

The importance of "Bill"
to you and your work
see page 14

Why you should care about
Social Security reform
see page 12

What's Happening?
Read "CSEA Today"
on page 19

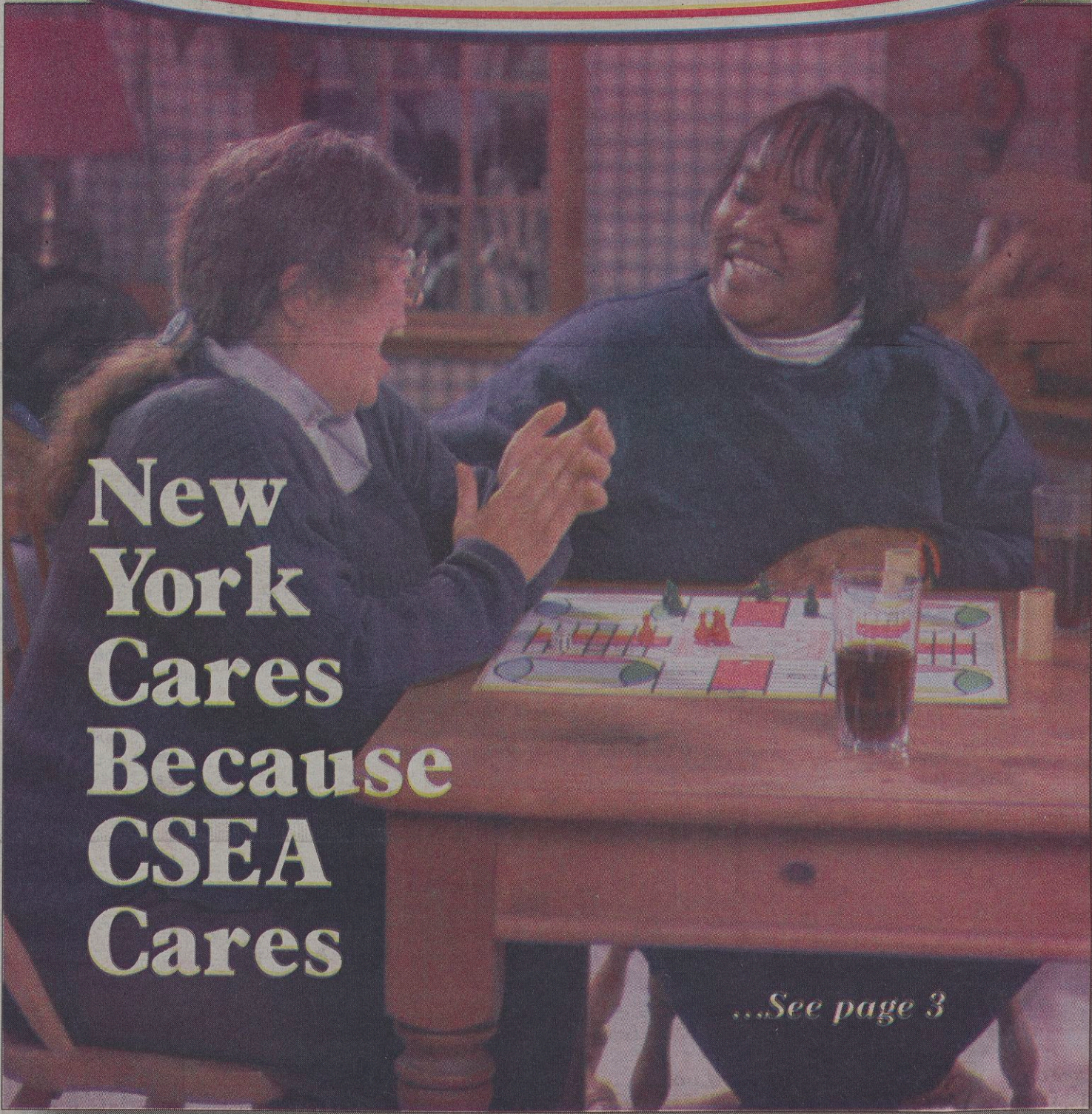
Be sure to check YOUR
"industry" page inside
Pages 5 - 9

Vol. 2 / No. 1

JANUARY 1999

THE WORK FORCE

OFFICIAL PUBLICATION **CSEA** Local 1000, AFSCME, AFL-CIO



**New
York
Cares
Because
CSEA
Cares**

...See page 3

Photo of the month



Photo by Ron Wofford

FLORAL TRIBUTE — BPC co-worker Gloria Todd and Local President Robert Mootry place flowers in memory of Judi Scanlon at the home where she was killed making a client visit.

Buffalo Psychiatric Center mourns

BUFFALO — The tragic beating death of Judi Scanlon, an intensive case manager-nurse for the Buffalo Psychiatric Center, as she made a home visit to a client has sent shockwaves through the facility and community.

A 16-year state employee and member of PEF, she was the daughter of CSEA member Joyce Jewitt, an employee of the BPC Food and Nutrition Services Department.

"Many of our members have donated some of their leave accruals to Joyce, to help her deal with this tragedy," said Robert Mootry, president of the BPC CSEA local. Her accruals were already low, as she tends to her ill husband, said to be in need of a heart transplant.

Scanlon was conducting a home visit on a client when she was killed. The patient has been indicted in the murder.

State mental health system deficiencies are a top CSEA concern.

CSEA calls foul over Utica layoffs based on incomplete tax numbers

UTICA — CSEA is calling a foul over a proposal to lay off about 20 CSEA members over the unfounded possibility of a budget deficit.

The layoffs, proposed by Mayor Ed Hanna and passed by the City Board of Estimate and Apportionment, are said to be in response to an incomplete property revaluation.

Nonetheless, Hanna anticipates a \$1.7 million shortfall and seeks the layoffs and spending cuts of 33% in most city departments.

To add insult to injury, Hanna viciously blamed the fiscal woes on unions and city workers, saying the unions "have a stranglehold on taxpayers" and that city workers receive too many vacation and sick days, abuse their break times, and should be working eight-hour instead of seven-hour work days.

The attacks provoked confrontation between Hanna and CSEA Central Region President Jim Moore, who told

Hanna the cuts were irresponsible considering the revaluation's premature stage, and rejected the union-bashing as the rantings of a "crackpot."

"You're governing Utica like Oz," Moore told Hanna. "You're governing like Oz — like make believe."

Moore's comments referred to Hanna's urban beautification plan — a mural of a rainbow and yellow brick road, and a statue of the Tin Man in a city park.

"The city employees and the labor community at large should feel completely insulted by this man's crazed rantings, and the taxpayers of this city should demand that this man's actions not be tolerated," Moore said.

Moore said CSEA will oppose the cuts with every means necessary and is gearing up a campaign as this issue of *The Work Force* went to press.

Former CETA workers have time to apply for service credit

The window is open for former Comprehensive Employment Training Act (CETA) workers who have not yet applied to the New York State Retirement System for service credit.

To be eligible, you must have been a CETA employee working for a public employer. And you must:

- have gone directly (within 90 days) from CETA employment to a regular, unsubsidized position in public employment;
- apply for the credit within one year of completing five years of service or by March 31, 1999, whichever comes later;
- pay any cost to purchase the service credit.

CETA was created to help people enter the job market and make the transition to regular, salaried jobs.

If you were a CETA worker and your employer was enrolled in the NYS Retirement System, you may be granted up to four years service.

Contact the Retirement System if you think you are eligible. The address is: **New York State Retirement System, Arrears Unit, Alfred E. Smith Office Building, Albany, NY, 12244.**

Please include the following information: Social Security number, name of employer during CETA service, and dates of employment. Once salary and service information is obtained, and eligibility determined, you will be notified of cost and payment options for credit to the Retirement System.

New year begins with valuable CSEA insurance offer

With the start of the new year, be on the lookout for your CSEA Security Life Insurance special offers. CSEA, working with Jardine Group Services Corp. and Metropolitan Life Insurance Co., brings you this special package for a limited time. Enrollment applications must be received by March 1, 1999.

There are no medical questions to answer for the \$25,000 guaranteed issue and to qualify, CSEA members need only to meet the active at-work requirement. Some of the features of the plan are: no age limit, Line of Duty Benefit, Premium Waiver Benefit and a Seat Belt Benefit.

Already have Security Life coverage? For those CSEA members who already have the plan, valuable increase offers are available: up to a \$25,000 Guaranteed Issue with no health questions and a \$50,000 Simplified Increase offer with only two questions to answer. You can increase your CSEA Security Life Insurance up to \$250,000. And, there is a 10% discount for coverage amounts over \$175,000.

Now, at the start of the new year, is the right time for you to take advantage of this special offer.

To obtain more information on the plan, call

**Jardine Group Services Corp.
1-800-929-6656**

CSEA's new ad campaign explains why...



New York's developmentally disabled deserve the best: the CSEA Work Force

New York Cares because CSEA Cares. And CSEA wants to make sure all New Yorkers know the vital role CSEA members play delivering quality services for developmentally disabled individuals.

That's why the union has launched a statewide campaign, including radio and television advertising, to ensure that the state will build on that strength and experience.

Gov. George Pataki recently proposed *New York Cares*, an initiative to create 5,000-8,000 new residential treatment slots to eliminate the statewide waiting list for mental retardation and developmental services. There is no guarantee that any of these new facilities will be staffed by CSEA-represented employees.

"CSEA members are the backbone of New York's residential services for developmentally disabled individuals," CSEA President Danny Donohue said. "The CSEA work force helps raise the standards all around and we're proud to make that case publicly."

Today more than 16,000 CSEA members provide life skills, medical services and a healthy community connection for nearly 10,000 group home residents of all ages and abilities. New York is considered a leader nationally in the delivery of those services.

