

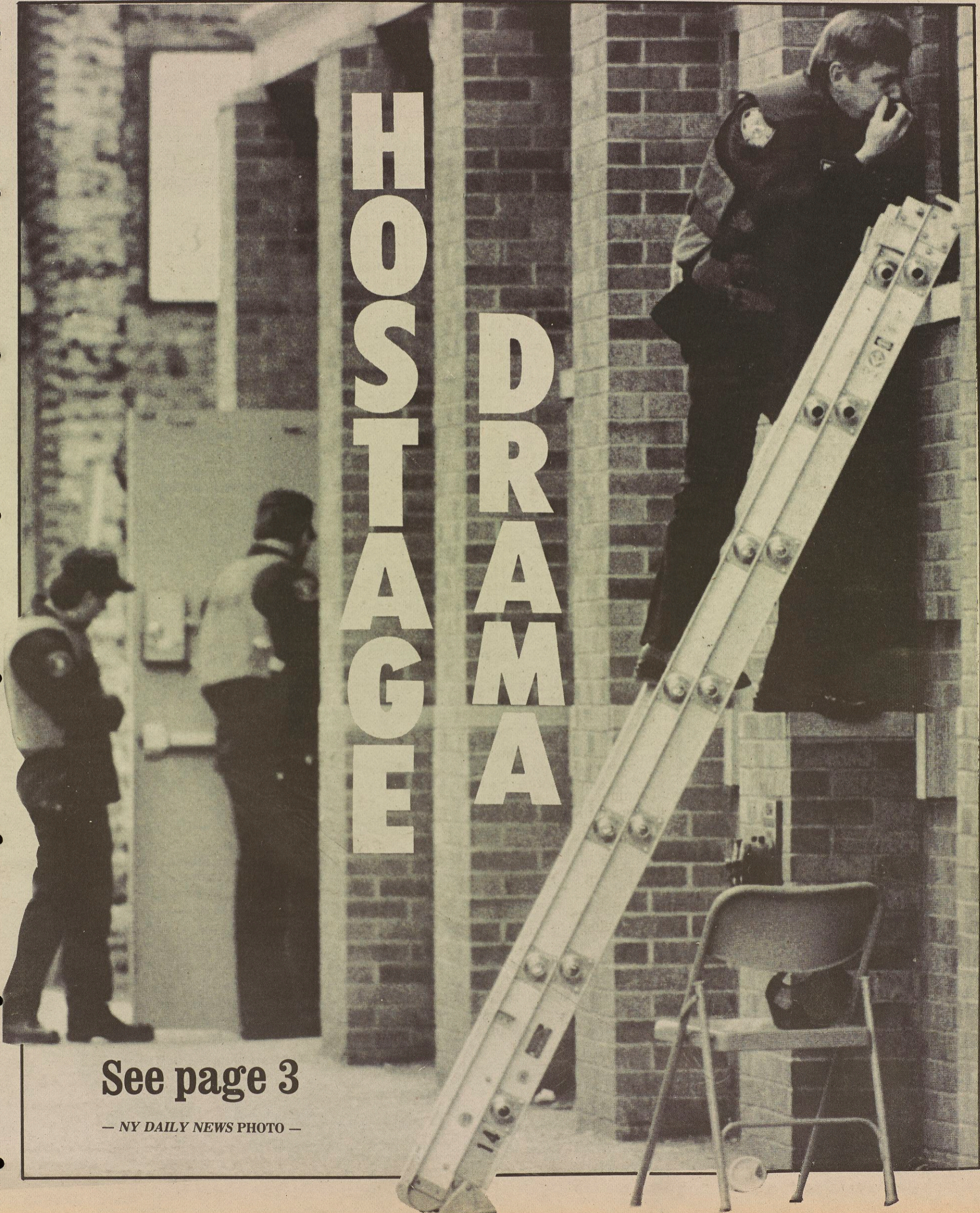
THE PUBLIC SECTOR

Official Publication of The Civil Service Employees Association, Inc., Local 1000,
American Federation of State, County and Municipal Employees, AFL-CIO

UNION LABEL 4
ISSN 0164 9949

Vol. 11, No. 4
Monday, March 7, 1988

HOSTAGE DRAMA



See page 3

— NY DAILY NEWS PHOTO —

INSIDE

LETTERS

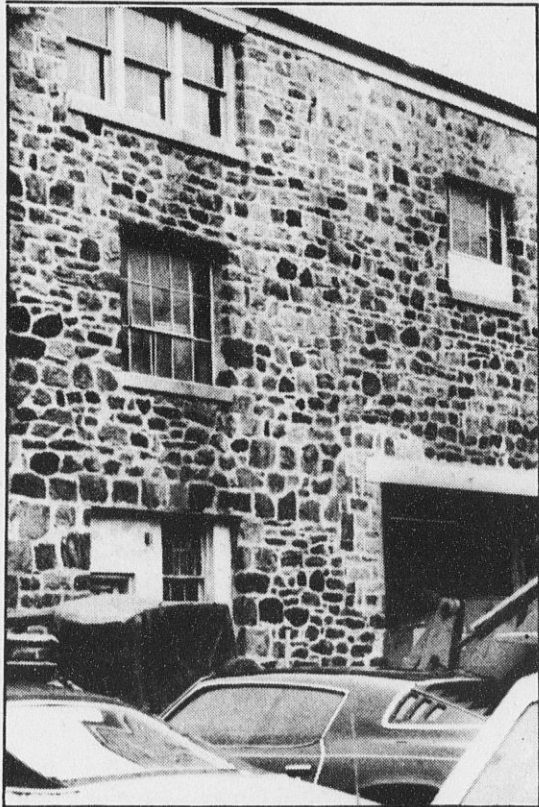
Private sector unable to cope with problem of homeless mentally ill

YOUR Jan. 28 editorial, "Facing facts about the mentally ill," was quite correct in laying the full blame for today's homeless mentally ill crisis directly at the door of New York State's Mental Health Office and its failed policy of dumping sick human beings into our streets in the name of deinstitutionalization.

As president of the N.Y.S. Civil Service Employees Assn. in the metro area, representing thousands of state hospital workers, I applaud your call for support of state Sen. Frank Padavan's bill to broaden grounds for involuntary hospitalization. It is humane and can save lives.

But I must call you to attention that civil service workers in the community-based mental health centers are the ones who are doing the work.

You can read it in
The Post ... page 5



It's a dump in paradise ... page 7

Women's History Month ... pages 10-11



BOARD OF DIRECTORS

Summary of meeting

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

By Irene Carr
CSEA Statewide Secretary

ALBANY — CSEA's statewide Board of Directors met here on Jan. 28. In official actions, the board:

- * Adopted schedules for upcoming elections to pick new statewide officers, delegates to the biannual AFSCME Convention and to fill Local Government board vacancies from Chautauqua, Lewis, Sullivan and Westchester counties.

- * Accepted new language for the conduct of internal elections to provide that "nominating petitions shall be validated by the CSEA Membership Records Department."

- * Approved miscellaneous allowance expenses for 1988 State Workshop, Local Government Workshop, Retirees Convention and Annual Delegates meeting.

- * Reaffirmed the union's commitment to vigorously oppose understaffing at state Mental Hygiene facilities.

- * Amended Article IV of the CSEA Local Constitution to read "If a local chooses to fill a vacancy in a vacant delegate position, the local must have run alternate delegate position(s) in the last local election. Those alternate(s) delegates shall be selected in ranking order of number of votes received.... When the list of elected alternates has been exhausted, any vacancies which arise may be filled by appointment of the Local President with the approval of a majority vote of the Local Executive Board at a meeting of the Local Executive Board."

- * Amended Article VI of the CSEA Local Constitution to read "Only elected officers or persons appointed to elective office ... shall have a vote on the Executive Board."

- * Altered name of Local 654 from Department of Commerce local to Department of Economic Development local.

- * Approved moving members of the Ogdensburg Bridge and Port Authority from Black River Local 015 to St. Lawrence County Department of Transportation Local 518.

- * Authorized salary adjustments for deputy director of field services, deputy directors for contracting administration, deputy director for organizing, deputy director for local government/school district affairs and the six regional directors.

Questions by CSEA members concerning the union's Board of Directors should be directed to the member's Board representative, local president or to the office of the statewide secretary. Copies of the meeting minutes are sent to all Board representatives and local presidents.

- * Adopted a 4.5 percent across-the-board salary increase for managerial/confidential employees.

- * Appointed the following members to the Region II Political Action Committee: Stanley Goodman, Eli Barr, Shirley Mehl, Greg Kennedy, Ed Taylor, Tyrone Daniels, Patricia Metzger, Pat Francois, Gary Sullivan, Al Robinson, Regina Maxwell, Tina Packer, Alice Robinson, Catherine Easton, Iris Ayala, Evelyn Vargas, James Heekin, Vincent Martusciello, Nevada Solano, Gloria Scott, Charles Perry, St. Clair Payne, Cas Fairclough, Charlotte Rue, Ruth Lewis, Rose Kelly and Steve Peznik.

- * Appointed the following members to the Region III Political Action Committee: Sam Rockefeller, Tris Schwartz, Norma Condon, E. Sands Frost, Carl Mathison, Janelle Cleary, Nicholas Puzifferri, Flo Kimmel, Martin Sherow, Beatrice Kee, Alex Hogg, Madeline Gallagher, Jeff Howarth, Patricia Neal, Vince Panetta, Kit Amodio, Mary Starr, Mario C. Perri, Earl Bivens, Joe Van Dyke, Roger Williams, Don Webster, Bob Blaike, Sheila Brill, Irene Amaral and Linda Peterson.

- * Accepted Convention Committee recommendation that 1990 annual meeting be held at the Concord Hotel in Kiamesha Lake.

- * Approved new salary schedule for the four statewide officers as follows: effective July 1, 1988, no change; effective July 1, 1989, president (\$90,000), executive vice president (\$70,000), secretary (\$52,000) and treasurer (\$52,000); effective July 1, 1990, president (\$95,000), executive vice president (\$75,000), secretary (\$55,000) and treasurer (\$55,000).

- * Authorized new lease arrangement for the Region III satellite office.

- * Accepted Women's Committee recommendation that the union participate in the Coalition of Labor Union Women's American Family Celebration to be held May 14 in Washington, D.C.

- * Adopted practice that department heads be required to prepare an itemized budget for each fiscal year; and

- * Affirmed concept that the six CSEA regions have the option of setting up individual Ad Hoc committees against Apartheid in South Africa to operate in conjunction with the Statewide Ad Hoc Committee.

Public SECTOR

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

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The Public Sector (445010) is published every other Monday 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.

Address changes should be sent to: Civil Service Employees Association, Attn: Membership Department, 143 Washington Avenue, Albany, New York 12210.

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Members at risk in Comp Board Crisis

By Lilly Gioia
CSEA Communications Associate

BROOKLYN — When a gunman seized hostages at the Workers' Compensation Board offices here, all hell broke loose.

"It was nerve-wracking," said CSEA Local 010 member Maggie Kelly describing the three-hour ordeal that saw scores of helmeted police with high-powered rifles barricade the building.

The incident began during the lunch hour when a 31-year-old former truck driver burst into a first floor hearing room, waving a .38 semi-automatic pistol. After terrorizing more than 100 CSEA members, lawyers and claimants, many using wheelchairs, canes and crutches, the gunman took two attorneys hostage.

The gunman, later identified as James Huger, a Queens resident with a prison record, complained about the compensation system that made him wait three years for an unsatisfactory settlement on an auto accident. He demanded that his case be reviewed.

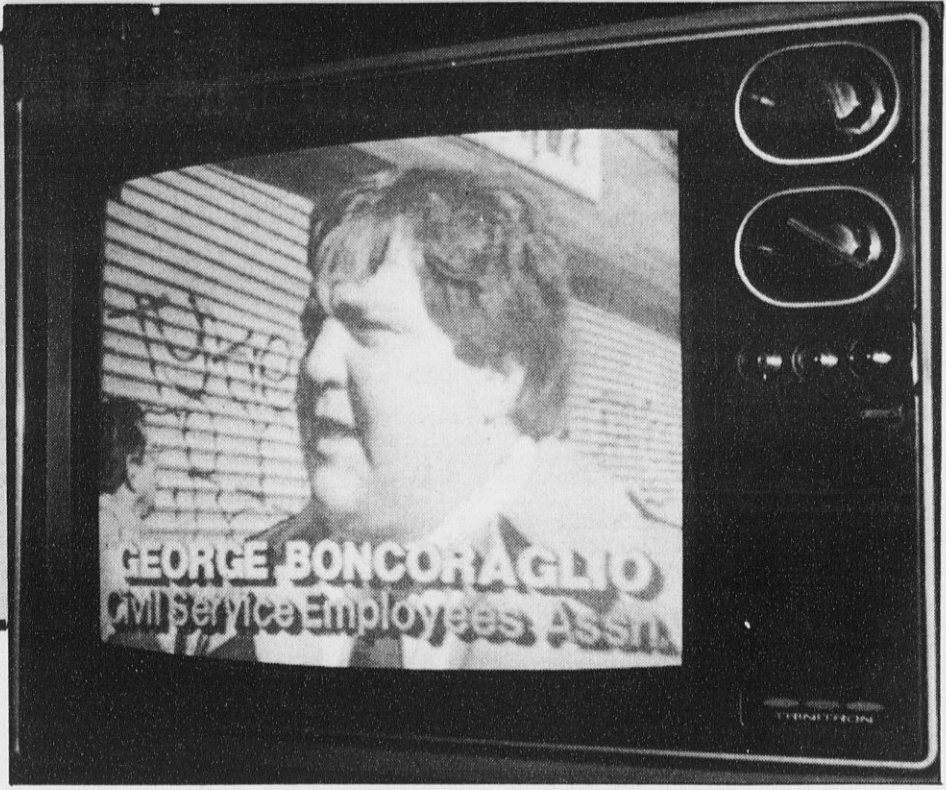
Meanwhile, hundreds of workers' comp employees were trapped on the floors above with no way out of the building.

