Here We Are!
We, the people of CSEA are committed to improve the lives of working families, bring economic justice to the workplace and social justice to our communities.

To accomplish this we will build and change our union and the American Labor movement.

We recognize that:

The power is in our members and their diversity; they truly are the union.

Representation, Organizing and Political Action are equally important.

Change is difficult but necessary.

The continued growth and strength of our union benefits all our members by expanding our power and expanding our voice; this requires personal commitment.

CSEA must stand and fight for fair treatment of all workers, wherever injustices are committed.

Together we are stronger than the sum of our individual strengths.

Together we can accomplish anything.

TOP: Declaring their commitment to a new and improved union, CSEA Statewide officers stand before a proclamation signed at a recent meeting of the union’s Statewide Board of Directors.

RIGHT: CSEA Executive Vice President Mary Sullivan passes the pen to State Insurance Fund board member Lester Crockett. Next stop for the proclamation, which is part of CSEA’s ongoing transformation process, will be the union’s 1998 Annual Delegates Meeting. It will eventually be coming your way.

State workers due October raises

Eligible state employees in the CSEA Administrative Services, Institutional Services, Operational Services, Division of Military and Naval Affairs and Judiciary bargaining units are scheduled for negotiated 3.5 percent pay raises on or about Oct. 1.

Due to the various lag pay systems, employees on the institutional payroll will see the raise reflected in paychecks of Oct. 22 and employees on the Administrative payroll will see the raises reflected in paychecks of Oct. 28.

Special election to fill vacant seats on CSEA’s Statewide Board of Directors

CSEA is holding a special election to fill vacant seats on the union’s Statewide Board of Directors. One vacancy exists in each of the following areas: Mental Hygiene/Region 2, Chenango County, Franklin County, Rensselaer County, Schuyler County and Sullivan County.

“We're the work Force of New York — C-S-E-A” was the chant as CSEA members turned out in force from Long Island to Buffalo to demonstrate their union pride in Labor Day events across the state. In addition to the parades pictured here, the Capital District Solidarity Picnic included a “blessing of the tools” at an interfaith prayer service. The Syracuse Labor Day Parade and rally was cancelled due to a devastating storm (See story on pages 10 and 11.)

“Participation in Labor Day events shows commitment and sends a positive message to the public, elected officials and unorganized workers.” CSEA President Danny Donohue said. “The parades are a lot of fun, too.”
A lot of CSEA members ask me what it means when we endorse candidates for political office.

It means we make a judgement that a particular candidate will not only work with us, but is also best able to get results for our members. Picking the right candidates is both an art and a science — we often have to make difficult choices about who will be best for all our members.

CSEA does not endorse political parties, we endorse candidates and no one should take our endorsement for granted. Incumbency does not guarantee the CSEA endorsement unless it has been earned. That’s what democracy is all about.

CSEA’s endorsements require a lot of thought and consideration and no endorsement decision is made lightly. You should consider that when you review the list of candidates (Pages 18-19) CSEA has endorsed so far this election season.

Political action is an important tool for CSEA; just as important as negotiating and enforcing contracts. Our lives and livelihoods are directly affected by government and politicians, and CSEA believes union members can make a difference through the power of the vote.

Use your right to vote and use it wisely. You have a voice — make it heard.
A tough job, but child protective service workers do it

For the kids’ sake

POMONA — When a child dies at the hands of an abusive parent, it is a tragedy of enormous proportions. It is no less a tragedy for Child Protective Services workers whose function it is to monitor families at risk. Unfortunately, it is not unusual that when a child dies under these circumstances, the CPS worker or agency is often blamed.

Such was the case earlier this year when a three year old child died in Sullivan County after her mother and her boyfriend abused him. Letters to the local newspapers blasted county workers as well as their agency for not protecting the child. Community activists formed committees and travelled to Albany to urge lawmakers to strengthen laws enabling CPS workers to remove children from their homes.

“We’re in a no-win situation,” said Rockland County Senior Caseworker Peter Eckert. “The media loves to criticize. Look at the TV programs where CPS workers are depicted as not caring and bad guys. Then if a child dies, CPS gets blamed. We’re damned if we do and damned if we don’t.”

Removing a child from his or her family is not as cut and dried as one would think.

“If you have a situation with no disclosures, no bruises, no information from the family, it’s difficult to do anything,” said Senior Caseworker Joan Nash. “A lot of people don’t want to get involved and I can understand their concerns. I just received an anonymous letter and since the letter was unsigned, it is difficult to obtain collateral information from the source.”

In most of her drug cases, Nash has removed the children, sometimes to the care of a relative or if necessary, foster care.

“There’s always an imminent danger in drug cases because of the unpredictability,” she said. “Those cases go right to court.”

At one time, it was felt that keeping the family together without family court intervention and offering services such as counseling and substance abuse treatment would resolve the problems.

“It didn’t work,” said Nash. “You need a motivating factor. When you take the kids away, it gives the parents a reason to get the help they need.”

Nash’s pet peeve and major frustration is managed health care.

“It’s destroying families,” she said. “Insurance companies seldom pay for in-patient treatment for substance abuse. It’s a nightmare. There are also caps on therapy and out-patient care.”

What keeps Nash from burning out? She says she knows she is appreciated.

“I have a pretty good success rate,” she said. “Once my clients have been rehabilitated, they’ve come back and thanked me. Those are the success stories that keep us going.”

Investigating alleged sex crimes against children can be a minefield for CPS workers. Eckert works directly with police when a report of sexual abuse comes in.

“You have to know your role,” said Eckert. “You have to know CPS law, criminal law. You network with the District Attorney.”

Asked how laws could be changed to make it easier to prosecute a person who is charged with such crimes, Eckert said children should not have to testify in criminal court.

“These cases should have the same provisions as in family court,” he said, “in which the investigators can testify to what the child has told them.”

For example, he told about a case of a 12 year old girl who would not testify against a man that had had a physical relationship with her.

“We couldn’t charge him because she refused to testify,” he said, “and she was pregnant.”

In another case, a child refused to testify against her father.

“The father basically walked,” said Eckert, “but he’s a danger to the community. We had a video confession and had to plea bargain the case to the lowest charged crime.”

“Ironically, in 90 percent of our cases, the non-offending parent does not side with the child,” said Eckert. “The parent is in denial and we become the bad guy.”

Despite the frustration, Eckert is gratified by his job.

“In 20 years,” he said, “I think I’ve made an impact.”

— Anita Manley

DSS workers “hot” after building fire

MINEOLA — Chanting “NO SAFETY — NO PEACE!” and “CLEAN IT NOW!” approximately 200 CSEA members, many wearing protective facemasks, circled in front of the Department of Social Services Building recently to protest the condition of the building after a weekend fire.

After a fire gutted one ground level room, CSEA members returned to work to find soot and ashes on their desks and chairs and even in their coffee cups.

“The HVAC system was turned on and it carried the ashes throughout the building,” said CSEA DSS Unit President Mike Timmons.

Employees have been complaining of sore throats and respiratory problems.

“We want the county to clean the ducts, remove the soot and clean the building and the rugs,” said Timmons.

CSEA member Mildred Saifer, a 30-year employee with DSS, said the fire originated at her desk.

“We are being told a fan caused the fire,” she said. “If this building had proper air conditioning the county wouldn’t need to have fans all around. It’s just a mess.”

“We are putting pressure on the county to clean this building,” said CSEA Nassau Local President Tony Giustino.

The maintenance of the building is done by an outside contractor.

— Sheryl C. Jenks

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"This convention is about the future of every person in this room. It's about the future of the 1.3 million members you've been elected to represent," AFSCME President Gerald McEntee said in his opening speech that repeatedly rallied the audience to its feet.

"Organizing must be a cooperative effort across all levels of our union...it will take commitment. But that commitment has a supreme payoff: strength. Strength means better contracts, job protection.

AFSCME Secretary-Treasurer William Lucy took the point further in his remarks: "Today AFSCME is the heart and soul of the American Labor Movement and with that goes the responsibility of having to live up to that role and everything it demands.

"After securing the well-being of the union's members, our collective challenge is to use our collective power to build a just and civil society."

Delegates to the convention approved scores of resolutions and several amendments to AFSCME's constitution including measures to increase AFSCME's per capita dues by less than 25 cents per bi-weekly pay period beginning next year and the same amount per bi-weekly pay period the following year.

Also included were amendments to strengthen the international's ability to review the financial records of large affiliates.

The CSEA delegation unanimously supported these measures.

President McEntee noted that the per capita dues increase - the first in 20 years - will fund increased activities in organizing, politics and the battle against subcontracting.

Workshop sessions covered topics ranging from health care issues to workplace violence to representation responsibilities to welfare reform to political action and other union and professional presentations.

Additionally there were numerous other meetings and programs on issues and trends affecting CSEA/AFSCME in targeted industries.

"This was an extremely productive and challenging convention and CSEA delegates' participation and commitment in the program was second to none," said CSEA President Danny Donohue.

"This convention is about the future of every person in this room. It's about the future of the 1.3 million members you've been elected to represent."

AFSCME President Gerald McEntee

"...our collective challenge is to use our collective power to build a just and civil society."

AFSCME Secretary-Treasurer William Lucy

AFSCME, the American Federation of State, County and Municipal Employees, is the largest union in the AFL-CIO with 1.3 million members.

Many CSEA members don't realize the wide range of support services and benefits CSEA accesses through its AFSCME affiliation; these include education and training programs and specialists; Research and technical expertise for contract negotiations, legislation and public policy debates; and member benefits such as the union privilege MasterCard, Personal Legal Plan and mortgage program.

CSEA is the largest affiliate of AFSCME and elects three International Vice Presidents of AFSCME, more than any other affiliate.

