A crew from state DOT CSEA Local 676 out of the Rensselaer County Residency trims damaged trees to aid in the restoration of power in the North Country.

A crew of Steuben County CSEA Local 851 members from the county DPW and Bath Gas, Electric and Water Departments helped out in the North Country.

'ABOVE AND BEYOND...'
CSEA members tackle storm of the century
– See pages 2, 19 and 20

Photo by Gareth Plumadore, Plumadore's Photos, 13 Champlain St., Redford, NY
‘You know how people and society are always saying how the family is falling apart, how people no longer care about anyone but themselves? Well, this storm disproved that.’

— Clinton County Deputy Sheriff Cpl. Shaun Luck

‘In the North Country, when something goes wrong we all pitch in and help each other out’

— Essex County Sheriff’s Office employee Billie West

More than 55 SUNY Potsdam employees made it to work the first day of the storm and worked 24 hours around the clock for the next three days. Among them, above, were: Front row, left to right, Bob Tyler, Skip Fefee, Mike Norman, Don Deon and John Sullivan. Back row, left to right, Paul Williams, Jim Foster, Bob Conklin, Tom Crosby, Rob Phillips, Ed Bennett and Steve Parker. Among their many contributions, they supplied 2,000 gallons of diesel fuel a day to keep the generators going and the campus as operational as possible. Additionally, they continually disconnected and transported a series of generators from on campus to the Town of Potsdam water plant and back to keep the town and campus supplied with fresh water during the emergency. In between, they helped out in a shelter set up on campus that housed 1,250 people at one time.

CSEA-represented Massena DPW employees Jim Serviss (driving) and Al Morris mark downed ‘live’ power lines with orange cones on Stoughton Avenue, Massena. The CSEA unit is part of St. Lawrence County CSEA Local 845.

‘People would put in 16 hours in dispatch then go home, help out a neighbor or volunteer time elsewhere. That’s just how it was.’

— Essex County Deputy Sgt. Tom Cross

This state Department of Transportation crew from the Rensselaer residency went as far north as possible to help storm victims. Pausing at the Canadian border are, from left, CSEA Local 676 members John Pasanan, tree pruner supervisor; Tree Pruner Steve Daley, and Highway Maintenance Workers Dave Provost and Kris Fitzpatrick. CSEA Local 676 members from the Albany, Essex, Greene, Rensselaer, Saratoga, Schenectady, Warren and Washington county residencies, as well as special crews and equipment management shop personnel went north to help during the storm aftermath.
ACTIVISTS

ALBANY — "Respect." It's what Geraldine Wiggins believes distinguishes organized workers from the unorganized. And it's what motivates her to be a union activist.

It takes many talents to make an effective leader. Different people have different approaches, and while no two leaders are alike, they all share a common desire to get their co-workers respect. Or, as Wiggins explains, "with respect comes better pay, better benefits, better treatment."

The Public Sector is often filled with stories about victories won by these activists — grievance awards, jobs reinstated, contracts negotiated. In their own words, here's what some activists feel it takes to be a leader.

For Jane D'Amico, it takes "intelligence, ability to see the bigger picture, dedication, responsibility, and an altruistic spirit topped off with a sense of humor." She couples these traits with "a real commitment to the concept of unionism" and "lots of energy as well as a willingness to dedicate that energy to a common good, a common cause."

She also sees a need "to prioritize ... you learn to make the time because you believe in what you're doing" and adds that good activists must "reach out and instill union values and enthusiasm in others to nurture activists for the future."

Ken Monahan's approach begins with the word "listen."

An electrician by trade who once "never spoke in front of people, never took the lead in anything," Monahan says getting involved in the union changed his life.

For him, a successful activist "listens to people, their point of view, their concerns ... you need give and take ... if you keep your mind closed, you're done."

He warns that activists should not become "territorial and try to do it all,"

CSEA is in the process of a transformation designed to revitalize and strengthen the union. In the April edition of The Public Sector we'll examine how CSEA is changing, and why.
Union fights unfairness in Lynbrook

LYNBROOK — CSEA is fighting back on behalf of its members in the Lynbrook Village Department of Public Works, who are being told to work harder and longer for less.

Problems emerged after the village reduced the garbage pick-up from five trucks to four.

CSEA Labor Relations Specialist Stanley Frere has filed two Improper Practice (IP) charges. The first charge addresses the increased workload for the sanitation employees without negotiating with CSEA.

The second IP contends the village increased the highway department employees’ workload by assigning them to pick up newspapers from both sides of the village when they had previously split that work with the employees on the fifth sanitation truck.

Frere also filed a complaint with the state Department of Labor when the village refused to pay overtime money after members worked overtime to complete the additional work created when the fifth truck was abolished.

“CSEA is fighting back on behalf of its members in the Lynbrook Village Department of Public Works, who are being told to work harder and longer for less,” Frere said.

CSEA members addressed taxpayers at a recent board meeting, explaining that their routes had been increased by 25 percent due to the elimination of the fifth truck, resulting in slower pickups of garbage in front of residences.

CSEA Village of Lynbrook DPW Unit President Don Kealey said reasons for delays include the increased workload, the requirement to dump loads regardless of whether the trucks were full and the fact trucks were being forced to transport garbage to an additional drop off point.

“Our men have been harassed, threatened and forced to work under the most extreme conditions,” Kealey said.

“We have been told to work faster, as if we were animals, and the superintendent is cracking the whip behind us,” he said. “We have been denied the right to stop for a drink of water or a cough drop.”

A proposal by the village to negotiate an end to overtime payments by paying a lump sum of $2,000 was overwhelmingly rejected by the employees.

“The lump sum would not have been calculated accurately to the employees’ detriment,” Frere said.

The lump sum would not have been calculated toward their retirement, and employees in the highway department who substituted for DPW employees would not get any of the lump sum money or any overtime for that work.

— Sheryl C. Jenks

CSEA mourns loss of Delaware County union activist Carl Shelton

DELHI — CSEA Delaware County Local 813 is mourning the recent death of longtime union activist Carl E. Shelton.

