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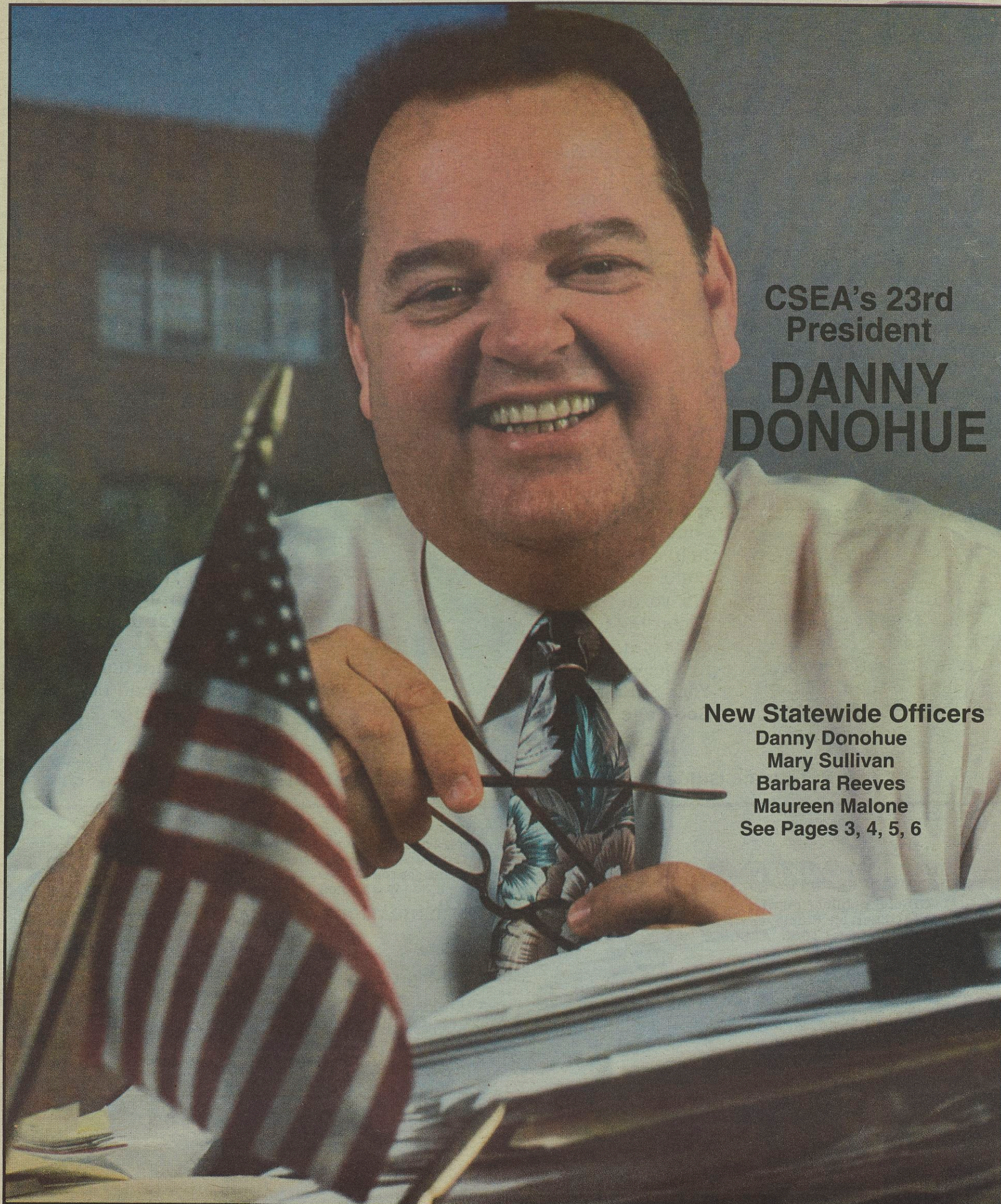
THE PUBLIC

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CSEA's 23rd
President

**DANNY
DONOHUE**

New Statewide Officers

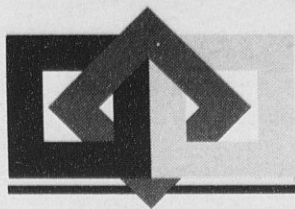
Danny Donohue

Mary Sullivan

Barbara Reeves

Maureen Malone

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A new administration takes charge
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CSEA likes to see people smile. See why these people are smiling on **page 8**.



CSEA — Family, Friends, Neighbors



▲ "When you touch a life or a family, it has its own rewards." School nurses are honored for excelling in their field. **See Page 9**

► "If I can do something to help one child, then it's worth it," according to one volunteer in the New York State Mentoring Program. **See Page 14**



"... CSEA members do heroic things as part of their jobs each and every day. . . They did it because they are simply outstanding members in their communities."

Seven members are honored for heroic deeds that had nothing to do with their jobs. **See Page 18**

HOW CAN CSEA HELP ME?

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CSEA members elect new officers

ALBANY — Danny Donohue is CSEA's 23rd president in the union's 84-year history.

Donohue, who had been executive vice president for six years, begins his three-year term July 1.

Joining him will be Mary Sullivan as executive vice president, Maureen Malone as treasurer and Barbara Reeves as secretary.

Donohue easily outdistanced three rivals with 15,394 votes. Runner-up was Elaine Kennedy with 8,273 votes, followed by Michael Kaplan with 4,378 votes and Al Mead with 3,445 votes.

Donohue, a longtime activist, is the first downstate resident to become CSEA president. He began his CSEA career as local president of CSEA Central Islip Psychiatric Center Local 404 and moved up through the ranks steadily to win the presidency. (See page 5.)

"CSEA right now needs an aggressive fighter for our rank and file, and that's the kind of leader I am," he says. "I am hitting the ground running."

Donohue, 49, campaigned on the theme "Together for a new CSEA."

Mary Sullivan, who has been CSEA statewide treasurer for seven years, won her new position with 22,347 votes to George Boncoraglio's 8,762.

One of Sullivan's goals as executive vice president will be to improve communications among CSEA leaders and members.

"My door will always be open," she says. "I'm willing to talk to whoever wants to talk to me."

Three-year terms begin for

★ **President Danny Donohue**

★ **Executive Vice President Mary Sullivan**

★ **Treasurer Maureen Malone**

★ **Secretary Barbara Reeves**

**'CSEA
right now
needs an
aggressive
fighter for
our rank
and file,
and that's
the kind of
leader,
I am'**

**Danny Donohue,
president**

A longtime activist from Herkimer County Local 822, Sullivan is the first local government division member to be elected executive vice president. (For more about Sullivan and the other officers, see page 6.)

Maureen Malone, who has been CSEA Central Region treasurer and a longtime activist, beat out three competitors to become statewide treasurer.

She has been both a local government and state

employee, as well as an employee of CSEA's international union, AFSCME.

Malone is interested in education for members.

"I'm looking forward to helping people and to training people to help make CSEA better than it is today and more

united as a union," Malone said.

Malone received 12,308 votes, followed by Barbara Allen with 10,494, James V. Kurtz with 5,073, and Tony Bailous with 3,226.

Barbara Reeves, another longtime activist from CSEA's Central Region, won the post of statewide secretary with 11,508 votes, followed by Judy Remington with 10,140 and Candy Saxon with 9,325.

Her chief concern is being sure the members know what

the union has to offer.

"I want to stay in touch with the grassroots and focus on making them aware of the benefits and services that CSEA has available," she said.

Reeves was a founding member of what is now CSEA Mohawk Valley Psychiatric Center Local 434 and was an original member of the CSEA statewide Women's Committee.

In all 31,875 valid ballots were returned for the statewide elections.

Thanks from the bottom of our hearts

Laura and I have received literally hundreds of letters and phone calls from CSEA members and friends wishing us a long and happy retirement.

I take this opportunity to thank all of you for your warm expressions and your many acts of kindness and assistance, not only since I announced my retirement but throughout my six years as your president and the 37 years that I have tried to do my best for CSEA members as a union activist.

Working with and for you has provided me great thrills, a tremendous sense of satisfaction and memories that will last a lifetime. Laura and I will cherish always the friendships we have made through our union activities. Thank you from the bottom of our hearts for enriching our lives so much.

Sincerely,

Joe McDermott

A message from CSEA President Danny Donohue

During the next three years I hope to make "Danny Donohue" a household name in New York State.

I will be visible - vocal - and available when you need me.

I will set up a regular schedule of visits, for example, to each of our six region offices

and have an open door policy. All you have to do is show up; I will be there waiting to hear what you have to say.

These visits are an important first step

because they mark the beginning of my efforts to reach out to each and every single CSEA member. Look for the schedule of my first round of visits in the next edition of *The Public Sector*.

I also have many other ideas that I will be announcing in the weeks and months ahead. In the meantime, I want to hear from you. Send me your thoughts and your ideas; mark the letter "personal" to guarantee that it gets my individual attention.

Write to:
Danny Donohue
 CSEA Headquarters
 143 Washington Ave.
 Albany, NY 12210.

Danny



TIDINGS OF THE TIMES
 (A Wake-Up Call)

Danny Donohue: An activist leader

ALBANY — Danny Donohue knows how to get things done and he has a simple explanation why: "Growing up in Brooklyn in a family of 11 children I learned fast how to negotiate ... from what clothes you could wear to what TV programs you watched ... and growing up like that taught me how to get along with people."

He credits that upbringing with giving him the skills that made it possible for him to reach the CSEA presidency.

Danny, as he insists people call him, describes himself spontaneously as "people oriented... maybe it's the Irish in me but I love to mix with people." He sees the role of president as one that "brings people together... I want to be visible. And I certainly won't be hiding behind a desk."

The union's 23rd president since 1910, Danny says he entered public employment thanks to an aunt who lived on Long Island.

"I was out of school and something of a beach bum hanging out in South Hampton when she told me to go to the hospital and get a job." The hospital was Central Islip Psychiatric Center and the job was attendant.

It was the mid-60s and like most of the youth in his generation, Vietnam was on the horizon. Danny would spend more than two years there before returning home. He was happy to have his old job back and even happier when he met Irene Laskowski there, a student nurse from St. Clare's Hospital whom he later married.

Danny laughingly recalls telling his future father-in-law "I may never be president but Irene will always have a roof over her head and food on her table." Little did he realize that several decades later he would indeed become a president.

Danny sees his road to CSEA's top spot as a journey that began when he decided to get involved. It all started with a write-in candidacy for president of Central Islip Local 404.

"The old election rules made it difficult to run, but one of the local officers told me I could have my name written in on the ballot. I gave my supporters

cards with my name on it, you had to spell it correctly, and the incumbent was really surprised when he saw people standing out in the rain waiting patiently to vote for Danny Donohue."

He was re-elected twice and is especially proud that the number of members voting increased with each election.

"I was disappointed initially that so few members bothered to vote, and I worked hard to get people involved. It didn't matter that much to me then who they voted for; I just wanted them to get out and vote."

