

THE WORK FORCE

At what risk?

CSEA is joining unions across the country in calling on President Bush to delay plans to immunize health care workers against smallpox until major concerns about the health and welfare of the workers can be addressed.



Photo of CSEA member Mavis Alexander by David Galarza

Photo of the Month



Photo by Mark M. Kotzin

Brian Kehoe, highway crew leader, Oswego County Highway Department, stands outside the Oswego County Highway Facility in Scriba before unused and buried equipment. Some of the county's moth-balled equipment has been pressed into service due to heavy snowfall this winter. See related stories on Pages 5, 10 and 11.

CSEA member dies on job

CORTLAND — CSEA member Joseph Finn, 46, of Cortland, died while shoveling snow at the Department of Environmental Conservation office where he was a Maintenance Assistant.

A coroner ruled the death was of natural causes due to a heart attack. Although PESH investigated the death, they also deemed it not work related.

Finn was survived by his parents.

Note: Each month, The Work Force will feature an excerpt of the union's agenda for the future. To read the entire agenda, visit www.csealocal1000.net and click on the "Officers" link.

February 2003

Diverse Constituencies

CSEA is a democratic Union committed to protecting the rights of our diverse constituencies.

- Our members comprise many differences.
- Our diversities encompass culture, religion, geography, politics and work.
- Our collective strength is our diversity.

Correction

CSEA member Doreen Diemer was incorrectly identified in a photo caption on Page 7 in the January 2003 *Work Force*.

CSEA getting ready for budget news

ALBANY — CSEA is calling on Gov. George Pataki to take a fair and responsible approach to balancing the state budget.

At press time there was little detail about Pataki's pending budget presentation.

CSEA President Danny Donohue said he was "troubled" by the lack of detail given in last month's State of the State address about how the governor plans to deal with what many experts believe may be an unprecedented \$10 billion budget shortfall.

"This is no time for surprises," Donohue said. "Contract talks between the state and CSEA are just around the corner and CSEA members expect and deserve to be treated fairly at the negotiating table." (See *President's Column, Page 4*)

Right to know

Donohue also said New York taxpayers deserve to know what impact proposed spending cuts may have on services they and their families depend on, as well as what the long-term cost of those cuts will be.

Pataki did say he would work with CSEA and other unions to further reduce the size of the state work force.

Although he said he hoped to avoid layoffs, he did not rule them out. Donohue said layoffs signal a failure of the administration's policies.

"CSEA members are willing to do our fair share to help deal with a crisis," he said. "But we didn't cause this crisis and we're not willing to be scapegoats for fiscal mismanagement or an unwillingness to deal with problems before they reached the crisis stage."

Donohue said New York needs a comprehensive and long-range plan that

is balanced and fair to deal with the budget crisis. He said he expects the governor to work with the union to find real solutions.

CSEA has already offered one proposal to help the state and localities save money. The union has called on the governor and state legislators to focus on Medicaid prescription drug price reform as a top priority in dealing with the budget crisis.

Prescription drug plan

Testifying before the Assembly Health Committee last month, Donohue said prescription drug prices are the major driver of increasing health care costs and told lawmakers the rise in prescription drug prices has outpaced the increase in prices of nearly all other products while drug company CEO's reap huge profits.

Several states, including Florida, Maine and Michigan, have enacted prescription drug price reforms and realized significant savings. A Boston University study suggests similar actions by New York could help realize \$400 million annually in Medicaid savings alone, with further savings possible with additional reform.

"There is no one simple solution to the state's fiscal situation but it would be irresponsible not seek out the savings that other states are already realizing in this area," Donohue said.

"Prescription drug price reform is but one example of the type of real and long-term solutions that can get New York state back on the road to recovery. We urge Gov. Pataki and state lawmakers to work with us to find more."

— Ed Molitor

Hevesi knocks Bush plan on NY fallout

New York State Comptroller Alan Hevesi estimates President Bush's proposal to reduce capital gains taxes and eliminate taxes on dividends will cost New York \$3.4 billion in lost revenues over four years.

Hevesi said the Bush package hits New York in three ways:

*Revenues lost from eliminating the tax on corporate dividends will amount to \$520 million in 2003, growing to a total of \$2.15 billion through 2006 and at least \$6.4 billion over 10 years;

*Revenues lost from reduced capital gains will cost the state \$200 million over four years and \$1.8 billion over 10 years; and

*The state will have to increase interest on notes and bonds to compete with tax-free dividends.

Bush's smallpox vaccine plan another blow to workers

CSEA is joining unions across the country in calling on President Bush to delay plans to immunize health care workers against smallpox until major concerns about the health and welfare of the workers can be addressed.

As this edition of *The Work Force* went to press, the first phase of plans to immunize more than 500,000 health care workers was set to begin.

On Jan. 17, the American Federation of State, County and Municipal Employees (AFSCME), CSEA's international affiliate, urged Bush to delay the process until a number of health and safety issues are addressed.

AFSCME pointed out serious concerns that the Smallpox Vaccination Program is being implemented without a comprehensive program to educate, medically screen, monitor and treat vaccine recipients, and to educate and treat affected family members, co-workers and patients.

Joining the 1.3 million-member AFSCME in calling for a delay in vaccination are the 2.7 million-member American Nurses Association and the 750,000-member Service Employees International Union, among other unions.

AFL-CIO President John Sweeney and AFSCME President Gerald McEntee have each written to the president requesting a delay as well.

At present, neither the drug companies manufacturing the vaccine nor the insurance companies who cover Workers' Compensation own any liability in the vaccine distribution.

"Theoretically, a worker could be ordered to get the vaccine by their employer, get sick from it — or worse — and they and their family would have no legal recourse, no one to blame, under the current proposal," said CSEA President Danny Donohue.

Immunity has also been granted to hospitals administering the vaccine.

Member concerns

Several CSEA members said they have concerns about receiving the vaccine.

"Because I'm in the Navy Reserves I will soon get vaccinated for smallpox and anthrax. My main concern is about negative side effects. I have not been given enough information about long term side effects. Although I would rather not have to take the vaccines, I'm constantly thinking to myself, 'What if I don't get it and I'm

exposed (to the virus)?" said Mavis Alexander, a SUNY Health and Science Center worker.

"This plan to vaccinate (hospital workers) is a disaster even before it starts," said CSEA member Victor Alvarez, an electrician at SUNY Health and Science.

"They are saying that only essential people will need to get vaccinated. Well, who's going to determine who's essential?"

"There just hasn't been enough talk about it. I hope we start getting more information," said Jerry Frazier, a SUNY Health and Science Center technician.

No friends of working families

"It makes no sense to leave workers at risk while protecting the drug and insurance companies," Donohue said.

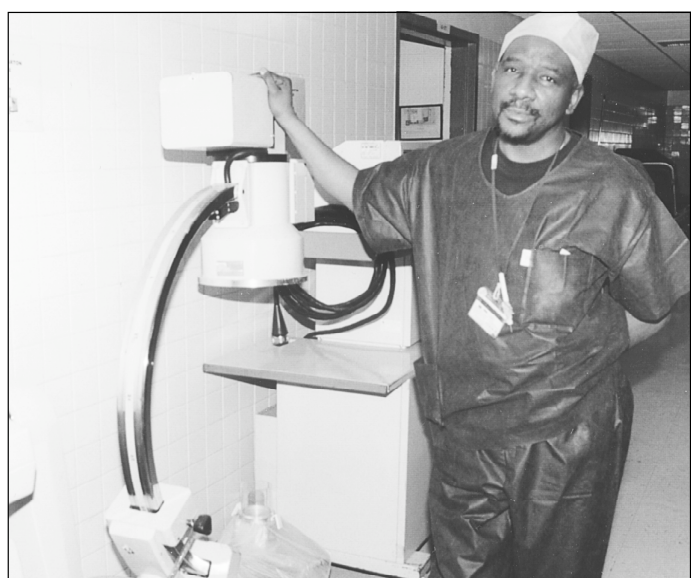
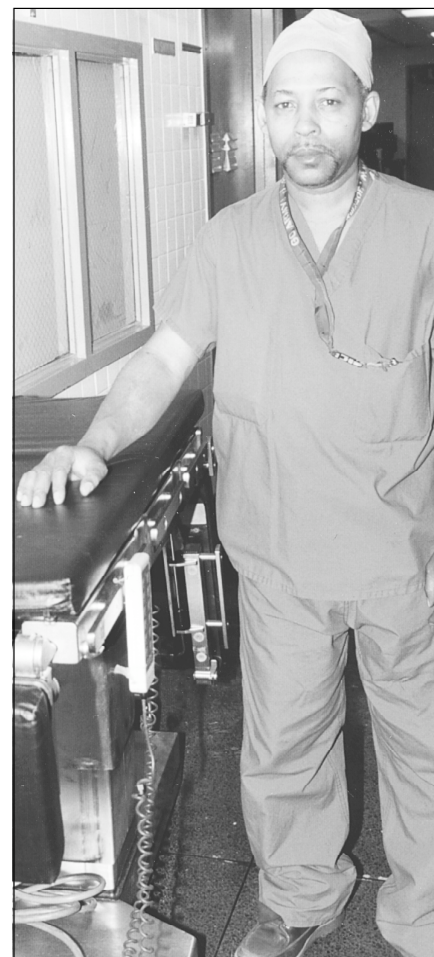
The Smallpox Vaccine Program fails to establish a compensation fund to those who will suffer serious and lifetime injuries from the vaccination or exposure to the vaccinia virus, according to AFSCME.

Concerns were also raised because the program fails to implement the use of safety-designed needles to protect those administering the smallpox vaccine and provides no safeguards to prevent employers from improperly coercing employees to receive the vaccine.

McEntee is also calling on Bush to propose a fair method of compensating workers who receive the vaccine then get sick from it.

— David Galarza and Lou Hmieleski

See Page 5 for more information on the vaccine and work-related issues.



CSEA members Jerry Frazier, above right, and Victor Alvarez, left, say they have concerns about the Bush proposal to administer smallpox vaccine to health care workers.

Between 14 and 52 of every 1 million people immunized will suffer life-threatening complications, such as blindness and swelling of the brain; one or two could die.

Under provisions of the Homeland Security Act, people injured by the vaccine would have to sue the federal government and prove negligence to be compensated.

Westchester County's health commissioner has said he would recommend against health care workers and others in the county receiving the vaccine.

30 percent of service men and women were not able to take the vaccine after pre-screening, no pre-screening is offered to civilians.

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IN TOUCH WITH THE WORK FORCE CSEA President Danny Donohue

Surprises aren't good for labor-management relations, public policy

There's a lot of concern across New York about how Gov. George Pataki's proposed budget plan will deal with what many analysts believe may be an unprecedented \$10 billion budget shortfall.

CSEA has called on the governor to be fair and responsible in his approach to balancing the budget. But his State of the State speech raised more questions than it answered. As always, CSEA members are willing to do our fair share to help deal with a crisis, but only as long as others are also called on to fairly share the burden.



Right now it's difficult to know the full extent of the problem or what exactly needs to be done because the governor has only given vague hints. We can appreciate his interest in demonstrating his confidence publicly. But CSEA members also appreciate straight talk and fairness.

This is no time for surprises. Contract talks between the state and CSEA are just around the corner and CSEA members expect and deserve to be treated fairly at the negotiating table. CSEA members have done their jobs for the past four years and continue to work hard every day on behalf of New Yorkers. Many CSEA members who work for counties, cities, towns, villages, school districts, libraries and other public entities are in a similar situation.

Likewise, New York taxpayers, including CSEA members, deserve to know what impact proposed spending cuts may have on services they and their families depend on and what it's going to cost them in the long run.

There are no quick fixes and a combination of approaches will be needed, including raising revenue as well as finding greater economies. It is also important to act quickly to deal with the problem before it gets worse.

We need to make the right tax choices. It makes no sense for the state to keep cutting taxes if we are already short on revenue. It's even worse if the result is that localities will be forced to raise their taxes just so the state leaders can try to score political points. CSEA believes the state must be realistic about its fiscal situation and consider a surcharge on high income New Yorkers as the best way to help raise revenues while having the least negative effect on the vast majority of New Yorkers.

CSEA is looking to work with the governor on finding real solutions to our real problems. But that means we need to see a true labor-management partnership built on mutual respect, trust and sharing of information to help meet common objectives. So far all we've heard is that the administration plans to work with us to downsize the work force.

Danny

The smallpox vaccination: What you need to know

The Bush Administration has recently approved the program developed by the Centers for Disease Control (CDC) for implementing a smallpox vaccination program nationwide to provide immunization against a possible biological attack. CSEA has some serious concerns about the program's implementation. (See related story, Page 3). In the meantime, here are some facts you should know. This information is provided to assist you in making the decision whether to receive the smallpox vaccine. This plan calls for certain individuals to receive the vaccination before a case of smallpox occurs. This type of treatment is termed "pre-event" vaccination.

