

Vol.1
No. 1
OCTOBER 1998

THE WORK FORCE

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



Your Nassau Local Newsletter is enclosed

Here We Are!

PROCLAMATION

We the people of CSEA are committed to improve the lives of working families, bring economic justice to the workplace and social justice to our communities.

To accomplish this we will build and change our union and the American Labor movement.

We recognize that:

The power is in our members and their diversity; they truly are the union.

Representation, Organizing and Political Action are equally important.

Change is difficult but necessary.

The continued growth and strength of our union benefits all our members by expanding our power and expanding our voice; this requires personal commitment.

CSEA must stand and fight for fair treatment of all workers, wherever injustices are committed.

Together we are stronger than the sum of our individual strengths.

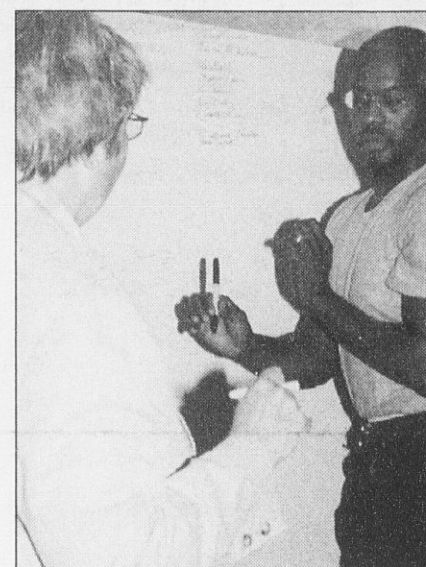
Together we can accomplish anything.



Together we can accomplish anything



TOP: Declaring their commitment to a new and improved union, CSEA Statewide officers stand before a proclamation signed at a recent meeting of the union's Statewide Board of Directors. RIGHT: CSEA Executive Vice President Mary Sullivan passes the pen to State Insurance Fund board member Lester Crockett. Next stop for the proclamation, which is part of CSEA's ongoing transformation process, will be the union's 1998 Annual Delegates Meeting. It will eventually be coming your way.



State workers due October raises

Eligible state employees in the CSEA Administrative Services, Institutional Services, Operational Services, Division of Military and Naval Affairs and Judiciary bargaining units are scheduled for negotiated 3.5 percent pay raises on or about Oct. 1.

Due to the various lag pay systems, employees on the Institutional payroll will see the raise reflected in paychecks of Oct. 22 and employees on the Administrative payroll will see the raises reflected in paychecks of Oct. 28.

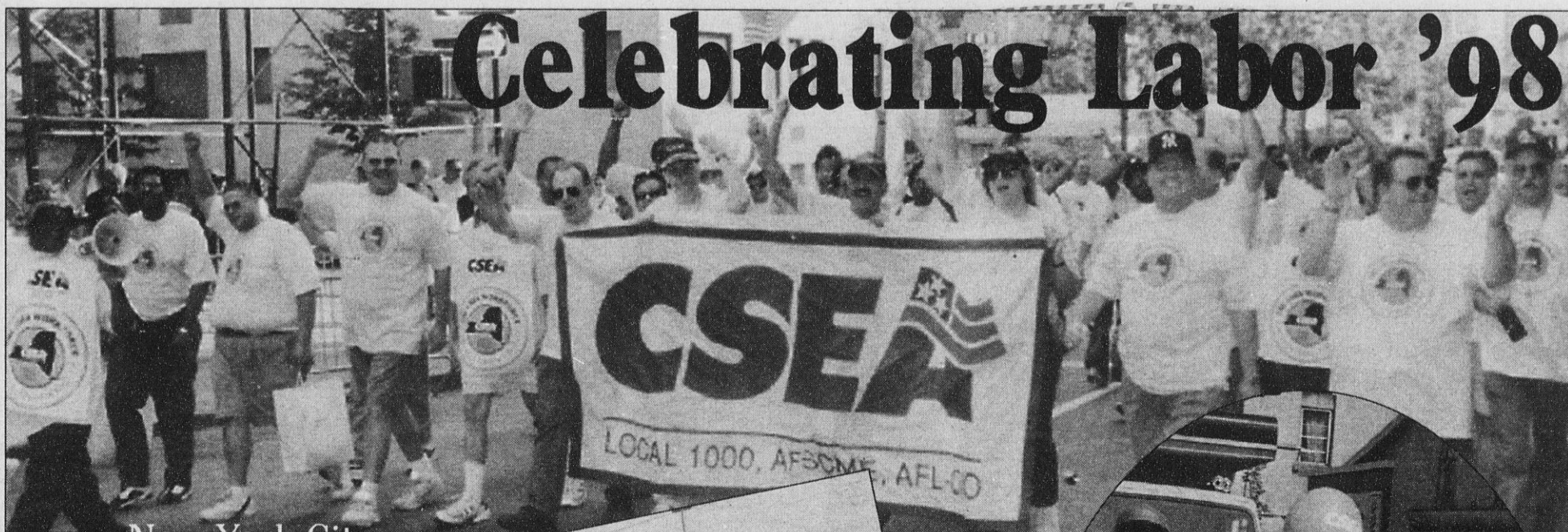
Special election to fill vacant seats on CSEA's Statewide Board of Directors

CSEA is holding a special election to fill vacant seats on the union's Statewide Board of Directors. One vacancy exists in each of the following areas: Mental Hygiene/Region 2, Chenango County, Franklin County, Rensselaer County, Schuyler County and Sullivan County.

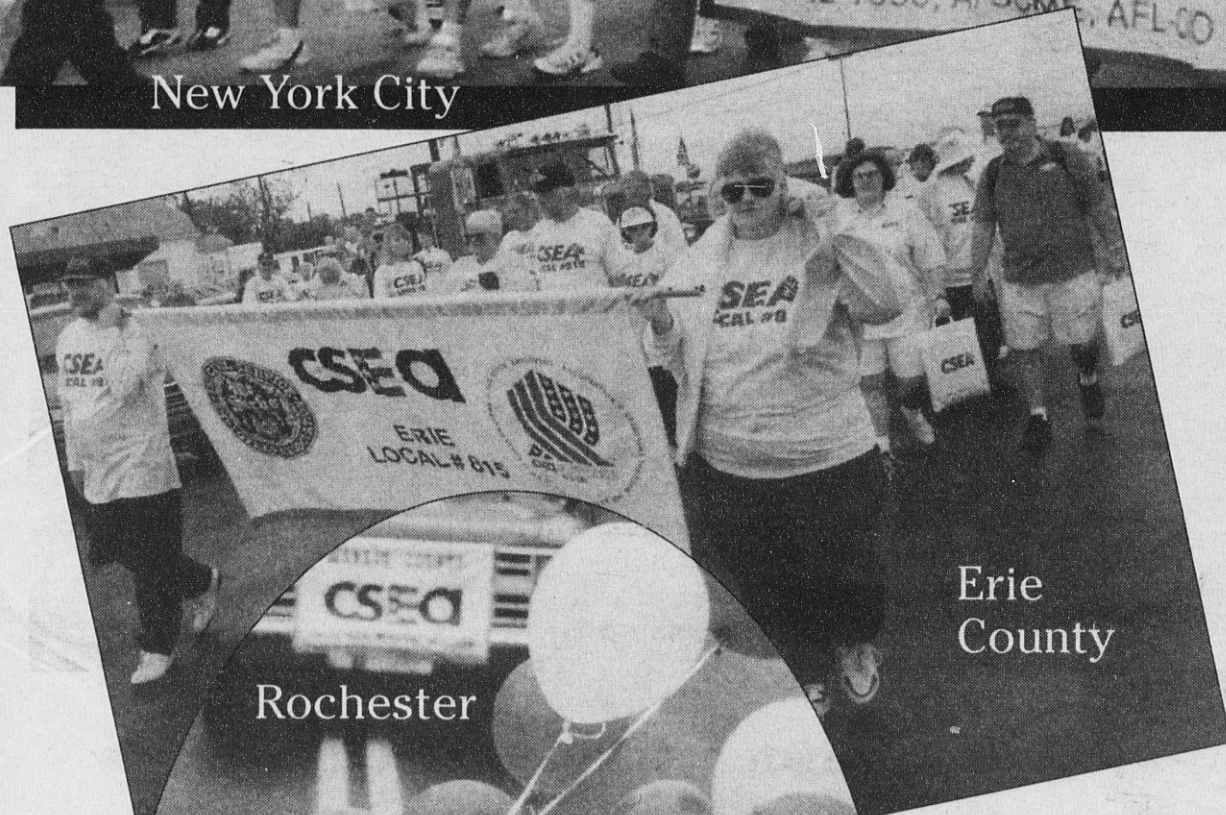
The election schedule appears at right. Election results will be published in the Feb. 1999 edition of *The Work Force*.

- Oct. 20, 1998** Start of Petitioning Period: Nominating petitions available from Region offices (Metropolitan, Southern, Central & Western) and CSEA Headquarters.
- Nov. 13, 1998** Deadline for receipt of nominating petitions at CSEA Headquarters by 5 p.m.
- Nov. 30, 1998** Drawing for positions on the ballot at CSEA Headquarters. Candidates (or proxies) may attend as observers.
- Dec. 14, 1998** Ballots delivered to Post Office for mailing at 5 p.m.
- Dec. 21, 1998** Replacement ballot may be requested if original not received.
- Jan. 6, 1999** Deadline for receipt of ballots by 8 a.m.

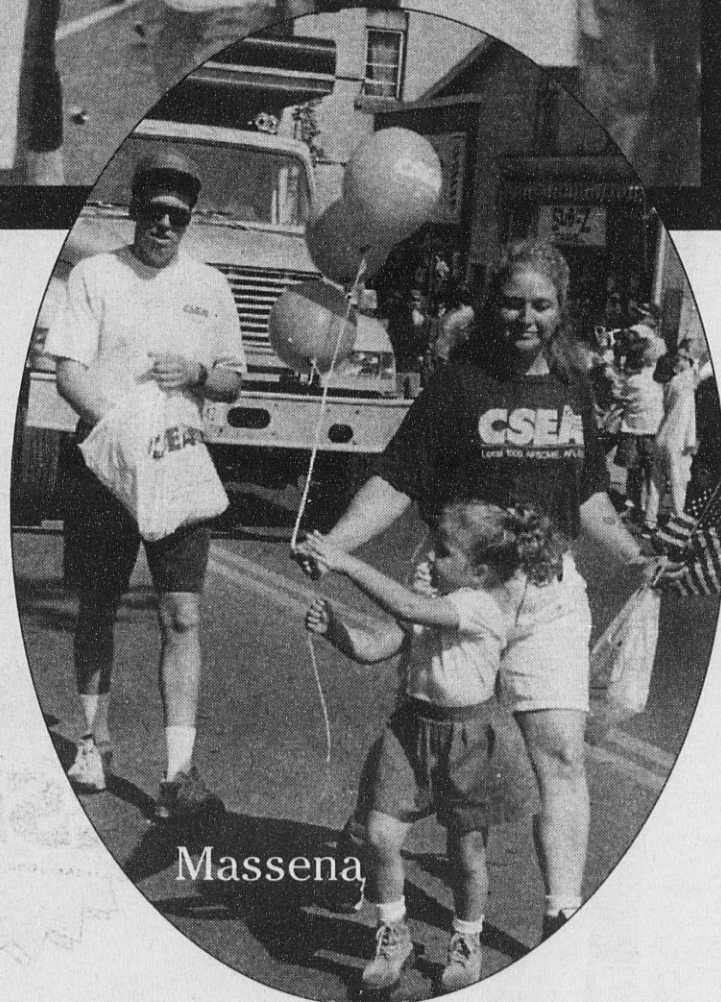
Celebrating Labor '98



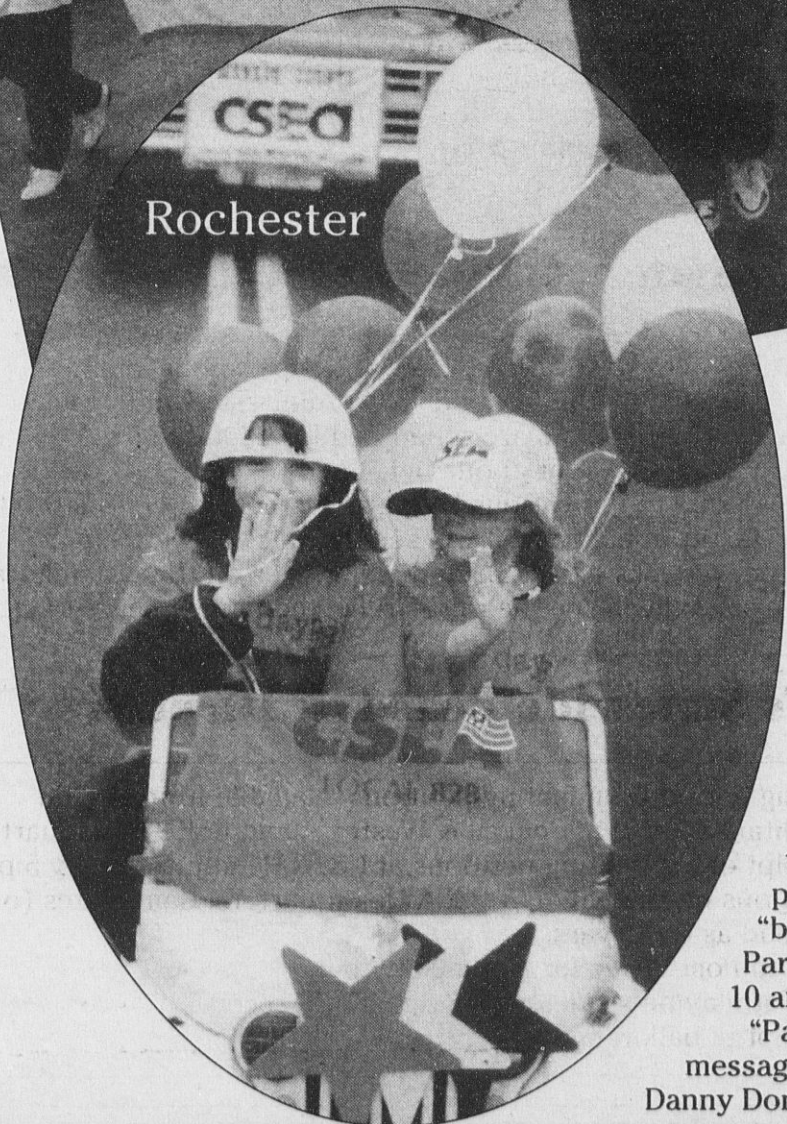
New York City



Erie County



Massena



Rochester

Around The State

"We're the work Force of New York — C-S-E-A" was the chant as CSEA members turned out in force from Long Island to Buffalo to demonstrate their union pride in Labor Day events across the state. In addition to the parades pictured here, the Capital District Solidarity Picnic included a "blessing of the tools" at an interfaith prayer service. The Syracuse Labor Day Parade and rally was cancelled due to a devastating storm (See story on pages 10 and 11.)

"Participation in Labor Day events shows commitment and sends a positive message to the public, elected officials and unorganized workers." CSEA President Danny Donohue said. "The parades are a lot of fun, too."

THE WORK FORCE

Official publication of
CSEA Local 1000, AFSCME, AFL-CIO
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Albany, New York 12210-2303
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The Work Force (USPS 0445-010) is published monthly by The CSEA Publication Office: 143 Washington Avenue, Albany, New York 12210. Periodical Mail Postage paid at Post Office, Albany, New York 12288.

Postmaster: Send address changes to:
CSEA, Attn: Membership Department,
143 Washington Avenue, Albany, New York
12210.

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

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In Touch with the WORK FORCE



CSEA President Danny Donohue

A lot of CSEA members ask me what it means when we endorse candidates for political office.

It means we make a judgement that a particular candidate will not only work with us, but is also best able to get results for our members. Picking the right candidates is both an art and a science — we often have to make difficult choices about who will be best for all our members.

CSEA does not endorse political parties, we endorse candidates and no one should take our endorsement for granted. Incumbency does not guarantee the CSEA endorsement unless it has been earned. That's what democracy is all about.

CSEA's endorsements require a lot of thought and consideration and no endorsement decision is made lightly. You should consider that when you review the list of candidates (Pages 18-19) CSEA has endorsed so far this election season.

Political action is an important tool for CSEA; just as important as negotiating and enforcing contracts. Our lives and livelihoods are directly affected by government and politicians, and CSEA believes union members can make a difference through the power of the vote.

Use your right to vote and use it wisely. *You have a voice — make it heard.*

A tough job, but child protective service workers do it

For the kids' sake

POMONA — When a child dies at the hands of an abusive parent, it is a tragedy of enormous proportions. It is no less a tragedy for Child Protective Services workers whose function it is to monitor families at risk. Unfortunately, it is not unusual that when a child dies under these circumstances, the CPS worker or agency is often blamed.

Such was the case earlier this year when a three year old child died in Sullivan County after his mother and her boyfriend abused him. Letters to the local newspapers blasted county workers as well as their agency for not protecting the child. Community activists formed committees and travelled to Albany to urge lawmakers to strengthen laws enabling CPS workers to remove children from their homes.

"We're in a no-win situation," said Rockland County Senior Caseworker Peter Eckert. "The media loves to criticize. Look at the TV programs where CPS workers are depicted as not caring and bad guys. Then if a child dies, CPS gets blamed. We're damned if we do and darned if we don't."

Removing a child from his or her family is not as cut and dried as one would think.

"If you have a situation with no disclosures, no bruises, no information from the family, it's difficult to do anything," said Senior Caseworker Joan Nash. "A lot of people don't want to get involved and I can understand their concerns. I just received an anonymous letter and since the letter was unsigned, it is difficult to obtain collateral information from the source."

In most of her drug cases, Nash has removed the children, sometimes to the care of a relative or if necessary, foster care.

"There's always an imminent danger in drug cases because of the unpredictability," she said. "Those cases go right to court."

At one time, it was felt that keeping the family together without family court intervention and offering services such as counseling and substance abuse treatment would resolve the problems.

"It didn't work," said Nash. "You need a motivating factor. When you take the kids away, it gives the parents a reason to get the help they need."

Nash's pet peeve and major frustration is managed health care.

"It's destroying families," she said. "Insurance companies seldom pay for in-patient treatment for substance abuse. It's a nightmare. There are also caps on therapy and out-patient care."

What keeps Nash from burning out? She says she knows she is appreciated.

"I have a pretty good success rate," she said. "Once my clients have been rehabilitated, they've come back and thanked me. Those are the success stories that keep us going."

Investigating alleged sex crimes against children can be a minefield for CPS workers. Eckert works directly with police when a report of sexual abuse comes in.

"You have to know your role," said Eckert. "You have to know CPS law, criminal law. You network with the District Attorney."

Asked how laws could be changed to make it easier to prosecute a person who is charged with such crimes, Eckert said children should not have to testify in criminal court.

"These cases should have the same provisions as in family court," he said, "in which the investigators can testify to what the child has told them."

For example, he told about a case of a 12 year old girl who would not testify against a man that had had a physical relationship with her. "We couldn't charge him

because she refused to testify," he said, "and she was pregnant."

In another case, a child refused to testify against her father.

