

**Working overtime?
But not getting paid
for it?** — see page 2

**INSIDE THIS EDITION:
YOUR 1997 LEAVE
ACCRUAL FORMS**

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

Sector

THE PUBLIC

Vol. 19 No. 12 DECEMBER 1996

**CSEA members
the big winners
in November
elections** — see page 3



ABOVE: CSEA Putnam County Local 840 President Irene Kobbe speaks on behalf of CSEA-endorsed candidates during a Clinton-Gore rally sponsored by the Putnam County Democratic Committee in conjunction with area labor unions just prior to election day.



CSEA Long Island Region President Nick LaMorte, left, congratulates CSEA-endorsed Congressman Rick Lazio, (2nd CD).

ABOVE: State Senator-elect Vincent Gentile, left, who won a resounding victory by defeating Republican incumbent Sen. Robert DiCarlo in the 23rd Senate District, with CSEA South Beach Psychiatric Center Local 446 President Joel Schwartz, who helped distribute Gentile campaign material in the Staten Island area.

ATTENTION: STATE AND LOCAL GOVERNMENT EMPLOYEES WORKING BUT NOT GETTING PAID OVERTIME

Please carefully read this notice if you:

- ✱ Are a state or local government employee in a CSEA bargaining unit; and
- ✱ Are in a non-attorney or non-physician position; and
- ✱ Have regularly worked overtime (i.e., **more than 40 hours in a week**) in the past two years; and
- ✱ Have not been paid at all or have not been paid at a rate of time and a half your normal hourly rate of pay for that overtime **because you are considered on "salary" or are labeled "overtime ineligible" or "exempt."**

✓ Recent developments in the Fair Labor Standards Act, its regulations, and case law may now entitle you to overtime pay for your overtime.

✓ In order to investigate this issue and represent your interests, we need to know **your** particular situation.

✓ Please complete the following form and return it to us on or before December 31, 1996. Also, if you know of other CSEA unit state or local government employees in the same situation, please tell them about this and have them complete the form also.

✓ Remember: If you don't tell us about your situation, we probably can't help you. If you have any questions, please contact us at 1-800-342-4146, ext. 443 (Lori Lossi).

Name _____ Social Security No. _____

Home Address _____

Home Telephone _____ Business Telephone _____

STATE AGENCY or LOCAL GOVERNMENT _____

Location _____

TITLE _____

Brief Description of Duties _____

Approximate overtime (hours in excess of 40) per week in last two years (An estimate is all that is necessary at this time): _____

Does the employer have records that show amount of overtime worked per week? Yes ___ No ___

If so, describe and state where located: _____

Do you have notes or other records that show amount of overtime worked per week? Yes ___ No ___

If so, describe: _____

Return this form before Dec. 31, 1996, to:

FLSA Overtime Project

% Lori Lossi

Civil Service Employees Association

143 Washington Avenue, Albany, NY 12210

THE PUBLIC *Sector*

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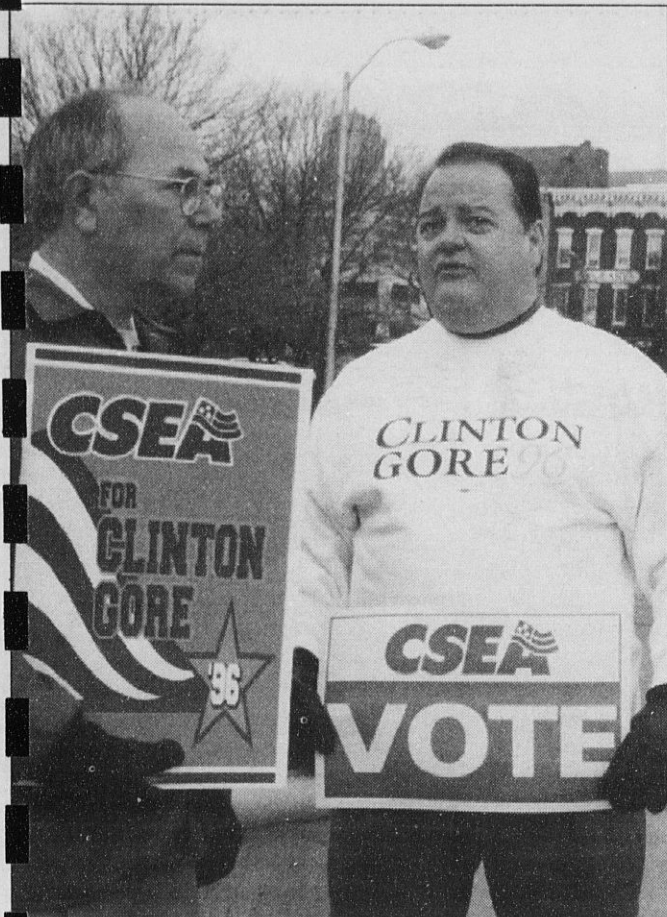


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Election results solidify CSEA's position as a political force in New York



CSEA members emerged as big winners in the Nov. 5 election as the union solidified its position as a potent political force throughout New York state.

And in conjunction with its international affiliate, AFSCME, CSEA members made their presence felt across the country as well. AFL-CIO President John Sweeney and AFSCME President Gerry McEntee led the AFL-CIO's aggressive campaign to re-elect the Clinton/Gore ticket in the presidential race and narrow the Republican control of Congress. Several CSEA activists and staff

GETTING OUT THE VOTE ELECTION DAY — CSEA Capital Region President Carmen Bagnoli, left, and CSEA President Danny Donohue stand on a traffic island in downtown Albany on Election Day morning, urging passing motorists to vote.

members worked the campaign trail in key Congressional races throughout the country leading up to Election Day.

Here in New York, CSEA's election activities and strong get-out-the-vote efforts paved the way for victory by the Clinton/Gore ticket, helped put the vast majority of CSEA-endorsed candidates on the winning side in Congressional and state legislative races, and helped pass the statewide Environmental Bond Act that will provide funding for projects and programs that will benefit CSEA members in every part of the state.

CSEA had more members, officers and staff involved in political action projects throughout New York and at targeted locations around the country than in any previous

'CSEA does not endorse parties, we endorse candidates, and when our army of activists back up our endorsements with positive actions our candidates benefit greatly.'

— CSEA President
Danny Donohue

election, and the results justified the efforts.

"There are a lot of accomplishments that CSEA can be proud of in this year's election," CSEA President Danny Donohue said. "CSEA does not endorse parties, we endorse candidates, and when our army of activists back up our endorsements with positive actions our candidates benefit greatly. Again this year we helped elect candidates to office who respect working people."

Donohue said CSEA and the AFL-CIO strengthened their foundations as important and influential players in the political arena with aggressive campaigns that earned the respect of labor's friends and enemies.

"We will build on that foundation at every level because the legislative and political arena provides us with never-ending challenges to be met head-on and overcome," Donohue said. "I thank everyone involved for all your hard work and dedication."

'How sweet it is!'

CSEA efforts help carry the day in state senate, Congressional races

CSEA was a big factor in the outcome of numerous races across the state on Election Day. Among the biggest wins were the election of a new state senator from the 23rd State Senate District in parts of Brooklyn and Staten Island and the election of Carolyn McCarthy as a member of Congress from the 4th Congressional District on Long Island.

"I'm proud to call labor my friend," Congresswoman-elect McCarthy declared in recognition of the efforts CSEA and organized labor put forth on her behalf during the campaign. CSEA Long Island Region President Nick LaMorte led an army of CSEA activists who campaigned particularly hard for McCarthy.

"The incumbent Congressman, Dan Frisa, had an almost non-existent voting record when it came to supporting working people and organized labor," LaMorte said. "We believe Carolyn McCarthy has a much more balanced viewpoint and we worked extremely hard for her election."

"How sweet it is!" cheered CSEA Metro Region II President George Boncoraglio along with CSEA activists upon learning that their hard campaigning for Democratic Senatorial hopeful Vincent Gentile paid off in the 23rd state Senate District.

Gentile swept to a resounding victory defeating Republican incumbent Robert DiCarlo for the New York state Senate seat

that includes parts of Brooklyn and Staten Island.

"For CSEA this race meant even more than supporting a highly qualified prosecutor and community activist candidate like Vincent Gentile," Boncoraglio said. "Just as important to CSEA, this race was about pay-back time."

Boncoraglio recalled how CSEA Kingsboro Psychiatric Center Local 402 members implored then Senator DiCarlo to help in saving the hospital from Governor George Pataki's budget ax. Their pleas fell on DiCarlo's deaf ears.

"Sen. DiCarlo turned his back on Brooklyn's mentally ill and refused to lift a finger to help CSEA and the community save Kingsboro," Boncoraglio charged.

It's time that politicians of any party understand that there are grave consequences should they choose to play politics with peoples' lives, Boncoraglio added, thanking the many CSEA activists who made thousands of phone bank calls and handed out thousands of pieces of Gentile's campaign literature.

This is one endorsement and one victory CSEA members can really savor, said Region II Political Action Coordinator Max Neuberger. "In Vincent Gentile, CSEA members will have a real friend in the New York state Senate," Neuberger said.

— Lilly Gioia

Hispanic activists

Five represent CSEA at LCLAA convention; focus on Hispanic issues

NEW YORK — Five CSEA Hispanic activists were among delegates tackling some of the thorniest issues facing workers of Latino descent during the 1996 Labor Council for Latin American Advancement (LCLAA) convention recently in Corpus Christi, Texas.

LCLAA was established in 1973 and is the only officially sanctioned AFL-CIO Hispanic labor organization.

Representing CSEA at the convention were Region Education and Training Chair Joe Aravena and Bill Vassallo from CSEA's Metropolitan Region, CSEA staff liaison Miguel-Angel Cruz and Alfredo Carlo from CSEA's Long Island Region, and Sandra Franco from CSEA's Southern Region.

Delegates dealt with issues such as affirmative action, opposing "English only" legislation, child care, organizing Hispanic workers, the elimination of sweatshops, HIV/AIDS awareness, and opposing goods made by child labor in any country.

"It's important that our union brothers and sisters endorse LCLAA's ambitious voter registration and voter education efforts to promote greater Hispanic participation in the political process," Aravena said.

