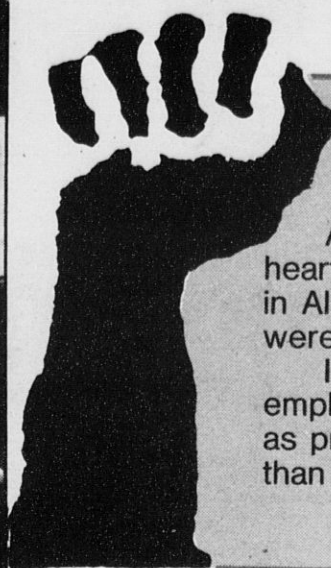
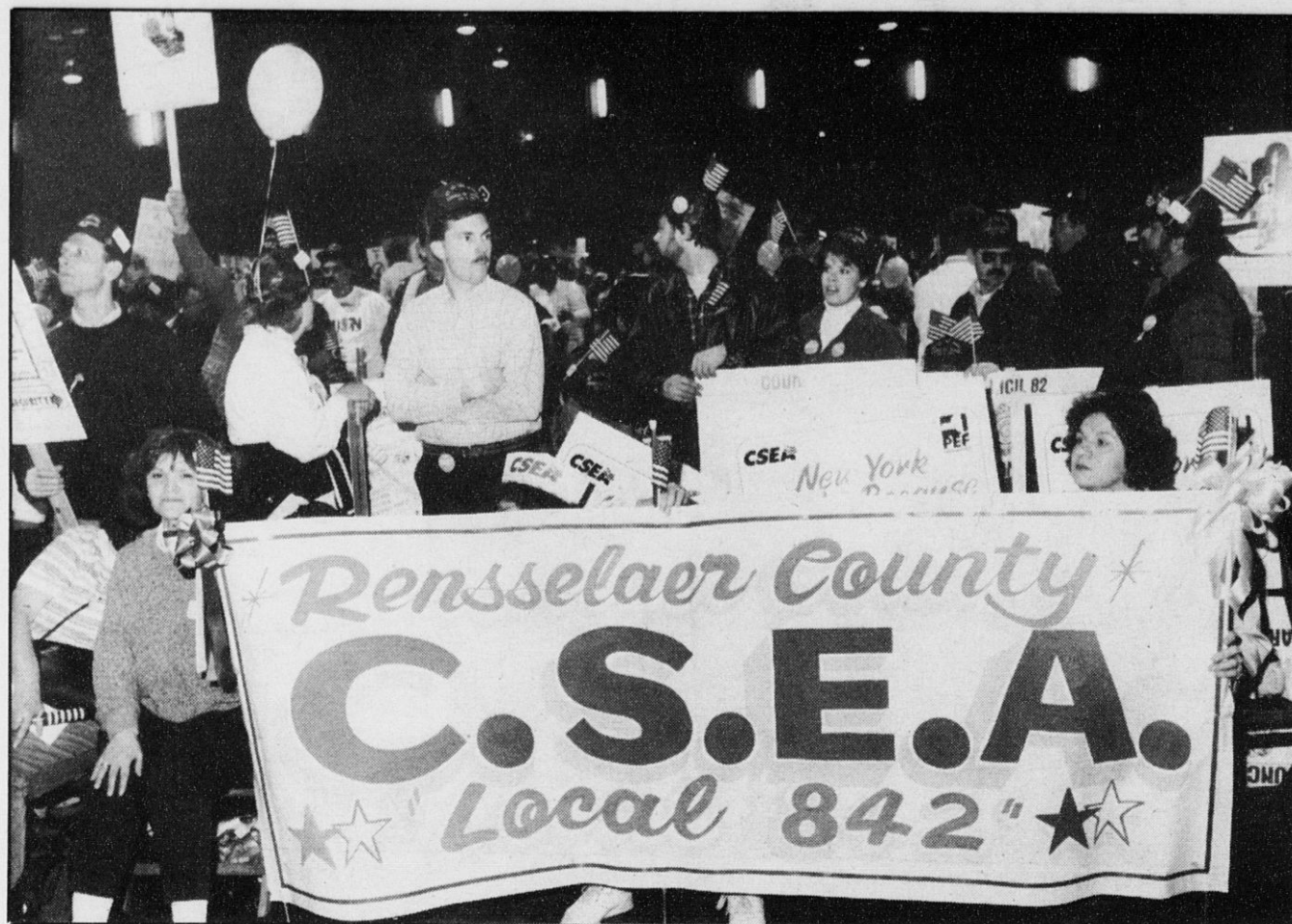
CSEA, PEF, AFSCME Council 82 and UUP turned out in force to protest Gov. Cuomo's proposed state budget that calls for massive cuts in jobs, services and aid.

"I have never felt as proud of our union and our members in my more

than 30 years as a union activist and leader," CSEA President Joe McDermott said.

This four-page section of *The Public Sector* is designed as a pull-out that can be saved as a souvenir of the "Hot Day in February Rally and March."





## Thanks! You were terrific

A sincere "Thank You!" from the bottom of my heart to the thousands of CSEA members who rallied in Albany on Feb. 5. And to the thousands more who were with us in their hearts and spirit.

It was a proud day for CSEA and for all public employee unions in New York State. I have never felt as proud of our union and our members in my more than 30 years as a union activist and leader.

—CSEA President Joe McDermott



## A long bus ride worth it to be part of the rally

By Mark M. Kotzin  
CSEA Communications Associate

They arrived in droves. More than 20,000 by all estimates. They came by car, they came by van and they came by foot, but mostly they came by the busload.

On my bus, as on many others, I suspect, the mood before the rally was much different than afterwards. Before, there was a hint of excitement in the air, that seemed tempered by talk of lag payrolls, billion-dollar deficits, and the grim prospects of job losses.

After the rally, a strong sense of relief pervaded — relief that we may have made a difference in the budget battle. Another strong feeling was one of pride: pride in joining more than 20,000 other unionists to stand and be counted as public employees who weren't going to take it anymore.

The bus I rode on was filled with county employees rather than state employees who are facing the lag payroll and layoffs. The overwhelming feeling of these Onondaga County employees was one of support, with a lot of talk about the "trickle-down effect," that what happens to the state budget and employees will happen to local government budgets and employees.

Also on the bus were some special guests, including Bob Tomkins, director of a local safety and health advocacy group, and Sam Roberts, an Onondaga County legislator and member of the United Auto Workers union.

On the way to Albany, I spoke to Legislator Roberts, a General Motors employee. I mentioned that it seemed unusual for a legislator to be attending a labor demonstration. Not so, said Roberts, who pointed out that he himself is a unionist, and said he has always been a strong supporter of labor. He said that he is against what's happening with government, from the federal level down

to the local level, and was attending the rally to help express his views.

"This will let the public know that we're not going to stand for this," he said. I asked him how he felt the state budget mess would affect his job as a legislator.

"It's already affecting us," he said. "With the cuts that have been passed down from the federal level, we've had to cut programs."

One employee who feared his job might be at risk because of his low seniority said he was attending to protect his job, as well as those of his fellow employees.

A Mechanical Equipment Operator I with the Onondaga County Highway Department was anxious to let the Governor know how he felt.

