

Official publication of
CSEA
Local 1000, AFSCME, AFL-CIO

INSIDE
Detailed
insert about
the new

LOCAL 1000 **CSEA** AFSCME AFL-CIO
**Workers'
Compensation**
LEGAL ASSISTANCE PROGRAM

Sector

THE PUBLIC

Vol. 21 No. 8 AUGUST 1998

**'...ALL MEN AND WOMEN ARE CREATED EQUAL'
CELEBRATING THE
PROGRESS**



CSEA ACTIVISTS Cathy Barretta, chair of CSEA's Standing Women's Committee; Sheila Sears of Utica and Roslie Tallman of Oneida lead the cheers during the Working Women's Rally held in conjunction with ceremonies marking the 150th anniversary of the birth of the Women's Rights Movement in Seneca Falls. CSEA members turned out in large numbers to participate. See page 3 for details.

Incorrect info on Internet spreads nationwide

VA clarifies new enrollment system plan

In response to incorrect information distributed by others on the Internet, the U.S. Department of Veterans Affairs has clarified recent changes regarding veterans' eligibility for health care.

The Public Sector published inaccurate information about the issue in the July edition, one of many publications across the nation that printed the inaccurate information. The correct information follows, as provided by the VA.

The VA is required by law to establish an enrollment system for health-care services to be in place by Oct. 1, 1998. While veterans must be enrolled to receive care, it does not mean that veterans who have not applied for enrollment by that date will lose their eligibility for VA health care. Veterans can apply and be enrolled at the time they are in need of VA health care. Veterans who have received VA health-care

services since Oct. 1, 1996, will have an application processed automatically on their behalf.

Applicants will be placed in one of seven enrollment priority groups specified by Congress. Based on the priority they are assigned, the number of other veterans requesting to be enrolled and the funds available for VA health care, the VA will determine how many veterans can be served. Veterans will be notified by mail beginning in late spring whether or not their application for enrollment has been accepted.

After Oct. 1, 1998, some veterans may still be treated without being enrolled. Veterans with service-connected disabilities may be treated for those disabilities, and veterans who were discharged or released from active duty for a disability incurred or aggravated while on active duty may be treated

for the disability within the first 12 months of their discharge.

Veterans who are classified as being service-disabled with a rating of 50 percent or greater will continue to be eligible for VA health-care services without making application for enrollment.

While veterans in these categories do not have to be enrolled to be treated they are encouraged to do so to help the VA plan its services and allocate its resources.

Those who are enrolled will be eligible for inpatient and outpatient services, including preventative and primary care. Other services include diagnosis and treatment; rehabilitation; mental health and substance abuse treatment; home health, respite and hospice care; and drugs and pharmaceuticals in conjunction with VA treatment.

Veterans accepted for enrollment will be eligible to receive care at any

of the VA's more than 1,100 service sites. While enrollment must be renewed every year, a veteran's enrollment will automatically be renewed unless he or she chooses not to re-enroll or unless VA resources limit the number of veterans the department can cover. Certain veterans will be asked to provide income information annually in order for the VA to properly classify them within the enrollment system, as required by law.

To apply for enrollment, veterans should call, write or visit their nearest VA health-care facility. Most facilities have designated special enrollment coordinators to assist veterans and their families and to answer any questions they may have.

Corrections

It is the intent and policy of The Public Sector to publish accurate, timely and useful information. Incorrect or inaccurate information should be brought to the attention of the editor and will be corrected as quickly as possible

A caption in the July edition of *The Public Sector* incorrectly identified CSEA Convention Committee members. The correct identities are CSEA Statewide Treasurer Maureen Malone, Grace Ann Aloisis, Clay Colefield, Claudette Sullivan, Dale Sperl, Committee Chair Paulett Barbera, Bob Timpano and Pamela Watson.

A caption in the July edition of *The Public Sector* incorrectly identified a subject in a photograph about the annual conference of the Coalition of Black Trade Unionists. The photograph featured U.S. Secretary of Labor Alexis Herman, CSEA President Danny Donohue and Vernon Watkins, Executive Assistant to AFSCME Secretary-Treasurer William Lucy.

The Dependent Care Advantage Account

A PRE-TAX BENEFIT FOR STATE EMPLOYEES

Sponsored by the New York State Labor/Management Child Care Advisory Committee

The open enrollment period to save on your child and elder care expenses is over.

It May Not Be Too Late for 1998.

(You can still enroll if you had a family status change within the last 60 days)

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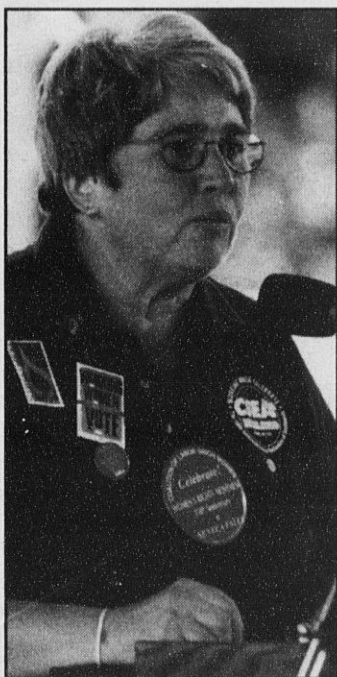
'We hold these truths to be self-evident, that all men and women are created equal...'

SENECA FALLS — About 27,000 women and men of all ages, races, colors and creeds gathered here in the birthplace of the Women's Rights movement in mid-July to commemorate the historic signing 150 years ago of the Declaration

of Sentiments—the historic document stating that all men and women are created equal. And CSEA was there in force.

From First Lady Hillary Clinton, who spoke at the opening ceremonies, to CSEA Executive Vice President Mary Sullivan, who emceed the Working Women's Rally, the speakers noted that progress has been made on behalf of American women, but that much more needs to be accomplished.

CSEA Statewide Women's Committee Chair Cathy Barretta, who coordinated



CSEA Executive Vice President Mary Sullivan

CSEA's participation in the Working Women's Rally and helped to set up the union's booth in the National Women's Expo Tent, said she was honored to help represent CSEA at the event.

"It was a great feeling to be there with women from other labor organizations. It was exciting and we were all pumped up...but there's still a lot to be done. We've still got to focus on issues such as equal pay for equal work, and affordable

day care," she said.

CSEA Executive Vice President Sullivan agreed. Her remarks during the rally focused on the need for working women and men to organize unions to give them the power to make progress on all the issues that face them at the workplace.

"We need to organize the unorganized and strengthen the solidarity and empowerment of our current members," Sullivan said. "We need to show working people that they are the union... the power is in the membership and they have to understand that they can and must use that power through solidarity in their worksites."

Sullivan said that the rally was energizing for all the

participants, about one quarter of whom were from CSEA Locals across New York state.

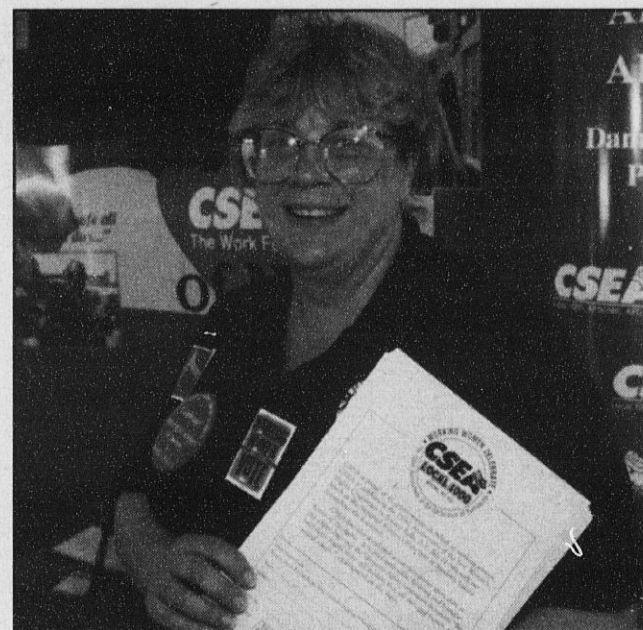
"The experience was exceptional. I hope it can become an

Roosevelt heads list of Top 10 Most Influential Women

CSEA members and visitors to the women's commemorative events in Seneca Falls selected their choices of the ten most influential women in American History in an informal poll conducted by CSEA. Final results are as follows:

- 1 - Eleanor Roosevelt
- 2 - Susan B. Anthony
- 3 - Elizabeth Cady Stanton
- 4 - Harriet Tubman
- 5 - Rosa Parks
- 6 - Hillary Clinton
- 7 - Sojourner Truth
- 8 - Helen Keller
- 9 - Oprah Winfrey
- 10 - Amelia Earhart

Order your CSEA shirt honoring women's rights convention. Details and order form on page 14.

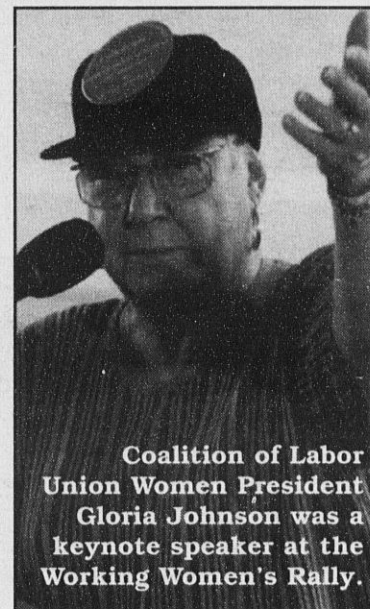


CSEA Syracuse Developmental Center Local 424 activist Lori Nilsson was among those who staffed CSEA's information booth.

annual event for union women in New York," she said.

CSEA activists conducted voter registration at the union's booth, and tallied ballots for visitors voting for their top ten women in American history (see results left).

CSEA member bus drivers from the Seneca Falls School District Unit of Seneca County Local 850 volunteered to drive the shuttle buses to help visitors get around the different events in the village.



Coalition of Labor Union Women President Gloria Johnson was a keynote speaker at the Working Women's Rally.

— Mark M. Kotzin



Pension improvement bills signed

CSEA President Danny Donohue (photo left), who chaired the New York State AFL-CIO Pension Task Force that studied and recommended pension improvements, looks on as Gov. George Pataki signs into law four pension bills affecting public employees. Pataki is flanked by Senate Majority Leader Joseph Bruno, left, and state Comptroller H. Carl McCall, right.

