

THE PUBLIC SECTOR

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American Federation of State, County and Municipal Employees AFL-CIO.

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ASBESTOS BUSTERS

who ya gonna call in Syracuse?

page 3



SUITED FOR ACTION are Syracuse City School District employees Gary Shultz, Pat Cooper and Bill Reiley. The trio was among the original group selected for special asbestos training.

—Photo courtesy of Syracuse Newspapers/David Lassman



AN HISTORIC MOMENT...
Members of the CSEA and New York State negotiating teams look on as CSEA President William McGowan, left, and Governor's Office of Employee Relations Director Thomas Hartnett ink the tentative agreement on the first-ever contract for employees of the state Division of Military and Naval Affairs.

1st class first for DMNA

ALBANY — For 750 CSEA members employed by the New York State Division of Military and Naval Affairs, persistence has paid off handsomely. CSEA has successfully completed negotiations with the state that will mean a first-ever contract for the DMNA unit.

The terms of the three-year pact which is retroactive to April 1, 1985 call for salary increases of 5, 5½, and 6% for each year. The effective date for the first year's raise is June 13, 1985.

Other provisions include full health insurance coverage under the Empire Plan; agreement to review the state's pay equity studies for applicability in the unit; establishment of a new salary schedule and new unit coverage under the Workers' Compensation system.

Although the DMNA unit was first recognized by the state in November of 1984, representation challenges delayed the

negotiations for nearly two years.

"We fought hard to win DMNA employees union representation and now it's paid off" says CSEA President William McGowan. "We have a tentative contract that spells out in black and white their terms and conditions of employment. It's a first and it was well worth the effort."

Adds Collective Bargaining Specialist Joseph Reedy, who led the negotiations for CSEA: "Hammering out the first contract is always tough and having the negotiations held up didn't help. But once we started talking we were able to make good progress."

DMNA employees will be receiving full details of the contract shortly and will have an opportunity to ask questions during informational meetings scheduled statewide. The meeting schedule was still being finalized at press time.

DMNA NEGOTIATING TEAM

- REGION 1**
Victor Isca
- REGION 2**
Roy Seabrook
- REGION 3**
Ron Oakley
- REGION 4**
Andrew Carlton
- REGION 5**
Cornelius Kennedy
- REGION 6**
Gary Mackey
Donna Tuttle
- REGION 5**
Harold Soutar
- REGION 6**
Robert Stahl

The Public Sector

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An 'in house' cleaning cuts cost in Syracuse



SYRACUSE — While some statewide school districts are hiring contractors to remove asbestos from their school buildings, the Syracuse City School District is using a more practical — and less expensive — approach to remove the hazardous material from five of its schools.

Recently, a group of district maintenance workers, members of Syracuse City Schools Unit 6 of CSEA Local 834 Onondaga County, were selected to receive special training in the removal of asbestos. As a result, the District estimates it will pay only a fraction of what it would cost if the work were contracted to an outside firm.

Project Coordinator Tom Cappa and Supervisors Steve Kennedy and Kevin Morton explained how the project began and the progress to date:

"The District was aware that a problem existed in a number of schools and wanted to correct it by using properly trained workers and the latest safety equipment and techniques," Cappa said.

"We know asbestos can be a continuous problem," Kennedy added, "and we are probably going to find more asbestos in pipes, heating vents and other areas as work progresses. It simply made good sense to properly train our own school employees who are familiar with all the school buildings in the District."

"We were naturally concerned about the quality of work," Cappa added. "We could have gone with a contract bidder from outside, but the lowest bidder may not necessarily provide the best job."

By using "in house" school district employees, the entire project will cost approximately \$500,000. One estimate from a private contractor indicated the complete job would cost \$1.9 million. A \$400,000 grant procured through the federal government for asbestos removal will reduce the actual cost of the project to around \$100,000.

Cappa says the breakdown of the \$500,000 project included consultant fees, trainees' salaries, equipment and the cost of proper removal of the asbestos to a dump.

In describing the training, Morton explained that he and Steve Kennedy were members of the District's five-man team sent to San Diego in February for specialized training to become instructors.



NO SPACE INVADERS but rather a safety-suited crew of Syracuse City School District maintenance workers during an intensive early training session. The men are in the process of hanging plastic sheets on a framework used in classrooms before asbestos removal. (Photo courtesy of Syracuse Newspapers/David Lassman)

After they returned, 25 school district employees were chosen from 29 volunteers for the project. After one week of intensive training and examinations, the team was further reduced to 12. To further aid the project, 56 school district tradesmen were also given a "crash course" in the dangers of asbestos.

"The training took place in an elementary school here in Syracuse, and was conducted by a professional consultant from the White Lung Association, a New Jersey firm which specializes in the handling of asbestos," Morton said.

"To oversee the project, O'Brien & Gere Engineers, Inc., of Liverpool, were called to outline strict safety procedures and monitor the environment during the project."

Is the project making satisfactory progress? According to Cappa, representatives from the Environmental Protection Association (EPA) have visited several schools on several occasions and were greatly impressed by the work standards and overall progress.

"We are extremely careful. For example our fiber-dust level is .01, much

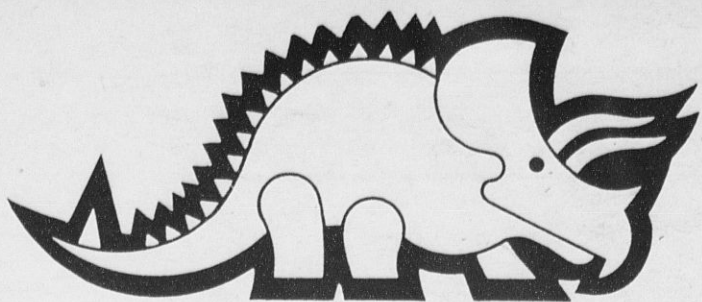
below the level accepted by OSHA. Our constant goal is to meet or exceed every safety standard for the protection of school children, teachers and our working employees," Cappa added.

CSEA officials, both in Central Region V and statewide, have praised Syracuse School District authorities for their approach to the asbestos problem and the practical use of district employees to remove the hazardous material.

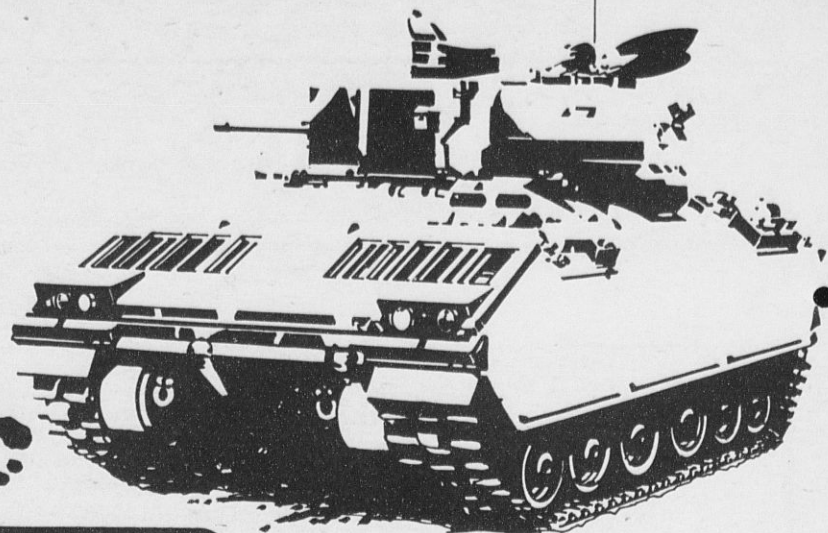
Region V President Jim Moore commented, "The Syracuse School District's decision to solve its asbestos problem by using well-trained district employees, and doing it at a tremendous savings to city taxpayers, is most commendable. Perhaps other district and state university facilities in the area would do well to follow the lead of the Syracuse School District in finding a safe, practical and economically-sound approach to asbestos removal."

Dave Kennedy, president of CSEA School Unit 6, said Syracuse School District management notified the union of their project intentions. "They were totally up front," Kennedy said. "They fully explained what they wanted to do, and they outlined the training plan and safety features they intended to use. When we learned they intended to use 'in house' employees to do the job, at a possible savings of 1.8 million dollars, we were for it. After all, we are not only school district employees, we're city taxpayers, too." Kennedy said.

“The district was aware that a problem existed . . . and wanted to correct it by using properly trained workers and the latest safety equipment and techniques.”



An evolution



From "first contact" to "first contract" is often a long, bumpy road in the evolution of a labor union. Many obstacles and barriers are encountered along the way and a strong, dedicated core group of employees who recognize the need for a union and are willing to fight for

their dream is essential to keeping the process on course. The following is a chronological case history of the evolution of St. Lawrence University CSEA Local 630 — from a seed planted by employee frustrations in 1980 to "first contact" in 1984 to "first contract" in 1986.

A case history of the growth of a union local from concept to completion

By Charles McGearry
CSEA Communications Associate

1 Early frustrations

In 1980, a number of secretaries and clerical employees at St. Lawrence University in Canton became so dissatisfied with their meager benefits and working conditions, they organized a steering committee in an attempt to bring about changes. Over the next five years, and after several unsuccessful attempts to communicate with management, employees began to talk about seeking professional union representation.

2 Getting started

In September, 1984, a petition was circulated among employees asking if they wished to discuss their problems with representatives of several labor organizations. The employees responded overwhelmingly that they were ready to listen.

During September and October, three unions (CSEA, SEIU and the 9-5 Organization) were invited to meet with employees and discuss conditions on campus.

CSEA sent Organizer Penny Bush to Canton that October with detailed information concerning the services and

benefits offered by CSEA. Impressed by CSEA's presentation, the employees on Oct. 22 voted overwhelmingly for CSEA representation.

The following day, an organizing committee of volunteers, headed by co-chairpersons Ann Marden and Karen Maxon, met with Bush. Included in the group were Wilma Hills, Bonnie Haggerty, Patt Bryant, Tonya Rood, Faye Lawrence, Diane Claffey, Lynda James, Sheila Smiligan, Jean Deese and Mary Haught. The committee set as its main objective the obtaining of as many union designation cards as possible with the hope of obtaining voluntary recognition from St. Lawrence University management.

3 Management counter move

Ann Marden remembers that one of the primary needs for unionizing was to improve benefits. The number one priority was to improve a totally inadequate retirement plan. At that time (Oct. 1984), the university's retirement plan left much to be desired, allowing an employee to retire after 20 years with only \$160 a month. And if the retiree wished to remain on the health insurance plan, the employee had to pay \$70 a month, leaving a pension of only \$90 a month!

By coincidence, but perhaps design,

the university chose Oct. 31, 1984 to call a meeting of employees to announce a "new" retirement plan. At that meeting, a university official said employees should be able to live on 75 percent of their annual income, and offered a plan based upon such a statistic. However, employees quickly noted that management's newly-offered plan included social security income, and was scaled accordingly to prevent most employees from ever reaching 75 percent of earned income.

The so-called "new plan" only added fuel to employee dissent and actually helped increase the number of CSEA cards being signed.

4 Another management stonewall

In mid-November, 1984, a letter was sent to the president of St. Lawrence University and to the president of the board, requesting voluntary recognition of the union. At that point, 83 of 110 secretarial and clerical employees had signed CSEA cards.

On Nov. 21, the university response was "No."

FROM FIRST CONTACT TO FIRST CONTRACT:

Local 630's birth rooted in dissatisfaction with management

5 Captive audience approach

In early January, 1985, St. Lawrence University officials took a different tack, attempting to dissuade employees from unionizing by holding captive audience meetings. The tactic had the opposite effect and further unified the employees.

At month's end (Jan. 31), a representation election was conducted by the National Labor Relations Board (NLRB). CSEA won by better than a 2 to 1 margin.

In the months that followed, CSEA

Organizer Bush continued to meet with the employees and coordinated the procedures for electing officers and the selection of a negotiating team to begin contract talks.

