

VOTE ELECTION DAY, NOV. 5th
CSEA endorsements, pages 10 & 11

CSEA • LOCAL 1000 AFSCME, AFL-CIO
86TH
ANNUAL MEETING
NEW YORK CITY
1996

Pages 3, 14, 15

THE PUBLIC

Sector

Official publication of

CSEA

Local 1000, AFSCME, AFL-CIO

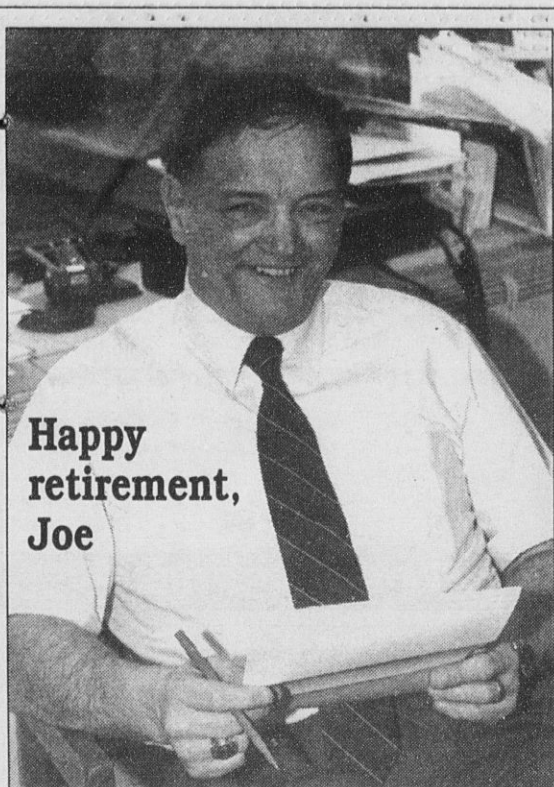
Vol. 19 No. 11
NOVEMBER 1996

CSEA

Local 1000, AFSCME, AFL-CIO

**'Your
tenacity,
your guts,
your vision
has made us
the number one
union across
America today'**

*- AFSCME President Gerry McEntee
CSEA Annual Delegates Meeting*



Happy retirement, Joe

Joe Conway honored

CSEA Federal Issues Coordinator Joseph Conway was honored at a retirement program saluting his more than three decades of service to CSEA.

Conway began his state service in 1962 and immediately became active in CSEA. He served as CSEA Local president at the Workers Compensation Department and in a variety of positions as an elected member of the union's statewide Board of Directors. He became the first non-attorney to chair the union's Legal Committee.

He served eight years as chair of the union's Political Action Committee, leading CSEA through its emergence as a political power at the state and federal levels.

He served as CSEA Federal Issues Coordinator in the union's Legislative and Political Action Department for the past several years until retiring recently.



MEMBERS OF THE CSEA Statewide Board of Directors Public Sector Committee stand before a wall at CSEA Headquarters in Albany displaying dozens of International Labor Communications Association (AFL-CIO) awards for journalistic excellence presented over the years to *The Public Sector*, official publication of CSEA. Members of the Public Sector Committee have oversight responsibilities for the publication. Members of the committee, all also members of the Board of Directors are, from left, Jimmy Gripper Jr., chair, representing Mental Hygiene Region 2; Bruce Damalt, Seneca County; Gloria Moran, Nassau County; Diane Hewitt, Mental Hygiene Region 3; James Kurtz, Chautauqua County; and Marguerite Stanley, Schoharie County.

The Public Sector recognized for excellence

CSEA's official publication, *The Public Sector*, has added to its extensive collection of awards by winning recognition for best original cartoon in the 1996 International Labor Communications Association Journalism Awards Contest and a prize for news writing from the Metro New York Labor Communications Council.

Editorial cartoons published in *The Public Sector* are created and drawn by CSEA Graphic Artist Ralph Distin. Distin has been honored by the ILCA more than any other labor cartoonist.

The Metro Council award was for a story

saluting CSEA heroes involved in fighting the 1995 Long Island wild fires. It was written by CSEA Communications Associate Lilly Gioia.

The Public Sector has earned more than 30 awards in journalism competition over the past several years.

Criteria was strict and competition stiff in both journalism contests. For instance, there were 1,549 entries submitted by 174 ILCA member publications in competition for recognition for journalism excellence in several categories in the 1996 contest.

THE PUBLIC Sector

**Official publication of
The Civil Service Employees
Association, Inc. Local 1000, AFSCME,
AFL-CIO**

**143 Washington Avenue
Albany, New York 12210-2303
Danny Donohue, President**

STEPHEN A. MADARASZ, Publisher
STANLEY HORNAK,
Asst. Director of Communications
ROGER A. COLE, Editor
KATHLEEN DALY, Associate Editor
CATHLEEN HORTON
Graphic Design & Support Services
RALPH DISTIN, Graphic Artist
JANICE NUSBAUM, Secretary

The Public Sector (USPS 0445-010) is published monthly by The Civil Service Employees Association.
Publication Office: 143 Washington Avenue, Albany, New York 12210.

Periodicals Mail Postage paid at Post Office, Albany, New York 12288.

**Postmaster: Send address changes to: Civil Service Employees Association,
Attn: Membership Department, 143 Washington Avenue, Albany, New York 12210.**

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

Readers: Send any comments, complaints, suggestions or ideas to:
Publisher, *The Public Sector*, 143 Washington Avenue, Albany, NY 12210-2303.

COMMUNICATIONS ASSOCIATES

SHERYL C. JENKS — Long Island Region (516) 462-0030	RON WOFFORD — Western Region (716) 886-0391
LILLY GIOIA — Metropolitan Region (212) 406-2156	ED MOLITOR — Headquarters (518) 434-0191
ANITA MANLEY — Southern Region (914) 831-1000	
DAN CAMPBELL — Capital Region (518) 785-4400	
MARK M. KOTZIN — Central Region (315) 433-0050	



The Public Sector Committee

LONG ISLAND REGION Gloria Moran	CAPITAL REGION Marguerite Stanley
METROPOLITAN REGION Jimmy Gripper, Chairman	CENTRAL REGION Bruce Damalt
SOUTHERN REGION Diane Hewitt	WESTERN REGION James V. Kurtz



Delegates tackle political action, workplace safety, organizing, community outreach issues

NEW YORK CITY — Surrounded by signs reminding everyone that *the CSEA Work Force Is the Heart of New York*, nearly 1,500 delegates participated in the union's 86th Annual Delegates Meeting here.

Issues ranging from organizing new members, making workplaces safer and healthier, developing support in communities, running a political campaign and communicating with the membership were on the agenda.

The week included formal workshops, informal discussion groups and general business sessions for delegates.

CSEA President Danny Donohue told the assembled delegation that "Our victories during the past year are a reflection of a dynamic membership. I salute all of you because as leaders you provide the dynamism.

"Once again, we are summoned to exercise that leadership as Election Day approaches. President Bill Clinton is our bridge to the future; when he wins we win. His re-election is our number 1 priority. Make it happen," Donohue said.

New York City Mayor Rudy Giuliani kicked off the business sessions with a warm welcome to "the capital of the world."

Linda Chavez-Thompson, AFL-CIO executive vice president, praised CSEA "as a model for so many other unions across the country."

Chavez-Thompson is part of the New Leadership Team that includes President John Sweeney and



Linda Chavez-Thompson

Secretary-Treasurer Richard Trumka which now leads the 13.1-million member AFL-CIO federation.

She added that their success was because "we asked people to talk to us and tell us what we needed to do to reinvigorate

the labor movement."

AFSCME International President Gerry McEntee gave a rousing speech, reminding delegates that CSEA was the first union to endorse candidate Bill Clinton in 1992, and declaring that "the stakes in '92 were high but, brothers and sisters, the stakes in 1996 are even higher."

Bill Lucy, AFSCME International secretary-treasurer, stressed the same themes and promised that "this union will fight for its members no matter what the challenge."



AFSCME Secretary-Treasurer Bill Lucy

CSEA delegates acted on several proposed changes to the union's Constitution & By-Laws and on proposed resolutions
Resolutions – see page 14
Constitution & By-Laws – see page 15

Rep. Gephardt stresses importance of Nov. 5 election to working people

NEW YORK CITY — "This election is really important, really consequential in all of our lives" Democratic Leader Richard Gephardt told delegates at the Legislative Breakfast sponsored by CSEA's Women's and Political and Legislative Action committees during the Annual Delegates Meeting.

Gephardt (D-Missouri) has been a member of Congress since 1976 and Democratic leader since 1995.

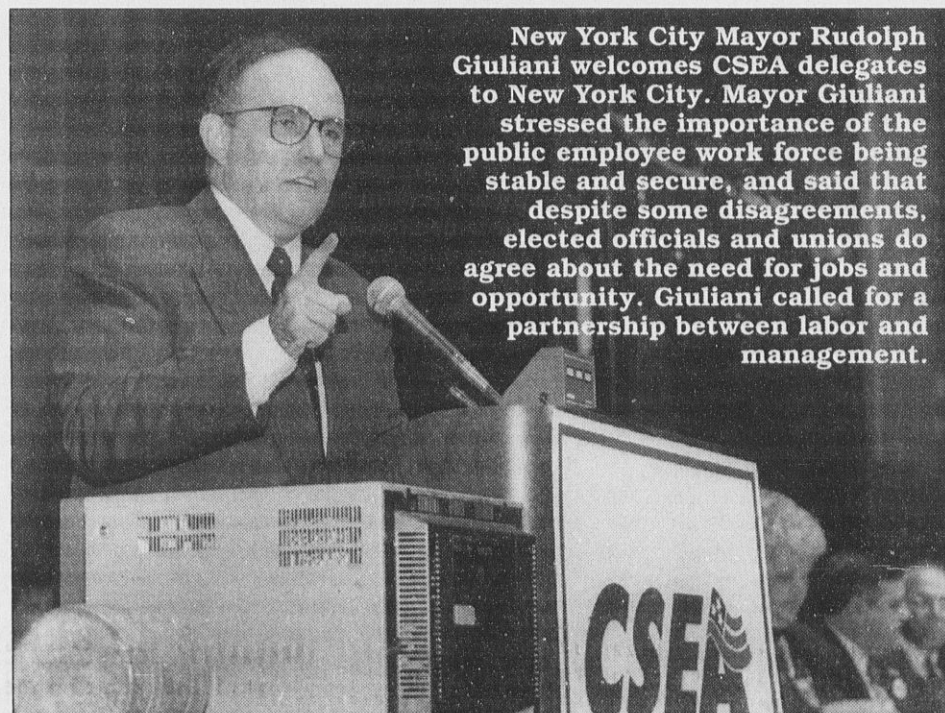
He acknowledged that while people sent out a clear message in 1994 and voted for change "the change they've gotten is not the change they wanted."

"People didn't vote to use cuts in Medicare and Medicaid as a piggy bank to give tax cuts to the rich," he explained or "to cut back in education and environment ...

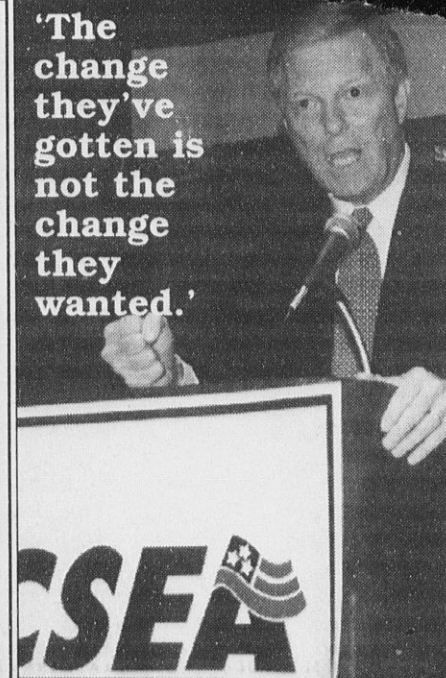
to cut school lunches and school loans ... to cut down safety laws ... to put scabs in the workplace."

