

# 2003 CONVENTION PREVIEW

## 25th Annual Convention

September 14-17, 2003 • Montreal, Canada

### Elected Delegates

Published July 2003



Name	Reg.	Div.	Title	Name	Reg.	Div.	Title	Name	Reg.	Div.	Title				
<b>AGRICULMARKETS</b>				<b>CAPDIST DDSO</b>				<b>COR GREAT MEADW</b>				ROSS ARONSON 11 236 J			
SUSAN CINCINELLO	3	275	M	KAYELLEN BUTTON	8	251	C	RONALD ATKINSON	8	181	N	MONTE BATCHELOR	12	236	J
EVELYN FUENTES	10	275	M	JULIE GORMAN	8	251	A	REGINAHILLIER	8	181	N	DEBRABATCHELOR	12	236	J
PETER HORAN	8	275	M	CHARLES PERSONS	8	251	A	<b>COR GREEN HAVEN</b>				IRENE BLAND	11	236	J
PRISCILLASWEET	8	275	Q	CHARLENE T. PUORTO	8	251	A	PAULCECILIA	9	184	C	MARILYN BREWINGTON	10	236	J
WANDAVEGA	10	275	M	<b>CENTRALNYDDSO</b>				MICHAELCIFONE	9	184	N	CLIFFORD CRAWFORD	11	236	J
<b>ALB HSNG AUTHOR</b>				ELLAALSHEIMER	6	189	D	RICHARD COLLINS	9	184	C	CAROLE FLOT	11	236	J
JOHN KOHLER	8	503		KENNETH BRYNIEN	4	304	D	<b>COR GREENE</b>				STEVE FURMAN	10	236	J
<b>ATTICACORR</b>				GREGORY CASE	6	189	N	KETURAH COLBERT	8	343	C	NATE GLATTSTEIN	9	236	J
STEPHEN SZEMPLENSKI	1	261	C	MICHAELDEPIANO	6	189	C	MICHAELSICKO	8	343	C	DAVID HAMMER	10	236	J
<b>AUBURN CORR</b>				JENNIFER FARRIER	6	189	A	<b>COR GROVELAND</b>				SUSAN JEFFORDS	8	236	J
JOHN FURNESS	4	299	N	NICHOLAS GILBERT	6	304	C	JOANN BURNS	3	324	C	TRACYJOHNSON-MCBRIDE	8	236	J
JOHN SROKA	4	299	N	KAREN IREY	4	189	C	ROBERT SKINNER	3	324	C	GARY LERNER	12	236	J
DAVID STALLONE	4	299	C	JANETTE MUTTILLO	6	189	D	HENRY WOITSCHECK	3	324	C	IRAMACHADO	10	236	J
DAVID AMEDIO	8	263	K	JODI NETTLETON	6	189	E	<b>COR HUDSON</b>				TRINAMARTIN	10	236	J
<b>AUDIT CONTROL</b>				MARYLYNN PIERCE	4	304	C	SHERILLBOLEVICE	8	316	C	RICHARD MATA	1	266	J
DENNIS ANDERSON	8	263	K	PATRICIASMITH	4	304	E	<b>COR LAKEVIEW</b>				FRANCES MEYER	9	236	J
RICHARD BOJMAN	8	263	K	MARYVASILEV	4	304	A	KEVIN KALLIN	1	378	C	MINERVA OSORIO	10	236	J
RICHARD BOLLIGER	8	263	P	PETER YOUSEY	6	189	H	KEVIN OBRIEN	1	378	C	CHANDRAPER PATTERSON	10	236	J
ANTHONYCARBONELLI	10	288		<b>CIVILSERVICE</b>				<b>COR LIVINGSTON</b>				SALVATORE PERRITANO	6	236	J
MARIO CHIARELLO	8	263	K	DIANAGULDALIAN	8	250	A	NORMAN PARRISH	3	387	C	JOSEPH TEWKSBURY	8	236	J
WILLIAM CLYNES	8	263	K	LINDAPIUREK	8	250	A	<b>COR MARCY</b>				RICHARD TRZYNA	1	236	J
TIMOTHYDAGNER	8	263	P	<b>CLINTON COR</b>				DAVID HOMA	6	375	C	<b>DOT MAIN OFFICE</b>			
JOSEPH DICKSON	3	263	P	ROYANO	7	239	N	JOSEPH LEWIS	6	375	C	ROBERT ANCAR	8	177	B
MICHAELGILBERT	8	263	P	ROBERT BOISSY	7	239	N	<b>COR MID-ORANGE</b>				JOHN CARROLL	8	177	Q
LYNDON JONES	8	263	K	WILLIAM CROTTY	7	239	C	ANDREW MACEDA	9	228	C	MICHAELCRANNELL	8	177	B
LISAJOYNER	8	263	P	GARY HATHAWAY	7	239	C	<b>COR MID-STATE</b>				NICHOLAS DIEHL	8	177	B
MICHAELKOPKIN	10	288	P	<b>COR ADIRONDACK</b>				BRENDAHARBISON	6	338	C	KENNETH DODGE	8	177	B
MARY LEVENDUSKY	8	263	K	DAVID MISHANEC	7	306	C	CHARLENE LOJEWSKI	6	338	C	PAULDUPONT	8	177	B
DONALD LLOYD	8	263	P	<b>COR ALBION</b>				<b>COR MONTEREY</b>				DAVID GRAVES	8	177	B
GAILNOVAK	8	263	P	JOSEPH CHISHOLM	3	289	H	RICHARD MASON	2	384	S	MARGARETGROGAN	8	177	J
DONALD PRZYBYL	1	263	P	JOHN ZUBRICKY	3	289	C	<b>COR OGDENSBURG</b>				JANE HALLUM	8	177	K
