

## Pay equity a giant step closer to reality

# Two major studies find thousands of state jobs undervalued, underpaid

Recommendations contained in two major reports released last week would create sweeping changes in the state's classification and compensation system and pave the way for pay equity for thousands of state workers in jobs held

predominately by females and minorities. And while they remain simply recommendations at this point, both CSEA and the state agree the studies will be the basis to begin correcting many of the deficiencies mentioned in the reports.

One study dealing with the issue of comparable worth was initiated by CSEA in the previous state-CSEA contracts, and it found tens of thousands of state workers, mostly women and minorities, are being held in economic hostage in undervalued job titles. CSEA and the state previously agreed to set aside millions of dollars to begin correcting the problems expected to be uncovered by the comparable worth study, and efforts will now begin to agree on methods and procedures to do so.

The second report, commissioned by the state, recommends overhauling the present state classification and compensation system with a more equitable system of classifying and allocating job titles.

Recommendations contained in both reports would impact heavily upon all state workers represented by CSEA as well as other unions. For details on those reports and how they may affect you, see pages 10 and 11.

CSEA PRESIDENT WILLIAM L. MCGOWAN, left, calls the Comparable Worth study "amazing, right on target," during press conference held to release results of the landmark study. Thomas Hartnett, right, director of the Governor's Office of Employee Relations, participated in the joint press conference.



**Not  
their  
job!**

**See  
pages 12-13**

**MHTA MELANIE FUDENBERG:  
HER AMAZING STORY  
PAGE 20**



# AIDS

## Questions and answers from Health Dept. report

Compiled by  
Sheryl Carlin  
CSEA Communication Associate

AIDS continues to frighten, confuse and kill people.

During an AIDS press conference held in New York recently, Governor Mario Cuomo said, "Beginning today, we'll ask everyone with the capacity to do so, in government and out, to help get the information disseminated.

"Help us to get the message out," Cuomo continued, "that AIDS is caused by blood-to-blood and semen-to-blood contact; that all sexually active people, homosexual and heterosexual, should refrain from sexual contact with people whose history and health status are unknown; that people should avoid anonymous, promiscuous sexual contact."

In a continued effort to keep you informed on the AIDS crisis we have gathered some of the most pertinent questions and answers concerning this disease. The following information is from an AIDS report put out by Governor Cuomo and David Axelrod, M.D. Commissioner of the Department of Health.

### WHAT IS AIDS?

Acquired immune deficiency syndrome (AIDS) is a disease complex characterized by a collapse of the body's natural immunity against disease. Because of the failure of the immune system, patients with AIDS are vulnerable to many unusual infections or cancers that don't pose a threat to anyone whose immune system is functioning normally.

### IS AIDS PASSED BY KISSING?

HLTV-III virus has been found in the saliva of some AIDS patients, but there is not a single case of AIDS that is known or suspected of having been transmitted by kissing.

### CAN YOU GET AIDS BY DRINKING FROM THE SAME GLASS OR EATING FROM THE SAME DISHES AS A PERSON WITH AIDS?

Five years of experience indicates that AIDS is not transmitted in households where people may eat or drink from common dishes or utensils. The virus associated with AIDS does not survive long outside the body and would be killed by normal washing of dishes and other eating utensils.

### CAN YOU GET AIDS FROM PUBLIC TOILETS, DRINKING FOUNTAINS, TELEPHONES OR PUBLIC TRANSPORTATION?

AIDS isn't transmitted through the air, food or water, or by touching any object handled, touched or breathed on by an AIDS patient.

### WHAT IS THE INCUBATION PERIOD FOR AIDS?

The onset of symptoms following infection with the HLTV-III virus is thought to range from six months to several years. Most people exposed to the virus will not develop AIDS.

### HOW DO CHILDREN GET AIDS?

The majority of infected children acquired AIDS from their infected mothers, presumably through blood exchange in the uterus or during birth. A few children have developed AIDS following blood transfusions.

### IF A CHILD IS BITTEN BY A CHILD WITH AIDS-WHAT IS THE POSSIBILITY OF TRANSMISSION?

While the HLTV-III virus has been identified in saliva, there are no cases of AIDS known or suspected of having been transmitted through a bite. Transmission of the virus appears to require direct blood-to-blood or semen-to-blood contact.

### IS THE STATE OFFERING HLTV-III ANTIBODY TESTING?

Yes. Eight regional antibody test sites have been established by the State Health Department to provide testing and counseling for persons who wish to know if they have been exposed to the virus. Testing is free of charge at these sites, and strict confidentiality is maintained through a code system. Persons seeking the HLTV-III antibody test need not give a name, address or other potentially identifying information. Private physicians have also been provided information and procedures for performing the test or for arranging for patients to obtain testing. For information on the test in New York City call (718) 485-8111.

### ARE HEALTH CARE WORKERS OR OTHER OCCUPATIONAL GROUPS AT SPECIAL RISK FOR AIDS?

Health care workers or other employees who come into contact with AIDS patients or specimens have not developed AIDS. Safety protocols have been developed for various occupational groups to minimize direct contact with blood or other body secretions. The Centers for Disease Control (CDC) is following some 1,700 health care workers who have been exposed to the body fluids of AIDS patients; many of these employees have had needle-stick injuries while treating AIDS patients. None of these workers have developed AIDS as a result of an occupational exposure. Two health care workers who experienced

needle-stick injuries and who deny any AIDS risk behaviors, have been found positive for HLTV-III, but neither has developed AIDS. The only documented case of a health care worker contracting AIDS has been reported in England following a needle-stick puncture which involved a major infusion of blood from an AIDS patient into her hand. All scientific studies to date suggest that the risk to health care workers and other occupational groups is small, or non-existent if they follow safety protocols to minimize direct exposure to blood and body fluids.

### WHAT SAFETY PROTOCOLS HAVE BEEN DEVELOPED FOR OCCUPATIONAL GROUPS? AND HOW EFFECTIVE ARE THEY?

All occupational groups that may come in contact with body fluids in the course of their work are advised to take special precautions to guard against AIDS, Hepatitis B and other infectious agents. These include:

- take special care in handling and disposing of used needles;
- guard against needle-sticks, cuts and other injuries;
- notify supervisors of any direct exposure to blood, semen, or other bodily fluids;
- dispose of body fluids in sealed containers;
- wear protective clothing (gloves, gowns, goggles) if there is any danger of splashing body fluids.

### WHAT ARE THE SYMPTOMS OF AIDS?

In its early stages, immune deficiency may not cause any symptoms. The symptoms that AIDS victims eventually develop are related to the diseases or infections that attack them because of their inability to fight off infection.

These symptoms include:

- extreme tiredness, sometimes combined with headache, dizziness or lightheadedness;
- continued fever or night sweats;
- weight loss of more than 10 pounds which isn't due to dieting or increased physical activity;
- swollen glands in the neck, armpits or groin;
- purple or discolored growths on the skin or the mucous membranes (inside the mouth, anus or nasal passages);
- heavy, continual dry cough that isn't from smoking or that has lasted too long to be a cold or a flu;
- continuing bouts of diarrhea;
- thrush, a thick whitish coating on the tongue or in the throat which may be accompanied by sore throat;
- unexplained bleeding from any body opening or from growths on the skin or mucous membranes; bruising more easily than usual;
- progressive shortness of breath.



REGION III HEALTH AND SAFETY Specialist Linda McPhee introduces John Egan, executive director of the Mid Hudson Valley AIDS Task Force. Egan was guest speaker at a recent Region III Health and Safety Committee meeting. For more information which can be provided through the organization to CSEA members who work with AIDS patients, contact Egan at (914) 997-5149.

# CSEA members sold on new buying service

## Brochures now out for holiday shopping

**W**

By Brian Baker  
Associate Editor

ould a chance to save \$1,000 on a brand new car spark your plugs?

It was enough to get Ralph Fraile in gear. Deputy superintendent of buildings for the village of Hempstead, Fraile says he paid just \$100 over factory invoice on a new Jeep CJ7 and paid the dealer cost for the options. A great deal, he says. And he saved a grand.

How did he do it? Like hundreds of other CSEA members, he took advantage of a group buying program the union is now offering. It's called United Buying Service, and in addition to cars, members can shop over the phone for a variety of items from major appliances and electronics to furniture and furs. Delivery on items ordered usually takes from a week to 10 days.

Take Jacqueline Lewis, a stenographer for the Department of Transportation in Utica, for instance. She used the service and saved \$25 on a Technics turntable that was selling for \$80 in a catalogue showroom.

"A lot of engineers here at work use the service and they like it, so I thought I'd give it a try," says Lewis. "I only had to wait four or five days for delivery of the turntable and I saved quite a bit. I'm satisfied."

So is Lisa Corbett, an employee of the Division of Military and Naval Affairs in Albany. She used UBS once to get tires for her car. Then she used it again for the same reason.

"I've come to feel that I can rely on these people," says Corbett. Next year I'll be buying a new car, and I'll definitely be dealing with them."

In business since 1957, UBS is the oldest and largest discount buying service in the state. CSEA's affiliation with the service goes back to the late '60s when certain locals began sponsoring it for their members. But UBS didn't become available to all union members until last spring, after a year of investigation and negotiations.

With 13 million member families nationwide, UBS is a shopping alternative which is free and without obligation. If you're a regular reader of The Public Sector, you've probably seen advertisements for UBS in these pages. In an effort to reach even more members as the holiday shopping season rolls around, UBS has produced 200,000 brochures explaining how

the service work. The fliers should be in local offices and available to members now.

"We want more people to take a look at the service and see how much they can save," says Harvey Selenow, president of UBS, which has its headquarters in New York City. "At this point, we're getting a couple hundred people calling us every month. Once the brochures are all out, we're expecting over 300 a month."

How much members can really save through UBS depends on the type of items they buy. The UBS brochure boasts savings of up to 60 percent. But savings that big aren't across the board.

"One of our biggest bargains is in the area of china, crystal and flatware. People are used to paying high prices in department stores for these items, but we can offer them at prices that are 50, 60, 70 percent off," says Selenow.

Brands include major manufacturers like Lenox, Wedgwood, Mikasa, and even Waterford. Discounts apply on most but not all patterns.

Discounts on other goods are generally lower. The rate of savings is about 30 percent for stereo, video, and other electronic equipment, for instance. A Magnavox video recorder that lists for \$529 is only \$379 de-

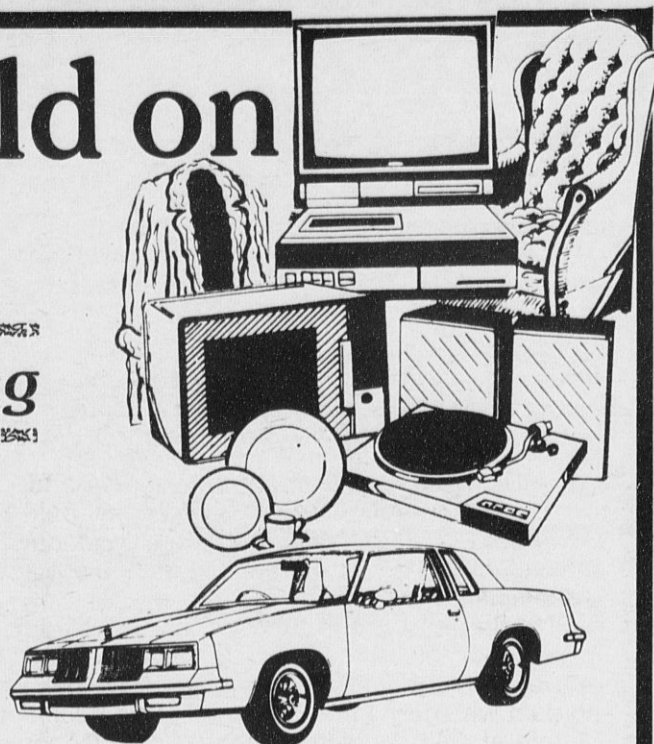
**“We want people to take a look at the service and see how much they can save.”**

livered through UBS. A \$299 RCA television goes for \$219. And a Litton microwave listing for \$279 is just \$199 using the service.

"In video our markup is as little as 15 percent compared to 25-30 percent in the discount houses, and 40 percent on list," said Selenow. "Because of our high volume, we're able to work on super, super low markup and pass it on to the customer."

The markup on cars, UBS's biggest business, is even lower.

"My dealers make just \$100 to \$175 over factory invoice on the car," says Selenow. "The average car dealer in a normal situation has to make \$500 to \$700 just to break even."



Selenow pointed out that the savings is even greater on vehicles purchased upstate since new car prices start out much less competitive than downstate.

Members can also lease new cars and buy used cars through UBS. For example, on a 48-month closed-end lease with a non-refundable down payment of \$1,500, you can get a 1986 Dodge Omni for just \$99 a month. A Cadillac Coupe de Ville is only \$261. A Yugo, \$44.

Can't afford the \$1,500 down. You can put less, or even nothing down if your credit is good.

UBS also deals with a number of used car lots with more than 1,500 vehicles available at any one time. Selenow makes a point that new merchandise offered by UBS is always first-quality. But while most name brands are available, there are some exceptions.

