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Vol. 3 / No. 9 SEPTEMBER 2000

THE WORK FORCE
OFFICIAL PUBLICATION CSEA Local 1000, AFSCME, AFL-CIO

New ad campaign celebrates members’ excellence
See Page 3
CSEA presses lawsuit; reveals illegal scheme to cut mental health care

The state Office of Mental Health (OMH) has recklessly ignored the mental health needs of thousands of New Yorkers by secretly and illegally dismantling services at Manhattan Psychiatric Center, CSEA charged in court papers.

The union has requested summary judgment in a lawsuit alleging OMH was disregarding state law requiring a year’s notice to employees and the community before starting any “significant service reduction.”

“CSEA will not stand for such disregard for the needs of the community and its workers,” said Metropolitan Region President George Boncoraglio.

The union bolstered its position with nearly 1,000 pages of evidence from OMH documents and depositions from key state officials.

Among the undisputed facts revealed by the union’s lawsuit:

- Manhattan Psychiatric Center does not admit any patients from its designated Manhattan catchment area, instead servicing only referrals from the city jail on Rikers’ Island;
- Between July 1996 and June 1999, MPC reduced its patient census by 346 and in doing so discharged 703 patients, including 16 escapees who were listed as discharged;
- Of the limited admissions MPC does take, roughly 41 percent are re-admissions;
- MPC’s tracking of follow-up care for discharged patients primarily consists of phone calls for three months;
- Despite an acknowledged need for an array of dedicated community services, MPC does not operate any community residences, except for one it is constructing on the MPC campus;
- As of the spring of 1998, OMH planned to reduce MPC into a smaller specialty facility primarily for drug addicted mentally ill individuals with a history of violence. This plan has never been shared with employee unions or made public.

“These facts come directly from state documents and the sworn statements of top OMH officials and they support CSEA’s case about how poorly the state has treated people with mental illness,” said CSEA President Danny Donohue.

CSEA represents about 800 employees at MPC and nearly 9,000 OMH workers statewide. CSEA believes part of OMH’s strategy has been to undermine services at MPC as a pretext for the radical downsizing.

A former executive director of MPC testified the facility was an “unwanted entity of OMH” and the agency would not give it the support it needed.

The union’s motion comes on the heels of a recent state Supreme Court decision in Manhattan requiring New York City to arrange appropriate mental health care for prisoners before their release.

“There is a tremendous irony that prisoners are entitled to mental health care but OMH has been allowed up until now to get away without adequately meeting the needs of other New Yorkers,” Donohue said.

Contract fairness gets the red out in White Plains

The 400 members of the CSEA City of White Plains Unit were not the only ones seeing red as they entered their third year without a contract — the longest stretch in White Plains history that a group has worked without a contract.

The members of the city council were also seeing red as they surveyed a sea of more 200 protesters wearing crimson “Contract Now” T-shirts at a rally during a recent city hall meeting.

At that meeting, the council approved a $33 million grant to a developer for downtown renovations while denying a raise to workers who have not had a wage increase since July 1997.

One of the biggest issues in CSEA negotiations with the city is dental insurance. Since 1997, the cost to employees has risen to more than $1,500.

Unit President Howard Pinchbeck said the Unit will intensify its campaign for contract fairness.

More than 200 White Plains city workers attended a rally recently to protest being without a contract for three years.
TV, radio ads showcase CSEA members’ pride, talent, community spirit

CSEA pride is showing in the lives of the union's activists statewide.

The union is making sure New Yorkers know how important that is with the launch of a dynamic new advertising campaign.

The ads, airing on television and radio stations in every New York market, feature stories about CSEA members empowered to make a difference in their worksites and in their communities because of their union membership.

Using the theme: "CSEA — That's me," the campaign puts a human face on CSEA while highlighting the dedication of CSEA members on and off the job.

"It's an honor for me to help tell the world it's great to be CSEA," said Kelly Wells, a school bus driver from the Hannibal School District in Oswego County.

Wells' union membership provided the confidence to institute a reading program on her bus to help maintain discipline and provide educational enrichment for her students.

"Media visibility is so necessary to have an effective union in the world we live in and CSEA is in the forefront of showcasing its members and their work," said Nassau County Ambulance Medical Technician Tim Jaccard.

Jaccard has generated considerable media coverage for a project called Children of Hope, which, with CSEA support and encouragement, provides the dignified burial of murdered and abandoned infants.

"There is so much good in CSEA and its members and we want the world to know it," said CSEA President Danny Donohue.

"Advertising is a powerful way to get the message out," he said.

"Our media campaigns work for CSEA members in so many different ways — they help provide a better understanding of what union membership really means and reinforce the value of the work CSEA members perform every day — and that benefits our members," the president said.

“There is so much misinformation about unions and union members and CSEA addresses that by showing real CSEA members and their accomplishments,” Donohue added.

"I also hope all of our members gain even more pride in CSEA and in the work they perform when they see the best of our union represented to the world," Donohue said.

CSEA members talk about their community service work as part of the union’s latest television and radio ads which will be aired this fall. Clockwise, from above: Pamela Watson, a developmental aide who has volunteered on humanitarian missions overseas; Les Eason, a licensed practical nurse who is active in professional nursing groups; Kelly Wells, a school bus driver who set up a student reading program; Tim Jaccard, an ambulance medical technician who started a program that provides the dignified burial of murdered and abandoned infants. Also shown is Norm Bineyard, a youth developmental aide who volunteers as a youth football coach and Bob Campbell, a meter repairman who trains dogs for the blind.
It was a moment of triumph for all CSEA members.

It came just seven months after CSEA brought 20,000 people to the state Capitol to demonstrate “We’ve got the Power” during difficult state contract talks.

It came less than two months after thousands of members and retirees rallied for permanent pension COLA.

There was Gov. George Pataki on the very spot where CSEA members had rallied, donning a CSEA T-shirt and signing the COLA legislation into law — the final bill in CSEA’s trifecta of accomplishment.

(Earlier the governor had inked the CSEA contract pay bill and the CSEA pension reform eliminating contributions for all Tier 3 and 4 members of the retirement system and adding service credits for Tier 1 and 2 members.)

The significance of this moment cannot be overstated. It was a practical achievement and a powerful symbol of how far we’ve come and how effective we’ve been.

* The state contract fight galvanized our membership like never before and resulted in real improvements that were approved by members 20 to 1;

* CSEA’s proven leadership on the pension reform issue opened the door for the benefit to be applied to all public employees in the state;

* Making COLA a reality will benefit all of our members for decades to come and also finally accomplished our long-time top legislative objective.

CSEA is today a stronger union than ever before. The proof is in these victories and they belong to our rank-and-file CSEA members.
Do I hear a bid for this midnight shift?

Union pioneers computerized scheduling

ROCHESTER — With everything from vacations to cars available on Internet auction sites, CSEA members are bidding via computer for something they do every day — their jobs.

A novel labor-management program started at the Finger Lakes Developmental Disabilities Service Office (DDSO) allows members to use a computer to bid for direct-care jobs, work shifts, locations and pass days.

The computer matches the member’s preferences with job openings, saving time and easing members’ frustration with arranging work schedules around day care and other obligations.

“I thought it went well,” said Bob Madden, a 16-year employee, who used the computer to change his pass days.

“Once I saw something that fit my needs, I put my bid in and I was notified a short time later that it had been accepted,” he said.

Cooperation as a foundation

The program, which could be used in other work sites, is a textbook example of good labor-management relations.

“If there’s already a positive labor-management atmosphere in place, with a history of union and management cooperation, it can work,” said Kathy Button, Local president.

“Computerized bidding can be a win-win for everyone,” Button added.

That positive labor-management atmosphere is present at the far-flung Finger Lakes DDSO, which covers 10 counties and has 150 work locations, mostly residential group homes.

“The members know we work hard in their interest, and they’re part of any substantial decision we make. The members have told us they want better communications and better labor relations with management,” Button said.

“The Local’s workplace presence is evident by the fact we have a steward in each work location,” said Larry Lynch, local vice president.

Checking the status of a job location bid

“And those 150 stewards comprise our labor-management committee. And we have cluster labor-management committees, from five-home groups that meet regularly, they develop their own agreements, applicable to their cluster,” Lynch said.

Those would include sub-Local agreements on vacations, holidays, overtime rosters, and other pertinent workplace matters.

“We were having a hard time making vacation rosters for everybody in the facility — it didn’t work,” added Button.

“But if it’s developed at the single, or cluster group level of homes, and all the members sign on, as they do in our system, there’s no hidden surprises to bite a worker who is planning a vacation, and it’s all easier to work out,” Button said.

