

THE  
PUBLIC

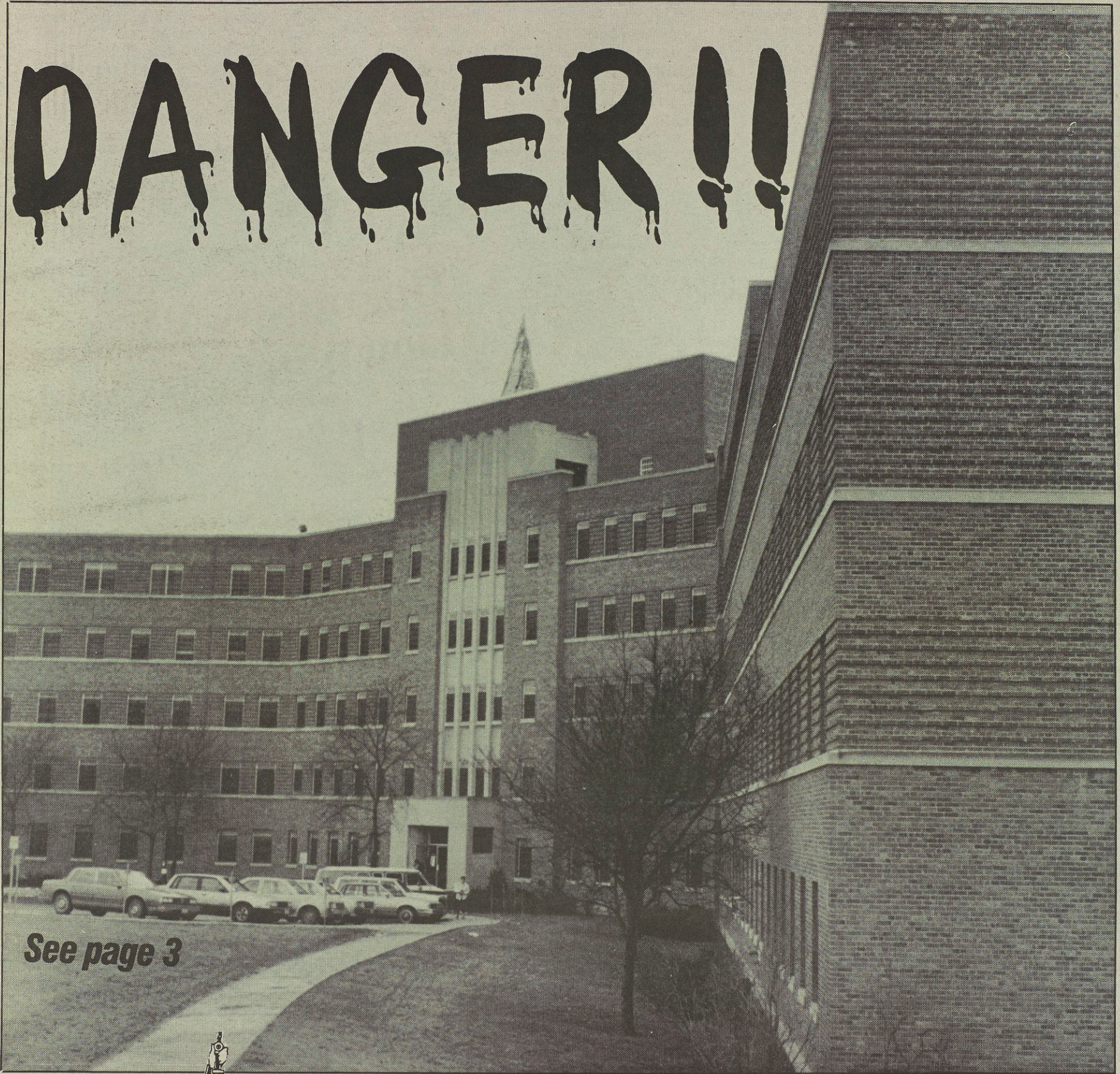
# Sector

Monday, February 5, 1990

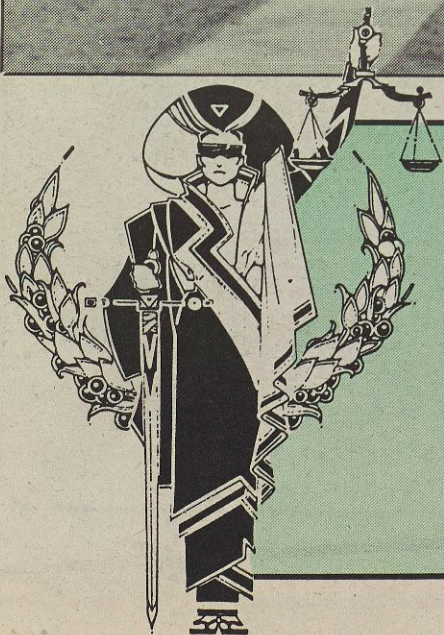
Vol. 13, No. 3

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

# DANGER!!



See page 3



**NEED A LAWYER? Now you've got one!**

**A great new member benefit  
for you from CSEA/AFSCME**

—See pages 9-12

# INSIDE NEWS YOU CAN USE

There's plenty of important and interesting information packed within the pages of this issue of *The Public Sector*.

On **page 3** you'll read about the dangers of understaffing at Binghamton Psychiatric Center. On **page 4** you'll be updated on an important pay equity case in Nassau County, and on **page 5** you'll learn more about where CSEA stands on the proposed state budget. **Page 6** features a story on how CSEA prevented layoffs in Broome

County, and **page 7** is where you'll learn how the state ethics law will affect court employees. On **page 8** we'll update you on CSEA's efforts to get upgrades for state stationary engineers.

**Pages 9 through 12** comprise an important section detailing the union's newest benefit. You should pull out this four-page section and save it for future references. **Page 13** details one person's effort to stop smoking. **Pages 14 and 15** deal with

important information on AFSCME delegate and CSEA regional officers elections. A severe case of harassment is detailed on **page 16**, and learn how court rulings on drug testing could affect you, on **page 17**. On **page 18** you'll learn why things are looking up at O.D. Heck, and turn to **page 19** for a handy list of union benefits and services. And on **page 20** you'll learn the local government people who have been with CSEA the longest want to keep it that way.

## Toiling through the tragedy

When an Avianca passenger jet from Bogota, Columbia, crashed in an exclusive Long Island neighborhood while attempting to land at New York City's JFK Airport recently, a virtual army of people responded to assist with the crisis.

Among them were many CSEA members who performed strategic roles in the emergency coordination and rescue and treatment of the victims.

CSEA members involved included medical personnel from many police and fire units and the Nassau County Medical Center; members of Nassau County Fire Communications; 911 operators; ambulance drivers; lab technicians; data processors; members of the Fire Marshall's Hazardous Materials Unit and hundreds of public employees who assisted through their neighborhood fire departments.

For most, their work that night in late January was grim. The crash killed 73 people and injured more than 80 others. It provided a severe test of the abilities of people to respond quickly and efficiently to the desperate needs of others in deep distress and of the procedures in place for such emergencies. The people, including public employees, and the system, by all accounts, met that test.

### Next issue: First-person accounts

In the next issue of *The Public Sector*, CSEA Communications Associate Sheryl C. Jenks will write about the experiences of many CSEA members who became deeply involved in the aftermath of that crash. Several CSEA members will provide first-person accounts of what they did and saw that night, and how it affected their lives.

Meanwhile, efforts are being made to help people deal with any stress-related problems they may have encountered as a result of those experiences.

Nassau County set up a temporary walk-in clinic in the Oyster Bay school district, open from 4 p.m. to 10 p.m. and staffed by professional counselors.

In addition, anyone who wants counseling during the day should call the Nassau County Mental Health Department at (516) 535-3355. Evening calls may be placed with the Mental Health Association at (516) 489-2322.

## Bogota-to-NY Jet Down in Cove Neck

*Avianca 707 carrying 149 in pieces on road*

By Bill Bleyer and Phil Mintz

A passenger jet from Bogota, Colombia, heading for John F. Kennedy Airport with 149 people on board, crashed in Cove Neck last night shortly before 10 p.m. authorities reported.

Officials on the scene said there were "multiple fatalities, and at least 80 people were reported injured. However, numerous survivors were also seen huddled in the red and white Avianca flight jackets around the wreckage of the jet, which straddled Tennis Court Road about a half mile east of Cove Neck Road, just south of the Sagamore Hill National Historic Site.

Other survivors were being carried away on stretchers by emergency crews, which converged on the scene.

Port Authority police said there were 142 passengers and seven crew on the plane, a Boeing 707, which had been due to arrive at Kennedy Airport at 8 p.m. The plane had been scheduled to leave Bogota at 1:15 p.m., Bogota time.

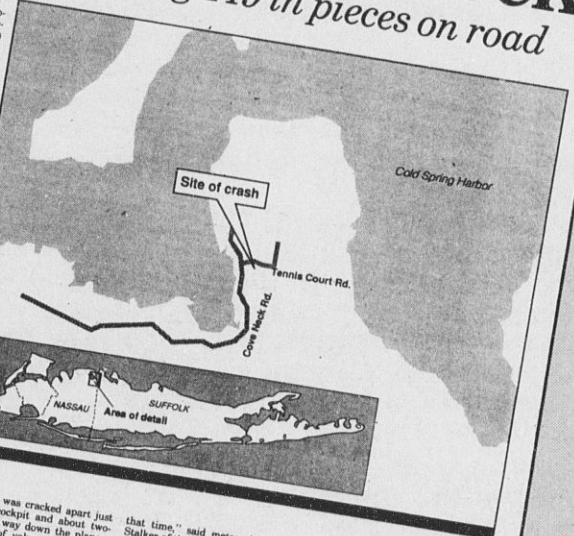
Port Authority Police Sgt. Nicholas Korman said that the Kennedy jetliner while it was about 15 miles northeast of New York City. The plane disappeared from radar screens at the same time.

The jet wreckage faced south on Tennis Court Road, the tail of the plane resting on a 45-degree incline. The plane had smashed the deck of a house at 16 Tennis Court Rd., but did not injure the two occupants.

Sam Tisenbaum, the owner of the house, said, "I was watching television and my wife was taking a shower. I thought it was an earthquake. The power went out and there was a terrific crash. I didn't hear any engine noise. I walked out on the deck and half of it was gone."

Tisenbaum said, "I'm a heart patient and I just had a little angina. The whole house shook. There was a moaning and crying but I couldn't see anything because the lights were out."

"I heard it crash. I heard a thunderous noise. I looked up but saw no lightning," said Charles Dolan, who lives half a mile from the crash site.



The plane was cracked apart just behind the cockpit and about two-thirds of the way down the plane. Hundreds of volunteers were on the scene from fire departments and rescue crews from throughout Long Island, but much of the traffic was backed up on the thin, winding Cove Neck Road.

The flight originated in Bogota with a stop in Medellin, officials with the Federal Aviation Administration said.

"It drizzled and some heavy showers were reported in the vicinity of the crash, according to the National Weather Service."

"Some heavy showers were moving out over the area, probably close to that time," said meteorologist Bob Stalker of the National Weather Service. Stalker said the ceiling in the area at the time was probably about 200 feet. It could not be determined immediately if weather was a factor in the crash.

The FBI was informed of the crash at Kennedy Airport, a flight attendant for that flight, after the crash, about half a dozen sobbing people were escorted into a private lounge and friends.

Alvaro Cardona, of Queens, said his aunt, Gloria Cardona was on board. "I'm scared, I don't know what to think," he said. "Nobody has

told us anything. I don't want to believe she's dead."

Orion Ortiz of Long Beach said his son, Rommel, 25, was on the plane. "There are survivors, so we still have hope," Ortiz said.

Avianca is the same airline whose jetliner, a Boeing 727-100, crashed Nov. 27 over Bogota, killing all 107 people on board when a plastic-explosive bomb exploded. The bomb had been placed in a seat near the fuel

notorious Jose Gonzalo Rodriguez Gacha to the plane bombing.

Shirley Perlman, Mich. Gen. man. Paul Moses, Joseph W. Queen and T.J. Collins contributed to this report.