Gephardt told delegates that election motivated his fellow Democrats "to go back and listen to the people." The result is a new agenda: Families First. Its goal is to sponsor programs that "promote better jobs and higher wages so people can spend at home with families ... such items as after school programs in every school, insurance coverage for more police on the streets targeting the gas tax, infrastructure repair, pension portability, access to Individual Retirement Accounts, and workers' rights to hiring of permanent workers during

New York City Mayor Rudolph Giuliani welcomes CSEA delegates to New York City. Mayor Giuliani stressed the importance of the public employee work force being stable and secure, and said that despite some disagreements, elected officials and unions do agree about the need for jobs and opportunity. Giuliani called for a partnership between labor and management.



'The change they've gotten is not the change they wanted.'



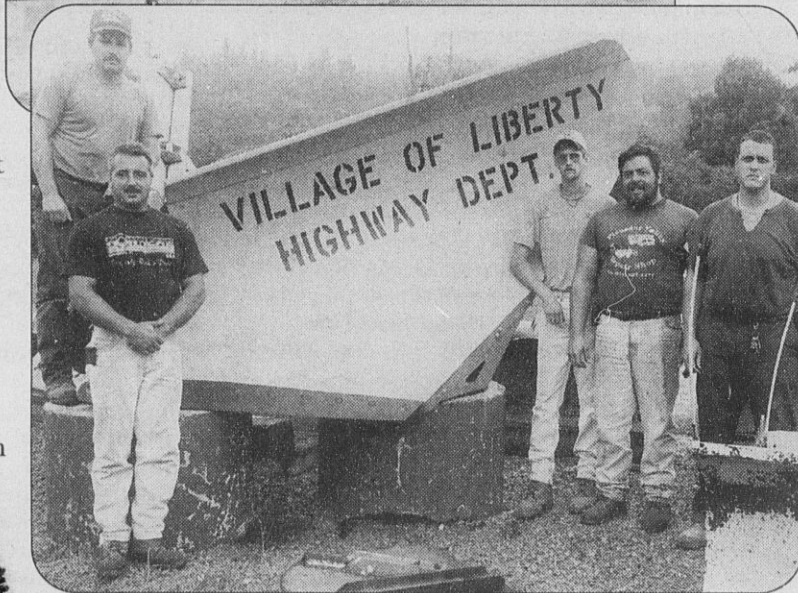
U.S. Rep. Richard Gephardt

Liberty faces tough comeback

LIBERTY — Once upon a time it was the vacationers' paradise in the Catskill Mountains. There were grand hotels and bungalow colonies to accommodate the rich and the not so rich. For many years, Liberty bustled with prosperity.

But, drive up Main Street in 1996 and you see empty stores. The local newspapers tell about hotel owners declaring bankruptcy and sky-high property taxes forcing homeowners on fixed incomes to sell. There are few jobs here and the lucky ones who do find jobs are working two and three jobs to make ends meet.

And so it was news recently that the Village of Liberty had been recognized by the New York State Department of Environmental Conservation as a "Green" program.



Above, top, empty stores line the streets of the Village of Liberty. Above, Village of Liberty highway workers, from left to right, include: Mike Fritz, Peter Parks, Supervisor, Josh Gerow, Leigh Benton and Unit President Dave Caswell.

to bring Liberty back.

"We've lived here all our lives," said Unit President Dave Caswell.

"You can't rebuild Liberty by pouring a few new sidewalks and planting trees," said one worker.

The problem, another said, is that the work force has been cut in half and you cannot adequately take care of 32 square miles with just six workers.

"We once had 13 workers," he explained. "The residents here are angry. They're paying more and getting less."

Caswell noted that village employees go an extra mile to keep the village streets clean.

"We pick up garbage with our hands," he said.

During the winter, holiday decorations and snowplowing add extra hours to their workdays.

"And then the Village Board members and the mayor take credit," one employee commented.

Workers say they have a number of cost saving ideas. Now it's up to the politicians.

— Anita Manley

Proving a nurse is not a security guard, union wins grievance over out-of-title work

NASSAU — Lynn Marchese, a registered nurse in the New Hyde Park/Garden City Park School District for six years, took the job because she loves to work with and care for children.

Marchese does all the things that go along with being an elementary school nurse; emergency first aid, screenings, physicals, health care plans, immunization checks, cleaning boo boos, administering kind words and holding hands.

When the district installed a security camera at the front door so people could be buzzed through after doors were locked at 9 a.m., it came as quite a surprise when Marchese was told she was responsible for watching the monitor "at all times" and unlocking the door.

CSEA Labor Relations Specialist Claude Ferrara filed a legal action on behalf of

Marchese, calling the task out-of-title work and asking the district to cease and desist from requiring Marchese to act as security.

CSEA won the case with CSEA Attorney Lou Stober at the helm but the district appealed.

"CSEA recently won the appeal when the appellate division unanimously upheld the Supreme Court decision in the union's favor," Ferrara said.

"CSEA was behind me 100 percent — all the way," said Marchese. "They never backed down." Stober said the court also ordered the school district to pay all of the union's court costs.

Marchese is extremely pleased with the decision and the union's help.

Now she is back to paying all her attention to the task she loves — caring for the children.

— Sheryl C. Jenks

LOCAL GOVERNMENT BRIEFS

White Plains Water Department



Co-workers, friends raising reward money to aid in search for Tom Dorr's murderer

A plaque commemorating deceased co-workers is now displayed in the break room of the City of White Plains Water Department. Department employees, who paid for the plaque, used the occasion to recall the most recent death, that of Tom Dorr, who was found murdered in a county park last winter. City of White Plains Unit President Glen Fortunato said co-workers and friends of Dorr have started a collection to be used as a reward for information leading to the arrest and conviction of Dorr's murderer. Donations can be sent to Friends of Tom Dorr, P.O. Box 171, Clinton Corners, New York 12514. Anyone with information may call the Westchester County Police Tipline at 914-769-TIPS. Shown with the plaque are Jim Buckely, Bill McNahon, Bill Simmons, Jeff Fazzinga, Dave Craig, Jim Covert, Robert Markumas, Jim Cianflone, Unit President Glen Fortunato, Mike Dorman, Bob Allo, Anthony Fanelli, Jerry Campagnuolo and Ciro Buffone.

"America's Most Wanted" returns to Fox

In August, we reported that "America's Most Wanted" TV show was scheduled to be cancelled by Fox, reportedly for economic reasons. Members of the CSEA Cayuga County Sheriff's Department Unit led a campaign asking people to write and call the Fox Broadcasting executives and ask them to keep the show on the air, and also to call their local Fox Network affiliates to complain about the show's cancellation.

Due to the outpouring of support from across the country for the anti-crime series, which has been credited with helping law enforcement agencies capture some 430 fugitives and recover 20 missing children since it began in 1988, the series will return to the prime-time schedule.

The show has reportedly received about 7,000 letters from viewers, most of the nation's governors and police organizations protesting the cancellation.

"Never before has a television program made such a clear and significant impact on people's lives," said Peter Roth, Fox Entertainment's new president.

Nassau County pulls back on A. Holly Patterson privatization bid

EAST MEADOW — More than 1,100 CSEA members in the Nassau County A. Holly Patterson Geriatric Center can breathe easier now that the county has pulled back on the threat of privatizing or selling the county's only public nursing home.

CSEA's battle against privatization included getting hundreds of letters from CSEA members, friends and family to the politicians, intense lobbying efforts and creating coalitions with residents' families and other supporters.

The union also worked diligently to educate taxpayers and politicians regarding the unique services provided at A. Holly and how devastating the loss of those services would be to taxpayers, residents and employees.

"CSEA members at A. Holly do their jobs with love and caring. They are truly like family to their residents and it would have been a travesty to break up that family and deny residents the specialized care rendered there — regardless of one's ability to pay," LaMorte said.

Nassau County did not include the sale or privatization of the facility in this year's budget; however, some of the vacant land surrounding the facility may be sold.

"I want to sincerely thank A. Holly CSEA Unit President Les Eason, his board and activists, my assigned administrative assistants, CSEA Long Island Region President Nick LaMorte, the region and Albany staff, and NCMC Unit President George Walsh," CSEA Nassau County Local 830 President Tony Giustino said. "It required hard work to make this victory possible."

Giustino said CSEA will return its focus to the county's proposal to create a Public Benefit Corporation (PBC) which would encompass A. Holly Patterson and the Nassau County Medical Center.

"We will study every aspect of the plan to ensure it provides every possible protection for our members," Giustino said.

— Sheryl C. Jenks

Public safety dispatchers save lives thanks to 911

SOUTHOLD — Thanks to the Southold Police Department public safety dispatchers, a nine-year-old boy was able to save the life of his father, who was choking.

When the call came in from the boy, Public Safety Dispatcher Debbie Ginas said he was relatively calm and told them his dad was choking.

Ginas remained on the line while another dispatcher, Steve Harned went over step-by-step instructions on what to do.

"Steve was getting the job done with the boy and I called emergency rescue to the scene," said Ginas.

"The boy had the good sense to call 911 and he was able to follow instructions," she said.

"When the ambulance arrived, the father was out of danger and we were talking to him on the phone," Ginas added.

The play-by-play instructions are part of the Emergency Medical Dispatch program the police department adopted last February, which enables dispatchers to aid in emergency situations until the appropriate help arrives.

"Not only can it save lives, but it helps the family members feel they are doing something to help and not to lose hope. Minutes seem like forever when you're in that kind of situation," Ginas said.



Police Dispatcher Steve Harned discusses 911 call with Police Dispatcher Debbie Ginas.

All full-time dispatchers have completed the 25 hours of training required for the program.

Harned is an EMT with the local fire department.

When asked what emergency situation Ginas found most memorable, she said, "It has to be the time a woman gave birth in our parking lot."

The Southold Police Dispatchers are part of the Southold Town Unit of CSEA Suffolk Local 852.

— Sheryl C. Jenks



Town of Southold Bay Constable Kent McCarthy talks to CSEA Town of Southold Unit President Lois Atkinson and CSEA Labor Relations Specialist Jim Henck about their recent victory.

Bay constables win big bucks

SOUTHOLD — CSEA worked long and hard to win a settlement of more than \$100,000 for three Town of Southold Bay Constables for performing "standby" duty.

Town of Southold Unit President Lois Atkinson summed up the past four years of work on the case.

"If not for the perseverance of CSEA Labor Relations Specialist Jim Henck and the patience of Donny, Andy and Kent, this win would never have happened," Atkinson said.

The settlement gave an immediate payment of up to \$4,500 to each member, with annual payments of more than \$3,000 for the next ten years, to each.

The three men: Donald Dzenkowski, Andrew Epple and Kent McCarthy, have all been Bay Constables for the town for 11 to 14 years.

"When the Fair Labor Standards Act came to my attention regarding this issue I began to push and when Jim Henck got involved he pushed. It took a long time but the town finally settled," said Dzenkowski.

The settlement pays for back compensation for being continuously "on call."

According to Dzenkowski, the three CSEA members were asked to wear their pagers 24-hours-a-day.

"Obviously, if there is an emergency we want to be there to help but it's a lot to ask people to be on call all the time with no pay," Dzenkowski said.

CSEA Shop Steward McCarthy said he "is grateful to the union" and that he and the others plan to put their money in deferred compensation accounts for the future.

"I need to put that money in deferred comp so I have it when I need it," said McCarthy.

Dzenkowski, who also said he is thankful to CSEA, said, "I have two daughters in college, this extra money will definitely help."

Atkinson could not contain her praise for LRS Henck.

"Jim worked hard for us and it could not have happened without his diligence. This was a big win for the bay constables and it was worth the wait," said Atkinson.

— Sheryl C. Jenks

Correction ... Correction ... Correction

An article in the October edition of *The Public Sector* concerning CSEA's displeasure with the way a BOCES on Long Island treats its employees was accurate except for one important fact.

The issue is with Western Suffolk BOCES, not Nassau County BOCES as stated in the article. The CSEA Western Suffolk BOCES units are part of CSEA Suffolk County Educational Local 870.

Move of psych center patients under protest

CENTRAL ISLIP — CSEA members at the Central Islip Psychiatric Center recently joined with client advocates to protest the way the state is handling the move of clients and staff in Pilgrim State Psychiatric Center.