According to Compensation Board Unit President Marty Graber, more than 500 CSEA members work in the building and evacuation procedures do not take into account a hostage situation.

"It was mass confusion on the third and fourth floors because people did not know what was going on and no one would let them leave," explained Wendell Rachelle, who chairs the local and regional CSEA safety committees.

"There was no communication at all," charged CSEA member Kelly. "I was walking down the hallway when one of the cleaning persons asked why I was in the hallway because there was a guy with a gun in the building. Then we turned on the radio in our office and that's how we found out what was going on downstairs."

CSEA member Phyllis Johnson was one of many workers marooned outside the building. She dashed across the street shortly before 1 p.m. to buy a sandwich, leaving her coat in the office. By the time she returned, police were already up on ladders peering



inside first floor windows at James Huger holding his gun to the head of a hostage.

"There's a guy inside with a weapon, the police told me," said Johnson shivering in the February cold. "We had many bomb threats when our office was in the World Trade Center, but nothing like this."

To the relief of all, the gunman eventually gave up without hurting anyone after a television reporter intervened and obtained promises that the gunman's grievances would be reviewed.

"We're dealing with clients coming in with razors, knives, guns and metal pipes"

In an interview with New York's Channel 7 Eye-Witness News, CSEA Region II President George Boncoraglio, who rushed to the scene at the start of the crisis, blamed state understaffing policies and inadequate safety procedures for the life-threatening emergency.

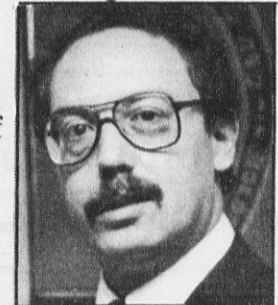
"With the ridiculous compensation case backlog that makes claimants wait years for settlements and not enough building security, I'm not at all surprised that unfortunate and dangerous situations like this occur," he said. "People just reach a breaking point."

Boncoraglio expressed hope that the new board Chairperson Barbara Patton would move quickly to clear up many of the board's problems.

Along with CSEA Local 010 President Vincent Martusciello, Boncoraglio promised workers the union will push efforts to beef up building security and request an immediate labor/management meeting.

Martusciello condemned management bungling and lack of communications for the total confusion that existed on the upper floors of the 180 Livingston St. facility during the crisis.

"The evacuation plans were not adequate," he commented. "When we have a crisis and no one knows who's in charge, we have a severe problem."

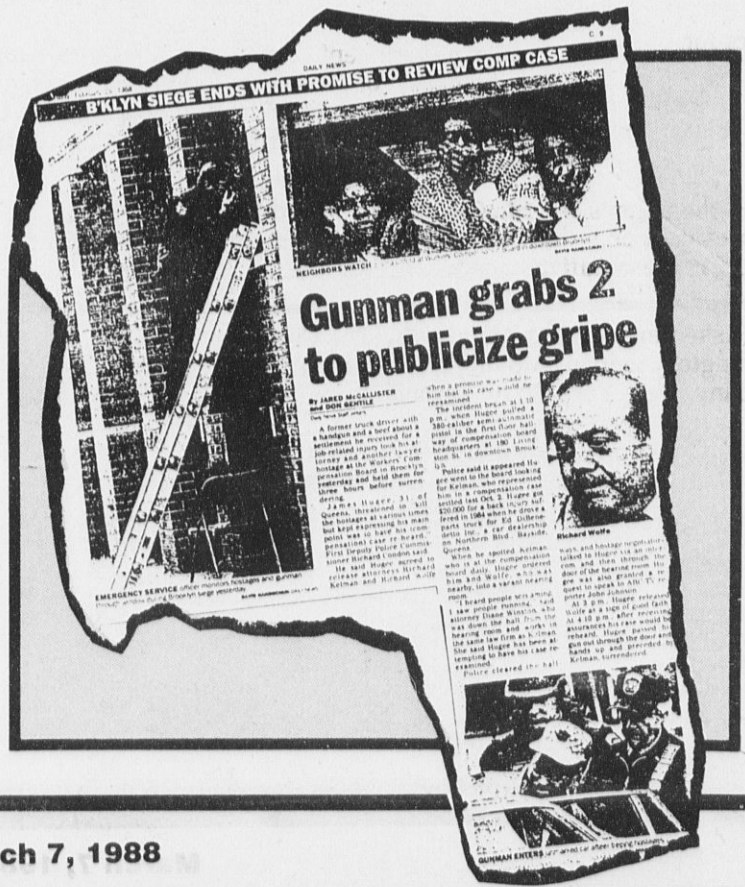


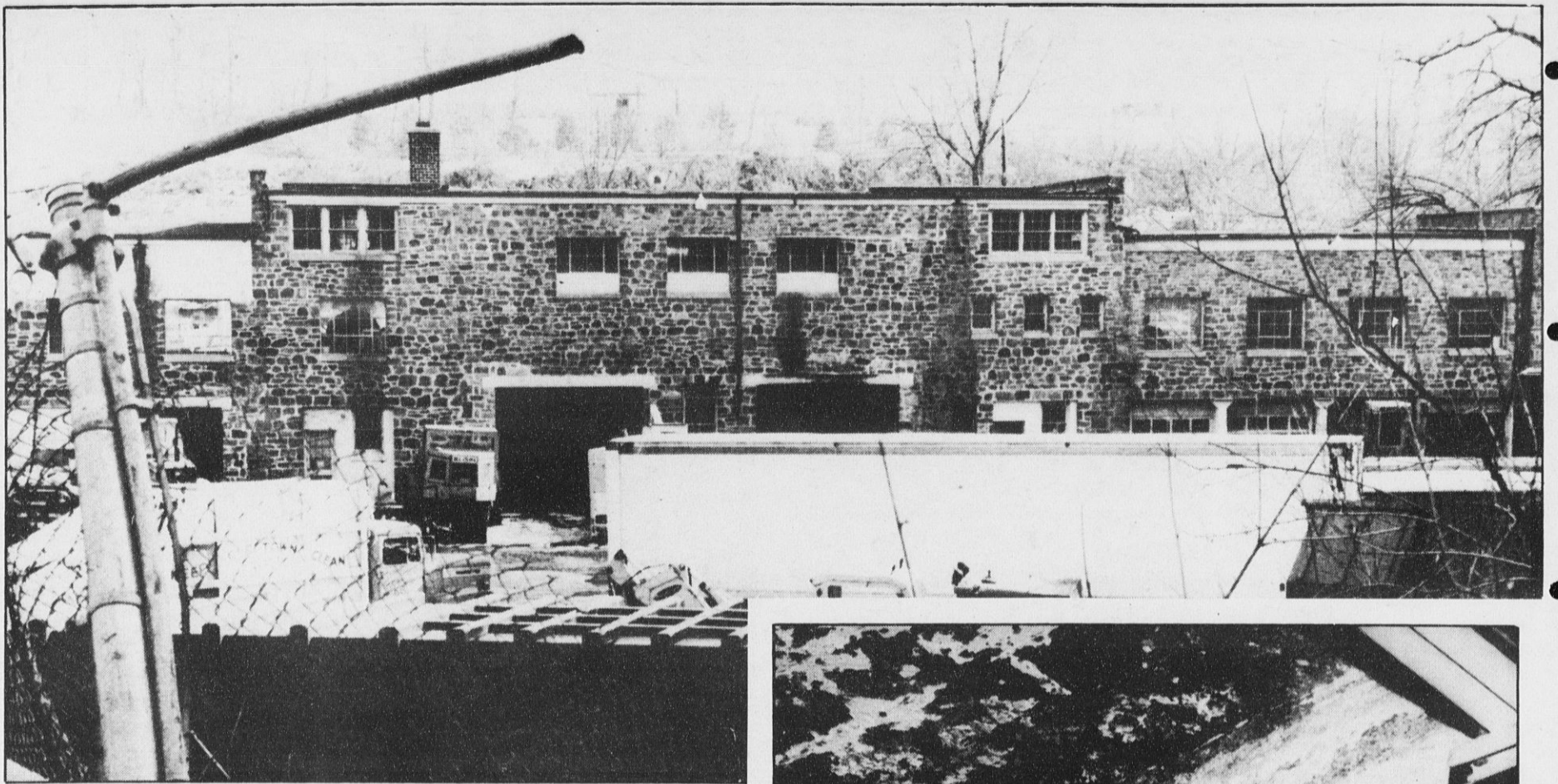
Martusciello

But Martusciello also contends that the Workers' Compensation Board is only one of many agencies that lack proper security and adequate staffing.

"We are dealing with clients coming into buildings with razors, knives, guns and metal pipes," he explains. "They're so angry with the system that they are ready to strike out at the first person they meet."

Without adequate screening procedures and proper building security, many CSEA members are concerned that dangerous incidents could happen again. Some workers comp employees suggest that a metal detector and an armed guard — a standard operating procedure at federal office buildings — ought to be considered for employee and public protection.





A wreck

Crumbling garage threatens workers

EASTCHESTER — It's one of the most affluent communities in Westchester County. Million-dollar homes, upscale stores, fancy restaurants and high-priced automobiles are here on tree-lined streets — the American Dream.

But take a short trip to the town public works garage and it's easy to forget where you are.

The melting snow reveals a quagmire on one side and a river-size puddle on the other.

Inside there is no ventilation and the smell of chemicals and diesel exhaust fill the air. A visitor must leave quickly because of the fumes.

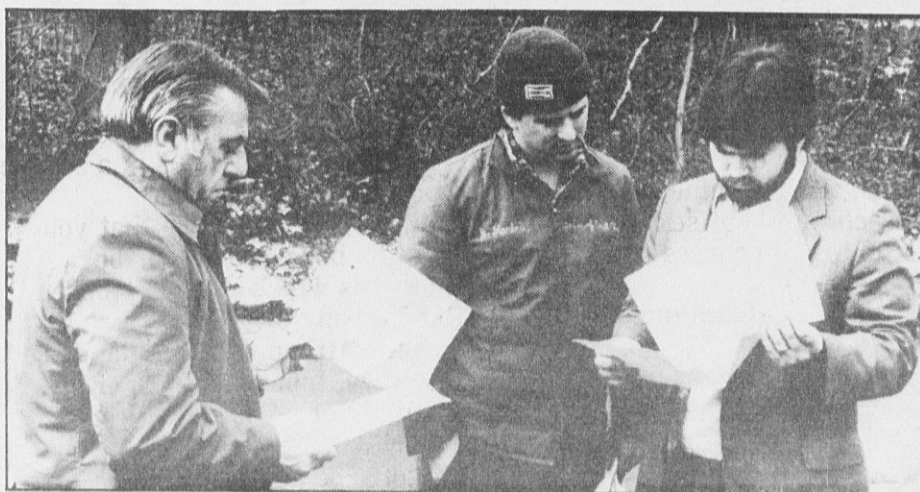
Steel beams are rusted and corroded. Cement ceilings and walls are crumbling and falling in dangerous-size chunks to the floor. One piece just missed a worker by a fraction of an inch recently.

"This is a disgrace," said Region III President Pat Mascioli. "Our members can't continue to work under these conditions."

CSEA Unit President Dennis Mariani tells how he, instead of town officials, had to provide hard hats to employees who were ordered to take down the loosened cement.

Mariani says the town's building inspector advised town officials in writing to close the

THE EASTCHESTER TOWN garage, above, is a mess that actually threatens the safety of workers there. The photo at right shows the deteriorating ceiling that drops in chunks unexpectedly.



REGION III President Pat Mascioli, left, looks at a 1984 letter in which the Eastchester Town Building Inspector recommended the town garage be closed because of unsafe conditions. With him are Unit President Dennis Mariani, center, and Field Representative Glenn Blackman.

town garage because he considered it unsafe for workers. Four years later, employees are still expected to work there and to perform renovations without safety equipment or adequate ventilation.

Why doesn't the inspector order it closed? Mariani answers: "Because he's not going to fight the town that pays him."

"This is a disgrace. Our members can't continue to work under these conditions."

Sexual harassment

What it is — What to do about it

One Step at a time

BROOKHAVEN — Brookhaven Town Park Ranger Pat Zydor is breathing much easier since James Franklin is no longer director of code enforcement.

Zydor had continuous problems with Franklin, who repeatedly cursed at her, warned her "not to play contract" with him and even observed her at her home when she was off duty. She eventually filed a Human Rights complaint.

CSEA pressured town officials to deal with Franklin's behavior and insisted on his removal after it was discovered he failed his civil service exam, a necessary prerequisite for the position.

Franklin recently was removed by the town attorney and was appointed senior town investigator. Prior to his appointment as director of code enforcement, he was an investigator.

The town has been publicly embarrassed by reports on Franklin's abusive and crude comments, especially toward women.

When Zydor went to CSEA regarding a sudden change in her hours, she discussed the whole situation with CSEA Field Representative Jim Walters and Brookhaven Blue Collar Unit President Pat DeLuca. They promised to take care of the contractual problems and referred her to the Human Rights Commission to file a sexual discrimination suit.



Pat Zydor

Zydor's case is currently pending. She will continue with her case because she feels she deserves restitution for the anguish she suffered because of Franklin's behavior, she said.

"I was physically sick for months because of his abuse. I suffered from ulcers, rashes, headaches and nervousness. That man caused me a lot of pain for no reason," Zydor said.

"I'm feeling so much better since Franklin left. He put me and a lot of other people through hell. Everyone here is so grateful, it's like breathing fresh air again."

Complex issue must be faced

By Kathleen Daly
Associate Editor

Sexual harassment can be as insidious as it is insulting. It can be as blatant as "Sleep with me and I'll hire you," or as subtle as a dirty joke, says CSEA Retiree Coordinator Kathy Cahalan.

With Employee Assistance Program Director Jim Murphy, she is running sexual harassment workshops for CSEA staff.