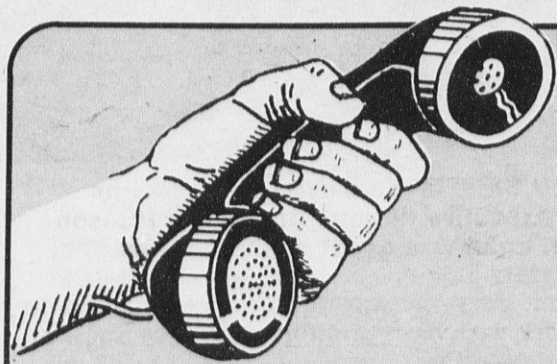
"We have any major name from SONY to RCA. But we don't handle private labels like Sears or Castro Convertible that no one else can sell," he said.

And while you can buy a typewriter, a piano, jewelry, carpeting and a variety of other items through UBS, there are some things you can't get. Like cameras or computers which are often very competitively priced by merchants in larger cities.

CSEA President William McGowan noted that while UBS has an excellent record for delivering high quality products and service at a savings, "members should continue to be smart shoppers by looking for the items they want at local stores and shopping for sales first to be sure that UBS is providing the best prices."

To use the service, call one of the numbers below and give the make and model number of the item you wish to purchase.

**Editor's Note: UBS held a free raffle drawing for a color television at CSEA's recent Annual Delegates Meeting in New York City. Winner was Region III President Pat Mascioli of Yonkers.**



**To avail yourself of United Buying Service discounts, call this number and identify yourself as a CSEA member:**

**LONG ISLAND  
(516) 488-3268**

**NEW YORK CITY  
(212) 889-6338  
or 685-5252**

**WESTCHESTER and  
UPSTATE NEW YORK  
(800) 522-3131**

# Public SECTOR

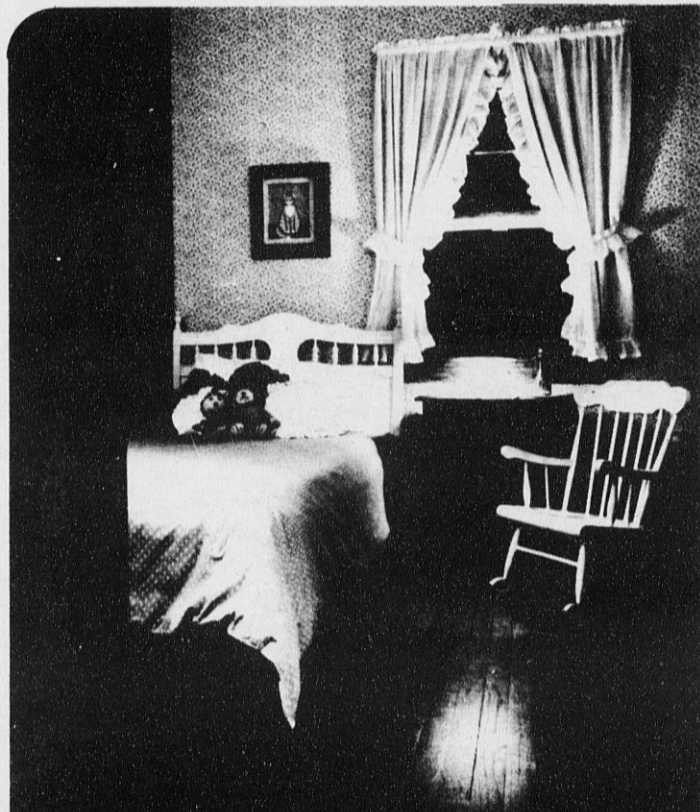
Official publication of The Civil Service Employees Association Local 1000, AFSCME, AFL-CIO 143 Washington Avenue, Albany, New York 12210

The Public Sector (445010) is published every other Friday by The Civil Service Employees Association, 143 Washington Avenue, Albany, New York, 12210.

Publication Office: 143 Washington Avenue, Albany, New York, 12210. Second Class Postage paid at Post Office, Albany, New York.

AARON SHEPARD — Publisher  
ROGER A. COLE — Editor  
BRIAN K. BAKER — Associate Editor

Address changes should be sent to: Civil Service Employees Association, The Public Sector, P.O. Box 7125, Capitol Station, Albany, New York 12224.



**IN THE TIME  
IT TAKES YOU TO  
GET YOUR CHILD  
READY FOR SCHOOL  
ANOTHER CHILD  
WILL HAVE  
DISAPPEARED.**



## CHILD FIND 1-800-I AM LOST

"The Public Sector" periodically publishes photographs and information about missing children registered with Child Find, Inc. of New Paltz. Child Find is a non-profit organization which works with a national network of teachers, social service groups and law enforcement agencies to help locate missing children.

Child Find maintains a toll-free number, 1-800-I AM LOST, which persons with any information about missing youngsters can call with complete confidence. According to Child Find, the organization becomes involved with mostly parental abduction cases, and that about 95 per cent of the children the organization is looking for were abducted by one of their parents.

*If you believe you have information relative to the children below or any other missing child, immediately contact Child Find on the toll free number, 1-800-I AM LOST.*



Betty Jo Hughes  
Born: 9-22-72  
Abducted: 7-24-84  
From Tyler, Texas  
CF # 3390p



Kerri Lee Grenier  
Born: 9-11-71  
Abducted: 7-6-80  
From New Bedford, Mass.  
CF #1674p

# Certified day care: Quality program for Otsego County moms

By Chuck McGeary  
CSEA Communications Associate

OTSEGO COUNTY—There are many things that make this beautiful area nestled in the heart of the fabled Leatherstocking Region unique. Things like its quaint villages, towns and serene lakes that attract and impress thousands of visitors annually. And then there's the people who live and work in the county.

Now the employees of the Otsego County Department of Social Services have added yet another dimension to the reputation of the people here for friendliness, compassion and caring. For thanks to a unique program they've developed, working mothers here can feel comfortable leaving their children with certified, trained day care providers.

"The day care provider program is successful because everyone involved really cares—the caseworkers, supervisors and administrators train and monitor the program every step of the way," says Otsego County CSEA Local 839 President Mabel Wannamaker. "We think our social service employees—and all county employees—take special pride in the work we do," she says of the county workers represented by CSEA. Wannamaker singled out county employees Carol Goodrich, Barbara Brennan, Bob Millner, Joel Shimberg, Nancy Chicorelli, Janice Brenner and Pat Everts for their deep involvement in the project. Caseworkers Millner and Shimberg, in addition to being heavily involved in the program as part of their work, also are accomplished musicians and often entertain children from county day care homes at picnics and other outings during the year.

Under the certified day care providers program, Otsego County caseworkers train interested mothers and help establish day care programs. A caseworker assists the day care mother in setting up her home and conducts training sessions to help the provider plan nutritious snacks and meals, share ideas for new games and projects, develop necessary skills and offer information on safety. A monthly newsletter is also published to help day care providers share new ideas.

"Our case mothers are trained to meet the needs of small groups of children. We teach them they are part of the team that cares," said Senior County Caseworker Pat Everts.

"In approving them," says Case Supervisor Carol Goodrich, "we are assuring the parents of quality day care."

Caseworker Barbara Brennan emphasized there is strong local approval of the certified day care program. "Parents want quality day care. They want to feel safe in leaving their children in the care of day mothers who can offer more individual attention to smaller groups."

A certified day care provider may provide care for up to six children at a time, depending on the ages of the children. Financial arrangements for the children are made privately with the parents.

Under the program, certified day care providers are paid \$6 per by the County Department of Social Services for each child if that child is at the day care home for more than four hours. The rate is \$3.50 per child per day for four hours or less. The total fee to a certified day care provider for a five day week of full-time day care for six children is \$180.

Caseworker Brennan noted, "We not only supervise, but we can



also help provide customers" to certified homes. One day care provider said that some people providing care privately for children do not know about the unique program, suggesting "If they took the time to investigate, they would probably sign up with the county."

People interested in information on the certified day care program in Otsego County should contact the Otsego County Social Services Department for complete details.



**IN TUNE WITH TOTS**—Otsego County Department of Social Services Caseworkers Robert Millner, left, and Joel Shimberg are also accomplished musicians who entertain children enrolled in certified day care programs in Otsego County.

-Photo courtesy of "Oneonta Daily Star"

**'... assuring the parents of quality day care'**

**LEAP**  
LOCAL 1000, AFSCME, AFL-CIO  
**CSEA**  
**Labor Education Action Program**

**AN IMPORTANT REMINDER**—Registration for the spring, 1986 courses offered by LEAP closes **NOVEMBER 25, 1985**. Any interested state employees in the CSEA/State ASU, ISU or OSU bargaining units wishing to enroll **MUST** register by **NOVEMBER 25**. Applications must be **RECEIVED** by November 25 (not postmarked) in order to be considered. For further information on LEAP courses, consult your agency training officer or your CSEA Local president. Or you may call the CSEA/LEAP office at (518) 434-0191.

LONG LINES AT DMV have been the result of serious understaffing of DMV employees by the state, despite the fact such positions are funded in the state budget.



# State's refusal to fill vacancies the reason for long lines at DMV; inmates plan rejected

By Steve Madarasz

CSEA Communications Associate

NEW YORK CITY—CSEA has labeled as 'irresponsible' a plan by the state Department of Motor Vehicles to use prison inmates to handle telephone inquiries in an effort to clear bureaucratic backlogs at DMV's New York City offices.

CSEA President William L. McGowan, pointing out the backlogs are due to the state's refusal to fill vacant DMV positions that are funded in the state budget, said "New York created this problem, but they aren't really correcting it."

McGowan charges the state is handling the whole situation irresponsibly. "The long lines and delays at DMV are the state's fault. But rather than dealing with the situation the way they're supposed to, by hiring appropriate personnel, they're going to employ convicted criminals at slave-labor prices. And who knows

what they or the public will get for the money...it's a disservice to everyone."

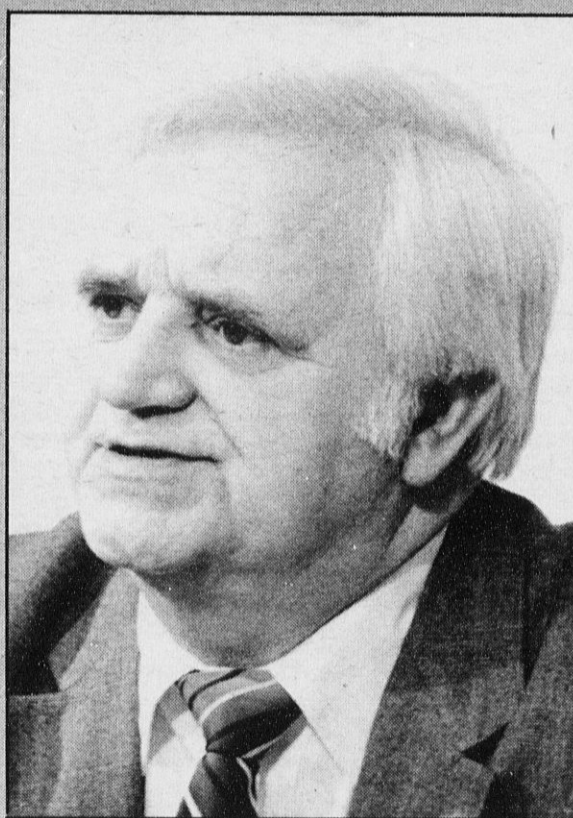
Under the DMV proposal, female inmates would handle telephone inquiries on special lines set up in the Bayview Correctional Facility in Manhattan, and would be paid 50 to 60 cents per hour.

Metropolitan Region II President George Boncoraglio said, "It's as if the state is trying to give public employees a black eye. If these inmates give the public a bad impression, people will blame it on our people. People are always getting mad at our members at DMV, but this situation shows that the state is really preventing the system from working."

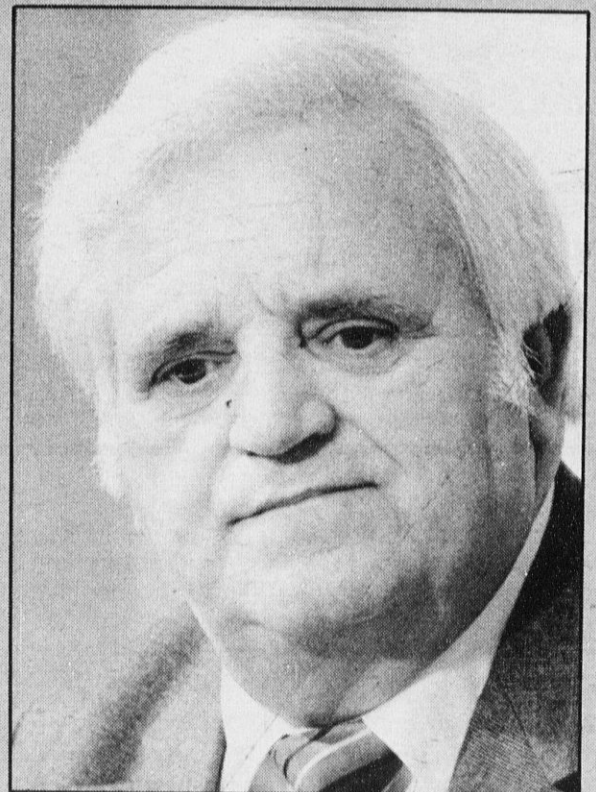
Both McGowan and Boncoraglio stressed that CSEA does not oppose employment and training programs for inmates. But, they insist, such programs should be appropriate and not create negative side effects for the public or the state workforce.



