

# Contract!

## *Three salary increases, two bonus payments, increments, longevity*

CSEA and state negotiators have reached tentative agreement on a four-year contract covering more than 100,000 state employees after 17 months of hard-nosed bargaining.

The tentative contract was reached at the conclusion of intense, around-the-clock bargaining that included a final 28-hour marathon session in mid-April. Formal bargaining resumed in mid-April after months of impasse, during which formal mediation efforts failed. The negotiated agreement was reached just as both sides were scheduled to participate in hearings before a three-person fact-finding panel in a last ditch attempt to resolve the contract before the dispute would have gone to the state Legislature for an imposition.

CSEA state employee members will

vote soon on ratification of the tentative four-year contract. The tentative agreement, retroactive to April 1, 1991, includes three salary increases and two bonus payments over the next two years and provides increments and longevity payments for the length of the contract.

The agreement also continues health insurance benefits at their current levels for the duration of the contract, retains leave accruals unchanged and increases state contributions to the CSEA Employee Benefit Fund to help offset increasing costs for prescription drug, dental and vision care benefits.

The tentative agreement, effective from April 1, 1991, to April 1, 1995,

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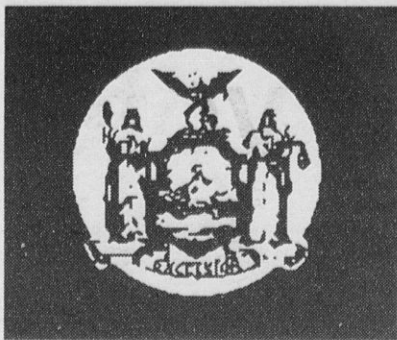
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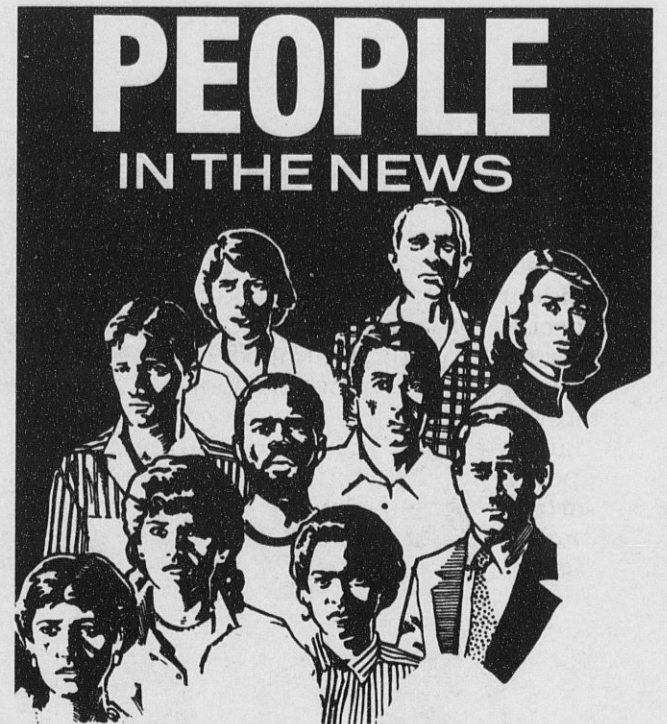
CSEA SUNY members lobby state lawmakers.

Local 418 has women's meeting

BRENTWOOD— Pilgrim PC CSEA Local 418 held its second annual Women's Committee Luncheon recently. CSEA Long Island Region President Gloria Moran, CSEA Statewide Secretary Irene Carr and Local 418 President Pat Hahn spoke at the meeting.

Moran, who began her union career as president of the Nassau County Crossing Guards Unit, discussed the increased options for women.

Carr, who has been an advocate for women's issues, including day care and ergonomically correct VDT equipment, talked about women's rights and the need for women to be involved in their union.



Metro region marks Black history, culture

NEW YORK - Tambourines, drum rhythms, jazz musicians, African and African-American art filled CSEA's Metropolitan Region offices in a celebration of the rich cultural heritage of black history.

The "Rhythms of Celebration" program coordinated by CSEA member Joyce Idowu delighted union members who filled the hall.

A former professional performer, now a state tax compliance agent, Idowu is a fireball of energy and creativity, motivated by a strong desire to heal the wounds of racial divisions. As a cultural diversity trainer for the Tax and Finance Department, she sees the arts as an "international language bridging cultural differences."

"The polarization of races is due to a breakdown in communications between the various ethnic groups. That so many different ethnic and racial groups can live and work together in one city is the greatest strength of New York and if we lose this, it's a loss not only to our city, but to the whole country," Idowu said.

Using slides, music, poetry and art, Idowu's troop of performers presented CSEA members with a banquet of cultural diversity, topped off with soul food desserts.

"The Black History Month celebration points up our staunch commitment to racial harmony and understanding that is at the heart of real unionism," CSEA Metropolitan Region President George Boncoraglio said.



RHYTHMS OF CULTURE Coordinator Joyce Idowu, right

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# State contract ratification vote deadline June 5

(continued from page 1)

Covered more than 100,000 state employees in the Administrative Services, Institutional Services, Operational Services and Division of Military and Naval Affairs bargaining units.

**"A fair and equitable agreement"**

"Our goal was to negotiate a fair and equitable agreement in light of the state's financial situation, and we have done just that," CSEA President Joe McDermott said. "I have the highest praise and respect for our union negotiators for hammering out this contract under the most difficult of conditions. I highly recommend that CSEA members accept this contract and I anticipate overwhelming approval."

Bargaining was conducted during a period when the state is in its deepest fiscal deficit in history. During negotiations the state resorted to massive layoffs and lagged salaries of employees and initially offered no salary raises while demanding reductions in leave accruals and health insurance programs.

"We were able to negotiate these substantial increases and continue increments and longevity payments despite tremendous uncertainty over the state's fiscal plight during the contract period," McDermott said. "And the two bonus payments we negotiated actually provide state workers eight days of pay for the five days lagged since employees will still get the five day lag at the rate of pay upon separation from state service."

**Ballots to be mailed in late May**

Ratification ballots and contract fact sheets will be mailed to eligible CSEA members the week of May 17. The deadline date for returning ballots is June 5. A series of informational meetings to provide details of the tentative contract were scheduled to be held in each CSEA region in late April and early May.

**Here are some contract highlights:**

**ARTICLE 7 - COMPENSATION**

**Across the board increases**      4% April 1, 1993  
    4% April 1, 1994  
    1.25% October 1, 1994

**Longevities:** No change

**Increments:**

Effective 4/1/92, the salary schedule shall be stretched from 5 steps to 7. Employees entitled to an increment in Fiscal Year 91-92 shall receive full retroactive cash payment based on the 5 step schedule. However, the increment shall be added to base salary on 4/1/92 based on the 7 step schedule. Increments will no longer be tied to anniversary dates, but will be paid on April 1 of each succeeding year. Stretching the salary schedule to 7 steps will not affect eligibility for longevities of employees who are at or above the job rate.

**Downstate Adjustment:**

The dollar amount (\$701) will not be affected by the change in increments and will be increased by the across the board increases during the term of the contract.

**Bonuses:**

Two bonuses have been negotiated, payable in December 1993 and September 1994 as payment for CSEA dropping all lag payroll litigation. The bonuses are the equivalent of slightly more than three days salary for each employee (approximately one and one-half days per bonus). Employees will continue to receive the five day lag at their rate of pay upon separation from State service. Thus, employees will receive payment totaling eight days for the original five day lag that was taken in December, 1990.

**ARTICLE 11 - WORKERS' COMPENSATION**

The supplemental pay program under Article 11 is eliminated. Employees will receive the statutory benefit. Employees certified 100% disabled will receive



CSEA PRESIDENT JOE McDERMOTT, left, and CSEA Director of Contract Administration Ross Hanna, right, the union's chief negotiator, announce details of tentative state contract at an Albany press conference.

**"Our goal was to negotiate a fair and equitable agreement...and we have done just that. I highly recommend that CSEA members accept this contract and I anticipate overwhelming approval."**

**--CSEA President Joe McDermott**

2/3 of their average weekly wage up to \$400 (effective 7/1/92). The statutory benefit is not taxable. In addition, the State shall continue to pay its share for Health Insurance, Employee Benefit Fund and service credit in the Retirement System. Leave credits and seniority will continue to be accrued as though the employee were still on payroll.

For employees who are 50% disabled or less, as defined under the Workers' Compensation Law, a mandatory alternative duty policy will be developed. Employees shall return to duty at full pay for up to 45 days. Medical clearance must be obtained to participate in the alternative duty program. It is anticipated that procedures for obtaining medical clearance will be consistent with those contained in Article 10.19 of the ISU Contract. Employees who meet the eligibility requirements, but are not given an alternative duty assignment, will receive the statutory benefit as if they were 100% disabled for the 45 days. Alternative duty may be extended for up to an additional 45 days at the discretion of management. Employees will be expected to return to full duty at the conclusion of alternative duty.

**ARTICLE 9 - HEALTH INSURANCE ARTICLE 30 - EMPLOYEE BENEFIT FUND (ARTICLE 20) DMNA**

The employer contribution to the Benefit Fund has been significantly increased over the term of the agreement. During the last year of the previous agreement the State paid \$610 per employee per year. That will be gradually increased to a total of \$816.50 per employee per year for the 1994-95 Fiscal Year. Approximately \$35 million additional will be added to the Fund over the four year period.

As you know, certain changes were made to the Empire Plan in the Spring of 1991 in order to keep the Benefit Fund functioning. Those changes will continue. They include the waiver of the \$5/\$15 chronic care service co-pay, a \$15 hospital out-patient co-pay (that is waived if admission occurs at that time), discontinuance of the dual eligibility benefit, changes in the deductible and maximum out-of-pocket expenses, deferral of health insurance coverage and unused sick leave credits for up to five years upon retirement and a managed mental health and substance abuse program.

(continued on page 6)



# New state budget has fewer layoffs

The state Legislature passed a \$56.5 billion budget a day after the April 1 deadline.

While the new budget includes cuts, taxes and layoffs, it is not as bad as it could have been with the state's ongoing fiscal crisis.

Perhaps the best news is that layoffs, earlier projected to be as high as 3,900, have been reduced to 2,100 for all bargaining units.

"The budget will reduce the need for layoffs, and that is good," CSEA President Joe McDermott said. "But we're not happy about any layoffs. CSEA will continue to

work to mitigate them as much as possible."

The 1992-93 budget passed by the Legislature restored \$107,000 for the Northeast Forensic Unit of the Office of Mental Health and \$500,000 for the Excelsior Capital Corp., which affects CSEA's home mortgage program.

The Office of Mental Retardation and Developmental Disabilities (OMRDD) will have \$200,000 to develop community residence beds as it begins closing Syracuse Developmental Center.

An important victory for CSEA was that the Legislature did not consolidate the

Division for Probation and Correctional Alternatives with the state Parole Department.

CSEA lobbied hard against the consolidation, which could have cost jobs while cutting back on a cost-effective alternative to incarceration.

The budget also raises more than \$1 billion in new revenues through taxes and fees. While making some improvements, the Legislature has not answered the issue of fairness in the income tax system.

CSEA will continue its fight for fairness, including higher taxes for the wealthy and the closing of corporate tax loopholes.

## SUNY Cortland members rally over cuts to higher education

CORTLAND — CSEA SUNY College at Cortland Local 605 has been holding rallies to promote union solidarity and protest cuts in the SUNY system.

A "Save Cortland Rally" highlighted the effects of budget cuts on SUNY in recent years, including larger classes, reduced library hours, loss of programs, less custodial staff, cancelled courses and increased workloads for staff, Local 605 President Willis Streeter Jr. said.

Several campus groups sponsored the rally, including CSEA, and it was well

attended by students, CSEA members and other union members.

Central Region President Jim Moore spoke at another rally, the Public Sector Solidarity Conference and Rally. Sponsored by a coalition, the rally's goal was to shed light on the state budget and how cuts affect public employees, the poor and the private sector.

Keynote speaker for the rally was Julie Davis, secretary-treasurer of the Ontario Federation of Labor and vice president of the New Democratic Party in Canada.



SUNY CORTLAND CSEA members protest the effect of cuts on the SUNY system.

## CSEA protests contracting out at new lab

ALBANY — "Our jobs are NOT for sale" echoed and re-echoed in the narrow confines of a hallway of Empire State Plaza convention center as more than 100 protesters blocked the passage.

More than a dozen private contractors couldn't get through the protest to a meeting where they were to get information from the state Health Department on jobs available for contract workers at the new Wadsworth Labs and Research Center.

"This is just another example of the

foolishness of the state of New York," said CSEA Capital Region President C. Allen Mead. "We have highly qualified state employees who have been laid off and here the state wants to contract out jobs that these workers used to do. On top of that, the state has already said this idea will not save the taxpayers anything."

CSEA filed a contract grievance against the contracting-out plan.

"State employees are currently running a variety of labs through out this area and

through out the state so the state can't say the workers don't have the skills needed," CSEA Division of Laboratories and Research Local 665 President John O'Keefe said. "We have the ability and expertise."

In order to combat the contracting out of the more than 75 jobs at the Wadsworth lab, CSEA has launched a lobbying effort with state legislators. Many have indicated support for CSEA's position that these jobs should be filled by public employees, not private sector contract employees.



At Mohawk Valley PC,

# Members take lead in fight for survival

**EDITOR'S NOTE — CSEA's ongoing fight for the future of the state mental health system is gathering momentum. Stating that state mental health policy is *The Shame of All New York*, the union's message has been loud and clear: Don't abandon the mentally ill; don't waste the workforce; and use psychiatric center campuses better.**

**While CSEA has coordinated the campaign through activities and materials on a statewide and regional basis, the effectiveness depends on the effort of individual CSEA members and locals in their own communities.**

**At Mohawk Valley Psychiatric Center, CSEA Local 434's activities provide a prime example of how to build community support and involvement.**

UTICA — Fighting for their future is not a new experience for members of CSEA Mohawk Valley Psychiatric Center Local 434. For nearly 20 years the facility has been subject to consolidations, name changes, conversions and closure attempts. Throughout it all the local members have fought to maintain the quality care they provide.

But like other state psychiatric centers, MVPC now faces a new, major challenge. The Office of Mental Health (OMH) capital plan calls for significantly downsizing the facility from its current population of 650 patients to between 150 to 200 patients within 10 years.

"Our members understand clearly that OMH plans mean losing jobs and the end of quality care for some very sick people," CSEA MVPC Local 434 President Bud Mulchy said. "But we're making sure the community understands how this will affect them."

"The bottom line is that localities will end up paying more and getting less," he said. "But, there's more to it. This facility, in fact any psychiatric center, has a huge impact on the local economy, and that's a big part of the message we have to get across."

The local is making its point.

Local 434 has distributed CSEA's *The Shame of All New York* brochure to build community support, has blitzed the local media with information about the situation, and prepared a briefing report for community leaders, including the facility's economic facts.

"The economic information we compiled from MVPC records was a real eye-opener for a lot of people, particularly the business leaders," Mulchy said.

For example, the facility's payroll is about \$45 million, much of which employees spend in the community and use to pay local property and school taxes. But there's a lot more impact through facility spending, such as \$650,000 on food purchased from area companies. The facility purchases about \$1,000 worth of produce locally every month and another \$8,000 worth of bananas annually.

"Last year the Utica area Chamber of Commerce was bashing public employees," Mulchy said. "This year we met with them and presented our information and they're working with us

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RAYMOND A. MEIER  
County Executive

April 6, 1992

The Honorable Mario M. Cuomo  
Governor, State of New York  
Executive Chamber  
The Capitol  
Albany, NY 12224

Dear Governor Cuomo:

I am writing to express my concern over the manner in which the State of New York is carrying out its planned reduction of inpatient psychiatric hospital populations. Present plans call for a substantial reduction at the Mohawk Valley Psychiatric Center located in Utica, NY.

