

March 21 deadline for filing petitions  
in elections of CSEA statewide President,  
Executive Vice President,  
Secretary, Treasurer

**INSIDE — SPECIAL  
METROPOLITAN  
REGION NEWSLETTER**

Official publication of  
**CSEA**  
Local 1000, AFSCME, AFL-CIO

# Sector

**THE PUBLIC**

**Vol. 20 No. 3 MARCH 1997**

## The changing world of health care

**'We're hoping the  
public benefit  
corporation will give  
us the competitive  
edge in health  
care ... and the  
competition's fierce.'**

**— RN II Janet St. John  
15-year CSEA member,  
Nassau County  
Medical Center**

**Changing to  
meet the challenge  
— See pages 3, 9, 10,11**



Photo by Sheryl C. Jenks

## H.E.A.T can save money in fuel bills

CSEA members in New York City, Long Island, Westchester County, Putnam County, Northern New Jersey can join H.E.A.T. (Heating Energy Affordable Today), a buying group that uses the purchase power of 16,000 members to negotiate lower prices for fuel oil with full-service dealers. Included in membership is a free service contract. The cooperative has contracts with 50 different fuel oil delivery and service companies. Annual membership fee is \$25 with money back guarantee. **When you call, mention you are a CSEA member and get a second year's membership at no charge.**

**Call 1-800-660-HEAT**

### Procedure protects your rights

AFSCME's Constitution includes a rebate procedure to protect the rights of members who disagree with how the international union spends money for partisan political or ideological purposes. This procedure is not open to non-members who pay agency shop or similar fees to the union or to members who are employed under a union shop.

Each year, the international Secretary-Treasurer calculates the portion of per capita payments that has been used for partisan political or ideological purposes during the preceding fiscal year.

Members who object to the expenditure of a portion of their dues for partisan political or ideological purposes and request a rebate must do so individually in writing between April 1 and April 16, 1997. The request must contain the member's name, Social Security

number, home address, AFSCME local and council number. This information must be typed or legibly printed. The individual request must be signed by the member and sent by the individual member to the International Secretary-Treasurer at AFSCME International Headquarters, 1625 L Street NW, Washington, DC 20036-5687, by registered or certified mail. Requests from more than one person may not be sent together in the same envelope; each request must be sent individually. Requests must be renewed in writing every year the member wishes a rebate.

Any member who is dissatisfied with the amount of the rebate paid by the international union may object by filing a written appeal with the AFSCME Judicial Panel at the above address within 15 days after the rebate check has been received.

## IMPORTANT NOTICE

### May 15 is deadline for submitting proposed resolutions, changes to CSEA's Constitution & By-Laws

Proposed resolutions and proposed amendments to the CSEA Constitution & By-Laws for consideration by CSEA delegates to the union's 1997 Annual Delegates Meeting **must be submitted by May 15, 1997.**

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

Proposed resolutions and proposed amendments to the Constitution & By-Laws must be submitted no later than May 15 to Statewide Secretary Barbara Reeves, CSEA Headquarters, 143 Washington Avenue, Albany, NY 12210-2303.

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

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

The Coalition of Black Trade Unionists annual meeting will be May 22 to 26 at the Hyatt Regency Superdome in New Orleans. For more information or to coordinate convention registration and hotel accommodations, contact Portia Given at 1-800-342-4146, extension 210.

## THE PUBLIC Sector

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

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The Public Sector (USPS 0445-010) is published monthly by The Civil Service Employees Association. Publication Office: 143 Washington Avenue, Albany, New York 12210. Second Class Postage paid at Post Office, Albany, New York 12288. **Postmaster: Send address changes to: Civil Service Employees Association, Attn: Membership Department, 143 Washington Avenue, Albany, New York 12210. CSEA on line: The CSEA web site can be accessed at [www.cseainc.org](http://www.cseainc.org)**

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### The Public Sector Committee

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SOUTHERN REGION Diane Hewitt	WESTERN REGION James V. Kurtz

**CSEA  
calls for**

# A responsible budget, real welfare reform

**!!!**

## CSEA pushing for meaningful welfare reform



**CSEA President Danny Donohue testifying at a NYS Senate roundtable hearing on welfare reform.**

Welfare reform is one area of particular concern, he said, and assuring real welfare reform that adheres to several principles important to labor has risen to the top of the priority list for CSEA during the 1997 state legislative session.

"The one issue that touches all working people across this state is welfare reform," Donohue told members of the two influential legislative committees.

He said CSEA strongly supports the concept of welfare reform, noting "a paycheck will always be better than a welfare check," but insisted real welfare reform can only

be achieved if the state adheres to principles adopted by CSEA, AFSCME and other labor unions. Donohue outlined those principles as:

- \* **The existing work force must not be displaced;**
- \* **Public assistance programs must not be contracted out;**
- \* **Welfare recipients need real jobs with full employment rights.**

**ALBANY — The proposed 1997 state budget is irresponsible in several crucial areas and requires some overhauling before becoming law, CSEA President Danny Donohue testified before a joint hearing of the Assembly Ways & Means and Senate Finance Committees on workforce issues.**

## Restore probation

Don't turn your backs on the safety of our citizens, Donohue urged lawmakers. He said the Governor's proposal to reduce state funding to local governments for probation services does not make sense at a time when local governments are under considerable pressure to reduce criminal activity.

## Fund, equip schools!

While applauding the Governor's attempt to reduce the burden of school property taxes, Donohue reminded lawmakers that those high property taxes are a direct result of state income tax cuts that have led to a reduced proportion of school expenses paid for by the state.

"We must make sure the schools our children attend - from kindergarten through SUNY - are equipped and funded to enable them to enter the 21st century," he told lawmakers.

## Hospitals must not suffer from Medicaid cuts

Donohue also called upon state lawmakers to ensure that hospitals and nursing homes, especially public ones which serve the state's neediest and most vulnerable citizens, are not forced to close because of drastic Medicaid cuts.

"At a time when the entire health care system is in chaos, we don't think large cuts in those facilities that serve as the safety net are wise," he said.

**See pages 9, 10 and 11 for related health care articles**

## Keep Roswell Park public, for the public good

Very high on CSEA's list of concerns with the proposed state budget is Gov. Pataki's plan to convert the world-renowned Roswell Park Cancer Institute in Buffalo to a private not-for-profit corporation. President Donohue told legislators every New Yorker will lose unless the state finds a way to give Roswell Park the flexibility it needs to compete in the current health care market without abandoning its public purpose and public employees.

Within days of his legislative testimony, CSEA launched a media campaign on radio, TV, in print and transit advertising targeted at mobilizing public support for keeping Roswell Park a public facility. And President Donohue toured the world famous publicly-owned facility and conducted several media interviews to draw more attention to the threat of privatization there.



**TOURING ROSWELL PARK CANCER INSTITUTE are, from left, CSEA President Danny Donohue, CSEA Western Region President Robert Lattimer (background), Brian J. Madden, president of Roswell Park Local 303, and Jim Jayes, president of Health Research, Inc. (Buffalo) Local 315.**

## Budget failing SUNY

Lawmakers were told that the proposed state budget fails to provide adequate funding to maintain essential services at SUNY campuses and continues to prevent SUNY from becoming as great a university system as it should be.

## MH downsizing slammed

The governor's mental health budget which continues downsizing state psychiatric facilities without providing for adequate community-based services also drew sharp criticism from the CSEA president during his testimony before the legislative committees.

# Privatization means triple whammy for Westchester employee

## Loses county job, benefits and home

VALHALLA — Joyce Clayton is fending off repeated setbacks since Westchester County privatized the dietary department at Ruth Taylor Institute.

She took a pay cut and lost her benefits when she went to work for the interim contractor now running the department. Then she was evicted from the county-owned apartment she has lived in for more than 28 years. Only 16 months from retiring from the county, Clayton now worries whether she will have a job at all.

"I haven't been sleeping nights," Clayton said. "I have no idea where I'm going to go or if I'll even have a job."

None of 180 dietary employees knows whether the contractor will hire them permanently.

When Clayton started working for the county, she was able to rent the county-owned apartment at a rent more affordable than others in the county on the condition she be available in emergencies and work no matter what the weather, she explained.

County officials evicted all the residents of one building, many of whom are already uncertain about their futures thanks to privatization.

The county wanted the workers out by the end of last year, but CSEA Unit and Local President Cheryl Melton



Left to right, Unit and Local President Cheryl Melton, Joyce Clayton and union representative Richard Blackburn.

managed to win them more time to find new housing.

"It is unfortunate that the politicians have reduced employees that lost their jobs to numbers without faces," said Melton.

"It should be obvious that the policies of this county are leaving a lot of battered victims in its wake," CSEA Southern Region President Carmine DiBattista said. "The price of privatization is impossible to calculate when you take into consideration not only the loss of jobs, but the cost of unemployment and welfare as well as the drastic life changes."

— Anita Manley

## Huge rent increase for some

Westchester County is raising the rent for employees who live in county-owned property.

Paul DiGiacomo and his wife, Karen, have lived in their apartment for seven years. A maintenance engineer, DiGiacomo was offered his apartment on the condition that he would be available for emergencies during off hours.

DiGiacomo paid \$717 in rent until Jan. 1, when it went up more than \$500 to \$1,050 a month. His \$22.80 monthly parking fee is also set to increase.

DiGiacomo said he got his apartment "as is."

"The place was a disaster. I did all the repairs. I put in a swing set that all the kids use. I planted a vegetable garden that I share with the other residents," he said.

"The building is in disrepair. The fire escape is falling down, the laundry room is filthy and the ceilings are falling down," DiGiacomo said. "The legislature makes rules for landlords, but they don't practice what they preach."

## You wouldn't treat a dog like that

BROOKHAVEN — "I love animals and I love my job and do it well," said Linda Pew, a dog control officer in the Town of Brookhaven, just weeks before she and five of her co-workers were laid off Jan. 1, 1997.

The layoffs were especially outrageous because they were motivated solely by retribution.

Pew filed a Human Rights complaint against her boss which is still pending. A co-worker who substantiated Pew's allegations, Carl Torgeson, also lost his job.

Because Pew and Torgeson had seniority, four other employees had to be laid off before they could be touched.

Money didn't cause the layoffs: the town is in such good fiscal health that town board members gave themselves eight percent raises.

The shelter certainly wasn't overstaffed. Even before the layoffs, many calls for help went unanswered for days and management told employees to take phones off the hook because no dog control officers were available to handle emergencies.

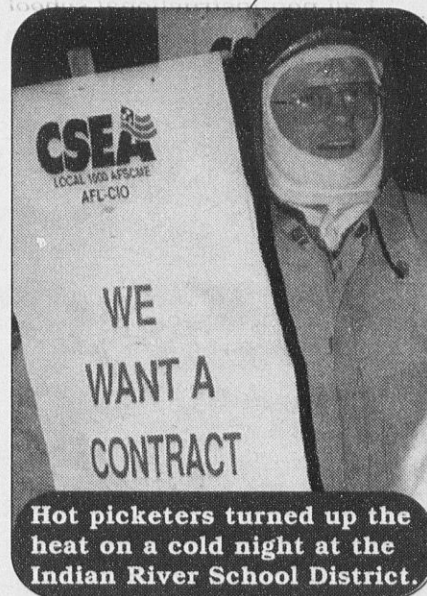
Employees told the board how the shelter could make more money. Taxpayers told the board how valuable the workers were. It didn't matter. The workers lost their jobs.

As if things weren't bad enough, the town failed to tell the workers about jobs openings they might have applied for, in what CSEA Labor Relations Specialist Stephanie Bonfante called "another spiteful move on the town's part."

CSEA filed a class action lawsuit and two improper practice charges over the layoffs, which are pending.

In the meantime, taxpayers will come across more stray animals and get little help with problems ranging from dog attacks to cock fights.

— Sheryl Jenks



## Members hot about being left in the cold

PHILADELPHIA — "Our members deserve a fair and decent contract."

That was the message from CSEA Central Region President Jim Moore at a school board meeting in the Indian River School District, where nearly 200 CSEA-represented workers have been working without a contract for more than 19 months.

More than 100 people joined the unit members as they braved the cold to picket the meeting.

The workers simply want to be paid wages comparable to those in surrounding districts, CSEA Indian River Schools Unit President Dennis Davis said.

A salary survey showed that the workers are significantly underpaid compared to surrounding districts, while a review of district finances showed that the district can afford to pay fair wage increases.

— Mark M. Kotzin

## Join the fight to save county DMV jobs

A proposal by Gov. Pataki to transfer mail-in license and registration renewals from county motor vehicle departments to the state Department of Motor Vehicles could mean hundreds of layoffs for county DMV workers.

Scheduled to begin April 1, the proposed state takeover of the mail-in renewal function would have a devastating impact on county budgets if enacted. Some county clerks say the change would eliminate up to half of their

revenues, forcing them to lay off employees.

CSEA is working with the County Clerks Association and the New York State Association of Counties to defeat the legislation.

CSEA members are asked to join the fight by contacting the Governor and state legislators at 1-800-SOS-6336 to voice their opposition to the proposal.

