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Local 1000, AFSCME, AFL-CIO

# Sector

**INSIDE:** Nomination and Election Notices and Election Schedules for statewide Board of Directors; AFSCME Convention Delegates; Local and Unit Officers - pages 18 & 19

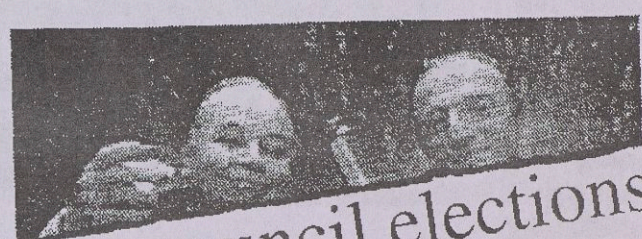
THE PUBLIC

Vol. 20 No. 12 DECEMBER 1997

## Unions Oppose Constitutional Assembly

By JAMES DAO

31 — A letter to unions that constitutional protecting their and jobs" are in A labor official or tells people that is could be jeopard commercial dark- kes will go up. Political machinery organized to



## Democrat victory in Troy council elections

### Democrat victory in Troy council elections

By Mark Daly

TROY — Democrat decided advantage according to unofficial Beth Walsh, Fran Moran — the co-arge represent defeated challenge of Jane Taylor. The Democrat

alling out with Democrats over last 21 percent property tax increase. in the many victories in his party, Democrat Mayor Mark Pattison will face a 5-2 advantage on the council. Lansingburgh, District 1 representative Edward McGrath, a Democrat, handed Republican Michael Marafito his second defeat in two council races. Marafito, who lost in 1995 by fewer than 35 votes, didn't come nearly as close to McGrath's lead of 1,370 to 966.

In District 2, Democrat Christine Stone appeared to have survived a strong challenge by Republican Jim Gray, who won in a third of the district's wards but lost with 596 votes to Stone's 850.

## Campaign successful in ConCon defeat

Coalition planned opposition for months

By MARC HUMBERT  
The Associated Press

### ANALYSIS

ALBANY — Multiple factors, including voter distrust and an expensive negative television ad campaign in the final days, combined to kill New York's constitutional convention proposal, analysts and others said Wednesday.

Council of Senior Citizens. Planning by the coalition to defeat the constitutional convention began in earnest months ago. A blueprint for the plan

## Spano thanks voters, looks to future

By David McKay Wilson

To celebrate his election as Westchester county executive, Andrew Spano whipped up one of his favorite Italian dishes: broccolini and chili pepper

Spano said he began putting together a transition team and considered taking a vacation for a few days.

There was no answer yesterday at Dunn headquarters in Harriman. The campaign issued a terse statement in the late afternoon.

"This was a major victory for organized labor," Buckley said. "Andy is going to treat us fair and give us a fair shake. That's all you can ask."

Though outspent 3-to-1, Dunn, Spano said his campaign with its message of bringing jobs to the county and cutting taxes never

"I didn't have a chance," Spano said. "I established myself as a leader."

Spano said he had a "strong negative" in July, but he did not respond.

Spano said he had a "strong negative" in July, but he did not respond.

## 'Brute union force' tied to rejection of chance to reform state's playbook

**V**ICTORY

More than 9,000 union members gathered in Albany for a convention that ended in a resounding defeat for the measure to reform the state's political playbook. The overwhelming defeat, which would have required delegates in 1999 to consider a new playbook for state and local government, was mostly to a single reason: While opposition leaders offered a big tent coalition, all sides were in for a bruising fight. The convention passed were it not for the intense labor unions. It didn't hurt that doing everything to get their support. The voter turnout was extremely high. Moreover, the union members, their unions, had a reason to get out of what a convention could do.

But if there is a single lesson in Tuesday's election, it is that, despite any diminishment on the national front, organized labor in New York — with its 2.3 million members — can still be a potent political force.

"Their organization and effort was decisive," said Gerald Benjamin, a political scientist at the State University of New York and a convention backer.

With 98 percent of the vote tallied in Erie County, the measure lost 124,600 to 78,500.

In the end, the unions' power in the vote offered a simple lesson.

"The lesson is money and organization beats no money and no organization," said Blair Horner, a lobbyist with the New York Public Interest Research Group.

**- SEE PAGE 3**

## Always protect your membership status

# Break in membership affects eligibility for 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.

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. 1327, of any change in your status and what arrangements you are making to continue your membership in CSEA.

You've got the  
**CSEA**  
ADVANTAGE  
It pays to be a  
CSEA member!

## HEAT heating fuel benefit can save you cash



\*CSEA members are now eligible to join HEAT, America's largest fuel buying group.

HEAT members use their combined buying power to get deep discounts and high-quality service.

Join HEAT and you'll receive:

- ★ A lifetime free full-service contract.
- ★ An average savings of \$300 per one-family home.
- ★ Emergency service, maintenance and annual cleanings from a local, full-service company.

Membership is only \$25 per year,  
and CSEA members get an additional year FREE!

Be sure to mention  
your CSEA affiliation when you call  
**1-800-660-HEAT (4328)**

\* The HEAT program is currently available to residents in all 5 boroughs of New York City, Nassau, Suffolk, Westchester and Putnam counties.

## EBF Prescription Drug Plan transition smooth; Mail Service Pharmacy turnaround normalizing

The October transition of the CSEA Employee Benefit Fund's Prescription Drug Plan to ValueRx went smoothly, but some questions still apparently linger in the minds of some members.

A frequently asked question concerns the new ValueRx ID card.

CSEA members enrolled in the EBF's State or Local Government Prescription Drug plans received ValueRx cards printed on 8.5" x 5.5" coated paper stock. They are different from the old plastic cards previously used and should be saved — they are **not just** temporary cards. In fact, the cards themselves are not required to fill a prescription at your pharmacy. Eligible and enrolled members covered by the prescription plans need only give the pharmacist their Social Security number so they can confirm your status in the system.

Part of the adjustment to a new plan provider is the construction of patient profiles at ValueRx. Members were required to get new prescriptions from their doctors since, legally, prescriptions could not be simply transferred from the old provider to the new one. Large numbers of new prescriptions and establishing patient histories tend to delay the normal turnaround time for filling and shipping orders. Once information has been added to the files the turnaround time for the Mail Service Pharmacy should settle into the targeted three-day period plus mail time.

If you have any questions concerning your prescriptions or the status of an order, call the toll-free 24-hour ValueRx consultation line at 1-888-435-4338.



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# Election results reaffirm CSEA as political powerhouse

Election Day results reaffirmed CSEA's position as a powerful force in New York state politics at every level.

CSEA's efforts were a key factor in the defeat of a Constitutional Convention proposition, spearheaded the election of a Democratic county executive in Gov. George Pataki's backyard, led the way in the election of a new county executive and a change in control of the legislature in another county and helped elect more than 90 percent of its endorsed candidates in hundreds of local government elections across the state.

## CSEA educates the voters

Voters rejected the Constitutional Convention proposal in a heated election in which CSEA maintained a highly visible leadership position in a large coalition of organizations opposed to a Convention.

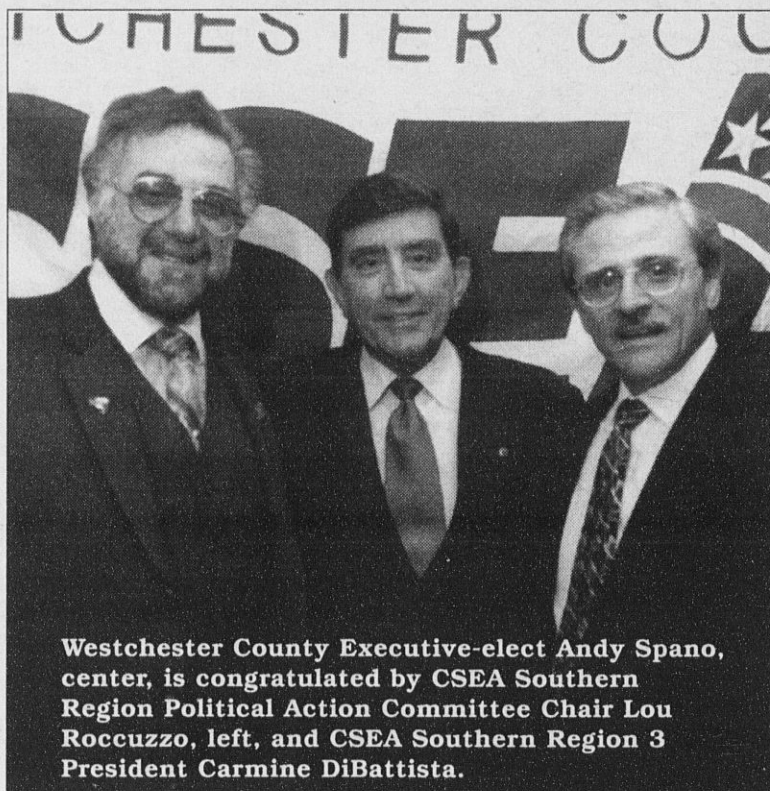
"CSEA activists and members can take pride in their efforts to educate people and get out the vote for what was right," CSEA President Danny Donohue said. "Our efforts convinced voters that no matter what the problems of New York state government, a Constitutional Convention is not the way to solve them."

CSEA, the AFL-CIO and the coalition organizations hammered away on the theme that a "Con-Con" would have been too costly, would have been run by political insiders and would have threatened a wide variety of protections without any guarantees of improvements in state government operations. Among protections threatened were the rights of public employees to organize and public employee pensions.

## A rousing victory in Pataki's backyard

In a rousing victory in Westchester County, CSEA spearheaded the election of Andrew Spano as the new county executive, defeating a Pataki-backed candidate in the Governor's home area.

Westchester County CSEA Local 860's offices were a staging area for telephone banks, literature distribution and campaign-related activities for weeks leading up to Spano's election. CSEA volunteers, including a core group of local and county unit shop stewards and Congress of Nurses Aides chapter members, made thousands of calls to union households in the county and distributed Spano literature at shopping malls and elsewhere. CSEA was a lead element of the

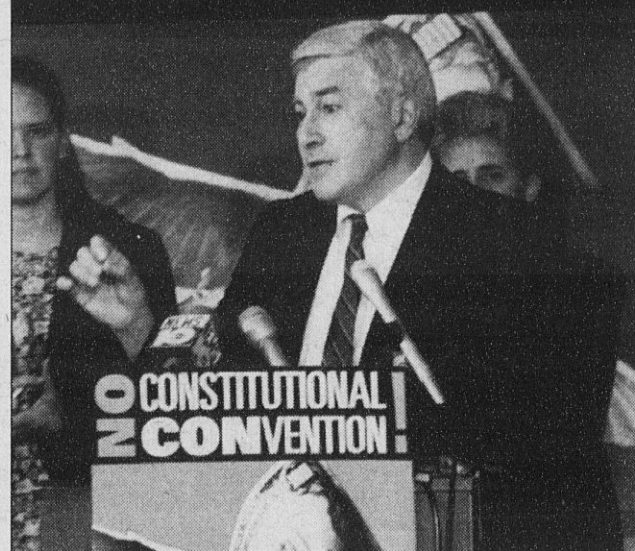


Westchester County Executive-elect Andy Spano, center, is congratulated by CSEA Southern Region Political Action Committee Chair Lou Roccuzzo, left, and CSEA Southern Region 3 President Carmine DiBattista.

**'CSEA activists and members can take pride in their efforts to educate people and get out the vote...'**

us, and have reinforced labor's position as a powerhouse in New York state," Donohue said. "I thank every activist who worked on the campaigns and every member who voted for helping make this victory possible."

# WHAT A WASTE!



Frank Mauro, executive director of the Fiscal Policy Institute, speaks against a Constitutional Convention during a press conference prior to Election Day. Voters went on to reject the proposal.

Westchester County AFL-CIO campaign on Spano's behalf. A small Teamsters office served as a "war room" staffed by CSEA, Teamsters, Yonkers Firefighters, SEIU, CWA, NYSUT and Local 1199 activists.

## Labor To Neighbor pays dividends

A unique "Labor To Neighbor" campaign, with union activists going door-to-door to contact other union families and provide information, delivered exceptional results in targeted communities. For instance, CSEA activists targeted union families in Greenburgh, where voters went for Spano by a better than 2 to 1 ratio.

On Long Island, CSEA-backed Republican incumbent Thomas Gulotta was overwhelmingly elected Nassau County executive.

In another important race, CSEA went all out to help Democrat Mark Thomas take the county executive seat in Chautauqua County and the Democrats to take over a majority of seats in the county legislature.

In Rensselaer County, in another high profile race, CSEA's backing was a big factor in the election of Republican Ken Bruno as county district attorney.

"The election results were a tremendous victory for us, and have reinforced labor's position as a powerhouse in New York state,"

Donohue said. "I thank every activist who worked on the campaigns and every member who voted for helping make this victory possible."

**COMING IN  
JANUARY IN  
THE PUBLIC  
SECTOR  
THE  
UNTOLD STORY**

**How civilian CSEA workers at Mohawk Correctional Facility, and others from nearby facilities, went above and beyond the normal 'call of duty' to help keep the situation in check following an inmate uprising.**

## Westchester unit part of Local 860

An article in the November edition about a Labor Day II protest in Westchester County inadvertently listed the incorrect CSEA local number. The Westchester County Unit members are a unit of Westchester County CSEA Local 860. Cheryl Melton is president of both the CSEA county unit and Local 860.