Sexual harassment occurs when submission to or rejection of sexual

requests is a condition of a job or affects working conditions. It can be anything of a sexual nature that offends a worker, male or female, such as language or touching.

"A classic example would be an all-male work unit that for the first time is being integrated," Cahalan says. "The males may harass the female by displaying pornographic photos, making lewd remarks, anything that makes the environment offensive."

Fighting sexual harassment requires action, Cahalan explains. You may feel somehow responsible for the harassment, but that only prevents you from reporting and stopping the incidents, she says.

"It's a matter of reassuring people that they don't bring this on themselves. They have to be encouraged to report this to their supervisors. The key is assertive behavior," Cahalan stresses.

"People have a right to maintain an appropriate working environment. That right is given to them in the law."



Kathy Cahalan

You can fight it

You know you're a victim of sexual harassment. Now what do you do?

The Center for Women in Government, in a comprehensive brochure about sexual harassment, lists the following courses of action:

*Say no. Say it firmly, without smiling, without apologizing.

*Speak to your supervisor. If the harasser is your supervisor, speak to his or her supervisor or someone he or she would listen to.

*Ask other people who work around the harasser if they have ever been harassed or if they know of anyone who left because of this behavior.

*Keep a diary or log of what is happening to you. Include direct quotes, any witnesses or patterns to the harassment. Have your log witnessed periodically. Save any

letters, cards or notes sent to you.

Keep both the log and notes in a secure place, preferably at home.

*Tell the harasser in writing that you object to this behavior. Describe specific things which offend or upset you. Keep a copy of this letter.

*Talk to your Affirmative Action officer, union steward, labor relations or personnel officer or any other employee advocate group which exists in your work location.

*File a formal complaint with your state or city Division of Human Rights or with the local Equal Employment Opportunity Commission.

*File criminal charges with your local police if you were assaulted or raped.

*Contact an attorney experienced in handling sexual harassment cases.

It's the law

A complex issue, sexual harassment has been defined by both state and federal law. Know the law and you can protect yourself.

According to federal guidelines, unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

*submission is made either explicitly or implicitly a term or condition of employment

*submission to or rejection of such conduct is used as the basis for employment decisions

*such conduct unreasonably interferes with an individual's work performance or creates an intimidating, hostile or offensive work environment.

CSEA's
editorial challenge—

Says it all!



NEW YORK POST
Founded by Alexander Hamilton in 1801

LETTERS

Private sector unable to cope with problem of homeless mentally ill

YOUR Jan. 28 editorial, "Facing facts about the mentally ill," was quite correct in laying the full blame for today's homeless mentally ill crisis directly at the door of New York State's Mental Health Office and its failed policy of dumping sick human beings into our streets in the name of deinstitutionalization.

As president of the N.Y.S. Civil Service Employees Assn. in the metro area, representing thousands of state hospital workers, I applaud your call for support of state Sen. Frank Padavan's bill to broaden the grounds for involuntary hospitalization. It is humane and can save lives.

But I must call you in error in forecasting that civil service unions "will try to block"

community-based care for the mentally ill. To the contrary, CSEA has supported the concept of state-run, community-based residential care.

It is the poorly supervised, profit-motivated, private operations which lack the state's professional resources that cannot fill the bill.

The private providers have no commitment to the chronically mentally ill and violent patients, the poor and the underserved. Other states, including Massachusetts, California and Arizona, had to learn the hard way that the private sector is no panacea for the inadequacies of the public sector.

The ineptitude of so many private agencies made deinstitutionalization the massive failure it is, just as CSEA loudly predicted years ago.

CSEA, along with many health professionals today, strongly believes that state-sponsored community-based residential programs, with institutional backup, can provide quality care to the homeless street dwellers and also to new populations of drug-dependent persons being admitted every day.

CSEA has been leading the fight to have the state renovate vacant buildings on Wards Island to provide decent residences (not warehouses) for mentally ill homeless, where access to all needed professional services are available at Manhattan Psychiatric Center.

Thousands of CSEA mental health workers are risking their lives daily working in understaffed, dangerous wards, without holidays off, without vacations and being forced to work mandatory double shifts because of N.Y.S. Office of Mental Health mismanagement.

When Washington can see that New York State's mental health system is crippled and in crisis, why can't Albany?

Putting additional social workers out on the streets has a laudable sound, but it will only work when the state assumes its rightful responsibility to provide decent state-run living and treatment facilities to accommodate the influx of patients returning for care.

GEORGE BONCORAGLIO, president, CSEA Metropolitan Region II, Local 1000 AFSCME, AFL-CIO, Manhattan

Attorney General nails OMH on Right-to-Know

ALBANY — Under a consent agreement with state Attorney General Robert Abrams, the state Office of Mental Health (OMH) will implement a major Right-to-Know training program for its employees to bring the office into compliance with state law.

The agreement comes on the heels of CSEA criticism of inadequate safety and health training for OMH employees.

"This is a big step, but it's just the first step," said CSEA President William McGowan. "The shame is that the attorney general had to step in before OMH acted. Maybe now they'll realize they're going to be held accountable!"

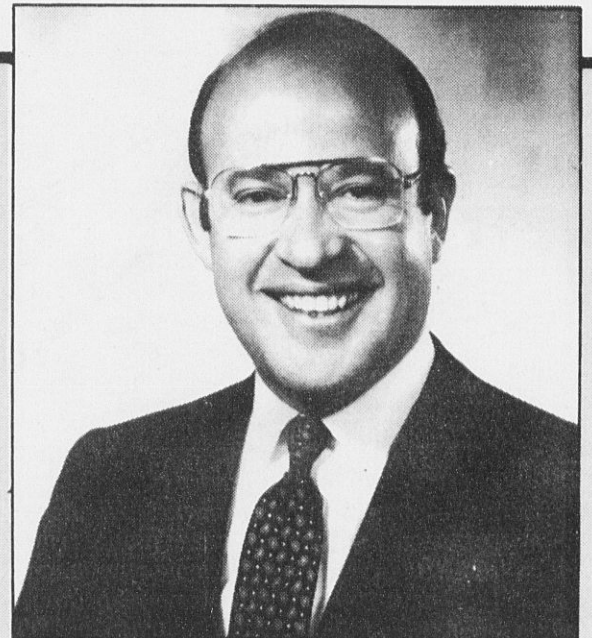
Through the agreement a Right-to-Know officer will be designated at every OMH

facility. That individual must identify all toxic substances on request and provide current information on the substances. The individual will also facilitate all proper training.

In addition to toxic substances, employees must also be provided with information about biological hazards, such as hepatitis and AIDS, that they may face on the job.

While CSEA believes this information is essential, the union will continue to push for a comprehensive safety and training program for direct-care staff who face understaffed conditions and violent patients on the wards every day.

"We keep saying there's no simple solution to the serious injury problems



Abrams — Holding OMH responsible

that our mental hygiene workers have to deal with," added McGowan. "But it's clear that OMH has to give safety and health a higher priority if they want to make improvements."

The pain continues

EDITOR'S NOTE — Backed by indisputable facts and figures, CSEA continues to hammer away at the state over outrageously high on-the-job injuries among mental hygiene workers.

While the effort is making an impact, improvements are too slow because, as these two stories show, CSEA members continue to face real danger and pain every time they go to work.

By Sheryl Carlin
CSEA Communications Associate

MELVILLE — A mental health therapy aide trainee was badly hurt when he was jumped and beaten up by a group of boys at the Sagamore Children's Home.

Andrew Wills, a member of Long Island Developmental Center CSEA Local 430, said he was on duty in the secure ward with two other MHTAs and one nurse who was covering three units.

"The clients were verbally abusive to me and the other staff after I was told to confiscate two packs of cigarettes they are not allowed to have," explained Wills. "One patient began threatening me, saying 'I'm going to kill you. I'll kick your ass!' The next thing I know a patient threw a wooden table at me," he said.

Wills fell to the ground and a group of the boys jumped on top of him, kicking and punching.

"I couldn't fight back. It's a bad feeling and you're never going to forget it," said Wills who suffered two fractured ribs,

contusions of the left kidney and a sprained wrist in the beating.

Wills and the other employees say understaffed conditions were the cause of the problem. "I'm not a secure unit item. Those people have some specialized training. I'm a trainee and if they had enough staff I would never have been sent to that unit," Wills said.

Mabel Deeb, another employee on duty that night had her hand bruised when a patient slammed a door on it after she reached for the emergency button.

"I was the only regular staff member on duty that night, I think that had a lot to do with it," Deeb said.

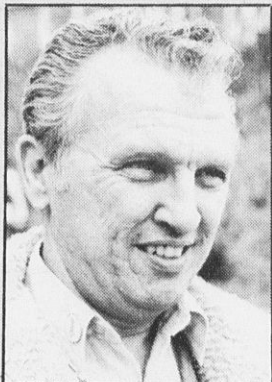
The other employees sustained injuries to their hands and back and one woman was kicked in the head.

Once the situation was under control, with the help of backup staff and the police department, Wills and the other employees were seen by a facility doctor and told to

Admitting hazards

KINGS PARK — The admissions unit in any mental health or mental retardation facility is commonly the most volatile area in the center.

Employees working in these areas receive hazardous duty pay, and rightfully so, according to Kings Park Psychiatric Center CSEA Local 411 President Tony Bentivegna.



BENTIVEGNA

Kings Park has the largest admissions unit in the state with 2,800 patients passing through last year alone. Because of serious overcrowding, the facility began moving intermediary patients to areas outside of admissions according to Bentivegna.

Because the employees working with these patients do not receive hazardous duty pay, CSEA has filed a grievance. CSEA's charges have not been challenged

by the facility but the ultimate decision must be made by the Governor's Office of Employee Relations (GOER).

"Admissions became so crowded that many of the intermediary patients, those who are kept until the facility places them in the appropriate unit, are now in other areas. I want those four buildings to now be considered the same as admissions," said Bentivegna.

"These are the same level patients and my members should still receive the hazardous duty pay," he declared.

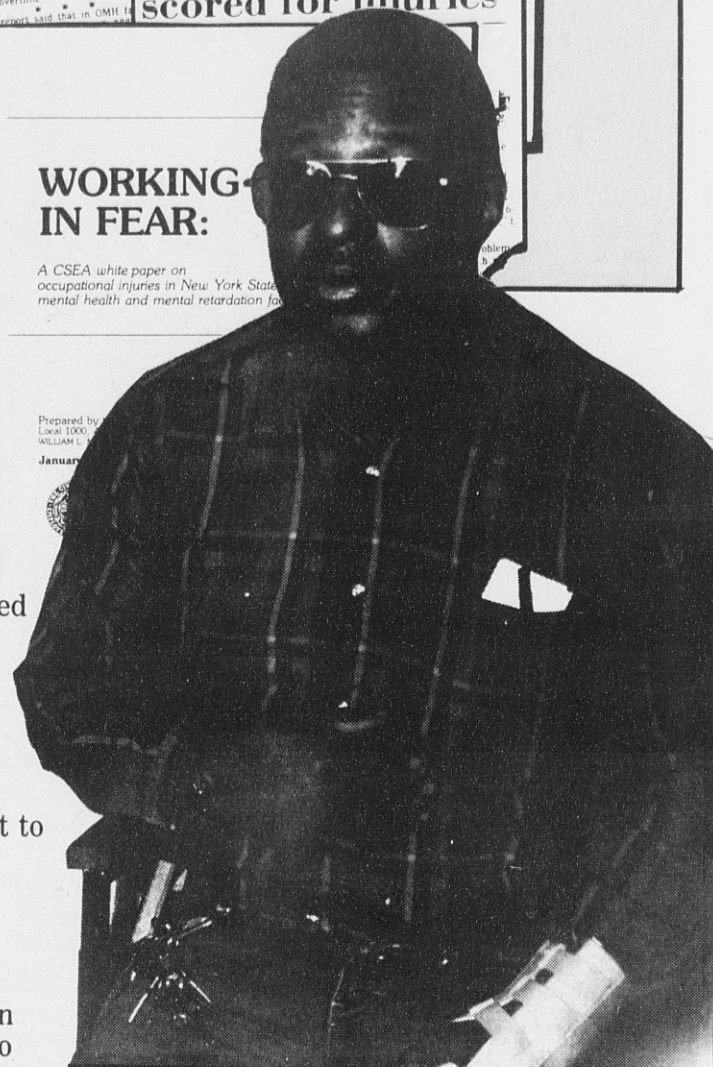
Bentivegna said he currently has approximately 160 members out on long-term injuries, a large total he attributes to a variety of problems: a larger number of patients, less staff, patients refusing medication, an influx of young, substance abusers, and other causes.

CSEA Region I President Danny Donohue added, "The state makes broad, general statements about only the admissions unit getting hazardous duty pay. This problem needs to be adjusted quickly. The situations in our OMH and OMRDD facilities must be addressed."

Health care workers 'working in fear'

2 Health Agencies Have Highest Loss Of Work Days Due to Injuries: CSEA
Mental health care staff injuries rise
Mental agencies scored for injuries

WORKING IN FEAR:
A CSEA white paper on occupational injuries in New York State mental health and mental retardation facilities.



ANDREW WILLS, MHTA trainee holds his fractured ribs during an interview.

see their personal physicians.

"We were not allowed to leave until our shift was over at 11:00 p.m.," said Wills, whose fractured ribs could have easily punctured his lung.

Local 430 President Joe LaValle objected strenuously to the understaffed conditions and complained about the employees not being allowed to leave to seek medical attention.

"The deputy director apologized and promised it will never happen again. I asked him to apologize to the employees involved," LaValle said, adding that the director praised their handling of the situation.

Wills, who was honored as "Employee of the Month" by the facility last summer said, "I can't afford to stay home. I work two jobs and I'm really going to be in a tight bind because of this."

CSEA Region I President Danny Donohue said CSEA has been pressuring the state to deal with the pathetic staffing levels in the state OMH and OMRDD facilities for a long time. A study, "Working In Fear" was recently released by the union with hopes the state will be forced to act.