The local's first elected officers included President Ann Marden, Vice President Wilma Hills, Secretary Jean Deese and Treasurer Diane Claffey. Claffey later moved out of state, and Lynda James was appointed treasurer.

Two important hurdles had been overcome—organizing the union and electing the officers. The next big step loomed straight ahead—negotiating the first contract.

6 The road to contract one

In April, 1985, CSEA assigned Field Representative Steve Ragan as chief negotiator and contract talks began.

Over the next nine months, the fledgling committee learned firsthand the rigors of collective bargaining—including going through impasse and mediation before finally reaching a tentative agreement Jan. 21, 1986.

Information meetings to explain details of the agreement were held, and on Jan. 29 the first contract was overwhelmingly ratified by a vote of 83 to 2.



OFFICIAL SIGNING OF THE FIRST CONTRACT by representatives of CSEA Local 630 and St. Lawrence University represented a moment of achievement for union activists. Local 630 President Ann W. Marden, second from left in front, and Vice President for Business and Finance Donald E. Pearson sign the document on behalf of the union and university. They are flanked by University Vice President for Development H. Sargent Whittier, left, and Local 630 Vice President Wilma S. Hills. Standing from left are Local 630 Secretary Jean F. Deese; Local 630 committee members Jennifer J. Knapp, Patt A. Bryant and Faye Weeks; Local 630 Treasurer Lynda James; committee members David Katz, Sandra Licht, Bonnie Haggerty and Margery B. James; and CSEA Field Representative and Chief Negotiator Steve Ragan. Missing from photo are CSEA committee members Karen Maxson and Faye C. Lawrence.

8 Acknowledgements

Local 630 President Ann Marden was deeply involved in the organizing campaign at the St. Lawrence University campus and went on to lead the Local through its first contract. Marden recently offered special recognition to Penny Bush for her efforts in organizing the new private sector local and to Steve Ragan for his professional advice and guidance during the tedious months of negotiations.

Of Regional President James Moore, Marden says, "We greatly appreciate his support on the regional and

statewide level." She said, too, "I want to recognize the local members of the negotiating team who worked long and hard to help us reach those goals. Most of the committee was on hand when we formally signed the contract."

And, adds Marden, now that the early chapters of the Local 630 story are history, "We must move forward and continue to seek improvements in working conditions and benefits. We have CSEA behind us and we certainly have the unity of our members, so let's get on with it."

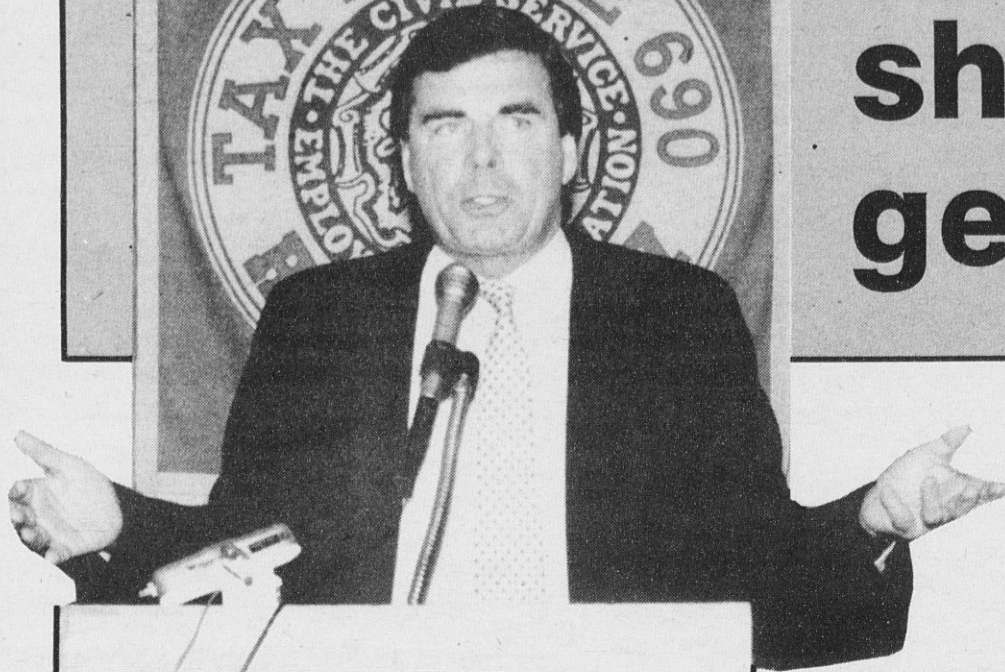
7 A proud moment

In March, 1986, CSEA Central Region President James J. Moore wrote to Local 630 President Ann Marden, noting "This is my fourth term as President of the Region, and few letters have given me more pride than the one I now write to you and your fellow members to congratulate you on your new contract.

"I well recognize the adverse forces you and your officers have fought against beginning with management's opposition to the organization of a union local...Please extend to your negotiating team, and your entire membership, my sentiments and my continued commitment to future activity of your local." Moore also noted the "never-ending commitment to the success of your local" by Organizer Bush and Field Representative Ragan. "Each gave so much and should be very proud of the role they played," Moore added.

"We must move forward and continue to seek improvements in working conditions and benefits. We have CSEA behind us and we certainly have the unity of our members, so let's get on with it."

C S E A



**AFSCME INTERNATIONAL
PRESIDENT Gerald McEntee**

New team of shop stewards gets coached

By Daniel X. Campbell
CSEA Communications Associate

Sometimes during an individual's union career he or she will become a role model for other unionists and management personnel. Often these individuals do not aspire for high union office but bring to whatever role they fill a personal dedication and expertise that can not be matched. The late Lee Johnson was one such individual. The recent four-day Tax and Finance Local 690 Labor/Management Seminar was named in Johnson's honor. It was a fitting tribute to the unionist who believed that properly trained shop stewards were the most important element for bringing harmony to the workplace.

UTICA — Lee Johnson would have liked the recent four-day labor-management seminar named in his honor. It was a potpourri of 80 important topics presented in a fast moving program of half-hour and 15-minute presentations. It was shop steward training for 85 new Tax and Finance Local 690 activists as well as an opportunity to hear an exhilarating speech from Gerald McEntee, international president of AFSCME, CSEA's national union affiliate.

"The shop steward is the backbone of any union," CSEA Field Representative Joseph Bakerian told his level-one shop steward

training class. "In CSEA a shop steward is the first line of membership protection and that is a very important role to play."

Assisting Bakerian in the workshop, CSEA Education and Training Specialist Sean Turley urged the shop stewards to become leaders, teachers, and contract enforcers at their own specific worksites.

"Remember, you do have the authority to settle problems before they become part of the grievance procedure," Turley said. "Often the problems the members will bring to you will not be issues covered by the contract. In those situations you can use

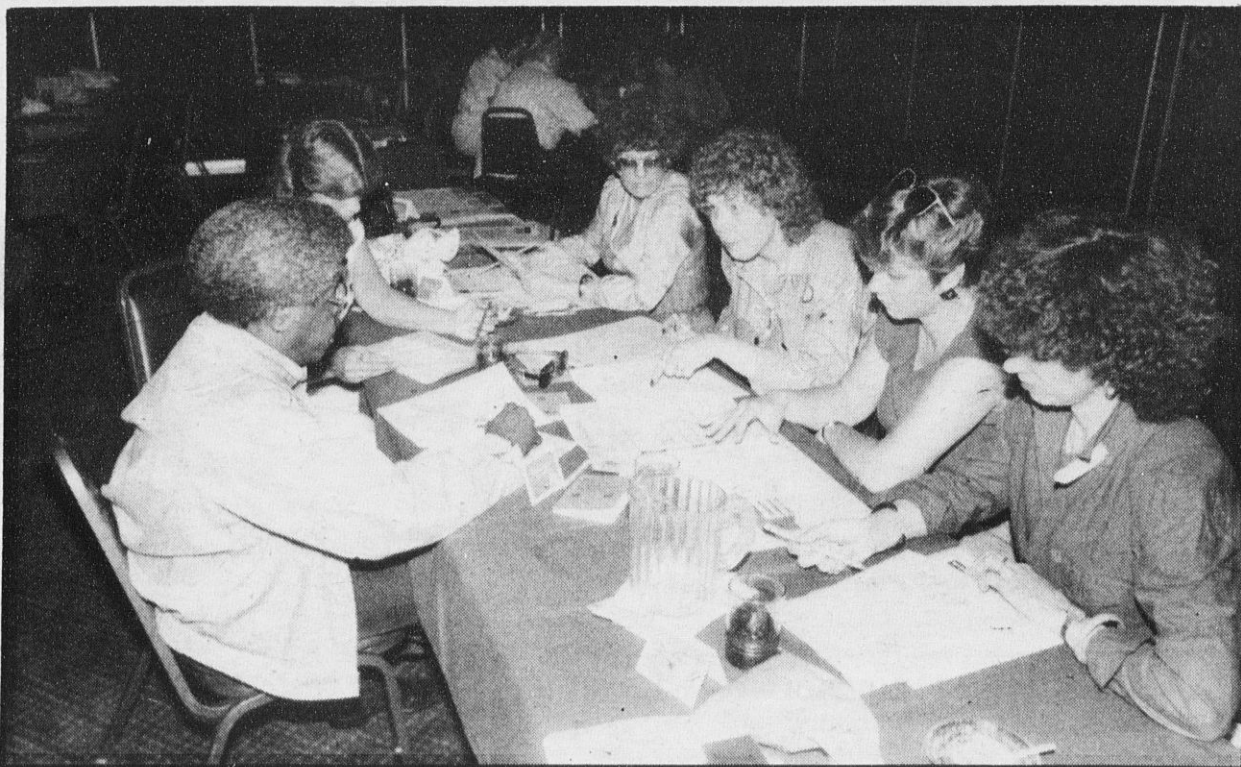
your own common sense and access to management to suggest a solution to the problem."

In her training session, Education and Training Specialist Peg Wilson urged her class members to establish an open relationship with both the members and management. "You have to be able to communicate with both groups and you have to earn the trust of both groups by being honest and open in all of your union activities."

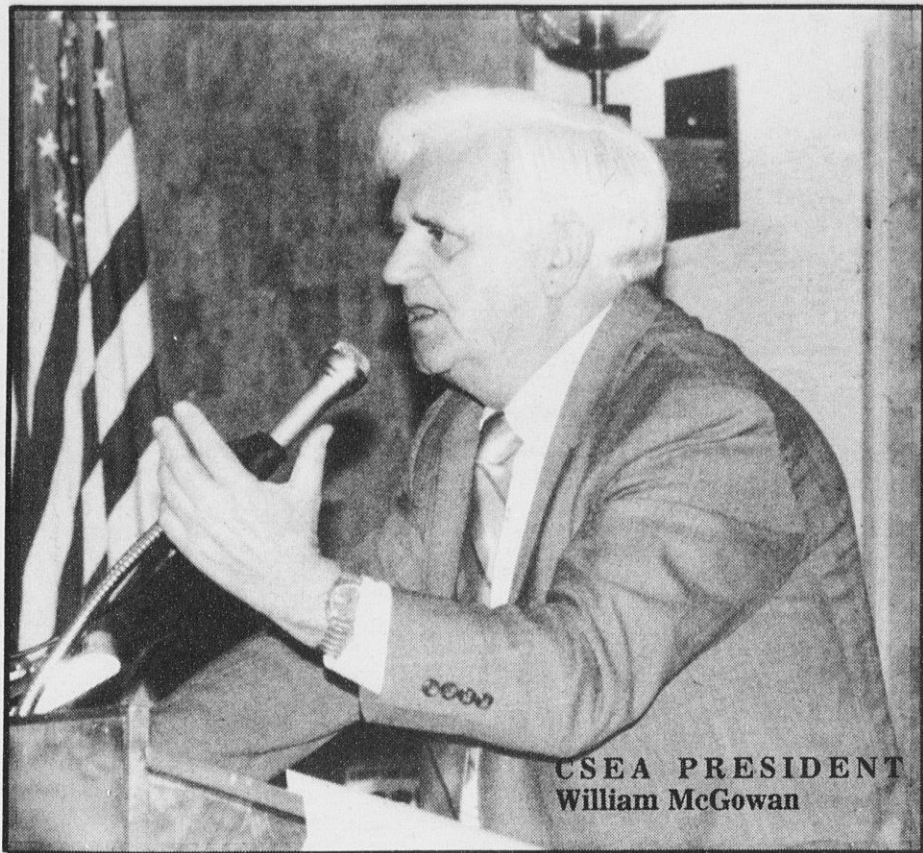
The social high point of the four-day seminar was a banquet on the evening of the third day. CSEA President William McGowan and Tax and Finance Executive Commissioner Patrick Bulgaro delivered short speeches to warm the audience up for McEntee's challenging speech.