Smallpox Overview

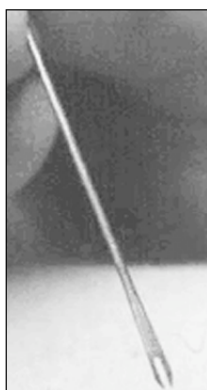
- ◆ Smallpox is caused by a virus (variola) and has been one of the most devastating infectious diseases in the history of mankind.
- ◆ There is no current medicinal treatment for smallpox, although vaccination within four days of contact with the virus can lessen the symptoms and possibly prevent the disease.
- ◆ Smallpox is highly contagious and can cause blindness and other severe physical disfigurements.

Transmission

- ◆ Transmission of the disease is only possible after the first formation of the lesions in the mouth and throat.
- ◆ The most common mode of smallpox transmission is through airborne droplets of saliva from an infected person to another person's mouth, nose, or respiratory system, which usually requires close contact because the

droplets do not normally travel more than a few feet before falling to the ground.

- ◆ In situations where severely infected individuals are present, the disease could be transmitted over longer distances through the air or by building ventilation systems.
- ◆ The disease can be transmitted by direct skin contact with smallpox lesions, until all the scabs have fallen off.
- ◆ The disease can be transmitted by direct skin contact with smallpox contaminated surfaces, clothing, or bed linens.



Vaccine needle

Workplace Issues

It is important that workers are involved with establishing policies to ensure that any pre-event vaccinations of health care workers and others include the following protections:

- ◆ **Voluntary and Informed Consent:** Vaccinations should only be given on a voluntary basis. Workers should be fully informed of the risks and benefits of

vaccination. They should have the opportunity to discuss these issues with their own or other qualified medical provider prior to deciding whether to receive the vaccine.

- ◆ **Free and Confidential Screening:** Screening of potential vaccine recipients is essential to ensure that those at increased risk do not receive the vaccine. Information about

medical conditions of workers who should not or do not want to take the vaccine should be kept private.

- ◆ **No Reprisals or Discrimination:** Employers should not take or threaten to take any adverse action against workers for NOT receiving the vaccine. There should be no discrimination of any

kind against workers who should not be vaccinated for medical reasons.

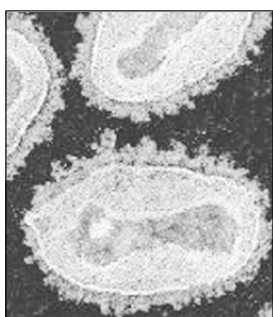
- ◆ **No Loss of Income or Benefits:** Employers should cover any lost time (under seven days) or costs associated with their employees taking the vaccine or receiving treatment for side effects. Workers should not have to use their health insurance plan.
- ◆ **Workers' Compensation:** The voluntary nature of these vaccinations raises some issues in relation to Workers' Compensation coverage. Normally, if an

employee is out of work for seven days or less, no benefits are paid for lost wages, but medical costs are covered. The seven days do not have to be consecutive, however. Eligibility for lost wages begins on the eighth day. Any questions on Workers' Compensation coverage should be determined BY YOUR EMPLOYER prior to the vaccines being given.

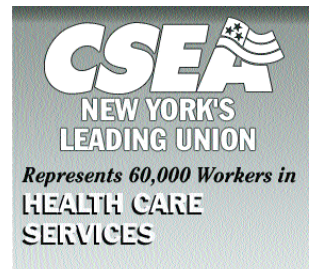
- ◆ **Access to Medical Treatment:** There should be effective medical surveillance to rapidly identify and respond to any adverse effects caused by the vaccine, including availability of Vaccinia Immune Globulin (VIG) and cidofovir.
- ◆ **Needlestick Protection:** Administering the vaccine should be consistent with the Needlestick Safety and Prevention Act of 2000, which modified OSHA's

Bloodborne Pathogens Standard to require the use of needles with safety features. Currently, the Centers for Disease Control and Prevention (CDC) is planning to distribute small 2-pronged (bifurcated) needles that do not have any integrated safety features.

- ◆ **Staffing:** Since one-third of those who are vaccinated may feel bad enough to miss work, plans should be made to minimize the impact of a vaccination program on staffing levels.



Smallpox vaccine



Additional Information

For additional information on the smallpox vaccine, consult the Center's for Disease Control website at: www.cdc.gov.

For information specifically for CSEA members, consult the CSEA website at: www.csealocal1000.net or call your CSEA Occupational Safety & Health Specialist at your CSEA region office.

CSEA Voices



"They are saying that only essential people will need to get vaccinated. Well, who's going to determine who's essential?"

— Victor Alvarez, electrician, SUNY Health and Science Center, a 21-year CSEA member.



Function far outweighs form in 'office'

"We use the bathroom (in the trailer) to make copies, and we leave the trailer to use the bathroom."

WALLKILL — For some CSEA members in Town Hall, going to the bathroom has taken on a whole new meaning.

The restroom in a trailer at Town Hall is not equipped with liquid soap and toilet paper but with a microwave oven, refrigerator and a small copy machine. The copier sits next to an unused toilet, while the microwave oven sits atop a small refrigerator.

"We use the bathroom (in the trailer) to make copies, and we leave the trailer to use the bathroom," said CSEA Town of Wallkill Town Hall Unit President April Shuback, one of the affected employees.

Five union members employed by the town's water, accounting and animal control departments, including Shuback, were moved last summer from their offices inside Town Hall to a trailer behind the building because the town's Police Department — also located on the site — is expanding.

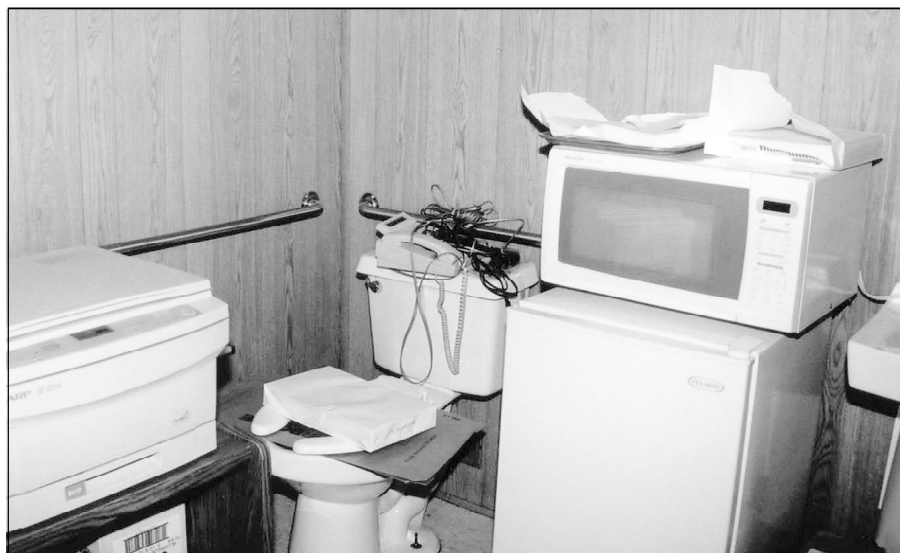
Wallkill town officials had intended the trailer move to be temporary, pending a taxpayer vote on moving to a new town hall.

The town did not hook the adjacent trailer into any water or sewer lines, making the trailer's bathroom toilet and sink unusable.

But town taxpayers recently voted down the proposal to move Town Hall operations to a former supermarket because of high costs.

Shuback said she and the other workers are coping with the inconveniences associated with the move to the trailer.

"The town is supposed to hook up the water and sewer lines in the trailer, but we don't



Above: It's a photocopy room. No, it's a bathroom. No wait, it's a lunchroom. Below: CSEA Unit President April Shuback makes the long, cold walk from the trailer to Town Hall.

know when that will happen," Shuback said. "The trailer has heat and has very good air conditioning in warmer weather, but we have no (usable) bathroom inside."

To use the bathroom, workers must leave the trailer and walk to Town Hall on a wooden ramp.

"Our biggest problem is that the walkway gets very icy when it snows," Shuback said. "There's no traction on the ramp, so we have to be careful. We are supposed to be getting a canopy for the ramp, but we're not sure when that will happen either."

For now, some town officials are trying to help the workers cope with the situation. The town supervisor recently shoveled snow and ice from the trailer's ramp and at least one member of the Town Council is trying to get water and sewer lines hooked into the trailer so that the bathroom will be just that.

"I guess we're out here until we get a new building, which we really need," Shuback said.

"The town is exploring its options for a new building, and in the meantime, we're putting up with it."

— Janice Marra



CSEA Voices



"CSEA takes care of the members like one would treat a family member. We belong to a large and diverse family called CSEA."

— Carol Guardiano, clerk I maintenance department, Pilgrim Psychiatric Center Local



**Give 'em a brake
Winter driving
tips**

**Give plows and
sanders plenty of
room.**

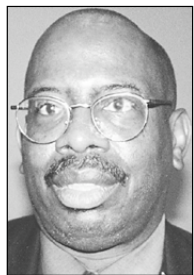
**Keep windows,
mirrors and lights
clear.**

**Make sure your car
is properly
maintained. Use
headlights in bad
weather.**

**Use caution when
approaching
intersections.**

Wear your seat belt.

**CSEA
Voices**



**“Being a CSEA member
means opportunities,
services and benefits.”**

**— Michael C. Harris, 14-
year CSEA member, NYS
Office of General
Services, Empire Plaza
Visitor Information
Center**

DOT driver's truck plunges 100 feet; he walks away

ELLENVILLE — A CSEA member at the state Department of Transportation was recently injured when his truck plunged over an embankment while he was clearing a road after a snowstorm.

Carlos Santiago, a Highway Maintenance Worker 2 and a 23-year union member, suffered cuts, bruises and a broken nose when the truck he was driving left a mountainous stretch of Route 52 outside of the Ulster County village.

A New Year's Eve rock slide previously had caused the road to be closed to drivers. Santiago was plowing the stretch on Jan. 6 to make Route 52 passable to emergency vehicles.

While plowing on the uphill, eastbound direction of the road, the right front tire of Santiago's truck sank into a cracked, soft patch in

the road. The truck hit the guardrail, causing it to plunge 100 feet off a cliff until it came to rest against a tree. Santiago was alone in the truck at the time.

Santiago was able to climb out of the truck and call for help. He was taken to Ellenville Regional Hospital, where he was treated and released.

While Santiago's injuries were not serious, CSEA DOT Local President Dwayne Palen said the incident illustrates the hazards that DOT workers face every day in maintaining highways.

“(The accident) again shows to us that the nature of our jobs is hazardous no matter where we are,” Palen said. “Luckily, (Santiago) was wearing a seat belt or it would've been much worse for him. This proves to us that you don't have to

be standing in the road to get hurt on this job.”

Palen said he believes the accident may have been prevented if the road's shoulder had been paved or had a more structurally sound guardrail.

“The rail should have held the truck on the road,” he said. “What if it had been a school bus or a truck containing explosives?”

Palen added that the active winter has caused a strain on highway workers across the state, who face long hours and treacherous conditions to safely clear roads for drivers.

“It shows the vital service that we provide to the people of New York,” he said. “Hopefully, this winter will outline the importance of our work even more.”

— Janice Marra

Steuben County weighs lighter DPW duty

BATH — A Steuben County Legislature committee is considering a plan that would divide county Department of Public Works (DPW) crews into two, 12-hour shifts to help lessen the load of hours DPW workers put in while moving loads of snow.

The plan would involve workers to put in an eight-hour shift, then be on call for four hours. County officials say the proposal could take two to three years to take effect, and they intend to work with CSEA in ironing out concerns the union may have.

“These guys get run ragged. They can't plan anything. They can't go to their kids' games. They can't take their wives out to dinner. Their lives are run by snowflakes,” Tony Clark, county snow/ice control supervisor, told the *Corning Leader*.

Steuben County Local President Ron Gillespie said the plan merits investigating and said he was not aware of any major concerns from the union.

Two CSEA members, Pete Gleason and Dave McKerrow, told the *Corning Leader* they had mixed



Photo by Jason Cox, *Corning Leader*

Steuben County CSEA member Pete Gleason operates a county DPW truck recently. The county is considering a new schedule aimed at giving road crews more time off between shifts.

feelings about the plan, raising concerns about adequate training.

“Not everyone can drive one of those trucks,” McKerrow said. “You don't just hop in and drive it around.”

During regular work hours, the county could count on more hours of coverage from road crews, making it easier to keep roads safer,

according to county officials.

During heavy storms, the 12-hour shift would give crews a chance to rest, allowing them to begin their shifts fresh.