As Wills said, not only the MHTAs are in danger, "... the cleaners, food service employees, anyone who comes in contact with patients is at risk."



DONOHUE

On
the
JOB

School Nurses take care in Mt. Vernon

By Anita Manley
CSEA Communications Associate

MT. VERNON — Parents and child care workers are used to worrying about children, their accidents and illnesses, their skinned knees and bruises.

School nurses at Mt. Vernon High School in Westchester County have that responsibility multiplied by thousands — 3,700 kids, in fact, all teenagers!

As awesome as their responsibilities are, CSEA members Barbara Shementi, Gail Belfonte and Cathy Pusillo say they wouldn't trade jobs with anyone.

"It's very challenging," Shementi said. She was honored by city and school officials in 1983 after she rescued a 15-year-old boy who nearly drowned in the school pool.

Along with students' skinned knees, headaches, stomachaches and sports-related accidents, Shementi and her co-workers also take care of the faculty members, including 192 teachers and 27 administrators.

Just recently, in fact, a faculty member complained of chest pains, weakness and sweating. Shementi took her blood pressure, found it significantly elevated and called an ambulance. At press time, the woman was still in the coronary care unit of a local hospital.

Belfonte worked in an elementary school before she transferred to the high school, and she says there's a definite difference in her patients.

"The littler kids are more easily assessed," she said. "You have to take more time with the older kids."

High school students are also involved in more sports and therefore more likely to suffer injuries, Shementi pointed out. In addition to a wrestling program and a weight room, Mt. Vernon High School boasts three football teams and three softball teams.

Pusillo, a part-time nurse at the high school, left hospital nursing earlier this year to work in the school system.

"I thought it would be an easy job," she said. "It's amazing what these ladies do. They're like paramedics!"

One-on-one counseling is also part of a school nurse's job.

"Sometimes kids just need someone to listen," Shementi said, noting that they offer counseling referrals when necessary.

Among other responsibilities, the school nurses also: dispense medications such as antibiotics—only with notes from a doctor and



parent; accompany ill or injured students to the hospital; assist school doctors with physical examinations; verify immunizations for new students; screen students for scoliosis (curvature of the spine); report suspected child abuse; and complete reams of paperwork for every student they see.

The most frustrating aspect of the job, Shementi said, is trying to locate a parent when a child is sick.

"We cannot send a sick student home without notifying the parent," she explained. "We sometimes have to launch a major investigation to find a parent. I once had to call a beauty shop and ask the owner if a child's parent was in the building next door."

"I thought it would be an easy job. It's amazing what these ladies do. They're like paramedics!"

— Cathy Pusillo

CSEA asks: Did management mishandle the situation?



TB outbreak at hospital leads to state investigation, mass testing

By Charles McGeary
CSEA Communications Associate

SYRACUSE — CSEA officials are questioning the manner in which management handled an outbreak of tuberculosis at the SUNY Health Science Center's University Hospital here, a situation now being investigated by the state Health Department.

CSEA Local 615 President Kathleen Collins said she is also upset that the union was not informed earlier of mandatory testing of all employees to determine how widespread the outbreak had become. CSEA is urging all employees to be tested as soon as possible.

"My members are concerned not only for themselves, but also for their families. Some have babies at home," Collins said.



Kathleen Collins

A special emergency panel created by state Health Commissioner David Axelrod, along with management officials from SUNY Health Science Center, are investigating whether the hospital followed proper procedures in treating a patient who spread tuberculosis to the hospital staff last July.

Since the disease was identified, one nurse has contracted tuberculosis, two more show signs of the disease and 17 other staff members have been exposed. The outbreak has prompted the hospital to begin testing all 5,000 employees, volunteers and students at the hospital for the potentially deadly disease.

An epidemiologist with the state Health Department said in late February that the situation was under control at the hospital and there is no danger of any further spread of tuberculosis at the hospital.

Mandatory testing using the standard tuberculin/PPD skin test to determine exposure to the disease has been underway since shortly after hospital management called a news conference on Feb. 8 to announce plans for the mass testing. The mandatory testing is directly related to the tuberculosis outbreak and is in addition to an annual test given to all employees.

CSEA's Collins said the union was not notified of plans for the tuberculosis testing until the day of the news conference even though management was aware of a problem much earlier.

According to published reports, Center officials realized in December they were dealing with a tuberculosis problem when several employees who had cared for the infected patient in July tested positive during routine testing of hospital staff.

"My 1,100 members are extremely upset about the time lapse. They want to know why they were not told of the situation in December when testing of selected staff members began," said Collins.

Hospital epidemiologists traced the path of the disease to a "desperately ill" woman

who was admitted to the intensive care unit July 15 with a serious infection of an unknown cause. She was not kept in isolation.

Two days later, she was diagnosed as having tuberculosis. She died in the hospital July 19 of respiratory failure, complicated by the disease, hospital officials said.

The state Health Department and its Bureau of Communicable Disease Control are investigating the sequence of events since the women's disease was discovered.

The probe is focusing on whether the hospital notified authorities about the cases in a timely manner and whether appropriate precautions were taken to protect the health of patients and staff.

Dr. John B. Henry, president of the SUNY facility, said the hospital is conducting its own review of the incidents.

Henry said neither he nor the vice president for hospital affairs received details of the situation until Feb. 4, two days after the staff member's confirmed case of tuberculosis was reported to the state Health Department. "We're looking into that," Henry said when asked what level of staff was previously informed about the incidents.

"Kathy Collins is doing everything possible to assure the health and safety of her CSEA members," CSEA Region V President Jim Moore said. "She is urging all members, and other fellow employees, to take the TB skin test as soon as possible. And, if an allergic reaction to the TB shot occurs, an x-ray is recommended. I have asked her to closely monitor the testing and to keep CSEA members informed of further developments in the investigation."

Women's history gets recognition

Women's History Month celebrates the achievements women have made over the years and their contributions to family, community and the work world.

While women's history is truly a history of all people, March is set aside to honor the special chapters, sometimes unwritten, sometimes unread, in which women have played a great role and still do.

Labor is only one of those fronts, and CSEA is proud to salute women's vital contributions to our society.



Find what you need

Resources for information on women's history and women's issues are numerous. The following list highlights some of the sources that can be used for political action, education or inspiration.

- *** Sexual Harassment: A Digest of Landmark and Other Significant Cases** — Compiled by the Center for Women in Government, the digest provides up-to-date information on the issue. It is available for \$10. Send checks made out to the center to: The University at Albany, Draper 310, 1400 Washington Avenue, Albany, N.Y., 12222.
- *** The 1987 Annual Report of the New York State Assembly Task Force on Women's Issues** — The report outlines the task force's work for the year, such as reviewing nearly 200 bills and supporting 130.
- *** New York Women** — a newsletter from the state Division for Women, it highlights the progress of women's issues in the state. To get on the mailing list, write to the state Division for Women, Executive Chamber, State Capitol, Albany, N.Y., 12224.
- *** Northland Poster Collective Labor Art Project Catalogue** — an extensive collection of artwork illustrating a variety of concerns: political, labor and women's issues. For a catalogue, write Northland Poster Collective, 127 N. Washington Avenue, Minneapolis, Minn., 55401

School set for labor women

The Northeastern Summer School for Union Women will take place from July 31 to Aug. 5 this year.

The program, sponsored by the AFL-CIO, offers a variety of educational experiences for labor union women, said CSEA statewide Secretary Irene Carr.

"It's a very full program," she noted. "It's a chance to develop a wonderful rapport with women of all unions."

The participants live in dormitories and spend nearly all of their time in workshops and seminars. Last year 10 CSEA members attended.

The 1988 program will be at the University of Connecticut at Storrs. For more information, contact Maria Luz Samper at 203-436-3417.

Bread and Roses Sullivan wins award

Statewide Treasurer Mary E. Sullivan will receive one of seven Bread and Roses awards during the fourth annual ceremony March 20.

The awards, named for the 1912 mill workers' strike in Lawrence, Mass., honor Capital District labor union women.

In three years, 20 women have received the award based on leadership, commitment to the labor movement and community involvement.

Sullivan is employed by the Herkimer County Department of Social Services and has been CSEA Local 822 president, Board of Directors representative, Local Government Executive Committee chairperson and Region V treasurer and vice president.

She has been KE Sorority adviser, Herkimer American Cancer Society president, former Crusade fundraiser co-chair and Zonta president.

"Mary has diligently worked her way up from a small local government entity to one of the top four statewide elected officers," said statewide Secretary Irene Carr in her nomination.

Sullivan was surprised by the award.

"I'm very honored, considering those who have gone before me, particularly statewide Secretary Carr," she said.



Mary Sullivan

Breaking barriers: Perkins was the first woman in the cabinet

A powerhouse in Labor history, Frances Perkins was the first woman Cabinet member and instituted many "first" programs, including the Social Security Act.

Perkins, a social worker, was New York's industrial commissioner under Franklin Roosevelt when she started the workers' compensation program.

In 1933, Roosevelt asked her to be the nation's Secretary of Labor. Only after the President promised to support her ideas did she accept the job.

With the country facing 25 percent unemployment, Perkins determined to go beyond relief and put people to work. She pushed for the National Industrial Recovery Act (NIRA) of 1933.

The NIRA brought her conflict with both labor and management because it forced them to agree on employment conditions. But Perkins persevered, and millions of people went back to work.

She faced plenty of opposition simply as a woman. Amid protests that she would "feminize" the Department of Labor, a reporter asked if she found her sex a handicap.

"Only in climbing trees!" she responded.

Perkins often displayed her resilience. In the steel industry-dominated town of Homestead, Pa., Perkins fought opposition even

from town officials. She tried to hold labor department hearings in the town hall, but town officials refused to allow workers into the building. The police stopped her from speaking in the street, and told her she could not hold a public meeting in the nearby park. She wrote of how she solved the problem.

"... my eye caught sight of the American flag flying over a building on the opposite side of the square. Ah, I thought, that must be the post office, and I remembered that federal buildings in any locality are under the jurisdiction of the federal government. I did not know the politics of the postmaster, but I was an officer of the federal government and must have some rights there."

She stood on a chair to hear workers' accounts of company domination. She arranged to have the angriest workers testify in hearings in Washington.

Perkins survived impeachment proceedings when she refused to deport an Australian labor activist believed to belong to the Communist Party without proof. Eventually, the House of Representatives found no grounds for impeachment, and Perkins was able to concentrate on her work.

A major part of that work was the Social Security Act. Perkins tirelessly campaigned for passage of the law that would provide

Committee urges political action

Women's voices must be heard in the political arena, and the CSEA statewide Women's Committee is determined to encourage and echo those voices.

"We want to concentrate on political action," says Chairperson Helen Zocco. "Women have to tell their legislators what they want as workers and voters. It's the only way to make progress."

In the last year, the committee has made strides toward promoting political action among CSEA members with its newsletter, "Essentially Women." While providing useful information and features on women and issues in the labor movement, the newsletter also offers news on legislative issues affecting women. It also encourages them to write or call legislators to support or oppose legislation.

In addition, the committee has set up an informational network in the form of a mailing list. More than 1,000 people are now receiving "Essentially Women" through this list, and other information will also be passed along.

CSEA will also participate in the American Family Celebration in Washington, D.C., on May 18. Sponsored by the Coalition of Union Women, the event will attract attention to the need for a national family policy.

If you would like more information on the Women's Committee and its activities or the Family Celebration, contact your regional committee representative, listed below. If you want to get on the

Women's Committee Network System, fill in the coupon below and mail it to CSEA headquarters.



The CSEA statewide Women's Committee discusses political action. From left, front: Lobbyist Damaris McGuire; Harriet Hart, Region II; Ruby Everette, Region VI; and Joyce Dimitri, political action director of operations. In the back row: Lee Pound, Region III; Ellen Diange, Region IV; Irene Nash, Region I; Helen Zocco, chairperson; and Peg Wilson, committee adviser.

Statewide Women's Committee

Helen Zocco, Chairperson
(914) 431-5272

Region I — Irene Nash
CSEA REGION I OFFICE: 300 Vanderbilt Motor Parkway
Hauppauge, N.Y. 11787 / (516) 420-2040

Region II — Harriet Hart
CSEA REGION II OFFICE: Suite 1500, 11 Broadway
New York, N.Y. 10004 / (212) 312-7467

Region III — Lavarne (Lee) Pound
CSEA REGION III OFFICE: R.R. 1, Box 34, Old Rt. 9
Fishkill, N.Y. 12524 / (914) 634-6369

Region IV — Ellen Diange
CSEA REGION IV OFFICE: 1215 Western Ave., Suite 402
Albany, N.Y. 12203 / (518) 442-3055

Region V — Kathy Roma
CSEA REGION V OFFICE: Suite 308, 290 Elwood Davis Rd
Liverpool, N.Y. 13088 / (607) 770-0285

Region VI — Ruby Everette
CSEA REGION VI OFFICE: 482 Delaware Ave.
Buffalo, N.Y. 14202 / (716) 288-5872

YES, I want to be kept informed about women's issues. Put me on your mailing list!

SOCIAL SECURITY NUMBER _____

NAME _____

ADDRESS (WORK) _____ TEL. (____) _____

ADDRESS (HOME) _____ TEL. (____) _____

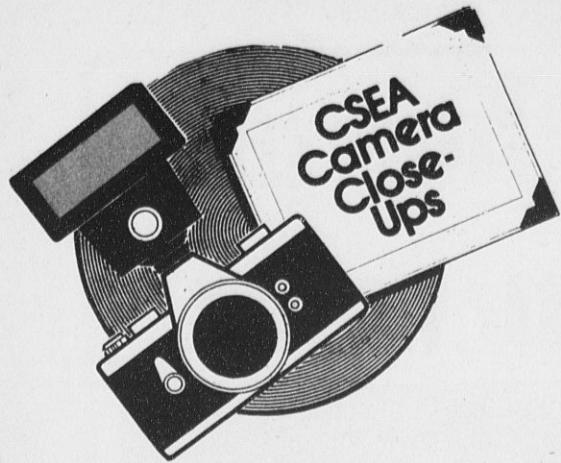
CSEA LOCAL _____ LOCAL NO. _____

Are you a REGISTERED VOTER? _____

Mail to: CSEA statewide Women's Committee
142 Washington Avenue
Albany, N.Y. 12210

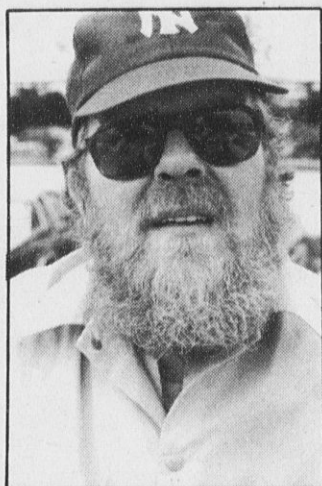


What's the next step for working women?