Approximately 250 people protested in front of CIPC, in Central Islip.

Senator Caesar Trunzo and Assemblyman Paul

Harenberg showed their support and asked for a meeting with OMH Commissioner James Stone.

The main problem is that psychogeriatric clients were promised a state-of-the-art building which would cater to their age and needs.

"Building 25 was supposed to be built as a psychogeriatric center to care for those

clients only. Now we're being told there will be one-quarter geriatric clients and the rest will be young, chronic psychotic clients," said CSEA CIPC Local 404 President Joe Harbison.

The issue is safety for both the geriatric clients and the staff who have cared for them over the years.

As members chanted "Promises made — Promises broken" and "Fairness now" CSEA member Carol King, a 14-year employee at CIPC who traveled 120 miles, roundtrip, to attend the rally on her pass day, said, "Geriatrics is my specialty, I have received all my training in this area and this is the work and the clientele I love. Now the state is saying we will have a one-day course in crisis intervention and be



CSEA Long Island Region President Nick LaMorte, second from right, protests with Local 404 members during recent CIPC rally.



Left to right, CSEA members Carol King and Sabine Sienkewich are interviewed by a Newsday reporter at CIPC rally.

prepared to work with young, aggressive, chronic psychotic clients. It's a frightening prospect."

CSEA Long Island Region President Nick LaMorte said, "The state made a commitment to these elderly geriatric clients and the staff who care for them. Those promises should be kept so these clients can live with as much freedom and dignity as possible and without fear."

— Sheryl C. Jenks

CSEA helps SUNY Stony Brook member get job back

STONY BROOK — CSEA recently won a case for SUNY Stony Brook Local 614 member Elliot Reed after he was illegally terminated by the state.

CSEA won Reed more than \$6,000 in the settlement which was made after the union proved Reed's probationary period was over when the state fired him for no cause.

CSEA Labor Relations Specialist Jim Henck said the case took a long time to settle and thanked Reed for his "patience and faith in CSEA."

Local 614 President Grace Roy said she was happy with the decision.

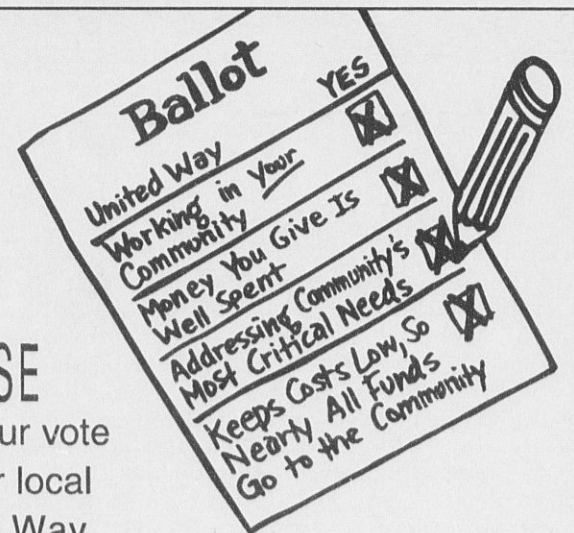
"This was a great victory for Elliot and CSEA," said Roy.



SUNY Stony Brook Local 614 member Elliot Reed, left, and CSEA SUNY Stony Brook Local 614 Executive Vice President and Grievance Chair Alfredo Carlo are all smiles after SUNY settled an illegal termination case in Reed's favor.

PLEASE
cast your vote
for your local
United Way

- ▲healthier kids
- ▲more active seniors
- ▲safer neighborhoods
- ▲stronger families
- ▲self-sufficiency



CSEA supports your participation in the SEFA campaign. You are encouraged to designate specific agencies to share in your contributions.



Good news, bad news, for DOT workers

DOT members on the move

Thanks to labor/management cooperation and a truckload of grievances, hundreds of workers at the state Department of Transportation will soon receive long overdue promotions.

Nearly 300 workers currently employed as Highway Worker 1 will receive a two-grade promotion to Highway Worker 2. Under the provisions of the highway worker career series, established in 1994 between CSEA and DOT officials under the Cuomo administration, the employees should have been promoted last year. But the Pataki administration never requested funding for the promotions.

Although they hadn't been officially promoted, most of the employees were being paid at the

higher rate. CSEA advised them to file out-of-title grievances which were nearly all successful since there was no dispute that the employees were performing the higher level work. When dozens of CSEA local presidents raised the issue at a statewide DOT labor/management conference in July, DOT Commissioner John Daly made a commitment to secure funding for the promotions.

In addition to the promotions, DOT announced that it will reclassify more than 150 workers into the highway worker career series and hire nearly 300 new employees to bring its work force back to what it was before the layoffs and early retirements that took place earlier this year.

No green light for Green Team

LONG ISLAND CITY — Facing the immediate prospect of winding up back on welfare or unemployment after 18 productive months working for the NYS Transportation Department, 100 highway maintenance workers shouted, "Work, not welfare" at a demonstration to save their jobs.

The "Green Team," as the maintenance workers are called, was comprised of 122 former welfare recipients or jobless workers employed in all five boroughs. These CSEA New York City Local 010 members got high marks for excellent work; that is, until the Pataki administration abruptly announced their layoffs and abandoned a highly successful welfare to work program.

CSEA member Elizabeth Santos told the Queens Tribune, "most of us were on welfare before we got on the Green Team. We don't want to go back on it. We want to work."

"This is a scandal," said CSEA Metropolitan Region President George Boncoraglio, "when you are bringing highly motivated adults, many recommended by local churches, back into the unionized work force, only to dash their hopes of rebuilding their lives!"

State Senator Leonard Stavisky noted how the Governor repeatedly urges able-bodied adults to get off welfare. The success of the Green Team "should be replicated, not discontinued," Stavisky said at the rally.

The situation stems from a bureaucratic snafu between the Department of Labor and DOT over control of the program. CSEA President Danny Donohue has urged the commissioners of both agencies to stop the finger pointing and reach agreement to protect the jobs of the workers.

"Mixed messages from Pataki administration appointees add insult to injury in cases like this," said CSEA Local 010 President Vincent Martusciello. "Our members deserve a straight answer and a real job with union benefits instead of vague statements that they might be rehired by some privatized, non-union outfit."

— Lilly Gioia



New UCS contract

Negotiating team members look on as CSEA President Danny Donohue signs the new UCS contract. Standing, from left to right are: Robert Herrick, UCS; Tim Drew, William Vassallo, Pat Ferraro, Robert Lorenc, Barbara Epstein, Sharon Carraway, Thomas Jefferson, Edward Heffernan, CSEA Deputy Director of Labor Relations Jim Hennerty and Kenneth Carlson, UCS. Seated to Donohue's right is Deputy Chief Administrative Judge Barry Cozier.

OMH/OMRDD Task Force calls for improved training

MANHATTAN — It's not what you ask staff to do; it's how you ask them to do it that often makes the difference in morale.

With downsizing and attrition, more and more employees and supervisors are expressing anxiety about changing job performance expectations. With this problem in mind CSEA and New York State managers agree that it is more important than ever to provide supervisors and workers with the best training opportunities possible.

This fall the Metropolitan Region Office of Mental Health/Office of Mental Retardation/CSEA Joint Task Force announced seven recommendations aimed at helping workers cope with changing workplace needs.

Convened in August of 1995 by Associate Commissioner of the Office of Mental Retardation and Developmental Disabilities, James M. Walsh and CSEA Metropolitan Region President George Boncoraglio, the 16-member Task Force determined to streamline all available education, training and staff development resources in the NYC Metropolitan Region.

"Employees at every level of the mental health and mental retardation system should have more help in managing change," said

Boncoraglio at a day-long meeting held to analyze task force recommendations.

Brooklyn Developmental Center Local 447 President "Dutch" Wade applauded the task force's call for improved supervisory training that emphasizes better communication skills and more teamwork with direct care workers.

"By sharing all the educational resources of OMRDD and OMH region-wide, CSEA members would benefit as well as the clients we care for," Wade said.

Working closely to identify areas where new grant funding can be sought to improve education, the task force stressed using more new technology. By using teleconferences, computers, videotapes and more TV courses for college credits, staff development programs can reach many more union members.

President Boncoraglio congratulated the task force for its high degree of labor/management cooperation in seeking to get more consistency in educational opportunities all across the Metropolitan Region.

"There's an important and positive correlation between improving workers' skills and knowledge while providing high quality services to our clients," Boncoraglio said.

— Lilly Gioia

REMINDER
November is the Annual
Option Transfer month,
when state employees may
change their health
insurance option, pre-tax
contribution status, and/or
Dependent Care Advantage
Account participation.
SEE PAGE 18
FOR DETAILS

in touch with you

A message from CSEA President Danny Donohue



It's important to a vital democracy

Exercise your right to vote

For months CSEA has delivered a message to our members and the general public about the importance of voting in the approaching general election. With November 5 upon us, it must be repeated: "There's nothing more important to a vital democracy than exercising your right to vote!"

Individually your vote does count and it is the best way to make your voice heard for a difference in your community, county, state and nation.

But CSEA members can make an even bigger difference. The active participation of all CSEA members can have a huge impact at every level. Solidarity in the electoral process makes our collective action greater than the sum of its parts. It also reinforces CSEA's credibility as we press our case for fairness and respect statewide.

CSEA's political action efforts are not just about representing the interests of our members; they are about electing fair and

responsible public officials who will work with all of us to make our communities better places to live and work.

On the pages ahead, you will find the names of individuals who have earned CSEA's endorsement in this year's election. That endorsement is not given lightly. It is a reflection of extensive review and careful consideration by many active CSEA members and officials.

CSEA endorses candidates, not parties. We consider the individual record, positions and make a judgment. Actions speak louder than words, especially election year rhetoric, and candidates know that they cannot take CSEA's endorsement for granted.

The CSEA-endorsed candidates are running for elected positions ranging from President of the United States to the House of Representatives to the New York State Senate and Assembly. You will note that we did not endorse in every race. That's because we did not believe either candidate in these races merited our support. If you live in one of these districts you should still vote but let the candidates know what you think, especially the eventual winner.

I urge you to support the CSEA-endorsed candidates, but recognize that no one is telling you how to vote. Review the facts, make up your own mind, but most importantly, make an informed decision. If you want more information about why CSEA is backing specific candidates, contact the political action coordinator at your CSEA region office.

Remember, make your vote count on November 5.

Danny



SHIP SHAPE

The CSEA Work Force

An endorsement worth something

A CSEA endorsement tells you instantly that a candidate stands on your side on issues that affect your life and livelihood.

CSEA only endorses candidates who clearly will fight for the needs of the CSEA membership, and candidates who win CSEA endorsements wear them as a hard-won badge of honor.

If none of the candidates for a particular office come down squarely on your side on issues that CSEA believes are important to you, the union will not award an endorsement in that contest. On pages 10 and 11, a number of races in the Nov. 5 elections are listed as "no endorsement." That means neither candidate met the high standards that CSEA established on key issues that affect you, and your family, as a unionized working person. CSEA does encourage members to vote in those races but takes no position on which candidate the union believes you should vote for.

"Anyone who wants CSEA's endorsement is going to have to earn it," CSEA President Danny Donohue says proudly.

CSEA's endorsement process is comprehensive, beginning with Political Action Committees (PACs) comprised of CSEA members appointed by their unit and local presidents with executive board approval. CSEA has PACs at the unit, local, region and statewide levels.

In county, local and school board races, the appropriate unit and local PACs interview the candidates and make a recommendation to the region PAC, which then makes the final decision regarding who does or doesn't merit a CSEA endorsement.

In state legislative races, the region PAC is responsible for screening candidates and making endorsement recommendations. The statewide PAC reviews the recommendations and makes the actual endorsement.

Endorsements for candidates in statewide elections (Governor, Comptroller, Attorney General) or national (President, U.S. Senate, Congress) are made by the president of CSEA after consulting with members and staff,

including the statewide PAC, AFSCME and the Federal Issues Committee.

