WE REMEMBER!
WORKERS MEMORIAL DAY 1998
The CSEA WORKERS’ COMPENSATION LEGAL ASSISTANCE PROGRAM, covering Workers’ Compensation and Social Security Disability, BECOMES EFFECTIVE JULY 1

If you are injured on the job or sustain a job-related illness, CSEA’s new Workers’ Compensation Legal Assistance Program can help you navigate the maze known as Workers’ Compensation. If you become disabled, the program can help you obtain Social Security Disability benefits.

THE PROGRAM SERVICES ARE ABSOLUTELY FREE, AND SO IS THE CALL

- If you have a possible Workers’ Compensation or Social Security Disability case, SIMPLY CALL 1-800-342-4146 TOLL-FREE and select the proper menu options. Your call will be answered by the firm of Fine, Olin and Anderman, P.C., through its statewide network of offices staffed by attorneys who specialize in Workers Compensation and Social Security Disability Law.

- All calls will be accepted, no cases will be turned down and there is no cost to CSEA members and their dependents for the program services.

The CSEA WORKERS’ COMPENSATION LEGAL ASSISTANCE PROGRAM 1-800-342-4146 Follow the menu options for instructions to access the program
CSEA officers, activists and rank-and-file members paid their respects in a variety of ways on Workers Memorial Day to fellow workers killed and injured on the job over the years. Moments of silence were observed at worksites across the state. Some workers wore black armbands that day in memory of their co-workers, while memorial trees were planted at some locations.

In Albany, CSEA joined with the state AFL-CIO for a large Workers Memorial Day observance program at the state capitol (see page 1).

Special memorial programs were conducted in the Town of Queensbury and in Albany in memory of John Johnson, a CSEA member who was killed in an on-the-job accident March 16.

CSEA continues to push for safer and healthier worksites as a top priority.

A PLAQUE IN MEMORY OF JOHN JOHNSON is placed on a wall of honor at CSEA headquarters on Workers Memorial Day, joining plaques containing the names of other CSEA members who died in on-the-job accidents in recent years. From left are CSEA Secretary Barbara Reeves, CSEA Treasurer Maureen Malone, Capital Region 4 President Carmen Bagnoli, CSEA Executive Vice President Mary Sullivan, Thomas Johnson, Thomas’ wife Laurie Johnson and Robert Johnson. Thomas and Robert are brothers of the late John Johnson, a CSEA Town of Queensbury member who died March 16 when he was crushed by a piece of heavy machinery which fell on him.

CSEA CENTRAL REGION 5 President Jim Moore, right, leads CSEA Local 195 and AFSCME Council 82 members, other staff and guests in a Workers Memorial Day ceremony at the Mohawk Correctional Facility. Moore is also president of the AFL-CIO Central New York Labor Council.

A MEMORIAL CEREMONY, left, at Western New York DDSO included CSEA Local 425 President Dana Tietz, Executive Vice President Bill Moretti, Recording Secretary Sue Falkner, local members and the family of the late Steven A. Guzzo. Highlight of the ceremony was the dedication of a stone memorial in memory of Steven Guzzo, who died in an on-the-job mishap in December 1987.

MEMBERS OF CSEA Department of Social Services (Albany) Local 688 form backdrop for a living memorial tree planted in a downtown Albany city park during Workers Memorial Day ceremonies. Albany Mayor Gerald Jennings and CSEA Capital Region 4 President Carmen Bagnoli participated in the program.
Leaders detail statewide deficiencies at OMH summit

ALBANY — In two hours of powerful, emotionally charged testimony, CSEA Office of Mental Health leaders recently detailed the system's deficiencies directly to Commissioner James Stone and other top level officials.

The OMH summit was intended to express the union's concerns and set a common agenda with the agency for improvement.

"These are not new issues and we recognize that OMH cannot solve all the problems alone," CSEA President Danny Donohue said. "But CSEA will work with you to improve conditions for our members and patients."

CSEA leaders from every part of the state presented stark comments about eroding patient care, inadequate staffing patterns, safety and health problems and lack of OMH support.

While OMH Commissioner Stone's response was not entirely satisfactory, he indicated that OMH would work with CSEA in several ways including a review of mandatory overtime and vacation problems; efforts to solve problems locally; and development of a "safe ward environment" conference.

"These are a good starting point" Donohue said. "But we expect follow through and accountability."

Teamwork pays off at state DOT sign shop

HAMBURG — The state Department of Transportation’s only self-directed work team, members of CSEA Local 514 in the Hamburg Sign Shop, have succeeded so well the state might consider eliminating a good deal of mid-level management.

"This is really a team, and we're proud of what we do," said Don Brisky, team leader. "When we started, we had a two-year backlog of orders. We've wiped out that backlog, and now we have about a six-week turnaround on sign orders."

The self-directed team concept was developed through meetings and studies by DOT with CSEA and the 12 team members who work in the sign shop. At the time, they faced the possibility that the sign shop would close.

"This whole team deserves a lot of credit for showing what can be done in a cooperative work environment," CSEA Labor Relations Specialist Jim Gleason said. "They saw the need to save the shop depended on it, and now they are much better as a team."

— Ron Wofford
CSEA members win 2,000 leave accruals

BATAVIA — CSEA went to bat for a group of state School for the Blind members who were being shortchanged on their leave accruals. "A time records audit that we requested, performed through cooperative labor-management relations, showed they were eligible for earning the accruals," Local 200 President Sharon Armstrong said.

"The school would call workers for 'substitute' work when they were short, which is permissible," CSEA Labor Relations Specialist Penny Gleason said. "But then they would post a schedule of those workers, which nullified the sub status, and not credit them with the earned accruals of a full-time worker."

More than 1,200 vacation hours and 950 hours of sick leave were restored to three licensed practical nurses and 12 child care aides, who also had their anniversary dates adjusted to reflect time worked as full-time state employees.

"It's great that our union was looking out for us, and saw this through," said Cathy Howes, a 10-year employee who recovered the most accruals, 304 vacation and 208 sick leave hours.

"Sharon's just the best," said LPN Margaret Thornton, who recovered 130 vacation hours and 115 sick leave hours. "She represents us well and keeps us informed." — Ron Wofford

SUNY workers scramble, help campus host kids

NEW PALTZ — SUNY New Paltz opened its doors to hundreds of middle school children whose school shut down seven weeks before the end of the school year because a chemical made teachers and kids sick.

But readying a new building for them required a massive collaboration between CSEA Local 610 members and New Paltz School District custodians. SUNY officials offered the use of a new building, but there were problems: no furniture, unfinished floor and the need for a good cleaning. And it had to be done in two days.

University officials asked the union if the work it could be done if the school custodians helped. "I told them we're understaffed, we're preparing for the college graduation, cleaning out dormitories and getting ready for summer classes," Local 610 President Diane Lucchesi said.