FRANK RICUPERO	8	263	P	<b>COR ALTONA</b>				BARBARA TOUON	7	322	A	CHARLES KELEFANT	8	177	B
CHESTER ROBERTS	8	263	P	THOMAS DONAHUE	7	342	C	<b>COR OTISVILLE</b>				LAYNE LAJOY	8	177	B
CRAIG SPEERS	1	263	P	JAMES GONYO	7	342	C	WILLIAM SEATON	9	210	C	STEPHEN LONGTIN	8	177	B
<b>BANKING</b>				<b>COR BARE HILL</b>				<b>COR RIVERVIEW</b>				EDWARD LUCAS	8	177	B
PHILIPBLITZ	10	174	P	PAUL WALBRIDGE	7	377	H	LORI AUBREYSMITH	7	368	C	PAUL LYONS	8	177	B
CHARLES CARSON	10	174	P	<b>COR BEDFRD HILL</b>				<b>COR SHAWANGUNK</b>				RICHARD MARRIOTT	8	177	B
PETER CHRISTENSEN	1	174	P	JOSEPH GREENFIELD	9	353	N	VERONICARODDY	9	362	N	RICKEYMORGAN	8	177	B
MICHAELDESIMONE	10	174	P	MARK HAYO	9	353	R	<b>COR SUMMIT</b>				STEVEN RILEY	8	177	B
WENDYHENRY	10	174	P	<b>COR BUTLER</b>				RUTH ANN RUNDRELL	8	380	C	GUSTAVO SANTOS	8	177	O
JOHN MURPHY	10	174	P	RICHARD HEFFRON	3	299	N	<b>COR TACONIC C F</b>				GEORGE SCHONGAR	8	177	B
JOHN NODALNY	10	174	P	<b>COR CAPE VINGEN</b>				ROBERT SCIOLTO	9	271	C	CHEW WONG	10	214	P
MURIELLE SAINTPREUX	10	174	P	CATHYCOTY	4	367	C	<b>COR ULSTER</b>				<b>DOT REGION 1</b>			
<b>BERN FINE DDSO</b>				ELLEN LARKINS	4	367	N	CHRISTIAN AMBROSINI	9	386	N	BRYANTBIGELOW	8	258	B
ELIZABETH CHEESE	11	207	H	<b>COR CAYUGA</b>				<b>COR WENDE</b>				DAVID BROWN	8	258	B
KAREN FREEMAN	11	207	E	CHRISTOPHER GIANNONE	4	371	C	ANGELO AMATO	1	348	C	LORENZO DISTEFANO	8	258	B
MARSHAMOTON	11	207	C	GAILSTALLONE	4	371	C	<b>COR WILLARD DTC</b>				MICHAELDOODY	8	258	B
<b>BRKLYN CHILDREN</b>				<b>COR COLLINS</b>				STEVEN LICHAK	4	397	N	MARIAHARPLE	8	258	B
MARY FRANCIS	11	252	E	THOMAS RAIMAN	1	340	H	<b>COR WOODBOURNE</b>				PETER HOWARD	8	258	B
<b>BROOKLYN DDSO</b>				<b>COR COXSACKIE</b>				PATTI MILISAUSKAS	9	185	C	JOHN IZZO JR	8	258	B
SANDRAHOLLEY	11	244	E	JOSEPH CALIFANO	8	212	C	<b>COR WYOMING</b>				NICHOLAS STUTO	8	258	B
BELVIN NOTTINGHAM	11	244	H	<b>COR EASTERN NY</b>				DAVID LEVASSEUR	1	356	C	<b>DOTREGION 10</b>			
JAMES PILCHER	11	244	C	CAROLANNE MILEWSKI	9	195	N	MICHAELSZEMPLENSKI	1	356	N	ROBERT ANGELL	12	170	B
CARRIE SAUNDERS	11	244	H	<b>COR ELMIRACNTR</b>				<b>CORR GOWANDA</b>				SHESHADRI BHATTACHARYA	12	170	B
<b>BROOME DDSO</b>				JAMES CARR	2	222	C	JOHN BENZEL	1	393	C	PATRICIABROWER	12	170	B
DONALD BERGIN	5	197	C	STEVEN GIBLIN	2	222	N	THOMAS OBOYLE	1	393	C	JAMES CALFA	12	170	B
KATHLEEN BURNS	5	197	A	LARRY WOODWARD	2	222	N	BEVERLYTOMANI	1	393	C	DONNAFORMICA	12	170	
SILVIACZEBINIAK	5	197	C	<b>COR FISHKILL</b>				<b>CORRL SRVCS M/O</b>				WILLIAM HOLTHAUSEN	12	170	B
WILLIAM DELORME	5	197	E	RONALD MANULI	9	310	N	MATILDE ARIAS	8	229	N	CARLYLE JOHN	12	170	B
RONNIE DILLINGHAM	5	197	O	SUSAN NANASSY	9	310	C	GARY MATTHEWS	8	229	S	QAISAR ALI KHAN	12	170	B
JAMES HUNTLEY	5	197	C	<b>COR FRANKLIN</b>				DONALD ROBBINS	8	229	K	KAMYMOGBELI	12	170	B
ROBERT PURTELL	5	197	H	DAVID JACOBS	7	361	N	LAWRENCE ROWSE	8	229	K	WILLIAM PIKE	12	170	B
ROBERT REYNOLDS	5	197	H	<b>COR GOUVERNEUR</b>				MARY JEAN WILLIS	8	229	K	KARTIKEYADHVARYU	11	214	B
FRANK TRZCINSKI	5	197	D	ROBERT BRABANTJR	7	388	C	<b>DIV OF PAROLE</b>				<b>DOTREGION 11</b>			
								ROBERT ANDERSON	4	236	J	RAJENDRAAMIN	11	214	B

