

*'Carl McCall has proven himself to be an advocate for the working men and women of New York state.'*  
See Pages 10-11

Vol. 5 / No. 11

NOVEMBER 2002

# THE WORK FORCE



## Budget battles begin

**Counties face fiscal woes, state next?**

**Story on Page 3**

Photo by Ron Wofford

## Photo of the Month

Photo by David Galarza



NEW YORK CITY — "Union Pride," a CSEA/AFSCME sponsored dog statue, part of an American Kennel Club program to raise funds for search and rescue dogs, is now on display in front of the CSEA Region Office in New York City.

The statues commemorate the canine search and rescue teams that took part in the recovery at Ground Zero.

The idea for sponsorship of a CSEA dog came from Finger Lakes DDSO Local President Kathy Button and was promoted by CSEA Executive Vice President Mary Sullivan.

Union Pride, wearing a green AFSCME T-shirt, will remain outside the Metro Region office on Fulton Street in Manhattan into the holiday season and then will make visits to CSEA Offices in other parts of the state. Numerous other dog statues are on display throughout New York City.

Region President George Boncoraglio and other members of the region's Executive Board pose with Union Pride above.

### CSEA President Danny Donohue to visit Long Island Region

CSEA President Danny Donohue will visit the CSEA Long Island Region on Friday, Dec. 6 to meet with members.

The meetings will be held at the CSEA Long Island Region office, 3 Garet Place, Commack.

Donohue will meet with union members from 1 to 7 p.m. Please call the Long Island Region office at (631) 462-0039 to sign up for a visit and for directions.

### Corrections

In a story that appeared in the September edition of the *Work Force* on the Nassau County Sheriff's Department, Deputy Sheriff Mark Simon was incorrectly identified in a photograph as Christopher Scholz.

The photo on page 5 in the October *Work Force* involved Schenectady day care workers addressing funding issues before a County Legislative hearing with CSEA support; the adjacent story involved CSEA's legislative efforts on behalf of Schenectady Family Health Services.

## 3 CSEA members die on the job

CSEA mourns the loss of three more CSEA members who recently died in September and October on the job, bringing the total to eight deaths for the year.

### SUNY Buffalo fatality

Most recently, David Schrader, 48, a SUNY Buffalo employee for 25 years, was killed on Oct. 16 when a steam line valve on which he was operating, burst. He was working in the basement of Crosby Hall on the school's South Campus when the accident occurred.

Public Employee Safety and Health (PESH) investigators were at the scene along with Local President Ken Penski, and the local's occupational safety and health representative, Rick Pershell.

CSEA's Occupational Safety and Health Department is investigating the accident. The investigation is continuing. Issues that are being considered are: confined space entry procedures, asbestos release from the steam pressure and friable asbestos in the steam tunnels.

Mr. Schrader was married and has one son in college. He had worked at the university for 25 years.

### Ulster County worker dies

A longtime employee of the Ulster County Highway Department

died Oct. 2. Richard T. Neal, 65, lost consciousness while driving a dump truck, causing the vehicle to leave the road, roll down an embankment and strike a tree.

Police did not know why Neal lost consciousness but later determined that Neal had died of natural causes.

CSEA's Occupational Safety and Health specialists investigated the accident.

Neal is survived by his wife, four sons and three grandchildren.

### Rockland fatality

On Sept. 30, Barbara Netel, a Rockland County CSEA member died. Netel, 41, worked at Building A of the Dr. Robert L. Yeager Health Center. On the day of her death, the Health Center building was evacuated after a leak in a broken sewage pipe.

A medical examiner ruled that her death was from an existing condition and not related to the building's evacuation.

CSEA praised the county for its response to the situation and subsequent evacuation of the building, noting that the county followed all safety procedures to the letter.

Netel is survived by her husband and two young children.

## CSEA statewide board member Frank D'Allesandro dies

Frank D'Allesandro, president of the CSEA Oneida County Local, passed away unexpectedly on Sept. 20. D'Allesandro, 55, worked as an auditor with the Utica comptrollers office. D'Allesandro was a union activist for many of the 26 years he was a CSEA member. He served as president of the CSEA city unit and as a member of the CSEA statewide Board of Directors and was a Navy veteran. He is survived by his wife, Janice, and daughter Nicole D'Allesandro.

[www.csealocal1000.net](http://www.csealocal1000.net)



Learn who the CSEA-endorsed candidates in your area are by checking the Political Action area on CSEA's web site!

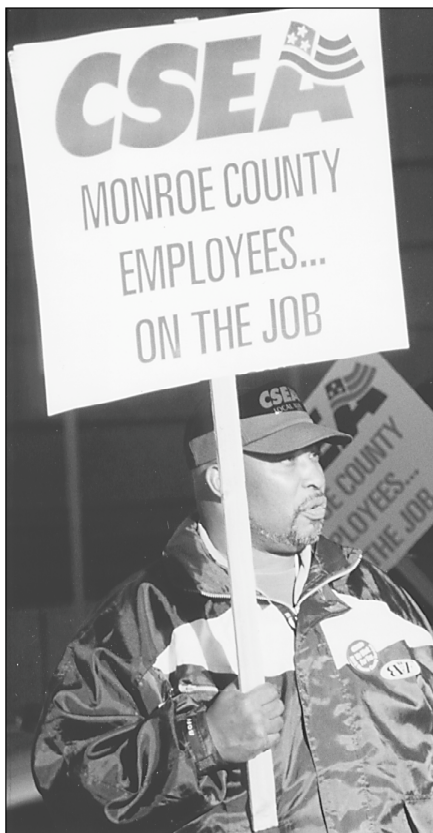
# Budget battles begin

CSEA members across the state have been taking to the streets to fight against threatened layoffs in their communities as local governments grapple with revenue shortfalls and budgets decimated by state funding inequities.

The hardest hit counties form a line of red ink across upstate New York — Erie, Monroe, Niagara, Onondaga, and Albany all are considering drastic action to make ends meet.

Downstate counties are not immune, either, including Nassau County, which has been in crisis for several years but now is reeling from revenue shortfalls.

“Our message is quite simple: One layoff is too many,” said CSEA President Danny Donohue.



Ontario County CSEA members protest at the county office building recently, above, while their brothers and sisters in Monroe County have taken to the streets.

“We were warning about this two years ago when the state was trying its best to spend the budget surplus. We received tax cuts instead of guarantees that the money would be there when we needed it,” Donohue said.

#### Medicaid costs

The difficulties stem from a variety of factors but largely from new health-care costs imposed by state programs. The expanded Medicaid programs like Child Health Plus and Family Health Plus are increasing localities’ share of Medicaid costs at a time when the sluggish economy, shortchanges in state aid and the fallout from Sept. 11 are all adding to fiscal difficulties.

Unlike most states, New York requires counties to pay a quarter of Medicaid costs. So every time the state adds a Medicaid program, counties wind up footing much of the bill.

Onondaga County, which includes the city of Syracuse, has proposed raising property taxes 6.5 percent and eliminating 65 to 70 county jobs. Jim Moore, CSEA Central Region President, declared the threat of job cuts “unacceptable.”

In Rochester, chanting to the mantra of “cuts hurt families,” 200 Monroe County workers

turned out to protest the Monroe County executive’s budget cuts and demonstrators also picketed a county Legislature meeting.

When the county Legislature meeting began, CSEA members filled the room to overflow capacity, as speaker after speaker urged restoration of services and reconsideration of county priorities.

The county is trying to fill a \$23 million budget gap this year and as much as a \$65 million shortfall next year. The county executive vowed not to raise taxes and instead wants to eliminate 700 positions and cut many current services. CSEA represents about 2,700 of the county’s 5,000 employees.

#### Layoffs don’t work

CSEA Unit President Jim Volpone presented a comprehensive position paper that showed the futility and backfire effect of layoffs. He also

praised the county work force as “hardworking, lean and efficient.”

Meanwhile, CSEA members in Niagara and Ontario counties rallied at their county legislatures recently in protest of services and job cuts.

The Niagara County Unit marched for the second time in two weeks, as the legislature continues pressing all departments for deep cuts in budgets for next year. Unit leaders have maintained that the cuts will make delivery of services extremely difficult, if not impossible.

Ontario County members protested earlier this past summer, and felt they had beaten back any more layoff threats. But the county has again raised the threat of layoffs. The CSEA unit has also posted online, a budget analysis that shows the county in good enough fiscal shape to avoid laying anyone off.

**W**ith layoffs threatened across the state at the local level, *what does the future hold for the state?* After the elections in November, a gloomy forecast may be in the works at the state level. Some estimates suggest the state is facing an \$8 billion to \$10 billion dollar shortfall.

# THE WORK FORCE

ISSN 1522-1091

Official publication of  
CSEA Local 1000, AFSCME, AFL-CIO  
143 Washington Ave.  
Albany, NY 12210-2303  
Danny Donohue, President

STEPHEN A. MADARASZ  
Communications Director & Publisher  
STANLEY HORNAK  
Deputy Director of Communications  
LOU HMIELESKI  
Executive Editor  
AMY SCHARF  
Associate Editor  
CATHLEEN HORTON  
Graphic Production Specialist  
JANICE M. KUCKAR  
Graphic Production Specialist  
BETH McINTYRE  
Communications Assistant

*The Work Force* (USPS 0445-010) is published monthly by The CSEA Publication Office: 143 Washington Ave., Albany, NY 12210. Periodical Mail Postage paid at Post Office, Albany, New York 12288.

**Postmaster: Send address changes to:  
CSEA, Attn: Membership Department,  
143 Washington Ave., Albany, NY 12210.  
CSEA on-line: The CSEA web site  
can be accessed at [www.csealocal1000.net](http://www.csealocal1000.net)**

#### Readers:

Send any comments, complaints, suggestions or ideas to:  
Publisher, *The Work Force*, 143 Washington Avenue,  
Albany, NY 12210-2303.

#### COMMUNICATIONS ASSOCIATES

RACHEL LANGERT	Long Island Region (631) 462-0030
DAVID GALARZA	Metropolitan Region (212) 406-2156
JANICE MARRA	Southern Region (845) 831-1000
THERESE ASSALIAN	Capital Region (518) 785-4400
MARK M. KOTZIN	Central Region (315) 433-0050
RON WOFFORD	Western Region (716) 886-0391
ED MOLITOR	Headquarters (518) 257-1272

#### The Publications Committee

LONG ISLAND REGION *Jean Ahlert*  
METROPOLITAN REGION *Lamont "Dutch" Wade*  
SOUTHERN REGION *Vacant*  
CAPITAL REGION *Helen Fishedick*  
CENTRAL REGION *Bruce Damalt, Chair*  
WESTERN REGION *James V. Kurtz*



## IN TOUCH WITH THE WORK FORCE CSEA President Danny Donohue

### Make a difference — vote!

This Election Day the choice is clear for CSEA members and you can make a difference in the future of New York, if you vote.

The CSEA ticket running for statewide offices has a proven record of accomplishment and concern for working people.



CSEA members have enthusiastically embraced CSEA's choice of Carl McCall from Long Island to Jamestown (see story pages 10-11). There is no more qualified candidate and no finer person than Carl McCall.

Most importantly, Carl McCall and his lieutenant governor running mate Dennis Mehiel truly embody their campaign theme of education, hope and opportunity. They will work hard every day to ensure that our schools have the resources to deliver a first rate education to all New Yorkers. They will work hard to ensure that economic development and opportunity will come to all parts of the state.

New York faces serious economic uncertainty ahead. The effects of poor budget and policy priorities in recent years have been compounded by a sluggish economy and the fallout from 9/11. The effects are already hurting localities across the state and the full impact on the state will likely come to light, shortly after Election Day (see story page 3).

That's why it is so important to elect Carl McCall as governor. Then we can at least be sure of some fairness and respect as he deals with the crisis.

For the same reason CSEA has endorsed Alan Hevesi for New York state comptroller. CSEA members know that electing a comptroller who can be trusted to protect and preserve the retirement fund for New York's public employees is especially important to CSEA members.

CSEA is also endorsing Eliot Spitzer for re-election as attorney general. He is everything that an attorney general should be and works hard to make sure that the interests of all New Yorkers are protected or advanced. CSEA is proud to support him because we know he will continue to do the job right.

On Tuesday, Nov. 5 remember: The polls mean nothing, good or bad. Your support for candidates means nothing ... until you, your friends and family all demonstrate you've got the power in our democracy by getting out and voting. Then we all win.

# Pataki silent on CSEA's call to halt mentally ill's mistreatment



ALBANY — CSEA President Danny Donohue has launched a new offensive in the union's continuing assault on the Pataki Administration's neglect of the mental health system.

"The moral bankruptcy of the state's mental health policies demand immediate and extraordinary measures," Donohue said. "It is no surprise to anyone who has been involved in the mental health system that the state has failed to live up to its obligation to adequately care for people with mental illness. CSEA has been making that point to lawmakers and the news media for a generation. What is shocking is how coldly and systematically the state's mental health officials have dumped patients without any meaningful attempt to improve their care or living conditions."

"Scandal after scandal has been disclosed regarding the Office of Mental Health's irresponsible mistreatment of individuals inside and outside the system, yet there is still no movement toward any comprehensive reform," Donohue said.

"CSEA has no confidence in the leadership of the Office of Mental Health and has called on Governor Pataki to personally intervene. His silence to this call remains deafening."

