

CSEA delegates meet Sept. 29 - Oct. 4:
See officers' statements, pages 13 - 18

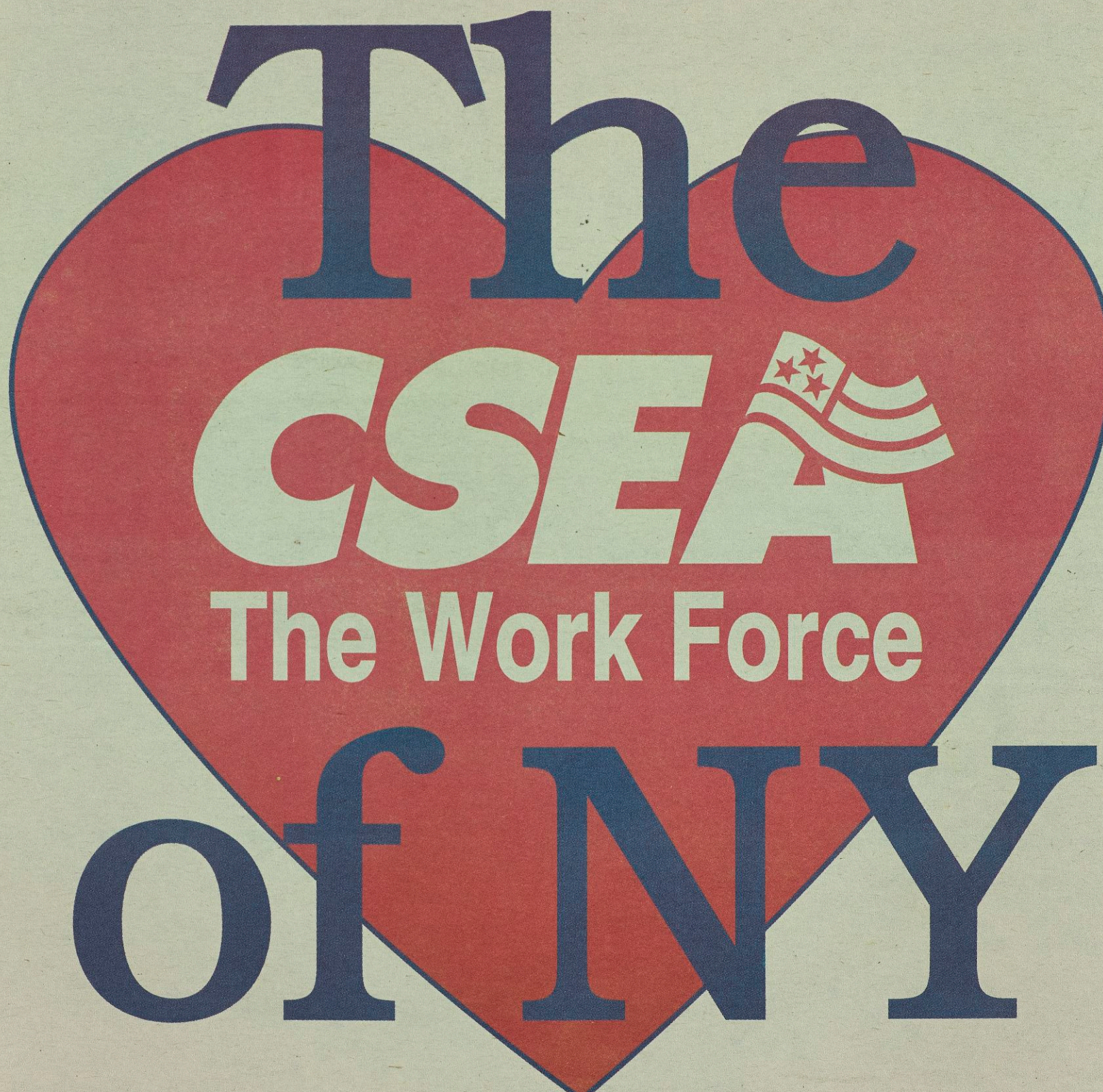


Sector

THE PUBLIC

Vol. 19 No. 10

OCTOBER 1996



is at the heart of CSEA's new ad campaign — see page 3

Oct. 24 is deadline for filing for retro membership in retirement system

Section 803 of Article 18 of the Retirement and Social Security Law, which allows for retroactive membership to the retirement system, will expire Oct. 24, 1996. Granting retroactive membership under this provision may result in tier changes based on the new retroactive membership date. Retirees are *not* eligible for retroactive credit.

Employees *are* eligible if:

* you are currently an active member in a public retirement system (excluding New York City);

* you have been continuously employed without a break of one or more years of service, since the date of retroactive membership;

Employees are *not* eligible if:

* you are currently a member of a New York City retirement system or are seeking to transfer credit from a New York City Retirement System;

* you must not have been employed in CETA, which began on or after Sept. 1, 1975;

* You miss the Oct. 24, 1996 filing deadline.

YOU are responsible for filing the Section 803 application form, which must be filed on or before Oct. 24, 1996.

Section 803 applications can be obtained from your personnel or human resources department. Applications can also be obtained by calling the New York State Comptroller's office at (518) 474-7736. This is also the number to call if you have any questions regarding this issue.

Herkimer, Orange counties remain solidly CSEA country

Herkimer County in CSEA's Central Region and Orange County in CSEA's Southern Region both remain solidly CSEA country after county employees in both locations recently voted to continue CSEA as their bargaining representative.

CSEA-represented county workers in Herkimer and Orange counties rejected raids by a questionable operation known as Local 424.

"Local 424 should finally have gotten the message that a majority of Orange County employees are not interested in their empty promises," CSEA Orange County Unit President Sabina Shapiro said.

"We will now be negotiating from a stronger position because both we and the county know we truly have the support of our members," Herkimer County Unit President Candy Mancini said.

"This will send a strong signal to Local 424 that they can't come into CSEA territory and start spreading lies and trying to divide our members," CSEA statewide Executive Vice President Mary Sullivan said of the union's victories. Sullivan rose to statewide leadership out of the Herkimer County CSEA unit and local and was actively involved in the CSEA campaigns against Local 424.

Applications being accepted now for 1997 AFSCME FAMILY SCHOLARSHIPS

Ten (10) \$2,000 AFSCME Family Scholarships will be awarded to children of AFSCME members for 1997. Winners will be selected from applications that meet the eligibility requirements. The scholarships will be renewed for \$2,000 each year for a maximum of four years, provided the student remains enrolled in a full-time degree program at an accredited institution.

Applicant must be a high school senior graduating in the Spring of 1997 who intends to enroll in a full-time, four-year degree program at any accredited college or university. Applicant must be a daughter or son of an active AFSCME member, or whose legal guardian is an active AFSCME member.

Applications must be postmarked by Dec. 31, 1996. Winners will be announced by March 31, 1997.

Applications are available from: AFSCME Family Scholarship Program, Education Department, 1625 L Street, NW Washington, DC 20036.



Fertility medications now a covered benefit

Effective Aug. 1, 1996, fertility medications are a covered benefit under the CSEA Employee Benefit Fund Prescription Drug Plan, subject to prior authorization and dispensing through mail service where practicable.

Reimbursement for these medications are capped at \$5,000 per year with a \$10,000 lifetime maximum payment limit.

Members may call Paid Prescriptions at 1-800-457-1020 or NRx Services at 1-800-445-9707 for information and assistance.

Always protect your membership status

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

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

Only members "in good standing" can participate in these activities. To be in "good standing," your dues cannot be delinquent.

If you go on unpaid leave or for any other reason have a break in your employment status, your dues

will not continue to be paid through payroll deductions. You must make arrangements to pay your dues directly to CSEA to continue your membership status. If you are either laid off or placed on leave without pay status due to becoming disabled by accident, illness, maternity or paternity, you may be eligible for dues-free membership status for a period not to exceed one year.

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

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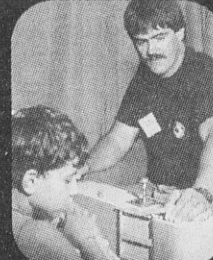
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New ad campaign unveiled

CSEA is on the air again with a new advertising campaign that puts the vital work of CSEA members clearly in the public eye.

The campaign theme highlights the CSEA Work Force as "The Heart of New York". It reinforces CSEA's role as a union of hard-working, dedicated people who provide services that people depend on 24 hours a day, seven days a week.

"CSEA is proud of who we are and what we do and we want the public to understand the value the CSEA Work Force provides," CSEA President Danny Donohue said. "We want people to see the real work that our members perform so that when politicians talk about budgets there can be recognition

of what is really at issue."

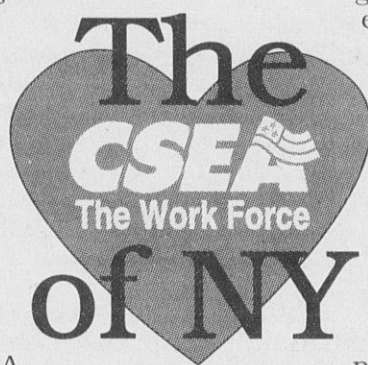
The ads will run on radio, tv and select print outlets statewide. The initial phase of the campaign targets voter registration and get out the vote efforts. It will then transition into local government and state budget messages.

For the past several years CSEA ad campaigns coincided with state budget negotiations. This year the campaign is beginning earlier to build on CSEA momentum and keep the pressure on, particularly as the local government budget process moves forward.

"We live in a media oriented world and efforts like this are necessary to make sure that our message gets heard," Donohue said.

One exciting feature of the campaign is special theme music that will become a familiar jingle to CSEA members and state residents in the months ahead:

*New York has a heart,
A very special part.
It's your family, friends and neighbors -
You depend upon our labors.
We're your work force
A vital part of New York,
CSEA!
We're your work force
We're the heart of New York
CSEA!
We drive your kids to school
On roads that we maintain
We obey the golden rule,
and ease our neighbors' pain.
We answer Nine One One,
Keep you safe all night and day
The work force gets it done.
While you go on your way.
To some it's a surprise
That we're working everywhere.
But you'd come to realize
If someday we're not there...
that...
We're your work force
A vital part of New York,
CSEA!
We're your work force
We're the heart of New York
CSEA!*



The State Fairgrounds provided the background for some of the scenes of CSEA members at work. The camera rolls as CSEA member Ed Cook, driving, makes his film debut above.

csea.on.line

CSEA has entered the cyber world with a new site on the World Wide Web. The CSEA site provides information about the union, current and archived news releases, up-to-date details about hot topics and a way to E-mail CSEA statewide officers and staff.

"This is another positive step in our efforts to be in touch with you and provide important CSEA perspective in the information age," CSEA President Danny Donohue said.

Members with access to the World Wide Web can learn more about CSEA positions and activities easily and effectively. But it is just as important as another way to present CSEA's point of view and profile to the general public and others involved in the public policy arena.

The CSEA web site can be accessed at www.cseainc.org.

CSEA member Dan Welton running in Marine Corps Marathon to honor Emily on Oct. 27; your contributions needed

WATKINS GLEN — CSEA member Dan Welton hopes to run the race of his life to help a 16-year-old victim of leukemia, and he's hoping CSEA members will support his efforts by contributing to the Leukemia Society of America.

Welton, a maintenance mechanic for the Office of Fire Prevention and Control, Department of State, says he's in top shape and ready to compete in the Marine Corps Marathon against about 13,000 other runners in Washington, DC on Oct. 27.



Dan Welton

The member of CSEA Department of State Local 013 will be running in his fourth consecutive Marine Corps Marathon and his third in a row to benefit the Leukemia Society of America in honor of Emily, a 16-year-old leukemia victim in Watkins Glen.

Last year Welton raised more than \$2,000 in pledges for leukemia research and to help families of leukemia victims with health related costs. This year his goal is to raise

\$5,000 in pledges, in honor of Emily, by running in the Marine Corps Marathon on Oct. 27 and in a marathon in Bermuda on Jan. 19, 1997.