"In the past the AFL-CIO was called in like an ambulance service, to take care of the wounded after the battle was lost, even though it had no part in deciding whether the battle should have been fought in the first place," McEntee said, telling the audience of new changes in the role the AFL-CIO will be playing in future labor struggles. "At its recent meeting, the AFL-CIO's Executive Council agreed that from here on certain negotiating targets will be selected with AFL-CIO consultation and, once that's done, the full strength of the Federation and all of its constituent unions will be applied during the collective bargaining process, or — should it be necessary — a strike."

McEntee noted that this targeting of a contract would have been unheard of a few short years ago. "We are creating a national clearinghouse of information for all affiliates — on everything from the economics of



SHOP STEWARD STUDENTS discuss a point in a group case study of a grievance.



CSEA PRESIDENT
William McGowan



CSEA EXECUTIVE VICE
PRESIDENT Joseph McDermott
and Tax and Finance Local 690
President Carmen Bagnoli.

corporations to nationwide publicity campaigns to help unions tell their side of the story."

The international president noted that this new communication concept will be used to tell "not just our side of a confrontation, but labor's role in building America, unions' ongoing efforts to improve the quality of life — the machinists and their support of the seeing eye program, the carpenters and their support of diabetes research, and AFSCME Councils' community program on such issues as prevention of child abuse, functional illiteracy and CSEA's support of the March of Dimes."

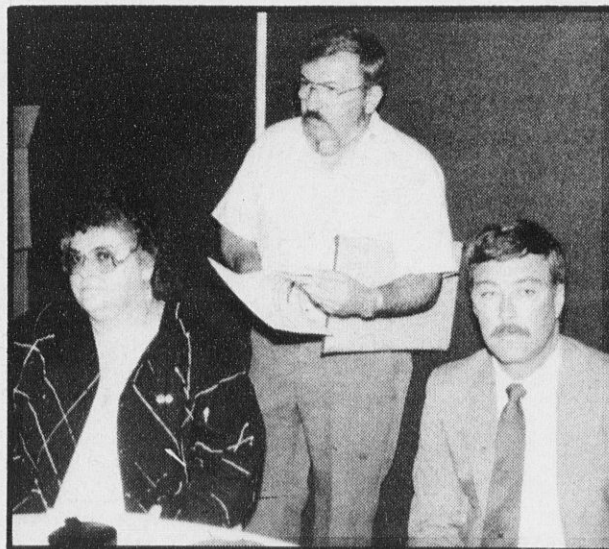
At the close of his speech, McEntee spoke

off-the-cuff to the 85 new shop stewards. "You are the anchors and backbones of your union. You will sacrifice countless hours, nights and weekends to your union. You will be questioned by agency fee payers, by union members who never bother to attend a union meeting but think that you should be at their beck and call. You will work long and hard and some people will never be satisfied. For all of these sacrifices let me say thank you. And when the frustration gets to be too much to take, you have my personal permission to tell that pain to go to h—."

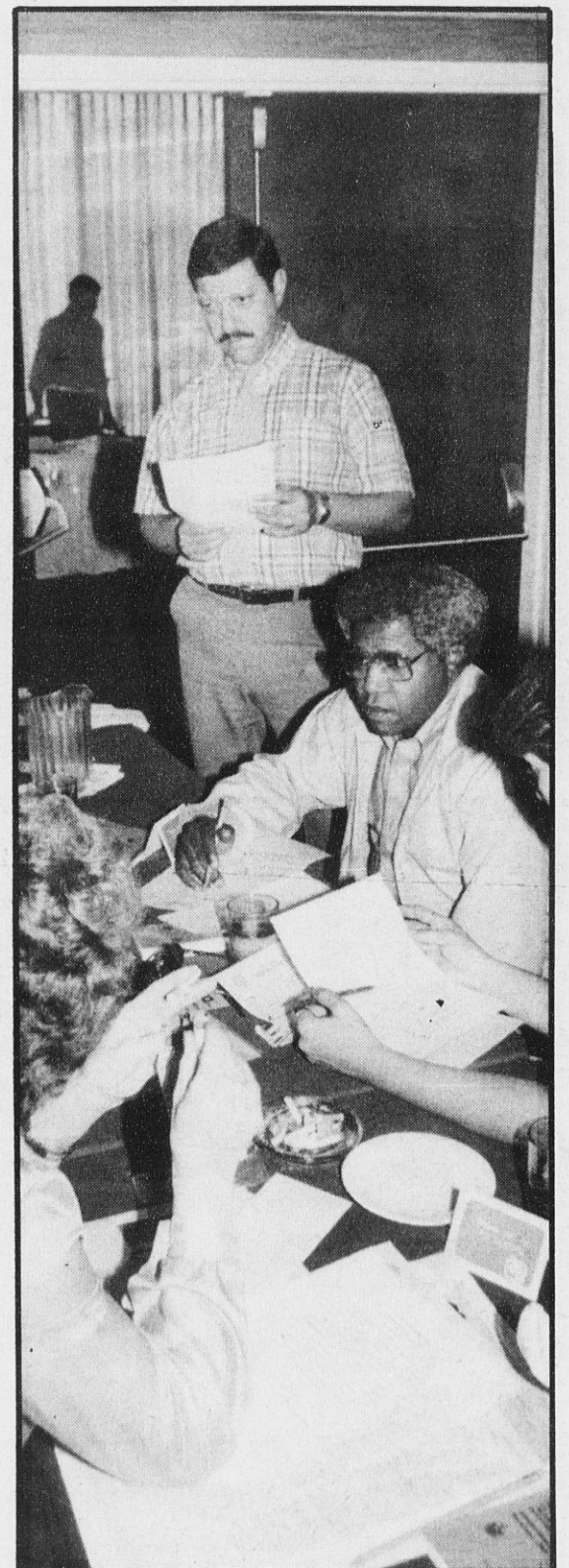
McEntee's speech received a standing ovation. Lee Johnson would have liked the meeting.

**“You
are the
anchors and
backbones
of your
union.”**

AFSCME INTERNATIONAL PRESIDENT Gerald
McEntee



CENTRAL REGION PRESIDENT Jim Moore
drops in at the seminar and picks up some
information from Education Committee
Chairwoman Kathy Sargalis and Empire Plan
Coordinator Tim Mullens.



A BUSY WORK TABLE at the seminar.

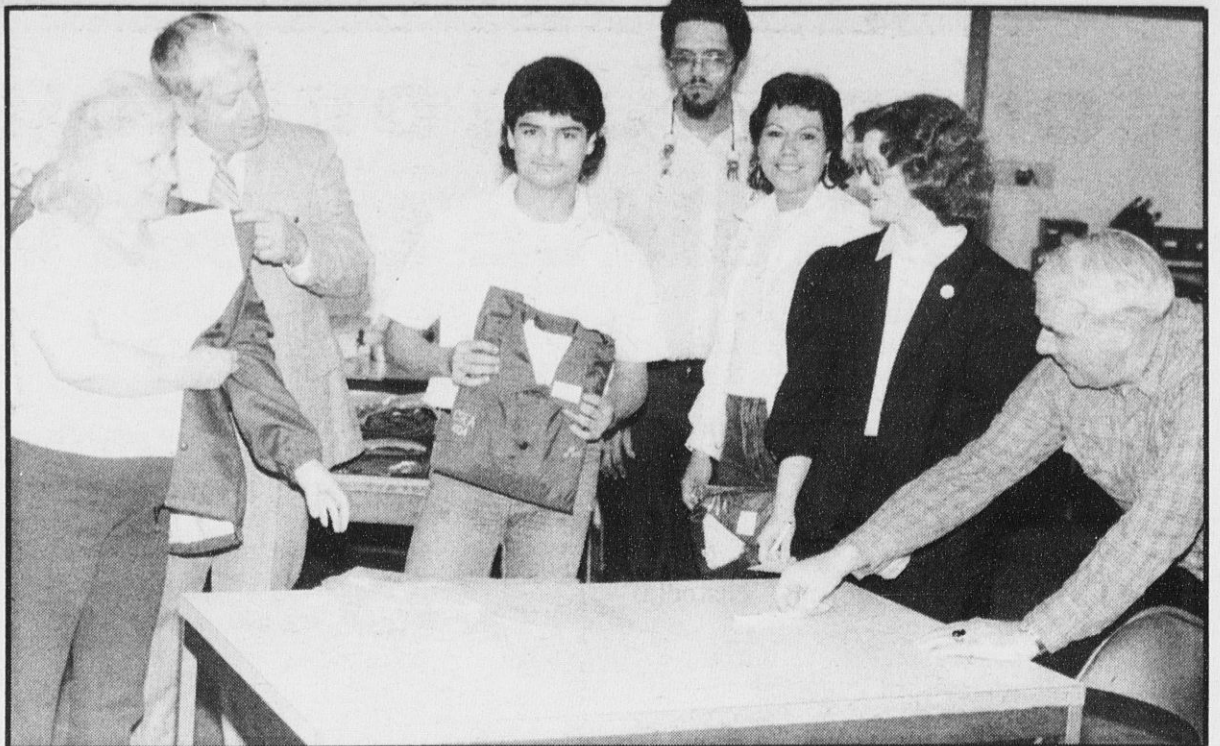
Free parking

Just as parking problems were hitting CSEA members in downtown Albany, labor and management at **Stony Brook University** finally reached an agreement settling the horrendous parking situation here.

The resolution includes the following points:

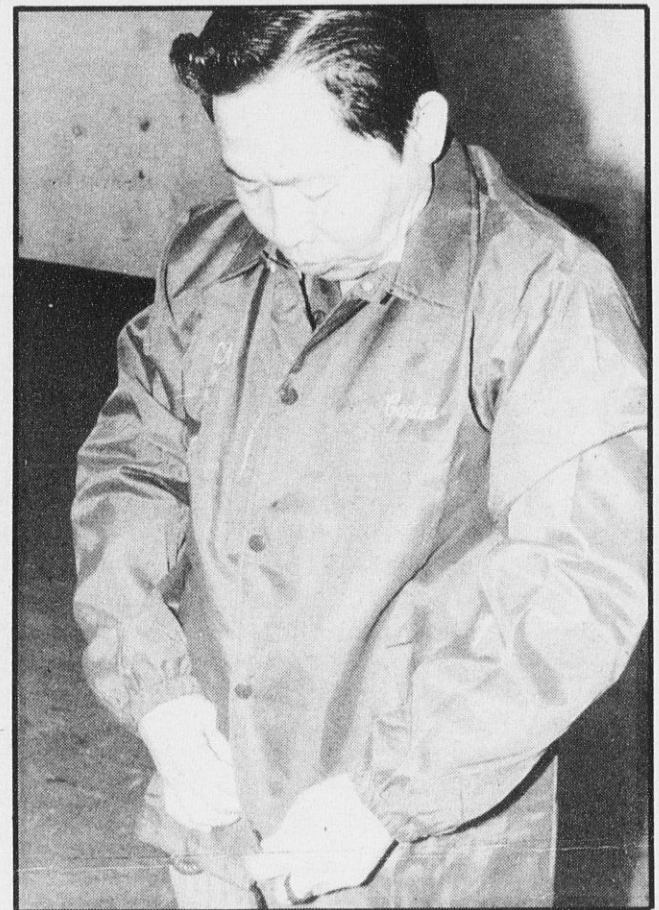
- free parking on Daniel Webster Road for the next four years;
- 39 new free paved parking spaces on the access road leading to the social behavioral sciences building;
- free parking on the university roadway;
- no change in the new policy except on the mutual agreement of CSEA and management.

