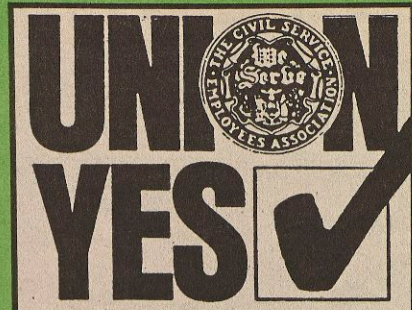


THE PUBLIC SECTOR



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

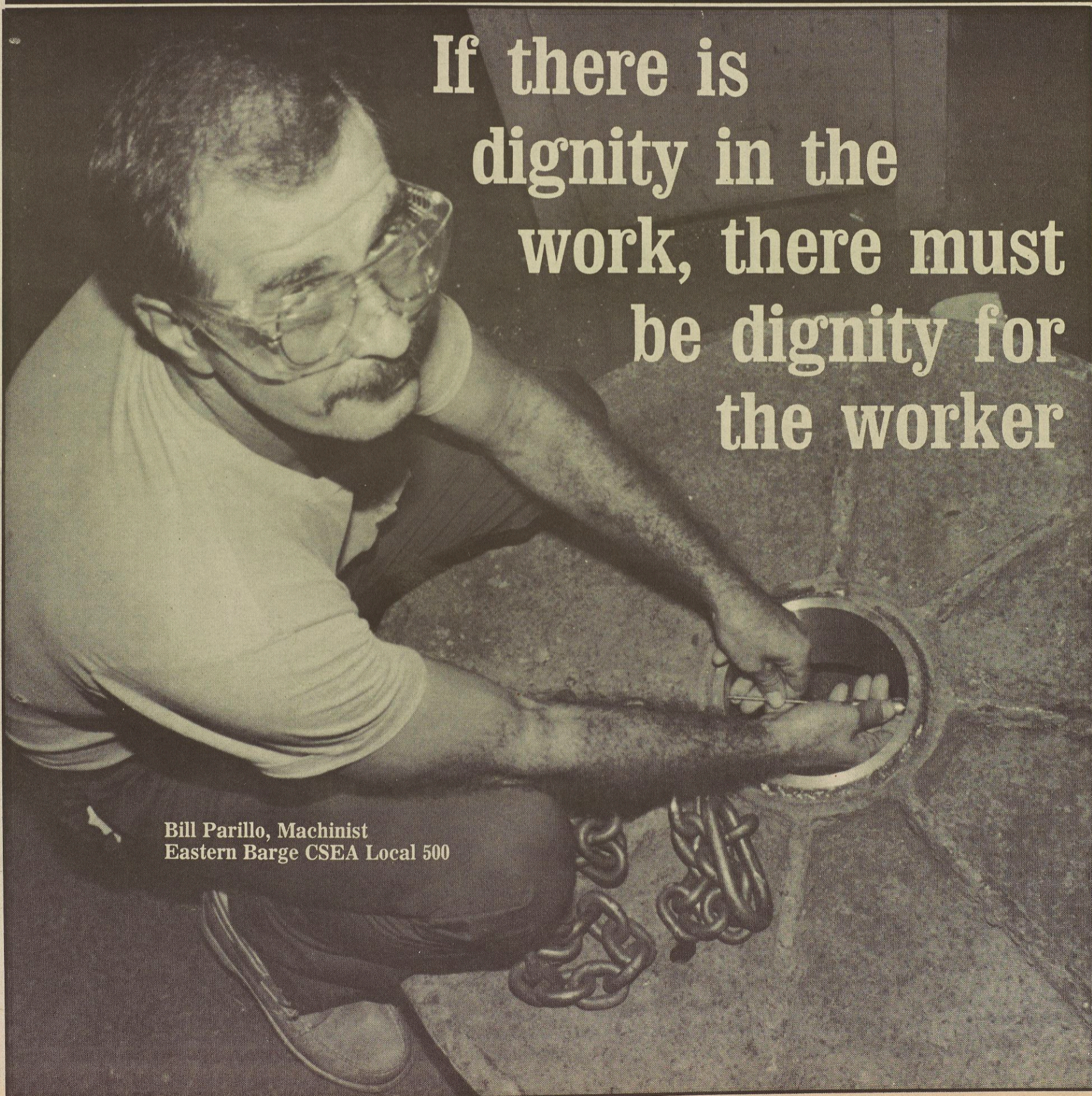
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LABOR DAY '88

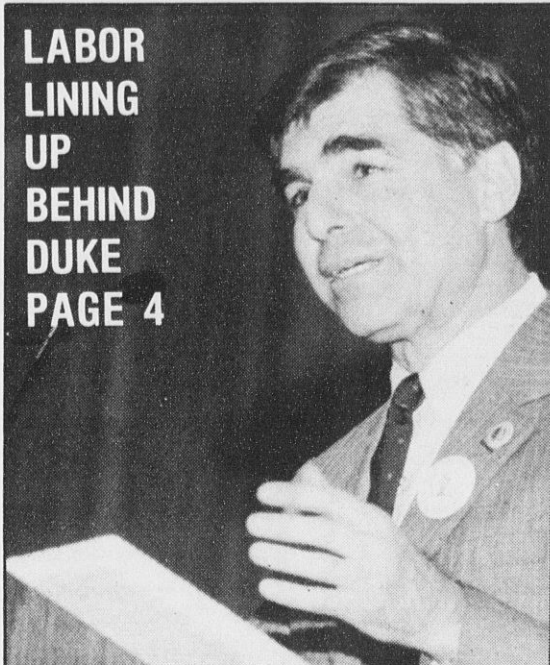
If there is
dignity in the
work, there must
be dignity for
the worker

Bill Parillo, Machinist
Eastern Barge CSEA Local 500



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LINING
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BEHIND
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Broome County Unit boosting membership

BINGHAMTON — A major membership drive designed to promote unity among employees represented by CSEA has been launched by the Broome County CSEA Unit of Local 804. The membership drive coincides with the start of negotiations between CSEA and Broome County for a new contract to replace the agreement which expires at the end of this year.

"This is a big year for CSEA in Broome County," said Kathy Wright, chairperson of the unit membership committee. "We're working very hard to build up this union for this contract negotiations and for the future. The more members we have, the stronger we all are."

"Through this membership drive we are trying to impress upon people that joining CSEA will enable us to negotiate effective contracts and maintain a strong position in representing their interests year round," Wright said.

The membership committee met recently to review the campaign. In the photo above are, seated from left, CSEA Organizer Jordy Pierce, Wright and Local 804 President Joan Brower. Standing from left are Sharon Keesler, CSEA Regional Organizer Chuck Gregory, Dan Lasky, Grace Snavely, Unit First Vice President Bob Klock, Jennifer Fox, Unit President Bob Shaller and Arlene Beall.

Bud Mulchy re-elected to Board of Directors

Bud Mulchy has won re-election as a representative of Mental Hygiene Region 5 on CSEA's statewide Board of Directors. Mulchy won in a re-run election

supervised by the U.S. Department of Labor. Ballots were counted on Aug. 10. Mulchy won in a three-way race over Maureen Malone and Christine Carletta.

Procedure for political action rebate on 1988 dues

CSEA members who object to the appropriation of a portion of their dues or fees for political or ideological purposes unrelated to collective bargaining can obtain a rebate. The CSEA political rebate amounts to \$5.20 for the fiscal year ending Sept. 30, 1988.

The union's procedures call for rebate requests to be submitted in writing by certified or registered mail addressed to

CSEA's statewide treasurer. Requests will be accepted during the month of October.

Individual requests must be submitted. Lists of members and fee payers are not acceptable. Each request for reimbursement must include the individual's Social Security number.

AFSCME's Constitution also includes a rebate procedure. The International secretary-treasurer calculates the per

capita payment equivalent that had been used for partisan political or ideological purposes during the fiscal year and rebates that amount upon proper application. Requests for rebates are accepted individually, in writing, by AFSCME between April 1 and April 16. Specific details on complying with AFSCME's rebate requirements will be published at the appropriate time in AFSCME's publication *Public Employee*.

THE PUBLIC SECTOR UNION YES

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

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From defense to offense

Excerpts of a detailed Labor Day 1988 message from CSEA President Joe McDermott. His state of the union message was distributed to the news media statewide.

On the threshold of the 21st century, labor unions like CSEA face a unique dilemma.

A changing economy, new social realities and shifting political attitudes challenge our very reason for being.

How effectively unions respond will determine our ultimate viability but there is much reason for optimism.

If unions examine the original reasons they came into being in the first place, it is clear our purpose is still relevant — to better the working conditions, wages and benefits of all working people and serve as a force for positive social change. However, the means used to achieve these objectives must reflect the realities of the 1990s, not the memories of the 1950s.

Unions must become more pro-active instead of reactive. We must anticipate the needs of our members on the job and at home and work to meet them in substantive ways.

It is not enough to shuffle paper to solve problems. We have to get at the root causes of problems and we do that by putting priority on long-term planning, not just short-term gains.

Most of the gains and benefits that all working people take for granted today have been the direct result of union efforts — yet most workers are unaware of this fact.

A whole generation has grown up with a misconception of unions . . . fed in part by the failings of a very few and a general decline in the manufacturing industry, where unions were dominant for so long.

But that does not present the whole picture on the state of organized labor in recent years and unions must bear some of the responsibility for that public misconception because we have not been vigorous enough in presenting our positive achievements that benefit so many.

In an effort to correct this deficiency, the AFL-CIO recently launched a two-year, \$13 million media campaign called **Union, Yes!** Its impact should be significant. It is an upbeat campaign aimed at young people who may not know that unions can and do work for them . . . If unions can successfully get that message out, the potential for growth is enormous. . . .

There are a whole host of . . . areas where CSEA and AFSCME can provide leadership and substantive direction to benefit our members and the American public as a whole.

By moving forward with this agenda, we will open up a bright new era in the history of American Labor.

A LABOR DAY MESSAGE FROM

Joe McDermott

In the crucible of adversity, a rebirth of indomitable spirit

A Labor Day message from AFSCME President Gerald McEntee

These past years have been disheartening to many in the labor movement. We have seen labor's hard-won gains eroded, its numbers dwindle, its stature shrink. But in the crucible of adversity we have also seen a rebirth of labor's indomitable spirit.