"But with the help of the school district employees, we could do it." "We worked around the clock to get the building ready," SUNY Supervising Janitor Pat DeWitt said. "We shared people, equipment and supplies. This is what people working together can do."

New Paltz Middle School Principal Dr. Richard Wiesenthal said he was impressed with the SUNY employees. "Why can't more places operate like this?" he said. "Your people set a standard."

— Anita Manley

Training gives workers new skills

Stanley Clay, left, applies spackle in the Jones Beach employee break room as part of renovation project at the Jones Beach State Park on Long Island. He is one of 50 park workers who worked on the project as part of their General Trades Certificate Program training. CSEA Parks and Recreation Local 102 President Paul D'Alceo said. The grade 9 employees now have the skills to become grade 12 mechanics. The training program is made possible through CSEA, the Governor's Office of Employee Relations and the Labor-Management Committee.
Highway workers seek support on OT issue

NORTH GREENBUSH — Upset with the town’s latest demand for total control of the highway department employees during off-work hours, the CSEA Town of North Greenbush Highway Unit is seeking public support to end their two-and-a-half year negotiations.

“We have agreed on a financial package. But now management wants total control over our lives and our families’ lives with their latest demand for mandatory overtime anytime they want it,” CSEA Unit President Clark Cavanaugh said. “That’s unfair and unnecessary.”

Cavanaugh pointed to two citations presented to the North Greenbush Highway Department employees for their response to two emergency situations in 1993 and 1996 by the town and Rensselaer County, respectively.

“The record shows clearly that our members respond to emergencies. But when we asked management from day one of negotiations, to produce evidence to support their demand for mandatory overtime with severe penalties for not responding, nothing has been forthcoming,” Cavanaugh said.

Originally the unit had been in negotiations for mandatory overtime during the snow and ice season but recently the highway superintendent informed the unit that the town board now wants mandatory overtime all year long.

“We don’t believe that government should have total control over the lives of its work force and their families just because they think they might need it. We have always responded to the needs of our fellow North Greenbush citizens, and we hope that they respond to our petition drive and tell the town board that total control is not necessary,” Cavanaugh said.

— Daniel X. Campbell

Westchester unions send County Exec BIG message

Westchester County Unit workers demonstrated recently during a Democratic Party fund raiser held at the Rytetown Hilton Hotel. Workers were protesting long, drawn-out contract negotiations. During the fund-raising dinner, County Executive Andy Spano celebrated his birthday and was presented this giant birthday card by a coalition of Westchester unions including CSEA, the Westchester Community College Federation of Teachers, New York State Nurses Association, Correction Officers Benevolent Association and the Committee of Interns and Residents. The birthday card with a caricature of Spano was created by CSEA’s graphic artist Ralph Distin.

Schenectady mayor helps CSEA settle dispute

SCHENECTADY — With the intervention of Schenectady Mayor Al Jurczynski, CSEA settled an improper practice (IP) charge over retaliation for union activity.

CSEA filed the charge after Commissioner of Public Works Milt Mitchell followed through on a threat to CSEA Schenectady City Unit Second Vice President Tony Conte. Mitchell threatened severe consequences if Conte continued to represent another employee in what became a successful out-of-title grievance, and then eliminated Conte’s position from the proposed city budget.

Mayor Jurczynski restored Conte’s position in the adopted budget and authorized the city’s counsel to settle the IP.

“The Mayor’s actions prove his administration’s dedication to the fair and proper treatment of public employees,” City Unit President Paul Ruller said.

Under the settlement, Conte will not be questioned or harassed about use of union release time; his position will be budgeted through the year 2000; and any future decision to change his job shall be made solely by the mayor.

— Daniel X. Campbell

CSEA member is “School Nurse of the Year”

YORKTOWN — This year’s New York State School Nurse of the Year is CSEA member Marsha Henderson, who works in the Yorktown School District.

A 23-year district employee and member of Westchester County Local 860, Henderson was nominated by her Crompond Elementary School principal and a colleague.

As an elementary school nurse, Henderson deals with more than 500 youngsters, some of whom suffer from such problems as diabetes, attention deficit disorder, asthma and arthritis.

“My role is to act as a liaison and manager,” Henderson said, “to work with the school psychologist, the teacher and the principal and to help the children grow and mature and make them available for learning.”

— Anita Manley

Sanitation workers pick-up extra bucks

LYNBROOK — CSEA members in the Lynbrook Village Department of Public Works have reached a settlement which calls for each employee to receive a $1,000 bonus per year to cover the extra work which resulted from a route change.

Problems emerged last fall when the village reduced the garbage pick-up from five trucks to four, requiring members to work longer.

A settlement offer was made after the union filed a number of charges against the village. CSEA Labor Relations Specialist Stanley Frere said.

— Sheryl C. Jenks
Court upholds CSEA Town of Rotterdam pact

A lawsuit challenging a collective bargaining agreement between the Town of Rotterdam and CSEA has been dismissed in state Supreme Court.

Under terms of an agreement negotiated last year, CSEA Town of Rotterdam members agreed to give up a 3 percent raise for 1998 in return for the town agreeing that there would be no layoffs during the term of the agreement. This saved several CSEA members from being laid off and continued needed services to town residents.

Three taxpayers filed a lawsuit seeking to void the agreement, asserting that the contract violated “public policy” and that the town violated the Open Meetings Law even though the agreement was negotiated during a public budget hearing last fall. CSEA intervened because the lawsuit was seeking to challenge the job security rights of its members.

CSEA is pleased with the dismissal of the challenge to our contract. Remember, our members were seeking to save needed services as well as jobs. I believe in this instance their actions were good public policy,” CSEA Capital Region 4 President Carmen Bagnoli said.

— Daniel X. Campbell

School workers help preserve Kings Park’s history

KINGS PARK — For the past four years, historians, antique-lovers, educators, schoolchildren, and Kings Parkers hungry for their history have all been regulars at the Kings Park Heritage Museum, located in the Kings Park School District administration building.

CSEA member Gary Coppolino is head custodian and assistant director for the museum which houses such treasures as a Model A Ford, minutes from Board of Education meetings held in 1854, all the makings of an old fashioned pharmacy, vintage photographs, a collection of old war materials from ammunition to medals of honor, period furniture and clothing and a player piano. There is also an area dedicated to maintaining the history of the Kings Park Psychiatric Center which was developed in 1885 and was staffed by CSEA members.

What began as the quest of Kings Park Dentist George Tiernan and now retired Kings Park English Teacher Leo Ostebo to maintain historical photos blossomed into this full-fledged museum.

Kings Park School District superintendent Dr. Mary DeRose was excited by the idea of a museum within the school and gained the approval of the Board of Education.

Ostebo, who is now the director of the museum, is quick to praise Coppolino, CSEA support staff and the custodians and buildings and grounds employees he fondly refers to as “blue shir ters,” for their hard work and dedication to the museum and the district.