"IT'S AS IF THE STATE IS TRYING TO GIVE PUBLIC EMPLOYEES A BLACK EYE," states Region II President George Boncoraglio.



"NEW YORK CREATED THIS PROBLEM..."



BUT THEY AREN'T REALLY CORRECTING IT," says CSEA President William L. McGowan.



## Political action rates kudos for boosting union power

By Ron Wofford  
CSEA Communications Associate

BUFFALO—CSEA's 75 years of struggle for progress on behalf of public employees was the focus of a recent conference in Region VI.

"We have come a long way, but we're by no means where we should be yet," said Region VI President Robert Lattimer who anchored a forum panel that looked at the past, present and future of the union on the occasion of its 75th anniversary. He was joined on the panel by CSEA attorneys James Featherstonhaugh, chief lobbyist, and James Roemer, general counsel.

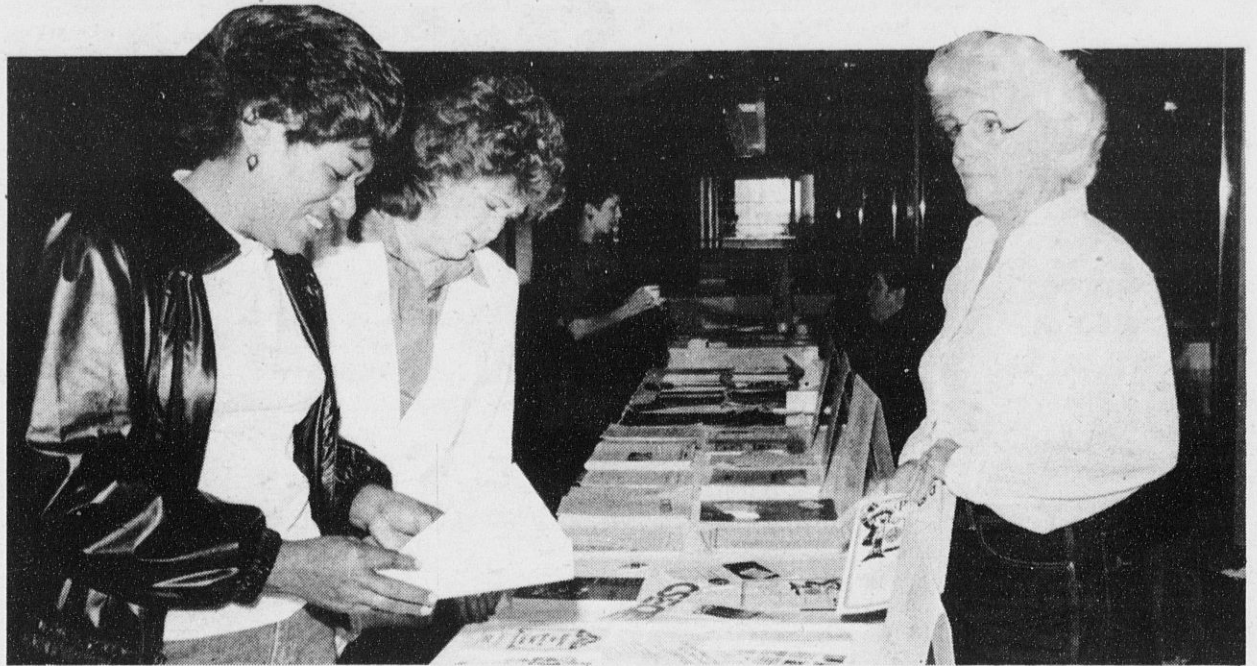
The progress gained for CSEA members has been boosted greatly by the union's involvement in political action, the panelists observed.

Featherstonhaugh cited a long list of political action accomplishments that have resulted from legislative initiatives in Albany. He noted that it's just the beginning.

"We are just beginning to see the fruit of the efforts of our political maturity. Even if your endorsed candidates do not win the elections, your bosses will respect you and your organization and most likely will listen to you much more carefully in the future."

He noted also that the union is better targeting its political strength.

"Our main focus in political action should always be on budgetary matters as they pertain to collective bargaining. After all, we are in the business primarily to improve the lot of our members," Featherstonhaugh said.



FYI—Betty Williams of Rochester PC Local 420, and Pat Gooden of Monroe County Local 828 check out info displayed by Pat Pflieger, Region VI CWEP Representative.

On the long list of accomplishments that CSEA has made in the political arena are the union's pushing for: Social Security protection, agency shop, repeal of the probationary penalty after a strike, and initiatives that have benefitted the general public.

"This organization is backed up all the way from local townships to regional, statewide, and national clout," said Roemer. "The ripple effect of this knowledge should assist our local government units in achieving fair contracts because the local government authorities must know that they are dealing with more than that particular unit," said Roemer.

Speaking of the progress charted for CSEA members in the future, he said that a computer system will be valuable to local government negotiators for comparing contracts and concentrating as much expertise as possible in gaining fair bargaining agreements. He also cited staff rating, an improved labor/management system, and continued communications as developments that will benefit members.

Roemer noted that contracting-out is one area that will continue to require vigilance by union activists.

"Our fight will be not only against the actual contracting-out, but to educate the public as to the great cost to taxpayers. Many do not realize that employees of private contractors are not prohibited from striking, as our employees are. This makes striking legal by private contractor employees and this goes against the intent of the Taylor Law and hampers the delivery of services to the public."

## Staffers honored

BUFFALO—At the recent conference here, Region VI President Robert Lattimer presented two former regional employees with plaques of appreciation for "dedicated and meritorious service" to the membership.

The two men honored were Jack Carey, former director of Collective Bargaining, and Stephen Wiley, CSEA attorney who had worked in the region.

Carey is now the director of the Committee on Work Environment and Productivity (CWEP), and Wiley has been assigned to other duties in the CSEA legal office.

The staffers both praised the spirit of volunteer activism among Region VI members, and stated that they would continue the positive relationships that developed during their years of working with Region VI members.

**IN APPRECIATION**—Jack Carey, left, and Stephen Wiley (seated) were recent recipients of plaques of appreciation from Region VI. Joining in the occasion are, from left: Region VI Treasurer Jim Kurtz, Vice President Sara Sievert, President Robert Lattimer, Vice President Florence Tripi, and Vice President Tom Warzel.



## Regional director spent 17 years with CSEA

# Bill Griffin retires' served 40 years in the labor movement

Bill Griffin closed out nearly 40 years of involvement in the labor movement, the past 17 with CSEA, when he officially retired on Oct. 25.

Griffin joined CSEA as a field representative in 1968, and had served as regional director of CSEA's Long Island Region I since 1979. Prior to joining CSEA, Griffin was a long-time activist and official with the International Union of Electricians.

Griffin was honored at a surprise retirement dinner attended by 200 CSEA members recently, and at a retirement dinner given by members of CSEA's Region I staff and their spouses.

A successor to Griffin is expected to be named shortly. In the meanwhile, Region IV Director John D. Corcoran is on temporary assignment as Region I director, and CSEA Director of Occupational Safety and Health Jim Corcoran is serving as acting Region IV director.



**BILL GRIFFIN** — retires after nearly four decades of union activity.

## Local cites Zummo on decade of work

HAUPPAUGE — For the past decade, State DOT Region 10 CSEA Local 508 has been one of the locals on Long Island served by Field Representative Nat Zummo. As part of a general reassignment of staff, Zummo will take on other locals and units, and Field Representative Michael Aiello will now service Local 508 as part of his assignments.

In appreciation of 10 years of service, Local 508 recently presented a plaque to Zummo. "Thank you for 10 years of excellent service to Local 508. You will be missed," said Local 508 President Lou Mannellino in presenting the plaque.

Long Island Region I President Danny Donohue noted, "We have reassigned some of our field staff to new areas they haven't have the opportunity to service yet. It's important that the staff have a well-rounded understanding of the different locals and units."



**FIELD REPRESENTATIVE NAT ZUMMO**, second from right, holds plaque of appreciation presented by DOT Local 508 President Lou Mannellino, second from left. At left is Region I President Danny Donohue, and at right is Region I Director William Griffin, who has since retired (see story above).



**OFFICERS OF NEWLY ORGANIZED Village of Cornwall-On-Hudson CSEA Unit** were installed recently. From left are Region III Field Representative Larry Natoli, who will negotiate the unit's first contract; Region III Organizer Jim Farina, Unit President Carroll F. Cocks; Treasurer Dolores Farley; Vice President Michael Carbone; Secretary Maura Ferreira; CSEA Region III President Pat Mascioli, and Orange County CSEA Local 836 President Frank DeLauri.



**CANDY SAXON**, a member of Niagara County Local 832, displays designs she has prepared for use as a CSEA Region VI lapel pin. A regional committee is expected to announce its choice soon.



# Is this building going up FOR SALE?

## At Montgomery County Infirmary 182 jobs could be at stake



**4 SALE?**—The future is uncertain for the 120-bed Montgomery County Infirmary following the release of the county's tentative 1986 budget.

**THE LAST TO KNOW**—Montgomery County local and unit officials learned about the possible sale of their facility by reading about it in the local newspapers after repeatedly being told by management personnel that such rumors were false. Pictured looking over an article are, from left: Gary China, Infirmary Unit vice president; Vicky Voorhis, unit president; and William Zippiere, local president.

**By Dan Campbell**  
CSEA Communications Associate

AMSTERDAM—The Montgomery County Infirmary, a 120-bed facility built in 1970, either may be put up for sale or its 182 county employees contracted out, according to public statements made by County administrator Grover C. Dodd.

In his tentative 1986 operating budget, Dodd strongly recommended that the county supervisors consider divesting the county of the facility which, he said, faces a "dismal future" due to cutbacks in Medicaid reimbursements and increases in operating costs.

In response to Dodd's comments, CSEA Local President William Zippiere noted that the administrator never even discussed with the union the fiscal plight of the infirmary in recent contract negotiations or in on-going labor/management meetings.

"We've heard rumors for the past two months.

But anytime we asked if there was any truth behind the whispers, management people just shook their heads no," Zippiere said.

In order to give the 182 county infirmary workers the best representation possible in light of this new development, Zippiere said he has enlisted the full support of the Capital Region office and CSEA headquarters in Albany.

While the county administrator is talking about selling the facility or contracting out the workers, Howard Brown, chairman of the County Board

of Supervisors and head of the Infirmary Committee, is saying that any such moves would be a mistake.

Speaking to various local media, Brown cited the extravagant buying of equipment in this year's budget as one of the causes of the infirmary's deficit situation.

"Right now, one department is in trouble," Brown says. "If one department's in trouble, the other departments should have to suffer with it. Instead, every department has turned in requests for big increases in equipment. It appears that a lot of cuts can be made in this tentative budget."

Zippiere has informed the county of the union's desire to become actively involved in pursuing a realistic solution to the problem.

"We know that contracting-out and layoffs don't work. In both situations, our members and the patients in the infirmary get hurt," he said. "We hope that the county administration and the board of supervisors are aware of this fact."

**“If one department's in trouble, the others should have to suffer with it. A lot of cuts can be made in this tentative budget.”**

# Two major reports to affect thousands

The results of two major studies directly affecting state employees represented by CSEA were released jointly last week by CSEA and the state. Both studies will also impact upon other state workers represented by other unions. Released were results of a Comparable Worth study conducted by the Center for Women in Government, and results of an Arthur Young and Company study of the state's classification and compensation system. Both reports recommend sweeping changes, but at this point the reports are just that—recommendations. "We now have the data on which to build an affirmative pay equity and classification and compensation policy for the entire work force. The findings must now be analyzed and integrated into the design of a new state system for classification and compensation for all titles in the state structure," noted Thomas Hartnett, director of the Governor's Office of Employee Relations. Release of the reports raised many questions from public employees, and CSEA is attempting to answer the most commonly asked questions on these pages. The Public Sector will continue to report on the progress of efforts to implement many of the recommendations contained in both reports as developments occur.

# System overhaul recommended by massive study of classifications

ALBANY—The state has released the long-awaited job classification study done by Arthur Young and Company, a three-part, 1,500-page report representing the first such study done in over 30 years.

The report proposes "a thorough overhaul or replacement of the existing system" because "the existing job classification system will not be able to meet the needs of the state in the future."

Key recommendations include reducing the number of job titles, preparing new classification

standards and creating extra pay differential for employees in hazardous jobs.

The study also plays a role in achieving pay equity since it identifies pay disparities which currently exist between job titles predominately filled by men and those predominately filled by women. A spokesman for the Governor's Office of Employees Relations said "there will be no reduction in male salaries in existing job titles."

CSEA and the state will soon begin reviewing the consultant's findings in great detail.

# Details still to be worked out on pay equity recommendations

ALBANY—Will thousands of state employees represented by CSEA be sharing \$35 million in pay equity adjustments?

The answer is "yes," BUT employees are cautioned to "read the fine print" first.

The "fine print" is that results of a just released Comparable Worth study are strictly recommendations. Nevertheless, CSEA President William L. McGowan calls them "amazing, right on target."

McGowan was joined by Thomas Hartnett, director of the Governor's Office of Employee Relations, in releasing the study which is the first step in a complicated process designed to end wage discrimination in the state workforce.