# Poughkeepsie members get upgrades

POUGHKEEPSIE — It took time, effort and a new city manager, but CSEA members in the city of Poughkeepsie now have reclassified job titles and salaries.

In 1990, workers complained they were performing tasks inappropriate for their grade and that job descriptions were outdated.

"We were told that it was a budget issue," employee Bruce Dooris said. "Then we were told it was a negotiation issue."

Finally, in 1995, the newly-appointed city manager agreed to a reclassification study with a committee of CSEA members.

"We found we had a lot of discrepancies," employee Liz Frank said. "The misuse of employees over the years became routine. When a person left, other workers would just take over their duties. No one looked at job descriptions."

The Dutchess County Personnel office used reclassification forms in which employees described their job duties. The city then assigned the proper titles and set pay grades. Workers could appeal new titles and grades.

Of 158 city workers, 60 got upgrades retroactive to October 1996. Some employees saw increases of up to \$4,000 a year.

Workers in 20 titles that were downgraded retained their salaries, while new employees will start at the new salaries. More changes could be made in contract negotiations.

"Morale is way up," Dooris said. "Our members know that the union fights for us. It was a lot of hard work, but it was very rewarding."

— Anita Manley



City of Poughkeepsie member Liz Frank shows upgrade results to, from left, Bruce Dooris, CSEA Labor Relations Specialist Art Fleischner and Unit President Willie Wimberly.

## Solidarity helps win battles

POUGHKEEPSIE — It took a crisis to prove to many city of Poughkeepsie CSEA members that their solidarity could win battles.

Few members even showed up for union meetings until the former city manager decided three years ago to contract out the city's trash collection operation.

Unit President Willie Wimberly and his officers convinced employees that even if they weren't part of the sanitation department, they could be next.

Solidarity was born.

With the help of CSEA staff, city employees demonstrated, publicized their plight, and lobbied city council members. Residents packed meetings to support the city workers.

In the end, CSEA members remained and the city manager left.

Members have a new attitude, and it's not unusual to see sanitation employees working with police dispatchers and clerical employees to resolve problems. And now union meetings are well attended.

— Anita Manley

## A salute to Local 842 heroes

Two CSEA members rescued a man from the freezing waters of the Hudson River in December.

CSEA City of Rensselaer Unit members Raymond Hennessy and Robert Sauer were working in Riverside Park when a passerby told them he'd seen a man jump into the river from a nearby bridge.

They called for help on their two-way radio and rushed to the water's edge, Hennessy helped the man to shore and Sauer gave the man his coat.

Meanwhile, CSEA Rensselaer County Sheriffs Department Unit President Daniel Plumley and unit member Jennifer Chiera were honored as EMS Persons of the Month for their part in a rescue in September.

Call taker Chiera and dispatcher Plumley calmed a caller reporting a heart attack, gave CPR instructions and dispatched aid. Thanks to their efforts and the emergency crews' prompt response, the victim survived.

Hennessy, Sauer, Plumley and Chiera are all members of CSEA Rensselaer County Local 842.

— Daniel X. Campbell

CSEA's Central Region School Employees Conference will give school district workers an opportunity to exchange ideas and learn about the issues that affect them.

The conference is scheduled for May 10 at the Four Points Sheraton in Liverpool.

The region's new Schools Committee is working with the region Education Committee to develop the conference which will offer workshops of interest to all non-instructional school workers.

Members must register in advance.

Employees will receive registration information by mail and at their worksites in the coming months. Anyone with questions should call the CSEA Central Region Office at 315-433-0050.

## School Board

CSEA now represents 25 full-time teaching assistants in the Lansingburgh School District.

CSEA Troy City School District President Linda Hillje and Lansingburgh Unit President LuAnn Parker helped CSEA Labor Relations Specialist Michael Sheldon in the organizing effort.

CSEA school district members from Nassau and Suffolk counties will have the opportunity to attend a free career development conference.

The conference is scheduled for May 3 at the Marriott, Melville.

CSEA Suffolk Local 870 President Diane Klement and CSEA Nassau Educational Local 865 President Denis Midnet worked together to develop the conference.

Registration letters are being distributed to school district employees. The registration deadline is April 8. Members needing a form should call Nassau Local 865 at 516-799-3124 or Suffolk Local 870 at 516-475-8700.

## Member donates kidney to daughter; co-workers help with expenses

WATERTOWN — CSEA Jefferson County Local 823 member Tom Soules just gave his daughter the best gift possible — a new chance at life.

In turn, his fellow union members gave him a helping hand.

Soules, a building maintenance supervisor for the Watertown Housing Authority and former vice president of the CSEA Unit, donated his right kidney to his 15-year-old daughter, Stephanie, who had both kidneys removed in early January.

Soules' co-workers, led by CSEA Unit President Bob Snyder, hosted a spaghetti supper to raise money for expenses including travel to the Burlington, VT hospital for the transplant.

They served more than 600 plates of pasta and raised more than \$7,000. Management worked with CSEA members on the benefit, Snyder said.

Building and Grounds Supervisor Ken Gladle was right alongside him as they cooked and served hundreds of dinners.

Management also kept Soules on leave at half pay even though he had exhausted his accruals.

Soules said he was surprised at his co-workers' generosity.

"I was ecstatic. I couldn't believe they were going to help me out," he said. "I appreciate the help and all the letters, cards, thoughts and prayers. I'm lost for words."

"It's very overwhelming," added his wife Ruth. Stephanie, asked how she felt about her dad giving his kidney to her, responded with a shy smile.

"I think it's great."

— Mark M. Kotzin

# "The Little Agency That Could"

## CSEA continues its fight against the Governor's proposal to merge the Department of Economic Development with the Empire State Development Corporation.

ALBANY — In the future, according to a Pataki administration proposal, when businesses and entrepreneurs look for economic development assistance in New York State they will no longer contact the New York State Department of Economic Development. They will deal with the Empire State Development Corporation, a combination of the Urban Development Corporation, the Science and Technology Foundation and the current Department of Economic Development, a new public benefit corporation.

CSEA Economic Development Corporation Local 654 President Rose DeSorbo has many concerns about this proposed change.

"CSEA understands the need to promote economic development in New York State. That is, and has been, the mission of the Department of Economic Development and we have been very successful in achieving that goal each and every year in the public sector," she said.

But the operations of the proposed Empire

State Development Corporation will not be subject to the same legislative oversight or taxpayer accountability as the current agency. Currently the Department is under the review of the State Comptroller. That would not be the case under the Governor's proposal.

"Removing these safeguards could place the excellent track record of the public sector Department of Economic Development into jeopardy and lose the confidence of state taxpayers who foot the bill for such development projects," DeSorbo said.

While the current CSEA-represented department employees would continue to be union members, the other workers being brought into the new corporation would not be covered by provisions of the Civil Service Law and are not currently unionized. In CSEA's opinion, the need to retain and attract the most qualified employees to administer these programs demands that the civil service status of these positions must be maintained.

"CSEA Department of Economic Development Local 654 is the *Little Agency That Could*," DeSorbo said. "All 85 members, 60 in Albany and 25 throughout the state, are busy writing letters to our elected representatives urging them to carefully review the Governor's proposal and to reject those objectionable items."

CSEA would like to see the problem plagued Urban Development Corporation put back under the control of the public sector Department of Economic Development where Urban Development projects would once again be under the scrutiny of the Comptroller's office and under the review of the taxpayers.

CSEA Local 654 member Donna Baxter said that she had already written her first letters to her local representatives telling them her concerns about the future of economic development in New York State.

"Our message is simple," she said. "Keep Economic Development Economic Development."

— Daniel X. Campbell

## Metro Region honors Rev. King

NEW YORK — A standing-room-only crowd of CSEA members and their children honored the life and accomplishments of the Rev. Dr. Martin Luther King in the CSEA Metropolitan Region office.

Kate DeSmet, on strike against the *Detroit News* for 18 months, urged all CSEA members to boycott USA TODAY and all newspapers (many in the Hudson Valley) owned by the Gannett Corporation.

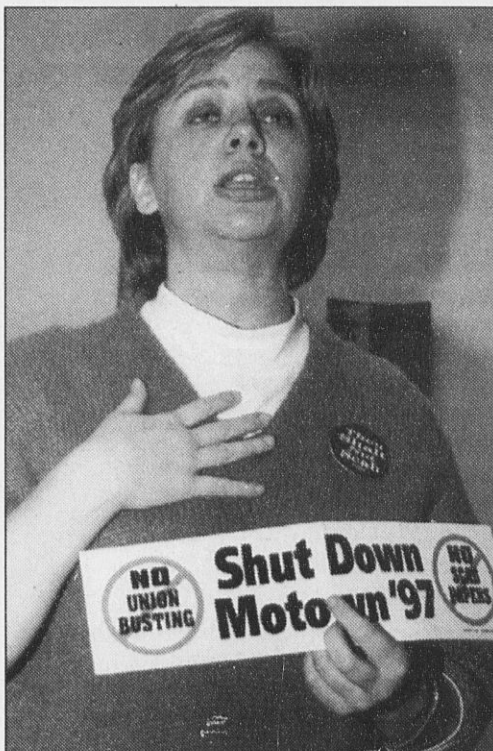
"Gannett is determined to break the Detroit newspaper union," Region President George Boncoraglio said. "But we honor and support Kate DeSmet and the Detroit strikers tonight in Dr. King's memory, because Dr. King died in Memphis defending the rights of all striking workers."

Rev. Herbert Nelson encouraged CSEA members to ask their pastors to support them during labor struggles. He described his own arrest while kneeling in prayer on a North Carolina picket line protesting anti-labor practices of the K-Mart Corporation. Where there is injustice, pastors need to be out there supporting their people, Nelson said.

Later, the New York City 911 Operators Acappella Choir belted out old-time, hand-clapping gospel music.

CSEA NYS Psychiatric Institute Local 419 member Charlie Bowen gave the program rave reviews, especially thanking the Minority Affairs Committee and its Chairperson Joyce Idowu, for all their efforts.

— Lilly Gioia



Detroit News striker Kate DeSmet urges CSEA members and their families to boycott newspapers owned by the Gannett Corporation.

## Join Fast for the Common Good, March 19-21

CSEA members will be supporting the second 40-Hour statewide Fast for the Common Good from March 19 to 21.

The fast protests so-called welfare reform that forces people to work for less than minimum wage without job safety protections or Workers' Compensation should they become injured.

CSEA leaders and members participated in last year's fast.

CSEA members wishing to find out more about the fast or how their religious congregations may participate can contact Lilly Gioia at 212-406-2156. See page 19 for more details.

## Religious leaders believe in working people

NEW YORK — More and more clergy of all denominations are becoming deeply involved in labor struggles across the country, and CSEA activists joined other union members, labor journalists, students and clergy in a panel discussion about this new phenomenon.

"Many union activists are motivated by their consciences and spiritual values to pursue union work and justice issues," CSEA Metropolitan Region President George Boncoraglio said. "It's important that our ministers, priests and rabbis are standing with us to speak out about the morality of government policies that hurt workers and the most vulnerable people we serve."

The panel, sponsored by Metro New York labor journalists, included

the Rev. Jim Wallis, editor of *Sojourners* magazine; the Rev. Herbert Nelson, North Carolina labor-activist Presbyterian pastor; the Rev. Peter Laarman of the New York City Labor-Religion Coalition; Kate DeSmet, a *Detroit News* striker; Lilly Gioia, CSEA communications associate; Alfred Ross of the Center for Democracy Studies; and Brian O'Shaunessy, co-chair of the New York State Labor-Religion Coalition.

Wallis reminded his audience that "the Bible is on the side of working people," and that the country should be alarmed by political policies that deliberately hurt poor people.

Gioia warned that religious political extremists on the far right continue to raise millions of dollars to elect politicians with an anti-labor agenda.

**Got questions  
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for answers!**

CIVIL SERVICE EMPLOYEES ASSOCIATION

**LEAP**

LABOR EDUCATION ACTION PROGRAM

CSEA Labor Education Action Program (LEAP) advisers answer the LEAPline and provide advice and assistance to CSEA-represented state employees between 8:30 a.m. and 4:30 p.m. (8:30 p.m. on Thursdays). Leave a message at other times to receive a call back. LEAP advisers will work with you on such areas as:

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

**LEAPline**

**1-800-253-4332**

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

NOTE: The LEAPline number was printed incorrectly in the February edition of *The Public Sector*. The correct number is above.

## Thoms & Townsend top PEOPLE recruiters for Dec. & Jan.

Micki Thoms of CSEA Letchworth Village Developmental Center Local 412 recruited 16 new PEOPLE members during December earning PEOPLE Recruiter of the Month honors.

Gene Townsend of CSEA Pilgrim Psychiatric Center Local 418 took the award for January, recruiting 31 new members during the month. PEOPLE (Public Employees Organized to Promote Legislative Equality) is the CSEA/AFSCME lobbying program that operates at the federal level.

## CSEA's marathon man running his heart out for leukemia research

WATKINS GLEN — CSEA member Dan Welton, a long distance runner, continues to log a lot of miles raising research funds for his favorite



charity. He completed his most recent grueling 26.2-mile marathon on Jan. 19 in Bermuda.