*"I thought it was an earthquake. The power went out and there was a terrific crash. I didn't hear any engine noise. I walked out on the deck and half of it was gone."*

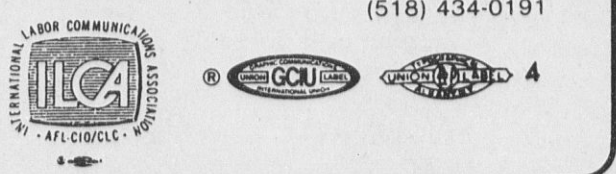
## THE PUBLIC Sector

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

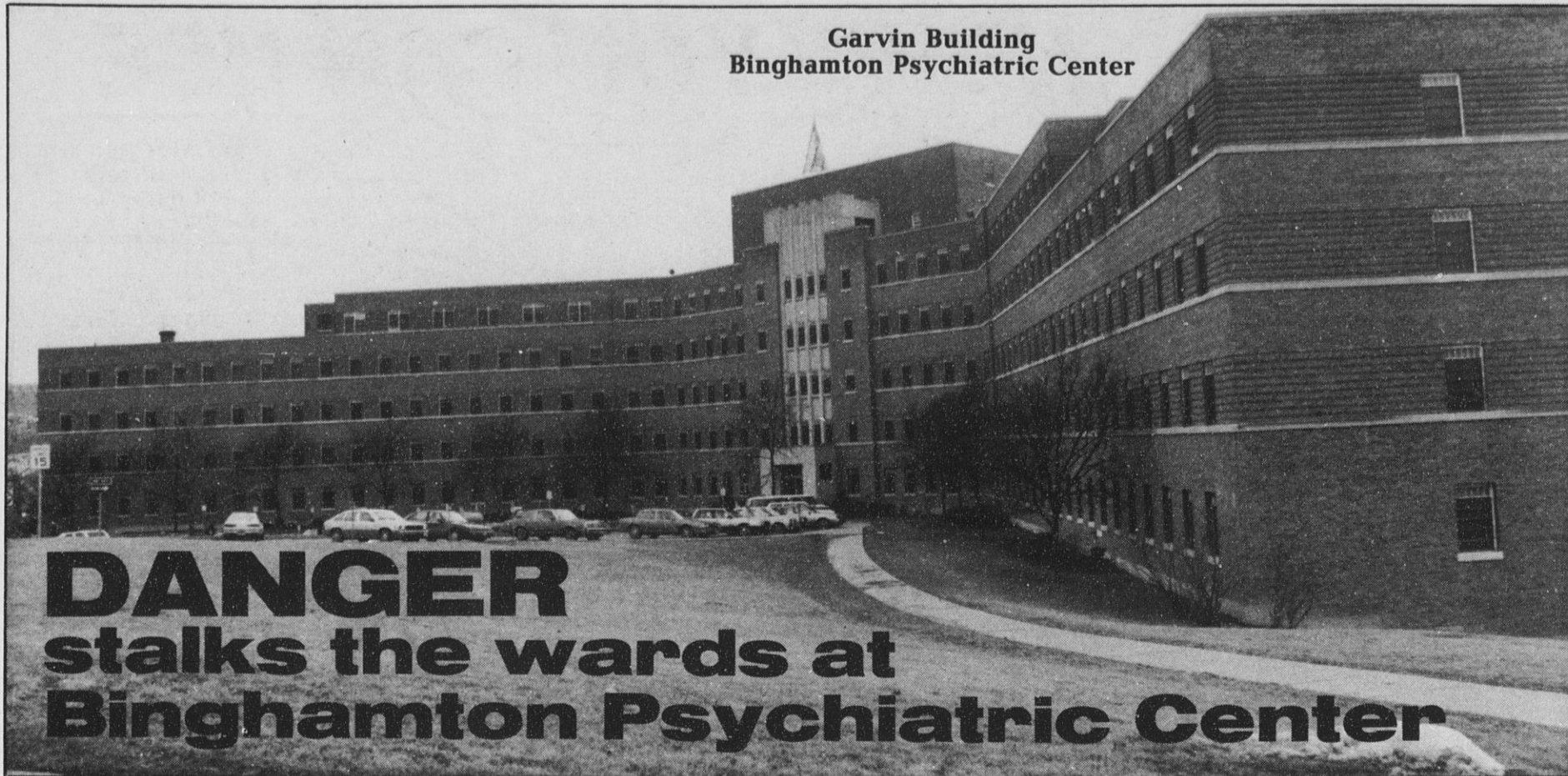
MICHAEL P. MORAN ..... Publisher  
 ROGER A. COLE ..... Editor  
 KATHLEEN DALY ..... Associate Editor  
 STANLEY HORNAK ..... Asst. Dir. of Communications

The Public Sector (445010) is published every other Monday. Publication Office: 143 Washington Avenue, Albany, New York 12210. Second Class Postage paid at Post Office, Albany, New York. Address changes should be sent to Civil Service Employees Association, Attn: Membership Department, 143 Washington Avenue, Albany, New York 12210.

COMMUNICATION ASSOCIATES			
SHERYL C. JENKS	Region I	RON WOFFORD	Region VI
	(516) 273-2280		(716) 886-0391
LILLY GIOIA	Region II	STEPHEN MADARASZ	Headquarters
	(212) 514-9200		(518) 434-0191
ANITA MANLEY	Region III		
	(914) 896-8180		
DAN CAMPBELL	Region IV		
	(518) 489-5424		
MARK M. KOTZIN	Region V		
	(315) 451-6330		



Garvin Building  
Binghamton Psychiatric Center



# DANGER stalks the wards at Binghamton Psychiatric Center

By Mark M. Kotzin  
CSEA Communications Associate

BINGHAMTON — CSEA Binghamton Psychiatric Center (BPC) Local 441 President Keith Zulko feels like he and his co-workers are being held hostage at work.

In a recent letter to the state Commissioner of Mental Health, Zulko wrote, "The purpose of this letter is to shed some light on a hostage situation in which the patients and staff at BPC are being held hostage by an administration that continues to ignore their basic needs."

According to Zulko, those needs are proper staffing and respect from management, neither of which the CSEA employees are getting. This is having a crippling effect on morale, and making BPC a very dangerous place to work, he said.

## Danger on the wards

At BPC, in one ward alone, there are currently six mental hygiene therapy aides (MHTAs) on injury leave, Zulko said. In recent months, MHTAs have endured several vicious patient attacks. Those attacks were either caused or made worse by improper staffing, Zulko believes.

CSEA says such incidents are perfect examples of problems that the union has been trying to prevent for years. Psychiatric and developmental centers in particular have been severely understaffed, and the union has been in the forefront of efforts to convince management and lawmakers to restore staffing patterns to safe and adequate levels.

Recently, while MHTA Jim Martello was working overtime due to staff shortages, he was attacked at a time when no nurses were covering the ward. He ended up in an emergency room with bruised ribs.

MHTA Carl Miller was not that lucky. Two days earlier, the same patient broke three of his ribs. Management

was irresponsible in not transferring the patient to a more secure ward after Miller's attack, Zulko said.

In another attack, MHTA Mike Crimmins sustained a head injury after a patient slammed his head into a metal door, and then drew blood by biting his hand. After the attack, supervisors refused to let Crimmins leave to seek medical attention for several hours.

"I am appalled by understaffing conditions that contribute to such incidents," said CSEA Central Region President Jim Moore, "and I am astounded that management shows so little willingness to respond to the problem. CSEA will continue to press for improvements."

According to Local 441 Executive Vice President Mark Mandyck, staffing problems are not only putting staff at risk, but also affecting the level of patient care.

"It seems impossible to expect our patients to become more secure and higher functioning when the staff they depend on for protection and guidance are literally being wheeled off the wards on stretchers," he said.

## A selective hiring freeze

The letter goes on to inform the commissioner about a selective hiring freeze, under which no MHTAs have been hired in three years while nursing administrators continue to be hired. While management continues its rhetoric about fill levels and budgetary restraints, Zulko said the nursing services management seems to be immune. He believes that because these positions are not involved in direct patient care, they shouldn't receive hiring priorities.

Mandyck also pointed out that many tax dollars have gone into the creation of new deputy director positions at BPC, which are also not involved with direct patient care.

"Management keeps talking about facility change, but what they fail to mention is that on-ward personnel continues to decline, while management fills their own ranks," he said.

## Many other problems

According to Local 441 First Vice President Lois Young, the attacks are only the tip of the iceberg. She said that there are many other problems at BPC, the largest one being the lack of recognition that CSEA gets as a labor organization. Management often refuses to listen to complaints from CSEA; one management official has publicly stated that she has a "disregard and disrespect" for all MHTAs.

CSEA officers are not notified when new employees are hired, she said. In discussing the BPC labor/management relationship, Young said, "It's like we're going back to neanderthal days."

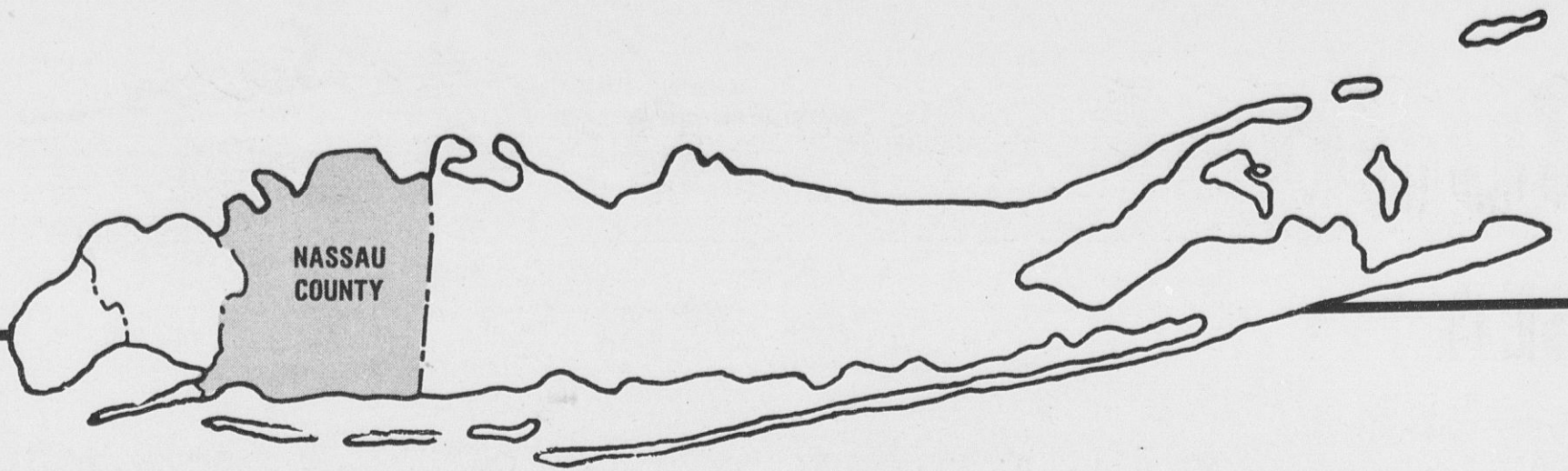
There are many other problems. Management has refused to let MHTAs off wards for half-hour breaks and does not furnish designated eating areas; CSEA laborers are forced to take on supervisory duties in the carpentry, mason and paint shops and only three CSEA-represented phone operators are expected to cover the BPC switchboard 24 hours a day, seven days a week.

Another serious issue is the facility's practice of "dumping" patients by sending them to facilities across the state border into Pennsylvania. In effect, Zulko said, the state is contracting out care for these patients.

## A plea for help

Zulko has filed grievances for several of the problems that staff has encountered, but he believes that most of his problems stem from management policies that must be corrected statewide. He said he hopes his letter to the commissioner will spark some action. He has also been meeting with area legislators, in the hopes that they will take up his cause and push for statewide reform.

"As CSEA officers, we are convinced that the safety of our members and the patients they serve is in jeopardy," he said in his letter, "and we are prepared to use any and all means to rectify this 'hostage crisis.'"



# ***Unions forge strong case against Nassau in wage discrimination trial***

**By Sheryl C. Jenks**  
CSEA Communications Associate

A landmark wage discrimination lawsuit brought by CSEA and its international union, AFSCME, against Nassau County is scheduled to resume in Federal District Court in Brooklyn on Feb. 13.

The lawsuit, brought by CSEA/AFSCME on behalf of 7,000 employees the unions say Nassau County has systematically underpaid, is expected to have an impact on wage discrimination cases nationwide.

## **Union presents strong case**

CSEA/AFSCME rested its case recently after calling 18 witnesses and introducing more than 100 exhibits into the trial, which began Nov. 27. Nationally recognized statistical and classification experts, county officials and CSEA members were called as witnesses by the unions.

CSEA/AFSCME is charging that Nassau County established a pattern and practice more than 20 years ago of gender-based wage discrimination

by intentionally setting lower pay scales for female-dominated jobs than for equivalent male-dominated jobs.

## **Putting the county on the defensive**

Judge I. Leo Glasser denied a request by the county to dismiss the charges after CSEA/AFSCME presented the unions' case. He adjourned the case until Feb. 13 after the county attorney said he was not prepared at that time to begin his defense.

"We are extremely pleased with Judge Glasser's decision to continue our pay equity case," said CSEA statewide President Joe McDermott. "We are optimistic that this landmark case will have a positive impact on thousands of our members in Nassau County, and eventually on women across the nation."

McDermott said union witnesses provided "the smoking gun needed to prove Nassau County set wages for female-dominated positions lower than those for male-dominated positions simply because of gender."

CSEA/AFSCME is attempting to prove, in federal court, that Nassau County:

- deliberately maintained various job titles as sex-segregated;
- failed to take any steps to reduce the glaring sex-segregation in its overall workforce;
- resisted upgrades of female-dominated job titles in circumstances where its own upgrade criteria argued compellingly in favor of upgrades;
- granted upgrades to many predominantly male titles in equally or less compelling circumstances;
- responded to the CSEA/AFSCME lawsuit by imposing a nearly absolute bar to upgrades of jobs held by class members while continuing to upgrade others;
- created and maintained unjustifiable wage disparities between female- and male-dominated job titles that involve closely-related work;
- engaged in a pattern of promoting men to higher-level jobs at the expense of equally or better qualified women, and,
- failed to create realistic promotional paths for many of the largest female-dominated job titles.