These plans in general, and the proposed reductions for Mohawk Valley in particular, will have a profoundly negative impact on care for the mentally ill and our community.

Let me assure you that I am not arguing for the outdated notion that all mentally ill people should be confined to large institutions. There is a commendable and humane side to the philosophy that, to the extent possible, mentally ill people should be deinstitutionalized and treated in more mainstream environments.

However, almost no one argues against the proposition that institutional care will always remain an appropriate part of maintaining a full continuum of mental health services. Beyond that point, the reality of deinstitutionalization has been much less noble than the sentiment behind the philosophy. Deinstitutionalization promotes humane treatment of the mentally ill only when it is accompanied by appropriate planned steps to provide appropriate community based support services.

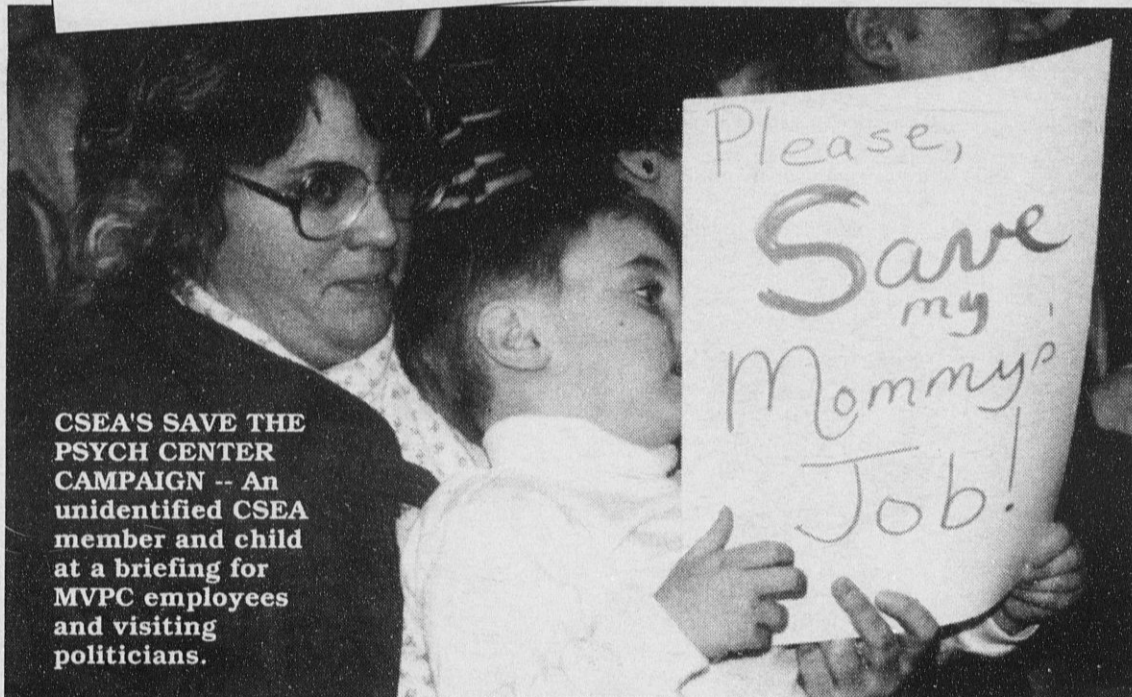
**This county cannot and will not under any circumstances step into the void which will be created if this ill-conceived plan goes forward. The decent and human treatment of the mentally ill is a fundamental responsibility of the State of New York. Furthermore, our dire financial straits renders any argument about our picking up the slack entirely moot. We are broke and simply cannot accept any more responsibilities at this time.**

**Our suggestion for the "planning process" would be to examine the continued utilization of Mohawk Valley at its present level as a necessary component of the entire range of needed mental health services. Further, we would urge that the state take a careful look at what the present program is doing to local governments and the mentally ill themselves.**

*Raymond A. Meier*  
Raymond A. Meier  
Oneida County Executive  
RAM:dj

cc: Jim Moore, Region V President  
Bud Mulchy, President, Mohawk Valley Psychiatric Center CSEA 434

**THIS LETTER from Oneida County Executive Raymond Meier highlights the problems localities face with the OMH capital plan.**



**CSEA'S SAVE THE PSYCH CENTER CAMPAIGN -- An unidentified CSEA member and child at a briefing for MVPC employees and visiting politicians.**

enthusiastically because they recognize what's at stake."

CSEA is also lining up the support of area elected officials. Local 434 recently briefed all area political leaders and 500 employees at a meeting at the facility.

"We wanted the politicians to understand what a vital resource we are, and we wanted them to see first-hand the care that employees give," Mulchy said. "A number of the officials told me the reality of the care and the environment that we create for the patients is completely different from what OMH would have the public believe psychiatric centers are all about."

CSEA also made it clear the "alternative" care OMH promises for the mentally ill means dumping the problem onto communities.

Whether at Mohawk Valley Psychiatric Center or any other OMH facility across the state, it will not be easy to change OMH policy, but the campaign underway at Mohawk Valley demonstrates the kind of effort needed at the grassroots level across the state.

## MVPC care an 'island of excellence'

Quality of care has never been an issue at Mohawk Valley Psychiatric Center.

The nationally acclaimed mental health advocate Dr. E. Fuller Torrey has referred to it as an "island of excellence in the mental health field."

Yet quality of care appears to be of no concern to OMH in its single-minded drive to shut down the system.

"We provide some of the best care in the entire mental health system but we're on the chopping block," CSEA MVPC Local

434 Vice President Barbara Reeves says in a presentation she makes to community groups. "What kind of message does that send to dedicated employees? What does that say about the judgment of top state managers?"

The local would like some answers from Gov. Mario Cuomo. In a highly publicized confrontation with CSEA officials in Utica last summer, the Governor promised to address their concerns. The local is still waiting.



# Tentative State contract highlights

(continued from page 3)

These changes, made in early 1991, are still paying dividends. The State has agreed to give any further savings from the implementation of the managed mental health care program to CSEA for use by the Benefit Fund. That is in addition to the "per employee" figures mentioned above.

## ARTICLE 8-TRAVEL REIMBURSEMENT

Upon the execution of the agreement, the mileage allowance will increase to the Federal Reimbursement rate (presently \$.24/mile). On April 1, 1994 the mileage allowance will be the IRS rate for such travel (presently \$.275/mile). The mileage allowance will be tied to those rates for the periods in question on

## ARTICLE 13-PAYROLL (ARTICLE 12 DMNA)

Less than full-time employees who work additional hours beyond their regular schedule in a pay period, shall be paid for those additional hours worked by the close of the second biweekly pay period following the period during which the additional hours were worked. (In the same way a full-time employee gets paid overtime.)

## ARTICLE 15-SAFETY AND HEALTH

The Safety and Health Committee will develop an electromagnetic hazard awareness training program. Insofar as personal protective equipment is concerned, the Committee will review existing State procedures pertaining to work activities involving pesticides, and make appropriate recommendations in this area.

A side letter listing undertakings of the Committee during the new Contract period of April 1, 1991 - April 1, 1995 will discuss the following issues:

Research and development of policy recommendations regarding the communication of appropriate safety measures to be followed at State owned and leased buildings during their construction, renovation or maintenance;

Research and development of policy recommendations relative to Hepatitis immunization in accord with OSHA's standard or standards;

Guarantees from the State that it will ensure that its air handling equipment is designed to meet specific standards and to ensure that the State makes certain that the equipment operates at designed loads to the extent practicable;

Assisting agencies in the design, development and conduct of accident prevention training strategies, and the elimination of common causes of occupational injuries or diseases at the work site;

Establishing a single point of contact for GOER regarding the resolution of Third Step grievances involving allegations and violations of Article 15 will be the Assistant Director of Safety and Health or his/her designee.

## ARTICLE 17-PARKING

This Article remains unchanged. We have agreed to a Memorandum of understanding which sets procedures for negotiation and Last Offer Binding Arbitration (LOBA) under §17.3. Either party can invoke LOBA after six months of negotiations. The State agrees to providing all necessary information to CSEA once the Arbitration begins. It should be completed within 60 days.

## ARTICLE 18-PERSONAL HISTORY FOLDER

Any material in an employee's file (with the exception of personnel transactions, disciplinary actions and work performance ratings) will be removed, upon request, after two (2) years. It may be removed before that upon agreement by the employer.

## ARTICLE 21-PRODUCTIVITY AND QUALITY OF WORKING LIFE COMMITTEE

The parties agree that "Quality Through Participation" programs will be added to the list of activities covered by this Article, thereby assuring CSEA input on State plans in this area.

## ARTICLE 22-EMPLOYMENT SECURITY

The parties have agreed to set up a committee to study ways to assure employment security in the face of contracting out, including increased flexibility in deploying personnel. Any recommendations agreed to by CSEA and the State will be made by April, 1993.

## ARTICLE 25-NO DISCRIMINATION (ARTICLE 21 DMNA)

"Political Affiliation" will be added to the categories that must not be

discriminated against by either the State or CSEA.

## ARTICLE 29-CHILD CARE

The parties have agreed to continue current programs. However, the Child Care Advisory Committee is required to concentrate more on affordable resource and referral services for members and less on opening new worksite centers, which are generally more expensive.

## ARTICLE 33-DISCIPLINE

Time and Attendance Notices of Discipline over three years old will no longer count for penalty level, if an employee has not been served with a Time and Attendance Notice of Discipline during that three year period. In addition, the State and CSEA have agreed to a side letter, exploring ways to speed up the arbitration process. The State shall be able to reassign employees who have been charged with a crime during the disposition of the criminal charges.

The patient screening side letter that has existed during the previous two contracts will now be contained in actual contract language.

The maximum fine the State can seek in the NOD has been increased from \$200 to two weeks pay.

## ARTICLE 40-PERFORMANCE EVALUATION

The State has given CSEA a side letter indicating it will be reviewing the performance evaluation system with an eye towards developing a two rating category system.

## ARTICLE 42-ACCIDENTAL DEATH BENEFIT (ARTICLE 31 DMNA)

The present benefit allows for free tuition to any college in the SUNY system for dependent children entitled to a death benefit. The benefit has been expanded to include any college in New York State, however, the tuition assistance is limited to the amount charged for the SUNY system.

## CONTRACTUAL FUNDING

All current programs that require funding will continue these include LEAP, CSEAP, Joint Apprenticeship, Child Care, EAP, Joint Committee on Health Benefits, Uniforms and Work Related Clothing, etc.). It will now be possible, by mutual agreement, to move funds from one program to another, in order to meet membership usage.

## ASU ARTICLE 45-POSTING OF EXAMINATION ANNOUNCEMENTS AND JOB VACANCIES

§45.2(c)

Employees who apply for job vacancies under this Article, but who are not selected for the job, will be notified in writing that they were not chosen. Previously, only employees who applied and were interviewed were informed in writing. Now, those who apply—whether or not they're interviewed—will receive written notification.

## DMNA CONTRACT CHANGES

The following subjects will be addressed in "side letter" fashion.

Dual Status-While generally speaking, the commitment of ten years dual status for Fire Fighters and Security Guards Remains intact, up to four years credit will be given to any individual for service immediately contiguous to such employment for time already spent in such a title within the New York State Air National Guard.

Time Off For Civil Service Exams-The Agency will make reasonable effort to ensure that an employee scheduled to take a written examination is not required to work during the eight hour period immediately prior to the time at which the employee is scheduled to report for such tests.

Work Related Clothing/Tools-DMNA has agreed to provide limited work related clothing in every armory. No one will be required to use or maintain tools for any work responsibilities as required by DMNA.

Office Space-Private space will be provided for the conduct of union business upon request, and where available.

Memorial Day/Independence Day and Veteran's Day Benefit for Veteran Eligible-Parallels the language as contained within Appendix IV of the Operational Services Unit Contract on this subject. It provides for compensatory time off with pay for any eligible veteran who receives holiday pay for working on any of the three holidays.

Distribution of Military Rules and Regulation-Each employee will receive a copy of 690-1 and appropriate updates.



## May is Health Month: Time to get into shape

It's time to get into shape! May is National Fitness and Sports Month.

Across the country, the month will be celebrated with fitness and health fairs, fun runs and walks, seminars and lectures.

Sure, we all know we should exercise regularly, but it can be tough to overcome inertia and get started. Sometimes we aren't aware of the consequences of inactivity and the benefits of fitness and exercise.

Fitness can add quality years to our lives and promote health, well being, endurance and productivity. A balanced fitness program that stresses aerobic exercise and over-all muscle conditioning improves heart and lung function, reduces stress and increases resistance to illness.

Exercise options are almost limitless. Running, walking, aerobics, swimming, biking, jumping rope and dancing are just a few activities that can help you develop and maintain fitness. Making exercise part of our everyday life can be as simple as taking the stairs, leaving the car at the far end of the parking lot and walking at lunch.

The CSEA Joint Committee on Health Benefits offers CSEA members free copies of one-page fitness articles: "Fitness Goals," "The Art of Walking for Fitness," "Worksite Workouts," "Exercise Off that Extra Winter Weight" and "Fitness Trails: Circuits of Motivation."

To receive the articles, write:

Tim Vallee  
CSEA JCHB  
143 Washington Ave.  
Albany, NY 12210

Make Fitness Month count and join millions of people who have made exercise a vital part of their lifestyle.

Remember, consult your doctor before starting any exercise program.

## SUNY gets legislators' support

ALBANY — CSEA members from SUNY lobbied state legislators in February to voice concerns on a number of important issues.

They also got some good news from key legislators who support CSEA efforts.

Assembly Representative Edward C. Sullivan, chair of the Assembly Higher Education Committee talked about the proposal to turn SUNY hospitals over to public benefit corporations.

"I'm not sure it's a good idea," he said. "The hospitals have worked well, thanks to you and your co-workers. If something works well, why should it be transferred to the private sector?"

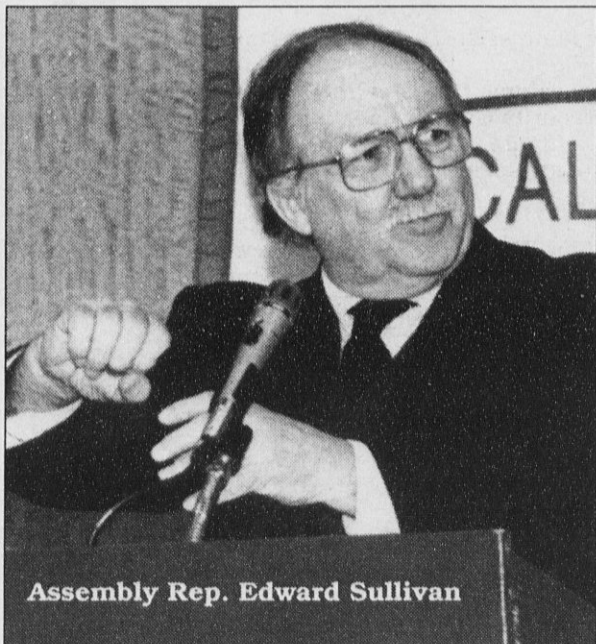
Assembly Representative Richard Anderson, ranking minority

member on the Assembly Higher Education Committee, said CSEA members have taken enough of the SUNY cuts.

"There's no question the cuts in the past couple of years have been devastating," he said. "I think CSEA members have suffered enough."

State Sen. Leonard Stavisky of the Senate Higher Education Committee also spoke to the CSEA members.

CSEA Lobbyist Tom Hartnett said he was encouraged by the legislators' messages.

