STANDING UP TO BE COUNTED!

CSEA takes the battle for fair contracts and working families to the State Fair, CSEA Speakouts and Labor Day parades

See Pages 10 and 11
**State contract talks**

Some progress made, big issues remain

The state opened its wallet for the first time in this round of state contract talks for 77,000 union members, but the flash of cash didn’t impress CSEA leaders.

The state’s offer was a product of CSEA’s relentless public barrage about the contract stalemate and hard work at the negotiating table, union leaders said.

“The governor and state legislators handed themselves the pay raises that they think they deserve and we will keep fighting for the pay raises we deserve,” CSEA President Danny Donohue said.

“The state’s movement on wages and funding for dental and vision coverage is evidence that our mobilization efforts are really starting to hit home,” he added.

“Rest assured, however, that your CSEA leaders and negotiators know that this offer falls far short of what CSEA members expect and deserve,” Donohue said.

The state’s proposal would also raise the cost of members’ benefits.

Specifically, the state offered:

- A four-year agreement from April 2, 1999 to April 1, 2003;
- A $500 lump sum payment to be paid upon contract ratification;
- Salary increases of 3 percent to be paid in October each of the four years;
- Downstate adjustments of $848, $873, $899 and $1,200 each year respectively;
- Holding funding levels for labor/management programs at the 1998-99 amounts.

The state’s health insurance offer would increase emergency room co-pay to $35 effective Jan. 1, 2000; increase Basic Medical deductible to $201 effective Jan. 1, 2000 and increase each year thereafter based on the Consumer Price Index.

Increases are also proposed for office visit, outpatient surgery, outpatient radiology and diagnostic/laboratory services co-pays.

A $5 generic drug and $15 brand name drug co-pay would start Jan. 1, 2000, according to the state’s offer.

**Benefit fund money**

CSEA negotiators also said the state’s offer to fund the Employee Benefit Fund is inadequate. The other proposed health insurance costs would eat into the salary increase.

The state has agreed to fund the Employee Benefit Fund for another three months while both sides continue to negotiate. This ensures vision and dental benefits will continue to be protected.

**Correction**

A story in the September issue of The Work Force misidentified members of an anti-litter cleanup crew. They work for the Town of Clarkstown, not the Rockland County Highway Department.

**Union fights furlough ploy in Nassau County**

NASSAU COUNTY — Union members working for financially-strapped Nassau County are fighting the politicians’ push to furlough workers one day a month to plug a budget hemorrhage.

“My members want to see the county thrive but we surely won’t allow the county to pull these kind of tactics,” said CSEA Nassau Local President Tony Giustino.

“I pledge the support of the region and the statewide CSEA to fight for our Nassau County brothers and sisters and see they are not sacrificed by the county in an attempt to fill the budget hole,” said Long Island Region President Nick LaMorte.

The union has repeatedly attacked the county’s poor fiscal management, which created the current $300 million budget gap, including the millions of dollars in unnecessary contracting out.

The CSEA local recently launched an ad campaign showcasing the value of the work the CSEA members perform for Nassau County.

**Talk with your union president at these locations**

CSEA President Danny Donohue meets regularly with members across the state to discuss important workplace issues affecting workers in local and state government and in the private sector.

Here is his meeting schedule for the rest of the year.

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<tr>
<th>Metropolitan Region</th>
<th>Long Island Region</th>
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<tr>
<td>Nov. 9, Region Office Dec. 9, Riverhead Ramada</td>
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<tr>
<td>40 Fulton St., 22nd Floor Route 25 at Exit 72</td>
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<td>New York Riverhead</td>
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<td>For an appt., call (212) 406-2156 For an appt., call (516) 462-0030</td>
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**After three years without**

Webster members have a contract

CSEA members in the Village of Webster in Western New York have a five-year contract, ending almost three years of negotiating and public protests.

Fifteen members, most who work in the village’s public works, water and waste water treatment departments, will receive a one-time, lump-sum payment and cost-of-living increases every year.

Contract talks deadlocked over the village’s insistence to call in workers on weekends, without paying them for being on call.

This standby policy had stalled previous tentative agreements. The village pulled that provision from contract language, and union members ratified the agreement.
CSEA rips state’s mental health hypocrisy

ALBANY — In the wake of the passage of the state budget, CSEA is blasting the state’s irresponsible lack of funding for mental health services.

Inadequate funding for state psychiatric centers will continue the erosion of patients and staff to provide long-term care in the centers without developing alternative treatment, union leaders said.

“New York’s mental health policies are the height of obscenity,” CSEA President Danny Donohue said.

“What’s worse is that New York’s elected officials aren’t making it any better,” he added.

The situation is particularly outrageous, Donohue said, because of highly publicized reports in recent months that thousands of seriously mentally ill persons are falling between the system’s cracks, with many of them creating a danger to themselves and the public.

Promotional gimmick?

Under these circumstances, CSEA officials said they are stunned by Gov. George Pataki and other politicians’ promotion of Kendra’s Law as a quick fix for the state’s mental health policies.

The law, named for Kendra Webdale, who was pushed to her death on a New York City subway platform by a mentally ill person last winter, makes it easier to require mentally ill individuals to take their medications.

CSEA questions how the law can be enforced, considering the inadequacy of available services.

Local government leaders have also said they don’t know if they’ll have to assume the responsibility and cost of enforcing this new law.

“CSEA’s sympathies are with Kendra Webdale’s family,” Donohue said.

“No one should have to go through what they’ve gone through. But the law is just political nonsense without facilities and staff to provide necessary care and supervision,” he added.

The CSEA leader said it is unclear whether the law would even have applied to the person who is charged with killing Webdale.

Her assailant, Andrew Goldstein, had been released from Creedmoor Psychiatric Center and had repeatedly sought further treatment, only to be turned away by the mental health bureaucracy.

Too little, too late

“Even as the governor is hailing Kendra’s Law, his Office of Mental Health is continuing its relentless downsizing of state services with the elimination of hundreds of inpatient beds and a projected cut of more than 800 jobs,” said CSEA Statewide Secretary Barbara Reeves, who has decades of work experience in the state mental health system.

CSEA mental health workers know conditions are dangerous inside psychiatric centers and in the community.

“OMH is discharging patients like crazy, whether it’s appropriate or not. There’s no aftercare, no follow-up,” CSEA Hudson River Psychiatric Center President Judy Watts-Devine said.

“There are people being discharged who need supervision. Some of them don’t belong in the community,” Watts-Devine said.

Did You Know ...

- There are more individuals with mental illness in New York’s jails and prisons than there are in state psychiatric centers. It is widely recognized that many of these individuals are being dumped back onto the streets without adequate supervision or follow-up care.

- There are currently fewer than 5,500 inpatients in state psychiatric centers. The Pataki administration is attempting to reduce that number to 4,000.
The strength of CSEA is our ability to fight for our members no matter who you are or where you work.

Whether it’s 15 members in the Village of Webster in western New York who refuse to back down during a long contract fight, 12,000 Nassau County workers staring down the county executive’s furlough threats, or 77,000 state employees tirelessly dogging the governor with a demand that he show some respect, we do the job right.

No other union provides the range of services and benefits that CSEA members enjoy. No other union has the resources and experience statewide to get the job done. But none of this should ever be taken for granted.

Every day, CSEA members confront challenges — challenges on the job, challenges to our rights and security, challenges to our dignity. It is never easy but CSEA is prepared in every part of New York to fight for what’s right if a problem affects one member or 100,000 workers.

CSEA is a leader among labor unions because of our unique ability to support our members in every possible way.

Look at the pages of The Work Force. Story after story, picture after picture demonstrate that you, the members, are our greatest resource. These pages are also proof CSEA makes lives better for union members and those we serve.

You are not alone and we grow even stronger and more effective every time you stand up for fairness and respect.

\[\text{Signature}\]
Members praise CSEA’s quest for new OMRDD beds

Union members across the state lauded the state’s plan to add 100 new public sector beds in the state Office of Mental Retardation and Developmental Disabilities (OMRDD) under the New York Cares initiative.

“This was a perfect example of CSEA coordinating a statewide campaign with real grassroots involvement to make a difference,” CSEA President Danny Donohue said of the union’s CSEA Cares response.

The union waged a statewide public relations and political action campaign which educated state lawmakers and the public about the value and quality of services union members provide in the mental retardation field.

“This is a great and just victory because CSEA has all along been doing the difficult job of providing quality care for those in need,” said Kathy Button, president of the CSEA Finger Lakes Developmental Disabilities Service Office (DDSO) local.

“Our programs are open to scrutiny by the parents of the clients and patients we care for, and they can see the high quality of care their loved ones receive,” she said, referring to the greater public scrutiny state-operated facilities receive than private-sector providers.