CSEA's three AFSCME International Vice Presidents – President Danny Donohue, Executive Vice President Mary Sullivan and Metropolitan Region President George Boncoraglio - have a direct role in shaping the policies and direction of AFSCME and the Labor Movement nationally.

Including CSEA, AFSCME represents 430,000 members in New York State.

CSEA and the other AFSCME affiliates in New York State coordinate all kinds of activities with one another, especially lobbying efforts at the state capitol; this past spring CSEA/AFSCME efforts brought 1,200 activists to a Lobby Day that contributed to the passage of breakthrough pension reform that will benefit all of our members and retirees.

At the national level, AFSCME has one of the most effective and respected political action organizations in Washington D.C. which CSEA relies on to take the lead on congressional and other federal issues.

Full text of speeches and details of the convention proceedings can be accessed from AFSCME's website: www.afscme.org
Seneca Falls School District Bus Driver Wanda Kelley, right, hands 2-year-old Kyle Andrews to Bus Driver Ellie Updyke at the State Fair bus safety exhibit.

CSEA at the State Fair

Seneca Falls School District Bus Driver Wanda Kelley, right, hands 2-year-old Kyle Andrews to Bus Driver Ellie Updyke at the State Fair bus safety exhibit.

SYRACUSE — “Anything we can do to get our children to and from school safely is a plus.”

Those are words to live by, spoken by Seneca Falls School District Bus Driver Ellie Updyke. And after 18 years as a driver, she should know.

That’s why Updyke joined her co-workers Cissy Cole, who is also the CSEA Unit President, Wanda Waugh, Mary Ann Klue and Wanda Kelley as volunteers to demonstrate proper School Bus Safety and emergency escape methods to children and parents visiting the New York State Fair.

“We do this just to make sure that the kids get home safely. To do that, they need to know the rules. Every rule they learn is for their safety. Safety is the first concern. It’s also good for us, the drivers, to let the public know what we do and that we care.”

Updyke says that safe crossing in front of a stopped school bus is always important.

“I think the one thing all of us are stressing is how to cross in front of the bus safely, because we never know what the other driver is going to do. Sometimes they just don’t pay attention.”

Updyke says it’s never to early to start teaching safety.

“You start teaching safety from kindergarten on up,” she said. “Even earlier if it’s your grandchildren,” she added with a chuckle.

CSEA Syracuse City Schools Blue Collar Unit President Rick Adsitt signs up Liverpool resident Linda Reite to vote at a booth staffed by CSEA member volunteers at the State Fair.

ALBANY — Sometimes you get what you pay for. Just ask the Troy School District which recently went to court to fire a bus company which became a major embarrassment. Or ask the state Department of Motor Vehicles which recently suspended the same contractor’s certification for 60 days.

With its non-union drivers, Albany Yellow Communications has become notorious in the Capital District. For months, the company has generated such newspaper headlines as “Pupils’ driver accused of DWI”, “Schools demand safer buses”, “Another Troy school bus driver ticketed after accident.”

One driver hit a student with a broomstick. Another driver left a young child alone on a bus for 30 minutes. There was the time a driver sideswiped a car and left the scene. And, repeated incidents of buses not showing up, arriving late or not driving all the way to the stop.

Despite its record, Albany Yellow Communications wanted to continue business as usual. Troy officials had to get a court order to terminate a $7.4 million contract for non-compliance. The company is also appealing the DMV suspension that begins in November even though it was prompted by it’s own failure to keep a drunken driver off the job.

Often when people hear about the benefits of collective bargaining, they only think about salaries and benefits. But there is more. Unions raise standards. They protect worker’s safety. They provide security and stability. They make sure employees get the proper training needed to be proud of the work they do.

— Stanley P. Hornak
STORMVILLE — You drive past the farms and the rolling hills of the Hudson Valley to get here. You enter and you see wives and girlfriends, fixing their hair, applying their lipstick, eager to see their men. Parents with grocery bags full of treats.

It is visiting day at Greenhaven Correctional Facility and the men these visitors have traveled to see are inmates in one of New York State's maximum security prisons. Those who work here are only too aware that they too are behind bars every day that they come to work. There are approximately 150 CSEA members at Greenhaven. All but 20 work with inmates.

“I transferred to Greenhaven eight years ago after I was laid off from Harlem Valley Psychiatric Center. At Harlem Valley, we communicated with the clients. Here you don’t — you have to watch every word you say. You don’t want the inmates telling their buddies on the outside where you live.

“You have to use all your senses here. You have to know who’s behind you, who’s got keys. From the time you enter through the door, you have to put all your senses to work to stay safe.

“I used to be a trusting person. It’s unnatural to feel distrust all the time. It goes against human nature. I always saw the best in people. Here, you don’t know what you’re dealing with. Whatever they say, you think there is another motive. The key to survival is not trusting. I’ve changed.

Ten years ago, I was an easygoing person. “Turnover is high here and getting approval to fill vacant positions can take a long time. People think they can handle it, but they have trouble being restricted in a secure area. You might have a key to your own office, but that’s all — you can’t move around freely as you would in a normal work setting. You can’t go anywhere without those bars slamming behind you.

“Then there are the games the inmates play, the idle threats, the dangers of the health problems — AIDS, hepatitis, TB. People don’t realize how easily hepatitis can be spread.

“This is what the public doesn’t realize, what CSEA and PEF members contend with. It’s not just the guards. There are a lot of civilians in the prison. We just don’t wear uniforms.”

IMPORTANT NOTICE: All Central Region members working as Probation Officers or support staff in Probation Departments

The CSEA Central Region Probation Committee will hold a Probation Workshop on Saturday, Oct. 24, 1998, at the Hotel at Exit 37 (formerly the Sheraton Four Points) off state Thruway Exit 37 in Liverpool.

CSEA Central Region President Jim Moore notes that the state Division of Probation has approved the workshop for Continuing Education Credits for probation officers. Registration forms are available from your local or unit president or by calling the CSEA Central Region Office at 315-433-0050. Hurry – the deadline for registering is October 12!
‘Treated like a criminal’

Burned twice in sewage mess

“I almost fainted when I was told I was suspended. I was treated like a criminal.”

Wearing the shirt he had on when the sewer plant’s chlorine system broke down and splattered him with chemicals, Stefan Wilgermein speaks to reporters about his ordeal with the county.

WHITE PLAINS — Stefan Wilgermein was burned twice recently; once by caustic chemicals and a second time by management.

“I almost fainted when I was told I was suspended. I was treated like a criminal (by management),” the Westchester County sewage plant worker said.

Wilgermein and his clothing were burned when sprayed by chemicals when the plant’s chlorine system broke down. He was burned again when management leveled unsubstantiated charges and suspended him over the incident.

CSEA has forced county officials to drop those charges and reinstate Wilgermein with back pay nearly a month after he was suspended from his job. The county tried to shift blame to the 22-year employee by accusing him of not notifying authorities when plant equipment was not functioning properly. Unchlorinated sewage was deposited into the Hudson River when the equipment broke down, forcing officials to close beaches along the river.

“I read in the newspaper that morning that workers were going to be suspended,” he said. “Four hours later, I was told to turn in my keys.”

Wilgermein told county officials he had notified his boss when problems at the plant began, a fact later verified by official telephone company records. CSEA Attorney Jim Rose subpoenaed telephone records which showed Wilgermein made two phone calls to his boss during that evening.

“I do my job. I leave no stone unturned,” Wilgermein said.

Additionally, sewer plant logs showed workers had noted there were equipment problems days before the incident, said CSEA Shop Steward Richard Blackburn.

CSEA Unit President Jane Fiore said the county’s knee-jerk reaction gave the frontline county workers an undeserved black eye.

“Steve did his job above and beyond,” Fiore said. “Now we need to restore the public’s confidence in the county employees.”

Wilgermein, meanwhile, is grateful CSEA supported him throughout his ordeal.

“I was skeptical, yes,” he said, “but I found out that when I needed my union, it was there for me. The system actually works.”

Solidarity overcomes stubbornness

BUFFALO — Worker solidarity and perseverance overcame management stubbornness in a contract dispute at the Erie County Water Authority. After nearly two years of informational picketing, sometimes in sub-zero weather, the 100-member unit of the Erie County Local voted 70-1 to ratify a new three-year agreement.

“It was a long, hard fight,” said Unit President Ralph Wiest. “But we never gave up or gave in to their unfair tactics. I’m glad our members showed our unified strength, standing up and showing up whenever it was needed.”

Workers were protesting unfair management tactics including imposition of a zero percent wage increase and refusal to pay Employee Benefit Fund premiums.

Ironically, one of the last pickets took place at a catered dinner meeting the authority gave for officials from the municipalities it serves, where it touted the savings and lower labor costs it was achieving.

The new pact calls for a $1,000 bonus, a 3.25 percent raise retroactive to April 1 of this year, and a 3.25 percent raise effective April 1, 1999.

— Ron Wofford
I worked four to midnight, the 'C-Tour' shift, on that Sunday at the State Fair. It was a pretty routine day. What I did at the fair was log in complaints the State Police got at the fair into the computer. Last year we had 360 complaints. By Sunday night we were around 320 or so, right around where we were last year.

It was a very uneventful fair — one of the quietest I've seen, and I've been working the fair since about 1986. It was a very routine and quiet night, and the weather had been good during the day. I left about a quarter of midnight and drove about fifteen minutes back to the Syracuse hotel where all our people were staying.

After getting something to eat, I went back to my room on the first floor and I opened my door to watch the lightning show. It was fascinating to watch — it was more than I had ever seen. At first I thought the storm had passed, but then I realized it was coming towards us. The lightning and thunder increased much more frequently as it got closer. This was all in about 15 minutes after one o'clock. Then the rain started. It was coming down real hard.

People on the other side of the hotel said they saw hail. The sky was really bright, lit up a lot from the lightning. It was more than a normal thunderstorm.