CSEA is gearing up activities for the months ahead in every part of the state to demonstrate why the state's best resource — the CSEA work force — should not be taken for granted. **For more on the campaign see President Donohue's column on Page 4.**



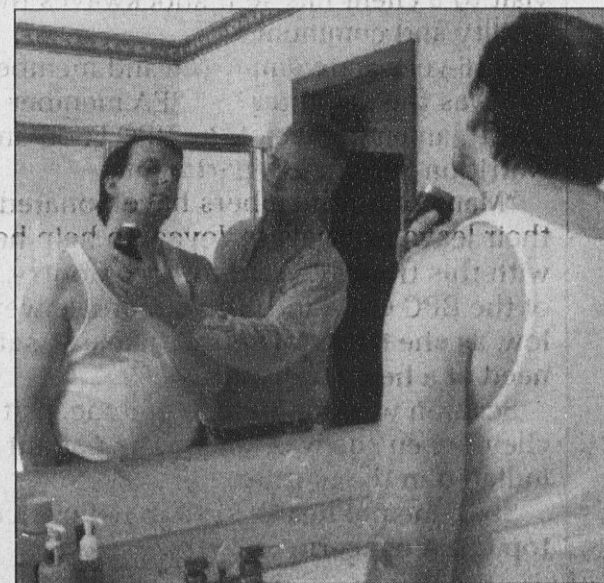
"No one can actually know what we do without seeing it. Not just anyone can do what we do — it takes special people. I'm helping people get to the next level. Our biggest challenge is helping our residents to be accepted in the community. We want to let the community know that they're people too, and that the group homes are more than just where they live — we help people make this their home."

— CSEA member Wendy Robinson, Developmental Aide

Wendy Robinson, left photo, helping peel carrot, and Hugh Brown, right photo, shaving individual, are Developmental Aides with the Central New York DDSO who appear in CSEA's new television ad. Here, they share their thoughts about the campaign and their work.

"We provide a quality service for the people we serve. Our residents are assured that they would get the same care as we would get ourselves. We also have a great sense of working together and teamwork. I think that's important when dealing with all the individual problems a person can come in with. You need the teamwork that the whole system provides to give them the quality of life they deserve."

— CSEA member Hugh Brown, Developmental Aide



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In Touch with the **WORK FORCE**



CSEA President Danny Donohue

New York Cares because CSEA Cares is about more than just securing the future for CSEA members who work with developmentally disabled

individuals. It is a campaign for dignity — dignity for the workers, dignity for the clients.

But it is also a campaign for good public policy and that's why it needs the involvement of all CSEA members.

CSEA members are the backbone of New York's system of care for mentally retarded and developmentally disabled individuals — a system that is widely recognized for setting the quality standards nationally.

For more than 20 years CSEA has been a partner with New York State in transforming the system from institutions into a network of community-based group homes and services. Diversity, shared responsibilities and determined efforts to fill service gaps are strengths of the system that developed.

NOW, in a bold initiative called New York Cares, Gov. George Pataki has proposed creating 5,000-8,000 new placements to eliminate the statewide waiting list for mental retardation and developmental services. There is no guarantee that any of these new services will be delivered by CSEA-represented workers.

New York is a leader in developmental services because of the CSEA Work Force. New York Cares should build on the strength of the system and that means employing the talent, dedication and experience of the CSEA Work Force.

CSEA will make that case strongly and proudly in the months ahead. You should make your voice heard, too.

Danny

DOCS conference a hit

Thirteen years ago a handful of local presidents gathered around a small conference table holding the first of what is now one of the most eagerly anticipated, highly regarded labor-management forums in the state.

The Department of Correctional Services (DOCS) Local Presidents Conference is the brainchild of longtime CSEA activists Sue Crawford (DOCS Local President and Statewide Labor-Management Committee Chairperson) and Jeff Howarth (Eastern Correctional Facility Local President), who saw a need to bring union leaders together to discuss the unique issues affecting civilian prison workers. DOCS representatives, including the

Commissioner, began participating in the conference in 1987 and it's grown ever since.

Education is the primary goal. Formal workshops, specifically tailored to prison workers, are held throughout the two-and-a-half day event. But it's the informal education that many participants appreciate most.

"You have people learning from each other," Crawford said. "You have people networking, sharing ideas, and sharing information on how they handled a similar situation at their facility."

What makes the conference such a hit with the participants is that no matter how big or how small, their problems are addressed.

The bigger issues are handled at a statewide labor-management meeting the morning of the first day of the conference. One of the major issues resolved at the 1998 meeting, held Oct. 26-28 in Lake Placid, involved correction officers performing maintenance work at Auburn Correctional Facility.

"We've had a lot of problems lately with other people doing our jobs, be it correction officers, inmates, volunteers, everybody seems to want to do our work," Crawford said. "Here, we were able to show that it made no sense to pay grade 14 CO's to do our work, and Commissioner [Glen] Goord issued a cease and desist order."

Clearly the highlight of the conference, and where many of the smaller issues are addressed, is the open forum with Goord and his staff. Following a preliminary meeting among the

activists to get a feel for the kind of issues that are on their minds and weed out those that have already been addressed at the labor-management meeting, CSEA activists have almost two full hours to ask the Commissioner just about anything they want.

"I think it's unique because you get very few heads of agencies who are going to put themselves on the firing line, stand up there in front of all of your CSEA activists, and just allow them to throw questions at you," Howarth said. "A lot of good questions come out of the open forum and they're answered either immediately or within a few weeks."

"They know they can say what they want," said Goord. "They've never had any concerns about retaliation or saying what you shouldn't say or the superintendents getting mad because I've told my superintendents that I think it's important to the system to have that open dialogue."

Both CSEA and DOCS agree the conference is important for similar reasons.

"This conference is the best thing we do all year because we're sharing among ourselves and we're learning from each other," Crawford said.

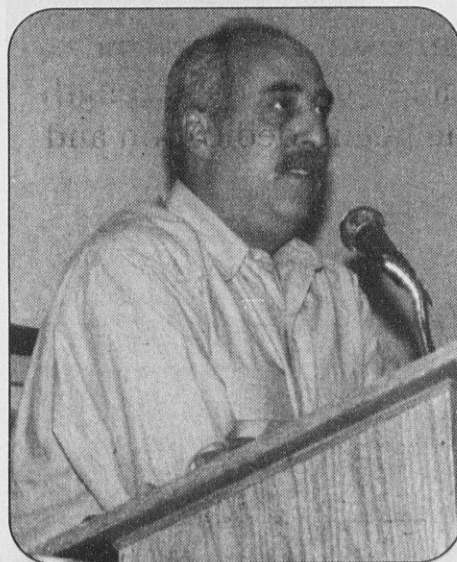
"To me it strengthens the department because I learn as much as they do," said Goord. "I learn what people's opinions are about my managers, how they operate at their facility, and I use that in a lot of ways to make the agency more consistent and to look at what type of people I need to lead the facilities in the future."

"I think everyone involved with this conference deserves a world of credit," CSEA President Danny Donohue said. "Not just for creating something that works, but for keeping it working all these years."

— Ed Molitor



Top photo: Conference organizers Sue Crawford and Jeff Howarth. Bottom photo: DOCS Commissioner Glen Goord fields questions.



A CSEA activist takes the mike during the open forum.

CSEA REPRESENTS
**Corrections and
Law Enforcement**

75,000 WORKERS IN THIS INDUSTRY

NCMC staff shortage hurting patient care

EAST MEADOW — Anxiety is high for CSEA members at Nassau County Medical Center as the future of the facility continues to be a political football. Plans to convert the facility into a public benefit corporation to allow greater ability to compete in the changing health care environment have not yet been resolved.

CSEA and its direct care workers are concerned about staffing shortages affecting the quality of patient care. Mandated overtime and too few full-time nurses make it harder to do the job.

The nursing staff has voiced concerns over the breakdown of patient care in two letters to the administration that received extensive coverage in *Newsday*.

"Nursing is extremely hard and stressful work and when you're responsible for 10 beds and you're on your second shift it's really cause for concern," said one of the nurses, who asked not to be identified.

"We wrote the letters to appeal for additional staff," added another nurse.

The first letter, signed by every nurse on the floor, working all three shifts, read in part, "We are more than willing to do our part to insure our patients receive the highest standard of care possible but we require staffing to make this a reality."

The subsequent letter said, "An exhausted, overworked staff cannot spread the goodwill to our clientele that is so necessary toward promoting NCMC in the competitive health care market."

"It's time for the county to resolve the situation. We need to address the working conditions and job security for our members," said CSEA Long Island Region President Nick LaMorte. "We also need to ensure the availability and quality of the services our members provide."

The plan to turn NCMC, the A. Holly Patterson Geriatric Center and the county's health clinics into a public benefit corporation (PBC) has been in the works for two years. NCMC is the only public hospital in Nassau County.

CSEA has worked cooperatively on the conversion of public health facilities into public benefit corporations in other locations, enabling the facilities to make improvements while CSEA members have retained their union rights.

"CSEA will see that NCMC, A. Holly and the county health clinics stay true to their mission to offer quality care for all. Our members have dedicated themselves to that mission and the county must as well," said CSEA NCMC Unit President George Walsh.

In recent *Newsday* coverage, NCMC said it was in the process of hiring 75 additional per diem nurses (temporary nurses) and 18 full-time nurses.

"We have not seen those nurses hit the floors. On my floor we are only getting one and that's not enough. When administration told *Newsday* we have 5.8 employees per bed, they were including staff who are handling administrative duties and don't do direct care," said RNC Noreen Lingham, who is also Executive Vice President of the CSEA NCMC Unit.

"We are conscientious and we care about our work. We deserve the tools to provide the best possible care," said one of the nurses.

— Sheryl C. Jenks

CSEA REPRESENTS

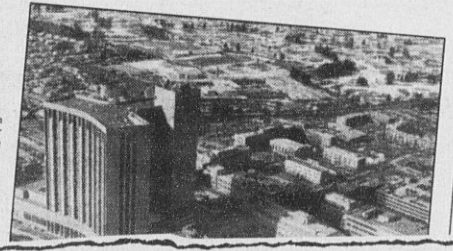
Health Care Services

60,000 WORKERS IN THIS INDUSTRY

Critical Condition

Dispute over cost threatens sale of medical center

By Celeste Hadrick and Monte R. Young
Star Staff
 When Nassau County Executive Thomas Gulotta proposed selling Nassau County Medical Center more than four years ago, his plan was to stop the money-losing hospital that provides medical care to the county's poor.

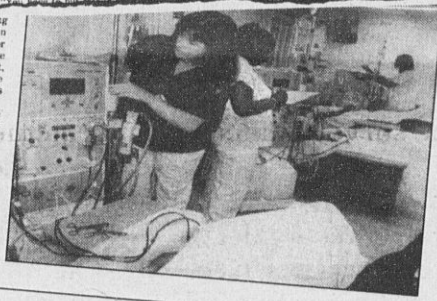


Has Spinoff Stress Affected Care?