A maintenance mechanic for the Office of Fire Prevention and Control, Department of State, he runs marathons to raise funds for the Central New York Chapter of the Leukemia Society of America.

Welton hoped to raise \$5,000 in pledges for leukemia research between the Marine Corps Marathon he ran in October and the Bermuda Marathon, but pledges and contributions are coming in slower than expected. CSEA members who wish to help leukemia research can send contributions (*specify you are pledging for Dan Welton*) to:

**Leukemia Society of America  
Central New York Chapter  
847 James Street, Suite 201  
Syracuse, NY 13202**

### Mission accomplished for DMNA recruiter

NEW WINDSOR — Ken Haverlan built a "snowball" of more than \$1,000 for SEFA, the State



**Ken Haverlan**

Employees Federated Appeal.

Haverlan is an air base security police officer at the National Guard base at Stewart Airport and a member of CSEA DMNA Local 252.

He raised more than \$1,000 from among his co-workers.

"It just snowballed. We got 100 percent of the security police and at least 50 percent of all the DMNA employees on the base. It gave me quite a sense of accomplishment," Haverlan said.



## Local 671, CSEA Region officers discuss Workers' Comp Board transfers

CSEA Workers' Compensation Board Local 671 President Carol Harvin and Vice President Phyllis Shook, along with Labor-Management Committee Chair Shirley Martin, met with CSEA Capital Region President Carmen Bagnoli, CSEA Deputy Director of Contract Administration James Hennerty, Region IV Director Joseph Reedy and Labor Relations Specialist Edmund Catrine to review information concerning the transfer of 400 WCB employees from Brooklyn and Menands to 20 Park Street in downtown Albany. A membership meeting for Menands-based employees is scheduled for mid-March. CSEA is seeking more concrete information from the state concerning the transfers and their impact on union members.

## Honors and praise for Tax Local employees



**Commissioner  
Michael Urbach**

*"... public employees in Tax are as dedicated, efficient and effective as private sector workers, if not more so"*



**CSEA Tax and Finance Local 690 activist Pat Finn, right, receives the Shop Steward award from Local President T.J. O'Donnell.**

### Three Local 690 activists presented plaques

LAKE PLACID — CSEA members know it, and now they know the state Commissioner of Tax and Finance knows it.

Commissioner Michael Urbach recently spoke at the Lee Johnson Memorial Labor/Management Workshop for Tax and Finance department employees.

"After 23 months as Commissioner I now know that public employees in Tax are as dedicated, efficient and effective as private sector workers, if not more

so," Urbach said.

CSEA Tax and Finance Local 690 President T. J. O'Donnell was delighted with the comment from the well-respected commissioner.

Three CSEA Tax and Finance members received plaques honoring their dedication and service to the Local's membership. Those honored were: Pat Finn, winner of the Shop Steward Award and Joe DiSanto and Jean Schultz co-winners of the President's Award.

— Daniel X. Campbell

# In touch with you

A message from CSEA President Danny Donohue



## Protect your job and your future

This year's fight over the Governor's proposed state budget and other issues is just heating up and CSEA is in the thick of it. Proposals to privatize Roswell Park Cancer Institute in Buffalo and Helen Hayes Hospital in West Haverstraw; initiatives to fold the Department of Economic Development into the Urban Development Corporation; a continued lack of commitment to the State University system; and mental health policies that remain the shame of all New York, are just some of the battleground areas for CSEA.

But the debate over welfare reform remains at the top of the list because it affects every CSEA member and cuts across everything that CSEA does.

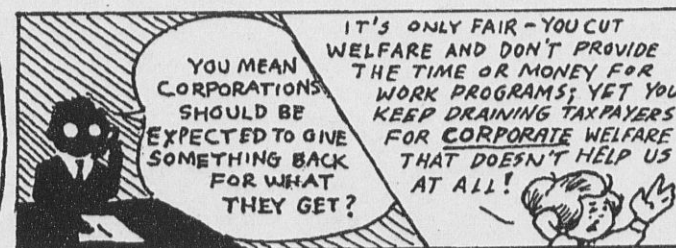
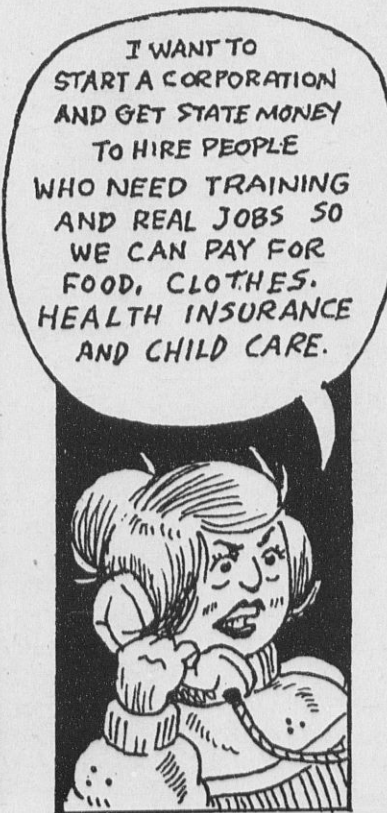
We all want welfare reform but there have to be worker protections. There have to be real jobs without displacing existing workers.

CSEA is taking this message to the public too, with a new series of radio and television ads airing statewide. It must be understood that the welfare battle, like all the other budget issues,

will not be won in Albany alone. CSEA needs your involvement. The real battles must be fought by you and your co-workers in your hometown and in your worksites.

Make a commitment to protect your job and your future. Contact your CSEA Region office to find out specifically how you can get involved today!

*Danny*



A MESSAGE FROM

**JOIN US!**

CALL 1-800-836-2732

FOR A FREE MEMBERSHIP KIT

NEW YORKERS FOR FISCAL FAIRNESS



# *The* CSEA **Work Force**



**"I think privatization of Roswell would likely cause job cuts, because a private employer's first steps would be to reduce the payroll."**

**Darlene Mitchell,  
medical laboratory  
technician at  
Roswell Park**

## *The fight for public health care*

Photo by Ron Wofford

See pages 10 & 11

# CSEA works to meet the changing Public Benefit Corporations one option

In this volatile health care environment, how can public health facilities survive rising costs and threats of privatization?

It's a question CSEA faces across the state, and the best answer is, of course, to keep the facility publicly owned and work to improve operations so it can continue to function for the public.

But the world of health care is changing. Sometimes the status quo makes it impossible to compete successfully.

The next best option appears to be a public benefit corporation. The facility remains publicly owned, yet has more flexibility to compete in the health care market.

Public benefit corporations can have drawbacks, but CSEA is cautiously optimistic about the two PBCs set up for medical centers in Westchester and Nassau counties.

CSEA made sure that legislation creating the PBCs included protections for CSEA members, maintaining their salary scales,

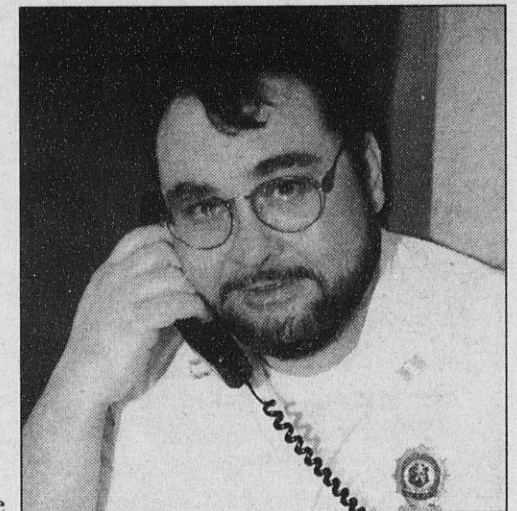
benefits, enrollment in the state retirement system and union representation.

Within days of the creation of the Nassau and Westchester PBCs, two public facilities became privatization targets. Gov. Pataki wants the Roswell Park Cancer Center in Buffalo and the Helen Hayes Hospital in Rockland County to become private, not-for-profit corporations, which are not the same as PBCs.

CSEA is fighting the proposal. Roswell Park is a leader in cancer research, and if its progress lags because of privatization, not only will employees and patients suffer, but anyone who might benefit from successful research could pay the price of privatization.

In Rockland County, Helen Hayes Hospital offers intensive rehabilitation for people suffering from a wide variety of problems including stroke, brain injury, arthritis and osteoporosis.

The battles for these health care facilities is far from over, and more loom ahead, but CSEA is determined to find new solutions that allow



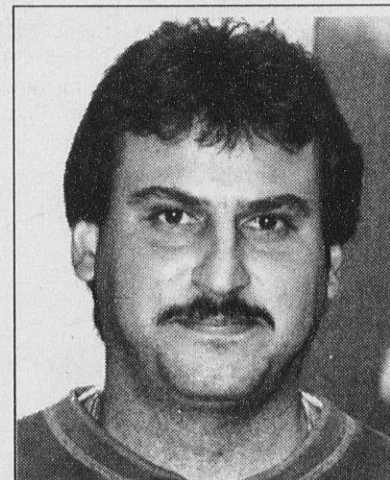
**"I think we'll be able to deliver health care in a better fashion," said Gary Forgione, a security officer at A. Holly Patterson Home. "Look at the other PBCs and they seem to do better because there is much less red tape."**



**"I'm hoping our jobs are safe, that's my main concern," said CSEA A. Holly Patterson Housekeeping Supervisor Sarah Smith. "We have always been county employees but when they looked for private contractors it was a huge worry. It is very important to me that I am still a public employee."**

## What Public Benefit Corporations can do for health care facilities:

- ✓ Maintains accountability to taxpayers.
- ✓ Has some features of a private company and so has more flexibility, but maintains important public sector protections.
- ✓ Allows contracts with managed care companies and increases competitiveness.
- ✓ Allows facility to borrow money independently from the county.



**"I want to keep my job; everybody here wants the same thing," said Santos Guzman, a carpenter at Helen Hayes Hospital. "This is a great place.... We just want to continue the great service."**

## What Public Benefit Corporations can do for public employees:

- ✓ Preserve employment protections and union membership.
- ✓ Maintain salary scales, benefits, membership in the retirement system.
- ✓ Preserve Taylor Law protections.
- ✓ Maintain seniority rights and longevity.

N.Y.C.

# UNION SKYLINER



# NEWS

Metro Region 2

March 1997

CIVIL SERVICE EMPLOYEES ASSOCIATION, INC. • Local 1000 American Federation of State, County & Municipal Employees, AFL-CIO

## EDUCATION – a top CSEA priority



### Region 2 Scholarship Awards

MANHATTAN – “You’ve got to be in it to win it,” said CSEA Scholarship Committee member Dutch Wade, reminding all metro area members that 1997 Scholarship applications are available now and must be submitted by April 15th.

**Scholarship Awards** From left to right, Carolyn Sikoryak, Creedmoor Local 406 president; Dutch Wade, Scholarship Committee rep.; Gisha Babby, student winner; Emily Babby, Gisha’s mother (front); Carol Backstrom, Bronx Psych. Center Local 401 president; Mary Swinton, Local 401 mother; George Boncoraglio, Region 2 president; Joy Nelson, Local 351 mother; and Lester Crockett, NYS Insurance Fund Local 351 president.

CSEA parents of high school seniors may obtain applications from their Local union office, from the CSEA Metro Region Headquarters (212-406-2156) or call Dutch Wade at his Brooklyn Developmental Center CSEA Local 447 office (718) 642-4841. Three deserving metro area winners will each receive a \$500 union scholarship check. Their names will be announced in *The Public Sector*, as were the 1996 winners pictured here.

Accompanied by CSEA Local Presidents Carol Backstrom, Lester Crockett and Carolyn Sikoryak, Emily Babby of CSEA Local 406 Bernard Fineson Developmental Center, Joy Nelson of CSEA Local 351 NYS Insurance Fund and Mary Swinton of CSEA Local 401 Bronx Psychiatric Center accepted checks on behalf of their children, Gisha Babby, Christie Nelson and Yolanda Swinton.

\$500 scholarship winners then become automatically enrolled for consideration to receive either of two additional Jardine/Travelers scholarships of \$2,500 each.

After presenting the scholarship awards, CSEA Metro Region 2 President George Boncoraglio urged more New York City members to participate.

“We have 20,000 metro area members who could send in applications and last year the CSEA Scholarship Committee received less than 100 applications from New York City members,” agreed Dutch Wade. “More people need to take advantage of educational opportunities as we approach the year 2000, when education is being stressed. We owe it to our children to enhance their education.”



### Living with uncertainty

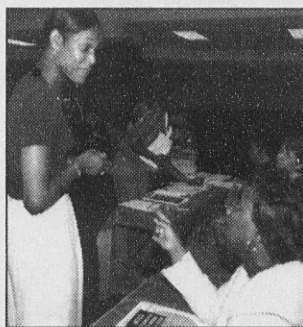
## Life in the 90s

### “CAREER DAY” and “TRANSITION TRAINING”

MANHATTAN – Long gone are the days when the words “civil service job” and “job security” were synonymous.

