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Local 1000 AFSCME, AFL-CIO

AUGUST 2002

THE WORKFORCE



CSEA's gubernatorial candidate Carl McCall thanks CSEA President Danny Donohue after receiving the union's endorsement.

Photo by Colleen Brescia

He has earned the respect and support of the union's 265,000 members

ALBANY — CSEA has endorsed and will vigorously work to elect state Comptroller Carl McCall as governor.

Please See Page 3



The Proposed amendments to CSEA's Constitution and By-Laws supplement is enclosed

Photo of the Month



CSEA members Jenette Engel of Oswego County and Colleen Wheaton of SUNY Potsdam join hundreds of their fellow AFSCME members in 108 degree heat for an informational picket on behalf of hotel and culinary workers in downtown Las Vegas during the recent AFSCME convention. Contracts were settled within days of the AFSCME agitation.

See full convention coverage on Pages 10-11

Make Your Vote Count!

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

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

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

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

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

- *At least 18 years old by Election Day
- *A citizens of the United States
- *Lived at your current address for at least 30 days before Election Day

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

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

CSEA scores victory for workers, taxpayers

CSEA's political action scored another major victory in the state Legislature recently, winning a law to prevent non-profit private sector employers from using state funding for union busting.

"New York state leaders have delivered a huge win for organized labor and taxpayers alike. New York's workers have a right to organize, form a union and seek a better way of life for themselves and their families," CSEA President Danny Donohue said.

For years, operators of private non-profit human service and health care centers in New York have fought organizing campaigns by hiring high-priced union-busting firms to intimidate employees and stall organizing drives — and they were allowed to spend taxpayer dollars to do it.

These facilities receive funding from the state to operate. When that funding is funneled off to fight unions, it not only cheats the workers out of better pay and benefits, it cheats taxpayers from receiving the most value for their dollar from private group homes and facilities located in their communities.

These employers commonly claim they have no funding for improved wages and benefits yet manage to spend enormous sums of money on high-priced union busters.

"Public funding should never be used to undermine this most basic and precious right. CSEA is proud to have helped initiate this legislation," Donohue said.

The legislation meshes with CSEA's new model for organizing to seek direct employee leadership of the campaign and build grass-roots support for a union in the community, rather than moving through verification in a lengthy and often cumbersome administrative process.

"We will be watching closely to make sure all employers comply with this new law, especially those who fought so hard against it," Donohue said.

CSEA's fight for this type of law began with passage of similar legislation in 1997. The new law, which CSEA initiated and pushed through the state Legislature, broadens the action CSEA won in 1997.



Two CSEA members killed

CSEA is grieving the loss of two members who died in work-related accidents in the same week in late July.

The first, James Nash, the Highway Maintenance Worker I, was injured while performing maintenance on a state Department of Transportation (DOT) truck on July 17.

Nash died from his injuries July 21.

Nash, 56, worked for the DOT 15 years. He was working out of the Jefferson County Adams Sub-Residency when he apparently fell off of a ladder outside the residency.

He died from the injuries suffered in the fall.

Nash was apparently working alone at the time he fell. The DOT's safety investigator and CSEA's occupational safety and health specialist are investigating.

On July 19, Robert R. Zulawski, a 23-year employee of the Fisher Bus Co. of Hamburg, and a member of CSEA private sector Fisher Bus Local, was killed in a single-vehicle accident.

He apparently lost control of the empty school bus he was driving, which left the road and crashed.

That accident is also under investigation.



‘I’m honored to have this endorsement. I thank Danny Donohue and the members who are here today, as well as all the members of CSEA for the work they do for the people of New York ...’

CSEA endorses Carl McCall for Governor

Continued from Page 1

“Carl McCall is CSEA’s long-time friend. He is our long-time leader and he will be a great governor for all the people of this state,” Donohue said. Donohue made the announcement, with McCall in attendance, before a meeting of the union’s 122 member statewide Board of Directors.

“Carl McCall’s strong management has doubled the value of the pension fund and he’s protected it from raids from governors of both parties. He’s made government more responsive to people’s needs, and he is a national leader in the fight to protect pensioners and investors by making corporations more accountable.”

The union leader pointed out that McCall has distinguished himself as a true leader in every position he has held: state senator, United Nations ambassador, business executive and state comptroller. He noted that in these positions McCall has repeatedly demonstrated his capability and expertise in dealing with the most challenging circumstances.

“Just as important to CSEA is Carl’s fairness, decency and sensitivity in everything he does,” Donohue said. “There is no finer person than Carl McCall.”

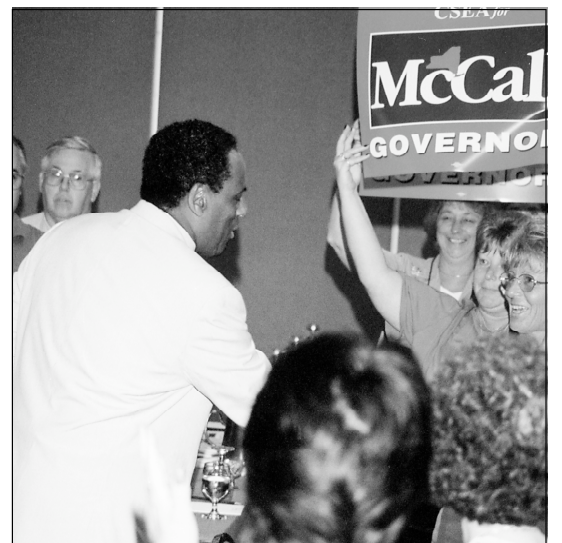
“I’m honored to have this endorsement,”

said McCall. “I thank Danny Donohue and the members who are here today, as well as all the members of CSEA for the work they do for the people of New York and for their commitment to spread my message of improving schools, reviving the economy and creating new hope and opportunity. Our campaign continues to grow stronger everyday because of the issues we’re talking about and the ideas we are putting forward to create a brighter future from one end of New York to the other.”

“This campaign is about the future of New York and there is no one better than Carl McCall to lead us into the future,” Donohue said. “There is no doubt that he will work for real action on issues our members care about.”

“When Carl McCall says education will be his priority there is no doubt that he will honor that commitment,” Donohue stated. “He has always been a man of his word and his life is an outstanding example of how education can help realize the human potential when there is fair opportunity!”

“Carl McCall has earned the respect and support of the CSEA membership,” Donohue said. “The 265,000 members of CSEA and their families will work hard for Carl, from one end of this state to the other.”



See President’s column — Page 4

THE WORK FORCE

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IN TOUCH WITH THE WORK FORCE

CSEA President Danny Donohue

CSEA members' support for McCall is broad and deep

CSEA's recent endorsement of Carl McCall was a proud and exciting moment for our union. Carl McCall has always been there for CSEA members and now it is time for us to be there for him as he seeks to lead our great state into the future.

There is no doubt that CSEA members know and respect Carl McCall. As state comptroller and in particular, as sole trustee of the public employee pension system, he has been a responsible and effective leader who understands and respects the people who work in the public's service.

We heard from our members and our leaders alike that their support for Carl McCall is broad and deep.

Carl himself stated that receiving CSEA's support was like getting an endorsement from family because we share so many common commitments. We have been proud to have him as an ally for many years and can point to an impressive record of achievement on behalf of our members and other working families.