The 100 new state-funded beds were included in the second-latest state budget passed a few months ago in Albany.

“CSEA is so proud of the exceptional care our members provide to individuals with mental retardation and developmental disabilities,” said CSEA Statewide Treasurer Maureen Malone, who has long had an interest in the issue.

“It made no sense that the state was not initially considering expanding state-operated facilities,” Donohue added.

“Our campaign not only helped gain results but also showcased the value of our members to the public,” the president said.

More work to be done

“It’s a step in the right direction and it shows our members that their hard work paid off,” said Sara Bogart, president of the CSEA Local at Letchworth DDSO.

CSEA’s public education campaign on the new treatment beds for the developmentally disabled included a brochure which highlighted the vital work union members perform.

The 100 new beds are the start of a larger effort to keep union members in the forefront of this issue, members said.

“This was a good effort,” said Dawn Smith, president of the CSEA Local at Western New York DDSO.

“Members understood what we were doing and wrote letters and talked to legislators,” she added.

“We need these beds and we need to stay united on this issue,” Smith said.

— Ronald Kermani

Voices of the Work Force

“I’ve worked here for almost eight years, and I want to know how long you have to work here before you can be full time. I’ve been part time for almost eight years and getting no benefits. Benefits are a main concern.”

Len Haynes, certified nursing assistant — Otsego County Adult Care Facility
CSEA beats machines:

Word for word, they have the edge on reel-to-reel

It's been said if you put earmuffs and a blindfold on a court reporter, you'd have a tape recorder. Calling it a victory in the battle between man and machine, CSEA-represented court reporters said they are glad an experiment allowing the use of tape recorders in courtrooms is finally over.

The win caps years of intense union lobbying and grassroots activism aimed at keeping people, and not machines, working for the state court system.

In 1992, the Unified Court System (UCS) got legislative approval to experiment and use tape recorders instead of court reporters in the state Court of Claims and surrogate's courts.

For years, CSEA-represented court reporters have been transcribing every word in state courts. The law was renewed for two or three years at a time, and the number of courts participating in the experiment was expanded. But the measure expired earlier this year, a victim of the state budget battle and CSEA's continued pressure on the state to abandon the project.

Experiment gone too long

Westchester County Supreme Court Reporter Mali Petite said the experiment had gone on for too long.

"It started out as a test, and for the past six years they've allowed the test to continue even though we presented quite a bit of evidence to show the live court reporter is far superior than the machine," she said.

"A lot of the transcripts that were produced by the tape recorders had quite a bit of inaudibles in them, meaning they were not able to pick up what was said," she said. "Now I've been a court reporter for over 20 years and I have never produced a transcript that said 'inaudible.'"

When it comes to reproducing transcripts, court reporters have the advantage over tape recorders as well, said Albany County Supreme Court Reporter Dave Mayo.

"We use computers and they're improving all the time," he said.

"Our technology is really on the cutting edge, whereas the tape recorder is 30-year-old technology, and that's all it will ever be," Mayo added.

The human edge

A combination of construction noises outside the courtroom and thick accents inside the courtroom recently put Petite's skills to the test.

"I just finished a six-day trial and they're doing construction (outside the courthouse) and they have loud drills going constantly to the point where you have a headache when you finish," she said.

"The litigants were from Iran," Petite continued. "They had very heavy accents, as did most of the witnesses. The attorneys were having a hard time hearing and the judge complained several times. "It made my job extremely difficult, but, because of my skill and training as a court reporter, I was able to tune out a lot of the drilling, as annoying as it was. I don't think a tape recorder would have been able to handle that," Petite said.

Since the law has expired, UCS claims it does not need legislative approval to use tape recorders instead of court reporters. CSEA believes otherwise.

The issue, CSEA members said, may finally wind up where everyone works — in court.

— Ed Molitor

Voices of the Work Force

"I do minor building repairs and I like working at Queensboro because I am always going to have work. There are always going to be jails. I think we don't get paid enough, and I would like to be able to do overtime."

Mark Weber, maintenance assistant — Queensboro Correctional Facility
Civil Service staffers helping agencies get with the program

ALBANY — Just in time for Y2K, the state has unveiled its new and improved health benefits computer program for New York State Health Insurance Program enrollees. And three CSEA members helped make sure it hit the ground running.

CSEA members Steve Nault, Eileen Lindemann and Lisa Van Valkenburg, all employee insurance review clerks at the state Department of Civil Service, spent most of the summer training health benefits administrators (HBAs) from across the state on the ins and outs of the department’s New York State Benefits Enrollment & Accounting System (NYBEAS).

Nault said the new system promises to make enrollment changes, billing, refunds and other transactions more timely and more accurate by consolidating personnel, benefits and payroll systems and reducing paperwork.

A vast improvement for state agencies, Van Valkenburg said NYBEAS will put participating agencies such as towns, villages and school districts light years ahead of where they are now.

Before NYBEAS, those employers were not on any computer system. They had to fill out forms and then mail the forms to Blue Cross for keypunching.

“It took two, two and a half weeks for a transaction to even hit on the computer,” Van Valkenburg said. “Now they’re all getting computers and the HBAs are going to be able to go right in and do the transactions themselves which is a huge improvement,” she added.

One of the biggest challenges the three faced while training was dealing with persons with varying degrees of computer expertise.

“Some of the people who came into training were very computer oriented while others were not,” Lindemann said. “So you had different levels of people in the same class but you had to keep everybody together at the same speed and some of them weren’t quite ready.”

The trio also had a hand in designing the system. They listened to the concerns of HBAs throughout the state about what types of improvements were needed and then made sure those improvements were built in.

“Our computer people knew how to build the system, but they needed input from us to make sure it was working the way it’s supposed to,” Lindemann said.

— Ed Molitor

Voices of the Work Force

“We were in a former Montgomery Wards building and the air quality was poor, the lighting was poor, the noise level was extreme, and there was no consistent temperature control in the building.

The union put pressure on the Legislature, which I believe moved the construction of our new building along quicker. Now the temperature is very well controlled, the air quality is excellent, the noise level has been significantly reduced and the employees feel much safer because there’s more security.”

Michael Moschetto, senior social welfare examiner — Herkimer County Department of Social Services
When the heat got turned up, CSEA members helped battle the blaze that roared through a Smokey Bear Mountain

Photo by Jesse Mobley
Rockland Journal News

BEAR MOUNTAIN — Dodging careening boulders, exploding bombs and nasty swarms of bees, dozens of union members in the mid-Hudson Valley helped stomp a single-minded forest fire which consumed hundreds of acres during a three-week rampage.

Fueled by a record-setting drought, the blazes drew CSEA members from nearby Stewart Air Base, the Palisades Park, local highway and state transportation department crews.

“This proves CSEA members go the extra mile to get the job done,” said Tim Ippolito, a full-time firefighter and union member at Stewart Air Base in Newburgh.

Driving bulldozers and clearing fire breaks at the edge of cliffs, hauling thousands of gallons of water in tanker trucks, or wading into knee-deep smoke and flames to extinguish hot spots, CSEA members battled a hellish combination of smoke, heat, flame and exhaustion.

Palisades Parks Local President Dan Corigliano said his members worked overtime trying to save nearby homes from flames. Many spent their shifts raking fire lines to keep the fires under control.

Parts of the densely-forested mountains were a bombing range before World War II and unexploded ordnance “popped off” as the flames advanced.

“It was earth-shaking,” said Ippolito about the explosions around him and his fellow firefighters.

A four-foot boulder careened down a mountain side, missing by only a few feet CSEA members John Bell and Frank Giodano who were working a fire pumper, Ippolito added.

The firefighting effort drew raves from local residents and union leaders.

“When the going gets tough and hot, you can count on CSEA members being on the front line to help everyone out,” said CSEA Southern Region President Carmine DiBattista.

— Anita Manley

Voices of the Work Force

“W e take care of 13,000 trees in Poughkeepsie. Trimming trees is hazardous — the biggest danger is electrical wires. You have to have a lot of respect for them. We’ve saved the city a tremendous amount of money by doing this work so they don’t have to contract it out. When we’re not trimming trees, we do snow removal, leaf removal and in December, the annual Festival of Lights.”

Bruce Dooris, Poughkeepsie Unit, tree climber — Department of Public Works
From bureaucrats to books: Custodial staff turns state space into classrooms

RAMAPO — CSEA members in the North Rockland School District are helping taxpayers expand their school district and save them money by recycling state offices and dormitories into classrooms.

When the state scouted for uses of the vacant Letchworth Developmental Center buildings, a local school district leader knew those stuffy rooms could one day be classrooms.

CSEA members rose to the challenge, converting dingy offices and dorm rooms which once housed bureaucrats and clients into sparkling classrooms.

“The challenge was here,” said CSEA Unit President and Head Custodian Mattie Leone. “It goes to show what can be done when everybody steps in.”