— Lilly Gioia

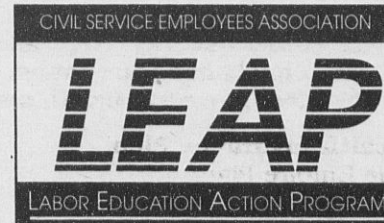
CSEA/LEAP wins awards for pair of informational programs

CSEA's Labor Education Action Program (LEAP) won awards in two different categories from the New York Continuing Education Association recently.

CSEA/LEAP received the 1995-96 James C. Hall Jr. Exemplary Programs Award in the "Business/Industry Linkage" category for the program *Self-Directed Workplace Literacy Distance Learning*, a CSEA/GOER project with OMRDD, and in the "Marketing" category for its program *A CSEA/LEAP Guide to Financial Aid for Working Adult Students*. The guide was a LEAP creation authored by LEAP Assistant Director Harvey Huth.

CSEA/LEAP is a tuition benefit program available to members of the Division of Military and Naval Affairs, Administrative, Institutional and Operational Services bargaining units, and employees of the Health Research, Inc., SUNY Construction Fund, and the Teachers's Retirement System who work half-time or more.

For more information on CSEA/LEAP, call the LEAPLINE at 1-800-253-4332.



Members picket at main gate of Bronx Children's Psychiatric Center

Morale problems rampant at Bronx Children's

BRONX — Distraught CSEA Local 401 members have conducted informational picketing at Bronx Children's Psychiatric Center's main gate in total frustration with facility management.

"They treat you like you're not human," said Mental Hygiene Therapy Aide Pat Motley, summing up the employees' anger.

"The union book don't mean nothing to those people," added MHTA George Stephens, blaming supervisory attitudes toward workers for serious morale problems at the hospital.

CSEA Local 401 President Carol Backstrom said too many Bronx Children's Psychiatric Center supervisors lack respect for employees.

"Supervisors are unwilling to observe protocol and fail to behave in a professional manner," Backstrom said.

Several previous supervisory training programs or periods of monitoring supervisors

failed to show any lasting improvement.

"After the trainings were over or the monitors left, each time the supervisors reverted back to abusive behavior," Backstrom complained.

MHTA Sixto Benitez, who transferred to Bronx Children's after 30 years working at Manhattan Children's Psychiatric Center, said he is appalled by Bronx hospital management insensitivity.

"There's no explaining; nobody wants to listen to your side of the story. The administration hasn't been willing to work with the people," Benitez said.

Following a lengthy labor-management meeting during the picketing, Executive Director Mark Beanstock made extensive visits to every shift, speaking to CSEA members at length individually. According to President Backstrom, regular weekly labor-management meetings have begun.

— Lilly Gioia

Msgr. John Servodidio leads procession of unions into St. Joseph's for first Staten Island Labor Mass.



Labor Mass fuses unions, religion in common cause

STATEN ISLAND — Led by CSEA Metropolitan Region President George Boncoraglio, CSEA members joined brothers and sisters from seven other unions to participate in Staten Island's first Labor Mass at the Church of St. Joseph the Worker recently.

"Unions are important because they give the little guy a voice and a voice that will be heard," Monsignor John Servodidio emphasized in his sermon. "I pray that the union leaders give good leadership because you are doing it for the child of God, made in the image and likeness of God. Even those in the most menial jobs are all children of God."

Servodidio is a member of the newly formed Staten Island Religion-Labor Coalition which sponsored the Labor Mass.

"CSEA is a staunch supporter of religion and labor coalitions," Boncoraglio said. "Every day pastors and rabbis see the faces of downsized workers and families worrying about their children's future. That's why they are now standing with the unions," Boncoraglio said.

Both NYS Assemblyman Eric Vitaliano and Assemblywoman Elizabeth Connelly attended the Labor Mass. "I look forward to praying and working with you to have everyone recognize the dignity of every working man and woman in our state," said Vitaliano, who is chairman of the state Assembly Government Employees Committee.

As union banners were draped across the communion altar railing, Monsignor Servodidio told worshippers and their families, "Unions are the salvation of the working man and woman. I pray for you."

— Lilly Gioia

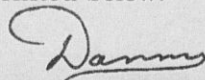
A MESSAGE FROM CSEA PRESIDENT DANNY DONOHUE

New York state's health insurance program's most comprehensive health plan, The Empire Plan, continues to hold the line in health care premium rates.

The Empire Plan, which was collectively bargained in 1985 and is overseen by the CSEA Joint Committee on Health Benefits, has released the 1997 bi-weekly premium rates: individual rates drop by 1 percent and family rates increase slightly by 1.6 percent.

For the last five years, Empire Plan enrollee's rates have increased by 0.6 percent on an annual basis, well below the national average and extremely impressive.

Our ability to hold rates down is due in part to the rate stabilization fund which was negotiated in 1989. Rates and other vital information is printed below.



New York State's Health Insurance Option Transfer Period Extended to Dec. 27, 1996

Due to the delay in approving the 1997 health insurance renewal rates, the Option Transfer period has been extended to Dec. 27, 1996. To change your health insurance option for 1997, you must contact your health benefits administrator (located in your personnel office).

The rate renewal flier "Rates & Deadlines for 1997" were sent to members' homes the last week of November. The "Health Insurance CHOICES" guide for 1997 was sent to your health benefits administrator the first week of November. If you did not receive a rate flier in the mail or if you would like to obtain a copy of the "CHOICES" guide, contact your personnel

office as soon as possible.

The effective date of a newly elected health insurance option for those employees under the Administrative payroll will be Dec. 26, 1996. The earliest paycheck in which an adjustment will be made is the payroll period of Dec. 24, 1996. The effective date of a newly elected health insurance option for those employees under the Institutional payroll will be Jan. 2, 1997. The earliest paycheck in which an adjustment will be made is the payroll period of Jan. 2, 1997. Due to processing delays, most adjustments will be made later in January retroactive to the effective date.

Insurance Renewal Rates For Plans Covering State Employees

The state pays 90 percent of the cost of the premium for individual coverage and 75 percent of the cost of dependent coverage provided under the Empire Plan. Beginning Jan. 1, 1997, the state pays 90 percent of the cost of individual coverage and 75 percent of the cost of dependent coverage toward the hospital/medical/Mental Health and Substance Abuse components of each Health Maintenance Organization (HMO), however, not to exceed 110 percent of its dollar contribution for those components under the Empire Plan.

Enrollee bi-weekly HMO contribution increases, if any, resulting from this employer contribution rate will not, in 1997, be capped at \$5 for individual coverage and \$15 for dependent coverage, as they were in 1996. Any amount above and beyond the 110%, will be reflected in the member's bi-weekly premium contribution.

Remember that Dec. 27, 1996 is the last day to change your health insurance option. If you do not wish to change your option, then no action is necessary.

The 1997 bi-weekly health insurance premium deductions for employees are as follows:

Health Insurance Plan	Individual	Family
The Empire Plan	\$6.95	\$30.35
Blue Choice	5.88	28.34
Blue Choice HMO-a product of Empire Blue Cross & Blue Shield	5.30	26.68
CHP Capital Area/North Country/Bassett/United CHP	6.32	31.32
CHP Hudson Valley	7.61	50.23
Capital District Physicians' Health Plan	6.27	32.59
Community Blue	5.10	27.72
HIP	6.79	31.70
HIP of New Jersey	6.23	29.37
HMO Blue (formerly BlueCARE Plus)	6.65	32.42
HMO CNY-Central (formerly IPHP)	8.18	52.12
HMO CNY-Southern Tier (formerly FHP)	7.49	46.88
HCP-Health Care Plan	5.48	30.43
Healthsource	7.24	37.23
Independent Health Hudson Valley	7.53	53.28
Independent Health Western NY	4.60	25.28
Kaiser Permanente	7.31	33.82
MetraHealth (formally Travelers)	7.05	44.26
MVP Health Plan-East	6.71	31.67
MVP-Central	6.14	28.75
NYL CARE (formally Sanus)	7.00	36.11
PrePaid Health Plan	6.77	35.45
Preferred Care	6.06	29.34
US Healthcare	7.55	41.20
Vytra (formerly ChoiceCare)	7.69	56.01
WellCare	6.83	36.22

STATE GOVERNMENT BRIEFS

Hudson River Psychiatric Center

In the latest of a string of legal victories against cutbacks at the Office of Mental Health, CSEA won a preliminary injunction preventing the agency from implementing any further significant service reductions at the Hudson River Psychiatric Center.

State Supreme Court Judge James B. Canfield ruled that planned cutbacks at Hudson River PC would violate legal requirements to provide a one year notice to the community before making significant service reductions at the facility.

CSEA won similar cases at Kingsboro, Pilgrim, Manhattan and Buffalo psychiatric centers. At press time, OMH indicated that it intends to implement the reductions early next year, when it believes the one year notification requirements will be met. CSEA is now reviewing its options.

CSEA member runs Marine Corps marathon for leukemia research

WATKINS GLEN — CSEA member Dan Welton ran the race of his life on Oct. 27, but he has some mixed feelings about it.

Welton shattered his previous personal best time in completing the 26.2-mile Marine Corps Marathon in Washington, DC; finished in approximately the top 10 percent of a talented and highly competitive field; placed high in his age group and raised contributions for the Leukemia Society of America for research, patient care and aid.

On the down side, pledges and contributions to the Leukemia Society of America are coming in slower than Welton hoped for. Welton trains year-round and participated in grueling marathon events to raise pledges for leukemia research. He runs personally for Emily, a 16-year-old leukemia victim in the Watkins Glen area. Emily's leukemia is currently in remission and Welton hopes the funds for research he helps raise will lead to even better treatment and eventual prevention of the disease.

Welton, a maintenance mechanic for the Office of Fire Prevention and Control, Department of State, completed his fourth consecutive Marine Corps Marathon. He ran a three hour, 40 minute and five second race, clipping four and one-half minutes off his previous best time for the 26.2-mile event. He finished a commendable 2,017 out of the nearly 20,000 runners that started the race, and placed an excellent 267 in his age group.

Just a week after completing the Marine Corps Marathon, Welton lowered his personal best time in a half-marathon, the Red Baron run, in preparation for his next grueling 26.2-mile full marathon in Bermuda on Jan. 19.

He hopes to raise \$5,000 in pledges between the Marine Corps and Bermuda marathons.