# **CSEA/AFSCME**

CSEA negotiated a landmark pay equity adjustment with New York state in 1985. AFSCME has negotiated pay equity settlements with local and state governments coast to coast. CSEA Local 1000 is the largest local within AFSCME, which in turn is the largest public employee union in the nation. More than half the membership of both CSEA and AFSCME are women.

# Budget sense: CSEA testifies on proposal

By Kathleen Daly  
Associate Editor

ALBANY — CSEA made its case for tax fairness and adequate staffing in state facilities at a joint budget hearing before the state Senate Finance Committee and the Assembly Ways and Means Committee.

"In the last year, CSEA repeatedly called for a freeze in personal income tax rates," said CSEA Legislative Counsel Fran Turner. "This budget freezes the tax rates, allowing for the stable, growing revenue sources New York needs. At the same time, the freeze ensures that millions of low-income New Yorkers do not see an increase in their income taxes."

Freezing the tax rates will stop a tax shift that would require local governments to increase property taxes in order to maintain services and fulfill state mandates.

CSEA is also in favor of corporate tax changes that would help the state pay for the schools, infrastructure and quality of life that business depends on in New York state.

## Preserving jobs

The union voiced its concern, however, over plans to eliminate 1,700 positions in the Office of Mental Retardation and Developmental Disabilities through attrition and elimination of vacant positions. The budget also would eliminate 1,200 jobs in the Office of Mental Health through attrition.

In her testimony, Turner pointed out that the state's OMRDD facilities are transferring many clients to community residences, but few of the new residence

beds will be state-operated.

"Placing these clients in state-operated community residences would eliminate the loss of jobs through attrition," Turner said. "The patients would also benefit from the continuity of care. They would be serviced by competent, caring and trained state workers when they move from a developmental center to a community residence."

In the state's OMH facilities, workers are already suffering from understaffing through work-related injuries, forced overtime and lack of leave time. Instead of eliminating positions, the agency should be creating them.

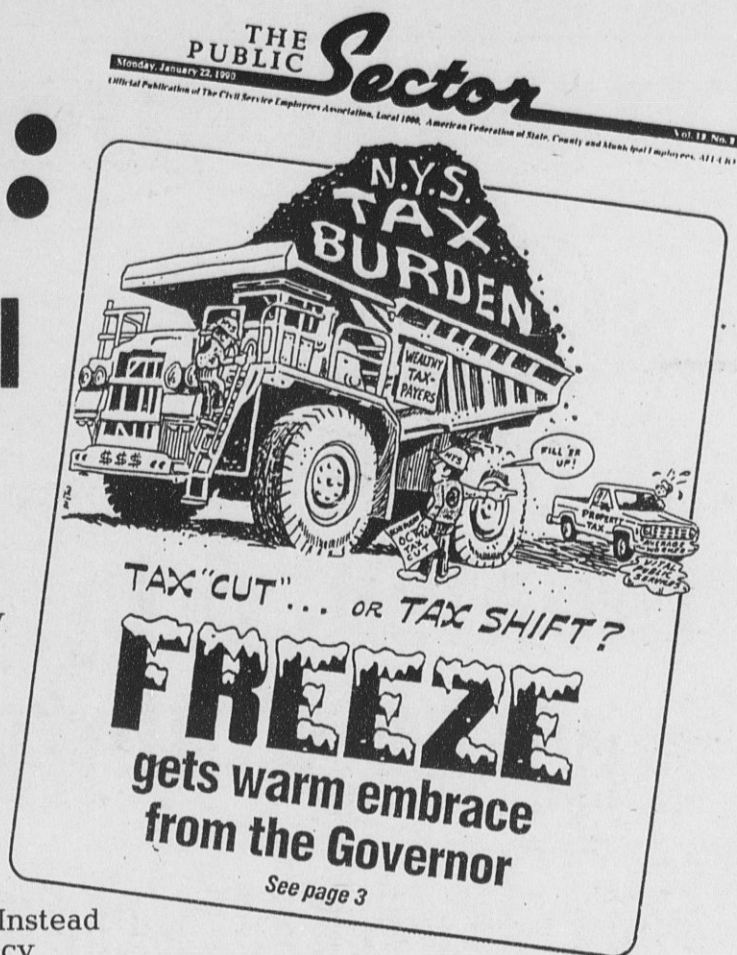
"The clients remaining in psychiatric centers are usually the most difficult to deal with," Turner said. "Because of this, we must advocate for even higher staffing levels."

She pointed out that in 1987-88, one out of every three mental health therapy aides were injured on the job. In the same year, OMRDD employees lost 93,729 work days as a result of lost-time accidents; OMH employees lost 86,7532 work days for the same reason.

## The drug campuses

As the state plans for its new drug treatment campuses, Turner said it should look to one of its greatest resources — state employees.

"The massive buildup of services needed to develop more than 15,000 residential beds and more than 12,000 ambulatory services would most certainly benefit from the state's



already well-developed capabilities in civil service, payroll and purchasing," she said.

"Caring for the difficult clients of those facilities will require a trained workforce. The state already has that workforce in its OMH and OMRDD facilities," Turner said. "Employees no longer needed by those facilities because of declining census and the community-based care system could put their skills, acquired in years of state service, to use in the new drug treatment facilities."

## Aid to localities

CSEA has concerns about aid to local governments, as well. Aid for local health departments, state revenue sharing and the Consolidated Highway Improvement Program (CHIPs) remains at last year's levels. That will only continue problems local governments had last year.

While the cap on Department of Social Services administration costs has been lifted, reimbursement will be based on an average case cost formula that has yet to be released.

The departments will have to participate in programs to reduce fraud and maximize revenues, said CSEA Budget Analyst Kathy Albowicz.

"If the state is serious about dealing with the cost of errors, fraud and abuse, it must spend money, especially since welfare reform and increased medical assistance eligibility will increase work loads," she said. "Without adequate funding, any efforts to reduce losses from error, fraud and abuse will fail."

## CSEA's efforts

CSEA will continue its efforts to stop the tax shift.

CSEA President Joe McDermott said the budget is one of the union's top priorities.

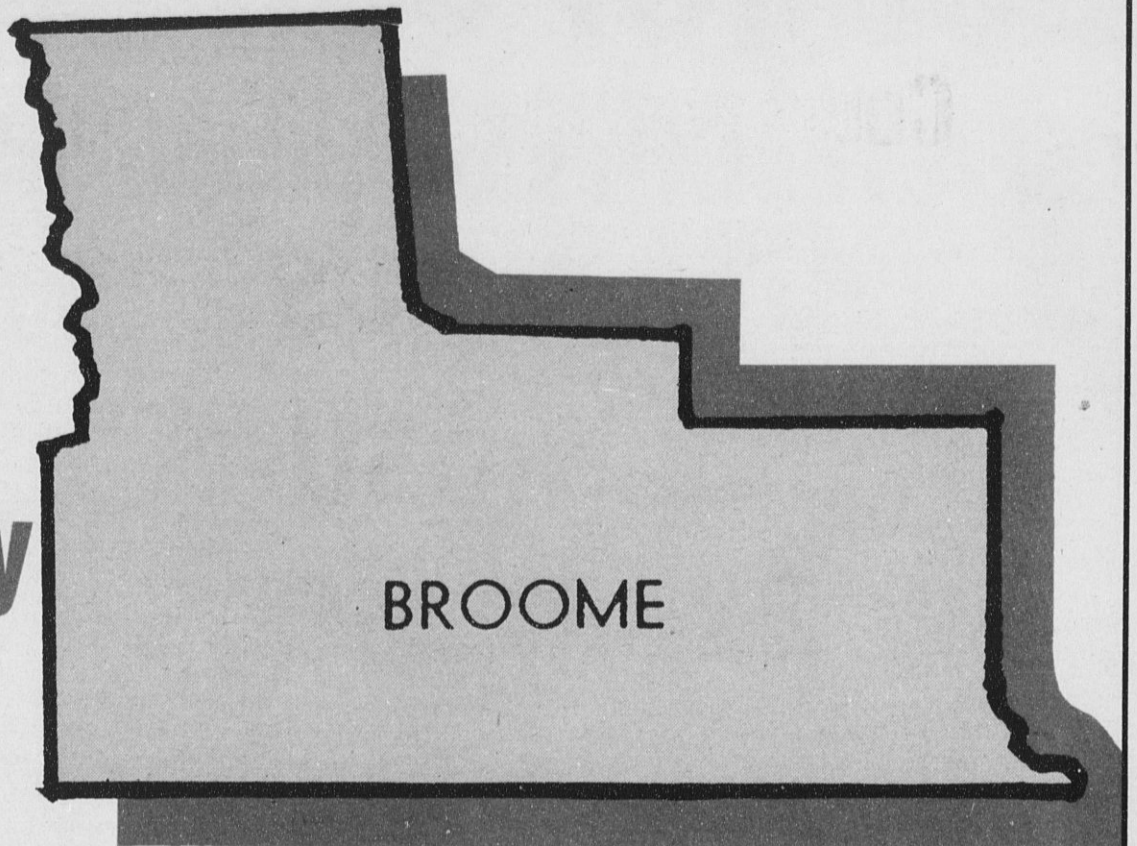
"This budget will affect all of us, whether we work for the state, a local government or a school district," he said. "We want tax fairness so that everyone pays their fair share and everyone gets the services they need."



PREPARING TO TESTIFY on CSEA's concerns about the state budget proposal before a joint legislative committee are CSEA Budget Analyst Kathy Albowicz, left, and CSEA Legislative Counsel Fran Turner.

# Union efforts stop layoffs

## CSEA saves all 80 jobs threatened by Broome County budget crisis



BINGHAMTON — Proving that hard work and political action do indeed pay off, CSEA successfully prevented the layoffs of 80 Broome County employees whose jobs were threatened by the new county budget.

Broome County CSEA Local 804 President Sharon Keesler immediately called CSEA for assistance when she discovered the original county budget called for the layoff of 80 county employees.

CSEA Political Action Coordinator Dwight Evans was assigned to assist Keesler in putting together a plan to stop the layoffs.

With only a short time before the budget was presented to the county legislature for final approval, Keesler, Evans, County Unit President Kathy Wright and activist Dan Lasky moved quickly. They met daily to lobby county legislators to restore positions through budget finance hearings, and succeeded in reducing the layoffs from 80 to 26. At the same time, members of CSEA's Binghamton Political Action Committee (PAC) phoned their legislators to ask them to reduce the layoffs.

With the number down to 26, CSEA Central Region President Jim Moore called County Executive Tim Grippen and asked him for his help in retaining all the employees threatened. Grippen responded by setting up a transition team, made up of Deputy County Executive Kevin Tobin, acting Personnel Director Nancy Olmstead and the CSEA representatives.

Through a series of meetings with the transition team, the union activists were able to get all the threatened employees placed into openings in the county, preventing all layoffs.



**NO LAYOFFS IN BROOME COUNTY** is the reason Sharon Keesler and Dwight Evans are smiling. Keesler is president of Broome County CSEA Local 804 and Evans is a CSEA political action coordinator. Both were part of a union team that successfully prevented the threatened layoffs of 80 Broome County workers.

### **Binghamton School Unit Vice President Honnick seriously injured in automobile accident**

BINGHAMTON — Binghamton City School District CSEA Unit President Geraldine Honnick remains hospitalized in a Binghamton area hospital, where she is being treated for injuries received recently in an automobile accident.

Honnick was reported in critical condition when she was admitted to the hospital.

Honnick, president of CSEA's Aides

and Monitors Unit, was on her way from work in the school's central administration building when her car reportedly was struck by a car driven by a district high school student.

Prayers, flowers and cards can be directed to Honnick at the intensive care unit of Wilson Hospital, Harrison Street, Johnson City, N.Y. 13790.

## Court employees take note—

# CSEA pushes disclosure exemptions

January 1991 is still 10 months away, but CSEA is at work to get answers and exemptions from financial disclosure filings under the Ethics in Government Act for CSEA members in the Unified Court System.

The act applies to all court employees effective Jan. 1, 1991, unless they are exempted. But the court administration has also not yet issued any procedures for requesting exemptions.

"CSEA is confident that the vast majority of CSEA-represented court employees will be exempted," said CSEA President Joe McDermott. "We want to get the exemption process moving."

The act applied to all CSEA-represented state employees and others last year, but CSEA successfully gained exemptions for most of its state members. Legislation raising the salary threshold for requiring state employees to file financial disclosures from \$30,000 to more than \$50,000 was approved last year also. CSEA is seeking a similar amendment for court employees.

There are some other points that you should understand:

### Which court employees must file financial disclosure statements?

Under the act, affected employees who earn an annual salary above \$30,000 or serve in policy-making positions or are involved in 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 are required to file financial disclosure statements regardless of salary and cannot be exempted from filing.

### 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, or 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?

You must detail the status of your finances and outside business and political interests and in certain instances, those of your 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.

### Does income from another job apply for the purposes of the act?

Outside income is not considered 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 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.

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 negotiations.

### 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 or her former state agency or receive money for any services rendered on

# THE ETHICS LAW

# & YOU

behalf of anyone else that relate to any matter before his or her former agency.