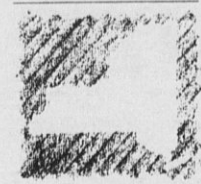


Assembly Rep. Edward Sullivan

He also said the CSEA SUNY lobbyists had been well received in their visits to other legislators.

"We've been working hard, and I think our efforts are beginning to pay off," Hartnett said. "CSEA members are powerful spokespeople for public employees and for all working people."

NEW YORK STATE  
PUBLIC SECTOR  
COALITION



HEALTH  
BENEFITS

# 6

SIXTH  
ANNUAL  
CONFERENCE

## Health Care Choices— Access, Quality, Affordable Cost— Can We Have It All?

Attendees will have an opportunity to enhance and expand their knowledge of health benefits management and to discuss their opinions and strategies with colleagues at this three-day conference, which will consist of four general sessions and eight seminars, including:

- ◆ **Technology and Medical Ethics—Are They Inherently at Odds With One Another?**
- ◆ **Demystifying Health Insurance—A Complex Issue Made Simpler**
- ◆ **Experimental Procedures—The Controversy**
- ◆ **Administrators' Roundtable—Critical Issues Facing Fund Administrators**
- ◆ **Systemic Changes in Health Care—What Must the Future Hold?**

### Keynote Speakers

- ◆ **Paul Ellwood, M.D.**—Chairman of the Board, InterStudy; Clinical Professor, University of Minnesota; recognized expert and advocate for health care reform.
- ◆ **Cesar Perales**—NYC Deputy Mayor for Health and Human Services; currently advocating the implementation of "Communicare" - a system of primary health care for the needy.
- ◆ **George Sheehan, M.D.**—Columnist, athlete, member of the President's Council on Physical Fitness and Sports, and author of six books, including *Personal Best*

### The Place

The Gideon Putnam Hotel & Conference Center  
Saratoga Springs, N.Y.

### The Cost

\$150 for Coalition members, \$200 for non-members

### The Dates

May 27, 28 & 29, 1992

### For more information, write or call:

The NYS Public Sector Coalition on Health Benefits  
P.O. Box 15  
Albany, N.Y. 12260  
Telephone (518) 473-6217



A message from CSEA President Joe McDermott

## It's time for tax fairness

Every spring public employees in New York get a bitter lesson in how "trickle-down" economics works.

Once again we have watched the Governor and state Legislature try to cope with a budget awash in red ink. The final budget creates more pain for public employees and the people who need the services we provide.

We are told the reason for all of this pain is that the state is broke and the federal government is broke.

This simply is not true. The reason the state and federal treasuries are painfully in the red is the result of a deliberate tax policy that gave away the store to the wealthiest among us at the expense of everybody else.

It began with the so-called federal tax reform in 1987. President Reagan had promised to "get government off our backs." He did just that for the rich.

The tax breaks the rich have received from the federal government are detailed in a new book entitled *America: What Went Wrong?* by Donald L. Barlett and James B. Steele.

An excerpt from this book recently ran in the *Albany Times-Union*, a conservative, pro-business newspaper. The headline read, "Rich profit from unfair tax laws."

The introduction to the excerpt read:

"The new book *America: What Went Wrong?* is an indictment of how the rulemakers in Washington and the dealmakers on Wall Street have changed the rules of the game to favor the privileged, the powerful and the influential - at the expense of everyone else."

This book confirms what we have been saying for years. I encourage you to read it. It documents, for example, the fact that six billion dollars in income tax collections from people earning over \$100,000 have been lost because of loopholes in the federal alternative minimum tax.

The result of this giveaway is spiraling federal deficits and cuts in federal aid to states, cities, towns, counties and schools.

The problem was made worse when our state political leaders decided to model the state tax code on this unfair federal plan.

CSEA said clearly in 1987 when the state changed its tax laws that the result would be constant budget deficits and an increasing tax burden on middle class New Yorkers. Sadly, we have been proven right.

That is why we have joined with other unions and community groups to form the Fiscal Policy Institute (FPI) to push for fair tax laws.

FPI's most recent report, "The Right Choice for New York: A Fair Tax System for Fiscal Stability and Growth," details the

problem.

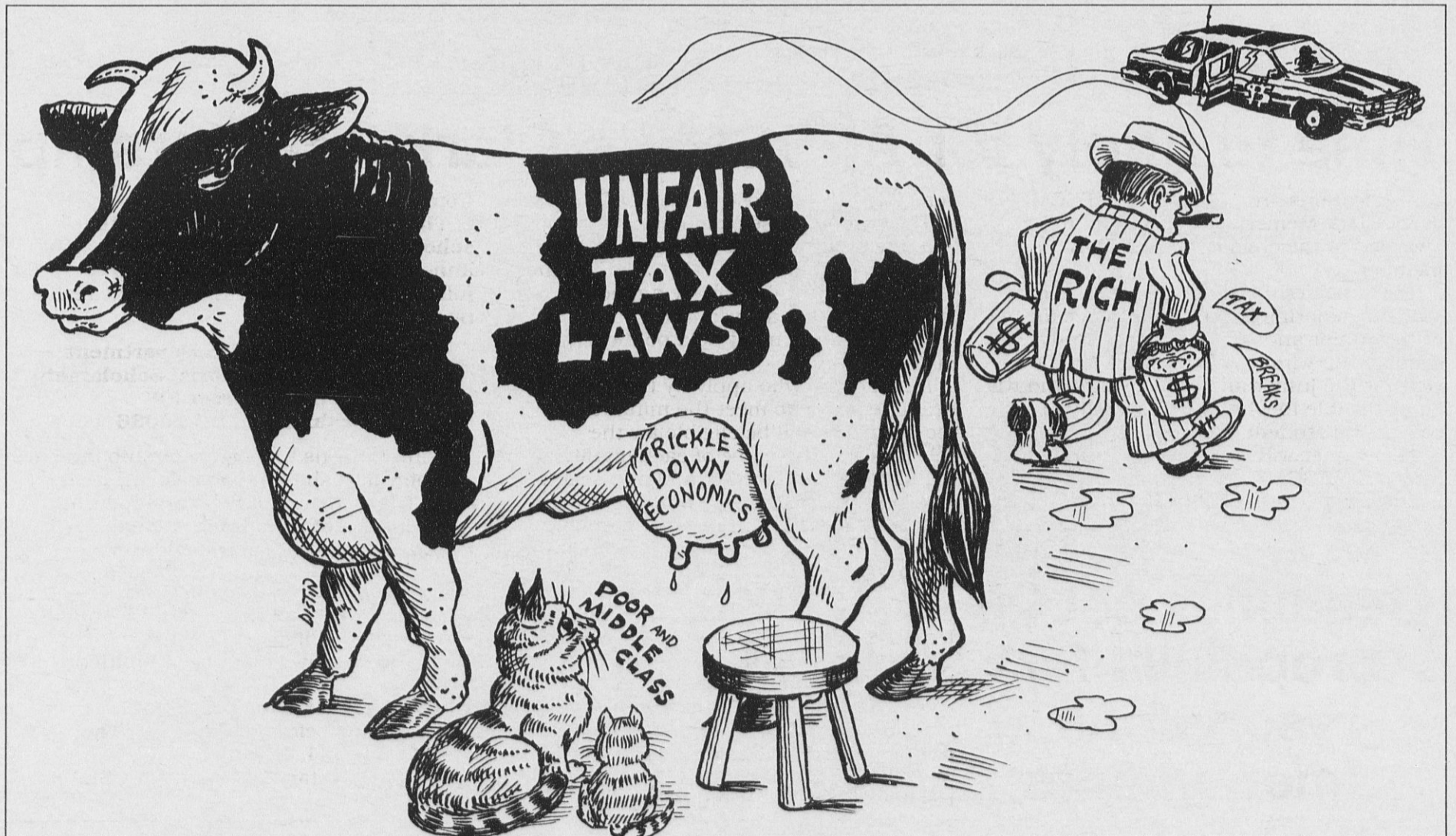
The report states: "The current tax system in New York is grossly unfair. The poor and middle class are required to shoulder an ever increasing share of the tax burden, while the rich have seen

their taxes cut since 1985."

According to the report, a middle income family pays between 12 percent to 15 percent of its income in state and local taxes while the richest 1 percent of New York's families pay only 8.8 percent.

This must change. FPI is organizing grassroots efforts across the state. I urge CSEA activists to take part in these efforts.

There will never be adequate funds for public services nor will we have a vibrant economy based on fairness until these tax policies at both the state and federal level change. CSEA must help to bring about that change.







## INDEX

### Page 10

CSEA helps Bill Clinton win the New York Primary, a major triumph on his way to the Democratic nomination for president.

### Page 11

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Candidates for CSEA's statewide Board of Directors make statements to the voters.

### Page 17

The new Buyer's Edge program -- another benefit brought to you by CSEA. And CSEA statewide Secretary Irene Carr testifies on women's health issues.

## LI PEOPLE chair named

**CSEA Stony Brook University Local 614 Executive Vice President Jim Madison** has been appointed PEOPLE Committee Chair for CSEA's Long Island Region.

The Long Island committee recently raised \$267 for the PEOPLE, the lobbying arm of CSEA's international union, AFSCME.

The money was raised through a raffle and a Night At The Races organized by the region's Social Committee.

**CSEA LIDC Local 430 member Cheryl Keels** won the raffle.

## CSEA mourns retired activist Mike Morella

**Michael C. Morella** of Mount Vernon, an active CSEA retiree and former leader of CSEA Westchester County Unit, died earlier this year.

Mr. Morella was unit president from 1972 to 1978.

"He was very effective and certainly very knowledgeable," said CSEA Southern Region President Pat Mascioli.

Mr. Morella began his career as a social worker for the county Department of Social Services, was county CETA job-training program director and program administrator in the county public works department.

He also served as unit vice president from

1978-80 and was legal committee chair.

Mr. Morella retired in 1981, and was an active CSEA retiree, serving as treasurer of CSEA Westchester Retiree Local 921.

He served in the U.S. Navy and has a bachelor degree from Kent State University. He served on the Westchester County Traffic Safety Board and was a volunteer with Mount Vernon's Meals on Wheels program. A member of the Mount Vernon Heart Club, he frequently gave blood because he had a rare blood type, said his wife, Barbara Lindo Morella.

Along with his wife, Mr. Morella is survived by four daughters, two sisters and two granddaughters.

## CSEA at conference on Social Services

**CSEA STATEWIDE TREASURER Mary Sullivan** speaks with members of the CSEA Social Services Committee during a recent program on social service issues sponsored by the Center for Women in Government. CSEA's committee hosted an information booth during the program.



## Time to apply for AFSCME's Clark Scholarship

Applications are available for AFSCME's Jerry Clark Memorial Scholarship, to be awarded to the child of an AFSCME member.

The scholarship will be awarded to one student majoring in political science for his or her junior and senior years of study. The scholarship winner will receive \$10,000 a year for the junior and senior years and will be applicable to whatever university or college the student chooses.

The winner will have an opportunity to intern at AFSCME International Union headquarters in the Political Action Department during the summer between his or her junior and senior year or for one

semester during those years.

The criteria for selection are:

- a. the student must be the child of an AFSCME member;
- b. the student must have a grade point average of 3.0 or above; and
- c. the student must be a political science major.

All students who apply by the July 1 deadline and who meet the minimum requirements will be eligible for the scholarship. The name of each qualifying student will be placed in a blank, sealed envelope and placed in a box. The winner will be selected by lottery at a specially called meeting of the AFSCME Scholarship

Committee on or before July 15.

**The deadline for applying for the scholarship is July 1.** The winner will be announced by Aug. 1. Scholarship information and applications are available by writing:

**AFSCME Education Department  
c/o Jerry Clark Memorial Scholarship  
1625 L Street NW  
Washington, DC 20036**

Contributions to the scholarship fund are welcome and should be made out to the Jerry Clark Memorial Scholarship Fund and sent to AFSCME International headquarters at the above address.

## Deadlines set for proposals for resolutions, amendments

Deadlines have been announced for submission of proposed changes to CSEA's Constitution and By-Laws and proposed resolutions to be considered at CSEA's Annual Delegates Meeting scheduled for Sept. 21 to 25 in New York City.

Proposed amendments to the CSEA Constitution and By-Laws must be submitted at least 90 days prior to the Annual Delegates Meeting.

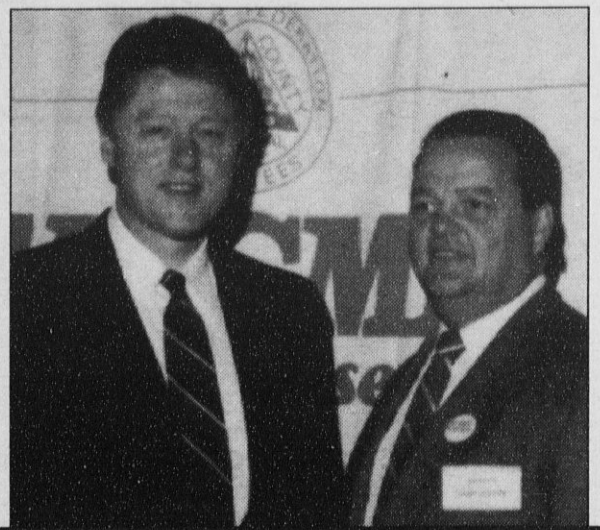
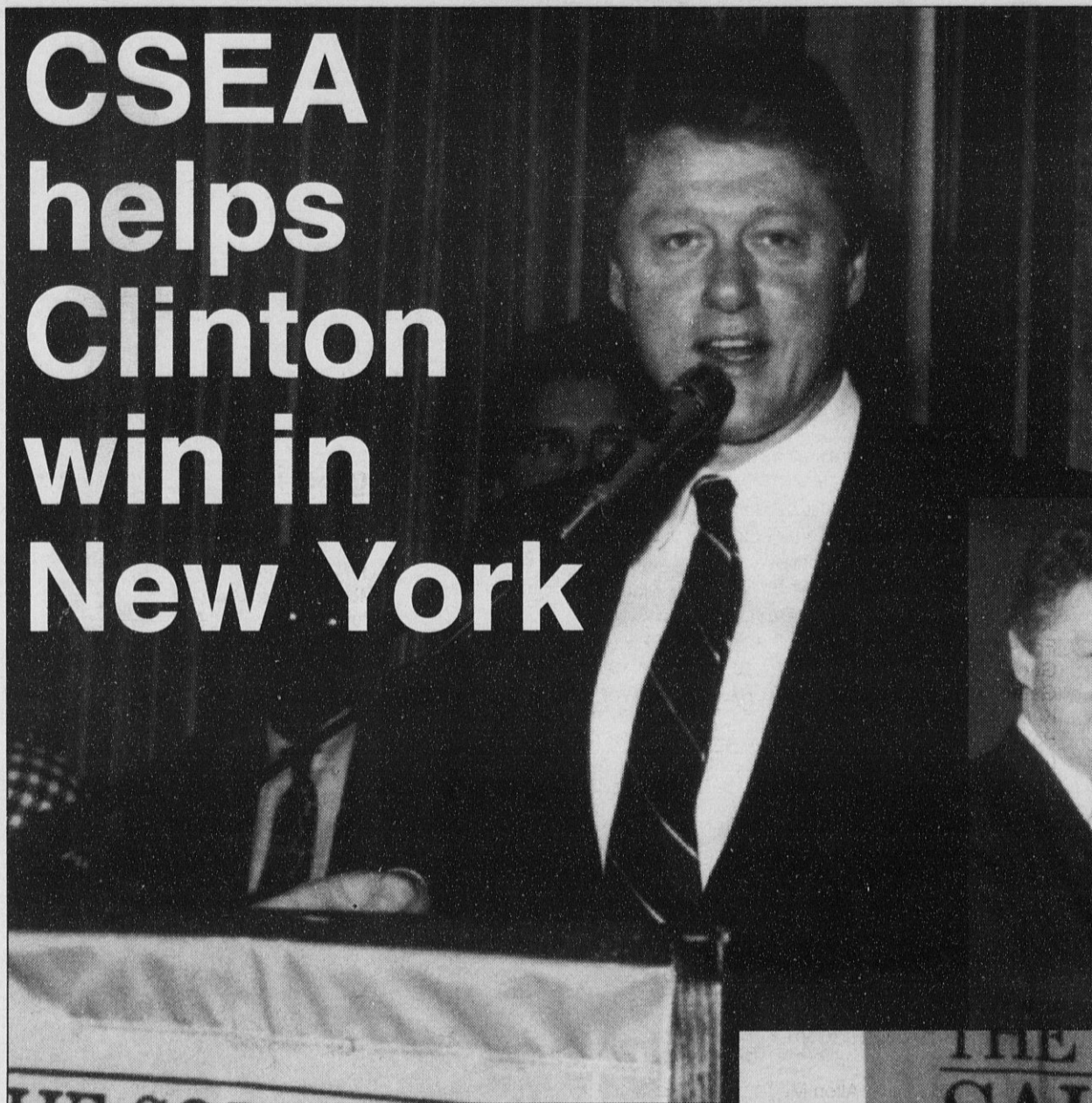
**The deadline for submission of proposed amendments is June 24, 1992.**

Proposed resolutions must be submitted at least 60 days before the meeting. **The deadline for submission of proposed resolutions is July 24, 1992.**

The proposals must be submitted to CSEA statewide Secretary Irene Carr at CSEA Headquarters, 143 Washington Ave., Albany, NY 12210.