Having the extra workers on call would make it easier to reach workers for overtime, the county claims.

Penn Yan's drive to win brings national bus rodeo title

PENN YAN — Just call Sue Gettings and Lee Ann Ovens champions.

The two CSEA bus drivers for the Penn Yan School District earned the 2002 national team championship for their skills in the National Rodeo for Drivers of Disabled Students held in Texas last year.

"We're really proud of them," said Frank Modaffari, Penn Yan Schools Unit president. "They represented our district very well at the rodeo, just as they do every day on the job."

"We normally drive our own separate routes for the district, but we competed together as a team for the rodeo, because that's the way it's set up — for two-person teams," said Sue Gettings, a 35-year veteran driver. "It was a lot of fun, and it's good to have your skills tested, and come out on top. Plus, we both love driving for our kids."

The rodeo consisted of written tests, vehicle pre-checks, secure wheelchair loading, and



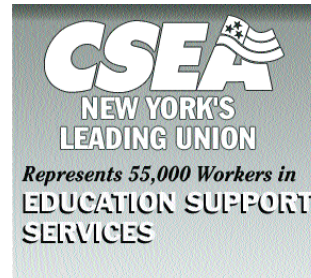
Bus drivers Lee Ann Ovens (left) and Sue Gettings (right) earned the 2002 national team championship at the National Rodeo for Drivers of Disabled Students.

emergency evacuation, in addition to driving an obstacle course.

"We're planning on going back next year to defend our title," said Ovens, a nine-year schools employee.

"We're sure they'll repeat another title run next year too," said Modaffari. "We'll all be cheering them on."

— Ron Wofford



SOUTHOLD UNIT REACHES OUT — The CSEA Southold School District Unit collected and delivered 11 large boxes full of non-perishable food items to striking union brothers and sisters from the Plum Island Animal Disease Center off Long Island's North Shore. The recipients were deeply appreciative, and said that any visit or show of solidarity and support for their long fight would do wonders for the members' morale.

Feisty Southold Unit gets attention

SOUTHOLD — More than 30 fired-up CSEA members of the Southold School District Unit took their contract fight to the streets and now they are getting results.

On a frigid December night, the union members mounted a loud, spirited demonstration while their intransigent school board was having dinner, just prior to the monthly school board meeting. Carrying signs that read: NO MORE RHETORIC! HOLD THE LINE! and CSEA NEEDS A FAIR



Members of the Southold School District Unit take to the streets recently, urging action on stalled contract talks. The mobilization paid off, forcing the school board to address their concerns.

CONTRACT! the tiny Southold Unit, led by unit President Don Fisher, made its point

clear. After working nearly six months without a contract, the union members became

the talk of the town and forced the school board into addressing their concerns.

The December school board meeting was dominated by a discussion of the contract dispute. That's when the board turned over what amounted to a new contract proposal, and now the two sides have returned to the bargaining table.

— Rachel Langert

CSEA Voices



"CSEA hosts education conferences that are enjoyable and very informative."

— Bridget Balletto, clerk typist, attendance office, Bellmore-Merrick School District

Winter's hammer time fails to nail road crews

Editor's note: CSEA road crews and the workers who support them in upstate New York have faced a fiercer than usual winter. At a recent CSEA Board of Directors meeting, CSEA's statewide officers and the Board of Directors issued a big thank you to the men and women of state and local government highway crews for their hard work and dedication in the recent storms. This story focuses on efforts in parts of the Capital Region.

Mother Nature recently dealt a one-two punch to residents of the Capital Region — leaving more than 40 inches of snow in less than a week over the holidays



Cohoes DPW workers first break up snow banks with a grader ...

— but the daunting blows did little to stagger CSEA members working on road crews.

Like an unwelcome house guest, the first storm arrived on Christmas and just wouldn't leave. On Jan. 3, another storm dropped more footage on top of ice, making a bad situation worse. Travelers were stranded, malls closed and everyone was scrambling to get home after a final trip to the store.

While residents hunkered down and temperatures dipped to single digits, things were just heating up for CSEA's plow and heavy equipment operators.

To date, more than 73 inches of snow has fallen at the Albany Airport. Typically the Capital Region averages 53 inches during the entire winter.

For the hill towns just west of the city, higher elevations mean higher numbers, with the two recent storms dropping more than 60 inches alone. For many, this will be a winter to remember.

"We had a couple of really bad storms back in the '80s, but the way these storms came back to back like that was really unique," said Bob Pierre, CSEA Cohoes DPW Unit president.

In the early hours of a large storm, crews are just trying to keep the roads passable for emergency personnel, said Rick Williams, East Greenbush DPW foreman and 23-year CSEA



... then use a snowblower on steroids to clear the snow ...

member.

For many, this means long shifts, little sleep and lots of coffee. "You gotta keep going to keep the roads open," said Kevin Slingerland, who works in the Hill Town of Westerlo for the Albany County DPW.

Caffeine helped him get through a 35-hour shift at the height of the last storm, Slingerland said. Guided by a sense of responsibility to the public these workers do what they have to just to make it through.

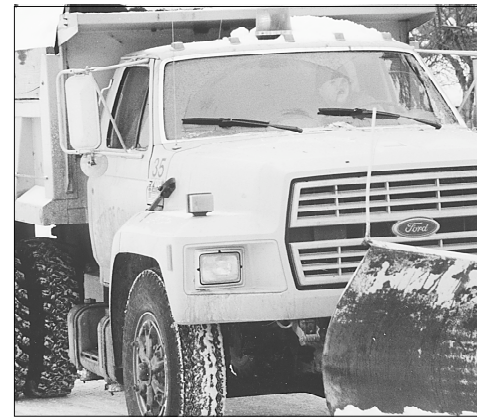
"It really takes a toll," said Pierre. Fatigue, near-zero visibility add to demands.

"There are no shifts," said Rick Bender, DPW Unit president for the town of East Greenbush. "You just go until you can't anymore."

Doing more with less

Many of the crews now do more work with fewer people. The Albany County DPW had about 40 members in the unit in 1978, remembers John Nevins, Albany County DPW foreman in Westerlo, a 23-year CSEA member. Now there are 16. The state contracts with counties for snow removal, adding to the county burden.

Traffic, parked cars, trash cans and growing populations add to difficulties. Municipalities heeding forecasters' warnings declared snow emergencies, easing snow removal with parking restrictions.



... which is trucked away.

"When a snow emergency is called early, that makes our job much easier at the beginning," said Pierre.

Mopping up

When it stops snowing things kick into high gear. Steep snowbanks cut a driver's visibility and narrow streets. But harder yet is making the snowbanks disappear.

To do that, crews like the one in Cohoes work with military-like precision. Plows cut snowbanks down to size, followed by a giant snowblower, which blows the snow and ice into dumptrucks following alongside.

One short city block will easily fill three trucks.

Always plenty of work

Once things calm down there's still work to be done. The equipment that's been running on overdrive is in need of repair. Fire hydrants need to be dug out and mailboxes that have crumpled under the weight of the snow or plows need to be replaced. The Saratoga County DPW has a two-man cleanup crew whose sole job is to replace downed mailboxes throughout the county.

Albany County DPW Unit drivers in the county's Hill Towns — Knox, Berne and Westerlo — see many feet of snow every winter.



As mentally and physically exhausted as these workers are after such extreme conditions, they are still forced to contend with that age-old question, "Why did you plow my driveway in?" The answer is simple, said Williams, "The plow only goes one way."

Williams adds, "I'll come home from work after a 20-hour shift and have to turn around and shovel out my own driveway." And, so it goes.

— Therese Assalian

Elsewhere ...

LOWVILLE — In Lewis and Jefferson Counties, CSEA members continue to do their regular job of handling the massive amounts of snow that pile up on them thanks to the "lake effect" snow off of Lake Ontario. According to DOT Region 7 Highway Maintenance Supervisor II Jim McHugh, this year's snowfall has been nothing out of the ordinary.

"We get storms where we get one foot in the morning, one foot in the evening, and one foot overnight, but that's pretty much par for the course."

McHugh reports that his folks are out on the roads constantly, working seven day weeks and 12-hour days on average. "When we have an eight-hour day, it's almost like having a day off," he joked. "We've had guys who haven't had a day off since November. That's pretty much our normal winter."

HERKIMER — The village was one of the areas hit hard by both the Christmas Day storm and the subsequent New Years' storm. The first storm dumped around three feet of snow, followed by the second, which was at least another two feet. According to Herkimer DPW Unit President George Greiner, a heavy equipment operator, his 14 members were doing their best to play catch-up.

"It was just a lot of cleanup, a lot of hours to try and clean up the streets. The biggest challenge was finding somewhere on the streets to plow it," he said.

COOPERSTOWN — Among the hardest hit counties by the Christmas and New Years' storms was Otsego County, and the CSEA members working in the county Highway Department said it was quite a challenge to keep ahead of the storms.

According to Mechanic Neil Olmstead, who plows snow during the winter months, the two storms left nearly 60 inches of snow in some areas of the county. "We haven't had snow like this in years," he said. "Our challenge was just trying to keep up with clearing the roads so they were passable. We had guys working real hard, plowing for five hours straight without getting out of the trucks."



Olmstead

Top 10 ways you know you're in a snow emergency

10. That great parking spot you got last night is for the wrong side of the street.
9. The annoying text tickers and graphics that your local TV news station plasters all over the screen during a storm don't seem as annoying.
8. Relatives from Buffalo send you sympathy cards.
7. The video store has plenty of copies of "Dr. Zhivago."
6. Your spouse keeps asking why you didn't buy that snowblower before they sold out.
5. You keep wondering, "Why didn't I buy that snowblower before they sold out?"
4. Your dog hasn't been walked in three days and doesn't seem to mind.
3. Domino's won't deliver.
2. Your heating bill is higher than the Gross National Product of a small country.
1. The plow just came through and dumped another foot of snow on the driveway you just cleared!

9/11 debris concerns Metro Region members

MANHATTAN — More than a year after the World Trade Center tragedy, windows, air conditioners, and rugs at one state agency near Ground Zero still haven't been properly cleaned, according to CSEA members.

Odors permeate office
 "Nothing has been done," said Barbara Schoates, a clerk at the Department of Motor Vehicles (DMV) as she glances at a window smudged with unknown particles. "Every so often we smell the same odor that we smelled after we first returned to our offices."

The DMV office, two blocks south of Ground Zero, remained closed until late October 2001. The building was reopened to the public on Nov. 13.

No safety equipment offered
 "We weren't given any kind

of safety equipment," said Schoates, who added that many workers bought their own gloves to handle materials at their job site.

"We were originally alerted by CSEA members who were concerned about a building around the corner that nearly collapsed and had to be demolished," said Region Health and Safety Chair Frank Cosentino. "But when we got to the DMV we noticed that the windows were filthy and the air conditioners had not been replaced."

Following the tragedy, the federal and state governments pitched in millions of dollars to clean up offices and buildings that had been contaminated by falling debris. However, the media has reported that in many cases undocumented

workers, with no experience in cleaning up toxic substances, were used in clean-up efforts.



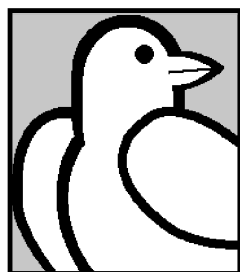
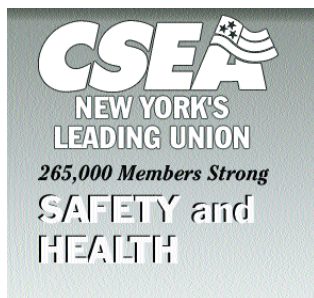
CSEA member Barbara Schoates points to some debris that remains on office windows since Sept. 11.

Cosentino and CSEA OSH staff will meet with federal Environmental Protection Agency representatives soon to discuss the debris and remedies.

So far, several members have complained of upper respiratory ailments. Another said she's lost her sense of smell.

"We're going to keep working on this hazardous situation," said Cosentino. "It's unacceptable and inexcusable for our members to be exposed to such unknown threats."

— David Galarza



CSEA safety and health mailing list

CSEA's Occupational Safety and Health Department has established a Safety and Health Network for CSEA activists

interested in occupational safety and health issues.

The network will receive the quarterly newsletter *The Canary*, a copy of any new safety and health booklet, current changes in rules or regulations, and any other pertinent information related to the safety and health of the CSEA membership.

CSEA's leadership mailing list (all local and unit presidents) is already part of this network. CSEA needs to obtain the name and address of at least one person per local or unit to receive this information. The most appropriate person would be the safety and health committee chair. Much of the information distributed will be helpful in labor/management meetings.

