

Ballots in the mail May 15 in elections of CSEA statewide President, Executive Vice President, Secretary, Treasurer — see page 16

CSEA supports The New York Healthy Schools Network

Official publication of

CSEA

Local 1000, AFSCME, AFL-CIO

Sector

THE PUBLIC

Vol. 20 No. 4 APRIL 1997

We remember...
**WORKERS
MEMORIAL
DAY**
April 28

**But has
Schuyler
County
forgotten?**

see pages 3, 13

Photo by Mark M. Kotzin

'And you can quote me on that'

It's important that we keep investing in skill enhancement for all our public employees.'

-- Local 438 President
Mary Greenman

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'Gov. Pataki should be ashamed.'

-- Local 009 President
Vinny Lord

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'It was unfair to expect people to make a life-altering decision in a few days with such limited information.'

-- CSEA President Danny Donohue

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'King Andy keeps on trying and the taxpayers keep on paying.'

-- Region 3 President
Carmine DiBattista

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'We can arrest and fingerprint troublemakers right here.'

-- Sgt. Tom O'Connell,
Ulster County Deputy Sheriff

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Budget likely late, again

The April 1 start of the state's new fiscal year was just around the corner as this edition of *The Public Sector* went to press, but there appeared to be virtually no prospects that a new state budget would be agreed upon any time soon. The Legislature has adopted a late budget for more than a dozen consecutive years.

CSEA lobbyists, member activists and staff have been working the halls of the state Legislature for weeks urging lawmakers to adopt a new state budget that is fair and equitable to CSEA members and all New Yorkers. The union has simultaneously directed a flood of phone calls to legislators.

CSEA will continue to turn up the heat and ratchet up the pressure on lawmakers right up to the moment a tentative budget is finally adopted.

"There's a lot to like in Gov. Pataki's proposed state budget, but also an awful lot to dislike," CSEA President Danny Donohue said. "We definitely have some major concerns and we're using all our resources to get that message to lawmakers and the Governor."

CSEA is outraged over Gov. Pataki's proposal in the budget to privatize Roswell Park Cancer Institute (RPCI) in Buffalo and Helen Hayes Hospital in West Haverstraw. CSEA represents 800 Roswell Park workers in RPCI Local 303, another 500 workers in RPCI Health Research Local 315, and about 350 workers in Helen

Hayes Hospital Local 302.

Also raising concern is a proposal to reduce the state work force by another 1,700 positions during the new fiscal year. While the Governor says he believes no layoffs will be necessary, Donohue says fewer people on the job means a greater work burden for the rest of the work force and could result in service reductions for the general public.

As to Gov. Pataki's plan to reduce taxes by \$1.9 billion in his proposed budget, CSEA asks "What's the real cost, and who pays?" The union believes tax reform is commendable (after all, CSEA members are taxpayers, too) but the cost should not be at the expense of essential public services or the employees who provide them.

The union's position is the same on a proposal to provide school property tax relief, an issue that CSEA has raised for years. Rising school taxes and other pressures on local governments are the direct result of inadequate state aid and shifting tax burdens mandated by the state Legislature over many years. CSEA is making it clear that school tax reform must not be at the expense of educational opportunities and school district employees.

Welfare reform is another hot issue, one that CSEA supports provided no existing workers are displaced and welfare reform legislation contains strong worker protection language.

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Shame on Schuyler

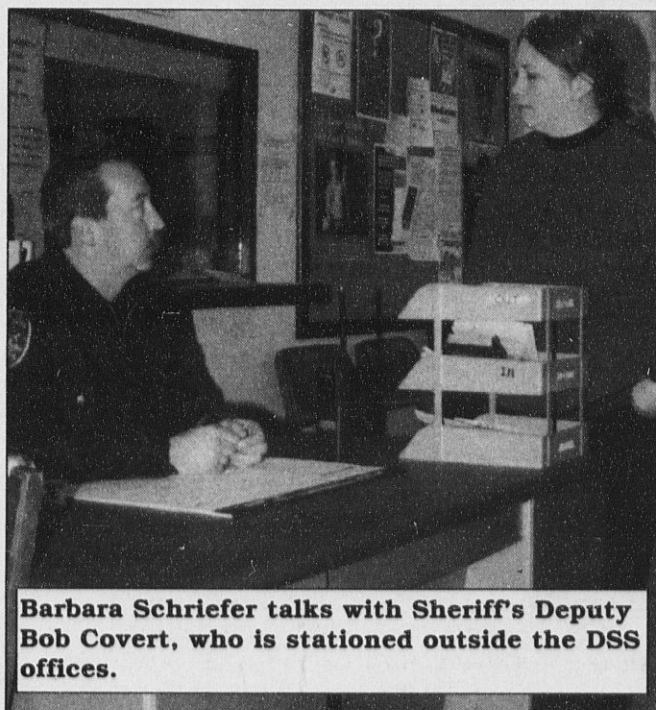
Editor's Note: On an autumn day in 1992, an angry "deadbeat dad" gunman walked into the Schuyler County Department of Social Services Support Collection Unit offices, murdered four CSEA members and then committed suicide.

The horrific act exposed in a raw, savage way the vulnerability of public employees in public places.

Within those few tragic minutes on Oct. 15, 1992, Schuyler County became the symbol of the need for increased worksite security in public places across the nation. The Schuyler County tragedy provided a lesson that should last forever, never to be forgotten.

Apparently, in four short years, that lesson has been forgotten by Schuyler County itself.

Remember all workers who died on the job on WORKERS MEMORIAL DAY APRIL 28 — see page 13



Barbara Schriefer talks with Sheriff's Deputy Bob Covert, who is stationed outside the DSS offices.

**We will not forget
Florence A. Pike
Phyllis K. Caslin
Denise Miller Van Amburg
Nancy J. Wheeler**

WATKINS GLEN — Four years ago, worksite security improvements were put in place at the Schuyler County Office Building following the tragic slaying of four CSEA members working in the County Department of Social Services.

Now, union officers and members are up in arms over a proposal that could lessen building security and increase the potential for danger to workers and the public.

CSEA Central Region President Jim Moore reacted with a strong letter of warning to County Legislature Chair Barbara Halpin when he learned of her proposal to remove the metal detector from the county office building entrance and make other changes. He said the union could not accept any plan that would reduce building security.

"CSEA will not tolerate any reduction in security that will place any segment of our members or the public they serve at greater risk," Moore wrote.

The workers in the building overwhelmingly oppose Halpin's proposed reductions.

CSEA Schuyler County White Collar

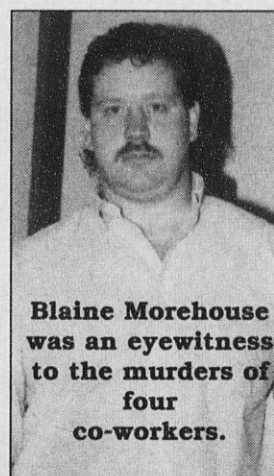


Sue Lynd

Unit President David Wood said claims of public complaints over the use of metal detectors are exaggerated.

"If the public has a problem going through metal detectors, why don't they voice their opinions at meetings of the Legislature?" he asked. "No one ever has to my knowledge, and no one has ever contacted CSEA with a complaint."

For many workers, it's a very personal issue, having witnessed the tragic outcome of what happens when security is not in place.



Blaine Morehouse was an eyewitness to the murders of four co-workers.



Charlene Pelow demonstrates how doors to the DSS offices can only be opened with keys.

Page 1: The tree planted outside Schuyler County office building in memory of four slain employees stands as a stark reminder of the tragedy.



Mary Barnes

"I was within 15 feet of the whole incident," said Child Protective Caseworker Blaine Morehouse. "I have to deal with that every time I walk into the building. Everyone can and should do their best to see that a tragedy like this never occurs again."

Others, like Supervising Caseworker Mary Barnes, recognize that the potential for workplace violence has not decreased over the years since the tragedy. She expects an increase due to federal welfare reform.

"Why couldn't it happen again?" she asked. "There's more violence in society these days, and with the new proposals for welfare reform, I believe there's going to be more angry and frustrated clients due to the changes and lack of services."

And the reduced security would not just affect DSS workers. Anyone entering the building could move around the first floor or the basement without being screened for weapons. That worries Department of Motor Vehicle workers whose offices are on the first floor.

"I think we need the security here," said DMV Clerk and CSEA Unit Secretary Sue Lynd. "We're in the position now where we have to take away people's licenses. Those people could get just as irate or violent."

Supervising Support Investigator Charlene Pelow, who came to work for the county after the murders, said she has talked to DSS workers from other counties who say their own worksites have gotten safer because of Schuyler County's example. Pelow says the county has an obligation to continue as a role model.

"Unfortunately the tragedy happened here, and it led to improved security across the state. Now, in the county where it happened, they want to reduce the security. What kind of message does that send?" she asked.

Caseworker Barbara Schriefer, who says she still has problems coping with the tragedy, scoffs at those who say passing through the metal detectors is inconvenient.

"This could happen again. If passing through a metal detector one time a day saves one life, I'd walk through 50 times a day," she said. "Perhaps if we had a metal detector in 1992 we might have four women who could be alive today."

— Mark M. Kotzin

New child care benefit for OMH, OMRDD members in Suffolk County

Like most working parents, CSEA Local 418 member Vickie DiBenedetto has to make tough decisions about who will care for her child while she works.

Now she and other employees who work for the Offices of Mental Health and Mental Retardation and Developmental Disabilities in Suffolk County have a new resource to help them make those decisions.

Thanks to a labor-management agreement, OMH and OMRDD employees working in Suffolk County can now call the Child Care Council of Suffolk Inc.

The council offers resource and referral services, listings of a wide variety of child care programs including family care, child care centers, home care, pre-kindergarten, summer camps and holiday

programs. It also offers information on resources for families with children who have special needs, financial resources and parenting advice.

The service is funded through the state Labor-Management Child Care Advisory Council.

CSEA OMH or OMRDD members working in Suffolk County can call the Child Care Council at 516-462-0303 in Commack or 516-283-1838 in Southampton.

For DiBenedetto, the council will come in handy as she looks for summer camps and kindergarten.

"I'm really glad this is available," DiBenedetto said. "I have a four-and-a-half-year-old child and decisions about child care

are so important, I'll definitely call with questions."

— Sheryl C. Jenks

All CSEA members can save money on child care through the Dependent Care Advantage Account.

By using a DCA account, you can lower your taxable income by paying for child care with pre-tax dollars.

CSEA members interested in more information on this benefit should call 1-800-358-7202 for more information.



CSEA member Vickie DiBenedetto learns about the child care referral program.

Got questions about your education or career?

CIVIL SERVICE EMPLOYEES ASSOCIATION

LEAP

LABOR EDUCATION ACTION PROGRAM

Call the LEAPline at 1-800-253-4332 for answers!

CSEA Labor Education Action Program (LEAP) advisers answer the LEAPline and provide advice and assistance to CSEA-represented state employees between 8:30 a.m. and 4:30 p.m. (8:30 p.m. on Thursdays).

Leave a message at other times to receive a call back.

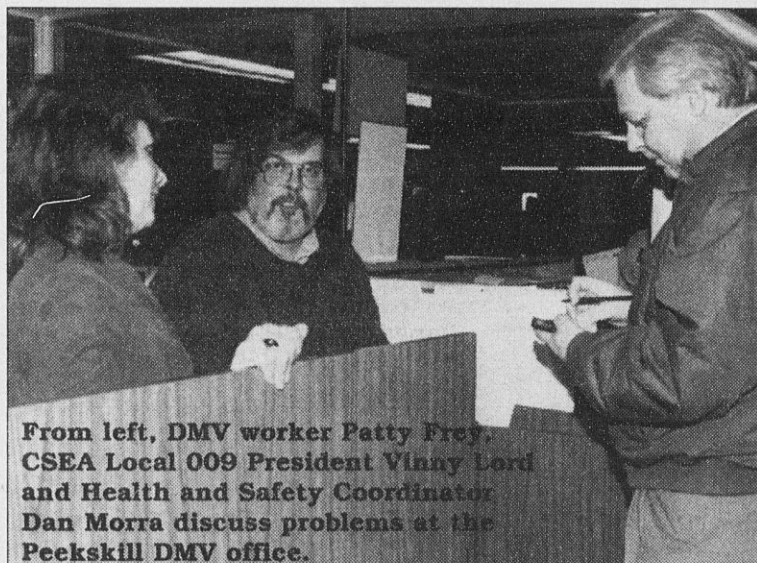
LEAP advisers will work with you on such areas as:

- ❖ **Educational Opportunities**
- ❖ **Career Planning**
- ❖ **Job Search Assistance**
- ❖ **Academic Advisement**
- ❖ **Financial Aid**
- ❖ **Basic Skills and**
- ❖ **GED Preparation**

LEAPline

1-800-253-4332

You've got questions, we've got answers.