CSEA members who wish to make pledges 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 13203**

Monroe county unit fighting privatization, cutbacks

ROCHESTER — CSEA activists in Monroe County are digging in for another long fight against privatization and cutbacks with a county administration that seems bent on turning public assets over to privateers and reducing public services.

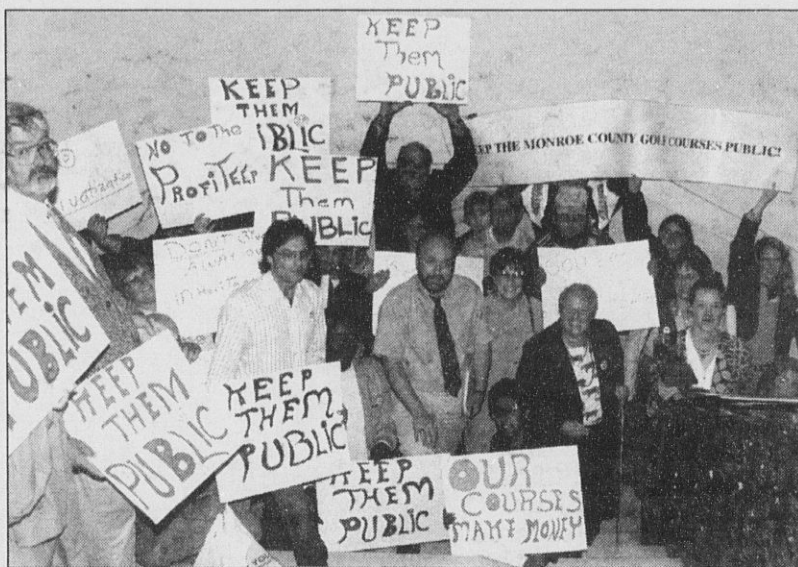
The latest battle centers on the county executive's decision to grant management of the county's three public golf courses — which have been well operated by parks workers until now — to an individual, Jack Tindale, who had been the golf pro at one of the three courses.

The county has also announced the January closure of the County Hospital's acute care unit, which combined with the golf course privatization, could affect up to 300 members' jobs.

More than 30 member-activists carrying signs supporting public golf courses recently presented more than 3,500 supportive petition signatures to the county legislature, where the unit and local presidents spoke.

After committee debate, the matter has been referred to the full legislature for a vote in early December.

"There is no reason to privatize these golf courses," said Flo Tripi, unit president. "These courses have long been utilized and enjoyed by this community, and they have been profitable since 1989, with the exception of 1995, when they were undergoing major and badly-needed reconstruction. Because of the reconstruction, playing fees were reduced. When the reconstruction is completed within a year, profits will again be added to the



Monroe County Unit President Flo Tripi, right center front, leads CSEA member activists up stairway enroute to presenting petitions to the Monroe County legislature.

county's coffers. This will then benefit all of the county's citizens, without jeopardizing the jobs of dedicated public employees."

"This is privatization for privatization's sake,"

said Bernadette Giambra, Local 828 president. "It doesn't make sense. These courses should remain part of the county parks system, and the revenue generated by them going to the county instead of a privateer."

The county executive's office has also refused to release details of the Tindale management proposal, even after a Freedom of Information Law request, according to CSEA Labor Relations Specialist Bob Leonard.

"The refusal by the county executive's operatives to turn over the requested information is a blatant attempt to keep the public in the dark," said Tripi. "The taxpayers, golfers, and others with an interest in Monroe County parks have a right to know the details of (County Executive) Jack Doyle's privatization plans."

— Ron Wofford



Monroe County Local 828 President Bernadette Giambra tells county legislators that privatization of public golf courses "doesn't make sense!"

Member wins back vacation days

NASSAU COUNTY — When CSEA won an arbitrator's award which restored five vacation days to union member Eileen Crescenzi's accruals, she was so grateful she wrote a note of thanks to CSEA Labor Relations Specialist Claude Ferrara.

Crescenzi, a clerk typist in the Nassau County Police Civilian Unit for more than 25 years, ran into trouble during one of the many snowstorms last year.

She injured her hip while helping a co-worker push her car in the precinct parking lot. The precinct commanding officer claimed he did

not see Crescenzi injure herself and therefore the injury did not occur.

The arbitrator ruled in Crescenzi's favor, ordering the county to restore her days and expunge her record.

In his decision the arbitrator said Crescenzi "provided verifiable medical documentation consistent with her testimony." He also commented on her "integrity".

Crescenzi's note to Ferrara thanked him for his time, patience, and belief in her.

The unit is part of CSEA Nassau County Local 830.

LOCAL GOVERNMENT BRIEFS

SUFFOLK COUNTY

"Sea Tow" offers assistance

SOUTHOLD — Bryan Weingart, a public safety dispatcher for the Town of Southold, was one of many CSEA members who volunteered their time or donated their services during the TWA Flight 800 rescue and recovery efforts.

Weingart is part owner of "Sea Tow", a commercial salvage, marine towing operation which provides towing and assistance in non-emergency situations, as well as oil spill response and containment. "Sea Tow" is a national franchise.

When Flight 800 exploded, showering the south shore waters with fire and debris, the Shinnecock "Sea Tow" crew were there immediately to offer assistance.

Bryan Weingart's north shore "Sea Tow" responded soon after, donating their time and the use of two of their boats.

"First we thought we were going to be asked to transport bodies from the coast guard cutters but that didn't happen. We were asked to assist in the search (for victims) and we did that until 6 or 7 a.m.," Weingart said.

Other CSEA Town of Southold Public Safety Dispatchers volunteered their time, including Jimmy Fogarty who did rotating shifts as an Advanced Emergency Medical Technician and John Raynor who volunteered with the American Red Cross.

"These CSEA members are a credit to all of us. I am extremely proud to call them and all the others who gave of themselves my union brothers and sisters," said CSEA Long Island Region President Nick LaMorte.

The unit is part of CSEA Suffolk County Local 852.

NIAGARA COUNTY

Unit gains four-year contract

LOCKPORT — It took two years of negotiations and the help of a PERB mediator, but the 950-member Niagara County Employee Unit of Local 832 has finally reached agreement and ratified a four-year contract that boosts wages 3 percent in each year of the pact.

"It was a good settlement," said Labor Relations Specialist Mark Jurenovich, "and the members ratified it by a 621 to 107 margin. The county legislature also ratified the contract and the members' paychecks reflect the increases retroactively."

The contract terms are retroactive to Jan. 1, 1995, and include New York State disability coverage for the whole unit, an additional floating holiday and a \$50 increase in longevity allowances.

Jurenovich was aided by a negotiation committee that included Linda Gibbons, unit president; John Archbold, Kathy Cutter, Richard McIntyre, local president; Sandi Smith, Fran Faery Roberts, Michael Tracy and Theresa Menkiena, president of SUNY Local 602, who is doing an internship for her degree requirements for Empire State College.

**Remember,
when you need to know,
call the
CSEA Current Issues Update
on a touchtone phone
1-800-342-4146, then dial 15**

CSEA fights privatization of Clinton County nurses

PLATTSBURGH — Citing an all-too cozy relationship between the director of the Clinton County Health Department and a private sector nursing home operator, CSEA has pledged an all-out battle to prevent the privatization of nursing jobs in the Clinton County Public Health Department.

CSEA said the nursing home operator wants to privatize Clinton County nurses and use that as a springboard to attempt privatization of public sector nurses in neighboring counties, including Essex and Franklin.

CSEA charges Clinton County Health Department Director John Andrus has allowed private sector nursing home operator William Plumb to address CSEA-represented nurses in the county's Public Health Department at "captive audience" meetings during work hours to push Plumb's proposal to privatize the department employees. CSEA says Andrus seems to be using his office to support Plumb's privatization plan.

CSEA says it will file a formal request with

Clinton County Administrator William Bingel to halt the captive audience sessions and direct Plumb to repay the county for the time the employees were forced to attend those sessions.

CSEA says it is on strong legal grounds in opposing the privatization scheme.

"Clinton County employees are covered by Article 40 in the current contract, which states 'There shall be no loss of present jobs of permanent employees as a result of the county exercising its right to contract out for goods and services,'" CSEA Labor Relations Specialist Charlie Scott points out.

"Our members will not give up their jobs or their contract protections," CSEA Clinton County Unit President Joe Musso added.

"We want to be partners in any and all changes that the Clinton County Legislature considers," Scott said. "Our public health care nurses are well prepared to deal with any health care service delivery changes the county wants to consider."

— Daniel X. Campbell

He's not heavy, he's my brother

NEW PALTZ — Sue Boyer never hesitated when her brother needed a kidney.

"He's my brother," she said. "When we found out he needed a transplant, my sister and I both went for tests to see if we would be compatible. There was never any question."

And so it was in July that Sue Boyer's kidney was transplanted into her brother Frank Gaspar and for the first time since 1979, Gaspar has a fully functioning kidney.

Boyer, a 15 year state employee, is a clerk at SUNY New Paltz.

Gaspar discovered in 1979 that he had polycystic kidney disease when he was in a car accident.

"I had lacerated my kidney and when the doctor went to repair it, he found that the kidney was diseased and that I was eventually going to need a transplant," he explained.

Following a year of dialysis, Gaspar was told that it was time for the transplant. Since the surgery, a five hour procedure, he has never felt better.

"When I went in for the surgery, I weighed 117 pounds," he said. "Now, I've put on weight. I never knew how good I could feel."

Boyer said her brother must take medication to keep his body from rejecting the kidney. Insurance and Medicare cover the cost of about \$2,000 per month. The surgery for both the donor and the transplant recipient were also fully covered. Boyer was out of work for about two months.

Gaspar, a former shipping and receiving clerk, hopes to find a job where he does not have to stand or lift. Boyer said she would do it again for her brother.

"It warms my heart to see him not suffering



Kidney recipient Frank Gaspar and his sister, Sue Boyer, are all smiles over success of medical procedure.

anymore," she said. "Frank is a person that during his whole life he has given and not taken from anybody and it's about time life gave him something back. He's gone through so much. It's good to see him up and able to do things. For so long his life was put on hold with the dialysis."

Boyer has a personal quote that she strongly believes in.