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Name	Reg.	Div.	Title	Name	Reg.	Div.	Title	Name	Reg.	Div.	Title	Name	Reg.	Div.	Title
ERIC FOSTER	11	214	B	ROSEANNE GROLL	12	376	N	JAMES CLOSE	8	169	B	<b>EX HSG&amp;CMTYRNL</b>			
VARUGHESE JOSEPH	11	214	B	SUSAN KENT	8	194	C	KELLY CLOYD	3	169	B	EMANUELBIONDI	8	383	S
WILLIAM LYONS	11	214	O	MICHAELKINLEY	8	349	M	LAWRENCE DARCO	8	169	B	EDWARD FONTE	10	168	S
PATRICK MCSHANE	11	214	B	KEVIN KROENCKE	8	194	G	JOHN DONLON	8	169	B	DIANE PALMER	8	383	P
SYED RAHMAN	11	214	B	NANCYLARIA	8	194	C	SUSAN DUBOIS	8	169	B	ROBERT THOMAS	10	168	S
NIKHILESH THAKER	11	214	B	GENEVA LEWIS	8	194	C	CAROL FARKAS	12	385	B	CARLTON WELLS	8	383	K
<b>DOTREGION 2</b>				ELEANOR LISEWSKY	9	230	N	STANLEY FARKAS	12	385	B	<b>EX OFF GEN SERV</b>			
PAULEVANS	6	166	B	DAVID LOVELL	8	194	C	FRANK FLACK	4	169	Q	OWEN BYRNE II	1	179	B
<b>DOT REGION 3</b>				LAURA LYNCH	8	194	C	DEBORAH GARDELL	8	169	B	THOMAS COMANZO	8	179	P
LOUIS FERRONE JR	4	256	B	DENNIS MBUYI	8	194	C	CLAIRE GERACE	8	169	B	ROBERT DOYLE	8	179	B
DENNIS JOYCE	4	256	B	ANGELO MINIERI	10	376	N	KEVIN HINTZ	1	169	B	GLORIAFUNG	8	179	B
DONALD KEHOSKIE	4	256	B	CHRISTOS NICOLA	10	349	M	HASSAN HUSSEIN	11	169	B	ROBERT GAMACHE	8	179	B
JOSEPH SALLIN	4	256	B	DONNA PARSLAW	8	194	C	MICHAELKANUK	8	169	Q	BE HA	8	179	B
TIMOTHYSPENSIERI	4	256	B	EDWARD PATTEN	2	230	N	MICHAELKEENAN	8	169	B	JOSEPH LAVIANO	8	179	B
DANIELWEAVER JR	4	256	B	PAMELA PATUR	11	349	C	DYLAN KEENAN	8	169	B	GREGORY MCBRIDE	8	179	B
<b>DOTREGION 4</b>				GAILRICE	6	230	N	JAMES KERSTEN	1	169	B	MICHAELRHEINGOLD	8	179	B
JERRY JOBSON	3	284	B	ROBERT ROGERS	8	194	C	WALLACE KRAWITZKY	8	169	B	ALEXANDER ROBERTSON	9	179	B
DANIELLANDERS	3	284	B	DANIEL RYAN	8	194	C	DIANE KULZER	8	169	B	GREGORY RUTH	8	179	B
KENNETH MCLENATHAN	3	284	B	WILLIAM SACHS	10	349	M	GREGORY LABARGE	8	169	B	JOSE SAMSON	8	179	S
PAULMONTAGUE	3	284	B	CATHERINE SCALA	12	376	N	ZAKYMENASHA	11	169	B	CHARLES WOOSTER	8	179	B
LYNN PEASE	3	284	B	SUZANNE STRAUSS	8	194	C	ALEXANDER MOSKIE	12	385	B	<b>EX STATE POLICE</b>			
HOWARD WEINBLATT	3	284	B	MARK WALDMAN	8	194	C	DAVID PERSSON	3	169	B	BONNIE WEBSTERMICHON	8	204	J
<b>DOT REGION 5</b>				WILLIAM WEAVER	8	194	C	ANNETTE SANSONE	1	169	G	<b>FINGER LAK DDSO</b>			
JOHN DUENGFELDER JR	1	219	B	EDWARD WILLIAMS	8	194	N	GEORGE STADNIK	11	169	B	LYNDBLAKE	3	246	H
VINCENTFINIZIO JR	1	219	B	<b>ELMIRACHILD SV</b>				TERESATYOE	6	169	B	BONNIE CANNAN	3	259	E
JOHN FRANKIEWICZ	1	219	B	KATHLEEN SUPA	2	223	C	WILLIAM WURSTER	8	169	Q	JAMES CARLISLE	3	201	D
SCOTTJOHNSON	1	219	K	<b>ENVIR CONS M/O</b>				<b>EX ALCO BEV CON</b>				EDWARD DOYLE	3	246	E
THOMAS LOZINSKYJR	1	219	B	BRIAN AHO	8	169	Q	GARY BARTIKOFSKY	1	171	M	JEANNINE DUTCHER	3	246	H
JEFFREYDROBINA	1	219	B	BERNADETTE ANDERSON	8	169	B	DANACHRISTIAN	10	171	K	JAMES HOOPER	3	259	C
THEODORE RICCIARDELLI	1	219	B	KAREN A BAKER	8	169	B	<b>EX CRMNLJST SV</b>				GREGORY LAZZARO	3	246	C
CHARLES VOHWINKEL	1	219	B	JOSEPH BATTISTA	9	169	B	JAMES BLAKE	8	204	K	STEVEN MOULTRUP	3	201	H
CRAIG WALEK	1	219	B	WAYNE BAYER	8	169	B	PATRICK LERNER	8	204	C	KATHLEEN PHILLIPS	3	246	H
<b>DOT REGION 6</b>				TARAMICHELBLUM	4	169	B	<b>EX DIV HUMAN RT</b>				JOHN PRINCE	3	259	C
JOSEPH FLINT	2	175	B	KEITH BROWNE	9	169	B	BELLEW MCMANUS	10	329	G	ANITA RIDGEWAY	2	201	A
R MICHAELINGALLS	2	175	B	STANLEYBYER	8	169	Q	KALAM MUTTALIB	3	360	S	KELLY TRIA	3	259	A
RICKYNICHOLSON	2	175	B	HOLLY CLARK	8	169	B					<b>H HELEN HAYES</b>			
<b>DOT REGION 7</b>												MARY JANE BONELLO	9	226	A
LORRAINE TURTURO	4	247	B									ARLENE GROSS	9	226	A
<b>DOT REGION 8</b>												CAROLYN WILLSON	9	226	A
GREGORY BENTLEY	9	172	B									<b>H VET HOME NYC</b>			
KEITH FAUCHER	9	172	B									ROSE CATUBIG	11	199	D
STEPHEN GEYER	9	172	B									<b>H VET HOME OXFID</b>			
EDWARD J GR GOFF	9	172	B									DAVID CRUGNALE	5	237	D
SUSAN SHAY	9	172	B									CHERYLKENNEDY	5	237	A
JAMES STEPP	9	172	B									MARY TWITCHELL	5	237	H
<b>DOT REGION 9</b>												<b>HALE CREEK ASAC</b>			
CARLOS BASUALDO	5	227	B									MIGDALIARODRIGUEZ	6	390	N
TOM CARD	5	227	B									<b>HDSN VAL DDSO</b>			
PAULGENDRON	5	227	B									HOLLY BENTLEY	9	276	E
PAULGREGORY	5	227	B									WILLIE BRYANT	9	276	D
MARK LIPPOLIS	5	227	B									GARY COOPERSMITH	9	276	D
DANIELMAJESKI	5	227	B									SHARON DOZIER	9	276	D
RICHARD SPERSKI	5	227	B									ROBERT MONTALBANO	9	276	S
MICHAELZWICK	5	227	B									ROBERT ROE	9	276	E
<b>ECONOMIC DEVEL</b>												VIVIAN STREET	9	276	D
JEFF JANISZEWSKI	8	262	O									LIJUETTE SUPENSKI	9	276	D
DIANE KINNICUTT	8	262	O									<b>HEALTH MAIN OFF</b>			
<b>ED BATAVIABLND</b>												MICHAELBABALA	8	205	D
DEBORAH CROMWELLSTAMP	3	298	C									RAYMOND BALTAZAR	8	205	C
RONALD QUARANTA	3	298	A									HOWARD BAUMGARTNER	8	205	P
<b>ED HGR ED SRVCS</b>												ROGER BENSON	8	205	Q
WILLIAM BEVILACQUA	8	355	P									RICHARD BENZ	8	205	P
PIPER LUTBAK	8	355	C									JOAN BOBIER	8	205	B
DEBRASAMUELS	8	355	K									DAVID BOLEVICE	8	205	K
<b>ED ROME DEAF</b>												PAULETTE BROWNE	9	291	A
DONNAEHLE	6	206										GEORGE BULDRINI	8	205	G
KELLI RAMER	6	206	C									DEBORAH BUSH	8	205	Q
<b>EDUC MAIN OFFCE</b>												JASON CORVINO	8	205	P
MARY JO AHERNPLEAT	8	194	C									GARY CRUCETTI	8	205	P
RABB AZIZ	10	376	N									RICHARD DILLARD	11	191	E
EDITH BENSON	8	194	C									MICHAELDREIBELBIS	8	205	D
ZOE BOWIE	8	194	N									MICHAELLELLIS	8	205	D
DIANE CARTER	8	194	C									THOMAS FAHEY	4	312	K
PAULDEVINO	8	194	K									ADEL FAHIM	8	205	Q
CAROLDOLAN	3	372	N									CHRISTINA FAULKNER	8	205	D
RONALD EASTON	1	215	S									KENNETH FERRO	8	205	P
CARLOS GARCIA	8	194	C									JOSEPH FOX	8	205	P
EDDYGOURAIGE	10	349	M									SAMUELFRIEDLANDER	9	291	D

