

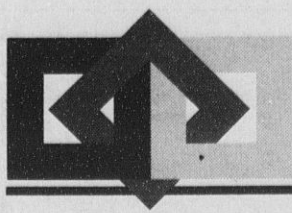
We Win!

ALBANY -- New York's highest court unanimously backed CSEA in its long battle to keep the public employee pension system sufficiently funded.

The state Court of Appeals ruled that the state's attempt to change the funding method of the NYS and Local Employees' Retirement Systems violated the state constitution.

"We took this battle all the way because we knew we were right," CSEA President Joe McDermott said. "CSEA is committed to the security of the pension fund for our members. It is, after all, our money."

(continued on page 3)



State Government News

The state Court of Appeals throws out PUC, backing CSEA's efforts to protect the pension system. **Page 3.**



Employee Benefit Fund benefits are back and better than ever. Check out your benefits as

a CSEA member on **pages 4-6.**

Labor-Management cooperation pays off. **See page 7.**

General News

CSEA released its report on security in the workplace. **See page 11.**



Happy Holidays!



Coverage of the Annual Delegates Meeting and the 13th Annual Women's Conference, **pages 12-14.**

Local Government News

Privatization is a threat to job security in some locals. **See page 18.**

Some members demonstrate for fair contracts on **page 20**, while others celebrate victories on **page 21.**



Scholarship winners on **page 23.**

Address correction for the Fallons, CSEA family struggling with son's illness

HYDE PARK — A story in the November *Public Sector* about the struggles of CSEA Dutchess Educational Local member Wayne Fallon's family in dealing with his son's illnesses touched the hearts of CSEA members.

But a zip code error may have caused confusion for members who wanted to send the family contributions and letters of support.

Patrick Fallon, 13, currently undergoing treatment for leukemia, has suffered a variety of medical problems since

infancy, including conditions requiring brain and heart surgery. Despite his infirmities, Patrick manages to keep his family going with his sunny smile, spunk and determination.

It hasn't been easy for the family to cope with the overwhelming medical bills and stress.

The correct address and zip code for CSEA members who want to help is: Mr and Mrs. Wayne Fallon, 16 Yates Street, Hyde Park, New York, 12538.

CSEA member dies in on-the-job accident

INDUSTRY — An on-the-job accident has taken the life of James Simmons, a mechanic for the Division For Youth (DFY) School at Industry and a member of Local 552.

Facility officials said Simmons was alone in the auto shop, cutting the top off an empty 55-gallon drum that had contained anti-freeze. The acetylene torch apparently ignited residual fumes. The explosion blew the top of the drum off, striking Simmons in the head, causing massive injuries.

He died of his injuries two days later at Rochester's Strong Memorial Hospital.

Bill Koronas, Local 552 president, praised co-workers

Dave Pescrillo, George Deaton and Tom Edwards, who immediately went to Simmons' aid when they heard the explosion.

"They went to work with their emergency medical knowledge, and kept Jim alive so that he would have a chance when the ambulance got him to the hospital," Koronas said.

CSEA Occupational Safety and Health Specialist John Bieger is investigating the accident and will confer with the state Department of Labor's Public Employee Safety and Health office, which is also looking into the on-the-job tragedy.

— Ron Wofford

Coming in January

The 1994 CSEA Calendar

Your personal wall calendar

marked with important dates and holidays.

Look for it in the January issue of *The Public Sector*

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CSEA wins court battle over PUC

Continued from page 1

CSEA took the state to court three years ago after the state Legislature passed and the Governor signed a law that required the state comptroller, who was then Edward V. Regan, to change the method he used to fund the retirement system.

At the time, the comptroller used the aggregate cost method, a very conservative system that required public employers in New York state to pay for projected retirement bills.

The 1990 law ordered the comptroller to move to one of the least conservative funding methods, the projected unit credit, or PUC, system. Because PUC requires employers to pay

'We made our case, and we were right'

only for current retirement bills, public employers were able to escape with little or no payments to the retirement system for the last three years.

Instead of increasing the stability of the fund by allowing for important reserves, PUC began eating away at reserves and the money the fund had available for investments.

Potentially even more destructive were the bills public employers would face in the future. As their costs for retirements increased, they faced higher and higher payments, much like a balloon mortgage.

"Not only were the pension fund reserves depleted, but we could have no assurance that in a few years public employers

would be any more able to pay potentially huge bills to the retirement system," McDermott said. "CSEA had to fight this, and we won all the way. PUC is history."

State Comptroller H. Carl McCall, who attended CSEA's 83rd Annual Delegates Meeting in Washington, D.C. last month (see pages 12-13), also applauded the court victory. He and his predecessor both disagreed with the use of PUC. The comptroller's office under McCall joined CSEA in the lawsuit against PUC.

"PUC is dead," McCall said.

"That money is there for the retirees when they need it. That's why I went to court with you and we won."

CSEA argued in court that the 1990 law violated the state constitutional protections given the beneficiaries of the retirement system. The imposition of PUC interfered with the comptroller's independent fiduciary responsibility for the retirement fund.

CSEA General Counsel Nancy Hoffman said the court case was very important.

"If the comptroller loses his independence, public employee pensions could become open targets," she said. "Legislation could be

used to deplete the fund further in the name of 'sound state fiscal policy.' The comptroller's independence as pension fund trustee must be maintained."

Implementation of the decision, including restoration of the \$3 billion that should have been paid to the retirement fund, must take place.

CSEA agrees with the comptroller, who said the money must be repaid, but not in a way that causes even more harm by bankrupting the state and local governments.

"We're going to work out a

solution. I will meet with your leaders to discuss this," McCall said. "Be assured the money will be returned and never again will it be touched to balance the budget."

CSEA is equally determined the retirement money be restored.

"We fought a long, difficult battle over this issue, and we will get the money back," McDermott said. "The key is, we made our case, and we were right. The retirement system is secure again, thanks to CSEA."

— Kathleen A. Daly



NYS COMPTROLLER H. CARL McCALL, left, meets with CSEA President Joe McDermott, center, and CSEA Executive Vice President Danny Donohue at the 83rd Annual Delegates meeting held in Washington, D.C. (see pages 12-13).

Mental Health reinvestment could save 1,100 CSEA jobs

ALBANY — A compromise agreement on Community Mental Health Reinvestment legislation reached in Albany could save jobs for CSEA members.

The agreement would specifically channel into community-based services a projected \$210 million to be saved through the downsizing institutions.

Until now, the state has cut jobs and services without reinvesting any of the savings into programs for the mentally ill.

Under the compromise agreement, more than \$40 million will be earmarked to develop new state-operated

community mental health programs and improve staffing at remaining state psychiatric centers.

"Community reinvestment is not a cure-all for the deficiencies of New York's mental health system but it provides a very important framework for improving services," CSEA President Joe McDermott said. "Until now the state has pursued a reckless and irresponsible mental health policy of downsizing without regard to the consequences on mentally ill people, the mental health workforce or the affected communities."

"CSEA is pleased that the compromise agreement

addresses our concerns about assuring adequate alternative care and employment security for the experienced state workforce," he said.

The agreement includes a commitment to close five state psychiatric centers — Gowanda, Harlem Valley, Central Islip, Kings Park and Willard — but that is not news.

Gowanda and Harlem Valley have already been shut down for all intents and purposes, while Central Islip will relocate onto the grounds of Pilgrim Psychiatric Center as previously agreed.

Kings Park was already targeted to close by 1997, and the agreement preserves the

commitment not to close Willard until an alternative use is developed.

CSEA last year reached a court settlement with the state over the Harlem Valley closing which preserved most of the jobs of the employees and established that the state must provide adequate notice before significantly reducing services.

The Mental Health Reinvestment agreement takes that one step further by assuring a more orderly and humane transition in the mental health system.

CSEA believes the agreement will save about 1,100 jobs for its members that would otherwise have been lost.

CSEA EBF benefits restored, improved

Dear Brothers and Sisters:

Just one year ago the CSEA Employee Benefit Fund was facing its most difficult financial challenge ever because of the unrestrained increases in the prescription drug program. Unless strong measures were taken, the EBF could very well have had to shut down or, at the very least, have had to drastically reduce all EBF benefits.

The painful decision to reduce or suspend some prescription drug coverage last January proved to be the right decision because the drug program is now under control and we are no longer projecting the huge losses we projected last year.

Prescription drug costs will continue to increase but at half the rate of increase we experienced in 1991 and 1992.

Lower drug plan increases

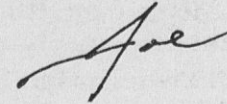
coupled with substantial reductions in EBF administrative costs result in a financial outlook for the near future that allows us to restore some drug benefits as well as provide a number of improvements in your vision and dental coverage that are long overdue.

As you know, I will retire as President of CSEA and Chairman of the Employee Benefit Fund next July. It has been an honor to serve

as a Trustee of the Fund since 1980 and I am pleased that one of my last messages to you as Chairman of the EBF is a positive one, for no one deserves to hear good news more than you.

Yours in Unionism
Cordially,

JOE McDERMOTT




CSEA EBF vision care benefit has been enhanced

For those State CSEA members who have utilized the CSEA EBF Vision Care Plan, there hasn't been anything new to talk about for quite some time. Well, the time has come for a change and what a change it is!

A major enhancement is that dependent children under age 19 are now eligible annually (12 months) for their Vision benefit. This improvement keeps in mind that children's eyes change more frequently than any other group and addresses the need for a yearly exam and possibly new glasses.

Contact Lens coverage has also been improved. When you use a Participating Vision Provider, Soft Daily Wear Contacts will be covered with only a \$25 co-pay. In addition, there will be a \$25 allowance towards other specialty contact lenses (e.g. gas permeable, torique).

The Vision benefit and how it is used remains basically unchanged, but the range of covered services and the selection

of frames have expanded considerably. Every two years (24 months) members are entitled to a routine examination and one pair of eyeglasses (lenses and frames), or an allowance toward contact lenses.

The lens selection has also been expanded to meet the various needs of members across the state. In addition to the Standard Single Vision and Bi- or

Trifocal Lenses covered in the past, Progressive No-lines as well as Photograys and Polycarbonates are now included. The Frame selection now boasts the addition of the "Premier Line" — consisting of over 38 new Frame Styles made up of additional Metal, Designer models and the very popular "Rimless Frames." With all the new additions, CSEA members now have an even more fashionable selection from which to choose.

Descriptions of the additional lenses are as follows:

- **Polycarbonates** — The most unbreakable lens on the market. Thinner and stronger than other lenses. Shatterproof.
- **Photograys** — Glass Lenses that change from light to dark in different lighting situations.
- **Progressive Lenses** — No-line Multifocal Lenses.

VISION CARE

- * **Lens Coverage expanded to include:**
 - **Photograys**
 - **Progressive No-Line Bi- and Tri-focals**
 - **Polycarbonates**
- * **Premier Frames added to enlarge selection**
- * **Annual Children's Benefit**
- * **VDT Vision Benefit Restored**
- * **Contact Lenses with \$25.00 Co-pay**

Employee Benefit Fund VDT benefit is back

It started in November of 1988 and ended in July of 1991, but for the short time it was around it created quite a stir and everyone was asking about it. What was it . . . ? The CSEA Employee Benefit Fund VDT Benefit, and it's back!

This valuable benefit is available again to CSEA members in the State Operational, Institutional, Administrative Service Units and the Division of Military and Naval Affairs. Employees in those units who spend 50 percent or more of their workday using a Video Display Terminal (VDT) are eligible to be tested under this program to determine whether they need specially prescribed eyeglasses.

The VDT Eyeglass benefit is available to eligible members every two years. The CSEA Vision Care Provider will determine whether VDT glasses are required.

To obtain the VDT Vision benefit an employee must also be eligible for a regular vision benefit examination. When you request and receive your vision care voucher you will also receive a questionnaire which is used to certify your eligibility for the extra testing and the VDT glasses, if necessary. The regular exam and the additional VDT testing must be given at the same visit. Prescriptions for both sets of glasses, if needed, will be determined at that time.

The VDT benefit glasses must differ from the member's standard eyeglasses; can be multi-focal lenses and must be obtained from a CSEA EBF Plan Provider. Contact Lenses are not a part of the VDT benefit. Also, the VDT vision benefit is for eligible employees only and does not include dependents.

The Trustees, Administration and Staff of the CSEA EBF worked hard to bring the original VDT benefit to the membership and have worked even harder to bring the Plan back as a part of your Benefits Package. This is just another example of CSEA and the EBF striving to give their members the best possible benefits available.

PRESCRIPTION DRUG PLAN

As you are aware, rapidly escalating costs in the prescription drug industry forced the CSEA Employee Benefit Fund to implement aggressive cost-containment measures in the State Prescription Drug Plan in January 1993. At that time the only alternative to the Drug Plan changes would have been to reduce the Dental and Vision benefits drastically to cover the projected drug program increases.