Shelton, 52, worked as a safety coordinator for the Delaware County Highway Department, and served as unit president for CSEA's Delaware County Unit and Local 813 vice president for the past five and a half years. He was a union activist for the more than 13 years he worked for the county.

Shelton died of congestive heart failure. He is survived by his wife, six children, and 15 grandchildren.

CSEA Central Region 5 President Jim Moore said Shelton was a strong advocate for his members and a good union activist.

"I remember walking the picket line with Carl when times were tough, and I knew that CSEA could always count on him as a solid activist," Moore said.

"Besides being a really good unit president, Carl was a really good friend and a good person, and we’re all going to miss him," said CSEA Delaware County Local 813 President Karin Eggleston.

— Mark M. Kotzin

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CSEA Special School Employees Committee Chair Ronald Gillespie, left, testified recently before the Senate Standing Committee on Children and Families. Gillespie said that while CSEA supports the goal of a safer, more secure school setting for our schoolchildren, the union opposes proposed legislation that would require fingerprinting and criminal history screening of current school employees. He called it "a costly invasion of privacy for thousands of dedicated, competent people." At right is CSEA's Director of Legislative and Political Action Fran Turner.

Fingerprinting opposed
NORWOOD — The spotlight recently shined on a group of Norwood-Norfolk School District workers after their workplace Lotto club hit it big in the state Lottery, winning a share of a $10 million jackpot.

It was Transportation Supervisor Clayton LaRose, a CSEA and Lotto club member, who first realized that the group's numbers had been picked in the Saturday night Lotto drawing.

"I was surprised. I didn't believe it at first. I had to check the numbers two or three times to make sure," LaRose said. He had two shares in the club.

As the workers in the club arrived to work on Monday morning LaRose told them they had won. He also called Unit Secretary Toni Monroe on the phone, because she was out of work with a broken ankle. Most of the workers didn't believe the news.

"I don't think any of us actually believed it," CSEA Norwood-Norfolk Schools Unit President and bus driver Geneth Tarallo said. She said the workers have been playing the lottery twice a week for the past ten years, winning only small amounts.

"My first reaction was shock and disbelief, same as everyone else. I couldn't even remember my own phone number," bus driver Eddie Bishop said.

"I was stunned, I was running through the halls. I was about five feet in the air, I think," Teacher Aide Ann Castle said.

Bus Driver Maggie Adams was probably the most jubilant, however, Bishop said.

"Maggie was the most enthusiastic — she was jumping up and down."

"Well, what do you expect?" Adams retorted. With the district giving them the day off, the group traveled in style to Syracuse to have their winning numbers confirmed. A friend of LaRose drove them in a limousine to the lottery offices, where they were met by an enthusiastic press.

"It was like opening night in Hollywood," LaRose said.

When the workers finally receive their checks, they figure they'll get about $130,000 per share after taxes. Most said they want to use the money to help pay off bills and for savings.

— Mark M. Kotzin

Onondaga County CSEA members first of many to receive OSHA General Industry Standards training

SYRACUSE — Members of CSEA Onondaga County Local 834 who work for the county's Drainage and Sanitation Department will be better informed about the safety, and the risks, of their workplace, thanks to CSEA.

That's because 19 of their co-workers recently attended the first-ever Occupational Safety and Health Administration (OSHA) General Industry Standards Outreach Training conducted by CSEA's Occupational Safety and Health (OSH) Department.

Funded by a grant from the NYS Department of Labor Hazard Abatement Board, the two-day, 10-hour training session was the first of 20 sessions scheduled throughout the state to be taught by members of CSEA's OSH Department staff.

According to CSEA Occupational Safety and Health Specialist Ed King, who taught the first series of courses along with OSH Director James Corcoran and OSH Specialist John Bieger, the training gives CSEA members a basic overview of OSHA and Public Employee Safety and Health (PESH) standards. The training is broken down into four mandatory topics, each an hour long, and six hours of additional topics chosen from a list assembled by OSHA. Each participant is issued a course completion card from OSHA.

King said that all the CSEA OSH Department staff have been authorized by OSHA as trainers, and that the department's goal is to increase understanding of the OSHA/PESH requirements and help foster a cooperative approach between labor and management in complying with standards and preventing hazards.

"This training was instrumental in providing the students with information relating to their jobs in order to work in a safe and healthy environment," King said. "We appreciate the cooperation we've gotten from management in allowing us to present this."

So far, the program has met with rave reviews. "Excellent program, straight forward and very understandable. Great communication within seminar," read one evaluation.

Additional information on the training is available by contacting Peter Jones in the CSEA OSH Department at 1-800-342-4146 ext. 1311.

— Mark M. Kotzin

CSEA wins a pair of school representation elections

CSEA recently won the right to represent more than 140 employees in two school districts.

New Lebanon School District

CSEA plans to be at the bargaining table as soon as possible on behalf of its members in the New Lebanon School District Unit in Columbia County after solidly beating an unaffiliated renegade union.

CSEA Capital Region 4 President Carmen Bagnoli said a rogue organization known as Local 424 instigated a "baseless" challenge that delayed the collective bargaining process.

Bagnoli said the employees "easily saw through all the 424 lies and totally unethical campaign they ran."

Manchester-Shortsville School District

And on Jan. 30 CSEA won a certification election to represent about 80 employees of the Manchester-Shortsville School District in Ontario County.

Fallsburg SD members aid 75 families during holidays

Thanks to the combined efforts of staff and students in the Fallsburg School District, 75 Sullivan County families had a happy holiday season. CSEA Fallsburg School District Unit Vice President James Blake said the cooperative effort to collect toys and food was such a success that it took 18 drivers to deliver the goods. In addition to donations from students and staff, donations were also made by local businesses and the county's office for the Aging.

— Anita Manley
CSEA wins back pay, reinstatement for seasonal employees

LAKE GEORGE — It was nicknamed the “Million Dollar Beach case,” it contained political intrigue, and just like in the movies it was settled on the eve of trial.

CSEA contended members Daniel Johnson, Majorie Mannix and Sheila Healy were terminated from their seasonal state Department of Environmental Conservation (DEC) positions at the Lake George Million Dollar Beach facility three years ago because of political patronage reasons, not because of job performance or other job related reasons.