“It’s really the CSEA members — the blue-shir ters that worked hard to get this thing going and keep it going. The buildings and grounds, custodians and clericals are the hardest workers here,” Ostebo said. “If I request something they make it happen, from taking the kids through on the tours to getting their hands dirty moving things and fixing things, they get it done.”

Ostebo also gave credit to the state employees who repaired and refinished furniture and helped him retrieve the hospital artifacts.

“We will put together an exhibit depicting the history of Kings Park,” said Ostebo. “Our CSEA members will be involved every step of the way.”

Jimmy Tortorella and Kathy Travis, two CSEA members who devote a lot of their time to the museum, recently received the prestigious Lloyd Spahr Award for outstanding service.

— Sheryl C. Jenks

Local dispatchers better equipped to answer the call

HYDE PARK — Town of Hyde Park police dispatchers’ ongoing battle with town officials scored a point for CSEA members when a dispatcher proved that it takes a local resident to know a local resident. In the process, the dispatcher saved the life of a tropical snake.

Elected officials have been trying to convince town residents that they can save money if they turn over dispatching duties to the State Police. CSEA members say local dispatchers know the town, the roads and the residents better than a dispatcher who is 30 miles away.

It all started when Dispatcher Don Wacker, a three-year town employee, received a report that a tropical snake was missing from a local pet shop, and two boys had been seen in the store.

“The cage was open and the snake was gone,” Wacker said. “The owner looked out and got the license plate number of the car.”

Wacker said he knew the name of the owner and although there was an out-of-town address on the computer, he knew that the owner had recently moved into the town.

“I knew the house, radioed the (police) car and told them the new address,” Wacker said. “They found the car where I said it would be. The Sergeant went in and talked to the kid and found the snake.”

Just in time, too. Wacker said the snake was on medication and his chances of survival would have been “next to nothing.”

“Some dispatcher up in Claverack never would have known where the kid lived,” Wacker said. “That’s what the taxpayers are looking for.”

— Anita Manley

Local Government Briefs

Carpenter’s job fixed-up

POUGHKEEPSIE — The Arlington School District had to re-hire carpenter Mike Hauver with back pay for the time he was out of work because it refused to move him into a new job after eliminating his position.

Hauver, is a member of Dutchess County Education Local 876.

“I had an ongoing battle with my supervisor,” he said. “When I ran for CSEA (local) president, it was obvious that he wanted me out.”

Although jobs openings were available, Hauver was not rehired after his job ended. District officials were very much aware that they were wrong.

“They offered me money to drop the case,” Hauver said. “They offered me up to $12,000!”

CSEA won the case in arbitration and then won another grievance to force the district to give Hauver his back pay award.

“The union did a good job,” he said. “I tell everyone the union helped me out.”

Lindenhurst school employees say CSEA

LIDENHURST — CSEA recently won a resounding victory in a representation election for 191 Lindenhurst School District teacher’s aides and assistants.

CSEA already represents the clerical and custodial employees in the district. The teacher’s aides and assistants were represented by a small, independent union.

“These employees reached out to CSEA because many of them are earning salaries barely above minimum wage. They have significant responsibilities and student contact. They believe CSEA will make their lives better, and they are right!” said CSEA Long Island Region President Nick LaMorte.

Member in back in step

RIVERHEAD — CSEA recently won an arbitration for Jean Drozd which resulted in a six-year service step increase, retroactive to 1996.

When Drozd was due her six-year step increase in 1996, the district refused to credit her for part-time service from 1990 to 1992, according to CSEA Riverhead Non-Instructional Unit President Marion Hulse.

“Nothing in the contract restricts the calculation to years in which the employee worked 25 or more hours,” the arbitrator ruled.
OMH officials need to be committed to the mentally ill and those who serve them

For years New York has pursued mental health policies that have failed too many of our most vulnerable citizens and dumped the fallout on local communities — policies that CSEA has called "the shame of all New York.”

Over the past 20 years, the state has systematically undermined and shut down its network of psychiatric centers without ensuring an adequate system of alternative care. It can be argued that psychiatric centers are not the best treatment setting for the vast majority of individuals with mental illness. But it is also true that psychiatric centers have been the backbone of mental health services — ensuring a baseline of care, supporting outside services and providing necessary long-term, structured treatment for the most seriously and persistently mentally ill.

Unfortunately, for more than two decades, the cries of mentally ill individuals, their advocates and the dedicated employees who care for them have fallen on deaf ears in the state government. The most glaring consequences can be found among the legions of homeless individuals roaming the streets of nearly all of our communities.

To this day, the Office of Mental Health has steadfastly refused to serve as the catalyst for alternative care. At the same time it has squandered the state’s investment in a skilled and capable work force, who could have filled the void in a range of necessary services, housing and treatment settings. Instead, thousands of qualified workers have been put out of work by state cuts while mentally ill people have gone unserved.

New York needs a sustained commitment to improve circumstances for people with mental illness and the dedicated employees who care for and about them.

Last month, CSEA Office of Mental Health leaders from all across the state came to Albany to speak directly to OMH Commissioner James Stone and other agency officials about the horrendous conditions in the state’s psychiatric centers. The purpose of the “OMH Summit” was to voice CSEA’s concerns about the system’s deficiencies and set a common agenda with OMH for improvement.

The CSEA leaders eloquently presented powerful, emotionally charged testimony about eroding patient care, dangerously inadequate staffing patterns, safety and health concerns and lack of OMH support. Commissioner Stone indicated that OMH would work with CSEA in several ways, and we expect follow through on that promise.

CSEA realizes that OMH officials cannot solve all the system’s problems alone. But by working together, we know we can improve conditions for our members and the patients we serve.
A primer in politics

CSEA Political Action Conference moves activists into the world of campaigns

See pages 10 - 11
Richards Campaign Director Chuck Taylor plans the campaign's strategy in a team meeting.

Central Region 5 President Jim Moore

Mock campaigns teach activists the basics of political action around, and everyone was really excited — it was a charged atmosphere. We were focused and we were very determined.

The candidates speak in their closing remarks. Candidate Jerry Richards challenged the activists to take up the knowledge they had gained. He said the value of the weekend was immeasurable. "If you run a campaign, you've got to have people you can depend on. The better organized you are, the more you can depend on them. If any of these people were working on my campaign, it would be easy to depend on them," he said.

"Having worked on a campaign and run a successful primary election campaign, it was amazing to see 110 percent easier having had this type of training beforehand," Richards said.

"It was very gratifying to work with this kind of a state-of-the-art program. It teaches people to think critically, to have a lot of brain training and learning. But I know that we had an opportunity to utilize the skills we teach," he said. "On a scale of one to ten, it was definitely a ten. We can utilize what we learned on the local level."

CSEA Central Region President Moore had special thanks for the candidates and for Fidler. "This weekend wouldn't have been possible without the hard work and dedication of Gerry Fidler, who did an outstanding job of putting the conference together, and we sincerely appreciate the time and energy put forth by our candidates, who did a tremendous job.

