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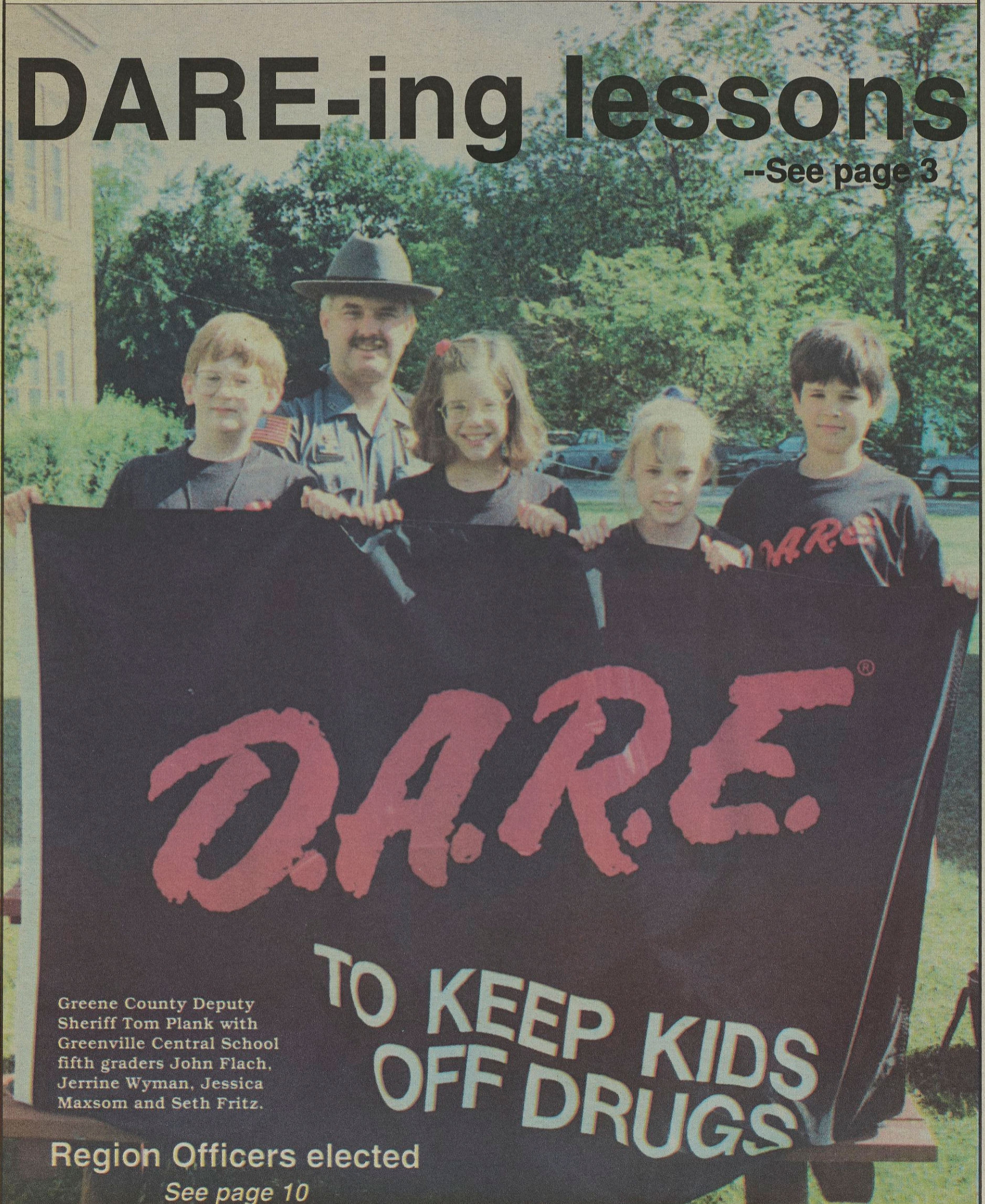
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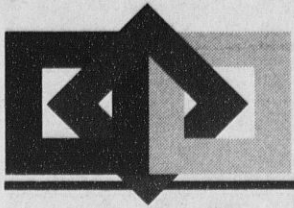
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Greene County Deputy Sheriff Tom Plank with Greenville Central School fifth graders John Flach, Jerrine Wyman, Jessica Maxsom and Seth Fritz.

Region Officers elected

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CSEA members are working to keep children drug-free in Greene County. Meanwhile, jammed prison cells and more criminals mean increased caseloads for probation officers.

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CSEA successful in fight to keep Mount View Health Facility county-owned in Niagara County. Now battle is joined to keep two nursing homes in Livingston County from falling into the hands of privateers. And Yates County workers have a new contract.

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Union fighting to limit jobs cuts at Erie County Medical Center. And CSEA successful in restoring funds and jobs in Amsterdam.

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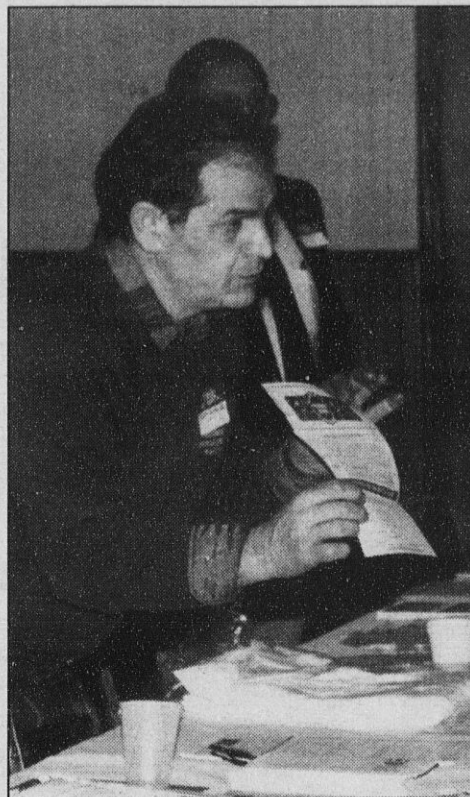
Nassau County monument a memorial to deceased corrections officers. Orleans County says "no" to guns in county buildings. And Nassau County Health Department workers help a pair of clients celebrate the century mark.

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CSEA wins reinstatement for two Rensselaer County corrections officers on disability status. Union fights cuts in Clinton County DPW. And an Erie County Department of Social Services employee is attacked by a client, renewing safety concerns.

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CSEA Oneida County Local 833 Info Day



CSEA ONEIDA COUNTY LOCAL 833 recently sponsored a successful Info Day program for county employees. In photo at left, CSEA Region PEOPLE Committee representative Tony Scalise Sr. explains how employees can join the PEOPLE program. At right, CSEA Employee Assistance Program (EAP) Coordinator James Murphy discusses the EAP program with an employee.

Jefferson County Local 823 scholarships

WATERTOWN - CSEA Jefferson County Local 823 recently awarded two \$500 scholarships to children of local members.

Scholarship winner Kimberly Davis, daughter of James and Catherine Davis, a senior account clerk at Jefferson Community College, plans to attend Jefferson Community College to pursue an associates degree in accounting. She is a member of the National Honor Society and secretary of her graduating class at Lyme Central High School.

Scholarship winner Stephen Lane, son of Stephen and Cheryl Lane, a clerk for the Jefferson County Department of Motor Vehicles, plans to attend St. John Fisher College to study business management. He is also a member of the National Honor Society and is Student Council President at General Brown High School.

The scholarship awards, named after deceased Local 823 activist Fannie Smith, were

presented by Ada Bartlett, chair of the local's scholarship committee.

Cayuga County Local 806 awards three scholarships

Cayuga County Local 806 has awarded three \$500 scholarships to children of CSEA members.

Winners are Paul Ianiri II, son of Paul Ianiri, systems coordinator in the Department of Social Services (DSS); Jennifer Ockenfels, daughter of Charles Ockenfels, head custodian with the Auburn School District; and Heather Randolph, daughter of Joan Jayne, a DSS caseworker. Ianiri and Ockenfels will attend Cayuga Community College. Randolph will attend LeMoyne College.

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CSEA members DARE Greene County youngsters to reject drugs, alcohol

GREENVILLE - The Greenville Central School looks like a Norman Rockwell canvas come to life, picture perfect. Its halls are filled with eager, helpful impressionable students all learning about the traditional three R's.

And in the fifth grade, the students have a new topic to study and learn for life - DARE - the Drug Abuse Resistance Education - program. Even in bucolic Greene County illegal drugs and alcohol abuse by the youth are a major concern of the education and law enforcement communities.

"I spend one full day each week for 17 weeks in the central school's four fifth grade classes," CSEA Greene County President Tom W. Plank, a Greene County deputy sheriff and DARE Program officer, explains.

"During those four 45 minute classes and during the rest of the day, I try to establish a positive helpful image of law enforcement personnel with the students, all of the students. And I try to educate the fifth graders about the dangers of illegal drug use and alcohol abuse, problems which do exist in Greene County."

'They're all our kids and illegal drug and alcohol abuse is a problem for all of us everywhere.'

The fifth graders are eager to show off their knowledge.

"Illegal drugs can damage your brain," John Flach said, noting that there were no good consequences of taking illegal drugs.

Seth Fritz explained that only a medical doctor could prescribe drugs for you because the drugs the doctor orders are designed to help you, not harm you, and the doctor controls how many drugs you get and for how much time.

"If you took drugs on your own, it could hurt you," he pointed out.

Jessica Maxson and Jerrine Wyman quickly recited the eight ways to say

NO if offered either illegal drugs or alcohol: "Give them a cold shoulder, walk away, say 'No thanks', remember strength in numbers, be a broken record 'no, no, no,' avoid the situation, give an excuse and change the subject."

"This is one program that goes beyond the school, the community. It is a program we all should know about and support," Deputy Sheriff Plank said. "After all, they're all our kids and illegal drug and alcohol abuse is a problem for all of us everywhere."

The dilemma facing probation officers:

Increasing caseloads, more high risk clients

By Anita Manley
CSEA Communications Associate

NEW CITY — As prison cells fill and more courts convict criminals, probation officers are finding that they are the "gate keepers" for more felons than ever before. The 'catch 22' in this situation is that less funding is available to hire more probation officers to take on this awesome responsibility.

With the prisons overcrowded, more felons are being sentenced to probation, according to Juan Del Pilar, a Rockland County probation officer and member of Rockland County Local 844.

Many of those sentenced are career criminals — those who repeatedly commit misdemeanors and who would normally receive county jail time. Therefore, Del Pilar said, more intensive supervision is required to protect the community.

"We always had some high risk clients," he said, "but now there are even more. These clients are more violent, more drug related, and less responsive to direction."

Intensive Supervision caseloads have more than doubled, said Mike Frenchak, a supervising probation officer. The maximum for a probation officer should be about 18 of these cases. Some have had as many as 39, he said.

Intensive Supervision means two home visits per month to observe the living environment, a time consuming and risky responsibility. Probation Officer Kathleen Tower-Bernstein explained that home visits are necessary in order to determine if other services are needed, to verify where clients

are living and who they associate with and to keep in contact with the family.

"You don't get that kind of first hand information if you see them in the office," she said.

"The risks of the job are many.

"We have to go into neighborhoods that the cops don't go into alone," said Del Pilar. "We're not social workers; we're there to protect the community. It's an adversarial situation."

In fact, one probation officer who was threatened by the wife of a client was nearly run down by a car the woman was driving. As a result, she is now a 'client' also.

In addition, the Intensive Supervision client is required to meet with the probation officer twice a week.

'Collateral' contacts are also part of the caseload; contacts — by phone, in person and in writing — with various agencies on the client's behalf to see that he receives the services he needs; and contacts with associates and family members. Frenchak recalled that in one case, 72 collateral contacts were made in a three month period on behalf of one client.

If there are violations of the conditions of probation, the client may find himself back in court, risking a sentence in jail or prison. The probation officer, therefore, is the one person who is monitoring the client, the 'gate keeper' or the 'enforcer', in many respects.

Children also commit crimes.

"We have juvenile clients up to age 16," said Supervising Probation Officer Ken Tinklepaugh. "It's the same level of

supervision, but we go through Family Court. If they're in a detention facility, we must maintain contact with the family."

Many young clients reside in community homes that they are sent to after experiencing family problems or committing juvenile crimes. Although many are from New York City, they become the responsibility of Rockland County if they commit crimes within the county.

Probation officers also conduct pre-sentencing investigations in order to make recommendations to the court as to what type of sentence a client requires. Understaffing and low pay and now shortfalls in state funding are the reasons that probation officers feel that they are not recognized for the kind of responsibility they have. One problem in Rockland County is the lack of a career ladder for probation officers. And pay that is not only not in step with surrounding counties, but well below other law enforcement agencies' salaries in the county.

Decreases in state funding will not save money in the long run, they agree.

"Depending on the county, it will be a hurting situation," said Frenchak. "Because of sheer numbers, a majority of clients don't get the attention they should have."

The less time spent with a client, the less protection to the community, said Frenchak, who fears that some counties that do not recognize the value of probation will reduce staffing in the face of budgetary shortfalls.

"That would be cutting off their noses to spite their faces," he said.

Privatization win in Niagara County:

Mount View to stay public

LOCKPORT - Niagara County will continue to operate Mount View Health Facility.

Optimism has replaced the doom and gloom that prevailed not long ago.

"This demonstrates in real terms that we can make a difference if we pitch in and prove the true value of public employees, combined with good management," CSEA Niagara County Employee Unit President Linda Gibbons said.

"This is really great for the county, the patients and their families and our members", she said. "After years of uncertainty, hopefully now our members will be able to work without their jobs being yanked from under them."

The CSEA campaign to save the Niagara County nursing home began in earnest a year ago, when

the county decided the \$2 million annual cost was an excessive drain on the budget, and announced intentions to sell it to a private buyer.

CSEA forces quickly went into action with a public education campaign combined with political dialogue that gained support for keeping the home in county hands.

"The first thing we had to establish was that the nursing home was and is a vital part of county operations," CSEA Political Action Coordinator Roger Sherrie said. "It's not an 'extra' that can be lopped off of the county's responsibilities.

"And there are ways to capitalize on the nursing bed formula that brings in Medicaid-Medicare funds to help the county operate the home," he said. "That,

combined with good management policies, should provide for public operation."

That theory was borne out, with new money and management techniques in place, along with sick-leave incentives for facility employees, and no layoffs for the approximately 60 CSEA Local 832 members, most of whom are nurses and clerical employees.

"There's a tremendous success story here," said Niagara County Legislature Chair Lee Simonson.

The main achievement that saved Mount View from sale is the "cooperation and team approach" from labor and management, he said.

CSEA Western Region President Bob Lattimer praised the "hardworking members who endured a tremendous amount of stress during this process."

In Livingston County:

Nursing home battle brews

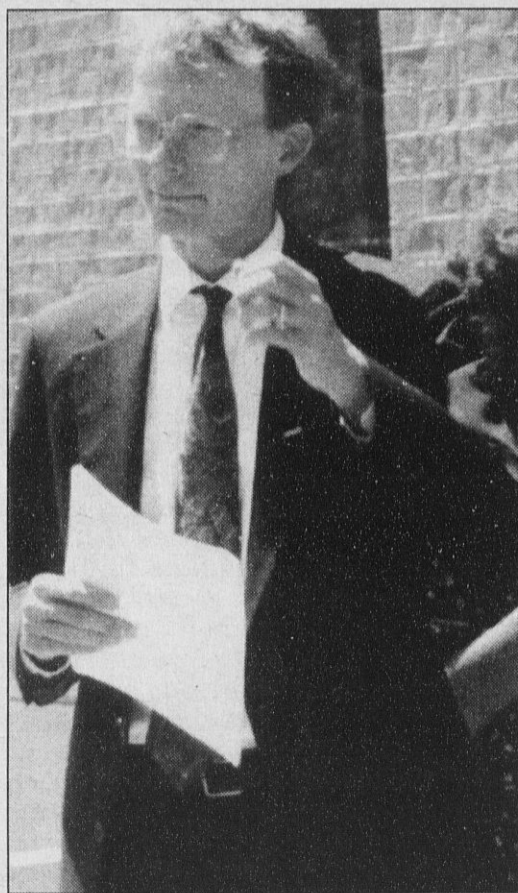
GENESEO - CSEA has launched a pre-emptive strike to keep Livingston County's two nursing homes from falling into the hands of privateers.

