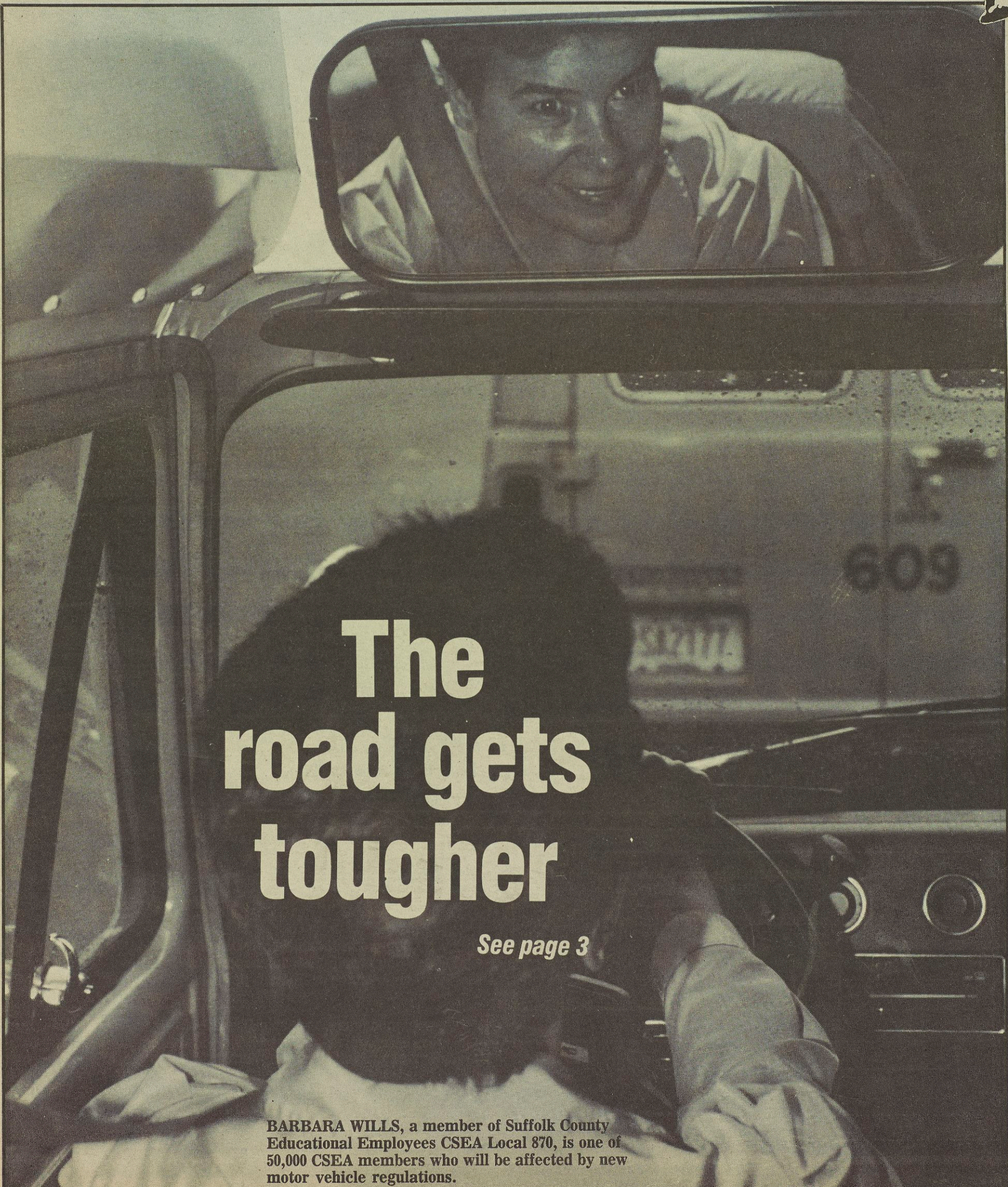


THE PUBLIC SECTOR

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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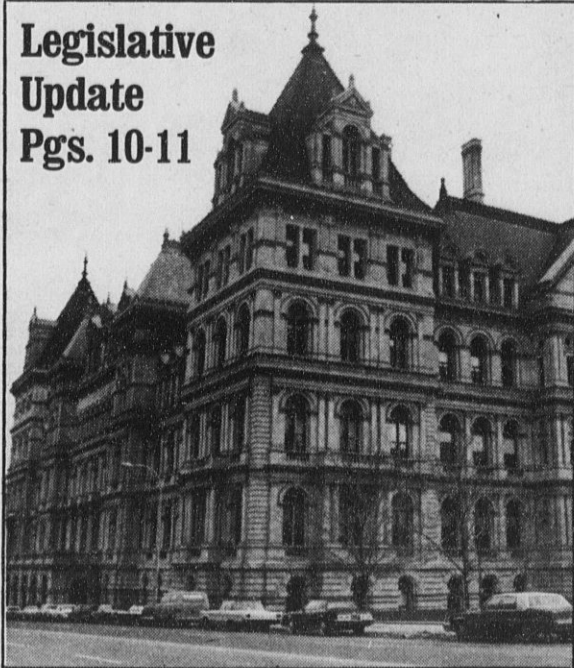
The road gets tougher

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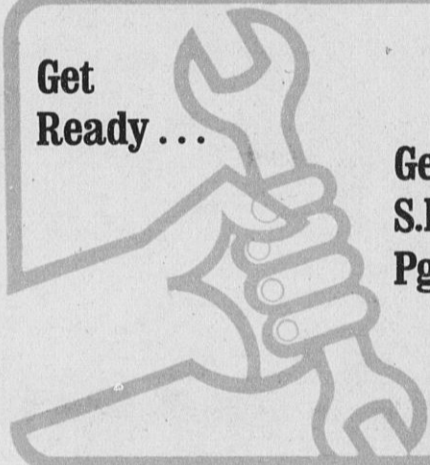
BARBARA WILLS, a member of Suffolk County Educational Employees CSEA Local 870, is one of 50,000 CSEA members who will be affected by new motor vehicle regulations.

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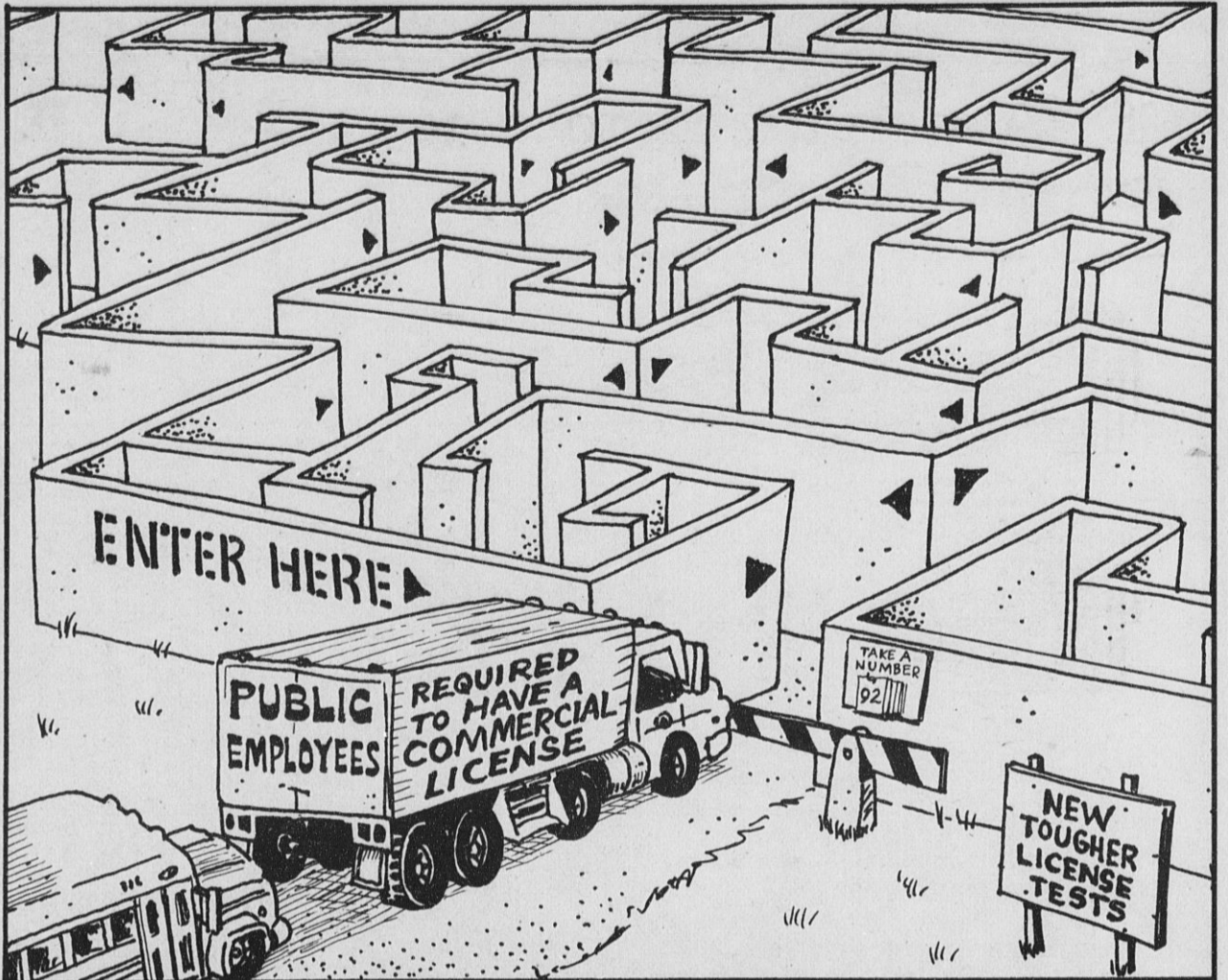
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Get S.E.T.
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CSEA monitoring tougher driving regulations

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

“And you can quote me on that...”

“We need a budget that meets the needs of New Yorkers without putting people out of work. We need a budget that recognizes the demand the state puts on the shoulders of local governments and shares responsibility for those demands. We need a budget that recognizes that belts can only be pulled so tight before they break.”

—CSEA President Joe McDermott, addressing the governor and state lawmakers at the PEC legislative breakfast.

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CSEA monitoring tougher commercial driving regs

One for the road

By Stephen Madarasz
CSEA Communications Associate

ALBANY — CSEA members who are normally in the driver's seat will soon be facing a whole new challenge even before they hit the road.

Federal law requires that New York state comply with tougher commercial driver's licensing guidelines. And that means some major changes could be in store for about 50,000 CSEA members over the next three years.

But it is still unclear just exactly what the changes will be for most of those members.

Under the federal law, states have the flexibility to choose a number of options on how they come into compliance.

To be sure that the changes are made with as little disruption to CSEA members as possible, CSEA President Joe McDermott has appointed an ad hoc committee to monitor the Department of Motor Vehicle and the state Legislature's actions and provide information to the membership.

Among the changes that will be implemented are more difficult written and driving test requirements for commercial motor vehicle licenses.

However, many drivers could be "grandfathered-in" on the driving test. All commercial motor vehicle operators will have to take the written test. The criteria for "grandfathering" has yet to be established.

Action will most likely be taken during the current legislative session. That means new testing could begin as early as the fall of this year. All commercial motor vehicle operators have to be licensed under the new federal law by April 1, 1992. If a state does not comply with the provisions of the act, it will lose federal highway funding.

The intent of the tougher regulations is to improve the driving quality of commercial motor vehicle operators, remove problem drivers from the road and prevent drivers from holding multi-state licenses.

"You're talking about a lot of people possibly being hit right in their livelihood," said Francis "Skip" Dunham, who chairs CSEA's ad hoc committee on the changes. "We want to make

Among the changes that will be implemented are more difficult written and driving tests for commercial motor vehicle operators



Members of the committee

Francis Dunham,
chairperson
CSEA Local 835
Region VI

Shirley Ponkos,
chairperson, Local
Government Executive
Committee
CSEA Local 811
Region IV

Milo Barlow
CSEA Local 676
Region IV

Douglas Persons
CSEA Local 857
Region IV

Charles Whitney
CSEA Local 505
Region V

Jack Cassidy
CSEA Local 507
Region III

Thomas Blake
CSEA Local 815
Region VI

Ross Hanna
deputy director for contract
administration
CSEA Headquarters

Ed Catrine
assistant to the deputy
director for local
government
CSEA Headquarters

sure that people get the help they need to pass the new requirements without problems."

Dunham said CSEA is pushing for written and video test preparation materials from the state.

In addition, the union wants to see drivers with clean records exempted from the new driving test requirements.

CSEA is also concerned that the cost of the regulations may be passed along to commercial motor vehicle operators in higher licensing fees.

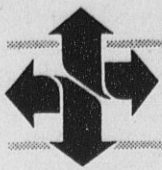
"Other states are charging fees in the \$40-\$50 range for commercial motor vehicle licenses," Dunham said. "We have to be certain that the state doesn't get any ideas about a \$100 fee as a way to deal with the budget deficit."

Dunham said CSEA hopes to have a better idea about where the state is heading on these issues some time in March.