In states across the nation, even as thousands of private sector workers fear downsizing or out-sourcing, a shrinking public sector workforce stares at on-going threats of privatization, contracting-out, and jobs lost through attrition or possibly to workfare recipients.

CSEA Metro Region 2 members who wanted to learn more about navigating the civil service system, transferring within the system or looking for new opportunities in the private sector, attended Transition Training classes held at the union office. Others attended a “Career Day” held at



**Career Day** at Manhattan Developmental Center displays educational and job opportunities in public and private sectors. Patricia Winston, left, community service secretary, Local 443, talks to LRS Barbara Moore.

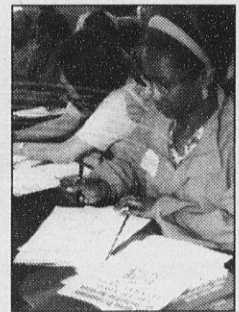
Metro New York D.D.S.O. in lower Manhattan.

NYS Civil Service Department Trainer Ellie Graham taught every skill from resume preparation to successful interviewing techniques to CSEA members who see imposed job changes on the horizon or who wished to take the initiative in transferring their civil service skills to another agency.

Metro NY D.D.S.O. CSEA Local 443 Community Service Secretary Patricia Winston attended the Career Day program which was also coordinated by Ms. Graham. There exhibitors from local educational institutions, public and private

sector employers, the New York State Labor Department and CSEA, answered questions and provided help to employees with concerns about their next career moves.

CSEA Labor Relations Specialist Barbara Moore manned an information table distributing among many booklets, CSEA’s guide to surviving unemployment titled, “What To Do When The Paychecks Stop.”



Members work on resume preparation.

“Your CSEA can help you even when times are hard,” the union material points out. “Stay in touch with CSEA for information on retraining, benefit extensions, job openings, etc. Your CSEA representative can let you know what benefits you may be eligible for, and advise you on how to apply for them. Also you may be able to work with CSEA in a variety of ways to help you survive unemployment.”

Transition Trainings are arranged in the metro area through Ms. Graham’s office at the Civil Service Department. If you are interested in being placed on a list to attend the next one, please contact Ellie Graham at 718-642-6094.



Region 2 President Boncoraglio visited recent OSU training for members of Local 438, NYS Institute for Basic

# Region 2 installs new officers



**Newly installed** from left to right, Nick LaMorte, Region 1 president; Leonita Wilson, second vice president; Carolyn Sikoryak, first vice president; George Boncoraglio, Region 2 president; Harriet Hart, secretary; Maureen Malone, statewide treasurer; Janet Torres, third vice president; Ana Diaz, treasurer; Barbara Reeves, statewide secretary. Absent from photo: Robert Nurse, executive vice president.

**A**cknowledging that CSEA has had a "powerful impact" for the good on thousands of metropolitan area union families, Metropolitan Region 2 President George Boncoraglio welcomed activists, staff and guests to the Installation ceremonies for newly elected region officers.

"CSEA has become a powerful force within the New York City labor movement," Boncoraglio said, while sincerely thanking well-wishers and rank and file members for their support.

"This night represents the commitment and dedication of a new slate of CSEA Region 2 Officers to the hard work ahead," Boncoraglio added, thanking CSEA Long Island Region President Nick LaMorte for administering the oaths of office. Other newly elected Region 2 officers are Robert Nurse of Kingsboro Psychiatric Center Local 402 as Executive Vice President, Carolyn Sikoryak of Creedmoor Psychiatric Center Local 406 as First Vice President, Leonita Wilson of New York City Local 010 as Second Vice

President, Janet Torres of NYS Housing and Community Renewal Local 258 as Third Vice President, Harriet Hart of NYS Insurance Fund Local 351 as Secretary and Ana Diaz of CSEA Bernard Fineson Developmental Center Local 406 as Treasurer.

Newly elected New York State Senator Vincent Gentile congratulated the installed officers and thanked CSEA's rank and file Brooklyn and Staten Island members for helping him defeat his opponent, incumbent Republican Robert DiCarlo in the November elections.

CSEA members at Kingsboro Psychiatric Center have long memories and will never forget how Senator DiCarlo refused to fight Governor Pataki's ill-conceived plan to close their hospital and abandon mental health services in Brooklyn. "We know we have a friend in the Senate from Brooklyn that we can count on now," said CSEA Local 402 President Robert Nurse.

Later Brooklyn Congressman Charles Schumer also extended his best wishes and pledged to keep a watchful eye in Washington on issues that affect union members back home in New York.

"One of those big issues will be welfare reform," insisted President Boncoraglio. "Public jobs must continue to be staffed by civil service employees

and not replaced by lower paid welfare recipients as workfare is implemented in New York State. This is of great concern to all CSEA members. We can never allow the civil service system to be dismantled in the name of welfare reform!"

CSEA Treasurer Maureen Malone and CSEA Secretary Barbara Reeves traveled from Albany bring-

ing greetings and good wishes for the installation ceremonies.

But they too, expressed determination about CSEA jobs not being taken over by thousands of welfare recipients if the private sector fails to provide enough jobs for them. "CSEA favors reforming the welfare system, of course," said Maureen Malone. "But we must get serious assurances that the present public workforce will not be displaced by an army of low-paid workers who get no benefits or workers' compensation coverage."

Celebrating installation ceremonies means once again CSEA's democratic election process has provided a new beginning. But we are wary as we start this new term of office, President Boncoraglio said. "These waters are uncharted, the future is unknown and most likely many dangers lie ahead. But we pledge

our best efforts because together we will make a real difference for our members and their families."



In photo at left: Reg. 2 PAC Chairman Vincent Martusciello with Brooklyn Congressman Charles Schumer. Above right is NYS Senator Vincent Gentile.



**Celebrants**, at left, gather around a congratulatory cake. In photo at right, Region 2 President George Boncoraglio talks with Msgr. John Servodidio.



## Region 2 blasts glorification of Confederate flag

MANHATTAN — Impassioned January speeches recalling Dr. Martin Luther King's inspiring life drew enthusiastic applause from CSEA Metro Region 2 members. But the sobering truth that race relations in America are deteriorating cannot be denied, noted Minority Affairs

Committee Chairperson Joyce Idowu.

Idowu urged CSEA members to join President George Boncoraglio's letter-writing campaign demanding that South Carolina Governor David Beasley remove the Confederate flag from the state's capitol dome.

"The blatant and obvious use of the Confederate flag as a symbol of racism and hatred by the Ku Klux Klan and other hate groups today, is a tragic fact,"

Boncoraglio wrote in a recent letter to South Carolina's Governor. "The members of our union, both African-American and white, are equally offended by this symbolism."

Governor Beasley himself stated that "hate struck the match and hate pulled the trigger" in South Carolina church burnings and drive-by shootings.

Honoring Dr. King's birthday, CSEA members and local leadership

pledged to send letters to the Hon. David Beasley, South Carolina Governor's Office, 1200 Senate Street, Capitol Complex, Wade Hampton Bldg., Columbia, South Carolina, 29201.

"It's time to replace the Confederate flag with a flag under which ALL may feel proud to stand," Boncoraglio said.

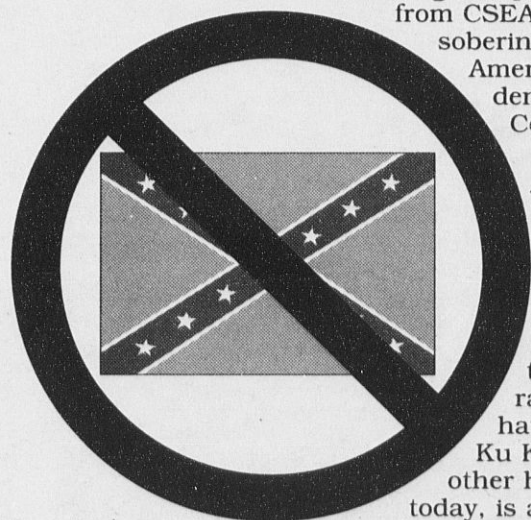
## Saluting unsung, ignored war heroes

At this year's Dr. Martin Luther King birthday commemoration, CSEA members were also reminded of seven black World War II soldiers who were finally awarded Medals of Honor by President Bill Clinton at January White House ceremonies.

Only Lieutenant Joseph Vernon Baker of St. Maries, Idaho had lived long enough to see this day. Family members of six other black soldiers who had distinguished themselves on World War II battlefields, accepted their medals posthumously.

Members of the Region 2 Minority Affairs Committee pointed out that of the 1.2 million black Americans in World War II military service, none received any of the 432 Medals of Honor awarded. However, a 1995 Pentagon review by the Senior Army Decorations Board determined "that while there's no explicit documentation of racial prejudice, the fact that no black soldier received the Medal of Honor did reflect the national climate at the time."

Members of CSEA Region 2 are proud to honor those who waited more than 50 years to receive the recognition that was denied them.



911 Emergency Operators Gospel Choir sing at Dr. Martin Luther King ceremonies.



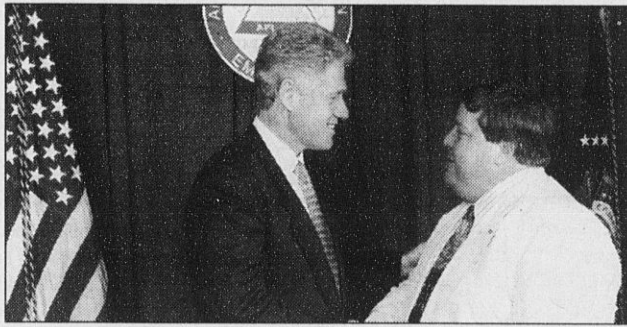
The Rev. Herbert Nelson brings the dream of Martin Luther King alive to CSEA members.

# Political Action

## ...Region 2 style

### Region 2 PEOPLE Committee working for you

MANHATTAN — The last Republican-dominated Congress made no bones about its anti-working class, pro-business agenda. Right-wingers took dead aim at the Fair Labor Standards Act, attempting to eliminate most opportunities for workers to receive overtime pay by scrapping the 40-hour work week. Another bill they



Presidents Bill Clinton (United States of America) and George Boncoraglio (CSEA Region 2) discussing labor issues.

pushed would have made it much easier for management to raid pension funds. The 104th Congress pressed to cut the heart out of safety and health inspections by gutting OSHA, the Occupational Safety and Health Act. Their proposed "Team Act" would have brought back those old company unions, giving the green light to bosses who wanted to set up and control their own unions.

The right-wingers wanted to impose massive education cuts, including eliminating 45,000 children from Head Start and cutting college loans for as many as 4.5 million students. The Earned Income Tax Credit for the working poor and the Family and Medical Leave

Act would be history if Newt Gingrich and his crowd in Washington got what they wanted in the last Congress, CSEA Metro Region 2 Political Action Chairman Vincent Martusciello said.

### Guess what? THEY'RE BACK!!

That's why Region 2's PEOPLE Committee is kicking off an ambitious drive to sign up more CSEA members across the city in coming months. "PEOPLE is the best way CSEA/ AFSCME members can fight back against extremism in Washington," said CSEA Metro Region 2 President George Boncoraglio.

Award-winning PEOPLE recruiter Frank Cosentino of CSEA NYS Liquor Authority Local 010, says PEOPLE is the strongest viable way that CSEA members can help their union fight for them. "I talk to members the way I would like to be spoken to," Cosentino said.

"Most union dues money can't be used for political action, but with monies donated to PEOPLE, our union can lobby for issues that benefit the members. Big corporations lobby through their own groups and PEOPLE is our way of fighting against them," Cosentino said. He noted how the last Congress slashed programs that benefit ordinary people while millions in corporate welfare went almost untouched.

CSEA Creedmoor Local 406 member Lelia Hoskins has served on the Region 2 PEOPLE Committee for the past three years. "This is to help us campaign for important issues in Congress," Hoskins said. Joined by two committee members from CSEA Local 351 NYS Insurance

Fund, Juanita Shine and Jackie Stanford, each agreed that Region 2's PEOPLE Committee is one of the hardest working groups of activists in New York City.

"We meet every other month and volunteer our time at union Information Days and Lunch-and-Learn Programs around the city to meet with the membership and educate them about what CSEA is up against," said PEOPLE Co-Chair Terri Gravitt of CSEA Bernard Fineson Developmental Center Local 406. "It's all volunteer," she emphasized. "Everybody does the work and even more than they are supposed to do."

CSEA Retiree Local 910 member Barbara Rustin said she constant-

ly encourages more retirees to contribute to PEOPLE knowing that funds are needed to fight for cost of living increases and supplements.

For their tireless efforts to raise political action funds, CSEA salutes all the members of the Region 2 PEOPLE Committee: Pat Metzger, Chairperson (CSEA NYS Tax and Finance Dept. Local 460), Terri Gravitt, Co-Chair and Lelia Hoskins (CSEA Creedmoor Local 406), Barbara Rustin (CSEA Retirees Local 910), Frank Cosentino (CSEA NYS Liquor Authority Local 010), Joe Aravena (CSEA NYS Psychiatric Institute Local 419) and CSEA NYS Insurance Fund Local 351 members Juanita Shine, Jackie Stanford and Shirley Daise.