Welton said Emily attended the same school with his own two daughters until she fell ill with leukemia a couple of years ago and had to be tutored at home. The good news is, he said, Emily's leukemia is currently in remission and she is back attending school.

Welton is injury-free for the Marine Corps Marathon this year and hoping to establish a personal best time, which is currently three hours and 44 minutes for the 26.2 mile event. Last year he suffered a stress fracture of a toe on the left foot leading up to the marathon, missed weeks of training, but turned in a gritty, gutsy performance to complete the marathon well back in the pack. He said he was inspired by the thoughts of Emily and other leukemia victims to overcome his injuries and complete the grueling run. A personal best this year would also qualify Welton for his age group in next year's Boston Marathon.

Welton, a CSEA member for 19 years, runs daily to maintain his peak physical condition.

Welton thanks everyone who pledged contributions to leukemia research in Emily's name in the past and is urging CSEA members to contribute to the cause again this year.

Those wishing to make pledges to help leukemia research can send contributions (*specify you are pledging for Dan Welton*) to:

**Leukemia Society of America
Central New York Chapter
847 James Street, Suite 201
Syracuse, NY 13203**

STATE GOVERNMENT BRIEFS

DMV LOCAL 674

Members assisting co-worker

ALBANY — Jennie Henderson, a state Department of Motor Vehicles (DMV) employee for 33 years, suffered serious face and eye injuries when she was attacked by an intruder in her Albany public housing complex apartment recently.

But it could have been even worse for the 55-year-old grandmother. Henderson had nearly exhausted her leave accruals due to a bout with diabetes before she was assaulted by the intruder just a short walk from the DMV office where she worked.

DMV co-workers in large numbers began donating portions of their own leave accruals to be used by Henderson to keep her on the state payroll with full health coverage until she is well enough to return to her job. CSEA developed the innovative sick leave time donation bank program years ago to assist seriously ill or injured co-workers who had exhausted their sick leave accruals.

And co-workers also raised funds to provide Henderson and her family with a means of transportation for needed medical visits and family support during the recovery period.

"Our members are very generous and very supportive of the co-workers in need," CSEA DMV Local 674 President Michael Febraio said. "Years ago when the CSEA sick leave time bank wasn't in existence, humane efforts like this one were often curtailed by management because there was no legitimate way to allow such worthwhile efforts. Now there is, and our needy members are benefitting."

— Daniel X. Campbell

CSEA-sponsored counseling service can help you prepare for retirement

If retirement is in your future plans, you should be considering taking advantage of the free retirement counseling service offered by CSEA through its insurance administrator, the Jardine Group Services Corporation.

For more than 60 years, the Jardine Group Services Corporation has helped CSEA members plan for the financial security they need for a happy retirement.

Retirement counseling is a free, no-obligation service available only to CSEA members with a minimum of 10 years of service with New York State. CSEA counseling specialists located throughout the state will:

- * develop guidelines to create flexibility within your pension,
- * suggest and advise you on what you can do with your pension money,
- * provide you with an overview of your retirement options,
- * outline how your CSEA Security Life Insurance can continue to serve as additional protection for your family after your retirement.

For information, call Jardine Group Services Corporation at 1-800-697-CSEA.

The CSEA Advantage Cellular Phone Discount Programs

FRONTIER CELLULAR

(Special Plan Features Available)

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

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

CELLULAR ONE

Service Areas: Ulster, Sullivan, Dutchess and Orange

Monthly access charge: \$15.95
Per minute charge: 100 free, \$.35 peak, \$.25 off peak, \$.55 NYS roam

Activation fee: Waived
Contract term: 2 years
Discounted equipment

NEW

CELLULAR ONE

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

Monthly access charge: \$12.00
Per minute charge: \$.21 peak/off peak
Activation fee: Waived until 9/30/96
Contract term: 12 months
Discounted equipment

For more information, call:
Stephanie Togni
1-800-524-2351
607-273-0400 or 607-280-0606

NEW

CELLULAR ONE

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

Monthly access charge: \$8.95
Per minute charge: 100 free, \$.19 peak, \$.16 off peak, \$.45 NYS roam

Activation fee: Waived
Contract term: 2 years
Discounted equipment

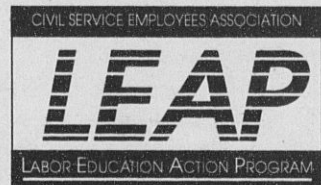
For more information, call:
ED FRATZ 607-434-1128, 434-1129, 914-399-1129 or 914-389-9000
RON BROWN 914-389-9000

IMPORTANT INFORMATION FOR CSEA-REPRESENTED STATE EMPLOYEES

LEAP deadline approaching; Labor-Management workshops offered

REMINDER:

Applications for the Winter/Spring '97 semester will be accepted from September 1 until 5 p.m., October 16, 1996. Any application received after the 5 p.m., October 16, 1996 deadline cannot be accepted. If you



did not receive a catalog in the mail or if you are unable to obtain one in your agency, please call us at 1-800-253-4332.

If you have questions about LEAP or other education and training benefits for state employees represented by CSEA, call the LEAPLINE at 1-800-253-4332.

The New York State Governor's Office of Employee Relations (GOER), in cooperation with CSEA, is offering their fourth series of workshops across New York State. The expanded catalog, entitled **Workforce Development Opportunities 1996-97**, includes opportunities for all New York State employees to develop new skills and broaden their professional horizons. The workshops, listed below, offer choices in a variety of topical areas to meet the needs of our diverse work force. For example:

For All Employees:

- Building Effective Relationships in a Diverse Workplace
- Using Diversity Skills in the Workplace
- Effective Communication
- Handling Conflict
- Working in Teams
- Career Planning Skills
- Effective Meeting and Team Skills
- Working Through Transition

For Supervisors and Managers:

- Making Change Work for You
 - Innovation and Customer Service
 - Leadership and Empowerment
 - Facilitative Leadership and Team Development
 - Managing Change
 - Building Effective Teams
 - Managing Conflict
 - Helping People Through Change
- Keep in mind both your organizational and personal needs for continuing professional development. If you need additional information, contact LEAP Director Ira Baumgarten at 1-800-253-4332.

Before registering for any of these open enrollment courses, you should check with your training or personnel office to see if this program is already being sponsored at your workplace.

Minimum Wage Bill amendment

An important amendment was attached to the recently passed Minimum Wage Bill.

The amendment extends the employer-provided tuition assistance tax exemption retroactively to December 31, 1994. CSEA members will be eligible for a refund if taxes were paid in 1994 and 1995 on an employer-provided tuition course. The tax benefit for graduate level courses does not extend to courses beginning June 30, 1996.

CSEA members should contact their personnel officer or agency to request an amended U.S. Individual Income Tax Return and Form W-2c to file for their refund.

Additional questions should be directed to LEAP at 1-800-253-4332.



CSEA Statewide Secretary Barbara Reeves, left, and DOT Commissioner John Daly, right, present CSEA Local 007 President John Wallenbeck with an award for his labor-management efforts.

Local presidents participate in statewide DOT L/M conference

EAST SYRACUSE — Labor and Management working together was the main theme of a forum which recently brought together more than 150 CSEA Local Presidents and Managers working in the State Department of Transportation (DOT).

The union and management representatives participated in a two-day statewide Labor-Management conference, the first held under the reign of DOT Commissioner John Daly.

While there, participants attended workshops on Time & Attendance, Human Resources, Drug & Alcohol Testing, Highway Maintenance Worker Series, and held an open question and answer session with Commissioner Daly.

In a special dinner, CSEA Statewide Secretary Barbara Reeves and DOT Commissioner Daly presented CSEA Local 007 President John Wallenbeck, statewide DOT Labor-Management Committee chair, with an appreciation award for his efforts. DOT Regional Director Bonny Cawley was also honored with an award.

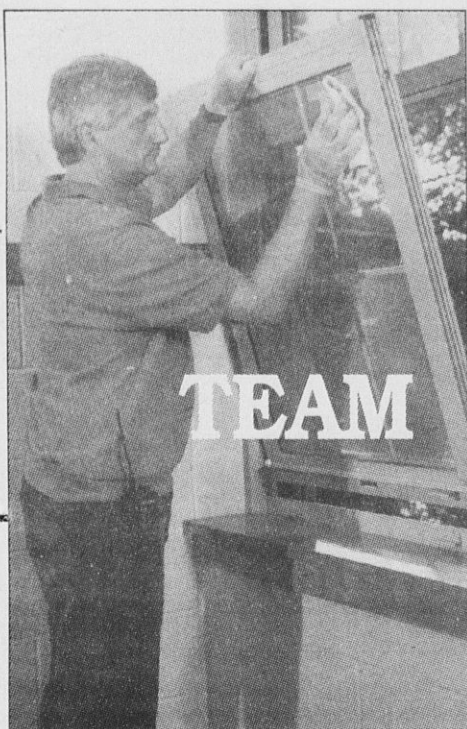
— Mark M. Kotzin



From left to right — CSEA Local 002 President Lyman Switzer, CSEA Local 514 President George Pierakos and Frank Martello, a retired CSEA staffer and currently a time and attendance umpire, participated in the DOT labor-management conference.



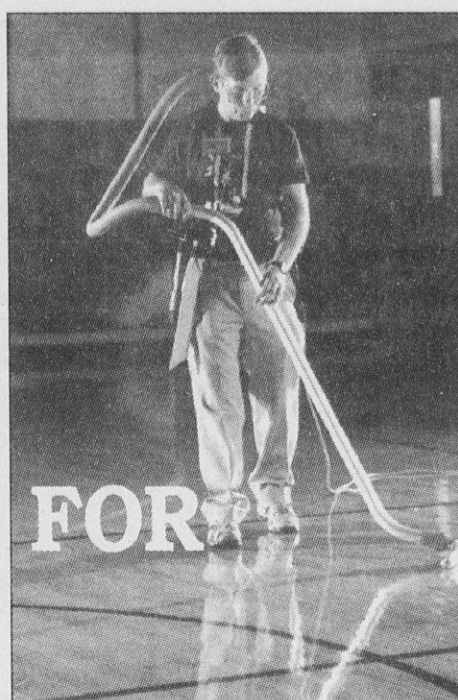
THIS LARGE GROUP OF CSEA MEMBERS proudly display their certificates in Psychiatric Rehabilitation from Lehman College in New York City. The CSEA members earned their certificates through the CSEA LEAP program. More than 500 front-line NYS mental health and mental retardation workers have graduated from the certificate program at Lehman College. "These workers deserve extra special recognition because what they have learned can help save lives and families," LEAP Director Ira Baumgarten said.



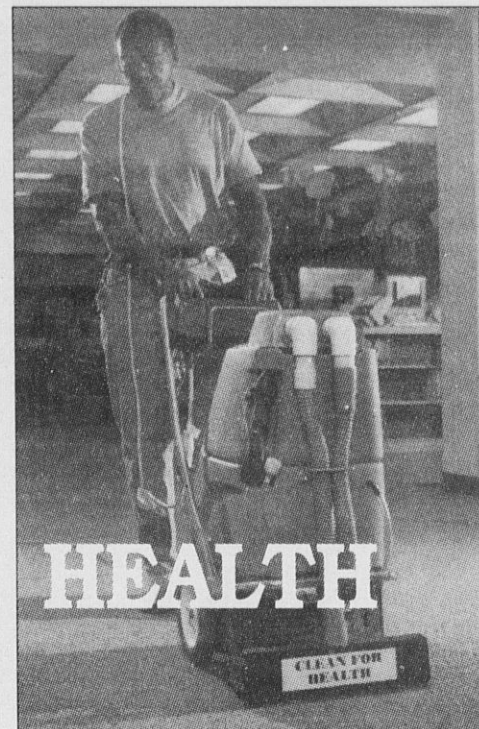
John Melfi, thoroughly cleans a window at the Seymour Elementary School.



Bob Seeley helps keep the grounds outside as clean and safe as the interior of the school buildings.



Ray Wentworth uses a backpack vacuum to clean a gym floor that reflects his image in its mirror-like finish.