# Adirondack Wilderness Experience teaches troubled youths that

**SCHUYLER FALLS —** "You can do it!" The words of state Division For Youth YDA II Dave Kimmel echo off the surface of the 30-foot high wall. And with a boost the 14-year-old youth starts the challenge by pulling himself by rope up the wall.

"Good footwork, bold move, don't give up! Keep going, you're too close to stop now!" Each statement of support pushes the youth ever higher.

"I'm over the top!" the youth screams as he makes it to the top.

"I did it, man, I did it!" he bellows triumphantly into the Adirondack forest air.

**life is a wall you can scale if you try**

Kimmel, a CSEA shop steward, smiles silently to himself. Another Adirondack Wilderness Challenge Experience success story is underway.

The Adirondack Wilderness Challenge Experience is a unique, tough four-month program for DFY clients. CSEA members of High Peaks State Employees Local 017 teach youthful, troubled clients assigned to the program the skills they hopefully will use to change the direction of their young lives.

"We don't go around smelling the flowers or hugging trees here," says Kimmel, a former Marine and former Army recruiting officer. "Our job is to give a delinquent structure and skills to not only survive in the wilderness but to develop life skills also.

"We teach them basic things; how to channel their anger, how to live in

the real world, whether that world is the open spaces of the Adirondacks or the inner sectors of New York City," Kimmel says.

To succeed in the Wilderness Experience the boys must learn to function as a team. Eventually, all of this training leads to the ultimate experience, a 22-day expedition into the Adirondack Park wilderness.

**'We teach them basic things ... how to live in the real world.'**

"The overall program itself builds the individual's self image," Kimmel says. "During that 22 days the boys have got to put everything together that they have learned. There are no warming huts, no cabins — it's tents and the elements."

"They have so much anger inside of them,"

says CSEA member Bruce Carter, a DFY YDA II. "We try to teach them how to control that anger; how to deal with reality ... By the time they graduate out of here, hopefully they have a few more tools to help them

## Activist using labor-management process to encourage members to get more involved

Like many CSEA activists, High Peaks Local 017 Shop Steward Dave Kimmel would like his local members to become much more involved in their union. He hopes a unique idea to get their input on labor-management issues will help achieve that.

He promises to bring back all of the tentative resolutions of issues from labor-management committee meetings to the local's DFY membership for a vote.

"If the members vote them in, fine, they'll be implemented as soon as possible. If they're voted down, I'll ask for input on what the reasons are for the no vote," Kimmel said. "Those reasons will be used to develop alternative solutions. I know it's not the normal way of doing labor-management business, but the High Peaks Local is unique and requires a different approach."

CSEA High Peaks Local 017 has 186 members spread out over Clinton and Essex counties in northern New York. Members are in the Adirondack Park Agency, the Department of Environmental Conservation and the former Division for Youth.

"We're pretty spread out here, so I do a lot of telephone calling. I try to survey the members by getting to

them one way or another," he said.

Kimmel says he thinks it's important to change incorrect perceptions some members have of their union.

He said that as long as he's involved in the labor-management process he will not file any personal grievances or raise personal issues that could appear to be self-serving.

"That way the members can see how labor-management can be used to address their collective concerns, not some individual's issues," Kimmel said.

And that, he hopes, will get more DFY members actively involved in CSEA and in resolving their problems through the labor-management process.

"Management hasn't stopped me in any way from trying this approach. They are just standing back watching what happens," said Kimmel. "Perhaps this will build solidarity. I'll use the feedback, their votes for or against various items, to show them how involved they should be. And I believe they'll see just how really involved CSEA is in helping them resolve problems, improve their worksites, etc. I really want the members to realize that CSEA is here to serve them, all of them."

— Daniel X. Campbell

stay out of trouble, a few more positive life skills."

DFY monitors the wilderness experience graduates for about a year.

"Sometimes we hear about a boy going on to college, or getting a job that pays decent wages or getting married. But sometimes we also learn about a sadder ending," Kimmel says.

"Who knows what their future choices will be or what tomorrow will hold in store for them after they graduate from this program," Kimmel says. "It's up to them. The right choice can lead to a future outside of prison walls. However, the wrong choice could lead to a longer stay in a maximum security facility."

As the wall climber changes back into camp clothing, he reveals that he has been before a judge for sentencing five times.

"This program sure beats 18 months in maximum security," the youthful offender says. "This is the best experience ever."

— Daniel X. Campbell

## Plenty of trees, no tree-hugging here



Dave Kimmel, left, walks through the Adirondack woods back to camp with 14-year-old boy who just tested his courage and determination by scaling a 30-foot high wall.

## The unbelievable case of Theresa Grant

# A good worker fired because management concealed the truth

WESTBURY — Theresa Grant was a good employee with good evaluations at SUNY Old Westbury. So much so that after nearly nine years on the job, she was asked to take on additional housekeeping duties at the Old Westbury president's house in addition to her regular custodial shift.

So it came as a complete shock seven months later when Grant was brought up on charges of theft of services and fired for accepting overtime pay for the extra housekeeping duties.

After all, SUNY Old Westbury Director of Personnel Alice T. Cone herself told Grant she would receive three hours of overtime compensation for the morning housekeeping work prior to her normal custodial shift in the afternoons. Seven months later it was Cone who brought charges against Grant. And, incredibly, the university fired Grant.

CSEA contends it was Cone and other personnel administrators who failed to take responsibility for the housekeeping compensation arrangement and instead allowed the university president to believe the overtime payments were inappropriate after the president learned about the overtime payments

and questioned them.

CSEA SUNY Old Westbury Local 618 President Bob Carney said he believes the president was never made aware of the extra compensation arrangement because her administrators did not want her to realize they needed to offer an incentive to employees to work as her housekeeper.

Five other employees who worked as housekeepers at the president's house since 1992 said they had received the same overtime compensation and that all arrangements were made through Cone.

And Grant's boss and the SUNY vice president also said they were aware of the arrangement. CSEA representatives testified the university had handled compensation for work at the president's house the same way for years.

After seven months without any problems, Grant told the president she was exhausted and needed to spend more time with her young daughter. She trained someone else to do the housekeeping work.

As Grant was ready to go back to her regular job, Cone brought her up on charges of theft of services. Amazingly, the case was lost in



CSEA members comfort Theresa Grant, right, at the recent rally in her support.

binding arbitration.

"In the past this money had come out of a different account. That year, because of all the snow removal expenses the money came out of the president's account. We think the president questioned the expenditures and Cone was not forthcoming with the truth," said CSEA Labor Relations Specialist Larry Borst.

"I always worked hard and the president had no problems with me. I think she is punishing me because I wanted to leave the house and because she was embarrassed to learn about the compensation deal made by personnel," said Grant, who is six months short of being vested for her pension.

"Theresa Grant is a good worker and a good person. It is unbelievable

the university personnel are lying about the compensation," said CSEA Local 618 First Vice President Mary D'Antonio.

CSEA Long Island Region 1 President Nick LaMorte said he got Assemblymember David Sidikmann involved and asked him to intervene on Grant's behalf.

"I asked him to ask the university president for a joint meeting but the president refused and told me to call her attorney in Albany!" LaMorte said.

The binding arbitration decision limits options, but CSEA Local members and supporters are keeping the issue alive with a recent lunch hour rally in Grant's support. Members also have raised funds to help her out.

— Sheryl C. Jenks

## CSEA activist Sunmount employee of the year

TUPPER LAKE — CSEA activist Michael McCarthy, a secure care treatment aide II and treasurer of CSEA Sunmount DDSO Local 431, was recently honored as Sunmount's campus Employee of the Year in the Supervisor/Manager category.

According to a statement by the selection committee, made up of labor and management, McCarthy was chosen for his accomplishments on the job, as well as the example he sets for others.

"In each location he has done an outstanding job, always promoting a positive atmosphere and helping to keep morale high in his co-workers," it read.

"Mike has always been a kind and

courteous member of Sunmount's work force and is an excellent role model for those around him," the committee said.

"They obviously made the right choice. Mike is a very popular individual with the clients, and he's been instrumental in implementing a number of programs dealing with the people we serve," CSEA Local 431 President Marcus Mamby said. "We're definitely proud to have him as an activist in the local. He's doing an excellent job as an officer."

"I'm very proud and honored — I like what I do and I'm pleased and proud of what I do," McCarthy said. "This was just a bonus." — Mark M. Kotzin

## Info Days help spread the union message

CSEA State Employees Local 016 President Tom Byrne, right, gives one of his Medford Department of Motor Vehicles members a Disney discount pass at a recent CSEA Member Benefits Fair. Byrne has conducted union information days all across Long Island this year. "CSEA offers so much to our members and we want them to know about every benefit of membership," Byrne said.



**OMRDD activists voice concerns - Page 14**

# Members win \$125,000 harassment case

FLORAL PARK — CSEA refused to allow a pattern of management harassment and abuse that resulted in firings at a Long Island school district to go unchallenged.

As a result, Floral Park/Bellerose School District employees Kate Suau and Linda Loughnan recently were awarded \$100,000 and \$25,000 respectively after CSEA took the district to court for laying off both women after they filed harassment charges.

Soon after Suau began working for the district in 1986, she was elected president of the CSEA Clerical Unit.

"There was little trouble, and when there was, we were able to work it out," Suau said. "The district was a pleasant place to work."

That was until the district hired Mark Kenney as business manager in 1990. Before long, CSEA says, Kenney began harassing Suau with sarcastic, mocking tones, smirks and belittling comments.

At the same time, more and more of Kenney's personal business was conducted from the school, Suau said. He also used school staff inappropriately, she alleged.

In October 1991, Suau first formally complained to McDonald about Kenney's harassment. When Kenney's behavior escalated, Suau returned to McDonald, who again assured her he would take care of it.

Suau was then passed over for a job she had been trained to take.

"They definitely passed me over as punishment for my complaints," Suau said.

In what was to become a pattern, Suau's duties were reduced, particularly her specialties, computer work and accounts payable.

Linda Loughnan, working in 1992 as a provisional full-time statistical clerk, said she began to experience similar problems.

When she complained because Kenney was

using a part-time food service worker to perform duties and receive training Loughnan was slated for, he harassed her, screaming and ranting over the telephone while she was at her other job, she said.

"This was the tyrannical way Kenney dealt with the women in the district," said CSEA Attorney Louis Stober.

After Loughnan and Suau went together to talk to McDonald, things got worse. The duties of both women were significantly reduced, and Suau was restricted from using the new computer.

When Suau got a complaint from another union member, she filed a harassment claim with the Equal Employment Opportunity Commission.

The pattern of abuse worsened: Kenney falsely accused Suau of lateness and insubordination; McDonald cornered Loughnan, a member of the CSEA grievance committee, and questioned her about the EEOC charge; and Kenney took away Suau's summer hours, a benefit she had received for five years, prompting CSEA to file a grievance. Then Suau was told to train the new receptionist.

"They wanted me to train my replacement," she said, "even though I was not looking to leave my job."

Right before a grievance meeting, Loughnan was told her position was abolished and to leave the premises.

"Loughnan was terminated because she joined Suau in complaining about the abuse and because she was a member of the grievance committee," Stober said. "Clearly her termination was part of McDonald's attempt to improperly influence the grievance procedure and the committee."

The unit stood strong in its support of Suau,



CSEA Attorney Louis Stober, left, and CSEA Labor Relations Specialist Harold Krangle raise the arms of Kate Suau in celebration of their victory and teamwork.

despite McDonald's overt negative comments.

In December 1993, McDonald told Suau her position was abolished.

CSEA took the case and won the settlement of \$125,000. Both women have moved on to other jobs, but the vindication of the court victory was important.

"This settlement is a tremendous victory for CSEA, these two women and the women who remain working with Kenney and McDonald," CSEA Long Island Region President Nick LaMorte said.

"This was a difficult and complicated situation yet CSEA was behind us all the way," Suau said. "I'm more than happy to shout it from the highest rooftops that CSEA is wonderful!"

— Sheryl C. Jenks

## Infirmiry workers' seniority rights improved

JOHNSTOWN — It's been a thorn in the side of Fulton County Infirmiry employees almost forever.

Workers lost seniority if they transferred to a new county department. They might have five years or more service with the county, but their departmental seniority would be zero, and they would have to begin at the bottom step again for vacation scheduling, etc.

The same loss of seniority would happen if the member changed titles within one department, for example, going from a cleaner to a certified nurses aide.

Now that practice is history, and employees keep their seniority from job to job and department to department.

The solution came in the settlement of a grievance CSEA filed for member Susan Yesse who lost six years of seniority when she took a housekeeping position.

In the new contract, seniority is based on the original date of the employees'

employment with the county.

Fulton County 818 Local President Sandi Lewis was delighted with the settlement.

"This was only an issue in the Infirmiry where management was calling their own shots," she said. "But now 250 members at the facility don't have to fight anymore over this issue. It has been resolved in their favor."

Infirmiry Unit President Robin Collier said the settlement helps members who want to move ahead.

"We had lots of women start as a nurses aide then spend their own time to become a licensed practical nurse only to lose their title seniority and end up on the bottom of the seniority list for LPNs. That was unfair," Collier said. "Now it's changed to county seniority, and that's great."