The definition of a commercial motor vehicle is a motor vehicle or combination of motor vehicles used in commerce to transport passengers or property if the motor vehicle:

- has a gross combination rating of 26,001 or more pounds including a towed unit with a gross vehicle weight rating of more than 10,000 pounds; or
- has a gross vehicle rating of 26,001 pounds or more; or
- is designed to transport 16 passengers or more including the driver; or
- is of any size and is used in the transport of hazardous materials requiring the vehicle to be placarded under the requirements of the Hazardous Materials Transportation Act.

The Public Sector will provide updates on changes in the commercial motor vehicle license regulations as they develop.



New ethics law keeps tabs on you

Jan. 1 marked more than just the start of 1989 for thousands of New York state employees. It marked the day when a new ethics law went into effect — a law that requires all employees in policy-making positions and those earning more than \$30,000 a year to file financial disclosure statements.

CSEA has been critical of the law as it relates to the people we represent. Union President Joe McDermott argues that a vast majority of CSEA members should not be required to file financial disclosures.

The State Ethics Commission, which is enforcing the new law, now agrees. It has set up a process to exempt thousands of workers.

However, while most members will more than likely be exempted, some may be required to comply with the law's provisions.

In the meantime, here's some important information that you should know about the Ethics in Government Act:

WHO IS AFFECTED BY THE NEW ETHICS IN GOVERNMENT ACT?

All state officers and employees who earn annual compensation in excess of \$30,000 are required to file a financial disclosure statement unless exempted by the State Ethics Commission.

Individuals who serve in policy-making positions must file a financial disclosure statement regardless of salary and cannot be exempted from filing.

WHAT IS A POLICY-MAKING POSITION?

For the purposes of this Act, policy-making positions are those which include all or some of the following responsibilities: negotiation, authorization or approval of contracts, leases, licenses, the purchase of goods or services, the obtaining of grants of money or loans or the adoption or repeal of rules and regulations.

WHEN MUST I COMPLY WITH THE TERMS OF THE ACT?

Exemptions must be requested before April 1; however, CSEA is requesting exemptions for all of its members who might be affected.

Persons not exempted must file their financial disclosure statement on or before May 15 each year.

WHAT HAPPENS IF I DO NOT FILE A FINANCIAL DISCLOSURE STATEMENT AS REQUIRED?

Anyone who knowingly and willfully does not file or makes a false statement may be fined up to \$10,000. Alternatively, the individual may be charged with a violation that may be punished as a Class A misdemeanor.

WHAT IS INVOLVED IN FILING A FINANCIAL DISCLOSURE STATEMENT?

Detailing the status of your finances and outside business and political interests of yourself and in certain instances, spouse and/or children.

WHAT HAPPENS TO THIS ANNUAL FINANCIAL DISCLOSURE STATEMENT?

Most of the material contained in the form becomes a matter of public record unless you receive a full or partial exemption.

WHO IS EXEMPTED FROM FILING A FINANCIAL DISCLOSURE STATEMENT?

The State Ethics Commission may exempt individual

employees or groups of employees, such as specific job titles, if it determines the exemption to be in the public interest.

CSEA is filing for exemptions for the job titles of every one of its members who earns more than \$30,000 a year or will earn more than \$30,000 a year in the near future. So far CSEA has filed on behalf of members in 229 different job titles. Exemptions for several hundred more titles will be requested.

IS THE EXEMPTION AUTOMATIC WHEN CSEA REQUESTS IT?

No. But there is a reasonable expectation that it will be granted.

HOW DO I KNOW IF MY EXEMPTION HAS BEEN GRANTED?

If you are not exempted, you will receive a financial disclosure reporting form from the Commission requiring you to file.

IF I RECEIVE THE FORM, DO I HAVE ANY ALTERNATIVES?

You, as an individual may apply for an exemption from:

- (1) the requirement to file the entire financial disclosure form
- (2) the requirement to report any one or more items which pertain to your spouse or unemancipated children; or
- (3) you may also request that one or more items you have reported be deleted from the copy that is available for public viewing.

IS THERE ANY APPEALS PROCESS FOR EXEMPTION REQUESTS?

The State Ethics Commission must still establish one. Ultimately, you may challenge a denial through a court proceeding.

DOES THE ACT AFFECT ME IF MY SALARY IS MORE THAN \$30,000 A YEAR WHEN YOU ADD IN OVERTIME, TUITION REIMBURSEMENT, WORK CLOTHING OR OTHER BENEFITS?

No. The Act applies to employees whose base salary is more than \$30,000.

WHAT IF MY BASE SALARY GOES OVER \$30,000 NEXT YEAR?

CSEA is filing for exemptions for all job titles with members whose salaries are anticipated to go over \$30,000 in the next few years.

Once an exemption has been granted for a job title, no further exemption requests have to be made, either now or in the future.

IF I AM IN AN EXEMPTED JOB TITLE BUT TAKE A PROMOTION OR TRANSFER TO A NON-EXEMPTED JOB TITLE, DOES MY EXEMPTION STILL APPLY?

No. The exemption applies to the job title. If you move to another position that has not been exempted, you will have to file a financial disclosure statement.

DOES INCOME FROM ANOTHER JOB APPLY FOR THE PURPOSES OF THE ACT?

Outside income is not considered as part of the \$30,000 threshold, but if you hold another job, be aware of the following:

Under the Act, outside employment is prohibited where it could require appearance or services in relation

APPLICATION REQUESTING AN EXEMPTION FROM FILING A FINANCIAL DISCLOSURE STATEMENT
EMPLOYEE ORGANIZATION OR STATE AGENCY

State of New York
STATE ETHICS COMMISSION
P.O. Box 23807, Albany, NY 12201-2007

1. Name of employee organization or state agency requesting exemption.

2. Name of individual authorized to file on behalf of the employee organization or state agency and work address.

NAME _____
STREET _____
CITY _____ STATE _____ ZIP _____

3. Title(s) of the positions or job classifications for which an exemption is requested. Title code if known, and annual compensation.

TITLE	TITLE CODE	ANNUAL COMPENSATION
_____	_____	_____
_____	_____	_____
_____	_____	_____

4. List each state agency where such title(s) or job classification(s) is located.

5. Do any of the duties of the title(s) or job classification(s) involve the negotiation, authorization or approval of: (Check either Yes or No for each)

(i) contracts, leases, franchises, revocable consents, commissions, variances, special permits, licenses, permits or other forms of permission to engage in a profession, trade, or occupation, or to engage in any business activity regulated by a regulatory agency, which in the absence of such license, permit or other form of permission would be prohibited. Yes No

(ii) the purchase, sale, rental or lease of real property, goods or services, or a contract therefor. Yes No

(iii) the obtaining of grants of money or loans. Yes No

(iv) the adoption or repeal of any rule or regulation having the force and effect of law. Yes No

6. State the reasons which support the position that the duties of the title(s) or job classification(s) do not involve any of the duties set forth in (i) above. (Use additional sheets if necessary.)

7. Attach a copy of the duties and specifications of the title(s) or job classification(s) for which an exemption is requested.

Signed: _____
On behalf of: _____
Date: _____ (Employee Organization / State Agency)

NOTE: An employee organization which requests an exemption from filing a financial disclosure statement with the State Ethics Commission, must also file a copy of its request with the appointing authority of the state agency or agencies where the title(s) or job classification(s) are located.

to any matter before a state agency in connection with purchasing, renting property, providing goods or services, rule-making, licensing or obtaining grants of money or loans.

While this is a tightening of conflict of interest restrictions, there is no blanket prohibition on outside employment when there is no conflict of interest.

Additionally, employees must still follow any rules on outside employment that their appointing agency may already have. However, any attempt to change these rules would be a mandatory subject of negotiation. Agencies cannot unilaterally impose new restrictions in this area under the guise of "new ethics legislation."

DOES THE ETHICS IN GOVERNMENT ACT HAVE ANY IMPACT ON LOCAL GOVERNMENT EMPLOYEES?

Yes. On Jan. 1, 1991, the rules and regulations currently in effect for state employees will also apply to them if no other rules have been adopted by the local government.

Before then, local governments are free to establish their own standards, but only with the union's consent since it is a mandatory subject of negotiations.

If standards are enforced without consent, an improper practice charge should be immediately filed against the employer.

ARE THERE ANY OTHER ASPECTS OF THE ACT THAT I SHOULD KNOW?

Yes. There are two prohibitions that apply to all individuals who leave state employment.

- (1) For a period of two years after leaving state employment an individual may not appear before his former state agency or receive money for any services rendered on behalf of anyone else that relate to any matter before his former agency.
- (2) There is a lifetime prohibition against rendering any service before any state agency or being paid for any service that relates to any case, application or transaction that the individual was directly concerned with while employed by the state. Note: A recent court decision has held that these two prohibitions cannot be applied retroactively to state employees who left their positions prior to the Act taking effect. An appeal is expected.



CSEA President Joe McDermott, center, shared the podium and a lighter moment with Gov. Mario Cuomo, left, at the Public Employee

Conference's annual Legislative Breakfast. But the governor's remarks were anything but a laughing matter for public employees.

Lines drawn in budget battle

ALBANY — There's no doubt Gov. Mario Cuomo knows exactly what CSEA President Joe McDermott and other top state labor leaders think about his proposed state budget.

McDermott and other leaders of the Public Employee Conference held nothing back when addressing the governor and state lawmakers recently at the organization's Legislative Breakfast.

But judging from Cuomo's remarks at the event, there's going to be a tough battle ahead.

McDermott and others were not shy about stating their opposition to any budget plan that lays off state employees and shifts red ink to local governments. The CSEA leader called on the governor again to delay any further income tax cuts until it's clear the state can afford them.

"We need a budget that meets the needs of New Yorkers without putting people out of work," McDermott said. "We need a budget that recognizes the demand the state puts on the shoulders of local governments and shares responsibility for those demands."

"We need a budget that recognizes that belts can only be pulled so tight before they break."

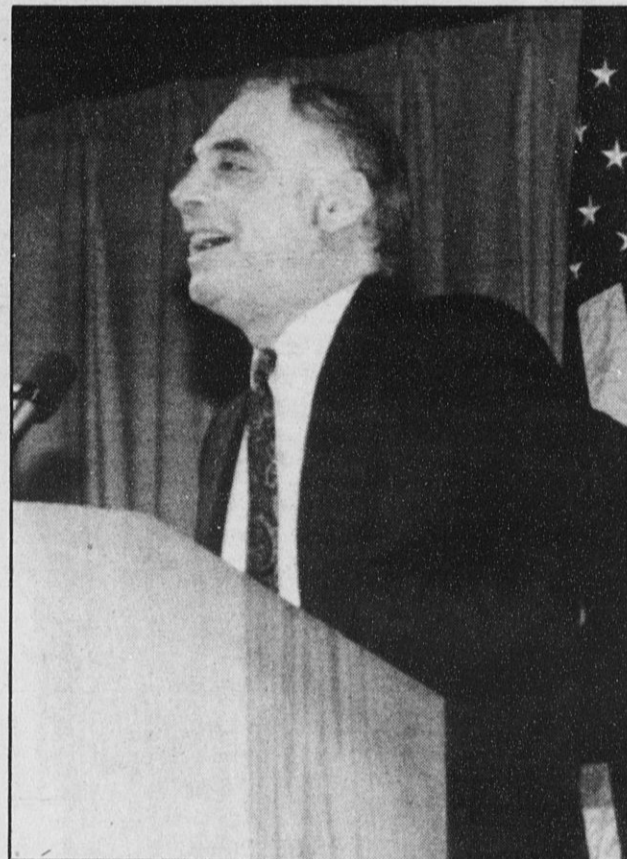
Despite the strong sentiment, a defiant Cuomo stood his ground, maintaining that his proposal is sound and fair.

He said those who predict it will result in doom and gloom are irresponsible and bluntly told the labor leaders and legislators: "That argument won't work with me."

An animated Cuomo also went on to chastise critics of his plan as selfish and short-sighted.

But public employees were also assured at the event that they have allies in the state legislature. Leaders of the state Assembly and Senate expressed some misgivings about the governor's plan and indicated they will be far more flexible in addressing concerns.

Assembly Speaker Mel Miller said he agreed with Cuomo on the need for restraint



ASSEMBLY SPEAKER MEL MILLER likened the proposed budget to a "crazy diet."

in light of the state's \$2.6 billion deficit. But he also said that state ought to consider stretching out the planned tax cut over four years instead of two in order to get past the current crisis.

He likened the governor's plan for drastic cut-backs to "one of those crazy diets" where you try to lose all the weight at once. Miller said that he would prefer a more gradual approach.

Senate Labor Committee Chairperson James Lack, filling in for Senate Majority Leader Ralph Marino, also pledged to stand "shoulder to shoulder" with the public employee unions to oppose layoffs.

Judging from the lines drawn at the Public Employee Conference event, the "Battle of the Budget" is just heating up.

And it's going to get a lot hotter over the next two months.



SENATE LABOR COMMITTEE CHAIRPERSON JAMES LACK pledged to stand "shoulder to shoulder" with public employees to oppose layoffs.

STATE LAYOFFS

No news on the numbers

The question of how many state workers will actually be laid off as a result of the proposed state budget for fiscal year 1989-90 was still unanswered at press time.

There is no doubt, however, that the threat of layoffs sends a ripple of apprehension throughout the state workforce. Fear of the unknown will soon give way to even greater distress when layoff notices are handed out to possibly hundreds of state employees whose positions are targeted for elimination.

All state agencies have already submitted preliminary plans to a management task force on how to reduce their workforce to meet layoff quotas.

