

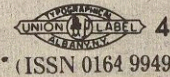


**Layoffs averted
in Erie County,
page 13**

**A
CLOSER
LOOK
AT GOV'S
PHOTO
LICENSING
DAY
page 20**

Public SECTOR

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

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Vol. 5, No. 48
Friday, August 10, 1984

Nominations now being accepted for '82 statewide election rerun

Effective Aug. 10, nominations are being accepted for the four statewide officer positions for the Civil Service Employees Union (CSEA), Local 1000 American Federation of State, County and Municipal Employees, AFL-CIO, as follows: President, Executive Vice President, Secretary and Treasurer.

Nominations through the use of either the Nominations Forms or Independent Nomination Petitions may be submitted beginning Aug. 6. Requests by members for either of these forms should be made as soon as possible to minimize the possibility of any mailing delays.

All nominations for these positions must be made by using the Nominating Forms and/or the Independent Nomination Petition Forms. The Nominating Forms, Independent Nominating Petition Request Forms, and the Independent Nomination Petition Forms are now available at the six Region Offices of CSEA. The Nominating Forms and the Independent Nominating Petition Request Forms are also available through the Locals. These forms will also be available at CSEA Headquarters, 33 Elk Street,
(Continued on page 15)

CUOMO SIGNS BILLS FOR BARGE CANAL, LOCAL GOVERNMENT EARLY RETIREMENT

ALBANY — The local government early retirement and barge canal bills, both of which CSEA fought long and hard for, have been signed into law by Gov. Mario Cuomo.

On Aug. 7, Cuomo signed legislation providing an additional \$650,000 for staffing, training and operations for the state barge canal. CSEA President William McGowan, Board Representative Joan Tobin and Barge Canal Local 502 President Frank Zammiello were among the many officers and staff members who labored for nearly two years to convince lawmakers and the public of the dire need to properly maintain the historic waterway.

Last week, at a crowded Capitol ceremony, Cuomo put his signature on the early retirement bill for local government workers. It was part of a package of union-backed labor bills which the governor described as "our imperfect but continuing attempt to turn the convictions we

share about the working people of New York into real protections for them."

The early retirement bill gives individual local governments, including school districts, the option to offer their eligible employees three years retirement service credit.

Since it's an option, employers will have to approve a legislative resolution permitting eligible employees to retire early, and CSEA members interested in retiring early should contact their union political action committee. By fall, each CSEA regional office will have a fulltime political action staff person available to assist members in getting the option approved.

CSEA President William L. McGowan had described the legislation as the union's "number one priority" and he was present during the bill signing along with CSEA Executive Vice President Joseph E. McDermott.

According to McGowan, the new bill will help prevent layoffs in localities facing financial

difficulties.

Cuomo also signed "whistle-blower" legislation which protects both public and private sector employees from retaliation if they disclose wrongdoing by their employers.

In addition, he approved a new law which makes it easier for employees to seek workers' compensation if they are stricken by a disabling disease on the job.

Under the old law, a worker disabled by an occupational disease had to file a claim within two years of becoming disabled. The new law says they can also qualify for benefits as long as they apply within two years after they knew or should have known that they were stricken by a disabling occupational disease.

In another bill signing ceremony last week, the governor signed into law the pension supplementation bill, which provides increases of as much as 44 percent for some retirees. (See pages 6 and 7).



EDITOR'S NOTE: The Public Sector regularly publishes a summary of actions 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 convened July 12.

Acting on the report of the Local Government Executive Committee, the board approved motions requesting data concerning use of inmates and individuals in pre-sentencing status to perform work normally done by public employees; a progress report on EAPs in local government; and an in-

vestigation of alleged contracting out of such programs. Janice Schaff McGuiness was elected to the Directors' Committee.

Several amendments to CSEA's Local and Unit Constitutions were approved. (Details of the changes were reported in the July 27 edition of The Public Sector.)

The board approved a report of the standing Insurance Committee which would extend participation in the CSEA Basic Group Life Insurance Plan. The maximum age of participation will be extended from age 75 to 80.

The Convention Committee confirmed that the 1985 annual Delegates Meeting will be held at the Marriott Marquis in New York City and discussed modifications in housing arrangements for the 1984 meeting in Lake Placid.

Acting on the recommendation of the Public Sec-

tor Committee, the board authorized the president to enter into a three-year contract with Clarity Publishing. Authorization was also given to a five-year lease agreement with Digital Equipment Corp. for a VAX System to replace in-house data processing hardware.

The Election Procedures Committee delivered a detail report on the recently concluded region officers election, including vote tallies for each candidate. According to the report, 36,999 ballots were returned, of which 5,594 were invalid for a variety of reasons.

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

Judicial Board's decision against former officers of Local 010 upheld by CSEA's Board of Directors

ALBANY — CSEA's statewide Board of Directors has upheld the decisions of the union's Judicial Board in the cases of Joseph C. Johnson Jr., former president, and Madeline Keohan, former treasurer, both of Local 010.

In April, the Judicial Board had sustained multiple charges against the two former officers, finding them in violation of CSEA's Statewide and Local Constitutions and the union's Financial Standards Code. The Judicial Board removed Johnson from his office as Local 010 president, issued a formal reprimand to Keohan, and prohibited both from running for elected position or holding appointed office in CSEA for a period of three years.

Complaints were filed against the pair by statewide Treasurer Barbara Fauser following an audit of Local 010's financial records, and the Judicial Board issued formal charges Nov. 30, 1983.

Hearings were conducted at which parties had full opportunity to present witnesses and evidence and to cross-examine witnesses.

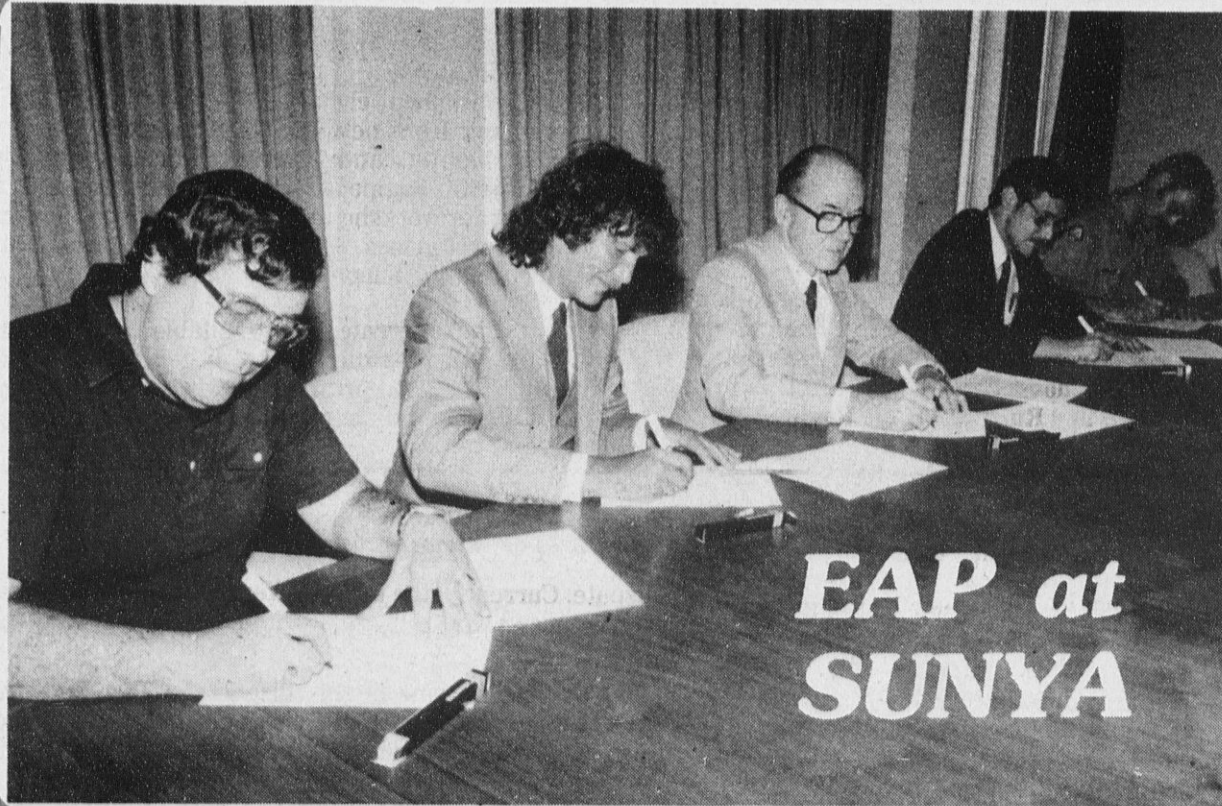
The Judicial Board sustained five of seven charges against Johnson, citing him for allowing \$85,000 of expenditures from the Local 010 treasury with inadequate or nonexistent documentation; failing to provide CSEA's auditor with requested information and documentation of various expenditures; improperly allowing an expenditure of \$2,400 from union funds as a political contribution; improperly allowing an expenditure of \$3,650 to an attorney; and failing to collect \$4,580 in loans owed to Local 010.

The Judicial Board decision stated that Johnson "has exhibited a repetitive pattern of financial mismanagement and failure to cooperate with the elected officers of CSEA."

Four out of six charges against Keohan were sustained. Keohan was cited for allowing \$85,000 of expenditures from the Local 010 treasury without proper documentation; failing to provide documentation or explanation to CSEA; improperly allowing an expenditure of \$2,400 for political purposes; and improperly allowing an expenditure of \$3,350 to an attorney without proper documentation.

The Judicial Board noted: "Even though the local hired an accounting firm to reconcile the expenditures on a monthly basis, this does not relieve (Keohan) of her responsibility as a union treasurer to have adequate documentation for expenditures of union money and to cooperate with the union in a legitimate request concerning expenditures made during her term of office.

"Although the evidence produced at the hearing clearly illustrates that respondent Keohan received no personal profit from any of the monies expended from the Local 010 treasury, it is clear that she abdicated her responsibilities as treasurer . . . (and) that she condoned financial management procedures which were inadequate and not in conformance with the Financial Standards Code or the CSEA Constitutions."



NEWEST PROGRAM — Representatives of labor and management at SUNY Albany recently signed an agreement for the establishment of an Employee Assistance Program. Pictured above at the signing ceremony are, from left: Art Burt, PEF president; William Fetterling, president of CSEA Local 691; SUNYA President Vincent O'Leary; John Reilly, UUP/Albany president; and Lawrence Gaal, unit chairman Local 1792, Council 82. Also at the ceremony, but not pictured were: Liz Hession, EAP representative; Arlene Herbert, coordinator for SUNYA EAP; and Paul Saimond, EAP Committee chairman.

AFSCME calls it a major legislative priority

PEPPRA pushed for passage

AFSCME has labeled PEPPRA — the Public Employees Pension Plan Reporting and Accountability Act of 1984 — as one of its major legislative priorities.

And AFSCME International President Gerald W. McEntee and International Secretary-Treasurer William Lucy have jointly stated that, with the help of AFSCME members nationwide, PEPPRA has a good chance to get through Congress.

PEPPRA establishes Federal protection for those paying into or drawing pensions from state and local government retirement systems. According to McEntee and Lucy, study after study has shown that many state and local government pensions plans are being seriously abused.

Those studies, say the AFSCME leaders, show that:

- Many plans do not disclose the most basic of information to plan participants and taxpayers;
- Many plans are dangerously underfunded;
- Many politicians view public employee plan assets as their money to invest in "pet" projects with resultant losses of plan assets and income; and
- Plan trustees frequently act as they please because there is no clear law that sets a standard for their conduct.

PEPPRA would correct such abuses. Here's what the law would do: It would establish reporting and disclosure standards for the 6,000-plus state and local plans. It would force pension trustees to report publicly on what they decide. And it would hold them to the same standard of conduct required in the private sector. Also, the bill allows states with substantially equivalent laws to "opt out" of the reporting and disclosure requirements.

"Private industry employees have had these legal protections for 10

years — state and local government employees still don't," McEntee pointed out.

He said there is a "strong chance" that the PEPPRA bill (H.R. 5143) will come up for consideration on the House floor within the next two months. "We want to make sure that when it does, members of Congress of both parties know that public employees want PEPPRA to be enacted," the AFSCME president said. "Towards this end, AFSCME is working with other labor, senior citizens, women's and taxpayer groups on a major campaign to make sure that Congress gets the word."

Dear Representative:

I urge your support of H.R. 5143 and H.R. 5144, the Public Employee Pension Plan Reporting and Accountability Act of 1984 (PEPPRA).

Unlike private sector workers who are protected by ERISA, state and local government employees have virtually no federal protection for their pensions. PEPPRA would prescribe minimum reporting, disclosure and fiduciary standards for public pension plans. The bill will provide basic information on these plans' benefits and financial condition and allow problems to be solved at the local level.