— Daniel X. Campbell

## Ulster County local member needs your help

SHANDAKEN — Bruce Storey gave to his country and to his town. Now he needs help.

A 12-year Town of Shandaken Highway Department employee, Storey was diagnosed with Amyotrophic Lateral Sclerosis (ALS, more commonly known as Lou Gehrig's Disease) in 1995. Recently, he was forced to retire.

A father of three children, Storey is a Vietnam veteran and a lifelong resident of Shandaken.

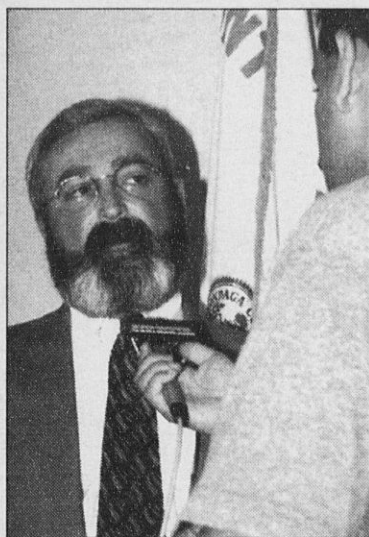
According to Shandaken Unit President Ken Lent, town officials have generously continued to pay for Storey's health insurance, but the bills are piling up since Bruce's wife, Linda stopped working in order to care for her husband.

A benefit fund has been established for the family and donations may be made to the Bruce Storey Benefit Fund at Key Bank, P.O. Box 36, Phoenicia, NY 12464.

CSEA is on the worldwide web:  
[www.cseainc.org](http://www.cseainc.org)

# Onondaga campaign succeeds with communications

SYRACUSE — A landmark four-year contract for 3,300 CSEA members employed by Onondaga County was the result of careful planning and increased communications with the members.



**Local 834 President  
Frank Forte**

CSEA Onondaga County Local 834 members recently ratified the agreement overwhelmingly. It calls for a retroactive salary hike in the first year and percentage raises over the next three years. The settlement ended a difficult contract dispute that was won because the members were willing to stick together and fight hard for fairness.

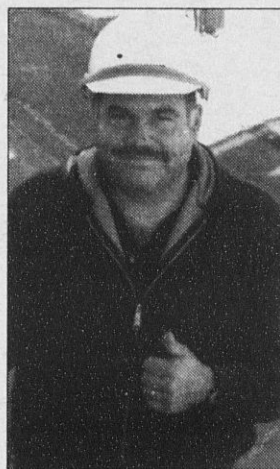
The local's "Contract Action Team" or CAT, made up of activists from the 10 CSEA units covered under the contract, worked closely

with the union staff on communications, activities and political action, Local 834 President Frank Forte said.

"The goal was to communicate information to their co-workers as soon as possible to control the rumor mill and to instill solidarity in our ranks," Forte said.

Rick Nemier, a motor equipment operator II in the Department of Transportation, said the increased communications did just that.

"Before, most of what we heard about the contract was through rumors or the newspaper," he said. "With the information being out there, there were a lot less rumors."



**Rick Nemier**

## "We deliver"

The CAT Committee developed a structured campaign to inform the members, to involve them in the process, to let the public know that the valuable county workers who deliver needed services deserved a fair contract and to encourage the public to lobby county officials.

The Activities Subcommittee got members involved. One popular activity was the bi-weekly "sticker days," on which workers at all county worksites wore stickers to publicize the contract dispute. A letter writing campaign and brochures distributed at public events put pressure on county leaders. Everything had the CAT Committee's slogan: "Onondaga County Workers — WE DELIVER."

Public Safety Dispatcher I Merritt Badeau, a CSEA activist who works at the county's Emergency 911 Communications Center, said the increased communications and activities definitely increased participation from the members.

"We wore the stickers, we were involved in the letter writing, and the people up here were a lot more vocal than during the last negotiations," she said. "Some people took it upon themselves to write their own letters."

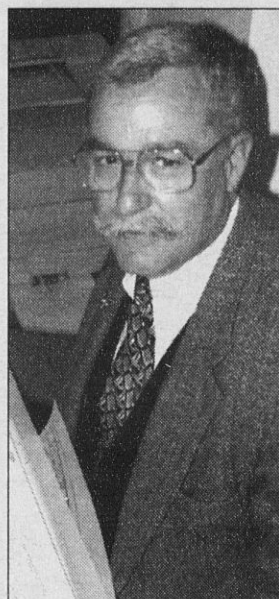
Records Preservation Supervisor Lou Nefflen of the

county clerk's office, one of three CAT Committee co-chairs, agreed that communication was the key.

"Everyone in the rank and file knew everything that was going on at all times," he said. "The CAT Committee really worked. We put in long nights and long days, but the results were completely worth it. This is the best, most fair contract I've ever seen."

County Library System Administrative Assistant Meg Shannon thought the increased visibility of the campaign helped settle the contract dispute faster.

"I think it made the public more aware that the county employees were working without a contract," she said. "I think that's part of the reason we got a contract so quickly."



**CAT Committee Co-chair Lou Nefflen**

## A new health care system

The final piece of the puzzle was the new county health care plan, developed by a coalition of unions and management (see article at right). Many employees were pleased with the new plan, which offers increased coverage and enhanced benefits and will stop escalating costs for both employees and the county.

Badeau hailed the plan for the improved health insurance benefits.

"I thought it was great," she said. "I think the changes with this coalition are very positive."



**Merritt Badeau**

## All for one

The contract speaks to the efforts put forth by all involved, Forte said.

"With everybody's help — the activists, the rank-and-file members, the staff — we pulled together with a renewed spirit of unionism and truly accomplished a revolution," he said. "We got real wage gains, real health benefit enhancements and a solid foundation for future gains. Everyone involved should be proud of what we accomplished."

CSEA Central Region 5 President Jim Moore, who worked with the CAT Committee, agreed that teamwork made all the difference.

"This great contract is the result of the hard work of everyone involved," he said. "This is proof that where the members get involved and work with their elected officials and union staff, they can accomplish anything they set out to."



**Region 5 President  
James Moore**

— Mark M. Kotzin

## Innovative health plan benefits workers, county

SYRACUSE — A key factor in getting a successful contract in Onondaga County was the creation of a revolutionary new health care delivery system, according to the CSEA activist who got it moving.

The new health care plan brings the members of all the county's bargaining units under one plan with one provider and one set of benefits. The plan, negotiated between the county and all involved unions, according to CSEA Onondaga Local 834 President Frank Forte, who said the old ways of negotiating for health care weren't working.

"Traditionally we always negotiated wages in the same package as health care, and it just wasn't working," he said.

"We were always looking at sacrificing one for the other."

Different unions having different health plans was also more costly to employees and the county, he said.

"It was costly, ineffective and inefficient to both county government and the employees," he said. "It was in essence a sick plan, and it only paid out benefits when you were sick."

Through coalition bargaining, Forte said, the unions were able to transform the health plan to include better benefits, better coverage and controlled costs to employees and the county.

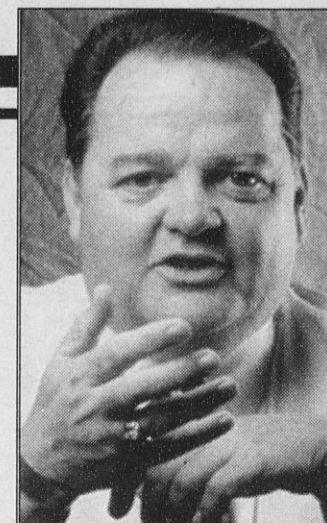
"By working together, we transformed it into a wellness plan by focusing on preventative care, and enhancing the benefits, including a first-rate vision plan, new chiropractic coverage, well baby care and many other enhancements."

The new plan met the union's goal of controlling escalating costs and enhancing benefits, Forte said.

"We did just that, and everybody wins. For the first time we are empowered to make change, which is far different than sitting at the bargaining table negotiating health care versus wages every three or four years. It's a lot better way to do business."

# In touch with you

A message from CSEA President Danny Donohue



## The forgotten people of SUNY

# CSEA members are vital to the daily life of the SUNY system

New York's State University system should be a source of pride for all New Yorkers and a cornerstone for the state's progress to the 21st Century. Yet it is easy to take for granted how valuable a resource SUNY truly is.

It is even easier to take for granted the essential contribution of CSEA-represented support staff in the successful functioning of the SUNY system and its 64 campuses. The 12,000 CSEA-represented SUNY employees keep up the buildings and grounds, staff the libraries and food service facilities, staff the teaching hospitals, maintain the academic records and business administration and handle scores of other responsibilities that are vital to the daily life of those campuses and communities.

But they are the forgotten people of SUNY and too frequently the lowest priority in university budgets.

In 14 SUNY budget cuts in the last decade, support services have consistently been hard hit.

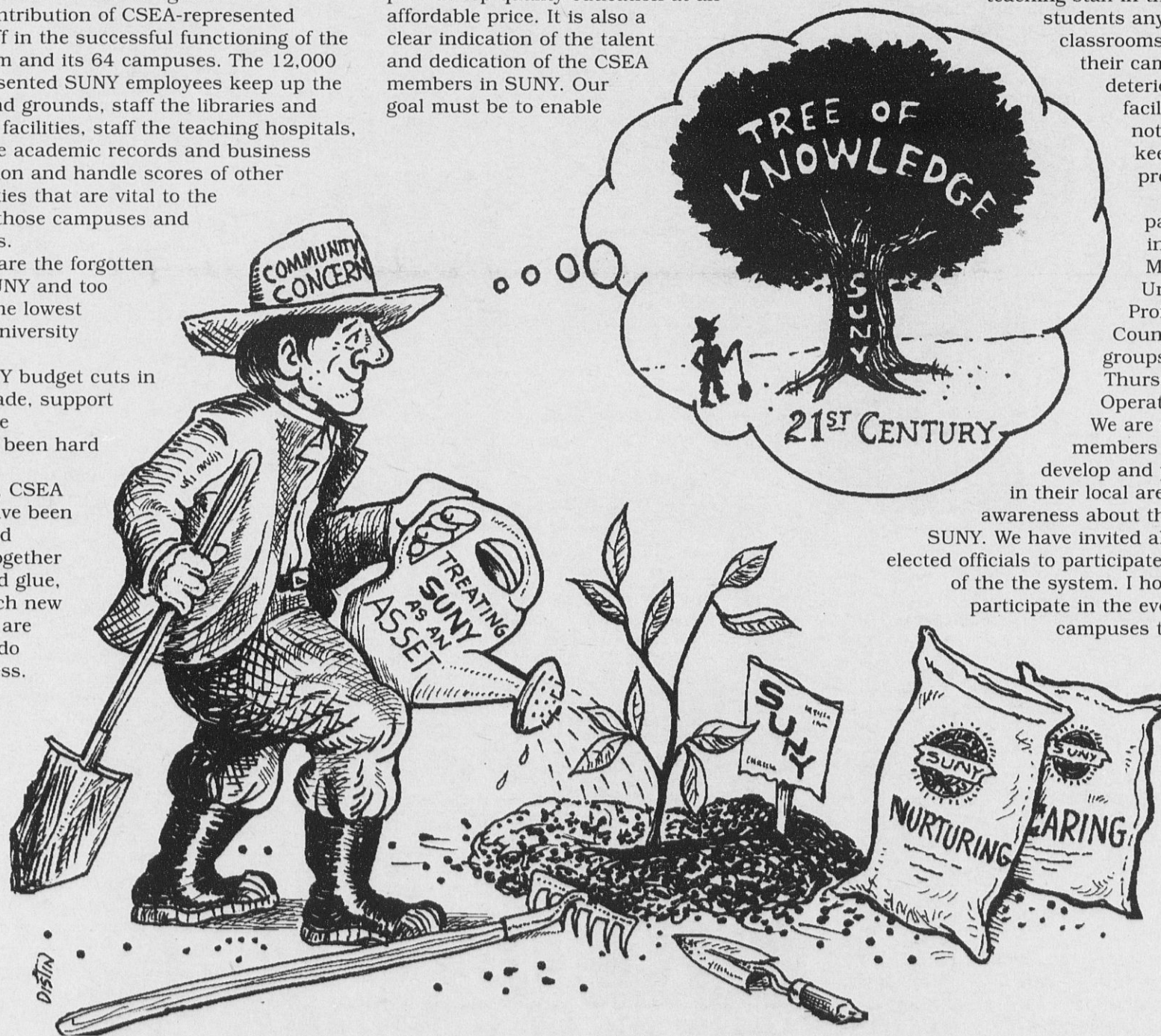
For years, CSEA members have been trying to hold campuses together with spit and glue, and with each new budget they are expected to do more with less.

In recent months a number of SUNY campuses have been ranked among the nation's top educational values by prominent publications. That is an outstanding accomplishment that is consistent with the mission of SUNY to provide top quality education at an affordable price. It is also a clear indication of the talent and dedication of the CSEA members in SUNY. Our goal must be to enable

more SUNY campuses to achieve the highest standards.

Yet, SUNY's national standing is jeopardized if we fail to adequately invest in the system's maintenance and support staffing. The finest teaching staff in the state can't do our students any good if their classrooms are falling apart and their campuses are left to deteriorate. And great facilities alone mean nothing without staff to keep them open and properly operating.