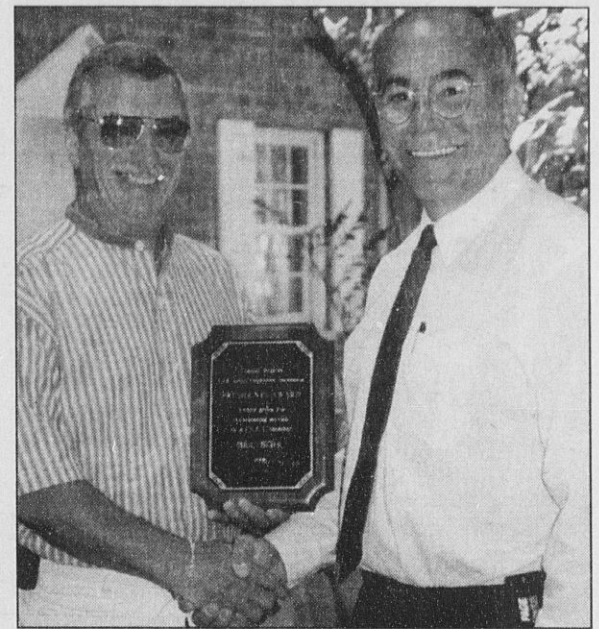
"You give but little when you give of your possessions. It is when you give of yourself, that you truly, truly give," she said. "That's the way to describe Frank. All his life he's always been there for his family. I'm so glad to see that life is finally giving him something back."

— Anita Manley

LOCAL GOVERNMENT BRIEFS

Capital Region

Fulton County activist Bill Sohl wins region president's award for 1996



FORMER LONG-TIME CSEA Fulton County Local 818 president and CSEA statewide Board of Director member Bill Sohl, left, accepts a plaque designating him winner of the 1996 CSEA Capital Region President's Award. At right is Capital Region President Carmen Bagnoli. Sohl was honored in recognition of his long service to Fulton County CSEA members, for being one of the longest serving members of the union's statewide Board of Directors, and for his dedication to CSEA on every level. Sohl is one of several members of the Board of Directors to retire recently (see page 2).

Orange County Local 836

Mike Bard dies unexpectedly

PARKSVILLE — Shortly after a story about him was published in the October edition of *The Public Sector*, Mike Bard, a Valley Central School District pool operator, passed away suddenly of natural causes.

The 50-year-old member of Orange County Local 836 had recently been awarded a commendation from the school district for detecting dangerous corrosion in the wires holding up the ceiling of the high school's pool area, a situation that could have jeopardized hundreds of lives.

"Mike was a very conscientious and caring person working in a pool where safety and sanitary needs are paramount," he said. "He really took his job very seriously," Unit President Wilson "Tinker" Bunting said.

Bunting said Bard was also a "computer genius" who had been in contact with people in Europe to discuss the pool wiring problems.

"They'll never be able to replace him," Bunting said.

Bard leaves a wife and two children. His family donated money collected by his co-workers to a forestry preservation society in his name.

— Anita Manley

In touch with you

A message from CSEA President Danny Donohue



Challenges of the past year have made us stronger

Solidarity will help us face new obstacles in the year ahead

In this holiday season, CSEA members can be proud of their efforts for fairness and respect over the past year. They have made a difference in the lives of thousands of people and helped make New York a better place to live and work. To all of you who have contributed, thank you.

Together we have faced many challenges in the year gone by and we are stronger for it. That's good because we will undoubtedly face new obstacles in the year ahead.

The strength of CSEA comes from all of us working together. While we need to continue our efforts to get all of our members active in standing up for themselves and their union, I am proud to say that we have gotten more members involved in more ways than ever before.

Whether it's a fight for contract fairness, safety and health enforcement, or electing and lobbying responsible public officials, CSEA members are rising to the occasion.

The recent election demonstrated the value and commitment of the CSEA endorsement. We didn't win every race. We didn't even endorse in every race. But we did stand up for what we believe in and worked tirelessly for the candidates who earned our support.

CSEA members in every part of the state gave their time and effort to campaigns. That commitment does not go unnoticed by public officials at any level. If we continue to build on that foundation, we will strengthen our ability to succeed in upcoming budget, privatization, and legislative battles.

I am also proud of the resurgence of the AFL-CIO as a major force on the national

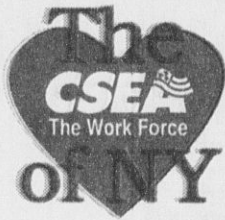
political scene. While numerous critics have whined incessantly about labor's spending in the campaign, it must be noted that Business interests outspent Labor 9 to 1, according to published reports.

I think the message of the election results is clear: the American people are tired of extremism in our politics and it is time for all of us to work together for a better future. The AFL-CIO stood up for the interests of working families. Their efforts helped set the agenda and put us in a better position to follow it through.

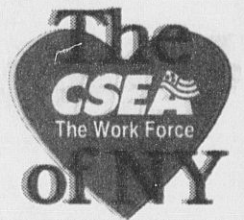
CSEA is ready for the work ahead. We will work with elected officials, Republican and Democrat, as long as they are prepared to work with us and treat us fairly.



TURNING UP THE HEAT ON THE NEED FOR IMPROVEMENT — See Pages 9-11



1997 LEAVE RECORD for NEW YORK STATE ADMINISTRATIVE PAYROLL EMPLOYEES



Your leave benefits were negotiated for you by CSEA — your union!

PAY PERIOD	EXAMPLES: If you are sick 4 hours, enter <i>S-4</i> under the appropriate day. If you take 2 hours of personal, enter <i>P-2</i> , etc.							ANNUAL LEAVE			SICK LEAVE			PERSONAL LEAVE		
	THU	FRI	SAT	SUN	MON	TUE	WED	Balance from last record: <input type="text"/>			Balance from last record: <input type="text"/>			Balance from last record: <input type="text"/>		
	THU	FRI	SAT	SUN	MON	TUE	WED	Earned	Used	Balance	Earned	Used	Balance	Earned	Used	Balance
DEC 26 - JAN 8																
JAN 9 - JAN 22																
JAN 23 - FEB 5																
FEB 6 - FEB 19																
FEB 20 - MAR 5																
MAR 6 - MAR 19																
MAR 20- APR 2																
APR 3 - APR 16																
APR 17 - APR 30																
MAY 1 - MAY 14																
MAY 15 - MAY 28																
MAY 29 - JUN 11																
JUN 12 - JUN 25																
JUN 26 - JUL 9																
JUL 10 - JUL 23																
JUL 24 - AUG 6																
AUG 7 - AUG 20																
AUG 21 - SEP 3																
SEP 4 - SEP 17																
SEP 18 - OCT 1																
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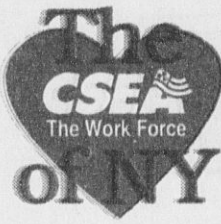
To record leave used, enter these letters for the appropriate date:

- V =** Vacation
- S =** Sick Leave
- H =** Holiday
- M =** Military Leave
- P =** Personal Leave
- SPEC =** Special
- C =** Compensatory
- LWOP =** Leave Without Pay
- W =** Worker's Comp

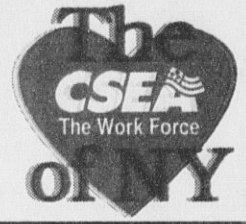
CONSULT YOUR UNION CONTRACT, YOUR CSEA REPRESENTATIVE OR YOUR PERSONNEL OFFICE FOR HOLIDAY OBSERVANCE SCHEDULE

Leave accruals are an important contractual benefit negotiated for you by CSEA. You can help guarantee the accuracy of your individual accruals by tracking your leave activities throughout the year. If a discrepancy should arise it might be easier to document your claim by producing your personal leave record form.





1997 LEAVE RECORD for NEW YORK STATE INSTITUTIONAL PAYROLL EMPLOYEES



Your leave benefits were negotiated for you by CSEA — your union!

PAY PERIOD

EXAMPLES:
If you are sick 4 hours, enter *S-4* under the appropriate day.
If you take 2 hours of personal, enter *P-2*, etc.

ANNUAL LEAVE	SICK LEAVE	PERSONAL LEAVE
Balance from last record: <input style="width: 100%; height: 20px;" type="text"/>	Balance from last record: <input style="width: 100%; height: 20px;" type="text"/>	Balance from last record: <input style="width: 100%; height: 20px;" type="text"/>

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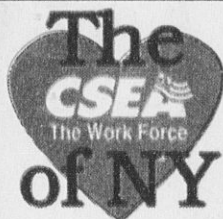
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	PAY PERIOD							ANNUAL LEAVE			SICK LEAVE			PERSONAL LEAVE		
	THU	FRI	SAT	SUN	MON	TUE	WED	Earned	Used	Balance	Earned	Used	Balance	Earned	Used	Balance
JAN 2 - JAN 15																
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APR 24 - MAY 7																
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SEP 11 - SEP 24																
SEP 25 - OCT 8																
OCT 9 - OCT 22																
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NOV 6 - NOV 19																
NOV 20 - DEC 3																
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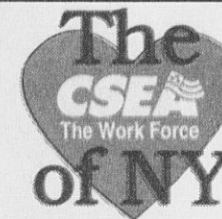
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1997 LEAVE RECORD for EMPLOYEES OF LOCAL GOVERNMENTS



Your leave benefits were negotiated for you by CSEA — your union!

**PAY
PERIOD**

EXAMPLES:
If you are sick 4 hours, enter S-4 under the appropriate day.
If you take 2 hours of personal, enter P-2, etc.

ANNUAL LEAVE

Balance from last record:

SICK LEAVE

Balance from last record:

PERSONAL LEAVE

Balance from last record:

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	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	Earned	Used	Balance	Earned	Used	Balance	Earned	Used	Balance	

Consult your current CSEA-negotiated contract for the holidays observed in your local government jurisdiction. ALSO consult your contract or personnel office for current method of accruing leave credits

Leave accruals are an important contractual benefit negotiated for you by CSEA. You can help guarantee the accuracy of your individual accruals by tracking your leave activities throughout the year. If a discrepancy should arise it might be easier to document your claim by producing your personal leave record form.