CSEA Labor Relations Specialist James Martin and Environmental Conservation Local 116 President Laverne French initially attempted to resolve the issue through the grievance procedure. CSEA argued that civil service appointments should not be subject to partisan politics.

The case was transferred to the union’s Legal Department when DEC was uncooperative.

“CSEA was preparing to go to trial when the Attorney General’s Office initiated settlement,” CSEA Attorney Pam Baisley said.

Johnson will be reinstated with full back pay of $26,959.26 along with service credit with the state retirement system and will be rehired for the 1998 season at the Lake George Million Dollar Beach at the rate of pay he would have had if he had been employed in the title for 1995, 1996 and 1997.

Mannix agreed to settle for $20,000 as the amount of back pay due her and did not seek reinstatement.

Healy accepted $10,000 as full settlement for her case and also did not seek reinstatement.

“It was a long three years,” Johnson said. “CSEA did the right thing. The three of us were doing our jobs. We all earned good to excellent evaluations every year. I can’t say enough about (CSEA Attorney) Pam Baisley and CSEA.”

— Daniel X. Campbell

Empire Plan enrollees may be eligible for out-of-pocket reduction

Empire Plan enrollees may be eligible for the Basic Medical Program’s co-insurance maximum reduction provision.

Through a negotiated benefit for CSEA-represented state employees, Empire Plan enrollees may be eligible to reduce their annual out-of-pocket co-insurance from $776 to $500 per calendar year. As of October 1, 1997 those employees earning $20,962 or less base salary are eligible.

Enrollees who meet the criteria may obtain an application from the New York State Department of Civil Service at 1 (800) 833-4344 or (518) 457-5754. Information showing that the enrollee is the head of the household and sole wage earner of the family must be provided.

Send application to:
NYS Department of Civil Service
Division of Employee Benefits
W. Averell Harriman State Office Building Campus
Albany, N.Y. 12239

Refer to your Empire Plan Certificate for out-of-pocket costs associated with the Managed Physical Medicine Program and the Managed Mental Health and Substance Abuse Program. Although the out-of-pocket costs remain unchanged for 1998, they differ widely based on network vs. non-network benefits.

New York State Employee Assistance Program

Providing problem assessment and referral services to New York State employees and their family members

Practical help ... from people you trust

A Joint Labor Management Program

For CONFIDENTIAL help call...
1-800-822-0244

State Government News
CSEA urges local governments, private sector employers to follow suit

Attendance rules waived for North Country

Under heavy pressure from CSEA, the state has suspended attendance rules beginning with the evening shift on Jan. 7 through Jan. 15 for state employees who work in the six North Country counties declared in a state of emergency due to the devastating ice storm.

At the request of Gov. Pataki, the state Civil Service Commission suspended attendance rules during that time frame for state employees in Clinton, Essex, Franklin, Jefferson, St. Lawrence and Lewis counties.

Workers unable to get to their job sites on those dates will not have to charge any of that time to their leave accruals. Those state employees who were able to work during the emergency will receive an extra day of vacation accrual equivalent to the number of hours actually worked within their regular work shift (not to exceed eight hours) for each day from the late shift on Jan. 7 through Jan. 12.

"State workers were on the front lines the entire time...the Governor's action acknowledges their exceptional efforts."

New LEAP tuition benefit effective in May

For several years the cost of tuition at public and private colleges, schools and universities has been outpacing the negotiated support for the CSEA Labor Education Education Program (LEAP) Tuition Voucher/Reimbursement benefit provided by CSEA's contract with New York state. This, in spite of the fact that CSEA has dedicated increasing levels of this negotiated support to the LEAP program year after year. As a result, approximately half of those who apply for LEAP each term don't receive funding. Members were becoming increasingly frustrated with denials and uncertainty about the availability of tuition support for their educational plans.

To decide on a new direction for LEAP which would provide members greater certainty and control over their tuition benefits, CSEA President Danny Donohue appointed a LEAP Advisory Committee of CSEA activists to address this issue. This Advisory Committee issued an opinion survey last September asking members to indicate a preference between the current LEAP system or a new system which would assure each eligible applicant of greater certainty and control during the term. 1,800 responded with 63 percent favoring the new single voucher approach.

"CSEA applauds the governor's action: it's something we urged him to do for several weeks," CSEA President Danny Donohue said. "State workers were on the front lines the entire time during the crisis, proving once again that when times are tough, CSEA members are even tougher. The Governor's action acknowledges their exceptional efforts."

Donohue urged local government and private sector employers to follow the state's example. Employees who worked and are eligible for the vacation accrual will be credited on April 1 with the provision that any vacation in excess of 40 days resulting from this crediting must be used by April 1, 1999.

In addition, employees who do not normally earn vacation credits but who worked during the time frame should receive an equivalent amount of compensatory time, the Governor said.

The Governor also granted leave with pay to all members of the National Guard who were activated during the emergency. The time will not be charged against their annual 30-day entitlement to military leave with pay.

Town, merchants express appreciation to DOT crew for quick bridge repair job

GENOA — CSEA members working on a state DOT bridge crew recently got a big "thank you" for completing in just eight days a major bridge repair job that was expected to take up to three weeks.

Officials of the Cayuga County town of Genoa, local merchants and residents all expressed gratitude to the crew for quickly completing the bridge repair job that tied up the middle of town and created a long, inconvenient detour.

"It was a real inconvenience for the village — everyone had to detour around," Meehan said. "We wanted it done as much as they did."

With the two crews working 10-hour days and one weekend, help with equipment from the town and from the Cayuga and Seneca County Highway Departments, and the luck of good weather, the workers were able to complete the job in eight days.

Meehan said the workers were pleased over the recognition.

"We appreciated it a real lot," he said.

— Mark M. Kotzin

Parking fee opposition continues

BINGHAMTON — CSEA members working at SUNY Binghamton, still angry about being asked to pay a parking fee, are continuing their opposition to the plan, proposed three years ago.

According to Local 648 President Bob Goeckel, the union is still fighting the fee, but is trying to come to a fair compromise.

"We're trying to negotiate an equitable settlement," he said.