Name _____

Address _____

City _____

State _____

Zip _____

Member of AFSCME Local/Retiree Chapter _____

**SEND CARDS,
LETTERS TO:**

Representative _____
U.S. House of Representatives
Washington, D.C. 20515



MEMBERS OF CSEA'S WOMEN'S COMMITTEE met recently in Albany to discuss the agenda for their annual statewide conference to be held in Utica in September. Looking over plans at the Albany meeting are, seated, from left: Helen Zocco, Region III; Pat Taylor, Statewide Committee chairwoman; Kathy Roma of Region V. Standing, from left: Peg Wilson, CSEA education and training specialist; Harriet Hart, Region II; E. Marilynne Whittam, Region IV; and Cindy Chovanec, CSEA research analyst. Not pictured are committee members Connie Wunderlich, Region I, and Ruby Everette, Region VI.

WOMEN'S COMMITTEE PLANS A STATEWIDE CONFERENCE FOR SEPTEMBER IN UTICA

ALBANY — Make your reservations now to attend the Annual Women's Conference, scheduled for Sept. 14-16 at the Sheraton Inn and Conference Center in Utica.

According to Women's Committee Chairwoman Pat Taylor, registration for the event begins at 2 p.m. Friday, and an after-dinner session that evening will help members define the direction and goals for the Statewide Women's Committee and local women's committees.

Workshop choices Saturday cover topics ranging from networking and assertiveness to job-sharing and women and technology. Workers' compensation will be discussed in separate workshops for state and local government attendees. Women's history will be the focus on the Sunday morning session.

Package rates are available, and reservations must be made directly with the hotel by Aug. 24. Local presidents have additional information as well as registration forms.

North Colonie schools at impasse again

COLONIE — Impasse in negotiations has been declared by the leadership of the North Colonie School District Unit of CSEA and the district administration.

The unit's contract covering the 200 school district employees expired June 30 and the parties have been at the bargaining table since May.

The state Public Employment Relations Board will be asked to appoint

a mediator to the dispute. Currently, the major differences between the parties include salary increases and the union's demand for an agency shop provision.

"Hard bargaining is nothing new in this district," CSEA Collective Bargaining Specialist Harm Swits said. "But constant — contract after contract — bargaining stress does not lead to a conducive atmosphere for cooperation, communication or increased employee productivity."

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 33 Elk Street, Albany, New York 12224

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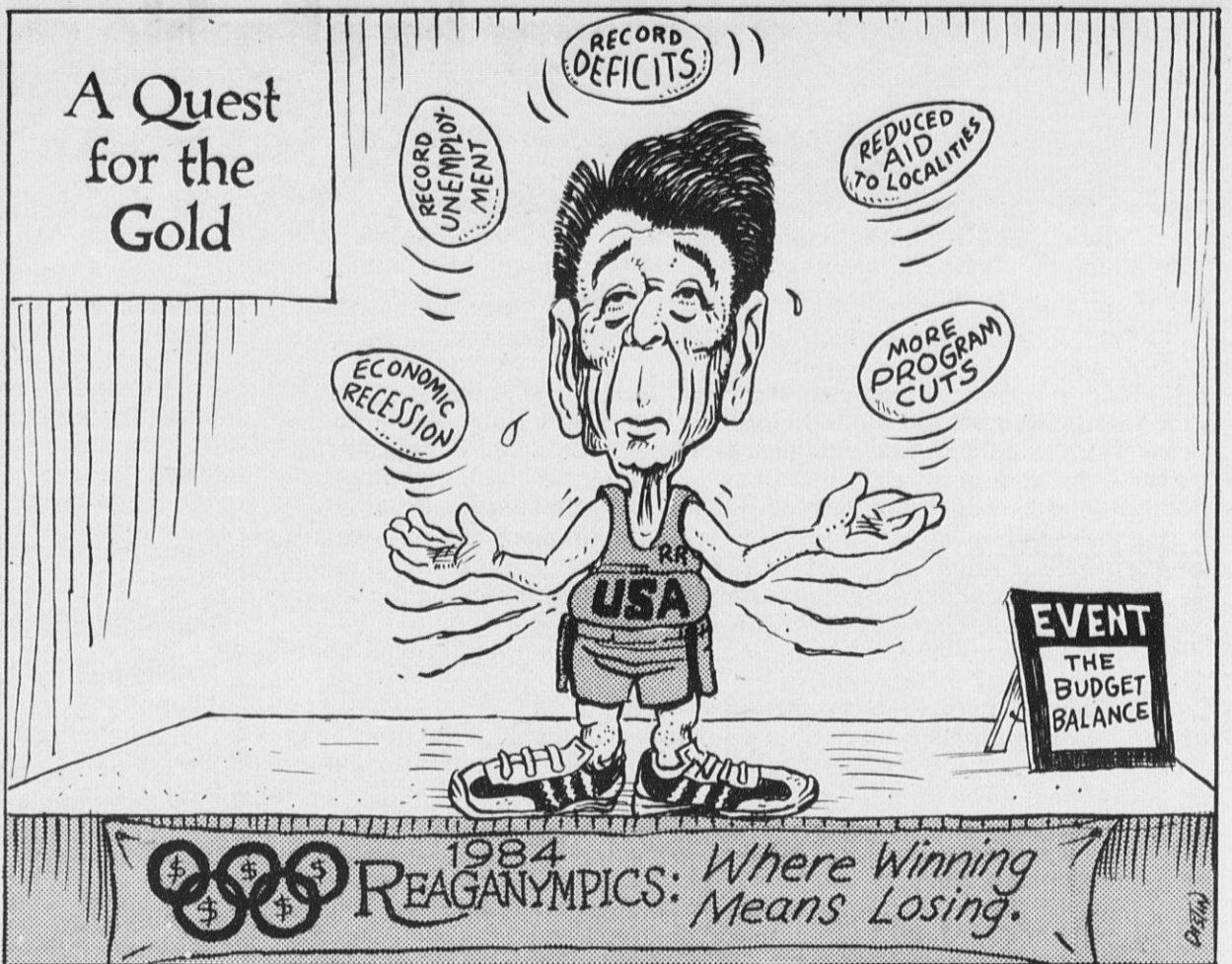
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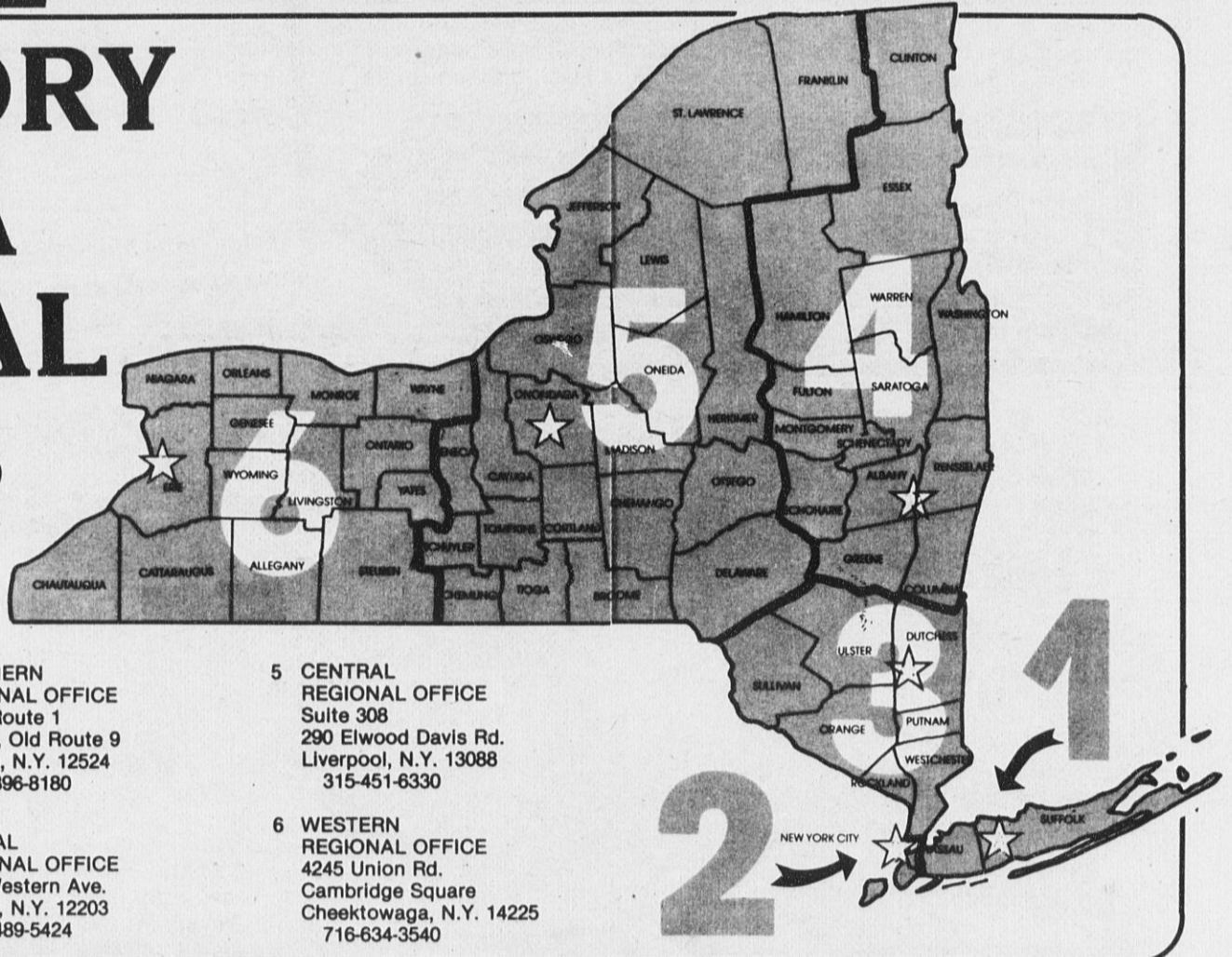
Address changes should be sent to Civil Service Employees Association, The Public Sector, 33 Elk Street, Albany, New York 12224.



A Quest for the Gold



DIRECTORY OF CSEA REGIONAL OFFICES



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

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

5 CENTRAL REGIONAL OFFICE
 Suite 308
 290 Elwood Davis Rd.
 Liverpool, N.Y. 13088
 315-451-8330

2 METROPOLITAN REGIONAL OFFICE
 11 Broadway/Suite 1500
 New York, N.Y. 10004
 212-514-9200

4 CAPITAL REGIONAL OFFICE
 1215 Western Ave.
 Albany, N.Y. 12203
 518-489-5424

6 WESTERN REGIONAL OFFICE
 4245 Union Rd.
 Cambridge Square
 Cheektowaga, N.Y. 14225
 716-634-3540

(518) 434-0191

CSEA STATEWIDE HEADQUARTERS
 33 ELK STREET, ALBANY, N.Y. 12224

(518) 434-0191

CSEA SATELLITE OFFICES

BINGHAMTON SATELLITE OFFICE
 Suite 218, Executive Office Bldg.
 Binghamton Plaza
 33 W. State Street
 Binghamton, NY 13901
 607-772-1750

MAYVILLE SATELLITE OFFICE
 P.O. Box 225
 Mayville, NY 14757
 716-753-5290

ROCHESTER SATELLITE OFFICE
 C.M.C. Building
 3699 W. Henrietta Road
 Rochester, NY 14623
 716-334-7140

CANTON SATELLITE OFFICE
 P.O. Box 488
 Canton, NY 13617
 315-386-8131 or 8132

PLATTSBURGH SATELLITE OFFICE
 Broad Street Professional Bldg.
 53 Broad Street
 Plattsburgh, NY 12901
 518-563-0761

UTICA SATELLITE OFFICE
 289 Genesee Street
 Utica, NY 13501
 315-735-9272

WESTCHESTER SATELLITE OFFICE
 222 Mamaroneck Avenue
 White Plains, NY 10601
 914-946-6905 or 6906

You may be eligible to convert part of your life insurance coverage

Certain CSEA members insured under the Basic Group Life Insurance Program are eligible to convert part of their coverage, without medical information, to an individual form of insurance with the Travelers Insurance Company.

This in-service conversion privilege allows any actively employed member participating in the Group Life Program, who is age 50 or older, to convert up to \$5,000 of this term insurance to an individual form of coverage other than term insurance. The amount of the group term insurance the employee is insured for will be reduced by the amount converted.

Application must be made by Aug. 31, and the effective date of the converted insurance will be Nov. 1. Premium payments for the converted insurance will be made directly to Travelers Insurance Company.

Additional information on the conversion privilege may be obtained by returning the adjacent coupon.

CSEA
Insurance Department
33 Elk Street
Albany, NY 12224

Please send me information concerning the conversion privilege for the CSEA Basic Group Life Insurance Program.

NAME: _____
Last First Middle Initial Maiden

Home Address: _____
Street City State Zip

Place of Employment: _____

Social Security Number: _____

Sex: _____ Date of Birth: _____



CSEAP training catalog available to ASU members

ALBANY — Copies of the fall 1984 Transition Training Courses Catalog are now available.

The catalog lists job-related courses, funded through the Clerical and Secretarial Employee Advancement Program (CSEAP), open to state Administrative Services Unit employees. They are held during daytime hours at 11 different sites across the state.