Sharing the knowledge

“We’ve even helped spread the concept,” said Button, adding CSEA members have shared their experiences with others.

“You have to work together (with management),” Button said. “It helps both sides. You can’t always lock horns, because the members suffer when bad labor-management relations exist. And the members are why we’re here,” she added.

— Ron Wofford

Finger Lakes DDSO members report it takes about three weeks to complete a desired shift change, compared to the longer waits members had to endure before computer bidding was available.

Better supervisor training spreads statewide as CSEA IDs needs

MANHATTAN — Union activists and managers have developed a unique supervisor training program that will be used in all state mental health and mental retardation facilities across New York.

Years of planning and hard work by CSEA members at the Metro New York Developmental Disabilities Service Office (DDSO) have culminated in a $25,000 training grant from the CSEA/NYS Workforce Initiative Program.

The first training session will be held this month, with another program in the series to be offered in October.

Developmental Aide Kate Brooks and Wally Nash, president of the Local, put the finishing touches on the Quality Supervision Training Program.

Concerned there was a chasm between what supervisors and managers were being trained to do and what was being done, union members toiled to find a better way to train supervisors.

With Hugh Tarpley, the director of the facility, the CSEA Local assembled a “team” of supervisory staff to identify the needs of supervisors.

Five modules were created, including instruction on motivation, leadership and team building skills.

CSEA Local president Wally Nash said the program will be a success “because CSEA was involved from the grass roots, from the bottom up.

“It is drawn from what the members felt a supervisor should know. It involves the union and management knowing it’s a partnership we have for the betterment of the individuals we serve,” Nash said.

“It is not about being told what to do, but what can we do to become a team.”

— Ann Carroll

Voices of the Work Force

“I supervise, assist, train, schedule, medicate, cook, launder...whatever it takes to run a home. I do two jobs, I’m a supervisor as well as a developmental aide, for the salary of one.

“There is no sense of completion. The job always continues, it never stops. It is not like you can finish one job and move on to the next.”

— Clinton Pierce, developmental aide at the Metro Developmental Disabilities Service Office and 24-year state employee

Bridging the gap

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WORKFORCE FACTS

Five Program Modules:
• Leadership
• Active Listening and Communications
Skills
• Team Building
• Performance
• Expectations and Evaluations
• Motivation

Key attributes to be woven through all sessions:
• Trust
• Respect
• Honesty
• Integrity
• Sensitivity

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— Ann Carroll
More than 1,000 inmates will call it home
From kitchen sink to inmates’ cells, Five Points workers ready for opening

ROMULUS — The state’s newest lockup is shaping up in this rural Finger Lakes community as dozens of CSEA members are preparing everything from the kitchen sink to the inmates’ cells only days before guards start barking orders and cell gates start clanging.

While the 1,500 inmates who will call this confine home didn’t have a choice coming here, union members have landed at the Five Points Correctional Facility to climb the career ladder, change surroundings, and work in a new facility.

New and improved
“I wanted to work at a new facility and have all new equipment,” said Peggy Stannard, a principal stores clerk and Local officer who’s been with the state since 1969.

Many, like Stannard and her husband, Leon, are transferring from nearby Willard Drug and Alcohol Treatment Center, another state Department of Corrections facility.

As the first employee officially hired for Five Points and the person in charge of receiving and storing all supplies, Stannard is quickly running out of room.

“The biggest challenge is finding the place to store the stuff until the departments are ready for it. On a daily basis we’re probably getting at least 75 pieces of freight a day plus a trailer full of furniture. Keeping track of everything is a monumental task,” Stannard said.

Moving up the ladder
Other workers are arriving at this former Army base for the promotional opportunities.

Chris Colvin worked at Butler Correctional Facility in Wayne County, where she was a commissary clerk 3.

At Five Points, she’s moving up to a commissary clerk 4, and will be managing and supervising the commissary, similar to what she did before, but in a much larger prison.

“Right now the biggest challenge is getting it running smoothly. For me, that’s the fun part,” Colvin said.

Another worker hoping for career advancement is plumber/steamfitter Tracy Smith, who transferred from Willard and previously worked at Elmira Correctional Facility.

Smith is opening the plumbing shop and would like to advance to a vocational plumbing job, where she would teach inmates.

“It’s all a challenge which I enjoy. The experience of bringing a new facility on line is exciting,” Smith said.

Union benefits a draw
Union benefits are a draw for some new prison employees, like electrician Rich Palmer who was hired from the community.

Palmer, who was a manager at a local bottling company, said he “didn’t want to be subject to corporate downsizing.”

CSEA member William Fennessy, a food service administrator who has worked in corrections for 10 years, said he’s still excited to be opening this facility, even though he’s helped open several others.

“I’m just looking forward to having a brand new kitchen to open and operate and to having a new staff in a model facility with state-of-the-art equipment,” he said.

Once the facility is open, Fennessy said his biggest challenge will be making and delivering up to 4,500 meals a day for inmates.

Fresh air, not Times Square
For others, open space beckoned.

Luis Morales, a maintenance supervisor, transferred across the state from Lincoln Correctional Facility in Manhattan, where he worked for almost 11 years since emigrating from Colombia, South America.

He said he and his wife needed a change, and wanted a more rural experience.

“My wife and I wanted to slow down before we get old, live the country life, be in a small town,” Morales said.

One of his biggest challenges off the job, he said, will be integrating himself into the rural society, where many residents aren’t accustomed to his thick accent or Latino culture.

So far, Morales said people are “very friendly.”

On the job, Morales said getting the prison ready for inmates is a huge undertaking.

“Wow, it’s a lot of things to do,” he exclaimed.

— Mark M. Kotzin
Second best in nationwide program

Onondaga County WIC program workers build healthier families

SYRACUSE — There are no labor pains in this labor of love — helping expectant mothers better care for themselves and their newborns.

For the hundreds of CSEA members who work in county offices which administer the federal Women, Infants and Children (WIC) program, no reward is greater than building happier, healthier families.

But Uncle Sam wanted to do more, and recently bestowed WIC employees in the state with a silver medal for customer satisfaction.

Second best in the nation, CSEA members said they are proud of their efforts to help millions of mothers and their children achieve better nutrition and health.

The nationwide program has four goals: nutrition education, including breast feeding education and prenatal counseling; providing supplemental foods; referring clients to available human services; and drug and alcohol assessments and referrals.

Rewards are many

“IT's a very rewarding program for us,” said Nutritionist Sharon Tripolone who works for the Onondaga County Health Department, which administers the WIC program.

“You go home at night knowing you really helped make a difference in this world. We get to see children. It's rewarding just seeing their smiling faces when they're happy and healthy. I think we play a big part in that,” she added.

The CSEA members who handle the WIC program in Onondaga County said they will continue to improve their services and become more accessible to women.

“Our staff here are very dedicated and they go out of their way to make special arrangements for families and get the documentation to help the clients become eligible,” said county WIC Coordinator Carol Sandford.

Knows both sides

Information Aide Jennifer Hayes knows what the program is like from both sides.

As a worker, she said she likes working with people and helping others. As a client with an 18-month-old daughter, Hayes has gotten a great education which has helped her provide better nutrition for her family.

“Besides helping us with the food, they help teach you what’s good about nutrition. I think it’s better for our whole family,” Hayes said.

Many are eligible

Tripolone said misconceptions about the program hamper families from getting the help they need.

She said many working families don’t realize they may qualify for WIC services.

“We’re a nutrition education program. We're not just here giving handouts. Our clients are coming to this great preventative health program and as a bonus, they get a little something to help them out. Hopefully these eating habits we teach will last a lifetime,” Tripolone said.

Donna Klock, a clerk at WIC for 16 years, said it takes team work to serve the 100 to 175 families they see every day.

“We all work together for the clients. It’s a very fast-paced and busy job, and if you don’t work as a team, it doesn’t work,” Klock said.

— Mark M. Kotzin

Nutritionist Sharon Tripolone weighs 18-month-old Amirah Darling as her mother, Jennifer Hayes, looks on. Hayes is both a WIC employee and recipient.

In Onondaga County, 33 employees run seven clinics and serve about 9,700 individuals in 6,800 families;

WIC is a federal nutrition program for pregnant and breast feeding women, infants and children up to age 5;

WIC teaches mothers how to: plan healthy meals, stretch food dollars, eat healthy during pregnancy; nurse and feed the baby; lose weight after having a baby; and feed a child who is a picky eater;

Formula checks can save more than $100 each month.

FOR MORE WIC INFORMATION, CONTACT: New York State Department of Health WIC Program, Division of Nutrition, Second Floor, 11 University Place, Albany, NY 12203-3399 or call toll-free: (800) 522-5006

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Working safely earns 100-day recognition award for DOT members

SPENCERPORT — Union members at the state Department of Transportation (DOT) in Rochester know safety is no accident.

