

# THE PUBLIC SECTOR

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

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Monday, May 5, 1986

## A MARCH FOR JUSTICE in support of secretaries . . .

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## • Sculpture honors Dr. King's memory



**DR. KING MEMORIAL UNVEILING** — All CSEA members are invited to attend the unveiling of a sculpture of Dr. Martin Luther King Jr. at 10 a.m., Wednesday, May 14 at the Long Island Developmental Center in Melville. The program is being sponsored by the Dr. Martin Luther King Jr. Project Committee formed four years ago by CSEA Local 430 to raise funds necessary to

finance the sculpture project. In above photo, Local 430 President Joseph LaValle is at right. Committee members, from left, are Rena Webster, Eugene Haynes, Mary Mason, Charlotte Cornell, Caesar T. Brooks, Willie Allen, Paulette Barbera, Ted Ravenell, Vivian Landstrom, and Armatha Carter.

# Members elect 211 delegates to convention

CSEA members have elected 211 delegates to represent them at the 1986 AFSCME Convention scheduled for June 22-27 in Chicago. As the largest local within AFSCME, CSEA's will be the largest single delegation at the convention. CSEA's four statewide officers and six regional presidents will be heading up the delegation. The election of delegates was supervised and the ballots tabulated by an independent agency. Here are the CSEA delegates, by regions, to the AFSCME Convention.

## REGION 1

- |  |  |  |   |  |
|--|--|--|---|--|
| <input type="checkbox"/> Danny Donohue       | <input type="checkbox"/> Carol Guardiano   | <input type="checkbox"/> Ted Matthews      | <input type="checkbox"/> Gloria Moran       | <input type="checkbox"/> William Stanley   |
| <input type="checkbox"/> Nicholas Abbatiello | <input type="checkbox"/> Jerome P. Donahue | <input type="checkbox"/> Charles Sclafani  | <input type="checkbox"/> Nancy M. Hernandez | <input type="checkbox"/> Nicholas LaMorte  |
| <input type="checkbox"/> Jack Geraghty       | <input type="checkbox"/> Frank Fasano      | <input type="checkbox"/> Rita Wallace      | <input type="checkbox"/> Marie Fallon       | <input type="checkbox"/> John Stein        |
| <input type="checkbox"/> Carol Craig         | <input type="checkbox"/> Al Henneborn      | <input type="checkbox"/> Ralph J. Spagnolo | <input type="checkbox"/> Robert Ford        | <input type="checkbox"/> Frances Bates     |
| <input type="checkbox"/> Dorothy Goetz       | <input type="checkbox"/> Joseph Noya       | <input type="checkbox"/> Stephen Goldberg  | <input type="checkbox"/> Thomas Gargiulo    | <input type="checkbox"/> Connie Wunderlich |
| <input type="checkbox"/> Tony Bentivegna     | <input type="checkbox"/> Joseph LaValle    | <input type="checkbox"/> Jean Wichmann     | <input type="checkbox"/> William Gibbons    | <input type="checkbox"/> Frank Celentano   |
| <input type="checkbox"/> Michael Curtin      | <input type="checkbox"/> Louis Mannellino  | <input type="checkbox"/> Eugene Cammarato  | <input type="checkbox"/> Alice Groody       | <input type="checkbox"/> Joseph Sheridan   |
| <input type="checkbox"/> Catherine Green     | <input type="checkbox"/> Tom Byrne         | <input type="checkbox"/> John Aloisio      | <input type="checkbox"/> Paul Nehrich       | <input type="checkbox"/> Eugene Haynes     |
| <input type="checkbox"/> Patrick Hahn        | <input type="checkbox"/> Jeanne Angiulo    | <input type="checkbox"/> Roosevelt Jackson | <input type="checkbox"/> Patrick G. Finno   | <input type="checkbox"/> Jean Frazier      |

## REGION 2

- George Boncoraglio
- Denis J. Tobin
- Mickey Cruz
- Denise Berkley
- Ann Worthy
- Sharon Katz
- Roy Seabrook
- Darlene Hess
- Harriet Hart
- Ernest Punter
- Frederick Daniels
- Edward Randall
- Tyrone Daniels
- St. Claire Payne
- Margaret Meaders
- Peter Antico
- Jimmy Gripper
- James Wood
- Kin Eng