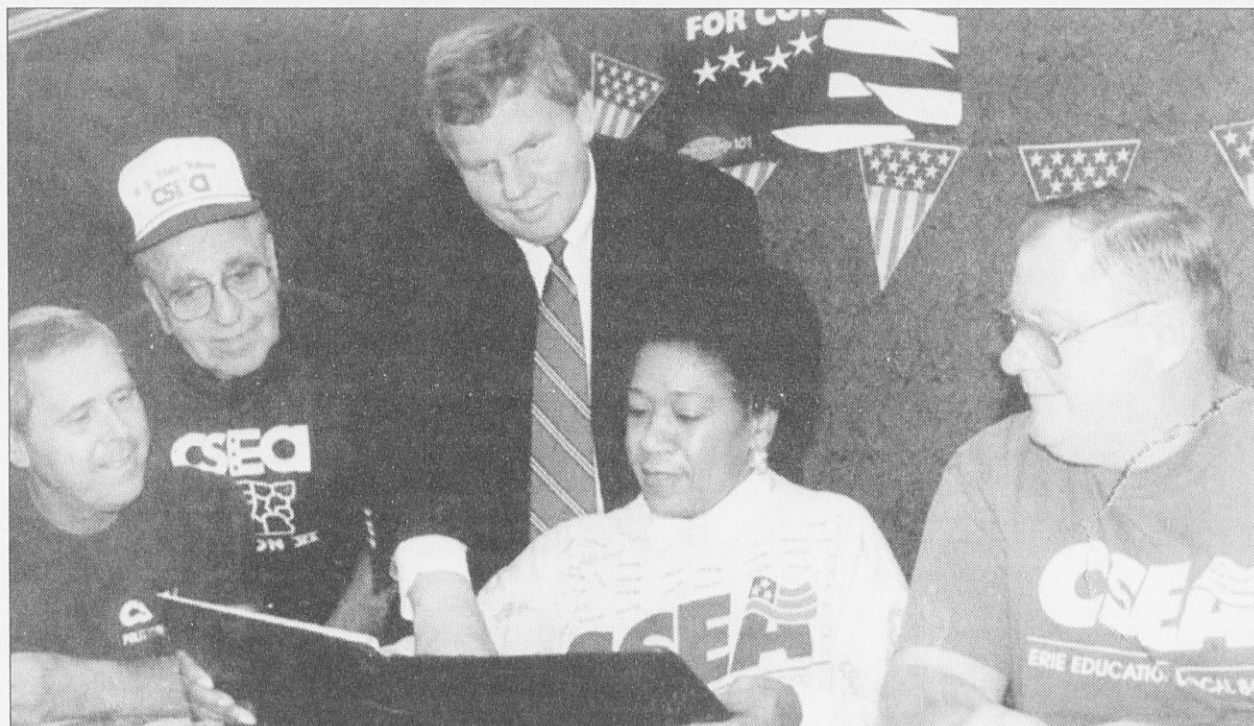
In each case, the records and public statements of the candidates are reviewed at the appropriate level. Candidates are invited to meet with the PAC to answer questions regarding their position on matters of specific interest to CSEA members.

All candidates for office have the same opportunity to earn a CSEA endorsement regardless of party affiliation. When considering a candidate for endorsement, the PACs examine a wide variety of factors, but the most important factor is the candidate's record or position on issues of importance to CSEA members.

Along with a CSEA endorsement comes a commitment that the union will actively work on behalf of the candidate to ensure his or her election. The real value of a CSEA endorsement often is the work of CSEA member volunteers who staff the phone banks, leaflet candidate literature, put up lawn signs, and knock on doors encouraging voters to vote for particular candidates. Many politicians have attributed their victories to the grassroots activities of CSEA members.

So, vote on Nov. 5 for those candidates your fellow CSEA members have endorsed — candidates who have earned your support.

A list of CSEA endorsements is published on pages 10 and 11.



A group of CSEA Western Region Political Action Committee members meet with state Assemblyman Fran Pordum, center, CSEA-endorsed Democratic challenger for the 30th Congressional District seat in western New York. Seated from left are Dave Celani of Buffalo State Employees Local 003, Sam Magavero of Buffalo-Niagara Frontier Retirees Local 903, Viola Soles of Buffalo Psychiatric Center Local 403 and Bill Fenzi, president of the Maryvale Schools Unit of Erie County Educational Employees Local 868.

SUPPORT THESE CSEA-ENDORSED CANDIDATES; THEY'RE ON YOUR SIDE

ELECTION DAY TUESDAY NOVEMBER 5

NEW YORK STATE SENATE

DIST.	CSEA ENDORSED CANDIDATE	DIST.	CSEA ENDORSED CANDIDATE
CSEA Long Island Region 1			
1	Kenneth LaValle	34	Guy Velella <i>*also in Region 2</i>
2	James Lack	35	Nicholas Spano
3	Caesar Trunzo	36	Suzi Oppenheimer
4	Owen Johnson	37	Vincent Leibell
5	Carl Marcellino	38	Christopher St. Lawrence
6	Kemp Hannon	39	No Endorsement
7	Michael Tully	40	Charles Cook <i>*also in Regions 4 and 5</i>
8	Norman Levy	41	No Endorsement
9	Dean Skelos		
CSEA Metropolitan Region 2			
10	Alton Waldon	42	Michael Hoblock
11	Frank Padavan	43	Joseph Bruno
12	Ada Smith	44	Hugh Farley
13	Emanuel Gold	45	Ron Stafford
CSEA Central Region 5			
14	George Onorato	46	James Wright
15	No Endorsement	47	Ray Meier
16	Leonard Stavisky	48	Nancy Lorraine Hoffman
17	Nellie Santiago	49	John DeFrancisco
18	No Endorsement	50	James Seward
19	No Endorsement	51	Thomas Libous
CSEA Western Region 6			
20	Marty Markowitz	52	John Kuhl <i>*also Region in 5</i>
21	Carl Kruger	53	Michael Nozzolio <i>*also Region 5</i>
22	Seymour Lachman	54	Richard Dollinger
23	Vincent Gentile	55	Mary Eileen Callan
24	John Marchi	56	Jess Present
25	Martin Connor	57	Anthony Nanula
26	Roy Goodman	58	William Stachowski
27	Catherine Abate	59	Dale Volker
28	No Endorsement	60	No Endorsement
29	David Paterson	61	George Maziarz
30	Franz Leichter		
31	Efrain Gonzalez		
32	David Rosado		
33	Larry Seabrook		

United States President
Vice President
Bill Clinton
Al Gore

NEW YORK STATE CONGRESSIONAL SEATS

DIST.	CSEA ENDORSED CANDIDATE
CSEA Long Island Region 1	
1	Nora Bredes
2	Rick Lazio
3	Peter King
4	Carol McCarthy
5	Gary Ackerman <i>*also in Region 2</i>
CSEA Metropolitan Region 2	
6	Floyd Flake
7	Thomas Manton
8	Jerrold Nadler
9	Charles Schumer
10	Edolphus Towns
11	Major Owens
12	Nydia Velasquez
13	Tyrone Butler
14	Carolyn Maloney
15	Charles Rangel
16	Jose Serrano
17	Eliot Engel
CSEA Southern Region 3	
18	Nita Lowey
19	Richard Klein
20	No Endorsement
26	Maurice Hinchey <i>*Also in Region 5</i>
CSEA Capital Region 4	
21	Mike McNulty
22	No Endorsement
CSEA Central Region 5	
23	Sherwood Boehlert <i>*also in Region 4</i>
24	No Endorsement
25	Marty Mack
26	Maurice Hinchey <i>*also in Region 3</i>
CSEA Western Region 6	
27	Tom Fricano
28	Louise Slaughter
29	John LaFalce
30	Fran Pordum
31	No Endorsement

VOTE NOV. 5

CSEA supports Proposition One

The Clean Water/Clean Air Environmental Bond Act

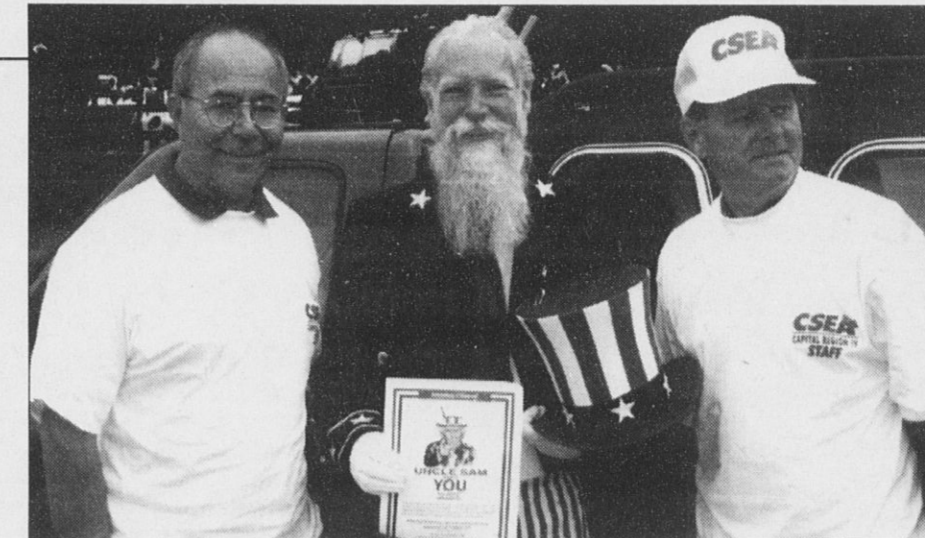
VOTE YES on the Environmental Bond Act to authorize the state to begin projects that will make our air cleaner, our water healthier. The Bond Act will fund the largest and most important environmental initiative in New York State history:

- ✓ A Clean Water Program
- ✓ A Safe Drinking Water Program
- ✓ Air Quality Projects
- ✓ Municipal Restoration Projects
- ✓ A Solid Waste Initiative

Vote YES on PROPOSITION ONE Election Day, November 5th

NEW YORK STATE ASSEMBLY

DIST.	CSEA ENDORSED CANDIDATE	DIST.	CSEA ENDORSED CANDIDATE	DIST.	CSEA ENDORSED CANDIDATE
CSEA Long Island Region 1					
1	Patricia Acampora	43	Clarence Norman	86	Richard Brodsky
2	No Endorsement	44	James Brennan	87	Michael Spano
3	No Endorsement	45	Daniel Feldman	88	No Endorsement
4	Steven Englebright	46	Jules Polonetsky	89	Naomi Matusow
5	Paul Harenberg	47	Frank Barbaro	90	No Endorsement
6	Robert Wertz	48	No Endorsement	91	Willis Stephens
7	Edward Shields	49	Peter Abbate	92	Alex Gromack
8	Philip Boyle	50	Joseph Lentol	93	Samuel Colman
9	No Endorsement	51	Felix Ortiz	94	Manny Mangual
10	James Conte	52	Eileen Dugan	95	John Bonacic
11	Robert Sweeney	53	Vito Lopez	96	Nancy Cozean
12	Steven Labriola	54	Darryl Towns	97	Joel Miller
13	David Sidikman	55	William Boyland	98	Jake Gunther
14	Marc Herbst	56	Albert Vann	99	Sean Donahue
15	Donna Ferrara	57	Roger Green	100	<i>* District in Region 4</i>
16	Thomas DiNapoli	58	Nick Perry	101	Jeanette Provenzano
17	Michael Balboni	59	Elizabeth Connelly		CSEA Capital Region 4
18	Earlene Hill	60	Eric Vitaliano	100	No Endorsement
19	Charles O'Shea	61	No Endorsement	102	No Endorsement
20	Harvey Weisenberg	62	Sheldon Silver	103	James Tedisco
21	Gregory Becker	63	Steven Sanders	104	No Endorsement
22	Thomas Alfano	64	Richard Gottfried	105	Paul Tonko
CSEA Metropolitan Region 2					
23	Audrey Pheffer	65	Alexander Grannis	106	Ron Canestrari
24	Mark Weprin	66	Deborah Glick	107	Kevin Dailey
25	Brian McLaughlin	67	Scott Stringer	108	No Endorsement
26	No Endorsement	68	Francisco Diaz	109	No Endorsement
27	Nettie Mayersohn	69	Edward Sullivan	110	No Endorsement
28	Melinda Katz	70	Keith Wright		CSEA Central Region 5
29	William Scarborough	71	Herman D. Farrell	111	William Magee
30	Joseph Crowley	72	No Endorsement	112	No Endorsement
31	Gregory Meeks	73	Jess Velona	113	Marc Butler
32	Vivian Cook	74	Carmen Arroyo	114	No Endorsement
33	Barbara Clark	75	Ruben Diaz	115	No Endorsement
34	Ivan Lafayette	76	Peter Rivera	116	RoAnn Destito
35	Jeffrion Aubry	77	Aurelia Greene	117	No Endorsement
36	Denis Butler	78	Roberto Ramirez	118	Michael Bragman
37	Catherine Nolan	79	Gloria Davis	119	Joan Christensen
38	Anthony Seminario	80	Jeffrey Klein	120	Edward Ryan
39	Anthony Genovesi	81	Jeffrey Dinowitz	121	No Endorsement
40	Edward Griffith	82	Stephen Kaufman	122	No Endorsement
41	Helene Weinstein	83	Samuel Bea	123	No Endorsement
CSEA Southern Region 3					
42	Rhoda Jacobs	84	J. Gary Pretlow	124	Robert Warner
		85	Ron Tocci	125	Martin Luster
				126	No Endorsement
				127	George Winner
CSEA Western Region 6					
				128	Robert Oaks <i>*also in Region 5</i>
				129	Craig Doran
				130	No Endorsement
				131	Susan John
				132	Joseph Morelle
				133	David Gannt
				134	Joseph Robach
				135	David Koon
				136	Jerry Johnson
				137	No Endorsement
				138	Joseph Pillittere
				139	Richard Corica
				140	Robin Schimminger
				141	Arthur Eve
				142	Richard Anderson
				143	Paul Tokasz
				144	Sam Hoyt
				145	Richard Keane
				146	Richard Smith
				147	No Endorsement
				148	Dick Quinn
				149	Patricia McGee
				150	William Parment