By Carol Eisenberg
Star Staff

State investigators have cited Nassau County Medical Center 12 times in the last two years for problems with the operation of the hospital.

In the context of the size and complexity of the county teaching hospital, which ministers to a largely poor and heavily immigrant population and which has 317 residents, or doctors-in-training.



Grievant shares victory to help others

Editor's note: David Flyte is a Secure Care Treatment Aide I and member of the CSEA Sunmount DDSO Local

SUNMOUNT — "I work at the Center for Intensive Treatment, where we deal with individuals in the criminal justice system who are deemed mentally retarded. They can be very dangerous.

When the consumers started acting out at the more difficult houses, OMRDD started pulling myself and other male staff from the least difficult houses. They said it was for privacy reasons, but when I got there, male staff were already there who could handle those concerns. They were just beefing up the male staff to deal with unruly consumers.

What they were doing was replacing me at my house with less senior female staff. My seniority rights were being violated and ignored. Female staff were upset over this too — they would lose overtime in favor of male staff assignments. We were all qualified, we all had the same training and the same pay grade.

I explained my case to the union president and we filed a grievance. The arbitrator ordered OMRDD to cease and desist from making assignments based on gender.

My union knew what was being done to me was not right. I want other people to know what happened to me because if it's happening to them, I want the unfairness to stop for them too."

AFSCME report chronicles case workers at risk helping at-risk kids

CSEA REPRESENTS
**Social Services
and
Administrative
Services**
50,000 WORKERS IN THIS INDUSTRY

Social workers who work with children face rising caseloads, violence on the job and inadequate training, according to a new report by AFSCME.

The report, *Double Jeopardy: Case Workers at Risk Helping At-Risk Kids*, found that almost 70 percent of AFSCME affiliates, including CSEA, say front-line workers in their agencies have been victims of violence on the job.

The survey paints a clearer picture of the roughly 13,380 child welfare workers represented by 29 AFSCME affiliates in 10 states who responded to the survey and the problems they face. It also highlights some of the creative solutions developed by AFSCME affiliates.

The survey covers such issues as salaries and qualifications, caseloads, training, and violence in the workplace. The results are alarming.

The survey covers such issues as salaries and qualifications, caseloads, training, and violence in the workplace. The results are alarming.

Confirming reports that workers have been making informally for years, the survey found:

- Violence in the workplace and in the neighborhoods where workers must go is a serious problem. More than 70 percent of the affiliates responding to the survey reported that front-line workers in their agencies have been victims of violence or threats of violence in the line of duty.
- Workers in more than half of the child welfare agencies represented in the survey carry average caseloads that exceed the recommended guidelines published by the Child Welfare League of America. More than 60 percent of the affiliates reported an increase in caseloads in recent years. Under 15 percent reported that caseloads have not risen.
- Time spent in court filling out paper work and other documentation and attending staff and case meetings consumes a sizable chunk of the workers' time, making it more difficult to meet the demands of heavy caseloads.

- The wages paid these professional workers – virtually all of whom must have a minimum of four years of college – are not commensurate with the job demanded of them. Most entry level salaries fall in the mid-\$20,000 range.
- Training for many workers is inadequate, and workers lack a voice in shaping the training received.



Copies of the report may be found at AFSCME's Web site at www.afscme.org, or by calling (202) 429-1130.

CSEA members give state ski centers a lift

Despite this year's snow drought and mild weather, good things lay ahead for CSEA members choosing to ski at one of three state-run ski areas in New York.

And when the flakes finally do fly, skiing at the three areas helps benefit CSEA members on the job on the mountains.

Gore Mountain in Warrensburg begins its 35th ski season with upgrades and improvements, including a project unimagined by Gore's founders, a pipeline to the Hudson River to bring an unlimited supply of water for snowmaking.

This year, CSEA members at Gore helped extend ski trails and improve the lodge.

On the mountain, the new double-black diamond "Lies" awaits experts only, and parallels "The Rumor." Lies' headwall is slightly less steep. "Straightbrook Glades" offers black diamond expert skiing on a beautiful wooded trail seen from the Straightbrook Quad lift. Rounding out the new trio is the intermediate "Main Street."

Skiers who once skated across the concrete main lodge floor will have better footing with a new rubberized floor. A new sun deck extends from end to end on the main lodge.

This year's budget covers the employment of about 300 seasonal workers and a core of 20 full-time workers. The numbers vary due to workload and work demand.

The Olympic Regional Development Authority, which operates Gore and Whiteface Mountain, in Lake Placid, has sold more than 3,200 season passes for Whiteface at the lowest price in years.

Snowboarders will find a new park at Whiteface, along with "On Bear Trail," a 450-foot long half-pipe serviced by the Bear chairlift, bringing the mountain's snowboard-only terrain to two-plus acres.

Winter sports enthusiasts can also enjoy ORDA's Gold Medal Experience, offering tour access to the Olympic ski jump tower, a bobsled ride, and cross country skiing.

This year ORDA will employ 260 seasonal workers and 39 year-round employees. These figures can change depending on the season's demands.

In the Catskills, CSEA members are busy at Belleayre Mountain Ski Center which received a \$5 million state grant for expansion.

The state Department of Environmental Conservation operates Belleayre.

Workers spent the spring and summer months clearing land and preparing for a bigger ski lodge, two new ski lifts, a new ski trail and new equipment to increase snowmaking. Work will continue through spring and summer.

Two new quad lifts are planned, one replacing a T-bar built in 1953, and a new 3,700-foot black diamond expert trail is in the works, while a lodge expansion will make room for the ski school, the ski patrol and three new conference rooms.

Two new 400-horsepower water pumps for snowmaking will double snow making production.

CSEA members cut a 100-foot-wide, 4,000-foot-long right-of-way for one of the new lifts.

Come spring, they will have their work waiting for them.

Belleayre General Mechanic Ron Hull is enthusiastic about the improvements to the Ski Center and said he and his co-workers are up to the challenge.

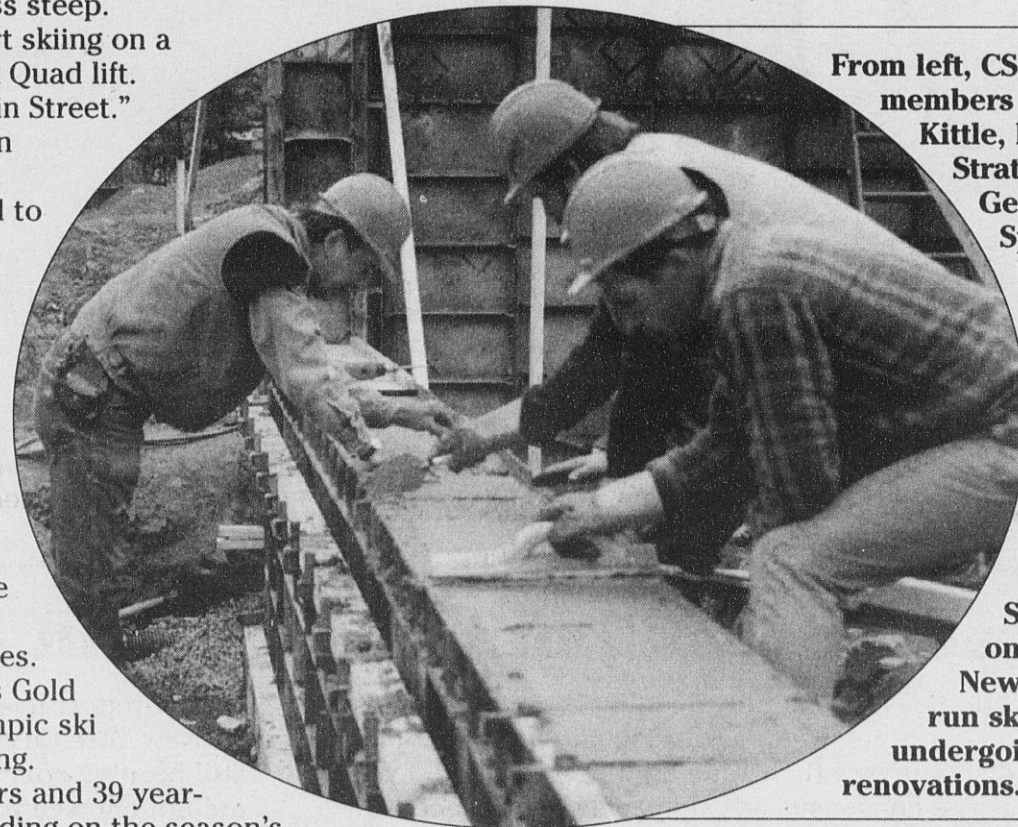
"I would say we're delighted with the grant," said Hull. "It's job security and it's going to be more of a challenge because we're going to have more terrain to cover."

— Anita Manley & Daniel X. Campbell

CSEA REPRESENTS

**Waste
Management,
&
Infrastructures**

30,000 WORKERS IN THIS INDUSTRY



From left, CSEA members Butch Kittle, Kenny Stratton and George Speilman are busy working on the foundation of a bigger, better ski lodge at Belleayre Mountain Ski Center, one of three of New York's state-run ski areas undergoing renovations.

• **Gore and Whiteface Mountains are operated by the Olympic Regional Development Authority; Belleayre Mountain Ski Center is run by the state Department of Environmental Conservation.**

• **A total of five new trails and two new chairlifts will be added to the three mountains by 2000.**

• **Gore has the state's only gondola.**

School office professionals face challenges together

Editor's Note: CSEA Activist Mary Kucharek is a school secretary and former CSEA officer. Recently elected to head the New York State Association of Educational Office Professionals (NYSAEOP), this is her story as told to

Communications Associate Mark Kotzin.



BINGHAMTON — “For the last 11 years, I’ve been school secretary at Horace Mann Elementary School. Sometimes you’re a secretary, sometimes you’re a nurse, sometimes you’re a mother to wipe away tears.

I also feel like I’m the PR person for the school, often being the first person the public comes in contact with.

While the work is challenging, it’s probably one of the most rewarding jobs you can have. When you help a child and they say ‘thank

you’ with their big eyes looking up to you, or they run up to you in the hall and hug you for no reason — those are the things that make the job worthwhile.

I first got involved with the New York State Association of Educational Office Professionals in 1987. I haven’t missed a conference since.