From left, DMV worker Patty Frey, CSEA Local 009 President Vinny Lord and Health and Safety Coordinator Dan Morra discuss problems at the Peekskill DMV office.

Gov's hometown DMV office a dump

PEEKSKILL — The Motor Vehicle office in the hometown of the Governor and the Commissioner of Motor Vehicles should be a showplace.

Instead, it is dark, dreary and dirty with water-stained or missing ceiling tiles, filthy air ducts, little or no ventilation, inadequate lighting and biting red ants.

The state took over the office in 1984, 11 years after Westchester County opened it.

"It still looks the same as it did in '73," said Local 009 President Vinny Lord. "They haven't even painted the place since then."

Motor Vehicle Clerk Patty Frey said she and her co-workers often become sick.

"It's disgusting," she said. "We have a dentist upstairs and every time he uses his drill, we can hear it and then water leaks from the ceiling. God only knows what's in that water!"

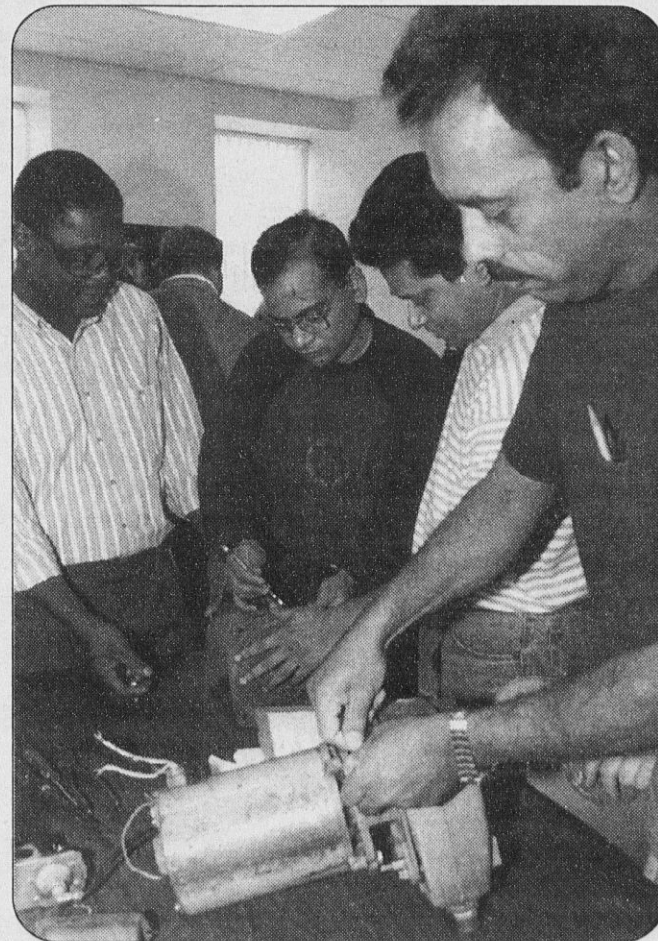
CSEA Health and Safety Specialist Dan Morra inspected the office in October. State officials said the building is privately owned and there has been no lease in five years.

"They say they're undecided as to whether they're going to stay here," Morra said, "but meanwhile, the employees have to continue to work under these conditions. This leaves me no alternative but to file complaints."

"Gov. Pataki should be ashamed," Lord said.

— Anita Manley

Enhancing their skills



In an intensive hands-on program, 14 CSEA members in the Operational Service Unit were trained in everything from electrical safety to motors, pumps, boiler safety and steamline maintenance. The program was arranged by the NYS/CSEA Labor-Management Committee, the Office of Mental Retardation and Developmental Disabilities and SUNY Maritime College. The 14 participants were from the state Institute for Basic Research, Staten Island DDSO and Queensboro Correctional Facility.

CSEA seeks fairness in tax worker relocation

CSEA Local 460 member William McGowan never expected the state Department of Taxation and Finance to treat him as cavalierly as the private sector had.

But the New York City worker is one of 170 employees who must decide whether to transfer to Albany or look for another state job locally — and at first, the decision was due in less than two weeks.

The employees had no warning about the transfers, McGowan said.

He was convinced he would be unable to uproot his wife and children within four weeks and in the middle of the school term.

"I worked in private industry that got bought out by another company,"

McGowan said. "I didn't think I'd have to do this again."

CSEA wasted no time in trying to help the employees. The union immediately went to court and won a consent agreement that gave the employees more time. Initially they were told to decide by March 5.

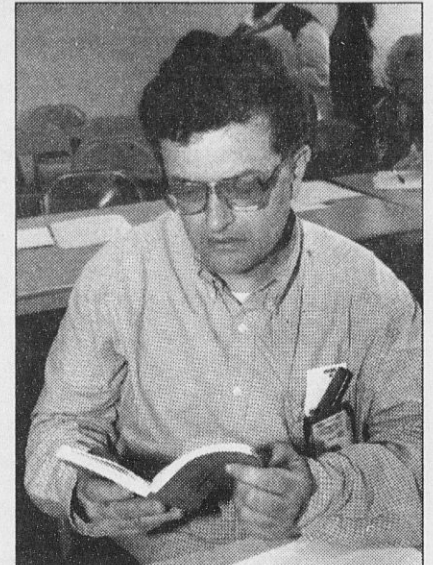
The consent agreement gave employees until March 17 to give non-binding interest in the transfers and March 10 to indicate non-binding interest in early retirement and until March 31 for a final decision.

CSEA has convinced the state to negotiate a later move date with individual employees who can't move immediately. The decision will be made based on the employee's situation and agency needs.

CSEA and the Governor's Office of Employee Relations have also agreed to revive a reimbursement program for some expenses related to relocation.

"Expecting people to make a life-altering decision within such a few days and with such limited information was unfair," CSEA President Danny Donohue said. "We are happy to have negotiated a little more breathing room for our members."

The transfer could affect about 80 clerical employees and 90 tax compliance representatives in New York City, Nassau, Suffolk and Westchester counties and in Binghamton, Buffalo, Rochester, Syracuse and Utica.



William McGowan

The workplace is silent, but hands and fingers are talking

ALBANY — The classroom is quiet, the hands and fingers are speaking. Eyes are intensely watching as American Sign Language (ASL) teacher Kathleen Losert helps OGS Print Shop Manager Dixon Ross and Evelyn Valentino tell various students where the duo hid their wristwatches, pens, checkbooks, etc. earlier in the one hour fifteen minute class.

The 10 students, employees in the OGS and DOT joint print shop in Building 18 on the State Office Building Campus, ask in sign language for directions to the hidden item. Then a student finds his watch on the shelf behind the coffee pot. His success is greeted with laughter, the first sounds that fill the previously silent classroom.

"When Tom O'Hea came to us from Economic Development we had a unique communications problem," Ross said. "If a new employee didn't speak English we could have helped him learn the language as he did his job. Tom knows English but is deaf. He speaks only American Sign Language. We needed to learn his language."

While Ross was seeking a private sign language course for himself two of Tom's new co-workers Kevin Devenpeck and Bill Trombley approached him about the same concern and told him that perhaps the CSEA Labor Education Action Program (LEAP) could be of help.

"It was the easiest thing I have

ever done," Ross said. "Through our CSEA local I called and asked for help and CSEA LEAP came through with the series of classes. Twenty OGS print shop workers were interested in learning how to communicate with Tom and participated in the first course."

"Our vocabulary is small compared to Tom's," Evelyn Valentino said.

"But our understanding grows each time we communicate with him. The ASL class is one of the most challenging classes I have taken. I appreciate LEAP giving me the opportunity to take the class because it has enabled me to communicate through ASL with my co-worker Tom O'Hea."

Since last April two courses have been completed and the third course is under way. Class size has decreased to 10 co-workers. While certification in ASL is a possibility, the motivating factor for these OGS and DOT employees was learning a new way to communicate with a fellow worker.

O'Hea who is active in the Capital District Civil Association of the Deaf stands between the duo explaining his feelings about the efforts of his coworkers to communicate with him. His fingers move quickly. "He feels good, very good about his friends, his co-workers," Ross said with due pride in the successful labor/management effort.

— Daniel X. Campbell

CSEA
JOINT COMMITTEE ON
Health Benefits

HealthCall UPDATE

HealthCall is the Empire Plan's Hospital and Medical Benefits Management Program.

To protect your Empire Plan benefits you must call HealthCall at 1-800-992-1213:

- * Before a scheduled (non-emergency) hospital admission.
- * Before a maternity hospital admission. Call HealthCall as soon as your pregnancy is confirmed.
- * Within 48 hours after an emergency or urgent hospital admission.

After you call HealthCall for pre-admission certification, your HealthCall nurse will speak with your doctor or the doctor's staff for information about your medical condition. If the information indicates that the hospital setting is medically necessary, the admission will be pre-certified assuring that Empire Plan benefits will be available to you to the full extent for covered services.

If you do not call, or if HealthCall does not certify the hospitalization, a \$200 in-patient deductible will be applied to the charges. There is also a \$100 co-payment per hospital day that is not medically necessary.

- * You must call HealthCall before having a scheduled (non-emergency) magnetic resonance

imaging (MRI), unless you are having the test as an in-patient in a hospital. If you do not call, you will pay the entire cost or a large part of the cost. If you go ahead with the MRI after HealthCall has determined that the MRI is not medically necessary, you will be responsible for the entire cost.

In certain situations, you must call HealthCall again:

- * Admission postponed: call to change the date
- * Re-admission for the same problem
- * MRI postponed: call to change date
- * MRI repeated for same problem

HealthCall also helps coordinate services for serious conditions through the voluntary Medical Case Management and High Risk Pregnancy Programs.

You may also request a voluntary specialist consultation (second opinion) for any scheduled procedure. HealthCall will give you a list of three physicians whose specialty is similar to your doctor's. HealthCall will arrange for the specialist consultation at no cost to you.



CSEA Ulster County Local 856 President Sandra Reynolds, right, is joined by Sergeant Tom O'Connell holding a metal detector — one of many CSEA-initiated security improvements at the county DSS office.

Ulster DSS office beefs-up security

KINGSTON — An in-house security force of deputy sheriffs has made the Ulster County Social Services office a safer place to work.

Security has been a problem for years, Ulster County Local 856 President Sandra Reynolds, a DSS employee, said. An earlier DSS location had more exits and entrances than two security guards could cover.

After a client armed with a tire iron chased an employee around the building, one guard said, "I don't get paid enough to do this job."

Reynolds proposed the formation of a Security Committee with labor and management representatives. Based on recommendations from CSEA Health and Safety Specialist Wendy Hord, the county stationed two sheriff's deputies in the DSS office.

More recently, DSS moved to a new, much larger building, and the committee succeeded in getting a five-person security force, panic buttons, a metal detector and entrances that can be activated only with a special badge.

Sgt. Tom O'Connell and his colleagues have a full sub-station in the DSS office.

"We can arrest and fingerprint troublemakers

right here," he said. The office is also equipped with a computer which is connected to the sheriff's department.

O'Connell also counsels employees on how to safely deal with a potentially unruly client, how to report an emergency and how to leave the building at night.

— Anita Manley

Town shows its appreciation for a job well done

TOWN OF CHESTER — When the Town of Chester needed its landfill capped, rather than turning the job over to private sector profit-driven contractors, the town turned to its own public employees. While the job was one of the biggest, if not the biggest, the employees had ever performed, it was also one of the best.

The town featured the employees' efforts in a news release about the extension of their current contract for four years including average salary increases of 3.9 percent per year from January 1998 to Dec. 31, 2001.

"The Town, in the negotiations, considered the excellent work of bargaining unit members in capping the town landfill and saving the taxpayers of the town many hundreds of thousands of dollars," the release stated. "The town is proud of their accomplishments in the challenging capping project, which involved their efficient and effective operation of much heavier equipment than normally used in town projects, in their willing work on many town building and sidewalk construction projects, and in the excellent job they do in promptly clearing town roads of snow and ice each winter."

CSEA Unit President Beecher LaPrairie said the workers were pleased with the contract extension and the town's recognition of the important role they played in the capping project.

"We're looking forward to the next challenging project we can help the town with," LaPrairie said with due pride.

— Daniel X. Campbell

CSEA leaders get on County Exec's case

CSEA delivers another blow against privatization spree

WHITE PLAINS — A state Supreme Court recently gave CSEA the go-ahead to continue a class action lawsuit on behalf of Westchester County employees who were laid off in 1995 as a result of County Executive Andrew O'Rourke's privatization initiatives.

Acting Supreme Court Judge John R. LaCava ruled that the union's case for damages is timely and also indicated that laid off employees may be owed up to two months back pay.

Most of the employees worked in housekeeping and laundry at the Westchester County Medical Center and Ruth Taylor Institute. The courts have previously ruled that such layoffs were illegal because they were not authorized by the county Legislature.