Indeed, everyone joined the effort. North Rockland School District Superintendent Dodge Watkins knew he could count on the CSEA members on his custodial staff to convert the buildings into classrooms and save North Rockland school district residents millions of dollars.

Watkins weighed one dilemma: Convince taxpayers to pass a budget to refurbish the buildings which were structurally sound but in desperate need of ‘elbow grease.’

The answer: Create a model classroom in one of the buildings and hold an open house there as part of a school budget information meeting. “I told the guys (on the custodial staff) this would be a showpiece,” said Watkins. “They took the initiative.”

Unlike many school district budget votes across the state, North Rockland’s passed and CSEA members are looking forward to renovating the rest of the buildings.

Local President Leone said the district will hire new custodians and groundskeepers to maintain the new classrooms.

“I’m looking forward to growth in our unit,” said Leone. “Everybody works together here — the board, administration and staff.”

— Anita Manley

Voices of the Work Force

“I work with multiply handicapped and emotionally disturbed kids. They’re very bright and capable. I love my job. I love the kids. The administration here is very supportive. It’s gratifying when the kids are successful. When they’re motivated, it’s wonderful.”

Peggy Lindstadt, teacher aide — Sullivan County BOCES
Labor begins to speak out across the state

At right, a CSEA member from Western New York Developmental Disability Services Office does the math for Governor Pataki.

Below, Metropolitan Region President George Boncoraglio, left, and Long Island Region President Nick LaMorte, center, lead the CSEA contingent during a march and rally for labor in New York City.

CSEA members joined their brothers and sisters by the thousands around the state to mark the nation's Labor Day celebrations. But for many CSEA members, taking the fight to the streets is something being done in earnest weekly from Buffalo to Long Island, as state workers continue to picket Gov. George Pataki for a fair contract.

A speakout in the Southern Region helped bring the day-to-day issues facing CSEA members to the public.

Meanwhile, a Labor Day rally Sept. 1 in New York City's Central Park drew thousands, including AFL-CIO President John J. Sweeney, who called for renewed vigilance in the fight for workers' rights.

Left, CSEA member Marcelino Abrue speaks during a speakout in the Southern Region, hosted by the Letchworth Developmental Disability Services Office Local. At right, CSEA President Danny Donohue takes his turn at the podium. Governor Pataki, an invited guest, did not attend so a cardboard cut-out sat in.

"It's important that the public hear firsthand what it's like for our members on the job," said CSEA Executive Vice President Mary Sullivan, who is heading up CSEA mobilization efforts in the state contract fight. "Getting the word out about the difficulty and importance of our jobs is the bedrock of our whole mobilization effort."

Southern Region President Carmine Diffaitista, who also participated, agreed. "When the public hears it from our members, it has lasting impact," he said.

Labor's future generations were represented in marches across the state, in Buffalo, at left, and Rochester, right.

Labor parades in the two cities drew strong representation from CSEA members and leaders.

The opening of the New York State Fair gave hundreds of CSEA members a chance to let Gov. Pataki know they're not going to rest until the state's contract negotiating team agrees to a fair deal.

Above, CSEA members at the State Fair; at right, Central Region President Jim Moore with the well-traveled Peanut Man. Moore was also a featured speaker at the Syracuse Central Labor Council Labor Day rally at the State Fair.
November statewide conference to focus on work place safety

Ergonomics will be among the several important topics covered at the CSEA statewide conference on occupational safety and health to be held Nov. 19-21 in Lake Placid.

Registration forms for the weekend session are available from CSEA Local and Unit presidents or by calling 1-800-342-4146 ext. 1411.

Registration closes Oct. 8.

Richard Trumka, vice president of the AFL-CIO, has been invited to speak at lunch Nov. 20.

CSEA President Danny Donohue will speak at dinner Nov. 19.

“Safety and health issues are a very important part of our work life and it’s important for union members to get the latest and best information possible,” said Carmen Bagnoli, president of CSEA’s Capital Region, which is hosting the conference.

“There is a tremendous wealth of information at these conferences. The skills our members learn at these programs could save their lives,” he added.

More than 647,000 Americans suffer serious injuries and illnesses related to ergonomic or work-related musculoskeletal disorders every year, according to federal statistics.

Those injuries account for more than 34 percent of all lost-workday injuries and illnesses.

Conducted every two years, this safety and health weekend features workshops on topics ranging from safe entry into confined spaces to preventing assaults in health care settings.

More than 75 sessions will be offered, including a workshop for union members who are first learning about health and safety issues.

Workshops will emphasize ergonomics in health care, clerical jobs, transportation, and construction and building trades.

Experts from the American Federation of State, County and Municipal Employees (AFSCME), CSEA’s international affiliate, the New York Committee for Occupational Safety and Health, CSEA and a law firm specializing in workers’ compensation are among the presenters.

The right to a safe work place

The U.S. Labor Department and the Occupational Safety and Health Administration (OSHA) recently released the names of 12,500 employers with the highest occupational injury and illness rates, and sent a letter to each employer, urging them “to take action to remove hazards causing the high rates.”

More than 700 of the employers identified by OSHA are in New York State.

After years of hard fighting, the labor movement has achieved certain basic legal and contractual health and safety rights for workers.

You have a legal right:

- to a workplace free of recognized health and safety hazards;
- to any information that your employer has about any exposure you may have had to hazards such as toxic chemicals or noise. You also have a right to any medical records your employer has concerning you;
- to respond to questions from an OSHA inspector and point out hazards to the inspector;
- not to be discriminated against for exercising your health and safety rights;
- to refuse to work or to walk off the job because of workplace hazards;
- to refuse work that places you in imminent danger of death or serious physical harm;
- to information and training about hazardous materials you work with, including Material Safety Data Sheets; and
- to information about injuries and illnesses experienced by you and your co-workers.

The Canary is CSEA’s Occupational Safety and Health Department’s mascot, chosen for the bird’s history as a low-tech early warning system for coal miners facing danger from poisonous natural gases.
A Message From Nassau County Local 830
President Anthony Giustino

Employee Safeguards In Place
As PBC Becomes a Reality

By the time this issue goes to press, we expect the Public Benefit Corporation (PBC) will be a reality.

The non-profit, quasi-governmental body was set to take over the Nassau County Medical Center, the A. Holly Patterson Geriatric Center and units of the Nassau County Health Department on or about Oct. 1. The change affects more than 4,000 members of CSEA Nassau Local 830.

The PBC came into existence on Aug. 28 after more than two years of unyielding negotiations by CSEA to protect the jobs and benefits of our members. Keeping our members under the umbrella of the Local 830 bargaining unit was one of our most significant victories.

CSEA's message was clear. The change to a PBC would help our members only if the corporation was to be operated free of political constraints and with the greatest respect to our employees. CSEA fought any aspect of the plan that could hurt employees.

County Executive Tom Gulotta's plan for a major change in the structure of Nassau's health care delivery system was announced in June 1996.

From the beginning, we fully expected the PBC would be created, but we wanted to make sure a wide range of protections for our members were written into the proposal.

We made it clear that without these protections, we would oppose the plan with all of our energy and resources.

I am proud to say our campaign on behalf of PBC members has been overwhelmingly successful. Here are some of the protections we won for PBC employees:

- No change in membership in the NYS Retirement (pension) System;
- The same civil service protection for all employees;
- Employees will remain in the CSEA;
- All entitlements will remain intact;
- Salary and salary scale of all current employees will remain the same;
- No layoffs as a result of this change;
- Employees will remain public employees.

Since the start, I endeavored to keep the membership informed on the progress of the plan, sought member input and answered questions. We featured the issue on our radio show, in our newspaper and in a series of flyers.

It should be noted the PBC could benefit everyone. The move was designed to make NCMC and AHPGC more viable institutions in the highly competitive world of health care and senior care.

It will allow those operations far more professional and fiscal flexibility than they could ever have under the restraints of county government.

In addition, the PBC will infuse tens of millions of dollars into the county's financially strapped coffers, helping to ease a debilitating fiscal crisis that could hurt CSEA members.

CSEA will remain vigilant as we enter the era of the PBC. We will be watching carefully to make sure our members are being well served and that all agreements are carried out to the letter of the law.

I urge members to report any violations to their unit president or to CSEA headquarters at 571-2919.

Yours in solidarity,

Tony

Tony Giustino, President
CSEA Local 830

CSEA Meets to Fight Givebacks

As this edition of The Express went to press, the CSEA committee that negotiated our recent labor agreement was holding an emergency meeting to discuss County Executive Thomas S. Gulotta’s threat to furlough union employees for one day a month and his demands for other concessions.

