

THE PUBLIC SECTOR

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American Federation of State, County and Municipal Employees, AFL-CIO

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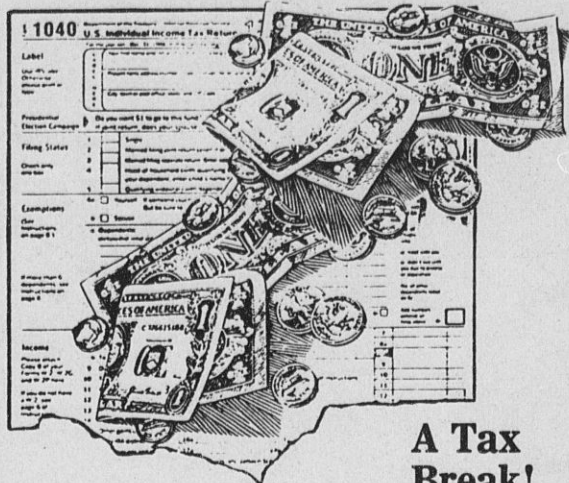


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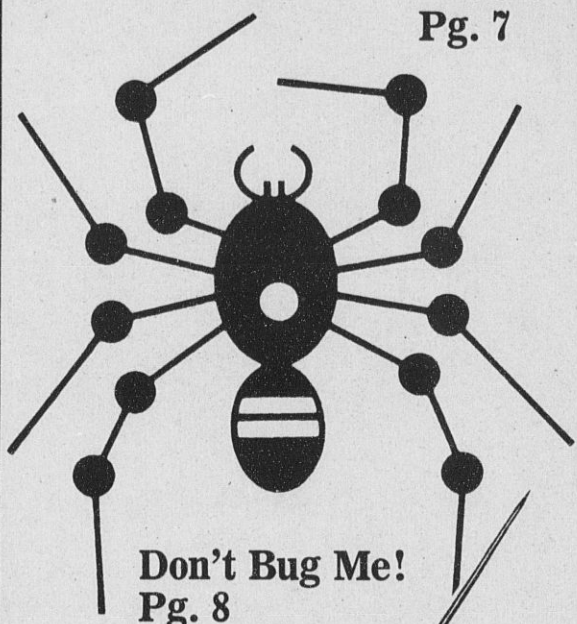
**are
winning!**

... in Waterford (see page 3)
... in Nassau County (see pages 10-11)
... in Oneida County (see page 18)
... on SUNY campuses (see page 20)
And for public employees everywhere!

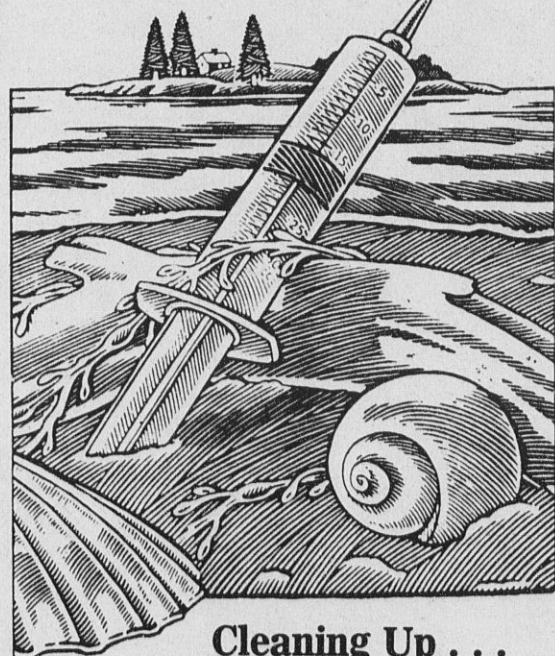
INSIDE



A Tax Break!
Pg. 7



Don't Bug Me!
Pg. 8



Cleaning Up . . .
Pg. 15



Reminder!

Election certification forms are required for all local, unit results

All Local and Unit Election Committee chairpersons are reminded they must complete and file a "Local and Unit Election Results Certification - 1989 Elections" form with CSEA statewide Secretary Irene Carr. The form is required from every local and unit, even where local or union officers were elected or re-elected unopposed.

Delegates Meeting Deadlines Approaching

The deadlines to submit business for CSEA's Annual Delegate's Meeting are approaching. The meeting will be held Oct. 15-Oct. 20 in Buffalo.

In keeping with the requirements of CSEA's Constitution and By-laws, proposed amendments to the Constitution and By-laws must be submitted to CSEA Statewide Secretary Irene Carr by July 15. Any resolutions requiring action by the delegate body must be submitted to secretary Carr by Aug. 15.

OPPOSE APARTHEID!

To demonstrate CSEA's opposition to the practice of Apartheid in South Africa, the union has created pins with the accompanying graphic. Money raised from the sale of the pins will be used to continue CSEA's battle against the oppression of Apartheid.

To order pins, fill out the form below, clip it out, and mail it, along with a check or money order made payable to CSEA, for the amount of \$2.00 per pin to CSEA, care of Portia Given, 143 Washington Avenue, Albany, New York, 12210.



CSEA ANTI-APARTHEID PIN ORDER FORM

Name _____
Address _____

I would like _____ pins at \$2.00 each.
I have enclosed a check or money order for the amount of \$ _____

clip out and mail to:

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143 Washington Avenue
Albany, New York 12210**

THE PUBLIC SECTOR UNION YES

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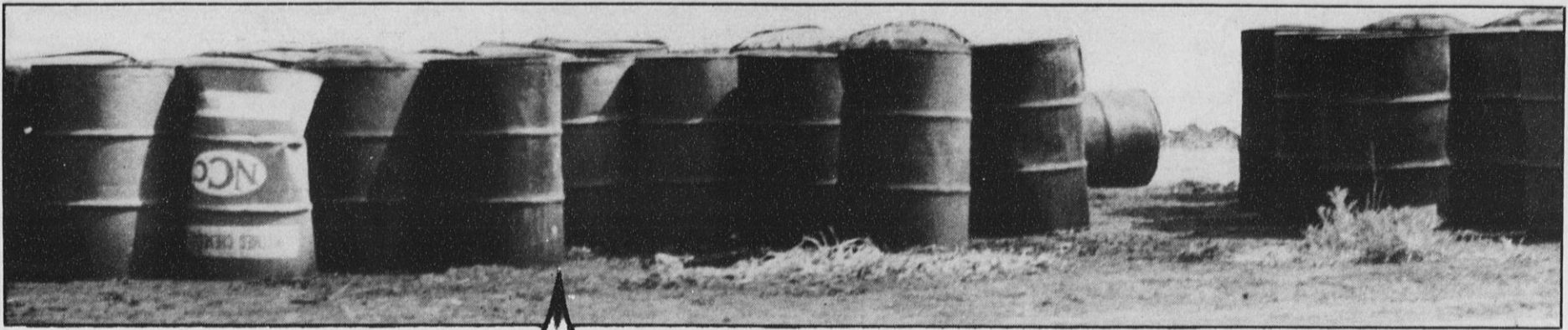
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**Makes you wonder
what they're
hiding in the**

Secret Dump

Compiled by Daniel X. Campbell
CSEA Communications Associate

WATERFORD — On the surface this is a tranquil old community nestled along the Hudson River just north of Albany.

But on a portion of that surface, and just beneath it, Waterford might actually be something all together different — a dump and burial site for hazardous waste.

CSEA says one state agency has dumped dangerous materials at what the union is calling a "secret dumpsite" and another state agency is refusing to issue a report on exactly what is buried there and how dangerous it is.

"We're very concerned for the health and safety of the state employees who work there and for nearby Waterford residents," said CSEA Capital Region President C. Allen Mead. "We demand to know what's dumped there and how it's affecting the environment."

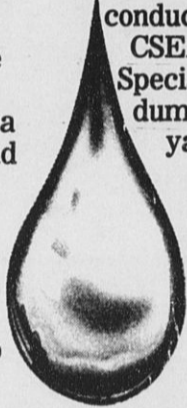
GETTING DUMPED ON A LONG TIME

CSEA says there's no doubt the state Department of Transportation (DOT) uses some state-owned land in the community to dump and bury hazardous material.

"For years CSEA members in DOT have told us about the existence of a hidden state dump site where questionable materials were shipped for disposal," Mead said. "It is apparent that CSEA has found a hidden dump at a public worksite, and it may be so bad that it is polluting ground water, the canal water and the Hudson River with lead and other contaminants."

The dump was discovered a few weeks ago at the Waterford DOT barge canal maintenance yard near the junction of the State Barge Canal and the Hudson River.

But what has DOT dumped and buried there? How much and for how long? And how potentially harmful is the waste to the 80 state DOT employees who work in the area and to nearby



Waterford residents, who breathe the air and drink the water that could be contaminated? Are hazardous chemicals leeching into the nearby Hudson River?

OK DEC, WHERE'S THE REPORT?

And, CSEA wants to know, why has the state Department of Environmental Conservation (DEC) thus far refused to issue a complete report of an investigation it conducted at the dumpsite?

CSEA Occupational Safety and Health Specialist Don Wood discovered the dumpsite while visiting the maintenance yard on another matter. Ironically, Wood had just been certified as a landfill operator after completing a DEC landfill operator's training program, and recognized the situation as an illegal dump.

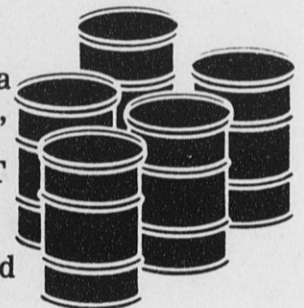
Several 55-gallon barrels, some leaking an unknown, greenish liquid and at least one marked "contaminated," were found buried in a pile of rubble in the maintenance yard. Wood filed an official complaint with DEC.

DOT officials tried to explain away the situation by claiming the materials were simply items collected from the canal waterways during the annual spring cleanup. But CSEA didn't buy that excuse and insisted DEC inspect the site.

LOADED WITH LEAD

"The whole place is loaded with lead chips," according to CSEA Industrial Hygienist Joann Curtis, who inspected the site a second time with Wood while DEC people were on the scene. She said in addition to large amounts of paint chips throughout the area, she also saw barrels leaking unknown liquids.

But, Curtis said, instead of conducting a thorough investigation, she found DEC personnel using a DOT backhoe to simply dig holes for burying the debris. DEC said it had no intention of doing further testing.



When Curtis asked DEC to conduct soil samples as part of its investigation, DEC balked. CSEA then contacted the office of DEC Pathologist Ward Stone, pointing out the area is a sanctuary for migrating birds and many forms of wildlife. A member of Stone's staff conducted a more thorough evaluation of the dangers to wildlife and humans and filed an initial report showing high levels of lead in the earth.

When CSEA asked for a complete report, DEC refused.

"I am very concerned about the data," Stone was quoted as saying in an Albany area newspaper article soon after DEC refused to make results public. "Certainly, the state workers and public deserve to know about it."