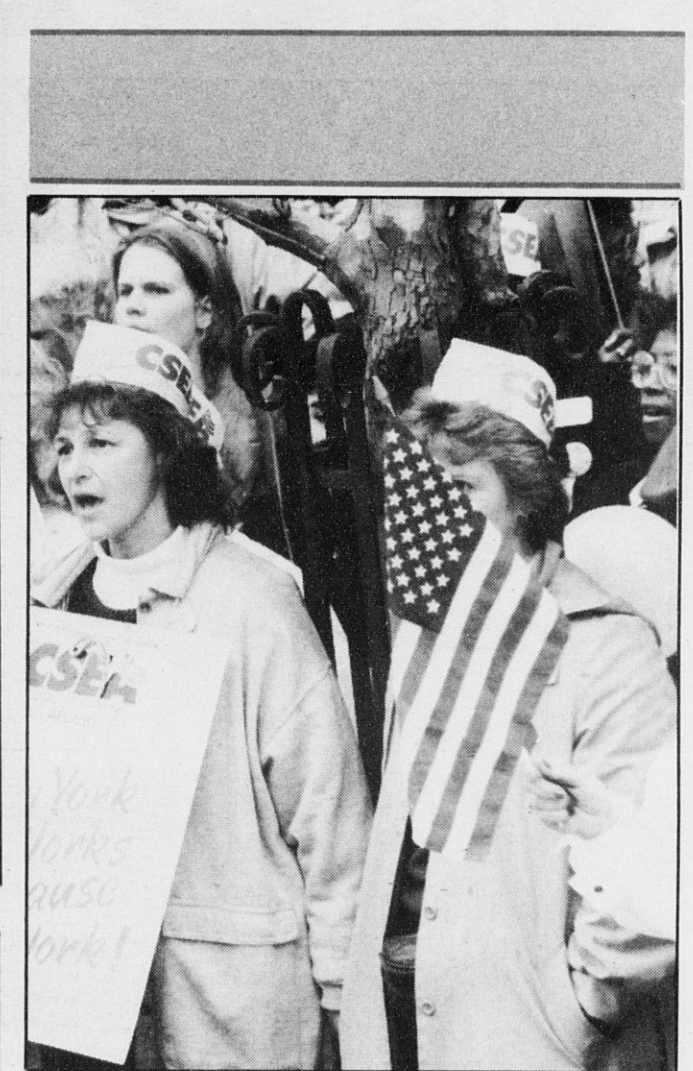
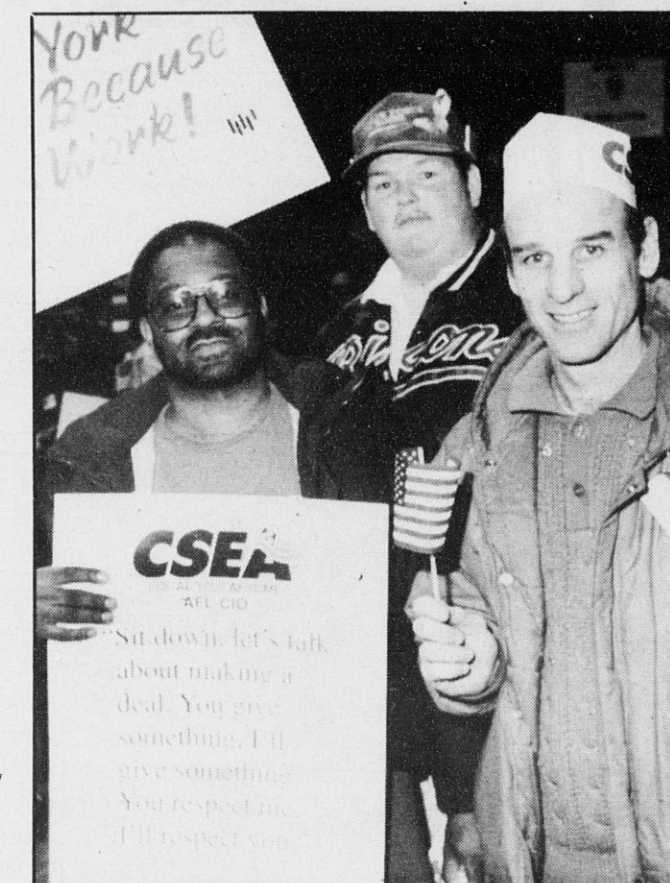
"I want to show my support and let the Governor know that he can't cut the budget on the backs of public employees," he said.

Maintenance Electrician Ron LaRose, with the county Department of Drainage and Sanitation, took a vacation day to attend. He echoed other's thoughts and said he hoped his "little part" would help.

"I'm a strong believer in the phrase 'united we stand, divided we fall,'" he said. "If we don't stand and get counted now, in the future it may be too late."

I also spoke to CSEA couple Don and Rose Zimmerman on the way to Albany. Don is a former president of the Drainage and Sanitation Unit, and Rose is a former local board member and recent retiree who belongs to Retiree Local 913. She said that the rally's message should be directed towards cuts at the legislative level and suggested that the rally would demonstrate the union's political clout.

"I think it's going to show them that we have a voice — a loud, powerful voice," she said. Don agreed, and said that they felt they needed to attend to show their support. "There's some things you



just have to do," he said.

After the rally, I spoke to two unit presidents, both on vacation leave, each of whom had a different view of the rally's success.

Drainage and Sanitation Unit President John Manley seemed pleased with the rally, but felt that the message would not be heard.

"I don't think we accomplished too much because the governor just got re-elected," he said. "He would have listened a lot harder if this had happened before his election. Now he has deaf ears."

City of Syracuse Unit President Lee

Fordock, however, seemed jubilant and exhilarated after the rally, and was elated by the turnout.

"It was fantastic! There were so many people there, I couldn't believe it," he said. "I didn't expect half the turnout. It was big and it was good."