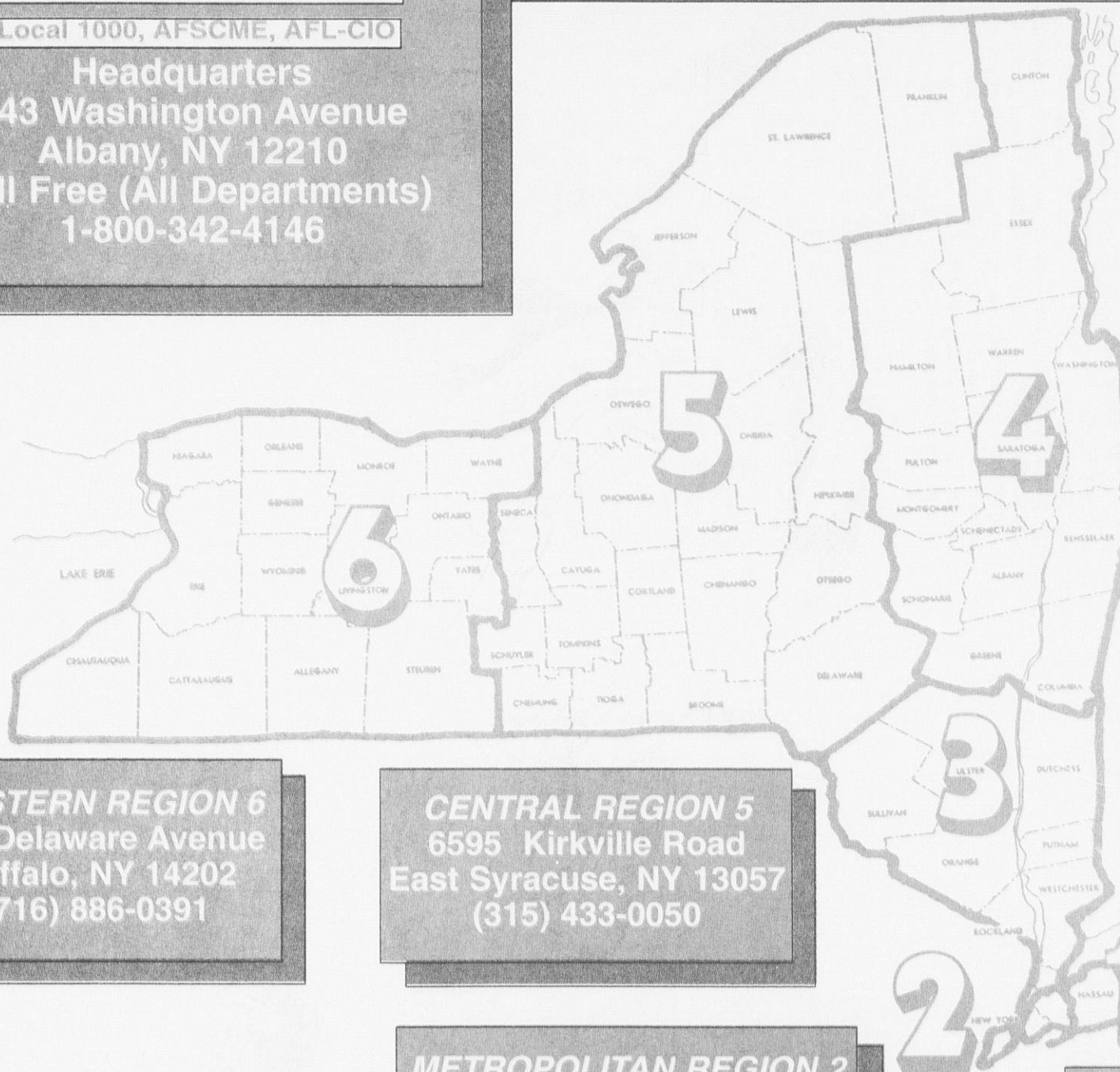




Local 1000, AFSCME, AFL-CIO

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CSEA is never more than a phone call away.



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SOUTHERN REGION 3
735 State Route 52
Beacon, NY 12508
(914) 831-1000

WESTERN REGION 6
482 Delaware Avenue
Buffalo, NY 14202
(716) 886-0391

CENTRAL REGION 5
6595 Kirkville Road
East Syracuse, NY 13057
(315) 433-0050

METROPOLITAN REGION 2
40 Fulton Street 22nd Floor
New York, NY 10038
(212) 406-2156

LONG ISLAND REGION 1
3 Garet Place
Commack, NY 11725
(516) 462-0030

The CSEA Work Force

CSEA intensifies campaign for worksite security standard

CSEA is turning up the heat on Gov. George Pataki and the state Labor Department to again address the very serious issue of worksite security in public buildings and offices across New York state.

CSEA, working with other groups and the state Department of Labor, proposed a worksite security standard under the PESH law two years ago only to see the proposal rejected out-of-hand. The proposed standard would require public employers to assess the risks in their worksites and develop cost-effective plans to address them.

With the fourth anniversary of the shooting deaths of four Schuyler County Social Services workers as a focal point, CSEA recently again took the initiative, urging Gov. Pataki to directly

intervene in the union's campaign to establish safer public buildings and worksites. Early indications are that the issue will be reviewed at the highest levels of state government and a practical, cost-effective approach to improved worksite security for all public buildings statewide could result from CSEA renewed efforts. CSEA made its case at an Albany news conference which included CSEA President Danny Donohue, AFL-CIO President Ed Cleary and Schuyler County CSEA activists Sandra Rhodes and Sue Tacka who were co-workers of the victims.

Examples of unsafe public buildings and worksites are everywhere. Following on pages 9, 10 and 11 are some examples of why improved safety and health enforcement is necessary.

Pipe bomb plants seed of fear in Jefferson County

WATERTOWN — CSEA is pointing to the recent discovery of a pipe bomb in the Jefferson County Office Building as further proof of the need for a statewide worksite security standard to protect public employees.

The bomb, characterized by an army explosives expert as "made to injure or kill somebody," was found by a deputy sheriff shortly before the building opened at 9 a.m. in a fifth floor hallway outside Family Court offices. The deputy removed it to an outside parking lot, where an army bomb squad from nearby Fort Drum safely deactivated it.

Workers in the building were evacuated at about 9:30 a.m. and the building and the nearby county Social Services Department building were searched to determine if other explosive devices had been planted.

According to CSEA Occupational Safety and Health Specialist Ed King, who reviewed the County buildings the following day, the bomb's discovery points out the lack of attention paid to security in the county's public worksites.

"There is a sad lack of security in the buildings," King said.

King noted that in the County

Office Building, there is a sheriff's deputy post in the lobby, but it is located too far in the rear of the building to be effective. He met with county administration officials, who claim that plans to update security in the building are already in progress for early 1997, including the addition of security cameras, a sign-in

procedure for visitors, employee identification badges, and moving the deputy's post to the center of the lobby.

King said the union was also concerned that employees were

allowed to enter the building even after the bomb's discovery. He said that the workers were not evacuated until at least a half-hour after the building opened. There was also no clear evacuation plan posted, and no clear policy on handling bomb threats or security emergencies of any kind.

CSEA Central Region President Jim Moore said that the bomb was potentially lethal and should not be treated as "an isolated incident," as the county has suggested.

"We have to treat this as an everyday possibility at every worksite where workers and the public interact, and take action towards its prevention," he said. "If we treat it as an isolated case, we leave ourselves vulnerable to the possibility of another Watkins Glen," he added, referring to the worksite murder of four social services workers four years ago.

CSEA has publicly denounced the state Department of Labor recently for its dismissal of a proposed statewide standard for worksite security that CSEA worked hard to draft and get adopted following the Schuyler County murders.

— Mark M. Kotzin

'Read all about it!' Examples of risks all around

Federal Inspection Of City Hall Yields 59 OSHA Violations

BY BRIAN KIDWELL, 7/10
A federal agency conducted an inspection of City Hall two weeks ago, finding several code violations that were discovered during an in-house check of the building last winter. Meanwhile, one city lawmaker called conditions at the 300 Ford St. seat of government "deplorable." An inspector from the U.S. Occupational Safety and Health Administration's regional office in Syracuse was at City Hall Sept. 12, and the inspection was mostly at night.

Jacobs declined to identify the worker or the specific office. But he said the subsequent inspection yielded many of the 59 code violations found six months ago by the fire department assistant chief Frank LeMay and building inspector Gregg Mallette. "For the most part, nothing much has been done," Jacobs said. "The violations uncovered by the inspection earlier this year were mostly at night."

The police department, for instance, violated code by leaving boxes of records out in the basement corridors. Since the initial check, they have been removed and placed again in the hallway. Then there is the ceiling - of lack of one - above the planning and development and engineer's outer office on the second floor of City Hall. Roof leaks have been reported there.

County to bring annex up to code

By KEITH BERMAN
The county will fund the bill for 25 percent of a proposed \$175,000 renovation of the former Montgomery Ward building up to code in the former Montgomery Ward building. Legislators hope the move, in which the state will pay the remaining 75 percent of the tab, will end nine years of wrangling with and nine years from the state and citations from the state regarding the building's code violations. County legislators voted 13-4 last night to correct fire code violations and make the North Main Street building housing approximately 300 county employees more accessible to the handicapped. Employees and county social services workers and employees

State Bridge Authority officials have issued a ban prohibiting authority workers from climbing on the five mid-Hudson spans - a ban that was imposed after a worker was killed in a 194-foot fall from the Kingston/Roseton Bridge June 28. Board Chairman Philip P. Abtaleb said the climbing suspension was lifted after the authority board discussed the accident at a closed 70-minute session Thursday at the Bear Mountain Bridge. He said the meeting was closed because the death of Daniel VanBenschoten, 24, of East Kingston, still is under investigation by the authority, the state Department of Labor, and the Civil Service Employees Association. "The police department, for instance, violated code by leaving boxes of records out in the basement corridors. Since the initial check, they have been removed and placed again in the hallway. Then there is the ceiling - of lack of one - above the planning and development and engineer's outer office on the second floor of City Hall. Roof leaks have been reported there."

state has found fire code violations in the building. The Civil Service Employees Association, which represents the building, filed a lawsuit last week for such a state has found fire code violations in the building. The Civil Service Employees Association, which represents the building, filed a lawsuit last week for such a

with a new building, the public is afraid it will cost money, but it will cost more if they don't build," Ms. Deming said. Little Falls architect Robert Noble was awarded the contract designing the renovation. The \$12,000 will go to Mr. Noble's firm and another \$4,000 to the engineering firm Gleason and Wheeler of Danbury, which will subcontract on the project. "Work for the project will not have to be let to bid, as the county is doing the project on a

More reasons why we need a security standard - pages 10-11

Public employees need better

WORKSITE SECURITY



CSEA officers and members joined with City of Middletown officials to dedicate a tree in memory of Martin Grenzhauser, a CSEA member and city employee who was killed last summer when a trench he was working in collapsed. From left are CSEA Orange County Local 836 President Steve Bardin, city employee John McWilliams, CSEA Middletown Unit President Dave Walters, CSEA Southern Region First Vice President Diane Hewitt and city employees Clem Serluco, Glen Arnold and Nick Klupacs.