DEC'S GAG ORDER

At about that time Stone and his staff, half of whom are CSEA members, were transferred to a less visible and less active section of the department and restrictions were placed on his accessibility.



"Commissioner Jorling may try to gag his employees, but he cannot gag CSEA," said CSEA Regional President Mead. "We want to know what's buried in the Waterford DOT barge canal maintenance area and we want to know now! We will continue to pressure DEC and DOT until we know what we're dealing with in that dumpsite."

**"The whole place
is loaded with
lead chips"**

CSEA complaints gain overtime pay for many OCA titles

CSEA members in a dozen job titles in the Office of Court Administration (OCA) are now eligible for retroactive overtime pay because of a complaint the union filed with the U.S. Department of Labor.

With proper documentation, individuals could be eligible for overtime for as far back as April 15, 1986.

The newest overtime-eligible titles are in addition to five titles which CSEA succeeded in having designated as overtime-eligible in 1986. OCA agreed then to comply with the federal Fair Labor Standards Act (FLSA) after CSEA filed a complaint relative to overtime pay for those titles. The FLSA requires overtime pay for most employees who work more than 40 hours a week. The U.S. Supreme Court decided in 1986 the law applied to states.

The positions of administrative services clerk, law library clerk, microfilm coordinator, microfilm supervisor and Court of Appeals printer were declared eligible in 1986 for overtime pay.

CSEA recently filed a complaint with the Department of Labor that OCA was not paying overtime as required by the FLSA for several additional job titles.

Because of CSEA's complaint, OCA conducted an internal audit which identified the following additional titles as eligible for overtime pay:

Administrative secretary, assistant court analyst, computer applications programmer trainee, confidential legal stenographer, court analyst, secretary. Also, secretarial assistant, secretarial stenographer NCOM, senior administrative secretary, senior administrative secretary, senior court analyst and Court of Claims administrative stenographer.

CSEA IP stops financial disclosure requirements for Auburn city workers

City of Auburn employees will not be required to file annual financial disclosure statements, thanks to improper practice charges initiated by CSEA, which two other unions representing other city workers later joined.

Public Employment Relations Board (PERB) Administrative Law Judge John M. Crotty ruled Auburn violated the Public Employees' Fair Employment Act when the city attempted to unilaterally require city employees to file financial disclosure statements without negotiating the policy with the unions.

CSEA originally brought improper practice charges on behalf of City of Auburn CSEA Unit members. New York Finger Lakes Region Police Officers Local 195 of AFSCME Council 82 and Local 1446 of the International Association of Firefighters later filed substantially the same charges against the city.

The city adopted a financial disclosure

ordinance in June 1988 that would have required all city officers and employees to file a disclosure form that September and by May 15 each year thereafter. The ordinance was implemented for certain officers and employees but stayed for employees represented by the unions pending the outcome of the improper practice charges.

The administrative law judge ordered the city to: immediately cease enforcement or implementation of the financial disclosure requirements; immediately remove and destroy any financial disclosure reports or documents that unit employees submitted; negotiate in good faith with CSEA and the other two unions with respect to terms and conditions of employment; and sign and post notices of the above conditions in workplace locations.

Attorney Mike Ortiz of CSEA's Legal Services Department represented the union in the proceedings.



CSEA is OK for LI OCA, court rules

A state Supreme Court ruling has upheld CSEA's right to represent its Office of Court Administration (OCA) members in Suffolk and Nassau Counties.

Supreme Court Justice Daniel H. Prior Jr. said CSEA's authority to represent its OCA members on Long Island is protected by the state's Judiciary Law.

The ruling supports previous decisions by the full Public Employment Relations Board (PERB) and a PERB administrative law judge that other unions cannot raid CSEA's OCA membership in Suffolk and Nassau Counties in an attempt to carve them out from the union's statewide OCA bargaining unit.

The legal proceedings began after two independent unions attempted to include CSEA statewide OCA bargaining unit members in court employee bargaining units they represent in Suffolk and Nassau Counties.

CSEA Deputy Counsel Jerome Lefkowitz represented the union in the court proceedings.

Grievance wins retro promotion

JOHNSTOWN — A youth division aide at the state Division for Youth (DFY) Tryon School facility here has been promoted with full back pay retroactive to Jan. 10, 1985, as the result of an arbitration case pursued by CSEA.

Albert Zierak, a member of Tryon School CSEA Local 559, was improperly passed over for appointment to a higher level position, Arbitrator Sheila S. Cole ruled recently.

The arbitrator said DFY violated provisions of the CSEA/state contract when it appointed employees with less seniority than Zierak to the posted non-competitive position of Youth Division Aide (YDA) IV. The arbitrator ordered Zierak appointed to the YDA IV position retroactive to the Jan. 10, 1985, effective date of other appointees.

CSEA filed a grievance and later took the issue to arbitration after DFY failed to promote Zierak to the YDA IV position.

Zierak has about five and one-half years of service at the Tryon School facility and was a YDA III when he applied for the promotion in August 1984. DFY hired or promoted seven individuals, all senior to Zierak, in August and September 1984. However, in a second round of promotions that became effective in January 1985, DFY passed by Zierak while promoting 14 more DFY employees to the YDA IV position. Zierak had seniority on 12 of the 14 people promoted.



Deadline: June 15

CSEA Disability Income Plan pays you cash benefits when you're laid up and can't bring home a paycheck!

CSEA members will soon be given the opportunity to apply by mail for one of the most valuable forms of insurance protection of all — disability income insurance. Low-cost disability income insurance is a benefit your union sponsors for you because CSEA recognizes that, unfortunately, most people fail to adequately protect their families from wage losses resulting from lengthy disabilities.

Jardine Group Services Corporation, CSEA's insurance plan administrator, has arranged to give all eligible CSEA members the chance to quickly and conveniently apply for this important coverage *through the mail*.

A letter announcing details of the disability income plan offer will be mailed to all CSEA members in mid April. The plan is administered by Jardine Group Services Corporation and is underwritten by The Travelers. The deadline for applying for the disability income protection by mail is June 15. No physical exam is required.

The plan provides *tax-free* benefits for sickness and both on- and off-the-job accident-related disabilities. The coverage also pays *double* benefits for inpatient stays due to a total disability and provides cash benefits for medical expenses, death and dismemberment. All benefits are paid in addition to any other disability insurance you may have, including Workers' Compensation.

Although this will be the first time CSEA members may apply for the coverage by mail, the CSEA Disability Income Protection Plan has been available since 1936. For more than 50 years

the plan has paid millions of dollars in benefits to thousands of CSEA members.

Why is disability income protection so important? Statistics show that if you are under age 65 you are more likely to suffer a prolonged disability than you are to die. In fact, one out of every two 30-year-olds will probably be disabled and unable to work for three months or more at least once before retirement. And until you reach 65, the probability of disability continues to increase. Forty-two-year-olds, for example, are four times more likely to be laid up for at least three months before age 65 than they are to die.

What would you do if you were unable to bring home a paycheck for three months, six months or longer? Could your family meet its financial obligations? Probably not.

Which is why it's so important that you carefully read all the information when your mailing arrives. You'll quickly realize how extremely important this type of insurance protection is, how relatively inexpensive it is to you as a CSEA member and how easily you may apply for it. You'll want to follow the simple instructions and apply for this family financial security while you can — before the June 15 deadline and before you become sick or disabled and it's too late.

If you do not receive your mailing by late April, or if you have questions concerning the CSEA Disability Income Plan, just call Jardine Group Services Corporation TOLL-FREE at 1-800-366-5273, Operator 60.

The CSEA Disability Income Protection Plan

Another benefit for you from CSEA



Sweetheart deals sour the air in Schoharie Social Services

Compiled by Daniel X. Campbell
CSEA Communications Associate

SCHOHARIE — CSEA has called on the Schoharie County Board of Supervisors to investigate what the union says is a series of "sweetheart" personal services contracts signed by Schoharie County Social Services Commissioner Gilbert Chichester.

CSEA Labor Relations Specialist Aaron Wagner said there's a strong link between those contracts and a worsening labor-management relationship characterized by a series of demotions, retaliations and confrontations that have plagued department employees since last year.

"We believe Chichester wasted \$43,000 of Schoharie County taxpayers' money by unnecessarily duplicating services available for free from various state agencies," Wagner charged. "And we also believe the sweetheart contracts are an illegal attempt to contract out work that can be performed better and less expensively by Schoharie County employees."

CSEA is calling all four contracts Chichester signed with Procyon Associates Inc., headed by Dr. Jeffry Luria, "sweetheart arrangements."

"We want the Schoharie County Board of Supervisors to dig deep to determine the connection between its Social Services commissioner and a consulting firm hired to duplicate free services. We want to know why department employees are being harrassed and intimidated and why employee morale is being stomped into the ground," the CSEA spokesperson said.

Wagner said labor-management relations within the Social Services Department went sour soon after Chichester signed the series of personal services contracts with Procyon Associates and have gotten progressively worse.

Wagner charges Chichester is directly responsible for problems in the department and wants the Board of Supervisors to investigate whether the commissioner created a hostile atmosphere in an attempt to somehow justify signing the contracts.

"It looks like Chichester wants to gut the department and let outside consultants run the programs," Wagner said. "In one contract, Chichester literally turned over all of his responsibilities for running the department to Dr. Luria and his group to develop 'department procedure as necessary and appropriate.' That's the responsibility of the commissioner and should not be handed over to an outside contractor.