CSEA is proud to be part of the coalition, including the SUNY Mayors' Coalition, United University Professions, AFSCME Council 82 and other groups designating Thursday, Dec. 4 as Operation Safeguard SUNY. We are encouraging our members on all campuses to develop and participate in events in their local areas to heighten awareness about the importance of SUNY. We have invited all of the state's elected officials to participate for a first-hand view of the system. I hope that you will also participate in the events at your area campuses to ensure a bright future for SUNY.



*Danny*

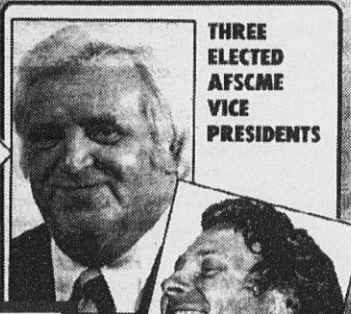


# The CSEA Work Force

# Your story in progress

**The Public Sector**  
 Official Publication of The Civil Service Employees Association Local 1000,  
 American Federation of State, County and Municipal Employees AFL-CIO.  
 Vol. 5, No. 45  
 Friday, June 26, 1987

**AFSCME WINNING THE FIGHT**



**THREE ELECTED AFSCME VICE PRESIDENTS**

**Pay due in August**

State workers in the three major units represented by CSEA will receive their first salary increase under the new 3-year CSEA State contracts plus a lump sum retroactive to April 1 in their first paychecks in August. It has been announced by CSEA President William L. McGowan. Payment of the increase was held up because the State Legislature did not approve the necessary appropriation until June 26. President McGowan said employees on the administrative payroll will receive their increase on August 1 and those on the institutional payroll will see their first increase on August 8.

The union leader said employees will receive a lump sum to cover the period retroactive to April 1. And, he said, CSEA has worked out an agreement whereby the State will increase the tax deduction on the retroactive amount on a per rated basis rather than a lump sum basis to minimize the tax withheld from that check.



**Public Sector**  
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 Vol. 1, No. 38 35  
 (602) 614-8941  
 Wednesday, June 27, 1979

Official publication of  
**CSEA**  
 Local 1000, AFSCME, AFL-CIO  
**Sector**  
 THE PUBLIC  
 Vol. 20 No. 11 NOVEMBER 1997

**Local and Unit Elections Information - see page 15**

**Prescription, dental programs start**

ALBANY — CSEA President William L. McGowan said this week that state employees in the administrative, institutional and operational bargaining units can expect to receive their first prescription drug cards and details on improved dental insurance within the next week.

President McGowan, chairman of the CSEA Employee Benefit Fund's Board of Trustees, announced that the Fund will be mailing prescription drug cards and dental insurance program details to employees in the three bargaining units starting this week.

"The mailing will provide the eligible employees in the units with their first prescription drug insurance card," the union president said. "With this card, the employee and his or her dependents can go to virtually any drug store in New York, present a prescription and have it filled for just one dollar. This is a major benefit won during the negotiations for our new contract."

Fund Administrator Thomas P. Collins explains that the drug card, about the size of a standard credit card, will be sent to all full-time employees in the three units who are participants in the CSEA Employee Benefit Fund by virtue of the negotiated agreement with the state. The Cross of New York administers the drug program which has about 200,000 participants among the state's pharmacists.

"Participating pharmacists simply ask the card, give the employee a form to fill out and the prescription is provided for just one dollar," Mr. Collins explains. "And if the employee wants to get a prescription filled by a non-participating pharmacist, then the employee pays for the prescription directly submits a



**YOUR NEW PRESCRIPTION**  
 by CSEA is the state major benefit won by the union during the State.

**CSEA blocks**

ALBANY — CSEA has won Employee Relations by blocking removal from CSEA-represented management-confidential.

Joseph J. Doherty, Jr., CSEA employee union, announced that Employment Relations Board, reclassification of the positions.

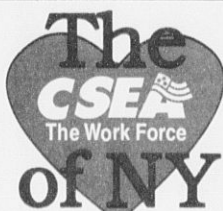
The decision by the state to allow from the bargaining units cause or presented the union a case against proposals contained in the state's bargaining units. The union's proposal similar moves by CSEA in the future.

The state's Taylor Law provides bargaining until the last year of an employee union. Since that period ending until 1988, the applica-



**LABOR DAY II**  
**AN ANGRY PROTEST IN WESTCHESTER - see page 3**

See pages 10 & 11 for a history of The Sector



# 1998 LEAVE RECORD for New York State COURT 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**

Balance from last record:

**SICK LEAVE**

Balance from last record:

**NOTES**

*To record leave used, enter these letters for the appropriate date:*

**V** = (Vacation)

**S** = (Sick Leave)

**H** = (Holiday)

**M** = (Military Leave)

**SPEC** = (Special)

**C** = (Compensatory)

**LWOP** = (Leave Without Pay)

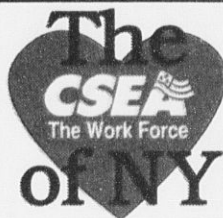
**W** = (Worker's Comp)

PAY PERIOD	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	ANNUAL LEAVE			SICK LEAVE			
	Earned	Used	Balance	Earned	Used	Balance															
DEC 25 - JAN 7																					
JAN 8 - JAN 21																					
JAN 22 - FEB 4																					
FEB 5 - FEB 18																					
FEB 19 - MAR 4																					
MAR 5 - MAR 18																					
MAR 19 - APR 1																					
APR 2 - APR 15																					
APR 16 - APR 29																					
APR 30 - MAY 13																					
MAY 14 - MAY 27																					
MAY 28 - JUN 10																					
JUN 11 - JUN 24																					
JUN 25 - JUL 8																					
JUL 9 - JUL 22																					
JUL 23 - AUG 5																					
AUG 6 - AUG 19																					
AUG 20 - SEP 2																					
SEP 3 - SEP 16																					
SEP 17 - SEP 30																					
OCT 1 - OCT 14																					
OCT 15 - OCT 28																					
OCT 29 - NOV 11																					
NOV 12 - NOV 25																					
NOV 26 - DEC 9																					
DEC 10 - DEC 23																					

**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.





# 1998 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 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:

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)

PAY PERIOD	THU FRI SAT SUN MON TUE WED							ANNUAL LEAVE			SICK LEAVE			PERSONAL LEAVE		
	THU	FRI	SAT	SUN	MON	TUE	WED	Earned	Used	Balance	Earned	Used	Balance	Earned	Used	Balance
DEC 25 - JAN 7																
JAN 8 - JAN 21																
JAN 22 - FEB 4																
FEB 5 - FEB 18																
FEB 19 - MAR 4																
MAR 5 - MAR 18																
MAR 19 - APR 1																
APR 2 - APR 15																
APR 16 - APR 29																
APR 30 - MAY 13																
MAY 14 - MAY 27																
MAY 28 - JUN 10																
JUN 11 - JUN 24																
JUN 25 - JUL 8																
JUL 9 - JUL 22																
JUL 23 - AUG 5																
AUG 6 - AUG 19																
AUG 20 - SEP 2																
SEP 3 - SEP 16																
SEP 17 - SEP 30																
OCT 1 - OCT 14																
OCT 15 - OCT 28																
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NOV 12 - NOV 25																
NOV 26 - DEC 9																
DEC 10 - DEC 23																

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

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# The Public Sector celebrates two decades of bringing you the news

As one of the nation's leading labor unions, CSEA has a proud history full of ground-breaking achievements. For the past 20 years, our official publication, *The Public Sector*, has brought news of those achievements to the doorstep of every CSEA member.

