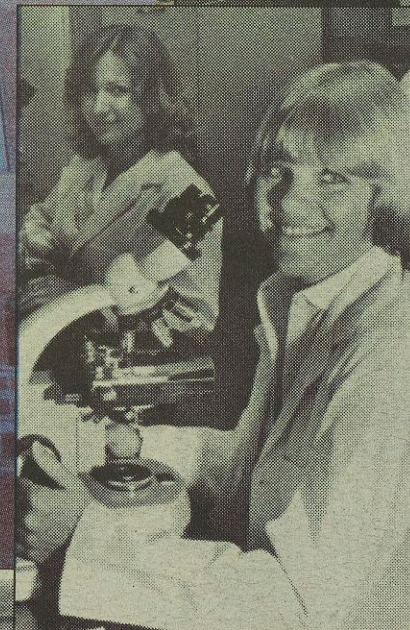
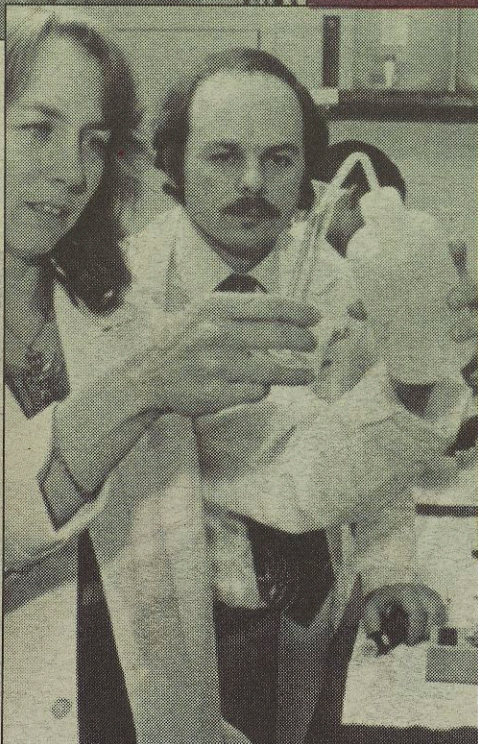
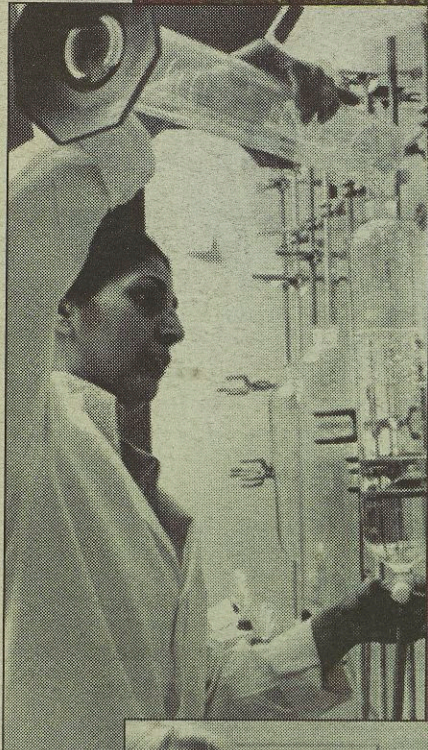


Scab lab?

NOT!

-- See Page 3

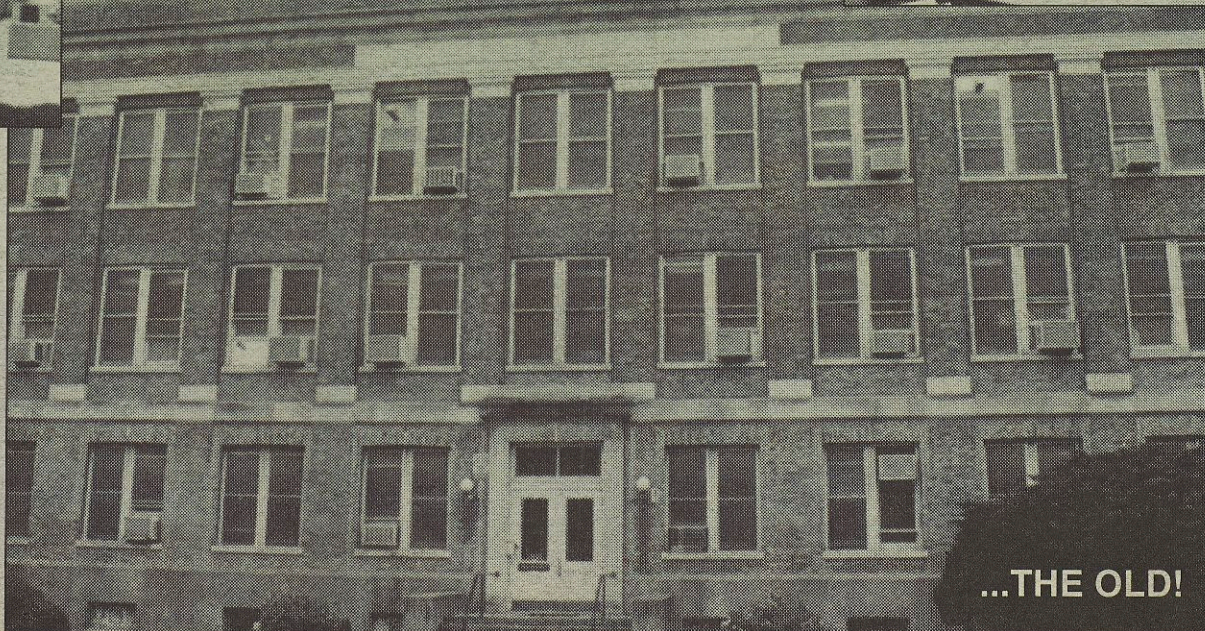


THE NEW WILL REPLACE...

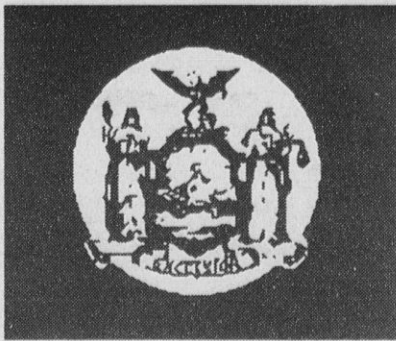
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DOT plow training inadequate, violated safety laws: inspector

ALBANY — A safety inspector has found the state Department of Transportation (DOT) violated safety laws in implementing its one-person plowing (OPP) plan, vindicating CSEA's position.

The inspector found DOT's training and preparation inconsistent and inadequate; CSEA has claimed DOT was reckless and irresponsible in establishing the program.

"This decision should once and for all put an end to DOT's irresponsible claim that there's no problem with OPP," CSEA President Joe McDermott said.

CSEA has carried on an unrelenting public awareness campaign for a year criticizing OPP.

"DOT was very lucky last winter. They could have had a lot more problems," McDermott said. "That reflects their employees' professionalism and the generally mild winter."

Even so, two motorists were killed in incidents involving single operator plows. CSEA had warned that forcing OPP without proper preparation and operator

involvement was inviting tragedy.

CSEA filed the PESH complaints last year. The inspection involved site visits, interviews and trips with operators during snowstorms.

While the inspector could not find violations of any other safety standards, CSEA expected that because no specific snow plowing standards exist.

Snow plowing is "inherently dangerous in adverse weather conditions whether there is a winger (second operator) present or not," the inspector said.

CSEA has always maintained that point. DOT officials indicate they will address the problems and have approached CSEA about developing pilot programs and involving operators.

"CSEA has said repeatedly we are prepared to work with DOT to improve operations and find efficiencies as long as the safety of our members and the general public is the first priority," McDermott said. "We're encouraged by what they're saying, but actions speak louder than words."

Memorial dedicated to CSEA member killed on the job



A monument at a walking track at Harlem Valley Psychiatric Center has been dedicated in memory of Richard J. Doyle, a 27-year employee. He was killed on the job when a boiler he was working on exploded in 1986. From left are: CSEA Harlem Valley Local 409 President Henry Walters; Doyle's widow, Lorraine Doyle; and CSEA Southern Region President Pat Mascioli. Ribbon cutting ceremonies opened the track, which was designed for the use of employees and clients.

THIS MEMORIAL DEDICATED JULY 1, 1992
RICHARD JAMES DOYLE
An employee of Harlem Valley Psychiatric Center for 27 years and a member of the NYSP-CSEA, Inc. Local 409, who was suddenly taken while performing his duties on February 28, 1986. Through courtesy of the Harlem Valley Psychiatric Center, a memorial was erected to all who use it in good health. Dedicated this day July 1, 1992 by NYSP-CSEA, Inc. Local 409 Members & Associates.

Let's take America Back in Solidarity!

March with CSEA's float in the New York City Labor Day Parade Monday, Sept. 7
Kick-off at 10:30 a.m. West 44th St. between 5th and 6th avenues

THE PUBLIC Sector

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Scab lab no more!

CSEA wins fight against contracting out jobs at new state labs

By Daniel X. Campbell
CSEA Communications Associate

ALBANY- The chant "Our jobs are NOT FOR SALE!" exploded off the walls of the Empire State Plaza Convention Center where private contractors were to bid on taking over new jobs at the multi-million dollar state labs complex being built near here.

The contractors huddled nervously as public employees, angry that the state planned to give state jobs to private vendors, blocked them from the meeting. Again and again they shouted "Contractors go home."

Public employee unions and state workers said the new facility would become a "scab lab" if the state got it's way.

"It was like a slap in the face," one lab employee said. "We were told the jobs in the new facility were going to be put out for bid. No reasons, no real explanations were given. It was just - whack! - 'your promotional items are gone, your careers are dead-ended. Now go back to work.' It was awful."

Awful is exactly how the employees of state Department of Health (DOH) felt when they learned the state was seeking bids for more than 70 jobs at the yet-to-be-opened Dr. David Axelrod Research Center, which will eventually replace much of the present DOH Wadsworth Labs complex.

DOH said the state was looking for expertise at the new facility it claimed was not readily available in the state workforce. Paying for-profit vendors prevailing state wages plus state benefits was not expected to save any money, DOH said.

CSEA Capital Region President C. Allen Mead called it "totally ludicrous," and pointed out state workers have performed the identical services for years at Wadsworth Labs and other state agencies.

"Here we have hundreds of laid-off cleaners, maintenance personnel and clerical workers, and the state wants to contract out 70 jobs and pay union-negotiated salaries plus benefits," Mead said. "Why not hire the laid-off workers? It's a total insult to dedicated skilled public employees and the unions that lobbied to get the new labs built in the first place."

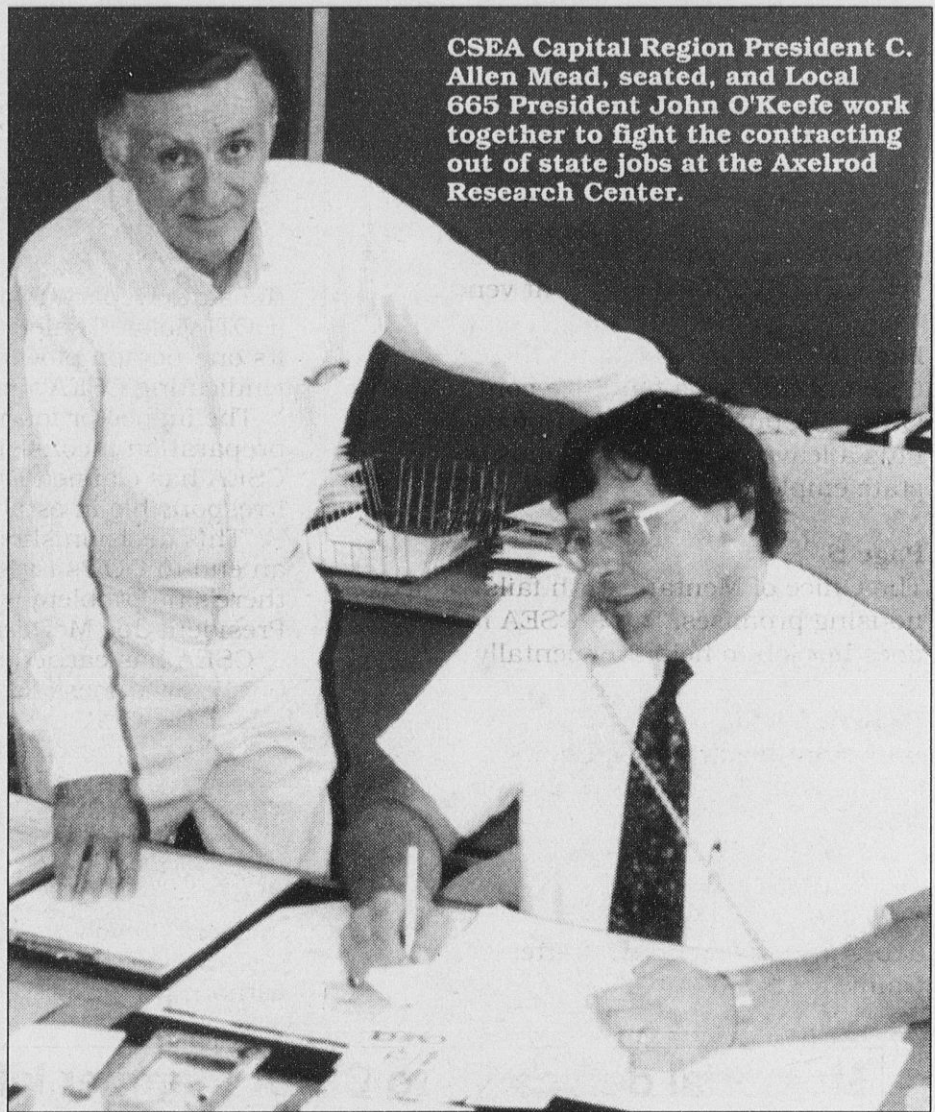
CSEA and other unions lobbied state legislators as part of the campaign to reverse the contracting out scheme, leading to Helene Weinstein, chair of the Assembly Government Employees Committee, publicly challenging the state's contracting out plan.

Grassroots letter writing efforts and demonstrations, led by DOH employees Dave Mone, Bill Stubblebine, Stephen Rzany and CSEA Local 665 President John O'Keefe, kept the pressure on.

