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Vol. 5 / No. 7

OFFICIAL PUBLICATION



Local 1000, AFSCME, AFL-CIO

JULY 2002

THE WORK FORCE

STATE OF NEW YORK

A. 11420

S. 7431

SENATE — ASSEMBLY

May 16, 2002

25/55

What's

in it

for you?

See Page 3

Your Nassau Local 830 Newsletter Nassau Express is enclosed

Photo of the Month



CSEA members in the Division of Military and Naval Affairs and Air National Guard Reserves are videotaped reciting the Pledge of Allegiance recently at the Stratton Air National Guard base in Glensville. The video was scheduled to be shown during the AFSCME Convention the last week of June.

CSEA fills board seats, special election canceled

As of close of business on Friday May 17th, 2002, petitions were received for the following vacant seats on the CSEA Statewide Board of Directors in CSEA Headquarters. As a result there will be no need to hold any elections. Petitions were received for the following board seats: **Schoharie County, Barbara Schaffer; Schuyler County, Charlene Pelow; Sullivan County, James Blake; Warren County, Paul Fritsch.**

No petitions were received for the following Board seats: Chenango County Local, Franklin County Local, Lewis County Local, and the following Central Region local government education Locals: Broome County Educational Local, Oneida County Educational Local, St. Lawrence County Educational Local.

Statewide President Donohue to visit CSEA Western Region

CSEA President Danny Donohue will visit the CSEA Western Region to meet with members in July.

The meetings will be held at the Rochester South/Holidome Hotel, 111 Jefferson Rd., Rochester.

On July 11, Donohue will meet with union members from 1 to 7 p.m.. Call the Western Region office at 1-866-568-7734 or (716) 886-0391 to sign up for a visit and for directions.

Women's health measure passes

ALBANY — The Assembly and Senate passed the Women's Health Act, legislation strongly advocated for by CSEA. The bill will soon be sent to Gov. George Pataki, who has indicated that he intends to sign the legislation.

When signed by Pataki, this new law will expand the scope and availability of basic women's health services for all New York women and will set minimum levels of women's health services that must be covered under health insurance plans.

"We've been fighting for this legislation for several years now because, quite simply, the women of New York deserve the added dignity and care this legislation will provide," said CSEA Statewide Secretary Barbara Reeves.

Among the legislation's provisions, it:

- Prohibits any insurer from limiting in any way a woman's right to directly access primary and preventative obstetric and gynecologic care;
- Requires insurers to cover annual mammograms for women beginning at 40. Previous law required annual mammogram coverage beginning at 50;
- Provides that all medical insurance coverage shall include coverage for osteoporosis (declining bone density) detection, prevention and treatment;
- Establishes a statewide breast cancer detection and education program known as the Healthy Women Partnership Program.



Make Your Vote Count!

"Make your vote count" is a message that has a special meaning for CSEA member Bill Davignon. In 2001, he was elected to the Niagara County Legislature by **one vote**.

That's why he tells people **"Voting is the single most important way the 'average citizen' can make a difference."**

If you don't register, you can't vote.

It's easy to **register** and **vote**.

You're eligible to register if you're...

*At least 18 years old by Election Day

*A citizens of the United States and

*Lived at your current address for at least 30 days before Election Day

You may **register by mail or in person**.

Call your region office for a registration form or if you have any questions.

CSEA's 25/55 persistence benefits you, retiring or not

ALBANY — CSEA's hard-fought win for a 25/55 retirement option affects more than workers who may opt for an early retirement.

Local governments and school districts, as well as the state, now have greater ability in finding solutions to dealing with budget crunches during economically challenging times.

That in turn benefits working families in those communities who depend on their cities, counties and towns for services, decent schools for their children and relief from rising taxes.

"The 25/55 legislation will benefit our members and their communities," CSEA President Danny Donohue said. "We are committed to making it permanent to provide even greater benefit in the future."

There are two separate provisions for retirement under the legislation — the state's targeted Early Retirement Incentive (ERI) and a provision of retirement at age 55 with 25 years of service with no penalties.

The 25/55 legislation allows

School employees' pension extended

The Retirement System recently made an administrative decision to give all school employees a full year's retirement credit for working the school term (12 months credit for 10 months service).

Previously, school employees received 12 for 10 only for service performed after 1991, when the law was passed. Anyone with service prior to 1991 received only 10 months credit for those year's of service.

Now, employee's will receive 12 for 10 for the entirety of their service in a school district. This is strictly an administrative decision and will be calculated automatically.

workers to decide to retire under specific provisions within certain time limits. Unlike the early retirement incentive, 25/55 is not optional for employers.

The governor's Early Retirement Incentive is a targeted early retirement that is largely the same as all previous targeted retirements. An employee receives one month credit for each year of service up to a maximum of three years additional credit if targeted. This incentive also carries all of the penalties in previous bills.

However, CSEA successfully gained elimination of previous provisions requiring targeted positions be eliminated.

Window periods

For educational employees, the open period to decide to retire under 25/55 will begin on June 3 and will run for 90 days. An employee must file at least 14 days prior to the retirement.

For all other local government workers, the open period for a worker to decide to retire under 25/55 will begin on July 3 and run for 90 days.

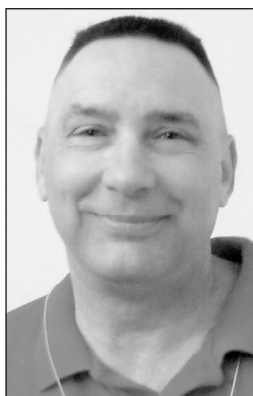
For state workers, Office of Court Administration workers and SUNY workers, a date will be announced to commence the time period by the state director of operations. If the director does not announce a commencement date, it will automatically go into effect Jan. 1, 2003, and remain open for 90 days.

If a worker is targeted by the employer under the governor's Early Retirement Incentive (ERI) and also qualifies for the 25/55, the employee will be able to choose which benefit is better for them.

Local Governments Opt In

A list of local governments opting in for the targeted early retirement can be found at the state Comptroller's web site at:

<http://www.ocs.state.ny.us/retire/incentvs.incentivesummary-mbrs.htm#employerpart>

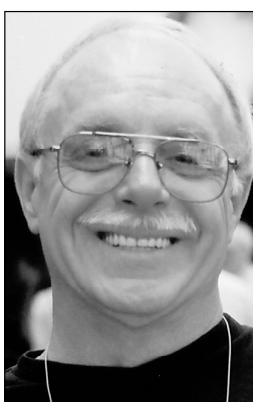


"A lot of members are looking for this option. In the North Country it's a blessing."

Joe Musso
Clinton County Local

"The 25/55 retirement legislation is a real boost for this union, particularly for local government and schools employee. People need to know that CSEA got this done because we pushed the issue."

Gary Conley
Westchester County Local



"It's great that we got it. In the long run it will be good."

Dennis Midnet
Nassau Educational Local

"CSEA really came through with this at the members' option. In Monroe County alone 600 people are eligible for either the 25/55 option or the targeted early retirement incentive, which is being offered. It will help avoid layoffs and open up other avenues for people."

Bernadette Giambra
Monroe County Local



THE WORK FORCE

ISSN 1522-1091

Official publication of
CSEA Local 1000, AFSCME, AFL-CIO
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Albany, NY 12210-2303
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The Work Force (USPS 0445-010) is published monthly by The CSEA Publication Office: 143 Washington Ave., Albany, NY 12210. Periodical Mail Postage paid at Post Office, Albany, New York 12288.

**Postmaster: Send address changes to:
CSEA, Attn: Membership Department,
143 Washington Ave., Albany, NY 12210.
CSEA on-line: The CSEA web site
can be accessed at www.csealocal1000.net**

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IN TOUCH WITH THE WORK FORCE

CSEA President Danny Donohue



Challenges lie ahead and we're up to them

These are not the easiest times for government in New York. Serious challenges confront our education system, health care delivery and insurance industries, and other areas amid a sluggish economy and tight budgets.

The services CSEA members deliver are once again strained as we attempt to do more with less.

Even with a final state budget that addresses many areas of concern, some schools and local governments remain pressured.

In circumstances like these, CSEA members have a history of finding the best in themselves and rising to the challenges. CSEA members have always been willing to shoulder their fair share of the burden when the facts are accurately presented and we are treated with dignity and fairness. CSEA members have also demonstrated our ability to mobilize, quickly and effectively, when the issue is standing up for what's right for the public we serve and the people who do the work.

There are two very important stories that illustrate these points in this edition of *The Work Force*.

The coverage of our recent Local Government/Schools and Private Sector Workshops on Pages 10-11 emphasizes the priority this union places on training and preparation for grassroots mobilizing. About 500 leaders and activists participated in intensive programs to ensure that they have the skills and organization to build involvement and strength in their worksites.

CSEA is committed to making sure that all of our leaders have learned these lessons well because we will all surely be put to the test.

The other story, on Page 3, concerns CSEA's successful campaign to secure a 25/55 retirement option — one of our top legislative priorities. At the start of the legislative session, many observers thought this achievement was highly unlikely. But CSEA was persistent and we mobilized you, the members, to bolster our efforts. And we succeeded.

CSEA strongly believes that the 25/55 retirement option will have far reaching benefits for all concerned. It will provide security and fairness for many CSEA members who have earned the right to retire now. But it will also be a part of the solution to help hard-strapped localities and schools especially, deal with their budget problems.

There will still be hard choices across this state. Getting involved to make a difference should be an easy decision for CSEA members.

Danny

CSEA raps OMH oversight

ALBANY — CSEA renewed its call recently for New York state to live up to its responsibility to provide appropriate care, services and living conditions for people with mental illness.

The CSEA message was delivered in testimony prepared for CSEA President Danny Donohue before the Assembly Committees on Aging, Health, Mental Health, Mental Retardation and Developmental Disabilities, Oversight, Analysis and Investigation. The hearings were held in the wake of a devastating *New York Times* series, “Where Hope Dies,” detailing the appalling conditions and lack of treatment for individuals with mental illness dumped into private adult homes.

The Pataki administration has responded to calls for accountability in its mental health policies, saying it will increase scrutiny and announcing a fine against a private care provider. This action comes after years of neglect from the administration.

The administration also announced it is forming an oversight commission to look into the allegations raised by the *Times* series.

However, the Commission on Quality Care, which has existed for nearly a generation, already oversees state health agencies.

CSEA firm on ECMC future

ALBANY — At press time, CSEA was standing strong as Erie County Executive Joel Giambra was mounting a full court press in the state legislature to push through a plan to convert Erie County Medical Center into a public benefit corporation. CSEA had raised numerous concerns about the plan when the county executive began fast-tracking it last January.

“This is not only a union issue, it’s a community issue,” said CSEA ECMC Section President Joan Bender. “There is accountability with the county running the facility but it is very unclear if the community will have the same input in the decision-making process after conversion.”

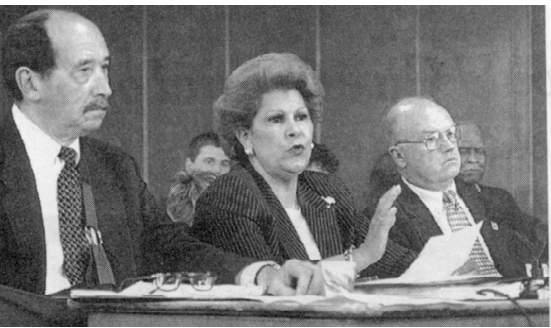
CSEA is not necessarily opposed to changes in the medical center’s administration but has

had only limited dialogue with the county executive on his objectives and specific details about how the the work force and accountability issues will be addressed.

CSEA was critical of Giambra’s attempt to force the issue through the state Legislature without doing the necessary legwork to involve the local leadership.