Between now and March 10, according to a state timetable, agencies are identifying affected employees and making preparations for layoff notices, identifying employees eligible for re-training and preparing for the involved process of bumping, reassignment and retreat of employees affected by layoffs.

For employees, the crucial date is March 16. On that day employees affected will receive layoff notices and be informed that layoffs will be effective April 12.

A great deal of uncertainty will continue well beyond March 16, however. The complexity of the civil service layoff procedure means that, in some cases, people who receive layoff notices will not, in fact, be the people who eventually are laid off.

The proposed budget calls for about 2,100 state jobs to be eliminated. The state estimates the actual number of layoffs will be between 500 and 800 people after attrition and transfers to vacancies unaffected by job reductions.

That number will be further reduced by workers eligible to participate in a proposed \$12 million re-training program for those affected by layoffs. The money will temporarily fund, for six months, salaries of employees selected for the retraining program.

Here's the remaining timetable for

implementing the proposed layoffs as listed by state officials:

- Feb. 15— Agencies execute plans
- March 10 identifying affected employees and provide for employee notice, bumping, retraining, relocation, etc.
- March 10 Employees for whom retraining opportunities are available begin process of counseling, program identification, etc.
- March 16 Employees who will be impacted by the reduction in force layoff are given notice of the effective date — April 12, 1989.
- April 12 Layoffs effective.
- April 13 Employees designated for retraining are placed on temporary items and retraining programs commence.

Union ready with assistance, information

For anyone facing the prospect of going off the payroll because of the state's reduction in force, there are many things to consider.

Understanding layoff procedures is important in being assured your rights are protected. And anyone facing layoff needs to consider the status of such items as health insurance, dental, optical and prescription drug programs.

A detailed booklet has been prepared by CSEA's research department to provide helpful information concerning all aspects of layoffs. The "Layoff Information Booklet" is being distributed to all CSEA state, local and unit presidents. A limited supply will also be available at CSEA regional offices soon.

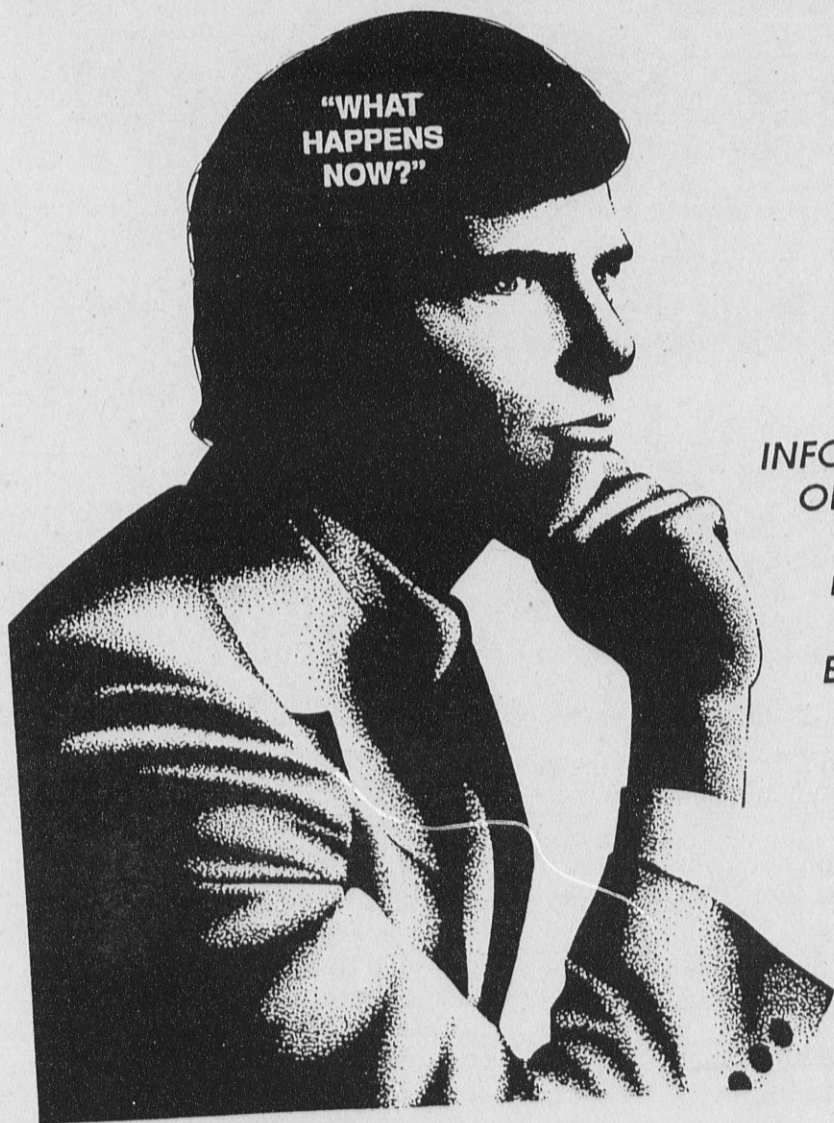
Additionally, CSEA, in cooperation with the Department of Civil Service and the Governor's Office of Employee Relations, is preparing a video which discusses the layoff procedure in detail and explains employee rights under layoff situations. CSEA state, local and unit presidents will be able to schedule the video by contacting the appropriate CSEA regional office.

Important specifics pertaining to the layoff procedure will be published in the next edition of *The Public Sector*.

Employees who are laid off and placed on a civil service preferred list are eligible for a one-year dues-free membership in CSEA but the employee must apply for the dues-free status. State employees who received benefits under the CSEA Employee Benefit Fund until being laid off may continue coverage by making direct payments to maintain participation in dental, optical and prescription drug plans. Participation in CSEA-sponsored life and accident and sickness plans may also be continued after layoff through direct billing arrangements. Participation in CSEA-sponsored insurance programs is contingent upon maintaining CSEA membership.

Detailed information concerning continuation of benefits will be published in the next edition of *The Public Sector*.

LAYOFF INFORMATION BOOKLET



INFORMATION
ON LAYOFFS
FOR
NEW YORK
STATE
EMPLOYEES

CSEA

Prepared and Edited by the
RESEARCH DEPARTMENT of the
Civil Service Employees Association, Inc.
Local 1000 AFSCME, AFL-CIO
143 Washington Ave., Albany, NY 12210

All 106 seats on statewide board up for election

Nominations open March 3 for statewide board of directors

ALBANY — Nominations open March 3 for all 106 seats on CSEA's statewide Board of Directors.

Under the union's open election procedures, any member in good standing can have his or her name placed on a ballot by obtaining the required number of CSEA member signatures on an official petition form.

In order to be eligible, a candidate must have been a member in good standing of CSEA since June 1, 1988, and continuously paid membership dues since then. In addition, he or she cannot be a member of a competing labor organization and must not be serving a penalty imposed by the CSEA statewide Judicial Board.

In the State division, a candidate needs petitions signed by not less than 10 percent of eligible voters in the department or agency he or she wishes to represent. Not more than 450 signatures are required.

In the Local Government division, a candidate needs petitions signed by not less than 10 percent of eligible voters in the local

he or she wishes to represent. Not more than 450 signatures are required.

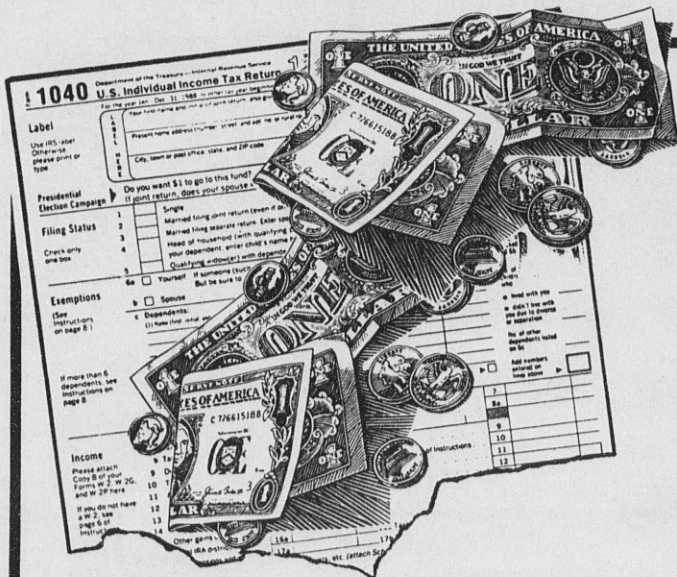
Educational locals which share a representative require valid signatures calculated on the combined number of eligible voters in all educational locals in their particular CSEA region. Not more than 450 signatures are required.

The union's statewide Election Committee will oversee the balloting which will be conducted by the Independent Election Corp. of America, Lake Success, N.Y.

CSEA's Board of Directors has adopted the following election schedule:

- March 3** —Nominations open. Nominating Petition Request Forms are available from local and unit election committees as well as at CSEA regional offices and CSEA headquarters, Albany.
- April 7** —Final date for nominating petitions to be received at CSEA Headquarters. Deadline is 5 p.m.

- April 24** —Drawing for ballot position, 11 a.m., at CSEA headquarters, Albany. Candidates (or proxies) may attend as observers. Address labels available to candidates for mailing campaign literature.
- May 1** —Campaign articles printed in *The Public Sector*. Remarks are the personal statement of the candidate and are not to be construed as reflecting the opinions or beliefs of *The Public Sector* or CSEA, Inc.
- May 15** —Ballots mailed.
- May 22** —Replacement ballots available from the Independent Election Corp. of America.
- June 12** —8 a.m. deadline for return of ballots. Ballots will be counted and results announced.
- June 22** —Protest period ends (10 days after official results are announced).



TAX ALERT

Low-income families can get income tax credit

If you are in a low-income family, you could be eligible for an Earned Income Tax Credit (EITC), and CSEA and AFSCME are working to make sure you get it.

The EITC could mean up to \$874 to eligible families.

Under the new EITC benefit scale, working families with at least one child living at home and 1988 incomes of less than \$18,576 can receive a refund. Those individuals at the lowest end of the income scale who earn too little to owe federal income taxes can receive a check from the government for their credit, but they must file a federal income tax return to get their tax credit.

Filers can also claim back EITC for the last three years if they did not already claim it.

The Internal Revenue Service (IRS) estimates that more than 11 million Americans qualify for the credit. But few people know about this program.

If the EITC program does not affect

you, it may be a big help to a friend, relative or co-worker. Spread the word about this valuable program.

Here are some important facts about the EITC program.

*Low-income families can receive a check from the IRS even if they owe no federal tax or have no income tax withheld.

*Eligible families do not even need to claim the EITC on their 1040 or 1040A tax forms. As long as they file this return, the IRS will calculate their credit and send a check.

*Those that do not owe any taxes can file their return at any time — they will not be penalized if they miss the April 15 deadline.

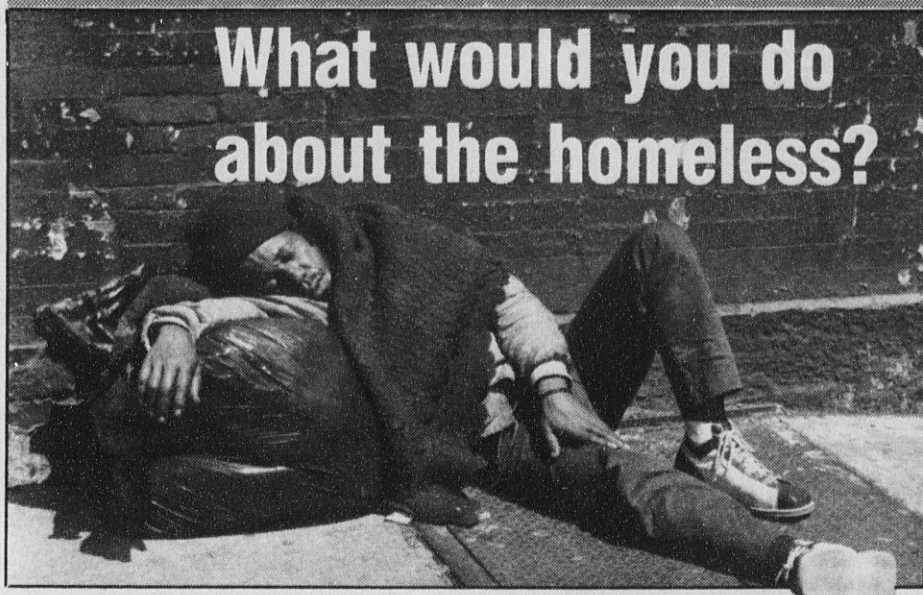
*If a family does owe income tax and is also entitled to an EITC, the amount of taxes it owes will be reduced. If the EITC is greater than the amount owed, the IRS will issue a check for the remaining amount.

*For families with an income between \$5,000 and \$11,000 a year, their EITC is worth at least \$700. The maximum EITC benefit is \$874.

*If they choose, eligible families may even receive the EITC during the year — in their paychecks — rather than collecting a lump sum check. They may also file for retroactive refunds for the last three years.

*More than 11 million low-income families are eligible for the EITC.

The EITC campaign is being coordinated by the Center on Budget and Policy Priorities, a non-profit Washington research group that focuses on programs and policies affecting low-income and moderate income Americans. Materials on the campaign, including posters, flyers and public service announcements are available in both English and Spanish from the center at 236 Massachusetts Avenue NE, Suite 305, Washington, DC, 20002, phone 202-544-0591.