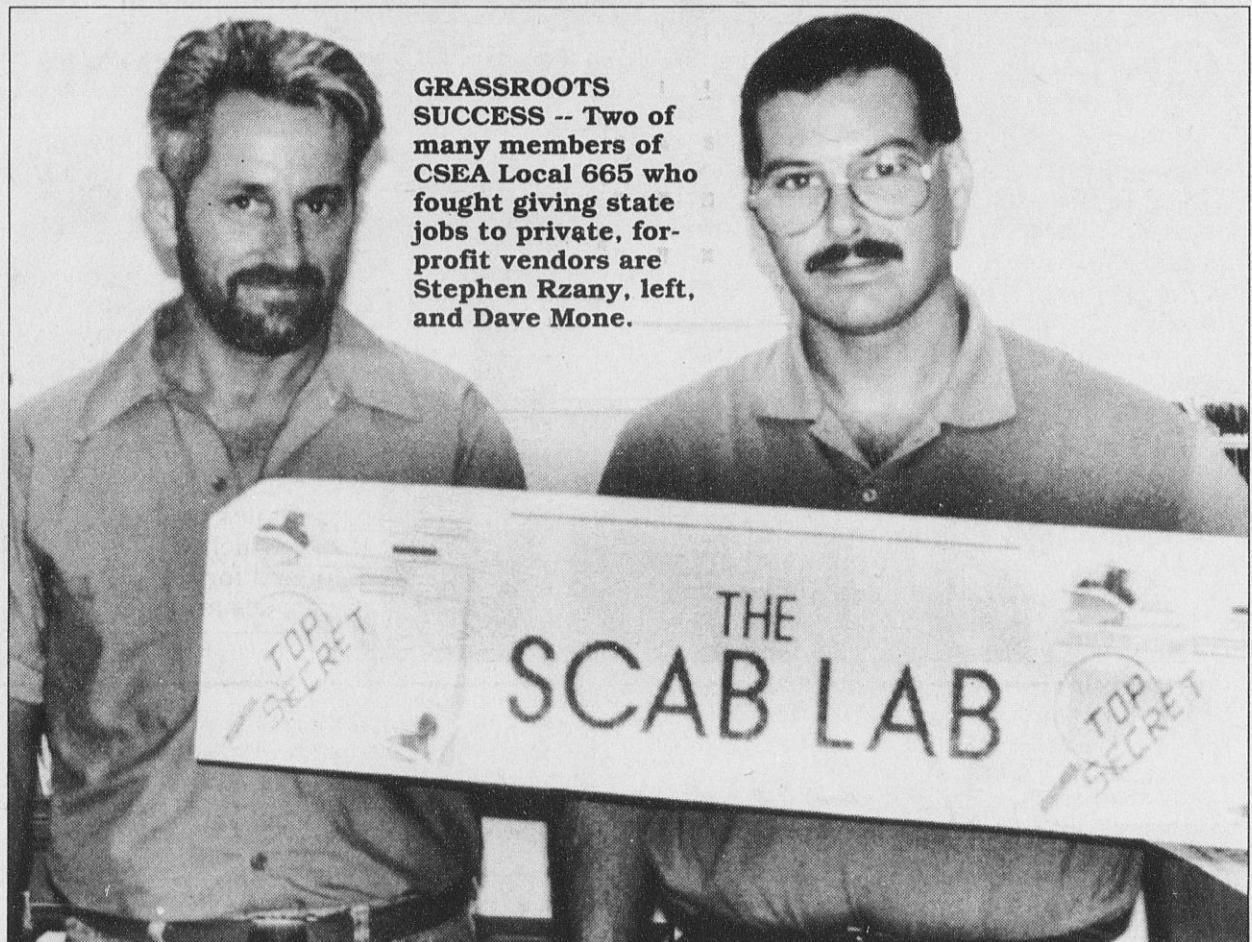
In one instance, department workers armed with cold facts, hard numbers and fast dialing fingers confronted Joseph Bress, director of the Governor's Office of Employee Relations, on a radio call-in show, over the unfairness of the contracting-out proposal.

Finally, the battle against the "Scab Lab" ended with an announcement by Health Department spokesman Peter Slocum that state workers will perform the jobs at the new facility.

"There was no overwhelming evidence that private contractors would have provided better service at comparable cost," Slocum said. "Another factor was our ability to work with the Civil Service Department in meeting our special needs in classifying jobs and hiring people to match the new technological demands of state-of-



CSEA Capital Region President C. Allen Mead, seated, and Local 665 President John O'Keefe work together to fight the contracting out of state jobs at the Axelrod Research Center.



GRASSROOTS SUCCESS -- Two of many members of CSEA Local 665 who fought giving state jobs to private, for-profit vendors are Stephen Rzany, left, and Dave Mone.

the-art equipment and processes that none of us have ever dealt with before. All things being equal, we'd rather have state employees."

"In the final analysis the state knew public employees have the expertise, the ability and the dedication to do the job," CSEA's Mead said. "Dollar for dollar state employees are the best buy the administration can make."

CSEA negotiates contract for court employees

ALBANY — CSEA and the Office of Court Administration (OCA) have reached tentative agreement on a new four-year contract for 3,700 court employees.

"This has been a long, tough process and I'm proud of our negotiating team for their perseverance in securing a fair agreement," CSEA President Joe McDermott said. "It was a job well done."

The agreement largely mirrors the CSEA-negotiated wage agreement for executive branch employees, but specifically addresses the needs of court employees, including improvements in the Employee

Benefit Fund provisions that have been a source of concern.

The agreement provides for:

- ✓ 4 percent salary increase on April 1, 1993;
- ✓ 4 percent salary increase on April 1, 1994;
- ✓ 1.25 percent salary increase on Oct. 1, 1994;
- ✓ \$500 bonuses payable in December 1993 and 1994 to employees not entitled to receive increments;
- ✓ Transfer of prescription drug benefit from CSEA EBF to the Empire plan and

improvement of EBF payments;

- ✓ Stretching of salary schedule; and
- ✓ Establishment of a consistent two-week lag payroll for all employees, with adjustments to be made between September 1992 and March 1993, depending on employee pay status.

The CSEA-OCA negotiations never reached impasse. The agreement covers the period from April 1, 1991, through April 1, 1995.

The agreement has been approved by the Legislature contingent on ratification by the CSEA membership.



CSEA's OCA NEGOTIATING TEAM digs in to complete negotiations on the new four-year contract for CSEA-represented court employees.

CSEA, NYS agree to leave donations for illness

ALBANY -- CSEA and the Governor's Office of Employee Relations (GOER) have agreed to try a pilot leave donation program to help CSEA members suffering a catastrophic illness.

The program will allow CSEA members to donate annual leave accruals to other CSEA members who are sick and have exhausted or are about to run out of leave credits.

"This program will allow CSEA members to help other members who are suffering a serious hardship due to illness," CSEA President Joe McDermott said.

"The creation of this type of program has been a goal of CSEA's that we have now achieved."

CSEA began the drive for a leave donation program after the death of Office of Mental Hygiene employee and CSEA member Jackie DeMars, who died in 1989.

Donations can be made by CSEA-represented employees to other CSEA-represented employees of the same facility or agency who meet the following eligibility requirements:

- ✓ Are subject to the Attendance Rules or are otherwise eligible to earn leave credits;
- ✓ Have completed at least one cumulative year of state service;
- ✓ Are absent due to a non-occupational, personal illness or disability for which they have submitted (and continue to submit as requested) medical documentation satisfactory to management;



JACKIE DEMARS, whose illness and death in 1989 inspired the drive to create a leave donation system for state employees.

- ✓ Have exhausted all leave credits;
- ✓ Are expected to be absent for at least two bi-weekly payroll periods following exhaustion of leave credits; and
- ✓ Must not have had any disciplinary actions or unsatisfactory performance evaluations within their last three years of

state employment.

Other important details of the program's operation follow.

✓ Recipients do not earn leave credits or accrue eligibility for sick leave at half pay while using donated credits.

✓ Donations can be utilized in full-day units upon exhaustion of all leave credits

✓ Donations can be made from annual leave only.

✓ Donations must be made in full-day units.

✓ An employee's continuing eligibility to participate in the program will be reviewed at least every 30 days.

✓ The employee, co-workers or local union representatives may solicit donations; the employing agency does not solicit donations.

✓ Donor identity is kept strictly confidential.

✓ Donors must retain a minimum balance of at least 10 days of annual leave standing to their credit after making a donation. Donors cannot donate vacation which they would otherwise forfeit.

✓ The program will not be subject to the grievance procedure.

✓ The Personnel/Payroll Office of the employing agency or facility will be responsible for verifying medical documentation, reviewing eligibility requirements, approving and processing donations, confirming employee acceptance of donations, and transferring credits.

State fails to fulfill housing agreement for NYC's mentally ill

The Office of Mental Health's (OMH) irresponsible abandonment of seriously mentally ill people and those who care for them continues to mount.

New York Newsday recently reported that OMH has failed to deliver its end of a highly publicized agreement to provide housing for the homeless mentally ill in New York City.

The broken commitment reinforces CSEA criticism of OMH policy and credibility. CSEA is continuing efforts to publicize those deficiencies as part of its *Shame of All New York* campaign.

In 1990, the state unveiled its "New York/New York" agreement to develop 1,900 housing units for the homeless mentally ill in partnership with New York City. Two years later, the state has only produced 264, and half were financed before the New York/New York agreement was even signed. Cash-strapped New York City has actually exceeded its commitment to the program, constructing about 1,450 housing units.

CSEA has viewed the New York/New York agreement as inadequate from the start, but the state's failure to live up to its

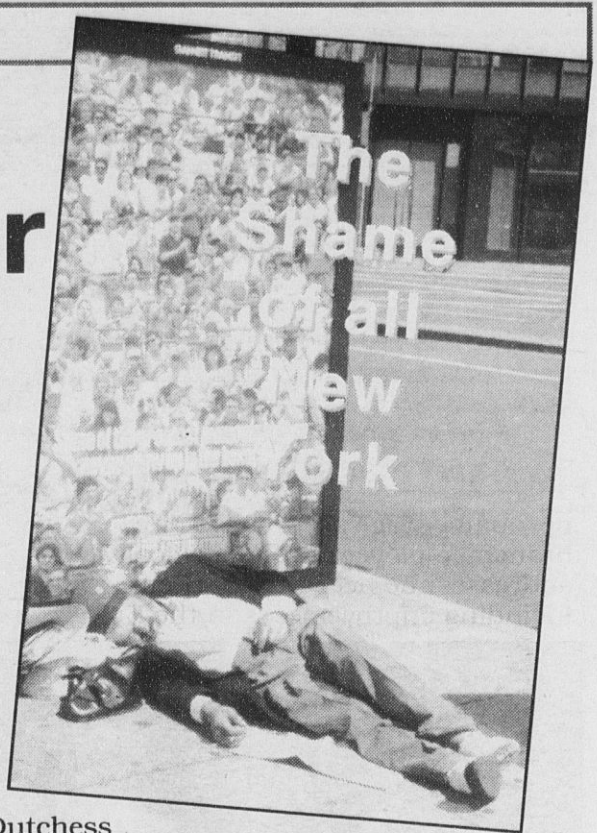
commitment is particularly disturbing. It not only widens the gap between people in need of help and the availability of services, but also sends a terrible message about OMH promises, even when they're in writing.

"The New York/New York failure is typical of OMH," CSEA President Joe McDermott said. "We're all paying the price for this outrage and it's time to start getting some accountability."

Since 1987, OMH has dumped nearly half the patients in state psychiatric centers, running the population down from about 20,000 to 11,000. Under current OMH plans, that population will be nearly cut in half again within 10 years. They call for the closing of four psychiatric centers and the downsizing of nearly all others.

What makes it even worse is that there are no plans for alternative care and no plans for the workforce or alternative uses of the campuses.

In the July edition of *The Public Sector*, CSEA detailed the consequences that will result from the impending closure of Harlem Valley Psychiatric Center in



Dutchess County. The special section included comments from the county executive and county mental health commissioner that the OMH plan will cost local taxpayers plenty while leaving severe service gaps and economic devastation for the community.

CSEA has distributed the report to local officials across New York.

"Local governments have got to wise up to what OMH is doing," McDermott said. "The evidence is all there — OMH is just walking away from its responsibilities."

On the job at Middletown Psychiatric Center

She teaches the mentally ill about life

MIDDLETOWN - There were diplomas and corsages for the 14 graduates, but this was no ordinary graduation.

The graduates are clients at Middletown Psychiatric Center who completed a course created by Ruth Jones, a licensed practical nurse and member of CSEA Local 415.

"Staff members are expected to form groups and teach them living skills," Jones explained. "I wanted to do something different. I wanted to motivate them."

Jones, a 17-year employee, asked her group for their ideas.

They wanted a name -- Alpha Group, to signify a new beginning -- and a classroom structure as if they were going to school.

"I focused on increasing self-esteem through goal achievements," Jones said.

"The clients successfully completed all the requirements to fulfill their third request - a graduation ceremony."

Jones developed six modules, including personal hygiene, nutrition and physical health. The clients had to pass tests, including a final exam.

Starting with four clients once a week, she eventually had 14 clients five days a week.

The best news is that the course helped some clients become more independent. Four have been released, two have moved to a family care home and two are in a less structured program. Three graduates will



CSEA MEMBER RUTH JONES, left, with CSEA Local 415 President Grace Ortiz.

help Jones with a course for new students next fall.

"It started out as a personal hygiene course, but I wanted it to be more," Jones said.

"I felt the patients needed to feel better about themselves, because when they feel better about themselves, they heal. When you have self esteem, there's a purpose in life."

JCHB offers healthy videos for CSEA locals, units

**CSEA/NYS
JOINT COMMITTEE ON
HEALTH
BENEFITS**

...
**VIDEO TAPE
LIBRARY
PROGRAM**

The CSEA/NYS Joint Committee on Health Benefits (JCHB) offers a free video tape loan program on health and wellness topics for CSEA locals and units.

The tapes can be used to enhance members' health awareness at membership meetings, information days, employee assistance programs and more.

CSEA local and unit presidents may reserve tapes on a first-come, first-served basis or get more information by calling Timothy Vallee, health benefits communications associate, at CSEA headquarters, (518) 434-0191 or 1-800-342-4146 (toll free).

The tapes available are:

- Living with Stress, 15 minutes
- How to Beat Cigarettes, 13 minutes
- Medical Effects of Alcohol Use, 12 minutes
- Exercise Should Be Fun, 8 minutes
- Lower Back Pain, 14 minutes
- Dietary Management of Fat and Cholesterol, 12 minutes
- Understanding Common Breast Problems, 11 minutes
- Mammography, 13 minutes
- AIDS, the Surgeon General's Update, 32 minutes
- Facts about AIDS, 11 minutes
- The Expanded Role of Nurses - Legal Implications, 15 minutes
- Nursing Liability for "Doctor's Orders" II, 10 minutes
- Medication Errors, 13 minutes.

Empire Plan covers Hepatitis B vaccine for well-child care

Both the American Academy of Pediatrics and the state Department of Health have added the Hepatitis B vaccine to their recommended immunization schedules for well child care.

Metropolitan Life, the medical, surgical,

major medical carrier for the Empire Plan, now includes the Hepatitis B vaccine on the list of routine preventative pediatric immunizations covered under the Participating Provider portion of the Empire Plan, effective July 1, 1992.

Remember, well child care visits are only a covered benefit when an Empire Plan participating provider is used. To locate a participating provider in your area contact Metropolitan's Participating Provider Information line at 1-800-537-0010.

CSEA
**EMPLOYEE
BENEFIT FUND**

Fund offers cost break for 'THE PATCH'

In response to membership inquiries concerning "THE PATCH" (Nicotine Transdermal System), it is important to clarify that the CSEA EBF Prescription Drug Program does not provide coverage for smoking cessation aids.

The Employee Benefit Fund is not able to provide coverage without substantial cuts in other EBF areas such as dental and vision care.

If you are a CSEA member enrolled in the EBF Prescription Drug Program who wants to try "The Patch" and see if it helps you, the CSEA EBF Prescription Drug Mail Service Pharmacy may be able to help you save money. Because of CSEA's relationship with NRx Services in Albany, they have agreed to dispense the patch to CSEA members at a discounted price, effective Aug. 1.

If you get a prescription for "THE PATCH"

from your doctor, ask your local pharmacy what the cost will be; then call the Mail Service Pharmacy, NRx Services Inc. at 1-800-445-9707 and compare prices. If the discounted wholesale price at NRx Services is less than your local retail price, you can get your prescription by using the standard CSEA EBF Maintenance Drug Mail Order Envelope available from the EBF. When calling the EBF's new Automated Attendant to request a NRx mail order envelope, from a touch tone phone, just dial the toll free number 1-800-EBF-CSEA (1-800-323-2732); when the Automated Attendant answers, immediately dial 1321. You will be asked to leave your name, Social Security number and mailing address and your envelope will be mailed to you within one week.

All orders must include the prescription and payment (check or major credit card is

acceptable). Please remember, no prescriptions for "THE PATCH" are reimbursable by the EBF.

Additional information and assistance on how to stop smoking is available from:

- ✓CSEA Joint Committee on Health Benefits (1-800-342-4146):
- ✓"Stop Smoking" Videos available on loan to CSEA locals and units through the Committee video tape library program
- ✓JCHB Wellness Booklets
- ✓Health Maintenance Organizations: often sponsor or conduct smoking cessation workshops and seminars. Contact your HMO customer service office for further information.
- ✓Charitable/Community Organizations: such as the Heart and Lung Association and the American Cancer Society offer smoking cessation support programs, assistance and literature.

LEAP helps her achieve goal

HIGHLAND - Thanks to the CSEA LEAP program and incredible perseverance, Eulalia Pixley is the proud recipient of a bachelor's degree.

