CSEA members the big winners in November elections — see page 3

ABOVE: CSEA Putnam County Local 840 President Irene Kobbe speaks on behalf of CSEA-endorsed candidates during a Clinton-Gore rally sponsored by the Putnam County Democratic Committee in conjunction with area labor unions just prior to election day.

ABOVE: State Senator-elect Vincent Gentile, left, who won a resounding victory by defeating Republican incumbent Sen. Robert DiCarlo in the 23rd Senate District, with CSEA South Beach Psychiatric Center Local 446 President Joel Schwartz, who helped distribute Gentile campaign material in the Staten Island area.

CSEA Long Island Region President Nick LaMorte, left, congratulates CSEA-endorsed Congressman Rick Lazio (2nd CD).
ATTENTION:
STATE AND LOCAL GOVERNMENT EMPLOYEES WORKING BUT NOT GETTING PAID OVERTIME

Please carefully read this notice if you:

- Are a state or local government employee in a CSEA bargaining unit; and
- Are in a non-attorney or non-physician position; and
- Have regularly worked overtime (i.e., more than 40 hours in a week) in the past two years; and
- Have not been paid at all or have not been paid at a rate of time and a half your normal hourly rate of pay for that overtime because you are considered on "salary" or are labeled "overtime ineligible" or "exempt."

- Recent developments in the Fair Labor Standards Act, its regulations, and case law may now entitle you to overtime pay for your overtime.

- In order to investigate this issue and represent your interests, we need to know your particular situation.

Please complete the following form and return it to us on or before December 31, 1996. Also, if you know of other CSEA unit state or local government employees in the same situation, please tell them about this and have them complete the form also.

Return this form before Dec. 31, 1996, to:
FLSA Overtime Project
% Lori Lossi
Civil Service Employees Association
143 Washington Avenue, Albany, NY 12210


Readers: Send any comments, complaints, suggestions or ideas to:
Publisher, The Public Sector, 143 Washington Avenue, Albany, NY 12210-2303.

COMMUNICATIONS ASSOCIATES

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| TITLE |
| Brief Description of Duties |

Approximate overtime (hours in excess of 40) per week in last two years (An estimate is all that is necessary at this time):

Does the employer have records that show amount of overtime worked per week? Yes No
If so, describe and state where located:

Do you have notes or other records that show amount of overtime worked per week? Yes No
If so, describe:

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Long Island Region
(516) 462-0030

Lilly Gioia
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(212) 406-2156

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The Public Sector Committee

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Page 2 The Public Sector December 1996
Election results solidify CSEA’s position as a political force in New York

CSEA members emerged as big winners in the Nov. 5 election as the union solidified its position as a potent political force throughout New York state.

And in conjunction with its international affiliate, AFSCME, CSEA members made their presence felt across the country as well. AFL-CIO President John Sweeney and AFSCME President Gerry McEntee led the AFL-CIO’s aggressive campaign to re-elect the Clinton/Gore ticket in the presidential race and narrow the Republican control of Congress. Several CSEA activists and staff

GETTING OUT THE VOTE ELECTION DAY — CSEA Capital Region President Carmen Bagnoli, left, and CSEA President Danny Donohue stand on a traffic island in downtown Albany on Election Day morning, urging passing motorists to vote.

‘How sweet it is!’
CSEA efforts help carry the day in state senate, Congressional races

CSEA was a big factor in the outcome of numerous races across the state on Election Day. Among the biggest wins were the election of a new state senator from the 23rd State Senate District in parts of Brooklyn and Staten Island and the election of Carolyn McCarthy as a member of Congress from the 4th Congressional District on Long Island.

“I’m proud to call labor my friend,” Congresswoman-elect McCarthy declared in recognition of the efforts CSEA and organized labor put forth on her behalf during the campaign. CSEA Long Island Region President Nick LaMorte led an army of CSEA activists who campaigned particularly hard for McCarthy.

“The incumbent Congressman, Dan Frisa, had an almost non-existent voting record when it came to supporting working people and organized labor,” LaMorte said. “We believe Carolyn McCarthy has a much more balanced viewpoint and we worked extremely hard for her election.”

“How sweet it is!” cheered CSEA Metro Region II President George Boncoraglio along with CSEA activists upon learning that their hard campaigning for Democratic Senatorial hopeful Vincent Gentile paid off in the 23rd state Senate District.

Gentile swept to a resounding victory defeating Republican incumbent Robert DiCarlo for the New York state Senate seat that includes parts of Brooklyn and Staten Island.

“For CSEA this race meant even more than supporting a highly qualified prosecutor and community activist candidate like Vincent Gentile,” Boncoraglio said. “Just as important to CSEA, this race was about pay-back time.”

Boncoraglio recalled how CSEA Kingsboro Psychiatric Center Local 402 members implored then Senator DiCarlo to help in saving the hospital from Governor George Pataki’s budget ax. Their pleas fell on DiCarlo’s deaf ears.

“Sen. DiCarlo turned his back on Brooklyn’s mentally ill and refused to lift a finger to help CSEA and the community save Kingsboro,” Boncoraglio charged.

“It’s time that politicians of any party understand that there are grave consequences should they choose to play politics with peoples’ lives, Boncoraglio added, thanking the many CSEA activists who made thousands of phone bank calls and handed out thousands of pieces of Gentile’s campaign literature.

This is one endorsement and one victory CSEA members can really savor, said Region II Political Action Coordinator Max Neuberger. “In Vincent Gentile, CSEA members will have a real friend in the New York state Senate,” Neuberger said.

— Lilly Gioia

‘CSEA does not endorse parties, we endorse candidates, and when our army of activists back up our endorsements with positive actions our candidates benefit greatly.’

— CSEA President Danny Donohue

Here in New York, CSEA’s election activities and strong get-out-the-vote efforts paved the way for victory by the Clinton/Gore ticket, helped put the vast majority of CSEA-endorsed candidates on the winning side in Congressional and state legislative races, and helped pass the statewide Environmental Bond Act that will provide funding for projects and programs that will benefit CSEA members in every part of the state.