Collective Bargaining Specialist John Conoby says the program, designed to improve the morale, mobility and productivity of clerical and secretarial employees, has been "an overwhelming success." He cites as proof the fall schedule which increases the number of courses offered and expands the number of locations where they are held.

Catalogs and registration forms are available by calling CSEAP coordinator Betty Kurtik at (518) 473-0667 or Conoby at CSEA Headquarters, (518) 434-0191. State personnel, training and affirmative action offices also have copies available.



TWO LIFESAVERS, Security Officer Michael Gorman, second from left, and Lucius Simpson, second from right, receive certificates of merit signed by Gov. Mario Cuomo. Presenting the awards are Buffalo Metropolitan Housing Authority Security Chief John Kane, right, and Unit President Leroyal Watts. The two men assisted victims of a propane explosion that destroyed a city block.

HEROES EARN HONORS

SECURITY OFFICER CARL THOMAS, right, receives a CSEA Award of Recognition from Roswell Park Memorial Institute Local President Jim Jayes in honor of his life-saving heroics. Officer Thomas pulled a man from his burning apartment building, located across the street from Roswell Park.

Former Ulster County Local treasurer dies

KINGSTON — Region III members are mourning the death of former Ulster County Local 856 Treasurer Walter Gardecki on July 25.

A 10-year city employee, Gardecki was appointed by Mayor Peter Mancuso as city treasurer last February.

Gardecki worked as an accountant in New York City for many years before returning to the Hudson Valley. He was hired by the city as a clerk, soon was promoted to account clerk and later was elevated to senior clerk. Following the election of Mancuso, Gardecki was appointed city treasurer.

Gardecki also served on the union negotiating committee and as a shop steward.



PENSION BOOST FOR PUBLIC EMPLOYEES APPROVED

Governor OKs cost-of-living increase effective in September

CSEA grateful for increase but says retirees still need more

Retired state and local government employees will receive their first pension cost-of-living increase since 1981 under legislation signed recently by Gov. Mario Cuomo.

"The current supplements to basic pensions have not kept pace with the cost of living in today's inflationary economy," Cuomo said as he signed the bill at a news conference at the Capitol.

The signing ceremony was crowded with legislators, agency heads and representatives of public employee unions, including CSEA, which lobbied hard for the measure.

Retired employees of the New York State Employees' Retirement System, the New York State Policemen's and Firemen's Retirement System and the New York State Teachers' Retirement System will start seeing increases in their pension checks starting in September.

Among major provisions of the new legislation are:

- A 3 percent hike for public employees who retired between 1971 and 1979.
- Increases ranging from 6 percent to 42 percent for those who retired before 1971 and are receiving generally smaller pensions.
- A supplemental allowance to be based on the first \$10,500 of pension income, an increase from the previous ceiling of \$8,000.

The increases will remain in effect, unless changed, through August 1987. The cost is estimated at about \$26 million to be shared by state and local governments.

"The bill gives retirees from public employment the ability to live in a decent manner after years dedicated to public service," the governor said at the news conference.

He said he disagreed with New York City Mayor Edward Koch's opinion of the bill as an unaffordable "rip-off" and said that retirees "deserve it."

While CSEA has expressed gratitude for the pension increase, a union spokesman qualified that with an indication that retirees deserve more.

"Although we are grateful to the Legislature and governor for this increase, we feel it does not provide enough of an increase to compensate for the ravages of inflation and the cut backs in Medicare and senior citizen programs that the Reagan administration has foisted on our retirees," said Leo Hope, CSEA retiree coordinator.

The Retiree Executive Committee in a meeting July 10 expressed displeasure with the percentage increases and voted unanimously to include a new supplemental bill, seeking the full amount of increase that CSEA proposed, in its 1985 legislative program.

New group of state retirees now eligible to participate in GHI dental plan

In addition to the supplemental bill, Gov. Cuomo signed into law a measure requiring the Civil Service Department to allow eligible state employees who retired before Sept. 1, 1980 to participate in the group dental plan administered by GHI.

This plan previously covered only eligible state employees who retired after that date.

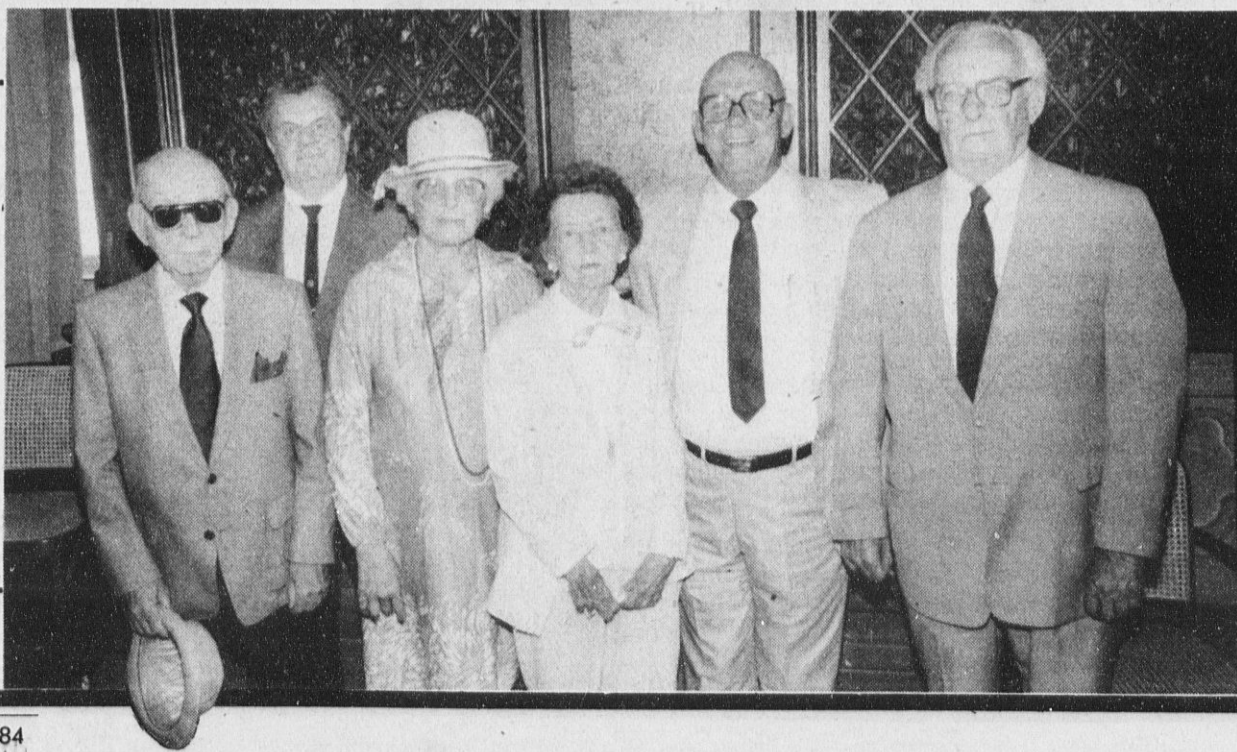
The new law requires the Civil Service Department to send a list of eligible pre-September 1980 retirees to GHI. GHI then will send a notice to the

state retiree offering the group plan at a cost of \$16 every three months for the retiree, \$32 every three months for the retiree and spouse.

According to Leo Hope, retiree coordinator for CSEA, it may take a while before retirees can take advantage of this benefit.

"This new law will require a great deal of time to put into effect, so I caution state retired employees to be patient as they will be notified by GHI as soon as possible," he said.

RETIRED BUT NOT RETIRING — Members of CSEA retiree locals pushed hard to get pension legislation passed. Pictured after the signing by Gov. Cuomo of a bill hiking benefits for pensioners are members of Retiree Local 999 of the Capital District. They are, from left: John Joyce, council member; Charles Foster, president; Wilhelmina Neidel, council member; Isabelle O'Hagan, council member; Leo Hope, retiree coordinator; and William Smith, treasurer.



How pension hike for retirees will work

Did you retire from a state or local government job before Jan. 1, 1980? Are you 62 years of age or older or on a disability retirement? Then you are in for a pension increase beginning this September.

The percentage increase will be paid on the annual pension without optional modification up to the first \$10,500.

To determine the total percentage supplementation you are entitled to, find the year of your retirement in the table below and follow the line across.

Year of Retirement	Present Supplementation percentage	New percentage Increase effective 9/1/84	Total percentage supplementation
1976 - 79	3%	3%	6%
1975	4	3	7
1974	5	3	8
1973	6	3	9
1972	7	3	10
1971	8	3	11
1970	8-21	6-19	27
1969	21-22	9-10	31
1968	27.3	12	39.3
1967	32.8	15	47.8
1966	36.9	18	54.9
1965	40.1	21	61.1
1964	43.1	24	67.1
1963	44.6	27	71.6
1962	47.1	30	77.1
1961	48.5	33	81.5
1960	50.8	36	86.8
1959	52.8	39	91.8

(For those who retired in 1958 and earlier, the percentage increases dramatically due to that group not being eligible for Social Security benefits.)



POINTING OUT THE BENEFITS — Meeting briefly with Gov. Mario Cuomo following his signing of legislation increasing pensions for state retirees is Wilhelmina Neidel, a council member of CSEA Retiree Local 999. One of the measure's provisions calls for increases ranging from 6 percent to 42 percent for those who retired prior to 1971 on a sliding scale that provides the biggest benefits to those retiring decades ago.

Still to come . . .

Still on the governor's desk is a bill that would allow retired public employees to earn up to \$6,960 in part-time public employment without a reduction in their pension. CSEA has been advised that the governor will sign the bill.

Prior to going to work for any public agency, retirees must first get permission from the New York State Employees Retirement System which will inform them of exactly how much they will be allowed to earn before a reduction in or stoppage of their pension occurs.

For information, write the New York State Employees Retirement System, Governor Smith Building, Albany, NY 12244.

In addition, two very important pieces of CSEA's 1984 Legislative Program did not get out of committee for a general vote of the Legislature. The union will continue to lobby for these measures, both of which involve health insurance, when the Legislature reconvenes in September. The bills are:

- S.1532 (Farley, Civil Service and Pension Committee)
- A.2019 (Conners, Rules Committee)
- This bill would allow an employee's widow to benefit from reimbursement for unused sick leave.
- S. 3783 (Schermmerhorn, Finance Committee)
- A.4829 (Lentol, Ways and Means Committee)
- This bill would provide continuation of health insurance at 25 percent of cost for surviving dependents of employees who retired before 1979.

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

CSEA

CREDIT TO OUR BENEFACTORS SOMETIMES FORGOTTEN

It is not unusual for those of us who have had help from others in gaining something we want and receive, that we forget to at least say "thank you" to them. I guess that's human nature or human failure.

However, I would be remiss if I did not acknowledge the many people that were directly responsible for our victory in getting the Supplementation Bill adopted. I would especially like to thank the following people:

• Charles Foster, Chairman of the Retiree Executive Committee for his detailed work on the percentage table and working with Bill Blom, CSEA Director of Research and Don Kelly, Research Assistant in putting together a report entitled "What Price Retirement." This comprehensive report gave specific details on why a pension increase was needed and justifiable.

• Our CSEA President, William McGowan, for sending a letter and copy of the report to the Governor and every member of the state Legislature urging them to pass the legislation.

• Our Counsel, Steve Wiley, and CSEA's Political and Legislative Office Director Tom Haley for organizing the political action liaison people who, with the retiree representatives, lobbied the legislators in their home districts.

• Finally, and most importantly, all of our retirees that wrote letters and called on their representatives to support the bill.

To all of them "Well done and thank you."

Leo Hope
LEO HOPE, RETIREE COORDINATOR

HEADQUARTERS / 33 ELK STREET, BOX 7125, CAPITOL STATION, ALBANY, NEW YORK 12224 / PHONE (518) 434-0191

Greater use of personal computers in state jobs generates concern

ALBANY — The introduction of personal computers, or PCs, in many state workplaces is cause for concern, CSEA Collective Bargaining Specialist John Conoby reports.

Conoby explains that there is no existing job title in the Administrative Services Unit which includes such duties. This has been brought to the attention of the Civil Service Department and a joint study will be undertaken to resolve the issue. In the meantime, Conoby urges affected employees contact their CSEA local president to consider filing out-of-title grievances and applying for a reclassification.

Conoby is also seeking information to determine the extent ASU employees are using personal computers. They are asked to fill out the coupon below.