The Center for Women in Government, an arm of the State University of New York, undertook the report, which was based on questionnaires received from 25,852 state employees in 2,582 job titles. The study revealed that "female-dominated job titles in the NYS system are paid less than other job-titles which have different duties but are of comparable job value."

Approximately 60,000 state workers in 185 job titles, held mostly by women and minorities, are undervalued. Estimates of undervaluation range from just under one pay grade to two and one-half pay grades. The average undervaluation is one and one-half pay grades.

"The research shows that many state positions predominately occupied by women and minorities are underpaid as compared to similar positions held by other New York state government employees," said McGowan. "The study is a good example of labor and management working

together, and I would hope that these proposals will be implemented as early as possible."

Hartnett warned, "I cannot tell you today the precise number of employees, women and minorities, who will be impacted by compensation adjustments. It is equally difficult to project with absolute accuracy the dollar amounts of those adjustments."

Efforts to promote pay equity now move to the action stage. The state is establishing an "Implementation Project Team" to review study findings and determine salary adjustments which will be paid during the next two fiscal years (April 1, 1986—March 31, 1988).

Adjustments will be paid using funds set aside during recent contract negotiations between CSEA and the state. They total one percent of CSEA payroll during the next two fiscal years. \$35 million will be available starting April 1, 1986.

Says McGowan, "CSEA had the foresight, concern and commitment not only to identify the problem, but also to fund a solution."

CSEA and the state agreed to do the \$673,000 Comparable Worth study three years ago. Its objective was to (1) determine whether the salaries of female-dominated and disproportionately minority job titles accurately reflect their value or if the salaries are artificially depressed because women and minorities fill these jobs; and (2) to pinpoint specific job titles that may be undervalued.

The study relies heavily on statistical procedures for gathering information about job duties, for analyzing the data and for estimating appropriate salary grades for female-dominated and disproportionately minority job titles.



# WHAT ARE YOUR FEELINGS ABOUT COMPARABLE WORTH?

Where asked: Long Island Region I

# Questions and answers

So that readers of The Public Sector can better understand the issue of pay equity, we have asked William Blom, director of Research for CSEA, to answer frequently asked questions dealing with the studies and the potential effect on members.

## There are two studies: comparable worth and the classification study. What's the difference between the two?

The comparable worth study, which was initiated by CSEA in the 1982-85 contract agreement with the state, measured undervaluation of those state jobs which are predominately occupied by females and significantly held by minorities.

The classification study, done by Arthur Young and Company, makes recommendations as to how the state should create a more equitable system in classifying and allocating job titles.

## Will these studies just affect women and minorities?

No. Although the comparable worth study is aimed at positions occupied by women and minorities, the combined results of both studies should have an effect on all state titles.

## When can upgraded state employees see a salary change?

It will be done on a gradual basis beginning April 1, 1986 and ending March 31, 1988.

## Some job titles show a three and four grade difference between current levels and recommended salary grade. Does this mean, for example, that a grade 3 typist would jump to a grade 7 as the comparable worth study recommends?

Not necessarily. The predicted salary grades in the comparable worth study—and I want to underline this—are only recommendations. The comparable worth study along with the Arthur Young classification study will be used together. This means that salary grades, when both studies are applied, could be adjusted either upward or downward.

## If my job title is downgraded, does this mean I will make less money?

No. Current employees will not lose any money as a result of these two studies. However, once the Arthur Young classification study is fully implemented, some titles may be downgraded for future employees in some titles.

## Is there a cap or limit on the amount of increase an employee can receive?

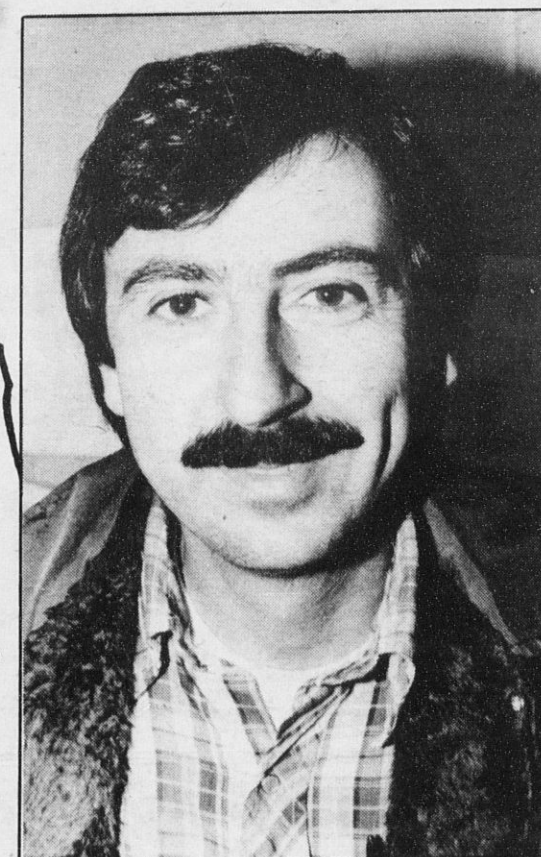
Yes. Adjustments will be treated as reallocations which means that an employee occupying a position which is upgraded cannot receive an adjustment which would increase his or her annual salary to an amount greater than the job rate of the higher grade, plus \$1,500.



CSEA Director of Research William Blom

## Where is the money coming from for these raises?

The money was negotiated by CSEA in its current contract (1985-88) with the state. Money will be set aside by the state during the second and third years of the contract to implement these studies.



RICHARD GUARISCO—DOT Inventory Control

"It's a worthwhile issue. In a way comparable worth is like when we work out-of-title, we expect to be paid for the responsibility we have during that time. If a person does a job that should be worth more money, then they should get more money."



GILDA WEINER—DOT Transportation Office Assistant I

"To me comparable worth means trying to make salaries more comparable by comparing, not titles, but responsibilities, to come up with a comparable wage. This is something that would affect us in the administrative services. We have to pass a test and then wait on a list to be called for a job. There are other positions which pay a lot more money and no test is needed. I think comparable worth should be thoroughly investigated and end in comparable salaries."



FRANCES FRONZO—DOT Transportation Office Assistant II

"I'm in favor of comparable worth but I don't think I'll see it in my lifetime. It's especially needed in this type of office. They can't run without us but we don't make as much money as, let's say, an assistant foreman. We have plenty of responsibility, too."

## Bomb dropped on Suffolk school district

...

# Bomb search not part of janitors' job

...

Ban may be  
precedent for  
other counties  
throughout state

By Brian Baker  
Associate Editor

ALBANY—A recent ruling by the Suffolk County Civil Service Department has ended a long-running dispute over whether custodians should be required to conduct searches of school buildings there in the event of a bomb scare.

A letter Oct. 15 from the Suffolk County Civil Service Department to the superintendent of the Copiague Union Free School District confirmed a position that CSEA had been trying to establish for almost two years: that searching for bombs is not the work of maintenance workers and that they should evacuate a build-

ing just as other school personnel during a bomb scare.

The Civil Service Department's letter stated that "Bomb search activities are not a part of the job description for any level of custodial or maintenance titles" and "these duties must not be assigned" to personnel in these job categories.

The decision, which is an obvious win for members in Suffolk County, sets a precedent that could have far-reaching effects, according to CSEA officials. CSEA Executive Vice President Joseph McDermott indicates that the ruling "opens the door" for similar decisions that would protect the safety of public employees in other maintenance jobs in the state. "It just makes good logical sense that you don't send workers who have no training or special protective equipment on a bomb search which could endanger their lives. We don't believe our members should be searching for bombs in the schools or anywhere, and hope the Suffolk ruling convinces other counties of that," said McDermott.

He added that the union would "stand behind" members who refused to search or stay in a building during a bomb scare.

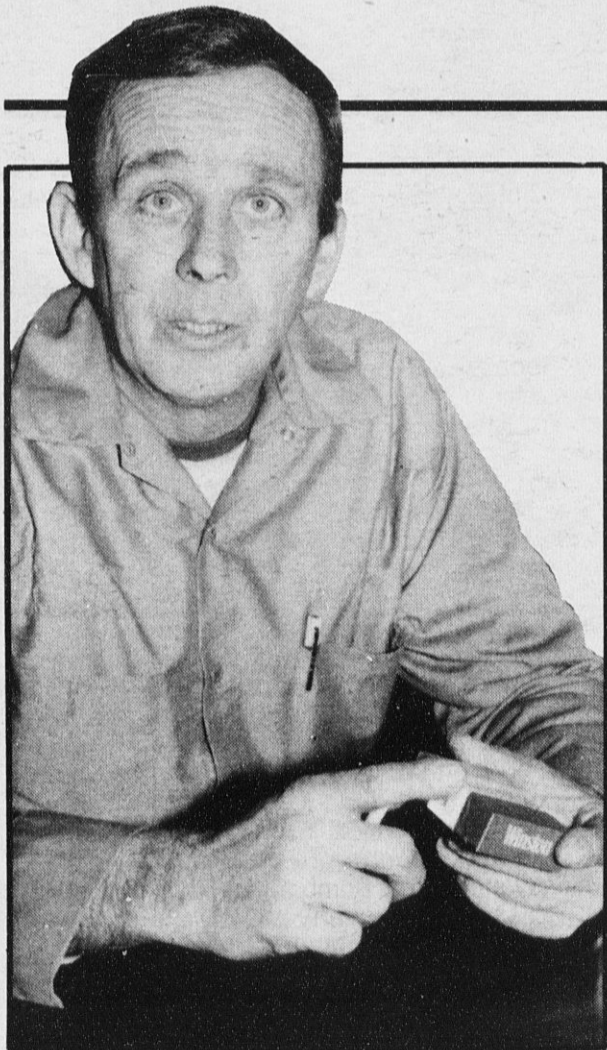
Although the letter is directed only to the Copiague district, it applies to school districts throughout Suffolk County, CSEA Attorney John Mineaux explains.

"This is certainly applicable to—and binding upon—any other school district within the county which employs custodial or maintenance people. Searching for bombs is clearly unlaw-



Searching for bombs is clearly unlawful as out-of-title work in all cases.

JOHN MINEAUX



We were risking our lives to do a job that wasn't even part of our titles.

MICHAEL CURTIN

# 'Why were my guys looking for bombs?'

## CSEA unit president finally gets answer

"I just couldn't figure out why my guys were looking for bombs when the police department had a bomb squad with men that were paid \$40,000 a year for the job."

That's the way Michael Curtin has felt ever since he first gave serious thought to the danger he and other custodians and maintenance men were placed in every time they were asked to search a school during a bomb scare.

"We were risking our lives to do a job that wasn't even part of our titles," said Curtin, unit president of Copiague School District and executive vice president of Suffolk County Educational Local 870.

Of course, not everyone agreed. Not principals, the police, nor school district superintendents. Curtin says he pretty much accepted orders to search school buildings during bomb scares—until one of his workers questioned it. After giving the matter some consideration, he was convinced that the worker was right, and committed himself to seeing the policy changed.

"I had a custodian working for me at the time who had a couple of young kids and was afraid for their sakes of getting killed or injured if a bomb should go off. One day when we actually had a scare, he told me he didn't want to go. I said, 'Aw, come on. Are you serious?' He said 'yeah.' I thought about it for a little while and said 'Okay, maybe you have a point.'"

Both men refused to search for the bomb when the order came, and Curtin says the

ful as out-of-title work in all cases," said Mineaux.

CSEA Health and Safety Director James Corcoran reinforced the point, noting that the "ruling doesn't apply to this one school district exclusively but to all the school districts in Suffolk County."

Since decisions of each county civil service department or commission are made independently, it does not directly apply to school districts in other counties. However, the ruling is likely to have an indirect impact, especially in school districts where bomb threats are a regular problem.

"The position in this letter sets a precedent, and it would be difficult for another county to come out with something different," said Corcoran. "However, the issue would have to be raised by school districts in other counties for a decision which would apply to workers there."

Larry Scanlon, CSEA coordinator of School District Affairs is confident that the ruling can and should be used as a springboard for a uniform policy on bomb searches in school districts across the state.

"We've had a number of complaints from school custodians in other districts," he said. "This ruling is the basis of a good argument for them. They can be sure now that they're not coming out of left field and can take heart that if we were successful in Suffolk County we can win in their area."

McDermott noted that policies protecting public employees from dangers associated with bomb searches should apply not only in school districts but also in other public workplaces.

"We want to encourage an awareness of the ruling not only among workers in schools in the other counties but also in municipal units and state agencies," said McDermott. All of our members should know that they have the union's support on this issue."



*Our members should know that they have the union's support on this issue.*

JOSEPH MCDERMOTT

## Switched around

If an entire school building is evacuated during a bomb scare, should switchboard operators have to sit it out inside waiting for telephone calls?

School superintendents think so. When the Copiague super learned of the Suffolk County Civil Service Department decision on custodians and maintenance people, he immediately told the switchboard operators that they would have to remain on duty while a bomb search was being conducted.

"Most of these women don't want to sit there during a bomb scare," says Michael Curtin, executive vice president of Suffolk County Educational Local 870. "But they're afraid of the superintendents, so what's happening is they're emptying the buildings and leaving them at the switchboards."

According to CSEA Attorney John Mineaux, the union has contacted the New York State Department of Labor on the matter of the switchboard operators. Department Deputy Commissioner Stuart Shrank told Mineaux that he knew nothing of the controversy but expressed some sympathy for the workers' cause.