CSEA had more members, officers and staff involved in political action projects throughout New York and at targeted locations around the country than in any previous election, and the results justified the efforts.

“There are a lot of accomplishments that CSEA can be proud of in this year’s election,” CSEA President Danny Donohue said. “CSEA does not endorse parties, we endorse candidates, and when our army of activists back up our endorsements with positive actions our candidates benefit greatly. Again this year we helped elect candidates to office who respect working people.”

Donohue said CSEA and the AFL-CIO strengthened their foundations as important and influential players in the political arena with aggressive campaigns that earned the respect of labor’s friends and enemies.

“We will build on that foundation at every level because the legislative and political arena provides us with never-ending challenges to be met head-on and overcome,” Donohue said. “I thank everyone involved for all your hard work and dedication.”
Morale problems rampant at Bronx Children’s Psychiatric Center

BRONX — Distraught CSEA Local 401 members have conducted informational picketing at Bronx Children’s Psychiatric Center’s main gate in total frustration with serious morale problems at the hospital.

The union book don’t mean nothing to those people,” added MHTA George Stephens, blaming Mental Hygiene Therapy Aide Pat Motley for failing to behave in a professional manner. “Supervisors are unwilling to observe protocol or periods of monitoring supervisors lack respect for employees.”

BRONX — Distraught CSEA Local 401 President Carol Backstrom said too many Bronx Children’s Psychiatric Center supervisors lack respect for employees. “Supervisors are unwilling to observe protocol or periods of monitoring supervisors lack respect for employees.”

“The union book don’t mean nothing to those people,” added MHTA George Stephens, blaming Mental Hygiene Therapy Aide Pat Motley for failing to behave in a professional manner.”

“Supervisors are unwilling to observe protocol or periods of monitoring supervisors lack respect for employees,” added MHTA George Stephens, blaming Mental Hygiene Therapy Aide Pat Motley for failing to behave in a professional manner.”

Backstrom said.

Several previous supervisory training programs or periods of monitoring supervisors failed to show any lasting improvement.

“After the training were over or the monitors left, each time the supervisors reverted back to abusive behavior,” Backstrom complained.

MHTA Sixto Benitez, who transferred to Bronx Children’s after 30 years working at Manhattan Children’s Psychiatric Center, said he is appalled by Bronx hospital management insensitivity.

“There’s no explaining; nobody wants to listen to your side of the story. The administration hasn’t been willing to work with the people,” Benitez said.

Following a lengthy labor-management meeting during the picketing, Executive Director Mark Beanstock made extensive visits to every shift, speaking to CSEA members at length individually. According to President Backstrom, regular weekly labor-management meetings have begun.

— Lilly Gioia

Labor Mass fuses unions, religion in common cause

STATEN ISLAND — Led by CSEA Metropolitan Region President George Boncoraglio, CSEA members joined brothers and sisters from seven other unions to participate in Staten Island’s first Labor Mass at the Church of St. Joseph the Worker recently.

“Unions are important because they give the little guy a voice and a voice that will be heard.” Monsignor John Servodidio emphasized in his sermon. “I pray that the union leaders give good leadership because you are doing it for the child of God, made in the image and likeness of God. Even those in the most menial jobs are all children of God.”

Servodidio is a member of the newly formed Staten Island Religion-Labor Coalition which sponsored the Labor Mass.

“CSEA is a staunch supporter of religion and labor coalitions,” Boncoraglio said. “Every day pastors and rabbis see the faces of downsized workers and families worrying about their children’s future. That’s why they are now standing with the unions,” Boncoraglio said.

Both NYS Assemblyman Eric Vitaliano and Assemblywoman Elizabeth Connelly attended the Labor Mass. “I look forward to praying and working with you to have everyone recognize the dignity of every working man and woman in our state,” said Vitaliano, who is chairman of the state Assembly Government Employees Committee.

As union banners were draped across the communion altar railing, Monsignor Servodidio told worshippers and their families, “Unions are the salvation of the working man and woman. I pray for you.”

— Lilly Gioia

STATE GOVERNMENT BRIEFS

Hispanic activists

Five represent CSEA at LCLAA convention; focus on Hispanic issues

NEW YORK — Five CSEA Hispanic activists were among delegates tackling some of the thorniest issues facing workers of Latino descent during the 1996 Labor Council for Latin American Advancement (LCLAA) convention recently in Corpus Christi, Texas.

LCLAA was established in 1973 and is the only officially sanctioned AFL-CIO Hispanic labor organization.

Representing CSEA at the convention were Region Education and Training Chair Joe Aravena and Bill Vassallo from CSEA’s Metropolitan Region, CSEA staff liaison Miguel-Angel Cruz and Alfredo Carlo from CSEA’s Long Island Region, and Sandra Franco from CSEA’s Southern Region.

Delegates dealt with issues such as affirmative action, opposing “English only” legislation, child care, organizing Hispanic workers, the elimination of sweatshops, HIV/AIDS awareness, and opposing goods made by child labor in any country.

“It’s important that our union brothers and sisters endorse LCLAA’s ambitious voter registration and voter education efforts to promote greater Hispanic participation in the political process,” Aravena said.

— Lilly Gioia

CSEA/LEAP wins awards for pair of informational programs

CSEA/LEAP’s Labor Education Action Program (LEAP) won awards in two different categories from the New York Continuing Education Association recently.

CSEA/LEAP received the 1995-96 James C. Hall Jr. Exemplary Programs Award in the “Business/Industry Linkage” category for the program Self-Directed Workplace Literacy Distance Learning, a CSEA/GOER project with OMRDD, and in the “Marketing” category for its program A CSEA/LEAP Guide to Financial Aid for Working Adult Students. The guide was a LEAP creation authored by LEAP Assistant Director Harvey Huth.

CSEA/LEAP is a tuition benefit program available to members of the Division of Military and Naval Affairs, Administrative, Institutional and Operational Services bargaining units, and employees of the Health Research, Inc., SUNY Construction Fund, and the Teachers’ Retirement System who work half-time or more.