## Proposed constitutional amendments

The PEF Executive Board at its June 20, 2003, meeting adopted the following two proposed amendments to the PEF Constitution and By Laws for presentation to the 2003 Convention delegates:

### Amendment 1 (Applies to Article VI)

**Note:** This resolution changes the title of "Regional Coordinator" to "Regional Vice President," and "Vice President" to "Executive Vice President."

#### Article VI — Officers

- C. Three (3) Executive Vice Presidents
- Twelve (12) Regional Vice Presidents [Coordinators]
- D. 5. Establish and assign regular duties to each Executive Vice President with ....

#### F. Executive Vice Presidents

The three (3) Executive Vice Presidents shall be elected ....

#### G. Regional [Coordinators] Vice Presidents

There shall be twelve (12) Regional [Coordinators] Vice Presidents, one from each region. Each Regional [Coordinator] Vice President shall be an active member of that regional constituency, elected by the members of his/her region and responsible to them. The Regional [Coordinators] Vice Presidents shall: ....

H. Executive Vice Presidents shall serve as full-time officers of PEF.

### Amendment 2 (Applies to Articles VIII and XI)

**Note:** The following amendments would make the Trustees independent.

#### Article VIII — Trustees

There shall be three (3) Trustees elected by vote of [the entire membership.] their appropriate constituency. The constituencies are defined as one representative from Regions 1-7; one representative from Regions 8 and 9; and one representative from Regions 10-12.

#### Article XI — Term of Office

- A. 1. Except for Trustees elected in 2006, which will be a two-year term.