The power went out in the hotel about a quarter after one, and I went out into the hallway where the emergency lights were on. I ran into the C-Tour Detail Commander, who told me that the fairgrounds had been hit and that they were recalling all the workers who had just gotten off their shift.

I got dressed and got out in my car and started heading for the fair. It was still raining, but the brunt of it had passed, and the damage had been done. I didn't know at that point how bad it was, only that the fair had been hit and that there were some injuries and damage.

The power was out completely everywhere. When I got to the entrance of the interstate, I couldn't get on because the entrance ramp was flooded. I had to detour through the village of Solvay, and even then I encountered downed tree limbs, and downed wires. The first road I took I wasn't able to get through. It was scary for a while. I wasn't sure I was going to make it.

When I finally got to the fairgrounds I went right in to our station at the fair. I didn't notice a lot of damage right away because I was intent on getting to work. I did notice a lot of emergency vehicles on the scene. I got to the station and we were running on generator power, with only two rooms lit up. The best way I can describe it was organized chaos. Everyone was trying to get organized and figure out what to do.

We knew that there had been two fatalities at the fair, and that our troopers had to investigate and secure the scene. Primarily, I was handling incoming telephone calls and radio transmissions. We also had to notify Albany, who set up Emergency Command
Operations. I was helping our supervisors with detailing people and trying to figure out who was where, doing what. It was chaotic, very busy, very noisy. People were running around, the phones were ringing, and at one point, the generator went out and we were in the dark. At that point we were using our own personal cellular phones—we had nothing else. Trooper Ed Croucher and I went out and found fuel and then re-started the generator. After the power came back, we went back to doing what we were doing.

The troopers that were working went through the fairgrounds to search for injured people and to move everyone to safe shelter.

Their other main job was to prevent access to the grounds from outside to prevent the possibility of looting. We did find an additional seven people with injuries, a broken ankle being the most severe.

It got to be somewhat routine once all the recall people got on the grounds and everyone had been located and moved to safety. Commercial power came back around daylight, and by eight in the morning, the end of my shift, we had pretty much gotten everything under control.

I was tired—real tired. I went back to the hotel, where there was still no power, and I had to be back at four for another twelve-hour shift. I just crashed and slept as long as I could, before getting up to make phone calls to my family. I had trouble getting in touch with people at home. I live in Oneida and it was real bad there as well. I finally got through to a nephew and he said everyone was fine.

I've never been through anything quite like it. I've been in emergency situations before, but this was more chaotic and lasted a lot longer.

I tell everyone that this was the best fair I had ever been to until Labor Day—then it became the worst.
Risks, danger are everywhere

Port Jervis city worker victim of racial incident

PORT JERVIS — A recent bias incident involving a city employee who was the victim of a racially motivated shooting has prompted CSEA Southern Region President Carmine DiBattista to write to the Orange County District Attorney asking that justice be served.

Philip Munoz, a laborer for the city of Port Jervis and member of CSEA's Orange County Local, was collecting refuse when he encountered a city resident who taunted him with racial slurs and then shot at him with a rifle. Luckily, Munoz was not physically injured.

“I want to emphasize to you,” said DiBattista in his letter, “that this kind of behavior should not be tolerated and that this man should suffer the consequences of his reprehensible act.

“In a city like Port Jervis where a diverse work force and a diverse community are a fact of life,” he said, “the legal repercussions of this incident must set an example.”

Public Works Director Vince Lopez said this was the first of this type of incident.

“We’ve never had this problem before,” he said. “I was really aggravated about it. Phil is a nice kid and he was intimidated. It was nice to see the other guys rally around him to show their support.”

“Phil is a good worker,” said Lopez. “No one has to put up with that.”

Charges have been filed against the resident and he is expected to go to trial this fall.

— Anita Manley

CSEA retiree helps save a baby’s life

NORTH BABYLON — “I heard Kathy screaming ‘Oh my God! Oh my God!’ so I ran to her,” CSEA retiree Adam Mureski recalls. “There she was with her baby in her arms, totally limp, soaking wet. I took the child from her and ran into her house. I lay the child on the floor and started mouth-to-mouth resuscitation.

“By the second blow she was bringing up water. By that time my other neighbor, a police officer, came and took over the CPR while I comforted Kathy,” the 74-year-old former retired maintenance man for the North Babylon School District said.

Mureski later revealed he had learned his lifesaving techniques by “watching all those hospital shows on TV; that’s where I’ve seen CPR.”

Mureski was working on his motor home that quiet afternoon when the distraught cries of his neighbor broke the silence.

“The three-year-old girl had climbed into the above ground pool. Her frantic mother had pulled her, unconscious, from the pool’s bottom and screamed for help. Mureski’s quick action saved the girl’s life.

“I’ve known Kathy since she was a little girl. Everyone makes me out to be a hero but who wouldn’t help someone in distress?” said Mureski. “It’s good to know the baby is all right. That’s really all that matters.”

North Babylon officials think he’s a hero, too, honoring him with a citation.

— Sheryl C. Jenks
CSEA activist is state & national powerlifting champion

**Pirozzolo wins two in a row**

ELMIRA — It’s members that make a union strong, and it’s members like Tom Pirozzolo that make CSEA one of the strongest.

For the second year in a row, Pirozzolo, 46, took first place in the United States Powerlifting Federation National Championships, held May 23 in Austin, Texas. He took the trophy for the 181-pound weight class in the Masters division for competitors age 45-49.

In February, Pirozzolo beat out a half dozen athletes from across the state to win his fifth New York State United States Powerlifting Federation Championship in six years, setting a new state record for his age and weight class. Held in Corning, the state meet included three events: squat, bench press and deadlift, which combine for an overall total. Pirozzolo lifted a total of 1390 pounds; 525 pounds in the squat; 280 pounds in the bench press; and 585 pounds in the deadlift, breaking the previous record of 580 pounds which he set last year.

Pirozzolo said he got into the sport seven years ago just to keep healthy. Today he is ranked by Powerlifting USA magazine as one of the top 20 deadlifters in the nation.

Pirozzolo credits his success to his friends at Club Nautilus of Horseheads, New York for their support and generosity. He said one club member even went so far as to cash in his “frequent flyer” miles to cover the cost of sending Pirozzolo and a coach to and from Texas.

A paint foreman with the Chemung County Building Department, Pirozzolo is as active in his union and community as he is in the gym. He is local president and unit executive vice president of CSEA’s Chemung County Local and a member of the union’s statewide board of directors. And for eight years running, he and his club’s powerlifting team have run the weightlifting event at the New York State Special Olympics.

Pirozzolo’s winning attitude accounts for his success in his sport and in life.

“It’s like everything else,” he said. “If you’re going to get involved you have to put a lot of effort into it to do the best you can.”

— Ed Molitor

**Earl Boyle family acknowledge donations given in his memory**

The wife and family of the late Earl Boyle have written to express their gratitude for donations from CSEA members in memory of Mr. Boyle, who died recently. Mr. Boyle served as a region attorney in CSEA’s Central Region for 30 years. CSEA activists and members donated $3,000 in Mr. Boyle’s memory to Francis House, a hospice facility in Syracuse funded totally by contributions and run by volunteers. Mr. Boyle was cared for by family, friends and parish members at Francis House during his illness.

“The Boyle family would like to thank the entire CSEA membership for the donations that have been made to the Francis House in Earl’s memory,” the letter signed by Margaret Boyle and family read in part. “Your support will help other individuals who are suffering from terminal illness live the remaining days of their lives in a loving environment.”

**Fundraiser to benefit Special Olympics**

OGDENSBURG — Employees at Ogdensburg Correctional Facility and St. Lawrence Psychiatric Center will co-sponsor a “Make a Difference Day” fundraiser to benefit the New York Special Olympics and specifically Area 27 in St. Lawrence and Franklin counties.

The third annual walk, run, rollerblade event will be held at 9 a.m. Saturday, Oct. 24. Registration will be held at the Bridgeview Building on the St. Lawrence Psychiatric Center grounds.

Participants with a $15 minimum donation will receive a commemorative t-shirt, and the top three fundraisers will be recognized.

CSEA locals at Ogdensburg Correctional Facility and St. Lawrence Psychiatric Center have donated $50 each to offset organizational costs for the event.

For additional information or to pre-register, contact Larry King at (315) 393-0281 Ext. 559.
What's On Your Mind

What’s on your mind? To find out the issues that CSEA members care about in the approaching November election, The Work Force recently surveyed more than 600 rank and file members, chosen at random. Here are the results:

1. What do you consider the most important issue facing working New Yorkers that political candidates should address this fall?
   - 23% Job Security
   - 20% Crime and drug problems
   - 19% Health care issues
   - 15% Cutting or reforming taxes
   - 8.5% Privatization/union-busting
   - 8% Education
   - 6% Other

2. How confident are you that your priority issues will receive the attention they deserve in this fall’s election?
   - 20% Very confident
   - 45% Somewhat confident
   - 32% Not confident at all
   - 3% Not Sure

3. What's the best way to ensure elected officials live up to campaign promises?
   - 34% Regular contact from constituents
   - 28% Lobbying by CSEA and other groups
   - 16% Term limits
   - 16% Greater media attention on public policy issues
   - 6% Other

Do you have a question you'd like us to ask CSEA members statewide?
Send it to
Editor, The Work Force
CSEA Headquarters
143 Washington Ave.
Albany, NY 12210-2303
or e-mail it to us at csea02@capital.net

State Comptroller H. Carl McCall is flanked by Marcy Donnini, secretary of CSEA Capital District Retirees Local 999, and Local 999 President Tony Muscatiello during recent annual Albany County Democratic Picnic. CSEA President Danny Donohue calls McCall “a wonderful person, a politician with integrity and a staunch defender of the rights of public employees.” The decision to back McCall for re-election, Donohue said, “is the easiest political endorsement decision this union has ever made.”
“Always look for the union label” is much more than just a slogan. Buying union-made products is one of the best ways to preserve and build union jobs and raise the standard of living for working people in America.