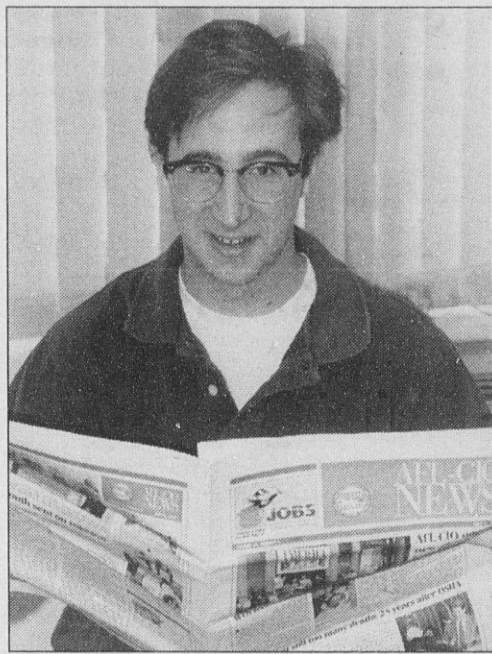


CSEA ACTIVIST TIM DREW, center, vice chair of the Capital Region Political Action Committee, dressed as Uncle Sam and marched with a contingent of CSEA officers, staff and activists in the recent annual Uncle Sam Parade in Troy. CSEA's parade theme was the encouragement of voter registration and voting on Election Day, Nov. 5. CSEA parade participants with Drew are, left, CSEA Capital Region President Carmen Bagnoli and CSEA Capital Region Director Joseph Reedy.

UNCLE SAM WANTS YOU TO VOTE NOV. 5th, AND SO DOES YOUR UNION, CSEA

This is one summer Eric Muldoon, union activist, will long remember

**AFL-CIO
Union
Summer
campaign
brings
workplace
rights, social
justice, to
downtrodden
workers**



**Eric Muldoon, part of the
AFL-CIO's Union Summer project.**

Editor's Note: Below is an update to the story we ran in July on the AFL-CIO's Union Summer Program. Eric Muldoon, son of Bernadette Muldoon, member of CSEA Capital Region Judiciary Local 694, was one of the 1,000 young people involved in Union Summer — the AFL-CIO's campaign to bring workers and college students together to fight for workplace rights and social justice. The following is a first-hand account of his experiences and observations.

For three sweltering August weeks, I participated in the AFL-CIO's Union Summer program in Sacramento, California. During those weeks, I worked with 32 other interns and four on-site leaders on many diverse campaigns designed to bring justice to Sacramento workers.

The interns were sponsored by Sacramento SEIU (Service Employees International Union) Local 22 and 1877. With Local 22, which represents Sacramento area home health care workers, we organized home health care workers, visiting these workers in their homes across Sacramento.

With Local 1877, we worked on the Justice for Janitors campaign. In Sacramento, the Justice for Janitors campaign focused on a local janitorial contractor, Somers Building Maintenance, whose workers cleaned many of the downtown office buildings. We engaged in a highly confrontational strategy of leafletting and picketing during busy business hours. Our goal was to make the office workers in these buildings aware that their janitors were overworked for minimum wage and that their attempts to unionize had been met with physical violence and intimidation as well as a highly illegal company union created by Somers and called Local 1. We made a lot of noise and attracted a considerable amount of

local attention to the plight of the janitors, and during our stay Somers settled an NLRB suit out of court by agreeing to disband Local 1, return "dues" collected by Local 1 and allow the janitors to exercise their right to organize.

We also participated in a few miscellaneous activities, including work for the UFW (United Farm Workers) on National Strawberry Workers' Day and protested at a fundraising lunch for local Republican Congressional candidate Tim LeFevre, where Newt Gingrich spoke.

During a visit to a labor camp in Watsonville, California where migrant farm workers live and work picking strawberries, we learned about the

oppressive conditions under which strawberry pickers are forced to live. The workers, who are mostly Mexican migrants, pick strawberries in fields covered with a cancer-causing pesticide called methyl bromide. They work six days a week, 10 hours a day, earn less than minimum wage, and are exploited by the slumlords who own their labor camps. Using our newfound knowledge as firepower, we showed our solidarity with farm workers by creating a "human billboard" on a major Sacramento street, forcing passing motorists to become aware of the strawberry pickers' plight.

At LeFevre's fundraiser, we confronted Gingrich and LeFevre supporters with noise, chants, and a strong presence, drowning out the Speaker's lackluster supporters and commanding local news coverage of our protest.

Our final action was to organize a rally in support of California Proposition 210, which would raise California's minimum wage, and against California Proposition 209, the so-called California Civil Rights Initiative (CCRI). CCRI would roll back affirmative action programs and would loosen workplace discrimination laws, hurting women and people of color. Our rally was a success, with an estimated turnout of 250 people and a number

**"Thanks to
the support
of CSEA, I
was able to
enjoy the
experience of
a lifetime."**

Member's daughter gets job thru Union Summer Program

ELMIRA — CSEA Elmira Psychiatric Center Local 437 President Rose MacBlane says she's proud of her daughter Beth's participation in the AFL-CIO's Union Summer Program, which she was able to turn into a full-time job. She says it was far from expected.

"I never realized that she took to heart the conversations that we had at home dealing with the union. I'm elated that she involved herself in unionism and organizing. I'm very proud of her," she said.

Beth MacBlane says she decided to take part in the Union Summer Program to broaden her horizons a little, but never expected to turn the three-week program into a career. At first, she was just one of several college students who was assigned to a campaign with the Georgia State Employees Union (GSEU), to organize the 350 workers at the Georgia War Veterans Home.

"Before I started, I wasn't really interested in the Union," she said. "I was just looking for a new experience. After I started the campaign, I wanted to come back."

At the end of the three weeks, MacBlane was so involved with the campaign and the Home's workers, she asked to come back as a temporary intern. A short while after her "internship" was extended, she was offered a full-time position organizing with the GSEU, which she accepted. Although she's not yet finished with college, she says the experience is an education in itself.

"I've learned a lot from the GSEU and the organizers I worked with on the campaign," she said. "It really gave me a new appreciation for labor issues, and there's a lot of things me and my mother can talk about now."

— Mark M. Kotzin

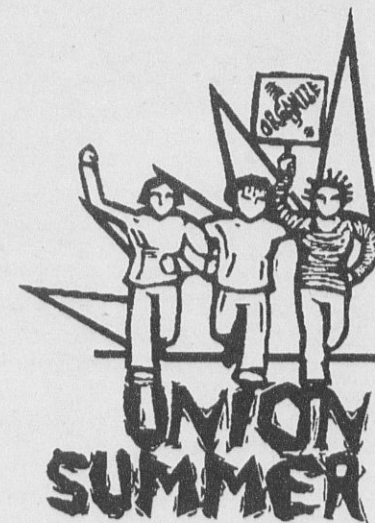
of powerful speakers.

My experience with Union Summer in Sacramento was invaluable and unforgettable. I met 32 dedicated, angry interns who will continue the fight for social justice in their communities, on their campuses and in their workplaces.

Hopefully, the 1,000 interns in other cities across the country quieted the notion that my generation is apathetic and lazy — if my sight was an indication, it seems that just the opposite is true. And perhaps most importantly, my work in Sacramento touched the lives of a few workers whose lives will be better because there are young people who are willing to carry the fight for justice into the 21st century.

Thanks to the support of CSEA, I was able to enjoy the experience of a lifetime.

— Eric Muldoon



CSEA, AFL-CIO denounce Labor Dept. over workplace security

ALBANY — On the fourth anniversary of the slaughter of four CSEA Social Services workers in Watkins Glen, CSEA and the New York State AFL-CIO blasted the state Labor Department's recent dismissal of a proposed Worksite Security standard.

Simultaneously with a press conference in Albany where union leaders and activists denounced the Labor Department, a special memorial service was held at the Schuyler County office building.

Among the participants at the Albany press conference were CSEA President Danny Donohue, NYS AFL-CIO President Ed Cleary and CSEA Schuyler County Department of Social Services members Sandra Rhodes and Susan Tacka, who spoke of the tragic events four years ago. At the same time two

hundred miles away, other Schuyler County CSEA members stood in tribute to their slain co-workers as a "Tree Of Life" Memorial Quilt was hung in the Schuyler County Office Building. Among

those in attendance were CSEA Local 849 President Charlene Williams and CSEA Central Region President Jim Moore. The quilt was designed, sewn and quilted by workers in the State Office of Child Support Enforcement.

On Oct. 15, 1992, Schuyler County employees Florence Pike, Phyllis Caslin, Nancy Wheeler and Denise Miller Van Amburg were gunned down in their office by a "deadbeat dad" angered that the Department of Social Services had garnished his wages.

Union efforts for more secure public worksites were galvanized by the murders and after two years of

extensive work a security standard was proposed to the Department of Labor in 1994.

The standard would apply only to public worksites and primarily requires that public employers assess risks and develop a cost-effective strategy to prevent tragedy.

But the Department of Labor's Division of Safety and Health recently dismissed the proposal out of hand, claiming it would be too costly, irrespective of whether it would be effective. CSEA and the AFL-CIO take serious issue with their analysis.

"The Department of Labor's conclusions are unacceptable and cause grave concern about their commitment to the safety and well-being of our members and the general public who use public buildings," CSEA President Danny

Donohue said. "CSEA recognizes that it is impossible to secure all worksites at all times, but there are steps that can be taken to reduce risks and this standard would move us forward."

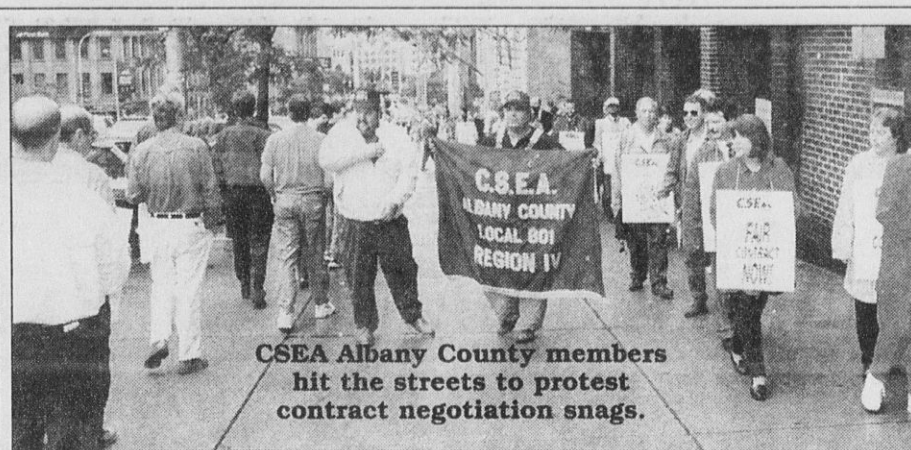
"The Watkins Glen murders were not an

isolated incident," New York State AFL-CIO President Ed Cleary said. "Worksite violence is a very real threat that must be addressed."