## REGION 3

- Pat Mascioli
- Jack Cassidy
- Harold Ryan
- Rose Marcinkowski
- Sal Greco
- Grace Woods
- John E. Lowery
- Marie Romanelli
- Janice McGuinness
- Bobby Watkins
- Irena Kobbe
- Jim McNutt
- Gary Eldridge
- Grace Ann Aloisi
- Glenda Davis
- Sean Egan
- Irene Amaral
- Helen Zocco
- Alex Hogg
- Henry Arvisais
- Carole Peets
- Tony Blasie
- Frank Bosco
- Ed Carafa
- Jeff Howarth
- Alice May
- Wade "Joe" Willis
- Flo Kimmel
- Norma Condon
- Ray Moniz
- Fred Nero
- Bea Kee
- Frank DeLauri
- Joe Roche
- Rose Impallomeni
- Ricky Paradiso
- Tony Casulli
- Madeline Gallagher

## REGION 4

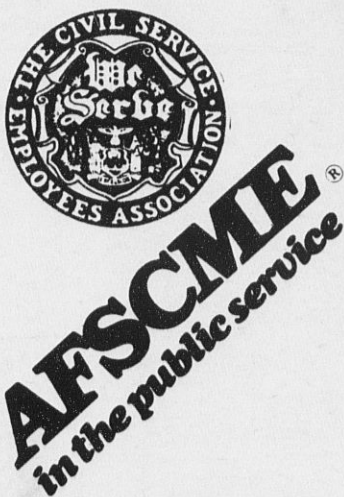
- Joseph E. McDermott
- C. Allen Mead
- Joan Tobin
- Barbara Skelly
- Louis Altieri
- Judy Remington
- Barbara Stack
- Doug Persons
- Susan Crawford
- Carmen Bagnoli
- Jeanne Lyons
- Fran Wilusz
- William Zippiere
- John Francisco
- Betty Lennon
- Dann Wood
- Jeanne Kelso
- Anita Walther
- Leroy Holmes
- Thomas Jefferson
- Charles Staats
- John Gully
- Georgianna Natale
- Dolores Farrell
- Richard Canniff
- Jack Miller
- Thomas Connell
- Joseph Kowalski
- Judy Salisbury
- Ellen Fontanelli
- William Sohl
- William McMahon
- Shirley Ponkos
- Milo Barlow
- Lester Cole Jr.
- Anthony Muscatiello
- Betty Collins
- June Robak

## REGION 5

- Jim Moore
- Irene Carr
- Pat Crandall
- Mary Sullivan
- Dolores Herrig
- George McCarthy
- Helen Hanlon
- Linda Fiorentino
- Maureen Malone
- Ralph Young
- Nancy Roark
- Chuck Whitney
- Bruce Nolan
- Claire McGrath
- Richard Reno
- Sharon Connor
- Rick Galbally
- Shirley Treptow
- David Kennedy
- Mary Lauzon
- Robert W. Allen
- Joan Brower
- Dale Dusharm
- Judy Naioti
- Carlo Guardi
- Mabel Wannamaker
- Chuck Eynon
- Marjorie Coggeshall
- Hugh McDonald
- Richard Wise
- Ron Draper
- Kevin Wilder
- Kathy Collins
- Bud Mulchy
- Patricia Callahan
- Dorothy Penner

## REGION 6

- William L. McGowan
- Bob Lattimer
- Barbara M. Fauser
- Florence Tripi
- Sara Sievert
- Thomas Warzel
- James Kurtz
- Candy Saxon
- Sal Castro
- George M. Growney
- Kathleen Fetzer
- Dawn Lyman
- Barbara Reese
- Ralph W. Hesson
- Joseph Polito
- Kathleen Pontillo-Button
- Sharon Vidler
- Herman Parson
- Terrence Melvin
- Creaola Shelton
- Barbara Christy
- Mary Ann Bentham
- Tim Anderson
- Richard Maggio
- Stephen Caruana
- Richard C. McIntyre
- Francis (Skip) Dunham
- Arthur Howell
- Dominic Spacone Jr.
- Elaine Mootry
- Brian J. Madden
- Mary Cartwright
- Kathleen J. Berchou
- Patricia Gooden
- James Jayes



## The Public Sector

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# Not much for secretaries to celebrate in Copiague

## Secretaries Week comes and goes without a contract

COPIAGUE — Approximately 150 CSEA members and supporters carried picket signs and walked with the secretaries from the Copiague School District recently to support the women who have been working without a contract since June of 1985. Negotiations have been on-going for over a year now.