LINDA BJORN
Sullivan County
Local 853
Region III

"I look at the salaries for women and they're still lower than men's salaries. That's what they have to work on, especially with so many single working mothers who are the sole support of their families."



MIKE PORCELLI
DOT Local 508
Region I

"They're going to be in the bosses' spots soon. They're going to be moving into the leadership positions."



PATRICIA COLONGIONE
SUNY Albany Local 691
Region IV

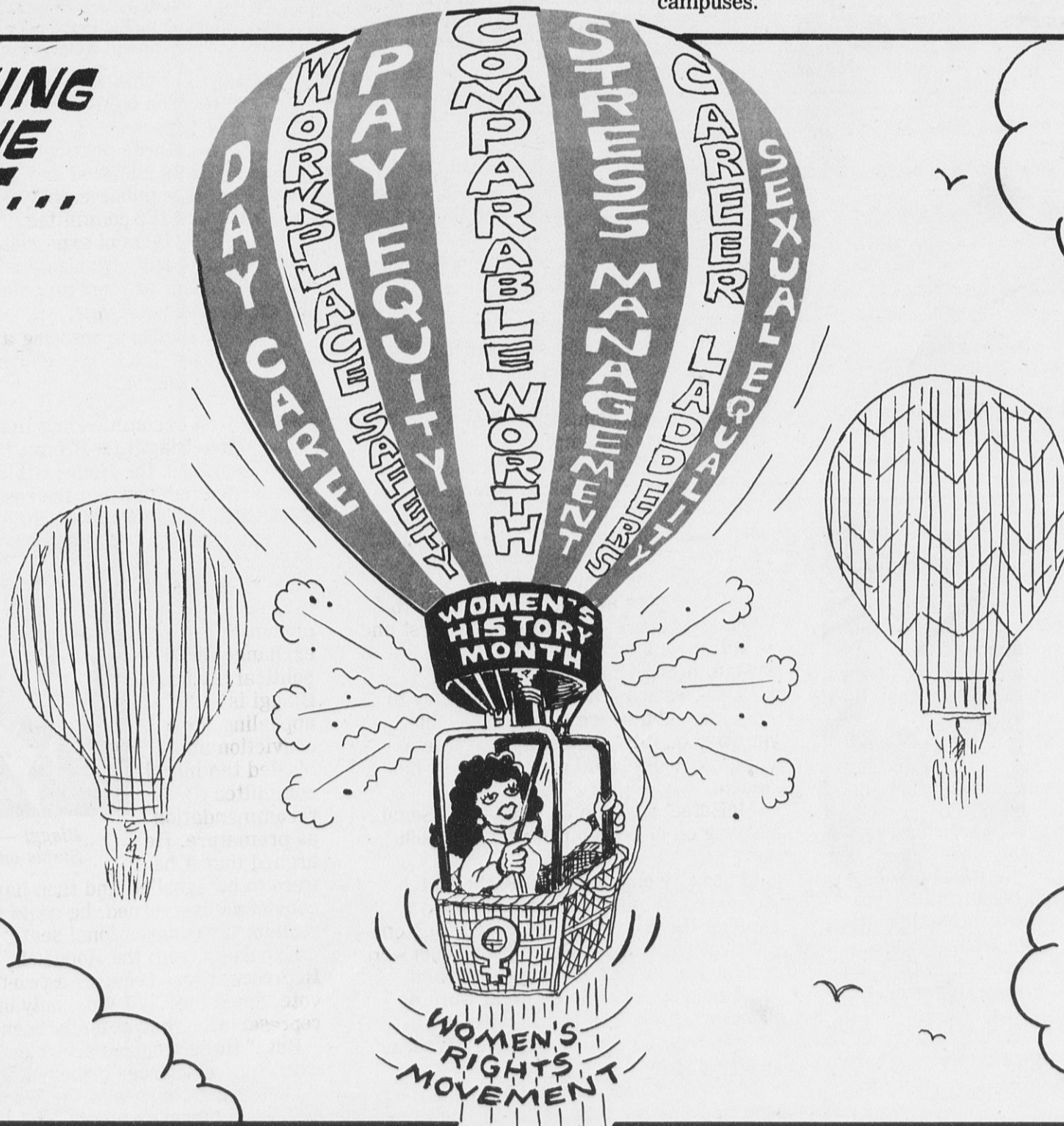
"We need better promotional opportunities above grade 9, especially at SUNY Albany campuses."



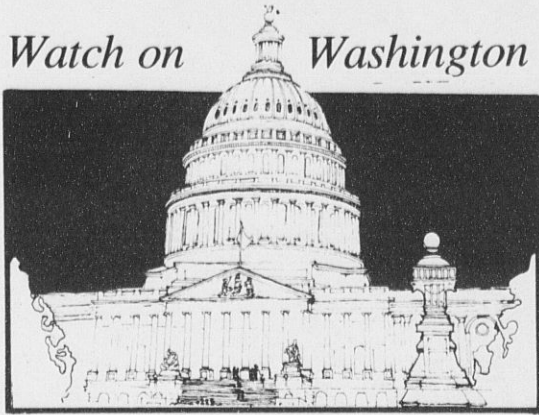
DEIRDRE "DeDe" SERVICE
Madison County
Local 827
Region V

"A female president in the White House."

TURNING UP THE HEAT...



DISTIN



Reagan's last hurrah tops \$1 trillion mark

President Reagan's \$1.09 trillion federal budget for 1989 arrived on Capitol Hill recently and for the first time in years, it wasn't pronounced "dead on arrival." That's because much of the budget framework was established when the White House and congressional leaders hammered out an agreement on the 1988 budget last fall.

Because this is a presidential election year, there is little expectation of a political budget stalemate. But that doesn't mean the President will get everything he wants.

Since this is Reagan's last budget, he has targeted a number of areas where he wants to leave his mark on federal government.

Among Reagan's objectives:

- * Contracting out the operation of federal prisons;
- * Cutting the sewer grants program by 37 percent;
- * Cutting community development block grants by \$500 million.

But AFSCME has priorities, too, and intends to oppose irresponsible cuts that would hurt people and communities.

...

In unusually blunt language, New York AFSCME leaders, including CSEA President William McGowan, have expressed "extreme disappointment" to Sen. Daniel Patrick Moynihan over his welfare reform package.

In a letter submitted "for the record," the AFSCME leaders detailed concerns about the potential for "workfare abuses" in the bill as now written. To date, Moynihan has been unwilling to make any changes in the plan.

AFSCME is particularly disturbed by Moynihan's position because the House-passed version, steered through by Rep. Tom Downey (D-Long Island) contains the labor protection provisions that will make the workfare programs operate fairly.

"If this package represents the best the Senate can do, we think reform is better put off to another day," the letter concludes.



Moynihan — *Immovable?*



AFSCME President Gerald McEntee, right, testifies before a Senate committee considering reform of the Hatch Act, which restricts political activity of some public employees. At left is Kenneth Blaylock, president of the American Federation of Government Employees (AFGE).

AFSCME President Gerald McEntee has been highly visible on Capitol Hill in recent weeks, testifying at two hearings of concern to public employees.

Speaking before the House Human Resources Subcommittee, McEntee urged speedy passage of the Act for Better Child Care, saying it is a priority of the union and a major concern of American workers in general.

During the testimony, McEntee detailed CSEA's role in establishing Empire State Day Care Services through contract negotiations with the state. Since 1979 the program has grown to offer day care services to thousands of CSEA-represented state employees.

"The steady expansion of these centers created through labor-management cooperation is the good news. The bad news is that there are still long waiting lists, low salaries and benefits and significant staff turnover," he said.

But McEntee also pointed out that the CSEA-negotiated system was the first and is still the only statewide day care system in the United States.

"Congressional action is necessary to help keep child care costs reasonable, improve quality and begin to create a comprehensive child care system," he added.

McEntee was also on hand for a Senate hearing on efforts to reform the Hatch Act.

Originally enacted in 1939, the Hatch Act prohibits public employees from running for elective office or working on political campaigns. Some provisions were softened in 1974 by allowing state and local employees to do political work on their own time. The House voted by a wide margin last fall to extend the same rights to federal employees.

However, public employees still have a way to go before they enjoy full political

freedom — a number of states have their own restrictions on political activities by public employees.

"Too often these political restrictions are selectively enforced and arbitrarily used to harass public employees," McEntee told the committee. "The First Amendment rights of expressing one's point of view and organizing with others on their behalf are fundamental to our form of self-governance."

AFSCME is also sponsoring a conference on Hatch Act reform March 23-24 in Washington.

...

After first recommending that 10 term Rep. Mario Biaggi (D-Bronx) be expelled from Congress, the House Ethics Committee has now put the resolution on hold until "an appropriate time."

Biaggi was convicted last year of accepting "illegal gratuities" in exchange for political favors. Biaggi is appealing the conviction and blasted the initial committee recommendation as premature. He argued that if he were to be expelled and then have his conviction overturned, he could not just reclaim his congressional seat.



Biaggi — *Status on hold*

Expulsion from the House of Representatives requires a two-thirds vote. Since the Civil War, only one representative has actually been expelled.

But if these troubles aren't enough for Biaggi, he also faces bribery and racketeering charges in the Wedtech defense contract scandal.

Drivers win radio link

MIDDLETOWN — State Department of Transportation (DOT) workers in Orange County won't be left in the cold when they're working in their trucks during those frigid winter nights.

CSEA filed a grievance, which was recently resolved, because members of Orange County State Transportation CSEA Local 515 who were called out at night to salt and sand icy patches had no one to contact if only one truck was on the road. There was no one to monitor the radio should the lone truck need help.

Getting stuck on a mountain road with no one to answer you on your radio is downright dangerous, said Orange County DOT Unit Vice President Bob Hadden. He didn't want his co-workers to find themselves in such a situation.

But it could easily have happened. While the communications center was monitored for two shifts during the day, no one was assigned at night unless more than one truck was on the road, as in a major snowstorm.

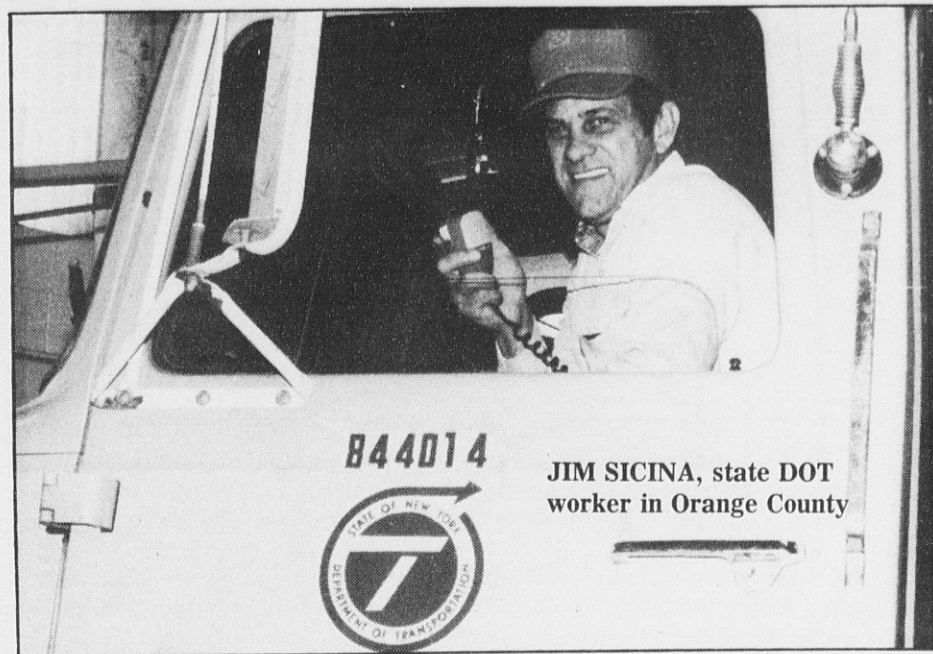
"We were told that if we needed help, we should use a public phone," said DOT Supervisor Ray Bowley.

There are few public phones on the rural roads of Orange County, so drivers had to depend on passers-by, and there are few of those on the mountain roads at 3 a.m.

Thanks to the successful grievance, the work crews now have someone to answer their calls, even at 3 a.m. But the unit has other problems.

The drivers are concerned because the DOT trucks lack back-up alarms.

"We don't want anybody dead, but the state does nothing until



JIM SICINA, state DOT worker in Orange County

someone is killed," Bowley said, noting that the alarms are required in New Jersey. "The state yells about safety, but you wonder if they really care."

Careless and inconsiderate drivers also worry CSEA members. Supervisor John Kuszek pointed out that plows have been forced off the road by speeders.

Montgomery County rehires employees

By Daniel X. Campbell

CSEA Communications Associate

AMSTERDAM — After Montgomery County management kept dragging their feet, CSEA started kicking up a storm. And before the dust had settled, the county gave in to intense pressure from CSEA's Law Department and agreed to comply with terms of a Public Employment Relations Board (PERB) decision handed down nearly a year and a half ago.