For more information on CSEA/LEAP, call the LEAPLINE at 1-800-253-4332.
New York State’s Health Insurance Option Transfer Period Extended to Dec. 27, 1996

Due to the delay in approving the 1997 health insurance renewal rates, the Option Transfer period has been extended to Dec. 27, 1996. To change your health insurance option for 1997, you must contact your health benefits administrator (located in your personnel office).

The rate renewal flier “Rates & Deadlines for 1997” were sent to members’ homes the last week of November. The “Health Insurance CHOICES” guide for 1997 was sent to your health benefits administrator the first week of November. If you did not receive a rate flier in the mail or if you would like to obtain a copy of the “CHOICES” guide, contact your personnel office as soon as possible.

The effective date of a newly elected health insurance option for those employees under the Administrative payroll will be Dec. 26, 1996. The earliest paycheck in which an adjustment will be made is the payroll period of Dec. 24, 1996. The effective date of a newly elected health insurance option for those employees under the Institutional payroll will be Jan. 2, 1997. The earliest paycheck in which an adjustment will be made is the payroll period of Jan. 2, 1997. Due to processing delays, most adjustments will be made later in January retroactive to the effective date.

CSEA member runs Marine Corps marathon for leukemia research

WATKINS GLEN — CSEA member Dan Welton ran the race of his life on Oct. 27, but he has some mixed feelings about it.

Welton shattered his previous personal best time in completing the 26.2-mile Marine Corps Marathon in Washington, DC; finished in approximately the top 10 percent of a talented and highly competitive field; placed high in his age group and raised contributions for the Leukemia Society of America. He hopes the funds for research he raised will lead to even better treatment and eventual prevention of the disease.

On the down side, pledges and contributions to the Leukemia Society of America are coming in slower than Welton hoped for. Welton trains year-round and participated in grueling marathon events to raise pledges for leukemia research. He runs personally for Emily, a 16-year-old leukemia victim in the Watkins Glen area. Emily’s leukemia is currently in remission and Welton hopes the funds for research he helps raise will lead to even better treatment and eventual prevention of the disease.

Welton, a maintenance mechanic for the Office of Fire Prevention and Control, Department of State, completed his fourth consecutive Marine Corps Marathon. He ran a three hour, 40 minute race, and placed an excellent 267 in his age group. Just a week after completing the Marine Corps Marathon, Welton lowered his personal best time in a half-marathon, the Red Baron run, in preparation for his next grueling 26.2-mile full marathon in Bermuda on Jan. 19.

He hopes to raise $5,000 in pledges between the Marine Corps and Bermuda marathons.

CSEA members who wish to make pledges to help leukemia research can send contributions (specify you are pledging for Dan Welton) to:

Leukemia Society of America
Central New York Chapter
847 James Street, Suite 201
Syracuse, NY 13203
Monroe County unit fighting privatization, cutbacks

ROCHESTER — CSEA activists in Monroe County are digging in for another long fight against privatization and cutbacks with a county administration that seems bent on turning public assets over to privateers and reducing public services.

The latest battle centers on the county executive’s decision to grant management of the county’s three public golf courses — which have been well operated by parks workers until now — to an individual, Jack Tindale, who had been the golf pro at one of the three courses.

The county has also announced the January closure of the County Hospital’s acute care unit, which combined with the golf course privatization, could affect up to 300 members’ jobs.

More than 30 member-activists carrying signs supporting public golf courses recently presented more than 3,500 supportive petition signatures to the county legislature, where the unit and local presidents spoke.

After committee debate, the matter has been referred to the full legislature for a vote in early December.

“There is no reason to privatize these golf courses,” said Flo Tripi, unit president. “These courses have long been utilized and enjoyed by this community, and they have been profitable since 1989, with the exception of 1995, when they were undergoing major and badly-needed reconstruction. Because of the reconstruction, playing fees were reduced. When the reconstruction is completed within a year, profits will again be added to the county’s coffers. This will then benefit all of the county’s citizens, without jeopardizing the jobs of dedicated public employees.”

“This is privatization for privatization’s sake,” said Bernadette Giambra, Local 828 president. “It doesn’t make sense. These courses should remain part of the county parks system, and the revenue generated by them going to the county instead of a privateer.”

The county executive’s office has also refused to release details of the Tindale management proposal, even after a Freedom of Information Law request, according to CSEA Labor Relations Specialist Bob Leonard.

“The refusal by the county executive’s office to turn over the requested information is a blatant attempt to keep the public in the dark,” said Tripi.

“The taxpayers, golfers, and others with an interest in Monroe County parks have a right to know the details of (County Executive) Jack Doyle’s privatization plans.”

Monroe County Local 828
President Bernadette Giambra tells county legislators that privatization of public golf courses “doesn’t make sense!” — Ron Wofford

Member wins back vacation days

NASSAU COUNTY — When CSEA won an arbitrator’s award which restored five vacation days to union member Eileen Crescenzi’s accruals, she was so grateful she wrote a note of thanks to CSEA Labor Relations Specialist Carol Ferrara.

Crescenzi, a clerk typist in the Nassau County Police Civilian Unit for more than 25 years, ran into trouble during one of the many snowstorms last year.

She injured her hip while helping a coworker push her car in the precinct parking lot. The precinct commanding officer claimed he did not see Crescenzi injure herself and therefore the injury did not occur.

The arbitrator ruled in Crescenzi’s favor, ordering the county to restore her days and expunge her record.

In his decision the arbitrator said Crescenzi “provided verifiable medical documentation consistent with her testimony.” He also commented on her “integrity”.

Crescenzi’s note to Ferrara thanked him for his time, patience, and belief in her.

The unit is part of CSEA Nassau County Local 830.
CSEA fights privatization of Clinton County nurses

PLATTSBURGH — Citing an all-too cozy relationship between the director of the Clinton County Health Department and a private sector nursing home operator, CSEA has pledged an all-out battle to prevent the privatization of nursing jobs in the Clinton County Public Health Department.

CSEA said the nursing home operator wants to privatize Clinton County nurses and use that as a springboard to attempt privatization of public sector nurses in neighboring counties, including Essex and Franklin.