"Since Procyon is updating, developing and implementing policy for the Schoharie County Department of Social Services, then the county no longer needs the

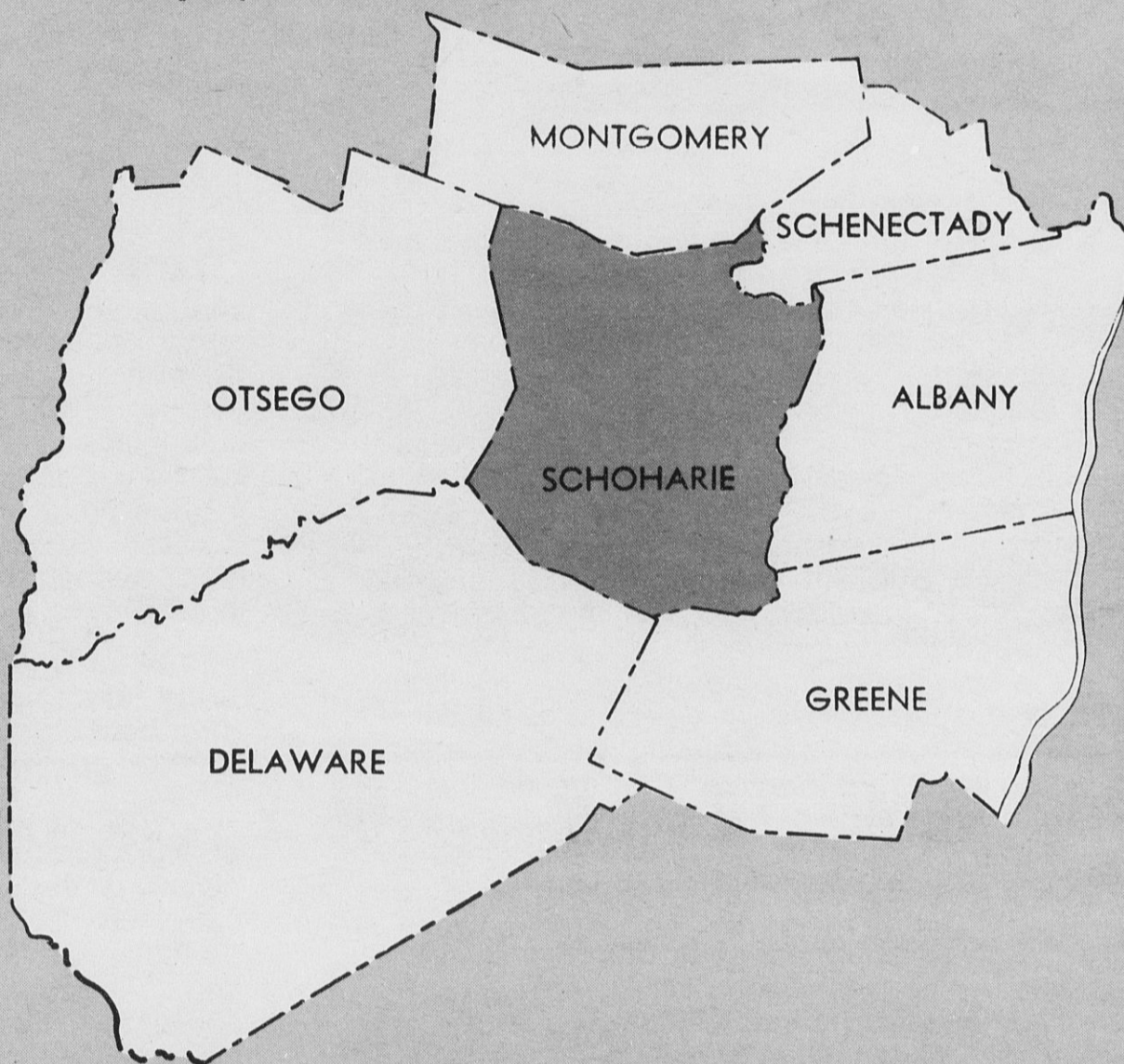
services of the commissioner because he has contracted out his job," Wagner said.

CSEA says some department employees have been demoted without satisfactory explanation, an important job title has been eliminated without justification and employees complain of various types of harrassment from management ever since Chichester cut the deals with Procyon.

"It seems pretty clear that Chichester

wants to create the appearance of an unstable department to justify the deals with Procyon. We want the Board of Supervisors to investigate the connection between the commissioner and the consultants," Wagner said.

A series of grievances filed by CSEA over incidents within the Social Services Department are in various stages of action, Wagner said.



A waste of taxpayers' money

CSEA says the \$43,000 in contracts Schoharie County Social Services Commissioner Gilbert Chichester signed with Dr. Jeffry Luria's Procyon Associates, Inc. is a huge waste of taxpayer money.

"Those contracts do not provide any services that are either not already available for free or which could not be done by department personnel already available," said CSEA Labor Relations Specialist Aaron Wagner.

The Procyon contracts are for:

- * consulting services for the Committee of the Coalition on Children and Families;
- * a personal service arrangement for the preparation and implementation of a Teen Age Services Act (TASA) Plan;

* a personal service contract to review the organizational structure of the service division; and

* consulting services on the use of personal computers and the use of computers at they relate to state welfare management services.

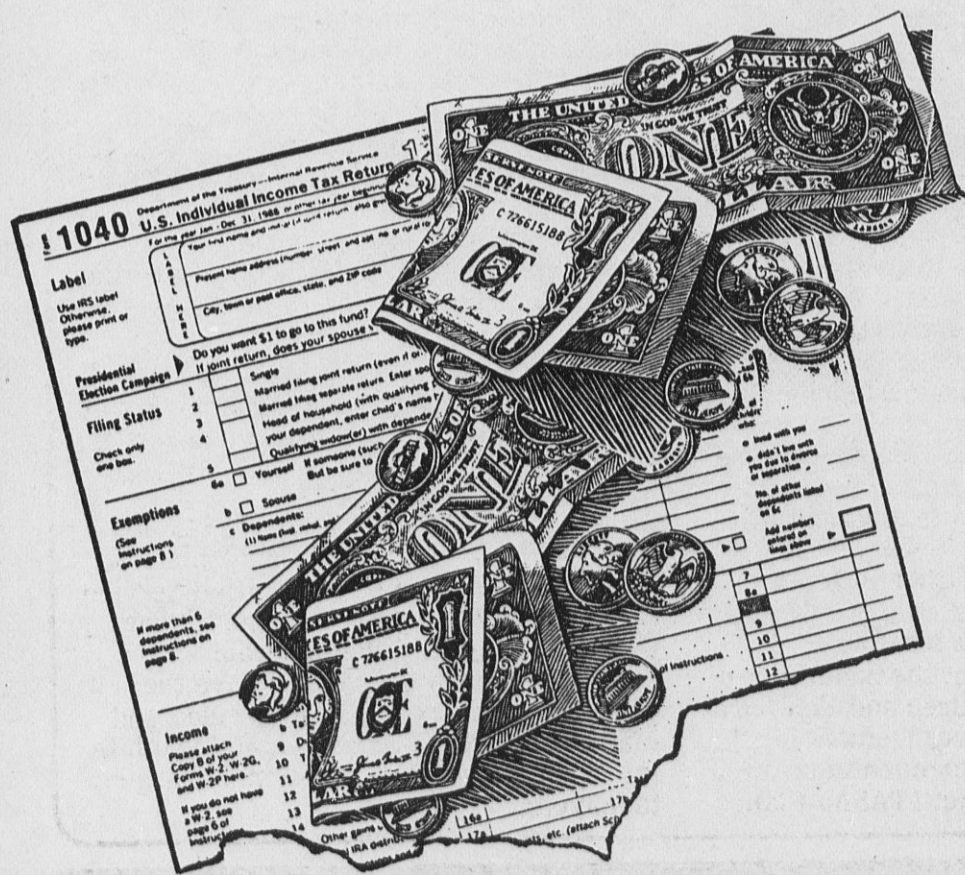
"All of these services can be obtained from the New York State Department of Social Services and the state Civil Service Department at no cost to the Schoharie County taxpayers," Wagner said. "And Schoharie County employees have the experience and expertise to develop and improve services to children and youth in the county, also at no additional charge to taxpayers."



"THIS SHOULD HELP TAKE SOME OF THE 'BITE' OUT OF MAKING IT TO RETIREMENT!"

CSEA brings you more

Tier 3 and 4 members get pre-tax deduction



Thanks to CSEA's ongoing efforts, employees in Tiers 3 and 4 of the state retirement system will begin bringing home extra money beginning in July.

Last year, CSEA succeeded in getting a state law passed which allows the 3 percent pension contribution these employees make to be taken out of their salary before federal income taxes are taken out.

Now the Internal Revenue Service (IRS) has given the necessary approval, and the pre-tax pension contribution will begin July 1.

That means the amount of taxes the Tier 3 and 4 members pay is less — and that puts more money in their pockets.

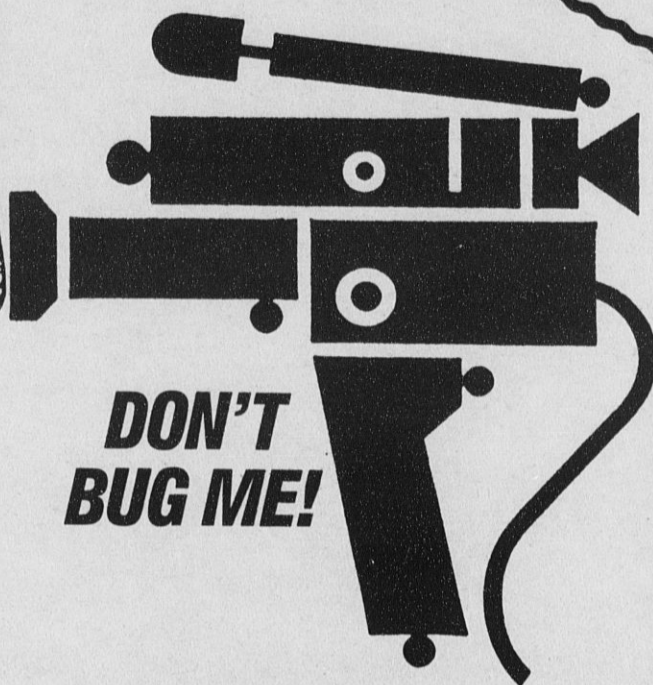
"The end result is that CSEA members in Tiers 3 and 4 will see some more money in their paychecks," said CSEA President Joe McDermott. "That was our goal in supporting this effort."

The CSEA members who get this pre-tax deduction will eventually have to pay taxes on the contribution, but generally not until they retire. Then they are in a lower tax bracket, so the taxes on that money will be less.

The amount of money each employee will gain in his or her paycheck depends on individual salaries and pension contributions.



Don't bug me!



Either electronic monitoring and surveillance of public employees are not as widespread as many believe, or many people are not even aware they're being bugged on the job.

Those conclusions can be drawn from results of a survey CSEA conducted through *The Public Sector* last fall in an effort to determine how extensively your workplace privacy is being invaded.

The response was lower than might be expected (more than 300 CSEA members, representing more than 50 job titles, completed and returned survey forms) but the results did support concerns that workplace invasion of privacy is occurring in a variety of forms and is probably on the rise.

And because the results gave clear indications of potential for large scale abuse of privacy, CSEA plans to continue a close watch on surveillance practices in effect and on changes in technology and procedures that could further endanger your rights.

CSEA undertook the survey after receiving periodic reports from members concerning perceived invasion of privacy. Members occasionally complained of electronic eavesdropping of telephone calls; computer oversight of VDT operators work speed, working habits and productivity; and security systems that track all employee movements throughout the workday.

The survey documented invasion of privacy abuses are occurring in some worksites across the state. But the majority of those who responded to the union survey reported they have not encountered serious problems.

Still, CSEA found a number of issues that need closer examination.

The survey revealed, for instance, that 40 percent of those responding who identified themselves as VDT users have a work quota system to contend with. The quotas are monitored electronically, and 62 percent of the respondents said the quotas change periodically. CSEA will keep an eye on this area because escalating quotas could create the nightmare of electronic sweatshops for VDT operators.

And as further evidence that "big brother" is watching, about half of those

camera" throughout the workday.