Because CSEA is committed to that concept, the union was well-represented at a three-day Union Label-Community Services conference sponsored by the New York State AFL-CIO in Corning. The conference promoted the importance of looking for and buying union-made products.

A CSEA information booth was managed by PeggyLou Zakrzewski of the union’s Member Benefits Department. Maureen Rizzi, CSEA director of Education and Training, conducted a workshop on improving labor’s public image, which in turn helps boost the public’s confidence in union-made products.

CSEA Central Region President Jim Moore, president of the AFL-CIO Central Labor Council, and Chautauqua County Local Vice President Jack Rudy, president of the Chautauqua-Jamestown Central Labor Council, were both actively involved in representing CSEA and Labor Council members at the conference.

Corning-area activists Bonnie Sprague, president of the Steuben County Local, and Ron Gillespie, local first vice president, were impressed with the wide range of unionized companies represented at the conference.

“I was really pleased ... to see that there are many companies that I didn’t know were unionized,” Sprague said.

“It’s hard to buy 100 percent union label in everything you use,” Gillespie added, “but this was very helpful in raising consciousness.”

Central Labor Councils: What they are, why we belong

- Labor unions in geographic areas often join together to form Central Labor Councils, strengthening the area’s labor movement through collective actions and speaking in a single, strong voice.
- The Central Labor Councils, in turn, are part of the state AFL-CIO, further adding to their collective power.
- CSEA belongs to and strongly supports Labor Councils as effective advocates on behalf of organized labor.

Delegates to the state AFL-CIO’s Union Label - Community Services conference included, from left, state AFL-CIO President Edward J. Cleary, CSEA Director of Education & Training Maureen Rizzi, CSEA Steuben County Local Treasurer Jeane Dean, national AFL-CIO Executive Vice President Linda Chavez-Thompson, Steuben County Local First Vice President Ron Gillespie, CSEA Member Benefits Specialist PeggyLou Zakrzewski, Steuben County Local President Bonnie Sprague and CSEA Labor Relations Specialist Theresa Menkiena.
Information that can change your life
A series of education and career planning articles from

Tax relief for college tuition

If you've been thinking about going back to school, but thought you could not afford college tuition, some new federal tax relief programs may help. The HOPE Scholarship and Lifetime Learning Credits were both part of the Taxpayer Relief Act of 1997 and were signed into law last summer. These programs are the largest investment in higher education since the G.I. Bill 50 years ago.

The HOPE Scholarship is a tax credit that allows each eligible student (including the taxpayer, taxpayer's spouse, or an eligible dependent), or their parents, to claim up to a $1,500 tax credit on their federal income tax for tuition and fees. Aimed at lower- and middle-income families, the credit allows eligible taxpayers to claim 100 percent of the first $1,000 in tuition and eligible fees and 50 percent of the next $1,000.

The credit is available only for the first two years of a student's undergraduate education and is for students attending on at least a half-time basis (6 credits per semester). The credits are available for expenses incurred after Jan. 1, 1998.

The Lifetime Learning Credit is a tax credit program available to college juniors, seniors, graduate students and working Americans pursuing lifelong learning to upgrade their skills. It may be claimed for the qualified tuition and related fees of the students in the taxpayer's family who are enrolled in eligible educational institutions. The maximum amount that may be claimed for a taxable year is $1,000 through 2002 and $2,000 thereafter. These credits are available for expenses incurred after June 30, 1998.

The full HOPE Scholarship and Lifetime Learning Credits are available to families with adjusted gross income of up to $40,000 for individuals or up to $80,000 for joint filers, phasing out at $50,000 and $100,000 respectively. If you are claiming a HOPE Scholarship Credit for you or another student in your family, none of that student's expenses for that year may be applied toward the Lifetime Learning Credit.

For more information about these and other federal student aid programs, call the U.S. Department of Education at 1-800-4FED-AID or visit their website at http://www.ed.gov/ffis/hope/. You may also call the LEAP office at 1-800-253-4332 to speak with a LEAP Advisor.

Applications being accepted now for
1999 AFSCME FAMILY SCHOLARSHIPS

Ten $2,000 scholarships will be awarded to children of AFSCME members for 1999. 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 1999 who intends to enroll in a full-time, four year degree program at an accredited college or university. Applicant must be the daughter or son of an AFSCME member, or whose legal guardian is an AFSCME member.

Applications must be postmarked by Dec. 31, 1998. Winners will be announced by March 31, 1999.

Applications are available from: AFSCME Family Scholarship Program, Education Department, 1625 L Street, N.W. Washington, DC 20036, or e-mail: education@afscme.org.

Free tuition at Dutchess Community College for Dutchess County workers

POUGHKEEPSIE — Dutchess County employees can now attend Dutchess Community College at no cost thanks to a new CSEA negotiated benefit.

All permanent full-time and part-time workers who want to polish their skills or learn new ones can register for credit courses. Workers are responsible only for textbooks and any applicable course fees.

Anyone wishing more information should contact the registrar's office at Dutchess Community College.
CSEA Offers Disability Income Protection Plan to CSEA Members

CSEA, working with Jardine Group Services Corporation as the plan administrator, offers a complete voluntary Disability Income Insurance Plan for CSEA members.

The CSEA Classic Plan Covers both short and long term disability for active CSEA members. This plan features high monthly benefit amounts, a variety of coverage choices, payroll deduction and competitive rates! Some of the highlights include:

- **Survivor Benefits:** Provides your family with 2 additional monthly payments if death results from a covered disability that lasts at least 30 days.
- **Work Stoppage Benefits:** You pay no premiums and your coverage continues if a CSEA authorized work action results in a stoppage of your pay.
- **Vocational Rehabilitation Benefits:** Approved candidates can receive a personalized rehabilitation program for up to 24 months.
- **Accidental Death & Dismemberment Benefits:** Additional benefits payable for certain physical losses due to a covered accident.

These are just a sample of the plan benefits. For more information on this plan, or to learn how you can join thousands of disability income insured members, call 1-800-929-6656 toll free.

**OOPS! We’re sorry**

In a recent article on beneficial legislation for CSEA, there was an error in the description of the Vested Death Benefit legislation. The benefit is not for retirees as stated. Instead the description should read as follows:

**Vested Death Benefits**

This legislation provides out of service, but not retired, vested members who die a death benefit equal to one-half the benefit for a member in service.

Passed both houses, signed by Governor, in effect.

Also, in a photo caption on page 14 of the September edition of *The Public Sector*, CSEA Executive Vice President Mary Sullivan was mistakenly identified as CSEA Statewide Treasurer.
The CSEA endorsement process

* Political action continues to be an important instrument for CSEA. The vast majority of our members' livelihoods are directly affected by public budget decisions and legislation.
* Through active support, and opposition, of candidates for public office, and through effective lobbying efforts for and against legislation and other issues, organized labor makes its needs felt from City Hall to the White House and from county seats to Congress.
* CSEA endorsements are done through the union’s political action structure and made only after careful consideration of a candidate’s record, examination of public statements and positions and a personal interview.
* CSEA Political Action Committees (PACs) are in place at the unit, local, region and statewide levels.
* In county, local and school board races, the appropriate CSEA Unit and Local PACs interview the candidates and make recommendations. The Region PAC reviews those recommendations and make final decisions on awarding or withholding CSEA endorsements.
* For State legislature races, the Region PAC conducts candidates screening and recommends endorsements. The Statewide PAC reviews those recommendations and awards or withholds CSEA's endorsements.
* For statewide political races (Governor, Lt. Governor, Comptroller and Atty. General) endorsements are made by the CSEA president based upon input from Region and State PACs.
* For Federal political races, endorsements are made by the CSEA president based upon input from the union's Federal Issues Committee, State and Region PACs and AFSCME.

NEW YORK CONGRESSIONAL

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NYS Assembly endorsements on page 19
CSEA Pressing for Breakthrough As Negotiations Remain Fluid

A Message From Nassau County Local 830 President Anthony Giustino

Although we have made much progress and have come to tentative agreement on many issues, contract negotiations between CSEA and Nassau County were bogged down on two or three major areas of concern as this issue of The Express went to press.

Negotiations on those issues were in a critical stage and were fluid in nature. We were at the point where a breakthrough could come at any moment on these issues...or could remain at an impasse. I wish I could tell you with certainty that a settlement was imminent. I cannot.

At this point, our CSEA negotiations team is holding fast to the union's gains of recent years and to numerous new items which we have presented on behalf of our members. We have made it abundantly clear that health insurance is our top priority.

After a year of preparation and nearly a year of active negotiations, we are not about to submit a contract to the membership for a vote unless we feel comfortable that it is the best we can possibly get.

Until a settlement is reached, I will continue to keep our members informed on the status of negotiations. I have already devoted several editions of our radio show, "CSEA in Focus," to the subject, including frank and open discussions on progress and sticking points as well. I will also try to update you in this column whenever possible.

I urge all of you to attend the worksite meetings, also known as the "President's Forum." It will give you an opportunity to ask questions not only about the contract, but also about other concerns relating to your employment with Nassau County.

You should be aware that there is no blackout on negotiations. Everything is open and above board. If you have questions, you can ask your unit president. The Negotiations Committee is the largest and most representative of our membership in the history of our union. Included on the committee are the presidents of every unit within Local 830. If you would like to talk to me directly, I can be reached at the CSEA office, 571-2919, Ext. 7.

Once again, I want to assure you that we will continue to bargain in the best interests of our members. When a settlement is reached, I have the machinery in place to inform you of its provisions and voting procedures as quickly as possible. Meanwhile, we must remain united in our common goal for the best contract possible.