A tree grows for Martin Grenzhauser

MIDDLETOWN — City of Middletown workers remembered a beloved co-worker during a tree-planting and memorial ceremony held recently at the City Water Plant.

Martin Grenzhauser was working a second job in June of this year when he was killed when the eight foot deep trench he was working in collapsed and a six inch water main burst, flooding the trench. The 29-year-old Grenzhauser and a co-worker drowned while city emergency workers tried frantically to rescue them.

The construction company has come under fire because the trench should

have been shored up to keep it from collapsing.

Unit President Dave Walters said workers chose to plant an oak tree because Grenzhauser "was big and strong like a mighty oak."

City Mayor Joseph DeStefano said Grenzhauser would be missed by his co-workers as well as city officials.

Approximately 40 friends, co-workers and family members gathered for the ceremony.

— Anita Manley

'Worksite Security is a very real and serious problem. New York has an opportunity to lead the nation in addressing the problem in a comprehensive and cost-effective way.'

— CSEA President Danny Donohue

More double-talk, bureaucratic red tape, than positive action from PESH regarding security at DOL office

BAYSHORE — Lax enforcement and bureaucratic double talk over safety and health standards are leaving CSEA members at risk.

CSEA Occupational Safety and Health Specialist Dan Morra pointed to an incident in the Long Island office of the Department of Labor here, where a client assaulted three CSEA members, seriously injuring two of them.

"There was no security in this building and clients had open access to employees behind the counter," said Morra.

One employee suffered a split nose and black eye while another suffered a head injury as well as trauma to her neck and back.

Labor and management agreed changes needed to be made and Morra submitted a PESH complaint defining the assault, the existing inadequate layout and lack of security.

A supervisor wrote back to Morra saying the case was reviewed and it was concluded the alleged hazard did not meet the criteria of a violation.

Morra argued the site had to be inspected to be understood and wrote a letter requesting a conference to convince PESH of the need for the on-site visit.

"The PESH program manager wrote back contending that since there was no inspection, no conference is needed," Morra said. "It was unbelievable double talk."

CSEA persisted in meetings with management at the Department of Labor where the incident occurred and a security guard was hired.

"Security was hired part-time in the department but more needs to be done and the PESH citation could have forced the state's hand," Morra said.

— Sheryl C. Jenks

11/8/96 Woman allegedly threatens officials over registration

FORT EDWARD — A woman who wouldn't take no for answer when she was told it was too late to register to vote was in jail Thursday, charged with menacing, authorities said.

Dawn Bygd, 40, of Fort Edward told Washington County Board of Elections officials she had a gun and a knife when she tried to register Monday afternoon, police said.

Deputy Commissioner Joseph Lacque, said she refused to provide a name in the computer system.

"She then made threats and said 'Well, I got a gun, I can get mad, or I have a gun,' she told the Glens Falls Post-Star. "And a knife, too."

Haley and other elections officials cleared out of the office. Sheriff's deputies responded within minutes and arrested Bygd, she said.

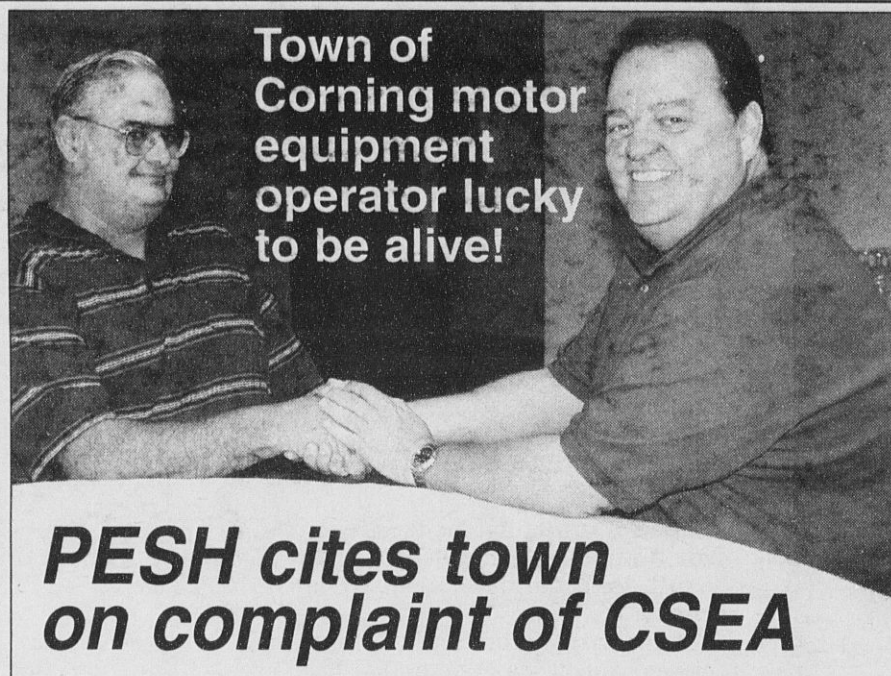
Bygd never displayed a gun, but she threatened to kill sheriff's deputy Joseph Lacque, Bygd was charged with menacing.

Two weeks ago, Bygd threatened by telephone to kill social services workers, police said.

Bygd was held in the county jail in Salem today on \$500 bail, a jail official said.

Two weeks ago, Bygd threatened by telephone to kill social services workers, police said.

CSEA's proposed worksite security standard is as important for the well-being of the general public as it is for public employees



Town of Corning motor equipment operator lucky to be alive!

PESH cites town on complaint of CSEA

CSEA President Danny Donohue, right, assures Lloyd Hurd that CSEA will aggressively fight for safer worksites.

CORNING — Lloyd Hurd knows he is lucky to be alive following an on-the-job accident while working with a highway road patching crew for the town of Corning, although he can't remember much about it.

While Hurd recuperated from the severe concussion, lacerations and bruises he sustained, CSEA pursued a PESH complaint against the Town of Corning Highway Department which resulted in PESH issuing citations for lack of brakes on the roller Hurd was driving and for improper training of equipment operators.

The Steuben County CSEA Local 851 member was injured when a drum roller he was operating went out of control on an incline, and he didn't have brakes to stop it.

Incredibly, the roller has been without brakes since it was put into service in 1981.

"He even stayed on, instead of jumping off right away, so the roller

wouldn't cause an accident for traffic," said his wife, Debbie. "He was thinking of others, even then, instead of himself."

Hurd held on as the roller gained speed, trying to slow it down with the gear lever, and did manage to steer it past some traffic before it tipped over, causing his injuries.

Ironically, even though he was seriously injured, Hurd's life may have been saved by a "home-made" roll cage that kept him from being thrown.

CSEA President Danny Donohue visited with Hurd recently and assured him that CSEA will aggressively push for on-the-job safety corrections at his workplace and other public employee worksites. He urged CSEA members, wherever they work, to report any safety hazards to their supervisors, and their union shop stewards or unit/local officers.

— Ron Wofford

Memorializes four victims of tragedy

'Tree of Life' quilt reflects hope, continuity, rebirth

WATKINS GLEN — Where once lay a memorial bouquet of flowers, now bright orange traffic cones adorn the steps by an entrance to the Schuyler County Office Building — a sign that the door is no longer used as an entrance to the building — and a grim reminder of the tragedy that happened here Oct. 15, 1992.

The door is closed off as one of the measures to limit access to the facility and improve worksite security following the brutal slaying of four CSEA members who worked in the Schuyler County Department of Social Services Support Collection Unit.

Florence Pike, Phyllis Caslin, Denise Van Amburg and Nancy Wheeler were killed by a lone gunman angry over the department's efforts to force him to pay child support. At the time, there was little in the way of worksite security measures which could have prevented the tragedy from occurring.

On the fourth anniversary of the killings, co-workers and others gathered for the tearful unveiling of a quilt dedicated to the memory of the workers, which is now on permanent display inside the County Office Building.

Entitled the "Tree of Life" quilt, it depicts a tree in all four seasons, and focuses on the themes of hope, continuity and rebirth. It was handmade by a committee of workers in the New York State Office of Child Support Enforcement in Albany, chaired by Karen Vigilante, who helped unveil the quilt.

According to CSEA Schuyler County Local 849 President Charlene Williams, the quilt is a fitting memorial to the memories of the workers, and should serve as a constant



reminder for the need for workplace security.

"The people upstairs are still uneasy about security. Before it happened, we didn't think anything like that could ever happen in a small community like this. Now we feel it could happen anywhere," she said.

"If there's one good thing that came of this, it's that when I walk into county office buildings throughout the region, there's been an increase in security measures," CSEA Central Region President Jim Moore said. "We must not allow that to disappear as time goes on."

— Mark M. Kotzin

Bridge worker death should have resulted in PESH citation, union says

KINGSTON — The New York State Bridge Authority should have been cited for various safety violations following a fatal accident on the Kingston-Rhinecliff Bridge which connects Ulster and Dutchess Counties over the Hudson River, CSEA believes.

Daniel Van Benschoten, a bridge maintenance worker, fell nearly 200 feet to his death last June while he was cleaning the steel girders on the bridge with one of his co-workers.

According to CSEA Safety and Health Specialist John Bieger, Bridge Authority officials took steps to correct certain safety procedures after the accident. While Bieger credits the Authority with correcting the problems, he said PESH should have formally cited the agency.

Van Benschoten, a member of NYS Bridge Authority Local 050, had unhooked his harness to switch his position when he slipped and lost his balance. A co-worker tried in vain to hold him to keep him from falling.

"Making the changes still does not negate PESH from issuing a citation," he said. "It would have been a simple matter of exchange of paper. If PESH had cited the Bridge Authority, it would have brought them into compliance with the standards. Sure, management recognized the hazard and took corrective action. The unfortunate part is, PESH doesn't formally recognize it."