Learning that the county was planning to seek proposals for private operation of the facilities, the CSEA County Employees Unit of Local 826 got right to work. The members started a public education campaign to inform and update the public on the value that public operation provides to taxpayers and the potential for fattening the pockets of a few profiteers if the homes were privatized.

"While legislative leaders have publicly stated they are only exploring 'possibilities,' we think we should head this type of thinking off at the pass, if it's possible," Local President Tammy Macomber said.

"Some people may not be aware of the

wonderful services our dedicated members provide,



Roger Sherrie, CSEA political action coordinator, at a press conference held to let the public know the value of Livingston County's publicly-operated nursing homes.

so we're going to let them know, in no uncertain terms."

After the legislature chairman rejected CSEA Political Action Coordinator Roger Sherrie's request to speak at a legislature meeting, CSEA held a press conference in front of the legislature's building announcing the union's first salvo against privatization.

"The county nursing homes carry a proud tradition of the community caring for its own," Sherrie said, "a tradition of providing quality care and -- equally important -- access to that care. Their very existence results from a recognition of the need to provide health care to the poor and difficult to treat.

"Simply put," he said, "county-operated nursing homes were born because of the unavailability of care in the private sector for those clients least able to care for themselves."



Yates County Unit wins contract fight

PENN YAN - It took nearly two years, but CSEA Yates County Employee Unit members are finally working under the terms of a negotiated contract.

The members had voted to accept the contract, but the county legislature then rejected the agreement.

"We're all glad that it's finally over," Unit President Carol Conley said. "This went on too long, and there was really no need for it. But the unit stuck together through some trying times, and I'm sure we'll be the stronger for it."

"We can't say enough about how all the CSEA resources came through for us and helped us win a very important battle that will help other units who are faced with similar struggles," Local 862 President Carol Thornton said.

The legislators finally voted to fund the contract after the Public Employment Relations Board (PERB) ordered them to ratify it. That ended a series of legal actions CSEA had taken against the county.

The 100-member unit marched in picket lines, ran a public education campaign of radio and newspaper ads, gathered petition signatures and community support and withstood efforts by some legislators to bargain with individual members to divide the ranks.

"I'm very proud of our unit members and the other CSEA members and officers who stood with us," Conley said. "This is what unionism is all about, building strength from our numbers and knowing our legal options, as they were so well detailed and executed for us by Pam Bruce (CSEA attorney). And (CSEA Western Region President) Bob Lattimer was totally supportive."

CSEA Collective Bargaining Specialist Debbie Lee, who negotiated the contract with the unit bargaining committee, said the county was trying to get higher employee contributions to their health care plan away from the bargaining table.

The unit is ready to begin negotiations on a new pact "as a solid unit that is determined to stay together and do the best job possible in gaining a fair contract for all the membership," Lee said.

CSEA fights layoffs at Erie County Medical Center

BUFFALO - CSEA Erie County Local 815 members picketed at the Erie County Medical Center (ECMC) to protest layoffs that do nothing to solve the center's long-standing fiscal problems.

They also protested because the county ignored a CSEA plan that would have helped avoid layoffs while achieving economies in management and bill collecting.

"Some time ago we gave the county executive, the legislature's leadership and the hospital's board of managers a comprehensive plan that could have helped solve some problems," CSEA Western Region President Bob Lattimer said. "But they chose to ignore our suggestions and take the destructive route of laying off dedicated workers who

have done nothing to contribute to the center's deficit. It shows they are more interested in political solutions than doing what is right."

County unit members and other CSEA activists joined the picketing of NYS Nurses Association members, who were also hit with layoffs, as were AFSCME members. They picketed at an ECMC Board of Managers meeting.

The total number of layoffs

will be determined after bumping rights are exhausted, but Unit President Mike Bogulski said he expects the number to be around 30 for this round.

"But they're not finished cutting jobs," Bogulski said. "We've got to continue to push for those measures that help our members do their jobs instead of layoffs that help no one."

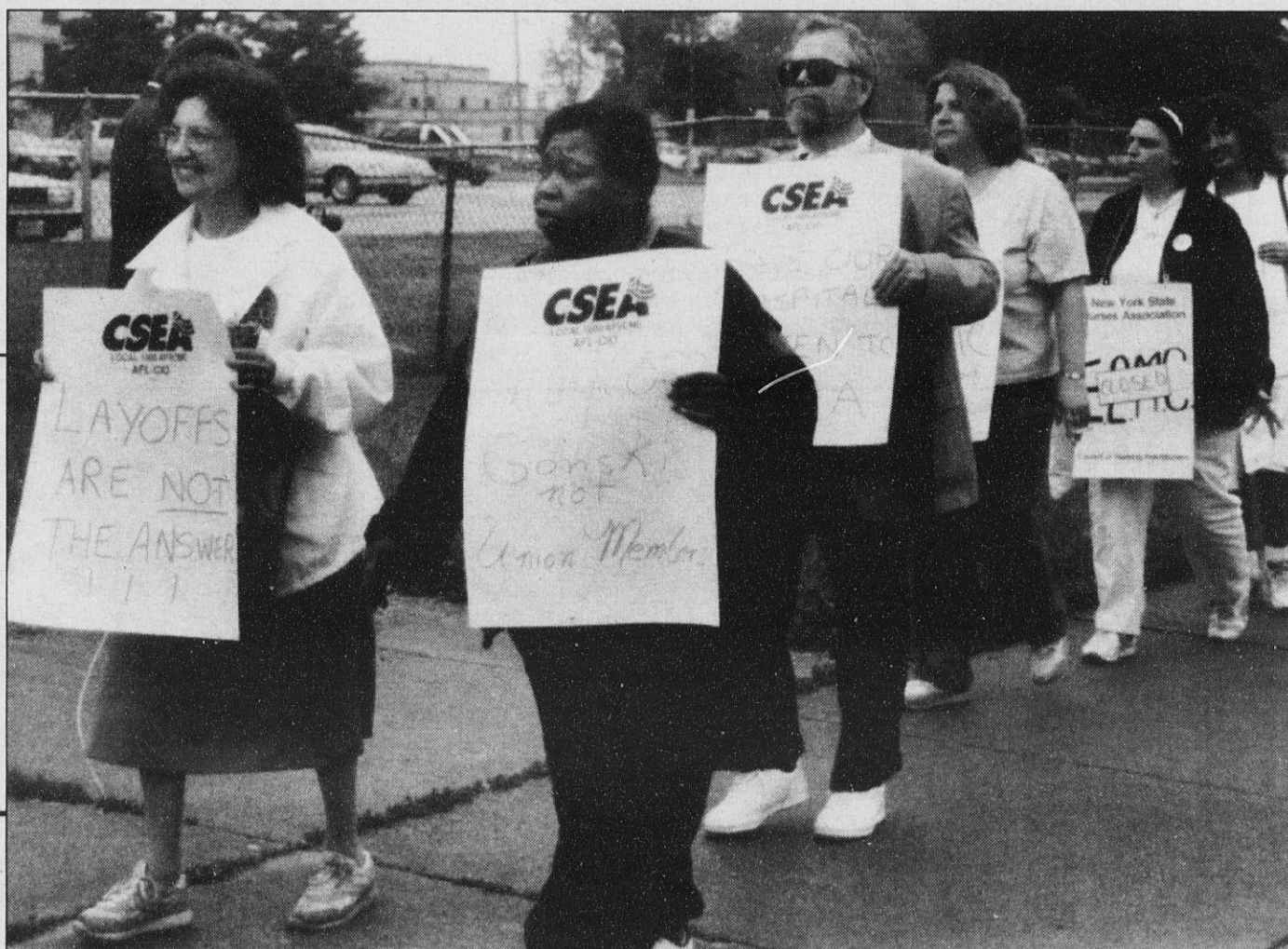
CSEA called for more

accounting staff so that unpaid bills could be collected more efficiently, and for a transfer of personnel rules and control to the hospital's management. Currently, a central personnel department handles personnel matters countywide.

Management ignored these and other CSEA recommendations.

Lattimer vowed that CSEA will continue to push for measures that keep members working at the medical center.

CSEA ERIE COUNTY LOCAL 815 members join with members of the NYS Nurses Association to protest layoffs at the Erie County Medical Center. CSEA contends the layoffs won't solve the center's fiscal problems.



CSEA heads off layoffs in Amsterdam

AMSTERDAM - There were no pickets and there was no shouting until the very end.

Yet, thanks to CSEA's behind-the-scenes activity, five Amsterdam City Wastewater Treatment Plant employees still have their jobs.

The city council restored \$100,000 to the city budget, saving the CSEA-represented workers from having their jobs cut to part-time or cut altogether through layoffs.

Second Ward Alderman Ray

Halgas said the department had already suffered enough cuts through the years and should be properly staffed.

"We spent nearly \$1 million to upgrade that plant," he said. "I don't want to see it understaffed."

Halgas also dismissed a proposal to privatize the plant.

"The members are happy," Mike Cantiello, CSEA Unit president said. "I know just how happy they are because I was one of the workers facing layoff.

This is just great."

During the days before the budget vote the CSEA Wastewater Treatment Unit workers had worked with Cantiello and CSEA

Montgomery County Local 829 President Gary China to get the facts of the situation out to the council members.

"We showed them that over the years the wastewater operation had not only paid for itself but it had helped the city fund other needed projects, the library, street paving, et cetera," Cantiello said.

The new Amsterdam City Budget calls for a tax decrease and has no layoffs of CSEA-represented workers.

'The members are happy'

Memorial & reminder

Nassau COs salute deceased co-workers

EAST MEADOW — Its existence is rooted in sorrow, but the memorial inspires respect for Nassau County corrections officers.

The officers, members of CSEA Nassau County Local 830, are reminded of their deceased co-workers and of the dangers they face daily by an impressive memorial monument on the grounds of the county jail.

Carved in stone are the names of Nassau County Corrections Officers Maureen Callahan and George Klimpel, who died in a 1986 highway accident while transporting inmates. The memorial honors all deceased Nassau corrections employees.

"Our lives depend on each other in this kind of job and we wanted to remember a lot of people," said Corrections Officer First Class Ann Grella, the driving force behind the memorial.

Discussed for some time, the project kept bogging down. Then Grella took

charge.

"It took a year of fund raising to pay for the memorial," Grella said. "No county money was used at all."

"It's a wonderful memorial and my family is very proud," said Corrections Officer Dan Holland, brother-in-law of the late Officer Klimpel.

"Our members have responded very positively to the memorial and we all appreciate Ann Grella's efforts," said CSEA Nassau Sheriff's Department Unit President Tom DeStefano.

"It's very special and to add to its importance we've even established a tradition of conducting a service at the memorial during Law Enforcement Week each May."

"We wanted this memorial to recognize our own," Grella said. "But we also wanted something visible and permanent. People don't realize what we do here. They don't realize that we're dealing with murderers, rapists and other felons every day."

Corrections Officer Ann Grella stands beside the memorial honoring Nassau County corrections officers, especially those who have died in the line of duty. Grella was an important force in establishing the memorial at the county jail.



Clients celebrate a century

INWOOD - CSEA Nassau County Health Department members threw a once-a-century bash for two clients of the Inwood Health Center.

Surrounded by cakes, candles, flowers and loved ones, Florence Mosely, born Dec. 8, 1892, and Delia Martin, born Nov. 25, 1892, celebrated their centennials in style. Both have received their health care at Inwood for 20 years.

Ms. Mosely credits her longevity to "loving parents and obeying God's commandments." She and her sisters Trudy Johnson, 93, and Alzora Wiley, 90, are the last of 15 children who grew up in rural Georgia. All receive their medical care at Inwood.

Puerto Rican-born Delia Martin says her long and happy life is simple to explain.

"I have been a very wonderful person," she says. "Whatever I got, I gave it away!" Proud of her long membership in the



MARKING A CENTURY -- Seated from left are Delia Martin, 100, and sisters Alzora Wiley, 90, Florence Mosely, 100, and Trudy Johnson, 93. With them are staff from the Inwood Health Center, including CSEA member Dorothy Greenidge, center.

Garment Workers union, she is still a staunch unionist.

CSEA Nassau Local 830 activist Dorothy Greenidge eagerly helped with the birthday party. She is proud that clients feel so well cared for at the center that they would celebrate such a milestone there.

A 19-year employee, Greenidge finds her work very rewarding.

"Although we are short staffed and under a lot of pressure, we band together to make sure that our patients come first," Greenidge said.

Orleans County bans guns in county buildings

ALBION - No guns allowed.

A new Orleans County law banning the "possession of firearms and other dangerous weapons" in county buildings has been heartily endorsed by CSEA Orleans County Unit members of Local 837.

CSEA battled local gun rights groups who wanted the law recalled as "too vague" or "poorly worded."

"With the recent tragedy in Schuyler County, we strongly urge you to stand by your affirmation of the importance of county employees' safety and resist the pressures being brought to bear by interest groups who would have you rescind your resolution," wrote Unit President Annette Goodrich and Local 837 President Chris Covell to county legislators.

The law does not apply to any authorized peace officers or police officers, as defined in the NYS Criminal Procedure Law, or any other authorized official of county, state or federal government.

"County workers have a right to a safe work environment," Covell said. "And there is no need for firearms to be carried by anyone in county offices except by law enforcement officials. We applaud the legislators for passing this important law."

CSEA wins reinstatement for Rensselaer COs

TROY - CSEA has won the full reinstatement of Rensselaer County corrections officers James D. Flynn and Gary J. McClure and their return to full disability status.

Flynn and McClure were disabled by on-the-job injuries. The sheriff's department correctly put them on full disability so they could receive full salary and benefits, including any negotiated salary increases, while they were disabled.

However, the county recently tried to fire both men. This would have allowed the county to stop paying them negotiated benefits and salary increases, paying instead only their straight salaries.

CSEA went to court, and a state Supreme Court judge ordered the county to return Flynn and McClure to full disability and pay them full salary and benefits.

"This decision, which protects all public employees in law enforcement positions

who are out on disability under Section 207-c of the General Municipal Law, will have a ripple effect in Rensselaer County and throughout the state's law enforcement community," CSEA Labor Relations Specialist Greg Davis said.

Erie County DSS worker attacked

BUFFALO - An Erie County social services workers was punched in the face by an angry welfare client in June, becoming the latest to bear the brunt of inadequate security in a volatile work atmosphere.

The attack has heightened concerns among fellow workers that the Erie County social services administration places a lower priority on worker safety than on other matters.

Valerie Linabury, a social welfare examiner, had just delivered some bad news to a client seeking benefits when he attacked her without warning.

"He had already been informed that his benefits were denied," Linabury said. "But he refused to leave without talking to me. The receptionist called and told me, so I went up front and called him inside the door, away from the reception area, and told him he hadn't produced the required documentation, even with extra time to do so."