CSEA Director of Legislative and Political Action Fred Turner said the union hopes to spread the success of the pilot program to other CSEA regions. "It was a great conference and we should bring it to all the regions," she said. "I hope that everyone can participate because they learned and actually put it to use. That's where our true successes will be."

— Mark M. Kozin 

Candidate Jerry Richards, center, talks with Campaign Manager Dan Brady, left, and campaign worker Sue Macek, a delegate at CSEA Elmira Psychiatric Center Local 437.

Richards Campaign Manager Dan Brady, Jefferson County Local 233 first vice president

"This is just the beginning," said Moore. "You can now take on any opportunity I can't imagine I would have gotten anywhere else. No other groups are doing this that I'm aware of."

The conference was the brainchild of CSEA Political Action Coordinator Gerry Fidler, who has taken part in similar AIME training programs for years. Working with the guidance of his supervisor, Fidler set up the conference's communications Associate Mark Huber, produced television and radio news bulletins on the issues and the progress of both campaigns.

The conference was divided into two groups, "Dumonde County" and "St. Lawrence County," so that everyone could work together, to use a common language, to utilize the skills we had," he said.

Meanwhile, they had assigned group activities, such as filling out petitions, submitting financial disclosure forms to the candidates, writing news releases and developing campaign communications. Throughout the weekend, the news media, in the form of CSEA Central Region Coordinator Jason Harell

"It was a tremendous learning experience for all involved."

A mysterious weekend Trainees had no idea what to expect other than a political action conference.

They didn't know from when they registered who their mock camp campaign's training and acted as the Board of Elections, the media and special interest groups.

At the center of the plot were two mock candidates, real-life politicians who volunteered their time to run in the election. Sam Roberts, who ran as the Republican candidate, is actually an Onondaga County legislator. Jerry Richards, who ran as the Democratic candidate, is actually the St. Lawrence County District Attorney.

Setting the Scene Trainees were divided into two groups, and conference participants, were given a binder full of election rules and laws, and a guide to the fictional newspaper, "The Town's History, politics and election rules of each candidate. Before Moore and Political Action Division Director. From the beginning, the participants had on the weekend was extremely valuable in preparing attendees for the realities of running a campaign.

The activists attended workshops on petitioning & ballot access, campaign planning, budgeting, developing the campaign message and voter contact.

State Sen. George Humphries, a Democrat, who is running for election to the New York State Senate in the 38th District, also endorsed the program. "This weekend wouldn't have been possible without the hard work and dedication of Jerry Richards, who did an outstanding job of putting the conference together, and we sincerely appreciate the time and energy put forth by our candidates, who did a tremendous job.

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— Mark M. Kozin

Candidate Jerry Richards, center, talks with Campaign Manager Dan Brady, left, and campaign worker Sue Macek, a delegate at CSEA Elmira Psychiatric Center Local 437.

While certain agenda items were scrambled, most of the participants were excited about the creativity of the two campaigns. The weekend was a huge success. "I couldn't be more pleased with the weekend's training and acted as the Board of Elections, the media and special interest groups.

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— Mark M. Kozin

Candidate Jerry Richards, center, talks with Campaign Manager Dan Brady, left, and campaign worker Sue Macek, a delegate at CSEA Elmira Psychiatric Center Local 437.

With a special election for a new state District Attorney scheduled for the weekend, the news media, in the form of CSEA Central Region Coordinator Jason Harell
Labor scholar becomes corporate target

Kate Bronfenbrenner fights to protect her labor research

It’s a David and Goliath conflict, with a major corporation taking on a single labor researcher in its efforts to keep workers from organizing.

Beverly Enterprises, the country’s largest private provider of nursing home care, is suing labor scholar Dr. Kate Bronfenbrenner to pry open her confidential files and reveal important information about labor and organizing strategies.

The lawsuit for slander and libel, based on remarks Bronfenbrenner made at a congressional hearing, shows just how far anti-labor companies will go to silence the voices of working people.

Data on organizing

Bronfenbrenner’s research centers on how corporations undermine unions, which helps labor develop strategies to help workers stand up for their rights. And anti-labor businesses would love to know what those strategies are.

“I have the only existent database on union behavior and information on organizers and organizing strategies, strengths and weaknesses,” Bronfenbrenner said. “If they got access to my data, I would not be able to do my research again because no one would be able to trust me.”

Trust is vital in her research, which includes interviews with workers and union organizers as well as surveys and studies of the public record.

“I was contacted by Congress and asked to testify at a hearing about legislation to bar major labor law violators from seeking federal contracts,” Bronfenbrenner said, noting that responding to such requests is part of her job as director of the Labor Education Research Center at Cornell University’s School of Industrial and Labor Relations. “I was asked specifically to testify about Beverley as an employer and as one of the nation’s obvious labor law violators....”

Truthful testimony

Her testimony was based on her own research and the public record, she said.

“Everything I said in my testimony was based on decades of research and had been published in reference journals and books and in a review of the public record,” Bronfenbrenner said. “There’s nothing I said that hasn’t been said by hundreds of other people, by reporters, by NLRB (National Labor Relations Board) judges, by top congressional investigators, and everything I said was true.”

She gave no more thought to the event until February when a reporter called to tell her she’d been sued in federal court.

“The next day on the crime page in the local newspaper there’s (a headline): ‘Local scholar sued for libel and slander.’ That’s the first time I had the facts of the case.”

Besides the protections afforded free speech and the truth, Bronfenbrenner is arguing that she is protected by immunity given to all who testify before Congress. She is confident the case will be dismissed, particularly since Beverley’s case against an SEIU local president based in part on the same event has been dismissed. However, Beverly has appealed that case to federal circuit court and has said it will appeal Bronfenbrenner’s case.

Her chief concern is the huge and comprehensive list of documents Beverly has requested as part of its lawsuit. That list is 19 pages long and includes virtually all of Bronfenbrenner’s research, with its confidential information.

How you can help

Dr. Kate Bronfenbrenner’s research and advice has helped CSEA and AFSCME be more successful as they reach out to members. Now CSEA members can help her.

U.S. Rep. Lane Evans, D-III, is working to file a brief in federal district court to support Bronfenbrenner and the SEIU local president sued by Beverly. The amicus brief is based on the principle of Congressional Immunity that protects people who testify before Congress.

To help Bronfenbrenner, contact New York’s congressional representatives and senators. Ask them to join Evans and sign the amicus brief in support of Bronfenbrenner.

This request that has the academic community up in arms and vocal in its support of Bronfenbrenner.

“Within three days, 700 scholars had signed this protest on my behalf. People are truly frightened, they’re outraged,” she said. “It’s going to affect all research. This is much bigger than labor studies. The researchers who’ve contacted me in every field, from legal scholars to psychologists, they are all worried.