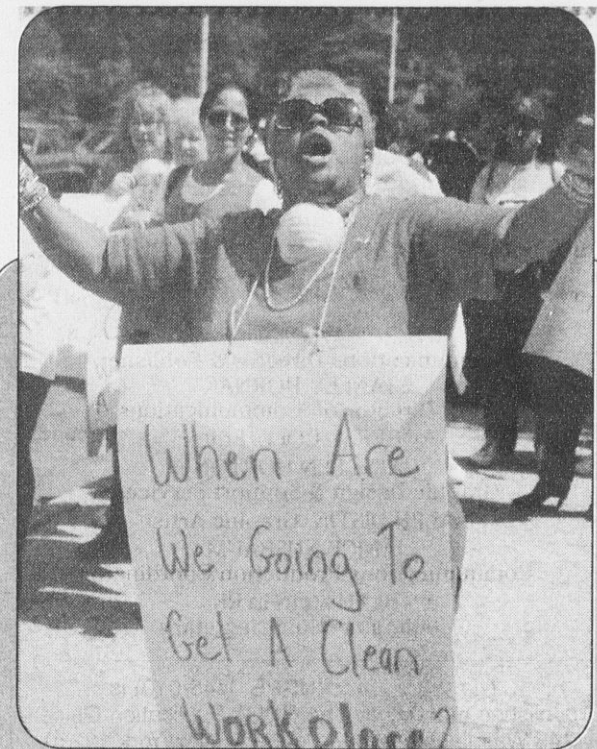
"The father basically walked," said Eckert, "but he's a danger to the community. We had a video confession and had to plea bargain the case to the lowest charged crime."

"Ironically, in 90 percent of our cases, the non-offending parent does not side with the child," said Eckert. "The parent is in denial and we become the bad guy."

Despite the frustration, Eckert is gratified by his job.

"In 20 years," he said, "I think I've made an impact."

— Anita Manley



DSS employee Juanita McKinnies chants while CSEA members demonstrate.

DSS workers "hot" after building fire

MINEOLA — Chanting "NO SAFETY — NO PEACE!" and "CLEAN IT NOW!" approximately 200 CSEA members, many wearing protective facemasks, circled in front of the Department of Social Services Building recently to protest the condition of the building after a weekend fire.

After a fire gutted one ground level room, CSEA members returned to work to find soot and ashes on their desks and chairs and even in their coffee cups.

"The HVAC system was turned on and it carried the ashes throughout the building," said CSEA DSS Unit President Mike Timmons.

Employees have been complaining of sore throats and respiratory problems.

"We want the county to clean the ducts, remove the soot and clean the building and the rugs," said Timmons.

CSEA member Mildred Saffer, a 30-year employee with DSS, said the fire originated at her desk.

"We are being told a fan caused the fire," she said. "If this building had proper air conditioning the county wouldn't need to have fans all around. It's just a mess."

"We are putting pressure on the county to clean this building," said CSEA Nassau Local President Tony Giustino.

The maintenance of the building is done by an outside contractor.

— Sheryl C. Jenks

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

CSEA's International Union charts its course

The Future is Now!

■ High energy speeches, challenging presentations, scores of educational workshops and emotional debates on the future of the union highlighted AFSCME's 33rd International Convention Aug. 24-28.

"This convention is about the future of every local, council and affiliate. It's about the future of every person in this room. It's about the future of the 1.3 million members you've been elected to represent," AFSCME President Gerald McEntee said in his opening speech that repeatedly rallied the audience to its feet.

"Organizing must be a cooperative effort across all levels of our union...it will take commitment. But that commitment has a supreme payoff: strength. Strength means better contracts, job protection.

AFSCME Secretary-Treasurer William Lucy took the point further in his remarks: "Today AFSCME is the heart and soul of the American Labor Movement and with that goes the responsibility of having to live up to that role and everything it demands.

"After securing the well-being of the union's members, our collective challenge is to use our collective power to build a just and civil society."

Delegates to the convention approved scores of resolutions and several amendments to AFSCME's constitution including measures to increase AFSCME's per capita dues by less than 25 cents per bi-weekly pay period beginning next year and the same amount per bi-weekly pay period the following year. Also included were amendments to strengthen the international's ability to review the financial records of large affiliates.

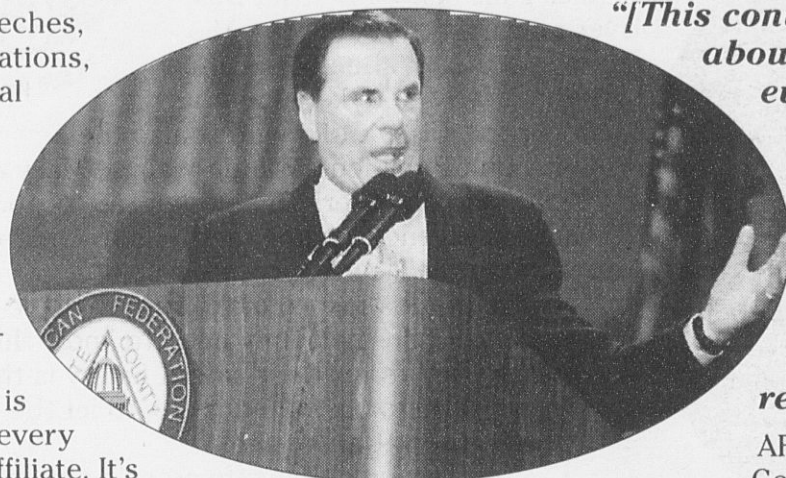
The CSEA delegation unanimously supported these measures.

President McEntee noted that the per capita dues increase – the first in 20 years – will fund increased activities in organizing, politics and the battle against subcontracting.

Workshop sessions covered topics ranging from health care issues to workplace violence to representation responsibilities to welfare reform to political action and other union and professional presentations.

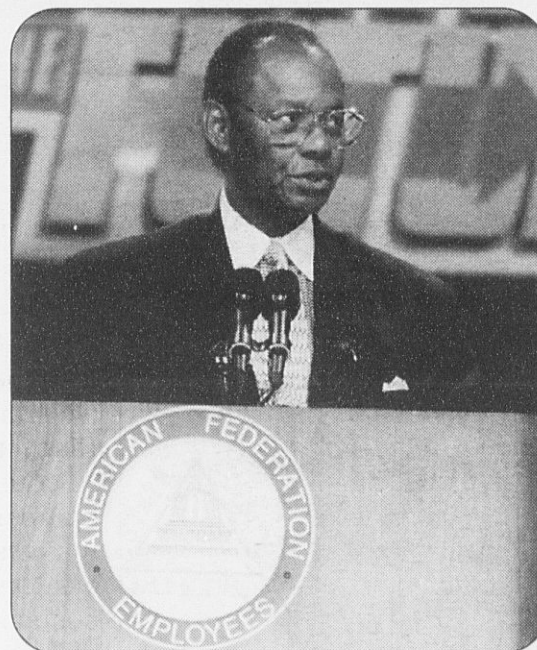
Additionally there were numerous other meetings and programs on issues and trends affecting CSEA/AFSCME in targeted industries.

"This was an extremely productive and challenging convention and CSEA delegates' participation and commitment in the program was second to none," said CSEA President Danny Donohue.



"[This convention] is about the future of every person in this room. It's about the future of the 1.3 million members you've been elected to represent."

AFSCME President
Gerald McEntee



"...our collective challenge is to use our collective power to build a just and civil society."

AFSCME Secretary-Treasurer
William Lucy



Full text of speeches and details of the convention proceedings can be accessed from AFSCME's website:
www.afscme.org

Things You Should Know

★ AFSCME, the American Federation of State, County and Municipal Employees, is the largest union in the AFL-CIO with 1.3 million members.

★ Many CSEA members don't realize the wide range of support services and benefits CSEA accesses through its AFSCME affiliation; these include education and training programs and specialists; Research and technical expertise for contract negotiations, legislation and public policy debates; and member benefits such as the union privilege Mastercard, Personal Legal Plan and mortgage program.

★ CSEA is the largest affiliate of AFSCME and elects three International Vice Presidents of AFSCME, more than any other affiliate.

★ CSEA's three AFSCME International Vice presidents – President Danny Donohue, Executive Vice President Mary Sullivan and Metropolitan Region President George Boncoraglio – have a direct role in shaping the policies and direction of AFSCME and the Labor Movement nationally.

★ Including CSEA, AFSCME represents 430,000 members in New York State.

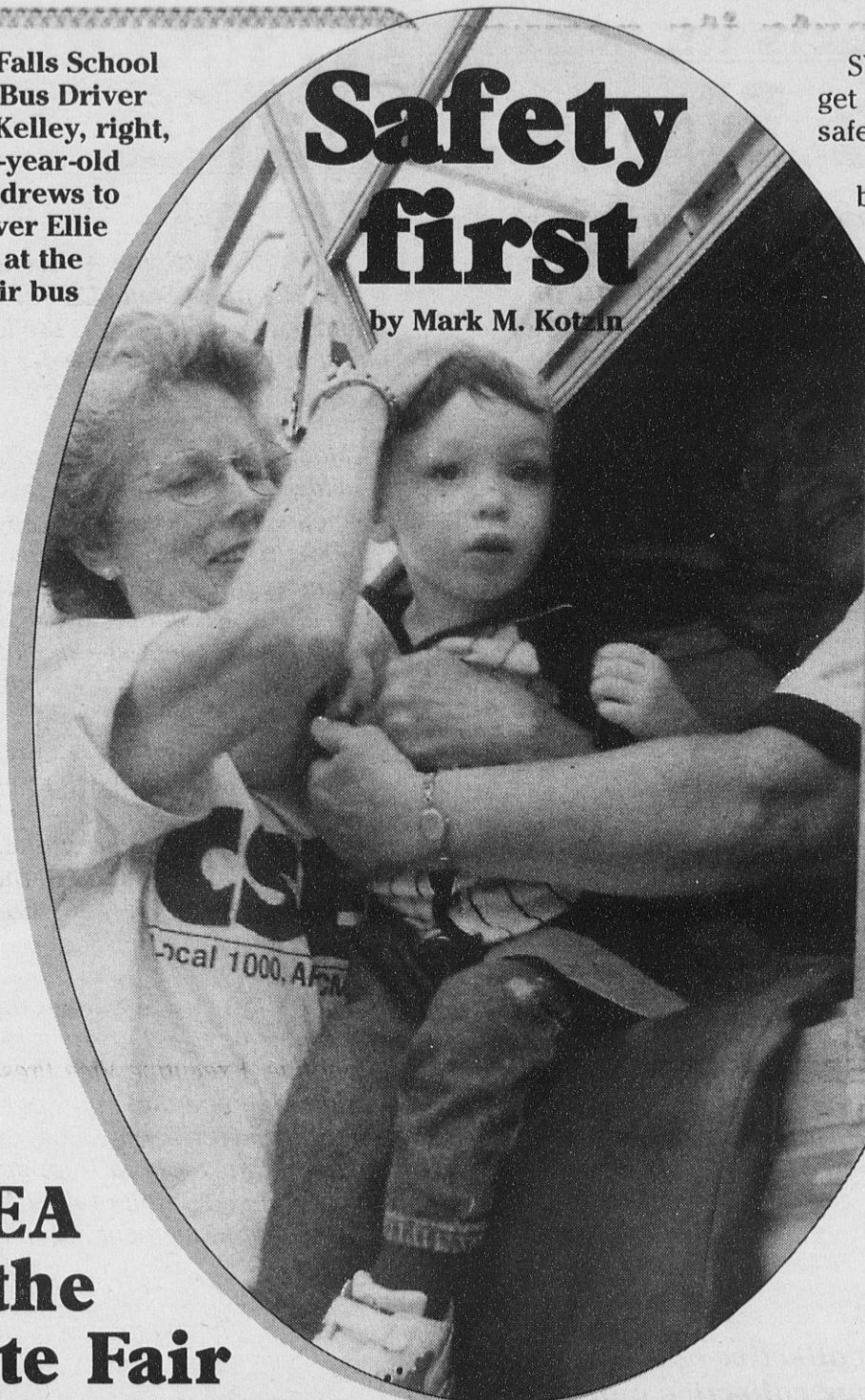
★ CSEA and the other AFSCME affiliates in New York State coordinate all kinds of activities with one another, especially lobbying efforts at the state capitol; this past spring CSEA/AFSCME efforts brought 1,200 activists to a Lobby Day that contributed to the passage of breakthrough pension reform that will benefit all of our members and retirees.

★ At the national level, AFSCME has one of the most effective and respected political action organizations in Washington D.C. which CSEA relies on to take the lead on congressional and other federal issues.

Seneca Falls School District Bus Driver Wanda Kelley, right, hands 2-year-old Kyle Andrews to Bus Driver Ellie Updyke at the State Fair bus safety exhibit.

Safety first

by Mark M. Kotzin



CSEA at the State Fair



CSEA Syracuse City Schools Blue Collar Unit President Rick Adsitt signs up Liverpool resident Linda Reite to vote at a booth staffed by CSEA member volunteers at the State Fair.

SYRACUSE — “Anything we can do to get our children to and from school safely is a plus.”

Those are words to live by, spoken by Seneca Falls School District Bus Driver Ellie Updyke. And after 18 years as a driver, she should know.

That’s why Updyke joined her co-workers Cissy Cole, who is also the CSEA Unit President, Wanda Waugh, Mary Ann Klue and Wanda Kelley as volunteers to demonstrate proper School Bus Safety and emergency escape methods to children and parents visiting the New York State Fair.

“We do this just to make sure that the kids get home safely. To do that, they need to know the rules. Every rule they learn is for their safety. Safety is the first concern. It’s also good for us, the drivers, to let the public know what we do and that we care.”

Updyke says that safe crossing in front of a stopped school bus is always important.

“I think the one thing all of us are stressing is how to cross in front of the bus safely, because we never know what the other driver is going to do. Sometimes they just don’t pay attention.”

Updyke says it’s never too early to start teaching safety.

“You start teaching safety from kindergarden on up,” she said. “Even earlier if it’s your grandchildren,” she added with a chuckle.

ALBANY — Sometimes you get what you pay for. Just ask the Troy School District which recently went to court to fire a bus company which became a major embarrassment. Or

ask the state Department of Motor Vehicles which recently suspended the same contractor’s certification for 60 days.

With its non-union drivers, Albany Yellow Communications has become notorious in the Capital District. For months, the company has generated such newspaper headlines as “Pupils’ driver accused of DWI”, “Schools demand safer buses”, “Another Troy school bus driver ticketed after accident.”

One driver hit a student with a broomstick. Another driver left a young child alone on a bus for 30 minutes. There was the time a driver sideswiped a car and left the scene. And, repeated incidents of buses not showing up, arriving late or not driving all the way to the stop.

Despite its record, Albany Yellow Communications wanted to continue business as usual. Troy officials had to get a court order to terminate a \$7.4 million contract for non-compliance. The company is also appealing the DMV suspension that begins in November even though it was prompted by its own failure to keep a drunken driver off the job.

Often when people hear about the benefits of collective bargaining, they only think about salaries and benefits. But there is more. Unions raise standards. They protect worker’s safety. They provide security and stability. They make sure employees get the proper training needed to be proud of the work they do.

— Stanley P. Hornak

CSEA REPRESENTS

Education Support Services

55,000 WORKERS IN THIS INDUSTRY

CSEA REPRESENTS

Corrections and Law Enforcement

15,000 WORKERS IN THIS INDUSTRY

"I transferred to Greenhaven eight years ago after I was laid off from Harlem Valley Psychiatric Center. At Harlem Valley, we communicated with the clients. Here you don't — you have to watch every word you say. You don't want the inmates telling their buddies on the outside where you live.

"You have to use all your senses here. You have to know who's

Ten years ago, I was an easygoing person.

"Turnover is high here and getting approval to fill vacant positions can take a long time. People think they can handle it, but they have trouble being restricted in a secure area. You might have a key to your own office, but that's all — you can't move around freely as you would in a normal work setting. You can't go anywhere without those bars

behind you, who's got keys. From the time you enter through the door, you have to put all your senses to work to stay safe.

"I used to be a trusting person. It's unnatural to feel distrust all the time. It goes against human nature. I always saw the best in people. Here, you don't know what you're dealing with. Whatever they say, you think there is another motive. The key to survival is not trusting. I've changed.

slamming behind you.

"Then there are the games the inmates play, the idle threats, the dangers of the health problems — AIDS, hepatitis, TB. People don't realize how easily hepatitis can be spread.

"This is what the public doesn't realize, what CSEA and PEF members contend with. It's not just the guards. There are a lot of civilians in the prison. We just don't wear uniforms."

STORMVILLE — You drive past the farms and the rolling hills of the Hudson Valley to get here. You enter and you see wives and girlfriends, fixing their hair, applying their lipstick, eager to see their men. Parents with grocery bags full of treats.

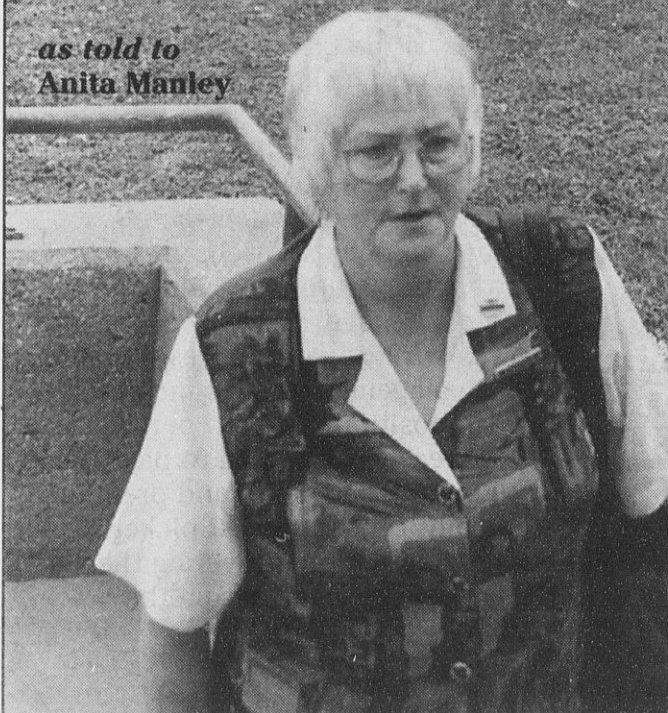
It is visiting day at Greenhaven Correctional Facility and the men these visitors have traveled to see are inmates in one of New York State's maximum security prisons.

Those who work here are only too aware that they too are behind bars every day that they come to work. There are approximately 150 CSEA members at Greenhaven. All but 20 work with inmates.

LIFE BEHIND BARS

By Cathy Svarplaitis,
president of
CSEA Greenhaven
Correctional Facility Local

as told to
Anita Manley



Walls and guard tower of Greenhaven Correctional Facility looms behind Catherine Svarplaitis as she arrives for work to spend another day behind bars.

'I used to be a trusting person ...The key to survival is not trusting'

IMPORTANT NOTICE: All Central Region members working as Probation Officers or support staff in Probation Departments

The CSEA Central Region Probation Committee will hold a Probation Workshop on Saturday, Oct. 24, 1998, at the Hotel at Exit 37 (formerly the Sheraton Four Points) off state Thruway Exit 37 in Liverpool.

CSEA Central Region President Jim Moore notes that the state Division of Probation has approved the workshop for Continuing Education Credits for probation officers. Registration forms are available from your local or unit president or by calling the CSEA Central Region Office at 315-433-0050. Hurry — the deadline for registering is October 12!

'Treated like a criminal'

Burned twice in sewage mess



Wearing the shirt he had on when the sewer plant's chlorine system broke down and splattered him with chemicals, Stefan Wilgermein speaks to reporters about his ordeal with the county.

WHITE PLAINS — Stefan Wilgermein was burned twice recently; once by caustic chemicals and a second time by management.

"I almost fainted when I was told I was suspended. I was treated like a criminal (by management)," the Westchester County sewage plant worker said.

Wilgermein and his clothing were burned when sprayed by chemicals when the plant's chlorine system broke down. He was burned again when management leveled unsubstantiated charges and suspended him over the incident.

CSEA has forced county officials to drop those charges and reinstate Wilgermein with back pay nearly a month after he was suspended from his job. The county tried to shift blame to the 22-year employee by

"I almost fainted when I was told I was suspended. I was treated like a criminal."

accusing him of not notifying authorities when plant equipment was not functioning properly. Unchlorinated sewage was deposited into the Hudson River when the equipment broke down, forcing officials to close beaches along the river.