If you are interested in being part of this Safety and Health Network, please fill out the adjacent coupon and return it to: CSEA, Attn: Monique St. Hilaire, 143 Washington Ave., Albany, NY 12210.

Please add the following CSEA member to the Safety and Health Network:

(Please print clearly.)

Name: _____
 Address: _____

 Phone Number: _____
 Social Security Number: _____
 CSEA Local Number: _____

CSEA member saves man's life in harrowing fire rescue

Everyday Heroes

EAST GREENBUSH — Just days before Thanksgiving, George Forgea was driving in his truck when he got a call about a fast-moving fire with residents trapped inside. Forgea, a volunteer firefighter, assistant fire chief and town DPW employee, was just seconds from the house.

A frantic woman, clutching a baby and yelling for help met him when he pulled up. Her father, Frederick Bauer, who is confined to a wheelchair due to a disability, was trapped in the house. Forgea had to act quickly to save this man's life and, as it would turn out, to save his own.

Operating on pure adrenaline, Forgea jumped out of his truck and into the burning home. The 12-year CSEA member entered through the living room and followed screams coming from the kitchen.

Fire rapidly was consuming the house,

visibility was non-existent and the dense smoke meant he had only minutes to get in and get out.

Police officer Ed Miano followed close behind. Miano heard Forgea and Bauer talking and then helped direct Forgea through the choking smoke as he dragged Bauer to safety.

As Forgea was approaching the porch, he was overcome with smoke and almost went down. John Herrington, another volunteer firefighter, whisked Forgea away from the house while Miano scooped up Bauer.

Both Bauer and Forgea received oxygen at the scene. Bauer was taken away in an ambulance. Forgea was later checked out at the hospital and found to be OK.

Looking back, Forgea admits that conditions inside the house were scary.

"I didn't think I was coming out," he said recently.

On Thanksgiving, Forgea received a call from the man's daughter. She updated him

on Bauer's condition and thanked him for saving her father's life. Of course, many others are quick to give credit to a man whose bravery and humility truly exemplify a hero.

"You have to be real proud of him. I am. This is great for one of our guys to do what has to be done," said Herrington, also a town employee.

For Forgea and his co-workers, many of whom are volunteer firefighters, helping in the community and taking pride in one's work as community members go hand in hand. There is a strong level of camaraderie combined with a sense of responsibility.

"It's just in a day's work," said Herrington." Echoing that sentiment, Forgea said, "Any one of us would have done it."

— Therese Assalian



A holiday at home for CSEA member and his family

QUEENS — Chaton Duplessy received a holiday present a little earlier than most.

The CSEA member, a mechanic at the Bronx Psychiatric Center, finally had his baby boy Yvan home with his family for Christmas, after the boy spent nearly all of his 3 years in the hospital.

"It's good that he's here at home with us," said Duplessy. "The last two Christmas' we were in the hospital with him."

Yvan Duplessy has suffered from seizures and a myriad of other ailments since he was 3 months old. Doctors remain baffled by his illness, said Duplessy.

"We have taken him to neurologists and other specialists and they still don't know what he has," said Duplessy.

Baby Yvan has already undergone major surgery and has been prescribed dozens of medicines to treat ailments ranging from pneumonia to a kidney condition.

The whole ordeal has been stressful for Duplessy, his wife, Remedios, and their daughter, Thalia, 5.



Remedios, Yvan and Chaton Duplessy enjoy a moment together at their Queens home over the holidays.

Duplessy said he was comforted by all the support he has received from fellow CSEA members at the Bronx Psychiatric Center.

"They were great. They knew about my problem and were very supportive," said Duplessy. "They always ask me about the baby."

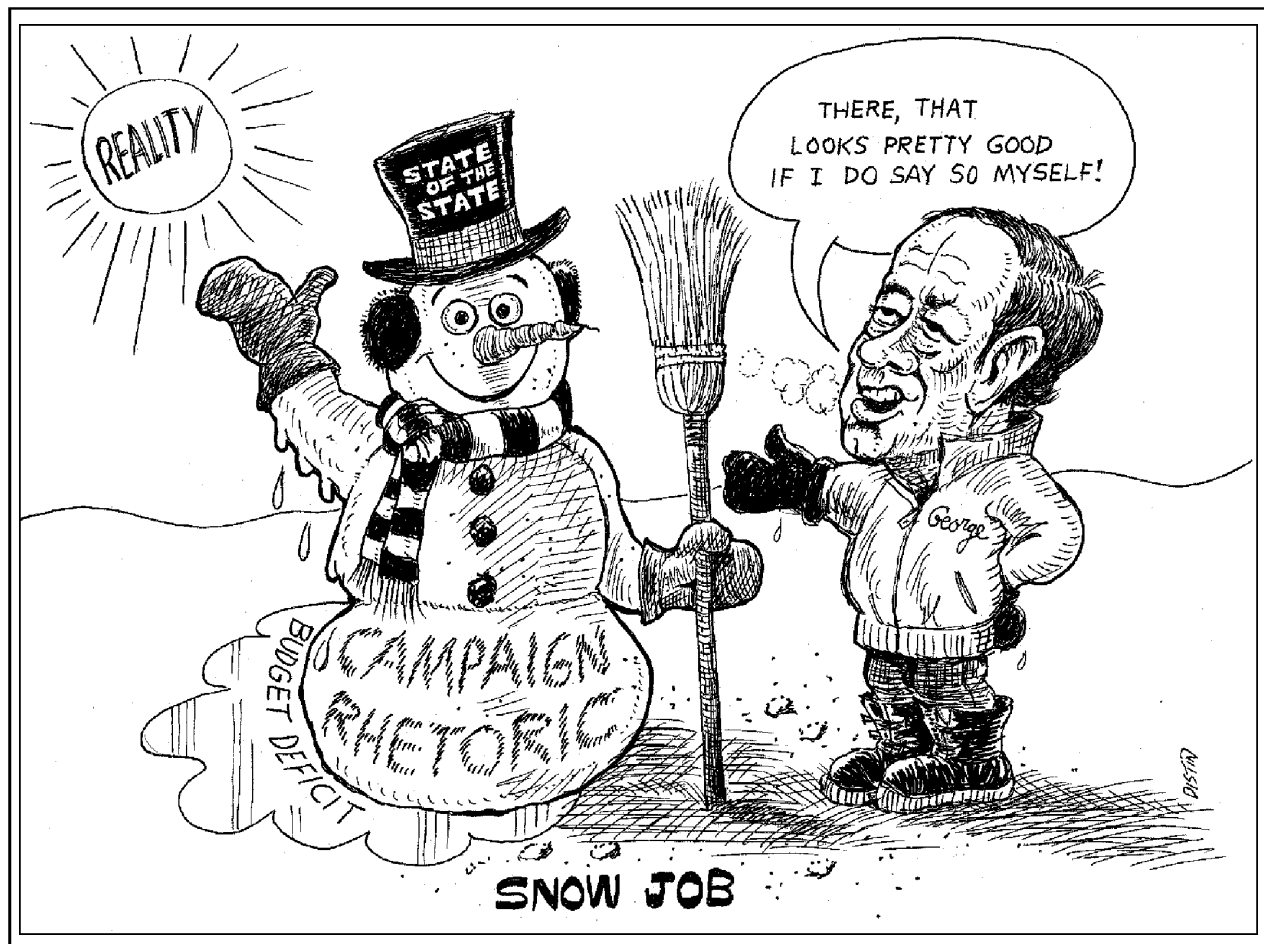
The Regional Women's and Education Committees also extended a hand by raising funds to help the Duplessy's enjoy the holidays. They donated a gift certificate to Toys R Us so the Duplessy's could purchase some toys for their children.

"We needed to do all we could to help this CSEA brother, his family and their child," said Jacqueline Stanford, Chair of the Women's Committee. "It's something that we would try to do for any of our members in a similar yet very unfortunate situation."

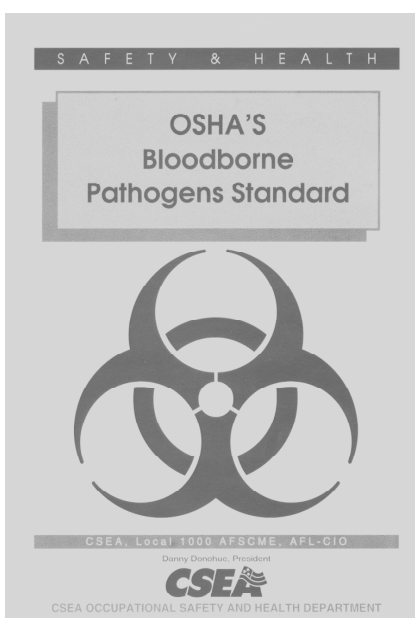
Duplessy remains optimistic and prayerful that Yvan will remain healthy and at home.

"It's still hard because we don't know what the future holds. We don't know if he's going to walk or talk," said Duplessy. "But he's still my son."

— David Galarza



16 years ago...

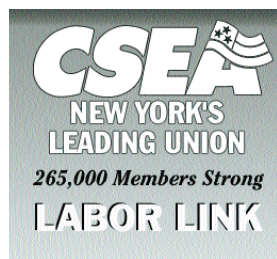


When the AIDS epidemic ravaged millions of people worldwide in the mid-1980s, lack of information and understanding posed an enormous risk. Little was initially known about AIDS, how communicable it was and what procedures health care workers should follow in caring for individuals. CSEA was in the forefront of ensuring that workers had the most up-to-date information and support to protect themselves and those they served.

The union helped present educational programs at union workshops and in work sites. Union publications helped deliver important information about the disease and safety & health procedures to be followed. CSEA also worked to make sure Centers for Disease Control protocols were extended to the Occupational Safety & Health and Public Employees Safety & Health Acts.

Also in 1987:

- * Presidential candidate Gary Hart drops out of the race over "Monkey Business" scandal
- * Russian President Mikhail Gorbachev introduces limited freedoms to the Soviet Union, restructuring the Soviet economy (perestroika) and calling for an end to censorship (glasnost).
- * Lt. Col. Oliver North testifies that he assumed President Reagan knew funds were diverted to the Contras and that key documents were destroyed.
- * U.S. Constitution's 200th Anniversary
- * 18-month-old Jessica McClure is pulled from a well with only minor injuries.
- * Black Monday hits on Oct. 19, as the Dow and other markets plummet.



Martin Luther King Jr. event celebrates justice, equality and kinship

BALDWIN — Hundreds turned out for the ninth annual luncheon salute to the Rev. Martin Luther King, Jr.

It was an opportunity for CSEA members from all over Long Island, members of the Coalition of Black Trade Unionists (CBTU), and people of good will to gather and pay tribute to the premier civil rights advocate.

Members of the community also participated through stirring dance, drama, and musical presentations.

The event was organized by the Nassau County Local's Diversity Committee, which is co-chaired by CSEA members Tim Corr and Rudy Bruce. "This gathering is a celebration of the ideals represented by Dr. King: justice, equality, and the kinship of all people," said Bruce.

Corr added: "It is a chance for CSEA activists to recommit themselves to the fight for human rights for everyone, and to pay homage to a truly great leader."

Two dedicated union leaders of our time participated as well — CSEA President Danny Donohue and AFSCME Secretary-Treasurer William Lucy.

Donohue said he was proud to be part of a celebration that kept the spirit of King alive. "At a time



CSEA President Danny Donohue (left) and AFSCME Secretary-Treasurer William Lucy (right) were guest speakers at the MLK Luncheon in Baldwin.

when violent action was too often utilized, Rev. King proved that non-violence can get things done," said Donohue.

"Martin Luther King showed that when good people stand together, they can make a difference," Donohue added.

Donohue also reminded attendees that King was an organizer who stirred people to reach deep down inside themselves and find creative ways to make waves for positive change.



"If Rev. King was here, he would challenge every one of us to fight for comparable worth, for equity, for fairness, and for one another," said Donohue.

AFSCME Secretary-Treasurer William Lucy, who marched with King, said he couldn't agree more. "As part of the human family, we have a moral obligation to leave this world a little better than we found it."

Lucy said it is critical that Americans rededicate themselves to making King's dream of equality and justice a reality.



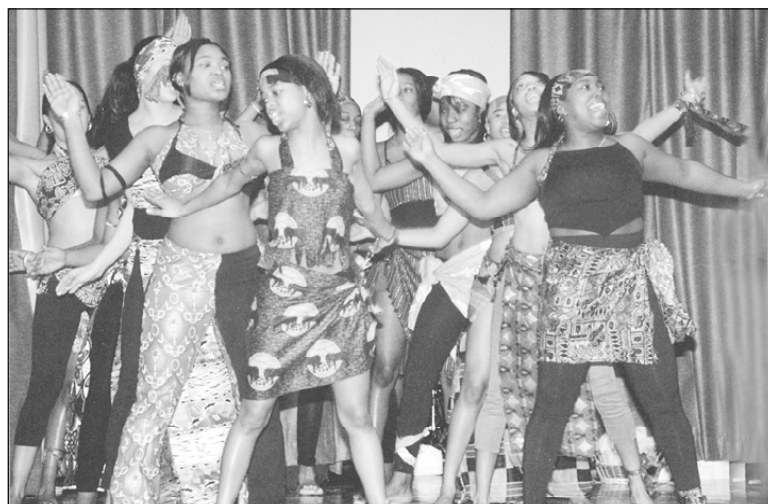
Derrick Chestnut plays a tribute to the Rev. King on his saxophone.