Local 050 President Chris Perrello emphasized the Bridge Authority has an excellent safety record and exercises utmost caution for its workers.

"Where changes were needed they've been made," he said.

— Anita Manley

NOTICE OF NOMINATIONS

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.

Persons seeking a statewide office may petition and appear on the ballot individually or as part of a slate. A slate must contain a candidate for each of the statewide offices: president, executive vice president, secretary and treasurer.

Candidates must be at least 18 years old, have been a CSEA member in good standing since June 1, 1996, and must have

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

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.

Nominating petition request forms are now available from local

presidents, CSEA headquarters and region offices. Petition request forms may be filled out and returned to CSEA Headquarters and/or region offices ahead of schedule, but the nominating petitions will not be released until Feb. 10, the first day of the petitioning period.

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

Schedule of election of CSEA statewide officers

Petitioning period starts February 10

- February 10**
- ✦ Start of petitioning period.
 - ✦ Nominating petitions released from CSEA headquarters and region offices.
- March 21**
- ✦ Deadline for nominating petitions to be received at CSEA headquarters (5 p.m.).
- April 14**
- ✦ Deadline for candidates to decline nomination (8 a.m.).
 - ✦ Deadline for candidates to submit campaign statements and photos for publication in *The Public Sector*.
 - ✦ Deadline for receipt of candidates' campaign literature at CSEA headquarters for distribution (5 p.m.)

- April 16**
- ✦ Drawing for candidates' positions on the ballot (headquarters).
 - ✦ Membership list available for inspection by candidates (headquarters).
- May edition of The Public Sector**
- ✦ Publication of campaign statements and photos submitted by candidates.
- May 15**
- ✦ Ballots delivered to Post Office for mailing.
- May 23**
- ✦ Replacement ballot may be requested if original ballot was not received.
- June 5**
- ✦ Deadline for receipt of ballots (8 a.m.).
- Election results will be announced after the ballot count. Candidates will be notified by mail.**
- July edition of The Public Sector**
- ✦ Election results published.

Always protect your membership status

Break in union membership affects eligibility to seek or hold union office, voting privileges

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.

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.



Wanda Lubinski of CSEA Mental Hygiene Local 673, center and John Funicello, right, chair of the Solidarity Committee of the Capital District, present IUE Local 36 member Dick Morgan with a check for \$846.50 collected at CSEA's Annual Delegates Meeting.

Striking IUE brothers, sisters could use your contributions

Without your help, the holidays will be bleak for these union members, families

In need of food, medical needs, holiday gifts and more, our brothers and sisters of IUE Local 36, who have been on strike for over two years, reached out to New York Solidarity, a coalition of union activists.

Wanda Lubinski of CSEA Mental Hygiene Local 673, a member of the Solidarity Committee of the Capital District, volunteered to organize this year's fund raiser and got off to a great

start collecting \$846.50 from CSEA delegates at the 1996 Annual Delegates Meeting.

Individuals and locals wishing to contribute towards this worthwhile effort may send donations to: Wanda Lubinski, 175 Second Avenue, Albany, NY 12202-1233.

Checks made payable to "SOLIDARITY" should be received by Dec. 11.

'Sail Away With CSEA' cruise reservations deadline is Dec. 13

Reservations are being accepted until **Dec. 13, 1996** for a seven-night "Sail Away With CSEA" cruise from New York City to Bermuda May 18 - 25, 1997. Early reservations are recommended for the best choice of cabins. Participants will cruise on Royal Caribbean's *Song of America*.

Rates, per person double occupancy, are just \$1,059 for outside (Category I) cabins and \$959 for inside (Category N) cabins, cruise only. Rates include all meals and entertainment on board, port charges, departure tax and a shipboard "Bon Voyage" cocktail party. Airfares from most eastern cities, including round trip transfers from airport to the pier, can be added on for \$279 per person. Optional insurance, which covers trip cancellation, medical protection, baggage protection and emergency assistance, is also available at \$79 per person.

Reservations and a deposit of \$250 per person must be received by CSEA's official travel service, **Plaza Travel Center, Inc., PO Box 849, Latham, NY 12110** by the Dec. 13 deadline. If optional insurance is selected, an additional deposit of \$79 per person is required.

Payments are accepted by check only made payable to "Plaza Travel Center." Balance is due in full by Feb. 19, 1997.

Travel to Bermuda requires proof of citizenship. Contact Plaza Travel Center **1-800-666-3404** or **(518) 785-3338** for details.

RESERVATION FORM

❖ The CSEA Cruise ❖ *Song of America* ❖ May 18, 1997 ❖ DK 2097

Full Legal Names of each person in cabin: _____

Address: _____

City _____ State _____ Zip _____

Phone: Home () _____ Work () _____

of people in cabin _____

I require air from the following city _____

Inside Cabin _____ Outside Cabin _____

Optional insurance: Yes No (circle one)

For dining purposes: Smoking _____ Non-Smoking _____

Mail to: PLAZA TRAVEL CENTER, PO BOX 849, LATHAM, NY 12110
518-785-3338 1-800-666-3404

Member, son die in house fire

BLAUVELT (ROCKLAND COUNTY) — A South Orangetown School District bus driver was killed trying to rescue his son from a house fire.

Al DeFlumere, Jr. and his six-year-old son Matthew were found just inches from a window after DeFlumere successfully rescued his wife and two other sons from his burning home. The fire, which officials say was caused by an electrical problem, started early in the morning while the family was sleeping.

In addition to driving a school bus for South Orangetown, DeFlumere, a

Vietnam veteran, was a 31-year volunteer firefighter and a clerk for the U.S. Post Office.

"The family lost everything," said Labor Relations Specialist Larry Sparber.

Ironically, the fatal fire occurred on the DeFlumeres' 11th wedding anniversary.

Blauvelt firefighters have started a fund for the family. Donations may be sent to the DeFlumere Children's Fund, PO Box 273, Blauvelt, NY 10913.

— Anita Manley

The CSEA Advantage Cellular Phone Discount Programs

FRONTIER CELLULAR

(Special Plan Features Available)

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

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

*Some restrictions apply.
Must credit qualify.*

CELLULAR ONE

Service Areas: Ulster, Sullivan, Dutchess and Orange

Monthly access charge: \$15.95

Per minute charge: 100 bonus minutes upon activation, \$.35 peak, \$.25 off peak, \$.55 NYS roam

Activation fee: Waived

Contract term: 2 years

Discounted equipment

CELLULAR ONE

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

Monthly access charge: \$12.00

Per minute charge: \$.21 peak/off peak

Activation fee: Waived

Contract term: 12 months

Discounted equipment

For more information, call:

Stephanie Togni

1-800-524-2351

607-273-0400 or 607-280-0606

*For Oswego County, call

Carol Haynes

1-800-541-8890 ext. 5130

315-439-5130 or 315-447-4004

CELLULAR ONE

Service Areas: Columbia, Greene, Otsego, Schoharie and Delaware

Monthly access charge: \$8.95

Per minute charge: 100 bonus minutes upon activation, \$.19 peak, \$.16 off peak, \$.45 NYS roam

Activation fee: Waived

Contract term: 2 years

Discounted equipment

For more information, call:

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

RON BROWN 914-389-9000

PEOPLE members made the difference

Keeping President Bill Clinton in the White House and electing fair-minded people to the Congress was this year's top priority for organized Labor.

Led by AFL-CIO President John Sweeney and AFSCME President Gerry McEntee, the AFL-CIO waged an aggressive campaign to put the interests of working people at the top of the political agenda.

The effort not only resulted in the historic re-election of President Bill Clinton and strong in-roads into the majority in the U. S. House of Representatives, but re-established organized Labor's role as a significant force in American politics.

And CSEA members were at the heart of the fight by contributing to and recruiting others to join PEOPLE (Public Employees Organized to Promote Legislative Equality), the AFSCME/CSEA lobbying program that operates at the federal level.

Since CSEA is prohibited by law from using dues money to lobby at the federal level, we rely on PEOPLE volunteers and contributions to make your voice heard in Washington.

Besides helping to elect politicians who will be responsive to the needs of public employees, PEOPLE contributions help to educate the general public about the public sector; protect our rights to collective bargaining; protect programs like Social Security and Medicare; and fight against programs that are harmful to you and your family.

During the past two years PEOPLE helped us defeat a great deal of Congress's anti-worker, anti-family budgetary policies, including efforts to cut Medicare, Medicaid, student loans and other worker-friendly programs while providing huge tax cuts for the wealthy.

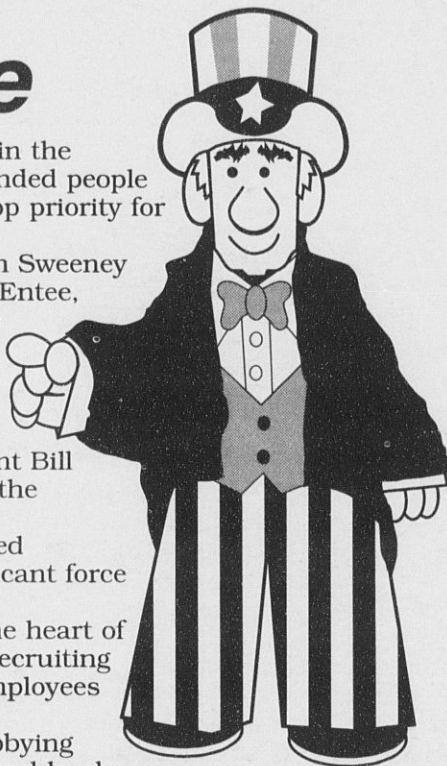
We also played a major role in defeating Congress's anti-worker attempts to repeal labor protections which would have eliminated the 40-hour work week, modified overtime provisions and gutted the Occupational Safety and Health Act.

Congress did pass some important worker-friendly legislation during the past two years such as increasing the minimum wage and protecting health insurance benefits for workers who change jobs. These initiatives were achieved, in large part, because of our federal lobbying efforts made possible by PEOPLE contributions.

In the past, PEOPLE contributions have enabled us to successfully lobby for important federal legislation of interest to CSEA members, such as: the Family and Medical Leave Act, which allows up to 12 weeks of unpaid leave for the birth or adoption of a child or the serious illness of a parent, spouse or child; the Motor Voter Bill, which makes it easier to register to vote; and unemployment extension legislation, which provided 13 weeks of additional unemployment insurance benefits to jobless workers whose benefits had expired.