The new policy was the result of an improper practice filed by CSEA six months ago and pushed hard by First Vice President **Frank Celentano**, Field Rep **Jim Walters** and Collective Bargaining Specialist **Jim Cooney**.



Button up your overcoat

Nearly 200 operational employees at Central Islip Psychiatric Center recently received work jackets as part of their new contract. The windbreakers bear the name of the local "CSEA 404," and the worker's first name on either breast. Above, Field Rep **Nick Pollicino**, Vice President **Joe Harbison**, Treasurer **Barbara Allen**, and President **Al Henneborn** hand out jackets to Local 404 members, who for the first time include facility cleaners. As **Carlos Chan**, at right, finds out, the new duds fit pretty well.



This, that

AND THE OTHER THING



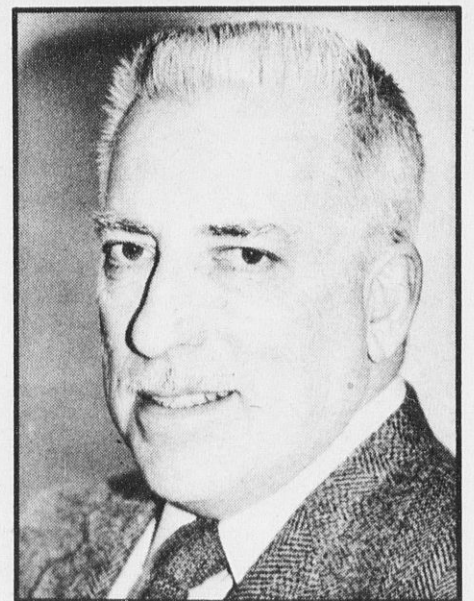
Sunnyside up

Adrian Cohen, president of the Levittown Optimistic Club, presents **Gloria Moran**, president of the CSEA Nassau County School Crossing Guards Unit, with a plaque recognizing all crossing guards in Nassau County.

Honorable mention

Francis J. Mitchell, long-time CSEA activist in Central Region 5, retired recently after 25 years of service with the **Traffic and Safety Division** of New York State Department of Transportation.

In 1962, Mitchell was elected vice president of CSEA **Black River Valley Local 015**. In 1966, he was elected president of the Local where he served for 16 years. In 1969, Mitchell was appointed to the first team to negotiate a contract between the state of New York and CSEA. He also served as a member of the first CSEA D.O.T. Safety Committee, where he served as chairman for one year.



Francis J. Mitchell

Long Island school members fighting back

Contracting out could make them a slave to ServiceMaster

HAUPPAUGE — Contracting out continues to rear its ugly head on Long Island, especially in school districts where an outfit called ServiceMaster is attempting to make inroads. Recently, CSEA sponsored a seminar here on the contracting out situation, with emphasis on the threats from ServiceMaster.

CSEA Communications Associate Sheryl Carlin told members from CSEA custodial units from across Long Island that although ServiceMaster comes into a district in a supervisory capacity, usually assuming the position of superintendent of buildings and grounds, the contractor still has a marked effect on the employees it supervises in the school districts.

"ServiceMaster is notorious for speeding up the work schedules to a pace where most employees have a hard time functioning," Carlin stated. "They have also been found guilty by the Commission of Human Rights of discriminately firing a black employee, and have lost court cases regarding firings for no cause. We don't want them in our school districts."

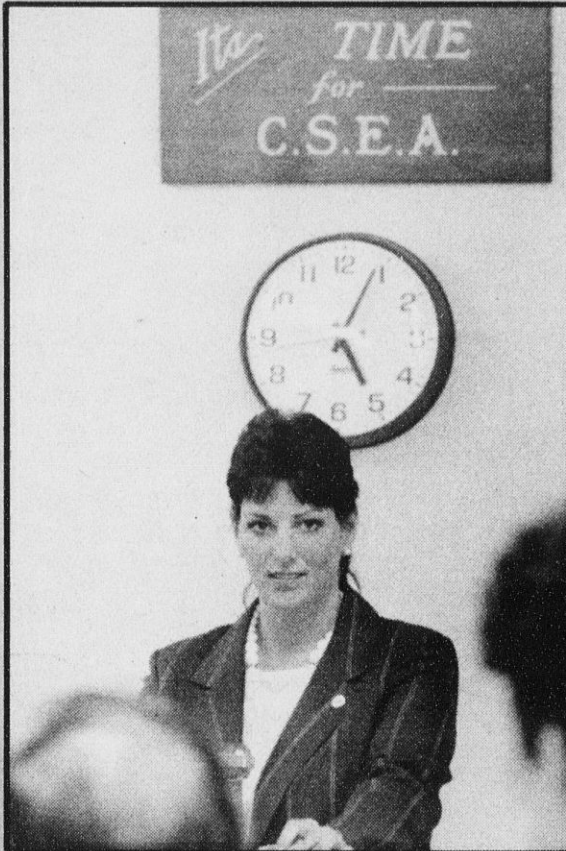
Added Carlin, "Be aware, and notify your CSEA field representative immediately if there is talk of ServiceMaster in your district."

CSEA Region 1 President Danny Donohue told the members present, "Your jobs may not be taken away, but they will certainly be affected. CSEA will continue

to fight to keep ServiceMaster out of our school districts."

ServiceMaster currently holds a contract with the Lynbrook School District, and CSEA Field Representative

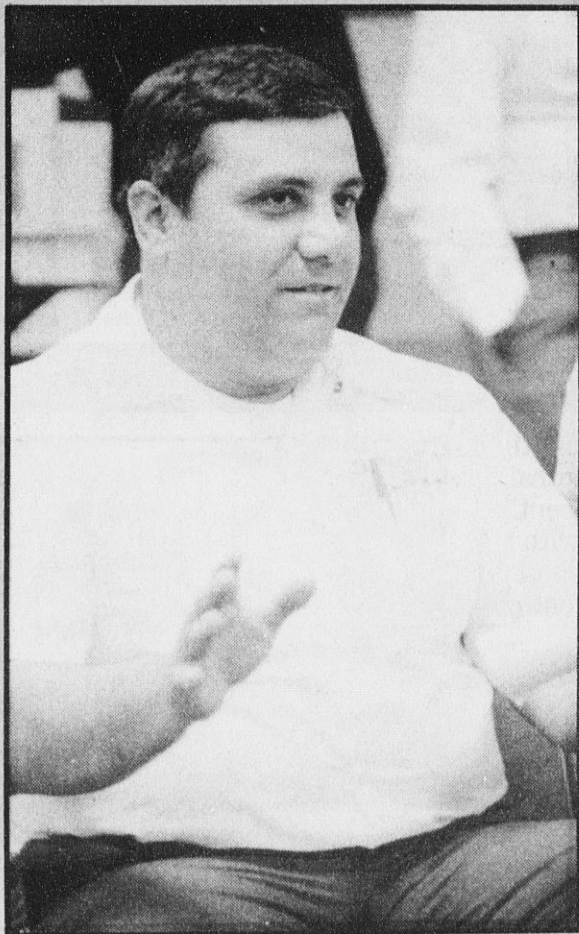
Harold Krangle said the work they do there is substandard. Krangle said both the employees and the community have been complaining about the conditions of the schools.



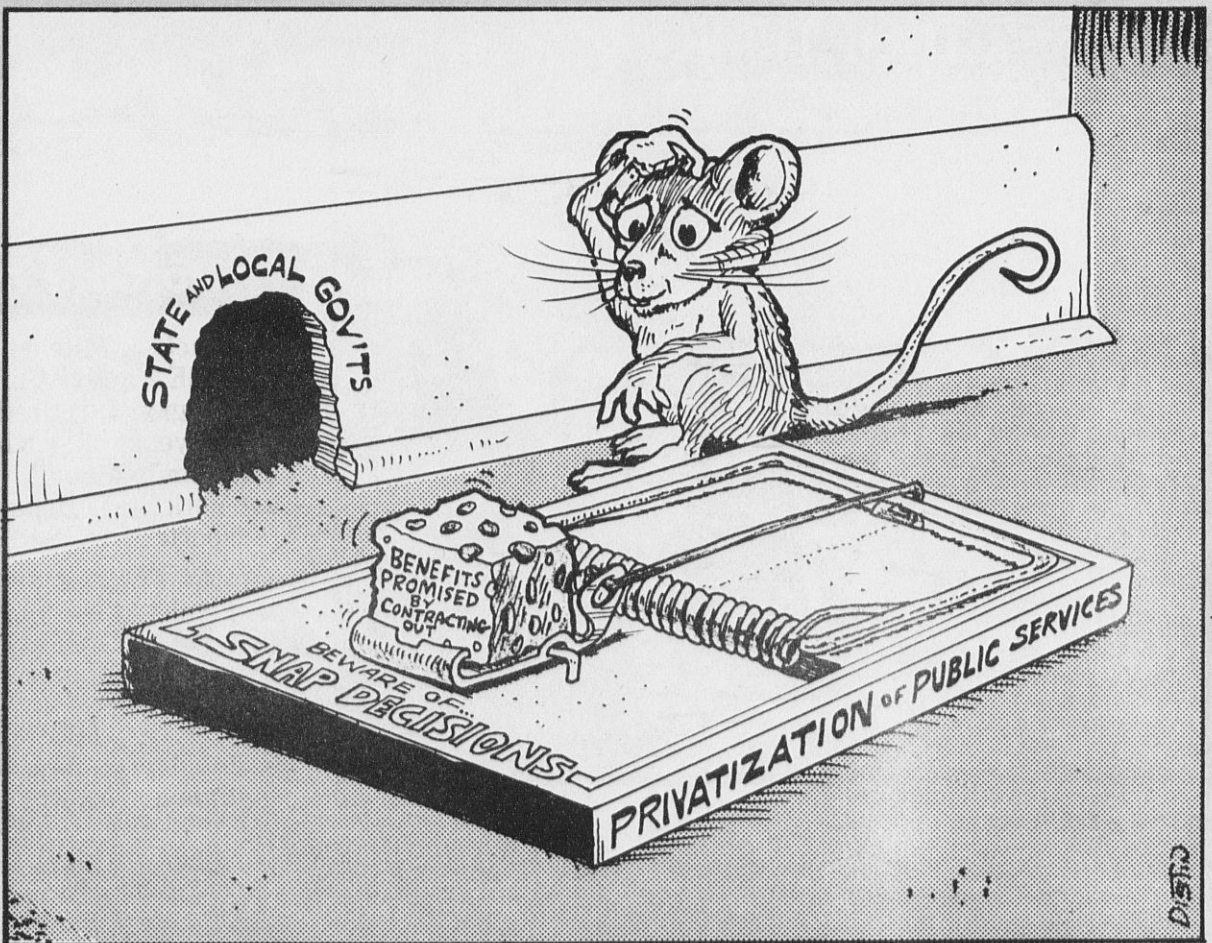
CSEA COMMUNICATIONS ASSOCIATE Sheryl Carlin warned CSEA members of the dangers of contracting out of custodial service supervision to ServiceMaster.



CSEA REGION 1 President Danny Donohue—"CSEA will continue to fight to keep ServiceMaster out of our school districts."



NICK LAMORTE of the Farmingdale Unit of Nassau Educational Local 870 joins in a discussion on contracting out.



Taking it to the top



CSEA Local Presidents Edward Mulchy, Mohawk Valley Psychiatric Center Local 434 and Margeret Meaders, Manhattan Developmental Center Local 443, question the state officials about policy and problems in the mental hygiene system.

Among the main points of concern raised by the membership were: a greater commitment from the state to train MHTAs for Community Residence Aide positions; efforts be made to insure adequate, experienced staffing is maintained in existing facilities as more community residences are opened; and that the union be involved in state efforts promoting the concept of group homes in the communities where they will be located.