PRESCRIPTION DRUG

- * Coverage expanded to include:
 - Oral Contraceptives
 - Acne Medication (to age 25)
 - Federal Legend Vitamins
- * Waiver of 2 Prescription limit for:
 - Injectibles excluding Insulin
 - Drug requiring a New York State Triplicate Form
 - Benzamycin Gel
- * Mail Order Co-pay reduced to \$3.00

After a year of belt tightening and cautious strategy with additional controls to preserve the integrity of the plan, the CSEA EBF is pleased to announce that it will be able to restore several features of the Prescription Plan.

Restored to the Plan will be coverage for several items that a number of the CSEA members have been concerned about. Oral Contraceptives will be reinstated as well as Federal Legend vitamins. Acne Therapy Medications will also be covered up to age 25. Also, we have added Injectable medications (excluding insulin), Benzamycin Gel and drugs that require a New York State triplicate form to our already existing list of the two-fill retail exemptions. These changes will allow our membership to obtain these essential medications without having to go through mail order.

Another important improvement for the Mail Order portion of the Prescription benefit

is that the EBF has reduced the co-pay from \$8.00 to \$3.00 per prescription/refill. Please remember that only your co-payment amounts (\$8.00 Retail & \$3.00 Mail Order) count toward meeting the \$200.00 cap, and any prescription costs less than these co-payments are the responsibility of the member.

The Prescription Drug Program will also implement several enhanced quality assurance steps to protect enrollees from drug interaction and inappropriate patterns of care. Concurrent and retrospective drug utilization review, and physician/pharmacist educational care management contacts, will help to both improve the quality of patient care and containment costs.



EBF DENTAL PLAN

For those of you who hate to go to the dentist, we have some great news that may bring you some peace of mind. The CSEA Employee Benefit Fund, because of new administrative changes and an ever watchful

eye on claim trends, has been able to enhance the State Dental Fee Schedule. Although this news will not help to ease your dread of the dentist's chair, it CAN work miracles with your dental bills.

The Fund's Dental Plan has been giving eligible members and their dependents help with their dental expenses since it was first introduced nearly 15 years ago.

Does a visit to the dentist with NO bill to pay sound like a dream? For services covered by the State Plan — it can be a reality if you go to a participating CSEA EBF dentist. More than 700 dentists in New York State

have agreed to accept Fund allowances as payment IN FULL for covered services.

If you currently go to a non-plan provider, you will now be reimbursed 20% more for covered services. Also, additional fee increases have been given to exams, x-rays, prophylaxis, denture relining, general anesthesia and crowns. To go along with this adjustment is a new Annual Cap of \$1,200.00 and a new Orthodontic Maximum of \$1,651.00 Lifetime.

These increases in our fee schedule should also help to attract more participating dentists. With this in mind,

please be sure to check the monthly *Public Sector* editions for changes to our dental listing. Also, as a reminder, the dental listing is continually subject to change and it's the member's responsibility to contact the dental office and confirm that they are still a plan participant.

If your dentist is not a CSEA EBF participating dentist and you would like him or her to consider participating, simply fill out the Request for Information form below and return it to the EBF. Your dentist will be supplied with information and an application to become an EBF participant.

Dental Procedure

| Dental Procedure | Old Allowance | New Allowance |
|---------------------------------------|---------------|---------------|
| Exams | \$10.00 | \$16.00 |
| Prophylaxis (Cleanings) Adult | \$20.00 | \$29.00 |
| Prophylaxis (Cleanings) Child | \$15.00 | \$22.00 |
| X-Rays | \$30.00 | \$41.00 |
| Crowns — Porcelain (Single & Abutmt.) | \$210.00 | \$302.00 |
| Space Maintainer — Fixed Bilateral | \$75.00 | \$90.00 |
| Root Canal Therapy — 3 canals | \$185.00 | \$222.00 |
| Complete Upper Denture | \$225.00 | \$270.00 |
| Denture Reline (every 2 years) | \$36.00 | \$82.00 |
| General Anesthesia | \$25.00 | \$55.00 |
| Annual Dental Max. (Calendar Year) | \$1,000.00 | \$1,200.00 |
| Lifetime Orthodontic Maximum | \$1,375.00 | \$1,650.00 |

DENTAL CARE

- * New Annual and Orthodontic Limits
- * Fee Schedule increased 20%
- * Increased Allowance for:
 - Exams
 - X-rays
 - Prophylaxis
 - Denture Relining
 - General Anesthesia
 - Crowns
 - Palliative Treatment

CSEA dental provider panel lists more than 700 dentists

The CSEA Employee Benefit Fund (CSEA EBF) has expanded its dental provider panel by more than 200 dentists this year, increasing the dentists provider listing to more than 700 dentists.

The panel of dental providers changes periodically, so always check with your dentist to confirm he or she is still a plan participant before service is actually rendered.

It continues to be somewhat difficult to recruit dentists in some rural areas because a lack of competition reduces the incentive for dentists to accept discounted fees in return for higher patient volume.

CSEA members can assist in the recruitment process statewide by providing the EBF with names and addresses of potential dental providers.

If your dentist is not a CSEA EBF participating dentist and you would like him or her to consider participating, simply fill out the adjacent request for information form and return it to the EBF.

Your dentist will be supplied with information and an application to become an EBF participant.

Request For Information Form

for dentists interested in participating in the CSEA EBF DENTAL PROVIDER PANEL

Name of Dentist _____

Address _____ City _____ State _____

ZIP _____ County _____ Telephone _____

Please return this form to:

Marketing Department
CSEA Employee Benefit Fund
1 Lear Jet Lane
Latham, New York 12110

QUESTIONS AND ANSWERS

to help you better understand the changes that will go into effect Jan. 1, 1994

Q. Someone told me that the EBF has a large surplus now and that is how the improved benefits will be paid. Is this true?

A. No. The EBF does not now have a large surplus on hand; but it would have a large surplus by mid-1995 if the benefits were not improved. The increased Drug, Dental and Vision benefits will reduce or eliminate the projected surplus that would accumulate from now until 1995. The EBF is a Non-Profit Trust Fund which requires that excess funds be put back into benefits.

Q. What is the reason why a future surplus is projected?

A. There are several reasons. The Prescription Drug program is increasing at a much slower rate than anticipated in 1992; Dental claim increases have leveled off and EBF administrative expenses have been reduced substantially through competitive bidding of contracts, vacancy control and a stronger emphasis on resource and asset management.

DRUG

Q. Why were you able to reinstate the oral contraceptives, acne medications and Federal Legend vitamins?

A. Through a combination of employee cost-sharing (\$8 co-pays), medical review, lower utilization and projected trends, we have been able to control the spiraling costs in the Prescription Drug Plan.

Q. Will the \$200 co-payment max remain the same?

A. Yes. Once you have reached the \$200 maximum per family, no further co-payments will be required other than the Brand/Generic difference and, at this time, all scripts less than \$8/\$3. These charges will be the responsibility of the member. Possible modifications to this requirement are currently under review.

Q. Is there still an \$8 co-pay for drugs obtained at the pharmacy?

A. Yes. The \$8 co-payment per prescription for all brand name and generic drugs obtained at local pharmacies will remain the same.

DENTAL

Q. Now that you've improved the Fee Schedule, what is being done about getting more participating dentists?

A. By improving the Fee Schedule we hope to attract more dentists to participate. We will be canvassing dentists to participate in all areas of the state where there is a shortage of participating dentists.

Q. What do these fee increases mean to me if I don't go to a participating dentist?

A. If you go to a non-participating dentist you will be reimbursed the additional amounts in the fee schedule for any covered service. This means that your out-of-pocket costs will be reduced.

Q. Have there been any changes in covered services?

A. No. The covered services listed in your plan description will remain the same. There haven't been any diminishment of benefits.

Q. I was going to have a crown replaced before 12/31/93. Will I be eligible for the increased reimbursement?

A. Any services performed before 1/1/94 will be at the old scheduled amount. If possible, you should reschedule the work to be done after 1/1/94 in order to receive the higher Fee Schedule allowance.

VISION

Q. Who is considered to be eligible for the VDT benefit?

A. The VDT benefit is for eligible employees only and does not include dependents. Your supervisor's signature certifies that you are a VDT user. The panel provider will determine if an additional pair of glasses is required.

Q. Can I go to any eye doctor for VDT glasses?

A. No. VDT benefit glasses can only be obtained from a CSEA EBF plan provider.

Q. I used my Vision Care Voucher last year. When will I be eligible for a VDT exam?

A. The VDT benefit must be used at the same time you use your regular vision benefit. The vision plan still is a 24 month program for adults; you will be eligible for a VDT exam and VDT glasses (if necessary) on your next regular Vision Benefit eligibility date.

Q. When you say "VDT glasses (if necessary)", what do you mean?

A. The determination whether VDT glasses are required is at the discretion of the CSEA Vision Care Provider. The VDT benefit glasses must differ in either prescription or tint from the member's standard lenses — Contact Lenses are not included as a part of the VDT benefit.

Q. I am eligible for a voucher now; if I use it before 1/1/94 — will I be able to get frames from the expanded collection?

A. No. The enhancements to the Frame and Lens collection do not become effective until 1/1/94. If it is possible to wait or reschedule appointments until after 1/1/94, then the new improvements would apply, but a Voucher reflecting these changes would have to be used. If you have an old Voucher that has not been used as yet — return it to the EBF and a new Voucher with the Plan enhancements may be requested after 1/1/94.

MEMBERSHIP ASSISTANCE

Membership assistance is available by contacting the Fund at 1 (800) 323-2732. There is also a special Phone number for the Hearing Impaired (T.D.D.) — 1 (800) 532-3833. With our new computerized phone system please follow the system instructions or use those found below:

Claim forms, Provider Listings, or Plan Booklets

→ Press 1 ←

Enrollment

→ Press 2 ←

Dental, Vision, or Prescription Drug Departments

→ Press 3 ←

C.O.B.R.A. → Press 4

Marketing → Press 5

When making inquiries, members should have their Social Security number handy as well as claim information, dates of service, name of provider or other pertinent details.

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Saratoga model residency project pays off

Teamwork melts costs

Editor's Note: In an attempt to resolve CSEA's bitter dispute of recent years with the NYS Department of Transportation (DOT) over the imposition of one-person plowing (OPP), a model residency project was developed last year. The intent was to give labor and management in selected locations a free hand to improve their productivity and operating procedures. There were positive achievements at all selected locations, (Erie South, Tompkins/Cortland, and Oneida West/Rome) but Saratoga's results were especially impressive. The model residency initiative is being expanded to include more locations this winter.

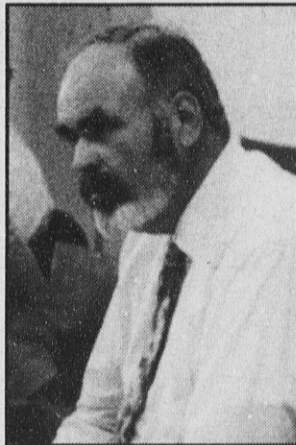
SARATOGA SPRINGS — When the NYS Department of Transportation (DOT) Saratoga Residency was selected for a labor-management model residency program last year, no one knew just how successful it would be.

And successful it was: the unprecedented cooperative effort boosted morale and saved more than \$100,000 during a winter with nearly double the normal snowfall.

The experience also proved to be an emotional roller-coaster ride when Resident Engineer David Palma, who worked long and hard with the CSEA local and unit, died unexpectedly just weeks after presenting details

of the residency's success at a statewide labor-management meeting.

"We owe Dave a lot but there's more than enough credit to share because the success was due to the people who did the work," CSEA Saratoga DOT Unit President Bill LeBaron said. "Everything worked from the start because the employees were really dedicated to making it work."



David Palma



LABOR-MANAGEMENT COOPERATION PRODUCES HUGE SAVINGS — CSEA DOT Local 676 President Del Perrier, left, Saratoga DOT acting Resident Engineer Jim Wiley and CSEA Saratoga DOT Unit President Bill LeBaron review figures documenting last year's snow and ice productivity savings in preparation for this season.

"We took the Statewide Labor-Management Committee's charge to be bold and innovative at face value," LeBaron said. "We had talked for years about a lot of the things we did but here was the chance to give them a try."

With the active involvement of CSEA DOT Local 676 President Del Perrier, they began with the dramatic step of eliminating the snow and ice shift, in which split crews are on duty 24 hours a day in anticipation of weather emergencies, in favor of normal working days. CSEA has long criticized the shift as an inefficient way to operate, while also disrupting employees' personal lives six months a year, but DOT has resisted union proposals to change it.

The Saratoga experience provides strong evidence that there are better ways to operate.