# CSEA helps Clinton win in New York



When Gov. Bill Clinton won the New York state Democratic Primary, CSEA was right behind him.

The union had five candidates elected as Clinton delegates to the Democratic National Convention (see story below). Union members also worked on phone banks, carried signs and got out the vote on Primary Day.

As a result, Clinton won 41 percent of the vote, giving him the impetus he needed to sweep several more states.

"We have believed in Bill Clinton from the beginning, and we will keep working for him until he is elected President," CSEA President Joe McDermott said. "We have a candidate who understands the issues and concerns of working people. Now we have to be sure he wins the White House."

Clinton was in Albany shortly before Primary Day and took the time to meet with a number of CSEA officials at the College of St. Rose.



**PRESIDENTIAL CANDIDATE** Gov. Bill Clinton meets with CSEA in Albany. He is with CSEA Executive Vice President Danny Donohue in top photo, with CSEA President Joe McDermott in the middle photo and in bottom photo, with, from left, CSEA statewide Treasurer Mary Sullivan, statewide Secretary Irene Carr and CSEA member Rebecca Lawson.

## CSEA sends Clinton delegates to convention

As part of CSEA's efforts to get Gov. Clinton nominated as the Democratic candidate for President, a number of CSEA and AFSCME members and employees ran as Clinton delegates to the Democratic National Convention.

According to unofficial results, five delegates from CSEA have been elected: Leslie Eason, alternate, 5th Congressional District (CD); Mary Sullivan, delegate, 23rd CD; Francine Turner, alternate, 27th CD; Ann Gorman, delegate, 28th CD; and Candy Saxon, delegate, 32nd CD.

AFSCME delegates elected are: Roland Thomas, alternate, 26th CD; Ann Bunker, delegate, 27th CD; Aloma Cason, alternate, 29th CD; Al Sutera, alternate, 32nd CD; and Dorothy Johnson, delegate, 33rd CD.



**IOWA SEN.** Tom Harkin campaigned for Clinton in New York. With him is CSEA Retiree Local 924 President Ben Wollner. The two spoke at a news conference on the need to keep Social Security funds as a trust fund that cannot be touched by Congress.



# CSEA delegates elected to

# 1992



# AFSCME<sup>®</sup> Convention

June 15-19  
Las Vegas

## Long Island Region I AFSCME delegates

- |   |  |  |
|---|--|--|
| <input type="checkbox"/> Gloria Moran     | <input type="checkbox"/> James Mattei        | <input type="checkbox"/> Lilia Stein     |
| <input type="checkbox"/> Rita Wallace     | <input type="checkbox"/> John C. Sheperd     | <input type="checkbox"/> Phil Santella   |
| <input type="checkbox"/> Ralph Spagnolo   | <input type="checkbox"/> Geri Sgueglin       | <input type="checkbox"/> Jim Madison     |
| <input type="checkbox"/> John Aloisio     | <input type="checkbox"/> Marie Ardell        | <input type="checkbox"/> Paul D'Aleo     |
| <input type="checkbox"/> Paul Nehrich     | <input type="checkbox"/> Bill Walsh          | <input type="checkbox"/> Ralph Rose      |
| <input type="checkbox"/> Robert Blumhagen | <input type="checkbox"/> Alfredo Carlo       | <input type="checkbox"/> Harold Langva   |
| <input type="checkbox"/> Annette Hunt     | <input type="checkbox"/> Liz Puttre          | <input type="checkbox"/> Joe Denaro      |
| <input type="checkbox"/> Helen Dupree     | <input type="checkbox"/> Richard Pankowski   | <input type="checkbox"/> Frank Celentano |
| <input type="checkbox"/> Anthony Giustino | <input type="checkbox"/> Rosie Jackson       | <input type="checkbox"/> George Walsh    |
| <input type="checkbox"/> Susan Duffe      | <input type="checkbox"/> John Anderson       | <input type="checkbox"/> Gerri Esposito  |
| <input type="checkbox"/> Beth Luttinger   | <input type="checkbox"/> Tom Byrne           | <input type="checkbox"/> Kathy Martinez  |
| <input type="checkbox"/> Barbara Jones    | <input type="checkbox"/> Gene Haynes         | <input type="checkbox"/> Pat Kornely     |
| <input type="checkbox"/> Eleanor Arnost   | <input type="checkbox"/> Pat Hahn            | <input type="checkbox"/> Lucy Jackson    |
| <input type="checkbox"/> Joan Kleila      | <input type="checkbox"/> Kerri Hahn          | <input type="checkbox"/> Nick LaMorte    |
| <input type="checkbox"/> Bruce Kubart     | <input type="checkbox"/> Mary Ellen DeLouise |  |
| <input type="checkbox"/> June Nowak       | <input type="checkbox"/> Donna Smith         |  |

## Metropolitan Region II AFSCME delegates

- |  |  |
|--|--|
| <input type="checkbox"/> George Boncoraglio        | <input type="checkbox"/> Denise Berkley        |
| <input type="checkbox"/> Denis Tobin               | <input type="checkbox"/> Mohamed Hussain       |
| <input type="checkbox"/> Tony Bailous              | <input type="checkbox"/> Bob Nurse             |
| <input type="checkbox"/> Harriet Hart              | <input type="checkbox"/> Joel Schwartz         |
| <input type="checkbox"/> Sharon Katz               | <input type="checkbox"/> Wally Nash            |
| <input type="checkbox"/> Jimmy Gripper             | <input type="checkbox"/> Margaret Bagley       |
| <input type="checkbox"/> Vincent Martusciello      | <input type="checkbox"/> Janet Ventrano-Torres |
| <input type="checkbox"/> Miguelangel (Mickey) Cruz | <input type="checkbox"/> Dave Howell           |
| <input type="checkbox"/> Barbara Moore             | <input type="checkbox"/> Mary Greenman         |

## Southern Region III AFSCME delegates

- |   |   |
|---|---|
| <input type="checkbox"/> Pat Mascioli       | <input type="checkbox"/> Rossie Smith       |
| <input type="checkbox"/> Rose Marcinkowski  | <input type="checkbox"/> Irene Amaral       |
| <input type="checkbox"/> Diane Lucchesi     | <input type="checkbox"/> Frederick Nero     |
| <input type="checkbox"/> Patricia Nealon    | <input type="checkbox"/> Vernon Cason       |
| <input type="checkbox"/> Maryjane MacNair   | <input type="checkbox"/> Jimmy Schultz      |
| <input type="checkbox"/> Jeff Howarth       | <input type="checkbox"/> Alan Ackerman      |
| <input type="checkbox"/> Norma Condon       | <input type="checkbox"/> Judy Watts         |
| <input type="checkbox"/> Irena Kobbe        | <input type="checkbox"/> Barbara Ritshie    |
| <input type="checkbox"/> Henry Walters      | <input type="checkbox"/> Dave Lawson        |
| <input type="checkbox"/> Edward Carafa      | <input type="checkbox"/> Betty Gordon       |
| <input type="checkbox"/> Thomas LeJeune     | <input type="checkbox"/> Edward Schroeder   |
| <input type="checkbox"/> John Fella         | <input type="checkbox"/> Grace Ortiz        |
| <input type="checkbox"/> Grace Ann Aloisi   | <input type="checkbox"/> Allen Keith        |
| <input type="checkbox"/> Thomas Schmidt     | <input type="checkbox"/> Larry Tracy        |
| <input type="checkbox"/> Naomi Kaplan       | <input type="checkbox"/> Art Griffith       |
| <input type="checkbox"/> Barbara Hogan      | <input type="checkbox"/> Timothy Ippolito   |
| <input type="checkbox"/> Richard Colson     | <input type="checkbox"/> Andrea Christensen |
| <input type="checkbox"/> Mike Moravsky      | <input type="checkbox"/> John Rogerson      |
| <input type="checkbox"/> Carmine DiBattista | <input type="checkbox"/> Carol Cleveland    |

## Capital Region IV AFSCME delegates

- |  |  |   |
|--|--|---|
| <input type="checkbox"/> C. Allen Mead     | <input type="checkbox"/> Richard Plumadore     | <input type="checkbox"/> William McMahon        |
| <input type="checkbox"/> Joan Tobin        | <input type="checkbox"/> Jack Rohl             | <input type="checkbox"/> Marianne Herkenham     |
| <input type="checkbox"/> Carmen Bagnoli    | <input type="checkbox"/> Hank Wagoner          | <input type="checkbox"/> Elizabeth Habiniak     |
| <input type="checkbox"/> Louis Altieri     | <input type="checkbox"/> Shirley Ponkos        | <input type="checkbox"/> Jack Miller            |
| <input type="checkbox"/> Judy Remington    | <input type="checkbox"/> Nunzio (Nick) Russo   | <input type="checkbox"/> Rebecca Lawson         |
| <input type="checkbox"/> Barbara Stack     | <input type="checkbox"/> William Sohl          | <input type="checkbox"/> Richard Canniff        |
| <input type="checkbox"/> Milo Barlow       | <input type="checkbox"/> Marge Oxbrough        | <input type="checkbox"/> Susan Matan            |
| <input type="checkbox"/> Lester Cole Jr.   | <input type="checkbox"/> Jacqueline Vanderhoof | <input type="checkbox"/> Glennen Woodward       |
| <input type="checkbox"/> Rose DeSorbo      | <input type="checkbox"/> Gary China            | <input type="checkbox"/> John Wyngaard          |
| <input type="checkbox"/> Betty Lennon      | <input type="checkbox"/> Ellen Faust           | <input type="checkbox"/> Edward Heffernan III   |
| <input type="checkbox"/> Douglas Persons   | <input type="checkbox"/> Maria Mesiti          | <input type="checkbox"/> Raymond LaRose         |
| <input type="checkbox"/> Barbara Moloney   | <input type="checkbox"/> Charles Staats Jr.    | <input type="checkbox"/> Cindy Egan DerGurahian |
| <input type="checkbox"/> Jeanne Kelso      | <input type="checkbox"/> Ralph McCann          |   |
| <input type="checkbox"/> Georgianna Natale | <input type="checkbox"/> Anna Dellarocco       |   |

## Central Region V AFSCME delegates

- |   |   |  |
|---|---|--|
| <input type="checkbox"/> Jim Moore            | <input type="checkbox"/> Bob Goekel       | <input type="checkbox"/> Doris Pratz     |
| <input type="checkbox"/> Sharon Connor        | <input type="checkbox"/> Cindy Hammond    | <input type="checkbox"/> Barbara Reez    |
| <input type="checkbox"/> Roslie Tallman       | <input type="checkbox"/> Mary Hanna       | <input type="checkbox"/> Sheila Sears    |
| <input type="checkbox"/> Dale King            | <input type="checkbox"/> Pat Labrozzi     | <input type="checkbox"/> Ginger Sheffey  |
| <input type="checkbox"/> Dorothy Penner-Breen | <input type="checkbox"/> Dan Lasky        | <input type="checkbox"/> George Smith    |
| <input type="checkbox"/> Maureen Malone       | <input type="checkbox"/> George Lawson    | <input type="checkbox"/> Sara Soule      |
| <input type="checkbox"/> Bob Timpano          | <input type="checkbox"/> Ellen Lennon     | <input type="checkbox"/> Willis Streeter |
| <input type="checkbox"/> Rick Galbally        | <input type="checkbox"/> Dave Livingston  | <input type="checkbox"/> Betty J. Thomas |
| <input type="checkbox"/> Jean Alverson        | <input type="checkbox"/> Joe McMullen     | <input type="checkbox"/> Bob Vincent     |
| <input type="checkbox"/> Betty Browell        | <input type="checkbox"/> Jim Monroe       | <input type="checkbox"/> Casey Walpole   |
| <input type="checkbox"/> Lyle Evans           | <input type="checkbox"/> Lore Oswald      | <input type="checkbox"/> Tom Ward        |
| <input type="checkbox"/> Jack Fisher          | <input type="checkbox"/> Shirley M. Payne | <input type="checkbox"/> Len Wilson      |
| <input type="checkbox"/> Joe Frank            | <input type="checkbox"/> Jon Premo        | <input type="checkbox"/> Jack Wood       |

## Western Region VI AFSCME delegates

- |   |   |
|---|---|
| <input type="checkbox"/> Robert L. Lattimer     | <input type="checkbox"/> Tammy Macomber     |
| <input type="checkbox"/> Florence "Flo" Tripi   | <input type="checkbox"/> Patricia S. Martin |
| <input type="checkbox"/> Marie Prince           | <input type="checkbox"/> Paul McDonald Jr.  |
| <input type="checkbox"/> Sylvia A. Thomas       | <input type="checkbox"/> Richard McIntyre   |
| <input type="checkbox"/> Mary (Candy) Saxon     | <input type="checkbox"/> Terry Melvin       |
| <input type="checkbox"/> James V. Kurtz         | <input type="checkbox"/> Elaine Mootry      |
| <input type="checkbox"/> Salvator Castro        | <input type="checkbox"/> Mary Murphy        |
| <input type="checkbox"/> George Growney         | <input type="checkbox"/> Ronald Nowak       |
| <input type="checkbox"/> Mary Ann Bentham       | <input type="checkbox"/> John Ostergard     |
| <input type="checkbox"/> Kathleen Berchou       | <input type="checkbox"/> Thomas Patterson   |
| <input type="checkbox"/> Kathleen Button        | <input type="checkbox"/> George A. Phelps   |
| <input type="checkbox"/> Stephen Caruana        | <input type="checkbox"/> Barbara Reese      |
| <input type="checkbox"/> Ronald K. Castle Jr.   | <input type="checkbox"/> Carol Thornton     |
| <input type="checkbox"/> Doris B. Cota          | <input type="checkbox"/> Richard B. Warmus  |
| <input type="checkbox"/> Archie B. Galloway III | <input type="checkbox"/> Thomas Warzel      |
| <input type="checkbox"/> Wilma Hasser           | <input type="checkbox"/> Geraldine Wiggins  |
| <input type="checkbox"/> Ralph W. Hesson        | <input type="checkbox"/> Duane Wilcox       |
| <input type="checkbox"/> Wayne B. Jones         | <input type="checkbox"/> Edward L. Williams |
| <input type="checkbox"/> Mary Lettieri          |   |



# Ballots in mail May 18 for Board of Directors election

Ballots will be in the mail May 18 to CSEA members eligible to vote in the election of members of CSEA's statewide Board of Directors.