The bills include providing a two-year pension supplement with increased base allowance; tier reform eliminating the Social Security offset for Tier 3 members and shorter time to maximize final average salary for Tier 4 members; shortening vesting rights to five years instead of 10;

and a death benefit for vested members who die while out of public service.

CSEA President Donohue praised Gov. Pataki, Bruno and Assembly Speaker Sheldon Silver for their support and efforts in enacting the pension improvements.

"The package of public employee pension reforms will make a real difference in real lives," Donohue said. "The adjustments will help the retirees who need help the most and will provide more equity for tens of thousands of working New Yorkers."

"Achieving a fair, automatic Cost of Living Adjustment remains our priority," Donohue said, "but this package of reforms is a very positive step forward."

NEXT EDITION: CSEA successes in the State Legislature session

Division of Parole employees now have another way out

HEMPSTEAD — CSEA members in the state Division of Parole office feel safer now that their fight for a second exit has been won.

According to CSEA Shop Steward Diane Lefland, a Division of Parole employee for 19 years, CSEA State Employees Local 016 members in the office were concerned because they had only one exit.

"We used to have an exit but that space is now occupied by a different

agency, and access was closed off," she said. "We felt it was very important in an emergency to have an additional exit, especially in the case of a fire."

The landlord kept assuring the employees that a second door was in the works and plans were complete, but nothing was done.

CSEA Occupational Safety and Health Specialist Dan Morra was called in to join the fight.

"I filed a safety and health complaint for lack of a secondary exit, and the Labor Dept. cited the state and gave them a deadline to have the door put in," Morra said.

The state tried to get an extension, but Morra reminded the agency of how the plans were supposedly done so there should be no need for an extension. The agency agreed and denied the extension.

The door is now in place and

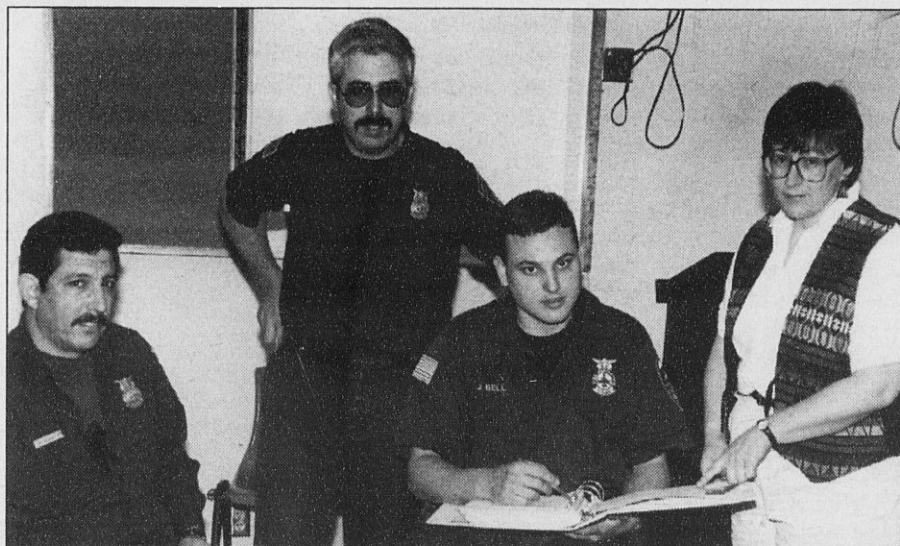
members there are relieved.

"We fought and fought for another door, and then finally, with CSEA we won the fight. I want to thank everyone involved with helping us," Lefland said.

"Every employee should feel safe in their workplace," CSEA Local 016 President Tom Byrne said. "CSEA was able to provide a safety net for our Division of Parole employees."

— Sheryl C. Jenks

Safety training for CSEA members



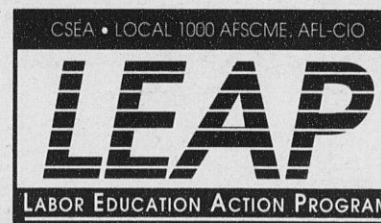
Thanks to a grant from the New York State Department of Labor, CSEA members have the opportunity to participate in a 10-hour OSHA voluntary compliance program. According to CSEA Health and Safety Specialists Wendy Hord and Dan Morra, the course covers six mandated topics. Each group picks four topics that are relevant to their jobs. The course is targeted to such groups as highway, corrections, health care and water and sewer workers in addition to those in hazardous occupations. From left are DMNA employees Mario Scaduto and John Bell, DMNA Local 252 President Tim Ippolito and Hord. These DMNA employees work as firefighters at Stewart Airport in Newburgh.

Get college credit through CLEP exams

If you're like most people thinking about continuing your education, you probably think a college degree will take too long and cost too much. With

a job, family and other responsibilities, it's difficult to find the time or money to take more than one course per term. The College Level Examination Program, or CLEP, may be the boost you need to finally get that college degree.

CLEP has been helping students get a head start on college degrees for 30 years. As technologies and jobs continue to change rapidly, the future presents us with new career and educational challenges. To help meet these challenges, CLEP is giving many adults the chance to earn college credit for what they already know. Satisfactory scores on CLEP examinations let you test out of introductory college courses and allow you to earn as much as two years of college credit. More than 2,800 colleges nationwide grant credit for satisfactory performance on CLEP exams. Since CLEP exams are developed by the College Board and Educational Testing Service in conjunction with college faculty, it has become this country's most



respected credit-by-examination program.

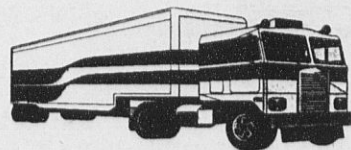
CLEP exams are offered year round at over 1,200 test centers around the country. Five general exams cover course material usually

required in the first two years of college. Twenty-nine different subject exams cover material from a wide range of courses in the fields of business, literature, foreign languages, social sciences, science and math.

Since each college has its own policies regarding how much credit and for what courses credit will be given, it's important to talk with your college before taking any exams. Once you've done that, you can contact a convenient test center for information about test dates and times, fees and other details.

Each exam costs \$43 plus a \$5 to \$10 test center fee. New York state CSEA-represented employees who are in the ASU, ISU, OSU or DMNA bargaining units are eligible to receive reimbursement for CLEP exams. Please contact the LEAP Office at 1-800-253-4332 for a CLEP Discovery Pak and reimbursement application.

CLEP may help you get your degree faster—take advantage of it!



WE'VE MOVED

The CSEAP Training & Technology Center is on the move

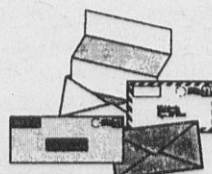
The CSEAP (Clerical & Secretarial Employee Advancement Program) Training and Technology Center has relocated!!

The Training Center and its staff has joined the CSEAP staff already located at the NYS Department of Civil Service in Albany.

Classes began at the new location in July.

Applications and correspondence should be sent to:

NYS Dept. of Civil Service
CSEAP Training & Technology Center
Building 1, Room 115
W. Averell Harriman State Office Building Campus
Albany, New York 12239



The Training Center is changing its address, but its commitment to high-quality training remains unchanged!

CSEAP helps employees acquire new knowledge and skills, which helps them to improve their work performance, thereby helping agencies to reach their performance goals.

For more information, contact the Training & Technology Center:

Phone: (518) 457-0003

Fax: (518) 457-6269

Or access our website at:

<http://www.crisny.org/users/nystc/cseapcat.htm>

CSEAP was established in 1979 by agreement between the State of New York and the Administrative Services Unit of the Civil Service Employees Association, Inc.

CSEA members save lives

In Scotia, member braves raging river to save co-worker

SCOTIA — Randy Sicko's quick action and even quicker thinking saved a co-worker from drowning in the Mohawk River.

Sicko, a canal corporation CSEA member, and co-worker Charlie Giroux's were working along the river just west of Albany recently. Giroux was clearing a log jam when the pole pike he was using became lodged in a floating log and struck Giroux a hard jolt.

The sudden blow plunged him into 20 feet of deadly, churning water. Giroux was wearing a life preserver, but his heavy work boots were weighing him down, preventing him from swimming against the rushing current.

Sicko saw Giroux fall and while yelling to his nearby co-workers for help, tossed Giroux a life ring. But the ring fell short.

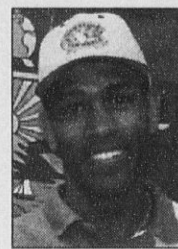
Without hesitation Sicko jumped into the raging flow with the life ring and was able to get to the struggling Giroux.

The ear deafening roar of the rushing water almost did both Giroux and Sicko in, drowning out their screams for help. But Sicko's shouts before he jumped did alert other close co-workers and they pulled both men to safety.

Both Giroux and Sicko were in the freezing water for up to 15 minutes and were rushed to Ellis Hospital. Both were quickly released.

Giroux calls Sicko a hero. CSEA salutes Sicko for his courage and Charlie for his cool headedness in what could have been a tragic situation for both men.

— Daniel X. Campbell



Michael Gray

In Wassaic, members save lives of choking victims

WASSAIC — Helping clients is part of the job, but three Wassaic Developmental Center employees have gone to extremes by saving the lives of choking victims.

Michael Gray, Dale Lovelace and Bob Birdsell were recently honored and received certificates of appreciation from Local 426 President David Dam for their quick response to their clients.

Gray and Lovelace both rescued three clients in a six month time period.

"I never thought I would have to



Bob Birdsell

use my training," Gray said. "It sure came in handy."

Lovelace, who is also a paramedic, said two of the victims choked on food and the third may have had a stroke.

Birdsell, who is also an emergency

medical technician, said clients often eat their food too fast. Inadequate staffing doesn't help either, he said.

"You only have two staff people on the ward," said Birdsell.

— Anita Manley



Dale Lovelace

Workers' dedication helps indict a con artist

CSEA members JoAnne Galvin and Nancy Jeski were honored for their efforts that lead to the indictment of a con artist who defrauded a number of people.

Both women helped an elderly woman who had paid a man she believed to be a bail bondsman to get her grandson out on bail. When she complained to Galvin and Jeski that her grandson hadn't been released, they discovered the fraud and assisted the woman.