Weapon against public policy

This case is what is known as a SLAP suit. Bronfenbrenner explained, or strategic lawsuit against public policy. The man who coined the term has been quoted as saying the suit against Bronfenbrenner is as “slappy” as it gets,” she said.

“Corporate America has been trying to throw their weight around in using litigation to get people for a long time, and they have the money,” she said.

Her feeling is that the lawsuit was filed to silence her and intimidate others who criticize corporate behavior. However, she thinks the strong-armed tactics are backfiring on Beverly.

“I think they underestimated the public outcry, and underestimated the academic community,” Bronfenbrenner said.

“I think they’ve really educated the public about the true nature of corporate anti-union behavior,” Bronfenbrenner said. “This is about flagrant disregard for the law and about doing what you want to do no matter whether it hurts people and communities.

Despite the difficulties the case has caused her, Bronfenbrenner said it has positive aspects.

“The public support has been incredible and has meant a great deal to me,” she said. “It also has encouraged me about humanity. I knew what Beverly was, so I’m not surprised about who they are, but I got to find out about a lot of decent people in the world....”

Bronfenbrenner plans to continue her research with the same energy and professionalism she always has.

“I’ll just state for the record, if Beverly thought that by doing this it would get me and others to stop, they’re wrong. It’s very hard, but they’re not going to intimidate me,” she said. “I’m going to keep doing my research, and I’m going to keep doing it right, and I’m going to keep speaking out, but it’s a high price that I’m paying for it.”

— Kathleen Daly
Early retirement incentive approved for state, local government, school district employees

Legislation has been signed which provides early retirement options for public employees of state and local governments and school districts. As in previous early retirement programs, the incentive is one month of additional service credit for each year of service up to a maximum of three years of additional credit. Penalties apply for those who retire prior to their normal retirement age.

State employees
The early retirement incentive program will be available for state employees, subject to the approval of the Director of State Operations, through March 31, 1999.

Interested state employees should contact their agency personnel office for specifics.

Local governments, school districts
Local governments and school districts must specifically approve local laws or resolutions to offer the early retirement options.

The deadline for local governments to do so is Sept. 3, 1998. The deadline for school districts to do so is July 26, 1998.

Interested state employees should contact their appropriate personnel office for further information.

Private prisons are bad news for everyone
THERE ARE NO PRIVATE PRISONS IN NEW YORK, and CSEA, AFSCME Council 82 and AFSCME New York want New Yorkers to know that's a good thing. Leaders of the three union organizations held a press conference in Albany to release a report that concludes that private prisons are inferior, more dangerous and much more of a threat to the communities they are located in than publicly operated prisons. The Albany effort is part of a national legislative and lobbying campaign by AFSCME, which represents about 100,000 corrections officers and support staff nationwide, to focus on the many problems of for-profit prisons. Conducting the press conference, above, are CSEA Executive Vice President Mary Sullivan, AFSCME Area Director Elliot Seide and Council 82 President Richard Abrahamson. Copies of the report critical of private prisons, "Should Crime Pay? A Review of the Evidence," is available by contacting AFSCME New York at (518) 869-2245.

DMV employees set high quality standards
CSEA DEPARTMENT OF MOTOR VEHICLES LOCAL 647 re-committed its members to striving for the highest standards for quality when Local 647 President Michael Febrario Jr. and DMV Commissioner Richard E. Jackson inked a new multi-year Total Quality Management agreement. Commissioner Jackson signs the document. Looking on, from left standing, are CSEA Capital Region President Carmen Bagnoli, Barbara Stack, chair of the CSEA statewide Labor-Management Committee, Local 647 President Febrario and David Goodall, agency director of human resources and fiscal management.

New law makes road construction zones safer
Slow down or it's double trouble
It's double trouble for work zone speeders under a law which was heavily supported by CSEA to protect road construction crews.

The law, in effect since November, doubles the minimum fines for drivers caught speeding in road construction zones. Minimum fines now range from $60 to $240 instead of the previous $30 to $120, depending on how far above the posted construction zone speed limit a driver was traveling.

"The safety of our employees who work on our roadways throughout the state has always been a high priority for this union," CSEA President Danny Donohue said. "This law makes our roads safer for workers and the driving public." CSEA was instrumental in creating legislation that reduced speed limits in construction zones several years ago.

Leave donations sought to assist OMH member
MIDDLETOWN — Office of Mental Health employees who can spare a day or two of vacation leave are urged to do so to help an OMH co-worker at Middletown Psychiatric Center.

Ed Berry, a food service worker for 18 years, needs leave time to carry him until he is eligible for retirement. CSEA Middletown Psychiatric Local 415 President Diane Hewitt said.

Berry, who suffers from bone cancer, has been hospitalized and is expected to be moved to a rehabilitation facility.

“Once Ed comes home, he's going to need a home health aide,” said Hewitt. “Anyone who can donate leave time so that Ed can continue to collect his paycheck would be deeply appreciated.”

Any OMH workers who are willing to donate leave time should contact their own facility's personnel office and specify which facility and employee the leave time is going to. Employees must have at least 80 hours of vacation leave time and must donate the time in one-day units.

— Anita Manley
Special Board of Directors election

Ballots counted June 4

The deadline for receipt of ballots in a special election to elect two CSEA statewide Board of Directors members representing Mental Hygiene Region 5 members is 8 a.m. June 4. The ballots will be counted the same day.

Two slates of candidates are seeking to be elected to the two vacant positions. Ballots were sent out May 14. Six of the 102 Board seats will remain vacant at the conclusion of the special election.

LOCAL, UNIT ELECTIONS INFORMATION

Special rules apply for small locals and units nominating procedure

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.

Local, unit officers, delegates election period May 15 - June 15

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 committee chair. 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 information at right).

Members may run as individual candidates if they wish.

Information about slate petitioning and slate voting for local, unit elections

LOCAL ELECTIONS

Candidates 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 is available from local and unit election committees.

Local Elections

In local elections, a slate must contain a candidate running for the offices of president, one or more vice presidents as set forth in the Local’s By-Laws, secretary and treasurer.

The slate may also include candidates for other offices which have been created according to the Local Constitution and By-Laws. In locals which have created the combined position of secretary-treasurer in their By-Laws, the slate must include a candidate for that office.

Unit Elections

In unit elections, a slate must contain a candidate running for the offices of president, one or more vice presidents as set forth in the Unit’s By-Laws, secretary and treasurer.

The slate may also include candidates for other offices which have been created according to the Unit Constitution and By-Laws. In units which have created the combined position of secretary-treasurer in their By-Laws, the slate must include a candidate for that office.

Members may run as individual candidates if they wish.

Local, unit officers, delegates election period May 15 - June 15

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 committee chair. 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 information at right).

Members may run as individual candidates if they wish.

24 win seats on statewide Board of Directors

65 re-elected unopposed; 5 win via special elections

Twenty-four seats on CSEA’s statewide Board of Directors were filled when ballots were counted May 22 in a mail ballot election. Newly-elected Board of Directors members and the CSEA member constituency they represent are listed at right.