Using safety tips learned at CSEA training sessions, members of the CSEA Rochester DOT Local assigned to the Monroe West section have been cited for working 100 days without any loss of work hours.

“We’re really proud to show that our guys are doing a great job for the public,” said Chuck Parsons, Local vice president. “And doing it safely is the only way to go.”

The workers accomplished the safety mark by following department safety guidelines for motor vehicle use, and avoiding accidents, motor equipment damage and personal injuries that required time off, Parsons added.

“The DOT guidelines, along with regular consultations with our occupational safety and health specialist, John Bieger, should be credited with helping us reach this goal,” Parsons said.

Parsons said he is proud of his members’ safety record because they work in very hazardous conditions on expressways, where the traffic is much faster and dangerous.

“We reduce some of the danger by knowing how to set up a traffic safety work zone,” Parsons said.

Although Gov. George Pataki recently vetoed a bill granting hazardous duty pay to DOT workers assigned to highway crews, Parsons and other CSEA members voted to continue fighting for the dangerous duty pay.

The Monroe West residency was one of nine statewide to reach the 100-day safety mark.

— Ron Wofford

Give ‘em a brake!

Summer’s over but the construction season continues. Show your support for your union brothers and sisters working in dangerous traffic situations by getting CSEA’s “Give ‘em a brake!” bumper sticker and send a safe message at the same time.

Call 1-800-342-4146, ext. 1271 or e-mail your request to csea35@capital.net.

Voices of the Work Force

“I work full-time in the Town of Hempstead and part-time in the Nassau Coliseum. The thing I like most about my coliseum job is watching the people. The building holds 16,000 so you certainly see a lot of people in the course of an event. I also like my co-workers, they make the work more enjoyable.”

— CSEA member Amelia Handel
Reading, writing and using the lowest bidder
CSEA members’ help plan new school

NIAGARA FALLS — When the new, one-of-a-kind, ultra-modern Niagara Falls High School opens in triumph this fall, it will be a proud moment for the community and the CSEA members who helped make it happen.

“We’re all pretty excited and proud of how innovative and state-of-the art it is,” said Dave Spacone, Unit president.

“CSEA members pitched in, working on planning committees, and saved the school thousands of construction dollars. The school board showed wisdom and common sense by enlisting, and listening to money-saving suggestions from the members,” he added proudly.

Bidding and winning
Worker-inspired, money-saving aspects included a bid by maintenance employees to provide and install window blinds and shades for the 650 classroom windows, and to make and install more than 1,000 signs throughout the four-tiered building.

“We saved more than $100,000 on the purchase of window shades, compared to the next lowest bidder,” said Pat Cristiano, a senior carpenter.

“And on the signs, we spent $20,000 on the machine that makes them, and it paid for itself. The lowest bid was $67,000 and we delivered for $32,000,” Cristiano said.

Members didn’t punch a time clock to get the work done.
“Our members worked evenings, after their normal workday, to complete the bid work,” said Spacone. “More than 48 members worked to get the jobs done on time, and at costs way below the private bidders,” he said.

Best equipment installed
State-of-the-art audio and video equipment will help students keep pace with multi-media developments.

The new school’s audio-video setup will rival that of any school in the country, and technicians Earl Smeal and Randy Rieker were instrumental in planning the layout and setup.

“The audio-video operation at this school will feed all the schools in the district,” said Smeal. “Teachers in each classroom will be able to plan their video programs and control when they are run,” he added. “This will be an interactive cable system,” said Rieker. “On a par with any city’s cable system. I don’t think there are too many schools anywhere with this ability. And this is definitely the largest of its type anywhere,” Rieker said.

The walls and floors of the new building are made of materials that resist graffiti, and the security staff will have a bank of video monitors to view pictures sent from security cameras mounted throughout the school.

“The security staff will be undergoing specialized training, so they will be up to speed on the new layout and security measures,” said Spacone. “Our security staff will be among the best, too.”

“It’s going to be a great new day for our high school students,” said Spacone. “We’re all looking forward to working here.”

— Ron Wofford

ATTENTION: School bus drivers!

Last year, CSEA member and school bus driver Kelly Wells was frustrated about the lack of control she had on her school bus. For the sake of safety and sanity, Wells developed an innovative school bus reading program that helped calm the kids and reassert her control.

Since that success, Wells has developed several other ways to make the bus ride safer and more enjoyable for the kids on her route.

Now, Wells is working with CSEA to publish a handbook/resource guide to help share her ideas and others with fellow bus drivers.

Your help is needed!
If you’re a school bus driver who’s developed a special tool, method or program for making the bus ride safer or more educational, created an innovative way to relate to children, or have a bus-driving tip you’d like to share with other drivers, we’d like to hear it.

Send a note explaining your idea, with your name, address, and daytime and evening telephone numbers, to:
CSEA Bus Driver Handbook
c/o Mark Kotzin, communications associate
CSEA Central Region Office
6595 Kirkville Road
East Syracuse, NY 13057

— Robin Rendina, building attendant for two years, Niagara Falls School District

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Erie Canal celebrates 175th Anniversary

CSEA generations at work along the Canal

Getting immersed in this job was easy. The work place is a 524-mile ribbon of dark, still water—a narrow, shallow constantly-changing trench connecting eastern and western New York. Just as the Erie Canal formed the fertile landscape of commerce and history in New York the last 175 years, so has it imprinted itself onto the fabric of thousands of CSEA members who have called it their office. Generations of union members have operated the massive 30-ton steel lock gates, deftly maintained the sprawling system of locks and waterways.

Jockeyed tug boats along the canal, and the fabric of thousands of CSEA members who have called it their office.

When Joe Stranges began working for the state Barge Canal in 1952, there were few on-the-job safety measures in place. Just as the price, losing a lower leg in a terrible accident. But it didn't stop him from putting in 40 years on the job. At Locks 34 and 35 in Lockport, before retiring in 1992, leaving son Nick to carry on the family name.

Son Nick Stranges now has 22 years, and counting, on the canal, currently as a canal maintenance supervisor in Albion, both worked many years side-by-side, and shared many of the same job titles, from laborer to lock operator.

"I started, I was only going to work here for a 'few months,'" said Joe. "Right."

"The times have seen quite a reduction in the number of workers here in the yard," said Nick. "It used to be normal for about 100 workers to be on board now, there's not even 100."

"There's been quite an evolution over the years," said Joe. "It used to be, all you would see going through the locks were commercial, industrial materials on barges, like pig iron, or other loads. There was no access to the land along the banks, like now, for public use. Now it's pleasure craft and yachts, no commercial or industrial use at all. It's for tourism now, and I think that's great."

Joe Stranges feels his accident wouldn't happen today because workers and employers are more safety conscious, thanks in part to unions pushing for more job safety measures.

"For one thing, the crane operator that was driving the sheet pile into the canal walls was from the highway department, and not a regular canal crane operator," he said.

"A regular canal operator would know the hazards, and not proceeded the way it happened. Also, there was no supervisor present at the time. But there was little safety consciousness then. We didn't have horns, or gloves, or safety meetings, as they do now. Also now, every accident is investigated and examined to see what can be done for prevention of it happening again." It is a measure of the man he is that Joe Stranges did not let his accident keep him down. After rehabilitation, he went on to continue playing baseball, even playing for a semi-pro team.

"And I wasn't given any slack on the job," he said. "I continued to earn my pay, working for a living." Most people don't realize that we used to make our own power for electricity from the canal water. That only ended about 25 years ago," said Don Bonnett, a 33 year canal employee. "I even helped remove the tubing for it when it ended."

"And when the lift bridges were operated to let large craft through, instead of the traffic lights we have now, a crew member would stand on each side of the bridge with a hand-held stop sign, to hold up traffic until the bridge was lowered." At the other end of the canal, in Waterford, CSEA member John Callaghan was born and raised within 100 yards of the beginning of the Erie Canal.

"That's real dedication," Callaghan added.

Clockwise from left, opposite page: CSEA members Frank Langdon, Don Bonnett, Curt Forsyth, Bill Beutel and Dan Boulon, represent 98 years of work experience of the Barge Canal; Western Canals member Nick Stranges and his father, Joe Stranges; the "Gov. Cleveland" as it appeared now and 75 years ago; a barge fills a Barge Canal lock in an earlier era when the canal saw more commercial traffic; opening ceremonies for the Barge Canal at Lock 2 in Waterford in 1915. Thanks to courtesy of the Waterford Historical Society and the Mitton Vessels Photography Collection.