A 1980 graduate of Dutchess Community College, Pixley began taking courses at Marist College in 1984.

She is an assistant house manager of Vincent House, a community residence run by Wassaic Developmental Center and a member of CSEA Local 426.

The Labor Education Advancement Program (LEAP) helped Pixley attend college.

Negotiated by CSEA, LEAP helps state employees pursue their educations.

Most semesters, Pixley took only one course while working two jobs. Then she discovered she had a learning



Eulalia Pixley

disability. A special program at Marist College helped her complete her work.

After a year off, Pixley plans to begin studying for her master's degree in social work at Adelphi University.

Pixley said her education helped her change her attitude toward her clients.

"There were times I used to get impatient," she said. "Now I'm more sensitive towards people."

And Pixley is grateful to the LEAP program.

"The LEAP program has financially enabled me to complete my education and helped to enrich my life," she said. "I made it through - it feels good!"

CIVIL SERVICE EMPLOYEES ASSOCIATION



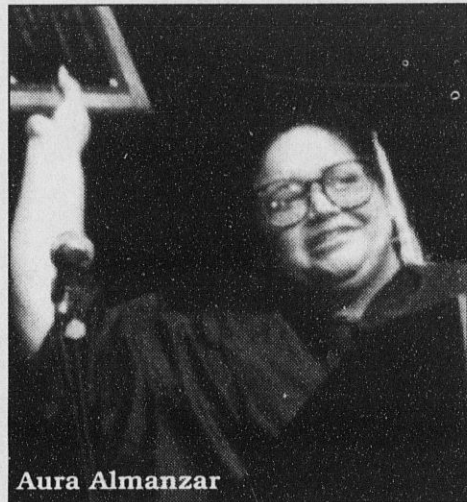
LABOR EDUCATION ACTION PROGRAM

If you applied for a CSEA/LEAP Fall voucher

All eligible CSEA members who applied for a LEAP voucher for the fall semester will receive trans-o-grams at their home addresses the week of Aug. 3 informing them of the status of their voucher application.

If you do not receive notification by Aug. 10, please contact the LEAP office. The LEAPLINE number is 1-800-253-4332.

If you receive a LEAP voucher, you should follow the instructions outlined in the LEAP catalog for registering at the school. You are REQUIRED to formally register with the school.



Aura Almanzar

LEAP makes dreams reality

NEW YORK - Aura Almanzar could not go to college as a struggling clerical worker employed by the state.

"But thanks to CSEA, I got the start I needed," she said.

Almanzar, a member of CSEA New York City Local 010, told her story during commencement ceremonies where earned a bachelor's degree from the Harry Van Arsdale Center for Labor Studies. She also received an award for her achievement from the Labor Education Action Program (LEAP).

She credits LEAP and CSEA's Clerical

Secretarial Employee Advancement Program with nurturing her educational ambitions.

"I don't think any other union offers this kind of help to their support workers," Almanzar said.

A six-year employee at the NYS Office of Alcoholism and Substance Abuse Services in Harlem, Almanzar is considering working on a masters degree. She encourages other CSEA members to take advantage of the LEAP courses.

"Instead of just walking through life with no direction, in 10 years you could just be 10 years older, or 10 years older with a college degree," Almanzar said.



GRADUATES OF UPWARD MOBILITY Project from Creedmoor Psychiatric Center's laundry facility.

Upward Mobility Project succeeds for Creedmoor laundry workers

QUEENS - Fifteen smiling Creedmoor Psychiatric Center employees proudly displayed completion certificates from "The Upward Mobility Project," a unique pilot training sponsored by CSEA's Labor Education Action Program (LEAP).

Labor and management designed the Upward Mobility Project to teach basic workplace skills useful to laundry employees and to create a safer work

environment, said Harvey Huth, CSEA LEAP assistant director.

CSEA Local 406 member Maria Vargas, a launderer at the laundry facility for eight years, prepared a report on the environment for the class.

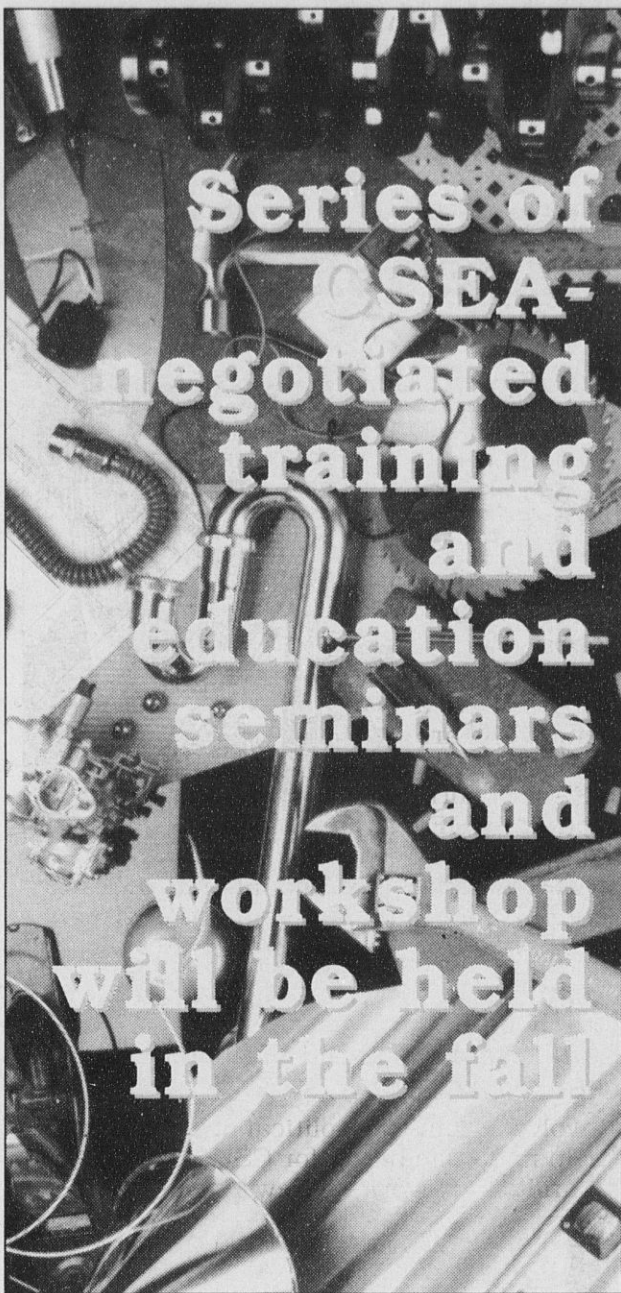
"This is the best program," she said, adding she hopes more workers will be able to participate.

"Our goal is to obtain a \$400,000 federal

grant in order to bring the Upward Mobility Project to an additional 350 state laundry employees statewide," Huth said.

"We've had such a positive response from the laundry workers who took part in the pilot project," CSEA Local 406 President Mickey Cruz said.

"We are optimistic about getting the federal funds so that many more members can participate."



Registration deadlines near on NYS/CSEA Labor-Management seminars to enhance career, skills development

Career and skills development opportunities to help participants reach and perform at higher skill levels are being offered to CSEA-represented state employees through a series of seminars and workshops across the state this fall.

The seminar series are sponsored by the NYS/CSEA Labor-Management Committees and are made possible through funding in the recently negotiated NYS/CSEA contracts. Seminars will be held during September, October, November and December.

Brochures detailing course descriptions, schedules and locations are available from your CSEA Local president and personnel and training and education offices. You can also contact: NYS/CSEA Labor-Management Committees, One Commerce Plaza, Suite 1117, Albany, N.Y. 12260, or by calling (518) 473-3428.

Safety and Health

Safety and Health seminars are designed to provide CSEA-represented employees, their supervisors, and members of labor-management safety and health committees with up-to-date information on occupational safety and health issues. Topics include accident prevention, confined spaced entry, first aid training, and tuberculosis awareness and prevention.

Registration deadline: Sept. 3.

Applied Skilled Trades

Workshops are offered as a continuing education opportunity for CSEA employees who operate and maintain the state's physical plants and equipment. By combining trade theory with actual hands-on demonstrations "in-shop," the program is significantly different from previous seminars. Topics suggested by operators and managers of the state's physical plants to be covered include job sketching and blueprint reading, automotive electronics, appliance troubleshooting and repair, burner combustion analysis, and drywall installation and repair.

Registration deadline: Sept. 3.

Introduction To The Skilled Trades

Workshops provide a unique combination of classroom and hands-on instruction for employees in skilled trade areas.

These introductory workshops are open to CSEA members in grades 3 through 9, regardless of background, to develop skills and broaden career opportunities. Employees in higher grade levels with little practical experience in the subject matter may also participate. Seminars are held at SUNY Maritime College in the Bronx and are offered to members in CSEA Regions I, II and III.

Registration deadline: three weeks prior to the seminar.

CSEA members support health care proposal



ALBANY - CSEA Metropolitan Region members joined nearly 1,000 other activists to launch the largest lobbying effort for health care reform in the state.

Jobs With Justice volunteers stormed legislators' offices supporting Assembly Representative Richard Gottfried's "New

York Health" Plan which would cover all New Yorkers and eliminate waste and inefficiency.

CSEA members told Manhattan Democratic Leader Denny Farrell that New York State should take the lead in health care reform.

"The system is broken and everybody knows it," said Carol Backstrom of CSEA Bronx Psychiatric Center Local 401. "The Gottfried bill is one good way to fix it quicker than waiting until Washington politicians get done arguing over what to do and then do nothing!"

A message from CSEA President Joe McDermott

CSEA activists make the difference in legislative victories

The legislative process is a slow and difficult one. To make progress takes hard work and dedication.

This year CSEA passed several bills that will benefit our members. CSEA also managed to defeat several bills that would have harmed our members. (See page 11 for a summary of the legislative session.)

These legislative victories are the result of a united effort by hundreds of CSEA activists. We have put a lot of effort into training our activists to be effective in the political arena. That effort is now bearing fruit.

While our political action staff and lobbyist are on the front lines at the Capitol, CSEA's political team includes many others—it includes each of us who picked up a phone to call or a pen to write to our legislators and present CSEA's point of view; each of the political action liaisons who work tirelessly to maintain constant contact with their legislators to be sure they know where CSEA stands on important legislation; each of the CSEA activists who travel to Albany to walk the halls and speak to legislators.

All of us have a job to do — to make sure our representatives in the state Legislature know what CSEA believes is right and fair for

public employees and all New Yorkers. We are doing that job extremely well.

This is no easy task. We face stiff opposition from conservative forces in our efforts to make life better for CSEA members, their families and all working New Yorkers.

It is also an endless task. While we made important gains this year there is still much more to be done. CSEA will move forward to fight the privatization of public services. CSEA will

continue to fight for permanent cost of living adjustments for retirees. CSEA will continue to fight for a board of directors for the public employees retirement fund so that workers have a voice in how their retirement funds are invested.

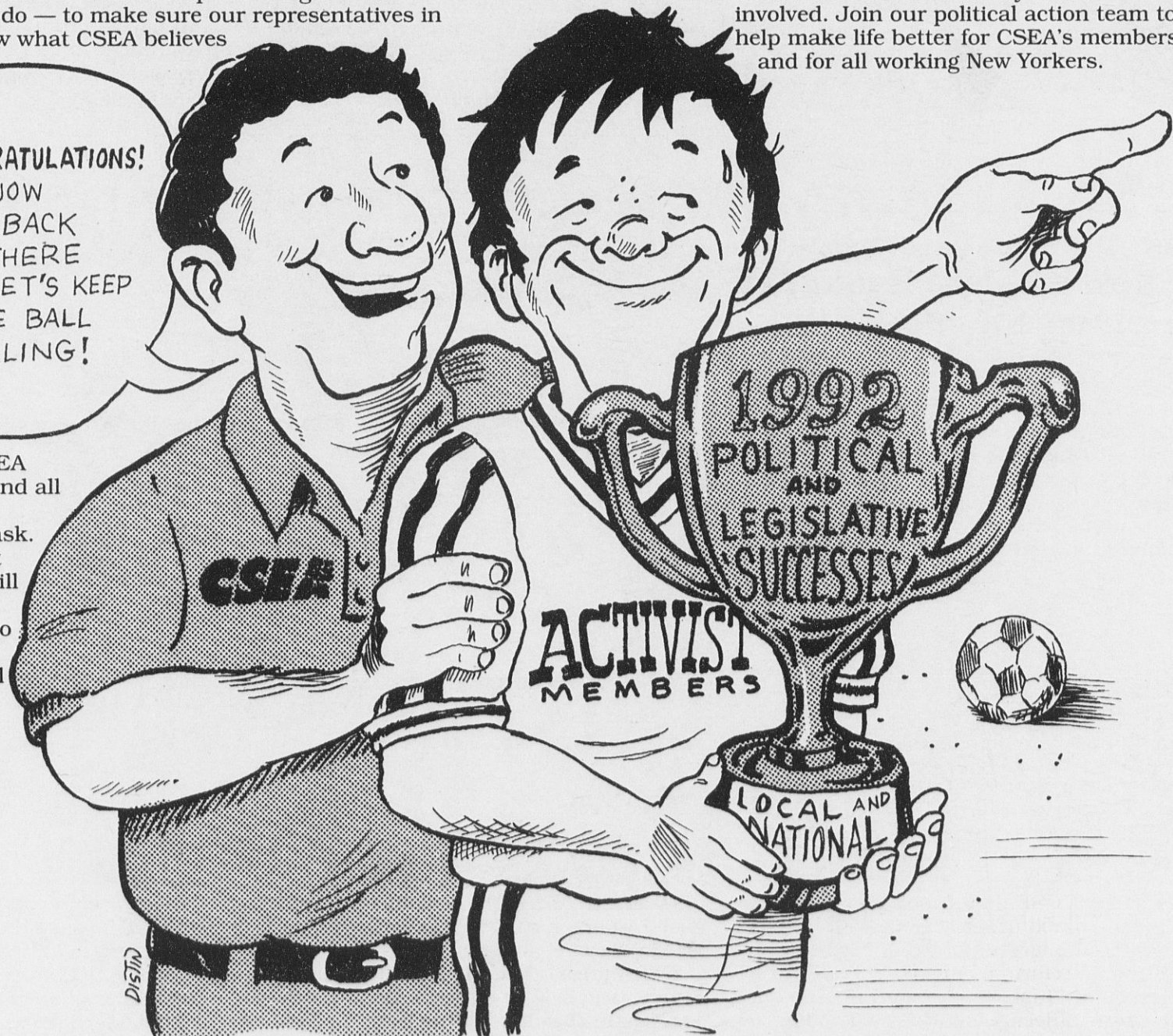
On the federal level CSEA will work with our International union AFSCME to improve the lives of working families. We will fight for federal policies that provide adequate resources to states and local governments to provide the services people need. We will fight for a real national health care system for all Americans.

These battles and many others await us. To succeed will take hard work and determination. None of these things will be accomplished easily.

For CSEA to succeed we need you to be involved. Join our political action team to help make life better for CSEA's members and for all working New Yorkers.



CONGRATULATIONS!
NOW
GET BACK
IN THERE
AND LET'S KEEP
THE BALL
ROLLING!





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CSEA had a banner year as far as the state Legislature is concerned. Here's a round-up of important legislative victories.

Pages 12 and 13

CSEA endorsed Bill Clinton for the Democratic nomination for President early, and sent delegates and alternates to help officially nominate him last month. Here's CSEA's own Democratic National Convention coverage.

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CSEA delegates to the AFSCME Convention in June returned to their locals and units renewed and inspired about unionism.

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New York Works Because We Work! In Utica, Municipal Housing Authorities save lives on the job through their compassion and quick action.

Also, CSEA testifies on the fight against sexual harassment in the workplace.

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A list of the many benefits CSEA provides its members.

Retirement system opens new Western Region Retirement Info Center

BUFFALO — The New York State and Local Government Retirement Systems have opened the first complete Retirement Information Center outside of Albany.

The new center in Buffalo will allow retirement system members to speak to a system representative to get detailed personal information about their retirement benefits. Connected to Albany by computer, the office can provide the same information previously available only in Albany or by mail.