Name: _____

Work Location: _____

Job Title: _____

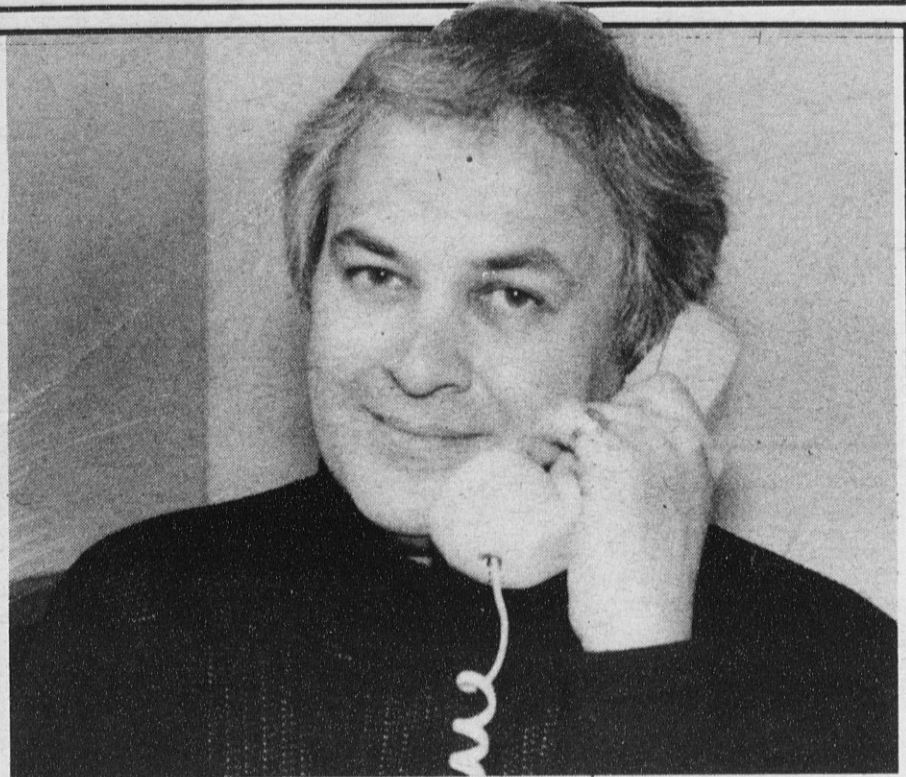
CSEA Local: _____

Estimate time each week spent using a personal computer: _____ (hours)

Briefly describe duties performed on personal computer: _____

Send to: John Conoby, CSEA Headquarters, 33 Elk St., Albany, N.Y. 12207

CSEA works for us!



**JAMES DAVIS, Mental Hygiene Therapy Aide
 New York State Psychiatric Institute
 CSEA Local 419**

'If not for an excellent CSEA legal assistance program, I would not have my job today. When management arbitrarily changed my permanent employment status to probationary and terminated me without a hearing, CSEA acted quickly and effectively to bring about my reinstatement, with full back pay, seniority rights and all other union benefits.

'Having CSEA behind you can mean the difference between being employed or unjustifiably terminated. It also means the difference between working in a dignified atmosphere or one governed by fear of losing your job.'

Work histories valuable for your medical files

By Phillip L. Polakoff, M.D.
 Director, Western Institute for
 Occupational/Environmental Sciences

Your job history and your environment may help your doctor detect or prevent important diseases or other conditions requiring medical attention.

For example, any of the following could have had its origin in — or been made worse by — a worksite, a particular kind of job, the neighborhood a person lives in, or what he or she does in off-hours: orthopedic difficulties (muscles, tendons, joints, ligaments, cartilage, bones), skin diseases, asthma and other respiratory problems, neurological conditions, cancer, hearing impairment and so on.

The connection between these problems and a person's job or environment is sometimes hard to make because the patient's medical history is skimpy on the occupational component.

This information gap exists for a number of reasons: Some physicians may believe they already have enough data about a patient's family and medical history. Others may be unfamiliar with the field of occupational medicine, including exposure and toxicity levels, psychological stresses of various jobs, etc.

Often, too, workers themselves may have only limited knowledge about the hazards they work with and around. Some workers may accept certain risks simply as "part of the job" and not mention them to the doctor.

In these circumstances, it is not surprising that the occupational/environmental history is a sadly neglected part of many patients' medical files.

It is worth the time and effort to close this gap. Otherwise, significant work exposures which may have brought on a current medical problem could be overlooked. Valuable clues to the prompt evaluation of a disease and its treatment might be lost.

You are the best source of information your doctor has about your job, the kind of place you work in, your home and hobbies. Here's how you can help to expand your job history and make it more useful.

The following guideline was devised by a specialist in the field, Dr. Charles E. Becker of San Francisco, to assist general physicians in taking an occupational history. It can also be useful to you, as a possible patient, to start you thinking about answers.

- List in chronological order all jobs you've held. Describe in detail the worksite (a diagram may be helpful). Describe a typical work day. Was protective equipment issued and used? Do you know about any safety programs given on the job? Is the workplace ventilation appropriate?



Work and Health

- Did you have a pre-employment examination? Was any specialized periodic testing or medical surveillance done on current or prior jobs?
- List the total number of days missed on each job, to the best of your recollection, and the specific reasons. Has a worker compensation claim ever been filed in your behalf? If so, list the specifics.

Some occupational exposures are subtle; the effects may take a long time to appear. You and your doctor should be particularly interested in these questions suggested by Dr. Becker:

- Have you ever been exposed to asbestos? Have you regularly been exposed to loud noises, excessive vibration or heat? Have you ever been exposed to radioactive chemicals or excessive radiation? Have you ever been exposed to chemicals?
- During military service, what were your duties? Did you have any exposure to potentially toxic agents?

The environmental part of your history is also important because of the growing recognition that where and how you live may affect your health.

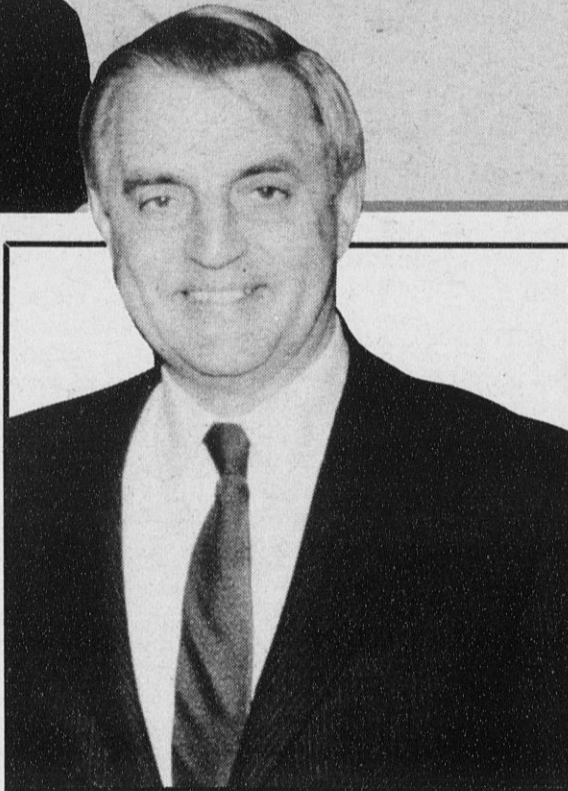
- Are there any new factories located in your neighborhood? Have you been exposed to any hazardous waste sites or toxic spills? Is air pollution common in your environment?
- Tell your doctor about hobbies and recreational activities. Specifically, do you paint, make sculpture, weld or do woodworking? If so, what is the location of your shop, or hobby room, and how is it ventilated? What cleaning agents are used in your home and workplace? What insecticides are used in your home or environment?

If you are coming to your doctor with a current condition, you can help by answering such questions as: Are the symptoms associated with work? Is your condition better or worse on weekends or during vacations? Are other workers affected the same way you are?

President's Message

William L. McGowan
President, CSEA

**Why we
strongly
support**



MONDALE/FERRARO

This month the Republican party gathers to coronate Ronald Reagan as its candidate for President. Soon the campaign will begin and you will be asked to choose between Mondale/Ferraro and Reagan/Bush.

Many of you have asked why we, as a union, have endorsed Walter F. Mondale. Ronald Reagan is a sincere and likeable gentleman. But his policies have been a disaster for working class Americans.

As public employees, we have seen his policies erode the ability of state and local governments to provide services. Federal aid to New York state and its local governments has been cut by nearly \$5 billion under Ronald Reagan. Those cuts have caused layoffs in some localities and made the jobs of public employees everywhere more difficult.

Ronald Reagan promised in 1980 to balance the federal budget. Instead, his tax giveaways to the rich and wild military spending have created the largest budget deficits in history. Those deficits are causing higher interest rates, making it more difficult for working people to buy homes,

cars and other goods. State and local governments also pay more in interest costs, using money that would otherwise be spent on public services.

Walter Mondale's record in support of public employees is clear. With the addition of Geraldine Ferraro we in CSEA have even more reason to give enthusiastic support to this ticket.

The election of Mondale/Ferraro will be the beginning of the end for an era of unfairness toward women. CSEA as a union is fighting for pay equity for women. Women workers earn only 59 cents for every dollar paid to men and the Reagan administration has done everything it can to keep it that way.

In fact, Reagan's Labor Secretary Raymond Donovan is quoted by the wire services as saying that Ferraro being on the ticket will help Reagan/Bush win union votes by "curbing some of the complacency I see out there." What audacity! The secretary presumes that American workers are as narrow minded as the Reagan administration. Nothing could be further from the truth.

The Reagan administration's record is

one of unfairness. Only the rich and privileged have found a friend in this White House.

As unionists it does not matter to us whether a candidate carries the Republican or Democratic banner. What is important is the candidate's record on issues of concern to our members as public employees.

On the state level we have worked with both Republicans and Democrats in the Senate and Assembly to pass legislation important to public employees. Republican Senate Majority Leader Warren Anderson guided several CSEA-sponsored bills, including early retirement for political subdivisions, through the state senate. Senator Frank Padavan, a Republican from Queens, joined with CSEA in the fight for increased staff levels in mental hygiene facilities and state university campuses.

In November the choice will be yours. Take a long look at the candidates' records. If you do that, I am confident that you will find that Mondale/Ferraro is the best choice for you as a public employee. A Mondale/Ferraro administration will treat public employees with respect and provide the resources we need to do our jobs.

'Federal aid to New York state and its local governments has been cut by nearly \$5 billion under Ronald Reagan. Those cuts have caused layoffs in some localities and made the jobs of public employees everywhere more difficult.'

THE REASONS WE OPPOSE REAGAN/BUSH AS SIMPLE AS A-B-C 

Why Ronald Reagan is A Bad Choice for '84:

From A to Z, 26 good reasons to reject him this November

EDITOR'S NOTE: Following are excerpts from the testimony of AFL-CIO President Lane Kirkland before the Democratic Platform Committee in June.

For three-and-a-half years a Republican administration has been hard at work, systematically reversing the principle of equality, widening and deepening the divisions among our people along class lines, economic lines, racial, sexual and generational lines.

The view of government as an instrument of, by and for the people — an instrument for ensuring fairness, breaking down barriers, broadening horizons and enlarging the quality of life in all its dimensions — has been rejected by the Reagan administration. And so have those who have nowhere to turn except to their government for protection and hope: the jobless, the young, the old, the poor and the disadvantaged.

Government agencies designed to promote social justice, protect lives and guarantee human and statutory rights have been paralyzed or dismantled.

The regulatory powers of government have been perverted to serve those whose greed made regulation necessary in the first place.

Public resources have been sold at a fraction of their value for private exploitation.

In short, human values have been subordinated to market values.

The administration is seeking to expose wages, salaries and job opportunities to the fluctuations of market economics and to relegate human labor, as a mere commodity, to the auction block.

Around the world, this view of human labor robs foreign policy of its indispensable base in human rights, a belief in the indivisibility of freedom.

At home, the willingness of our national government to parrot the rationale of the exploiters is displayed all around us — a subminimum wage for youth, a return to industrial homework, the repeal of prevailing wage laws, and appointments to federal courts and regulatory agencies of people chosen to enforce low-wage standards far into our nation's future.

American workers are looking to the Democratic Party to restore faith in

their own government as an instrument for the advancement of all the people.

They look to the Democratic Party to reaffirm its historic commitment to equal rights, equal justice and equal opportunity by adopting as its platform a set of economic policies that advance the moral and social goals of a democratic society.

Democrats must stand for a massive reinvestment in America — in our human resources and in our decaying infrastructure. Let others rant about "getting government off our backs." Such demagogery will not build a single classroom, retrain a single worker, repair a single rotting bridge, or take us one step closer to security in a dangerous world.

Life in America revolves around work. For better or worse, work — and the rewards of work — are the criteria by which we measure ourselves and each other as members of the human community.

Therefore, exactly as a good job is the foundation of a good life, full employment is the foundation of a good society. It is the one indispensable key to stable family life, within safe and healthy neighborhoods, of a proud, productive, self-respecting and self-reliant citizenry.

Precisely because what we do largely determines what we are, the administration's deliberate adoption of a high-unemployment policy, depriving millions of workers and their families of their livelihood and their place in the nation's social and economic life, has deeply injured our country.

In industry after industry — steel, electronics, shoes, textiles, automaking, shipbuilding, machine-toolmaking, and a host of others — the "Made in USA" label has become increasingly rare in our own nation. With frightening speed, the United States is declining into an exporter of raw materials and commodities only, and an importer of every kind of manufactured good.

The administration points to a silver lining: because multinational corporations have shipped America's productive capacity overseas; because U.S. businesses have been bankrupted; because eight million Americans are unemployed and paychecks are shrinking, we have a lower inflation rate than we might otherwise have had.