The Montgomery County Board of Supervisors last month re-established the county's Employment and Training Administration Department it had abolished in 1986 and agreed to offer re-employment to former department employees laid off on July 1, 1986, and subsequently improperly assigned to the Private Industry Council (PIC), a private sector employer.

CSEA said then the layoffs were illegal and filed an Improper Practice charge against the county. A PERB administrative law judge ruled in October 1986 that the county must offer the employees reinstatement to their former positions with the county and compensate the employees for any wages or benefits lost as a result of the layoffs and reassignment of employers. CSEA contended the employees received lower wages and reduced benefits with PIC.

"Montgomery County simply refused to comply with the ruling, rejecting several requests by CSEA to do so," says CSEA attorney Pamela Norrix-Turner, who handled the case for the union. "CSEA stepped up its efforts, including requesting that PERB institute legal action against the county. That action was pending when the county notified CSEA it would comply with the PERB decision."

Some of the employees have agreed to return to their former positions with the county while others who eventually found other employment have declined.

OCA goes to the table



GETTING STARTED — The CSEA Office of Court Administration negotiating team, at right, meets with state negotiators to discuss ground rules, kicking off contract negotiations for 3,600 employees.

ALBANY — Negotiations for about 3,600 Office of Court Administration employees kicked off recently at a meeting in which the CSEA team and state negotiators discussed ground rules.

"We're anticipating that these will be good, tough negotiations, and we're confident that we will obtain an agreement that benefits the employees of the units," said Donald Kelly, deputy director for contract administration.

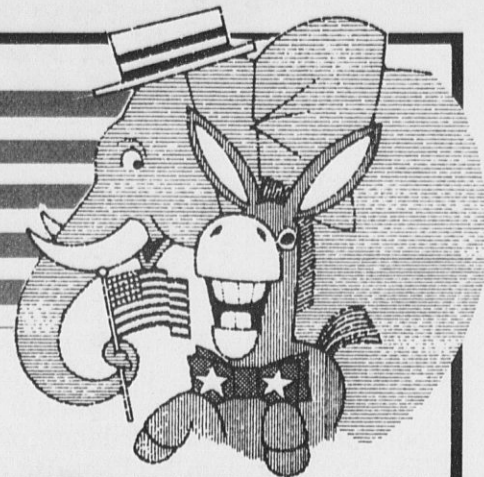
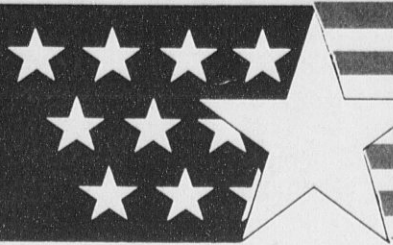
Kelly said some of the issues the CSEA negotiating team plans to work on are: employee training and development; increases in leave accruals; removal of the maximum salary cap; revisions to overtime provisions.

Thomas Jefferson is chairperson for the negotiation team, which is negotiating for three contracts for 23 units.

As *The Public Sector* went to press, the two teams were meeting again to exchange initial proposals.

"The negotiating team has thoroughly reviewed the existing agreements," Kelly said, "and we are in the process of drafting the final proposal to be submitted later."

CSEA, AFSCME members on many Dukakis slate in NYS primary election



VOTE FOR THESE DELEGATES APRIL 19

CSEA and AFSCME members who go to the polls in New York state's presidential primary election on April 19 should recognize some familiar names among those on the ballots who will be seeking to become elected delegates to the Democratic national convention.

Sixteen CSEA activists and seven AFSCME members have qualified to appear on the Democratic ballots as delegates or alternates on slates committed to Massachusetts Gov. Michael Dukakis in the state's presidential primary.

In all, CSEA and AFSCME activists will appear on ballots as members of Dukakis slates in 20 of the state's 34 congressional districts. In addition to determining party preferences for presidential candidates, voters in the April 19 primary will elect delegates to the Democrat and Republican national conventions.

The 23 CSEA and AFSCME members running as delegate candidates committed to Dukakis are believed to be the only CSEA and AFSCME activists involved as delegate candidates for any presidential contender in the statewide primary.

At right is a list of CSEA and AFSCME members and the congressional district in which their names will appear as Dukakis delegates. *The Public Sector* will publish a complete listing of those Dukakis slates prior to the primary.

District	Name	CSEA/ Council	Delegate/ Alternate
2	Michael Curtin	CSEA	Delegate
3	Mary Meenaghan	CSEA	Delegate
4	Jeanne Angiulo	CSEA	Delegate
5	Eugene Cammarato	CSEA	Alternate
10	Lou Albano	37	Delegate
14	George Boncoraglio	CSEA	Delegate
19	Guido Menta	37	Delegate
20	Marlene Dandrige	CSEA	Delegate
21	Richard Pelkey	82	Delegate
21	Regine Dunkin	CSEA	Alternate
22	Beatrice Kee	CSEA	Delegate
23	Joseph McDermott	CSEA	Delegate
24	Richard Juckett	82	Delegate
24	Edward LaPlante	CSEA	Alternate
25	Patricia Crandall	CSEA	Delegate
25	Ann Bunker	82	Alternate
26	Betty Lennon	CSEA	Delegate
27	Dale King	CSEA	Delegate
28	Theron VanDyke	CSEA	Delegate
29	Thomas McNabb	CSEA	Delegate
30	Aloma Cason	66	Delegate
32	Robert Lattimer	CSEA	Delegate
33	Dorothy Jones	66	Delegate

Tentative contract agreement is reached for Red Cross workers

CSEA and the Northeastern New York Chapter of the American Red Cross reached tentative agreement on an initial contract covering 104 blood bank workers in the Albany Area Red Cross Chapter as this issue of *The Public Sector* went to press. A ratification meeting was pending at press time.

The previous issue of *The Public Sector* featured the contract dispute as its cover story, detailing difficulties CSEA had with Red Cross management since the 104 blood bank workers voted to join the union a year ago.

An impasse was declared in December after two dozen bargaining sessions

produced little movement on management's part. A National Labor Relations Board mediator was working on the dispute when a tentative agreement was reached.

The employees conducted informational picketing at Red Cross fund-raising events during January, and the executive board of CSEA's Capital Region last month voted to boycott all fund-raising projects by the Albany chapter of the Red Cross to protest lack of a contract for the employees.

Details of the tentative agreement were not released pending the ratification meeting.

Reminder to Judiciary members re: travel time

Members of CSEA's Judiciary bargaining unit who are eligible for overtime might also be entitled to claim time used to travel to mandatory training sessions.

A CSEA spokesperson reminds Judiciary bargaining unit members eligible for overtime to submit claims for time used to travel to mandatory training sessions held by the Office of Court Administration.

Overtime statements should be submitted to District Administrative Offices on Judiciary Overtime Forms.

Correction ... correction

As a great many readers have pointed out to us, retirement benefits for Tier III members of the state retirement system are no longer reduced by a "Social Security offset." CSEA successfully persuaded members of the state Legislature to rescind that unfair offset a few years ago. *The Public Sector* incorrectly said in a story in the previous edition that Tier III retirement benefits were still reduced by that offset factor.

CSEA backs three in special election to fill Assembly seats on Long Island

CSEA has endorsed candidates in special elections being held March 15 to elect members of the New York State Assembly in three districts on Long Island.

CSEA has endorsed James Conte, a Republican, in the 10th Assembly District; Robert Sweeney, a Democrat, in the 11th Assembly District and Briding Newell, a Republican, in the 18th Assembly District.

The special elections became necessary to fill vacancies when Patrick Halpin resigned from the 11th District seat and was elected Suffolk County Executive; Toni Rettaliata resigned from the 10th

District seat and was elected Town of Huntington supervisor; and Barbara Patton resigned from the 18th District seat when she was confirmed to head the Workers' Compensation Board.

CSEA Region I President Danny Donohue said he encourages CSEA members and their families and friends to vote for the endorsed candidates in those districts in the special elections Tuesday, March 15.

Members interested in specific information about the endorsed candidates should contact CSEA Region I Political Action Coordinator Stephanie Teff at (516) 273-2280.

CSEA's top legislative priority for retirees

Pension supplementation ok'd

The people who gave their all to the people of New York state during their working careers in state and local governments will be getting a little bit more in return.

Nearly a quarter of a million former CSEA members who retired prior to 1983 will soon be receiving supplementation to their pensions, retroactive to last Sept. 1.

Members of the state Legislature last week unanimously approved a pension supplementation bill that represented CSEA's top legislative priority for retired public workers. Gov. Mario Cuomo immediately signed the bill into law.

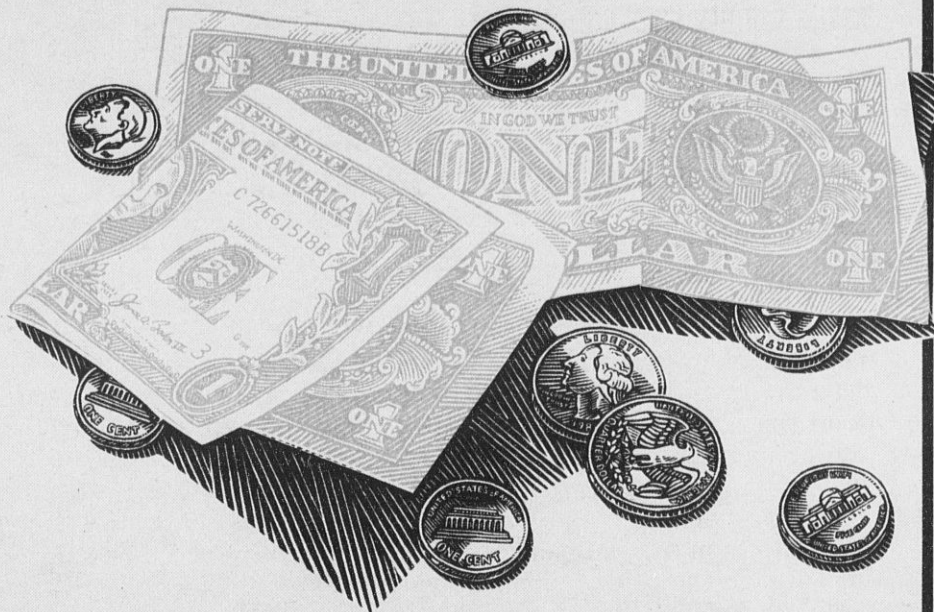
"I applaud the members of the state Legislature for their unanimous approval of the pension supplementation bill," said a pleased CSEA President William L. McGowan. "It was time to give back to those who gave to the state of New York."

McGowan praised Sen. Caesar Trunzo (3rd Senate District) and Assemblyman Joseph Lentol (50th Assembly District) for their roles as prime sponsors of the pension supplementation legislation. Trunzo is chairman of the Senate Civil Service and Pensions Committee and Lentol is chairman of the Assembly Governmental Employees Committee.

State Comptroller Edward Regan, who administers the state retirement system, said the increase and retroactive lump sum payments will go to eligible retirees in checks dated May 31.

Under the legislation, the percentages of supplementation increase the longer a person is retired. For example, an eligible

public employee who retired in 1982 will receive a 1.5 percent supplement to his or her pension, while a 1980 retiree will see a hike of 4.1 percent and a 1978 retiree will get a boost of 9.1 percent.



Job opportunities with CSEA

CSEA is accepting applications for the following positions:

* **Field Representative (Region IV)** — Minimum qualifications include bachelor's degree or three years responsible work experience in personnel, labor relations or related field; driver's license and car for business use required.

* **Health and Safety Specialist (Region IV)** — Minimum qualifications include bachelor's or associate's degree in a related field, or three years experience of an investigatory/safety nature; driver's license and car for business use required.

* **Organizer (Region I)** — Minimum qualifications include bachelor's degree in labor relations or three years experience in a union environment which includes organizing activities; driver's license and car for business use required.

* **Education and Training Specialist (Albany)** — Minimum qualifications include bachelor's degree in an education-related field, or high school diploma and five years work experience in a labor environment; driver's license and car for business use required.

Resumes should be submitted immediately to: Personnel Director, P.O. Box 7125, Capitol Station, Albany, N.Y. 12224. CSEA is an equal opportunity employer.

Moving?

Let us know!

If you've moved recently or plan to move soon, it's very important to you and CSEA that you notify the union of your new address. Use this form for your convenience.

Name _____ Social Security No. _____

PASTE MAILING LABEL HERE

MY NEW ADDRESS IS:

Street _____

City _____

State _____

ZIP _____

I am a member of CSEA Local _____

MAIL TO:

Civil Service Employees Association
Attn: Membership Department
143 Washington Avenue
Albany, New York 12210

'87 Empire Plan major medical claims due before March 31

All 1987 Empire Plan Major Medical claims must be submitted before March 31, 1988, to:

Metropolitan Life Insurance Company
CPO Box 1600

Kingston, New York 12402-0600

Major medical claim forms may be obtained from your agency's personnel or business office or from Metropolitan Life Insurance Company.

Please be certain to have your doctor or other provider fill in all information asked

for on the claim form and sign it. If the claim form is not filled out by the provider, all bills submitted **must** include all information asked for on the claim form. Missing information will delay the processing of your claim.

Should you have any questions concerning your claim, you may call the following toll-free number at Metropolitan:

Within New York state — 1-800-942-4640
Outside New York state — 1-800-431-4312

THE EMPIRE PLAN

Management refuses to talk

CSEA files complaint over fumes

NORTH SYRACUSE — Where there's smoke, there's usually fire. And because management of the North Syracuse Central School District refused to answer employee concerns over fumes from an overheated copy machine, they now have a bit of a fire on their hands.

For months, members of the North Syracuse Clerical Unit of Onondaga County CSEA Local 834 complained verbally and in writing about a noisy, overworked copy machine. And for months, management refused to respond to CSEA's requests to discuss the problem.

After the union's efforts were rebuffed repeatedly, CSEA Region V Safety and Health Specialist Merwin "Stubby" Stevens filed a formal complaint with the state Department of Labor (DOL).