The union, which represents more than 900 employees at ECMC, believes all the issues need to be addressed up front to ensure needed medical services will be available and accessible for western New Yorkers. The concerns are partly fueled by a recent controversy involving the financial collapse of a private health care system in western New York that required a state bailout.

Pataki’s Team On Defensive Over #1 Care For Mentally Ill Go To Homes Seen As Little Better



Questions on Care for Mentally Ill Put Pataki Team on the Defensive

Delivered to Fr Also Cited for
By CLIFFORD J. LEVY
When state officials moved in to take over the care of the mentally ill, they pledged to do all they could to protect the safety and well-being of the residents. But in the wake of a series of deaths, the state health commissioner, Patricia C. Novello, the state health commissioner, responded to questions yesterday at an Assembly hearing on adult homes for the mentally ill. She was joined by James L. Stone, left, and Gary O’Brien.

tion in response to The Times’s articles. Administration officials said that and the Commission on Quality of Care for the Mentally Disabled — had inspected 21 homes in the city.

“What’s the point of having a Commission on Quality Care on mental illness if it’s not there to do its job on oversight?,” said Donohue.
“For more than 25 years, our union has provided input into the state’s annual budget process. During every one of those years CSEA raised concerns about the Office of Mental Health’s dramatic census decline and its woefully inadequate buildup of community housing,” the CSEA testimony stated.

“By way of contrast, during that same period of deinstitutionalization, OMH’s sister agency, OMRDD, remained able to track both its residents and its staff. Their clients went to either state or voluntary operated



STATE BUDGET FACTS

- The Health Care Reform Act of 2002 that passed earlier this year created a 6 percent tax assessment on the gross receipts of nursing homes across the state and would have harmed many nursing homes.
- This budget agreement exempts revenues that nursing homes receive from Medicare recipients from the 6 percent tax assessment. This will save nursing homes nearly \$22 million.

community homes and inpatient staff were either reinvested into higher staffing levels or simply reassigned to community homes.”

The CSEA testimony pointed out that no one administration created the set of circumstances that exist as part of New York’s shameful policy.

“However, this administration has abandoned the concept of community reinvestment, which, if it had been followed would have filled in gaps in services and facilities that are even wider today,” the testimony continued.

“I feel lucky every day to have such great union representation at Long Island Developmental Center. CSEA fights for our benefits and secures a safe work place for all workers.”

— Camie Pall, an employment coach at the Long Island Developmental Center and a 32-year employee.



Cortland County unit in stalemate

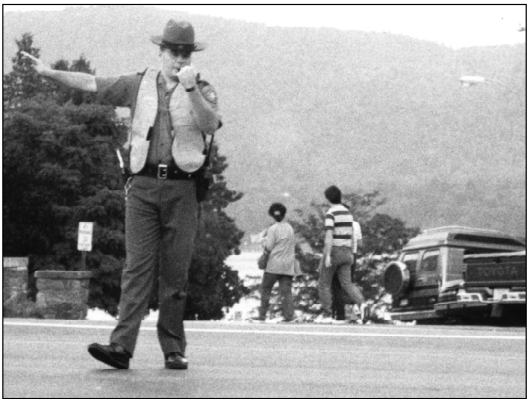
CORTLAND — Contract talks for workers in the jail and civil divisions of the Sheriff's



Department have broken down over the issue of fair wage increases, and CSEA says county taxpayers are

the victim in the dispute. Workers in these divisions have been working without a contract since Jan. 1. CSEA bargaining team members were led to believe the county would offer a reasonable salary increase that would raise the workers to an acceptable wage level at the end of a four year agreement, said CSEA Labor Relations Specialist Will Streeter, the union's chief negotiator. The plan included a creative method of funding the salary increases to allow the county to plan and budget for them. But those hopes were dashed when the county negotiating team informed the union that the county Legislature would not support the plan, Streeter said. As a result, the county declared an impasse in negotiations, seeking assistance from the state Public Employment Relations Board with the appointment of a neutral mediator.

"We don't believe we're at an impasse since the union is still willing to discuss the issues. We thought we were making some progress when the county put this plan on the table for discussion. To me, it smacks of



bad-faith bargaining," said CSEA Correction Unit President Budd Rigg. "We've got employees working double shifts on a regular basis, and several positions remain unfilled. By refusing to go along with this plan, the county Legislature is failing the public by putting public safety at additional risk," added CSEA Civilian Unit President Chip Elwood, a 911 dispatcher. Streeter said that one of the underlying issues behind the low wages for the workers is the high cost of turnover to taxpayers. Just as with other county departments, the Sheriff's Department becomes a training ground for surrounding counties. The taxpayers are left paying the high costs of training and recruiting.

— Mark M. Kotzin



CSEA wins job title fight at Arthur Kill

STATEN ISLAND — When an inmate at the Arthur Kill Correctional Facility began performing a job that is usually the responsibility of a CSEA member, Unit Representative Barbara Morrissey knew she had to put an end to it.

"By paying this inmate, they were taking away a job function from our people," said Morrissey.

Labor Relations Specialist Marcia Schiowitz filed an Improper Practice charge with the Public Employment Relations Board (PERB) in January. Shortly thereafter the inmate was relieved of his duties.

"The superintendent (at Arthur Kill) said he was not in a position to correct the situation due to budgetary constraints," said Schiowitz. "They had to get the job done."

That's not how the judge saw it. In May, a settlement was reached in favor of CSEA. From now on, whenever there is filing that needs to be done, and personnel in the business office can't do it, it will be offered on an overtime basis to anyone at the facility in an appropriate title.

Should staff fail to accept overtime, it can be offered to someone else, such as an inmate.

"These tasks belong exclusively to CSEA and we retain the right for our members to not be in jeopardy of losing their jobs by virtue of it being given to someone else, like an inmate," said Metropolitan Region President George Boncoraglio.

— David Galarza



"I like working with the inmates. They're mostly younger people. I like encouraging them to take pride in their work. It's usually their first job."

— Bonnie Long, an 11-year laundry supervisor, Lakeview Shock Facility

Westchester County Unit aims to abate fear

WHITE PLAINS — CSEA officers in the CSEA Westchester County Unit are opening the lines of communication between the county and its employees as Westchester County undertakes a major asbestos abatement project that has uprooted workers from a White Plains office building.

The county is removing asbestos from ceilings in the five-story 85 Court St. building, which houses employees in the Social Services and Health departments.

The building houses some of the county's public services, including food stamps, Medicaid and a health clinic.

The nearly 30-year-old structure contains friable asbestos in office areas — a situation that has caused concern among CSEA members.

More communication

But early involvement by CSEA in the asbestos abatement project has led to increased communication with the county and to increased safety precautions by the county, which is expecting to complete the project by October.

"We found out in January that the county was planning an asbestos abatement project," Peter Costa, chairman of the unit's Health & Safety Committee, said.

"We immediately approached the county through the Risk Management office about the project, and we demanded constant

information and updates from them." Costa and CSEA Westchester County Unit President Jack McPhillips also met with Social Services and Health department employees to hear the workers' concerns before they approached county management.

"We went over to their offices that same day to meet with the workers," McPhillips said. "These people really had a lot of questions and concerns that we are still trying to address."

Costa said the project has caused uncomfortable working conditions, including no air conditioning throughout the building or outside ventilation in basement areas.

"It just becomes unbearable for the employees," Costa said. "It's getting warmer outside and they can't use the air conditioner until the abatement is done. We have requested fans from the county." Additionally, recent testing at two different Social Services Department office areas within 85 Court St. showed elevated levels of asbestos in office areas, causing about 25 Social Services employees to file for Workers' Compensation as a preliminary protection in case they become ill from exposure.

Regular meetings

Since early this year, CSEA has met regularly with Westchester County management to discuss the project and to offer suggestions on how to keep the workers safe.

"Our main goal is that this building be renovated without concern to cost," McPhillips said. "The safety of these employees and the public is the most important thing."

McPhillips added that the union had also successfully convinced the county to increase the frequency of asbestos testing throughout the building, upgrade the asbestos testing level from what is considered safe for an office to the very high sensitivity that is standard for schools, and to test more widespread areas of the building.

Two previous inspections of the buildings showed elevated levels of asbestos but a recent inspection by the Public Employee Safety and Health administration showed much lower levels.

The asbestos is spread throughout the building but inspectors have shown levels low enough to be deemed safe for workers and the public.



Peter Costa, CSEA Westchester County Unit Safety and Health Committee chair, points out asbestos in county building.

PESH will conduct several follow-up inspections as well. CSEA Occupational Safety and Health Department staff have also been working with the Westchester County Unit on the issue.

In addition to PESH inspections, CSEA has arranged for medical and environmental health experts to meet with employees to educate them on the potential risks of asbestos exposure.

— Janice Marra

STATE BUDGET FACTS

Welfare Programs

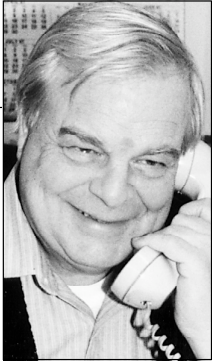
The 2002-03 enacted budget will include \$746 million in cash benefits through the Family Assistance Program and a total of \$2.6 billion for supportive welfare services, including:

- \$418 million** for the Child Care Block Grant;
- \$244 million** for the Social Services Block Grant to be used for child welfare, and other supportive services programs;
- \$305 million** in certain child welfare services such as foster care;
- \$438 million** for the Earned Income and Child and Dependent Care Tax Credits;



"CSEA is your voice in government. When you're a member, you are the voice."

— Bill Moon, public health sanitarian, Genesee County



HELP is on the way for stranded motorists

BUFFALO — For drivers with car troubles on Buffalo-area expressways during rush hour, HELP (Highway Emergency Local Patrol) is on the way, free of charge, with the aid of CSEA members.

In a pilot program that is expected to become routine, members of DOT Local 514 now patrol expressways during rush hours in Buffalo and Cheektowaga to help stranded motorists, and safely clear disabled vehicles from the roads.

"We love doing it, and it's a great first for our community," said Ray Baker, a 14-year highway maintenance supervisor. "And each member of our crew has volunteered for the assignment, and received special training to do the job. We patrol the busiest expressways, with crews in two pickup trucks equipped to meet most road emergencies."

The HELP trucks are special, too. They are fueled by natural gas instead of gasoline, and carry equipment to boost a dead battery, change a flat tire or other minor problems. The HELP crews won't tow vehicles, but a rubber coated front bumper is used to push stalled vehicles out of the way.

They carry a small amount of gasoline and diesel fuel to help anyone who has run out of fuel, and can provide a cell phone for calling towing or other services.

"I get a good feeling when I help someone," said Albert Young, a 17-year highway maintenance worker II. "And they are always appreciative. Normally, we don't have many interactions with the public we serve."

— Ron Wofford



In top photo a member of the HELP crew helps a stranded motorist. Above, DOT HELP crew of DOT Local 514 standing from left, Pat Pokorski, Albert Young, Joe DiBenedetto. In front are Ray Baker and John Radkich.

WORK FORCE FACTS

- ✓ DOT officials say if the service succeeds, it could be expanded.
- ✓ The DOT HELP teams work out of the Buffalo sub residency.
- ✓ The HELP team works closely with the Niagara International Transportation Technology Coalition to coordinate information and decrease traffic congestion.

Hempstead workers keep on truckin'

HEMPSTEAD — On a bright, sunny day this spring, CSEA member Elaine Pira, a town sanitation worker, was looking forward to winter.

Pira wasn't looking forward to the colder weather, but the chance to make more money by driving a snowplow, a chance she wouldn't have had without help from her union and the town through a truck training program.

Since January, Pira is one of 27 workers who participated in a CSEA Town of Hempstead Local-sponsored Commercial Drivers License (CDL) program.

"This is very popular program," said Jeanne McGinty, CDL training coordinator. "We have a waiting list of over 220 CSEA members for this class. This class is costly and our members are taking advantage of this free program," McGinty said.