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Name	Reg.	Div.	Title	Name	Reg.	Div.	Title	Name	Reg.	Div.	Title	Name	Reg.	Div.	Title
DANIELGUENZBURGER	10	199	G	CARTEREL	8	202	O	MICHAELCODY	8	231	A	FARAG M. SOBKY	12	233	D
LOLA PARKS GUERRA	10	199	S	J CERIO	2	359	N	JOHN LICHAK	8	231	H	MATHEW THOYALIL	12	233	E
CRAIG HAMMER	8	205	B	A COOK	3	278	P	MERLAMASON	8	231	E	MARYELLEN TRODDEN	12	233	H
RONALD HONIG	12	191	E	E COOPER	10	245	O	DEBORAH MEARS	8	231	A	LOLAYOUNG	12	233	E
JEFFREYKIMMER	8	205	G	MICHAELCROWELL	12	200	P	STACY TAYLOR	8	231	H	<b>MH QNS PC C YTH</b>			
RICHARD KING	4	312	E	JOHN CULOTTA	10	245	O	<b>MH CNTRLNY PC</b>				THOMAS SIMMONS	11	188	H
MINDYKRAMER	8	205	P	FRANK FITCH	5	281	M	DAVID ALBERT	1	261	H	JAMES STEWART	11	188	A
ALAN LEVITT	10	199	D	BRYAN GELOSO	8	202	O	KEVIN CONLEY	6	344	A	<b>MH RCK PC C YTH</b>			
NANETTE LITTLE	3	307	H	SHIRLEYGEORGE	6	217	O	NANCYHORVATH	6	344	E	JOSE CARDONA	9	235	E
PATRICIALUCKSINGER	8	205	E	RONALD GOLDSTEIN	10	245	P	CHRISTINE MILLER	6	344	A	DEBORAH LEE	9	235	E
LOUIS MATRAZZO	8	205	K	FRANCES GRICE	9	286	O	DALE SMITH	2	222	H	ELLEN MURPHY	9	235	E
JOHN MITCHELL	8	205	P	SETH HOHENSTEIN	8	202	O	<b>MH CREEDMR PCT</b>				<b>MH ROCH PSYCTR</b>			
JOSEPH MOSSEAU	8	205	P	BERNICE JONES	10	245	O	ROBIN BROWNE	11	241	N	CYNTHIACROWELL	3	283	A
SARANELSEN	8	205	D	KEVIN JONES	8	202	G	BERNICE COX	11	241	A	LENTORY JOHNSON	3	283	H
LEWIS OFFSINK	10	199	B	CARLJOSEPH	10	245	M	SOSAMMAJACOB	11	241	A	ROSEMARY ROSSIWILLIAMS	3	283	P
PATRICIAOHANLON	8	205	D	S KALANTRY	10	245	P	LESLIE JOHNSON	11	241	C	GRACE WADDY	3	283	A
MARGOTPHILLIPS	8	205	D	LINDAKARLSON	9	246	O	MARIAMMAJOSE	11	241	A	KATHYWILLET	3	283	A
SHRI RAU	9	191	E	PAULKUBIAK	1	221	M	INDRAMATTIACE	11	241	D	<b>MH ROCKLAND P C</b>			
DONALD REINHARD	8	205	D	JAMES MALLOY	8	202	M	EDNAPOSADAS	11	241	D	JOSEPH	9	235	E
ANNASCHROM	8	205	M	MADALYN MARGOLES	10	245	M	MATHEW THOMAS	11	241	A	GARRY JOSEPH	9	235	E
ALAN SCHULKIN	11	191	E	LOUIS MEISTER	12	200	O	GEORGE VARGHESE	11	241	D	PATRICK MCLAUGHLIN	9	235	N
STEVEN SEGORE	8	205	C	CUAUHTEMOC PICHARDO	10	245	O	LESLEYWILLIAMSON	11	241	N	HAYDEE MONTENEGRO	9	235	D
STEPHEN SHEROKEY	8	205	D	ALAN POSNER	10	245	P	MARY WILLIS	11	241	H	ANNAKUTTYMUTTATTH	9	235	A
PAULSTEIN	10	199	G	MICHAELPUGLISI	5	281	O	<b>MH ELMIRAPSY C</b>				EILEEN OBRIEN	9	235	D
JOHN STERLING	8	205	D	W SCOTTRAY	8	202	P	PATRICIAGIADOM	2	223	A	JENNIFER TERRELL	9	235	E
ROBERTYANKOWSKI	8	205	P	GERARD REISS	10	245	M	DAVID PORTER	2	223	H	BARBARAWEBER	9	235	A
ALFRED ZIELINSKI	8	205	D	ALTHEAROCKSON	11	245	O	BONNIE WOOD	2	223	H	<b>MH S BEACH CNTR</b>			
MARC ZYLBERBERG	8	205	G	G ROE	8	202	P	<b>MH HDSN RVR P C</b>				KENNETH DISCHEL	11	253	D
<b>HSC BRKLN P/R</b>				DAVID ROOD	4	264	G	MARIANNE ALBAMONT	9	238	E	BEVERLY EATON	11	253	A
MARIACARMI BROGNA	11	198	A	BARRY SCHWARTZBERG	8	202	M	JOAN SHAW	9	238	A	EDWARD GOLDSTEIN	11	253	D
CYNTHIACLARKE	11	198	A	RICARDO SIMMONS	11	245	O	<b>MH HUTCHINGS PC</b>				MARTIN HIRSCH	11	253	E
MERLE DAVIS	11	198	A	LILY SMITH	10	245	O	AIDACAPUTO	4	301	E	CHARLES ROLAND	11	253	E
JOYFLETCHER	11	198	A	JOSEPH SORBELLO	4	264	O	ANN GROSSO	4	301	A	ROBERTA THOMAS	11	253	A
JEMMAMARIE HANSON	11	198	A	DANIELSTEEN	8	202	O	MAUREEN HOGLE	4	301	E	<b>MH SAG PC C YTH</b>			
DORIS HERCULES	11	198	A	CARLOS SUAREZ	10	245	O	ROBERT HOGLE	4	301	A	ANITA MCCARTHY	12	178	C
SHERRON HUNTE	11	198	A	ROBERTVARANO	6	217	M	<b>MH KNGBR PYCT</b>				ANN TOMACK	12	178	C
PEARLJONES	11	198	A	JACQUELINE VOGEL	8	202	P	PATRICIABAKER	11	252	E	<b>MH ST LAW PSY C</b>			
PANZIE JONES	11	198	A	JUDSON WALLIS	5	281	O	GLADYS FRANCIS	11	252	E	HARRIETMCCARNEY	7	249	A
JEANETTE OSBORNE	11	198	A	SUZANNE WALTZ	8	202	M	PAULETTA MCCLENNAN	11	252	E	KATHLEEN PERRETTA	7	249	A