"He caught me totally by surprise. I didn't see it coming," she said. "Before I knew it, I was on the ground screaming. I was actually unconscious for a brief period."

Her attacker was arrested while Linabury was taken to the hospital for treatment of split, bruised and swollen lip, a bruised tailbone and possible damage to her sinus cavity, she said. She was also going to a dentist for evaluation.

"I'm just thankful it wasn't worse," she said. "What if he had a knife? I could have been stabbed. What's got to happen before they do something? Does someone have to die?"

"I'm not so much worried about myself, because I already had plans to go to another job, which I will be doing soon," she said. "But I'm still concerned about those who will still be working here."

CSEA Social Services Section President Marcia Olszewski has been attempting through the labor-management forum to get safety improved.

"We have a long way to go before we reach satisfaction on this important issue," said Olszewski, who will meet with members on the security issue. "There are many, many problems here."

Worker concerns include inadequate deputy sheriff deployment, lack of an emergency alarm system and lack of confidence that management has their safety concerns among its top priorities, she said.

CSEA fights Clinton County DPW cuts, contracting out

PLATTSBURGH - CSEA is battling a plan to cut the Clinton County highway department in half.

When the county legislature approved a plan to make the cuts through attrition, CSEA went to work, filing five improper practice (IP) charges.

The county never discussed the cuts with the union, and CSEA leaders first learned of it by reading the local newspaper.

"(Highway Superintendent Frank) LaBarge wants to break CSEA's Clinton County Highway Unit and then privatize services now performed by our union members," CSEA Labor Relations Specialist Ken Lushia said.

Eliminating 23 employees through retirement is a big mistake, Lushia said, predicting that the contracting-out scheme will not save the county money.

The county will have to depend on inexperienced seasonal workers who may do substandard work while driving up the county's unemployment costs.

In its IPs, CSEA says LaBarge wants to privatize highway services without negotiating with the union or following the state's Taylor Law.

CSEA charges that LaBarge stopped allowing employees the right to leave the job site during their breaks. The county then attempted to take work away from members without negotiating with CSEA, including: trying to contract out mowing and land maintenance; contracting out the bridge repair and maintenance; contracting out road maintenance and repair; and contracting out tree removal. All these jobs had been done by county employees. The reductions mean the county also will stop plowing state roads in 1994.

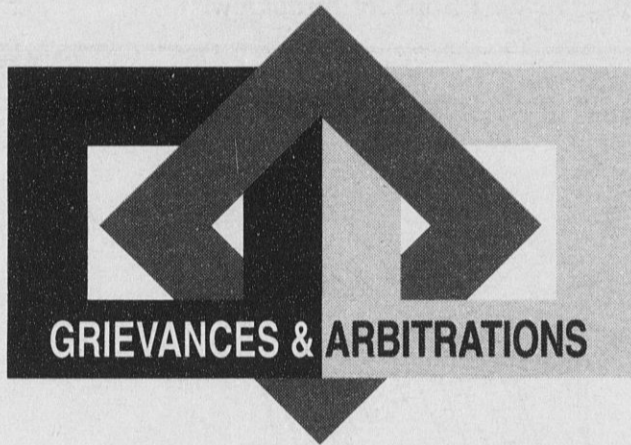
"It's simple," Lushia said. "LaBarge said he wanted to reduce the highway department by 23 jobs by not doing the state's snow plowing, and it's clear he wants to privatize all remaining services so that he won't have to contend with CSEA."

"LaBarge's plan will cost Clinton County taxpayers more than if Clinton County ran its own highway department and did the state's snow plowing work," he said.

"But to do that the county needs a superintendent who can follow a union contract and get along with his employees," Lushia said. "LaBarge can't do that."

The settlements for supervisors Ronnie Sickles, Dan Rabideau, Mike Curry, Bill Paupore and Keith Trombly total more than \$5,000.

"All our members wanted was fair treatment," CSEA Labor Relations Specialist Ken Lushia said. "They had negotiated the premium pay schedule because Clinton County did not want to be involved in an upgrading of the supervisor titles in past contract negotiations."



CSEA wins IP over premium pay

A unilateral attempt by Clinton County Highway Superintendent Francis LaBarge to eliminate a contractually established premium pay practice has cost the county thousands of dollars.

CSEA filed a contract grievance and an improper practice charge after LaBarge stopped paying five unionized highway supervisors premium pay provided for in the CSEA-Clinton County contract.

The county agreed to settlements for each of the five supervisors and to reinstate the premium pay practice just as a hearing before the state Public

Employment Relations Board (PERB) was to begin.

The settlements for supervisors Ronnie Sickles, Dan Rabideau, Mike Curry, Bill Paupore and Keith Trombly total more than \$5,000.

"All our members wanted was fair treatment," CSEA Labor Relations Specialist Ken Lushia said. "They had negotiated the premium pay schedule because Clinton County did not want to be involved in an upgrading of the supervisor titles in past contract negotiations."

A message from CSEA President Joe McDermott

Dorothy's inspiring story

There are those who would try to tell you the glory days of organized labor are in the past, that the Labor Movement has outlived its purpose.

Dorothy Kozłowska is not one of them. Neither are her parents, Wojciech and Alina.

"The union has given security to my family and a hope for a happy tomorrow." Those are the compelling words of 19-year-old Dorothy.

The inspirational story of Dorothy and her family is told on page 16 of this edition of *The Public Sector*. I urge every CSEA member to read this heart-warming saga.

Those who would predict the slow demise of the Labor Movement are wrong, for they have miscalculated the impact of unionism upon the lives of people like Dorothy.

Millions of workers and their families still rely on the strength of unions to provide and maintain the traditional benefits of higher wages and benefits, better and safer working conditions and the hope of an ever-improving future.

And, as in the case of Dorothy, unions provide hope in other forms. As a winner of an AFSCME Family Scholarship, Dorothy's dream of educating herself will come true.

Wojciech Kozłowski was an activist in the Solidarity Labor Movement in Poland. He and his family suffered at the hands of Poland's Communist government because of his union activism.

He is now a state employee and a CSEA member. The family appreciates the fruits of freedom that many of us take for granted.

Reading this story reminds us how important CSEA and the American Labor Movement are to the freedom we enjoy.

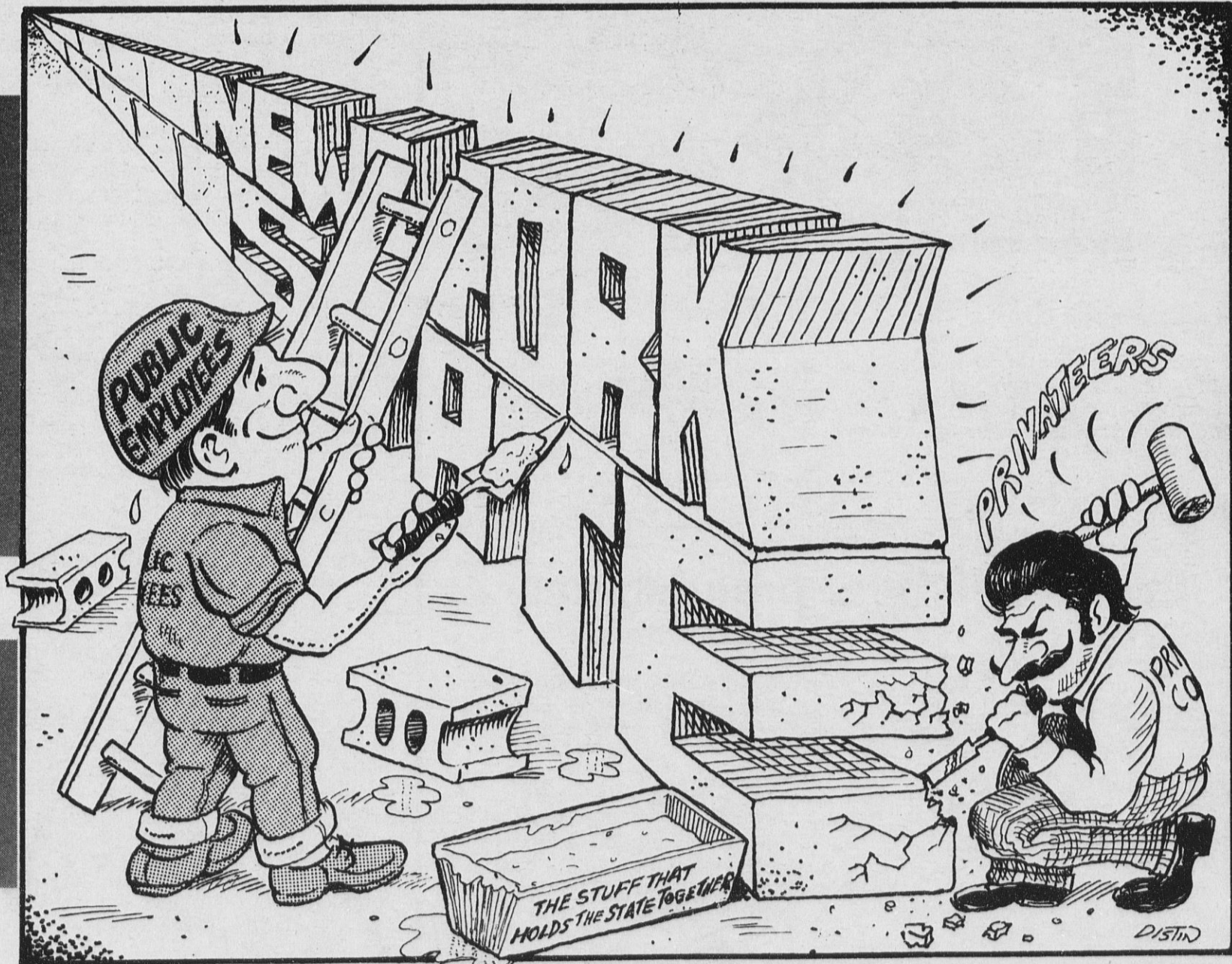
That is why it is so important to encourage every worker in each CSEA bargaining unit to join the union. The strength of a union lies in the combined support of its membership.

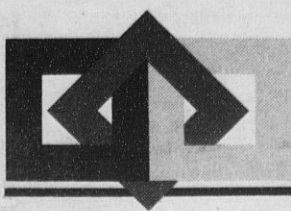
Together, we are a strong force that can improve the lives of our members.

Workers in many other countries must risk their lives and suffer great hardships to win the right to organize into unions. We are fortunate to live in a society where we have the freedom to organize to work to make things better.

The greatest danger to that freedom is apathy.

Be proud of your union. Encourage your co-workers to join CSEA. For, like Dorothy and her family, it is your security for today and your best hope for tomorrow.





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Women's Committee seeks Carr award nominations

The CSEA statewide Women's Committee is accepting nominations for the annual Irene Carr Leadership Award, to be presented Oct. 1. Deadline for nominations is Aug. 20. The award is presented to an outstanding activist who has shown leadership, dedication and commitment to the advancement of CSEA members and the protection of women's rights. Nomination forms are available at CSEA region offices.



Courts clarify suspension without pay rights

Employees facing suspension without pay when brought up on disciplinary charges have some fundamental protections as clarified by recent federal court rulings.

The courts said bargaining unit employees protected by Civil Service Law and contract discipline procedures may not be suspended without pay until certain procedures have been followed which provide due process protections guaranteed under the Fourteenth Amendment of the U.S. Constitution.

Public employees in New York state are covered by statutory and contractual disciplinary procedures which provide a hearing prior to ultimate termination of employment but not prior to a pre-termination suspension without pay. The courts decided that did not meet federal due process requirements, CSEA General Counsel Nancy E. Hoffman said.

IMPORTANT NOTICE TO ALL MEMBERS
Two recent federal court cases provide that as public employees you have the following rights before you can be suspended without pay:

- (1) to be informed of the charges against you;
- (2) to be given an explanation of the employer's evidence;
- (3) to be given a chance to give your side of the story; and
- (4) to confer with and be represented by a CSEA representative at any point during the above steps.

If you are the subject of a suspension without pay and have not been given the pre-suspension rights set forth in (1) through (4) above, contact your labor relations specialist at your CSEA region office immediately.

The courts ruled that employees cannot be suspended without pay before they have been informed of the charges against them; given an explanation of the employer's evidence; given a chance to present their side of the story; and had the opportunity to confer with and be represented by a union representative.

CSEA officials are working with state and local government and legislative representatives regarding changes in

contract language and in state statutes to be certain employees are provided the full constitutional protection underscored in the court rulings, Hoffman said.

Employees facing disciplinary suspension without pay who have not been given the pre-suspension rights should contact their CSEA labor relations specialist at the appropriate CSEA region office.

If in doubt, stay out!

SARATOGA SPRINGS -- Mike Meers, a member of CSEA City of Saratoga Spring Unit, suffered cracked ribs, cuts and bruises when the walls of an unprotected excavation collapsed and buried him.

CSEA filed a PESH complaint, claiming the city willfully violated safety standards. A protective trench box was nearby but not being used.

This is only one of many, often serious accidents resulting from improperly shored ditches.

Because ditches and excavations can be so dangerous, CSEA has simple but powerful advice for its members who work at excavation sites:

Do not enter ditches, trenches or excavations if you have doubts about their safety.

"CSEA members should not enter excavations unless they have been properly

shored or sloped and all safety procedures are followed," CSEA Occupational Safety and Health Director Jim Corcoran said. "Use common sense. If a ditch looks like it could cave in and bury you, don't enter it."

Instead, tell the site supervisor that you think the excavation is unsafe and that you are going to call the Public Employee Safety and Health (PESH) office at the state Department of Labor to request an imminent danger inspection. After calling the closest PESH office, notify CSEA, Corcoran said.

Labor laws protect you if you refuse to

enter an excavation you believe is unsafe and call PESH, he said.

"Management has to take the responsibility for ensuring that safety procedures are followed," Corcoran said. "No one has the right to take risks with people's lives."

Safety standards are clear

OSHA standards for protecting those who work in trenches, ditches and excavations are specific.

If banks are more than five feet high, they should be shored, laid back to a stable slope or have some other means of

protection if employees could be exposed to moving ground or cave-ins.

If trenches with unstable or soft material are five or more feet deep, they, too, should be shored, sloped, sheeted or braced to protect employees.

CSEA Region officers elected

LaMorte, Boncoraglio, Mascioli, Robak, Moore and Lattimer win

CSEA members re-elected four incumbent region presidents and elected two new ones to head up the union's six regions. Ballots in the elections of region officers were mailed to CSEA members eligible to vote on May 17 and were tabulated on June 7. All region officers began three-year terms on July 1.

Elected region presidents are **Nick LaMorte**, Long Island Region I; **George Boncoraglio**, Metropolitan Region II; **Pat Mascioli**, Southern Region III; **A. June Robak**, Capital Region IV; **Jim Moore**, Central Region V; and **Robert Lattimer**, Western Region VI.

LaMorte was elected to his first term as Long Island Region president. He defeated incumbent President Gloria Moran, Pat Hahn, Linda Rivera and Joann Decolator.

Boncoraglio turned back challenges from Denise Berkley and Jimmy Gripper to win re-election. Boncoraglio has served as Metropolitan Region president since 1984.