Yours in unionism,

Tony Giustino
President
Nassau County Local 830

Stay Informed.
Tune in to
"CSEA in Focus"
Thursdays at 7 pm
repeated
Saturdays at 8:30 am
on WGBB, 1240 AM

Police Civilian Unit
CSEA Nassau Local 830 President Tony Giustino performs a swearing-in ceremony for the newly-elected officers of the Police Civilian Unit. Taking the oath of office are, from left, Rudy Kaufman, treasurer; Carol Cardinali, secretary; Debra Imperatore, vice president, and Lillian Neumar, president. The ceremony took place at the CSEA office in Mineola.

Annual Dinner Dance
Local 830 to Celebrate 50th Anniversary

Mark Wednesday, Oct. 28 on your calendar for the 50th Anniversary Dinner Dance of CSEA Nassau Local 830. It is set for 7 pm at the Westbury Manor on Jericho Turnpike in Westbury.

Beth Luttinger, CSEA Social Committee chair, has reminded members that reservations are on a first-come, first-served basis so early reservations are suggested. Tickets are $60 per person.

Reservation forms can be obtained at the CSEA local office in Mineola or by calling 571-2919. Checks should be made payable to "CSEA Nassau Local 830" and sent to 400 County Seat Drive, Mineola, NY 11501, Attn. Beth Luttinger.

Space will also be available in the Souvenir Journal at rates ranging from $75 for a quarter page ad, $85 for a half page, $160 for a full page and higher prices for premium placement, such as $400 for the centerfold.
The workshop will consist of a panel cancer, set for Thursday, Oct. 15.

Coordinator, Nassau County areas of expertise are:

- Dr. Virginia Maurer, breast surgeon — Treatment Options/Surgery.
- Maria Sant'Angelo, Nutrition Educator, Cornell Cooperative Extension — Preventative Nutrition.
- Dr. Ivy Engel, Nassau County Medical Center — Mammography Screening/Early Detection.
- Chris Mancuso, R.N., Coordinator, Nassau County Department of Health — Self Examination.

Due to the response to the program, reservations are a must for the remaining seats. For more information or reservations, call Judy at 571-2919.

A recent arbitration has resulted in a victory for a nurse's aide accused of patient abuse by a co-worker at the A. Holly Patterson Geriatric Center. The employee was reinstated with full back pay and benefits, after being terminated back in February of this year. This matter was arbitrated to great success by Christine L. Cardinale, Esq. of my office.

The key witness for the county was a co-worker who was walking down the hallway when she allegedly saw the nurse's aide strike a patient while feeding her. At the arbitration, it was established that the witness was over 50 feet away from the aide at the time of the alleged abuse and that there was a food cart obstructing any clear view of the event. Perhaps most compelling to the arbitrator was the lack of any physical evidence of abuse. While the county's own witnesses and documentary evidence clearly established that the patient was "fragile skinned," the county could not produce any evidence of cuts or bruises to the patient.

This victory is important in that it serves as a reminder to the county that in any disciplinary matter it is the county who bears the burden of proving the allegations; the burden is not on the employee to establish his or her innocence. In fact, the arbitrator begins his "findings and conclusions" by reaffirming that "[t]he employer carries a heavy burden of proof in discharge cases."

So, if you are involved in any disciplinary proceeding, do not lose heart. CSEA will not sit idly by and allow your employer to discipline you without proving the charges they have leveled against you. It is not enough for your employer simply to charge you with a disciplinary violation, they must prove these charges at arbitration.

A Few Openings Left for Breast Cancer Workshop

There are still some openings for the CSEA Women's Committee free workshop dealing with the topic of breast cancer, set for Thursday, Oct. 15. The workshop will consist of a panel discussion among experts in various associated fields. Questions will be answered.

Members of the panel and their areas of expertise are:

- Maria Sant'Angelo, Nutrition Educator, Cornell Cooperative Extension — Preventative Nutrition.
- Chris Mancuso, R.N., Coordinator, Nassau County Department of Health — Self Examination.

Due to the response to the program, reservations are a must for the remaining seats. For more information or reservations, call Judy at 571-2919.

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

When you go to the polls to vote on Nov. 3rd, CSEA urges you to pull the lever for the candidates below in your State Senate and State Assembly District. After careful consideration and personal interviews with all candidates, CSEA has concluded that these men and women most closely embrace the philosophy, causes and goals of our union and who most associate themselves with the aspirations of working men and women.

NEW YORK STATE SENATE

1st S.D. — Ken LaValle (R)
2nd S.D. — James Lack (R)
3rd S.D. — Caesar Trunzo (R)
4th S.D. — Owen Johnson (R)
5th S.D. — Carl Marcellino (R)
6th S.D. — Kemp Hannon (R)
7th S.D. — Michael Balboni (R)
8th S.D. — Charles Fuschillo (R)
9th S.D. — Dean Skelos (R)

6th A.D. — Robert Wertz (R)
7th A.D. — Thomas Baraga (R)
8th A.D. — Phil Boyle (R)
9th A.D. — John Flanagan (R)
10th A.D. — James Conte (R)
11th A.D. — Robert Sweeney (D)
12th A.D. — Steven Labriola (R)
13th A.D. — David Sidikman (D)
14th A.D. — Mark Herbst (R)
15th A.D. — Donna Ferrara (R)
16th A.D. — Thomas DiNapoli (D)
17th A.D. — Maureen O'Connell (R)
18th A.D. — Earlene Hill (D)
19th A.D. — Kathleen Murray (R)
20th A.D. — Harvey Weisenberg (D)
21st A.D. — James Darcy (R)
22nd A.D. — Thomas Alfano (R)

NEW YORK STATE ASSEMBLY

1st A.D. — Patricia Acompora (R)
2nd A.D. — Fred Thiele, Jr. (R)
3rd A.D. — No Endorsement
4th A.D. — Steve Englebright (D)
5th A.D. — Paul Harenburg (D)

3rd S.D. — Caesar Trunzo (R)
4th S.D. — Owen Johnson (R)
5th S.D. — Carl Marcellino (R)
6th S.D. — Kemp Hannon (R)
7th S.D. — Michael Balboni (R)
8th S.D. — Charles Fuschillo (R)
9th S.D. — Dean Skelos (R)

You Must be Registered to Vote

In order to vote, you must be registered. The last day to postmark a voter registration application this year is Fri. Oct. 9. If you call the CSEA local office in Mineola at 571-2919 we will be happy to get an application to you. Please review the procedures for filling out the application as outlined in the accompanying story.

How to Complete a Voter Registration Application

Filling out the voter registration application must be taken very seriously. Improperly completed applications can be rejected by the Board of Elections, thereby depriving you of your right to vote. New York State recently simplified its voter registration applications. Although they are now much easier to complete, the following points should be noted:

#1. Type of application: Check the appropriate box. If you've never voted before, check “New Registration and Enrollment.”

#2. Citizenship: This section MUST be completed. If you are a U.S. citizen either by birth or naturalization, check “YES.”

You cannot legally register and vote if you are not a U.S. citizen.

#3. Name: Fill your name in completely — last name, first name, middle initial.

#4. Home address: Enter your complete HOME address.

#5. Mailing Address: Complete this section ONLY if your mailing address is different than your home address.

6. Date of birth: Fill in completely - month, day, year of birth.

#7. Descriptive information: Circle, as appropriate.
CSEA in Vanguard for “Comparable Worth” Laws

By Jane D’Amico
Executive Vice President and
Women’s Committee Chair

CSEA along with allies such as the Women on the Job Task Force broke new ground this year in its nearly two-decades old advocacy for pay equity. State legislative action to amend both human rights law and civil service law became the new focus for achieving equal pay for work of comparable worth for women who work in “underpaid” women’s jobs.

With advocacy leadership by the WOJ coalition, including CSEA, pay equity bills passed the Assembly in April with only one negative vote and were then successfully introduced in the Senate.

The pay equity bills were written in response to a legislative hearing in January at which 30 people, including Nassau CSEA Executive Vice President Jane D’Amico, testified on the specifics of gender-based wage discrimination and its consequences. In the past, the focus of pay equity advocacy efforts for women in predominantly female occupations had been contract negotiations with employers to close the female wage gap and filing formal complaints of discrimination under federal and state civil rights laws.

Wage discrimination suits and court tests usually failed, however, because plaintiffs were required to prove the employer’s intent to discriminate and because the law was strictly interpreted as meaning equal pay for equal work rather than as equal pay for work of comparable value or worth.

Still Time to Sign Up For Breast Cancer Walk

Seeking to top last year’s fund-raising effort, the CSEA Women’s Committee is once again putting together a team to participate in a five-mile charity walk called “Making Strides Against Breast Cancer,” set for Sunday, Oct. 18 at Jones Beach. Last year’s CSEA team surpassed all expectations while raising over $11,000. Because of CSEA’s commitment to the cause and its outstanding participation in the past, it has been named one of the very few organizations to be honored this year with the title of “Flagship Sponsor.”

Women’s Committee Chair Jane D’Amico, executive vice president of Local 830, said she hopes to recruit as many as 300 members for the walk.

“It’s a day of fund-raising for a very important cause,” she said.

The walk starts and ends at Parking Field #5, proceeding along the Jones Beach Boardwalk and circling back to the starting point.

Registration starts at 9:30 a.m. at the CSEA tent. All members of the CSEA team who submit a completed sponsor sheet to the CSEA office prior to the Walk date will receive a specially-designed commemorative tee shirt containing both the race logo and the CSEA logo. In addition, the two CSEA members who 1) raise the most contributions, and 2) sign up the most sponsors will receive valuable prizes and will be featured in an upcoming article in The Express.

Ms. D’Amico urged all members and their families to join the CSEA team for the Oct. 18 walk. Persons wishing to participate or who desire additional information can call Jewel, Mary or Kathy at 571-2919.