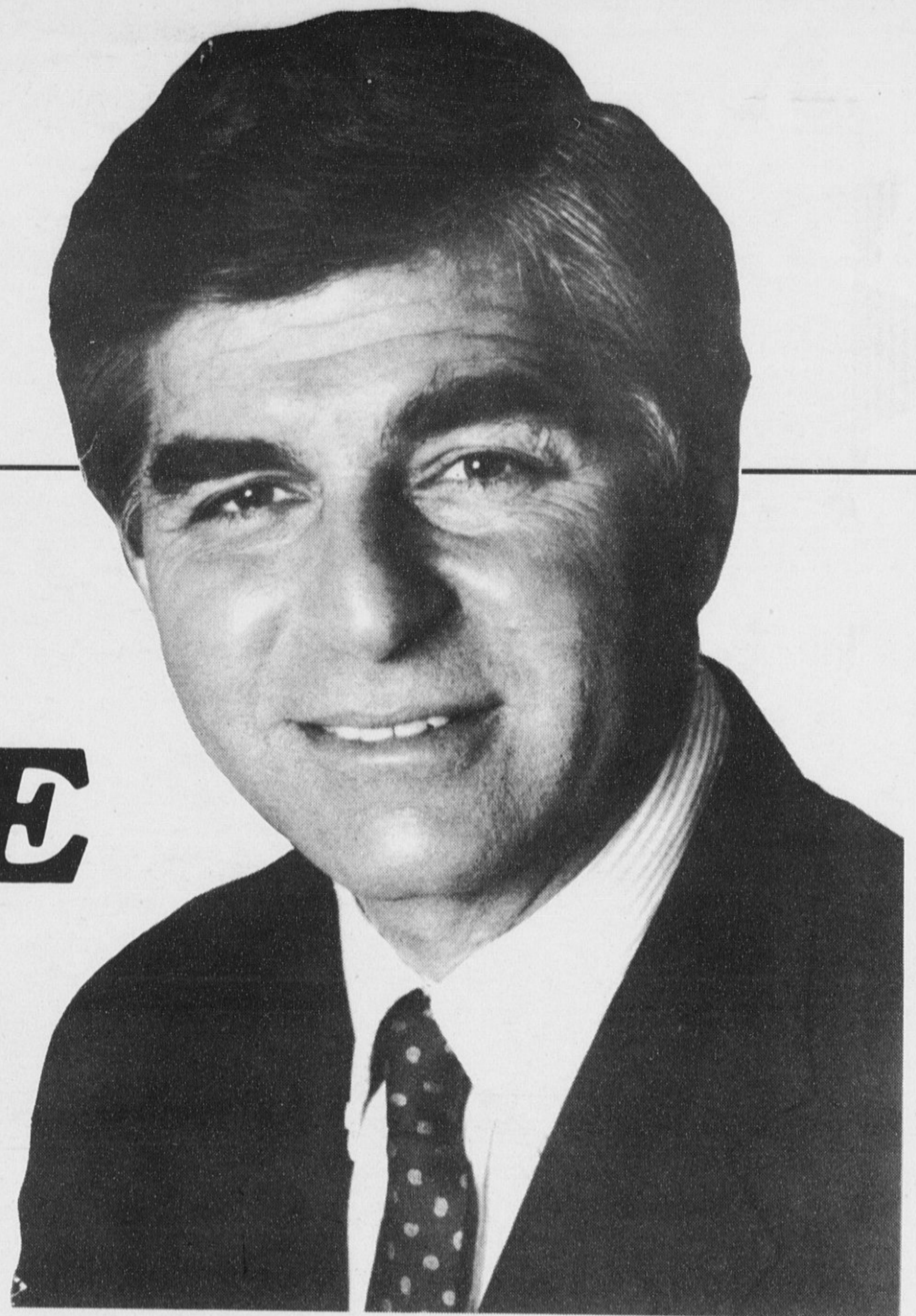
As I see it, Labor Day 1988 is a turning point. We have faced up to our shortcomings and reformed our solidarity. We have drafted an agenda for today's realities; a changing workforce, a changing economy, changing technologies.

We're fighting our battles on new ground. The front line is no longer the picket line. It is the organizing campaign using mass

media. It is labor-sponsored think tanks that support labor's position. It is coalition-building with women's groups and minority groups and environmentalists. It is the support of issues critical to the security of today's families; child care, parental leave, education, help for dependent elderly.

But above all, it is what we saw so recently demonstrated at the Democratic National Convention; it is effective and sophisticated political action.

In these next two months labor has one overriding objective: to write "Finished" to the Reagan-Bush era and to elect political leaders who understand that government is supposed to work for *all* the people.



CSEA

AFSCME

AFL-CIO

ENDORSE

**MICHAEL
DUKAKIS
FOR PRESIDENT**

Democratic presidential candidate Michael S. Dukakis has won the endorsement of CSEA, AFSCME and the AFL-CIO in the Nov. 8 general election.

CSEA President Joe McDermott pledged the power of the union's 250,000 members and their families in helping Dukakis carry the Empire State in November. AFSCME President Gerald McEntee said his union's 1.4-million members will play a lead role in helping the AFL-CIO translate its 14.1-million membership into Dukakis' votes Nov. 8.

"CSEA's endorsement was made unanimously by our

leadership which includes both Democrats and Republicans," said McDermott. "It reflects our conviction that Gov. Dukakis' election would be best for America. It also reflects our concern for the needs of our members and our families — needs that have suffered tremendously over the past eight years because selfishness has triumphed over humanitarianism as government policy.

"On a whole range of issues, from day care to pay equity and privatization to a fairer tax code, Gov. Dukakis is the best candidate for CSEA."

Gov. Dukakis is the best candidate for CSEA.

—CSEA President Joe McDermott



Your Right To Vote

**YOU CAN'T USE IT ON
ELECTION DAY, NOV. 8,
IF YOU'RE NOT REGISTERED**

OCTOBER 11

Last day to register by mail

OCTOBER 15

Last day to register in person

**For Information
Contact Your County
Board of Elections
or Call
1-800-FOR-VOTE**

Register! And vote November 8!

REACHing out to others

Reading, Education and Achievement

By Daniel X. Campbell
CSEA Communications Associate

Betty wants her GED, Homer wants to pass the Class III driver's license test, Marguerite would like to help her children with their homework and Tim wants to be able to be a comparison shopper and read the labels at the grocery store.

Each of these CSEA members is on the way to achieving their personal goal through a project called REACH — Reading, Education, Achievement.

The joint program between CSEA and the Program Planning and Employee Development Division of the Governor's Office of Employee Relations is a quiet success that is benefitting all of the involved parties — the 34 students, the 34 tutors, the state and CSEA.



RAE CLARK AND BETTY JOHNSON take a short study break in the observation deck of the Corning Tower Building in Albany. Betty, an OGS tour guide, recently started VIP tours because of her new skills developed in REACH.



FUTURE CHALLENGES — Kathie Herkert and Marguerite Blaise review a list of job openings in OGS that Blaise may one day qualify for after finishing REACH and attending college.

Tutor Rae Clark believes passionately that REACH is a good program.

"I have a vested interest in people improving their reading and comprehension — I'm a librarian."

Clark and her student Betty Johnson, an OGS Plaza tour guide, have become good friends over the past 10 months of tutoring.

"We have both gained from the experience," Johnson said. "I've improved in my reading and in my pronunciation of words. And I've almost overcome my southern accent. Sometimes when I'm conducting a tour, I can almost see Rae standing at my side making sure my pronunciation is letter perfect."

"REACH becomes an educational friendship that benefits both sides. We are both learning from each other," Clark added.

Bill Straney, a PEF member, tutors Homer Watson, an OGS cleaner, in the Plaza's Cultural Education Library.

"Supposedly Homer was a non-reader when he started REACH," Straney said. "But now he has improved his skills tremendously. What Homer needed was someone to relate to, someone who could help. He has the motivation, the ability. But he never could relate to the traditional classroom teacher."

"Bill is both a friend and a teacher," Watson admitted with pride. "This is better than school. You and your tutor can talk. Nobody else is involved. You can make a mistake and it's not wrong. You learn from it. I like the program. I really like being able to do better in my reading and in my job."

Straney notes his own personal growth during the past 16 months. "REACH is very rewarding. REACH does provide you with some good basic training. But really you are learning as you are tutoring. I've changed my approach to teaching Homer. And I do value my education more."

"We're really not that different," Kathie Herkert, a Health Department employee, says about her REACH student, Marguerite Blaise, and herself. "The main difference is I didn't fall into the crack of the education system and Marguerite did."



TESTING TIME — Ray Parafinczuk gives Tim Girvin a spelling test at their regular session in Building 18 at the State Campus in Albany.

Herkert explains that Blaise, an OGS cleaner, was lost in "the quick shuffle of education."

"She is a high school graduate who would like to go to college," Herkert says of Blaise. "But the system did not recognize her reading problems in high school, and now because of REACH, Marguerite is developing the necessary reading and comprehension skills needed for success in college and in general life."

"I'm re-learning the things I forgot," Herkert says of her REACH tutoring experience. "It's amazing to go back into your own education and re-learn something you think you mastered years ago. You really learn so much more."

Marguerite Blaise shares Herkert's praise of REACH. "I think REACH really gives you — everyone — a chance to improve. I was in a special class in high school. But that didn't work. I need one-on-one tutoring. That's what REACH and Kathie provide — one-on-one help."

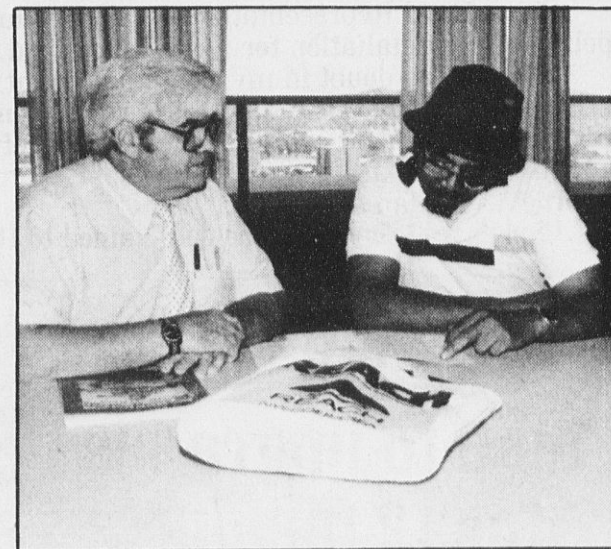
Proudly, Blaise said that because of REACH, she is writing her children notes and helping them with their homework. And that was one of her goals when she joined REACH.

Tim Girvin, an OGS grounds crew member, is tutored by Ray Parafinczuk, an OGS management confidential employee. "I enjoy the program," Girvin says enthusiastically. "I'm getting something out of every session. I enjoy working with Ray because he makes me feel comfortable with reading and writing. I don't feel like an outsider."

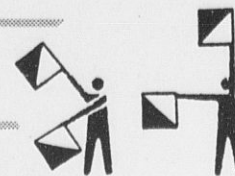
Parafinczuk replies in kind. "I've gained personal satisfaction watching Tim progress. And by teaching Tim, I feel I could teach other adults, and I'm looking forward to working with my own children to help them develop their reading skills."

If you would like to become involved in REACH as either a tutor or a student, contact REACH at 518-473-3939 and ask for anyone involved in the program.

The one requirement for participation is that the tutors and students donate one hour of time to each two hour tutoring session and the state matches the donated time.



BILL STRANEY helps Homer Watson sound out a new word during their weekly REACH session at the Educational Cultural Center Library.



IP seeks to snuff out unilateral smoking ban

By Ron Wofford

CSEA Communication Associate

BUFFALO — A unilateral smoking ban at the Roswell Park Memorial Institute (RPMI) has been countered with an Improper Practice (IP) charge filed with the Public Employment Relations Board and the National Labor Relations Board on behalf of two CSEA locals at the cancer research facility.

More than 1,500 CSEA members would be affected by the smoking ban, as would patients, visitors and other staff.

"The issue here is not whether we are attempting to condone smoking," said CSEA Region VI President Robert L. Lattimer.

"We are simply upholding the rights of our members under the law, which states that all matters pertaining to working conditions, including smoking, must be negotiated with the bargaining unit representatives," he said. "Roswell Park has refused to negotiate this any further, after we refused to give up our members' rights."