"I read in the newspaper that morning that workers were going to be suspended," he said. "Four hours later, I was told to turn in my keys."

Wilgermein told county officials he had notified his boss when problems at the plant began, a fact later verified by official telephone company records. CSEA Attorney Jim Rose subpoenaed telephone records which showed Wilgermein made two phone calls to his boss during that evening.

"I do my job. I leave no stone unturned," Wilgermein said.

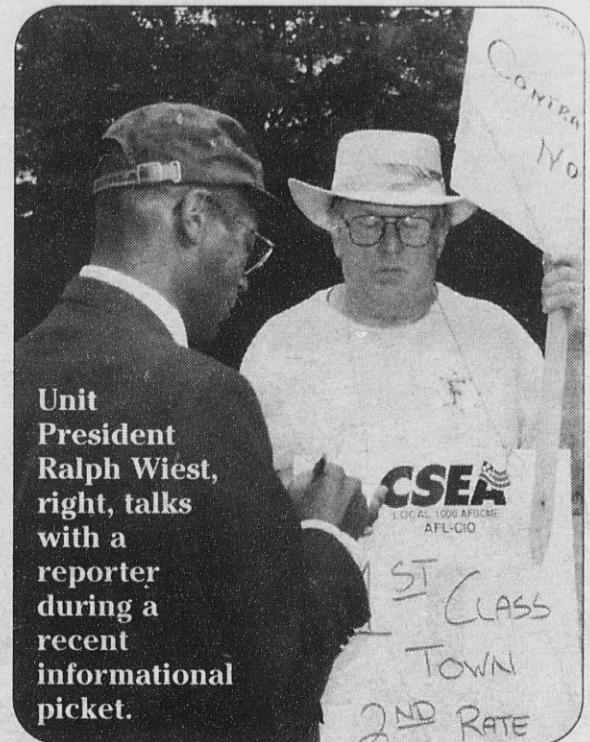
Additionally, sewer plant logs showed workers had noted there were equipment problems days before the incident, said CSEA Shop Steward Richard Blackburn.

CSEA Unit President Jane Fiore said the county's knee-jerk reaction gave the frontline county workers an undeserved black eye.

"Steve did his job above and beyond," Fiore said. "Now we need to restore the public's confidence in the county employees."

Wilgermein, meanwhile, is grateful CSEA supported him throughout his ordeal.

"I was skeptical, yes," he said, "but I found out that when I needed my union, it was there for me. The system actually works."



Unit President Ralph Wiest, right, talks with a reporter during a recent informational picket.

Solidarity overcomes stubbornness

BUFFALO — Worker solidarity and perseverance overcame management stubbornness in a contract dispute at the Erie County Water Authority. After nearly two years of informational picketing, sometimes in sub-zero weather, the 100-member unit of the Erie County Local voted 70-1 to ratify a new three-year agreement.

"It was a long, hard fight," said Unit President Ralph Wiest. "But we never gave up or gave in to their unfair tactics. I'm glad our members showed our unified strength, standing up and showing up whenever it was needed."

Workers were protesting unfair management tactics including imposition of a zero percent wage increase and refusal to pay Employee Benefit Fund premiums.

Ironically, one of the last pickets took place at a catered dinner meeting the authority gave for officials from the municipalities it serves, where it touted the savings and lower labor costs it was achieving.

The new pact calls for a \$1,000 bonus, a 3.25 percent raise retroactive to April 1 of this year, and a 3.25 percent raise effective April 1, 1999.

— Ron Wofford

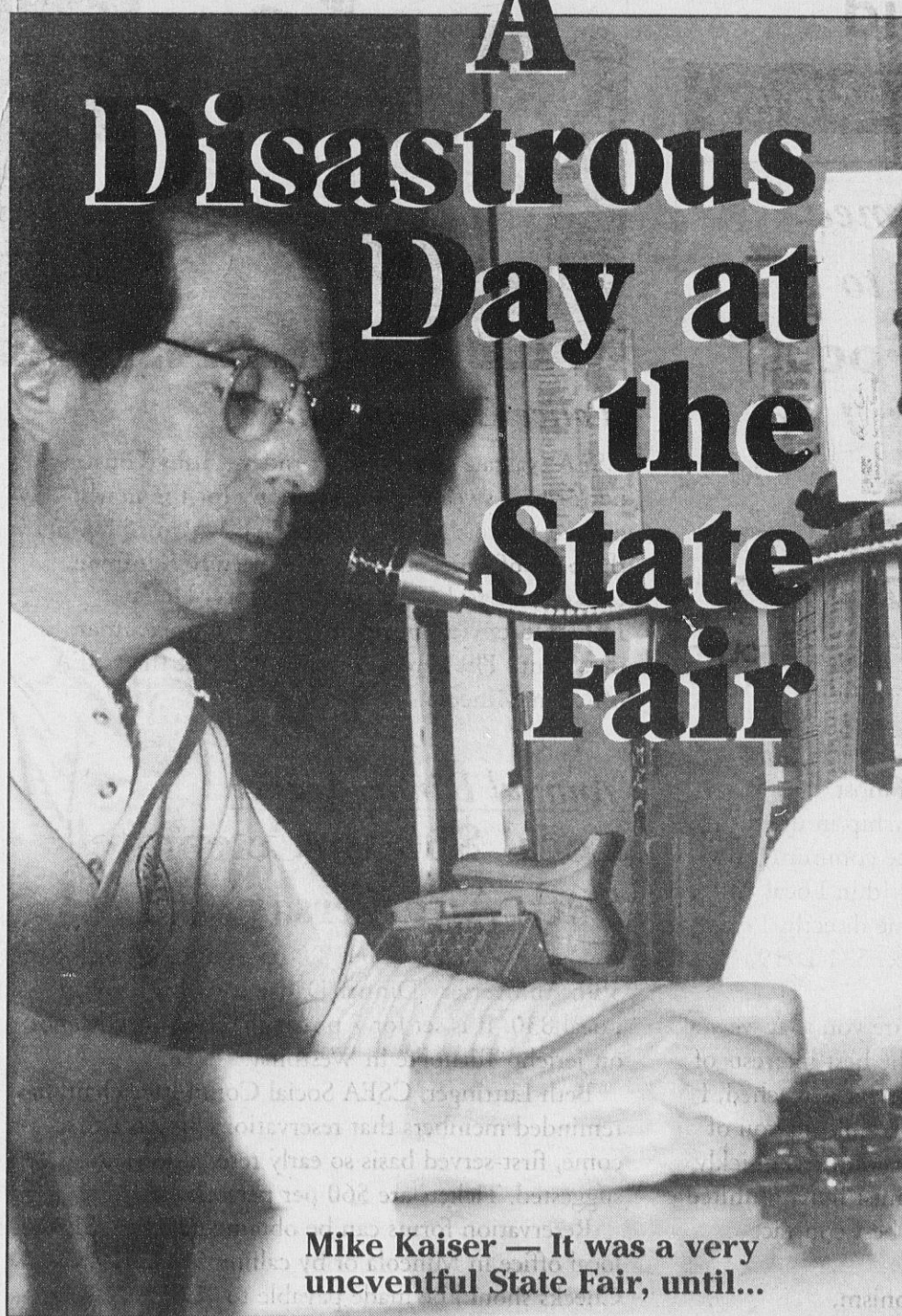
CSEA REPRESENTS

Waste Management, Maintenance & Infrastructures

30,000 WORKERS IN THIS INDUSTRY

INSIDE THE WORK FORCE

An eye-witness
account of



Mike Kaiser — It was a very uneventful State Fair, until...

By Mike Kaiser, President
CSEA Troop D -
New York State Police Local
as told to Mark M. Kotzin

I worked four to midnight, the 'C-Tour' shift, on that Sunday at the State Fair. It was a pretty routine day. What I did at the fair was log in complaints the State Police got at the fair into the computer. Last year we had 360 complaints. By Sunday night we were around 320 or so, right around where we were last year.

It was a very uneventful fair — one of the quietest I've seen, and I've been working the fair since about 1986. It was a very routine and quiet night, and the weather had been good during the day. I left about a quarter of midnight and drove about fifteen minutes back to the Syracuse hotel where all our people were staying.

After getting something to eat, I went back to my room on the first floor and I opened my door to watch the lightning show. It was fascinating to watch — it was more than I had ever seen. At first I thought the storm had passed, but then I realized it was coming towards us. The lightning and thunder increased much more frequently as it got closer. This was all in about 15 minutes after one o'clock. Then the rain started. It was coming down real hard.

People on the other side of the hotel said they saw hail. The sky was really bright, lit up a lot from the lightning. It was more than a normal thunderstorm.

The power went out in the hotel about a quarter after one, and I went out into the hallway where the emergency lights were on. I ran into the C-Tour Detail Commander, who told me that the fairgrounds had been hit and that they were recalling all the workers who had just gotten off their shift.

I got dressed and got out in my car and started heading for the fair. It was still raining, but the brunt of it had passed, and the damage had been done. I didn't know at that point how bad it was, only that the fair had been hit and that there were some injuries and damage.

The power was out completely everywhere. When I got to the entrance of the interstate, I couldn't get on because the entrance ramp was flooded. I had to detour through the village of Solvay, and even then I encountered downed tree limbs, and downed wires. The first road I took I wasn't able to get through. It was scary for a while. I wasn't sure I was going to make it.

When I finally got to the fairgrounds I went right in to our station at the fair. I didn't notice a lot of damage right away because I was intent on getting to work. I did notice a lot of emergency vehicles on

the scene. I got to the station and we were running on generator power, with only two rooms lit up. The best way I can describe it was organized chaos. Everyone was trying to get organized and figure out what to do.

We knew that there had been two fatalities at the fair, and that our troopers had to investigate and secure the scene. Primarily, I was handling incoming telephone calls and radio transmissions. We also had to notify Albany, who set up Emergency Command

Operations. I was helping our supervisors with detailing people and trying to figure out who was where, doing what. It was chaotic, very busy, very noisy. People were running around, the phones were ringing, and at one point, the generator went out and we were in the dark. At that point we were using our own personal cellular phones—we had nothing else. Trooper Ed Croucher and I went out and found fuel and then re-started the generator. After the power came back, we went back to doing what we were doing.

The troopers that were working went through the fairgrounds to search for injured people and to move everyone to safe shelter.


Their other main job was to prevent access to the grounds from outside to prevent the possibility of looting. We did find an additional seven people with injuries, a broken ankle being the most severe.

It got to be somewhat routine once all the recall people got on the grounds and everyone had been located and moved to safety. Commercial power came back around daylight, and by eight in the morning, the end of my shift, we had pretty much gotten everything under control.

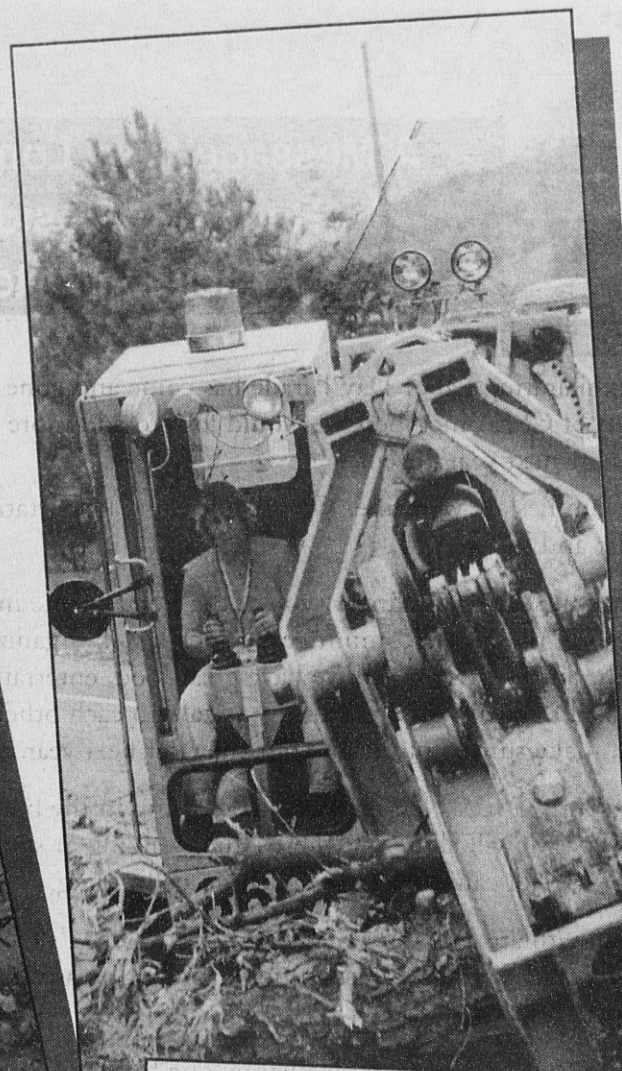
I was tired — real tired. I went back to the hotel, where there was still no power, and I had to be back at four for another twelve-hour shift. I just crashed and slept as long as I could, before getting up to make phone calls to my family. I had trouble getting in touch with people at home. I live in Oneida and it was real bad there as well. I finally got through to a nephew and he said everyone was fine.

I've never been through anything quite like it. I've been in emergency situations before, but this was more chaotic and lasted a lot longer.

I tell everyone that this was the best fair I had ever been to until Labor Day — then it became the worst. ■



In the highest tradition of public service, CSEA-represented employees across the state tackled the aftermath of a violent Labor Day storm that killed three people, including two at the State Fair at Syracuse, and caused widespread disruption of services. A dozen counties were declared state and federal disaster areas.



Port Jervis city worker victim of racial incident

on job

PORT JERVIS — A recent bias incident involving a city employee who was the victim of a racially motivated shooting has prompted CSEA Southern Region President Carmine DiBattista to write to the Orange County District Attorney asking that justice be served.

Philip Munoz, a laborer for the city of Port Jervis and member of CSEA's Orange County Local, was collecting refuse when he encountered a city resident who taunted him with racial slurs and then shot at him with a rifle. Luckily, Munoz was not physically injured.

"I want to emphasize to you," said DiBattista in his letter, "that this kind of behavior should not be tolerated and that this man should suffer the consequences of his reprehensible act.

"In a city like Port Jervis where a diverse work force and a diverse community are a fact of life," he said, "the legal repercussions of this incident must set an example."

Public Works Director Vince Lopez said this was the first of this type of incident.

"We've never had this problem before," he said. "I was really aggravated about it. Phil is a nice kid and he was intimidated. It was nice to see the other guys rally around him to show their support."

"Phil is a good worker," said Lopez. "No one has to put up with that."

Charges have been filed against the resident and he is expected to go to trial this fall.

— Anita Manley

'This... should not be tolerated!'

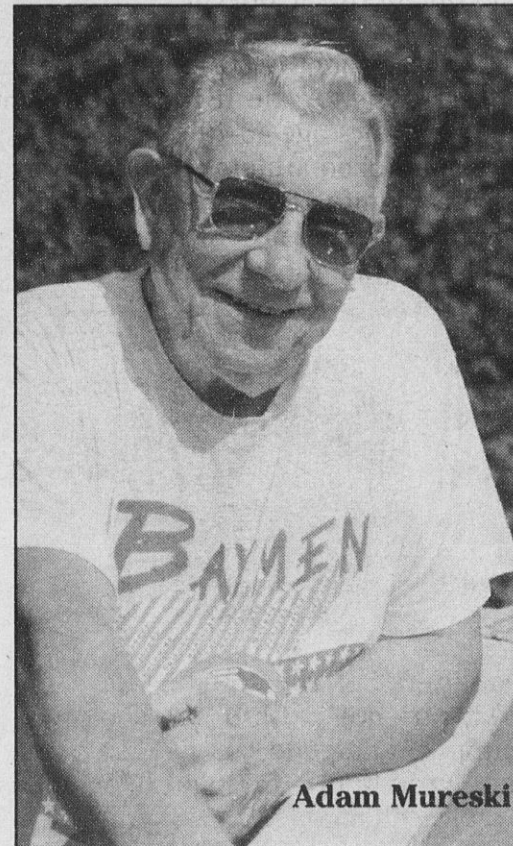
- Carmine DiBattista, CSEA Southern Region President

CSEA hot over short day for shorts-sporting truckers

PATTERSON — CSEA has filed a grievance against the town of Patterson for docking two highway department employees who were sent home for wearing shorts to work.

Jay Tompkins and Michael McDermott, both truck drivers and members of CSEA's Putnam County Local, wore the shorts on a day when outdoor temperatures were above 90 degrees. In fact, workers have worn shorts to work for years, said Labor Relations Specialist Carl Rasmussen. "They use common sense," he pointed out. "They wear long pants when appropriate. This was not a safety issue."

Rasmussen said the town has refused to negotiate the issue. In addition to filing a grievance for docking the workers, CSEA has also filed a notice of claim regarding the terms and conditions of employment.



Adam Mureski

CSEA retiree helps save a baby's life

NORTH BABYLON — "I heard Kathy screaming 'Oh my God! Oh my God!' so I ran

to her," CSEA retiree Adam Mureski recalls. "There she was with her baby in her arms, totally limp, soaking wet. I took the child from her and ran into her house. I lay the child on the the floor and started mouth-to-mouth resuscitation.

"By the second blow she was bringing up water. By that time my other neighbor, a police officer, came and took over the CPR while I comforted Kathy," the 74-year-old former retired maintenance man for the North Babylon School District said.

'Who wouldn't help someone in distress?' Mureski later revealed he had learned his lifesaving techniques by "watching all those hospital shows on TV; that's where I've seen CPR." Mureski was working on his motor home that quiet afternoon when the distraught cries of his neighbor broke the silence.

The three-year-old girl had climbed into the above ground pool. Her frantic mother had pulled her, unconscious, from the pool's bottom and screamed for help. Mureski's quick action saved the girl's life.

"I've known Kathy since she was a little girl. Everyone makes me out to be a hero but who wouldn't help someone in distress?" said Mureski. "It's good to know the baby is all right. That's really all that matters."

North Babylon officials think he's a hero, too, honoring him with a citation.

— Sheryl C. Jenks

Pirozzolo wins two in a row

ELMIRA — It's members that make a union strong, and it's members like Tom Pirozzolo that make CSEA one of the strongest.

For the second year in a row, Pirozzolo, 46, took first place in the United States Powerlifting Federation National Championships, held May 23 in Austin, Texas. He took the trophy for the 181-pound weight class in the Masters division for competitors age 45-49.

In February, Pirozzolo beat out a half dozen athletes from across the state to win his fifth New York State United States Powerlifting Federation Championship in six years, setting a new state record for his age and weight class. Held in Corning, the state meet included three events: squat, bench press and deadlift, which combine for an overall total. Pirozzolo lifted a total of 1390 pounds; 525 pounds in the squat; 280 pounds in the bench press; and 585 pounds in the deadlift, breaking the previous record of 580 pounds which he set last year.

Pirozzolo said he got into the sport seven years ago just to keep healthy. Today he is ranked by *Powerlifting USA* magazine as one of the top 20 deadlifters in the nation.

Pirozzolo credits his success to his friends at Club Nautilus of Horseheads, New York for their support and generosity. He said one club member even went so far as to cash in his "frequent flyer" miles to cover the cost of sending Pirozzolo and a coach to and from Texas.

A paint foreman with the Chemung County Building Department, Pirozzolo is as active in his union and community as he is in the gym. He is local president and unit executive vice president of CSEA's Chemung County Local and a member of the union's statewide board of directors. And for eight years running, he and his club's powerlifting team have run the weightlifting event at the New York State Special Olympics.

Pirozzolo's winning attitude accounts for his success in his sport and in life.