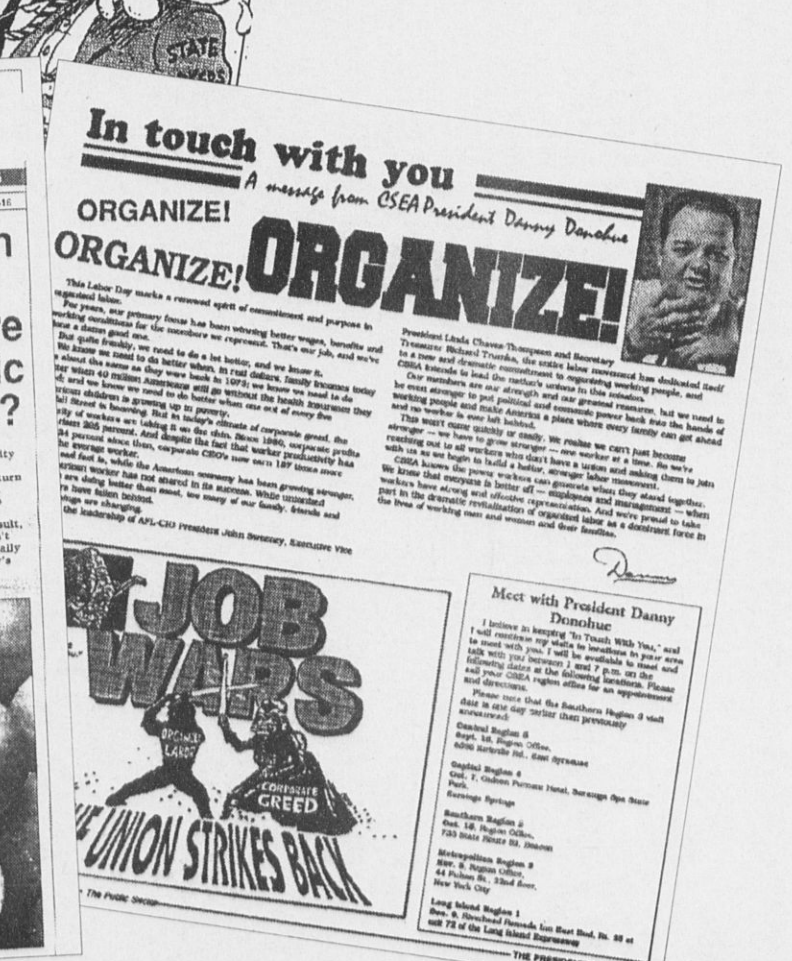
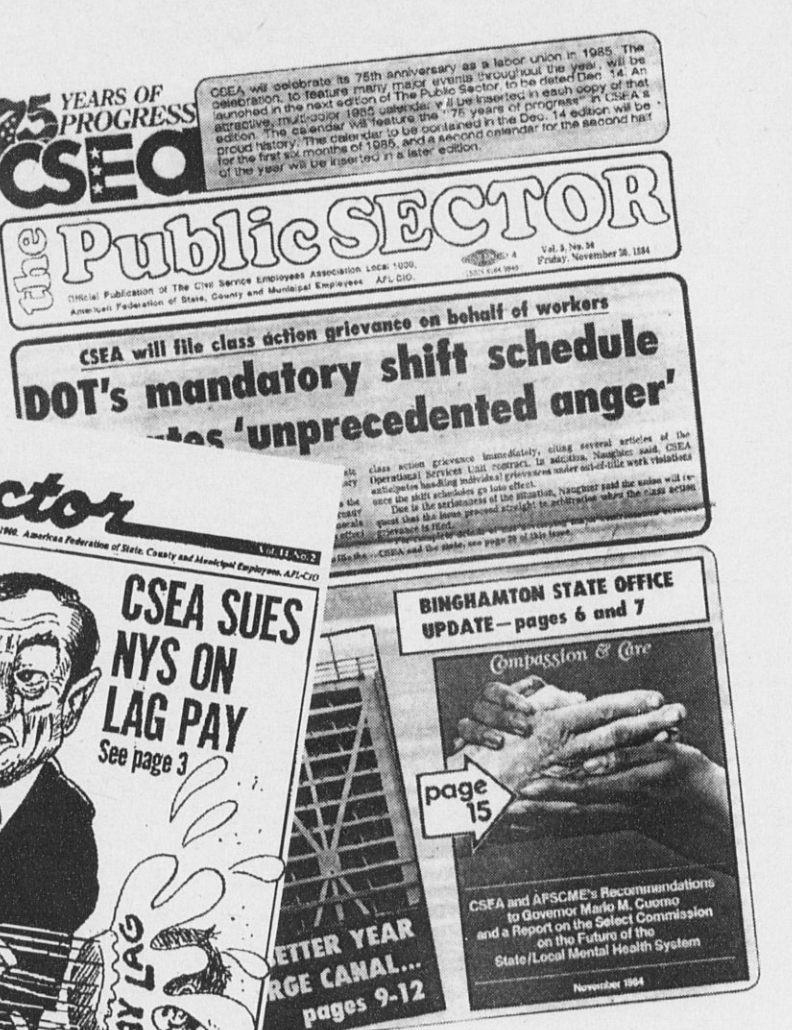
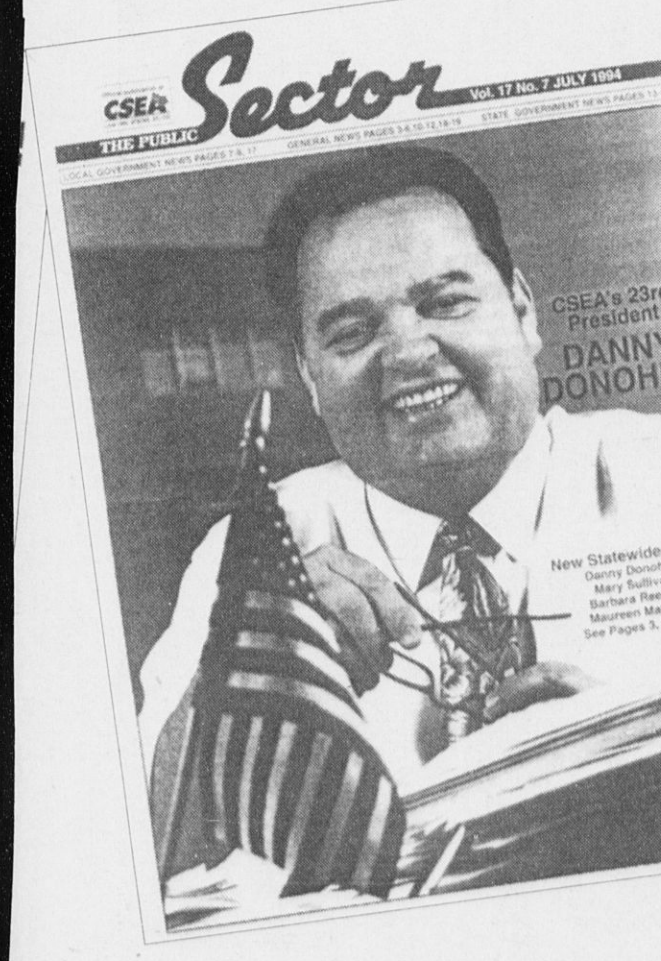
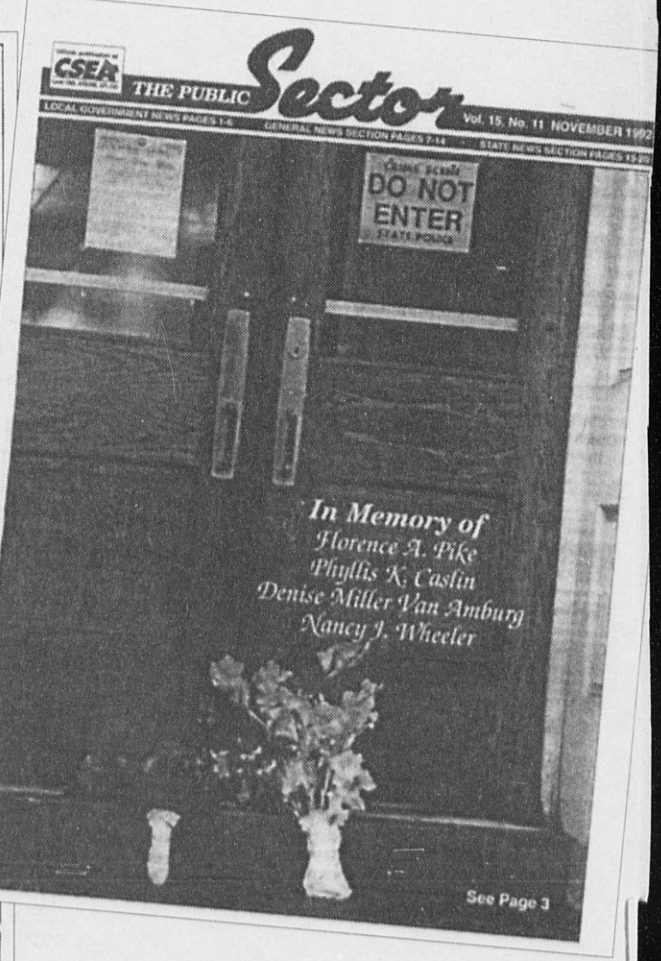
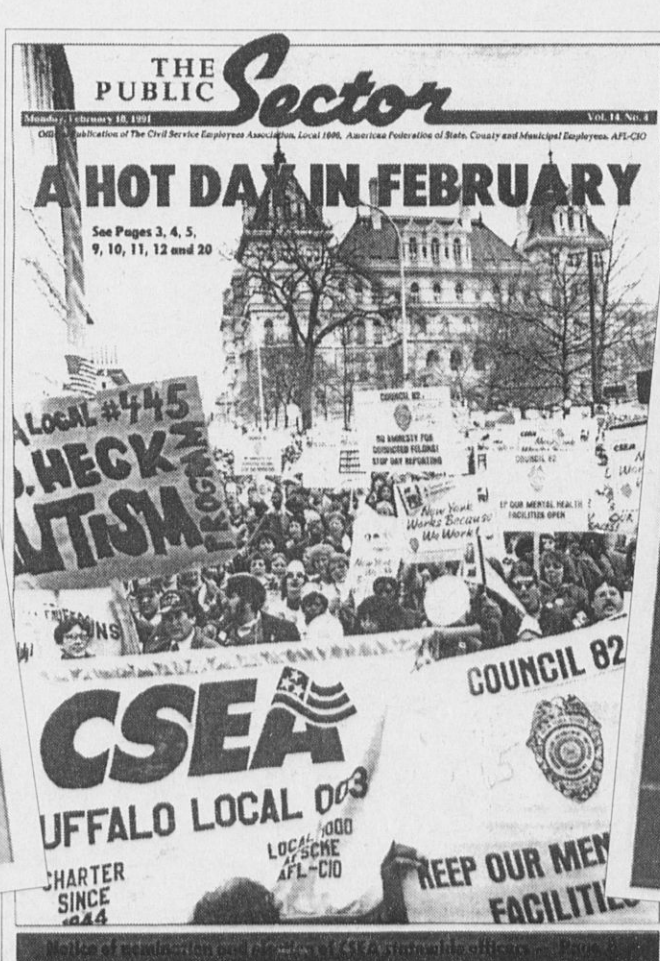
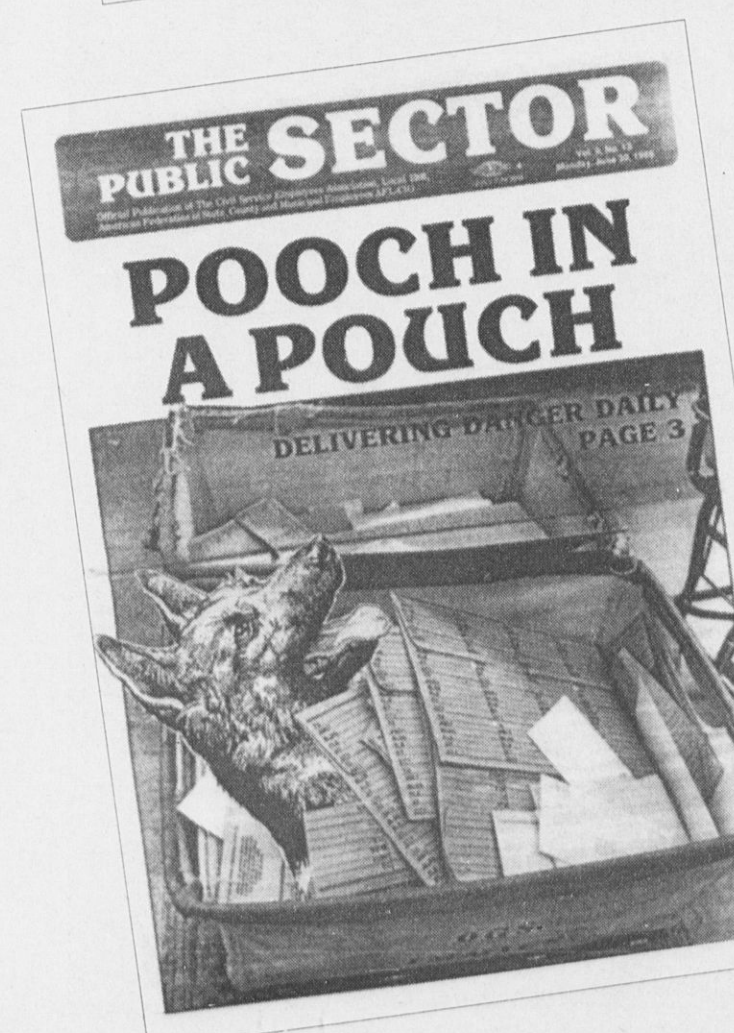
CSEA's award-winning publication was born Oct. 4, 1978, out of the recognition that an informed membership is a strong membership. The goal of *The Public Sector* is to educate and inform. The Public Sector Committee, comprised of CSEA Board of Directors representatives from each of the union's six regions, has oversight responsibilities to ensure the paper achieves that goal.

*The Sector* also has the power to motivate, and over the years, it's proven to be one of CSEA's most important political action tools. Just this year, *The Public Sector's* open criticism of Gov. Pataki's ill-conceived proposal to sell Roswell Park Cancer Institute turned the tide of public opinion and helped rescue the world-renowned facility and the jobs of its 1,500 dedicated employees.

Sometimes humor is the most effective way to get a message across, and from the very first issue, CSEA's award-winning graphic artist Ralph Distin's satirical cartoons have hammered home CSEA's position on even the most serious issues.

And just as CSEA has changed with the times, so has *The Public Sector*. In 1991, desktop publishing launched the paper into the computer age, lowering costs and streamlining the production process.

"*The Public Sector* is a reflection of the changes and growth in CSEA. But it's also about you," CSEA President Danny Donohue said. "It's about your achievements, your acts of courage and generosity, your struggles and your victories. Your story is what has kept it going strong for 20 years."



LAST IN A SERIES in conjunction with the 20th anniversary of *The Public Sector*, exploring significant events in CSEA's history.

1910 1918 1929 1931 1942 1952 1962 1978 1997 2000

# The Public Sector:

## Bringing the union home

This last in a series looking back over 20 years of *The Public Sector* still leaves many stories to be told.

This past year *The Sector* glimpsed back at the beginnings of so many benefits taken for granted today. Whether it was the Employee Benefit Fund, the Employee Assistance Program, child care initiatives, the Clerical Secretarial Advancement Program, political action battles, winning agency shop or finally gaining occupational safety and health protections, *The Public Sector* brought the union into the homes of its 250,000 members.

CSEA's prize-winning newspaper has been a lifeline of information, alerting members about attacks upon their pension fund by unscrupulous politicians. It served as a voice to protest harmful political choices aimed at cutting the heart out of mental health care in New York state.

*The Public Sector* pages told success stories of thousands of CSEA members who sacrificed to continue their college educations through the LEAP program.

During the past 12 months *The Public Sector* looked back on the gains CSEA made through affiliation with AFSCME and CSEA's role as an acknowledged national leader in the AFL-CIO.

During this 20th anniversary year, CSEA members told stories of how union scholarship programs began, of how CSEA fought to secure veteran's credits, of how CSEA became involved in fighting for human rights in South Africa and Ireland and how CSEA locals fought for and won a holiday honoring Dr. Martin Luther King Jr.

As the union's diverse membership grew, *The Public Sector* told the stories of Black History Month and Women's History Month. Stories appeared about CSEA members building coalitions with other groups like the Coalition of

Black Trade Unionists (CBTU), the Coalition of Labor Union Women (CLUW), the Labor/Religion Coalition and many others.

How CSEA, the state's oldest and largest public employee union, faced the challenges and changes is the story of proud and dedicated workers standing up for their rights.

Year after year, CSEA's elected delegates, more than 2,000 of them, gather to move their union forward.

CSEA members today live at a time in history driven by forces of change. There have been more changes in the past 25 years than in the previous 200 years. There will be more change in the next two years than in the last 25 years. Once safe and secure public jobs are up for grabs at the whim of politicians unless a strong union protects them.

In the next 20 years and into the new century, CSEA members can depend on their information lifeline, *The Public Sector*, to keep the news coming.

"It's not the strongest that survive," Charles Darwin said, "nor the most intelligent, but the ones most responsive to change."

This is the challenge to all CSEA members in the coming years. It's the challenge for *The Public Sector* in bringing the union home!

— Lilly Gioia

Special Edition: The fight to save the State of New York

### CSEA fires barrage of weapons against Pataki budget to save New York



**We didn't vote for this budget!**  
One way or another, the governor and legislators had to reduce the full force of the membership...  
**We're fighting back!**  
We can't let this budget pass...  
We're fighting back!

Pataki's budget. On the case of the governor, when protesters showed up wherever he went...  
The governor's budget...  
The governor's budget...  
The governor's budget...

### Pension task force calls for permanent supplementation

ALBANY — Saying "it's our money," a state AFL-CIO task force is calling for sweeping changes in the \$100 billion New York State and New York City public employee pension funds...  
The report recommends permanent supplementation for public employees...  
The report recommends permanent supplementation for public employees...  
The report recommends permanent supplementation for public employees...

### Recommendations:

- Permanent pension supplementation
- A representative board of trustees to replace the comptroller as sole trustee of the pension funds
- Creation of two systems for the Police and Fire retirement funds
- Full health insurance benefits for retirees and their dependents at the same level as for active employees
- Elimination of the "legal list" of allowable investments for pension funds
- Adoption of investment strategies and investment opportunities
- Investment of assets in local government securities
- Investment of assets in private equity investments
- Investment of assets in infrastructure investments
- Investment of assets in real estate investments
- Investment of assets in art investments
- Investment of assets in venture capital investments
- Investment of assets in private equity investments
- Investment of assets in infrastructure investments
- Investment of assets in real estate investments
- Investment of assets in art investments
- Investment of assets in venture capital investments



"It's time for permanent pension supplementation."  
— CSEA President Joe McDermott

**AIDS: the more you know, the less you have to fear**  
AIDS is a major public health problem...  
AIDS is a major public health problem...  
AIDS is a major public health problem...