We’re the only statewide association for educational office professionals. We promote a sense of teamwork and present educational conferences and workshops so we can be better equipped to do our jobs.

So often we’re given new equipment or a new job to do without the proper training. Hopefully our workshops can help. We also network, sharing concerns and ideas.

I’ve been involved with the union for years as well. Unions are important and each member should be involved. Being a member of a professional group such as NYSAEOP is not only educational, but mentally refreshing. Even if it’s only a day away from the school setting, I always come back feeling ready for a brand new start.

NYSAEOP welcomes new members. For information on membership or upcoming conferences, check out the Web site: www.nysaeop.org or contact President Mary Kucharek at (607) 762-8273.

Opinions vary on improving health and safety in schools

ALBANY — Children are one of our most important resources and we should do everything we can to make sure that schools where they spend so much of their time are the best buildings possible. That was the consensus among panelists in a recent forum, sponsored by *Empire State Report*, called “Creating Safe, Healthy Schools for New York School Children.” But panelists had different ideas about how to achieve that goal.

Assemblyman Steve Englebright (D-Suffolk) said that some progress has been made in individual schools, such as reducing or eliminating the use of pesticides and other toxins, and creating Health and Safety committees to oversee school construction projects. However, he believes legislation is needed to get other schools to follow suit. Englebright is working with the New York Healthy Schools Network, an organization which focuses on the conditions in schools, on a series of legislative proposals designed to reduce the risks to children in schools. CSEA is a member of the Healthy Schools Network, and printed and distributed posters to school districts notifying occupants of potential hazards.

Referring to a 1994 report by the New York Board of Regents which states that every child has a right to an environmentally safe and healthy learning environment which is clean and in good repair, panelist Kit Kennedy said New York has had some success in focusing attention on environmental issues in schools. But Kennedy, a Senior Attorney with the Natural Resources Defense Council (a national environmental advocacy group), said follow up

to that report has not been strong enough or swift enough.

“New York City has approximately 300 public schools that are still burning coal in this day and age when utilities in New York City are not allowed to burn coal to produce electricity,” Kennedy said, adding that the challenge is how to come up with the money to deal with conditions in schools and to ensure that reforms are in place so that the money is spent wisely.

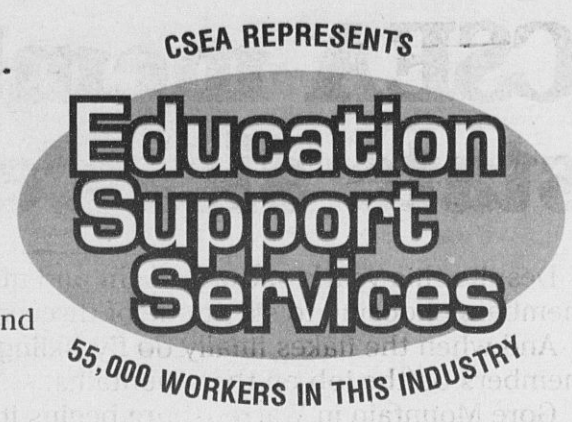
Timothy Kremer, Executive Director of the NYS School Boards Association, which opposed two of the bills Englebright proposed, said state mandates on districts won’t work. He suggested, instead, that if districts were allowed to be creative and come up with their own solutions, they would rise to the challenge.

Noting that there are currently no requirements to maintain school facilities, Richard Monaco, Legislative Chairman of the NYS Association for Superintendents of School Buildings & Grounds, argued incentives are needed to make maintenance a priority.

“When [students] walk into a building from the time they’re five-years-old until the time they exit when they’re 17 or 18, unless they move, they’re going to be bound to use the facilities in that community,” he said. “There is no competitive nature or bottom line for school districts that we find with private enterprise.”

The forum was moderated by Greg Nash, President of the NYS National Education Association. CSEA representatives attended the forum as the union is working on initiatives in many of these areas.

— Ed Molitor



INSIDE THE WORK FORCE

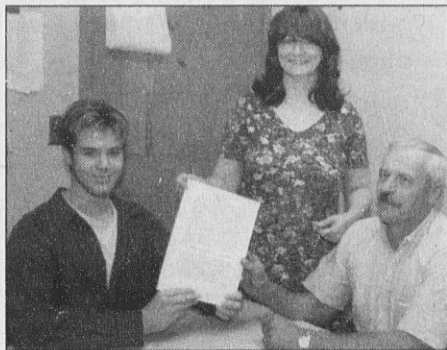
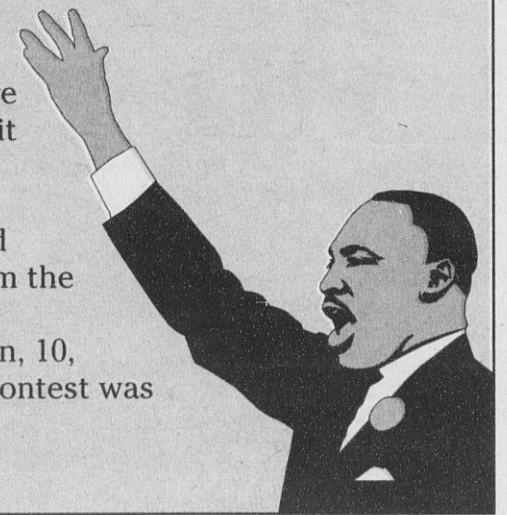
AFSCME, CSEA's international union, honored the life of the Rev. Martin Luther King Jr. by sponsoring the AFSCME Martin Luther King Jr. Memorial Poster and Essay Contest.

King devoted his life to winning equal rights for all Americans. He was in Memphis, Tenn., in 1968 fighting on behalf of AFSCME Local 1733 members when he was assassinated.

The theme of the poster and essay contest is contained in one of King's final speeches. King told AFSCME sanitation workers in Memphis: "Whenever you are engaged in work that serves humanity, and is for the benefit of humanity, it has dignity and it has worth."

Children ages 13 and older of AFSCME and CSEA members in good standing were invited to submit 750-word essays on the above theme. The following are excerpts from the children of CSEA members.

On Page 20 is the poster submitted by Sarah Furman, 10, daughter of member Cheryl Furman of Berne. The poster contest was open to entrants ages 12 and under.



Above, left, is AFSCME contest entrant Brett Baker with his parents displaying the essay he submitted.

Acknowledge humanity, acknowledge its efforts, and acknowledge that no matter who you are, you have a much larger family than you can perceive. Do not let these words go unfelt, know that we truly are a whole only through one another, know that our existence shall depend upon our brothers and sisters, please know that we all have dignity, please know we all have worth."

Brett Baker, Dundee
CSEA parent
Diane Simonsen,
Yates County Local

It seems that Dr. King's words may have been lost on some. A man's status or lot in life does not affect the purity of his work ... a philanthropist should forget about the comments of his critics and keep helping others. My people have a saying: The staves of the frogs don't keep the cows from drinking from the pond."

Anthony Kofi A. Osei-Tutu
CSEA parent Elizabeth Osei-Tutu,
New York City State Employees Local

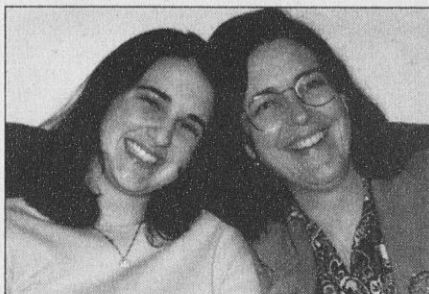


Anu Paranandi

AFCME consists of great men and women who dedicate themselves to serving humanity. All of them make it possible for citizens of this country to lead healthier, safer and happier lives ... They have, as Dr. Martin Luther King Jr. once said, great dignity and great worth."

Anu Paranandi, Floral Park
CSEA parent Uma Paranandi,
Nassau County Local

A Legacy Remembered



Pictured above are LeeAnn Reedy, left, and her mother, CSEA member Kimberly Reedy.

I really don't think people help out humanity as much as they could. There are so many people out there who are holding out an open hand, waiting for someone to take hold of it, and too often we ignore those people. They are human just like us and are longing to be loved. It really doesn't matter what you do to help. As long as it helps humanity, it is definitely worth it. Even if you only reach one person, you have helped out."

LeeAnn Reedy, Marcellus
CSEA parent Kimberly J. Reedy,
Syracuse State Employees Local

Dr. King has inspired us to keep on fighting until the battle is won and that it can be achieved without the use of our hands. The only weapons that we need in this fight are our minds and our voices."

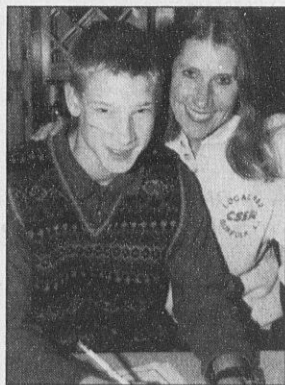
Shereefat Balogun
CSEA parent Murapha Balogun,
Metro Region Tax and Finance Local

He was trying to explain to the angry workers that no matter what type of job they have, each and every one of them were important to humanity. He encouraged the workers to be proud of the job they had and stated that society could not survive without it."

Andrea Devlin, Troy
CSEA parent Carol Devlin,
NYS Department of Labor (Albany) Local



Andrea Devlin, left,
and her Mom, Carol



CSEA Town of
Brookhaven
Environmental
Analyst Meg Shutka
and her son Jason

I think that AFSCME took his quote to heart and even though Martin Luther King Jr. didn't know it, he was also helping out humanity in another way. He encouraged groups that performed good deeds and advised them to continue their beneficial work. He helped groups like AFSCME and its members see the importance of their various types of jobs that deal with humanity."

Jason Shutka, St. James
CSEA parent Margaret D. Shutka,
Suffolk County Local



**"Whenever
you are
engaged in
work that
serves
humanity,
and is for the
benefit of
humanity,
it has
dignity and
it has worth."**

— Martin Luther King Jr.

Why Union Members Should Care About Social Security

SOCIAL SECURITY PROTECTS FAMILIES when a worker retires, becomes disabled or dies. Even though many union members — unlike other workers — have good pensions and other benefits. Social Security is still important to them and their families.

Social Security provides important family protections that aren't available elsewhere.

Social Security pays increased benefits to meet the needs of families. In particular, a worker's spouse and children are eligible for valuable dependent benefits when a worker retires or becomes disabled and survivors' benefits when a worker dies. And unlike many privately negotiated benefits, these protections follow workers and their families from job to job.