CSEA Field Representative Penny Bush said she and representatives of CSEA Locals 303 and 315 had met at least nine times with management, beginning in July 1987, in an attempt to work out an acceptable plan. Three meetings were held after two other

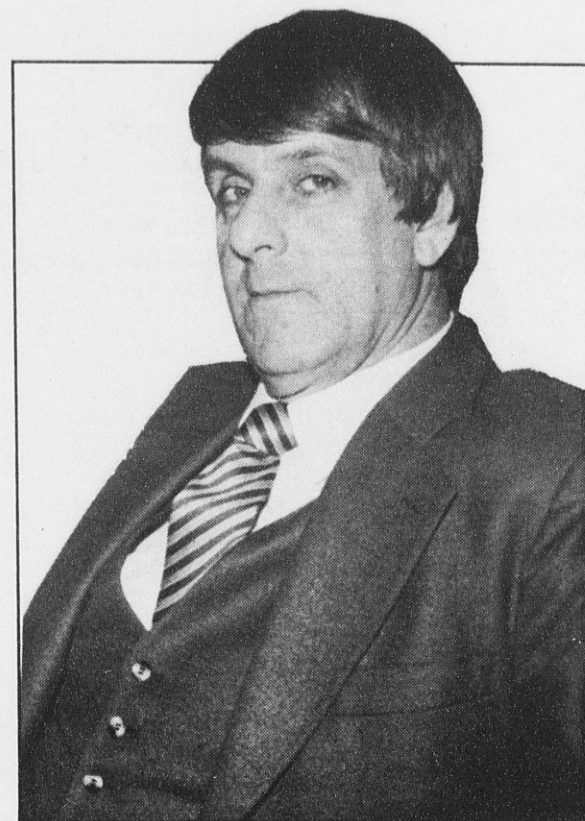
unions, AFSCME Council 82 and the Public Employees Federation (PEF), signed off on the management plan.

Bush said a memo, obtained by CSEA but not intended for public consumption, reveals management believed it could embarrass CSEA into refraining from objecting to the smoking policy because, management reasoned, it would create unfavorable publicity for the union. The memo also said it would be a lengthy proceeding if CSEA did file an IP and management could use that time to build a positive picture to support its stance.

"They can try any measures they like," declared Lattimer, "but we will not relinquish our responsibility to negotiate any changes in our members' working conditions."

Lattimer and Bush emphasized that CSEA has reached agreement with the state Health Department on a statewide smoking policy at department facilities. That agreement allows smoking in employee lounges, cafeterias and restrooms, but not in working areas.

The union also claims that a survey Roswell Park management has been using to imply widespread support for the smoking ban actually represents the responses of



"The issue here is not whether we are attempting to condone smoking. We are simply upholding the rights of our members. . ."

— Robert L. Lattimer

only 99 PEF members. Neither CSEA nor AFSCME Council 82 polled members for the RPMI survey.

CSEA says county retaliated over grievance

DELHI — A complaint by CSEA that Delaware County retaliated against employees who filed a grievance by changing the weekend call-in policy at the county infirmary is expected to be heard soon by a state Public Employment Relations Board hearing officer.

CSEA filed an Improper Practice (IP) charge after Delaware County Personnel Director Richard Grant unilaterally changed the call-in policy by rescheduling any infirmary employee who called in sick on a weekend to work another weekend.

CSEA Field Representative Gerald Phelan said the change in policy was in retaliation for a grievance filed earlier this year.

"There's no doubt in my mind that Grant retaliated against a grievance filed by CSEA shop steward Evelyn Gray. She had grieved the weekend call-in policy and the refusal of an administrator to grant time for grievants to meet with the CSEA attorney," Phelan said.

Phelan said that when he complained to Grant that the county

was violating the contract by insisting upon a physician's note or rescheduling that employee to work another weekend, Grant threatened to drop the doctor's note requirement and simply reschedule everyone who called in sick on a weekend.

"I said in my opinion that would be a flagrant violation of the contract and we would not accept it," Phelan noted.

Later, in a letter responding to the weekend sick leave grievance, Grant unilaterally changed the infirmary policy to conform with his earlier threat. CSEA quickly responded by filing the IP charge.

"Grant also attempted to force CSEA to alter its administrative structure for the processing of grievances," Phelan said. "We refuse to allow him, or any Delaware County official, to unilaterally impose a settlement that has been rejected by the union. If he wants to avoid further IP charges, he should not attempt to circumvent the official union representative."

Union efforts lead to upgrades for 12 members in Hempstead

HEMPSTEAD — A dozen Hempstead village employees have been upgraded and will receive annual salary increases ranging from several hundred to several thousand dollars as the result of grievances and a lawsuit filed by CSEA.

CSEA Unit President John C. Shepherd said 12 members in the laborer, senior laborer and laborer aide titles have been upgraded to motor equipment operators as a result of the union's efforts. The union filed a series of grievances and a lawsuit against

the village for assigning the employees to out-of-title work as drivers.

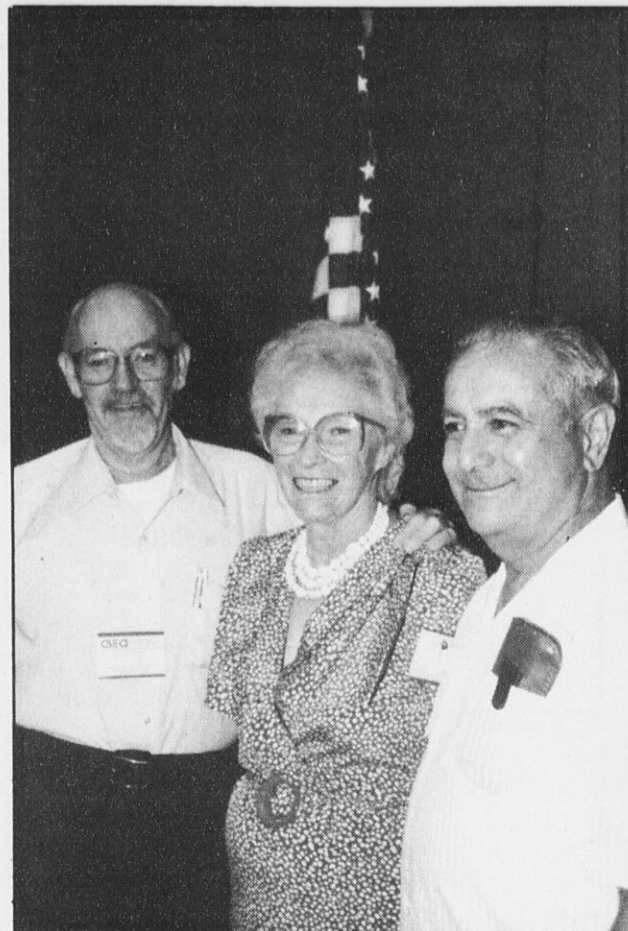
Shepherd praised the work of CSEA Field Representative Harold Krangle and CSEA regional attorney Lou Stober in achieving the upgrades.

Ronald Martin, one of the employees upgraded, also praised the union effort.

"The union worked long and hard," Martin said. "It took almost a full year to accomplish this."



Len Cataldo, left, and Louis Taylor of Buffalo-Niagara CSEA Retiree Local 903 make a point to CSEA President Joe McDermott.



CSEA Retiree Division Chairperson Don Webster and Executive Board member Charles Peritore share a laugh with CSEA Secretary Irene Carr.

Retiree meeting works on Lasting legacy

BINGHAMTON — "Today's retiree activists will leave a legacy for all future CSEA members, whether active or retired, and those of you gathered here will be the founders of that legacy," CSEA Retirees Division Chairperson Don Webster told 150 retiree members and guests gathered here for the division's fourth annual meeting.

"What we do for retirees now, we are doing for the entire union and CSEA is rapidly realizing this fact," he said.

CSEA statewide President Joe McDermott acknowledged the growing strength during his welcoming remarks. He noted the Retiree division is some 40,000 members strong as he presented Webster with a new banner.

With top CSEA and AFSCME officials in attendance, the retiree delegates elected Dorothy Kothen and Charlie Peritore to join Webster as CSEA representatives on the AFSCME Retiree Council.

Following the week of working sessions, Region III retiree activist Mike Morella commented the delegates had "accomplished quite a bit" in a short period of time. He was among many retirees who expressed appreciation for the line-up of workshops that included long term health care issues, effective leadership of locals and developing plans for political action on retiree issues.

More than one convention goer noted that after years of union activism, retiree delegates are just as passionate about CSEA and their union work as they ever were.



The Florida CSEA Local 950 contingent: from left, Pauline Fitchpatrick, Alice Hammond, Lou Colby, Rose Kunzie, Eva Adams and Carol Ohley.

McEntee: Spread truth

BINGHAMTON — In his remarks at CSEA's Fourth Annual Retiree Division Convention, AFSCME President Gerald McEntee issued a stinging attack on the callous treatment of senior citizens by the Reagan/Bush administration. McEntee reminded the delegates that George Bush cast a deciding "no" vote



CSEA & AFSCME Retirees Fighting for Dignity and Security

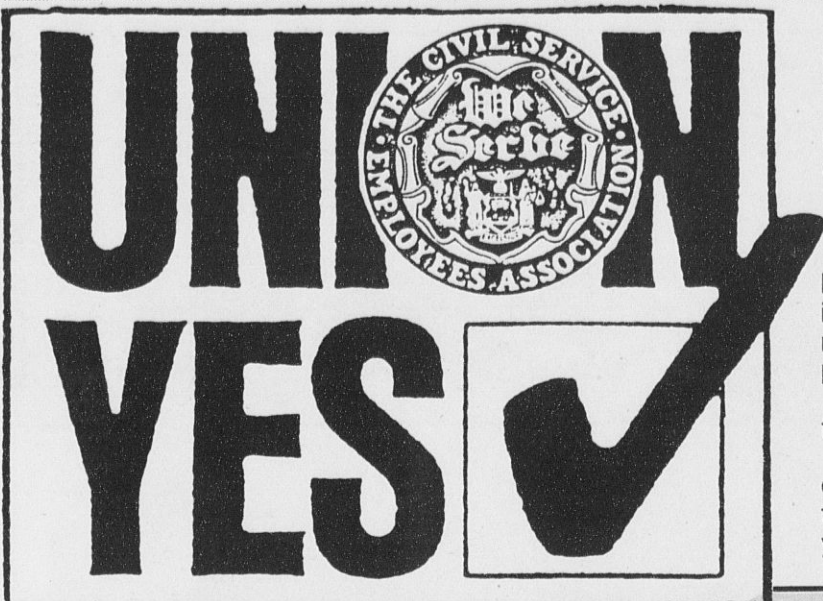


in the Senate in 1986, becoming the first Vice President in U.S. history to vote against Social Security.

"You will hear a lot of sweet talking to seniors this fall by the Republicans," McEntee emphasized. "Don't believe what they say: believe what George Bush did in 1986 when he voted to

eliminate the cost of living increases in Social Security that would have thrown 500,000 seniors below the poverty line if the House of Representatives had not acted to reject the proposal."

McEntee warned retirees they must spread the truth about the Republican record to all voters.



It's called pride. A powerful, positive force. You can sense it, feel it, even see it. It makes you feel good. And right now a renewed pride in unionism is sweeping across this state and this nation.

Here in New York state your union, CSEA, is in the forefront of this rejuvenation of faith in organized labor. We're proud to be your union; proud to be doing our part to make your life, on and off the job, better. Proud, too, that our presence makes your school district, your town, village or city, your county and your state work more effectively.