Local 910 retiree activist Barbara Rustin mans a PEOPLE information table.



PEOPLE Committee From left to right, Juanita Shine, NYS Insurance Fund Local 351; Barbara Rustin, Retirees Local 910; Frank Cosentino, NYS Liquor Authority, Local 010; Jackie Stanford, Local 351; Carol Backstrom, Bronx P.C. Local 401; Lelia Hoskins, Creedmoor Local 406; Pat Metzger, chair, Local 460, NYS Tax and Finance; and Terry Gravitt, Local 406.

### Comptroller speaks to Local 010



Left to right above are Lauretta Johnson, Local 010, NYS Social Services Dept.; Vincent Martusciello, Local 010, Region 2 PAC chair; and State Comptroller Carl McCall.

MANHATTAN — As an invited guest of CSEA New York City Local 010 and Metro Region 2 Political Action Committees, Comptroller Carl McCall spoke to 55 activists about his management of the New York State Employees Retirement Fund, answering several retiree questions about cost-of-living adjustments.

McCall roundly criticized both Gov. Pataki's budget priorities and recent fiscal irresponsibility in attempting to transfer Social Service jobs from Queens to Binghamton. McCall maintained that his analysis failed to show where these job transfers would save any taxpayers' dollars.

According to Metro Region 2 PAC Chairman Vincent Martusciello, McCall "impressed CSEA members by being down to earth, very friendly and very honest." CSEA Local 010 activist Lauretta Johnson warmly welcomed McCall, thanking him for his constant vigilance and concern for public employees.

— Lilly Gioia

## Boycott Shell Oil

CSEA Metro Region 2 Minority Affairs Committee members urge their brothers and sisters to boycott Shell Oil Company products because of Shell's strong support of Nigerian dictator General Sani Abacha,



known to be guilty of human rights abuses and environmental devastation.

Ogoni environmental activist Ken Saro-Wiwa and eight others were put to death by the Nigerian regime, despite world-wide cries for clemency. Concerned CSEA members may join the Minority Affairs Committee in writing their legislators in favor of economic sanctions against Nigeria.

Members troubled by Shell's involvement may also write to Mr. Philip J. Carroll, CEO, Shell Oil USA, One Shell Plaza, P.O. Box 2463, Houston, Texas 77252.

### CSEA Metro Region 2 Annual Women's Education Workshop

Thursday, March 13  
to Sunday March 16, 1997  
Fernwood Mountain Resort,  
Bushkill, Pennsylvania

Keynote Speaker: AFL/CIO Executive Vice President Linda Chavez-Thompson

For Registration Information,  
Rates & Accommodations  
Contact your CSEA Local Office or  
CSEA Region 2 Office  
212-406-2156

# In Touch With You

## REGION 2

ROUND-UP

### Labor-Religion Coalition launches 1997 40-hour fast

STATEN ISLAND — In 1996 thousands of union activists, clergy and people of faith, joined in a 40-Hour Fast for the Common Good, protesting the many wrong-headed budget cuts proposed by Governor George Pataki. Bishops, priests, ministers and rabbis, along with rank and file union members, made a real difference by this action as our prayers and worries were aired by the media.

This year from March 19th to the 21st, CSEA will again be supporting a 40-Hour Fast sponsored by the New York Labor and Religion Coalition which will focus on the Governor's welfare reform proposals.

"Every New Yorker has a stake in the final shape welfare reform will take, especially those of us in the public sector whose jobs may be on the line. We can only wonder how many workfare recipients will be available to do our jobs for below minimum wage and with no benefits," warned CSEA Metro Region 2 President George Boncoraglio.



President Boncoraglio speaks at St. Joseph's Roman Catholic Church.

"Everyone agrees the welfare system is broken and needs to be fixed, but let us work, pray and fast for changes that will not create a new 'slave labor' class in our society, or even more homeless families on our streets," Boncoraglio added.

CSEA members should encourage their faith communities and pastors to join us in the 40-Hour Fast. For more details on participating, contact Lilly Gioia, CSEA Communications Associate at 212-406-2156.

#### Burned Churches Fund

CSEA members wishing to contribute toward the reconstruction of churches burned in the South may send donations to:

"Burned Churches Fund"  
c/o National Council of Churches  
475 Riverside Drive  
New York, NY 10115

### CSEA Local 419 honors Tony Bailous

MANHATTAN — During a general membership meeting at CSEA's NYS Psychiatric Institute (PI) Local 419 on Manhattan's upper west side, Vice President Joe Aravena surprised Local President Tony Bailous with a plaque honoring his years of service to his union family.

The plaque read, "Presented to Tony Bailous in recognition of his extraordinary involvement and achievements, and in appreciation of his many years of unselfish dedicated service to CSEA."

A Plant Utility Engineer III entering his 23rd years of State service, Bailous was completely taken by surprise. "I've always worked to see that PI members are treated with the dignity and respect that they deserve," Bailous said. "I never did this job for a reward or recognition, but this means a lot to me because it comes from my own folks."

Bailous has served in many union positions over the years and presently is a member of CSEA's Judicial Board and is Chairman of the union's statewide Constitution and By-Laws Committee. He never misses a New York City Labor Day Parade, usually leading the CSEA contingent on his motorcycle. The year he rode on the CSEA float as the "Grim Reaper," his portrayal was so good, his picture appeared in the *Daily News*.

"I try to insure that the quality of worklife at PI is good," Bailous said. "I became a union activist because, when I was coming up, so many things were done to guys in the power plant. I wanted to make sure that nobody else was treated as insensitively by supervisors and now as a supervisor myself, I don't do those things that once troubled me."

Because of his dedication to lessening tensions at the NY Psychiatric Institute between labor and management, it's obvious why CSEA members appreciate an improved working environment.



Left to right above are Joyce Robinson, Tony Bailous, Vickey Lewis, Carl David, and Exa Jacobs, all activists in NY

### America Needs a Raise

At last someone's speaking up for the people who do America's work. In his new book "America Needs A Raise," AFL-CIO President John Sweeney blasts corporate greed and irresponsibility for causing the growing gap between the wealthy and the working class, between executives and employees.

Sweeney details the reasons he sees for today's declining standard of living for workers and proposes a new "social contract" to give American workers "prosperity and power."

"The weakness of labor and the absence of a progressive social movement has created a dangerous vacuum that's being filled with demagoguery and division," Sweeney maintains. He faults a system where CEO's in 1995 took home 145 times higher salaries than average workers, when in 1960 their average salaries were 41 times higher than average workers.

"I offer in this book a vision of a revitalized labor movement that will reach out to and raise up the new workforce...I want to build a labor movement that will address working people's needs not only for a decent standard of living but also for fulfilling jobs in making products or providing services in which they can take pride," Sweeney writes.

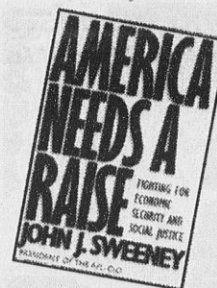
Sweeney wants unions to become a "kind of *Consumer Reports* for working families," on legislative issues, public officials and political candidates.

Recalling the values upon which he was raised of "church, family and union," Sweeney says his goals for the labor movement will be reached through organizing, educating and training the American workforce.

To learn more, read "America Needs A Raise," by John Sweeney and David Kusnet, a 167-page Houghton Mifflin Company book at \$18.95.



President Boncoraglio speaking at America Needs a Raise televised press conference.



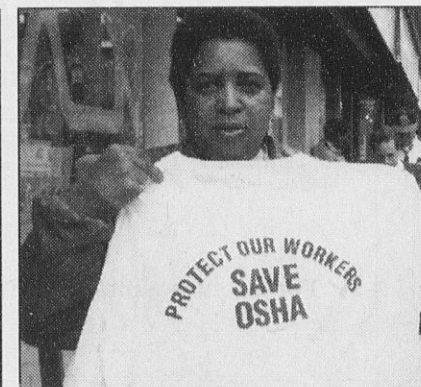
#### Winter 1997

CSEA Metro Region 2

#### Lunch-&Learn Programs

All held Noon - 2:00 PM

- Mar. 3 — CSEA Local 351 NYS Insurance Fund (Hempstead office-159 Franklin St.)
- Mar. 5 — CSEA Local 443 Bronx Developmental Center
- Mar. 10 — CSEA Local 443 Manhattan DDSO (75 Morton St.)
- Mar. 12 — CSEA Local 010 NYS Div. of Motor Vehicles/Staten Island (Richmond Av.)
- Mar. 20 — CSEA Local 351 NYS Insurance Fund (2950 Exp. Dr. South, Islandia)
- Mar. 24 — CSEA Local 010 Queensboro Correctional Facility (Long Island City)
- Mar. 26 — CSEA Local 351 NYS Insurance Fund (701 Westchester Ave., White Plains)
- Apr. 7 — CSEA Local 351 NYS Insurance Fund (199 Church St.)
- Apr. 17 — CSEA Local 259 NYS Div. of Parole (92-36 Merrick Blvd., Jamaica)



#### REMEMBER WORKERS' MEMORIAL DAY — APRIL 28, 1997

CSEA Social Service Department Local 010 activist Lauretta Johnson reminds all union members to mourn our brothers and sisters who have died on the job, but "fight like hell for the living." She warns CSEA members not to be silent while the Pataki administration slacks off on safety issues across the state.

# world of health care

## Helen Hayes unions vow to fight privatization

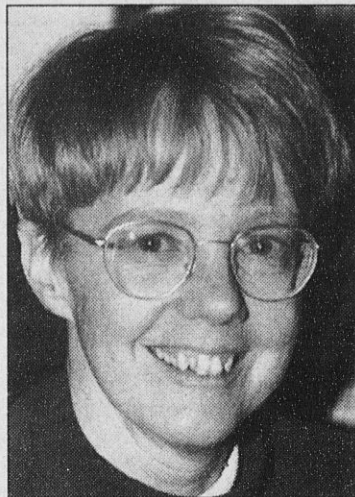
WEST HAVERSTRAW — CSEA and PEF members who work at Helen Hayes Hospital have pledged to vigorously lobby local and state lawmakers to reject a proposal to privatize the facility.

The nearly 100-year-old hospital is the target of an effort by Gov. Pataki who has proposed the private takeover of the northern Rockland County rehabilitation facility as part of his state budget.

More than 200 employees attended a recent meeting at which union officers and staff explained the legislative process and asked for volunteers to serve on a task force to help campaign efforts to save the hospital. Already, the local daily newspaper has called for a study to be conducted and one county legislator has submitted a resolution to form a committee to urge state lawmakers to reject such a proposal.

"Helen Hayes Hospital is not just the buildings," said CSEA Local 302 President Bill Curtin. "It's the people — the people that make it special. The people who come here and stay for years are dedicated ... you can't replace that."

— Anita Manley



**"Privatization would affect the patients," said Michele Squibb, financial screener at Helen Hayes Hospital.**

**"We all know our jobs and the history of this facility. We're committed to our jobs."**



**"If Roswell was privatized, I'd be concerned about my retirement plans being ruined," said Eileen Insalaco, a medical laboratory technician at Roswell Park. "I have felt more secure working for the state in making my retirement plans, but privatization would change the whole picture. Also, most of my co-workers here in the microbiology - lab medicine department are concerned that a private employer would subcontract our department's services out, and we could be out of our jobs here."**

### Why should public health care remain public?

- ✓ Public health facilities treat all patients regardless of ability to pay.
- ✓ Public facilities provide services that are unprofitable for private facilities to provide.
- ✓ Public facilities are equipped to treat the most severely ill and disabled.
- ✓ For-profit hospitals charge more than public hospitals.
- ✓ Costs increase when private providers gain monopoly control.
- ✓ Private providers achieve savings through inferior wages and benefits, resulting in high turnover rates, less experienced staff and lower quality of care.
- ✓ Private facilities use fewer staff than are needed to meet the needs of patients.
- ✓ Private facilities cut services to increase profits.
- ✓ Private facilities push services that are profitable but unnecessary.
- ✓ Privatization of health care facilities and the resulting wage and benefit cuts means fewer jobs and less spending power, which threatens local businesses.



**"I am cautiously optimistic about the PBC," said Dr. Carol Kaplan of Nassau County Medical Center. "I hope the holdups we had before trying to get things through the local legislature will be over and we will have the ability to implement things which are good for the hospital much faster."**

## Labor takes media into its own hands

"It disgusts me to be called a union boss" by the media, says New York Central Labor Council President Brian McLaughlin, "when some of the greediest people in this country are called 'business leaders'." McLaughlin, also a New York state Assembly representative from Queens, recently expressed a widely-held sentiment among labor activists and advocates.

Progressive media critics have long noted the way right-wing groups use like-minded media outlets to achieve an echo effect for their ideas. This effect popularizes lines like "union bosses," stories charging unions with "trying to buy Congress" or praising the "unqualified success" of privatization. These ideas may be mentioned in the *The Wall Street Journal*, picked up by talk show host Rush Limbaugh and reflected in the op-ed pages of local newspapers. That the claims made by such stories are baseless matters less and less; their repetition creates an echoing resonance with the public.