"He said he found it 'personally repugnant' that this is going on, possibly endangering the lives of public employees. He said he would run the issue by the department's attorneys," said Mineaux.

CSEA's legal department is now gathering information which Shrank requested for presentation to his own lawyers.

principal and the assistant principal ended up assisting the police.

Then, in the early months of 1984, the Copiague Public School system was getting frequent bomb threats. Curtin started getting complaints from custodians throughout the Suffolk school system.

"I got many comments from custodians and maintenance workers who were concerned about their safety. They didn't think it was their job to search school buildings for bombs. And it seemed to me they made sense," said Curtin.

Curtin had numerous meetings with Superintendent of Schools George Apuzzi in which he expressed his concern for the safety of members during bomb searches and underscored the fact that the activity clearly was not in the civil service job specs of any custodial or maintenance personnel. But Curtin says each meeting brought him little satisfaction that members would be protected.

"Each time Apuzzi would end the meeting the same way, saying that it was the custodians job to assist the Suffolk Police Department in searching the schools for bombs," said Curtin. "I told him he was inviting problems. Just around that time a police officer in New York City had won \$3.5 million in a law suit against the department for getting his arm blown off in a bomb search. I could see the same thing happening with us."

In March of last year, Local 870 President Walter Weeks sent a letter to the police department asking for its position on the issue. The response offered good news and bad news, but mostly bad. The police department's letter stated that it was not its position that custodians must remain in a building after an

evacuation is ordered. But it did require the assistance of custodial workers in a search upon arrival of police officers.

"Obviously, we weren't happy with that answer, so we sent some letters off to the Suffolk County Civil Service Department asking for its position," said Curtin. "We never got an answer back.

With summer recess and the fall term came a long period when the school district received no bomb threats.

"The issue was almost forgotten among members," said Curtin, except that in September the district held a seminar on bomb searching. "It was clear the school district was trying to reinforce the idea that our people should search for bombs," he said.

At a CSEA Board of Directors meeting about that time Curtin asked President William L. McGowan whether members had the right to refuse to look for bombs. McGowan told them they did. But the problem was that they could be charged with insubordination if they did. He suggested that Curtin seek assistance from the legal department.

Curtin then got in touch with CSEA Attorney John Mineaux who advised sending a letter to each Suffolk County school district superintendent for a position statement on the issue from the district. After a volley of correspondence, it was clear the school districts were not willing to budge, and union efforts were temporarily stymied.

Last spring, Curtin said he contacted Ken Brotherton, Region I OSH specialist, for assistance.

"My response was that we could turn in a complaint to the Department of Labor Division

of Health and Safety. But I was not sure what the outcome would be because it didn't violate any OSHA standard," said Brotherton. "However, I felt it was a violation of the PESH Act, Article 27 a 3a, which deals with failure of the employer to supply a safe and healthful place to work."

Because of the lack of any specific OSHA standards, the legal department decided to try another approach. In May, Mineaux sent the Suffolk County Department of Civil Service a letter stating the union's opinion that searching for bombs is out-of-title work for custodians or maintenance personnel. The department was asked for its opinion on the issue. Two months later, Mineaux still had not received a response.

"We sent another letter, this time indicating that we'd take the issue to the county legislature if we didn't get an answer," said Curtin. "Apparently, they didn't want things to advance to that stage because we got our response."

A letter from the department dated Oct. 15 from Paul Greenberg, chief of classification, clearly stated that bomb search duties must not be assigned to any level custodial or maintenance personnel.

"We got what we set out to accomplish," said Curtin. "The school districts were trying to make bomb searching a normal duty and I wanted to make sure my custodial and maintenance men wouldn't get this whole thing thrown at them and somehow worked into their job specs.

"We had to beat the police, the school district and the Civil Service Department to get it done, but we did it."

# Health insurance transfers may be made in November

OPTIONS	EFFECTIVE January 1, 1986	COVERAGE	BI-WEEKLY COST
<b>THE EMPIRE PLAN</b>		Ind	\$ 3.47
Blue Cross hospitalization; Metropolitan medical surgical/major medical; prescription drug coverage for enrollees who are not receiving prescription drug benefits from an Employee Benefit Fund.		Fam	13.48
<b>BLUE CHOICE</b>		Ind	0
150 E. Main St., Rochester, NY 14647 (716) 454-1700		Fam	7.49
<b>CAPITAL AREA COMMUNITY HEALTH PLAN (CHP)</b>		Ind	0
1201 Troy-Schenectady Rd., Latham, NY 12110 (518) 783-3110		Fam	9.76
<b>CAPITAL DISTRICT PHYSICIANS' HEALTH PLAN (THE HEALTH PLAN)</b>		Ind	.37
301 So. Allen St., Albany, NY 12208 (518) 482-0214		Fam	12.41
<b>CHOICE CARE</b>		Ind	1.13
50 Charles Lindbergh Blvd., Uniondale, NY 11553 (516) 222-1460		Fam	20.67
<b>COMMUNITY BLUE</b>		Ind	0
237 Main St., Buffalo, NY 14203 (716) 847-2700		Fam	4.30
<b>ELDERPLAN</b>		Ind	0
1276 50th St., Brooklyn, NY 11219 (718) 871-7526		Fam	0
<b>NOTE: Serves only Primary-Medicare eligibles over age 65</b>			
<b>EMPIRE—HMO (formerly BC/BS of Greater NY)</b>		Ind	7.31
3 Park Ave., New York, NY 10016 (212) 481-2883		Fam	30.08
<b>FOUNDATION HEALTH PLAN (FHP)</b>		Ind	0
4513 Old Vestal Rd., Binghamton, NY 13902 (607) 729-9318		Fam	16.81
<b>GENESEE VALLEY GROUP HEALTH</b>		Ind	0
150 E. Main St., Rochester, NY 14647 (716) 454-1700		Fam	11.74
<b>HEALTH CARE PLAN (HCP)</b>		Ind	0
900 Guaranty Bldg., Buffalo, NY 14202 (716) 847-1480		Fam	2.23
<b>HEALTHSHIELD</b>		Ind	0
160 Union St., Poughkeepsie, NY 12601 (914) 471-2800		Fam	22.15
<b>HEALTHWAYS</b>		Ind	4.79
Parkway Towers, 485A U.S. Rt. 1, Iselin, NJ 08830 (201) 636-6200		Fam	36.55
<b>HIP-HMO OF GREATER NEW YORK</b>		Ind	0
220 W. 58th St., New York, NY 10019 (212) 664-1010		Fam	14.82
<b>INDEPENDENT HEALTH ASSOCIATION (IHA)</b>		Ind	0
4510 Main St., Buffalo, NY 14226 (716) 839-2932		Fam	.25
<b>KAISER HEALTH PLAN OF THE NORTHEAST</b>		Ind	0
7-11 So. Broadway, White Plains, NY 10601 (914) 682-7720		Fam	17.81
<b>MID HUDSON HEALTH PLAN (MHP)</b>		Ind	0
Pine St. Professional Park, Kingston, NY 12401 (914) 338-0202		Fam	11.58
<b>MOHAWK VALLEY PHYSICIANS HEALTH PLAN (MVP)</b>		Ind	0
108 Union St., Schenectady, NY 12305 (518) 370-4793		Fam	13.86
<b>PREFERRED CARE</b>		Ind	0
259 Monroe Ave., Rochester, NY 14607 (716) 325-3920		Fam	9.76
<b>PREPAID HEALTH PLAN (PHP)</b>		Ind	0
8278 Willett Pkwy., Baldwinsville, NY 13027 (315) 638-2133		Fam	13.01
<b>RUTGERS COMMUNITY HEALTH PLAN (RCHP)</b>		Ind	1.37
57 U.S. Highway One, New Brunswick, NJ 08901 (201) 249-5700		Fam	13.71
<b>ROCHESTER HEALTH NETWORK (RHN)</b>		Ind	0
500 East Ave., Rochester, NY 14607 (716) 442-0100		Fam	10.64

## The Empire Plan

On January 1, 1986, the current options of the State Health Insurance Program, the Statewide Plan and the GHI Option, will be replaced by the Empire Plan.

The Empire Plan is a program designed to combine the best features of the Statewide Plan and the GHI Option into one, cost-effective, comprehensive health benefits package. The Empire Plan features:

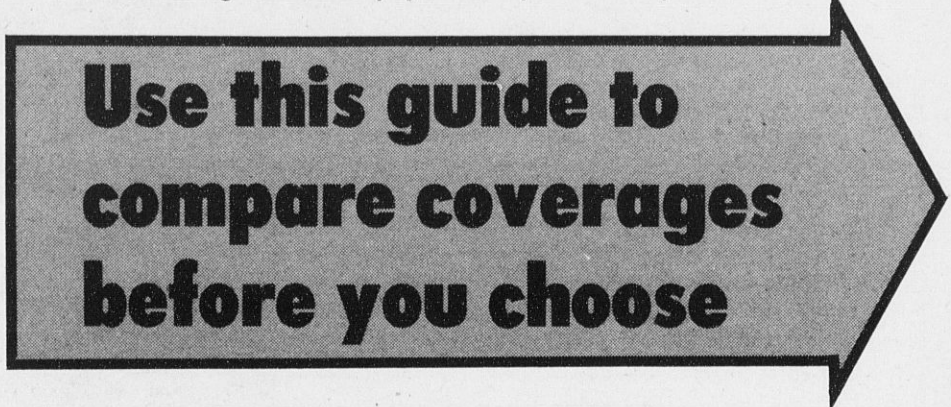
- Blue Cross hospitalization which provides 365 days of paid-in-full inpatient hospital coverage plus a wide range of other paid-in-full hospital benefits.
- A two-part Medical Expense Benefit Plan, underwritten by the Metropolitan Life Insurance Company:
  1. A Participating Provider Program which offers paid-in-full benefits when covered medical services are rendered by a Participating Provider.
  2. A Major Medical Program which reimburses for the reasonable and customary charges for covered services rendered by non-participating providers, subject to deductible and coinsurance.
- Prescription Drug Coverage (for enrollees who do not receive prescription benefits from an Employee Benefit Fund).

All Employees who remain enrolled in the Statewide Plan or the GHI Option during the Option Transfer Period will automatically be enrolled in the Empire Plan on January 1, 1986.

The month of November has been designated as the Option Transfer Period for the State Health Insurance Program. State employees may choose, during the Option Transfer Period, to enroll in either the new Empire Plan or in one of the 21 Health Maintenance Organizations (HMOs) now available.

All employees enrolled in the Statewide Plan or the GHI Option will automatically be enrolled in the new Empire Plan when that plan becomes effective Jan. 1, 1986 unless you exercise your option to enroll in an HMO during November. No action is required by those currently enrolled in Statewide or GHI who wish to be covered by the Empire Plan—your coverage will be transferred automatically.

Employees currently enrolled in an HMO who wish to enroll in the Empire Plan or transfer to another HMO must complete the required option transfer form during November. CSEA does not officially endorse enrollment in either option over the other. Your selection of health insurance is a personal matter. However, CSEA strongly urges you to very carefully compare coverage and other considerations of the Empire Plan and the HMO choice before making your selection. The following guide to health insurance options is designed to help you compare the options.



**Use this guide to compare coverages before you choose**

## How To Change Your Option

- If you wish to change your Health Insurance Option, obtain a Health Insurance Transaction Form (PS-404) from your agency payroll or personnel office.
- On page two of the PS-404, complete items 1, 2, 3, 6, 7 (if applicable), 13, 18 (if applicable) and 19. In item 13, always check Box 3. Write in the name of the option you want. If your answer in item 8 is "yes" also complete a Coordination of Benefits Form (PS-600).
- THE PS-404 MUST BE COMPLETED AND SIGNED DURING THE MONTH OF NOVEMBER 1985.
- Return the form to your payroll, personnel or health insurance office.
- For HMO enrollees: Check whether the HMO you have selected requires that you also complete its own separate enrollment form. If so, completion of the form at this time will speed up the processing of your enrollment by the HMO. **BUT EVEN IF YOU COMPLETE AN HMO'S OWN ENROLLMENT FORM, YOU WILL NOT BE ENROLLED IN THE HMO UNLESS YOU ALSO COMPLETE A PS-404 AND SUBMIT IT TO YOUR AGENCY HEALTH INSURANCE OFFICE.**
- When your option transfer request has been processed, you will be issued identification cards and, if necessary, your payroll deduction will be changed.
- Coverage under the new option will begin on January 1, 1986, for all employees.

**Remember**, if you are currently enrolled in the Statewide Plan or the GHI Option, you will automatically be transferred to the Empire Plan on January 1, 1986, unless you change to an HMO during the November Option Transfer Period.

## The HMO Choice

As an alternative to the Empire Plan, State employees may select coverage through one of 21 available Health Maintenance Organizations (HMOs) located throughout New York and in New Jersey.

Since HMOs actually provide medical care rather than reimburse for medical expenses, an enrollee must reside in the area served by a particular HMO to be eligible to enroll in it. All medical care for HMO members must be provided by or authorized through the HMO. Depending on the type of HMO, medical care is provided either at a central health care facility or at the office of an affiliated provider. There is usually a nominal fee at the time service is provided.

The benefits, eligibility requirements and administrative features of an HMO may differ significantly from those of the Empire Plan. Therefore, anyone contemplating enrollment in an HMO is advised to obtain full information on the HMO's coverage before enrolling.