The tutorial sessions would cost the town \$3,400 per individual, but funding from the Long Island Federation of Labor Workforce Development Program coupled with the town's provision of equipment slashes the training costs by thousands of dollars, making many more workers eligible for the training and giving a shining example of labor-management cooperation.

The six-week program gives CSEA members a Class B license to drive 10-wheel trucks.

"This license allows me to work in inclement weather, especially in snowplowing," said Pira. "Having the ability to work during all types of weather gives me the opportunity to have better pay."

McGinty, who also chairs the CSEA Long Island Region Education & Training Committee, agrees.

"The ability to attain a CDL could mean an upgrade in one's position that results in more money," McGinty said. On the average, a Hempstead town employee with a Class B license can earn up to \$5,000 more a year, McGinty said.

Presently, all 27 CDL participants including Pira have passed both their written and road tests for their Class B license.

"This costly program saves the town a lot of money and in turn the town receives better trained workers

Having the ability to work in all kinds of weather gives me the opportunity to have better pay.



at no expense to them," said Local President Bill Flanagan.

"The training provided by our Local is duly noted by the town and as a result Hempstead workers enjoy the benefits of a sound labor-management relationship," said Long Island Region President Nick LaMorte.

STATE BUDGET FACTS

- ✓ The governor's proposed cuts to the Consolidated Highway Improvement Program (CHIP) were rejected by the state Legislature. CHIPs and the Municipal Streets and Highways Program, commonly known as the Marchiselli Program, were restored to last year's levels.
- ✓ The Marchiselli Program assists local governments in matching Federal aid for local highway and bridge projects.

CSEA VOICES



— John Earl, park ranger on Glen Island, at the southern end of Lake George

"This is a great place to work, and it's an interesting group of people you're dealing with. Some visitors to this island don't understand why there's no electricity here. I tell them that's why it's called 'camping.' "

Oz for a cause draws applause

CENTRAL VALLEY — Children at the Monroe-Woodbury School District will be able to follow the Yellow Brick Road to school bus safety, thanks to the efforts of CSEA bus drivers at the district.

About 22 CSEA members at the district recently staged for young students a series of productions on school bus safety, using “The Wizard of Oz” as the theme to teach children the do’s and don’ts of staying safe on the school bus.

In this version of “The Wizard of Oz,” Dorothy, the Scarecrow, the Tin Man and the Cowardly Lion must follow the “Yellow Safety Road” to Oz. Like in the children’s story, Dorothy is aiming go home to Kansas, the Scarecrow wants a brain, the Tin Man is looking for a heart and the Lion is seeking courage.

And the same as in “The Wizard of Oz,” the Wicked Witch of the West is on hand trying to ruin the group’s good intentions.

Once in Oz, Dorothy and her friends are told that they must learn school bus safety rules to reach their goals. Enter “Buster,” a mechanical school bus that helps the characters — and the children — learn important school bus safety guidelines such as safely crossing in front of buses, sitting and wearing seat belts while the bus is moving, talking quietly while on the bus and recognizing “danger zones” around the bus.

CSEA members at the district portrayed all the characters, built the sets, created the costumes and staged the production.

While the district had been staging theatrical programs to teach school bus safety for more than 10 years, this year’s production was different. For the first time, CSEA members



“We thought it was important for us to continue this production, so the bus drivers took over all aspects of the program.”

completely oversaw all aspects of the production — without assistance from district administrators.

“This program was in danger of being canceled this year,” CSEA Monroe-Woodbury Unit President Bill O’Toole said. “We thought it was important for us to continue this production, so the bus drivers took over all aspects of the program. The management was initially concerned, but we all worked as a team and we had no problems at all.”

O’Toole added that the production is staged for children between pre-school and third grade, and that the theme changes every year.

“We do a different story or set of characters each year,” he said. “In each production, the characters learn school bus safety rules, but we change the theme to keep the kids excited.”

Another staple of the production is “Buster,” which is used every year to help teach the characters and the kids bus safety.

“Buster is really the star of the show,” O’Toole said. “He’s here every year.”

Donna Pascullo, a bus driver and 12-year CSEA member who portrayed the Cowardly Lion, has been involved in the production since the district launched the program.

“We talk to the kids on the bus about safety all the time,” she said. “But the kids really remember the lessons when they see their bus drivers dressing up and singing songs. The safety lessons really stick with these kids, and we don’t have as many problems with the kids being safe on the bus.”

Monroe-Woodbury district administrators are also happy with the short and long-term effects of the production on their students.

“This group of drivers is dedicated to teaching the rules of school bus safety in creative ways,” Central Valley Elementary Principal Theresa Reynolds said. “There’s



CSEA bus drivers at the Monroe-Woodbury school district perform a version of “The Wizard of Oz” designed to teach district children about school bus safety.

nothing like having your bus driver perform safety rules in costume. The kids’ faces really light up and it has a great impact here.”

O’Toole said CSEA members will continue to oversee the school bus safety production in future years.

“We’re going to rotate members who are involved with this, so that everyone gets a chance to work on this production,” he said. “I don’t know what next year’s theme will be yet, but we’re talking about “Harry Potter” as a possible theme.”

How’s that for some magic?

— Janice Marra

STATE BUDGET FACTS

School Districts: The state budget increased overall education aid by \$420 million. Much of that additional aid will go to distressed city schools, including Yonkers, Syracuse, Buffalo, Rochester, and Troy. Aid for BOCES was fully restored and BOCES programs will remain fully funded.

Higher Education: Cuts to the TAP program were rejected and there will be no increases in tuition for SUNY schools. Also, aid for community colleges was increased by \$50 per full-time equivalent student.

CSEA Voices



“I like structural maintenance repair, and maintaining buildings through our carpenter’s shop.”

— Thomas Spinuzza, a 30-year maintenance mechanic at SUNY Fredonia

Local Government Workshop takes on contract campaigns

LAKE PLACID — More than 400 CSEA members working in local governments and the private sector met over the weekend of June 8 at the Annual Irving Flaumenbaum Memorial Workshop to energize and improve communications and build solidarity through increased union participation.

"CSEA members face some serious challenges in the year ahead but CSEA members have never been better prepared to deal with them," CSEA Statewide President Danny Donohue told union members during Friday evening ceremonies.

"We have passed by another state budget process and made some important gains but there will still be shortfalls for some localities, school districts and not-for-profits," Donohue said.

"We are likely to face even leaner times next year. We must do all we can to mobilize our members," he added.

Unity yields success

Despite the state's recent economic downturn, Donohue noted that CSEA continues to be a leader in New York Labor, having played a major role in

passing two early retirement options, including the 25/55 legislation that will be a big help in dealing with budget shortfalls while benefiting CSEA members.

CSEA's success in assisting workers at Ellenville Hospital in Ulster County form a union came in large part to the workers there having the courage to stand up for themselves with CSEA's help, the president said.

Donohue noted that the unity and involvement shown in Ellenville will be crucial for all CSEA Locals and Units coming to the negotiating table this year and next, as health care costs increase and money from the state becomes scarce.

"You're going to have to fight for everything you get. It won't be easy, but we know you can do it because this is the best damn union in the world!," added

Statewide Executive Vice President Mary Sullivan.

Conference programs

Building on the weekend's theme, dozens of CSEA officers and activists attended "Campaign for Success — Contract Campaigns!" where they learned some of the tactics involved in negotiating the best contract for their members.

A national trend for unions is to use

contract campaigns not just to get better wages and benefits for members, but to build community support for union issues.

Strategies depend on the goal of the campaign — maintaining good relationships with the employer, building solidarity in the bargaining unit or fighting with an adversarial employer.

Similarly, "Creating the Right Message for a Campaign" focused on impressions that can be damaging to a union during a contract campaign, especially considering that many members of the public don't understand unions and how they help working families and their communities.

Views that unions are an interest group rather than collections of working men and women are exacerbated during contract negotiations in lean economic times, and better strategies can help overcome these perceptions with the public.



At left, members attended workshops which focused on strategies for contract campaigns, building momentum during negotiations, working with the media, community coalition building, recruiting and maintaining activists, fighting contracting out and how the latest state budget affects healthcare, education and other local government programs.



"You're going to have to fight for everything you get. It won't be easy, but we know you can do it because this is the best damn union in the world!"

CSEA Statewide Executive Vice President Mary Sullivan addresses the crowd.

Who was Irving Flaumenbaum?

Irving Flaumenbaum was a longtime CSEA activist who served as Long Island Region President, Nassau County local president, and international vice president on the AFSCME executive board. He died in 1980.

Prescription Drug Costs: A Bitter Pill to Swallow

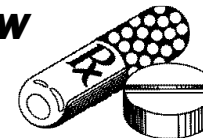
There was standing room only for a workshop dealing with the skyrocketing cost of prescription drugs — something directly tied to increased health care costs that are cutting into employers' ability to provide fair wages.

"Prescription drug spending is increasing at four times the rate of inflation," CSEA Director of Legislative and Political Action Fran Turner explained.

Currently, the pharmaceutical industry is the most profitable industry in the world, earning \$125 billion a year, far surpassing the average profit margins of other industries.

Drug companies spent more than \$2 billion on direct advertising last year and the top 10 drug companies spent two times more on marketing and public relations than on research and development.

Much of this is to drive consumers to more costly brand-name drugs and away from generic medicines, which are the same thing without all the fuss.



10 cents leads to career of activism

Diane Klement never set out to become an activist. She just wanted to earn a little extra money for her family when she began working as a teacher aide in the Riverhead School District in 1976.

Everything seemed to be going well until she got her second paycheck and discovered she was getting 10 cents an hour *less* than the first check. Klement started asking around to see if there was a union.

"When I found out there was no union to protect us, I made a few calls, set up a few meetings and in a few weeks was elected president of the 'new' Riverhead Teacher Aide CSEA Unit representing 100 teacher aides."

When asked why she rolled up her sleeves and formed a union, Klement responded simply and without hesitation, "I did it because it was the right thing to do."

Klement didn't stop there. In 1989, she was elected Alternate Delegate to the Local. In 1992 she was elected 5th vice president of the Local and in 1995 members elected her president of the Suffolk Educational Local, representing more than 6,000 members.

For Klement, doing "the right thing" means providing strong representation and leadership. It also means a strong commitment to education and training so members can excel in their jobs.

Eight years ago, the Suffolk Educational Local, in cooperation with Denis Midnet and the Nassau Educational Local, created an annual career development conference that was met with great enthusiasm. Interest in the conference continues to grow. Last April, more than 700 CSEA members attended.

For her dedication, determination and tireless devotion to doing the right thing, Klement was awarded the CSEA Mission Achievement Award. CSEA President Danny Donohue presented the award before a packed house during CSEA's Irving Flaumenbaum Memorial Local Government Workshop in June.

Klement's family has been by her side every step of the way, she said. Klement joked that there were many nights when her husband, Bob, had to settle for the "Hungry Man special" in place of a home-cooked meal.

Now that their kids are grown, the Klements say they enjoy spending time with their daughter, Debi, son-in-law Kenny and their three grandchildren, who live a few blocks away in Wading River. They also love traveling to Florida to visit their son, Jamie, and his wife, Sue.

Klement expressed gratitude to her family and to the officers of both Locals. She told the audience that a few days before making the trip to Lake Placid, a friend commented to her, "You've come a long way, baby!"

— Therese Assalian



CSEA Mission Achievement Award winner Diane Klement talks with President Danny Donohue at the recent Irving Flaumenbaum Memorial Local Government Workshop in Lake Placid.

CSEA fights for Delaware Co. access

DELHI — CSEA is going public in its fight to ensure the union has access to Delaware County work sites as required by the state's Public Employee Safety and Health law.

The issue recently came to a head when the union was forced to file a complaint with the state Department of Labor after again being refused access when members complained over a chemical spill that caused respiratory distress for some 15 workers at the county infirmary, and sent one worker to the hospital.