And about one of every five people said their incoming or outgoing mail is screened by supervisors.

High stress levels and related illness are outgrowths of being under constant surveillance or under the gun to meet quota systems. Not surprisingly, respondents mentioned a wide variety of health problems they associate with the pressures in the workplace. Feeling stressed, tired and fatigued, experiencing headaches and being irritable were the leading problems.

Even as management continues to watch you on the job, CSEA will be monitoring management to be sure your rights are being protected. While the survey is serving as a helpful resource, the results suggest electronic monitoring and surveillance is not yet a major problem for most public employees. CSEA believes keeping management accountable for the reasons and the methods used for surveillance will help prevent unnecessary workplace monitoring and reduce instances of illegal invasion of privacy.

Still, electronic surveillance technology is rapidly expanding and its use is clearly on the rise. The potential for abuse of privacy is evident, and CSEA does address such issues on a case-by-case basis.

If you encounter any experiences in your workplace that you believe may be an illegal invasion of your privacy, immediately bring it to the attention of your CSEA shop steward.



who responded said their supervisors monitor their telephone calls. The state's CAPNET telephone system does provide printouts of all telephone calls made, extension by extension, which could account for the fact most said their calls are monitored by computer printout. However, 58 members said supervisors listen to their phone calls "over the shoulder" and 25 more said supervisors listen in on another line. CSEA recognizes the nature of some jobs require some supervisory oversight of phone conversations but is concerned about the potential for privacy abuse that telephone monitoring creates.

The use of electronic security systems which require access codes or special cards to gain entrance to or exit from the office or other offices is another growing form of electronic surveillance in the workplace. Fifty-four people reported such systems where they work, and 44 more mentioned video security monitoring systems in their workplaces. Some employees are "on

If you get an eerie feeling that someone is watching you, it might be management!

After the flood

CSEA fights for Tax Dept. seasonals left high and dry

ALBANY — A busted water main on the state office building campus was the cause of many state employees at the state office campus receiving an unexpected day off recently. But for 600 seasonals working in Tax and Finance the water main break may mean a break in their pay.

CSEA has filed a grievance to prevent management from cutting the employee's pay for that day. A hearing is scheduled for June 1.

"I feel the seasonal employees should be paid like the other employees," CSEA Tax and Finance Local 690 President Carmen Bagnoli said. "After all, they are not to blame. None of us broke the water main. The workers showed up for work. They were ready to work here or in an alternate location. It was the state that wasn't prepared. It was the state that sent the workers home and it seems only fair that the state pay the workers for doing what they were told to do — go home."

On May 8, at 7 a.m. state officials informed CSEA Local 690 officers that there was no water in the whole plumbing system in building 8 and 9 due to a ruptured water main. By 9 a.m. Tax and Finance Local 690 was informed that it was necessary for the Department and the Office of General Services to evacuate the two involved buildings. At 9:30 a.m. the Capital Police made an announcement over the public address system advising the workers to evacuate.



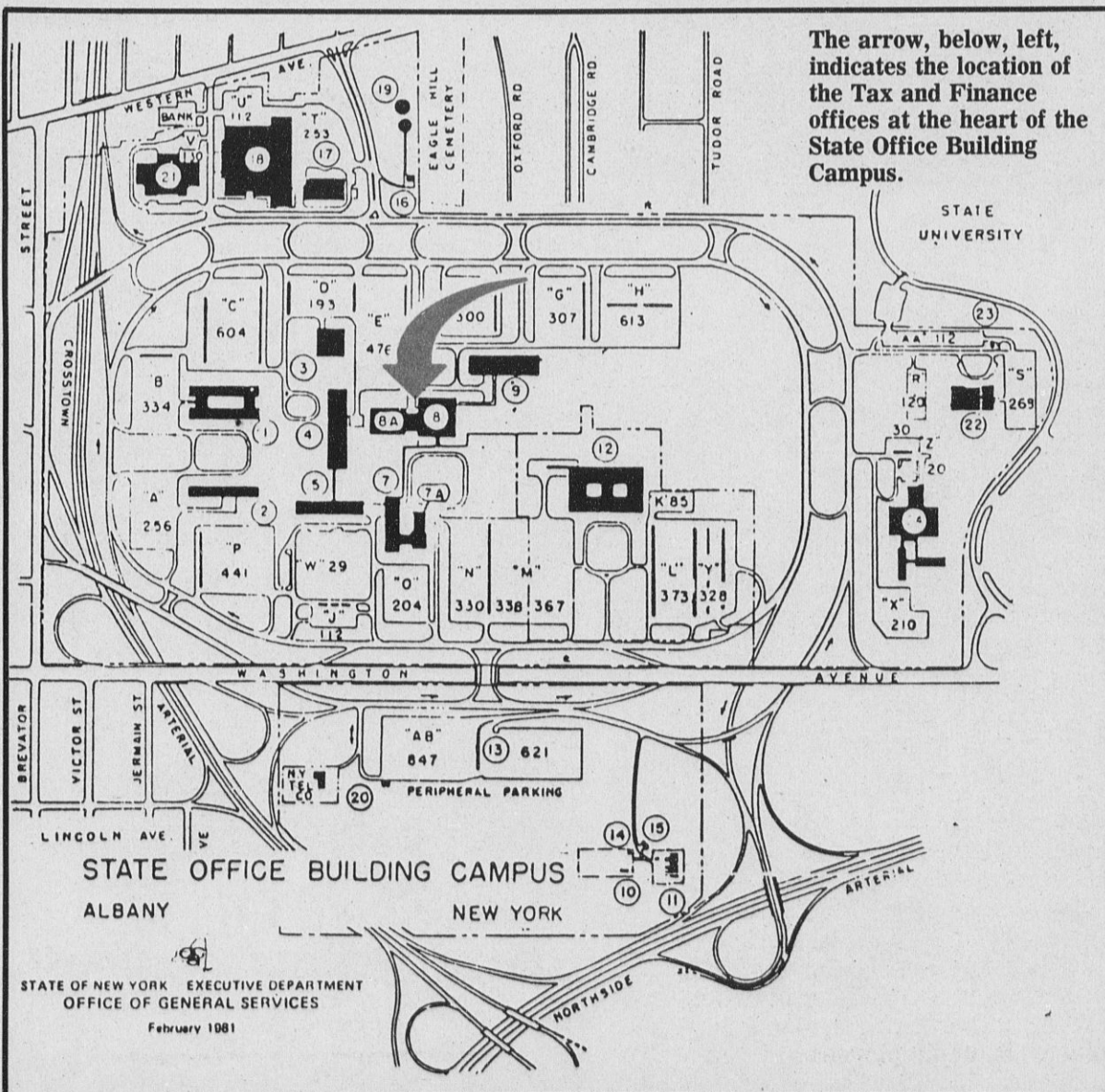
TAKING ACTION FOR SEASONAL EMPLOYEES RIGHTS — are CSEA Tax and Finance Local 690 President Carmen Bagnoli, right, local First Vice President Milton Yaguda, center, and seasonal employee Doralee Jones. The union has filed a grievance seeking full pay for about 600 Tax Department seasonal employees who were sent home after a water main break at the state office building campus forced the state to close the department's offices.

"They told us to go home," Doralee Jones, a three-year veteran of seasonal employment at Tax and Finance said.

"They said there was no water in the building and for health and safety reasons we had to leave the worksite. So we left."

It wasn't until the next day when the building was operational and the workforce was back that the seasonal workers were told that they would not be paid for the day.

"I remember when there was a series of bomb threats called into the building. When management sent the workers home, all of them were paid. This is basically the same thing. If management had offered alternate locations for seasonal workers to continue their job and they left that would be different. But management did not offer alternate work locations. Management said go home," Bagnoli said.



The arrow, below, left, indicates the location of the Tax and Finance offices at the heart of the State Office Building Campus.

The seasonal workers should be paid. They were ready to work here or in an alternate location. It was the state that wasn't prepared.

*—Carmen Bagnoli
President, CSEA
Tax and Finance
Local 690*

Safety Sweep

Surprise CSEA inspection targets Nassau problem areas

MINEOLA — Action is underway to correct dozens of safety and health problems identified as part of the most comprehensive safety sweep CSEA has ever conducted.

Teams of CSEA and AFSCME safety and health specialists joined with Nassau County CSEA Local 830 activists to target the dangerous conditions as part of the surprise, one-day, top-to-bottom review of every major county worksite.

The inspection identified problems from dangerously exposed asbestos to inadequate air ventilation to fire hazards in more than 25 different locations.

"We undertook this project because it sends a very strong message about the importance that CSEA places on safety and health," said CSEA Nassau County Local 830 President Rita Wallace. "It's important to let management know that the union has the ability to mount a thorough inspection like this."

While dozens of potential violations were specified in various worksites, there

was a remarkable similarity of problems from location to location.

Among the more common deficiencies:

- * Asbestos found and confirmed as a hazard in several different locations;
- * Inadequate heating, ventilation and air conditioning resulting in poor air quality that causes a variety of employee ailments and sickness;
- * Seriously deficient emergency evacuation and fire plans that leave employees at risk;
- * No formal right-to-know program to provide employees with information about the dangerous chemicals they may be required to handle;
- * Filthy offices and restrooms due to contracting-out the cleaning service to private companies;
- * Improper storage of toxic and flammable materials creating a health and safety threat;
- * Improper use of pesticides which causes employee sickness.

Many of the problems could be corrected very easily if management made a commitment to safety and health improvements; gaining that commitment is CSEA's primary objective.

Several different approaches have been undertaken to get results. In some cases, CSEA filed complaints with the Department of Labor over violations of the Public Employee Safety and Health (PESH) Act.

Other situations are being grieved. But many of the circumstances are the subject of direct labor-management discussion with the county. There is some expectation that this will lead to some positive results.