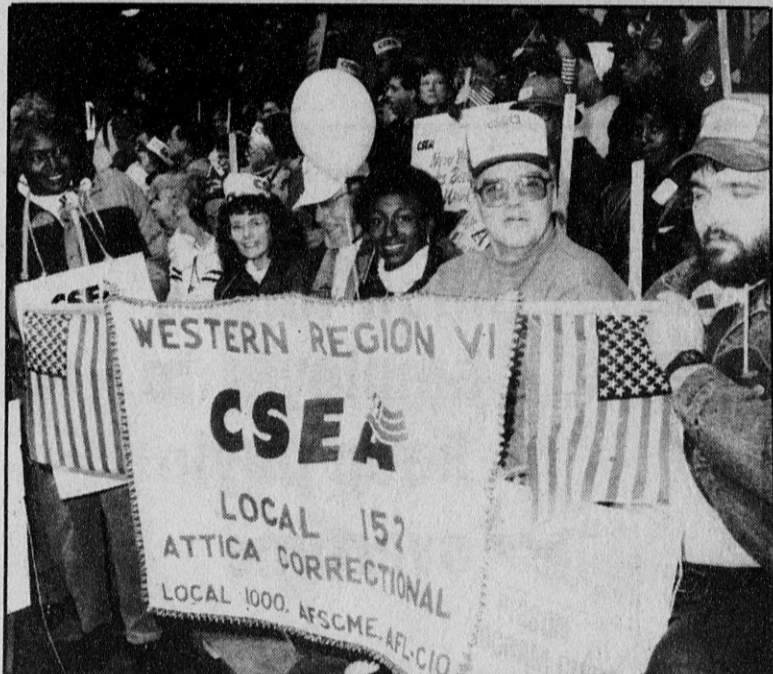
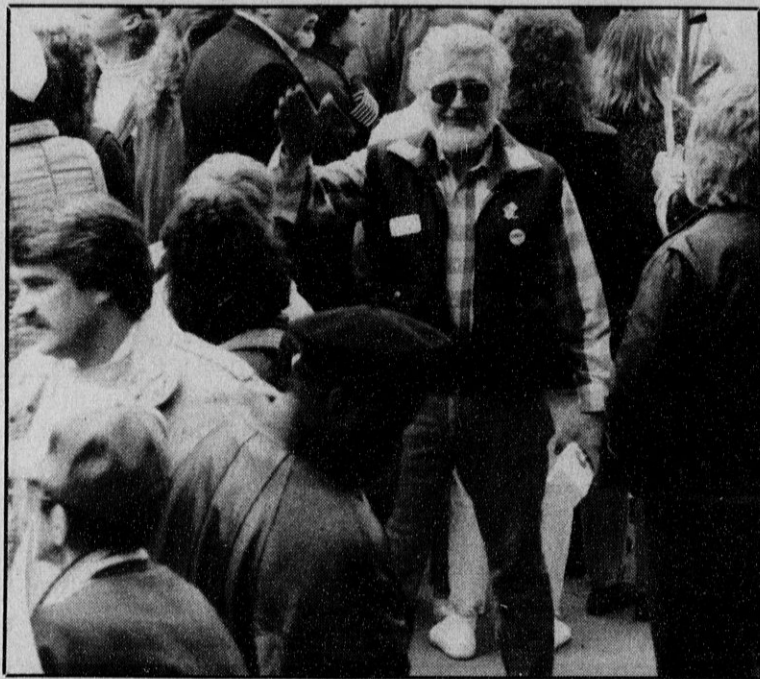
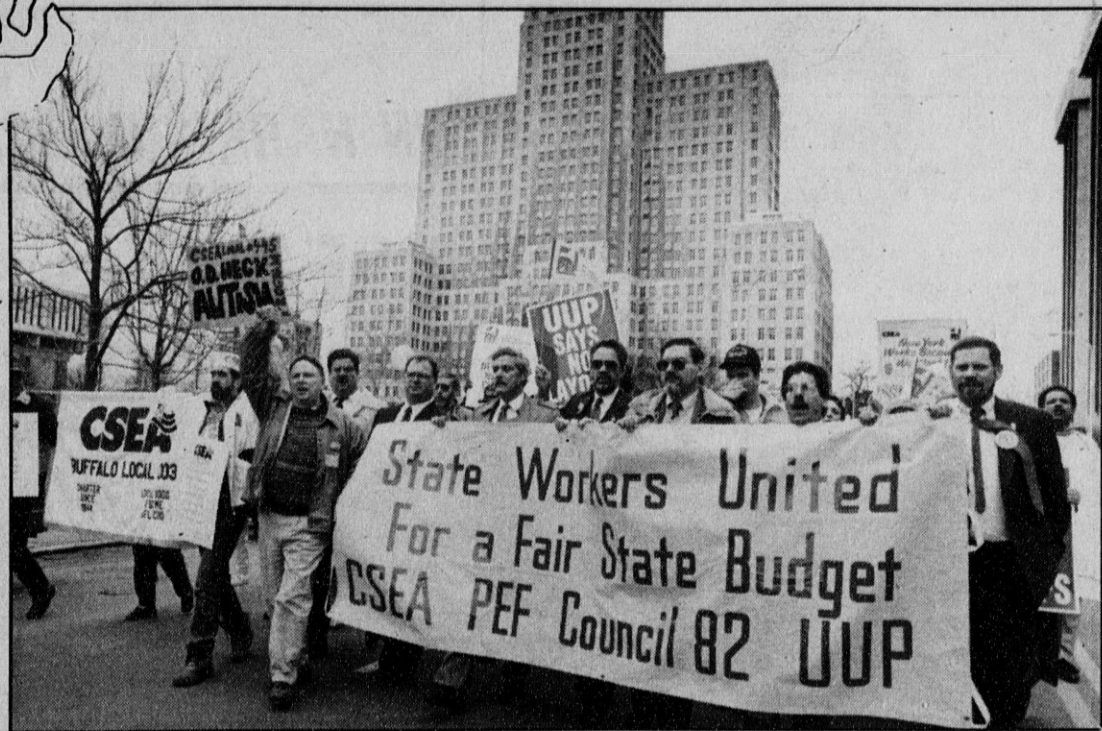
Fordock added that he felt that the size of the crowd should help to convince legislators to modify the Cuomo budget, and then made a statement that summed up the whole event.

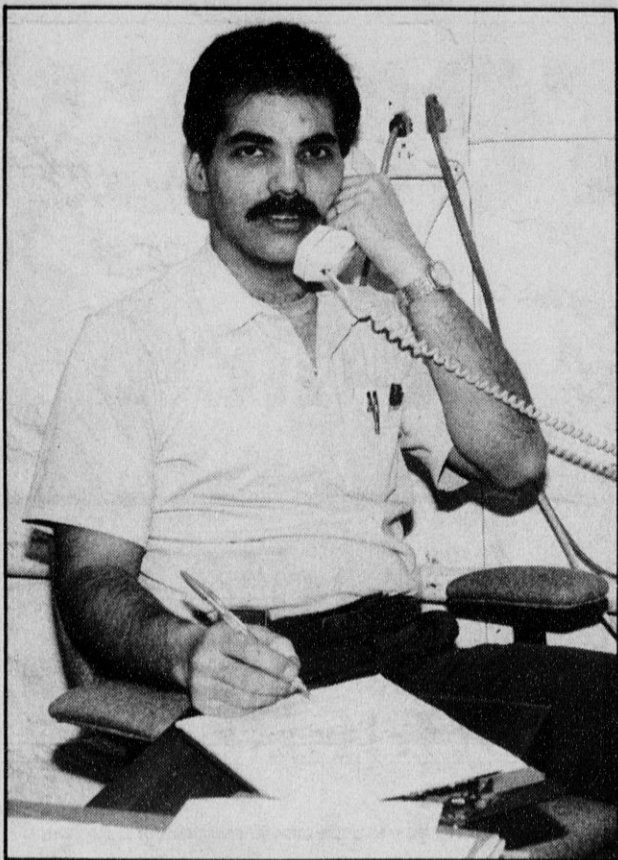
"This was a fantastic showing. Hopefully, it will send our message all the way through."



February 5, 1991  
Albany, N.Y.

# RALLY





**HARRISON SCHOOL DISTRICT Head Custodian Ralph Straface. "CSEA sure helped me," he said.**

## **IN HARRISON SCHOOL DISTRICT**

# **CSEA sees that member gets the appointment he deserved**

HARRISON — The Harrison School District administration made a serious and illegal mistake when they bypassed Senior Custodian Ralph Straface and appointed someone else head custodian recently.

"The school district wanted this person for some reason and didn't want to know anything else," Straface said. Straface, a member of CSEA Westchester County Local 860, had more seniority and more experience than the person the district tried to appoint to the top spot.

CSEA accused the district of violating

the collective bargaining contract. Then CSEA Labor Relations Specialist Wendy Hord and attorney Jim Rose assisted Straface in filing a grievance.

Arbitrator Martin Scheinman agreed the selection process was unfair and illegal. He ordered the district to appoint Straface to the head custodian position with back pay to the original appointment date and adjust his seniority date for the new position.

"CSEA sure helped me," Straface said. "Without the union, I would have had no say in this matter at all . . . you have to take a stand."

## **CSEA Arbitrations**

### **IN SARATOGA COUNTY**

# **CSEA action results in job restored, back pay**

A highway department laborer that Saratoga County attempted to fire while he was on medical leave has been restored to his job with back pay.

CSEA helped William T. Darmetko file a grievance over the incident and took his case to arbitration on his behalf.

Arbitrator Robert J. Rabin agreed with the union that Saratoga County was wrong in attempting to fire Darmetko. Rabin said the county failed to follow the procedures concerning probationary employees and failed to establish any proof that the employee's performance was less than satisfactory.