Goeckel said some of the union's proposals, if a parking fee is imposed, include reserved parking lots for employees; CSEA-represented members selected by the union to serve on the oversight committee; and pro-rated fees determined by work hours.

CSEA is continuing in negotiations that started when the campus tried to impose a fee of at least $160 a year upon the workers in November 1994. Currently, only students and non-union represented workers pay any parking fees.

Last fall a large group of CSEA SUNY Binghamton Local 648 members turned out to rally against the imposition of a parking fee at the campus.

"We just feel that as employees of the university who provide services to the students here, we shouldn't be charged to park here," Goeckel said. "We shouldn't be charged for providing a service."

— Mark M. Kotzin
Let's not get shortchanged by shortsighted election year budget

For the past decade the annual state budget process has been a continuing crisis and confrontation. Besides making New York a national laughingstock for the inability of the Governor and lawmakers to reach on-time agreements, the annual debacle has shortchanged taxpayers at every level throughout the state.

For too long state government has been battered by downsizing and cutbacks, particularly in areas such as mental health, mental retardation and SUNY, which have undermined the delivery of services and demoralized the work force.

But local governments have also experienced the downside of the state's downsizing. Counties, cities, towns, villages and schools have all been required to do more with less as the state has cut back. This has really been a double whammy, as localities have been forced to fill-in the gap as the state has moved away from providing direct services and also decreased funding for localities.

Sadly for all of us as taxpayers, the state's reckless income tax cuts have been more than offset by rising property taxes as localities have scrambled to make up for the state's shortcomings.

This year appears to be different.

Using a $1.8 billion windfall derived primarily from a continuing "Bull Market" on Wall Street, Governor George Pataki has proposed a record $71 billion budget with something for everyone.

It's no coincidence that this is an election year.

CSEA is urging caution in the adoption of the Governor's proposal. While much of the funding is very much needed and long overdue, we remain concerned by the Governor's own projections of multi-billion dollar deficits in future years.

It's crazy to overspend this year if it means we won't be able to live up to our commitments in the years ahead and will face new budget crises all over again.

We need stability in New York's state government.

No matter where you work or what you do, CSEA wants its members to be able to provide cost-effective, quality services for the people of New York not just this year, but every year.
STATEN ISLAND — CSEA New York City Local 010 members at Arthur Kill Correctional Facility believe all union corrections employees should receive hazardous pay, especially after a surprise lockdown revealed nearly 100 inmates possessing an arsenal of crude weapons. Hidden throughout the 975-bed Staten Island medium security prison were more than 100 razors, shanks and other deadly devices, according to news reports.

CSEA NYC Local 010 Steward Barbara Morrisey noted that prisoners walk about the facility every day while performing clerical work or computer jobs for the New York State Department of Motor Vehicles (DMV).

While CSEA secured hazardous duty pay for union members working directly with inmates doing clerical jobs, Morrisey said all union members working in the jail should be compensated for their dangerous work environment.

"CSEA complained loud and long when the DMV first began using inmates rather than civil service workers, to answer telephone inquiries from the driving public," said CSEA Metropolitan Region 2 President George Boncoraglio. "To this day, I guarantee you, drivers have no idea...that on the other end of the phone is a convict with a computer screen."

Boncoraglio also condemned a number of other state prison systems where corporations use prison labor for everything from sewing blue jeans to making furniture sold for profit. Meanwhile the corporations don’t have to pay a living wage to someone who never broke the law or to welfare recipients looking for real jobs.

For big corporations it's both profitable and convenient for USA taxpayers to foot the bill for room, food and medical costs of a cheap, imprisoned corporate workforce.

"Isn’t this what we criticize China for doing?" Boncoraglio asked.

Prisoners need rehabilitation, he stressed, "But it’s just plain wrong to be taking decent-paying jobs with benefits away from civil service and giving the work to convicts."

— Lilly Gioia

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SEE PAGES 10 & 11
**CSEA and Gouverneur Correctional management combine to provide new life to mechanic facing layoff**

GOUVERNEUR—When Archie White found out in November 1997 that his temporary position as an electronic equipment mechanic at Gouverneur Correctional Facility was targeted for layoff due to state budget cuts, the future looked grim. Living a single father of four, he wasn’t sure how he’d get by. Luckily, CSEA and his facility management stepped in, and gave him the chance that combined with his own determination and persistence, allowed him to get the education he needed to get a permanent, higher paying job at the facility. What they did is emblematic of the efforts made by the CSEA, the Joint Apprenticeship Program, a CSEA negotiated benefit.

"Between the union and the administration doing this for me, it's probably the best thing that's ever happened to me." — Archie White

According to everyone involved, White's completion of the three-year program in less than two years with a straight A average, is an unprecedented accomplishment. In fact, he was recognized by Labor-Management Committees, according to Local 196 President Barbara Bayne for her help in saving his job.

"I think it was probably the best thing that ever happened to me," White said. "I stayed up till 2 a.m. studying sometimes." Upon the completion of his job training and workroom, White was appointed as a permanent journey-level electrician this past fall. According to Local 196 President Bayne, it was a true success story.

"When they were letting people go, it was a sad time. To help Archie secure a job, it felt good to know that we were able to help at least one person. A lot of people were pulling for him," she explained.

And the whole time White was attending classes at nearby SUNY Canton, he was trying to work full time at the facility as an apprentice electrician. While he says that the experience was good, it got rough at times.

"There were times when you felt everything was coming down on you. I stayed up till an untried accomplishment. In fact, he was recognized by Labor-Management Committees, according to Local 196 President Barbara Bayne for her help in saving his job.

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"There were times when you felt everything was coming down on you. I stayed up till

**A long, tough drive on a mission of mercy well worth it**

GREEN HAVEN — A CSEA member at Green Haven Correctional Facility is proud of his role in helping victims of the North Country ice storm by delivering much needed food and supplies to a shelter on the St. Regis Indian Reservation during the ice emergency in January.