While doing his work as local president, Danny caught the attention of activists in the Long Island Region which led to his election as first vice president there. The death of long-time Region President Irving Flaumenbaum in 1980

suddenly propelled Danny into the union's top ranks.

Once again, his priority was getting people involved.

"One of my proudest moments was when we held two membership fairs on Long Island — one in Nassau County and one in Suffolk County," he says.

"People told me I was out of my mind... nobody would show up... but we had more than 3,000 members at each fair.

"The lesson here was that it could be done."

He served three terms and even once defeated Dan Donahue for the post.

"The opposition put someone



up against me with the same name as mine except the DonOhue was spelled with an 'A' — DonAhue —instead of an 'O,' Donohue says.

"So we came up with a slogan: vote for the OK DonOhue, and I won in a landslide."

In 1984, Danny was elected an International Vice President of the 1.4 million-member American Federation of State, County and Municipal Employees, CSEA's international union. He has since been re-elected twice to that post.

Four years later, he became the first downstater to serve as CSEA executive vice president.

He attacked that job with his usual enthusiasm, and recalls that one year he spent six months on the road.

"It was a real training ground for me, an opportunity to visit every part of the state and to hear firsthand from our rank and file what is on their minds," he notes.

As EVP, Danny successfully handled critical assignments. He spearheaded efforts to protect mental hygiene jobs and led the fight for the historic 1993 Community Mental Health Reinvestment Act. He was also a highly visible opponent of privatization who nevertheless found the time to help the State Employees Federated Appeal (SEFA) raise thousands of dollars for United Way charities.

He assumes the CSEA presidency after a varied career in the union which he feels "makes me the right president for the right time."

And he freely admits that during the next three years he has one simple goal: "to get more people involved to make this union even better."

— Stanley P. Hornak



CSEA President Danny Donohue on the picket line.

Mary Sullivan is committed to action, communication

ALBANY — Mary Sullivan is used to getting the job done.

That's how she got involved in CSEA when she was a social services worker in Herkimer County, and that's how she's moved through the ranks to become CSEA executive vice president.

"If a job needs doing, I'll do it," Sullivan says. "It's my nature. I'll do whatever I have to do to make this union better."

Sullivan, who was statewide treasurer for seven years, has clear goals for her new job.

She sees herself as a link in the communication chain among CSEA's statewide officers "so we can work as a team to improve the things we're responsible for handling."

Sullivan will remain accessible to the membership as well.

"My door is always going to be open," she says. "There's no wall going up. I'm willing to talk to whoever wants to talk to me."

Sullivan is committed to a strong, united CSEA.

"Some people think

divisiveness is the way to address their problems," she says. "They don't see that because it's negative for the union, it's negative for them because they are the union."

"One of my goals is to bring the leaders and members together so we can have disagreements, decide by majority rule and then present a united front."

Without that, Sullivan believes, CSEA can lose its bargaining strength.

"The benefits everybody enjoys today exist because of the people who stuck together to get the employer to provide them: the five-day work week, health benefits, drug benefits and everything else we get,"



Sullivan says. "We worked to get all this through strength."

CSEA is strongest when the members are involved, she says.

"The strength is in the members when they participate, when they vote, when they speak out as union members," she says. "The members need to learn how powerful they are."

The union needs to educate officers and activists who then get others involved. Sullivan knows the importance of getting help from experienced activists.

Shortly after she joined CSEA, she ran for president of the Herkimer County Unit of CSEA Local 822. Before long, she was local president.

Since then Sullivan has been treasurer and first vice president of CSEA's Central Region, chair and vice chair of the CSEA Local Government Executive Committee, treasurer of the CSEA Political Action Fund and eight-time delegate to the AFSCME Convention.

"I had opportunities to learn and to be educated through my union," Sullivan says. "I need to give back what I've gotten. So do other officers. You need to know when you move on there is someone who can do the job."

Sullivan is the first local government member to be elected executive vice president, but she isn't limited to local government issues.

"I'm proud to be a local government member elected executive vice president, but I know I am not only local government," Sullivan says. "I am CSEA executive vice president, for public and private sector members, all 210,000 members and 50,000 retirees."

— Kathleen Daly

Treasurer Maureen Malone

ONEIDA — Maureen Malone says her CSEA involvement started as a fluke when in 1974 her CSEA officers in Madison County "volunteered" her to attend a region meeting because she had the time off.

That fluke started a career of union activism and service that 20 years later has her moving into the office of CSEA statewide treasurer. After that, she says, "I ran for board representative and won. It started from there."

That's where she saw CSEA Central Region President Jim Moore, who later became her friend and supporter. He has always given her 100 percent support and encouragement, Malone says, and appointed her to the region executive board in 1984. She also received valuable support from CSEA Executive Vice President Mary Sullivan, another Central Region activist.

Malone started as a lab technician for Madison County, then worked for the state, first at Mohawk Valley Psychiatric Center and then at SUNY Health and Science Center. She's worked for CSEA's international union AFSCME and had owned a yarn shop.

Her union involvement has been just as varied. Malone has been region second vice president, corresponding secretary and for seven years, treasurer. She has also represented Madison County and Central Region mental hygiene workers on the CSEA Board of Directors. She's been chair of the statewide Methods and Procedures Committee and is on the CSEA Judicial Board.

Her experience with both state and local government give her a unique perspective as statewide treasurer.

"I'm looking forward to helping people and to training people to help make CSEA better than it is today and more united as a union," Malone said. "I don't want to just sit in Albany. It's a big state, and I hope to spend as much time as I can out in the locals and units helping people."

"There's a lot of work to do. I also want to thank all those people who believed in me and my candidacy and worked so hard to help get me elected."

— Mark M. Kotzin



Secretary Barbara Reeves

UTICA — Ask Barbara Reeves how to help people and her face lights up.

Ask her how CSEA can make a difference in members' lives and she gives a detailed description.

Both are issues close to the heart of CSEA's new statewide secretary.

"I ran for this position because it's a way to do something positive for the union and for our members," Reeves says. "I want to stay in touch with the grassroots and focus on making them aware of the benefits and services that CSEA has available."

Reeves, a 28-year state employee, has long been active in CSEA. A founding member of what is today Mohawk Valley Psychiatric Center CSEA Local 434, she has been mental hygiene representative on CSEA's Board of Directors and was on CSEA's first statewide Women's Committee.

"I got involved in CSEA as an extension of my involvement in the civil rights movement," she says. "I think the principles of social justice and the principles of this union are really the same."

Reeves says one of CSEA's greatest strengths is the diversity of its members.

"CSEA has come a long way in terms of how to serve its members on the job and off," she adds. "I'm very proud of the CSEA Women's Committee for focusing attention on issues like child care, pay equity and sexual harassment."

Reeves credits CSEA's former statewide Secretary Irene Carr for much of this progress.

"Irene Carr was a role model for women in CSEA," she said. "My goal is to be the kind of union leader that Irene was."

For 15 years, Reeves has been Employee Assistance Program coordinator at MVPC.

"I receive so much satisfaction working with people," Reeves said. "My EAP work and my union work are really very similar."

"CSEA is more than just the contract book," she said. "In fact most of the things people come into the union office about can't be found in the contract. But what we do as a union is listen, show we care and link them up with the help they need."

— Stephen A. Madarasz



CSEA wins victory for Nassau County doctors

EAST MEADOW — CSEA won a consent award that means as much as \$30,000 for some employees at Nassau County Medical Center.

Since 1969, all part-time doctors in NCMC held civil service titles of "physician" and received benefits including vacation, sick, longevity and termination pay, CSEA Regional Attorney Lou Stober said. The doctors are members of CSEA Nassau County Local 830.

The county called them "sessional" employees and in 1991 tried to strip them of their benefits.

"Through the consent award we were completely successful in obtaining everything back for the doctors," Stober said. "That includes all benefits plus entitlement to termination pay."

Dr. S. Donald Lane, a part-time physician at NCMC for about 30 years said he was glad to have participated in the case.

"I've been a union man for many years, and I think CSEA did the best that could be done under adverse conditions and won," Lane said.

CSEA Labor Relations Specialist Claude Ferrara said the director of personnel ignored the civil service commission's letter which identified each doctor by name as being a "part-time physician," not sessional employee.

Dr. Joel Stark, another part-time physician, put his gratitude in writing.

"It was very heartening to have the active support of CSEA from the very first time I went to (Unit President) Sue Duffe's office . . . I appreciate your efforts and those of your colleagues," he wrote.

CSEA Local 830 President Rita Wallace praised the CSEA staff and local Administrative Assistant Tony Giustino for their hard work on the case.

— Sheryl C. Jenks

CSEA helps with training for Nassau County nurses

UNIONDALE — When Nassau County Medical Center wanted to charge nurses for required infectious disease control training, CSEA stepped in.

"Management was unwilling to budge off their demands that CSEA members pay through the nose, despite the fact that other county members working at the geriatric facility received the training for free," NCMC Unit President Sue Duffe said.

Working with CSEA's Employee Assistance Program, Duffe arranged space at the Nassau County Community College where the professional certification program was presented to an overflow audience.

"This training could otherwise cost from \$25 to \$75 out of your own pocket," Nassau Local 830 Administrative Assistant Les Eason said.

Registered Nurse Joan Cleary said this was the first time she had ever attended "something like this through the union. It's a good course and very informative. Without this opportunity, I'd have had to lay out about \$30."

"The management's attitude on making this available without charge was totally hostile," Duffe said. "They refused to even make a room available at the hospital with CSEA paying for the teacher."

CSEA Employee Assistance Director Jim Murphy attended the training.

"This was a pilot project that was a month in the planning," Murphy said. "We were happy to make it easier for CSEA members to maintain their licenses."

— Lilly Gioia

Weschester Unit ratifies contract

WHITE PLAINS — CSEA is urging Westchester County Unit members to ask their county legislators to approve their recently ratified contract.

County workers voted 2,903 to 158 to ratify a two-year contract that is retroactive to Jan. 1.

Lawmakers, who have rejected contracts for other unions, are expected to vote on the CSEA agreement next month.

The contract, which provides for a salary increase in both contract

years, also boosts longevity payments, shift differentials, uniform and tool allowances, tuition reimbursements and dental and vision benefits, Unit President Cheryl Melton said.

CSEA Political Action Coordinator Stan Merritt has prepared sample letters for county employees to send legislators and is encouraging workers to call the lawmakers to urge them to approve the contract when it comes up for a vote.

— Anita Manley

CSEA wants investigation into Colonie town dump explosion

COLONIE — CSEA wants the Town of Colonie to review its emergency procedures after a reported 20-minute delay in calling for emergency medical crews to help stricken town landfill workers.

The union also wants to know what happened the day the six workers, members of CSEA Albany County Local 801, were stricken.

Reports on the incident differ on whether there were one or two explosions and on the intensity. Some said it sounded like a cherry bomb while others said it rocked the ground for a half mile.

CSEA is most concerned about the mistreatment of its members in a life-threatening situation.

CSEA member Steve Strohmeier was the first to be stricken. He recalls hearing an explosion behind him and seeing a fire. He poked at the fire and blacked out.