Clockwise from left, opposite page: CSEA members Frank Langdon, Don Bonnett, Curt Forsyth, Bill Beutel and Dan Boulon, represent 98 years of work experience of the Barge Canal; Western Canals member Nick Stranges and his father, Joe Stranges; the "Gov. Cleveland" as it appeared now and 75 years ago; a barge fills a Barge Canal lock in an earlier era when the canal saw more commercial traffic; opening ceremonies for the Barge Canal at Lock 2 in Waterford in 1915. Thanks to courtesy of the Waterford Historical Society and the Mitton Vessels Photography Collection.
Westchester County’s ‘skeeter beaters’ fight virus

Editor’s note — Much media attention recently has been generated about the West Nile virus. While not a serious threat to most of the population, the mosquito-borne virus is spreading throughout New York State. A growing number of CSEA members are helping fight the virus in many ways, including attacking mosquito populations head-on with chemicals and working to educate the public on how to reduce mosquito habitats. All members should take precautions to prevent contracting the disease. The following is an account of members’ efforts in Westchester County.

As the West Nile virus creeps farther north into upstate New York, more municipalities are taking protections to battle the mosquito-borne disease.

CSEA members in the Westchester County Health Department responding to the virus’ spread are getting the support and training they’ve requested from management as they deal with the latest health threat.

As more CSEA members may be called into action to help curb the latest threat to public health, they can use the Westchester County Unit’s work as an example of how to do the job safely and effectively.

“We’re doing whatever they need us to do — going out on complaints, larvaciding storm drains and picking up dead birds,” said county sanitarian Kathy Torrisi.

The virus is carried by mosquitoes and is particularly lethal to blue jays and crows.

The virus’ threat to humans is about the same as that of the flu — which is to say it can be deadly to the elderly, infants, and anyone with a compromised immune system.

Originally a health threat on Long Island and Manhattan, the virus has been tracked through dead birds north to Syracuse, Albany and east to Boston. Early in the Westchester County response, CSEA members raised safety concerns, having to work in traffic as they dropped larvacide into storm drains.

But the county responded promptly, said CSEA member Marty Kerschus, providing workers in the field with orange safety vests and lights for their cars.

Kerschus and co-worker Pete Delucia are trained as certified pest control operators as well, which helps them on the job to know whether they are applying pesticide or larvacide that is approved by the state Department of Environmental Conservation for use in New York, and whether they are applying it properly.

“That’s why we were able to do this,” Kerschus said.

Larvacide is a biological agent that prevents the mosquito larvae from maturing and becoming mosquitoes. Pesticide is usually a nerve-agent based poison that must be handled with caution.

The county has contracted out some of the pesticide applications, while county workers are applying the larvacide.

“They do part of it and we do part of it. Part of us being out there is to keep an eye on the contractors,” Kerschus said.

Meanwhile, health department sanitarians try to keep a step ahead of the virus by working with municipalities to limit, as much as possible, mosquito infestations.

Poorly maintained pools, buckets catching rainwater, even hollow trees give mosquitoes with the standing water they need to breed, sanitarian Karen Gennarelli said.

“People generally comply, it’s just that with all the rain we’ve been having, it’s been tough,” Gennarelli said.

And while the West Nile virus can present a health risk similar to the flu, Gennarelli noted Lyme disease, borne by deer ticks, is a more serious health threat that people should not disregard.

— Lou Hmieleski
Proposed amendments to CSEA's Constitution and By-laws

The Constitution and By-Laws Committee has met six (6) times since the Annual Delegates Meeting in 1999. The meeting dates were March 6, 2000; April 26, 2000; June 6, 2000; June 19, 2000; July 5, 2000; and July 17, 2000. The Constitution and By-Laws Committee has, among its functions, the duty to make recommendations to the Delegates regarding proposed amendments to the CSEA Constitution and By-Laws. The Committee reviews suggestions made by individuals and their organizations (which may be referred from the Chairperson of the Statewide Election Committee for consideration). The Constitution and By-Laws Committee also reviews the matter of housekeeping that this reference is removed when the amendments are published. The following proposals were submitted by Betty Lennon of Local 612 and Brother Thomas Jefferson of Local 922.

ARTICLE VI. State Division
Section 1. STATE EXECUTIVE COMMITTEE. TEXT REMAINS THE SAME.
Section 2. (a) NOMINATIONS. Nominations for members of the State Executive Committee shall be made by official petition. Petition forms shall be provided by the Chairperson of the Statewide Election Committee or designated employee of the Region.
(b) ELIGIBILITY. TEXT REMAINS THE SAME.
EXPLANATION: The proposer provided the following justification with the proposal: "The number of signatures to run for the Board of Directors is more in line with the other statewide positions in terms of focus, scope and responsibility and fiduciary relationship. The requirement to secure 10% of the eligible votership, with a maximum of 450 signatures and social security numbers, protects the candidates from securing the number of valid signatures to the Statewide Election Committee at CSEA Headquarters in a timely manner shall be placed on the ballot as a candidate for the State Executive Committee. Write-in votes are prohibited."

The following proposals were submitted by Sister Betty Lennon of Local 612 and Brother Thomas Jefferson of Local 922.

ARTICLE VI. State Division
Section 1. STATE EXECUTIVE COMMITTEE. TEXT REMAINS THE SAME.
Section 2. (a) NOMINATIONS. Nominations for members of the Local Government Executive Committee shall be made by official petition. Petition forms shall be provided by the Chairperson of the Statewide Election Committee or designated employee of the Region. A record must be kept of all petition signatures and the names and addresses of the petitioners. The signature of any person must be signed in the presence of the person for whom the signature is sought. No person may sign the names of two or more persons on the same petition for the same office. The number of signatures required for an individual to run for the Board of Directors is more in line with the other statewide positions in terms of focus, scope, and responsibility and fiduciary relationship. The requirement to secure 10% of the eligible votership, with a maximum of 450 signatures and social security numbers, protects the candidates from securing the number of valid signatures to the Statewide Election Committee at CSEA Headquarters in a timely manner shall be placed on the ballot as a candidate for the Local Government Executive Committee. Write-in votes are prohibited.
(b) ELIGIBILITY. TEXT REMAINS THE SAME.
EXPLANATION: The proposer provided the following justification with the proposal: "The number of signatures to run for the Board of Directors is more in line with the other statewide positions in terms of focus, scope and responsibility and fiduciary relationship. The requirement to secure 10% of the eligible votership, with a maximum of 450 signatures and social security numbers, protects the candidates from securing the number of valid signatures to the Statewide Election Committee at CSEA Headquarters in a timely manner shall be placed on the ballot as a candidate for the Local Government Executive Committee. Write-in votes are prohibited."

(c) NOMINATIONS AND ELIGIBILITY. TEXT REMAINS THE SAME.
EXPLANATION: The proposer provided the following justification with the proposal: "The number of signatures to run for the Board of Directors is more in line with the other statewide positions in terms of focus, scope and responsibility and fiduciary relationship. The requirement to secure 10% of the eligible votership, with a maximum of 450 signatures and social security numbers, protects the candidates from securing the number of valid signatures to the Statewide Election Committee at CSEA Headquarters in a timely manner shall be placed on the ballot as a candidate for the Local Government Executive Committee. Write-in votes are prohibited."

The following proposals were submitted by Sister Betty Lennon of Local 612 and Brother Thomas Jefferson of Local 922.

ARTICLE VII. Local Government Division
Section 1. LOCAL GOVERNMENT EXECUTIVE COMMITTEE. TEXT REMAINS THE SAME.
Section 2. (a) NOMINATIONS. Nominations for members of the Local Government Executive Committee shall be made by official petition. Petition forms shall be provided by the Chairperson of the Statewide Election Committee or designated employee of the Region. A record must be kept of all petition signatures and the names and addresses of the petitioners. The signature of any person must be signed in the presence of the person for whom the signature is sought. No person may sign the names of two or more persons on the same petition for the same office. The number of signatures required for an individual to run for the Board of Directors is more in line with the other statewide positions in terms of focus, scope, and responsibility and fiduciary relationship. The requirement to secure 10% of the eligible votership, with a maximum of 450 signatures and social security numbers, protects the candidates from securing the number of valid signatures to the Statewide Election Committee at CSEA Headquarters in a timely manner shall be placed on the ballot as a candidate for the Local Government Executive Committee. Write-in votes are prohibited.
(b) ELIGIBILITY. TEXT REMAINS THE SAME.
EXPLANATION: The proposer provided the following justification with the proposal: "The number of signatures to run for the Board of Directors is more in line with the other statewide positions in terms of focus, scope and responsibility and fiduciary relationship. The requirement to secure 10% of the eligible votership, with a maximum of 450 signatures and social security numbers, protects the candidates from securing the number of valid signatures to the Statewide Election Committee at CSEA Headquarters in a timely manner shall be placed on the ballot as a candidate for the Local Government Executive Committee. Write-in votes are prohibited."