Bob Langton, a 22-year state employee and member of CSEA Local 195, a part-time dispatcher, is a good example. Although he and his co-workers, driven by such actions as these, made round the clock patrols to check on people isolated without power or phones and kept them updated on rescue progress. "It was stressful for everyone, but they felt much better just by seeing a sheriff's car checking their area," CSEA Clinton County Sheriff's Unit President Todd Law said. — Daniel X. Campbell

**CSEA members were often**

**No credit necessary for good deeds**

During ice storm of century, CSEA members were often

**Whatever it took, they did it**

PLATTSBURGH — CSEA represented members of Clinton County Sheriff's Department were extremely involved in public safety and security during the ice storm of this February. During the crisis department employees provided shuttle service for anyone needing or desiring to travel, including the delivery of injured or sick people to areas hospitals because ambulances could not get to the people. Sgt. David Jock said. He also noted that deputies made round the clock the patrols to check on people isolated without power or phones and kept them updated on rescue progress. "It was stressful for everyone, but they felt much better just by seeing a sheriff's car checking their area," CSEA Clinton County Sheriff's Unit President Todd Law said. — Daniel X. Campbell

"He, like all of us, just did whatever he could to help," Cross says.
New video/workbook available to help you prepare for civil service exams

Making The Mark: Tips and Strategies for Civil Service Test Takers, a new video on how to prepare to take a civil service exam, and an accompanying 50-page workbook are now available to all CSEA bargaining unit members.

The video/workbook project is a joint effort by the CSEA Education and Training Department and the CSEA Labor Education Action Program (LEAP). Contents are based on a successful test preparation video-taped workshop previously offered by the Cornell University School of Industrial and Labor Relations with negotiated funds, and were developed after surveying CSEA members and activists at 1997 State and Local Government workshops.

The interactive video uses a start/stop format and the accompanying workbook can be used by an individual or by study groups. The video contains general tips on test taking and test preparation for state and local government exams and strategies for answering specific types of questions.

Subject matter also includes information in these four specific exam areas: understanding and interpreting written material; preparing written material; understanding and interpreting tabular material; and evaluating conclusions in the light of known facts.

The video and workbook will be helpful for many civil service exams, including Secretary 1 and 2 exams that will be given on March 28. The CSEA/LEAP office also has study guides available which cover most test areas for the Secretary 1 and 2 exams.

The video and workbook can be purchased through the CSEA/LEAP office by sending the coupon below and $10 to the address listed. Additional information is available by calling CSEA/LEAP at 1-800-253-4332.

Order Form
Please send me _____ video(s)/workbook(s)

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CSEA Local/Unit: ____________________________

Job Title: ____________________________

Name of Civil Service test (if any): ____________________________

Total amount enclosed: ________ Date: ____________

Send completed order form with a check or money order (payable to CSEA) for $10 for each video/workbook ordered to:
CSEA/LEAP 1 Lear Jet Lane, Suite 3, Latham, NY 12110-2393

THE ICE STORY OF JANUARY 1998
WERE YOU THERE
when a massive winter storm caused devastating ice and flooding damage to much of upstate New York in January?

DID YOU TAKE VIDEOTAPE OR STILL PHOTOGRAPHS OF THE DAMAGE, and in particular, DID YOU TAKE VIDEOTAPE OR STILL PHOTOGRAPHS OF PUBLIC EMPLOYEES AND THEIR EQUIPMENT INVOLVED IN THE AFTERMATH CLEANUP?

If so, please contact the CSEA Communications Department at 1-800-342-4146 Ext. 1271 or (518) 257-1271.

CSEA hopes to compile a documentary record of the herculean efforts of public employees in responding to this weather disaster.
CSEA safety efforts recognized with 1997 NYCOSH award

MANHATTAN — The New York Committee on Safety and Health recently honored CSEA President Danny Donohue with their 1997 NYCOSH Award in recognition of CSEA’s aggressive efforts to protect the safety and health of the union’s more than 200,000 members.

“Fighting for workplace security standards is CSEA’s number one priority,” Donohue emphasized in accepting the award. He noted the many hazards CSEA members can face at work, everything from asbestos, to toxic chemicals, indoor air pollution, infectious diseases and repetitive strain injuries. He also noted that intentional homicide is now the leading cause of death in the workplace for women.

President Donohue credited CSEA’s entire Safety and Health Department staff, directed by Jim Corcoran, for their innovations, conferences and highly regarded newsletter, The Canary.

“Our Safety and Health staff work tirelessly to save lives, prevent illness and protect our members. We applaud our union’s safety and health team for their hard work and we appreciate this recognition,” Donohue said.

NYCOSH Chairman Bill Henning blasted current efforts in Albany and Washington to gut Occupational Safety and Health legislation. “Safety and health is a political issue and a tool around which we can organize new members into the labor movement,” Henning said, stressing the urgency of organizing around workplace safety issues.

— Lilly Giola

CSEA offering $14,000 in scholarships

Graduating high school seniors who are sons or daughters of CSEA-represented employees are eligible to apply for a total of $14,000 in scholarships offered by or through CSEA. A single application covers three scholarship programs.

Application deadline is April 15

Applications for the scholarships are available from CSEA local and unit presidents and at CSEA headquarters, region and satellite offices. Applications must be filed by April 15. Winners will be notified in June and winners announced in The Public Sector. The CSEA scholarship program is administered by the CSEA Memorial Scholarship Committee.

Irving Flaumenbaum Memorial Scholarships

Eighteen Irving Flaumenbaum Memorial Scholarships will be awarded to graduating high school seniors who are sons or daughters of CSEA members. Three $500 scholarships will be awarded in each of CSEA’s six regions.

The awards are presented in memory of the late Irving Flaumenbaum, who was a spirited CSEA activist for more than three decades. He was president of CSEA Long Island Region 1 and an AFSCME International vice president at the time of his death.

Jardine Award

One $2,500 Jardine Award scholarship will be awarded to a graduating high school student entering higher education in the SUNY system. The top 2% of scholastic achievers, based on high school average, class rank and SAT scores will be selected to create the eligibility pool for this scholarship.

This award is provided by Jardine Group Services Corp. and is given in memory of Charles Foster, a long-time CSEA activist beginning in the 1930s who became the first business officer of the SUNY system.

MetLife Award

One $9,500 MetLife Award will be presented to a graduating high school senior and is not limited to a student entering the SUNY system. The top 2% of scholastic achievers, based on high school average, class rank and SAT scores will be selected to create the eligibility pool for this scholarship.