Still ... all of that aside, the true measure of the man is in the fact that his most enthusiastic CSEA supporters are those who call him boss — those who work in the comptroller's office. That is no small accomplishment and speaks volumes about Carl.

When Carl McCall says education is his priority we can believe it because he has always been true to his word. The future of our great state depends on ensuring that our future generations have real opportunity for learning in the best possible environment for their growth and development. All of our schools need the resources, facilities and the quality people to deliver real results.

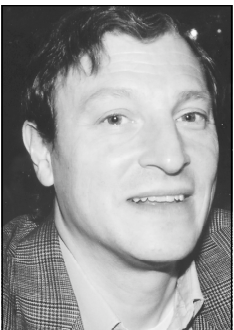
CSEA does not treat our endorsements lightly. In our union, we know all about the strength of our membership. We have seen time and again what can be accomplished when people work together — challenges can be met, obstacles can be overcome. CSEA's commitment is harnessing that power to work for our candidate.

Carl McCall has earned the respect and support of the CSEA membership. The 265,000 members of CSEA and their families will be with him from Montauk Point to Jamestown. We will enthusiastically work for Carl from Middletown to Malone, from New York City to Buffalo and everywhere in between.



Member FOILs Albany County stonewall

ALBANY — Whoever said “you can’t fight city hall,” hasn’t met CSEA member Scott Allison.



Allison

Health Unit stems directly from his knowledge of his rights under the Freedom of Information Law (FOIL) and his willingness to stand up for those rights.

Persistence, patience and some smarts didn’t hurt, either.

In 1996 the county Legislature passed a resolution mandating job reclassifications.

Two years later, workers completed questionnaires that were to be the study’s foundation. The questionnaires fell into what Allison describes as a “black hole,” only to emerge in March 2001 in the form of *position reclassification notifications*.

Bad news

The news was grim. Some were informed of new positions that equated with lower titles, lower pay, or both. Others were notified of new titles with loss of status.

Allison said he felt the study was outdated and did not reflect employee comment. Seeing the source materials would answer his questions. As Unit president, he thought the records could also be used as a bargaining tool in future negotiations. He made the request arguing his right to

access the records under FOIL. His request was denied.

Allison then followed the steps required for a FOIL lawsuit. Before getting to court, a request must be denied at the agency level, and an appeal must be denied at the appeal level. Suspecting the case would end up in court, Allison kept copious notes and records.

Hoping the issue could be resolved at the county level with Civil Service, Allison was discouraged by repeated stall tactics. The county said the records were inter-agency and intra-agency communications and cited privacy concerns.

“This is a perfect example of a union member taking the situation into his own hands and using the existing laws to right a wrong.”

Allison found this puzzling because he was looking only for job information provided by employees themselves.

Case stalled

Next, the case moved to the personnel committee of the county Legislature where it was stalled for months. In November 2001, Allison filed another FOIL request. By January 2002 it was in the hands of the county’s appeals office.

There was word there would be a response by March 15. But, because the deadlines had been missed and the wait had become unreasonable, the delays equated with a denial. Allison moved forward. A CSEA labor relations specialist helped him file a request for legal assistance and on March 4, CSEA’s Legal Department filed the petition with the court.

On May 23, Allison received a call from CSEA’s Legal Department. A judge overwhelmingly upheld Allison’s right to access the documents and ordered the county to turn over the records



within 20 days. In an unusual move, the judge also ordered the county to pay *all* legal costs associated with the suit.

“This is a perfect example of a union member taking the situation into his own hands and using the existing laws to right a wrong. It took a few years, but Scott made the system work,” said Capital Region President Kathy Garrison.

For Allison, the suit is over, but the fight may not be.

Civil Service must impose reclassification in advance of implementing the pay equity plan. The target date of April 2002 has come and gone. Though the future of the pay equity plan is unclear, one thing is certain; Allison will be watching and waiting.

— Therese Assalian

WORK FORCE FACTS

For information on using the Freedom of Information Act go to:
www.dos.state.ny.us/coog/coogwww.html
 or
www.aclu.org/library/foia.html

CSEA VOICES

“C sea is nothing but a great union that fights and protects our jobs and makes sure we are taken care of.”

— William Gwynn, a motor vehicle operator at the Long Island Developmental Center and a 31-year employee

Appellate court rules on transcript fees

ALBANY — An Albany appellate court recently overturned a Public Employee Relations Board (PERB) decision against the use of transcript fee guidelines for court reporters.

The Unified Court System (UCS) adopted the guidelines in 1997 in an attempt to regulate the amount of money state-employed court reporters could charge litigants for court transcripts.

By law, court reporters can charge private litigants any mutually agreed upon fee with a minimum rate of \$1.375 per page for non-expedited transcripts.

As UCS itself admitted, it could not legally set limits on the amounts reporters charged without a negotiated agreement, which it had been unable to achieve with CSEA. But the so-called guidelines in effect told lawyers never to pay more than the suggested maximum rates for transcripts, including those provided on an expedited or overnight basis.

The guidelines provide maximum rates of \$4.40 per page for transcripts delivered within seven days and \$5.50 for transcripts delivered within one business day.

CSEA filed an improper practice charge claiming UCS had changed the court reporters terms and conditions of employment by setting the maximum page rates. The union argued that regardless of whether the rates were mandatory or just guidelines, they effectively limited the amount of compensation court reporters received for transcripts they provided to private litigants.

Both an administrative law judge and PERB agreed. But on July 18 Justice Robert S. Rose reversed the PERB decision claiming reporters had a monopoly in which "litigants were faced with the dilemma of either paying page rates significantly in excess of the minimum rate or accepting significant delays in transcript production with no guidelines for, or uniformity in, those rates and deadlines."

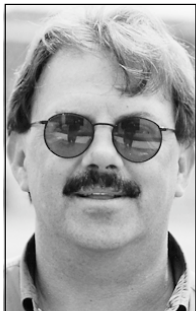
Both CSEA and PERB are studying the decision. If there are sufficient grounds, either may ask the Court of Appeals, the state's highest court, to review the decision. Such appeals are not automatic, however, and must first be approved by the court itself.

— Ed Molitor

"Having a union supports solidarity among your co-workers, and as a whole, adds to the professionalism of the job, because you know you're all working under the same contract. It's good working with good people, who know what they are doing, and can help you do your own job better."

— **Thomas Thompson,**
Wende Correctional
plant utilities engineer

CSEA
VOICES



Corrections
and Law
Enforcement

Everyday Heroes

Wende Correctional member honored for coming to police officer's aid



ALDEN — When Mark Battaglia went shopping near his home in Leroy, he didn't expect to have to intervene in an altercation between a police officer and a motorist he had stopped.

But when he saw the officer needed help, he didn't hesitate to join with two other citizens in helping subdue the unruly motorist, who was assaulting the Town of LeRoy police officer.

For his quick actions without regard to his own safety, Battaglia, a plant utilities engineer at Wende Correctional Facility, was awarded a Medal of Merit from the state Commissioner of Corrections in this year's Department of Corrections memorial service and medals ceremony in Albany.