**Most jobs restored**  
Research department in Albany and...  
Research department in Albany and...  
Research department in Albany and...

Official Publication of The Civil Service Employees Association  
Public Sector  
11, No. 11  
Wednesday, December 13, 1997

## Public Sector

Official Publication of The Civil Service Employees Association  
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### A Call to the Nation

20th Anniversary of the Historic 1963 March on Washington  
August 27, 1985  
Lincoln Memorial, Washington, DC

We still have a dream:  
Jobs  
Peace  
Freedom

**firings charged**  
Research department in Albany and...  
Research department in Albany and...  
Research department in Albany and...

# Taylor Law marks 30 years

## In 1967, it enabled New York's public employees to organize

CSEA has been an effective advocate for its members for 87 years, but it burst into prominence as a truly powerful and effective labor union with the enactment of the Taylor Law in 1967.

The Taylor Law may be 30 years old, but CSEA members should never take for granted the rights it guarantees them.

The Taylor Law enables public employees to unionize and negotiate contracts covering their terms and conditions of employment. Without the law, we would have no right to approach the bargaining table.

It also protects our rights between contracts, CSEA General Counsel Nancy Hoffman explained, by continuing the terms and conditions of employment when a contract expires and a new contract is not yet settled.

"This is a big legislative gain that is given in exchange for the prohibition against striking," Hoffman said. "It would be a sorry set of events if we couldn't strike **and** the employer could change the terms and conditions while bargaining."

Public employees should understand the Taylor Law, she said.

"The Taylor Law gives some order and sets down some guidelines for how labor relations in the public sector should be conducted," Hoffman said. "In the absence of the Taylor Law, we would go back to a situation where we were not bargaining, we were begging, and we had no order, and we had no expectation of some kind of equal power relationship."

"The Taylor Law attempts to establish the minimum of a level playing field in the power relationship between the employer and the employees in the public sector," Hoffman continued. "In the absence of that, there would be very little that public employees would have by way of power other than acting at the polls where we get to 'un-elect' our bosses. But that happens, what, once every four years? And not necessarily the way you want."

Most basically, the Taylor Law gives public employees the right to belong to a union and the right to bargain collectively.

But it also applies to the workday lives of members in a variety of other ways, Hoffman said.

CSEA can turn to the Taylor Law for protection when employers try to contract out or subcontract public employee jobs, Hoffman said.

"Where we are vigilant and take the

employer to task immediately as soon as it gives away anything that resembles our work, we are successful in holding on to our exclusivity, which is the standard that you have to under the Taylor Law as far as being able to make a subcontracting claim," she said.

"Where we have not been as vigilant, where we have over time allowed other people to do our work, we have not been successful. For any individual in a work environment, whether they're there for four weeks or 40 years, it could be a reality check if they find themselves working next to somebody



**Nancy Hoffman, CSEA  
general counsel**

that they know wasn't there yesterday and is not in the bargaining unit," Hoffman said, "and they don't speak up, because it means that their job could be the next job that could be replaced."

That area is becoming more important with workfare, she noted.

The Taylor Law also protect employees from an employer's retaliation for the employee's union activities, Hoffman said.

Despite the many potential pitfalls, the Taylor Law and the agency that administers it, the Public Employment Relations Board (PERB), have fared well over the last 30 years,

Hoffman said.

"I would say that the Taylor Law is better than it was 30 years ago. The agency is more responsive, within its means, to the needs of both the employer and the employee than it was 20 years ago. It's clearly demonstrated an interest in hearing what the respective sides need and trying to make its regulations and its requirements responsive," she said. "But on the other hand, it's too slow getting out decisions, which delays justice in the workplace."

Hoffman's experience with the Taylor Law is extensive. In her career she has worked with NYSUT and on the employers' side as well as with CSEA. She started working in labor law in the early 1970s, when the Taylor Law was in its infancy.

— Kathleen A. Daly

## CSEA's Lefkowitz is a part of labor history

CSEA Deputy Counsel Jerry Lefkowitz is widely recognized as an expert on the Taylor Law.

He became the authority on the law as an advisor and as the first deputy chair of the Public Employment Relations Board. Lefkowitz's book, *Public Sector Labor and Employment Law*, is the authoritative text on the Taylor Law.

"Before the Taylor Law, there was no assured right of public employees to form a union, and employers were not required to deal with unions," he said. "There were CSEA and NEA for teachers, but neither acted as a union in those days. They did not negotiate contracts."

"That doesn't mean CSEA didn't work for its members," Lefkowitz explained. "CSEA was a powerful lobby for public employees."

Despite its clout, the law didn't allow CSEA to negotiate contracts. Employees who went on strike for better conditions faced severe repercussions: They would lose their jobs, and if re-instated, would forgo salary increases for two years.

Gov. Nelson Rockefeller was convinced a change needed to be made. Spurred on by a strike of New York City subway workers in 1966, he called Lefkowitz, then deputy industrial commissioner for legal affairs for the state Labor department, into his office one night. They worked until 3 a.m. on suggestions Lefkowitz made.

"He said, 'come in in the morning

and draft the law,'" Lefkowitz remembers.

However, the strike was settled that day, and Rockefeller decided to appoint the Taylor Committee, named for Chairman George Taylor, to write the legislation. Lefkowitz was a consultant to the committee.

The committee's legislative proposal had important support.

"The Governor was very much in favor; it was his baby and he invested his prestige in it," Lefkowitz said. "CSEA also supported it."

But local governments and other labor unions opposed it. In 1966, it failed to pass the state Legislature.

Then a threatened police and fire fighters strike in New York City and other political pressures turned the tide. The Taylor Law passed in April 1967, taking effect in September.

From the beginning, Lefkowitz put his mark on public employment law in New York state as PERB's deputy chair. He established procedures, such as how petitions were to be filed. While there have been minor changes over the years, the procedures he set up then are essentially the same.

"The first years were enormously satisfying," Lefkowitz said. "Everything I was doing was created



**Jerry Lefkowitz,  
CSEA deputy counsel**

out of thin air. No other state had this kind of law."

He is responsible for the state's five bargaining units, based on a model he got from Gerald McEntee, then president of AFSCME's Philadelphia District Council. Philadelphia had a citywide bargaining unit structure. At the time, New York City had 450 units so specialized that the two shoemakers on Ryker's Island had their own unit, Lefkowitz said.

"I concluded that I needed families of occupations," he said. PERB eventually created five units. The decision was not well received.

"I got a call from the governor's secretary, and I never heard such language. He was livid. CSEA demanded that Jerry Lefkowitz be fired from the state," he recalled, smiling.

In the end, the decision stood, and the *New York Times* and the Governor's private labor advisor agreed with him.

The matter came full circle years later when CSEA hired him as deputy counsel, Lefkowitz noted.

"Well, they finally got me out of the state!"

— Kathleen Daly



# CSEA OMRDD activists lay their concerns on the line with commissioner

ALBANY — Festering union concerns over safety, staffing levels and quality of care issues in state Office of Mental Retardation & Developmental Disabilities (OMRDD) facilities and community residences came to a head recently when more than 200 CSEA activists came to Albany for a heart-to-heart discussion with OMRDD Commissioner Thomas Maul.

Commissioner Maul acknowledged many of the concerns raised by CSEA officers, activists and staff and committed his agency and staff to working with CSEA on solutions to the problems. He pledged to undertake an immediate staffing audit down to the unit level, and also said he would send, upon invitation by the union, executive level staff to local labor-management meetings to help address problems and concerns.

"You are the heart and soul of what our system is about," Maul told the CSEA members. "I wanted to hear from you first hand because your problems are my problems."

OMRDD CSEA Local presidents and scores of union activists stepped forward to present a long list of concerns and grievances.

"We have some very serious issues that need to be resolved, and we presented them in a powerful, no-holds-barred manner to the commissioner," said CSEA statewide Executive Vice President Mary Sullivan, who also serves as a liaison to the CSEA OMRDD Labor-Management Committee.

"It was a productive discussion," said CSEA statewide President Danny Donohue, who led the union presentation. "We're encouraged by Commissioner Maul's positive responses to our concerns."

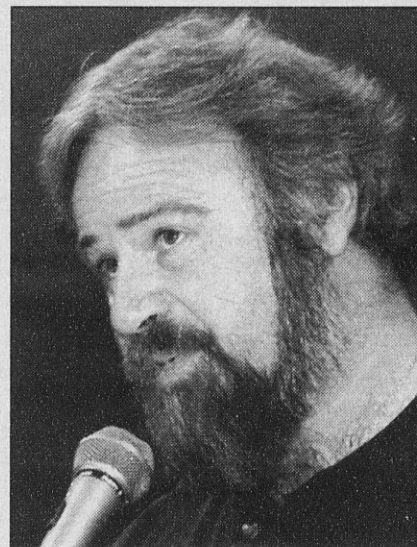
CSEA participants in the meeting, in addition to Donohue and Sullivan, included Kathleen Button, president of Finger Lakes DDSO CSEA Local 436 and chair of the CSEA OMRDD Labor-Management Committee, CSEA Labor Relations Deputy Director Mary Masterson and Labor Relations Associate Timothy A. Stewart.



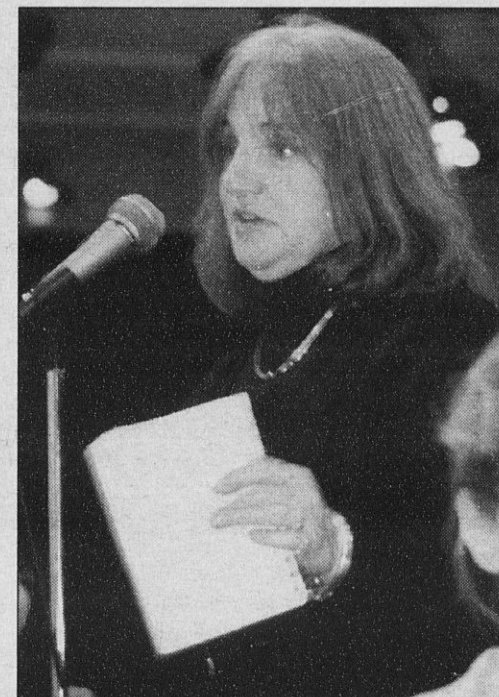
**Finger Lakes DDSO CSEA Local 436 President Kathleen Button. Button is also chair of the CSEA OMRDD Labor-Management Committee.**



**CSEA President Danny Donohue, left, and OMRDD Commissioner Thomas Maul discuss union concerns raised during a recent meeting in Albany.**



**Dana Tietz, president of Western New York DDSO CSEA Local 425**



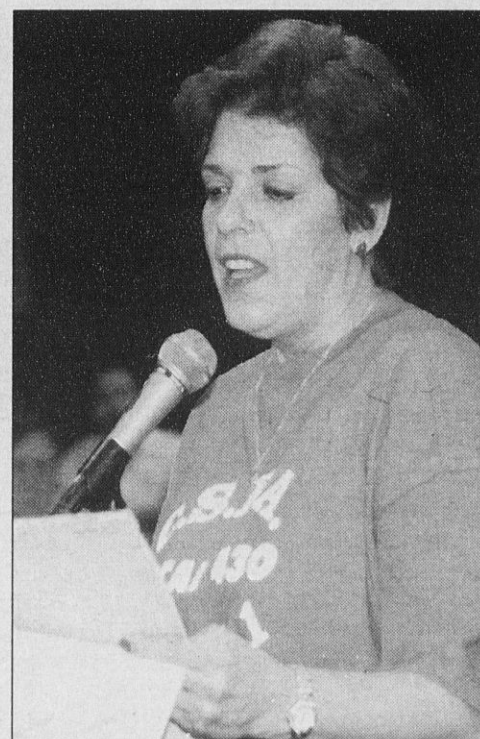
**Fran Kennedy, president of Capital District DDSO CSEA Local 407**



**Coming in January in *The Public Sector***

**'HOME ALONE'**  
Compelling first-hand accounts by CSEA members about the problems and dangers they face daily in understaffed OMRDD community homes.

CSEA statewide Executive Vice President Mary Sullivan, center, listens as a CSEA activist tells OMRDD Commissioner Thomas Maul about workplace concerns.



**Paulette Barbera, president of Long Island Developmental Center and Sagamore Children's Psychiatric Center Local 430**

# Optometry College depends on CSEA members

MANHATTAN — A unique jewel in the New York's state university system, SUNY College of Optometry and University Optometric Center plays a vital role in serving the community while educating top-notch eye care professionals.

CSEA New York City Local 010 members also play a vital role in supporting all phases of college operations.

Greeting 300 incoming patients each day keeps CSEA member Norma Dottin going at full tilt at the main admitting desk. Working at the College of Optometry since 1986, Dottin sees first hand how the work of faculty and students makes a real difference to thousands of patients, especially children.

The University Optometric Center helps people suffering vision difficulties resulting from head trauma, and also many children who need vision training, particularly those with learning disabilities.

"I like working here seeing how children are helped," Dottin said.