Sponsorship packets will be available through your unit president or at the Local 830 office in Mineola.

The bills referenced above are as follows:
A9821 DiNapoli - S7582 Balboni — An act to amend the executive law, making it a discriminatory practice to compensate employees of different sexes differently for work that is of comparable worth.
A9823 Katz - S7803 Marcellino — An act to amend the Civil Service law, in relation to making it a discriminatory practice for public employers to compensate employees of different sexes differently for work of comparable worth.
A9823 Christensen - S7199 Balboni — An act to amend the executive law, in relation to permitting complaints filed with the Division of Human Rights alleging unlawful discriminatory practices to be filed as class actions or to be consolidated.
A9824 Nolan - S7804 Marcellino — An act to amend the labor law, in relation to the prohibition against a differential in rate of pay because of sex.

Jane D’Amico Named WOJ Labor Honoree

Nassau Local 830 Executive Vice President Jane D’Amico has been named the 1999 “Women on the Job” labor honoree, a distinction that will be bestowed upon her at the WOJ Annual Holiday Brunch on Sunday, November 22.

Other awards will be presented for Community Activism, Education, Workplace Advocacy and Government. Assemblyman Tom DiNapoli will receive an award for his leadership in writing and promoting pay equity legislation.

Ms. D’Amico, who chairs the union’s Women’s Committee, was cited for her “personal and professional successes” and for her “inspiration to other women.” CSEA members who wish to attend the Holiday Brunch can call Eileen Jones at 571-2100 or Sandee Horowitz at 571-3248.
These are exciting times to be a member of CSEA! For 88 years we have successfully grown and changed to meet the needs of our members. But more than a year ago, CSEA began a process to fundamentally transform our union and strengthen our position in the next century. Our progress has been steady and unrelenting. We are a different union today than we were a year ago but we have only begun to change.

There is a lot of good to report about CSEA’s efforts over the past year. We secured the best state budget in a decade; conducted an enormously successful AFSCME NY Lobby Day that brought nearly 1,200 activists to the Capital; successfully gained significant pension reforms that will benefit nearly all of our members and retirees; initiated a new Workers’ Compensation legal assistance benefit for all our members; led the way for New Yorkers in the AFL-CIO’s national Right to Organize Day activities; and renamed and revamped our official publication to make it more relevant to you.

But CSEA’s most significant activity was the sustained effort to transform our union.

No one should take for granted that CSEA’s solidarity and determination over the decades have produced wages, benefits and working conditions that are better than what most workers have. But it must also be understood that these achievements required a lot of persistent hard work.

We have never stood still before and will not do so now. But we face a new world, where the stakes are higher than ever before. To hold onto what we have gained and do better in the future we need new approaches. That’s why we are working in every area to move forward and make CSEA more effective than ever before.

CSEA is proud to be part of a resurgent Labor Movement. We know that America works better when workers have a voice. We also know that unions provide the best means available for workers to use that voice.

Everyone knows that unionized workers have advantages over non-union workers in virtually all aspects of their working lives. But for too long, non-union workers have failed to make the connection to what that could mean for them personally. Unionism was viewed as something for somebody else.

CSEA and the vigorous leadership of the AFL-CIO are working to change that. American workers want a say in their workplace. They want fairness and respect.

Today’s CSEA and AFL-CIO are working to help them achieve that goal. Every CSEA member has a stake in the circumstances of unorganized workers - especially those doing the kind of work CSEA members perform. Our bargaining positions are weakened if employers can get someone to do the job cheaper. That’s part of why it is so important to be active and involved with the rest of organized Labor on social justice issues and especially to be involved when there is injustice in our own communities. Our activism not only helps others, it ultimately is what makes our union strong.

We need to think of ourselves differently too. We are no longer simply public employees - the sector we work in is irrelevant. We must see ourselves as workers in specific industries, such as health care, maintenance, law enforcement, education support services and administrative services. One of our most important changes is to start thinking industrially.

The power of CSEA is yours. It comes from every individual member standing up and standing together. The union is not some outside force. It is the power of the membership and the objective of our transformation efforts is to achieve a new balance between representing the power, building the power and wielding the power.

There is no turning back the process we have begun. What we are today is not what we will be tomorrow. But what we will become tomorrow depends on your commitment today.

We are trying to answer a lot of hard questions. We don’t know all the answers, which is why your perspective and voice are so important.

The principles of CSEA’s transformation are clearly expressed in a proclamation that CSEA is presenting to its members, asking them to make a personal commitment to a better union. This proclamation has been presented to all levels of CSEA leadership. Delegates have been asked to sign and soon we will bring it to the CSEA membership in a series of town hall type meetings statewide.

I urge you to read the proclamation, think about what it means, sign it and live up to it.

Your personal commitment to CSEA’s ideals is the first step toward a better future, not just for us, but for our children.
Despite the booming economy, the gap between the rich and the poor continues to grow. In fact, the United States has become the most unequal rich nation in the world.

The crisis is well documented. According to the Institute for Policy Studies, executive pay increases averaged 38 percent in 1997. Another survey reveals that 16 firms laying off 3,000 or more workers rewarded their Chief Executive Officers with average pay hikes of 20 percent. CEOs are getting richer and laying off workers.

Too many people are being left out. Too many people are anxious about the future, especially for their children because employers are writing off the social contract.

What can working people do?
How can we share in the benefits of peace and prosperity?
I can give you the answer in one word: ORGANIZE.
Those of you reading this have already done it: organized. And you are reaping the benefits. That's well documented, too.

Union membership significantly lessens the disparities of income and wealth. Unionized workers earn 34 percent more than non-union workers, according to the Bureau of Labor Statistics. Unionized workers have greater job security, better promotional opportunities, and more generous leave and health benefits. They are more likely to receive pension coverage. We achieve these goals through collective action.

We know that most Americans are concerned with the same issues that we — as Labor — are advancing:
* Improving public education.
* Ensuring high-quality child care.
* Reforming the tax system.
* Protecting Social Security and Medicare.
* Improving worksite security.
* Balancing work and family.
* Job security.
* Affordable health care.

Organizing is the bottom line. Unions provide working people a chance to narrow that yawning gap between rich and poor in America. By increasing our numbers we will guarantee in the words of CSEA's Mission Statement “Our voice is heard, our place at the table is kept and the American dream is ours in the 21st century.”

Greetings from Long Island Region One! Congratulations to all elected local and unit officers. By your election, you have agreed to represent our members on various levels and be involved in issues that you never in your life thought you’d be involved with. You might get a thank you occasionally, but mostly it’s a job you’re agreed to take on a truly thankless job. CSEA realizes this and supplies all the resources and help to make your job easier and for you to be successful. You have a tremendous amount of responsibility and power. Good luck — working together with staff, we will succeed.

Now that I’ve addressed the elected officers, let me talk to you, the dues paying members. So, you belong to a union, big deal! Do you know what your union is about? Do you know its goals? Do you attend meetings? Do you know who your officers are, your shop stewards, grievance reps, negotiators, labor relations specialist? Are you aware of the services CSEA has available for you? Do you know the many different educational programs, seminars, trainings and workshops that CSEA provides for you? How many of you vote? Or, do not participate in elections at all? And do you realize not voting is a waste of power? We have the ability to elect our boss, union leader, delegate or political ally, or defeat this same person. Only by getting and being involved can we make a change.

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Proud of our Bill of Rights, most of us take for granted our religious freedom, freedom of the press, assembly and freedom of speech. But how free are speech and civil rights for most private sector workers when they are afraid to even mention the word “union” on the job or to sign cards calling for a union representation election?

The fears are all too real. Workers are routinely disciplined, demoted or fired when they try to bring in a union. When management threatens someone with loss of a job because of union activity, it is pure and blatant economic terrorism.

Brothers and Sisters, the right to union representation is a big part the civil rights fight of today.

CSEA, as a leader in the national labor movement, has a big stake in fighting for fairness and respect. Just as we defend our own, CSEA must be available for workers who need help standing up for their rights.

CSEA is streamlining the way we do business to gear up for the battles ahead, realizing we live in a state with the biggest disparity between the well healed and the rest of us. New York more than any other state, is the glaring example of the rich getting richer, while the rest of us are struggling to make ends meet.

Why are we 48th in job creation and neck and neck with Louisiana for the worst credit ratings in the nation? Why do union-busting law firms feel so at home in New York? Why is our unemployment rate more than double the national average?

In New York City CSEA members are working hard to transform our union to be a force for good, a force to organize the unorganized.
Each year I prepare this document with the intent that it should be both an expression of thought and findings, as well as a review of issues facing our Region. In that context, I am happy to provide the following.

First of, I would like to address the issue of accountability and responsibility. This year we have gone through our Local and Unit elections. A great number of new people showed an interest in running for office and, in fact, were successful. At the same time many of our longtime incumbents were re-elected. I take this opportunity to congratulate all of you. But, permit me to emphasize that although there may have been any number of reasons why you ran for office, you now have one responsibility. That is to represent your members and to lead your respective Local or Unit.

In my travels all over the Region, I sometimes hear complaints from members who say that they never see anyone from the union. Regardless of whether you are a president, a vice president, secretary or treasurer, your job description, if you will, includes the word “visibility”. Reach out to your members. You, in most instances, are CSEA to them. Do not be discouraged by low turnouts at meetings. “Keep plugging away”. There are any number of ways that you can reach your members. If you are interested, please talk to me or the other officers of the Region. Likewise, keep in mind that to the people that run your respective levels of government—municipality, county, town, village or school district, as well as private sector facility—you, along with your assigned Labor Relations Specialist, are the Union. Make a good appearance. With the LRS, form a team in order to deal with your respective issues.