Sixty-five other Board of Director members were unopposed and re-elected automatically. Board members elected unopposed were listed in the April edition of The Public Sector.

Five Board members were elected unopposed in a separate, special election process and were listed in the May edition of The Public Sector.
1998 AFSCME Convention Delegates Election results

Members have elected delegates to represent CSEA at the 1998 AFSCME Convention scheduled for Aug. 24 - 28 in Honolulu, Hawaii.

Delegates were elected by region, with each CSEA region electing the number of delegates to which it is entitled based on membership strength.

CSEA statewide officers are also delegates by virtue of their offices. Following are the AFSCME Convention delegates election results.

**Long Island Region 1**

<table>
<thead>
<tr>
<th>Long Island Region One Slate</th>
<th>(39 candidates)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nick LaMorte</td>
<td>Clay Colefield</td>
</tr>
<tr>
<td>Carol Guarino</td>
<td>Jane D’Amico</td>
</tr>
<tr>
<td>Cathy Green</td>
<td>Les Eason</td>
</tr>
<tr>
<td>Barbara Jones</td>
<td>Noreen Ross-Lingham</td>
</tr>
<tr>
<td>Barbara Allen</td>
<td>Jewel Weinstein</td>
</tr>
<tr>
<td>Ken Dash</td>
<td>Kathleen Vitan</td>
</tr>
<tr>
<td>Tom Byrne</td>
<td>Bobbie Eisgrau</td>
</tr>
<tr>
<td>Paul D’Aleo</td>
<td>Tim Jaccard</td>
</tr>
<tr>
<td>Pat Ferraro</td>
<td>George Walsh</td>
</tr>
<tr>
<td>Jim Wall</td>
<td>Nancy Ianson</td>
</tr>
<tr>
<td>Paulette Barbera</td>
<td>Ronald Gurrier</td>
</tr>
<tr>
<td>Bill Stodolski</td>
<td>Meg Shukta</td>
</tr>
<tr>
<td>Rose DellaRosa</td>
<td>Lee Reynolds</td>
</tr>
<tr>
<td>Alfredo Carlo</td>
<td>Betty Pavlica</td>
</tr>
<tr>
<td>Robert Carney</td>
<td>Terry Lotter</td>
</tr>
<tr>
<td>Liz Putre</td>
<td>Aldo Zucaro</td>
</tr>
<tr>
<td>Diane Klement</td>
<td>Marion Hulse</td>
</tr>
<tr>
<td>Phil Arnold</td>
<td>Ann Marie Sarlo</td>
</tr>
<tr>
<td>John C. Shepherd</td>
<td>Paul Nehrich</td>
</tr>
<tr>
<td>Liz Pearsall</td>
<td></td>
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</tbody>
</table>

**Capital Region 4**

<table>
<thead>
<tr>
<th>38 Members 4 U Slate</th>
<th>(38 candidates)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carmen Bagnoli</td>
<td>Tom McMahon</td>
</tr>
<tr>
<td>Georgianna Natalie</td>
<td>Netha DeGroff</td>
</tr>
<tr>
<td>Ellen Krzykowski</td>
<td>Sandra J. Lewis</td>
</tr>
<tr>
<td>Judy Gardner</td>
<td>Elizabeth Eagan</td>
</tr>
<tr>
<td>Barbara A. Stack</td>
<td>Barbara Charles Moloney</td>
</tr>
<tr>
<td>Gary China</td>
<td>Charlotte Kenny</td>
</tr>
<tr>
<td>Daniel J. Vallee</td>
<td>Tom Moylan</td>
</tr>
<tr>
<td>William McMahon</td>
<td>Susan H. Matan</td>
</tr>
<tr>
<td>T.J. O’Donnell</td>
<td>Karen E. Jezwinski</td>
</tr>
<tr>
<td>Bob F. Calhoun</td>
<td>Cathy Vallee</td>
</tr>
<tr>
<td>Rose DeSorbo</td>
<td>Verne French</td>
</tr>
<tr>
<td>Michael Febraio Jr.</td>
<td>Fran Kennedy</td>
</tr>
<tr>
<td>Jack L. Miller</td>
<td>Jeanne Kelso</td>
</tr>
<tr>
<td>Linda Hille</td>
<td>Hank Wagoner</td>
</tr>
<tr>
<td>Dorothy (Dottie) Dutton</td>
<td>Gail Hansen</td>
</tr>
<tr>
<td>Ray LaRose</td>
<td>Carol Harvin</td>
</tr>
<tr>
<td>Donna M. Diaz</td>
<td>Joseph D’Ambrosio</td>
</tr>
<tr>
<td>Elizabeth (Liz) Habiuniak</td>
<td>Jack Rohi</td>
</tr>
<tr>
<td>Maggie M. McCafferty</td>
<td>Cindy Egan DerGurahian</td>
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</tbody>
</table>

**Southern Region 3**

<table>
<thead>
<tr>
<th>Region III Unity Slate</th>
<th>(38 candidates)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carmine DiBattista</td>
<td>Vinny Lord</td>
</tr>
<tr>
<td>Diane Hewitt</td>
<td>Mary Miguez</td>
</tr>
<tr>
<td>Caroline Osinga</td>
<td>Beverly Feuer</td>
</tr>
<tr>
<td>James Schultz</td>
<td>George Henry</td>
</tr>
<tr>
<td>Christine Mumma</td>
<td>Rose Impallomeni</td>
</tr>
<tr>
<td>Diana Harris</td>
<td>Barbara DeSimone</td>
</tr>
<tr>
<td>Jeffrey Howarth</td>
<td>Tim Ippolito</td>
</tr>
<tr>
<td>Kenneth Monahan</td>
<td>Bill Curtin</td>
</tr>
<tr>
<td>Sabina Shapiro</td>
<td>Alessandra Raynolds</td>
</tr>
<tr>
<td>Irena Kobbe</td>
<td>Stephen Bardin</td>
</tr>
<tr>
<td>Louis Rocuzzo</td>
<td>Pamela Alexander</td>
</tr>
<tr>
<td>Micki Thomos</td>
<td>Judy Watts-Devine</td>
</tr>
<tr>
<td>Carl Hochberger</td>
<td>Diane Watson</td>
</tr>
<tr>
<td>Eugene Benson</td>
<td>Lizabeth Piraino</td>
</tr>
<tr>
<td>Alan Ackerman</td>
<td>Barbara Rifshie</td>
</tr>
<tr>
<td>Diane Lucchesi</td>
<td>Lloyd Roberts</td>
</tr>
<tr>
<td>Debbie DeCicco</td>
<td>Marianna Nelson</td>
</tr>
<tr>
<td>V. Norma Condon</td>
<td>Glen Fortunato</td>
</tr>
<tr>
<td>Grace Ann Aloisi</td>
<td>Jack Shaw</td>
</tr>
</tbody>
</table>