Local 830 Union President Tony Giustino said, “Once again, public employees are being asked to bear the brunt of the fiscal morass into which Nassau County has fallen. Although we will strive to keep the lines of communication open with the county administration, it is our intent to fight any attempts to correct governmental mismanagement by hurting union members.”

CSEA is actively seeking alternative moneysaving measures for the county and has come up with proposals that could save as much as $2 million without affecting union members.

Long Island Region President Nick LaMorte said on a recent edition of “CSEA in Focus,” the union’s radio show: “I don’t know of any other county in New York where the fiscal situation has been allowed to get so bad. We will help Local 830 in every way possible in its efforts to fight givebacks.”

CSEA will keep the membership updated on this issue as events unfold.

Stay Informed. Tune in to

“CSEA in Focus”

Thursdays at 7 p.m.
repeated Saturdays at 8:30 a.m. on WGBB, 1240 AM

Sponsors of the show are
Caplin/Goldberg Dental Group
and Davis Vision
The Nassau County Public Employment Relations Board ruled in June that Nassau County is the employer of about 75 caseworkers, their supervisors and related clerical employees (all these are collectively referred to as “caseworkers” throughout the rest of this article) and it certified CSEA as the representative of those employees.

They had been working on a “Case Management Demonstration Project” for several years but had been receiving much lower pay and fewer benefits than CSEA-represented county employees in comparable occupations.

Before negotiations could start, the county notified the caseworkers it was going to contract out parts of the demonstration project to four contractors.

The caseworkers would be laid off Aug. 31, county officials said.

Improper practice charge filed

CSEA quickly filed an improper practice charge under the state Taylor Law and a conference was held at the public employment relations board Aug. 3.

At that conference, CSEA asserted the county was not permitted to change the terms and conditions of employment of the caseworkers while a representation question was pending or until a contract was in place.

The county made various arguments to justify its actions, including it was “going out of the demonstration project business” and its agreement with CSEA on behalf of the existing CSEA unit satisfied whatever duty it might have to negotiate with respect to the caseworkers.

PERB set a hearing for Oct. 13.

Within a few days, there were rumors the county was aborting its plans to contract out the demonstration project.

Those rumors were later confirmed by the proposed contractors!

Letters to the caseworkers followed on Aug. 18, saying the demonstration project was being extended and all project positions had been restored.

The improper practice charge is pending, as CSEA is investigating to be sure no one has been hurt by the previously announced layoffs.

Meanwhile, CSEA has demanded negotiations for the caseworkers start immediately.

Contracting out complaints

Complaints about contracting out may be the most frequent improper practice charges.

The Taylor Law requires public employers and public employees to negotiate in good faith.

This requires them to meet, as reasonably needed, to negotiate the terms and conditions of employment of unit employees.

The law does not require the making of any specific concessions.

Even more importantly, the duty to negotiate in good faith means a public employer cannot unilaterally alter the terms and conditions of unit employees either while a representation question is pending before the board or thereafter, when those employees are represented by a union.

LEGAL UPDATE

Give Us Your Insight and We Can Set Things Right!

By Nancy E. Hoffman Esq.
CSEA General Counsel

The Nassau County Public Employment Relations Board ruled in June that Nassau County is the employer of about 75 caseworkers, their supervisors and related clerical employees (all these are collectively referred to as “caseworkers” throughout the rest of this article) and it certified CSEA as the representative of those employees.

They had been working on a “Case Management Demonstration Project” for several years but had been receiving much lower pay and fewer benefits than CSEA-represented county employees in comparable occupations.

Before negotiations could start, the county notified the caseworkers it was going to contract out parts of the demonstration project to four contractors.

The caseworkers would be laid off Aug. 31, county officials said.

Improper practice charge filed

CSEA quickly filed an improper practice charge under the state Taylor Law and a conference was held at the public employment relations board Aug. 3.

At that conference, CSEA asserted the county was not permitted to change the terms and conditions of employment of the caseworkers while a representation question was pending or until a contract was in place.

The county made various arguments to justify its actions, including it was “going out of the demonstration project business” and its agreement with CSEA on behalf of the existing CSEA unit satisfied whatever duty it might have to negotiate with respect to the caseworkers.

PERB set a hearing for Oct. 13.

Within a few days, there were rumors the county was aborting its plans to contract out the demonstration project.

Those rumors were later confirmed by the proposed contractors!

Letters to the caseworkers followed on Aug. 18, saying the demonstration project was being extended and all project positions had been restored.

The improper practice charge is pending, as CSEA is investigating to be sure no one has been hurt by the previously announced layoffs.

Meanwhile, CSEA has demanded negotiations for the caseworkers start immediately.

Contracting out complaints

Complaints about contracting out may be the most frequent improper practice charges.

The Taylor Law requires public employers and public employees to negotiate in good faith.

This requires them to meet, as reasonably needed, to negotiate the terms and conditions of employment of unit employees.

The law does not require the making of any specific concessions.

Even more importantly, the duty to negotiate in good faith means a public employer cannot unilaterally alter the terms and conditions of unit employees either while a representation question is pending before the board or thereafter, when those employees are represented by a union.
There's still time
Members Urged to Sign Up For Breast Cancer Walk

ATTENTION CSEA MEN AND WOMEN!
JOIN THE LOCAL 830 FLAGSHIP TEAM

Making Strides Against Breast Cancer WALKATHON

Sunday, October 17, 1999
Jones Beach State Park
Field #5
LOOK FOR CSEA TENT
9:30 a.m. - Rain or Shine

Men & Women Invited to Participate

DATES TO RETURN PLEDGES
MONDAY THROUGH FRIDAY
OCTOBER 4 - 8 — 9 A.M. TO 6 P.M.
CSEA Office, 400 County Seat Drive, Mineola

WHEN YOU RETURN YOUR SPONSOR SHEET & MONEY
• You will receive your FREE long-sleeve shirt with a minimum donation of $35
  (T-shirts WILL NOT be distributed on the day of the walk.)
• You will be entered into a competition for valuable prizes.

FOR SPONSOR SHEETS AND MORE INFORMATION CALL:
(516) 571-2919, Ext. 13 or 31

CSEA members are being urged to sign up for a five-mile charity walk, "Making Strides Against Breast Cancer," set for Sunday, Oct. 17 at Jones Beach.

Last year’s CSEA team raised more than $30,000 and has once again been designated one of the few flagship sponsors of the event.

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

The walk starts and ends at Parking Field No. 5, proceeding along the Jones Beach Boardwalk and circling back to the starting point. Registration starts at 9:30 a.m. at the CSEA tent.

All CSEA team members who submit a completed sponsor sheet to the CSEA office before the walk date will receive a specially-designed commemorative T-shirt featuring the race logo and CSEA logo.

In addition, the two CSEA members who 1) raise the most contributions, and 2) sign up the most sponsors will receive prizes and will be featured in an upcoming article in The Express.

Members wishing to participate or those who need more information may call Jewel, Mary or Kathy at 571-2919.

Sponsorship packets will be available through your Unit president or at the Local 830 office in Mineola.
CSEA Members Provide Consumer Help At Office of Consumer Affairs

Did you ever get home from grocery shopping only to find you bought a product that was past its expiration date? Did you ever hold that "pound" of ham you ordered from the deli and wonder if it wasn't a bit light?

The answer for most is probably "yes," but thanks to the Nassau County Office of Consumer Affairs and its CSEA staffers, such episodes are few and far between.

The Office of Consumer Affairs protects the consumer. For instance, when you fill up the car at the gas station, the consumer affairs unit was there making sure the pump is calibrated correctly and the octane rating is accurate.

They do similar checks on home heating oil delivery trucks, and with butcher and deli scales. CSEA members in the office also check the grocery stores and supermarkets to make sure the weights and measures on packaged foods are accurate.

Consumer fraud can mean big fines for the perpetrators and the possible revocation of the permits and licenses needed to do business in Nassau County. According to CSEA Consumer Affairs President Richard Russ, one case resulted in fine for shortchanging consumers in milk packaging totaling several thousand dollars.

But there is more to Consumer Affairs than weights and measures. The department regulates through licensing the home improvement industry in Nassau County, which generates more consumer complaints than any other commercial activity.

The office advocates for the consumer in disputes in which a resident believes he or she has been the victim of consumer fraud or other unscrupulous business activity.

In such cases, Consumer Affairs often works with the district attorney's staff on criminal matters and with the county attorney's staff on civil matters.

"Consumer affairs employees are highly skilled men and women who perform an extremely important service for the people of Nassau County. They are not only committed for the outstanding work they do, often in the face of very trying circumstances," said Nassau CSEA President Tony Giustino.