CSEA Southern Region President Carmine DiBattista described the decision as one more defeat for O'Rourke's privatization spree that will leave taxpayers footing the bill.

"King Andy keeps on trying and the taxpayers keep on paying," he said.

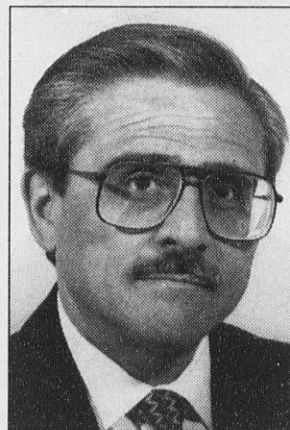
CSEA Westchester Local and Unit President Cheryl Melton echoed DiBattista's remarks and added "Will the county executive ever learn that he is not above the law?"

"King Andy keeps on trying and the taxpayers keep on paying"

"Will the county executive ever learn that he is not above the law?"

Elected official slammed for acting like a king

In a related case, DiBattista called a decision, spearheaded by O'Rourke, to rebid a contract for dietary services at the County Medical Center and Ruth Taylor Institute "arrogant and high-handed."



Carmine DiBattista

"Once again, Mr. O'Rourke acts like a king who believes that he has a divine right to privatize these services even though a court has ruled such efforts illegal," the union leader said.

County Legislature Chair George Oros said that any action to rebid would violate the spirit of a recent court decision which ruled that such expenditures were illegal because county lawmakers did not appropriate funds to privatize dietary services.

"Unfortunately, the county executive believes that he is above the law," DiBattista said. "CSEA is more than willing to sit down with the county executive and work out a solution but O'Rourke is more interested in confrontation than cooperation."

Cheryl Melton, president of both the CSEA Westchester County local and unit, urged the county executive to "start acting responsibly and remember that he is still accountable until Dec. 31 when his term expires." — Anita Manley

McCall wants to help localities

State Comptroller H. Carl McCall announced a plan to help financially struggling localities before their problems get out of hand.

The comptroller's office has created a Financial Awareness Strategy Team (FAST) to provide hands-on technical assistance to localities developing fiscal difficulties. McCall will use the fiscal plans localities must file with his office to identify warning signs in a municipality's finances.

McCall said the plan will require legislation to establish a standardized process for his office to step in to help. He currently has the power, under the state constitution, to intervene when a locality's finances are already in bad shape.

Female workers win pay equity

BOHEMIA — CSEA members in the Connetquot School District Clerical Unit recently ratified a four-year contract which calls for pay parity for the female work force.

The fight for pay parity was the toughest part of negotiations, Clerical Unit President Dianne Dane said.

Her unit of 85 female clerical employees received retroactive increases of 4 percent plus increment for 1994; and 4 percent plus \$1,000 parity payment plus increment for each of the following three years.

Other highlights of the pact include paid health insurance for retirees with 20 years or more service and a 41J retirement plan

incentive.

The money received by women in her unit was enough to change some of their lives, Dane said.

"We are grateful that the board of education recognized the pay parity issue in the clerical workforce"

"We are grateful that the board of education recognized the pay parity issue in the clerical work force," she said.

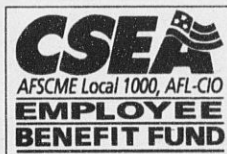
Negotiations were led by CSEA Labor Relations Specialist Kenneth

Brotherton. The committee members were: Chairperson Betty Pinzerone, Dane, Ellen Silvestrie, Dawn Altner, Janet Johnson and Gayle Callegari.

— Sheryl C. Jenks

EBF local government dental plans improvements effective April

A number of improvements took effect this month in the



CSEA Employee Benefit Fund (EBF) local government dental plans.

New plan booklets are being mailed to local government EBF members who are enrolled in dental plans listed below.

"These improvements mean reduced out-of-pocket expenses to our EBF members when they or their dependents obtain dental care, and increased payments help to bring new dentists to the EBF Panel of Participating Providers," EBF Chairman Danny Donohue said.

The following EBF local government dental plan improvements became effective April 1:

Sunrise

Payments for nearly every procedure will be increased by approximately 20 percent.

Annual maximum will be increased from \$1,200 to \$1,800 per person.

Horizon

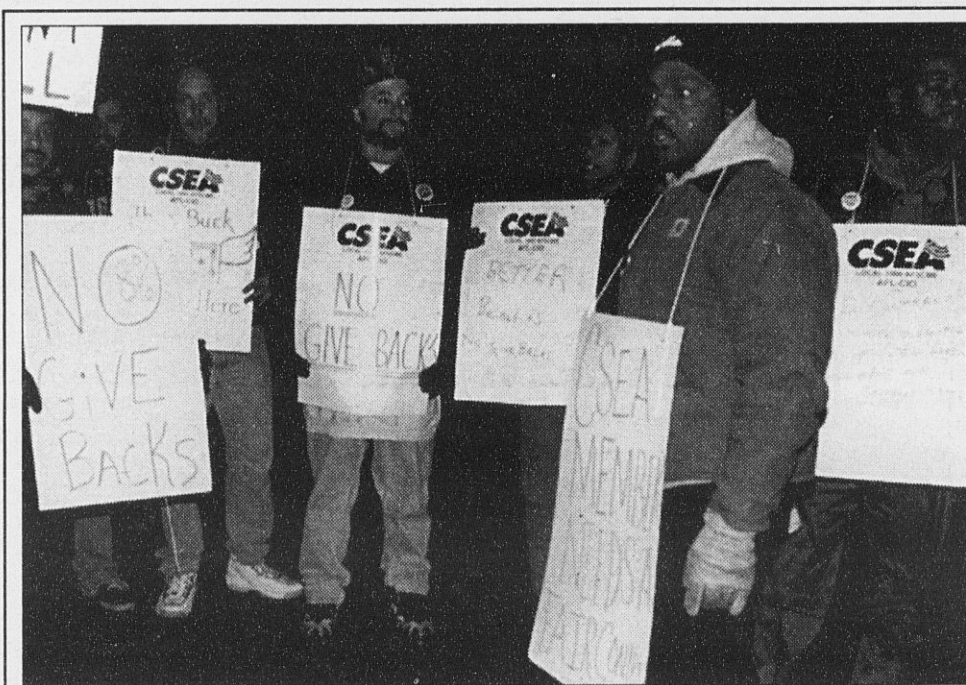
Annual maximum will increase \$600 to \$2,400 per person.

Equinox

Annual maximum will increase \$600 to \$2,760 per person.

Dutchess

Annual maximum will increase \$600 to \$2,760 per person.



Protesting in Poughkeepsie

CSEA-represented Poughkeepsie School District employees recently demonstrated to protest the lack of a contract. Employees say the district's demands for givebacks during negotiations are unfair. The previous contract expired last July.

CSEA files improper practice charge over town's refusal to vote on contract

ROTTERDAM — CSEA has filed an improper practice charge against the Town of Rotterdam for bad faith bargaining and failure to vote on a tentative agreement.

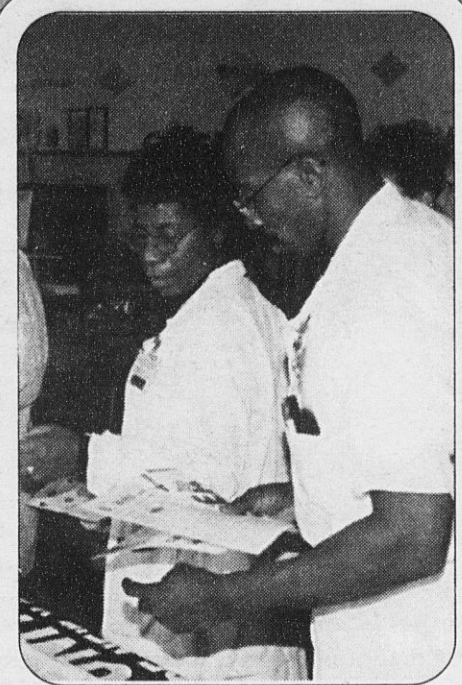
CSEA representatives and the town supervisor signed the tentative agreement Jan. 31, and it was ratified by the membership by a vote of 64 to 1 on Feb. 5. However, the town board refused to vote on the agreement because it wanted to add new items to the negotiations.

"We hope that the town council will fulfill its responsibilities and vote

to ratify the agreement as required by the ground rules," Ed Catrine, CSEA labor relations specialist, said. "Our members have been without a new contract for 14 months. We have complied with the laws, rules and regulations of negotiations, and we expect the town representatives to do the same."

A conference on the charge was scheduled with The Public Employment Relations Board at press time.

— Daniel X. Campbell



Union building at A. Holly

As part of an effort to build union awareness, CSEA hosted a Member Benefits Fair at the A. Holly Patterson Geriatric Center auditorium. Hundreds of members collected information.

"We are strengthening our union with the help of a union-building team comprised of activists and staff," CSEA AHPGC Unit President Les Eason said. "We want our members to be aware of the many benefits available to them through CSEA."

The unit is part of CSEA Nassau Local 830.

He's a good scout

HEMPSTEAD — Mike Moriarity, second vice president for CSEA Town of Hempstead Local 880, was the recent recipient of the AFL-CIO George Meany Award from the Boy Scouts of America.

The award, named after former AFL-CIO President George Meany, is bestowed on a union member who has given notable backing, time and commitment to scouting.

Moriarity's scouting awards include Den Leader Award, Cubmaster Award, Webelos Den Leader Award and the God and Service Award. The 20-year CSEA member is also actively involved in his community and church.

"We are very proud of Mike and his never-ending commitment to the scouts, his community, his church and his union," said CSEA Long Island Region President Nick LaMorte when he gave Moriarity his medal.

In touch with you

A message from CSEA President Danny Donohue

On Workers Memorial Day, remember ...

CSEA fought hard to secure safety and health protections



For decades, the fight for safety and health protections on the job has been a CSEA priority. And with good reason.

Each April 28 we renew our commitment to safer work sites when we observe Workers Memorial Day. Since last Workers Memorial Day we lost three members who died on the job (see page 13). We honor their memory and recognize that more must be done to maintain and improve workplace safety standards, ensure adequate training of workers and, most importantly, demand vigorous enforcement of laws and

regulations to protect working people.

The fact is that public employment can be dangerous work. State DOT and local government highway crews know that doing road work in traffic poses very real risks. All kinds of corrections and law enforcement employees put themselves on the line every day.

Mental health and mental retardation employees must deal with difficult and sometimes violent clients in dangerously short-staffed circumstances. Other health care workers confront disease and injury as a daily reality.

Operational employees often deal with dangerous chemicals and may lack the tools and training to complete jobs safely.

Even public employees who work in offices are at risk. Let's not forget that hundreds of public employees died in Oklahoma City simply because they were public employees.

CSEA has also had its own office tragedy in 1992, when a gunman brutally took the lives of Schuyler County Social Services workers Florence Pike, Denise Miller VanAmburg, Phyllis Caslin and Nancy Wheeler simply because he was angry at their department.

(See related story on page 3).

CSEA is continuing to keep the pressure on the state Department of Labor to adopt a Worksite Security Standard to guide security improvements in public work sites statewide. The commissioner has appointed a task force to address this problem but action is needed now.

The welfare reforms now moving toward implementation will mean thousands more people will be denied benefits and in most cases CSEA members will have to deliver that message. As the state demands personal responsibility from welfare recipients, it must also accept responsibility to protect public employees on the front lines.

The issues of safety and health go beyond just work site security.

CSEA fought long and hard to secure safety and health protections for public employees through the enactment of the Public Employee Safety and Health Act in 1978. We are not about to see those protections eroded. Workers Memorial Day should serve as a reminder why.

Danny



The CSEA Work Force



Members of the Syracuse City School District Cleaning Team use environmentally responsible chemicals and efficient equipment to keep their schools healthier and safer. Above is John Melfi and at right is Willie Thomas.



**CSEA supports
healthy schools,
healthy kids
healthy workers**

See pages 10 & 11

CSEA joins campaign for healthy schools

CSEA is working with New York State Healthy Schools Network to promote environmental health in schools.

Healthy Schools Network is a statewide coalition of parent, environment, education and public health groups dedicated to assuring every child and school employee an environmentally healthy school.

Founded in 1994, the network's organizational membership reaches well over one million public school building occupants.

CSEA is joining the campaign by printing posters for statewide distribution (see page 11). The posters are being printed on recycled paper using environmentally-friendly soy-based inks, said CSEA Labor Relations Specialist John Phillips.

"The goals of the network have a direct effect on our members working in schools," Phillips said. "We're very happy to be involved with the network on such important issues."

Phillips, who acts as CSEA liaison to the Healthy Schools Network, noted that CSEA members are often the catalyst for safer, healthier schools. For example, in the Syracuse School District, CSEA members led the way to a cleaning system that uses fewer, safer chemicals to clean schools more efficiently (see adjacent stories).

