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Sector

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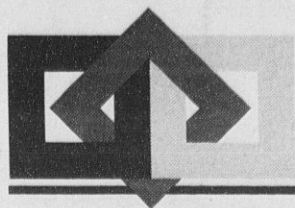
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Court employees are now eligible for Labor Education Action Program: **Page 15**

November is annual insurance transfer month for state employees: **Page 16**

CSEA encourages all members - Get out and vote

On the Cover:

CSEA delegates and activists march in support of Monroe County members without a contract. Carrying CSEA banner are Metropolitan Region President George Boncoraglio, CSEA Treasurer Maureen Malone, CSEA President Danny Donohue, Central Region President Jim Moore and Southern Region President Maryjane MacNair.



On the back:

CSEA proudly encourages members to vote for H. Carl McCall for Comptroller and Karen Burstein for Attorney General on Nov. 8.



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✓ Coupon to order new safety and health booklets: **Page 17**

✓ *Who are the best candidates?*

CSEA endorsements help you decide

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THE PUBLIC Sector

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The Civil Service Employees
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Privatization of county health facilities denounced

CSEA, community leaders blast Nassau County officials

MINEOLA — Top union officials teamed up with key Nassau County community leaders at the Nassau County Board of Supervisors meeting recently to denounce the county's consideration of privatizing Nassau County Medical Center, A. Holly Patterson Geriatric Center and nine community health centers.

CSEA President Danny Donohue, CSEA Long Island Region President Nick LaMorte, CSEA Nassau County Local 830 President Rita Wallace and AFSCME New York Area Director Eliot Seide were among the leaders who told the county's elected officials and the packed meeting room to "Keep Public Health Public — Don't sell us out."

Nassau's public health facilities are currently at risk of being sold or leased. Privateers were given the opportunity to bid on taking over the facilities under a request for proposals released in July. Those proposals were due back to the county by the end of October.

Despite assurances from county politicians that privatization will only proceed if it achieves significant savings for taxpayers, maintains services and protects employees, there are no guarantees beyond the political rhetoric. CSEA is taking no chances with its members' futures.

The union has distributed thousands of



informative brochures, run advertisements about what is at risk and has been working with its members and community groups in a grassroots effort to bring about cost-effective improvement of Nassau public health services instead of the county's political quick-fix.

"CSEA/AFSCME is absolutely committed to this fight to keep public health care public," Donohue told County Executive Thomas Gulotta and the Board of Supervisors. "We are willing to work with you in a true partnership to improve the operation of Nassau's outstanding facilities for everyone's benefit."

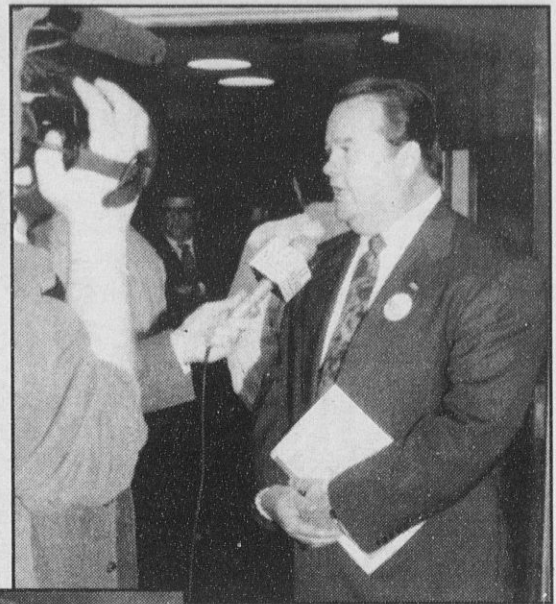
"Nassau's public health facilities have a unique role that profit-oriented operators can't fill," added CSEA Long Island Region President LaMorte. "That role should not be taken for granted."

Nassau County Local 830's Wallace chided the county officials for wasting taxpayers' money on the privatization initiative instead of pursuing employee involvement in meaningful change.

Speaker after speaker at the meeting called the privatization initiative ill-advised and insisted on public input that the

county officials have so far avoided.

There is no specific timetable on when or if any of the privatization proposals will be accepted. CSEA's Donohue warned the county officials however, that "CSEA won't go away."
— Sheryl C. Jenks



SENDING A MESSAGE— CSEA President Danny Donohue, above, speaks with a television reporter while Local 830 President Rita Wallace, left, joins community leader John Kears of the Economic Opportunity Commission.



At right is Long Island Region President Nick LaMorte.



Riverhead sanitation worker finds, returns, small fortune

RIVERHEAD — Sonny O'Kula bent down to pick up a bottle cap, hoping to win a contest for a car, when he really hit the jackpot. He found \$15,900 in cash and checks in the midst of a pile of garbage.

It was a typical day at the Riverhead Garbage Transfer Center for Sanitation worker O'Kula until he saw the money and thought he "hit the motherload." He never hesitated about returning it.

"I came back and told my boss to contact the police department," said O'Kula, a husband and father of three.

After returning the money, O'Kula instantly became a folk hero, returning faith to many who thought honesty like that had gone the way of leisure suits.

"I had to make my 14-year-old my public relations man

because I was getting so many calls," said O'Kula, who lives and works in Riverhead, where he was born and raised.

"The money belonged to the Suffolk College bookstore and the employee who accidentally threw it away was so grateful. When I returned the money she came to see me," O'Kula said. "I'm her guardian angel now."

The woman insisted on giving O'Kula \$50 to take his wife out to dinner.

The bookstore gave O'Kula \$500 and the town recognized his good deed by giving him an award.

"The people from the bookstore were overwhelmed. They were ecstatic. I believe that money was destined to get back to her," O'Kula said. "I just helped make it happen."

What does his family think of their suddenly-famous dad?

"When I first told my family, my little boy said 'You did what?!' He's been dying for a dirt bike. But when they saw me on television they were really happy," O'Kula said.

This is O'Kula's second time discovering gold in garbage in the 13 years he has worked at the landfill.

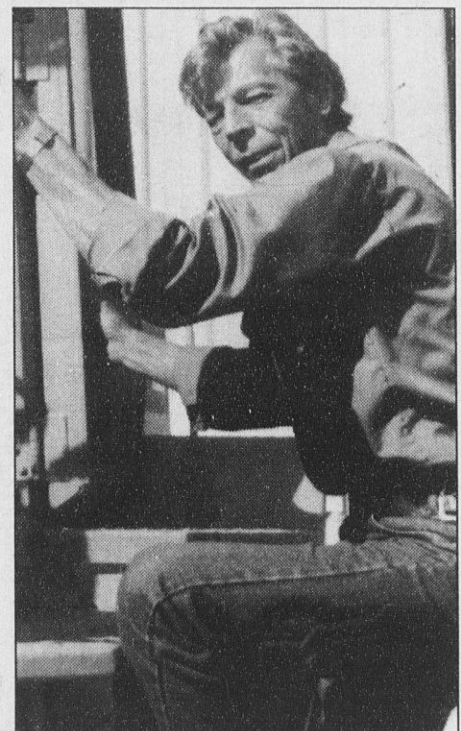
Eight years ago while sifting through the garbage he found \$450 for a frantic 7-11 store employee who realized she had thrown it out.

And what about the bottle-cap contest?

"Out of 300 bottle-caps, we won a t-shirt," O'Kula said with a laugh.

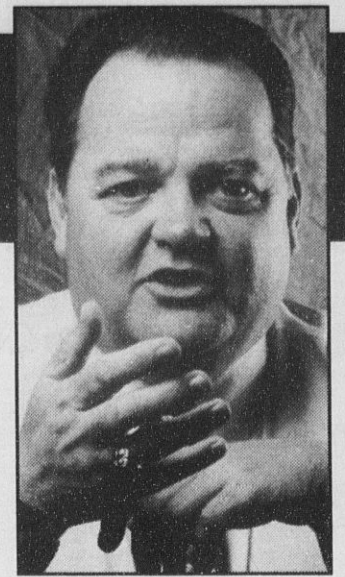
But for his honesty, he's surely won a place in heaven and in the hearts of many whose faith he has restored.

— Sheryl C. Jenks



Sonny O'Kula - an honest man with a clear conscience.

A message from CSEA President Danny Donohue



Memory of victims of violence reflected in union's commitment to improving workplace safety

It was only two years ago that we suffered through the loss of four Schuyler County workers who were murdered simply for doing their jobs.

The memory of Florence Pike, Phyllis Caslin, Nancy Wheeler and Denise Miller VanAmburg lives on in CSEA not only in a memorial which we dedicated to them last Spring but also in our continuing commitment to making worksites safer.

I can report to you today that while there is progress on some fronts we still have our work cut out for us.

Let's take an inventory of where we are today:

- Union staff visited more than 100 worksites and met with management officials to develop better security measures.

- CSEA published "Security in the Workplace," a booklet which provides both employees and employers with many helpful ideas on making worksites safer. The booklet includes many ideas which can be implemented at little to no cost. Call us at 1-800-342-4146, extension 362, for a copy. The booklet is so informative that it has received national attention. I'm really proud of it.