System members in the Western region also can make appointments with a system information representative for telephone consultations. To arrange for a telephone consultation, you must call (518) 474-7736 about two weeks in advance to schedule the telephone appointment. A representative will call you at a pre-arranged time.

The new Buffalo office is located in the Mahoney State Office Building, 65 Court Street, and will be open for consultation on a first-come, first-serve basis from 9 a.m. to 4 p.m. on the first four Mondays, Tuesdays, Wednesdays and Thursdays of each month.

Retirement system correspondence should continue to be sent to the NYS Retirement System, A.E. Smith State Office Building, Albany, NY 12244.

**KEEP UP WITH
CURRENT ISSUES
BY KEEPING IN TOUCH
WITH YOUR UNION!**

Call

**CSEA's Current Issues Hotline
1-800-342-4146**

and hit 5 on your touchtone telephone

Central Region is cooking

Looking for a special recipe to liven up your next union meeting or family affair? Now you don't have to look any further than Central New York CSEA members.

The CSEA Central Region Women's Committee is offering their 1992 cookbook with more than 250 recipes collected from some of CSEA's finest activists and cooks. The book's proceeds will benefit the Women's Committee, Chair Cathy Baretta said.

To get your copy, send your \$15 check per book payable to CSEA Central Region V to: Maureen Malone, 312 Carpenter Street, Oneida, NY 13421.

There's Nowhere Like It!



Aug. 27 - Sept. 7

SYRACUSE — CSEA members visiting the New York State Fair at the State Fairgrounds in Syracuse this year will again see a familiar face — CSEA.

CSEA will have a booth at the Center for Progress building near the state government displays. As New York's largest public employee union, CSEA will promote the theme "public employees working for you" with a photographic collage of CSEA members on the job.

CSEA Central Region activists will staff the booth and help run a voter registration drive.

CSEA members can receive a \$2 discount off the regular \$6 admission if they purchase tickets in advance. To do so by mail, send \$4 per ticket to: Ticket Office, New York State Fair, State Fairgrounds, Syracuse, NY 13209

Admission for children 12 and under is free. Admission for senior citizens 60 or over will be free Aug. 31 and Sept. 1.



CSEA Lawyer Jim Rose and his labor collection

Lawyer collects labor history

WHITE PLAINS - CSEA attorney Jim Rose is a labor history buff who gets his history lessons at flea markets.

Rose began collecting labor memorabilia five years ago. Now buttons, ribbons, certificates, posters, patches and palm cards cover his office walls.

"It's a great way to learn about labor history," Rose said, pointing out a charter from the early 1900s signed by noted labor leaders of the period.

Rose haunts flea markets and antique shows to find items for his collection. He publishes a newsletter for hobbyists.

CSEA fights hard, wins big in 1992 legislative session

ALBANY — CSEA won important victories in the state Legislature's 1992 session, including agency shop provisions for local governments.

The agency shop legislation, if signed by Gov. Cuomo, would mean all local government employees who are represented by a union but choose not to be members must pay an agency shop fee. This is important because the union is responsible for representing all workers in negotiating and enforcing contracts.

Without agency shop provisions, non-members get a free ride in union services. Now all employees will pay their fair share for union representation.

Below is a list of some other CSEA victories. Unless noted, the bills still must be signed by the Governor to become law.

Workplace issues

✓ Pay Bills for State Employees: would implement the CSEA-NYS contracts.

✓ Independent Hearing Officers: would ensure the appointment of independent hearing officers for disciplinary proceedings.

✓ Injunctive Relief: would allow the chair of the Public Employment Relations Board to issue an injunction to temporarily halt an employer's proceeding against an employee until an improper practice charge filed on behalf of the employee is resolved.

✓ Right to Union Representation: would provide public employees with the right to union representation during informal questioning for the purpose of disciplinary action by their employers.

Retiree Issues

✓ Retirement Credit for SUNY, CUNY and School District Employees: would allow 10-month employees of SUNY, CUNY, community colleges and school districts to be considered 12-month employees when

calculating retirement credits.

✓ Retiree Earnings: Signed by the Governor, this law raises the maximum earnings for retirees employed in public service to \$10,200 without a decrease in their public pensions.

Office of Mental Health Issues

✓ Office of Mental Health Closure Language: would require the OMH Commissioner to prepare an annual report on the status of state psychiatric centers. It would require 12-month notice before a significant reduction in service and staff.

School Issues

✓ Pupil Transportation Safety Zones: Signed by the Governor, this law authorizes school boards to provide transportation to students who live within three miles of school and face hazardous traffic conditions.

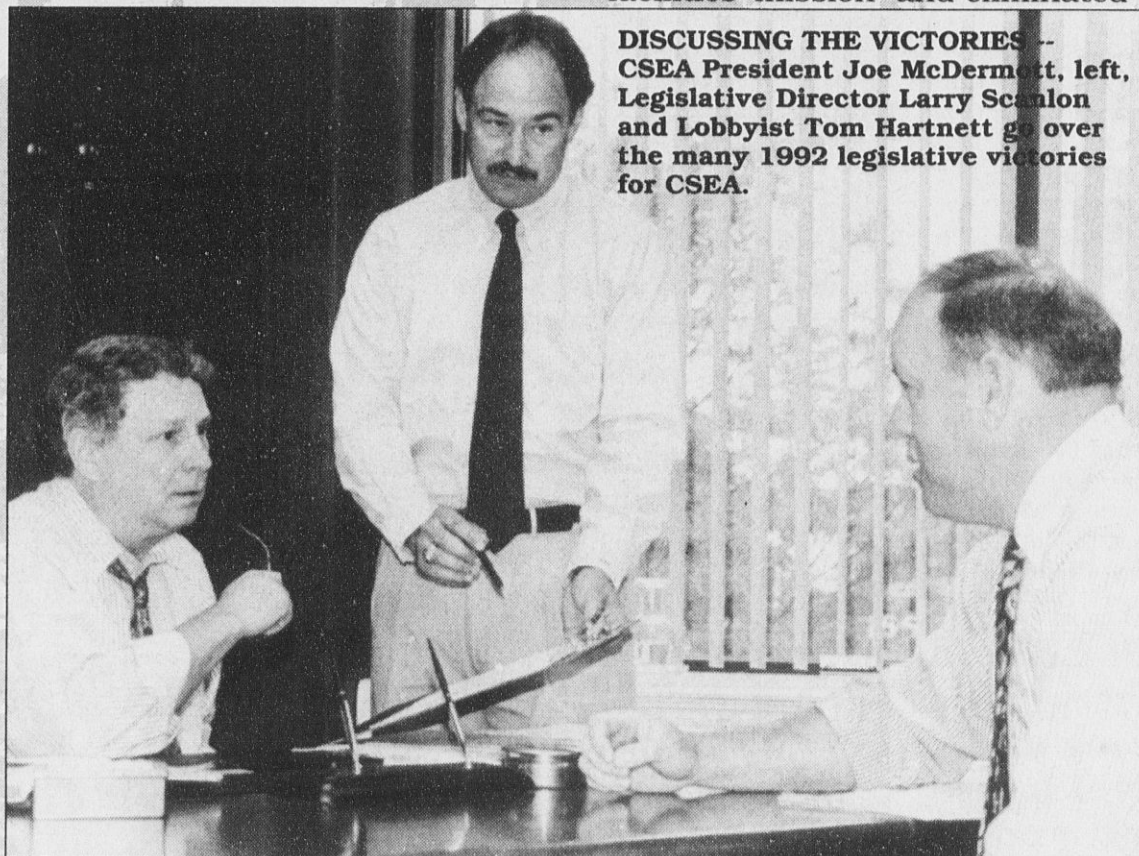
CSEA defeats legislation

CSEA also successfully opposed legislation that would not have been in the best interests of public employees. Some of the legislation CSEA helped to kill is listed below.

✓ Incorporate SUNY Health Science Centers: The proposal to turn the health science centers over to public benefit corporations would have jeopardized the facilities' mission and eliminated Taylor Law and civil service system protections.

✓ Asbestos Removal: This bill would have allowed the state and local governments to remove or disturb asbestos without complying with most provisions of the state's own asbestos removal regulations.

✓ Drug Testing for School Bus Drivers: This bill would have required those applying to become school bus drivers to submit to drug tests and would have mandated biennial drug testing until a random drug testing system is in place.



DISCUSSING THE VICTORIES — CSEA President Joe McDermott, left, Legislative Director Larry Scanlon and Lobbyist Tom Hartnett go over the many 1992 legislative victories for CSEA.

Bill Clinton
and Al Gore

PUTTING PEOPLE FIRST!

CSEA, AFSCME boosting Clinton/Gore campaign to get America moving

NEW YORK CITY - *Putting people first!*
That's the theme of Bill Clinton's candidacy for President. And in accepting the Democratic nomination for President in New York City, the Arkansas Governor laid out a plan to get America moving again.

Clinton and his vice presidential running mate, U.S. Sen. Al Gore of Tennessee, plan to invest in America's future through states, cities, towns, villages and school districts. State and local governments have suffered under 12 years of neglect from the Reagan/Bush administrations.

"Now that we've changed the world, it is time to change America," Clinton said in his acceptance speech.

The nomination was the culmination of a long primary campaign season that saw CSEA and AFSCME play a major role in helping Clinton secure the Democratic nomination.

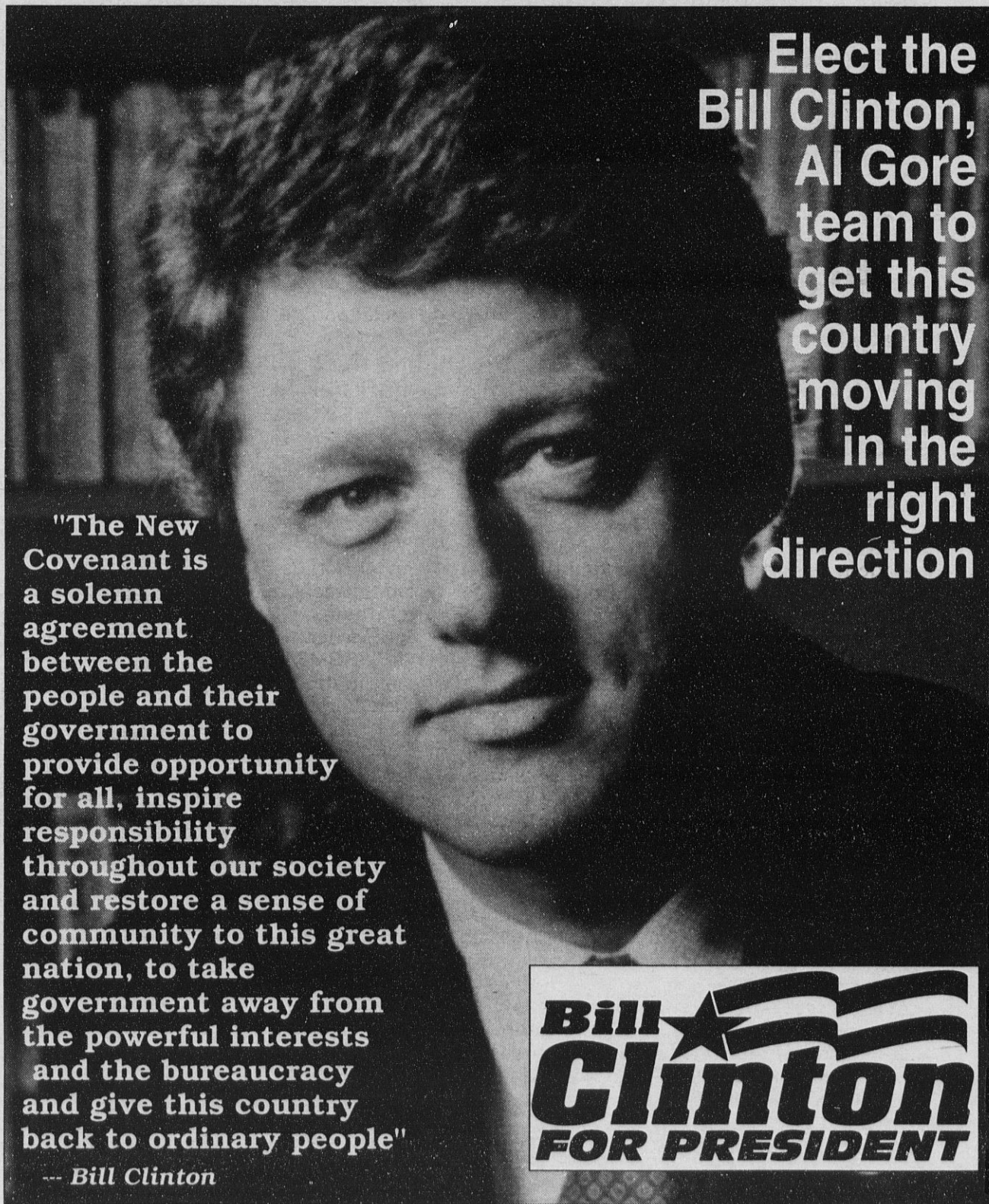
CSEA President Joe McDermott expressed his support for Gov. Clinton on Dec. 19, 1991, providing the Clinton campaign the earliest endorsement of a major labor union in New York state and helping propel Clinton to a big win in the New York primary. At that time McDermott said he would work within the AFSCME International Executive Board to help the Arkansas Governor win AFSCME's endorsement at the national level. AFSCME provided an early endorsement and became one of Clinton's leading supporters in organized labor nationwide.

AFSCME President Gerald McEntee was prominent on the podium at the Democratic National Convention along with other national leaders who joined Clinton and his family after the candidate accepted the nomination.

Earlier in the convention President McEntee spoke to the delegates in support of Clinton's economic plan. That plan is very strong on public employee issues.

"As a Governor, Bill Clinton understands the struggle that public employees at the state and local level have been going through under the current administration."

--- CSEA President Joe McDermott



Elect the Bill Clinton, Al Gore team to get this country moving in the right direction

"The New Covenant is a solemn agreement between the people and their government to provide opportunity for all, inspire responsibility throughout our society and restore a sense of community to this great nation, to take government away from the powerful interests and the bureaucracy and give this country back to ordinary people"

--- Bill Clinton

Bill Clinton FOR PRESIDENT

Hillary Clinton, Tipper Gore visit emphasizes pivotal position of New York in '92 election

The importance of New York state in the upcoming presidential election was emphasized when Hillary Clinton and Tipper Gore made a special visit to the New York delegation.

Speaking to the New York delegates, Mrs. Clinton stressed that her husband has a real agenda for children and families.

"Being a Governor, Bill Clinton is aware that the state and local government employees who try to serve and care for children have had to go it alone the last 12 years," Mrs. Clinton said.

Mrs. Clinton asked the New York delegates to work hard to elect the Clinton/Gore ticket in November.

She had this advice for dealing with disinterested voters:

"If someone tells you this election doesn't make a difference, ask them some questions," Mrs. Clinton said.

"Does it make a difference to states and local governments that need federal help to succeed?"