June 2 to 8 was proclaimed Correctional Services Employee Week by Gov. George Pataki, who also joined the ceremony at the DOCS training facility.

"It happened so quickly," Battaglia recalled of the incident, "that I didn't expect all the attention that it got. It was over in a matter of seconds. But our superintendent, Ed Donnelly, saw an account of it in the local paper, and nominated me for the award. It was really a surprise, but I was only doing what any citizen should do."

— Ron Wofford

WORK FORCE FACTS

- Battaglia was the only CSEA member who received Medals of Merit and Medals of Honor from Commissioner Glen Goord at the recent ceremony.
- In addition to the medal and certificate he received from DOCS, Battaglia was presented with a certificate of appreciation resolution from the state Legislature.

New CSEA members lodge victory over supervisors at Montrose vet home

MONTROSE — Workers at the New York State Veterans Home at Montrose recently demonstrated that although they have been members of CSEA for less than a year, they are still willing to stand up and fight for their rights as workers.

Eight CSEA fiscal office employees, all women, contended that supervisors at the facility were treating them with disrespect and harassing the workers about taking time off for necessary medical care.

The employees also say supervisors failed to properly train them in state fiscal procedures since the facility opened last year.

"I had to rely on my skills from a previous job," Sandra Harvey, a Calculations Clerk 2, said. "The procedures are not necessarily simple, yet no one was trained on how to do our jobs."

But for Harvey and her co-

workers, the problems didn't end with the accounting procedures.

"We were told (by the supervisor) that we had too many absences and that he wouldn't tolerate it," Harvey added. "We weren't even given permission to take time off for necessary medical care."

Diane McGuire, a Keyboard Specialist 1, said the senior accountant was also unfairly delegating his own work duties to the CSEA employees. McGuire added that vacation

requests were also not responded to in a timely manner.

"It would be two days before our vacation would be scheduled to start and we still wouldn't know if the vacation was approved," she said.

The workers finally reacted when the supervisors tried to take away the employees' dignity.



CSEA member Diane McGuire was one of several New York State Veterans Home workers who stood up to unfair supervisors.

"We were told to document the actions of another employee," McGuire said. "Every move we made was monitored. We even had to write down when we went to the bathroom. It was so disrespectful toward us as workers and as women. We all felt so stressed, tense and angry."

Enraged at the mistreatment and unwilling to approach other management, the workers contacted their CSEA representatives in the Mid-Hudson State Employees Local to intervene.

Local Treasurer Yolanda Smith soon visited the facility to investigate the members' claims of mistreatment.

"I couldn't believe what I saw and heard when I got here," she said. "These are huge violations of the state contract. There were at least 10 issues on the table here, including violations of women's rights and human rights."

Upon hearing the workers' stories, Smith went to the home's director of personnel to explain the situation.

"I asked the director of personnel to handle this situation in-house within two days or that CSEA would react," she said. "The union was very willing to stand up for these workers and fight."

But Smith and the fiscal office workers got the results they wanted. Within the two-day period, one supervisor was fired and the other was placed under suspension, pending an investigation.

For McGuire, the removal of the supervisors is a big victory.

"We're as happy as can be now," she said. "We are working much more happily and productively now that we went to our union and got results."

Smith commended McGuire, Harvey and the other CSEA fiscal office employees for their decision to approach the union to resolve the problem.

"I am so proud of them for coming to the union like they did," she said. "They showed that they have solidarity in that they all stuck together in their fight not to be pushed around."

— Janice Marra



"I was really impressed by the speakers...they had very inspiring speeches."

— Anita Booker
State Insurance Fund New York City
attending her first AFSCME Convention



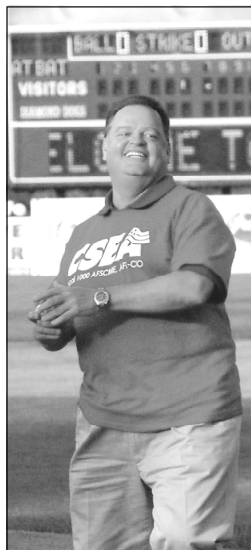
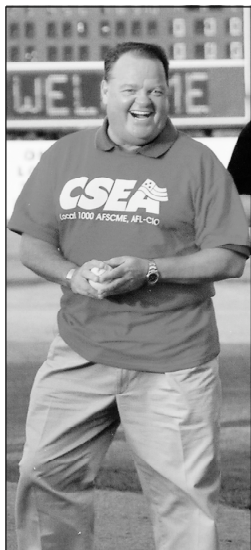
"I was impressed by the number of people and the debate back and forth on all the resolutions."

— Linda Williams
State Insurance Fund New York City, also
attending her first AFSCME Convention



See convention coverage on Pages 10-11

Making his pitch



Team mascot “Homer” looks on as CSEA President Danny Donohue tosses out the first pitch during “CSEA Night” at an Albany/Colonie Diamond Dogs game earlier this spring. CSEA members Dave Hildebrandt, Kevin Mossey and Dave Bearey maintain the field at the Capital Region ballpark. At right, Donohue chats with Hildebrandt, left, and Mossey at the home team dugout before the game.



Village of Woodridge members picket for fair contract

WOODRIDGE — CSEA members had 100 percent turnout recently when members in the village Highway Department took to the streets protesting 18 months without a contract.

So the unit only has eight members? Their action shows the village they are united in getting a fair contract.

This is the second consecutive year CSEA members have picketed Village Hall over the contract.

Joining all eight members of the unit for the picket were CSEA Southern Region President Carmine DiBattista, members of Sullivan County Local 853 and representatives from the Hudson Valley Area Labor Federation.

Village employees have been working without a contract since January 2001. Contract negotiations are now in mediation and likely are headed to a fact-finding phase.

The village also has hired a labor negotiator at a cost unknown to the unit. A previous negotiator cost the village about \$20,000 for one year.

“It’s not fair to us to be out of a contract for almost two years,” Carl Garritt, a machine equipment operator and CSEA

member, said. “We’re doing a lot of work in this village, and we only want to be treated with respect. Now, the village has hired a labor negotiator and we don’t even know what the cost will be to taxpayers. This could all be avoided if they would just settle the contract.”

All the unit’s members officially work in the village’s highway department but are completing — on a daily basis — out-of-title job duties in the water, sewer, sanitation and parks departments.

“We’re doing everything in these departments and it’s a lot of extra work,” Garritt said. “Yet, the village doesn’t want to compensate us for it. This village is growing, yet our work force is shrinking.”

Among the contract issues are salary raises, health insurance benefits and a civil service hiring proposal that is unacceptable to the union. That proposal would essentially hire a “rover” worker who would serve multiple departments and during non-business hours at less pay than a laborer.

The extra out-of-title duties, population growth and an increasing cost of living in Sullivan County all merit fair and respectable salary increases, CSEA has

argued, while the village is requesting givebacks in health insurance coverage.

“We’re not asking for that much in this contract,” CSEA Village of Woodridge Unit President Charlie Morris said, adding that what CSEA is seeking is nowhere near the village manager’s recent 30 percent and the Police Department’s 24 percent, three-year increase.

— Janice Marra



“It’s very nice to work here. We get the equipment and tools we need to do the work and we get it done right. If the boat doesn’t work in the middle of the lake, the worker can’t walk home. He’s relying on us all the time out there.”