But let us understand the price we have paid for these policies. Massive

unemployment has taken a heavy toll of the working middle class. They had always supposed that life would be better for their children. Now they are not sure.

Many have had to defer or cancel plans for their children's college education. Young families have given up the dream of home ownership. Many have lost confidence that, if they worked hard and faithfully, their jobs would be secure. Many feel that their contributions to our economic life are becoming irrelevant.

This country needs basic manufacturing industries, the most efficient and most competitive we can devise.

It needs new industries, emerging from the scientific and technological breakthroughs that are unfolding every day.

It needs an economy that responds to the need of its people to earn their keep, to rear and educate their children in good health and a wholesome environment, and to play a role in creating a better society than the one they inherited.

We need a reasoned industrial policy, incorporating the views of labor, management, government and the public, dedicated to making the most of the nation's physical and human resources.

Restoring fairness to American life requires that we undo the Reagan administration's radical restructuring of our tax system. It is no longer an economic balance wheel, an effective revenue resource, or a means toward a more equitable society.

We must repeal those unfair and irresponsible tax giveaways and that array of credits, deductions and exclusions which have increased the proportional tax burdens of low- and middle-income people and lightened the tax load of business and the wealthy.

Cuts in federal programs have added new burdens to state and local governments, which have responded with tax increases that fall disproportionately on the poor and the middle class.

We must expose the volume of taxpayers' money that has been wasted through the "supply-side" giveaways to the private sector, who were supposed to invest in jobs-producing industry, according to the theory, but instead used their booty to buy and sell each other in a binge of corporate takeovers and leveraged buyouts.

Fairness is a central issue in the elections of 1984.

Fairness requires that the next Democratic administration return the agencies of government to their proper functions, and restore the humane and necessary programs that have been dissolved.

The Justice Department must be made to uphold the law, rather than to assist in undermining it.

The Agriculture Department must work to promote the interests of family farmers, rather than agribusiness.

The Department of Health and Human Services must be made to live up to its name.

The Department of Commerce should be made to promote the commerce of the United States, rather than pander to the greed of flagless multinational corporations.

The Department of Labor must be returned to its purpose of advancing the interests of working men and women, rather than conniving with employers to injure those interests.

American working men and women are looking to the Democratic Party to put their government back in the business of fighting discrimination and inequality.

That calls for early passage and ratification of the Equal Rights Amendment. Nothing else can provide the uniform standards, covering every state, that are needed to make equality a fact. It also calls for enactment of federal legislation promoting wage equity and equal pay for comparable work.

Although the American labor movement is the property of no party, we know that most workers have historically looked to the Democratic Party for a government that is responsive to their deepest concerns. And we know that their support has been essential to every Democratic victory in modern times.

A POLITICAL PRIMER FOR THE 1984 CAMPAIGN TEXT BY DAVID ELSILA, ILLUSTRATIONS BY SAMUEL B. WHITEHEAD

Ronald Reagan's ABC

A stands for Auto: As the profits rise higher, I'll help out the bosses. Not workers or buyers.

B stands for Big Business And Bankruptcies, too. We're making it easy To cut wages for you.

C stands for Civil Rights And the sins of Commission. Those equality fights, We've put in remission.

D stands for big Deficit: Why does it get harder To stop it from growing? I'll just blame it on Carter!

E stands for Ecology: A liberal plot To put shackles on industry. Let's bring back Jim Watt!

F stands for Full Employment, A nice thought, but yikes... Without lots of jobless, Who'd we get to break strikes?

G stands for General Dynamics And the Pentagon's frills. They rake in profits, And you pay the bills!

H stands for Health Care, "No problem," I say, As long as you're there With the money to pay.

I — watch the Imports And interest rates rise! We're not selling you short: It's just free enterprise!

J stands for Jobs. You'll get one some day, As long as you're willing To take lower pay.

K stands for Kids, I like them all, but... Funds for their schools I've just got to cut.

L is for Labor. It's giving me pains. They'll either play my way, or I'll put them in chains.

M is for Ed Meese, A misunderstood soul, For the hungry, he's got cheese, For the rich, more loopholes.

N is for Nicaragua: If they don't toe my line, I'll shoot first and talk later. Send the CIA to lay mines.

O is for OSHA: It's better ignored. To put lives before profits, We just can't afford.

P is for PATCO. I sure gave 'em hell. If they'd only been Polish, I'd have wished them all well.

Q stands for Quality Of Life (for a few). It's great if you're wealthy, But we can't include you.

R is for Runaway Plants in far lands, Where they cut workers' pay Because unions are banned.

S stands for SOCIAL SECURITY. It's an awful expense. Why subsidize the elderly With tax dollars and cents?

T is for my Tax bill And Trickle-down, too. Don't worry, the rich will Pass their cuts on to you.

U is for Utilities: Let's de-regulate! Oil, gas, and electricity— We'll let them raise rates!

V is for my Veto Of the auto content bill. The Republicans don't like it, so Kill it, yes, I will!

W stands for Women— I won't give them ERA. In our economic system, Equality's too high a price to pay.

X Put an X right by my name. Forget your silly fears. You think my program's been too tame? Well, just watch my next four years!

Y is for the Japanese Yen, Whose value will get lower As I push up the dollar; watch The imports gain more power.

Z is for my Zig-zag course: I stay it all the while. In foreign countries, I'll use force; While at home, I nod and smile.

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There Reagan goes again, page 12

Mondale's choice of Ferraro hailed by leaders of labor

'A courageous and bold stroke'

WASHINGTON (PAI) — Walter F. Mondale's choice of Rep. Geraldine A. Ferraro (D-N.Y.) to be his vice presidential running mate has been described as "courageous" and "brilliant" by leaders of organized labor.

Ferraro, 48, serving her third term from New York City's Queens district, is the first woman in U.S. history selected to run for vice president on a major party ticket.

AFL-CIO President Lane Kirkland called Mondale's decision "superb." He said Ferraro's "public record on behalf of the working people of America is outstanding. She will be a fine candidate."

The AFL-CIO, which threw its backing to Mondale in October 1983, had expressed no official preference for vice president.

However, Food and Commercial Workers President William H. Wynn had stated his union's preference for Ferraro the week before Mondale announced his selection.

AFSCME International President Gerald W. McEntee called it "an historic decision which ensures that the only gender gap in this fall's presidential election will be in the Republican Party." He added that "the selection guarantees a substantive debate over issues like pay equity and comparable worth for working women."

Communications Workers President Glenn E. Watts called Ferraro "the best possible selection — for men, women and for all Americans." He praised Mondale's "courage in breaking the sex barrier."

National Education Association President Mary Hatwood Futrell said, "This courageous and bold stroke by Walter Mondale gives voters, for the first time in history, the opportunity to pick a ticket that truly represents all Americans."

Appearing with Mondale before an enthusiastic crowd at the Minnesota State Capitol in St. Paul, Ferraro said, "I grew up among working people — straightforward, solid Americans trying to make ends meet, trying to bring up their families and leave their country a little bit better off than when they moved here and found it. Those are my values, too."

Ferraro added that in a recent visit to a senior center in her district, she found her constituents were "terrified" about President Reagan's attacks on Social Security and Medicare. She also spoke of the effects of unemployment in her district.

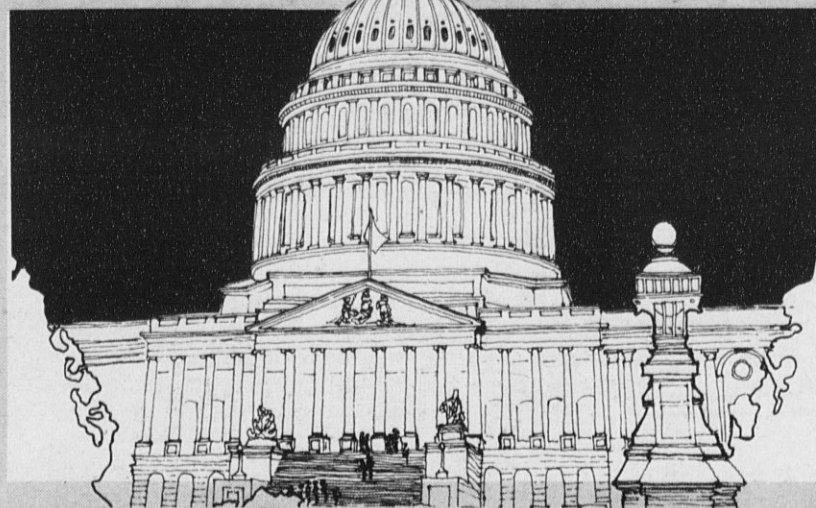
"I know about their fears about the future," said Ferraro. "They love America. They support a strong, sensible defense but they want nothing to do with reckless adventures in Latin America. And they want to get some talks going to stop this arms race before it destroys us all."

Mini-caucus



CONVENTION CONVERSATION — Linda Ramirez, AFSCME activist from San Antonio, Texas, speaks with three CSEA members who served as delegates at the Democratic national Convention in San Francisco recently. Pictured, from left, are: Ramirez; Pat Crandall, president of SUNY Cortland Local 605 and delegate from the 25th congressional district; Jeanne Angiulo, president of SUNY Farmingdale Local 606 and delegate from the 4th congressional district; and CSEA Executive Vice President Joseph E. McDermott, an alternate from the 23rd congressional district.

Washington Window



There he goes again

President Reagan always bristles at the suggestion that his budget and tax policies have rewarded the rich at the expense of workers and the poor.

With the approach of the November elections and the Democratic challenge on the "fairness" issue, Reagan's protests of innocence have been louder and more frequent.

At his televised press conference on July 24, Reagan made a spirited defense of the fairness of his program with regard to social program spending, taxes, family income, and inflation. It sounded good.

Regarding the criticism that his budget policies "had victimized the poor and the needy, there is not one single fact or figure to substantiate that charge," Reagan declared as the TV cameras rolled and reporters dutifully took notes.

However, the facts and figures from official, non-partisan sources show that Reagan misrepresented the results of his policies. The Center on Budget and Policy Priorities documented the Reagan record, using data from agencies including the Congressional Budget Office, General Accounting Office, Bureau of the Census, Congressional Research Service, and the White House Office of Management and Budget. The Center's report was titled, "There He Goes Again: An Analysis of President Reagan's Statements on the Fairness Issue at his June 14 and July 24 Press Conferences."

The report's point by point analysis of Reagan's statements begins with his claim that his budget cuts haven't hurt the poor.

FACTS: At least 560,000 persons, a majority of them women and children, were pushed into poverty by the 1981 budget cuts alone.

Nearly half-a-million single parent families, mostly women and children, were cut from public assistance under the 1981 budget, often resulting in lost health coverage, utility shutoffs, and even running out of food.

The programs for the poor were cut more than twice as much as other social programs in percentage terms.

Families with incomes under \$10,000 will suffer a net loss of \$19 billion — \$1,100 on average — from the Reagan budget and tax changes over the 1983-1985 period. Families with income over \$80,000 will gain \$35 billion — \$24,000 on average — during the same period.

Mostly because of 1981 changes in the unemployment insurance system, fewer than 29 percent of the jobless are now receiving UI benefits — the lowest percentage on record.

REAGAN: "We are aiding more people and spending more money in those (means-tested) programs than has ever been spent in history . . . We are helping more people. . ."

FACTS: Spending for low-income, means-tested programs, adjusted for inflation and unemployment, has been reduced by over \$16 billion, or one-sixth, from fiscal 1981 to fiscal 1984.

Fewer, not more, Americans are being served even though millions have fallen into poverty since Reagan took office. Nearly 3 million fewer children eat school lunches; half-a-million fewer receive school breakfasts; fewer low-income working mothers are provided day care; there are fewer Aid to Families with Dependent children beneficiaries; fewer low-income persons are provided legal services; fewer poor children are screened for lead poisoning, etc.

In the only low-income program where enrollment is up significantly, the nutrition program for Women, Infants and Children (WIC), Congress rejected cuts proposed by the administration.

REAGAN: "Our tax policies have been more beneficial to (people at the lower end of the income scale) than to anyone else."

FACTS: The federal tax burden on families at or below the poverty line has increased sharply since 1980. A family of four at the poverty line paid \$462 in federal income and payroll taxes in 1980. The same family must pay \$1,079 this year.

REAGAN: "I think the reduction in inflation has certainly got to help people . . . at the lower end of the earnings scale."

FACTS: The real income of low and moderate-income families, those in the bottom 40 percent of the population, has fallen since 1980 despite lower inflation.

House Speaker Thomas P. O'Neill, Jr. was on the mark in his response to Reagan's news conference remarks. Reagan, said the speaker, "not only made his usual factual errors," but "told some tall stories as well."



2/3 of planned layoffs averted

Members unite to save Erie County DSS jobs

BUFFALO — Informational picketing combined with hard-nosed political action appear to have staved off a large percentage of layoffs slated in the Erie County Department of Social Services.

More than 75 social service workers used their own time over a two-day period to march with signs at Erie County Hall protesting the effect the cuts would have on the services the public needs.