Willie Thomas buffs a corridor to a high gloss as part of Team Cleaning for Health program.

A sweeping success in Syracuse School District

SYRACUSE — For the administration in the Syracuse City School District, their new cleaning program started as a way to cut costs without cutting workers. For the CSEA-represented school district workers involved with its development, it was a chance to gain job security by proving they could do their jobs better and less expensive than any contractor, while making their schools cleaner and healthier.

What they came up with is a model program called "Team Cleaning for Health," benefiting all involved and showcasing what can be accomplished when workers are given the opportunity to redefine how they work. The program is being hailed as a huge success, saving the district money and making schools cleaner, healthier and safer.

"This is a win-win program for everyone involved," CSEA Onondaga County Local 834 President Frank Forte said.

"A cooperative labor-management approach like this should be a model around the state," Syracuse Schools Unit President Rick Adsitt Jr. said.

"This is the best thing that ever happened. You can see it in our people — the motivation, the pride in their work — they're happy and we've got a cleaner environment," said CSEA member Ray Wentworth.

Wentworth is one of four CSEA team members which brought the new program to the district, along with co-workers John Melfi, Bob Seeley and Willie Thomas, all head custodians working in the district.

The other integral member of the team is District Assistant Superintendent for Personnel and School Services Dr. Tom Cappa, who helped push the project with the district's administration and school board.

The team formed about four years ago as a district "Custodial Committee" and started implementing their "Team Cleaning for Health" program a little more than a year ago in the Seymour Elementary School. They've since brought 12 more schools on-line, and hope to bring half of the district's 40 buildings into the program by the end of this year.

"We were looking to update our cleaning program into the 21st Century," Wentworth said. "We had to re-do it, re-make it, and we got it working. We're not working in the dark ages any more."

The program is based on the innovative program developed by Custodian Barry Moore of the Clark County School District in Las Vegas, Nevada, who trained the team as a consultant. It centers on utilizing the correct chemicals, tools and supplies, training the employees on their use, and then taking a systematic team approach to cleaning.

The team approach uses a crew of four "technicians," each with a specialized job function, who clean throughout the whole building, not just for appearances, but to disinfect all surfaces, including desktops and doorknobs, windows and bathroom stalls, to make the schools healthier for both workers

and students.

Gone are the pails and rags, the string mops and the large vacuums that blow dust around. Replacing them are spray bottles, swivel mops that can clean floors, walls and ceilings, and special four-stage filtration backpack vacuums that actually purify the air in the buildings as they clean. And amazingly, the new program has also reduced the number of cleaning products and chemicals used, from several hundred to just three different products.

"We eliminated the pail and the rag. It's really difficult to do that after you've been doing it for twenty years," Thomas said.

"The hardest part for the workers is change. They're so used to cleaning the old way, they're naturally afraid," Melfi added.

The team spends two weeks at each location thoroughly training the workers in the new system, focusing on cross-training all the workers in each of the special "technician" roles, and teaching the workers accountability for their work.

"We wanted to teach our people accountability," Thomas said. "If you're not accountable, they don't need you."

Currently, more than 60 CSEA-represented workers have been trained in the new system, and Thomas said that the team concept and accountability for their work has fostered a new sense of commitment and has built morale and productivity.

Seeley, also a CSEA unit vice president, says that the changes

have made the schools cleaner, safer and healthier for both workers and students. Workers no longer use cleaning products with alkaline or acid-based chemicals, which could cause them harm due to long-term exposure or to school children if accidentally ingested.

"If one of the kids were to get a hold of them, we'd know it was one of three chemicals and what kind of treatment to provide. We're really cleaning for the safety of these kids," Seeley said.

The program has definitely created a healthier school system with verified improvements in student attendance since the program began, Wentworth noted.

"We do have the full backing of the administration. Without Tom Cappa, this wouldn't have worked," Melfi said.

Cappa said he's thrilled with the program's results, and the savings achieved through being able to re-deploy workers throughout the district, while at the same time eliminating vacant positions.

"It's moving more successfully than expected. We have cleaner buildings, staff morale is higher, and our total staffing costs have reduced and we've saved jobs," Cappa said.

"If it weren't for the guys in the program who took on the responsibility of developing it, way beyond their duties as custodians, this never would have gotten off the ground. They were the key ingredient. It was a pleasure helping them out."

— Mark M. Kotzin

Pool corrosion can be a disaster waiting to happen

MONTGOMERY — CSEA member Mike Bard and co-workers Roy Davis and Bob Gates discovered the corrosion when they were cleaning a skylight and happened to find that the stainless steel wires holding the dropped ceiling had become so weak and brittle that they broke from just touching them — “like uncooked spaghetti.”

Bard, a Certified Pool Operator in the Valley Central School District (Orange County), maintains the large eight-lane pool at Valley Central High School. The pool is used by hundreds of school kids and is open to the public during the summer and in the evenings. As a former welder and someone who possessed some knowledge of metals, Bard was justifiably concerned. He said ceiling tiles hanging over indoor pool areas are much heavier than ordinary ceiling tiles.

“If they were to be soaked with condensation and then fall 30 feet or so,” he said, “I think it would be conservative to say that they would do considerable harm to anyone they landed on.”

Valley Central School District officials were so pleased that Bard realized that the broken wires were a serious problem that they recently awarded him a certificate of commendation. Bard, who said the award should be shared

with his co-workers and the school's administration, appreciated the honor. But he is concerned that other school districts and for that matter, anyone with an indoor pool, become aware of the danger of corrosion.

So why aren't the people who design indoor pool areas

and contacts he has made, he intends to get the word out. He also would like people to know that there is a material called “monel metal” that will stand up to the corrosive effects of chlorine and the indoor pool atmosphere.

Meanwhile, he advises, inspect your wires! “Get up on your roof or your ladder or your scaffolding,” he said, “and wiggle around all the wires you can reach. Don't think every one will be bad. I found that about 15 percent of the wires were weak. If you find even one, I suggest you report that to those in charge and explain the dangers involved. If one wire lets loose suddenly, and there are others that are weak, who is to say the whole ceiling won't come down like a house of cards?”

Bard urged school officials to get an architect or other structural expert to assess the problem, especially if the building is more than three years old.

In the case of the Valley Central pool, district officials closed the pool until the problem could be fixed. A contractor has been hired and every wire that holds up the Valley Central pool area ceiling will be replaced with monel metal, a job that could take many weeks. Incidentally, monel metal costs about three or four times as much as stainless steel, but obviously,

you can't put a price on human lives.

Bard intends to spread the word about the dangers posed by this form of corrosion and said anyone needing more information can contact him at (914) 457-3124, Ext. 332 or via e-mail at mickeyb@warwick.net.

— Anita Manley



CSEA member Mike Bard, a certified pool operator, cleans the pool at Valley Central High School. At right Bard shows how he checks stainless steel wires that hold up the ceiling.



aware of this and why aren't they using a material that won't corrode, posing a real life-threatening situation to anyone who uses the pool. (In fact, just a few years ago, 13 people were killed in Switzerland when a concrete ceiling fell because of the same problem.)

Bard said it's about time people did become aware and through an article he has written

BOCES antics leave little to be desired

CSEA is so upset with the way Nassau County BOCES treats its employees that Long Island Region President Nick LaMorte recently wrote a letter to the editor of *Newsday*, denouncing the BOCES administration.

According to LaMorte and Unit President Mary Rossano, labor-management is a concept unknown to the BOCES administration.

Union members have been unable to secure a contract for more than two years and CSEA has charged the administration with “anti-union animus.”

The unit is part of CSEA Nassau Educational Local 865.

Some of the antics of BOCES administrators include docking an employee for two of the five bereavement leave days used after the employee's sister was killed by a train.

The CSEA-BOCES contract gives employees up to five days leave. The CSEA legal staff won this issue in court and BOCES wasted taxpayers' money on a second appeal, a futile

effort which is cruel to the employee and costly to the taxpayers.

Employees are extremely concerned about safety at BOCES. While at least six administrators are driving around in new cars provided by BOCES for both business and personal use, including gas, CSEA members are working with broken forklifts and trucks from the 80's, many of which can't pass inspection.

One employee was told to continue driving a van with an expired inspection until an assistant facility administrator got a new car and handed over his old one.

It took an additional month for the administrator to clean out the car and give it to the employee for work.

When three openings for head custodians were announced this past spring, the union asked when they would be filled. Administration claimed they never received the list from the Department of Civil Service. One phone call,

followed by written confirmation, revealed BOCES received the list in April.

“These are just some of the problems. We have year-round, 10-month employees who are denied benefits when they work the BOCES six-week summer program,” said Rossano.

The BOCES administration was recently hammered by the press for the internal theft of cars and boats.

The Department of Labor also found the administration was in violation of DOL regulations regarding the payment of overtime because BOCES employees were working in excess of 60 hours with no overtime pay.

LaMorte ended his letter to the editor by writing, “As you can see, there is a total lack of respect for the BOCES workforce. Efficiency, accountability, dignity and fair treatment for all should become BOCES new creed.”

— Sheryl C. Jenks

In touch with you

A message from CSEA President Danny Donahue

Working people are a potent force!

Get to know the candidates and the issues and **VOTE**



The past number of weeks have been a high activity period for CSEA officers and staff on a number of fronts. A new advertising campaign has been launched to reinforce to the public the value of the CSEA Work Force (see page 3). At the same time CSEA is stepping up its efforts to make a difference in the approaching November election.

The two issues are directly related.

CSEA wants our members and the general public to understand the issues and vote.

CSEA is proud that the AFL-CIO is back as a strong political force for working people. We're

proud that our International union, AFSCME, played a key role electing John Sweeney as AFL-CIO President last year, along with the UMW's Richard Trumka as Secretary-Treasurer and AFSCME's Linda Chavez-Thompson to the newly created position of AFL-CIO Executive Vice President. Under their leadership organized Labor has been revitalized.

We are especially proud that AFSCME President Gerald McEntee has been a visible and vocal force in the AFL-CIO's aggressive political education efforts.

But this renewed activism has also been the target of criticism by those who don't want to see working people as a potent force. There has been a concerted effort to split off rank and file union members from their leaders by suggesting that union political endorsements

are the work of Labor "bosses" and don't represent the real interests of working people.

Don't buy that nonsense.