When CSEA Occupational Safety and Health Specialist Jay Hagenbuch attempted to accompany the DOL's Public Employee Safety and Health (PESH) inspector for a wall-to-wall inspection, as the union and inspector are entitled to by law, they were stonewalled by county management for two hours and then finally admitted, only to be restricted to the area where the spill occurred.

Law is clear

CSEA Acting Director of Occupational Safety and Health Janet Foley said PESH law clearly states that management cannot restrict or limit the access of the PESH inspector or the CSEA representative accompanying them. It's an issue the workers say bothers them.

"There's some concerns with what they're hiding, because they won't let anybody come in and look around," said Licensed Practical Nurse Cathy Goebel, who works at the Countryside Care Center, the county infirmary.

To boost public awareness of the issue, CSEA Central Region President Jim Moore held a press conference along with Delaware County Unit President George Lawson to call for public support. Moore argued that the county had a moral and legal responsibility to allow the union access for safety inspections, and repeatedly asked what the county was trying to cover up.

"For the life of us, we cannot understand why the county won't allow us in to inspect these facilities. What are they afraid we'll find? What are they trying to hide?" he asked. Goebel said that the employees are more concerned about the safety and

health of those for which they care.

"We're concerned for our safety, but the majority of our staff is more concerned about the health and safety of our residents," she said.



"It makes me angry that they won't let us in. If the county isn't willing to tell us that there's asbestos in the building until we push them, what else are they not telling us about?"

Unprecedented

The refusal of entry was relatively unprecedented in the region, Moore said.

"Almost anywhere else in the state, CSEA has the ability to have our expert safety and health staff gain entry into facilities, and work cooperatively with management to make work sites safer. It's unheard of that we get denials like this without any legitimate reason."

"If the county was the least bit concerned about the safety and health of their workers and the residents at the infirmary, they would welcome our safety specialists with open arms, realizing that a safer work place is a benefit to everyone involved, the workers and the residents," Moore said.

"But obviously, they're afraid of what we might find. It's really deplorable."

"We believe the public should be outraged that their dedicated county workers are being placed at needless risk. Delaware County has a moral obligation to their workers and to the public to allow us full access to their facilities."

To continue putting pressure on the legislature and to build more public awareness, the CSEA Unit recently paid to have printed inserts placed in several local newspapers to get the message out.

Lawson said he hopes the public will call their representatives on the Board of Supervisors and put enough pressure on them that they allow the union full access to all county facilities for the purpose of making work sites safer.

"We're going to make sure that the public is aware of the ridiculous behavior of the county's management when it comes to providing a safe and healthy work place, and we're asking them to help us make a change for the better. We're not going to give up this fight," he said.

— Mark M. Kotzin

Attention: WTC Site Workers, Volunteers

If you were active as a **worker or volunteer** at or near the **World Trade Center site or Staten Island landfill** in New York City following the Sept. 11 terrorist attacks and you were involved in rescue, recovery and/or the restoration of essential services, **you may be eligible for this federally funded program.**

A consortium of occupational medicine providers, under the direction of the Mount Sinai Center for Occupational and Environmental Medicine with the support of the Centers for Disease Control and Prevention/National Institute for Occupational Safety and Health, the World Trade Center Worker and Volunteer Medical Screening Program will offer medical assessments, diagnostic referrals and occupational health education at no cost for eligible participants thought to have sustained exposure to a range of hazards, posing possible short and/or long-term risks to their physical and psychological well-being.

Call the toll-free WTC Medical Screening Hot Line today for more information and to register:

1-888-702-0630.

A calling leads to gospel CD

**Capital Region
Department of
Taxation and
Finance member
records songs to
lift spirits after
Sept. 11**

As CSEA member Lauretha Lige staffed a state phone bank for volunteers who wanted to help in the disaster recovery following Sept. 11, she received many compliments about her voice.

She was one of the many state workers who helped establish a database for police to choose from for volunteers.

Little did Lige know that all of her hard work would eventually lead her to record her first gospel CD.

As a New York State Department of Taxation and Finance worker, Lige usually answers phone calls dealing with taxpayer refunds and questions. Frequently, many calls are from the New York City area.

Several times during these calls, Lige was told she had a beautiful voice.

While participating in various choirs, including the Gospel-Opera concert for the Schenectady Inner City Ministries, Lige realized that through music she was able to get through difficult and stressful times in her life.

Knowing that Sept. 11 was a difficult and eye-opening time for many, Lige decided to wait no further in launching her solo singing career.

"I wanted to do something more to help lift spirits. Through my songs I thought I could do that," said Lige.

On Feb. 18, at CottonHill Studios in Colonie, Lige recorded three tracks: a gospel version of "God Bless America," and "Amazing Grace" and "Do Lord, Remember Me." Through her unique song stylings, she was able to copyright her version of the songs.

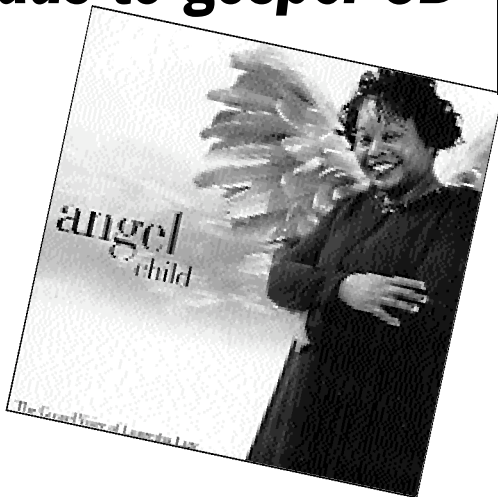
Lige was able to create the simplicity she desired with the help of piano player Diane Hellert.

"I love this demo because it is so simple and beautiful. There is very little background music to these songs," said Lige. "That is why many people liked it."

Lige said she knew this would help her achieve her dreams but also lift spirits and give some optimism to others.

In the future Lige hopes to make a professional career singing gospel music. For now she will continue to work at the NYS Department of Taxation and Finance and await her turn for her dreams to come true.

— Melissa Ventura



Everyday Heroes

North Rockland school custodian reacts quickly to save a life

HAVERSTRAW — Quick thinking and action by a CSEA custodian on the job at the North Rockland School District saved a child's life after the boy began choking during lunch.

Joseph Weyant, 20, from Stony Point has been a custodial worker at the Garnerville Elementary School for about a year. In that time, he said he learned the Heimlich maneuver from posters in the school lunchroom.

Weyant was standing near the garbage disposal in the cafeteria when he noticed the boy standing near his table, trying to cough with his face turning red quickly.

"I ran over to him, squeezed (him) twice from behind and he simply coughed the corn chip into his hand," Weyant said. "Then I walked with him to the nurse's office to make sure he was OK."

The boy later returned to the cafeteria and resumed eating.

"The whole thing happened so quickly that I didn't even realize at first what had happened," Weyant said.

While Weyant had successfully performed the Heimlich maneuver on the child, he had not received any previous training in the procedure. He said he learned what to do through reading instructional posters on the Heimlich maneuver in the cafeteria.

"Before this, I was never sure about how I would react to a situation like this," he said. "Now, at least I know that I can do (the Heimlich maneuver) and I was able to stay calm."

Weyant's actions have also earned him accolades from the district administration, Assemblyman Alexander Gromack and the boy's mother.

"She was very thankful that someone knew what to do," Weyant said.

"Joe really knew what to do and he stayed calm," CSEA North Rockland School District Unit President John Phillips said. "We're proud that he was able to act quickly to potentially save a child's life. We want the district to teach us all the procedure because we've had two choking incidents in two years that could have resulted in tragedy."



North Rockland school custodian Joseph Weyant on the job. Weyant is credited with saving a boy from choking recently.

Weyant said he also wants other CSEA employees to learn the Heimlich maneuver.

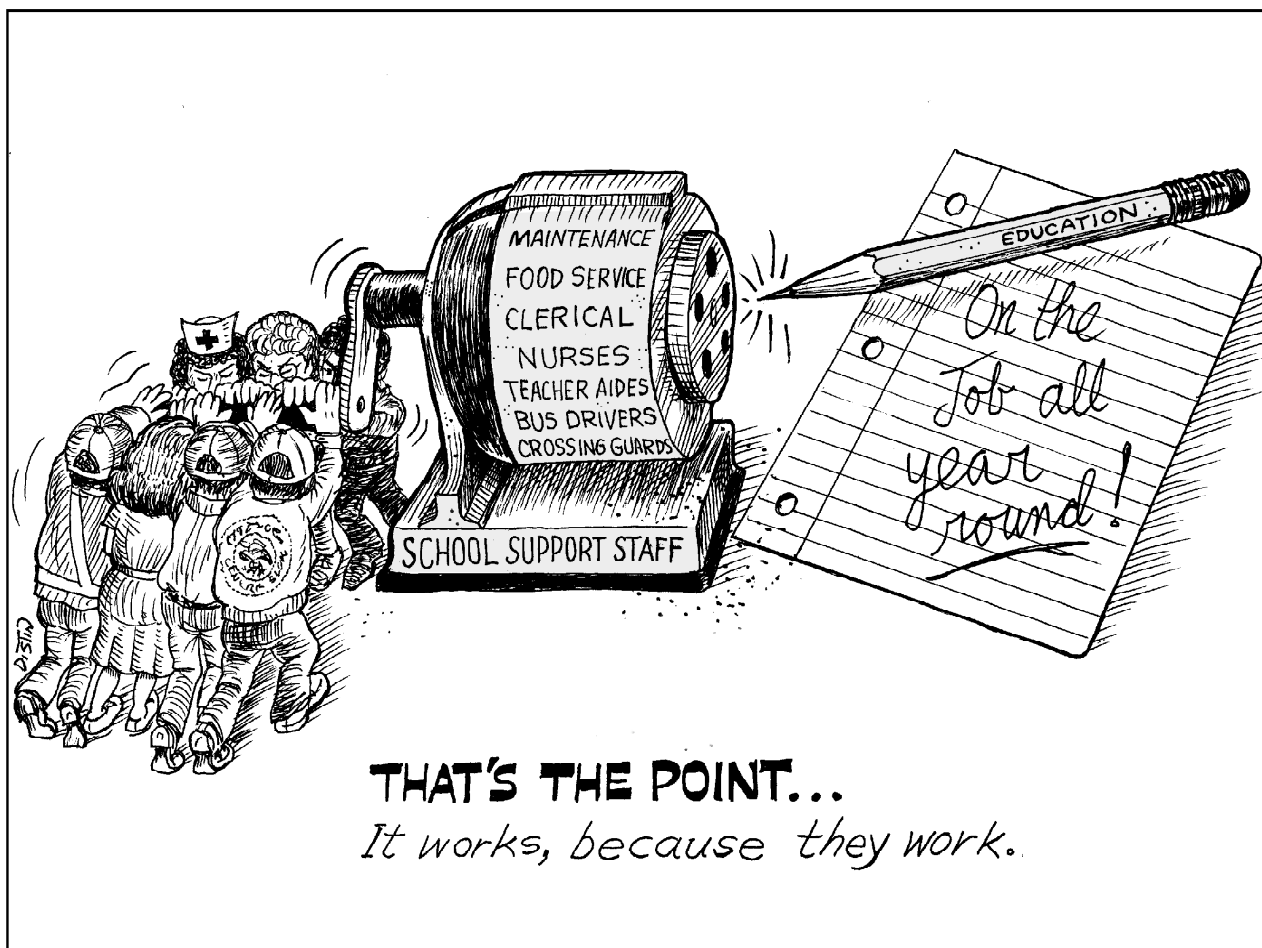
"I have two younger brothers who are still attending school in this district," he said. "I would hope that someone would know what to do should they start choking. You just never know."