Co-worker Tom Patrizio saw Strohmeier's compactor, heard a second explosion and saw a big cloud coming out of the landfill.

Management allegedly did not want to call for help until they saw Strohmeier.

Patrizio was directed to move the compactor while the cab was filled with a disgusting odor, he said.

"I got a headache, I started getting sick to my stomach. I was having difficulty breathing."

As fire and emergency medical services arrived, landfill employees near the explosion started dropping. James Romano, Keith Alung, William Hass and Terry Catone were affected by the fumes.

Once management asked for help, more than 100 men and women from surrounding fire departments responded, as did hazardous material response teams from General Electric and the Watervliet Arsenal.

CSEA wants to review all reports on this incident and especially wants to question the town officials on the 20-minute delay in what proved to be a serious situation.

"We want management to err on the side of safety, not on the side of fleeting productivity," CSEA Town of Colonie Unit B President Ken Plew said. "Safety first."

— Daniel X. Campbell



Livingston County Contract Smiles

CSEA Local 826 members celebrate a new contract with Livingston County. They're also happy the county decided against selling its nursing home. CSEA waged a public campaign against the proposed sale. From left are: Local 826 President Tammy Macomber, Saysamone Kettavong, Margaret Hardy, Peggy Van Buren, Barbara Thompson, Darla Oliver and Local Vice President Barbara Marr.

CSEA wins back nurses' title, pay in Schenectady

SCHENECTADY — CSEA's persistence has successfully protected the rights and pay of nurses at the Schenectady County Jail.

An arbitrator agreed with CSEA's charge that the county improperly changed the nurses' title and cut their salary. He ordered the county to restore them to the correct salary and awarded the nurses back pay.

They worked under the title jail health service providers until the county unilaterally changed their title and paid them less for essentially the same work. CSEA filed a grievance and won.

"I feel vindicated," said member Elizabeth Curtis. "I knew the union was behind me."

Another jail health service provider, Kathleen Rafferty, nearly lost her home because of the pay cut she endured.

"It's been a nightmare for my family," she said. "Donna Markessinis (unit president) and Lou Altieri (local president) were always there for me."

The arbitrator agreed with CSEA that the employees' salaries had been negotiated.

"Further, the jobs took place at a jail," the arbitrator wrote. "This is a work

environment that historically merited higher pay for nurses than those working in the hospital. Thus placing nurses who worked in the jail on the same salary schedule as those who do not does not take into account a critical aspect of the jobs in the jail."

"This is a major victory," CSEA Unit President Donna Markessinis said. "It protects union rights and negotiated contracts."

— Daniel X. Campbell



CSEA Schenectady Jail Health Service Providers Elizabeth Curtis, second from left, and Kathleen Rafferty, right, with Section President Donna Markessinis, left, and CSEA Local President Lou Altieri celebrate an arbitration win.

Charges pile up against Smithtown management

SMITHTOWN — Improper practice charges (IPs) and grievances are piling up in Smithtown.

CSEA has also filed a lawsuit accusing the town of discriminating against handicapped employees.

Former CSEA Unit President Bill Maccaro is at the center of a number of charges. CSEA filed charges saying he was demoted because of his union activism.

Maccaro is also part of CSEA's discrimination lawsuit. Although he has only one arm, the town has required him to work on a conveyor belt line, sorting recyclables.

"This is a job which is grueling for a person with two arms," CSEA Unit President Doug Keltner said.

The lawsuit includes the town's refusal to cover insulin even though state law mandates it, CSEA Labor Relations Specialist Stan Frere said.

Another case in the discrimination claim involves Bill Maccaro Jr. Seriously injured on the job in a methane gas explosion, he tried to return to work after many operations to reconstruct his burned body.

"We had to fight for his job," Frere said, noting that the town gave him a lower salary and put him on probation. The town did not do this to any other employees who returned to work.

Another incident supporting the handicapped discrimination claim involves a "developmentally delayed" laborer who was laid off.

"The town was supposed to call this guy back because he is next on the list, but they keep passing him over and have said it is because he is slow," Frere said.

The member passed his civil service exam, passed probation and worked for the town for three years with no problems ever noted on his evaluations.

"The actions taken by the town scream discrimination," Long Island Region President Nick LaMorte said. "CSEA is going to fight this. These town officials are a disgrace."

— Sheryl C. Jenks

On-call solution at Erie County Medical Center

BUFFALO — An agreement that compensates workers who are on call weekends for the Erie County Medical Center has been hailed as a win for CSEA members and the hospital.

"This is a good example of gain-sharing, because it helps the hospital increase its efficiency in serving the public, while our members receive something in return," said Lou DalPorto, CSEA labor relations specialist for the ECMC unit of Erie County Local 815.

The agreement allows members who are on call on weekends to carry beepers. They will receive a minimum fee that rises to call-in pay only if they are required to go in, Section President Joan Bender said.

"This will be very good for our people who are specialists, such as Alma O'Connell, who is a sonographer," Bender said. "If a pregnant client has a possible obstruction, the state health department requires that a sonogram be done. Alma or another sonographer would be called in to do that before a

radiology resident would be called. All of this saves taxpayer money."

"This helps free me up for planning vacations and other activities," O'Connell said. "I'm really glad to see this finally get worked out."

In another positive agreement, licensed practical nurses who were docked a day's pay for an alleged sick-out in 1989 have received their day's pay back at current rates.

"It's great to get that time back," said Arlene Berghorn. "We never forgot about it, even though it took a while to achieve."

With a new director recently appointed at the facility, DalPorto, Bender and Unit President Mike Bogulski said the positive attitude shown in these agreements will pave the way for continued cooperation.

"It's always great to win one for our hard-working members," Bogulski said. "Now they can continue to concentrate on saving lives and helping the public with matters of health."

— Ron Wofford



Celebrating an agreement for workers at Erie County Medical Center are, from left, Section President Joan Bender, Unit President Mike Bogulski, LPN Arlene Berghorn, CSEA Labor Relations Specialist Lou DalPorto and sonographer Alma O'Connell.

Kingston honors the father of Local 856 president

KINGSTON — A street in downtown Kingston has been renamed for the father of CSEA Ulster County Local 856 President Joe Van Dyke.

Van Dyke's father, Leonard, was the first black man to be elected as an alderman in Kingston. A Democrat, he was elected in 1963 and represented what was then the city's sixth ward for two years.

The father of 11 children, a U.S. Army veteran and a construction worker, the elder Van Dyke was known as a civil rights activist.

Joe Van Dyke and his mother, Vera, were also

'It gives me a strong feeling that this community is pulling together.'

presented with a "Pride of Ulster County Award."

Van Dyke said the ceremony was very touching.

"I thought what was especially great was that there were so many people from so many different walks of life here," he said. "It gives me a strong feeling that this community is pulling together."

— Anita Manley



Local 856 President Joe Van Dyke

Member praised for helping rescue boy injured in car accident

CENTER MORICHES — CSEA Brookhaven Highway Department Unit member Lou Kochanskyj is a hero to the five-year-old boy he helped rescue during one of Long Island's snowstorms.

Kochanskyj, a volunteer for the Center Moriches Fire Police and a member of CSEA Suffolk County Local 852, was plowing snow when he saw the boy get hit by a car.

"I used the radio to call police and an ambulance, and I ran to help," Kochanskyj said.

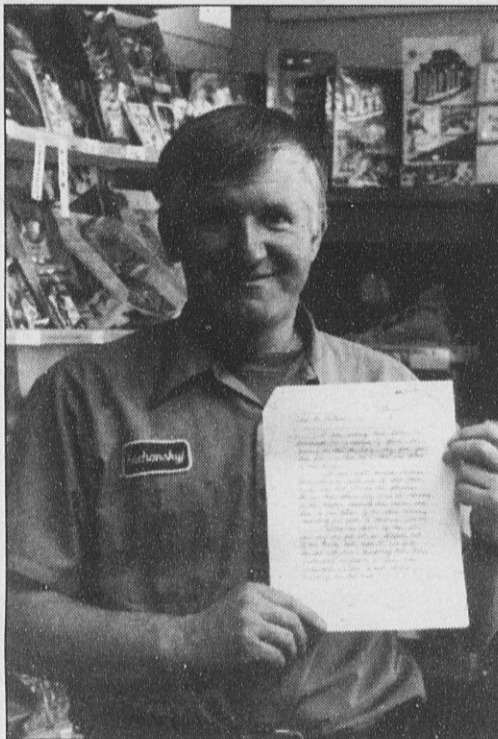
"I saw the boy was under the wheel and he was screaming. I told the driver to back up," he said. "I covered the boy up, and I kept talking to him. I told him I had a store with lots of comic books, and I would give him some."

Kochanskyj was referring to "Lou's Dugout," his comic book and baseball card store.

While he comforted the boy, Brandon O'Keefe, and waited for the ambulance, O'Keefe's mother, Mary, arrived.

"I just tried to keep them both calm," Kochanskyj said.

The boy suffered a broken femur and pelvis, but that didn't keep him from holding



CSEA member and hero Lou Kochanskyj shows the letter of commendation written by Mary O'Keefe, mother of the five-year-old Kochanskyj helped rescue.

Kochanskyj to his promise of comic books.

"He came in on his walker to get those comic books," Kochanskyj said with a grin.

Mary O'Keefe wrote a letter of commendation to Brookhaven Town Supervisor John LaMura.

"Our family is very grateful to this man who helped so much at such a traumatic and difficult time," she wrote. "We hope you value Mr. Kochanskyj as a town employee as much as we do."

Kochanskyj was one of five CSEA members recognized at the Long Island Region's "CSEA Honors Its Heroes" ceremony (see page 18).

"This is another outstanding CSEA member," CSEA Long Island Region President Nick LaMorte said. "He is a hero and we will take pleasure in honoring him."

— Sheryl C. Jenks

School nurses honored

CLARKSTOWN — Five school nurses in the Clarkstown School District have been recognized for excellence.

Nominated for the state Nurse of Distinction award, Kay Garvey has been a school nurse at the Little Tor Elementary School for 11 years.

"I love the small kids. They have such unique personalities," she said. "Every day is a challenge."

The role of the school nurse has changed over the years, Garvey said.

"It used to be primarily first aid. Now, it's a lot more complicated," she said. "Kids come to school with a lot of problems, and you need to spend time with them to help them."

Maria Reina and Ellen Oates were nominees for the Rockland County Nurse of Excellence Award.

Oates, a 19-year school nurse at Bardonia Elementary School, said she has always liked working with people and relates well to children.

"When you touch a life or a family, it has its own rewards," she

said. "There are no big successes. It's just the day-to-day things that matter."

Reina, in her fourth year at Wood Glen Elementary School, said her office is "always packed."

"It shows the kids have confidence in me," she said. "When the office is busy, it really says the kids know their needs can be met."