Before, during and following the marching, intensive political action was taking place by Unit President David Wilbur and Political Action Committee activists Barbara Justinger and Marijean Nichols. The immediate result, Wilbur reported, is that 16 of 24 layoffs have been cancelled in the social services department.

"We showed them where the county would be paying more for these workers to be laid off than to keep them on the payroll," Wilbur declared.

"With state and federal reimbursements to the county for caseworkers' salaries, the county would only be paying for a fraction of their salaries," he continued, "compared with the full cost of unemployment compensation they would have to pay."

The salaries of 10 caseworkers who would lose jobs total \$153,000, but the state and federal government reimburses the county for all but \$19,168 of that, Wilbur said.

Additional problems caused by the layoffs would have been the overload of cases on the remaining caseworkers, he noted.

"We're hitting the top on caseloads now," said Wilbur, a senior welfare examiner for 11 years. "It's not manageable. The examiners are not able to detect fraud and non-payments when they are overloaded."

The cuts would also create several "floating loads" — cases not assigned to any particular worker that receive attention only if a change must be made, he said.

Local 815 President John Eiss said the recently-passed early retirement bill should cause the call-back of any laid off workers when the bill takes effect



DAVE WILBUR, president of the Social Services Unit of Erie County Local 815, is interviewed by a news reporter during recent informational picket regarding job cuts.

Sept. 1. He predicted as many as 10 percent of his 4,200 members will take advantage of the early retirement incentives.

Eiss earlier had urged the county to poll eligible employees to determine how many might opt for early retirement.

Animal shelter employees win holiday pay grievance

BROOKHAVEN — Employees who work at the Animal Shelter here will continue to receive overtime pay when holidays fall on regularly scheduled days off.

The victory for past practice in the town of Brookhaven, Suffolk County Local 852, was the result of a grievance Carl Torgersen filed on behalf of himself and other employees who work weekends.

The grievance started on Memorial Day 1983 after Torgersen did not receive expected overtime pay even though the holiday fell on his regular day off. Instead, he was offered a day off

"at a future time when it will not create a staff shortage."

The animal shelter is open seven days a week and employees expect 52-hours pay any week which includes a holiday that coincides with their day off. The expectation is based on a "better holiday compensation" town policy initiated in 1977 for people working weekends.

The town's unilateral attempt to terminate the practice drew the fire of Arbitrator Philip J. Ruffo: "The facts in this case support the evidence that the town attempted to divest itself

of an economic burden by substituting a less costly burden (the future day off). The obvious problem with this determination is that it constituted a material and significant change in a working condition, unilaterally imposed within a bilateral bargaining relationship."

Field Representative Ron King adds, "The arbitrator recognized the obvious intent of the town to unilaterally implement a change in the terms of employment that was self-serving and without precedent."

The decision is another victory in Suffolk County for CSEA's legal assistance program.

Nine Ossining sanitation workers win King holiday

OSSINING — Nine sanitation workers in the Village of Ossining have won a vacation or personal day as a result of a recent decision.

According to Region III Field Representative Donald Partrick, the CSEA members, who are black, have traditionally taken a personal leave day on Martin Luther King Day as is stated in their contract. It is a practice for village employees to celebrate a holiday on a Monday if the holiday falls on a Sunday.

This year, Martin Luther King Day fell on a Sunday, but when the employees took the following Monday off and requested that a personal leave day be charged, village officials refused and docked each employee a day's pay.

In addition to arguing that the village has always honored Martin Luther King Day as a holiday for black employees, CSEA Attorney Arthur Grae emphasized that the village had already notified its residents not to expect their regular Monday refuse pick-up that day. "It is sheerest hypocrisy," Grae argued, "for the village to publicly grant Martin Luther King Day as a sanitation holiday, while at the same time withholding grievants' pay."

Arbitrator Steven J. Goldsmith noted in his decision, "I find that by listing Jan. 16, 1984 among the contractual paid holidays, the village declared to its residents that this day should be considered a paid holiday for the grievants."

Joint apprenticeship training deadline extended to Aug. 15

ALBANY — The New York State/CSEA Joint Apprenticeship Committee has extended until Aug. 15 the deadline to apply for 200 openings for apprentice training positions as stationary engineers, electricians and motor equipment mechanics.

Openings are in eight participating state agencies: Mental Health, Mental Retardation and Developmental Disabilities, Corrections, Parks, Recreation and Historic Preservation, Environment, Corrections, Parks, Recreation and Historic Preservation, Office of General Services and State University of New York.

Applicants must be at least 18 years old, possess a high school or equivalency diploma, be physically able to perform the work and have been an employee of a participating agency for at least 30 days. An aptitude test will also be administered by the New York State Job Service.

Applications are available at Joint Apprenticeship Committee, Twin Towers — Suite 2008, 99 Washington Ave., Albany, N.Y. 12210; CSEA headquarters, regional and local offices; personnel and affirmative action offices of the eight participating agencies.

During each year of the three-year apprenticeships, trainees will receive 2,000 hours of on-the-job training as well as 200 hours of release-time classroom instruction. They will start at salary grade 6, advance two grades annually and end up as a grade 12.

For additional information, contact the Joint Apprenticeship Committee office at (518) 473-3428.

The committee was established as the result of the 1982-85 contract between CSEA and the Operational Services Unit.

National Boycotts Officially Sanctioned by the AFL-CIO Executive Council

BROWN & SHARPE MFG. CO.

Measuring, cutting and machine tools and pumps
International Association of Machinists & Aerospace Workers

BRUCE CHURCH, INC.

Iceberg Lettuce:
Red Coach, Friendly, Green Valley Farms, Lucky
United Farm Workers of America

CONTINENTAL AIRLINES, INC.

Scheduled airline
International Association of Machinists and Aerospace Workers and Air Line Pilots Association

ADOLPH COORS CO.

Beer: Coors, Coors Light, Herman Joseph's 1868, Golden Lager
Ale: George Killians Irish Red
AFL-CIO Brewery Workers Local 366

EQUITABLE LIFE ASSURANCE SOCIETY

Life insurance, group insurance, major medical, disability income policies, pension plans and pension fund investments
Service Employees International Union

FABERGE, INC.

Personal care products:
Aphrodisia, Aqua Net Hair Spray, Babe, Cavale, Brut, Ceramic Nail Glaze, Flambeau, Great Skin, Grande Finale, Just Wonderful, Macho, Kiku, Partage, Tip Top Accessories, Tigress, Woodhue, Xandu, Zizanie de Fragonard, Caryl Richards, Farrah Fawcett and Faberge Organics
Oil, Chemical & Atomic Workers International Union

INDIANA DESK CO.

Medium and high priced desks. Also sells to institutions, i.e., states, municipalities, boards of education, etc.
United Furniture Workers of America

KOSMOS CEMENT CO.

Kosmos Portland Cement, High Early Cement, and Air Entraining Cement and Kosmortar Masonry Cement
United Cement, Lime, Gypsum & Allied Workers

LOUISIANA-PACIFIC CORP.

Brand name wood products:
L-P Wolmanized, Cedartone, Waferboard, Fibrepine, Oro-Bord, Redex, Sidex, Ketchikan, Pabco, Xonolite, L-P-X, L-P Forester, L-P Home Centers
United Brotherhood of Carpenters & Joiners of America International Woodworkers of America

NIXDORFF-LLOYD CHAIN COMPANY

Heavy duty chains sold in hardware stores. The Nixdorff-Lloyd brand name appears on the chain spool.
International Association of Machinists and Aerospace Workers

PROCTER & GAMBLE MFG. CO.

Powder Detergents: Tide, Cheer, Oxydol, Bold
Liquid Detergents: Ivory, Joy, Dawn
Bar Soaps: Zest Camay, Ivory
United Steelworkers of America

R. J. REYNOLDS TOBACCO CO.

Cigarettes: Camel, Winston, Salem, Doral, Vantage, More, Now, Real, Bright, Century
Smoking Tobaccos: Prince Albert, George Washington, Carter Hall, Apple, Madiera Mixture, Royal Comfort, Top, Our Advertiser
Little Cigars: Winchester
Chewing Tobaccos:
Brown's Mule, Days Work, Apple, R. J. Gold, Work Horse, Top, Reynolds Natural Leaf, Reynolds Sun Cured
Bakery, Confectionery & Tobacco Workers

SEATTLE-FIRST NATIONAL BANK

Withdraw funds
United Food & Commercial Workers

STERLING RADIATOR

Baseboard heaters for the home
International Union, United Automobile, Aerospace & Agricultural Implement Workers of America

DON'T BUY

DON'T BUY

Town still ignoring command to comply with labor law:

Smithtown orders four workers to enter methane-tainted Municipal Services Facility

SMITHTOWN — Ignoring state Department of Labor orders to make Smithtown's Municipal Services Facility safe, the town ordered four heavy equipment operators to remove garbage from the shut down building. The MSF has been closed since a tragic May 4 methane gas explosion severely burned three CSEA Local 852 members and injured a fourth.

"The town flagrantly disregarded the safety of CSEA members on Friday, July 27," said William Maccaro Sr., Smithtown unit president. "Our people shouldn't be bullied into working in that building until methane monitoring alarms are installed.

Maccaro asked, "What would the town say if another explosion happened?"

Maccaro gave each member at the MSF a copy of the DOL orders and a letter urging them not to enter the building. The Smithtown CSEA unit president demanded by telegram a safety committee meeting to learn the reason for the order.

The same day, signs went up around the building that read, "No MSF employees allowed in the building."

The town has failed to obey DOL orders to comply with the state Labor Law. DOL cites the town with failing to furnish a place of employment free from recognized hazards that are causing or likely to cause death or serious physical harm. The town was ordered to provide reasonable and adequate protection to the lives, safety or health of employees.

DOL specifically ordered Smithtown to immediately remove spark-producing equipment from the room where the explosion occurred, seal all openings in the wall and floor, provide exhaust ventilation and install automatic methane monitoring alarm systems. The town was also ordered to replace all electrical fixtures with explosion-proof fixtures by July 10.

The town told DOL the building would be closed.



GARBAGE GALORE — CSEA Occupational Safety and Health Specialist Ken Brotherton notes trash piled on second floor of Suffolk County Department of Social Services Babylon Center. The cleaning contractor refused to remove the trash since the elevator is shut down.

Problems pile up at Babylon Center:

Flooding continues; elevator still out; contractor refuses to remove trash

DEER PARK — Clients and CSEA Suffolk County Local 852 members who have been climbing the stairs in the five-story Department of Social Services Babylon Center for two months now may have to wait almost that long before they can begin taking the elevator again.

It is estimated that elevator service at the facility, which was knocked out due to a major flooding problem, may not be back in place until late September.

According to Local 852 Acting President Lynn Martins, this is a life-threatening situation which must be corrected immediately. Says Martins: "In my opinion, not having an elevator in that building is asking for someone to have a heart attack."

Martins and CSEA Occupational Safety and Health Specialist Ken Brotherton have been

pressing for the center to be moved to another location until the hazards are taken care of. Brotherton has been monitoring conditions closely but has seen no meaningful improvement. While most of the water flooding the basement has been pumped out, the source of the water has not been stopped.

"Until the basement flooding is corrected," Brotherton said, "the elevator cannot be fixed."

Many other safety and health hazards continue to plague Babylon center — where nearly 100 Local 852 members work — and have not been corrected.

Late last month, trash was not being removed from the building because the office cleaning contractor refused to carry the garbage down the stairs. The county sent in public works personnel to remove the garbage.

Nominations open for election rerun...

Albany, N.Y. 12207.

All Nominating Forms must be submitted to the Membership Records Department, Civil Service Employees Association Inc., Box 7125, Capitol Station, Albany, N.Y. 12224 by close of business Aug. 27. All Independent Nominating Petition Forms must be submitted to the same address noted above by close of business on Sept. 7. These completed forms should be sent by certified mail, return receipt requested.

The term of office for each position will extend through June 30, 1985.

ELIGIBILITY REQUIREMENTS

On Aug. 4, 1984, a Pre-Election Conference was conducted by the US Department of Labor at the Albany Hilton, Ten Eyck Plaza, Albany, N.Y. At this Pre-Election Conference, the following eligibility requirements were established for the conduct of this supervised election.

To be eligible to run for office, a member must be in good standing. Good standing requirements for purposes of eligibility to be a nominee are as follows:

- Over the age of 18 years
- Have paid membership dues continuously since Oct. 1, 1983
- Not have been a member of a labor organization competing with CSEA since Oct. 1, 1983
- Have not received any penalty imposed by the Judicial Board of CSEA

which would make that member ineligible to be a candidate.

All Independent Nomination Petitions must contain at least 1,000 signatures of members of CSEA to be acceptable. For purposes of signing an Independent Nomination Petition, a member must be currently paying dues to CSEA and is not serving a suspension or does not have any outstanding dues delinquencies. For purposes of this paragraph, suspension ending before Sept. 7, 1984, or dues delinquency cured before Sept. 7, 1984, will qualify a member's signature on an Independent Nominating Petition.