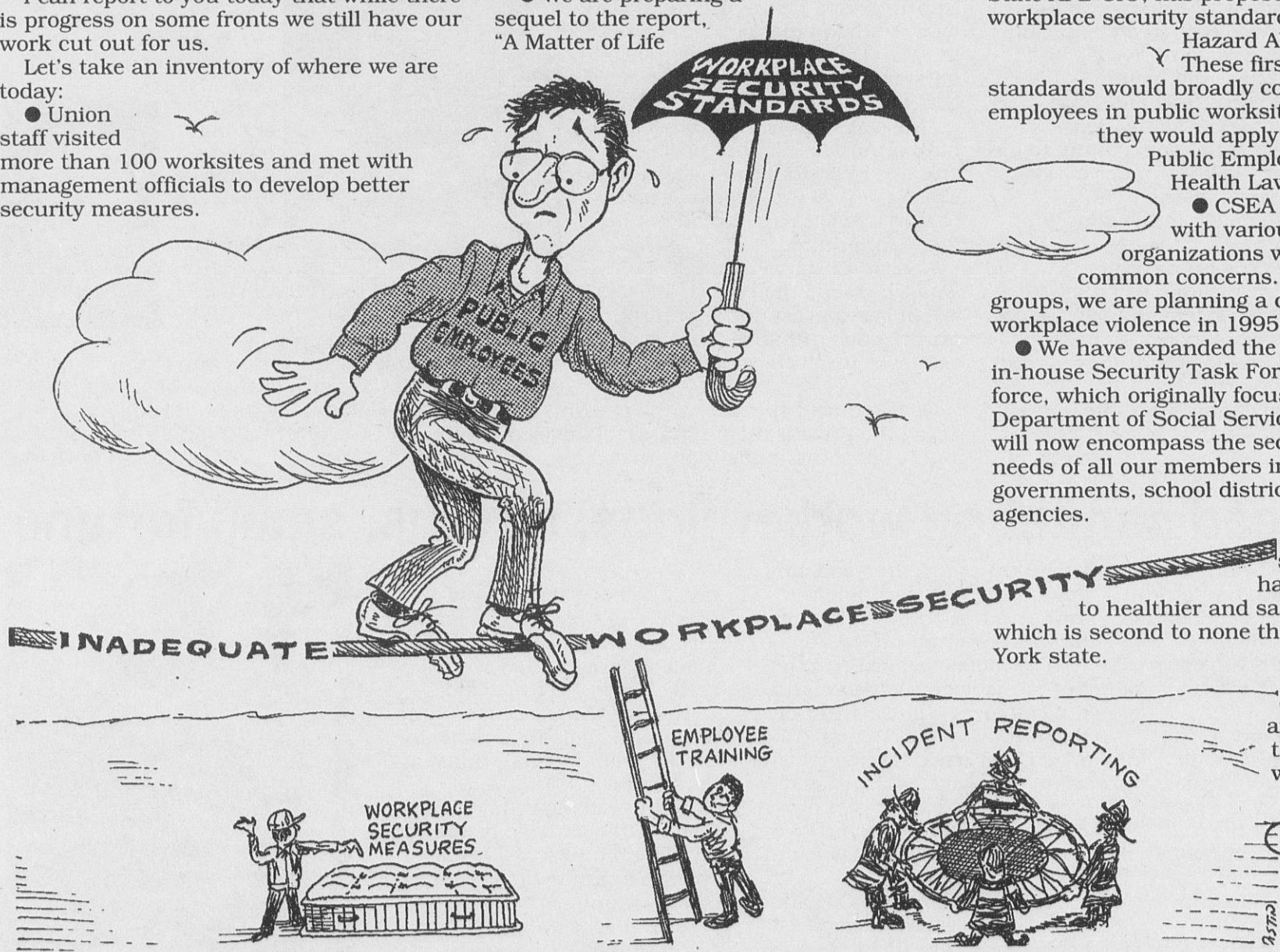
- We are preparing a sequel to the report, "A Matter of Life

and Death," which we issued in 1993. That report analyzed numerous worksites and included a statewide action plan. The sequel will expand on previous recommendations and include proposals for additional employee training, systems for incident reporting and specific recommendations for improving workplace procedures.

- The union, along with the New York State AFL-CIO, has proposed new workplace security standards to the state Hazard Abatement Board. These first-of-a-kind standards would broadly cover all employees in public worksites. If adopted, they would apply under the Public Employee Safety and Health Law.

- CSEA is networking with various other organizations which share our common concerns. With these groups, we are planning a conference on workplace violence in 1995.

- We have expanded the mission of an in-house Security Task Force. The task force, which originally focused on Department of Social Services worksites, will now encompass the security and safety needs of all our members in local governments, school districts and state agencies.



The record shows that CSEA has a commitment to healthier and safer worksites which is second to none throughout New York state.

That's what you expect from us; and, together, that's what you will get.

Danny

Thanks to all of you from both of us

Irene and I wish to thank all of you for your flowers, cards and letters of sympathy during the loss of Irene's father and my father-in-law, Adam Laskowski. Your many gestures of kindness are greatly appreciated. It is comforting to know the thoughts and deeds of our extended union family were with us during this difficult time.

Danny

CSEA mourns loss of Doug Lundquist, 37; energetic, enthusiastic friend, co-worker

CSEA staff, officers and members are mourning the tragic loss of Douglas T. Lundquist, who was killed Oct. 3 when, police say, an out-of-control tractor-trailer rig with faulty brakes overran and crushed his pickup truck on Interstate 87 near Albany. Three other motorists were injured and three other cars damaged in the horrific accident.

Mr. Lundquist, 37, was a CSEA political action coordinator who worked out of the union's Capital Region office. He joined CSEA in January 1988.

He was on his way home to his wife, Jennifer and six-week old son, August Francis Lundquist, when the mishap occurred in late afternoon rush-hour traffic.

"The entire CSEA family is deeply saddened by the tragic loss of our friend and co-worker," CSEA President Danny Donohue said. "Doug was so energetic and enthusiastic, and that was reflected in the quality and quantity of his work. His accomplishments on behalf of the membership will not be forgotten, nor will he."

State police initially cited the truck driver for unsafe speed and faulty brakes on both the tractor and the trailer. The

tractor trailer driver was later indicted and arrested and charged with second-degree manslaughter and criminally negligent homicide. State Police said the company that owned the rig has been cited previously many times for safety violations and the state Department of Transportation and the Federal Highway Administration have launched investigations into the company.

Mr. Lundquist was born in Brooklyn and raised in Setauket, Long Island. He was a 1982 graduate of Drew University with a bachelor's degree in political science.

Survivors in addition to his wife and son include his parents, Robert and Cecelia

Tietjen Lundquist of Setauket; three brothers and his paternal grandmother.

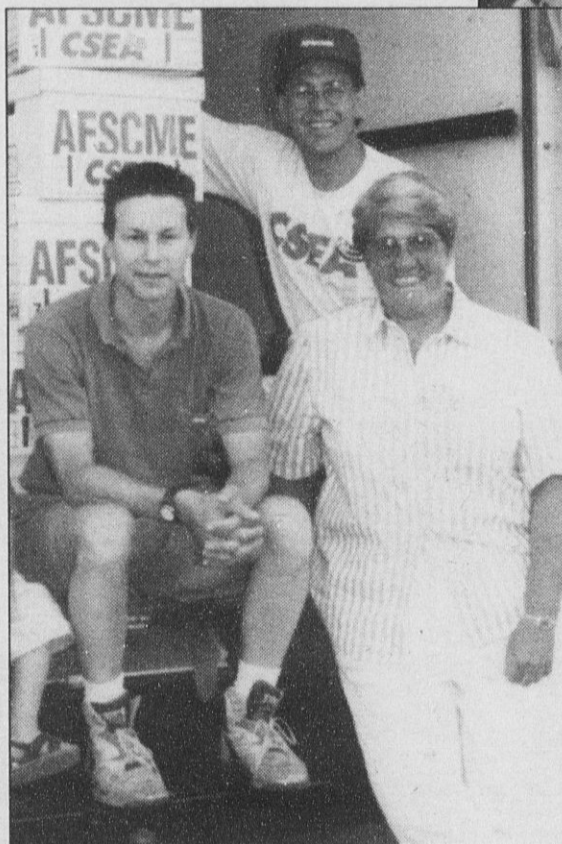
Interment is in Cedar Hill Cemetery in Port Jefferson.

The family requests memorial contributions in Doug's name be made to Queens Special Olympics, BFDC - Bldg. 1, 80-45 Winchester Blvd., Queens Village, NY 11427.



DOUG LUNDQUIST, above and left, helping load tens of thousands of letters from CSEA members supporting health care reform for delivery to Washington recently. With Doug in photo at left are CSEA Executive Vice President Mary E. Sullivan and CSEA Federal Operations Coordinator Sean Egan.

CSEA accepting contributions to aid family
 The CSEA family is looking into various ways of assisting Doug Lundquist's family. Members, locals and units may send contributions, payable to "Civil Service Employees Association, Inc.," to:
 CSEA Headquarters
 Attn: Ed LaPlante
 Legislative & Political Action Department
 143 Washington Avenue
 Albany, NY 12210-2303



New drug, alcohol testing regs coming Jan. 1

Many aspects subject to negotiations

New drug and alcohol testing requirements take effect Jan. 1 for all workers in "safety sensitive" jobs, including those requiring a Commercial Driver's License (CDL).

The new requirements apply to employers with 50 or more affected employees and take effect Jan. 1. Employers with fewer than 50 affected employees must comply by Jan. 1, 1996.

Among the most significant and controversial changes is a new requirement calling for random drug and alcohol testing of employees.

However, many aspects of the requirements such as the procedures for conducting the testing and disciplinary procedures remain subjects for union contract negotiations. CSEA has been actively involved in efforts to protect the rights of its members at every step of the process involving the changes. The union will continue its vigorous involvement.

A CSEA task force is in place to handle all aspects of the new regulations and provide information and assistance to members and staff confronting the changes.

To help CSEA members better understand how you will be affected by the changes, the union has developed a booklet explaining the new requirements. To receive a free copy, complete the coupon below and return it to the CSEA Education & Training Department, 143 Washington Avenue, Albany, New York 12210.

CSEA is also conducting a series of education programs across the state to detail the changes further. The training began in October and continues through November and into early December. The remaining schedule is listed at right. For exact time and location contact your CSEA region office or the CSEA Education and Training Department at 1-800-342-4146.

REMAINING TRAINING SCHEDULE

Nov. 1	Region VI	Hornell
Nov. 2	Region V	Binghamton
Nov. 9	Region IV	Lake George
Nov. 15	Region I	Smithtown
Nov. 16	Region III	White Plains
Nov. 22	Region IV	Johnstown
Nov. 29	Region I	Riverhead
Nov. 30	Region I	Nassau
Dec. 6	Region III	Middletown
Dec. 7	Region III	Beacon

**Civil Service Employees Association
 Attn: Education and Training Department
 143 Washington Avenue, Albany, NY 12210**

Please send me a copy of the booklet "Alcohol & Drug Testing for Public Employees."

Name _____

Address _____

City _____ State _____ Zip _____

Social Security Number _____

I am a member of CSEA Local _____

New association unites nurses

EAST MEADOW — Nassau County Medical Center nurses were among the first CSEA nurses invited to learn more about AFSCME's new nursing association, the United Nurses of America.

Launched last spring, UNA intends to unite all nursing within AFSCME.

"There are just too many threats to quality nursing care due to restructuring, mergers, underfunding and privatization of hospitals," CSEA President Danny Donohue said. "That's why UNA wants to reach out to over 40,000 AFSCME nurses, pooling our strength and experience."

At a meeting of medical center nurses, Marylou G. Millar, UNA/AFSCME Connecticut representative, distributed materials containing

the UNA Founding Mission Statement. The statement reads: "The mission of the United Nurses of America is to promote unity among AFSCME nurses and to influence the diverse, dynamic, and evolving role of nursing through communication, education, political action, public policy, and health care reform."

Sue Duffe, a registered nurse and president of the CSEA Nassau County Medical Center Unit, announced that UNA's National Nursing Congress will be held in Washington, D.C., May 14-17. She enthusiastically endorsed the ideals of UNA to give a stronger voice to nurses in the workplace.

As members of AFSCME, CSEA nurses automatically belong to the United Nurses of America at no additional cost,

said Les Eason, a member of UNA's Nurse Advisory Committee.

A licensed practical nurse and president of the CSEA A. Holly Patterson Geriatric Center Unit in Nassau County, Eason said the UNA Nurse Advisory Committee will deal with policy, practice, organizing and representation issues for public and private sector nurses.

CSEA Nassau County Local 830 President Rita Wallace urged all CSEA nurses to support UNA's efforts for Occupational Safety and Health Act (OSHA) reform.