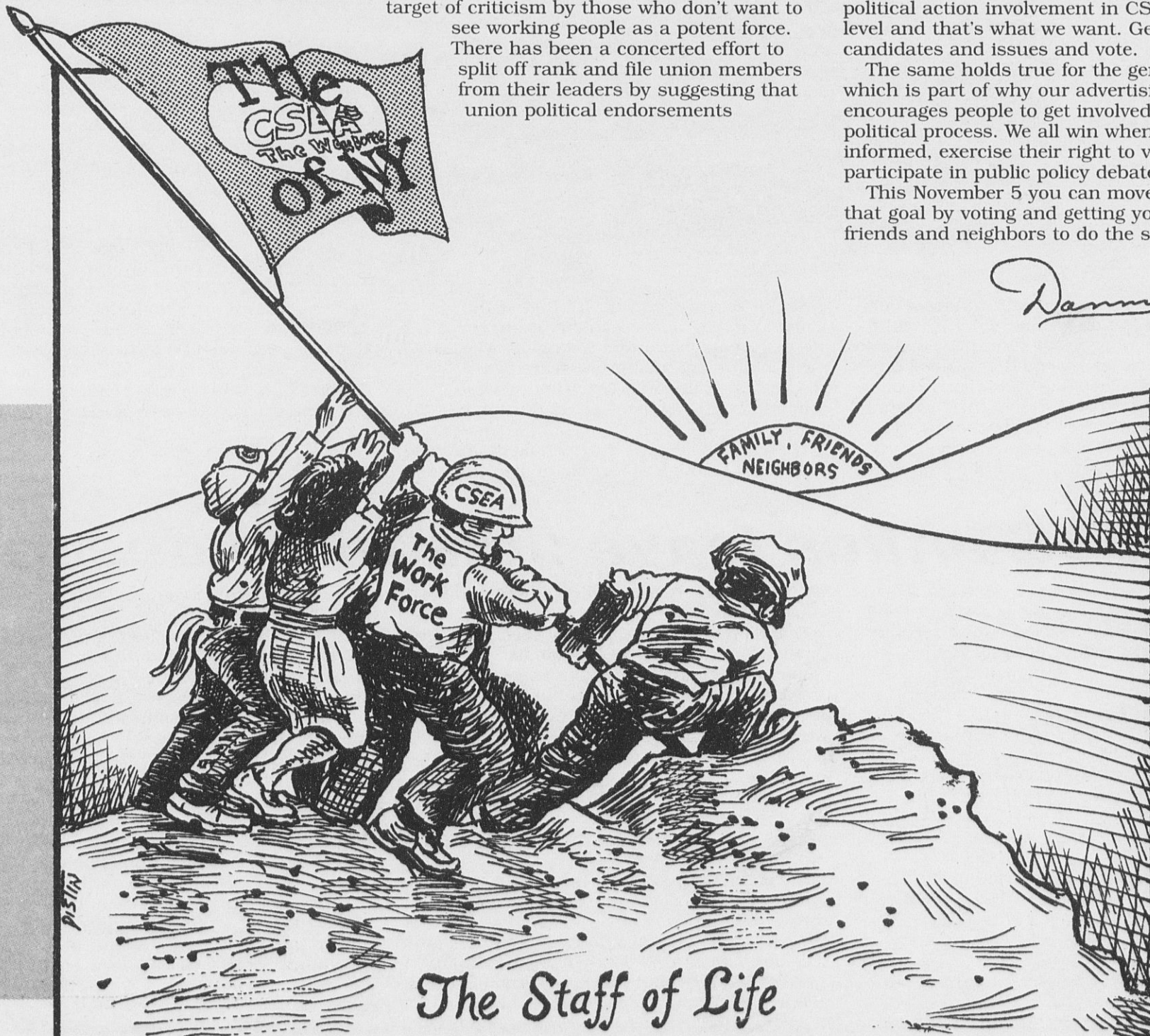
Read the story on page 18 of this edition which explains CSEA's political endorsement process. The choices are not always easy but recognize that CSEA carefully considers the candidates and the issues with input from members and makes its decisions based on what will be best for all our members. CSEA endorsements are not based on party affiliations or political deals.

CSEA members have an opportunity for political action involvement in CSEA at every level and that's what we want. Get to know the candidates and issues and vote.

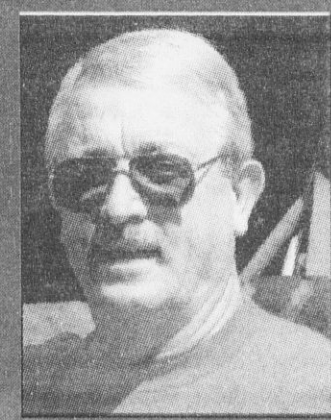
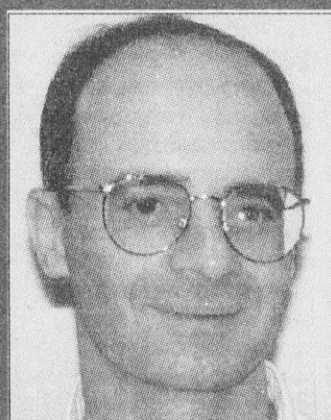
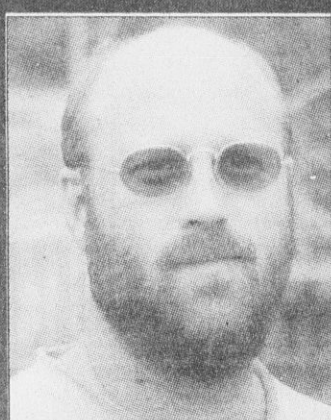
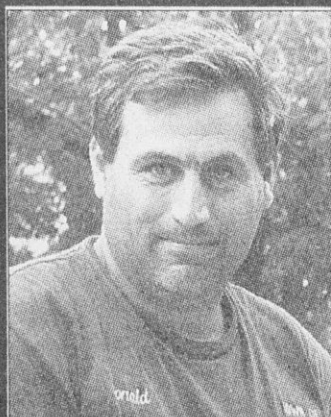
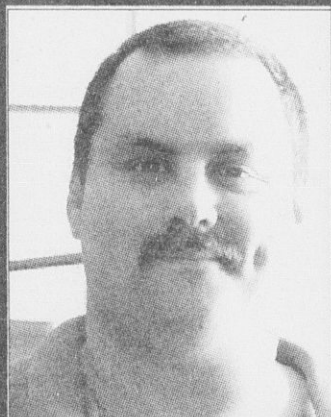
The same holds true for the general public, which is part of why our advertising message encourages people to get involved in the political process. We all win when people are informed, exercise their right to vote and participate in public policy debate.

This November 5 you can move us closer to that goal by voting and getting your family, friends and neighbors to do the same.

Danny



The CSEA Work Force



They're the
unsung heroes,
the first line
of defense,
helping CSEA members
in the workplace every day

A Salute to Shop Stewards

See pages 10 & 11



Randy Sedler

CSEA Connetquot Custodial, Maintenance and Cafeteria Unit President John Merschhoff has high praise for unit Shop Steward Randy Sedler. "Randy is a great shop steward," Merschhoff says of Sedler for the job he does for his members in the Suffolk County Educational Local 870 unit. "This is his first year as a shop steward and he has proven he really wants to help the union. Whenever you need him, Randy is there," Merschhoff said. In above photo, Sedler, second from left, talks with, from left, unit members Bob Hochstein, Maila LeFurgy and Unit President Merschhoff.

CSEA salutes all the dedicated men and women who form the backbone of the union - SHOP STEWARDS.

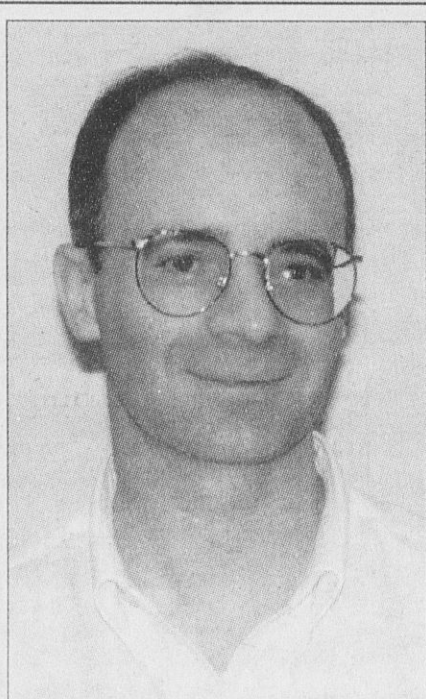
We couldn't do it without them.



Lalia "Lovey" King

"I like being in the union and fighting for what I can do to help out. I think CSEA needs more fighters," says CSEA South Beach Psychiatric Center Local 446 Shop Steward Lalia "Lovey" King.

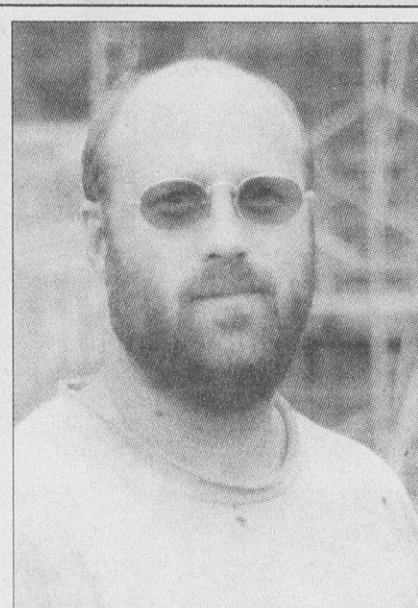
"Members are paying dues to make things better, and they have to fight for what they want," King said. "I always tell members to read their contract and know their rights. You are the union, we are the union, and we have to fight for what we want."



Doug Simek

Doug Simek, Fulton County CSEA Office Building Unit member, got involved as a union activist a year ago when CSEA sponsored a shop steward training program. Now he's deeply involved representing co-workers.

"People had questions about the union, so I took the training to learn about CSEA and to fill the communications void," Simek said. "Now I do my best to keep my members informed; communications is an important part of my job as a shop steward."



Steve Sergent

Chenango County Highway Department Laborer Steve

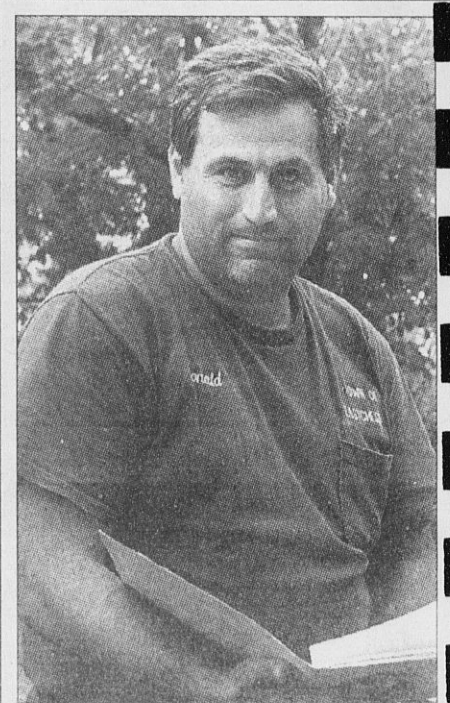
Sergent "is one of the best shop stewards we've ever had," said co-worker Paul Martin, a truck driver and one of five workers who received promotions after Sergent went to bat for them.

"He's very knowledgeable about the contract and really does a great job with the union."

"The more management tried to mess with us, the more I wanted to get involved," Sergent said of why he became a shop steward. "Any problems that come about, I try to handle them as best I can."



Paul Martin



Don Deleso

Town of Eastchester Unit President Joan Pinto says she doesn't know what she would do without Shop Steward Don Deleso. "He's the best. I can't say enough about him," Pinto said.

"If I see the boss taking advantage of the guys, I know I can keep things on an even basis," said Deleso, whose father served as unit president for many years.

"Donald tackles every issue with enthusiasm and passion," CSEA Labor Relations Specialist Shawn McCollister said. "He's very well equipped to deal with any issue that arises in the department."