"I've seen them grow up. For kids this place is excellent because with improved vision they do so much better in school," she said. "They get a very thorough eye examination here, more than in most commercial places."

Keyboard Specialist John Rivera, employed for seven years at the College of Optometry, also greets patients and schedules appointments for primary eye care. He looks forward to the college facilities moving in the near future to new and larger quarters.

"We see the whole spectrum of eye

disorders from acute diseases to many of the most difficult cases," Rivera said. "Many are referred to us by the private sector and especially by schools.

"I don't think there is any place else where you get this kind of comprehensive care," Rivera added.

Doctors here are exposed to all the latest technology and knowledge, Rivera said.

At one point, rumors were rampant that the college might be closed when severe SUNY budget cuts were proposed. Rivera believes any cutbacks at the Optometry College would be unthinkable and devastating to Medicaid patients unable to afford eye care.

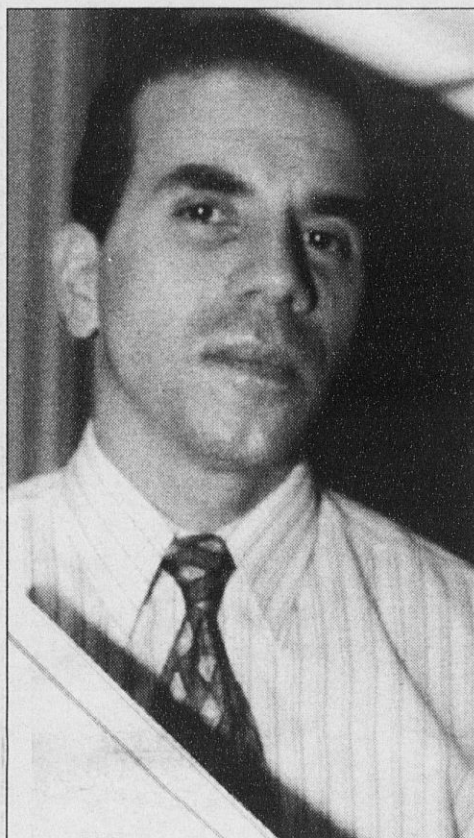
"The College of Optometry is a unique combination of learning and patient care that is irreplaceable," Rivera said. With no advertising, and depending upon personal

recommendations, the college never lacks for patients.

Rivera translates from Spanish into English when necessary to assist in assessing eye problems.

"People are treated very well here," he said, "and they appreciate the attention they are given by everyone."

— Lilly Gioia



CSEA member John Rivera



CSEA member Norma Dottin greets patients at the SUNY College of Optometry.

## CSEA providing \$2,000 free Term Life Insurance to members

### Complete registration form at right

As announced in previous editions of *The Public Sector*, CSEA began providing \$2,000 of Term Life Insurance at no cost to CSEA members actively at work effective Nov. 1, 1997. For new members who join CSEA after Nov. 1, this no-cost coverage will take effect on the date they become members.

CSEA is pleased to provide this special no-cost CSEA membership benefit. We encourage you to complete the adjacent Beneficiary Registration Form and mail it to Jardine Group Services Corporation at the address indicated.

If you have any questions about this no-cost coverage, please call 1-800-697-CSEA (1-800-697-2732).

#### ● CSEA Term Life Beneficiary Registration Form ●

To register a beneficiary for your no cost \$2,000 term life insurance, simply complete and return this coupon to:

Jardine Group Services Corporation, P.O. Box 956, Schenectady, NY 12301

Name: \_\_\_\_\_

Date of Birth: \_\_\_\_\_ Social Security #: \_\_\_\_\_

Address: \_\_\_\_\_

Home Phone: \_\_\_\_\_ Work Phone: \_\_\_\_\_

Beneficiary: \_\_\_\_\_ Relationship: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

This offer is only available for actively working employees and is not available to retirees. This free coverage will terminate on October 31, 1998.

## Labor protests China's human rights record

MANHATTAN — When China's President Jiang Zimen came to the New York Stock Exchange to greet the barons of Wall Street, the area was surrounded by angry protesters waving signs, shouting, chanting and screaming against communist human rights abuses.

In Washington, D.C., the previous day, AFL-CIO President John Sweeney blasted Jiang Zimen's despicable treatment of workers in a bare-fisted attack on child and forced prison labor in China. Standing with Sweeney and AFL-CIO Vice President Richard Trumpka was Chinese dissident Harry Wu, who had suffered hideous abuses during 17

years' imprisonment in Chinese forced labor camps.

Observing the Wall Street protest, CSEA Local 010 NYS Banking Department member Elvis Kirnon called the scene hypocrisy.

Sandra Pianin, a NYS Banking Department secretary, protested the red carpet treatment accorded to China's president while visiting New York City.

"I heard Harry Wu speak in 1996," Pianin said. "His story of life in the Chinese prison labor camps was horrendous."

She voiced the concern of American labor and religious groups calling for a "Holiday Season of Conscience," where

American holiday shoppers check out labels carefully for toys and goods made in China or by corporations who blatantly use sweatshop labor to maximize profits.

"As we approach the holiday season, every Christmas tree ornament and toy will have a label that says, 'made in China.' How will we deal with the blood on our hands?" Pianin asked. "How will we deal with our consciences?"

For more information about lists of sweatshop products, contact the Greater NY Labor/Religion Coalition at 212-406-2156 ext. 237.

— Lilly Gioia



CSEA members were among those demonstrating against Chinese President Jiang Zimen when he came to New York City.

### Join the 'Holiday Season of Conscience'

The National Labor Committee is asking people to join 1 million Americans in signing a petition to President Clinton calling for an end to child labor and sweatshops.

As part of its "Holiday Season of Conscience," the committee is also asking consumers to "shop with your conscience" by rewarding companies moving in the right direction while challenging those that

continue to violate human rights. To get the committee's "Worst Companies List," call (212) 242-3002.

Joining the National Labor Committee in the Holiday Season of Conscience are the AFL-CIO, UNITE, CLUW, the American Federation of Teachers, the Consumer Federation of America and several religious and social groups.

## CSEA member recalls 1995 Port Jervis nurses' strike

ELDRED — Eldred School District employee Shelly Brundage got a crash course in unionism in 1995.

Now a school nurse and member of CSEA Sullivan County Local 853, she was a full-time nurse at Mercy Hospital in Port Jervis when the nurses affiliated with Local 1199.

"The hospital never wanted a union," she said. "But our requests were not listened to; nurses' pay was significantly below other area hospitals, seniority, retirement benefits and unsafe staffing were issues."

Once unionized, Local 1199 began to negotiate the nurses' contract, but the bargaining process hit a stone wall.

"I was away on vacation," she said. "When I got home I had all these messages on my answering machine to not go to work and to come and picket."

Brundage joined her co-workers, fully expecting to be back to work in

two weeks. But the strike lasted a long and contentious six months.

"We went from wearing shorts to wearing heavy winter coats in below freezing temperatures," she recalled.

The time took a toll on many of Brundage's co-workers.

"For several families, it was very difficult," she said. "We lost many who went back to work. We're civil to each other now, but the scars are still there."

Most disturbing and surprising was the attitude of many city residents — surprising because Port Jervis is a mostly blue collar city.

"There are a lot of anti-union people in Port Jervis, although we had a lot of support from other unions," she said. "Most of the nurses are women so it became a women's issue. We had people calling us obscenities. People threw stuff at us. One man threw eggs at us."

What hurt the most was being

called 'patient abandoners,' Brundage said.

"We were doing this for the patients," she said. "Money was not the major issue."

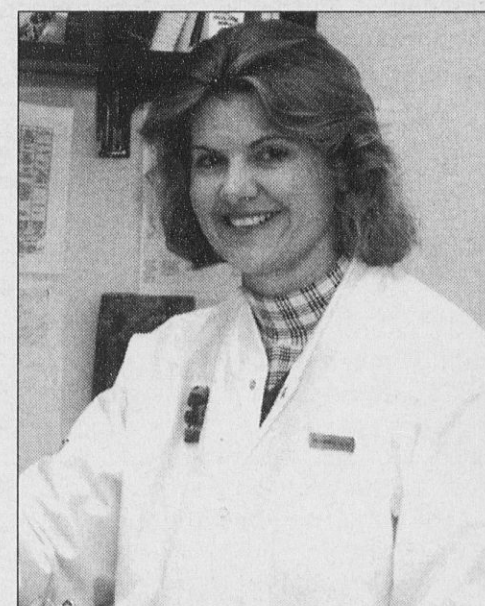
Brundage said the contract was finally settled when religious leaders became involved.

Despite the hardships the six month strike brought, Brundage said it was "ultimately a very positive experience."

"There were times we didn't see a light at the end of the tunnel," she said, "but we all share a special bond and closeness now. There's a lot of truth to the saying 'United we stand and divided we fall' If you don't stick together, you have nothing."

The contract for the nurses expires this year, and negotiations are beginning. Brundage, who now works at Mercy on a per diem basis, hopes that this time will be different.

"The wounds are healing," she



CSEA member Shelly Brundage said, "but no one will forget the Mercy strike. It's time to put it all behind us and go forward. We're all here to care for the patients."

— Anita Manley

## ATTENTION NEW YORK STATE EMPLOYEES

# NYS Health Insurance Annual Option Transfer Period extended

If you are considering changing your health insurance option for 1998, and/or wish to review the benefits available, you may contact your agency Health Benefits Administrator, usually located in the Personnel Office, and request a copy of the Health Insurance Choices Guide. Choices contains information on the Empire Plan and the Health Maintenance Organizations which may be available to you under the New York State Health Insurance Program (NYSHIP).

When this article was going to print, the 1998 NYSHIP premium rates were not yet approved by the NYS Insurance Department. As soon as the 1998 rates are approved, a Rates & Deadlines Guide will be sent to enrollees' homes so an informed decision can be made about your health insurance choice for 1998. As always, you will have 30 days from the date that the rate information is released to make your changes. If you decide NOT to change your health insurance option, you do not have to take any action.

If you wish to change health insurance options, you must submit a signed Health Insurance Transaction Form PS-404, to your agency Health Benefits Administrator by the deadline specified in the Rates & Deadlines Guide.

Whether you are enrolled in the Empire Plan or an HMO, New York State pays most of the cost of your premium. For Empire Plan enrollees, the State pays 90 percent of the cost of individual coverage and 75 percent of the additional cost for dependent coverage. Pursuant to Article 9.10 of the NYS Collective Bargaining Agreements (ASU, ISU, OSU, DMNA), the formula to decide the enrollee's share of the HMO premium will change on Jan. 1, 1998. The State's maximum contribution toward the cost of the HMO premium will be 90 percent of individual, 75 percent of dependent coverage, not to exceed 105 percent of its dollar contribution to the hospital/medical/mental health and substance abuse components of the Empire Plan premium.

If you change health insurance options, the effective date of your new health insurance option for employees under the **Administrative Lag-Payroll** is Dec. 25, 1997. The earliest paycheck in which a premium adjustment will be made is the check of Dec. 24, 1997 (Dec. 10 for lag-exempt employees). Because of processing time, most paycheck changes will be made retroactive in January.

The effective date of your new health insurance option for employees under the **Institution Payroll** is Jan. 1, 1998. The earliest paycheck in which a premium adjustment will be made is the check of Jan. 1, 1998. Because of processing time, most paycheck changes will be made retroactive in late January.

Please look for additional information regarding the Option Transfer Period in your mail and at your agency.

### Changing Health Plans/Certificate of Coverage

If you decide to change your health insurance option under the New York State Health Insurance Program (NYSHIP), you will automatically receive a Certificate of Coverage from Empire Blue Cross (Empire Plan) or your HMO.

The Certificate of Coverage will state the beginning and end dates of your NYSHIP coverage under your former health plan. This is to comply with the recent Federal Law requiring employers to issue a Certificate of Coverage to employees and dependents whose coverage ends under any health plan option.

If you have questions about a Certificate of Coverage and you are an Empire Plan enrollee, you can call Blue Cross at 518-367-0009 (Albany & Alaska) or 1-800-342-9815. HMO enrollees should call their HMO directly for more information.

## Summary of October Board of Directors meeting

*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 Oct. 23, 1997. In official action, the board:

⊕ Approved placing the following units into administratorship: Village of Canajoharie Unit 7505-00; Town of Somers Unit 8230-00 and Croton-Harmon School Unit 9159-00;

⊕ Approved waiving the six month waiting period and authorized the inscription of the name of Theodore Wenzl, past CSEA president, on the union's Memorial Plaque;

⊕ Approved raising the per diem cap on arbitrator fees to \$700, and to the extent that a per diem exceeds the Board's cap, the appropriate Local or Unit will be charged with the excess;

⊕ Approved conducting the AFSCME delegates election and the Board of Directors election on the same schedule with oversight by the Standing Election Committee and Interactive Certified Elections, and approved the election schedule;

⊕ Approved the adoption of an option submitted by the Election Committee to eliminate publishing of candidates' statements and pictures in the official publication of CSEA;

⊕ Approved the appointments of Sheila Thorpe, Parrish Gabor, Harry Bello, Rick Vellone and Ann Rider to the Central Region 5 Political Action Committee;

⊕ Approved upgrading of the M/C Meeting Coordinator position, Grade 6, to Director of Meetings and Conventions, Grade 7.