This award is being provided for the first time by MetLife Insurance Company and was previously awarded by Travelers. It is given in memory of the late Joseph D. Lochner, CSEA’s first employee and former executive director who was a CSEA employee for more than 40 years.

$8,000 NYS AFL-CIO scholarship available

The New York State AFL-CIO will award a four-year scholarship to a 1998 graduating high school senior who intends to pursue a career in labor relations or a related field at an accredited college or university in New York state. The scholarship is for $2,000 a year for four consecutive years for a total of $8,000.

Candidates must be a son or daughter of a parent or guardian who is a member of a union (CSEA is) affiliated with the state AFL-CIO, a 1998 high school graduate and accepted in a course of study in labor relations or a labor-related interest at an accredited institution of higher learning in New York state.

For additional information and/or applications, call Cindy Gilligan at (212) 777-6040.

CSEA backs four winners

CSEA endorsed winning candidates in recent elections to fill three Long Island state Assembly seats and a New York City Congressional seat.

Democrat Gregory Meeks won the 6th Congressional District seat in Queens.

On Long Island, Democrat Adele Cohen won the 6th Assembly District seat in Suffolk County. In Nassau County, Republican Maureen O’Connell won the 17th Assembly District seat and Republican Kathleen Murray won the 19th Assembly District seat.

Helpful hints from CSEA

The following hints will assist CSEA Employee Benefit Fund (EBF) enrollees in ordering and obtaining prescriptions from the ValueRx Mail Order Pharmacy:

• Review your prescriptions with your physician and be sure they are written for the correct days supply and quality.

• If you are submitting a new prescription because your doctor has changed your drug therapy, include a note to alert the ValueRx pharmacist about this on the Mail Service envelope.

• Complete legally all information requested on the envelope.

• Once Value Rx has your prescription on file, you can call ValueRx Customer Service (1-888-435-4338) to order refills. This will save both time and money.

• Order your refills as close to the recommended refill date as possible.

• Include your payment with your order whenever possible.

• Plan accordingly - allow 10-14 days from the date your order is mailed to the time you receive the order.

• Keep the ValueRx Customer Service phone number (1-888-435-4338) handy in case of questions 24-hours a day.

Some additional tips

Remember, any time you call the CSEA EBF have your Social Security number ready along with pertinent claim information so the customer service representatives can answer your questions quickly.

The EBF requires current Proof of Student Status be provided annually for any child or ward under the age of 25 who is a full time student. Remember, any time you call the CSEA EBF have your Social Security number ready along with pertinent claim information so the customer service representatives can answer your questions quickly.

EXCLUDED FROM OUR TABLES

A 40-hour fast for farmworkers

The NYS Labor-Religion Coalition, NYS AFL-CIO and other groups will sponsor a fast for 40 hours from 8 p.m. March 24 until noon March 26 to protest the exclusion of New York state farmworkers from basic protections afforded many other workers. For information, contact Brian O'Shaughnessy at (518) 459-5400 Ext. 6294.
May 15 is deadline for submitting proposed resolutions and changes to CSEA’s Constitution & By-Laws

Proposed resolutions and proposed amendments to the CSEA Constitution & By-Laws for consideration by CSEA delegates to the union’s 1998 Annual Delegates Meeting must be submitted by May 15, 1998.

Proposed resolutions may be submitted only by a delegate and must be submitted on the proper forms. Forms for submitting resolutions are available from CSEA headquarters and region offices.

Proposed resolutions and proposed amendments to the Constitution & By-Laws must be submitted no later than May 15 to Statewide Secretary Barbara Reeves, CSEA Headquarters, 143 Washington Avenue, Albany, NY 12210-2303.

The 1998 CSEA Annual Delegates Meeting will be held Oct. 5 - 9 in Rochester.

Reminder 1997 Empire Plan claims must be filed by March 31

All 1997 Empire Plan Basic Medical claims must be submitted by March 31, 1998, to:

United Healthcare Service Corp.
Administrator for Metlife (formerly MetraHealth)
P.O. Box 1600
Kingston, N.Y. 12402-1600

Basic medical claim forms may be obtained from your agency’s personnel office or from United Healthcare. Make sure you complete the requested subscriber information and, if applicable, dependent student information. Don’t forget to sign the claim form.

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

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

CSEA providing $2,000 free Term Life Insurance to members

As announced in previous editions of The Public Sector, CSEA began providing $2,000 of Term Life Insurance at no cost to CSEA members actively at work effective Nov. 1, 1997. For new members who join CSEA after Nov. 1, this no-cost coverage takes effect on the date they become members.

CSEA is pleased to provide this special no-cost CSEA membership benefit. If you have not already done so, we encourage you to complete the adjacent Beneficiary Registration Form and mail it to Jardine Group Services Corporation.

If you have any questions about this no-cost coverage, please call 1-800-697-CSEA (1-800-697-2732).

A note from CSEA President Danny Donohue

Over the past year, CSEA has been engaged in a process of transformation as we seek to become an even better union. Among the issues that have been raised in that process is the name of our official publication. One measure of any publication’s effectiveness is its ability to be instantly recognized and respected as representing the organization that publishes it. The name The Public Sector was particularly descriptive and effective when CSEA was exclusively a public sector labor union.

CSEA continues to change as a labor union, leading to conversations suggesting that the name of our publication ought to reflect, as accurately as possible, our entire membership.

For this reason, we are considering a name change for The Public Sector. What do you think? I’d like your ideas and input. If you have suggestions, please share them.

Complete the coupon below and send it to: CSEA Communications Department, 143 Washington Avenue, Albany, NY 12210.

CSEA Term Life Beneficiary Registration Form

To register a beneficiary for your no cost $2,000 term life insurance, simply complete and return this coupon to:

Jardine Group Services Corporation, P.O. Box 956, Schenectady, NY 12301

Name:

Date of Birth: __________________________ Social Security #: __________________________

Address: ________________________________ State: _______ ZIP: __________

I am a member of CSEA Local __________________________

I suggest the following name change(s) be considered for CSEA’s official publication:

______________________________

Mail to: CSEA Communications Department, 143 Washington Avenue, Albany, NY 12210

This offer is only available for actively working employees and is not available to retirees.