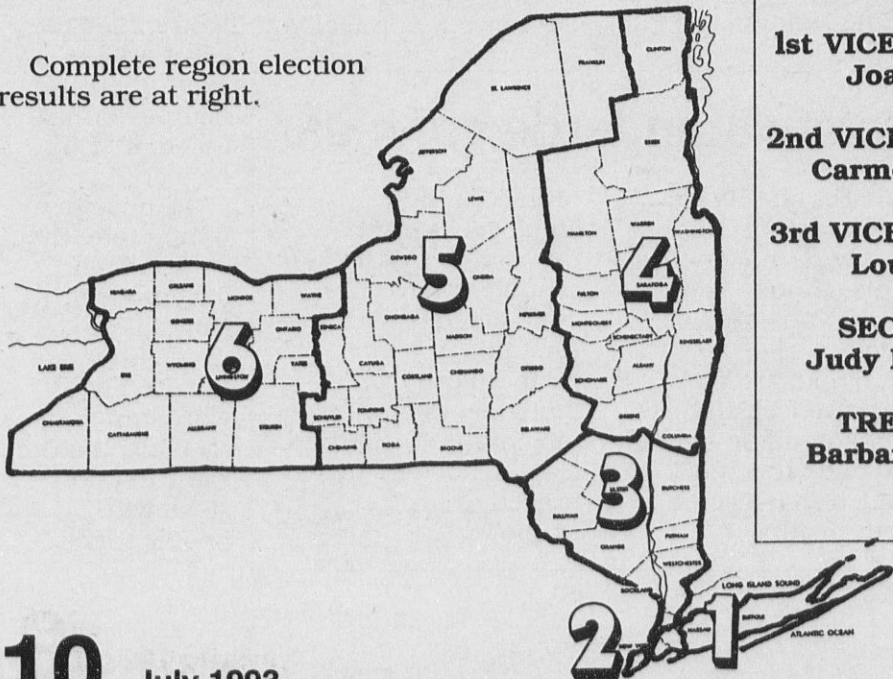
Mascioli won re-election over challenger Diane Lucchesi. Mascioli has served as Southern Region president since 1984.

Robak was elected to her first term as Capital Region president. She defeated incumbent President C. Allen Mead.

Moore, CSEA's second longest tenured region president, turned back the challenge of Jon Premo. Moore has served as Central Region president since 1977.

Lattimer won over challenger Mark P. Heron and will complete more than two decades as Western Region president during his newest term. He has been Western Region president since 1975.

Complete region election results are at right.



LONG ISLAND REGION I



PRESIDENT
Nick LaMorte

1st VICE PRESIDENT
Carol Guardiano

2nd VICE PRESIDENT
Sue Duffe

3rd VICE PRESIDENT
Cathy Green

4th VICE PRESIDENT
Barbara J. Jones

SECRETARY
Ken Dash

TREASURER
Barbara Allen

METROPOLITAN REGION II



PRESIDENT
George Boncoraglio

**EXECUTIVE
VICE PRESIDENT**
Barbara Moore

1st VICE PRESIDENT
Caroline
Sikoryak-Vereline

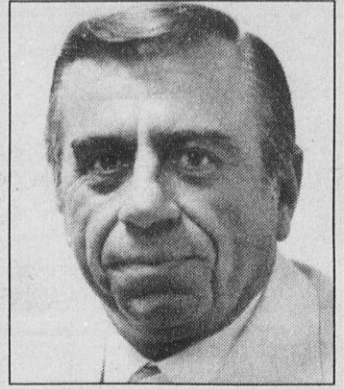
2nd VICE PRESIDENT
Leonita Wilson

3rd VICE PRESIDENT
Janet Ventrano-Torres

SECRETARY
Harriet Hart

TREASURER
Ana Diaz

SOUTHERN REGION III



PRESIDENT
Pat Mascioli

1st VICE PRESIDENT
Maryjane MacNair

2nd VICE PRESIDENT
Cheryl Melton

3rd VICE PRESIDENT
Jeff Howarth

**RECORDING
SECRETARY**
Marianna Nelson

TREASURER
Alan L. Ackerman

CAPITAL REGION IV



PRESIDENT
A. June Robak

1st VICE PRESIDENT
Joan Tobin

2nd VICE PRESIDENT
Carmen Bagnoli

3rd VICE PRESIDENT
Lou Altieri

SECRETARY
Judy Remington

TREASURER
Barbara A. Stack

CENTRAL REGION V



PRESIDENT
Jim Moore

**EXECUTIVE
VICE PRESIDENT**
Kathy Collins

1st VICE PRESIDENT
Sharon Connor

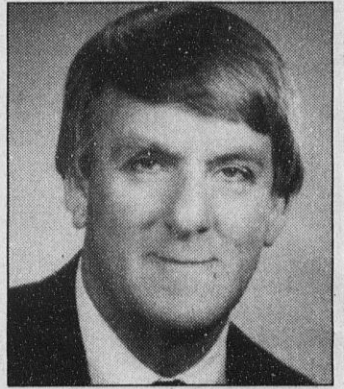
2nd VICE PRESIDENT
Roslie M. Tallman

3rd VICE PRESIDENT
Ginger Sheffey

**RECORDING
SECRETARY**
Dorothy Breen

TREASURER
Maureen S. Malone

WESTERN REGION VI



PRESIDENT
Robert Lattimer

1st VICE PRESIDENT
Florence Tripi

2nd VICE PRESIDENT
Marie Prince

3rd VICE PRESIDENT
Kathy Button

SECRETARY
Mary (Candy) Saxon

TREASURER
James V. Kurtz

Irving Flaumenbaum Memorial Local Government Workshop

MELVILLE -- CSEA local government members have to work together to face common challenges.

That's the message they got at the Irving Flaumenbaum Memorial Workshop held on Long Island in June.

"Today we face some of our most serious challenges ever, and we must build on our strengths to meet them," CSEA President Joe McDermott said. "We must take nothing for granted. We must fight together to protect our members' rights and benefits. We must involve our members in that effort and prove once again why we are a leader among labor unions."

CSEA's greatest challenge is privatization, he said, and CSEA must continue its fight to show that privatization means paying more for less.

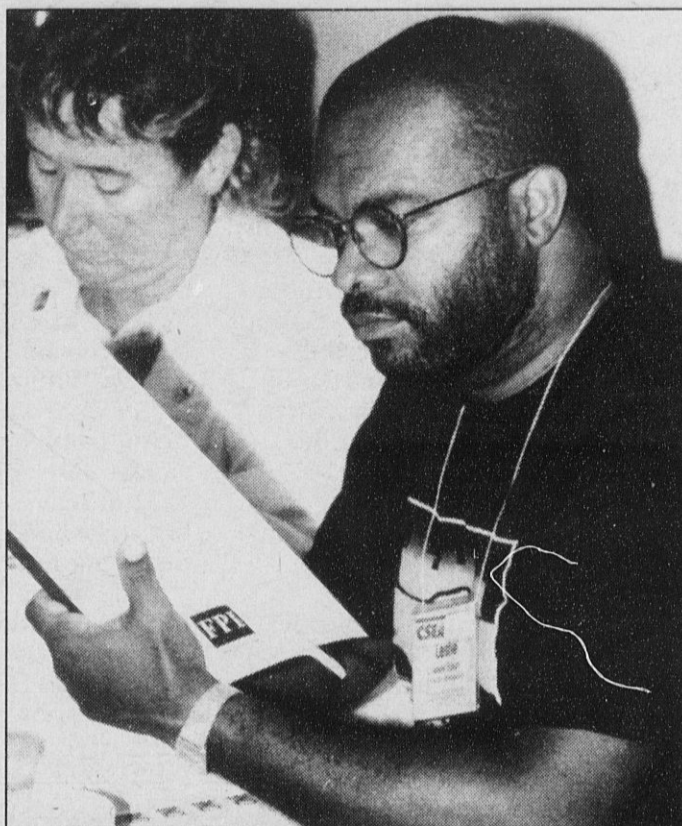
"Public pride, not private profit' must be our call to arms for the 1990s," McDermott said.

More than 300 local government members had a chance to learn how to fight privatization in two of several seminars offered during the workshop.

Parts one and two of "Fighting Privatization! Protecting Our Jobs!" informed members of the arguments against privatization, updates on CSEA's media and legislative campaigns and how CSEA can help locals and units keep up the fight at the local level.

Other seminars included: "Being Organized! Managing Yourself, Your Local and Your Work Successfully;" "Fostering Union Values in Your Local;" "Violence in the Workplace! CSEA's Response: There Ought to be a Law;" "Influencing the School

NYS SECRETARY OF STATE Gail Shaffer, right, and John M. Crotty, deputy chair and counsel of the Public Employment Relations Board, talk to members about the issues of consolidations, mergers and sharing of services in local governments and school districts.



CSEA members examine educational materials.

Budget Process;" "Reinventing Government and Education? Consolidation, Mergers and Shared Services;" "Negotiating in the Private Sector;" "Total Quality Management - a Rose by Any Other Name;" and "Effective Political Action in Local Government Elections." Forums were also held for the Special Probation Committee, Special School Employees Committee, Advisory Committee on Minority Issues, Ad Hoc Committee to Study Local Government Law Enforcement and Special Social Services Committee.



Local Government Mission Achievement Award

Deborah DeCicco serves members at state, local level

MELVILLE -- Deborah DeCicco carries a fistful of titles she has collected in her years as a CSEA activist.

But titles need to be backed up by the energy and commitment to represent the members. And DiCicco, a member of CSEA Ulster County Local 856, has that.

"She represents the very best in CSEA," said CSEA President Joe McDermott, "serving our members as best she can in any way she can."

He presented DeCicco with the 1993 Local Government Mission Achievement Award at the Irving Flaumenbaum Memorial Workshop.

"Deborah is a true CSEA

activist who recognizes the importance of serving her members at the statewide and local levels," he said. "In all of her CSEA activities, she demonstrates the importance of internal organizing, political action and management cooperation to find better ways to deliver services and undercut the whole idea of privatization."

A member of the CSEA statewide Board of Directors, DeCicco is also second vice president of CSEA Ulster County Local 856, third vice president of CSEA Ulster County Unit and a member of the unit's Grievance Committee as well as the unit and CSEA Southern Region Political Action committees.



Local Government Mission Achievement Award recipient Deborah DeCicco and CSEA President Joe McDermott.

On the job in OMH and OMRDD

CSEA members across New York are direct care workers in the state's Office of Mental Health and Office of Mental Retardation and Developmental Disabilities facilities.

They work on busy psychiatric center or developmental center wards and in group homes for the mentally ill and the mentally retarded facing a variety of challenges. Here are a few of their stories.

Mary Casale enjoys working with the elderly

POUGHKEEPSIE - Mary Casale starts her day at Hudson River Psychiatric Center at about 6:30 a.m., but she figures it's worth the hour she donates to the state to get a head start on her duties as a therapy aide.

"I'm not due in until 7:30," she said, "but there is only one food service person to serve breakfast to 55 patients and if I didn't help, they'd never get fed."

Casale, a 13-year employee and CSEA Local 410 secretary, sees the effects of an influx of patients from Harlem Valley

Psychiatric Center, which the state is trying to close.

The Harlem Valley patients are being moved into formerly closed wards. While Harlem Valley direct care workers are also being transferred, dietary workers are not.

That leaves clients shortchanged and staff with heavy mandatory overtime.

"The ward is hectic in the morning," Casale said. "After breakfast, the patients need to be taken to the bathroom and bathed, showered or shaved.

Then some of them are taken to clinics for medical care. By the time that's finished, it's lunch time, and we start over again."

Casale enjoys working with her geriatric clients.

"I've always enjoyed working with the elderly," she said.

While she admitted that there are times that she feels burned out, they are few.

"Some days I want to give up," she said. "Then one of the patients does something you've been trying to get them to do for six months, and it's all worth it!"



Mary Casale



Irma Conway

Irma Conway struggles with understaffing on secure ward

BRONX - "It only takes a second. One minute the ward can be perfectly quiet and nice; the next second all hell breaks loose," Irma Conway said.

A secure care treatment aide at Bronx Psychiatric Center, Conway works with the hospital's most violent patients, and it can be like riding a rollercoaster.

The Secure Care Ward holds up to 18 patients who have assaulted other patients or staff. They often need to be forcibly restrained, but staff and budget cuts make the job unnecessarily dangerous, said Conway, a member of CSEA Local 401.

"With the lowered number of staff we have, violent incidents with patients have increased tremendously," she said.

Her days start at 7 a.m. and are filled with clinic visits, patient

recreation and other duties. But violence can shatter the tenuous calm at any moment.

"With their mental problems they're so very strong," Conway said. "Even a small female can take four people to restrain. We had a female once who required seven people to restrain her."

Management is out of touch with front-line workers and doesn't see the detrimental effects of budget cuts on patient care and staff safety, Conway said.

"If I could talk to Gov. Cuomo and (Mental Health) Commissioner (Richard) Surles, I would tell them to make it a requirement for the people in hospital administration to work the wards instead of sitting in offices and making rules with no idea what is going on," she said. "There should be a minimum of five people here at all times as therapy aides."

Aides with their jobs

Editor's note: Workers face problems forced overtime, other problems with management.

SCHENECTADY - their names used people to know the developmental aides call it O.D. Hell.

"We love our clients in the world we work in," one aide says as the agreement. "It's not (Fred) Finn special stand.

"We can't trust," says. "First, he tells close, but he won't date. Then a day later saying anything."

The three men are concerned about

"But Finn won't let me might ask some," one aide says. "It's awful."

They say management as it makes plans for community-based care.

"We work with them a day, day in, day out clients. They become sometimes they even our first family," another one on the 'professional doctors, et cetera."

While they care for them they also worry about management.

"Please don't use pictures," one aide says clients and we work at O.D. Hell. We want to protect our

Robert Mootry faces violent patients on all wards

BUFFALO - Every workday for Secure Care Therapy Aide Robert Mootry at the Buffalo Psychiatric Center is likely to be different than the day before.

Since the facility closed its secure care ward in April 1992, Mootry and the other SCTAs get new assignments every day, usually to a ward with a problem patient.

"Seven days could mean seven different wards," said Mootry, a member of CSEA Local 403.

"Often we're called from wherever we are assigned to rush to another ward where there are behavior problems," he said. "The call will go

out for 'all males - help needed.' It's not unusual for this to happen on a daily basis because behavior problem patients are becoming the norm."

These special observation (SO) patients require special concentration because close proximity is called for in the middle of regular ward activities.

"When I'm assigned to an SO patient, one-on-one, I first introduce myself to him, make sure he is in pajamas with nothing in his pockets that could be used as a weapon, and tell him to stay in sight," Mootry said.

"This means accompanying them

to the bathroom or whatever is required," he said. "In my opinion this means the neglect of other patients, who sometimes receive abuse because of inadequate supervision."

Mootry's secure care training dictates taking violent patients out of the normal ward setting, he said, but without a secure ward, that's not possible.

"It's almost prophetic; many of the patients discharged to close the secure ward are either back here or in Attica or the Erie County jail," Mootry said. "There's just no consistency."

Carol Peebles, Gizmo make a difference in community residence



A resident plays with Gizmo, the therapy dog.

SENECA FALLS - Most state workers probably wouldn't be happy about a co-worker who lies down on the job, bathes about once a month and brushes his teeth with liver-flavored toothpaste, but CSEA member Carol Peebles is.

That's because Peebles, a mental hygiene residential program aide and member of CSEA Willard Psychiatric Center Local 428 for more than 28 years, is the companion of Gizmo, a two-year-old German shepherd and a certified therapy dog. Ever since Gizmo was 10 weeks old, he has been working with Peebles and the mentally ill clients she cares for.

In January, Peebles and Gizmo started work at a new

state-operated community residence (SOCR) in Seneca Falls. They work eight-hour shifts and help residents with daily living skills.