With more daytime workers, the residency was able to get projects done which previously would have been deferred. Such projects included guiderail repair, tree and brush removal and drainage ditch control.

The unit's informal survey of its members found 89 percent in favor of eliminating the shift before the move was made.

"Having the daylight hours to work made things a lot easier and it removed the dissension between the shifts — everyone was working together," Highway Equipment Operator Jim McGowan said.

The productivity boost more than offset the increased overtime costs that were required to meet the challenge of fighting winter storms.

Along with the productivity savings, the residency also saw reductions in utilities, overhead

costs and sick time usage.

The OPP issue was resolved by using it only during off-peak traffic hours.

"None of this just happened," Perrier said. "There was constant dialogue between management and the union to work out all of the details and deal with all the problems that came up. It really shows what can be accomplished when the employees are involved and management works with them."

"We made these gains without violating our contract or management's rights," he said.

"I think the most important step we took was to document everything we did to prove what we accomplished," LeBaron said. "Otherwise it would have fallen on deaf ears."

— Stephen A. Madarasz



TEAMWORK — More than 100 CSEA members helped make a real difference in the snow and ice operations of Saratoga DOT residency last winter. Two pictured here are Highway Equipment Operator Jerry Kilburn, left, and Dispatcher Sally Pechtcl, right.



Health insurance rates stay well below national average

Once again, Empire Plan rate changes for 1994 will be well below national average health insurance rate increases.

The bi-weekly rate change for Individual Coverage will be 4 cents and the rate change for Family Coverage will be 59 cents.

Effective January, bi-weekly premium deductions for state employees enrolled in The

Empire Plan will be: \$6.70 Individual Coverage and \$29.08 Family Coverage.

Nationally, average health insurance premium rate hikes will be in the 10 to 20 percent range. The Empire Plan's ability to keep increases below the national average is due, in part, to the Rate Stabilization Fund CSEA negotiated in 1989.

You may remain confident that The Empire Plan remains well funded with premiums based only on claims made by covered employees.

The Empire Plan should not be confused with Empire Blue Cross and Blue Shield.

Although the hospitalization part of The Empire Plan is administered by Empire Blue

Cross/Blue Shield, it is maintained as a separate fund with separate cash reserves not connected in any way with other Blue Cross/Blue Shield liabilities.

Metropolitan, which covers the medical/surgical/basic medical portion of The Empire Plan, is also in sound fiscal shape.

Health Insurance Option transfer period extended to Dec. 24

Due to the delay in approving the 1994 health insurance renewal rates, the Option Transfer Period has been extended until **Dec. 24, 1993. To change your health insurance option for 1994, you must contact your health benefits administrator (located in your personnel office).**

The *Health Insurance Choices for 1994* were sent to employees' homes during the first week of November. If you have not received this booklet, contact your personnel office to receive a copy as soon as possible.

The effective date of a newly elected health insurance option for those employees under the **Administrative payroll will be Dec. 30, 1993.** The earliest paycheck in which an adjustment will be made is the payroll period of **Dec. 29, 1993.** The effective date of a newly elected health insurance option for those employees under the **Institutional payroll will be Jan. 6, 1994.** The earliest paycheck in which an adjustment will be made is the payroll period of **Jan. 3, 1994.** Due to processing delays, most adjustments will be made in January retroactive to the effective date.

Remember that **Dec. 24, 1993**, is the last day to change your health insurance option. If you do not wish to change your option, then no action is necessary. The 1994 **bi-weekly** health insurance premium deductions for employees are as follows:

| Health Insurance Plan | Individual | Family | Health Insurance Plan | Individual | Family |
|------------------------------------|------------|---------|----------------------------------|------------|---------|
| Empire Plan | \$6.70 | \$29.08 | Independent Health Hudson Valley | \$7.52 | \$38.42 |
| BlueCare Plus | 7.48 | 35.13 | Independent Health Western NY | 4.83 | 26.52 |
| Blue Choice | 5.89 | 28.41 | Independent Prepaid HP | 8.70 | 42.84 |
| Capital District PHP | 6.37 | 33.15 | Kaiser Foundation HP of NE | 7.29 | 33.81 |
| ChoiceCare | 7.67 | 39.19 | Managed Health | 7.81 | 37.37 |
| Community Blue | 4.42 | 24.01 | Mohawk Valley Physicians East | 5.99 | 31.60 |
| Capital Area Community Health Plan | 7.75 | 38.82 | Mohawk Valley Physicians Central | 5.21 | 27.56 |
| CHP Hudson Valley | 8.44 | 42.73 | Preferred Care | 5.73 | 28.02 |
| Elderplan | 1.98 | 6.94 | Prepaid Health Plan | 7.52 | 38.06 |
| Foundation Health Plan | 8.28 | 40.83 | PHP/Slocum Dickson | 7.04 | 34.54 |
| Health Care Plan, Inc. | 5.40 | 29.26 | Sanus Health Plan | 7.71 | 38.54 |
| HIP | 7.28 | 33.99 | U.S. Health Care | 6.35 | 29.83 |
| HIP Rutgers | 8.19 | 39.61 | Wellcare | 7.39 | 38.57 |

Coming in January . . .

The Empire Plan and Ambulatory Surgical Centers

Recently, the CSEA/NYS Joint Committee on Health Benefits was successful in enhancing The Empire Plan benefit package, adding Ambulatory Surgical Centers into its panel of participating providers.

Empire Plan enrollees and their covered dependents who are scheduling outpatient surgery should be aware that they have an additional option regarding the surgical setting **effective Jan. 1, 1994.**

Enrollees may still use the traditional hospital setting, or they and their doctor may choose to use one of the participating Ambulatory Surgical Centers. The surgical procedures which can be performed in the provider's office will remain unchanged.

An Ambulatory Surgical Center is a freestanding operating facility where outpatient surgery is performed. An intermediate level of surgical care is provided for procedures that are too complex to be performed in a physician's

office but do not require hospitalization. Covered enrollees or dependents have always been able to utilize the medically necessary services of an Ambulatory



Surgical Center; however, claims were considered and paid under the Basic Medical portion of the plan, subject to deductible and co-insurance. Enrollees and dependents utilizing participating centers will enjoy the convenience of not having to submit claim forms for the facility charge and will incur only the \$15 hospital outpatient/ambulatory surgical center copayment. As always, reimbursement to the provider will be based upon their Empire Plan participating provider status.

Metropolitan is beginning the solicitation process to include eligible Ambulatory Surgical Centers into its panel of participating providers effective Jan. 1, 1994. To determine if a center in your area is participating, call Metropolitan's Participating Provider Hotline at 1-800-942-4640 or ask the Center directly. Your doctor can also assist you in scheduling your surgery with a participating center.



Happy Holidays!

National Health Care: Where CSEA stands

While CSEA supports the concept of national health care, we have serious reservations about the current proposal. Here are the union's top concerns and what we're doing about them.

Preserving benefits:

- CSEA wants your existing benefits as negotiated in your contracts to be preserved. We want the law to clearly state it will not diminish the employer's responsibility to maintain those benefits.
- CSEA wants to be sure the national plan will preserve the benefits public employee retirees now have.
- CSEA wants large plans for public employees that now operate similar to the proposed alliances to be allowed to continue to operate.
- CSEA wants health benefits to remain non-taxable.

Preserving jobs:

- CSEA wants changes in the plan that would restore significant amounts of money to New York State's Offices of Mental Health and Mental Retardation and Developmental Disabilities. The plan, as now proposed, could cost those agencies as much as \$500 million.
- CSEA wants public employers to be treated the same as private sector employers by having their health insurance costs capped. Otherwise the public sector will be subsidizing the private sector.

What CSEA is doing:

- CSEA, working with AFSCME, has met with President Clinton and his Senior Policy Advisor Ira Magaziner to discuss the union's serious concerns. So far, the legislation doesn't reflect CSEA's concerns, so the union is keeping the pressure on. More discussions are planned, but that's not all.
- CSEA's Political Action Department is planning a campaign to enlist the support of New York's Congressional Delegation. That support is key to successfully fight for changes in the current proposed legislation.

What's right with the proposal

- CSEA supports universal access to adequate health care for all Americans.
- CSEA supports a health care plan that offers comprehensive benefits.
- CSEA supports a health care plan that offers choice.
- CSEA supports the concept of quality care for all Americans.

CSEA report sets agenda on worksite security

ALBANY — The long anticipated release of CSEA's statewide report on worksite security generated media headlines across New York and emphasized that security should never be taken for granted.

CSEA President Joe McDermott released the report at an Albany news conference to coincide with the anniversary of the murders of four CSEA-represented Schuyler County Social Services workers in Watkins Glen. The four, Florence Pike, Phyllis Caslin, Nancy Wheeler and Denise Miller VanAmburg were gunned down in their unprotected office by a "dead-beat dad" angered that DSS had garnished his wages. The report titled, *A Matter of Life and Death*, is dedicated to their memory.

CSEA Schuyler County Local 849 President Sue Brill, herself a DSS employee and David Miller, father of Denise Miller Van Amburg, joined McDermott at the news conference. CSEA Rensselaer County Sheriff's Deputy Ned Alasky displayed weapons and other contraband confiscated since CSEA helped have a metal detector installed at the county's Family Court building last spring.

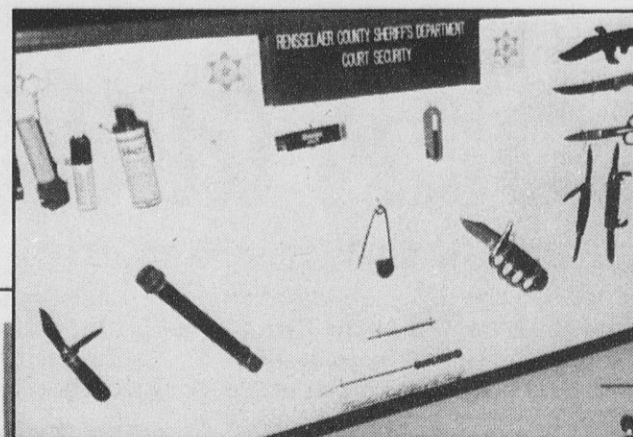
"The most important point we can make about worksite security is that no matter what measures you have in place, circumstances change and you should never minimize its importance," McDermott said.



"As someone who works at Schuyler County DSS, we're very happy that CSEA has taken this issue up," Brill said. "No county has the excuse that it can't happen here."

"I would like to see whatever can be done at all levels in the public and private sector because I wouldn't want anyone to go through what I've been through and seen the other families go through," Miller said.

In addition to a series of general and statewide recommendations, the CSEA report contained county by county assessments of security conditions. McDermott emphasized that the assessments were not intended to place blame or grade efforts. They were to focus



DETAILING PAIN AND LOSS -- CSEA Schuyler County Local 849 President Sue Brill discusses the aftermath of the murders of four co-workers in Watkins Glen last year during a recent CSEA news conference in Albany. At right is David Miller, father of CSEA member Denise Miller VanAmburg, one of the victims. CSEA President Joe McDermott looks on, left. The photo, above, shows a display of weapons confiscated by Rensselaer County Sheriff's deputies at the Family Court building following the installation of a metal detector at CSEA's urging.

attention on areas that need attention and set an agenda for improvement.

"We found tremendous cooperation and concern in most of the counties we contacted and are proud to report that our involvement produced some improvements in nearly every location," McDermott said. "But there's still a lot to be done and our commitment to making public worksites safer for our members does not end with the release of this report."

— Stephen A. Madarasz

Additional worksite security stories on page 22

Broome County responds to risks

BINGHAMTON — CSEA Broome County Local 804 member Nick Zakrajsek takes pride in the way Broome County addressed the concerns of worksite security following last year's tragedy in Schuyler County.

"I'm really proud to be a member of a group that took security as serious as they did here," said Zakrajsek, a security officer working for the county's Security Division.

Immediately following the slayings, Zakrajsek was assigned as an additional officer to the Broome County DSS building. He also participated in a county-wide task force created to examine worksite security and implement more stringent controls. He said at first, the task seemed formidable.

"There were quite a few problems. The attitude of the employees was really uneasy. They didn't feel safe," he said.

Some of the existing problems included the fact that more than 2,000 clients would come through the DSS waiting room a day, with only one full-time and one part-time security officer to cover five floors and more than 400 employees inside. There was little communication between the officers and employees, unsupervised access to the building from several entrances, and no employee identification policy.