**Central Region 5**

<table>
<thead>
<tr>
<th>Regional Unity Slate</th>
<th>(39 candidates)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jim Moore</td>
<td>Charlotte Adkins</td>
</tr>
<tr>
<td>Ginger Sheffey</td>
<td>George Smith</td>
</tr>
<tr>
<td>Betty Thomas</td>
<td>Sadie Ross</td>
</tr>
<tr>
<td>Bob Timpano</td>
<td>Karin Engleston</td>
</tr>
<tr>
<td>JoAnn Mastronardi</td>
<td>Bob Goeckel</td>
</tr>
<tr>
<td>Rosie Tallman</td>
<td>Joe McMullen</td>
</tr>
<tr>
<td>Dorothy Bren</td>
<td>Gary Wendall</td>
</tr>
<tr>
<td>Sally Heater</td>
<td>Frank Forte</td>
</tr>
<tr>
<td>Sandy Delia</td>
<td>Valerie Williams</td>
</tr>
<tr>
<td>Sheila Sears</td>
<td>Tom Pirozzolo</td>
</tr>
<tr>
<td>Beverly Centers</td>
<td>Ellen Lennon</td>
</tr>
<tr>
<td>Doreen Reigles</td>
<td>Sheila Thorpe</td>
</tr>
<tr>
<td>Lori Nilson</td>
<td>Angela Greco</td>
</tr>
<tr>
<td>Richard Britton</td>
<td>Ken Burnell</td>
</tr>
<tr>
<td>Betty Browell</td>
<td>John Smith</td>
</tr>
<tr>
<td>Casey Walpole</td>
<td>Dan Brady</td>
</tr>
<tr>
<td>Colleen Wheaton</td>
<td>Tim Murphy</td>
</tr>
<tr>
<td>Jim McHugh</td>
<td>Fred Gerloff</td>
</tr>
<tr>
<td>Pat Labrozzi</td>
<td>Cathy Barretta</td>
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<tr>
<td>Bruce Damalt</td>
<td></td>
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</table>

**Western Region 6**

<table>
<thead>
<tr>
<th>The Region Slate</th>
<th>(39 candidates)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Robert L. Lattimer</td>
<td>Christine Cowell</td>
</tr>
<tr>
<td>Florence &quot;Flo&quot; Tripi</td>
<td>Richard McIntyre</td>
</tr>
<tr>
<td>Marie Prince</td>
<td>Charlene Finigan</td>
</tr>
<tr>
<td>Kathy Button</td>
<td>John V. Stading</td>
</tr>
<tr>
<td>Barbara Epstein</td>
<td>Carol A. Thornton</td>
</tr>
<tr>
<td>James Kurtz</td>
<td>Robert Anderson</td>
</tr>
<tr>
<td>Duane Wilcox</td>
<td>Dale Swain</td>
</tr>
<tr>
<td>Donna Dobtkor</td>
<td>Rita Schultz</td>
</tr>
<tr>
<td>Ron Castle Jr.</td>
<td>Wendy Wedman</td>
</tr>
<tr>
<td>Rocco Sidari Jr.</td>
<td>Ed Quackenbush</td>
</tr>
<tr>
<td>Sandie Boyd</td>
<td>James R. Smith</td>
</tr>
<tr>
<td>Ronald Gilspie</td>
<td>Marcia Olziewski</td>
</tr>
<tr>
<td>Tammy Macomber</td>
<td>Bruce Norton</td>
</tr>
<tr>
<td>Wilma Hassier</td>
<td>Joyce Weinman</td>
</tr>
<tr>
<td>Paul McDonald Jr.</td>
<td>Dawn Smith</td>
</tr>
<tr>
<td>Mike Boguski</td>
<td>Evelyn Gibala</td>
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<tr>
<td>Brian Madden</td>
<td>Sally Smith</td>
</tr>
<tr>
<td>Tim Anderson</td>
<td>Steve Hurley</td>
</tr>
<tr>
<td>Doris Cota</td>
<td>Nancy J. Smith</td>
</tr>
<tr>
<td>Bernadette “Barnie” Giambra</td>
<td></td>
</tr>
</tbody>
</table>

**Metropolitan Region 2**

<table>
<thead>
<tr>
<th>“The Leadership Slate”</th>
<th>(15 candidates)</th>
</tr>
</thead>
<tbody>
<tr>
<td>George Boncoraglio</td>
<td>Vincent Martusciello</td>
</tr>
<tr>
<td>Caroline Verelina</td>
<td>Samuel Koroma</td>
</tr>
<tr>
<td>Sikoryak</td>
<td>Joel Schwartz</td>
</tr>
<tr>
<td>Leonita Wilson</td>
<td>Lamont (Dutch) Wade</td>
</tr>
<tr>
<td>Janet Ventran-Torres</td>
<td>Tony Bailous</td>
</tr>
<tr>
<td>Ana Diaz Gifford</td>
<td>Mary Greenman</td>
</tr>
<tr>
<td>Jimmy Gripper</td>
<td>Wally Nash</td>
</tr>
<tr>
<td>Lester Crockett</td>
<td>Carol Backstrom</td>
</tr>
</tbody>
</table>

**Nominations being accepted for prestigious Irene Carr Leadership Award recognizing commitment to women’s issues**

The issue could be day care, pay equity or political action. Perhaps it’s about discrimination, harassment or equal treatment.

Whatever the issue, there is always one person you can count on, someone who will take the lead, speak out and take action on issues of concern to women.

Those leaders are the ones CSEA honors with the Irene Carr Leadership Award. Current or former CSEA members and staff are eligible, whether they be men or women. The real criteria for this award is that the nominees demonstrate a commitment to the concerns of women within the labor movement.

The prestigious award is named in honor of the former CSEA statewide secretary who served in that leadership position for 17 years, longer than anyone else in the union’s history, until retiring in 1993. She was a champion for women’s issues and served as chair of the AFSCME National Women’s Advisory Committee for nine years.

Nominations for the 1998 Irene Carr Leadership Award are due Aug. 14. Contact your local or unit president for a nomination form or contact the CSEA Standing Women’s Committee at CSEA headquarters, 1-800-342-4146, ext. 1209.

The nomination form asks you to describe fully the nominee’s contributions on behalf of women and how she/he has enhanced the quality of women’s lives within CSEA.

The award is presented at the Women’s Legislative Breakfast during the union’s Annual Delegates Meeting.
Bill Curtin wins State Division Mission Achievement Award

CSEA Helen Hayes Hospital Local 302 President Bill Curtin has been awarded the 1998 Mission Achievement Award for state division CSEA members. Curtin, right, photo above, accepts the award from CSEA President Danny Donohue at the 1998 State Workshop.

Curtin distinguished himself in leading the fight to halt the sale of Helen Hayes Hospital. "His dynamic response and ability to marshal the union’s resources won the day," the citation reads.