A typical day starts at about 2:30 p.m., when Gizmo knows it's time to go and starts "getting all jumpy," Peebles said.

While she does routine tasks, Gizmo follows her around, plays with the residents and generally keeps an eye on things. Sometimes, he even helps with the laundry.

"He helps us with the socks," Peebles said with a chuckle. "He runs away with them."

Gizmo helps the residents with socialization skills and acts as a friendly companion, Peebles said.

"Sometimes when the clients are down they'll go to him and hug him," she said. "I think sometimes they can talk to animals easier than they can talk to people."

The residents are always waiting for Gizmo, Peebles said; he's even on the staff schedule so they know when he's working. And she doesn't dare leave him home.

The residents enjoy playing with Gizmo and helping give him baths and brush his teeth, Peebles said.

One resident improved his own dental hygiene after helping with Gizmo's teeth.

Gizmo also helps Peebles see a better side of residents.

"I see more of a return from the clients than any other staff do," she said. "I see the good end of things."

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names or rd. "We all love our continue working ... because we nts."

Aides work in community residences on Long Island

MELVILLE —Annette Bosede makes a peanut butter and jelly sandwich while Jane Murray makes sure a young woman gets her special cup. Outside, Butch Vaughn and a resident water flowers.

Down the block, Irene Gilbert pushes a wheel-chair bound resident to his bedroom.

The routines are much like those any family has, and that's the whole idea at this state-operated group home for mentally retarded people.

"We can give so much more tender loving care in this setting, and it's easier for the residents to give it

back," said Murray, a developmental aide who had been a food service worker at what used to be Long Island Developmental Center (LIDC).

Now known as Long Island Developmental Disabilities Service Office (DDSO), it's the latest state mental retardation facility to move to a community-based care system.

Murray and the other members of CSEA Local 430, work in Rainbow Commons, 12 residences at the former LIDC. They are among 80 homes staffed by CSEA members that the state Office of Mental Retardation and Developmental Disabilities (OMRDD) operates on Long Island. Most are home to four to eight mentally retarded people.

Many individuals attend day programs at the former LIDC. Others work in the community in

programs.

"We really are like a family here. We work hard to help the residents feel that this is their home," Bosede said. "They each have their own room and a schedule to keep them occupied. When they're not at programs, we're interacting with them all the time."

Bosede arrives by 6 a.m. each day to start breakfast as other staffers get the residents ready for the day. Later, some staffers take the residents to programs or medical clinics while others do housework.

"I was very leery about moving into a community setting," said Gilbert, a developmental aide who has worked for OMRDD for 25 years. "But the first day I realized it was 100 percent better than working on the wards."

"You do everything, and it's a lot of work but it's not bad because you have people working together as a team," she said. "It lets you get closer to the clients and your co-workers."



CSEA member Annette Bosede at an LI DDSO residence.

Annette Bosede's work is a way of family life

For Long Island Developmental Aide Annette Bosede, providing a family environment for mentally retarded people doesn't stop with her shift at a group home.

Bosede also has two mentally retarded people living at her own home under a program called Family Life/Family Care.

"When you work in a direct care job like this, you recognize needs and your own ability to care for people," Bosede said.

The two individuals have been easily accepted by her own four children, she said.

"It's very healthy for my own children to see people who are different and appreciate what they have."



CSEA member Jane Murray with a client.

Mandatory drug testing for commercial drivers license holders

Procedures should be negotiated

Employee drug and alcohol testing should balance public safety with individual rights and union collective bargaining responsibilities.

CSEA made that point in comments to the federal Department of Transportation over newly proposed drug and alcohol testing for those who hold a commercial driver's license (CDL).

"We recognize the need to protect public safety, but we also want to make sure that no one rides roughshod over the rights of our members for no good reason," CSEA President Joe McDermott said.

Under the federal law standardizing CDL requirements, all commercial drivers will soon be required to submit to drug tests, even on a random basis.

Many CSEA members, regardless

of the kind of work they do, can be required to submit to drug testing based on reasonable

suspicion that their work is impaired. CSEA has long maintained

that random testing is unnecessary and intrusive for most workers.

But in recent years, the courts have increasingly upheld the constitutionality of employee drug testing, particularly if their jobs affect public safety.

The proposed federal regulations call for five types of testing: pre-employment, random, post-accident, return to duty and reasonable suspicion.

Even if drug and alcohol testing of commercial drivers is mandatory, CSEA maintains that procedures, including the right to union representation, should be negotiated.

The rules are expected to be finalized later this year.

They will go into effect for employers with more than 50 employees in 1994 and for employers with fewer than 50 employees the following year.

Unit negotiates a policy

POUGHKEEPSIE - "A drug testing policy that we could live with" was the goal of CSEA Collective Bargaining Specialist Steve Chanowsky when he led negotiations for City of Poughkeepsie employees in 1992.

"We had a lot of disagreements when it was first proposed," Chanowsky said. "Management put it on the table, and we told them we were against random testing."

And there were questions that needed answers, he said.

"What happens to the person who tests positive?" he said. "If it's a first offense, how do we help this person?"

City officials already had a policy for police and fire fighters.

"We didn't want the same policy for our people," he said. "There was less protection for the employees and we felt ours was better."

'Our chief concern was that it be a fair and humane policy'

Chanowsky credited CSEA Attorney Marilyn Dymond with helping to come up with a policy that both labor and management could accept.

Judith Knauss, unit president during negotiations, said the committee assumed the city would propose a policy.

"Management made it clear from the beginning that any contract would have to include some form of a policy," she said, "and our chief concern was that it be a fair and humane policy."

The end product was one "we felt much more comfortable with," Knauss said.

Some members would have preferred not to have a drug testing policy, she said.

"But that's the wave of the future and you have to be realistic," she said. "It's better to have policy that you've agreed on than one that's forced on you."

Deadlines set for proposed Constitution, By-Laws changes, resolutions

Deadlines have been established for submission of proposed changes to CSEA's Constitution and By-Laws and proposed resolutions to be considered at CSEA's Annual Delegates Meeting Nov. 15 to 19 in Washington, D.C.

Proposed amendments to CSEA's

Constitution and By-Laws must be submitted at least 90 days prior to the meeting, making the deadline Aug. 16.

Proposed resolutions to be considered at the annual meeting must be submitted at least 60 days before the meeting, making the deadline Sept. 15.

Proposed amendments and proposed resolutions must be submitted to:

Irene Carr, Secretary
CSEA Headquarters
143 Washington Avenue
Albany, NY 12210

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HUNDRED PERCENT

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member participation program --
coming soon to CSEA*
Watch for details

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AMERICA WORKS BEST
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UNION
YES 



Comptroller promises to be retiree advocate

ALBANY — New state Comptroller Carl McCall assured CSEA retiree activists he will be their advocate.

"I see myself as your advocate, a person who will be working with you and for you," McCall said. "The pension fund is our pension fund. You can rest assured I will be a wise and prudent and cautious investor of our pension fund."

McCall spoke to about 90 CSEA retirees who spent a day in Albany lobbying state legislators for a permanent cost-of-living adjustment (COLA) for retired public employees.

"I am committed to working to make sure you get the kind of pension supplementation allowance that we deserve," McCall said.

Assembly Speaker Saul Weprin told the retirees they should have a voice in their pension investments.

"You've earned the right to have a say in how your pension funds are managed," Weprin said. "You deserve to be treated

with dignity and respect."

The retirees also lobbied for a board of trustees to oversee the public employee retirement system. The comptroller is now the sole trustee for the \$56 billion pension fund.

Helene Weinstein, chair of the Assembly Governmental Employees Committee, also spoke to the retirees. She has sponsored a number of CSEA bills in the Assembly, including the bills for COLA, the Board of Trustees and one which would protect retiree health benefits (see story below).

Sen. Caesar Trunzo, chair of the Senate Civil Service and Pensions Committee, told the retiree activists to ask Gov. Cuomo for his support on permanent COLA.

Most of New York's public employee retirees have had no increase since 1988 and many have had no increase at all. In the face of inflation and skyrocketing medical costs, retirees are struggling on their fixed incomes. (See adjacent story.)

CSEA President Joe McDermott told of one retiree who, after paying for her health insurance, had \$9 left in her pension check.

McDermott emphasized the importance of grassroots lobbying in achieving CSEA's legislative goals.

"We depend on the salesmanship of the members to get the legislation we want passed," he said. "You just go and tell them from your heart how you feel about it. And we all know how you feel about it."



State Comptroller Carl McCall with CSEA President Joe McDermott



Assembly Speaker Saul Weprin

Retirees struggle with meager pensions

Below are excerpts from letters CSEA retiree members have written about their struggles to live on their pensions.

- "My gross retirement check is \$121.84. But my health insurance deduction is \$112.48. I only get \$9.36. My medical cost uses 90 percent of my pension."

- "I was employed by New York state for 15 years and

retired in 1972. Can you live on \$172.33 a month? I cannot."

- "I get only \$90.44 a month pension. Those who work for the state of New York got a nice raise. I hope to God that in 1993 we will get a raise."

- "My pension is \$102.12 after deductions. How are we supposed to live on this small amount plus Social Security? Please help us."

CSEA pushes state Legislature for laws to help retirees

CSEA is lobbying the state Legislature to pass legislation that would affect CSEA retiree members.

Permanent COLA Bill, Assembly Bill 5833, would create a permanent cost-of-

living adjustment for retiree pensions.

Retiree Health Insurance, Assembly Bill 6847 would require employers to provide retirees with the same benefits as active employees.

Pension Board of Trustees, Assembly Bill 6852, would create a board of trustees to oversee the public employee retirement system and would include employee representation on the board.

Family and medical leave law protects jobs

CSEA members can be proud that the President they helped elect signed the Family and Medical Leave Act into law.

Within weeks of his inauguration, President Clinton signed the act.

"Finally, we have a President who means what he says about family values," CSEA President Joe McDermott said. "This law offers workers real protection when they have important family and health demands."

The act requires employers to give employees unpaid leave of

up to 12 weeks a year under certain circumstances with the assurance of getting their job or an equivalent job back.

The leave can be used for the birth, adoption or foster care placement of a child, to care for a spouse, child or parent with a serious health condition or for the employee's own serious health condition.

A few highlights of the new law, provided by the CSEA Legal Department, follow.

For employees with a contract, the leave law takes

effect when the contract expires or Feb. 5, 1994, whichever is earlier.

The leave must be taken at one time for a birth, adoption or foster placement unless the employer and employee agree.

An employee may request intermittent leave if it is medically necessary.

Spouses with the same employer are limited to a total of 12 weeks in any 12-month period for birth, adoption, foster placement or the serious illness of a family member. If they use

the leave for their own serious health condition, the limit doesn't apply.

Employees are entitled to go back to the job they left or to an equivalent job.

The employer must continue to pay premiums for any group health plan at the same level and conditions of coverage that would have been provided if the employees had not taken leave.

For more detailed information about your rights under the law, contact your labor relations specialist.

Daughter of CSEA member one of 10 winners nationwide

Scholarship a dream come true

'I believe in dreams, but I'm not a dreamer. I have a mission in life and that's to educate myself. I pray to God that because of the outrageous costs of schooling my dream will not be shattered. This scholarship is going to help a lot.'

-- Dorothy Kozłowska

By Mark M. Kotzin
CSEA Communications Associate

SYRACUSE — In 1984, Wojciech Kozłowski and his family escaped their native Poland, where being a labor activist was considered a crime.

Now the CSEA Syracuse State Employees Local 013 member says he will never take for granted his freedom to be a CSEA member and the benefits the union provides.

That's why CSEA is especially proud of the accomplishments of Kozłowski and his 19-year-old daughter, Dorothy Kozłowska (who spells her last name slightly different than her father's). Dorothy was recently chosen one of 10 recipients nationwide of the 1993 AFSCME Family Scholarship. In her scholarship application essay, Kozłowska wrote of her family's plight in Poland, their escape to freedom in America and how CSEA helped them rebuild their lives.

Kozłowska, a graduate of Cicero North Syracuse High School, plans to attend LeMoyné College in Syracuse as a pre-medicine biology major. She has already taken college

courses and works as an assistant to an area oral surgeon. She hopes to attend medical school and says that the AFSCME Family Scholarship, which provides \$2,000 a year for up to four years, will be a big help in paying for her college education.

In Poland, before martial law, Kozłowski worked for the government on a bridge crew and was a unit vice president for the Solidarity Labor Movement. Once martial law

was declared, he and other labor activists were fired and the union went underground.

"I didn't see my future any more or any future for my family," he said. "We had no food, no transportation, no clothing and no schools."

Flight from Poland

After being unemployed and later quitting a government job where they asked him to inform on his union connections, he and his family secretly left the country in 1984. They waited 18 months in West Germany for permission to emigrate to America.

Kozłowski, his wife, Alina, and daughters Eva and Dorothy came to Syracuse in December 1985 with only eight pieces of luggage and \$800 and moved into a small apartment provided through an area charity.

Although he has an engineering degree from the University of Warsaw,

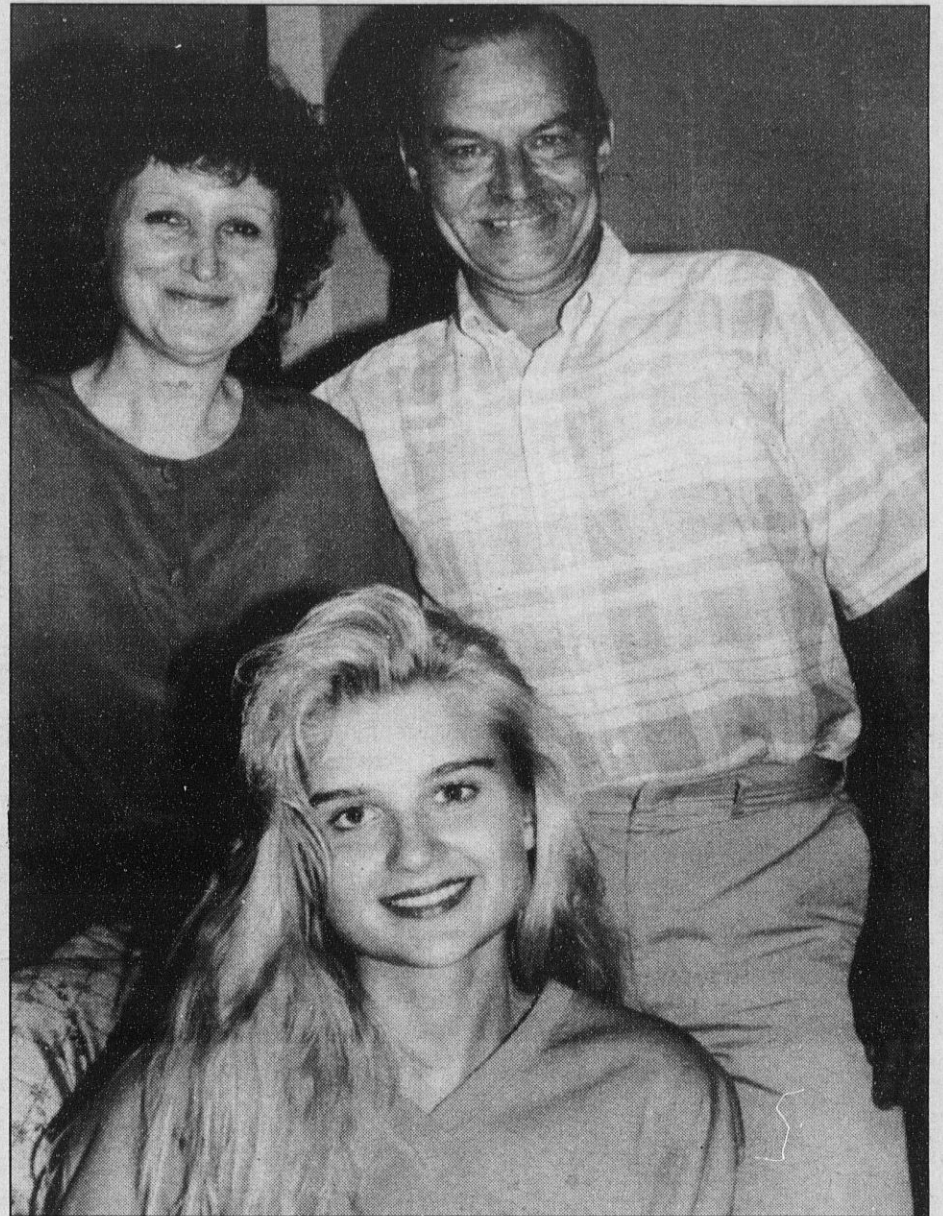
Kozłowski's lack of knowledge of the English language was a drawback.