The immediate response of the county task force was to recommend changes to limit building access, implement a mandatory employee I.D. badge policy, repair parking lot lights,

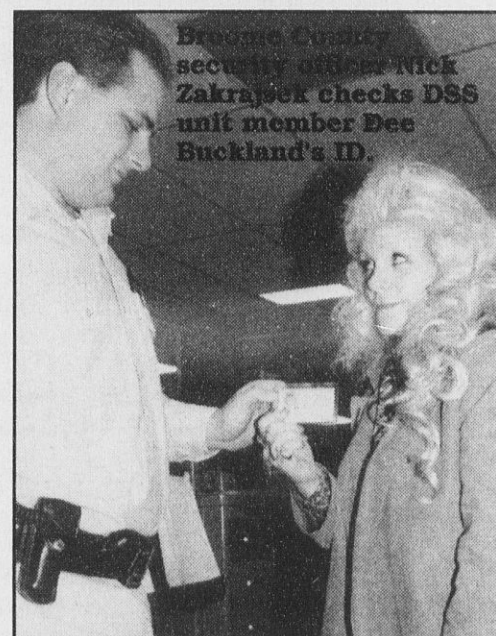
add panic and exit alarms and implement new security procedures.

According to CSEA Broome County Local 804 President Dan Lasky, the union was pleased with the county's cooperation. "The County and their security department cooperated with us and made some positive steps in the area of worksite security," he said. "We've been pleased with their effort."

A second phase focusing on employee training is now in the works. It will address areas such as managing crisis situations, personal safety, client evaluation and skill building exercises for talking with clients. Zakrajsek says the latter will focus on preventing problems with difficult clients.

For now, he thinks the County is off to a good start, and credits all involved for working as a team.

— Mark M. Kotzin



CSEA takes on Washington, DC

WASHINGTON -- CSEA took on the nation's capital at the union's 83rd Annual Delegates Meeting.

Delegates, decked out in green AFSCME T-shirts and red CSEA hats, kicked off the convention by marching on the U.S. Capitol to demonstrate against the North American Free Trade Agreement.

While Congress passed NAFTA later in the week, CSEA made labor's case in a big way just two days before the vote. Photographs of the demonstration appeared on the front page of the Washington Post, the New York Times and even the Honolulu Gazette. Television coverage included CNN, C-Span, the NBC evening news and the Today show.

"Labor lost this battle, but now everyone knows we are here and we will be heard," CSEA President Joe McDermott said. "We will keep watching, and we will keep fighting. This demonstration showed that just as in Albany, CSEA has a presence in the nation's capital."

In his opening speech to the delegates, McDermott said that disagreeing with the President is not the same as bashing him. CSEA came out early to support Bill Clinton's candidacy.

"Last September, Gov. Bill Clinton came to our 82nd annual meeting in New York City, and in November 1993, Bill Clinton is

our 83rd annual meeting," McDermott said. "After being shut out of the White House for 12 years, we now have access to a

most of our concerns."

To the applause of the delegates, McDermott also announced CSEA's victory in the state Court of Appeals over the state regarding the funding of the pension system (see page 3).

New York state Comptroller H. Carl McCall's visit to the delegates meeting was well timed, since he sided with CSEA in the court case.

"We have restored the integrity of the pension fund," he said.

McCall said he will fight for permanent cost of living adjustment (COLA) for retirees.

"We must all be committed to the concept of a permanent COLA," he said. "We may not get the COLA right away, but we must do what we always do in labor, go in and negotiate the best possible deal we can."

McCall also supports a Board of Trustees for the pension fund.

"I serve as sole trustee of the fund," he said. "But in a democracy, the people who are affected by the fund ought to participate in the decisions of that fund. No one person should have this responsibility."

In addition to the wide variety of workshops and meetings,



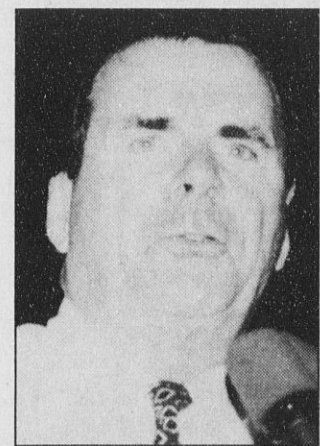
U.S. Secretary of Labor Robert Reich greets CSEA members after his speech to the delegates.

President of the United States and CSEA goes to Washington for

President who I hope will listen to us on most of our issues and

McEntee calls for progress on important labor issues

WASHINGTON — The man who stood on the dais with Bill Clinton when the Arkansas Governor was nominated by the Democratic party last year to run for President told CSEA convention delegates that the North American Free Trade Agreement (NAFTA) has "cast a dark cloud" over the White House.



AFSCME President Gerald McEntee

Speaking just hours before lawmakers passed NAFTA, AFSCME President Gerald McEntee said angrily "If it passes, it's been bought and paid for."

AFSCME knew Clinton was "no flaming progressive liberal" when the union endorsed him, McEntee said, "but we figured we could get 50 percent of our agenda."

"It was a tremendously proud moment when Clinton won the states we campaigned in," he said. "Our union made a substantive difference."

McEntee praised the President for

appointing a diverse cabinet, for attacking the deficit, passing the Family Medical Leave Act and rescinding the order to ban air traffic controllers who were members of PATCO from working for the government.

"We thought these were the best of times," he said.

"But during the last few months," he added, "a dark cloud moved over the Capitol and the country. That cloud was NAFTA and we saw it move from the back burner to the front burner."

Labor's next move, McEntee said, is to apply the same strategies to policies and issues that will benefit the unions.

"If you can make a deal on NAFTA," he said, "don't tell us that you can't make a deal on



CSEA DELEGATES applaud speakers at the 83rd annual meeting.

the Striker Replacement Bill, workplace fairness, OSHA reforms and national health care."

"We're watching more closely now," McEntee said. "We'll remember what happened and who did it."

— Anita Manley

1994 LEAVE RECORD for NEW YORK STATE INSTITUTIONAL PAYROLL EMPLOYEES 1994

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

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

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

PAY PERIOD

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

ANNUAL LEAVE

Balance from last record:

SICK LEAVE

Balance from last record:

PERSONAL LEAVE

Balance from last record:

| PAY PERIOD | THU | FRI | SAT | SUN | MON | TUE | WED | THU | FRI | SAT | SUN | MON | TUE | WED | ANNUAL LEAVE | | | SICK LEAVE | | | PERSONAL LEAVE | | | |
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| JAN 6 - JAN 19 | | | | | | | | | | | | | | | | | | | | | | | | |
| JAN 20 - FEB 2 | | | | | | | | | | | | | | | | | | | | | | | | |
| FEB 3 - FEB 16 | | | | | | | | | | | | | | | | | | | | | | | | |
| FEB 17 - MAR 2 | | | | | | | | | | | | | | | | | | | | | | | | |
| MAR 3 - MAR 16 | | | | | | | | | | | | | | | | | | | | | | | | |
| MAR 17 - MAR 30 | | | | | | | | | | | | | | | | | | | | | | | | |
| MAR 31 - APR 13 | | | | | | | | | | | | | | | | | | | | | | | | |
| APR 14 - APR 27 | | | | | | | | | | | | | | | | | | | | | | | | |
| APR 28 - MAY 11 | | | | | | | | | | | | | | | | | | | | | | | | |
| MAY 12 - MAY 25 | | | | | | | | | | | | | | | | | | | | | | | | |
| MAY 26 - JUN 8 | | | | | | | | | | | | | | | | | | | | | | | | |
| JUN 9 - JUN 22 | | | | | | | | | | | | | | | | | | | | | | | | |
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| JUL 7 - JUL 20 | | | | | | | | | | | | | | | | | | | | | | | | |
| JUL 21 - AUG 3 | | | | | | | | | | | | | | | | | | | | | | | | |
| AUG 4 - AUG 17 | | | | | | | | | | | | | | | | | | | | | | | | |
| AUG 18 - AUG 31 | | | | | | | | | | | | | | | | | | | | | | | | |
| SEP 1 - SEP 14 | | | | | | | | | | | | | | | | | | | | | | | | |
| SEP 15 - SEP 28 | | | | | | | | | | | | | | | | | | | | | | | | |
| SEP 29 - OCT 12 | | | | | | | | | | | | | | | | | | | | | | | | |
| OCT 13 - OCT 26 | | | | | | | | | | | | | | | | | | | | | | | | |
| OCT 27 - NOV 9 | | | | | | | | | | | | | | | | | | | | | | | | |
| NOV 10 - NOV 23 | | | | | | | | | | | | | | | | | | | | | | | | |
| NOV 24 - DEC 7 | | | | | | | | | | | | | | | | | | | | | | | | |
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CONSULT YOUR UNION CONTRACT, YOUR CSEA REPRESENTATIVE OR YOUR PERSONNEL OFFICE FOR HOLIDAY OBSERVANCE SCHEDULE

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



1994 LEAVE RECORD for NEW YORK STATE ADMINISTRATIVE PAYROLL EMPLOYEES 1994

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

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

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

PAY PERIOD

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

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| ANNUAL LEAVE Balance from last record: <input type="text"/> | SICK LEAVE Balance from last record: <input type="text"/> | PERSONAL LEAVE Balance from last record: <input type="text"/> |
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| JAN 27 - FEB 9 | | | | | | | | | | | | | | | | | | | | | | | | | |
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| MAR 10 - MAR 23 | | | | | | | | | | | | | | | | | | | | | | | | | |
| MAR 24 - APR 6 | | | | | | | | | | | | | | | | | | | | | | | | | |
| APR 7 - APR 20 | | | | | | | | | | | | | | | | | | | | | | | | | |
| APR 21 - MAY 4 | | | | | | | | | | | | | | | | | | | | | | | | | |
| MAY 5 - MAY 18 | | | | | | | | | | | | | | | | | | | | | | | | | |
| MAY 19 - JUN 1 | | | | | | | | | | | | | | | | | | | | | | | | | |
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| JUL 28 - AUG 10 | | | | | | | | | | | | | | | | | | | | | | | | | |
| AUG 11 - AUG 24 | | | | | | | | | | | | | | | | | | | | | | | | | |
| AUG 25 - SEP 7 | | | | | | | | | | | | | | | | | | | | | | | | | |
| SEP 8 - SEP 21 | | | | | | | | | | | | | | | | | | | | | | | | | |
| SEP 22 - OCT 5 | | | | | | | | | | | | | | | | | | | | | | | | | |
| OCT 6 - OCT 19 | | | | | | | | | | | | | | | | | | | | | | | | | |
| OCT 20 - NOV 2 | | | | | | | | | | | | | | | | | | | | | | | | | |
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| DEC 15 - DEC 28 | | | | | | | | | | | | | | | | | | | | | | | | | |

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

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





CSEA PRESIDENT JOE McDERMOTT, above right, and AFSCME President Gerald McEntee lead an anti-NAFTA rally in front of the U.S. Capitol, left, on the first day of the delegates meeting.

Reno. Both Cabinet members have ties to New York

management relations and productivity for public sector workers. He praised CSEA for its progress in labor-management efforts.

"We over the long haul are together in one of the most important missions that any administration has had and that is to make sure that average working Americans have more jobs and better jobs and that we act together to rebuild the American economy," Reich said. "You are on the frontlines. You are my heroes. You are the heroes of this story."

— Kathleen A. Daly

"You in New York are leading the way," he said. "You are examples to the rest of the nation."

He also appealed for healing the rift caused by NAFTA, noting that labor and the Clinton administration are fighting for many of the same goals.

state; Reno attended Cornell University in Ithaca, and Reich spent many summers in upstate New York when he was young.

Reno told CSEA members that she has seen labor in action and knows how much it can accomplish. She wants to see labor use its energy in the fight for national health care.

"Labor has shown what it can do when it joins together, taking on knotty issues and working through them," Reno said. "Let us work together to make sure that we do not let people split this effort asunder. Let's work together and come up with reasonable, affordable health care for all Americans regardless of whether they lose a job or change jobs or what their medical condition. That is what we must be able to provide."

Reich told the delegates he was appointing a task force to study improved labor-

Information on action taken at the delegates meeting will be published in the January issue of *The Public Sector*.

delegates had the opportunity to hear speeches from the U.S. Secretary of Labor Robert Reich and U.S. Attorney General Janet



Irene Carr says thanks

Irene Carr, who retired earlier this year after 17 years as statewide secretary, was honored by the delegates at "A Special Night for a Special Lady."

Carr expressed her gratitude for the honors, gifts and kindness she has received since announcing her retirement.

"The members of CSEA have proved once again their solidarity and generosity is unmatched in the labor movement," Carr said. "I want to thank each and everyone for their kindness. I will never forget it."



U.S. Representative Marjorie Margolis Mezvinsky, center, addressed the annual Legislative Breakfast at the delegates meeting. Mezvinsky, a Democrat of Pennsylvania, wants to see more women in Congress. With her is Helen Zocco, left, chair of the statewide Women's Committee, and Dorothy Breen, recently named chair of the statewide Political Action Committee. The two committees sponsor the breakfast.

More than 500 attend Women's Conference



Retired CSEA statewide Secretary Irene Carr was honored by the CSEA Women's Committee at the annual Women's Conference.