The following proposals were submitted by Sister Betty Lennon of Local 612 and Brother Thomas Jefferson of Local 922.

ARTICLE VIII. Retirement Division
Section 1. RETIREE EXECUTIVE COMMITTEE. POWER AND AUTHORITIES.
Section 1. (a) PURPOSE AND FUNCTION. TEXT REMAINS THE SAME.
(b) ELIGIBILITY. TEXT REMAINS THE SAME.
(c) ELIGIBILITY. TEXT REMAINS THE SAME.
EXPLANATION: The proposer provided the following justification with the proposal: "The number of signatures to run for the Board of Directors is more in line with the other statewide positions in terms of focus, scope and responsibility and fiduciary relationship. The requirement to secure 10% of the eligible votership, with a maximum of 450 signatures and social security numbers, protects the candidates from securing the number of valid signatures to the Statewide Election Committee at CSEA Headquarters in a timely manner shall be placed on the ballot as a candidate for the Local Government Executive Committee. Write-in votes are prohibited."

The following proposals were submitted by Sister Betty Lennon of Local 612 and Brother Thomas Jefferson of Local 922.

ARTICLE IX. Retirement Division
Section 1. RETIREE EXECUTIVE COMMITTEE. POWER AND AUTHORITIES.
Section 1. (a) PURPOSE AND FUNCTION. TEXT REMAINS THE SAME.
EXPLANATION: The proposer provided the following justification with the proposal: "The number of signatures to run for the Board of Directors is more in line with the other statewide positions in terms of focus, scope and responsibility and fiduciary relationship. The requirement to secure 10% of the eligible votership, with a maximum of 450 signatures and social security numbers, protects the candidates from securing the number of valid signatures to the Statewide Election Committee at CSEA Headquarters in a timely manner shall be placed on the ballot as a candidate for the Local Government Executive Committee. Write-in votes are prohibited."

The following proposals were submitted by Sister Betty Lennon of Local 612 and Brother Thomas Jefferson of Local 922.

ARTICLE X. Delegates
Section 1. LOCALS. TEXT REMAINS THE SAME.
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EXPLANATION: The proposer provided the following justification with the proposal: "The number of signatures to run for the Board of Directors is more in line with the other statewide positions in terms of focus, scope and responsibility and fiduciary relationship. The requirement to secure 10% of the eligible votership, with a maximum of 450 signatures and social security numbers, protects the candidates from securing the number of valid signatures to the Statewide Election Committee at CSEA Headquarters in a timely manner shall be placed on the ballot as a candidate for the Local Government Executive Committee. Write-in votes are prohibited."

The following proposals were submitted by Sister Betty Lennon of Local 612 and Brother Thomas Jefferson of Local 922.
function belongs.

The Committee recommends approval of the proposed amendments to the Constitution and By-Laws as presented. It is the opinion of the Committee that the proposed amendments will improve the internal operations and governance of the Association. The Committee is also of the opinion that the proposed amendments will strengthen the position of the President and the State Executive Committee, and will provide for more effective and efficient governance of the Association.

The Committee respectfully requests that the proposed amendments be approved by the membership of the Association.

RESOLVED, that the proposed amendments be approved by the membership of the Association.

The Committee further recommends that the proposed amendments be submitted to the United Brotherhood of Carpenters and Joiners of America for approval as a constituent body of the International Union, AFL-CIO.
CSEA, Inc. will then publish, in the first issue of the "Worldwide News," the date on which the filing deadline will expire, and the required number of signatures to the Statewide Election Committee as of that date. The filing deadline will expire 30 days before the election year. The Committee recommends disapproval of this proposal.

The following proposal was submitted by Brother Les Eason of Local 551.

ARTICLE IV. Fiscal Year

Section 1. Election Year. TEXT REMAINS THE SAME.

Section 2. Election Procedure. TEXT REMAINS THE SAME.

Section 3. Do's and Don'ts. TEXT REMAINS THE SAME.

Section 4. ELECTION AGENCY. TEXT REMAINS THE SAME.

ARTICLE V. Judicial Board

Section 1. Members. TEXT REMAINS THE SAME.

Section 2. Jurisdiction. TEXT REMAINS THE SAME.

Section 3. Procedure.

(1) Any member may file a complaint against any member or officer of CSEA. Any Executive Board of a Unit, Local, or Region may file a complaint against any member of CSEA.

(2) Each complaint must be filed with the Judicial Board, 140 State Street, Albany, New York 12210, by certified mail, return receipt requested, and a copy of the complaint must be served on any person against whom a complaint is filed by certified mail, return receipt requested. If the complaint is found to be frivolous in nature, lacking sufficient substantiation or alleging conduct for which no penalty is provided under the LMRDA, the Judicial Board determines there is probable cause to believe that the complaint, if proven, would not sustain a finding of misconduct and the complaint is dismissed. A complaint may be filed only against any member or officer of CSEA. Any Executive Board of a Unit, Local, or Region may file a complaint against any member of CSEA.

(3) Any member who is otherwise eligible to seek an office, and whereas, it is not feasible for members to on the ballot a candidate for office, and whereas, it is not feasible for members to provide biographic information asd biographic information as background of candidates, and therefore, it is in the specific jurisdiction of the Board to determine such things as minimum time period of membership prior to candidacy, and continuity of good standing. The SEC believes that the restriction sought by this proposal would be deemed "unreasonable" if ever challenged before the Board of Labor. In addition, while the SEC believes that this situation is not likely to arise again, it is also the strong belief that it is up to the voters to elect their leadership. This is one of the fundamental principles that has always been part of CSEA's great tradition.

The Committee recommends disapproval of this proposal.

The following proposal was submitted by Brother Michael Van Nostrand of Local 575.

ARTICLE IV. Finance

Section 1. Fiscal Year. TEXT REMAINS THE SAME.

Section 2. Do's and Don'ts. TEXT REMAINS THE SAME.
THE SAME.

THE PROPOSAL.

shall exist the following negotiating committees: L

York or its representatives shall be done solely by the duly

certified bargaining unit or units. The proposal for

elected negotiating team composition.

who responded that the proposal for elected negotiating

time and communication time trying to get some clarification in each instance. Here are those items and the action taken by the Committee.

(1) At the 1999 Annual Meeting, the Delegates referred Resolution #659 to recate reimbursement to local for the Constitution and By-Laws Committee. Resolution #659 was addressed by the Board of Directors as a propos-
directly to the Constitution and By-Laws Committee. At its July 13, 2000 meeting the Board voted to disapprove this proposal.

(2) At the 1999 Annual Meeting, the Delegates referred back to the Constitution and By-Laws Committee Section 2(d) to allow voting rights for gratuities members. The Committee sent a follow-up letter to the proposer inviting them to attend another discussion at the 1999 ADM. He was asked to restate any language he wished the Committee to consider. The proposer did not receive any response to its inquiry. Since the proposer failed to submit a revised proposal or clarification, the matter has been deemed closed.

(3) Proposal to amend By-Laws, Article V seeking full disclosure of all Judicial Board matters. This proposal was not properly submitted as required by the By-Laws. It did not set forth the relevant Article(s) the proposer was seeking to amend properly. The Committee was unable to consider this proposal in its submitted format and the matter has been deemed closed.

(4) Proposal to amend all relevant sections regarding political action relates. The article and section refer-

to the possibility of developing الحملة نحو تحقيق التغيير الايجابي. The Committee also believes that this approach puts into practice the intent and spirit of the new Mission Statement, that we are a union inclusive of all, exclusive of none, and bearing from rank and file as much as from activists. The Committee believes that the proposal embodies this clearer and broader way of doing business.

THE COMMITTEE RECOMMENDS APPROVAL OF THIS AMENDMENT.

The following proposal was submitted by Brother Joe Swee.

Schwartz of South Beach Psychiatric Center Local 446.

ARTICLE V. Committees

Section 1. STANDING COMMITTEES. TEXT REMAINS THE SAME.

Section 2. BOARD COMMITTEES. TEXT REMAINS THE SAME.

Section 3. STATE NEGOTIATING COMMITTEES. TEXT REMAINS THE SAME.

Section 4. SPECIAL AND AD HOC COMMITTEES. TEXT REMAINS THE SAME.

The following proposal was submitted by the Standing CSEA Constitution and By-Laws Committee.