"We need to see a real commitment to overall, coordinated reform," Donohue said. "It is not enough to deal with the system



**CSEA President Danny Donohue, left, Mental Health Association of NYS President Joseph Glazer and Capital District Psychiatric Center Local President Hank Wagoner attend a press conference criticizing state mental health policies.**

piecemeal — that's why we have such a fragmented and deficient system now."

A continuing series of articles in the *New York Times* has reported on the quiet dumping of psychiatric patients into locked wards of nursing homes, which were left virtually unregulated by the administration. They follow on the heels of reports last spring showing the administration has been dumping other

patients into substandard living conditions in poorly maintained and regulated adult homes. In both sets of circumstances, the individuals rarely received therapeutic treatment for their mental illness.

The governor has repeatedly avoided direct questioning about the scandals but at press time he defended the nursing home dumping as appropriate placements. Gubernatorial candidate Carl McCall has called for a U.S. Justice Department probe of the practice. But for CSEA the bigger issue is the continuing lack of an overall plan for the reform of the system to fill serious service gaps and create a future balance between inpatient and outpatient community based care.

CSEA recently joined with the Mental Health Association to issue a report detailing the broken promise of New York's commitment to create an effective, balanced system of community based care for people with mental illness, which was made in 1978 during the administration of then-Gov. Hugh Carey.

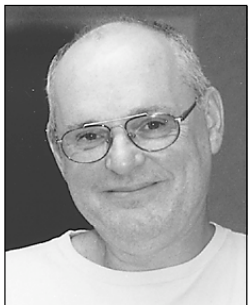
The Carey administration committed the state to developing a better system of care for individuals with mental retardation and developmental disabilities and for individuals with mental illness. The promise has largely been met in the Office of Mental Retardation and Developmental Disabilities.

The Office of Mental Health on the other hand has totally abandoned its commitment and responsibilities resulting in a system that is a national disgrace.

The Mental Health Association of New York State's report, "The Unfinished Promise of Willowbrook," curiously echoes a report CSEA released in 1984 urging the state to develop a comprehensive system of care that would ensure a spectrum of care that would be humane and cost-effective.

— Read the report online at [www.csealocal1000.net](http://www.csealocal1000.net)

## Members speak out on need for reform



**Crippen**

"The state's OMH facilities already have a staff that knows what they are doing. Who else has the experienced and caring people to help those that need it? The system needs people who know how to take care of today's psychiatric patient. Patients can say one thing, and do another. Drug and alcohol patients who have psychosis could get worse without the proper supervision. State staff are helping their patients become ready for the transition to community living. But we don't want to send them to some of the "dumps" that are out there masquerading as providers."

— Les Crippen, Mental Hygiene Therapy Aide, 32 years



**Jackson**

"State-designated OMH group homes should be staffed by those who have the experience and training to work with and help today's psychiatric patients. That means the very people who currently are staffing the state's psych centers. It would facilitate the patients' ability to stay in the community, without going through the vicious cycle of being released into the community without supervision, failing to take their medications, and getting into trouble, and being readmitted. It would be a permanent revolving door system, if left to private providers. OMH outpatients need more support and supervision, and there needs to be more case managers overseeing their care."

— Gwen Jackson, Licensed Practical Nurse, 24 years



— Barbara Burtner, a 22-year operations assistant at the Chautauqua County Home

**CSEA Voices**  
 "Working at the house is a home away from home for me. The residents are more like family than patients."

# CMS fires workers – CSEA fights back

ALBANY — Nearly 100 CSEA protesters rallied and then filled an Albany County Legislature meeting recently to demand that five contracted workers in the Albany County Jail be given back their jobs.

The action follows a well-attended press conference at the jail, at which CSEA President Danny Donohue and several area elected officials spoke on behalf of the fired workers.

The five workers, currently not represented by the union, were fired for participating in a Sept. 12 organizing rally.

CSEA activists spoke to the county legislators demanding that the workers be reinstated and that the contracted company, Correctional Medical Services (CMS), voluntarily recognize the union.

In reaction to the protest, the Legislature passed a resolution urging CMS to take back the workers but many legislators went even further to suggest that if these workers were not returned to their jobs by next month's meeting, the contract with CMS should be severed.

"CMS must and will reinstate these workers to their previous positions and recognize their right to join CSEA," Donohue said. "It's not a matter of what CMS believes, it's a matter of the rights granted to these five workers under the law," Donohue added.

"Job security is a concern," Stephanie Spear, a physician's assistant at the jail, told an area newspaper, the *Troy Record*.

"These contracts with the county are up every three years and without a union, we

have no assurance we will be kept on," Spear said.

## Months-long fight

CSEA protested loudly earlier this year when the Albany County Legislature discussed hiring Correctional Medical Services (CMS) to provide health care to inmates at the Albany County Jail. CSEA warned that CMS was anti-union and had a track record of union busting all over the country.

The legislature decided to move ahead and hire CMS but assured CSEA and

the workers that union busting would not be tolerated. Now, six months later, fears have turned to reality and five nurses have been fired.

Nearly all seventeen employees working for CMS inside the jail signed cards to join CSEA. CMS refused to recognize them and a rally of support was organized. The Sept. 12 rally was attended by approximately thirty supporters, mostly from CSEA and other area labor unions. During the rally, CMS monitored the employees who were marching on their time off.

The next day, five employees who attended the rally were escorted out of the building and terminated. CMS cites the employees' participation in what they deem an "illegal picket" as grounds for the firings. CMS is using a caveat of a federal law that requires 10 days' notice prior to picketing a healthcare facility.

CSEA contends that a jail is not a health-care facility, that the "picket" was a rally and that the NLRB has no jurisdiction over the jail because it is a county facility.

CSEA also filed charges against CMS for unlawful surveillance, unlawful interrogation and intimidation.

The interest from the press has been considerable. The fired workers spoke to the media and said that they appreciated the support they were receiving from CSEA.



State Sen. Neil Breslin, left, and CSEA President Danny Donohue meet with fired Albany County Jail workers after a rally in support of the workers who were fired by a private contractor.

They also said that they did nothing wrong and that they hoped to be reinstated.

As of press time, CMS had not reinstated the workers. Additional rallies have been planned.

## Doctor raps CMS

Dr. Trevor Letchmare, who worked under CMS at the jail, said that CMS was guilty of cutting corners in order to maximize profits.

The doctor made claims to the Albany County Legislature that he was encouraged to skip certain prescription medications and to avoid sending inmates to the emergency room.

Letchmare testified that he was directed not to prescribe pain medication to a female inmate, which was ordered by the inmate's specialist at Albany Medical Center.

The doctor said he refused CMS' directions not to prescribe the medication, calling CMS' actions unethical and inappropriate.

— Therese Assalian



**CSEA VOICES**

"I like the variety of my job and the various challenges it creates."

— Laurie Tamutis, clerk, Lakeview Shock Facility

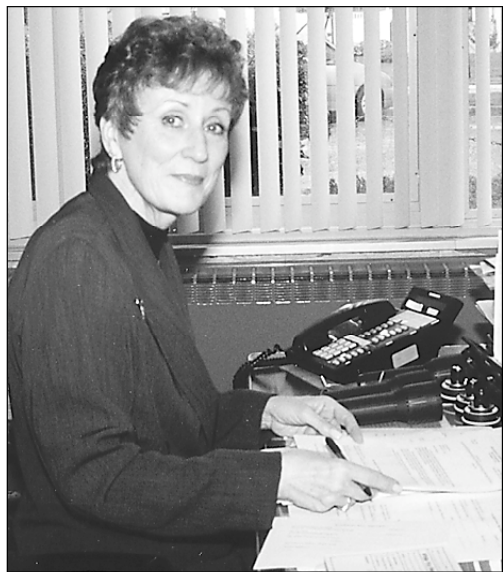
# 'Moms' to hundreds busy as ever

WEST BABYLON — Small handprints finger-painted in crayon colors decorate the bulletin board of Aline Paul's corner in Forest Avenue Elementary School's main office in West Babylon.

The handprints serve as reminders of the dozen years that she and the other main office secretaries have been shepherding children from kindergarten to the fifth grade.

"It's like being a mom to 400 children," said Paul. "We're responsible for the class lists and keeping track of the students; any test scores they have, early dismissals, as well as communicating with parents and teachers," she said. The secretaries also order all the supplies in the building, from paper clips to textbooks and furniture.

By the end of October, Paul and the office staff are just beginning to catch their breath after the annual fall rush.



**Barthel**

"We do the registering of the new kindergartners and that takes a tremendous amount of time and attention. We have to deal with the anxious parents and the scared children. We get the child's history, any allergies, school experience, anything that will help us help the student. Then we have all the data entry and that takes weeks," she said.

Nearby at Tooker Avenue Elementary, Senior Clerk Typist Angela Mulder was just getting off the phone with a parent. "Kids forget everything you can imagine every

day; homework, lunch, sneakers. Parents come in to pick up their children early, and we're responsible for keeping track of it all." But that doesn't bother her.

"I love people! I can talk all day long," she said.

It's her 17th year as secretary to the principal. But because she's at the hub of the school, she also has to keep track of more than one person's schedule.

"There are 450 students, 900 parents, 35 teachers and then there's the principal — and I get to keep everybody happy!" said Mulder.

The elementary school secretaries have a key duty for the end of the year as well. They are responsible for updating and packing-up all the graduating 5th graders' permanent records, so they will be available when the students start in their new school in September.

## Fast-paced

What's it like? "Very hectic," said Mulder. Some of those records will eventually travel a few blocks away to West Babylon Junior High School where Marilyn Barthel



**Paul**

has been secretary to the principal for 11 years. Barthel says she usually doesn't deal directly with the 1,200 students here, unless they're in trouble, and are sent to the principal's office.

Barthel coordinates the huge mailings that go out periodically to students and their families several times a year. During a recent visit, Barthel was working on the mailing for student activities that will go out next month.

And she said it's no easier in the summertime. "My summer mailing takes



**Mulder**

the better part of the summer. People think that because school is closed we don't do anything, but that's not so. Sometimes I have so much to do that when I go home I don't even want to see the mail!"

Then there are reports to the superintendent, the cleaning out of files, interviewing candidates for staff positions,


**'There are 450 students, 900 parents, 35 teachers ... and I get to keep everybody happy!'**

as well as answering the phone, which never stops ringing. "Everything comes through here, so when I can, I scream for help with things like the photocopying. But I love it, I really do," she said.

Although it can get hairy at times, Barthel says she's glad to serve the public, and grateful to have the backing of CSEA.

"I'm happy to be in the union. I feel that if I needed them, if I was being abused or mistreated, I would have somewhere to go. Of course that doesn't apply to me here. But just the thought is comforting. How does that saying go? 'All for one and one for all!'"

— Rachel Langert



**"It didn't take too long to realize that CSEA is the union for me."**

— Jenita Banks, secretary, NYS Children Family Services Local, one year member

# Rally targets mayor's scheme

GLENS FALLS — More than 100 CSEA members rallied at the Common Council Meeting in Glens Fall to protest the contracting out of jobs at the Department of Public Works (DPW).

The mayor recently issued a request for proposals (RFP), to private firms to do the job currently performed by more than 35 CSEA members. The RFP was distributed without consulting CSEA or Common Council members. The proposals are to be returned by Nov. 15.

CSEA members acted swiftly upon hearing the news concerning the contracting out proposal. At an Oct. 10 Common Council meeting, CSEA members staged a rally with more than 100 members and supporters waving banners, holding CSEA posters and chanting "Keep DPW Public."

CSEA members poured into the meeting room at the start of the Common Council meeting. Some marchers stayed outside to continue the rally momentum. Cheers and honking horns of support were heard while the meeting progressed.

"[Contracting out] is a bad deal for everyone who pays taxes, depends on public services and wants a strong local economy that offers opportunity for working families," said CSEA Capital Region President Kathy Garrison

"Make no mistake about it, contracting out will cost more money. It will mean cutting corners on quality. And, it will hurt the economy in our community by eliminating jobs," said Garrison



**CSEA members pack the Glens Falls Common Council Meeting to protest contracting out of jobs at the Department of Public Works.**

DPW Unit President, Danny Knight commented that budget shortfalls are creating an "open season" on public employees.

"I'm tired of hearing politicians talk about [contracting out] like it's some magical solution that's going to solve all these problems and save money," said Knight. "I don't buy it. I'm tired of being treated as a cost that needs to be reduced. We are the front-line service providers in this city and we should be treated as resources and partners, not costs."

The crowd responded with resounding applause to all speakers, including two local residents who spoke in support of the DPW "family."

Organizers hailed the rally a big success and pledged to continue the battle as long as it takes to fight back the rising tide of contracting out union jobs.

— Therese Assalian

# CSEA member averts spread of dangerous fire

WHITE FACE MOUNTAIN — An alert and quick-thinking CSEA member who was the first to notice smoke from a fire on Little Whiteface Mountain is being credited with preventing the fire from raging out of control.

On the evening of Sunday, Aug. 18, CSEA member Melissa Lawrence was assisting riders at the gondola station that carries tourists to the summit of Little Whiteface. Around 4:40 p.m., Lawrence noticed a puff of smoke near the top of the mountain. She immediately called her supervisors to alert them of the situation.