"Current economic policy is enacted at the expense of working people," said Lucy. "This nation lost 100,000 jobs in December. While corporate thieves line their pockets, working families are left to pay the price."

"Our nation may be planning to go to war tomorrow, but we can't even deal with the real war on our own working people in this country," said Lucy. "Still, Dr. King's work lives on in the work of CBTU, CSEA activists, and in the day to day struggles of all those who challenge the system to do the right thing for average people."

The message of the day was clear: Despite all the struggles that lay ahead, the Rev. King would say that we should not agonize; we should organize!

— Rachel Langert



Moving forward for progressive change

ALBANY — CSEA joined with a coalition of labor organizations in Albany for the fifth annual labor celebration in honor of the Rev. Martin Luther King Jr. titled Moving Forward for Progressive Change.

The event celebrates the life of the Rev. Martin Luther King and recognizes the commitment of workers and their

unions at home and abroad as well as the economic system that favors the hopes of all working women and men.

The program included musical selections, a video, essay contest, dance program and performance by Jack Landron, a bilingual actor and singer, union member and former personal assistant to Rev. King.

The Student Theater Outreach Program performed a dance at the fifth annual labor celebration in honor of the Rev. Martin Luther King Jr.

Important Reminders for State Employees

The following information is intended for CSEA represented Executive Branch enrollees — enrollees employed by the State of New York covered by one of the following CSEA collective bargaining agreements: Administrative Services Unit, Institutional Services Unit, Operational Services Unit or the Division of Military and Naval Affairs.

Considering Retirement?

What you need to know about continuing your NYSHIP health insurance coverage into retirement

As you plan for retirement, one of the most important decisions you will have to make is what to do with your health insurance coverage.

Information is the key to a smooth transition into retirement. Talk with your agency's health benefits administrator (usually located in the Human Resources or Personnel office) early in your retirement planning to make sure that your service qualifies you for health insurance as a retiree. The following information can be found in the New York State Health Insurance Program (NYSHIP) General Information Book and is meant to assist CSEA State Executive Branch members who are planning to retire.

Do not assume that your health insurance benefits will continue automatically when you retire. In order for you to continue NYSHIP coverage for yourself and your eligible dependents after you retire you must meet three eligibility requirements:

First, you must have completed a minimum service requirement, determined by the date on which you last entered state service:

— If you were last hired before April 1, 1975, you must have had at least five years of benefits eligible state service or at least five years of combined service with the state and one or more of its participating employers or participating agencies that participate in NYSHIP.

— If you were last hired on or after April 1, 1975, you must have had at least 10 years of benefits eligible state service or at least 10 years of combined service with the state and one or more participating employers or participating agencies.

Second, you must qualify for retirement as a

member of a retirement system administered by New York State or any of New York State's political subdivisions.

Third, you must be enrolled in NYSHIP or be an enrolled dependent of someone who is enrolled in NYSHIP at the time of your retirement.

Sick Leave Credit

You may be entitled to use the value of your accumulated unused sick leave to offset all or part of the cost of your individual or family health insurance during retirement whether you are in the Empire Plan or an HMO. This will not affect the value of your sick leave for pension purposes.

Lifetime Monthly Credit

When you retire, your unused sick leave is converted into a dollar amount by dividing the total dollar value of your sick leave by your actuarial life expectancy in months. The result is a lifetime monthly credit, which reduces your cost for health insurance for as long as you remain enrolled in any NYSHIP option. The amount of your monthly credit will remain the same throughout your lifetime. However, the balance you pay may change each year. Enrollees can estimate the value of their sick leave credit by referring to the calculation worksheet located in the NYSHIP General Information Book or on the web at www.cs.state.ny.us.

If you are currently planning for retirement and would like to know more about continuing your health insurance coverage, contact your agency health benefit administrator (HBA) usually located in the personnel department.

May 15 is deadline for submitting proposed resolutions, changes to CSEA's Constitution and Bylaws

Proposed resolutions and proposed amendments to the CSEA constitution and Bylaws for consideration by delegates to the union's 2003 Annual Delegates Meeting must be submitted by May 15, 2003.

Proposed resolutions may be submitted only by a delegate and must be submitted on the proper forms. Forms for submitting resolutions are available from CSEA headquarters and region offices.

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

The 2003 CSEA Annual Delegates Meeting will be held Oct. 20-24 in Lake Placid.

Deadlines for 2002 Empire Plan claims

Empire Plan enrollees have until March 31, 2003 (90 days after the end of the calendar year) in which to submit medical expenses which were incurred during the 2002 plan year to:

United Health Care Service Corp.
P.O. Box 1600
Kingston, N.Y. 12402-1600

For the Empire Plan Basic Medical Program, the Home Care Advocacy Program (HCAP) and for non-network physical therapy or chiropractic services;

ValueOptions
P.O. Box 778
Troy, N.Y. 12181-0778

For non-network mental health and substance abuse services received in 2002;

CIGNA/Express Scripts
Member Reimbursement/Claims
Review Unit
P.O. Box 1180
Troy, N.Y. 12181-1180

For prescriptions filled at non-participating pharmacies or at participating pharmacies without using your New York Government Employee Benefit Card.

Enrollees can call the Empire Plan at 1-877-7NYSHIP (1-877-769-7447) with questions or to obtain claim forms. As a reminder, when using the Empire Plan's new toll-free telephone number, please pay extra attention to the choices offered by the automated system.

As always, please ensure accurate and complete insurance information is given to your provider at the time services are received. This information assists network providers/pharmacies in submitting claims directly to the appropriate insurance carrier on your behalf. If you have a non-network claim submission, make sure you complete the requested subscriber information and sign the claim form, attach an itemized billing and send to the appropriate carrier before the deadline.

What's In It For You?

REMINDER

For New York State employees with the CSEA EBF Prescription Co-Pay Reimbursement Plan as well as Unified Court System and Local Government units (School Districts, Counties, Towns, Cities, and Villages) with miscellaneous benefits through the Employee Benefit Fund, the time is here for submission of 2002 claims.

Claims for the EBF reimbursements plans for Prescription Drug Co-Pays, Physician Co-Pays, Health Insurance Co-Pay, Legal, Hearing, Maternity, and Annual Physical **need to be submitted with all pertinent materials or original receipts by March 31, 2003.** Claim forms are available by calling the Fund at the numbers listed below.

Contacting the Fund

CSEA Employee Benefit Fund operating hours are 7:30 am to 4:30 pm. Customer Service Representatives can be reached by contacting the Fund at **1 (800) 323-2732** or **1 (800) EBF-CSEA**. The Fund also has a **TDD number for the Hearing Impaired at 1 (800) 532-3833**.

When calling from a touch tone phone, please follow our computerized phone system instructions.

Press 1 _ Claim Forms, Provider Listings, Plan Booklets ... Then...
 Press 1 - To use the Vision Benefit
 Press 2 - Forms, Listings, Booklets
 Press 2 _ Dental ... Then ...
 Press 1 - Claim Forms, Listings
 Press 2 - Personal Assistance
 Press 3 _ Other EBF Benefits ... Then ...
 Press 1 - Enrollment Mailbox
 Press 2 - Vision
 Press 3 - Drug
 Press 4 - COBRA
 Press 5 - Miscellaneous Benefits & Personal Assistance
 Press 4 _ Marketing Department ... Then ...
 Press 1 - Patrick Regan, Marketing Manager
 Press 2 - Colleen Switts, Member/Provider Liaison
 Then for ...
 Region 1 Local Government - Linda Sclafani ... dial 631-462-5224
 Region 3 Local Government - Colleen



Foley ... Press 3
 Region 4 Local Government - Kim Lucas ... Press 4
 Region 5 Local Government - Meghan Pastiglione ... Press 5

Region 6 Local Government - Sarah Scanlon ... Press 6
 Regions 1, 2, 3, 4 State - Carisa Haberl ... Press 7
 Regions 4, 5, 6 State - Dave Reed ... Press 8

If calling from a rotary phone, please stay on the line and a representative will provide you with assistance.

When making inquiries, members should have their Social Security Number handy along with Claim information, dates of service, provider's name or other pertinent information. If our representatives are unable to take your call at that time, you may be forwarded to our voice-mail system.

When faxing materials to the Fund, please remember that this is for administrative or enrollment use only and **not for submission of claims**. The appropriate department fax numbers are:
 Administrative Offices - 518-782-1234
 Marketing Department - 518-782-9979
 Dental - 518-782-7052
 Member Services (enrollment, vision, misc. benefits) - 518-786-3658

CONGRATULATIONS

The EBF would also like to congratulate the following group which has recently joined the Fund for benefit coverage:
 City of Poughkeepsie and these groups that have either added a new benefit or upgraded an existing EBF plan:
 Copiague Memorial Library;
 Dutchess County;
 Hastings-on-Hudson S.D. Custodians;
 Ossining Public Library

Are you missing out on something you really can't afford to pass up? For more information about the CSEA EBF and their programs, please contact the Fund at 1-800-323-2732 or 1-800-EBF-CSEA or visit the EBF web page at www.csealocal1000.net and click on the Employee Benefit Fund in the Member Benefits section.

Ski Belleayre!

Belleayre Mountain, owned and operated by the state Department of Environmental Conservation, is offering a discount **State Worker Day** on Sunday, Feb. 23.

Ski all day for \$25. Be sure to present identification indicating you are a state worker.

All union members

can ski any weekday all season (excluding holiday weeks) at Belleayre for \$27 by presenting your union card at the ticket office.

Belleayre is located on Route 28 in Highmount. CSEA members are employed in all aspects of the mountain's services.

NYS & CSEA Partnership Launch Web site

The NYS & CSEA Partnership for Education and Training's Web site is up — a wealth of information about education and training for CSEA-represented New York State employees. And more!

Check out the programs and services designed to encourage you to participate in new learning experiences. And it all can be accessed from your computer.

Here are opportunities for improving job skills, learning new technologies and preparing for the demands of your current and future jobs. Web site postings include information about:

- Schedules/descriptions for a variety of employee courses;
- Education Basics, GED, ESOL and other programs;
- Advisement services in the areas of educational planning, financial aid, and non-traditional approaches to further education;
- Tuition benefits that assist with the costs of professional development; and
- Vouchers/reimbursement for employees to take a personal computer course.

The home page takes you to information about the Partnership, programs and services, contact information, and publications and applications for downloading.

The Web site also includes information on resources for NYS agency or facility managers/supervisors of CSEA-represented NYS employees as well as CSEA local presidents or union representatives. Resources include labor-management training and facilitation services; agency work force development and quality of work life grants; and programs that may be jointly requested by labor and management.

Other features to be added to the Web site include online course registration; online surveys, guest book and success story pages.

Ideas about the Web site are welcome. Please send your comments to NYS & CSEA Partnership for Education and Training, Corporate Plaza East – Suite 502, 240 Washington Ave. Ext., Albany, NY 12203 or email to webmaster@nyscseapartnership.org.

An Ever Better Future

Negotiators prepare for long sessions ahead

As representatives of their co-workers at the bargaining table during contract negotiations, the CSEA state and local government negotiating teams have a tough job to do. It's a job they take extreme pride and effort in. And, in the upcoming year with gloomy budgets forecast, many expect the job to be even tougher.

How the process works

Once the negotiating teams are in place, the teams review surveys from the membership of what they'd like to see changed.

"By reading the surveys we get to see what matters most to the members — whether it's receiving more vacation time, being able to sell vacation time or holding the costs on health insurance," said Community Resident Director of the Finger Lakes DDSO and CSEA state negotiating team member Kathy Button.

"From what I've read on the surveys, our members know and understand the reality of the state's fiscal situation," said Button. "They have taken a very responsible approach."

Once the requests are made, the negotiating team and CSEA staff put their requests together in a written proposal. The proposal is then presented to the management team. This is considered the clarification period.

At this point, there are frequent caucuses among both teams. The teams can counter, reject or accept the management's proposal. While these decisions are being considered, there is much time spent away from the negotiating table.

If neither team is making progress, either side can declare an impasse. When this occurs, a mediator is brought in to work with the two teams to attempt to move the process forward. After three mediation sessions are attempted, the process turns to fact finding.