Darmetko worked for the county for 13 years as a food service worker before leaving voluntarily to work in the private sector. Several months later he returned to the county as a laborer. Darmetko worked as a laborer for 17 months before going on a medical leave of absence related to serious medical problems.

The county terminated Darmetko, charging his work performance was unsatisfactory, while he was still on medical leave. The arbitrator ruled that Darmetko be restored to his job with back pay from the time his disability ended.

CSEA Attorney William Herbert handled the case for Darmetko.

### **IN RENSSELAER COUNTY**

# **Union forces employer to keep paying overtime**

Nearly two dozen Rensselaer County employees will receive an average of about \$800 each in back pay because the county arbitrarily changed its overtime pay policy.

The county suddenly discontinued paying overtime to Highway Department employees who were on approved personal or vacation leave when they were called in to work.

The county for years paid CSEA-represented highway department employees overtime when they were called in for emergency work while on approved leave. When the county suddenly stopped the policy, CSEA took the issue to arbitration.

Arbitrator Jeffrey M. Selchick ruled Rensselaer County violated the contract with CSEA by changing its practice of paying Highway Department employees. He ordered the county to pay those highway workers the difference between the straight time they received and the overtime salary they would have received before the pay method was illegally changed.

CSEA Chief Counsel Nancy E. Hoffman and Attorney Maureen Seidel represented the highway department employees.



# Working Parents:

## Get the money you've earned!

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File for the **Earned Income Credit** —  
The working family's tax benefit

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**I**f you're a working parent with at least one child at home and you earned less than \$20,264 in 1990, you're probably eligible for the federal government's **Earned Income Credit**.

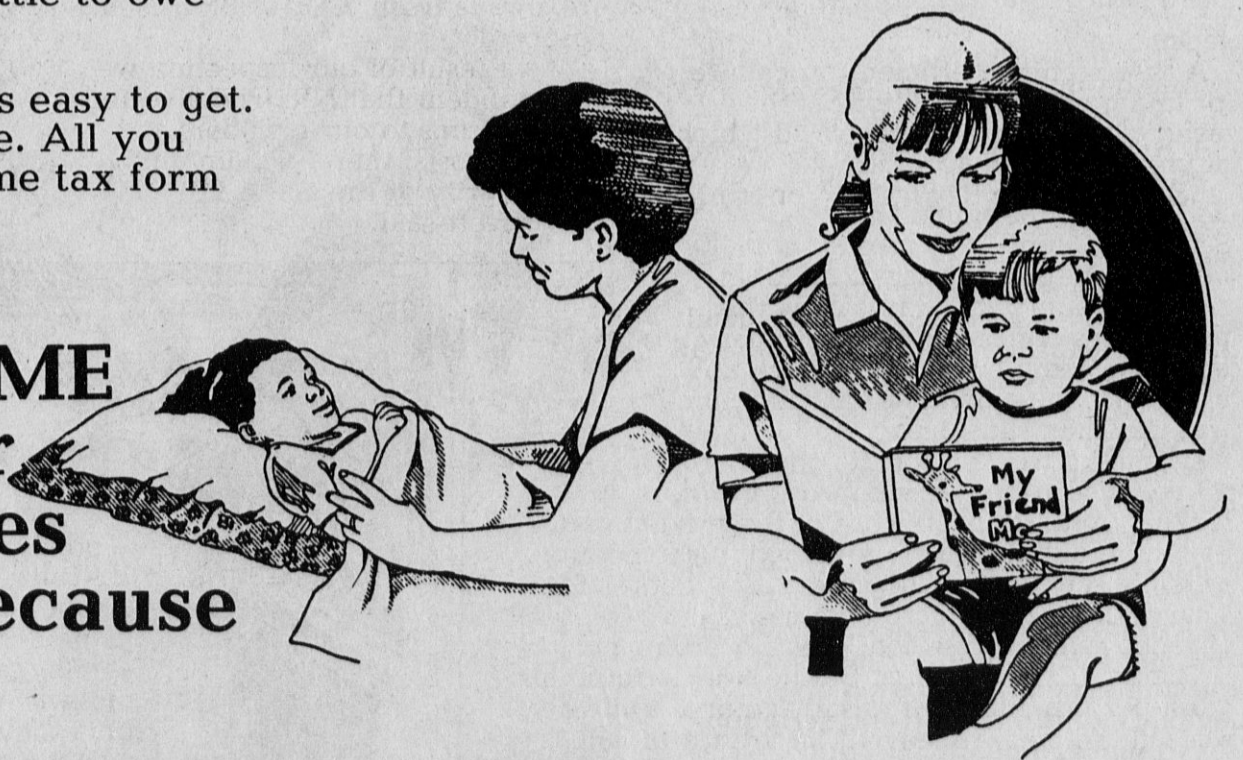
The **Earned Income Credit** is a federal income tax credit for working parents who earned less than \$20,264 in 1990 and who had at least one child living at home for at least half of the year.

This means as much as \$935 in your pocket. If you meet the qualifications, the Internal Revenue Service (IRS) could send you a check.

You can qualify for the **Earned Income Credit** even if you earned too little to owe any income tax.

The **Earned Income Credit** is easy to get. No lines to stand in. No red tape. All you need to do is file a federal income tax form

**Collect your EARNED INCOME CREDIT. It's for working families like yours — because you earned it.**



(form 1040 or 1040A) and fill out the line on the **Earned Income Credit**.

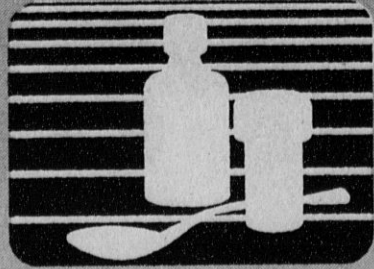
If you earned too little to owe income tax, the IRS will send you a check. If you owe income tax, the **Earned Income Credit** reduces what you pay.

There's another way to get your **Earned Income Credit**. Your employer can add it to your pay over the course of the year. Remember, you **must** file either federal tax form 1040 or 1040A to receive the **Earned Income credit**.

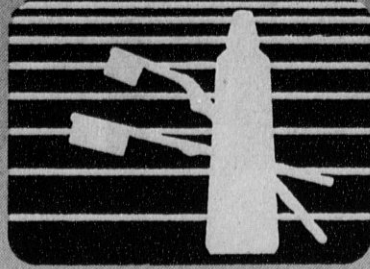
For more information, ask your employer or call the IRS toll free at **1-800-829-1040**.

**A tax tip from your union — CSEA/AFSCME**

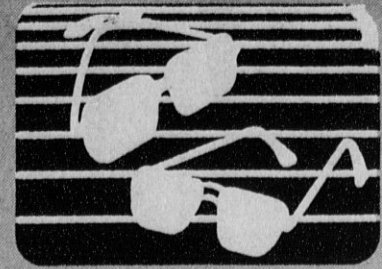
**CSEA**  
**EMPLOYEE**  
**BENEFIT FUND**



**PRESCRIPTION  
 DRUG**



**DENTAL  
 CARE**



**VISION  
 CARE**

**1-800-3-EBF-3-2-7-3-2**

The CSEA Employee Benefit Fund (CSEA EBF) is a negotiated program providing prescription drug, dental and vision care benefits for more than 125,000 CSEA-represented employees in six statewide and more than 260 local government bargaining units. For the benefit of the membership, *The Public Sector* will periodically publish information concerning the CSEA EBF.

## NRx just what the doctor ordered

Members of the CSEA Employee Benefit Fund (EBF) Board of Trustees recently toured the NRx operations in the Albany suburb of Guilderland where drug prescriptions are filled for the CSEA EBF Mail Order Drug Program.