CSEA charges Clinton County Health Department Director John Andrus has allowed private sector nursing home operator William Plumb to address CSEA-represented nurses in the county’s Public Health Department at “captive audience” meetings during work hours to push Plumb’s proposal to privatize the department employees. CSEA says Andrus seems to be using his office to support Plumb’s privatization plan.

CSEA says it will file a formal request with Clinton County Administrator William Bingel to halt the captive audience sessions and direct Plumb to repay the county for the time the employees were forced to attend those sessions.

“Clinton County employees are covered by Article 40 in the current contract, which states there shall be no loss of present jobs of permanent employees as a result of the county exercising its right to contract our goods and services,” CSEA Labor Relations Specialist Charlie Scott points out.

“Our members will not give up their jobs or their contract protections,” CSEA Clinton County Unit President Joe Musso added.

“We want to be partners in any and all changes that the Clinton County Legislature considers,” Scott said. “Our public health care nurses are well prepared to deal with any health care service delivery changes the county wants to consider.”

— Daniel X. Campbell

He’s not heavy, he’s my brother

NEW PALTZ — Sue Boyer never hesitated when her brother needed a kidney.

“He’s my brother,” she said. “When we found out he needed a transplant, my sister and I both went for tests to see if we would be compatible.

There was never any question.”

And so it was in July that Sue Boyer’s kidney was transplanted into her brother Frank Gaspar and for the first time since 1979, Gaspar has a fully functioning kidney.

Boyer, a 15 year state employee, is a clerk at SUNY New Paltz.

Gaspar discovered in 1979 that he had polycystic kidney disease when he was in a car accident.

“I had lacerated my kidney and when the doctor went to repair it, he found that the kidney was diseased and that I was eventually going to need a transplant,” he explained.

Following a year of dialysis, Gaspar was told that it was time for the transplant. Since the surgery, a five hour procedure, he has never felt better.

“When I went in for the surgery, I weighed 117 pounds,” he said. “Now, I’ve put on weight. I never knew how good I could feel.”

Boyer said her brother must take medication to keep his body from rejecting the kidney. Insurance and Medicare cover the cost of about $2,000 per month. The surgery for both the donor and the transplant recipient were also fully covered. Boyer was out of work for about two months.

Gaspar, a former shipping and receiving clerk, hopes to find a job where he does not have to stand or lift. Boyer said she would do it again for her brother.

“IT warms my heart to see him not suffering anymore,” she said. “Frank is a person that during his whole life he has given and not taken from anybody and it’s about time life gave him something back. He’s gone through so much. It’s good to see him up and able to do things. For so long his life was put on hold with the dialysis.”

Boyer has a personal quote that she strongly believes in.

“You give but little when you give of your possessions. It is when you give of yourself, that you truly, truly give,” she said. “That’s the way to describe Frank. All his life he’s always been there for his family. I’m so glad to see that life is finally giving him something back.”

— Anita Manley

Kidney recipient Frank Gaspar and his sister, Sue Boyer, are all smiles over success of medical procedure.

FORMER LONG-TIME CSEA Fulton County Local 818 president and CSEA statewide Board of Director member Bill Sohl, left, accepts a plaque designating him winner of the 1996 CSEA Capital Region President’s Award. At right is Capital Region President Carmen Bagnoli. Sohl was honored in recognition of his long service to Fulton County CSEA members, for being one of the longest serving members of the union’s statewide Board of Directors, and for his dedication to CSEA on every level. Sohl is one of several members of the Board of Directors to retire recently (see page 2).

Mike Bard dies unexpectedly

PARKSVILLE — Shortly after a story about him was published in the October edition of The Public Sector, Mike Bard, a Valley Central School District pool operator, passed away suddenly of natural causes.

The 50-year-old member of Orange County Local 836 had recently been awarded a commendation from the school district for detecting dangerous corrosion in the wires holding up the ceiling of the high school’s pool area, a situation that could have jeopardized hundreds of lives.

“Mike was a very conscientious and caring person working in a pool where safety and sanitary needs are paramount,” he said. “He really took his job very seriously,” Unit President Wilson “Tinker” Bunting said.

Bunting said Bard was also a “computer genius” who had been in contact with people in Europe to discuss the pool wiring problems.

“They’ll never be able to replace him,” Bunting said.

Bard leaves a wife and two children. His family donated money collected by his co-workers to a forestry preservation society in his name.

— Anita Manley

LOCAL GOVERNMENT BRIEFS

The Work Force of NY
In touch with you

A message from CSEA President Danny Donohue

Challenges of the past year have made us stronger

Solidarity will help us face new obstacles in the year ahead

In this holiday season, CSEA members can be proud of their efforts for fairness and respect over the past year. They have made a difference in the lives of thousands of people and helped make New York a better place to live and work. To all of you who have contributed, thank you.

Together we have faced many challenges in the year gone by and we are stronger for it. That's good because we will undoubtedly face new obstacles in the year ahead.

The strength of CSEA comes from all of us working together. While we need to continue our efforts to get all of our members active in standing up for themselves and their union, I am proud to say that we have gotten more members involved in more ways than ever before.

Whether it's a fight for contract fairness, safety and health enforcement, or electing and lobbying responsible public officials, CSEA members are rising to the occasion.

The recent election demonstrated the value and commitment of the CSEA endorsement. We didn't win every race. We didn't even endorse in every race. But we did stand up for what we believe in and worked tirelessly for the candidates who earned our support.

CSEA members in every part of the state gave their time and effort to campaigns. That commitment does not go unnoticed by public officials at any level. If we continue to build on that foundation, we will strengthen our ability to succeed in upcoming budget, privatization, and legislative battles.

I am also proud of the resurgence of the AFL-CIO as a major force on the national political scene. While numerous critics have whined incessantly about labor's spending in the campaign, it must be noted that Business interests outspent Labor 9 to 1, according to published reports.

I think the message of the election results is clear: the American people are tired of extremism in our politics and it is time for all of us to work together for a better future. The AFL-CIO stood up for the interests of working families. Their efforts helped set the agenda and put us in a better position to follow it through.