Labor advocates now want to create such an echoing system for progressive, pro-worker ideas and perspectives.

Labor editors say very few mainstream journalists are knowledgeable about labor issues or even attempt to develop sources in the labor community. This means that even when the stories they run don't demonstrate obvious anti-union bias, they often reflect ignorance about labor.

Media accounts often characterize the AFL-CIO as an interest group, with little acknowledgement that the labor federation represents more than 13 million working Americans and engages in legislative and educational activities that benefit all workers. In recent campaigns like the election advertising effort and the one that won a raise in the minimum wage, media tags like "interest group" obscured that labor was championing the public interest.

Labor leaders have a message on issues like privatization, the disappearance of full-time jobs, education and immigration that all working people need to hear. It is a message that often diverges sharply from that preached by the mainstream media. Labor has the resources to communicate this message, although at the moment they are still underutilized.

All of this doesn't mean labor advocates are writing off the mainstream media entirely. These outlets remain a primary source of information for most union members. That's why labor leaders like McLaughlin, despite concerns about press hostility, hold meetings with editorial boards of local newspapers and think it important to make themselves available to reporters. These outlets need to know what the labor community is doing, McLaughlin says. "They need to hear from us."

— Janine Jackson

This column is produced by the Labor Resource Center, Queens College, CUNY, in cooperation with FAIR (Fairness & Accuracy In Reporting).

### Get a labor perspective

*Prospering In America* airs each week on these radio stations:

**New York WNYE-FM (91.5) Tuesday 5 - 6 p.m.**

**Buffalo WXRL-AM (1300) Saturday 2 - 3 p.m.**

**Albany WQBK-AM (1300) Tuesday 6 - 7 p.m.**

**Newburgh WGNY-AM (1200) Saturday 10 - 11 a.m.**

CSEA is a proud contributing sponsor of *Prospering In America*.

## American Labor Link



For the record

### Making welfare reform work for everyone

By Edward J. Cleary, President, New York State AFL-CIO

The New York State AFL-CIO wants welfare reform to work — for everyone. It's not just about welfare recipients and their families but about working families who work hard, play by the rules and hope for a better life. The new law pushes states to make two big changes. First, it imposes tough requirements for job placements through time limits on benefits and incentives for state performance. Second, it relaxes key protections workers enjoyed under previous welfare-to-work legislation.

Most Americans believe that all able-bodied people should work. This belief, that we share, is tempered by our skepticism about the ability of New York State's economy to generate enough jobs. Everyone who can work should work, but there is no guarantee that everyone who wants to work can find suitable employment. According to the state Labor

Department, 496,000 New Yorkers are seeking work now and 48,000 lost their jobs in the last two years due to plant closings and layoffs. In addition, a number of people are working two or three jobs just to keep up.

Let's make sure New York works. Here's how:

- We need real jobs with full employment rights;
- Welfare reform must protect existing workers and current labor standards;
- The new system must be accountable to the public;
- Everyone, every sector, must do their part.



### Join with CSEA to help organize working people.

Help make the  
Heart of New York  
beat stronger.

Workers today need to join together and have a voice in the workplace.

It's not just about money — it's about fairness.

It's not just about benefits — it's about security and respect.

CSEA is New York's top union, and we've won dignity and pride as well as better wages, benefits and working conditions for all members of the CSEA family.

But too many of our family, friends and neighbors have gone without what unionized workers have achieved.

That's why the entire labor movement has dedicated itself to a new and dramatic commitment to organizing. And CSEA will lead the nation's unions in this mission.

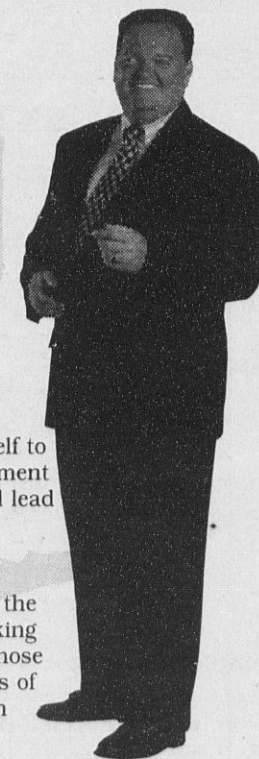
So I'm calling on you to join the CSEA effort to organize working people. Let us know about those family, friends and neighbors of yours that may need a union in their workplace.

Call the CSEA Organizing Department at 1-800-342-4146 ext. 300 and help make the Heart of New York beat stronger.



The Work Force  
Local 1000, AFSCME, AFL-CIO  
Danny Donohue, President

*Danny Donohue*





# CSEA's 1997 LEGISLATIVE PROGRAM

CSEA has established an aggressive list of priorities for the 1997 session of the State Legislature.

CSEA's Legislative and Political Action Committee has approved the union's 1997 Legislative Program that includes proposed bills and strong positions on a wide variety of

## WELFARE REFORM

By July 1, 1997 New York State must implement the Federal welfare reform changes enacted in 1996. CSEA has long advocated and supported welfare reform and will continue to push for real reform in New York State, with the following principles as our main concern.

- \* The existing work force must not be displaced
- \* Public assistance programs must not be contracted out
- \* Welfare recipients must be placed in real jobs with full employment rights
- \* Adequate funds must be made available for child care and education and training programs to move people off of welfare
- \* All parts of the state must be treated equally under the plan
- \* All people in need must be eligible for Medicaid

## CIVIL SERVICE LAW

1. INDEPENDENT HEARING OFFICER — Requires the appointment of a neutral hearing officer to conduct and rule on hearings regarding disciplinary charges brought against public employees subject to Section 75 of the Civil Service Law.
2. U-GRADES — Restores the power to approve positions in the unclassified service of the State University System (SUNY) to the Civil Service Commission.
3. RIGHT TO STRIKE — Eliminates provision which singles out public employees and denies them the fundamental right to strike.
4. ELIMINATION OF 2 FOR 1 PENALTY — Eliminates provisions of Taylor Law which penalize striking public employees 2 days of pay for every day of work missed due to a strike.
5. EMPLOYEE SUSPENSION — Establishes that an employee cannot be suspended while disciplinary charges are pending unless it is proven that the employee presents a danger to persons' or property.

issues, including improved working conditions, safer work places, more fair and equitable civil service protections, tougher criteria for privatization efforts and a permanent cost of living adjustment for retirees. The Legislative Program also takes a tough stand on welfare reform, addresses school district employee issues and includes proposed legislation which would make agency shop permanent.

Here's a detailed look at CSEA's progressive 1997 Legislative Program:

## PRIVATIZATION

CSEA has drafted a bill to ensure that all levels of government in New York State follow strict standards and meet stringent criteria before they can contract-out or privatize services.

This law would require state and local governments to prove that privatizing/contracting out will save real money; the bill establishes a procedure to ensure compliance with the law and to allow public employees the right to respond and object to privatization attempts; all governments and agencies would have to submit proposed privatization/contracting-out agreements for review and approval. The bill also contains very strong employee protection language.

## AGENCY SHOP

1. AGENCY SHOP EXTENSION. Every two years, the State Legislature must renew provisions of the civil service law which require agency shop fee deductions for state, local government and school district employees. Agency shop must be extended again in 1997. Without agency shop, employees who are not union members are "free riders"; that is, they get all the benefits union members get without paying union dues. In an agency shop, employees who choose not to belong to the union pay an agency shop fee that goes toward the cost of representing the employees.
2. PERMANENT AGENCY SHOP. To avoid the necessity of passing extender legislation every two years CSEA has drafted legislation which would make agency shop provisions permanent.

## SCHOOL DISTRICT

1. CONTINGENCY — Provides that cafeteria expenses of a school district are ordinary contingent expenses of that district in the event a school budget is defeated.
2. ELIMINATION OF SCHOOL BUS STANDDEES — Makes it unlawful to operate a school bus to or from school while any passenger is standing.
3. UNEMPLOYMENT FOR SCHOOL DISTRICT EMPLOYEES HEALTH & SAFETY ISSUES — Provides that school district employees be eligible for unemployment benefits between academic years.

## HEALTH & SAFETY ISSUES

1. ELISA'S LAW REFORM — CSEA will work to protect employees who face false or wrongful accusations under newly passed provisions of "Elisa's Law Child Protective Services Reform Act of 1996."
2. WORKSITE SECURITY — CSEA will continue to push for legislation that protects public employees in the worksite and on the job both by strengthening safety, health and security laws, and by fighting for stricter penalties for violators of these laws.
3. VDT SAFETY — This bill requires that public employers provide minimum safeguards for operators of video display terminals.

## RETIREMENT ISSUES

1. PERMANENT COLA — To help retired public employees on fixed incomes make ends meet, this bill would establish a permanent, annual cost of living adjustment to address inflation and other rising costs.
2. BOARD OF TRUSTEES — This bill would give public employees some say in how their Employees Retirement System Fund is administered and invested. Currently, the State Comptroller is the sole trustee of the fund.
3. HEALTH INSURANCE FOR RETIREES — Prohibits the growing problem of public employers reducing or eliminating retiree health benefits and leaving them without proper protection.

# CSEA awards six \$500 McDonough scholarships

Six sons and daughters of CSEA members pursuing higher education have been selected to receive financial assistance through the CSEA Thomas H. McDonough Memorial Scholarships for Continuing Studies program.

The McDonough Memorial Scholarships provide \$500 awards to one upperclass student in each of CSEA's six regions. Each of the recipients previously won scholarships as graduating high school seniors under the CSEA Irving Flaumenbaum Memorial Scholarships program and the continuing studies awards are designed to help augment that original scholarship. The McDonough scholarships are named in memory of the late past CSEA executive vice president, and the Flaumenbaum scholarships are named in memory of the late past president of CSEA's Long Island Region.

Winners of the 1996-97 McDonough Memorial Scholarships are:

**Long Island Region: Michael Goller**, whose mother, Maria Goller, is a district aide at Mt. Sinai School District and a member of CSEA Local 870. Michael is a student at Pennsylvania State University.

**Metropolitan Region: Randi Gottlieb**, whose mother, Sara Ehrlichson, is a transportation supervisor at Staten Island Developmental Center and a member of CSEA Local 429. Randi is a student at SUNY Albany.

**Southern Region: Jill N. Kirschen**, whose mother, Joan C. Kirschen, is a teaching assistant at Wallkill Central School and a member of CSEA Local 856. Jill is a student at SUNY New Paltz.

**Capital Region: Thomas Michael Dillon Jr.**, whose mother, Joanne Dillon, is a typist with the Saratoga Springs City School District and a member of CSEA Local 864. Thomas is a student at the University of Michigan.

**Central Region: Amy Marie Trask**, whose father, Duane Trask, is a bus driver with the Laurens Central School District and a member of CSEA Local 839. Amy is a student at Keuka College.

**Western Region: Kristen A. Ford**, whose mother, Mary Ford, is a teacher aide with the Eden Central School District and a member of CSEA Local 868. Kristen is a student at SUNY Geneseo.

## Children of CSEA members eligible to apply for \$8,000 AFL-CIO labor studies scholarship

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

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

The scholarship will be for \$2,000 a year for four consecutive years for a total of \$8,000.

Applications are available by contacting:

New York State AFL-CIO  
Scholarship Committee c/o Dr. Lois Gray  
Cornell University, ILR School  
16 East 34th Street, 4th Floor  
New York, NY 10016

Deadline for submitting application forms is May 9, 1997. Applications must be accompanied by a letter of recommendation from the applicant's school; an official transcript and SAT scores; and an essay of 400-500 words describing the difficulties faced by U.S. workers who want to form unions and explaining how empowering workers through unions would enhance democracy in the United States.

## Attention Institutional Services Unit employees... Enhance your job skills, expand your career development opportunities

The registration deadline for the ISU Employee Enhancement Workshop Series has been extended to 15 days prior to the date the individual workshop is held. Workshops on a wide variety of topics (see below) are open to CSEA-represented NYS employees in the Institutional Services bargaining unit.