Arthur Webb — Commissioner, New York State Office of Mental Retardation and Developmental Disabilities

"I feel I have a moral obligation to the workforce — not job guarantees, but efforts to motivate and maximize the talents of those who have dedicated their lives to state service."

Webb expressed enthusiasm for plans to expand the development of SRUs — Small Residential Units — group home type facilities located on the grounds of OMRDD centers. Plans are in the works to create 900 beds through such facilities across the state.

While he was not certain if this is the wave of the future for OMRDD, he said the pilot projects for the program have been highly successful in improving the quality of care for clients and upgrading working conditions for employees.

ALBANY — The questions were blunt and the answers just as frank as CSEA Mental Hygiene Presidents met with state officials recently during a CSEA sponsored program on the "Future Quality of Services in OMH and OMRDD".

"We must get our fair share in these areas" CSEA President William McGowan told the group of assembled leaders. "We in the public sector have a much better track record of providing quality care than the private and volunteer organizations that are trying to take over."

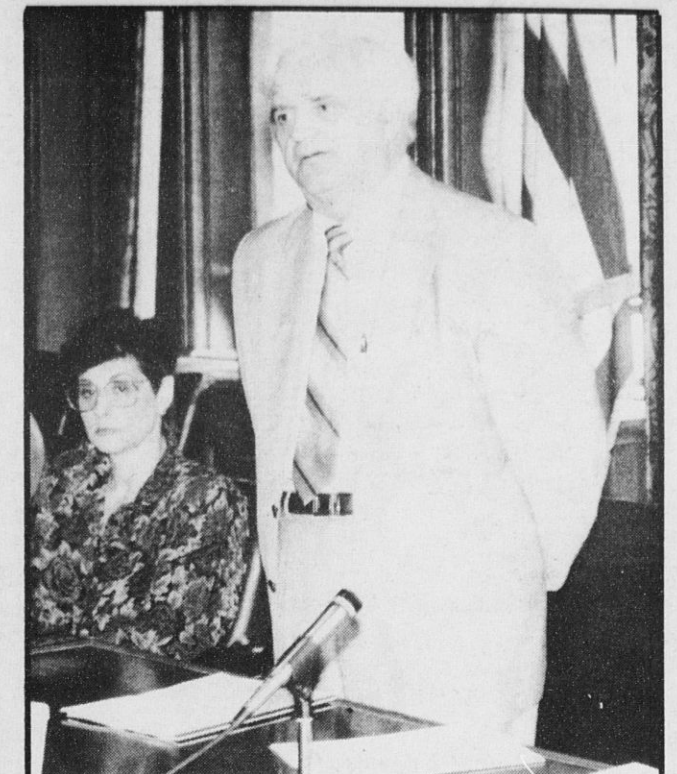
McGowan emphasized that the union has to continue to press its own case for improving the mental health system with state decision-makers.

Elizabeth Connelly — Chairwoman, New York State Assembly Mental Health Committee

"The Small Residential Unit is really a very positive direction...It meets so many of our objectives in terms of providing quality care to the mentally retarded...But the cost effectiveness of this makes the most sense."

Although there was a violent backlash against SRUs when first proposed, Connelly says the debate that sparked has led to a clear legislative mandate to move forward with the program.

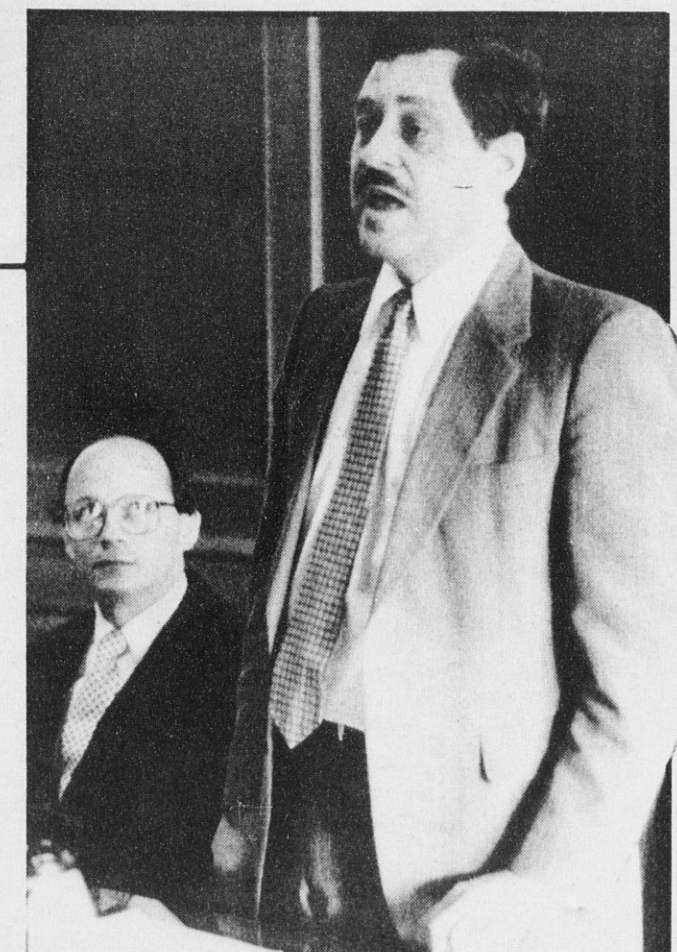
Opponents have argued that creating community type residences on the grounds of OMRDD facilities is still institutionalization. Connelly counters that there is a big difference and that the state has an obligation to use the property it has, particularly since so many communities resist group homes in their areas.



Ilene Margolin, left, Deputy Secretary to the Governor for Health and Human Services, listens as CSEA President William McGowan makes a point.

"This state must have a mixed system of public and private care providers in the areas of mental health and mental retardation. We must also have balance in the types of facilities that provide that care."

Margolin also indicated that more effort has to be placed on developing community services such as vocational training and community centers to compliment residential units. She insisted that the state workforce will play a key role in providing these services.



Steven Katz- Commissioner, New York State Office of Mental Health

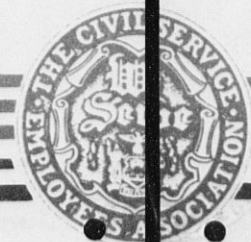
"Community residences were originally envisioned as having minimal direct care...But that created problems right from the start. There are many mentally ill who need more services. Right now, the need is greater than our ability to meet it."

Katz insisted his priority is to eliminate gaps in services, particularly for the multiply disabled and homeless mentally ill. He also claimed that because New York City has special problems in mental health, there is a commitment to provide more community services there and to use state employees to staff them.

A LEGISLATIVE FORUM

on the Future Quality of Services in the Office of Mental Health and the Office of Mental Retardation and Developmental Disabilities

sponsored by THE CIVIL SERVICE EMPLOYEES ASSOCIATION Local 1000 American Federation of State, County & Municipal Employees, AFL-CIO William L. McGowan, President



The public sector has a better record of quality care than the private and volunteer organizations

CSEA . . . saving jobs, saving services



A TEAM EFFORT—Some of the union staff and activists involved in the long campaign to retain staffing levels at the Erie County Medical Center included, from left, Region 6 Director Bob Massey, Barb Piwko, CSEA Assistant Research Director Kathy Albowicz, AFSCME Public Health Policy Specialist Phyllis Torda, CSEA Region 6 President Robert L. Lattimer, and CSEA Research Specialist Mark Lawrence.

BUFFALO—“A great example of how CSEA works hard to protect its members’ jobs.”
That’s how CSEA Region 6 President Robert L. Lattimer recently described an 18-month campaign by CSEA on several fronts that culminated in the preservation of the jobs of 1,100

CSEA members as well as other employees at the huge Erie County Medical Center (see story, page 20 of this edition). Some of the union activists involved in the successful effort are shown in the accompanying photographs.



CSEA REPRESENTATIVES, left, at an Erie County legislative hearing concerning the Medical Center included, from left, CSEA Region 6 Director Bob Massey, CSEA Unit President Stephen Caruana, and CSEA Political Action Coordinator Joseph Martin.

PREPARING TESTIMONY pertinent to CSEA’s position, below, CSEA Assistant Research Director Kathy Albowicz and Local 815 activist Barb Piwko.



CSEA RETIREE Amelia Clay, above, delivered testimony at two hearings in support of retaining current staff and service levels.



Contract News

✓ Niagara pact doesn't fall short

LOCKPORT — An agreement on a three-year contract has been reached for the Niagara County Employees Unit of Local 832.

The 800-member unit's negotiating team forged wage increases of 4 percent in the first year, and 5 percent in both the second and third years of the pact, in addition to increments where due.

Health insurance will be paid in full for employees hired after Sept. 1, 1982, commencing with the sixth year of service, and shift differential pay will increase by 5 cents per hour, effective Jan. 1, 1987.

Any employee who works out of title at a higher pay grade for more than 10 days in any fiscal year will be paid thereafter at the

higher classification.

Employees required to attend training seminars, workshops or other similar sessions will be given sufficient time off for attendance without loss of pay or leave credits.

Contract language improvements were gained regarding sick leave, bereavement leave and grievance procedures, and Martin Luther King Day will be observed instead of Lincoln's Birthday under the new agreement.

Collective bargaining specialist Danny Jinks was chief negotiator for the unit, and was joined by Unit President Quain Weber, committee chairman Gary D'Amico, Ann McKernen, Rudy Maida, Linda Gibbons, Betty Kurtz, Sam Gray and Bill Howell.

✓ Beacon contract sees light

BEACON — A two-year contract ratified by City of Beacon Unit members will increase salaries by 12 percent over the life of the contract.

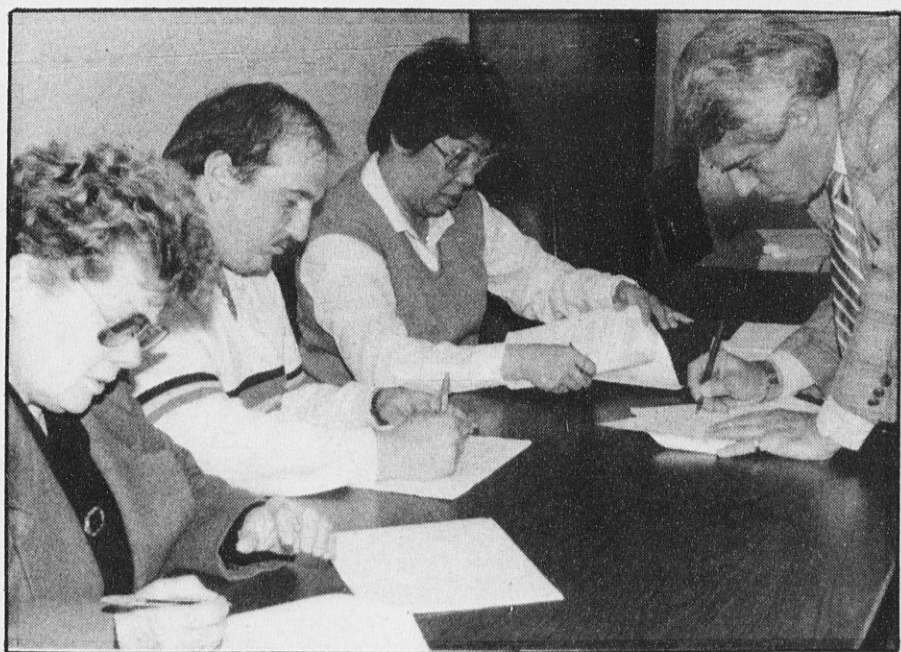
According to Unit President Sands Frost, the 62 workers will receive 6 percent pay hikes retroactive to Jan. 1 and an additional 6 percent effective Jan. 1 of next year.

In addition, the new agreement provides for a new paid holiday for Martin Luther King's birthday, increased dental coverage, a health and safety committee and a sick leave buyout for up to 180 days when the employee retires or leaves his job in good standing.