The average pension isn't enough to fully fund retirement.

Most pension plans are built around Social Security as a secure starting point. Maintaining a decent standard of living during retirement generally requires Social Security and personal savings, in addition to a pension.

Social Security protects retirees against rising costs.

Social Security adjusts benefits every year to account for increases in the cost of living. Very few pension plans provide this guarantee.

Social Security benefits don't run out.

Other forms of retirement income, such as a 401(k) or an IRA, can be spent before you and your spouse die. Once you spend that money, it's gone. Social Security is there for you throughout your retirement. And it provides workers with the assurance

that if they become disabled or die, their income will be significantly replaced for themselves and their dependents for as long as they are eligible.

Social Security must change in the future, but the wrong kind of change — such as substituting individual accounts for Social Security's guaranteed benefits and simultaneously raising retirement ages — could threaten union members' pension benefits.

Most of our negotiated pensions build on the foundation of Social Security. If Social Security weren't there, or if its benefits were cut, negotiated pensions would not automatically make up the difference — which means most union retirees could suffer big drops in retirement income. The need to raise negotiated pension benefits to make up for the loss or reduction of Social Security would place a heavy burden on collective bargaining, leaving little if any opportunity to negotiate for wage increases or other important economic improvements in our contracts.

Strengthen

**SOCIAL
SECURITY**

for Working
Families

Social Security is needed now more than ever.

In recent years, many employers have cut back on or even eliminated "defined-benefit" pension plans, which pay guaranteed benefits for life, and replaced them with "defined-contribution" plans, such as 401(k)s, which provide no such guarantee. Workers who have lost their defined-benefit pension plans need Social Security now more than ever.



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

CSEA members restore chapel at one-third of contractor's price

WAPPINGERS FALLS — CSEA Department of Public Works members in Dutchess County have helped breathe new life into an old chapel — and saved the county \$60,000.

The chapel sits on county property where it graces the entrance to one of Dutchess County's parks and the renovations were done at about a third of the cost of a private contractor, according to Dutchess County Local President Ken Monahan.

Originally a family chapel built in 1840 on the grounds of a private estate, the chapel was moved to property across town when it was donated to the New Hackensack Reformed Church in 1901.

In the mid-1970s, the Federal Aviation Administration ruled that the chapel was in the flight path of Dutchess County Airport. Years of red tape and environmental studies followed.

The chapel's tenant, the Reformed Church, relocated and the chapel was left to be torn down. Dutchess County Historical Society members intervened, and the FAA paid to have the chapel moved, piece by piece, to Bowdoin Park. Once back together, the building still needed work — it had no plumbing or electric service.

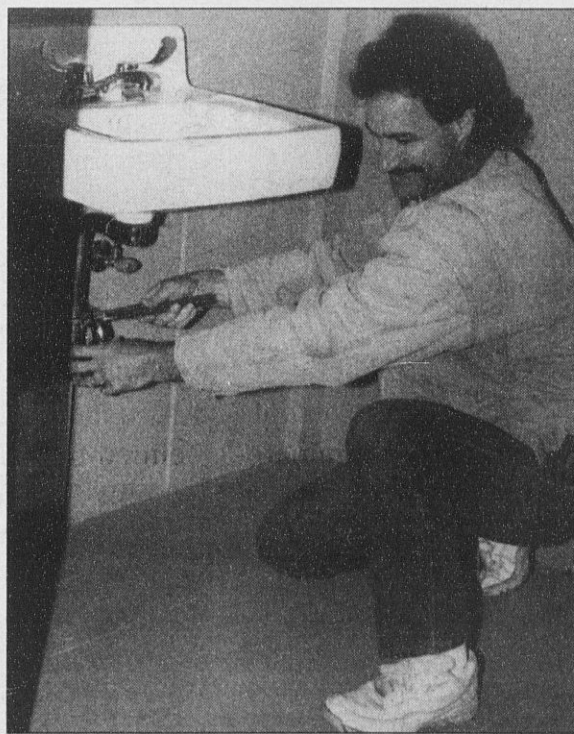
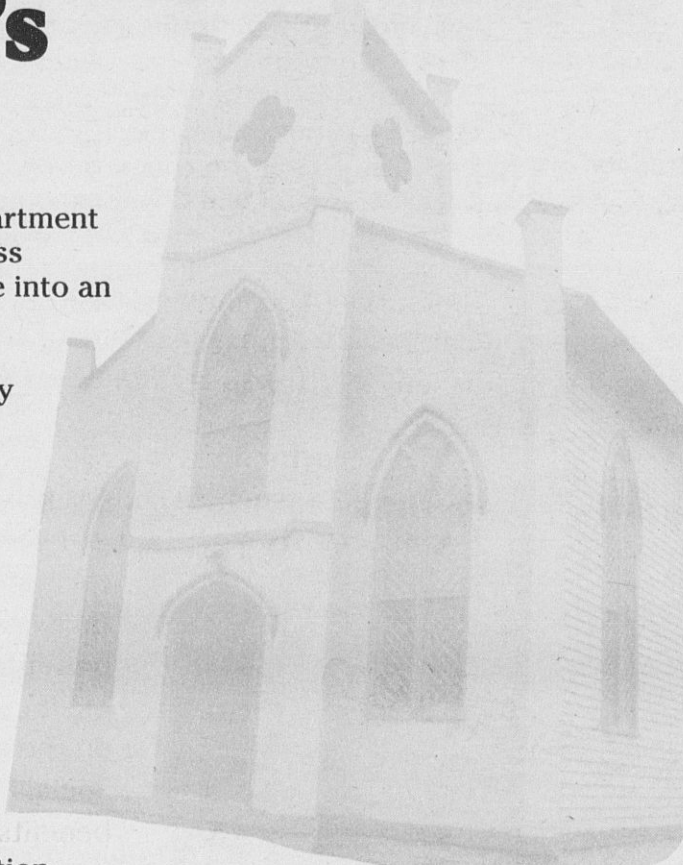
The FAA was willing to pay for renovations, and sought proposals.

"The same contractor who moved the chapel said his company would do the job for \$92,000," Monahan said. "We said we could do it for \$32,000."

Now lighted and plumbed, the chapel is soon to have a furnace, too. The building's use is undecided. A tourist center and wedding chapel are being considered. The chapel and its scenic grounds sit feet from the Hudson River.

"Special projects like this are able to be undertaken not only because of the people directly involved, but by the other staff members who keep the rest of the county facilities up and running," he said. "This work shows once again the value of the CSEA work force on a daily basis."

— Anita Manley



Dutchess County DPW worker Andrew Richard checks plumbing for bathroom sink in chapel.

CSEA • LOCAL 1000 AFSCME • AFL-CIO
**Family, Friends
and Neighbors**
265,000 MEMBERS STRONG!

Thanks to Schoharie County Agency Angels

Editor's note: Leslie Jackson-Sanders is an Account Clerk-Typist for the Schoharie County Department of Social Services. In January 1996, she had major surgery and is recuperating. She wrote us to tell about the many good deeds done by the "Schoharie County Agency Angels." Here are excerpts from Leslie's letter:

Just as I was beginning to get my personal as well as professional life in order, my doctor informed me that I had to have more major surgery. Like before, this was devastating. I was also concerned that I wouldn't be a part of my unit and that someone would have to cover my workload again. I was quickly consoled by my supervisors as well as our new Commissioner, Paul Brady, and the rest of my unit that their biggest concern was for my recovery and that my unit would surely pull together and get the job done.

But WHY DID IT SURPRISE ME when I received a receipt from the Schoharie County Treasurer's office stating that the portion that I was responsible to pay from my family medical insurance was "PAID IN FULL" for August and September. Many Agency as well as other county employees in the County Office Building donated the money to cover this! It really brought me to tears to know how much they cared. (Payments for October, November and December were also paid in full — ed.)

What with all the negative press that Social Service Agencies receive, I felt that this show of caring should not go unnoticed. I truly feel that I am blessed to work with people who are also friends who show how much they care with the things that they will do to help.

West Brentwood lifesaver

A state employee for 30 years, Walter James Harris III has saved a client a decade. Harris, a mental health therapy aide for CSEA Pilgrim PC saved the life of a client when she choked on chicken during a meal. "We were observing the clients in the dining room and I saw her turning blue. I immediately did the Heimlich Maneuver and the chicken came out. She thanked me for saving her life," he said. Harris saved two other clients when a fire broke out during his tenure at Creedmoor PC. "I was choking from the smoke but I was all right and so were they."

CSEA's statewide Political Action Committee chair explains

How a bill really becomes a law

Want to know how a bill becomes a law in New York and what CSEA members can do to affect legislation?

The process for getting a bill passed is a bit more complicated than what we learned in high school, and a lot of what CSEA's political action teams present can take months of research, drafting and negotiating before even coming to a committee for consideration, said Dorothy Breen, Chair of the statewide Political Action Committee.

Each legislative session CSEA develops a package of legislation to address a wide range of concerns, from issues affecting all CSEA members to specific groups of workers.

Some of the bills that CSEA hopes to have introduced are familiar, such as the fight for a permanent cost-of-living increase for retirees and action to permanently adopt agency shop fees. But there are also items that come to Senate and Assembly committees from you, CSEA members who may have a particular interest or safety concern that you want your lawmakers to address.

"Depending on what the law is, we'll often draft the proposed language right here and then talk to the lawmakers for consideration," Breen said in CSEA headquarters.

Bills are often developed based on input from individual CSEA members.

Once a bill is drawn up, sponsorship is sought, particularly from Democrats in the Assembly and Republicans in the Senate, where those parties hold majorities.

After sponsorship, a bill lands in one of the legislative committees overseeing substantive areas of public policy and laws. Sponsorship from a member or chair of the committee considering the bill is a plus, Breen said.

Most legislation sought by CSEA goes through two committees, the Assembly's Governmental Employees Committee and the Senate's Civil Service and Pension Committee. There are also labor, education, health and corrections committees in both houses that CSEA-backed bills may pass through.

From committee, legislation still has to be approved by the full Assembly or Senate. Then, differences between the Senate and

Assembly versions have to be worked out.

Even after there is agreement on the legislation, the final version must secure the Governor's support and signature.

Aside from drafting legislation, CSEA spends a lot of time studying other bills before the Legislature.