2) There is a lifetime prohibition against rendering any service before a 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.

**“The court administration has not yet issued any procedures for requesting exemptions”**

December 28, 1989

Honorable Walter D. Broadnax, President  
New York State Civil Service Commission  
New York State Department of Civil Service  
State Office Building Campus  
Albany, NY 12239

Dear Commissioner Broadnax:

Enclosed for your consideration is an appeal of the determination of the Director of Classification and Compensation regarding the reclassification of positions in the Stationary Engineer title series.

The appeal is for the following reclassifications:

Assistant Stationary Engineer, Grade 8 to Assistant Physical Systems Engineer, Grade 10.

Stationary Engineer, Grade 12 to Physical Systems Engineer I, Grade 15.

Senior Stationary Engineer, Grade 14 to Physical Systems Engineer II, Grade 19.

Principal Stationary Engineer, Grade 17 to Physical Systems Engineer III, Grade 23.

We feel that the Director has relied too heavily on the State's Quantitative Job Evaluation System in arriving at his determination and failed to fully investigate the issues raised in our application.

We are confident that upon review of that application and this appeal the Commission will determine that the requested reclassifications are appropriate. We would very much appreciate an opportunity to meet with the Commission in order to discuss this appeal in greater detail as well as answer any questions you may have.

## CSEA to stationary engineers:

# Keep those cards and letters coming; they'll help appeal of upgrade denial

The cards and letters keep coming and that's encouraging news for nearly 2,000 CSEA members in state power plant job titles.

Last month CSEA urged its members to write Gov. Mario Cuomo and state Civil Service Commissioner Walter Broadnax to object to a decision by the Civil Service Department not to upgrade the power plant titles.

CSEA has filed an appeal of that decision with the state Civil Service Commission, and many CSEA members have responded to the union's appeal for a letter-writing campaign to demonstrate grassroots support for the upgrades.

CSEA President Joe McDermott called the upgrade denial "totally unacceptable."

CSEA contends that the department, although it took three years to respond to the union's 1986 request for upgrades, did not adequately

examine the work that stationary engineers perform every day.

Dozens of CSEA members have written to make that point. For example:

"Engineers must know, deal with and take responsibility for many varied, older (sometimes obsolete) systems together with today's advanced electronic and computerized systems," wrote Paul Stoliker, a 14-year veteran stationary engineer with the Office of General Services in Albany.

The stationary engineers must "be able to understand, operate programs and repair all aspects of those systems for efficient operation and to prevent potential damage to millions of dollars of state equipment or possibly a life-threatening situation," he continued.

"Our union, CSEA, has surprised and delighted me by taking such a strong and forceful stand to committing itself in pursuing the appeal," Stoliker said.

## Here's what you can do

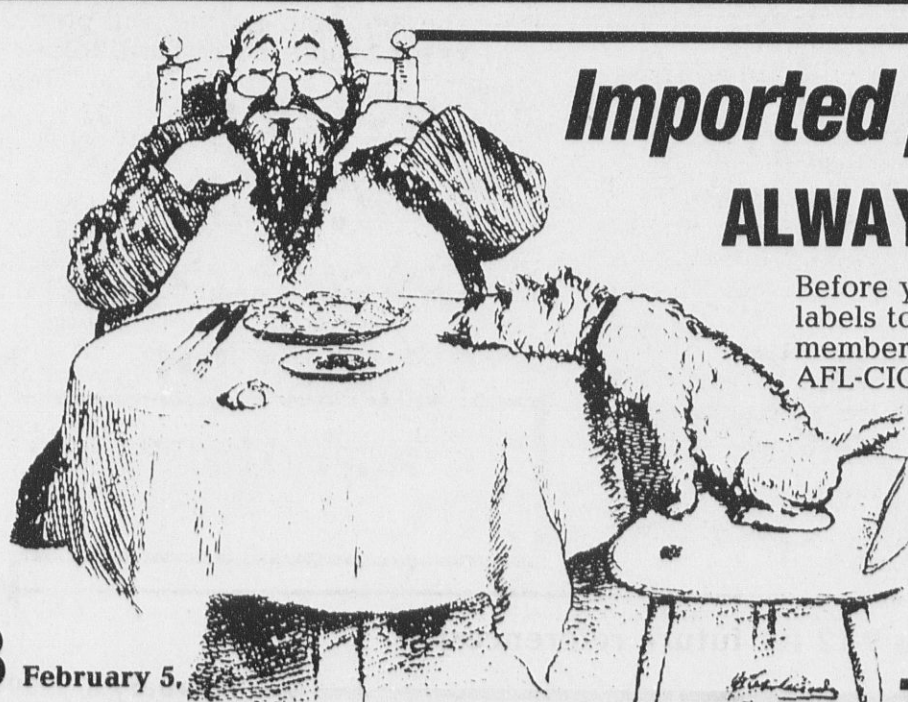
CSEA members can do something about the Civil Service Department's negative ruling on upgradings for stationary engineers. While CSEA presses the issue with the Civil Service Commission, you can make your views on the subject known to the decision-makers.

Write to Gov. Mario Cuomo and Civil Service Commissioner Walter Broadnax urging their corrective action. Send a copy of your letter to the CSEA Research Department.

Governor Mario Cuomo  
State Capitol  
Albany, New York 12248

Commissioner Walter Broadnax  
Civil Service Department  
State Office Building Campus  
Albany, New York 12239

Copies to:  
CSEA Research Department  
143 Washington Avenue  
Albany, New York 12210



## Imported pasta? Don't bite on this

### ALWAYS LOOK FOR THE UNION LABEL

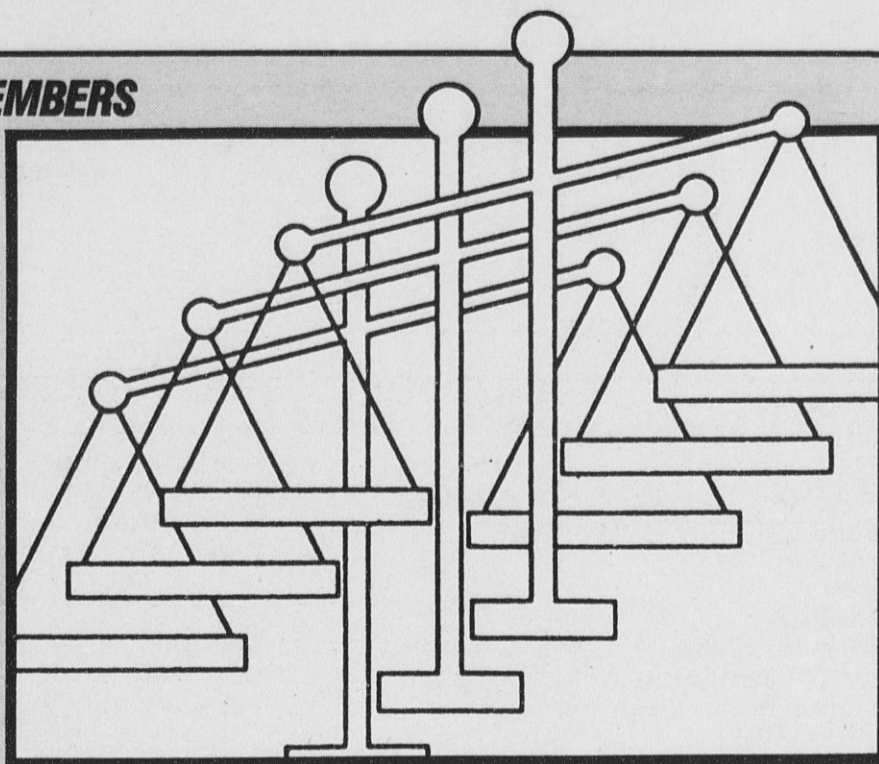
Before you buy that next box of pasta, take a moment to check the labels to see if the produce is union made. That's the message from members of the Bakery, Confectionery and Tobacco Workers Union, AFL-CIO.

A flood of subsidized Turkish pasta into the United States is causing problems for union workers in the pasta industry, and the union workers are reminding consumers to always check for the union label. Meanwhile AFL-CIO lobbyists have taken the fight to Congress in an effort to secure relief from illegal and unfairly subsidized pasta imports from the European community.



**A GREAT NEW BENEFIT EXCLUSIVELY FOR CSEA MEMBERS**

# Need a lawyer for personal legal matters? You've got one!



Sooner or later nearly everyone needs legal help. And thanks to a great new benefit for CSEA members, you can now easily obtain high quality, affordable legal services for many personal legal matters.

Brochures providing full details of the "AFSCME Advantage Union Privilege Legal Services Program" are being mailed to all CSEA members this week.

## *An exclusive benefit especially for you!*

Dear CSEA member:

CSEA membership just got more valuable, thanks to a new benefit now available to you.

The Union Privilege Legal Service is a very useful benefit that can assure you the services of a qualified attorney for personal legal matters and save you money at the same time.

CSEA members can now get, for personal legal services, free legal assistance that includes initial consultation, follow-up and document review. And members get a 30 percent discount on additional legal services.

I urge you to read the "Union Privilege Legal Services for CSEA/AFSCME Members" brochure being mailed to all CSEA members this week. The brochure provides a full description of the program.

For your convenience, CSEA is publishing a full listing of participating attorneys in this edition of *The Public Sector*. The information is also available from your CSEA local and unit presidents and your CSEA regional office.

CSEA is pleased to offer this valuable new benefit to you, and is proud to be at your service — once again!

Yours in Unionism  
Cordially,

Joe McDermott

### **Read and save the brochure**

You should read the brochure carefully to acquaint yourself with details of this important new benefit from CSEA, and save the brochure for future reference each time you may need legal services.

Often people don't attempt to obtain legal assistance because they're afraid it might be too expensive or that dealing with an attorney is too complex to bother with.

The Union Privilege Legal Services Program should eliminate those fears. Some routine legal services are provided free under the program, and many more complex legal matters are handled at a 30 percent discount off the lawyer's normal fee. And a simple phone call to the participating attorney of your choice is all it takes to get the legal process working on your behalf.

**Remember, fees can vary from attorney to attorney, even within a geographic area, for similar legal services.** You are encouraged to discuss fees and the amount of services you would receive for those fees with participating attorneys when shopping for legal services.

### **Some services are free**

Perhaps you'll just need to consult with an attorney; maybe you'd like a lawyer to review a lease, an insurance policy or an installment sales contract. Would a letter or phone call from a lawyer on your behalf be all it would take to resolve a nagging problem?

**Legal services such as those are free under the program.**

Participating lawyers have agreed to charge only 70 percent of their normal fee for more complex legal matters. Smaller discounts may apply in contingent fee cases, and flat fees may be available for some commonly needed services.

### **Fees are in writing**

Participating attorneys have agreed to provide written fee arrangements, so you will know exactly what the costs will be.

You should always thoroughly discuss fees with your attorney and obtain a written fee schedule.

A panel of qualified lawyers, conveniently located throughout the state, has been selected to serve CSEA/AFSCME members under the program. This assures that the lawyer you select to call or see is interested in serving you.

**A listing of participating lawyers is printed on pages 10 to 12 of this edition of *The Public Sector*. You should pull out and save pages 9 to 12 of this edition for future reference.**

The listing is also available from your CSEA unit or local president and from CSEA regional offices. CSEA plans to expand the list to provide even better geographic coverage and a wider range of attorneys to select from.

When you need to use the program, simply call the Union Privilege Legal Services lawyer of your choice. Identify yourself as a CSEA member. It's as simple as that.

This new member benefit is for the exclusive use of CSEA members, their spouses and dependents. The program is for personal legal matters only, and does not cover legal services provided by CSEA attorneys for employment related matters, etc. Participating lawyers are not obligated to take any case and may decline to handle cases.

### **Strictly confidential**

All matters are handled on a strictly confidential basis between you and the participating attorney you choose. Only your attorney will know you are using the program. Each time you use the program, your lawyer will provide you with a simple, short form to be returned to the program administrator to evaluate your lawyer and the service provided. You choose whether or not to identify yourself on the form.

So, thanks to the newest exclusive benefit for CSEA/AFSCME members, the next time you need legal assistance you can just pick up the phone and call your lawyer.