The Healthy Schools Network convinced the state Board of Regents to adopt new environmental principles for school facilities, establish an oversight committee to advise the Education Department on facility reforms and hold public hearings on public school conditions.

"CSEA supports the Healthy Schools Network because its work is so important," CSEA President Danny Donohue said. "We agree with its goals of healthy schools for all children, and we'll do what we can to help."

Cleaning plan is healthier

SYRACUSE — The Team Cleaning For Health Program in the Syracuse City School District is growing so fast, the team is having a hard time keeping up!

The innovative project, based on a program originated in Las Vegas, uses a new system of cleaning tools, chemicals and procedures to clean school buildings for health reasons, not just appearance.

The program was spearheaded by a team of four CSEA members who work as head custodians for the district, John Melfi, Bob Seeley, Ray Wentworth and Willie Thomas. Dr. Tom Cappa, now district superintendent, led management support for the project.

In October, *The Public Sector* reported the team had 12 of the district's 40 buildings using the new program. Now, about 20 buildings have adopted the program, Melfi said. The district is not only getting cleaner and healthier buildings, but is also saving money, he said.

"Our average for daily cleaning products used to be anywhere from \$700 to \$1,800 a year per school," he said. "Now, the schools that are on-line with the program have an average cost of \$776 a year. We've also reduced the custodial supplies budgets for those schools."

The schools continue to show increases in attendance, which shows that the program is eliminating germs in the schools, Seeley said.

The team is involved in a

cooperative venture between the district, the City of Syracuse and Onondaga County, to train inmates at the Syracuse Justice Center in a "Building Maintenance and Custodial Program," based on the team-cleaning concept.

The seven-week program gives the inmates 50 hours of class instruction and 50 hours of hands-on training. The first class of 12 recently graduated from the program, funded by a state grant.

Between the new program, their continuing duties as head custodians and training to get the rest of the schools on-line, the team is finding

their time spread thin. They recently added Head Custodian Marilyn Henson to their ranks and are hoping the district will soon create two, and ultimately four, permanent "trainer" positions.

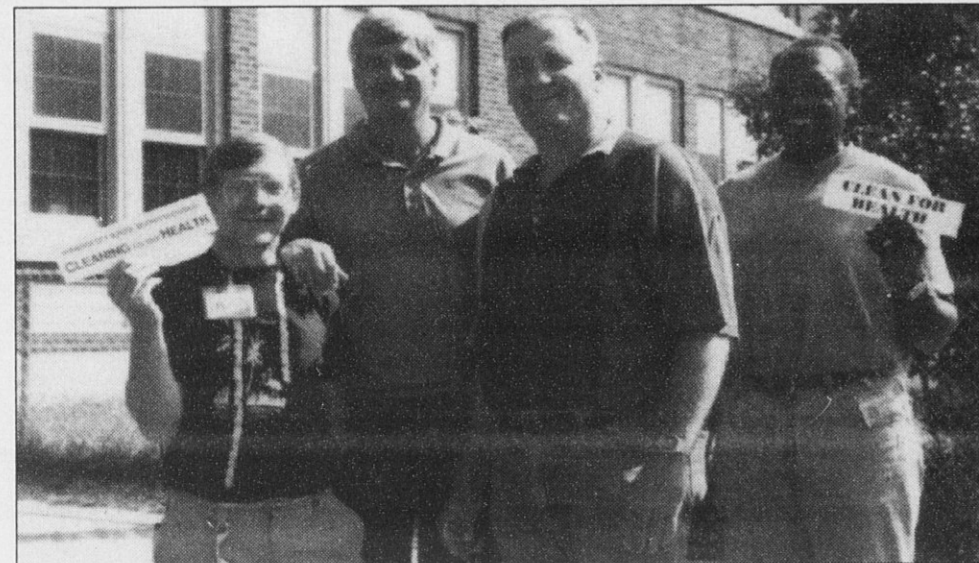
"We need more time to devote to the program," Wentworth said.

Despite many requests from other districts, some out of state, they have not yet taken the program outside Syracuse.

"We're dedicated to the Syracuse City Schools first," Melfi said.

"There's a lot of opportunities out there for us," Thomas added.

— Mark Kotzin



Members of the Syracuse team display safety stickers. They are, from left, Ray Wentworth, John Melfi, Bob Seeley and Willie Thomas.

Capital Region school units look to Syracuse Plan

LATHAM — Keeping schools clean has always been their goal, but now they want to keep them cleaner and safer.

CSEA locals in the Amsterdam, Schenectady and Shenendehowa School Districts in the Capital Region are learning about a system that cleans schools more efficiently and safely, improves student and teacher attendance and makes CSEA-represented workers more valuable.

They hope to learn from fellow CSEA members in the Syracuse School District who have implemented the plan (see story above).

"It's a no-brainer," CSEA Labor Relations Specialist Michael Campon said. "Labor wins, management wins and most importantly the kids win."

The innovative program originally developed by Barry Moore, custodian in the Clark County School District in Las Vegas, Nev., centers on using the

correct chemicals, tools, supplies and training to provide a systematic team approach to cleaning which results in a healthier working, learning and teaching environment.

CSEA Amsterdam CSD Unit President Alex Beauchamp is very interested in the healthy schools plan.

"If a clean and healthy building improves attendance and attendance increases trigger higher state aid rates, I'm sure that the cleaners, custodians and maintenance workers will be interested in finding out how they can use this program to benefit the whole school system," he said.

Mary Marino, Shenendehowa CSEA Unit president, reports that cleaners in her unit are interested.

"We are using water-based, non-chemical cleansers now with good results," she said. "We have students who are sensitive to chemicals and by using water-based cleansers they

don't have any problems."

CSEA Schenectady City School District Operational Unit President Hal Gray wants to know how to get management on board.

"I'd like to find out more. What they did, how they did it and how they got management to buy into the program," he said. "The program sounds like it would be a great benefit to all involved parties and it would add job stability to the public employees, that's for sure."

The CSEA Labor Relations Department is in the process of setting up a visit to the Syracuse City School District.

Interested CSEA School District Units should contact Steve Alviene, deputy director for local government, for more information.

— Daniel X. Campbell



New York
Healthy Schools
Network

Is Your School Healthy?

Poor facility conditions can impair children's health and ability to learn.

- Every child and school employee has a right to an environmentally safe and healthy learning environment which is clean and in good repair.
- Every child, parent and school employee has a "right to know" about environmental health issues and hazards in their school environment.
- Schools should serve as role models for environmentally responsible behavior.

[Excerpted from the New York State Board of Regents' "Guiding Principles" for improving the conditions of public school facilities, adopted December 1994.]

DOES YOUR SCHOOL...

- Have a preventative maintenance program
- Provide for indoor air quality and energy efficiency
- Manage pests, clean buildings, and provide instruction with non-toxic products
- Test and control asbestos, radon, and lead in water, soils, paints
- Have adequate classroom space for all children
- Immediately respond to questions/complaints about conditions

Find Out!

This message brought to you by New York Healthy Schools Network, a statewide coalition of parents, educators, health and environment advocates.

FOR A FREE BROCHURE, write to:



NEW YORK HEALTHY SCHOOLS NETWORK
c/o CEC, 33 Central Avenue
Albany, NY 12210

The Private Eye

A publication for CSEA's Private Sector members

We're growing stronger

CSEA's Private Sector Division is growing larger and stronger all the time.

With 40 locals representing thousands of workers, the division is gaining members, influence and strength, all of which are welcomed by CSEA as a whole.

"CSEA is not a public sector union or a private sector union," CSEA President Danny Donohue. "We are a **union**, and our goal is to organize unrepresented workers wherever they are and give them the best representation they can get."

In a union as large and varied as CSEA, private sector locals find something in common with many of the union's public sector locals.

"We represent every kind of worker imaginable," Donohue said. "That gives us plenty of common ground between members, no matter where they work."

Continued on page 2



Penny Jo Curless, Delhi CADI Local 628 secretary, prepares lunch.

Photo by Mark Kotzin

CSEA powers change

DELHI — Using the union's strength can really pay off, as food service workers at SUNY Delhi's College Association at Delhi Incorporated (CADI), CSEA Local 628 know.

They are seeing changes for the better in their workplaces, thanks to a renewed effort to include more members in the labor-management process and to deal with problems as a

group, rather than as individuals.

Last year workers complained to CSEA that management was not addressing their concerns, Local 628 President Dorothy Spiliotopoulos said.

The local called a meeting and compiled a list of problems and possible solutions.

Continued on page 2

*A Message from Private Sector
Division Chair Dan Vallee*

Welcome to the Private Eye

Communication is where it starts! Welcome to the first issue of The Private Eye. This will be an important avenue of communication among our brothers and sisters within the Private Sector Division of CSEA.



I am confident you will find this publication valuable and informative as you read about the activities and strides our fellow members are making across New York state.

The "union" truly does begin with "u" and there certainly is strength in numbers, even more so when we are united, standing together and speaking with one powerful voice. This is key to our success and essential in meeting our goals and objectives as union members.

Become active.

When your local has meetings, ATTEND;

When your local has elections, VOTE;

When your local seeks action, ACT, be a part of the union.

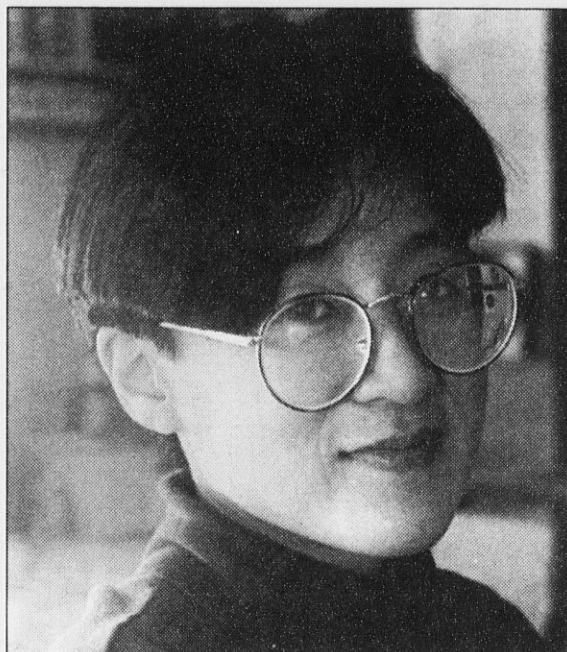
Stand shoulder to shoulder with your union and be proud to be a part of ONE powerful voice, and they will take notice and listen.

We welcome your input and encourage you to share your suggestions, successes and activities to make this publication effective.

As always, feel free to contact me with any questions or concerns that you may have. I can be reached at 518-473-3705.

In Solidarity,
Daniel J. Vallee, chair

Private Sector Division, CSEA



A relatively new CSEA activist, Colleen Hayase is vice president of the CSEA Mid-Hudson Library System Unit. "CSEA provides us with a way we can negotiate with management," she said. "CSEA provides many benefits to our members which is nice. Through negotiations we finally have a dental plan in place."

CSEA brings solidarity, strength

Once you sign your CSEA membership card, you get the power of a union 265,000 strong.

CSEA has the experience and expertise to offer top negotiating skills to win you a solid contract and superior representation.

The first contract is the most important because it establishes a base for future contracts.

If your employer fails to respect your rights and the contract, CSEA has the legal staff to enforce those contracts.

Thanks to the legal department and Legal Assistance Program,

members have won their jobs back. Thousands have secured deserved promotions, back pay, overtime and other rights and benefits unjustly denied.

CSEA's Organizing and Member Relations Department offers a wide range of services, including Occupational Safety and Health staff, Education and Training staff and Member Benefits staff.

In retirement, CSEA members can stay with the union that offers political clout at the local and state level and, through AFSCME, at the national level.

Health, dental, vision benefits available to private sector

CSEA is committed to winning health benefits for its members.

Through GHI, CSEA can present a comprehensive medical benefits plan. The employer must agree to the plan in negotiations for it to become available to members.

The plan offers hospital benefits, outpatient benefits, medical and surgical benefits and optional prescription drug

benefits. It also offers choice of network physicians and reimbursement if you use non-network doctors.

CSEA can also offer dental and vision benefits through Jardine Group Services.

You are eligible for these benefits if your local has negotiated for them with the employer. Certain participation

requirements must be met in order for the plans to be offered.

In some situations, you may be able to directly participate in the programs. However, certain participation requirements must be met for the plans to be offered.

If you would like more information about private sector employee benefit plans, contact your labor relations specialist.

CSEA powers change for the better at SUNY Delhi Local

CONTINUED FROM PAGE 1

The local then pulled together a group of workers representing each worksite to meet with management and present their list.

"For the first time, it seems like management has taken us seriously, and really listened to our concerns, and acted on them," Spiliotopoulos said.