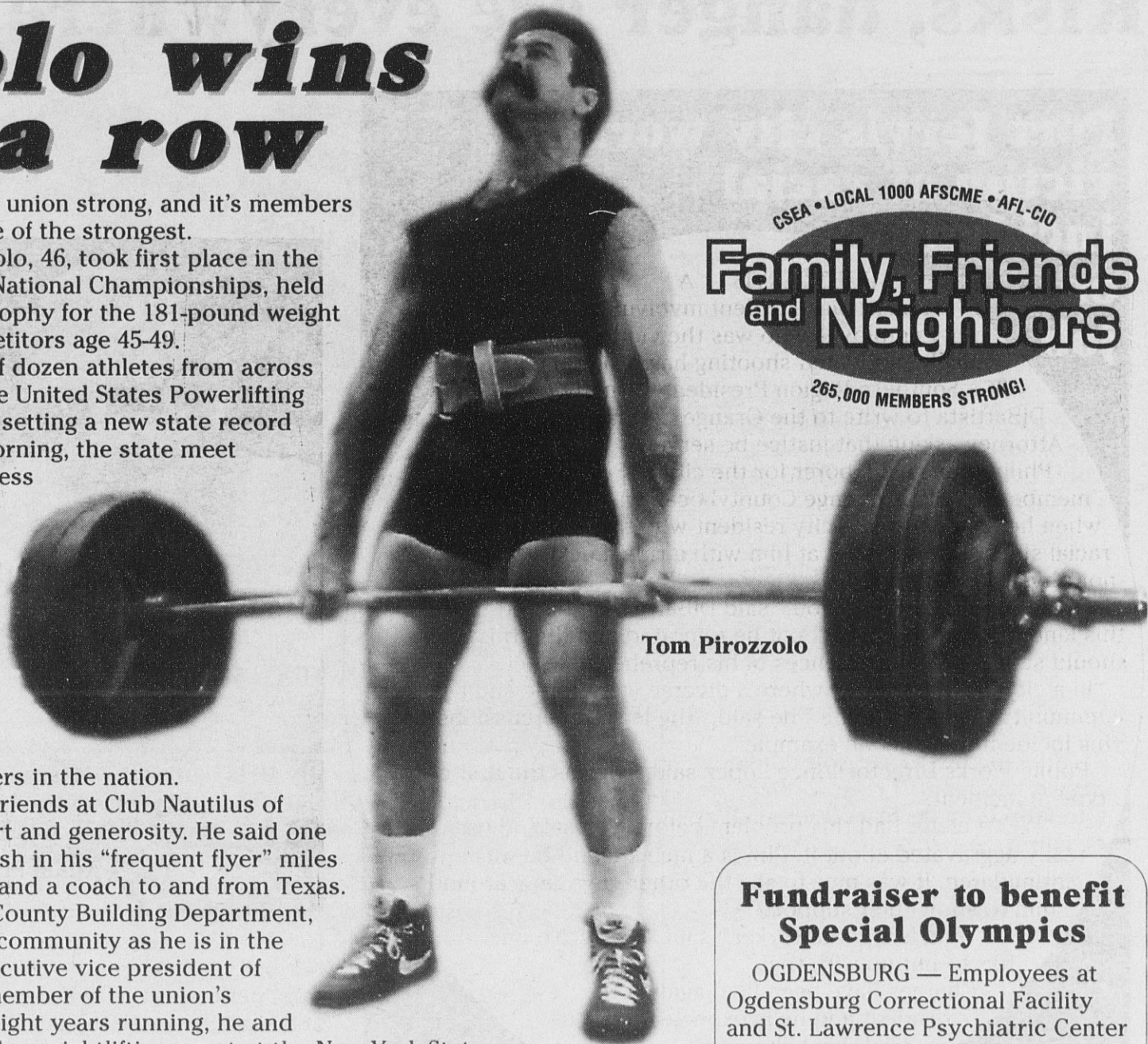
"It's like everything else," he said. "If you're going to get involved you have to put a lot of effort into it to do the best you can."

— Ed Molitor

Earl Boyle family acknowledge donations given in his memory

The wife and family of the late Earl Boyle have written to express their gratitude for donations from CSEA members in memory of Mr. Boyle, who died recently. Mr. Boyle served as a region attorney in CSEA's Central Region for 30 years. CSEA activists and members donated \$3,000 in Mr. Boyle's memory to Francis House, a hospice facility in Syracuse funded totally by contributions and run by volunteers. Mr. Boyle was cared for by family, friends and parish members at Francis House during his illness.

"The Boyle family would like to thank the entire CSEA membership for the donations that have been made to the Francis House in Earl's memory," the letter signed by Margaret Boyle and family read in part. "Your support will help other individuals who are suffering from terminal illness live the remaining days of their lives in a loving environment."



Tom Pirozzolo

CSEA • LOCAL 1000 AFSCME • AFL-CIO
**Family, Friends
and Neighbors**
265,000 MEMBERS STRONG!

Fundraiser to benefit Special Olympics

OGDENSBURG — Employees at Ogdensburg Correctional Facility and St. Lawrence Psychiatric Center will co-sponsor a "Make a Difference Day" fundraiser to benefit the New York Special Olympics and specifically Area 27 in St. Lawrence and Franklin counties.

The third annual walk, run, rollerblade event will be held at 9 a.m. Saturday, Oct. 24. Registration will be held at the Bridgeview Building on the St. Lawrence Psychiatric Center grounds.

Participants with a \$15 minimum donation will receive a commemorative t-shirt, and the top three fundraisers will be recognized.

CSEA locals at Ogdensburg Correctional Facility and St. Lawrence Psychiatric Center have donated \$50 each to offset organizational costs for the event.

For additional information or to pre-register, contact Larry King at (315) 393-0281 Ext. 559.

What's On Your Mind

What's on your mind? To find out the issues that CSEA members care about in the approaching November election, The Work Force recently surveyed more than 600 rank and file members, chosen at random. Here are the results:

1. What do you consider the most important issue facing working New Yorkers that political candidates should address this fall?

- 23% Job Security
- 20% Crime and drug problems
- 19% Health care issues
- 15% Cutting or reforming taxes
- 8.5% Privatization/union-busting
- 8% Education
- 6% Other

2. How confident are you that your priority issues will receive the attention they deserve in this fall's election?

- 20% Very confident
- 45% Somewhat confident
- 32% Not confident at all
- 3% Not Sure

3. What's the best way to ensure elected officials live up to campaign promises?

- 34% Regular contact from constituents
- 28% Lobbying by CSEA and other groups
- 16% Term limits
- 16% Greater media attention on public policy issues
- 6% Other

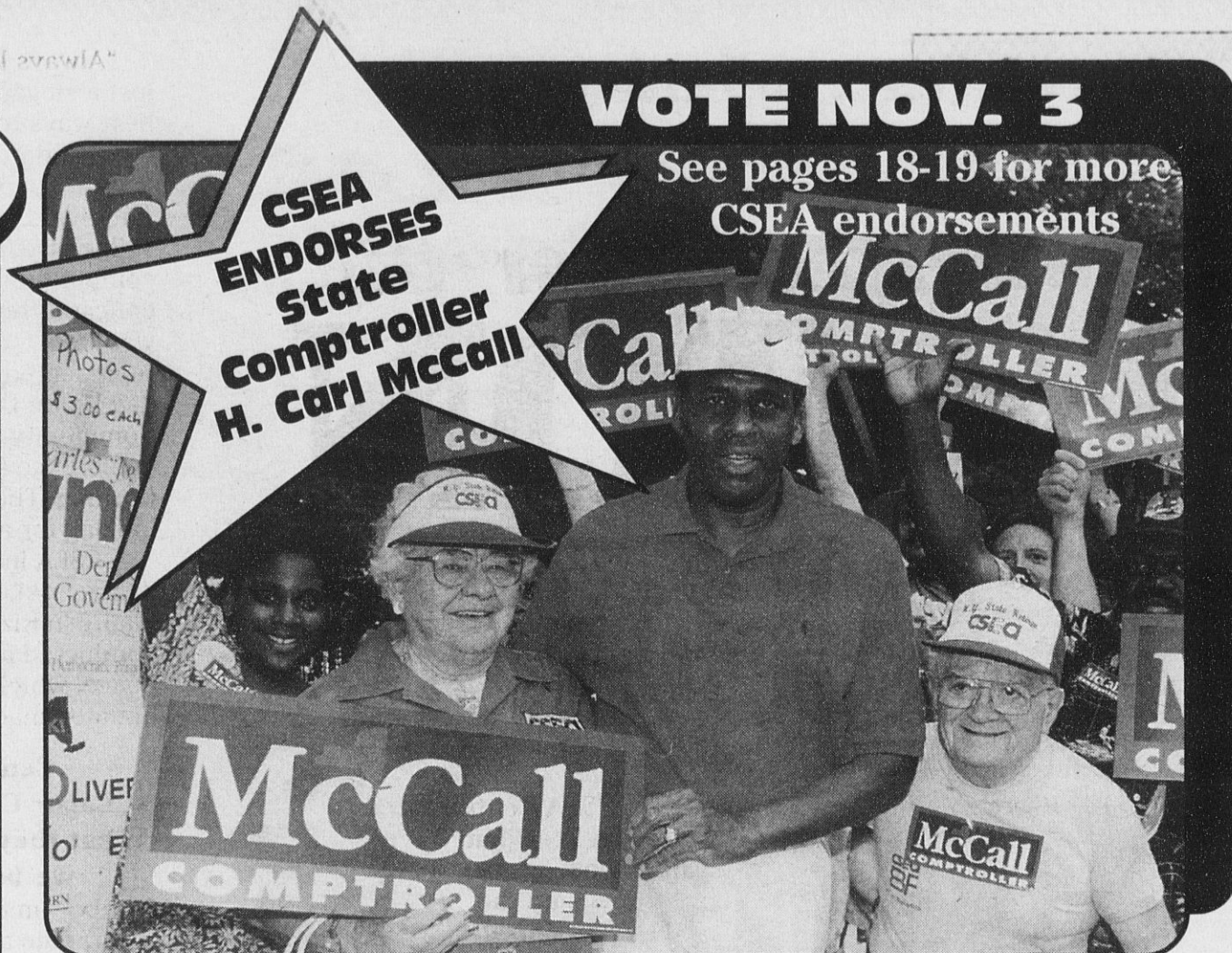
Do you have a question you'd like us to ask CSEA members statewide?

Send it to

Editor, The Work Force
CSEA Headquarters
143 Washington Ave.
Albany, NY 12210-2303
or e-mail it to us at
csea02@capital.net

VOTE NOV. 3

See pages 18-19 for more
CSEA endorsements



State Comptroller H. Carl McCall is flanked by Marcy Donnini, secretary of CSEA Capital District Retirees Local 999, and Local 999 President Tony Muscatiello during recent annual Albany County Democratic Picnic. CSEA President Danny Donohue calls McCall "a wonderful person, a politician with integrity and a staunch defender of the rights of public employees." The decision to back McCall for re-election, Donohue said, "is the easiest political endorsement decision this union has ever made."

October 1998 - The Work Force Debuts

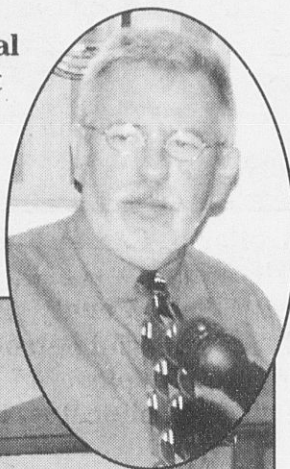


A conference to raise a conscience reminds us to

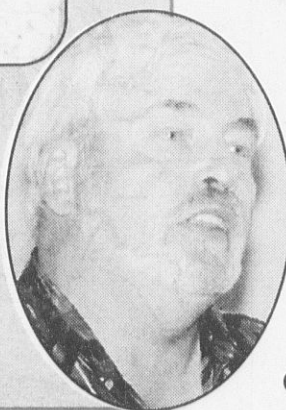
Always Look for the **UNION LABEL**

By Ron Wofford

CSEA Central Region President Jim Moore, right, heads up the AFL-CIO Central New York Labor Council.



Delegates to the state AFL-CIO's Union Label - Community Services conference included, from left, state AFL-CIO President Edward J. Cleary, CSEA Director of Education & Training Maureen Rizzi, CSEA Steuben County Local Treasurer Jeane Dean, national AFL-CIO Executive Vice President Linda Chavez-Thompson, Steuben County Local First Vice President Ron Gillespie, CSEA Member Benefits Specialist PeggyLou Zakrzewski, Steuben County Local President Bonnie Sprague and CSEA Labor Relations Specialist Theresa Menkiena.

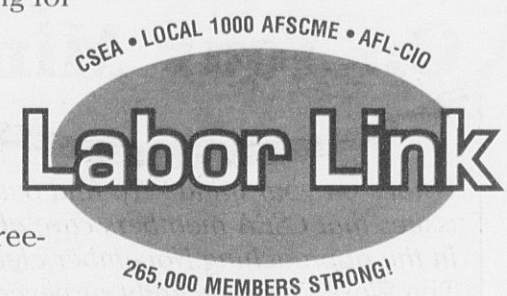


Chautauqua County Local Vice President Jack Rudy, left, serves as president of the Chautauqua-Jamestown Central Labor Council.

"Always look for the union label" is much more than just a slogan. Buying union-made products is one of the best ways to preserve and build union jobs and raise the standard of living for working people in America.

Because CSEA is committed to that concept, the union was well-represented at a three-day Union Label-Community Services conference sponsored by the New York State AFL-CIO in Corning. The conference promoted the importance of looking for and buying union-made products.

A CSEA information booth was managed by PeggyLou Zakrzewski of the union's Member Benefits Department. Maureen Rizzi, CSEA director of Education and Training, conducted a workshop on improving labor's public image, which in turn helps boost the public's confidence in union-made products.



**Central Labor Councils:
What they are, why we belong**

- Labor unions in geographic areas often join together to form Central Labor Councils, strengthening the area's labor movement through collective actions and speaking in a single, strong voice.
- The Central Labor Councils, in turn, are part of the state AFL-CIO, further adding to their collective power.
- CSEA belongs to and strongly supports Labor Councils as effective advocates on behalf of organized labor. ■

CSEA Central Region President Jim Moore, president of the AFL-CIO Central Labor Council, and Chautauqua County Local Vice President Jack Rudy, president of the Chautauqua-Jamestown Central Labor Council, were both actively involved in representing CSEA and Labor Council members at the conference.

Corning-area activists Bonnie Sprague, president of the Steuben County Local, and Ron Gillespie, local first vice president, were impressed with the wide range of unionized companies represented at the conference.

"I was really pleased ... to see that there are many companies that I didn't know were unionized," Sprague said.

"It's hard to buy 100 percent union label in everything you use," Gillespie added, "but this was very helpful in raising consciousness."

Scholarship Winners



RIGHT PHOTO: Mark DeCicco, son of CSEA Ulster County Local President Deborah DeCicco, left, accepts the 1998 \$500 Carmine DiBattista Scholarship award from CSEA Southern Region Scholarship Committee Chair Naomi Kaplan. LEFT PHOTO: Peter Joseph Jenkins, shown with his mother Joanne Jenkins who is a Rockland County employee, was one of two winners of \$500 CSEA Southern Region Scholarships. Jill Brown, whose father Richard Brown is a member of Taconic Developmental Center Local, also won.



CSEA's Montgomery County Local presented two Rita Guiffre Memorial Scholarships recently. The \$250 scholarships were awarded to Joe Denofrio, son of CSEA member Daniel Denofrio, County Department of Social Services, and James Geniti, son of Margaret Geniti, who works in Montgomery Meadows, the county's Infirmary. Thomas Guiffre, widow of Rita, and Joan Guiffre China presented the memorial scholarships. Rita Guiffre was an activist in the local for many years.

CSEA's Cayuga County Local recently awarded their annual Sabina Kulakowski Memorial Scholarships in memory of the slain Caseworker. Receiving the \$500 awards were: Katie Gage, daughter of Susan Gage, a senior caseworker with the county Long Term Care Office; Meghan Merriman, daughter of Helen Merriman, a caseworker with the Department of Health and Human Services; Jennifer Murinka, daughter of Jack Murinka, a sign maintenance worker with the County Highway Department; Brandy Napier, daughter of Mary Napier a teachers aide with the Southern Cayuga Central School District; Gregory Porter, son of Donna Porter, a teachers aide with Cayuga-Onondaga BOCES; and Melissa Stayton, daughter of Elaine Stayton, a cashier with Moravia Central Schools.

**Applications being
accepted now for**

1999 AFSCME FAMILY SCHOLARSHIPS

Ten \$2,000 scholarships will be awarded to children of AFSCME members for 1999. Winners will be selected from applications that meet the eligibility requirements. The scholarships will be renewed for \$2,000 each year for a maximum of four years, provided the student remains enrolled in a full-time degree program at an accredited institution.

Applicant must be a high school senior graduating in the Spring of 1999 who intends to enroll in a full-time, four year degree program at any accredited college or university. Applicant must be the daughter or son of an AFSCME member, or whose legal guardian is an AFSCME member.

Applications must be postmarked by Dec. 31, 1998. Winners will be announced by March 31, 1999.

Applications are available from: AFSCME Family Scholarship Program, Education Department, 1625 L Street, N.W. Washington, DC 20036, or e-mail: education@afscme.org.

Information that can change your life

A series of education and career planning articles from

Tax relief for college tuition

If you've been thinking about going back to school, but thought you could not afford college tuition, some new federal tax relief programs may help. The HOPE Scholarship and Lifetime Learning Credits were both part of the Taxpayer Relief Act of 1997 and were signed into law last summer. These programs are the largest investment in higher education since the G.I. Bill 50 years ago.

The HOPE Scholarship is a tax credit that allows each eligible student (including the taxpayer, taxpayer's spouse, or an eligible dependent), or their parents, to claim up to a \$1,500 tax credit on their federal income tax for tuition and fees. Aimed at lower-and middle-income families, the credit allows eligible taxpayers to claim 100 percent of the first \$1,000 in tuition and eligible fees and 50 percent of the next \$1,000.

The credit is available only for the first two years of a student's undergraduate education and is for students attending on at least a half-time basis (6 credits per semester). The credits are available for expenses incurred after Jan. 1, 1998.

The Lifetime Learning Credit is a tax credit program available to college juniors, seniors,

graduate students and working Americans pursuing lifelong learning to upgrade their skills. It may be claimed for the qualified tuition and related fees of the students in the taxpayer's family who are enrolled in eligible educational institutions. The maximum amount that may be claimed for a taxable year is \$1,000 through 2002 and \$2,000 thereafter. These credits are available for expenses incurred after June 30, 1998.

The full HOPE Scholarship and Lifetime Learning Credits are available to families with adjusted gross income of up to \$40,000 for individuals or up to \$80,000 for joint filers, phasing out at \$50,000 and \$100,000 respectively. If you are claiming a HOPE Scholarship Credit for you or another student in your family, none of that student's expenses for that year may be applied toward the Lifetime Learning Credit.

For more information about these and other federal student aid programs, call the U.S. Department of Education at 1-800-4FED-AID or visit their website at <http://www.ed.gov/inits/hope/>. You may also call the LEAP office at 1-800-253-4332 to speak with a LEAP Advisor.

CSEA • LOCAL 1000 AFSCME, AFL-CIO

LEAP

LABOR EDUCATION ACTION PROGRAM

STATE OF NEW YORK

Free tuition at Dutchess Community College for Dutchess County workers

POUGHKEEPSIE — Dutchess County employees can now attend Dutchess Community College at no cost thanks to a new CSEA negotiated benefit.

All permanent full-time and part-time workers who want to polish their skills or learn new ones can register for credit courses. Workers are responsible only for textbooks and any applicable course fees.

Anyone wishing more information should contact the registrar's office at Dutchess Community College.