Josie Van Patten
Rensselaer County Social Services
CSEA Local 842

"I think there are various groups of homeless for various reasons — alcoholism, drug abuse, mental illness, etc. Each deserves a place to live and be treated for their specific problem. Society has to care to get the homeless to care about themselves."



Dotty Smigiel
Connetquot School District
CSEA Local 870

"There are a lot of them you would want to help by finding them lodging and jobs, but there are others who can help themselves, but don't want to."



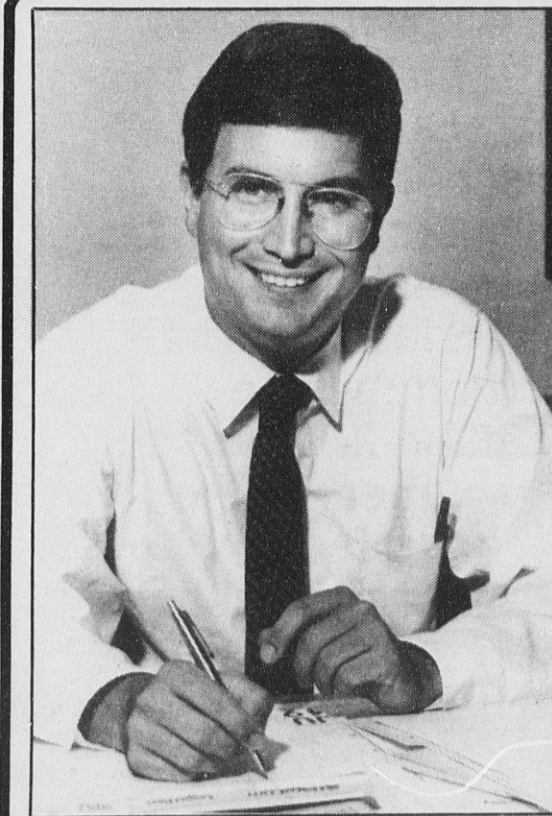
Sylvia Mayberry
SUNY Buffalo
CSEA Local 602

"I think more really good shelters for the homeless should be built, where they are given more than just a roof over their heads, but some real assistance that will help them get jobs and other counseling for any problems that led them into a homeless status. We must remember that any of us could be in the same position someday."



Gwendolyn Morris
Manhattan Psychiatric Center
CSEA Local 413

"I think they should fix up more of the city's abandoned buildings and put the homeless in them. In Brownsville and East New York where I grew up, the empty structures are there that can be reconstructed on the inside. There's no reason for people to be homeless when there are so many empty buildings that could be repaired."



Michael P. Moran appointed director of communications

Michael P. Moran, who headed up the union's Communications Department from mid 1983 until March 1985, has rejoined CSEA as director of communications.

"I'd much rather be a labor activist than a labor observer," Moran said after returning to CSEA this month. "I'm happy to be back serving a union that represents the best of the labor movement."

He left CSEA in 1985 to return to the news staff of Albany-area television station WNYT-TV Channel 13, where he worked as a producer, reporter and news anchor before joining CSEA in 1983.

As CSEA director of communications, Moran is responsible for the union's communications, press relations, public

relations and advertising programs. He also serves as publisher of CSEA's official publication, *The Public Sector*. He supervises a staff of more than a dozen professional communication specialists.

As a well-known television news personality in the Albany area, Moran specialized in covering state and local government and politics for WNYT-TV. He previously worked for WSKG-TV in Binghamton, *The Middletown Times Herald-Record* newspaper and *Empire State Report* magazine.

Moran holds a master's degree in mass communications from Syracuse University and a bachelor's degree in political science/journalism from SUNY Albany.

The budget battle

CSEA speaks out at legislative hearing

“The state’s economy is healthy, unemployment is at an all-time low, new jobs are being created every year and, barring unforeseen circumstances, this trend will continue. A healthy and growing economy should normally be accompanied by an equally expanding revenue base.”

“If we continue our present course, CSEA’s projections indicate that we will be facing an ever-widening gap between resources and obligations.”

“If the scheduled tax cuts are implemented, a family earning \$24,000 would actually pay 14.3 percent *more* than they paid in 1988. Contrast that to the person earning \$260,000 who could end up paying \$2,300 or 13.5 percent *less* in 1991.”

ALBANY — CSEA took its battle of the budget before the state Legislature recently, testifying in the legislative budget hearing.

Larry Scanlon, CSEA director of legislative and political action, presented testimony opposing the proposed 1989-90 state budget that calls for layoffs and cuts in aid to school districts and local governments while at the same time maintaining income tax cuts.

The union has been fighting the budget because it not only threatens the jobs of members in state government, but also threatens local government and school district members who could lose jobs as well because of aid reductions.

But CSEA and a broad coalition, the state Coalition for Economic Priorities, maintain that the problem is not state spending, but state revenues.

“The more we try to unlock (the budget’s) mysteries, the more we are convinced that this budget is a straw house built upon a fatally flawed foundation,” Scanlon testified. “Unless this house is rebuilt from the foundation up, the family of New York will be forced to live in a home which could collapse — with far-reaching consequences for each and every one of us.”

This page offers highlights from the budget testimony.

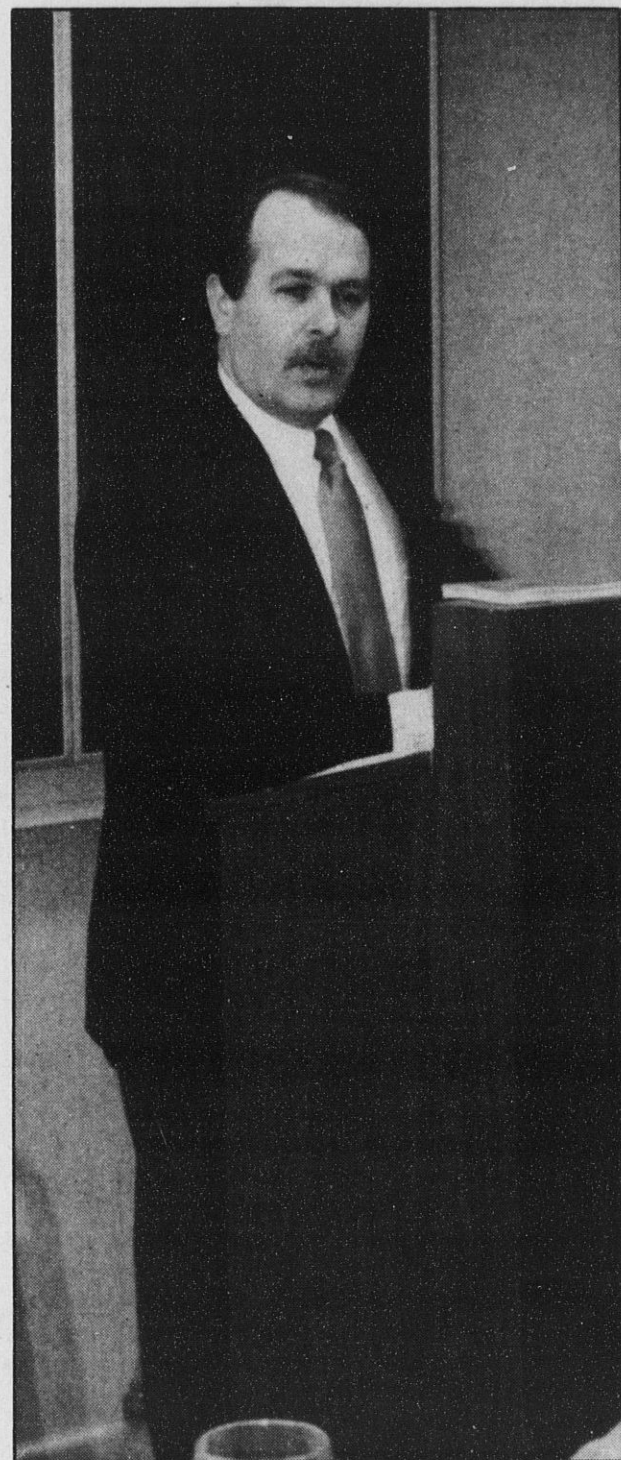
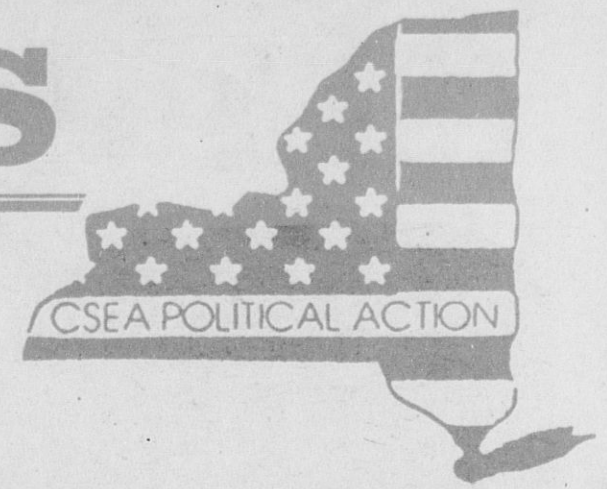
“Probation, Parole and Corrections will face significant reductions. For example, Corrections will lose approximately 900 civilian positions. This is at a time when our criminal justice system is on the verge of collapse from overwork and understaffing.”

“The lives of our members and the people they serve are affected by every line of the budget.”

“We do not see how the Office of Mental Health can function effectively with such a loss of staff. And, to add insult to injury, it appears that insufficient money has been budgeted for overtime.”

“The rate of inflation is a completely unrealistic measure for determining the needed level of state services Governments do not buy the same market basket of goods and services that households buy. Governments pay for roads, bridges, corrections services and toxic waste cleanups Governments also purchase large amounts of health care services whose costs have risen much faster than other goods.”

Training the political troops

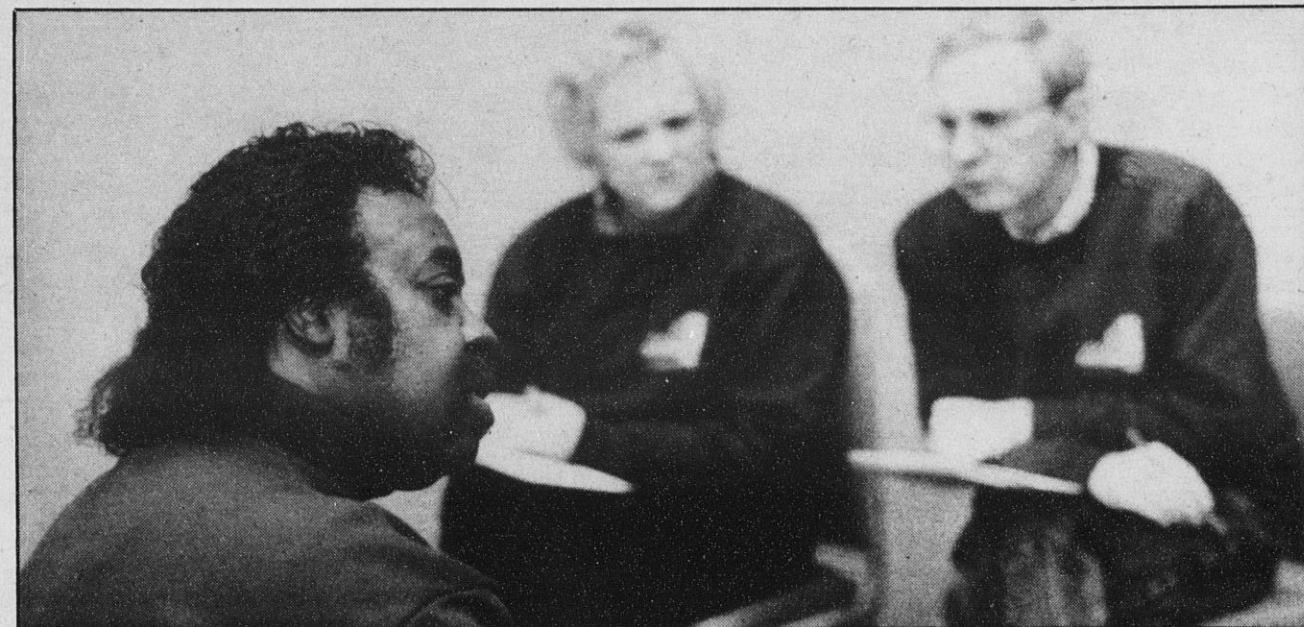


ABOUT THAT BUDGET — Carl Carlucci, secretary to the state Assembly Ways and Means Committee, was dinner speaker at the Regions IV and V PAC training recently. While explaining the history of the state's budget calendar, he also outlined the Assembly's plans for reform. They include changing the state's fiscal calendar to allow for more time to work on the budget as well as spending and revenue reform.

Another regiment of CSEA's political shock troops made it through basic training — and had fun doing it. "I walk into that room and feel like I don't know anything," said one Region IV Political Action Committee (PAC) member. "I walk out and I feel like I know everything." Through out the recent weekend session



DO YOU MEAN — Rosemary Burdo wants to make sure she has it right as she discusses her team's answer to a problem as teammate Tom Ward looks on.