"All we originally asked for was a meeting to discuss the problem," Stevens pointed out. But because management refused to respond to a little smoke, the issue has heated up and now DOL will have a say in the matter.

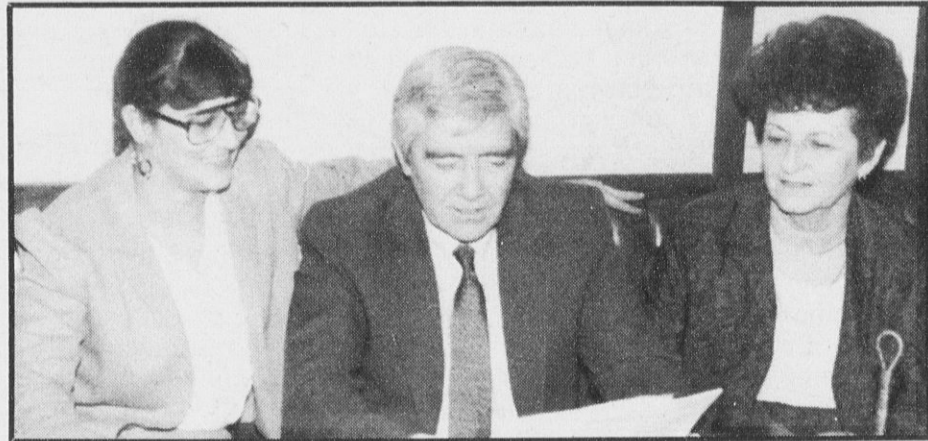
Workers say the problem has been one of overuse.

"The machine specifies a certain workload, yet it is often forced to run off thousands of additional copies to the point of overheating and giving off fumes," one employee said.

Stevens said he believes the copy room is simply overcrowded with business machines.

"The situation may present a potential health hazard," he said. "In our opinion, the room is overcrowded with personnel and various business equipment, including a copy machine never designed to carry the extra workload.

"We submitted several letters to school management asking to discuss the issue, but have gotten the run-around," he added.



GOING OVER information regarding a copy machine that gives off fumes are North Syracuse School District clerical employee Denise Williams, CSEA Field Representative Terry Moxley and Unit President Mary Dewey.

"These employees are entitled to work in a safe, clean environment," said CSEA Field Representative Terry Moxley. "Under the terms of their contract and the state Right-to-Know law, they deserve protection."

"If the copier presents a health problem, move it to another office or room," Stevens said. "Or move the employees to a larger room. You would assume that a school district would primarily be interested in employee safety and good relations. We simply say, let's work together and check out the machine. If there is a problem, correct it."

Hamburg gets EAP agreement



CSEA and Hamburg town officials gathered recently for the authorization of the town's Employee Assistance Program.

The program is designed to aid employees and their families with personal problems and offer referrals for counseling and other assistance.

Shown here are, front row from left: Police Captain John Gracon, standing; CSEA Blue Collar Unit President William Ferro; Town Supervisor Jack Quinn; CSEA White Collar Unit

President Mary Jane Kruszka; state EAP Director Joyce Steffen-Boyer; and CSEA EAP Coordinator James Murphy.

Shown in the back row are, from left: Patrolman Dwight Seifert; William Young of the highway department; George Prior of the buildings and grounds department; Barbara Pietracarlo of the assessor's office; Recreation Director Alan Greenfield, Youth Director Mike Dundon; and Mary Eisenhauer, a youth counselor.

EBF participating dentists

The Public Sector will publish lists of the dentists participating in the CSEA Employee Benefit Fund (EBF) program by region over the next several issues. This issue lists the dentists in Regions III and IV.

Each dental office listed here has agreed in writing to accept the CSEA fee schedule as payment in full for services listed in our dental booklet. In addition, these dentists have agreed that for any treatment not covered by our plan, they will discuss the cost with

the covered employee before commencing such treatment. This means that you will know beforehand about any out-of-pocket expenses.

Publication of this list is meant only as an aid to you in selecting a dentist whose fees will be the same as our schedule. We do not recommend or control the quality of a dentist's work, nor are we in a position to verify or refute the opinions of a dentist reviewing another's work.

REGION III

211 DENTAL CENTER	119 WICKHAM AVENUE, MIDDLETOWN 10960	(914) 343-9919	KRAUSS, MARTIN R. DDS	33 DALEWOOD DRIVE, HARTSDALE 10530	(914) 948-5559
AVANZATO, CHARLES DDS	30 DORCHESTER ROAD, SCARSDALE 10583	(914) 725-0498	LANE, JULES V. DDS, PC	200 HAMILTON AVENUE, WHITE PLAINS 11580	(914) 949-6800
BAILEY, LAWRENCE	MAY STREET & SICKLES AVENUE, NEW ROCHELLE 10801	(914) 636-3442	LAVIE, JACOBO DDS (ORTHODONTIST)	5 OLD MAMARONECK ROAD, WHITE PLAINS 10605	(914) 948-1808
BLISTEIN, DAVID	RR 2, BOX 253, HOPEWELL JCT. 12533	(914) 896-5070	LAZO, TADEO S. DDS	33 SOUTH MAIN STREET, SPRING VALLEY 10977	(914) 356-0788
BLOCK, DOUGLAS	47 MAMARONECK AVENUE, WHITE PLAINS 10601	(914) 997-0566	LYNE, ARTHUR T. DDS	95 CROTON AVENUE, OSSINING 10562	(914) 762-4685
BRANDENBERG, FERNANDO T. DMD	134 EAST MAIN STREET, P.O. BOX 232, PAWLING 12564	(914) 855-3124	MARSHALL, KENNETH	21 NO. MAIN STREET, PORT CHESTER 10573	(914) 939-3278
BROADWAY FAMILY DENTAL	453 SOUTH BROADWAY, YONKERS 10705	(914) 964-8100	MAYERS, M.F. DDS	132 LESTER DRIVE, TAPPAN 10983	(914) 359-5588
CARROAD, SIMON	39 WALNUT STREET, WALDEN 12586	(914) 778-5845	MIDDLETOWN DENTAL GROUP	453 ROUTE 211 EAST, MIDDLETOWN 10940	(914) 343-2192
COHEN, DONALD	7 ELMWOOD DRIVE, NEW CITY 10956	(914) 634-1500	MINKOWITZ, GARY	29 S. BROADWAY, YONKERS 10701	(914) 963-1691
COHEN, SIDNEY	5 OLD MAMARONECK ROAD, WHITE PLAINS 10605	(914) 946-5544	MINKOWITZ, GARY DDS PORT CHESTER DENTAL	431 BOSTON POST ROAD, PORT CHESTER 10573	(914) 937-2810
DE SILVA, SUJATHA H.	141 PIKE STREET, PORT JERVIS 12771	(914) 856-4002	MONROE DENTAL OFFICE, PC	FEDERAL PLAZA, RT. 17M, MONROE 10950	(914) 782-0189
DENTAL CARE OF ROCKLAND	329 RT. 59, CENTRAL NYACK 10960	(914) 353-1880	MT. VERNON DENTAL SERVICES	157 SO. 4TH AVENUE, MT. VERNON 10550	(914) 664-5342
DERMODY, CHARLES P. DDS (ORAL SURGEON)	410 GIDNEY AVENUE, NEWBURGH 12550	(914) 561-5666	NEWMAN, ARTHUR DDS	P.O. BOX 26, OREGON CORNERS, PUTNAM VALLEY 10579	(914) 528-5513
DUGGAL, PAUL PC	119 WICKHAM AVENUE, MIDDLETOWN 10960	(914) 343-9919	NORTH ROCKLAND DENTAL GROUP	196 RAMAPO ROAD, GARNERVILLE 10923	(914) 429-5322
ELLENVILLE DENTAL LAB	126 CANAL STREET, ELLENVILLE 12428	(914) 647-6070	ROSENBLUM, EDWARD	1815 PALMER AVENUE, LARCHMONT 10538	(914) 834-0402
EPSTEIN, ARTHUR E.	200 VETERANS ROAD, YORKTOWN 10598	(914) 962-4466	ROSENBLUM, EDWARD	1428 MIDLAND AVENUE, BRONXVILLE 10708	(914) 237-6847
FARAG, GEORGE DDS	45 SOUTH BROADWAY, YONKERS 10701	(914) 476-9696	ROSENTHAL, EMANUEL	ONE IDLEWILD PARK DRIVE, CORNWALL-ON-HUDSON 12520	(914) 534-7821
FISHMAN, DONALD	7 STRAWTOWN ROAD, WEST MYACK 10994	(914) 358-4600	ROTHBERG, ALAN DDS	15 ST. ANDREWS PLACE, YONKERS 10705	(914) 963-8090
GOULD, PAUL	101 MAIN STREET, FISHKILL 12524	(914) 896-7580	ROTHSCHILD, MAX DDS	250 RUMSEY ROAD, YONKERS 10705	(914) 963-3736
GUAGLIONE, JERRY P.	300 NORTH MAIN STREET, SPRING VALLEY 10977	(914) 352-8310	SHAEV, SANFORD DDS	3 1/2 SOUTH FOURTH AVENUE, MT. VERNON 10550	(914) 699-6191
HANNA, SONIA	329 RT. 59, CENTRAL NYACK 10960	(914) 353-1880	SHAH, P.S.	101 WESTCHESTER AVENUE, PORT CHESTER 10573	(914) 937-2473
HARRIS, FRED	87 WOLF'S LANE, PELHAM 10803	(914) 738-3606	SHAPIRO, MARK A.	196 RAMAPO ROAD, GARNERVILLE 10923	(914) 429-5322
HERBIN, ROBERT	1132 MAIN STREET PEEKSKILL 10562	(914) 737-0708	SIEGEL, ROBERT 335	ONE OLD MIDDLETOWN ROAD, PEARL RIVER 10964	(914) 735-2929
HIMOFF, ICK T. DDS	199 MAIN STREET, WHITE PLAINS 10601	(914) 949-0324	SINGH, HARINDER P.	572 SOUTH BROADWAY, YONKERS 10705	(914) 964-0553
HUDSON VALLEY DENTAL ARTS	35 E. GRASSY SPRAIN ROAD, YONKERS 10710	(914) 337-5252	SOMERSTEIN, J.M.	200 NORTH AVENUE, NEW ROCHELLE 10801	(914) 235-5444
JONES, ROY H. DDS	40 WEST MAIN STREET, MOUNT KISCO 10549	(914) 666-7713	STEIN, MITCHELL B. DDS	ROUTE 202 & LOVELL STREET, PO BOX 436, SOMMERS 10589	(914) 248-8725
KALMANSON, KENNETH DDS	397 PALMER AVENUE, MAMARONECK 10543	(914) 698-4410	TANNEBAUM, MICHAEL C.	9 MAPLE AVENUE, ELLENVILLE 12428	(914) 647-4545
KANE, GEORGE	35 EAST GRASSY SPRAIN, YONKERS 10710	(914) 337-5252	ZAKY, Y. DDS	746 CENTRAL AVENUE, SCARSDALE 10583	(914) 472-6611
KAPP, HAROLD R. DDS	16 CARILLON ROAD, BREWSTER 10509	(914) 279-4305	ZEIMES, VICTOR DDS	P.O. BOX 199, RT. 28, SHOKAN 12481	(914) 657-2322
KATSMAN, ALEXANDER DDS	376 MONROE PLAZA, RT. 17M, MONROE 10950	(914) 783-1200	ZUCKERBERG, EDWARD DDS	2 RUSSELL PLACE, DOBBS FERRY 10522	(914) 693-9696
KORFMAN, MARTIN DDS	63 FREEDOM PLAINS ROAD, POUGHKEEPSIE 12603	(914) 454-7650			