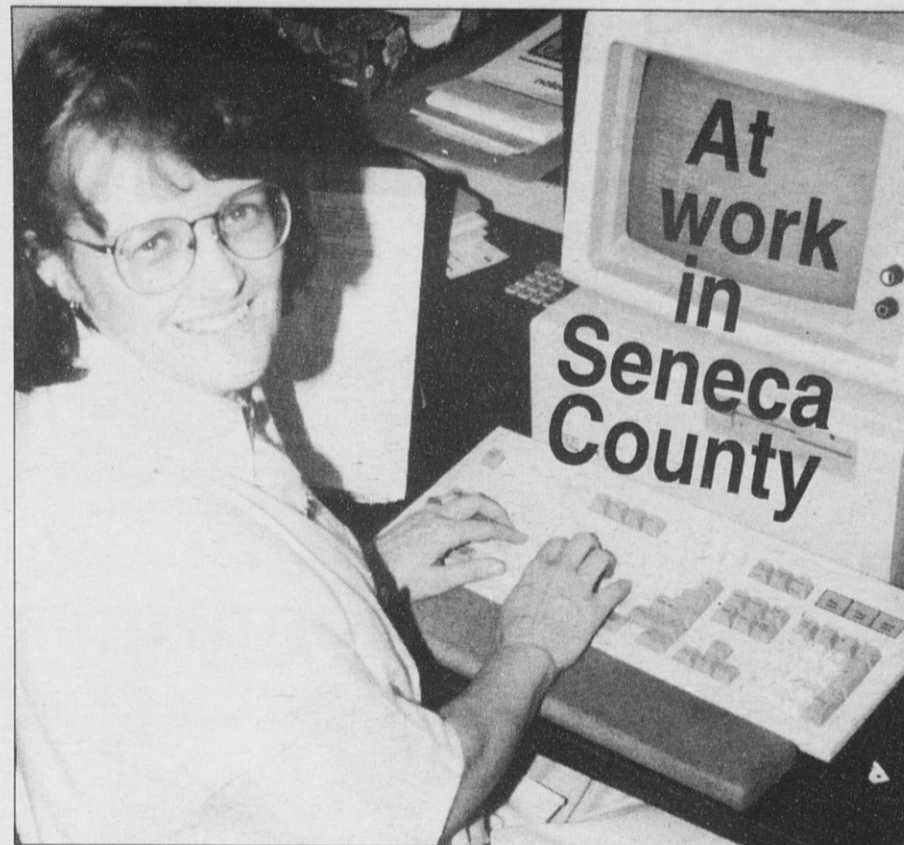
Roberta Bagno, a six-year employee at Felix Festa Junior High School, and Joan Dorry, a seven-year employee of West Nyack Elementary School, gave presentations at the spring conference of the State Association of School Nurses. Both reported on the pilot program they helped institute in their schools. Bagno's program included diabetic teaching and asthma treatment. Dorry's program focused on treating students who have emotional needs.

"If they have a problem, they know who they can go to," Dorry said. "A lot of these kids don't know who they can trust."

— Anita Manley



NURSES HONORED — Standing, from left, are Joan Dorry, CSEA Unit President Mary Novotny and Kay Garvey. Sitting are Ellen Oates, Maria Reina and Roberta Bagno.

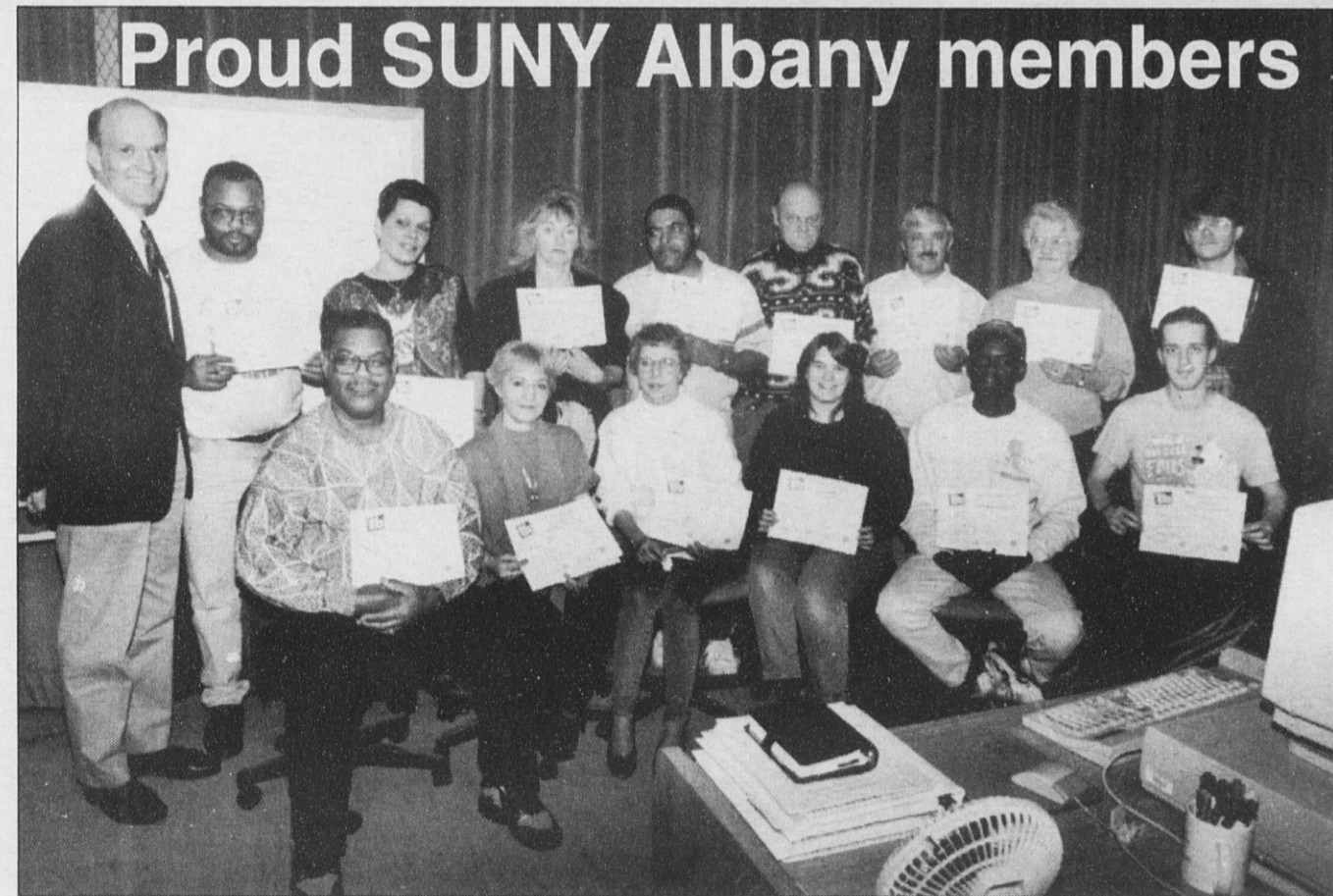


Senior Account Clerk Typist Cindy Black, left, is hard at work on her keyboard at the Seneca County Public Health Department.



On the job at Marcy Correctional Facility

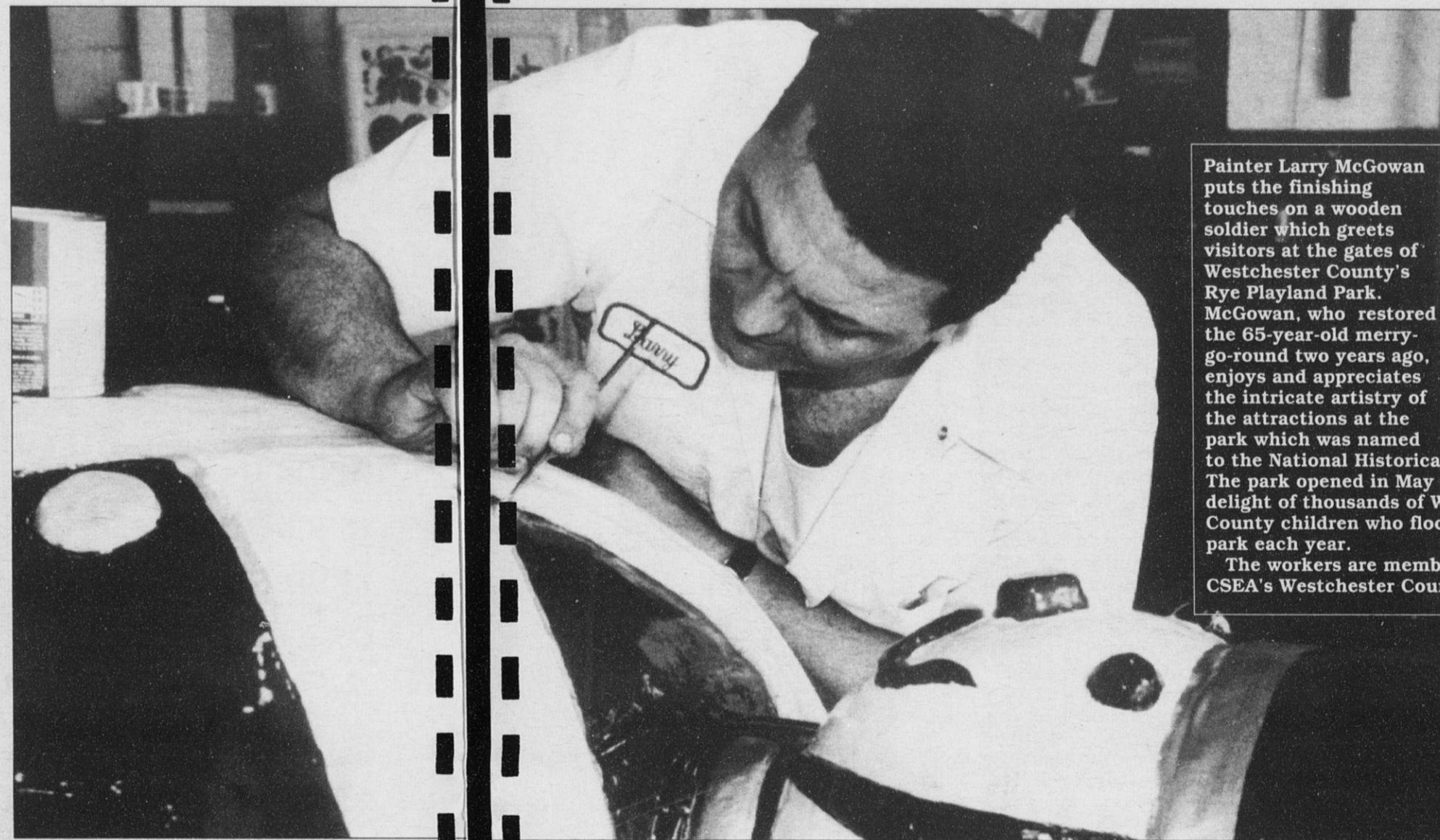
Terri Haddad, a keyboard specialist and CSEA member at Marcy Correctional Facility, keeps the files in order.