We're so much more than just the union that negotiates better wages and better benefits for you. CSEA is out in front for you and your family on such important issues as health insurance, safe workplaces, pay equity for women and minorities, day care centers and educational programs. We take an active role in promoting better government through our legislative and political action programs.

CSEA fights for you at the negotiating table, in the workplace, the community, the conference room, the hearing room, legislative offices and the court room.

You bet we're proud of who we are and what we do. We're working, every day, to make the lives of a quarter of a million public employees, and their families, more meaningful, prosperous and safer. We're all a lot better off when you say "Union Yes!"

LABOR DAY 1988

One constant in the labor movement, as with life itself, is change.

"A changing economy, new social realities and shifting political attitudes challenge our very reason for being," notes CSEA President Joe McDermott in his Labor Day message on page 3 of this issue of *The Public Sector*.

Tremendous change reshaped organized labor since workers celebrated the first Labor Day in September 1882. Most Americans lived and worked on farms in 1882. In 1988 fewer than 3 percent of Americans are engaged in agriculture. As recently as the 1950s, more than half the nation's work force was employed in manufacturing and construction. Today that figure is only 22 percent.

Millions of jobs have either been eliminated by new technology or exported to low-wage countries. More than 90 percent of all new jobs created in the 1970s were in the lowpaid, non-union service sector. The frightening fact is that today less than 15 percent of the workforce is organized.

One area of promise and growth for organized labor is the public sector. A hundred years ago, there was little public employment. Today an estimated 15 million people work for federal, state or local governments. More than one-third are unionized and each year large numbers elect to become union members.

CSEA has maintained and expanded its position as the largest and most effective public employee union in New York state.

CSEA's affiliation with AFSCME a decade ago created one of the largest unions in the AFL-CIO and major organizing victories since have made the international larger and stronger. Since 1960, public employee union organizing gains have accounted for 80 percent of all union growth.

Family issues were as important to trade unionists a hundred years ago as they are today. Then the concern was to oppose child labor and require compulsory public education. They fought to win pay adequate to support a family on the wages of the father alone.

Today labor fights for child care, pay equity and a restoration of public education neglected for the past eight years by the Reagan administration. Labor worries about helping the growing numbers of single-parent households in an era where it requires two wage earners to make the "family wage."

The changes confronting organized labor appear more complex than ever before, so labor must change as well.

"Unions must become more pro-active instead of reactive" is the way McDermott sees it. "It is not enough to shuffle paper to solve problems. We have to get at the root causes of problems."

That's the challenge facing unions this Labor Day. Millions upon millions of Americans continue, as they have done for more than a century, to look to unions for a humane alternative to the "survival of the fittest" philosophy of management.



It's been a very good year

Important strides forward and changes of many kinds marked the year since Labor Day 1987 for CSEA.

Public employees accomplished truly heroic deeds in early October when a fierce, freak snowstorm struck the northeastern United States.

CSEA expanded its base of influence by joining the state AFL-CIO. The union worked at full speed to gain important pension supplementation legislation for retirees; kept up an unrelenting attack on understaffing problems, particularly in the state's psychiatric centers and developmental centers, and pushed a wide variety of bills through the state legislature.

CSEA was a prime mover of the first-in-the-nation VDT law in

Suffolk County and successfully fought against residency laws in Nassau and Dutchess Counties. The union helped open more day care centers throughout the state and negotiated new contracts for state employees and for tens of thousands of local government workers during the year.

A new administration headed by President Joe McDermott took over the reins of CSEA, and CSEA became a truly major player in national politics by electing 16 representatives to the Democratic national convention.

McDermott has promised a new, bolder image for CSEA and the year ahead seems destined to be filled with more changes, more achievements and greater advances than ever before.



PUBLIC EMPLOYEES ARE IMPACT PEOPLE

Public workers potentially impact upon people perhaps more than any other group of employees. Public employees provide peace and fire protection, regulate community health standards, keep the transportation system working and operate the water and sewage systems. They keep the bureaucratic maze that touches lives in many ways as comprehensible as possible. In short, public employees on the job make a difference in

people's lives. Beyond their public sector jobs, they continue to help make society function more effectively. Public employees hold positions of responsibility in their community, participate in programs to aid youths, the elderly and the community in general, and volunteer for causes and campaigns too numerous to mention. Public employees — Where would you be without them?

A few who made a difference

These public workers distinguished themselves with courageous actions.



NANCY BERTCH—Monroe County "Nurse of the Year."

NANCY BERTCH

Nancy Bertch is one of the tens of thousands of CSEA members who make significant differences in the lives of many people. Bertch has been overseeing the extended care of scores of Monroe County citizens as a public health nurse for more than 19 years.

Recently her peers designated her Monroe County "Nurse of the Year." Bertch, who has also served as a school nurse and worked in the county's Well Child clinic, said she appreciates the vote of confidence from her fellow nurses.

As a public health nurse, Bertch visits the home of clients referred from the county hospital and health department.

"I happen to see mostly children right now," said Bertch. "I usually see the baby, try to answer any questions the mother may have about the baby's diet, how well it is growing and counsel the mother in any way necessary."

Bertch also visits senior citizens for follow-up treatment after discharge from the county hospital.

She said the most tedious part of her job is the voluminous amount of paperwork required for documentation and meeting Medicare requirements. Other than the paperwork, Bertch said she really enjoys her work and intends to keep on serving the people of Monroe County.

Heros is a titled reserved for the deserving. A hero is defined as "one distinguished for exceptional courage, fortitude, or bold enterprise, especially in time of war or danger."

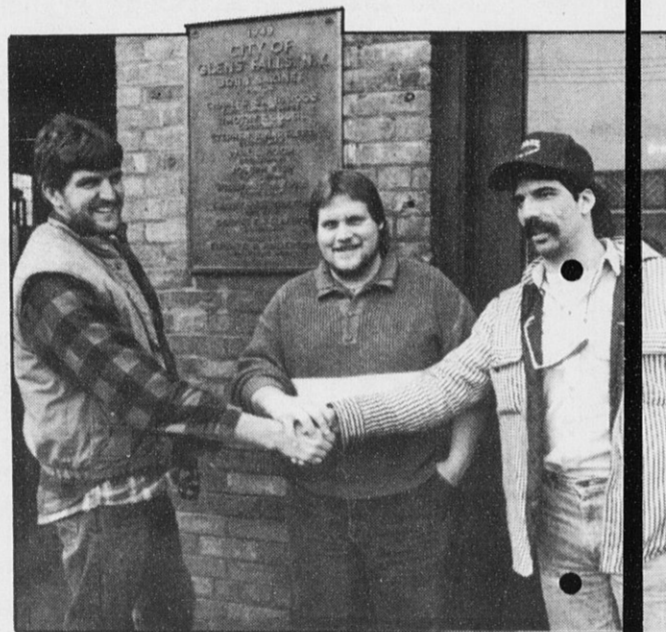
By their actions, which showed courage and quick thinking, several employees in the upstate communities of Glens Falls and Cohoes this year could be called heros. Certainly the people whose lives they helped save think so.

CSEA members in Glens Falls met their challenges on different days.

Richard Elmer was plowing the city streets of Glens Falls one day last winter when he saw flames coming from a house. Without concern for his own safety, Elmer awoke and rescued a family of five from the flaming structure.

James Russo, assisted by fellow Glens Falls employees Ron Mantero and Butch Genier, worked desperately to get an ambulance back on its mission to an emergency situation after it skidded off slick roads during a winter storm.

Walt Newton, also a Glens Falls employee,



GLENS FALLS CITY EMPLOYEES and CSEA members Rich Elmer, left, Walt Newton, center, and Tim Russo each helped save lives.

reacted effectively and with calmness when he assisted a stricken child who had suffered a seizure and swallowed her tongue. "She wasn't breathing (when he got to her) but everything worked out OK," Newton said.

Elmer, Russo and Newton are officers and stewards of the Glens Falls Unit of Warren County CSEA Local 857.

"We're all just public employees who are doing our job serving the needs of the public," Newton said. "Occasionally, those needs involve heroic actions."

Robert Flavin and Earl Dame are a couple of city of Cohoes employees who, in the course of performing their duties, came upon an early morning house fire. They, too, assisted a family from the burning building.

The above are but a few of the many situations that occur across the state in which public employees, because they are there doing their jobs and because they care enough to make a difference, helped someone in desperate need.

A trio of CSEAers honored by Canandaigua Chamber of Commerce for their heroism

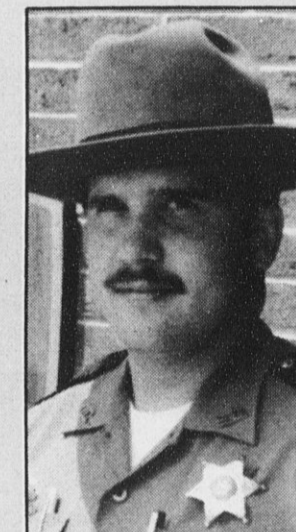
The opportunity to save a person's life is usually an unplanned event, a meeting of circumstances that come together at the right time with the right person or people courageous enough to meet the challenge.

Three CSEA members were recently honored for rising to that challenge. They were among individuals recognized during the 25th Annual Safety Council Awards dinner sponsored by the Greater Canandaigua Chamber of Commerce.

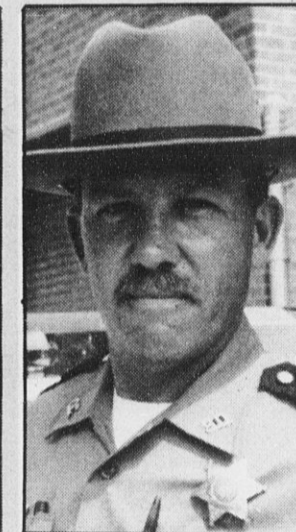
Robert Zink, a bus driver for the Victor Central Schools, was cited for his quick action in evacuating his bus which caught fire while he was driving. Zink drives a bus for handicapped children, and was honored for carrying a physically handicapped student to safety. Zink is a member of Ontario County CSEA Local 835.

Kevin Henderson and David Smith, deputies for the Ontario County Sheriff's Department, were honored for exceptional efforts in attempting to save the life of a suicide victim. Henderson and Smith used advanced techniques, including CPR, which prolonged the victim's life before he succumbed.

CSEA Region VI President Robert L. Lattimer called the actions of Zink, Henderson and Smith "in the finest tradition of public employees, doing their jobs above and beyond the call of duty."



KEVIN HENDERSON



DAVID SMITH



ROBERT ZINK

"above and beyond the call of duty"



One more way you can make a difference

Members of Hamburg Shop DOT Local 514 would like to help make things better for four-year-old Eric Whitlocke, who is not expected to regain the use of his arms and legs after being hit by a car while riding his bike about a year ago.

Local 514 members recently made a sizable donation to help defray mounting medical expenses for Eric, the nephew of DOT foreman Phil Funk. Eric needs special medical equipment at home after spending nine months in a hospital.

Local 514 suggests other CSEA members may wish to contribute to the cause. Contributions should be sent to Eric Whitlocke Fund, 86 Cedar Street, Akron, N.Y. 14001.

In photo at left are Local 514's Ray Jonak, left, Local Vice President Earl Smith, and Local Secretary Sharon Eck visiting Eric and his mother, Nancy Whitlocke, second from right.

Helping other people in time of need is just one more way public employees make a difference.