During the fact finding period, a neutral person attempts to fashion an agreement keeping in mind both party's wants and needs. The parties on both sides can agree to the fact finders recommendations or either side can reject it.

In all cases except for school districts, a legislative body can impose a one-year settlement. When a legislative imposition occurs, governments may impose no raises but can not take away any salary or benefits.



(Left to right) Sharon Connor, Lori Nilsson and Robert Timpano, of the state negotiating team, review current contracts.

Many times the negotiating team works extremely long hours. "At times we're asked to work Monday through Friday and straight through the weekend," said Button. "You must have a true dedication to the cause to give up family and your own bed."

Several of the negotiators at the local and state level predict long and arduous contract talks for this year. "The rising costs of health insurance is on everyone's mind," said Mel Thomas, AV Technician and negotiator for the Geneva City Schools. "A decent raise can be wiped out when you factor in additional health care costs," he said.

Once the contract is agreed upon at the bargaining table, it must be ratified by the membership. All members in good standing are able to vote. A Labor Relations Specialist (LRS) presents the changes of the tentative agreement. If the contract is upheld, the negotiating is complete. If the contract is voted down, the team goes back to the negotiating table.

"I would like to see every member go through the process just to have a better understanding of what goes on," said Button. "It's a tough job but I enjoy the challenge."

CSEA takes pride in its negotiators. They are dedicated to achieving a fair and decent contract for all parties involved — another useful and relevant benefit to union membership.

— Amy Scharf

Strength in diversity for negotiating teams

When it comes to choosing state and local government negotiating teams, CSEA places great value in choosing teams that represent the diverse CSEA work force.

At the state level, each CSEA region president is asked to make recommendations for the negotiating team to the CSEA president. The president then chooses a team of CSEA members from across the state who will work with professional CSEA contract negotiation staff.

"At the state level, it is vital to have a diversified team from all backgrounds and job titles," said Jeff Howarth, CSEA statewide negotiator and Industrial Training Supervisor for the Eastern Ulster Correctional Facility.

At the local government level, unit presidents select members for their teams. CSEA encourages selections that are representative of the entire workplace, covering a broad spectrum of titles and departments.

After the negotiating teams are picked, they receive training on the collective bargaining process from the education and training staff at CSEA.

"I encourage members to attend trainings," said Mel Thomas, AV Technician and negotiator for the Geneva City Schools. "Especially in these tough times, I want our negotiating team to be as strongly prepared as possible," said Thomas.

"Our negotiating teams are top notch and extremely competent," said CSEA President Danny Donohue. "Our members know our needs first hand and work hard to get the best possible contracts for everyone involved."

McDonough Scholarships awarded

Six children of CSEA members, one from each of CSEA's six regions, have been named winners of CSEA Thomas H. McDonough Continuing Studies Scholarships.

The winners were announced by CSEA President Danny Donohue and Lamont "Dutch" Wade, chairperson of CSEA's Special Memorial Scholarship Committee.

The awards are for \$1,000 each and are intended to assist the students in pursuing their college studies by augmenting the CSEA Irving Flaumenbaum scholarships, which each of the recipients had won as graduating high school seniors.

The continuing studies scholarships are named in memory of the late Thomas H. McDonough, a longtime union activist who served as acting president and executive vice president of CSEA.

Winners of the 2002 CSEA Thomas H. McDonough Continuing Studies Scholarships are:

Long Island Region

Matthew Campbell of Patchogue is a student at North Carolina State University. His mother, **Jeanine Campbell**, is a clerical aide at Patchogue-Medford Schools.

Metropolitan Region

Marina Frimer of Whitestone is a student at Sophie Davis/CUNY. Her father, **Yefim Frimer**, is a plant utility engineer at SUNY Maritime College.

Southern Region

Todd M. Derkacz, is a student at Dickinson College. His mother, **Beth Derkacz**, is a teachers' aide in the Port Jervis City School District, and his father, **Gary Kerkacz**, is a mechanic in the Port Jervis Central School District.

Capital Region

Deborah C. Pelosi is a student at Russell Sage College. Her mother, **Diane Pelosi**, is a principal account clerk in Fulton County.

Central Region

Patricia Poindexter is a student at Ithaca College. Her mother, **Dorothy Poindexter**, is a teachers' aide in the Williamstown School District.

Western Region

Paige Patterson is a student at SUNY Buffalo. Her mother, **Darbe Corser**, is a teaching associate at Newfane Central School District.

The McDonough scholarship recipients were selected on the basis of merit and need from a pool of previous winners of the Flaumenbaum scholarships by members of CSEA's Memorial Scholarship Committee.

CSEA seeks members for grievance case payments

CSEA is trying to locate five members who are entitled to a significant amount of money resulting from an overtime grievance case the union filed against Nassau County several years ago.

Several unsuccessful attempts have been made to locate Ann Miller, who lived in Westbury; Keith Burger, who lived in Amityville; Yvette Brown, who lived in Roosevelt; Louise Borg, who lived in Centerport; and Charles Beller who lived in Morril, Mass. All five worked at the former Nassau County Medical Center.

If you can help us locate any of these individuals please call Ed Catrine of the CSEA Legal Department at 1-800-342-4146 Ext. 1443.



PEOPLE PERSON —

The PEOPLE person for the month of December is Rutha Bush. She is a member of the Long Island

Developmental

Center & Sagamore Children's Psychiatric Center local. She recruited 30 members. PEOPLE is CSEA and AFSCME's political action program aimed at electing individuals friendly to working families to Congress ...

SPA NEGOTIATIONS EARN

PRAISE — The Saratoga Springs School District Unit's 429 members have a new contract and the school district praised CSEA for its approach to negotiations. CSEA Local President Betty Eagan said the four-year pact includes pay raises and the addition of bus drivers to the contract, which also covers custodians, typists, maintenance workers and teacher aides in the nearly 7,000 student district ...

WESTCHESTER SCHOLARSHIPS

— April 15 is the application deadline for scholarships awarded by the CSEA Local in Westchester County. A dozen scholarships of \$1,000 will be given to graduating high school seniors to further their education. Children of Westchester County Local members, who have belonged to

the union for at least a year, are eligible. Winners will be judged on overall school performance, community service, letters of

recommendation

and an essay. For applications, call (914) 428-6452. Successful candidates will be notified by May 30 ... **DIAMOND FOUND ON ICE** — Two Saratoga Springs DPW employees are being credited for going the extra mile in finding a diamond that fell out of a ring at an area ice rink. The owner of the ring noticed the diamond was missing when she brushed her hand against the other and felt something jagged. She had given up hope of ever finding the 1/4 to 1/2 carat diamond. The next morning, Jamie Boyce and Larry Baldwin swept the ice, sifted through the debris and located the diamond and personally delivered it to the grateful owner ... **CD AVAILABLE** — CSEA member Lauretha Lige of Schenectady recently had her gospel CD picked up by Trans World Entertainment. The CD includes the songs "God Bless America," and "Amazing Grace." It has been distributed throughout 16 different stores in the Capital Region including Coconuts and FYE.

Break in membership affects eligibility for union office, voting privileges

A break in union membership status can have long-term future implications. Your membership status affects your eligibility with respect to:

- seeking or holding union office;
- signing nominating petitions for potential candidates;
- voting in union elections, and;
- voting on collective bargaining contracts.

Only members "in good standing" can participate in these activities. To be in "good standing," your dues cannot be delinquent.

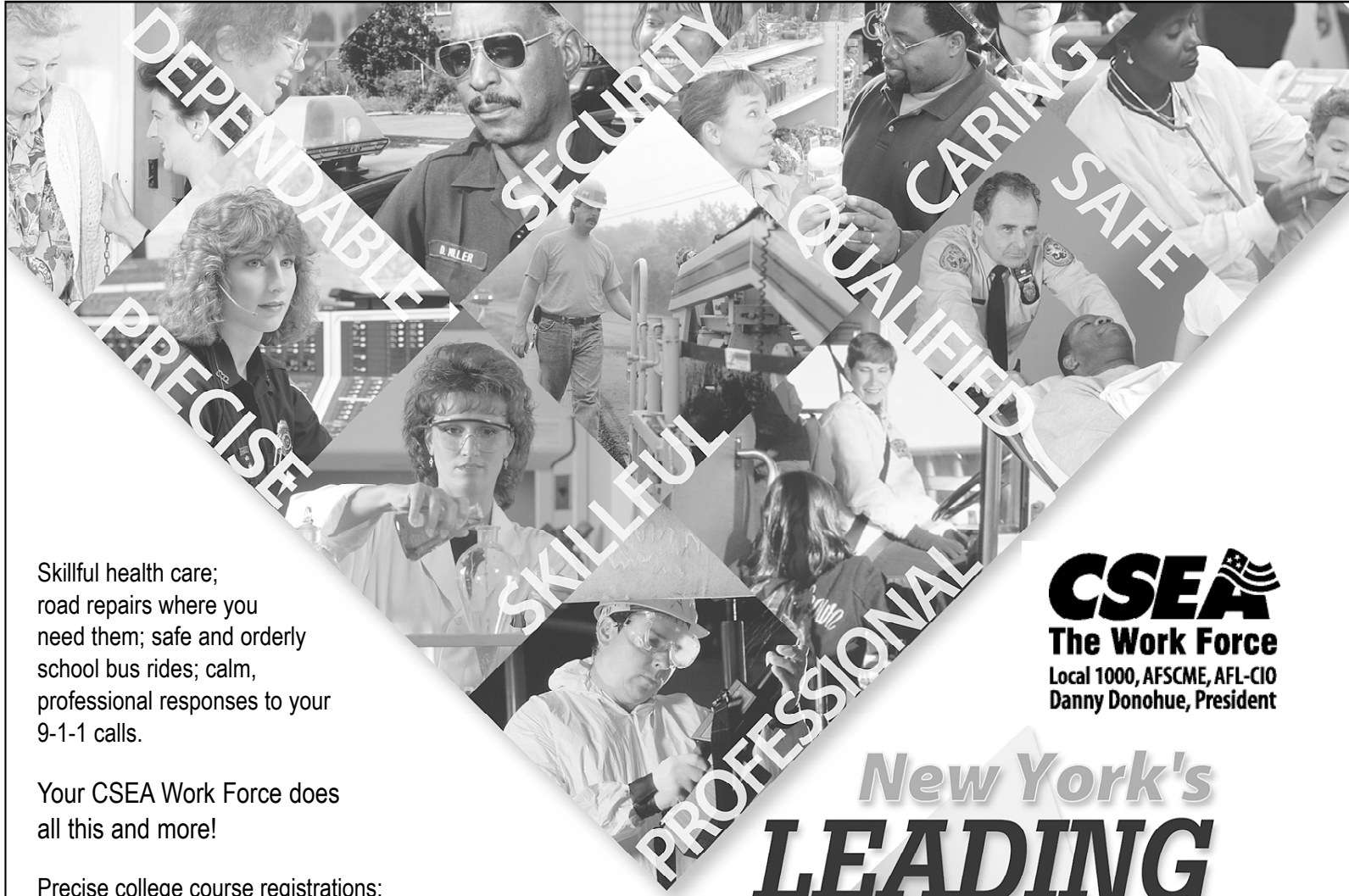
If you go on unpaid leave or for any other reason have a break in your employment status, your dues will not continue to be paid through payroll deductions. You must make arrangements to pay your dues directly to CSEA to continue your membership status. If you are either laid off or placed on leave without pay status due to becoming disabled by accident, illness, maternity

or paternity, you may be eligible for dues-free membership status for a period not to exceed one year. If you are called up for active military duty you may also apply for dues-free status.

Note, however, you **must** continue to pay dues to run for office.

Dues-free or gratuitous membership allows members to continue their insurance coverage while out of work. It does not protect your right to run for or hold office. This does not apply to members who are on leave due to being called up for military duty. Members on active military duty, upon return, are considered to have had continuous membership status for all CSEA election purposes.

Please notify the CSEA Membership Records Department at 1-800-342-4146, Ext. 1327, of any change in your status and what arrangements you are making to continue your membership in CSEA.



Skillful health care;
road repairs where you
need them; safe and orderly
school bus rides; calm,
professional responses to your
9-1-1 calls.

Your CSEA Work Force does
all this and more!

Precise college course registrations;
aides teaching the developmentally disabled;
probation security and monitoring;
caring service for people with mental illness.

Your CSEA Work Force makes it happen!

Every day of every year, the 265,000
members of CSEA make these and so many other vital
services work for you.

Caring... Capable... Doing the jobs RIGHT!

CSEA
The Work Force
Local 1000, AFSCME, AFL-CIO
Danny Donohue, President

New York's
LEADING
Union!