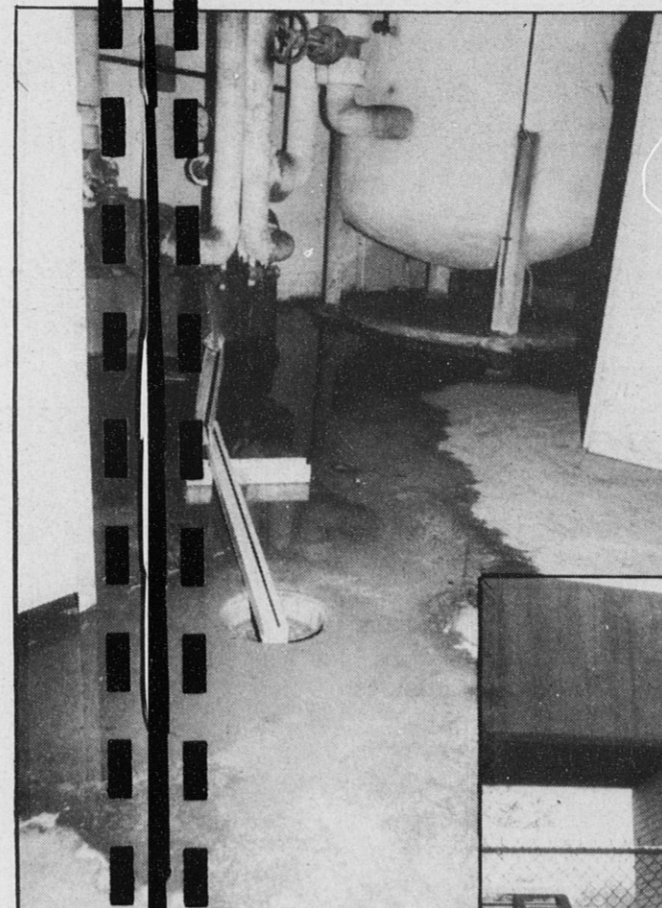
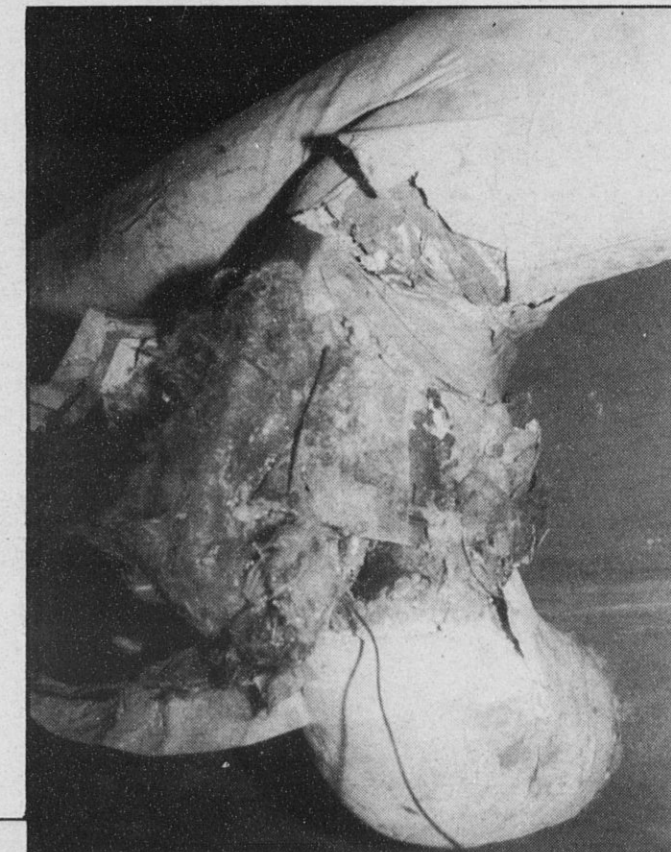
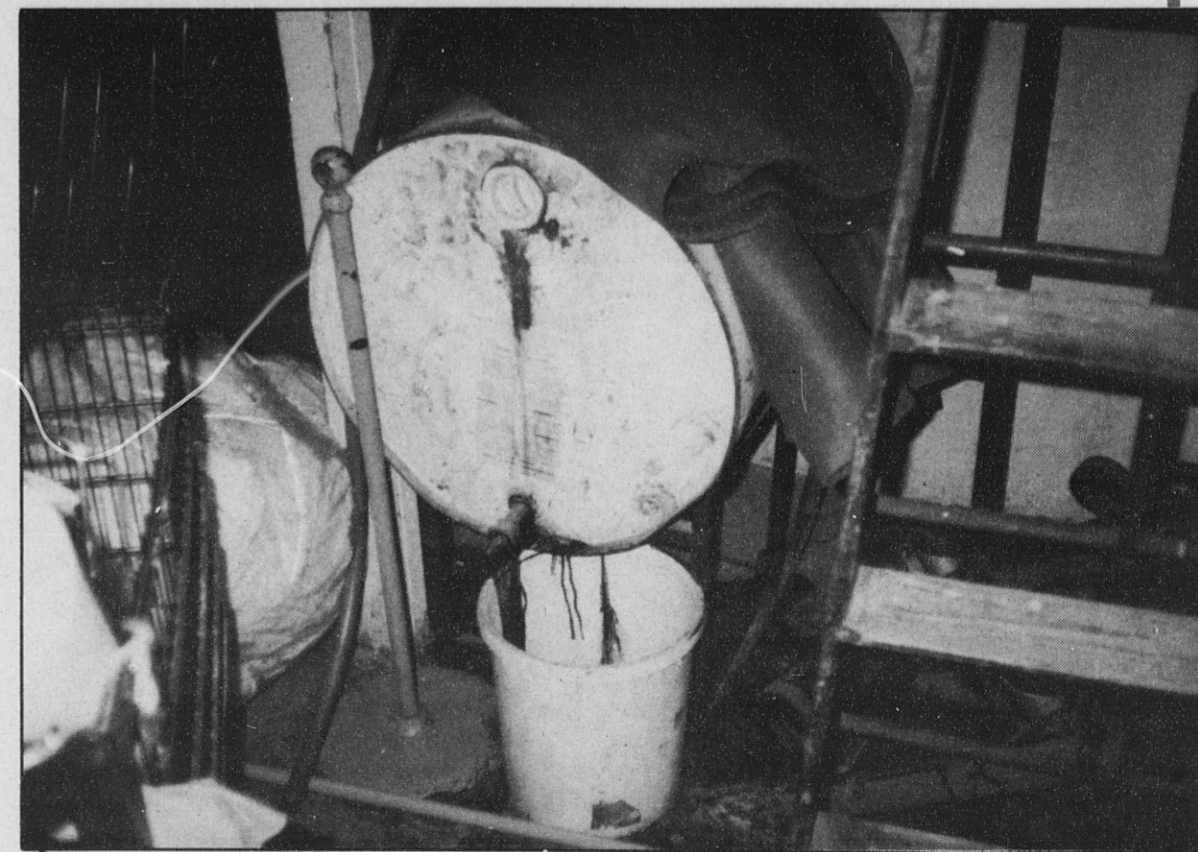
For example, when the safety sweep discovered asbestos in a crumbling wall in a building at the Nassau County Medical Center, management immediately responded to CSEA. The wall was properly sealed after the union brought it to the administration's attention.

"A lot of these situations are the result of years of neglect by the county," said Wallace. "But CSEA is not going to look the other way, particularly when there are violations of law."

The CSEA leader also pointed out that the union wants the county to give safety and health issues real priority, not just go through the motions to satisfy the legal requirements.

"There has to be an understanding by the county management that the productivity of their workers is directly related to their health and well-being on the job. And that begins with the kind of environment they have to face every time they come to work," she said.

"We need to establish safety and health improvements and training as an on-going goal of labor and management," Wallace said. "If the county doesn't have the expertise in this area, CSEA does have the resources to show them what needs to be done. This safety sweep demonstrated that."



FAST ACTION — CSEA Nassau County Local 830 Safety and Health Committee chairperson John Aloisio and Alcohol and Drug Rehabilitation Unit President Adelle Rosamelia inspect a freshly sealed wall in a building at Nassau County Medical Center where asbestos was identified during CSEA's safety sweep. The administration immediately acted to seal up the wall after CSEA brought the potential danger to their attention.

NOT PLEASANT SIGHTS — Safety and health problems ranging from improper storage of chemicals, dangerously exposed asbestos and flooding in a mechanical room, pictured above, were just some of the dozens of potential violations identified during the safety sweep. Bad air quality was targeted in a number of locations and the photo at left shows part of the reason why in one case. In addition to an adequate ventilation system, the air intake is in the middle of a parking lot!

Climbing to literacy

By Ron Wofford
CSEA Communications Associate

ROCHESTER — The newest computer-aided literacy enhancement program has opened at the Monroe County Developmental Center.

The program, designed to help individuals improve their reading and writing skills, is called Principle of the Alphabet Literacy System, or PALS.

The PALS Labs are sponsored by Project REACH (Reading, Education and Achievement) of the Governor's Office of Employee Relations and CSEA.

"This has been a long time coming," said Creaola Shelton, president of Monroe County Developmental Center CSEA Local 439. "But the benefits gained by our members who need it will make it well worth the wait, I'm sure."

Shelton was an early advocate for helping needy members improve their reading and writing, and she was praised for her perseverance during the dedication of the computer lab, one of 10 in the state.

"This lab represents real proof of our union's commitment to the needs of all our members," said CSEA Region VI President Robert Lattimer. "We all owe a debt of gratitude to Creaola Shelton for staying on the case and seeing that a PALS Lab is a reality here at the center."

The lab at Monroe Developmental Center is also open to members of Rochester Psychiatric Center CSEA Local 420. Local 420 President Geraldine Wiggins attended the opening ceremony with member and PALS student Jessie Thompson.



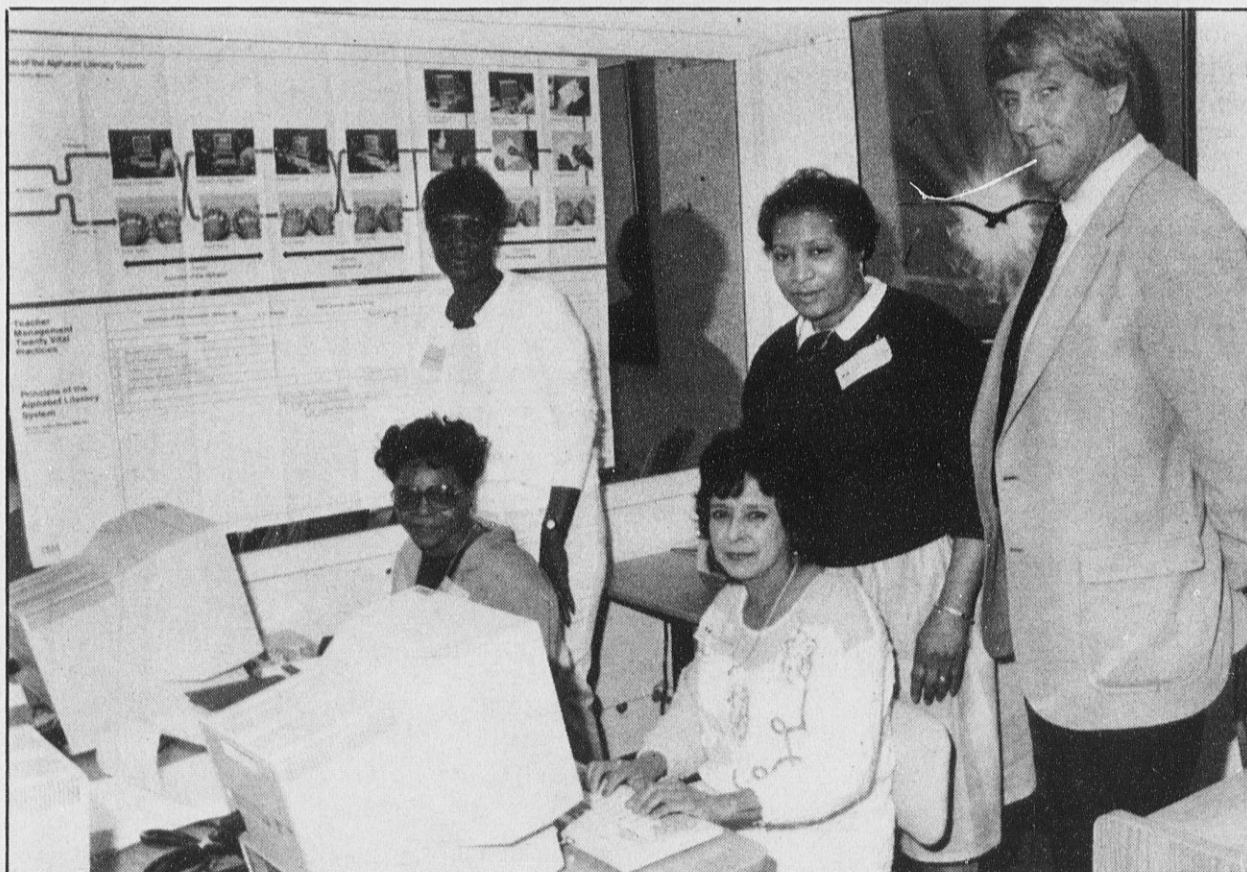
Lilli Santiago of Local 439, a native of Panama, said the program is helping her to read more efficiently in both English and her native language, Spanish.