Randy Sedler

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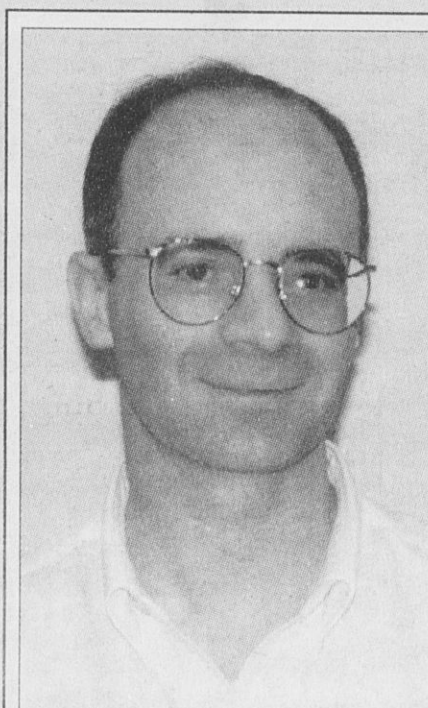
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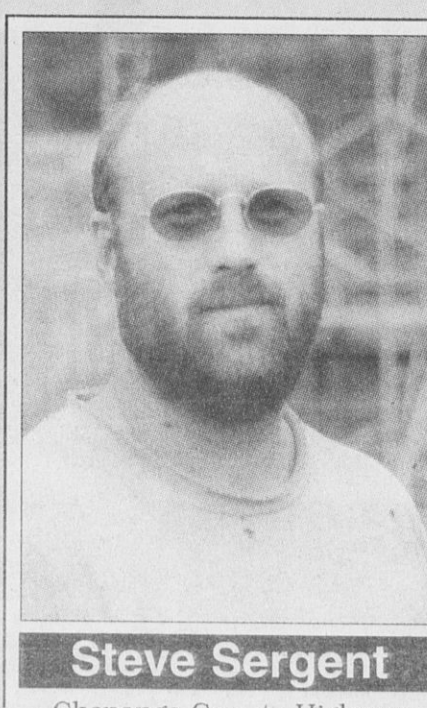
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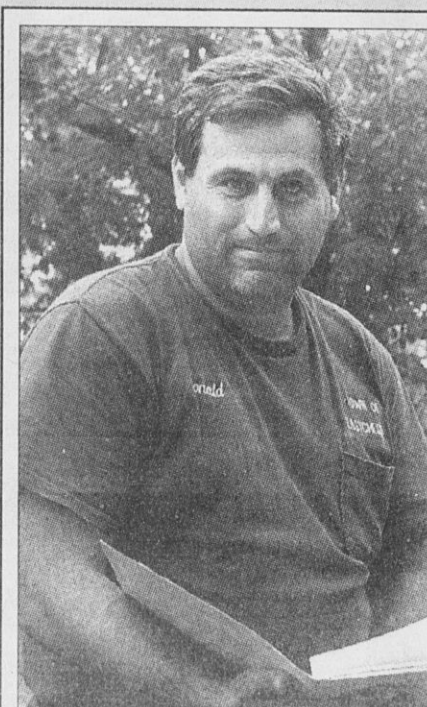
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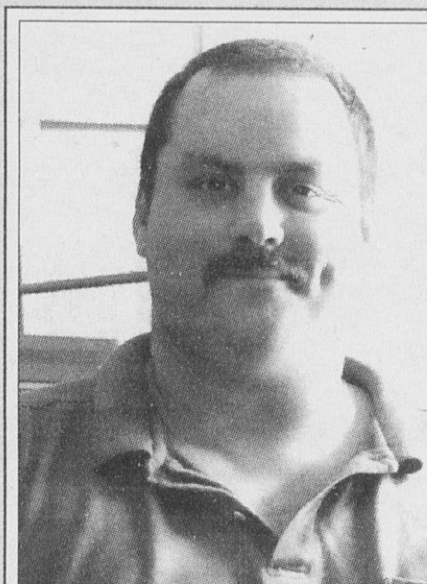
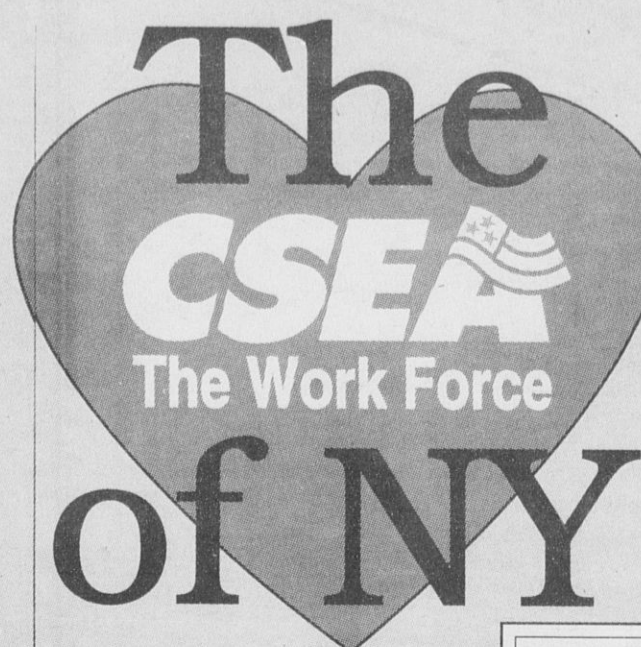


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Greg Tiska

Youth Development Aide III Greg Tiska says he stood up for his own rights over a lot of issues with management at a DFY facility where he used to work, and that's how he became a shop steward.

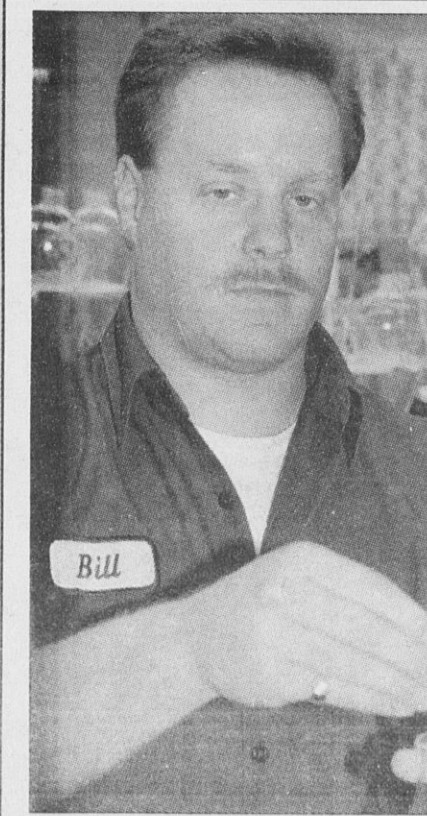
"Greg's easy to talk to and get along with, and always willing to help you out," said General Mechanic Scott Adams, a co-worker at the DFY Allen Residential Center in South Kortright.

"I think Greg does a good job," agrees co-worker Joe Lindner, a youth development aide III also. "He's knowledgeable about the contract and when you've got a question, he can answer it."

"It's important to be proactive and to solve situations before they become problems," Tiska says. "That's where labor-management comes in, to keep it as a 'we' rather than an 'us versus them' relationship."



Scott Adams



Bill Davignon

A laboratory technician for the North Tonawanda waste water treatment plant, Bill Davignon has been chief shop steward for this CSEA unit for four years. "I thought I could help," he said.

"Bill handles grievances very well, and stays on top of things so our members' rights are always protected," Unit President Mark Behnke said.

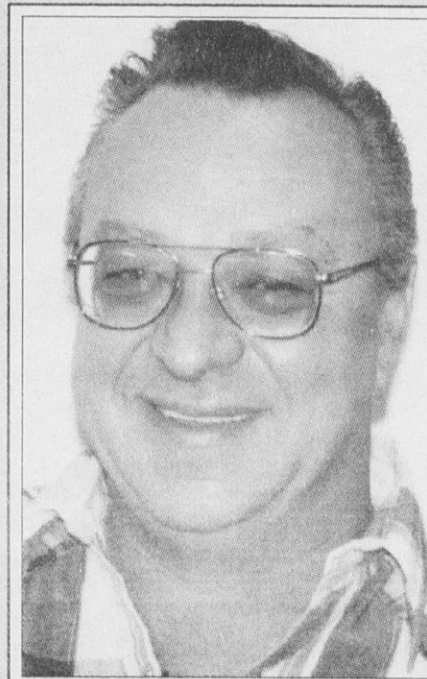
"Bill's very thorough and committed. CSEA Labor Relations Specialist Lou DalPorto said. "He makes my job a lot easier, and represents his membership very well."



Joy Smith

Fulton County Office For the Aging Shop Steward Joy Smith enjoys helping members solve their problems.

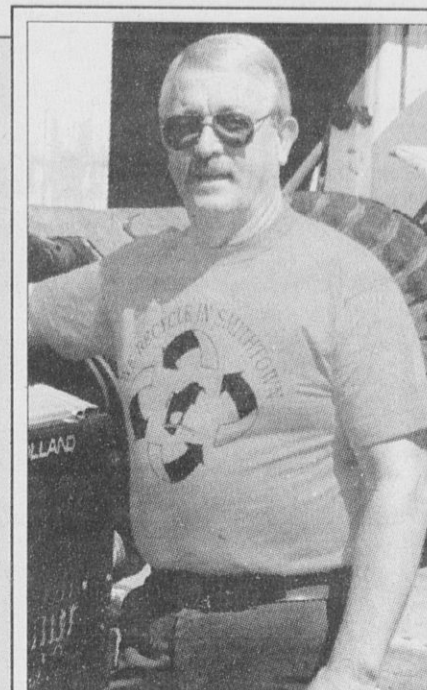
"When my members have an issue, I want to get that issue resolved before it becomes a major problem," she said. "Many worksite problems are the results of bad communications. I try to listen to the members and ask questions of management to resolve most issues."



Paul Drozinski

Fulton-Montgomery Community College CSEA Unit Shop Steward Paul Drozinski is proud that he helped prevent the college administration from contracting out work of his members.

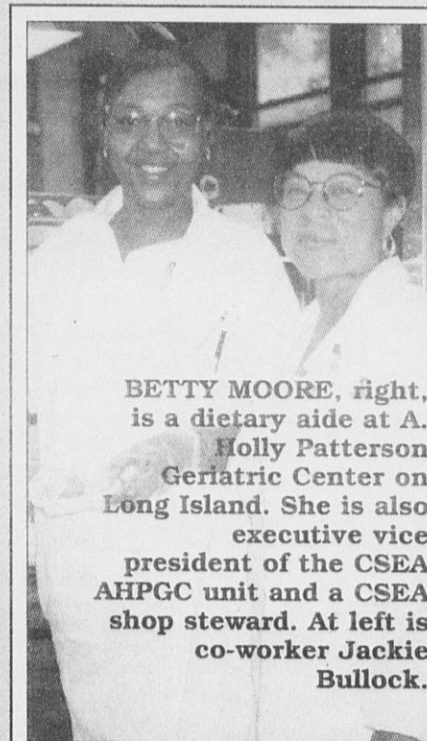
"CSEA puts on a lot of local workshops so that we can become better informed about our union, and that makes it easier for me to tell my members what CSEA is doing for them," Drozinski said.



Bob Kuebler

Bob Kuebler has served as a Smithtown CSEA Unit shop steward for 19 years. Unit President Doug Keltner describes Bob as "the kind of guy who always goes out of his way for the union members."

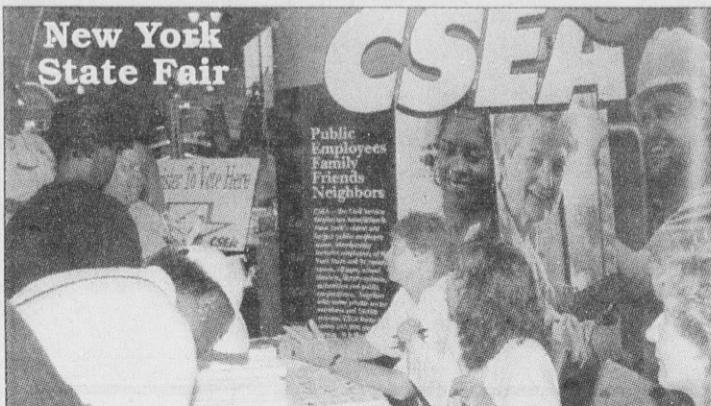
"Bobby is always there when you need him," Keltner said. "He is an exemplary shop steward and I am proud to recommend him for inclusion in the Salute to Stewards."



Betty Moore

"Betty Moore is an exemplary union leader, CSEA AHPGC President Les Eason said. "She deals specifically with our dietary employees and has proven to be a role model and problem solver. Betty Moore is a tremendous CSEA asset."

GENERAL NEWS



CSEA... In Touch With You!

SYRACUSE — After saying “hi” to thousands of CSEA members, handing out thousands of CSEA shopping bags, and registering hundreds of people to vote, CSEA recently completed another successful 12-day run at the New York State Fair.

Back for the sixth year in a row, CSEA expanded its booth this year to allow more room for our large “Family, Friends & Neighbors” photo display, and again held a special discount “CSEA Day” for members to get into the fair for half-price with a coupon that was distributed in the July and August editions of *The Public Sector*.

In conjunction with the AFL-CIO’s “Labor ‘96” campaign, CSEA made a big push to register voters at this year’s fair, and was very successful, with nearly a thousand people signing up. Another special event was the filming of CSEA members working at the fair for CSEA’s upcoming television commercials (see page 3).