Eligible union members who have not received an original ballot may request a replacement ballot on and after May 26 by contacting the Independent Election Corporation of America (IECA) at 1-800-999-CSEA (1-800-999-2732) during normal business hours.

The deadline for return of ballots is Monday, June 8 at 8 a.m. Ballots will be counted by IECA on June 8 and results will

be announced after the ballots are tabulated. Election results will be published in the July edition of *The Public Sector*.

Candidates and the Board of Directors seats they are seeking are listed below and on following pages. Where there is more than one candidate, candidates are listed in the order they will appear on the ballot.

Where qualified candidates are unchallenged, the candidates are automatically elected to the Board and ballots will not be mailed out since an election is unnecessary. Unchallenged seats are indicated with an (\*) next to the names

of the successful candidates.

All candidates were given an opportunity to submit statements and photographs for publication in this edition of *The Public Sector*. The statements and photographs as submitted are printed below. Only the names of candidates are listed where statements and/or photographs were not received.

**The remarks are the personal statement of the candidate and are not to be construed as reflecting the opinions or beliefs of *The Public Sector* or CSEA Inc.**

**KEY: (\*) indicates unopposed candidate; automatically elected**

**AGRICULTURE & MARKETS**

(\*)Raymond M. LaRose

**AUDIT & CONTROL**

Elrick Gonyo

Georgianna Natale



My #1 priority is to ensure that your best interests are protected. Knowing what the issues are and making decisions based on the

facts are what a Board Member is required to do. Your vote will guarantee that an experienced, thoughtful and informed leader continues to represent you.

**AUTHORITIES**

(\*)John Francisco

**CIVIL SERVICE**

Dorothy Knight



Grievance Representative Chairperson. Political Action Chairperson. Employee Assistance Program Committee person. Personal

Development Committee person. A strong voice for the best interest of the members is my top priority. The key to our success is an informed membership with a voice in our decision making process.

Maggie McCafferty

**CORRECTIONAL SERVICES (Elect 2)**

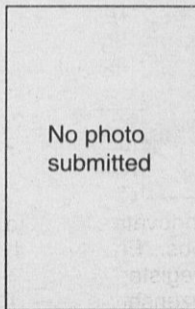
Richard Plumadore



As President of the largest Correction Local (minimum-medium-maximum) for 8 years and a member (8 years) of the Statewide Correction

Labor-Management Committee (presently Chair), I have the qualifications, knowledge and experience to handle the ever increasing challenges facing the Correction Department and CSEA. Vote Plumadore for Correction Rep.

Susan Crawford



Completing fourth term as your representative. Instrumental in changing Constitution and By-laws so salaries for Statewide Officers must be approved

by Delegates, not Board of Directors. I'm not considered a team player. I vote for what's best for the membership. If given the opportunity, I will continue to do so.

Jeff Howarth



Corrections - 16 yrs.; President - 9 yrs.; Chairman of the very vocal Region III Corrections Committee; Aware of the problems faced in

Corrections and with our leadership in Albany. I believe that the Board seat has to have a person with a strong voice. Vote Box #3 to be heard!

**ECONOMIC DEVELOPMENT**

(\*)Rose DeSorbo

**EDUCATION**

Elizabeth Habiniak



Higher Education Local 667, Education Locals. I'm announcing my candidacy for Board of Directors. As an active member of CSEA,

currently serving my third term as President, previously two terms as Secretary, three terms as AFSCME Delegate, I, as Board member, promise to uphold the integrity you the members require.

Anne Marie Hakeem



As a union activist for 11 years, I understand the need for responsible administration, financial accountability and policy making. My work

experience in managing a State budget and serving as a Board member of the Children's Corner Day Care Center qualifies me to best serve you in strengthening our Union.

**ENVIRONMENTAL CONSERVATION**

Maria N. Mesiti



CSEA member for 15 years. President of Local 655 and Statewide Membership and Labor Management Committee member.

Experienced member and seeking re-election as Board of Director for EnCon. Effective leader, communicator and negotiator; will represent members well. Thank you for your past and future support.

Mary B. Mallgraf



Dedicated career employee, CSEA President 1986-89, Labor History 18 credit hours, served on NYS Labor Management Advisory Child

Care/Video Display Committee, negotiating team for lunch room, questionnaire on air quality to all members resulting in air quality study, organizer for Employee Information Day. I pledge to work for you.

**EXECUTIVE (Elect 3)**

Gloria J. Wakewood



I've been involved with the Union for the past 8 years and employed for 27 years. Having several positions in my own Local 660-

OGS, I've been involved in many types of grievances. Now serving as your Board member Region IV Health and Safety Committee member and Local Shop Steward, Membership Chairperson and on other committees.

Cindy Egan DerGurahian



It seems like only yesterday I asked for your support in an election for the first time! It's been 25 years and I've served you at each level of CSEA,

by election or committee appointment. I'm asking for your support again and thanking you for the past, present and future

Cosmo Lembo



Goals must be accomplished to accommodate the "changes" inflicted upon state workers. I will strive to: - Reunite the

Executive Department. - Reconstruct voting and meeting practices. - Relate with Local President on decisions made. Twenty years experience with Union affairs qualify me to perform this position to its fullest capacity.

(Continued on next page)



# GENERAL NEWS SECTION

(Continued from previous page)

## EXECUTIVE (Elect 3)

### Wilma Hasser



Thanks to everyone who has supported me to qualify for a place on the ballot for the position of Executive Department Representative. If elected, I will represent you, THE

CSEA MEMBER, at the Board meetings. I will appreciate your continued support on the ballot.

## HEALTH

### (\*)Barbara Reese



As members of CSEA who work in the state Health Department, we are tired of layoffs, short staffing and doing more with less!! Let this message be

heard at the CSEA statewide level! Your support is needed to make a difference!! Be a part of the solution.

## INSURANCE

### (\*)Susan Matan



Incumbent Board of Director member. President NYS Insurance Dept. Local 666 since 1986 and re-elected to 1995. Local

666 Vice President 1979-86; grievance rep. Member statewide Charter Committee; Region IV Education Chair; Affirmative Action and EAP representative for Local 666. Helped organize Alaska for AFSCME. My concern is the protection and rights of my members.

## JUDICIAL

### (\*)Thomas F. Jefferson



Dear Unified Court System employees and representatives: Thank you for your support. I have been active since 1979. I

attribute my success to remembering from whence I came, THE MEMBERSHIP! The important issues confronting us will be resolved to the members satisfaction as long as I remain in office.

## LABOR (Elect 2)

### (\*)Jeanne Lyons

### (\*)Denis J. Tobin

## LAW

### Elisa Bursor



Member CSEA 27 years. Labor Management, Health/Safety, Social Committee. A "working" treasurer of the Local. I continue educating

myself in union-related and paralegal courses. As a Senior Clerk, I feel closely associated with the support staff and pledge to serve "all" members of my statewide constituency. In unity we co-exist.

### Trina (Catherine) Van Norden



I am Local Vice President in Albany and have been a union activist for eleven years. When members have questions, I get answers

for them and ask them for their opinions on the problems facing us. I will listen to your concerns, voice them to CSEA's leadership and keep you apprised of the issues facing CSEA.

## MENTAL HYGIENE REGION I (Elect 2)

### Pat Hahn

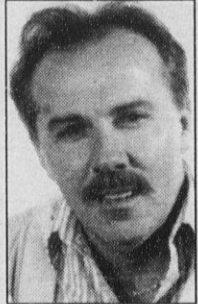


Member 17 years; Housekeeping Dept. MHTA 1981 - current. 1986 present, Local 418 President-Pilgrim PC/CK Post ATU Regional chair,

Labor/Mngmnt. Committee for all 4 hospitals. 1983-89, Mental Hygiene Representative, 1983-current, Regional Executive Board. Closing of Kings Park, CI, LIDC, consolidation of Pilgrim...We need a strong voice in Albany NOW!

## MENTAL HYGIENE REGION I (Elect 2)

### Barry M. Malone



Our OMH System is being devastated by Governor Cuomo and his henchman, Commissioner Surles. They are

abandoning the mentally ill and wasting the State workforce. Direct patient care staffing is so bad that security, let alone care, can barely be provided on most wards. The issue is not lack of money; it's spending available funds better.

### Barbara Allen



I'm asking for your vote to re-elect me as your Region I Mental Hygiene representative. I have worked very hard fighting for all Mental

Hygiene Members during my tenure as your representative. I enjoy representing you in Albany and need your help to continue fighting for you. I feel my honesty and dedication to you deserves your vote.

### Carol Guardiano



I am asking for your support to re-elect me as your Region One Mental Hygiene representative I would like to continue keeping you informed on the many

issues that concern us. Through thick and thin, I have always been there for you and now ask for your vote to be there for me.

### Tony Bentivegna



The incumbents in this position have failed miserably. Voters here should make a change. Members are being moved without proper layoff notices.

Contract information with our Albany office is inadequate. President of Local 411 three times, Treasurer of Region I and Chairman of the OMH Labor Management Committee statewide. I will make changes.

### Joseph Denaro

## MENTAL HYGIENE REGION II (Elect 3)

### Jimmy Gripper



Greetings: I would like to thank all of you for signing my petitions. Because of your continuing support I remain: #1 in your behalf.

#1 on your ballot.  
#1 in EXPERIENCE,  
#1 in KNOWLEDGE.  
#1 in LEADERSHIP.  
Please vote for: JIMMY GRIPPER. "The Struggle Continues."

### Joel Schwartz



I am running for office because I can bring experience and leadership to the problems we face in New York City. As a

Local president, a MHTA and a long time activist, I know our problems first hand. I have ideas and I'm not afraid of change. Please support me. Please vote for me.

### Bob Nurse

### Denise Berkley



Re-elect a fighter!  
\*Fought vigorously to keep Brooklyn Developmental Center open, and to keep jobs within New York City.

\*Developed innovative ideas to create new jobs. \*Encouraged members to register to vote, and to get citizenship. \*Helped to elect a President that cares about working people.

## MENTAL HYGIENE REGION III (Elect 2)

### Alan L. Ackerman



21 1/2 yrs. state service; 14 years Local Treasurer; 3 yrs. Board Rep. Member of Region III OMH & OMRDD. At this time,

when we face the hardest times in recent history, we need proven leadership. That's why I'm asking you, the membership, to return me as your Board Rep. for Mental Hygiene Region III.

### Henry Brennan

### Henry W. Walters



32 years Harlem Valley Psychiatric Center; 30 years a CSEA activist; 2 terms Mental Hygiene B.O.D./Local president. The only OMH representative

on Region III ballot. Very vocal on all OMH/OMRDD issues especially clerical, direct care, food service, maintenance. Strong resister to state's policy to privatize mental hygiene's workforce. Please check box 3.

## MENTAL HYGIENE REGION IV

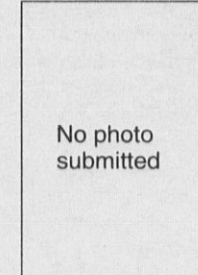
### Helen Fishedick



Employed at Wilton Developmental Center 24+ years. Currently Local President, previously 1st and 2nd Vice President. Local

committees; QWL, EAP, Labor/Management, Workforce Planning, Organizational Changes. Statewide Committees: OMRDD, Labor/Management & Task Force, Special Memorial Scholarship Committee. I have effectively and actively networked with O.D. Heck, Central Office and CDCP Presidents.

### Fran J. Wilusz



I care deeply for our union and my co-workers. Like many of you I have problems with what the union is doing for the members both

locally and statewide. If you vote for me you WON'T get a representative who listens and is guided by management and the leadership in Albany more than their own members.

(Continued on next page)



# GENERAL NEWS SECTION

(Continued from previous page)

## MENTAL HYGIENE REGION V (Elect 2)

### Edward (Bud) Mulchy



As President of CSEA Local 434 I have lived the problems of the State downsizing Mental Hygiene facilities and closing developmental

centers. I have spoken for you in the past and I will in the future. I will never forget where I came from. Please vote for me, and remember, "THIS BUD'S FOR YOU."

### Sharon Connor

### Barbara Reeves



These have been difficult days, no where more so than for our members who work in Mental Health and Mental Retardation facilities,

where their very jobs and livelihood are under assault by the Governor. I pledge to be a voice in Albany and in Region V for the men and women who work in OMH and OMRDD facilities.

## MENTAL HYGIENE REGION VI (Elect 2)

### (\*Kathleen A. Button

### (\*Elaine Mootry

## MOTOR VEHICLE

### Anna J. Della Rocco

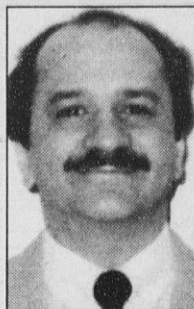


Local 674 President. Active in CSEA 21 years. Board of Directors Representative 2 years.

GOALS: Available to members. Dedicated to members concerns. Communicate with Local Presidents. Strong, honest and experienced. ELECT A PROVEN WINNER!

## MOTOR VEHICLE

### Michael Febraio Jr.



VOTE AND BE HEARD! I have been an employee of DMV and a member of CSEA for 16 years. I am aware of the Issues and Problems that we as

State Workers face and I will actively seek your Opinions and Suggestions and keep you informed of what is happening. Thank you.

## PUBLIC CORPORATIONS

### David C. Keefer Sr.



I have been an active member of Local 658, serving on the Negotiating Committee for the last 3 contracts. I became Vice President in

1989 and will continue in that position for the next 3 years. I am running for the Public Corporation's seat on the State Board of Directors and would appreciate your support.

### Michael R. D'Alessandro



I believe we need to revive this Union to its former state; one that is full of promise, idealism and strength. My involvement in CSEA at

the Local and Regional levels, and concern for public corporation employees demonstrates a leadership that keeps members well informed and represented on issues affecting their union lives.

## PUBLIC SERVICE

### (\*Robert F. Calhoun

## SOCIAL SERVICES

### (\*William McMahon

## STATE

### (\*David Dingley

## TAX & FINANCE

### (\*Carmen Bagnoli

## TRANSPORTATION (Elect 2)

### Joan M. Tobin



The need for experienced leadership is more important now than ever before. We must continue to oppose the State's

actions which jeopardize our safety and deny us a decent wage. With your support, I'll continue to fight to protect your rights and ensure that your voice is heard.

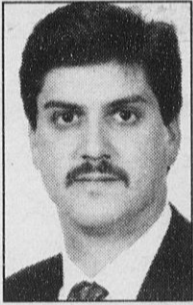
### Hank Jenny



I'm currently your Board of Directors rep and I'm asking for your support for re-election. I've been fighting for hazardous duty pay for

DOT workers. The bill is currently in both houses of the Legislature. I need your support and vote so I can continue this fight. We need to work together to see this through.

### Bob Timpano



Business as usual is not going to work in this election. DOT needs a change in Board representation and your vote will count. Look to #3 for

fresh ideas, someone who works the road crew and knows the dangers faced everyday on the job. Don't throw your ballot away. Cast your VOTE for #3 TIMPANO!

## UNIVERSITIES (Elect 4)

### Diane Lucchesi



Times are tough - but tough times bring out the best. Solidarity, challenges, finding new solutions to old problems, integrity, hard work,

education and a dedication to the union are necessary to survive and succeed in the workplace today. Your SUNY Board Reps make this pledge - Vote Lucchesi, Berchou, Lennon and McMullen.