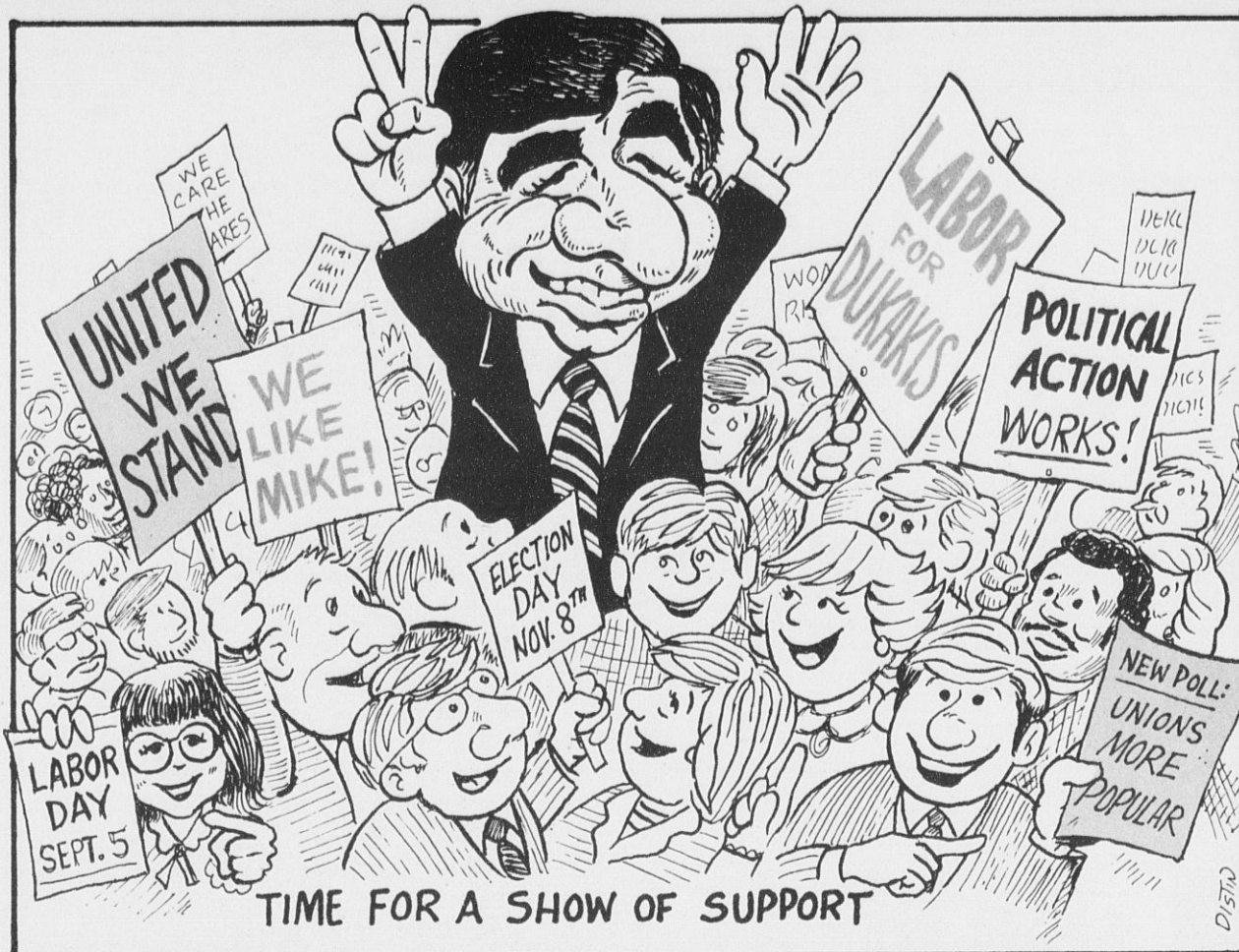
RETRO PAY FINALLY!

State employees represented by CSEA will finally receive retroactive salary increase checks on the first payday in October. The checks will contain 5 percent pay increases retroactive to June under terms of a new three-year contract ratified earlier this year.

Payment of the negotiated 5 percent increase was unduly delayed because of administrative problems in the state Legislature. The Senate and Assembly finally passed pay bills in August and Gov. Mario Cuomo signed the bills last week.

State Comptroller Edward V. Regan said the retroactive pay hikes will appear in paychecks on Oct. 6 for employees on the Institutional payroll cycle and on Oct. 12 for employees on the Administrative payroll.

Employees are also scheduled to receive a 5 percent pay increase next April and a 5.5 percent increase in April 1990.



Appeal renewed for contributions to John Sawyer Fund

OSWEGO — A second appeal for donations to the John Sawyer Fund to directly benefit the SUNY Oswego employee who was severely injured in a ditch cave-in has been issued by SUNY Oswego CSEA Local 611 President Dale Dusharm.

John Sawyer, 29, suffered the loss of his lower left arm and three fingers from his right hand plus severe burns and multiple injuries to his arms, legs, chest and back in the July 26 cave-in of a 12-foot deep ditch on the SUNY Oswego campus. He has a wife and children.

"We have received a number of

contributions but hope for better regional and statewide response when more locals, units and individual CSEA members hear details of John's accident and the fund drive," Dusharm said.

Donations should be sent to:
John R. Sawyer
CSEA Local 611 SUNY Oswego
Oswego, N.Y. 13126

Dusharm praised the live-saving efforts by Sawyer's fellow employees immediately following the cave-in.

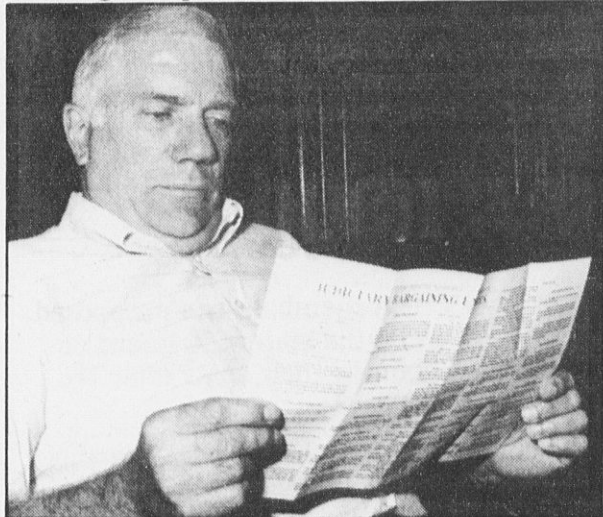
"The rescue of John Sawyer after the cave-in would not have been as effective

if it were not for the quick thinking and action by John Bricker, Charlie Haws, Glenn Van Beuren, Tom Seimbor and Phil Peterson. These guys literally dug John out with their bare hands, and they deserve to be credited with saving his life."

Dusharm met privately recently with the new SUNY Oswego president to discuss union safety concerns on campus. Dusharm said CSEA will closely monitor all safety situations but that he is "cautiously optimistic" that safety concerns will be addressed after meeting with the president.

Contract ratification ballots go out later this month on OCA agreement

Contract ratification ballots will be mailed out later this month to eligible members in the CSEA State Judiciary Unit. A tentative agreement calls for CSEA-represented employees of the Office of Court Administration to receive wage hikes totaling 16.3 percent over the next three



A CSEA MEMBER of the State Judiciary Unit reads contract information distributed by the union during a series of information meetings held around the state.

years.

Details of the agreement were provided in a series of membership informational meetings in CSEA's six regions. Members had an opportunity to ask questions of both CSEA staff members and negotiating team members who were involved in the five months of negotiations leading up to the tentative agreement.

Only CSEA members in good standing are eligible to vote on the tentative agreement. Agency shop fee payers may not participate in the vote.

The current contract expired March 31 but remains in effect until the tentative accord is formally ratified.

The timetable for the ratification vote is as follows:

Week of Aug. 29 — Text of contract mailed to members.

Week of Sept. 26 — Ratification ballots mailed to members.

Oct. 17, 5 p.m. — Deadline for return of ballots.

Oct. 18 — Ballots counted; results announced.

William Bucktooth dies in on-the-job accident

ALLEGANY — William Bucktooth, 44, a highway equipment operator, died Aug. 24 as a result of injuries sustained that day in an on-the-job accident on Route 17 near here.

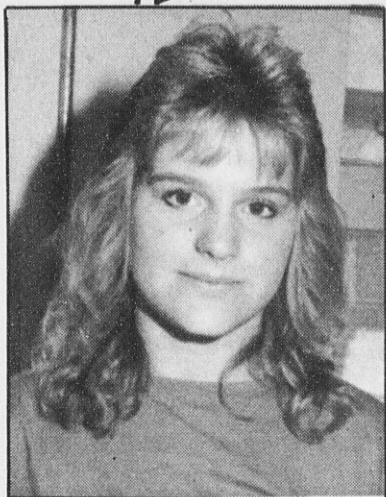
Bucktooth, a 12-year employee and member of Cattaraugus County State DOT Local 526, was operating a mowing tractor which was struck by a dump-truck on a closed portion of the highway, according to Local 526 President Michael Backus.

State police said Bucktooth made a U-turn along the shoulder of the road onto the eastbound lane of the unopened Southern Tier Expressway when he was struck by a truck working for the highway construction contractor. Bucktooth died of multiple internal injuries and a fractured skull while undergoing treatment at the St. Francis Hospital emergency room.

He is survived by his wife, the former Dora Mohr, his daughter, Nicole, his mother, Martha Pierce Bucktooth, three brothers and four sisters.

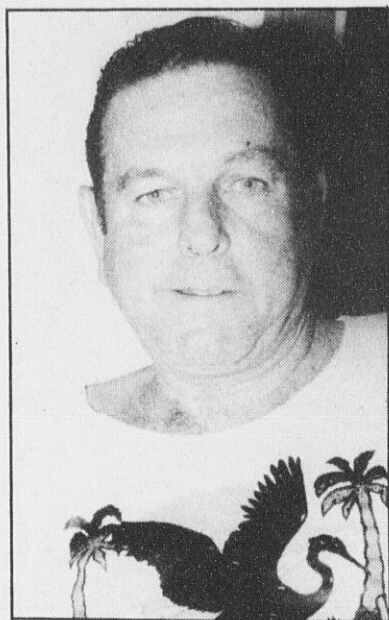


If you had five minutes with the U.S. presidential candidates, what would you tell them?



BRENDA NOWAK
Gowanda
Psychiatric Center
CSEA Local 408

"I'd fill their ears with my concerns about foreign trade, which is undercutting American workers; keeping the retirement age low, using the Social Security system for its original purposes, not falling for the Soviets' assurances on disarmament and prison reform."



TOM ZEH
Mamaroneck Schools
Westchester County Local
860

"I'd talk about the troubles in the world, the condition of the U.S., drug problems."



MARY LOU CAVANAUGH
Herkimer County
Community College
Herkimer County Local 822

"I'd tell them we are overtaxed and to stop wasting our money in Central America. They should concentrate on the problems in this country instead of trying to solve international problems first."