— Vern French, supervisor, marine equipment repairs, state Department of Environmental Conservation, Lake George boat repair facility

Dead end for contracting out bus service

CSEA members in the Greater Johnstown School District have put the brakes on an attempt to contract out transportation services that would have jeopardized the jobs of 13 CSEA-represented school bus drivers.

Earlier this year, School Superintendent Jack S. Whelan recommended contracting out the district's bus runs to a private firm because of an expiring lease on the district's bus garage and an inability to recruit qualified drivers.

The district has only 13 drivers who must cover 13 regular bus runs plus hundreds of extracurricular runs such as sporting events. A number of sports runs had been canceled due to the driver shortage, upsetting many parents and students.

The CSEA drivers offered district officials a plan to solve the problem without contracting out. Their plan would have reduced the number of regular bus runs from 13 to 11, giving drivers some flexibility to cover both regular and extracurricular runs. In addition, two district employees, who don't work in the transportation department but who are qualified to drive buses, volunteered to do so until permanent drivers could be hired.

After initially promising to try the drivers' plan and begin aggressively recruiting more drivers, Whelan shifted gears. He began aggressively recruiting bids from private contractors instead.



“I am sure we will be able to work out all transportation issues in the best interest of all the district students.”



CSEA bus driver Cory Barber finds a symbolic message in his bus's stop sign. CSEA's efforts stopped a move by the Greater Johnstown School District to contract out bus services.

CSEA filed an improper practice charge against the district and launched an aggressive public relations campaign against the company bidding to take over the runs.

The union placed a series of advertisements in the local newspaper comparing the safety records of district drivers with those of drivers employed by the contractor.

The CSEA drivers had a combined 75 years of accident free driving and many of the drivers had been recently honored for their safe driving records by the district's insurance carrier.

In contrast, CSEA pointed out, a newspaper investigation into the contractor's employee driving records found 42 percent of its drivers had accidents, violations or suspensions on their records, and 13 percent had multiple convictions or accidents. Three of the contractor's drivers had been convicted of driving while impaired.

With the school year coming to an end, school board

members voted 6-2 to keep the district drivers after dozens of CSEA members and concerned parents packed a June board meeting to speak out against contracting out.

“I was very satisfied to see the support of the community and the union,” said bus driver Cory Barber. “If it wasn't for the guidance of the CSEA reps the drivers probably would not have a job right now.”

CSEA Unit President Judy Loucks said she is ecstatic about the union's role in preventing contracting out busing and said she is anxious to work with the district to find real solutions to the driver shortage. The union is now placing ads in the local paper to recruit drivers.

“I am sure we will be able to work out all transportation issues in the best interest of all the district students,” Loucks said.

— Ed Molitor



“It's great to see all the different state delegations and all the people participating.”

— Laura Gallagher
SUNY Old Westbury
Attending her first AFSCME Convention



“It's big and overwhelming with a great spirit to move forward...it gives me a feeling that all the work I've done for 20 years means something.”

— Christine Urbanowicz
Longwood Schools Unit
Suffolk Educational Local
Attending her first AFSCME Convention



See coverage on Pages 10-11

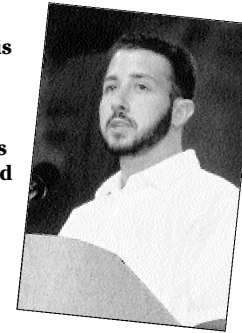
INSIDE

THE WORK FORCE

Viva AFSCME!



CSEA Ellenville Regional Hospital activist John Gavaris speaks to the AFSCME delegates as part of a program on organizing efforts. Gavaris described his co-workers' efforts to demand recognition and CSEA's efforts to help build community and political support for their union.



CSEA's AFSCME International Vice Presidents Danny Donohue, Mary Sullivan and George Boncoraglio join in the enthusiasm.

LAS VEGAS — CSEA was in the forefront as energy and activism dominated the activities at AFSCME's recent 35th International Convention.

Worker empowerment, union solidarity and community involvement were key themes as delegates got fired up through inspiring speeches, educational workshops, labor rallies and passionate debate.

(Today I am proudest of all being an honorary member of AFSCME.)

"We could rest on our laurels and boast about the past, or we could focus on the future and build an even better and stronger and more powerful union," AFSCME President Gerald McEntee told cheering delegates in his keynote speech.



McEntee

McEntee called special attention to the tremendous gains the union has made in helping workers to organize and form their unions with AFSCME help. CSEA's recent campaign with workers at Ellenville Regional Hospital in Ulster county was one of the featured examples of worker empowerment during a special program

focused on organizing activism.

The importance of activism was echoed by AFSCME Secretary-Treasurer William Lucy in his remarks to delegates. Whether fighting contracting out or maintaining funding for needed programs and services, he declared, mobilizing is the key.



Lucy

"We can stand proud. We can stand firm. But we can't stand still," Lucy stated.

As demonstration of that commitment, delegates participated in several activities during the convention in support of unionized hotel, restaurant and casino workers locked in contract stalemates. The results were impressive with nearly all of the deadlocked contracts being settled within days of the AFSCME agitation. (See photo of the month on Page 2.)

The convention activities were also filled with scores of education workshops to help delegates be even more effective union advocates.

There was also recognition of numerous examples of the union achievement and perseverance. CSEA's PEOPLE program – Public Employees Organized for Political and Legislative Equality, the union's federal political action program, was cited as a model for promoting political awareness and involvement.

One example of numerous resolutions that were passed at the convention:

NURSING HOME STAFFING STANDARDS

WHEREAS:

At the urging of Congress, the U.S. Centers for Medicare and Medicaid Services (CMS) conducted a comprehensive study to determine whether the federal government should adopt minimum staffing standards in nursing homes to ensure that there are adequate numbers of nursing staff to care for patients; and

WHEREAS:

The results of the study, released in March 2002, found that more than 90 percent of nursing homes do not have enough nurses and nursing assistants to provide proper care for patients; and

WHEREAS:

The study further found that 40 percent of nursing homes would need to increase staffing levels by an astounding 50 percent or more in order to achieve a threshold of staff minimally necessary to provide proper care; and

WHEREAS:

AFSCME members who work in nursing homes are witnesses to the often tragic consequences of poor staffing; and

WHEREAS:

Despite the compelling conclusions of the CMS study that staffing levels in the vast majority of nursing homes lead to substandard care, the Bush Administration has rejected the call by geriatric experts, consumer advocates and labor unions including AFSCME for federal staffing standards.

THEREFORE BE IT RESOLVED:

That AFSCME work to advance legislation at the federal and state level to establish federal staffing standards that ensure that all nursing homes provide nurses and certified nursing assistants adequate to ensure proper care of nursing home patients.

SUBMITTED BY:

Danny Donohue, President and Delegate
Barbara Reeves, Secretary and Delegate
CSEA/AFSCME Local 1000
New York

FOR MORE INFORMATION ON THIS TOPIC:

For a complete list of the resolutions approved at the convention and additional convention coverage, go to: www.afscme.org



The real Erin Brockovich delivered a message of activism to the delegates telling them "the power of the people — and all of us together — can make all the difference." Brockovich, whose life story of involvement in litigation against Pacific Gas and Electric for poisoning the environment was the basis of the movie that bears her name, told delegates the film was more than 95 percent accurate.