For workshop registration forms, see your agency or facility human resources or training office, or your CSEA Local president.  
Or call the NYS/CSEA Labor-Management Committees at (518) 473-3416

### REMEMBER - REGISTRATION DEADLINE IS 15 DAYS PRIOR TO DATE OF WORKSHOP

DATE	WORKSHOP TITLE	REGION	LOCATION	DATE	WORKSHOP TITLE	REGION	LOCATION
March 11	Stress In Your Life	2	Staten Island DDSO Staten Island, NY	March 19	Self Discipline & Emotional Control	2	Brooklyn DDSO Brooklyn, NY
March 11	Residential Safety Management	4	Capital Region DDSO Schenectady, NY	March 19	Residential Safety Management	5	Utica SOB Utica, NY
March 11-12	Home Cookin'	5	Sunmount DDSO Tupper Lake, NY	March 19-20	Home Cookin'	5	Central NY DDSO Syracuse, NY
March 12	Back Power Management	1	Sagamore CPC Dix Hills, NY	March 20	Emergency First Aid	4	DFY Tryon RC Johnstown, NY
March 12	Self Discipline & Emotional Control	3	Middletown PC Middletown, NY	March 20	Stress In Your Life	1	Pilgrim PC West Brentwood, NY
March 12	Basics of Residential Maintenance and Repair	6	DFY Industry Industry, NY	March 25	I Don't Mind Change As Long As It Doesn't Alter Anything	6	DFY Industry Industry, NY
March 13	I Don't Mind Change As Long As It Doesn't Alter Anything	4	SUNY Plattsburgh Plattsburgh, NY	March 25	Back Power Management	6	Western NY DDSO West Seneca, NY
March 18	Self Discipline & Emotional Control	1	Bethpage State Park Farmingdale, NY	March 26	Self Discipline & Emotional Control	5	Binghamton SOB Binghamton, NY
March 18	Back Power Management	5	Oxford Vets Home Oxford, NY	March 26	Residential Safety Management	6	Letchworth SP Castile, NY
March 18	Emergency First Aid	5	Mohawk Valley PC Utica, NY	March 26-27	Home Cookin'	6	Western NY DDSO West Seneca, NY
March 19	Emergency First Aid	6	NYS Veterans Home Batavia, NY	March 27	I Don't Mind Change As Long As It Doesn't Alter Anything	3	Wallkill CF Wallkill, NY

Otsego County members fighting nursing home privatization say...

## Don't put the Meadows out to pasture

COOPERSTOWN — People might not have a place to go if Otsego County's nursing home, the Meadows, is privatized, and that bothers CSEA members working there as much as the threat of losing their jobs.

"It has always been a place of last resort for the elderly in our county, where they would be treated equally regardless of their financial status," Gloria Griffith said. "If it goes private, we're afraid that they'll be too concerned with making money or financial interests, and they'll treat admissions more like numbers and



Griffith

less like people."

Griffith, a shop steward, ward clerk and Save the Meadows Committee chair, has helped lead the union fight.

That fight has gone on for two years, and now the County Board of Supervisors wants to solicit bids from private contractors to take over the facility.

The union has a two-prong approach: educate and motivate. To educate the public, the union has produced a series of newspaper advertisements and an informative brochure arguing against privatization.

CSEA members are motivating people by busily collecting their signatures for petitions to be presented to the Board of Supervisors, urging them to keep the

facility public.

CSEA member Mike Mitchell, a certified nursing assistant, worries about poor people.

"I feel that people who live in this community, people who don't have the financial status of others, might not have a place to go if they privatize," he said.

The public agrees with CSEA that the Meadows should remain a public facility, Griffith said.

"Anybody we ask to sign the petition is more than willing," she said. "We've gotten more than 1,000 so far."

— Mark M. Kotzin



Top left, Certified Nursing Assistant Mike Mitchell shaves a resident and LPN Carol Boglioli, below left, bandages the leg of resident Joan Bagnall.



## Troy schools inquire about firing bus firm

■ Suit seeks judge's OK to sever contract

to avoid a lawsuit if it decides to accept parental demands that the

radios and of failure to maintain buses in proper working order.

start," he said. "Of course, the attempted cancellation of our contract

determination whether or not the acts or omissions of Albany Yellow

### UPDATE: We don't want strangers driving our kids

"The CSEA Work Force" section of the February edition of *The Public Sector* pointed out how risky privatization is, especially when it comes to school bus drivers. Articles concerning a rash of recent incidents involving a private school bus company in the Capital District helped to illustrate the point. Since that edition went to press, the Troy school district (see above) filed a lawsuit trying to fire the private company. And the next day, a driver for that same private company was arrested for allegedly driving drunk while on duty delivering students to a Schenectady BOCES program. Stay tuned, and remain wary anytime anyone proposes privatization for anything in your area.

## Workers don't buy plan to sell cook-chill facility

ORANGEBURG — After spending \$22 million in 1994 to open the cook-chill facility at Rockland Psychiatric Center, the state now wants to sell it, claiming that it's operating at a fraction of capacity.

The state-of-the-art facility supplies food to 24 Office of Mental Health sites and other state and local agencies throughout the state. One shift of 39 workers prepares 15,000 pounds of food a day and workers say that with a three-shift operation, the facility could reach its potential of 80,000 pounds.

Employees have organized a CSEA/PEF Task Force to lobby lawmakers to convince them to expand operations rather than sell.

Cook-Chill Director Josephine Fulbrook said profits from outside customers are already helping to pay for the plant. A local congressional representative encouraged her to begin marketing the plant's services to federal agencies, she said.

Rockland Psychiatric Center Local 421 President Pam Alexander said a side benefit for many RPC patients is training in food preparation and maintenance so they can get jobs on their release.

— Anita Manley

## Public supports public school buses

PORT BYRON — About two years ago, when a 5-year-old boy fell asleep on his kindergarten bus in the Port Byron School District, he was quickly discovered by his bus driver.

His parents were immediately notified and the transportation supervisor drove the boy home. His father still talks about the

special attention his child received.

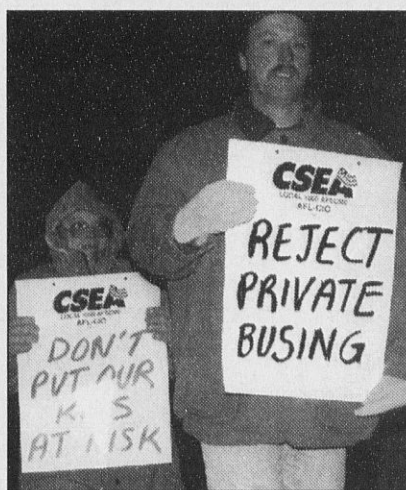
And that, say CSEA members in the Port Byron School District, is a glaring example of the differences between publicly-operated school transportation and private operation, which the district board is currently investigating.

CSEA recently held a public forum where parents, teachers and the bus drivers themselves overwhelmingly echoed the union's concerns about keeping familiar faces operating the buses, and maintaining safe and cost-effective transportation for the district's children.

CSEA members presented more than 1,400 petition signatures to school board members as they met to open bids from private operators, and were joined by teachers in a demonstration prior to the meeting.

"The members of Cayuga County Local 806 have been working hard to get the message out to the public and their work is paying off," CSEA Central Region President Jim Moore said. "If the school board votes to privatize, we know they'll be doing it against the will of those who elected them."

— Mark M. Kotzin



"Hey, hey, ho, ho, private busing, just say no."

special attention his child received.

About two years ago, when a two-year-old girl fell asleep on a school bus operated by a private bus company, Birnie Transportation Services, on her way to an Early Education Program, the bus driver and an aide didn't discover her until more than an hour later, after leaving her alone in the bus while they ate lunch. The girl's mother was furious because she wasn't

# NOTICE OF NOMINATIONS, ELECTIONS

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

The offices of CSEA statewide president, executive vice president, secretary and treasurer are scheduled for election in 1997. CSEA members will be electing officers to fill those statewide offices for a 3-year term effective July 1, 1997.

The nominating petitioning period began Feb. 10. The deadline for nominating petitions to be received at CSEA headquarters is 5 p.m. March 21.

**Nominating petition request forms are available from local presidents, CSEA headquarters and region offices.**

Persons seeking a statewide office may petition and appear on

**Any CSEA member who is considering the possibility of running for office may obtain information regarding the election process by contacting the Elections Committee at CSEA Headquarters 1-800-342-4146, Ext. 477**

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

Candidates must be at least 18 years old, have been a CSEA member in good standing since June 1, 1996, and must have continuously paid CSEA membership dues since that date. Candidates cannot be a member of

a competing labor organization and must not be serving a disciplinary penalty imposed by the CSEA statewide Judicial Board.

Any CSEA member who meets the above criteria may become a candidate and have his or her name placed on the ballot for a specific statewide office by obtaining 1,000 signatures of CSEA members eligible to vote in the upcoming election. Signatures must be of

CSEA dues-paying members who are not serving a suspension and who have no delinquent dues. The signatures must be collected and submitted on official nominating petition forms in a timely fashion under the published election schedule.

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

The remaining schedule for the 1997 election for CSEA statewide offices is below.

## Schedule of election of CSEA statewide officers

### Nominating petitions deadline is 5 p.m. March 21

- |                 |  |  |  |
|-----------------|--|--|--|
| <b>March 21</b> | ✱ Deadline for nominating petitions to be received at CSEA headquarters (5 p.m.).  | <b>May edition of The Public Sector</b>  | ✱ Publication of campaign statements and photos submitted by candidates.   |
| <b>April 14</b> | ✱ Deadline for candidates to decline nomination (8 a.m.).<br>✱ Deadline for candidates to submit campaign statements and photos for publication in <i>The Public Sector</i> .<br>✱ Due date for receipt of candidates' campaign literature at CSEA headquarters for distribution or candidates Notice Of Intention To Distribute Campaign Literature (5 p.m.). | <b>May 15</b>  | ✱ Ballots delivered to Post Office for mailing.                            |
| <b>April 16</b> | ✱ Drawing for candidates' positions on the ballot (headquarters).<br>✱ Membership list available for inspection by candidates (headquarters).  | <b>May 23</b>  | ✱ Replacement ballot may be requested if original ballot was not received. |
|                 |  | <b>June 5</b>  | ✱ Deadline for receipt of ballots (8 a.m.).                                |
|                 |  | <b>Election results will be announced after the ballot count. Candidates will be notified by mail.</b> |  |
|                 |  | <b>July edition of The Public Sector</b>   | ✱ Election results published.  |

## Membership break affects eligibility to seek union office, vote

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

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

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

standing," your dues cannot be delinquent.

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

period not to exceed one year.

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

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

PART 2 IN A SERIES in conjunction with the 20th anniversary of The Public Sector, exploring, through the eyes of CSEA members, significant events in CSEA's history during the past two decades.

1910 1918 1929 1931 1942 1952 1962 1978 1997 2000

## We've come a long way, together

In the 1970's, when many women were experiencing difficulties securing mortgages and credit cards, CSEA's newly-created *Public Sector* newspaper began reporting on the union's efforts to improve women's jobs, wages and educational opportunities and child care options. This Women's History Month we celebrate the gains of CSEA women.

CSEA has been in the forefront fighting for pay equity and career ladders for union women in civil service for decades.

In 1977 women members of CSEA's Board of Directors and top female region officers were among more than 10,000 women attending New York's historic first statewide women's meeting.

In 1979 CSEA successfully negotiated the Clerical and Secretarial Employee Advancement Program (CSEAP) that has since opened doors for more than 10,000 clerical and secretarial employees to receive appointments to non-traditional job titles. CSEAP's Training and Technical Center opened in 1984 and has trained more than 24,000 workers.

Today, many of the first 70 babies and children enrolled in the first labor/management sponsored Albany Empire State Plaza "Children's Place" day care center in 1979 are entering or attending college. Today there are 51 facilities across the state offering infant care to full day kindergarten on sliding fee scales to CSEA parents.

Though obstacles still remain for women who feel encumbered by a glass ceiling, the gigantic gains made over the past 20 years stand as undeniable proof of what determined CSEA men and women can achieve in the next 20 years.

## March is Women's History Month

On March 25, 1911, the infamous Triangle Shirtwaist factory fire in New York City killed 147 young workers, mostly immigrant women. The victims had been locked in the workplace by their employer. That tragedy stunned America and inspired new fire safety laws.

On March 24, 1974, the Coalition of Labor Union Women (CLUW) was founded to promote equal rights, better wages and better working conditions for women workers. Today there are more than 20,000 CLUW members representing more than 60 unions (including CSEA and AFSCME) throughout the United States.

## Day Care Center an innovation

ALBANY — The first day care center primarily workers was dedicated last week in Albany, the result of negotiating by CSEA with the State. The Plaza Center was dedicated in the Empire State Plaza, state offices complex in downtown Albany.

CSEA President William L. McGowan, who participated in ceremonies marking the dedication, said he envisions a series of similar day care centers eventually near other state work locations around the State. The Plaza Day Care Center is being opened as a pilot project on September 15. It will be run as a public benefit corporation, and Gov. Carey expected to include public employee union representatives as well as state management personnel to the corporation. Meyer "Sandy" Frucher, director of the governor's office of employee relations, who represented Governor Carey at the dedication, praised CSEA for leading the drive to achieve a program through labor-management negotiations.

President McGowan said the union has pursued the concept for years in an effort to ease employment pressures, especially for single parent state worker families. "This is a great concept that should prove to be a great benefit for our employees. I believe we will see the idea spread as this project proves its worth," McGowan said.

**The Public Sector  
June 20, 1979**

**Rose (Marcinkowski) Galleri**  
Secretary, Retirees Local 917  
former Southern Region 1st vice president,  
former Local 160 vice president,  
former Southern Conference treasurer



"I feel that women have come a long way within the union as well as in the worksite. In the past, we were seldom given credit for having the initiative to do the job or solve problems because everything was male-oriented. I had a

superintendent of the training school I worked in back in the 60's who encouraged me to move up and out, to go for promotions and to take over as an interim supervisor when my boss was away.