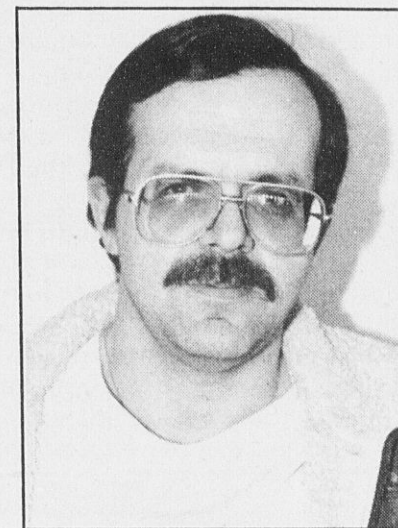
PATTY GIAMMATTEO
Transportation Office Asst.
Eastern Barge Canal Local
500

"With aid going to other countries to help them with their poor and homeless, what are you going to do to help the homeless people in our own country? I'd tell them to start taking care of AMERICA first."



DENISE LAGREGA
Dept. of Social Services
Nassau County Local 830

"I think helping the sick people should be number one on the agenda. I think they should start cleaning up the drugs, pollution and the waste."



WILLIAM KNOBLE
Dept. of Social Services
CSEA Local 010

"I would want to know what they intend to do about the drug problem and if they will break off relations with Panama and Columbia . . . With so many homeless people in New York City I'd like to know what they will do to provide affordable housing at decent rents."

Election set to fill vacancy on Board of Directors

Ballots will be in the mail Sept. 12 for a special election to fill a vacancy on CSEA's statewide Board of Directors.

The contested seat is a board vacancy from Essex County. Candidates in the order they will appear on the ballot are **Roberta Chandler** and **Nancy Kimball**.

Beginning Sept. 19, replacement ballots may be obtained by contacting Marcel Gardner at CSEA headquarters, 143 Washington Avenue, Albany, N.Y. 12210,

(518) 434-0191. The toll-free telephone number is 1-800-342-4146.

Ballots will be counted Oct. 3 following the 8 a.m. deadline for return that date. The election protest period ends Oct. 13. Results will be published in *The Public Sector*.

Candidates were given an opportunity to submit statements and photographs for publication in this edition of *The Public Sector* but none were received.

Four other CSEA members ran unopposed for vacant seats on the statewide Board of Directors and claimed their seats effective Aug. 29.

The four newest members of the Board of Directors are **Rita Wallace**, representing Nassau County; **Christine Covell**, Orleans County; **George Smith**, Otsego County and **Nick LaMorte**, Region I Local Government Educational representative.

Irene Carr

Statewide secretary has seen union grow

When Irene Carr first joined CSEA, she found herself in a situation not unlike many women today — she was a single parent who had to work to raise her son. Perhaps that's why she's become a crusader for women's issues in CSEA.

But be careful how you use the term women's issues around CSEA's longtime statewide secretary.

"I got involved with what appeared to be women's issues," Carr said. "Today, they're not women's issues. There aren't any women's issues really — the women's committee doesn't like to hear me say this. They're work and family issues, they really are."

Carr has long looked at the broader impact of issues. When she learned about the comparable worth study involving the state of Washington, she got more information, but the union did nothing for some time. When she brought up VDT problems (video display terminals), she got nominal attention; the same with child care.

"When I'd say comparable worth, they'd say 'no way honey, no way.' And with VDTs, they only gave a cursory examination, and you know what an issue that's become. Day care's become a big issue, too," Carr said. "I've been yessed to death."

Yet Carr has helped turn CSEA into a leader on many of these critical workplace issues. It all started simply enough when as an employee at a small Oneonta hospital, she joined the union.

"We had a supervisor who was local president. She was always very supportive of CSEA," Carr recalled. "Because it was a small office, she got us all involved. I hate to say it, but those were the days when the Blue Cross representative came around each week and collected. We had no contract, no health insurance."

Eventually, she became local president, just as the Taylor Law passed and changed the face of both public employment and CSEA. Then the hospital she worked at closed.

"It fell to me to find jobs for people," she recalled. "I worked with our senator at the time and with the Albany personnel office and the health department. It was a tough time because a lot of people didn't know they were going to be out of a job until they heard it on their car radios going to work. It was so unfair."

From there she served on different committees, joined a SUNY local and eventually served as Region V secretary for



eight years. Then the statewide nominating committee asked to put her name on the ballot for statewide secretary.

"I said OK," Carr said. "But I decided if my name was going to be there, I was going to campaign. I did not know what I was doing, I did not have help from anyone. I came in second (of three candidates)."

The incumbent, Dorothy McTavish, died during her term, and Carr was appointed statewide secretary in 1977.

"I for many years was the only woman officer. I was the secretary who took the minutes and kept my mouth shut. Well, they cussed and they swore and all talked at once and all those good things.

"So I got a whistle and put it on a gold cord around my neck. Then I blew it when they started. They hated it, they absolutely hated it," she said smiling. "I used that whistle during my campaign. They cleaned up their act a little. They still apologize to me when they use certain four-letter words."

It was her position as statewide secretary that led to her interest in "women's issues." In 1977, Carr was one of two CSEA members sent to observe the National Women's Conference in Houston.

"It was a real eye opener for me," she said. "Of course, I'd done my own thing for years as a single parent."

Carr, who by then had remarried, took what she learned from the conference back to CSEA and continued expanding her expertise.

"When I came back, I started talking and Irving Flaumenbaum, God love him, from Region I, said, 'We never should have sent her there. She hasn't shut up since,'" Carr

"I have to have a cause to fight for, I can't get up just to hear myself talk."

recalled. "I have to have a cause to fight for, I can't get up just to hear myself talk."

One of her biggest accomplishments and on-going projects is child care. New York state has more than 30 on-site day care centers for employees' children, and she is on the committee that administers the funding for the centers. She is still thrilled that the centers can now apply for operating grants, as well as the original start-up grants that had been available.

"These grants are very important because the centers have had to keep raising the fees and were putting CSEA parents out of the market really," Carr said. "Affordability and quality of care is what we're concerned about."

As much progress as New York has yet to make, Carr noted that she gets calls from all over the country from people in states where the day care services are nowhere near the level and quality of New York's.

After 11 years as statewide secretary and barely into her most recent term, Carr has no plans for retirement, contrary to rumors she's heard that she only ran to win and then resign.

"I have no plans to retire," she said emphatically.

In fact, CSEA President Joseph McDermott appointed Carr chair of the Committee for the 21st Century. While she is waiting until the current transition teams make their reports before calling a meeting, she already has a picture of where the union needs to go in its quest for progress.

"I've seen over the years progress in the way the union does business. I still think we have a long way to go to truly represent the membership," Carr said. "It took us a while to grow up after the Taylor Law. We have a lot of growing up to do and a lot of work to do. I see that we've got to look at linking our regions more with computerization.

"A lot of our members want to be heard. We need to take the time to sit down to listen to them," she added. "We have to rebuild respect for this union."

DANNY DONOHUE

EXECUTIVE VICE PRESIDENT

Danny Donohue admits it was sort of a joke when he ran a write-in campaign against the incumbent president of Central Islip Psychiatric Center CSEA Local 404 in 1975, but the joke turned out to be on him. He won.

Oh, he wanted to win, alright. But he knew very little about the union back then and thought he might have to give up one evening a month for a meeting.

Today he's lucky to spend one night a month at home.

That's especially true now that he's commuting between his home in Patchogue on Long Island and his new office in CSEA statewide headquarters in Albany. Donohue won a five-way race for CSEA executive vice president this summer and began a three-year term in the union's number two spot July 1.

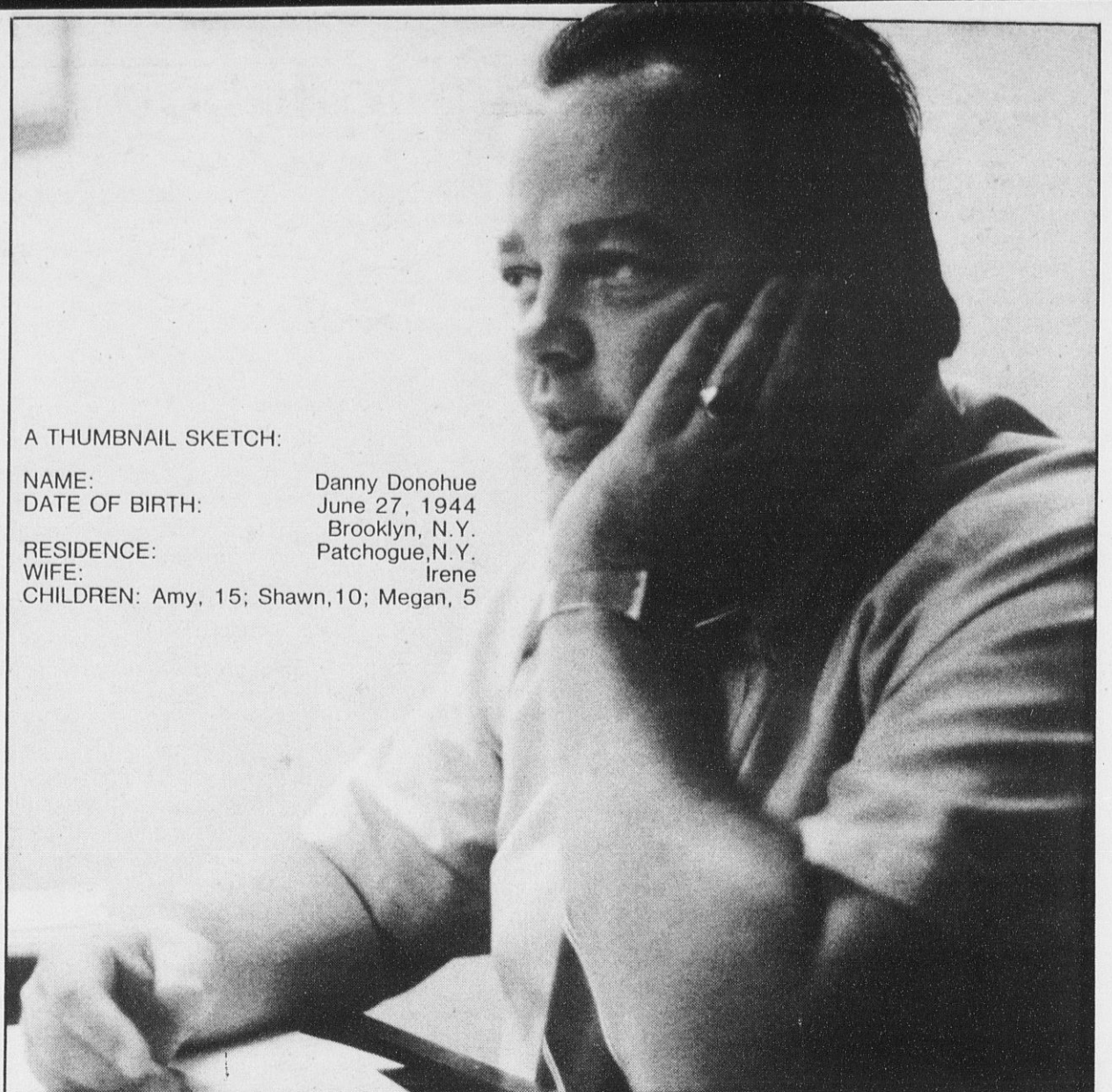
There was little in his first 10 years of CSEA membership to indicate his future within the union. He joined CSEA when he went to work at Central Islip Psychiatric Center as a therapy aide in 1965. He later switched jobs to a motor vehicle operator and along the way managed to become a CSEA shop steward. By his own admission, during those years he was "probably just looking at doing my job until I retired."

That changed in 1975 when he ran his winning write-in campaign for Local 404 president and his rise within CSEA has been nothing short of spectacular since.