Labor Day Parades

Scores of CSEA members participated in the two largest Labor Day parades in the state. Right, a float traveling down Fifth Avenue in New York City carried CSEA’s message — “The CSEA Work Force is the Heart of New York.” Labor’s turnout was the best in recent history with hundreds of thousands of union members participating.

Below, CSEA floats in the Rochester parade depicted CSEA’s campaign to prevent the privatization of several Monroe County programs, including golf courses and the zoo. Children were also a big part of the parades as Alison Koon, daughter of CSEA member Tracey Koon, shows us, right.



Employees play key roles in turning aside privatization efforts at Lewis County Hospital

LOWVILLE — CSEA’s fight against privatization of the Lewis County Hospital gained steam recently after the union successfully lobbied to stop a bill that would have allowed the county to bond for money to transfer the hospital to a private not-for-profit corporation.

CSEA Central Region President Jim Moore said that the union’s success can be directly attributed to the efforts of the more than 300 CSEA-represented workers in the hospital, who generated more than 400 letters to the state legislature in opposition to the bill. Because of the strong message sent, the bill was held in legislative committee and never acted upon.

“Our workers can be proud that their political action efforts were successful in protecting their jobs and their benefits,” Moore said. This is a prime example of how the union works when our members take action.”

The victory boosted morale for the workers, who have been fighting moves toward privatization for almost two years and working to educate the public and the county legislators about the negative aspects that privatizing could have. Recently, the union was joined in the fight by a newly-formed Citizens Task Group, which is helping to spread the anti-privatization message in the community.

According to CSEA Lewis Hospital Unit President Leona Ortleib, the union’s efforts are starting to pay off.

“We got them to stop the bill, thanks to our letters, and we’ve been able to convince some of our legislators and a lot of the public that privatization isn’t the way to go,” she said. “Most people agree with us that they don’t want to give up control of our hospital by going private.”

CSEA will continue to push the anti-privatization message to the public and is urging the legislature to replace the hospital’s management consulting firm, which has lost money for years and been kicked out of other area hospitals due to poor performance. The union is also working on alternate proposals to privatization which would allow the hospital to become more competitive without going private.

— Mark M. Kotzin



Ed Zehr



Karin Hennigan



Juanita Lanphier



Brenda Bourgeois

The faces of Lewis County Hospital



Lisa Lee



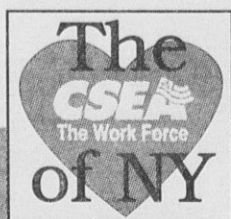
Tina Rowsam



Karen Morrison



Linda Sandri



PRESIDENT



DANNY DONOHUE
143 Washington Avenue
Albany, NY 12210-2303
(518) 434-0191
1-800-342-4146

This November we must elect politicians who care more about Main Street than Wall Street

The year gone by represents a turning point in the history of CSEA, AFSCME and all of organized labor.

And the hard work that CSEA members have put in at every level demonstrates the commitment we have in making sure that the change is for the better.

In the course of the past year, CSEA focused major efforts on improving radical and destructive federal and state budgets that would have hurt you no matter where you live, and no matter where you work.

We achieved success but it was just a beginning.

At the federal level we witnessed the spectacle of a budget deadlock that dragged on for months as the radical right in charge of Congress sought to dismantle government. Not only would these plans have limited fair standards and rights of Americans to the circumstance of where they live, it would have been achieved at your expense.

CSEA and AFSCME clearly and forcefully pointed out that New York stood to be the biggest loser under the federal cutbacks proposed by the Congressional leadership. We demanded accountability from our elected officials, many of whom had been strangely silent on the issue until that point.

Our persistence paid off. Coupled with the Congressional leadership's miscalculation in efforts to shut down the federal government — a move that actually demonstrated to the public the importance of public employees — the more radical elements of the Congressional budget plan were softened.

We faced a similar situation with an unfair and radical state budget proposal. Though far from perfect, the budget that was finally adopted was a vast improvement over the document the Governor initially proposed. There were significant restorations of funds in key areas of concern to CSEA.

These improvements came about only because CSEA worked hard to make it happen, and thousands of CSEA members in every part of the state responded.

But the fight continues...

These budget issues affect you, the members, in more ways than you might know. The state and federal budgets set the agenda for the budget battles in your community and workplace. They also shape the

debate over the role of government and the importance of public sector work force that your local officials and managers address with you directly.

All of these areas are tied together, which is why CSEA works hard to address issues at every level.

None of this diminishes the importance of CSEA's commitment in your local efforts ... getting a good contract, fighting privatization, improving your quality of life on the job and at home in your community.

It must be understood that the difficulties we all face on these local issues result from the larger budget and political circumstances.

CSEA can only succeed with your help. Remember, you are the union. You elect your union representatives but you also have a responsibility to get involved.

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You also have a responsibility to elect fair minded public officials — especially in this year's general election. There is much at stake — the presidency, the leadership of the Congress and our own state legislature.

Your vote counts so use it wisely.

We need elected officials who recognize the necessity of responsible government. We need officials who care more about Main Street than Wall Street. And we need to send a message that organized labor is back as the representative of working people.

That's why AFSCME led the fight in changing the leadership of the AFL-CIO and is aggressively leading Labor's resurgent political education efforts. CSEA's own initiative in this area, Five for the Future, has already resulted in thousands of activists getting involved to register voters and get out the vote. It is urgent that these efforts carry through to Election Day.

The success of the past year should make us all proud but there is still so much to be done.

We work hard because we care about our jobs and the services we provide. We work hard because we care about making this state a better place to live. We do all this because CSEA is the Heart of New York.

Danny

President Donohue's 'In Touch With You' visits to region offices continue throughout the year

CSEA President Danny Donohue will continue his series of "In Touch With You" visits to CSEA regions.

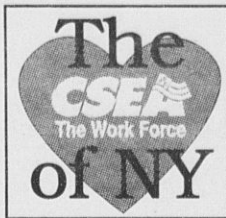
On Thursday, Oct. 17, Donohue will meet with Central Region members between 1 and 7 p.m. at the CSEA satellite office in Canton. Call the Central Region Office at (315) 433-0050 to make appointments.

On Monday, Nov. 18, Donohue will be at the CSEA Plattsburgh satellite office to

meet with Capital Region members between 1 and 7 p.m. Appointments can be made by contacting the Capital Region Office at (518) 785-4400.

Donohue will be at the CSEA Southern Region office in Beacon on Tuesday, Dec. 10 to meet with Southern Region members between 1 and 7 p.m. Call the Southern Region office at (914) 831-1000 to make appointments.

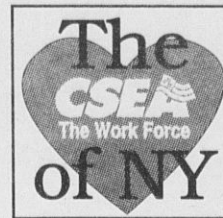
1996 ANNUAL DELEGATES MEETING



EXECUTIVE VICE PRESIDENT



MARY E. SULLIVAN
143 Washington Avenue
Albany, NY 12210-2303
(518) 434-0191
1-800-342-4146



SECRETARY



BARBARA REEVES
143 Washington Avenue
Albany, NY 12210-2303
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Be adaptable, adjust attitude and seize the opportunities

We live in a time of opportunity and transformation that requires us to be adaptable if we are to best represent our members. Some changes literally occur overnight, others take more time, but almost always it happens when we seem least able to take on "one more thing." But we must.

We have to adjust our attitude and our responses to what is going on in our workplaces. We can no longer rely just on the laws of labor relations and employment to solve problems. We must rely on our members to do their part; and to do that we must teach them, ourselves and our staff to recognize that organizing is a critical component of any challenge, of any part of solving a problem.

WE ALL MUST BECOME ORGANIZERS.

We must recognize that organizing is more than signing up new members; it's also recruiting, encouraging and empowering our members to participate in their union, to be part of the Labor movement. We must live the truth that in numbers there is strength and that an injury to one is an injury to all, no matter who the employer.

WE MUST ALL BE UNITED.

The economy isn't working for us any more. It is working for big business. Corporate greed is devouring the future of working men and women. Companies downsize and Wall Street booms. Unemployment goes down and the stock market gets the jitters. Our elected officials look to the private sector for their inspiration and then impose short-sighted solutions on the backs of workers. We need to be united in our effort to level the playing field.

WE MUST BE ENERGETIC.

Our commitment to the Union must be infectious. We must be leaders who challenge, who share our vision and who cause others to follow us because we are right!

WE MUST BE COMPLIMENTARY.

Our criticism of each other kills our spirit but a kind word breathes new encouragement and motivation.

WE MUST BE PATIENT.

Learning new ways to make progress takes time. We must accelerate our efforts to nourish today's leaders and, together, seek and teach new leaders to take over in the future.

WE MUST BE VISIONARIES.

Without vision, without a sense of direction, we have no hope. As union activists, we must inspire and empower our members to jointly pursue the goals that will guarantee better lives for ourselves, for our children and for our grandchildren.

Mary

We've had it up to here with right-wing anti-union agenda

It's not easy to work for a living in the 1990's unless you are a corporate executive. Average CEO's salaries, including bonuses, now total \$3 million while average worker's wages and benefits total \$23,000.

This massive shift of wealth is giving birth to two Americas: one struggling to make ends meet; the other smug, self-satisfied and committed to Bob Dole and Newt Gingrich.

Never before in the history of our nation have we seen such a massive shift of wealth which coincides with the right-wing agenda to destroy unions. Indeed, the weaker unions become, the wider the gap grows between the two Americas.

Conservative defenders of big business are furious that we are fighting back. Our campaign is called *Labor '96* and the message is simple: **we're not going to take it anymore.**

We're tired of living from paycheck to paycheck.

We're tired of worrying about job security.

We're tired of worrying about health care.

We're tired of worrying about the costs of higher education.

We're tired of needing two or even three jobs to have a decent standard of living.

We're tired of worrying that our children will be worse off than we are.

We're tired of worrying about our pensions and Social Security.

It's time for us to reclaim our piece of the American pie. And *Labor '96* is the way to go.

We will educate working people about where their members of Congress stand on issues important to us. We will do it at the grassroots with letter writing, phone campaigns and public events. And we will get out the vote on Nov. 5.

The Dole/Gingrich Congress was caused by low voter turnout. National surveys show that 45% of all eligible women reported voting in 1994, compared with 67% in 1964.

Because too many people stayed home and didn't bother to vote, a new Congress took over and declared war on the middle class. We can't let it happen again in 1996.

We must re-order the nation's economic, social and political priorities.

We are *Labor '96*. And Together, We Make It Happen.

Barbara

You must

REGISTER BY OCT. 12

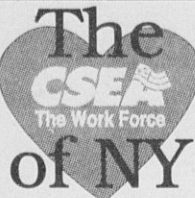
(Pick up a registration form at your Post Office and mail it in)

to be eligible to

VOTE

on Election Day, Nov. 5

1996 ANNUAL DELEGATES MEETING



TREASURER



MAUREEN MALONE
 143 Washington Avenue
 Albany, NY 12210-2303
 (518) 434-0191
 1-800-342-4146

Dick Arney, I'd like to introduce you to CSEA/AFSCME

While channel surfing on a rainy Saturday afternoon, I happened upon Representative Dick Arney (R) Texas, Majority Leader of the House of Representatives, reiterating the party line; unions do not represent their membership and unions are on the downslide across this country. Perhaps Representative Arney has never heard of CSEA/AFSCME.

I am so proud to be part of CSEA, doing my best to represent your interests. As the Statewide Treasurer, the opportunities to meet and assist members around New York State are rewarding as well as challenging. This past year more than 1,500 individuals, who give their time as leaders of our Locals and Units, attended Treasurers' Training to learn the importance of properly managing members' and fee payors' dues money. CSEA's comprehensive Financial Standards Code establishes financial guidelines, sets spending limitations in many areas and assures Local members that the money is well managed.