DOLLY ROMEO	11	198	A	DOROTHEA WASHINGTON	10	245	O	CHARMAINE MCKETTY	11	252	D	DAVID SMITH	7	249	A
<b>HSC SYR HOSPPR</b>				SALLY WEIBEL	5	281	O	MILDRED MOORE	11	252	N	<b>MHK VLYC YTH</b>			
PAOLABARTLEY	4	320	A	<b>LAW</b>				LARRY PARKER	11	252	E	JO CECLIAMOORE	6	183	A
CHARLES DENNIS	4	320	A	OKECHUKWU OBUDULU	10	351	K	DOLLIE WILLIAMS	11	252	N	<b>MOHAWK CORR FAC</b>			
JUNE EDWARDS	4	320	A	BRIAN SMITH	8	187	G	<b>MH MAIN OFFICE</b>				JOANN HARRIS	6	379	A
JULIANAELLER	4	320	A	PETER SPARAGNA	8	187	G	THOMAS BUTCH	8	392	P	HOLLY MATHIS	6	379	A
RUTH HAVENS	4	320	A	ALBERTYASUS	8	187	K	PATRICK MURDICK	8	392	B	<b>MOTOR VEHICLES</b>			
LAURAHOPKINS	4	320	A	<b>LOCKPORT HOSP.</b>				CHRISTINA RYAN	8	392	K	THEALIEBERMAN	10	255	O
BRENDAJACKSON	4	320	A	JOSEPH KOSS JR	1	505		<b>MH MANHATN PCT</b>				JANETMESSINA	8	211	R
ANN SALVAGNI	4	320	A	<b>METRO NYDDSO</b>				HAROLD BREWSTER	10	267	D	HORACE PARKER	9	255	M
<b>INS RES DEV DIS</b>				JOHN BRIGHT	10	213	D	BRENDAGATES	10	267	E	KAREN PELLEGRINO	8	211	R
JENNIFER AN ABERIN	11	345	Q	STEPHEN DEMARCO	10	213	H	EVA JORDAN	10	267	A	ALICE WILEY	8	211	P
NITHIANANDACHATTERJIE	11	345	Q	PATRICIAWILSON	10	292	A	THERESASEBASTIAN	10	267	A	<b>MRDD MAIN OFF</b>			
MICHAELFENKO	11	345	Q	<b>MH BING PSYCTR</b>				GEORGIANNASINGLETARY	10	267	H	MICHAELAUERBACH	8	257	B
<b>INSURANCE</b>				DONNAMOFFITT	5	208	E	MICHAELSOLARCHIK	10	267	H	WAYNE BOREK	8	257	D
PAUL TODD FRYER	8	268	P	<b>MH BING PSYCTR</b>				YVETTE TORO	10	267	E	DONNACATER	8	257	P
ELISE HAMILTON	8	268	P	ROBERT B. WEBSTER	5	208		<b>MH MHWK VAL PC</b>				JOHN KOLAKOWSKI	8	257	P
ALVIN KAUFMAN	10	260	P	SUSAN WINTERSTEIN	5	208	A	JILLDANGLER	6	183	A	GEORGE TREUTLE	11	292	P
MAUREEN BAR KELLMAN	10	260	P	<b>MH BRONX PSYCT</b>				STEPHEN REEVES	6	183	E	ALFONSO VISCONTI	8	257	D
ALFRED LANGNER	10	260	P	CHARLIE CARRERO	10	213	D	MARIANNE SYKES	6	183	A	MODRIS VITOLINS	8	257	P
ROBERT MILLER	10	260	P	CORAHAYES	10	213	D	<b>MH MID HDSN P C</b>				JOHN WESTENFELD	8	257	P
ADEMOLAOLUWO	10	260	P	WILLIAM HERNANDEZ	10	213	E	ELWYN BRYANT	9	274	A	<b>OASAS MAIN OFF</b>			
BARRINGTON SCOTT	10	260	P	TEUVO LAHTINEN	10	213	A	IRENE SCHULER	9	274	A	VERNETTA CHESIMARD	10	314	J
<b>L. ISLAND DDSO</b>				ROBERT LOWINGER	10	213	D	STEVEN WILLIS	9	274	A	WILLIAM CRUZ	10	314	J
DENNIS BARANEC	12	209	C	CHRISTINE MILLER	10	213	D	<b>MH MIDLTN PSY C</b>				GLENN KIRKLAND	8	265	J
KATHRYNGREEN	12	209	D	<b>MH BRX PC C YTH</b>				CINDYBARTLEY-HORN	9	279	A	APATRICIALAVIN	8	265	J
ELEZORAHINKLE	12	209	N	SUSAN SOBER	10	213	A	<b>MH MIDLTN PSY C</b>				MILDRED FIG ZABAWSKY	8	265	D
DIANE KRESSE	12	209	E	PHYLLIS ZUNIGACOPELAND	10	213	C	MARGARETFLETCHER	9	279	A	<b>OASAS TRMT CTRS</b>			
AGNES E.O'LEARY	12	209	A	<b>MH BUFLO PSYCT</b>				<b>MH PILGRIM PCT</b>				DEBORAH EGEL	11	326	A
JUANAWILLIAMS	12	209	E	LESLIE ALLISON	1	180	A	JHANCYANTONY	12	233	E	MARCIAKUBIAK	1	311	A
<b>LABOR</b>				TAMARABISHOP	1	180	A	PATRICIABOCCA	12	233	E	MIGUELMORALES	10	326	E
FARLEYARRIAGA	11	245	P	BRENDABROWN	1	180	A	FLORENCE DIMARTINO	12	233	A	SAMUELSHERROD	10	326	H
F BESSER	3	278	O	MARK HODGSON	1	180	H	RENE DOME	12	233	H	BARBARA WALTERS	10	326	P
MARY BRADY	8	202	O	MAXINE MCCREE	1	180	A	JANICE GALLAGHER	12	233	A	EDWARD WLODY	11	326	P
ANNE BREMM	8	202	P	JONATHAN MEKJEAN	1	180	H	GRACYJAMES	12	233	A	JACQUELINE WOODEN	4	398	P
MARC BRESALIER	12	200	O	BARBARAROCK	1	180	A	JUDITH MARKOWITZ	12	233	E	<b>OF CHILD FAM SV</b>			
DANABROOKS	8	202	M	LAURASZALASNY	1	180	A	YVETTE MCKENZIE	12	233	H	ANGELABATORSKY	8	234	E
DORIS BURTON	10	245	O	<b>MH CAPDST PCT</b>				SARAMMAOQMMENT	12	233	A	VICTOR BATORSKY	8	234	E
GUYCANGE	11	245	N	CHRISTINABRADY	8	231	A	TERESAQUIGLEY	12	233	A	SARABLAKE	8	234	E