**HEALTH INSURANCE BENEFIT GUIDE**  
FOR NEW YORK STATE EMPLOYEES REPRESENTED BY CSEA, PEF & DC-37

**Instructions:** The column entitled "services" lists some of the common hospital and medical services for which coverage is available. The column labeled "Empire Plan" contains a brief description of the coverage provided for listed services by the Empire Plan. The column entitled "HMO" is a summary of the coverage offered by all twenty-

one HMO's. Where a particular HMO's coverage is substantially different from the others, this is noted. If there are great variations in coverage for a particular service among the HMO's, this is noted and you must contact an HMO for details of its specific benefits for that service.

SERVICES	EMPIRE PLAN	HMO	
Hospitalization (room, board, etc.) Semi-Private	Paid in full 365 days per spell of illness for medical or surgical care. 120 days per spell of illness for pulmonary tuberculosis or psychiatric care in a general or public hospital. Additional days available through major medical. Five days alcohol/drug detoxification in a general or public hospital.	Paid in full. Unlimited days (RHN-reimburses 80% of charges for non-Blue Cross member hospitals.) (IHA-member charged \$100 co-payment if hospitalized during first six-months of membership.) Psychiatric and alcoholism and substance abuse —varies.	
Skilled Nursing Facility Care (semi-private room)	Paid in full when medically necessary in lieu of hospitalization in an approved facility if the patient is not primary Medicare eligible.	Coverage varies. Check with your local HMO.	
Home Health Care	Paid in full when medically necessary in lieu of hospitalization or admission to a Skilled Nursing Facility when rendered by an approved provider in New York State.		
Hospice Care	Paid in full when rendered by an approved hospice program.		
H C P O H A T S P R I G E N T A S T L F C O A R R E	Accident & Emergency illness	Paid in full; within 72 hours of an accident — within 24 hours of the onset of a medical emergency.	Generally paid in full when approved by an HMO doctor. Some HMO's require \$15-\$25 co-payment when patient is not hospitalized.
	Surgery & Radiation Therapy	Paid in full.	Paid in full.
	Diagnostic X-ray & Laboratory tests	Paid in full.	Paid in full.
	Preadmission testing	Paid in full.	Paid in full.
	Physical Therapy	Paid in full in connection with related hospitalization or related surgery for up to 1 year.	Most provide paid in full coverage for short term care with no or limited long term care.
	Alcoholism Treatment	60 outpatient visits per year in a certified Alcoholism Treatment Center.	Coverage varies. Check with your local HMO.
	Hemodialysis	Paid in full.	Paid in full.
Chemotherapy	Paid in full.	Paid in full.	
In-hospital Medical Care	Paid-in-full benefits through Empire Plan participating providers. Major medical coverage for non-participating providers. Annual deductible \$130 individual, \$390 family maximum. Maximum coinsurance out of pocket \$625 per year. Employees earning \$15,000 or less in base salary on April 1, 1986 and \$15,900 or less in base salary on April 1, 1987, the maximum coinsurance out of pocket shall be reduced to \$400 — individuals must apply for this reduction. Annual maximum — \$1,000,000. Lifetime maximum — \$1,000,000.	Paid in full.	
Surgery		Paid in full when services received in the hospital. (RHN — pays up to Rochester Blue Cross schedule of allowance.) When services are received at the HMO center or Plan Doctor's office, some charge \$1-5 per visit.	
Assistant Surgeon			
Anesthesia			
Maternity			
X-ray & Lab tests			
Doctor's Office			
Voluntary Sterilization			
Routine Pediatric Care (immunizations, exams)	Paid in full through participating providers.	Varies from paid in full to \$5 per visit.	
Routine Nursery Care	Covered under major medical up to \$100. Not subject to deductible or co-payment.	Paid in full. (Preferred Care — \$75 deductible.)	
Private Duty Nursing	Covered under major medical after first 48 hours when medically necessary.	Most plans provide paid in full benefits when medically necessary. (Empire-HMO — in full after first 48 hours of care.)	
Crutches, Wheelchairs, Prosthetic appliances, etc.	Covered under major medical.	Coverage varies from none to paid in full. Check with your local HMO.	
Ambulance	Provided by admitting hospital: paid in full. Professional: \$50 plus major medical coverage. Voluntary: \$75—50 miles and over, \$50 under 50 miles.	Paid in full.	
Inpatient Treatment of Alcoholism and/or Substance Abuse	Covered under major medical — 7 weeks per year in an approved facility.	Coverage varies. Check with your local HMO.	
Outpatient Treatment of Substance Abuse	30 outpatient visits per year.	Coverage varies. Check with your local HMO.	
Chiropractic Care	Paid in full through participating provider. Covered under major medical if non-participating provider utilized.	Not Covered.	
Annual Physical	Paid in full through participating providers. Active employees age 50 or older allowed up to \$100 per year toward cost of a routine physical examination. Covered spouse age 50 or older allowed \$50 toward cost of a routine physical examination.	Coverage varies. Check with your local HMO.	
Psychiatric Care — Inpatient, Private Hospital	Covered under major medical.		
Psychiatric Care — Outpatient	Crisis intervention: 3 visits per occurrence; covered under major medical — maximum \$60 per visit; not subject to deductible or co-pay. Visits thereafter, or not related to crisis, subject to major medical deductible and co-payment; maximum payment as follows: Visits 1-10 — maximum \$48 per visit Visits 11-30 — maximum \$40 per visit After 30 visits — maximum \$30 per visit		
Physical Therapy (not provided in a hospital setting)	Paid in full through participating provider. Major medical coverage if non-participating provider utilized.		
Prescription Drugs	\$2 Co-pay card. No co-pay mail order. Provided only for enrollees not eligible for an Employee Benefit Fund prescription program.		Varies — Only enrollees not eligible for an Employee Benefit Fund prescription program have such coverage under the HMO.
Hearing Aids	Services for examinations and/or purchase of hearing aids covered under major medical up to a maximum of \$150 once every three years.	Coverage varies. Check with your local HMO.	
Other Important Features	Hospital pre-admission review program. Concurrent inpatient psychiatric review program. Voluntary Case Management.	Each HMO has its own unique program. Check with the HMO for specific details on the coverage.	

**Special Union Enhancement**

In addition to the Empire Plan Benefits, the following enhancement has been provided:

- If both parents of a disabled dependent child are eligible for enrollment in the Program, benefits for the disabled child will be calculated as if both parents were enrolled for Family coverage. This benefit is available to all actively employed Empire Plan enrollees represented by CSEA, PEF or DC-37, regardless of the negotiating unit of the spouse.

**Special Note on Outpatient Psychiatric Care**

Outpatient psychiatric care will be covered under the Empire Plan when provided by a psychiatrist, a licensed psychologist or a certified social worker who has six years of experience which has been endorsed by the NYS Board of Social Work.

This summary of benefits is for informational purposes only. It is not a certificate of insurance.

# AFSCME President McEntee praises CSEA as a 'pioneer on the public sector frontier'

NEW YORK CITY — Paying tribute to CSEA as a "pioneer on the public sector frontier," AFSCME President Gerald McEntee told delegates he was "pleased and honored that you invited me to CSEA's birthday party."

In a rousing 15-minute tribute to the state's

largest public employee union, McEntee cited CSEA's and AFSCME's common roots nourished by "small victories—a little better pay, a little better working conditions, the beginnings of a retirement system."

"And each victory attracted more members."

He recalled that at AFSCME's first annual convention delegates passed a resolution demanding a minimum wage for all public workers: "A wage of \$1,500. Not \$1,500 a month, but \$1,500 a year. About 29 bucks a week."

"Public workers were expected to toe the mark, not to speak unless spoken to, were second-class citizens," he continued, adding "Building CSEA and building AFSCME took dedication and it took heart because public workers had to fight against handicaps that no other part of labor had to put up with."

McEntee listed CSEA's achievements such as winning overtime pay, health insurance, hazardous duty pay, unemployment insurance, grievance machinery and retirement pensions and noted "When those breakthroughs came they were always sweeter than most, because you had to win them the hard way."

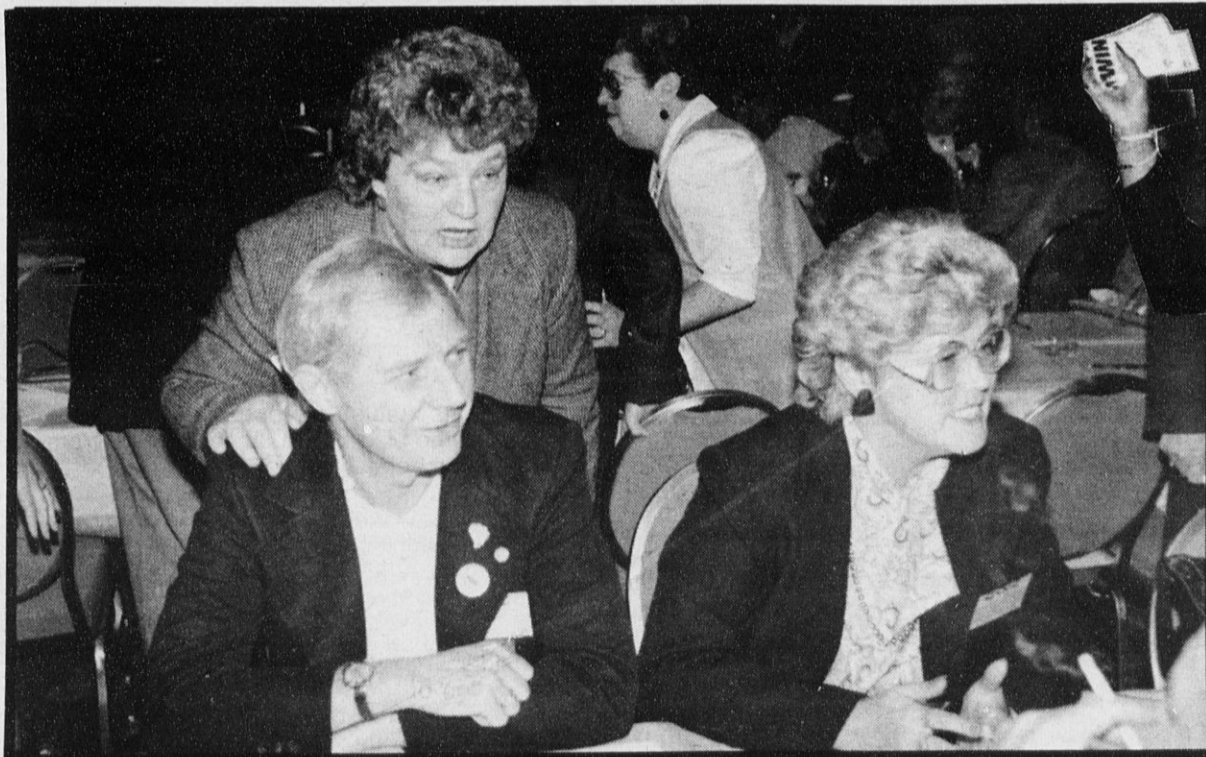
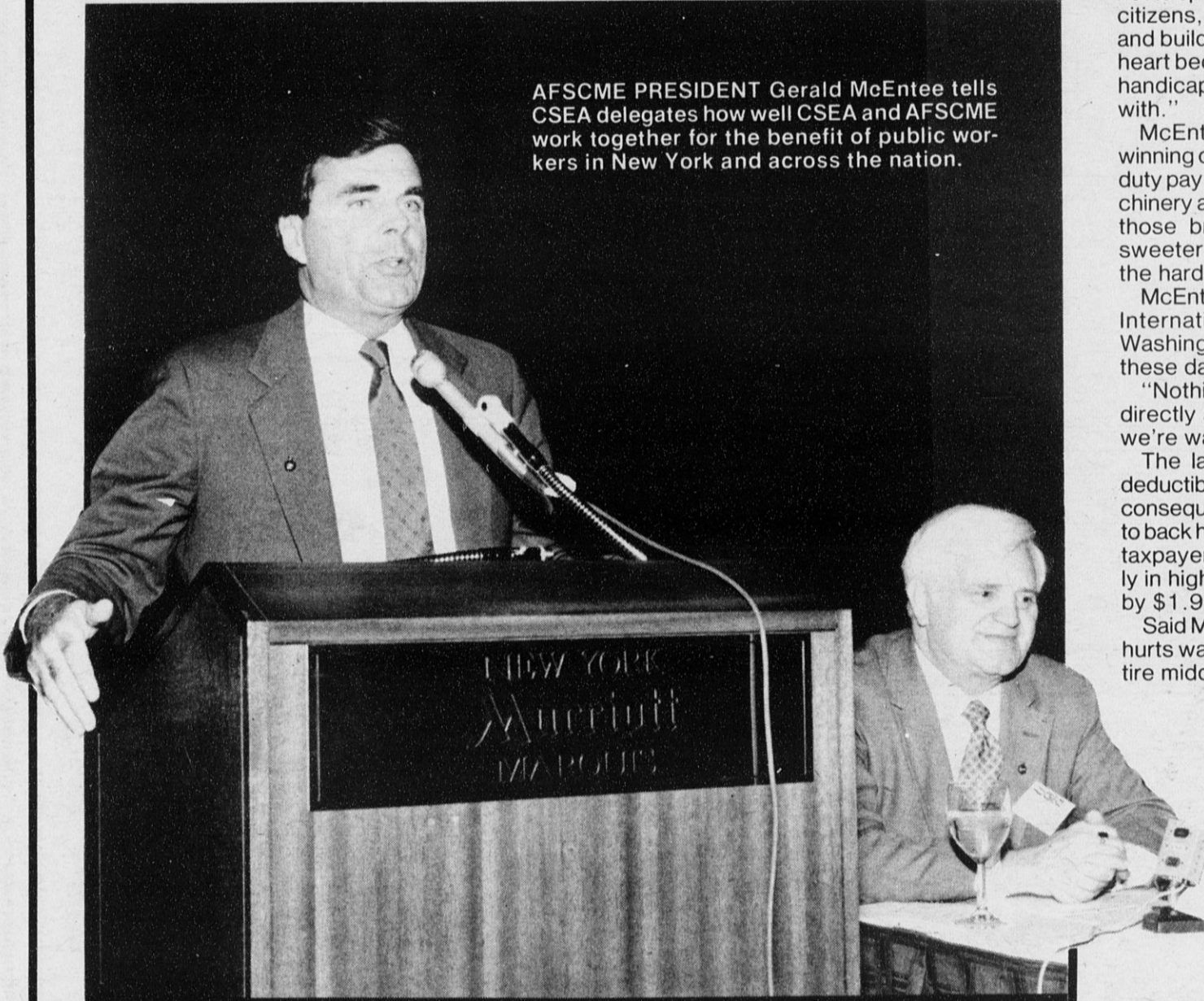
McEntee also praised CSEA's 1978 link with the International because "You have a voice in Washington, a place on the national scene and these days that voice is working overtime."