REGION IV

ADIRONDACK DENTAL GROUP	ZAYRE'S PLAZA, GLENS FALLS 12801	(518) 798-9561	NOORANI, A. DDS	1004 PRINCETOWN ROAD, SCHEMECTADY 12306	(518) 355-8205
AFZAL, MOHAMMAD DDS	4 AUTUMN DRIVE, PLATTSBURGH 12901	(518) 563-5002	NOORANI, A. DDS	1692 CENTRAL AVENUE, ALBANY 12205	(518) 869-0635
ALBANY DENTAL HEALTH FACILITY	130 ONTARIO STREET, ALBANY 12206	(518) 462-6568	PACER, JOHN E. DDS	MAIN STREET, WINDHAM 12496	(518) 734-4140
BAPAT, VIKAS DDS	634 PLANK ROAD, CLIFTON PARK 12065	(518) 371-0636	PATHARE, P. S.	1116 MADISON AVENUE, ALBANY 12208	(518) 482-6841
BROWN, EDWIN A. (ORTHODONTIST)	1336 UNION STREET, SCHEMECTADY 12308	(518) 377-2652	PRESSER, DAVID B. DDS	186 LAKE AVENUE, SARATOGA SPRINGS 12866	(518) 584-4644
COHEN, MITCHELL A. DDS	274 BROADWAY, FORT EDWARD 12846	(518) 747-3549	QUALITY DENTAL	1690 1/2 WESTERN AVENUE, ALBANY 12203	(518) 869-0342
DENTAL CARE SERVICES OF COHOES	147 REMSEN STREET, COHOES 12047	(518) 235-1515	QUEENSBURY DENTAL SERVICES, PC	PYRAMID MALL, SARATOGA SPRINGS 12866	(518) 587-6649
DENTAL CARE SERVICES OF TROY	UNCLE SAM ATRIUM, TROY 12180	(518) 273-2592	QUEENSBURY DENTAL SERVICES, PC	56 EVERT AVENUE, GLENS FALLS 12801	(518) 793-3486
DENTAL CARE SERVICES, PC	SEARS-COLONIE CENTER, ALBANY 12205	(518) 458-8333	RANSAY, RUDOLPH A. DDS, PC	281 BROADWAY, MENANDS 12204	(518) 449-1334
DENTAL CARE SERVICES, PC	NORTHWAY MALL, ALBANY 12205	(518) 459-6417	ROBBINS, EDWARD E.	11 QUAKER STREET, GRANVILLE 12832	(518) 642-2442
DENTAL CARE SERVICES, PC	LATHAM CIRCLE MALL, LATHAM 12211	(518) 783-0558	ROSE DENTAL ASSOCIATES	16 RUSSELL ROAD, ALBANY 12206	(518) 438-8426
FAMILY DENTAL SERVICES	1528 COLUMBIA TURNPIKE, EAST GREENBUSH 12033	(518) 477-7537	RYAN, F. PAUL	1007 MADISON AVENUE, ALBANY 12208	(518) 489-0251
FISCHER, FREDERICK L.	1828 WESTERN AVENUE, ALBANY 12203	(518) 456-5134	SANDLER, MILTON M.	459 STATE STREET, ALBANY 12703	(518) 434-6533
FLECK, JAMES	1 MANSION STREET, COXSACKIE 12051	(518) 945-1830	SCHREER, STEVEN B. DMD	25 DOVE STREET, ALBANY 12210	(518) 462-0522
FRANKLIN, JAMES	1690 1/2 WESTERN AVENUE, ALBANY 12203	(518) 869-0342	SCHWARTZ, MITCHELL	1202 TROY-SCHEMECTADY ROAD, LATHAM 12110	(518) 785-8111
GUILDERLAND DENTAL ASSOCIATES	20 MALL SHOPPING CENTER, GUILDERLAND 12084	(518) 869-7098	SGAMBELLONE, F. DDS	PARK PLACE, WESTERN AVE., GUILDERLAND 12084	(518) 355-9210
JAIN, NIRMAL K. DDS	UNCLE SAM ATRIUM, TROY 12180	(518) 273-2592	SGAMBELLONE, FRANK J.	RD#3, 2592 WESTERN AVENUE, ALTAHONT 12009	(518) 355-9210
KABRA, N.	1528 COLUMBIA TURNPIKE, EAST GREENBUSH 12033	(518) 477-7537	SHAH, R. DDS	1004 PRINCETOWN ROAD, SCHEMECTADY 12306	(518) 355-8205
KASKEL, DAVID L.	789 MADISON AVENUE, ALBANY 12208	(518) 463-0004	SHAH, R. DDS	1692 CENTRAL AVENUE, ALBANY 12205	(518) 869-0635
KASKEL, STEWART A.	789 MADISON AVENUE, ALBANY 12208	(518) 463-0004	SMITAS, V.A.	1 MANNING BLVD., ALBANY 12203	(518) 489-1283
KRIMMER, S.A.	245 QUAIL STREET, BOX 3028, ALBANY 12203	(518) 434-6288	STEVENS, PETER DDS	110 STATE STREET, ALBANY 12207	(518) 465-0808
LUCEY, CORNELIUS JAMES	400 CENTRAL AVENUE, ALBANY 12206	(518) 489-7002	SUTTON, HARVEY S. DDS	THE TRAIN STATION, ALTAHONT 12009	(518) 861-5044
MASSENBERG, GENE P. DDS	220 QUAIL STREET, ALBANY 12203	(518) 463-2622	TUCKER, DOUGLAS J. DMD	169 COLUMBIA TURNPIKE, RENSSELAER 12144	(518) 463-6153
MOSKOWITZ, HERBERT	BRYANT'S COUNTRY SQUARE, GREENVILLE 12083	(518) 966-5323	VAN ACKER, BENJAMIN DDS	152 BROADWAY, RENSSELAER 12144	(518) 434-4821
MOUNT PLEASANT DENTAL ASSOCIATES	930 CRANE STREET, SCHEMECTADY 12303	(518) 372-6939	WALL STREET DENTAL OFFICE	133 WALL STREET, SCHEMECTADY 12305	(518) 370-1202
MAJUN, GEORGE DDS	MAIN STREET, AUSABLE FORKS 12912	(518) 647-5150	WHITE, E.R.	UPPER MAIN STREET, BOX 340, CHESTERTOWN 12817	(518) 494-2113
MITZBERG, DAVID DDS	776 NEW SCOTLAND AVENUE, ALBANY 12208	(518) 438-4647			

We serve, he serves

CSEA Capital Region Political Action Coordinator **Edward LaPlante** has volunteered to serve on State Sen. **Joseph Bruno's** (RC-Brunswick) Union Advisory Committee and provide his expertise on labor issues and matters of importance to organized labor.



LaPlante will be assisted by **Wolfgang Hammer, Hotel, Motel, Restaurant Employees and Bartenders Union of Local 471, AFL-CIO;** and **Louis Valente, president of Local 301, IUE.**

LaPlante

This, that

AND THE OTHER THING

If you have an item of interest for *This, That & the other thing*, bring it to the attention of your CSEA regional communications associate. Their phone numbers are listed on page 2.



Region III President **Pat Mascioli** said the videotape "is a valuable teaching tool for our union sisters and brothers."

The videotape features CSEA members in role-playing situations which illustrate how the Duty of Fair Representation is incorporated into grievance handling, labor/management relations and negotiations. Members of AFSCME's legal staff also explain the origins of DFR laws.

TV Age

There were no spotlights, limousines or autograph seekers, but the gala premiere of the AFSCME-produced video on the Duty of Fair Representation (DFR) was an academy award-winning hit with CSEA members at a preview showing held recently in CSEA's Region III.

The video, which was a result of a cooperative effort between AFSCME and CSEA's education departments, will be distributed to AFSCME locals all over the United States to be used to train union activists and stewards.

No laughing matter



As if conditions aren't dangerous enough at Letchworth Village Developmental Services, icy roads and management's negligence nearly led to tragedy for a CSEA member recently.

Clerical employee **Rosa Figueroa** lost control of her car in an icy parking lot and crashed into a tractor trailer that had been carelessly left in a dangerous location for days.

To make matters worse, management laughed at CSEA Local 412 President **Brian Cox** when he expressed concern about the situation. Cox says it's no laughing matter and thinks the careless attitude says a lot about OMRDD's attitude toward worker safety.

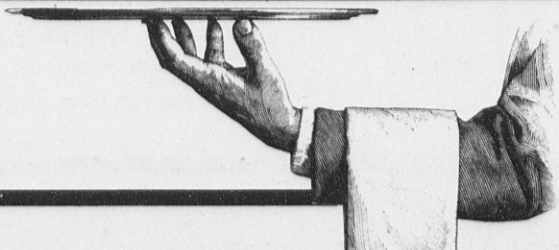
Put it on my tab?

If you think management gives you a tough time on the job, it's probably mild compared to the situation faced by workers at a Greenwich Village restaurant in New York City.

According to New York State Attorney General **Robert Abrams**, who had to step in to protect the workers' rights, the restaurant management was charging employees for credit card errors, missing checks, check errors, incorrect food orders, food accidentally ruined and the entire bill of any patron who did not pay the check.

Abrams pointed out that is not only unfair, it is also illegal to penalize employees for losses that were frequently out of their control and in many cases management's responsibility.

As part of the agreement, employees will get money back.



Breaking the language barrier



Employees of SUNY Stony Brook can now take classes in English As a Second Language, thanks to more than a year of effort by CSEA.

Members will be allotted 45 minutes release time to attend each class which will take place two days a week for the remainder of the spring session.

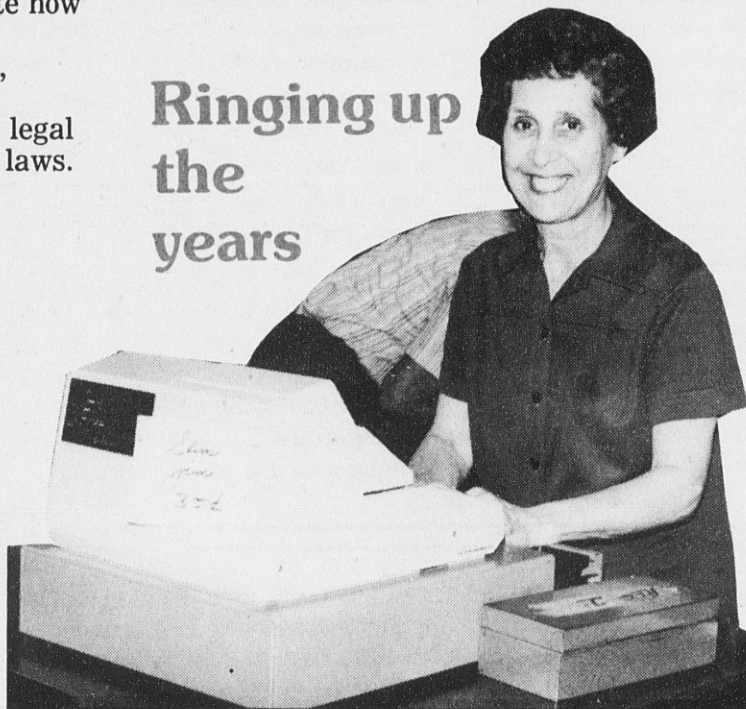
SUNY Stony Brook CSEA Local 614 President **Tony Ruggiero** says the program has been a goal of CSEA in order to help employees pass civil service exams.

Twenty eight employees applied for the initial courses in English I and II. In the fall, advanced courses will be added.

According to Ruggiero, CSEA Shop Stewards **Fernando Colon** and **Alfredo Carlo** handled the recruitment effort.

The program was planned through labor/management meetings with **Alyce Hobbs**, from the human resources department and **Shirley Menzies** and **Harold Mendelson** from the personnel office.

Ringing up the years



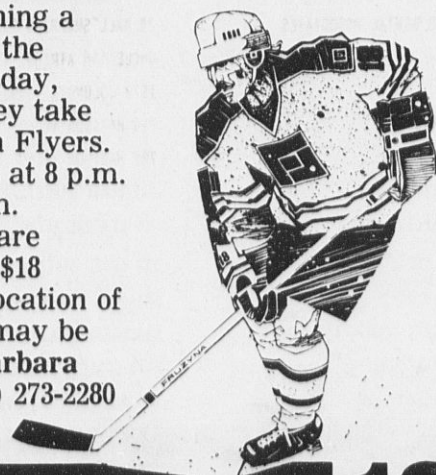
Rose Armentano, a cafeteria worker in the Mt. Vernon School District, retired at the end of February after nearly 25 years in the school district. She's shown here getting ready for the onslaught of 3,700 hungry kids on a recent work day.

Packing the Isles

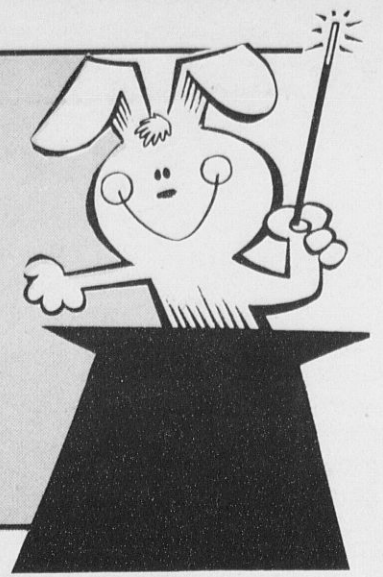
The CSEA Region I Social Committee is planning a "CSEA Night with the Islanders" on Tuesday, March 29, when they take on the Philadelphia Flyers.

The game begins at 8 p.m. at Nassau Coliseum.

Discount tickets are available at \$13 or \$18 depending on the location of the seats. Tickets may be purchased from **Barbara Harrington** at (516) 273-2280 before March 15.



His message is *magical*



Say 'no' to drugs, alcohol

By Anita Manley
CSEA Communications Associate

MONTICELLO — Sometimes it takes a little magic to communicate effectively with people. And Glenn Hester has hundreds of tricks up his sleeve! Hester, a Sullivan County deputy sheriff, combines his magic skills with police work to bring his message about law enforcement to children and adults all over the state.

"You can talk all you want about drug abuse to a group of kids, and they'll forget half of what you say," said Hester, "but combine your talk with magic tricks and those kids will never forget you."

Hester's bag of tricks leave a lasting impression when he explains to a group that being addicted to alcohol or drugs traps a person. With that, he locks his hands in chains with the help of someone in the audience.

"You try to break free, and you can't," he says. "The addiction is your master."

Hester, a member of Sullivan County CSEA Local 853, tells the children that breaking the addiction sets them free. And he covers his hands with a brightly colored cloth and breaks his hands free of the chains.

Another trick involves a talk on incarceration where he makes a scarf appear inside a balloon.

Hester, a native of Georgia, became involved in magic about 10 years ago while he was studying to be a Capuchin Franciscan brother. He left the order in 1982, feeling that he could be more effective working with kids outside of the order.

Hester is the author of a manual called "Sheriff's Safety Show," the only book written about police magic. It was an outgrowth of his work with youngsters.

Currently he and a police officer from Chicago are researching and writing a book on scams, con games and fortune tellers.

"There's an incredible amount of people who believe in fortune tellers," he commented. "They're the poor man's psychologist."

Hester, who estimates he owns about \$7,000 in magic equipment, performs for groups ranging from school kids to guests in the summer hotels in the Sullivan County Catskills. He has also done several benefit performances for local charities.

Hester is assigned to the Sullivan County Family Court and finds his rapport with children is helpful in communicating with the troubled youth he sees in the courtroom — especially those who are referred for help by the judge.

"I try to take the stigma out of going for professional help," he said. "Some of the kids think it's not 'macho' to go for counseling. You have to break down the barriers.

"I tell them that only they have the power to change themselves. The greatest feeling is to see a child who is helping himself."

Hester says his magic routines have helped break the stereotype of law enforcement officers.

"Law enforcement is considered a negative profession," he commented. "People have a stereotype impression of us. The magic routines give me a chance to show that police are friends and that the reason we enforce laws is for their safety."

GLENN HESTER, whose stage name is "The Southern Gentleman," performs his police magic to illustrate how drug and alcohol addiction can trap a person.