"I've had problems before with written instructions in English," Santiago said, "so I'm very glad to be receiving the help the program provides."

The program is now full but is accepting applications for the next 20-week course, which combines computer operations with touch typing.

Applicants from Local 439 and Local 420 should call 716-461-8975 at Monroe Developmental Center to join the more than 200 students statewide who have taken advantage of PALS.

"This lab represents real proof of our union's commitment to the needs of all our members."



PALS STUDENTS Jessie Thompson of Local 420, seated left, and Lilli Santiago of Local 439, seated right, show how the PALS system works to Local 420 President Geraldine Wiggins, standing left, Local 439 President Creaola Shelton, standing center, and Region VI President Robert Lattimer.

June 12 is deadline for returning ballots in board races

June 12 is the deadline for returning ballots in the election of members of CSEA's statewide Board of Directors. Ballots must be received by 8 a.m. that day to be considered valid.

Ballots were mailed May 15 to eligible CSEA members, and replacement ballots have been available since May 22 for individuals who did not receive an original ballot.

All 106 Board seats are up for election. Qualified candidates who are unchallenged for particular Board seats are automatically elected and ballots were not mailed in those instances. Ten Board seats will remain temporarily vacant because no candidates qualified for those positions. Elections are being conducted and ballots were mailed for the remaining Board seats.

The elections are being supervised by the Independent Election Corporation of America. Ballots will be counted on June 12.



BOARD OF DIRECTORS Summary of meeting

EDITOR'S NOTE: The Public Sector regularly publishes a summary of actions taken by CSEA's Board of Directors at the Board's official meetings. The summary is prepared by CSEA Statewide Secretary Irene Carr for the information of union members.

ALBANY — CSEA's statewide Board of Directors met here on April 27. In official actions, the board:

* Authorized the granting of a temporary charter to newly organized employees of the National Benefit Fund for Hospital and Health Care Employees;

* Amended Article XIV, Section 1, of the Local Constitution as follows:

"In order to be eligible to seek office, a candidate must be at least 18 years of age, a member in good standing of the Local since June 1 of the year preceding the election, shall not have been a member of a competing labor association or union since June 1 of the year preceding the election, and shall not currently be serving a disciplinary penalty imposed by the Judicial Board of CSEA.

"In order to be eligible to seek office, a candidate must be at least 18 years of age, a member in good standing of the new Local since dues deductions commenced in the new Local or a member in good standing of the Local since June 1 of the year preceding the election, shall not have been a member of a competing labor association or union since the creation of the new Local, and shall not currently be serving a disciplinary penalty imposed by the Judicial Board of CSEA;"

* Amended Article XIII, Section 1, of the Unit Constitution as follows:

"In order to be eligible to seek office, a candidate must be at least 18 years of age, a member in good standing of the new Unit since dues deduction commenced in the new Unit or a member in good standing of the Unit since June 1 of the year preceding the election, shall not have been a member of a competing labor association or union since the creation of the new Unit, and shall not currently be serving a disciplinary penalty imposed by the Judicial Board of CSEA;"

Questions from CSEA members concerning the union's Board of Directors should be directed to the member's Board representative, local president or to the office of the Statewide Secretary. Copies of the minutes of Board meetings are sent to all Board representatives and local presidents.

* Amended Article IV, Section 3, of the Regional Constitution as follows:

"In the event that a Treasurer or Secretary is disabled and unable to act by reason of such disability for a period of more than two (2) weeks, the President with the approval of a majority of the Regional Executive Board may appoint a member in good standing (**) of the Region to serve in the position of the disabled officer until such officer is able to resume his or her official duties.

"A vacancy in any other Region office or on the Region Executive Board which is elected or selected from the entire Region shall be filled for the remainder of the term by the Region President with the approval of a majority of the Region Executive Board (**);"

* Amended Article IV, Section 3, of the Local Constitution as follows:

"In the event that a Treasurer or Secretary is disabled and unable to act by reason of such disability for a period of more than two (2) weeks, the President with the approval of a majority of the Local Executive Board may appoint a member in good standing(**) of the Local to serve in the position of the disabled officer until such officer is able to resume his or her official duties.

"A vacancy in any other Local office or on the Local Executive Board which is elected or selected from the entire Local shall be filled for the remainder of the term by the Local President with the approval of a majority of the Local Executive Board(**);"

* Amended Article IV, Section 3, of the Unit Constitution as follows:

"In the event that a Treasurer or Secretary is disabled and unable to act by reason of such disability for a period of more than two (2) weeks, the President with the approval of

ARTICLE IV

Organization of the Association

Section 1. DIVISIONS. The Association shall be organized in two divisions to be known as the State Division and the Local Government Division. Members who are employees of the State shall be in the State Division, and members who are employees of the political subdivisions of the State shall be in the Local Government Division. Members who are employees of any public authority, public benefit corporation or similar autonomous public agency may, with the approval of the Board of Directors, elect as a unit to affiliate with a State Department or a State or Local Government Local with the consent of such State Department or Local and shall thereupon become members of the division with which they have affiliated.

Section 2. BOARD OF DIRECTORS. The power and authority to transact all business of the Association shall, subject to the power and authority of the Delegates at meetings of the Association, be vested in a Board of Directors which shall consist of the following:

(a) Voting Members — The voting members of the Board of Directors shall be the Officers of the Association, members of the Executive Committee of the State Division, and members of the Executive Committee of the Local Government Division.

(b) Non-Voting Members — The non-voting members of the Board of Directors shall be the Chairpersons of all Standing Committees as established in Article VI, Section 1 of the By-Laws and the Chairperson or Vice Chairperson of the Retirees Division Executive Committee.

Non-Voting Members of the Board of Directors shall not introduce, second, or debate any action before the Board except matters affecting the non-voting member's own Committee.

The Board of Directors shall establish and appoint committees to be known as Board Committees. The Board Committees shall consist of only voting members of the Board of Directors and each committee shall elect its own Chairperson.

Section 3. No member of the Board of Directors of the Association shall be a member of a competing labor organization.* No elected or appointed public official who is deemed to have a conflict of interest by the Judicial Board of CSEA shall continue as a member of the Board of Directors.

Section 4. DIRECTORS' COMMITTEE. The Board of Directors shall elect from its membership a Directors' Committee, to consist of not less than ten and not more than twenty-two members. Such committee shall include the officers of the Association, the Chairperson of the State Executive Committee and the Chairperson of the Local Government Executive Committee, and as many other members as the Board deems necessary not to exceed twenty-two. Such Directors' Committee shall be vested with the power and authority of the Board of Directors when the Board is not in session.

a majority of the Unit Executive Board may appoint a member in good standing (**) of the Unit to serve in the position of the disabled officer until such officer is able to resume his or her official duties.

"A vacancy in any other Unit office or on the Unit Executive Board which is elected or selected from the entire Unit shall be filled for the remainder of the term by the Unit President with the approval of a majority of the Unit Executive Board(**)."

In other action the Board also:

* Authorized the leasing of office space for the Florida Retirees Local;

* Approved a contract so that CSEA has access to computer disaster recovery services;

* Reclassified Arbitration Administrator staff position to Attorney; and

* Created a new staff position of senior audit clerk.

(**) Provided that member has been a member in good standing of the Region/Local/Unit since June 1 of the preceding year.

KEEPING OUR BEACHES CLEAN

New training aims at preventing and responding to hazardous waste wash-ups on Long Island's beaches



By Sheryl C. Jenks
CSEA Communications Associate

JONES BEACH — Like a scene from the movie "JAWS," the public fled Long Island's beaches in fear last summer. They weren't running from sharks, however, but from medical waste washing ashore.

In an effort to avoid the same problems this summer, the state Department of Parks, Recreation and Historic Preservation held a day-long seminar called "Beach Washups — Prevention and Response."

The seminar was part of an education and training program which will be offered to all levels of beach personnel.

According to CSEA Parks and Recreation

"We hope that our members and the public will be able to work and play on our beaches without fear this summer."

Local 102 President Paul D'Aleo, beach operators from all jurisdictions attended the seminar, which was just the beginning of the extensive training that will be passed on to his members.

The seminar, aimed at providing a uniform response system for beach operators to deal with the problem of beach wash-ups, addressed prevention, including regulation, pre-emptive clean-ups and public education, as well as response and enforcement.

Long Island State Parks Director Ron Foley said, "Management wants to work with the union to ensure the safety of the employees and the public."

According to Foley, when medical waste and other garbage started washing ashore last summer, beach officials and operators were not properly equipped to deal with the problem.

"When the wash-ups began, we weren't coordinated. We didn't know what protective measures to take or how dangerous the debris really was," Foley said. "There were many times when items were incorrectly identified as medical waste."

In addition to the general lack of knowledge, there was also a lack of appropriate equipment. According to Foley, Gov. Cuomo asked for emergency funding of \$2 million toward cleanup, the purchase of new equipment and more enforcement personnel.

D'Aleo said he is very pleased with the state's plans to begin training rank-and-file personnel in groups of 100.

"In addition to the training, there will be

three new beach cleaning trucks, additional protective clothing, both plastic and leather gloves and special containers to discard or store questionable items," D'Aleo said.

"We hope that our members and the public will be able to work and play on our beaches without fear this summer."