CSEA delegates demonstrate ...



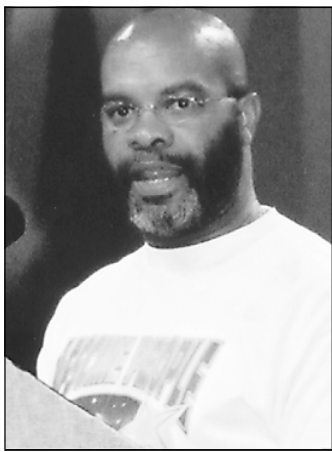
... that they're fired up.

Metro Region airs concerns over Sept. 11 fallout

Ten months after the attack on the World Trade Center, several local presidents, representatives and CSEA Metro Region activists met to get an update on the status of work sites, assess needs and begin planning for the future.

"We have been referring a lot of people to agencies that are able to help them," said Region President George Boncoraglio. "However, we also want to hear from all of you to see what else we can do as a union to help our members."

About a dozen members who



CSEA activist Les Eason, president of the A. Holly Patterson Geriatric Center in Nassau County, speaks to AFSCME delegates at the recent International Convention about the importance of activism on safety and health issues. He cited the Bush administration rescinding the hard-fought OSHA standard on repetitive motion injuries as an example of the need for vigilance.

More convention coverage on 10 and 11.

work in the downtown area and CSEA staff attended the meeting at the Metro Region office. Matt Kozak, CSEA's industrial hygienist, opened the meeting by noting that "everyone here has endured the unimaginable. The aftermath still remains."

Kozak admitted that the collapse of the towers caught the occupational health and safety industry off guard. Nevertheless, he added, the union is committed to finding out what lingering safety and health issues have not been addressed and developing an action plan for the future.

According to Janet Ventrano-Torres, the local president for the NYS Division of Housing, the air quality in her building was bad before Sept. 11.

"A lot of my people say they don't begin to cough until they come into the building," said Ventrano-Torres.

Wanda Simmons, who had once worked in the towers for the state Department of Taxation and Finance, said members who have been relocated to other sites are still experiencing anxiety, fear and stress.

Indeed, for many at the State Insurance Fund who witnessed the towers' collapse, local President Lester Crockett



Metro Region President George Boncoraglio, center, addresses an occupational safety and health meeting to discuss lingering issues related to the Sept. 11 World Trade Center attacks.

worries about the air he and his members were undoubtedly breathing for several months.

"Most people are concerned about the long term effects on their health," said Crockett. "People were breathing the air down there and they are wondering what is going to happen five and 10 years from now."

Kozak tried to alleviate some of those fears by referring to environmental and air quality studies that are being performed by the several government agencies.

"We are concerned about the synergistic effects," said Kozak, referring to the toxic mixture of particles and gases that were released into the air. "We're almost all guinea pigs right now because we have never gone through anything like this before."

Members were also given information on Workers' Compensation by Vincent Rossillo of Fine, Olin and Anderman. Rossillo reminded

members that they have up to two years to file for workers' compensation benefits and also urged members to visit the Occupational Health Clinic at

Mount Sinai Hospital. Frank Cosentino, chair of the region's health and safety committee, concluded the meeting by announcing plans to produce a regional health and safety newsletter and a survey for members in the affected areas. He was also planning to form a working group with representatives from all the agencies downtown.

— David Galarza



Praise, caution from former member's family

One year after the tragic death of Daniel Haskins, the former janitor at SUNY Oswego who was killed when he was crushed by a 980-pound printing press he was ordered to unsafely dispose of, CSEA is getting praise from one of his family members for pursuing changes at the campus to prevent future tragedies.

"Coming up on the one year mark since Dan's death makes me more aware of safety at my place of work as well. Safety is something most just joke

about, and take lightly. It should definitely be taken more seriously. I also lost a brother — who was only 19 years of age at his death — from a work related accident/tragedy as well. Please, for those of you reading this — be wise while working, be observant, and report things to your supervisor that do not appear to be safe. Don't let safety get swept under the 'rug' because someone may think you are a 'nerd' for caring — you just may save a life," wrote Rhonda Slight, Haskins' sister-in-law.



73 years ago ...

The official insignia of CSEA, "We Serve," was adopted during the presidency of William F. McDonough in 1929. McDonough was CSEA's 10th president and served his term until 1934.

Extending CSEA membership to include non-competitive employees, increasing membership, establishing sick leave for departmental workers, and opening the first State Employee Credit Union were only some of the ways McDonough helped to create a better union.

After his five year presidential term, McDonough went on to write the Brief Chronological History of the Civil Service Employees Association: 1910-1955.



William F. McDonough

Also in 1929:

- * Stock market prices plummet (November to December) causing securities to lose \$26 billion, thus marking the first financial disaster of the Great Depression.
- * The Museum of Modern Art opens in New York City.
- * CBS is founded by William S. Paley.
- * Penicillin is first used to fight an infection.
- * German psychiatrist Hans Berger develops the electroencephalogram (EEG) for recording brain waves.
- * Albert Einstein proposes the unified field theory.
- * Philadelphia A's beat the Chicago Cubs (4-1) in the World Series.
- * St. Valentine's Day gangland massacre occurs in Chicago on Feb. 14th.

Union power through song

Close to 90 years ago, labor organizer Joe Hill used his song "There Is Power In A Union" during various organizing campaigns:

"There is power, there is power In the hands of working men (and women). When they stand hand in hand, That's a power, that's a

power That must rule in every land — One Industrial Union Grand."

For over a century, the labor movement has used music as a source of unity, solidarity and strength. By tapping into music produced by pro-union artists, workers and activists can be inspired and educated.

From Joe Hill to Woody Guthrie to Billy Bragg, unions have had at their disposal creative artists who write and perform songs about the fight for human rights in the workplace through unionization.

Perhaps your local or unit is ready to use this source of unity, strength and rhythm: live music!

In our area of the country, we are fortunate to have many working musicians who write and perform songs about labor and other progressive social issues. Many of these musicians have banded together into their own union, AFM, Local 1000. In addition, many are active in an organization known as the People's Music Network for Songs of Freedom and Struggle.

For example, Hudson Valley resident Pat Humphreys writes and performs songs about labor and other social issues. In addition, she is active in support of numerous progressive causes. In her recent compact disc "Hands," Humphreys performs numerous songs about labor and civil rights issues. On the disc, Humphreys performs a song

about labor history, "We Were There," written by New York City songwriter Bev Grant:

"We were there in the factories We were there in the mills We were in the mines and came home to fix the meals We were there on the picket lines We raised our voices loud It makes me proud just knowing we were there."

Another songwriter/activist who performs regularly in New York is Charlie King. King has been writing and singing songs about labor and workers since the late 1970s. His late '70s song "Vaguely Reminiscent" captures the frustration we all feel when the media seek to diminish the importance and relevance of our activism. In addition, his song "Eight Hours" on his compact disc *Inside Out*, expresses the frustration connected with the modern employee's ever expanding workday.