He twice won re-election as local president. Donohue became a member of the Region I Legislative and Political Action Committee in 1976, chairman of the statewide Nominating Committee in 1977 and chairman of the powerful CSEA Mental Hygiene Presidents' Committee in 1978. That same year he was appointed to the state Mental Health Task Force, and became its chairman in 1979.

A THUMBNAIL SKETCH:

NAME: Danny Donohue
DATE OF BIRTH: June 27, 1944
Brooklyn, N.Y.
RESIDENCE: Patchogue, N.Y.
WIFE: Irene
CHILDREN: Amy, 15; Shawn, 10; Megan, 5



Also in 1979 Donohue was elected to CSEA's statewide Board of Directors and was elected first vice president of CSEA's Long Island Region. A few months later, on Aug. 27, 1980, at the age of 36, he was elevated to president of the 60,000-member region upon the death of long-time regional president Irving Flaumenbaum. Donohue proved to be a popular regional president, winning a second term unopposed.

In 1984 Donohue was elected an international vice president of the 1.4 million-member American Federation of State, County and Municipal Employees (AFSCME), CSEA's AFL-CIO international affiliate. He was re-elected to another term in July, shortly after winning the executive vice presidency of CSEA. He is the first downstater ever to win a CSEA statewide office.

"Now I know that little bit of comic levity (running for local president in 1975) that got me into this means people's lives, not just the members' but their families," he reflected recently. "If contracts aren't done

right, or people aren't protected, if we're not out there doing the best job we possibly can for those people, they lose. People can lose their homes, their families; some people actually die because of the problems they have."

Donohue's concern for, and his allegiance to, CSEA's rank-and-file membership cropped up dozens of times during a recent interview in his second floor office at the union's statewide headquarters building in Albany.

"The main thing that motivates me is concern for the people. I believe you can't do these jobs unless you really give a damn for the people," Donohue said. "This is not my union, or the officers' union, it's the members' union."

He said his advances up the union's leadership ladder is the result of "a lot of hard work by a lot of rank-and-file members. I'm a product of the membership."

He said he intends to continue to work for the membership as executive vice president of the powerful, 250,000-member CSEA.

"I intend to be a partner; not a junior or senior partner, but a partner. The members elected me to be a voice, to be a different perspective.

"The function of the union is not only to protect its members but to look to the future. The future is the membership if they remember it's their union; if they participate and make the union the kind of union they want it to be, then the union has nothing but a great future," Donohue said.

"We wash the face of that union every morning, everyone of us. If you're saying the union hasn't done anything, look in the mirror when you're done washing because you're looking at the union. If the union's done something, take the bows because it's your union. If we don't do it, who else will?"

DANNY DONOHUE QUOTES

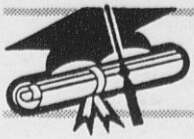
"If anybody sits here and believes that by act of God you were put in these offices and by act of God you'll be taken out, you're crazy . . . the membership is the supreme authority in this union."

"I'm not the union, you are. I'll lead you and if you don't want to follow me, fine, replace me. But if you know I'm right then get your buns out here with me."

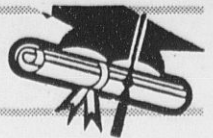
"The day we get people to forget they're Republicans and Democrats and remember they're union members, we've won. We wouldn't have to give a dime to a politician."

"I think CSEA should be in the forefront of the labor movement, in our rightful place in the labor movement, and that's at the head of it."

"A leader's job is not to just take a popular issue and walk in front of it, but also to lead when things are unpopular. People may not follow you, but that's what your job is."



Irving Flaumenbaum Scholars



The 1988 Irving Flaumenbaum Memorial Scholarships have been presented to 18 high school graduates about to embark on their college careers.

Three \$500 awards are presented in each of the six CSEA regions to the children of CSEA members. The winners were selected on the basis of academic performance, class rank,

standardized test scores, extracurricular and community involvement and financial need.

The scholarships are named for Irving Flaumenbaum, former Region I president.

The scholarship winners are highlighted on these two pages.



CSEA REGION I President Jerome Donahue, left, and Region Scholarship Committee Chair Dorothy Goetz, right, flank the scholars, seated, and their moms. From left, LeeAnne and Jean Fisher, Gregory and Dorothy Muller, Lisa and Linda Soper

REGION I

LEEANNE FISHER, a graduate of West Islip High School, is attending SUNY College at Geneseo. She is an English major.

She is the daughter of Jean Fisher, a member of Suffolk County Educational Employees CSEA Local 870.

GREGORY MULLER, a graduate of St. Mary's Boys High School, is attending New York University. He is majoring in journalism/communications.

He is the son of Dorothy Muller, a member of Nassau County CSEA Local 830.

LISA SOBER, a graduate of Centereach High School, is attending George Washington University. She is majoring in international affairs.

She is the daughter of Linda Macci, a member of SUNY at Stony Brook CSEA Local 614.



REGION II PRESIDENT George Boncoraglio presents a scholarship to Cheryl Gaskin. Looking on are winners Beverly Moy, center, and Joseph Blackette.

REGION II

JOSEPH BLACKETTE is attending Northwestern University to study bio-medical engineering.

He is the son of Margo Blackette, a member of Local 477.

CHERYL GASKIN is attending Columbia University as a liberal arts major.

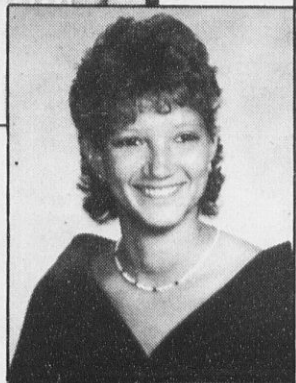
She is the daughter of Vernice Gaskin, a member of New York City State Employees Local 010.

BEVERLY MOY is attending Johns Hopkins University as a premed student. She also won the prestigious AFSCME Family Scholarship (see story page 18).

She is the daughter of Jane Moy, a local of New York City State Employees Local 010.



REGION III PRESIDENT Pat Mascioli, right, and scholarship committee member Diane Lucchesi, left, flank two region winners and their parents. They are, from left, Anne and Joseph Lauricello and Sarah and Caroline Dakin. Shown separately is Kim Krajieski.



REGION III

SARAH DAKIN, a graduate of Roy C. Ketchum High School, is attending Ithaca College. She is majoring in psychology.

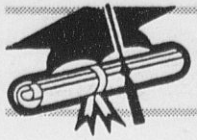
She is the daughter of Caroline Dakin, a member of Fishkill Correctional Facility CSEA Local 160.

JOSEPH LAURICELLO, a graduate of Clarkstown North High School, is attending Connecticut State College. He is majoring in health science.

He is the son of Anna Lauricello, a member of Rockland County CSEA Local 844. Joseph is the second child in his family to receive a Flaumenbaum scholarship. His sister Tina has won both the Flaumenbaum and McDonough scholarships through CSEA.

KIM KRAJESKI, a graduate of John F. Kennedy High School, is attending SUNY at Albany. She has not declared a major.

She is the daughter of Stanley Krajieski, a member of Westchester County CSEA Local 860.



Irving Flaumenbaum Scholars



REGION IV

WAYNE DECATUR is attending Hamilton College. He is majoring in biology.

He is the son of Ann Decatur, a member of Saratoga County Educational Employees CSEA Local 864.

DANIEL FOUGERE is attending Rensselaer Polytechnic Institute.

He is the son of Kathleen Fougere, a member of Rensselaer County Educational Employees CSEA Local 871.

ROBIN SIROIS is attending the University of Vermont. She is majoring in Liberal Arts.

She is the daughter of Ruth Hess, a member of Social Services CSEA Local 688.



REGION IV PRESIDENT C. Allen Mead, right, and Scholarship Committee Chair Bill Fetterling, left, present scholarships. With them, from left, are: Ann Decatur, a member of Local 864 (her son, Wayne, is pictured separately); Local 864 President Lester Cole; and Daniel, Colleen, Kathleen (front) and Daniel Fougere.

REGION V

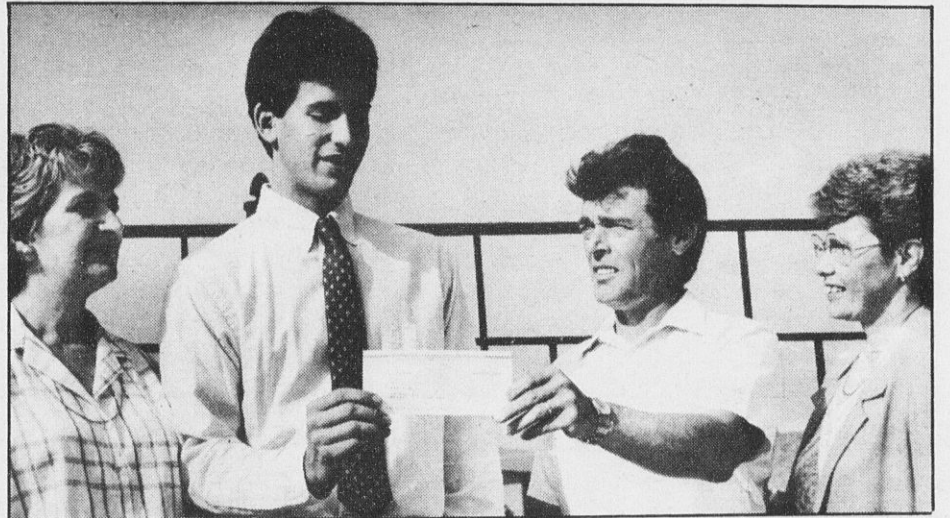


REGION V PRESIDENT James Moore, center, presents scholarships. With him are, from left, Local 834 President Dale King; Sally and Kelly Garrett; Local 833 Vice President Dorothy Penner-Breen; and Michelle and Joanne Melisko.

KELLY S. GARRETT, a graduate of Liverpool Senior High School, is attending the University of Buffalo. She plans to pursue a career in medicine.

She is the daughter of Sally Garrett, a member of Onondaga County CSEA Local 834.

MICHELLE MELISKO, a graduate of Utica Senior Academy, is attending Duke University. She is majoring in chemistry.



LOCAL 808 PRESIDENT Jack D. Wood Sr., second from right, and Horseheads School Unit President Marilyn Cundy, right, present a scholarship to David Witzel as his mother, Josephine, right, looks on.

She is the daughter of JoAnne Melisko, a member of Oneida County CSEA Local 833.

DAVID J. WITZEL, a graduate of Horseheads Central School, is attending Duke University. He is majoring in material science and chemical engineering.

He is the son of Josephine Witzel, a member of Chemung County CSEA Local 808.

REGION VI

DENNIS B. DONOVAN, a graduate of Horseheads High School, is attending Syracuse University. He is majoring in political science.

He is the son of Lorraine Donovan, a member of Steuben County CSEA Local 851.

BRIDGET GALLIVAN, a graduate of Mount Mercy Academy, is attending SUNY College at Geneseo. She is majoring in business management.

She is the daughter of Sheila Gallivan, a member of Buffalo State Employees CSEA Local 003.

ALAN PAUL ROIDES, a graduate of Edison Technical High School, is attending SUNY College at Brockport. He is majoring in telecommunications and journalism.

He is the son of Carmelena Roides, a member of Monroe County CSEA Local 828.



FROM LEFT are Sheila Gallivan, Bridget Gallivan, Dennis Donovan, Region Vice President Marie Prince, Lorraine Donovan, Carmelena Roides and Alan Roides (insert).