*Listing of participating  
attorneys — pages 10-12*

(Pull out and save pages 9-12 for future references)



# CSEA/AFSCME UNION PRIVILEGE LEGAL PLAN



## Participating Attorneys

ATTORNEY	AREAS OF PRACTICE	ATTORNEY	AREAS OF PRACTICE	ATTORNEY	AREAS OF PRACTICE	ATTORNEY	AREAS OF PRACTICE
<b>AKRON</b> Friedman & Friedman 74 Main St. P.O. Box 31 contact: Robert Friedman 716-542-5444	real estate workers comp criminal wills/estate personal injury	<b>BRONX</b> Seijas & Levine 191 E. 161st St. contact: Joseph Seijas 212-992-9600	general	<b>GARDEN CITY</b> Klemanowicz & Gerard 350 E. Old Country Rd. contact: Benjamin J. Kelmanowicz 516-746-7660	general	<b>MINEOLA</b> Goldweber and Hershkowitz 1565 Franklin Ave. contact: Max Goldweber 516-746-7771	general personal injury
<b>ALBANY</b> Henner, Peter 313 Washington Ave. contact: Peter Henner 518-432-1122	general criminal employment	<b>BROOKLYN</b> Jon David Sherry 214 Park Place contact: Larua Lennon 716-636-5936	real estate	<b>HUNTINGTON</b> Kotler and Vitale 230 New York Ave. contact: Herbert Kotler 516-549-0220	general	<b>NEW YORK</b> Berger, C. Jaye 110 E. 59th St., 29th Floor contact: C. Jaye Berger 212-753-2080	general real estate
<b>ALBANY</b> Sissman, Jack 8 Thurlow Terrace Albany, NY 518-465-8688	general	<b>BROOKLYN</b> Monyak, Harold 224 Atlantic Ave. contact: Harold Monyak 718-237-0800	general personal injury family real estate consumer	<b>ITHACA</b> Williamson & Clune 317 N. Tioga St. P. O. Box 126 contact: Robert I. Williamson 607-273-3339	general family wills/estate real estate personal injury	<b>NEW YORK</b> Dalsimer, William R. 233 Broadway, -3201 contact: William R. Dalsimer 212-513-0188	general
<b>ALBANY</b> Tocci, Dominick 112 State St. contact: Dominick Tocci 518-436-0717	personal injury workers comp criminal	<b>BUFFALO</b> Druar, Robert B. 16 Crescent Ave. contact: Robert B. Druar 716-833-8155	general criminal personal injury bankruptcy family	<b>JAMESTOWN</b> Fessenden, Laumer & DeAngelo 81 Forest Ave. P. O. Box 0590 contact: Charles S. DeAngelo 716-484-7196	general personal injury workers comp SS disability criminal	<b>NEW YORK</b> Placeres & Rosado 2710 Broadway contact: Nestor Rosado 212-316-2373	general
<b>ALBANY</b> Toomey, William A. Jr. 11 No. Pearl St. contact: William A. Toomey, Jr. 518-434-1197	family wills/estate real estate tax workers comp	<b>BUFFALO</b> Friedman & Friedman 300 Delaware Ave. contact: Fred Friedman 716-542-5444 main	see main office listed under AKRON, NY	<b>JAMESTOWN</b> Larson & Subjack Empire State Bldg. 4th & Main contact: Frederick A. Larson 716-483-0479	general real estate family wills/estate criminal	<b>NEW YORK</b> Rivera & Muniz, P.C. 27 Union Square West Suite 306 contact: Walter Rivera 212-807-8776	general
<b>ALBANY</b> Welt, Stockton & Assoc. One Executive Park Dr. contact: Dixon S. Welt 518-438-4422	general	<b>BUFFALO</b> Gregory A. Pope & Assoc. 305 Elmwood Ave. contact: Gregory A. Pope 716-881-1202	see main office listed under LOCKPORT, NY	<b>LATHAM</b> Croak, Richard 143 Maxwell Rd., Apt. A 12110 contact: Richard Croak 518-439-6942	family traffic bankruptcy employment real estate	<b>NEW YORK</b> Zucker, Lawrence 225 W. 34th St. Suite 1706 contact: Lawrence Zucker 212-695-8270 212-695-8271	wills/estate family tax real estate
<b>AMHERST</b> Friedman & Friedman P.C. 5136 Sheridan Drive contact: Robert Friedman 716-542-5444	see main office AKRON, NY	<b>BUFFALO</b> Hurst, Brothman & Yusick 2600 Main Pl. contact: Andrew D. Yusick, Jr. 716-549-0810 main	see main office listed under ANGOLA, NY	<b>LOCKPORT</b> Gregory A. Pope & Assoc. 247 E. Ave. P. O. Box 867 contact: Gregory A. Pope 716-433-4881 716-695-9775	general	<b>NEW YORK</b> Zweibon Law Offices 24 W. 40th St. contact: Bertram Zweibon 212-921-4730	general wills/estate
<b>ANGOLA</b> Hurst, Brothman & Yusick 11 Maple St. P. O. Box 192 contact: Andrew D. Yusick, Jr. 716-549-0810	general real estate wills/estate personal injury family	<b>BUFFALO</b> Lazroe, Jeffrey A. 405 Brisbane Bldg. contact: Jeffrey A. Lazroe 716-856-8811	general	<b>MALONE</b> Walsh, Robert E. 72 W. Main St. contact: Robert E. Walsh 518-483-5531	real estate wills/estate	<b>NIAGARA FALLS</b> Gellman, Brydges & Schroff 800 Main Street at Cedar Ave. M.P.O. Box 279 contact: Richard J. Schroff 716-285-5152	general
<b>BATAVIA</b> Noonan, Mahoney & Yunker Corner Main & Court Streets P. O. Box 611 contact: Lawrence Friedman 716-343-0924	general family real estate wills/estate personal injury	<b>BUFFALO</b> Watson, McGarvey, Bennett, Colligan 600 Norstar Building 12 Fountain Place contact: Joel B. Schechter 716-852-3540	general	<b>MASSENA</b> Snider & Snider 227 E. Orvis St. P. O. Box 697 contact: Mark F. Snider 315-764-0513 315-764-0514	criminal family wills/estate real estate personal injury	<b>ORCHARD PARK</b> Berkowitz, Leonard 4513 S. Buffalo St. contact: Leonard Berkowitz 716-662-9808	family personal injury real estate criminal wills/estate
<b>BATH</b> Hancock, James T. P. O. Box 468 105 E. Steuben St. contact: James T. Hancock 607-776-9809	general	<b>COLLEGE POINT</b> Wolinsky & Wolinsky 18-34 College Point Blvd. contact: Anthony L. Mascolo 718-359-7770	general	<b>MEXICO</b> Seiter & Genant 5847 Main St. contact: Norman W. Seiter, Jr. 315-963-7296	general real estate personal injury family criminal	<b>OSWEGO</b> Seiter & Genant 112 E. Bridge St. contact: Thomas A. Reynolds 315-342-1904	see main office listed under MEXICO, NY
<b>BINGHAMTON</b> Chernin & Gold Bache Building P.O. Box 1563 Binghamton, NY contact: John P. Rittinger 607-723-9581	general			<b>MIDDLETOWN</b> Bloom, Barton W. Key Bank Bldg. 253 Rte., 211, E. P.O. 758 contact: Barton Bloom 914-343-0623	civil service real estate wills/estate		



# CSEA/AFSCME UNION PRIVILEGE LEGAL PLAN

## Participating Attorneys

ATTORNEY	AREAS OF PRACTICE	ATTORNEY	AREAS OF PRACTICE
<b>PARISH</b> Seiter & Genant 7457 Main St. 13131 contact: Norman W. Seiter, Jr. 315-625-7261	see main office listed under MEXICO, NY	<b>SUFFERN</b> Busman Law Office 19 Margaret Ann Lane 10901 contact: Kenneth Busman 914-946-6555 main	see main office listed under WHITE PLAINS, NY
<b>PLATTSBURGH</b> Lavorando, Joseph 30 Clinton St. 12901 contact: Joseph Lavorando 518-561-8657	family personal injury wills/estate real estate	<b>SYRACUSE</b> Swartz, Waldauer, Stevens & Cooper, P.C. Vanderbilt Sq. 13202 515 University Bldg. contact: Marc Waldauer 315-471-2129	general family personal injury criminal wills/estate
<b>POUGHKEEPSIE</b> Levine & Hofstetter 316 Main Mall 12601 contact: Bruce Hofstetter 914-473-2040	general real estate	<b>SYRACUSE</b> Boyle & Cantone 731 University Bldg. 13202 contact: Earl Boyle 315-422-2208 315-422-2289 (FAX -)	real estate wills/estate personal injury Domestic relations criminal/traffic
<b>ROCHESTER</b> Harris, Maloney, Horwitz, Evans & Fox 700 First Federal Plaza 14614 contact: Steven E. Malone 716-454-6950	general personal injury real estate family wills/estate	<b>TROY</b> Croak, Richard 114 Second St. 12180 contact: Richard Croak 518-273-1230	see main office listed under LATHAM, NY
<b>ROME</b> Faga & Eisehut Law Offices 225 N. Washington St. 13440 contact: Antonio Faga 315-339-5240	see main office listed under UTICA, NY	<b>UTICA</b> Faga & Eisehut Law Offices One Hopper St. 13501 contact: Antonio Faga 315-797-6990 315-339-5240	general family criminal real estate wills/estate
<b>SCHENECTADY</b> Bendall, James W. 836 Plymouth Ave. 12308 contact: James W. Bendall 518-370-2211	personal injury med malpractice	<b>VALLEY STREAM</b> Schlissel, Elliot S. 480 Rockaway Ave. 11581 contact: Elliot S. Schlissel 516-561-6645 800-344-6431	general
<b>SCHENECTADY</b> Capasso, Burns & Massaroni 215 State St. 12305 contact: John R. Massaroni 518-374-2216wills/estate	general personal injury family real estate	<b>WARSAW</b> Noonan, Mahoney & Yunker 14 West Buffalo St. 14569 contact: Lawrence Friedman 716-786-2880	see main office listed under Batavia, NY
<b>SCHENECTADY</b> Parisi, De Lorenzo, Gordon, Pasquariello Weiskopf, P.C. 201 Nott Terrace 12307 contact: Frank N. Parisi 518-374-8494	general personal injury family real estate wills/estate	<b>WHITE PLAINS</b> Busman Law Office 175 Main St. 10601 contact: Kenneth Busman 914-946-6555	real estate family personal injury wills/estate bankruptcy
<b>SPRING VALLEY</b> Schechter, Mitchell P. 55 W. Central Ave. (Rte. 59) 10977 contact: Mitchell P. Schechter 914-356-1101	criminal personal injury  real estate	<b>WHITE PLAINS</b> Gould, Richard A. 199 Main St. 10601 contact: Richard A. Gould 914-946-6969	criminal family wills/estate personal injury real estate
<b>STATEN ISLAND</b> Simonson & Cohen, P.C. 4060 Amboy Rd. 10308 contact: Robert M. Cohen 718-948-2100	general real estate family wills/estate criminal	<b>WHITE PLAINS</b> Rose, James M. 11 Martine Ave. 10606 contact: James M. Rose 914-948-8100	general



## Class helps CSEA staffer

# Kick the habit



**A QUITTER'S SUCCESS** — Denise Burcume, Clinton County CSEA Local 810 member and smoking cessation program coordinator, presents Ken Lushia, CSEA labor relations specialist, with his certificate for completing the county's smoking cessation program.

By Daniel X. Campbell  
CSEA Communication Associate

PLATTSBURGH — Ken Lushia, CSEA labor relations specialist for the North Country in CSEA Region IV, has quit!

No, he hasn't left the challenging job of providing labor relations services for the 35 CSEA units and locals in Clinton and Essex counties. He's quit a 20-year-old, two-pack-a-day smoking habit. In the process, he's earned some media attention.

Lushia completed the Clinton County Health Department's smoking cessation program and hasn't lit up since the end of November. The Plattsburgh Press-Republican newspaper featured his accomplishment in a recent article.

Lushia began the six-week program a

week before the Great American Smoke-Out. Clinton County CSEA Local 810 member Denise Burcume runs the program. Lushia entered the program for a variety of reasons, but mainly because of the new CSEA policy about smoking and the incentives the union offered to help its employees kick the habit.

While the CSEA satellite office in Plattsburgh has a designated smoking area, it's in the basement and the smoke just hovers, Lushia explained.

"The other two CSEA employees in the office don't smoke, so I would go

have to get over one hurdle at a time and this is my present hurdle," Lushia said. "I'm not going back to smoking."

## She's proud of her work

PLATTSBURGH — Denise Burcume is the only smoking cessation program facilitator for Clinton County.

A member of CSEA Local 810, she enjoys her job.

"I like my job. It's especially rewarding working in preventative education classes with school children," she said. "If they don't start a habit like smoking or using smokeless tobacco, they won't have a problem in the future."

Barcume has high praise for Ken Lushia, the CSEA labor relations specialist who completed her program and, except for one brief slip, is still not smoking.

"When a person quits in part because of the program I teach, I do feel a little bit proud of my efforts," Burcume said. "But then I remember it's really their success I'm happy about. They're the people who are really benefitting."

**"You have to get  
over one hurdle at a  
time. I'm not going  
back to smoking."**

—LRS Ken Lushia

outside to smoke," he said. "That meant I would have to drop whatever I was doing and go outside. My co-workers are glad I quit, too."

Lushia works with Charlie Scott, a collective bargaining specialist, and Kerry Silcio, the stenographer/office assistant.

During the first two weeks of the cessation program, Burcume had class participants record each and every time they smoked a cigarette and why. The smokers began to cut down the number of times they would light up.

"The third session was Quit Night. We had to give Denise our cigarettes, our ashtrays and lighters," Lushia said.

Lushia was doing fine until he came back from Thanksgiving.

"I bought a pack and smoked," he admitted. "But I gave it up again and haven't smoked since."

"I did notice a weight gain right after I quit. The smoking cessation participants and graduates told us going in that we would probably put on some weight, but that's my New Year's resolution. You

## State law limits smoking areas

The new statewide smoking law affects you in most places you will find yourself on a given day. Here is a brief overview.