## Quick evacuation ordered

Within minutes, visitors and staff were ushered off the mountain. Operations were shut down and the mountain remained closed for two days while the fire was being fought.

Fighting the fire was a group effort. Staff utilized a snow machine to douse the flames while the state police coordinated aerial bucket drops. Officers from the Department of Environmental Conservation worked side by side with firefighters from the Lake Placid and Wilmington departments. Machine operators bulldozed the fire line over rough terrain.

## Fire brought under control

Finally, on Monday the fire was brought under control. On Tuesday the last of the flames were extinguished. Whiteface Mountain opened for business again that Wednesday.

"The conditions on the mountain that day were so dry, it was like a "tinderbox," said Olympic Regional Development Authority spokesman Sandy Caligiore. "Because of Melissa Lawrence's actions when it was just a puff of smoke, we were able to get to it before it got out of control."

A careless smoker on a scenic gondola ride was blamed for starting the six-acre brush fire that broke out on the Adirondack's Whiteface Mountain.

— Therese Assalian




CSEA members staged a rally with more than 100 members and supporters waving banners, holding CSEA posters and chanting "Keep DPW Public."

CSEA members

poured into the meeting room at the start of the Common Council meeting. Some marchers stayed outside to continue the rally momentum. Cheers and honking horns of support were heard while the meeting progressed.


"[Contracting out] is a bad deal for everyone who pays taxes, depends on public services and wants a strong local economy that offers opportunity for working families," said CSEA Capital Region President Kathy Garrison

"Make no mistake about it, contracting out will cost more money. It will mean cutting corners on quality. And, it will hurt the economy in our community by eliminating jobs," said Garrison



**"CSEA is a strong and diverse union that looks out for all their members. Gracias, CSEA."**

— Douglas Casasayas, machine operator, 11 year member of Nassau Coliseum Local



***'We are the front-line service providers in this city and we should be treated as resources and partners, not costs.'***



# Cafeteria workers cut contracted fat

FREDONIA — Cancel the cafeteria contractors. Hold off on the RFPs.

CSEA members of the Fredonia Schools unit pushed for — and have been given the green light to continue working for — a full school year to bring the cafeteria budget out of deficit status.

The district's request for proposals (RFP) was therefore canceled.

"These dedicated workers deserve a chance to continue doing the job without a profit-driven private contractor in charge," said Labor Relations Specialist Penny Gleason.

"They took over deficit-laden cafeteria operations in mid-term last year and did a good job toward reducing the deficit. We made a presentation to the board, and lobbied them to cancel their RFP, so we could begin with a full school year ahead and continue making efficient strides."

The presentation by Gleason, Unit President Mary Epolito and member Judy Oakes was well-received and brought a statement of support by the interim superintendent, Charles Pegan.

"We have been encouraged with the progress made under the guidance of Judy Oakes and Mary Ellen Epolito and this change in management. They are moving in the right direction, and I have pledged to



**Fredonia Schools Unit President Mary Epolito moves a storage rack in a district cafeteria.**

work with them," Pegan said.

"This means the 22 cafeteria workers (in the 93-member unit) can do their work without the cloud of a profit motive hanging over their jobs," said Gleason.

"We're very happy the board has shown confidence in us," said Epolito. "But there will be a need for investment in more up-to-date equipment. We're working with equipment that is 30 years old or more. But we're going to do all we can to do the job right."

— Ron Wofford



*"It is wonderful to be part of a union that looks out for the benefit of their members."*

— Dyane Nicholson-Danner, teacher aide, Brentwood School District Local 870



## They put the brakes on contracting out



**CSEA Greater Johnstown School District members pose for a photo to accompany a story AFSCME is doing about their contracting out victory. Standing are Priscilla Holcomb, Roberta Healy, Gary Butler, Sandy Colman, Steve Smith, Louise Chamberlain and Debbie Ovitt. Kneeling are Floyd King Jr., Corey Barber and CSEA Unit President Judy Loucks.**

## **Bus drivers victory international news**

JOHNSTOWN — CSEA's successful campaign to prevent contracting out busing at the Greater Johnstown School District has gained international attention.

CSEA's international union, AFSCME, was so impressed by the union drivers' victory that it will feature the story in an upcoming issue of *AFSCME Public Employee* magazine, AFSCME's official publication which reaches 1.3 million readers across the country.

District officials recommended contracting out school bus runs earlier this year because of a driver shortage and an expiring lease on the district's bus garage.

CSEA proposed viable alternatives to contracting out and launched an aggressive public relations campaign comparing the safety records of district drivers with those of drivers employed by the private contractor bidding to take over the runs.

The school board voted to keep the district drivers after dozens of CSEA members and concerned parents spoke out against contracting out.

**CSEA Mechanics Gary Henry and Richard Lynaugh also had a stake in the fight against contracting out.**



## CSEA stumps for union-friendly ticket as Election Day draws near

The election efforts for CSEA-endorsed candidates for office including Carl McCall for governor, Dennis Mehiel for lieutenant governor, Eliot Spitzer for attorney general and Alan Hevesi for state comptroller are in overdrive with the General Election rapidly approaching.

CSEA's enthusiasm for McCall at the top of the ticket continues to rise. CSEA members have embraced McCall's message of education, hope and opportunity at campaign stops across the state.

With a tight race at hand, every vote will be critical to the McCall victory in November.

CSEA activists are encouraged to speak at local, unit and general membership meetings as well as executive board meetings on behalf of McCall and the entire CSEA endorsed ticket. New volunteers are being added every day to the current CSEA volunteer base. But more are needed.



Southern Region President Diane Hewitt attends a McCall rally at his Newburg headquarters.



Above, Carl McCall with running mate Dennis Mehiel at his side, takes his message of education, hope and opportunity to the people.

"The Get-Out-The-Vote (GOTV) operations just prior to and on Election Day are critical to our endorsed ticket. It is time for each and every CSEA activist to volunteer," said CSEA President Danny Donohue. "Please consider giving at least a few nights at a phone bank or assisting at a literature drop in support of our candidates. Our efforts will make a difference on Election Day."



McCall supporter John Harbin attends a rally in Syracuse.

takes to get this man elected," he said. "Carl McCall has proven himself to be an advocate for the working men and women of New York State and I feel he's the one candidate for office of governor that will follow through with the commitments he makes to us," he added.

Carl McCall is ready to lead our state. For the past 10 years he has brought us results and worked hard for CSEA members. Now it's our turn to support him.

**Contact your Region Political Action Coordinator for information on volunteering and be sure to vote for Carl McCall and the CSEA ticket — Dennis Mehiel for lieutenant governor, Eliot Spitzer for attorney general and Alan Hevesi for comptroller — on Election Day, Tuesday, Nov. 5.**



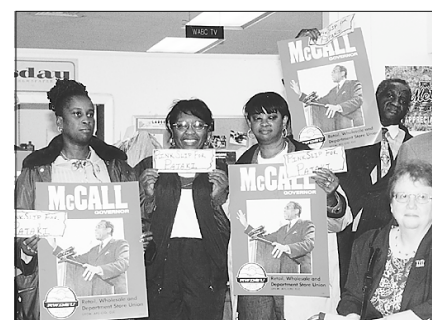
Micki Thoms, Southern Region PAC Chair, greets Attorney General Eliot Spitzer at the Hudson Valley Area Labor Federation's delegates meeting.



CSEA President Danny Donohue with lieutenant governor candidate Dennis Mehiel at the CSEA Annual Retiree Delegates Meeting.



Carl McCall at a campaign stop in White Plains.



Left to right, CSEA members from the Long Island Region, Verna Morant, Shirley Baker, Rutha Bush join Joe Brown from AFSCME and (seated) Nassau County Local President Jane D'Amico at a McCall rally in the state Supreme Court building's press room in Mineola.

## CSEA backs Hevesi for state comptroller

CSEA-endorsed candidate for comptroller Alan Hevesi discusses his campaign with Western Region CSEA members, including Western Region President Flo Trippi.



CSEA's endorsement of Alan Hevesi brings the union's full support to a candidate whose election is critical to CSEA members.

"The 265,000 members of CSEA and their families will work hard to elect Alan Hevesi. Our endorsement brings with it a field operation of workers from one end of the state to the other," said CSEA President Danny Donohue.

As sole trustee of the \$105 billion state pension fund, the comptroller oversees the second largest fund in the nation. Electing a comptroller who will protect and preserve the retirement fund for New York's public employees is especially important to CSEA members.

While serving in the New York State Assembly for 22 years, Hevesi had a consistent pro-labor voting record.

Hevesi's opponent in the race had a consistent anti-labor record. He supported legislation that would have eliminated jobs that were performed by public employees. In addition, he voted against several CSEA supported retirement reforms in recent years, including CSEA's tier

reinstatement bill and tier equity bill. That's why CSEA is vigorously supporting Hevesi.

"Throughout his career, Alan Hevesi has demonstrated a strong commitment to the working men and women of this state," said Donohue. "We are counting on him to increase and protect the state pension fund. It is a tremendous responsibility that we know Alan Hevesi can take on with fiscal integrity."

Under his leadership as New York City comptroller, the assets of the New York City employee retirement system grew from \$50 billion to \$82 billion. He is the only candidate with experience in managing pension funds.

"I am proud and honored to receive the endorsement of CSEA. I thank Danny Donohue and all the members of CSEA for putting their trust in me. I will work hard for all the people of New York," Hevesi said in accepting the endorsement.

Every vote counts this Nov. 5. Please use your power and vote for Alan Hevesi, a comptroller who will best represent the working men and women of the state.

# CSEA remembers four slain workers, calls for passage of security standard

WATKINS GLEN — On the 10th anniversary of the tragic death of four Schuyler County women who were murdered simply because they were doing their job, CSEA called on the state to do more to protect its workers.

On Oct. 15, 1992, Florence Pike, Phyllis Caslin, Nancy Wheeler and Denise Miller Van Amburg, four CSEA members employed at the Schuyler County Department of Social Services, were gunned down in cold blood by a “deadbeat dad” angered that the agency had garnished his wages.

“Within a few tragic minutes on Oct. 15, 1992, Schuyler County became the symbol of the need for increased work site security in public places across the nation,” CSEA President Danny Donohue said.

“The Schuyler County tragedy provided a lesson that should last forever, never to be forgotten. Ten years ago today, CSEA pledged to honor the

memory of these four women by leading the fight to make every job site in New York state a safer place to work,” Donohue said.

That pledge resulted in a proposed Workplace Security Standard, which the union submitted to the state Department of Labor in 1994. The proposed standard would have required employers with more than 50 employees to analyze dangers, educate employees and make improvements to protect their employees against workplace violence.

But Donohue said the Department of Labor refused to implement the standard, based on a questionable cost basis alone, sending a bad message to working people across the state.

“The Department of Labor had a chance to lead the country by implementing these proactive, positive guidelines,” Donohue said.

“And its dismissal of the proposed standard ignores the very real security risks in New York work sites.”

Ironically, terrorism concerns in recent months



CSEA President Danny Donohue takes part in a ceremony marking the 10th anniversary of the slayings of four CSEA members in a Schuyler County office building.

have led to implementation of many measures included in the CSEA standard.

### State renews review of standard

Many localities have adopted measures similar to the standard CSEA developed and the state is once again reviewing the union’s proposal.

Donohue said public employees have the, often unpleasant, responsibility for carrying out policy decisions made by others.

The state must accept its responsibility to protect those public employees on the front lines, Donohue said.

“CSEA will continue to fight for security improvements in public work sites throughout the state so that no family will ever again have to suffer through a senseless tragedy like the families of our fallen union sisters in Schuyler County,” Donohue pledged.

— Ed Molitor

## WORK FORCE FACTS

In 1980, the union fought for and won the Public Employee Occupational Safety and Health Act — a law that made worker safety a right instead of a privilege for New York’s public employees.

Read the proposed security standard on-line at [www.csealocal1000.net](http://www.csealocal1000.net), in the Occupational Safety and Health area.

## Attention: World Trade Center Workers, Volunteers

If you were a worker or volunteer at or near the World Trade Center site or the Staten Island Landfill following the Sept. 11 terrorist attacks and you were involved in:

- rescue
- recovery
- restoration of essential services
- debris removal or sifting.

You may be eligible for a medical screening program offering free and confidential medical screening examinations, referrals for follow-up care and occupational health education.

**FOR MORE INFORMATION ON THIS TOPIC:**  
 For more information, visit:  
<http://www.WTCexams.org>  
 or call 1-888-702-0630.

# Bringing up baby — baby panda that is

SYRACUSE — CSEA member Kate Hannon says she's gotten used to the late-night feedings, the added responsibility of another mouth to feed, and the nervous worrying over the baby's health. She's enjoyed watching him get his first teeth. It's the claws that have bothered her a little, though.

The claws? Well, Hannon's not exactly a new mother ... she's just the primary caretaker for one of the latest arrivals at Onondaga County's Rosamond Gifford Zoo. Banshi, a very rare red panda was born earlier this summer at the zoo.

Banshi, now about the size of a large cat, was one of only 14 red panda births in the United States this year, and is one of only seven that survived. There are thought to be less than 2,000 in existence worldwide. Due to an injury sustained from his natural mother, Hannon, a CSEA member and zoo attendant for the past nine years, has taken over the duties and is hand-raising him. A mother herself, she says it's like having another child.