One change is the weekly

updating of student meal plans to give students the balance on their accounts, Local Secretary Penny Jo Curless said. This makes it easier for students to budget and saves the cashiers time.

The successful labor-management effort has made the workers realize that the union can help, Curless said.

"I see a lot more members coming to the union officers with

CSEA's Private Sector is growing

CONTINUED FROM PAGE 1

CSEA is conducting a three-day Private Sector Institute for CSEA field staff at Cornell University in May.

"Many of our labor relations specialists have private sector experience, but we want to make sure everyone is up to speed," Donohue said.

The Private Sector Division has an annual workshop which gives activists and leaders an opportunity for education, training and interaction with other activists and statewide officers.

Local presidents have input at the workshop, through a survey mailed last month asking for ideas for training and events, CSEA Private Sector Division Chair Dan Vallee said.

The 1997 workshop will take place July 11 and 12 in Syracuse.

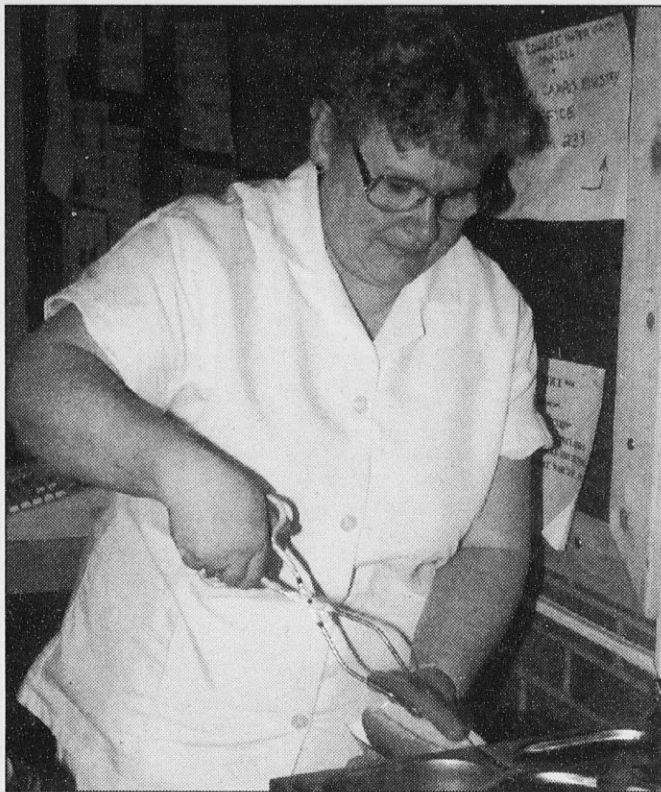
"We have the workshops, the staff training, board representation, everything that goes with being part of CSEA," Vallee said. "That's because we are a part of CSEA, and a very important part."

their problems now that they know that the union can do something about it." Cashier Terri Terry agreed.

Head Cook Brenda Wallace said the goal is better service.

"We want to strive to make improvements to better serve our customers," she said. "This new forum makes us more comfortable and allows us to share our ideas."

— Mark Kotzin



Phyllis Heannings of CSEA Local 628 dishes out food at SUNY Delhi.

CSEA comes through for health care workers

CATSKILL — CSEA members at the Columbia Greene Long-Term Care Facility have a long history with CSEA.

In the 1970s when the facility was the Greene County Home and Hospital, CSEA saved the public facility from closure several times.

When a fiscal crisis forced the county to stop providing health care, CSEA stuck by the employees when the Columbia Hospital took over the facility.

The 130 employees are seeing the power of CSEA again. Management claims it doesn't have money to negotiate wage re-openers — even though management wanted them.

CSEA went public early to prevent a standoff. When the union released a statement announcing a campaign to build public support, management became more flexible.

While the increases still must be negotiated, management is at least at the table.

The workers know they can count on the union.

"There have been many times ... where CSEA representation really helped the workers," recalled Nancy Bellens, a CSEA member for more than 21 years. "It's nice knowing that the union is behind you if you have a problem."

— Daniel X. Campbell

A Message from CSEA President Danny Donohue CSEA meets the members' needs

I am always proud to say that CSEA is the best union around.

This first edition of *The Private Eye* is another way to prove it.

No union can match the range and quality of services and benefits that CSEA provides to its members. Just as important is CSEA's commitment to meeting the needs of all our members as best we can, in whatever way we can.

Many people have asked for more information on our Private Sector efforts and I know *The Private Eye* will meet this need, with periodic publication

CSEA represents more than 265,000 men and women across New York in every conceivable kind of job. Our diversity is a great part of our strength, but so is our solidarity.

It doesn't matter where you work or what kind of work you do. We live in an era of downsizing, when economic fairness is lacking, and working people find it harder to make ends meet.

CSEA is committed to organizing and representing working people so they are treated with dignity.

It's not easy. But when CSEA members join together as we have time and again, we truly can make a difference. CSEA works hard to win good contracts and protect our members' rights and benefits. We also build on our strength by organizing new members.

I hope all of you will get involved in helping CSEA to grow. Please read these pages and let me know about any suggestions you have to make CSEA even better.



Danny Donohue

Let us know what you think about *The Private Eye* and give us your ideas for CSEA organizing efforts.

Write us at:

The Private Eye, c/o Communications
143 Washington Avenue
Albany, NY 12210

Bus drivers join CSEA for strength

DELEVAN—Bus drivers for Laidlaw Transit Inc. and the Pioneer School District are preparing to negotiate their first contract as a CSEA local.

"Our members want fair

treatment from the employer, and we were aware of CSEA's reputation of working on behalf of its members," said Local President Warren Schneider. "We had been hit with too many unilateral cuts in work days and other benefits, so it was time for us to come together and bargain collectively under the union banner."

"A three-month CSEA organizing campaign gave the bus drivers plenty of opportunity to see the value in joining together and bargaining collectively," CSEA Organizer Robert Bradshaw Jr. said.

"Our workdays had been cut from 210 days not so long ago to a projected 180 days in the next few years," Schneider said. "They had cut out meals, and there was favoritism in assigning bus routes. A fair, negotiated contract should change all that."

Mark Higgins, CSEA Western



New officers of the new CSEA Laidlaw Transit Pioneer School District Local 734 are: seated from left, Secretary Donna Schnieder and Treasurer Ellie Riber; and standing from left, President Warren Schneider, Second Vice President Rich Tobin and First Vice President David Stimely.

Region director, is helping the new local negotiate its first contract.

Why organizing matters

As private operators reap profits by transporting school children, CSEA is committed to organizing unorganized drivers.

The goal is to raise the industry standard. Private companies cut costs by cutting wages, benefits, safety training and license preparation.

CSEA wants non-union employers to give their employees the wages, benefits and training they deserve, to build a stronger work force and keep our children safe.

CSEA also provides important training that can help achieve that goal.

It pays to belong to CSEA — Member Benefits give you a break

When you sign a CSEA membership card you get tremendous benefits — and not just in the workplace. Here's a list of a few consumer benefits you are eligible for as a CSEA member.

AFSCME Advantage Mastercard

Features one of the lowest interest rates — 5 percent above the prime lending rate. No annual fee.

AFSCME Advantage Loan Program

Unsecured personal loans from \$2,500 to \$15,000, with affordable monthly payments, are available to credit-qualified applicants.

AFSCME Advantage Mortgage Program

Makes buying a home or refinancing your mortgage more affordable.

AFSCME Advantage Legal Services

You can obtain quality, affordable legal services through the AFSCME Advantage Union Privilege Legal Services Program.

The Buyer's Edge

A buy-by-phone service designed to save you money on major purchases.

Insurance

CSEA offers several insurance programs at low group rates with the convenience of payroll deduction: CSEA Security Life Plan, Disability Income Protection Program, Hospital Income Insurance Plan, Family Protection Plan, Auto Insurance, Homeowners/ Renters Insurance and the CSEA Long-Term Care Program.

AFSCME Advantage Flower Service

Savings on long-distance flower delivery. No processing charge or handling fees.

AFSCME Union Driver and Traveler Program

The AFSCME Union Driver and Traveler Program is a motor club, travel service and auto repair service all in one.

AFSCME Advantage Dental Program

A discount dental program (not dental insurance) that may help lower your out-of-pocket expenses.

Disney World, Theme Parks Discounts

Discount admission to Disney World in Florida, Disney Land in California, Six Flags Amusement Parks and Anheuser Busch Theme Parks Clubs.

To get more information on these benefits, call the CSEA Membership Benefits Department at Headquarters, 1-800-342-4146, ext. 307 or 224

Know your local president and CSEA labor relations specialist

Health Research Inc. Local 315
President James Jayes, 716-845-5866
LRS Jim Gleason, 716-495-6514

Health Research Inc. Local 316
President Daniel J. Vallee, 518-473-3705
LRS Kate Luscombe, 518-785-4400

Alfred State University FSA Local 620
President Thomas N. Drumm, 607-587-4243
LRS Thomas Finger, 716-886-0391

SUNY Buffalo Faculty Student Association Local 621
President Kathryn M. Leber, 716-636-2336
LRS Vincent Sicari, 716-886-0391

Oswego Faculty Student Association Local 622
President Natalie J. Waters, 315-341-4115
LRS Thomas Dupee, 315-785-9128

Brockport Faculty Student Association Local 624
President Freida E. Byers, 716-395-2574
LRS Pat Domaratz, 716-272-0800

Potsdam College Food Service Local 625
President Penny A. Bond, 315-267-2661
LRS Charlie Bird, 518-483-7630

State University College at Fredonia FSA Local 627
President Judith A. Gizowski, 716-673-3534
LRS Richard Maggio, 716-753-5290

FSA at Delhi Technical College Local 628
President Dorothy Spiliotopoulos, 607-746-4780
LRS Chuck Gregory, 607-772-1750

Geneseo Faculty Student Association Local 629
President Sandra Bartholomew, 716-245-5675
LRS Candy Saxon, 716-355-9727

St. Lawrence University Local 630
President Edna R. Dana, 315-379-5500
LRS Stephen Ragan, 315-386-8131

Suffolk Cooperative Library System Local 701
President JoAnne Cuccia, 516-286-1600
LRS Shayne Gallo, 516-462-0030

Mid Hudson Library System Local 702
President Mary L. Kochik, 914-471-6060
LRS Art Fleischner, 914-831-1000

Ramapo-Catskill Library System Local 703
President Margaret M. Trentacosta, 914-343-1131
LRS Colleen Davies, 914-831-1000

Peekskill Cafeteria Unit - ARA Services Inc. Local 706
President Deborah Daniels, 914-788-0164
LRS Evan Echenthal, 914-831-1000

Hudson Valley Community College FSA Local 707
President Jane E. Brantigan, 518-270-1563
LRS Kate Luscombe, 518-785-4400

Mohawk Valley Library Association Local 708
President Sue Z. Rokos, 518-355-2018
LRS Ed Catrine, 518-785-4400

Watkins Glen - Laidlaw Transit Inc. Local 709
President John W. Lutomske, 607-535-6571
LRS Joseph Maratea, 607-772-1750

Zoological Society of Buffalo Inc. Local 710
President Lee Wroblewski, 716-837-3900
LRS Don Wood, 716-886-0391

Hopevale Inc. Local 712
President Deborah A. McNaughton, 716-648-1964
LRS Don Wood, 716-886-0391

Geneva B. Scruggs Health Care Facility Local 713
President Sandra D. Grant, 716-896-7111
LRS Dean Adams, 716-886-0391

Helmuth Day Care Inc. Local 714
President Karen L. Schinzel, 716-532-0411
LRS Thomas Finger, 716-886-0391

Niagara County Head Start Local 715
President Kelly A. Ketch, 716-778-5802
LRS Lou DalPorto, 716-886-0391

Lockport Memorial Hospital Local 716
President Stephene A. Sanmarco, 716-434-9111
LRS Lou DalPorto, 716-886-0391

Nioga Library System Local 717
President Diane M. Hunt, 716-434-6167
LRS Lou DalPorto, 716-886-0391

Service America Inc. Local 721
Administrators: Robert L. Lattimer, 716-886-0391
Mark Higgins, 716-886-0391
LRS Don Wood, 716-886-0391

Bethpage USFD Cafeteria Employees Local 723
President Eileen J. Musgrave, 516-733-3815
LRS Ken Brotherton, 516-462-0030

Pius XII Holy Cross Campus Local 724
President Julia E. Roundtree, 914-831-1000
LRS Art Fleischner, 914-831-1000

Pius XII Chester Campus Institutional Unit Local 725
President Diana R. Oliver, 914-469-2121
LRS Art Fleischner, 914-831-1000

Pius XII Chester Campus Professional Unit Local 726
President Ronald S. Dobson, 914-343-7487
LRS Art Fleischner, 914-831-1000

St. Joseph's Nursing Home Local 727
President Richard P. Chevrier, 315-393-3780
LRS Stephen Ragan, 315-386-813

Schenectady Family Health Services Local 728
President James Reedy, 518-377-2954
LRS Ed Catrine, 518-785-4400

Oneida County Community Action Agency Local 729
President Rhonda L. Hoehn, 315-942-5598
LRS Richard Toth, 315-433-0050

Yank Waste Recycling Workers Local 730
President Roger Althister, 518-456-2345
LRS Michael Campon, 518-785-4400

Westchester Housekeeping and Laundry Employees Local 731
Administrators: Carmine DiBattista, 914-831-1000
Mary Williams, 914-347-6064
LRS Alisa Cagle, 914-831-1000

Alcohol and Drug Dependency Services Local 732
President Edward L. Turner, 716-854-2977
LRS Jim Gleason, 716-495-6514

Amsterdam Head Start Local 733
President Susan Battaglia, 518-842-8225
LRS Ed Catrine, 518-785-4400

Laidlaw Transportation/Pioneer School District Local 734
President Warren Schneider, 716-886-0391
LRS Thomas Finger, 716-886-0391

Nassau Library System Employees Local 735
President Rochelle Jordan, 516-292-8920
LRS Stanley Frere, 516-462-0030

Columbia-Greene Medical Center Inc. Local 888
President Donna M. Caltabiano, 518-943-9380
LRS Andrew MacDonald, 518-785-4400

St. Mary's School for the Deaf Local 891
President Paul M. Sabato, 716-834-7200
LRS Don Wood, 716-886-0391

Show that we are all Big Labor

Opponents of labor try to disparage the movement using the term "big labor" to paint a portrait of fat powerbrokers trying to use their influence and dues money to their own advantage.