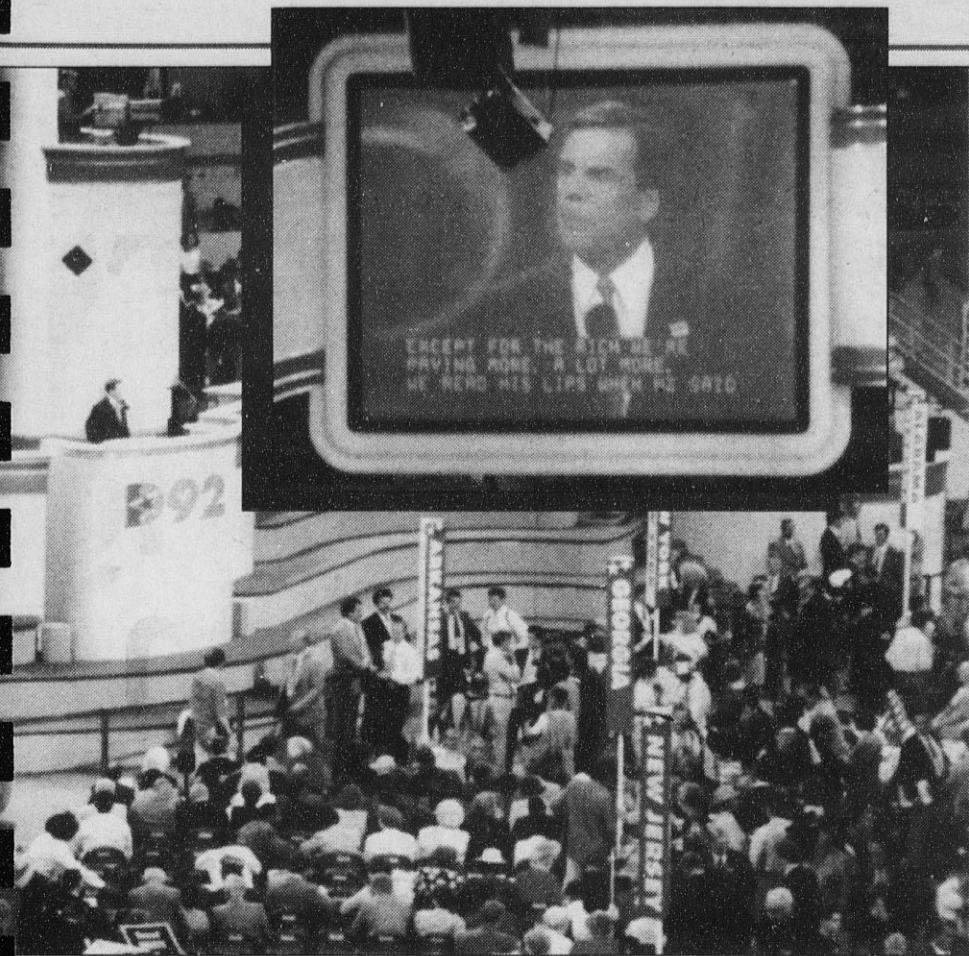
"Does it make a difference to the millions shut out of affordable health care?"

"Does it make a difference to a woman's right to choose?"

"Does it make a difference for cleaning up our environment?"

"The answer to all of these questions is yes, it does make a difference."

And that's why the Clinton/Gore ticket is the only chance for real change and growth and hope in America.



AFSCME PRESIDENT Gerald McEntee, at podium, left, and on the big screen (insert) addresses the Democratic National Convention at Madison Square Garden, New York City.

AFSCME delegation larger than those of 47 states; largest in AFL-CIO

NEW YORK CITY- The "state" of AFSCME sent a larger delegation to the Democratic National Convention than 47 states.

CSEA's International union, AFSCME, sent 245 delegates and alternates to this convention. If AFSCME were a state, that number would make it the fourth largest delegation. Only California, Texas and New York sent larger state delegations.

CSEA was well represented in that delegation with 10 delegates and alternates. CSEA delegates and alternates were:

Leslie V. Eason, Mary E. Sullivan, Francine A. Turner, Joe Van Dyke, Mary K. (Candy) Saxon, Ann Castellana, Joe McDermott, Dan Donohue, Barbara Moore and George Boncoraglio. CSEA Western Region President Robert Lattimer attended the National Convention as a member of the Democratic National Committee's Sites Committee.

The AFSCME delegation was the largest among AFL-CIO unions, a strong showing that put public employee issues on the front burner.

Clinton Campaign Manager David Wilhelm thanked the AFSCME delegation for its role in helping our candidate secure the nomination. Wilhelm specifically cited the early support from CSEA in New York, the CSEA volunteers who went to New Hampshire to help in the primary there and the effort CSEA and AFSCME made in the New York Primary.

Wilhelm is no stranger to public employee issues, having worked in the Public Employee Department of the AFL-CIO. He also was with Citizens for Tax Justice, a group that has worked closely with AFSCME in efforts to restore fair tax policies to this country. Throughout the Reagan/Bush years the very wealthy have received tax breaks while middle income wage earners have been asked to pay more.

CSEA President Joe McDermott also addressed the AFSCME delegation, calling for enthusiastic support for the Clinton/Gore ticket.

AFSCME Secretary/Treasurer William Lucy stressed that the Clinton agenda calls for more aid to states, counties and cities.

Lucy, who is one of the leading African-American trade unionists in America, also dismissed charges that the Clinton/Gore ticket is too narrow and exclusive. Lucy termed those charges "silliness."

"This is a platform and a ticket that is good for public employees and a platform and a ticket that can win," Lucy said.



CSEA EXECUTIVE VICE PRESIDENT Dan Donohue, right, talks politics with fellow Clinton delegate Cheryl Smith on the floor of Madison Square Garden in New York City. Donohue was one of 10 CSEA delegates and alternates at the Democratic National Convention. Photo courtesy of The Albany Times Union newspaper.

How CSEA's Lattimer helped bring the big show to the Big Apple

CSEA's Western Region President Robert Lattimer played a large role in bringing the Democratic National Convention to New York City.

Lattimer serves as a member of the Democratic National Committee's Sites Committee, which looked at many cities and made a recommendation to Democratic National Chairman Ron Brown that led to the Big Apple playing host to the convention.

The convention brought thousands of delegates, staff and media to New York City.

ELECT
Bill Clinton
and Al Gore

PUTTING PEOPLE FIRST!

CSEA delegates find AFSCME Convention

Inspiring, impressive

By Anita Manley
CSEA Communications Associate

LAS VEGAS - Delegates from CSEA were impressed and inspired after the AFSCME Convention in Las Vegas in June. This was especially so for several first-time delegates.

Most said they found renewed enthusiasm for unionism after listening to speeches by AFSCME President Gerald McEntee, Secretary-Treasurer William Lucy and several other high-ranking national union leaders. A rousing address by Democratic presidential candidate Bill Clinton and the chance to meet many of the more than 3,600 delegates attending from all over the country also proved inspirational.

"The convention renewed my faith in the union," said Patricia Martin, a delegate from CSEA's Western Region and president of CSEA Newark Developmental Center Local 417.

"I can go back to my local with renewed energy to continue the job that needs to be done," she said. "The convention itself is a model in organization providing information and comfort to all of those in attendance."

Doris Cota, a state Department of Labor employee also from CSEA's Western Region, has "experienced the energy that AFSCME exudes to its members," she said. "I can go back to New York with renewed faith in the union."

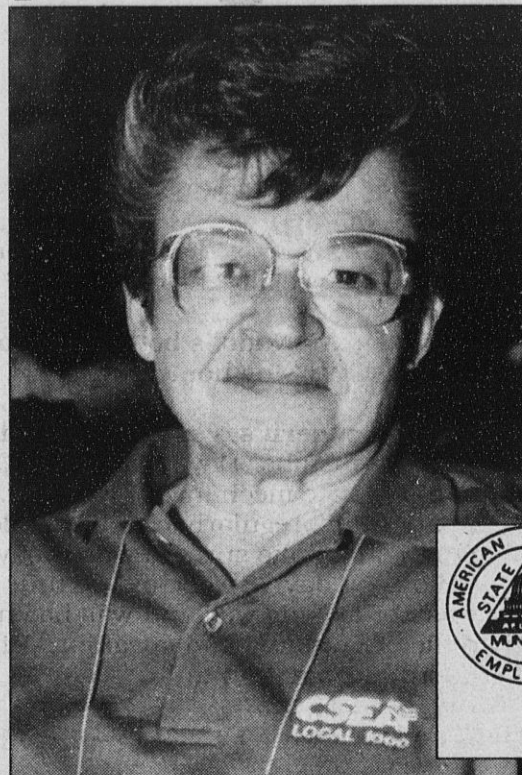
Western Region delegate Mary Murphy said she was most impressed with the solidarity march in support of striking workers of the Frontier Hotel.

"For me, the demonstration at the Frontier was the best part of the convention. It gave us all an opportunity to put our ideals into action," she said.

"I was near the front of the line and to turn around and see 'the Green Machine' (AFSCME) in action really made me feel proud."

Mary Ellen DeLouise, of CSEA's Long Island Region and first vice president of CSEA Judiciary Local 330, said she found meeting people from other states exciting.

"It's been exciting and rewarding," she said. "It's a whole different experience to come here. I've been to state conventions, but this is on a grander scale."



Patricia Martin
Mary Murphy



AFSCME

30th International Convention
June 13-19, 1992
Las Vegas, Nevada

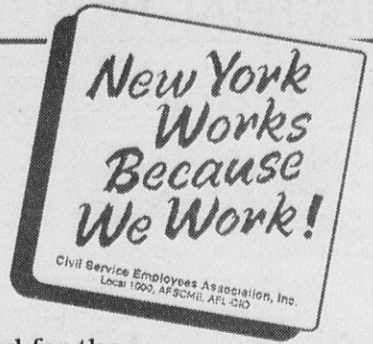


Mary Ellen DeLouise
Doris Cota



CSEA's THREE MEMBERS on AFSCME's International Executive Board were re-elected by acclamation to new four-year terms as AFSCME international vice presidents during the 1992 Convention. AFSCME President Gerald McEntee, second from right, swears in, from left, CSEA Metropolitan Region President George Boncoraglio, CSEA President Joe McDermott and CSEA Executive Vice President Danny Donohue.

Utica housing workers save lives while doing their jobs



UTICA - "Above and beyond the call of duty" doesn't begin to describe the dedication and compassion of CSEA members in the Utica Municipal Housing Authority Unit. Thanks to their efforts, several people are alive today.

In the past year, several CSEA members helped people in life-threatening situations. CSEA represents more than 20 workers in the authority, a city agency that runs 14 public housing projects. Most CSEA members work in the maintenance shops.

A serious fall

Last fall, maintenance mechanic Tom Carcone and cashier Anne Linck saved an elderly resident at the Gillmore Village Apartments.

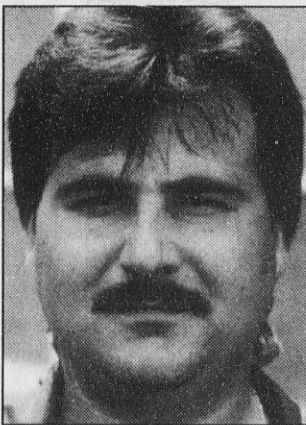
Linck and Carcone were on a routine inspection. Jennie Nudo didn't answer their knock, but the door was unlocked. Linck became suspicious.

The team called, but heard no one. They finally heard a weak voice cry "help me." They found Nudo lying on her bathroom floor, wedged between the door and the toilet; a portable heater had fallen on top of her. She couldn't move.



Anne Linck

Carcone took the door off its hinges to free Nudo while Linck quickly phoned the office. CSEA Unit President Tom Szymanski answered and called paramedics who took Nudo to a local hospital. Nudo was not sure how long she had been trapped, but neighbors hadn't seen her in several



Tom Carcone

days. She was hospitalized for a broken hip and dehydration.

"It was sad. I felt so bad for her," Linck said. "She might have been in there for a couple of nights." Nudo's family praised the pair, but they said they were just doing their jobs.

"We always try to keep tabs on our tenants, especially the older ones," Carcone said.

Linck says Nudo is better and now lives in a local nursing home.

Concern saves stroke victim

CSEA member Dave Milone, a 10-year maintenance mechanic at Frank X. Matt's Apartments, regularly checks on older tenants to make sure they are okay and say hello. One day 78-year-old Arthur O'Dell, was not looking well and was having difficulty walking and speaking. Milone offered to take him to the hospital, but O'Dell insisted he was okay.

When Milone stopped the next day, O'Dell looked worse and said he had fallen several times. Milone immediately took O'Dell to the hospital. Later, he learned that O'Dell had suffered a serious stroke.

Co-workers and the local newspaper called Milone a hero, saying he saved O'Dell's life. O'Dell's son came to the maintenance garage to personally thank him for his caring. Milone said that he just did what he would expect anybody else to do.

"I feel that it was just part of the job. Unfortunately, some people wouldn't have stopped to take the time," he said. "God forbid what might have happened if nobody had stopped in to see him."

"Your Boss Just Got Shot"

Maintenance mechanic Joseph LaBella recently helped a co-worker when trouble erupted at the Washington Courts



Dave Milone

Apartments.

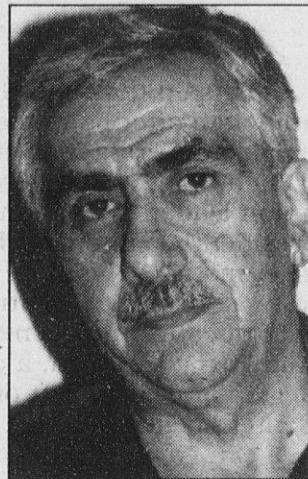
LaBella, who has worked for the MHA for six years, was working with Supervisor Al Pelli. While LaBella worked on the lawn, Pelli went into a basement to check a boiler.

Moments later, one of the tenants ran up, telling him "Your boss just got shot." LaBella, a longtime friend of Pelli's, ran to the building that Pelli had entered.

"I saw Al coming out of the building, his pants leg covered with blood," LaBella said. "He said 'I've been shot.'" Then he collapsed.

LaBella quickly picked him up, carried him to the maintenance truck, and drove him to the nearest emergency room. He was treated for a gunshot wound to the right leg. His assailant was never found. LaBella said that he was just reacting on instinct.

"I didn't know how serious it was," he said. "The first thing that crossed my mind was to get him help. If it was turned around, he would have done the same for me."



Joseph LaBella

Danger Part of the Job

According to Unit President Szymanski, all the workers at the housing projects deserve recognition for just coming to work every day. Conditions are dangerous at some of the housing projects, where it is not uncommon to hear occasional gunfire and crime and drug abuse abound, he said.

Worse, the CSEA members are working without a contract and the security workers have little authority to enforce the law. Szymanski said he is proud of the CSEA members who have helped to save lives while on the job, noting that just by showing up for work, they put their own lives on the line.

CSEA calls for teamwork in fighting sexual harassment

BUFFALO — CSEA and other public employee unions should be equal partners in the battle against sexual harassment in the workplace.

That's what CSEA statewide Secretary Irene Carr told the Governor's Task Force on Sexual Harassment at a hearing recently at the City Campus Erie County Community College.

"Public employee unions such as CSEA are the first line of defense against sexual harassment because of our responsibility to represent public employees on the terms and conditions of employment," she said.

CSEA has been in the forefront of fighting sexual harassment in public sector workplaces through education and training

of union staff, officers and activists.

At the state level, CSEA and the Center for Women in Government created a sexual harassment prevention training program for New York state government.

But many local governments do not even have sexual harassment policies, Carr said.

"CSEA believes that local governments should sit down and negotiate the terms of such policies with CSEA," she said. "By working together, it is our belief that such sexual harassment policies will assist in eliminating sexual harassment in local government."

CSEA also recommends:

- ✓ a survey of New York public employees to determine the extent of sexual

harassment in the workplace;

- ✓ periodic sexual harassment training in state agencies;

- ✓ encouragement for local governments to conduct training in conjunction with the unions representing the employees;

- ✓ increase in funding for the NYS Division of Human Rights, which investigates and prosecutes sexual harassment cases;

- ✓ change in the law to allow complainants to withdraw complaints from Division of Human rights so they can pursue the case in state court; and

- ✓ legislation to permit the awarding of punitive damages to sexual harassment victims.



AT YOUR SERVICE

YOUR UNION BENEFITS

A 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 touchtone 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.
- * To hear CSEA's Current Issues Update for news of interest to CSEA members, press 5.

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 negotiations, call:

1-800-323-2732 or (518) 463-4555 or write:

**CSEA Employee Benefit Fund
14 Corporate Woods Boulevard
Albany, NY 12210**

Education and Training

CSEA can help you prepare for civil service exams with low-cost study booklets and free-to-borrow video tapes.

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.

Clip and save this page for future reference

AFSCME Advantage Credit Card

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

To obtain an application form, call your CSEA regional office.

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**.

AFSCME Advantage Legal Services Program

The AFSCME Advantage Union Privilege Legal Service Program makes it possible for you to easily obtain high quality, affordable legal services for many personal legal matters. For more details and a list of the participating lawyers in your area, call the CSEA office in your region.