BUFFALO— More than 500 activists attended CSEA's 13th annual statewide Women's Conference.

A wide choice of workshops presented new information on child care, sexual harassment and intimidation, Total Quality Management (TQM), the Superwoman Syndrome, the Family and Medical Leave Act and how privatization schemes affect women workers.

CSEA Director of Local Government and School District Affairs Steve Alviene told participants that privatization can disproportionately impact both women and minorities.

"It's the jobs that women and minorities traditionally fill in the public sector that are being contracted-out," he said.

CSEA Labor Relations Specialist Lou DalPorto, during another spirited workshop discussion on TQM, cautioned activists to be on guard not only about privatization, but also TQM approaches that minimize union participation.

"TQM can only work if the union is involved as a full partner," he said.

At the kick-off dinner, conferees surprised CSEA Education Specialist Connie

Wunderlich with a special tribute to thank her for many years of service as a staff liaison to the statewide CSEA Women's Committee.

Later, recently retired CSEA Secretary Irene Carr called for increased empowerment of women members who comprise 62 percent of CSEA's total membership. She also urged strong support for the Violence Against Women Act and the Gender Equity in Education Act, both presently before Congress.

NYS Assemblymember Susan John joined in a motivating panel discussion of women's involvement in political action that wrapped up the Sunday morning program.

But, the weekend's emotional highlight came as members of the Women's Committee individually praised Irene Carr for her stamina and dedication in promoting women's empowerment.

Sylvia Thomas of CSEA's Western Region gave a touching tribute that summed it all up in one sentence: "Say love; Say excellence; that's Irene Carr."

—Lilly Gioia

Kathleen Berchou wins Irene Carr Leadership Award

BUFFALO — Kathleen Berchou, president of CSEA SUNY Buffalo Local 602, was honored with the 1993 Irene Carr Leadership Award at the union's annual Women's Conference.

The award is presented each year to the activist who best exemplifies the standards of dedication and achievement set by CSEA's former statewide secretary, Irene Carr.

Carr, who recently retired, served as CSEA statewide secretary for 17 years. She was a catalyst for breakthrough labor accomplishments in areas such as on-site day care, pay equity for women and minorities, VDT ergonomics training, clerical and secretarial advancement opportunities and sexual harassment sensitivity training.

Berchou, a principal account clerk employed by SUNY Buffalo for 26 years, has been

actively involved in CSEA beginning with activity in the

local and then adding positions of increasing responsibility in



Kathleen Berchou, recipient of the Irene Carr Leadership Award, and CSEA Executive Vice President Danny Donohue.

the statewide organization. In addition to serving as SUNY Buffalo Local president, Berchou is also the chair of the SUNY statewide Labor-Management Committee, chair of the CSEA state Executive Committee and member of the CSEA Board of Directors.

"I am absolutely thrilled by this award," Berchou said. "Irene has always been a role model for me, so this is very special."

"It's always been a priority for me to improve the treatment of the classified civil service employees at the university and put them on more equal footing with the faculty, and we've done that by making CSEA a recognized force on campus," she said. "I also enjoy my statewide responsibilities because it affords me tremendous contacts to get information when I need it to help with my local work."

"Kathy Berchou is a remarkable CSEA leader who continues to grow and achieve in our organization," said CSEA Executive Vice President Dan Donohue who joined Carr in making the presentation. "In reviewing her nomination it was particularly impressive to note the respect and affection for her that was evident in the comments of those who know her best."

New law lets members correct pension mistakes

Thanks to CSEA's legislative efforts a new law that makes it easier to appeal your pension status is now in effect.

Article 18 of the Retirement and Social Security Law authorizes the granting of retroactive transfer, retroactive membership, and credit for previous service in the pension system in certain situations. It is broken up into three sections.

✓ **Section 801** allows for retroactive transfer between public retirement systems by certain members who were previously entitled to transfer membership in a public retirement system, but failed to make a timely election. This may result in a tier change based on a new membership date.

To apply for a transfer of previous membership, you must file a written transfer request with your current retirement system between Oct. 24, 1993, and Oct. 24, 1994. Application forms are available from your employer or the Retirement System.

✓ **Section 802** allows credit for service which was previously credited by a public retirement system but never transferred.

In order to apply for this you must submit a written request to the NYS Retirement System.

✓ **Section 803** allows for retroactive membership in connection with service rendered prior to April 1, 1993. This, too, may result in a tier change based on the new membership date.

To apply for retroactive membership, you must file an application form with your current retirement system. The three part form requires that you send the first part to the Retirement System, the second part to the employer you were employed by at the time you were first eligible and keep the third part for your records. It must be received by the Retirement System before Oct. 24, 1996.

Be sure to include with your application the documentation showing that you were not offered membership by your employer at the time you were first eligible. Examples of this would be sworn affidavits from co-workers or copies of your

employee benefits package.

The provisions of Article 18 will not apply to retirees, or to employees of the City of New York. Those who are employed by the City of New York or whose application for benefits under this legislation is based on New York City service, are not entitled to these benefits unless Article 18 is adopted by the City of New York.

If you have any questions, please contact the New York State and Local Retirement Systems at (518) 474-7736 or write to:

**New York State and Local Retirement Systems
Governor Smith Building
Albany, New York 12244**

Murdered child's family buoyed by CSEA support

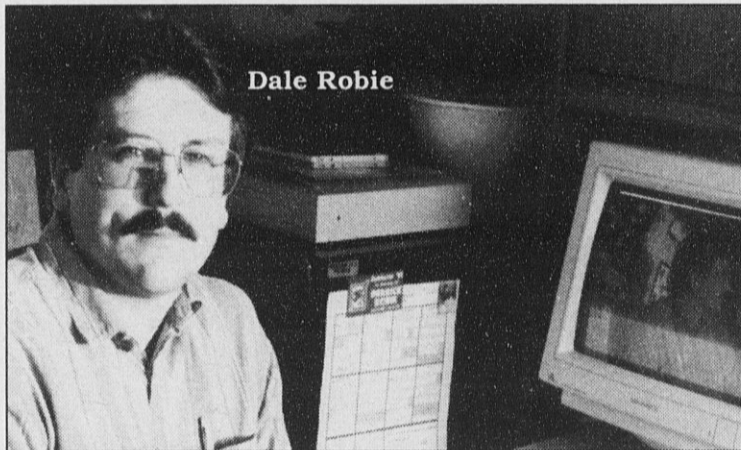
COOPERS PLAIN — Dale Robie and his family were devastated when his four-year-old son Derrick was murdered in August.

Since then, as they try to cope with the aftermath, they have been buoyed by support received from fellow CSEA members across the state, friends they never knew they had.

Dale Robie is a printing production assistant for the Steuben-Allegany BOCES and a member of CSEA Steuben County Local 851. His son was murdered, allegedly by a 12-year-old, as he walked a short distance from home to a day camp while Robie's wife cared for their infant child who was sick.

"After the article about the murder appeared in *The Public Sector*, there was an outpouring of emotional and financial support from CSEA members that began with my own local," Robie said. "Every time we opened a card or letter from another local, unit or member, our hearts went out to each one knowing our loss was felt by everyone. I hope that no other CSEA member ever has to experience this grief.

"I have always known how strong a union can be in the workforce, but now I know how strong they can be as a union of people who care about each other."



Dale Robie

Robie said. "Everyone expressed their sympathy through the arrival of food, cards, donations and emotional support, and that included many CSEA locals and units and individual members. I never would have imagined the amount of support we received and are still receiving.

"We want you (CSEA members) to know that the support we received helped to take some of the hurt away, and my wife Doreen and I wish to express our sincere gratitude and thanks for all the donations and words of encouragement that we received."

— Ron Wofford.

Test prep booklets available from LEAP

Civil Service Test Preparation Booklets are now being distributed by CSEA's Labor Education Action Program (LEAP). Requests for order forms must be directed to LEAP at 1-800-253-4332 or (518) 785-4669. The cost per booklet will remain at \$3. If you intend to take a Civil Service exam in the future, take advantage of this resource!

Summary of actions taken by Board of Directors

Editor's Note: The Public Sector regularly publishes a summary of action taken by CSEA's Board of Directors at the board's official meetings. The summary is prepared by CSEA statewide Secretary Candy Saxon for the information of members.

In official actions, the board:

- Appointed Hank Jenny to fill a vacancy on the *Public Sector* Committee;
- Selected Jimmy Gripper to serve as a trustee of the Political

Action Fund;

- Elected Statewide Treasurer Mary Sullivan as an elected trustee of the Employee Benefit Fund;
- Designated Gary China to fill a vacancy on the Personnel Committee;
- Appointed Mary Lettieri to fill a vacancy on the directors' Mini-Board Committee;
- Selected Betty Browell to fill a vacancy on the committee to Study Group Life Insurance;
- Designated Long Island as

the site of the 1995 Retiree Delegates meeting

- Restructured the union's Computer Services Department;
- Approved the appointment of Barbara Reynolds and Martin Edie to the Long Island Region I Political Action Committee;
- Authorized the appointment of Jim Flood, Frank Constantino, Lester Crockett and Steven Sayles to the Metropolitan Region II Political Action Committee;
- Endorsed the appointments

of Chuck Taylor, Tom Connor, Jack Fisher, James McHugh, Maria Gallaway, Geri Cleveland, Dan Brady, Jeff Murray, George Smith and Bob Goeckel to the Central Region V Political Action Committee; and

- Adopted new guidelines for the passage of CSEA's budget.

Questions concerning this summary should be directed to CSEA Statewide Secretary Candy Saxon, CSEA Headquarters, 143 Washington Avenue, Albany, NY 12210.

THE BUYER'S EDGE

Holiday Specials



CSEA'S DISCOUNT BUYING SERVICE — THE BUYER'S EDGE — IS A GREAT WAY TO SAVE ON YOUR HOLIDAY SHOPPING. TO TAKE ADVANTAGE OF THE PLAN, SHOP AROUND TO DETERMINE THE EXACT MAKE AND MODEL OF THE ITEMS YOU WANT. THEN CALL THE APPROPRIATE TOLL-FREE TELEPHONE NUMBER LISTED BELOW. GIVE THEM THE CSEA GROUP NUMBER — 1811 — AND ASK FOR THE GUARANTEED LOWEST PRICE. THEY WILL DIRECT YOU TO THE PARTICIPATING VENDOR IN YOUR AREA OR HELP YOU TO BUY BY PHONE.

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|---|---|--------------------------------------|------------------------------------|---|
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Travel offers specially arranged for Buyer's Edge members and their families.

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TRAVELER'S EDGE, a Buy-By-Phone discount travel agency, is a valuable benefit that comes to you from THE BUYER'S EDGE, a consumer buying service offered to you by CSEA. The way for you to get your *best vacation price* is to follow these three simple steps.

- 1. SHOP FIRST** — Decide where you want to go. You will need to give us your destination along with your travel dates, hotel or cruise ship, type of room or cabin category, meal plan, rental car, other package features and your *price quote*.
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FIESTA AMERICANA CONDESSA \$1165*
 * plus \$49.50 taxes and holiday surcharge

Niagara County Unit solidarity gains fair contract agreement

LOCKPORT — After two years of contested negotiations, the Niagara County Employees Unit has reached agreement on a three-year contract that boosts wages.

The breakthrough came after fed-up unit activists recently began picketing the county legislature to let them know they wanted a fair agreement, and the pressure appears to have paid off.

Of 930 members eligible to vote, 782 cast ballots, with the agreement passing 564 to 218. The legislature unanimously voted for the pact, which runs through 1994. The wage increase for 1993 will be retroactive to the beginning of the year.

"I'm proud of our members for demonstrating what solidarity is all about and really bring the county officials to their senses," CSEA Niagara County Unit President Linda Gibbons said.

The CSEA unit members had been joined in their show of solidarity by the county's sheriff's deputies who had also been working under an expired contract.

CSEA's demonstrations generated intense public attention and media interest.



SOLIDARITY HAS IMPACT: Niagara County Employees Unit members picketing the legislature over lack of contract. The show of strength and solidarity paid off when the county finally agreed to a fair contract which CSEA members approved overwhelmingly.

New rabies guidelines protect public workers

CSEA members, often on the front lines dealing with the rabies epidemic, now have more protection. The state Labor Department is enforcing Centers for Disease Control (CDC) guidelines to protect them from the dangerous virus.

The guidelines cover a variety of procedures that should be followed to avoid contracting the virus. They include requirements employers must meet, such as providing appropriate training and equipment.

Rabies is usually transmitted through bites or scratches from infected animals. But it can also be transmitted by contact with the blood or body fluids of dead animals. The risk of contracting the virus in this way is just as serious in the winter as at other times of year.

If you have any questions about how the rabies guidelines cover you on the job, contact your CSEA Labor Relations Specialist.