Consumer Affairs publishes many informative pamphlets to help consumers with purchases and educate them about various scams and frauds. These pamphlets are available at the Office of Consumer Affairs, 160 Old Country Road, Mineola:

- What to Know Before You Sign a Contract or Make a Major Purchase
- Know the Facts About Smoking
- The Truth About VSK
- What You Need to Know About Buying Appliances and Furniture
- Online Shopping
- Fraud and Scams
- Conserve Energy and Conserve Dollars
- Consumer Checklists for Home Improvements and Repair

For more information about the Office of Consumer Affairs or to file a consumer complaint, call 571-2600 weekdays during business hours.

...there is more to Consumer Affairs than weights and measures.

Clockwise, starting top left, Madeline Farley goes over some of the day's work with her boss, Commissioner James Pickens. In addition to serving as secretary to the commissioner, Ms. Farley also heads the licensing division.

Glenna Powell, seated, assistant director of weights and measures, checks accuracy of obsolete jewelers scale, which OCA confiscated. Look at as OCA Unit President Richard Russ.

Posing for camera in the investigations office are, from left, Tonya Eubanks and Jennifer Stogeln, both investigators; and Investigations Supervisor Carol Cusack, seated.

CSEA Unit President Richard Russ proposes for trip to a gas station, where he will take gasoline samples to check for proper octane rating and pump accuracy.

CSEA Unit Vice President Marie Catalano is an investigator II at OCA.

Above left, Jeanne McGuire is a clerk II here but she performs a wide range of services ranging from personnel to payroll to office supplies and claims.

Above right, Joanne McQuair is a clerk/typist III but she is a member of the licensing division.

Below left, Linda Ferrara is a community service assistant and is part of Local 830s fighting back against attacks on county employees.

Below right, Investigation Specialist Farley assesses at front counter where construction company President Manny Jesus seeks to renew license for his Farmingville firm.

"Consumer affairs employees are highly skilled men and women who perform an extremely important service for the people of Nassau County. They are not only committed to the outstanding work they do, often in the face of very trying circumstances," said Nassau CSEA President Tony Giustino.
MAMMOGRAPHY SCREENING PROGRAM  
Fact Sheet

The “Mammography Screening Program” is a benefit negotiated by CSEA for all Nassau County government employees, regardless of insurance carrier or coverage. This benefit allows you to go to the Nassau County Medical Center BREAST IMAGING CENTER on your work time and with no out-of-pocket cost to you. You will stay as long as it takes to get a proper diagnosis and you will meet personally with the doctor to discuss the results.

TO MAKE YOUR APPOINTMENT, PLEASE FOLLOW THESE EASY STEPS:

1. Call the NCMC Breast Imaging Center at (516) 572-5000 to schedule an appointment. Appointments for County employees will be held on Thursdays from 9 a.m. to 3:30 p.m.

2. When you call, you will reach the CSEA Mammography Program “Hotline” Voice Mail System. Please leave your name, daytime phone number and best time to be reached. A scheduler from the Breast Imaging Center will promptly return your phone call and schedule your examination.

3. Fill out a departmental time and leave slip; check “other,” and write “mammography screening.” Submit it to your supervisor.

4. Mammography screening will be given with no out of pocket expense to you. Your insurance company will be billed. If you have insurance, bring your insurance card with you, and an employee ID card if you have one. Also bring your prior mammographic films with you, if you have any.

5. A parking map is available through your department coordinator. The designated parking spaces on the map will be free of charge or you may park at your own expense in the paid parking lot. Inside NCMC, follow the rose-colored “Breast Imaging Center” signs.

6. Upon returning to work, you will be required to submit documentation to your Department. The documentation will be supplied by NCMC at the time of the examination.

7. You will be excused with authorization and will be granted leave without loss of time or pay for travel and examination.

“Staying Fit While You Sit”  
Is Topic of Oct. 7 Workshop

CSEA members whose jobs require sitting for long periods of time might want to attend an upcoming Women’s Committee workshop entitled: “Staying Fit While You Sit.” The date is Thursday, Oct. 7, starting at 5 p.m. in the training room at CSEA headquarters, 400 County Seat Drive, Mineola.

The free program will discuss such things as:  
• Tips on how to properly sit.  
• Simple exercises you can do at your desk.  
• Avoiding repetitive motion injuries.  

Reservations are required by calling Jewel or Judy at 571-2919.

Refreshments will be prepared for all who make reservations. Women’s Committee Chair Jane D’Amico noted that there is a set agenda and urged attendees to arrive on time. Both men and women are welcome to attend.

CLUW Chapter  
Meeting Slated for October 13

Susan Borenstein and Yolanda Nelson of the AFL-CIO will be the featured speakers on Wednesday, Oct. 13 at a meeting of the Long Island Chapter of the Coalition of Labor Union Women (CLUW).

The topics of discussion will be “Why Do Unions Need to Organize?” and “What is CLUW’s Role?” according to chapter president Jane D’Amico, Local 830 executive vice president.

The program is free and will be held from 6 to 8 p.m. at the Hofstra University Student Center “Greenhouse” on the north campus off Hempstead Turnpike.

For reservations call Jewel at 571-2919, ext. 20
Executive Vice President’s Report

by Jane D’Amico
Executive Vice President, Women’s Committee Chair

With the advent of fall, the women’s committee will resume educational workshops as well as other annual events geared to women’s and family issues. By the time this paper goes to press, two events will have already passed, including the annual Women in Local Government Recognition Dinner.

In October, the committee presents a workshop “Staying Fit While You Sit” on Thursday Oct. 7 from 5 to 7 p.m. in the union office.

On Wednesday, Oct. 13 from 6 to 8 p.m. there will be a special CLUW (Coalition of Labor Union Women) presentation at Hofstra University North Campus. The free program will feature speakers from the AFL-CIO — all CSEA members are invited.

Another annual highlight in the month of October is the “Making Strides against Breast Cancer” Walk-a-Thon at Jones Beach. The event will take place on Sunday, Oct. 17 commencing at 9:30 a.m. at the CSEA tent in parking field 5. This year Local 830 will again be a “flagship sponsor” for the event. We hope to top last year’s total by collecting in excess of $32,000. Please come with your family and friends and join us with this worthwhile cause.

When the legislative session begins in January, the women’s committee, along with the Long Island Chapter of the Coalition of Labor Union Women and other interested groups, such as Women on the Job and the Long Island Women’s Agenda, will again join forces to promote the passage of pay equity/comparable work legislation in New York State. Recently, I had the privilege of speaking on these issues and other family-related matters at a “Listening Event” hosted by first lady Hillary Rodham Clinton. The forum specifically focused on women’s and family issues; Mrs. Clinton appears to be dedicated to the promotion of these concerns.

As chair of the women’s committee, as well as the president of the Long Island Chapter of CLUW, I plan to continue to dedicate my energies and the focus of these organizations to issues which impact upon the daily lives of our membership. Soon, labor/management committees will begin to look at the negotiated issues of child care, flexible working schedules, educational benefits, and diversity training, as stipulated in our new contract. I intend to be involved with these committees, since they will address relevant issues for women and families. At a recent CLUW convention, I was elected as an AFSCME (American Federation of State, County and Municipal Employees) delegate to the National Executive Board of CLUW. This opportunity will offer another avenue for promoting these issues on a national level.

Please call 516-571-2919 if you would like details of any of the above-mentioned events. I would be glad to hear from you should you have any suggestions. In the meantime, look forward to the renewed activities in the upcoming months.

HIT Grant Saves “Healthy Heart” Program

The Health Insurance Plan of New York, better known as HIP, has come to the rescue of CSEA’s “Healthy Heart” program. HIP has awarded CSEA a $25,000 grant, which will allow the union to continue the program started more than two years ago under a New York State grant, which expired in June.

Although the term “Healthy Heart” may still be used from time to time, the program will now be called “CSEA/HIP Worksite Wellness Program.” According to Susan Kessler, who will remain program coordinator, the new name reflects not only HIP’s involvement, but the fact that the program will now be more broad based both in its scope and outreach.

The program will provide a wide range of workshops dealing with subjects ranging from Smoking Cessation to exercise and diet, but will also focus more on health topics that deal with the workplace. In addition, programs will be held at various work locations throughout the county, rather than being confined to the CSEA office.

According to Executive Vice President Jane D’Amico, who serves as program director, various aspects of the old Healthy Heart program will be continued, including the Bicycle Program at Cedar Creek and Eisenhower Parks and the Healthy Heart Haven outside CSEA headquarters in Mineola.
A Message from
Long Island Region
President
Nick LaMorte

As I write this column, Hurricane Floyd is sweeping up the Carolina coast and County Executive Thomas Gulotta is throwing blows at the Nassau County work force with threats of furloughs and extended work days.

Nassau Local President Tony Giustino and I pledge you all the support of CSEA, statewide, to fight this unfair treatment.

We have repeatedly told Mr. Gulotta and the media the county must cut private contracts, reduce political patronage and yes — as a last resort, raise taxes.