"We are very pleased with the thoroughness and integrity of NRx and with their promptness in processing prescriptions," Board Chair Joe McDermott said after the guided tour. McDermott and other trustees scheduled the inspection tour to confirm that CSEA members are getting the most reputable and accurate handling of prescriptions possible.

NRx is a union-represented pharmacy employing more than 120 employees, including 52 pharmacists. NRx processes up to 18,000 prescriptions each week for their customers; including 5,000 for CSEA EBF members and their eligible dependents.

A thorough and efficient procedure for filling mail prescriptions is the result of a sophisticated method which assures clients an accurate and reliable response to prescriptions requests, the CSEA EBF board members said.

When a maintenance drug prescription is received, the NRx mail operation staff checks to make sure all necessary information is included and then codes that information, including the patient's drug plan.

From there the prescription is checked for eligibility of the client, directions from the doctor, dosage, number of refills, compatibility with other drugs being taken by the patient, generic equivalent and other relevant information. If there are questions regarding dosage or legibility of the doctor's prescription, for example, a pharmacist will telephone the doctor for clarification. If the doctor is not reached after two phone calls within 48 hours, the

prescription is returned to the patient for the doctor to clarify the prescriptions.

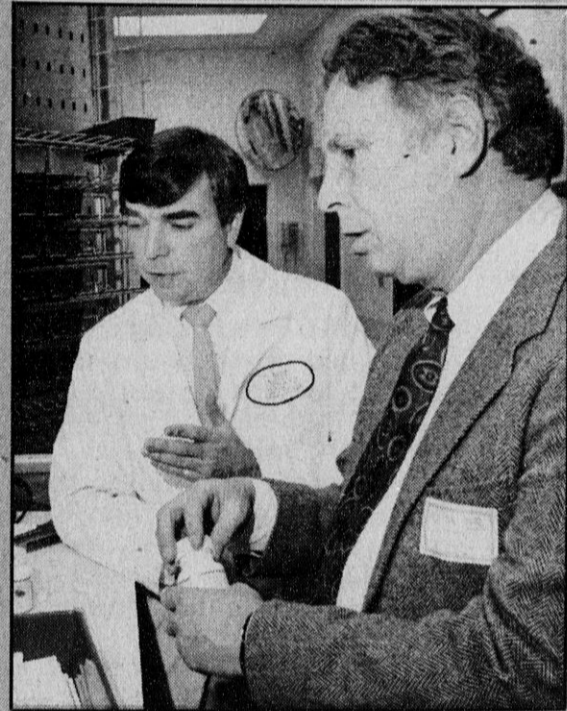
All material on each prescription is placed in a computer so the patient's history of prescriptions is available, providing a safeguard for future prescription requests by the patient.

After a prescription has passed through all these checks, it goes to a pharmacist who fills the prescription, labels the container, makes a further check for dosage directions and any special information from the doctor. The filled prescription then goes to the mail operation.

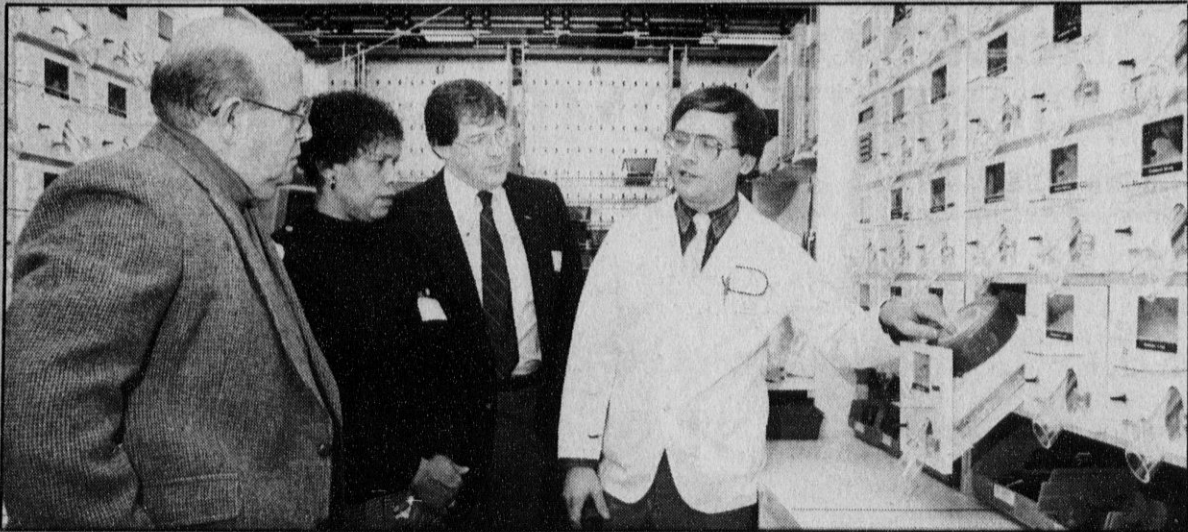
Pharmacists fill prescriptions for controlled substances in a special secure room. Other pharmacists in another room mix compounds for salves or ointments prescribed by doctors.

Supplies are constantly rotated in NRx's huge warehouse so medications are always fresh, CSEA EBF trustees observed.

"As a result of our inspection we are confident that NRx is delivering quality drugs to our members at reduced costs, thereby maintaining the integrity of the CSEA EBF plan," McDermott said.



CSEA PRESIDENT Joe McDermott, right, talks with NRx Pharmacist Charles Stumpf about the quality assurance program at the facility which distributes CSEA EBF Mail Order Drug Program prescriptions. McDermott is chair of the CSEA EBF Board of Trustees and Stumpf is also chief shop steward for OCAW Local 8406 at NRx.



CSEA EBF TRUSTEES William Maccaro, Elaine Mootry and C. Allen Mead discuss the intricate processing of prescriptions with NRx Pharmacist Dale Smith.



**REVIEWING BUS SAFETY —** Haldane School District Transportation Supervisor John Ness, bus driver Colleen Tomlins and CSEA Unit President Maria Helbock look over materials Tomlins uses in her school bus safety program. Tomlins holds a carton of eggs with painted faces which she uses to demonstrate how fragile a child is on a school bus.

# SAFETY FIRST

## CSEA member leads way on school bus safety

By Anita Manley  
CSEA Communications Associate

**COLD SPRING —** If school bus driver Colleen Tomlins has her way, bus safety will be a required subject in the Haldane School District in Putnam County. Tomlins is already voluntarily conducting a bus safety program in the district schools.

A six-year school bus driver — the last two with the Haldane School District — Tomlins has always felt that more time should be devoted to bus safety.

"I always thought there was a need for an intense program in the classroom," she said. "There is just no way you can explain it to small children in just a few minutes."

Tomlins said the use of seat belts, emergency evacuation and blind spots — areas around the bus that the driver cannot see, need to be explained to children in simple language so that they can understand.

When Tomlins brought the idea to her boss, John Ness, he agreed that a program was needed. She then told him she was so determined to establish a program that she would coordinate it herself.

"He knew he could count on me to do the job," she said.

Ness spoke to the school principal who arranged for Tomlins to start with the children in kindergarten through grade three.

"I was given one hour per class," Tomlins explained. "I showed a videotape and discussed it with the children and then took them to the bus to discuss the use of seat belts."

Other areas of discussion include crossing the street in front of a bus and emergency exit procedures in which bus monitors, older students appointed by

the driver, help the younger children off the bus in an orderly fashion.

Classes for grades four through six include bus safety and a demonstration of an emergency evacuation.

Tomlins also plans a presentation for junior and senior high school students.