"Because we're responsible for such a vast and diverse membership, we have to literally look at every bill, every year," Breen said.

For instance, a piece of environmental legislation may affect CSEA environmental workers or sewage and water treatment workers.

"Any obscure law could affect members or affect policies that affect their job," Breen said. "Knowing our membership and how diverse it is, we have to follow every single bill through the Legislature."

In the last legislative cycle, CSEA took a position on about 5,000 of the 23,000 pieces of legislation before the Assembly and Senate.

While all this goes on in Albany, Breen said CSEA is always trying to enlist more members for input from across the state. CSEA assigns political action liaisons in each legislative district.

These are not professional lobbyists but CSEA members who care about making things better.

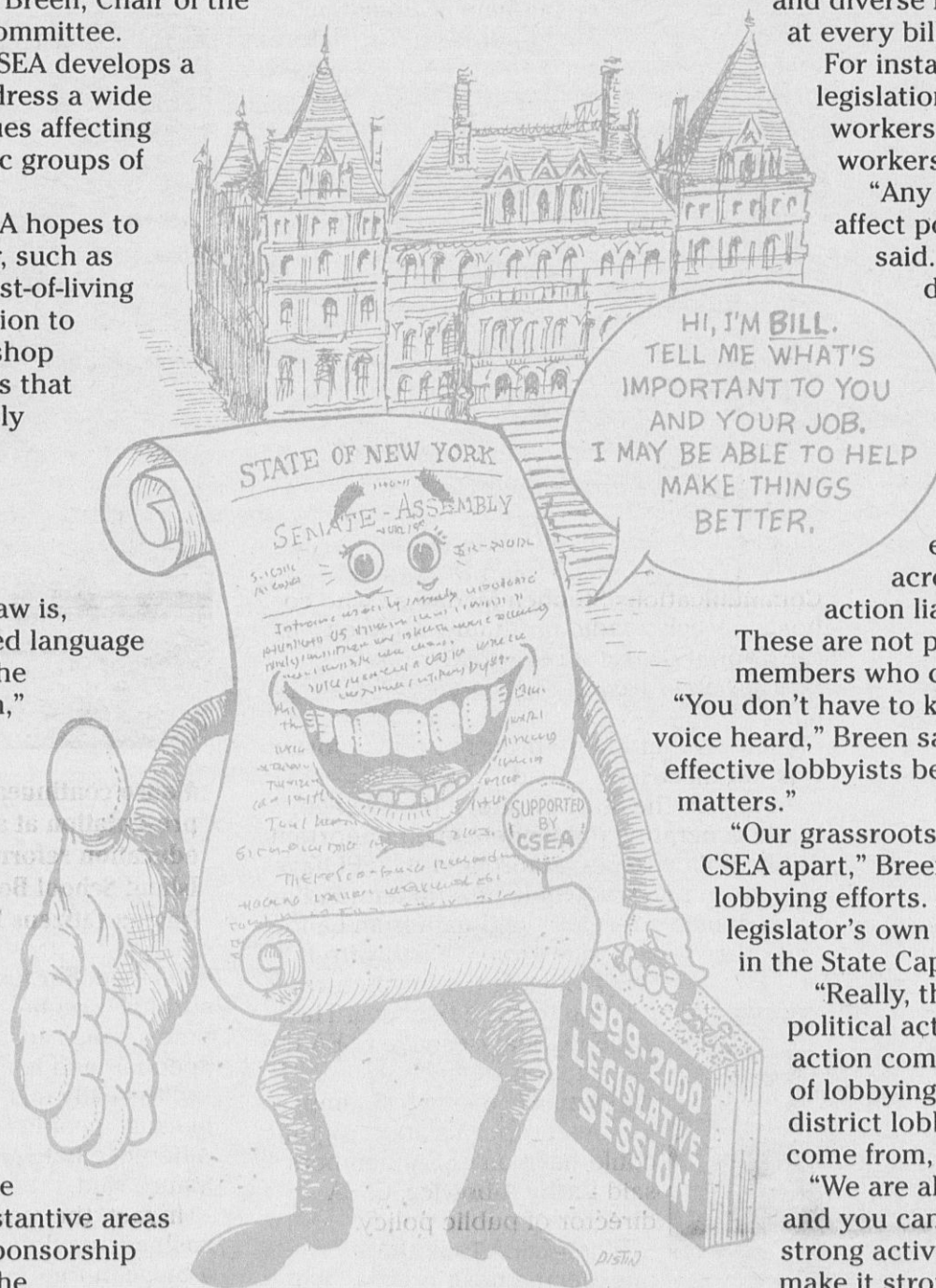
"You don't have to know a lot about politics to make your voice heard," Breen said. "CSEA members can be the most effective lobbyists because they know best what really matters."

"Our grassroots political action network really sets CSEA apart," Breen said. "That network helps in local lobbying efforts. And local lobbying efforts in a legislator's own district are often more effective than in the State Capitol."

"Really, the best way for members to work with political action is to work with region political action committees and coordinators. We do a lot of lobbying, but the emphasis needs to be on in-district lobbying. That's where the legislators come from, that's where the votes come from."

"We are always, always looking for volunteers and you can never have too many. We have a strong activist base but we're always looking to make it stronger."

— Lou Hmielecki



Got an idea for something that ought to be a law? Send it to the CSEA Legislative and Political Action Department at 143 Washington Ave., Albany, N.Y., 12210. You can also contact your region CSEA political action coordinator at your region office for information on how you can make a difference.

Beyond bean counting: How the Fiscal Policy Institute helps CSEA

When Frank Mauro speaks, people do more than listen. They take action, and that action often benefits CSEA members.

Mauro heads the Fiscal Policy Institute, a progressive fiscal policy research center respected statewide on economic issues.

"The Fiscal Policy Institute provides CSEA with valuable research and insight but Frank Mauro's expertise and credibility do even more to advance Labor's agenda," CSEA President Danny Donohue said.

Tucked away with reams and reams of bound data covering an entire wall of the FPI offices, Mauro and his staff of five generate analysis on public spending policy that is sought throughout the State Capitol and by other policy analysts nationwide.

Mauro's credibility and following stem from his bottomless knowledge of state fiscal policy, gained in part from his years as staff director of the Assembly's powerful Ways and Means Committee. In that capacity, Mauro established an impeccable reputation with Democrats and Republicans and also mentored a whole generation of policy analysts.

His work over the last decade largely has been the first alternative voice on state fiscal matters ever, and many of CSEA's positions on state legislation affecting the working lives of all CSEA's members often stems from FPI analysis.

The Fiscal Policy Institute dates back to 1989, when members of CSEA and other unions funded the Coalition on Priorities for analysis that would support fairness in the

state tax system and stability of institutional services.

By the end of 1990, the groups decided to make the coalition a permanent think tank.

Now, Mauro draws hundreds of legislators, staffers and journalists to his annual budget presentations. A recent article in *The Nation* magazine described Mauro as a "crusader whose moment has arrived."

"It was a relatively new idea that labor unions and other groups saw the need for a fiscal think tank," Mauro said.

During last year's debate over a state Constitutional Convention — a move that was seen as a threat to unions statewide — Mauro tirelessly criss-crossed the state, helping to stimulate debate and understanding on the issues.

"Whether he's explaining the state budget in detail to the *New York Times* or speaking to a community group, Frank has a great ability to make extremely complicated issues understandable," said CSEA Director of Communications Stephen Madarasz who co-hosts a weekly radio program with Mauro in the Capital District (*The People's Business, WRPI-91.5 FM Wednesday mornings from 8-9 a.m.*).

Much of what Mauro brings to public forum was not discussed outside of leaders' meetings in the State Capitol a decade ago. While generating public debate on important public policy issues, Mauro and the FPI have also given rise to a whole new understanding of responsible research and data from Labor and other progressive groups allied with FPI.

"FPI looks at the big picture relating to state finances. Their in-depth analyses give CSEA the information we need to determine the long-term impact various proposals and programs could have on CSEA members," said Kathy Albowicz, CSEA director of public policy.

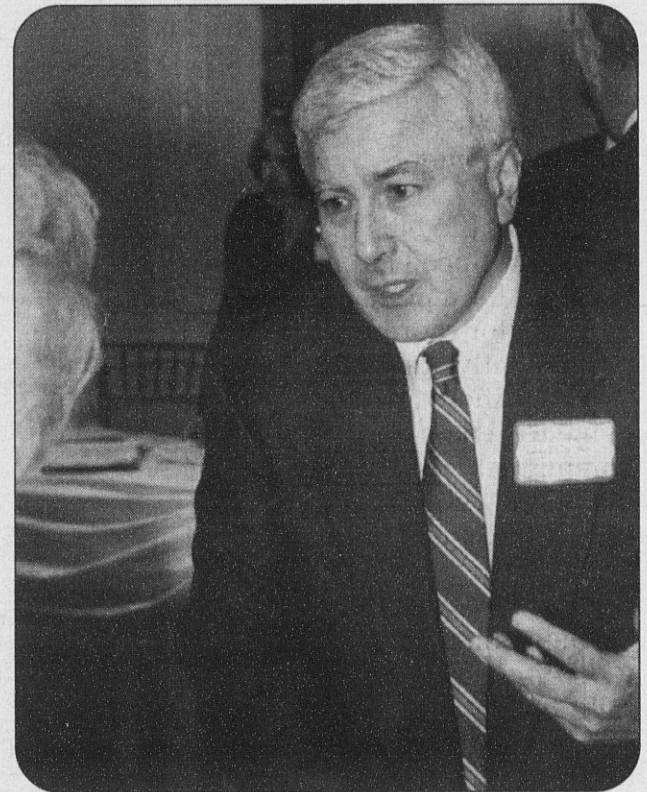
When CSEA took the unexpected position last year urging state leaders to exercise fiscal restraint while the state's budget surplus flowed like water, the union based its opinion largely on numbers generated by Mauro and FPI's analysts.

"One of the problems with fiscal policy in New York is the boom and bust mentality," Mauro

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Labor Link

265,000 MEMBERS STRONG!



Mauro continues his discussion following a presentation at a Long Island conference on education reform sponsored by the Long Island School Boards Association and the Nassau Citizens Budget Commission.

explained. For instance, last year's \$2 billion surplus is a one-time savings accumulated over three years. Spend it, and it's gone.