"You're there first hand for all of his development. You know when all his teeth come in. It's the same responsibility that you have with a child," she says.

As Banshi's primary caretaker, she even takes him home with her five nights a week. At first she was feeding him every three hours by bottle, and not sleeping very well, nervous over his health. Her nervousness was

compounded by the fact that Banshi had a sister that didn't survive.

"It's hard when they're little because you're so worried about how they're doing and their health. I didn't sleep very well. I would compare it to being a nervous new mom," she said.

Not to worry though, Banshi has been thriving from the start. "He's a beast," said Hannon with a laugh, referring to his above-average weight gain.

Hannon said that although the zoo staff try hard to keep baby animals with their natural parents, when that becomes



**Zoo attendant Kate Hannon says raising Banshi, a rare red panda under her care, is like having another child.**

impossible, it's a nice perk for the staff.

"Hand-raising is one of the perks. We all have that little bunny-hugger in us," she said.

And ever the proud parent, Hannon makes sure she brings photos with her to family events to show off her new "child." She says her real daughter loves watching Banshi, too.

Hannon got the "new mom" job because of her expertise in dealing with pandas. Some of

this came from a workshop she attended at the Knoxville Zoo in Tennessee, renowned as the leading experts in panda care.

Now, says Hannon, one of the hardest parts about raising Banshi is knowing that he'll probably be placed in another zoo by this time next year, to help assist in another zoo's breeding program.

"I know he's going to go to a good place, so as long as I keep that in mind, I'm OK," she said.

— Mark M. Kotzin

## Some of the best horses in Saratoga aren't at the track

SARATOGA SPRINGS — CSEA members working in the city's Department of Public Works

### WORK FORCE FACTS

Since its opening in June, almost 80,000 people have taken a ride on the 92-year-old Congress Park Carousel.

The carousel is open 4 to 8 p.m. Fridays, noon to 8 p.m. Saturdays and noon to 7 p.m. Sundays, weather permitting. Rides are 50 cents.

quietly took pride this summer in seeing their work enjoyed by young and old.

In fact, one of the biggest attractions in the Spa City this summer — along with the ballerinas from New York City, the orchestra from Philadelphia and the famed Thoroughbreds, all of which have left for their winter homes — is staying in its new home in Congress Park.

The newly restored Kaydeross Carousel debuted on June 29 with much public fanfare. Hundreds waited in line for a chance to take a ride.

Getting the carousel up and

running in time for the busy summer season was a monumental task for the CSEA crew. Especially when you consider that the carousel hadn't been ridden in 15 years and was in hundreds of pieces when the project began.

Beginning last year and working straight through June, CSEA members worked to restore and paint the horses, clean and repair the mechanical parts and assist in the construction of the building that houses the carousel.

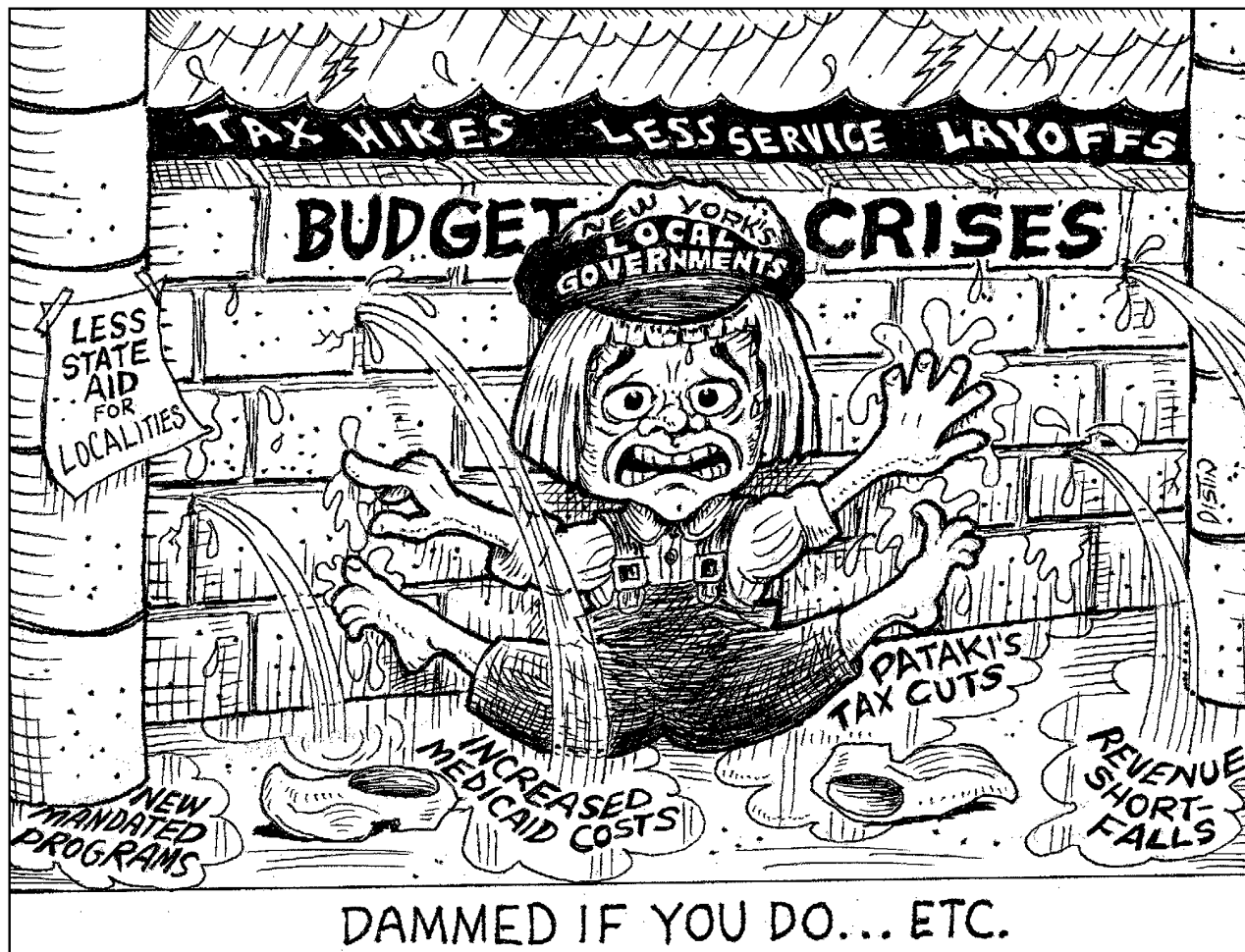
And their work has not gone unnoticed. The New York

Conference of Mayors and Municipal Officials selected the carousel for one of its Pride in Public Works Awards.

The carousel itself dates back to the turn of the century and had previously graced a now defunct amusement park on the shore of Saratoga Lake.

Now that the hectic summer season has come to an end, the DPW employees can finally take a breath. They can also take a bow for their hard work in bringing back something that is bringing joy to so many.

— Therese Assalian

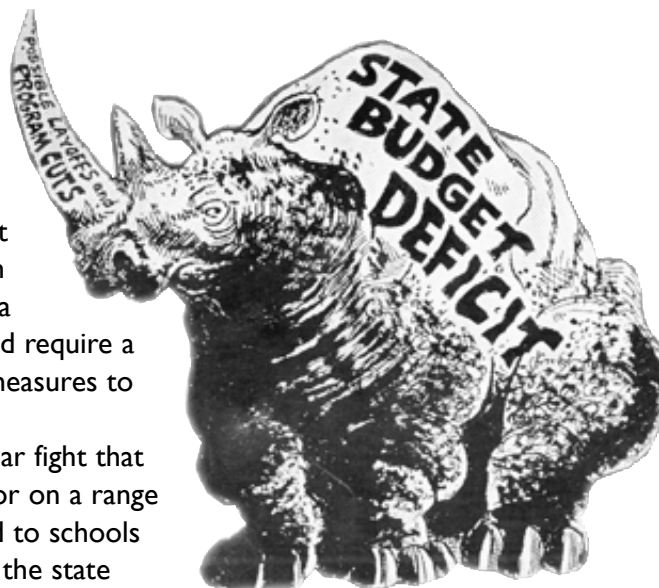


### 14 years ago...

The year was 1988 and ballots were barely counted after Election Day when then-Gov. Mario Cuomo announced a "November Surprise." Sunny budget forecasts during the election season suddenly gave way to the reality of a \$1.9 billion budget deficit that would require a hiring freeze and other draconian measures to address.

It was the beginning of a multi-year fight that would pit CSEA against the governor on a range of issues including layoffs, cuts in aid to schools and localities, an attempted raid on the state pension system (which CSEA stopped in court), and a protracted state contract campaign.

CSEA's attempts to stand firm against the governor's cutbacks and demands required all of the union's strength and member resourcefulness.



**This Ralph Distin cartoon appeared in the November 1988 edition of *The Public Sector*.**

### Also in 1988:

- \* Brian Boitano wins the gold medal in the mens figure skating competition in the Winter Olympics held in Calgary, Canada.
- \* "Rain Man" wins the 61st Academy Award for best picture.
- \* The World Health Organization begins World AIDS Day.
- \* The Soviet Union is at war with Afghanistan.
- \* In the presidential elections, George Bush Sr. beats Michael Dukakis.
- \* Flying from London to New York City, PanAm Flight 103 crashes into the Scottish village of Lockerbie. All 244 passengers, 15 crew members and 11 people on the ground were killed.

# CSEA helps set labor agenda for Hudson Valley

NEW WINDSOR — As one of the Hudson Valley Area Labor Federation's largest affiliates, CSEA is playing a major role in shaping the future of organized labor.

At the federation's recent, first delegates meeting, CSEA members constituted 49 of the 115 voting delegates.

"CSEA's role in the Area Labor Federation shows that there is a strong interest amongst our members in building up labor," said Diane Hewitt, CSEA Southern Region President and executive vice president of the federation.



The delegates meeting also attracted many state and local political leaders and candidates who are friendly to labor, including U.S. Rep. Maurice Hinchey, State Attorney General Eliot Spitzer and State Comptroller candidate Alan Hevesi, all of whom addressed the meeting.

One year after the inception of the Hudson Valley ALF, labor is gaining political strength and solidarity in the Hudson Valley. The ALF is an alliance of the five central labor councils that include 110,000 members and 250 union locals in seven Hudson Valley counties.

Over the past year, ALF affiliates have assisted CSEA with



**Alan Hevesi, CSEA-endorsed candidate for New York state comptroller, speaks at the Hudson Valley Area Labor Federation Delegates Meeting.**

campaigns in Ulster County and Ellenville Regional Hospital. CSEA, in turn, has supported the federation with projects such

as demonstrations at the site of the new Price Chopper in Newburgh.

One area in which labor is seeking to gain more power is in political action.

At the ALF meeting, Hewitt introduced a political action resolution in which the federation is seeking to increase voter registration among union members by 10 percent. The resolution, which passed also requires endorsed candidates to support labor by advocating for the right to organize and working to revise the Taylor Law to abolish strike bans on public employees.

— Janice Marra

## Labor Religion Coalition offers gift giving idea

The New York State Labor Religion Coalition has a wonderful gift giving opportunity just in time for the holidays.

Border Witness chronicles the experiences of a delegation of young people from across New York state as they travel in northern Mexican communities. The book is in English and Spanish with more than 50 powerful photos. It is available for \$30 plus \$3.50 shipping and handling.

The Labor Religion Coalition is a growing alliance of religious institutions, unions – including CSEA, community and youth groups, individuals, and academics, who share a commitment to economic justice.

For more information about the Labor Religion Coalition or Border Witness, call 518-213-6000 ext. 6294 or visit their website at [www.labor-religion.org](http://www.labor-religion.org).

## Pro-union law targets union-busting

Legislation originally initiated by CSEA that prohibits employers from using state funds to discourage union-organizing drives was signed into law Sept. 30.

"This is a major victory for New York state workers," said CSEA President Danny Donohue. "This new law, that CSEA has long been advocating for, goes a long way in discouraging anti-union forces."

Under the provisions of the new law, state funds cannot be used to educate supervisors on anti-union positions, or hire attorneys, employees or consultants who will coordinate an anti-organizing effort.

In addition, employers that receive state funds are required to maintain documentation for a three-year period to prove that state funds have not been used in opposing organizing drives.

Employers can face sanctions of \$1,000 for an inadvertent violation of the act, or three times the amount of state money spent if the law was violated knowingly or repeatedly.

## Capital Region Labor Parade



CSEA members enthusiastically turned out for the Capital District Labor Parade held in late September. Marchers walked through the city of Albany to Washington Park to gather for speakers, food, music and a formal presentation.

# Important Reminders for State Employees

The following information is intended for CSEA represented Executive Branch enrollees – enrollees employed by the State of New York covered by one of the following CSEA collective bargaining agreements; Administrative Services Unit, Institutional Services Unit, Operational Services Unit or the Division of Military and Naval Affairs.

## Programs offset health care costs

There are several programs currently available to state enrollees that can help offset the increased out-of-pocket expenses enrollees will face in 2003.

The Pre-Tax Contribution Program and the Health Care Spending Account are two of these programs that, if used properly, can help enrollees pay for health care needs using pre-tax monies. Following is a brief description of each program. Enrollees requiring additional information should contact their personnel office or the program administrator.