One concern that Tomlins has addressed was prompted by an incident in a neighboring school district where a driver had a heart attack while driving. As a result, she has taught her bus monitors how to stop the bus and turn off the engine. She also intends to teach the monitors how to use the two-way radio to call for help.

Response from the teachers, administration and other school officials has been excellent.

In fact, the Board of Education recently presented Tomlins with a certificate of appreciation.

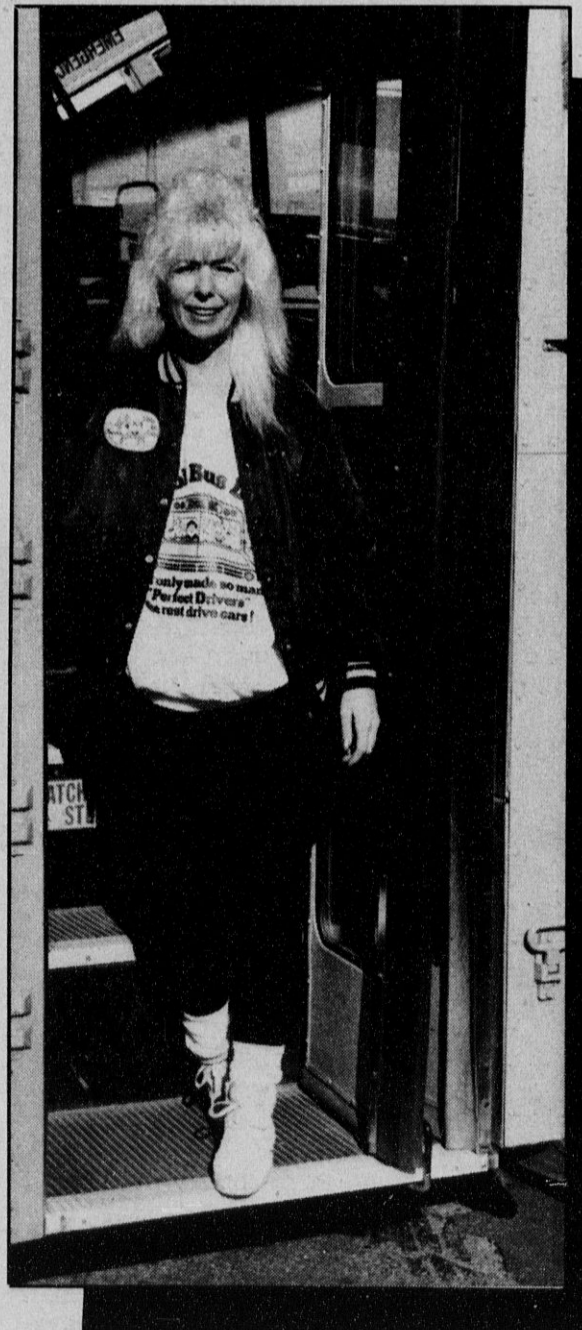
Meanwhile, Tomlins' supervisor Ness has submitted the program to the state Education Department with the suggestion that it be implemented across New York.

"She's really taken it upon herself to do most everything," said Ness, who noted that Tomlins also took the initiative to participate in a Department of Motor Vehicle bus driver instructors program. From that program, she is now training new drivers.

But for Tomlins the greatest satisfaction comes from the children.

"Parents should urge all school districts to implement a bus safety program," she said. "It's just as important as reading, writing and arithmetic."

"School bus drivers carry the most precious cargo," she explained. "I have a legal and moral obligation to safety. I just take that commitment one step beyond."



# Travis Luria wants to walk

## Surgery and therapy will help member's child

By Anita Manley  
CSEA Communications Associate

KINGSTON — Three-year-old Travis Luria has a chance to walk, but he needs your help to do it.

Born with cerebral palsy, Travis is scheduled for surgery in March at the Rusk Institute at New York University Hospital in New York City. After the operation, he should be able to walk.

Travis's dad, Michael Luria, a member of CSEA Ulster County Local 856 for 16 years, said his insurance won't cover all the expenses the family faces because of the operation.

After the operation, Travis will need braces which cost well over \$10,000. And while Travis is recovering, the family may well spend another \$10,000 or more just in living expenses.

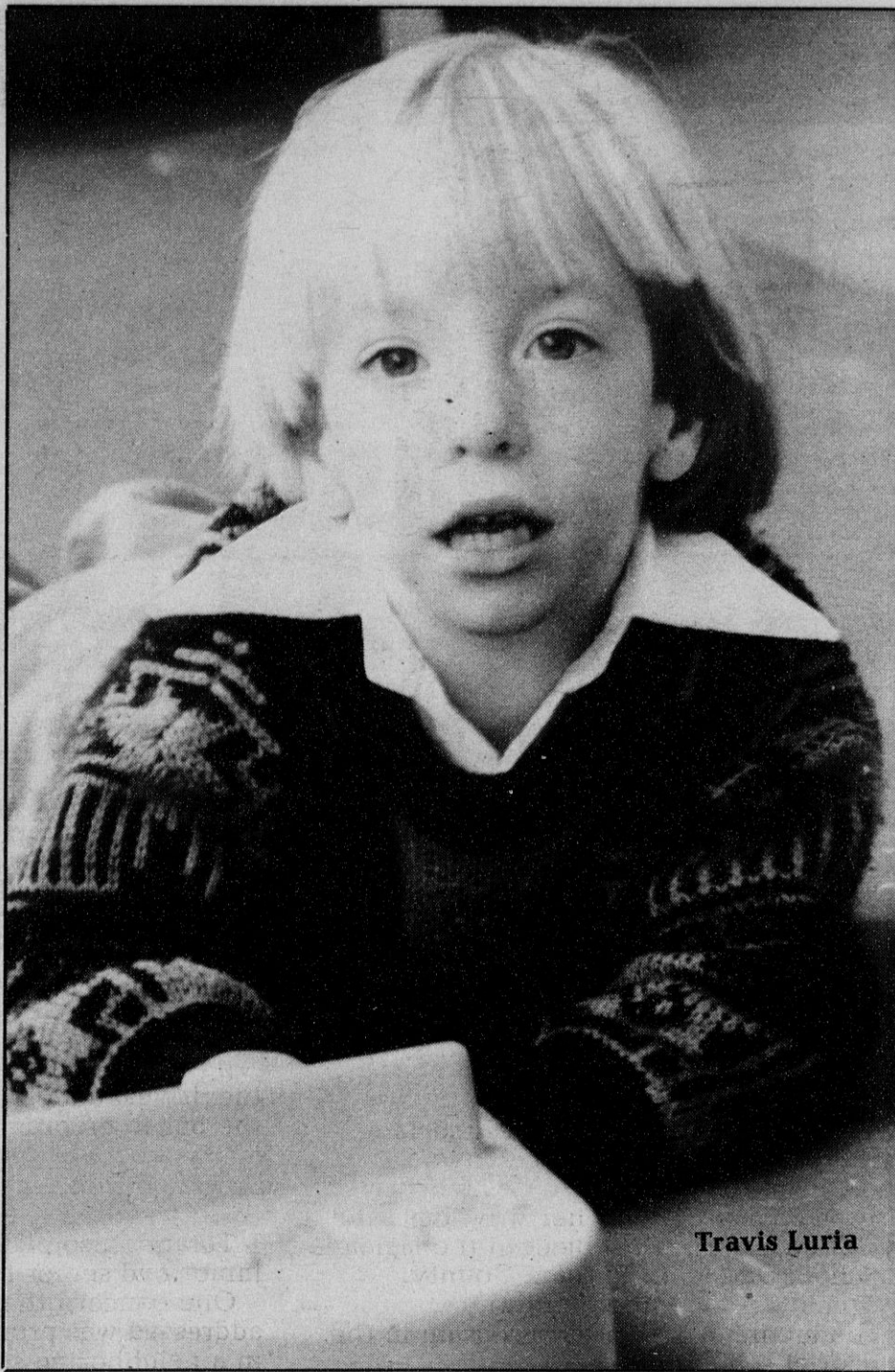
Luria said the surgery is the miracle the family has been praying for since Travis was born.