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Name	Reg.	Div.	Title	Name	Reg.	Div.	Title	Name	Reg.	Div.	Title	Name	Reg.	Div.	Title
MARIABROWN	8	234	E	CHRIS MCCASLIN	11	192	E	VIRGILMONTAVON	8	295	K	ANDREAVILARDI	12	225	A
JAMES COOROS	5	237	D	EUGENE REILLY	8	234	N	DOMINIC PLISKOWSKI	8	295	P	<b>SU BINGHAMTON</b>			
ELIZABETH DUGAN	8	234	E	PAULRICKARD	8	234	N	<b>STATE INS FUND</b>				KATHLEEN GREGORY	5	208	A
RONALD ELUMN	10	191	E	KAREN ROBERTS	4	264	E	CAROLYN BENTON	10	240		<b>SU COLOPTOMTRY</b>			
STEVEN FARBER	8	234	P	MICHAELRUSSO	8	234	P	BRENDABOSTON-HUDSON	9	240	A	DARWIN RICHMOND	12	225	D
RONALD FETCHO	8	234	P	CYNTHIASAUNDERS	10	191	E	ROCCO BRINDISI	1	240	M	<b>SU MARITIME COL</b>			
RENEE FIELDS	8	234	E	MICHAELSAXBY	8	192	E	HERBERT CARROLL	10	240	P	MICHAELBRADY	12	225	A
LINDAD GAYDUSHEK	6	218	C	STEVEN SCHWARTZ	8	192	E	KATHERINE CZACHOROWSKI	1	240		<b>SU STONYBROOK</b>			
THOMAS GOVE	9	193	N	OLUBIYI SEHINDEMI	10	191	E	JENNIFER FAUCHER	10	240	O	MAUREEN CASSAR	12	225	A
RONALD GREENE	9	191	E	DEBORAH STREETER	8	192	E	CARLFRANKLIN	10	240	P	MAUREEN PAVONE	12	225	A
SCOTTHANDY	6	218	H	ANTON TRAPMAN	10	191	E	HALFRIEDMAN	10	240	G	ANTONIO STABILE	12	225	Q
JON HARRIS	8	302	E	DALE VANBUREN	8	234	N	BENJAMIN GAMORAN	10	240	K	<b>SUNMOUNT DDSO</b>			
VELMAHARRIS	3	216	N	WISDOM YAO	10	191	E	FELIX GRIMES	10	240	M	JUANITA BABCOCK	7	242	H
PAULAHENNESSY	8	234	E	<b>OFF TECH ADMIN</b>				HERBERT HENNINGS	8	240	G	EDGAR LACOMBE III	7	242	F
GENETTE HOLLANDER	8	234	E	PHILIPCHASE	8	357	K	KENNETH JOHNSON	10	240		DIANE KAY LEWANDOWSKI	7	242	C
MARK KEEFE	3	216	N	TIMOTHYDONOVAN	8	357	P	BERNARD KAHN	10	240	M	LINDASHAW	7	242	A
ANITA KENDALL	5	237	A	BEVERLY JONES-YAHIA	8	357	K	CATHERINE KOZLOWSKI	5	240	Q	EDWARD SNOW JR	7	242	S
VERONICA LYNCH	8	302	E	DAVID KIRMAYER	8	357	R	EDWARD KRAJEWSKI	9	240	P	KENNETH WHITE	7	242	F
JAMES MINTON	3	216	C	PHILIPMATTHEI	8	357	R	PATRICIAMC MAHON	8	240	A	<b>SUNYHSC BRKLN</b>			
TIMOTHYOBRIEN	8	302	P	DONALD SISLOWSKI	8	357	K	THOMAS MCKINNEY	3	240		DONALD MORGENSTERN	11	198	Q
PATRICIAPODBIELSKI	8	234	E	PETER TSAFFARAS	8	357	P	KURIAN MEDAYIL	12	240		<b>TACONIC DDSO</b>			
STEVEN REDLER	8	234	E	THOMAS WHITE	8	357	K	RADHAKRISHN MOHAN	10	240	K	CATHERINE ACKERMAN	9	248	H
EILEEN RICE	8	234	E	<b>PK&amp;REC MAIN OFF</b>				MICHAELNEDVESKY	4	240	O	CORNELIACARDUS	9	248	C
MARGARETRICEHARVEY	4	299	C	WESLEYBARTLETT	8	305	P	RAYMOND PALMER	10	240	O	MARY DARDANI	9	248	E
ROXANE ROSARIO	10	352	N	GEORGE GOLDSMITH JR	8	305	B	HENRYPAWLOWSKI	3	240	M	LINDAGRELLAGOFF	9	248	E
DEANNASEABRIDGE	8	234	E	JAMES MACFARLAND	8	305	Q	VALRY REYNOLDS	10	240	M	MARGARETHEDGES	9	248	E
ROSELINE TAKOR	8	234	E	<b>PK&amp;REC NIAGARA</b>				MICHAELROUNTREE	10	240	P	PAULMARLING	9	248	A
PHILIPWILLIAMS	8	302	N	JON WEGRZYNOWSKI	1	219	B	MARK SEIDNER	12	240	M	JANICE MATTERN	9	248	C
NANCYWISE	8	234	E	<b>PK&amp;REC NYCITY</b>				BRUCE SIMMONS	4	240	O	DWIGHTPEIFFER	9	248	E
JO ZIMMERMAN	3	216	E	PRINCE STANLEY	10	0	R	HEATHER SPENCER	10	240	O	<b>TAX FINANCE</b>			
<b>OF REALPROPSV</b>				<b>PK&amp;REC THOUS IS</b>				TEDDY VAZQUEZ	12	240	G	OLADELE ADEKANBI	11	290	P
MICHAELDEVOE	8	232	P	JOSEPH MUNGILLO	4	247	B	ANN DELINIKOLAOU	11	280	C	ANGELAARY BEALE	11	290	P
WILLIAM HEIDELMARK JR	8	232	P	<b>PUBLIC SERVICE</b>				<b>STATEN ISLDDSO</b>				MICHAELBOND	8	190	P
STEWART KING	4	232		DONNADEVITO	8	203	P	ROYALWILLIE	11	280	E	SANDRABRADY	8	190	P
JAMES LAPLANTE	9	232	P	DOUGLAS JASINSKE	8	203	S	ANNAMARIAAMICUCCI	12	225	A	BARBARABUREK	8	190	P
JOHN LEE	8	232	P	MITCHELLKOTULA	10	321	B	NORA BABBINO	12	225	A	JOSEPH CARUSONE	8	190	P
ERIC LINDEMANN	12	232	P	RONALD VERO	8	203	B	DOUGLAS BEGENT	12	225	A	DIANE CHAMPION	8	190	P
BRIAN PAVLOCK	3	232	P	<b>QUAL CARE MGT</b>				RIANNE BERDICK	12	225	A	MICHAELCOMMISSO	8	190	P
<b>OF TEMPDI ASSI</b>				RANDALHOLLOWAY	8	232	D	JANE CONSTANTINO	12	225	A	PAULDEBONIS	8	190	P
MARIANO APACIBLE	5	399	D	<b>RETIREEES REP</b>				WILLIAM DEMPSEY	12	225	A	JOYDELANEY	8	190	P
WAYNE BARNARD	8	234	N	CALVIN THAYER	1	196	A	ROSARIO DIAZ	12	225	A	JANETDELL	9	182	P
NICHOLAS CATALDO	5	399	E	<b>ROSWELL PARK</b>				VIRGINIADIGNAM	12	225	A	JOYCE DESANTIS	10	290	P
ROBERT DRESCHER	10	191	E	JOYCE DEGENHARDT	1	196	A	DORIS DODSON	12	225	A	JOSEPH DONAHUE	8	190	P
MARION FOX	11	192	E	JAMES PAZIK	1	196	D	DAVID EMIG	12	225	A	JOHN DONOVAN JR	8	190	P
GERMAINE GRECO	10	192	E	SUSAN SWIFTSHARCOT	1	196	E	JANICE FLORIO	12	225	A	LINDAESPOSITO	12	186	P
DIANE HART	1	369	E	MARY STANKEWICH	1	196	A	VIRGINIAGREER	12	225	A	LAWRENCE GORSKI	8	190	P
EVELYN HESTER	1	369	E	ADAM SUMLIN	1	196	D	JAMES HASSETT	12	225	A	EUGENE GRECO	8	190	P
ARLEAIGOE	8	234	K	SYLVIAZACHWIEJA	1	196	A	ANTHONYINTELISANO	12	225	A	JOHN GRONAU JR	8	190	P
JEFFREYMAR KASSEL	10	192	E	<b>ST LAW CHILD SV</b>				HELEN KURTZKE	12	225	A	HERBERT HYDE	8	190	P
JOSEPH KOST	5	399	E	VIRGINIADAVEY	7	249	C	JOHN LEWIS	12	225	A	ROSS IZZO	8	190	P
MICHAELKRAMER	8	234	K	<b>STATE</b>				CATHERINE LIND	12	225	A	MICHAELIZZO	8	190	P
ANDREW KRAPP	5	399	E	WILLIAM BREIDINGER	4	295	J	SANDRALOWERY	12	225	A	EDWARD JAEGER	10	290	P
ROLAND LEVIE	8	234	P	JOSEPH DAURIO	8	295	K	ROBIN LEE MONCADA	12	225	A	SANDRAJAMES	8	190	P
ROSANNE LEWIT	10	192	E	ROBERT GRACE	8	295	S	DIANE NOTO	12	225	A	MICHAELJEGABBI	8	190	P
LEONARD MANGANO	11	192	E	PAULMATTHEWS	10	346	M	PATRICK POWERS	12	225	A	TODD KERNER	8	190	G