As the national political scene heats up, many questions arise concerning use of union dues for political action. CSEA cannot and does not use members dues and agency shop fees to support candidates at the national level. That is the function of our affiliate, AFSCME International, which raises money through the PEOPLE Program (Public Employees Organized to Promote Legislative Equality). CSEA's Political Action Department is funded through the Political Action Fund, which consists of 3% of dues and agency shop fees paid annually. This Department does so much more than recommend endorsements and give money to politicians. In this time of downsizing and privatizing, the CSEA Political Action Department worked twenty-hour days to ensure the State Budget included funds necessary to support our State, Local Government, School District, and Public Sector jobs and the funds used to support many of the functions carried out by our Private Sector members.

No group, political party or union can please all its members all the time, but we can keep trying, and we do. CSEA leadership and staff work together to protect and represent all our members and fee payors. You have to help by getting involved, speaking your mind and becoming someone CSEA counts on. Call me, write me, help me help you.

Maureen

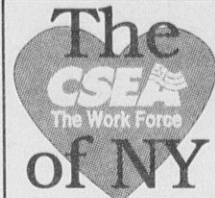
Local, Unit Treasurers' training sessions continue during October, November

CSEA Local and Unit treasurers' training will continue during October and November, CSEA Statewide Treasurer Maureen Malone reminds. Sessions were held in the Capital, Central and Western Regions during September.

Notices with training session details, including time and location, will be sent to treasurers prior to a training session. Treasurers who do

not receive a detailed notice approximately five weeks prior to the session in their region should call 1-800-342-4146 Ext. 254.

Treasurers' training schedule
Central Region - Auburn, Oct. 10
Long Island Region - Region Office, Oct. 22
Southern Region - Local 860 Office Oct. 23
Capital Region - Albany, Nov. 13



LONG ISLAND REGION



NICK LAMORTE
 President
 3 Garet Place
 Commack, NY 11725
 (516) 462-0030

Diversity abounds in our efforts to reach, represent, all members

Region One greetings to all! It is with great pride and personal privilege that I first address our Region One members with a THANK YOU for re-electing me President. I will continue to work long hard hours to give the absolute best representation to our members on Long Island.

My goal remains as before, for CSEA to be the best and most effective union in our region, second to none on Long Island.

As a Statewide Vice President, I also pledge to you, to keep your concerns paramount in my decisions and to make you proud that I am your representative. It is no secret that I love what I do, working for the union, but union leaders can not do it all alone. Leaders must delegate and spread their powers to others if they are ultimately going to be successful. They should not be afraid to share some duties so more can be brought into the fold.

Our union has always been a union of inclusion, not exclusion. In Region One, we practice what we preach. Since the last delegate report, we have initiated new programs and ideas that have solidified us as a region. We will gather at meetings, seminars, workshops and rallies with pride that we know one another, talk to one another and feel comfortable in each others' company. There is a feeling of common purpose, for we are CSEA, a union that fights for members rights, negotiates good contracts and stands up against management to provide the best darn union representation on Long Island.

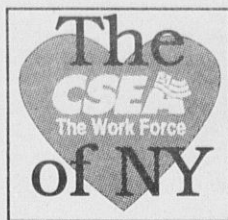
We have region committees that work, that include members from all the locals of the region. These committees are comprised of state, county, town, school district, library and local government subdivision members throughout the region. One of our shining hours as a diversified region was exemplified by an International Day Festival held in our region headquarters. What a beautifully wonderful experience that day was. To be able to share our ethnic traditions, customs and cultures with each other was truly the culmination of the dream we have of reaching true peace with one another. We look forward to doing it again this year, with even more participation from the membership. If you're on Long Island that weekend, please stop by. You will be welcomed with open arms and I guarantee you a day you'll remember for a long time.

We have also made great strides in political action. We get involved in all the issues that effect our members. Our committee was there when a new county legislature was formed. We lobby and endorse or oppose, federal, state and local government officials. We have become players in Long Island politics. Highlights of our other committees include social events during the holidays, a region workshop in Washington D.C. (AFSCME), a non-instructional career day workshop by our two educational locals, visits by State Comptroller H. Carl McCall to our building, school district forums by the State School Committee, a tribute to Rev. Dr. Martin Luther King Jr., the celebration of Kwaanza, and an ADA seminar. We plan many more activities, trainings and seminars in the year ahead.

I wish to thank all activists in Region One for their loyalty, hard work, dedication and time to CSEA and the membership, for without their involvement and inclusion, none of the above would have been possible.

Nick

1996 ANNUAL DELEGATES MEETING



METROPOLITAN REGION



GEORGE BONCORAGLIO
President
40 Fulton Street
22nd Floor
New York, NY 10038-1850
(212) 406-2156

Guv deals from bottom of deck; but we're wise to his con game

Like a deck of marked patronage cards, our Governor shuffles jobs from one end of the state to the other with no regard for the upheaval in workers' lives.

He shuffles the deck again and deals out more layoffs in already dangerously understaffed mental hospitals.

He plotted to close Brooklyn's only major psychiatric hospital, Kingsboro, and almost all its clinics.

Governor Pataki then launched a brutal effort to dismantle the Workers' Compensation system to stack the deck against injured workers and in favor of insurance companies.

This is the treacherous game of Black Jack our Governor plays with our lives. Meanwhile, he holds his cards close to the vest, concealing facts about his mysteriously funded inauguration party that no one is supposed to know who paid for.

Acting as if the income gap between the rich and the rest of us isn't the worst in 40 years, Governor Pataki deals it down and dirty with his windfall tax cuts for wealthy real estate moguls, while he targets New York's most vulnerable for cuts.

But the dice are coming up snake eyes for Pataki. In no small measure it's because CSEA stood firm.

Region II CSEA members phoned, wrote, knocked on doors, lobbied, rallied, put up signs in stores, handed out thousands of flyers, marched and picketed in bitter cold and blazing sun — because we refused to let Governor Pataki gamble away the future of our State.

From press conferences at Brooklyn Borough Hall and New York City Hall, to the side of the FDR Drive, we told our story. We pleaded for our clients.

We formed coalitions with families and advocates for the mentally ill and with area clergy through the Labor & Religion Coalition. We joined their 40-Hour Fast against the Pataki cuts.

We stood tall and never gave an inch because we refuse to see our clients and our families lose in this Governor's risky games of chance.

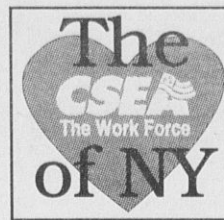
While all these incredible efforts went forward, all our Region II team-building, leadership and educational programs continued full speed ahead. Region II LEAP Liaisons worked to improve educational opportunities at area colleges. Safety and Health, Lupus Awareness and Diversity training went on, as well as an ambitious schedule of general membership meetings and on-site information days in all five boroughs.

As we welcome CSEA 1996 Convention Delegates to Region II, we look forward to working hand in hand. With the Presidential elections approaching we are bound and determined not to let our country slip backwards into Bob Dole's hands. We cannot forget all of Senator Dole's major work to destroy all affirmative action gains achieved by women and minority workers.

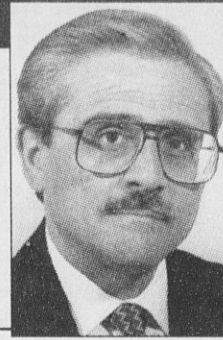
We make no mistake about it, November 5th brings the highest stakes game of the century and the American people cannot afford to be the losers.

Our "Five for the Future" campaign is off to a flying start, kicked off by so many volunteers from Local 010's NYS Social Services Dept., Local 406's Bernard Fineson Developmental Center and Local 401's Bronx Developmental Center workers. For most of these rank and file members it is their first time volunteering to help the union for five hours and to register five voters.

They understand exactly how critical each and every CSEA member's



SOUTHERN REGION



CARMINE DiBATTISTA
President
735 State Route 52
Beacon, NY 12508
(914) 831-1000

Cold and timid souls know neither victory nor defeat

I was recently reminded of a famous quote by Theodore Roosevelt that impressed me because I felt it was appropriate for a point that I want to make in my first convention report.

Mr. Roosevelt said, "It is not the critic who counts, not the man who points out how the strong man stumbles or where the doer of deeds could have done them better. The credit belongs to the man who is actually in the arena, who's face is marred by dust and sweat and blood, who strives valiantly, who errs and comes short again and again, who knows the great devotion, who spends himself in a worthy cause, who at best knows in the end the high achievement of triumph and who at worst, if he fails while daring greatly, knows his place shall never be with those cold and timid souls who know neither victory nor defeat."

We are a union of doers and critics. The doers have met the challenges and for the most part, have won their battles. If they did not win, they at least have the satisfaction of knowing that they didn't go down without a fight. The critics are those famous "Monday morning quarterbacks" who know just how those battles should have been fought, but never dirty their hands for their own various and sundry self-serving reasons.

Here in Region III, we have some great doers who have faced hostile school board members, pompous politicians, apathetic voters, renegade groups that call themselves unions and self-righteous — and usually misled — taxpayer organizations.

Most of those doers have successfully defeated privatization and downsizing, unseated anti-union incumbents and overcome voter apathy by bringing out record numbers of voters to achieve our goals.

My point, of course, is that it can be done! We can meet the challenges head on and — over the next few years, I expect many! We can defeat and reject candidates and proposals that would undo years of union gains in local and state government. We can defeat and reject so-called unions that seek to decertify us. All we have to do is say yes when we're asked to make a phone call, get to the polls and vote, go to a meeting, learn how we can work together to fight a battle and realize that it's true that there is strength in numbers.

How can we achieve this? Make it your business to approach new co-workers. Tell them about the union and why it's important that each and everyone becomes involved. Bring a co-worker to a union meeting. Shout union victories from the rooftops. Be a doer!

Our solidarity is truly our strength. This is more than just a cliché. This is how we send a clear and concise message to those who would try to defeat us.

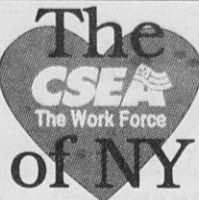
Carmine

effort is to defeat the radical right at the ballot box. This election is one jackpot union families deserve to win and we intend to work as never before to make it happen.

When it comes to supporting President Bill Clinton this November, we have to be in it to win it. And CSEA is in it to win!

George

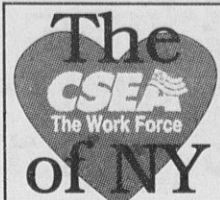
1996 ANNUAL DELEGATES MEETING



CAPITAL REGION



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CENTRAL REGION



JAMES J. MOORE
President
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East Syracuse, NY 13057
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Time to put our heads together, 21st century lies straight ahead

The Capital Region Officers, Georgianna M. Natale, Ellen Krzykowski, Judy Gardner, Cindy Egan DerGurahian, Barbara Stack and myself, extend a welcome to each attendee to this, the 86th Annual Meeting, in New York City.

I personally am energized and eager to meet the challenges as the newly elected President of Region IV. CSEA has gained for its membership many benefits over the years. At the present time we are facing an anti-union climate as well as a unpredictable economy. Our task is to strengthen the union by getting our members involved, well trained and politically active. By these methods we can stop the Pataki Administration from trying to cut back the state labor force and reducing aid to localities and school districts, which adversely effect CSEA members.

The Capital Region must move to the forefront. I am eager to hear from you, the membership. We may not have all the same ideas but we certainly could share our ideas and suggestions to the benefit of all. We must learn to work together so that these great challenges can be met and bring our union successfully into the 21st century.

As public employees we do not get the recognition for jobs well done. Heroes are ordinary people who do extraordinary things and each of us has the capacity to become a hero. Recently, in Region IV, individuals were recognized as heroes. Richard Rockwell and James R. Olsen are police officers in the Village of Canajoharie CSEA Unit. They saved two lives in an early morning fire in Canajoharie.

Charles L. Davis and Jim Coon of the Albany Housing Authority also saved the life of a city resident. Davis has been honored by the City of Albany. Coons ran to get the Albany Fire Department and by his quick actions deserves recognition by this Union.

President Bill Betz, Schoharie County, and his 402 members deserve recognition for their heroic efforts in the recent Schoharie floods. CSEA members are heroes and vital to local, county and state government.