**Smoking is prohibited in:** auditoriums; gymnasiums; indoor arenas with swimming pools; indoor retail food stores; classrooms; mass transit; shared vans, limousines and taxis; and ticketing and boarding areas in public transportation terminals.

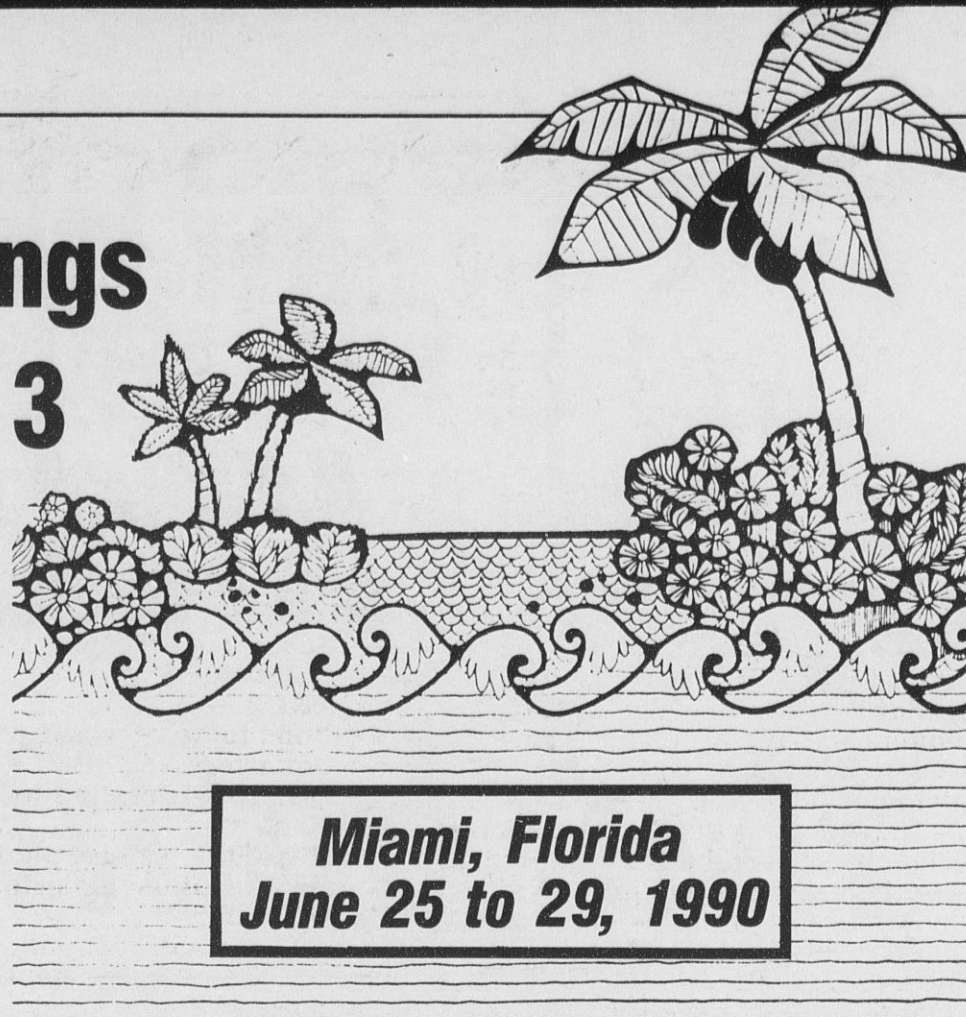
**Smoking is restricted in:** retail stores; hospitals; theaters; service counters in food establishments; banks; schools not used for instruction; museums; libraries; bowling alleys; bingo halls; restaurants; and waiting rooms and waiting areas.

**Smoking is restricted in the workplace:** Smoking is prohibited in work areas if an employee requests it. Non-smoking areas have to be provided in employee cafeterias, lunch rooms and lounges to meet employee demands.

**Smoking is prohibited in the workplace:** in auditoriums, gymnasiums, restrooms, elevators, classrooms, hallways, employee medical facilities and rooms that have photocopiers or other office equipment for common use. It is also prohibited in company cars occupied by more than one person, conference and meeting rooms unless all present agree that smoking is allowed.

**Exemptions:** Bars, hotel rooms, conventions, tobacco stores, private residences, private limousines and automobiles, private parties and private boxes at indoor arenas.

# Nominating meetings scheduled March 3 for election of CSEA delegates to AFSCME Convention



CSEA delegates to the 1990 AFSCME Convention, to be held in Miami, Fla., June 25 to 29, will be nominated at meetings to be conducted in each of CSEA's six regions on Saturday, March 3. Members in good standing as of Feb. 3, 1990, are eligible to be nominated.

Delegates will be elected on a regional basis. Each CSEA region will elect the number of delegates which it is entitled to on the basis of membership strength in accordance with AFSCME and CSEA Constitutions. Expenses for the delegates for

transportation and room and board at the AFSCME Convention will be paid by CSEA.

If an elected delegate is unable to attend the convention, the individual from the region who received the next highest number of votes will attend in his or her place.

## Nominating Procedures

Any member in good standing as of Feb. 3, 1990, shall be entitled to be nominated as a delegate to the AFSCME Convention. Any member in good standing as of March 3, 1990, shall be eligible to nominate delegates to the AFSCME Convention.

Nominations will be made at meetings to be conducted in each CSEA region on Saturday, March 3. Meetings will continue until such time as all those present who desire to make nominations have been given the opportunity to do so.

Persons nominated to serve as delegates from a region must be members of that region and be nominated by members of that region.

Persons nominated need not be present at the nominating meeting.

Any qualified CSEA member may nominate as many candidates for delegates as he or she desires, not to exceed the total number of delegates to be elected from that

particular region.

The nominator must provide the name, address, work telephone number, home telephone number, Social Security number and CSEA local number of the nominee. Nominations must be submitted on an official form, available prior to and during the meeting. Instructions given at the meeting must be followed.

Nominations may be made by slates; that is, a number of individuals who will appear on the ballot as running together or under a particular designation. Persons nominated by slate will appear on the ballot in the order in which they are nominated.

The ballot will provide that individuals who are running on a slate can be elected individually, separate and apart from the slate.

Individuals who make multiple nominations must state whether nominations are made individually or by slate.

## Regional nominating meetings scheduled

Regional nominating meetings will be held Saturday, March 3 for the election of CSEA delegates to the 1990 biennial convention of the American Federation of State, County and Municipal Employees (AFSCME), AFL-CIO.

The location and time of each regional nominating meeting will be published in the Feb. 19 edition of *The Public Sector*.

# CSEA / AFSCME

# Schedule of elections of officers for CSEA's six regions

## NOTICE OF NOMINATION AND ELECTION

ALBANY — Elections will be conducted this spring for officers of CSEA's six regions.\*

Under the union's open election procedures, any member in good standing can have his or her name placed on a ballot by obtaining a minimum of 500 CSEA member signatures on an official petition form. All signatures must be from the region where the person is seeking office. Members who sign the petition must be eligible to vote in the election.

The union's statewide Election Committee will oversee the election which will be conducted by the Independent Election Corporation of America.

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

**MARCH 1 — Nominations open.**  
Nominating Petition Request Forms available from local presidents,

regional offices and CSEA Headquarters. Nominating petitions available from regional offices and CSEA Headquarters.

**APRIL 6 — Final day for nominating petitions to be received at CSEA Headquarters. Deadline is 5 p.m.**

**APRIL 23 — Drawing for ballot position.**

**APRIL 30 — Names, photos and candidate statements printed in the Public Sector.**

**MAY 15 — Official ballots mailed.**  
**MAY 23 — Replacement ballots available.**

**JUNE 5 — Ballots must be returned by 8 a.m. Ballots tabulated and results announced.**

**JUNE 15 — Protest period ends (ten days after official results announced).**

In order to be eligible to seek office, a candidate must be at least 18 years of age, a member in good standing of the

region since June 1, 1989, shall not have been a member of a competing labor association or union since June, 1989, and shall not currently be serving a disciplinary penalty imposed by the Judicial Board of CSEA. To be eligible to vote in the election a member must have been in good standing as of April 1, 1990.

**\*Special note:**The following additional information applies to the Region II President/Statewide Vice President Election.

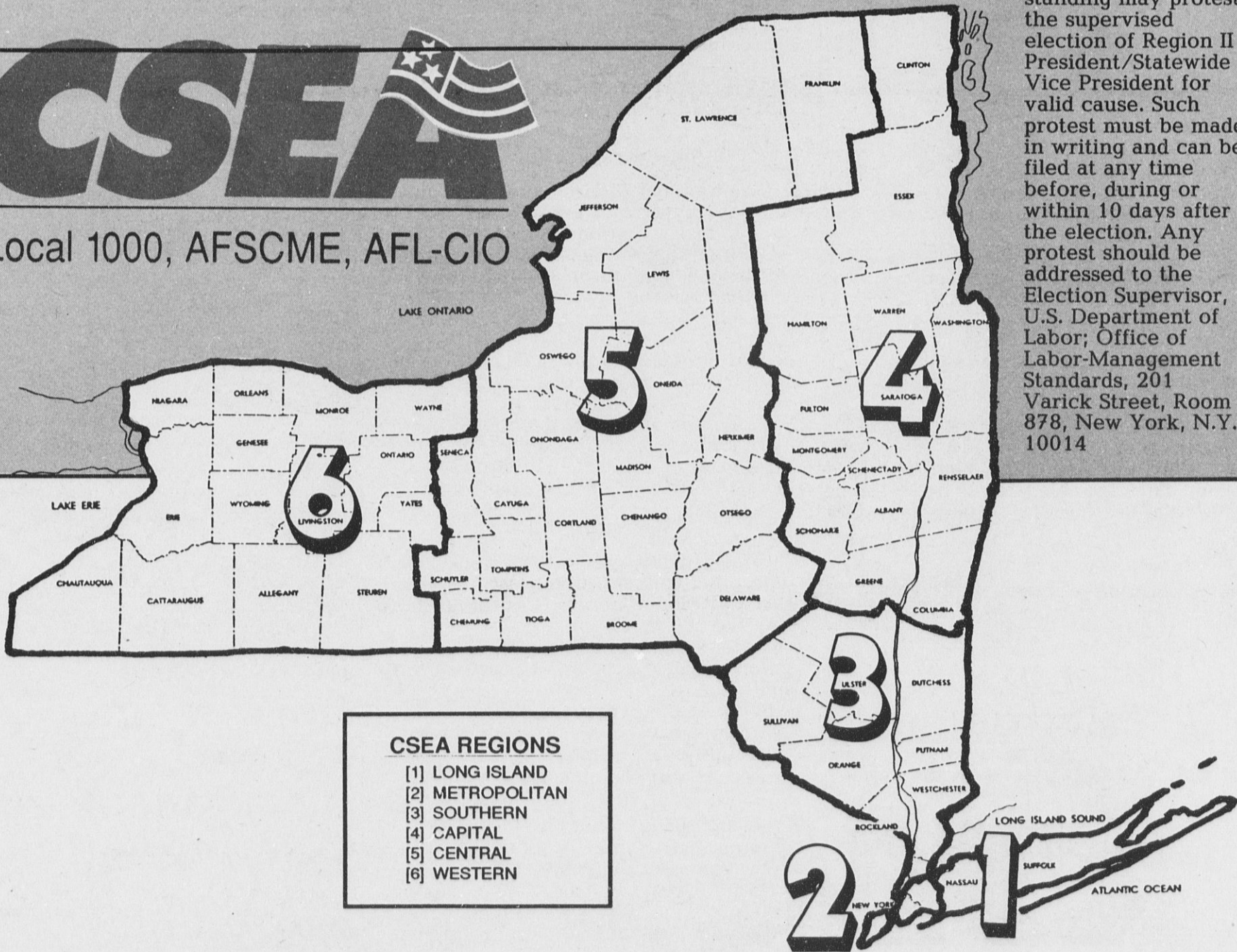
Nominations and the election for the position of Region II President/Statewide Vice President, shall be conducted under the supervision of the United States Department of Labor; Office of Labor-Management Standards.

For purposes of protesting the Region II President/Statewide Vice President election only, any member in good

standing may protest the supervised election of Region II President/Statewide Vice President for valid cause. Such protest must be made in writing and can be filed at any time before, during or within 10 days after the election. Any protest should be addressed to the Election Supervisor, U.S. Department of Labor; Office of Labor-Management Standards, 201 Varick Street, Room 878, New York, N.Y. 10014



Local 1000, AFSCME, AFL-CIO

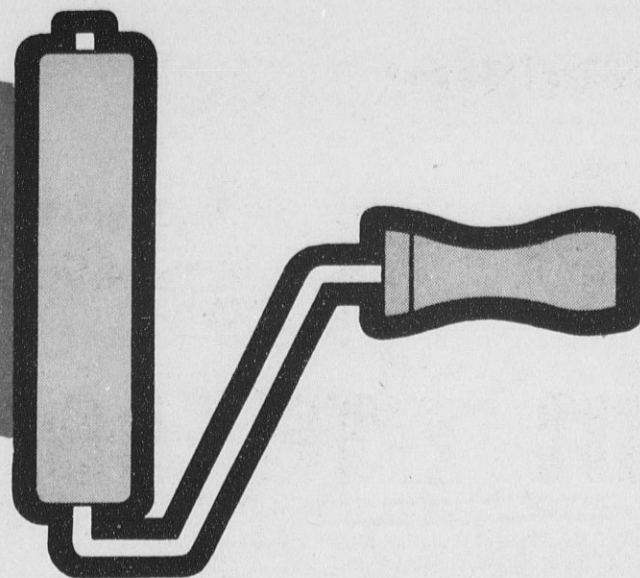


### CSEA REGIONS

- [1] LONG ISLAND
- [2] METROPOLITAN
- [3] SOUTHERN
- [4] CAPITAL
- [5] CENTRAL
- [6] WESTERN

# Paint job

## County tries to cover sexual harassment



By Ron Wofford  
CSEA Communications Associate

LITTLE VALLEY — Carolyn Beil enjoyed her job as a senior bridge painter for the Cattaraugus County Department of Public Works, but she took a voluntary demotion anyway — to get away from sexual harassment.