Living in Schoharie County are two folk groups: Kim and Reggie Harris and Magpie (Greg Artzner and Terry Leonino). Magpie has been performing songs around the country regarding various social issues since the 1970s. Recently, they wrote and performed a play regarding the life of abolitionist



Pat Humphreys

John Brown. Kim and Reggie Harris are an African-American couple who are very active in performing and teaching regarding the Underground Railroad.

Finally, if you really want to get folks on their feet, you may want to consider the Albany-based Latin band Mundo Nuevo. Anyone who has heard them play at union events in the Capital Region can testify to their unique blend of rhythm and activism. To quote Pete Seeger and Studs Terkel: "Take it easy, but take it!"

— William Herbert



WORK FORCE FACTS

Music contacts

- American Federation of Musicians, Local 1000: www.local1000.com
- People's Song Network: www.peoplesmusic.org
- Pat Humphreys: myrnaross@juno.com
- Charlie King: www.charlieking.org/wksp
- Magpie: www.magpiemusic.com
- Kim and Reggie Harris: www.kimandreggie.com
- Mundo Nuevo: cofresi@nycapp.rr.com

Heart Walk to fight heart disease

CSEA members in the Capital Region will lace up their sneakers on Saturday, Sept. 28 for the American Heart Association's annual Heart Walk. The three-mile walk will raise money for research, community services and public health education in the Capital Region.

CSEA members from each local are being invited to attend. Participating locals will designate a team captain to recruit walkers, distribute fund-raising materials, set goals and provide leadership.

CSEA members across the state are encouraged to join in Heart Walks in their region. Visit www.americanheart.org, to find out about a Heart Walk in your area.

Walkers raising more than \$100

will receive a special Heart Walk T-shirt with the CSEA logo. The teams together, along with a team from headquarters, will make up the CSEA contingent that will be walking in memory of Dan Campbell.

Campbell is a former CSEA Capital Region spokesperson who died of a heart attack shortly after addressing the Albany County Legislature on Feb. 11.

The Heart Walk is one of many community events where CSEA members can be found donating their time. CSEA has long been involved in numerous community events and charitable causes from one end of the state to another. In the Capital Region, a newly launched Community Outreach

Committee is working to coordinate the CSEA participation, matching members with charities for fund-raising events such as Light the Night Walk for the Leukemia and Lymphoma Society, March of Dimes' Walkamerica, MS Walk and Thanksgiving Dinner for the Equinox Shelter.

Members also staff tables during the summer events at the Empire State Plaza such as the African-American festival, International Food Festival and Kid's Day.

The committee seeks to raise awareness about the important work that CSEA members do to improve the communities in which they live. CSEA Capital Region President Kathy Garrison said: "CSEA members have always been

very generous with both their time and their money; and it's important to build bridges in the community."

Committee Chair Kim Norwood recognizes the need to support larger, national non-profits but also wants to focus on helping smaller community causes that don't traditionally attract large numbers of volunteers.

Anyone interested in participating in the Capital Region Heart Walk or other activities of the Community Outreach Committee should contact Therese Assalian at assalian@cseainc.org or call the Capital Region office at 518-785-4400. If you would like to volunteer, or know of a community group that needs volunteers, contact Kim Norwood at knorwood@capital.net.

CSEA state enrollees:

Jan. 1, 2003 brings contractual changes, including new prescription drug co-pay

With the expiration of the 1999-2003 CSEA/NYS Executive Branch Collective Bargaining Agreement rapidly approaching, most CSEA state enrollees are gearing up for the next round of contract negotiations and the changes it may bring.

During this time, the Joint Committee on Health Benefits would like to remind active state enrollees represented by CSEA that the current collective bargaining agreement includes several changes that go into effect Jan. 1, 2003.

These changes include the prescription drug premium contribution requirement as well as co-payment changes under the Empire Plan. Members already familiar with these changes may want to share this information with spouses, eligible dependents, and even fellow enrollees.

Currently, active CSEA represented state enrollees contribute 10 percent toward the cost of individual health insurance premiums (hospital, medical and mental health/substance abuse components) and 25 percent toward the cost of dependent health insurance premium (hospital, medical and mental health/substance abuse components).

It is important to note effective Jan. 1, 2003, active state enrollees represented by CSEA will also be responsible to contribute the enrollee portion of 10 percent of the cost of individual prescription drug premium and 25 percent of the dependent prescription drug premium under the Empire Plan and Health Maintenance Organizations. Due to successful negotiations, CSEA enrollees have not yet been required to contribute toward the prescription drug premium during this collective bargaining agreement.

Although the 2003 health

insurance premium requirements will not be known until later in the year, enrollees should familiarize themselves with the current 2002 premium rates required for other state enrollees, who already contribute 10 percent toward the individual prescription drug premium and 25 percent toward the dependent prescription drug premium of their health insurance.

The 2002 biweekly Empire Plan health insurance premium rates for other state enrollees currently contributing toward the hospital, medical, mental health and prescription drug premium are \$13.85 individual and \$57.07 family. As a result of CSEA's collective bargaining agreement, CSEA enrollees covered by the Empire Plan in 2002 experienced biweekly savings of \$4.45 for individual coverage and \$15.03 for family coverage. HMO biweekly savings varied by plan.

Empire Plan enrollees should be aware of additional changes that go into effect on Jan. 1, 2003; the participating office visit co-payment increases from \$8 to \$10; prescription drug co-payments increase from \$3 generic/\$13 brand name (single source) to \$5 generic/\$15 brand name (single source). The non-participating provider deductible will increase from \$175 to \$185.

Health care costs continue to be an ongoing concern both nationally and in the state of New York. The CSEA Joint Committee on Health Benefits will continue to investigate and provide timely information about issues of importance, including the rising cost of prescription drugs.

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

What's In It For You?



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

The CSEA Employee Benefit Fund is pleased to announce the creation of a new Retiree Dental Plan which began July 1, 2002. This plan is offered as an alternative to the programs offered through CSEA and AFSCME to help state and local government retirees manage the increasing cost of dental care.

Even if you are not planning on retiring, if you work in local government or a school district, you should consider getting the EBF negotiated into your contract to help you down the road.

Some of the plan features are:

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

payment-in-full for covered plan services.

- Members may also use non-plan providers when traveling or living out of New York state. Members will be responsible for dentist's charges that exceed the fee schedule of allowances.

Enrollment is not automatic and certain requirements must be met for plan eligibility:

- Members retiring on or after July 1, 2002, must have been covered by either the EBF State Dental Program or one of the EBF's four local government dental plans (Sunrise, Horizon, Equinox, Dutchess) immediately (or within 90 days) prior to enrolling in the EBF Retiree Dental Plan.

- For local government retirees (counties, towns, cities, school districts, etc.) there is an EBF/Employer Memorandum of Agreement that must be signed in order for these retirees to be eligible. If your employer has refused to sign, that municipality cannot participate in the Retiree Plan.

- Retirees who are currently continuing their coverage through COBRA may elect to purchase the EBF Retiree Plan at the end of their COBRA coverage period.

- If a retiree elects to purchase the dental coverage and then drops coverage at some later date, they are ineligible to re-enroll.

For further information on this program, interested retirees may fill out the coupon below and return it to the address listed or they may contact Kelly Garceau directly at 1-800-323-2732.