MAKING A POINT — Ralph Young, left, explains his opinion while teammate Marcia Hatherhill and Dan Herlihy listen carefully.



THIS IS IMPORTANT — Tony Scalise emphasizes his point to his teammates while statewide PAC Chairperson Sean Egan listens to the discussion.



WHAT IF WE ... — Marcia Hatherhill, left, offers an idea to teammates and Barbara Moloney pays close attention.

for Region IV and V PACs, the CSEA political activists had the chance to share ideas, look at things from a new perspective and laugh a lot. For example, the participants came up with a long, productive list to convince members why they ought to be involved in the union's legislative and political action efforts. But no one mentioned one key reason: "Because it's fun," said Norman Adler, the political consultant who devised the program. "Think about why you get involved, then you can convince other people."

So far the statewide PAC and four regional PACs have gone through the weekend training sessions. But Adler doesn't "teach" or even train, so much as challenge the participants. For example, during the training, participants are divided into three teams and given a series of problems from how to involve others in political action to budgeting campaign contributions to interviewing candidates and developing three-year political action strategies. The teams tackle each problem one at a time, with some guidance from Legislative and Political Action Department staff.

Then the teams make presentations, compare answers, and generate even more answers. Each time the training is presented, the participants evaluate it to generate information for revising the training. When the training is completed, Adler and

the staff will come up with a final program that will be the basis of a training manual and video. Then the PAC members will be able to continue their training, refresh some of the original activists and train new volunteers. The whole purpose of the training is to increase and develop politically aware and politically skilled CSEA activists who can be

mobilized around issues and campaigns at the state and local levels. "The union's biggest advantage is its members," he said. "The more members we have who are voters and who are involved, the more influence we have. The more influence we have, the more successful we are on all fronts, especially legislatively."

Norman Adler: Arming CSEA for political action

By Kathleen Daly
Associate Editor

ALBANY — The recipe is simple: take a roomful of CSEA activists, season with an experienced political consultant, toss with some new skills, a few ideas and the result: an explosion.

That's according to the experienced political consultant Norman Adler, who is running training programs for CSEA's regional political action committees (PACs) and political action liaisons (PALs).

The union right now has the people power and the motivation to become a major player in state politics, he said. All it needs is the right encouragement.

"We've got a ways to go, but all of the ingredients are there for us to take our rightful place as an important, powerful force in politics in the state of New York," Adler said.

"We're like a stick of dynamite with a real long fuse, and somebody lit it. All we have to do is fan it a little and it'll explode."

His job is to fan that flame. "The ultimate goal is to provide some legislative and political action skills to CSEA activists and staff and to give them some additional information about the operations of the policy makers in government," he explained.

"Matching that with the enthusiasm, organization and intelligence of the people in CSEA should make the union the most powerful political organization in the state."

He knows a bit about political power. Adler was the deputy campaign manager for Gov. Cuomo's 1982 campaign, overseeing day-to-day operations. He spent 11 years as political and legislative director for AFSCME District Council 37 in New York City and a year as assistant to state Assembly Speaker Mel Miller. The author of two books on politics, he is also a professor at City University of New York and Columbia University.

Larry Scanlon, director of CSEA's Legislative and Political Action Department, described Adler's job as "training CSEA's political shock troops."

This is not his first experience with CSEA.

When CSEA first affiliated with AFSCME more than a decade ago, he was involved in similar training for legislative and political action.

His return as consultant now reflects his commitment not only to the political process but to labor unions as well. Steeped in the union tradition in his family — his father and grandfather were both union activists — and in his career, he maintains many labor clients in his consulting firm, Norman Adler Strategies.

"Ideologically, I feel unions are one of the few places in society which can bring people together on behalf of justice," he explained. "It's nice to work for justice."

Union members have to realize that the key to improving their working conditions is in activism — the more active they are as union members, the more powerful their union is.

"The message is that regardless of whether you're registered as a Republican, a Democrat, a Conservative, a Liberal or an Independent, when it comes to what's good for you as a public employee, your political party has to be your union," Adler said.

"CSEA has the potential to be an enormously powerful political force in the state because we're in every county and we're affected by political decisions all the time. We have location and we have motivation."

He's been stirring up that motivation already, with workshops for the PACs of regions I, III, IV and V. Two more are planned for regions I and VI, and another for the more than 200 PALs who are assigned to lobby individual state legislators.

While the workshops are intended to instruct, many CSEA activists already have a working knowledge of the process, Adler said.

"A lot of the members are Girl Scout leaders, 4-H leaders — they're active in their communities and already know more about politics than they realize," he said. "This is a way of giving them a new look at what they already know."

One of the keys to the union's political power is its size.

"Businesses have a lot of dollar reserves" to fuel their political clout, Adler said. "We don't have a lot of dollars. What we have is a lot of



Norman Adler

people, and people with a whole variety of skills."

The key is motivating and educating the potential army of political activists, and that's the point of the training.

"The purpose of the program is to forward the goals of the union — better contracts, better job circumstances, safety, secure retirement, job security," he said.

But CSEA members have to realize that it's in their best interest to be politically active, and that takes education. Training those who are already active means they have the knowledge and skills to reach out to others.

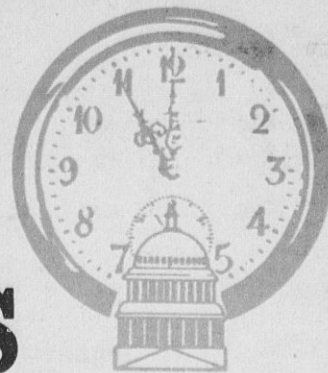
"You have to find out what people care about, or if they don't care, tell them what they ought to care about, and give them the information they need so that they do care," he explained. "Then you tell them what they can do about it. You give them the opportunity and the information they need."

His workshops are designed to give activists just that — the common ground and knowledge they need to be effective. Add to that some skills, such as how to interview candidates, write an effective letter to a legislator or operate a phone bank, and you have a well-educated, skilled political force.

"We don't want to make everyone a political expert," Adler said, "but we'd like everyone to be a political participant."

CSEA takes

Washington
Watch



new aim at federal issues

ALBANY — CSEA is tackling the federal legislative arena with more energy than ever to be sure that Congress acts on laws to benefit public employees.

In his new role as CSEA's federal issues coordinator, Joe Conway will work closely with AFSCME to monitor legislation that goes before Congress. From there he will work with CSEA staff and activists to get members involved and support legislation that will benefit public employees — or to fight against legislation that will hurt them.

A good example of how individual CSEA members can work together to influence legislation is last year's successful battle against the Internal Revenue Service's plan to tax public employee time accruals. CSEA led the protest with thousands of signatures on petitions delivered to Congress.

"That's the kind of awareness and activism we need more of," Conway said. "We have to keep on top of federal legislation and get involved when it affects us."

Conway, CSEA Legislative and Political Action Department Director Larry Scanlon and Chief Lobbyist Kenneth Shapiro have already met with AFSCME Director of

Legislation Jerry Klepner to target some legislation.

Top on the list so far this year is another tax battle, this one on educational benefits. Previously, an employee who received financial assistance for education from his or her employer got the benefit free and clear. But since January, that benefit has been taxed.

The tax affects aid CSEA members receive through the Labor Education Action Program (LEAP); it also affects all other negotiated education assistance programs, legal assistance programs and group legal services.

"CSEA is taking the lead to lobby against this tax, and with good reason," Conway said. "It penalizes women and minorities struggling to improve their job skills. And government ought to be encouraging workers to get the skills they need to compete in this ever more complicated work place."

Taxing a benefit negotiated by the employer and the employee is unfair, he added, particularly because it hits the low- and middle-income wage earners, not the

profit-making corporations.

CSEA is already talking with the New York Congressional delegation and Sens. Daniel Moynihan and Alphonse D'Amato. Plans for a grassroots campaign involving CSEA members' participation are in the works, and more information will be published in later editions of *The Public Sector*.

CSEA's federal legislative agenda contains a variety of worker and quality of life issues, including:

- *Family and Medical Leave Bill — to guarantee job security when an employee takes leave for a birth, adoption or illness of a child or parent;
- *Minimum Wage Legislation — to increase the minimum wage from \$3.35 to \$4.65 in increments over three years;
- *Unemployment Compensation for School Employees Bill — would restore the state option of providing unemployment compensation between academic years or terms for educational support employees; and
- *Homeless Bill — would provide money for permanent housing for the homeless.

Your regional political action coordinators

CSEA's regional political action coordinators are your advisers in the legislative and political action efforts in your region.

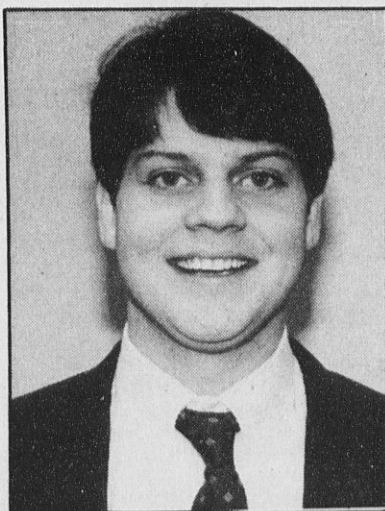
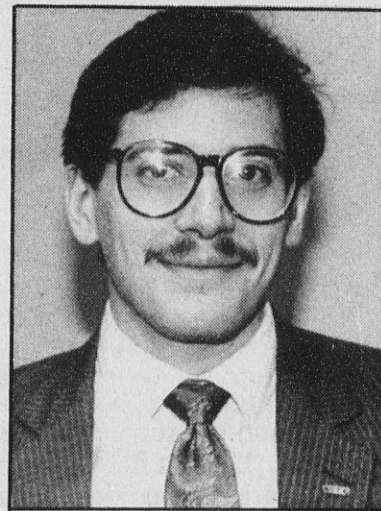
You can count on them for information and assistance and they rely on you for your activism and energy — the keys to CSEA's success. And CSEA's success means success for you as a working person.

Get to know your political action coordinator and offer to help whenever you can. You can make a difference.

Region I
Stephanie Teff



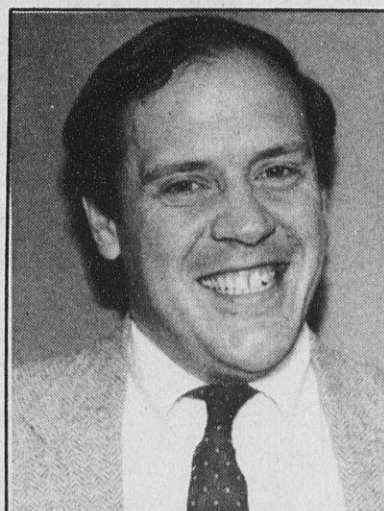
Region II
Gerry Fidler



Region III
Brad Woodhouse



Region IV
Ed LaPlante



Region V
Dwight Evans



Region VI
Roger Sherrie



GET

**GET
READY...**

By Lilly Gioia
CSEA Communications Associate

NEW YORK — Are you a state worker in New York City at grade 9 or below, and have you ever thought about learning a trade like pipe fitting, carpentry, welding, plumbing or electricity? Wondered if you had the knack for it, perhaps? If so, you can apply with no prior experience in skilled trades, to attend the new Skills Enhancement Training (SET) pilot project beginning March 21-22, 1989.

Open to CSEA members in any bargaining unit, SET can provide upward career mobility to clerical workers who want to trade in a typewriter for a blowtorch, or mental health workers who want to switch careers and work in a power plant instead. CSEA members already in labor class positions may attend the two-day SET programs to enhance their current job skills and gain additional knowledge helpful in taking civil service exams.

"If you've ever had an interest in a trade, this is the place to get your feet wet and find out what it's all about," said CSEA Region II President George Boncoraglio, who hailed the SET pilot project. "With supervisory approval, excused time is granted to attend SET programs," he added. All SET programs will be held at SUNY Maritime College in the Bronx.

According to SET Program Coordinator Dom Ruggeri, would-be carpenters and electricians will learn general safety procedures and the fundamentals of a skilled trade. Though it's not like a formal college education, "people can take a lot of pride in what they do when they master one of the skilled trades, and increase their take-home pay as well," he said.

Ruggeri said many advancement opportunities are on the horizon in the operational bargaining unit as the decade of the 1990s opens. CSEA members who participate in SET will receive certificates and pre-apprenticeship credits, should they later decide to apply for Joint Apprenticeship training in the future. Money is being earmarked through the Joint Apprenticeship Committee to fund these introductory, hands-on sessions which should be applied for by March 3. Applications (see attached coupon) can also be obtained at your local personnel office or your plant superintendent's office.

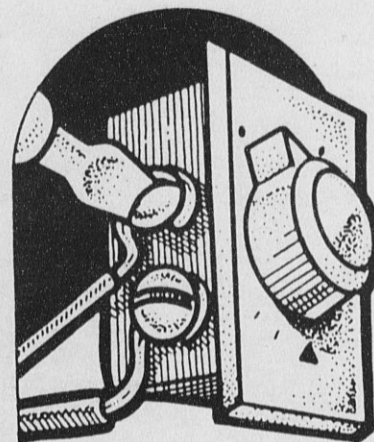
Skills Enhancement Training Seminars

Dates	Seminars
March 21-22	Pipe Fittings (Plumbing), Electricity
March 28-29	General Safety Practices, Carpentry
April 4-5	Hand Tools, Pipe Fittings (Plumbing)
April 11-12	Welding, General Safety Practices
April 25-26	Cleaning, Carpentry
May 9-10	Basic Computers

All Classes listed meet from 8 a.m. to 4 p.m. at SUNY Maritime College, Fort Schuyler, Bronx, New York.