CSEA is ready for the work ahead. We will work with elected officials, Republican and Democrat, as long as they are prepared to work with us and treat us fairly.
1997 LEAVE RECORD for
NEW YORK STATE ADMINISTRATIVE PAYROLL EMPLOYEES

Your leave benefits were negotiated for you by CSEA — your union!

PAY PERIOD

| To record leave used, enter these letters for the appropriate date: |
| V = Vacation |
| S = Sick Leave |
| H = Holiday |
| M = Military Leave |
| P = Personal Leave |
| SPEC = Special |
| C = Compensatory |
| LWOP = Leave Without Pay |
| W = Worker's Comp |

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If you take 2 hours of personal, enter P-2, etc.

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<td>NOV 27 - DEC 10</td>
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<td>DEC 11 - DEC 24</td>
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</table>

CONSULT YOUR UNION CONTRACT, YOUR CSEA REPRESENTATIVE OR YOUR PERSONNEL OFFICE FOR HOLIDAY OBSERVANCE SCHEDULE

Leave accruals are an important contractual benefit negotiated for you by CSEA. You can help guarantee the accuracy of your individual accruals by tracking your leave activities throughout the year. If a discrepancy should arise it might be easier to document your claim by producing your personal leave record form.
# 1997 LEAVE RECORD for
# NEW YORK STATE INSTITUTIONAL PAYROLL EMPLOYEES

Your leave benefits were negotiated for you by CSEA — your union!

## PAY PERIOD

To record leave used, enter these letters for the appropriate date:

- **V** = Vacation
- **S** = Sick Leave
- **H** = Holiday
- **M** = Military Leave
- **P** = Personal Leave
- **SPEC** = Special
- **C** = Compensatory
- **LWOP** = Leave Without Pay
- **W** = Worker's Comp

### EXAMPLES:
If you are sick 4 hours, enter S-4 under the appropriate day.
If you take 2 hours of personal, enter P-2, etc.

<table>
<thead>
<tr>
<th>PAY PERIOD</th>
<th>ANNUAL LEAVE</th>
<th>SICK LEAVE</th>
<th>PERSONAL LEAVE</th>
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<tbody>
<tr>
<td></td>
<td>Earned</td>
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<td>JAN 2 - JAN 15</td>
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<td>JAN 16 - JAN 29</td>
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<td>JAN 30 - FEB 12</td>
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<td>FEB 13 - FEB 26</td>
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<td>MAR 13 - MAR 26</td>
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<td>MAR 27 - APR 9</td>
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<td>APR 10 - APR 23</td>
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<td>APR 24 - MAY 7</td>
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<td>MAY 8 - MAY 21</td>
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<td>JUN 5 - JUN 18</td>
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<td>DEC 18 - DEC 31</td>
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### CONSULT YOUR UNION CONTRACT, YOUR CSEA REPRESENTATIVE OR YOUR PERSONNEL OFFICE FOR HOLIDAY OBSERVANCE SCHEDULE

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**Examples:**
- If you are sick 4 hours, enter S-4 under the appropriate day.
- If you take 2 hours of personal, enter P-2, etc.

**ANNUAL LEAVE**
- Balance from last record:
- Earned
- Used
- Balance

**SICK LEAVE**
- Balance from last record:
- Earned
- Used
- Balance

**PERSONAL LEAVE**
- Balance from last record:
- Earned
- Used
- Balance

Consult your current CSEA-negotiated contract for the holidays observed in your local government jurisdiction. ALSO consult your contract or personnel office for current method of accruing leave credits.

Leave accruals are an important contractual benefit negotiated for you by CSEA. You can help guarantee the accuracy of your individual accruals by tracking your leave activities throughout the year. If a discrepancy should arise it might be easier to document your claim by producing your personal leave record form.
CSEA is never more than a phone call away.

**Local 1000, AFSCME, AFL-CIO**

Headquarters
143 Washington Avenue
Albany, NY 12210
Toll Free (All Departments)
1-800-342-4146

**CAPITAL REGION 4**
1 Lear Jet Lane
Latham, NY 12110
(518) 785-4400

**SOUTHERN REGION 3**
735 State Route 52
Beacon, NY 12508
(914) 831-1000

**WESTERN REGION 6**
482 Delaware Avenue
Buffalo, NY 14202
(716) 886-0391

**CENTRAL REGION 5**
6595 Kirkville Road
East Syracuse, NY 13057
(315) 433-0050

**METROPOLITAN REGION 2**
40 Fulton Street 22nd Floor
New York, NY 10038
(212) 406-2156

**LONG ISLAND REGION 1**
3 Garet Place
Commack, NY 11725
(516) 462-0030
CSEA intensifies campaign for worksite security standard

CSEA is turning up the heat on Gov. George Pataki and the state Labor Department to again address the very serious issue of worksite security in public buildings and offices across New York state.

CSEA, working with other groups and the state Department of Labor, proposed a worksite security standard under the PESH law two years ago only to see the proposal rejected out-of-hand. The proposed standard would require public employers to assess the risks in their worksites and develop cost-effective plans to address them.

With the fourth anniversary of the shooting deaths of four Schuyler County Social Services workers as a focal point, CSEA recently again took the initiative, urging Gov. Pataki to directly intervene in the union’s campaign to establish safer public buildings and worksites. Early indications are that the issue will be reviewed at the highest levels of state government and a practical, cost-effective approach to improved worksite security for all public buildings statewide could result from CSEA renewed efforts. CSEA made its case at an Albany news conference which included CSEA President Danny Donohue, AFL-CIO President Ed Cleary and Schuyler County CSEA activists Sandra Rhodes and Sue Tacka who were co-workers of the victims.

Examples of unsafe public buildings and worksites are everywhere. Following on pages 9, 10 and 11 are some examples of why improved safety and health enforcement is necessary.

Pipe bomb plants seed of fear in Jefferson County

WATERTOWN — CSEA is pointing to the recent discovery of a pipe bomb in the Jefferson County Office Building as further proof of the need for a statewide worksite security standard to protect public employees.