CSEA has come to her aid, demanding the county offer her an apology and denounce sexual harassment and discrimination on the job.

"Carolyn Beil deserves to have her name cleared of the shadow of any wrongdoing," said CSEA Local 805 President Jerry Zimmerman. "And she

should be offered her senior bridge painter job slot, too."

CSEA Region VI President Robert Lattimer agreed with Zimmerman.

"The county owes her an apology," he said. "The county should issue a statement denouncing sexual harassment and discrimination on the job, and bring this county into the 20th century."

Beil had no intention of raising problems when she took the senior bridge painter job.

"I really enjoyed my job once I left the barn in the morning until I came back in the afternoon," Beil wrote in a letter to DPW Commissioner Richard Johnson. "But over this 18-month period I became discouraged and felt intimidated to a point where I realized my efforts would not be appreciated. I know I did my job well, and can leave it feeling self-satisfied. But I was discriminated against and treated in an unfair manner by your management team."

### Problems before she started

The problem began before she took the job. A manager asked Beil if she would accept a bridge painter position, two grades below senior bridge painter so that a male co-worker could take the higher level job, she said. When she refused and took the senior job, that manager refused to speak to her; he would only talk to the male co-worker about work assignments, she explained.

Beil also endured constant criticism over equipment break downs.

That she took the voluntary demotion to laborer to avoid the situation wasn't enough for the DPW commissioner.

### Paint spill problem

When a paint spill into a county creek where Beil was supervising a job caused the state Department of Conservation to fine the county \$5,000, the commissioner wrongly claimed her voluntary demotion was a result of the spill.

Beil said the overspray problem occurred because her crew was given paint that didn't meet specifications and faulty spraying equipment.

"I radioed to the barn after having the crew stop painting and was told to continue painting even though they knew the paint overspray was spilling into the creek," Beil said.

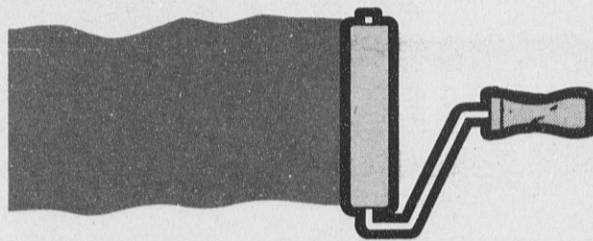
"I was especially insulted when the DPW commissioner used my voluntary

**"The issue of sexual harassment is still alive and well in this county."**

— Local 805 President  
Jerry Zimmerman

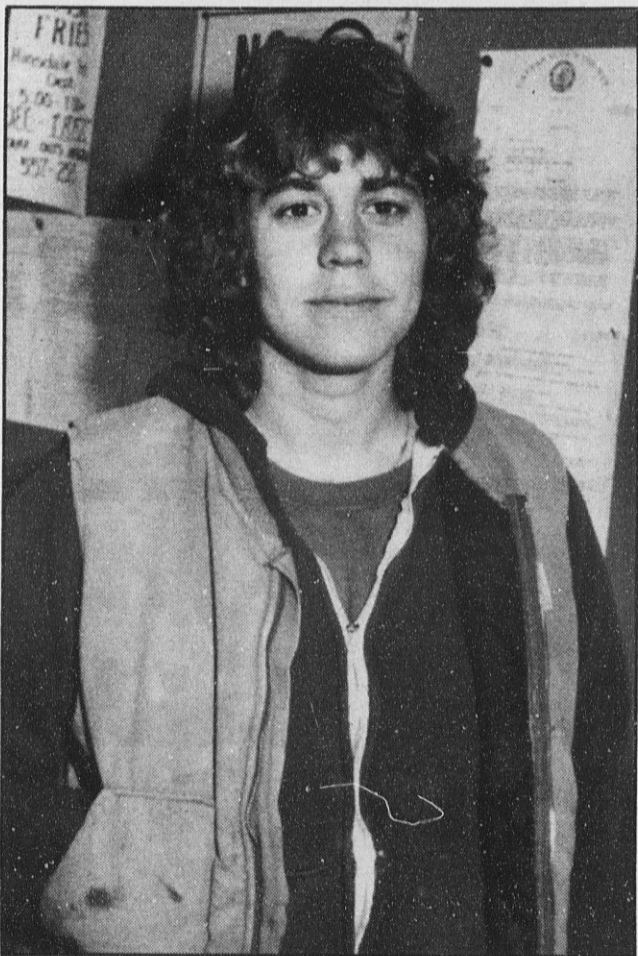
demotion as a smoke screen to make it appear as if I resigned because of the paint spill," she added. "I received no disciplinary action whatsoever regarding the paint spill."

"Rick Johnson is covering up his and his management team's responsibility," Zimmerman said. "The legislature participated in this by failing to respond to our requests to investigate. The issue of sexual job harassment is still alive and well in this county."



**"The county owes her an apology and should issue a statement denouncing sexual harassment and discrimination."**

— CSEA Region VI President  
Robert Lattimer

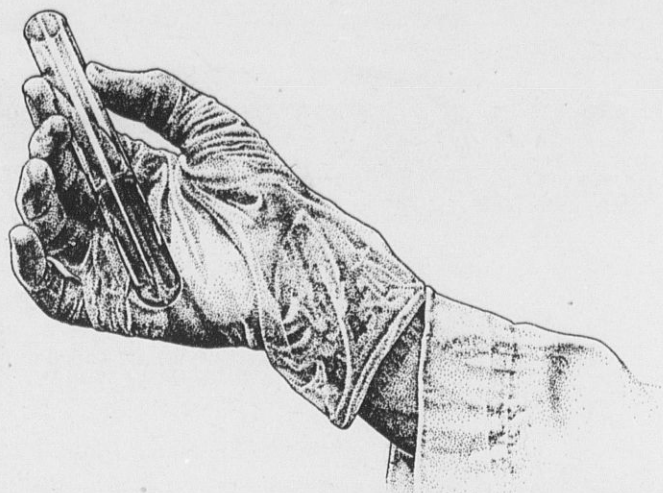


**"I was discriminated against . . . I know I did my job well."**

— Carolyn Beil

## Update:

# Drug testing in the courts



Random drug testing of some public employees was struck down by one federal court recently, while the U.S. Supreme Court refused to hear a different case on public employee drug testing.

In the first case, the federal Circuit Court in Washington, D.C., ruled that the federal Urban Mass Transit Authority (UMTA) has no power to require regional transit authorities to test employees for drug use. UMTA provides funding for regional and local transportation authorities.

CSEA represents bus drivers and mechanics who would have been affected by the UMTA regulations.

The court said UMTA was a funding agency, not a regulatory authority. Therefore, the agency had no right to require transit authorities to randomly test employees for drug use.

UMTA had set up regulations requiring that any agency which received money from the federal agency have a drug prevention program that included, among other items, random drug testing of employees involved in

safety functions in mass transit.

CSEA Attorney Marilyn Dymond said the union had been concerned about the regulations and had watched the case in Washington closely.

"We were reviewing a challenge of the regulations, pending the outcome of the case in Washington," Dymond said. "We knew the decision there would apply to us as well. Fortunately, the decision was in our favor."

### **Supreme Court refuses case**

The U.S. Supreme Court refused to

**“We will  
continue to  
fight random  
drug testing.”**

**— CSEA attorney Marilyn  
Dymond**

hear cases challenging random drug testing of two groups of federal employees. Some have interpreted that decision as opening the door to random testing of public employees, but Dymond said the refusal does not necessarily affect public employees in New York.

In one case, the Army requires drug testing of civilian drug and alcohol counselors. The other involved testing of Justice Department employees who have top-secret clearances.

The Supreme Court refusal does not mean all public employees may now be subject to random drug testing, particularly in New York. Dymond explained that any drug testing of New York state employees would be a subject of negotiations.

"The state cannot order random drug testing without negotiating the issue," she said. "We will continue to fight random drug testing as an invasion of privacy and as a violation of the collective bargaining process."

## Federal PALs call Congress

CSEA's federal political action liasons (PALs) joined in a nationwide effort to convince legislators to pass important child care legislation recently.

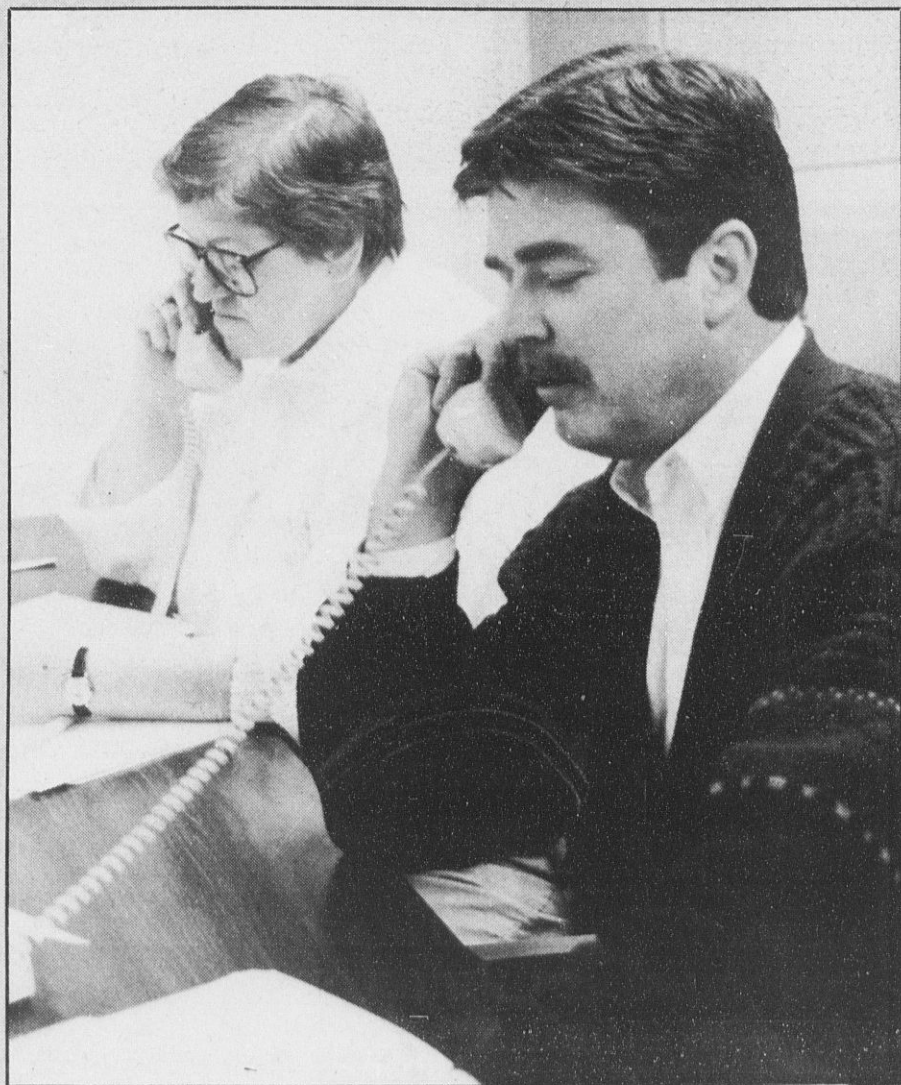
AFSCME, CSEA's international union, called for a Congressional Telephone Blitz on Jan. 25.

The national call-in day was designed to flood congressional offices with phone calls supporting the Act for Better Child Care.

"Our federal PALs were making those calls to be sure Congress knows we demand better child care," said CSEA Federal Issues Liason Joe Conway. "They failed to act last session; we won't stand for it again."

The Act for Better Child Care is designed to improve the quality, availability and affordability of child care for working families.

**CSEA AT WORK** — Joan Tobin, a member of CSEA's Federal Issues Committee, and Bill Burdick, a federal PAL, make calls to Congress urging support of the Act for Better Child Care. Their effort was part of the AFSCME Congressional Phone Blitz to flood congressional offices with calls on the issue.





# New energy at O.D. Heck

## Office, newsletter, boost morale

SCHENECTADY — A new CSEA office and are giving CSEA members at O.D. Heck Development Center a new energy.

"This used to be a storage room for dust," O.D. Heck CSEA Local 445 President Fran Kennedy said recently as she whirled around the new local office. "Even with CSEA region and headquarters help, it took us months to get the facility to find the space for us.