The training seminars will provide beach personnel with the proper knowledge to deal with wash-ups. The training focuses on:

- * Prevention
- * Regulation
- * Pre-emptive Cleanup
- * Public Education
- * Response * Enforcement



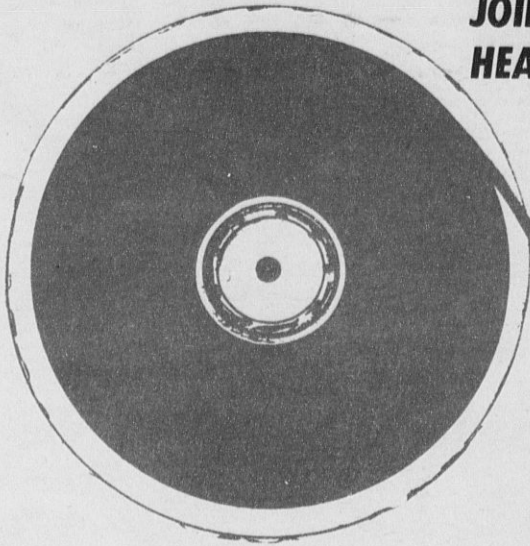
CSEA PARKS AND RECREATION
Local 102 President Paul D'Aleo, left, and CSEA OSHA Representative Dan Morra inspect one of the new beach cleaning trucks.

**CSEA / NYS
JOINT COMMITTEE ON
HEALTH BENEFITS**

CSEA HEADQUARTERS
143 Washington Avenue
Albany, New York 12210

1-800-342-4146
(518) 434-0191

**VIDEO
TAPE
LIBRARY
PROGRAM**



The CSEA/NYS Joint Committee on Health Benefits is offering a FREE video tape loan program on health and wellness-related topics for use by CSEA locals and units. The tapes are ideal for enhancing membership health awareness at membership meetings, health fairs, information days, Employee Assistance Programs, etc. The following VHS tapes are available on a first come, first serve basis.

- **LIVING WITH STRESS**
Gives an overview of the subtle pressures of stress and how to cope with them.
—15 minutes
- **SMOKING: HOW TO QUIT**
Attempts to show how a program of gradual smoking reduction can be successful.
—18 minutes
- **MEDICAL EFFECTS OF ALCOHOL USE**
Includes many of the short-term effects, as well as the not-so-familiar long-term effects, on the liver and other body organs.
—12 minutes
- **EXERCISE SHOULD BE FUN**
Describes how we can efficiently and enjoyably burn up calories.
—8 minutes
- **LOW BACK PAIN**
Includes a long list of do's and don'ts on how to maintain a strong, healthy back.
—14 minutes
- **UNDERSTANDING COMMON BREAST PROBLEMS**
Informs women about the problems, risks and treatments for breast cancer.
—11 minutes
- **AIDS — THE SURGEON GENERAL'S UPDATE**
The surgeon general's message is urgent and persuasive as he explains why public education is still the only weapon against this disease.
—32 minutes
- **THE EXPANDED ROLE ON NURSES — LEGAL IMPLICATIONS**
This tape anticipates and attempts to resolve those disputes by stressing the complementary nature of nursing and medical skills and a team approach to care.
—15 minutes
- **NURSING LIABILITY FOR "DOCTOR'S ORDERS" II**
This tape offers sound guidance for making difficult decisions based on accepted professional standards, hospital protocol and concern for patient protection.
—10 minutes
- **MEDICATION ERRORS**
This tape illustrates the communication gaps causing errors that cause risk to patients and staff.
—13 minutes

CSEA local and unit presidents may reserve tapes, at no cost, for union functions by contacting the Joint Committee on Health Benefits at CSEA Headquarters:

1-800-342-4146 (statewide) or (518)434-0191 (Albany area)

MAY 12 PUBLIC EMPLOYEE DAY IN NYS

Recognizing the contributions of public employees to the betterment of society in the Empire State

Friday, May 12 was more than just another workday for thousands of public employees across New York. It was the annual observance of Public Employee Recognition Day — a date to honor public employees for their outstanding efforts on the job every day.

Proclamations and events across the state marked the occasion, which is really the birthday of the state Civil Service System.

In what is fast becoming a CSEA tradition, CSEA served up a 24-foot long "Supercake" to celebrate the event for the second year in a row.

The giant cake, the largest of its kind ever baked by Freihofer's, was quickly polished off by hundreds of CSEA members at the Westchester County Office Building in White Plains.

In cutting the cake and serving it, CSEA President Joe McDermott told members: "The public doesn't always recognize the importance of the work you do for them day in and day out. But you should be proud of your efforts because people depend on you and you do an excellent job."

McDermott was joined in serving the cake by CSEA Region III President Pat Mascioli. Earlier Westchester County Executive Andrew O'Rourke had presented Mascioli with an official proclamation honoring public employees. (See photo at right).

The Westchester proclamation was one of seven presented to CSEA by the county executives of every county in Region III. The others that marked the occasion were Putnam, Rockland, Orange, Dutchess, Sullivan and Ulster.



CSEA "super cake" makes the day extra special in Westchester County





State offers Veterans Assistance

The Public Sector recently published information on veterans affairs, with an emphasis on county offices which provide help at the local level.

Veterans and their families may also get help from the state Division of Veterans Affairs. The state division provides for the well-being of more than 1.8 million veterans in New York state, and for millions of their dependents and survivors.

The heart of the division's program is its counseling service, with 58 professional counselors and 44 keyboard specialists strategically placed across the state to bring to veterans and their families benefits to which they may be entitled.

Among the areas of help that the program offers are: working with disabled veterans to convince the VA to recognize their service-connected problems; consoling grieving families and helping file for burial benefits; finding medical attention for veterans; assisting widows to arrange survivor's pensions; and helping veterans to further their educational goals.

Because they strive to get the best benefits for the veterans and their families, state counselors work closely with other state, federal, local and private agencies. They often use their resources to help in such specific areas as employment, rehabilitation counseling, treatment of alcohol and drug abuse, Post Traumatic Stress Disorder, home health care and medical treatment.

Division of Veterans Affairs Info Hotline 1-800-635-6534

Fire, explosion hits Oneida County office

No one injured; CSEA insists on more testing to determine cause

UTICA — CSEA efforts were continuing at press time to pinpoint the cause of the May 7 explosion and fire that forced the shutdown of the Oneida County Court House and Office Building.

It has been determined that a build-up of gas in an electrical vault between the court house and the office building was responsible. It has not yet been determined if the circumstances that led to that build-up have been corrected, which is why CSEA is pressing for additional testing by the appropriate authorities.

No CSEA members were hurt in the incident.

Testing conducted following the incident has shown air quality within accepted standards. But employees working there have continued to report sickness and the smell of gas in the buildings.

Although there was initial concern about the possibility of toxic PCBs being spread by the fire, that issue has been put to rest. The fire did not involve the building's transformers and it has been determined that they do not contain PCBs anyway.

CSEA will maintain an active role in resolving all of the outstanding safety and health questions about the situation.

CSEA MEMBERS RECENTLY PARTICIPATED in the state Department of Labor's Career Education Expo '89 in Rochester. In the photo at right, Monroe County Unit of CSEA Local 828 President and Region VI Vice President, Flo Tripi, left, stands with state Department of Labor Commissioner Thomas Hartnett and Rochester State Employees Unit of CSEA Local 012 President Rebecca Council at the CSEA booth. All Rochester area CSEA locals were involved in the exhibition, which was designed to inform high school students about job opportunities in the public sector.





AT YOUR SERVICE

A handy reference guide to CSEA member services and benefits

CSEA Toll-Free

The union's toll-free telephone number — **1-800-342-4146** — is your direct link to CSEA Headquarters.

When you call the toll-free number, a recorded message describes the choices to put you through to the right place for the help you need.

You need a touch-tone telephone to complete your call without operator assistance. If you aren't calling from a touch-tone telephone, an operator will pick up and complete your call at the end of the message.

If you know the extension number of the individual that you're trying to reach, you can press it on your touch-tone telephone at any point during the recorded message and be connected.

If you don't know the extension, the message will give you the following choices:

* For Field Operations or the Empire Plan/Health Benefits Committee, press number 1.

* For disciplinarys, grievances and other legal matters, press number 2.

* For Communications, the Executive Offices or Political Action, press number 3.

* If you have a question concerning dues, membership or agency shop, CSEA group insurance other than health or need to talk to the Finance Department, press number 4.

Current Issues Update

To find out what's new and to get information about items of general interest to CSEA members, call toll-free 1-800-342-4146 and press number 5.

Employee Benefit Fund

The CSEA Employee Benefit Fund is a CSEA-administered trust fund which provides certain supplemental negotiated benefits for state employees and participating local government employees. It currently administers Dental Care, Vision Care, Prescription Drug, and Package 7 Benefits Plans.

For questions regarding any of the benefits or for assistance with negotiating any plan(s), call: **1-800-342-4274 or (518) 463-4555 or write:**

**CSEA Employee Benefit Fund
14 Corporate Woods Boulevard
Albany, NY 12211**

United Buying Service

Get big savings on consumer products through the union's official discount buying service. UBS combines the power of millions of members to negotiate discounts on a whole range of major name brand products. The program is free to CSEA members and carries no service charges. Watch for information on special monthly offers available only to CSEA members. For details on UBS, call **1-800-877-1UBS or 1-800-877-4UBS.**

AFSCME Advantage Credit Card

The AFSCME MasterCard has one of the lowest interest rates around — 5 percent above the prime lending rate. There is no annual fee.

To obtain an application form, call your CSEA regional office (see adjacent map).

The card is issued by the Bank of New York. If you apply for a card and there is no response within four weeks, call the bank toll-free at **1-800-942-1977.**

Traffic Survival Workshops

CSEA has a special arrangement with the National Traffic Safety Institute to offer the workshops for union members and their immediate families on a voluntary, self-pay basis.

The workshops are offered in cooperation with the state Department of Motor Vehicles and your insurance company as a way to lower your insurance premiums, reduce your driver record violation points and sharpen your driving skills.

Classes are offered at the special discount cost of \$20 (approximately one-half the regular full price for similar classes).

Each class is six hours long and may be taken in one Saturday session or two weekday evening sessions.

Call 1-800-541-5154 for more information.

Insurance

CSEA offers several insurance programs at low group rates and provides the convenience of automatic payroll deduction.

These voluntary group plans include: Basic Group Life, Supplemental Life, Income Protection Program, Hospital Indemnity Plan, Family Protection Plan, Auto Insurance and Homeowners Insurance. **For more details, call 1-800-366-5273 or (518) 381-1600.**

Retirement

If you are retiring soon, it's important that you select the proper option from the Employees' Retirement system.

By using the services of a CSEA-provided retirement counselor, you'll be able to plan for a lifestyle in your retirement years that takes into account your anticipated expenses.

For more information, call 1-800-366-5273.