The State of Our Union 2003

*A message from
CSEA President
Danny Donohue*

CSEA members have faced many challenges in the 93 years of our history. It is likely that the events and circumstances of 2003 will once again test our strength and character in new ways. It is also certain that CSEA members will be prepared to meet the challenges ahead.

All of our hard work over the past several years to make CSEA a

Continued inside

better, more representative and activist union, is making a difference. We are effectively changing as an organization to provide even better means for all our members to get involved and improve our work life, our contracts and our communities.

We are working hard to confront the wide range of challenges we face to make us a stronger organization and to ensure that our members and leaders have all the knowledge, resources and support to get the job done.

CSEA is second to none in providing skills, issue and career training for our members and leaders at every level. We have made giant strides in improving the communication with our membership. We have added member benefits programs that offer real value to your life and cannot be matched by any organization. We have successfully carried out contract campaigns. We have enhanced our presence and ability in the legislative and political action at the federal, state, local and school district level through true grass roots activism. This grass roots activism has also extended into community outreach with good results. Most especially, we have truly established ourselves as the best voice for working people and have seen a whole new dynamic in workers organizing with CSEA's help.

None of it is easy, but our vision for a better CSEA is becoming a reality. We have built a strong foundation and the work must continue.

Events and activities involving CSEA members throughout the past year alone are proof positive about why we are New York's Leading Union. CSEA members demonstrated their talent and dedication on and off the job over and over again making our communities better places to live in every part of the state.

2002 was a difficult year that began with a nation, state and city still in a state of shock in the aftermath of the events of Sept. 11, 2001. In those difficult months, CSEA members rose to the challenge in direct and indirect ways.

As if to honor the memory of the five brothers and sisters CSEA lost in the World Trade Center, CSEA members responded to the aftermath of the event in so many lines of duty. From workers staffing the family response center in Manhattan, to state Department of Transportation and local government highway crews, to medical screeners to logistics specialists working with the State Emergency Management Office, CSEA members were on the job for months to do what had to be done.

The outpouring of generosity from CSEA members to raise funds for the victims'

families was also inspirational. But it was also just a small part of the thousands of community and charitable activities that CSEA members embraced. In every part of the state, the union and its members have initiated and participated in and supported more worthwhile causes than could possibly be all mentioned here.

Early Warnings About Difficulties Ahead

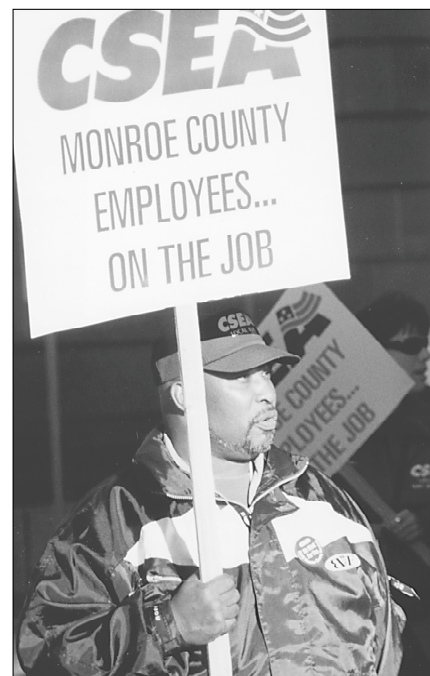
Even in the immediate aftermath of Sept. 11, 2001 it was apparent that the tragic events would also have an enormous negative impact of city and state finances. Some estimates have pegged the impact at \$6 billion in lost tax revenue as a direct result of the attack. It was clear to CSEA that this would make already shaky state finances even worse in the year ahead.

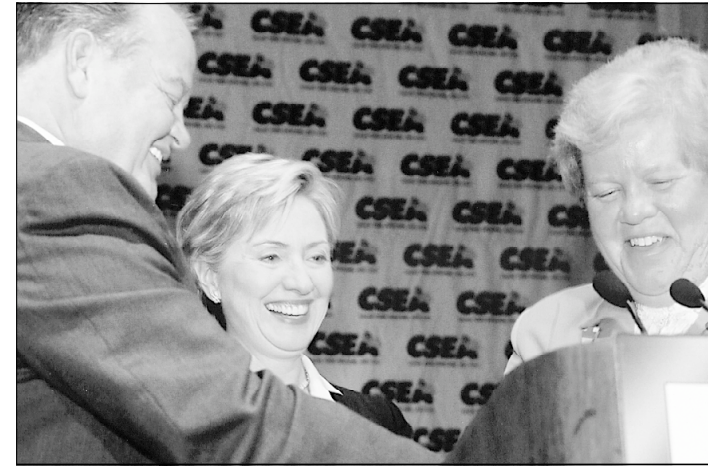
My budget testimony to the state legislature in February 2002 sounded this warning. In that testimony I called for more balance and fairness in the state's budget to ensure fair funding for state and local government services, pointing out that it would be unacceptable to promote state tax cuts while shifting the burden to localities and the property taxes working people pay. The testimony further warned lawmakers early and responsible action would make far more sense than waiting for a crisis before acting. At year's end it was increasingly apparent that what we warned about was in fact coming to pass.

Early signs of the approaching crisis were also evident in a variety of local government budget battles in the later months of 2002. From Erie County to Monroe to Onondaga to Albany to Nassau counties to name a few places, fiscal crunches were the order of the day as CSEA members stepped up to fight for fairness. It was a scene that is likely to be repeated many times over in the year ahead in even more communities. The lesson to be learned, however, is the strength of the CSEA membership's ability to make a difference through grass roots involvement and community coalition building.

Fighting Contracting-out/ Cutbacks

Across the state in school districts, towns, villages and cities, CSEA members have effectively responded when the specter of contracting out our work to private contractors has reared its ugly head. CSEA members armed with the right information and minds full of better ideas have been able offer alternatives and build community support to stop the politicians' knee-jerk response when money gets tight. CSEA has proven time and again





Agenda

Throughout the past year, CSEA engaged in a renewal of purpose reflected in the priority agenda that our union unveiled at the 2002 Annual Delegates Meeting. It is an agenda for the future to ensure that our union will continue to take the lead on issues that make a positive difference in the lives of our members and the communities we live in.

The Agenda represents the broad range of activities of our union and helps to focus our efforts. The agenda items were identified and developed with broad opportunity for comments and input from throughout the leadership ranks and by canvassing our membership about what it views as important. It is our purpose to involve our members in issues they care about and, at the same time, more clearly define what our union is all about.

Highlights of each agenda area will be published in each month's edition of *The Work Force* throughout 2003. The entire agenda can be viewed online at CSEA's website www.csealocal1000.net – click on the "Officers" link.)

The strength of CSEA is in your involvement, your commitment and your unity. The challenges we face in the year ahead make it more important than ever that we work together for a better New York and a better America.

In solidarity,

Danny Donohue

Education & Training

Recognizing that knowledge and skills are power, CSEA's Education and Training Department conducted hundreds of workshops and training programs during the past year to make sure CSEA activists have the tools to get the job done. Steward training, grievance representation, contract negotiation and administration were among the subjects covered for thousands of participants. Additionally, the union conducted workshops on the role and responsibilities of CSEA Central Labor Council delegates in nine different locations across the state. Hundreds of CSEA members also participated in 10 Civil Service Test Preparation Review classes held between August and December.

Legal Services Program

CSEA's impressive member benefits grew even broader with the addition of a more comprehensive program of Legal service benefits. A new personal injury program and statewide expansion of our personal legal matters program joined our Workers Compensation and Social Security Disability offerings to give you even more benefit. These programs are offered at low or no cost to you and are easily accessible to protect your rights.

New Health Benefits Department

CSEA is once again leading the way with the establishment of a new Health Benefits Department that will better coordinate our resources and expertise as we work to protect and improve your health benefits. Health benefits are among the most complicated, expensive and important areas in all of labor relations. We will work to ensure that our efforts in negotiations, legislation and public policy will represent the best interests of all our members.

AFSCME Convention

Last June, 198 elected CSEA delegates participated in our international union, AFSCME's 35th biannual convention in Las Vegas. It was one of the most productive conventions in AFSCME's history. In addition to addresses by President Gerald McEntee and Secretary-Treasurer William Lucy, the convention also heard inspiring messages from nationally acclaimed speakers including actor Martin Sheen and community activist Erin Brockovich.

Workshop Programs

More than 500 activists participated in our annual state workshop in Saratoga Springs last April where the agenda focused on learning how to organize and mobilize in preparation for the next round of state contract negotiations.

Another 500 local government, schools and private sector activists met in Lake Placid in June for their annual workshop which focused on contract campaigns and community coalition building.

Nearly 600 activists including scores of first-time attendees participated in our Women's Workshop held in Ryebrook, Westchester County, in November. Under the theme "Building Power for Ourselves, Our Union and Our Community," the program laid the foundation to build an even more powerful union.

Annual Delegates Meeting

CSEA's 92nd Annual Delegates Meeting held in New York City Sept. 9-13 was one of the most significant events in our

history. Being in New York on the anniversary of 9/11 was an enormously emotional and ultimately rewarding experience. Nearly 800 CSEA delegates marched behind the CSEA banner for a moving memorial march and candlelight vigil in Central Park. It was an unforgettable moment in CSEA's history and demonstrated the courage, compassion and dedication that is at the heart of what CSEA is all about.

CSEA's decision to move the Annual Delegates' Meeting to New York as a tribute to the victims of Sept. 11 and to express support for the city was also courageous. It was made after considering the urging of our delegates at our 91st ADM and with the support of our Board of Directors. There were nearly \$200,000 in cancellation fees to reschedule the event from Rochester but in the end it was the right thing to do.

The ADM itself was notable for its inspirational visits from U.S. Sen. Hillary Clinton, then-state Comptroller Carl McCall, AFSCME President Gerald McEntee and AFSCME Secretary-Treasurer William Lucy. Delegates also participated workshop programs to advance the CSEA Agenda, described below.

The delegates worked on a number of issues during the business sessions and approved the first-ever honorarium schedule for statewide officers. There has been no increase in statewide officer honorariums since 1993. The new schedule, which also includes a longevity provision, will take effect for officers elected to statewide positions and taking office in 2004. The schedule had previously been approved by CSEA's Board of Directors.

The CSEA





that our members can always do the job more cost-effectively than an outside contractor, if they are given the support, tools and opportunity to do the job right.

Sadly, we are likely to face a whole new round of attempts to sub-contract work in the year ahead because someone will always be pitching the come-on that they can do the work "cheaper."

Prescription Drug Reform

One of the most important areas that CSEA has already identified to help the state and its local governments save money is reform of prescription drug costs. Prescription drug price increases have risen by double digits every year since 1995 and have created undue pressure on health care costs in a variety of ways. The bottom line is that these price increases are mostly fueling obscene profits by the pharmaceutical industry at our expense.

To date the Bush administration has been unwilling to address this issue at the federal level. But the president's own brother, Florida Gov. Jeb Bush, and several other states including Michigan, Maine and California have all taken action on their own to leverage better prices from drug companies creating huge savings for taxpayers. There is evidence that New York could save at least \$400 million annually by reforming its Medicaid prescription drug costs alone, with more savings possible. But that should only be the beginning.

CSEA believes it is essential that broader reform of prescription drug prices must also follow. It will be our priority to keep pushing for action.

Mobilization/Contract Campaigns

The strength of CSEA is in the unity, purpose and action of our membership across the state. CSEA members in cities, counties, villages, towns, libraries and other public entities have secured good, strong contracts through contract campaigns that involved their entire membership and reached out for community support from family, friends and neighbors. These activities have shown the way for CSEA activism and outreach.



State Contract Negotiations

CSEA's state contract expires March 31, 2003. Our negotiating team is prepared like



never before and it may still be one of the most difficult rounds of bargaining we've ever experienced. The representative team, made up of a diverse group of members from across the state, has already worked hard reviewing the contract surveys you submitted, preparing our proposals and planning strategy. We have communicated to the state that we are ready to meet and have been informed that the state does not anticipate that they will be prepared to begin the process until mid-February.

State Legislative Session

CSEA members lobbied long and hard for fairness in the 2002 legislative session in Albany. In early April AFSCME President Gerald McEntee joined with your CSEA leaders and activists at the Capitol to help press the union's legislative agenda. In the end, CSEA effectively secured a number of important restorations to the governor's proposed budget along with key legislation. The union's top priority, pension reform to allow individuals with 25 years of service to retire at age 55 was signed into law by the governor after an exhaustive press by CSEA. CSEA also took the lead in securing enactment of legislation prohibiting not-for-profit agencies from using state funds for union-busting. This legislation will not only help in leveling the playing field for helping workers to organize their union but it is also the right thing to do morally, and for taxpayers.