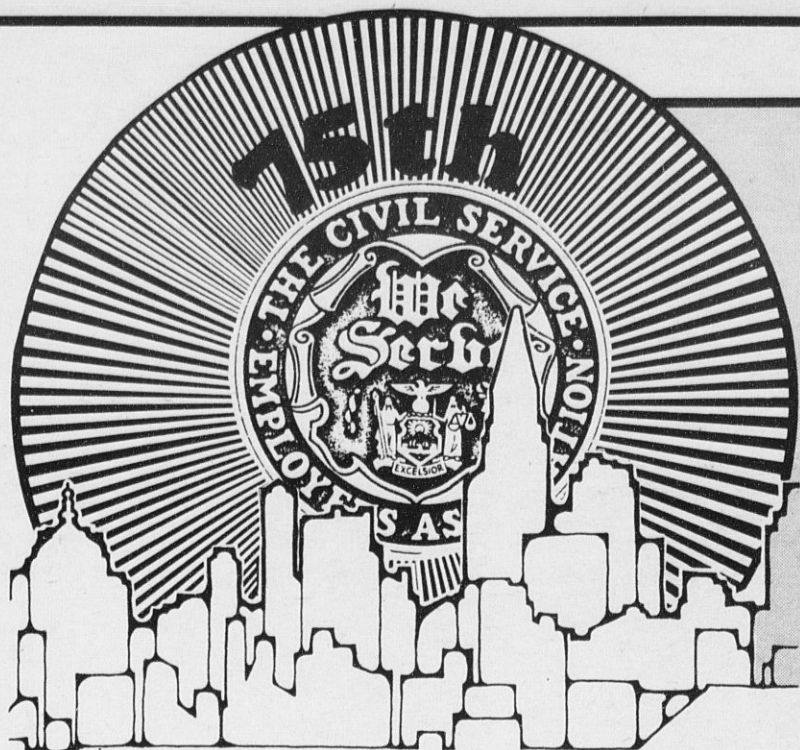
"Nothing illustrates that better than a fight that directly affects the members of CSEA, the fight we're waging right now for tax fairness."

The labor leader warned that eliminating the deductibility of state and local taxes would have dire consequences for New York state. He cited figures to back him up: it would affect 60 percent of all state taxpayers, cost them an average \$1,646 annually in higher federal taxes and cut public services by \$1.9 billion.

Said McEntee, "We're out to stop a scheme that hurts wage earners and homeowners and the entire middle class."

AFSCME PRESIDENT Gerald McEntee tells CSEA delegates how well CSEA and AFSCME work together for the benefit of public workers in New York and across the nation.





**CONTINUING  
COVERAGE OF  
CSEA'S  
75th ANNUAL  
DELEGATES  
MEETING  
OCT. 20-25  
NEW YORK CITY**



**THREE CSEA AND AFSCME OFFICIALS** discuss an issue during CSEA's 75th annual delegates meeting in New York City. From left are CSEA statewide President William L. McGowan, Long Island Region I President Danny Donohue, and CSEA statewide Executive Vice President Joseph E. McDermott. All three are also AFSCME international vice presidents.

## **CSEA delegates pass several important changes to constitution and by-laws; take stand on social, economic issues**

Delegates to CSEA's 75th annual delegates meeting last month in New York City took action on many proposed changes to the union's Constitution and By-Laws, and passed several policy resolutions as well.

### **RESOLUTIONS**

Delegates established a formal union policy relative to asbestos by passing the following resolution: "The membership and staff of CSEA will strive to have employers wanting asbestos work performed to have the asbestos work performed by qualified individuals. Qualified individuals are those who have been properly trained and equipped to perform the asbestos work. If the employers' work force has not been properly trained and equipped, then the employer should seek the services of qualified professionals."

Delegates passed a strong resolution on pay equity which said, in part, "We, The Civil Service Employees Association, Inc., oppose discrimination in wages based on race, sex and national origin. We believe that all necessary steps should be taken to eliminate all forms of illegal discrimination."

Delegates took a stand on the question of South African divestment, voting "that CSEA, Local 1000, AFSCME, AFL-CIO calls upon the Governor, the Legislature and, in particular, the Comptroller of the State of New York to move immediately to divest the State and all of its public pension funds of investments in any companies which currently do business with the racist government of South Africa..."

On the issue of the homeless mentally ill, delegates said "yes" to a resolution calling upon "both state and local governments to reaffirm their responsibility for the homeless and work together to provide them food, shelter, training and employment programs, mental health services," and CSEA "urges the State Administration and the State Legislature to provide a comprehensive statewide program for the provision of mental health services to the homeless by both state and local government."

Delegates also approved a resolution dealing with preserving the deductibility of state and local taxes and the tax exemption for employer-paid fringe benefits in computing federal income taxes. Delegates voted to "vigorously oppose any attempt to eliminate the deductibility of state and local taxes...and any attempt to eliminate the current tax exempt status of employer-provided fringe benefits."

In other action on resolutions, delegates voted to divest the methods and procedure committee of the charge to formulate a reorganization of the Board of Directors; and went on record favoring all future statewide CSEA conventions being held at establishments whose employees are represented by a labor union. Delegates referred to the Constitution and By-Laws committee a proposal that would have raised the annual membership dues of an associate member from \$26 to \$60.

### **CONSTITUTION AND BY-LAWS**

Delegates passed for the second time a number of changes which became effective with the second approval.

One requires 1,000 signatures of CSEA members on nomination petitions for statewide officer candidates. Another change requires proposed amendments to the Constitution to be submitted in writing to the secretary of CSEA at least 90 days prior to the delegates meeting at which it will be considered. Another change approved by the delegates replaces all references to "County" with "Local Government" in the Constitution and By-Laws to more accurately reflect the composition of that division of membership. Also, with a Constitution for the Retirees of CSEA now in place, reference to a "Retirees Section" was deleted from the CSEA Constitution.

Delegates considered a number of proposed changes to the Constitution on the first reading. A second approval must be given at a future

delegates meeting before those changes would become effective.

One such approved proposal clarifies confusing language dealing with the composition of the Board of Directors, defined the voting strength of the Board of Directors and Local Government and State Division members, and defined the criteria for forming Locals in the Local Government Division. Another change now requires the use of certified rather than registered mail to notify nominees for office.

Several proposed changes in the By-Laws were considered. By-Law changes, unlike Constitution changes, become effective upon a single approval of the delegates. Delegates enacted a number of changes requiring the use of certified mail rather than registered mail in such matters as judicial board charges, trusteeships of Locals and Units, and appeals of judicial board decisions.

Delegates approved a new, shorter version of the oath of office for all officers and members of the Board of Directors, and added the requirement of declaring "I will deliver to my successor in office all books, papers and other property of this Union which are in my possession, at the close of my official term."

Delegates also passed changes dealing with the formation of Locals, and approved further definition of the duties of the statewide Secretary and Treasurer to include any additional duties assigned by the President or the Board of Directors.

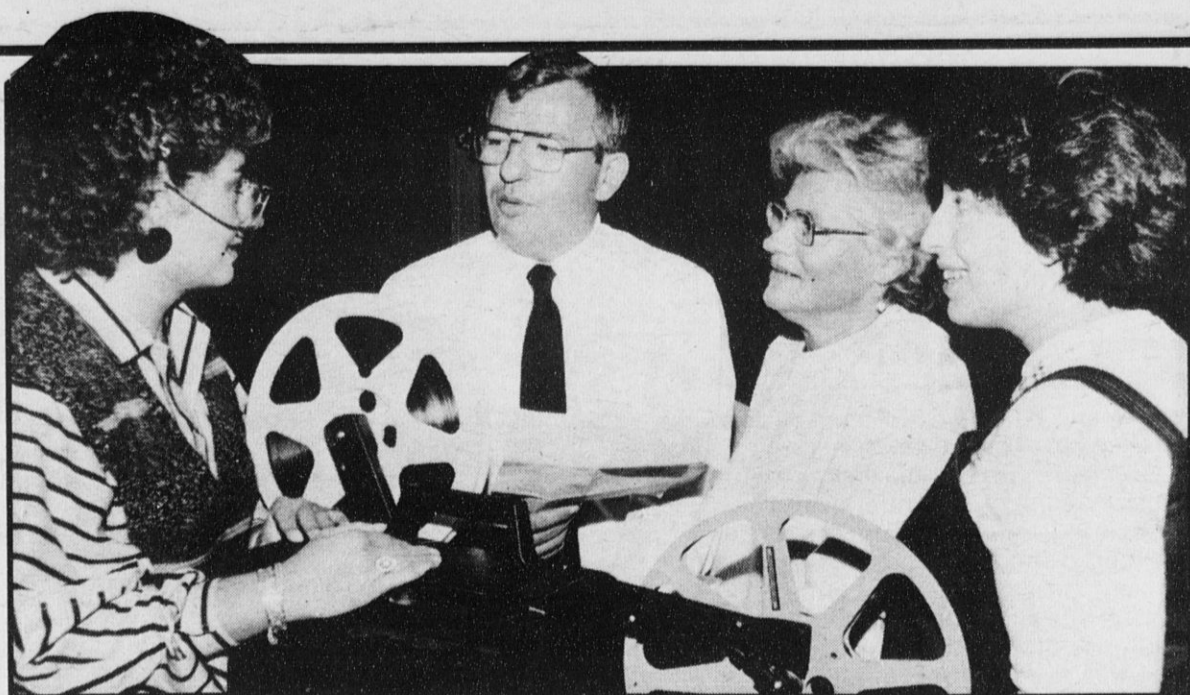
Delegates tabled a proposal that would have increased the size of the Judicial Board from eight to 14 members, but approved a change defining the jurisdiction of the Judicial Board to investigate complaints as well as charges. Another approved change establishes the criteria for the Judicial Board to handle complaints dealing with contract ratification voting.

After lengthy discussion, delegates voted to not consider a number of proposed changes in the organization of the statewide officers of CSEA and members of the State and Local Government Executive Committees.



Sex harassment a topic

# Three-day conference in Region V successful bar hitch with weather



**REEL PEOPLE**—Reviewing program notes at the opening session of the recent Region V Fall Conference in Utica are, from left: Chris Carletta, co-chairwoman of the regional Women's Committee; Region V President Jim Moore; Dolores Herrig, Region V third vice president and committee advisor; Kathy Roma, cochairwoman of the Women's Committee. "The Power Pinch," a film dealing with sexual harassment, set the tone for a workshop on discrimination in the workplace.

UTICA—A press conference announcing a team of CSEA-endorsed candidates in Region V served as the kick-off for a recent three-day gathering of activists held here.