"Travis crawls," Luria said, but "his nerves cause him to cross his legs when he stands up so he can't walk." The planned micro-surgery will eliminate the malfunctioning nerves, he explained.

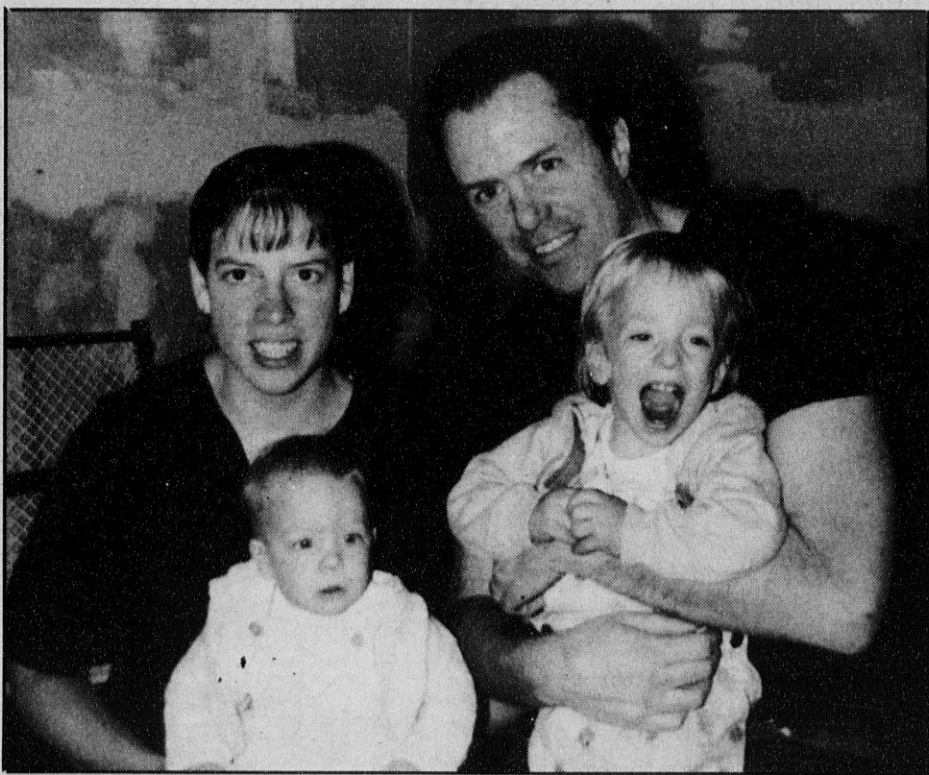
"Someone told us about the 'rhizotomy' surgery which literally deals with the root of the problem," Luria explained. The surgery will disconnect the damaged nerves that cause Travis' legs to over-contract and prevent him from walking. Enough nerves will be left so that Travis will have adequate control and sensation in his legs.

The five-hour surgery is complex because the surgeon must test each of the involved nerves. The good news is that the doctor says Travis is an ideal candidate for the surgery and is optimistic that it will virtually eliminate his problem so that he can walk.

"Travis is at the ideal stage for this particular surgery," his father said. "He is a bright and healthy and wonderfully



Travis Luria



THE LURIA FAMILY — Alison and Michael Luria hold their children Hannah and Travis, who suffers from cerebral palsy. An operation may make it possible for the three-year-old to walk.

workable little boy — which was also taken into consideration when he was being screened as a candidate for the surgery.

"Our only problems have been the high cost of housing and the likelihood that our insurance will not cover the several sets of braces that he will need during the two to three months of intensive, in-hospital physical and occupational therapy."

Travis' mother, Alison, will stay in New York City with Travis. She'll also bring his sister, Hannah. Michael will stay in Ulster County so he can continue to work and will commute to New York when he can.

While the hospital provides housing, it is expensive — \$3,300 a month up front. Travel, phone and other expenses will add up quickly.

Any help that CSEA members can offer will be greatly appreciated. Donations can be sent to:

**Travis Fund Morningstar Christian Fellowship**  
P.O. Box 2399  
Kingston, NY 12401

Luria said he is pleased CSEA is reaching out to help a member.

"I joined the union 16 years ago, right after I was hired and I have been repeatedly impressed with how our union goes beyond standard union issues to help members out with ordinary needs," he said. "Ours is a union with a human face that cares about anything that affects its members. I feel fortunate to belong."

**'Travis crawls but his nerves  
cause him to cross his legs when  
he stands up so he can't walk.'**

— Michael Luria, CSEA member



**Directions**



# Prepare for the future

Directions is a pre-retirement education program developed and conducted by the state Office for the Aging with joint labor/management funding from New York state and CSEA, the Public Employees Federation and AFSCME Council 82. Directions conducts pre-retirement planning seminars across the state and has written the "Self-Help Guide to Pre-Retirement Planning" for employees of state agencies. Directions will answer some important questions about pre-retirement planning for all public employees through this column.

DIRECTIONS pre-retirement seminars for this spring will be held in Batavia, Ithaca, New York City and Albany from April through June. Seminars are two and one-half days long and are open to state employees represented by CSEA who are over the age of 50. Now the time to let your local CSEA president and your training or personnel office know that you and your spouse would like to attend one of these seminars. Call DIRECTIONS at (518) 486-1918 for details.

## Long Term Care Insurance— It deserves careful consideration

Increasingly, people looking ahead to retirement are wondering if they should purchase, as part of their pre-retirement planning, a long-term care insurance policy to cover the costs of a potential nursing home stay.

A nursing home stay is not an inevitable part of everyone's retirement. At age 65 only five percent of Americans are in a nursing home. By 85, the odds have increased, yet only 20 percent are in nursing homes. On the other hand, the expense of nursing home care, \$36,000 a year or more in the Albany area, for example, does inspire careful consideration of long term care insurance.

If you decide to investigate long term care insurance there are three steps you can take before you purchase a policy:

1. Send for *Long Term Care: A Dollar and Sense Guide*, published by the United Seniors Health Cooperative, a group that describes itself as a consumer organization dedicated to improving the quality and reducing the cost of health services for older citizens.

This guide, written in understandable language, explains what to look for in a long-term care policy and what to be wary of. Many policies sold in the United States don't provide coverage if the patient has Alzheimer's Disease or other neurological impairments. But half the people in nursing homes are there for that very reason. Some policies require prior hospitalization or only pay for skilled care, but the Alzheimer's patient may gradually decline at home and need custodial care, not skilled nursing care in a nursing home. Other

policies don't provide coverage for in-home care, just nursing home care. But in-home care is many people's first choice and can be very expensive.

Many policies are indemnity policies; that is, they pay a specified dollar amount per day. At age 65, you can buy a policy that pays \$50 a day for four years for a premium between \$400 and \$800 a year; at age 75 the premium jumps to \$900 to \$3,000. But nursing home care costs over \$100 a day. Clearly, you will want to make sure that you are getting the coverage you need.