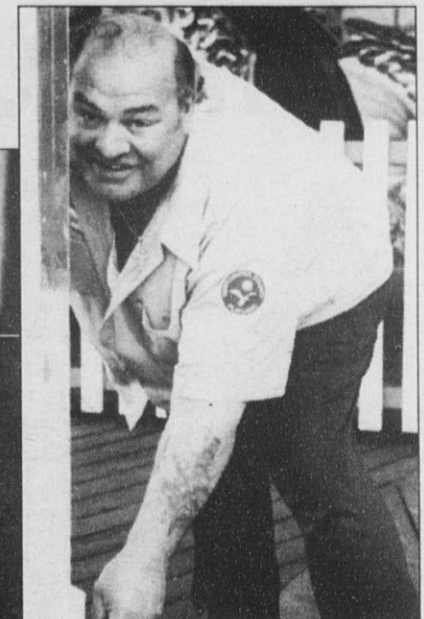
Proud SUNY Albany members

CSEA MEMBERS EARN certificates in computer operations at the SUNY at Albany Library. Seated from left are: Stephen Nunes, Marlene Mastroianni, Sharron Cristman, Deborah Butler, Robert Rowe and Keith Beattie; standing from left are, instructor John Hogan, Freeman Joyner, Robin Tooley, Charlotte Herbert, James Myers, George Derrick, Miroslaw Malczewski, Dolores Miner and Robert Simmons. Photo by John R. Dillon, Dillon News Photos.

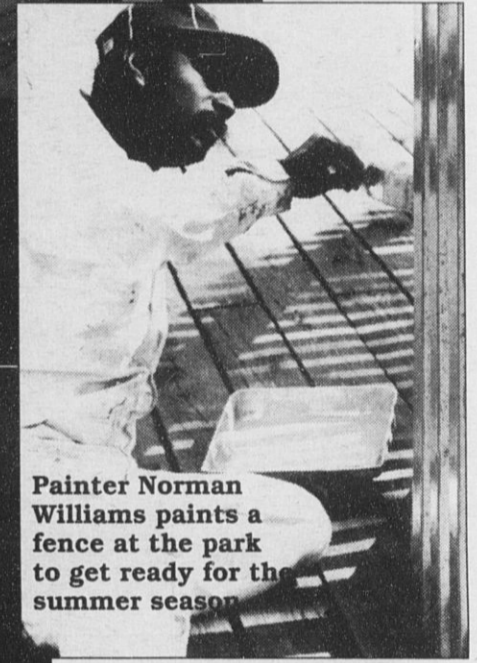
Westchester County workers prepare for season



Painter Larry McGowan puts the finishing touches on a wooden soldier which greets visitors at the gates of Westchester County's Rye Playland Park. McGowan, who restored the 65-year-old merry-go-round two years ago, enjoys and appreciates the intricate artistry of the attractions at the park which was named to the National Historical Register. The park opened in May to the delight of thousands of Westchester County children who flock to the park each year. The workers are members of CSEA's Westchester County Unit.



Left, Carpenter George Sprague repairs a post at the gate of the park merry-go-round.



Painter Norman Williams paints a fence at the park to get ready for the summer season.



Keeping the public healthy in Niagara County

Public Health Nurse Sue Kingsbury, a member of CSEA Niagara County Local 832, spends her days on the road making sure homebound residents are getting the health care and help they need.

Herkimer County members support worthy causes



Above, Herkimer County CSEA members working in the Department of Social Services proudly model the t-shirts they bought to support several worthy causes. Proceeds from the sales of the t-shirts, which commemorate the Utica Boilermaker Road Race, will be divided between the Sara Anne Wood Rescue Center and the NYS Trooper Foundation. Right, Herkimer County Local 822 President Pat Labrozzi models the t-shirt the CSEA members all wore.



CSEA makes gains in state budget

State Spending

State spending for parks up \$25 million with 160 new jobs. No layoffs in DFY with a new facility.

CSEA can claim victories for both state and local government employees in the 1994-95 state budget.

The \$62 billion budget passed by the state Legislature increases aid for local governments and school districts, restores some state jobs and adds more jobs.

The 1994-95 state budget is the latest in history, and only by keeping a close watch on developments and lobbying effectively was CSEA able to protect members' interests.

Local assistance increased by \$147.2 million. CSEA lobbied successfully for an increase in revenue sharing. The

unrestricted aid will go up by 7.6 percent for all cities, towns and villages. This is a positive step that will help local governments provide services.

The state will increase its share of Medicaid costs for long-term and managed care by nearly 6.2 percent. The state share is scheduled to increase to 10 percent on April 1, 1995.

Local governments will also get a 9 percent increase in state reimbursements for pre-kindergarten handicapped education.

School aid in general has increased more than \$450 million.

CSEA also won a significant increase in probation reimbursements, to 39 percent from 26 percent.

CSEA fought hard to successfully protect the interests of state division

members in the drawn-out budget process.

CSEA won more funding for New York City Division For Youth facilities, including \$7.7 million for a new 25-bed facility, and assurances that no one will be laid off.

The union also saw some progress in the fight against the use of electronic recording in the state's courtrooms, limiting an experiment to one year, rather than the proposed permanent expansion.

CSEA also won \$25 million in new funds to enhance state parks and create 160 new jobs.

CSEA worked hard to prevent the contracting out of drug treatment beds in the Department of Correctional Services and to expand the more efficient state-operated facilities.

A 750-bed vocational rehabilitation center will go into the new Collins facility, which was formerly Gowanda Psychiatric Center. This is an example of CSEA's commitment to finding new uses for state facilities that provide important services and employ CSEA members.

In the Department of Motor Vehicles, CSEA won the fight to keep DMV offices open in Buffalo and Binghamton.

CSEA also succeeded in the fight to keep DMV from contracting out road test operations.

Local Spending

Local aid up \$147 million. School aid up \$450 million. Probation reimbursement up to 39 percent.

CSEA keeps fighting for health care reform

CSEA members across the state have been making the union's case for health care reform.

As part of a statewide, orchestrated campaign to make sure federal lawmakers know where CSEA stands, members have written nearly 70,000 letters. They have made the union's case at meetings with legislators.

CSEA wants to be sure that national health care reform includes five points: universal and comprehensive coverage for all Americans; no taxation of employee benefits; worker protection and adequate funding for re-training; cost controls; and a cap on employer costs for public sector employers.

CSEA members and retirees spoke at a forum sponsored by U.S. Rep. Susan Molinari.

"We came to this forum as CSEA members because we can't allow greedy insurance companies and drug manufacturers to stop the best chance working people have ever had to get guaranteed health care through Congress," said CSEA South Beach Psychiatric Center Local 446 President Joel Schwartz.

"CSEA retirees are deeply concerned about the cost of prescription drugs and long-term health care problems," CSEA Metro Retirees Local 910 President Irene Hillis said.

CSEA Long Island Region President Nick LaMorte spoke at a public meeting with U.S. Rep. George Hochbrueckner.

"CSEA and AFSCME have long supported the concept of universal health care coverage for all Americans," he said.



CSEA members of the Northeast Central Labor Council meet with U.S. Rep. John McHugh about health care reform. From left are: Clinton County DOT Unit President Bob Way; Clinton County Local 810 President Jeanne Kelso; Rep. McHugh; SUNY Plattsburgh Local 612 President Betty Lennon; Sally Goldsmith of Local 810 Political Action Committee; and Virginia Johnson of Local 612 Political Action Committee.

CSEA blasts use of inmate labor after escapes

ALBANY — CSEA is demanding that the state stop using prison inmate work crews in the Empire State Plaza, the huge state office and cultural facilities complex in the heart of the state's capital city.

The state Office of General Services has been using inmate labor work crews to clean the state agency buildings in and around the Plaza for the past several months, during which time two inmates on the work release cleaning crews have escaped. One was on the loose

for a week and the second was caught riffling through files in the Alfred E. Smith State Office Building, where thousands of state employees work.

"The Empire State Plaza is simply not the

place for prison inmates. The risk is much too great for the

general public and for state employees," CSEA President Danny Donohue said.

"The Empire State Plaza is too large, with too many

hiding places and too many potential escape routes," Donohue said.

He also noted that the inmates have easy access to offices where there are items such as scissors, letter openers and razor blades that could become weapons.

"We could easily wind up with a state employee or member of the general public being held hostage or being injured or worse," Donohue said. "The state has already shown it has difficulty controlling some of these inmates; why risk it?"

'We could easily wind up with a state employee or member of the general public being held hostage'

CSEA wins case of skilled tradesman, phantom truck

BINGHAMTON — "I'm a skilled tradesman, not a truck driver."

With that conviction, CSEA member Paul Hudzina turned to CSEA to help him win a battle against the administration at SUNY Binghamton, who demanded he get a specialized driver's license or lose his job.

Two years ago campus administrators decided to require all skilled trades workers to have non-commercial driver's licenses, allowing them to operate vehicles weighing up to 26,000 pounds.

In 15 years, Hudzina says, he never drove a truck, and wasn't about to start. It wasn't in his job requirements, so he wanted to fight the change. Push came to shove when he got a letter

stating he would be fired if he did not get the license.

"It irritated me that I might be terminated after 13 years for not getting a license for a truck that I never drove," he said. "I went to see my CSEA representative and asked what our recourse was — if he could help me."

CSEA SUNY Binghamton Local 648 President Bob Goeckel asked the administration who would pay for the licensing fees for the 20 or so employees affected.

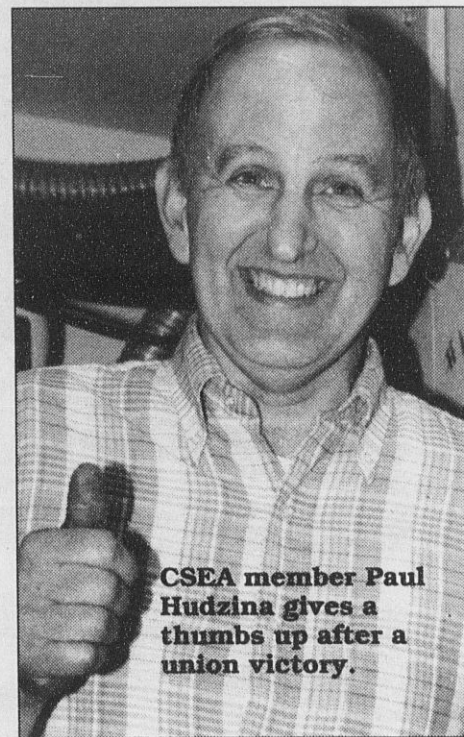
"They said it would be the employees' responsibility. We disagreed," Goeckel said. He filed an improper practice charge on Hudzina's behalf. In the meantime, Hudzina paid more than \$40 out of his own pocket for the license so he

could keep his job. The college rejected his request for reimbursement.

After two years, CSEA won the case. As a result of the union victory, the administration was ordered to rescind the requirement upon Hudzina, and will reimburse him for the cost of the license. They will also enter impact negotiations with CSEA to determine the impact on other CSEA workers affected by the change. Hudzina says he was pleased that the union worked for him.

"I was of course very happy and felt the union was out there helping me. It was our only recourse," he says. "Without our union we're helpless, it's the only fighting arm we have."

— Mark M. Kotzin



CSEA member Paul Hudzina gives a thumbs up after a union victory.