✓ City of Oneonta

Oneonta Mayor David Brenner, seated center, adds his signature to the two-year agreement affecting 60 city employees. Members of the negotiating team on hand were, seated from left: Unit President Mike Naples, Brenner, and CSEA Collective Bargaining Specialist Roger Kane. Standing, from left: Betty Signorino, Stanley Shaffer, George Smith, and Charles Scorzafava. The new pact includes salary increases, an agency shop clause, and other employee benefits.



✓ West Babylon

West Babylon School District Unit presidents and CSEA Field Representative John Cuneo, right, put their signatures to new contracts recently. Pictured above with Cuneo are, from left: Helen Simpson, for the paraprofessionals; Anthony Cacciola, for the heads and chiefs; and Marge Steiger, for non-teaching personnel.

Guaranteed pay ✓ for school workers

NORTH BABYLON — Heads and chief custodians in the North Babylon school district will enjoy salary increases of 8 and 8.5 percent plus improvements in their longevity after ratifying a new two-year agreement.

According to Joseph Gouveia, president of the CSEA North Babylon School District Unit of Suffolk Educational Local 870, the pact also includes a three-hour call-in guarantee. "This means that if someone gets called in to work, he is guaranteed to be paid at least three hours of overtime pay," he explained.

The negotiating team included CSEA Field Representative John Cuneo, Gouveia, Robert Stanco and Walter Cook.

"There were no givebacks in this contract," Cuneo said emphatically, "and that's very important!"

Improved retiree benefits urged

CSEA RETIREE EXECUTIVE COMMITTEE CHAIRMAN CHARLES FOSTER (insert) testifies before the first joint Senate-Assembly hearing on improving retiree pension benefits in a decade. He told the committee members that a pension supplement is needed immediately and that there is also an urgent need to look at health insurance costs passed on to retirees and surviving spouses. There was reason for optimism following the hearing that some actions will be taken. State Comptroller Edward Regan, the sole trustee of the state retirement system says there is a clear need for pension supplement and indicates that the fund could easily absorb the cost. Assembly Governmental Employees Committee Chairman Joseph Lentol also indicated that he would like to see a regular Cost of Living Adjustment provision built into the system. The benefit improvements, if enacted, would provide relief to about 200,000 retired state and local government employees.



Unionists to hold two NYC rallies

CSEA members are encouraged to participate in two upcoming rallies in New York City in the weeks ahead. Both concern issues close to the heart of unionism and reflect stands that CSEA has actively endorsed.

JUNE 4

Rally in support of United Farm Workers' led boycott of California table grapes- CSEA members will join with UFW President Cesar Chavez at noon- Sixth Avenue and Herald Square

JUNE 14

Anti-Apartheid march and rally at the United Nations CSEA contingent will form up at 10:00 a.m.- 41st Street and Third Avenue

Union settles problem over dependent claims

ALBANY — Having problems filing claims for dependents with the Metropolitan Life Insurance Company?

CSEA has heard from members that many Empire Plan claims for dependents and spouses are either being rejected or questioned because Metropolitan is doing an internal edit of its roster of dependents.

The union has demanded that the insurance carrier stop rejecting claims. Accordingly, Metropolitan has agreed to:

* review all dependents' claims previously rejected because of inaccurate or erroneous enrollment data; and

* effective May 21 put into a special pending file all questionable dependent claims until enrollment data can be confirmed.

The lesson here is that members should always make sure personnel offices and health insurance carriers have accurate up-to-date information on themselves and their dependents. In that way claims can be paid as quickly as possible. It also guarantees that only eligible claims are paid and prevents misuse of lost or stolen Empire Plan identification cards.

Personnel offices should be contacted to verify current dependents or to add and remove anyone from eligibility.



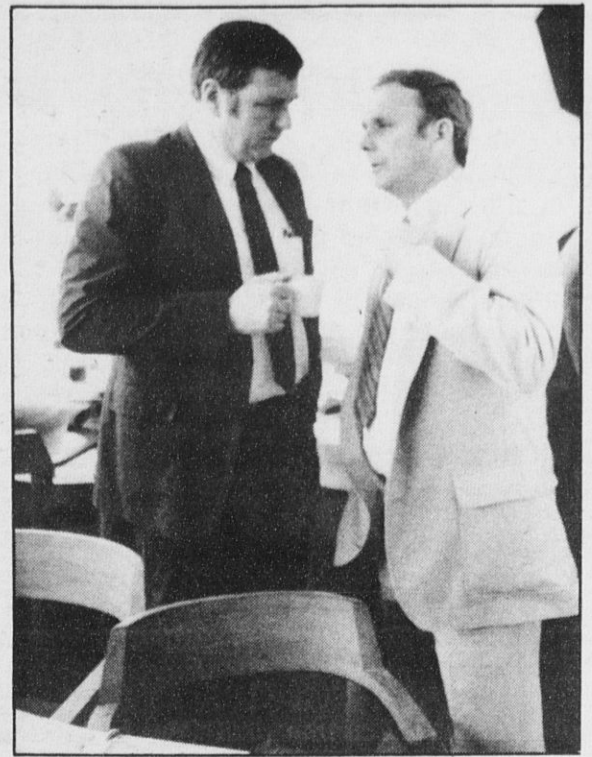
Labor Education Action Program

CSEA's Labor Education Action Program (LEAP) will shortly announce its schedule of tuition-free courses for the 1986 Fall Semester. The expanded program will offer more than 1,200 courses at 88 two and four-year public and private colleges, BOCES and various state facilities across the state. The LEAP courses are available only to CSEA-represented state employees in the Operational Services, Administrative Services and Institutional Services Units. Watch for details on the Fall Semester in the next edition of The Public Sector.

Pols breakfast with Region 1

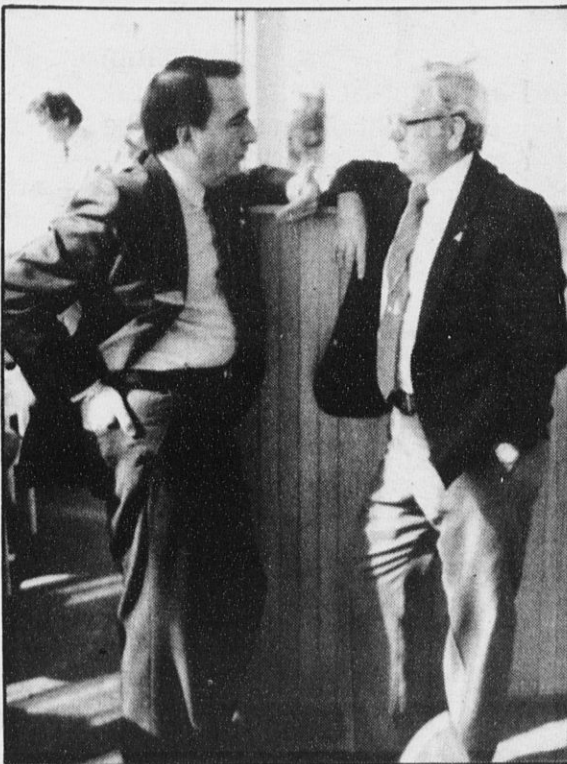
Long Islanders PAC 'em in at state capitol

ALBANY — Over 50 CSEA members from Region 1 journeyed north to Albany recently to meet with Long Island's state lawmakers. The region's annual legislative breakfast offers members a chance to meet face to face with their elected officials to discuss issues affecting them at work and at home.



A POINT WELL TAKEN . . . Regional Political Action Committee Chairman Mike Curtin, right, expresses a CSEA position to Assemblyman John Flannagan of Huntington.

NASSAU COUNTY LAWMAKERS AND CSEA MEMBERS . . . from left, Assemblymen Arthur Kremer and Phillip Healey; Dan LoMonte; Senator Michael Tully; Rita Wallace; Assemblyman Daniel Frisa; Jerry Donahue; Mike Curtin; Assemblymen Fred Parola and Gregory Becker.

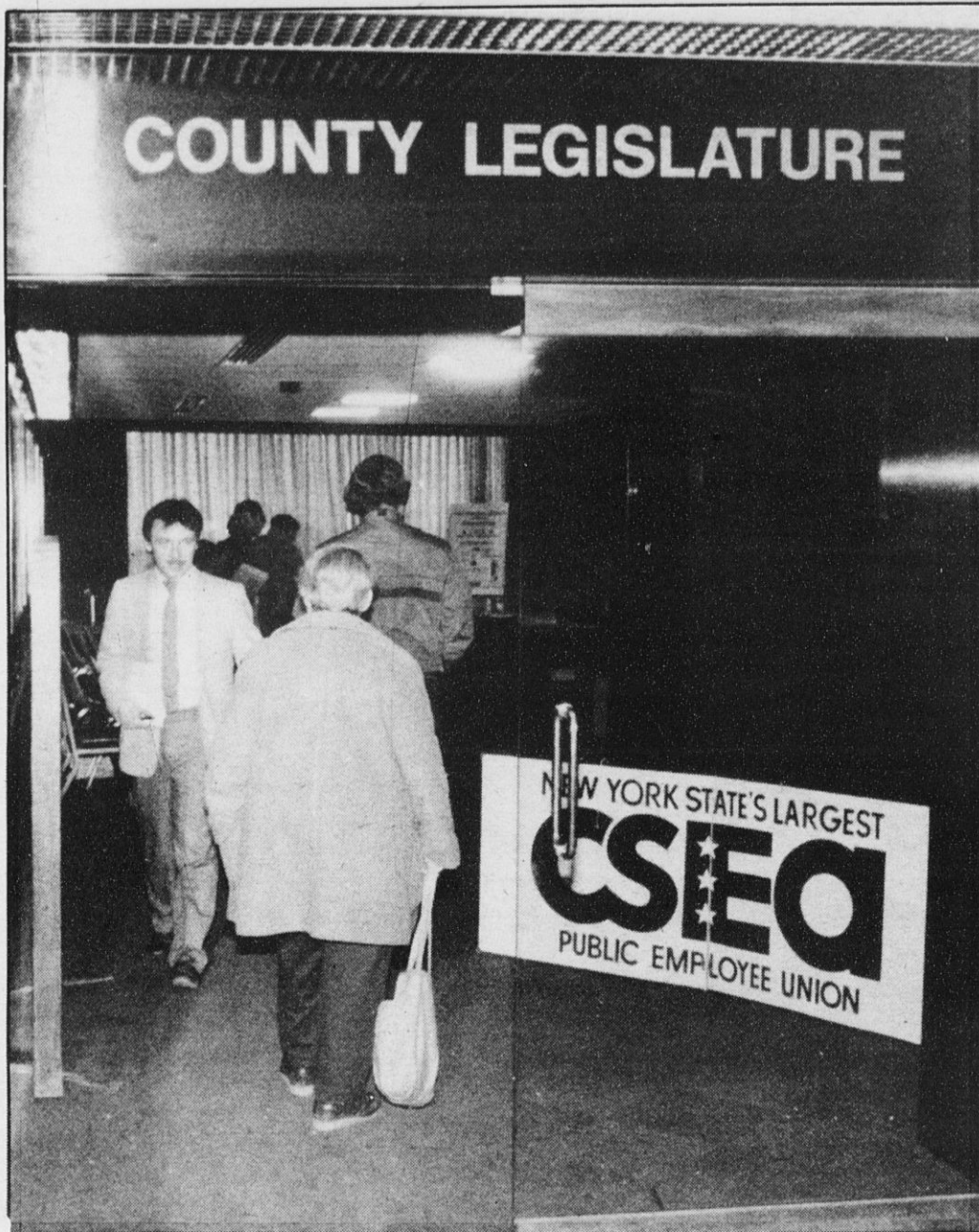


SUFFOLK COUNTY LAWMAKERS AND CSEA MEMBERS . . . from left, Assemblyman Patrick Halpin; Jeanne Angiulo; Cathy Green; Assemblyman Robert Gafney; Assemblywoman Toni Rettaliatta; Mike Curtin; Barbara Allen; Aileen Ronayne; Al Henneborn; Assemblyman John Flannagan; William Maccaro; Louis Mannelino; and Nick Avella.