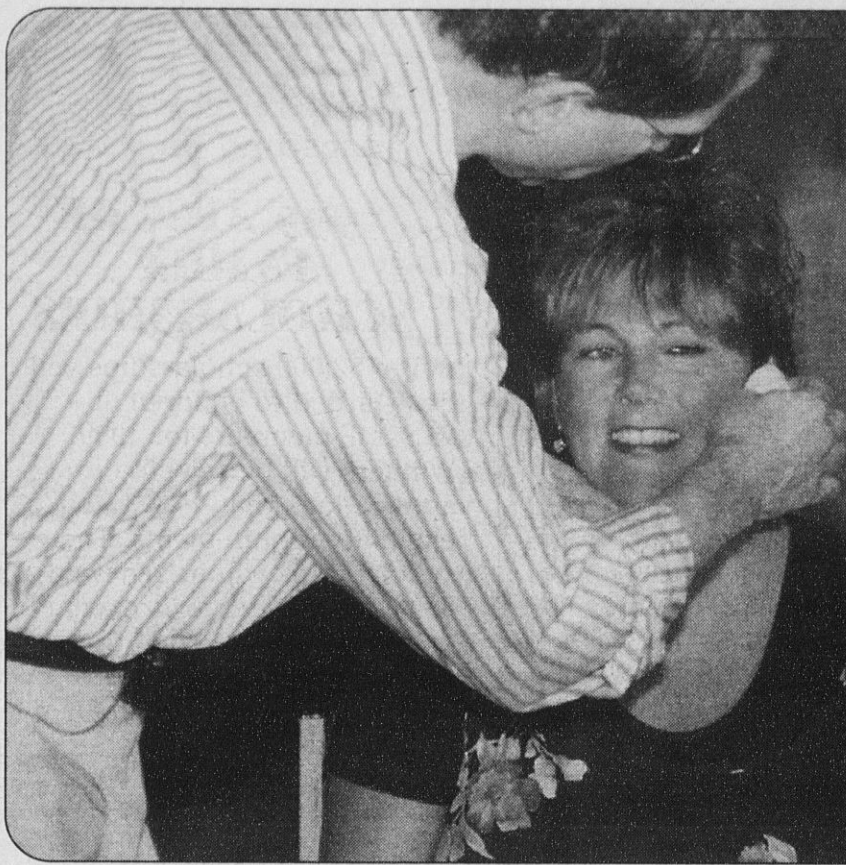


Photo of the month

Taken by Sheryl C. Jenks

CSEA member and Teacher Aide Pat Seal gets the final touch-ups before the cameras began rolling for a CSEA video, parts of which will be used in a statewide CSEA advertising campaign. "Unions are very important. In addition to our contract and other benefits, I know that I have more job security and CSEA to turn to if I ever need assistance," Seal said. "It is very exciting to be part of CSEA," said Seal, who went to work for the Patchogue-Medford School District last year.

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for details at 1-800-634-8538

Note: Prices based on
double occupancy

CSEA Offers Disability Income Protection Plan to CSEA Members

CSEA, working with Jardine Group Services Corporation as the plan administrator, offers a complete voluntary Disability Income Insurance Plan for CSEA members.

The CSEA Classic Plan Covers both short and long term disability for active CSEA members. This plan features high monthly benefit amounts, a variety of coverage choices, payroll deduction and competitive rates! Some of the highlights include:

- **Survivor Benefits:** Provides your family with 2 additional monthly payments if death results from a covered disability that lasts at least 30 days.
- **Work Stoppage Benefits:** You pay no premiums and your coverage continues if a CSEA authorized work action results in a stoppage of your pay.
- **Vocational Rehabilitation Benefits:** Approved candidates can receive a personalized rehabilitation program for up to 24 months.
- **Accidental Death & Dismemberment Benefits:** Additional benefits payable for certain physical losses due to a covered accident.

These are just a sample of the plan benefits. For more information on this plan, or to learn how you can join thousands of disability income insured members, call 1-800-929-6656 toll free.

OOPS! We're sorry

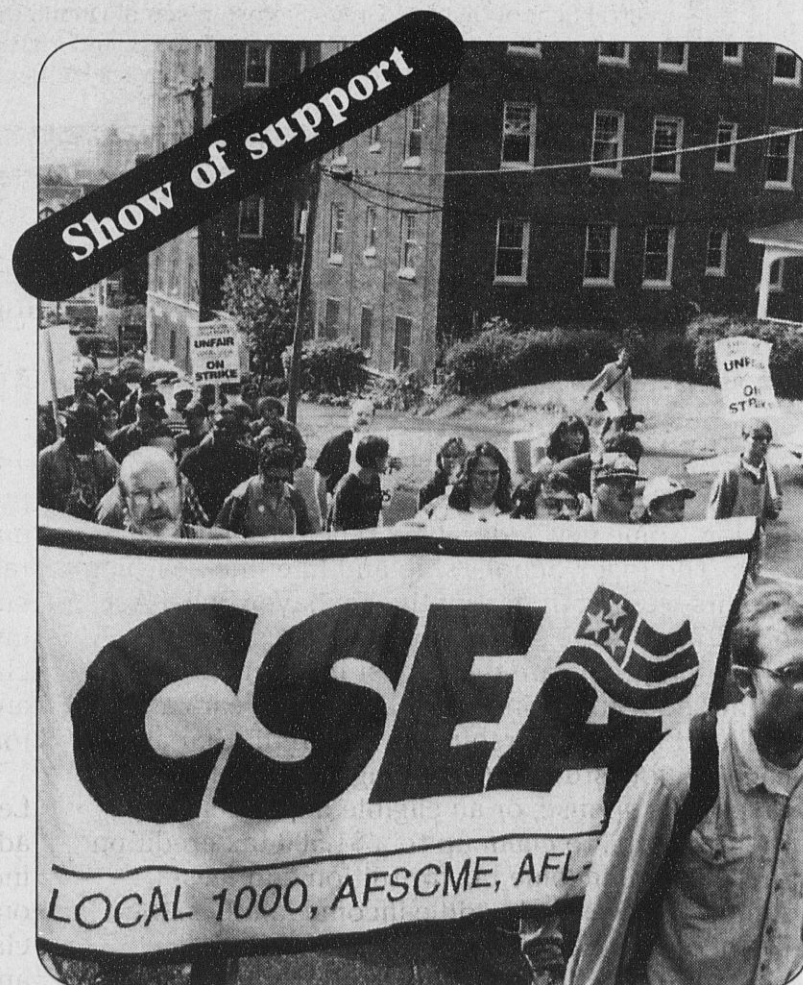
In a recent article on beneficial legislation for CSEA, there was an error in the description of the Vested Death Benefit legislation. The benefit is **not** for retirees as stated. Instead the description should read as follows:

Vested Death Benefits

This legislation provides out of service, but not retired, vested members who die a death benefit equal to one-half the benefit for a member in service.

Passed both houses, signed by Governor, in effect.

Also, in a photo caption on page 14 of the September edition of *The Public Sector*, CSEA Executive Vice President Mary Sullivan was mistakenly identified as CSEA Statewide Treasurer.



Carrying the CSEA banner, members from the CSEA SUNY College of Environmental Service & Forestry (located next to the Syracuse University campus) lead a demonstration in support of about 750 striking service workers at Syracuse University belonging to SEIU Local 200A. The strike was ultimately settled in favor of the union.

The CSEA endorsement process

★ Political action continues to be an important instrument for CSEA. The vast majority of our members' livelihoods are directly affected by public budget decisions and legislation.

★ Through active support, and opposition, of candidates for public office, and through effective lobbying efforts for and against legislation and other issues, organized labor makes its needs felt from City Hall to the White House and from county seats to Congress.

★ CSEA endorsements are done through the union's political action structure and made only after careful consideration of a candidate's record, examination of public statements and positions and a personal interview.

★ CSEA Political Action Committees (PACs) are in place at the unit, local, region and statewide levels.

★ In county, local and school board races, the appropriate CSEA Unit and Local PACs interview the candidates and make recommendations. The Region PAC reviews those recommendations and make final decisions on awarding or withholding CSEA endorsements.

★ For State legislature races, the Region PAC conducts candidates screening and recommends endorsements. The Statewide PAC reviews those recommendations and awards or withholds CSEA's endorsements.

★ For statewide political races (Governor, Lt. Governor, Comptroller and Atty. General) endorsements are made by the CSEA president based upon input from Region and State PACs.

★ For Federal political races, endorsements are made by the CSEA president based upon input from the union's Federal Issues Committee, State and Region PACs and AFSCME.

CSEA ENDORSEMENTS

CSEA endorses these candidates in the Nov. 3 general elections!

NEW YORK CONGRESSIONAL

DISTRICT	NAME
01	Michael Forbes
02	Rick Lazio
03	Peter King
04	Carolyn McCarthy
05	Gary Ackerman
06	Gregory Meeks
07	Joseph Crowley
08	Jerrold Nadler
09	No Endorsement
10	Edolphus Towns
11	Major Owens
12	Nydia Velazquez
13	No Endorsement
14	Carolyn Maloney
15	Charles Rangel
16	Jose Serrano
17	Eliot Engel
18	Nita M. Lowey
19	No Endorsement
20	Benjamin Gilman
21	Michael McNulty
22	John Sweeney
23	Sherwood Boehlert
24	John McHugh
25	No Endorsement
26	Maurice Hinchey
27	No Endorsement
28	Louise Slaughter
29	John LaFalce
30	Jack Quinn
31	Amory Houghton, Jr.

NYS Assembly endorsements on page 19

NEW YORK STATE SENATE

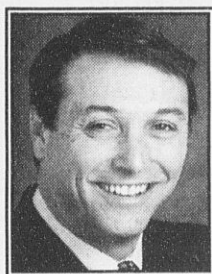
DISTRICT	NAME
1	Kenneth LaValle
2	James Lack
3	Caesar Trunzo
4	Owen Johnson
5	Carl Marcellino
6	Kemp Hannon
7	Michael Balboni
8	Charles Fuschillo, Jr.
9	Dean Skelos
10	Alton Waldon, Jr.
11	Frank Padavan
12	Ada Smith
13	No Endorsement
14	George Onorato
15	No Endorsement
16	Leonard Stavisky
17	Nellie Santiago
18	Velmanette Montgomery
19	John Sampson
20	Marty Markowitz
21	Carl Kruger
22	Seymour Lachman
23	Vincent Gentile
24	John Marchi
25	Martin Connor
26	Roy Goodman
27	Thomas Duane
28	Olga Mendez
29	David Paterson
30	Eric Schneiderman
31	Efrain Gonzalez, Jr.
32	David Rosado
33	Larry Seabrook
34	Guy Valella
35	Nicholas Spano
36	Suzi Oppenheimer
37	Vincent Leibell
38	Joseph Holland
39	William Larkin
40	John Bonacic
41	Stephen Saland
42	Neil Breslin
43	Joseph Bruno
44	Hugh Farley
45	Ronald Stafford
46	James Wright
47	Raymond Meier
48	Nancy Lorraine Hoffman
49	John DeFrancisco
50	James Seward
51	Thomas Libous
52	John Randy Kuhl
53	Michael Nozzolio
54	Richard Dollinger
55	James Alesi
56	Vacant
57	Anthony Nanula
58	William Stachowski
59	Dale Volker
60	Mary Lou Rath
61	George Maziarz



EXPRESS

CSEA Pressing for Breakthrough As Negotiations Remain Fluid

A Message From Nassau County Local 830 President Anthony Giustino.



Although we have made much progress and have come to tentative agreement on many issues, contract negotiations between CSEA and Nassau County were bogged down on two or three major areas of concern as this issue of *The Express* went to press.

Negotiations on those issues were in a critical stage and were fluid in nature. We were at the point where a breakthrough could come at any moment on these issues...or could remain at an impasse. I wish I could tell you with certainty that a settlement was imminent. I cannot.

At this point, our CSEA negotiations team is holding fast to the union's gains of recent years and to numerous new items which we have presented on behalf of our members. We have made it abundantly clear that health insurance is our top priority.

After a year of preparation and nearly a year of active negotiations, we are not about to submit a contract to the membership for a vote unless we feel comfortable that it is the best we can possibly get.

Until a settlement is reached, I will continue to keep our members informed on the status of negotiations. I have already devoted several editions of our radio show, "CSEA in Focus," to the subject, including frank and open discussions on progress and sticking points as well. I will also try to update you in this column whenever possible.

I urge all of you to attend the worksite meetings, also known as the "President's Forum." It will give you an opportunity to ask questions not only about the contract, but also about other concerns relating to your employment with Nassau County.

You should be aware that there is no

Stay Informed.
Tune in to
"CSEA in Focus"
Thursdays at 7 pm
repeated
Saturdays at 8:30 am
on WGBB, 1240 AM

blackout on negotiations. Everything is open and above board. If you have questions, you can ask your unit president. The Negotiations Committee is the largest and most representative of our membership in the history of our union. Included on the committee are the presidents of every unit within Local 830. If you would like to talk to me directly, I can be reached at the CSEA office, 571-2919, Ext. 7.

Once again, I want to assure you that we will continue to bargain in the best interests of our members. When a settlement is reached, I have the machinery in place to inform you of its provisions and voting procedures as quickly as possible. Meanwhile, we must remain united in our common goal for the best contract possible.

Yours in unionism,

Tony Giustino, President
Nassau County Local 830



Police Civilian Unit

CSEA Nassau Local 830 President Tony Giustino performs a swearing-in ceremony for the newly-elected officers of the Police Civilian Unit. Taking the oath of office are, from left, Rudy Kaufman, treasurer; Carol Cardinali, secretary; Debra Imperatore, vice president, and Lillian Neumar, president. The ceremony took place at the CSEA office in Mineola.

Annual Dinner Dance

Local 830 to Celebrate 50th Anniversary

Mark Wednesday, Oct. 28 on your calendar for the 50th Anniversary Dinner Dance of CSEA Nassau Local 830. It is set for 7 pm at the Westbury Manor on Jericho Turnpike in Westbury.

Beth Luttinger, CSEA Social Committee chair, has reminded members that reservations are on a first-come, first-served basis so early reservations are suggested. Tickets are \$60 per person.

Reservation forms can be obtained at the CSEA local office in Mineola or by calling 571-2919. Checks should be made payable to "CSEA Nassau Local 830" and sent to 400 County Seat Drive, Mineola, NY 11501, Attn. Beth Luttinger.

Space will also be available in the Souvenir Journal at rates ranging from \$75 for a quarter page ad, \$85 for a half page, \$160 for a full page and higher prices for premium placement, such as \$400 for the centerfold.

The Work Force

CSEA Nassau County Local 830

EXPRESS

October 1998 • Vol. 3 No. 10

A Monthly Publication of CSEA Nassau County Local 830
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NASSAU LOCAL 830

Executive Officers:

Jane D'Amico, Executive Vice President
Les Eason, 1st Vice President
Noreen Lingham, 2nd Vice President
Robert Cauldwell, 3rd Vice President
Raymond Cannella, 4th Vice President
Jewel Weinstein, 5th Vice President
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Ron Gurrieri, 8th Vice President
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Bobby Eisgrau, Secretary
Kathleen Vitan, Treasurer

Unit Presidents/Executive Board:

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Mark Barber, Sheriff's Department
Stanley Bergman, Comptroller's Office
Tim Corr, Recreation & Parks Department
Kathryn Cosgrove, Administrative Unit
James Davis, Assessment Department
Mary Delmare, School Crossing Guards
Les Eason, A. Holly Patterson Geriatric Center
Bobbi Eisgrau, County Clerk
Cynthia Hancock, Nassau Community College
Nancy Ianson, Office of Drug & Alcohol
Timothy Jaccard, Police Department AMTs
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Louis Minghinelli, Health Department
Lillian Neumar, Police Department Civilian
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Larry Schnurr, Deputy Sheriffs
Paul Simon, Fire & Rescue Services
Martin Stamile, Department of Public Works
Michael Timmons, Social Services Department
George Walsh, Nassau County Medical Center
Joseph Whittaker, Fire Marshal's Office
Peter Wrba, Probation

We welcome reader suggestions: Please address your comments to Tony Panzarella, Editor, Nassau County EXPRESS at CSEA Nassau Co. Local 830, 400 County Seat Dr., Mineola, NY 11501-4137.

LEGAL UPDATE

CSEA Arbitration Victory For Nurse's Aide at AHPGC



By Louis D. Stober, Jr. Esq.
CSEA Regional Attorney

A recent arbitration has resulted in a victory for a nurse's aide accused of patient abuse by a co-worker at the A. Holly Patterson Geriatric Center. The employee was reinstated with full back pay and benefits, after being terminated back in February of this year. This matter was arbitrated to great success by Christine L. Cardinale, Esq. of my office.

The key witness for the county was a co-worker who was walking down the hallway when she allegedly saw the nurse's aide strike a patient while feeding her. At the arbitration, it was established that the witness was over 50 feet away from the aide at the time of the alleged abuse and that there was a food cart obstructing any clear view of the event. Perhaps most compelling to the arbitrator was the lack of any physical evidence of abuse. While the county's own witnesses and documentary

evidence clearly established that the patient was "fragile skinned," the county could not produce any evidence of cuts or bruises to the patient.

This victory is important in that it serves as a reminder to the county that in any disciplinary matter it is the county who bears the burden of proving the allegations; the burden is not on the employee to establish his or her innocence. In fact, the arbitrator begins his "findings and conclusions" by reaffirming that "[t]he employer carries a heavy burden of proof in discharge cases."

So, if you are involved in any disciplinary proceeding, do not lose heart. CSEA will not sit idly by and allow your employer to discipline you without proving the charges they have leveled against you. It is not enough for your employer simply to charge you with a disciplinary violation, they must prove these charges at arbitration.

... in any disciplinary matter it is the county who bears the burden of proving the allegations ...

A Few Openings Left for Breast Cancer Workshop

There are still some openings for the CSEA Women's Committee free workshop dealing with the topic of breast cancer, set for Thursday, Oct. 15. The workshop will consist of a panel discussion among experts in various associated fields. Questions will be answered.

Members of the panel and their areas of expertise are:

- Maria Sant'Angelo, Nutrition Educator, Cornell Cooperative Extension — Preventative Nutrition.
- Chris Mancuso, R.N., Coordinator, Nassau County Department of Health — Self Examination.

- Dr. Ivy Engel, Nassau County Medical Center — Mammography Screening/Early Detection.

- Dr. Virginia Maurer, breast surgeon — Treatment Options/Surgery.

The workshop will be held from 5:15 to 7:30 p.m. in the second floor conference room at 400 County Seat Drive, Mineola — the same building as the Board of Elections and the CSEA Local 830 office. Refreshments will be served.

Due to the response to the program, reservations are a must for the remaining seats. For more information or reservations, call Judy at 571-2919.



Unionism Class

CSEA First Vice President Les Eason smiles for the camera as he conducts a capacity class in Steward Training at the CSEA Nassau Local 830 Office in Mineola. Eason, a certified trainer, conducts several such classes over the course of the year, preparing members to become active in union matters.

CSEA Endorses Candidates For State Senate and Assembly

When you go to the polls to vote on Nov. 3rd, CSEA urges you to pull the lever for the candidates below in your State Senate and State Assembly District. After careful consideration and personal interviews with all candidates, CSEA has

concluded that these men and women most closely embrace the philosophy, causes and goals of our union and who most associate themselves with the aspirations of working men and women.