## UNIVERSITIES (Elect 4)

### Betty Lennon



The SUNY TEAM (national, state, regional and local union activists) has the knowledge of SUNY and CSEA to represent

SUNY members effectively. Our goal is improved communications between SUNY Locals to strengthen our role in CSEA and SUNY. Please support Betty Lennon, Kathy Berchou, Diane Lucchesi and Joe McMullen.

### Sylvia L. Mayberry



A Union Activist since 1984, I have served Local 602-SUNYAB as a Steward, Board Representative and Vice President. I have participated

in local union training programs and labor management committees. As a statewide Board member, I will use my experience and training to improve deteriorating working conditions and relationships.

### Frank Celantano

### Thomas R. Finger



I have new ideas. It's time for new direction to shape the Union into the 21st Century and to maintain an efficiently run Union, considering

the hard times we're in. Being an activist since 1980, I'm currently the Executive Vice President and Chairperson of the Labor/Management Committee at SUNY Buffalo.

## UNIVERSITIES (Elect 4)

### Kathleen Berchou



SUNY employees are facing ever increasing challenges. Your board representative must possess the experience and insight to

cope with SUNY's changing and uncertain future. Incumbents (all Local Presidents) Kathy Berchou, Betty Lennon, Diane Lucchesi and Joe McMullen are well qualified to continue as your representatives. Please re-elect the "SUNY TEAM."

### Joseph McMullen



As the newest University representative I would like you to vote for "THE TEAM" of McMullen, Berchou, Lennon and Lucchesi.

With our experience within SUNY and being aware of our members concerns, I know we will provide the best possible representation for our people. We'll get results "Vote the SUNY TEAM."

## ALBANY COUNTY

### (\*Marge Flynn

## ALLEGANY COUNTY

### (\*David J. Mayo

## BROOME COUNTY

### (\*Daniel D. Lasky

## CATTARAUGUS COUNTY

### Scott Corey



13 years Member. 10 years Elect Union Office 6 years Representative Statewide Board of Directors. I would like to actively continue to

represent Local 805 on the Statewide Board of Directors. I appreciate your support. Remember to exercise your right to vote as a union is only as strong as its members are.

### James D. Darts

(Continued on next page)



# GENERAL NEWS SECTION

(Continued from previous page)

## CAYUGA COUNTY

(\*)Ginger Sheffey



Thank you, Cayuga County Local 806 members, for the opportunity to serve as your representative on the Board of Directors. As I begin my third term I

look forward to working with you and for you. Remember, Cayuga County works because we work!

## CHAUTAUGUA COUNTY

(\*)James V. Kurtz



I wish to thank everyone who signed my nominating petitions. It has been my pleasure to serve the members of Chautauqua

Local 807 for ten years as your Representative to the Board of Directors of the State Association. I appreciate your support and pledge to continue efforts on your behalf.

## CHEMUNG COUNTY

David J. Barton

Thomas P. Pirozzolo

## CHENANGO COUNTY

No candidates

## CLINTON COUNTY

(\*)Jeanne Kelso



I am very proud to again represent Clinton County as their member to the Statewide Board of Directors. I will continue

to work diligently for all of CSEA. Thank you for your confidence, it is very much appreciated. I look forward to working for your best interest in the term ahead.

## COLUMBIA COUNTY

Gloria J. Rutkey



Columbia County Unit President, Local Vice President, Columbia & Greene County Private Industry Council Member. This

position would enable me to vote on policy issues such as how our union dollars are spent. I have heard your concerns. Your vote will enable me to express those concerns.

Shirley Ponkos



I'm No. 2 on the ballot but No. 1 for the members! Active in CSEA for 20 years, I'm currently chair of CSEA's Local Government Executive

Committee. I ask for your active support for my re-election representing Columbia County Local 811 on CSEA's statewide Board of Directors. I have held many Local and Unit offices.

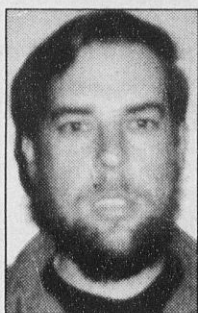
## CORTLAND COUNTY

Geraldine G. Cleveland

James W. Brown Sr.

## DELAWARE COUNTY

George Lawson



I have been actively involved in CSEA since 1981. Serving in the capacity of President to both Unit #6600 (1983-89) and Delaware

County Local 813 (1983-present). Sitting on the Statewide Board since 1986 and working with the Political Action Committee and Solid Waste Task Force.

## DELAWARE COUNTY

Karin R. Eggleston

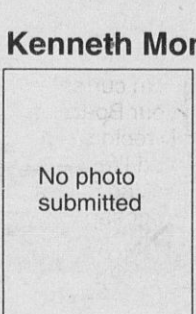


It is time for Delaware County to be an active, dynamic force in CSEA again. It's time to see what a committed, caring representative

can do. It's time to elect me to be your representative in Albany.

## DUTCHESS COUNTY

David Lawson



No photo submitted

The attacks on CSEA will continue. We are the scapegoats of politicians and the misdirected targets of our overtaxed and underinformed

neighbors. Now, more than ever, our Board must be a forum committed to membership, with little concern about union politics. I hope to add my voice and ideas. Thanks.

## ERIE COUNTY

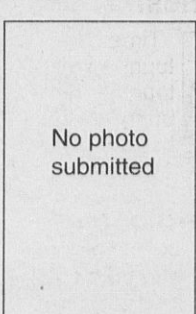
Marie Prince



A strong union consists of officers whose commitment to the members is unquestionable. If elected, I will continue to meet the

needs of the Local by listening to their concerns and responding by taking them to the Board in an effort to work toward honest solutions to our shared problems.

Julia MacMurray



No photo submitted

During my ten years with Erie county, I have proudly served our union as Downtown Section President and Local Delegate. In addition to

these offices, I have served on our political action committee and on several pay equity committees. In Albany, I will be a determined voice for Local 815.

## ESSEX COUNTY

(\*)Jacqueline Vanderhoof

## FRANKLIN COUNTY

(\*)Joseph Cormier

## FULTON COUNTY

(\*)Bill Sohl

## GENESEE COUNTY

(\*) Sharon L. Bork

## GREENE COUNTY

(\*)Richard W. Canniff

## HERKIMER COUNTY

(\*)Patricia Labrozzi

## JEFFERSON COUNTY

(\*)James W. Monroe

## LEWIS COUNTY

(\*)Joyce P. Rice

## LIVINGSTON COUNTY

(\*)Robert Wright

## MADISON COUNTY

(\*)Roslie Tallman



Thanks to our members for providing me the opportunity to serve a third term as Statewide Board of Directors.

## MONROE COUNTY

(\*)Florence Tripi



Brothers and Sisters: As an outspoken advocate for CSEA members with a total commitment to unionism, I'm grateful for your

continuing support. Leadership must be held accountable. I continue to work toward that goal and a better CSEA.

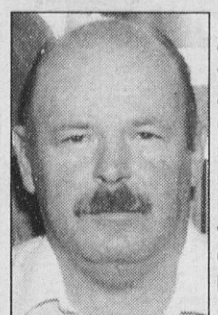
## MONTGOMERY COUNTY

(\*)Gary R. China

## NASSAU COUNTY

(Elect 2)

Richard Satre



As a state delegate, I will keep all of Nassau County issues my issues. Every local and unit within the County will be represented.

Pete Ellison



These troubled times demand strong and effective leadership. As President of Local 880, Town of Hempstead, I negotiated a three-year

contract, stopped sub-contracting and prevented layoffs while improving the working conditions for my membership. I will use my experience and leadership for ALL CSEA MEMBERS within Nassau County.

Rita Wallace



WORKING TOGETHER MEANS WINNING TOGETHER! Goals are met when we coordinate our efforts with those of others.

Ralph Spagnolo



No photo submitted

A member of this Union since 1963, for the last 10 years I have had the distinct pleasure of being one of your representatives to the State

Board of Directors. To those members in the Town of Oyster Bay and Town of Hempstead Locals, your interests have always been mine. I supported your right to become a Local.

(Continued on next page)



# GENERAL NEWS SECTION

(Continued from previous page)

## NIAGARA COUNTY

(\*)Mary (Candy) Saxon



Thank you to all the Local 832 members who supported my candidacy. I pledge to continue to do my best to represent your interests at the

statewide level of CSEA and to help you fight for a fair contract and against layoffs on the home front.

## ONEIDA COUNTY

Ralph L. Young



As a member of Oneida County Local 833 for 19 years, I have served on many committees, as well as Vice President,

PAC in Local and Region V. I am seeking the office of Board of Directors to represent not only Local 833, but all CSEA members statewide.

JoAnne L. Melisko

No photo submitted

I believe that every worker has the right to be treated in the workplace with dignity and respect. These rights must be protected

with a Contract that provides for job security, job safety and a sound grievance procedure. Your union dues demand that those who seek office should always remember that grass roots involvement is our only strength.

## ONONDAGA COUNTY

Paul R. Ranczuck



Experience, Commitment, Knowledgeable and Hard Working. Look at the candidates. Who fits this category? Only Dale King. Vote for responsible leadership. Vote Dale King and the King Team for Local 834 representatives. We can get the job done. We will represent your needs faithfully with your continued support and votes.

## ONTARIO COUNTY

(\*)David A. Bloom

## ORANGE COUNTY

Marianna Nelson

Sabina Shapiro



Orange County employee, CSEA member 19+ years. Experience counts: Shop Steward, Unit Second Vice President, served on

Negotiating, Membership, Newsletter Committees. Former representative to CSEA's Board of Directors. Served on Judicial Board, Statewide Committees: Constitution and By-Laws, Social Services, Election. Experience counts. Please vote for me to be your representative.

## ORLEANS COUNTY

(\*)Christine A. Covell

## OSWEGO COUNTY

Valerie Williams

Judy A. Naioti



As your incumbent Board representative and long-time activist, I remain responsive to your interests. I look forward to hearing

from you with respect to any concerns that impact upon our membership. Please allow me the opportunity to remain your representative in service to our union. Fraternally yours.

## OTSEGO COUNTY

(\*)George R. Smith

## PUTNAM COUNTY

(\*)Irena Kobbe

## RENSSELAER COUNTY

(\*)Marianne Herkenham

## ROCKLAND COUNTY

(\*)Caroline Osinga

## ST. LAWRENCE COUNTY

(\*)Joseph J. Frank

## SARATOGA COUNTY

(\*)Corinne B. Daly

## SCHENECTADY COUNTY

(\*)Lou Altieri

## SCHOHARIE COUNTY

(\*)Marguerite Stanley

## SCHUYLER COUNTY

(\*)Beverly K. Clickner

## SENECA COUNTY

(\*)Bruce K. Damalt



I wish to thank the membership of Seneca County Local 850 for my re-election to the Statewide Board of Directors. As your representative

I look forward to hearing your concerns and input. I pledge to keep our Local's needs and interests in the forefront of the Board's attention. Yours in Unionism.

## STEBUBEN COUNTY

(\*)Ronald A. Gillespie

## SUFFOLK COUNTY

(\*)Richard Pankowski

## SULLIVAN COUNTY

(\*)Thomas E. Schmidt

## TIOGA COUNTY

No candidates

## TOMPKINS COUNTY

(\*)Tom Keane

## ULSTER COUNTY

Elizabeth Gordon

No photo submitted

I have been a member of the Board of Directors for 4 years and Local President for 4 years. As an activist, I have served in many capacities,

including: 1st V.P. Local, Shop Steward, Ulster County Unit Lab or Management Committee, new appointment to CSEA PALs (Political Action Liaisons) program. Together we can accomplish anything.

Deborah DeCicco

## WARREN COUNTY

(\*)Douglas K. Persons

## WASHINGTON COUNTY

(\*)Glennen Woodward

## WAYNE COUNTY

No candidates

## WESTCHESTER COUNTY (Elect 2)

Carmine DiBattista



As one of the two (2) Board Members from Westchester, I have attempted to represent all of you as you would wish me to

Edward F. Carafa

No photo submitted

I believe that a Board Member's voice should be heard. I intend to be heard. 28 years with the Westchester County Dept. Environmental Facilities.

CSEA Officer for 26 years. Delegate to both CSEA and AFSCME. Vote for #2 (We try harder). Ed Carafa.

Cheryl Melton

No photo submitted

I don't believe in business as usual, nor do I believe in making deals under the table. I believe in doing the right thing in meeting the

needs of our members. Being a nurse for seventeen years, I have had plenty of experience dealing with people.

Grace Ann Aloisi



I am running for my second term as Board of Director from Westchester because I care about all of the Units in Local 860. I am also concerned

about the future of our members statewide and would like input into the direction of our Union to insure that Westchester's needs are addressed.

## WYOMING COUNTY

(\*)Sandra Boyd

## YATES COUNTY

(\*)Carol A. Thornton

## LOCAL GOVERNMENT EDUCATIONAL REPRESENTATIVES

## LONG ISLAND REGION I

Nick LaMorte



I've been your school district board of director since 1988. I enjoy representing you in Albany. You deserve to have a strong and

active voice, able to get your fair share from this union. I have been fighting to get you your fair share and need your help and vote so I can continue representing you.

Marie Ardell



Local 865 1st Vice President. Unit President; Attended many seminars, workshops, Cornell., Delegate, CSEA & AFSCME.

LUTI Trainor. Region Women's Committee, chair Membership Committee, AFSCME School Advisory Committee. I believe in Communications, Education and Honesty. Goal: To keep members informed as to what is happening and what impact it will have on schools.

## SOUTHERN REGION III

(\*)V. Norma Condon

## CAPITAL REGION IV

(\*)Lester Cole Jr.

## CENTRAL REGION V

(\*)Betty Browell

## WESTERN REGION VI

(\*)Mary H. Lettieri

**REMINDER  
Deadline for  
return of  
ballots is  
Monday, June 8**

**Replacement  
ballots are  
available as of  
May 26**



**THE BUYER'S EDGE**

# New purchase power for CSEA members

CSEA is offering a new way for CSEA members to save money on major purchases.

The Buyer's Edge is a consumer buying service that negotiates extra discounts and

lowest price guarantees not otherwise available on most big ticket items for its members. It has a network of vendors who sell consumer products to Buyer's Edge members because they don't have normal

advertising costs or other expenses when dealing with members.

The Buyer's Edge replaces United Buying Service previously advertised in *The Public Sector*.

**Major Appliances:** Air conditioners, refrigerators, dehumidifiers, freezers, washers, dryers, ranges, dishwashers, disposal units, microwaves and vacuum cleaners.

**TV & Video Equipment:** All types of color televisions including big screen, video recorders and video cameras.

\*Shop in person plans also available.

**Audio Equipment:** Receivers, turntables, tape decks, speakers, amplifiers, systems, consoles and compact disc players.

**Carpeting & Rugs:** Select most any style or color, wall-to-wall broadloom or any size area rugs. Complete local installation available for home or commercial use. 25 sq. yd. minimum.

**China, Crystal, Silver, Porcelain Figurines:** Bridal Registry available.

**Diamonds, Fine Jewelry, Watches**

**Exercise Equipment:** Rowers, universal stationary exercise bikes, treadmills, ski machines, free weights and Physicians Scales.

**Furniture:** Authorized dealer for over 300 furniture manufacturers. In business since 1940.

**Lighting:** Lamps, chandeliers, and sconces, most major quality brands.

**Luggage:** Travel, briefcases, portfolios, attache cases, travel accessories.

**Personal Computers:** Computers, terminals, monitors, add-on boards, printers, modems, disc drives. Some computer products may be refurbished. Ask for details.

**Pianos & Organs:** Choose from almost all major brands for home, church or school. (Ask for Otto or Liz)

**Sewing Machines:** Singer and other brands.

**Typewriters:**

**Travel:** Discount on any advertised trip, package, tour charter or cruise - plus FREE trip life insurance on air travel.