It is unfortunate, but I have seen officers operate in a vacuum. They try to run the show single-handedly and pride themselves on not delegating any responsibility to the other officers and members. This is not the way to run a union. We should all be working together. You should be reaching out to all your members. As many as possible should be participating. How do you know that your members will participate unless you ask them to participate or volunteer? Each of us cannot individually run our Units and Locals individually. The greatest detriment that comes from doing so is apathy and an unwillingness to participate. Ask yourself, how can we do this better with the help of the members, before you alone decide what is best for our people. Involve your officers, shop stewards and members. Make them feel that they are part of the process rather than persons with titles or paying dues.

Take advantage of the many resources available to you, such as a Region Office that includes the talents of a clerical staff, a Communications Associate, a Political Action Coordinator and Labor Relations Specialists. Headquarters staff and a whole county, town, village or school district, as well as private sector facility—you, along with your assigned Labor Relations Specialist, are the Union. Make a good appearance. With the LRS, form a team in order to deal with your respective issues.

We have a lot of hard work ahead and we need your help. We want to ensure that we can continue to succeed as a voice for working people. Your efforts will make a difference in the future of CSEA. So, we’re reaching out to all of our members and urging you to participate in your Union—because it IS YOUR UNION. I sincerely wish to thank you all for making your commitment to OUR FUTURE.

We anticipate the CSEA of the future, I cannot help but reflect on my own past quarter century within the union. I have fond memories of those years and the people who helped make our union what it is today.

As a local activist from the late sixties, I attended my first union convention in 1972, at the Concord Hotel. I recall the leadership who clearly were in charge of day-to-day activities. Ted Wenzl was president and members of the board of directors were clearly recognizable by their special badges. Irving Flumaenbaum from Long Island, and Sei Benet from New York City were two individuals calling the shots. I had lobbied for the Taylor Law and pension reform, but I had no idea that such important issues were being discussed at a statewide level. Rocky was the governor and he had his supporters as well as his critics. Three of the latter were Betty Duffy from Slidmore State; Dorothy King from Creedmoor; and Bill McGowan from West Seneca Developmental Center, who would go on to be the next president of CSEA and who did so much to bring us into the house of labor. Seeing those folks in action, I decided that I wanted to serve in an elected office. Soon I was successful.

As an elected member of the board of directors from the Department of Mental Hygiene, I saw as our most urgent problem the negative effect that deinstitutionalization was having on our workforce. Thousands of patients were being “dumped” in the community, hundreds of CSEA jobs were going unfilled, a situation which eventually would lead to layoffs throughout the state.
difference. The right to participate in making decisions which affect our work is an awesome thought. Many of us have realized that power - by getting unionized and making the quality of life better on our jobs. Try attending the next union meeting and ask questions. Sure this might sound quaint and, I won't be sitting next to you when you ask that question, maybe you'll get an answer, and maybe you will be asked where the heck you've been? But, you're going to get involved because you care about what is going on in your job, workplace or employment.

You do have a right to know. You have a right, through your union to get involved, to voice your opinion, to ask questions, to be heard. Please take the opportunity to find out what this union is all about. I'm convinced if you do, you won't be disappointed.

Region 1 continues to work hard. We have a great group of activists that are involved in every aspect of the region. Members serve on various committees meeting every month to develop programs and work on projects for the membership. Our Education Committee is currently holding defensive driving courses for members and their families, taught by a CSEA activist. The Women's Committee is bringing the horrible breast cancer issue to light by promoting the "Making Strides" walk, an event scheduled for October 18, 1998 at 8 a.m., Beld Five, Jones Beach. Our Political Action Committee was involved in interviewing candidates for assembly, senate and judiciary seats. The Audit Committee meets quarterly to review the books and spending practices of the Region.

Membership is important, too, and we are constantly signing up agency fee payers. The OSHA Committee is involved with Workers Memorial Day events, and has targeted two permanent memorial projects, in an effort to memorialize Region. Helping to organize the PEOPLE CUP, the committee is hard at work signing up and educating new members on this political tool. By-Laws are reviewed by the Constitution and By-Laws Committee every quarter, and adjustments made when necessary. Any region member can attend to give their input when by-laws are amended. Our School District Committee is already working on preparations for the next Career Conference to be held at the Huntington Hilton on April 17, 1999 from 9 a.m. - 5 p.m. The Human Rights Committee had our fourth annual International Festival this past Spring. It was held in conjunction with a solidarity event and was very successful. Everyone in attendance learned a little more about cultural diversity. A new committee was revitalized and they are very involved with establishing a statewide committee forum. Lastly, our Social Committee hosted the Twenty-fifth Annual Region1 Workshop which was attended by over two hundred activists. The committee also runs the holiday party, Atlantic City trips and sporting events.

With all that activity, you now realize why we are always looking for more members to get involved. We are a very busy union!

I hope the delegates who attend this convention will return with a renewed spirit for unionism. I hope they share the material, educational knowledge and union experience with our members.
International Affair

CSEA members at the Nassau County Board of Elections played host recently to an amateur team of German basketball players. The event included a demonstration game and a tour of the Board of Elections building in Mineola. Above, staff, foreign visitors and children from a Hempstead Village youth program pose for a group photo on the front steps of the building. In photo at right, Estelle Bressler, Administrative Assistant to the Democratic Elections Commissioner, greets (from left) Scott Berman, Dan Mooney (former NBA player and President of the Dan Mooney Basketball Foundation), Bressler, and former NBA player Robert Smith. Berman is personal assistant to Mooney.

A Real Winner

CSEA Nassau County activist Tim Jaccard is flanked by AFSCME Secretary-Treasurer William Lucy and AFSCME President Gerald McEntee at the completion of the PEOPLE Run at AFSCME’s recent convention. Jaccard, who had broken his ankle prior to the convention, completed the challenging course on crutches. He received a special award for finishing dead last in the race. PEOPLE is CSEA/AFSCME’s federal political action fund.

1999 AFSCME Scholarship Program Now Underway

Children of CSEA members are invited to participate in the 1999 AFSCME Family Scholarship Program, Local 830 President Tony Giustino has advised.

Under the program, 10 scholarships of $2,000 each will be awarded to winners selected from students who 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.

The eligibility requirements are as follows:

• Applicant must be a high school senior graduating in the spring of 1999.
• Applicant must be enrolled for the fall in a full-time, four-year degree program at an accredited college or university.
• Applicant must be a daughter or son of an active AFSCME (CSEA) member, or whose legal guardian is an active AFSCME member.
• Applicant must be a daughter or son of an active AFSCME (CSEA) member, or whose legal guardian is an active AFSCME member.

Completed applications must be postmarked no later than Dec. 31, 1998. Winners will be announced by March 31, 1999.

For applications, mail your request to:

AFSCME FAMILY SCHOLARSHIP PROGRAM
EDUCATION DEPARTMENT
1625 L STREET, NW,
WASHINGTON, DC 20036

Requests for applications must be made by Dec. 11, 1998.
News from Veterans Committee

Veterans Service Credit Act
Awaiting Pataki’s OK
By Debbie O’Connell

The Veteran’s Committee would like to thank everyone who supported the Veteran’s Service Credit Act and we are waiting for Governor Pataki to sign our bill. We will communicate the details as soon as they are available. Thank you for all the support on this bill. If you have any issues you would like us to tackle, please contact this committee.

Operation Joint Endeavor — An ordinance was passed by the Nassau County Legislature to expand benefits to reservists called to active duty in Bosnia. If you need information, please call Debbie O’Connell at 571-2919.

Reserve Mobilization Income Insurance (RMIIF) — This fund helps to defray potential wage losses while on active duty. Please be aware these funds are available for reservists. Call Veteran’s Affairs for details at 572-8452.

DEADLINES:
Property Tax Exemptions — For veterans who served their country during wartime. Filing must be done between September 1, 1998 - December 31, 1998. Call Department of Assessment at 571-1500 for details.

VA Health Care Benefits Deadline October 1998. All Veterans are encouraged to register for Health Care Benefits whether or not they are needed at this time. Call Veteran’s Affairs for details at 572-8452.

All Veterans that may have been exposed to undisclosed chemical, biological and/or radiological agents should contact the Veteran’s Administration at 261-4400 for evaluation. VA Health Care may not be available after October, please register now! We do not know what the future brings.

We are continuing to add names to our database for future communication/updates on issues that are important to us. Please complete and mail the form below.

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Please complete and forward to:
Debbie O’Connell
CSEA
400 County Seat Drive
Mintola, NY 11501

Please attach a copy of your DD214 or separation papers. We will keep this on file for your convenience.

Name ___________________________
Address ___________________________
Branch of Service: _______________ Dates ____________
Any suggestions/interests: _____________________________________________________________
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The Making of a Healthier Workplace

By Susan Kessler, R.D.
CSEA Healthy Heart Program Coordinator

Three of the major causes of premature death and disability within the working population are heart disease, cancer and stroke. These are all closely related to health risks that can be reduced through changes in an individual’s health behaviors. Health experts agree that three areas are critical to a healthy lifestyle:

- a diet abundant in grains, fruits and vegetables and low in fat
- regular physical activity
- being free from tobacco use

Many of us spend up to 1/2 of our waking hours at a workplace. A few jobs lend themselves to physical activity, but most of us sit behind desks, use computers and generally have little opportunity to be active. Eating opportunities can vary widely too. Some worksites have cafeterias, others have lunchrooms equipped with microwaves, and some have no facilities for employees to eat at the office.

Most worksites are smoke free; however there are still many small businesses that still do not ban smoking entirely.

A worksite wellness program attempts to make it easier for employees to choose healthier behaviors while at work. Employee well-being is good for business. Some benefits for employers are improved productivity, reduced sick leave and use of health benefits, reduced worker’s compensation, improved employee morale and loyalty. Benefits to employees are better health, the convenience of worksite programs, and social support for a healthier lifestyle.