Early in the year, the governor signed into law CSEA-backed legislation providing protections to workers in the health care field who blow the whistle on employers who put patients at risk. It was important legislation to help maintain patient care standards in health care facilities.

Another new CSEA-backed law took effect Jan. 1 that expands the scope and availability of basic women's health services for all New York women and sets minimum levels of women's health services that must be covered under health insurance plans. Highlights of the new law include requiring insurers to cover annual mammograms for women beginning at 40 and providing all medical insurance coverage for osteoporosis detection. CSEA lobbied for several years to pass this important piece of legislation.



Federal Issues

From protecting Social Security, to health care reform, to ensuring that New York gets



its fair share of federal aid, to making sure that economic policies will not harm New York, let alone working people, CSEA is maintaining its attention on a wide range of federal issues. Working in coordination with AFSCME, CSEA is keeping close tabs on the actions of the Bush administration and Congress. Last year we trained scores of activists to serve as federal Political Action Liaisons, maintaining close contact with our elected members of the House of Representatives and U.S. Senate on key legislation affecting working

people. These activities are also coordinated with our Federal Issues Committee.

CSEA also leads the way in our support for PEOPLE (Public Employees Organized to Promote Legislative Equality) – AFSCME’s federal political action committee, which raises funds to help elect individuals friendly to working families.

2002 New York State Elections

CSEA members can be proud of their efforts on behalf of the union’s endorsed candidates, including our backing of Carl McCall in his unsuccessful run for governor. Carl McCall earned the CSEA endorsement through years of his hard work and loyalty to our members and no one worked harder for Carl than CSEA members. CSEA members also helped re-elect Attorney General Eliot Spitzer and made a real difference in making sure Alan Hevesi was elected New York State Comptroller.

Beyond the statewide races, nearly 90 percent of the union’s endorsed candidates for the state legislature and other local offices were elected with the help of CSEA members. It is an important fact because CSEA will need all the allies it can bring together in the year ahead.

New Alliance

CSEA has played a leading role in the advancement of the AFL-CIO’s New Alliance. This historic realignment of the Labor Movement is intended to better coordinate the activities, energy and priorities of all unions at the grassroots level. CSEA is deeply committed to this project as a fundamental reshaping of how labor unions work together in communities across the state. In the process we have affiliated more than 1,500 CSEA members as delegates to central labor councils in the past year. As delegates they are part of the dramatic changes aimed at making the labor movement more representative, more democratic and more effective.



CSEA members also demonstrated their solidarity by participating in labor parades and events across the state including Buffalo, Rochester, Massena, Syracuse, Albany, Poughkeepsie and New York City.

Keeping Safety and Health a CSEA Priority

CSEA was deeply saddened by the loss of nine of our members on the job in the past year, demonstrating once again that we must never take safety and health for granted.

Melinda Drumm, James Nash, Robert Zulawski, James Gotthardt Jr., George Nader, Barbara Netel, Richard Neal, David Schrader and Joseph Finn all gave the ultimate sacrifice in the line of duty. CSEA is greatly saddened by their loss and we send out our sympathies to their families.

The reality is that CSEA members perform dangerous work that can put them at risk every day. We must continue to fight for workplace protections and stronger enforcement of existing laws and regulations.

CSEA members across the state participated in a number of Workers Memorial Day activities in late April, including the dedication of a community garden designed by CSEA member Mike Wrobel at Finger Lakes DDSO. CSEA also participated in a ceremony at the Workers Memorial in Hauppauge. Additionally, more than 500 members participated in a moving memorial service in Saratoga Springs as part of the state workshop along with members of the

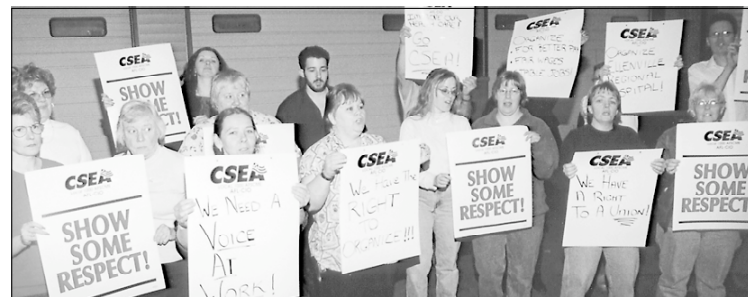
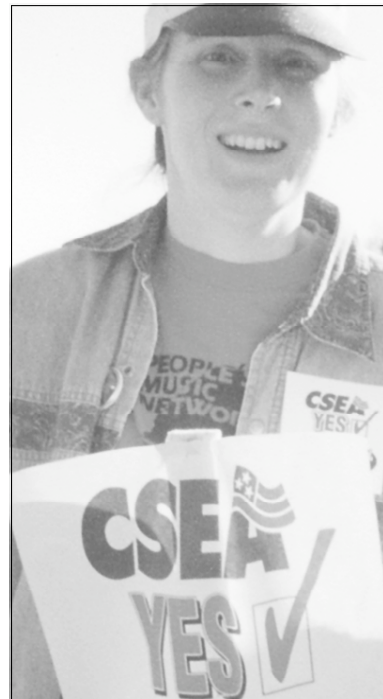


Union Organizing

For the past several years CSEA has been committed to helping unorganized workers find their voice in the workplace. A number of groups have formed their union with CSEA help in the past year. Working with employees at Ellenville Regional Hospital in Ulster County, CSEA members created a textbook example of how to build community support for a union organizing campaign. The Ellenville drive built on the strength of CSEA's local presence in the community and helped empower the workers with the support of their family, friends and neighbors along with the union's political allies, to demand recognition from their employer.

Workers at Southern Westchester BOCES, Ulster County Head Start, and the Town of Vestal had similar experiences as they sought and gained recognition. At year's end CSEA had active organizing campaigns in numerous locations across the state. Organizing a union remains a lengthy and difficult process and should make all of us appreciate the gains we have made and take nothing about our union for granted. It is inspiring to see courageous workers standing up for what they know is right and recognizing that forming their union is the best way to achieve real fairness and respect.

CSEA also had success helping workers to gain recognition at the Vestal Library, Arlington School District monitors and Ilion School District. Wayne County part-time employees were also recognized.



community and family and friends of CSEA members who lost their lives on the job in the past year. It demonstrated the priority CSEA places on making sure the union remembers those who lose their lives while we rededicate ourselves to seeking safer working circumstances.

In October CSEA marked the 10th anniversary of one of the darkest days in our union's history. On Oct. 15, 1992, a gunman, angered that his wages had been garnished for failure to pay his child support, walked into the Schuyler County Department of Social Services in Watkins Glen and murdered CSEA workers Phyllis Caslin, Denise Miller Van Amburg, Florence Pike and Nancy Wheeler.

CSEA honored their memory with a service outside the county building. In the aftermath of the tragedy 10 years ago, CSEA initiated efforts to improve security in public buildings



across the state. Many localities responded but the union also developed a statewide security standard which would require all public employers to evaluate their security and develop appropriate plans. To date the Pataki administration has refused to issue the standard. But with CSEA's renewed call for action the Labor Department is once again reviewing the issue. Both the state and many localities have in fact, already taken steps that go beyond the standard in the wake of the 9/11 terrorist attacks, including airport-style security checks at the state Capitol. Labor/Management Partnership

For the past 20 years, CSEA's Labor Education Action Program — LEAP — has been a model program gaining a national reputation of the success cooperative labor-management

partnerships can achieve. Jointly funded under the New York state contract, LEAP has provided more than 50,000 CSEA-represented state employees with career advisement and tuition payments and assistance to help earn college education. In the past year LEAP has transformed with a variety of other contract related labor management programs and benefits into the NYS-CSEA Labor-Management Partnership. The merging of the various programs will ensure even better coordination and delivery of these important programs.

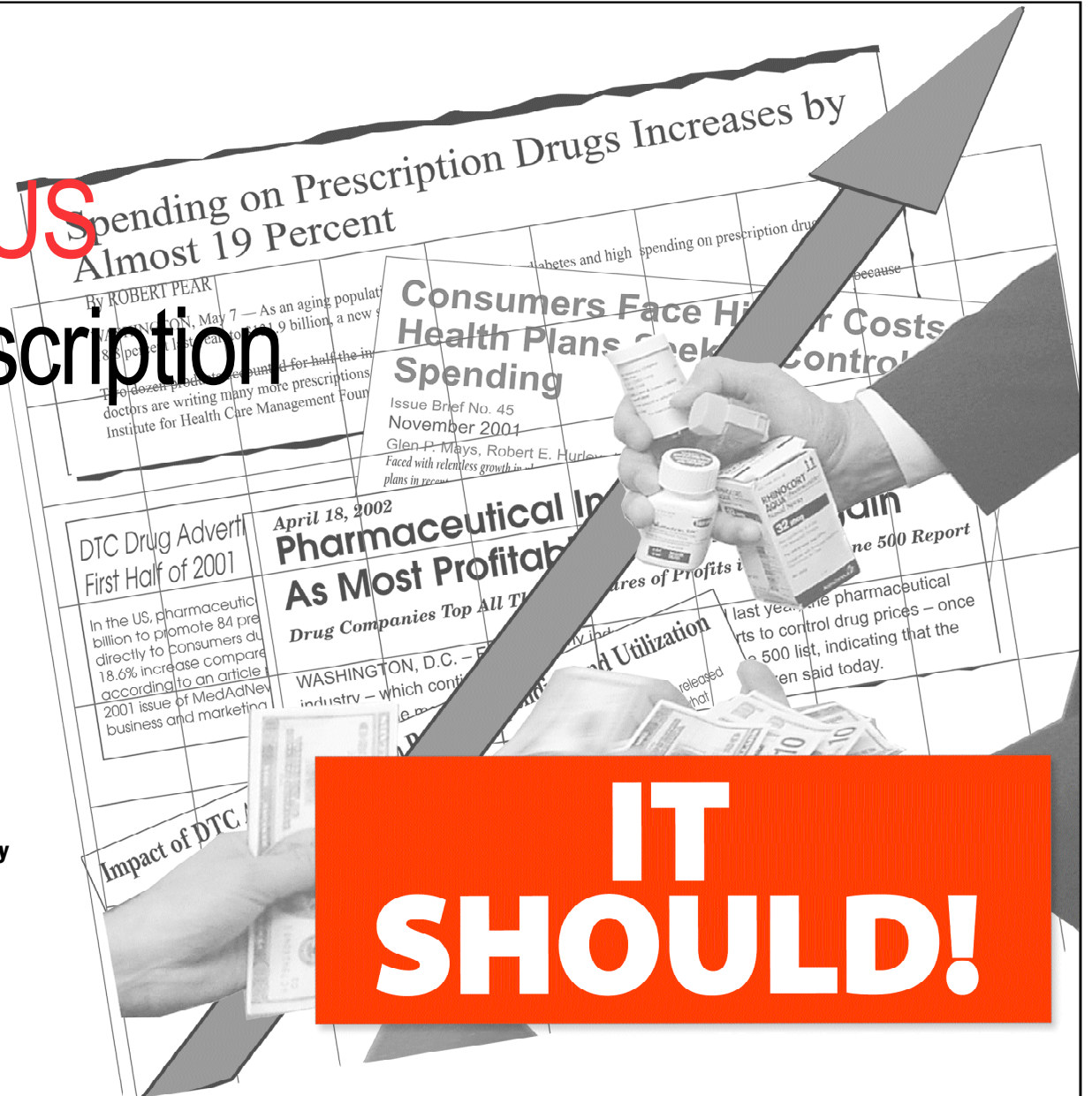
Work Institute

CSEA opened a bold new chapter in our history last spring with the launch of the Work Institute, a new program that will provide all CSEA members with enhanced education, training and career opportunities. The Work Institute's major initiatives to date have focused



on programs to deal with skills training and retraining to help address the shortage of workers in the health care field. But CSEA plans to expand the Work Institute's reach into a wide range of activities that will support on-the-job learning and promote opportunities for career advancement.

Does the **OUTRAGEOUS COST** of Prescription Drugs Make You Mad?



**IT
SHOULD!**

The growth in drug spending has increased by double digits, every year since 1995. All New Yorkers pay too much, and so do our state and local governments.

That's why CSEA is pressing for Drug Price Reform.

New York State must use its bargaining power to negotiate with drug companies for lower prices. Drug Price Reform can reduce Medicaid costs alone by an estimated four hundred million dollars annually. With more savings possible.

Michigan, Maine, Florida and California all have reforms already. Why not New York?



Prescription Drug Costs are a tough pill to swallow.

The right prescription for all New Yorkers is Drug Price Reform.

CSEA
The Work Force
Local 1000, AFSCME, AFL-CIO
Danny Donohue, President