All ballots mailed during the course of this supervised election will be mailed according to the membership records of the CSEA, Local 1000, AFSCME, AFL-CIO, available as of Aug. 5, 1984. All members are encouraged to verify that their current addresses are accurately shown on the above-mentioned records.

Any member in good standing may protest the supervised election for valid cause. Such protest should be made in writing and sent to the address below. Protests can be made at any time before, during, or within 10 days after the supervised election. Members are urged to use certified mail, return receipt requested.

US Department of Labor, LMSA
Rm. 1310, Federal Building
111 W. Huron Street
Buffalo, NY 14202-2379

Irving Flaumenbaum Scholarship Award winners

CSEA scholarship awards named in memory of the late Irving Flaumenbaum, former Long Island CSEA president, have been presented to eighteen college-bound children of CSEA members. The 18 winners, three from each of the union's six regions, were previously announced in The Public Sector.

Presentation ceremonies have been conducted throughout the regions in recent weeks since the winners were selected on the basis of such factors as financial need, academic performance, class ranking, scores on

standardized tests, and involvement in school and extracurricular activities.

The Irving Flaumenbaum Scholarships consist of a one-time \$500 award to each of the 18 children of CSEA members.

In the last issue, The Public Sector included photos of the winners in Regions III, IV and VI. Shown here are the remaining nine winners in Regions I, II and V at various awards presentations.



REGION I — CSEA Long Island Region President Danny Donohue is pictured with the 1984 Irving Flaumenbaum Memorial Scholarship winners in his region. From left to right are Carole Daniels, a school crossing guard and member of Nassau County Local 830; her daughter, winner Lisa Daniels of Lynbrook; Donohue; Marie Tupot of Suffolk County Local 852; her daughter, winner Marie Lena Tupot of Lindenhurst; winner Kenneth Rodway of Holbrook, whose mother, Roberta, is a member of Kings Park Psychiatric Center Local 411; and Dorothy Goetz, president of the Town of Huntington Unit and a member of the scholarship committee.



REGION II — Region II Director Ron Mazzola, left, and Regional President George Boncoraglio, right, are pictured with the Metropolitan Region Irving Flaumenbaum Scholarship Award winners and their families. From left are

Dorothy Velasquez and her daughter, Rose; Velma Hiller; Hiller's niece, Jacqueline Haynes, and Jacqueline's mother, Althea Flowers; and Andrea Blackwell and her mother, Dolores Blackwell.

CSEA again successful in beating back OCA attempt to remove some employees from union representation

ALBANY — An attempt by the Office of Court Administration to have two court analysts declared managerial/confidential has been successfully challenged by CSEA. The full Public Employment Relations Board has affirmed an earlier decision rejecting the removal of the employees from the CSEA bargaining unit.

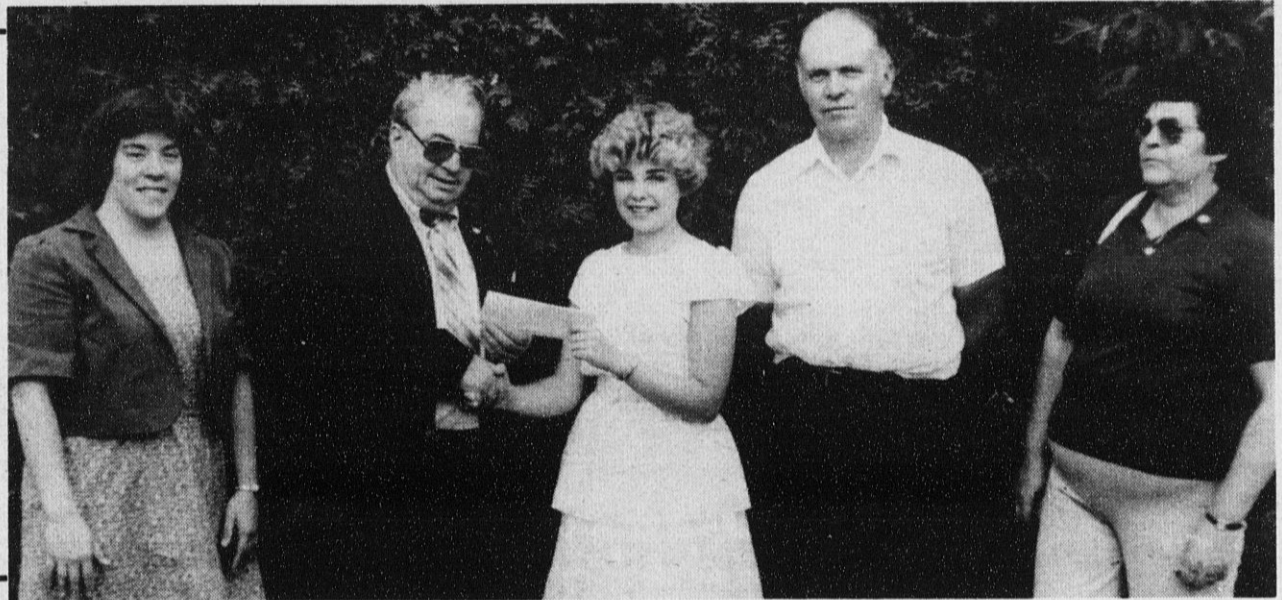
"This case was a continuation of the on-going effort by the unified court system to designate certain employees as managerial or confidential," explained attorney Michael Smith of Roemer and Featherstonhaugh.

"In this most recent instance, we were dealing with two assistant court analysts whom OCA were trying to designate managerial on the basis that they 'formulate policy.' Once again, the employer was trying to define 'managerial' and 'confidential' in terms too broad to the intent of the Taylor Law. And once again, CSEA has been successful in ensuring continued union representation and protection for court employees."



REGION V — Tammy Reisman of East Syracuse, second from left, receives her Flaumenbaum Scholarship Award from Helen Hanlon, right, Central Region corresponding secretary. Tammy is the daughter of Phyllis Reiman, second from right, an employee of Onondaga County and member of Local 834. At left is Pat Callahan, president of Local 834. A recent graduate of East Syracuse-Minoa Central School, Tammy will continue her education at Northeastern University.

REGION V — Laura Howard, center, is another Irving Flaumenbaum Scholarship winner for 1984 in Central Region V. Laura, daughter of Roger and Shirley Howard of Fort Covington, is a graduate of Salmon River Central School and plans to attend SUNY Plattsburgh. Mr. and Mrs. Howard are employed by Salmon River Central School District and members of the Salmon River School Unit of CSEA Franklin County Local 817. Presenting the certificate of merit and scholarship check to Laura was Region V Vice President George McCarthy. Also on hand were Salmon River School Unit President Cathleen Lauzon, left; Laura's father, Roger Howard; and Mary Hanna, Local 817 vice president.



REGION V — Susan Ann Zullo, second from right, is all smiles as she receives her Irving Flaumenbaum award and scholarship check from Mary E. Sullivan, Central Region V vice president. Susan Ann recently graduated from Whitesboro Central School and will continue her education at SUNY Geneseo. She is the daughter of Louis and Beverly Ann Zullo of Marcy. Mrs. Zullo, right, is a pharmacy technician at Central New York Psychiatric Center and a member of CSEA Local 414 at Marcy/CNY Psychiatric Centers. Also on hand for the informal award presentations were Bud Mulchy, president of Local 414, and Sandy DeLia of the CSEA scholarship committee, center.

Quick action prompts proper precautions for treatment of AIDS patient

KING PARK — Labor and management at Kings Park Psychiatric Center got together recently to plot a quick plan of action involving the care of an AIDS patient at the facility.

At an emergency meeting between center management, Local 411 President Tony Bentivegna, Long Island Region President Danny Donohue and CSEA Field Representative Nick Pollicino, the union voiced its members' concern over inadequate training and supplies for the patient. AIDS — Acquired Immune Deficiency Syndrome — is a recently identified disorder which damages the body's natural immune system, diminishing the victim's resistance to rare forms of cancer and infections.

The labor-management meeting prompted a commitment from Kings Park to provide expert AIDS training and enough gowns and gloves for

employees who come in contact with the patient. An RN has also been assigned to oversee the patient's care.

"We recognize our responsibility to care for AIDS clients," said Bentivegna. "However, the center must live up to its responsibility to provide members with adequate training and equipment to do our jobs."

Local 411 members became concerned when an AIDS client was admitted and poor precautions were used in caring for the client.

"Our members' concern was totally justified and quick action made the center administration realize the problem," said Donohue. "I am still concerned for members' safety. The center has indicated a willingness to work with us on additional problems, if they arise."

SOLIDARITY CENTER

INFORMATION OF INTEREST
TO UNION MEMBERS
AND FRIENDS OF LABOR

AFL-CIO offers free publications

EDITOR'S NOTE: Following is a list of pamphlets, leaflets and other publications put out by the AFL-CIO that will prove useful to every union member. Single copies of all publications, except No. 19, are available free. Use the coupon below to place your orders. Mail to: Pamphlet Division, AFL-CIO Dept. of Information, 815 16th St., N.W., Washington, D.C. 20006.

1. **AFL-CIO Constitution**
Published: November 1983.
Price: 50¢ per copy; \$40.00 for 100.
3. **1983 AFL-CIO Convention Policy Resolutions**
Published: December 1983.
Price: \$1 per copy; \$80.00 for 100.
12. **Rules Governing State Central Bodies**
25 pp. Published: February 1973.
Price: 10¢ per copy; \$7.50 for 100.
13. **Rules Governing Local Central Bodies**
25 pp. Published: February 1973.
Price: 10¢ per copy; \$7.50 for 100.
14. **Rules Governing Directly Affiliated Local Unions**
19 pp. Published: May 1984.
Price: 10¢ per copy; \$7.50 for 100.
19. **1983 AFL-CIO Convention—Official Proceedings**
Price: \$10.00
- *20. **This is the AFL-CIO**
24 pp. Published: May 1984.
Price: 25¢ per copy; \$20.00 for 100.
A popular short pamphlet describing the functions, structure and policies of the AFL-CIO.
22. **Films for Labor**
46 pp. Published: April 1979.
Price: 60¢ per copy; \$45.00 for 100.
A catalog of films for use at union meetings, available through the AFL-CIO Department of Education.
36. **Workers' Compensation and Unemployment Insurance**
Price: 3¢ per copy; \$2.50 for 100.
A 4-page chart of insurance and compensation statistics on a state-by-state basis as of January 1, 1984.
- *41. **Why Unions?**
14 pp. Published: July 1982.
Price: 25¢ per copy; \$20.00 for 100.
A current sprightly pamphlet primarily designed for use in schools and by community organizations for young persons who will soon be joining the labor force.
42. **Working Together . . . The key to jobs for the handicapped**
11 pp. Published: June 1978.
Price: 10¢ per copy; \$7.50 for 100.
Labor's program for effective cooperation to aid the mentally and physically handicapped and to insure them equal opportunity in employment.
46. **The Truth About 'Right-to-Work' Laws—Facts vs. Propaganda**
20 pp. Published: March 1984.
Price: 15¢ per copy; \$12.00 for 100.
A popular discussion of what's wrong with state right-to-work laws.
52. **What Every Worker Should Know About Alcoholism**
Leaflet—Published: February 1984.
Price: 3¢ per copy; \$2.50 for 100.
A discussion of the disease of alcoholism, and the means and facilities available to help those afflicted.
56. **Songs for Labor**
56 pp. Published: December 1983.
Price: 35¢ per copy.
A book of union songs that can be sung at union meetings, summer schools, conventions, and on the picket line. The music for each song is included.

65. **Services for the Unemployed**
Leaflet—Published: December 1980.
Price: 5¢ per copy; \$4.00 for 100.
The union's role in helping organize community assistance for the unemployed outlining the various avenues open to help meet the crisis of joblessness.

870. **The Future of Work**
36 pp. Published: August 1983.
Price: 75¢ per copy; \$60.00 for 100.
An initial report of the Committee on the Evolution of Work created by the AFL-CIO Executive Council to review and evaluate changes taking place in the labor force, occupations, industries, and technology.

874. **A Guide to Establishing Senior Clubs**
8 pp. Published: November 1983.
Price: 25¢ per copy; \$20.00 for 100.
A pamphlet designed to help unions interested in forming senior clubs as a means of maintaining links with retired members.

*75. **AFL-CIO Manual for Shop Stewards**
70 pp. Published: March 1984.
Price: 50¢ per copy; \$40.00 for 100.
A handbook designed to aid shop stewards in carrying out their vital role in the trade union structure covering their day-to-day duties.

*81. **How to Run a Union Meeting**
64 pp. Published: March 1984.
Price: 50¢ per copy; \$40.00 for 100.
A discussion of how to run interesting, lively, democratic union meetings with a complete set of rules on parliamentary procedure.

*Also available in Spanish.

109. **Consumer Counseling**
Leaflet—Published: July 1981.
Price: 5¢ per copy; \$4.00 for 100.
Advice to local unions on establishing a consumer information and counseling program to help members safeguard their hard-earned dollars.

116. **When You Write Your Legislator**
Leaflet—Published: September 1980.
Price: 15¢ per copy; \$12.00 for 100.
Tips on framing letters to your legislators to let them know how you feel on issues.