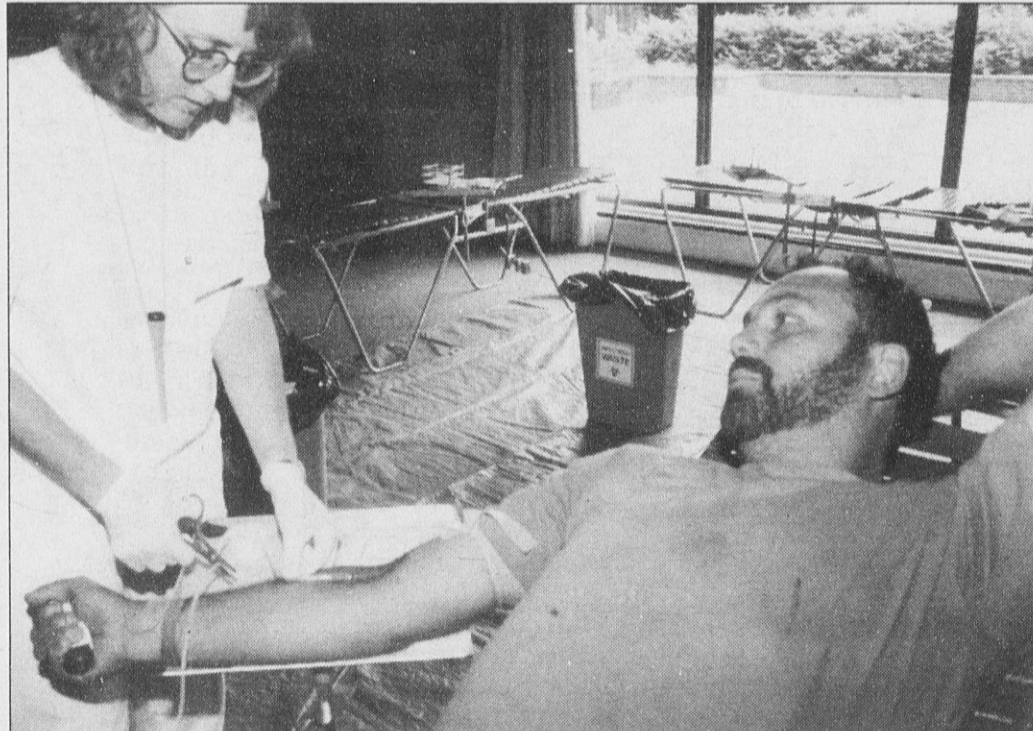
"Workers in hospitals and other health care institutions face more hazards than any other profession. Cancer-causing chemicals and drugs, communicable diseases, back injuries, assaults, radiation,

and many other hazards make health-care institutions among the most dangerous workplaces in America," Wallace said. "And hospital workers have an 86 percent greater chance of becoming injured or ill on the job than the average service worker."

In addition to endorsing UNA/AFSCME's safety agenda, all agreed that the county's intentions to sell the medical center and other health care facilities to profiteers were misguided.

"Nassau County Medical Center nurses can look forward to the full support of UNA/AFSCME in their struggle to keep the hospital the vital and needed publicly-operated institution so many Nassau County families depend upon," Wallace added.

— Lilly Gioia



DENNIS BARBERA, a Nassau County sewer maintenance worker, gives blood during CSEA-sponsored blood drive.

The gift of life, 201 times

UNIONDALE — Nassau County public works and parks employees rolled up their sleeves in the largest CSEA blood drive in Nassau County yet, collecting 201 pints of blood.

"This is for a very good cause," said Dennis Barbera, a public works employee at the Cedar Creek Sewer Plant since 1981. A frequent blood donor, Barbera sees giving blood as a gift of life.

Nineteen-year parks veteran Michael Wallace agreed. "This is my second time giving blood and I plan to give again," said Wallace, who is a laborer at North Woodmere Park.

Local 830 Public Works and Parks Unit presidents Joe Licardi and Tim Corr organized a super "thank you" barbecue at Eisenhower Park for all CSEA members who gave blood.

"The response has just been fantastic," DPW Unit President Licardi said, thanking those who gave blood and those who donated raffle prizes for the event.

"We can't say enough about the public spirit of CSEA members who are always there when they are needed," Parks and Recreation Unit President Corr said.

— Lilly Gioia

Cambridge SD negotiating in bad faith, CSEA charges

CAMBRIDGE — A charge of failing to negotiate in good faith has been filed against the Cambridge School District by the CSEA non-instructional unit of Washington County Local 858. The charge was levied after union officials learned that the district improperly provided \$1,500 raises to two members of the unit while contract negotiations were at impasse.

"We have no anger at the two workers who received additional salaries beyond those provided by the contract," Unit President Al Messina said. "They are hard working employees like all of us. And they probably deserve a significant salary increase, as do all the other 68 members of our bargaining unit. But the way the school administration has gone about doing this is an insult to the union and the workers. We all want to be treated fairly."

The unit and the district are at impasse in contract negotiations after 15 months of contract talks. Unit members recently obtained signatures of more than 300 residents on a petition demanding that the board negotiate a fair and equitable increase with CSEA so the local Cambridge economy would benefit. A factfinder is scheduled to hear testimony soon.

"All we want is for all the members to be treated fairly," CSEA Labor Relations Specialist Frank Bogulski said.

— Daniel X. Campbell

**Stay in touch
by calling**

CSEA's Current Issues Update

A recorded message providing current information
about union issues, activities and priorities

Simply call 1-800-342-4146

on a touchtone phone and Press 1 and then 5

Rockland County steward's newsletter guaranteed to tickle your funny bone



Ron Krandle

ORANGETOWN — It started as a joke perpetrated by a Rockland County worker with a sense of humor: a newsletter called the *Sewer Sludge Weekly* with such tabloid-style headlines as "Hungry Co-worker Was Eating Me Alive," "Worker Drowns in Sewer System," "Cannibal Chef Cooks Co-worker."

"I'll see a headline and a story just pops into my head," Rockland County Sewer Department worker Ron Krandle says. "It's all in good fun."

Krandle's fun has become a monthly reason to smile for Krandle's co-workers, who look forward to his handwritten newsletter which features headlines and pictures he pirates from tabloids he finds in the supermarkets. The stories, though, are strictly his.

After six and a half years as a county employee, Krandle said he was just inspired one day and began writing. When co-workers showed their appreciation, he kept up his journalistic project. Even a few digs at management were appreciated, he said.

Krandle is also a hard-working shop steward who became involved two years ago because "I wanted to see for myself what was going on."

Rockland County Unit President Caroline Osinga said she welcomed Krandle with open arms.

"Ron is a breath of fresh air," she said. "One day Ron just appeared. He's been so enthusiastic. He makes me appreciate what members can do when they get involved. He's everything you wish a shop steward was. I wish I could clone about 30 of him."

— Anita Manley

New union office symbolizes new era of labor-management relations in Ontario



ONTARIO COUNTY UNIT PRESIDENT Elaine McCaig and Ontario County Administrator John Hicks prepare to cut ribbon to new CSEA office.

CANANDAIGUA — A ribbon-cutting ceremony for a new CSEA office in the Ontario County Office Building Number Two has opened a new era of cooperative labor-management affairs, say CSEA activists and officers.

"This will allow us to handle union business much more efficiently and confidentially than in the past," said Elaine McCaig, president of County Unit of CSEA Local 835. "Before this, the only space we had was a conference room that was shared by many county departments for other business, and members had to pass through management offices to get there."

Now members can call and go directly to the new office on the building's ground floor.

The new office has a library of civil service test booklets and other reference materials members can borrow, Unit and Local Secretary Barbara Bouter said.

"We also have a place for our data base computer and other files and our own phone line," Bouter said. "This should enhance our members' ease in utilizing their union."

Those words were echoed by CSEA Western Region President Bob Lattimer, CSEA Region Director Mark Higgins and Labor Relations Specialist Pat Domaratz, who were also at the ribbon cutting and open house program.

Representing the county were John Harvey, human resources director, and John Hicks, county administrator, who joined McCaig in cutting the ribbon to inaugurate the new office and underline a positive relationship.

"We truly do work together," Hicks said. "And we recognize that good strong union leadership is in the best interest of the county."

— Ron Wofford

CSEA grievances, IPs in store for Troy's new anti-union city manager

TROY — CSEA is fighting the Troy city manager over his callous disregard for the law as well as for its members.

Without regard to legal process, David Grandeau, city manager, laid off more than 50 city employees and ordered them to leave their jobs immediately. That was after he refused to work with CSEA to be sure bumping and retreating rights were protected.

"This man has illegally locked out our members, and he has done so without making certain that they indeed can be laid off," CSEA President Danny Donohue said. "Many of these people can bump or retreat into other jobs, which means layoff trauma could be repeated."

The city manager then tried to strong-arm a contract re-opener by saying it would save 20 more proposed layoffs, but he refused to negotiate or to allow time for the legal and contractual process of ratification.

"He thinks he can do whatever he wants, the people be damned," Donohue said. "Well, CSEA is saying different."

Union members and staff filled a city council meeting and person after person slammed Grandeau for his disregard of city employees and of the law.

As a result, the council postponed a vote on the so-called contract re-opener.

That vote came after the mayor was served with legal papers for the lawsuit CSEA filed to invalidate the firings. CSEA makes the case that besides violating civil service law, Grandeau violated the city charter, which gives the city council the power to fire employees.

This is not the first run-in with Grandeau over members' rights. Shortly after starting the job, he unilaterally ended the long-established practice of coffee breaks for employees. Then he allowed the city water commissioner to fire a former elected city official 40 days before she was eligible to retire. Next, he announced a one-week lag on all city payrolls.

"We met with the city manager in an attempt to resolve the various problems his actions have caused," CSEA Labor Relations Specialist Frank Bogulski said. "He gave us only five minutes and never paid one bit of attention to our concerns."

"CSEA is filing contract grievances and improper practice charges against all of his unilateral actions," he said. "We have a strong case on each and every problem the new city manager has created."

CSEA is continuing efforts to help laid-off employees as well as those still working.

"This guy thinks he doesn't have to play by the rules," Donohue said. "CSEA is going to make sure he does."

—Daniel X. Campbell & Kathleen A. Daly

Coming to terms through cooperation: The Madison County agreement

'I think it's the best contract we've seen'

WAMPSVILLE — CSEA members in Madison County are praising the terms of a new four-year contract that CSEA negotiated for the county's white collar unit employees.

The new agreement, ratified by more than two-to-one by the CSEA Local 827 members, contains raises of 3 percent for 1994, 3 percent for 1995, 3.5 percent for 1996 and 4 percent for 1997. It also adds a new step to the salary schedule and includes a restructuring and reclassification that raises base salaries for many job titles.

CSEA Madison County White Collar Unit President Betty Jo Johnson said the contract gives many of the employees significant



Betty Jo Johnson

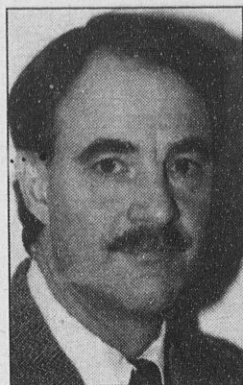
pay hikes and goes a long way toward equalizing employee salaries compared to other counties across the state.