## PEF JOB-TITLE GROUPINGS

- A.** Registered nurses and related nursing professionals;
- B.** Engineers, right-of-way personnel, designers, architects, drafting-related engineering technicians, pilots and conservation people;
- C.** Researchers, librarians, trainers and related educational people;
- D.** Doctors, dentists, psychiatrists, dieticians, veterinarians, pharmacists, health-care, home economist and related medical personnel;
- E.** Social workers and social-service personnel;
- F.** Chaplains;
- G.** Attorneys, referees, hearing officers, hearing examiners, mediators and judges;
- H.** Therapists;
- J.** Parole and probation officers, drug-abuse, criminal-justice, police, correction officers, forest rangers and related law enforcers;
- K.** Computer personnel;
- M.** Claims examiners, investigators and inspectors;
- N.** All counselors;
- O.** Labor-service representatives, manpower specialists, OJT specialists, apprenticeship representatives, economic consultants and field representatives;
- P.** Accountants, auditors, estimators, statisticians, examiners, appraisers, analysts, economists, head clerks, reporters and related high level clerical personnel;
- Q.** Arts and sciences, cultural affairs and artists;
- R.** Skilled trades, photography, superintendents, maintenance and technicians;
- S.** Administrators, planners, assistants, general supervisors, management, purchasers, public relations specialists, directors, editors and coordinators.

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Name	Reg.	Div.	Title	Name	Reg.	Div.	Title	Name	Reg.	Div.	Title	Name	Reg.	Div.	Title
GRACE LAMACCHIA	12	186	P	EDWARD RYAN	8	190	P	<b>W NYCH PSY CTR</b>				DONALD YETTER	1	167	C
HOMAS LATKO	1	224	P	JAMES SHIELY	8	190	P	SHARON CLABEAUX	1	167	H	<b>WKRS COMPBOARD</b>			
RAYMOND LEE JR	8	190	P	PAUL STEVE	8	190	G	ANDREW SPACONE	1	167	H	JAMES APOSTOLAKES	11	285	M
GWENDOLYN LEVERETT	10	290	P	NANCYSWEENEY	4	333	P	<b>WATERTOWN COR F</b>				LANI BAUER	3	285	M
NORMAN LIGHT	11	290	P	KEVIN TAMOL	1	224	P	PETER CLOUGH	4	315	N	WILLIAM DONOVAN	9	285	G
TERRENCE MALOY	8	190	P	CYRIAC THOTTAM	11	290	P	<b>WESTERN NYDDSO</b>				HELENAJAEGER	12	285	M
GEORGE MATA	8	190	P	BARBARAULMER	8	190	P	DAVID CHUDY	1	167	E	GRACE KELLY	8	363	M
MARSINO MROCKZKOWSKI	8	190	P	CLIFTON VASSELL	11	290	P	RUSSELLCORNMAN	1	243	E	DIANAODOWD	11	285	M
STEVEN NAWROCKI	1	224	P	ELVIN VICENS	8	190	P	RICHARD ENSMINGER	1	167	C	P PELLER	8	363	P
SUSAN LYNN PARKER	8	190	P	MAC WYSZOMIRSKI	8	190	P	ROSE GOLDSTEIN	1	167	H	BARBARAMAN POSNER	11	285	G
OJI CHRIS REED	8	190	P	DANIELZAGORSKA	13	341	P	THOMAS GRACE	1	167	E	ROBERT ROMANOW	8	363	S
DONNARODRIGUEZ	12	186	P	<b>VALRIDGE CIT</b>			DAVID KROBE	1	167	E	COLLEEN VANWORMER	8	363	K	
MARY RUBERTI	8	190	P	MARK MANDYCK	6	403	C	BONNIE MARCO	1	243	C				

## NURSES

(Continued from Page 9)

intervention when a patient's condition deteriorates — depends largely on the number of RNs available to assess patients on a continual basis. That effectiveness drops when nurses are over loaded or their duties are handed off to unskilled staff.

Many nurses feel they can't provide adequate care, much less quality care under these circumstances. Nurses feel frustrated and overwhelmed physically, psychologically, and emotionally.

The focus on cost has decimated staffing standards. The result has been unsafe staffing and impossible assignments. This, in turn, has given dramatic rise to errors, injuries, "failure to rescue," and death.

Health care facilities have been quick to blame, and Boards of Nursing have been quick to discipline and/or revoke the licenses of hard working, conscientious, dedicated nurses.

### People are dying needlessly

Countless studies have proven a patient's health, safety, and satisfaction are directly related to the availability of the RN, and patients fare far better when patient-to-nurse ratios are lower.

According to a 1999 report by the Institute of Medicine, one of the foremost authorities on safe medical practices, 98,000 people die in this country each year as a result of preventable medical errors. That's nearly 2,000 people needlessly dying each week.

The report emphasized most errors were not the fault of nurses, but of a dysfunctional system. These are system errors that kill.

### Staffing 'flexibility' abused

Evidence is mounting that those who govern health care have been given far too much flexibility in setting staffing standards.

The Patient Classification System (PCS) was instituted to assure the number of nursing staff is appropriate for the health care needs of the patients, while allowing the provider maximum flexibility for efficient use of staff. But PCS is not working.

The emphasis on staffing "flexibility" allows facilities to manipulate the PCS based on budgetary targets by focusing on the overall patient population, rather than individual patient-care needs.

### Time for PEF to 'Show and Tell'

If nurses and the public could trust health care facilities to staff safely and appropriately, PEF would not have to picket them and lobby lawmakers to pass safe staffing legislation to ensure safe, quality care.

Unfortunately, the system desperately needs an overhaul. But that won't happen unless nurses stand up and demand it — not just once a year on lobby day, but over, and over, and over again until the changes

become law.

You can help PEF push the state Legislature to pass S2857/A7937 which would direct the state health commissioner to develop safe-

staffing standards for nurses in health care facilities such as hospitals, nursing homes, correctional facilities and other institutions.

This bill would set minimum staffing ratios for certain types of hospital units. It also would require each facility to develop policies for staff training and orientation.

It is unlikely the Legislature will take up this bill this year, even if it briefly returns to session. But the bill will still be there, with the same identifying numbers, next January when the 2004 session opens in Albany.

The summer and fall recess give you an ideal opportunity to meet with your legislators in their district offices to talk about this issue that affects virtually every hospital and

health care facility.

Make them see how it could become a matter of life or death for them or their loved ones at any time.

Persuade them to visit your worksite this summer to see for themselves how understaffing hurts their constituents — your patients and you.

(Katrina Howard is PEF's nurse organizer.)



For nurses' updates, go to [www.pef.org](http://www.pef.org) and click on