The truth is, "Big Labor" is the working people of this country fighting high-powered, well-financed interest groups who really do try to manipulate the democratic system for their own ends.

Now there is a campaign to change the negative connotation of "Big Labor."

"Big labor is not just union presidents. It's everyone who belongs to a union or who would like to. It's broom pushers, wrench turners, school teachers, nurses, computer operators, airline pilots and many others. **We are all a part of big labor,**" campaign organizers say.

"A group of us, union members, scholars and other friends of labor have launched a national campaign to inform our detractors of how BIG and PROUD we really are. We're going to send them a message that will induce nightmares, AND, at the same time, raise money to help the Detroit Newspaper strikers."

All proceeds from sale of the buttons goes to the locked out workers.

To support the campaign, you can order 2 1/4 inch buttons that say "I am Big Labor." They are red and black on a white background. You can see it in color and get more information on the worldwide web at <http://www.natcavoiced.org/biglabor.htm>.

You may use cash, check or money order. Please make checks out to "NATCA Voice." Call for credit card information. Send orders to:

Bryan Thompson
c/o The NATCA Voice
112 Juliann Drive # 5
Wood Dale, IL 60919

Buttons are \$1 each. Include postage of \$1 for 1-8 buttons, \$2 for 9-16 buttons, \$3 for more than 16 buttons.

If you have questions, call or write: e-mail staff@natcavoiced.org or call 630-860-7423.



Strawberry workers take a stand with UFW

On April 13, thousands of people will converge on Watsonville, CA., to march in support of strawberry workers.

They are at the heart of the largest organizing campaign ever.

Strawberry workers stoop over plants for 10 to 12 hours a day. They suffer frequent back injuries and the effects of working amid toxic pesticides, yet they have no health insurance.

Two or three families crowd into a small apartment. Others live in cars and makeshift shacks in the fields. Women are sexually harassed, and child labor laws are violated.

Workers average only \$8,000. Too many are paid less than the minimum wage.

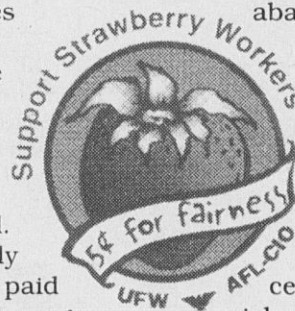
Labor, civil rights, religious and environmental groups have started a national campaign to improve the lives of 20,000 strawberry workers in California.

The workers are organizing with the United Farm Workers.

This is not the first time workers have tried to organize, but the industry crushed those efforts, plowing under crops and abandoning workers.

This time, the union is enlisting public support for the workers.

The campaign is asking for "5 cents for fairness" because an increase of only 5 cents per pint of berries picked would boost the



American Labor Link



workers' piece rate by at least 50 percent.

The goals of the campaign are:

- A living wage
- Clean drinking water and bathrooms in the fields
- Job security
- Health insurance
- An end to sexual harassment and other abuses.

The campaign is asking supermarkets to pledge for strawberry workers' rights and endorse the goals of the organizing campaign. You can help by asking your store manager to pledge.

Call the UFW at 212-219-0022, ext. 7198, to find out more.

American Labor Link Briefs



Downsizing Government Style

You can take a look at how government looks at what is euphemistically called "downsizing."

Government Executive, billed as the independent business magazine of government, has put a comprehensive report on government downsizing on the worldwide web.

"The Downsizing Report" is a compilation of more than 50 articles from the past four years that the magazine calls "an easy-to-use guide to government downsizing."

You can access "The Downsizing Report" at: <http://www.govexec.com/reinvent/downsize>.

AFL-CIO provides updates

How can you keep up with all the issues and events in the labor movement? Well, if you have a fax, you can get a weekly report from the AFL-CIO.

"Work in Progress: This Week in America's Unions" is faxed to all activists who would like to receive it. It contains updates, information and other news about unions across the country

and around the world.

To receive "Work in Progress," call the AFL-CIO at 1-202-637-5010.

NATCA offers info online

Another link to labor nationwide is the NATCA Voice Online.

The National Air Traffic Controllers Association has an extensive website with information on labor, legislation and history and downlinks to other labor-related web sites as well as NATCA-specific information. You can find NATCA Voice Online at <http://NATCAVoice.org>.

Detroit Newspaper Update

Last year, "American Labor Link" featured a first-person story of the Detroit newspaper strike. Now, 20 months after it began, the strike is a lockout. Striking workers offered unconditionally to go back to work. The newspapers agreed — except they won't fire strikebreakers. Workers will only be rehired as vacancies occur.

Unions representing 2,000 employees are continuing their campaigns against Knight Ridder

and Gannet, owners of the two Detroit newspapers.

Labor-Religion Coalition goes international in Guatemala

The New York State Labor-Religion Coalition and Witness for Peace are sending a delegation to Guatemala June 11 to 22.

The delegation will meet with Guatemalan workers, religious leaders, church groups, business leaders and government officials, stay with poor families, take part in the annual Unions' Meeting and Remembrance and create bonds of solidarity in the common struggle against transnational corporate greed.

The cost will be about \$1,275. Application deadline is April 30. For more information, contact Maureen Casey at 518-272-8275.

Labor-related Websites:

CSEA:

<http://www.cseainc.org>

AFSCME:

<http://www.afscme.org>

AFL-CIO:

<http://www.aflcio.org>

REMEMBER WORKERS THEM ON MEMORIAL DAY - APRIL 28

CSEA members across the state are urged to pause for a moment of silence on Workers Memorial Day, April 28, and reflect upon the tragic loss of lives and the injuries and illnesses inflicted on workers by unsafe working conditions, exposure to toxic substances, explosions and other hazards in the workplace.

Workers Memorial Day is a national observance day to remember those who were killed or injured in the workplace and to collectively pledge to fight for the living to make worksites safer and healthier places for working men and women.

Each day in the United States more than 20,000 workers are injured and many are killed on-the-job. More than 100,000 more workers die each year from injuries and disease contracted on the job during their working days.

CSEA locals are encouraged to mark Workers Memorial Day by wearing black arm bands, observing a moment of silence, conducting a memorial service or organizing other local activities. For more information contact the CSEA Communications Dept.

We remember...

On April 28 CSEA will be remembering three members who died on-the-job since last Workers Memorial Day.

June 1996

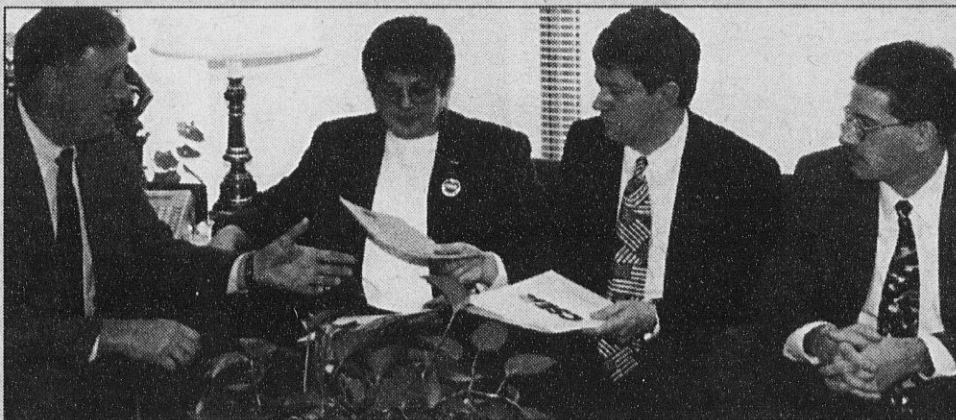
Daniel Van Benschoten, Mid-Hudson Bridge Authority. He died after falling nearly 200 feet while cleaning steel girders on the Kingston-Rhinecliff Bridge.

John Mangino, SUNY Binghamton. He was found unconscious shortly after mowing grass, and later died.

July 1996

Martin Grenzhauser, City of Middletown. He died in a trenching accident while working at his second job.

WE'RE TURNING UP THE HEAT



Assembly Majority Leader Michael J. Bragman, left, receives information from Central Region Political Action Committee members Sally Heater and Rick Noreault and CSEA Political Action Coordinator Gerald Fidler. The activists expressed support of a bill sponsored by Bragman that would allow SUNY hospitals to compete effectively in the health care market. They also urged legislative support of CSEA legislative program bills.



Lobbying state Sen. Joseph R. Holland, right, to help prevent the privatization of Helen Hayes Hospital in West Haverstraw are CSEA Southern Region Political Action Committee members Caroline Osinga, left, and Diane Hewitt. The union activists also lobbied for a fair state budget and adoption of CSEA legislative program bills.

Lives worth millions in California are worth pennies in NY courts Bills in state Legislature would change that

If Ron Goldman, a part-time waiter, and Nicole Brown Simpson, a housewife, had been murdered in New York state, their survivors would have received very little in compensation. In California, the civil verdict totaled \$8.5 million.

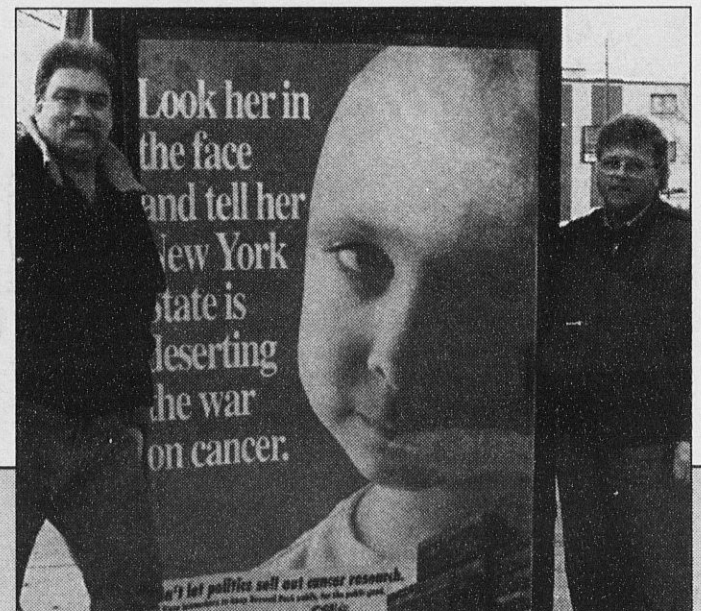
That's because New York's archaic wrongful death law, passed in 1847, says jurors can consider only a deceased's income, and not the love and guidance they gave their family nor their family's emotional loss, when setting the value of a person's life. In New York, if a drunk driver killed a child, a housewife, or a senior citizen, their lives would be worth virtually nothing because they had no income.

Now a coalition of advocate groups and other organizations, including the NYS AFL-CIO (which includes CSEA), is joining with the New York State Trial Lawyers Association to lobby the state Legislature to amend that ancient law. Bills (S.585 and A.4553) in the Legislature would modernize the law by allowing recovery by loved ones for their "grief or anguish, loss of love, society, protection, comfort" when they lost a family member as a result of a crime or other unlawful act.

You can help by calling your state legislators and urging them to pass S.585 in the state Senate and A.4553 in the state Assembly.

CSEA lobbyists and political action activists are dropping by state legislators' offices constantly, urging support for CSEA legislative program bills during the current session of the Legislature. Office visits are followed up with heavy telephone contact.