CSEA airs defense of Fulton County workers

JOHNSTOWN — CSEA took to the air waves to defend members in Fulton County who faced unfair attacks from a local radio station.

The station, WENT, aired editorials blasting the benefits which CSEA negotiated for county employees, such as coffee breaks.

CSEA and CSEA Fulton County Local 818 decided to reply with its own editorial. But while the radio station aired its own opinion 24 times, it would only run CSEA's rebuttal four times.

So CSEA also bought advertising on a competing radio station and in a local newspaper.

The union's response to the editorials was effective, Local 818 President Bill Sohl said.

Garden City School win is blow against privatization

ALBANY — CSEA won an important victory against contracting out in a decision by a Public Employment Relations Board (PERB) administrative law judge.

The ruling, which could have widespread impact, says that the Garden City School District on Long Island acted improperly in contracting out its food service operations without negotiating with CSEA.

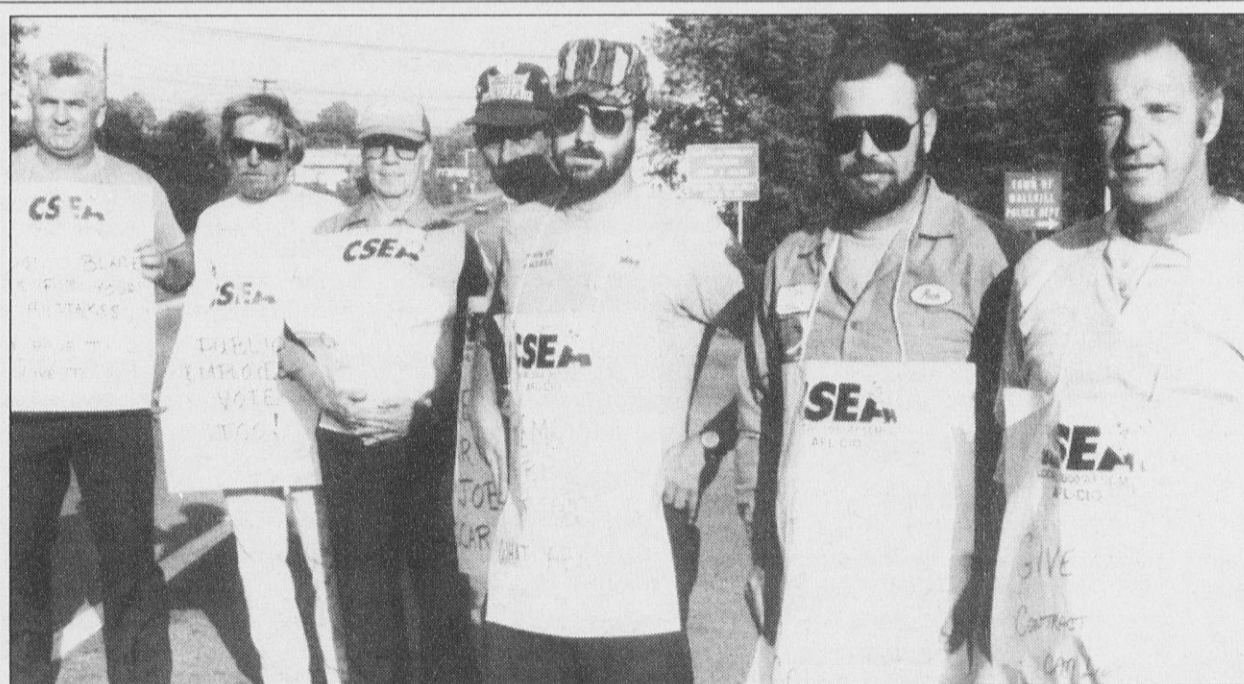
The dispute dates back to 1992 when voters repeatedly rejected the school district budget, forcing the district into austerity. The district decided to fire the CSEA-represented food service employees and contract with a private vendor. The for-profit vendor then hired all laid-off CSEA members who applied — at reduced pay.

CSEA filed an improper practice charge, saying the district violated its contract.

The judge agreed, ordering the district to return the food services to the CSEA unit; offer reinstatement to all bargaining unit members; and provide full back pay to all bargaining unit members.

The situation creates a real dilemma for the district because while they have violated their contract with CSEA, they also now have a contract with a private vendor that will have to be broken. As this issue of *The Public Sector* went to press, it was not known if the district would appeal the decision.

"This is an important decision," said CSEA attorney Mike Ortiz, who handled the case. "It demonstrates that CSEA contracts must be honored and the law must be followed. It also demonstrates that contracting out is a knee-jerk response that creates more problems than it solves."



TOWN OF WALLKILL HIGHWAY EMPLOYEES ratified a new contract after more than a year of negotiations. Their concerted show of solidarity helped them win the new three-year pact, CSEA Collective Bargaining Specialist Glenn Blackman said. The CSEA members demonstrated regularly to show their solidarity. Workers will receive raises in 1994 and 1995.

Privatization of water, sewer services threatens Local 859

PALMYRA — An ongoing struggle against subcontracting pure water and sewer services in the Village of Palmyra is continuing although one worker threatened by job loss has resigned to take a similar position in the nearby Town of Newark.

His departure leaves one experienced worker on the job.

Village trustees have said they favor giving a contract to a for-profit vendor even though overwhelming public sentiment is opposed, said Scott Smith, president of the unit of CSEA Wayne County Local 859.

"The village attorney is working with the private company on a contract they are happy with," Smith said. "They seem to be ignoring

public opinion."

CSEA joined a citizens group opposed to the contracting out and mounted a campaign that

garnered petition signatures and ran newspaper ads informing the public of the negative effects of privateering.

All concerned agree the pure waters plant and sewage treatment plant are operating efficiently by public employees.

But the private contractor has offered a price that undercuts the annual cost of operating the plants, which is usually a ploy to get a toe into the door, CSEA Labor Relations Specialist Pat Domaratz said.

"The usual pattern is to undercut costs for the initial phase to appear attractive, then boost the price for doing business after the contract is well in hand," Domaratz said. "It's sad that the village board can't see that. But we have no intention of giving up on this."

— Ron Wofford



THEIR JOBS AT STAKE — CSEA members Carlton Timerson, Forrest Huff talk with Unit President Scott Smith about the fight against privatization.

Librarian-activist reaches out to community

MT. VERNON — Young people need to know they can make a difference in their own lives.

"You have the power to do this yourself," said Carol Robinson, Mt. Vernon Library employee and member of Westchester County Local 860.

An activist in the Sons and Daughters of African Unity, Robinson travels the county discussing self-esteem, economic empowerment, coming of age and taking responsibility for self and community with black teens.

Mt. Vernon has its share of inner city problems, she said.

"We don't have enough programs for kids," she said. "There are a lot of teen pregnancies and gang warfare."

Efforts to curb these problems must come from the community, she said.

"The kids need a place to keep busy," she said. "They have too much free time. They really want to work and earn money."

Robinson is a tireless crusader.

"I network," she said. "I tell people how to join forces."

She promotes the library, too. A reference librarian, she has worked at the library for 13 years.

"I enjoy my job," she said. "I get a chance to do community outreach work. I took it upon myself to go to festivals with lists of books and services that are offered by the library; people are amazed by the services and programs that are available."

Robinson also works on a 'Kwanzaa' program for the black community. Kwanzaa, the annual harvest celebration, is a time of reflection, she said.



CAROL ROBINSON

"It's a time to re-commit yourself," she said. "Each day a principle is addressed: unity, work and responsibility, family, purpose, creativity, faith; having a basis to work with so we can become more productive citizens."

Robinson has a diverse background. She has worked in the Library of Congress and for the Massachusetts Institute of Technology (MIT), among others. She started a business reference section in the Mt. Vernon Library.

The mother of three, she has also been active in Parent Teacher organizations and attends Board of Education and City Council meetings on a regular basis.

— Anita Manley

CSEA wins against harassment in Kingston

KINGSTON — The Mayor of the City of Kingston has been ordered to "cease and desist" from harassing and threatening CSEA shop stewards for carrying out their union responsibilities.

In addition, union officials have been given permission to file grievances on behalf of four employees without regard to time limits.

The recent decision by the Public Employment Relations Board (PERB) came after Shop Steward Mary Schoonmaker was threatened by Mayor John Amarello after she notified him she was filing a grievance on behalf of three clerks and an

engineering aide who were involuntarily transferred to another department.

According to Schoonmaker, the mayor confronted her in a City Hall corridor, spoke in a raised voice, waved his finger at her and said, "If you go ahead with these grievances, I'm going to start eliminating positions." In addition, Amarello accused her of being a liar.

Amarello then demanded an immediate meeting with two of the clericals and the concerned department heads during which he asked the workers if they had complained to the union about the transfers. Embarrassed and intimidated,

each denied they had complained, according to witnesses.

The mayor then called a meeting of all employees and closed down City Hall for an hour while he met with the workers. Less intimidated this time, some of the employees admitted that they were unhappy with the transfers. Later, two of the employees did file grievances. The other two have not as yet.

"I find that Amarello's statements made in the corridor and in the conference room meeting were improper threats," PERB Arbitrator Harvey Milowe said.

Pointing out that the shop steward was "publicly castigated," Milowe emphasized that Amarello's actions "undermined the steward's status as an officer of the negotiating agent and would make employees reluctant to exercise their protected right through CSEA."

Milowe ordered officials to post a notice at all work locations ordering the city to not "interfere, restrain or coerce" the shop steward and other officers of CSEA "in the carrying out of responsibilities of their office."

— Anita Manley

BLACK HISTORY YEAR

1993 IS BLACK HISTORY YEAR IN NEW YORK STATE, COMMEMORATING THE 130TH ANNIVERSARY OF THE EMANCIPATION PROCLAMATION

Pay equity means fairness for North Hempstead

NORTH HEMPSTEAD — In the Town of North Hempstead, just being a woman will no longer mean you get less pay for equal work, thanks to CSEA.

Starting in January 1994, CSEA members there will receive pay equity adjustments following the recent unanimous passage of a resolution calling for upgrades in jobs filled primarily by women.

CSEA pushed hard in labor-management meetings for the resolution, which was introduced by then-Councilwoman May Newberger, who was recently elected town supervisor. It will raise the grades for titles held by about 150 CSEA members.

Echoing CSEA's argument for pay equity across the state, the town council wanted to ensure that employees with "jobs requiring comparable skills or training receive comparable pay."

"The unanimous positive vote on this resolution proves that both men and women believe that pay equity is extremely important," CSEA Collective Bargaining Specialist Larry Borst said. "CSEA has always led the charge to achieve pay equity for its members and there is real reason to celebrate these upgrades."

The titles affected include: attorney's assistant, coordinator of community youth services, horticultural assistant, computer operator I and legal stenographer I.

"The adjustments were made based on the responsibilities of the title," CSEA Town of North Hempstead Unit President Paul Nehrich said.

Some titles were regraded to a lower level, but the resolution clearly states no one will suffer a loss of salary due to the regrading, he said.

"This decision has a positive effect on 150 members and not one employee will be hurt by any downgrading," Labor Relations Specialist Stan Frere said.

"This resolution means that members who were in undervalued



From left, CSEA Collective Bargaining Specialist Larry Borst, CSEA Town of North Hempstead Unit President Paul Nehrich, Town Receiver of Taxes Ann Galante and Town Supervisor May Newberger, who all worked to pass the pay equity resolution.

positions will now be at a grade commensurate with their responsibilities," CSEA Long Island Region President Nick LaMorte said. "I hope this type of progressive pay equity thinking spreads to other areas where our members are employed."

—Sheryl C. Jenks

Union wins member job back with full back pay



CSEA Town of Southold member Leona Urban.

SOUTHOLD — Thanks to CSEA, Leona Urban is back to work and expecting a check for close to \$50,000.

Urban, a married mother of two and a driver for the Town of Southold Nutrition Center, says she still isn't sure what happened in July 1990, when her supervisor told her she no longer had a job.

"I didn't know what to do afterwards, I just went to my mother-in-law's house and cried," she said.

Urban said her supervisor was "screaming" at her that day and when Urban asked her to stop, her supervisor told her to leave and that she no longer had her job.

"Then the town tried to say I resigned from my position," Urban says, "But I never resigned. I needed this job."

Urban was quick to contact Town of Southold Unit President Lois

Atkinson to help resolve the matter. The union took legal action through the State Supreme Court.

In its decision, the court said "The town's considering Ms. Urban's actions as a resignation is an irrational act."

Urban said CSEA worked hard on her behalf.

"I'm very grateful to the union for getting me my job back," she said.

CSEA Labor Relations Specialist Stanley Frere said the award also calls for back pension payments, benefits and interest.

The Town of Southold Unit is part of CSEA Suffolk Local 852.

Schoharie County should have promoted CSEA member first

SCHOHARIE — CSEA was right and Schoharie County was wrong, and not even the arguments of Schoharie County's hired attorney, could change the outcome.