But soon the two girls started attending school while both parents attended English

classes at a local high school.

After several years of looking for work in his field of bridge maintenance and working temporary jobs for the state Department of Transportation (DOT), Kozłowski took a permanent position working as a DOT bridge repair supervisor in 1988. Two years later he received a two grade promotion and currently holds that title in the DOT's Auburn residency.

The family now lives in a beautiful home and considers



AFSCME SCHOLARSHIP winner Dorothy Kozłowska, center foreground, with her parents, Alina and Wojciech Kozłowski.

themselves fortunate to have followed their own "American dream." They all became U.S. citizens two years ago.

A new, better life here

"We found a new, better life here," Kozłowski said. "That new life brought us a lot of sunshine which comes from the U. S. Constitution."

Dorothy agreed, and attributed the family's success story to the protections and benefits offered by her father's CSEA membership.

"Ever since my father joined the union, the union has given security to my family and a hope for a happy tomorrow," she said. "The experiences that my family went through makes us really appreciate the existence of the union."

Kozłowska noted that her family wouldn't have been able to pay for health care costs without CSEA's vision, dental and health insurance benefits. She also said she appreciated

the union's recent two-year battle with the state to get a new contract with raises.

"Nobody has ever done anything like that for us," she said. "In Poland, the government and the (official) unions worked together against the workers to manipulate them and take advantage of them."

Now, she says, the family is much better off. With his AFSCME Advantage MasterCard, her father was able to buy a new car for her sister Eva and pay part of her college tuition. He also used the card as a credit reference to help get a loan to buy their home.

"The union has done a lot for my family. It helped us with the start on a new life," she said.

"After we invested all the money we had in rebuilding our lives, there wasn't too much left to pay for college," she said.

"This scholarship is going to help a lot. I want to say thanks to CSEA and AFSCME for helping us to rebuild our lives."

'...the union has given security to my family and a hope for a happy tomorrow.'

CSEA retiree makes his mark on stage

BUFFALO — When Laverne Clay retired after 33 years of service at the state Roswell Park Cancer Institute in 1986, he was following the script.

He's been following a script ever since, acting in an almost continuous series of professional and community theater productions in western New York.

"I'm simply continuing to do what I did all the time I was a physics technician in the radiation medicine department," said Clay, who has received many positive reviews for his versatility and intensity onstage. "I feel very fortunate to be able to review scripts, as I am doing now, before deciding what my next project will be. Over the summer, I'll be interviewing for artistic director positions at several east coast theaters, and if I don't move on from here, I plan to direct a production here, possibly at the African-American Cultural Center's Paul Robeson Theater."

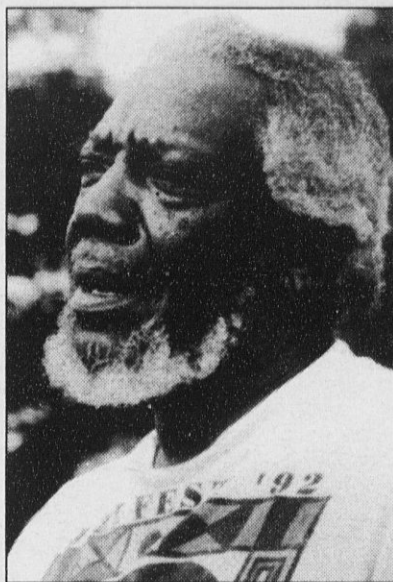
Clay's most recent role, as the father in

a searing drama about the AIDS crisis, "Before It Hits Home" by Cheryl West, brought accolades and honors for him and the entire cast. Because of constant sellouts, the play was held over for three weeks.

"I think live theater is very exciting because you as the audience are feeling that dramatic moment instantly, not after it's been done and re-done and edited several times as in movies or television," said Clay, who has acted in more than 60 plays and directed more than 15.

A former member of CSEA Local 303, Clay now belongs to CSEA Buffalo-Niagara Retirees Local 903, but is also an active member of another union: the Actors Equity Guild.

"There's no retiring from unionism," said Clay. "I learned the value of unions long ago, so there's no reason for me to change now."



Laverne Clay

BLACK HISTORY YEAR

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

Important address changes for CSEA members

CSEA's Capital Region office and three other offices important to CSEA members have moved.

Below are the new addresses and phone numbers, which you may want to clip and save for future reference.

CSEA Capital Region

Capital Region Office
One Lear Jet Lane
Suite Two
Latham, NY 12110-2394

Telephone: 518-785-4400
Fax: 518-785-4595

CSEA LEAP

CSEA Labor Education Action Program
One Lear Jet Lane
Latham, NY 12110-2393

Telephone: 518-785-4669
Fax: 518-785-4854
LEAPLINE:
1-800-253-4332

CSEA JCHB

CSEA Joint Committee on Health Benefits
One Lear Jet Lane
Suite Four
Latham, NY 12110-2392

Telephone: 518-785-4774
Toll-Free: 1-800-286-JCHB
(1-800-286-5242)
Fax: 518-785-4974

CSEA EBF

CSEA Employee Benefit Fund
One Lear Jet Lane
Suite One
Latham, NY 12110-2395
Telephone: 518-782-1500
Toll-free: 1-800-EBF-CSEA
(1-800-323-2732)

Fax: 518-782-1234
For dental programs, write:
P.O. Box 489
Latham, NY 12110-0489.
For drug and vision programs, write:
P.O. Box 516
Latham, NY 12110-0516

HealthCall is important step for Empire Plan enrollees

Empire Plan enrollees and their covered dependents must use the plan's benefits management program HealthCall before receiving certain designated medical procedures, for all elective (scheduled) hospital admissions, and for emergency or urgent admissions.

Empire Plan enrollees (or HMO primary enrollees whose Empire Plan coverage is secondary if they choose not to use the HMO) must call HealthCall before having any of the following procedures under the Prospective Procedure Review Program (PPR):

- Arthroscopy
- Back Surgery
- Cesarean Section
- Hysterectomy
- Knee Reconstruction or Replacement
- Magnetic Resonance Imaging (MRI)
- Varicose Vein Surgery (including Sclerotherapy)

Empire Plan enrollees also must call HealthCall under the Pre-admission

Certification Program for all elective (scheduled) medical admissions and before the birth of a child.

Call as soon as your admission is scheduled or your covered dependent's pregnancy is medically confirmed.

You must also call within 48 hours of an emergency or urgent admission.

To ensure that your share of the cost will not be higher due to unnecessary penalties, you must call HealthCall for PPR and pre-admission certification.

It is important to note that pre-admission certification does not guarantee coverage, but approves the hospital setting as appropriate. Empire Plan carriers will determine your benefits under the plan.

Dial toll-free 1-800-992-1213 between 8:30 a.m. and 5 p.m. Monday through Friday. After business hours you can leave your name, area code and phone number after the tape-recorded message; your call

will be returned on the next business day.

Remember, even if your doctor's staff or hospital admitting office offers to take care of your insurance, **you are responsible** for making sure the call is made to HealthCall. Your share of the cost will be higher if the call isn't made.

VOLUNTARY SECOND OPINION

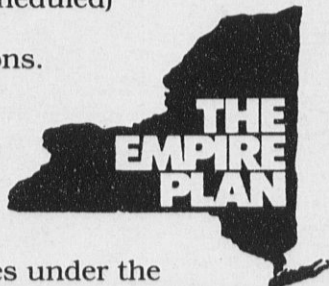
You may also call HealthCall for a free second opinion, called a Voluntary Specialist Consultant Review, for a scheduled test, surgery or other procedure that is not on the PPR list.

Once the second-opinion evaluation is completed, it is up to you whether to have the test or procedure. If you do decide to have the procedure on a hospital in-patient basis, remember that you must call HealthCall so they can certify the hospital setting.

HealthCall

1-800-992-1213

for the Empire Plan's Prospective Procedure Review and Pre-Admission Certification



CSEA members move to community care

MELVILLE — Smiling faces were in abundance during recent ceremonies marking the official transition to community-based care for the mentally retarded on Long Island.

"The transition was as smooth as could be expected and I hope we will keep working together to make our operations a model for others to follow," said Gene Haynes, president of CSEA Long Island Developmental Disabilities Service Office (DDSO) Local 430.

CSEA worked closely with Office of Mental Retardation and Developmental Disabilities (OMRDD) officials at the state and local level to ensure continued employment for CSEA members and to improve

the quality of care for clients.

Clients and staff moved into 86 state-operated group homes in Nassau and Suffolk counties.

(See related story on page 13.)

'I haven't met one staff member who's unhappy now that they're out in the community'

"It's so much better for the clients, and I haven't met one staff member who's unhappy now that they're out in the



The transition to community based care for the developmentally disabled on Long Island is marked by, from left, CSEA members Edie Hendry and Marian Hester, both LIDDSO 1992 Employees of the Year; CSEA LIDDSO Local 430 Executive Vice President Paulette Barbera, CSEA Executive Vice President Dan Donohue, OMRDD Commissioner Elin Howe and CSEA Local 430 President Gene Haynes. Frank Mojica, seated, a resident of a state-operated group home, spoke at the ceremony.

community," said CSEA member Edie Hendry, LIDDSO's 1992 Employee of the Year.

"The feeling is just fantastic when I see clients living in real

homes and doing things that I would never have thought possible when I first came here 27 years ago," said CSEA member Marian Hester,

LIDDSO's 1992 Community Employee of the Year.

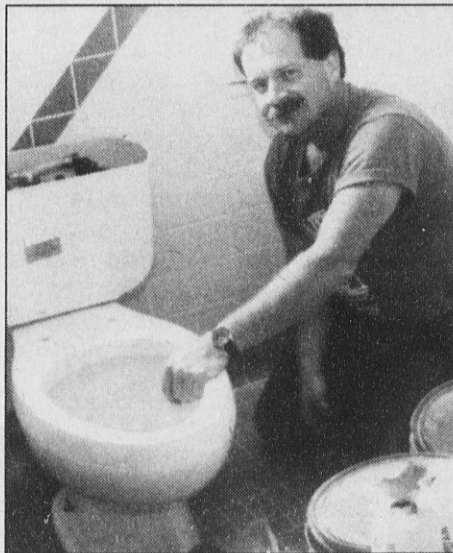
Both Hendry and Hester helped host the ceremonies marking the transition.

J.N. Adam's maintenance crews blaze trails

PERRYSBURG—The maintenance crew at the J.N. Adam Developmental Center is blazing a trail for contracting in.

In the last two years, the crew has renovated 13 buildings into beautiful, new and useful group homes where clients can live in community settings.

"This has meant great savings



CSEA member Steve Lucas

in cost per bed," said Wayne Ormsby, the administrator overseeing the group home renovations, "but even more importantly, in time and convenience. Our crews' skills have allowed us to cut the waiting time that would normally follow if we did this through the Facilities Development Corporation."

The two crews, members of CSEA Local 400, average eight to 16 weeks to complete a renovation, depending on the size and condition of the original structure, compared to 18 to 24 months building a house using an outside contractor, Ormsby said.

"This really gives you a lot of pride," said Steve Lucas, a pipefitter and plumber, as he installed a toilet in a handicapped-access bathroom. "It's really a rewarding experience, knowing you're helping prepare a place that will aid in the clients' development."

Crew members Ken Hardy

and Frank Troidl were installing kitchen cabinets and painting in the new kitchen, while Jim Anderson, Can Baldrige and James Scott made other preparations for their latest project's opening.

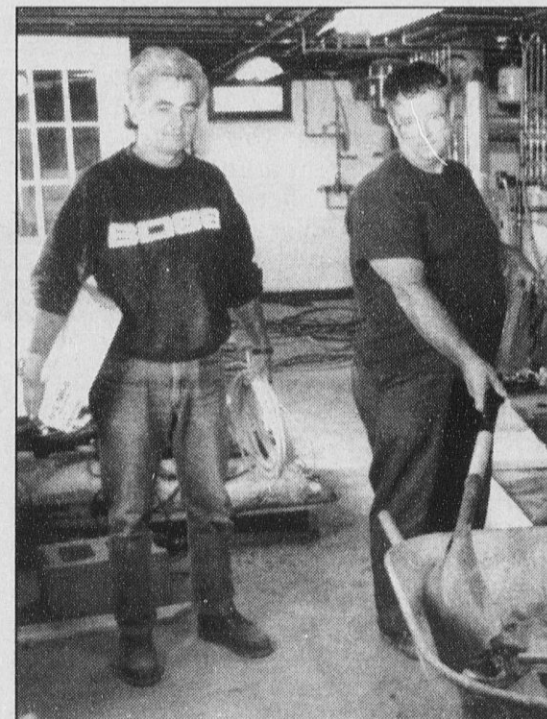
"After we finish here, it's on to our next one in the Village of Cattaraugus," said crew supervisor Bill Deet. "Most of these guys have been working for years at their specialty at the main center, but not using anywhere near all of their ability. We follow all of the required building codes, and I'd put our work up against anybody's."

The homes feature a long list of handicapped-access aids including wheelchair ramps, wide doorways, rooms with hand rails and others.

"This is probably the wave of the future, given the success we have had

here," Ormsby said.

Meanwhile, Local 400 members have struck another blow against contracting out.



CSEA members Jim Anderson, left, and Can Baldrige.

Sign language conquers barriers



CSEA member George Prentice teaches co-workers sign language.

ELMIRA - CSEA member George Prentice, a maintenance helper at Elmira Psychiatric Center, wanted to talk with his co-workers, but he faced a big communications barrier.

He decided to break through that barrier and teach them the only language he knows — sign language.

Deaf since he was an infant, Prentice began learning sign language when he was three. As proficient as he is in sign language and lip reading, communicating with his hearing co-workers has been difficult.

With his own resourcefulness and help from facility management, Prentice has taught 10 co-workers sign language and finger spelling.

His students ranged from CSEA EPC Local 437 President Tom Ward to facility Personnel Director Mark Stephany.

One thing both labor and management agree on is the value of Prentice's teaching.

"I think George is doing a great job," Stephany said. "I've been amazed at how much he can do."

"I think it's been a success. At first I didn't know what to expect," Ward said. "Now I can sign all 26 letters of the

alphabet. He's done an excellent job."

Stephany and Ward joined the other employee students for two hours a week over six weeks to learn sign language. Facility management allowed the employees the time during work to take the classes.

Prentice used hand-outs, videotape, a chalkboard and lectures - a mix of hand gesturing and his own rough form of speech.