REQUEST FOR INFORMATION FORM

for members interested in enrolling in the CSEA EBF Retiree Dental Plan

NAME _____

Address _____

City _____ State _____ Zip _____

Telephone _____

Please return this form to:

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

An Ever Better Future

CSEA Workers' Comp benefit program pays off

When Liz Piraino slipped on a wet surface and fell three years ago, she did not expect that she would be the center of so much litigation.

She had called CSEA's Workers' Compensation Legal Assistance Program (WCLAP) promptly after her accident, given the pertinent information to the law firm of Fine, Olin & Anderman ("FOA"), CSEA's designated statewide service provider, and FOA assisted her in filing her claim.

The employer, Dutchess County, disputed the claim, contending that Piraino was "not working" at the time of the accident. Piraino's regular employment was as an administrative assistant for the county.

As president of the CSEA Dutchess County Unit, Piraino was entitled to spend half her time on union business under the collective bargaining agreement. According to the agreement, the county was required to pay Piraino when she was on leave for union business.

If more than a half-day was required for union business, Piraino had to request leave. In this instance, Piraino requested leave for a full day to be taken on May 19, 1999, to attend a regularly scheduled monthly meeting for grievance review to be held off county premises.

The request was granted and on May 19, at the building containing the local's office, Piraino fell and was injured before the union meeting even began.

Piraino had CSEA's Workers' Compensation Legal Assistance Program [WCLAP] at her side every step of the way, including at hearings before an administrative law judge ("ALJ").

The ALJ found against Piraino. Not satisfied that this was the correct result, an appeal was requested, and a panel of three

commissioners of the Workers' Compensation Board heard the appeal.

Unfortunately, they too found against Piraino and in favor of the county. No happier with this decision than with the earlier decision, the attorneys forged on and sought full board review.

On Oct. 4, 2001, the full board reversed the prior decisions and found in Piraino's favor. Subsequently, the case was returned to an ALJ to make an award and Piraino received some money, had her sick leave restored, and received medical coverage under the Workers' Compensation Law.

Moreover, Piraino now has a case that can be reopened, if need be, at any time during the 18-year period following the date of accident. Lost time, increased disability and medical expenses will be covered during this 18-year period.

This case is a good example of the inter-relationship between collective bargaining agreements and the Workers' Compensation Law.

Just as important, it illustrates one of the many ways that CSEA's WCLAP works for CSEA members. CSEA's program goes the extra mile. This is the kind of support and service that every CSEA member can expect from the WCLAP and our other legal plans.

CSEA is our union and we have at our fingertips some of the best programs and benefits available in any union anywhere. The WCLAP attorneys can be accessed through the CSEA toll free number, 1-800-342-4146, and following the prompts.

Partnership's Resources program catalog now available

The NYS & CSEA Partnership for Education and Training's new Resources catalog provides descriptions of all the programs and services available to CSEA-represented employees in the Administrative, Operational, and Institutional Services bargaining units as well as those in and the Division of Military and Naval Affairs.

Programs and services contained in the catalog may be requested by state managers, CSEA Local presidents, and labor-management committees for implementation at their agencies, facilities and local work sites. A separate catalog of scheduled courses individual CSEA-represented employees may directly apply to attend in fall 2002 will be published soon.

The programs and services in Resources reflect many of the recommendations developed earlier this year by state managers and CSEA leaders from key agencies at three planning conferences.

Here, in a single catalog, are more than 100 courses on a variety of topics and all can be customized to meet your unique work site

needs. Other highlights include:

- Agency Work Force Development Grants
- Computer training courses now available to employees in all bargaining units
- Education and Training Planning Course for Labor-Management Committees
- Education Basics, General Equivalency Diploma, and English as a Second Language courses
- Academic Planning, Financial Aid and Study Skills Course
- Training Programs for new and experienced labor-management committees
- Expedited approval process for Quality of Work Life Grants



made jointly by labor and management representatives. Completing an application is the avenue for agency CSEA and management representatives to take initiative in obtaining valuable education and training resources from the Partnership.

Application forms are provided in the Resources catalog. Applications may be mailed to the NYS & CSEA Partnership for Education and Training, 1 Lear Jet Lane, Suite 3, Latham, NY 12110-2393 or faxed to 518-785-4854 or 518-785-4862. For more information, call the Partnership at 1-800-253-4332 or 518-785-4669. Catalogs will be mailed in late summer to agency human resources & training staff, facilities directors and CSEA Local presidents.

Requests for programs and services must be



FROM



TO



is for Insurance

One of the benefits of belonging to New York's leading union is having available the best insurance programs of any union in the state.

Do you have adequate life insurance coverage? How about disability or long term care insurance? If you are unsure about your policies or in need of additional coverage, why not take advantage of the wide variety of insurance products CSEA has to offer.

Although probably not your favorite topic, insurance is an important benefit area to CSEA members. As a member, you are able to purchase a wide variety of insurance options at reduced rates.

"What CSEA has done is put together a benefit insurance program that is unparalleled. No other union can match what we have to offer," said Tom Gouveia, CSEA's director of insurance.

Gouveia said he believes the CSEA insurance program strengthens union members. By belonging to CSEA, members are offered bargaining power to gain premium rates on a wide variety of products.

Working in conjunction with CSEA to acquire the premium rates is JLT Services Corp. JLT has served CSEA for more than 60 years. JLT began by building CSEA's product base from a single term-life product to an extensive portfolio of options, including five different types of life insurance. Today, JLT provides access to a wide variety of insurance products that can help protect the personal security of CSEA members.

An exciting upgrade for the Insurance Department is expected in the next six to 12 months. The department plans to update the imaging system from an antiquated filing and archiving system to a state-of-the-art electronic system.



The new system will greatly enhance membership service and ability as well as the day-to-day operations of the department.

With the new system in place, Gouveia expects customer service calls to drop from 12 minutes on average to two to three minutes per call. "When people call in with personal inquiries, we want to be able to answer their questions immediately to ease their minds. When files are at our fingertips electronically, we will be able to achieve that goal. A new system will allow us to do that," he added.

An important goal of the Insurance Department has always been and will continue to be customer service. "We will go to bat to provide optimum customer service for our members," Gouveia added.

For more information on the insurance options offered by CSEA, call 1-800-929-6656.



INSURANCES TO PROTECT YOUR FAMILY, HOME, CAR

Adequate insurance coverage can give you and your family peace of mind. JLT Group Services has been exclusively endorsed to provide a wide variety of insurance products to guarantee the personal security of CSEA members. Automatic payroll deduction of your premium is available.

For details on CSEA Security Life Plan, Disability Income Protection Plan, Hospital Income Insurance Plan and Family Protection Plan call toll-free 1-800-929-6656.

For details on Auto Insurance and Homeowners/Renters Insurance call the Personal Lines Customer Center 8 a.m. - 8 p.m., Monday - Friday, and 9 a.m.-3 p.m. Saturday.

- New Business: 1-800-833-4657
- Payroll Deduction Questions: 1-800-760-3848
- Customer Service/Policy Changes: 1-800-833-9041

For inquiries on the CSEA Disability Income Insurance Claims, call toll-free: 1-800-230-2422, weekdays 8 a.m. - 4:30 p.m.