**Car Plan:**

1. SHOP - decide make, model, and options
2. CALL - for referral to local cooperating dealer
3. DEALERSHIP SAVINGS - ask for The Buyer's Edge price documentation book. Compute your price.

If book not available, call Car Plan.

Computer printout - Price information mailed to you for nominal charge.

Used Cars - Late models only (5 years or less) 12 month/12,000 mile warranty.

**Vacuum Cleaners:**

**Furs:** Buy quality furs directly from manufacturers. Call for appointment.

**Kitchen Cabinets/Counter Tops.** Call for referral.

**Moving Plan:** Professional services, household goods/autos (distances over 40 miles or interstate). Free in-home estimate. Call 4 weeks prior to moving date.

**Real Estate Plan:** Call referral service before contacting broker.

Ask about specific savings on purchase or sale of home or land.

Rochester area\* - 716-427-8360  
 Buffalo NY area\* - 716-668-5358  
 All other areas - 1-800-377-3700  
 1-800-543-0911  
 Downstate- 718-720-3792

1-800-526-5389  
 1-800-543-8235  
 1-800-635-9136

1-800-541-9905  
 1-800-631-0286  
 1-800-631-0286  
 1-800-543-8237

1-800-345-6265  
 1-800-526-6825  
 1-800-635-0755  
 1-800-543-7406  
 1-800-634-8538

1-800-543-8381  
 1-800-377-3700  
 212-947-9140  
 1-800-327-3599  
 1-800-356-7771  
 1-800-232-6766

## CSEA remembers workers killed on the job

ALBANY — CSEA members across New York mourned three members killed in the line of duty over the past year during Workers Memorial Day activities and ceremonies.

Workers Memorial Day is observed by the

AFL-CIO every April 28. It is a day to focus attention on workplace safety and health and to honor those who have lost their lives on the job.

"Many public employees put their lives on the line every time they go to work and

once again that point was dramatically underscored in the past year," CSEA President Joe McDermott said. "Three CSEA members were killed on the job or because of their job in the past year."

The three CSEA members who lost their lives were:

\* **John Wayne** — a tree pruner supervisor for the New York State Department of Transportation in Buffalo; he died following injuries from a tree branch falling on him while supervising a work crew in May 1991;

\* **Sabina Kulakowski** — a Cayuga County Social Services worker who was murdered at home by a man who vowed revenge against the department for removing his child from his custody.

\* **Kenneth Ruis** — a general mechanic with the state Department of Transportation on Long Island who died when a tree limb fell through the windshield of his truck.

Forty CSEA members have died in work-related incidents since 1983. Many CSEA locals across the state conducted moments of silence, memorial activities or the wearing of black armbands to commemorate the day.



**WE WILL REMEMBER** -- Another plaque listing workers killed on the job is hung, this to remember three CSEA members who died in 1991. Hanging the plaque are, from left, CSEA Executive Vice President Danny Donohue, CSEA activists Ginger Sheffey, Joan Tobin and Hank Jenny.



*In Margaretville,*

# Highway Department workers serve community, save lives

By Mark Kotzin  
CSEA Communications Associate

MARGARETVILLE - For many CSEA members working for the Town of Middletown Highway Department in Delaware County, their work as public servants doesn't stop when they punch out at 3:30.

They are also volunteer public servants and continue to serve their community in the all-volunteer Margaretville Fire Department. CSEA Unit President George Hendricks is also fire chief.

Of 16 town highway workers, nine are volunteer firefighters. Of those nine, five recently helped save the life of a five-year-old boy. For laborer Fred Gartelman, heavy equipment operator Bob Eignor, motorized equipment operator Scott Gavette, laborer Dave Knapp and Hendricks, a heavy equipment operator, it was an experience they were proud of.

Late last year the boy and his family were skiing at Belleayre Mountain when he was seriously injured after another skier collided with him. He was taken to the local hospital with severe head injuries. Because the small hospital didn't have the facilities to care for him, he needed to go to a major trauma center. That's when the CSEA workers were called.

The only way to transport the boy quickly enough to save his life was by Medivac helicopter. The remote hospital needed the firefighters to clear a landing site for the Medivac and to help transfer the patient.

The five men helped clear a 100-square-foot area near the hospital and set up flares to guide the copter, Hendricks said. They also maintained radio contact with the Medivac crew to advise them of ground conditions and helped the ambulance crew transfer the boy from the ambulance to the copter.

Amazingly, the boy was released from the hospital three days later. He and his parents came to the Highway Department to thank the volunteers for their help, presenting Hendricks with a donation for the fire department. Gavette, a fire captain, said their thanks were appreciated.

"One person thanking you makes it all worthwhile," he said. His co-workers agreed, and said that it was moving to see the boy's amazing recovery.

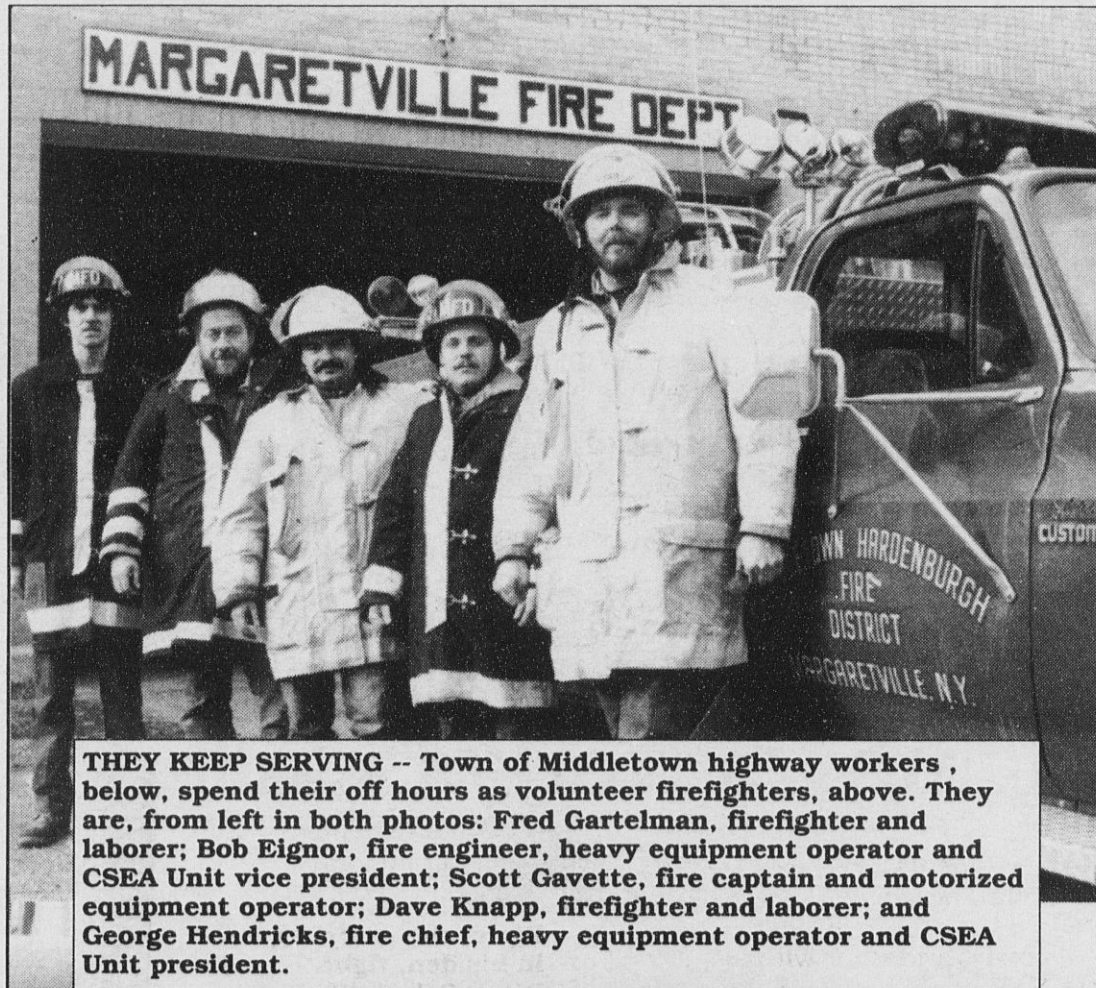
"When we saw the kid in the car, it was really uplifting," said Eignor, an engineer for the fire company. "It almost brought tears to your eyes."

The other workers said they were glad they could help this boy. They've all been trained for the procedure and have had to use it several times; last spring another five-year-old boy was kicked in the head by a horse and had to be transported by state police helicopter. According to Hendricks, the boy has recovered.

When asked why the men work for the public as public employees and as volunteers, their answer was clear: They love what they do, and they like the feeling they get from helping their community. The fire department, to which Hendricks has belonged for 18 years, is "lucky to have enough people interested," he said.

"I really enjoy this just for the satisfaction of helping someone," Eignor said. "Anybody that isn't involved in a volunteer force should think about joining."

The men spend one night a week training and come in off and on on weekends and week nights, Hendricks said. The men are so devoted, he joked, "sometimes our wives think we live here." For the workers, the next big battle they face may not be a big fire, it may be at the town hall, in their fight to get a contract - currently they remain at impasse.



**THEY KEEP SERVING --** Town of Middletown highway workers, below, spend their off hours as volunteer firefighters, above. They are, from left in both photos: Fred Gartelman, firefighter and laborer; Bob Eignor, fire engineer, heavy equipment operator and CSEA Unit vice president; Scott Gavette, fire captain and motorized equipment operator; Dave Knapp, firefighter and laborer; and George Hendricks, fire chief, heavy equipment operator and CSEA Unit president.





# CSEA members at Holtsville work with people, animals, ecology

By Sheryl C. Jenks  
Communications Associate

HOLTSMILLE - Where can you see American bison, peacocks, red fox, mountain lions, deer, turtles, bald eagles; learn about composting and horticulture; play on a playground; swim; see a windmill; and exercise on a track—all at the same place, any day of the week—for free?

At the Holtsville Ecology Site and Animal Preserve, in the Town of Brookhaven. It is an educational, enjoyable and inspirational experience.

Once a garbage dump, its magical transformation began in 1979 when the Brookhaven Highway Department superintendent moved the town's Ecology Division to the 140-acre site. Since then, it has flourished into an animal preserve, environmental, horticultural and recreational park.

The Ecology Site is open all year, seven days a week, and caters to individuals, families and organized groups such as classes and scout troops.

About 18 Highway Department Blue and White Collar Unit CSEA members work at the site. Whether it's feeding and caring for the animals, giving tours, working with the compost and recycling, cleaning or clerical work, CSEA members deliver the services.

When you arrive, you should head directly for the Information Center where displays may include: native Long Island reptiles and amphibians; an active beehive; bird's nests; and a "touch table" where those who like the hands-on approach can feel freshly sheared sheep's wool.

Senior Clerk Typist Lynne Levering will be happy to give you a self-guided tour book which will keep you from missing any of the many things there are to see and do.

If you prefer a guided tour, CSEA members Meg Shutka and Timmi Nalepa are available to take visitors around three to four times each week day. They help unravel some of the mysteries of nature and the environment.

Finished compost is provided to residents free and there are drop-off areas for metal, newspaper and glass to be recycled.

CSEA members prepare the compost and work with the recyclable materials.

Near the composting area is a half-mile asphalt track which circles the former landfill. Visitors are welcome to run, walk or bike on the track.

At the greenhouses, you may see Diane Schwindt, April Gobrlick and Pat Alese potting and caring for the many plants which the town uses to beautify and supply fresh air to town offices and parks.

Weekly classes on plant care are offered, free, to area residents.

The variety of animals, housed in areas closely resembling their natural habitat, is awe-inspiring. Rarely does one have the opportunity to be mere inches away from a mountain lion or American bison.

Hector Cruz and Patricia Schaeffer may be feeding the deer or other animals as you pass by.

According to CSEA Suffolk Local 852 President Liz Puttre, Ecology Project Supervisor Kenneth A. Schwindt's interest in animals and plants and Town Highway Department Superintendent Howard Malkmes' blessing were impetus for the creation of the Ecology Site.

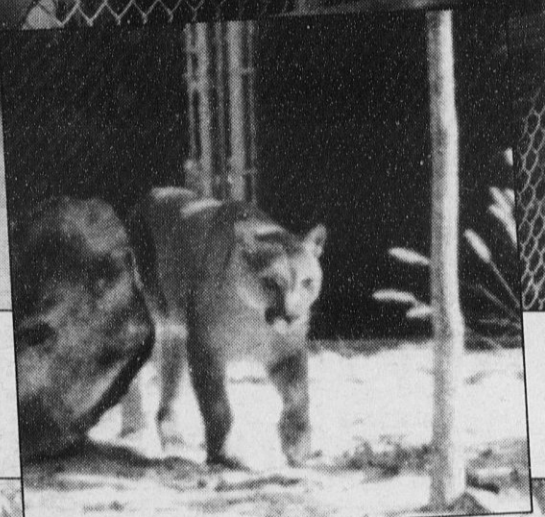
It began modestly with compost, a few chicks, ducks and a raccoon that had been trapped at a nearby college. It's grown into a place people travel from miles around to enjoy.



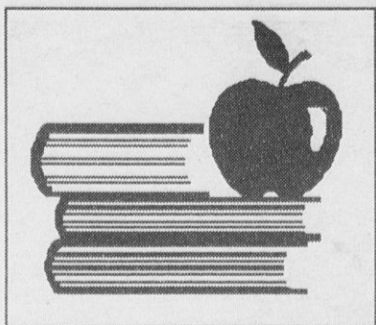
Patricia Schaeffer feeds a deer, above, and Hector Cruz visits an American bison, below.



Kimo, the mountain lion, in his den, right. Below, Diane Schwindt, April Gobrlick and Pat Alese pot plants in the greenhouse.







SCHOOL DISTRICT AFFAIRS

# He paints school with history

By Ron Wofford  
CSEA Communications Associate

Jerry Pasquantino has earned a new, although informal, title in addition to his role as a senior general repairman for the Niagara Falls Schools system.

Thanks to a series of murals of Niagara Falls and surroundings he painted on the walls and main stairwell at the 66th Street School - in honor of the city's centennial celebration - he's now also known as an "artist in residence."

Pasquantino's paintings of the Falls, the Cave of the Winds and the Maid of the Mist tour boat have become the centerpiece of the elementary school's centennial project.

"I had to paint the walls anyway," Pasquantino said. "But the mural idea let me exercise a little creativity. Principal Tom Franklin had a lot of courage to let me do it. I'm also very proud that the teachers have fashioned studies around it for the students."

Principal Franklin said classes will paint murals of their own on points of interest along with the upper and lower Niagara River on 2-by-8-foot sections of plywood and hang them above the lockers in the hallways.

Classes will also integrate the theme of Niagara Falls' Centennial Celebration into their other projects on the city's history.

Parents and the community will be invited to tour the project when it is completed, Franklin said.

"It's amazing how someone can take a small idea and come up with something far beyond what you might imagine," Franklin said. "I didn't know Jerry could paint as well as he does. I merely mentioned to him that I wanted to do something significant in the school to celebrate the city's 100th birthday, and two or three days later, he comes in with a diagram, and went right to work on it during his lunch and break time."

Pasquantino, a 25-year school employee and vice president of both his unit and Niagara Educational Local 872, is now recognized by name by all School 66 students, who proudly greet him when passing in the halls.

"It's a great feeling," he said.



THE MURALS AND THE MAN -- CSEA member Jerry Pasquantino, left, stands with 66th Street School Principal Tom Franklin at one of the murals he painted to celebrate the Niagara Falls City Centennial. Inset above is another mural.

## Hicksville agreement settles problems over teacher aides

HICKSVILLE — The CSEA Hicksville Teacher Aides/Assistants Unit and the Hicksville School District have reached an agreement that will enable teacher aides to become teacher assistants.