"But it's making such a positive impact on the members, it was worth it."

The bright, spacious room is filled with CSEA information and files of union records, grievances and reports.

"It's so much easier now to respond to a question for a member or management," Kennedy said. "We don't have to clean out car trunks or sort through mountains of papers on sagging dining tables. It's all right here."

O.D. Heck Newsletter Editor Greg Owens said communication is a big issue for the local.

"O.D. Heck is a 24-hour-a-day, three-shift operation with offices spread throughout a large geographic area. Communication is a difficult job," Owens said. "The



office and the new newsletter have opened up new lines of communication with spread out members. They can read the newsletter, get up-to-date information and communicate back to us in a variety of ways. And that means a lot."

With the new office, the newsletter and valuable help from

CSEA Region IV and CSEA headquarters, morale is improving at O.D. Heck.

Mary Cooney, first vice president, dropped into the new office just off the facility cafeteria to pick up some information for a member.

"This is great, just great," she said. "The members can see just how much CSEA is doing for them."



**"The office and the new newsletter have opened up new lines of communication . . . and that means a lot."**

**— Newsletter Editor Greg Owens**

THE NEW LOCAL 445 office gives local officers and members a central spot to keep records and information. Pictured in the office are, from left, newsletter Editor Greg Owens, Local 445 President Fran Kennedy and Local 445 First Vice President Mary Cooney.



## YOUR UNION BENEFITS

# AT YOUR SERVICE

*A handy reference guide to CSEA member services and benefits*

### CSEA Toll-Free

The union's toll-free telephone number — **1-800-342-4146** — is your direct link to CSEA Headquarters.

When you call the toll-free number, a recorded message describes the choices to put you through to the right place for the help you need.

You need a touch-tone telephone to complete your call without operator assistance. If you aren't calling from a touch-tone telephone, an operator will pick up and complete your call at the end of the message.

If you know the extension number of the individual that you're trying to reach, you can press "0" plus the extension number on your touch-tone telephone at any point during the recorded message and be connected.

If you don't know the extension, the message will give you the following choices:

- \* For Field Operations or the Empire Plan/Health Benefits Committee, press number 1.
- \* For disciplinaries, grievances and other legal matters, press number 2.
- \* For Communications, the Executive Offices or Political Action, press number 3.
- \* If you have a question concerning dues, membership or agency shop, CSEA group insurance other than health or need to talk to the Finance Department, press number 4.

### Employee Benefit Fund

The CSEA Employee Benefit Fund is a CSEA-administered trust fund which provides certain supplemental negotiated benefits for state employees and participating local government employees. It currently administers Dental Care, Vision Care, Prescription Drug, and Package 7 Benefits Plans.

For questions regarding any of the benefits or for assistance with negotiating any plan(s), call:

**1-800-342-4274 or (518) 463-4555 or write:**  
**CSEA Employee Benefit Fund**  
**14 Corporate Woods Boulevard**  
**Albany, NY 12211**

### Education and Training

CSEA can help you prepare for civil service exams with low-cost study booklets and free-to-borrow video tapes. A small selection of audio tapes are available to the visually impaired.

CSEA also provides educational workshops for union activists eager to learn more about their union responsibilities.

To request booklet order forms or to obtain information on union workshops, call CSEA headquarters at **1-800-342-4146**. For information on videotapes, contact your CSEA regional office.

### Grievances, Disciplinaries

If you believe you have a grievance, immediately contact your Local grievance representative or shop steward. If they are unavailable, contact your CSEA Unit or Local President, or your CSEA Labor Relations Specialist at the appropriate regional office (see adjacent map). Do not delay if you believe you have a problem; grievances must be filed on a timely basis.

### AFSCME Advantage Credit Card

The AFSCME MasterCard has one of the lowest interest rates around — 5 percent above the prime lending rate. There is no annual fee.

To obtain an application form, call your CSEA regional office (see adjacent map).

The card is issued by the Bank of New York. If you apply for a card and there is no response within four weeks, call the bank toll-free at **1-800-942-1977**.

### Insurance

CSEA offers several insurance programs at low group rates and provides the convenience of automatic payroll deduction.

These voluntary group plans include: Basic Group Life, Supplemental Life, Income Protection Program, Hospital Indemnity Plan, Family Protection Plan, Auto Insurance and Homeowners Insurance. **For more details, call 1-800-366-5273 or (518) 381-1600.**

### AFSCME Advantage Travel Services

Helps you get where you're going, fast. And saves you money in the process!

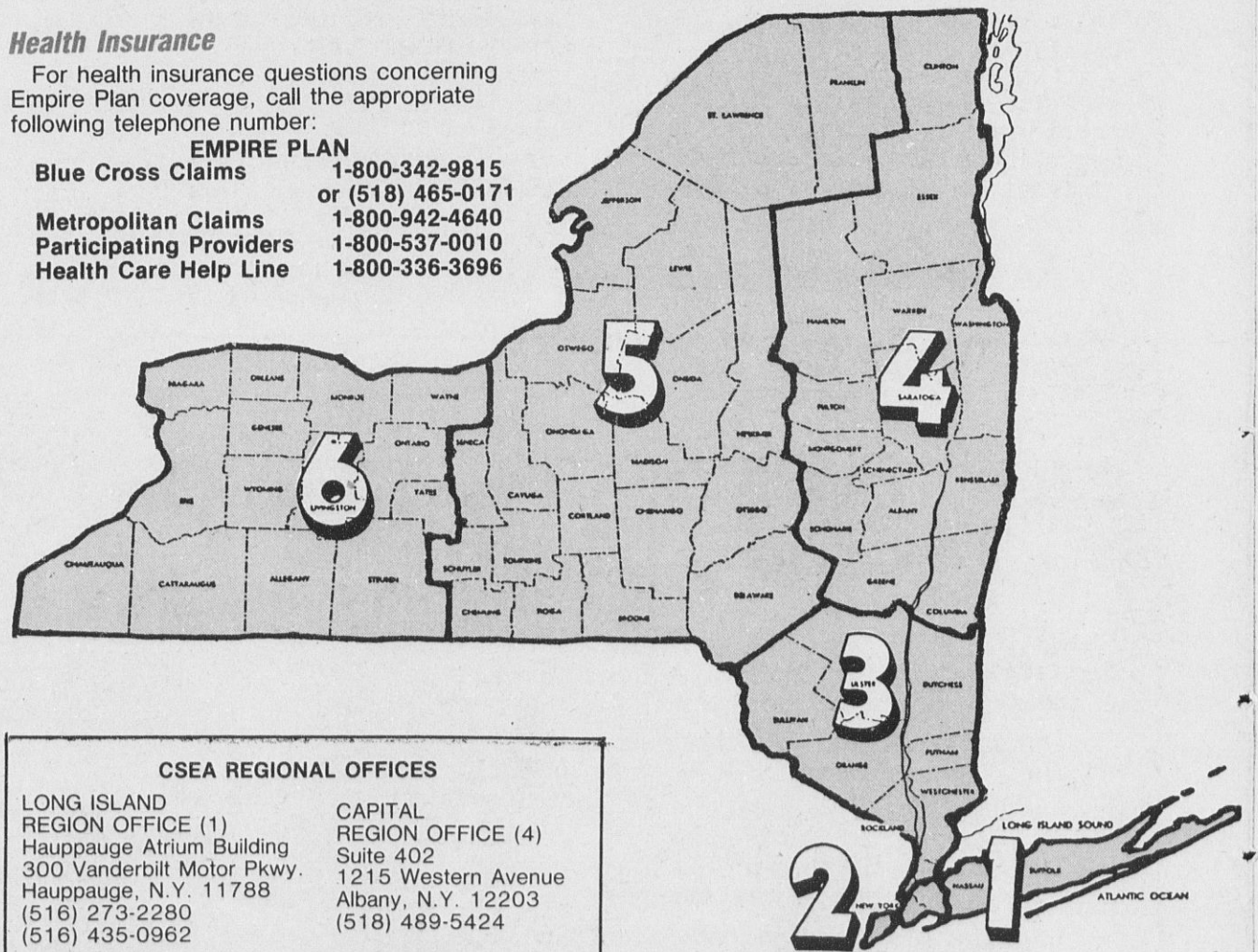
You can stretch your dollars with the cost-free travel benefits that include guaranteed lowest available airfare, car rental discounts, hotel and motel discounts and a vacation hotline.

**For a free starter kit call 1-800-522-8727.**

### Health Insurance

For health insurance questions concerning Empire Plan coverage, call the appropriate following telephone number:

**EMPIRE PLAN**  
**Blue Cross Claims 1-800-342-9815**  
**or (518) 465-0171**  
**Metropolitan Claims 1-800-942-4640**  
**Participating Providers 1-800-537-0010**  
**Health Care Help Line 1-800-336-3696**



#### CSEA REGIONAL OFFICES

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

**METROPOLITAN REGION OFFICE (2)**  
Suite 1500  
11 Broadway  
New York, N.Y. 10004  
(212) 514-9200

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

**CAPITAL REGION OFFICE (4)**  
Suite 402  
1215 Western Avenue  
Albany, N.Y. 12203  
(518) 489-5424

**CENTRAL REGION OFFICE (5)**  
Suite 308  
290 Elwood Davis Road  
Liverpool, N.Y. 13088  
(315) 451-6330

**WESTERN REGION OFFICE (6)**  
482 Delaware Avenue  
Buffalo, N.Y. 14202  
(716) 886-0391

### Retirement

If you are retiring soon, it's important that you select the proper option from the Employees' Retirement system.

By using the services of a CSEA-provided retirement counselor, you'll be able to plan for a lifestyle in your retirement years that takes into account your anticipated expenses.

**For more information, call 1-800-366-5273.**

General retirement information is available by contacting CSEA's Retirement Department, CSEA Headquarters, 143 Washington Avenue, Albany, N.Y. 12210. **(518) 434-0191 or 1-800-342-4146.**

### United Buying Service

Get big savings on consumer products through the union's official discount buying service. UBS combines the power of millions of members to negotiate discounts on a whole range of major name discount products. Everything from automobiles to major appliances, video to home furnishings and more. The program is free to CSEA members and carries no service charges. **To place an order or for pricing information, call 1-800-336-4UBS or 1-800-877-4UBS.** UBS has also set up a hotline for information on limited special monthly offers available only to CSEA members. **For a listing of specials, call the hotline at 1-203-967-2980.**

### Safety

To report unsafe or unhealthy working conditions or serious accidents, call your CSEA labor relations specialist. For occupational safety and health information, call CSEA headquarters at **1-800-342-4146.**

# WESTCHESTER COUNTY

employees  
reaffirm  
their union  
of choice

# CSEA

# YES



**AND THEY DID** — Westchester County employees reaffirmed CSEA/AFSCME as their collective bargaining representative after an eight-month long campaign that concluded in an election in January. Among those who were active on CSEA/AFSCME's behalf were CSEA Collective Bargaining Specialist Al Sundmark and union activists Cheryl Melton and Mickey Cruz.

Westchester County has been CSEA country for more than four decades and will continue to be so into the decade of the 1990s.

Westchester County employees, who comprise one of CSEA's largest and oldest bargaining units, reaffirmed CSEA/AFSCME as their union of choice in a representation election which concluded in late January. CSEA has represented Westchester County workers for more than 40 years.

CSEA/AFSCME won the right to continue to represent some 6,500 Westchester County employees in the run-off election last month after finishing first in a three-way preliminary

election against a pair of dissident groups in December.

#### A victory for the people

"This is a victory for the county's 6,500 employees and their families," said CSEA/AFSCME statewide President Joe McDermott. "They have reaffirmed their faith in CSEA/AFSCME and we will not disappoint them."

"We knew Westchester County employees are intelligent enough to make the right choice — and they did," said CSEA Region III President Pat Mascioli.

#### Getting back to business

"Now it's time to get back to

business," Mascioli said, noting that preparations are underway for contract talks to begin in the near future between CSEA and Westchester County. The present contract expired Dec. 31.

Mascioli called for all Westchester County employees to close ranks and rally behind CSEA/AFSCME.

"Our solidarity is our strength," he said. "We need the support of all employees in order to negotiate a fair and equitable contract from a position of strength. And we also need a united front to fight proposed budget cuts in the county budget."

## CSEA/AFSCME fights threatened layoffs

CSEA is fighting aggressively on behalf of county employees to prevent layoffs threatened by proposed budget cuts in Westchester County's new budget.

Union efforts have included informational picketing coupled with intense political lobbying. CSEA also shared an in-depth analysis of the spending plan with county officials.

The county's fiscal plight has been aggravated by cutbacks in state and Federal aid.

Lobbying efforts convinced county lawmakers to pledge to transfer budgeted funds to save as many jobs as possible. And state Sen. Nicholas Spano (R-Yonkers) met with CSEA members to promise to do everything he could to increase state aid to halt cuts in health and mental health programs.



**CSEA REGION III PRESIDENT Pat Mascioli, right, introduces state Sen. Nicholas Spano, left, to employees at the Ruth Taylor Institute in Westchester County. At center is Westchester County CSEA Local President Ed Carafa. Spano told employees he would attempt to obtain increased state aid to keep health programs from being cut.**