NEW YORK STATE SENATE

- 1st S.D. — Ken LaValle (R)
- 2nd S.D. — James Lack (R)
- 3rd S.D. — Caesar Trunzo (R)
- 4th S.D. — Owen Johnson (R)
- 5th S.D. — Carl Marcellino (R)
- 6th S.D. — Kemp Hannon (R)
- 7th S.D. — Michael Balboni (R)
- 8th S.D. — Charles Fuschillo (R)
- 9th S.D. — Dean Skelos (R)

- 6th A.D. — Robert Wertz (R)
- 7th A.D. — Thomas Barraga (R)
- 8th A.D. — Phil Boyle (R)
- 9th A.D. — John Flanagan (R)
- 10th A.D. — James Conte (R)
- 11th A.D. — Robert Sweeney (D)
- 12th A.D. — Steven Labriola (R)
- 13th A.D. — David Sidikman (D)
- 14th A.D. — Mark Herbst (R)
- 15th A.D. — Donna Ferrara (R)
- 16th A.D. — Thomas DiNapoli (D)
- 17th A.D. — Maureen O'Connell (R)
- 18th A.D. — Earlene Hill (D)
- 19th A.D. — Kathleen Murray (R)
- 20th A.D. — Harvey Weisenberg (D)
- 21st A.D. — James Darcy (R)
- 22nd A.D. — Thomas Alfano (R)

NEW YORK STATE ASSEMBLY

- 1st A.D. — Patricia Acompora (R)
- 2nd A.D. — Fred Thiele, Jr. (R)
- 3rd A.D. — No Endorsement
- 4th A.D. — Steve Englebright (D)
- 5th A.D. — Paul Harenburg (D)

You Must be Registered to Vote

In order to vote, you must be registered. The last day to postmark a voter registration application this year is **Fri. Oct. 9**. If you call the **CSEA local office in Mineola at 571-2919** we will be happy to get an application to you. Please review the procedures for filling out the application as outlined in the accompanying story.

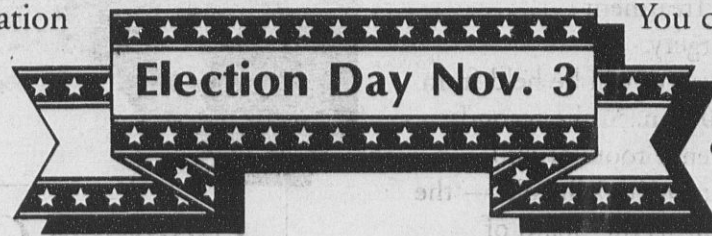
How to Complete a Voter Registration Application

Filling out the voter registration application must be taken very seriously.

Improperly completed applications can be rejected by the Board of Elections, thereby depriving you of your right to vote. New York State recently simplified

its voter registration applications. Although they are now much easier to complete, the following points should be noted:

- #1. Type of application: Check the appropriate box. If you've never voted before, check "New Registration and Enrollment."
- #2. Citizenship: This section **MUST** be completed. If you are a U.S. citizen either by birth or naturalization, check "YES."



You cannot legally register and vote if you are not a U. S. citizen.

#3. Name: Fill your name in completely — last name, first name, middle initial.

#4. Home address: Enter your

complete HOME address.

#5. Mailing Address: Complete this section **ONLY** if your mailing address is different than your home address.

6. Date of birth: Fill in completely - month, day, year of birth.

#7. Descriptive information: Circle, as appropriate.

CSEA in Vanguard for "Comparable Worth" Laws

By Jane D'Amico
Executive Vice President and
Women's Committee Chair

CSEA along with allies such as the Women on the Job Task Force broke new ground this year in its nearly two-decades old advocacy for pay equity. State legislative action to amend both human rights law and civil service law became the new focus for achieving equal pay for work of comparable worth for women who work in "underpaid" women's jobs.

With advocacy leadership by the WOJ coalition, including CSEA, pay equity bills passed the Assembly in April with only one negative vote and were then successfully introduced in the Senate.

The pay equity bills were written in response to a legislative hearing in January at which 30 people, including Nassau CSEA Executive Vice President Jane D'Amico, testified on the specifics of gender-based wage discrimination and its consequences. In the past, the focus of pay equity advocacy efforts for women in predominantly female occupations had been contract negotiations with employers to close the female wage gap and filing formal complaints of discrimination under federal and state civil rights laws.

Wage discrimination suits and court tests usually failed, however, because plaintiffs were required to prove the employer's intent to discriminate and because the law was strictly interpreted as meaning equal pay for equal work rather than as equal pay for work of comparable value or worth.

Still Time to Sign Up For Breast Cancer Walk

Seeking to top last year's fund-raising effort, the CSEA Women's Committee is once again putting together a team to participate in a five-mile charity walk called "Making Strides Against Breast Cancer," set for Sunday, Oct. 18 at Jones Beach. Last year's CSEA team surpassed all expectations while raising over \$11,000. Because of CSEA's commitment to the cause and its outstanding participation in the past, it has been named one of the very few organizations to be honored this year with the title of "Flagship Sponsor."

Women's Committee Chair Jane D'Amico, executive vice president of Local 830, said she hopes to recruit as many as 300 members for the walk.

"It's a day of fund-raising for a very important cause," she said.

The walk starts and ends at Parking Field #5, proceeding along

the Jones Beach Boardwalk and circling back to the starting point. Registration starts at 9:30 a.m. at the CSEA tent. All members of the CSEA team who submit a completed sponsor sheet to the CSEA office prior to the Walk date will receive a specially-designed commemorative tee shirt containing both the race logo and the CSEA logo. In addition, the two CSEA members who 1) raise the most contributions, and 2) sign up the most sponsors will receive valuable prizes and will be featured in an upcoming article in *The Express*.

Ms. D'Amico urged all members and their families to join the CSEA team for the Oct. 18 walk. Persons wishing to participate or who desire additional information can call Jewel, Mary or Kathy at 571-2919.

Sponsorship packets will be available through your unit president or at the Local 830 office in Mineola.

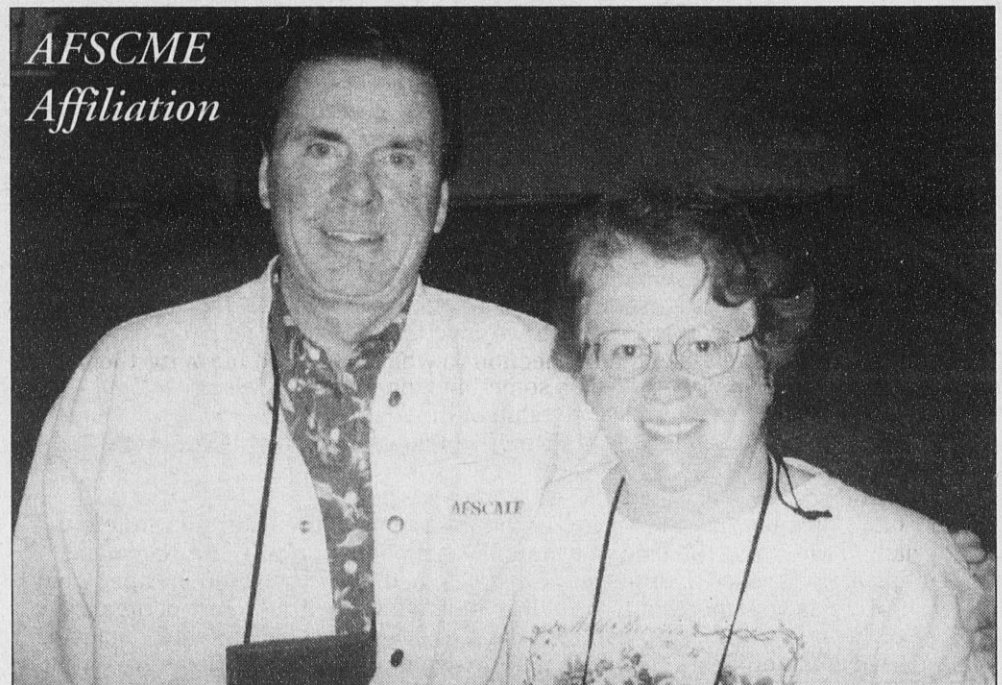
The bills referenced above are as follows:

A9821 DiNapoli - S7582 Balboni — An act to amend the executive law, making it a discriminatory practice to compensate employees of different sexes differently for work that is of comparable worth.

A9823 Katz - S7803 Marcellino — An act to amend the Civil Service law, in relation to making it a discriminatory practice for public employers to compensate employees of different sexes differently for work of comparable worth.

A9823 Christensen - S7199 Balboni — An act to amend the executive law, in relation to permitting complaints filed with the Division of Human Rights alleging unlawful discriminatory practices to be filed as class actions or to be consolidated.

A9824 Nolan - S7804 Marcellino — An act to amend the labor law, in relation to the prohibition against a differential in rate of pay because of sex.



AFSCME President Gerald McEntee pauses for a word with Nassau CSEA Executive Vice President Jane D'Amico at the recent AFSCME Bi-Annual Delegates Convention. AFSCME is CSEA's international affiliate.

Jane D'Amico Named WOJ Labor Honoree

Nassau Local 830 Executive Vice President Jane D'Amico has been named the 1999 "Women on the Job" labor honoree, a distinction that will be bestowed upon her at the WOJ Annual Holiday Brunch on Sunday, November 22.

Other awards will be presented for Community Activism, Education, Workplace Advocacy and Government. Assemblyman Tom DiNapoli will receive an award for his leadership in writing and promoting pay equity legislation.

Ms. D'Amico, who chairs the union's Women's Committee, was cited for her "personal and professional successes" and for her "inspiration to other women." CSEA members who wish to attend the Holiday Brunch can call Eileen Jones at 571-2100 or Sandee Horowitz at 571-3248.

DANNY DONOHUE
PRESIDENT



These are exciting times to be a member of CSEA! For 88 years we have successfully grown and changed to meet the needs of our members. But more than a year ago, CSEA began a process to fundamentally transform our union and strengthen our position in the next century. Our progress has been steady and unrelenting. We are a different union today than we were a year ago but we have only begun to change.

There is a lot of good to report about CSEA's efforts over the past year: We secured the best state budget in a decade; conducted an enormously successful AFSCME NY Lobby Day that brought nearly 1,200 activists to the Capital; successfully gained significant pension reforms that will benefit nearly all of our members and retirees; initiated a new Workers' Compensation legal assistance benefit for all our members; led the way for New Yorkers in the AFL-CIO's national Right to Organize Day activities; and renamed and revamped our official publication to make it more relevant to you.

But CSEA's most significant activity was the sustained effort to transform our union.

No one should take for granted that CSEA's solidarity and determination over the decades have produced wages, benefits and working conditions that are better than what most workers have. But it must also be understood that these achievements required a lot of persistent hard work.

We have never stood still before and will not do so now. But we face a new world, where the stakes are higher than ever before. To hold onto what we have gained and do better in the future we need new approaches. That's why we are working in every area to move forward and make CSEA more effective than ever before.

CSEA is proud to be part of a resurgent Labor Movement. We know that America works better when workers have a voice. We also know that unions provide the best means available for workers to use that voice.

Everyone knows that unionized workers have advantages over non-union workers in virtually all aspects of their working lives. But for too long, non-union workers have failed to make the connection to what that could mean for them personally. Unionism was viewed as something for somebody else.

CSEA and the vigorous leadership of the AFL-CIO are working to change that. American workers want a say in their worksite. They want fairness and respect.

Today's CSEA and AFL-CIO are working to help them achieve that goal. Every CSEA member has a stake in the circumstances of unorganized workers - especially those doing the kind of work CSEA members perform. Our bargaining positions are weakened if employers can get someone to do the job cheaper. That's part of why it is so important to be active and involved with the rest of organized Labor on social justice issues and especially to be involved when there is injustice in our own communities. Our activism not only helps others, it ultimately is what makes our union strong.

We need to think of ourselves differently too. We are no longer simply public employees - the sector we work in is irrelevant. We must see ourselves as workers in specific industries, such as health care, maintenance, law enforcement, education support services and administrative services. One of our most important changes is to start thinking industrially.

The power of CSEA is yours. It comes from every individual member standing up and standing together. The union is not some outside force. It is the *power of the membership* and the objective of our transformation efforts is to achieve a new balance between *representing the power, building the power and wielding the power*.

There is no turning back the process we have begun. What we are today is not what we will be tomorrow. But what we will become tomorrow depends on your commitment today.

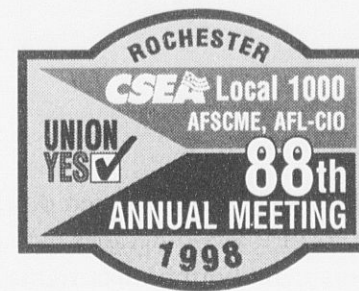
We are trying to answer a lot of hard questions. We don't know all the answers, which is why your perspective and voice are so important.

The principles of CSEA's transformation are clearly expressed in a proclamation that CSEA is presenting to its members, asking them to make a personal commitment to a better union. This proclamation has been presented to all levels of CSEA leadership. Delegates have been asked to sign and soon we will bring it to the CSEA membership in a series of town hall type meetings statewide.

I urge you to read the proclamation, think about what it means, sign it and live up to it.

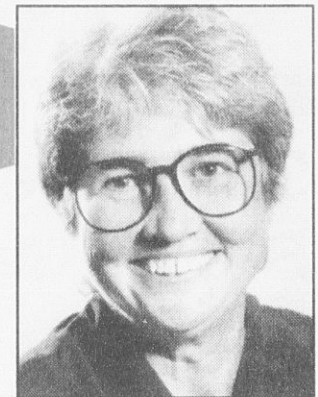
Your personal commitment to CSEA's ideals is the first step toward a better future, not just for us, but for our children.

88th Annual CSEA Delegates Meeting
October 4-9, 1998 / Rochester, NY



Officers' REPORTS

MARY E. SULLIVAN
EXECUTIVE VICE PRESIDENT



In 88 years, CSEA has seen plenty of change, but nothing like we must accomplish through the process of transformation. That's because this process has us examining just what CSEA stands for, what it means to be a union and what our roles are as members and as officers.

These are tough questions, and you may wonder why we have to ask them. The answer is simple — We all belong to CSEA, but CSEA does not belong to US.

We all know people who don't even bother to vote in elections for officers whether they be local, region or statewide, never mind attend a meeting, join a committee or run for office. That's because most members see CSEA as something outside of their lives, an organization that does its job the same way the grocery store or dry cleaner does.

That's why we have to change — WE have to own CSEA and that means owning the responsibilities of the union: organizing, negotiating and defending our contracts, listening to each other, mentoring co-workers who join the union and teaching them what it means not only to belong to a union, but to BE the union.

That requires all of us to change, to listen, to think, to speak our minds and to come to agreement with our brothers and sisters on a new path. And, once we come to agreement, to be united in the pursuit of our goals.

The first step on that path will be the hardest. It is changing how we think of CSEA and of our role in the union.

We must stop thinking of ourselves as consumers, with CSEA providing us services and benefits. We must think of ourselves as the energy and power of CSEA, as the owners who keep the union moving forward as we all work together. It's simple, really. Without members, there is no union. So logically, WE ARE THE UNION!

Transformation will be a long and challenging process, but if we all take that first step, we will be a long way toward developing ourselves into a powerful, effective and living union.

You have a voice. Make it heard!

BARBARA REEVES
SECRETARY



Despite the booming economy, the gap between the rich and the poor continues to grow. In fact, the United States has become the most unequal rich nation in the world.

The crisis is well documented. According to the Institute for Policy Studies, executive pay increases averaged 38 percent in 1997. Another survey reveals that 16 firms laying off 3,000 or more workers rewarded their Chief Executive Officers with average pay hikes of 20 percent. CEOs are getting richer and laying off workers.

Too many people are being left out. Too many people are anxious about the future, especially for their children because employers are writing off the social contract.

What can working people do?

How can we share in the benefits of peace and prosperity?

I can give you the answer in one word: ORGANIZE.

Those of you reading this have already done it: organized. And you are reaping the benefits. That's well documented, too.

Union membership significantly lessens the disparities of income and wealth. Unionized workers earn 34 percent more than non-union workers, according to the Bureau of Labor Statistics. Unionized workers have greater job security, better promotional opportunities, and more generous leave and health benefits. They are more likely to receive pension coverage. We achieve these goals through collective action.

We know that most Americans are concerned with the same issues that we — as Labor — are advancing:

- *Improving public education.
- *Ensuring high-quality child care.
- *Reforming the tax system.
- *Protecting Social Security and Medicare.
- *Improving worksite security.
- *Balancing work and family.
- *Job security.
- *Affordable health care.

Organizing is the bottom line. Unions provide working people a chance to narrow that yawning gap between rich and poor in America. By increasing our numbers we will guarantee in the words of CSEA's Mission Statement "Our voice is heard, our place at the table is kept and the American dream is ours in the 21st century."

CSEA Headquarters • 143 Washington Ave., Albany, NY 12210-2303 • (518) 257-1257 / 1-800-342-4146

NICK LAMORTE
LONG ISLAND REGION PRESIDENT



Greetings from Long Island Region One! Congratulations to all elected local and unit officers. By your election, you have agreed to represent our members on various levels and be involved in issues that you never in your life thought you'd be involved with. You might get a thank you occasionally, but mostly you've agreed to take on a truly thankless job. CSEA realizes this and supplies all the resources and help to make your job easier and for you to be successful. You have a tremendous amount of responsibility and power. Good luck — working together with staff, we will succeed.

Now that I've addressed the elected officers, let me talk to you, the dues paying members. So, you belong to a union, big deal! Do you know what your union is about? Do you know its goals? Do you attend meetings? Do you know who your officers are, your shop stewards, grievance reps, negotiators, labor relations specialist? Are you aware of the services CSEA has available for you? Do you know the many different educational programs, seminars, trainings and workshops that CSEA provides for you? How many of you vote? Or, do not participate in elections at all! And do you realize not voting is a waste of power? We have the ability to elect our boss, union leader, delegate or political ally, or defeat this same person. Only by getting and being involved can we make a

continued on page 4

MAUREEN MALONE
TREASURER



Once again, it is Annual Delegate Meeting time for CSEA. This past year has flown by, and the future is jam packed with activities. Local/Unit elections have occurred and I want to welcome all of you who have chosen to help fellow workers and your union, CSEA, by becoming an Officer. To those of you who have chosen to continue serving the membership, a big **Thank You**. To those of you who have served as an Officer but chose not to run, thank you for your time and energy, your patience and devotion to CSEA.

This past year has been one of change and mobilization in many areas of CSEA. Through the Statewide Task Force For The Future, members and staff have been reviewing every facet of CSEA, focusing on streamlining and delivering the best service possible to all CSEA members. The current trend of union membership downsizing and privatization across our country is a real and tangible threat to maintaining a living wage and offering real jobs to all Americans. CSEA members have a responsibility to keep the union strong and promote the union in unorganized worksites.

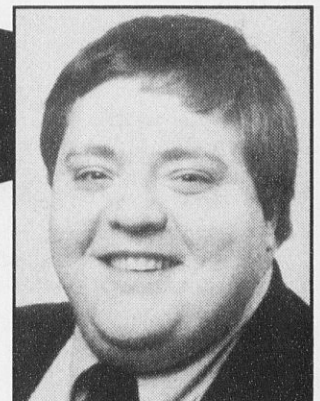
Here in CSEA, we all work toward the future and the protections necessary to maintain job security. But realistically, the best safeguard is in your hands. The common cry of apathy among the membership must be reversed. Every dues paying member of CSEA/AFSCME Local 1000 has a personal stake and should take a personal interest in what is happening in the statewide union and more importantly at the worksite. An injustice to a co-worker can have a negative impact on all, if people do not stand together.

We all need to reach out in our communities and show that CSEA cares and will help address community concerns. The overwhelming response to the call for help during the North Country ice storm was positive proof CSEA members have a heart. This positive outpouring of resources should not be second nature. CSEA members, whether on the job or at home, are the first line of defense. In towns, villages, cities and schools across New York State, CSEA members pay the taxes as well as provide the services vital to the infrastructure of our great State. We need to make our voice heard. We need to make our **CSEA voice heard now**.

I hope you all have a good year, prosperous and healthy, and make your voice heard. Each of us can make a difference.