S.E.T.

People can take a lot of pride in what they do when they master one of the skilled trades, and increase their take-home pay as well.



Skills Enhancement Training Registration Form

Participant's Name _____

Participant's Title _____

Work Location/Facility _____

Home Address _____

Work Telephone Number _____

*Supervisor's Signature _____

Supervisor's Title _____

First Choice Seminar _____ Date _____

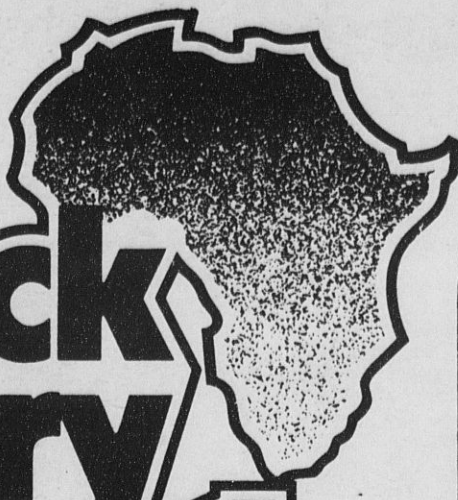
Second Choice Seminar _____ Date _____

*Indicates approval to attend — Registration will not be considered unless signed. Please send completed application forms to:

Ms. Marie C. Grasso
NYS/CSEA Joint Apprenticeship Committee
One Commerce Plaza, Suite 1930 Albany, New York 12260

February is

Black History Month

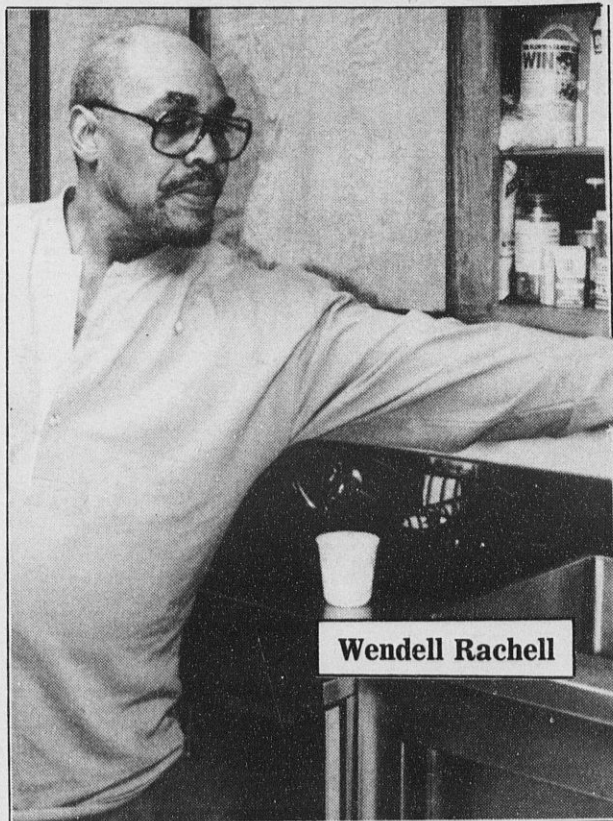


PART TWO OF A TWO-PART SERIES ABOUT CSEA MEMBERS WHO GIVE MEANING TO BLACK HISTORY

Wendell Rachell's energy raised three fine sons and the standard of living of many people in need

By Lilly Gioia
CSEA Communications Associate

NEW YORK — "When my wife died and I found myself with a three-week-old baby son, along with my two and three-year-old sons, to raise alone, I knew I'd better learn how to change diapers in a hurry. I really didn't know anything and suddenly I was a single parent," recalled Wendell Rachell.



Today those three fine young men, raised by their dad in one of New York City's toughest neighborhoods, are 19, 18 and 16, all graduates of the best prep schools and now enrolled in colleges.

The key to the family's success is their complete involvement in the Boy's Club of America, where opportunities for inner city youths abound, said Rachell, a member of New York City State Employees CSEA Local 010.

Rachell and his sons became deeply involved in Boy's Club activities, from assisting in after school homework help programs to camping trips, ball games and museum outings. Before long, Rachell was teaching other young boys how to swim, box and play basketball. Gradually over the years, the lower east side Boy's Club became a second home to the Rachell family.

Like a community sparkplug, Rachell's energy spread to working with his Seventh Street Block Association and participating in "Adopt A Building" efforts such as rehabilitating lower east side abandoned buildings and assisting urban homesteaders with plumbing, carpentry and electrical work.

"The lower east side always had a history of reaching out even though we are considered the scourge of the earth because of all the junk and crack on our streets," Rachell said. "But people here are concerned about their children and their

homes."

A native of St. Thomas, Rachell graduated from Morehouse College in Atlanta. He said a three-and-one-half-year stint as a paramedic during the Vietnam war seared the faces of human suffering into his memory forever.

He worked with abused kids as a senior case worker for a youth services agency and an investigator for the New York City Bureau of Child Support before joining state service. For the last eight years he has worked in the Brooklyn office of the New York State Workers' Compensation Board.

These days Rachell is busy helping at Access House, a community project aiding homeless mentally ill people to learn survival skills like cooking, cleaning and self-care.

But with all his community work, he still finds time to undertake new CSEA safety and health projects as chairperson of the Local 010 and Metropolitan Region II CSEA Safety Committees.

"You've got to be inside of things where the action is. It's no good standing on the outside throwing rocks. It doesn't do any good," Rachell stressed in explaining his days jam-packed with activity. "Get in on the inside and you can begin to change the things that need changing."

That simple philosophy of hope has enabled Wendell Rachell, a black trade unionist, single parent and humble man, to make, in his quiet but dedicated way, real differences in many areas for many people.

Peoples, Simmons award recipients at Rockland

ROCKLAND PSYCHIATRIC CENTER EMPLOYEES Anita Peoples, left, and Irma Simmons, members of CSEA Local 421, are recipients of the Charlotte Oliver Public Service Award and the Joseph Sanders Merit Award, respectively. The awards are given annually to employees who demonstrate outstanding service. This year's awards were presented during Martin Luther King Day ceremonies held at Rockland Psychiatric Center.



Recording its daily history is Roy Headley's gift to community

By Ron Wofford
CSEA Communications Associate

BUFFALO — For Roy Headley, Black history is an everyday concern.

Headley actively records the everyday history of the African-American community in his volunteer work for his community newspaper, *"The Buffalo Challenger."*

Headley, a youth development aide for nine years with the state Division for Youth (DFY), takes obvious pride in helping put out the weekly community publication.

"This is my voluntary commitment to the community," Headley said of the 20-plus-hours effort he puts into the publication every week.

"I do everything from layout to proofreading, deliver layouts to the printer, help distribute the paper, pick up supplies — whatever it takes to get the paper out."

In addition to his job as a youth development aide and his long hours with the newspaper, Headley is also a very active member of CSEA Local 562, where he serves as a shop steward.

Headley's seven years of volunteer work with *The Challenger* gets high praise from Editor and Publisher Al-Nisa Barbara Banks.

"Roy's dedication is really unmatched," she said. "He's dependable, conscientious, does everything well and works as if he's making \$50,000 or more. He's really committed and puts his action where his mouth is. I wish there were more like him."

Headley also writes an occasional editorial column for the paper when he is inspired about a particular issue.

"That's one of the great things about *The Challenger*," he said. "It gives the community a forum where they can express themselves on social, economic, cultural and political issues from a black perspective, and on how the general news affects our community. It also offers an alternative to the major daily paper."

As a union activist, Headley is concerned

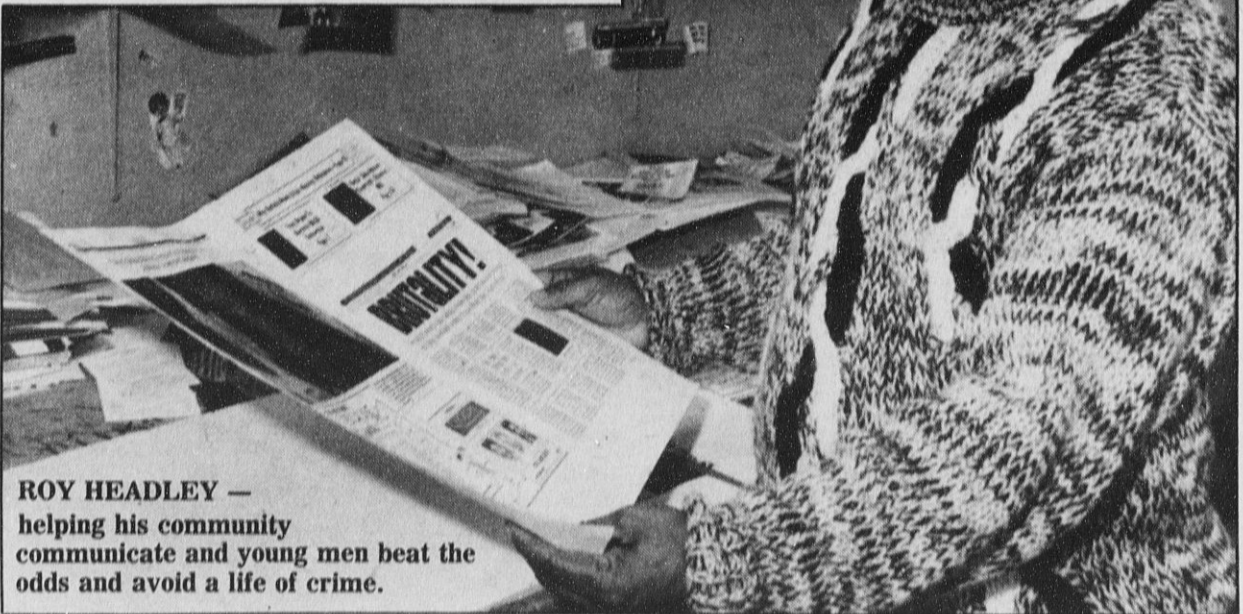
about his fellow members.

"It's important that every single member knows the contract, and the rights and protections it provides. That means it must be read thoroughly at least once, and kept available for quick reference, to see that members' rights are not being violated. I wish more members would become active in ensuring our collective rights under the contract."

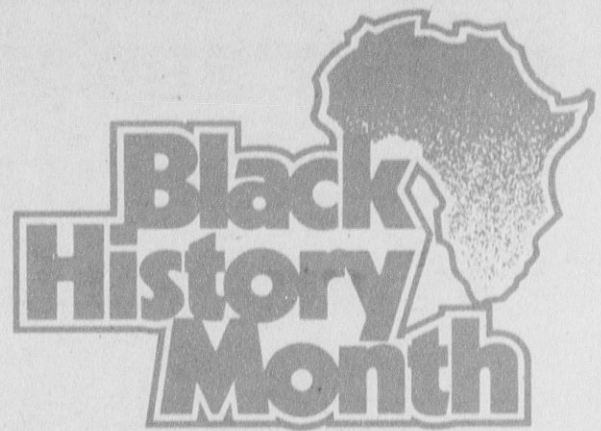
He also takes pride in his counseling work with troubled youths at the DFY Buffalo Secure Facility, also known as Masten Park Secure Center.

"This is the last chance for many young men who would otherwise be incarcerated with hardened adult criminals," Headley said. "Many youths have been positively counseled here and have completed their high school studies and gone on to college or other occupations based on readiness training they received here."

"I'd like to see more cultural enrichment programs here, but I do agree with the program aim of correcting negative behavior instead of just warehousing the youth."



ROY HEADLEY — helping his community communicate and young men beat the odds and avoid a life of crime.



"I can see my 15-year-old son, Michael, in these youth, so I'm dedicated in more ways than one to helping them get away from a criminal way of life," Headley said.

"We're trying to present positive role models to show these young men they can beat the odds."

CELLESTINE MAUZON: 'I just want to help people'

By Daniel X. Campbell
CEA Communications Associate

NORTH TROY — "I just want to help people. I'd like to leave the world a better place, a little bit more understanding, where people want to help each other, not hurt each other," said Celestine Mauzon.

Mauzon says she's not out to change the world but tries to live her life as a personal example to others that we can make the world a better place for everyone.

A data entry machine operator for the state Department of Tax and Finance, she has been a CSEA member for 10 years.

"I do participate in a variety of activities in the workplace and enjoy some of the projects that benefit the community," she said.

Mauzon's primary involvement, however, is with the AME Zion Church in North Troy.

"I serve as a missionary in the Zion Church's outreach program. We go out, once a month, to take care of the sick, visiting

those in nursing homes, helping those in need," Mauzon said. "We work together all year long to raise funds for the foreign missions around the world."



She has a special interest in working with children, and believes setting a good personal example is the best way to teach a child or anyone good from bad.

"I'm not a Sunday school teacher. I try to teach the little

ones by living my life the right way," Mauzon said. For her that includes singing in the choir and being an active member in church activities.

"I just want to teach the children right from wrong."



CSEA and AFSCME offer leadership to Sunshine State

CSEA retirees



By Mark M. Kotzin
CSEA Communications Intern

NEW PORT RICHEY, FLA. — In a joint educational program between CSEA's Retiree Division and AFSCME's Retiree Program, approximately 90 Florida retirees met here recently for a leadership workshop.