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 and Family Protection Plan. **For details, call 1-800-366-5273.** Also offers Auto Insurance and Homeowners/Renters Insurance. **For details, call 1-800-366-7315.**

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**
- Empire Plan Health Call-1-800-992-1213 (Hospital admission approval/surgical review)**
- Mental Health & Substance Abuse Program 1-800-446-3995**

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 and retiree membership information are available by contacting **CSEA's Retiree Department at CSEA Headquarters 1-800-342-4146 or (518) 434-0191.**

Technical retirement benefit questions (i.e., eligibility for service buy-back, transfer of membership), requests for retirement allowance applications, and requests for retirement estimate applications should be directed to the New York State and Local Retirement Systems at **(518) 474-7736.**

State employees over the age of 50 and their spouses can attend DIRECTIONS, a two and one-half day pre-retirement planning seminar sponsored by CSEA. **For information call (518)486-1918.**

Grievances, Disciplines

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 appropriated regional office. Do not delay if you believe you have a problem; grievances must be filed on a timely basis.

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.**



CSEA STATEWIDE HEADQUARTERS

143 Washington Avenue, Albany, N.Y. 12210

1-800-342-4146 (toll-free) (518) 434-0191

Press 5 for Current Issues Update

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Hauppauge, NY 11788
(516)273-2280
(516)435-0962

SOUTHERN REGION III OFFICE

Rural Route 1
Box 34, Old Route 9
Fishkill, NY 12524
(914)896-8180

CENTRAL REGION V OFFICE

6595 Kirkville Road
East Syracuse, NY 13057
(315) 433-0050

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New York, NY 10038-1850
(212) 406-2156

CAPITAL REGION IV OFFICE

Suite 402
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Albany, NY 12203
(518) 489-5424

WESTERN REGION VI OFFICE

482 Delaware Avenue
Buffalo, NY 14202
(716) 886-0391



**Arbitrations,
Grievances,
IPs, Lawsuits**

CSEA wins tardiness fight in Clarence

CLARENCE - CSEA has won its case against the Town of Clarence over docking pay for tardiness.

CSEA filed the charge after the town unilaterally ended its past practice of allowing employees to punch in late without being docked if they were less than 15 minutes late.

But under new and unilateral rules, employees were to be docked for a half hour, even when an employee was less than 15 minutes late.

The town claimed a management-rights clause in the contract allowed it to impose new work rules and disciplinary penalties and that CSEA had waived its negotiation

rights.

The administrative law judge ruled in favor of CSEA, saying the management-rights clause did not allow for such unilateral changes.

The judge also ruled that a waiver by CSEA would have to be "clear and unambiguous" to be proven.

"There was no such waiver by our union," Unit President George Horan said. The unit is part of CSEA Erie County Local 815.

"And it's kind of funny that they never added to anyone's pay check if they worked more than 15 minutes late, which often happens."

CSEA wins grievance for promotions at NCMC

EAST MEADOW — CSEA won a class action grievance recently which enhanced the promotional opportunities for licensed practical nurses (LPNs) at Nassau County Medical Center (NCMC).

CSEA filed a grievance because the county violated the contract when it applied two different criteria in considering promotions at NCMC and the A. Holly Patterson Geriatric Center. CSEA argued

that LPNs at NCMC were not given the same promotional opportunities as those at the geriatric center.

The grievance went to arbitration, and the arbitrator ordered the county to administer all LPN promotional opportunities uniformly for all facilities.

"This is an important victory for our members who are looking for advancement from an LPN I to LPN II position," CSEA

Labor Relations Specialist Claude Ferrara said. "It was a good decision."

CSEA NCMC Unit President Sue Duffe praised the ruling, saying she hoped it would lead to promotions for LPN I's.

"As a registered nurse, I am fully aware that the LPN I's are the backbone of this hospital. They work hard and deserve the upgrade to LPN II," Duffe said. "I'm very happy with the decision."



He's back to work

Thanks to a grievance filed by CSEA, James Noon, left, is back to work at his job in the Village of New Paltz. Noon was fired two years ago for his involvement in union activities. Welcoming him back are Unit President Ed Stockhofer and CSEA Ulster County Local 856 President Betty Gordon.

Oyster Bay members picket over stalled talks

OYSTER BAY -- Members of CSEA Oyster Bay Local 881 held an informational picket in front of Oyster Bay Town Hall recently to protest the lack of a contract.

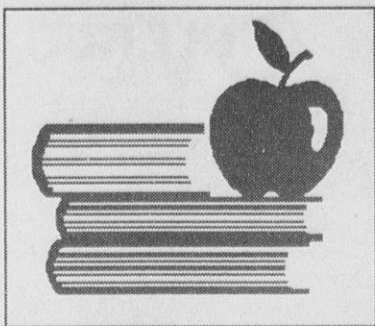
The town employees have been without a contract since Jan. 1. Negotiations began in September 1991, Local President Rosie

Jackson said.

"We simply want a fair contract and we feel the town is giving us the run around," Jackson said.

The local has been trying to negotiate, CSEA Collective Bargaining Specialist Rigo Predonzan said.

"We have already drafted two memorandums of agreement," he said. "The town board rejected the first one, and we've heard they will reject this one as well, on totally different issues. It seems obvious to us that the town simply does not want to settle."



SCHOOL DISTRICT AFFAIRS

In Goshen schools:

CSEA's resources help in fact finding

EDITOR'S NOTE — CSEA's motto is We Serve and few unions serve their members as effectively as CSEA. Here's one example of the services CSEA delivers for all those it represents.

GOSHEN — Negotiating a contract is the most important responsibility that CSEA performs for the people it represents.

No small task, it often requires the full range of CSEA staff and resources.

Just ask members of CSEA Goshen School District Unit, Orange County Local 836. The 188-employee unit is at impasse in negotiations and has worked under an expired contract for more than a year.

CSEA has not backed down, insisting on a reasonable agreement that meets the the unit members' needs and treats them fairly. CSEA has enlisted field services, research and communications staff to help.

"This has been a tough fight but CSEA is not letting management wear us down," Unit President Robert Tremper said.

The impasse involves disputes over issues including wages, health insurance benefits and improved employee rights in disciplinary and layoff processes.

The impasse is now moving into superconciliation. CSEA has rejected a fact finder's report that largely ignored CSEA's positions.

While disappointed in the fact finder's report, CSEA is confident about the strength of its position.

"From the start we've had good, sound justifications for our proposals," CSEA Collective Bargaining Specialist Glenn Blackman said. "Putting them together into the fact-finding brief with full supporting documentation from the CSEA Research Department has sharpened our argument."

CSEA negotiates more than 900 contracts across New York. In Orange County alone, CSEA negotiates 27 contracts. The ability to make local and statewide comparisons, and access to economic and contract research give CSEA members a distinct advantage.

The CSEA Communications Department is helping the Goshen schools unit make its case with the public and the media as it plans informational pickets and other activities to focus attention on the impasse.

"We're prepared to fight this battle in whatever way is necessary and we know that CSEA will be there to back us up with whatever help we need," Tremper said.

Agency shop bill gives members new benefit

A key issue in the Goshen schools impasse provides an excellent example of the power of CSEA's varied resources.

CSEA has argued for agency shop in Goshen because the union believes those who benefit from CSEA representation should pay their fair share.

The school district has rejected the proposal without explanation.

However, CSEA fought for and won approval of legislation that, when signed by the Governor, will establish mandatory agency shop for local government and school locals and units.

This means CSEA's political action efforts will have paid off by securing a benefit and removing an issue from the bargaining table.



CSEA MEMBER KATHLEEN MAKUCH, right, with Warwick School Unit President Naomi Kaplan.

CSEA wins job for senior employee

WARWICK - Warwick Valley School District officials violated the CSEA contract by failing to appoint the most senior qualified applicant to job.

Kathleen Makuch was a full-time instructional teacher aide when the district cut some jobs in budget cuts. Makuch was cut back to a 2-hour a day job.

Then Makuch applied for a 3.5-hour position, but the district appointed a co-worker with less seniority. CSEA filed a grievance.

The arbitrator ruled that Makuch should get the job and be paid retroactively the salary difference between the two positions.

Makuch said she is grateful to CSEA for helping her get the job she was entitled to.

"I wouldn't have gotten anywhere without the union," she said. "If I hadn't had the union, the school district wouldn't have complied with the contract.

"It wasn't a personal vendetta. It was just to make the district follow the contract," Makuch said. "There's no sense in having a contract if they're not going to follow it."

Unit President Naomi Kaplan advises workers to use the grievance process if they need it.

"If you feel you've been wronged, don't complain, file a grievance," she said. "Put your money where your mouth is."

Kaplan also praised CSEA Labor Relations Specialist Carl Rasmussen and attorney Bart Bloom for their assistance.

"This wouldn't have succeeded without their expertise," she said.

Hunting ribbons with decoys

By Sheryl C. Jenks
Communications Associate

HEMPSTEAD - Michael Stewart is a chip off the old block, and that's just ducky with him.

Stewart, son of CSEA Town of Hempstead Local 880 member Tom Stewart, recently captured first place in the Youth Division of the 22nd Ward World Championship Wildlife Carving Competition.

At 10, Michael is the youngest world competition winner. His winning entry was a red-breasted merganser hen, now on display at the Ward Wildlife Museum in Maryland.

His father, an assistant superintendent in the Town of Hempstead Parks Department, took third place in the professional division in the same competition.

"I began to teach Mikey carving about four years ago," said Stewart, a third-generation carver. "He had a natural ability and a real interest in learning about the birds."

The father and son spend lots of time in the woodshop at their home in Uniondale. They are sometimes so engrossed that Michael's mother brings their dinner to the workshop. Another son, Joe, also carves decoys.

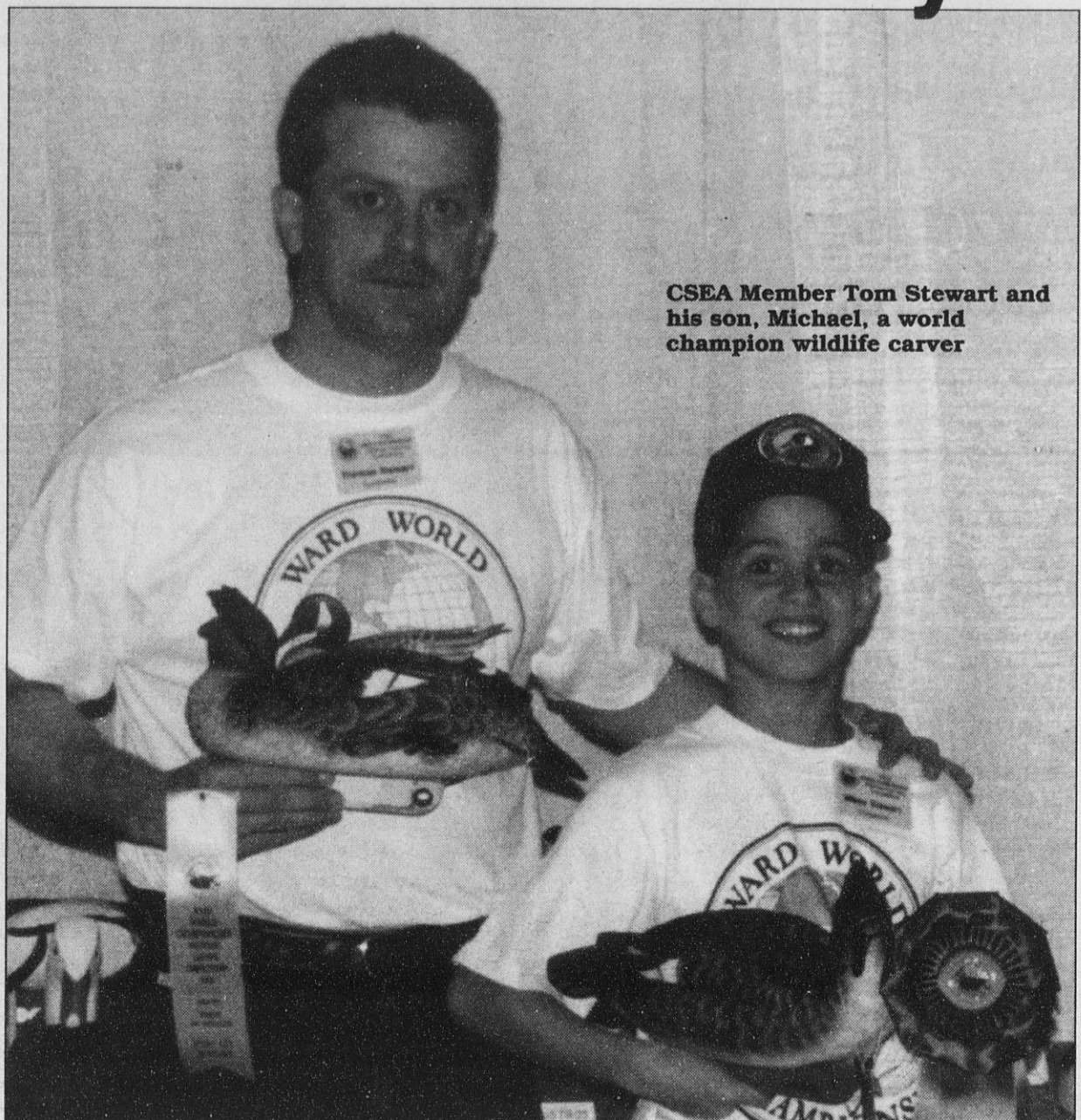
The competition, which was held in Ocean City, Md., earlier this year, attracted 1,015 entrants with 1,500 decoys from all over the world.

"I'm so proud of Mikey. He did a great job," Stewart said. "He worked hard and it was recognized when he won."

The competition requires that all entries float right-side up. The colors, including shading and tone, must be accurate.

The Stewarts spend time on the water, shooting the birds - not with guns but with a camera.

"We go out to study the birds, their color and anatomy," Stewart said. He also uses



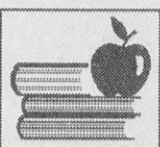
CSEA Member Tom Stewart and his son, Michael, a world champion wildlife carver

taxidermy mounts to study color.

Stewart has created 100 decoys since he began carving seven years ago. He crafts decoys for collectors that sell for as much as \$1000 a bird. These detailed pieces of art are anatomically correct with precise

colors. He also carves and sells simpler birds at lower prices.

Michael is already gearing up for next year, when he will compete as a novice in the open category. His entry will be a green-winged teal.



SCHOOL DISTRICT AFFAIRS

Retiree gets incentives, thanks to CSEA

YONKERS - When Alfred Salvatto, a member of CSEA Yonkers School District Unit, took advantage of the early retirement incentive, he looked forward to rest and relaxation.

Confident that he met the requirements for the incentive Salvatto was surprised to learn he did not qualify for the additional three years' retirement credit because he was not on paid status for part of the year, and technically didn't meet the requirements.

During the year, Salvatto had taken three sick days which he did not have on the books.

"But he did have plenty of vacation leave on the books," said CSEA Regional Attorney Jim Rose, "and the school district, instead of informing him or deducting the leave time from his vacation accruals, took him off payroll for the three days."

Not only did Salvatto lose the three years of credit, he also lost \$200 a month in pension.