The bomb, characterized by an army explosives expert as “made to injure or kill somebody,” was found by a deputy sheriff shortly before the building opened at 9 a.m. in a fifth floor hallway outside Family Court offices. The deputy removed it to an outside parking lot, where an army bomb squad from nearby Fort Drum safely deactivated it.

Workers in the building were evacuated at about 9:30 a.m. and the building and the nearby county Social Services Department building were searched to determine if other explosive devices had been planted.

According to CSEA Occupational Safety and Health Specialist Ed King, who reviewed the County buildings the following day, the bomb’s discovery points out the lack of attention paid to security in the county’s public worksites.

“There is a sad lack of security in the buildings,” King said.

King noted that in the County Office Building, there is a sheriff’s deputy post in the lobby, but it is located too far in the rear of the building to be effective. He met with county administration officials, who claim that plans to update security in the building are already in progress for early 1997, including the addition of security cameras, a sign-in procedure for visitors, employee identification badges, and moving the deputy’s post to the center of the lobby.

King said the union was also concerned that employees were allowed to enter the building even after the bomb’s discovery. He said that the workers were not evacuated until at least a half-hour after the building opened. There was also no clear evacuation plan posted, and no clear policy on handling bomb threats or security emergencies of any kind.

CSEA Central Region President Jim Moore said that the bomb was potentially lethal and should not be treated as “an isolated incident,” as the county has suggested.

“We have to treat this as an everyday possibility at every worksite where workers and the public interact, and take action towards its prevention,” he said. “If we treat it as an isolated case, we leave ourselves vulnerable to the possibility of another Watkins Glen,” he added, referring to the worksite murder of four social services workers four years ago.

CSEA has publicly denounced the state Department of Labor recently for its dismissal of a proposed statewide standard for worksite security that CSEA worked hard to draft and get adopted following the Schuyler County murders.

— Mark M. Kotzin
Public employees need better WORKSITE SECURITY

CSEA officers and members joined with City of Middletown officials to dedicate a tree in memory of Martin Grenzhauser, a CSEA member and city employee who was killed last summer when a trench he was working in collapsed. From left are CSEA Orange County Local 836 President Steve Bardin, city employee John McWilliams, CSEA Middletown Unit President Dave Walters, CSEA Southern Region First Vice President Diane Hewitt and city employees Clem Serluco, Glen Arnold and Nick Klupacs.

A tree grows for Martin Grenzhauser

MIDDLETOWN — City of Middletown workers remembered a beloved co-worker during a tree-planting and memorial ceremony held recently at the City Water Plant.

Martin Grenzhauser was working a second job in June of this year when he was killed when the eight foot deep trench he was working in collapsed and a six inch water main burst, flooding the trench. The 29-year-old Grenzhauser and a co-worker drowned while city emergency workers tried frantically to rescue them.

The construction company has come under fire because the trench should have been shored up to keep it from collapsing.

Unit President Dave Walters said workers chose to plant an oak tree because Grenzhauser "was big and strong like a mighty oak."

City Mayor Joseph DeStefano said Grenzhauser would be missed by his co-workers as well as city officials. Approximately 40 friends, co-workers and family members gathered for the ceremony.

— Anita Manley

More double-talk, bureaucratic red tape, than positive action from PESH regarding security at DOL office

BAYSHORE — Lax enforcement and bureaucratic double talk over safety and health standards are leaving CSEA members at risk.

CSEA Occupational Safety and Health Specialist Dan Morra pointed to an incident in the Long Island office of the Department of Labor here, where a client assaulted three CSEA members, seriously injuring two of them.

"There was no security in this building and clients had open access to employees behind the counter," said Morra.

One employee suffered a split nose and black eye while another suffered a head injury as well as trauma to her neck and back.

Labor and management agreed changes needed to be made and Morra submitted a PESH complaint defining the assault, the existing inadequate layout and lack of security.

A supervisor wrote back to Morra saying the case was reviewed and it was concluded the alleged hazard did not meet the criteria of a violation.

Morra argued the site had to be inspected to be understood and wrote a letter requesting a conference to convince PESH of the need for the on-site visit.

"The PESH program manager wrote back contendning that since there was no inspection, no conference is needed," Morra said. "It was unbelievable double talk."

CSEA persisted in meetings with management at the Department of Labor where the incident occurred and a security guard was hired.

"Security was hired part-time in the department but more needs to be done and the PESH citation could have forced the state's hand," Morra said.

— Sheryl C. Jenks

Woman allegedly threatens officials over registration

FORT EDWARD — A woman who wouldn't take no for an answer when she was told it was too late to register to vote was in jail Thursday, charged with menacing, authorities said.

Dawn Bygd, 40, of Fort Edward told Washington County Board of Elections officials she had a gun and a knife when she tried to register Monday afternoon, police said.

Deputy Commissioner Haley and other elections officials cleared out of the office. Sheriff's deputies responded within minutes and arrested Bygd, she said.

Bygd never displayed a weapon but was cooperative, Deputy Commissioner Haley said.

She then made a threat and said 'Well, I got a gun and I can get mad, or I have a knife,' Haley told the Glens Falls Post-Star. "And a knife, too."
CSEA's proposed worksite security standard is as important for the well-being of the general public as it is for public employees.

Town of Corning motor equipment operator lucky to be alive!

PESH cites town on complaint of CSEA

CSEA President Danny Donohue, right, assures Lloyd Hurd that CSEA will aggressively fight for safer worksites.

Memorializes four victims of tragedy

‘Tree of Life’ quilt reflects hope, continuity, rebirth

WATKINS GLEN — Where once lay a memorial bouquet of flowers, now bright orange traffic cones adorn the steps by an entrance to the Schuyler County Office Building — a sign that the door is no longer used as an entrance to the building — and a grim reminder of the tragedy that happened here Oct. 15, 1992.

The door is closed off as one of the measures to limit access to the facility and improve worksite security following the brutal slaying of four CSEA members who worked in the Schuyler County Department of Social Services Support Collection Unit.

Florence Pike, Phyllis Caslin, Denise Van Amburg and Nancy Wheeler were killed by a lone gunman angry over the department’s efforts to force him to pay child support. At the time, there was little in the way of worksite security measures which could have prevented the tragedy from occurring.