PEOPLE contributions also enabled us to successfully lobby against harmful federal legislation, such as an Internal Revenue Service plan to tax our sick and annual leave credits.

In the future, PEOPLE contributions will help CSEA continue to fight for federal issues such as striker replacement legislation to level the playing field in labor-management negotiations; OSHA reform to strengthen current federal job safety laws; and Hatch Act reform so public employees can run for public office.



PEOPLE NEWS

CSEA, AFSCME set goal to be top unions in political arena

AFSCME has long been recognized as one of the most effective labor organizations participating in the federal political arena. AFSCME is second only to the Teamsters among labor unions in raising political action funds through volunteer member contributions, and this year hopes to move to the top of the list.

At the same time, CSEA hopes to move to the head of the list of AFSCME affiliates in PEOPLE fund-raising. CSEA currently ranks third behind Illinois Council 31 and New York City Council 37.

You can help CSEA and AFSCME become the top labor unions in the political arena and help strengthen the voice of working people in America when you join PEOPLE. Membership levels range from just \$35, \$50 and \$75 per year with payroll deduction possible for state employees and some local government members. Incentive gifts are available for belonging at each membership level.

When you recruit new members into PEOPLE, you earn points that are redeemable for great gifts in the new PEOPLE Recruiter Gift Catalog.

As an added incentive, all newly recruited PEOPLE members and the members who recruited them will be

entered in a drawing for a new Ford Escort automobile. This grand prize will be awarded when CSEA achieves its goal of becoming the top PEOPLE affiliate in AFSCME.

Chances are you have been, or soon will be, approached by a fellow CSEA member and asked to join PEOPLE. If you haven't already done so, please join and support the program that supports you. You'll be glad you did, and you'll be

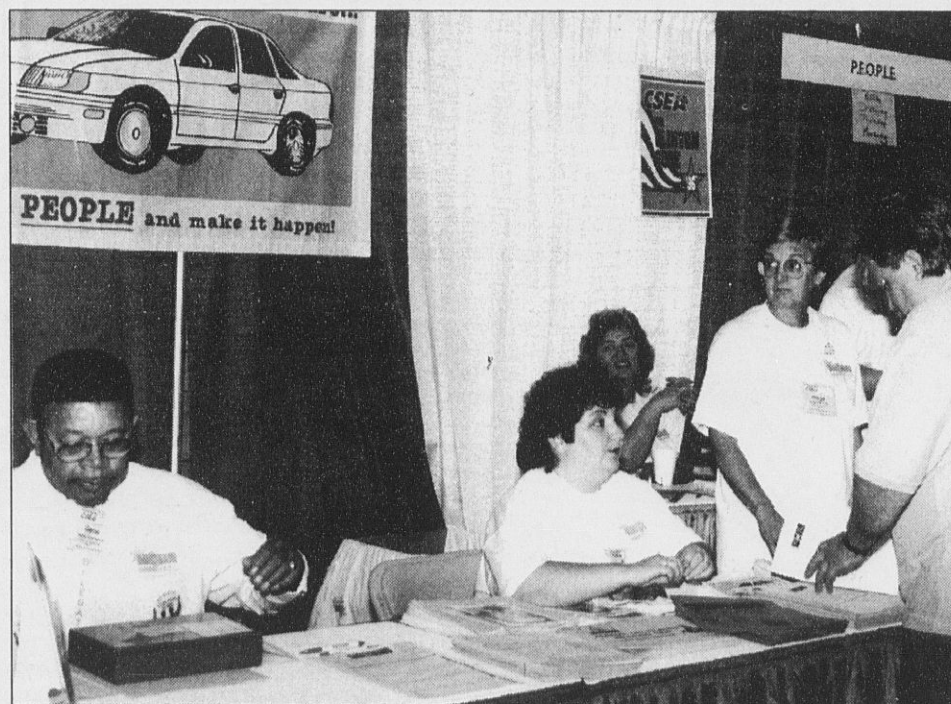
increasing your chances to win that Ford Escort at the same time.

For more information about the CSEA/AFSCME PEOPLE program, call the CSEA Political Action Department at 1-800-342-4146 Ext. 404 or (518) 436-8622.



Tie for top PEOPLE recruiter for October

Carol Low of CSEA SUNY at Stony Brook Local 614 and Micki Thoms of CSEA Letchworth Village Developmental Center Local 412 earned PEOPLE Recruiter of the Month honors for October. Low and Thoms each enlisted 22 new members in the PEOPLE program.



CSEA volunteers recruited 44 new members to join PEOPLE and raised \$3,189, surpassing last year's amount, during this year's Annual Delegates Meeting, Sept. 30 through Oct. 4 in New York City.

Registration deadline Jan. 9 for new employee enhancement workshop program

An "ISU Employee Enhancement Workshop Series" designed to support the job skills and career development needs of the more than 20,000 CSEA-represented members of the state Institutional Services bargaining unit will be held during the Spring of 1997. The newest employee enhancement programs developed by the NYS/CSEA Labor-Management Committees are called "Pathways To The Future: The ISU Programs."

The registration deadline for the ISU Employee Enhancement Workshop Series, Spring 1997 is Jan. 9, 1997. Registrations received after the deadline will be considered only if there are available seats.

Workshops on a wide variety of subjects, to be held throughout the state, are open to CSEA-represented NYS employees in the ISU bargaining unit.

Registration forms are available in a program

announcement brochure prepared by the NYS/CSEA Labor-Management Committees. See your agency or facility human resources or training office or your CSEA Institutional Services Unit local president for more details, or call the NYS/CSEA Labor-Management Committee at (518) 473-3416.

A supervisor or manager authorized to grant release time to attend the workshop must sign the registration form.

THE BUYER'S EDGE

YOUR CSEA BUYER'S EDGE GROUP NUMBER IS 1811

HOLIDAY SPECIALS

PUBLISHED EXCLUSIVELY FOR BUYER'S EDGE MEMBERS NOVEMBER/DECEMBER 1996

PARTICIPATING VENDORS HAVE AGREED TO MAKE EVERY EFFORT TO HAVE SUFFICIENT STOCK & HOLD PRICES THRU 12/31/96. PRICES DO NOT INCLUDE SHIPPING UNLESS SPECIFIED BY (*). APPLICABLE SALES TAXES MUST BE ADDED. BE PREPARED TO GIVE YOUR GROUP NUMBER WHENEVER YOU CONTACT A PARTICIPATING VENDOR.

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on-screen display; universal remote
SUGG. RETAIL ... \$199.97 **BE PRICE \$174.00***

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commercial skip; timer; 181 channel; on-screen display; universal remote
SUGG. RETAIL ... \$247.97 **BE PRICE \$219.00***

TAPPAN MICROWAVE #TMT104U1S
1.1 cu ft; 850 watt; turntable; black
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VTECH CORDLESS PHONE #980REGENCY
900 MHz; digital clarity; 20 number speed dial
SUGG. RETAIL ... \$189.99 **BE PRICE \$149.00***

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"G" Color; VS clarity
SUGG. RETAIL ... \$1200.00 **BE PRICE \$500.00***

HERRINGBONE NECKLACE- 18"
14K Yellow Gold
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CULTURED PEARL NECKLACE
14K gold clasp; 6mm; fine pink hue
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130 watt; 100W Dolby ProLogic; smart remote
SUGG. RETAIL ... \$425.00 **BE PRICE \$290.00***

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plush Saxony pile; 3M Scotch Guard stain release; 28 colors; 25 sq. yd. minimum; padding & installation available at additional charge
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10 built-in stitches; four-step buttonholer built-in; free arm
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ROYCE MEN'S WALLET #8686
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Italian calfskin leather; leather lined; black or burgundy
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all leather; all-around zipper; black, brown or burgundy
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SPODE "CHRISTMAS TREE" DINNERWARE
20 pc. service for 4
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KEYS ABEX
adj. upper bar; video & weights
SUGG. RETAIL ... \$99.00 **BE PRICE \$74.00***

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multifunction handlebar; adj. resistance; adj. seat; no impact exercise; electronic monitor
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old brass finish; opal matte shade; UPSable
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ALL OTHER AREAS: 1-800-543-8381

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STOP PAYING RETAIL!!! CALL THE BUYER'S EDGE

CSEA members to receive disability coverage kit

The uncertainty of today's economy has caused everyone to worry about their financial future. One way to help secure your future is to protect your income. Experts agree that a comprehensive disability plan is a good place to start.

CSEA has answered members' needs by sponsoring a new Disability Income Protection Plan. It helps protect your income if a disabling illness or injury keeps you out of work.

With the help of Jardine Group Services Corporation, plan administrator, CSEA has improved the program with new benefits at the same group rates. This plan now features Rehabilitation Benefits,

Survivor Benefits, and Work Stoppage Benefits, all with convenient payroll deduction.

Take steps now to make sure that if you become disabled, you'll have the resources you need to help protect your financial future. And be on the lookout for your disability kit to arrive in your mailbox later this month. It contains important plan information, and shows step-by-step how you can apply, or increase your current coverage amount.

**Need more information?
Call Jardine toll-free at
1-800-697-CSEA.**

The CSEA Work Force is the ♥ of NY



"We drive your kids
to school..."



"on the roads
we maintain..."

"keep you safe all
night and day..."



"We answer
nine one one..."



"We obey the
golden rule,
to ease our
neighbor's
pain..."



The CSEA Work Force is at the heart of everything that makes New York State work.

Every day of the year, your family, friends and neighbors are on the job, providing vital services that keep New York's school districts, cities, towns, counties, even the state itself, running.

They drive millions of children to school. Maintain thousands of miles of roads. Keep public buildings clean. Help your neighbors who are in trouble to get back on their feet. Nurture the sick and elderly. Help keep the peace.

And yet politicians are always targeting those needed services.

What CSEA workers provide is so basic, you hardly stop to think about it. Don't let the politicians' budget cuts erode the services that you depend on.

Danny Donohue



The Work Force

Local 1000, AFSCME, AFL-CIO • Danny Donohue, President

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

THE PUBLIC

Sector

DECEMBER 1996

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- Local Government News – Pages 6 and 7
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