— Janice Marra

WORK FORCE FACTS

* In 2000, North Rockland custodian Roberto "Bert" Brucelis performed the Heimlich maneuver on a child who was choking at the Willow Grove Middle School, saving that boy's life.

* Based on the two incidents, CSEA North Rockland School District Unit President John Phillips is working with district administrators to establish a Heimlich maneuver training program for employees.



1987

Fifteen years ago ...

In 1987 CSEA member Clara L. Taylor was brutally beaten to death while working at Rockland Psychiatric Center. CSEA stepped in to help reduce the risk of similar tragedies at other psychiatric centers due to understaffing.

The 47-year-old therapy aide was also a mother to nine, loving wife, friend and co-worker to many in the area.

During her night shift on July 17, Taylor was on duty without any backup help because her co-worker was on vacation. Other substitutes were seldom called upon to work. Due to budget constraints only "high priority wards" would receive overtime.

Rockland's director ordered that no worker would be left alone on duty after the tragic murder. CSEA's president at the time, William L. McGowan, said that this was a step in the right direction that didn't happen fast enough. Addressing deficiencies in the state mental health system is a CSEA priority to this day. (See story on Page 5.)



Also in 1987:

- * Stock market crashes on Black Monday but rebounds in a few days.
- * 18-month-old Jessica McClure is rescued from a well and pulled out with only minor injuries.
- * 200th anniversary of the U.S. Constitution.
- * Top movies of the year include "Moonstruck," "Wall Street," "The Last Emperor," and "Fatal Attraction."
- * INF agreement between U.S. and U.S.S.R. eliminates an entire class of nuclear weapons.
- * NY Giants have a victory over Denver in the Super Bowl, 39-20.
- * Prozac is released for use in the U.S. by Eli Lilly.
- * The marriage of England's Prince Charles and Lady Diana starts to deteriorate and they begin living alone.
- * World population reaches 5 billion.

CBTU conference:
“Keeping the hammer down”

LAS VEGAS — CSEA activists and staff continued their tradition of involvement and contribution at the 31st national convention of the Coalition of Black Trade Unionists.

CSEA President Danny Donohue, a longtime CBTU member and supporter, led a contingent of more than 120 members and staff, making CSEA the largest group of delegates out of 47 different unions represented in CBTU.

CSEA and the CBTU share several common goals in helping working families achieve fairness and respect in their work places.

Affordable housing, English as a second language, cutting the cost of prescription drugs and fighting contracting out are some of the areas CSEA and the CBTU share a common interest.

Union activists must “keep the hammer down,” and stay politically active in the struggle on behalf of working families, William “Bill” Lucy, secretary-treasurer of AFSCME and CBTU president, told the 1,500 delegates in attendance.

Conferees heard the experience of an Enron worker, who like thousands of others, was laid off the same day she received her layoff notice, and how a group of former Enron workers are actively working to recover their lost retirement benefits.

A Town Hall Meeting on economic policy and trade, and the trend of exporting jobs included a panel representing affected unions, including UAW, USWA and others.

A call for union solidarity was issued by AFSCME President Gerald McEntee, which was echoed by the youth conference and newly installed seniors and retirees conference leaders.

Nationally recognized speakers included Rainbow Coalition/PUSH founder the Rev. Jesse Jackson, TV Judge Greg Mathis and actor-producer-activist Danny Glover.

CSEA members and staff pitched in to make the conference a success on several fronts, including registration assistance, packet preparation and workshop leadership.

CSEA members are active in CBTU chapters in Buffalo, Rochester, Syracuse, Albany, New York City and Long Island.

— Ron Wofford



CSEA Nassau County Employee Unit 1st Vice President Les Eason, a health care volunteer at the national CBTU conference, reports on to conference delegates.



Area Labor Federation shows New Alliance

Scores of delegates from 44 affiliated unions, including a large CSEA contingent, recently participated in the first convention of the Capital District Area Labor Federation (ALF).

The Capital District ALF was the first of the Area Labor Federations to conduct its convention since the AFL-CIO restructured its central labor councils into regional bodies last year. CSEA played a key role in that restructuring and has significant representation in the ALFs statewide.

CSEA President Danny Donohue and Executive Vice President Mary Sullivan participated in the program along with Statewide Secretary Barbara Reeves and Capital Region President Kathy Garrison. Reeves and Garrison are officers of the Capital District ALF.

The gathering heard fiery remarks from New York State AFL-CIO President Denis Hughes who said labor is only



Human services workers from the Capital Region take part in a speak-out at the Capital District Area Labor Federation's first convention.

beginning to demonstrate its strength across the state.

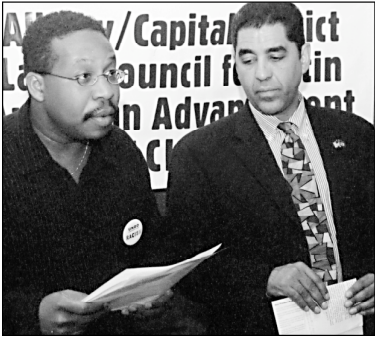
Numerous area political leaders attended the event which included a panel discussion on union activism and a speakout featuring workers struggling to form unions in their work sites.

Latino group, supporters launch campaign for immigration reform

ALBANY — The local chapter of the Labor Council for Latin American Advancement (LCLAA) is joining a nationwide effort to collect 1 million post cards calling for immigration reform.

Gustavo Santos, president of the Albany LCLAA Chapter, explained “Hard-working, tax-paying immigrants should not have to live in fear from arrests and deportation for simply going to work and contributing to America’s economy. President Bush and Congress need to hear from a broad spectrum of Americans who want swift action on immigration reform.”

The post cards urge the nation’s leaders to “support immigration policies that reward work by giving hard-working, tax-paying immigrants already in the United States the opportunity to earn legal status.” They seek to end



LCLAA member Gustavo Santos, left, and Assemblyman Adriano Espaillat, announce the LCLAA’s efforts to push for immigration reform.

outdated immigration laws which force many immigrants and their families to live in fear of being deported.

Miguel Ortiz, treasurer of the local chapter, added that nearly 50,000 members of America’s armed forces are immigrant soldiers.

Other organizations taking part in the community-wide campaign include the Capital District Area Labor Federation, the Coalition of Black Trade Unionists (CBTU), the New York State Labor-Religion Coalition and the Capital District Solidarity Committee.

LCLAA slates convention

The Labor Council for Latin-American Advancement (LCLAA) will hold its 14th convention and National Membership Meeting, “Un Pueblo Unido: Be Powerful! Be Strong!,” from July 31 to Aug. 4 in Dearborn, Mich. Leadership training, affordable housing, community service and outreach, civil rights, occupational safety and health and education reform are among the topics of workshops and plenary sessions. For more information, contact the LCLAA National Office at (202) 347-4223. Registration deadline is July 1.

WORK FORCE FACTS

- ✓ LCLAA represents more than 1.5 million Latino trade union members of the AFL-CIO throughout the United States and Puerto Rico.
- ✓ It advocates for the rights of all Latino workers and their families.
- ✓ LCLAA strives to achieve social dignity, economic and political justice, and a higher living standard for every Latin worker.

www.csealocal1000.net
Visit the Activist Alert area on CSEA's Web site for more labor news.

CSEA annual scholarships awarded

The 2002 scholarships awards \$23,000 statewide to children of CSEA members.

CSEA has announced the winners of the Irving Flaumenbaum and JLT Services Corp./MetLife Scholarship Awards for 2002. The Flaumenbaum Scholarship awards 18 \$1,000 scholarships annually to high school seniors. Three awards are granted in each of CSEA's six regions. Two additional scholarships sponsored by the JLT Services Corp. and Metropolitan Life Insurance Company are being awarded. These awards are \$2,500 each. Members of the CSEA Special Memorial Scholarship committee are: Lamont "Dutch" Wade, chairperson; Kathy Martinez-Walsh, Anita Booker, Barbara DeSimone, Helen Fishedick, Donna Garrett and Jeanette Newman.

Irving Flaumenbaum Memorial Scholarships Irving Flaumenbaum scholarships are named in memory of the former longtime CSEA Long Island Region and Nassau County Local president who died in 1980. The awards go to graduating seniors planning to attend college and are given on the basis of academic achievement, personal achievements and financial need. More than 750 applications were considered.

The 2002 winners of \$1,000 Flaumenbaum scholarships are: LONG ISLAND REGION Musa Khan of Levittown, whose mother, Anjum Khan , is a pharmacy technician at the Nassau Co. Medical Center. Lauren Ginsberg of Copiague, whose mother, Santa Ginsberg, is a page at the Copiague Public Library. Christine Groene of Massapequa Park, whose mother, Catherine Groene, is a Crossing Guard at the Nassau Co. Police Department.



Nominations sought for Carr Leadership Award

Nominations are being sought from CSEA members for the 2002 CSEA Irene Carr Leadership Award which recognizes a member's demonstrated commitment to the concerns of women within the union. The application deadline is July 26 and forms may be obtained by writing or calling Kathy Cahalan, CSEA headquarters, 143 Washington Ave., Albany, NY 12210 (518) 257-1207. Applications may also be downloaded from CSEA's Web site at www.csealocal1000.net. Women and men may be nominated for this prestigious award, which honors the years of work of CSEA Statewide Secretary Irene Carr, who served in that post for 17 years. Nominees may include current or former CSEA members and staff. Carr was instrumental in creating the CSEA Women's Committee and also served as chair of the AFSCME Women's Advisory Committee for more than a decade.

METROPOLITAN REGION Tinu Thampy of Brooklyn, whose father, Thampy Mammen, is a clerk at the State Insurance Fund. Komal Gera of South Ozone Park, whose mother, Surinder Gera, is a clerk at the State Insurance Fund. Suniray Ballard of Brooklyn, whose mother, Delores Ballard Burns, is a developmental aide at the Brooklyn Development Center.

SOUTHERN REGION Michelle Curtin of Walden, whose mother, Rona Curtin, is an outreach worker at the Orange County Health Department. Franklin Philips of Yonkers, whose father, Abraham Philipose, is a stock clerk in the City of White Plains. Jessica Sannicandro of Yorktown Heights, whose mother, Linda Ann Sannicandro, is a school nurse at the Yonkers Board of Education.

CAPITAL REGION Kristen Kaschak of Troy, whose mother, Kellie Kaschak, is a school nurse at Berlin Central School and whose father, Robert Kaschak, is a carpenter at the NYS Education Department. James Trummer of Exeter, whose mother, Cindy Trummer, is a secretary at the NYS DEC. Katherine Zajaceskowski of Broadalbin, whose father, Richard Zajaceskowski, is a maintenance mechanic at the Broadalbin-Perth Central School.

CENTRAL REGION Gabrielle Frisbie of Spencer, whose mother, Deborah Frisbie, is a secretary at the Spencer-VanEtten Central School. Amanda Davies of Binghamton, whose mother, Catherine Davies, is a typist at the Binghamton City School District. Mai-Lin Poon of Elmira Heights, whose mother, Kuei Nu Poon, is a housekeeper at the Elmira Psychiatric Center

WESTERN REGION James Duchesne of Geneva, whose mother, Frances Duchesne, is a teacher's aide at the Geneva City School District. Joseph Pasqualichio of Grand Island, whose mother, Debra Pasqualichio, is a senior court office assistant, at the NYS Unified Court System. Whitney Kaczor of Lockport, whose mother, Linda Kaczor, is a teacher's aide at Orleans Niagara BOCES.

JLT SERVICES AWARD The JLT Service Award of \$2,500 is named in memory of Charles Foster, a longtime CSEA activist who began his career with CSEA in the 1930s and was also the first business officer of the SUNY system. The award is given based purely on scholastic achievement and the recipient must attend a SUNY school. The 2002 winner is Leslie Probst of Ripley. Her mother, Linda Probst, is a principal account clerk at the Chautauqua Health Department.