Statewide CSEA President William L. McGowan, Executive Assistant Bob Guild, Region I President Danny Donohue,

Region I Director Ross Hanna, and Director of Political Action Tom Haley flew in for the demonstration to show their support.

Negotiations are currently in the superconciliation stage and the major bone of contention is the 11-month employee issue.

There are currently 22 members who work a 12-month condition but are only paid for 11 months. They receive 22 days

of unpaid leave to be taken at the discretion of the district.

"What we are asking for is a fair and equitable contract. In the second and third years of the contract we want employees to be paid for those 22 days, with a five percent salary increase, plus increments," said CSEA Unit President Connie Wunderlich. "We hope the board will help us to settle this matter."

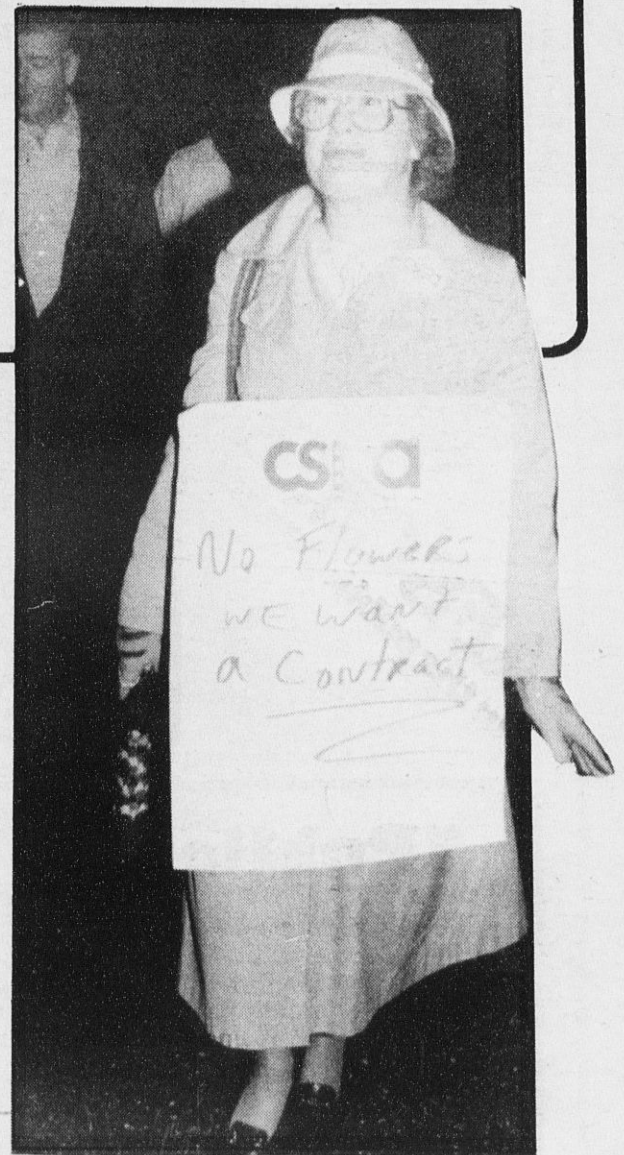
"CSEA is also agreeable to new-hires coming in on a 12-month schedule and earning vacation time on a longer term, and reduced schedule," said Michael Curtin, president of Suffolk Educational Local 870.

Of the 18 districts that make up the Board of Cooperative Educational Services, Third Supervisory District of Suffolk County, 17 have deemed their clerical staff as worthy of being paid as 12-month employees. Copiague is the only district that has not.

Evidently the Board agrees with the concept of the 12-month position, as they recently unanimously approved converting the executive secretary to the superintendent from an 11-month to a 12-month position.



**STAND IN UNITY** — Showing their support for the Copiague secretaries in their contract dispute are, from left, CSEA Field Representative John Cuneo, CSEA Suffolk Educational Local 870 President Michael Curtin, CSEA Statewide President William L. McGowan, CSEA Copiague Clerical Unit President Connie Wunderlich, and CSEA Region I President Danny Donohue.



ANN McPARTLAND sums up the feelings of the Copiague secretaries.

## Heavy costs and lack of usage leads to demise of the PLP

### An open letter from CSEA President William L. McGowan



Dear Member:

On April 30th the CSEA Employee Benefit Fund Personal Legal Plan ended.

As your president, I would like to explain why.

When the Personal Legal Plan (PLP) was initiated two years ago it was done in the belief that we could provide a unique program of low cost, and in certain instances, free legal service to thousands of CSEA members. The idea had merit, but it wasn't inexpensive. The cost: almost \$2 million per year.