"It's really misleading to call it a surplus, because people think of a surplus as the difference between revenue and spending," Mauro said.

In fact, the money is a one-time excess of cash accumulated over three years, sort of like a bulge in the hose supplying the state's revenue stream.

What CSEA's leadership saw in Mauro's numbers was that deficit spending could return once that bulge passes through the hose and they urged spending restraints.

"We're trying to focus on fairness in the state tax system and stability of institutional services."

— Lou Hmieleski



Frank Mauro with FPI analysts Carolyn Boldiston and Trudi Renwick and some of the reams of data at the FPI offices.

Tune in for seasonal snow-closing announcements sponsored by CSEA

CSEA is proud to sponsor another season of snow-closing announcements on radio stations across the state.

"The snow closings are an excellent way for CSEA to provide a community service and at the same time remind the public of the necessary work and value of the CSEA Work Force," CSEA President Danny Donohue said.

The union has also renewed its underwriting commitment to the public television program *Inside Albany*.

"*Inside Albany* is one of the very best ways for our members and the public to stay informed about the issues making news in the State Capital," Donohue said. "CSEA is proud to continue our support for this excellent program."

The following radio stations will carry CSEA-sponsored snow-closing announcements this winter:

Market	Radio	Market	Radio
Buffalo	WBEN	Amsterdam	WCSS
Rochester	WHAM	Albany	WGY
Batavia	WBTA		WROW
Jamestown	WJTN		WGNA
Syracuse	WSYR	Plattsburgh	WIRY
	WIXT	Kingston	WKNY
	WTVH	Poughkeepsie	WKIP
Watertown	WTNY	Westchester	WHUD
Binghamton	WNBF		WFAS
Ithaca	WHCU	Newburgh	WGNY
	WQNY	Middletown	WALL
Elmira	WENY	Rockland	WRKL
Utica	WIBX	New York City	WCBS
	WLZW		WBLS
Gloversville	WENT	Long Island	WALK
			WHLI



Inside Albany co-hosts Lise Beng-Jensen and Dave Hepp outside the State Capitol.

1999 Inside Albany broadcast schedule

Albany-Schenectady-Troy	WMHT	Saturday	6:30 p.m.
	WMHQ	Sunday	11:00 p.m.
Binghamton	WSKG	Saturday	4:00 p.m.
Buffalo	WNED	Sunday	4:30 p.m.
Long Island	WLIW	Sunday	11:00 a.m.
		Monday	Noon
New York City	WNET	Saturday	1:30 p.m.
		Sunday	6:30 a.m.
Plattsburgh	WCFE	Sunday	9:00 a.m.
Rochester	WXXI	Saturday	5:30 p.m.
Syracuse	WCNY	Saturday	6:30 p.m.
	WCNY II	Sunday	9:00 a.m.
Watertown	WPBS	Saturday	6:00 p.m.

Break in membership affects eligibility for union office, voting privileges

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

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

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

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

Note, however, you **must** continue to pay dues to run for office. Dues-free or gratuitous membership allows members to continue their insurance coverage while out of work. It does not protect your right to run for or hold office.

You must notify the CSEA Membership Records Department at 1-800-342-4146, Ext. 1327, of any change in your status and what arrangements you are making to continue your membership in CSEA.

Mandatory CSEA dues, agency shop fee adjustment effective January 1, 1999

CSEA membership dues and agency shop fees will increase effective Jan. 1, 1999, to reflect the mandatory minimum dues AFSCME requires of local unions affiliated with the International. The increase includes the hike in per capita dues of less than 25 cents per bi-weekly paycheck paid to AFSCME as approved at the recent International Convention, along with the minimum dues increase of 2.89%.

The per capita dues increase — the first in 20 years — will fund increased activities in organizing, politics and the battle against subcontracting.

This combined increase will be applied to annualized salaries, not including overtime or location pay. It will be based on salary at Jan. 1, 1999. No adjustments will be made during the year for raises or increments. New employees will be charged based on annualized salary at date of hire. Hourly and per diem employees have dues deducted at the "Under \$5,000" category of \$3.63 bi-weekly.

The membership dues and agency shop fee structure effective Jan. 1, 1999 is as follows:

Annual Earnings	Bi-Weekly Rate
Under \$5,000	\$ 3.63
\$ 5,000-\$ 9,999	5.46
\$10,000-\$12,999	7.48
\$13,000-\$15,999	9.40
\$16,000-\$21,999	10.68
\$22,000-\$27,999	12.01
\$28,000-\$29,999	12.26
\$30,000-\$31,999	13.09
\$32,000-\$33,999	13.82
\$34,000-\$35,999	14.09
\$36,000-\$37,999	14.87
\$38,000-\$39,999	15.66
\$40,000 and higher	16.05

Important News from

Joint Committee on Health Benefits

Changing Health Plans/ Certificate of Coverage

If you decide to change your health insurance option under the New York State Health

Insurance Program (NYSHIP), you automatically will receive a Certificate of Coverage from Empire Blue Cross (Empire Plan) or your HMO.

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

If you have questions about a Certificate of Coverage issued by the Empire Plan, individuals can call Blue Cross at 518-367-0009 (Albany & Alaska) or 1-800-342-9815. For Certificates of Coverage issued by an HMO, individuals should call the HMO directly.

United HealthCare's Empire Plan Explanation of Benefits to Receive a Face Lift

United HealthCare is currently in the process of converting their current claims processing system to an updated system designed to enhance the claims payment and reporting processes both on an individual enrollee level and a Plan level.

Beginning in January 1999, enrollees will be receiving a slightly different version of the Empire Plan Explanation of Benefits. The new version should present claims payment information in a more understandable format.



1998 Empire Plan Claims Must Be Filed By March 31

All 1998 Empire Plan Basic Medical Claims must be submitted by **March 31, 1999** to:

United Health Care Service Corp.
(formerly MetraHealth)
P.O. Box 1600
Kingston, N.Y. 12402 - 1600

Basic medical claim forms may be obtained from your agency's personnel office or from United Healthcare. Make sure you complete the requested subscriber information and don't forget to sign the claim form.

Please be certain to have your doctor or other provider complete all the information on the claim form. If the claim form is not filled out by the provider, original bills must include all medical/diagnostic information asked for on the claim form. Missing information will delay the processing of your claim.

If you have any questions concerning your claim, you may contact United Healthcare directly at: **1 (800) 942-4640**.

December 31 Deadline To Change Health Insurance Options

State employees are reminded that Dec. 31 is the deadline for changing their health insurance options. Members should note that while the Empire Plan and most HMO premium rates have risen only slightly, the premium rates of several HMOs are increasing significantly.

Also, the state's maximum contribution toward HMO premiums in 1999 will be 90 percent of individual and 75 percent of dependent coverage, not to exceed 100 percent (versus 105 percent in 1998) of its dollar contribution for the non-prescription drug components of the Empire Plan premium.

CSEA does not negotiate or approve HMO premium rates; HMOs submit their rates to the state Department of Insurance for approval. CSEA members are advised to pay particular attention to rate/benefit changes in an effort to make an informed health care decision for the upcoming year.

If you decide to change health insurance options, the effective date of your new health insurance option for employees under the **Institutional Payroll is Dec. 31, 1998**. The effective date of your new health insurance option for employees under the **Administrative Payroll is Jan. 7, 1999**.

VBH Now ValueOptions

Value Behavioral Health (VBH), the Empire Plan's Mental Health and Substance Abuse Program, is now ValueOptions, following the company's recent acquisition by FHC Health Systems/Options Health Care. The name change does not affect your Empire Plan benefits or access to network providers and facilities.

In addition to the name change, as of Jan. 1, 1999, Group Health Inc. (GHI) is responsible for insuring claims previously insured by United HealthCare under the Empire Plan's Mental Health and Substance Abuse Program.

If you have questions about the Empire Plan Mental Health and Substance Abuse Program, call ValueOptions at **1-800-446-3995**.

1999 Insurance Renewal Rate Correction

The 1999 Insurance Renewal Rates for plans covering state employees listed in the December issue of *The Work Force* had an error for two of the health plan options. Premium rates were transposed for two Kaiser Permanente options. The correct biweekly premium deductions are as follows:

KAISER PERMANENTE(053) (formerly CHP)
IND \$15.92 / FAM \$68.90

KAISER PERMANENTE(052)
IND \$15.53 / FAM \$59.33

New Year's Resolution: Make plans now to enjoy one of these cruises in 1999

Exclusive for CSEA members only
Traveler's Edge Cruise Specials
Costa Cruises - Costa Victoria

Caribbean Itineraries

Dates Available:

FEBRUARY 14, APRIL 4 AND APRIL 11, 1999

Prices starting from: \$619 per person

Airfare and Port Charges are additional

Royal Caribbean - Nordic Empress

Bermuda

Sailing out of New York

Dates Available:

JUNE 6, AUGUST 1 AND AUGUST 29, 1999

Prices starting from: \$854 per person

Port Charges are additional

Hurry ... Space is limited

Please call Traveler's Edge at 1-800-634-8538

Be sure to have your Group Number when calling.



Sail away with CSEA on Royal Caribbean's *Sovereign of the Seas*

November 8-12, 1999 (Monday to Friday; November 11 is Veterans Day)

Explore the Bahamas and Key West with family, friends and fellow CSEA members on a deluxe 4 night cruise aboard the *Sovereign of the Seas* from Miami to Nassau, Cocco Cay, and Key West.

YOUR CRUISE PACKAGE INCLUDES:
** Round trip airfare to Miami
** Round trip transfers, airport to pier
** Your choice of outside or inside cabins
** All meals and entertainment on board
** Port charges and departure tax

RATES (per person) DOUBLE OCCUPANCY
Outside (category I): \$859
Inside (category N): \$799

CANCELLATIONS:
Please refer to the RCCL brochure for RCCL's policy. Plaza Travel has a cancellation fee of \$50 per person separate from RCCL's policy and is not protected by the RCCL insurance shown below.

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I (We) require air from the following city _____ Ins. cabin _____ Out. cabin _____				
Insurance: Yes _____ No _____ (check one) Day phone _____ Evening phone _____				
Deposit (\$100 per person) \$ _____				
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Women's Conference focuses on Building leadership voices



"This is my first Women's Conference and it was excellent. I got a lot of information that I can share with my members. I attended the workshop on the Family Medical Leave Act and it was great."