In May 1992, Schoharie County failed to select CSEA member Jesse Wright to fill a temporary equipment operator position from May through December.

Wright had applied for one of six seasonal vacancies, but received a letter saying the jobs were already filled and that despite his seniority, he would need a commercial driver's license to qualify for the job.

One employee selected, however, had neither a CDL nor as much seniority as Wright, and filled a tractor mower operator position, for which a CDL was not even required.

Wright felt that his contractual rights had been violated. CSEA filed a grievance on his behalf and CSEA Labor Relations Specialist Ed Catrine sought legal assistance when all other methods of resolving the dispute failed.

Schoharie County contended as a "matter of principle" that it had the sole right to determine which workers would get seasonal job promotions. The county apparently considered it so important to deny Wright the seasonal promotion, which would have amounted to a total of \$135, that they hired attorney James Roemer to handle the arbitration personally.

The county argued that Wright didn't have the necessary "independent judgment" to operate a tractor even though he had done the work in the past, filling in whenever needed.

"The issue really came down to which side was credible on the issue of Wright's qualification," said CSEA attorney Paul Bamberger, who handled the case. "Clearly the arbitrator thought Wright was more believable than the county."

The arbitrator ruled in favor of Wright and CSEA, and ordered the county to pay Wright what he would have earned with the promotion.

"CSEA did everything it could for me and I appreciate that," Wright said.

"Jesse hung in there and I'm very pleased for him," CSEA Schoharie County Local 848 President Bill Betz said. "CSEA felt he was wronged and went to the wall for him and the principle of seniority."

— Daniel X. Campbell

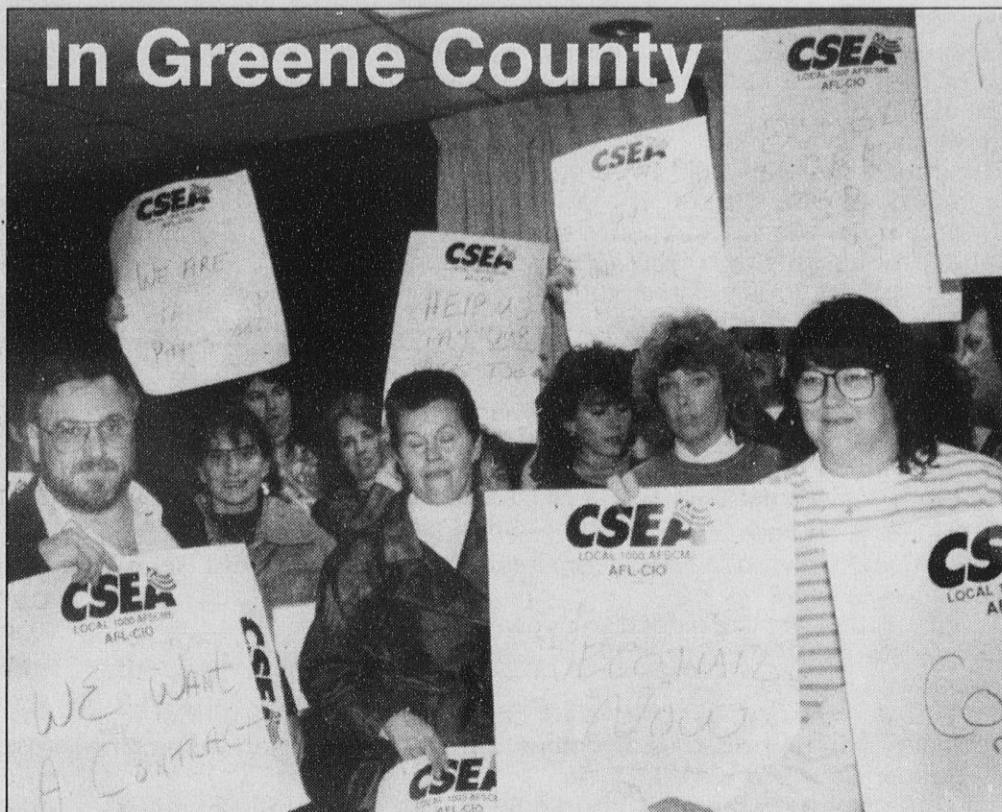
In the City of Newburgh



NEWBURGH -- These City of Newburgh Unit members, who have been working without a contract for nearly a year, recently demonstrated to protest their stalled negotiations. "Don't Balance the city budget on the backs of municipal employees," said workers who were joined by city firefighters, who are seriously shortstaffed. The CSEA-represented workers are members of CSEA Orange County Local 836.

CSEA: On the march for fairness

In Greene County



CATSKILL -- About 40 Greene County employees belonging to CSEA Greene County Local 820 picketed recently before a meeting of the County Legislature.

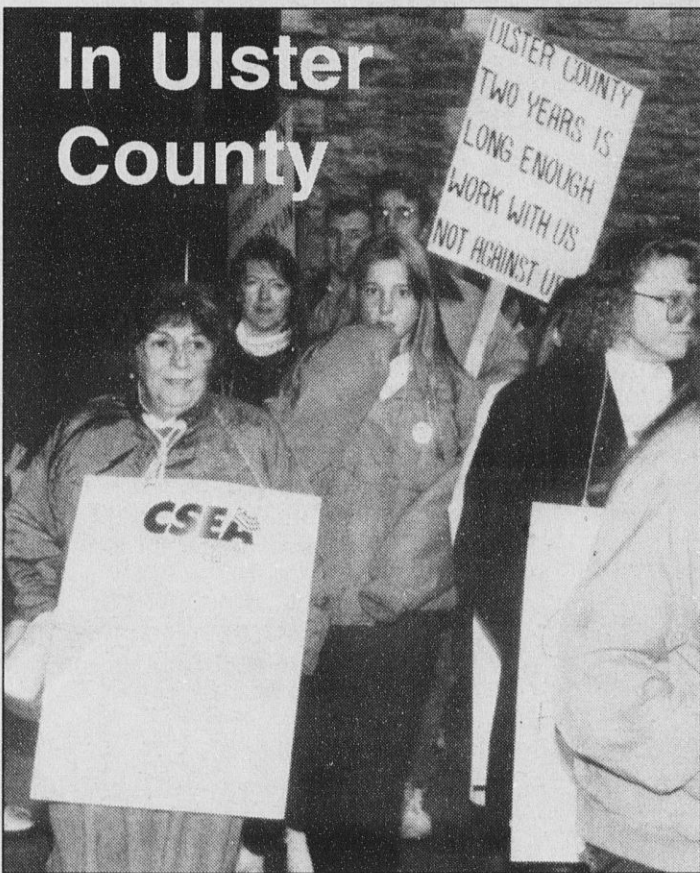
The county employees are frustrated that contract talks with the county have stalled. Their last contract expired a year ago.

"The county wants to get through this year with no raises and also get some givebacks," said Unit President Ransom Snyder. "We work hard, we pay taxes, and we will fight for the respect we deserve."



For nearly two years, the CSEA-represented workers in Ulster County have been without a contract. Recently, they showed their solidarity with members of the County Sheriff's Department by demonstrating before a meeting of the county legislature, where they asked the lawmakers to negotiate a fair and equitable contract.

In Ulster County

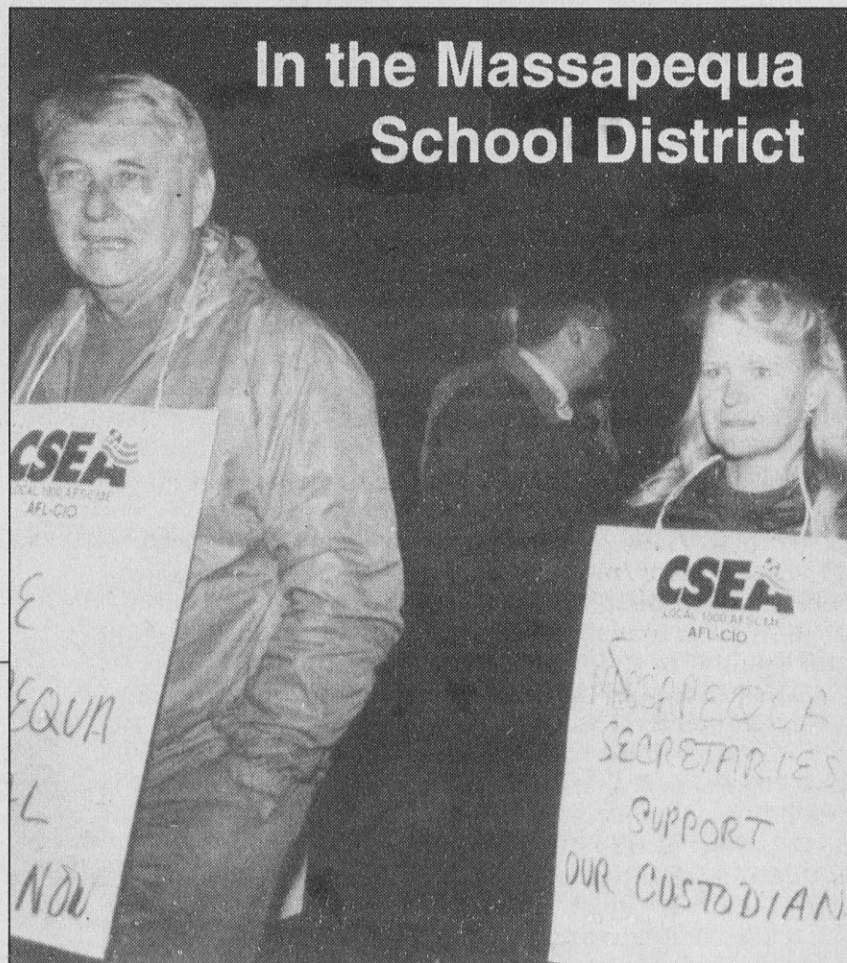


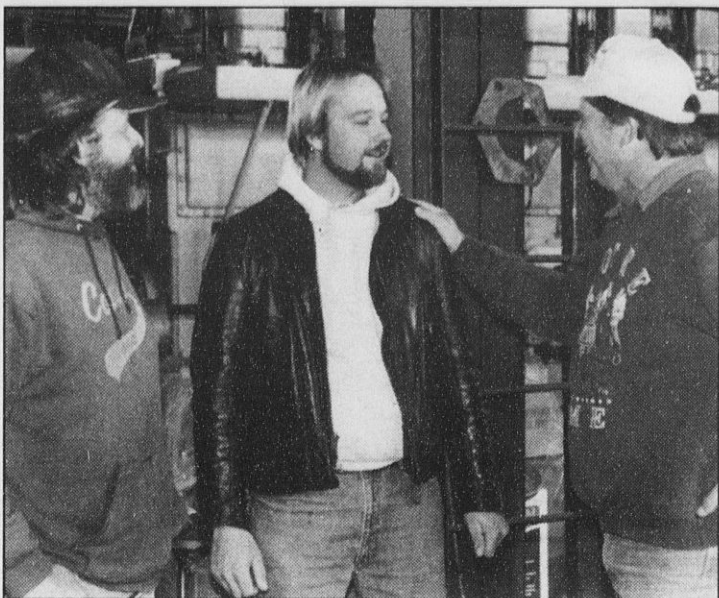
MASSAPEQUA — More than 350 CSEA members protested in front of the Massapequa High School prior to a recent school district board meeting.

The demonstration was held by the Massapequa custodial and cafeteria units of Nassau Educational Local 865 who have been without a contract since July 1992.

The lack of a contract is only one of the problems in the district. There is currently talk about contracting out some of the building and grounds work, a fight which the union is gearing up to oppose.

In the Massapequa School District





BACK TO WORK— Village of Greenport Sewage Plant Operator Mark Begora, center, will soon be back to work thanks to CSEA. With him, from left, are Unit President Chris Moran and Dennis Dowling, who also got his job back because of the union.

CSEA wins job back for Village of Greenport worker

GREENPORT — CSEA recently scored another victory in the Village of Greenport by winning Sewage Plant Operator Mark Begora back his job — a second time.

It's been almost two years since the village fired Begora and former CSEA Unit President Dennis Dowling in retribution for their union activities.

CSEA filed an improper practice (IP) charge and won the case last year when an administrative law judge from the Public Employment Relations Board (PERB) ordered the village to return both to work. While Dowling was able to return to his job, the village appealed the decision to the full PERB board.

PERB reaffirmed the prior ruling, ordering the village to reinstate Begora with full back pay plus benefits and interest. So far, the village has failed to act on that order.

CSEA Labor Relations Specialist John Clahane said the former mayor was strongly anti-union. CSEA repeatedly filed grievances and IP charges. The mayor resigned last year after the union's first victory for Dowling and Begora.