We have gotten a great response from the ads we’ve run in Newsday and on the radio touting your hard work. We have reminded the public that you are taxpayers, too.

CSEA will not allow the county to fill this budget hole with any concessions from you.

Continue to do your job with pride so the public remembers what great work you do and CSEA will stand strong against the winds of threat blown by Hurricane Gulotta.

Fraternally,

Nick LaMorte
Long Island Region President

CSEA Local 830
October 1999 Calendar

- Friday, Oct. 1 9 a.m.-4:30 p.m. - Pre-Retirement Seminar, Nassau Community College. Call Jewell or Judy: 571-2919
- Saturday, Oct. 2 11 a.m.-6 p.m. - CSEA Picnic - Eisenhower Park. Call Beth: 571-2919
- Thursday, Oct. 7 5 p.m. - “Staying Fit While You Sit” workshop, 400 County Seat Drive, Mineola. Call Jewell or Judy: 571-2919
- Wednesday, Oct. 27 7 p.m. - Annual CSEA Dinner (Halloween theme) Crest Hollow Country Club, Woodbury. Call Jewell or Judy: 571-2919.

Come in Halloween Costume!
Annual CSEA Dinner Set for Oct. 27

The Social Committee has made some great plans to produce a colorful and fun-filled annual CSEA dinner this year — a Halloween dinner theme on Wednesday, Oct. 27.

Attendees wearing a Halloween costume will save $10 off the price of a ticket.

Prizes will be awarded for the best costumes.

Nassau Local 830’s 51st Annual Dinner Dance will start at 7 p.m. at the Crest Hollow Country Club on Jericho Turnpike in Woodbury.

Tickets are $60 for people who don’t come in a Halloween costume and $50 for those who do. Social Committee Chair Beth Luttinger has reminded members that reservations are on a first-come, first-served basis so early reservations are suggested.

Reservation forms can be obtained at CSEA headquarters in Mineola or by calling 571-2919.

Checks should be made payable to “CSEA Nassau Local 830” and sent to 400 County Seat Drive, Mineola, N.Y. 11501, Attn. Beth Luttinger.
Little ones learn big lessons at Safety Town

Did you know there are 10 reflectors on every bicycle? What’s the proper use of hand signals?

Students at the Progressive School of Long Island know those answers and much more, thanks to Nassau County Crossing Guard and union member Ceil Cahill who taught them about bike, pedestrian and traffic safety at Safety Town.

Safety Town, a miniature community complete with a general store, houses, roads, crosswalks, traffic lights, bridges and tunnels, was established by the county in 1972 as part of the Police Department.

More than 11,000 children each year are brought in by their teachers to complete the popular half-day safety training session.

The training begins in the classroom, where Cahill uses a bicycle and other props to illustrate the proper use of equipment.

Cahill asks many questions and the students’ hands shoot up like arrows.

The guard also requests volunteers to demonstrate safe biking as she changes the colors on a giant traffic light from green to yellow to red.

CSEA member Nancy Dougan talks to Travis Compton and the other students in her group about pedestrian safety.

The classroom walls are covered with thank-you banners from appreciative classes.

**Everyone learns here**

As the students step outside into Safety Town, they are divided into three groups.

One group dons helmets and mounts bikes, another knot of children takes off on foot.

The remaining kids get behind the wheel of child-sized cars that have real gas and brake pedals but are surrounded with a rubber bumper — for those who don’t hit their brake quickly enough.

“The cars have rubber bumpers but they are not bumper cars!” Cahill reminds the children.

Other crossing guards take part in the outdoor instruction.

“I love working with the kids. It’s really hands on,” said CSEA member Joan Morris as she handed out helmets.

Morris has been a crossing guard for 17 years and has worked in Safety Town the last two.

Nancy Dougan, a crossing guard for 26 years and Safety Town instructor for four, said, “I really think it’s a lot of fun and it’s important. The kids love to come here and we love to teach them.”

Safety Town is open year-round and in addition to third-graders from public and private schools, the crossing guards teach safety to Cub Scouts and Brownies.

“This car is so cool,” said student Susan Fallon as she buckled up, “I’m having a lot of fun.”

At Safety Town, it’s all about making learning fun.

— Sheryl C. Jenks
**The CSEA WORKERS' COMPENSATION LEGAL ASSISTANCE PROGRAM**

**covering Workers' Compensation and Social Security Disability**

If you are injured on the job or sustain a job-related illness, CSEA’s 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.
- Brochures describing the program in detail and intake forms to assist you in compiling correct and complete information before making the initial call will be available from CSEA Region Offices, CSEA Local and Unit Presidents and CSEA Labor Relations Specialists.
- 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.

1-800-342-4146

Follow the menu options for instructions to access the program

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**Prepare for change as Kaiser leaves New York health care**

CSEA state workers who belong to the Kaiser Permanente Health Plan should review their health care options carefully in light of Capital District Physicians’ Health Plan’s “agreement in principle” to buy Kaiser.

Kaiser enrollees will need to select a new health plan during the 1999 Option Transfer Period, usually held in November.

Meanwhile, enrollees and their families should continue to seek care from their current providers as Kaiser Permanente has given assurance the plan will continue to provide service during the transition, which should be complete by the end of this year.

Questions or comments should be directed to the health benefit administrator in the agency personnel office, or call the Capital Area Permanente Medical Group at (518) 786-2535.

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**Displays of strength and solidarity**

CSEA members across the state continue to be the backbone of the labor movement.

Above, Capital Region President Carmen Bagnoli walks a picket line in Hudson to protest stalled contract talks for 77,000 state workers.

Bagnoli and hundreds of other union members continue to dog Gov. George Pataki wherever he speaks in public as part of a member mobilization campaign.

The strength of the labor movement was also showcased in New York City, as AFL-CIO President John Sweeney, in photo above left, leads thousands of union workers in a labor rally in New York City recently.

State AFL-CIO President Denis Hughes, to the right of Sweeney, led the crowd in several chants.

A large contingent of CSEA members boosted the rally's attendance.

Sweeney said the key issue as labor enters a new century is the right of all workers to choose a union at the workplace.

“Shine a light of shame on employers who violate workers’ rights,” Sweeney told the throng.
Be informed. Then vote responsibly.

The 2000 presidential election campaign is already underway. CSEA encourages all its members to seek information and learn as much as possible about all of the major candidates. Here are some facts you should consider about the two frontrunners:

**GEORGE W. BUSH**
Governor of Texas
Republican

* Says his first priority is education; oversaw the largest funding increase for public education in Texas' history but he also supports charter schools and education vouchers.
* Supports expansion of the North American Free Trade Agreement (NAFTA) throughout the Americas.
* Pledged to fulfill the solemn commitment of Social Security with no reduction in benefits for retirees or near retirees; supports the Republican “lock box” proposal for social security funds; supports making personal retirement accounts part of Social Security reform.
* Wants more private sector Medicare alternatives for the elderly.
* Attempted to privatize a number of state jobs including Medicaid administration in Texas.
* Supports the anti-union “Right to Work Movement;” also supports enactment of “Paycheck Deception” legislation which would restrict the ability of unions to participate in the political process.
* Promotes religious training as an alternative form of qualification for delivery of non-medical social services.

**ALBERT GORE**
Vice President of the United States of America
Democrat

* Strong record in support of federal education funding and opposition to the use of federal funding for private schools.
* Supports the North American Free Trade Agreement (NAFTA) in opposition to labor’s position. Many unions are critical that too little has been done to prevent expanded trade from wiping out jobs.
* Supports expansion of Medicare coverage for catastrophic and long term illness.
* Supports the use of 2/3 of the budget surplus for Social Security.
* Supports a worker’s right to join a union and opposes “paycheck deception” legislation which would restrict the ability of unions to participate in the political process.
* Supports strengthening criminal penalties for health and safety violations.
* Supports federal money for churches to fight social problems.

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New York’s rich-poor gap largest in nation

The incomes of most working New Yorkers shrank the last decade relative to the cost of living as the rich continued to get richer, a study by a union-supported think tank shows.

The gap between the rich and poor in the state is wider in New York than any other state and is growing faster, according to a report by the Fiscal Policy Institute.

“New Yorkers standing on the brink of the new millennium have reason to be concerned for their economic future,” said Frank Mauro, director of the institute.

“The state has experienced job gains, but only this year recouped the jobs lost during the last recession,” he said.

Middle-income families saw their earnings decline by 8 percent since the late 1980s, while incomes for the poorest 40 percent of families fell between 13 and 15 percent, the study shows.

As working families watched their buying power shrink, the richest 20 percent of households enjoyed 30 percent income growth during the decade, Mauro said.

New York City saw sharper income and wage declines than the rest of the state. Income fell by almost 20 percent for all except the richest 40 percent of families.