METLIFE INSURANCE AWARD The MetLife Award of \$2,500 is given in memory of the late Joseph D. Lochner, CSEA's first employee and former executive director who was a CSEA employee for more than 40 years. The 2002 winner is Danielle Farmer of Three Mile Bay. Her mother, Marie Farmer, is a teacher's aide at Jefferson-Lewis BOCES.

What's In It For You?



PLANNING ON RETIRING? CSEA EBF RETIREE DENTAL PLAN IS FOR YOU!

The CSEA Employee Benefit Fund is pleased to announce the creation of a new Retiree Dental Plan to begin July 1, 2002. This plan is offered as an alternative to the programs offered through CSEA and AFSCME to help state and local government retirees manage the increasing cost of dental care. Even if you are not planning on retiring, if you work in local government or a school district, you should consider getting the EBF negotiated into your contract to help you down the road.

- Some of the plan features are:
- \$1,200 annual maximum.
- \$25 annual deductible / \$100 family maximum per year billed after first claim submission of the year.
- Plan services cover many types of dental services. Orthodontics are not included.
- Three-tier monthly rate schedule: \$30 individual/\$60 retiree & spouse/\$90 retiree & family. One year mandatory contract is required.
- 20 percent discounted rate on the second year. This discount is offered to retirees when signing up for a minimum of two years.
- Statewide listing of participating plan providers that accept the

- program as payment-in-full for covered plan services.
- Members may also use non-plan providers when traveling or living out of New York state. Members will be responsible for dentist's charges that exceed the fee schedule of allowances.
- Enrollment is not automatic and certain requirements must be met for plan eligibility:
- Members retiring on or after July 1, 2002, must have been covered by either the EBF State Dental Program or one of the EBF's four local government dental plans (Sunrise, Horizon, Equinox, Dutchess) immediately (or within 90 days) prior to enrolling in the EBF Retiree Dental Plan.
- For local government retirees (counties, towns, cities, school districts, etc.) there is an EBF/Employer Memorandum of Agreement that must be signed in order for these retirees to be eligible. If your employer has refused to sign, that municipality cannot participate in the Retiree Plan.
- Retirees who are currently continuing their coverage through COBRA may elect to purchase the EBF Retiree Plan at the end of their COBRA coverage period.
- If a retiree elects to purchase the dental coverage and then drops coverage at some later date, they are ineligible to re-enroll.
- For further information on this program, interested retirees may fill out the coupon below and return it to the address listed or they may contact Kelly Garceau directly at 1-800-323-2732.

REQUEST FOR INFORMATION FORM
for members interested in enrolling in the CSEA EBF Retiree Dental Plan

NAME _____

Address _____

City _____ State _____ Zip _____

Telephone _____

Please return this form to:
Kelly Garceau, Assistant Director
CSEA Employee Benefit Fund
One Lear Jet Lane, Suite #1
Latham, New York 12110
1-800-323-2732

An Ever Better Future

The CSEA Joint Committee on Health Benefits would like to remind active CSEA represented state enrollees that the 1999-2003 CSEA/NYS Collective Bargaining Agreement included changes effective Jan. 1, 2003, in the prescription drug premium contribution requirement as well as changes under the Empire Plan.

The following list of commonly used health care related terms and their meanings is being shared with the CSEA membership. Enrollees may use these terms to better understand how these changes may or may not affect their families in 2003.

Meanings of Terms Used:

Brand-Name Drug: Any prescription drug that is mainly identified and marketed under a protected name or trade name by an individual drug manufacturer. The Empire Plan currently covers single-source brand name drugs (no generic equivalent) for \$13 co-pay.

Generic-Drug: Any prescription drug that is called by its official, established name, not by a brand name chosen by a manufacturer. Generic drugs contain the same active ingredient as their brand name counterparts and are considered therapeutically equivalent. The Empire Plan currently covers generic drugs for \$3 co-pay.

Formulary: Approved list of prescription drugs covered by a health plan. Depending on the individual plan, enrollees may be limited to only medications approved by the health plan.

Tiered Co-payment Program: Different co-pay requirements for drugs based on how they fall on the plan's prescription drug formulary. Examples within NYSHIP HMO plans vary — the average prescription drug benefit under NYSHIP HMO is: \$5 co-pay for generic, \$15 co-pay for preferred drugs and \$30 co-pay for non-preferred drugs.

Mail Service Pharmacy: The ability to fill prescription drug orders through the mail, usually for maintenance medications. The Empire Plan and most of the HMOs under the New York State Health Insurance Plan (NYSHIP) offer enrollees the ability to use a mail order pharmacy. Use of mail order pharmacy could result in lower out-of-pocket expenses.

Co-payment: A fixed out of pocket expense the patient pays each time he or she visits a health plan provider or receives a covered service. The Empire Plan participating provider co-payment, for active CSEA state enrollees, is \$8. HMO co-pays vary by plan.

Deductible: Applies when using non-participating providers under the Empire Plan. Cost-sharing arrangement where the enrollee will be required to pay a fixed dollar amount of covered expenses each year before

the health plan will reimburse for covered health care expenses. Currently, the Empire Plan basic medical annual deductible for non-participating providers is \$175.

Coinsurance: Applies when using non-participating providers under the Empire Plan. After annual deductible is met, the coinsurance is the cost-sharing arrangement where the enrollee will be required to pay a percentage of the health care services received. For example, under the Empire Plan, once the \$175 basic medical deductible is met, the health plan pays 80 percent of reasonable and customary charges and the enrollee is responsible for the remaining 20 percent (coinsurance).

Premium: New York state helps active CSEA represented state enrollees pay for health insurance coverage. After the state's contribution, the enrollee pays the balance of the premium through biweekly deductions in their paychecks. For example, if the enrollee is in the *Empire Plan*, the state pays 90 percent of the hospital, medical and mental health/substance abuse components of the health care premium for individual coverage. For enrollees with family coverage, the state pays 90 percent of those components of the health care premium for the enrollee, as well as 75 percent of the cost of the dependent coverage, regardless of the number of dependents.

FYI — currently, New York state pays 100 percent of the prescription drug premium, whether you are enrolled under the Empire Plan or HMO.

HMO Premium Cap: If you enroll in an HMO for health insurance coverage, the state will not exceed its dollar contribution (for the above components hospital, medical, mental health/substance abuse) made under the Empire Plan premium. If the HMO premium is higher, the difference becomes the enrollee's responsibility.

A Reminder for NYSHIP Enrollees

Prescription Drug and Empire Plan Health Insurance Changes Effective Jan. 1, 2003

As a result of the 1999-2003 CSEA/NYS Collective Bargaining Agreement, New York state agreed to pay the entire cost of prescription drug coverage under the Empire Plan and Health Maintenance Organizations until Jan. 1, 2003.

In accordance with the current collective bargaining agreement, active CSEA represented state members will continue to contribute 10 percent toward the cost of individual health insurance premium (hospital, medical and mental health/substance abuse components) and 25 percent toward the cost of dependent

health insurance premium (hospital, medical and mental health/substance abuse components). However, **effective Jan. 1, 2003**, active CSEA represented state members will also be responsible to contribute the enrollee portion of 10 percent of the cost of individual prescription drug premium and 25 percent of the dependent prescription drug premium under the Empire Plan and Health Maintenance Organizations.

Active CSEA-represented state employees enrolled in the Empire Plan should be aware of contractual co-payment changes effective Jan. 1, 2003. The participating office visit co-payment increases from \$8 to \$10; prescription drug co-payments increase from \$3 generic/\$13 brand (single source) to \$5 generic/\$15 brand (single source). The non-participating provider deductible will increase from \$175 to \$185.

Although it is still too early to know what the 2003 health insurance premiums will be, it is reasonable to expect enrollee responsibilities to increase due to the continued rising cost of health care.

If you have any questions regarding these changes for 2003, please contact the CSEA Joint Committee on Health Benefits at 518-785-4774 or 1-800-286-5242 or you may send an e-mail to jchb@cseainc.org.

The Empire Plan NurseLine



The Empire Plan offers health information and education to CSEA state enrollees and their eligible dependents 24 hours a day, seven days a week. Enrollees can contact the Empire Plan NurseLine toll-free at 1-800-439-3435 to learn more about:

- Minor illnesses or injuries
- Chronic conditions
- How to prepare a list of questions to ask your doctor
- How to choose the right care for your situation.

When you call the number, you can speak to a registered nurse, who can assist you with your question or concern. You can also choose to listen to audio messages of more than 1,000 topics such as child health and development, men's health, women's health, nutrition and many more. If you wish to listen to the audio tapes you need to enter PIN number 335 and a four-digit topic code from the Empire Plan NurseLine brochure. If you do not have a copy of the brochure or would like more information about the NurseLine Program, you can call 1-800-439-3435.



FROM



TO



Grievances can address both contract, non-contract issues

The grievance procedure provides a means for workers, without jeopardizing their jobs, to address worksite issues and hopefully receive a fair hearing by higher levels of management, and gain resolution.

Read your contract

CSEA and employers generally define a grievance as a dispute over a violation, misinterpretation or misapplication of the contract. But collective bargaining agreements vary considerably in the way in which they define the term grievance. Your contract language is the one that counts.

In addition to contract grievances, procedures for non-contract issues — complaints that do not fall within the definition of a grievance — may also be addressed in your contract. Some examples include: violations of past practice, civil service statutes, health and safety regulations, local ordinances and state or federal law.

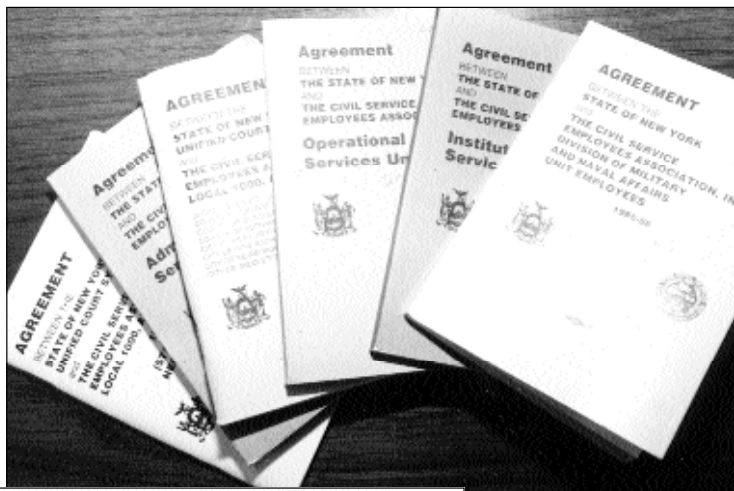
Your contract may also provide access to a disciplinary grievance/appeal procedure. If it doesn't, or if the disciplinary grievance procedure does not apply to all bargaining unit members, some workers may have protection granted through Section 75 of the Civil Service Law.

Procedure

A grievance is generally brought by a worker in response to an action or violation by management or in some cases by management's lack of action. The worker, through CSEA, disputes the appropriateness of management's action.

When management responds to a worker's grievance, it outlines its reasons for making its decision. In the case of a negative decision, the CSEA shop steward evaluates the decision and judges whether management's conclusion is correct based on the steward's understanding of the contract and prior decisions on the same issue.

If management's response is not acceptable, CSEA may have the option to take the issue to an outside third party — an arbitrator — for an impartial, binding resolution of the dispute. This is called binding arbitration.



CSEA exposes asbestos problem in Nanuet school; leader faces charges for blowing the whistle

WHISKEY — The discovery of asbestos in the Nanuet school district has caused a rift between the district and the CSEA. The CSEA has been accused of blowing the whistle on the problem, and the district has filed charges against the CSEA leader.

CSEA there all the way

SARATOGA SPRINGS — "I went through hell to get almost to heaven," a triumphant Linda Terricola said gleefully. CSEA leaders shepherded Terricola's delicate walk through 10 months of courtship to get her job back.