While the new mayor has expressed a willingness to resolve labor/management problems, some village board members are still refusing to put Begora back to work until they have "investigated the legality" of the PERB decision.

"These are stall tactics," Clahane said. "If I were a village taxpayer, I would be demanding the village stop playing these juvenile games and put the man back to work. It's the taxpayers and this man and his family who are getting hurt."

Begora said that since his firing, he's had a tough time making ends meet, so he's very pleased with the CSEA victory.

"It's a great win and I'm very happy with the union's work for me," Begora said. "I couldn't have done it without CSEA."

"...I'm very happy with the union's work for me. I couldn't have done it without CSEA."

CSEA beats NEA to represent Hyde Park School members



VICTORY! — This group of Hyde Park School District employees was all smiles after CSEA beat the NEA, by a vote of 108-39. With the employees from left are CSEA Southern Region Director Jim Farina, Labor Relations Specialist Richard Blair and (seated next to Blair) Unit President Ann Milby. They were also congratulated by Southern Region President Pat Mascioli.

Members picket for contract in Kings Park Schools

KINGS PARK—As many as 250 CSEA members took to the streets in support of the Kings Park School District Non-Instructional Unit's quest for a fair contract.

While the unit has decreased in size by 20 percent, the district's administration has ballooned by 30 percent. The administrators, most of whom don't live in the district, received substantial salary increases but want givebacks from the lowest paid employees.

CSEA members are outraged at the way the district squanders money; for example, it paid a consultant \$15,000 to come up with new bus routes that created a nightmare when school opened.

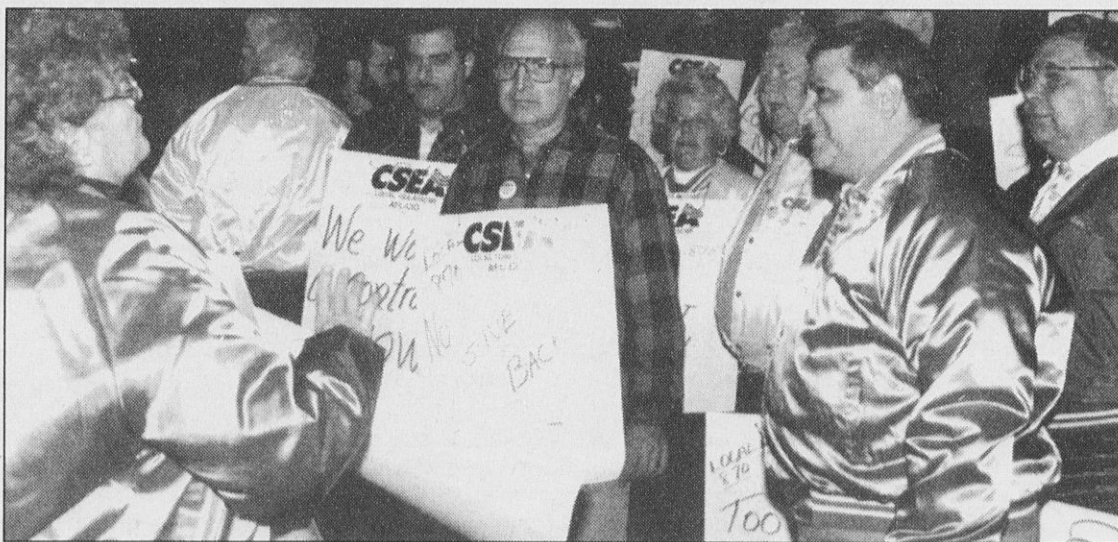
CSEA Collective Bargaining Specialist Rigo Predonzan, said the

union has rejected school board demands for givebacks.

"We're not even sure what givebacks they want because the district keeps changing its position," Predonzan said as CSEA members circled the administration building prior to a school board meeting.

Unit President Marge Higgins and unit members distributed fliers to inform the public of the members' plight. The flier noted that 92 percent of the union members live, work and pay taxes in the district while more than 90 percent of the administrators live outside the district.

The unit includes approximately 180 clericals, mechanics, custodians, bus drivers and building and grounds employees. Their unit contract expired June 30, 1993.



CSEA LONG ISLAND REGION President Nick LaMorte, right, listens to CSEA Kings Park School District Non-Instructional Unit President Marge Higgins address picketers at the recent demonstration.

Violent incident at Erie DSS satellite office reinforces CSEA call for security improvements

BUFFALO — When urban violence spilled into a satellite office of the Erie County Social Services Department, the vulnerability of workers there became evident, even though several went beyond the call of duty to help an injured man.

"This incident ended without any members being hurt, but it could have been much worse," Erie County DSS Unit President Marcia Olszewski said. "We have to take steps now to see that a tragedy does not occur."

A fight between two men that started in the parking lot of the community center where the county has satellite offices of its health and social services department ended up inside the door with one man bleeding and apparently fleeing his attacker.

"The county seems to think the problem will go away. But it won't. And we won't."

Several social services workers moved immediately to get help for the stricken man, while others called police and an ambulance. They even had to thwart the man's attacker who followed him into the building and attempted to do further damage by picking up a fire extinguisher.

A private security guard in the building provided little help.

"Our members went beyond the call of duty to help someone in need, and they should be recognized for what they did," Olszewski said.

She praised DSS team worker Sue Brooker, who helped stem the bleeding, Alicia Barnes, John Flynn and Don Zorn who got help from the upstairs health clinic and kept the attacker from entering the office until police and paramedics arrived.

"This is just one example of what our people are facing," Olszewski said. CSEA has been meeting with the new social services administration to improve several areas of concern by workers, with security at the top of the list.

The recently-released CSEA



UNSECURED OFFICE — CSEA Erie County Social Services Unit members Alicia Barnes and John Flynn confer on the very spot outside their office where a recent violent incident put them and co-workers at risk.

survey of DSS workplace security in counties across the state noted Erie County has made significant progress in the main DSS location, but did not assess the five satellite offices.

"I don't have a problem with decentralizing the department, being more accessible to our clients. But we should have the same security as those working in the Rath Building," Alicia Barnes, a senior caseworker at the satellite Jesse Nash Center, said.

Erie County Employees Unit President Mike Bogulski said the county will need to be pushed to do all that it should on worker safety and security. "We will continue to aggressively pursue security measures for our members wherever they work," Bogulski said. "This issue is wider than the social services department. The county seems to think the problem will go away. But it won't. And we won't."

— Ron Wofford

CSEA, Ulster County tighten security for a safer worksite

KINGSTON — Ulster County Department of Social Services (DSS) employees are feeling more secure these days since county officials installed a metal detector and assigned armed sheriff's deputies to guard the premises.

"Everybody here feels safer now," CSEA member Jeanne Schobert said. "We deal

with desperate people. Sometimes if they can't get what they want, they act out. With the new security measures, people are being checked, and we feel a lot safer."

CSEA Unit Treasurer Sandra Reynolds said her co-workers are relieved that the county is enforcing strict guidelines for anyone entering the DSS offices.

Ulster County's DSS employees had been pressing the county for improved security for years, but their campaign was stepped up after four Schuyler County social workers were murdered last year by an irate client. Just days after the Schuyler County incident, an Ulster County client told a caseworker "What do I have to do to get your attention, come in here with a gun?"

As part of a statewide campaign for workplace security, CSEA recently issued an action plan for improvements (see page 11).

Some weapons have already been confiscated from clients, Deputy Jim Consiglio said. Among them are various knives and cans of Mace. One client appeared with a .357 Magnum for which he had a license.

Anyone who refuses to be searched is not allowed to enter the office, Consiglio said.

"We've had clients walk out when they see the sign (warning them that they must undergo a search)," he said.

Most of the clients don't seem to mind. "They realize the policy protects them, too," he said.

Sheriff's deputies have made some arrests. Some arrests were for outstanding warrants while one woman was arrested for disorderly conduct when she refused to leave a social worker's office.

— Anita Manley



DETECTING DANGER — CSEA and Ulster County officials review security measures including a new metal detector at the Department of Social Services. The measures stem from labor-management cooperation to protect employees and the public. From left, Deputy DSS Commissioner Dolores Miller, Sheriff Michael LaPaglia, Sheriff's Deputy Jim Consiglio, DSS Commissioner Thomas Roach, CSEA Ulster County Unit Treasurer Sandra Reynolds and CSEA Ulster County Unit President Carmine Nigro.

See related stories — page 11

34-year member named "Volunteer of the Year"

KINGSTON — Bill Miller started out as a Little League coach when his eight-year-old son joined, but he loved it so much that he stayed on for 20 years.

Miller, a head dispatcher for the Ulster County Public Works Department and 34-year member of CSEA Local 856, has been named "Volunteer of the Year" by Ulster County's Little League organization for his two decades of work with kids.

Now a Little League manager and the League's "jack-of-all-trades," Miller often cleans the league field and marks base lines.

"I like doing things for people"

'I like doing things for people. There's a lot of self-satisfaction in helping somebody.'

Miller said. "There's a lot of self-satisfaction in helping somebody."

Miller gets his reward from the kids.

"When I see a smile on a kid's face after he runs to first base, and when I see a kid better himself, I get thrilled from that," he said. "It's a lot of fun."

Many of Miller's 'kids' continue to pursue baseball.

"When I pick up the paper and see who's made high school or college teams, I see a lot of these kids that started with me."

Miller also coaches basketball, and one of his former basketball players is now playing for the Washington Generals, the team that travels with the Harlem Globetrotters.

The family tradition continues. Now Miller's grandson is ready for baseball, and Miller is the manager of his T-ball team.

In addition to managing the basketball and baseball teams,



CSEA MEMBER BILL MILLER: Volunteer of the Year

Miller referees basketball and serves on the Board of Directors for the Port Ewen Athletic Association.

He's also a CSEA activist and once served as unit treasurer.

— Anita Manley



Sullivan County Deputy Sheriff Allie Kleingardner, center, received a commendation from CSEA Local 853 President Tom Schmidt, left. At right is CSEA Sheriff's Unit President Bill DeVitto.

Member's bravery honored

MONTICELLO — Sullivan County Deputy Sheriff Allie Kleingardner earned commendations from his CSEA local and fellow officers after he took on an inmate who threatened the lives of hospital workers.

Kleingardner, a member of CSEA Local 853, accompanied to the hospital a prisoner who allegedly murdered a woman and then attempted to commit suicide by cutting his wrists and throat.

Hospital workers brought the inmate into the operating room where Kleingardner was

instructed to change into a sterile hospital gown.

"When I went to put on the gown, the inmate suddenly jumped off the table and punched the doctor," Kleingardner said, "then he grabbed for my gun."

Kleingardner managed to subdue and handcuff the prisoner while the doctor sedated him.

"If the gun had been shot in the operating room, it could have been a disaster," Kleingardner said. "We were lucky to get out of there alive."

St. Lawrence County Local 845 announces scholarship winners

CSEA St. Lawrence County Local 845 has announced the 1993 scholarship winners.

Each person received \$500. Matthew S. Hayes, son of Steve and Kim Hayes of Potsdam, is attending SUNY at Potsdam. Kim Hayes is an employee of the St. Lawrence County Public Health Department.

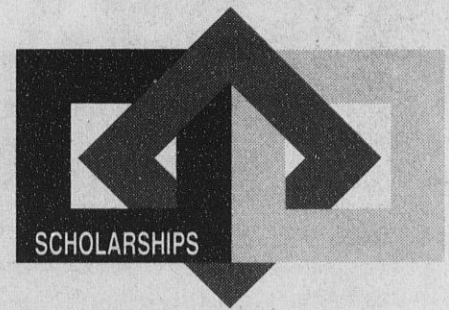
Brian S. Karlberg, son of Neil and Joan Karlberg of Winthrop, is attending Keuka College. Neil Karlberg is an employee of the County Probation Department.

Heather Young, daughter of David and Mary Young of Heuvelton, is attending the Junior College of Albany. David Young is an employee of the St. Lawrence County Highway Department.

Montgomery County Local gives awards

CSEA Montgomery County Local 829 awarded the Rita Guiffre Memorial Scholarship to Kayleen Taylor and John Szkaradek.

Kayleen is the daughter of Olive Taylor, a member of the County Office Building Unit.



Orange County Local gives two scholarships

CSEA Orange County Local 836 awarded two \$500 scholarships to the children of local members.

Kimberly Pierce, daughter of Patricia Pierce, is attending the University of North Carolina. Patricia Pierce works for the Warwick Valley School District.

Andrew Pagana, son of Barbara Pagana, is attending the School of Visual Arts in Manhattan. Barbara Pagana works for the Newburgh School District.

John is the son of Dolores Szkaradek, a member of the City Hall Unit.

Thomas Guiffre and CSEA Montgomery County Local President Gary China presented the \$250 scholarships.

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Janet Reno
addressing CSEA
delegates