They were presented with the court system's Merit Performance Award by state Chief Judge Judith Kaye during Law Day ceremonies in Albany.

Galvin, a senior office assistant, and Jeski, a court clerk, both work in the Erie County Supreme and Family Courts and are members of CSEA Local 335.

Nancy Jeski, left, and JoAnne Galvin display their Merit Performance Awards.



Charles Dittman gets "convinced" to buckle up.

Expo convinces DOT employees to work safer

CSEA DOT Local 508 President Bill Stodolski watched knowingly as co-worker Charles Dittman boarded "the convincer" for his "facsimile" of an impact at 20 miles per hour.

The seat slid down the ramp and slammed into the cushioned base. Dittman was thrown forward.

"Wow! That was pretty hard," said Dittman. "I didn't think I'd get jolted that much. I am definitely convinced!" he said as he shook his head and regained his bearings.

The "convincer" was just one of seven stations DOT members visited during their semi-annual Safety Expo. The other stations

included: Lilco, backing, chainsaw, lugnuts and rims, lifting and flagging.

The expo was held in two central locations, one in Nassau and one in Suffolk and all DOT members from each county attended together.

"This was a great idea. It gives the employees a chance to be together for the day and learn more about safety on the job," Stodolski said.

"This event keeps our members working safe. It's vital for DOT employees to follow all the safety precautions they can," said CSEA Long Island Region President Nick LaMorte.

— Sheryl C. Jenks

Nassau AMT is definition of good samaritan

CSEA Nassau Local 830 AMT Unit member Tim Jaccard is the definition of a "Good Samaritan."

"One ready and generous in helping those in distress," the dictionary reads, and you fully expect to see Jaccard's picture there to personify the term.

An advanced emergency medical technician for 26 years, Jaccard has seen it all. But nothing hits him quite like the death of a child.

"It never gets easier to handle the death of a child, especially an infant who has been killed," he said. "You just say 'Why?' There are so many people desperate for a child. How can anyone kill one?"

Last September, Jaccard had to remove a newborn infant from a toilet bowl in a Nassau County courthouse. He was one of the main organizers of the effort to give the baby a proper burial.

"When I held that precious baby in my arms it was so bad, I cried," Jaccard said.

After the ordeal of burying baby Angelica, as she was named, Jaccard started what he calls the

"Family of Hope" and has gathered donations through the AMT Unit to buy plots for the Hope family that will consist of murdered newborns.

"It's hard to believe there would ever be a need for these plots but I have seen five babies buried in less than a year," Jaccard said.

Since baby, Angelica, Jaccard has taken custody of and arranged funerals for four other Hope children: Matthew, Jonathan, Holly and Faith.

Each had a funeral mass, full Police Department Color Guard, clergy, flowers and mourners. And each had the distinct honor of being loved and mourned by Jaccard and his co-workers.

Jaccard is also known for helping grieving families at accident and murder scenes alike and has gone so far as to clean the blood and debris of a murder scene after the police finished their work and before the family returned to their home.

He has sat with grieving parents, allowing them to spend up to an hour with babies who have died of Sudden Infant Death Syndrome,

before gently taking the baby out of the house.

"Those cases are heartbreaking but I thank God these babies have someone who love them and mourn them," Jaccard said. "These murdered babies are left like garbage, and no one deserves that."

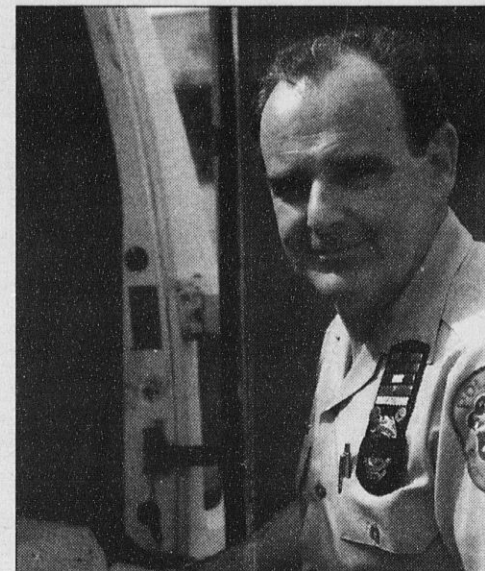
Jaccard and the AMT Unit have put together pamphlets on handling death and suicide.

Jaccard has seen the dangerous side of AMT work as well. He has been slashed, thrown from a second story window, has had a gun put to his head, had his ribs broken, his knee injured and has been shot at three times.

A counselor for drug and alcohol abusers, Jaccard has made a difference in many lives.

There is a different side to Jaccard that many are surprised to see. He is a mime, comedian and flower shop owner. In those capacities he has done fundraisers for burn centers, children's wards and other good causes.

After the infant murders, Jaccard made it public through the media



Nassau AMT Tim Jaccard at work.

that anyone in need of kindness and guidance should call him.

Since then, he worked with a pregnant teen and her family to see her baby did not meet the same demise as the Hope children.

"That girl was at the breaking point but the baby has been born and is safe in an adoptive home," Jaccard said.

In Tim Jaccard's heart, hope flourishes.

— Sheryl C. Jenks

County workers awarded for safety's sake

CANANDAIGUA — The Canandaigua Safety Council honored CSEA members at its annual award ceremony.

Local 835 member Eric Hansen was honored for cutting down an inmate at the county jail who had attempted suicide, removing a knotted sheet from his neck, and radioing for medical assistance, with the aid of two other corrections officers.

Sheriff's deputy John Peck received the Gold Seal law enforcement award for pulling two victims from a burning car. Peck entered the car through a shattered rear window twice, first helping a conscious victim to safety, then returning to pull out an unconscious victim, before the fire department arrived.

The county's Community Health Services Agency staff received an Occupational Award Citation for an intervention plan focused on prevention of back injuries. In many home visits employees make, helping patients involves heavy lifting. The 1997 injury rate represents 101,925 hours worked with only five recordable injuries.

The county employee unit was cited for a 60 percent reduction in work days lost; from 1,065 days in 1994, to 428 days in 1997.

"This was all done through employee involvement," Local 835 president Donna Dobbler said. "And, of course, we're very happy that fewer members have been injured on the job."

— Ron Wofford



Celebrating Ontario County Worker Safety Awards are, left to right, Assistant Safety Coordinator Don Rice, Personnel Director John Garvey, County Employee Unit President Donna Dobbler, Sheriff's Unit President Judy Maslyn and Interim Local Secretary Meriona Henshaw.

CSEA member Art Hotaling

Putnam County's 'Mr. Good Wrench' selected as employee of the year

CARMEL — CSEA member Art Hotaling has been selected recipient of Putnam County's first annual Employee Recognition award. An 18-year county worker, Hotaling, fondly known as Putnam County's "Mr. Good Wrench," is a talented mechanic who repairs the county's vehicles.

"We wanted to do something to recognize outstanding employees," explained Mary Ann Loughran, chief of staff to County Executive Robert Bondi. "We studied other counties' recognition programs, and appointed a committee that would review nominations and score them on a point system."

Nominees for the annual award are recommended by their peers.

"I've known Art for 16 years," said CSEA County Unit Second Vice President Tom Johnston. "I remember him coming out in a blizzard and climbing under a snow plow to repair it."

"If anyone epitomizes the CSEA work force, it is Art," Labor Relations Specialist Richard Blair said. "Art is everything that makes CSEA what it is. Putnam County and CSEA are glad to have him."

— Anita Manley

"If anyone epitomizes the CSEA work force, it is Art. Art is everything that makes CSEA what it is. Putnam County and CSEA are glad to have him."

— Region 3 LRS Richard Blair

Teaching assistant terminated without hearing or cause ordered reinstated

AMITYVILLE — The Appellate Division has upheld a state Supreme Court order to reinstate a CSEA-represented school teaching assistant terminated two years ago without cause and without a hearing by a Long Island school district.

"This ruling will have a significant impact on our teaching assistants across the state," said CSEA Attorney Paul Levitt, who argued the case on the state level and on appeal.

CSEA had filed the Article 78 lawsuit on behalf of Amityville School District Teaching Assistant Mary Walters. The district gave no reasons for her dismissal and claimed Walters was not due a hearing because they had never "formally" granted her tenure.

The State Supreme Court ruled that the teaching assistant had acquired tenure, but the district appealed to the Appellate Division,

which unanimously affirmed the lower court judgment, with cost. The Appellate Division determined that regardless of whether the district recognized the employee's tenure, Walters had "acquired tenure by estoppel as she continued to be employed as a full-time teaching assistant in the area of special education..."

Walters had been a teaching assistant in the Amityville School District for six years when she was told she would not be rehired for the 1996-1997 school year.

CSEA Labor Relations Specialist Jonathan Rubin filed an Article 78 on her behalf. The State

Supreme Court judge ordered the district to restore Walters to her position with all back pay and back benefits as well as to reimburse CSEA for its legal and court fees for the case.

"In addition to hurting a good

employee, the district charged thousands of dollars in legal fees and back pay to the taxpayers for a case they had no chance of winning the first time and certainly not on appeal," Rubin said. "The Amityville taxpayers should be outraged."

CSEA has sent a Freedom of Information Act request to find out exactly how much money the district squandered on the case.

Levitt contended, and the court upheld, that teaching assistants and other professional educators are entitled to tenure after three years of full-time employment.

The district failed in its attempt to claim teaching assistants are part-time employees and are appointed at whim each year.

"I personally appreciate what CSEA did for me. I am grateful for all the hard work," said Walters.

"It was a blessing to have CSEA. There was no way I could have gone to court without them," she added.

The Amityville School District Teaching Assistant Unit is part of CSEA Suffolk Education Local 870.

The Unit President is Rebecca Fowler.

— Sheryl C. Jenks

'I personally appreciate what CSEA did for me. I am grateful for all the hard work.

It was a blessing to have CSEA...'

CSEA at impasse with tightwad Southampton

A very wealthy village stingy with its employees

SOUTHAMPTON — CSEA member Cliff Johnson has been an ordinance enforcement officer in the Village of Southampton for eight years. He makes \$28,655 and receives a longevity payment of \$550 per year. An employee in the same title in the Town of Southampton makes \$46,425 and receives a longevity payment of \$1,857.02 per year.