(1) The Committee is reviewing another proposal which seeks to allow seasonal employees the right to vote. The Committee is in agreement with the underlying goal of the proposal, which is to provide opportunities for seasonal em-

PRESIDENT DONOHUE offered the following ex-

ploration: (Proposal is as follows: Article IV, Section 2(a), Article VI, Section 1; and Article VII, Section 1) The Committee also believes that this approach puts into practice the intent and spirit of the new Mission Statement, that we are a union inclusive of all, exclusive of none, and bearing from rank and file as much as from activists. The Committee believes that the proposal embodies this clearer and broader way of doing business.

THE COMMITTEE RECOMMENDS APPROVAL OF THIS AMENDMENT.

FINISHED BUSINESS: Several items submitted this year proposes substantial restructurings of the Board of Directors. The Committee will discuss each item thoroughly and separately. The Committee is in the opinion of the Constitution and By-Laws Committee that restructure the Board and the School Board must be reviewed and deliberated thoroughly and extensively before any particular restructuring pro-

paign to amend Constitution, Article IV, Section 2(a); Article VI, Section 1; and Article VII, Section 1) The Committee also believes that this approach puts into practice the intent and spirit of the new Mission Statement, that we are a union inclusive of all, exclusive of none, and bearing from rank and file as much as from activists. The Committee believes that the proposal embodies this clearer and broader way of doing business.

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THE COMMITTEE RECOMMENDS APPROVAL OF THIS AMENDMENT.

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Heroes among us:
Saving lives just part of their day

Three CSEA members recently added the word “hero” to their resumes, saving the lives of a neighbor, a motorist and a co-worker.

As an assistant volunteer fire chief near Buffalo, union member Barry Kobrin is used to jumping out of bed, racing to a fire and heading back home without any personal fanfare.

One recent night, Kobrin heard a smoke alarm from the house next door. After calling 9-1-1, Kobrin forced open the front door, located a sleeping resident and pulled him from the smoke-filled house before other help arrived.

“I wasn’t expecting the hoopla that followed,” said Kobrin, who has worked 22 years in the SUNY Buffalo labs and has been active in the CSEA SUNY Buffalo Local. He is also a member of CSEA’s statewide Standing Safety and Health Committee.

At about the same time as Kobrin’s heroics, a local car dealer and radio station had developed a program to sponsor a weekly salute to a local hero.

“So I became the first to have my name mentioned twice daily on the radio station, every day, for a week, and the car dealership mounted a framed certificate with my name on it in the showroom. I wasn’t expecting anything like that. We (volunteer firefighters) do our jobs without looking for any reward,” Kobrin said.

Trapped in a burning car

Stanley Van Duzer was on an ordinary assignment for the Town of Warwick department of public works but quickly found himself in the extraordinary position to help save an unconscious man trapped in a burning car.

Van Duzer, a public works foreman and CSEA member, was driving in town when he saw a burning car wrapped around a tree.

Another passerby had called 9-1-1 for help. Using a fire extinguisher, Van Duzer, a 27-year public works employee and father of five, doused the blaze and both men waited for a medical team to arrive to help the victim.

Suddenly, the fire rekindled, exposing the unconscious driver to the flames. Van Duzer said he knew he had to act quickly.

He climbed inside and pulled the victim from the burning car.

“I just happened to be in the right place at the right time,” Van Duzer said, downplaying his role as ‘hero.’

“To me, heroes are people who put their lives on the line. I don’t consider myself a hero and would hope if anyone else found themselves in the same situation, they would do the same. I was just fortunate to be there,” Van Duzer said.

Right place, right time

Six years ago, immediate medical attention saved the life of CSEA member Keith Kazala who was stricken with a heart attack. When a co-worker suddenly collapsed earlier this year, it was Kazala’s turn to help save a life.

Kazala, a state Department of Transportation worker at the Fultonville office, was visiting the DOT office in Utica when “someone came around the corner yelling they needed somebody who knew first aid.”

Sam LaPolla, a highway worker, had suffered a heart attack in a nearby radio room.

Kazala, who has been a volunteer CPR instructor with the Red Cross for more than 25 years, bolted into the room where LaPolla lay unconscious on the floor.

“He (LaPolla) wasn’t breathing and was about 15 shades of deep, deep, blue,” Kazala recalled.

Kazala started and continued CPR for more than 10 minutes until paramedics arrived. LaPolla had to be defibrillated several times. “We lost him a couple of times, but we were able to bring him back,” Kazala said.

Today, LaPolla is doing well following bypass surgery and expects to take a disability retirement.

LaPolla said he has no memory of the heart attack or Kazala’s life-saving efforts.

“I called him up. I was crying. I didn’t know what I could tell him. There’s no way I can thank him enough. When someone saves your life, you don’t know what to say — you’re speechless,” LaPolla said.

Perhaps LaPolla’s 13-year-old son, Sam Jr., said it best when asked about Kazala’s heroic efforts on his father’s behalf.

“Thank God,” was the son’s simple but powerful response.

— Ron Wofford and Mark M. Kotzin
Since its passage in 1967, the state Taylor Law quickly became the bible of public employee unionism. The Taylor Law gives public employees the right to belong to a union and to bargain collectively. Without the law, CSEA members would have no right to sit at the bargaining table with management. The law also protects union members' rights between contracts by continuing the terms and conditions of employment during negotiations.

Strikes by public employees, however, are prohibited by the law, which imposes the penalty of two days pay for every day on strike.

Passage of the Taylor Law had a major effect on CSEA operations. Previously, CSEA had acted as an effective lobby for state employees and, to a lesser extent, for employees of a few local governments.

Once the Taylor Law was in place, CSEA negotiated contracts for most state employees. It began to organize employees of most local governments and negotiate contracts for them.

The law took the name of George Taylor, whom Gov. Nelson Rockefeller appointed to a special committee to recommend labor law changes in the wake of labor law changes in New York City.

Also in 1967:
- The first microwave oven hits the stores;
- The Beatles release Sergeant Pepper's Lonely Hearts Club Band;
- Race riots erupt in Detroit, New York City and other cities;
- The first heart transplant is performed in South Africa;
- Muhammad Ali refuses to report for the draft; loses his heavyweight boxing title.

Editor's Note — Throughout the next year, CSEA will celebrate our 90 years of progress with a look back at the important milestones in our proud history.
CSEA encourages its union brothers and sisters to take part in Labor Day festivities. Our union is only as strong as our involvement in it, and shows of solidarity are key to building that strength. Labor Day events across the state include:

Long Island/Metropolitan/Southern Regions
Saturday, Sept. 9, New York City — Assembly location: West 46th Street at 5th Avenue. Assembly time: 11:30 a.m. (The parade starts at 10:30 a.m. but the CSEA section will not march until later.)

Capital Region
Picnic to be held Labor Day, Sept. 4 at the Ganser-Smith Park in Menands. Hours: from noon to dusk. Call Stephanie at (518) 462-1388 for more information.

Central Region
Labor Day, Sept. 4 there will be a 10 a.m. blessing of the workers at the New York State Fairgrounds. A parade and rally will be held at 2 p.m.

Western Region
Buffalo area: Parade begins at noon, Sept. 4 at Walden and Harlem roads (Thruway Mall). Lineup begins at 10:30 a.m. near the starting point.

Rochester area: Parade begins at 11 a.m. Sept. 4 at Meigs Street and East Avenue. Lineup begins at 9:30 a.m.

A Labor parade will be held Saturday, Sept. 23. Meet at Albany High School, on Washington Avenue between 8-9 a.m.

The first election day of the new millennium is quickly approaching and CSEA President Danny Donohue has set a simple goal: 100 percent of our members registered to vote.

Much of the strength of our union comes from our power at the ballot box. Voting is more than our right it is our responsibility. And for working people, the stakes have never been higher.

Polls predict close elections and it’s up to us to make a difference on vital issues for working families such as education, Social Security, an enforceable Patients’ Bill of Rights, and relief for the middle class. So it’s important to register and vote. Get your families, friends and neighbors registered, too.

As an added incentive, CSEA is conducting a voter registration contest with exciting prizes.

The member from each region who signs up the most new registrants will win a CD Radio Cassette Recorder. If the region winner has signed up 50 or more new registrants they will be entered into the grand prize drawing.

That lucky member will win a trip for two to Washington, D.C. which includes a tour of the White House and Congress.

The contest runs Aug. 15 through Oct. 9. Voter registration forms and additional information are available from the political action coordinator in your CSEA region office. Marc Alessi (631) 462-0630, Michael Holmes (212) 406-2156, Jason Haenel (945) 831-1000, Adam Acquario (518) 785-4400, Mike Ottaviano (315) 433-0650, William Benfanti (716) 886-0391.