"Our salaries historically had been lower than our counterparts across the state," Johnson said. "This contract addresses that outstanding inequity as well as providing an incentive for retention of staff through the new step program."

Johnson praised the resolve of the negotiating team and CSEA Collective Bargaining Specialist Gerald Phelan to correct the inequities and the county's willingness to work with the union to correct productivity problems stemming from high turnover rates.

"CSEA's research department

gave us the facts to lay the foundation for our contract request for more money," she said. "It was the salary comparison that made our strongest argument."



Dan Lehman

"Our success was due in part to the cohesiveness and unity of the negotiating team, but also to a new attitude on the part of management that county government is a cooperative relationship between management and the employees," said CSEA member Dan Lehman, a probation officer and chair of the negotiating team.

Lehman, who has worked for the county for 24 years, calls the agreement outstanding.

"In the time I've been in Madison County, I think it's the best contract we've seen," Lehman said. "We achieved substantial salary increases, not only for the new employees, but also for the senior ones as well, without any major concessions."



Tammy Kraft

Welfare Examiner Tammy Kraft, a single mother of two, said she was very pleased with the contract, and glad that the union was able to retain health benefits



MADISON COUNTY WHITE COLLAR UNIT President Betty Jo Johnson signs new contract as rest of CSEA's negotiating team looks on. Seated right is CSEA Collective Bargaining Specialist Gerald Phelan. Standing from left are Chris Munn, Deb Haeger, Bob Albrect and Dan Lehman, chair.

without major concessions. The only change in health insurance is that employees will start contributing a 10 percent share of individual premiums in 1997.

"I have to have health insurance for both of my children, and this contract is going to make it a lot easier to pay for it," she said.

CSEA member Gwen DeGroat, a senior typist in the county Public Health



Gwen DeGroat

Department for the last six years, said that she was pleasantly surprised with the terms of the contract.

"Overall, it was more than I expected. I've compared my salary under the new salary schedule to that of someone who's been here for 16 years, and at the end of the contract period, I'll be making more than she would have under the old contract," she said.

"The hard work of the committee is the reason we got such an outstanding contract," Phelan said. "This was an activist committee in terms of being involved, going over the numbers and addressing such a large volume of issues."

— Mark M. Kotzin

'Spiteful' management action costing Smithtown plenty

SMITHTOWN — Smithtown Highway Department employees picked up metal and furniture for residents for 27 years until the town supervisor unilaterally turned that work over to private carters three years ago.

CSEA won an improper practice charge on the issue, but instead of returning the work to the highway department the town supervisor gave the work to the parks department, despite the fact it does not have the personnel to do it.

CSEA Town of Smithtown Unit President Doug Keltner

said this is costing taxpayers a lot of money.

"First of all, they are taking parks employees away from maintaining the town's ballfields and parks to pick up garbage," Keltner said.

"In addition to that, the private carters are still being paid even though they are not providing any services to the public," he said.

"The final straw is that two administrators in the parks department were given raises of \$3,000 each for taking on new responsibilities. If the work was

returned to highway employees, this money would not be squandered."

The privateers are still being paid under the original contract with the town, and they have taunted union members about being paid while the town employees do the work.

"The decision to put this work in the parks department is clearly spiteful. It hurts the employees and the taxpayer," said CSEA Labor Relations Specialist Stan Frere.

"My members feel bad that the ballfields and town property

are not as nice as they could be," said Keltner. "But it has nothing to do with them; they're being used as political pawns."

The union is willing to work with the town to make the transition easier. They agreed to give the town until Jan. 1, 1995, to return furniture pickups to the highway department if the town restored the metal pickups to highway and gave them two safety hydraulic lift gates which the employees would install to help lift the heavy loads.

— Sheryl C. Jenks

CSEA delegates march for Monroe County members



ROCHESTER — More than 600 CSEA delegates marched on the Monroe County Office Building to show support for CSEA and other employees working without a contract.

The demonstration drew the county executive from his office, but CSEA members booed him away from the microphone.

"If he wants to talk, let him talk at the negotiating table," CSEA President Danny Donohue said.

Donohue, in his first speech as president to the delegates at the 84th Annual Meeting, talked about the union's strength.

"It isn't numbers that make us strong. It's the fact that we have diversity in this room, in this union," he said. "My vision for this union says that everybody cares for everybody. It says we need everybody in this union whether they agree with us or not."

"There's room in our union for differences of opinion as long as it's meant to be constructive," he said. "We need to work

together, officers, activists, members, staff. This isn't my union or your union — It's **our** union!"

Each speaker who addressed the delegates recognized CSEA's strength and its members' contributions.

State Sen. Mary Ellen Jones, seeking her second term in the state Senate, praised public employees.

"You perform jobs that other people may not want to do because they're not glamorous, but they provide a valuable service," Jones said. "The business of government would not happen without all of you."

State Comptroller Carl McCall has CSEA's support in his bid for office.

McCall has worked with CSEA against a pension fund raid and for a cost-of-living adjustment for public employee pensions.

He called on the delegates to continue working with him.

"You and I need to show that organized labor is alive and well

and is a strong force for positive change," McCall said. "We must work together on the big issues: health care for all, economic opportunity, an educational system that works and a secure future for retirees."

CSEA endorsed Karen Burstein for state attorney general at the annual meeting.

Burstein has been a family court judge, the head of the state Civil Service Commission and executive director of the Consumer Protection Board.

At the Legislative Breakfast sponsored by the Women's Committee and Political Action Committee, Burstein said she sees the attorney general as "the ultimate consumer protection" office.

"We are endorsing Karen Burstein because we believe New York needs her kind of stewardship," Donohue said. "We need a person who has wide experience, a person who is familiar with the struggles of state residents, a person who is not afraid to stand up for us. We

need Karen Burstein as attorney general."

AFSCME Secretary Treasurer William Lucy brought a message to the delegates from South African President Nelson Mandela.

"Mr. Mandela asked me to tell you and all of AFSCME how much he and his government appreciate the support our union as a whole gave to their struggle," Lucy said. "I have to say how much we as a union appreciate what you did in the efforts to help us help them."

State Sen. James Lack, who is president of the National Conference of State Legislators, commended CSEA and AFSCME for their efforts to work with the conference on labor forums.

"I'm proud to tell you that CSEA and AFSCME have been an integral part of what we've done at NCSL," he said.

Lack also assured the delegates that the state Legislature would return in November to pass a pension supplementation bill.



CSEA PRESIDENT DANNY DONOHUE greets the delegates on his way to open the union's 84th Annual Delegates Meeting in Rochester last month.



Delegates act on resolutions

ROCHESTER — Delegates at the 1994 Annual Meeting acted on a number of proposed resolutions.

The delegates approved:

- a resolution which calls on CSEA to continue to work toward a higher federal and state minimum wage;

- a resolution calling for CSEA to encourage regions, locals and units to support and participate in programs during Black and Hispanic months;

- a resolution calling for CSEA to support a bill before the House of Representatives (H.R. 40) regarding a study of appropriate remedies for the descendents of slavery;

- a resolution calling on CSEA to urge the state government to reinvest in South Africa;

- a resolution calling on CSEA to work for true welfare reform that reduces the need for welfare, provides work for wages, not welfare, and assures an adequate safety net for children and their families;

- a resolution that calls on CSEA to work for the inclusion of strong, trade-enforced worker rights provisions in the General Agreement on Tariffs and Trade;

- a resolution that the 1994 CSEA convention call for the rejection of appeals that divide the human race on the basis of ancestry and culture and to support efforts to unite workers, the poor and the oppressed throughout the world;

- a resolution calling on CSEA to work to have long-term health care and provider choice included in any health care reform legislation; and to oppose taxation of any health care benefits;

- a resolution calling on CSEA to speak out against elder abuse

and urge state and local governments within New York state to enact laws to protect seniors;

- a resolution that, if the federal health care reform legislation does not provide long-term care for the elderly and the disabled, calls on CSEA to seek legislation in New York state to provide those benefits;

- a resolution that calls on CSEA to demand that Vietnam and other nations be held accountable for prisoners of war and those missing in action and that CSEA display the POW/MIA flag at all CSEA statewide events; and

- a resolution that calls on CSEA to support treatment and assistance for afflicted Gulf War veterans and their families.

The delegates referred:

- to the CSEA Board of Directors a resolution calling on CSEA to adopt a covenant, "Children First," against violence and to protect children and youth;

- to the Constitution and By-Laws Committee a resolution requiring all delegates to remain until the close of the delegates meeting;

- to the Public Sector Committee a resolution calling for a section devoted to each region in *The Public Sector*.

- to the Budget Committee and Computer Department a resolution calling on CSEA to explore establishing a computer link among all locals; and

- to the Constitution and By-Laws Committee a resolution that beginning in 1995, all guest speakers except the AFSCME president or designee speak to the delegates after the

presentation of resolutions and old and new business.

The delegates defeated:

- a resolution calling on CSEA to adopt the "New Leadership Advocate Platform Voices;"

- a resolution calling for support for members or groups of members to form caucuses;
- a resolution calling on CSEA locals to choose one or two resolutions as a work project during the course of the year;

- a resolution regarding right-to-work laws;

- a resolution regarding reform of the Occupational Safety and Health Act;

- a resolution regarding the

rights of immigrants and immigrant workers;

- a resolution regarding the rights of delegates who make motions and resolutions for the annual meeting.



KAREN BURSTEIN, right, CSEA-endorsed candidate for attorney general, gets some information from CSEA Executive Vice President Mary Sullivan.



WILLIAM LUCY, AFSCME Secretary Treasurer, is escorted to the podium by CSEA Secretary Barbara Reeves.



REVIEWING A PROPOSAL are Delegate Tom Schmidt and CSEA Southern Region President Maryjane MacNair.

Delegates act on Constitution, By-Laws

ROCHESTER — Delegates at CSEA's Annual Delegates Meeting acted on more than a dozen proposed amendments to the CSEA Constitution and By-Laws.

Changes to the Constitution that passed a second reading are now part of the CSEA Constitution. Changes that passed a first reading will be voted on again at the 1995 meeting. By-Laws changes that were approved are now part of the CSEA By-Laws.

Second reading

The delegates approved an amendment to include in the Constitution a statement of CSEA's commitment to equal rights and representation "without regard to race, creed, color, national origin, age, sex, physical challenges, marital status, political affiliation or sexual orientation."

First readings

The delegates approved:

- an amendment to reword Article II Purpose and Policy to insert the word "all" and omit the word "public" in order to include CSEA's 2,000 private sector members;

- an amendment changing the term of office for statewide Board of Directors to two years only for the term beginning July 1998, after which the terms will revert back to three years; and
- an amendment to make clear the status of Retiree local officers as delegates to the annual Retiree convention.