Recently, I examined the dollars spent as compared with the number of members using the plan. The dollars far exceeded the participation.

I felt, and the Board of Trustees agreed, that to continue the program would be a disservice to the membership, and the money could be put to better use to help a majority of the membership. Among the possibilities is an improved dental plan.

For those who still have legal matters pending under PLP, I have requested that they be continued and completed in an orderly fashion without any fee increase.

In conclusion, it is my belief that the change will provide the membership with improved benefits, and make CSEA an even better and stronger union.

Fraternally,

*William L. McGowan*  
William L. McGowan  
CSEA Statewide President

# Happy Birthday

## Kings Park PC Daycare Center



By Sheryl Carlin  
CSEA Communications Associate

Happy second birthday to Kings Park Psychiatric Center Daycare Center!

In the early 1970s, CSEA recognized the need for a local daycare center on the grounds of the facility for their members' children and began to push the state to form a committee to study the idea.

As time progressed, CSEA convinced the state to provide the seed money to get the daycare center started. Now, it is alive and well and entering its third year of operation.

"This daycare center opened April 1, 1984, with one child," said CSEA member Tanya Lowe, who sits on the center's Board of Directors. "Now we have 70 children and the program is a huge success," she said.

As soon as you approach the building and see the pink railings, you get a good feeling that the inside will be bright and cheery. You're right. Once inside, you see walls which spring to life with drawings, paintings and cut-outs. Stuffed animals dangle from strings, and the mats and toys are in assorted, vibrant colors.

According to Lowe, who was very active in getting the daycare center instituted, the center is self-sustaining and parents are charged on a sliding scale, depending upon their income.

The center's director, Dorothy Schroeder noted that because the facility is self-sustaining, "we are constantly involved in fundraising. For example, we sell Christmas ornaments, raffle tickets, and on Mother's Day we sell roses."

Over three-quarters of the children enrolled at the center are children of CSEA members.

Stacy Bestenheider, a 14-year KPPC employee, and CSEA member, expressed her feelings about the daycare center.

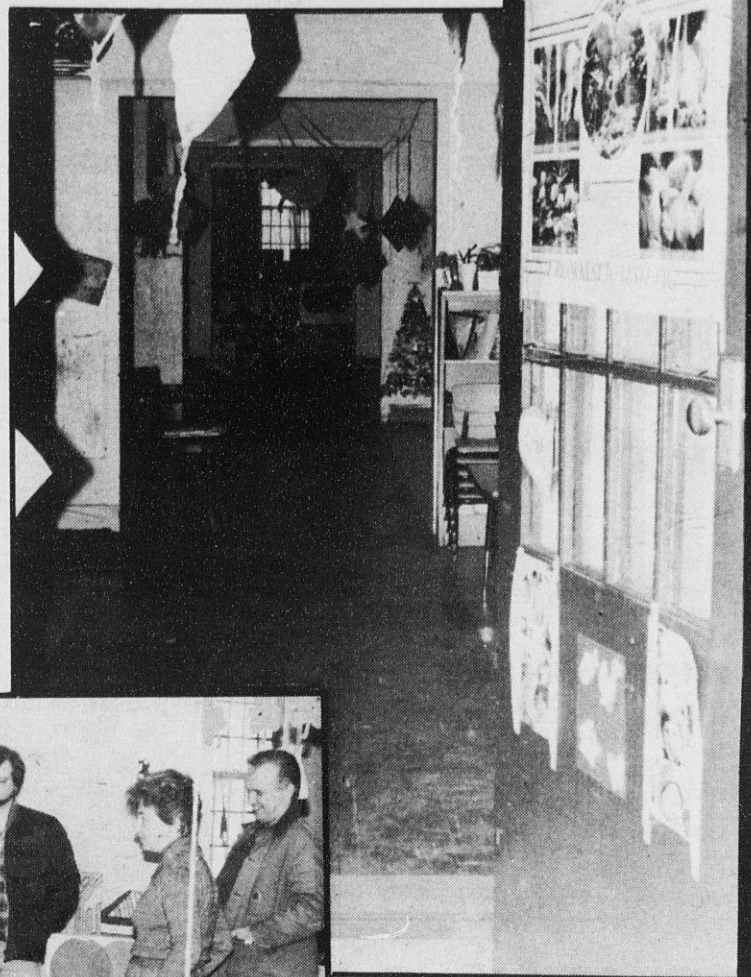
"It's a Godsend!" she said, "I'm so glad CSEA pushed for it."