### **Pre-tax Contribution Program (PTCP)**

The Pre-tax Contribution Program (PTCP) allows enrollees to have their health insurance premiums deducted from their pay before taxes are taken out. This may lower the taxable income and give the enrollee more spendable income. Enrollees were automatically enrolled in this program when they became eligible for health insurance, unless they declined to participate. The enrollee paycheck stub shows whether the enrollee is enrolled in PTCP. "Regular Before Tax Health" will appear in the Before Tax Deductions column if your health insurance premium is deducted from your wages before taxes are withheld. "Regular After Tax Health" will appear in the After Tax Deductions column if your health insurance premium is deducted from your wages after taxes are withheld.

Under IRS rules, by participating in the PTCP enrollees may change their health insurance deduction during the tax year only after a PTCP qualifying event (i.e. change in family status). Additional information on the PTCP is included in the NYSHIP Health

## Empire Plan changes effective Jan. 1 2003

**Participating provider office visit co-payments will increase from \$8 to \$10.** (A co-payment is the fixed out-of-pocket expense the patient pays each time he or she visits a health plan provider or receives a covered service.)

**Prescription drug co-payments will increase from \$3 generic/\$13 brand name (no generic equivalent) to \$5 generic/\$15 brand name (no generic equivalent).**

**The non-participating provider annual deductible will increase from \$175 to \$185.** (A deductible applies when using non-participating providers under the Empire Plan.) The cost-sharing arrangement where the

enrollee is required to pay a fixed dollar amount of covered expenses each year before the health plan will begin to reimburse for covered health care expenses.

enrollee is required to pay a fixed dollar amount of covered expenses each year before the health plan will begin to reimburse for covered health care expenses.

### **Flex Spending Account/The Health Care Spending Account**

The Health Care Spending Account (HCS Account) is a benefit for eligible state employees that saves enrollees money by allowing enrollees to pay for out-of-pocket health care expenses with pre-tax dollars.

The HCS Account allows eligible CSEA members to contribute pre-tax dollars to pay for medically necessary health-related expenses that are not reimbursed by their health insurance or any other benefit plan (i.e. dental/vision). The employee determines the amount of pre-tax dollars contributed to the account, after estimating 2003 anticipated out-of-pocket expenses. The maximum allowable annual contribution is \$3,000 and the minimum allowable annual contribution is \$150.

The Open Enrollment period began in September and runs through Nov. 15, 2002. The program's plan year operates from Jan. 1, 2003 to Dec. 31, 2003.

If you would like to know more about the Health Care Spending Account program or would like an enrollment brochure, you may contact the NYS Flex Spending Account Hotline at 1-800-358-7202 or on the web at [www.flexspend.state.ny.us](http://www.flexspend.state.ny.us).

enrollee is required to pay a fixed dollar amount of covered expenses each year before the health plan will begin to reimburse for covered health care expenses.

HMO out-of-pocket costs are not negotiated with CSEA. Enrollees will be sent a side-by-side comparison detailing any changes in benefits for 2003. Contact your HMO for questions regarding office visit or prescription drug co-pay changes.

If you have any questions regarding your health benefits, please contact the CSEA Joint Committee on Health Benefits at 518-785-4774 or 1-800-286-JCHB (5242) or you may send e-mail to [jchb@cseainc.org](mailto:jchb@cseainc.org).

## Annual Option Transfer period

November is typically the Annual Option Transfer month, when state employees may change their health insurance option and pre-tax contribution status.

Employees who wish to change their plan option must do so during the Option Transfer Period by contacting the health benefit administrator, usually located in their agency personnel office.

Your agency Health Benefits Administrator will receive a supply of Choices for 2003, your guide to NYSHIP health insurance options. If you are thinking about changing your option, read the plan description, which includes important information, including office visit and prescription drug co-pays for each of the health plans available in the area you live and/or work. The Choices for 2003 publication can be a very important resource if you are contemplating changing your health insurance option. If you would like to review your options and the benefits available, you may obtain a copy of this guide from your health benefits administrator directly.

Another important resource during the option transfer period is the Rates

& Deadlines Guide. As soon as the 2003 rates are approved, a guide will be sent to the enrollees' homes so an informed decision can be made about your health insurance choices for the 2003 plan year.

Enrollee premium contributions will increase in January. These increases are two-fold; the first is the new requirement for enrollees to contribute toward the prescription drug premium; the second is due to the health insurance costs continuing to increase. It is very important for all enrollees to review the Rates & Deadlines Guide upon receipt to determine what their 2003 calendar year health insurance premium contribution requirement will be.

As always, enrollees will have 30 days from the date that the rate information is approved to make any 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's Health Benefits Administrator by the deadline specified in the Rates & Deadlines Guide.

## Prescription drug changes

**Effective Jan. 1, 2003, active CSEA Executive Branch enrollees will be responsible to contribute the enrollee portion of the cost of individual and dependent prescription drug premium under the Empire Plan or Health Maintenance Organization. This will result in a substantial increase to the current payroll deduction.**

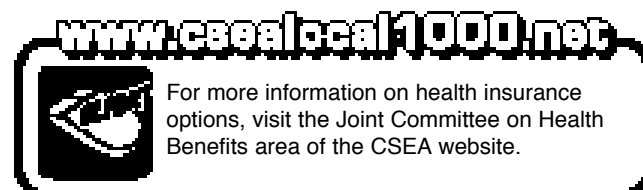
The premium currently deducted from enrollees biweekly paycheck is for the hospital, medical and mental health/substance abuse components of the health insurance premium. Enrollees do not currently contribute toward the prescription drug portion of the premium.

New York State will continue to pay the majority of the health insurance and prescription drug premium. New York State will contribute 90% of the

hospital, medical, mental health/substance abuse and prescription drug components of the health insurance premium for individual coverage and 75% of the cost of these components for dependent coverage.

Please remember this is a new requirement for calendar year 2003. Since enrollees can only change their options during the Option Transfer Period, enrollees should review the Choices Guide and the Rates and Deadlines Guide, carefully, to be fully aware of your health plan benefits and premiums for calendar year 2003.

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



# New, Better, and Best! CSEA Legal Service Program Members-Only Benefit

One out of every two Americans will need legal advice during the next 12 months. Half of these people will attempt to deal with the matter on their own because they either do not know how to retain an attorney or are afraid of the costs associated with doing so.

The newly consolidated CSEA Legal Services Program now includes most of the types of personal legal representation that you might need. The Program provides you and your dependents with attorney representation in the areas of Workers' Compensation and Social Security Disability matters, Personal Legal matters, and our newest service, Personal Injury matters. The CSEA Legal Services Program will provide you with quality legal representation at no out-of-pocket cost or, where there are fees, at pre-published fees known by you beforehand. You will have peace of mind knowing that the Program attorneys have been selected by CSEA for their expertise and commitment to our members.

## PERSONAL INJURY MATTERS (NEW)

All too often people do not know who to turn to or what their rights are when they are injured. CSEA has established a new service covering injury claims which may involve a third party beyond your employer.

All personal injury matters including product liability, falls, automobile, boating, aircraft accidents, construction accidents, medical malpractice and any other liability case with significant personal injuries will be handled by competent attorneys with an expertise in personal injury litigation.

Representation in this area will be administered through the law firm of Fine, Olin and Anderman, LLP which now has, as a part of its firm, a separate

statewide network of expert personal injury attorneys. Access to your case file documents via a secure website will be available to you along with regular case updates via e-mail.

## WORKERS' COMPENSATION AND SOCIAL SECURITY DISABILITY MATTERS

If you are injured on the job or sustain a job-related illness, CSEA's Workers' Compensation Legal Assistance Program can help you through the complex procedures and steps involved in Workers' Compensation. Additionally, the Program can help you obtain Social Security disability benefits if you become disabled.

Attorneys are available to assist and guide you through the process. They will conduct in-depth interviews with you, correspond directly with your doctors, obtain prior work histories, process all necessary forms and represent you at the hearing.

Representation is provided by the firm of Fine, Olin and Anderman, LLP through its statewide network of offices staffed by attorneys who specialize in workers' compensation/social security disability law. These attorneys have been providing CSEA members statewide with Workers' Compensation Legal Assistance representation for almost five years now.

## PERSONAL LEGAL MATTERS

CSEA has created a Personal Legal Services Plan to provide you and your dependents with knowledgeable and affordable legal representation to protect your legal rights in personal matters. The initial enrollment fee entitles you to choose from two to five legal services depending on the plan you choose. As a plan participant, you are then also entitled to a list of personal legal services at pre-

published rates. These cover the gamut from A to Z (Adoptions to Zoning Appeals), and includes such things as traffic tickets, real estate transactions, family court matters, bankruptcy, landlord/tenant rights and criminal matters. Once enrolled, you are covered under the Plan for one year. A small renewal fee of \$25 each year helps to cover the administrative costs of providing you with this terrific coverage.

Legal services are provided by our CSEA regional attorney network, supplemented with specially selected attorneys. Probably you, or someone you work with, know your regional attorney already. These attorneys for the most part have worked with CSEA members for a decade or more, providing employment-related representation. They are each committed to the CSEA Plan and to giving us the best coverage throughout the state.

## SO, CONTACT US. HERE'S HOW

Use of the CSEA Legal Services Program and any of its component Plan services is as easy as calling CSEA Headquarters at 1-800-342-4146 during normal business hours Monday through Friday 8 a.m. to 5 p.m. and selecting the menu option for CSEA Legal Services Program. You will be asked whether you are interested in the injury-related plan or the non-injury related plan. Follow these prompts and you will get directly to the right place to begin the process. Also, brochures are available describing in detail each of the three services in the Program.

Information is also available on CSEA's website at [www.csealocal1000.net](http://www.csealocal1000.net), by logging onto the CSEA Members-Only page.

## What's In It For You?

### THE DEAL WITH DENTISTS

The CSEA Employee Benefit Fund receives many calls regarding requests for referrals for dentists and complaints about services provided by a dentist. The following information may help you in making the important decision of choosing a dentist and receiving the quality dental care you deserve.

For liability reasons, the Benefit Fund cannot refer members to a specific dentist, either participating or non-participating. The participating provider listing contains the names of licensed dentists who have agreed to accept the dental plan allowances as payment in full for covered services. The Benefit Fund has no authority to comment on or investigate the



quality of work provided by a dentist. The best way to find a dentist is to ask co-workers, neighbors, relatives and friends about their dental experiences and if they would refer you to their dentist.

A dentist must be licensed by the state Board of Regents to provide services in New York state. Many times members ask if there is a difference between a DMD or DDS degree. DMD stands for Doctor of Dental Medicine and DDS stands for Doctor of Dental Surgery and they are equivalent as far as training is concerned. Both are doctoral degrees and the degree received is dependent on the dental school attended. New York licensed dentists have completed a four-year program in dentistry following a minimum of two years of college. New York licensed dentists must pass a state approved examination and are required to take continuing education courses regularly.

Dental hygienists must also be licensed by New York to provide services. RDH stands for registered dental hygienist

which means that individual has earned an associate's or bachelor's degree from an accredited dental hygiene program, has passed a state approved licensing examination and has taken the required continuing education courses.

Dental professionals must reregister every three years to practice in New York. All dentists, dental hygienists, and certified dental assistants must display a current state registration certificate in the dental facility where he or she is employed. You can verify a license by calling (518) 474-3817, or e-mailing [op4info@mail.nysed.gov](mailto:op4info@mail.nysed.gov).

Another concern of many members is their dental records. Dental patient records usually contain your dental case history, examination findings, and treatment records. They must be maintained by the dentist for six years or until the client turns 22, whichever is longer. Records are usually confidential unless you have approved their release. If you want a copy of your records, provide your dentist with a written request. There may be a charge for the copies of x-rays or the treatment record.

Dentists who are considered specialists have additional education in the field that they practice. They are not licensed in the specialty area by New York state. Some specialists you may encounter are:

Endodontists: perform procedures such as root canals

Oral and Maxillofacial surgeons: diagnose and treat injuries and defects of the head, neck, face, and jaws and perform difficult extractions.

Orthodontists: treat problems related to misaligned teeth

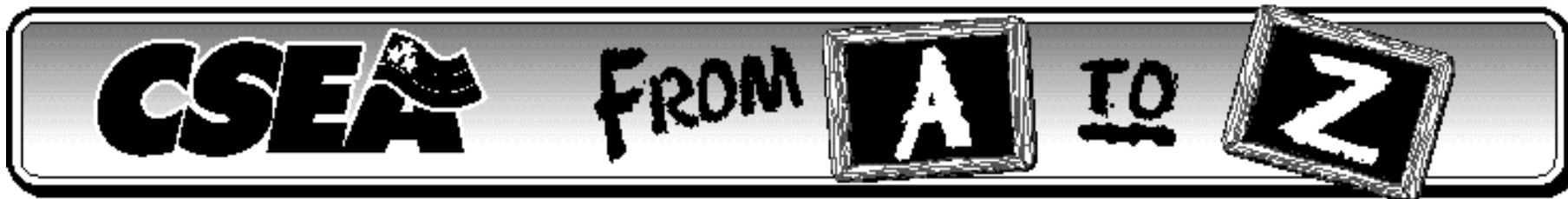
Pediatric dentists: specialize in treating children and adolescents.

Periodontists: diagnose and treat diseases of the gums and bone surrounding the teeth.