The delegates defeated:

- an amendment to Article II Purpose and Policy to include the words "and laid-off" and "fair and equitable";
- an amendment to Article III Membership that added a "Members' Bill of Rights;"
- an amendment to allow CSEA retiree members to vote

- for CSEA's four statewide officers;
- an amendment that would have the Board of Directors grant candidates for CSEA's four statewide officers \$1,000 and permit contributions from other sources to \$1,500; and

- The delegates withdrew a proposed amendment to require a consensus of affected local presidents when filling a vacant state department seat on the Board of Directors.

By-Laws

The delegates approved the following proposed changes to the CSEA By-Laws:

- an amendment clarifying the line of responsibility for conduct of elected officers;
- an amendment to give the statewide secretary the responsibility for training region, local and unit secretaries;

- an amendment requiring the presence in person of one-third of members entitled to vote at association meetings; proxies will no longer be counted toward making up the quorum;

- an amendment to allow all candidates for

statewide officers and the Board of Directors or their representatives to observe each stage of the election process, including ballot counting and tallying of votes; and

- an amendment that eliminates the 3 percent rebate of dues used for political purposes to members; the rebate is not required by law.

The delegates defeated the following proposed changes to the CSEA By-Laws:

- an amendment to require at least 25 percent of the local presidents to petition for a special delegates meeting;

- an amendment to restructure and increase CSEA annual dues;

- an amendment to reduce the dues of associate members who are laid off or disabled who choose to remain associate members beyond one year during which membership is free;

- an amendment to reduce the annual rebate to locals who have accumulated assets of more than the value of one year's rebate;

- an amendment to increase the top limit of rebates units can receive from their locals;

- an amendment to alter the formula for determining how many delegates attend annual meetings in an attempt to increase representation of local government locals.



H. CARL McCALL, CSEA-endorsed candidate for comptroller, greets CSEA Treasurer Maureen Malone, right, CSEA statewide Political Action Committee Chair Dorothy Breen is center.



AFSCME PEOPLE DIRECTOR Lorraine O'Hara presents CSEA President Danny Donohue with AFSCME's Award for Excellence.

CSEA PEOPLE wins AFSCME Award

ROCHESTER — CSEA was honored with an award from AFSCME for its success in recruiting members to PEOPLE.

PEOPLE - Public Employees Organized to Promote Legislative Equality - is AFSCME's political action arm, and as a member of AFSCME, CSEA contributes to its efforts on

behalf of public employees.

CSEA received the AFSCME Award for Excellence, the first presented to an affiliate, in recognition of its outstanding efforts on behalf of Project 10,000. In less than a year, CSEA has brought its PEOPLE membership to more than 10,000.

Campaign '94

Battle of the Tax Plans

or

Who Can Cut the Most the Fastest with No Regard for the Consequences

The Cuomo Plan

Proposed \$1.5 to \$1.7 billion tax cut to replace the remaining steps of the 1987 tax cut.

Proposes to have the state's current top tax rate of 7.875 percent kick in at the \$100,000 (married)/\$50,000 (single) income level, rather than at the current \$26,000/\$13,000 level.

The Fiscal Policy Institute* says that the Cuomo tax plan "is good on policy grounds but unaffordable."

If implemented, the negative effects of the Cuomo plan would be about one fifth of those of the Pataki plan.

Says plan may not be implemented if it would raise local property taxes.

The Pataki Plan

Proposed \$5.6 billion tax cut (includes the remaining steps of the 1987 tax cuts). Independent analyses say plan would cost \$6.5 to \$7 billion.

Promises to cut the top tax rate to 5.9 percent, cutting taxes for the wealthiest 7.5 percent of all New York households, those with incomes above \$100,000, by more than \$2.3 billion.

The Fiscal Policy Institute* says that the Pataki Plan is "unrealistic and based on incorrect assumptions." For example, it assumes that tax revenues will grow by 6 percent per year, but that the cost of the tax cut will not grow.

The Fiscal Policy Institute* says the Pataki Plan would create massive layoffs. Its \$6.5 billion price tag is more than is spent on the salaries and fringe benefits of all elected, appointed and civil service positions funded by the state's general fund.

The Fiscal Policy Institute* says that since Pataki can't eliminate state government (although he promises to cut the workforce by one-third through attrition) he would have to cut state aid to local governments and school districts. The result? Higher property taxes and layoffs in local governments and school districts, as well as in the state workforce.

* The Fiscal Policy Institute is a non-partisan research and education organization founded in 1991 to develop solutions for restoring the economic and fiscal stability to New York state.

We expect tough talks and we're sending tough teams

Member concerns to be addressed in CSEA-NYS contract negotiations

Contract demands that members say are most important to them will be among the issues CSEA will bring to the table when contract talks with the State on behalf of more than 100,000 state employees represented by CSEA begin later this year.

Negotiations affecting more than 100,000 state employees in five CSEA bargaining units are expected to begin later this Fall. Contracts covering workers in the Administrative Services Unit, Institutional Services Unit, Operational Services Unit, Division of Military and Naval Affairs and Office of Court Administration all expire April 1, 1995.

"We're approaching contract talks with a combination of what individual members

told us are very important to them and demands in areas that we feel are very important to the membership and union as a whole," CSEA President Danny Donohue said. "We're focused on what the members want and what's best for them, and that's our objective."

"We have a very good idea of what the members hope to see achieved in these contract talks," CSEA Director of Contract Administration Ross Hanna said. "We have a tremendous volume of input from the members and their opinions are an important part of the union's negotiating strategy."

CSEA surveyed members of the five state bargaining units and received tens of

thousands of completed contract proposal survey forms that the union has used to develop a bargaining strategy and gauge the mood of the membership.

"We are especially well prepared," Donohue said. "We expect tough talks and we're sending tough, well-prepared teams to the table."

"Our negotiating teams are girding themselves for what we expect to be rigorous negotiation sessions," Hanna added.

The CSEA negotiating teams are a blend of dedicated union member-activists and tough, experienced professional union negotiators from CSEA's Contract Administration Department.



Local 460 members with children of on-site day care center at the first annual Community Awareness Day celebration.

Local 460 throws block party for their Brooklyn neighbors

BROOKLYN — CSEA Local 460 NYS Tax and Finance Department members organized their first Community Awareness Day, closing off the street in front of their Hanson Place office building and inviting the neighborhood to their block party.

"We wanted to have neighborhood businesses, churches and residents find out more about the work we do and enjoy some good ethnic food and fun in the process," CSEA Local 460 President Willie Terry said.

Concerned about crime in the area where two years ago a CSEA member was shot outside the Hanson Place office by a 12-year-old boy, Local 460 is working with the local police precinct and agency management to improve

safety. It is hoped community outreach will help.

Other agencies in the Hanson Place building set up information tables, including CSEA New York City Local 010 members. The on-site child care center joined in as well. Children were able to explore a fire truck visiting from the local fire house for the day.

CSEA's Metropolitan Region has set up a Community Outreach Committee in hopes of raising CSEA's visibility in the areas where we work, said Metro Region II President George Boncoraglio.

"We don't work in isolation, and it's good to be a good neighbor in the communities where we work," he said.

— Lilly Gioia

Four children of CSEA members win Empire Scholarships

Sons and daughters of four CSEA members have been named winners of 1994 Empire State Public Employee Scholarships.

Gov. Mario Cuomo first announced the scholarship program in 1993 as a way to recognize the contributions of state employees by providing scholarships to their children. Recipients are chosen based on a combination of academic performance and school activities and compete only against other applicants whose parent(s) are represented by CSEA.

Scholarships can only be used at schools in New York state, and provide up to \$8,795 a year for four years.

The 1994 recipients will be honored in a ceremony at the Executive Mansion in December while they are on holiday recess from their respective schools.

CSEA winners for 1994 are:

Rebecca F. Spokony of Spring Valley, daughter of Roni Spokony, a collection and civil prosecution specialist with the state Department of Law;

Arthur P. Palombo of Schenectady, son of Donna L. Palombo, a senior

identification clerk with the Division of Criminal Justice Services;

Jinsy Andrews of Orangeburg, daughter of Elsy Andrews, a registered nurse with the Office of Mental Health at Rockland Psychiatric Center, and George Andrews, an electrician with OMH at Rockland Psychiatric Center.

Stephen Nichols of Wyoming, son of Kathy P. Nichols, a secretary I at SUNY College at Brockport.

How to apply for 1995 Empire State Public Employee Scholarships

High school seniors who are children of state employees and interested in applying for the 1995 scholarships can receive information and applications forms by calling the Governor's Office of Employee Relations (GOER) at 1-800-836-6731. Completed applications for the 1995 scholarships must be received by GOER by Jan. 16, 1995.

Grievances backlog unjammed

ALBANY — In less than a year, CSEA and the state have whittled away at a backlog of grievances and arbitrations with a master arbitrator through a system called "triage."

When they started, CSEA and staff from the Governor's Office of Employee Relations were handling grievances that had been filed in 1989.

By the October triage session, grievances being handled had been filed as recently as January 1994.

They have worked their way through as many as 150 cases.

"Every case in the backlog has been reviewed and disposed of or is scheduled to be handled," CSEA Director of Contract Administration Ross Hanna said. "Normally before triage, we wouldn't have seen these recent grievances at step 3 until late 1995 or 1996, and it would have taken another year for arbitration."

The name is appropriate; in medicine, triage is the system of

prioritizing injuries to handle the patients most desperately in need of help first. CSEA's version prioritizes serious cases and deals with them as quickly as possible to ensure a resolution in a reasonable amount of time.

The innovative pilot program is designed to move grievances quickly through the system, and it works so well that CSEA wants to make it permanent.

"This is a program that works for CSEA members. It works well and it works fast," CSEA President Danny Donohue said. "We had a difficult problem with backed

up cases, and we've solved the worst of it. Our next step is to improve the process and by doing that, improve service to CSEA members."

Triage is a simple solution to a serious problem — grievances

filed on behalf of state employees were backing up and weren't getting resolved until years passed, far more time than is specified for speedy resolution in the CSEA-state contracts.

CSEA and the state agreed to have respected arbitrator Jeffrey Selchick act as "master

arbitrator." For three days a month, he hears step 3 grievances, and spends another three days on expedited

arbitration.

While the solution is simple — concentrate resources and get the job done — it requires a great deal of effort by both CSEA and the state.

"This ties up our contract administration staff and GOER staff for up to six days a month, but it's worth it," Hanna said. "We have just about caught up, and we're handling relatively recent cases."

The process has cleared up about 150 cases since January, and Hanna said the process has helped speed up early stages in the grievance process. State agencies are processing grievances faster, and that means triage resolves them even sooner.

"We've got cases that reached step 3 in July, and we took them to triage by October," Hanna said. "The process can probably be refined, but right now, it's light years ahead of where it was."

— Kate Daly

'This is a program that works for CSEA members. It works well and it works fast'

Janet E. Marvin retires with nearly 53 years of state service



GEORGIANNA M. NATALE, left, president of CSEA Audit and Control Local 651, congratulates Janet E. Marvin for nearly 53 years of state service.