"He is also a model to follow in the way he conducts daily business," the citation continues. "A true ‘grassroots’ activist, he knows how to mobilize the rank and file and get results."

BUFFALO — CSEA delegates continued developing short- and long-term strategies to counter challenges facing CSEA and the labor movement during the recent 1998 CSEA State Workshop.

Delegates considered new approaches to bargaining and effective member representation in a labor climate that promotes downsizing, outsourcing and devaluation of the role of America’s workers, State Executive Committee Chair Georgianna Natale noted.

CSEA activists furthered the "Think Industrially" process that began last fall at the union’s annual delegates meeting, looking at CSEA jobs and their related challenges as falling into seven major areas, or “industries.”

A series of specialized workshops and seminars helped delegates identify climates, trends and threats to the well-being of workers in each industry and provided information and direction for developing ways to meet those challenges in order to best represent workers in each group.

Most jobs performed by CSEA-represented bargaining unit members fall into one of several industry categories: Healthcare; Corrections and Law Enforcement; Education Support Services; Human Services; Administrative Services (general); Transportation, Maintenance and Infrastructure; and Legal/Courts.

Delegates attended a wide variety of workshops and seminars, below photos. In photo at right, Metropolitan Region 2 President George Boncoraglio, second from left, is surrounded by Caroline V. Sikoryak, president of Creedmoor Psychiatric Center Local 406; Joel Schwartz, president of South Beach Psychiatric Center Local 446 and Carolyn Backstrom, president of Bronx Psychiatric Center Local 401.
Thinking industrially...

Public and private sectors join forces

BOLTON LANDING — Carrying forward the "transformation" and "Think Industrially" process that began last fall at the union's annual delegates meeting, members of CSEA's private sector and local government divisions joined forces at the recent 1998 Irving Flaumenbaum Memorial Workshop.

Following the same format as the CSEA State Workshop, delegates participated in a series of workshops and seminars specifically tailored to the industry groups in which most CSEA members work: Health Care, Corrections and Law Enforcement, School Districts/Food Services, Human Services, Administrative Support Services and Public Works.

Delegates also focused on member mobilization — how to get members involved in the union and how to identify and eliminate barriers that prevent member participation.

Les Eason wins Local Government Division Mission Achievement Award

Les Eason, unit president at the A. Holly Patterson Geriatric Center and 1st Vice President of CSEA Nassau County Local 830, was awarded the 1998 Mission Achievement Award for CSEA local government division members. CSEA President Danny Donohue presented Eason the award at the 1998 Irving Flaumenbaum Memorial Workshop.

"Eason distinguishes himself in many different roles and shows us the way to transform ourselves," the citation reads. "He is also a model to follow in the way he conducts daily business," the citation continues. "A true 'grassroots' activist, he reaches out to our rank and file by holding frequent meetings, Information Days and special programs that make union membership even more valuable."

In the photo above, Eason, center, is joined by Long Island Region 1 President Nick LaMorte, CSEA President Danny Donohue, and Eason's wife Andrea, son Jonathan and daughter Hope.
Shattering
The Myths of Long-Term Care

What is Long-Term Care?
Before we can talk about the myths of long-term care, we need to define it. Long-term care is necessary custodial care that can be rendered in either a Nursing Home, Adult Day Care Center, Assisted Living Facility or in the home. Custodial care refers to professional, skilled and intermediate assistance for routine functions such as dressing, bathing and eating.

When it comes to long-term care, there are many incorrect myths circulating. For example, many people believe they will never need long-term care or that, if they do, it will be covered by Medicare or their private insurance. Many people also believe that long-term care insurance is too expensive and not necessary.

These are just a few examples of the misconceptions about long-term care. For more details about such myths, visit Jardines' web site at www.jgsc.com for a four-part series beginning in June.

If you would like more information on the CSEA-sponsored long-term care insurance plan, call Jardines, CSEA's sponsored Long-Term Care Insurance administrator, at 1-800-366-5273.

Jardine Group Services Corporation
Jardine House
13 Cornell Road
Latham, NY 12301

Remember to visit
the Jardines web site at
www.jgsc.com
for their four-part series on “Shattering the Myths of Long-Term Care” beginning in June.
The Right to Organize ...

If we didn’t have CSEA we would have to take a vacation without pay. But because we organized, we will get paid for that time off.”
— Stanley Davis, members of CSEA
Brookhaven Recycling Local 722

...makes a real difference

“I know we did the right thing by organizing. We did good. We had a recent issue regarding vacation time and if we didn’t have CSEA we wouldn’t have had any power to win that fight.”
— Tom Stewart, CSEA Local 722 president

We're turning up the heat on ‘Right to Organize Day’

CSEA and its sister unions in AFSCME New York will be turning up the heat on June 24 at worksites around the state where employers are resisting workers’ efforts to organize.

As part of the nationwide AFL-CIO “Right to Organize Day” activities, CSEA and AFSCME activists and staff will be handing out leaflets and conducting other activities at the worksites to draw public attention to employers who are denying workers their right to organize. Union representatives will use the opportunity to expose injustices that workers confront when they attempt to organize a union in the face of employer resistance. Activists will also provide information on the benefits of workers organizing by fighting through the objections of employers.

For more information on CSEA’s Right to Organize Day activities, or to suggest non-union worksites for organizing campaigns, contact CSEA’s Organizing Department at 1-800-342-4146 Ext. 1300.

CSEA seeking Computer Programmer/Analyst

CSEA is seeking applicants for a Computer Programmer/Analyst position in the union’s headquarters in Albany.

Duties include both computer programming and analytical work in applying EDP methods to solve business problems and address business initiatives.

Seeking a problem-solver with high technical skills and excellent verbal and writing skills. COBOL programming a requisite. Digital Equipment Corp. a plus, IBM background helpful. Individuals with Ross Financials or Cyborg Human Resource system backgrounds are encouraged to apply.

Minimum qualifications: Associate degree in Data Processing/Computer Science plus 2 years of progressive programming and minimum of 6 months systems analysis work; or 4 years of progressive programming with minimum of 6 months systems analysis work.

Submit letter of introduction and resume to:
Director of Human Resources,
P.O. Box 7125, Capitol Station, Albany, NY 12224.
Respond immediately.
CSEA is proud to report that effective with the October edition, our official publication will be renamed *The Work Force*.

*The Public Sector* has served CSEA members well for nearly 21 years. But as part of our ongoing commitment to become an even stronger and more effective union, it was decided we need a new name to better reflect what we are all about.

CSEA announced the plans to rename the publication earlier this year and dozens of CSEA members responded to a notice in *The Public Sector* with suggestions for a new name. A number of the suggestions had some variation of *The Work Force*.

In addition to the name change, a number of other ideas are under consideration to improve the publication and make it even more relevant to you. We welcome your thoughts and suggestions on this exciting opportunity now before us!

Send your suggestions to:

CSEA Communications Dept.
143 Washington Avenue
Albany, New York 12210