Bestenheider, who is a senior stenographer, has her two children, Russell and Cheryl, enrolled at the center.

"Cheryl only goes there when she has no school because she's six-and-a-half now. I've been sending Russell for almost two years, and since he's been there he's learned to write his name and say the alphabet. He also learns about the different holidays," she said. "I think it's just great. I've never heard a bad word about it," she added.

The center is open from 6:30 a.m. until 5:30 p.m. for children from infant to preschool age. In the summer the center runs a program for school-age children.

"We wanted this for such along time. It's a huge convenience for our members," said CSEA KPPC Local 411 President Tony Bentivegna. "The parents can visit their children anytime they want. It's a fantastic program."



ENTRANCE to the Daycare Center.



DAYCARE CENTER BOARD MEMBER Tanya Lowe plays with one of the younger children as Local Grievance Chairman Eric LaRuffa, Director Dorothy Schroeder, and Local President Tony Bentivegna look on.



CHILDREN NAP with Bambi and Thumper in a make-believe garden painted on the walls.

**“** The Center's a Godsend!  
I'm so glad CSEA  
pushed for it. **”**



**INTENSE DMNA TALKS OPEN**—CSEA has opened contract negotiations with the state on behalf of union-represented employees of the Division of Military and Naval Affairs (DMNA). CSEA Collective Bargaining Specialist Joseph P. Reedy said he expects intense, concentrated bargaining in an effort to reach a conclusion while members of the state legislature, which must approve salary and other items of any agreement, are still in session. Members of CSEA's DMNA negotiating team are shown

during a recent strategy session. Seated from left are CSEA Research Specialist Frank Abbey, team secretary Denise Neira, Joseph P. Reedy, and Roy Seabrook from Region 1. Standing from left are team members Cornelius Kennedy, Region 4; Ron Oakely, Region 3; Garry Mackey, Region 4; Robert Stahl, Region 6; Andrew Carlton, Region 3; and Victor Isca, Region 1. Missing from photo are David Ryan from Region 5 and Donna Tuttle from Region 4.

## Delaware County contract

**Unity and dedication of members praised for role in gaining agreement**

DELHI — The strong sense of unity and determination which glued Delaware County CSEA members together through months of frustrating contract disputes has resulted in an overwhelming ratification of a new retroactive 3-year contract.

Delaware County CSEA Local 813 members, who had been working without an agreement for more than three months, gave a resounding "yes" to a new contract which provides a 4 percent salary increase plus increments where applicable retroactive to Jan 1; a 4 percent or \$500 increase, whichever is greater, plus increments effective Jan. 1, 1987, and a 5 percent increase plus increments effective Jan. 1, 1988.

Other provisions of the new agreement include on call compensation of \$25 for each holiday, \$20 for each weekend day and \$15 for each week day, with a prorated amount based on less than a full day.

Delaware County employees are now eligible for 20 days of vacation after 15 years of continuous service. Infirmity employees not currently covered by shift differential will receive 12 cents per hour for all hours worked between 6 p.m. and

11:59 p.m., and 24 cents per hour for all hours worked from 12 a.m. to 5 a.m.