Local 009 member needs leave donations from DMV workers

BEACON — CSEA Mid-Hudson State Employees Local 009 Secretary Valerie Riordan needs the help of other Department of Motor Vehicles employees.

Riordan was recently hospitalized with lung cancer, Local 009 President Vinny Lord said, and needs her co-workers to donate leave time to allow her to continue receiving her paycheck and benefits.

"Valerie is a DMV employee who has worked at different sites in the past few years," Lord said. "She has not only worked for the

membership as secretary of the local, but has also served as a steward, a member of labor/management committees and as a concerned activist who has taken the time to care."

Thanks to a negotiated

Another CSEA member says "thank you" for leave donations. See page 18.

agreement between CSEA and the state, DMV employees can donate unused annual leave to Riordan by meeting certain conditions and completing a leave donation form. The forms can be obtained through a shop steward, local president or by calling Lord at 914-227-8948.

"This is a chance to help someone who has helped her co-workers," Lord said. "On behalf of Valerie, I thank you in advance for your generosity."

— Anita Manley

Record applications for Fall term LEAP vouchers; some restrictions expected

CSEA's Labor Education Action Program (LEAP) received a record number of applications for the upcoming Fall term, according to LEAP Director Ira Baumgarten.

"LEAP received more than 5,300 applications for the Fall term, up nearly 18 percent over last year," he noted.

However, Baumgarten said, because this is the last year of CSEA's current contract with the state for the LEAP program, funding is tight and not all applicants will receive a tuition voucher.

The 75 to 80 percent of applicants who do receive vouchers will be selected by a computerized priority system which incorporates applicants' past history of participation in LEAP and seniority in permanent state service, Baumgarten said.

Staff fights off rabid raccoon

GOWANDA — While the mad rush may have looked a little comical, it was anything but when a rabid raccoon attacked a client at a J.N. Adam Developmental Disabilities Service Office day activity center.

Thanks to the quick thinking and actions of

staff, when it ended, the raccoon was vanquished, and clients and staff alike could walk about the neighboring woods with only one eye peeled for attack.

Wayne Smith, developmental aide and CSEA Local 400 vice

president, was working at his desk when a client rushed in shouting, "A raccoon's biting Dennis."

"I looked out the window, and he was right," Smith said. "There was a raccoon, hanging from the client's hand as he tried to shake it off. I yelled to Pam Mosher in the next room, and she reached him before I did."

The fearless licensed practical nurse didn't hesitate to rush to the rescue.

"I ran out through the doors, and right away I saw this big raccoon hanging onto Dennis' hand," Mosher said. "I actually had to hit and kick it six or seven times before it would let go. Then I pushed Dennis inside and just freaked out for a minute."

Police and emergency crews responded and the animal was tracked down, captured and proven to be rabid. It was later destroyed. The client was treated for numerous bites on both hands and received rabies treatment.

"For everyone involved, including those who grabbed broom handles and sticks and shovels to corner the animal, it really livened up the conversation around here," Smith said.

— Ron Wofford



HE WENT THAT WAY — LPN Pam Mosher and Wayne Smith, Local 400 vice president, discuss encounter with rabid raccoon.



CSEA member Aura Almanzar, standing left, shows a number of young women her computer during "Take Our Daughters to Work Day." She mentors one of the girls, Keturah Smalls, seated.

CSEA members show young people the work world

HARLEM — For Keturah Smalls, "Take Our Daughters to Work Day" and the New York State Mentoring Program came together at the state Office of Alcoholism and Substance Abuse Services.

Keturah, 10, was one of 46 inquisitive young people who toured the office from the mail room to the commissioner's office in the first "Take Our Daughters To Work Day" program hosted at the Harlem headquarters.

Keturah watched her mentor, CSEA New York City Local 010 member Aura Almanzar, at work. Very impressed with Almanzar's computer, Keturah said she liked spending this day at work and especially liked the mentoring program.

"Mentors take you places, and they're nice to be with," she said.

Almanzar became a volunteer mentor through the New York State Mentoring Program. She meets with Keturah twice a month.

"I think it's important," Almanzar said. "If I can do something to help one child, then it's worth it. My daughter had a mentor when she was in high school who really influenced her. Now it's payback time for the blessings I got."

While touring the office, Keturah and the other children heard about the many lives that are ruined by drugs and alcohol, how babies can be born addicted to heroine and cocaine, and what CSEA and other workers are doing to help addicts recover.

CSEA members Angela McMillan and Jackie Purcell helped guide the young people through the office.

"I brought my 12-year-old grandson and his friend," Purcell said. "His friend has no one in the family who works. I think it's important that he sees people at work."

— Lilly Gioia

Members' children are scholars



THE DAUGHTERS OF FIVE CSEA MEMBERS were among the first winners of the Empire State Public Employees Scholarship awarded earlier this year. Flanked by CSEA President Danny Donohue, left, and CSEA Scholarship Committee Chair Diane Lucchesi, right, are, from left, Madhurima Putta, daughter of Jhansi Putta; Kimberly Smith, who won as the daughter of Council 82 member Bruce Smith and whose mother, Nancy, is a longtime CSEA member; Melissa Phillips, daughter of Carol Phillips; and Erin McFarlane, daughter of Nancy J. McFarlane. Missing from the photo is Christine Moore, daughter of Barbara Moore.

Construction begins on downstate day care facility

BEACON — With the groundbreaking of "Care 4 Me," construction began on the 55th day care center to be opened on the grounds of a state facility.

Speakers included state officials as well as representatives of each of the participating employee unions. The Rombout Middle School band provided music for the event.

The center will serve children of employees of four state facilities

including Beacon, Fishkill, Downstate and Greenhaven correctional facilities.

Funding for the center is a joint effort of the Governor's Office of Employee Relations and the unions which represent the employees at each of the facilities, including CSEA, Council 82, Public Employees Federation, United University Professionals, District Council 37 and the Graduate Students

Employee Union.

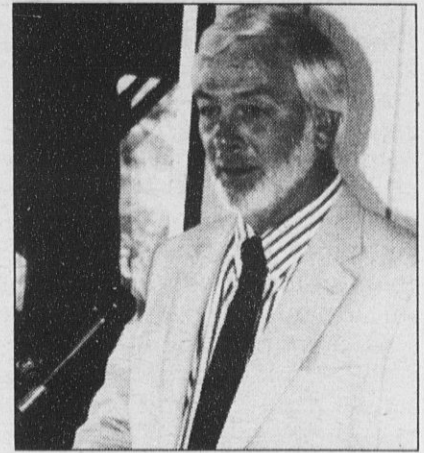
The center has been in the planning stages for more than a year, said Eleanor Dunnigan, chair of the day care facility's Board of Directors.

"Affordable, dependable, quality day care is tough to come by today," said Dunnigan, a 17-year state employee and member of CSEA Downstate Separation Center Local 155. "This was desperately needed."

Fees will be based on a sliding scale according to income, she said. The center will be licensed for 64 children, ages six weeks to 12 years. A school-age program will also be available. Children of corrections employees will receive first consideration for placement, Dunnigan said.

The center is expected to open next January.

— Anita Manley



CSEA Southern Region Second Vice President Jeff Howarth speaks at day care groundbreaking ceremony.

DOT honors member for idea

MIDDLETOWN — Denise Warren won a Department of Transportation Award of Excellence for suggesting and publishing a monthly newsletter.

A member of CSEA DOT Local 515, Warren is a participant and chairperson of the resident's Innovation Committee.

Warren, a 10-year DOT employee, said employees are encouraged to make suggestions to make their jobs easier and safer. Many have received awards for their ideas. The committee meets once a month to review the ideas.

"We encourage all the employees to contribute to the newsletter," said Warren, who types and prints the



Local 515 member Denise Warren

publication. "We even voted on a name. We call it the 'Inside Scoop.'"

The monthly newsletter goes to 65 employees and contains a column by the resident engineer, a welcome to new personnel, birthdays, congratulations and recognition for awards, reports on labor-management committee meetings and any changes in health insurance or other benefits.

"It is important to try to make the workplace better

by making sure everyone gets the correct information, before rumors start," she said. "I enjoy getting involved. It makes the job better."

— Anita Manley

CSEA members honored for 30 years service at Manhattan DC

MANHATTAN — Eleven CSEA members were honored for 30 years or more outstanding service to the developmentally disabled at Manhattan Developmental Center's Employee Longevity Recognition dinner.

CSEA Local 443 President Wally Nash joined management in saluting the tremendous contributions made by long-term workers. Nash, himself a 30-year awardee, recalled seeing "many changes in institutional and home care over the years. It's been a long hard struggle, but a rewarding one."

Many of the workers were hired when the state's policy was to warehouse the mentally retarded. But under a court-ordered Willowbrook decree, the state completely revamped its Office of Mental Retardation and Developmental Disabilities (OMRDD) services, moving to a community-based group home model, said CSEA Metropolitan Region Director Alan Jennings, who attended the awards dinner.

Developmental Aides Jessie Stokes and Ruth Johnson both began OMRDD jobs at the infamous Willowbrook State School on Staten Island where they were assigned to care for as many as 83 clients on a shift. For many years they rose at 3 a.m., commuting from Bronx and upper Manhattan using two trains, a ferry and two buses to reach their jobs by 7 a.m.

During the 1960s and 1970s they commuted more than five hours each day.

"I never missed a day's work in 25 years," says Johnson proudly. "I have a perfect attendance." In recent years she has worked at a Manhattan Developmental Center group home.

Stokes takes pride in the training she received that enabled her to teach clients basic living skills. Today she enjoys working in a group home assisting between four and six clients.

"I have fun doing my job now, and I don't find it depressing," Stokes said. "Community living gives the clients a chance to go out and learn how to socialize in the environment. Before we gave them what we could, but now we know so much more."

"These workers have seen the worst and the best over many years of giving dedicated care to the disabled," CSEA Labor Relations Specialist Floyd Payne said. "They deserve our highest praise."

— Lilly Gioia

Member retires after 48 years

DOVER PLAINS — Margaret Edgeworth may be retiring from her job as a therapy aide at Wassaic Developmental Center, but after 48 years, she won't be walking away completely.

Edgeworth is taking one of her clients with her.

Edgeworth's relationship with the client began about 30 years ago when she began taking the patient home on weekends, then every night.

"When she first came here," Edgeworth said, "she used to tear her clothes off and throw furniture. When I started to bring her to her own home for visits, her mother couldn't believe she was doing so well. I think my giving her a home made a difference."

Times have changed the way clients are cared for at Wassaic. Edgeworth remembers when each ward had 60 patients sleeping in dormitories.

"We didn't have a way to take them



Local 426 member Margaret Edgeworth

out," she said. "Today, they're more active, and they get to go out into the community."

More clients, including her favorite one, are moving to community residences. Edgeworth still plans to bring the client home at night. Eventually, the client will live at the residence full time. Meanwhile, Edgeworth will volunteer in the residence.

Her 48 years at the facility were well spent, Edgeworth said.