Son of Wyoming County members wins AFSCME scholarship

The son of CSEA members who work in Wyoming County is one of a handful of students nationwide to receive an AFSCME scholarship.

Darren John Fox, son of CSEA member Karen Fox who is a member of the Wyoming County Local, was selected from more than 4,800 applicants to receive the $1,000 award.

"It will be such a help to my parents and me in financing my goal of working as a physical therapy assistant," Fox said about the "generous" scholarship.

In his scholarship essay, Fox wrote that his father, a CSEA member working at the Attica Correctional Facility, "explained to me that the eye exams, glasses, and dental visits were benefits provided by the union.

"When I look back over the years of my youth, I realize how lucky I was to have two parents with steady jobs, weekends and holidays off, and benefits facilitating the quality time we spend together," Fox wrote in his essay.

He was among 126 scholarship winners representing 33 unions across the nation. Criteria included academic standing, social awareness, financial need and knowledge of the role of the labor movement.

CSEA members show their solidarity with striking Communications Workers of America at a picket in Troy recently, responding to the CWA's support during CSEA's huge January rally in Albany. Joining two CWA members are Joel Schwartz, top right; Don Johnson, center; Wally Nash and Maxine Rice in front.

Register and Vote!
You Hold the power!

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Resolutions proposed for CSEA’s annual delegates meeting

PROPOSED RESOLUTIONS to be presented for consideration by delegates attending CSEA’s 90th Annual Delegates Meeting, Sept. 25-29 in New York City.

Members wishing to see copies of any resolution should contact their delegate.

Therefore, be it resolved:

1. Social Security System
   Submitted by Lee Pound
   Delegate - Local 918

   The resolution proposes CSEA and AFSCME’s political action departments continue to lobby to defeat the Social Security Solvency Act of 1999 which would allow for the establishment of personal investment accounts in lieu of a portion of an individual Social Security tax.

   The Resolutions Committee recommends this resolution be adopted as amended.

2. Protect Medical Records Privacy
   Submitted by Lee Pound
   Delegate - Local 918

   The resolution proposes CSEA and AFSCME support federal legislation that would ensure medical information privacy.

   The Resolutions Committee recommends this resolution be adopted as amended.

3. Reintroduce A.3563 and S.2077
   Submitted by Lee Pound
   Delegate - Local 918

   The resolution proposes CSEA support the reintroduction of this bill in the state Legislature. Gov. George Pataki vetoed this legislation which would prohibit all local governments from unilaterally reducing health benefits or increasing costs to retirees unless a corresponding change is negotiated for current employees.

   The Resolutions Committee recommends this resolution be adopted as amended.

   Submitted by Lee Pound
   Delegate - Local 918

   The resolution proposes CSEA and AFSCME lobby to defeat the Drug Patent Term Restoration Act in Congress. Several drug manufacturers have supported legislation that would allow certain drugs to maintain their exclusive patents for three years beyond the years prescribed by law. This would result in higher drug prices for union members and retirees, as insurance premiums would rise to cover brand-name prescription drugs.

   The Resolutions Committee recommends this resolution be adopted as amended.

5. Certification of MHTAs as Nurses Aides
   Submitted by Carol L. Hamilton
   Delegate - Local 418

   The resolution proposes CSEA continues to work to have Mental Health Therapy Aides receive state certification as nurses aides. Therapy aides perform a variety of vital services in the mental health field, including the activities of daily living, first aid, and crisis intervention, among others.

   The Resolutions Committee recommends this resolution be adopted as amended.

6. Free Union Dues in Lieu of Honoraria
   Submitted by Patrick Nikkels
   Delegate - Local 637

   The resolution proposes CSEA continues to work to have Mental Health Therapy Aides receive state certification as nurses aides. Therapy aides perform a variety of vital services in the mental health field, including the activities of daily living, first aid, and crisis intervention, among others.

   The Resolutions Committee recommends this resolution be adopted as amended.

7. Agency Building Renaming
   Submitted by Catherine Barretta
   Delegate - Local 014

   The resolution proposes CSEA support state legislation that would rename the four agency buildings at the Empire State Plaza in Albany after Susan B. Anthony, Mother Frances Xavier Cabrini, Harriet Tubman, and Eleanor Roosevelt.

   The Resolutions Committee recommends this resolution be adopted as amended.

8. Diversity Hiring Policy
   Submitted by Janet Ventran-Torres
   Delegate - Local 258

   The resolution proposes CSEA’s Local and Units should make every effort to recruit and promote a diverse workforce when hiring staff. Locals and Units are strongly encouraged to reach out to minority-based publications and organizations when recruiting for staff positions.

   The Resolutions Committee recommends this resolution be adopted as amended.

9. Harriet Tubman Day
   Submitted by Les Eason
   Delegate - Local 830 on behalf of the Standing Committee on Minority Issues and Catherine Barretta
   Delegate - Local 014 on behalf of the Standing Women’s Committee

   The resolution proposes CSEA support state legislation making March 10 an official state holiday honoring Harriet Tubman, who served as a conductor on the Underground Railroad and led more than 300 slaves to freedom in the north.

   The Resolutions Committee recommends this resolution be adopted as amended.
ALBANY — CSEA's statewide Board of Directors met on July 13. It was the newly elected board's organizational meeting and the following committees were designated:

**Appeals**
Liz Puttre, Joel Schwartz, Sabina Shapiro, Mike D'Alessandro, George Lawson and Wilma Hassar;

**Publications Committee**
John Shepherd, Dutch Wade, Diane Hewitt, Helen Fischedick, Bruce Damalt and Jim Kurtz;

**Personnel Committee**
Mike Febraio, Lori Nilsson, Kathy Button, Bob Calhoun, Sue Crawford, Mark Dotterweich, Pat Labrozzi, Irena Kobbe, Rosie Tallman and Betty Thomas;

**Budget Committee**
Alan Ackerman, Joe McMullen, Maggie McCafferty, Joan Kelso, Dave Mayo and George Smith;

**Charter Committee**
Sue Matan, Cindy DerGurahan, Rose DeSorbo, Paul McDonald, Laurie Hayes Wiley, Cindy Herman, Ron Gillespie, Tom Pirozzolo, Chris Covell and Maryjane MacNair; and

**Committee to Study Group Life Insurance**
Ray LaRose, Angela Fiore, Lyle Evans, Vern French, Bob Simoni, Sadie Ross, Carol Thornton, Dan Brady, Sandie Boyd and Vic Putman.

In other business, the board:
- *Selected Jim Moore, Cindy DerGurahan and Mary Sullivan as trustees of the CSEA Employee Benefit Fund;*
- *Appointed Grace Ann Aloisi, Jeff Howarth, Tony Giustino and Barbara Moloney to the Political Action Trust Fund;*
- *Authorized adoption of a Pilot Legal Services Plan;*
- *Approved an office lease for Local 865 and a copier lease for Local 413;*
- *Designated Buffalo (May 4 to 6, 2002), Saratoga (April 12 to 14, 2002), Albany (April 4 to 6, 2005) and Lake Placid (dates not finalized, 2004) as sites for upcoming State workshops;*
- *Selected White Plains (June 1 to 3, 2001), Lake Placid, (first weekend in June, 2002), Buffalo (May 30 to June 1, 2003) and Albany (June 4 to 6, 2004) as sites for upcoming Local Government workshops;*
- *Amended timetable for previously adopted schedule for special Region 6 election;*
- *Approved as members of the Region 1 Political Action Committee John Shepherd (chair), Liz Puttre (co-chair), Tom Byrne, Tony Giustino, Nick Pollicino, August Buckhardt, Mary Ellen DeLouise, William Planagan, Ken Cavanaugh, Alfred Carlo, Betty Pavlica, Barbara Reynolds, Ron Gurrieri (co-chair), Liz Pearsall, Rose Dellarosa, Jim Wall, Gene Hayes, Ann Marie Sarlo and Catherine Pipitone;*
- *Approved as members of the Region 4 Political Action Committee Hal Gray Jr. (Chair), William VanGuider (co-chair), Scott Allison (vice-chair), Barbara Moloney, Patricia Antinello, Frank Brady, Linda Hillje, Chris Ross, Felice Schreiber, Anthony Muscatiello, Hank Wagoner, Jeffery Zabielski, Gordon Duprey, Thomasine Walsh, Virginia Johnson, Michael Myers, Lois Biette, Carol Bruno, Robert Calhoun, William Rosenberger, Joseph Rounds, Ed Williams, Bruce Kosakowski, Vinna Boyko, Victor Putman, Christine Benson, Michael Byrne, Patricia Goyette, David Kircher, Donald Larock and Debra McCallen;*
- *Approved as members of the Region 5 Political Action Committee Mike Kaiser (chair), Charlotte Adkins, Joseph Alcaro, Derrick Bell, Harry Bello, Dan Brady, Ann Braga, Teresa Bush, Sharon Connor, Timothy Douglass, Paulish Gehr, John Harbin, Sally Heater, Kathy Johnson, Beverly Kane, Patricia Labrozzi, George Lawson, David Lee, Joann Mastronardi, Rose McBlane, Joseph McMullen, Margaret Menari, Lorraine Morris, Louis Nefflin, Lori Nilsson, Dolly Petrychka, Doreen Reigles, Rick Rogala, Tony Scalise, Fred Seeburger, Ginger Sheffey, Wayne Sherman, George Smith, Rosie Tallman, Charles Taylor, Bob Timpano, Casey Walpole and Gary Wendell;*
- *Amended the region constitution to include a Human Rights Committee;*
- *Amended the unit and local constitutions to require that all election materials including ballots be retained for one year after elections have been certified;*
- *Adopted a motion that directors receive at least 10 days notice (with relevant written reports) prior to any discussion or vote on proposed financial or structural changes; and*
- *Placed into administration East Williston School District Unit and the Massapequa School District Unit.*