After nine difficult months of contract negotiations, CSEA reluctantly declared an impasse after village representatives made it clear they weren't interested in narrowing such salary gaps and that they view village employees as "second class citizens".

Unit President Susan Hoover said CSEA members put together a letter to the village trustees to make them aware of the "disparaging treatment" they were receiving.

"Our village is the fourth wealthiest in the nation and some of our employees are eligible for public assistance. What does that say?" said Unit Vice President Larry Wojcik.

— Sheryl C. Jenks



TOWN OF SOUTHAMPTON UNIT members Cliff Johnson, Unit President Susan Hoover, Unit Vice President Larry Wojcik and Unit Secretary Lynn Weiss discuss negotiation strategy with CSEA Labor Relations Specialist Guy DiCosola.

"No Sale" so far for Monroe County Hospital



CSEA Monroe County Employees Unit President Flo Tripi discusses future of Monroe County Hospital with CSEA Shop Steward Richard Cooper outside the facility.

Vigilance continues

ROCHESTER — CSEA members who work at the Monroe County Hospital "may be able to breathe a little easier for now, as far as the threat of contracting out goes," according to Florence "Flo" Tripi, president of the CSEA Monroe County Employees Unit.

In recent months the county has contracted-out the county Home Health Services Agency and three public golf courses and has attempted to sell or contract out the county hospital as well.

Tripi said "it seems they have not received any reasonable bids to buy it outright."

Tripi said a recently completed \$37 million renovation should dictate that the hospital remain a county-run facility.

The 3,000-member CSEA county unit continues to represent about 750 employees at the hospital, including security, nursing, dietary, maintenance and housekeeping, pharmacy aides, transport, support and clerical workers.

"We will maintain our vigilance in protecting our members' jobs and their service to the community," Tripi promised. "Our members take great pride in their work."

— Ron Wofford

In touch with you

A message from CSEA President Danny Donohue

Register and vote — It matters

Does it matter who you vote for? Does it matter that you even vote at all?

You bet it does!

In recent weeks CSEA proudly participated in the 150th anniversary celebration of the first Women's Rights Convention in Seneca Falls, NY. (See coverage on pages 1 and 3). The central issue of that historic event was gaining women the right to vote. It was clearly recognized that other rights and equality would flow from the power of the ballot box.

It took another 70 years of persistence before women's right to vote became reality. Especially considering that struggle, none of us should take the right to vote for granted.

Consider also that the right to choose our leaders and determine our own fate is what sets America apart from most of the world.

That alone demonstrates why it matters that you vote.

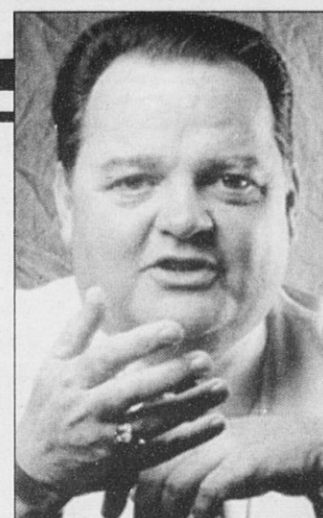
No matter who you are, no matter what you do, your vote counts as much as the vote of anyone else. It is a right and a responsibility and

you should use it wisely.

Throughout these summer months and into the early fall, CSEA is conducting a vigorous voter registration drive. We firmly believe it is as important as anything else this union does. It represents what we are all about: advocating democracy and empowering people.

If you are not registered to vote, please sign up now. I also urge you to do more. Join with us to help sign up your co-workers, family, friends and neighbors. Contact your CSEA Local or Unit president or your CSEA region office for more information and materials.

Our union, our communities and America grow stronger when you register and vote.



Danny

'No matter who you are, no matter what you do, your vote counts It is a right and a responsibility and you should use it wisely'



Watch for our October debut
THE WORK FORCE
OFFICIAL PUBLICATION CSEA Local 1000, AFSCME, AFL-CIO

Effective with the October edition, CSEA's official publication will be renamed **The Work Force**, replacing *The Public Sector* as the name of the award-winning publication which has kept CSEA members informed for nearly 21 years.

CSEA is continually changing for the better, and **The Work Force** will more accurately reflect

today's CSEA.

The official publication will be redesigned with a fresh, easy-to-read format.

If you have suggestions concerning the union's official publication, send them to:

**CSEA Communications Department
143 Washington Avenue
Albany, NY 12210**

CSEA'S TROY EMPLOYEES PLAY A BIG ROLE

UNIONS' EFFORTS TRANSFORM TROY FOR FIRST LADY'S VISIT TO HISTORICAL UNION SITE

TROY — While Troy City management was making the arrangements for a July 15 visit by First Lady Hillary Clinton, it was the CSEA members in the city's Department of Public Works who worked up a sweat doing all the preparation work.

"We did everything that could be done to make the area shine.

Everyone wanted to have everything first class for the First Lady's visit," CSEA Troy City Unit President Keith Davis said.

Joe Rounds, CSEA Rensselaer County Local 842 president and a DPW crew member, agreed.

"You only get one chance to make a good impression," Rounds said. "We wanted Mrs. Clinton to have good memories of 350 Eighth Street and of Troy."

CSEA-represented Troy employees and an army of volunteers, many representing labor unions, were busy for days leading up to Clinton's visit, giving the whole area a complete exterior transformation. The effort was designed to return the building and immediate area to its 1800's appearance.

Clinton visited Troy to dedicate a National Historic Landmark plaque for 350 Eighth Street, the home of Kate Mullany, the first female labor union leader in the United States. At age 19 in 1869, Mullany, an ironer, led 200 Troy shirt-collar factory co-workers she had organized into a union in a successful strike over poor wages and working conditions.

Clinton made the historical visit as part of the White House Millennium Council's "Save America's Treasures" tour as she traveled to the 150th anniversary of the first Women's Rights Convention in the United States in Seneca Falls on July 16 (see related story on page 3).



TROY MAYOR Mark Pattison and First Lady Hillary Clinton unveil the National Historic Landmark plaque to be placed on the building at 350 Eighth Street in Troy.

Photo by Daniel X. Campbell



CSEA CAPITAL REGION 4 President Carmen Bagnoli welcomes First Lady Hillary Clinton to Troy, where she dedicated a National Historic Landmark plaque for a historical union site. A bill has been introduced in Congress for the federal government to purchase the property, and CSEA and area labor activists have plans to turn the site into a labor museum.

Troy Labor Tidbits

■ House of Representatives member Michael McNulty recently introduced a bill in Congress for the Department of the Interior to purchase the 350-352 Eighth Street duplex and create a labor museum at the site. The state AFL-CIO proposes that the museum house a center for

research on labor history and archives for this region where water power sparked the American Industrial Revolution.

■ Troy in the late 1800's was a center of union growth and development, as well as the center of the booming, labor intensive, shirt

collar industry which owed its success to the constant availability of low-cost labor, mostly female workers.

■ Troy was also a hotbed for unionism. The Irish stove makers, whose genius with hot iron molding helped saved the Union in the Civil War by producing the iron plating for the wood-sided Monitor in its naval battle with the Confederate Merrimac, were a proud and powerful union.

■ Unions of every type labored in Troy. The city's publications were filled with notices of union parades and rallies, and organizing drives were common, as were strikes.

— **Daniel X. Campbell**

FACES IN THE CROWD included CSEA's Director of Political Operations Ed LaPlante, above, and Dorothy Breen, right, chair of CSEA's statewide Political Action Committee.

Photos by Colleen Brescia

American Labor Link



Labor professor wins first round in court battle with corporation

In an important victory for labor and academics, a libel lawsuit against labor scholar Dr. Kate Bronfenbrenner of Cornell University has been dismissed by a federal judge.

The case, which attracted national attention, demonstrated the lengths that some employers will go to thwart union organizing activities and attempt to intimidate those who support unions.

Bronfenbrenner has worked closely with CSEA and AFSCME in a number of areas.

Beverly Enterprises, the country's largest provider of nursing home care, had sued Bronfenbrenner for remarks she made during a Congressional hearing about

contractors who do business with the federal government. She described Beverly's record as a labor law violator, as she was asked to do. Her remarks were based on her own research, decisions in court and by the National Labor Relations Board.

The attack on her appears to be Beverly's way of attacking decisions against them, Bronfenbrenner said.

"They don't accept the verdict of the NLRB and the courts," she said. "They're trying to re-litigate those decisions by attacking me."



Dr. Kate Bronfenbrenner

The lawsuit threatened academic freedom because Beverly was demanding that Bronfenbrenner reveal her confidential research as part of the discovery process. Academics across the country voiced their support in a statement of protest because such a violation of confidentiality would threaten all academic research. Labor unions have been concerned because

Bronfenbrenner's research includes detailed information about how unions conduct organizing.

"I was very relieved about the dismissal most of all because the

discovery process stops, which means Beverly can't get access to my confidential research on unions and union organizers," Bronfenbrenner said.

However, Beverly has promised to appeal, Bronfenbrenner said, so her ordeal is not over. The appeal could take years in federal circuit court, she said.

"It just means it hangs over my head for a long time," she said. "Beverly knows that I spoke the truth, and we wish they would get back to the business of servicing patients instead of wasting their resources on a harassment campaign — a campaign to harass and intimidate scholars."

— **Kathleen Daly**

CSEA helps plan welfare conference

Keeping families

together.

Making them whole
and healthy again.

The power of U



THANKS to the power of UNIONS!



ALBANY — CSEA helped plan and host an important conference on welfare reform earlier this summer.

Social services professionals, community activists and others

gathered in Albany to discuss the conference



Kathy McCormack of New Yorkers for Fiscal Fairness

topic: "Does Work End Poverty? People, Policies and Strategies in Welfare Reform."

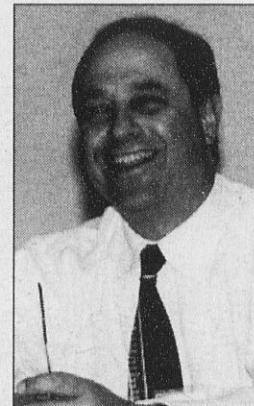
The conference combined plenary sessions and small presentations featuring nationally known experts and

those with special expertise in New York state.

Speakers included writer Barbara Ehrenreich, activist and writer Frances Fox Piven and founder and Executive Director of the Kensington Welfare Rights Union Cheri Honkala.