"I don't regret being here," she said. "I hate to

leave. We need good people to take care of the clients to improve their lives."

Asked if she has any advice for anyone thinking about working as a therapy aide, Edgeworth replied, "You have to be a father, a mother, a teacher — kind and considerate."

— Anita Manley

Annual State Workshop demonstrates

CSEA leadership means responsibility

LAKE PLACID — For CSEA activists there's a lot of responsibility involved in being *Family, Friends and Neighbors*. It means keeping up to date on important issues that affect people's lives and putting what you learn into action.

That was the theme as nearly 800 CSEA state activists from across New York gathered for the union's annual Thomas H. McDonough Memorial State Workshop.

Education programs on a wide range of issues from the status of national health care reform to CSEA efforts to stop contracting out public services, dominated the agenda.

Other sessions focused on:

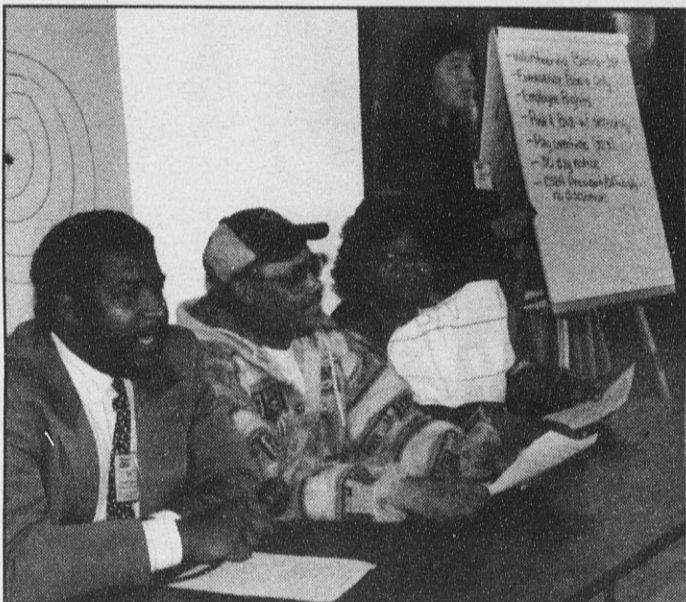
- **Total Quality Management: Making it Work in a Changing Environment;**
- **The Inside Story about the Office of Court Administration;**
- **Occupational Exposure to Rabies;**
- **Negotiating Successful Settlements at the Local Level;**
- **Making a Commitment to Building Your Local;**
- **Creating Stewardship;**
- **"At Risk:" The Governor's Election Year Budget;**
- **What you should know about the Family and Medical Leave Act;**
- **Addressing Social Justice in the Workplace;**
- **Understanding State**

Oversight of Public Authorities;

• **Developing Article 14 Labor/Management Proposals.**

The workshop also provided

CSEA officials and activists an opportunity to share information and ideas and obtain the latest CSEA materials.



WORKING SESSIONS — CSEA activists and staff participate in education programs on key areas of CSEA responsibility during the union's recent State Workshop. At right, Danny Donohue, then CSEA executive vice president, and CSEA Mental Hygiene Advisory Council chair Kathy Button present retired Sunmount Developmental Center President Jaime LaBoy with a plaque in recognition of his service to the union.



Phoebe Mackey leads by example to get the job done



CSEA activist Phoebe Mackey is all smiles after receiving the 1994 CSEA Mission Achievement Award from recently retired CSEA President Joe McDermott.

LAKE PLACID — There are many ways of leading by example, and Phoebe Mackey proves every day that quiet determination gets the job done.

Mackey, a 26-year state employee of the Office of Mental Retardation and Developmental Disabilities (OMRDD) and president of CSEA Mental Hygiene Central Office Local 673, was honored with the 1994 state division CSEA Mission Achievement Award at the recent State Workshop.

The award is given annually to the CSEA activist who best exemplifies the union's mission statement: "To serve our members as best we can, in any way we can."

"Phoebe represents what real leadership is all about in so many ways," said Joe McDermott, who retired as CSEA president July 1. "She is always there when needed, volunteering to get the job done and she delivers."

"But she does not seek the spotlight; instead, she does the job quietly and effectively, earning the respect of everyone around her," he said.

"I'm proud to serve in CSEA because I like working with people, trying to solve problems and improve the working environment," Mackey said.

Her proudest achievement as a local president has been helping to re-establish an Employee Assistance Program in the Office of Mental Health, she said. EAP is a confidential referral program that enables people to get the personal help they need. It is administered in the workplace by co-workers who have been trained as coordinators.

Mackey represents 470 employees in her local.

CSEA leads on top issues of the 1990s

Workshop focuses on health care reform, safety

LAKE PLACID — CSEA local government division activists spent the Irving Flaumenbaum Memorial Workshop learning about key issues facing CSEA members.

Joe McDermott, who retired as CSEA president July 1, emphasized the importance of CSEA's efforts to influence national health care reform.

"The time is at hand for reform and without meaningful changes that address our concerns, health care coverage will continue to be a ticking time bomb for our members," he said, urging delegates to continue generating letters for the union's 100,000 letter campaign.

The union has so far collected nearly 70,000 letters urging legislators to reform health care in a way that protects the interests of

public employees.

An important unveiling took place as CSEA member Carol Thornton presented her memorial to the four CSEA members gunned down by a deadbeat dad at the Schuyler County Department of Social Services in 1992.

Thornton, CSEA's Board representative from Yates County knew the four women. She made a sculpture with ceramic impressions of Florence Pike, Nancy Wheeler, Phyllis Caslin and Denise Miller VanAmburg. It will be displayed at CSEA's Central Region office.

Workshops covered topics including health care reform, new federal regulations mandating alcohol and drug testing, political action, negotiating settlements, building the union, contracting out, and organizing.



CSEA Board Representative Carol Thornton of Yates County unveils her memorial to the four CSEA members killed in Schuyler County's Department of Social Services in 1992. The memorial will be displayed at CSEA's Central Region office.



CSEA members help in the fight for national health care reform, left, by writing to their federal lawmakers. At right, members listen intently at an educational workshop.



Betty Thomas sets the standard for others



CSEA Local 845 President Betty Thomas accepts the Local Government Mission Achievement Award from recently retired CSEA President Joe McDermott.

LAKE PLACID — Betty Thomas knows how to work with people to get the job done for CSEA members.

President of CSEA's St. Lawrence County Local 845, Thomas works hard to see that her committees are active and accomplish specific goals.

Her success and the respect she has earned made her winner of the 1994 CSEA Local Government Achievement Award.

"Betty is well known and highly respected throughout her region. She has a well-deserved reputation for outstanding leadership within her local with a solid and active committee structure that sets a standard for

others to follow," said Joe McDermott, who retired as CSEA president July 1.

"She has fought tirelessly against privatization and in one instance turned back a county attempt to privatize a solid waste authority and organized the workers into the county unit.

"It is typical of her activism that she is always organizing around issues," he said. "Because she

serves her members as best she can, in anyway she can, I am proud to present the 1994 Mission Achievement award to her."

Thomas thanked the activists in her local and region, as well as CSEA Political Action Coordinator Gerry Fidler, for their contributions to her efforts.

Although many people say union leadership is thankless, Thomas said members often express their appreciation.

"Receiving this award is like the icing on the cake," she said. "I always promote CSEA because our union is the strongest and the resources available are excellent," she said. "I'm very proud of CSEA."

'She has fought tirelessly against privatization'

'God bless you all'

Editor's note: A leave donation program which CSEA negotiated with the state is proving to be an extremely humanitarian program. The program enables employees to donate their unused vacation leave to co-workers who need additional leave due to critical illness. CSEA has also negotiated sick leave bank programs in many local government units. Scores of CSEA members have benefitted from their co-workers' anonymous leave donations. One of them is Lynn Eckerd, a highway equipment operator (HEO) for the state Department of Transportation and a member of CSEA Genesee-Orleans-Wyoming State DOT Local 513. Lynn had used up a lot of her own leave time on maternity leave and the rest of it when her young son became critically ill. The following are excerpts from a letter she wrote to The Public Sector.

To Whom It May Concern:

Would you please print this letter for me? I would greatly appreciate it. This is the only way I could think of to thank all of the people involved.

I'm writing in regard to the CSEA leave donation program. I had to leave work on a stress-related illness. I had very little time of my own. People from all over donated time. I do not know who these people are, but I would like to thank them all. Nobody really knew why I had to take time off, and I would really like them to know.

My son Dustin Edward was diagnosed with Leukodystrophy (Krabbes Disease) at 6 months. They only gave him one year to live. Well, when it got close to the end I had to care for my son. He was my son, my responsibility, and I had no nurses. When I was at work I couldn't do my job for fear of something was going to happen to my boy and I wouldn't be there for him. So I had to stay home with my little boy in his last days.

Dustin did make his first birthday but did pass away one week later on Mothers Day.

It was the saddest day of my life but also a happy one for me somewhat. For my little boy is no longer suffering and is in a far better place and is a whole little boy again, happy and playing, for he is an angel now. I would just feel better if the people involved with the leave donation program knew this.

I would truly like to thank everyone who donated their time to me. It helped me get through a very tough time and I greatly appreciate it.

It's wonderful to know that there are good people out there like yourselves who are willing to help someone in need. May God bless you all, and I wish I knew who you were to thank you all personally, but that's not possible. So I'll say it again, God bless you all and thank you very much from the bottom of my heart.

Lynn Eckerd
87 Heritage Estates
Albion, NY 14411

You can help this boy defeat leukemia



Christopher Junco

CSEA Public Service Commission Local 675 President Bob Calhoun is trying desperately to help his five-year-old nephew, Christopher Junco.

Chris suffers from juvenile chronic myelocytic leukemia and travels to New York City for treatments. His doctor says Chris needs a bone marrow transplant as soon as they can locate a compatible donor.

The problem is, his father's insurance doesn't cover the costly transplant procedure.

Calhoun is asking his CSEA brothers and sisters to help lift Chris over this crisis.

Members of the Delmar Volunteer Fire Department have started a special fund to help pay for Chris' bone marrow transplant. Calhoun is asking CSEA members to help.

CSEA members and others may send tax-deductible donations to:

DFCA
c/o Key Bank of NY
343 Delaware Avenue
Delmar, NY 12054

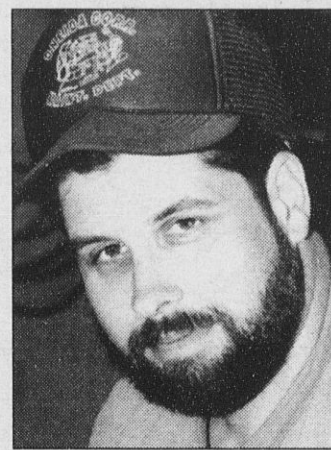
Your donations would ease his burdens

ROME — CSEA member Jim Pappa, a member of CSEA Oneida Correctional Facility Local 186, is hoping his union brothers and sisters can help ease the burden his family faces from his son's catastrophic illness.