Top student wins union scholarships

By Lilly Gioia
CSEA Communications Associate

BROOKLYN — On the Chinese calendar, 1988 is a good year, the Year of the Rabbit; for 17-year-old Beverly Moy, it's been a banner one.

She's a winner of prestigious scholarships from both CSEA and AFSCME. Competing against more than 500 AFSCME and CSEA applicants for 1988, Beverly's honors wowed panel judges both at the George Meany Center for Labor Studies and CSEA's Scholarship Committee. The two unions awarded her \$8,500 to help finance her pre-medical studies at Johns Hopkins Medical School.

Jane Moy, a member of New York City State Employees CSEA Local 010, glows with pride at her daughter's many achievements. Beverly was valedictorian of the class of 1988 at Brooklyn's South Shore High School, earning a grade point average of 98.05. Secretary of the Honor Society, active in the orchestra and drama department and a member of the debating team, Beverly jump-started every day at

6:30 a.m. with a full day of school work. Then she worked 40 hours a week at a neighborhood clothing store from two to 10 p.m.

A weekend volunteer at Coney Island Hospital for the past three years, Beverly took a course that enables her to assist emergency room doctors with stitching wounds and reviving attempted suicide patients.

"I'm so turned on by all that activity," Beverly said. "It's exciting just being a part of it. I went to the hospital because I wanted to know if medicine was my career and now I'm more convinced than ever that it is."

Beverly's energy and tenacity isn't unique in her family. Overcoming obstacles is a way of life for the Moy family, who fled the tyranny of Chinese communists. Beverly's grandparents lost their home in China and were repeatedly beaten before they escaped to the United States and freedom.

The Moys, who have had to overcome prejudice, illness and language barriers, are standing tall this Labor Day with understandable pride in Beverly's accomplishments.



A victim of chronic asthma since infancy, Beverly has only praise for the care, support and encouragement she's received from her family.

"They went through a lot with me because I was always sick, I am just so lucky to have parents and a family like I do and have an education in America," Beverly said. "I just want to do the best I can and I know I'd be a great doctor."

To win the AFSCME scholarship, Beverly had to write an essay, "What AFSCME means to my family." Her essay describing the difficulties her family faced in America before her mother joined CSEA tells the story of a sickly little girl whose close and loving family fought courageously for a piece of the American Dream.

Excerpts from Beverly Moy's winning essay

It became clear that we needed another source of income Occasionally (my mother) would bring home clothes to sew. I soon grew accustomed to the loud, whirring sound of the sewing machine going into all hours of the night. I would read my lessons to her as she sat before the rickety machine.


At first, I did not understand where all these clothes came from My mother led me up the stairs of a creaky, dilapidated building The excruciating heat of that room enveloped me, leaving a sick wave of nausea. Rows of exhausted women sat in stiff wooden chairs, sewing laboriously. The sound of the sewing machines was deafening. Long after I left, the noise still rang in my ears. I could hardly believe that this was the place which was paying my mother to sew. Those poor women were working under hideous conditions. Back then, I didn't realize that they could be protected by labor unions.

(My mother) began working as a clerk at the New York state Department of Motor Vehicles ... For the first time, my family began to receive benefits that we never knew existed. We received free eye exams and eyeglasses in beautiful styles. We became able to purchase costly prescription drugs for only a few dollars. We could go to the dentist for routine cleaning and fillings and x-rays with no charge. Most importantly to me, we were able to avoid paying the monumental bills which the doctor charged us after visits and check-ups.

I remember asking my mother, 'Why do we get to go to the doctor for free?' She happily answered that it was a union benefit.

I am a firm advocate of unions. I feel that they are necessary in protecting a worker's well-being on the job. AFSCME has done wonders for my mother. With its clever negotiating, my family has been able to receive benefits which we could never have imagined. It helped us through many rough times.

AFSCME Family Scholarship Program



AFSCME's Family Scholarship Program will again offer the college-bound children of its members, including those in CSEA, a chance to win a substantial scholarship.

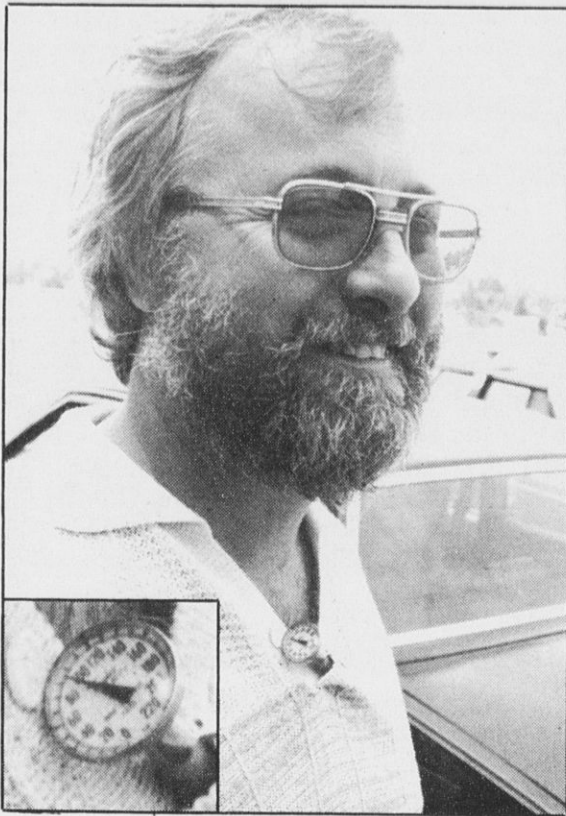
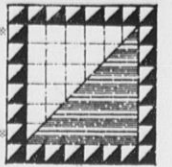
CSEA's international affiliate awards 10 scholarships each year for \$2,000; those scholarships are renewed for up to four years.

To apply for an AFSCME scholarship, the child of a member must fill out the AFSCME Family Scholarship Official Application form; write an essay of not more than 1,000 words titled "What AFSCME has meant to our family"; provide information on a parent's AFSCME membership; have the high school provide a transcript; submit results of the SAT or ACT tests; and send in the package in by the Dec. 31 deadline.

To get an application form, write:

AFSCME Family Scholarship Program
ATTN: Education Department
1625 L Street NW
Washington, DC 20036

THIS, THAT AND THE OTHER THING



The heat was on

During the recent heat wave that gripped New York for most of the summer, Stephen Ernhout, President of Ontario County Employees Unit of CSEA Local 835 kept a close personal check on the temperature. He must be one guy who gets hot under the collar.

Please note!

CSEA Pilgrim State Psychiatric Center Local 418 will have the Outreach mobile mammography van available to do breast exams on Mon. Sept. 26.

The exam is fully covered under the Empire Plan.

You should call the local at (516) 434-5119 for scheduling information.

Honor by the book

Jo-Anne Weinberg has been elected to the American Library Association Board of Directors, Young Adult Services Division.

Weinberg, a CSEA Shop Steward with the Town of Greenburgh Unit of Westchester County Local 860, has worked as a librarian for 18 years, seven years of which she has been employed in the Greenburgh Library.

As a member of the Board of Directors, Weinberg will participate in setting policy and overseeing committees in the Young Adult Division. The ALA sets standards for library services and criteria for librarians.

Weinberg said she will attend two meetings per year for the 40,000 member organization. Approximately 15,000 ALA members are in the Young Adult Services Division.



Attention!

In addition to having a new president — Rita Wallace — Nassau County CSEA Local 830 has a new office address:

400 County Seat Drive
Mineola, N.Y. 11501

And a new telephone number:
(518) 535-2919

MOVED?

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

CHANGE OF ADDRESS

Name _____ Social Security No. _____

MY OLD ADDRESS WAS:

Street _____
City _____ State _____ ZIP _____

MY NEW ADDRESS IS:

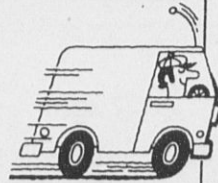
Street _____
City _____ State _____ ZIP _____

My employer is: _____

My work location is: _____

I am a member of CSEA Local _____

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



A good time had by all

Fun and games were the order of the day, above, when the folks from CSEA Region VI got together for their annual picnic at Letchworth State Park. But there was a surprise in the works as well — a birthday cake for CSEA Secretary Irene Carr, Region VI President Bob Lattimer and Monroe County CSEA Local 828 President George Growney, right.



Special summer visitor

By Charles McGeary
CSEA Communications Associate



DICK ABBOTT and THOMAS KEHOE

"We hope he enjoyed his summer with us and pray that his future will bring peace and happiness"

SYRACUSE — Dick and Mary Abbott would never classify themselves as do-gooders. Hard-working, concerned parents, yes, but not ones in search of a trendy cause or rally.

Dick Abbott is a 50-year old drainage maintenance helper for Onondaga County and a member of CSEA Local 834. Mary, his wife, is a busy homemaker for her husband and four very active sons.

"I suppose you could call us an average Central New York family," says Dick Abbott. "We're close-knit and enjoy doing things together like most American families."

NEW MEANING

But something happened to the Abbotts four years ago that was to add a new dimension and meaning to their family life. It was a decision to attend a fund-raising event for Project Children, a rapidly growing program that brings children from the violence and "troubles" in Northern Ireland to spend six weeks of peace and freedom with host families in the United States.

"We attended our first meeting at a local high school. We learned how the program works and how funds are raised to fly the children here and host them for six weeks," Abbott explained.

"As you might expect, we were hesitant to get involved — with four active boys of our own at home,

Mary keeps busy. But, we talked it over as a family, and decided to apply last year," Abbott continued.

LEARNING EXPERIENCE

"The first youngster we hosted was a learning experience for all of us, but it took him only a few days to overcome nervousness and settle into being part of the family. We continue to hear from him several times a year."

The 1988 decision to host another child was also a family decision. The Abbotts, along with hundreds of other Central New Yorkers, took part in all manner of fund raisers.

"The more we got involved with people with the same project interests, the more we wanted to share our summer with another youngster this year," Abbott continued.

THIS YEAR'S GUEST

In June the Abbotts offered a warm family welcome to Thomas Kehoe, a 12 year-old from County Armagh, Northern Ireland.

The six weeks that followed for Tommy Kehoe were fun-filled with golf, visits to the zoo, side trips to Niagara Falls, and family camping trips on weekends to the sandy shores of Lake Ontario.

Putting thoughts of the trouble in Northern Ireland aside, Tommy Kehoe had the time of his life, enjoying a summer of freedom, adventure and fun with boys his own age.

"We treated him as one of the family," says Mary Abbott. "When he did something wrong he heard about it. No special treatment and I think he appreciated that."

HARD TO SAY GOODBYE

Thomas Kehoe has returned to his native Northern Ireland to begin where he left off six weeks ago. As expected, there were scenes of sadness for all as the children bid their farewells to host parents and family members.

"He is a brave lad," Dick Abbott said, "we gave him our farewell hugs and he said goodbye with a firm handshake and a sincere thank you."

With a touch of sadness in her voice, Mary Abbott offered a closing remark. "Although our boys are as active as ever, it's quiet and a little lonely without Tommy Kehoe. We hope he enjoyed his summer with us and we hope and pray that his future will bring peace and happiness."

CSEA members interested in Project Children information may contact Kathleen Kelly in the Central New York area:

P.O. Box 487

Syracuse, NY 13206

Elsewhere contact:

Denis Mulcahy

Director of Project Children

P.O. Box 933

Greenwood Lake, NY 10925