Questions about the summary should be directed to CSEA statewide Secretary Barbara Reeves, CSEA Headquarters, 143 Washington Ave., Albany, N.Y. 12210 (518) 435-3455 or (518) 277-6260.

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**The Empire Plan**

**A Closer Look at Two New Health Care Programs**

The **Cardiovascular Risk Reduction Program (CVRR)**: The Empire Plan began offering in July a new comprehensive disease management program, focusing on the heart to CSEA state employees and their eligible dependents. Participation in the CVRR Program is voluntary and is free. Empire Plan enrollees and their eligible dependents who have had a recent event of angioplasty, open heart surgery and/or heart attack will be invited to participate in the program, which will be conducted confidentially over the phone. If you or your eligible dependents agree to participate, your case will be assigned to a cardiac nurse who is experienced in working with patients to reduce heart disease risk factors. The nurse will consult with your cardiologist to develop a plan of care with the best promise of success. The nurse will talk with you periodically on the phone about heart-healthy diet, exercise, medication, stress management and smoking cessation, if applicable. You will receive, as needed, informational and educational materials developed in conjunction with the American Heart Association.

The Cardiovascular Risk Reduction Program is provided to Empire Plan enrollees and their eligible dependents by United HealthCare and is administered by CorSolutions. To find out more about the CVRR Program, call United HealthCare at 1-800-942-4640.

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**The Empire Plan NurseLine:** The Empire Plan began offering in July health information and advice to CSEA State enrollees and their eligible dependents 24 hours a day, seven days a week. Enrollees can contact the Empire Plan NurseLine at 1-800-439-3435 toll-free to talk with a registered nurse. You can ask about minor illness or injuries, chronic conditions or how to prepare a list of questions for your next doctor's appointment. You can even call the Empire Plan NurseLine for advice when you can't reach your doctor or when you wonder if you should go to the emergency room.

You can also call the same number, 1-800-439-3435, for recorded messages on more than 1,000 topics in the Empire Plan NurseLine’s Health Information Library. Enter PIN number 335 and a 4-digit topic code from the Empire Plan NurseLine brochure mailed to enrollees' homes in June. If you would like to find out more about the NurseLine Program or request a copy of the brochure please contact the Empire Plan NurseLine at 1-800-439-3435.

In addition, the Empire Plan also offers Health Forums on the Web at www.healthforums.com. There you’ll find the latest health care news plus a health library that includes an encyclopedia, a medical dictionary and symptom guides. There is no charge to Empire Plan enrollees and their eligible dependents for using the Empire Plan NurseLine or the Health Forums Web site.
LONG BEACH — CSEA workers at Long Beach Medical Center (LBMC) who are fighting a yearlong battle for their first contract heard from another fighter who knows the value of organizing and solidarity — Hillary Rodham Clinton.

Clinton's visit with her daughter, Chelsea, to a union rally on Long Island recently rejuvenated the battle-tough CSEA members who work at the hospital.

During her speech, Clinton, the U.S. Senate Democratic candidate, talked about the importance of education and health care.

"And just as important are the people who work in our health care facilities. They must be treated with fairness and respect," said Clinton as cheers surged from the crowd of LBMC workers, highly visible in their red "CSEA Contract Fight" T-shirts.

Speaking labor's language

Clinton asserted "Workers have the right to organize!" as CSEA members erupted into another round of cheers, their fists pumping emphatically in the air.

"We have made Mrs. Clinton aware of our contract battle and fight for fairness at the Long Beach Medical Center and she cared enough to address us in her speech," said Local President Marcene Sutton.

"When you are at an event like this and Mrs. Clinton takes the time to talk to you, you know CSEA has clout!" said CSEA LBMC Vice President Naomi Martin.

"It really boosted the workers' spirits and re-committed us to our fight for a fair contract," said Sutton.

Shopping for support in aisle 3

Clinton's visit capped a week of intensive campaigning by CSEA members for a new contract.

Union members went shopping for community support in their protracted contract fight where thousands of their neighbors shop — at a local supermarket chain.

Union activists and members of the Labor/Religion Coalition recently passed out leaflets at four local grocery stores close to the hospital.

"We want our community to see and understand the connections between the hospital and a business that says it is a friend to working families," said Sutton.

Shoppers were told the supermarket chain King Kullen calls itself a family business, yet three top executives sit on the Long Beach Medical Center board of trustees and have not intervened in CSEA's first contract fight which has been ongoing for nearly a year.
Orange County Unit ratifies 3-year pact, 11% in raises

GOSHEN — County employees in CSEA's range County Unit overwhelmingly ratified a new, three-year contract that includes pay increases, better leave policies and other improved benefits.

County workers will see salary increases of 3 percent, 4 percent and 4 percent (retroactive to Jan. 1, 2000) plus a $450 increase in base salaries.


Vacation leave accruals will increase by one hour per pay period under the new deal. New employees will receive four hours of vacation time per pay period, up from three, while senior employees' accruals would increase from eight to nine hours per pay period.

The cash payment for employees with excess sick time upon retirement is doubled under the new plan, from 15 percent to 30 percent of unused sick leave accrual in excess of 165 days.

Tell us how You've Made A Difference!

CSEA needs your story now!

Tell us how your actions at work have improved services to your community. Did you come up with a new way of doing your job that made it more efficient, safer, cost less? Do you participate in an activity off the job that benefits the community? And, how has your membership in CSEA helped you realize these achievements? Training, networking, informational resources?

If being part of the CSEA Work Force has helped you make a real difference in the quality of life on the job or for your community - tell us about it.

Send us the facts -- today.

We'll follow up later for more details.

Please mail this form to
Ron Kermani, CSEA Communications Dept., 143 Washington Ave., Albany, NY 12210
Come join us at

[Image]

MORE TO EXPLORE
Aug. 24 – Sept. 4, 2000, Syracuse
www.nysfair.org

The New York State Fair is at the Empire Expo Center located off Exit 7 of Interstate 690, 3 miles west of Syracuse. Hours of operation are 10 a.m. to 10 p.m. daily.

Clip one coupon at right for each CSEA member and family member and bring coupon(s) to any fair gate for a two-for-one admission on Saturday, Sept. 2 and Sunday, Sept. 3, 2000, only.

Reproduced coupons will not be accepted. Additional coupons will be available at your CSEA region office.

TWO-FOR-ONE ADMISSION for CSEA members and families on Sept. 2 and 3 during CSEA Weekend.

Buy one admission for $7, get one free
CSEA member or family member

Coupon good for Saturday and Sunday, Sept. 2–3, 2000, only.

Celebrate CSEA Weekend at the New York State Fair Saturday and Sunday, Sept. 2 and 3, 2000.

Buy one fair admission for $7, receive the second free for one CSEA member or family member. Children under 12 free.

NAME
ADDRESS
PHONE
CSEA LOCAL

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NAME
ADDRESS
PHONE
CSEA LOCAL

TWO FOR ONE

Saturday, Sept. 2 and Sunday, Sept. 3, 2000, is CSEA WEEKEND at the New York State Fair in Syracuse. CSEA members and their families will receive two-for-one admission that weekend, compliments of CSEA and the New York State Fair.

CSEA will maintain a booth in the Center of Progress Building on the fairgrounds throughout the entire fair, so stop by and visit the CSEA booth at any time. The two-for-one coupons above, however, are only good during CSEA Weekend, Saturday and Sunday, Sept. 2 and 3.