Also speaking at the conference were Fiscal Policy Institute Executive Director Frank Mauro. AFSCME Area Director Eliot Seide moderated a panel discussion on "Real Welfare Reform: Linking Corporate and Personal Responsibility" that also featured Kathy McCormack of New Yorkers for Fiscal Fairness.

CSEA Executive Vice President Mary Sullivan moderated a plenary



Eliot Seide, AFSCME area director

session on Welfare Reform and the Economy.

CSEA Director of Public Policy Kathy Albowicz was involved in planning the event.

"We wanted to give social services professionals and community activists the chance to hear from the experts how welfare reform has affected people in poverty," she said. "And we wanted the experts to hear the firsthand experiences of those on the frontlines of the battle against poverty."



Mary Sullivan, CSEA executive vice president



Kathy Albowicz, CSEA director of public policy

**Questions, Answers
and Information
about the**

LOCAL 1000



AFSCME, AFL-CIO

**Workers'
Compensation**

LEGAL ASSISTANCE PROGRAM

**Covering Workers' Compensation
and Social Security Disability**

**If you are injured on the job or
sustain a job-related illness,
CSEA's Workers' Compensation
Legal Assistance Program
can help you navigate the maze
known as Workers' Compensation.
If you become disabled, the
program can help you obtain
Social Security Disability benefits.**

Please Retain This Insert for Future Reference

**Occupational Accidents and Illnesses Can Strike Without Warning.
Every CSEA member Should Read and Retain
the Important Information Contained on These Pages.**

**NO
out-of-pocket
costs to
members**

The program services are absolutely free, and so is the call

Workers Compensation

What is Workers' Compensation?

It is a worker benefit created by the state legislature, intended to provide a swift, simple mechanism for workers to receive medical care and lost time monetary benefits when injured in the course of working. A state agency, the Workers' Compensation Board, administers the system through which these benefits are delivered.

Who pays for Workers' Compensation Benefits?

Employers pay for workers' compensation. Most employers purchase workers' compensation insurance from an insurance carrier. Some employers are self-insured and bear the cost directly. The cost of administering the workers' compensation system, including the entire budget of the Workers' Compensation Board, is borne by the insurance carriers and self-insured employers, *not the taxpayers*.

What benefits does the Workers' Compensation Law provide?

One major benefit of considerable value is the **medical coverage**. Once a compensation claim is established at the Workers' Compensation Board (WCB), the injured worker is assured of not less than 18 years (counting from the date of accident) of medical coverage with **no deductible, no cap or limit**, and, with most employers, **free choice of medical provider** (so long as registered with the WCB). The only limitation is that the medical care be necessary because of the work-related injury or illness. The term "medical care" includes not only physicians and hospitals, but it also includes chiropractors, podiatrists, psychologists, physical therapists, nursing care, medication and more.

Another valuable benefit is when a worker is unable to work because of a job-related disability, he/she can receive two-thirds of his/her average weekly wage (with the current maximum being \$400 per week) for so long as she cannot work because of that job-related

disability. This benefit is free of all taxes. **Still another valuable benefit** is the *schedule loss award* (cash payments) that an injured worker who is able to return to work may receive for injuries to the feet, toes, legs, fingers, hands, arms, as well as, loss of vision or hearing and facial scars or discolorations. A worker may receive a *schedule loss award* without even a single day of lost time.

Is accidental injury the only way a worker may become eligible for Workers' Compensation Benefits?

No! An *occupational disease* will entitle a worker to exactly the same benefits as those flowing from an accident. An *occupational disease* is an illness or injury that is job related and which manifests itself over a period of time. Examples, but by no means the only ones, are repetitive strain injuries, such as carpal tunnel syndrome, and asbestos related disease.

What must a worker do to obtain Workers' Compensation Benefits?

1. Give **notice** to the employer by telling the supervisor **or** any other person designated by the employer for the purpose of receiving notice. Tell that person **WHAT** happened, **WHERE** it happened and **WHEN** it happened. Notice should be given within thirty days following an accident and within two years after being told by a physician that you have an occupational disease.

2. **Obtain medical treatment**. It is wise to obtain medical treatment as soon as possible after an accident. Tell each medical provider that you see that your treatment is in connection with a workers' compensation claim. This is important because, then:
a) The medical provider cannot require you to pay for any part of your treatment, and
b) The medical provider should be filing C-4 forms with the WCB and the insurance carrier or self-insured employer.

The C-4 form is vital to your claim and should be filed by each medical provider who treats you. If treatment continues, then a C-4 should be filed periodically while still under treatment. You should urge the medical provider to fill out the C-4 form completely.

3. Contact the **CSEA Workers' Compensation Legal Assistance Program** by calling **1-800-342-4146** promptly after an accident or after a medical provider advises you that you have an occupational disease.

Your questions will be answered with no obligation, and if you want representation, it will be available to you. Legal representation is provided through the law firm of **Fine, Olin & Anderman, P.C.**

This firm has offices throughout New York State and has an excellent reputation in the fields of workers' compensation and social security disability. **Your employer is represented, and you should be, too.**

4. **File your claim**. There is only one way to properly file a workers' compensation claim. That is, by filing a completed WCB form C-3 within two years of the date of accident or, in the case of an occupational disease, within two years of being told by a physician (or other appropriate medical provider) that you have an occupational disease. Your employer does not file the C3 for you. This form can be obtained from the Workers' Compensation Board. If you choose to be represented by an attorney, the attorney will provide you with the C-3 and will file it for you.

5. Attend **hearings** when the WCB schedules them in your case. Occasionally, you will not have to attend a particular hearing. You should check with the attorney if you have any question concerning your need to attend. The hearing provides an opportunity for both sides to be present or represented and for the Judge to make a disposition. Hearings allow cases to move forward to completion. Cases where there are few, if any, issues to litigate, get completed with one or two hearings. However, hotly contested cases may require several or more hearings over two or more years. Whether or not a case is contested (controverted), and to what degree, is largely up to the insurance carrier or self-insured employer.

Are there things to know about Workers' Compensation even after a case is closed?

Even after a case is "closed" and all benefits due to that date have been paid, the established claim may be the source of further benefits in the future. Since once a claim is established as compensable, it remains valid for 18 years from the date of accident (18 years from the date of disability as set by the WCB, in the case of an occupational disease), it may be reopened at any time during that 18 years period for one of the following reasons: **treatment is needed, time is being lost from work, disability has increased**, all related to the original accident or occupational disease.

The mechanism for reopening the case is WCB form **C-27**, which is completed and filed with the WCB by a physician. Because it is possible to receive workers' compensation payments and medical treatment for life, it is advisable to retain all of the documents pertaining to a case for as long as they may be necessary (longer than 18 years).

What about Social Security Disability?

You can receive, both Social Security Disability and workers' compensation **at the same time, and they are, both, free of all income taxes**. Below is some information about Social Security Disability Benefits.

Summary

When injured by or on the job, give prompt notice to the employer, obtain medical treatment, call the CSEA Workers' Compensation Legal Assistance Program at 1-800-342-4146 as soon as possible and get the help you need to receive the benefits you deserve.

Social Security Disability Benefits

Social Security Disability Benefits (SSDB)
A valuable income supplement for the disabled.

SSDB is a benefit worth remembering. It is available to those who can no longer work. What's more, the source of the worker's disability need not be job-related. Any single severe disability or combination of less severe disabilities may qualify the worker for benefits of as much as \$1,342 for an individual, per month. Eligible workers with a child or children under the age of 18 receive additional money for the support of the child or children.

After two years of SSDB eligibility, the worker becomes eligible for Medicare.

Eligibility Requirements

(1) must have worked and contributed to the Social Security System for five out of the last ten years preceding the application for benefits;

(2) must have medical evidence that the worker will be out of work for at least one year following the onset of disability;

(3) treating physician should certify that the worker cannot perform any substantial gainful activity.

Procedure for Obtaining SSDB Benefits

(1) apply at your local Social Security Administration (SSA) Office.

(2) You and your treating physician(s) complete the SSA forms.

(3) SSA approves or denies application, usually within 4 months following the submission of the application.

(4) If application denied, you should request reconsideration without delay, but in no event more than sixty days after the date of denial.

(5) If there is a further denial, upon reconsideration, immediately request a hearing before an Administrative Law Judge.

(6) Attend the hearing. It is advisable, though not required, that you be represented by an attorney at the hearing. In order that the attorney have ample time to prepare for the hearing, it is highly recommended that you obtain the services of the attorney not later than the time that you request the hearing.

Some Nice Features of SSDB

(1) Some or all of SSDB is free of income tax, depending on the extent of your other income.

(2) SSDB is calculated as though the applicant is 65 years of age, regardless of his/her actual age.

(3) **MEDICARE** eligibility attaches on the second anniversary of the date of disability for SSDB purposes. Be sure to take advantage of this feature when offered.

(4) It is possible to receive SSDB in addition to Workers' Compensation and a service pension.

For answers to your questions about
SSDB, Call the CSEA Workers'
Compensation Legal Assistance
Program at 1-800-342-4146.

What Benefits Does The Workers' Compensation Law Provide?

The CSEA WORKERS' COMPENSATION LEGAL ASSISTANCE PROGRAM

LOCAL 1000 **CSEA** AFSCME AFL-CIO
Workers'
Compensation
LEGAL ASSISTANCE PROGRAM

INTAKE FORM

PLEASE COMPLETE
THIS FORM IN DETAIL,
ANSWERING
ALL QUESTIONS.
AFTER COMPLETING,
PLEASE CALL
1-800-342-4146

Use this intake form to assist in compiling correct and complete information before making the initial call.
Additional intake forms and brochures describing the program in detail are available from CSEA Region Offices,
CSEA Local and Unit Presidents and CSEA Labor Relations Specialists.