FACE TO FACE . . . PAC member Tom Stapleton offers his views to Assembly Ways and Means Committee Chairman Arthur Kremer of Long Beach.

A round-up from CSEA's Capital Region

INFO DAYS



THE LATEST — The old Albany County Legislative Chamber served as the location for the newest CSEA information day held for members of the county Social Services Unit.

ALBANY — CSEA information days are now bigger and more abundant than ever.

The idea for information days as a way of showcasing the union's many services to its members began in the Capital Region several years ago. And while the notion has spread across the state, this region still can boast some of the largest and unusual of such events.

This year Capital Region info days catered to more than 12,000 public employees at the Empire State Plaza, served as sites for health care checks and even combined with management programs to make workers aware of the entire spectrum of employee services and benefits.

How many different services are available to you through your CSEA-negotiated contract or union membership? If you don't know, contact your unit or local officers and suggest a CSEA information day.

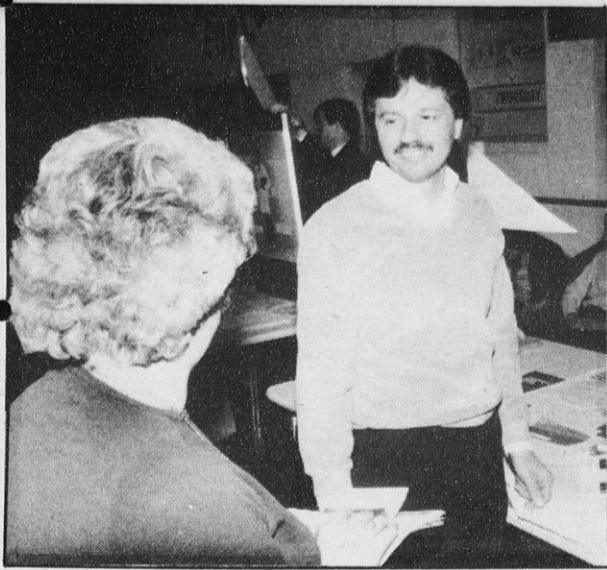
You should know what you've been missing.



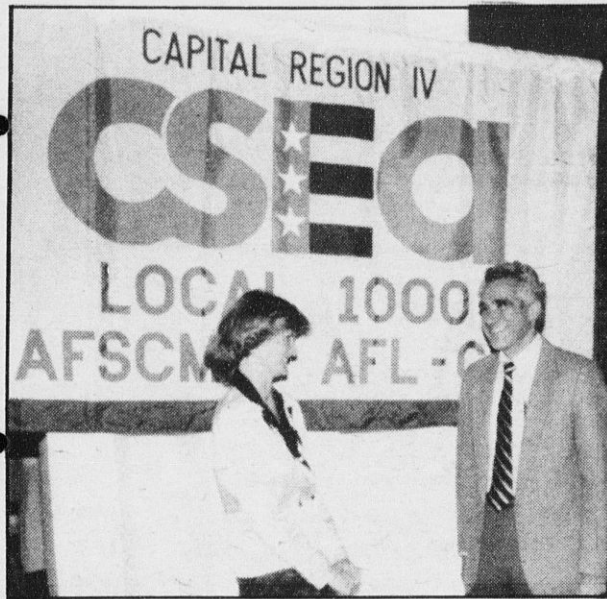
WARM WELCOME— Albany County Social Services Unit member Sue Bieniek gets a warm welcome from a group of CSEA representatives at the Employee Benefit Fund booth. Pictured, from left, are: Unit President Steve Redler, EBF Research Assistant Tim Petersen, Director of Marketing and Communications Jase McGraw, CSEA Executive Vice President Joseph McC Dermott, and Region 4 President C. Allen Mead.

CHECK-UP—More than 150 members had their blood pressure checked for free at the giant info days at state worksites. Nearly 10 percent were referred to physicians for follow-up care that could save their lives.





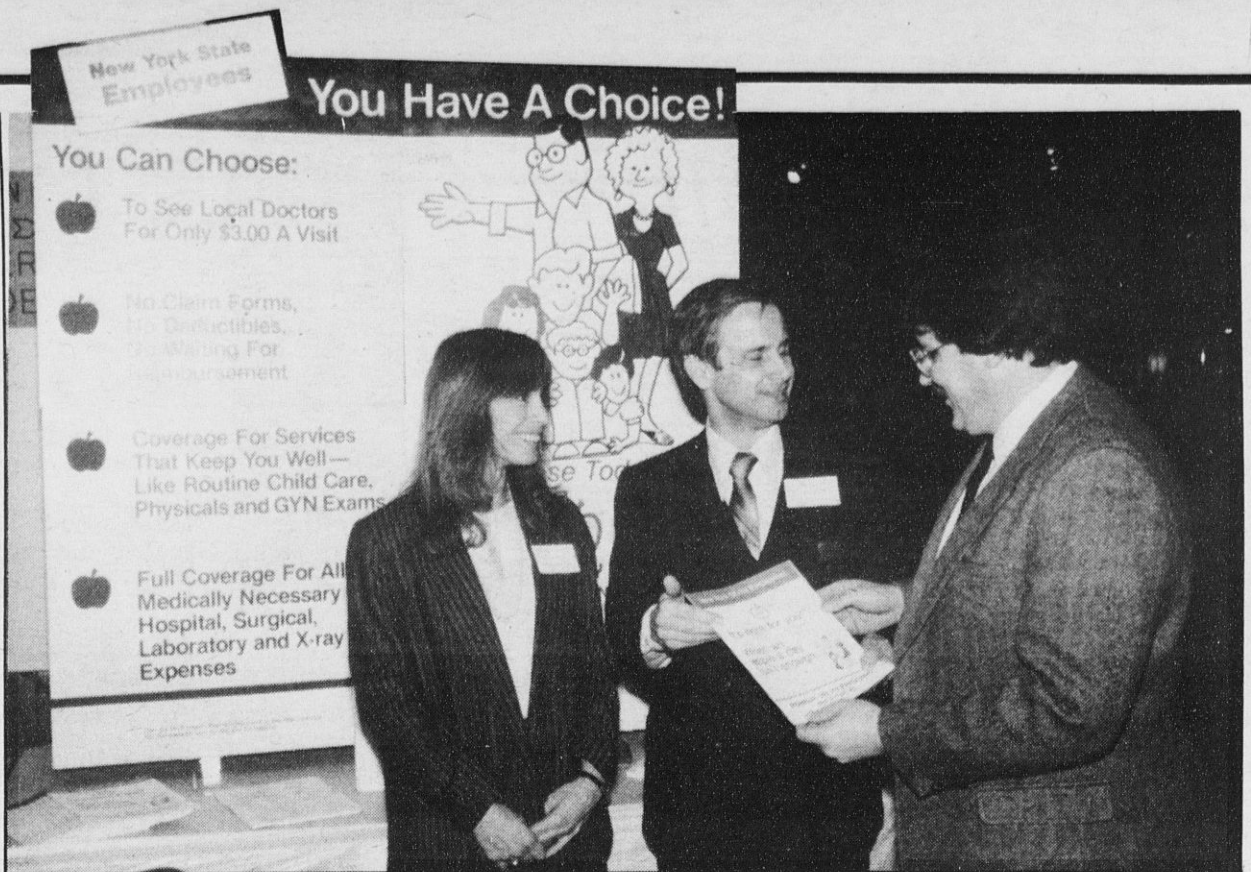
JOINT PROGRAM—Local Board Representative Fran Wilusz welcomes a member to an info day at Wilton Developmental Center where CSEA and management have combined efforts create a smorgasbord of service displays.



REGIONAL SERVICES—Capital Region Second Vice President Barbara Skelly and Field Rep Aaron Wagner staff a regional booth at a recent info day.



WINNING SMILE—Member Maxine DeWitt won a new color TV from Rose Dental Associates as part of a three-day info day event at the Health Department. Congratulating DeWitt is Dr. Robert Santoro, new owner of the company which serves as a participating provider for CSEA members.



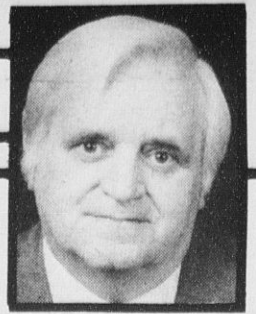
FOR CHOOSY MEMBERS—Capital Region President C. Allen Mead gets some new information about the Mohawk Valley Physicians' Health Plan from representatives Mary Steinchen and Al Christenson.



THE LARGEST—The biggest indoor info day event in the Capital Region this year was held at the Empire State Plaza. More than 12,000 members walked through 52 booths in this three-day program held in the main concourse hall of the four-block-long building.



HELPING HAND—Rose Dental Associates Office Manager Van Jobs helps a CSEA member get some current info on the facility.



The Personal Legal Plan: WHY IT HAD TO GO

Dear Member:

As most of you know, I opposed the recent attempt by attorneys Roemer and Featherstonhaugh to restore the Personal Legal Plan. As President of your Union, I feel you should know why I disapproved of the plan.

There were two basic reasons:

First, the proposal would have required an additional \$3.70 to be tacked on to your dues. Whether or not you made use of the legal plan.

With 225,000 members, that would amount to almost \$2.5 million over the proposed three-year period.

Considering that we are operating under a \$2 million deficit, I could not in good conscience support such a program.

Second, the documented records of the previous Personal Legal Plan showed me that it was not being utilized as anticipated and to go along with another plan would be morally and financially wrong.

The majority of the Board of Directors agreed with me, and used their fiduciary responsibility to vote down

the legal plan. They are to be congratulated.

My concern, as each of you know, has been to provide integrity to this union.

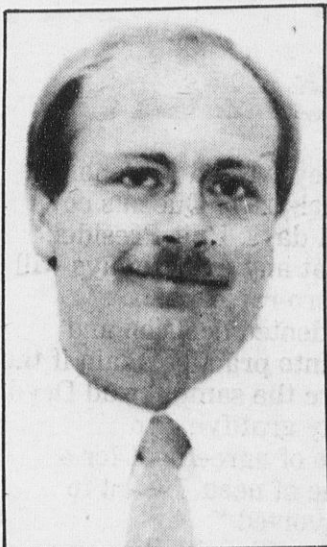
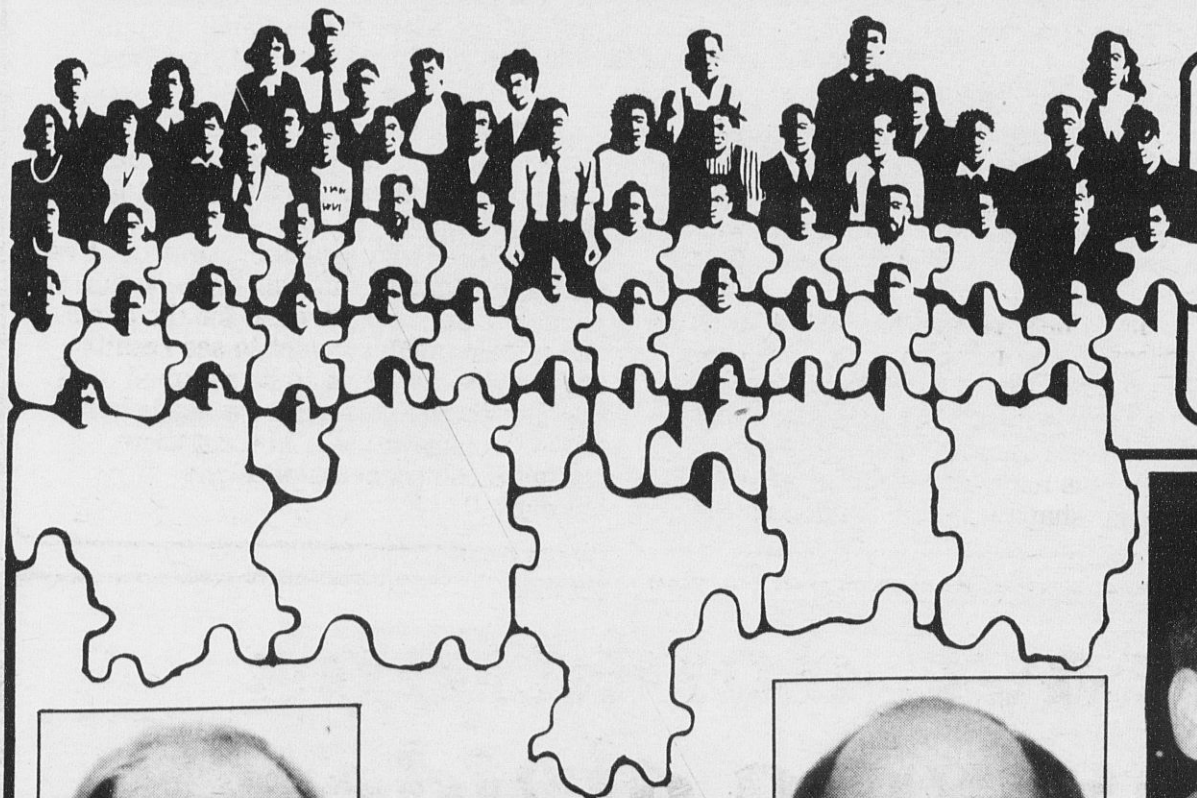
As your president, I will continue to serve in the best interest of the membership.