We must continually make the public aware of how important our jobs are and how well we perform them as public employees.

WE DO IT BEST!

Carmen

Fairness for working Americans is definitely a character issue

The two conventions touted the concept of family. FAMILY FIRST. FAMILY VALUES. FAMILY THIS and FAMILY THAT.

Family is important. We all want for our children a life better than we may have had. We want them safe and we want them to be healthy. We want them to receive a good education. Training that will equip them to compete in a very competitive workplace. To enjoy the dignity of bringing home a paycheck. Contrary to the thoughts of some, most people do not prefer public assistance over the personal satisfaction of earning wages.

But, what of our family? Are we not to have the same expectations for our family of labor? When one of us is hurt, do we ALL not feel the pain? When one of our family is unemployed, do we ALL not feel the desperation? This is not a time to be cutting back on moneys to fund OSHA or in diminishing its enforcement. Workers are dying. We are being killed by unsafe equipment. We are slowly being poisoned by chemicals and caustic compounds. Our family is hurting.

How much longer must we endure the burden of inappropriate spending by public employers hell bent on increasing the deficit and lowering our wages?

Should the infrastructure of our country be repaired by using our pension funds, as suggested recently by one speaker at the Democratic Convention? I think not. Taxes can and should be used to rebuild our roads and bridges, and we should be allowed to do the work!

Four years ago, the Family Medical Leave Act was passed and signed into law by incoming President Clinton. This is not the time to cut back on the law. If anything, it should be expanded. No worker should be faced with a decision of choosing between their job or their child.

What do we ask of our public officials? Simply fairness.

To working Americans, character does matter.

Jim

Important Reminder: November is the annual health insurance Option Transfer Period

The month of November is the annual health insurance Option Transfer Period for state employees.

Employees who wish to change Empire Plan or Health Maintenance

Organization (HMO) options must do so during the November Option Transfer Period by contacting their agency's Health Benefits Administration (HBA), located in their agency

CSEA
JOINT COMMITTEE ON
Health Benefits

personnel office.

The 1997 "Health Insurance Choices" booklet containing benefit overviews of all the available health insurance options will be shipped to agency HBAs in early November. Upon approval of the 1997

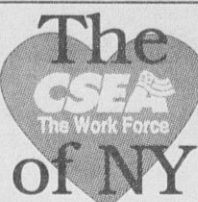
premium rates, an informational sheet listing the rates of all available health insurance options will be sent directly to enrollees' homes. Employees will be given the required

30 days to make health insurance option changes.

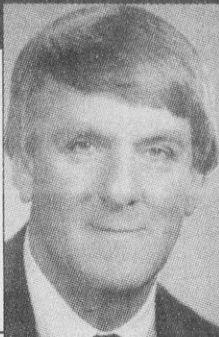
Employees who are currently not utilizing the Pre-Tax Contribution Option, but wish to participate, must enroll by Dec. 2, 1996. Personnel/Human Resource offices will provide basic information and all necessary forms for enrollment.

Additional details regarding the annual Option Transfer Period will be published in the November edition of *The Public Sector*.

1996 ANNUAL DELEGATES MEETING



WESTERN REGION



ROBERT LATTIMER
President
482 Delaware Avenue
Buffalo, NY 14202
(716) 886-0391

Remember to vote, and vote for CSEA-endorsed candidates

Remember to vote on November 5, 1996.

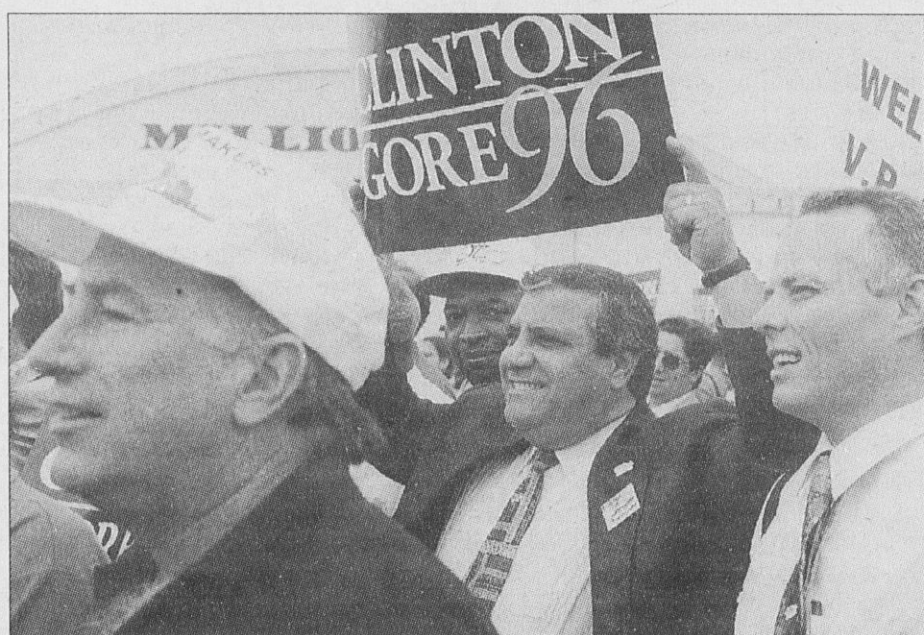
Almost as important as voting is that you vote for candidates endorsed by CSEA. These candidates have been screened and most of them have been questioned on the issues by your fellow CSEA members.

They have committed to support and work for issues important to CSEA members and therefore CSEA.

The entire thrust of the CSEA Political Action Program is to pass regulation that benefits CSEA members and to defeat legislation that is harmful to CSEA members.

Remember, your fellow CSEA members made these recommendations. Vote for them!

Bob



A contingent of CSEA members and staff turned out at Farmingdale Republic Airport recently to welcome Vice President Al Gore to Long Island. CSEA Long Island Region President Nick LaMorte is shown holding a Clinton/Gore placard. Behind LaMorte is CSEA Local 404 member Walter Harris and at right is CSEA Political Action Coordinator Tom Kilmartin. At left foreground is Tom McCarthy, brother of congressional candidate Carolyn McCarthy.

Reminder: Register by Oct. 12

(pick up a registration form at your Post Office)

and VOTE ON NOV. 5

for candidates who support working families

CSEA-endorsed candidates have earned your support

With the ever increasing use of television and radio advertising campaigns, it has become extremely difficult to get real answers about where candidates stand on the issues. The CSEA endorsement is a valuable tool to help members make an informed and educated decision on election day, based on the issues that affect your lives and livelihoods.

CSEA endorsements don't come easy. CSEA only makes an endorsement when a candidate will clearly fight for the needs of the CSEA membership. As CSEA President Danny Donohue puts it, anyone who wants CSEA's endorsement is going to have to earn it.

The endorsement process begins with Political Action Committees (PACs) comprised of CSEA members appointed by their unit and local presidents with executive board approval. CSEA has PACs at the unit, local, region and statewide levels, and the role of each PAC in the endorsement process depends on the office a candidate is seeking.

In county, local and school board races, the appropriate unit and local PACs interview the candidates and make a recommendation to the region PAC. The region PAC then reviews their recommendation and makes the final decision regarding who does or doesn't merit a CSEA endorsement.

In State legislative races, the region PAC is responsible for screening candidates and making endorsement recommendations. It's then up to the statewide PAC to review the region PAC recommendations and make the endorsement.

Endorsements for candidates in statewide (Governor, Comptroller, Attorney General) or national (President, U.S. Senate, Congress) elections are made by the president of CSEA after consulting with members and staff, including the statewide PAC, AFSCME and the Federal Issues Committee.

In each case, the records and public statements of the candidates are reviewed at the appropriate level. Candidates are invited to meet with the PAC to answer questions regarding their position on matters of specific interest to CSEA members. A decision is then made regarding whether one of the candidates deserves CSEA's support. If so, a formal recommendation is made, accompanied by an explanation of why the candidate deserves to receive CSEA's support.

Every candidate for office has the same opportunity to earn a CSEA endorsement regardless of party affiliation. When considering a candidate for endorsement, the PACs examine a wide variety of factors, but the most important factor is the candidate's record on issues of importance to CSEA members. Since actions speak louder than words, PACs also keep an eye on elected officials throughout their term of office.

Along with a CSEA endorsement comes a commitment that CSEA will work on behalf of a candidate to ensure his or her election. While this sometimes means a monetary contribution to the campaign, it also means making the endorsement public so the membership and the general public will know who we think the best candidate is, conducting voter registration drives and contacting members on or before election day to remind them to get out and vote for candidates we have endorsed.

But the real value of a CSEA endorsement comes from the CSEA membership. CSEA actively recruits members to volunteer for campaign activities such as phone banking, leafletting or putting up lawn signs, and many politicians have attributed their victories to the grassroots activities of CSEA members.

So, don't forget to register by Oct. 12 and vote on Nov. 5 for those candidates your fellow CSEA members have endorsed — candidates who have earned your support.

"Anyone who wants CSEA's endorsement is going to have to earn it."

CSEA President Danny Donohue

CSEA CLINTON FOR GORE '96

CSEA, AFSCME, and the AFL-CIO have endorsed the CLINTON/GORE team for re-election, for many *very* good reasons. Here's a few of them.

Clinton and LABOR

- ✧ Supports Striker Replacement Bill
- ✧ Supports Davis-Bacon and Service Contract Act
- ✧ Vetoed Team Act that would have allowed company unions
- ✧ Opposes pending legislation that would allow employers to force work beyond 40 hours without paying overtime

Clinton and EDUCATION

- ✧ Supports \$10,000 tax deduction for education
- ✧ Signed National Service Act/Americorp which allows students to earn college credits in exchange for public service
- ✧ Increased Head Start by \$760 million
- ✧ Created Goals 2000 program promoting education

Clinton and the ECONOMY

- ✧ Will have cut deficit by 60%
- ✧ Created 10.2 million new jobs
- ✧ Lowest combined rate of unemployment, inflation and mortgage rates since 1968

Clinton and HEALTH

- ✧ Supports universal health care
- ✧ Signed Kennedy/Kassenbaum Health Care Reform Bill which protects workers from losing their health insurance and prevents denial of coverage due to pre-existing conditions
- ✧ Supports keeping Medicaid as an entitlement
- ✧ Supports severely restricting children's access to tobacco

Clinton and the FAMILY

- ✧ Signed Family and Medical Leave Act
- ✧ Cut taxes for 15 million working families by expanding the Earned Income Tax Credit
- ✧ Signed legislation raising Minimum Wage from \$4.25 to \$5.15
- ✧ Supports \$500 tax deduction for children under 13
- ✧ Supports expanding IRAs for education, retirement and home ownership

**REGISTER TO VOTE
BY OCT. 12, 1996**
*(pick up registration forms
at your local post office)*

**VOTE ON NOV. 5
FOR CLINTON/GORE
AND ALL THE
CSEA-ENDORSED
CANDIDATES**
*(a complete listing will be
published in the next edition
of The Public Sector)*

The CSEA Work Force is the of NY

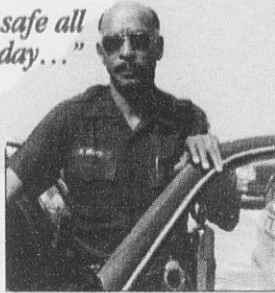


"We drive your kids to school..."



"on the roads we maintain..."

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



"We answer nine one one..."



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



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

Every day of the year, your family, friends and neighbors are on the job, providing vital services that keep New York's school districts, cities, towns, counties, even the state itself, running. We care about making New York State a better place. To accomplish that, we all have a responsibility as citizens to participate in the electoral process.

There's nothing more important to a vital democracy than exercising your right to vote.

We urge you to make your voice heard in November.

Register To Vote Now. If you're not registered, pick up a voter registration form at your Post Office, Department of Motor Vehicle Office or County Board of Elections, and mail it by October 11.

Vote On November 5. That's the day you help determine the future of New York State. Remember: your vote does count!

CSEA

The Work Force

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

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THE PUBLIC

Sector

OCTOBER 1996

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