On the fourth anniversary of the killings, co-workers and others gathered for the tearful unveiling of a quilt dedicated to the memory of the workers, which is now on permanent display inside the County Office Building.

Entitled the ‘Tree of Life’ quilt, it depicts a tree in all four seasons, and focuses on the themes of hope, continuity and rebirth. It was handmade by a committee of workers in the New York State Office of Child Support Enforcement in Albany, chaired by Karen Viglante, who helped unveil the quilt.

According to CSEA Schuyler County Local 849 President Charlene Williams, the quilt is a fitting memorial to the memories of the workers, and should serve as a constant reminder for the need for workplace security.

“The people upstairs are still uneasy about security. Before it happened, we didn’t think anything like that could ever happen in a small community like this. Now we feel it could happen anywhere,” she said.

“If there’s one good thing that came of this, it’s that when I walk into county office buildings throughout the region, there’s been an increase in security measures,” CSEA Central Region President Jim Moore said.

“We must not allow that to disappear as time goes on.”

— Mark M. Kotzin

Bridge worker death should have resulted in PESH citation, union says

KINGSTON — The New York State Bridge Authority should have been cited for various safety violations following a fatal accident on the Kingston-Rhinecliff Bridge which connects Ulster and Dutchess Counties over the Hudson River, CSEA believes.

Daniel Van Benschoten, a bridge maintenance worker, fell nearly 200 feet to his death last June while he was cleaning the steel girders on the bridge with one of his co-workers.

According to CSEA Safety and Health Specialist John Bieger, Bridge Authority officials took steps to correct certain safety procedures after the accident. While Bieger credits the Authority with correcting the problems, he said PESH should have formally cited the agency.

Van Benschoten, a member of NYS Bridge Authority Local 050, had unhooked his harness to switch his position when he slipped and lost his balance. A co-worker tried in vain to hold him to keep him from falling.

“Making the changes still does not negate PESH from issuing a citation,” he said. “It would have been a simple matter of exchange of paper. If PESH had cited the Bridge Authority, it would have brought them into compliance with the standards. Sure, management recognized the hazard and took corrective action. The unfortunate part is, PESH doesn’t formally recognize it.”

Local 050 President Chris Perrello emphasized the Bridge Authority has an excellent safety record and exercises utmost caution for its workers.

“Where changes were needed they have been made,” he said.

— Anita Manley
NOTICE OF NOMINATIONS

Elections for CSEA statewide PRESIDENT, EXECUTIVE VICE PRESIDENT, SECRETARY, TREASURER to be held in 1997

The offices of CSEA statewide president, executive vice president, secretary and treasurer are scheduled for election in 1997. CSEA members will be electing officers to fill those statewide offices for a 3-year term effective July 1, 1997.

Persons seeking a statewide office may petition and appear on the ballot individually or as part of a slate. A slate must contain a candidate for each of the statewide offices: president, executive vice president, secretary and treasurer.

Candidates must be at least 18 years old, have been a CSEA member in good standing since June 1, 1996, and must have continuously paid CSEA membership dues since that date. Candidates cannot be a member of a competing labor organization and must not be serving a disciplinary penalty imposed by the CSEA statewide 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 1,000 signatures of 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. The signatures must be collected and submitted on official nominating petition forms in a timely fashion under the published election schedule.

Nominating petition request forms are now 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 ahead of schedule, but the nominating petitions will not be released until Feb. 10, the first day of the petitioning period.

The election process will be overseen by the union’s Elections Committee. The balloting will be conducted by an independent election agency approved by the union’s statewide Board of Directors.

The schedule for the 1997 election for CSEA statewide offices is below.

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Schedule of election of CSEA statewide officers

<table>
<thead>
<tr>
<th>Petitioning period starts February 10</th>
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<tbody>
<tr>
<td><strong>February 10</strong></td>
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<tr>
<td>○ Start of petitioning period.</td>
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<tr>
<td>○ Nominating petitions released from CSEA headquarters and region offices.</td>
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<tr>
<td><strong>March 21</strong></td>
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<tr>
<td>○ Deadline for nominating petitions to be received at CSEA headquarters (5 p.m.).</td>
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<tr>
<td><strong>April 14</strong></td>
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<tr>
<td>○ Deadline for candidates to decline nomination (8 a.m.).</td>
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<tr>
<td>○ Deadline for candidates to submit campaign statements and photos for publication in The Public Sector.</td>
</tr>
<tr>
<td>○ Deadline for receipt of candidates’ campaign literature at CSEA headquarters for distribution (5 p.m.)</td>
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<td><strong>April 16</strong></td>
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<tr>
<td>○ Drawing for candidates’ positions on the ballot (headquarters).</td>
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<tr>
<td><strong>May edition of The Public Sector</strong></td>
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<tr>
<td>○ Publication of campaign statements and photos submitted by candidates.</td>
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<td><strong>May 15</strong></td>
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<td>○ Ballots delivered to Post Office for mailing.</td>
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<td><strong>May 23</strong></td>
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<td>○ Replacement ballot may be requested if original ballot was not received.</td>
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<tr>
<td><strong>June 5</strong></td>
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<tr>
<td>○ Deadline for receipt of ballots (8 a.m.).</td>
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<tr>
<td>Election results will be announced after the ballot count. Candidates will be notified by mail.</td>
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<tr>
<td><strong>July edition of The Public Sector</strong></td>
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<td>○ Election results published.</td>
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Always protect your membership status

Break in union membership affects eligibility to seek or hold union office, voting privileges

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

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

Only members "in good standing" can participate in these activities. To be in "good standing," your dues cannot be delinquent.

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

You must notify the CSEA Membership Records Department at 1-800-342-4146, Ext. 327, of any change in your status and what arrangements you are making to continue your membership in CSEA.
Striking IUE brothers, sisters could use your contributions

Without your help, the holidays will be bleak for these union members, families

In need of food, medical needs, holiday gifts and more, our brothers and sisters of IUE Local 36, who have been on strike for over two years, reached out to New York Solidarity, a coalition of union activists.