1. First Name: _____ Last Name: _____ Middle Initial: _____
2. Address: _____ Apt: _____
City: _____ State: _____ Zip Code: _____
3. Home Phone No.: (_____) _____ 4. Work Phone No.: (_____) _____
5. Social Security No.: _____ - _____ - _____ 6. Date of Birth: ____ / ____ / ____
7. Date of Accident: ____ / ____
8. Brief Description of Accident: _____

9. Address (including County) Where Accident Occurred: _____
_____ County: _____
10. Each and Every Part of Body Injured: _____

11. Name of Employer (Agency, Facility, Etc.) _____
12. Employer's Address: _____
13. CSEA Local or Unit Number: _____
14. Names of Witnesses to Accident, if Any: _____

15. Amount of Time Lost From Work: _____
16. Did You Receive Salary or Workers' Compensation Benefits While Out of Work?: Yes No
17. Weekly Salary Before Taxes Are Deducted: \$ _____
18. Job Title: _____
19. Did You Have More Than One Employer at Time of Accident? Yes No
Name _____
20. If You Filed A Claim with Board, What is the W.C.B.#? _____
21. Name of Insurance Company and Carrier Case No.: _____
22. If You Already Have Legal Representation in This Matter, List Name and Address of Representative:

23. Have Hearings Been Held in This Matter?: Yes No

CSEA
LOCAL 1000, AFSCME, AFL-CIO
143 Washington Ave., Albany, NY 12210
Danny Donohue, President



TO ACCESS THE PROGRAM CALL **1-800-342-4146** FOLLOW THE MENU OPTIONS FOR INSTRUCTIONS

Activists turn to prayer to save Manhattan Psychiatric Center

HARLEM — Prayers and gospel songs rang out at St. Charles Catholic Church at a special service in July protesting the Office of Mental Health's plans to undermine Manhattan Psychiatric Center.

Members of the religious community, patient advocates, political leaders and community group members joined CSEA in condemning the downsizing of the Ward's Island hospital.

"In a year with a budget surplus, how can anyone justify cutting hundreds and hundreds of beds, over 500, intended and needed to provide care for the mentally ill?" Lt. Gov. Betsy McCaughey Ross asked the congregation. "We are gathered here determined to work harder with God's help to provide the care that is needed for the mentally ill."

Upper westside resident and community activist Nikki Henkin reminded the congregation that more than 1,000 Manhattan Psychiatric Center patients have been discharged since January 1995 with no definite plan for their care.

"There is no guarantee that these people will take their medication. Most of these people are handed one bottle of pills, one month's supply and ... there is no tracking, there is no monitoring ... to see whether they get refills. What you end up with is people such as Gary Graves, the young man who brutally beat up Laura Zirinsky."

Graves attacked Zirinsky as the woman walked down a busy street

in a middle-class New York City neighborhood.

"He was a 26-year-old man who has been in and out of four mental hospitals," she said. "Who in God's name discharged him even after the second time?"

CSEA Metropolitan Region 2 President George Boncoraglio spoke about the tragedy of Gary Graves and as many as 200,000 other mental patients now estimated to be incarcerated in state prisons.

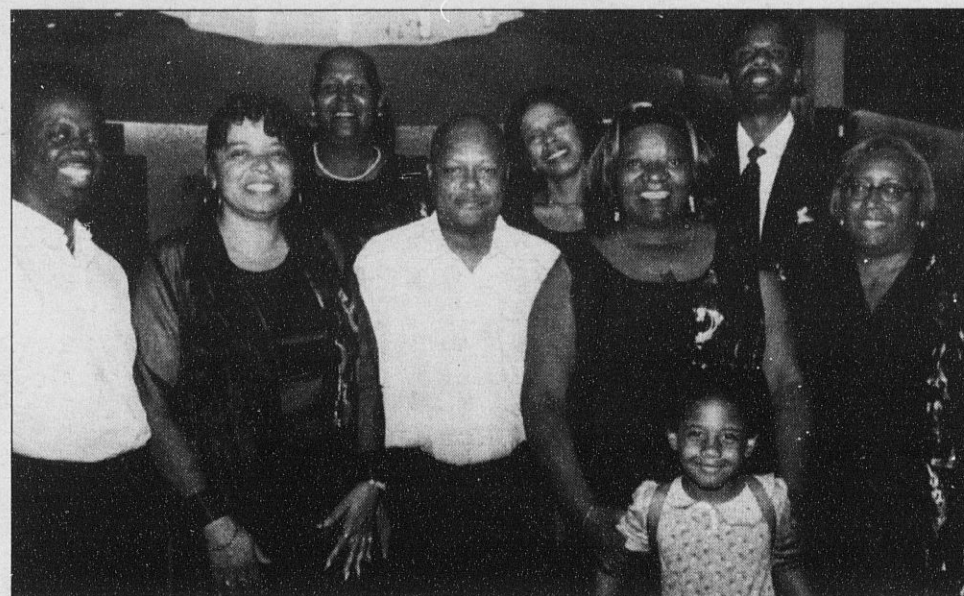
"What kind of treatment is Mr. Graves going to get from the hardened criminal in the next cell?" Boncoraglio asked.

Graves walked around for five months after deciding to stop his medication. He knocked Zirinsky unconscious with one punch, then stomped on her head. Only emergency brain surgery saved Zirinsky's life.

This is one of the many tragedies committed by violent mental patients in New York City like the Staten Island Ferry slasher, who killed two and maimed nine, or Reuben Harris, who pushed a grandmother under an on-coming subway train, Boncoraglio said.

If society has figured out how to keep track of repeat sex offenders, why do our mental health laws not provide for tracking violence-prone patients who have shown themselves incapable of staying on their medications without supervision, Boncoraglio asked.

The Harlem Prayer Service, conducted by Msgr. Wallace Harris, was held to draw attention to the crisis in New York City's mental



Members of the CSEA Metropolitan Region Choir sang at the prayer service for the future of the Manhattan Psychiatric Center.

health system that will only be made more severe with the dismantling of Manhattan Psychiatric Center services. Boncoraglio said he plans to deliver stinging testimony about this at an upcoming public hearing on the "Future of State-Operated Mental Services in New York City," which was to be held as this edition went to press.

New York City Central Labor Council United Way Liaison Steven Pezenik and Greater New York Labor and Religion Coalition Coordinator Rabbi Michael Feinberg both pledged support in the struggle to save psychiatric services.

As the service drew to a close,

CSEA NYS Psychiatric Institute Local 419 President Tony Bailous and CSEA Manhattan Psychiatric Center Local 413 President Sam Koroma proudly carried the CSEA banner down the center church aisle while the CSEA Metropolitan Region 2 Choir filled the air with song.

"At times we have to recognize the fact that we have to get a little louder, get a little stronger and take on the work that others don't recognize until it's too late, but that needs to go on," said Msgr. Harris in his closing words. "The first thing that one does when one wants something to happen, is to pray."

— Lilly Gioia

Join the 1998 Labor Day parades, celebrations

New York City, Long Island and Southern Regions

New York City Labor Day Parade

Saturday Sept. 12

Parade kicks off at 1 p.m.

Join the CSEA contingent at 12:30 p.m. at 5th Avenue and W. 46th Street.

Capital Region

Capital District Labor Day Celebration and Picnic

Monday Sept. 7, Noon to dusk

Ganser-Smith Memorial Park

Menands Road, Menands

Potluck picnic, so bring a dish to share. The Solidarity Committee/Jobs with Justice will provide hamburgers, hotdogs, all the fixings and cold drinks. Bring your musical instruments! Interfaith service at 10:30 a.m. at St. Joan of Arc Church across from the park. The service will feature a blessing of the tools.

Central Region

Labor Day Parade and Rally at the New York State Fair

Monday Sept. 7, 11 a.m.

Marchers assemble at 10 a.m. by the Indian Village and will march to Cole Muffler Court Pavilion for a brief rally. For information, call Mark Spadafore at 315-422-3363.

Massena Labor Day Parade

Monday Sept. 7 at 11 a.m.

CSEA St. Lawrence County Local 845 members will assemble at 10 a.m. For more information, call Betty Thomas at 315-379-2230.

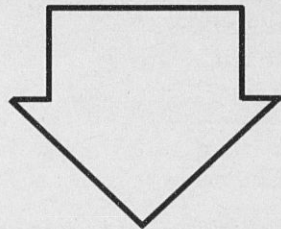
Western Region
Buffalo Labor Day Parade

Monday Sept. 7, noon from Walden Avenue & Harlem Road, Cheektowaga, ending at town park for a picnic.

Rochester Labor Day Parade

Monday Sept. 7, 11 a.m. from Alexander Street and East Avenue to Frontier Park for a picnic from 12:30 to 2:30, followed by a ballgame.

**DO YOUR
FAMILY,
FRIENDS AND
NEIGHBORS A
BIG FAVOR:
HELP THEM
SHARE IN THE
BENEFITS OF
UNION
MEMBERSHIP**



**TO ORGANIZE
NON-UNION
PUBLIC
SECTOR OR
PRIVATE
SECTOR
EMPLOYEES,
CALL THE
CSEA
ORGANIZING
DEPARTMENT
TODAY AT
800-342-4146
Ext. 1300 OR
518-257-1300**

*To organize
new members
and help your
union grow,
you gotta*

**KNOW
YOUR
RIGHTS**

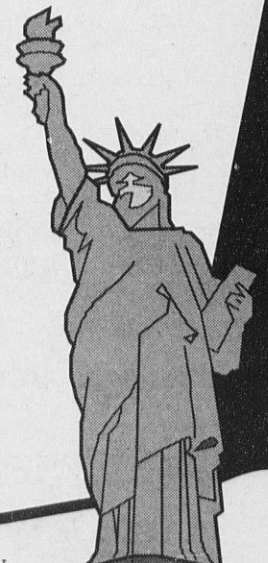
RIGHT TO ORGANIZE Bill of Rights

Workers shall have the right to engage in the following activities without fear of punishment or discrimination of any kind from their employers (public and private):

- ★ RIGHT to attend meetings to discuss joining a union
- ★ RIGHT to read, distribute, discuss union literature (in non-work areas in non-work times, such as during breaks or lunch hours)
- ★ RIGHT to wear buttons, t-shirts, stickers, hats, or other items on the job
- ★ RIGHT to sign a card or petition asking the employer to recognize and bargain with the union
- ★ RIGHT to sign petitions or file grievances related to wages, hours, working conditions and other job issues
- ★ RIGHT to ask other employees to support the union, to sign cards or petitions, or to file grievances
- ★ RIGHT to expect voluntary recognition of the union from the employer when a majority of the workers have signed cards or petitions.
- ★ RIGHT to a decent quality of life, a safe working environment and a comfortable standard of living for ourselves and our families
- ★ RIGHT to freely organize, join and belong to unions and have a voice in the social, economic and political decisions that affect our lives
- ★ RIGHT to job security where rules of fairness prevail

TO ORGANIZE EMPLOYEES IN YOUR WORKPLACE, CALL US TODAY
AT 800-342-4146 EXT. 1300 OR 518-257-1300.