Kathleen Cahalan, CSEA director of retiree programs, said the workshop is the first of many CSEA and AFSCME hope to jointly fund and sponsor in Florida.

Thousands of retired state and local government CSEA members now reside in Florida, which has the only CSEA local outside of New York state, Florida State Retirees CSEA Local 950.

The workshop included four programs, presented by representatives from CSEA and AFSCME, and a luncheon with guest speaker Joe McDermott, CSEA statewide president. Also attending were Irene Carr, CSEA statewide secretary and Mary Sullivan, CSEA statewide treasurer, who presented the CSEA statewide officers update.

McDermott recognized the past contributions of the retirees to the union, and looked ahead to the future. He restated his desire for retirees to take an expanded role in the union. McDermott pointed out

that he has recently appointed retirees to various statewide committees, including the Insurance, PEOPLE and Women's committees. He also relayed his concern on pension issues and spoke of his desire to obtain a permanent cost-of-living adjustment for retirees.

"It was a very special event to have the president of the union and the other statewide officers come down to talk to the retirees. It signaled that the union cares about retirees concerns and reinforced that they are part of the union family," Cahalan said.

Before McDermott spoke, the retirees attended a program on the Medicare Catastrophic Protection Act and Florida's Mandatory Medicare assignment legislative campaign. The program was presented by Steve Regenstreif, the director of AFSCME's retiree program, and assistant director Karen Gilgoff. Mark Neimesier, the political and legislative director for AFSCME Florida and Joe Martin, vice president of the Florida AFL-CIO, spoke

about union-supported legislation and how CSEA retirees can impact the Florida legislative process. Their participation was the first step, according to Cahalan, in developing a political vehicle for the retirees, many of whom are permanent Florida residents.

Retirees also attended the leadership workshop, presented by Bailey Walker, the assistant director of the AFSCME education department.

In relating the goals of the workshop, Cahalan first paused to thank Local 950 President Lou Colby for his efforts in setting up the program, and then stressed the level of communication between CSEA and its Florida members as the key to providing better service to them. She said that the purpose was to get their input on some of the problems they face, and what CSEA can do for them. She also said that the workshop was held to provide them with an update on federal legislative issues affecting them. In relating her satisfaction with the workshop, Cahalan spoke of the benefits of CSEA's involvement with AFSCME.

"We see this as one of the particular advantages of our affiliation with AFSCME," she said, "to bring educational programs to our members and therefore to become more accessible and responsive to them."

You can do your part to support



UNITED FARM WORKERS OF AMERICA, AFL-CIO

BOYCOTT GRAPES!

Fifty-six CSEA members are conducting personal one-day, water-only, fasts during February as part of a year long CSEA project in support of a national boycott of California table grapes.

They are following 35 other CSEA members who are fasting during January as part of an unbroken fast being conducted by more than 450 CSEA members throughout 1989. CSEA statewide President Joe McDermott began the chain with a personal four-day fast.

The volunteers participating in the "Fast for Life" project are protesting horrible working conditions in California vineyards, the delivery of poisoned grapes to consumers and the refusal of grape growers to negotiate collective bargaining agreements with the United Farm Workers union.

"I support a total boycott of California table grapes until a satisfactory contract can be negotiated to protect farmworkers, their families and consumers," said McDermott. "We can get along without grapes forever, but the growers

cannot get along without consumers for very long. We can help bring an end to the horrible working and living conditions in the California fields by refusing to buy or consume California table grapes.

"We are prepared to have one or more CSEA member fast every day throughout 1989 to draw attention to the plight of the farmworkers. Please respect your fellow union members who are fasting for this cause by refusing to buy California table grapes," McDermott urged.

CSEA members scheduled to fast during February are Sonny Bertini, Lake Ronkonkoma; Adina Cambridge, Brooklyn; Donna Cardona, Poughkeepsie; Christine Carletta, Rome; James Campagna, Buffalo; Pamela Caron, Buffalo; Ruth Carpenter, Rochester; Mary Cartwright, York; Joseph Cascio, Hudson; William Vernon Casen, Nyack.

Sal Castro, Buffalo; Frank Celentano, Rocky Point; Ron Champion, Lodi; Roberta Chandler, Port Henry; Joyce Cherry, Saratoga; Joan and Gary China, Amsterdam; Dorothy Civiletti, Rochester;

Diane Cleary, Syracuse; Janelle Cleary, Brewster; Lester Cole Jr., Saratoga; Kathy Collins, Syracuse; Norma Condon, Wappingers Falls; Mary Louise Coney, Schenectady; Gail Connell, Rensselaer; Sharon Connor, Syracuse; Charlotte Cornell, Holbrook and Tom Corridan, Babylon.

Helen Zocco, Poughkeepsie; James Thomas, Rochester; Kay Nathanson, Putnam Valley; Glennan Woodward, Greenwich; Bettie Wooster, Lyster; Ralph Young, Utica; Lyla Stein, Massapequa; Donald Caunks, Lisbon; Deidre Service, Madison; Anne Cooke, Evans Mills; Patrick Finno, Levittown; Flo Tripi, Rochester.

Mary Lampkin, Cadyville; Judy Naioti, Oswego; Sandy Hoppel, Lowville; Joyce Rice, Lowville; Jim Wiley, Brantingham; Rita Bero, Lowville; Don Webster, Mt. Vernon; Joe Harbison, Wyandanch; Barbara Biernicki, Cheektowaga; Terry Melvin, Buffalo; Ann Sells, Industry; John Grandits, Buffalo; Shirley Ponkos, Stuyvesant; Rajeevah Muwuakil, Brooklyn; Jeanne Kelso, Plattsburgh; and Diane Brunelle, Albany.

Gaining in the fight against illiteracy

Reading project REACHes Buffalo

By Ron Wofford
CSEA Communications Associate

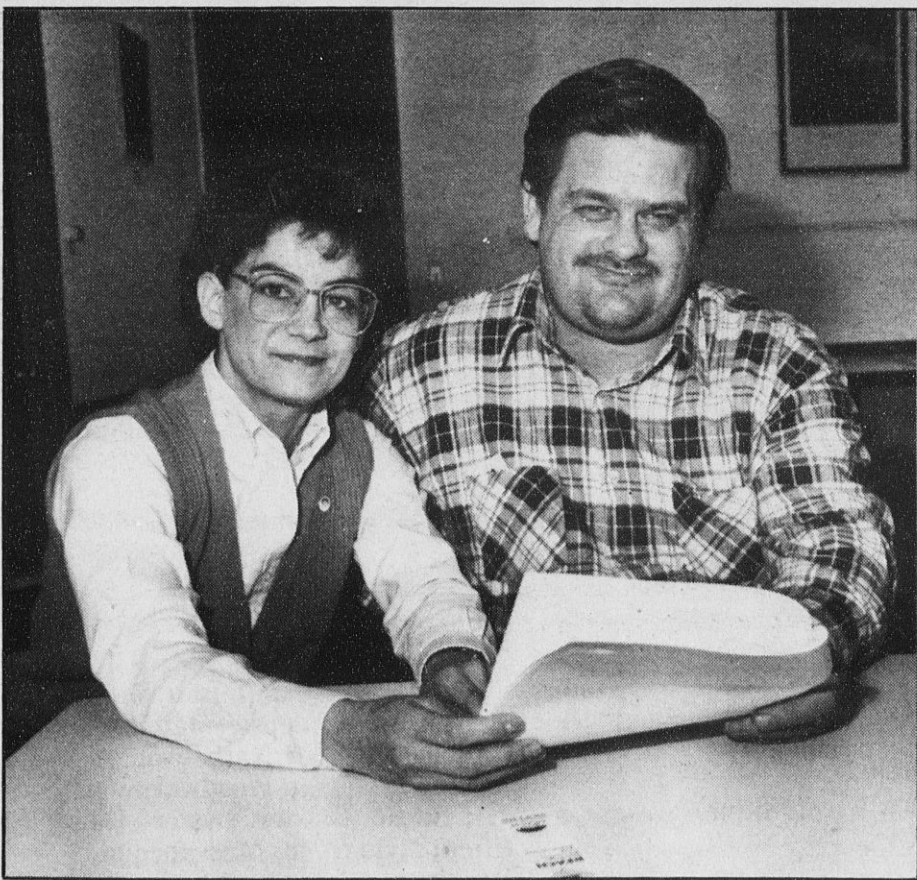
BUFFALO — Project REACH, a reading skills improvement program developed for state employees, has spread the fight against illiteracy across the state to Buffalo. Project REACH now operates one-on-one tutoring in the Albany and Buffalo areas.

An acronym for reading, education and achievement, REACH is jointly sponsored by CSEA and the Governor's Office of Employee Relations (GOER) as part of the current bargaining agreements covering Operational Services, Administrative Services, Institutional Services, and Division of Military and Naval Affairs units.

The program provides one-on-one tutoring for employees who wish to upgrade their reading skills by trained volunteer tutors who are, in most cases, co-workers.

Prospective volunteer tutors and students from SUNY College at Buffalo CSEA Local 640 met recently in a kickoff information session. Included were GOER, college management representatives and Debbie Baum, director of CSEA's Labor Education Action Program (LEAP), which jointly administers REACH and other educational programs for CSEA members.

Employee Assistance Program (EAP) Committee members were also present, in recognition that reading difficulties may



PAM CARON, above left, vice president of Local 640, will be a Project REACH tutor. Local 640 member Douglas Schmidt is a future student in the program.



MARY SWAIN, above left, a member of Local 640, will join Project REACH for self-improvement. Richard Parker, Local 640 president, will be a tutor in the reading skills improvement plan.

sometimes be the cause of other work-related problems, according to Local 640 President Richard Parker.

"This is a natural outgrowth of what we try to do for our fellow members through the EAP Committee," Parker said, who plans to enroll in the two-and-a-half day tutor training, along with local officer and activist Pam Caron. "We hope more of our members will volunteer, and enjoy the experience of helping others."

Parker said college management has agreed to provide release time for volunteer tutors to receive their training.

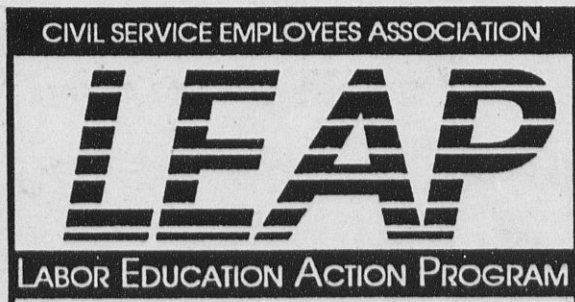
The only requirements for tutors are a high school diploma, a keen interest in reading and the commitment to help the students they are assigned.

"I'm volunteering because I like helping people," Caron said, "but more importantly, I'm thinking of the children of someone who may have reading difficulties. This should help their children. And I feel one-on-one tutoring is most effective."

The one-on-one Literacy Volunteers of America tutoring method is offered in addition to three other methods used by Project REACH.

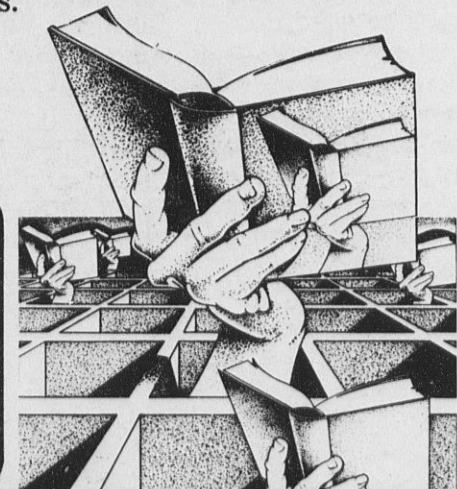
The IBM/PALS (Principles of the Alphabet Literacy System) Program is an interactive computer method which takes place in a computer lab. At present, there are 10 PALS Labs available at Office of Mental Health (OMH) and Office of Mental Retardation and Developmental Disabilities (OMRDD) facilities. In Region VI one is in place at the Monroe Developmental Center. Special arrangements may be made for employees working at facilities near the PALS Labs.

Another method, aimed at teaching job skills needed by mental health therapy aides, is also available at all OMRDD facilities. The final method is English as a Second Language (ESL), for those whose native language is not English. ESL classes are now operating at several state agencies.



For additional information on any educational programs available to CSEA members, contact:

CSEA LEAP Office
143 Washington Avenue
Albany, New York 12210
(518) 434-0191 ext. 226 or 228
or
1-(800)-342-4146



CSEAP

CLERICAL & SECRETARIAL EMPLOYEE
ADVANCEMENT PROGRAM

Training center has offered opportunities for 4 years

EDITOR'S NOTE: The information in this article was provided by Betty Kurtik, coordinator of the Clerical and Secretarial Employee Advancement Program (CSEAP)

ALBANY — For at least one office in the state Department of Taxation and Finance, the CSEAP Training and Technology Center has meant the difference between muddling with computer equipment and using it efficiently.

"We did not know how to use the pc (personal computer) at all . . . The equipment arrived with all the instruction books and was left here," said Fran Grady, a principal account clerk in the bankruptcy special procedures unit. "We didn't know what to do with it."