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The Fiscal Policy Institute study of family income the last decade found:

- Median family income in New York has declined by 1.8 percent since 1989, while the nation’s median family income increased by 1.1 percent.

- The number of New Yorkers in poverty has increased by one third since 1989 to 3 million. New York’s poverty rate was 16.5 percent in 1997 compared with the U.S. poverty rate of 13.3 percent.

- The number of working poor families in New York has jumped by 60 percent in the 1990s, much greater than the U.S. increase of 24 percent.

- The median hourly wage of New York workers, which increased 1.8 percent in the 1980s, fell 6.3 percent in the 1990s.

- New York’s economic growth has lagged behind most of the eight comparable urban, industrial states of the Northeast and Midwest in the 1990s.
PROPOSED RESOLUTIONS to be presented for consideration by delegates attending CSEA’s 89th Annual Delegates Meeting, Oct. 18-22 in Washington, D. C.

Therefore, be it resolved:

1. Continued Health Insurance for Retirees
   Submitted by: Lee Pound
   Delegate - Local 918
   The resolution proposes CSEA continue to lobby state lawmakers and the governor on a bill which would prohibit local government employers from reducing health insurance benefits or increasing costs unless a corresponding change is negotiated for current employees.
   The Resolutions Committee recommends this resolution be adopted as amended.

2. Establish a National Screening Registry of Nursing Homes
   Submitted by: Lee Pound
   Delegate - Local 918
   The resolution proposes CSEA and AFSCME lobby Congress to make the Health Care Financing Administration, which administers both Medicare and Medicaid, develop a national registry of convicted nursing home workers to be used by all states.
   The Resolutions Committee recommends this resolution be adopted as amended.

3. National Patient’s Bill of Rights
   Submitted by: Lee Pound
   Delegate - Local 918
   The resolution proposes CSEA and AFSCME support these additions to a national Patient’s Bill of Rights:
   • Ensure medical decisions are made by doctors;
   • Give patients access to specialists and emergency treatments;
   • Keep patient’s medical information private;
   • Ensure patients are not forced to change doctors in the middle of treatment;
   • Ensure HMO accountability by making it possible for patients to sue an HMO when they are harmed.
   The Resolutions Committee recommends this resolution be adopted as amended.

4. Extend the OAA Through 2002
   Submitted by: Lee Pound
   Delegate — Local 918
   The resolution proposes CSEA and AFSCME lobby for a bill reauthorizing the Older Americans Act through 2002, using the language of the 1992 Act and including the “New Family Caregiver Support Programs” as outlined in Senate Bill S-10.
   Although the law authorizing the OAA expired in 1995, the program continues to provide social and nutritional services to millions of older Americans with incomes below the poverty level.
   The Resolutions Committee recommends this resolution be adopted as amended.

5. Protect Consumers Against Telemarketing Fraud
   Submitted by: Lee Pound
   Delegate - Local 918
   The resolution proposes CSEA lobby state lawmakers to pass a bill establishing minimum standards in the law to register and bond telemarketers and prohibit access to consumers’ financial accounts.
   The Resolutions Committee recommends this resolution be adopted as amended.

6. CSEA, Inc. Rebate Reimbursement to Locals
   Submitted by: James Kurtz
   Delegate - Local 807
   The resolution proposes CSEA, Inc. will rebate 100 percent of the Local’s portion of the Unit’s rebate provided that the Local has filed all the required paperwork.
   CSEA rebates its Locals 25 percent of the total amount paid by the Unit members of the Local when the Local files the correct election and financial paperwork.
   The Resolutions Committee recommends this resolution be adopted.

7. SweatFree Schools
   Submitted by: Ken Monahan
   Delegate - Local 814
   on behalf of the Standing Safety & Health Committee
   This resolution proposes CSEA strive to educate school boards about the benefits of buying equipment and school apparel that is union made, assuring the quality of the goods and that employees were paid fair wages and worked in safe, healthy environments.
   Schools across the state have used tax dollars to buy sports equipment and apparel which was produced either in sweat shops or by child labor.
   The Resolutions Committee recommends this resolution be adopted.

8. Union Support for Pay Equity/Comparable Worth
   Submitted by: Jane D’Amico, Delegate, Local 830,
   on behalf of Women’s Committee of Local 830
   and
   Cathy Barretta, Delegate, Local 014, on behalf of the Standing Women’s Committee
   The resolution proposes CSEA commit its political action resources to promote the passage of pay equity legislation in New York State.
   The Resolutions Committee recommends this resolution be adopted.

Please see Proposed Resolutions continued on page 17
Meetings will be held in all CSEA regions on Saturday Oct. 30 to nominate candidates for the position of delegate to the 2000 AFSCME Convention scheduled for June 26 through 30, 2000 in Philadelphia, PA. The date, time and location of region nominating meetings are printed at left.

The region nominating meetings in October kick off the AFSCME delegate election process, which continues in accordance with the schedule of election, printed at right, approved by CSEA’s Board of Directors.

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

Who is eligible?

Any member in good standing as of Oct. 1, 1999 will be entitled to be nominated as a delegate to the AFSCME Convention. Any member in good standing as of Oct. 30, 1999 will be eligible to nominate delegates. Any qualified CSEA member will be eligible to nominate as many candidates for delegates as he or she desires, not to exceed the total number of delegates to be elected from that region. Nominees do not have to be at the nominating meeting.

Nominations may be made by slates of two or more individuals who will appear on the ballot as running together under a particular designation. Candidates nominated as slates will appear on the ballot in the order they are nominated. The ballot will also allow slate candidates to be elected individually, separate from the slate.

Expenses for transportation, room and board at the AFSCME Convention will be paid by CSEA.

Therefore, be it resolved:

9. Support Staffing Ratios Legislation

Submitted by:
Les Eason
Delegate - Local 830

The resolution proposes CSEA continue to lobby and work with various components of the health care industry, CSEA affiliates such as AFSCME and the United Nurses of America, community-based organizations and other unions to support staffing ratios legislation.

The Resolutions Committee recommends this resolution be adopted as amended.

10. Resolution in Support of Bias-Related Crime Legislation

Submitted by:
Janet Ventrano-Torres
Delegate - Local 258

The resolution proposes CSEA work with other groups to support the passage of bias-related crime legislation (A.1573/S.1038) that would create a new crime “bias-related violence or intimidation” and provide increased sentences.

The Resolutions Committee recommends this resolution be combined with Resolution No. 11 and adopted as printed in Resolution No. 12.

11. Support of Bias-Related Crime Laws

Submitted by:
Les Eason
Delegate - Local 830 on behalf of the Minority Issues Committee

The resolution proposes CSEA support bias-related crime bill A.1573.

The Resolutions Committee recommends this resolution be combined with Resolution No. 10 and adopted as printed in Resolution No. 12.

12. Support of Bias-Related Crime Laws

Submitted by:
Janet Ventrano-Torres, Delegate, Local 258
Les Eason, Delegate, Local 830 on behalf of Minority Issues Committee

The resolution proposes CSEA work with other groups to support the passage of bias crime legislation (A.1573/S.1038) that would create a new crime “bias-related violence or intimidation” and provide for increased sentences.

The Resolutions Committee recommends this resolution be adopted.
Based on the actions of the delegates at the 1998 CSEA Convention, our election cycle has been changed. Elections for statewide officers and region officers, as well as for the Board of Directors, will be held at the same time. CSEA members are urged to carefully read the election information on this page and related stories in future issues of The Work Force.

Elections for the following positions will take place between Jan. 18 - Feb. 8, 2000.

Statewide Officers:
President, Executive Vice President, Secretary, Treasurer

Region Officers:
Region 1: President, Executive VP, 1st VP, 2nd VP, 3rd VP, Secretary, Treasurer
Region 2: President, Executive Vice President, 1st VP, 2nd VP, Secretary, Treasurer
Region 3: President, Executive VP, 1st VP, 2nd VP, 3rd VP, Secretary, Treasurer
Region 4: President, Executive Vice President, 1st VP, 2nd VP, 3rd VP, Secretary, Treasurer
Region 5: President, Executive VP, 1st VP, 2nd VP, 3rd VP, Recording Secretary, Treasurer
Region 6: President, 1st VP, 2nd VP, 3rd VP, Secretary, Treasurer

Statewide Board of Directors:
Representatives of the State Executive Committee and the Local Government Executive Committee

CSEA Election Schedule for Statewide Officers, Region Officers, Statewide Board of Directors

Oct. 15: Deadline for nominating petitions to be received at CSEA headquarters (5 p.m.)

Nov. 16: Ballot position drawing

Jan. 18: Ballots mailed

Jan. 25: Replacement ballots available

Feb. 8: Deadline for receipt of ballots (8 a.m.). Ballots counted. Election results will be announced after the ballot count. Candidates will be notified by mail of the results. Election results will be published in the March 2000 edition of The Work Force.