Contract, grievances shield workers from management abuse

CSEA is preparing managers of Highland Residential Center with grievances to improve working conditions, curb employee turnover and ease understaffing. The state Office of Children and Family Services (OCFS) has agreed to meet with CSEA.

Family Medical Leave Act helps settle case

JOHNSTOWN — CSEA recently settled a lawsuit under the Family and Medical Leave Act (FMLA) winning a probationary employee his job back plus six months back pay totaling \$15,000. Christopher Schworm was on probation as a Youth Division Aide at the Tryon Girls' Center in the Office of Children and Family Services (OCFS).



At left, CSEA's innovative grievance triage system has an impressive track record of reducing backlogs of grievances filed by state employees. Ross Hanna, at left, CSEA's director of contract administration, discusses a grievance with arbitrator Jeffrey Selchick, center, and Richard Dautner, deputy counsel for the state Governor's Office of Employee Relations.

Nassau Co. faces fines, union wrath

Nassau County is thumbing its nose at a court order to pay tens of thousands of dollars in back pay to a CSEA member, and the union wants the county fined as punishment.

The hospital was ordered to pay the back wages and benefits, and recently was held in contempt of court for ignoring that court order.

This decision should send a clear message to all governments big and small that they should not mess with CSEA. "We will use all of our legal resources and fight to protect their contract rights, even if the case takes years," Donohue added.

The Nassau County case, handled by CSEA's attorney Lou Stober Jr., has taken years of its way through the courts, with CSEA at every step and the county appealing.

Illustrations of how the grievance procedure is used, clockwise from top; whistleblower protection, nonpayment of back pay to a member who was reinstated to a county job, use of the Family Medical Leave Act, work place safety rights and accusations by management of mismanaging department money.

CSEA From A to Z is a regular feature of *The Work Force*. If you have a topic you'd like to see covered, contact Lou Hmieski, executive editor, at 518-257-1273 or hmieski@cseainc.org.

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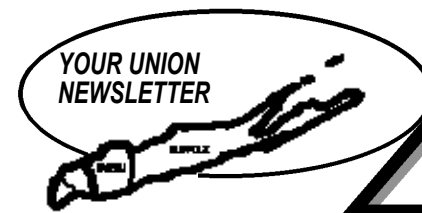
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CSEA NASSAU COUNTY LOCAL 830 EXPRESS



CSEA Will Seek a New Contract that Responds to the Needs of Our Members

A Message From Nassau County Local 830 President Anthony P. Giustino

The year 2003 will be an extremely important one for all of us. As most of you know, the CSEA contract with Nassau County will expire on Dec. 31, 2002. Very soon, our Negotiations Committee will begin a series of meetings at which we will put together a list of contract demands for the county to consider. Bargaining sessions will begin later this year.

Although we are all mindful of the county's budgetary problems, it is my intention not only to protect the hard-won gains of the past, but also to ask for expanded benefits that reflect the realities of living on Long Island. Our next contract will have to be financially persuasive if County Executive Suozzi is to realize his goal of attracting "the brightest and the best" to the county work force.

The contract that is approved will probably take us to the year 2006 or beyond. Not only will it

determine our salaries and benefits, but it will govern our working conditions and set forth standards for virtually all employee/management interaction. It's an important document that will effect the lives of us all. And that is why I am asking for your input.

Elsewhere in this issue, you will find a form that solicits your ideas and suggestions for the new contract. I urge you to fill it out carefully and return it to your Unit president with a copy to the Local 830 office, 400 County Seat Drive, Mineola, N.Y., 11501.

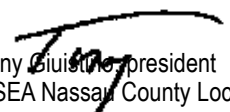
The negotiation process is a long and arduous one. Our present contract took almost two years to negotiate. A CSEA negotiating team made up of all Unit presidents and elected Local 830 officers has been selected to represent our members at the bargaining table. As president, I will head that team, and I pledge to you that every suggestion received

from our members will be given serious consideration.

My goal is to negotiate the strongest and most meaningful contract possible. It must protect the rights and benefits of our members while providing them with a decent living wage.

I look forward to your input.

Yours in unionism,


Tony Giustino, President
CSEA Nassau County Local



Honored

Local 830 Executive Vice President Jane D'Amico, center, was chosen as one of "90 Women for 90 Years" by the Girl Scouts of Nassau County as part of the 90th Anniversary of Girl Scouting in America. D'Amico, who also serves as chair of the Local's Women's Committee, was honored for her "contribution to the Girl Scouts and the community." In the photo above, D'Amico accepts her award from Christine Rio, President and Chief Volunteer Officer (left) and Donna Ceravolo, Executive Director, Girls Scouts of Nassau County. The ceremony took place in June at Hofstra University.

Suozzi Administration Kills Voluntary Leave Program

The new administration of Nassau County Executive Tom Suozzi has ordered an end to the Voluntary Leave Program for county workers that has been in place for several years.

The program allowed employees, on a voluntary basis and without impacting their benefits, to take leave without pay for an agreed upon period of time.

"I'm disappointed and troubled that an administration that claims to be seeking solutions to a fiscal crisis would kill a plan that has successfully saved the county money for so many years," said CSEA Nassau County Local President Tony Giustino.

"Besides being fiscally unwise, the

decision to end the program also hurts the CSEA members who intended to participate. I will continue to press this administration to reverse its decision," Giustino added.

Under the program, employees could take a maximum of 60 days of volunteer unpaid leave in each calendar year without affecting their accrual of vacation, sick and personal leave time. Health benefits also were not affected, but participants had to pay out of pocket other normal paycheck deductions, such as CSEA dues, credit union payments and insurance. Voluntary leave also reduced their service time for pension calculation purposes.

The
Work Force

CSEA Nassau County Local 830

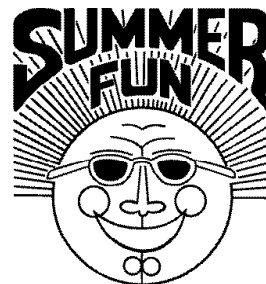
EXPRESS

July 2002 • Vol. 7 No. 7

A Monthly Publication of CSEA Nassau County Local 830
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*Taking a Retirement Incentive?***CSEA to Sponsor Pre-Retirement Seminar**

A pre-retirement and financial planning seminar that will focus on long-range and short-term planning for members in all tiers, will be held on Wednesday, July 24, 2002, from 9 a.m. to 5 p.m. at Nassau Community College in Garden City. The day long seminar will also deal with the retirement plans of members who intend to take advantage of the current incentive programs being offered by New York state and Nassau County.

The program, sponsored by CSEA Nassau Local 830, will feature representatives from the New York State Retirement System, Social Security Administration, Deferred Compensation and the CSEA retirement counselor.

The schedule follows:

9-11 a.m. - Social Security

11 a.m. -1 p.m. - Deferred Compensation

1-2 p.m. - Lunch Break

2-3 p.m. - CSEA Retirement Counselor

3-5 p.m. - NYS Retirement System

The program is free and will be held in the multipurpose room of the College Center Building. (Use Hempstead Turnpike entrance.) Lunch will be served. Seating is limited so early registration is suggested by calling Judy or Jewel at 571-2919. Because the program will be held on a workday, members who wish to attend must take an entitlement.



See Page 3 in the July edition of *The Work Force* for more about 25/55 and what it means to you.

www.csealocal1000.net

Log on for current updates and useful information for all members.

Women's Committee Backs Pancreatic Cancer Walk

The CSEA Women's Committee is urging union members to support the Pancreatic Cancer Walk set for Sunday, July 28, at Old Westbury Gardens.

"This is a very worthy cause and we hope that as many of our members as possible will sign up and participate," said Jane D'Amico, Local 830 Executive Vice President and Women's Committee Chair.

D'Amico noted that all paid registrants will be given a free T-shirt on the day of the walk. Free refreshments will also be available.

Prizes will be given to the top fund-raising team and to individuals who achieve various fund-raising levels. Registration forms and sign-up sheets are available at the CSEA office, 440 County Seat Drive, Mineola, and at all Wiz stores.

Registration fee is \$20 until July 15 and \$25 thereafter up to the day of the walk. Donations must be received by July 10 to qualify for major prizes.

On-site registration for the walk starts at 8 a.m. on July 28 and the walk begins at 9 a.m. For more information call 516-803-2304 or 1-866-789-1000.

*Cites "Faulty Reasoning"***Giustino Blasts County On Drug & Alcohol Stand**

The reasoning behind county plans to privatize services now provided by the Department of Drug and Alcohol is hopelessly flawed, according to Nassau CSEA President Tony Giustino.

Referring to a *Newsday* article promoting the privatization of various programs within the county's human services system, Giustino said that "many of the reasons cited ... lack merit or misrepresent the facts."

Giustino pointed to a quote by "county officials" stating that "revamping will significantly improve the quality of care in programs."

In a rebuttal letter to County Executive Tom Suozzi, Giustino responded: "With respect to the Department of Drug & Alcohol Addiction, the quality of care rendered has always been exemplary. In fact, the official regulatory agency, the New York State Office of Alcoholism and Substance Abuse Services (OASAS) has consistently licensed the Department of Drug & Alcohol Addiction programs for a period of three years, the longest possible licensing duration period, due to the high quality of services which are offered."

With respect to the issue of "continuity of care," Giustino noted that Drug & Alcohol, in its 30 years of existence, "has evolved into a highly structured operational continuum, offering a diverse array of treatment services."

Giustino also addressed the fact that county-operated facilities such as Topic House and the Plainview Rehabilitation Center have fallen into a state of disrepair due to county negligence over the years.

"For years, county employees have continued to work in these substandard work environments while maintaining top notch services. The county should invest in refurbishing these facilities and county employees should continue to provide essential high quality services to our citizens," Giustino said in his letter.

Giustino took particular issue with a quote by county official Jack Gallagher, who said of the county's involvement in these services: "We're not good at it ... those other (agencies) are experts at it."

"We must ask Mr. Gallagher why a department such as Drug & Alcohol Addiction, with a 30-year reputation of outstanding service, is considered to be 'not good at it.' The reality is, it is county employees, not other agencies, that are experts at it," Giustino said.

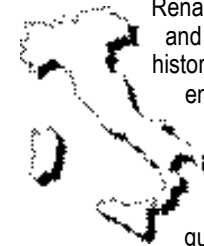
Giustino also noted that the cost of treatment, particularly for in-patient rehabilitation programs, is reimbursed by OASAS by as much as 100 percent. He maintained that privatization "would certainly cost the county additional funds."

Giustino mentioned the fact that the three previous county executives were strong advocates of Drug & Alcohol services. "To abandon that commitment, or to farm it out to privateers, is an injustice to the people of Nassau County and an insult to those dedicated county workers who have continuously provided direct treatment services, successfully servicing a diverse and often challenging client population."

"Best of Italy" Tour Planned For CSEA 2003 Travel Program

CSEA members, family and friends will have the opportunity next spring to experience the sights, sounds and tastes of sunny Italy as participants in the union's discount travel program.

The 11-day, 10-night trip is planned for April 27 to May 7, 2003, and will take CSEA travelers from the north (Florence, the birthplace of the Renaissance) to south (the azure grottos of the Isle of Capri) and much in between. The trip will blend Italy's extraordinary history and culture with its spectacular scenery, exciting entertainment and mouth-watering cuisine.



The tour includes: round trip airfare, transfers to and from the airports in New York and Rome, luxury, air-conditioned motor coach travel in Italy, nine nights hotel, 14 meals and welcome drink, and fully guided visits to Rome, Assisi, Venice, Pisa, Tuscany, Florence, Isle of Capri, Naples, Sorrento and Pompeii.

A valid passport is required.