Prosthodontists: replace missing teeth with fixed or removable substitutes such as dentures, bridges and crowns.

**An Ever Better Future**





# K is for Knowledge

Knowledge is power. And CSEA has a wealth of knowledge available to members to give them the power to solve issues related to work or home life. Need legal counsel? Interested to know if the candidate in your area supported an important piece of legislation? In need of some research for your next contract negotiation? Turn to the team of CSEA professionals to gain the help, insight and guidance you need.

We have highlighted several CSEA departments to better explain the wealth of knowledge CSEA members can tap into.

## Legal Department

The Legal Department provides a myriad of services to benefit CSEA members. CSEA attorneys provide technical assistance on a wide range of labor-related issues to union leaders and staff dealing with legal and contract issues.

Some matters are handled exclusively by CSEA staff, such as all Public Employee Relations Board (PERB) and National Labor Relations Board (NLRB) matters, and some are handled with region attorneys, such as disciplinary representation.

Workers who are injured on the job or who have sustained a job-related injury may use CSEA's Workers' Compensation Legal Assistance Program and other legal benefit programs (See page 17).

## Legislative and Political Action Department

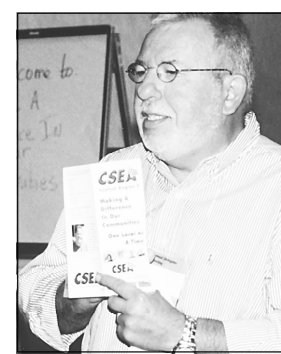
CSEA has a respected political action network to make your voice heard by elected officials from school boards and city halls to the New York state Legislature, Congress and the White House. Laws, public policies and elected officials affect the well-being of CSEA members. That's why CSEA is actively involved in the electoral process, by way of campaigns and endorsements, and the legislative process, by initiating legislation and lobbying to get laws passed that help working families.

CSEA endorses and works to elect candidates who are friendly to working people. Once endorsements are made, CSEA's Political Action Department works with activists to mobilize support for candidates. This may include polling, precinct targeting, voter identification, voter registration and get-out-the-vote drives, phone banking, organizing and recruiting volunteers.

To make sure that public policy-makers understand the concerns of CSEA members, we dedicate resources to political analysis and action. To promote legislative action, CSEA circulates draft legislation to the appropriate members of the state Legislature for sponsorship and



**Much of the power of CSEA's knowledge is transferred to union members during workshops at conventions and conferences. Above and at right, union members take part in a problem-solving task.**



**Above left, Long Island Region President Nick LaMorte and Central Region President Jim Moore, right, lead workshops.**



then works with that sponsor to push the bill through to become law. Whether it's a bill to protect worker safety or easing the costs of prescription drugs, you can count on CSEA to know what's happening at the local, state or national level.

## Research Department

The Research Department analyzes and makes recommendations on major budget and policy issues for CSEA. The department also provides relevant information to region staff to support contract negotiations such as salary comparisons, budget and health benefit analysis.

## Education and Training Department

This department provides labor education and training to local and unit officers, stewards, grievance representatives and activists as well as members across the state. The department also provides special training for organizing campaigns or other union needs.

## Communications Department

CSEA's Communications Department constantly seeks and is fed information from all the departments and areas within the union. The department takes the information and feeds it back to the members through *The Work Force*, newsletters and web site so that members, leaders and activists have the power and knowledge to address the issues that affect them on and off the job.

Many resources are available on-line, at [www.csealocal1000.net](http://www.csealocal1000.net), and especially in the members-only area.

CSEA also has several key affiliations that strengthen our knowledge and power and therefore strengthens the CSEA membership as well.

## AFSCME (American Federation of State, County and Municipal Employees)

As Local 1000 of AFSCME, we belong to a national union that has over 1.3 million members. AFSCME has developed a wide range of services and resources that are available to its affiliates. With a qualified and capable staff, AFSCME provides services in four major areas: workplace issues, legislation and political action, communications and leadership training/union building. Especially on issues of national interest, AFSCME is a sound resource that CSEA members are fortunate to have.

## The Fiscal Policy Institute (FPI)

The Fiscal Policy Institute is a non-partisan research and education organization that focuses on the broad range of tax, budget, economic and related public policy issues that affect the quality of life and the economic well-being of New York state residents. CSEA can turn to the FPI for first rate assistance and information on budget and public policy issues that affect working men and women across the state.

As a CSEA member, you have a broad range of services, staff and knowledge at your fingertips. When CSEA's knowledge grows, our power grows too. To find out more about any of these CSEA resources, check out the CSEA web site at [www.csealocal1000.net](http://www.csealocal1000.net) or call 1-800-432-4146.

## Mission Achievement Awards presented to CSEA Retirees

Two retired CSEA activists recently were presented with the 2001 and 2002 Donald Webster Memorial Mission Achievement Awards at the Annual Retirees Delegate Meeting held in Rye.

Patricia Wilder was presented with the 2002 award. Wilder was a union activist for the 30 years that she worked at various positions within Jefferson County. After retiring, she became involved with the Jefferson-Lewis Counties Retiree Local and served as president for nine years and currently serves as vice president. She is also involved in her local community with the AARP Watertown Chapter, SCORE (Service Corps of Retired Executives) and the Jefferson County Historical Society.

Irene Hillis accepted the 2001 Memorial Mission Achievement Award. Due to circumstances last year surrounding Sept. 11, the awards presentation was canceled.



Patricia Wilder and Irene Hillis were presented with the Donald Webster Memorial Mission Achievement Awards at the Retiree Delegates Meeting in Rye.

Hillis was also a union activist for 30 years as a state employee at Willowbrook State School, now Staten Island DDSO. As a retiree, her activism continues as current president of the New York Metropolitan Retirees Local. Her community activities include helping her church with fundraising while also serving as treasurer of both the Ladies Guild and CYO Senior Guild.

Congratulations to both women on these well-deserved honors.

## 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.

### PEOPLE PERSON

- The PEOPLE recruiter for the month of September is Lori Nilsson of the Central New York DDSO.

She recruited 35 new members. PEOPLE is CSEA and AFSCME's political action program aimed at getting friends of working families elected to Congress ...

### METROPOLITAN REGION WINS PEOPLE CUP

- Metropolitan Region President George Boncoraglio accepted the 2002



PEOPLE Cup on behalf of the CSEA Metropolitan Region at the Annual Delegates Meeting. The region recruited 627 PEOPLE members in the year 2002 - the most for any CSEA region ...

### CSEA MEMBER RECOGNIZED FOR LIFELONG LEARNING

- CSEA member Heidi-Lynn Wagner, a health benefits administrator, was honored for her commitment to lifelong learning by The Association of Joint Labor-Management Education Program. The association's mission is to strengthen and promote labor/management educational programs in order to solidify the philosophy and practice of lifelong learning ... **BRICK LOCATOR ON WEB SITE** - Bricks purchased for the Hudson River Way in memory of five CSEA Tax and Finance members killed in the Sept. 11 tragedy are now easier to find thanks to a link on the city of Albany's web site. Log on to [www.albanyny.org](http://www.albanyny.org) and click on the "Locate Your Brick" link and type in the names or inscription for assistance ...



CSEA RUNS/WALKS IN RACE FOR THE CURE - CSEA members in the Capital Region

joined forces in the Race for the Cure, a fundraiser for the fight against breast cancer. CSEA was a silver sponsor of the event, hosted an information booth and entered a team of runners and walkers ...

### IN MEMORY OF DAN CAMPBELL

- CSEA Albany County Local President Jack Rohl organized the first annual Dan Campbell Memorial Scholarship event. The Oct. 5 bowling tournament, attended by CSEA members and staff, raised more than \$1,700 for a scholarship fund in Campbell's name. Campbell passed away in February after three decades of work as the Capital Region's Communications Associate ...

### CBTU PRESENTS AWARD TO DONOHUE

- The Long Island Chapter of the Coalition of Black Trade Unionists (CBTU) presented a Leadership Award to CSEA President Danny Donohue in recognition of his vision, leadership and dedication to the labor movement in New York state and the country ...

### DONOHUE PRESENTS AWARD IN HEMPSTEAD

- CSEA President Danny Donohue was on hand at the second annual CSEA Town of Hempstead Local Golf Outing. With the proceeds from the event, \$1,000 college scholarships are awarded to members' children. CSEA President Danny Donohue also presented Local President Bill Flanagan a plaque recognizing Flanagan's leadership and the local's achievements.

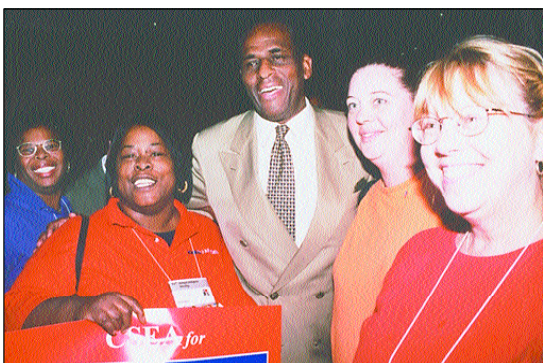
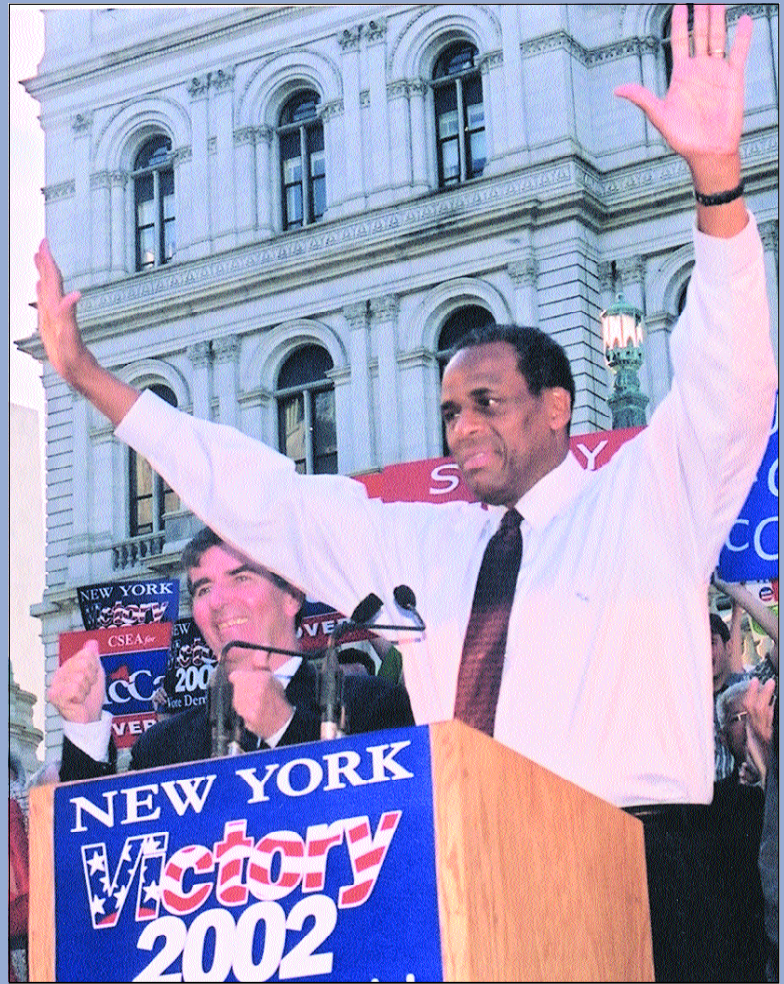


# Carl McCall and the CSEA-endorsed team

## ★ *Together We Can Make It Happen*

A vote for McCall is a vote for:

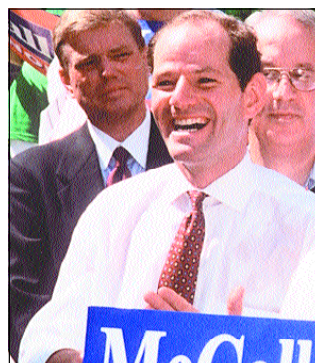
- ✓ Fairness and respect for working people
- ✓ Improving our schools
- ✓ Creating job growth and expanding opportunity
- ✓ Ensuring quality health care and affordable prescription drugs



Carl McCall, governor



Dennis Mehiel,  
lieutenant governor



Eliot Spitzer, attorney  
general

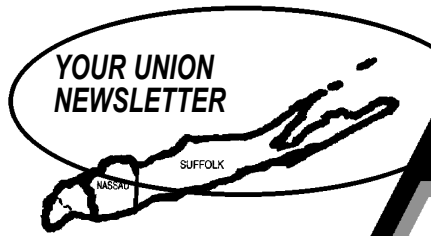


Alan Hevesi, comptroller

# VOTE

Make Your Voice Heard

# Tuesday Nov. 5



November 2002 • Vol. 7, No. 11

# CSEA NASSAU COUNTY LOCAL 830 EXPRESS

## Message from Jane D'Amico – New CSEA Local 830 President



It is indeed an honor to be able to step forward as your Local president. I am fortunate to be following in the footsteps of such remarkable people as Irving Flaumenbaum, Rita Wallace and Tony Giustino. They were leaders who paved the way toward a strong and successful union.

During the past seven years I have learned a great deal while serving as executive vice president. Most importantly, I have witnessed the need for knowledge and strength, tempered by reason, and culminating in positive action.