Wanda Lubinski of CSEA Mental Hygiene Local 673, a member of the Solidarity Committee of the Capital District, volunteered to organize this year’s fund raiser and got off to a great start collecting $846.50 from CSEA delegates at the 1996 Annual Delegates Meeting.

Individuals and locals wishing to contribute towards this worthwhile effort may send donations to: Wanda Lubinski, 175 Second Avenue, Albany, NY 12202-1233.

Checks made payable to “SOLIDARITY” should be received by Dec. 11.

Member, son die in house fire

BLAUVELT (ROCKLAND COUNTY) — A South Orangetown School District bus driver was killed trying to rescue his son from a house fire.

Al DeFlumere, Jr. and his six-year-old son Matthew were found just inches from a window after DeFlumere successfully rescued his wife and two other sons from his burning home. The fire, which officials say was caused by an electrical problem, started early in the morning while the family was sleeping.

In addition to driving a school bus for South Orangetown, DeFlumere, a Vietnam veteran, was a 31-year volunteer firefighter and a clerk for the U.S. Post Office.

“The family lost everything,” said Labor Relations Specialist Larry Sparber.

Ironically, the fatal fire occurred on the DeFlumeres’ 11th wedding anniversary.

Blauvelt firefighters have started a fund for the family. Donations may be sent to the DeFlumere Children’s Fund, PO Box 273, Blauvelt, NY 10913.

— Anita Manley

The CSEA Advantage Cellular Phone Discount Programs

The CSEA Cruise • May 18-25, 1997 • DK 2097

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— Anita Manley
PEOPLE NEWS

CSEA, AFSCME set goal to be top unions in political arena

AFSCME has long been recognized as one of the most effective labor organizations participating in the federal political arena. AFSCME is second only to the Teamsters among labor unions in raising political action funds through volunteer member contributions, and this year hopes to move to the top of the list.

At the same time, CSEA hopes to move to the head of the list of AFSCME affiliates in PEOPLE fund-raising. CSEA currently ranks third behind Illinois Council 31 and New York City Council 37.

You can help CSEA and AFSCME become the top labor unions in the political arena and help strengthen the voice of working people in America when you join PEOPLE. Membership levels range from just $35, $50 and $85 per year with payroll deduction possible for state employees and some local government members. Incentive gifts are available for belonging at each membership level.

When you recruit new members into PEOPLE, you earn points that are redeemable for great gifts in the new PEOPLE Recruiter Gift Catalog. As an added incentive, all newly recruited PEOPLE members and the members who recruited them will be entered in a drawing for a new Ford Escort automobile. This grand prize will be awarded when CSEA achieves its goal of becoming the top PEOPLE affiliate in AFSCME.

Chances are you have been, or soon will be, approached by a fellow CSEA member and asked to join PEOPLE. If you haven't already done so, please join and support the program that supports you. You'll be glad you did, and you'll be increasing your chances to win that Ford Escort at the same time.

For more information about the CSEA/AFSCME PEOPLE program, call the CSEA Political Action Department at 1-800-342-4146 Ext. 404 or (518) 436-8622.

Tie for top

PEOPLE recruiter for October

Carol Low of CSEA SUNY at Stony Brook Local 614 and Micki Thoms of CSEA Letchworth Village Developmental Center Local 412 earned PEOPLE Recruiter of the Month honors for October. Low and Thoms each enlisted 22 new members in the PEOPLE program.

CSEA volunteers recruited 44 new members to join PEOPLE and raised $3,189, surpassing last year's amount, during this year's Annual Delegates Meeting, Sept. 30 through Oct. 4 in New York City.
The registration deadline for the ISU Employee Enhancement Workshop Series, Spring 1997 is Jan. 9, 1997. Registrations received after the deadline will be considered only if there are available seats. Workshops on a wide variety of subjects, to be held throughout the state, are open to CSEA-represented NYS employees in the ISU bargaining unit.

Registration forms are available in a program announcement brochure prepared by the NYS/CSEA Labor-Management Committees. See your agency or facility human resources or training office or your CSEA Institutional Services Unit local president for more details, or call the NYS/CSEA Labor-Management Committee at (518) 473-3416.

A supervisor or manager authorized to grant release time to attend the workshop must sign the registration form.

The uncertainty of today's economy has caused everyone to worry about their financial future. One way to help secure your future is to protect your income. Experts agree that a comprehensive disability plan is a good place to start.

CSEA has answered members’ needs by sponsoring a new Disability Income Protection Plan. It helps protect your income if a disabling illness or injury keeps you out of work.

With the help of Jardine Group Services Corporation, plan administrator, CSEA has improved the program with new benefits at the same group rates. This plan now features Rehabilitation Benefits, Survivor Benefits, and Work Stoppage Benefits, all with convenient payroll deduction.

Take steps now to make sure that if you become disabled, you’ll have the resources you need to help protect your financial future. And be on the lookout for your disability kit to arrive in your mailbox later this month.

The registration deadline for the ISU Employee Enhancement Workshop Series is January 9, 1997. The workshops will be held throughout the state and are open to CSEA-represented NYS employees.
The CSEA Work Force is at the heart of everything that makes New York State work.

Every day of the year, your family, friends and neighbors are on the job, providing vital services that keep New York's school districts, cities, towns, counties, even the state itself, running.

They drive millions of children to school. Maintain thousands of miles of roads. Keep public buildings clean. Help your neighbors who are in trouble to get back on their feet. Nurture the sick and elderly. Help keep the peace.

And yet politicians are always targeting those needed services.

What CSEA workers provide is so basic, you hardly stop to think about it. Don't let the politicians' budget cuts erode the services that you depend on.

Danny Donohue, President

The Work Force
Local 1000, AFSCME, AFL-CIO

INSIDE THIS EDITION

- Working overtime, not getting paid? – Page 2
- CSEA members big winners in November elections – Page 3
- State Government News – Pages 4 and 5
- Local Government News – Pages 6 and 7
- Push comes to shove on worksite security standard – Pages 9, 10 and 11
- Annual leave records enclosed