**Catherine Custance,
Pilgrim P.C.**



"I felt the program material was more geared to everyday issues. I attended the workshop on public speaking. I had a problem

getting up in front of the crowd and the tips I received were very helpful."

**Dorrie Petrone,
Garden City DMV Clerk,
Local Treasurer**



"Crisis and anger seem to be the reason people get involved in the union. Personally, I went through a bad layoff and we did a lot of picketing, politicking. I attended the workshop on organizing and I'm going to try to get a lot more members involved in the union. The union is there to help them."

**Cheryl Smith, Cattaraugus
County Nursing Home**

WHITE PLAINS — The key to labor's future growth lies in organizing women in the workplace.

That was one of several messages from speakers during "Building the Voices of Leaders," the 1998 CSEA Women's Conference.

The gathering drew nearly 600 participants for a variety of informative workshops on how to turn conflict into change, plan for retirement, cope with menopause, organize women workers, manage stress and learn about resources for grandparents raising their grandchildren.

"This conference provides us the opportunity to recognize the contribution of women in the labor movement, identify and discuss concerns of union women and formulate an agenda into the 21st century," CSEA President Danny Donohue said.

Julianne Malveaux puts economy in perspective

Julianne Malveaux, an economist and syndicated columnist, told the audience that the future of women and work will not look any different "unless we do something."

"There is no such thing as a foregone conclusion," she said. "Just ask Newt Gingrich." Malveaux said the answer lies with unions. "Labor will grow when it organizes women," she said.

Malveaux cited depressing statistics.

- ✓ The Clinton administration has done more for working people, but has put nothing into health and safety enforcement.

"Reagan cut the OSHA budget by 50 percent and it's still the same today," she said.

- ✓ "The Dow is up and wages are down — makes no sense."

- ✓ "A woman with a college degree is still earning what a man with a high school diploma earns."

- ✓ "Many women work two part-time jobs. The employers don't want to make a long-term commitment to workers."

Ann Richards speaks frankly

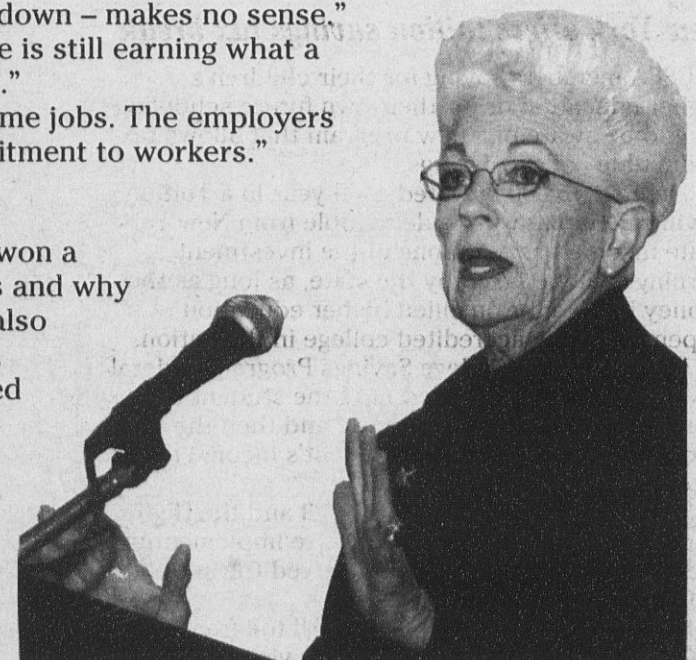
Former Texas Gov. Ann Richards won a standing ovation talking about politics and why she lost her re-election bid. Richards also spoke frankly about changing her own unhealthy habits when her mother died after suffering from osteoporosis.

CSEA Executive Vice President Mary Sullivan told participants that women have to be proactive. "It's time to talk about affecting the issues," she said, "instead of letting the issues affect us."

— Anita Manley

"I attended the forum Your Union, Your Voice and it was excellent. Everyone participated and talked about how they became involved in the union. A lot of ideas came out of it. Everyone has the same problems."

**Jacky Cooper, Dutchess
County Fraud Investigator**



**1999 Union Plus
Credit Card Scholarships
Offered**

Applications for the 1999 Union Plus Credit Card Scholarship Program for union members, their spouses and dependent children are now available. The 1999 scholarship program will award \$250,000 in scholarships. Winners are selected from applicants who meet the eligibility requirements. They will receive one-time awards between \$500 and \$4,000.

Eligibility criteria:

- Applicant must be accepted into an accredited college or university, community college or recognized technical or trade school at the time of the award.
 - One year of continuous CSEA/AFSCME membership at the time of the award.
 - Applicants are ranked according to academic achievement and potential, character, leadership, social awareness, career goals and financial need.
 - Applications will be judged by a committee of impartial post-secondary educators.
 - Members need not be AFSCME Advantage Credit Cardholders to apply.
- Members can get an application by sending a postcard with their name, address, phone number and indicating they are from AFSCME Local 1000 to:

**Union Plus Credit Card Scholarship
P.O. Box 9389
Minneapolis, MN 55440-9389**

Completed applications for the 1999 scholarship must be postmarked no later than Jan. 31, 1999. The scholarship winners will be announced May 31. Due to the volume of applications, only winners will be notified.

Requests for applications cannot be filled after Jan. 21.

New York offers tuition savings tax break

CSEA members saving for their children's higher education or for their own future schooling should be aware of a new program that allows tax-deductible college savings.

The first \$5,000 invested each year in a Tuition Savings Account will be deductible from New York State income tax, and none of the investment earnings will be taxed by the state, as long as the money is used for qualified higher education expenses at any accredited college in the nation.

Also under the College Savings Program, federal tax on earnings is deferred until the student uses the money for college expenses, and then the earnings are taxable at the student's income tax rate.

State Comptroller H. Carl McCall and the Higher Education Services Corp. jointly are implementing the program, which also has received the support of Gov. George Pataki.

For more information, please call toll-free 1-877-NYSAVES (1-877-697-2837). Or visit the Web site at www.nysaves.org.



WORKING WEEKEND —

Metropolitan Region presidents learned about cultural diversity and communication at a recent weekend workshop. ... **HEARTY PROTEST —** Three years without a contract is three years too long, so Mt. Vernon Library Unit (Westchester County) President Gary Newman thought it was appropriate to hand out "Stop Employee Abuse" buttons to his members. Library officials were not amused and told workers to remove the buttons because they feared library patrons would think the buttons were aimed at them. Newman sat down at his computer and created badges for his co-workers that would clarify the point. The new badges are getting plenty of attention, said Newman. All have a CSEA logo and include sayings such as, "Appalled by the Mt. Vernon Public Library," "Abused by the Mt. Vernon Public Library," "Provoked by the Mt. Vernon Public Library," and "Wronged by the Mt. Vernon Public Library" ... **PILGRIM'S PROGRESS —** CSEA members at Pilgrim PC recently made it possible for co-worker Lucy Dominquez to retire. Dominquez became ill and used all of her accrued time. She had worked for the state just shy of 10 years and could not retire with benefits without an additional 15 days on the books. The local sent out fliers to the membership asking for contributions in time and the days were donated. "All those who donated gave Lucy a gift and themselves a gift of being truly good and kind," said Local President Jimmy Wall. ... **CSEA MEMBERS SKI AT DISCOUNT —** CSEA members should tune their skis and make their way to Belleayre Mt. Ski Center this winter for a CSEA Union Day special. Members can ski Mondays through Fridays (non-holidays) for just \$21. Free ski lessons are also available for beginners. Proof of CSEA membership is required. For further information and directions, call (914) 254-5600 or 1-800-942-6904. ... **MCDONOUGH SCHOLARSHIPS AWARDED —** We would like to

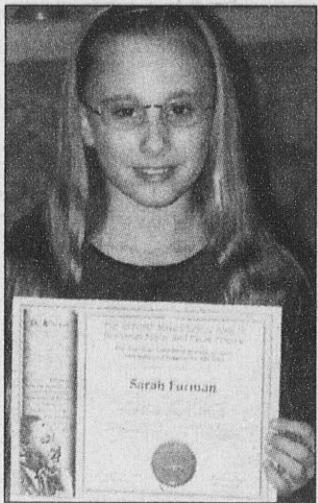
congratulate the following winners of the Thomas H.

McDonough Memorial Scholarship for Continuing

Studies: David DeAngelo, Lauren Moraski, Stacy M. Kaps, Michelle Farrell, Erika Moshier, and Kelly L. Ceckowski. The awards, established in memory of former CSEA Executive Vice President Tom McDonough, were increased this year from \$500 to \$1,000. ... **SO LONG, NORMA —** Officers, activists and friends of Norma Condon joined in congratulating her on her retirement at a recent dinner given in her honor. A former President of the Dutchess Educational Local and activist since 1976, Condon served as Chair of the Southern Region Political Action Committee, chaired the Southern Region School District Committee and served on the statewide School District Committee, the Board of Directors and the statewide Personnel Committee. We wish you well, Norma. ... **NOVEMBER PEOPLE RECRUITER OF THE MONTH —** Mary Ellen Papke of Capital Region Saratoga County Local recruited 27 people during the month of November. ... **CSEA PUBLICATION, WEB SITE WIN AWARDS —** *The Public Sector*, *The Work Force's* predecessor, won awards in three categories in this year's International Labor Communications Association (ILCA) annual journalism competition, continuing a 16-year CSEA winning streak since first entering the competition in 1982. The paper's February 1997 cover, prepared by recently retired Editor Roger Cole, won in the Best Front Page category. A photo taken by Communications Associate Ed Molitor and featured on the June 1997 cover was selected as a winner in the Best Photograph category. Finally, the ongoing American Labor Link feature was a winner in the Best Series category. *The Public Sector* wasn't the only winner. CSEA's Web site won the "Web Site General Excellence Award for 1998." CSEA Computer Business Specialist Gary Gordon is the webmaster. The Web Site address is www.cseainc.org

Martin Luther King Jr.'s legacy lives on

Through the eyes of a child



This poster, created by 10-year-old Sarah Furman of West Berne, N.Y., captured the first prize in the AFSCME Martin Luther King Jr. Memorial Poster and

Essay Contest. Sarah is the daughter of CSEA member Cheryl Furman, a secretary with the New York State Department of Labor.

Read excerpts of other entrants' essays on Pages 10 and 11.

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