CSEA
LOCAL 1000, AFSCME, AFL-CIO



"Workers have the right to freely organize, join and belong to unions"

Buffalo

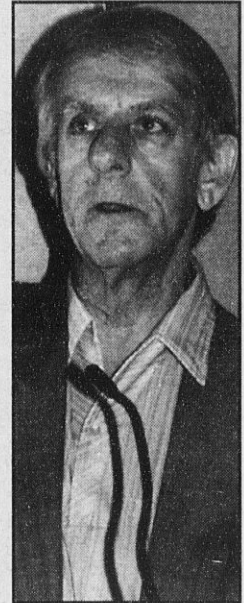
BUFFALO — A CSEA Western Region 6 "speak-out" event in support of the AFL-CIO National Right To Organize Day was remarkable for the recognition given CSEA, not only by CSEA activists, but many elected officials.

Region President Bob Lattimer hosted the event in which speakers voiced their support of unionism, or told of events or obstacles to unionizing their workplaces.

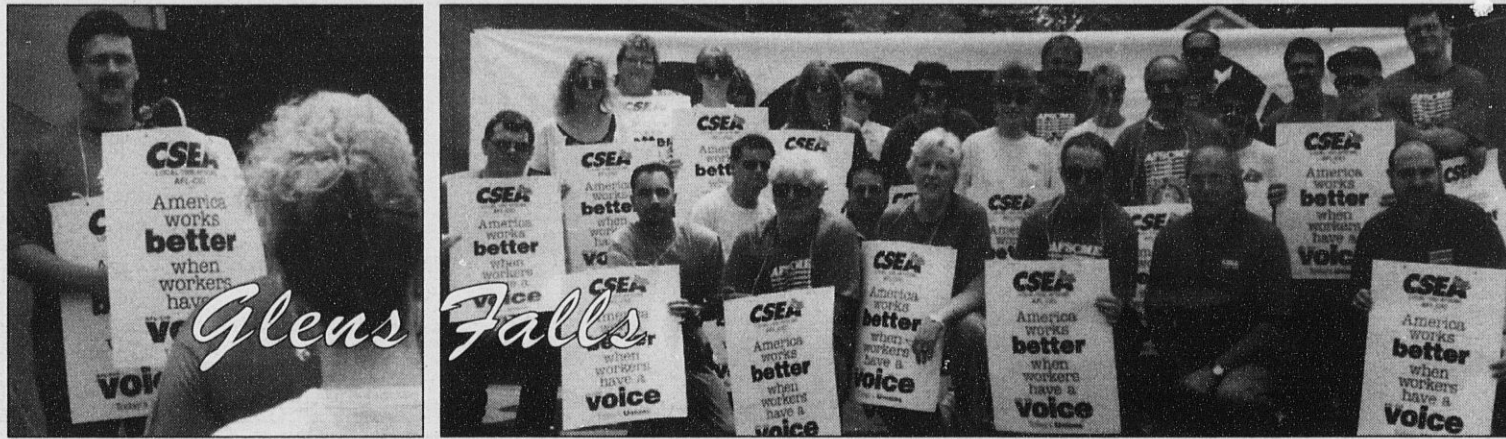
CSEA participants included Region Vice President Marie Prince; Region

Secretary Barb Epstein; Pam Cercone, a former president of Buffalo State College Local 640; Warren Schneider, president of Pioneer School Transportation Local 734, and Brian Madden, president of Roswell Park Cancer Institute Local 303. Also Labor Relations Specialists Penny Gleason and Jim Gleason, organizers Robert Bradshaw, Phoebe Mackay, Colin Campbell, Doug Card, Region Office Manager Sharon Thomas; Region Office Assistant Margaret "Peggy" McNeal; Region Director Roger Sherrie and Political Action Coordinator Bill Benfanti.

Among elected officials speaking out in support of unions, and CSEA's representation of its members in particular, were state Senator Bill Stachowski, Assembly members Sam Hoyt, Dick Smith, Lynn Marinella, and Richard Clark, representing Deputy Speaker Arthur O.Eve, and Carla Thomas for Erie County Legislator Crystal Peoples.

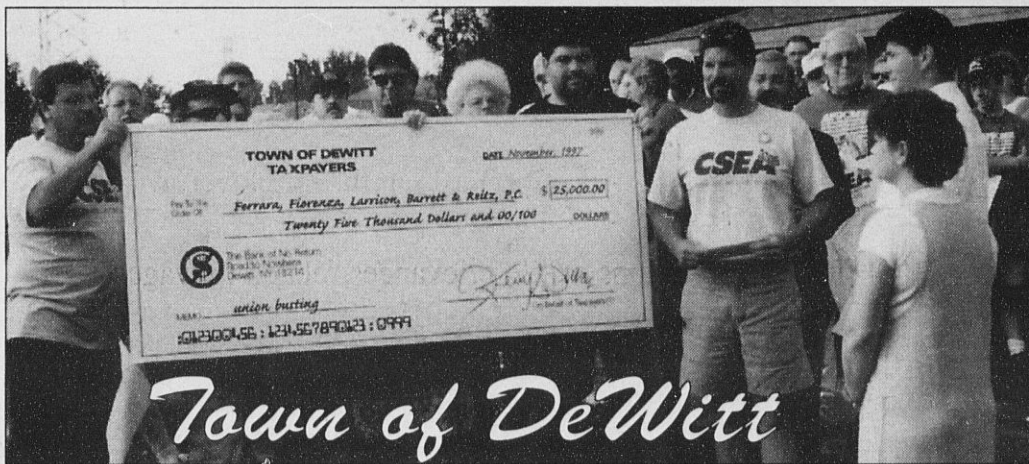


Western Region President Bob Lattimer



CSEA ACTIVISTS, MEMBERS AND STAFF, including Capital Region 4 President Carmen Bagnoli, turned out in force to proclaim the rights of workers to organize during a rally and speak-out program in Glens Falls as part of the national AFL-CIO Right to Organize Day. CSEA Local 675 activist Bob Calhoun, who chairs the Capital Region Activists Committee, addresses crowd in photo left.

CSEA rallies mark national AFL-CIO Right to Organize Day

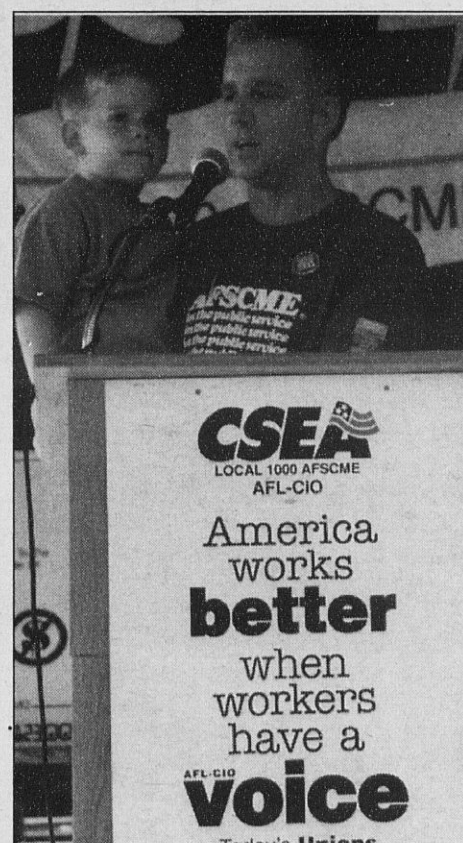
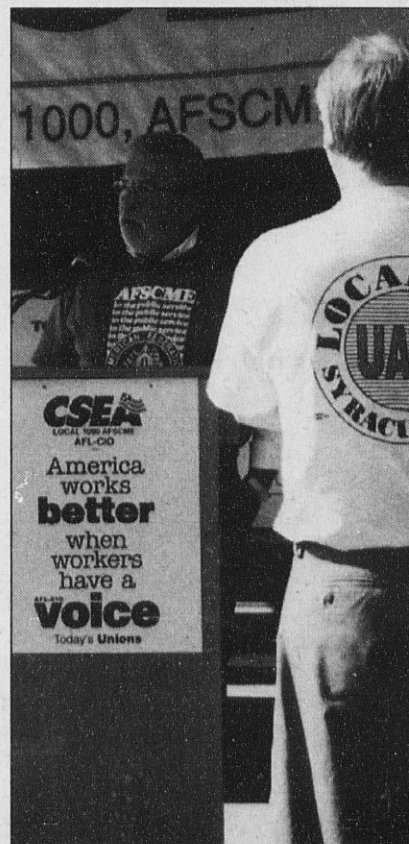


Town of DeWitt

The town of DeWitt near Syracuse was the site for a large, vocal "Right To Organize Day" rally by CSEA and fellow unions of the Central New York Labor Council. DeWitt is the location of an aggressive campaign by CSEA to organize town employees. CSEA and the AFL-CIO charge the town is wasting taxpayer money resisting the desires of town employees to join the union. In above photo, rally participants present a giant \$25,000 check to DeWitt Supervisor Kelly Dellas, right foreground. The check represents the cost of a union-busting lawyer hired by the town to resist the organizing campaign.

'My office pays taxes in DeWitt, and as a taxpayer, I'm furious over how my money is being wasted.'

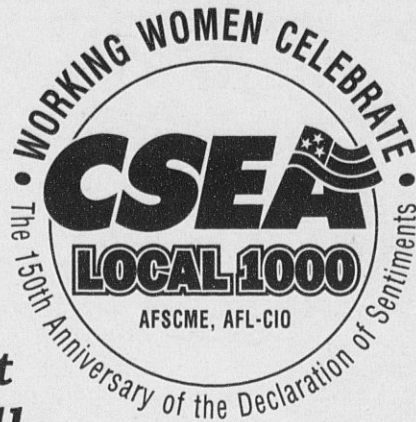
— Jim Moore, president, CSEA Central Region 6 and Central New York Labor Council



ABOVE PHOTO: John Rathbun, president of the DeWitt Supervisor Unit, holds his son Stephen while telling of difficulties employees encounter in trying to join CSEA.