Then the office sent two employees to the training center, operated by CSEAP, the Clerical and Secretarial Employee Advancement Program.

Now in its fourth year, the training center has become even more important as new technology is rapidly moving into the workplace. The unique labor/management project was established to train Administrative Services Unit (ASU) members to understand and make the most of the new equipment. In 1987, more than 2,000 ASU members trained at the center.

While the employees in the bankruptcy unit tried to learn how to

use the computers through the manuals, they weren't successful, said Lisa Wilczak, a senior account clerk who trained at the CSEAP center.

"The manuals were very difficult to follow," she said. "I learned later at the center that there were many more efficient ways to perform the operations."

She also pointed out the benefits of getting the training away from the office in the three-day workshop.

"You can concentrate on that and not have to worry about anything else," Wilczak said. "Having your own computer and knowing you have three or four days to learn something is a lot better, more relaxed. You weren't under pressure. When

you needed something, the instructor was right there to help you."

That's the advantage of the center. Unique because it is operated through the labor/management cooperation of CSEA, the Governor's Office of Employee Relations (GOER) and the Employees Advancement Section of the Civil Service Department, the center helps promote continued employment and advancement.

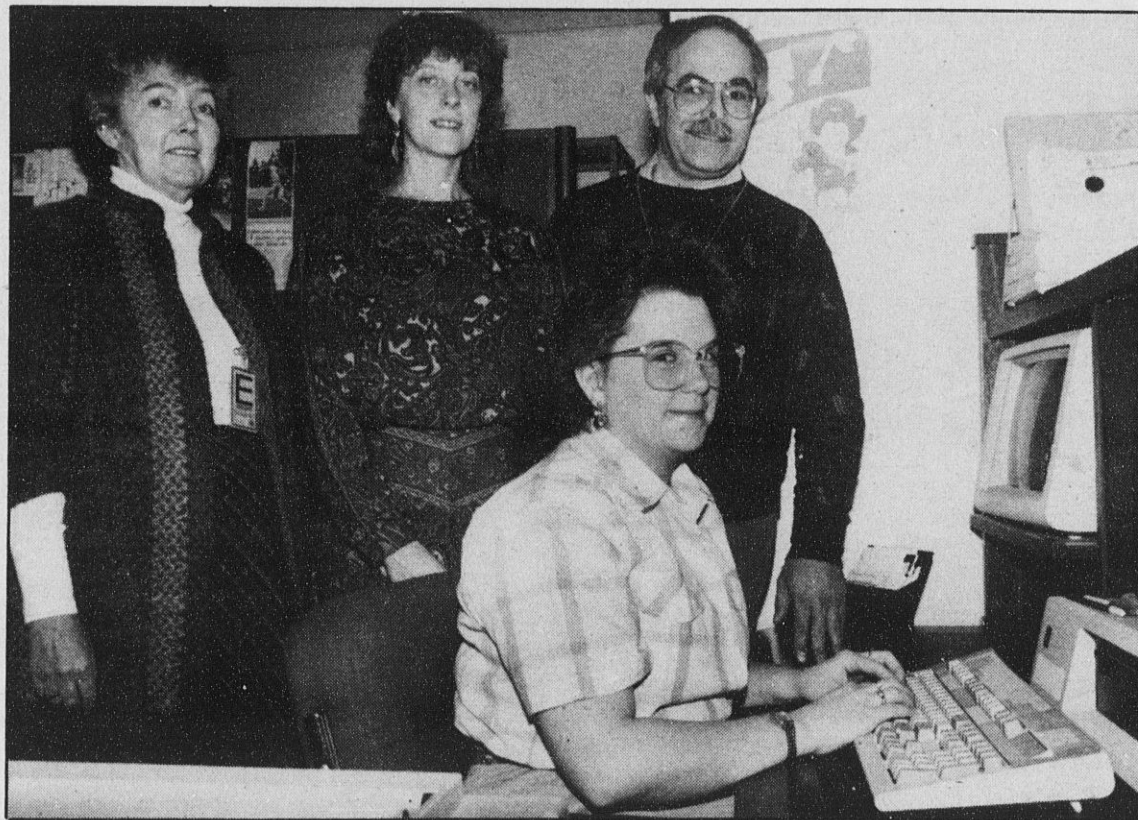
Because not everyone can get to Albany to take advantage of the center, outreach programs have been developed. For two years, programs have been conducted at two SUNY locations in Region II, SUNY Maritime College and Baruch College. Whenever possible, trainers will conduct worksite training, provided the equipment

can be freed up and the right setting is available. Finally, general lecture programs can be offered at worksites without equipment.

Carmen Bagnoli, president of state Taxation and Finance CSEA Local 690, is very impressed with the program. He is also a member of the statewide

Labor/Management Safety and Health Subcommittee on VDT issues.

"The training center is a good program," he said. "Our members should be adequately trained. Now we need more promotional opportunities and appropriate titles to reflect new job duties."



TRAINING WORKS — Just ask Lisa Wilczak, at computer, of CSEA Local 690, who took advantage of the CSEAP Training Center. With her are, from left, CSEAP Coordinator Betty Kurtik; her supervisor, Fran Grady; and Local 690 President Carmen Bagnoli.

"You can concentrate on that and not have to worry about anything else."

The Clerical and Secretarial Employee Advancement Program (CSEAP) Training and Technology Center is located at 855 Central Ave. in Albany and is open to all state employees in the Administrative Services Unit.

The center offers a variety of programs, including training on Displaywrite 3 and 4, Lotus 1-2-3, Wordstar 2000, dBase III Plus, Wordperfect and Wang word processing.

For more information on CSEAP programs, call Betty Kurtik at (518) 473-0667.

"You weren't under pressure. When you needed something, the instructor was right there."

An important notice regarding Empire Plan Major Medical claims

'88 Empire Plan Major Medical claims are due before March 31

All 1988 Empire Plan Major Medical claims must be submitted before March 31, 1989, to:

Metropolitan Life Insurance Company
CPO Box 1600/
Kingston, N.Y. 12402-0600

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

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

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

If you have any questions concerning your claim, you may call Metropolitan Life Insurance Company at the following toll-free telephone numbers:

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

Children of CSEA members eligible for NYS AFL-CIO 4-year college scholarship

Children of CSEA members who will be graduating from high school this year and who plan to enroll in labor relations studies or a related field at a college or university in New York state are eligible for a four-year scholarship offered by the New York State AFL-CIO.

The state AFL-CIO, of which CSEA is a member, is offering an \$8,000 scholarship (\$2,000 per year for four years) to eligible applicants.

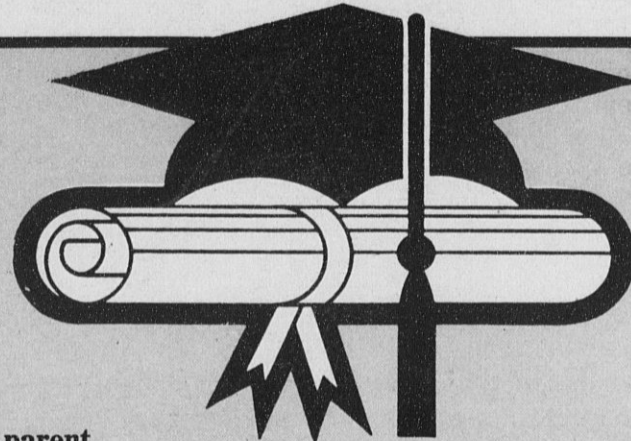
To be eligible, applicants must meet the following criteria:

*Be a 1989 graduate from a New York state high school.

*Be a member of a family whose parent or guardian is a member of a union affiliated with the New York State AFL-CIO.

*Be planning to pursue a course of study in labor relations or a related field at an accredited institution of higher education in New York state. Applications must be submitted by May 1, 1989. Applications and additional information concerning the scholarship are available from:

Emma K. Deeble, education director
New York State AFL-CIO
48 East 21st Street, 12th Floor
New York, N.Y. 10010.



Completed application forms must be accompanied by a letter of recommendation from a teacher from the applicant's school, an official transcript and SAT scores and an essay of 400 to 500 words on the topic: "How Unions Help Families."

Finalists will be selected and interviewed. The winner will be selected and all applicants notified of the decision by June 9, 1989. The scholarship winner will be formally announced at a New York State AFL-CIO conference this summer.



BOARD OF DIRECTORS Summary of meeting

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

ALBANY — CSEA's statewide Board of Directors met here on Jan. 26. In official actions, the board:

*Authorized the purchase of leave time when it is not otherwise provided so that local government members may serve on CSEA statewide committees;

*Also authorized the purchase of leave time, as above, so that local government members who chair CSEA standing committees may attend statewide Board of Directors meetings;

*OK'd appointments to the Region III political action committee;

*Resolved that immediate efforts be made to convince New York state to restore 1,250 beds at Creedmoor, Manhattan, Kingsboro, South Beach and Bronx psychiatric centers;

*Urged that CSEA lobby for the establishment of state-run community residences/transitional homes for homeless people with a history of mental illnesses;

*Also urged that CSEA lobby that the state live up to its commitment with regards to the Morgado memorandum;

*Reorganized the union's field staff by reclassifying two field representatives to collective bargaining specialists in Region I, III, IV, V and VI, reclassifying occupational safety and health specialists to labor relations specialists, reclassifying remaining field representatives to labor relations specialists, and creating three OSH specialists positions.

*Also reorganized CSEA's stenographic services and central files department;

*Approved creation of a computer programmer/analyst position at CSEA headquarters;

*Approved rules and regulations for the conduct of the upcoming statewide Board of

Directors election;

*Retained the Independent Election Corporation of America to conduct the upcoming statewide Board of Directors election;

*Extended for one year the lease on the Region V office at 290 Elwood Davis Rd., Syracuse;

*Adopted as member benefits the "Union Privilege Legal Service Program" and the "Union Privilege Travel Program"; and

*Notified management of the Desmond Hotel in Albany that CSEA supports the United Farm Workers grape boycott.

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

Do the WRITE thing!



Tell your legislators you object to the proposed budget!

When writing your legislators to urge that Gov. Cuomo's budget cuts be revised and the third and fourth year of the scheduled tax cuts not be implemented, follow these hints. You can even use the form offered in the adjacent sample letter.

1. IDENTIFY YOURSELF as a taxpayer, a public employee (employed by town, village, county, state agency, etc., as appropriate), a constituent and a registered voter.
2. STATE THE PROBLEM AS YOU SEE IT. Tell your legislator the state budget as proposed will be disastrous. It will have a devastating effect on the general public by increasing local taxes because of reduced state aid to localities and school districts. Proposed layoffs will further injure local economies and overall service levels will diminish.
3. PROPOSE A SOLUTION. Point out the state budget deficit was caused by underestimating income, not by overspending. Strongly urge that the third and fourth years of the state tax cuts not be enacted.
4. REQUEST ACTION. Ask your legislator to call on Gov. Cuomo to freeze state taxes at 1988 levels and not implement the third and fourth year of the state tax cut in order to reduce the deficit and maintain current levels of services.
5. ASK FOR A RESPONSE. Tell your legislator you want to hear from him or her regarding your letter and his or her response to your proposals.
6. SEND A COPY OF YOUR LETTER TO: Joe McDermott, CSEA President, 143 Washington Avenue, Albany, New York 12210

SAMPLE LETTER

Date _____

Dear Senator/Assemblyman:

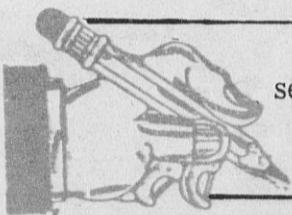
I am writing to you as a concerned taxpayer, an employee of (identify the state agency or local jurisdiction), one of your constituents and a registered voter. I am extremely disturbed about what effect Governor Cuomo's proposed budget will have on the current services being provided by the state and local governments.

Under his proposed budget, Governor Cuomo has called for inadequate funding of health, social, educational and local programs. He also proposes to balance the budget on the backs of municipal governments, which will inevitably mean increases in local property taxes.

I urge you to consider this solution. I believe that an obvious and realistic way to help close the budget gap is to freeze the implementation of the New York State Tax Reform Act of 1987 at current (1988) levels. After all, the budget problems were not caused by overspending, but by the drop in revenues. We must not allow the third and fourth year of the tax breaks to be implemented. The quality of life in the State of New York is at stake.

Please let me know that you will support this position and call on Governor Cuomo to take appropriate action.

Your Name
Your Address



To be sure your letters about the state budget and other legislative issues get to your representatives, send them to the following addresses:

New York State Senate
Albany, NY 12249

New York State Assembly
Albany, NY 12248

You can help!

You can influence the outcome of the state budget. Grassroots campaigns have historically been successful, and you are a member of one of the largest grassroots organizations in the state — CSEA.

We succeeded on the federal level last year, convincing Congress to end taxation of public employees' leave accruals. Now it's time to work at the state level to fight Gov. Cuomo's budget plans that will mean higher local property taxes, layoffs and tax breaks for the wealthy. If you want to join the fight, send in the adjacent coupon. We'll tell you how you can help.

Mail this coupon to: CSEA Legislative and Political Action Dept. 143 Washington Ave., Albany, NY 12210

YES! I want to help fight the governor's budget! Let me know what I can do!

MY NAME IS _____

ADDRESS _____

SOCIAL SECURITY NO. _____

CSEA LOCAL _____