For details on the CSEA Long Term Care Program, call toll free: 1-800-536-9856.

For information on the Critical Illness Program, call toll free: 1-800-697-CSEA (2732).

This information is taken from CSEA Member Benefits CSEA/AFSCME Advantage Union Members-only Benefit Programs brochure.

CSEA Insurance Options:

- Security Life Premier Plan
- Security Life Basics Plan
- Disability Income Classic Plan
- Disability Income Basic Plan
- Protection Plus Universal Life
- Family Protection Whole Life
- Critical Illness
- Retirement Counseling Services
- Personal Lines Insurance Program
- Hospital Income Insurance
- Long Term Care Insurance

Empire Blue Cross and Blue Shield making headlines

Empire Blue Cross and Blue Shield is currently in the process of converting to a for-profit corporation. Enrollees covered by any BC/BS plan have been sent a notice regarding the public hearings, which are scheduled for Aug. 6 in New York City and Aug. 7 in Albany.

Please be assured that CSEA will be present to observe the public hearings and will continue to carefully monitor the situation to assure that our members receive the highest quality benefits at the lowest possible costs.

In addition, Newsday has been reporting that the Long Island Health Network will stop accepting Empire Blue Cross and Blue Shield insurance effective Aug. 11, 2002.

Please be advised that when this article went to print the Long Island Health Network was still in negotiations with Empire Blue Cross and Blue Shield and we are optimistic a settlement may be reached.

NYSHIP Empire Plan enrollees will still have the ability to use the 11-hospital network and continue to receive the same level of benefits due to the Empire Plan's comprehensive benefit package that does not limit the enrollee access only to network hospitals.

Although using a non-network hospital will not diminish your Empire Plan hospital benefit, you will still be responsible for any co-payments or penalties (such as not calling for pre-certification of in-patient stay). Please refer to your Empire Plan Certificate for further information.

Empire Plan enrollees who have additional questions regarding the above can contact Empire Blue Cross and Blue Shield at 1-800-342-9815. Municipalities or local governments that do not participate in NYSHIP's Empire Plan but are covered by an Empire Blue Cross and Blue Shield health plan (including HMOs), should call 1-800-453-0113 for additional information.

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. If you are called up for active military duty you may also apply for dues-free status.

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. This does not apply to members who are on leave due to being called up for military duty. Members on active military duty, upon return, are considered to have had continuous membership status for all CSEA election purposes.

Please 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.

ORGANIZING IN SCHENECTADY COUNTY —

Schenectady County child care providers, who work in their own homes, have kicked off an unprecedented organizing effort. Several workers representing 200 licensed, independent day care providers who provide day care services announced they have formed a union and have delivered a petition asking the county for voluntary recognition with CSEA ... **PEOPLE PERSON** — June's PEOPLE Recruiter of the Month is Wilma Hasser of the Livingston-Wyoming County Retirees Local in CSEA's Western Region. She has recruited 19 new PEOPLE members. Also, payroll deduction for CSEA's PEOPLE program has been secured for 1,044 members in the town of Oyster Bay Local 881 in CSEA's Long Island Region. PEOPLE is CSEA's federal political action program aimed at getting friends of working families elected to Congress ... **FIGHTING FOR FOOD SERVICE** — CSEA members in the Fredonia School District put together a terrific effort to push back attempts to contract out the food service operation. After demonstrating that the problem lied directly with the management of the program, workers were given the opportunity to run as a "self-directed" work force. Since that time the food service at the school has been efficient and profitable. Now, with the superintendent on his way out the door, plans have been announced to seek School Board approval to let Requests for Proposals (RFPs) to contract out the service. Members are resuming their campaign to beat back the threat once again ... **HARRISON PACT RATIFIED** — After almost 2 1/2 years of negotiations, an agreement has been ratified in the Harrison School District. This four-year agreement, effective July 1, 2000 to June 30, 2004, provides



retroactive pay increases. The final agreement was reached by virtue of ongoing member action and unit solidarity.

During the past 2 1/2 years, the unit membership attended board meetings, held information pickets, wrote letters to the editors, involved the community in their fight and, at one point, put pressure on the School Board to replace the attorney negotiating for the district. The attorney was replaced and a settlement was reached shortly thereafter ...

CENTRAL REGION

RATIFICATIONS — The following contracts have been ratified: Baldwinsville Central School District (three-year); Odessa-Montour Central School District (three-year); Vernon-Verona-Sherill Central School District (three-year); Auburn City Schools (three-year). In addition to those contracts that were ratified, the Malone Central School District and Dolgeville Central School District have both reached four-year tentative agreements ...

WESTERN REGION

RATIFICATIONS — CSEA's Western Region has ratified the following contracts: Alfred ACES Local 620 (five-year); Village of Depew (five-year); Clarence Schools Unit (three-year) Royalton-Hartland School Unit (three-year) and the Wyoming County Employees Unity (one-year roll-over) ... **AOL (AGAIN ON LINE)** — In settlement of an Improper Practice charge at the Workers' Compensation Board, the parties agreed that CSEA-represented employees will have access to the CSEA web site if they had access before. The Workers' Compensation Board had blocked access to CSEA's homepage. This access will continue until 2005, unless something different can be negotiated before then.

**Come join
us a**



The New York State Fair is at the Empire Expo Center located off Exit 7 of Interstate 690, 3 miles west of Syracuse. Hours of operation are 10 a.m. to 10 p.m. daily.

Clip one coupon at right for each CSEA member and family member and bring coupon(s) to any fair gate for a two-for-one admission on Saturday, Aug. 31 and Sunday, Sept. 1, 2002, only.

Reproduced coupons will not be accepted. Additional coupons will be available at your CSEA region office.

TWO-FOR-ONE ADMISSION for CSEA members and families on Aug. 31 and Sept. 1 during CSEA Weekend.

SAVE-SAVE-SAVE-SAVE-SAVE-SAVE-SAVE-SAVE-SAVE

Two for One

Buy one admission for \$8, get one free CSEA member or family member

Coupon good for Saturday and Sunday, Aug. 31-Sept. 1, 2002, only

Celebrate CSEA Weekend at the New York State Fair Saturday and Sunday, Aug. 31 and Sept 1, 2002.

CSEA

Buy one fair admission for \$8, receive the second free for one CSEA member or family member. Children under 12 free.

NAME _____

ADDRESS _____

PHONE _____

CSEA LOCAL _____

TWO FOR ONE

SAVE-SAVE

SAVE-SAVE-SAVE-SAVE-SAVE-SAVE-SAVE-SAVE-SAVE

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ADDRESS _____

PHONE _____

CSEA LOCAL _____

TWO FOR ONE

SAVE-SAVE

Saturday, Aug. 31 and Sunday, Sept. 1, 2002, is CSEA WEEKEND at the New York State Fair in Syracuse. CSEA members and their families will receive two-for-one admission that weekend, compliments of CSEA and the New York State Fair.

CSEA will maintain a booth in the Center of Progress Building on the fairgrounds throughout the entire fair, so stop by and visit the CSEA booth at any time. The two-for-one coupons above, however, are only good during CSEA Weekend, Saturday and Sunday, Aug. 31 and Sept. 1.