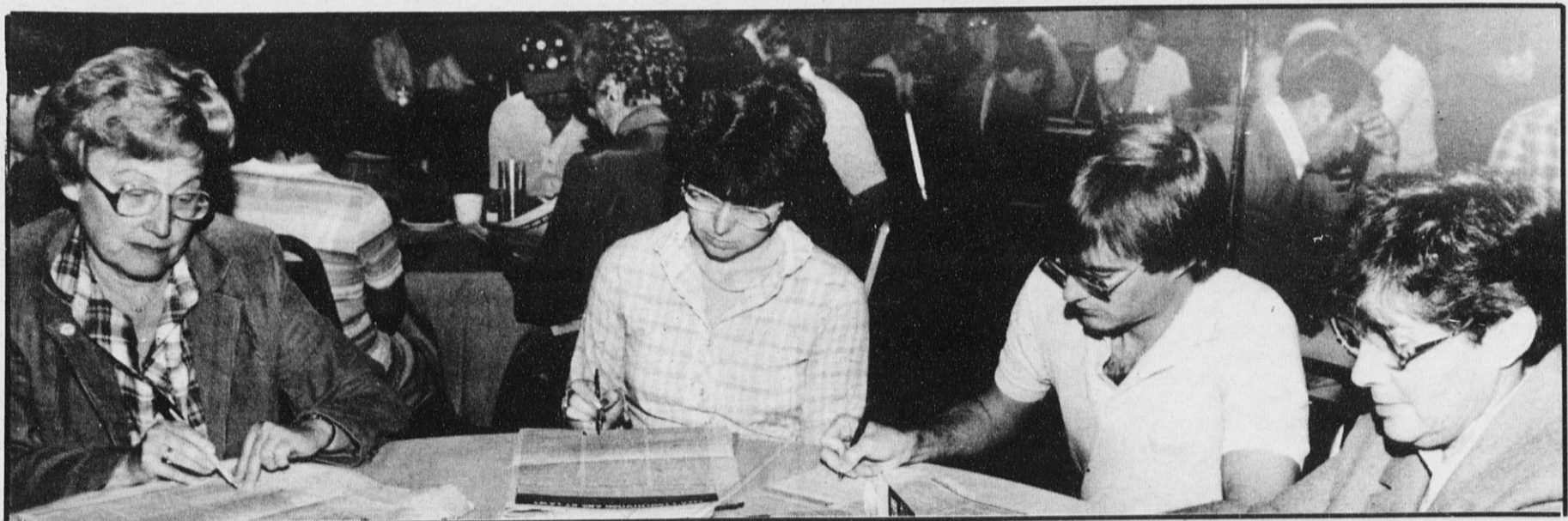
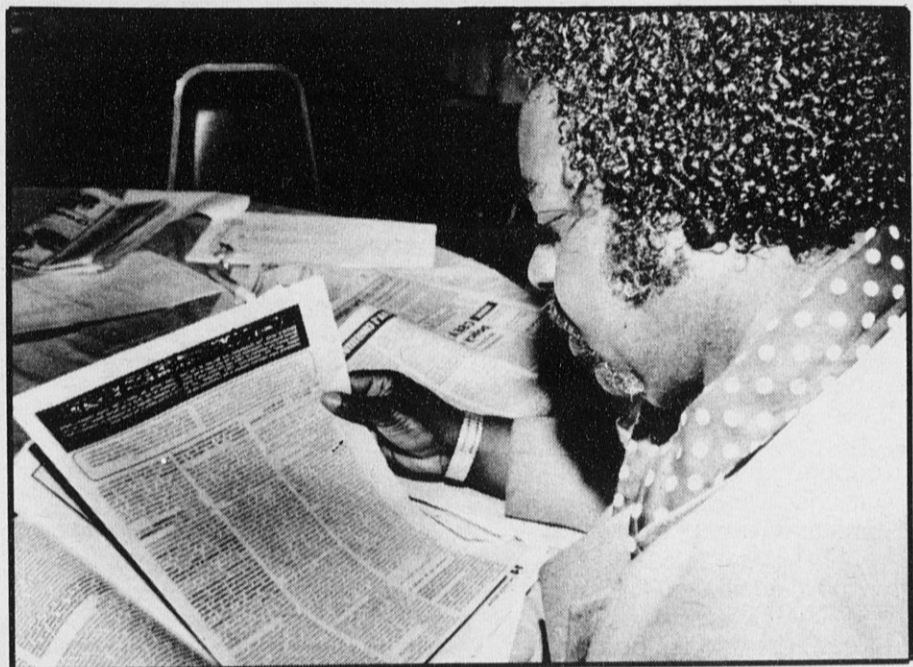
Despite a torrential downpour which caused changes in meeting plans—including deletion of the guest speaker's address due to a cancelled flight—Region V President Jim Moore was pleased with the turnout.

"Considering the heavy rain and flooded conditions in downtown Utica, we were happy to see so many members register from all over the region after driving through the storm," said Moore.

In place of the keynote speech on discrimination in the workplace, a film on sexual harassment opened the conference. A question and answer period following the presentation revealed such an interest among the audience that indepth workshops on the subject were planned for future meetings.

Two Saturday general sessions were devoted to the review and discussion of the statewide constitution and by-laws in preparation for the statewide Delegates Meeting held recently in New York City.

**BRUSHING UP ON BY-LAWS**—Region V Executive Secretary Ralph Young, along with 200 other officers, delegates and CSEA members, devoted Saturday conference sessions to reviewing proposed changes in the CSEA Constitution and By-Laws as they appeared in a recent issue of *The Public Sector*.



**POINT BY POINT**—Engrossed in discussion on CSEA Constitution and By-Laws are, from left: Alene Beall, Broome County Local 804; Carol Dennis, SUNY College of Forestry Local 647; Mark Houck, presi-

dent of Schuyler County Local 849; Ginny Lowecey, SUNY College of Forestry Local 647.

## To resume listing civil service exams

Beginning with the next edition, *The Public Sector* will resume publishing lists of open competitive and promotional examinations as provided by the state Department of Civil Service. Insofar as

time and space permits, as many exams as possible will be published, including titles, salaries, application deadline and exam dates and other pertinent information.

# MAX 25

## Thousands increase coverage in group term life insurance plan as Dec. 31 deadline approaches

Nearly 10,000 CSEA members have already taken advantage of an opportunity to substantially increase their maximum amount of life insurance coverage under the voluntary, union-sponsored Basic Group Term Life Insurance Program. And if you haven't yet increased your maximum coverage, you still can—but you must complete the proper application card and return it not later than Dec. 31, 1985.

And, says CSEA President William L. McGowan, the improvement in maximum coverage should prove to be more effective in meeting the needs of all CSEA members and encourage even greater voluntary participation. About 72,000 members are already enrolled in the plan.

The Basic Group Term Life Insurance Program has a new name—MAX 25—which reflects the fact that the new maximum amount of insurance coverage available under the program has been increased from \$15,000 to \$25,000. Until now, the amount of insurance available to members was based on their current salaries with a maximum coverage of \$15,000.

Now, under MAX 25, regardless of your current salary or your current amount of insurance carried under the Group Life Insurance program, you may increase your coverage to any of four options—\$25,000, \$20,000, \$15,000 or \$10,000.

CSEA members enrolled under the program were mailed information on MAX 25 in October, and to date nearly 10,000 have responded. Coverage can be increased without answering the customary medical questions and without providing evidence of good health.

And in addition to raising the maximum coverage, MAX 25 provides two supplemental features. In addition to present double benefit for "accidental death," the plan introduces a triple benefit for "accidental death on a common carrier." And coverage may now be retained to age 80, at which time the term life policy

may be converted to an individual policy.

A second follow-up letter has been mailed to those members already enrolled in the plan who did not respond to the initial mailing in October. Those interested in changing their coverage should indicate which option they want on

the application card enclosed with the mailing and return it in the pre-addressed postage-paid envelope by Dec. 31, 1985. The premium rate table below lists the biweekly payroll deduction for the various age groups and coverage options under MAX 25.

PREMIUM RATE TABLE  
Biweekly Contributions - 26 Deductions Per Year

AGE	OPTION I \$25,000	OPTION II \$20,000	OPTION III \$15,000	OPTION IV \$10,000
29 & Under	\$ 2.08	\$ 1.66	\$ 1.25	\$ .83
30-34	\$ 3.13	\$ 2.50	\$ 1.88	\$ 1.25
35-39	\$ 4.17	\$ 3.34	\$ 2.50	\$ 1.67
40-44	\$ 5.22	\$ 4.18	\$ 3.13	\$ 2.09
45-49	\$ 7.08	\$ 5.66	\$ 4.25	\$ 2.83
50-54	\$10.63	\$ 8.50	\$ 6.38	\$ 4.25
55-59	\$14.58	\$11.66	\$ 8.75	\$ 5.83
60-64	\$19.80	\$15.84	\$11.88	\$ 7.92
65-69	\$25.00	\$20.00	\$15.00	\$10.00
70-74*	\$16.88	\$13.50	\$10.13	\$ 6.75
75-79#	\$18.25	\$14.60	\$10.95	\$ 7.30

\* Amount of insurance for ages 70 through 79 equals one-half of insurance in effect prior to age 70.

# Insurance terminates on the insured's 80th birthday.



HURRICANE GLORIA caused such wide-spread destruction in the Long Island area several weeks ago that its effects were being felt long afterwards, and public workers helped ease the burdens. In photo above left, CSEA members Margaret Schnittgar, Marge Marsch and Josephine Serenita serve "emergency breakfasts" to children in Islip schools.



Cafeteria and custodial staffs volunteered to help feed children unable to eat at home due to power outages. In photo at right, Town of Smithtown CSEA Unit President William Maccaro, right, directs, from left, Glenn Morale, Unit Vice President Dick Stepanek and Steve Doerschug during cleanup of storm damage in Smithtown.

## MHTA MELANIE FUDENBERG: Fighting the system

# After she blew the whistle on sexual abuse of clients, management turned her life into a long, dark nightmare



MELANIE FUDENBERG

By Steve Madarasz  
CSEA Communications Associate

BROOKLYN—A nightmare! That's what the past 15 months have been for Brooklyn Developmental Center Therapy Aide Melanie Fudenberg, who uncovered evidence of sexual abuse of clients by a staff psychologist at the group home where she worked in Williamsburg, but couldn't get the BDC administration or the state to take action to stop it.

But Fudenberg wouldn't let the issue die. Her persistence ultimately led to the arrest of the psychologist in March of this year, and he was later indicted by a Brooklyn Grand Jury.

But for her efforts in doing her job and trying to see justice done, the BDC administration tried to have HER fired on trumped-up charges of patient abuse!

But CSEA came to her support and union representatives argued along with Fudenberg that the charges, filed within days of the psychologist's arrest, were a direct retaliation for her "whistle-blowing." The union's arguments convinced an arbitrator to recently clear Fudenberg of any wrong-doing and ordered her reinstated to her job with full back-pay.

The arbitrator avoided directly ruling on the retaliation issue, ruling that the state had no real basis for the charges in the first place. The state's faulty case revolved around a series of

events leading to the forcible restraint of a client, who the state had claimed was then beaten by Fudenberg.

While she has been ordered reinstated to her position, Fudenberg has not yet been called back to work. "The residents keep calling me, asking when I'm coming back. That's why I am returning," she says. "These residents got abused because of politics—I got hurt, too. But I want to go back and do my job because they need people to really care for them."

"Melanie tried to do what was morally right and they tried to ruin her life," says CSEA Local 447 Grievance Rep Rajeeyah Muwwakil, "but they didn't succeed because she had all of the facts. I hope that other employees don't get discouraged by what she went through, because she proved that in the end there is justice when you stand up and do what's right."

By all accounts, the client in question was a particular favorite of Fudenberg. It was documented that she often brought him gifts and took special care of him. Evidence of her devotion to her work, personal concern for clients, and outstanding evaluations from the very people making the accusations led the arbitrator to call Fudenberg the most credible witness and ultimately rule in her favor.

The vindication has helped ease some of the pain for Fudenberg, but not all of it. "The worst part is they tried to make me feel worthless, even though all I was trying to do was protect the clients," she says.

Fudenberg first became aware of the sexual abuse of the clients in August, 1984, when a resident told her what happened to him. It was the same client whose statements led to

the psychologist's arrest six months later.

"Some people think it's alright to take advantage of the retarded—but that burns me up because they are human beings and they know when things are happening to them that aren't right," she says. In fact, Fudenberg notes, she had previously been rebuffed in her attempts to start a sexuality awareness program at the facility to help prevent clients from being abused.

Immediately after learning of the sex abuse, Fudenberg alerted the center's chief of services. The psychologist was suspended for two days and then reinstated because the administration determined there was no proof since no staff actually saw the incident.

"No one saw what happened because the psychologist met with clients in his office and always kept the door locked. Part of the crime is that even after the facts came out, the administration did nothing to prevent it from continuing," adds Fudenberg.

As further evidence piled up and other clients told similar accounts of what happened to them, Fudenberg's repeated complaints continued to fall on deaf ears at the facility. At that point she decided to bring the issue to Albany's attention.

"OMRDD says it investigated, but if they didn't interview any staff, so it wasn't exactly a thorough job," claims Fudenberg. It did, however, lead to an investigation of FUDENBERG for a possible notice of discipline for going over the heads of the BDC administration!

In the meantime, the police intervened and took legal action. Fudenberg says that after talking to the police, she told them that she knew the administration would go after her job—a feeling that quickly proved to be true.

"They always go after the therapy aides, but when one of the professional staff is guilty of wrongdoing, they try to cover it up," she says. And Fudenberg is furious that in addition to the attempt to dismiss her, highly unusual steps were taken by the administration to personally discredit her.

In a rare action, the BDC administration specifically identified Fudenberg to the mother of the client they wrongly accused her of beating. They also told the mother that Fudenberg was "probably high on drugs" when the alleged incident occurred and that the mother should initiate a lawsuit against Fudenberg.

While she waits anxiously to be recalled to her job, Fudenberg says she is somewhat concerned that while there has been a recent shake-up in the Brooklyn Developmental Center management, some of the same officials involved in the events are still there. "But I want to go back and do my job because the residents need people to really care for them," she repeated.



VINDICATED—MHTA Melanie Fudenberg, left, confers with Brooklyn Developmental Center CSEA Local 447 Grievance Chairperson Rajeeyah Muwwakil.