LEFT PHOTO: CSEA Central Region 6 President Jim Moore, who is also president of the Central New York Labor Council, tells rally participants "The bottom line is that the town refuses to listen to its employees."

"We hold these truths to be self-evident that all men and women are created equal..."



You can own shirt honoring first women's rights convention

CSEA is proud of its achievements on behalf of working women. To commemorate the 150th anniversary of the first Women's Rights Convention, CSEA has developed a high-quality navy blue sport shirt with the logo (left) on the front and the declaration of women's rights on the back.

To order your shirt, send the form at right to:

CSEA Communications Dept.
143 Washington Ave.
Albany, NY 12210

Shirt Order Form.

Send a check for \$16.50 per shirt (includes shipping and handling). Size: M L XL XXL

Name _____

Address: _____

Phone Number: _____

Send to: CSEA Communications Dept,
143 Washington Ave. Albany, NY 12210

JCHB puzzle familiarizes members with NYSHIP benefits

The New York State Health Insurance General Information Booklets and Empire Plan or HMO Certificates are distributed to all enrolled employees to be used as a reference tool when accessing your negotiated benefits.

To help you understand your benefits and use them to your advantage, test your knowledge of the New York State Health Insurance Program by entering the CSEA Joint Committee on Health Benefits' (JCHB) Word Search Contest. Answers to all the questions can be found within the general information portion of the booklet.

The first 10 correct puzzles received by the JCHB will win a JCHB T-shirt. Be sure to include your name, address, T-shirt size (XL or XXL) and Social Security number with your completed Word Search. Mail your entry to:

CSEA Joint Committee on Health Benefits
One Lear Jet Lane, Suite 4
Latham, NY 12110

The Answer key will appear in the next issue of *The Public Sector*.

D	N	U	F	L	B	E	N	E	F	I	T	S	P
E	R	W	A	Y	E	M	P	Z	U	P	A	L	R
R	O	E	M	A	F	P	S	O	N	A	R	I	E
R	H	T	I	T	O	L	I	A	R	Y	B	R	M
E	M	S	L	N	V	A	C	X	D	R	T	E	I
F	E	D	Y	E	A	N	K	B	S	O	D	F	U
E	D	U	C	D	L	M	L	O	Y	L	H	S	M
R	I	N	M	N	R	I	E	M	A	L	I	N	O
P	C	E	F	E	W	E	A	R	T	K	P	A	G
O	A	T	C	P	Y	P	V	N	I	O	E	R	L
S	R	H	O	E	O	P	E	I	B	I	R	T	H
L	E	A	B	D	I	D	N	S	A	N	C	A	I
N	I	X	R	H	U	O	F	T	G	W	S	I	T
E	S	A	A	T	D	R	U	A	E	C	I	V	E
R	C	T	S	V	E	A	L	O	Z	U	M	R	R
T	O	B	T	L	M	P	R	E	N	T	R	A	P

1. To change from individual to family coverage to cover a newborn child, you have 30 days from their date of _____.

2. You may be entitled to use the value of unused _____ credits to help cover the cost of health insurance premiums during retirement.

3. Ask your agency Health Benefits Administrator or contact your HMO directly to order a replacement health insurance _____ if yours is lost or damaged.

4. _____ is available to people who are 65 or older or have received Social Security disability for two years or have end stage renal disease.

5. A _____ partnership, for eligibility under NYSHIP, is one in which you and your partner are 18 years of age or older, unmarried and not related in a way that would bar marriage, living together, involved in a lifetime relationship and financially interdependent.

6. Your prescription drug, vision and dental benefits are administered by the CSEA Employee Benefit _____.

7. If you are laid off because your job is abolished and you are placed on a _____ List, you are required to pay only the employee share of your health insurance premium.

8. Coverage for late enrollees in NYSHIP begins on the first day of the fifth _____ period after they apply for coverage.

9. If you are an active employee enrolled in NYSHIP, you have a right to choose _____ coverage if you lose your group health insurance because of termination of employment or a reduction of work hours.

10. NYSHIP enrollment is not automatic; you must file an enrollment form with your agency Health _____ Administrator (located in your personnel office).

11. Under the Pre-Tax Contribution Program, you may have your share of health insurance _____ deducted before taxes are withheld.

12. If you die while on state payroll, your unmarried enrolled spouse and enrolled _____ children will continue to receive coverage without charge for five biweekly payroll periods beyond the payroll period in which your last health insurance deduction was taken.

13. In certain situations, you may be entitled to have your health insurance premiums waived for up to one year. Check with your agency's HBA to see if you qualify for a _____ of premium.

14. Your unmarried, dependent children who are age 19 or older but under age 25, are eligible for benefits if they receive more than half of their support from you and are a full-time _____.

15. Under the _____ and Medical Leave Act of 1993, eligible workers are entitled up to 12 weeks of unpaid leave in a 12 month period for certain personal and medical reasons.

16. During the annual Option _____ period, usually in November, you may change your health insurance option for any reason.

Homeowners Coverage Crucial Against Forces of Mother Nature

CSEA-sponsored Plan Protects Against Most Natural Disasters

Recently damage caused by tornadoes in Saratoga County has been showcased in the local news media. The destruction. The devastation. The loss. The message is clear: we can't predict when and where Mother Nature will strike. But we can take steps to protect our investments in our homes and property.

A homeowners insurance policy is a crucial financial resource to help rebuild a destroyed house and replace its contents. Especially now, in an era when federal relief funding is questionable, it is important to have the most complete coverage available.

How do I know if my homeowners policy will protect me?

First, keep in mind that all homeowners policies are different and exclude or cover a variety of things. In general, a homeowners policy covers damage to both structures and personal property caused by:

- Fire or lightning
- Windstorm or hail
- Explosions
- Riot or civil commotion
- Aircraft
- Vehicles
- Smoke
- Theft or vandalism
- Weight of ice, snow or sleet
- Freezing of plumbing, heating, air conditioning or other such household system

It's important to carefully examine your policy to see what it covers, and more importantly what it doesn't cover. While tornado damage is covered under the wind storm or hail section, in most cases floods and earthquakes are not covered under a standard homeowners insurance policy. So talk to your insurance agent to see about the special catastrophic policies that are available.

Don't wait until Mother Nature strikes. As we've seen in the Capital District, as well as across the state and nation, floods and tornadoes are becoming more frequent. Plan ahead so you can be sure you'll be protected.

To obtain more information of the CSEA-sponsored homeowners insurance plan, call

Jardine Group Services Corporation
1-800-833-4657

We protect you in a way
your healthcare program doesn't.

WE LOCK IN THE RATES

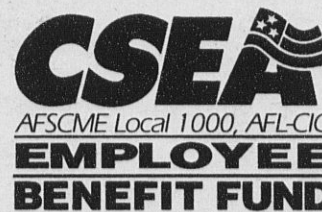


There are four things you can count on with CSEA's Employee Benefit Fund:

- Outstanding vision, dental and prescription drug coverage, and
- Guaranteed healthcare rates.

You'll know the day the contract is signed what the EBF rates will be years into the future.

If you would like an Employee Benefit Fund representative to contact your unit about these benefits and how they can be achieved in negotiations, call the Fund at 1-800-323-2732 extension 836, or 1-800-EBF-CSEA. And lock in healthcare rates.



One Lear Jet Lane, Suite One, Latham, NY 12110

Danny Donohue, Chairman

Always protect your membership status

Break in membership affects eligibility for union office, voting privileges

A break in union membership status can have long-term future implications. Your membership status affects your eligibility with respect to seeking or holding union office, signing nominating petitions for potential candidates, voting in union elections, and voting on collective bargaining contracts. Only members "in good standing" can participate in these activities. To be in "good standing," your dues must not be delinquent.

If you go on unpaid leave or for any other reason have a break in your employment status, your dues will not continue to be paid through payroll deductions. You must make arrangements to pay your dues directly to CSEA to continue

your membership status. If you are either laid off or placed on leave-without-pay status due to becoming disabled by accident, illness, maternity or paternity, you may be eligible for dues-free membership status for a period not to exceed one year.

Note, however, you must continue to pay dues to run for office. Dues-free or gratuitous membership allows members to continue their insurance coverage while out of work. It does not protect your right to run for or hold office.

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

See
you
at



Half-price admission for CSEA members and families on Sept. 5

Saturday Sept. 5 is CSEA Day at the New York State Fair in Syracuse. CSEA members and their families will be admitted to the fair for half-price that day, compliments of CSEA and The New York State Fair.

CSEA will maintain a booth in the Center of Progress Building on the fairgrounds throughout the entire fair, so stop by and visit the

CSEA booth any time. The half-price coupons at right, however, are good only on CSEA Day at the Fair, Saturday Sept. 5.

The New York State Fair is at the Empire Expo Center located off exit 7 of Interstate 690, 3 miles west of Syracuse. Hours of operation are 10 a.m. to 10 p.m. daily.

YOU'VE GOT THE CSEA ADVANTAGE

ADMIT ONE CSEA MEMBER OR FAMILY MEMBER

**\$3.50
OFF**

Regular
Admission

Coupon good only on
Saturday Sept. 5, 1998

One coupon for \$3.50 off
admission for one CSEA
member or family member.
Children under 12 free.

**\$3.50
OFF**

Regular
Admission

Celebrate **CSEA Day** at
the New York State Fair
on Saturday
Sept. 5, 1998

Danny Donohue
Danny Donohue
CSEA President



NAME _____

ADDRESS _____

PHONE _____

CSEA LOCAL _____

IT PAYS TO BE A CSEA MEMBER

Compliments of CSEA and The New York State Fair

YOU'VE GOT THE CSEA ADVANTAGE

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Sept. 5, 1998

Danny Donohue
Danny Donohue
CSEA President



NAME _____

ADDRESS _____

PHONE _____

CSEA LOCAL _____

IT PAYS TO BE A CSEA MEMBER

Clip one coupon above for each CSEA member and family member and bring coupon(s) to any fair gate to save one-half off the regular admission price on Saturday Sept. 5 only. Each family member must present a coupon to receive the one-half off admission discount (one person admitted per coupon only).
Reproduced coupons will not be accepted. Additional coupons will be available at your CSEA region office.

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

THE PUBLIC

Sector

AUGUST 1998

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