This free coverage will terminate on October 31, 1998.
NOTICE OF NOMINATION AND ELECTION

1998 AFSCME Convention Delegates Election

Ballots will be mailed April 20; deadline for return is May 15

Ballots will be mailed next month to elect CSEA delegates to the 1998 AFSCME Convention scheduled for Aug. 24 – 28, 1998, in Honolulu, Hawaii. Candidates were selected at region nominating meetings in February.

The AFSCME delegate election process continues in accordance with the schedule of election, printed at right, approved by CSEA’s Board of Directors. Ballots will be mailed April 20 and must be returned by 8 a.m. May 15. Ballots will be counted the same day.

CSEA delegates will be elected by region. CSEA members in each CSEA region will elect delegates from their region. The number of delegates to which each region is entitled is based on region membership strength, in accordance with the AFSCME and CSEA constitutions.

Candidates nominated as slates will appear on the ballot in the order they were nominated. The ballot will also allow slate candidates to be elected individually, separate from the slate. Expenses for transportation, room and board at the AFSCME Convention will be paid by CSEA.

AFSCME’s Constitution includes a rebate procedure to protect the rights of members who disagree with how the international union spends money for partisan political or ideological purposes. This procedure is not open to non-members who pay agency shop or similar fees to the union or to members who are employed under a union shop.

Each year, the International Secretary-Treasurer calculates the portion of per capita payments that has been used for partisan political or ideological purposes during the preceding fiscal year.

Members who object to the expenditure of a portion of their dues for partisan political or ideological purposes and request a rebate must do so individually in writing between April 1 and April 16, 1998. The request must contain the member’s name, Social Security number, home address, AFSCME local and council number. This information must be typed or legibly printed. The individual request must be signed by the member and sent by the individual member to the International Secretary-Treasurer at AFSCME International Headquarters, 1625 L Street NW, Washington, DC 20036-5687, by registered or certified mail. Requests from more than one person may not be sent together in the same envelope; each request must be sent individually. Requests must be renewed in writing every year the member wishes a rebate.

Any member who is dissatisfied with the amount of the rebate paid by the international union may object by filing a written appeal with the AFSCME Judicial Panel at the above address within 15 days after the rebate check has been received.

1998 CSEA Elections Schedule

<table>
<thead>
<tr>
<th>Date</th>
<th>Description</th>
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<tbody>
<tr>
<td>March 11</td>
<td>Deadline to decline nomination</td>
</tr>
<tr>
<td>April 20</td>
<td>Ballots mailed</td>
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<td>April 27</td>
<td>Replacement ballots available</td>
</tr>
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<td>May 15</td>
<td>Deadline for receipt of ballots (8 a.m.). Ballots counted.</td>
</tr>
</tbody>
</table>

Election results will be announced after the ballot count.
Candidates will be notified by mail of the results.
Election results will be published in the June 1998 edition of The Public Sector.

CSEA RECENTLY HONORED several civilian employee members of State Police Troop D CSEA Local 264 for their many years of service. From left are Burle Pugh, SP Remsen station cleaner (35+ years); Jane Pound, SP Watertown secretary (30+ years); Thomas Rowlands, SP Marcy station cleaner (25+ years); Edith Ruggiero, SP Oneida BCI secretary (30+ years); Troop D Commander Major James J. Parmley; First Sergeant Robert W. Marquart; CSEA Local 264 President Marianne P. Dygert, SP Oneida Troop Commander’s secretary (30+ years); David Devan, Troop D quartermaster (25+ years); Patricia Hurrle, Troop Hq. Uniform Lieutenants secretary (25+ years); Robert Allen, Troop D AMI (25+ years) and Joan Cox, Troop Hq. Identification Section secretary (35+ years). Missing from photo is Helen Eiholzer, First Sergeant’s secretary (30+ years).
Elections will be conducted for all local officers, for delegates, and for all unit officers

The term of office for all current local officers, delegates and unit officers expires June 30, 1998. Officers and delegates will be elected or re-elected to three-year terms during local and unit elections to be conducted between May 15 and June 15, 1998. Each local and unit executive board must select its own Election Committee and chairperson. The Local and/or Unit Election Committee is primarily responsible for conducting the election. Slate petitioning and slate voting will be an option for candidates for local and unit office (see adjacent information). Members may run as individual candidates if they wish.

Nominating procedure for small CSEA locals and units; special election rules apply

The union’s election rules require a minimum of 10 signatures on nominating petitions for office in all locals and units. However, this requirement causes problems for potential candidates for office in locals and units with 10 or fewer members. Special election rules apply for CSEA locals and units of 10 or fewer members. The statewide Board of Directors approved an Application for Election to Office for locals and units with 10 or fewer members. In these smaller locals and units, completion of the Application for Election to Office replaces the requirement to obtain signatures on a nominating petition.

In locals or units with 10 or fewer members, any member who submits the application and meets election requirements under the appropriate Local or Unit Constitution will be placed on the ballot.

Candidate should know the following:

- A member cannot be a candidate for officer and for delegate on the same slate. An officer candidate must circulate a separate nominating petition in order to appear on the ballot also as a candidate for delegate. The member will appear on the ballot as a candidate for office as part of the slate and as an individual for the position of delegate.

- Candidates who run as a slate must complete a Slate Consent Form and a Slate Petition Request Form. By petitioning as a slate, candidates who appear as part of a slate need to submit only one set of the required number of signatures to qualify as a candidate. Individual petitions are not necessary for slate candidates.

- Candidates who withdraw from a slate must complete a Slate Withdrawal Form.

More detailed information about election slates will be available from local and unit election committees.

Always protect your membership status

Break in membership affects eligibility for union office, voting privileges

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

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

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

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

You must notify the CSEA Membership Department at 1-800-342-4146, Ext. 1327, of any change in your status and what arrangements you are making to continue your membership in CSEA.
1998 CSEA ELECTIONS INFO

Notice of Nomination and Election

Statewide Board of Directors

Ballots will be mailed April 20

All elected seats on CSEA's Statewide Board of Directors will be up for election in 1998. CSEA delegates previously approved a two-year term for Board seat elections in 1998, synchronizing the Board elections with the union's statewide officers election cycle beginning in the year 2000. Three-year terms will resume with the Board of Directors election in the year 2000.