Your workplace does not have to be a large corporation to start a worksite wellness program. A company of any size can get one going. Nor does it have to cost a lot of money, or require employees to use hours of work time to maintain it. Many activities can be done during lunch hour. Some are built right into the work day. Policy changes such as smoking restriction at work can help employees free themselves of tobacco use.

Here are some suggestions for getting a worksite wellness program started, as well as some sample activities and policy changes that can go a long way in making for a healthier workplace.

Getting a worksite wellness program started:

- Talk to a few of your co-workers to generate interest in the concept.
- Gain management’s approval by reviewing benefits to employer and employees.
- Form a core committee of co-workers who will direct the program.
- Survey your co-workers to find out their particular health interests.
- Plan activities to meet employee interests.

Examples of policy and environmental changes at the management level:

- Write a policy statement banning smoking at the workplace and define punitive actions if the policy is violated.
- Consider release time for employees to participate in smoking cessation classes.
- Develop a written policy that encourages employees to exercise during break and lunch times.
- Provide a room that employees can use for exercise or stress reduction.
- Develop guidelines for healthy foods to be served at meetings and company events.
- Permit employees to bring in a weight reduction program during lunch hour.
- Contact the vending company to include healthier choices in the vending machine.
- Include a brief “wellness report” at staff meetings.
- Provide a literature rack to hold health-related printed materials.

Sample activities that employees can do to promote worksite wellness:

- Start a lunch hour walking club.
- Develop an indoor walking trail.
- Participate in fund-raising walk-a-thons with fellow employees.
- Label stairwells and promote their use.
- Start a sports team (softball, bowling, etc.)
- Create a healthy recipe booklet.
- Put healthy eating messages and posters in the cafeteria.
- Serve fresh fruit at meetings.
- Form a smoking cessation support group.

If you would like to receive a list of healthy refreshments to serve at meetings and events, contact Susan Kessler at 1-0755.
A Message from Long Island Region 1 President
Nick LaMorte

Another exhilarating Labor Day Parade has come and gone and while we had a nice contingent of CSEA members we would love to add more next year. Please plan to join us for next year’s event.

Remember, families are welcome. We provide the transportation and you will receive a tee-shirt and lunch!

It was wonderful seeing so many of you at the Local picnic in Eisenhower Park. I’d like to commend the picnic committee for such a well organized and very informative gathering. Not only did we have great food, entertainment and games, we all had a relaxed day with an opportunity to talk to each other at a social event. If you missed it, make sure to put it on your calendar next year.

On October 18th CSEA Nassau Local is a flagship in the breast cancer walk at Jones Beach. I hope we will all be out there either walking or sponsoring someone to walk. It’s a wonderful cause and one which needs funding.

I want to congratulate The CSEA Nassau Local Women’s Committee on presenting a wonderful Women’s Recognition Dinner. It was well attended and the evening was a success in every way.

I hope the Jewish New Year will be a happy one for our Jewish members and that everyone has a Happy Halloween!

Election Day will be here before we know it so please check the list of CSEA-endorsed candidates on page 3 of The Express before you cast your vote!

Fraternally yours,

Nick LaMorte, President
CSEA Long Island Region 1

Atlantic City Trip Planned by Nassau County Local 830

CSEA members, family and friends are invited to participate in an overnight trip to Atlantic City and the Renault Winery on Wednesday and Thursday, Nov. 4th and 5th, 1998. The trip is another in the series of outings and tours sponsored by Nassau Local 830.

The price of the trip will include:
- Round trip transportation via motorcoach;
- Lunch and dancing at the Renault Winery, including tax and tip;
- One night’s lodging at Trump World’s Fair Hotel in Atlantic City, including all taxes;
- Buffet voucher at hotel;
- Coin bonus return;
- Baggage handling;
- Visit to a second casino on the second day with a coin bonus return;
- Tip for driver.

The cost per person is $127, double; $155, single, and $118, triple. A $50 deposit is required to hold reservations, with the balance due by Oct. 8, 1998.

For information and reservations, please call Alice at 571-2919, Ext. 22, on Tuesdays, Wednesdays or Thursdays.

FESTIVAL OF TREES

Seeks Volunteers

If you’re looking for something worthwhile to do while getting into the holiday spirit over this year’s Thanksgiving weekend, the Nassau County Office of Personnel- Volunteer Services has a suggestion. The office received a request from the United Cerebral Palsy Association for volunteers for the Long Island Festival of Trees, which will be held at SUNY Old Westbury from November 27-29.

According to Anne Habeeb of PVS, it takes 1,500 volunteers working one 3-hour shift each to make the festival run efficiently and effectively.

CSEA members who wish to participate can contact Ms. Habeeb at 571-3166. The event is a fund-raiser for the United Cerebral Palsy Association.

CSEA Calendar of Upcoming Events

Thursday, October 15 – 5:15 p.m. — “Breast Cancer Workshop” — 400 County Seat Drive, Mineola – Free. (Registration required) Call Judy at 571-2919.

Sunday, October 18 – 9:30 a.m. (rain or shine) — “Making Strides Against Breast Cancer Walk-a-thon” — Jones Beach State Park — For sponsor sheets and more info, call 571-2919.

Wednesday & Thursday, Nov. 4 & 5 — CSEA trip to Atlantic City and Renault Winery. For details call Alice at 571-2919.

Saturday, January 30, 1999 – 12:30 - 4:30 p.m. — 5th Annual Dr. Martin Luther King Brunch sponsored by Unity Committee — Coral House, Baldwin. Limited seating. For more info call Barbara Jones at 571-6680 or Juanita McKinnies at 571-5444.

Saturday, March 13, 1999 – 12:30 - 4:30 p.m. — Irish Cultural St. Patrick’s Day Luncheon sponsored by Unity Committee. Coral House, Baldwin. Limited seating. For info call Barbara Jones at 571-6680 or Juanita McKinnies at 571-5444.
NEW YORK STATE ASSEMBLY

DISTRICT NAME
1 Patricia Acampora 57 Roger Green
2 Fred Thiele 58 Nick Perry
3 Debra Mazzarelli 59 Elizabeth Connelly
4 Steve Englebright 60 Eric Vitaliano
5 Paul Harenberg 61 Robert Straniere
6 Robert Wertz 62 Sheldon Silver
7 Thomas Barraga 63 Steven Sanders
8 Philip Boyle 64 Richard Gottfried
9 John Flanagan 65 Alexander Grannis
10 Debra Mazzarel 66 Deborah Glick
11 Steve Englebright 67 Scott Stringer
12 Paul Harenberg 68 Nelson Antonio Denis
13 Robert Wertz 69 Edward Sullivan
14 Thomas Barraga 70 Keith Wright
15 Philip Boyle 71 Herman D. Farrell, Jr.
16 John Flanagan 72 No Endorsement
17 Debra Mazzarelli 73 No Endorsement
18 Steve Englebright 74 Carmen Arroyo
19 Paul Harenberg 75 Ruben Diaz, Jr.
20 Robert Wertz 76 Peter Rivera
21 Thomas Barraga 77 No Endorsement
22 Philip Boyle 78 Roberto Ramirez
23 John Flanagan 79 Gloria Davis
24 Debra Mazzarelli 80 Jeffrey Klein
25 Steve Englebright 81 Jeffrey Dinowitz
26 Paul Harenberg 82 No Endorsement
27 Robert Wertz 83 Samuel Bea, Jr.
28 Thomas Barraga 84 James Gary Pretlow
29 Philip Boyle 85 Ronald C. Tocci
30 John Flanagan 86 Richard Brodsky
31 Debra Mazzarelli 87 Michael Spano
32 Steve Englebright 88 Audrey Hochberg
33 Paul Harenberg 89 Naomi Matusow
34 Robert Wertz 90 John Sarcone
35 Thomas Barraga 91 Willis Stephens, Jr.
36 Philip Boyle 92 Alexander Gromack
37 John Flanagan 93 Samuel Colman
38 Debra Mazzarelli 94 No Endorsement
39 Steve Englebright 95 Howard Mills
40 Paul Harenberg 96 Judy Green
41 Robert Wertz 97 Joel Miller
42 Thomas Barraga 98 Jacob Gunther
43 Philip Boyle 99 Endorsement Pending
44 John Flanagan 100 No Endorsement
45 Debra Mazzarelli 101 No Endorsement
46 Steve Englebright 102 No Endorsement
47 Paul Harenberg 103 James Tedisco
48 Thomas Barraga 104 No Endorsement
49 Philip Boyle 105 Paul Tonko
50 John Flanagan 106 Ronald Canestrand
51 Debra Mazzarelli 107 Robert Prentiss
52 Steve Englebright 108 Pat Casale
53 Paul Harenberg 109 No Endorsement
54 Thomas Barraga 110 Endorsement Pending
55 Philip Boyle 111 William Magee
56 John Flanagan 112 Dierdre Scozzafava

VOTE for CSEA-endorsed candidates
Election Day
Nov. 3, 1998

Marc Butler
H. Robert Nortz
David R. Townsend, Jr.
RoAnn Destito
Frances Sullivan
Michael Bragman
Joan Christensen
James Corbett
Harold Brown, Jr.
Clifford Crouch
Jay Dinga
Robert Warner
Martin Luster
Daniel Fessenden
George Winner
Robert Oaks
Craig Doran
James Bacalles
Susan John
Joseph Morelle
David Gantt
Joseph Robach
David Koon
Jerry Johnson
No Endorsement
No Endorsement
No Endorsement
No Endorsement
Robin Schimmmer
Arthur Eve
Susan Peimer
Paul Tokasz
Sam Hoyt
Brian Higgins
Richard Smith
No Endorsement
No Endorsement
No Endorsement
Pat McGee
William Parment
LABOR DAY 1998