When Janet E. Marvin retired from state service recently, you can bet she missed the workplace. After all, she worked for the state for well over half a century!

She started with the state on June 19, 1940 as a junior typist with the Education Department, and on April 1, 1943 was appointed as a typist for the War Council.

She transferred to the Department of Audit and Control as a junior stenographer in June 1943. She was promoted to senior audit clerk in 1951 and to principal audit clerk in 1960. Her personnel files note extra service also with the State University and the Joint Legislative Commission on Highways and Canals.

Marvin was officially credited with 52.7 years of service by the State Employees' Retirement System.

Friends and colleagues honored Marvin at a small, intimate luncheon. Comptroller H. Carl McCall presented Marvin a mantle clock with an inscription recognizing her more than 50 years of service in a ceremony in the Comptroller's Office.

DOT members donate leave to co-worker

POUGHKEEPSIE — A leave donation program negotiated by CSEA and other state unions proved helpful to a Public Employee Federation (PEF) member recently. Many CSEA members donated leave to help Dave Sutherland when the state Department of Transportation worker was forced out of work by illness for three months.

"It was wonderful that everyone who

worked with Dave was more than willing to donate their time, regardless of their union affiliation, said CSEA DOT Local 507 Treasurer Barbara Ritshie.

"I am grateful for the generous gift of your hard-earned time accruals which provided me with financial support during my recovery period," Sutherland wrote in a letter to his fellow employees. "What a wonderful group of people to work with!"

Four CSEA members named outstanding agency employees

Four CSEA members were among 13 state Office of Alcoholism and Substance Abuse Services (OASAS) employees named outstanding employees of the agency.

Commissioner Marguerite T. Saunders presented Commissioner Award plaques to the winners at special ceremonies in Albany. The winners' names were also inscribed on a permanent plaque maintained at the OASAS Central Office. Winners were selected by a committee after being nominated by their colleagues. CSEA winners are:

Richard Madlin and **Daniel Pearson**, both alcoholism counselor assistants at the St. Lawrence Alcoholism Treatment Center in Ogdensburg. They were cited as a team for their dedication to quality patient care and to providing a supportive, caring, therapeutic environment.

Eleanor Maynard, a keyboard specialist at the Rochester Regional Office. She was cited for her contributions "above and beyond the call of service" both to OASAS and to treatment providers in the Rochester area. She took the lead role in helping to consolidate the previous two regional offices, and is largely responsible for implementing systems for research, logging and tracking of materials in the office.

Paula Richards, a data processing clerk 2 at the Research Institute on Addictions in Buffalo. She was cited for working well beyond what is expected in her job. She helps each scientist develop an individualized system of data management and has developed a double-checking system that has virtually eliminated errors in data entry.

New educational benefit available for 3,900 CSEA members**Court employees now eligible for****LEAP**
LABOR EDUCATION
ACTION PROGRAM

The more than 3,900 CSEA-represented court employees in the state Unified Court System are now eligible to participate in the Labor Education Action Program (LEAP), the jointly sponsored labor-management program which pays tuition for employees to take courses at colleges and higher education institutes statewide.

CSEA and the state Unified Court System (UCS) announced an agreement allowing CSEA-represented court employees to participate in LEAP. The CSEA-UCS statewide labor-management committee had recommended that court workers be eligible to participate in LEAP.

Both CSEA President Danny Donohue and Chief Administrative Judge E. Leo Milonas said participation in LEAP will be a

positive step for both labor and management, since a better educated workforce is a more productive workforce.

LEAP operates on a voucher system that pays the full tuition cost for one course per semester at more than 140 colleges and higher education institutes statewide. Previously LEAP was only available to CSEA members in the state Administrative Services, Operational Services, Institutional Services, Division of Military and Naval Affairs Units and SUNY Construction Fund.

"LEAP, for more than 10 years, has offered unlimited openings for CSEA state division members to advance both personally and professionally in state government," Donohue said. "Through the interaction of labor and management,

CSEA-represented court employees will

now reap the benefit of that experience."

"Providing educational opportunities that benefit employees is of paramount importance to the court system," Judge Milonas said. "The court system and CSEA have taken another positive step in labor-management relations with the inclusion of court employees in what we know will be a very successful program. We hope this will help give our employees greater professional and personal fulfillment."

The program is being implemented on a pilot basis through the end of the current fiscal year.

New law may ensure mentally ill take medications

QUEENS VILLAGE — To CSEA members working at Creedmoor Psychiatric Center, the "Wildman of 96th Street," Larry Hogue, became a familiar sight walking about hospital grounds after a court-ordered involuntary hospitalization.

A mentally ill crack cocaine addict arrested or sent to mental hospitals more than 30 times since 1985, Hogue tormented Manhattan West Side residents for years, vandalizing cars, threatening people with screwdrivers, ice picks and a machete or throwing passers-by into traffic.

"Thanks to a lot of media attention, Larry Hogue came to symbolize the tragedy of New York's homeless mentally ill, too many of whom got lost in our state's wrongful revolving door mental health policies," CSEA Creedmoor Local 406 President Caroline Sikoryak said.

Yet Creedmoor CSEA members who cared for Hogue say when he is properly medicated and supervised, he appears "intellectual, calm and cooperative, as if he was not mentally ill," Sikoryak said.

New York's acute homeless mentally ill crisis remains a problem CSEA has fought hard to change. Since an ill-conceived

deinstitutionalization scheme dumped thousands of mental patients onto the streets, CSEA continued looking to learn if other states had more compassionate and effective methods of helping their mentally ill that New York state could emulate, said CSEA Metropolitan Region President George Boncoraglio.

"We think that Staten Island Assemblymember Elizabeth Connelly's new

legislation providing for a court-ordered involuntary outpatient treatment pilot project in New York City holds the promise of eventually stopping the revolving doors that failed Larry Hogue and too many others all these years," Boncoraglio said.

According to CSEA's Political Action Department Legislative Counsel Fran Turner, the new Connelly law is modeled after more flexible involuntary commitment statutes already adopted in 26 other states.

CSEA joined psychiatrists and mental health officials in supporting the bill's passage. Families, desperate to have their relatives get treatment, joined terrorized neighborhood residents in pleading with politicians to take action on this pilot project legislation.

While the new three-year pilot project protects patients' rights, it applies only to mental patients now leaving hospitals, not those still out on the streets. It will force hospitals and clinics to do something when an out-patient doesn't keep appointments for medication and counseling. Those patients with a history of disregarding their treatment plans could be placed under a court order to see their counselor and take their medication. Failure to comply could result in re-evaluation and involuntary hospitalization.

Starting in July 1995 patients discharged from Bellevue Hospital will be the first to come under the new law. The New York City pilot project will be studied and evaluated by an independent group by 1998. Under this new law patients will know that if they don't take their medications, they will, by court order, go back into the hospital, Boncoraglio said.

"While it's taken several years of wrangling in Albany to make even this small beginning that will reach Larry Hogue and others with the treatment they need, our union should be proud that we have never given up the struggle for better, more compassionate care of the mentally ill," Boncoraglio said.

'...our union should be proud that we have never given up the struggle for better, more compassionate care of the mentally ill'

SUNY Cortland newsletter captures pair of awards

CORTLAND — CSEA members at SUNY Cortland can be very proud of CSEA Local 605 *Union Express*, which won two awards in the first AFSCME Local Editor's Program (ALEP) publication contest.

Competing with other AFSCME locals across the nation with membership under 500, the March 1994 edition of the *Union Express* won first place for best content.

The newsletter's editor is CSEA SUNY Cortland Local 605 President Will Streeter, who said he was extremely pleased to win the awards.

"I'm totally ecstatic that our newsletter won International awards," Streeter said. "It shows that the *Union Express* is a quality publication and demonstrates that a small local can produce a quality newsletter."

The newsletter also tied for the best logo/flag/banner. Local 605 member Laurie

Seamans designed The *Union Express* banner. She is a keyboard specialist in the Human Resources department and a SUNY Cortland student majoring in Art.

CSEA Central Region President Jim Moore wrote to Streeter congratulating him and his committee on behalf of the region, for their efforts in producing the monthly newsletter.

"Your newsletter should serve as a model for other locals and units to follow in communicating with their members," Moore said. "It has always been informative and of the highest quality. You and your committee should be very proud of your accomplishments."

— Mark M. Kotzin

— Lilly Gioia

November is annual transfer month to change health insurance option, pre-tax contribution status and Dependent Care Advantage Account

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

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

Health Insurance Choices for 1995

The "Health Insurance Choices for 1995" publication is scheduled to be mailed to your agency health benefits administrator's office during the first week in November. The publication describes The Empire Plan and the NYS Health Insurance Program (NYSHIP) approved HMOs in your geographic region. The guide also includes information regarding the Pre-tax Contribution Program. If you would like to review your options and the benefits



Health Benefits

available, you may obtain a copy of the "Health Insurance Choices for 1995" from your health benefits administrator directly.

Several changes may affect your health plan choice. As a result of the HMO Workgroup, which is comprised of representatives from the Joint Labor-Management Committees on Health Benefits and the NYS Health Insurance Council, five HMOs will be allowed to expand their areas for 1995 and an additional HMO has been approved for participation. The Workgroup approved the following requests for expansion: CDPHP into Greene, Schenectady and Northern Saratoga Counties; CHP into Essex County; MVP into Albany and Schoharie Counties and Prepaid Health Plan (PHP) into Broome, Tioga and Tompkins Counties. Travelers Health Network, a NYS certified and federally qualified Independent Practice Association (IPA) type

HMO has been approved to participate in NYSHIP effective Jan. 1, 1995. Travelers Health Network's approved service area consists of Cayuga, Madison, Onondaga, and Oswego Counties. The remaining 1994 "participating" HMOs have been approved for continued participation in 1995 with no change in service areas; however, if you are currently enrolled in an HMO, you will receive information from the HMO regarding any changes in your coverage and/or co-pays effective Jan. 1, 1995. With the addition of Travelers Health Network, the total number of HMOs expected to participate in NYSHIP during 1995 is twenty-six (26).

Rate Information

Look for the 1995 rates to be mailed to your home in November. If you are contemplating changing options, please obtain the "Health Insurance Choices" guide from your agency for a more detailed benefit description. As always, you will be given 30 days from the date that the rate information is released to make your changes.

If you decide NOT to change your health insurance option, you do not have to take any action.

Premium Payments

Remember in reviewing the "Health Insurance Choices" and the rate schedule that whether you are enrolled in The Empire Plan or an HMO, the state pays 90% of the cost of the premium for individual coverage and you pay the remaining 10%. For family coverage, the state pays 90% of the cost of your premium as the enrollee, plus 75% of the additional cost for

family coverage regardless of the number of dependents.

Two Additional Choices to Consider

The Pre-tax Contribution Program (PTCP) allows you to have your health insurance premiums deducted from your pay before taxes are taken out. This may lower your taxable income and give you more spendable income. The PTCP is explained in the NYSHIP "Health Insurance Choices for 1995" and is automatically applied unless you sign a waiver indicating that you do not wish to participate. If you want to change your tax status for 1995 health insurance premiums, you should see your health benefits administrator by November 30, which is the IRS deadline. No action is needed if you wish to keep your current pre-tax option.