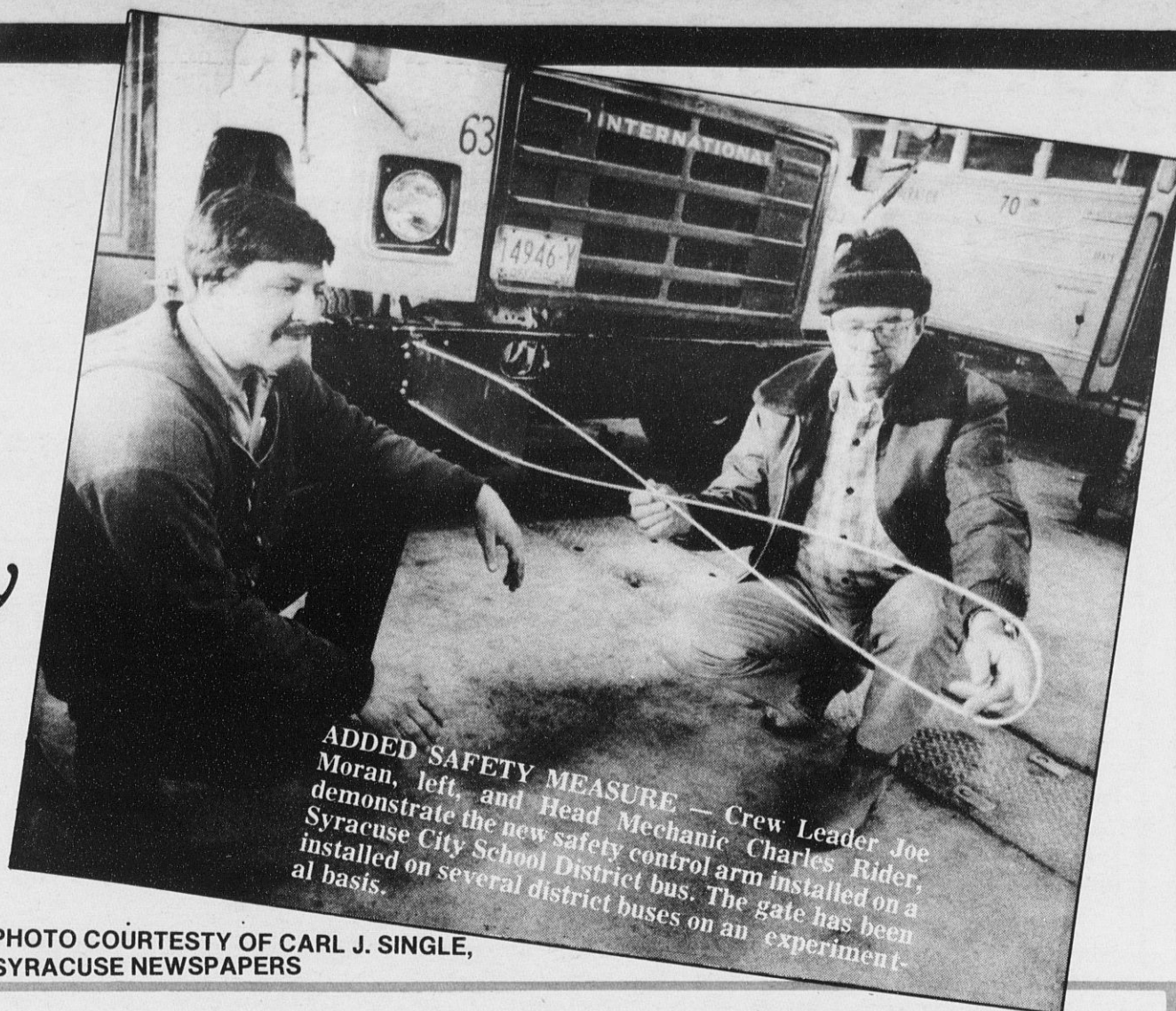
The new agreement also contains numerous other contract benefits that were hammered out over several months.

The successful conclusion to negotiations, which went to impasse and later to the factfinding stage, came soon after more than 200 CSEA members and their families conducted the largest demonstration ever seen by public employees in Delaware County to show the county administration their unity as a union and their disgust with management over lack of a contract.

CSEA Region 5 President James Moore told the demonstrators then, "We can reach our contract goal if we remain unified in support of the CSEA negotiating team." They did, and the result was a new contract that met the overwhelming approval of the membership. That unity was crucial to enable the union team to negotiate many gains in the face of an extremely hard line taken by management, CSEA Field Representative and Chief Negotiator Jerry Phelan said in complimenting the membership for their important role throughout the contract talks.

# School bus safety

## Syracuse City Schools Unit taking a front seat



**ADDED SAFETY MEASURE** — Crew Leader Joe Moran, left, and Head Mechanic Charles Rider, demonstrate the new safety control arm installed on a Syracuse City School District bus. The gate has been installed on several district buses on an experimental basis.

PHOTO COURTESY OF CARL J. SINGLE, SYRACUSE NEWSPAPERS

By Charles McGeary  
CSEA Communications Associate

**S**chool bus safety is more than a poster slogan on a bulletin board, it's an everyday way of life at the Syracuse Schools bus garage.

There is no mistaking it's top priority when the subject of bus safety is discussed with Head Mechanic Charles Rider and Crew Leader Joe Moran, two CSEA members of Syracuse City Schools Unit 6 of Onondaga County Local 834.

During a recent interview at the garage, Rider was eager to explain in detail what steps the city school district has taken to assure maximum safety and systematic maintenance control on all district buses, including those operated by private contractors.