Fraternally yours,

William L. McGowan
WILLIAM L. MCGOWAN
President

A piece of the bigger picture

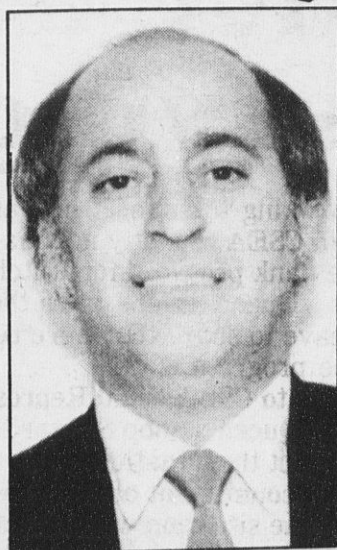
A periodic listing of CSEA staff promotions, additions, transfers and changes.



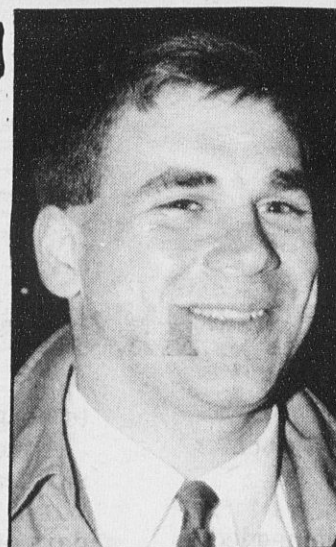
JIM FARINA
FIELD REPRESENTATIVE,
Region 3, from Organizer,
Region 3



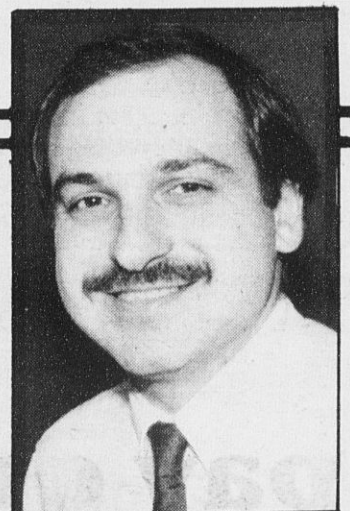
JUDY SALISBURY
Joins staff as SUPERVISOR OF
INSURANCE



LARRY NATOLI
ORGANIZER, Region 3,
from Field Representative,
Region 3



JAMES DELLARocca
Joins staff as FIELD
REPRESENTATIVE, Region
1



STEPHEN MADARASZ
COMMUNICATIONS
ASSOCIATE, Headquarters,
from Communications
Associate, Region 2



LILY GIOIA
COMMUNICATIONS
ASSOCIATE, Region 2, from
Office Manager, Region 2

SCOW-ering the canal

ALBANY — CSEA's longtime efforts to save the rich heritage, benefits, and jobs of the old Erie Canal system have been joined by a new group of allies. The union is directly involved in the formation of an organization that will promote the recreational, economic and educational interests of New York State waterways.

The organization, SCOW, for Statewide Conference on Waterways, will bring together numerous individuals and groups with various viewpoints to work on issues affecting the waterways. It is the first organization of its kind to exclusively address these areas.

The idea for the organization developed out of a New York State Museum sponsored program on waterways held at the Rensselaerville Institute last January. At that session, CSEA Barge Canal Local 502 President Frank Zammiello presented a strong case for stopping the deterioration of the Canal.

In addition to the historical importance of the Canal, over 100,000 pleasure boats use the waterway each year, providing a big boost to the economies of the local communities along the route. But those benefits are in danger of being lost forever because of inadequate funds to maintain the canal and keep it functioning.

Zammiello brings his years of first-hand knowledge and experience with the canal to SCOW which will be headed by former New York State Parks and Recreation Commissioner Alexander Aldrich. As commissioner, Aldrich played a major role in developing the system of parks at the Canal lock sites.

Aldrich also served as Director of the Hudson Valley Commission in the mid 1960s. That group is credited with balancing the long range commercial and



ALL IN THE SAME BOAT...CSEA Barge Canal Local 502 President Frank Zammiello at right, confers with New York State Museum Director Martin Sullivan, left, and Schuyler Meyer of the Edwin Gould Foundation for Children about the formation of SCOW—the Statewide Conference on Waterways. The advocacy group will be the first of its kind specifically focusing on the needs of New York State waterways. CSEA has long been involved in efforts to maintain and improve the State Barge Canal system for the unique benefits it provides the state. Zammiello will bring years of first-hand knowledge of the Canal to the new organization.

recreational interests of the region while at the same time having significant positive impact on efforts to clean up the Hudson River. He says that SCOW will attempt to play a similar role, on a wider scale.

Among the priorities that SCOW will address are: serving as a clearinghouse of all information concerning navigable waterways in New York; helping local governments prepare long and short range plans for waterway and waterfront land use; shaping public opinion on the

importance of the state's waterway system; and encouraging improvements in the current Canal system so that it can be better enjoyed by all.

Says CSEA's Zammiello: "On what I've seen and heard so far, this organization is going to turn things around for the canal. The people involved want to see results and they're not going to be satisfied until they get them. This will be a big help for CSEA because we won't be out there raising these concerns all alone anymore."

CSEA sick leave donations pay out life-saving dividends

By Anita Manley
CSEA Communications Associate

POUGHKEEPSIE — When a Dutchess Community College employee needed a kidney transplant, but had virtually no sick leave left and could not afford to be out of work with no paycheck coming in, CSEA members and fellow employees came to his aid, with the full cooperation of management.

More than two dozen employees donated more than 90 days of their own accumulated sick leave to make it easier for Stuart Queen to have his kidney transplant and gain a new lease on life.

Queen, a diabetic, suffered serious complications that necessitated a kidney transplant. But his illness had used up virtually all his sick leave and he needed

to keep working to support his family.

Although CSEA recently negotiated a sick leave bank program for Dutchess employees, Queen did not have the two days of leave to spare that were required to join the program.

According to CSEA Field Representative John Deyo, Queen's Shop Steward Carol Crimi brought the situation to the attention of county unit officers. After discussing the situation with County Personnel Director Donald Coombs, it was decided that Queen's co-workers would be allowed to donate their accumulated sick leave to a special bank for him.

Deyo said Dutchess County employees were invited to donate their time by simply writing a letter to the county personnel office indicating job title, social security number, work location and the

number of days they wished to donate.

In less than a week, 29 of Queen's co-workers donated 91 days. Unit President Mary Rich says that any unused days will be returned on a pro-rated basis.

"It's an unprecedented decision and would only be put into practice again if the circumstances were the same," said Deyo.

"It is particularly gratifying to effectuate this type of agreement for a member in his time of need. I want to thank everyone involved."

Coombs noted that "the situation was clearly a humanitarian situation. I'm very pleased with the way it was handled," he said.

Deyo added that Queen, a father of 3 children, has had his kidney transplant and is well on the road to recovery.

ECMC

Open: Under new management



The Erie County Medical Center—under new management in an agreement that culminates months of successful efforts by CSEA to protect members' jobs and provide quality care to all.

The real story behind the local headlines:

CSEA's long fight saves jobs, essential services

By Ron Wofford

CSEA Communications Associate

BUFFALO — While local newspaper headlines recently were heralding notice that the Erie County Medical Center (ECMC), where 1,100 CSEA members work, will be managed by a private firm for the first time in its history, the news media was missing a big story behind that story.

That story, very important to CSEA members, concerned an 18-month struggle by CSEA on several fronts to save members' jobs while maintaining the modern facility's primary mission of providing quality care to all, without regard to ability to pay.

The victory was hailed by CSEA Region 6 President Robert Lattimer as "a great example of how CSEA works hard in the political arena, as elsewhere, to protect its members' jobs."

The agreement between Erie County and NFHS Inc., which will manage the facility, stipulates that all services and departments currently provided will be continued, as urged by CSEA. No services may be terminated except with the approval of the county legislature.

"It was a team effort all the way through," agreed CSEA County Unit President Stephen Caruana. "Bob Lattimer, Bob Massey (regional director), Bob Young (field representative), Joe Martin (region political action coordinator), Tom Mullen (region organizer), and Ron Wofford (region communications associate) all rolled up their sleeves and dug in with our activists, Barb Piwko, Marijean Nichols and Barb Gradzewski, to work things through to a successful conclusion. And our rank and file members came through

beautifully, showing up at the many hearings on the subject, and writing letters and making phone calls to legislators. I'm sure every call and letter helped the cause."

Under the new management contract, NFHS will provide a chief executive and chief fiscal officer and its own expertise in hospital management in an effort to ease the hospital's drain on county taxpayers, and separate the facility from political influence. The two executives will report to a board of managers that was authorized by voters in a public referendum last November.

Lattimer singled out CSEA Assistant Research Director Kathy Albowicz, AFSCME Public Health Policy Specialist Phyllis Torda, and CSEA Counsel Rich Burstein for their work on behalf of CSEA members working at the Center. "Kathy and Phyllis both provided us with invaluable research data regarding other public hospitals across the nation," noted Lattimer. "And both testified on our behalf at county hearings on the subject."

Albowicz "also analyzed several draft versions of the contract, keeping a sharp eye out for

modifications that would adversely affect the results CSEA desired," said Lattimer. "Rich Burstein provided us with specific contract language that would insure the protection of all current employee benefits, including pension rights, Civil Service status, and wages."

The political action effort that included intensive lobbying by Local 815 activists and Joe Martin was lauded as "crucial" to the end results by Lattimer. "Every county legislator, as well as the county executive, was made aware of our position on a continual basis," recalled Lattimer, who himself was quite involved in CSEA's political action campaign.

All the union activists, including staff, said they felt gratified the hospital's mission of care for all, which was threatened by a two-year fiscal crisis, is mandated in the new management contract.

"We were the first voice in the community to press for care of the indigent, while at the same time pushing for employee protection, job protection that included more than just our members," noted Lattimer.

The region president also offered thanks to retiree Amelia Clay, now a member of Retirees Local 903 and formerly an active member and officer of Local 427. "Amelia did a fine job, testifying at two different legislative hearings, pointing out the continuing medical needs of the area's senior citizens, as well as the local unemployment rate," said Lattimer.

While noting that the management contract at ECMC is "not the best of all worlds," Lattimer said, "everyone involved can feel proud of what we accomplished, especially in light of what might have been had we failed to act."

**Related photos:
See page 12**

See page 12 for related photos of CSEA activists and activities that Region 6 President Robert Lattimer termed "a great example of how CSEA works hard...to protect its members' jobs."