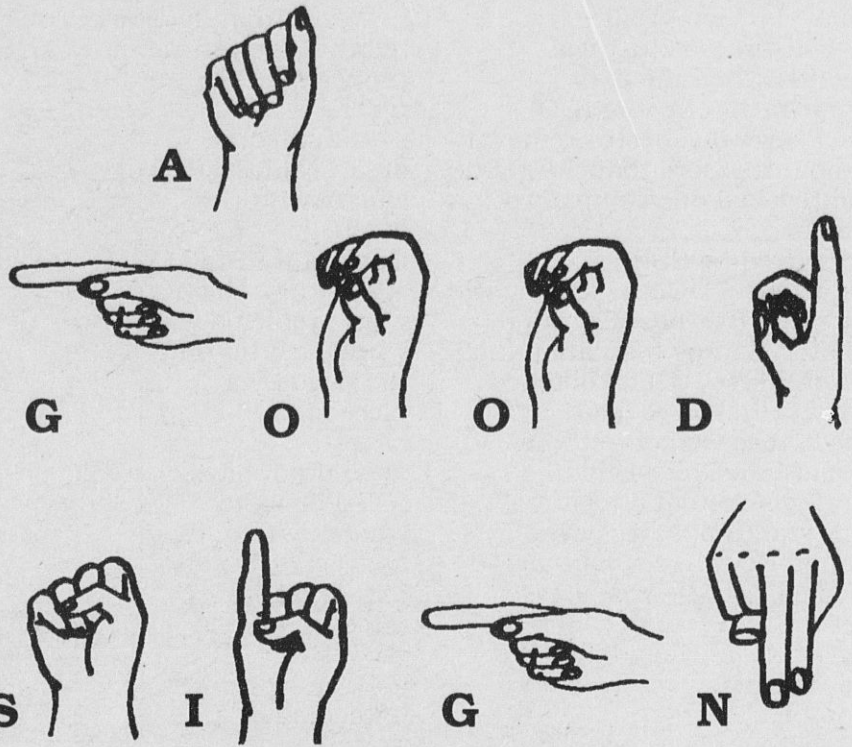
"He's done an excellent job without any kind of an interpreter. I am learning a lot," CSEA member Elizabeth Hess, a senior typist, said.

At first, Prentice said, his co-workers were a little slow in learning the correct symbols and finger spellings, but by the second class they started to catch on.

"I enjoy teaching my co-workers and seeing them learn finger spelling," he said. "Now I can talk to them sometimes."

He hopes to teach more of his co-workers next year.

This is not the first time Prentice has taught sign language. His first student was a 14-year-old from India who had never learned sign language.



It took two years and was difficult, but it was worth it, he said.

"Deaf people must learn to communicate," he said. "I was happy to be able to help someone else talk."



CSEA members Ellie Werkheiser and Elizabeth Hess practice sign language.



CSEA member Charlie Reddick being cared for after he helps stop a kidnapping.

Good Samaritan stops kidnapping

BRENTWOOD — Being a good samaritan nearly cost CSEA Pilgrim Psychiatric Center Local 418 member Charlie Reddick his life.

Reddick, a groundskeeper, was stabbed while breaking up a kidnapping on the center grounds in early May.

"I had no choice but to react. I had no time to think or to wait for help," Reddick said.

Reddick and co-worker Steve Sanicola were working when they saw a cab blocking their way and an argument in progress.

Reddick recognized a woman in the cab, who screamed for help.

"I pulled the guy who was holding her out of the cab to hold him for the police," Reddick said.

But they scuffled, and Reddick was stabbed. The assailant fled, and police captured him the next day.

"I wanted to go after him, but I realized I had blood all over me," Reddick said. "I thought he had just punched me."

Reddick was airlifted to Stony Brook University Hospital.

He later learned the assailant, under court order to stay away from the woman, had stalked and abducted her. He apparently took her to Pilgrim under the ruse that she needed psychiatric help.

Once on the grounds the taxi driver began to wise up as the woman kept insisting she was being held at knife point.

Reddick, who has recuperated and is back to work, thinks it was more than coincidence that he was there.

"God had me there for a reason," he said.

CSEA fights for asbestos safety

ALBANY — CSEA's concerns about the safety of asbestos removal by for-profit contractors was justified recently when the state Department of Labor (DOL) fined several asbestos removal companies more than \$100,000 and revoked one company's license.

Spurred by CSEA's persistence, DOL took away the license of the most flagrant violator, Adams Insulation Inc. of New Jersey which botched jobs at Hudson River Psychiatric Center and the Utica State Office Building.

Adams Insulation got New York state's business even though New Jersey had already revoked its asbestos license there. CSEA found it incredible that state officials didn't check the company's record before hiring it.

"It was a nightmare," CSEA Hudson River Psychiatric Center Local 410 President Judy Watts said. "People were at risk. CSEA did everything it could to deal with the mess, but it seemed to go on forever."

Adams Insulation's primary violations involved an asbestos removal project at the Hudson River powerhouse. Watts credits Mike Gray, a stationary engineer and certified asbestos handler, and CSEA Occupational Safety and Health (OSH)

Specialist Wendy Hord for getting results.

"Right from the start I could tell that the contractor wasn't properly setting up the containment area," said Gray, who now works at SUNY Cobleskill. "But I really knew there were problems when I got hit on the head by a piece of dry asbestos. It should not have fallen down to where I was and anyway, asbestos that is being removed should be wet."

Gray immediately reported the situation to his supervisor and filed a complaint

with the state Labor Department. Hord was involved in the DOL inspection which shut the project down after finding more than 20 violations.

But the state Office of General Services, which was overseeing the project, said the company was complying with regulations and the project was restarted.

In fact, little had changed, and CSEA again had to call in DOL.

Violations included the contractor's employees working without proper

protective equipment and open hoppers filled with asbestos debris that dropped to the floor, exposing everyone in the power plant to cancer-causing asbestos dust.

The contractor appealed the citations, delaying the clean up. CSEA does not believe the project has ever been thoroughly cleaned up.

The violations were upheld and Adams Insulation lost its license for failing to pay \$53,000 in fines.

Still, CSEA finds no joy in the outcome.

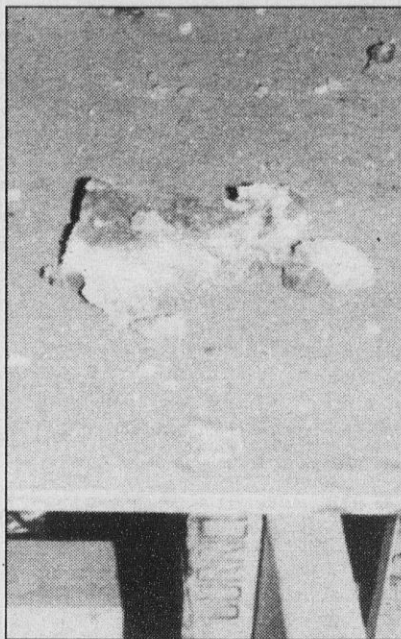
"The most positive thing that can be said is that this particular company is paying the price for its irresponsibility. But CSEA still has to keep close watch on asbestos projects in public employee worksites," Hord said.

"Several dozen people had their health threatened and now need annual physicals to screen for asbestos-related disease, all because of irresponsibility,"

Watts said. "This situation should never have happened in the first place."

"The contractor's bid on this project was way below the OGS estimate for completing the job," Gray added.

"Somebody in the state should have known damn well when a bid is that far off that they're cutting corners somewhere."



A piece of flaking asbestos dropped by contractors at Hudson River Psychiatric Center.

Law requires notice to unions

By law, CSEA and other employee unions must receive written notification of asbestos removal work at least 10 days before the work begins.

The state Department of Labor (DOL) must also be notified prior to the start of all asbestos removal projects.

This notification is important. As DOL's recent action against violators demonstrates, the likelihood of slipshod work by private contractors is real. CSEA needs the notice to help protect its members.

The CSEA Occupational Safety and Health

Department (OSH) suggests that CSEA officials immediately report any case where there is a question about asbestos project notification to DOL.

CSEA OSH specialists, all certified asbestos handlers, can answer questions about asbestos problems.

CSEA works to improve court air flow

RIVERHEAD — From the outside, the three-year-old Suffolk County criminal courts building is an impressive, state-of-the-art structure.

But working inside is a

stifling experience, say CSEA Judiciary Local 330 members and others.

"Every section of the building is different. It's very hot or very cold even on the same floor, and there's no air flow," Senior Court Reporter Anna LoPinto said.

"The complaints are constant, eye irritation, trouble breathing, uncomfortable temperature," she said. "But maintenance tells us there's nothing they

can do about it."

In fact, CSEA is working to be sure something is done.

"The problems were apparent from the time we moved in and we've been pushing for action right from the start," said Local President Warren Simonoff.

"CSEA Occupational Safety and Health Specialist Dan Morra helped identify a number of problems, but some of the solutions were complicated and costly and that didn't make it any easier to get relief."

Although the facility houses state courts, Suffolk County maintains it, and that complicates matters. But it didn't stop CSEA.

With the involvement of CSEA Political Action Coordinator Stephanie Teff, the union

lobbied the county legislature and county executive to appropriate the money to improve the heating, ventilation and air conditioning system.

"CSEA's role in securing the funding was very impressive," Simonoff said.

Progress on the repairs has been slow.

The improvements can't come soon enough for Senior Court Reporter Karen Sparling.

"My fingertips are numb right now, and some reporters even wear gloves in the courtroom," she said.

"It can get so bad that in one recent session the judge warned the jury to dress for winter and summer because you don't know what temperature the court will be."



Members help build playground

By Mark M. Kotzin
CSEA Communications Associate

ROME - It was more than three years in the making, but thanks to an outpouring of community support and a dedicated group of CSEA volunteers, the children at the NYS School for the Deaf now have a brand-new playground.

More than 20 CSEA Local 201 members helped build the first phase of the \$50,000 playground project. On a sunny afternoon, the CSEA members joined community volunteers, school management, parents of students and former students in erecting a 10-piece fitness station behind the school. Volunteer Paul Trela, a child care aide at the school for seven years, said it was a very worthwhile project.

"It's a great project," he said. "It shows how we can

work together so that the children can play together."

The job was also fun. "I'm having a great time. It's a lot of work, but also a lot of fun and it's benefiting the kids," he said. "It's been a long time since they had a place to play."

The steel and wood structure was donated by the Central New York Association for the Deaf, the organization that formerly operated the facility.

A committee including management and workers has been trying for three years to free up the project funding. The playground committee's motto is: "Work together, play together, stay together."

CSEA Local 605 President Bob Verdgeline, a child care aide, has been active on the committee.

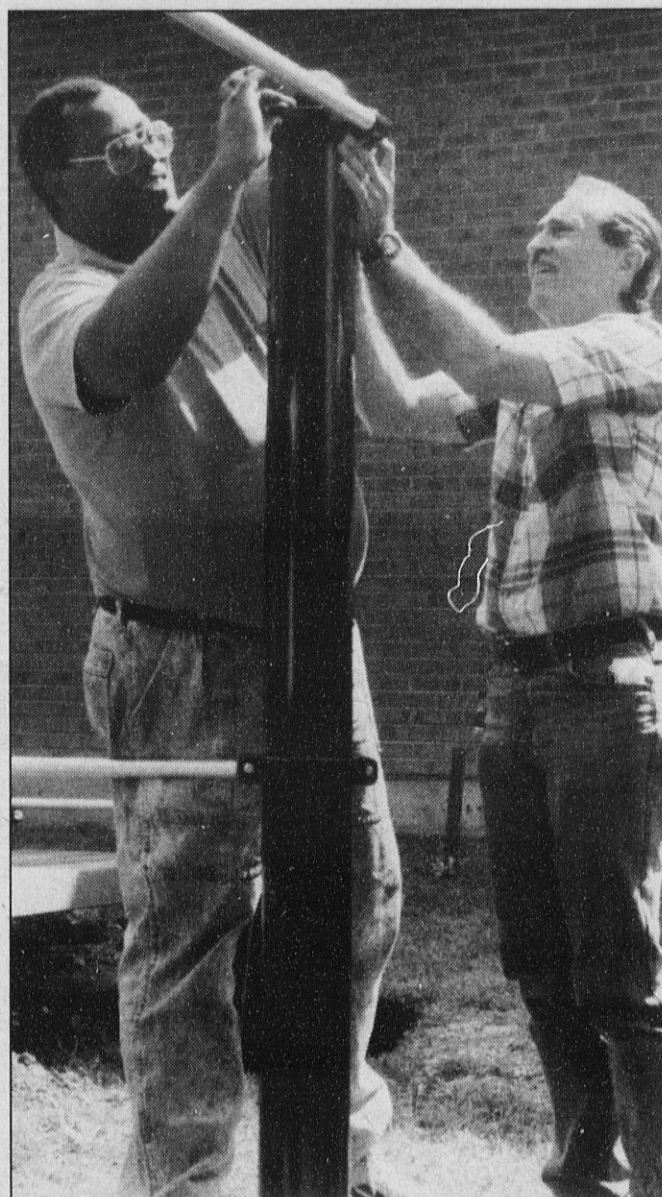
"It's been a long hard road, but the wait was worth it," he said. "It's a true community effort.

We've got parents, students, union members, management and community members involved."

Verdgeline gave special thanks to local contractor George Rossi, who donated much of the necessary tools, equipment and cement. He also credited the local fire, police and nearby Griffiss Air Force Base workers, who have pledged to help erect the second and third phases of the playground.

CSEA member Tom Nelson said he thought the playground was a great idea and something that was needed. He works with multiple-handicapped deaf children who need specialized supervision and treatment to learn daily living skills. He sees volunteering on the project as a way to help the kids.

"It was my way of giving back to the place I work and to the kids," he said. "I think they're going to be ecstatic."



HELPING TO BUILD a playground for deaf children are CSEA Local 210 President Bob Verdgeline, left, and member Tom Nelson.



CSEA MEMBER Anne Morrison works in the herb garden at Washington's Headquarters in Newburgh.

CSEA members bring 18th century to life

By Anita Manley
CSEA Communications Associate

NEWBURGH - Anne Morrison goes back in time when she works at Washington's Headquarters each day.

She and her co-workers, members of CSEA Palisades Park Local 105, live the Hudson Valley's colorful history as they explain to tourists and school children how Gen. George Washington lived in Newburgh during the Revolutionary War.

The house overlooks the river in downtown Newburgh. Washington and his wife, Martha, lived there in 1782, with household and military staff.

Morrison wears replicas of the 18th century clothing—it's never called a costume -- including a hat, long skirt, blouse and jacket.

"We're here as a way of bringing history alive," Morrison said. "We don't do

'We're interpreting history and making it come alive.'

living history but we make George Washington and this period of the Revolutionary War something people can relate to."

Visitors are greeted by interpretive guides Terry O'Neil and Kathleen

Mitchell and then see a slide show. While touring the house, visitors get a taste of colonial life.

"If we can connect and bring the site alive, that's really important to me," Morrison said. "We're not just tour guides. We interpret history and make it come alive."

By the way, George did not have wooden teeth - they were made of ivory, and the poor General did have a lot of problems with his teeth, Morrison said.

Visitors learn other facts. For example, the ceiling is low because houses were difficult to heat. The beds are short, and not because the General was: people slept nearly sitting up because they were afraid the night air would harm them.

Explosion empties building

ALBANY -- An electrical explosion in an underground equipment room forced the evacuation of 3,500 state workers from the 44-story Corning Tower in the Empire State Plaza on Friday, June 18.