This guide from United Seniors covers all the issues you will want to consider before purchasing a policy. Order it, for \$6.95 a copy, from:

United Seniors Health Cooperative  
1334 G Street NW, Suite 500  
Washington, D.C. 20005

2. After you know what to look for in a policy your next step is to get a copy of *Long Term Care Insurance in New York State*. This free guide published by the State Insurance Department outlines all the long term care policies currently available in New York state. Before you ever talk to an insurance sales person you can compare and contrast policies, zero in on the coverage that best meets your needs and have an idea of the cost of the premium. Order this free guide from:

NYS Insurance Department  
1 Empire State Plaza  
Albany, NY 12257

3. At this point you've read both guides, you've selected a policy or two, you've talked to salespeople and you've gotten quotes for the costs of the

"A nursing home stay is not an inevitable part of everyone's retirement . . . On the other hand, the expense of nursing home care, \$36,000 a year or more . . . does inspire careful consideration of long term care insurance."

premiums. Still, it's a big expense and you'd like to double check your choice.

Many county Offices for the Aging have free insurance counseling services. Trained and experienced volunteers will help you evaluate the policies you are considering so you can make an informed decision and spend your insurance dollars wisely. To locate your county office, check your phone book or call the NYS Aging Hotline at 1-800-342-9871.

The alternatives to long-term care insurance are to pay for care out of your own pocket or to apply for Medicaid. In the next issue of *The Public Sector* we'll outline the recent changes in Medicaid to protect the community spouse if the other spouse needs to be institutionalized.

*New York  
Works  
Because  
We Work!*

Civil Service Employees Association, Inc.  
Local 1000, AFSCME, AFL-CIO

**Don't rely on rumors. Keep informed, call  
CSEA's toll-free current issues update**

# 1-800-342-4146

Press 5 on a touch tone telephone. Available 24 hours a day, it is easier to reach the program before or after regular business hours.

# ATTENTION CSEA ASU MEMBERS:

## CSEAP

### CLERICAL & SECRETARIAL EMPLOYEE ADVANCEMENT PROGRAM

The Clerical and Secretarial Employee Advancement Program (CSEAP) was established in 1979 by agreement between the State of New York and the Administrative Services Unit (ASU) of CSEA. As part of CSEAP, the Transition Training Program offers courses to employees appointed to titles created by the program and state employees represented by CSEA in the Administrative Services Unit. These job-related courses are designed to help ASU members acquire general knowledge and skills in a wide variety of areas, including communications; mathematics; office automation; secretarial practices and work management. The course deadlines for the immediate future are listed below.

## Sign up now for the following CSEAP courses

Applications and course descriptions can be found in CSEAP course catalogs sent to your Personnel Office, Affirmative Action Office, Training Office and your CSEA Local President. For additional information on CSEAP courses, call (518) 457-6306.

<u>COURSE</u>	<u>LOCATION</u>	<u>DATE HELD</u>	<u>ENROLL BY</u>
BASIC MATH	ALBANY HORNELL	APRIL 2 & 3 APRIL 2 & 3	MARCH 5 MARCH 5
BEGINNING ACCOUNTING	ALBANY	APRIL 16, 23 & 30	MARCH 19
CAN I ADAPT? VIEWING CHANGE POSITIVELY	ALBANY	MARCH 28 & 29	FEB. 28
COMPUTERS, TECHNOLOGY AND THE WORKPLACE	ALBANY MIDDLETOWN	MARCH 21 & 22 APRIL 10 & 11	FEB. 21 MARCH 13
COPING WITH JOB STRESS	MIDDLETOWN UTICA	MARCH 22 APRIL 8	FEB. 22 MARCH 8
DOCUMENTS: THE FINISHING TOUCHES	ROCHESTER UTICA	MARCH 27 & 28 MARCH 25 & 26	FEB. 27 FEB. 22
FUNDAMENTALS OF WRITING	NEW YORK CITY	MARCH 21 & 28; APRIL 4	FEB. 21
INTERMEDIATE MATH: A SKILLS BUILDER	NEW YORK CITY OGDENSBURG	APRIL 8 & 9 APRIL 3 & 4	MARCH 8 MARCH 6
INTRODUCTION TO MATH	NEW YORK CITY	MARCH 27 & 28	FEB. 27
MANAGING CLIENT SERVICES	POUGHKEEPSIE	APRIL 16, 23 & 30	MARCH 19
MANAGING THE WORK FLOW	BUFFALO SYRACUSE	APRIL 11 & 12 APRIL 8 & 9	MARCH 14 MARCH 8
MANAGING YOUR MINUTES	NEW YORK CITY SYRACUSE	APRIL 16 APRIL 2	MARCH 19 MARCH 5
NYS MERIT SYSTEM: HOW TO MAKE IT WORK FOR YOU	NEW YORK CITY SYRACUSE	APRIL 17 APRIL 3	MARCH 20 MARCH 6
PLANNING MEETINGS: THE SECRETARY'S ROLE	ALBANY BUFFALO	APRIL 19 APRIL 26	MARCH 22 MARCH 29
PRINCIPLES OF GOOD HUMAN RELATIONS IN THE WORKPLACE LEVEL I (ASU)	ROCHESTER UTICA	MARCH 21 & 28; APRIL 4 MARCH 22 & 29; APRIL 5	FEB. 21 FEB. 22
RESUMES: A TOOL FOR CAREER MOBILITY	ALBANY	MARCH 26	FEB. 26
SECRETARIAL ROLES FOR THE NINETIES	HAUPPAUGE NEW YORK CITY	APRIL 9 APRIL 2	MARCH 12 MARCH 5
TELEPHONE TECHNIQUES	ALBANY MIDDLETOWN POUGHKEEPSIE	APRIL 12 APRIL 22 APRIL 29	MARCH 15 MARCH 22 MARCH 29
UNDERSTANDING AND USING EFFECTIVE ENGLISH	ALBANY NEW YORK CITY	APRIL 4, 11 & 18 APRIL 5, 12 & 19	MARCH 7 MARCH 8
USING AND INTERPRETING TABLES AND GRAPHS	ALBANY ALBANY BUFFALO	MARCH 25 & 26 APRIL 24 & 25 APRIL 8 & 9	FEB. 22 MARCH 27 MARCH 8
VDT SAFETY AND HEALTH TRAINING FOR USERS AND SUPERVISORS	ALBANY MIDDLETOWN	APRIL 5(A.M.) APRIL 12(A.M.)	MARCH 8 MARCH 15

# "The union makes us strong!"

*When the Union's inspiration through the workers' blood shall run, There can be no power greater anywhere beneath the sun.*

*Yet what force on earth is weaker than the feeble strength of one?  
But the Union makes us strong!*

—From "Solidarity Forever"

It was entirely appropriate, though coincidental, that 20,000 public employees massed in protest in Albany on Feb. 5 on virtually the 76th anniversary of "Solidarity Forever," the anthem of the American labor movement.

As if inspired by the song itself, leaders, activists and members of four powerful public employee labor unions for the first time joined forces to present a united front.

The protest rally and march against a state budget that decimates the ranks of employees and public service programs at every level of government was the largest seen in Albany in years, perhaps ever.

There was no mass singing of "Solidarity Forever" amid the speeches, chants and shouts of the Feb. 5 rally. But the melody probably echoed through the minds of many in the crowd who have sung the song on picket lines and in union halls all over the state.

Indeed, looking out over the line of marchers that stretched for blocks one could virtually sense, almost feel and hear, the refrain — **"But the Union makes us strong!"** — connecting together state, local government and school district members of four fiercely independent unions.

For a variety of reasons labor unions often go their separate ways in pursuit of their individual agendas. But on this issue they have come together and demonstrated how effective the concept of unionism and unity can be. It is a powerful message the Governor and legislators cannot simply ignore.

**ONE OF 20,000** — This CSEA member was one of 20,000 public employees who participated in a massive rally and march in Albany on Feb. 5th.