A passion for something doesn't come from your head. It comes from your heart. Passion gives life to vision. My passion for union activism on behalf of my fellow employees has given life to a vision — that our members can earn a decent wage, enjoy guaranteed benefits without the constant fear of losing their jobs and reap rewards commensurate with their hard work.

To realize this vision, we must educate, we must communicate, and, at times, we must fight. And we *will* fight. As we enter one of CSEA's most challenging periods ever, we will use every tool at our disposal to make sure that our hard-won benefits, job security and re-staffing concerns are not neglected.

In the past, our strength has been in our unity. It is imperative to our success that we stay united. I call on all our members to work together with their union leadership to promote the goals and objectives that will lead us to success.

I pledge my presidency to the following standards:

- We will maintain the highest level of professionalism.
- We will maintain and expand internal and external communications.
- We will address head-on the challenges that will certainly face us.
- We will work to improve organizational

effectiveness whenever and wherever we find it lacking.

- We will maintain an open dialogue between our members and our leadership. In other words, we will listen to you. Your voice will be heard.
- We will strive to negotiate the best possible contracts and benefits.
- We will promote a positive awareness campaign of CSEA work and expand ties and coalitions within the community.

I look forward to working with our membership, officers and the Executive Board as we tackle the formidable tasks that lie ahead. I ask for your unified support as we move our great union forward.

Yours in solidarity,

Jane D'Amico, President  
CSEA Local 830

## Farewell Message from Tony Giustino



I've written many messages to CSEA members over the course of my seven years as president of Local 830. This one, by far, is the most difficult.

I have decided, after 35 years in government, that it is time to call it a career. I am moving on to new challenges and new endeavors, to jobs in which I can utilize the tremendous knowledge and experience I have gained both as a union activist and as a government worker. As an attorney who has specialized in labor law, it is my hope to put all of my experience and education together to work on behalf of the labor movement in general and CSEA in particular.

In the upcoming months and years, I will be working with CSEA regional labor attorney Lou Stober, and I will be on hand to assist your union leaders as CSEA enters negotiations on a new contract with Nassau County and the Nassau Health Care Corporation.

I was both proud and humbled to have been elected by our members to three consecutive terms as president. I served with all the energy, strength and dedication that I could muster. You can be certain that my sole motivation through these seven years has been the good of our union.

Our new president is Jane D'Amico, who has served with me since my first election. She has been an outstanding executive vice president and union activist. Jane is a highly competent and capable person who will exert strong leadership over our union as we enter some very challenging times. Jane's knowledge of the issues that face CSEA and her superb administrative abilities will ensure a smooth transition.

Thanks for your help and support over the years. I wish you all well.

Yours in unionism,

Tony Giustino

The Work Force

CSEA Nassau County Local 830  
EXPRESS

November 2002 • Vol. 7 No. 11

A Monthly Publication of CSEA Nassau County Local 830  
JANE D'AMICO, President

Tony Panzarella, Editor  
(516) 571-2919 Ext. #13

Ronald G. Gurrieri, Chair, Communications Committee  
CSEA Long Island Region Communications Associate 631-462-0030

**NASSAU LOCAL 830**

**Executive Officers:**

JANE D'AMICO, President  
LES EASON, Executive Vice President  
GEORGE WALSH, 1st Vice President  
ROBERT CAULDWELL, 2nd Vice President  
RAYMOND CANNELLA, 3rd Vice President  
JEWEL WEINSTEIN, 4th Vice President  
RON GURRIERI, 5th Vice President  
MARY DELMARE, 6th Vice President  
TIM CORR, 7th Vice President  
NANCY IANSON, 8th Vice President  
RUDY BRUCE, 9th Vice President  
NOREEN LINGHAM, 10th Vice President  
BOBBI EISGRAU, Secretary  
KATHLEEN VITAN, Treasurer

**Unit Presidents/Executive Board:**

JOHN ALOISIO III, Treasurer's Office  
STANLEY BERGMAN, Comptroller's Office  
RUDY BRUCE, Department of Public Works  
RAY CANNELLA, Civil Service Commission  
TIM CORR, Recreation & Parks  
VIVIAN CROWLEY, General Services  
KENNETH DASH, SR., Administrative Unit  
MARY DELMARE, School Crossing Guards  
LES EASON, A. Holly Patterson Extended Care Facility  
BOBBI EISGRAU, County Clerk  
RAYMOND FLAMMER, Assessment Department  
SUSAN GRAHAM, County/District Attorney  
CYNTHIA HANCOCK, Nassau Community College  
NANCY IANSON, Drug & Alcohol  
DAVID JOHNSON, NC Democratic Project Unit  
RON KAHL, AMTs  
JERRY LARICCHIUTA, Sheriffs Support Unit  
LOUIS MINGHINELLI, Health Department  
LILLIAN NEUMAR, Police Civilians  
JUNE NOLAN, Traffic & Parking Violations  
DIANE RUSS, Consumer Affairs  
LARRY SCHNURR, Deputy Sheriffs  
PAUL SIMON, Fire & Rescue Services  
MICHAEL TIMMONS, Social Services  
GEORGE WALSH, Nassau University Medical Center  
PETER WRBA, Probation  
JOSEPH WHITTAKER, Fire Marshal

We welcome reader suggestions: Please address your comments to Tony Panzarella, Editor, Nassau County EXPRESS at CSEA Nassau Co. Local 830, 400 County Seat Dr., Mineola, NY 11501-4137.

# LEGAL UPDATE

## Termination Based Upon Vague Charges



by Louis D. Stober, Jr., Esq.  
CSEA Regional Attorney

What do you do when you are terminated or disciplined based upon charges that do not specify what you did wrong? This was the issue in two recent arbitration cases I handled, one involving the Medical Center and one involving the County Clerk's office. The answer is that an application to dismiss the charges based on due process grounds should be made.

In both cases the arbitrators found the charges or portions of the charges were defective and that the charges had to be dismissed. In one case, the charge read simply "theft of services". The arbitrator held that the phrase "by itself, is plainly inadequate and is made more so by dint of the fact that the Employer is charging Grievant with a pattern of theft of services ... the compound deficiencies mandate that the Notice of Personnel Action be dismissed, without prejudice, and that, accordingly, the Employer be directed to reinstate Grievant and make him whole." In that case, the Employer was given the

opportunity to re-charge the employee since the statute of limitations to charge the employee had not expired.

A similar result occurred in the County Clerk's case. In that case I made a motion to dismiss the charges against the Grievant claiming that they lacked specificity thereby violating contractual and due process rights by inhibiting my ability to mount a full and proper defense to the charges. The arbitrator held "... all references related to the Grievant's absences that were included as part of the ... Notice of Personnel Action, which charged the Grievant with 'Dereliction of Duty' were removed from being a part of the charge. This is so, because:

- (a) That part of the charge did lack specificity, in that no dates for the absences were cited;
- (b) The absences referred to are contained in a separate charge which was grieved and a final determination had yet to be rendered;
- (c) Departmental actions, other than termination, had already been initiated

against the Grievant for the referenced absences..."

Therefore, a two-fold attack on the charges, based upon lack of specificity and "double jeopardy" i.e., that the Grievant had already been previously charged for the same matters that he was now being terminated for led to a successful outcome and the Grievant was reinstated with full back pay minus a five day suspension without pay.

As can be seen, there are many issues that have to be analyzed in any disciplinary case besides the issue of whether misconduct or incompetence occurred.

Therefore, if you are ever the subject of discipline, pay particular attention to the language of the charges and let your CSEA representative know whether you have been previously disciplined for the same incidents or whether the charges are unduly vague so as to prevent you from forming a proper defense.

## CBTU honors Donohue and Jones at first annual awards dinner

The Long Island Chapter of the Coalition of Black Trade Unionists (CBTU) held its first annual awards dinner in October and honored two great union activists: CSEA President Danny Donohue and retired Nassau County Local 830 member Barbara Jones.

Top right, Barbara Jones, second from right, accepts the award in her honor. Jones was a founding member of the Long Island CBTU Chapter and a longtime union activist in Local 830 and the Long Island Region. She is the first recipient of the CBTU Service Award which will be named the Barbara Jones Award in her honor. From left to right, CBTU Long Island Chapter President Rudy Bruce, Laret Williams of JLT Insurance and Hempstead Town Councilwoman Dorothy Goosby.

Bottom right, members of the CBTU Long Island Chapter take time out for a group photo.

Left, CSEA Local 830 President Jane D'Amico, center, accepts the CBTU Award on behalf of CSEA President Danny Donohue. Making the presentation are Chapter President Rudy Bruce, left, and Metropolitan Region Director and CBTU member Alan Jennings.



**Vote for Bergman & Grasso****CSEA members running for New York State Assembly**

If you want to ensure that CSEA's legislative agenda is placed front and center in Albany, what better way to do it than electing Assembly candidates who happen to be CSEA members.

CSEA is fortunate this year to have two of its members running for the New York State Assembly. Both have received the CSEA endorsement. CSEA urges all members and their families to get the vote out for Stan Bergman in the 12th Assembly District and Vincent Grasso in the 14th Assembly District.

**STAN BERGMAN**

Stan Bergman is President of Local 830's Nassau County Comptroller's Unit. His name can be found on both Row "B" (Democrat) and Row "H" (Working Families). He has been a CSEA activist for over 10 years and, as Chair of the local's Anti-Privatization Committee, has been in the forefront in the fight against the privatization of bargaining unit jobs.



Stan has also received the endorsement of National Organization for Women (NOW) and the United Auto Workers (UAW). He has been a crusader for women's rights and causes. He has also expressed concern over a proposed widening of the Southern State Parkway, calling DOT's plan a \$5 billion waste of taxpayer money that will succeed only in turning the road into another Long Island Expressway.

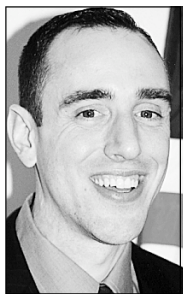
Stan earned his bachelor's degree in economics from Queens College and his master's degree in accounting from C.W. Post. He and his wife, Carol, reside in Levittown with their two daughters. He comes from a union family. His father was a member of the NYC Transit Workers Union and both his mother and grandmother were members of the International Ladies Garment Workers Union (now Unite).

**VINCENT GRASSO**

Vincent Grasso is a CSEA Local 830 member with the Nassau County Board of Elections. He has been a community volunteer and activist for years, serving as a Literacy Volunteers of America tutor, on the Village of Valley Stream Board of Ethics, as a trustee with the Gibson Civic Association and with an organization called Christmas in July, which rebuilds homes for the poor.

Vincent has been a Long Island resident for 30 years, residing since 1998 in Valley Stream with his wife, Mary. They have one daughter. He attended Sachem High School in Suffolk County and graduated from SUNY Stony Brook. He has been a great advocate of the public school system and is an avid environmentalist.

Since 1992, Vincent has been a member of the Army Reserve. He currently serves as an intelligence non-commissioned officer with the Joint Forces Intelligence Command at Fort Dix, New Jersey.

**CSEA endorses candidates for state Senate and Assembly**

When you go to the polls to vote on Nov. 5, CSEA urges you to pull the lever for the candidates below in your New York State Senate and Assembly districts. After careful consideration and personal interviews with all candidates, CSEA has concluded that these men and women most closely embrace the philosophy, causes and goals of our union and who associate themselves with the aspirations of working men and women.

**New York State Senate**

5th S.D. – Carl Marcellino (R)  
6th S.D. – Kemp Hannon (R)  
7th S.D. – Michael Balboni (R)  
8th S.D. – Charles Fuschillo (R)  
9th S.D. – Dean Skelos (R)

**New York State Assembly**

12th A.D. – Stan Bergman (D)  
13th A.D. – David Sidikman (D)  
14th A.D. – Vincent Grasso (D)  
15th A.D. – Donna Ferrara (R)  
16th A.D. – Thomas DiNapoli (D)  
17th A.D. – Maureen O'Connell (R)  
18th A.D. – Earlene Hooper (D)  
19th A.D. – Mike Moore (D)  
20th A.D. – Harvey Weisenberg (D)  
21st A.D. – Thomas Alfano (R)

In Nassau County's three congressional races, CSEA endorses the following candidates: 3rd CD – Peter King (R); 4th CD – Carolyn McCarthy (D); 5th CD – Gary Ackerman (D).

# CSEA Activists Honored At Annual Dinner Dance



Politicians and dignitaries from throughout Nassau County turned out to help CSEA honor four activists at Local 830's Annual Dinner Dance, held this year on Oct. 10 at the Westbury Manor. New President Jane D'Amico, in her first official public appearance, congratulated the honorees and then went on to assure the audience that She's prepared to carry on the union's strong leadership.

Former President Tony Giustino thanked everyone for their support during his seven years in office and praised D'Amico as a "competent, intelligent leader who will continue fighting for you."

The event was presented by the Social Committee, chaired by Beth Luttinger. Awards were presented this year for outstanding contributions to CSEA.

Following is a photo essay of the event.