"The evacuation went smoothly," said Ron Daniels, president of CSEA Office of General Services Local 660. "If one group should be singled out for recognition, the volunteer fire marshals on each floor really did an excellent job, a great job."

Two private contractor employees working in the area were injured in the explosion, one seriously with burns.

"We also had two members shaken up, with one hospitalized for a short time,"

Daniels said.

"We have received some complaints from employees who were underground right near the explosion but were not informed of the situation or told to evacuate their worksites. We do have some serious concerns about situations like that," Daniels said.

CSEA's Safety and Health Department will evaluate the situation to see if improvements in the evacuation procedure can be made, he said.

Most employees were able to return to work in the building the following Monday but workers in state Health Department labs were displaced for several days.



LOCAL 660 PRESIDENT RON DANIELS, right, talks with a radio news reporter following evacuation of Corning Tower.

Members repair stormstruck park

EDITOR'S NOTE — *The aftermath of fierce winter storms has kept CSEA Long Island State Parks Local 102 members busy as they clean and repair several parks. Here's one park's story.*

By Stephen Madarasz
CSEA Communications Associate

ORIENT POINT — In the wake of severe winter storms, spring clean-up and repair work has been no picnic at Orient Point State Park.

Normally open year round, the park, located at the eastern tip of Long Island's north fork, has been closed since December. Workers have been working to finish repairs for a July 4 re-opening.

The problems began with the Nor'easter that devastated the region in early December.

"We knew it was going to be bad because you could see the

water rising, and by 9 a.m. the road was almost completely under water," said Kenny Ketcham, a general mechanic.

By the time the storm was over, 2,100 feet of roadway had washed out and the entire park was under two feet of water. It was a week before the water receded, but park workers immediately set to work.

First, they had to move fill to restore the road and regain

access to the park.

"The CSEA members did a tremendous job in the immediate work to restore the road and safeguard the island," Park Manager Ray Dobbins said. "There were four people with one tractor and two trucks. They moved truckload after truckload and restored the road within two weeks.

"It was real dedication by the employees. Nothing else could have moved the fill that quickly," Dobbins said.

They spent several weeks removing debris that washed ashore.

"We're still finding stuff," park worker Keith Tyrer said.

But nature wasn't through. More storms hit, keeping the park closed and disappointing a lot of people.

"It's been a most unusual experience getting calls and letters from people consoling us," said Florence Horton, who staffs the park office.

"It's like people lost their best friend. This is a



Florence Horton

"unique park, and people travel for miles to get here," she said. "It's also important to the local community. A lot of school and community picnics had to be cancelled because we've been closed."

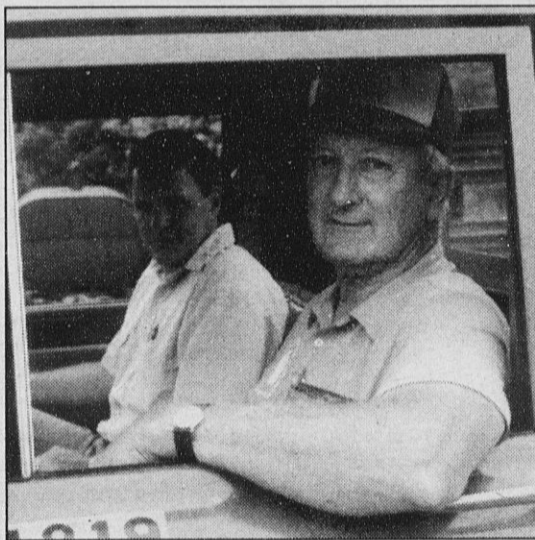
But closed or not, the employees and others have been hard at work.

Horton has had her hands full completing all the paperwork to document the disaster and clean up and responding to the public.

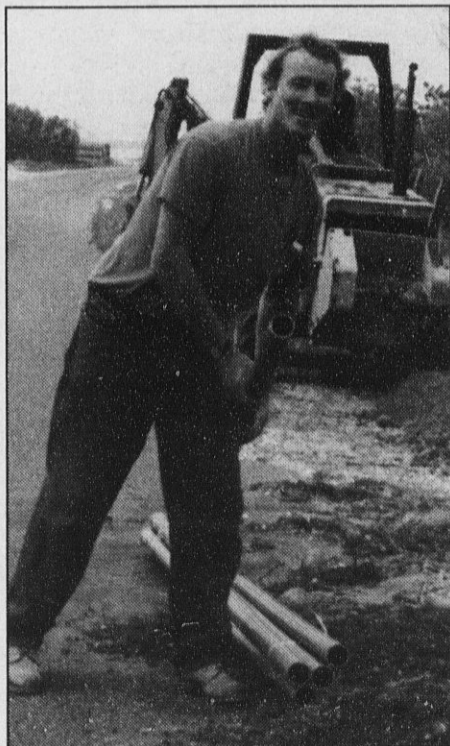
While construction crews were rebuilding the road and constructing a new seawall, CSEA members Ketcham and Tyrer caught up on some longstanding projects.

They completely re-sided the facility's bathhouse, a long overdue project, since the siding was original from the 1930s. They also re-piped the bathhouse showers, rebuilt the front of the concession stand, installed a new playground, trimmed trees and painted facilities.

"I'd like to see the park back to normal and we're trying our best to get it open," Ketcham said.



Keith Tyrer, left, and Kenny Ketcham.



George Watson



Orient Point Park's office surrounded by water after the December 1992 Nor'easter.

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Transition to community care goes smoothly on Long Island. And contracting in is paying dividends at J.N. Adams Developmental Center.

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Hearing and speech impaired, he teaches others how to communicate. And a courageous member is stabbed while halting a kidnapping.

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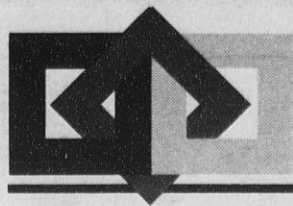
Asbestos remains a big threat at many locations. And a Suffolk County court could use a breath of fresh air.

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Members help build playground for children at NYS School for Deaf. And some members are helping bring history to life.

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Electrical explosion forces 3,500 workers to evacuate Albany building. And on Long Island, members are restoring a storm-damaged state park.



Members assist co-worker through leave donation plan

NAPANOCH - Thanks to the CSEA-negotiated state leave donation program, a nine-year Eastern Correctional Facility employee undergoing medical treatment is not worrying about his next paycheck.

Tom Pinkerous Sr., who has multiple sclerosis (MS), had exhausted all his leave accruals when he entered St. Agnes Hospital in White Plains for treatment of his MS and nerve damage in his right arm.

Pinkerous' difficulties with his arms were repairable. His main problems are his legs which keep him in a wheelchair.

But the greatest concern was the lack of a paycheck while he underwent therapy to strengthen his arm and legs.

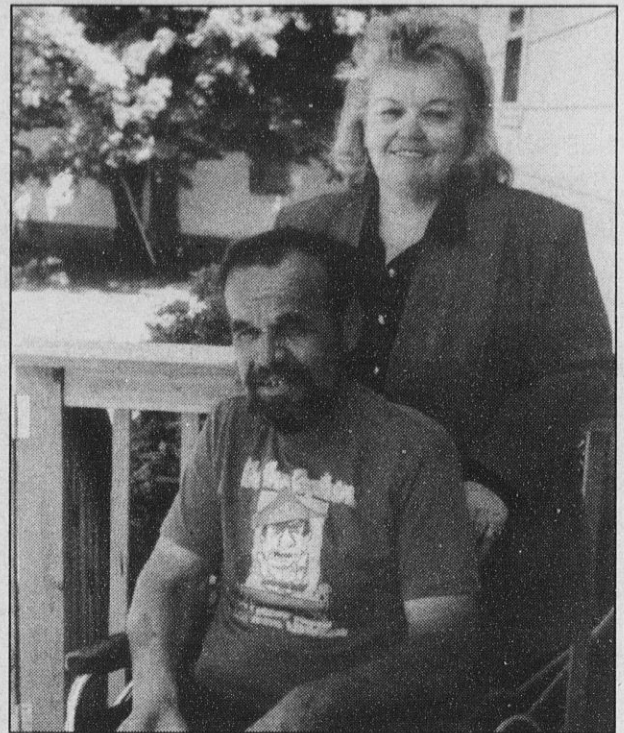
While the surgery on his arm was successful, he will need months of therapy and is now a patient at the Helen Hayes Hospital Rehabilitation Center.

Under the pilot leave donation program, employees at a facility or in a department can donate unused annual leave to co-workers who have exhausted their own leave because of illness or injury.

Pinkerous' problems began in 1989. "It was difficult to diagnose because of his age," said Tom's wife, Patricia. "They don't usually see MS first appear in a man over 50 years old."

He was finally diagnosed in April 1990 after he underwent extensive testing at Lahey Clinic in Boston.

Tom works 52 hours a week baking bread for inmates at both Eastern and Ulster Correctional Facilities. He



TOM PINKEROUS and his wife, Patricia. "It's so great that he doesn't have to worry about his salary," she said.

supervises nine inmates in the prison bakery from his wheelchair.

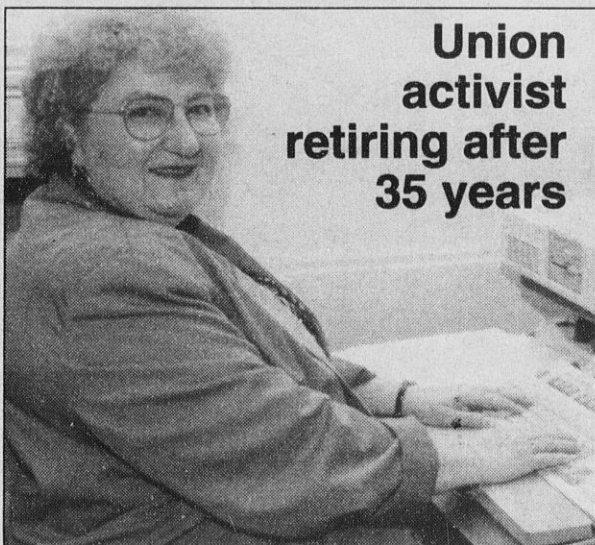
Patricia, a keyboard specialist at Ulster Correctional Facility, drives Tom to work at 5:30 a.m. and brings him home at night. They have been married 31 years, Patricia said, and the last few years have been difficult for the family.

The generosity of CSEA, PEF and Council 82 members as well as management at the two facilities has been heartening, Patricia said.

"The response was wonderful," she said. "It's so great that he doesn't have to worry about his salary."

Local 159 President Jeff Howarth said 42 employees donated days to Pinkerous.

Union activist retiring after 35 years



MARIETTA GODBEY IS RETIRING after 35 years as a library clerk at SUNY College at Fredonia. The union activist was treasurer of CSEA Local 607 for the last 19 years.



CSEA STATEWIDE SECRETARY IRENE CARR speaks, left photo, during ground-breaking ceremonies for the Jellybean Junction Child Care Center on the grounds of the Buffalo Psychiatric Center. In photo at right, Carr, third from left, participates in ceremonial groundbreaking along with other guests. Jellybean Junction is expected to open in October and applications for children will be available later this year. The child care center received a start-up grant of \$106,600 from the NYS Labor/Management Child Care Advisory Committee, which is funded by state employee unions, including CSEA, and the Governor's Office of Employee Relations. Carr is CSEA's representative to the child care advisory committee. CSEA Western Region Director Mark Higgins also spoke during the groundbreaking ceremonies.

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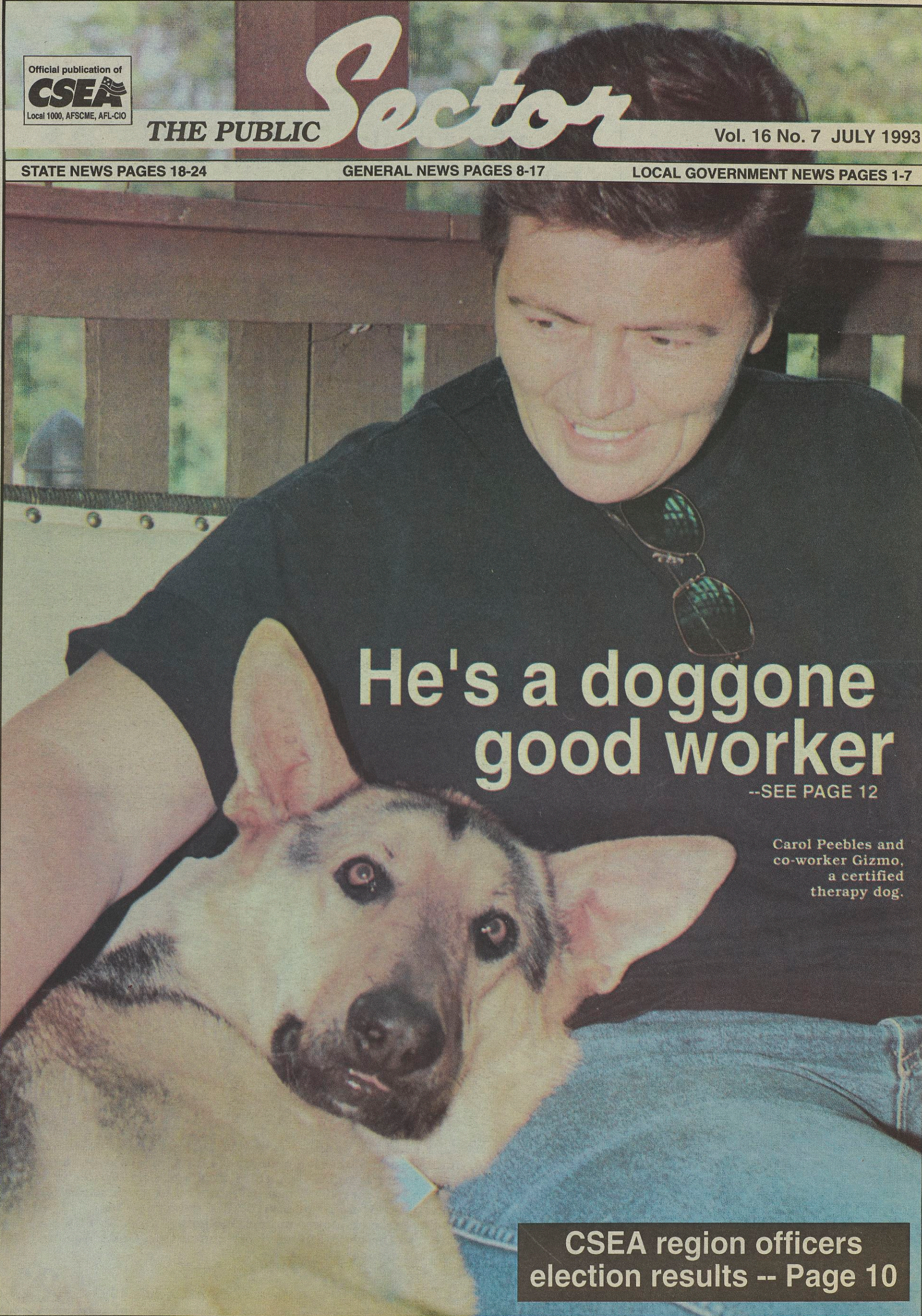
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A photograph of a man with dark hair, wearing a dark t-shirt and sunglasses around his neck, smiling and holding a light-colored dog with large ears. The dog is looking towards the camera. The background is a wooden fence.

He's a doggone good worker

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Carol Peebles and
co-worker Gizmo,
a certified
therapy dog.

CSEA region officers
election results -- Page 10