Safety

To report unsafe or unhealthy working conditions or serious accidents, call your CSEA labor relations specialist. For occupational safety and health information, call CSEA headquarters at **1-800-342-4146.**

Education and Training

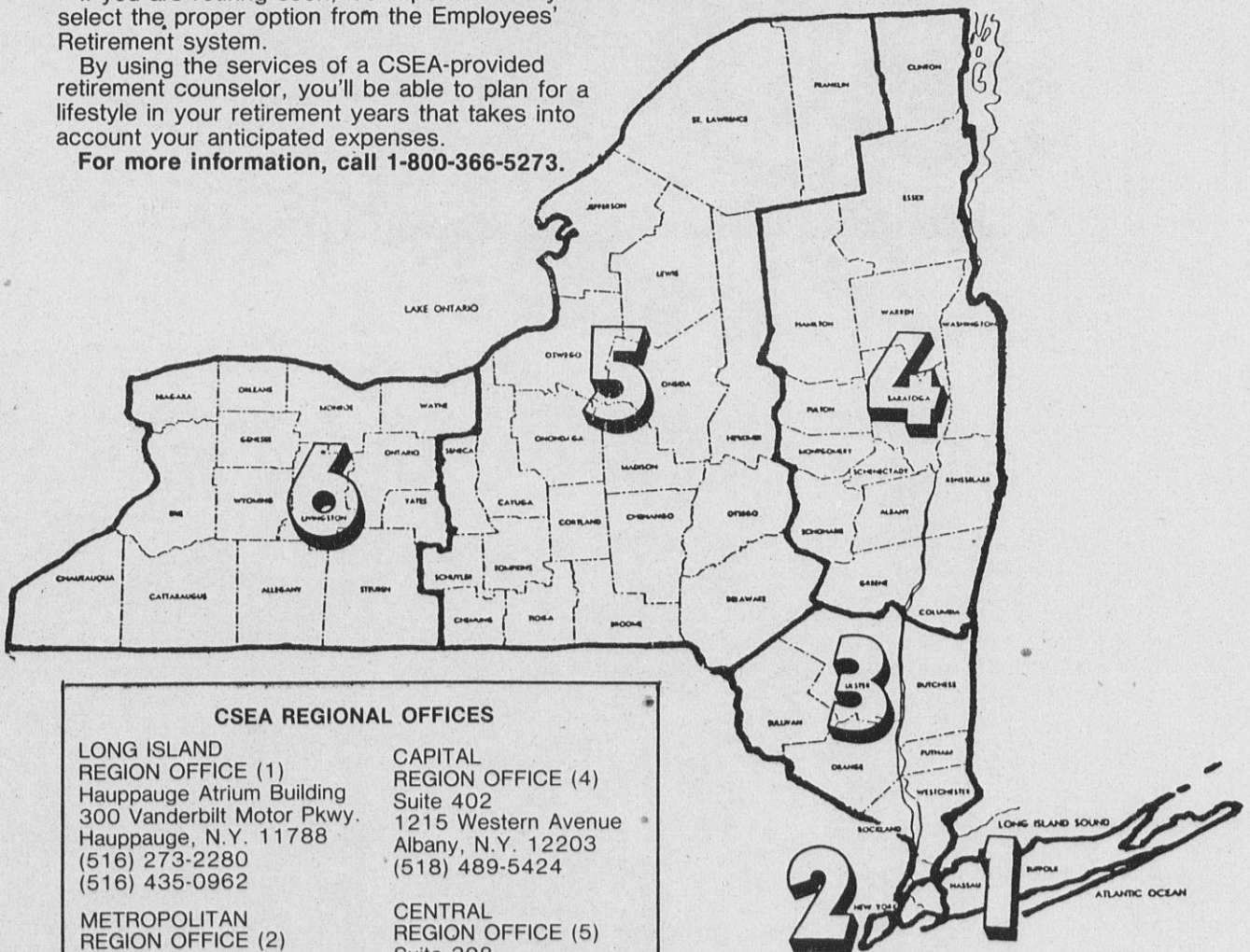
CSEA can help you prepare for civil service exams with low-cost study booklets and free-to-borrow video tapes and audio tapes.

CSEA also provides educational workshops for union activists eager to learn more about their union responsibilities.

To request booklet order forms or to obtain information on the video/audio tapes or union workshops, call CSEA headquarters at **1-800-342-4146.**

Grievances, Disciplinarys

If you believe you have a grievance, immediately contact your Local grievance representative or shop steward. If they are unavailable, contact your CSEA Unit or Local President, or your CSEA Labor Relations Specialist at the appropriate regional office (see adjacent map). Do not delay if you believe you have a problem; grievances must be filed on a timely basis.



CSEA REGIONAL OFFICES

LONG ISLAND REGION OFFICE (1)
Hauppauge Atrium Building
300 Vanderbilt Motor Pkwy.
Hauppauge, N.Y. 11788
(516) 273-2280
(516) 435-0962

CAPITAL REGION OFFICE (4)
Suite 402
1215 Western Avenue
Albany, N.Y. 12203
(518) 489-5424

METROPOLITAN REGION OFFICE (2)
Suite 1500
11 Broadway
New York, N.Y. 10004
(212) 514-9200

CENTRAL REGION OFFICE (5)
Suite 308
290 Elwood Davis Road
Liverpool, N.Y. 13008
(315) 451-6330

SOUTHERN REGION OFFICE (3)
Rural Route 1
Box 34, Old Route 9
Fishkill, N.Y. 12524
(914) 896-8180

WESTERN REGION OFFICE (6)
482 Delaware Avenue
Buffalo, N.Y. 14202
(716) 886-0391

The promise of A safer SUNY

State University Chancellor Dr. Bruce Johnstone is promising a new emphasis on safety at SUNY campuses statewide as the result of a demand by CSEA President Joe McDermott.

McDermott wrote the Chancellor demanding better safety procedures throughout the SUNY system after CSEA

member Richard Jones was buried alive and seriously injured in an excavation accident at SUNY Morrisville in March. Jones is recovering from broken bones, lung damage and circulatory problems.

Jones' accident was nearly identical to a trenching accident at SUNY Oswego last summer. In that accident CSEA member John Sawyer was severely injured, including losing his lower left arm and three fingers from his right hand.

Both men were working in deep trenches that did not have the protection against cave-ins required by law.

In his letter to Dr. Johnstone, McDermott said, "... it is clear that injury could have been avoided if the necessary laws, procedures, common sense and supervision were followed." McDermott called for Johnstone to take appropriate corrective steps.

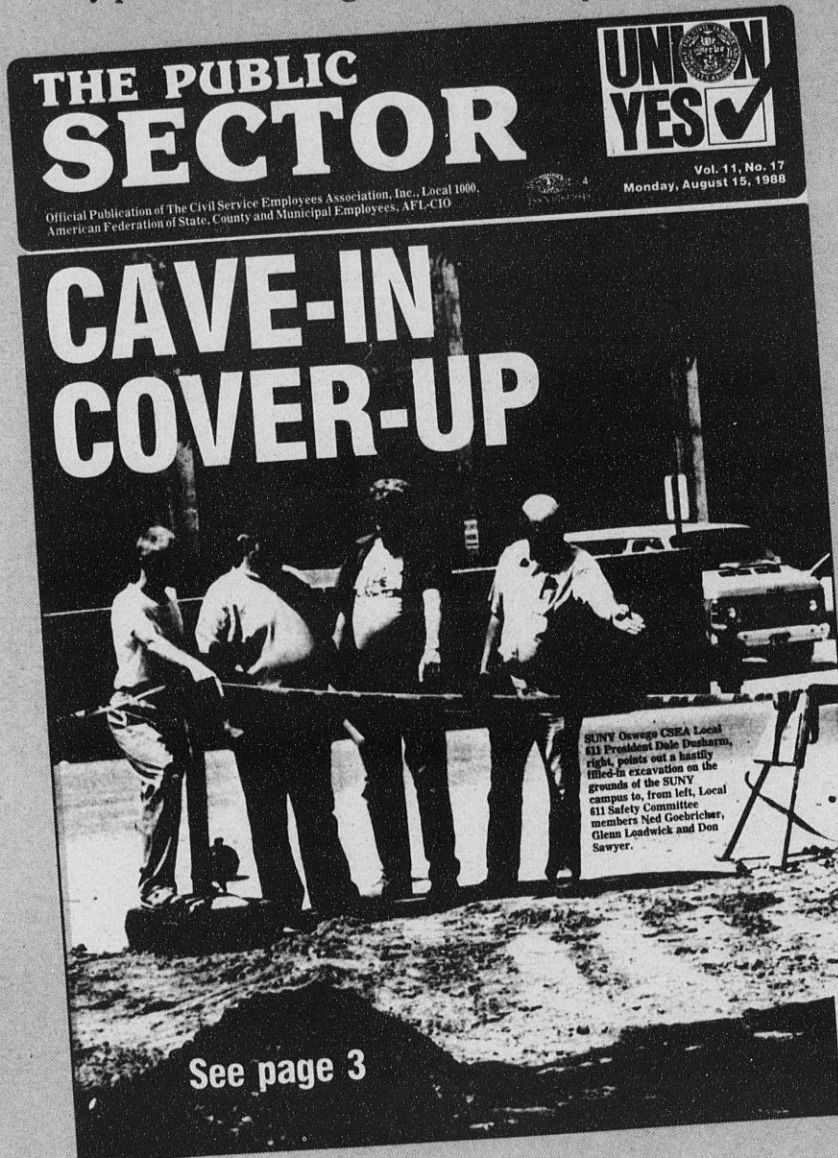
The Chancellor has responded with two actions. First, he has sent officials at all SUNY campuses detailed information on the safety regulations governing excavations.

These regulations state that, "Banks more than 5 feet high shall be shored, laid back to a stable slope or some other equivalent means of protection shall be provided where employees may be exposed to moving ground or cave-ins."

"Managers at SUNY campuses should already be aware of these rules but having it come down from the Chancellor may force those managers to be careful about obeying them," McDermott said.

Johnstone's second response was to direct his staff to take a look at additional safety programs. These efforts are to be a topic of labor/management discussions.

"The most important thing about Chancellor Johnstone's response is that he expressed a real concern about the safety of our members," McDermott said. "Now, that concern has to reach the managers at the campuses. Safety should always be the first concern in any workplace."



We strongly support right to refuse bill

CSEA wants to prevent accidents like those that injured Richard Jones and John Sawyer.

The union is supporting proposed legislation being studied by a State Assembly committee that would give workers the right to refuse an assignment that clearly violates safety regulations.

Assembly bill 1935, if passed into law, will give public employees the right to refuse an assignment if they believe they could suffer serious injury or death in performing the task.

The employee would be assigned other work until a state Labor Department safety inspection was conducted.

The proposed bill would end the current "work now, grieve it later" policy. That policy forces employees into unsafe work areas under threat of disciplinary charges if they refuse. CSEA believes the proposed legislation would prevent a substantial number of serious, possibly fatal, accidents.

"Nothing is more important than the safety of our members," CSEA President Joe McDermott said.