Availability of Petition Request Forms and Nominating Petitions
Beginning Aug. 23, nominating petition request forms will be available from local presidents, CSEA headquarters and region offices. Petition request forms may be filled out and returned to CSEA headquarters and/or region offices at any time, but the nominating petitions will not be released until Sept. 13, the first day of the petitioning period.

Individual or Slate Petitions
Persons seeking an office may petition individually or as part of a slate to appear on the ballot.
No person may be a candidate for statewide and region office during the same election year. No person may be a candidate for more than one region office.
In statewide elections, the slate must contain a candidate for each of the statewide offices listed herein.
In region elections, the slate must contain a candidate for each of the region offices listed herein for the particular region.
For the board of directors elections, slate petitioning is available in those departments or political subdivisions which, in accordance with the CSEA Constitution and Bylaws, are entitled to more than one board seat. In such instances, to constitute a slate, there must be a candidate for each of the seats to which the department or political subdivision is entitled in that election.

Voting Eligibility Date
Only CSEA members in good standing as of Dec. 1, 1999 will be eligible to vote in the election.

Rules for Running for:
CSEA Statewide President, Executive Vice President, Secretary, Treasurer
To be eligible to seek office, a candidate must be at least 18 years old; a member in good standing since Jan. 1, 1999; shall not have not been a member of a competing labor association or union since Jan. 1, 1999; and shall not currently be serving a disciplinary penalty imposed by CSEA's Judicial Board.
Any CSEA member who meets the above criteria may become a candidate and have his or her name placed on the ballot for a specific statewide office by obtaining on official petition forms the signatures and Social Security numbers of at least 1,000 CSEA members eligible to vote in the upcoming election. Signatures must be of CSEA dues-paying members who are not serving a suspension and who have no delinquent dues.

Rules for Running for:
Statewide Board of Directors
To be eligible to seek office, a candidate must be at least 18 years old; a CSEA member in good standing of the department, county or educational local he or she seeks to represent since Jan. 1, 1999; shall not have not been a member of a competing labor association or union since Jan. 1, 1999; and shall not currently be serving a disciplinary penalty imposed by CSEA’s Judicial Board.
Any CSEA member who meets the above criteria may become a candidate for a board seat and have his or her name placed on the ballot by obtaining on official petition forms the required number of signatures and Social Security numbers of CSEA members eligible to vote in the election. Signatures must be of CSEA dues-paying members who are not serving a suspension and who have no delinquent dues.
The board of directors terms will begin July 1, 2000 and will run for a single term of three and three-quarter years, ending March 1, 2004.

Any CSEA member who is considering the possibility of running for office may obtain information about the election process by calling the Election Committee at CSEA headquarters 1-800-342-4146 ext. 1477

Within the next few weeks, check the CSEA bulletin boards at your workplace for more election details.

Election Oversight
The election process will be overseen by the union’s Statewide Election Committee. The balloting will be conducted by an independent election agency approved by the union’s statewide Board of Directors.
First lady listens, 
breaks bread with 
CSEA members

LOCKPORT — Guess who’s coming to lunch?
First lady Hillary Rodham Clinton’s “listening tour” across the state landed in the back yard of CSEA member Dick McIntyre and his wife, Marie.

“It created a lot of excitement, and there’s still a buzz about it all,” said McIntyre, president of the Niagara County Local.

How did the first lady drop in for a recent chat with the McIntyres?

“About three months ago, I read in The New York Times that the first lady was looking for places to go to listen to New Yorkers about issues important to them,” McIntyre said.

“So I e-mailed an invitation to the White House, asking if she would come by our home if she was in the area,” he added.

Their answering machine held the answer a few days later: Hillary was Lockport bound.

After a mandatory security check cleared the McIntyres and about 50 of their closest friends, neighbors and co-workers, the veggie platters were set out and the New York State wine flowed for an hour and a half meet and greet session.

“She was very warm and charming,” McIntyre said about Clinton. “She talked with a lot of folks informally, one on one. It was a good mix of people, ordinary working folks, retirees, and this is a Republican area. So she heard a wide range of opinions and issues to listen to. And she won some converts, because several folks said they were impressed with her,” he added.

— Ron Wofford

BALLOON PAYMENTS — More than 200 CSEA members in Fulton and Montgomery counties took advantage of CSEA Day at the Fonda Fair. CSEA Greater Amsterdam School Unit President Robert Minkler said the secret of the Unit’s scholarship fund raising was convincing Alex Beauchamp, Unit vice president, to be the target in a water balloon throwing contest to raise cash for the scholarship...

NYS FAIR — Volunteers again were the backbone of CSEA’s presence at the State Fair in Syracuse this year. At least 70 members and staff from the Central Region office staffed the CSEA booth and explained to thousands of visitors what the union does and how union members make a difference in their communities. CSEA also sponsored two days at the fair with discounted admission prices for CSEA members...

PERFECT PERFECTION — The vital work CSEA members perform in Saratoga County, home of the venerable Saratoga thoroughbred race course, was featured in a special supplement in the Albany Times Union newspaper on Labor Day. Union members who work at the track, in the local school district, and city and county governments were featured in the publication. CSEA was also a sponsor of union day at the track on Labor Day, which attracted hundreds of CSEA members...

ROAD WELL TRAVELED — Ed Lundgren recently retired after more than 43 years with the Town of Clarkstown Highway Department. He began as a laborer in 1956, earning $1.35 an hour. He’s been a road inspector the last 20 years. Lundgren was the second president of the town’s Unit after it affiliated with CSEA in 1960...

DPW CREW FINDS LOST GIRLS — An 8-year-old Troy girl threw a scare into her parents and city police recently after deciding to go for a walk with one of her friends without telling her parents. When the girl’s father returned to their home that morning to take her mother to work, he couldn’t find the girl. Fearing the worst, he called the police, who fanned out in a 10-block area. For nearly an hour, the search failed to find the girls.

The word spread to city DPW workers and soon CSEA member Mark Rose spotted the two girls...

FORMER PRESIDENT DIES — John Famelette Sr., who served as Poughkeepsie City School District Unit president and president of Dutchess education Local, died in August. Famelette, an electrician, began working for the district in February 1959. He retired in 1984. His son John Jr. also works in the district as an electrician...

PICHER REMEMBERED — CSEA members are remembering activist George E. Picher, 46, who suffered a fatal heart attack earlier this year. Picher had been a 27-year employee at SUNY Canton and first vice president of the Local. In his memory, CSEA members held a special raffle, with the proceeds going to local charities, and established the George E. Picher Jr. Leadership Award, which will be given as a scholarship to children of Local members...

NIAGARA FALLS AGENCY CHOOSES CSEA — A 54-member private sector unit of social workers, counselors, therapists, shelter workers and support staff has elected CSEA, by a vote of 23 to 19, as their union after a three-month campaign, led by organizer Lynn Knoop. The Family and Children’s Services agency is a private, not-for-profit company that provides some services for Niagara County...

CAPITAL REGION PROGRESS — Capital Region contracts are coming in — Schenectady County and Fulton County CSEA Locals ended their contract negotiations with solid ratifications. All six CSEA Albany County contracts recently were settled. Both Clinton and Essex Counties are using informational pickets to send their message of frustration home to their respective employers. Essex County’s Vic Putman used helium-filled balloons to put a little color into his most recent demo. Joe Musso’s members formed a gauntlet for the Clinton County officials to walk through.

Hillary Clinton visits CSEA member Dick McIntyre and his wife, Marie, at their Lockport home recently.

friends, neighbors and co-workers, the veggie platters were set out and the New York State wine flowed for an hour and a half meet and greet session.

“She was very warm and charming,” McIntyre said about Clinton. “She talked with a lot of folks informally, one on one. It was a good mix of people, ordinary working folks, retirees, and this is a Republican area. So she heard a wide range of opinions and issues to listen to. And she won some converts, because several folks said they were impressed with her,” he added.

— Ron Wofford
Every day
of every year,
in every kind of job,
in every part of the state,
the CSEA WorkForce provides the vital services
you depend on — getting the job done, and doing the job right.

**CSEA healthcare workers help 2 million people lead healthier lives.**
**CSEA emergency workers provide aid to over 5 million people.**
**CSEA school bus drivers transport 840,000 kids to school.**
**CSEA cafeteria workers serve 138 million lunches.**
**CSEA snowplow drivers clear 73 million tons of snow and ice every winter.**
**CSEA road crews maintain 42,000 miles of road.**

Day in, day out,
in more ways than you can count,
the CSEA WorkForce is doing the job right.

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**CSEA The Work Force**
Local 1000 - AFSCME - AFL-CIO
Danny Donohue, President