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

A booklet explaining how this program works is available from your health benefits administrator. The enrollment deadline is Nov. 10; however, employees who experience a family status change may still enroll during the program year. For further information regarding the Dependent Care Advantage Account Program, see your agency health benefits administrator or call 1-800-358-7202.

Empire Plan enrollees may be eligible for out-of-pocket reduction

Empire Plan enrollees may be eligible for the co-insurance maximum reduction revision.

Through a negotiated benefit for CSEA-represented state employees, Empire Plan enrollees may be eligible to reduce their annual out-of-pocket co-insurance from \$776 to \$500 per calendar year. As of Oct. 1, 1994, those employees earning \$20,253 or less base salary are eligible.

Enrollees who meet this criteria may obtain an application from the

Department of Civil Service at 1-800-833-4344 or 518-457-5754. Information showing that the enrollee is the head of the household and sole wage earner of the family must be provided.

Send application to:
State of New York
Department of Civil Service
Division of Employee Benefits
W. Averell Harriman State
Office Building
Albany, New York 12239

HEALTH INSURANCE

CHOICES

FOR NEW YORK STATE EMPLOYEES


Health Insurance Choices will be arriving
in your agency in mid-November

Option Transfer material will be
mailed first class to your home
as soon as rates are set.

Pre-Tax Program Deadline:
November 30, 1994

Watch your mailbox in
mid-November for 1995 rates
and option transfer
information

See your agency Health
Benefits Administrator
about the Pre-Tax Program
and Health Insurance
Choices



November 1994

September 1994
New York State Department of Civil Service, Employee Benefits Division
The W. Averell Harriman State office Building Campus, Albany, New York 12239

Emergency workers can get exposure information

CSEA members who are emergency response workers now have the right to find out if they have been exposed to certain infectious diseases through contact with a patient.

"If there's been a breach in the universal precautions and other protective measures against infectious diseases, you now have the right to find out whether the patient had any of the specific diseases listed in the federal regulations," said Janet Foley, CSEA safety and health specialist.

Universal precautions are used to protect health care workers from infectious diseases such as HIV and tuberculosis.

If, for example, an emergency response worker is significantly

exposed to a patient's blood, he or she might be concerned about whether they are in danger of contracting HIV, the virus which leads to AIDS.

Under federal regulations, workers can request information about the patient through a designated officer within their organization or agency.

Emergency response employees include firefighters, law enforcement officers, emergency medical technicians

and other professional emergency responders, whether they are paid or volunteer.

The designated officer then contacts the medical facility, which evaluates the risk of infectious contamination and responds within 48 hours of a written request.

If the medical facility does not have enough information to make a decision, the designated officer can appeal to a public health officer for further review.

The diseases listed in the regulations include: tuberculosis, hepatitis B, HIV infection including AIDS, diphtheria, meningococcal meningitis, plague, hemorrhagic fevers and rabies.

If the medical facility learns the patient has one of the infectious diseases, it must inform the designated officer for the affected emergency response workers.

"The emergency responders should make these requests as soon as they can, whenever they are concerned that infection is a possibility," she said. "This means they can begin treatment as soon as possible, rather than waiting and hoping they're ok. Now they have a chance to fight the disease."



CSEA offers new safety books

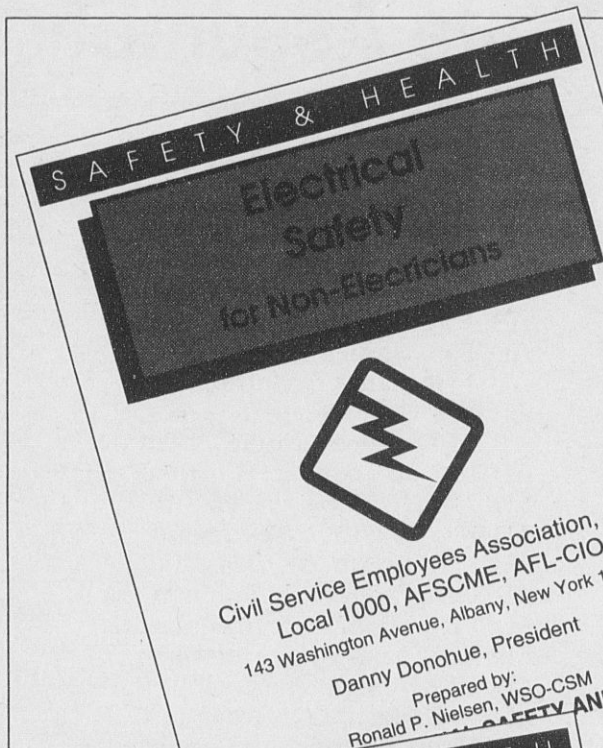
ALBANY — CSEA has produced three new booklets to help its members with safety and health issues on the job.

"Industrial Code Rules" lists Department of Labor codes that cover situations in which federal Occupational Safety and Health Act standards do not apply.

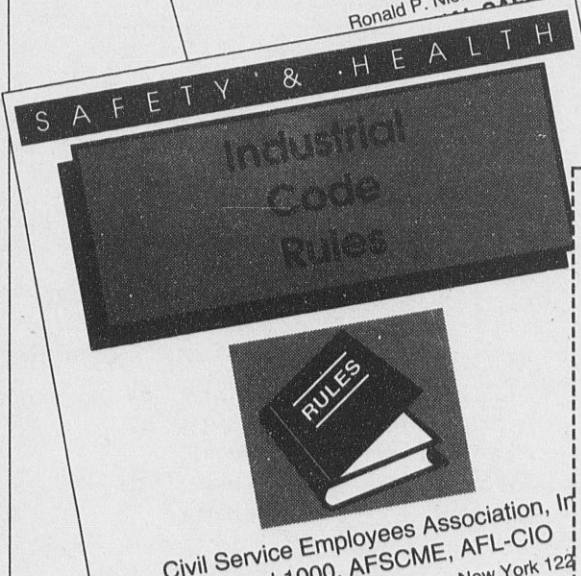
"Electrical Safety for Non-Electricians" is published for those public employees who may require some knowledge of electricity on the job. It offers a basic understanding of how electricity works, what the common hazards are and how injuries can occur if safety procedures are not followed. Of course, electrical installation, maintenance and repair should only be done by qualified electricians or electrical technicians.

"Multiple Chemical Sensitivity" gives an overview of the issue. It includes a definition of multiple chemical sensitivity, case histories, symptoms and a list of occupational health clinics around the state.

To receive any of these booklets, clip out the adjacent coupon and send it to the CSEA OSH Department.

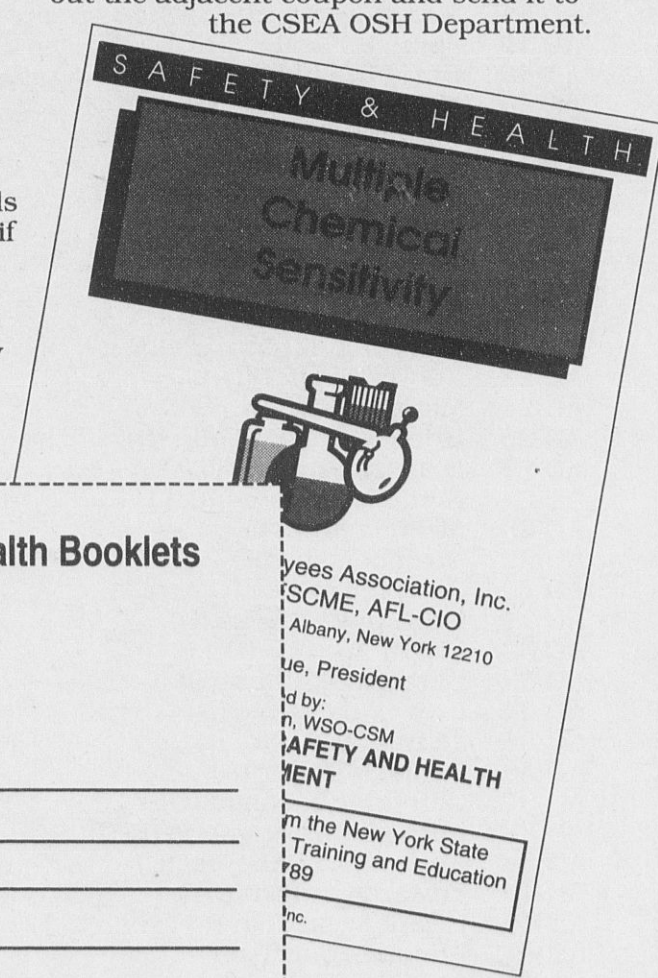


Civil Service Employees Association, Inc.
Local 1000, AFSCME, AFL-CIO
143 Washington Avenue, Albany, New York 12210
Danny Donohue, President
Prepared by:
Ronald P. Nielsen, WSO-CSM



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CSEA OCCUPATIONAL SAFETY AND HEALTH DEPARTMENT

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143 Washington Avenue, Albany, New York 12210
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CSEA Occupational Safety and Health Booklets

Check the booklets you would like:

- Multiple Chemical Sensitivity
- Electrical Safety for Non-Electricians
- Industrial Code Rules

Name: _____

Address: _____

Local: _____

Mail to:
CSEA OSH Department
Attention: Ron Nielsen
143 Washington Avenue
Albany, NY 12210

Vote on Nov. 8

CSEA endorsements help you decide

When you step into the voting booth on Tuesday Nov. 8, CSEA wants you to have the information you need to vote for candidates who support New York's public employees.

The union's political action leadership goes through an extensive process of reviewing records and interviewing

candidates for the 211 seats in the state Legislature to determine which ones deserve CSEA's endorsement.

A similarly extensive process is used in making endorsements for New York's Congressional seats.

The result is a list of candidates whose records prove

they work for public employees on important issues.

The issues and concerns of members are important, and we want to be sure the lawmakers we elect are willing to listen to us.

That's why CSEA takes the time to evaluate and endorse candidates: Because

CSEA members matter.

The next step is up to you. CSEA President Danny Donohue encourages all CSEA members to vote.

"We need to make our voices heard on Election Day, and these endorsements will help us do that," Donohue said. "Get out there and vote on Nov. 8!"