CSEA Headquarters • 143 Washington Ave., Albany, NY 12210-2303 • (518) 257-1256 / 1-800-342-4146

GEORGE BONCORAGLIO
METROPOLITAN REGION PRESIDENT



Proud of our Bill of Rights, most of us take for granted our religious freedom, freedom of the press, assembly and freedom of speech. But how free are speech and civil rights for most private sector workers when they are afraid to even mention the word "union" on the job or to sign cards calling for a union representation election?

The fears are all too real. Workers are routinely disciplined, demoted or fired when they try to bring in a union. When management threatens someone with loss of a job because of union activity, it is pure and blatant economic terrorism.

Brothers and Sisters, the right to union representation is a big part the civil rights fight of today.

CSEA, as a leader in the national labor movement, has a big stake in fighting for fairness and respect. Just as we defend our own, CSEA must be available for workers who need help standing up for their rights.

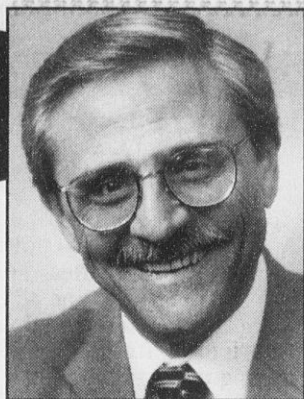
CSEA is streamlining the way we do business to gear up for the battles ahead, realizing we live in a state with the biggest disparity between the well healed and the rest of us. New York more than any other state, is the glaring example of the rich getting richer, while the rest of us are struggling to make ends meet.

Why are we 48th in job creation and neck and neck with Louisiana for the worst credit ratings in the nation? Why do union-busting law firms feel so at home in New York? Why is our unemployment rate more than double the national average?

In New York City CSEA members are working hard to transform our union to be a force for good, a force to organize the unorganized.

continued on page 4

CARMINE DiBATTISTA SOUTHERN REGION PRESIDENT



Each year I prepare this document with the intent that it should be both an expression of thought and findings, as well as a review of issues facing our Region. In that context, I am happy to provide the following.

First off, I would like to address the issue of accountability and responsibility. This year we have gone through our Local and Unit elections. A great number of new people showed an interest in running for office and, in fact, were successful. At the same time many of our long-time incumbents were re-elected. I take this opportunity to congratulate all of you. But, permit me to emphasize that although there may have been any number of reasons why you ran for office, you now have one responsibility. That is to represent your members and to lead your respective Local or Unit.

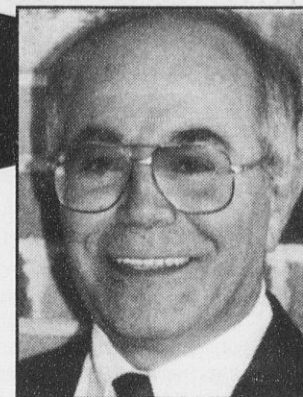
In my travels all over the Region, I sometimes hear complaints from members who say that they never see anyone from the union. Regardless of whether you are a president, a vice president, secretary or treasurer, your job description, if you will, includes the word "visibility". Reach out to your members. You, in most instances, are CSEA to them. Do not be discouraged by low turnouts at meetings. "Keep plugging away". There are any number of ways that you can reach your members. If you are interested, please talk to me or the other officers of the Region. Likewise, keep in mind that to the people that run your respective levels of government — municipality, county, town, village or school district, as well as private sector facility — you, along with your assigned Labor Relations Specialist, are the Union. Make a good appearance. With the LRS, form a team in order to deal with your respective issues.

It is unfortunate, but I have seen officers operate in a vacuum. They try to run the show single-handedly and pride themselves on not delegating any responsibility to the other officers and members. This is not the way to run a union. We should all be working together. You should be reaching out to all your members. As many as possible should be participating. How do you know that your members will participate unless you ask them to participate or volunteer? Each of us cannot individually run our Units and Locals individually. The greatest detriment that comes from doing so is apathy and an unwillingness to participate. Ask yourself, how can we do this better with the help of the members, before you alone decide what is best for our people. Involve your officers, shop stewards and members. Make them feel that they are part of the process rather than persons with titles or paying dues.

Take advantage of the many resources available to you, such as a Region Office that includes the talents of a clerical staff, a Communications Associate, a Political Action Coordinator and Labor Relations Specialists. Headquarters staff and a whole international union are also available to help you. When you or your members ask what AFSCME does for us, why don't you find out. You would be amazed at what we can do together after you find out what is available.

continued on page 4

CARMEN BAGNOLI CAPITAL REGION PRESIDENT



CSEA has a proud 88 year history. We are one union from Montauk Point to Niagara Falls. We share the same hopes and fears. We have proven time and time again that there is nothing we can't accomplish when we work together.

Today we stand at a crossroad. Unions are constantly being challenged by political and economic realities. CSEA needs to grow and change so that we do not face a decline. President Donohue has appointed me to Chair a Committee on Transformation for the year 2000. The Committee is reviewing every CSEA function - what we do and how we do it. Presently there are over 150 activists, rank and file and staff involved in the transformation.

Our goal is to protect and insure our future security. Transformation is not really new for this Union. We have transformed dramatically over our 88 year history. This is just another example of CSEA adopting to meet changing needs in changing times.

What is new and what is exciting is the organization-wide commitment to involving *everyone* in the process.

A Task Force on the Future was created which is comprised of a cross section of activist and senior staff to begin the process. The Task Force reviewed all aspects of CSEA structure, operations and procedures. A new mission statement based on member feedback was developed. A preliminary report of findings and recommendations was presented to President Donohue.

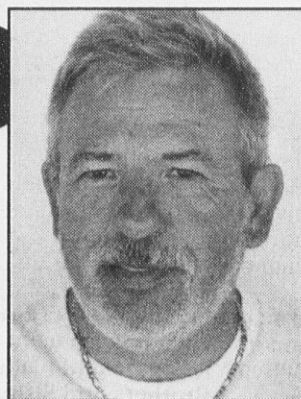
The effort of the Task Force is only a beginning. We will be making presentations on the future to the members to begin the necessary dialogue. Town Hall meetings will be conducted to present information about our change to the leaders of CSEA. Additional Town Hall meetings will be conducted for the rank and file.

All of our efforts are about redefining ourselves and connecting with the members. If we are to move forward, we need to reconnect with EVERY MEMBER, and that means clearly defining ourselves in terms the members understand and accept.

We have a lot of hard work ahead and we need your help. We want to ensure that we can continue to succeed as a voice for working people. Your efforts will make a difference in the future of CSEA. So, we're reaching out to all of our members and urging you to participate in your Union - because it is YOUR UNION. I sincerely wish to thank you all for making your commitment to OUR FUTURE.

Capital Region Office • 1 Lear Jet Lane., Albany, NY 12110 • (518) 785-4400

JIM MOORE CENTRAL REGION PRESIDENT

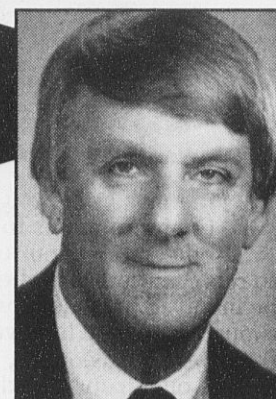


As we anticipate the CSEA of the future, I cannot help but reflect on my own past quarter century within the union. I have fond memories of those years and the people who helped make our union what it is today.

As a local activist from the late sixties, I attended my first union convention in 1972, at the Concord Hotel. I recall the leadership who clearly were in charge of day-to-day activities. Ted Wenzl was president and members of the board of directors were clearly recognizable by their special badges. Irving Flaumenbaum from Long Island, and Sol Bendet from New York City were two individuals calling the shots. I had lobbied for the Taylor Law and pension reform, but I had no idea that such important issues were being discussed at a statewide level. Rocky was the governor and he had his supporters as well as his critics. Three of the latter were Betty Duffy from Pilgrim State; Dorothy King from Creedmoor; and Bill McGowan from West Seneca Developmental Center, who would go on to be the next president of CSEA and who did so much to bring us into the house of labor. Seeing those folks in action, I decided that I wanted to serve in an elected office. Soon I was successful.

As an elected member of the board of directors from the Department of Mental Hygiene, I saw as our most urgent problem the negative effect that deinstitutionalization was having on our workforce. Thousands of patients were being "dumped" in the community, hundreds of CSEA jobs were going unfilled, a situation which eventually would lead to layoffs throughout the state, *continued on page 4*

ROBERT L. LATTIMER WESTERN REGION PRESIDENT



During the past few weeks, I have been privileged to administer the Oath of Office to newly-elected and re-elected officers in several locals and units in Region 6. I have noted the many new faces who pledge to take on the responsibilities (and headaches) of their respective offices. You are the backbone of our union. CSEA could not function and would not enjoy its successes without you. CSEA owes a tremendous debt of gratitude to its volunteers for your dedication, time and talent.

The Oath of Office is powerful in its simplicity, especially the phrase "...to perform faithfully and impartially the duties of the office I hereby assume...". It is not easy to put aside differences, perhaps bitterness or even hostility, and represent the membership's needs and interests fairly, without bias or favoritism. But, we're counting on you to do that, and we're here to help you.

I urge the members to support your officers and leaders and participate actively to ensure that their administration is equitable. Don't just sit on the sidelines and complain; get into the game so that together we'll continue to improve and strengthen our union.

Western Region Office • 482 Delaware Ave., Buffalo, NY 14202 • (716) 886-0391

LONG ISLAND REGION PRESIDENT'S REPORT *conclusion*

difference. The right to participate in making decisions which affect our work is an awesome thought. Many of us have realized that power – by getting unionized and making the quality of life better on our jobs. Try attending the next union meeting and ask questions. Sure this might sound good, and I won't be sitting next to you when you ask that question, maybe you'll get an answer, and maybe you will be asked where the heck you've been? But, you're going to get involved because you care about what is going on in your job, worksite or employment. You do have a right to know. You have a right, through your union to get involved, to voice your opinion, to ask questions, to be heard. Please take the opportunity to find out what this union is all about. I'm convinced if you do, you won't be disappointed.

Region 1 continues to work hard. We have a great group of activists that are involved in every aspect of the region. Members serve on various committees meeting every month to develop programs and work on projects for the membership. Our Education Committee is currently holding defensive driving courses for members and their families, taught by a CSEA activist. The Women's Committee is bringing the horrible breast cancer issue to light by promoting the "Making Strides" walk, an event scheduled for October 18, 1998 at 8 a.m., field five, Jones Beach. Our Political Action Committee was involved in interviewing candidates for assembly, senate and judiciary seats. The Audit Committee meets quarterly to review the books and spending practices of the Region. Membership is important, too, and we are constantly signing up agency fee payers. The OSHA Committee is involved with Workers' Memorial Day events, and has targeted a permanent memorial project as an issue for the entire Region. Hoping to retain the PEOPLE CUP, the committee is hard at work signing up and educating new members on this political tool. By-Laws are reviewed by the Constitution and By-Laws Committee every quarter, and adjustments made when necessary. Any region member can attend to give their input when by-laws are amended. Our School District Committee is already working on preparations for the next Career Conference to be held at the Huntington Hilton on April 17, 1999 from 9 a.m. - 5 p.m. The Human Rights Committee had our fourth annual International Festival this past Spring. It was held in conjunction with a solidarity event and was very successful. Everyone in attendance learned a little more about cultural diversity. A new committee was revitalized and they are very involved with establishing a statewide committee forum. Lastly, our Social Committee hosted the Twenty-fifth Annual Region 1 Workshop which was attended by over two hundred activists. The committee also runs the holiday party, Atlantic City trips and sporting events.

With all that activity, you now realize why we are always looking for more members to get involved. We are a very busy union!

I hope the delegates who attend this convention will return with a renewed spirit for unionism. I hope they share the material, educational knowledge and union experience with our members.

Long Island Region Office • 3 Garet Place., Commack, NY 11725 • (516) 462-0030

SOUTHERN REGION PRESIDENT'S REPORT *conclusion*

Please note that we are all aware of the fact that most elected officers do not have "release time" in order to service the members. That is why you should be reaching out where necessary to Region and Headquarters staff. They are ready and willing to help wherever they can.

For your information, that is what "transformation" is all about. The involvement of your members in the process helps our union grow stronger. Listening to our members, to their dissent, obtaining their opinions, asking people to participate, that is what we, as officers need to do.

Since our last convention much has changed in CSEA, and much more will be changing as we transform into a member-involved union. Similarly, since last October, much has occurred in Region 3. For example:

The provision of training to all CSEA leaders has increased and will increase again. It gives us all a great feeling of pride to see all the LUTI trainers from this Region. These volunteers are an asset to our Region and we thank them for volunteering.

We have gained great victories against privatization, especially in Putnam and Westchester Counties. Including protecting our members' jobs, as well as the restoration to jobs of members who were laid off. People like you and I whose jobs had been eliminated, illegally, were restored to their positions so that they could improve the delivery of services to their County. However, our work is not completed. Much more needs to be done. We need to stop the privatization of the Dutchess County Infirmary as well as the Dutchess County WICK Program.

In the political arena, we have kept to our word. We have assisted our friends and we have defeated our enemies. In Westchester, we have changed the face of their politics forever. We did this as a united team, members and leaders, CSEA/AFSCME and the AFL-CIO. We did it because the elected leaders of Westchester County were not listening to us, let alone talking to us. We, as leaders, should recognize that when there is communication between the political leaders and ourselves, we could avoid the pitfalls of privatization or downsizing. That is to say that when there is communication between management and labor, problems can be addressed.

By the time that you read this, we will have contracts in place in all the county governments. We will soon be in the process of beginning to negotiate the successor agreements for our state-employed brothers and sisters.

Our Region 3 Newsletter, "Crossroads", reaches all members in the Region.

Members in Locals and Units are seeing their Region Officers, in some instances, for the first time.

Our Presidents' Weekend has become a success. We hope to hold a Region conference each season of the year, thereby continuing to bring our leaders together to share their ideas and experiences, as well as to learn.

Southern Region Office • 735 State Route 52, Beacon, NY 12508 • (914) 831-1000

CENTRAL REGION PRESIDENT'S REPORT *conclusion*

as well as the merger or closure of many of our facilities.

The loss of the PS&T bargaining unit led to our affiliation with AFSCME, our international union and exposed me, firsthand, to its president, Jerry Wurf. By this time I had been elected a statewide officer and was soon to acknowledge the tremendous impact AFSCME and CSEA would have as a result of our affiliation. So much of what happens in Washington, D.C. reflects on the working conditions of our town, school, village and state employees. I respected Wurf so much, and marvelled at the stand he always took on equal pay, civil rights, workers' rights and global economics.

For two decades my day-to-day working relationship with my fellow region president Joe McDermott enabled us to work together on major union problems and changes — the establishment of a permanent pension system, the growth of an employee assistance program, the creation of the Employee Benefit Fund, an expanded Political Action Department, and several major restructurings of union management and services.

Meanwhile, my own region grew from 29,000 members to over 40,000 and the new retiree division gave CSEA a much needed, stronger lobbying base in New York.

An issue emerged that would cause much dissension and many a friendship. For years our union had retained outside counsel to advise us on policy and direction. Many of us believed that we should have an internal union legal team and after several hectic and active conventions, the current Legal Department was created. It clearly was the right move, but it has taken many years to heal the wounds. One individual who did support that decision is our current president Danny Donohue and, with the support of his fellow statewide officers, we lay plans for the future. He has created a "Task Force for the Future" that will introduce many changes to our union which will lead to increased involvement by rank and file members.

Thousands of newly elected officers throughout the state are asking you, the members, to help them establish even more effective unions at the worksite. Please consider volunteering, on a union committee or in some other way, and always be ready to respond to requests from your union officers to demonstrate your support and assistance whenever needed. You'll be building your own fond memories that will stay with you for a lifetime.

Central Region Office • 6590 Kirkville Rd., East Syracuse, NY 13057 • (315) 433-0050

METROPOLITAN REGION PRESIDENT'S REPORT *conclusion*

Working with community and religious groups, we intend to oppose the moral wrong of economic terrorism against working families.

When Governor Pataki attempted to close Brooklyn's Kingsboro Psychiatric Center two years ago, an effort that would have decimated the mental health care and the community's economy, CSEA helped stop that loss. Now the Pataki administration is determined to downsize Manhattan Psychiatric Center by more than half. This must not happen.

In the past few years, New York City CSEA members have watched prison inmates, welfare recipients and car dealers assigned to perform DMV work. Tax and Finance members saw work contracted out to Fleet Bank. Workers' Compensation jobs were uprooted. Hospitalized mentally ill patients and developmentally disabled clients are now assigned to do union work and told that it's "therapy".

The writing is on the wall, Brothers and Sisters. No one's job is secure unless CSEA grows, becomes stronger and more militant. In this fight for civil rights and union rights, we will need to continue our networking with people of faith in the religious community, with advocates for the mentally ill, with all kinds of community groups working to secure economic justice in New York. In these times, no union can make it alone and on their own.

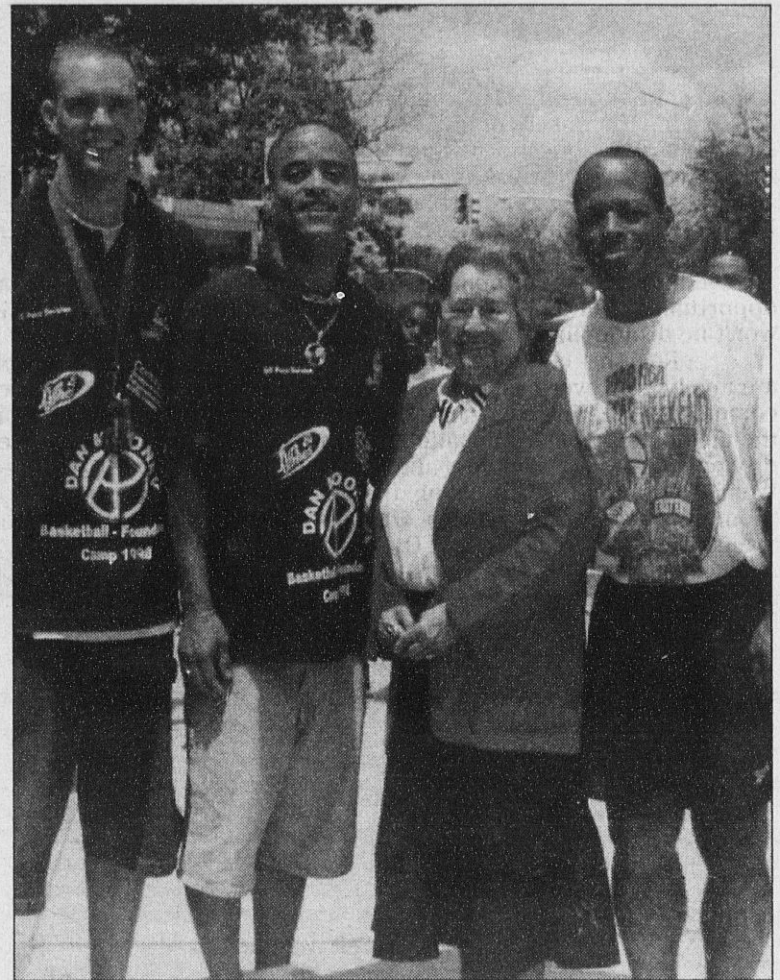
We are committed more than ever to voter registration, member participation and an agenda that says above all, CSEA will build on its powerful reputation as a leader in the fight for fairness and respect. If we ever expect to get our feet on that "bridge to the 21st century," we will all have to work hard together. It's a matter of survival.