According to the National Institute of Occupational Safety and Health (NIOSH), intentional homicide is now the leading cause of death in the workplace for women and ranks as the third leading occupational cause of death for all workers.

A study by the Department of Justice found that federal, state and local government employees make up 18 percent of the U.S. work force but are victims of worksite violence 30 percent of the time.

More coverage of the memorial services in Watkins Glen and remembrances of co-workers on the fourth anniversary of the slayings will be published in the next edition of *The Public Sector*



CSEA Albany County members hit the streets to protest contract negotiation snags.

Co-pay, sub-contracting issues stumbling blocks in dispute over Albany County contracts

ALBANY — With four of five CSEA represented Albany County bargaining units – Department of Social Services, Mental Health, Health and Highway – voting against a two-year pact, negotiations for the 1,200 workers seem destined for impasse.

In the Social Services, Health and Mental Health units the stumbling block to concluding a tentative contract is a management demand to increase the employees' health insurance co-pays 50 percent.

"This demand is unfair to our lower paid members," DSS Unit President Hannah Venduro said during an information picket in front of the Albany County Office Building. "Some members will have to work two and a half hours to clear the cost of one doctor's visit. This means that some families will delay going to the doctor until the patient is sicker. That means the county's insurance will be used more to pay for hospitalizations rather than for proactive health maintenance."

At a second informational picket outside of the Albany County Mental Health and Health Department facility, Mental Health Unit President Alan Boyd and Health Unit President Janet Christensen pointed out that the public statements of County Executive Michael Breslin say that the county is saving millions of dollars because of the efficient and effective delivery of county services by its public work force.

"Our members question why they should be forced to pay a 50 percent co-pay increase when the county is saving millions of dollars due to the hard work of its public employees," Boyd said, expressing the frustration of the county work force. Christensen urges the workers to stay united in their efforts for a fair contract.

Contract language concerning the use of sub-contractors when the Highway Department personnel is fully engaged is the stumbling block in the highway unit, President Dick Zink said.

"We have sent out a questionnaire to the members to find out the reasons for voting down the two-year pact. But I sense the sub-contracting language is the basis for the no vote. They want the use of sub-contractors to be strictly limited."

CSEA Albany County Local 801 President Jack Rohl, who has been on all of the info picket lines, pledged local support for the units' members. "We are all in this together. We can only win this battle for a fair contract by working together, sticking together and fighting against the administration's unfair demands."

— Daniel X. Campbell

CSEA offering group whole life family protection insurance

CSEA, working with Jardine Group Services Corporation as the plan administrator, has selected New York Life Insurance Company as the new underwriter for its Group Whole Life Insurance Plan.

Effective Oct. 15, 1996, CSEA began offering members the opportunity to apply for Group Whole Life Family Protection Insurance.

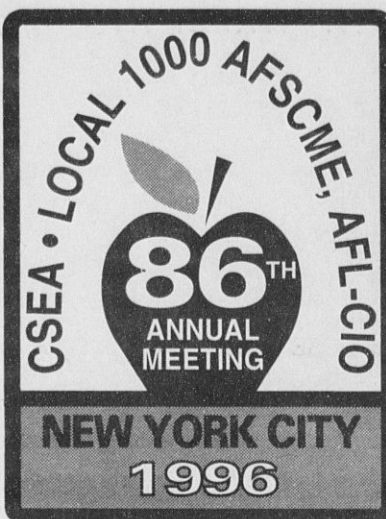
"By continuously improving our insurance programs, CSEA demonstrates the strength of our commitment to serving our members," CSEA President Danny Donohue said. "We listened to our members' suggestions and developed this plan with those needs in mind. I'm pleased with the results of this effort and I'm sure everyone else will be too."

Improved features include:

- Affordable unisex rates
- Coverage for members, spouses and children
- Five insurance plans to choose from
- Money saving non-smoker discounts

A new accelerated death benefit is another important feature added to the CSEA Group Whole Life Family Protection Plan. Under this benefit, a one-time lump sum, up to 50 percent of the insurance amount, is payable for a diagnosed terminal illness.

For more information on how you can apply for this exciting, improved CSEA Group Whole Life Family Protection, call Jardine at 1-800-697-CSEA.



Therefore, be it resolved...

The following resolutions were presented for the consideration of delegates attending CSEA's 86th Annual Delegates Meeting Sept. 29-Oct. 4 in New York City. Action taken by delegates is as indicated.

1. Statement of support for the mutual goals of labor-advocated organizations

This resolution would resolve that CSEA maintain and strengthen its support for the mutual goals and activities of the A. Philip Randolph Institute, Labor Council for Latin American Advancement, Coalition of Labor Union Women, National Council of Senior Citizens, the Coalition of Black Trade Unionists, the Asian/Pacific Labor Alliance and other similar labor-supported organizations.

The Resolutions Committee recommends that this resolution be adopted as amended.

ADOPTED

2. Protecting the quality of health care for all

This resolution would commit CSEA to continue, through its Political Action Department, to take an active role in advocating legislation that would ensure quality health care for all.

The Resolutions Committee recommends that this resolution be adopted as amended.

ADOPTED

3. Protecting our New York State Pension

This resolution would commit CSEA to continue using "all of its resources to protest any and all raids on the New York State Pension System."

The Resolutions Committee recommends that this resolution be adopted as amended.

ADOPTED

VOTE NOV. 5th

4. PAC support for conservative candidates

This resolution would require that CSEA recommend to all its Political Action Committees that, whenever possible, conservative candidates be examined on their views of public service labor organizations prior to the union endorsing candidates for public office.

The Resolutions Committee recommends that this resolution not be adopted since the CSEA endorsement process already ensures that all candidates for elected office will be interviewed and considered for endorsement if they so desire.

NOT ADOPTED

5. Certificate from state for certification of mental health therapy aides

This resolution would resolve that CSEA utilize all available avenues to establish a state certification program similar to the Nurses' Assistant Certification program for MHTA's, based on appropriate training and experience.

The Resolutions Committee recommends that this resolution be adopted as amended.

ADOPTED

6. Providing CSEA benefits and coverage to employees with interrupted service

This resolution proposes that CSEA make contributions to the Employee Benefit Fund to provide full coverage and benefits for up to one year for employees laid off or on disability leave.

The Resolutions Committee recommends that this resolution not be adopted because it would be cost prohibitive, would be applicable to less than half the union membership, is not within the sole control of the delegates to decide, and would require a bilateral agreement with the State.

NOT ADOPTED

7. Voter program

This resolution would resolve that CSEA continue an aggressive, comprehensive voter program that includes special outreach to women as well as registration, education and voting motivation components for all to make the union vote a deciding factor in all future elections.

The Resolutions Committee recommends that this resolution be adopted as amended.

ADOPTED

8. Breast cancer

This resolution would resolve that CSEA educate its members about breast cancer and the value of early detection of the disease, seek multiple options for delivery of mammography services and support federal and state legislation that will maintain and increase funding for breast cancer research, education, outreach and early detection programs.

The Resolutions Committee recommends that this resolution be adopted.

ADOPTED

9. CSEA, Inc. rebate reimbursement to locals

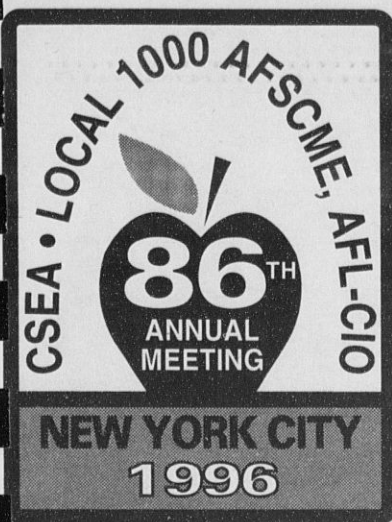
This resolution would require that CSEA reimburse 100 percent of a Local's portion of dues rebate which is currently withheld whenever a Unit of that Local fails to or improperly files unit election paperwork.

The Resolutions Committee recommends that this resolution not be adopted since it would remove an incentive for the Locals to oversee their Units' elections.

REFERRED TO CSEA PRESIDENT



CSEA DUTCHESS COUNTY Educational Local 867 President Norma Condon was honored recently by the Dutchess County Democratic Committee. Condon has served on the Southern Region Political Action Committee for 15 years, including five years as chairperson. With Condon, from left, are Congressman Maurice Hinchey, CSEA Southern Region President Carmine DiBattista, CSEA Southern Region Political Action Committee Chair Lou Roccuzzo and Congressman Charles Schumer.



Delegates approve three amendments to Constitution, By-Laws

defeated and one was referred back to the Constitution and By-Laws Committee.

CONSTITUTION

Approved on second reading were:

- ⊛ An amendment providing for election of vice chairpersons of the Local Executive Committee, State Executive Committee and Private Sector Executive Committee, and their succession to chairperson if that office becomes vacant;

- ⊛ An amendment authorizing the Retiree Division to give a report at the Annual Delegates Meeting, and;

- ⊛ An amendment establishing May 15 as the deadline for submitting to the statewide CSEA secretary proposed amendments to the Constitution for consideration at the Annual Delegates Meetings.

Approved on first reading were:

- ⊛ A proposed amendment that would restrict full CSEA membership to only members in a CSEA bargaining unit;

- ⊛ A proposed amendment establishing procedures and supervision of the election of representatives to the Retiree Division Executive Committee.

Defeated was:

- ⊛ A proposed amendment that would have increased the number of member signatures required on candidates' petitions for statewide CSEA office.

Referred back to committee were:

- ⊛ A proposed amendment that would make it the responsibility of each delegate to any CSEA meeting to attend the general business sessions until adjournment by the statewide president officially ends the session; and

- ⊛ A proposed amendment that would establish a fifth division within CSEA known as the Judiciary Division.

BY-LAWS

Approved were:

- ⊛ An amendment giving the Statewide Election Committee the responsibility to notify all candidates of any protest that affects their election;

- ⊛ An amendment allowing retired members to become fully paid lifetime members without having to pay any further dues upon reaching age 80; and

- ⊛ An amendment changing the status of the Committee on Methods and Procedures from a standing committee to a special committee.

Defeated were:

- ⊛ A proposed amendment that would have changed May 15 as the deadline for submitting to the statewide CSEA secretary proposed amendments to By-Laws for consideration at the Annual Delegates Meetings;

- ⊛ A proposed amendment that would have required constitutional directions for election instructions and simulated elections under the jurisdiction of the Board of

Directors preceding secret ballot elections;

- ⊛ A proposed amendment that would have limited the number of agencies that CSEA could contract with at the same time to conduct union elections;

- ⊛ A proposed amendment that would have required the Election Committee to provide each candidate with the mailing address of all other candidates in an election;

- ⊛ A proposed amendment that would have required CSEA to reimburse all travel expenses incurred by a candidate for union office during an election protest procedure;

- ⊛ A proposed amendment that would have required the reimbursement of 50 percent of dues and agency shop fees to locals with 100 or less members;

- ⊛ A proposed amendment that would have allowed for the reinstatement, with certain restrictions, of members expelled by Judicial Board action;

- ⊛ A proposed amendment that would have added a Statewide Child Care Committee to the union's existing standing committees.

Referred back to committee was:

- ⊛ A proposed amendment that would provide for the compensation of an additional night of lodging and meals if delegates are unable to secure transportation home due to remaining until the end of business sessions at delegate meetings.