"My superintendent was part of the union at that time and he encouraged me to become active in the union and that's when I ran for president. I ran against men most of the time, and I won because I stood for integrity.

"I feel the Women's Committee has opened doors for women to gain self-confidence and knowledge in numerous areas, thanks to the workshops that are offered at the Women's Conferences and regional meetings. More people should wake up and get involved ... If you don't stand for something, you'll fall for anything!"

**Bertha McMillan**  
Member, Women's Committee,  
Kingsboro Psychiatric Center Local 402



A Secure Care Treatment Aide (SCTA) with 28 years on the job at Kingsboro Psychiatric Center, Bertha McMillan recalls giving birth to her baby son in 1969 and having to use three months of her own time accruals because there was no such

thing as maternity disability leave. "I had to use my own time, and for women without accruals, having a baby was a huge financial difficulty.

"There are a lot better promotional opportunities to advance now. When I first came to Kingsboro, the job I have today would not have existed for me. It really makes me happy to see more women running and winning office in the union, too. Very few women were activists in the early days, and that's a big change for the better."

**Sue Waltz**  
Senior Safety and Health Inspector  
Former CSEA member activist

Sue Waltz is one of the many graduates of the CSEA Women's Committee experience.

"If it weren't for CSEA I wouldn't be here today," Waltz said, explaining the union's involvement in her career development to the Grade 18 Senior Safety and Health Inspector consultant position she now holds in the Labor Department's Public Employee Safety and Health Program.

"I went from the clerical series to this due to various educational opportunities CSEA offered in its programs, especially in the Women's Committee. CSEA taught me how to be a local union officer for DMV. But the Women's Committee programs taught me about networking, the value of education, setting goals and not being afraid to reach for those goals."

Waltz explained that because of CSEA she continued her education and then used her life experience to qualify for the job she now enjoys.

# DMNA workers friends of local police

NEW WINDSOR — CSEA members at the National Guard Base at Stewart Airport often reach out to help local police.

Security Patrolman Mike Sellett is secretary of CSEA DMNA Local 252. While on the job at the air base, he helped in a burglary investigation when he notified police about a man entering a vacant house.

It turned out the house had been used to hide jewelry stolen in a string of burglaries. Police found fingerprints and now have solid leads in the case.

Newburgh Town Police Detective Gary Cooper said Sellett's quick action helped the investigation.

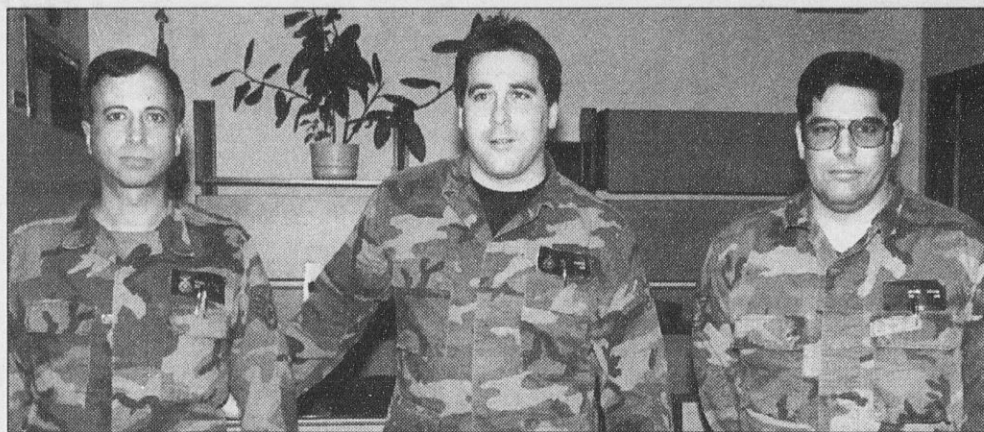
Another time, a drunk driver was apprehended thanks to the quick action of Sellett's co-workers, Tony Kavouras, Chris Brodbeck and Dale Winchester.

The driver approached them while they were on duty at the gate.

"We could smell alcohol on his breath," Brodbeck said. "We stopped him and then he put the car in reverse and tried to run us over. Then he went down a one-way exit."

Brodbeck said he called the State Police and gave chase. They found the car crashed and the driver banging on the door of a closed store and yelling for repairs. Police learned the man had a number of prior charges.

The security staff also works with the Secret Service. Stewart Airport hosts many VIPs on their way to



**CSEA DMNA Local 252 members helping local police in the war against crime are, from left, Mike Sellett, Chris Brodbeck and Local President Tony Kavouras.**

meetings at nearby West Point and the United Nations. The President has visited several times, as have foreign dignitaries including the King and Queen of Sweden, the Prince of Monaco and guests who attended former President Nixon's funeral in New Jersey.

During Operation Desert Storm, DMNA employees helped to keep the base secure. When a Federal Express airplane made a fiery emergency landing last fall, the DMNA members put out the fire.

"People think that all the personnel who work on the base are military," Sellett said. "It's not true. Many of us are state employees."  
— Anita Manley

## Summary of January meeting of CSEA Board of Directors

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

ALBANY — CSEA's statewide Board of Directors met here on Jan. 9, 1997. In official action, the board:

\*Approved changing the name of Manhattan Developmental Center Local 443 to Metropolitan DDSO Local 443;

\*Approved dissolving Central Islip Psychiatric Local 404;

\*Approved placing the following local and units in administratorship: Mid-State Armory Employees Local 255; Tupper Lake Village Electric Department Unit; Village of Haverstraw Unit, and Town of Albion (Blue) unit;

\*Approved the tentative agreement for the reopener for the third and final year of the contract with Headquarters Staff Union (HSU);

\*Approved the maximum miscellaneous allowances for 1997 CSEA events, as amended;

\*Approved Local 436 to enter into a two-year automobile lease agreement pending final review by the Legal Department;

\*Approved a three-year lease with RNR Realty for Herkimer County Local 822;

\*Approved the following as members of the Long Island Region Political Action Committee: Elizabeth Pavlica and Artie Peterson Jr.;

\*Approved adding Women's Committee to list of suggested committees in Region constitutions;

\*Approved change in unit constitutions to give units the same opportunity as Locals to amend By-laws at executive board meetings;

\*Approved removal of references to "delegates" from Unit constitutions.

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

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



**CSEA Statewide Secretary Barbara Reeves**

## AFSCME Women's Conference

The 1997 AFSCME Eastern Region Women's Conference will be held June 20 through 22 at the Regal Cincinnati Hotel, Cincinnati, Ohio. The conference is open to CSEA rank and file members, activists and leaders who have an interest in women's issues. Registration and hotel reservation deadline is May 19.

Accommodations are \$89 plus 10.5 percent tax per night, single or double. Some meals are provided. Discount airfares have been negotiated with Delta Airlines.

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

## 1977 Mascioli golf tournament Sept. 15

POUGHKEEPSIE — The 1997 Pat Mascioli Golf Tournament is scheduled for Sept. 15 at the IBM Country Club in Poughkeepsie. Mascioli was CSEA Southern Region president when he died unexpectedly in 1994.

More information on reservations and rates will be announced as it becomes available.

CSEA retiree Adrian Perrault of Poughkeepsie won a trip to Las Vegas in the Golf Committee raffle. Committee Chairman Jeff Howarth said. Golf tournament and raffle proceeds go toward scholarships for children of CSEA members.

## Scholarship deadline April 15

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

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

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

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

**Applications deadline is April 15**

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

Jonah spent three days  
"in the belly  
of a whale,"  
overwhelmed,  
powerless...

**CSEA and the  
New York State  
Labor-Religion Coalition  
invite and encourage you  
to fast for the common good  
from sunrise to sunset  
MARCH 19, 20 and 21**

The New York State Labor-Religion Coalition, of which CSEA is a member, calls on all New Yorkers concerned about the damage the proposed state budget will inflict on the state's most vulnerable and impoverished citizens to commit to three days of fasting and acting to convince state leaders to reverse the selfishness and cynicism the proposed state budget represents.

All concerned New Yorkers are encouraged to:

- ✦ Fast from sunrise to sunset on March 19, 20 and 21;
- ✦ Call designated key government leaders (see below) each of those three days.

MARCH 19, call Gov. George Pataki

518-474-8390

MARCH 20, call Assembly Speaker Sheldon Silver

518-455-4100

MARCH 21, call Senate Majority Leader Joseph Bruno

518-455-2800

For more details, contact  
In the Belly of the Budget Fast  
New York State Labor-Religion Coalition  
159 Wolf Road  
Albany, NY 12205

Today  
many  
people  
are being  
swallowed up  
in the belly  
of the state budget.

## Seven providers join EBF panel during January

# CSEA dental provider list totals over 1,300 dentists

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

### LONG ISLAND REGION

#### Nassau County

Julie A. Izen, DMD  
1 Main Parkway  
Plainview, NY 11803  
(516) 931-7373

Sunrise Dental Associates  
R. M. Giuliani, DDS, PC  
4976 Sunrise Highway  
Massapequa, NY 11762  
(516) 799-5577

#### Suffolk County

Bayshore Dental Care  
Mike Calderon, DDS, PC  
1219 Sunrise Highway  
Bayshore, NY 11706  
(516) 666-1392

### METROPOLITAN REGION

#### Brooklyn

Abrams, Elsa, DDS  
827 Clarkson Avenue  
Brooklyn, NY 11203  
(718) 604-4500

### SOUTHERN REGION

#### Ulster County

Dental Care Center of Kingston  
7 Family Practice Drive  
Kingston, NY 12401  
(914) 339-4806

### WESTERN REGION

#### Tompkins County

Tompkins Dental Health  
Cayuga Plaza  
North Triphammer Road  
Ithaca, NY 14850

#### Erie County

The Commons  
3326 Southwestern Blvd.  
Orchard Park, NY 14127  
(716) 636-8686



## How your dentist can join the panel

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

It continues to be somewhat difficult to recruit dentists in some rural areas because a lack of competition reduces the incentive for dentists to accept discounted fees in return for higher patient volume.

CSEA members can assist in the recruitment process statewide by providing the EBF with names and addresses of potential dental providers.

If your dentist is not a CSEA EBF participating dentist and you would like him or her to consider participating, simply fill out the request for information form below and return it to the EBF.

Your dentist will be supplied with information and an application to become an EBF participant.

### REQUEST FOR INFORMATION FORM

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

NAME of Dentist

Address

City

State

ZIP

County

Telephone

Please return this form to:

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

## Retire in style; plan ahead

CSEA continues offering its successful, free retirement counseling services to help members prepare for retirement.

More than 60 years ago CSEA enlisted the help of Jardine Group Services Corporation, the union's insurance administrator, to provide a variety of insurance products and services. One such program, Retirement Counseling, has helped members plan for the financial security they need for a happy retirement.

Retirement counseling is a free, no-obligation service available only to CSEA members who have been employed by New York state for a minimum of 10 years. Four CSEA counseling specialists, located throughout the state, are available to answer your questions and talk with you about the best ways to maximize your income and help protect your spouse and family members. In addition, the counseling specialists will:

- ✦ Develop guidelines to create flexibility within your pension;
- ✦ Suggest and advise you on what you can do with the money in your pension;
- ✦ Provide you with an overview of your retirement options;
- ✦ Outline how your CSEA Security Life Insurance can continue to serve as additional protection for your family after your retirement.

CSEA negotiated on your behalf to provide this invaluable, tailored retirement counseling service. You've worked hard and you've earned it. So let this CSEA-sponsored service provide you with the knowledge you need to prepare for a long and happy retirement.

**Need retirement information?  
Call Jardine today at 1-800-697-CSEA.**



**Q:** WE'RE PUBLIC EMPLOYEES.  
Should we care about welfare reform?

**A:** ABSOLUTELY, because your  
jobs could be at stake!



**E**veryone wants welfare reform. But none of us wants reform to take away our jobs, our pay and our benefits.

Right now there are a lot of unanswered questions about how New York will implement the federal welfare reform.

Unless New York lawmakers are very clear about protecting the rights of workers, workfare requirements could be a big threat to our job security.

New York has to put 81,000 welfare recipients to work in 1997 alone. If there aren't enough private sector jobs available, these individuals may end up in our worksites.

CSEA wants public officials to know:

- Existing workers must not be displaced to make room for workfare recipients;
- Workfare recipients should not be exploited as a cheap source of labor that undermines our wages, benefits and rights.

**DON'T LET WELFARE REFORM  
TAKE YOUR JOB!**

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



**THE PUBLIC** *Sector*

MARCH 1997

Official publication of  
The Civil Service Employees Association, Inc.  
Local 1000, AFSCME, AFL-CIO  
143 Washington Avenue  
Albany, New York 12210-2303

**INSIDE THIS EDITION**

- Intensifying the fight for a fair budget, welfare reform that works – Pages 3, 8, 20
- Local Government News – Pages 4 and 5
- State Government News – Pages 6 and 7
- Privatization is *not* the answer to preserving public health care – Pages 9, 10 and 11
- CSEA unveils 1997 legislative program – Page 13
- Nominating petitions deadline March 21 in CSEA statewide elections – Page 16