### Receiving the honors were:

**ELLEN ANDERSON**  
Nassau University Medical Center


**DIANE BERNSTEIN**  
Department of Public Works

**NANCY IANSON**  
Department of Drug & Alcohol

**ROSE SACCHETTI**  
District Attorney/County Attorney



**CSEA**  
IN CONJUNCTION WITH



**NASSAU UNIVERSITY**  
medicalcenter

*(Formerly Nassau County Medical Center)*

**Center of Primary Care**

---

**ANNUAL PHYSICAL**

- No co-pay for CSEA members and family
  - All testing done at one facility
    - Permit for free parking
- Test results sent to your own physician or NUMC physician

*Center of Primary Care can be used for all your comprehensive health care needs with the same benefits*


HOURS:  
Tuesdays — 5 - 7:30 p.m.  
Wednesdays — 1 - 3:30 p.m.

**For further details and appointments call:  
572-5380**

---

SCSEA NASSAU LOCAL 830 — JANE D'AMICO, PRESIDENT

*Discrimination, Human Rights, Diversity*



**UNITY COMMITTEE**

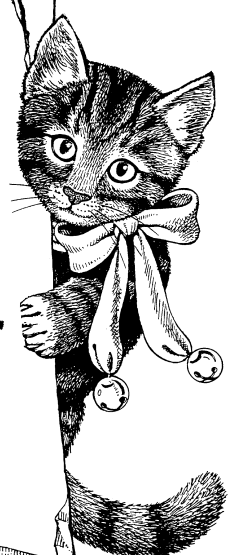
**Task Force**

**OUR GOALS**

- Deal with discrimination/human rights issues in the work place.
- Provide guidance, outlets and methodology to CSEA members in discrimination/human rights issues in the work place.
- Update, communicate with and inform members about CSEA structure, election process, officer selection, staff and employment opportunities.
  - To listen.

THE FOLLOWING CSEA TASK FORCE MEMBERS ARE AVAILABLE FRIDAY MORNINGS. IF YOU HAVE ANY QUESTIONS OR WANT

**Rudy Bruce -- 571-7200**  
**Carolyn Jones -- 571-0911 / 527-6678**  
**Tim Corr -- 571-2919, Ext. 14**



**CSEA Holiday Party Set For December 12th**

al highlight of the holiday season, Local 830's Holiday Party, will be held this year on Thursday, Dec. 12, at The Sands on Beech Blvd., in Atlantic Beach. The festivities will get under way at 7 p.m. and run through 1:30 p.m.

The admission price this year is \$25 per person for Local 830 bargaining unit employees. For guests of bargaining unit employees, the price is \$45.

The party will include a cocktail hour, open bar, full sit-down dinner, music and dancing. Adding to the excitement will be a raffle featuring

many great prizes.

Beth Luttinger, Social Committee Chair, and her committee are asking members to bring an unwrapped children's toy for the U.S. Marines' annual "Toys for Tots" program.

Reservations will be taken in advance only on a first-come, first-served basis and must include payment in full. Phone reservations will not be accepted. Checks should be made payable to "Nassau Local 830 CSEA" and should be sent to: CSEA, 400 County Seat Drive, Mineola, NY 11501, Attn: Beth Luttinger. Reservation forms can be obtained at the above address or through your unit president.



## **CSEA/HIP "Healthy Heart" Program**

# Recipes for the Fall To Keep You Healthy

With the assistance of a grant from HIP, Nassau Local 830 is conducting an ongoing "Healthy Heart" program in an attempt to exert a positive influence on the daily living habits of members in areas that effect health. The following is another in a series of Healthy Heart articles that are running in The Express in conjunction with the program.

The following recipes are being provided by CSEA Healthy Heart Program (funded by HIP) and the CSEA FATE Program (funded by the March of Dimes).

Fall is here and winter is not far away. It's a good time to plan some warm, tasty, home-cooked meals for those cold winter nights. Here is a collection of kitchen-tested recipes that are low in fat, high in fiber, high in folic acid, and very, very delicious.

### **Tropical Shrimp Stir Fry**

**Servings: 3**

#### **Ingredients**

1 tbsp. soy sauce  
1 tbsp. white wine or water  
1 tbsp. canola oil  
1 tbsp. lime juice  
2 tsp. minced fresh ginger  
2 cloves garlic, minced  
1/2 tsp. red hot sauce (optional)  
1 bell pepper, seeded and diced  
1 cup diced eggplant, or zucchini  
2 cups diced fresh or canned pineapple  
16 medium cleaned shrimp  
3 cups cooked white or brown rice

1. Place the soy sauce, oil, wine or water, lime juice, ginger, garlic and hot sauce in a large skillet or wok. Cook over medium heat for 1 minute.
2. Add the shrimp, bell pepper, zucchini, and pineapple.
3. Sauté for 6 to 8 minutes, or until the shrimp are white and firm in the center.
4. Stir in the rice and remaining soy sauce and cook for another 5 minutes.

#### **Nutritional Analysis**

343 calories, 5 g. fat, 173 mg. cholesterol, 356 mg. sodium, 3 g. fiber, 105 mcg. (25% DV) folic acid

Source: *Taste of the Tropics*

### **Savory Skillet Beans**

**Servings: 6**

#### **Ingredients**

1 medium onion, chopped  
3 garlic cloves, minced or pressed  
2 tbsp. vegetable oil (olive preferred)  
3 celery stalks (about 1 cup chopped)  
2 green or red bell peppers (about 1-1/2 cups chopped)  
1 tsp. chopped fresh thyme (1/2 tsp. dried)

1 tbsp. chopped fresh basil (1 tsp. dried)  
1 tsp. chopped fresh oregano (1/2 tsp. dried)  
1/4 tsp. ground black pepper (or more to taste)  
pinch each of cayenne and salt  
2 cups chopped fresh or low-sodium canned tomatoes (14-1/2 oz. can)  
1 tbsp. honey or molasses  
1 tbsp. Dijon mustard  
4 cups cooked black-eyed peas or butter beans (two 10-oz. frozen packages or two 16-oz. cans, drained)  
chopped scallions or grated cheese (optional)

1. In a heavy skillet, sauté the onions and garlic in the oil on medium heat.
2. Chop the celery and bell peppers, and add them to the pan. Continue to sauté for about 5 minutes, stirring occasionally.
3. Add the thyme, basil, oregano, black pepper, cayenne, and salt. Cover and cook for 5 minutes or until the onions are golden, stirring once or twice.
4. Add the tomatoes, honey or molasses, and mustard, and simmer for 5 more minutes.
5. Add the beans, cover and stir occasionally until thoroughly heated. Canned beans will be hot in less than 10 minutes, but frozen beans need to simmer for 15 to 20 minutes.
6. Top with scallions or grated cheese if you like, and serve.

#### **Nutritional Analysis**

160 calories, 5 g. fat, 0 mg. cholesterol, 192 mg. sodium, 8 g. fiber, 81 mcg. (20% DV) folic acid

Source: *Moosewood Restaurant Cooks at Home*

### **Collard Greens**

**Servings: 6**

#### **Ingredients**

1 tbsp. olive oil  
2 bell peppers (mix green, red, or yellow)  
2 bunches of scallions  
3 bunches of collard greens  
4 cloves garlic minced  
1 tbsp. chopped fresh thyme (or 1/2 tsp. dried thyme)  
1/4 cup water  
salt and pepper to taste

1. Wash greens thoroughly. Remove tough stems and chop.
2. Cut peppers into small pieces. Slice scallions. Mince garlic.
3. Heat oil in a large skillet or wok.
4. Sauté scallions, peppers and garlic for 1-2 minutes.
5. Add greens and thyme and stir. You will have to add greens a little at a time. As they cook down, keep adding until they are all in the skillet.
6. Add just enough water to prevent burning. Cover, and



simmer until tender, about 30 minutes.  
7. Add more water if needed.

#### **Nutritional Analysis**

51 calories, 2 g. fat, 0 mg. cholesterol, 13 mg. sodium, 3 g. fiber, 18 mcg. (5% DV) folic acid

### **Lentil and Kale Soup**

**Servings: 6 - 8**

#### **Ingredients**

1 tbsp. canola oil  
2 large carrots, peeled and diced  
1 medium yellow onion, diced  
2 cloves garlic, minced  
7 cups low-sodium vegetable or chicken broth  
1-1/2 cups lentils, rinsed  
2 tsp. ground cumin  
1/2 tsp. ground black pepper  
2-3 cups coarsely chopped kale  
3 or 4 tbsp. chopped fresh parsley  
1 tsp. salt  
juice of 1 lemon

1. In a large saucepan, heat the canola oil.
2. Add the carrots, diced onion, and garlic and sauté for 5 minutes.
3. Stir in the broth, lentils, cumin, and pepper, and bring to a simmer. Cook over low heat for 1 hour, stirring occasionally, until the lentils are tender.
5. Stir in the kale, parsley, salt and lemon juice, and cook for 15 minutes more.

#### **Nutritional Analysis**

192 calories, 2 g. fat, 0 mg. cholesterol, 370 mg. sodium, 12 g. fiber, 169 mcg. (42%) folic acid

Source: *Vegetarian Soup Cuisine*





## A Message from Long Island Region President Nick LaMorte

Greetings Brothers and Sisters,

Congratulations are in order! As you are probably aware, there has been a change in leadership at Local 830.

After serving as your Vice President for seven years, Jane D'Amico has taken over as the new President of Local 830, following the retirement of former President Tony Giustino. He was a diligent, caring and highly effective representative for his membership, and we are grateful for his many years of service.

It is important to remember that while there has been a change in leadership, your officers commitment to the membership is as strong as ever. I can't think of anyone more dedicated, more seasoned, or more capable of stepping up to the plate to fight hard on your behalf, than Jane D'Amico.

Jane has a stellar record of leadership, and I expect that she will execute a seamless transition. Let me assure you that

**It is important to remember that while there has been a change in leadership, your officers' commitment to the membership is as strong as ever.**

Jane D'Amico has my full support, as well as that of the Executive Board, as she embarks on her new mission. She is well-prepared for the challenge of leading the Local, even during these very difficult times.

A recent article in *Newsday* threw a floodlight on the situation in which many Nassau workers find themselves. County workers, who have been asked to bear the brunt of years of mismanagement in local government, with calls for givebacks, out of title work, and lag payroll, are not being equipped with the basic tools they need.

Too many technological advances have bypassed the work force. The county invested too little money in infrastructure. Too many workers do not have e-mail access, and archaic systems are used to file records. The result is a profound technological gap. Employees personally lose out because workplaces are behind the times. It will take years of investment in both training and equipment to bridge the gap.

As contract time draws near, you should know that Jane D'Amico, myself, and all of our CSEA leadership are committed to fighting for our members, our jobs, and for the services that we still provide, despite the antiquated infrastructure and the fiscal challenges that lay ahead.

I am confident that we at CSEA not only have the exemplary leadership, but also the professional, quality work force to get the job done, no matter how tough. Remember that when the going gets tough, the tough get going!

Yours in solidarity,

Nick LaMorte, president  
CSEA Long Island Region



### Negotiations Under Way

Local 830 President Jane D'Amico, second from right, meets with members of the Nassau Health Care Corp. Bargaining Committee to discuss issues facing CSEA in its contract negotiations on behalf of employees of the Nassau University Medical Center and the A. Holly Patterson Extended Care Facility. At right is former President Tony Giustino, who will provide help in negotiations. Negotiations are also under way on behalf of Nassau County workers.

### Scholarship Forms Now Available

## Plan Ahead: Get Your Tickets Now For Martin Luther King Luncheon

It's never too early to assure yourself a spot at CSEA's annual Dr. Martin Luther King Ceremony Luncheon. The Unity Committee, which sponsors the program, has announced that tickets are now on sale for the 2003 event, which will be held on Saturday, Jan. 11, from 12:30 to 4:30 p.m. at the Coral House in Baldwin. The price remains at \$30 per person (\$20 for children 12 and under). Also, nominating forms are now available for the annual college scholarships presented each year by the Unity Committee at the luncheon. This year, four \$500 scholarship awards will be given out.

According to Tim Corr and Rudy Bruce, Unity Committee co-chairs, the 9th Annual Luncheon will include entertainment, raffles and door prizes. Guest speakers will be Bill Lucy, secretary/treasurer of AFSCME and statewide CSEA President Danny Donohue. Lucy was an associate of Dr. King and walked with him on several of his historic marches.

For more information or to buy tickets, call Corr at 571-2919, Ext. 14,

Andrea Gatewood at 572-0954 or Juanita McKinnies at 378-2790. Reservation forms are available at the CSEA office, 400 County Seat Drive, Mineola.

The Unity Committee's Scholarship Sub-Committee is now accepting nominees for its annual scholarships. Verification must be submitted that the student is a graduating high school senior or an enrolled college student in good standing. The student must maintain a cumulative average of 3.0 (B) or better and must be the child or under the guardianship of an active CSEA Local 830 member. Financial need is also a factor. The award may be renewed at the discretion of the Unity Committee.

According to Corr, it must be shown that the student has active personal involvement in the advancement of the principles of human rights within the community. For more information on the scholarships, contact Juanita McKinnies at the phone number listed above.

Nassau Local 830

### Standby

**CSEA BARGAINING AGREEMENT  
(SECTION 29A — 1 & 2)**

**"An employee who is ordered to be on standby shall be paid one hour for every eight hours the employee actually remains on standby. Compensation for standby shall be pro-rated but not less than 1/2 hour for each continuous period of standby."**

*Standby is time that an employee is not actually on duty but is continuously available to report to duty within one hour of receiving notification.*