NEW YORK CITY — CSEA delegates to the union's 1996 Annual Delegates Meeting here debated and took action on a number of proposed changes to CSEA's Constitution and By-Laws.

Delegates approved on second reading three amendments to the union's Constitution. Previously approved by delegates to the 1995 Annual Delegates Meeting, the three changes are now incorporated into the Constitution.

Delegates also considered on first reading five proposed changes to the Constitution; approving two, rejecting one and referring two back to the Constitution and By-Laws Committee for further study. Changes to the Constitution must be approved by delegates at two consecutive meetings to become effective. Changes approved at this meeting must be approved by a two-thirds vote at a second reading next year's Annual Meeting before they could be incorporated into the union's Constitution.

Delegates also considered 12 changes to the union's By-Laws. Three proposed changes to the By-Laws were approved, eight were

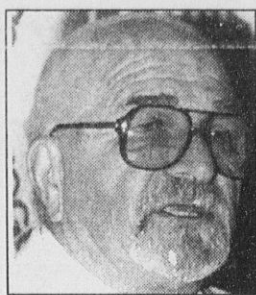


Western Region wins PEOPLE Cup; Mayberry is Recruiter of the Year

CSEA PEOPLE (Public Employees Organized to Promote Legislative Equality) honored its member activists for their recruiting efforts over the past year during the Annual Delegates Meeting. CSEA/AFSCME PEOPLE is the lobbying and political action program at the federal level.

In photo at left, Western Region First Vice President Florence Tripi, left, holds the PEOPLE Cup trophy awarded to the region recruiting the most new members during the past year. Western Region PEOPLE activists recruited 497 new members to the program during that time frame. CSEA President Danny Donohue is flanked by Tripi and Sylvia Mayberry, second from right, named CSEA PEOPLE recruiter of the year for personally signing up 73 new members. Mayberry is a member of CSEA SUNY at Buffalo Local 602. At right is CSEA Statewide PEOPLE Committee chair Marie Prince.

CSEA activists enlisted 1,951 new members statewide to the program during the past year.



Harold McKinney
President Local 909

'Together, We Made It Happen' CSEA retirees praised for activism, lobbying



Israel Silverberg
Local 910



Dorothy Kothen
President Local 903



Ben Kosiorowski
President Local 950



Bonnie Barber
President Local 905

ALBANY — CSEA public employee retirees, who spearheaded a hard-fought campaign that led to retroactive payment of pension supplementation this year, were praised for their activism and lobbying efforts by the state assemblyman who sponsored the supplementation legislation.

Assemblyman Eric N. Vitaliano, who chairs the Assembly Standing Committee on Governmental Employees, was a keynote speaker at the 12th Annual CSEA Retiree Delegates Meeting recently.

Delegates presented a special plaque to State Comptroller H. Carl McCall in appreciation of his efforts to have enacted pension supplementation and his fight to stop Gov. Pataki's raid of the state pension funds to balance the state budget.

McCall pledged to



Assemblyman
Eric Vitaliano

continue to push for a more permanent system of pension supplementation.

Delegates were also briefed on federal issues affecting retirees by Steve Regenstreif, director, and Karen Gilgoff, assistant director, of the AFSCME Retiree Program. Plans for a stepped-up retiree recruitment drive were also discussed.



Nick Pollicino
President Local 919



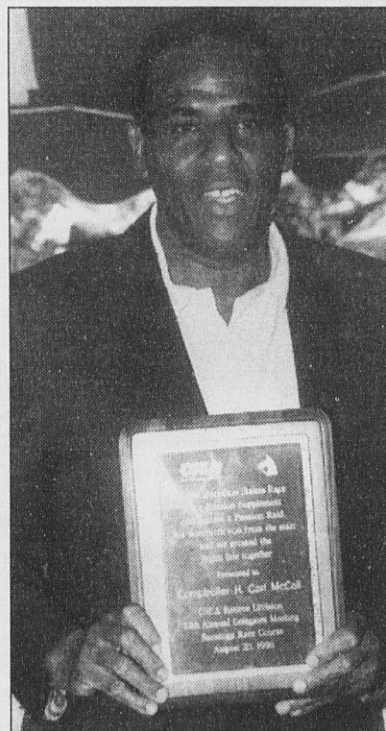
CSEA ACTIVIST GENEVIEVE CLARK, center, was presented the 1996 Donald Webster Memorial Mission Achievement Award during the 12th Annual Retiree Delegates Meeting. At left is Charles Peritore, chair of the Retiree Executive Committee. At right is Carmen Bagnoli, president of the host CSEA Capital Region.

Gen Clark wins Webster Memorial Award

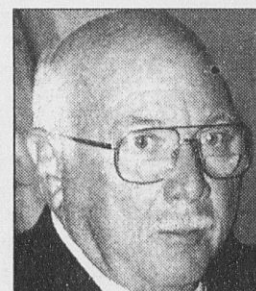
Long-time CSEA activist Genevieve Clark was presented the Donald Webster Memorial Mission Achievement Award for 1996. A Licensed Practical Nurse, Clark joined CSEA when she began working at Roswell Park in 1954. She went on to become secretary and later vice president of the CSEA Western Region. During her long union career she served on the CSEA Institutional Unit negotiating team and as chair of the CSEA statewide Election Committee. Since retiring, Clark served as secretary and is currently executive vice president of CSEA Buffalo/Niagara Frontier Retirees Local 903. She also serves on the statewide Womens' Committee. "Gen Clark represents the CSEA Mission Statement in the finest sense," CSEA President Danny Donohue said. "She is the essence of a union activist."



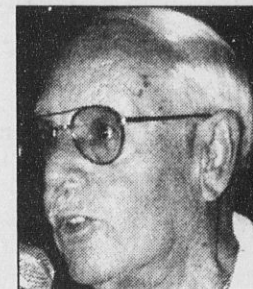
Helen Reynolds
Local 919



H. Carl McCall, right, holds a plaque presented during 12th Annual Retiree Delegates Meeting.



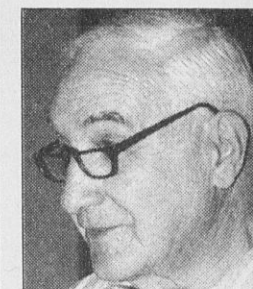
Jack Tassiello
President Local 925



Sam Emmett
Local 910



Lillian Kovarik
Local 920



Len Catalano
Local 903



Eileen Salisbury
Local 999



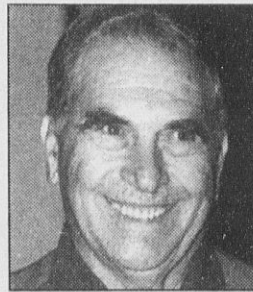
Clara Pruitt
President Local 902



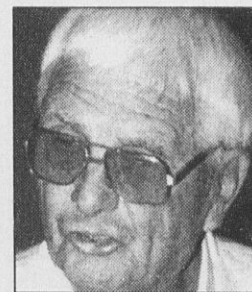
Bill Birmingham
Local 919



Lee Pound
President Local 918



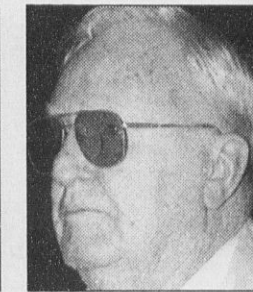
Tony Montemarano
President Local 907



Lou Colby
Local 950



Terri Sinsabaugh
President Local 917



George Rogers
Local 950

Activists, officers gather to emphasize CSEA unity

Second Annual Private Sector Division Meeting held in Rochester

ROCHESTER — "CSEA isn't a public or a private union — it's a union — period. And private sector CSEA locals are equal to all others, and just as important to our cause," CSEA President Danny Donohue told delegates to the second annual CSEA Private Sector Division Meeting. The meeting was moderated by division chair Dan Vallee.

Activists and officers representing more than 3,000 private sector CSEA members gathered to attend workshops and a forum with President Donohue on mutual concerns.

Concurrent workshops dealt with workplace issues for employees of faculty-student associations, schools and libraries, health care facilities and residential care and counseling centers, and a private sector grievance workshop for all delegates.

Ed LaPlante, Director of Political Operations, conducted a political action workshop, where he termed it "critically important that labor and labor issues be represented in this year's elections, and that all of CSEA's members become actively involved."

Michael Richardson, Deputy Director of Labor Relations, outlined the steady growth of private sector locals within CSEA, and pointed to several successful contract negotiations for new locals. He also announced publication of the first CSEA Private Sector constitution.

Dorothy Spiliotoupolis was elected to fill the vacant division post of vice chairperson.



Attendees at one of the workshops held during the meeting.

"CSEA isn't a public or a private union — it's a union — period. And private sector CSEA locals are equal to all others, and just as important to our cause."

— CSEA President
Danny Donohue



Above, President Danny Donohue and Statewide Secretary Barbara Reeves review the private sector convention agenda. Left, Private Sector Division Chair Dan Vallee and SUNY Delhi Local 628 member Penny Jo Curless confer on various private sector issues.



Ed LaPlante, Director of Political Operations



Family health workers vote for CSEA again!

LATHAM — Schenectady Family Health Services (SFHS) employees have voted to continue CSEA as their collective bargaining representative. The employees are part of the CSEA Private Sector Division.

CSEA organized workers at the SFHS facility a little over a year ago and recently the membership voted down a tentative agreement with the SFHS administration by a one vote margin. At that point, CSEA was informed of an employee decertification effort against continued representation by CSEA. CSEA says SFHS management orchestrated the effort.

In a short but intense campaign effort, SFHS management engaged in certain forms of worker intimidation, but the administration could not answer the one question CSEA asked — "Walt (Isaacs, SFHS Executive Director) has a contract with SFHS. Why shouldn't you?"

CSEA will inform SFHS and the NLRB of the union's

desire to offer the recently rejected pact to the workers once again, including the workers' concern over the offer of any economic flexibility in the first year of the contract. SFHS employees were never allowed to vote on the offer due to the decertification effort.

"This election proves that even in an atmosphere of intimidation, the majority of the workers want CSEA representation to continue," said CSEA Deputy Director of Labor Relations Michael Richardson. "Now we want the workers to be able to freely consider SFHS's last offer with their request for economic flexibility answered. That's what our members directed us to do and that is what we will do."

The CSEA Private Sector Division is growing at a rapid pace as more workers in jobs similar to those in the public sector seek to join up.

— Daniel X. Campbell

Robert Drosdowich, Local 170, top PEOPLE recruiter for September

Robert Drosdowich of CSEA Adirondack Correctional Facility Local 170 earned Recruiter of the Month honors for September by recruiting the most new members for the PEOPLE Program.

PEOPLE (Public Employees Organized to Promote Legislative Equality) is the CSEA-AFSCME lobbying program that operates at the federal level.

Drosdowich recruited 10 new members for PEOPLE during September.

ATTENTION: STATE EMPLOYEES

November is Annual Option Transfer Month to change health insurance options, pre-tax contribution status and Dependent Care Advantage Account

November is the Annual Option Transfer month, when state employees may change their health insurance option, pre-tax contribution status and/or Dependent Care Advantage Account participation.

Employees who wish to change their Empire Plan or Health Maintenance Organization (HMO) option must do so during the Option Transfer Period by contacting their health benefits administrator, located in their agency personnel office.

Attention NYS

Health Insurance Program Enrollees

Whether you are enrolled in the Empire Plan or an HMO, New York State pays most of the cost of your premium. For Empire Plan enrollees, the State pays 90 percent of the cost of enrollee coverage and 75 percent of the additional cost for dependent coverage. The formula for the enrollee share of the HMO premium changed pursuant to Article 9.10 of the NYS Collective Bargaining Agreements (ASU, ISU, OSU, DMNA) effective January 1, 1996. The State's maximum contribution toward the premium was limited to 110 percent of its dollar contribution to the Empire Plan premium. In 1996, the bi-weekly additional cost for HMOs whose premiums exceeded the 110 percent of Empire Plan premium was capped at \$5 for individual coverage and \$15 for family coverage.

Effective January 1, 1997, the state's dollar contribution for HMO coverage will remain at 110 percent of its contribution for those components of the Empire Plan, however, **the current \$5 individual and \$15 family cap will be removed.**

This change could have a significant impact on what you pay for your HMO coverage in 1997.