CSEA dropped a lawsuit and improper practice charges. The problem developed after teacher aides approached the district about becoming certified teacher assistants. The aides might have lost their jobs had the agreement not been reached.

As part of the agreement, the district agreed to pay the aides involved in the lawsuit \$250,000 this year and apply for temporary certification so the current aides can become teacher assistants.

While temporarily certified, the teacher aides covered by the agreement must earn 32 credits from an accredited college or

university by September 1997, completing six college credits a year.

Aides who retired prior to the resolution will be placed on the preferred list for rehiring, CSEA attorney Lou Stober said.

"Thirty-two teacher aides in Hicksville will keep their jobs," CSEA Labor Relations Specialist Pat Curtin said. "Their positions would have been abolished, but we were able to work with the district and come up with a plan everyone is happy with."

Unit President Linda Hild said CSEA support was important.

"If we had lost our jobs, it would have been devastating," she said. "We have been working with our special education children for many years and we really love the kids. We're very pleased this whole thing has been worked out."

### CONTRACTS

Agreement BETWEEN THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC. AND

### New Berlin workers win job security

NEW BERLIN — When the New Berlin School District suddenly cut back hours for non-instructional employees, CSEA fought back. As a result, the workers have a new three-year contract.

The new contract is a compromise, Unit President Shirley Davis said. In return for the shorter work week, the union won the new contract guaranteeing no layoffs or further cutbacks.

"I feel, with the economy the way it is, we made out fairly well," Davis said.

The new contract also includes an increase in sick leave accrual limits, an agency shop clause and no change in health insurance. CSEA labor relation specialists Gerald Phelan and Richard Toth helped negotiate the contract.



## Nassau supervisors kill plan to stop layoffs

MINEOLA - CSEA members in Nassau Local 830 are worrying again about layoffs because the County Board of Supervisors voted down a deferred overtime plan which would have halted more layoffs.

The county has already laid off 2,500 employees.

CSEA members ratified the overtime plan 3 to 1.

The county board, however, killed the plan and refused to listen to plan supporters at the public hearing.

CSEA Nassau Local 830 President Rita Wallace blamed three Democratic board members for the plan's defeat.

CSEA filed an improper practice charge against Supervisor Ben Zwirn, claiming anti-union animus for meddling in union affairs.

The board didn't offer any options for avoiding more layoffs.

Wallace denounced the board for letting politics get in the way of doing the right thing for the county, the taxpayers and the county employees.

"This inept bunch has given our members little hope that they can do what it takes to pull us out of this fiscal deficit," she said.

She urged CSEA members to call board members, "and remind them you are also voters."



CSEA NASSAU COUNTY LOCAL 830 President Rita Wallace has words with County Supervisor Ben Zwirn.

## Ulster County has new mediation program

KINGSTON - Resolving a personal dispute between two employees is not always easy. Productivity often suffers until a resolution is found.

Ulster County is training county unit employees in the art of mediation so disputes can be settled to the satisfaction of both parties. The training is funded with a grant from the New York State Labor Management Consortium that is addressing this situation.

"It can be as simple as how the thermostat is set," said Clare Danielsson of Ulster-Sullivan Mediation Inc., who is

training the mediators.

Disputes over workplace issues such as air conditioning, smoking, perfume, gossip, cultural differences, personal phone calls and communication skills can affect how smoothly a department will run, she said.

An independent mediator can solve problems creatively rather than allowing morale to deteriorate so that work is seriously affected, Ulster County Labor Management Coordinator Karen MacIntosh-Frering said.

"From a labor perspective, this is a good project," said Debbie DiCicco, third vice

president of the Ulster County Unit and member of the county's Labor-Management Committee. A shop steward, she said she recognizes that the grievance procedure can't always address certain situations and mediation could be the answer.

"What the mediator will do is come up with a win-win solution, so that no one goes away feeling that they have been slighted," she said.

The service is strictly voluntary and completely confidential.

Contact MacIntosh-Frering about the program at (914) 331-9300 Ext. 425.

**Next issue:** A Orange County Social Services worker gives a firsthand account of being stabbed on the job.



### Protesting contracting out in New Windsor

CSEA TOWN OF NEW WINDSOR Unit members and other CSEA Orange County Local 836 members protest contracting out of water treatment services. They are, from left: Town of New Windsor Unit President Dennis Walker; Ramapo-Catskill Library Unit President Carol Cleveland; Marianna Nelson of the Newburgh School Unit; Steve Bardin of Washingtonville School District; and Newburgh School District Unit President John Stein.

## Board backs down on sale of Montgomery County Infirmiry

By Daniel X. Campbell  
CSEA Communications Associate

AMSTERDAM — CSEA won an important victory for Montgomery County residents when the Board of Supervisors refused to consider putting the sale of the county infirmiry to public referendum.

The county infirmiry, a long-term care nursing home, has been generating revenue for the county, according to an auditor's report. Yet the board of supervisors has been debating for several years whether to sell the facility.

CSEA has been fighting to keep the infirmiry a public facility. CSEA Montgomery County Infirmiry Unit President Gary China had pledged a long battle to be sure county residents have access to affordable, long-term care provided by public employees.

Shortly after that, the county board refused to let out of committee a proposal that would have put privatization up for a vote by county residents.

The union had an earlier boost when auditors showed that the facility generated \$160,000 last year.

"Montgomery County residents should not lose their access to affordable, long-term nursing home care," China said. "The infirmiry is beginning to generate income and the amount of income it generates should increase in the next few years."



# Travis is making tracks!

## CSEA members give so boy can have operation that allows him to walk

KINGSTON - When trouble hits, CSEA members are there. Just ask Travis Luria.

A victim of cerebral palsy, Travis endured a serious operation that has him up and walking with canes.

Travis is the son of Ulster County CSEA Local 856 member Michael Luria. By the age of three problems with his nerves contracted his legs and prevented him from walking. Last year, he had surgery to disconnect the damaged nerves. The family faced incredible expenses in order to stay with Travis in New York City during surgery.

Without the surgery, Travis's illness would have gotten worse, contorting his whole body and affecting even his breathing and his speech, his father said.

*The Public Sector* published an article about Travis last year, and Michael Luria and his wife, Allison, were overwhelmed by the prayers and the donations the family received.

"Let me start by expressing my deepest, heartfelt gratitude to the hundreds of people in my own county and across the state who responded to our needs with prayers and financial support," he said. "Allison and I were encouraged and strengthened by the many beautiful letters we received. They kept us going when things seemed bleak."

Even better, the Lurias have been able to celebrate Travis' incredible progress. They had endured a major test of faith: a child in severe pain, a five-inch incision and a fear Travis had been further disabled were only some of their problems after the surgery. But time, therapy and patience proved to be the prescription Travis needed.

"Our near obsession with being near Travis and working with him paid off," Luria said. "He startled the doctors and therapists with the progress he made. He did things that no other child in his original condition had been able to do and he did them consistently."

Travis "graduated" into a higher functioning therapy much earlier than doctors expected.

They originally thought Travis might eventually be able to walk indoors with a walker and use a wheelchair outdoors. But at his last evaluation the specialists were unwilling to put any limits on what Travis could achieve.

"Not that he will become a track star," Luria said. "The surgeon who operated on Travis took a break and just sat and watched him playing with the other kids in the hall, going back and forth, spinning around in his walker and doing things that he had thought were not possible for a child with his degree of disability."



**HE'S MOVING NOW!** Travis Luria makes waves as he recovers from surgery that allows him to walk with a walker. He's making more progress than doctors thought possible.

## State budget adds some aid to school districts, local governments

The state Legislature passed the final bills of the 1992-93 budget early April 2, just over a day after the start of the fiscal year.

The \$56.5 billion budget adds spending for local governments and school districts.

"This was another difficult budget battle," CSEA President Joe McDermott said. "Considering the state's dire fiscal situation, however, we feel the budget could have been even more damaging for public employees in local governments and school

districts."

The budget adds money to the Governor's proposal to aid local governments operating health departments. Another \$4 million was added for local government's to pay Department of Social Services administrative cost for planning and to develop managed care programs. School aid was increased \$31 million over last year.

CSEA also succeeded in fighting a

proposal to consolidate probation and parole departments, and parole aid is slightly above last year's level.

The 1992-93 budget also includes more than \$1 billion in new taxes and fees. CSEA is still working to convince the Legislature that the current tax structure is not fair. The union is pushing for a fair system that would require the state's wealthiest residents to pay more in income taxes and would eliminate corporate tax loopholes.



COUNTIES

CITIES

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## LOCAL GOVERNMENT NEWS

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New York Works because we work! CSEA members keep the Holtsville Ecology Site running smoothly.

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An update from Nassau County, plus news from Ulster County, Montgomery County and the Town of New Windsor.

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Young Travis Luria is walking, thanks to CSEA members' generosity. And an update on the state budget's affect on local governments and school districts.

## Carpal tunnel topic at NCCC lunch and learn

HEMPSTEAD—CSEA members in the Nassau County Community College (NCCC) Unit learned about carpal tunnel syndrome during a CSEA-sponsored Lunch and Learn program recently.

NCCC nurse and **CSEA member Ethel Fritz** explained what carpal tunnel is and described possible symptoms.

**Attorney Elliot Olin**, president of Fine, Olin and Anderman, gave a presentation on what causes carpal tunnel syndrome, the treatments, how to handle worker's compensation claims and possible legal action.

Olin's firm has an internal Carpal Tunnel Syndrome-Repetitive Injury Task force.

Some of the participants said they had been diagnosed with carpal tunnel syndrome and shared some of their experiences.

The NCCC unit is part of CSEA Nassau Local 830.

PEOPLE  
IN THE NEWS

## Yates County Local has union info meetings

PENN YAN - A union-information campaign and internal organizing drive kicked off in Yates County with three days of Lunch and Learn programs about CSEA for Yates County Employee Unit members and potential members.

"We updated everyone on all the benefits of membership," **Unit President Carol Thornton** said. "Some potential members didn't realize that certain items, like the AFSCME Mastercard with its low interest rate, is only available to signed-up members. So, I'm sure we opened a lot of eyes, and the membership applications are starting to come in."

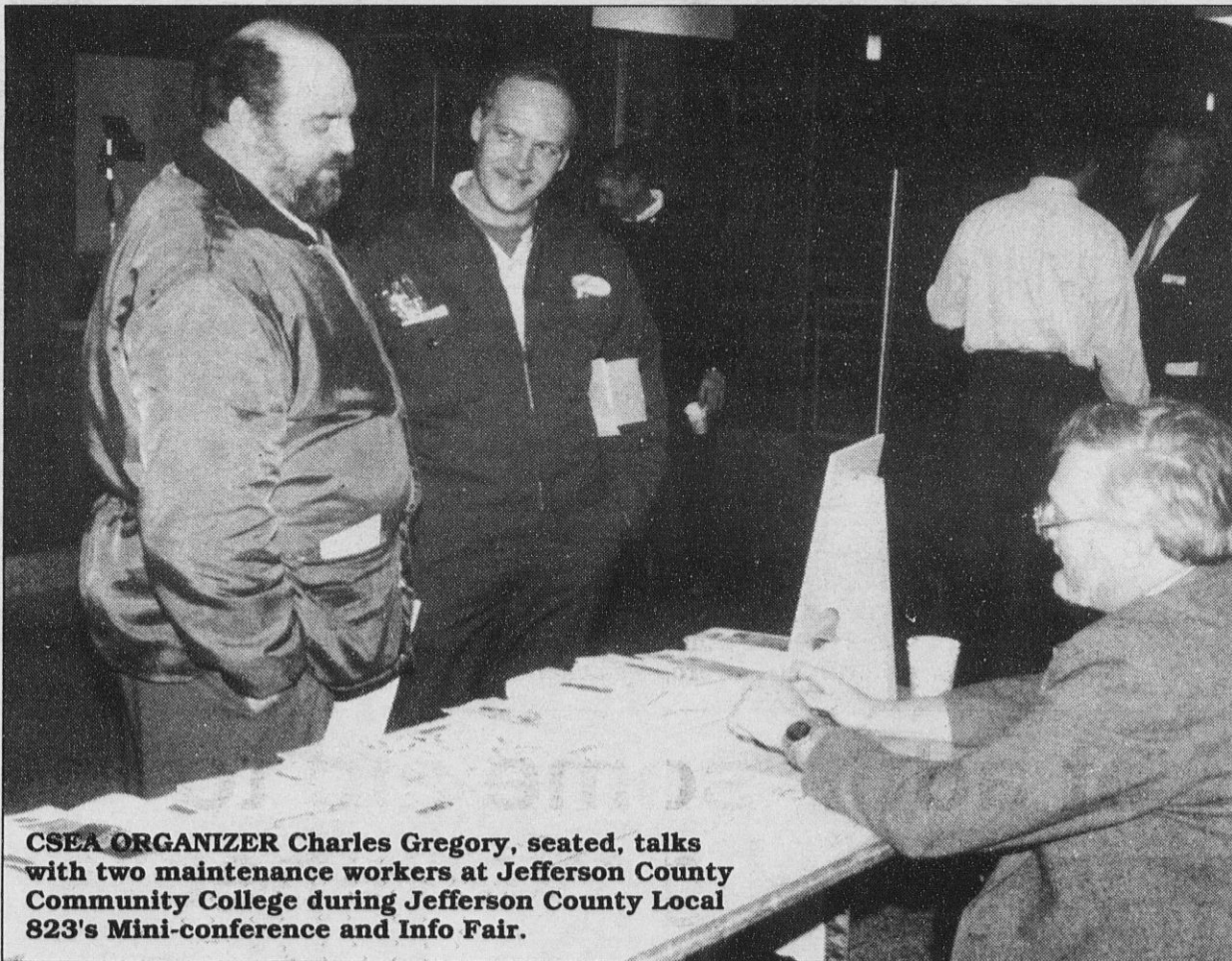
The lunchtime sessions over three days at different worksites allowed highway department workers as well as office staff to hear how the various CSEA departments operate in behalf of members. **Collective Bargaining Specialist Debbie Lee, Labor Relations Specialist Ray DuCharme and communications associate Ron Wofford** spoke.

The unit also heard the latest on their stalled contract from Lee. CSEA filed an improper practice charge against the county after a contract offer which the unit ratified, was rejected by the legislature. Lee said she is waiting for a formal hearing date from PERB.

Meanwhile, Thornton is urging those county workers who haven't joined CSEA to sign up for membership and present a unified front.

The union got its start in Yates County years ago around a benefit - health care - that some now take for granted, Thornton said.

"They wanted to give a county judge free health insurance, but they didn't want to give it to anyone else," Thornton said. "That's the kind of thing a good union fights against, and CSEA has an excellent record in that regard."



**CSEA ORGANIZER Charles Gregory, seated, talks with two maintenance workers at Jefferson County Community College during Jefferson County Local 823's Mini-conference and Info Fair.**

## Jefferson County Local sponsors info fair

WATERTOWN — More than 125 members of CSEA Jefferson County Local 823 recently attended the local's first Mini-Conference and Resource Fair.

The event was organized as an educational opportunity for members and non-members to learn more about the union.

Participants could attend workshops on

sexual harassment and first aid. They also could browse information tables and talk with CSEA staff and benefits providers.

The event went well, and **Local 823 President Jim Monroe** said he hopes to make the conference an annual event.

"We were very pleased with the turnout," Monroe said. "The attendance far exceeded everyone's expectations."



THANKS TO YOU, TRAVIS LURIA MAY SOON BE

## WALKING TALL

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TRAVIS LURIA  
right, gets a hug  
from his sister,  
Hannah.

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Clinton to primary  
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Candidates for CSEA's  
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