The nominating petition period for members interested in seeking election to CSEA's Board of Directors concluded Feb. 23. Ballots will be mailed to eligible CSEA members on April 20 (see schedule at right). The deadline for returning ballots is May 15. Ballots will be counted that day.

1998 CSEA Election Schedule
Statewide Board of Directors

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Election results will be announced after the ballot count. Candidates will be notified by mail of the results. Election results will be published in the June 1998 edition of The Public Sector.

Please donate generously to the 'CSEA Disaster Relief Fund'

Your help is desperately needed now for victims of the terrible ice storm in northern New York state, one of the worst natural disasters ever in the state. Our goal is for a donation of at least one dollar from each CSEA member. Please be generous.

SAIL AWAY WITH CSEA on Royal Caribbean’s Nordic Empress

November 9 to November 13, 1998
Monday to Friday (Nov. 11 is Veterans Day)

CRUISE PACKAGE INCLUDES:
- Round trip airfare to San Juan
- Round trip transfer, airport to pier
- Your choice of outside or inside cabins
- All meals and entertainment on board
- Port charges and departure tax

RATES (per person) DOUBLE OCCUPANCY
Outside (Category H) Inside (Category L)
$899.00 $849.00

DEPOSIT AND PAYMENT SCHEDULE:
Please complete the reservation form at right and enclose a deposit of $100.00 per person no later than April 30, 1998. For those who desire the insurance option below, an additional deposit of $49.00 per person must be paid at the time of reservation. Payments are accepted by check only, and are made payable to Plaza Travel Center. Your balance is due in full by August 3, 1998.

Travel to these destinations requires proof of citizenship; please inquire for details.

CANCELLATIONS:
Please refer to the RCCL brochure for RCCL’s policy. Plaza Travel has a cancellation fee of $50.00 per person separate from RCCL’s policy and is not protected by the RCCL insurance at right.

OPTIONAL INSURANCE:
Insurance is available at the rate of $49.00 per person which covers trip cancellation, medical protection, baggage protection and emergency assistance.

PLAZA TRAVEL CENTER PO Box 849 Latham, NY 12110 518 785-3338 or 800 666-3404 Ask for Lisa

GENERAL NEWS

The Public Sector • March 1998 • Page 17
"Does it matter that New Yorkers get cost effective, quality services every year?"

You bet it does."

The election year state budget proposal looks great, but we need continuing stability, not roller-coaster budgeting. We can’t afford to go from crisis to prosperity and back again. It’s crazy. Make sure the people who do the job right and provide the services you need are there. It’s time for New York’s elected officials to establish fiscal sanity.

Future deficits troublesome

CSEA is pleased that there are no layoffs in the proposed budget and there are measures to provide relief to localities and schools. But we are troubled by the Governor’s own projections of multi-billion dollar deficits in future years.

We need some continuing stability in New York’s state government. We don’t have to let this year’s surplus burn a hole in our pockets. It’s much better to avoid a crisis than to survive one.

CSEA wants its members to be able to provide cost-effective, quality services for the people of New York not just this year, but every year.

— CSEA President Danny Donohue, testifying on the 1998-99 proposed state budget before joint legislative committees
Relive the ice storm again - on video; proceeds benefit American Red Cross

CSEA recently co-sponsored a one-hour television special produced and shown by WPTZ Channel 5 in Plattsburgh on the North Country ice storm.
VHS copies of the special are available for $6.95 each. All proceeds benefit the American Red Cross. Copies of this documentary video can be ordered by calling 1-800-217-6363.

Members write a proud new chapter in CSEA history

Disaster Fund contributions top $40,000; more needed

CSEA members are giving generously to aid North Country storm victims.
As this edition of The Public Sector went to press, individual CSEA members and locals and units had contributed more than $40,000 to the 'CSEA Disaster Relief Fund.'
Recovery will take a long time and contributions are still needed.
To donate, make checks payable to 'CSEA Disaster Relief Fund' and mail immediately to:
CSEA,
143 Washington Avenue,
Albany, NY 12210.

'Cheap we were cooking meals for 3,000 to 4,000 people. After a while we didn't even know what day it was, that's how crazy it was.'
— Prep Cook Roxanna Yaddow, CSEA Potsdam Auxiliary and College Educational Services Local 625.

CSEA members in western New York donated a large quantity of items that were trucked to CSEA's Jefferson County Local and Unit office in Watertown for distribution. Above, Daniel Brady, CSEA Jefferson County Unit president, Local 823 first vice president and Jefferson County statewide Board of Directors representative, helps unload items.

CSEA statewide Treasurer Maureen Malone and Central Region 5 President Jim Moore load donations from members in central New York which were combined with donations from CSEA members on Long Island and trucked to victims of ice storm in northern New York.

CSEA members respond to ice storm victims

'The crews are basically working 24 hours a day, seven days a week. And I don't anticipate that will be changing soon.'
— Danny Brothers, CSEA Massena DPW Unit treasurer at height of ice storm

CSEA Labor Relations Specialist Tom Finger and Erie County Local 815 member Steve Beck load donations from union members for delivery to needy people in North Country.

CSEA ad honors members

CSEA publicly commended the tens of thousands of CSEA members who live and work in the North Country as well as the thousands more who went into the disaster area from across the state in newspaper ads which ran Feb. 8 in the New York Times, Watertown Times, Press Republican (Plattsburgh), Post Star (Glens Falls), The Saratogian (Saratoga) and the Advance News (Ogdensburg), and on Feb. 9 in the Adirondack Enterprise.
WHEN DISASTER STRIKES, the CSEA Work Force is first in and last out.

The ice storm disaster of ’98 proves how much IT MATTERS who answers emergency calls around the clock... who clears the ice and snow ... who helps evacuate and shelter the victims ... who provides emergency health care and ensures public safety.

Does it matter that it's the CSEA Work Force? YOU BET IT DOES.

Because New Yorkers know they can count on the men and women who respond to emergencies and do the job right, under the worst of conditions.