Rate Information

Look for the 1997 rates to be mailed to your home in November. If you are contemplating changing options, the rate information will inform you of your bi-weekly contribution for 1997 and together with the 'CHOICES' guide

from your agency's health benefits administrator, you will be able to make an informed decision. As always, you will be given 30 days from the date that the rate information is released to make your changes. If you decide NOT to change your health insurance option, you do not have to take any action.

Health Insurance Choices for 1997

The Health Insurance "CHOICES" for 1997 publication is scheduled to be mailed to your agency health benefits administrator's office in early November. The publication describes the Empire Plan and the NYS Health Insurance Program (NYSHIP) approved HMOs in your geographic region and can be a very important resource if you are contemplating changing your health insurance option. The guide also includes information regarding the Pre-tax Contribution Program. If you would like to review your options and the benefits available, you may obtain a copy of the Health Insurance "CHOICES" for 1997 from your health benefits administrator directly.

Several changes may affect your health plan choice. As a result of The HMO Workgroup, which is comprised of representatives from the Joint Labor-Management Committees on Health Benefits and the NYS Health Insurance Council, five HMO's will be allowed to expand their service areas for 1997. The Workgroup approved the following requests for expansion: HMO Blue (formerly BlueCare Plus) into Lewis County; HMO-CNY (FHP) into the counties of Cayuga, Chemung and Steuben; CDPHP into Fulton, Montgomery, Warren and Washington; MVP into Onondaga County; and Health Care Plan of western New York into Genesee and Orleans counties. One additional HMO has been approved for participation. Empire Blue Cross/Blue Shield's HMO 'Blue Choice HMO' will be offered as a competitive new alternative for enrollees residing or working in Albany, Columbia, Fulton, Greene, Montgomery, Rensselaer, Saratoga, Schenectady, Warren and

Washington counties. Managed Health, an HMO offered in the counties of Nassau and Queens, will not be an available option for 1997. The remaining 1996 'participating' HMOs have been approved for continued participation in 1997 with no change in service areas; however, if you are currently enrolled in an HMO, you will receive information from the HMO directly regarding any changes in your coverage and/or co-pays effective January 1, 1997.

Two Additional Choices to Consider

The Pre-tax Contribution Program (PTCP) allows you to have your health insurance premiums deducted from your pay before taxes are taken out. This may lower your taxable income and give you more spendable income. The PTCP is explained in the NYSHIP Health Insurance "CHOICES" for 1997 and is automatically applied unless you sign a waiver indicating that you do not wish to participate. If you want to change your tax status for 1997 health insurance premiums, you should see your health benefits administrator by December 2, which is the IRS deadline. No action is needed if you wish to keep your current pre-tax option.

The Dependent Care Advantage Account helps you reduce your taxes and increase your spendable income by paying your dependent care expenses with pre-tax dollars. This program is available if you have dependent children of any age or adult relatives needing care in order for you to continue working.

A booklet explaining how this program works is available from your health benefits administrator. The enrollment deadline is November 15; however, employees who experience a family status change may still enroll during the program year. For further information regarding the Dependent Care Advantage Account Program, see your agency health benefits administrator or call 1-800-358-7202.

Special prices for special people

You've got the CSEA Advantage

The CSEA Advantage Cellular Phone Discount Programs

FRONTIER CELLULAR

(Special Plan Features Available)

County Service Areas: Erie, Niagara, Chautauqua, Orleans, Genesee, Wyoming, Cattaraugus, Allegany, Monroe, Livingston, Steuben, Wayne, Ontario, Chemung, Tioga, Onondaga, Broome, Oswego, Oneida, Madison, St. Lawrence, Jefferson, Lewis and Herkimer.

FOR MORE INFORMATION, CALL
1-800-440-1894

CELLULAR ONE

Service Areas: Tompkins, Cortland, Chenango, Seneca, Cayuga, Yates and Schuyler

NEW

Monthly access charge: \$12.00
Per minute charge: \$.21 peak/off peak
Activation fee: Waived until 9/30/96
Contract term: 12 months
Discounted equipment

For more information, call:
Stephanie Togni
1-800-524-2351
607-273-0400 or 607-280-0606

CELLULAR ONE

Service Areas: Ulster, Sullivan, Dutchess and Orange

Monthly access charge: \$15.95
Per minute charge: 100 free, \$.35 peak, \$.25 off peak, \$.55 NYS roam

Activation fee: Waived
Contract term: 2 years
Discounted equipment

NEW

CELLULAR ONE

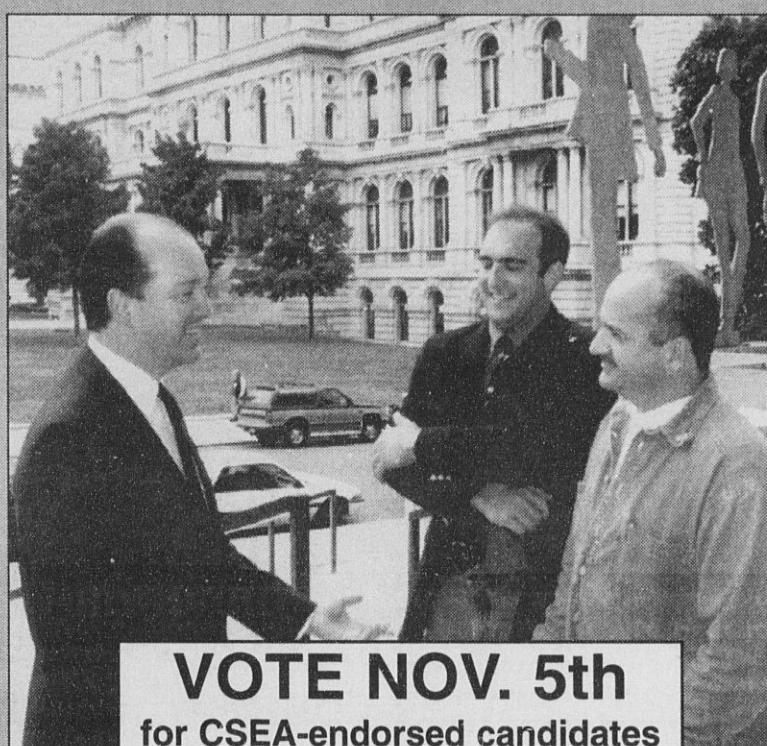
Service Areas: Columbia, Greene, Otsego, Schoharie and Delaware

Monthly access charge: \$8.95
Per minute charge: 100 free, \$.19 peak, \$.16 off peak, \$.45 NYS roam

Activation fee: Waived
Contract term: 2 years
Discounted equipment

For more information, call:

ED FRATZ 607-434-1128, 434-1129, 914-399-1129 or 914-389-9000
RON BROWN 914-389-9000



VOTE NOV. 5th
for CSEA-endorsed candidates

CSEA CAPITAL REGION Political Action Committee Chair Michael Febraio, right, and Region Political Action Coordinator Adam Acquario, center, talk with Kevin Dailey, CSEA-endorsed candidate in the 107th Assembly District following the union's public announcement of the endorsement. The State Capitol is in the background.

It pays to be a CSEA member!

For information on the wide variety of membership benefits available, call the CSEA Membership Benefits Department 1-800-342-4146

**V
a
c
a
t
i
o
n

I
d
e
a
s**

Free Vacations for Kids, On the Big Red Boat

For the Kids ages 2 - 17

- * Free Cruise!
- * Free Hotel Stay
- * Free DisneyWorld Admissions
- * Free youth programs

For You

- * Special Traveler's Edge Discount Rates on the cabin of your choice.

Valid until Dec. 1997

Package C22

5% off any
airline ticket.
You book it!
We ticket it!

Super Special Deals for

A World of Airfares

* London \$299

* Amsterdam \$375

* Paris \$375

* Tel Aviv \$799

Package A34

Already Discounted Fares

CSEA Members and their Families

Honolulu, Hawaii

Round Trip Airfare
on TWA and 5
nights hotel
accommodations at
the Outrigger
Hobron

\$570 pp

Restrictions apply
Package L54
Already Discounted Rate

Additional 5% off
Advertised Packages
You Find It!
We book it!
You Save!
\$\$\$\$

A Weekend in Lisbon!!!

- * Round Trip Air via TAP Air Portugal
- * 3 nights hotel
- * Breakfast Daily
- * Tax and Service charges

\$479 pp

Package L55

Call Traveler's Edge today!
1-800-634-8538

Traveler's Edge is a Buy-By-Phone travel reservation service. It is a valuable benefit that comes to you from **THE BUYER'S EDGE**, offered to you because you are associated with CSEA. Use this service to get the best vacation prices for you and your family members. **Your Buyer's Edge Group Number is 1811.**

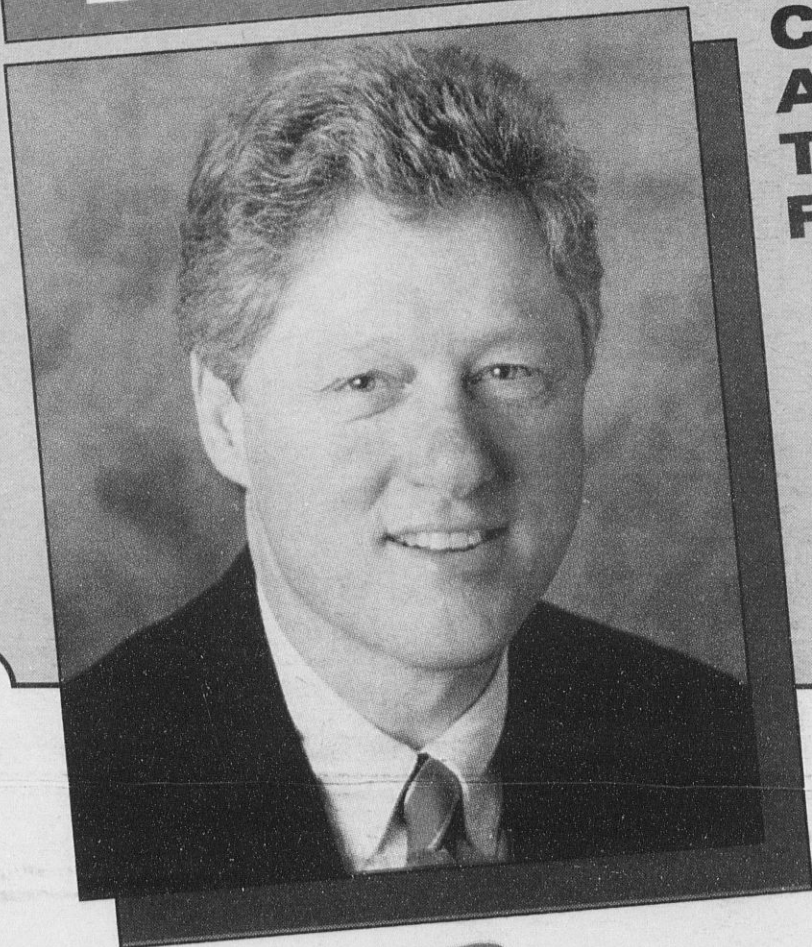
CSEA

FOR

CLINTON GORE

'96

Best for you, Best for America



**CSEA, AFSCME AND THE
AFL-CIO PROUDLY ENDORSE
THE CLINTON/GORE TEAM
FOR RE-ELECTION NOV. 5TH**

*The Clinton/Gore team is firmly on your
side when it comes to issues that are most
important to you, including:*

✓ Labor ✓ Economy ✓ Education
✓ Health ✓ Family

**VOTE for the
CSEA-endorsed candidates
on November 5th**
(see pages 9, 10 & 11)

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

NOVEMBER 1996

INSIDE THIS EDITION

- Annual Delegates Meeting coverage – Pages 3, 14 & 15
- Local Government News – Pages 4 and 5
- State Government News – Pages 6 and 7
- Four years after Watkins Glen, safety and health still at risk in the workplace – Page 13
- CSEA Annual Retirees Division meeting coverage – Page 16
- CSEA Private Sector Division meeting coverage - Page 17