Metropolitan Region Office • 40 Fulton St., 22nd Floor., New York, NY 10038 • (212) 406-2156

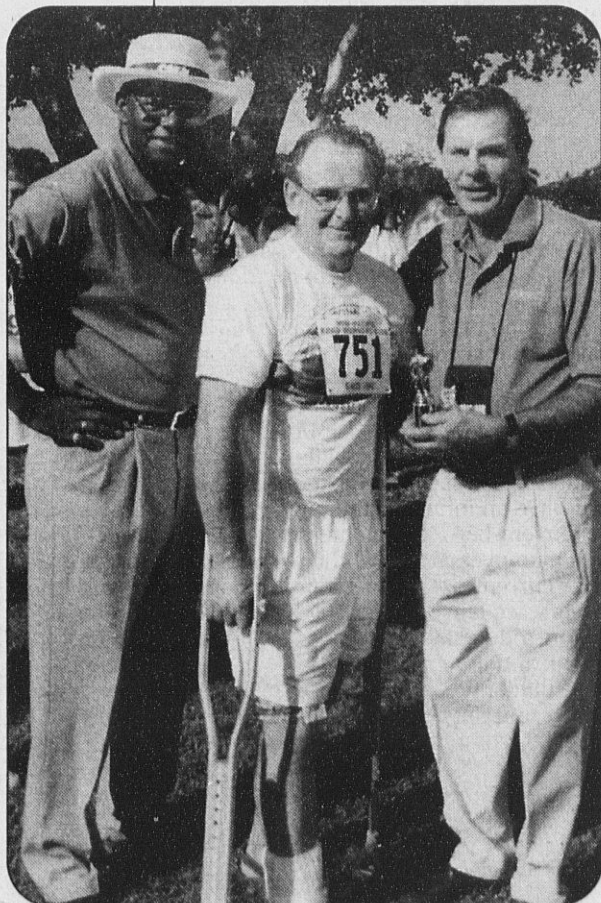


International Affair

CSEA members at the Nassau County Board of Elections played host recently to an amateur team of German basketball players. The event included a demonstration game and a tour of the Board of Elections building in Mineola. Above, staff, foreign visitors and children from a Hempstead Village youth program pose for a group photo on the front steps of the building. In photo at right, Estelle Bressler, Administrative Assistant to the Democratic Elections Commissioner, greets (from left) Scott Berman, Dan Mooney (former NBA player and President of the Dan Mooney Basketball Foundation), Bressler, and former NBA player Robert Smith. Berman is personal assistant to Mooney.



A Real Winner



CSEA Nassau County activist Tim Jaccard is flanked by AFSCME Secretary-Treasurer William Lucy and AFSCME President Gerald McEntee at the completion of the PEOPLE Run at AFSCME's recent convention. Jaccard, who had broken his ankle prior to the convention, completed the challenging course on crutches. He received a special award for finishing dead last in the race. PEOPLE is CSEA/AFSCME's federal political action fund.

1999 AFSCME Scholarship Program Now Underway

Children of CSEA members are invited to participate in the 1999 AFSCME Family Scholarship Program, Local 830 President Tony Giustino has advised.

Under the program, 10 scholarships of \$2,000 each will be awarded to winners selected from students who meet the eligibility requirements. The scholarships will be renewed for \$2,000 each year for a maximum of four years, provided the student remains enrolled in a full-time degree program at an accredited institution.

The eligibility requirements are as follows:

- Applicant must be a high school senior graduating in the spring of 1999.
- Applicant must be enrolled

for the fall in a full-time, four-year degree program at an accredited college or university.

Applicant must be a daughter or son of an active AFSCME (CSEA) member, or whose legal guardian is an active AFSCME member.

Completed applications must be postmarked no later than Dec. 31, 1998. Winners will be announced by March 31, 1999.

For applications, mail your request to:

**AFSCME FAMILY
SCHOLARSHIP PROGRAM
EDUCATION DEPARTMENT
1625 L STREET, NW,
WASHINGTON, DC 20036**

Requests for applications must be made by Dec. 11, 1998.

*News from Veterans Committee***Veterans Service Credit Act
Awaiting Pataki's OK***By Debbie O'Connell*

The Veteran's Committee would like to thank everyone who supported the Veteran's Service Credit Act and we are waiting for Governor Pataki to sign our bill. We will communicate the details as soon as they are available. Thank you for all the support on this bill. If you have any issues you would like us to tackle, please contact this committee.

Operation Joint Endeavor — An ordinance was passed by the Nassau County Legislature to expand benefits to reservists called to active duty in Bosnia. If you need information, please call Debbie O'Connell at 571-2919.

Reserve Mobilization Income Insurance (RMIIF) — This fund helps to defray potential wage losses while on active duty. Please be aware these funds are available for reservists. Call Veteran's Affairs for details at 572-8452.

DEADLINES:

Property Tax Exemptions — For veterans who served their country during wartime. Filing must be done between September 1, 1998 - December 31, 1998. Call Department of Assessment at 571-1500 for details.

VA Health Care Benefits Deadline October 1998. All Veterans are encouraged to register for Health Care Benefits whether or not they are needed at this time. Call Veteran's Affairs for details at 572-8452.

All Veterans that may have been exposed to undisclosed chemical, biological and/or radiological agents should contact the Veteran's Administration at 261-4400 for evaluation. VA Health Care may not be available after October, please register now! We do not know what the future brings.

We are continuing to add names to our database for future communication/updates on issues that are important to us. Please complete and mail the form below.

Please complete and forward to:
Debbie O'Connell
CSEA
400 County Seat Drive
Mineola, NY 11501

Please attach a copy of your DD214 or separation papers. We will keep this on file for your convenience.

Name _____

Address _____

Branch of Service: _____ Dates _____

Any suggestions/interests: _____

**News from the Nassau
Crossing Guards**

The next scheduled general meeting is on Wed. Oct. 14, 1998 at 7 p.m. and will be held in the assembly hall at police headquarters. We are looking forward to seeing a good turn out at the meeting and hearing about how good a summer everyone had. Anyone who has a question about any union or work related topic should attend the meeting. Anyone who wants to meet with their co-workers and their representatives should attend the meeting. Anyone who wants to be heard on an issue or voice an opinion should attend the meeting. Do you get the idea yet that we want you to attend the meetings? Your representatives are here to help you and all that we ask in return is that you come to the meetings so that we can serve you and your needs better.

As we have in the past, we are going to be walking for the American Cancer Society to fight breast cancer. Join your representatives in the walk for breast cancer on Sun. Oct. 18, 1998 at the Jones Beach State Park Boardwalk. Please, if you are interested in walking for a cure speak to your representative. Let's all get together and raise money for a great cause. Your representatives will be walking for a cure and look forward to seeing as many people as possible walk with us.

That's about all for now. If anyone has anything they want to submit for the next issue, give it to your precinct representative who will forward it to the editor.

Be careful out there on your crossings! Stay safe and look both ways!

**CHCEP Program Underway at
Nassau County Social Services**

CSEA Nassau County Local 830 activist Beth Luttinger, who serves as a supervisor at the Department of Social Services, is heading up a pilot program called the "Catastrophic Health Care Expense Program" designed to assist people not eligible for Medicare or Public Assistance but who have medical bills.

According to Ms. Luttinger, Nassau is one of only four counties in New York state currently involved in the project. Persons wishing more information on CHCEP can call Ms. Luttinger at 571-4811.

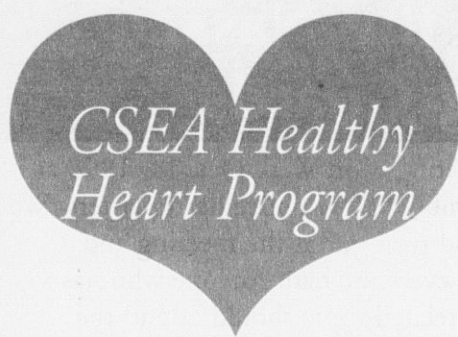
Local 830 Women's Committee presents**Flower Show and Workshop**

CSEA members can learn how to make holiday floral arrangements at a flower show and workshop to be presented by the Women's Committee on Thurs. Nov. 19.

The show will feature CSEA's Tim Jaccard of the AMT Unit. In addition to exhibiting many outstanding floral pieces and demonstrating the art of floral arrangement, Jaccard will also entertain guests with his impersonation of Charlie Chaplin.

The \$5 fee plus any money raised through the raffle of the floral designs will be donated to the AMT Infant Burial Fund, which helps to give those tiny, abandoned victims of adult abuse a dignified burial.

At press time, it was not determined where the event will be held. For the latest information, call Mary Green at 571-2919, ext. 30.



The Making of a Healthier Workplace

With the assistance of a state grant, Nassau Local 830 is conducting a "Healthy Heart" program in an attempt to exert a positive influence on the daily living habits of members in areas that effect health. The following is another in a series of Healthy Heart articles that are running in The Express in conjunction with the program.

By Susan Kessler, R.D.

CSEA Healthy Heart Program Coordinator

Three of the major causes of premature death and disability within the working population are heart disease, cancer and stroke. These are all closely related to health risks that can be reduced through changes in an individual's health behaviors. Health experts agree that three areas are critical to a healthy lifestyle:

a diet abundant in grains, fruits and vegetables and low in fat

regular physical activity

being free from tobacco use

Many of us spend up to 1/2 of our waking hours at a workplace. A few jobs lend themselves to physical activity, but most of us sit behind desks, use computers and generally have little opportunity to be active. Eating opportunities can vary widely too. Some worksites have cafeterias, others have lunchrooms equipped with microwaves, and some have no facilities for employees to eat at the office.

Most worksites are smoke free; however there are still many small businesses that still do not ban smoking entirely.

A worksite wellness program attempts to make it easier for employees to choose healthier behaviors while at work. Employee well-being is good for business. Some benefits for employers are improved productivity, reduced sick leave and use of health benefits, reduced worker's compensation, improved employee morale and loyalty. Benefits to employees are better health, the convenience of worksite programs, and social support for a healthier lifestyle.

Your workplace does not have to be a large corporation to start a worksite wellness program. A company of any size can get one going. Nor does it have to cost a lot of money, or require employees to use hours of work time to maintain it. Many activities can be done during lunch hour. Some are built right into the work day. Policy changes such as smoking restriction at work can help employees free themselves of tobacco use.

Here are some suggestions for getting a worksite wellness program started, as well as some sample activities and policy changes that can go a long way in making for a healthier workplace.

Getting a worksite wellness program started:

- ♥ Talk to a few of your co-workers to generate interest in the concept.
- ♥ Gain management's approval by reviewing benefits to employer and employees.
- ♥ Form a core committee of co-workers who will direct the program.
- ♥ Survey your co-workers to find out their particular health interests.
- ♥ Plan activities to meet employee interests.

Examples of policy and environmental changes at the management level:

- ♥ Write a policy statement banning smoking at the workplace and define punitive actions if the policy is violated.
- ♥ Consider release time for employees to participate in smoking cessation classes.
- ♥ Develop a written policy that encourages employees to exercise during break and lunch times.
- ♥ Provide a room that employees can use for exercise or stress reduction.
- ♥ Develop guidelines for healthy foods to be served at meetings and company events.
- ♥ Permit employees to bring in a weight reduction program during lunch hour.

- ♥ Contact the vending company to include healthier choices in the vending machine.
- ♥ Include a brief "wellness report" at staff meetings.
- ♥ Provide a literature rack to hold health-related printed materials.

Sample activities that employees can do to promote worksite wellness:

- ♥ Start a lunch hour walking club.
- ♥ Develop an indoor walking trail.
- ♥ Participate in fund-raising walk-a-thons with fellow employees.
- ♥ Label stairwells and promote their use.
- ♥ Start a sports team (softball, bowling, etc.)
- ♥ Create a healthy recipe booklet
- ♥ Put healthy eating messages and posters in the cafeteria.
- ♥ Serve fresh fruit at meetings.
- ♥ Form a smoking cessation support group.

If you would like to receive a list of healthy refreshments to serve at meetings and events, contact Susan Kessler at 1-0755.



A Message from Long Island Region 1 President Nick LaMorte

Another exhilarating Labor Day Parade has come and gone and while we had a nice contingent of CSEA members we would love to add more next year. Please plan to njoin us for next year's event.

Remember, families are welcome. We provide the transportation and you will receive a tee-shirt and lunch!

It was wonderful seeing so many of you at the Local picnic in Eisenhower Park. I'd like to commend the picnic committee for such a well organized and very informative gathering. Not only did we have great food, entertainment and games, we all had a relaxed day with an opportunity to talk to each other at a social event. If you missed it, make sure to put it on your calendar next year.

On October 18th CSEA Nassau Local is a flagship in the breast cancer walk at Jones Beach. I hope we will all be out there either walking or sponsoring someone to walk. It's a wonderful cause and one which needs funding.

I want to congratulate The CSEA Nassau Local Women's Committee on presenting a wonderful Women's Recognition Dinner. It was well attended and the evening was a success in every way.

I hope the Jewish New Year will be a happy one for our Jewish members and that everyone has a Happy Halloween!

Election Day will be here before we know it so please check the list of CSEA-endorsed candidates on page 3 of *The Express* before you cast your vote!

Fraternally yours,

Nick LaMorte, President
CSEA Long Island Region 1

LOOKING AHEAD

CSEA Calendar of Upcoming Events

Thursday, October 15 – 5:15 p.m. — “Breast Cancer Workshop” — 400 County Seat Drive, Mineola – Free. (Registration required) Call Judy at 571-2919.

Sunday, October 18 – 9:30 a.m. (rain or shine) — “Making Strides Against Breast Cancer Walk-a-thon” — Jones Beach State Park — For sponsor sheets and more info, call 571-2919.

Wednesday & Thursday, Nov. 4 & 5 — CSEA trip to Atlantic City and Renault Winery. For details call Alice at 571-2919.

Saturday, January 30, 1999 – 12:30 - 4:30 p.m. — 5th Annual Dr. Martin Luther King Brunch sponsored by Unity Committee — Coral House, Baldwin. Limited seating. For more info call Barbara Jones at 571-6680 or Juanita McKinnies at 571-5444.

Saturday, March 13, 1999 – 12:30 - 4:30 p.m. — Irish Cultural St. Patrick's Day Luncheon sponsored by Unity Committee. Coral House, Baldwin. Limited seating. For info call Barbara Jones at 571-6680 or Juanita McKinnies at 571-5444.

Atlantic City Trip Planned by Nassau County Local 830

CSEA members, family and friends are invited to participate in an overnight trip to Atlantic City and the Renault Winery on Wednesday and Thursday, Nov. 4th and 5th, 1998. The trip is another in the series of outings and tours sponsored by Nassau Local 830.

The price of the trip will include:

- Round trip transportation via motorcoach;
- Lunch and dancing at the Renault Winery, including tax and tip;
- One night's lodging at Trump World's Fair Hotel in Atlantic

City, including all taxes;

- Buffet voucher at hotel;
- Coin bonus return;
- Baggage handling;
- Visit to a second casino on the second day with a coin bonus return;
- Tip for driver.

The cost per person is \$127, double; \$155, single, and \$118, triple. A \$50 deposit is required to hold reservations, with the balance due by Oct. 8, 1998.

For information and reservations, please call Alice at 571-2919, Ext. 22, on Tuesdays, Wednesdays or Thursdays.

FESTIVAL OF TREES

Seeks *Volunteers*

If
you're

looking for something worthwhile to do while getting into the holiday spirit over this year's Thanksgiving

weekend, the Nassau County Office of Personnel-Volunteer Services has a suggestion.

The office received a request from the United Cerebral Palsy Association for volunteers for the Long Island Festival of Trees, which will be held

at SUNY Old Westbury from November 27-29.

According to Anne Habeeb of PVS, it takes 1,500 volunteers working one 3-hour shift each to make the festival run efficiently and effectively.

CSEA members who wish to participate can contact Ms. Habeeb at 571-3166.

The event is a fund-raiser for the United Cerebral Palsy Association.

NEW YORK STATE ASSEMBLY

DISTRICT	NAME				
1	Patricia Acampora	57	Roger Green	113	Marc Butler
2	Fred Thiele	58	Nick Perry	114	H. Robert Nortz
3	Debra Mazzarelli	59	Elizabeth Connelly	115	David R. Townsend, Jr.
4	Steve Englebright	60	Eric Vitaliano	116	RoAnn Destito
5	Paul Harenberg	61	Robert Straniere	117	Frances Sullivan
6	Robert Wertz	62	Sheldon Silver	118	Michael Bragman
7	Thomas Barraga	63	Steven Sanders	119	Joan Christensen
8	Philip Boyle	64	Richard Gottfried	120	James Corbett
9	John Flanagan	65	Alexander Grannis	121	Harold Brown, Jr.
10	James Conte	66	Deborah Glick	122	Clifford Crouch
11	Robert Sweeney	67	Scott Stringer	123	Jay Dinga
12	Steven Labriola	68	Nelson Antonio Denis	124	Robert Warner
13	David Sidikman	69	Edward Sullivan	125	Martin Luster
14	Marc Herbst	70	Keith Wright	126	Daniel Fessenden
15	Donna Ferrara	71	Herman D. Farrell, Jr.	127	George Winner
16	Thomas DiNapoli	72	No Endorsement	128	Robert Oaks
17	Maureen O'Connell	73	No Endorsement	129	Craig Doran
18	Earlene Hooper Hill	74	Carmen Arroyo	130	James Bacalles
19	Kathleen Murray	75	Ruben Diaz, Jr.	131	Susan John
20	Harvey Weisenberg	76	Peter Rivera	132	Joseph Morelle
21	James Darcy	77	No Endorsement	133	David Gantt
22	Thomas Alfano	78	Roberto Ramirez	134	Joseph Robach
23	Audrey Pheffer	79	Gloria Davis	135	David Koon
24	No Endorsement	80	Jeffrey Klein	136	Jerry Johnson
25	Brian McLaughlin	81	Jeffrey Dinowitz	137	No Endorsement
26	Ann Margaret Carrozza	82	No Endorsement	138	No Endorsement
27	Nettie Mayersohn	83	Samuel Bea, Jr.	139	No Endorsement
28	No Endorsement	84	James Gary Pretlow	140	Robin Schimminger
29	William Scarborough	85	Ronald C. Tocci	141	Arthur Eve
30	No Endorsement	86	Richard Brodsky	142	Susan Peimer
31	Pauline Cummings	87	Michael Spano	143	Paul Tokasz
32	Vivian Cook	88	Audrey Hochberg	144	Sam Hoyt
33	Barbara Clark	89	Naomi Matusow	145	Brian Higgins
34	Ivan Lafayette	90	John Sarcone	146	Richard Smith
35	Jeffrion Aubry	91	Willis Stephens, Jr.	147	No Endorsement
36	Denis Butler	92	Alexander Gromack	148	No Endorsement
37	Catherine Nolan	93	Samuel Colman	149	Pat McGee
38	Anthony Seminerio	94	No Endorsement	150	William Parment
39	No Endorsement	95	Howard Mills		
40	Edward Griffith	96	Judy Green		
41	Helene Weinstein	97	Joel Miller		
42	Rhoda Jacobs	98	Jacob Gunther		
43	Clarence Norman, Jr.	99	Endorsement Pending		
44	James Brennan	100	No Endorsement		
45	No Endorsement	101	No Endorsement		
46	Adele Cohen	102	No Endorsement		
47	William Colton	103	James Tedisco		
48	No Endorsement	104	No Endorsement		
49	Peter Abbate, Jr.	105	Paul Tonko		
50	Joseph Lentol	106	Ronald Canestrari		
51	Felix Ortiz	107	Robert Prentiss		
52	Joan Millman	108	Pat Casale		
53	Vito Lopez	109	No Endorsement		
54	Darryl Towns	110	Endorsement Pending		
55	William Boyland	111	William Magee		
56	Albert Vann	112	Dierdre Scozzafava		

**VOTE for
CSEA-
endorsed
candidates
Election Day
Nov. 3, 1998**

LABOR DAY 1998

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