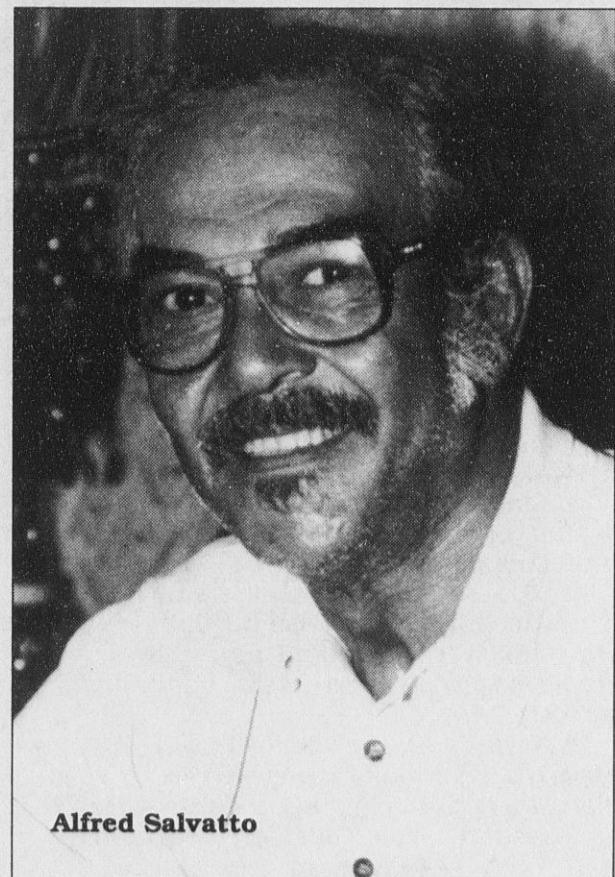
CSEA subsequently filed a grievance against the school district and the retirement system.

"After an extended period of negotiation," Rose said, "we were able to arrive at a settlement which entitled Mr. Salvatto to the three years service credit applied retroactively to the day of his retirement."

In addition, Salvatto agreed to buy back the vacation days he was paid when he retired and the retirement system agreed to accept the change in his records.

In addition to the \$200 per month, Salvatto also received a retroactive payment of \$1,249.

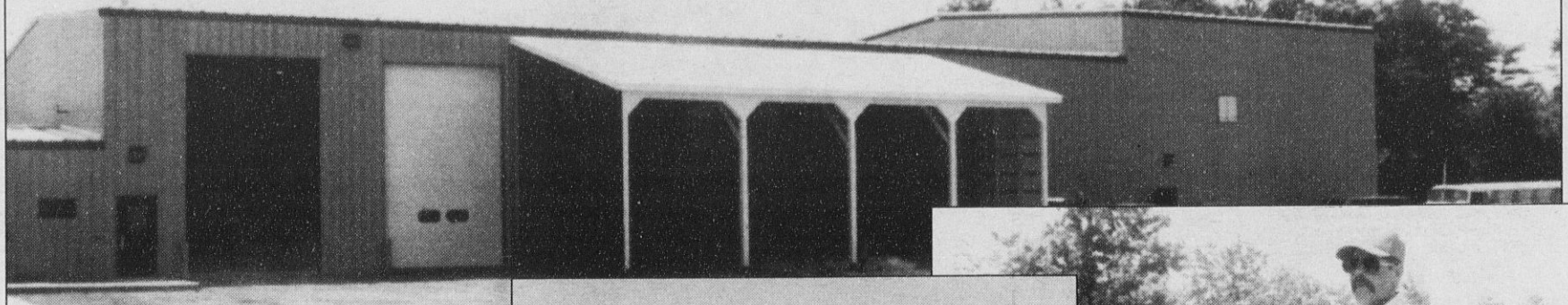
"I just wanted to win," said Salvatto. "This union is okay!"



Alfred Salvatto

Fulton County employees show why privatization doesn't work

Members save taxpayers \$378,000!



JOHNSTOWN - Fulton County taxpayers could have faced a \$635,000 bill from private contractors, but public employees cut that bill by more than half by doing most of the work themselves.

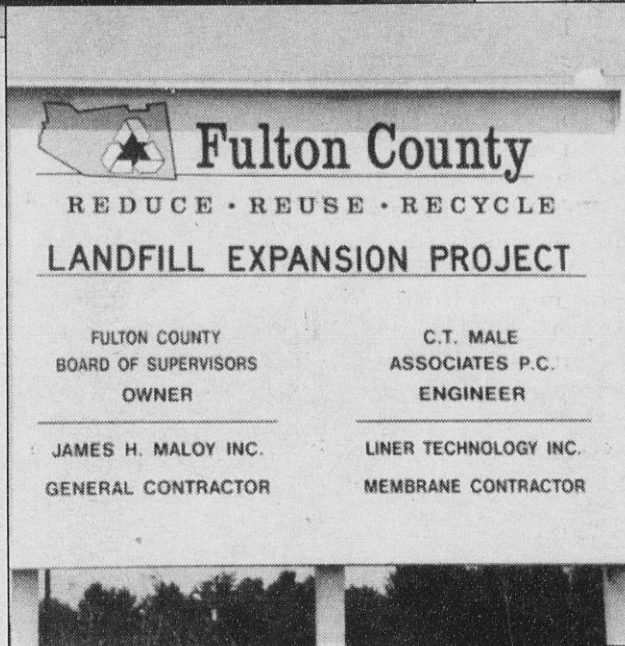
"Contractors wanted \$500,000 to move 250,000 cubic yards of dirt for a new landfill expansion project," said George Bevington, director of the county Department of Solid Waste. "Our crew did the same work for \$200,000, saving the taxpayers \$300,000."

County workers built a pole barn for \$17,500; for-profit vendors wanted \$50,000, Bevington said. They also built a recycling site for \$35,000 after vendors priced the job at \$75,000; and a large addition to a structure cost half the vendor's price of \$10,000 when county workers did the job. Having county employees do the work has saved Fulton County residents \$378,000, Bevington said.

"Our workers put in a full, productive workday and in that effort they earn a good day's wages, provide a needed service and build pride in their efforts," he said.

Fulton County CSEA Local 818 member Joel Wilson agreed.

"He's right. But that's also because he's not an office-bound director," Wilson said. "He's right out here in the middle of things with his workers. Once we were mucking in concrete, and George was right in the middle of it, doing his best to help the workers."



Bevington cited support from Fulton County Supervisor Anthony "Chart" Buanno in getting board support for his many in-house projects.

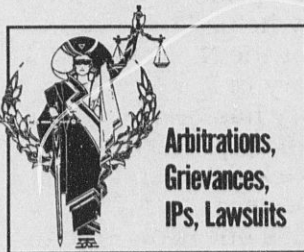
"The landfill workers are great. The joint efforts of the highway department and landfill workers to get projects done at a savings to the county taxpayers was really great," Buanno said. "But the great thing about this effort is that the needed jobs get done, our own employees have plenty of work and they get the credit because they're responsible for the success of the project."

Bevington is promoting contracting in to



other county departments. The county highway department, which helped in earth moving and road surfacing at the landfill, used to do a lot of in-house projects, Wilson said.

"Maybe the idea of in-house projects will spread," he said. "I know it's working at the landfill and I know the employees are really supportive of doing the jobs themselves."



PERB rules HVCC retaliated against whistleblower

ALBANY - CSEA successfully defended a unit president from management retaliation after he reported serious

health and safety violations.

The Public Employment Relations Board (PERB) ruled that a management attempt to discipline a unit president was retaliation for his reporting safety and health problems.

PERB's decision will have significant statewide impact because it establishes whistleblower protections for public employees who report unsafe conditions at worksites.

In April 1990, the City of Troy experienced a major water service disruption. Schools and businesses closed and hospitals even considered curtailing

services. Hudson Valley Community College (HVCC), however, stayed open despite water problems.

Richard Evans, then CSEA HVCC Unit president, on the advice of CSEA's Health and Safety Department, tried to report apparent health and safety violations to the state Department of Labor (DOL). Management told him to return to work and stop trying to contact DOL, but Evans persisted.

DOL later cited the college for serious violations of the Public Employee Safety and Health Act (PESHA).

Soon after, HVCC management tried to discipline Evans on old charges which had been settled in previous hearings. CSEA saw the actions as anti-union and a blatant attempt at retaliation and filed improper practice (IP) charges. The union then won a court injunction to prevent HVCC from firing Evans.

Although Evans later retired, CSEA pursued the IP to protect the other union presidents facing workplace safety and health problems.

CSEA Capital Region President C. Allen Mead said PERB's decision strengthens the role of elected union officials.

"Union officials have a right and a responsibility to act in the best interests of their members in such instances, not in the best interests of their employer," Mead said.

"If more public employers would recognize the value of a safe and healthy worksite, we would not have to be so vigilant in our efforts to protect our members and the public they serve."

Evans is happy all charges will be removed from his work record.

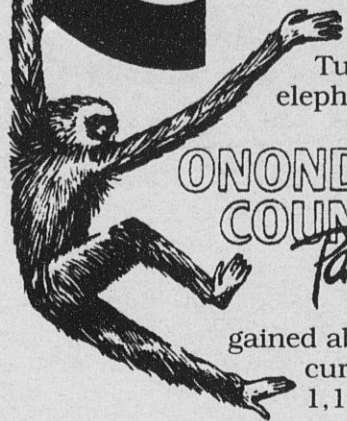
"It's difficult to work or even enjoy retirement when you have had charges of insubordination hanging over your head and harming your reputation," Evans said.

LOCAL GOVERNMENT NEWS

SYRACUSE - Raising babies is never easy. It can be a harrowing experience for parents of even the smallest of babies. But imagine a 1,100-pound baby!

That's what the CSEA members at Burnet Park Zoo in Syracuse

Welcome to Burnet Park ZOO



ONONDAGA
COUNTY
Parks

have in the newest member of elephant herd: Tundi, a one-year-old male calf.

Senior Zoo Attendant Chuck Doyle, a CSEA Onondaga County Local 834 member, sums up the experience in two words: "It's tough."

Doyle and the other CSEA members at the zoo have been very busy since Tundi's birth, an event much heralded because of its rarity.

Tundi is the zoo's first success in elephant breeding and only the 65th elephant born in captivity in North America.

Keeping up with baby, Doyle explains, is never easy. Tundi weighed 274 pounds at birth and has gained about 3 pounds a day. His current weight is more than 1,100 pounds -- over half a ton!

"He's like a typical kid."

Doyle says. "He's always into mischief."

Tundi has no manners

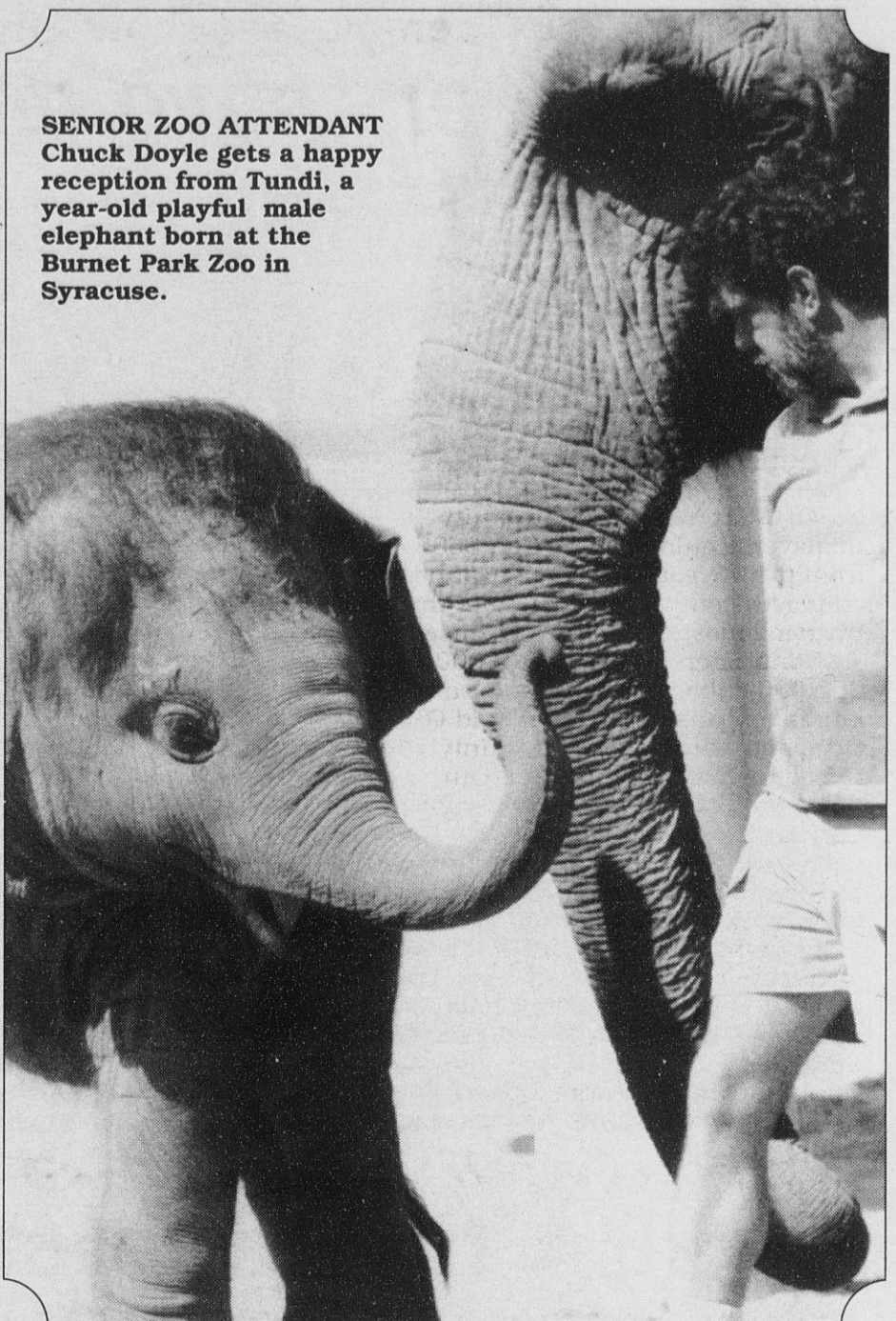
around people, Doyle says. He'll try to grab strangers or "trunk" them. If the stranger enters the elephant pen, Tundi will try to knock them over for the fun of it.

"He's just a little kid, always on the roll," Doyle says.

Raising Tundi and keeping track of the zoo's five other elephants is "more than a full-time job," he says.

While Tundi hasn't started formal training, he's slowly getting used to the zoo routine. He takes a daily scrub bath, follows his mother, Romani, all day and delights in mimicking the other elephants, especially in front of visitors. Tundi will learn basic tricks and manners in dealing with his visiting public. Doyle hopes

the experience will benefit the Burnet Park Zoo's breeding program, which is



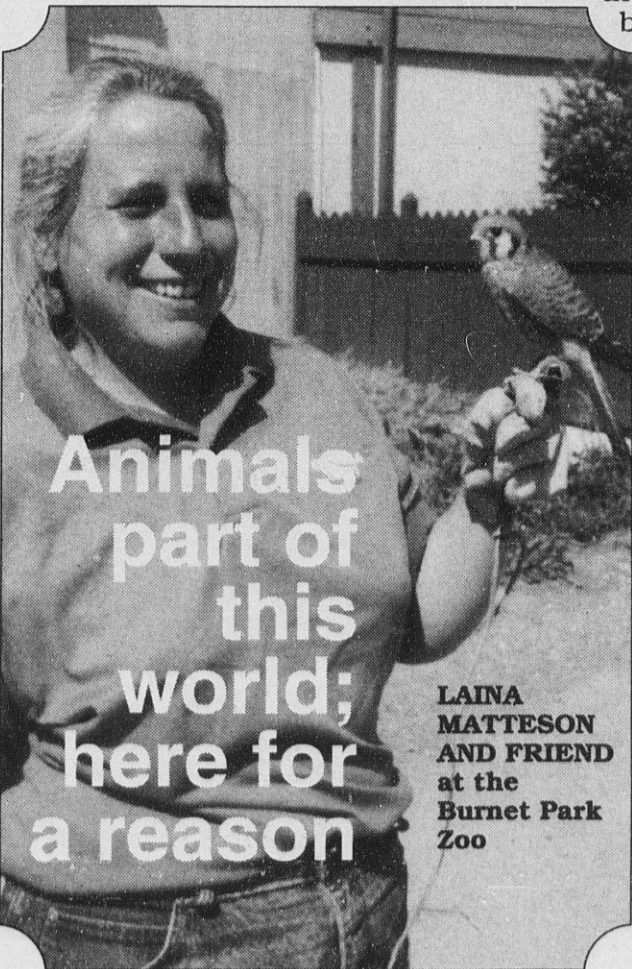
SENIOR ZOO ATTENDANT Chuck Doyle gets a happy reception from Tundi, a year-old playful male elephant born at the Burnet Park Zoo in Syracuse.

important to to the survival of the endangered species.