The union representatives are calling for a fair state budget, prevention of privatization of public facilities, passage of welfare reform legislation that adheres to several principles important to labor and several other topics important to working men and women.



Two CSEA local presidents from Roswell Park Cancer Institute (RPCI) in Buffalo flank a union-sponsored bus stop shelter ad supporting keeping the world-renown RPCI a public-owned facility. The ads are co-sponsored by CSEA and PEF. Brian J. Madden, left, is president of CSEA RPCI Local 303 and Jim Jayes, right, is president of CSEA Health Research, Inc. (Buffalo) Local 315. The union-sponsored ads appear on several bus stop shelters, about 60 public transit buses and a billboard in the Buffalo area as part of a union-sponsored media advertising campaign in the Buffalo area. CSEA is also airing radio and television ads.



From left, CSEA Metropolitan Region President George Boncoraglio, Brotherhood Committee Chairwoman Lily Smith, President Donohue and State Assemblymember Catherine Nolan.

Donohue receives Brotherhood award

MANHATTAN — The New York State Employees Brotherhood Committee presented CSEA President Danny Donohue with the prestigious Bertram Harris Civil Service Award at their 43rd annual meeting.

In presenting the Harris award, CSEA Metropolitan Region President George Boncoraglio praised Donohue's reputation for fairness and supporting human rights.

"Danny Donohue surely lives the principles of brotherhood every day, standing up for the rights of all people regardless of their race, creed, color or religion," Boncoraglio said.

Donohue emphasized in his acceptance remarks that union

members and people of good will everywhere must work together to set the example of brotherhood and tolerance that can heal our nation.

State Assemblymember Catherine Nolan, who also received Brotherhood Committee recognition, also saluted Donohue for his dedication to the labor movement and the issues of working families.

— Lilly Gioia

Summary of March meeting of Board of Directors

Editor's note: The Public Sector publishes a summary of actions taken by CSEA's Board of Directors at the board's official meetings. The summary is prepared by CSEA Statewide Secretary Barbara Reeves for the information of union members.

ALBANY — CSEA's statewide Board of Directors met here on March 6, 1997. In official action, the board:

*Approved the appointment of John Shepherd to fill a vacancy on the Public Sector Committee;

*Approved the appointment of Bill McMahon to fill a vacancy on the Director's Committee;

*Approved granting a Local Charter to Laidlaw Transit, Inc./Pioneer School District Transportation Local 734;

*Approved CSEA Region II Tax and Finance Local 460 entering into a three-year lease agreement for copier equipment with HI-TECH Business Systems;

*Approved New York City State Employees Local 010 entering into a five-year lease for office space effective April 1, 1997;

*Approved the Standing Legal Committee Report as amended;

*Approved a recommendation of insurance company to adopt "Multiple Options Service" program providing more choices and options for coverage and rates for long-term care insurance; and

*Approved upgrading and modifying various staff positions.

Questions concerning this summary of actions taken by CSEA's statewide Board of Directors should be directed to CSEA Statewide Secretary Barbara Reeves, CSEA

Headquarters, 143 Washington Avenue, Albany, NY 12210, 1-800-342-4146 or (518) 434-0191.



CSEA Statewide Secretary Barbara Reeves

Labor and religion make a powerful combination

ALBANY — "Labor and religion together become a potent force to question the morals of government or business actions that hurt workers or the truly needy," CSEA President Danny Donohue said.

He spoke as a new member of the New York State Labor and Religion Coalition's Advisory Board, joining state Federation of Labor President Ed Cleary and other union and religious leaders.

CSEA is proud to stand with concerned clergy who are criticizing New York State's budget priorities that cut aid for colleges, hospitals, nursing homes, affordable housing, child care and civil service jobs.

Albany Catholic Diocese Bishop Howard J. Hubbard told Labor and

Religion Coalition members, "at no time in recent history has the fate of working persons and the poor and unprotected members of society, particularly the mentally ill, been so imperiled.

"We must not sacrifice to the false gods of greed and vested self-interest."

Advisory Board clergy included Protestant ministers, Catholic priests, Muslim imams and Jewish rabbis.

"Years ago it was the Church that stood with workers when they had nowhere else to go," Donohue said. "We are very hopeful that CSEA members will support the Labor and Religion Coalition and make a real difference by enlisting the help of

their pastors and spiritual leaders."

Bishop Hubbard said he was "doubly hopeful that the Labor and Religion Coalition can make a difference, that it can reach down into labor and religious traditions and reintroduce compassion into the public debate and have the government exercise its responsibility."

"When our faith communities stand together with us, there will be a powerful voice saying people are more important than profits and property," Donohue said.

For more information about how you can help the Labor and Religion Coalition, write to: NYS Labor-Religion Coalition, 159 Wolf Road, Albany, New York 12205.

State coalition calls for responsible welfare reform

New Yorkers for Fiscal Fairness, a public policy group, recently sponsored an educational forum called 'Real Welfare for All: Linking Corporate and Personal Responsibility.' The theme of the forum was that welfare reform can work as long as corporations demonstrate some leadership by creating real jobs for real people.



Frank Mauro

Participants included Frank Mauro of the Fiscal Policy Institute, Anne Erickson of the Greater Upstate Law Project, Marie Monrad of AFSCME and Eliot Seide, chair of New Yorkers for Fiscal Fairness.

New Yorkers for Fiscal Fairness is a statewide organization that was created to shape and encourage solutions to restore fiscal stability to New York State. It includes religious, community-based, human service and labor organizations and individuals concerned with the state's current tax structure and the public policies that are derived from it.



Flo Tripi, president of Monroe County employees unit of CSEA Local 828 and CSEA Western Region first vice president, was honored as a Labor Leader of the Year by the Rochester AFL-CIO Labor Council. With Tripi are John Lemback, program committee chair, and Council President Ron Pettingill.

IMPORTANT NOTICE

May 15 is deadline for submitting both ⇒ Proposed resolutions ⇒ Amendments to CSEA's Constitution & By-Laws

May 15, 1997 is the deadline for submitting both proposed resolutions and proposed amendments to the CSEA Constitution & By-Laws for consideration by CSEA delegates to the union's 1997 Annual Delegates Meeting.

PROPOSED RESOLUTIONS

Proposed resolutions may be submitted only by a delegate and must be submitted on the proper forms. Forms for submitting resolutions are available from your CSEA local president or CSEA headquarters and region offices.

Proposed resolutions must be submitted no later than May 15 to Statewide Secretary Barbara Reeves, CSEA Headquarters, 143 Washington Avenue, Albany, NY 12210-2303.

CONSTITUTION & BY-LAWS AMENDMENTS

Proposed amendments (accompanied by the rationale for same) to the CSEA Constitution & By-Laws must be submitted no later than May 15 to Statewide Secretary Barbara Reeves, CSEA Headquarters, 143 Washington Avenue, Albany, NY 12210-2303.

The 1997 CSEA Annual Delegates Meeting will be held Sept. 22 through Sept. 26 in Buffalo.

The CSEA Advantage Cellular Phone Discount Programs

FRONTIER CELLULAR

(Special Plan Features Available)

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

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

Some restrictions apply.
Must credit qualify.

CELLULAR ONE

Service Areas: Ulster, Sullivan, Dutchess and Orange
Monthly access charge: \$15.95
Per minute charge: 100 bonus minutes upon activation, \$.35 peak, \$.25 off peak, \$.55 NYS roam
Activation fee: Waived
Contract term: 2 years
Discounted equipment

CELLULAR ONE

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

Monthly access charge: \$12.00
Per minute charge: \$.21 peak/off-peak

Activation fee: Waived
Contract term: 12 months

Discounted equipment

For more information, call:

Stephanie Togni
1-800-524-2351

607-273-0400 or 607-280-0606

*For Oswego County, call

Carol Haynes

1-800-541-8890 ext. 5130

315-439-5130 or 315-447-4004

CELLULAR ONE

Service Areas: Columbia, Greene, Otsego, Schoharie and Delaware
Monthly access charge: \$8.95
Per minute charge: 100 bonus minutes upon activation, \$.19 peak, \$.16 off peak, \$.45 NYS roam
Activation fee: Waived
Contract term: 2 years
Discounted equipment

For more information, call:

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

CSEA local, unit secretary/treasurer training scheduled for April, May

Training will be conducted for local and unit secretaries and treasurers during April and May, according to an announcement by CSEA Statewide Treasurer Maureen Malone and CSEA Statewide Secretary Barbara Reeves. The secretary-treasurer training dates are as follows:

Long Island Region – May 28 – Plainview Plaza

Metropolitan Region – April 29 – Region 2 Office

Southern Region – April 30 – Fishkill Holiday Inn

Capital Region – May 12 – Best Western, Wolf Road, Albany

Central Region – April 16 – Sheraton Liverpool

Western Region – May 6 – Marriott Buffalo
May 7 – Marriott Rochester

Local and unit secretaries and treasurers will receive notices of the training schedule and related information. Secretaries and treasurers who do not receive a notice five weeks prior to the appropriate training date should call 1-800-342-4146 ext. 253 or 254.

Sandra Grant earns PEOPLE recruiter honors for February

Sandra Grant, a member of CSEA Geneva B. Scruggs Health Care Facility Local 713 in western New York earned PEOPLE Recruiter of the Month honors for February by recruiting 24 new PEOPLE members.

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

Are you protected against flood damage?

CSEA-sponsored flood insurance program available through Jardine Group Services Corp.

When it comes to flood insurance, it's important to keep in mind that many homeowners insurance plans do not cover damage that results from floods.

As part of the CSEA-sponsored Personal Insurance Program, members can purchase complete flood insurance through the National Flood Insurance Program (NFIP). Offered through Jardine Group Services Corp., the union's insurance programs administrator, this special plan features solid coverage to help you protect your property and assets from the destruction of flood waters.

As the seasons change from winter to spring in New York State, the need for flood insurance often grows stronger. Especially after last year's widespread flooding, when so many of us saw firsthand the damage a flood can cause.

Aside from complete insurance coverage, NFIP says the best way you

can prepare for a flood is by listening to all the storm warnings and following evacuation procedures. For example, board up windows, store outside items in the house, shut off utilities, prepare an emergency kit with such items as food and water, blankets, flashlight, portable can opener, first-aid supplies and a battery-operated radio.

It's also recommended to keep a list of your possessions and their value in a safe deposit box. If your property is damaged, you will have a quick way to find out the value of what was destroyed.

For more information on
CSEA-sponsored flood insurance,
call Jardines'

Personal Insurance
Program Hotline
at 1-800-833-4657.

Check with a CSEA customer service representative today, so you don't leave yourself open to financial loss.

Call Jardines for all your insurance needs!

NOTICE OF NOMINATIONS, ELECTIONS

Elections for CSEA statewide PRESIDENT, EXECUTIVE VICE PRESIDENT, SECRETARY, TREASURER to be held in 1997

Ballots in mail May 15, due back June 5

The offices of CSEA statewide president, executive vice president, secretary and treasurer are scheduled for election in 1997. CSEA members will be electing officers to fill those statewide offices for a three-year term effective July 1, 1997.

The nominating petitioning period began Feb. 10 and the deadline for nominating petitions to be received at CSEA headquarters was March 21.

Campaign statements and photos submitted by candidates will be published in the May edition of *The Public Sector*.

Ballots will be delivered to the Post Office for mailing on May 15, replacement ballots may be requested on May 23 if the original ballot was not received by an eligible voter, and the deadline for receipt of ballots at POB is 8 a.m. June 5.

Persons seeking a statewide office may appear on the ballot

individually or as part of a slate. A slate must contain a candidate for each of the statewide offices: president, executive vice president, secretary and treasurer.

The election process is being overseen by the union's Elections Committee. The balloting will be conducted by an independent election agency approved by the union's statewide Board of Directors.

The remaining schedule for the 1997 election for CSEA

statewide offices is below.

Any CSEA member may obtain information regarding the election process by contacting the Elections Committee at CSEA Headquarters 1-800-342-4146, Ext. 477

Schedule of election of CSEA statewide officers

April 14

- ✦ Deadline for candidates to decline nomination (8 a.m.).
- ✦ Deadline for candidates to submit campaign statements and photos for publication in *The Public Sector*.
- ✦ Due date for receipt of candidates' campaign literature at CSEA headquarters for distribution or candidates' Notice of Intention to Distribute Campaign Literature (5 p.m.).

April 16

- ✦ Drawing for candidates' positions on the ballot (headquarters).
- ✦ Membership list available for inspection by candidates (headquarters).

May edition of *The Public Sector*

- ✦ Publication of campaign statements and photos submitted by candidates.

May 15

- ✦ Ballots delivered to Post Office for mailing.

May 23

- ✦ Replacement ballot may be requested if original ballot was not received.

June 5

- ✦ Deadline for receipt of ballots (8 a.m.).