The cost of the trip is \$2,585 double occupancy, \$2,885 single occupancy and \$2,515 triple occupancy. Special lower rates are also available for children ages 5-12 (\$2,085) and teen-agers 13-19 (\$2,485). Children under 5 are not allowed. The rates, which may change slightly if taxes are increased, are based on 30 person minimum for the trip. A \$300 deposit is due upon booking and the balance is due by Feb. 20, 2003.

Cancellation penalties range from \$100 plus airline fees for 90 days

notice to 50 percent forfeiture and airline fees for one to seven days notice. All fares and fees are forfeited for day of departure cancellation.

"Cancellation insurance is available and highly recommended," said Alice Groody, CSEA's in-house travel planner. Groody is available to assist with a complete itinerary, other additional information and reservations Tuesdays through Thursdays during regular business hours at 571-2919, Ext. 26. On Mondays and Fridays, the person to call is Kay at 573-7565.

The CSEA travel program is completely self-supporting and is not subsidized with union dues. CSEA accepts no liability in conjunction with these trips.

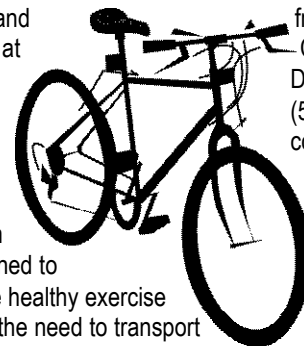
To Your Health!

CSEA's Free Bike Program Available at Two Parks

CSEA's HIP/Healthy Heart Program will continue to offer free bicycle rentals for members, friends and families at two Nassau County parks. The program is designed to promote healthy exercise without the need to transport your own bike.

The new bikes are located at the Eisenhower Park Security Office at Parking Field No.2 and at the Cedar Creek Park administration building. Helmets are also available at no cost.

To check out the bikes,



members must first obtain their cycling program identification card, which is available weekdays from 8 a.m. to 2 p.m. at the CSEA office, 400 County Seat Drive, Mineola. Please call ahead (571-2919) to make sure the ID coordinator is in.

Eisenhower Park is located in East Meadow with entrances at Stewart and Merrick Avenues and at Hempstead Turnpike and East Meadow Ave. Cedar Creek Park is located off Merrick Road in Seaford, about a half-mile east of the Wantagh Parkway.

Mammography Screening Program Fact Sheet

To Make Your Appointment, Please Follow These Easy Steps

EFFECTIVE JULY 24, 2002



The "Mammography Screening Program" is a benefit negotiated by CSEA for all Nassau County government employees, regardless of insurance carrier or coverage. This benefit allows you to go to the Nassau University Medical Center BREAST IMAGING CENTER on your work time and with no out-of-pocket cost to you. You will stay as long as it takes to get a proper diagnosis and you will meet personally with the doctor to discuss the results.

1. Call the NUMC Breast Imaging Center at (516) 572-5781 to schedule an appointment. (If you get a recording, identify yourself as a CSEA member and leave your phone number.) Appointments for county employees will be held on Wednesdays from 9 a.m. to 3:30 p.m.
2. When you call, you will reach the CSEA Mammography Program "Hotline" Voice Mail System. Please leave your name, daytime phone number and best time to be reached. A scheduler from the Breast Imaging Center will promptly return your phone call and schedule your examination.
3. Fill out a departmental time and leave slip; check "other," and write "mammography screening." Submit it to your supervisor.
4. Mammography screening will be given with no out of pocket expense to you. Your insurance company will be billed. If you have insurance, bring your insurance card with you, and an employee ID card if you have one. Also bring your prior mammographic films with you, if you have any.
5. A parking map is available through your department coordinator. The designated parking spaces on the map will be free of charge or you may park at your own expense in the paid parking lot. Inside NCMC, follow the rose-colored "Breast Imaging Center" signs.
6. Upon returning to work, you will be required to submit documentation to your department. The documentation will be supplied by NUMC at the time of the examination.
7. You will be excused with authorization and will be granted leave without loss of time or pay for travel and examination.

CSEA/HIP “Healthy Heart” Program**Colorectal Cancer – Risks and Prevention**

With the assistance of a grant from HIP, Nassau Local 830 is conducting an ongoing “Healthy Heart” program in an attempt to exert a positive influence on the daily living habits of union members in areas that affect health. The following is another in a series of Healthy Heart articles that are running in The Express in conjunction with the program.

This month’s Healthy Heart column focuses on colorectal cancer, the third most common cancer among men and women in the United States. Screening is an important means of detecting this disease early, when chances of cure are highest. Most colorectal cancers begin as premalignant polyps. Risk factors include a personal or family history of colorectal cancer or polyps, inflammatory bowel disease (colitis or ileitis), physical inactivity, a diet high in fat and low in fruits and vegetables. The majority of people have no symptoms for many years, so screening and prevention are the two best means for lowering your risk.

How Common is Colorectal Cancer?

Colorectal cancer is the second leading cause of cancer deaths in the U.S. It’s most common in men and women over the age of 50.

- * Women are as likely as men to die from colorectal cancer
- * African-Americans have higher colorectal cancer incidence and mortality rates than Caucasians
- * If found early, colorectal cancer is more than 90 percent curable, while fewer than 10 percent of cases in an advanced stage are cured
- * Only 41 percent of Americans who should be screened are tested
- * Colorectal cancers start as benign growths (polyps), which can be easily removed to prevent cancer
- * An estimated 129,000 new cases of colorectal cancer are diagnosed each year

What are the Symptoms of Colon Cancer?

Colon cancer may have no symptoms in the early stages. As the cancer grows, symptoms may include:

- * A change in bowel habits
- * A change in the way bowel movements look
- * Diarrhea or constipation
- * Blood in the bowel movement
- * Weight loss, fatigue or anemia
- * Abdominal pains

These symptoms can also be caused by conditions far less serious than cancer, such as hemorrhoids and ulcers. If you are concerned about these symptoms, don’t hesitate to talk with your doctor.

Who Should Get Regular Screenings for Colon Cancer?

Beginning at age 50, all women and men should be screened for colon cancer regularly. Be sure to discuss your risk of colon cancer with your doctor. If a close family member has colon cancer, you may need to get screened at an earlier age.

What are Colon Cancer Screenings?

There are four recommended screening tests for colon cancer. You and your doctor will decide which one is right for you. How often you get screened depends on which test you have and the results of those tests. If you are age 50 or older, the American Cancer Society recommends that you

have one of the following screening options.

- * Colonoscopy every 10 years — a colonoscopy examines the entire length of the colon. It is the best and most comprehensive weapon against colorectal cancer, this procedure both detects and prevents the disease, through the removal of pre-cancerous colon polyps. It is usually done in a hospital, clinic, or sometimes a doctor’s office.

- * Flexible sigmoidoscopy every five years — a 10-minute procedure in the doctor’s office, a sigmoidoscopy examines the lower third of the colon, where 50 percent of cancers and polyps occur.

- * Yearly Fecal Occult Blood Test (FOBT) — taken in the privacy of your own home, and mailed to a lab for testing, this test examines a smear sample of your stool (feces) for hidden blood — a sign of possible colorectal cancer. This test is best done in combination with a rectal exam.

- * Double contrast barium enema every five years.

How Can I Prevent Colon Cancer?

- * Beginning at age 50 (or sooner if recommended by your doctor), get screened regularly.

- * Get at least 30 minutes of physical activity daily. Physical activity decreases your risk by possibly reducing the time for your body’s waste to move through the colon.

- * Eat **less than** two to three servings of red meat a week. Cooked meat contains chemicals that may cause cells to become cancerous.

- * Take a multivitamin with folic acid every day. Taking multivitamins containing folic acid everyday helps prevent cells from becoming cancerous.

- * Try to achieve and maintain a healthy weight. Heavier weight is related to certain hormone levels, which may cause cancerous cell development.

- * Eat five servings of fruits and vegetables every day. Vegetables and fruits contain phytochemicals and folic acid which helps block cancerous cell growth.

- * Drink less than one serving of alcohol a day. Greater amounts can lead to lower folic acid absorption which may contribute to cancerous cell development.

Additional Information

If you would like additional information on colon cancer or screening options:


1. American Cancer Association at 1-800-ACS-2345 (website: www.cancer.org)
2. National Colorectal Cancer Research Alliance at 1-800-872-3000 (website: www.nccra.org)
3. Face the FAP (hereditary link to colorectal cancer)




website:

www.facethefap.co

Sources: Adapted from Harvard Center for Cancer Prevention fact sheet.
“Be a Star in the Fight Against Colon Cancer” — NCCRA brochure.



IN CONJUNCTION WITH



(Formerly Nassau County Medical Center)

Center of Primary Care

ANNUAL PHYSICAL

- No co-pay for CSEA members and family
- All testing done at one facility
- Permit for free parking
- Test results sent to your own physician or NUMC physician

Center of Primary Care can be used for all your comprehensive health care needs with the same benefits

HOURS:
Tuesdays — 5 - 7:30 p.m.
Wednesdays — 1 - 3:30 p.m.

For further details and appointments call:
572-5380

CSEA NASSAU LOCAL 830 — TONY GIUSTINO, PRESIDENT

Please Fill Out And Return



NASSAU LOCAL 830

TONY GIUSTINO, PRESIDENT

**It's Contract Negotiation Time Again!
AND WE'RE LOOKING FOR YOUR IDEAS
FOR THE 2003 CONTRACT**

In anticipation of upcoming negotiations, we are requesting your input. This is your opportunity to tell us what you want in your contract. Every proposal will be given serious consideration. Its acceptance will be subject to negotiation.

1. What benefits in your current contract do you absolutely not want changed? Please be specific.

2. Are there any sections of the current contract that you especially want changed or the language clarified? Please explain.

3. What additional benefits do you want to see included in your next contract? Why? Please explain in as much detail as possible.

NAME _____ PHONE (W) _____ (H) _____

ADDRESS _____

DEPT/UNIT _____ SHIFT _____

IF NEEDED, PLEASE USE ADDITIONAL PAPER.

IF YOU NEED ASSISTANCE WITH THIS FORM, SEE YOUR UNIT PRESIDENT.

**PLEASE RETURN THIS FORM TO YOUR UNIT PRESIDENT OR TO THE CSEA OFFICE:
400 COUNTY SEAT DRIVE, MINEOLA, NY 11565**



Task Force

OUR GOALS

- ♦ Deal with discrimination/human rights issues in the work place.
- ♦ Provide guidance, outlets and methodology to CSEA members in discrimination/human rights issues in the work place.
- ♦ Update, communicate with and inform members about CSEA structure, election process, officer selection, staff and employment opportunities.
- ♦ To listen.

THE FOLLOWING CSEA TASK FORCE MEMBERS ARE AVAILABLE FRIDAY MORNINGS. IF YOU HAVE ANY QUESTIONS OR WANT AN APPOINTMENT, PLEASE CALL THEM AT THEIR LISTED NUMBERS.

Rudy Bruce — 571-7200
Carolyn Jones — 571-0911 / 527-6678
Tim Corr — 571-2919, Ext. 14

CSEA
NASSAU LOCAL 830

**KNOW YOUR RIGHTS!
Sub-Contracting**

CSEA BARGAINING AGREEMENT (SECTION 32-1)

The County shall make good faith efforts to avoid the unnecessary assignment of CSEA Unit work to persons not in the CSEA Unit.

CSEA BARGAINING AGREEMENT (SECTION 32-3)

Before assigning CSEA work to persons not in the CSEA Unit:

- (a) The County shall provide notice to CSEA stating the County's needs, and;
- (b) CSEA may, within ten (10) days thereafter, propose alternatives to satisfy the County's needs; and
- (c) If CSEA proposes alternatives, the County and CSEA shall meet and confer with respect to CSEA's proposals.

*If you suspect that CSEA jobs
are being assigned to persons
not in the CSEA Bargaining Unit,
we urge you to report it to us at 571-2919.*