Following the tragic fatality in February involving a 5-year old student and a contract bus driver, school authorities decided to try an additional safety feature. The device, a crossing control gate, was attached to front bumpers of several district-owned buses on an experimental basis.

In describing the equipment, Rider says the control gate, which swings out parallel to street curbing, can be activated by the driver to help him keep shorter students in view at all times.

"Children are carefully instructed that when the gate is extended, they are to walk to the end of the gate until they can see the driver's face. When it is safe to cross over, the driver will motion to the children," Rider explained.

"We are still in the process of evaluating these control gates. The superintendent of schools will determine their effectiveness and then decide whether they will be installed on all district buses."

Rider says the control gates are another feature in the continuing effort to maintain high standards of transportation safety in the district.

Rider also called attention to the "STOP" sign arms installed on District buses at the beginning of the 1985 school year.

"Although the "STOP" arms are not mandatory in New York state, we decided to install them because of the extra stops made by district buses on congested city streets. When the bus comes to a halt, the "STOP" arm swings out on the driver's side at windshield level as an added warning to traffic approaching from either direction," Rider continued.

"The superintendent of schools wants all city school buses to have "STOP" arms by September 1986. That means for the 100 routes operated by private contractors, as well as those buses owned and operated by the school district."

In covering the strict maintenance aspects of bus safety, and to assure every driver has the best piece of equipment available, Rider says each bus receives a periodic check at least once a month or every 1000 miles to comply with New York state law. Mechanics and drivers are required to attend meetings on safety procedures, and every driver must complete a written safety check report of

lights, mirrors, tires, brakes and other equipment, then drive a pre-trip run before beginning the daily route each day.

Crew Leader Joe Moran, a veteran school employee, and former member of the unit's CSEA negotiating team, offered a personal comment:

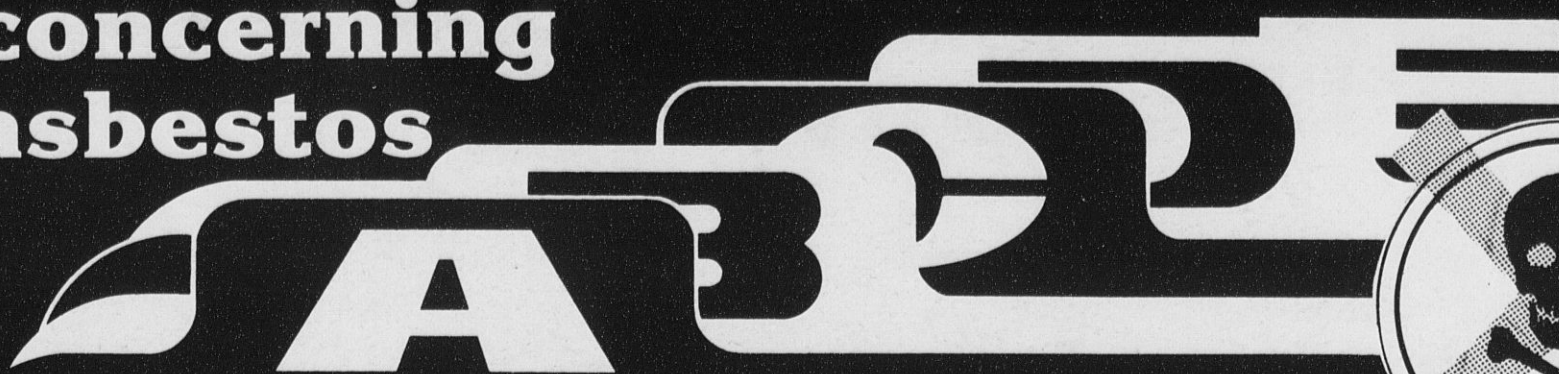
"Every mechanic and driver in our unit knows the importance of safety when it comes to transporting children. It's second nature for us to check and double check all safety points. I think I can speak for every mechanic and driver in Unit 6 that our reputation rides with every bus and driver. When a bus leaves the garage, the driver can be confident of driving a piece of equipment that is as safe as we can make it," Moran said.

Says Dave Kennedy, president of Syracuse School District Unit 6: "I know and have worked with every one of those guys in the school bus garage. There isn't a more dedicated and conscientious crew anywhere."

*"I've worked with every one of the guys in the bus garage. There isn't a more dedicated and conscientious crew... anywhere."*

DAVE KENNEDY, President  
Syracuse School District Unit

# Notes from the files concerning asbestos



## Illegal asbestos removal right under DOL's nose

Illegal asbestos removal was being performed by a private contractor in the Department of Labor's (DOL) own offices at 221 Washington Street in Binghamton, and DOL only began an investigation after an employee in the building filed a complaint.