"It's very important that we keep pro-active in trying to continue to breed elephants in captivity," he says. "Our future goal is to have a self-sustaining population."

For now, however, Doyle and his fellow workers must concentrate on raising Tundi, keep him out of trouble, and somehow, some way, brace themselves for the "terrible twos."

**By Mark M. Kotzin
CSEA Communications Associate**



Animals
part of
this
world;
here for
a reason

**LAINA
MATTESON
AND FRIEND
at the
Burnet Park
Zoo**

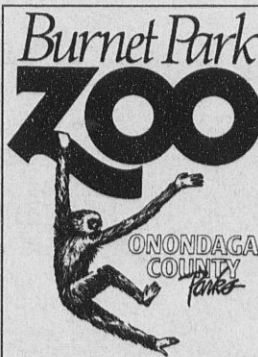
SYRACUSE - If animals could talk, they'd probably be thanking CSEA member Laina Matteson.

Matteson recently got thanks of a different sort when she received an award of excellence from the Onondaga County Parks Department.

Matteson, an 11-year county employee and member of CSEA Onondaga County Local 834, was recognized for her volunteer efforts in raising money to support the worldwide effort to save black rhinos from extinction.

Zoo Director David Raboy nominated Matteson for the award for her dedication and spirit and for raising funds through her local chapter of the American Association of Zoo Keepers (AAZK) on behalf of the black rhinos.

The effort turned out to be a great success, raising more than \$1,800.



Matteson took pride in the fact that the money helped to buy an electric fence at the Ngare Sergoi Rhino Sanctuary in Kenya, Africa.

The sanctuary has been established to help preserve the endangered black rhino and other endangered species.

"I think that it's one way you can try to make a difference, by educating people about the plights of wildlife and endangered species," she said. "I try to teach

visitors to the zoo that they're more than just cute little animals. They're parts of this world that are here for a reason."

A zoo attendant at the Burnet Park Zoo in Syracuse, Matteson works daily with the animals, feeding them, caring for them and even sometimes raising them. She once took a baby American Kestrel (a member of the falcon family) home with her to raise by hand. Now the bird, named Hover, is a part of a regular zoo exhibit.

Union reminds the public that

By Ron Wofford
CSEA Communications Associate

CSEA locals and units in neighboring Wayne and Ontario counties have used a very visible method to enhance the image of their union. At the same time, they gave the members a big boost in pride by reminding the general public of the valuable the services the members provide.

Four full-size billboards and hundreds of yard signs were recently spread throughout Wayne County proclaiming "CSEA Works in Wayne County!"

And in Ontario County a full-size billboard and hundreds of yard signs shout out proudly that "CSEA Works in Ontario County!"

The project grew out of brainstorming sessions by CSEA activists from the two counties.

"This went a long way toward giving the public a picture of the pride we feel as public employees," said Ed Williams, president of Wayne County Local 859. "I felt it myself, and I heard many comments from members and the public that everyone was impressed."

"We wanted to make a unified statement," Pat Martin, president of Newark

In Niagara County:

CSEA fights to save nursing home

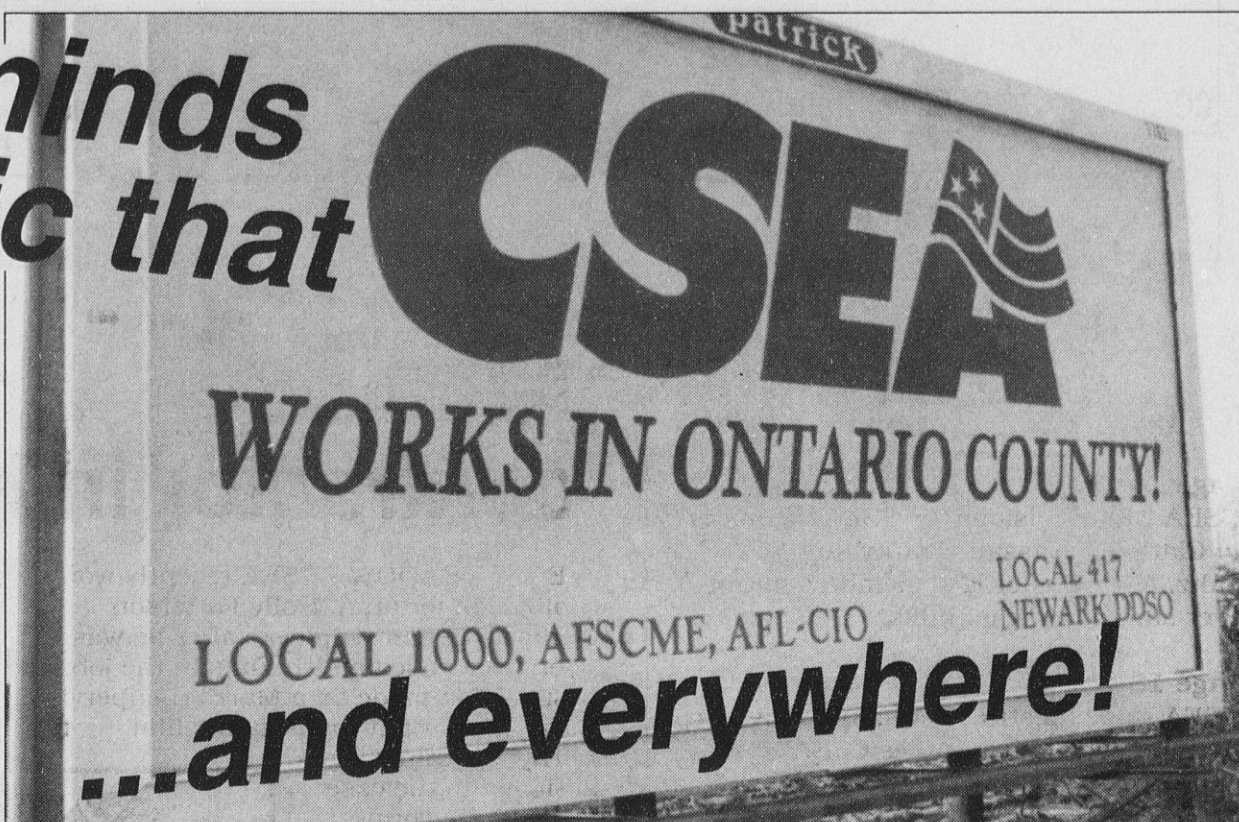
CSEA is fighting a plan to sell the Niagara County nursing home.

CSEA, which represents health care workers at Mt. View Health Facility in

Lockport, has begun a campaign to inform county residents of the value and benefits of continued public operation of the skilled nursing home.



FIGHTING TO SAVE MOUNT VIEW: From left, CSEA Political Action Coordinator Roger Sherrie, Steward Nancy Gullo and Niagara County Unit President Linda Gibbons prepare petitions to save the threatened Mt. View Health Facility nursing home in Lockport.



Developmental Center CSEA Local 417, said. "Even though some of us work for the state and others for the county or school districts, we're all proud of serving our community through our public service employment."

"This is something we wish we could do on a permanent basis," Cyndy Herman, president of the Wayne County CSEA Employee Unit, said.

"It's so easy for the public, when they hear about budget problems, to say 'just

lay off public workers' without giving it much thought," Herman said. "But when they see people putting signs in their yards and billboards up as they drive around the country, I think they start to think about what it really means, that we take pride in public service."

The billboards stayed up for two months and hundreds of yards throughout both Wayne and Ontario county remain emblazoned with the signs demonstrating union pride.

"The county's decision to investigate the possible sale or leasing of Mt. View could undo all the good that has been accomplished in the past two years," said Linda Gibbons, president of the Niagara County Employee Unit of CSEA Local 832.

"Mt. View contributes vital services to our community, services that some people literally couldn't live without," Gibbons said.

"Private nursing homes can't always take the hardest cases or those who don't have private resources," she added. "As a result, some elderly county residents might not be able to obtain the care they need to live out their lives in comfort and with dignity."

Among other moves, CSEA will join a community-based petition drive designed to demonstrate to county legislators the amount of support Mt. View has in the community.

"We disagree with the county's notion that tax funds utilized for the health facility amount to a subsidy,' while tax funds used for other county departments are considered legitimate expenses," Gibbons said. "The county needs a public nursing home that provides quality care with qualified staff."

"Some elderly county residents might not be able to obtain the care they need to live out their lives in comfort and with dignity."

COUNTIES	CITIES	
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CSEA member Tom Steward and his son Michael are real winners when it comes to carving.

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Fulton County CSEA members save hundreds of thousands of dollars and show that contracting out costs plenty.

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Raising an elephant at Burnett Park Zoo in Syracuse.

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CSEA locals and units in Wayne and Ontario counties sing their union's praises.

Attn: CSEA Local presidents

CSEA Local election results must be reported

The results of all CSEA Local officer elections should be reported as soon as possible to CSEA Headquarters in Albany.

Local presidents should have the Local election results certified by the local election chairperson and the certified results should be mailed to:

**CSEA Statewide Secretary Irene Carr
Civil Service Employees Association
143 Washington Avenue
Albany, N.Y. 12210**

Arbitration win slams private contractor in Nassau County

EAST MEADOW - CSEA recently won an arbitration for an A. Holly Patterson Geriatric Center employee after he was wrongly accused of drinking on the job, an assumption made by a Marriott supervisor who had no right to discipline him.

The arbitrator assigned to the case slapped the county when he said Marriott employees have no authority to discipline county employees.

"This is a very important win for our member and our union, CSEA Nassau Local 830 President Rita Wallace said. "We are always fighting contracting out, and this is just more proof of how the county has simply added another

useless layer onto the bureaucracy by contracting out to Marriott. As the arbitrator said, they have no authority to discipline our members."

In three years as a county employee John Baty, a chief stationary engineer I, never had a problem with any county supervisors, so the problem with the Marriott supervisor was especially upsetting.

Baty was accused of drinking on the job when a half-full beer can and empty beer can was found in the area where he and three other employees work.

The Marriott employee said Baty did not smell like alcohol but that his eyes were puffy and glassy; that could easily be attributed to the fact that Baty had worked a double shift.

Cigarettes were inside the empty beer can on the desk, and Baty does not smoke, a fact the arbitrator pointed out in his decision.

"If assumption was enough of a criteria to establish culpability, the grievant could just as easily be accused of having smoked the cigarettes that were found in the empty

beer can on top of the desk that evening despite the fact he testified he does not smoke," the arbitrator wrote.

CSEA Labor Relations Specialist Claude Ferrara was happy with the decision.

"I am very satisfied," he said. "This was the proper decision. The Marriott contractors overstepped their bounds in attempting to discipline our member, a government employee."

"I think the arbitrator's decision reinforced CSEA's position that outside contractors have no right to discipline our union members," he added.



**Arbitrations,
Grievances,
IPs, Lawsuits**

Jan Harris dies; former Dunkirk School Unit president

DUNKIRK - Friends and fellow union members are mourning the death of Jan Harris, a former president of the Dunkirk Schools Unit of Chautauqua County Local 807.

A 17-year employee at School 6, Jan Harris was an active member of her

community, serving on several civic advisory boards, Local 807 Treasurer Jim Kurtz said.

"Jan will be sorely missed," Kurtz said. "And condolences from the entire membership goes out to her husband, Bob, and their two daughters."

Seneca County Local president joins child care coalition

WATERLOO -- CSEA member Paulette Barrett has been named to the Seneca County Early Childhood Care and Education Coalition.

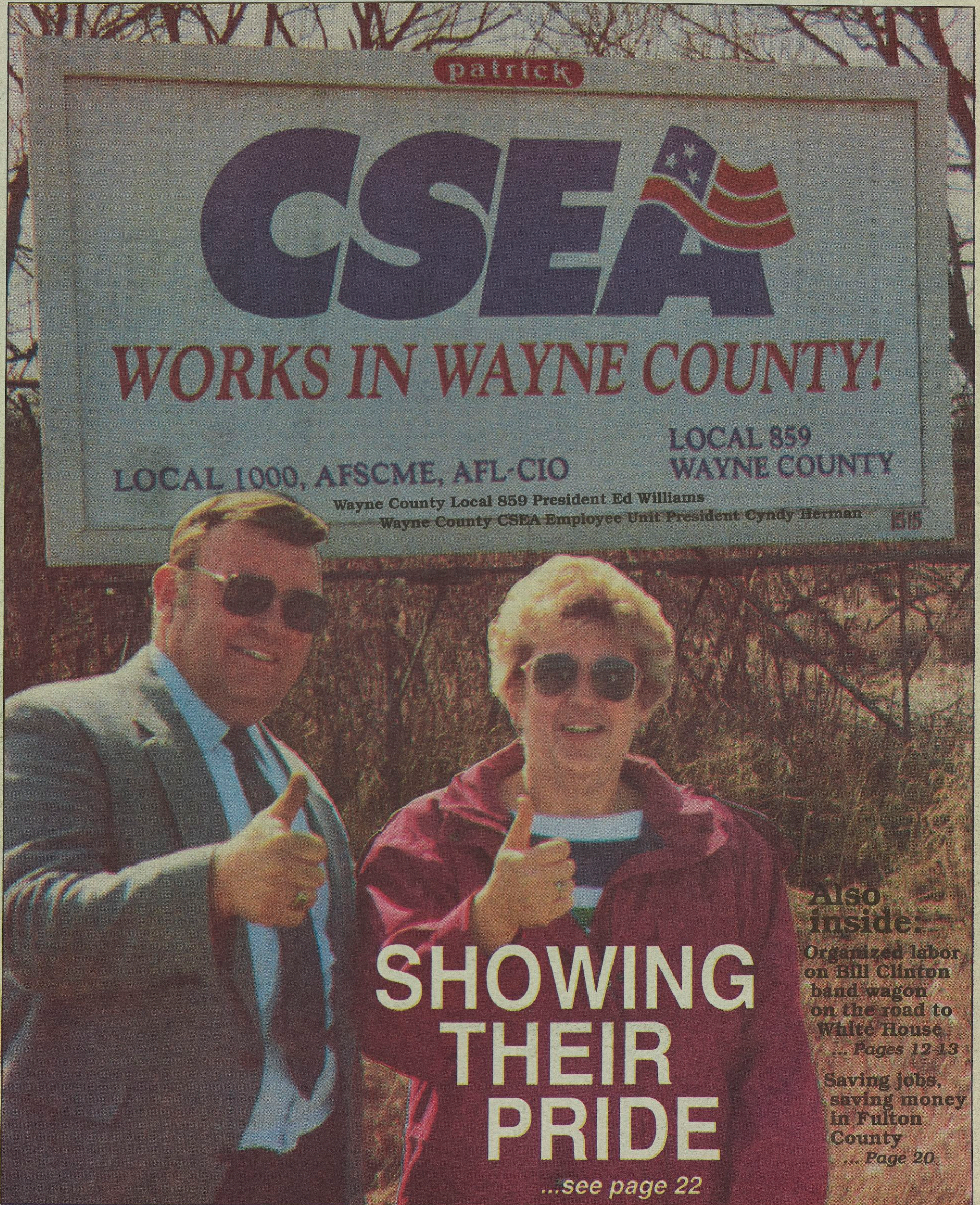
State Assembly Deputy Minority Leader Michael Nozzolio formed the committee to

help develop child care in the area.

In thanking Barrette for becoming a member of the coalition, Nozzolio said her "foresight and willingness to support child care projects is to be commended and is deeply appreciated."

Barrett is a president of CSEA Seneca County Local 850.

"A lot of people in Seneca County don't have proper day care," she said. "We're in desperate need. The committee is going to help address that need."



patrick

CSEA

WORKS IN WAYNE COUNTY!

LOCAL 1000, AFSCME, AFL-CIO

LOCAL 859
WAYNE COUNTY

Wayne County Local 859 President Ed Williams
Wayne County CSEA Employee Unit President Cyndy Herman

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SHOWING THEIR PRIDE

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