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) 257-1253.



Barbara Reeves

## NYC members raise funds to fight breast cancer

MANHATTAN — Decked out in special T-shirts and sneakers, 13 Metropolitan Region 2 CSEA Women's Committee members walked and danced five miles through Central Park in the American Cancer Society's fund-raising march against breast cancer.

"We raised \$1,284.75 with more pledges still to come in," said Women's Committee Chair Harriet Hart proudly. Members of CSEA State Insurance Fund Local 351 also joined the regional Women's Committee on the walk, while six committee members unable to participate pledged and raised additional donations.

"This is a women's issue I feel strongly about supporting," said Hart, noting that the committee dedicated its effort to cancer sufferers in the union and to afflicted family members. "I was so thrilled we came up with this amount of money."

Crossing the finish line with CSEA NYS Tax and

Finance Department Local 460 member Claudette Sullivan, Hart said everyone has a good feeling.

"I got rejuvenated acting like a drum majorette," she said, applauding the entire group for their enthusiasm in raising research money as a team.

Other marchers included Local 351 members Janice Innis-Cox, Yvonne Sewell and Lorelei Clark, CSEA State Employees Local 010 members Betty Crawford and Linda Williams, CSEA State Labor Department Local 350 member Ella DuBois, Local 460 member Cheryl Mitchell, and CSEA Brooklyn Developmental Center Local 447 member Theresa Dye.

Joining the march were CSEA Labor Relations Specialist Charles Bell, while the husbands of CSEA Creedmoor Psychiatric Center Local 406 member Carlotta Williams and Local 010 member Barbara Rosenberg marched with their wives.

— Lilly Gioia

# 1998 CSEA ELECTIONS INFO

## Notice of nomination and election

### Statewide Board of Directors

#### All seats up for election in '98

All elected seats on CSEA's Statewide Board of Directors will be up for election in 1998. CSEA delegates previously approved a 2-year term for Board seat elections in 1998, synchronizing the Board elections with the union's statewide election cycle beginning in the year 2000. Three-year terms will resume with Board of Directors elections in 2000.

#### Who is eligible?

Any CSEA member who meets the constitutional eligibility requirements and obtains the required number of signatures and Social Security numbers of members eligible to vote in the election will have his or her name placed on the ballot.

A candidate must be at least 18 years of age, must be a member in good standing of the department, county or educational local he or she seeks to represent since June 1997; must not be serving a disciplinary penalty imposed by CSEA's Judicial Board and must not have been a member of a competing labor association or union since June 1997. To be a "member in good standing" for election purposes, your dues have to have been fully paid for the period since June 1, 1997. Gratuitous membership status does not constitute "good standing" for election purposes.

#### Requesting Petitions

Nominating Petition Request Forms will be available on or after Dec. 8 for eligible members. The petition request forms will be available from CSEA local presidents, CSEA region offices and CSEA headquarters. Potential candidates are urged to request, complete and return the petition request forms as early as possible. Completed petition request forms must be submitted to either CSEA region offices or CSEA headquarters in order to obtain official nominating petition forms. Petition forms will not be released to potential candidates until Jan. 20, 1998, the official start of the petitioning period (see election schedule, above).

#### Slate nominating and election possible

Members seeking to become Board representatives for state departments and counties which, by virtue of their large membership size, are assigned more than one seat on the statewide Board may choose to petition and run as a slate or as individuals.

### 1998 AFSCME Convention Delegates

#### Members will elect convention delegates

CSEA members will be electing delegates to attend the 1998 AFSCME Convention scheduled for Aug. 24 through 28, 1998, at Honolulu, Hawaii. The delegate election process will begin with region nominating meetings

in February and continue in accordance with the schedule of election, printed at left, approved by CSEA's statewide Board of Directors.

#### Delegates will be elected by regions

CSEA delegates will be elected by region. CSEA members in each CSEA region will elect the number of delegates to which each region is entitled based on region membership strength, in accordance with the AFSCME and CSEA constitutions.

#### Nominating meetings in all regions Feb. 21

Meetings will be held in all regions on Saturday Feb. 21 to nominate candidates for delegates to the AFSCME convention. Meeting sites will be announced in future editions of *The Public Sector*.

#### Who is eligible?

Any member in good standing as of Feb. 1, 1998, will be entitled to be nominated as a delegate to

the AFSCME Convention. Any member in good standing as of Feb. 21, 1998, will be eligible to nominate delegates. Any qualified CSEA member will be eligible to nominate as many candidates for delegates as he or she desires, not to exceed the total number of delegates to be elected from that region. Nominees do not have to be at the nominating meeting.

#### Slate nominating and election possible

Nominations may be made by slates of two or more individuals who will appear on the ballot as running together under a particular designation. Candidates nominated as slates will appear on the ballot in the order they are nominated. The ballot will also allow slate candidates to be elected individually, separate from the slate.

Expenses for transportation, room and board at the AFSCME Convention will be paid by CSEA.

### 1998 CSEA Elections Schedules

	Statewide Board of Directors	AFSCME Convention delegates
<b>Jan. 20</b>	Start of Petitioning Period: Nominating petitions available from CSEA headquarters and CSEA region offices	
<b>Feb. 21</b>		Nominating meetings (all regions)
<b>Feb. 23</b>	Deadline for nominating petitions to be received at CSEA Headquarters (5 p.m.)	
<b>March 11</b>	Deadline to decline nomination	Deadline to decline nomination
<b>March 17</b>	Drawing for ballot positions	
<b>April 20</b>	Ballots mailed	Ballots mailed
<b>April 27</b>	Replacement ballots available	Replacement ballots available
<b>May 15</b>	Deadline for receipt of ballots (8 a.m.). Ballots counted	Deadline for receipt of ballots (8 a.m.). Ballots counted

**Election results will be announced after the ballot count.**

**Candidates will be notified by mail of the results.**

**Election results will be published in the June 1998 edition of *The Public Sector*.**

# 1998 CSEA ELECTIONS INFO

## Local, unit elections scheduled for 1998

### Elections will be conducted for all local officers, for delegates, and all unit officers

The term of office for all current local officers, delegates and unit officers expires June 30, 1998. Officers and delegates will be elected or re-elected to a three-year term during local and unit elections to be conducted between May 15 and June 15, 1998.

Each local and unit executive board must select its own Election Committee and committee

chairperson. The Local and/or Unit Election Committee is primarily responsible for conducting the election.

Slate petitioning and slate voting will be an option for candidates for local and unit office (see adjacent information).

Members may run as individual candidates if they wish.

#### Attention: Local, unit presidents

#### *Did you send Election Committee Data Form to CSEA headquarters?*

Local and unit presidents should have filed by now the Election Committee Data Form and Registration Form for an elections procedure training teleconference to be held Jan. 31, 1998.

Election of local officers, delegates and unit officers will be conducted between May 15 and June 15, 1998. Each local and unit executive board must have its own

Election Committee and committee chairperson to oversee the election. Election material and information cannot be sent to the chairperson until the committee Data Forms are filed with Headquarters.

Local and unit presidents may call the CSEA Records Maintenance Department at 1-800-342-4146 Extension 1214 if they have questions.

### *Important Information about slate petitioning and slate voting*

#### Local Elections

In local elections, a slate must contain a candidate running for the offices of president, one or more vice presidents as set forth in the Local's By-Laws, secretary and treasurer.

The slate may also include candidates for other offices which have been created according to the Local Constitution and By-Laws. In locals which have created the combined position of secretary-treasurer in their By-Laws, the slate must include a candidate for that office.

#### Unit Elections

In unit elections, a slate must contain a candidate running for the offices of president, one or more vice presidents as set forth in the Unit's By-Laws, secretary and treasurer.

The slate may also include candidates for other offices which have been created according to the Unit Constitution and By-Laws. In units which have created the combined position of secretary-treasurer in their By-Laws, the slate must include a candidate for that office.

#### Candidates should know the following:

➤ A member cannot be a candidate for officer and for delegate on the same slate. An officer candidate must circulate a separate nominating petition in order to appear on the ballot as a candidate for delegate. The member will appear on the ballot as a candidate for office as part of the slate and as an individual for the position of delegate.

➤ Candidates who run as a slate must complete a slate consent form and a slate petition request form. By petitioning as a slate, candidates who appear as part of a slate need to submit one set of the required number of signatures to qualify as a candidate. Individual petitions are not necessary for slate candidates.

➤ Candidates who withdraw from a slate must complete a slate withdrawal form.

More detailed information about election slates will be available from local and unit election committees.

## Nominating procedure for small CSEA locals and units; special election rules apply

The union's election rules require a minimum of 10 signatures on nominating petitions for office in all locals and units. However, this requirement causes problems for potential candidates for office in locals and units with 10 or fewer members.

Special election rules apply for CSEA locals and units of 10 or fewer members.

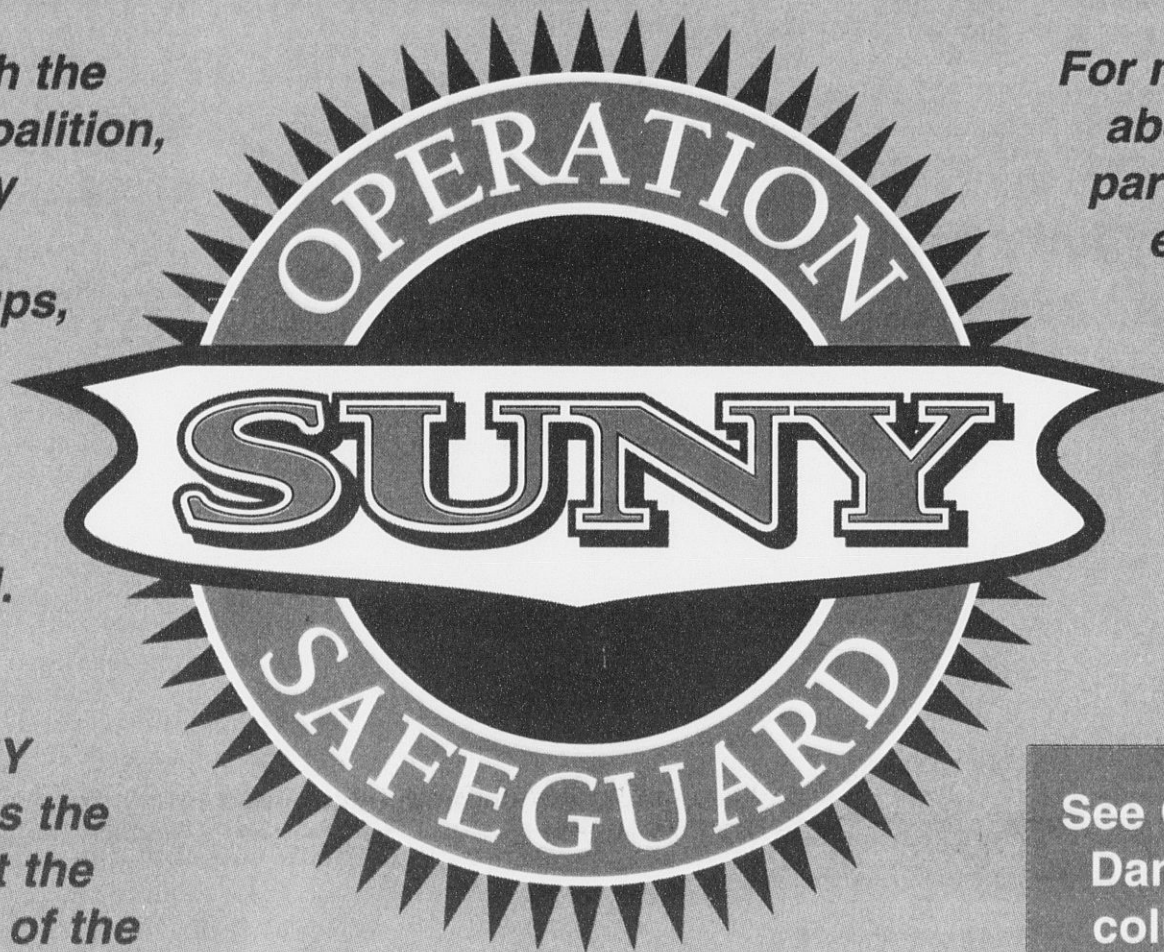
The statewide Board of Directors approved an Application for Election to Office for locals and units with 10 or fewer members. In these smaller locals and units, completion of the Application for Election to Office replaces the requirement to obtain signatures on a nominating petition.

In locals or units with 10 or fewer members, any member who submits the application and meets election requirements under the appropriate Local or Unit Constitution will be placed on the ballot.

Take pride in New York's great State University System and help secure its foundation as a cornerstone for the state's progress into the 21st Century.

*CSEA, along with the SUNY Mayors Coalition, United University Professions and many other groups, have designated Thursday Dec. 4 as Operation SUNY Safeguard.*

*Activities are planned for SUNY campuses across the state to highlight the value and needs of the SUNY system.*



*For more information about how you can participate and help ensure a brighter future for SUNY, contact the CSEA SUNY locals in your area or your CSEA Region Office.*

**See CSEA President Danny Donohue's column — page 8**

**Sector**

Official publication of  
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Local 1000, AFSCME, AFL-CIO  
143 Washington Avenue  
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**THE PUBLIC**

**DECEMBER 1997**

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