Pappa's son, Michael, 11, has muscular dystrophy, a disease which has deteriorated his muscular system and has left him confined to a wheelchair. It has also weakened his heart muscle, causing him to suffer a stroke earlier this year.

To counter the effects of the disease, for which there is no cure, Michael undergoes regular therapy and medical treatments. After his stroke, he was in the hospital for nearly a week. Pappa says the medical bills have been piling up.

"It's been pretty expensive," he said. "I would say we've probably had more than



CSEA member Jim Pappa

\$50,000 in bills since he was diagnosed. It's been real hard."

They have also had to remodel their home to make it wheelchair-accessible and add special facilities for Michael.

Pappa's co-workers in CSEA Local 186 held a raffle to raise funds and many took part in a recent benefit dinner. Pappa says he's thankful for the support he's already received from his union friends.

"I think they've been fantastic," he says. "The whole jail has been supportive."

CSEA members wishing to help Pappa and his family can send contributions to:

The Michael Pappa Fund
c/o OnBank
7 Main Street
Camden, NY 13316.

— Mark M. Kotzin

CSEA honors seven members as heroes

HAUPPAUGE — CSEA recently honored seven members in the Long Island Region for heroic actions.

The members were greeted by a large "CSEA HONORS ITS HEROES" banner.

CSEA Long Island Region President Nick LaMorte commended the members as he gave them each a personalized plaque which read in part: "You deserve our praise and respect for bringing pride to this union and your community."

"When I heard about these seven outstanding people, I wanted to ensure they were recognized for their selfless actions," LaMorte said.

In all seven instances, the CSEA members were not recognized by their employer, despite letters of praise from the community.

Honored were: Thomas Gull, a member of Nassau County Local 830, who was responsible for the capture of a bank robber;

Lou Kochanskyj, a Suffolk Local 852 member who came

to the aid of a five-year-old boy who was struck by a car;

Bobby Corrigan and Jon Laxton, CSEA Suffolk Local 852 members who helped rescue a woman whose snow-covered awning collapsed on her; and

Stanley Lombardo, Jim Enos and James Carman, members of CSEA Town of Hempstead Local 880 who were responsible for rescuing a woman and her son who were buried under a mountain of bricks when the facade of a strip mall collapsed on them.

"What is important to point out is that CSEA members do heroic things as part of their jobs each and every day," LaMorte said. "These seven men did heroic deeds that had nothing to do with their jobs. They did it because they are simply outstanding members in their communities. As CSEA's ad campaign says — 'CSEA members, family, friends and neighbors.'"

— Sheryl C. Jenks

'CSEA members do heroic things as part of their jobs each and every day'

THE BUYER'S EDGE

THE CSEA MEMBER BENEFIT THAT SAVES YOU MONEY!

CSEA, in conjunction with **THE BUYER'S EDGE**, a consumer buying service, offers CSEA members a great way to save money on the purchase of major consumer products.

THE BUYER'S EDGE is a consumer buying service that negotiates extra discounts and lowest price guarantees on many big ticket products that would not otherwise be available to individual buyers.

How to use THE BUYER'S EDGE

Shop around. Determine the exact make, model and style number of the item you want. Then simply call the appropriate toll-free number listed below and ask the

Always be prepared to give the CSEA GROUP NUMBER whenever you contact a participating vendor. THE CSEA BUYER'S EDGE GROUP NUMBER IS 1811.

participating **BUYER'S EDGE** vendor for their guaranteed lowest price. Then, using a credit card or check, and from the comfort of your home, buy by phone from the participating vendor.

Member Protection Service

If you ever receive less than superior treatment with regard to price, delivery or service, immediately speak to the management of the participating vendor. If you don't get satisfactory results, write to:

The Buyer's Edge
1429 Route 22 East
Mountainside, NJ 07092

Remember, when comparison shopping, always be sure you are comparing exactly the same model number, accessories, service arrangements and warranties, and that the quoted price is the complete price, including delivery and taxes.

THE CSEA BUYER'S EDGE
GROUP NUMBER IS 1811

A MESSAGE FROM

CSEA PRESIDENT DANNY DONOHUE

I am pleased to announce the continuation of a special benefit for CSEA members only -- **The Buyer's Edge** discount buying service.

As many of you have already discovered, **The Buyer's Edge** is both convenient and economical.

Simply shop around to determine the exact product you wish to buy. Then call the telephone number listed for a participating vendor who will offer you a discounted price. Remember to identify yourself by using CSEA's Group Number (1811).

The Buyer's Edge price protection policy guarantees you the lowest possible price on any item purchased for \$150 or more. If you find a lower price within 30 days of purchase and within 50 miles of where it was purchased, the vendor will pay you the difference plus 20 percent extra.

In Unionism,

Danny Donohue
CSEA President

Handy brochures describing **The Buyer's Edge** program in detail are available by contacting your CSEA Local or Unit president or region office.

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Buffalo Area* 716-838-3345
All other areas 1-800-377-3700
* Shop-In-Person Plans also available.

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All other areas 1-800-377-3700
*Shop-In-Person Plans also available.

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South NJ 609-778-0945
All other areas 1-800-543-8381

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All other areas 1-800-526-5389

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All other areas 1-800-543-0911

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All other areas 1-800-232-6766

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1-800-356-7771

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1-800-541-9905

How Can CSEA Help Me?

A Reference Guide To CSEA Member Services & Benefits

Get In Touch With Headquarters – Toll-Free – 1-800-342-4146.

Press **O** plus the extension number you want at any time.

With a rotary phone, an operator will come on the line at the end of the recording to help you reach your party.

With a touch-tone phone, you must press 1 for these options:

If you don't know the extension number,

- press 1 for Field Operations, which include Occupational Safety & Health, State Contract Administration, Local Govt. & School District Affairs, Research, EAP and the Retiree Division.
- press 2 for Legal Matters, such as disciplinarys & grievances;
- press 3 for Communications including *The Public Sector*, Executive Offices or Political Action;
- press 4 for answers about dues, membership & agency shop, group insurance (not health) and to talk to the Finance Dept.;
- press 5 to hear a recording of Current Issues Update.



Statewide Headquarters
143 Washington Avenue
Albany, NY 12210

Your Toll-Free Connection To The Employee Benefit Fund – 1-800-323-2732.

In the 518 area, call 782-1500. For answers regarding the Dental Care, Vision Care, Prescription Drug and Package 7 Benefits for state employees and participating local government employees. **TDD for hearing impaired only:** 1-800-532-3833. Mailing address: CSEA Employee Benefit Fund, One Lear Jet Lane, Suite One, Albany, NY 12110-2395.

Grievances & Discipline

Report any grievance immediately to your local grievance representative or shop steward. If they are unavailable, tell your CSEA Unit or Local President, or your CSEA Labor Relations Specialist at your region office. Don't delay if you believe you have a problem — grievances must be filed on a timely basis.

Insurance

CSEA offers several insurance programs at low group rates and provides the convenience of automatic payroll deduction.

For details on CSEA Security Life Plan, Income Protection Program, Hospital Indemnity Plan and Family Protection Plan, call toll free: 1-800-697-CSEA.

For details on Auto Insurance and Homeowners/Renters insurance, call toll free: 1-800-366-7315.

Health Insurance

For answers to your specific questions about:

Blue Cross Claims: 1-800-342-9815 or (518) 367-0009
Metropolitan Claims1-800-942-4640
Participating Providers1-800-942-4640
Hospital admission approval/ surgical review:
Empire Plan Health Call1-800-992-1213
Metal Health & Substance
Abuse Hotline1-800- 446-3995

Education & Training

CSEA provides workshops and training programs for union activists. For more information, call toll-free 1-800-342-4146. On a touch tone phone, press **O**, then extension 294. On a rotary phone, ask the operator for extension 294.

Union-oriented videotapes are available from your CSEA region office.

Civil Service Exam Help

The Labor Education Action Program (LEAP) can help you prepare for civil service exams with low-cost study booklets.

Call toll free: 1-800-253-4332.

Safety Concerns

Report serious accidents, unsafe and unhealthy working conditions to the CSEA Labor Relations Specialists at your region office.

For occupational safety and health information, call CSEA Headquarters at 1-800-342- 4146. On a touch tone phone, press **O**, then extension 465. On a rotary phone, ask the operator for extension 465.

Retirement

For general information about retirement and retiree membership, call 1-800-342-4146. On a touch tone phone, press **O** and extension 363. On a rotary phone, wait for the operator and ask for extension 363.

Talk to a CSEA-provided retirement counselor if you are retiring soon. It's important that you select the proper option from the Employees' Retirement system, so you can plan the lifestyle that you want to enjoy. Call toll free, 1-800-366-5273.

AFSCME Advantage Mastercard

Features one of the lowest interest rates - 5 percent above the prime lending rate. No annual fee. For an application form, call your CSEA region office.

If you apply and there is no response within four weeks, call the issuing bank, the Bank of New York, toll free: 1-800-942-1977.

AFSCME Advantage Legal Services

You can obtain high quality, affordable legal services for many personal legal matters through the AFSCME Advantage Union Privilege Legal Services Program. For details and a list of participating lawyers in your area, call your CSEA region office.

AFSCME Magic Kingdom Club

Another benefit from the AFSCME Advantage program — discounts to both DisneyWorld in Florida and Disneyland in California. Membership verification requirements: your Social Security number and your local number (AFSCME Local 1000).

Contact the AFSCME Research Dept., 1625 L St. NW, Washington, DC 20036. Phone: (202) 429-1215.

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Makes buying a home or refinancing your mortgage easier and more affordable. Savings for buyers and sellers. Special help for first-time buyers. 1-800-848-6466.

AFSCME Advantage Career & Academic Planning

Tuition savings planning. Financial aid projections. Counseling and seminars for career decisions. \$10 annual fee. 1-800-733-GRAD.

The Buyer's Edge

It's your buy-by-phone service designed to save you money on major purchases. The Buyer's Edge negotiates extra discounts and lowest price guarantees individual buyers don't get. The appropriate information and toll-free numbers are in your Buyer's Edge brochure, and they're published regularly in *The Public Sector*. To receive a brochure contact your CSEA region office listed below. For other information call 1-800-342-4146. On a touch-tone phone press **O** and 297 or ask the operator for extension 297.

Clip and save this page for future reference.

REGION OFFICES

LONG ISLAND REGION I OFFICE
Hauppauge Atrium Building, 300 Vanderbilt Motor Pkwy., Hauppauge, NY 11788.
(516) 273-2280 & 273-2285.

METROPOLITAN REGION II OFFICE
40 Fulton Street, 22nd Floor, New York, NY 10038-1850. (212) 406-2156.

SOUTHERN REGION III OFFICE
735 State Route 52, Beacon, NY 12508.
(914) 831-1000.

CAPITAL REGION IV OFFICE
One Lear Jet Lane, Suite Two, Albany, NY 12110-2394. (518) 785-4400.

CENTRAL REGION V OFFICE
6595 Kirkville Road, East Syracuse, NY 13057.
(315) 433-0050.

WESTERN REGION VI OFFICE
482 Delaware Avenue, Buffalo, NY 14202.
(716) 886-0391.