Election results will be announced after the ballot count. Candidates will be notified by mail.

July edition of *The Public Sector*

- ✦ Election results published.

Membership break affects eligibility to seek union office, vote

A break in union membership status can have long-term future implications. Your membership status affects your eligibility with respect to:

- ✦ seeking or holding union office;
- ✦ signing nominating petitions for potential candidates;
- ✦ voting in union elections, and;
- ✦ voting on collective bargaining contracts.

Only members "in good standing" can participate in these activities. To be in "good

standing," your dues cannot be delinquent.

If you go on unpaid leave or for any other reason have a break in your employment status, your dues will not continue to be paid through payroll deductions. You must make arrangements to pay your dues directly to CSEA to continue your membership status. If you are either laid off or placed on leave without pay status due to becoming disabled by accident, illness, maternity or paternity, you may be eligible for dues-free membership status for a

period not to exceed one year.

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

You must notify the CSEA Membership Records Department at 1-800-342-4146, Ext. 327, of any change in your status and what arrangements you are making to continue your membership in CSEA.

PART 3 IN A SERIES in conjunction with the 20th anniversary of *The Public Sector*, exploring, through the eyes of CSEA members, significant events in CSEA's history during the past two decades.

1910 1918 1929 1931 1942 1952 1962 1978 1997 2000

Safety, health CSEA priority for decades

For decades, CSEA has been a leader in the fight for safe and healthy working conditions for its members.

In 1980, *The Public Sector* hailed passage of the Public Employees Safety and Health Act. Just four years later, *The Sector* proudly announced the establishment of CSEA's full-time Occupational Safety and Health Department as CSEA blazed a trail to save lives and prevent injuries.

In the 1970s, CSEA established a toll-free telephone number for members to report unsafe working conditions.

The CSEA statewide Safety Committee invented the "CREEP" award to negligent employers. The March 7, 1979, *Public Sector* displayed the award as a "Citation for Reckless Endangerment of Employees of the Public," or "CREEP."

Whether you are a white-collar employee using white-out or a blue-collar worker using chemicals, you have had the right to know about chemical exposures since June 1, 1987, when the Right To Know/Toxic Substance Information Act took effect, thanks to CSEA leadership.

The most recent struggle is for a workplace security standard. That fight gained urgency after the murders of four CSEA Schuyler County Social Service workers on Oct. 15, 1992. CSEA has vowed the union will not rest until all workplaces are as safe as they possibly can be.

The battle is far from over.

CSEA OSH Director Jim Corcoran warns that Pataki administration policies are jeopardizing all the safety and health gains made over the past 20 years. The administration sees worker protection as a "burden on the employer," Corcoran says. The number of safety inspections and citations for violations are way down, he charges.

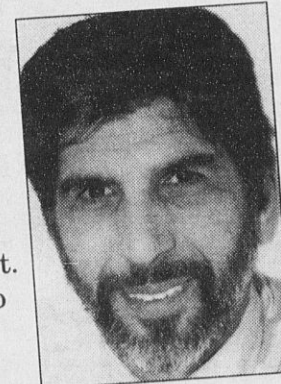
"People have to realize that the rights which they have had for a long time are in peril," Corcoran says. (See President Donohue's column, page 8)



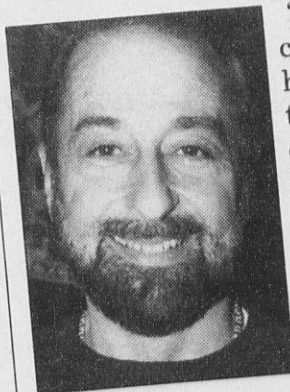
from *The Public Sector*
Nov. 7, 1979

John Aloisio
CSEA Nassau Local 830
Assistant to the President, Occupational Safety and Health Representative

"With CSEA in place, we make sure the county is responsive to problems before something major happens. Having CSEA staff OSH representative Dan Morra here in the Region is extremely important. His knowledge of the laws and contacts can't be matched. There's no doubt about it, we need CSEA in there fighting for the members' safety and health."



Richard Moccia
NYS Psychiatric Institute
Local 419



"As far as I'm concerned, the hospital looks the other way on safety and health issues until an emergency happens. There is no ongoing dialogue about safety. Faster action is definitely needed at the Psychiatric Institute."

Velda Sealy
NYS Psychiatric Institute
Local 419



"As a housekeeping supervisor here 13 years, I think we received a lot more training after the AIDS epidemic, especially how housekeeping staff should deal with spilled blood, needles and red bag medical waste. The housekeeping staff has been cut roughly in half. There's much more work to do and people are scared of catching things, so we need to always be reminded to be careful."

Deadline May 9 to apply for NYS AFL-CIO \$8,000 scholarship

The New York State AFL-CIO will award a four-year scholarship to a 1997 graduating high school senior who intends to pursue a career in labor relations or a related field at an accredited institution of higher education in New York State.

Sons and daughters of CSEA members who meet the criteria are eligible to apply. Application deadline is May 9, 1997.

The scholarship will be for \$2,000 a year for four consecutive years for a total of \$8,000. Applications are available by contacting:

New York State AFL-CIO
Scholarship Committee
c/o Dr. Lois Gray

Cornell University, ILR School
16 East 34th Street, 4th Floor
New York, NY 10016

Applications must be accompanied by a letter of recommendation from the applicant's school; an official transcript and SAT scores; and an essay of 400-500 words describing the difficulties faced by U.S. workers who want to form unions and how empowering workers through unions would enhance democracy in the United States.

AFSCME Women's Conference

The 1997 AFSCME Eastern Region Women's Conference will be held June 20 through 22 at the Regal Cincinnati Hotel, Cincinnati, Ohio.

Registration and hotel reservation deadline is May 19.

No organizational leave will be provided and no reimbursement will be made to locals or units by CSEA. This is a legitimate expense for locals and units. For registration/housing forms and other information, contact your CSEA local or unit president, or call Kathleen Cahalan at CSEA Headquarters, 1-800-342-4146 or (518) 434-0191 Ext. 306.

CSEA dental provider list continues to expand



Nine new dental providers have joined the CSEA Employee Benefit Fund recently, adding to the more than 1,300 dentists who comprise the dental provider panel for eligible CSEA members. Dentists joining the CSEA EBF panel recently were:

Long Island Region Nassau County

Peter A. Lucchese, DDS
70 Glen Cove Road
Suite 204
East Hills, NY 11577
(516) 621-1788

Suffolk County

John Barnett, DDS
1366 Stoney Brook Road
Stony Brook, NY 11790
(516) 751-8338

Metropolitan Region Brooklyn

George Manolarakis, DDS
2148 Ocean Avenue
Brooklyn, NY 11229
(718) 645-1367

Manhattan

Seth M. Black
Oral & Max. Surgery
521 Park Avenue
New York, NY 10021
(212) 593-2930

Ali Askari, DDS, PC
60 East 42nd Street
Suite 1521
New York, NY 10165
(212) 973-1126

Staten Island

Dentistry for Children, DMD
739 Woodrow Road
Staten Island, NY 10312
(718) 317-8524

Southern Region Westchester County

Stanley Ahn, DDS
475 White Plains Road #28
Eastchester, NY 10709
(914) 961-4911

Orange County

Ira H. Elman, DDS
215 Route 32, PO Box 615
Central Valley, NY 10917
(914) 928-8842

Western Region Tompkins County

Bharat Patel, DDS
Tompkins Dental Health
North Triphammer Road
Ithaca, NY 14850
(607) 257-8065

How your dentist can join the panel

The CSEA EBF panel of dental providers changes regularly, so always check with your dentist to confirm that he or she is still a plan participant before service is actually rendered.

If your dentist is not a CSEA EBF participating dentist and you would like him or her to consider participating, simply fill out the request for information below and return it to the EBF. Your dentist will be supplied with information and an application to become an EBF participant.

REQUEST FOR INFORMATION FORM

for dentists interested in participating in the CSEA EBF Dental Provider Panel

NAME of Dentist

Address

City

State

ZIP

County

Telephone

Please return this form to:

Marketing Department
CSEA Employee Benefit Fund
1 Lear Jet Lane, Suite 1, Latham, NY 12110

Deadline April 15 to apply for CSEA scholarships valued at \$14,000

Application forms are available now for \$14,000 in scholarships being offered by CSEA. A single application covers three scholarship programs.

Eighteen \$500 Irving Flaumenbaum Memorial Scholarships will be awarded to graduating high school seniors.

One \$2,500 Jardine Award will be given to a graduating high school senior entering higher education in the SUNY system. The top 2 percent of scholastic achievers, based on high school average, class rank and SAT scores, will comprise the eligibility pool for this scholarship.

One \$2,500 Travelers Award will be given to a graduating high school senior and is not limited to a student entering the SUNY system.

Application deadline April 15

Application forms are available by contacting your CSEA local and/or unit president. Applications may also be obtained by contacting your CSEA region office. For additional information, contact Denise Futia, CSEA Headquarters, 1-800-342-4146 or (518) 434-0191 Ext. 319.

Coalition of Black Trade Unionists to meet May 22-26 in New Orleans

The Coalition of Black Trade Unionists annual meeting will be May 22 to 26 at the Hyatt Regency Superdome in New Orleans.

For more information or to coordinate convention registration and hotel accommodations, contact Portia Given at 1-800-342-4146, extension 210.

IMPORTANT NOTICE REGARDING NEW YORK STATE'S HEALTH CARE REFORM ACT OF 1996

The state enacted the New York State Health Care Reform Act (HCRA) last June and it went into effect on Jan. 1, 1997. This law made many changes in the way health care is financed in the state. Among other provisions, HCRA changed the method by which hospitals are reimbursed and the method by which Graduate Medical Education (GME) and charity care (which helps fund the public hospitals) are financed. GME and charity care were previously financed through surcharges on in-patient hospitalization under the former law, New York Prospective Hospital Reimbursement Methodology (NYPHRM).

There has been considerable confusion among hospitals, providers, laboratories, regulating authorities, employers and insurers on how the new law's numerous provisions apply.

We do know that the law expands the services covered by the surcharge to any health care expenses for:

- * hospital services, both in-patient and outpatient (including emergency room);
- * services of diagnostic and treatment centers that provide comprehensive primary health services (this does not include private physician offices);
- * Ambulatory Surgical Centers;
- * services of freestanding clinical laboratories.

Under the new law, the amount of the surcharge can vary from 8.18 percent to 32.18 percent depending on how the surcharge is paid. Most health care plans have chosen to pay this surcharge directly to the NYS Department of Health. Because of this choice, the surcharge under these plans is the lowest possible — 8.18 percent.

This surcharge is added to the entire charge incurred by patients receiving care, including the portion of the bill you must pay. Please note, however, that your health care plan pays the surcharge on all reimbursed benefits including co-payments and deductibles on your behalf.

Beginning with any claims for expenses incurred on or after Jan. 1, 1997, you will be charged an 8.18 percent surcharge on the out-of-pocket expenses you normally pay (co-insurance and any amounts considered non-covered expenses), excluding any applicable co-payments and deductibles as noted above. Your provider will forward your portion of the surcharge amount, if any, directly to a fund maintained by the NYS Department of Health.

If you have any questions or you are being billed for a surcharge that you feel is not your responsibility, you should contact your health insurance plan directly for further clarification.

Breast cancer legislation supported by CSEA passes

The state Senate and Assembly both passed bills in March expanding health insurance coverage for breast cancer victims. The bills now go to Gov. Pataki for action.

CSEA and the union's Women's Committee supported the proposed legislation, and CSEA delegates last October adopted a resolution supporting federal and state legislation that "will maintain and increase funding for breast cancer research, education, outreach and early detection programs."

One bill amends the insurance and public health law to expand required health insurance coverage by providing in-patient hospitalization following breast cancer surgery techniques and coverage for second medical opinions. A second bill passed by both houses would require every policy providing medical/major medical or comprehensive coverage to include coverage for breast reconstruction and related procedures following a mastectomy.

vacation ideas

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DON'T DESTROY SUNY

Gov. Pataki's proposed state budget for fiscal year 1997-98 would reduce SUNY funding by \$164 million, the third consecutive year that funding for the university system has been cut.

The proposed budget fails to provide adequate funding to maintain essential services at SUNY campuses and continues to prevent SUNY from becoming the great university system it could be.

"For years CSEA members have been trying to hold these campuses together with spit and glue, and with each new budget they are expected to more with less."

— Excerpt from CSEA testimony before Legislative Committee, February, 1997



SUNY looks to cut 300 jobs in Albany

■ The positions, all in downtown headquarters, would be eliminated or moved elsewhere under a proposal developed by the university's board

BY RICK KARLIN
Staff writer

ALBANY



Call 1-800-SOS-6336
Tell the Governor
and your State Legislators
to restore adequate funding for SUNY

THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC. LOCAL 1000, AFSCME, AFL-CIO

CSEA

Sector

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