121. **Labor Champion of Public Education**
14 pp. Published: August 1981.
Price: 10¢ per copy; \$7.50 for 100.
A pamphlet tracing the history of the American labor movement's support for public education in the United States from the early 1800s to the present.

*136. **Collective Bargaining: Democracy on the Job**
30 pp. Published: June 1982.
Price: 25¢ per copy; \$20.00 for 100.
A basic primer on how collective bargaining works, arbitration, union security, the growth of modern unions and how they protect democracy and freedom.

156. **A Foreign Policy with a Purpose**
9 pp. Published: April 1982.
Price: 15¢ per copy; \$12.00 for 100.
Text of an address to the Foreign Policy Association by AFL-CIO President Lane Kirkland outlining labor's views of America's role in world affairs.

157. **One Hundred Years of American Labor**
40 pp. Published: November 1981.
Price: \$1.00 per copy; \$75.00 for 100.
A compendium of historical materials published in connection with the AFL-CIO's centennial year, 1981.

158. **The Constructive Use of Government**
8 pp. Published: October 1982.
Price: 50¢ per copy; \$40.00 for 100.
An address by Lane Kirkland at a Dartmouth College program in which the AFL-CIO president discusses the role of the democratic state as "the indispensable instrument of human progress."

159. **The Public School and the Common Good**
8 pp. Published: December 1982.
Price: 25¢ per copy; \$20.00 for 100.
Organized labor's support over the years for the nation's free public school system is detailed in this pamphlet.

161. **Together in Solidarity**
12 pp. Published: October 1983.
Price: 15¢ per copy; \$12.00 for 100.
AFL-CIO President Lane Kirkland's keynote address to the federation's 1983 convention in which he outlines the tasks and issues confronting American labor.

470. **Union Counseling**
Leaflet—Published: September 1981.
Price: 3¢ per copy; \$2.50 for 100.
An outline of how union locals can develop programs to help members use community human services in resolving personal and family health and welfare problems.

TO: PAMPHLET DIVISION
AFL-CIO Dept. of Information
815 16th St., N.W.
Washington, D.C. 20006

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WHAT'S CAUSING ILLNESS AT STATE DEPARTMENT OF PAROLE?

Workers say building is making them sick

By Brian Baker
Assistant Editor
with Anita Manley
CSEA Communications Associate

A mysterious recurring Freon gas leak at the New York State Department of Parole building in New York City is causing complaints of illness among employees there and resulted in hospitalization July 24 for four workers, including one pregnant woman.

In separate incidents Aug. 2 and Aug. 6, the entire building was evacuated and the fire department was called in when heavy amounts of the gas were detected again in the air.

These problems are the latest in a steady stream of adverse working conditions which plague employees of the department's rented building at 314 W. 40th Street, CSEA Local 259 officers say.

The Freon leak from the building's air conditioning system was discovered July 24 after several workers on the fifth floor suddenly became dizzy and had difficulty in breathing. Fifteen workers had to be taken to the emergency room at nearby St. Clare's Hospital. Four, all dictaphone machine transcribers (DMTs) from the fifth floor, were admitted as inpatients and later released. One pregnant worker, Crystal White, was hospitalized for three days.

Although the toxicity of Freon is very low, it is known to be an irritant and can cause dizziness, headaches, blurred vision, burning eyes, respiratory problems and even loss of consciousness. According to Occupational Safety and Health Specialist Mitchell Brathwaite, there were gaseous fumes other than Freon also in air at the time of the July 24 leakage. Painters working in the building were using benzene, a solvent which is

extremely toxic. In addition, an exterminator was in the building the day before.

"There were a lot of fumes in the air and we don't know for sure what kind of effect their interaction produced," said Brathwaite.

The New York State Department of Labor sent an industrial hygienist to inspect the building on the day after the first Freon leak, but conclusive data won't be available until the last week in August, Brathwaite added.

Meanwhile, other agencies are looking at or expressing concern about the gas leaks in the building owned by Joseph Margiotta and managed by Benson Realty. The New York City Department of Health has been conducting tests on the building. State Department of Parole officials also have visited the site and claim that they will attempt to relocate the offices.

CSEA has been informed that the state Office of General Services is working toward a move for the department within the next four to six months. But employees are still complaining of dizziness, headaches, itching eyes and nausea and union officers there worry that more workers will become seriously ill before the problem is cleared up or offices are moved.

"Last week, the city health department gave the landlord 48 hours to clean out the ventilation system. Cleaners came in and did something, but they didn't finish the job so the fifth floor is closed up now," said Leanora Lee, president of Local 259.

"I think the whole ventilation system needs to be checked out. There was a mist that just rolled down from the ceiling," she said.

So far, more than 50 employees claim that something in the building is making them ill, and many have taken sick time off from work. Most people believe the problem stems from the ventilation.

"We've been complaining for years about the vents," says First Vice President Jean Jenkins. "In the winter we don't have heat. And in the summer, when they finally turn on the air conditioning, a thick black soot drops from the vents. It's an ongoing problem but it took this (recent event) for something to be done about it."

Ventilation is not the building's sole fault, either, she notes.

"There are cockroaches and rodents. When you come in to work in the morning, there is mice feces on your desk. And the bathrooms and garbage area are consistently so dirty and smelly it's disgusting."

The building, a former factory with few windows, has had a history of health violations since Department of Parole offices have occupied it. In 1983 alone, it was cited for several violations, including:

- unsafe wiring and dangerous use of extension cords;
- unsanitary restrooms;
- unsanitary water fountains;
- lack of an evacuation plan.

Brathwaite said the building has been generally in bad repair with dirty walls and torn carpeting.

Parole department workers led by CSEA have held two informational pickets during their lunch breaks July 30 and Aug. 7. Region II President George Boncoraglio, who participated in the more recent picket, called the work environment there "unfit for animals."

Boncoraglio said he would recommend medical screenings at the expense of the state for all employees exposed to the hazardous fumes in the building.



BONCORAGLIO: "I want to see these employees in a work environment that is not hazardous to their health, not in one that is unfit for animals."



BRATHWAITE: "There were a lot of fumes in the air and we don't know for sure what kind of effect their interaction produced."

Gas victim: 'Doctors really don't know what's going on. I am scared'

"My eyes were itching, I couldn't breathe, I couldn't even remember my name or address. I was very sleepy, and in the ambulance on the way to the hospital they kept poking me to keep me awake," says Shii Price.

Price, one of the DMT workers at the Department of Parole taken ill after the Freon leak July 24, spent that night at St. Clare's Hospital with an intravenous needle in her arm and an oxygen mask over her face. The next morning she was nauseous and couldn't keep her breakfast down, she said.

During her daylong stay, doctors at the hospital ran a number of tests, took X-rays and performed an EKG. Despite repeated requests for information about the tests, her doctor was "very close-mouthed," said Price.

"All the doctor said was that I could leave. I didn't get any information from him about the blood test or about whether it was safe to go back to work," she claims. "They did it with all of us (that were hospitalized). We called and called, but they didn't answer our questions."

The workers were told later that medical records were sealed because the outbreak of illness among the parole department employees was considered an epidemic.

Price was out of work from July 24, a Tuesday, to the following Monday. When she returned, she became ill again and had to leave.

"My eyes started burning, I couldn't breathe and my fingers were turning blue. I went to my own doctor on Monday and Tuesday and he said something in the air at work was still bothering me."

Price noted that she is especially sensitive to the situation because she has asthma.

The other workers hospitalized were Mary Woods, Miriam Caraballo and Crystal White, all DMTs who worked on the fifth floor, which is now completely shut down.

White, who is pregnant, has her doctor's permission to begin her maternity leave. Meanwhile, other workers continue to experience health problems.

"I still have a tightness in my chest, coughing and severe headaches. I feel like my body's undergoing changes," said Caraballo, who collapsed Aug. 1 at work and is regularly seeing doctors.

"They can't tell me what I have because they really don't know what's going on. I am scared," she said.



A CLEAR IMAGE of a typical day at Motor Vehicles: lots of waiting around, as these recent pictures show. But when Gov. Cuomo came to get his license last month, the lines and other problems seemed to disappear. A beefed up staff especially for the day was one reason, CSEA learned.

PHOTO LICENSING DAY A SNAP FOR GOV: Extra DMV staff distorts the real picture: Long lines, disgruntled clients and employees

By Stanley Hornak

CSEA Communications Associate

ALBANY — The family of New York got a busy signal the day the governor came to town to get his photo license.

CSEA has learned that when Mario Cuomo staged a July 2 media event at the Department of Motor Vehicles (DMV) office on South Pearl Street, Albany, things were not exactly what they seemed.

For instance, the long waiting lines disappeared.

The office was properly staffed.

Each cashier station was occupied.

And, the telephone system was shut down. Cuomo wasn't supposed to see the effects of understaffing. Rank has its privileges.

The reality, however, is far different. Each day thousands of telephone calls and letters are going unanswered and thousands of motorists are waiting in line for hours because of understaffing. CSEA Local 674 President Dann Wood says DMV employees have "had enough."

"Motorists are frustrated and so are we, too."

Wood is particularly disturbed that during Cuomo's appearance to inaugurate the photo licensing program, three additional staff people from DMV central office were assigned to the South Pearl Street facility. "Putting them there shows they know we have a problem," he observes.

Wood has statistics to back him up. He cites the Driver Improvement Bureau where there was a 17 percent decrease in hours worked during the past seven years. At the same time, there were unprecedented increases in workloads.

In fiscal year 1975, the Drinking Driving Program listed 31,446 cases. In fiscal year '84, the estimated volume is 67,270 cases for a 114 percent workload increase.

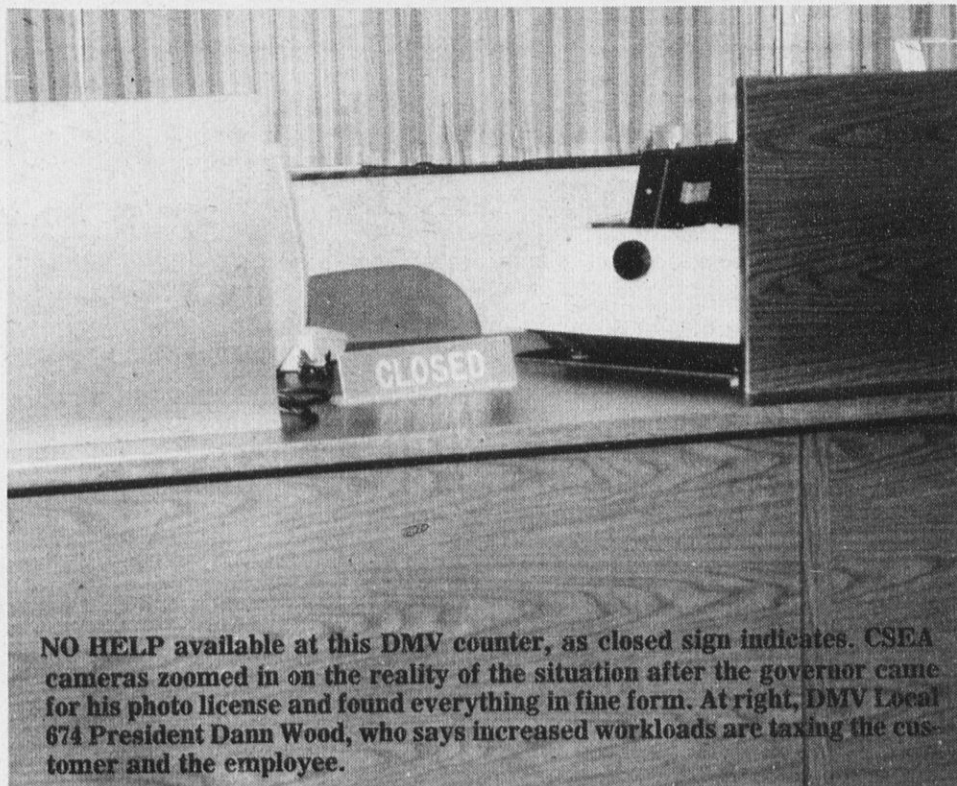
In fiscal year 1975, the Restricted Use License Program listed 46,123 cases. In fiscal year '84, the estimated volume is 84,920 cases for an 84 percent workload increase.

In fiscal year 1975, employees involved in driver improvement programs made 69,729 telephone contacts. In fiscal year '84, the estimated number of contacts is 134,559 for a 93 percent workload increase.

Even more compelling, says Wood, are overtime statistics.

DMV paid out \$204,545 in overtime during fiscal year '82. It rose to \$686,400 the next year and already, in just the first two months of the current fiscal year, \$144,000 in overtime pay was recorded.

DMV's recent history is one of increased workloads and decreased personnel. Says Wood: "It's time for a change. Our people can only work so hard. They're at the breaking point, but so, too, is the public we serve."



NO HELP available at this DMV counter, as closed sign indicates. CSEA cameras zoomed in on the reality of the situation after the governor came for his photo license and found everything in fine form. At right, DMV Local 674 President Dann Wood, who says increased workloads are taxing the customer and the employee.