CSEA endorsements for New York State Assembly

AD 1	Patricia L. Acampora (R-C)	AD 51	No endorsement	AD 101	Kevin A. Cahill (D)
AD 2	John L. Behan (R)	AD 52	Eileen C. Dugan (D)	AD 102	John J. Faso (R)
AD 3	I. William Bianchi (D-C)	AD 53	Vito J. Lopez (D)	AD 103	James Tedisco (R-C)
AD 4	Steven Englebright (D)	AD 54	Darryl C. Towns (D)	AD 104	John J. McEneny (D-L)
AD 5	Paul Harenberg (D)	AD 55	William F. Boyland (D)	AD 105	Paul D. Tonko (D-L)
AD 6	Robert C. Wertz (R)	AD 56	Albert Vann (D-L)	AD 106	Ronald Canestrari (D)
AD 7	Thomas F. Barraga (R-C-RTL)	AD 57	Roger L. Green (D)	AD 107	No endorsement
AD 8	Philip Boyle (R)	AD 58	N. Nick Perry (D)	AD 108	Pat M. Casale (R)
AD 9	John J. Flanagan (R)	AD 59	Elizabeth A. Connelly (D)	AD 109	James P. King (R)
AD 10	James D. Conte (R-C)	AD 60	Eric N. Vitaliano (D-C)	AD 110	Chris Ortloff (R-C)
AD 11	Robert K. Sweeney (D)	AD 61	Robert A. Straniere (R-C-RTL)	AD 111	Bill Magee (D)
AD 12	Philip B. Healey (R-C)	AD 62	Sheldon Silver (D)	AD 112	Chloe Ann R. O'Neil (R-C)
AD 13	David S. Sidikman (D)	AD 63	Steven Sanders (D-L)	AD 113	Anthony J. Casale (R-C)
AD 14	Marc Herbst (R)	AD 64	Richard N. Gottfried (D-L)	AD 114	H. Robert Nortz (R)
AD 15	Donna Ferrara (R)	AD 65	Alexander B. Pete Grannis (D-L)	AD 115	David R. Townsend, Jr. (R)
AD 16	Thomas P. DiNapoli (D-L)	AD 66	Deborah J. Glick (D-L)	AD 116	RoAnn M. Destito (D)
AD 17	Michael A. L. Balboni (R-C)	AD 67	Scott M. Stringer (D)	AD 117	Frances T. Sullivan (R)
AD 18	Earlene Hill (D)	AD 68	Angelo Del Toro (D-L)	AD 118	Michael J. Bragman (D)
AD 19	Charles J. O'Shea (R-C)	AD 69	Edward C. Sullivan (D)	AD 119	Joan K. Christensen (D)
AD 20	Harvey Weisenburg (D)	AD 70	Keith Wright (D)	AD 120	Joseph A. Nicoletti (D)
AD 21	Gregory R. Becker (R-C)	AD 71	Herman D. Farrell, Jr. (D-L)	AD 121	Harold C. Brown, Jr. (R-C)
AD 22	Vincent T. Muscarella (R-C)	AD 72	John Brian Murtaugh (D-L)	AD 122	Clarence D. Rappleyea (R)
AD 23	Audrey Pheffer (D-L)	AD 73	John A. Ravitz (R)	AD 123	Kevin McManus (D)
AD 24	Mark Weprin (D)	AD 74	Carmen Arroyo (D)	AD 124	John Kowalchyk (D)
AD 25	Brian M. McLaughlin (D)	AD 75	Hector L. Diaz (D-L)	AD 125	Martin A. Luster (D)
AD 26	Douglas Prescott (R-C)	AD 76	Peter M. Rivera (D)	AD 126	Daniel J. Fessenden (R-C)
AD 27	Nettie Mayersohn (D-L)	AD 77	Aurelia Greener (D)	AD 127	George H. Winner, Jr. (R-C)
AD 28	Melinda Katz (L)	AD 78	Roberto Ramirez (D)	AD 128	Robert C. Oaks (R)
AD 29	No endorsement	AD 79	Gloria Davis (D-L)	AD 129	Craig Doran (R)
AD 30	Joseph Crowley (D)	AD 80	George Friedman (D-L)	AD 130	No endorsement
AD 31	Gregory W. Meeks (D)	AD 81	Jeffrey Dinowitz (D)	AD 131	Susan V. John (D)
AD 32	Vivian E. Cook (D-L)	AD 82	Stephen B. Kaufman (D)	AD 132	Joseph D. Morelle (D)
AD 33	Barbara M. Clark (D)	AD 83	Larry Seabrook (D)	AD 133	David F. Gantt (D)
AD 34	Ivan C. Lafayette (D)	AD 84	James Gary Pretlow (D)	AD 134	Joseph E. Robach (D-C)
AD 35	Jeffrion L. Aubry (D)	AD 85	Ronald C. Tocci (D-C)	AD 135	James S. Alesi (R-C)
AD 36	Denis J. Butler (D)	AD 86	Richard L. Brodsky (D)	AD 136	Jerry Johnson (R)
AD 37	Catherine T. Nolan (D)	AD 87	Michael Spano (R-C)	AD 137	Charles H. Nesbitt (R)
AD 38	Anthony S. Seminerio (D-C)	AD 88	No endorsement	AD 138	Joseph T. Pillittere (D)
AD 39	Anthony J. Genovesi (D)	AD 89	No endorsement	AD 139	Elizabeth C. Hoffman (R)
AD 40	Edward Griffith (D-L)	AD 90	No endorsement	AD 140	Robin Schimminger (D)
AD 41	Helene Weinstein (D)	AD 91	Louise Bisogno (D)	AD 141	Arthur O. Eve (D-L)
AD 42	Rhoda S. Jacobs (D-L)	AD 92	Alexander J. Gromack (D-C)	AD 142	Richard R. Anderson (R-C)
AD 43	Clarence Norman, Jr. (D)	AD 93	Samuel Colman (D)	AD 143	Paul A. Tokasz (D-C)
AD 44	James F. Brennan (D)	AD 94	Nancy Calhoun (R-C)	AD 144	Sam Hoyt (D-L)
AD 45	Daniel L. Feldman (D)	AD 95	John J. Bonacic (R)	AD 145	Richard J. Keane (D-C)
AD 46	Jules Polonetsky (D)	AD 96	Michael Murphy (D)	AD 146	Francis J. Pordum (D)
AD 47	Frank J. Barbaro (D)	AD 97	Eileen M. Hickey (D)	AD 147	Thomas M. Reynolds (R-C)
AD 48	Dov Hikind (D)	AD 98	Jacob E. Gunther, III (D-C)	AD 148	G. Steven Pigeon (D)
AD 49	Peter J. Abbate, Jr. (D)	AD 99	Patrick Manning (R)	AD 149	Patricia K. McGee (R-C)
AD 50	Joseph R. Lentol (D)	AD 100	No endorsement	AD 150	William L. Parment (D)

CSEA endorsements for New York State Senate

SD 1	Kenneth P. LaValle (R-C)	SD 22	Martin M. Solomon (D)	SD 43	Joseph L. Bruno (R-C)
SD 2	James J. Lack (R)	SD 23	Robert J. DiCarlo (R-L)	SD 44	Hugh T. Farley (R-C)
SD 3	Caesar Trunzo (R)	SD 24	John J. Marchi (R)	SD 45	Ronald B. Stafford (R-C)
SD 4	Owen H. Johnson (R-C)	SD 25	Martin Connor (D-L)	SD 46	James W. Wright (R)
SD 5	Ralph J. Marino (R-C)	SD 26	Roy M. Goodman (R)	SD 47	William R. Sears (R-C)
SD 6	Kemp Hannon (R)	SD 27	Catherine Abate (D)	SD 48	Nancy Lorraine Hoffman (D)
SD 7	Michael J. Tully, Jr. (R-C)	SD 28	Olga Mendez (D-L)	SD 49	John A. DeFrancisco (R)
SD 8	Norman J. Levy (R-C)	SD 29	David Paterson (D-L)	SD 50	James L. Seward (R-C)
SD 9	Dean G. Skelos (R)	SD 30	Franz S. Leichter (D-L)	SD 51	Thomas W. Libous (R-C)
SD 10	Alton R. Waldon, Jr. (D-L)	SD 31	Efrain Gonzalez, Jr. (D)	SD 52	No endorsement
SD 11	Frank Padavan (R)	SD 32	Pedro Espada, Jr. (D)	SD 53	Michael F. Nozzolio (R-C)
SD 12	Ada L. Smith (D)	SD 33	Joseph L. Galiber, Jr. (D-L)	SD 54	Richard A. Dollinger (D)
SD 13	Emanuel R. Gold (D-L)	SD 34	Guy J. Veleva (R-C)	SD 55	Mary Ellen Jones (D)
SD 14	George Onorato (D)	SD 35	Nicholas A. Spano (R-C)	SD 56	Jess J. Present (R)
SD 15	Serphin R. Maltese (R-C-RTL)	SD 36	Suzi Oppenheimer (D-L)	SD 57	Anthony Nanula (D)
SD 16	Leonard P. Stavisky (D-L)	SD 37	Vince Leibell (R-C)	SD 58	William T. Stachowski (D-C)
SD 17	Nellie Santiago (D)	SD 38	Joseph R. Holland (R-C)	SD 59	Dale M. Volker (R-C)
SD 18	Velmanette Montgomery (D)	SD 39	William J. Larkin, Jr. (R-C)	SD 60	Charles E. Eaton (D)
SD 19	Howard E. Babbush (D)	SD 40	Charles D. Cook (R)	SD 61	No endorsement
SD 20	Marty Markowitz (D)	SD 41	Stephen M. Saland (R-C)		
SD 21	Carl Kruger (D)	SD 42	Michael Hoblock (R)		

CSEA endorsements for statewide races

Comptroller
H. Carl McCall (D-L)

Attorney General
Karen Burstein

United States Senator
Daniel Patrick Moynihan (D)

CSEA endorsements for U.S. Congress

CD 1	George J. Hochbrueckner (D)	CD 17	Eliot L. Engel (D)
CD 2	Rick A. Lazio (R)	CD 18	Nita M. Lowey (D)
CD 3	Peter T. King (R)	CD 19	Hamilton Fish, Jr. (D)
CD 4	No endorsement	CD 20	Benjamin A. Gilman (R)
CD 5	Gary L. Ackerman (D)	CD 21	Michael R. McNulty (D)
CD 6	Floyd H. Flake (D)	CD 22	Gerald B. Solomon (R-C)
CD 7	Thomas J. Manton (D)	CD 23	Sherwood L. Boehlert (R)
CD 8	Jerrold Nadler (D)	CD 24	John M. McHugh (R-C)
CD 9	Charles E. Schumer (D-L)	CD 25	Rhea Jezer (D)
CD 10	Edolphus Towns (D)	CD 26	Maurice D. Hinchey (D)
CD 11	Major R. Owens (D)	CD 27	William Long (D)
CD 12	Nydia M. Velazquez (D)	CD 28	Louise M. Slaughter (D)
CD 13	No endorsement	CD 29	John J. LaFalce (D-L)
CD 14	Carolyn B. Maloney (D)	CD 30	David Franczyk (D)
CD 15	Charles B. Rangel (D)	CD 31	No endorsement
CD 16	Jose E. Serrano (D-L)		

**'We need to make our
voices heard
on Election Day ...
Get out there and vote
on November 8.'**

— President Danny Donohue



VOTE VOTE VOTE



H. Carl
McCall
for Comptroller



Karen
Burstein
for Attorney General

VOTE
on Nov. 8



CSEA endorsements on pages 18 and 19