Even though a DOL investigator found that asbestos from old boilers in the basement had been dismantled and asbestos material hauled through the work area when the workers were not present, leaving trails of asbestos material, and disposed of in a dumpster without prior approval, DOL ruled no violation occurred because a still air test found asbestos levels were below the OSHA standards. However, the U.S. Environmental Protection Agency and the NYS Department of Environmental Conservation are both investigating the situation on the basis of the contents of the DOL report.

## No funds for removing danger in the ceilings

In Madison County, asbestos has been identified as being on the ceiling at the highway department garage. Although county management says it supports removal, no funds are available to properly do the project, according to CSEA OSH Specialist Chris Jamison. The county has contacted the Department of Labor for consultation.

## Asbestos cloud created from scraping ceilings

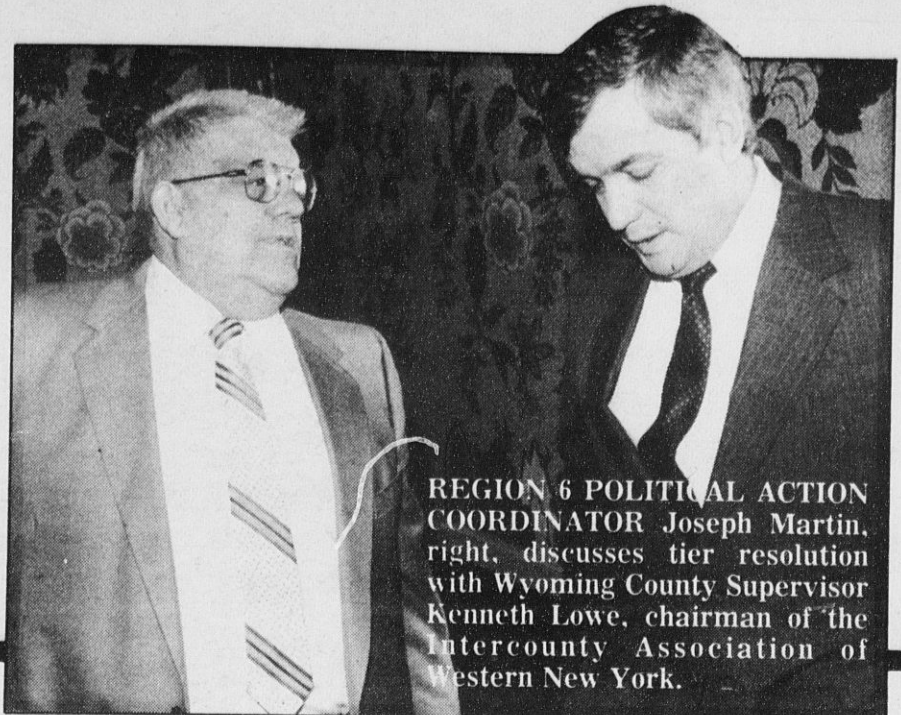
At a Long Island developmental center recently, cleaning personnel were ordered to scrape the ceiling of a ward. As they did so, clouds of asbestos dust were released. No protective clothing or respirator equipment were given to the employees. Although the workers stopped the work on their own, they were later ordered to do it again. Suffolk Developmental Center CSEA Local 430 President Joseph LaValle intervened, but when he left the premises, management ordered the cleaning personnel to begin the work again. CSEA OSH Specialist Ken Brotherton then called management personnel, who agreed to halt the work pending consultation with the Department of Labor.



## Oneida County Building: danger lurking overhead

At the Oneida County Office Building in Utica, asbestos has been identified as sprayed on the ceilings of all floors. According to OSH Specialist Chris Jamison, it may have been disturbed during recent electrical work. Jamison reports that the county and CSEA are working together to establish procedures and abatement measures to protect CSEA members and the general public.

# CSEA, counties of western NY seeking cure for retirement tier ailments



REGION 6 POLITICAL ACTION COORDINATOR Joseph Martin, right, discusses tier resolution with Wyoming County Supervisor Kenneth Lowe, chairman of the Intercounty Association of Western New York.

By Ron Wofford  
CSEA Communications Associate

CANANDAIGUA — The push to correct the retirement status of public employees presently enrolled in the wrong tier received an airing here recently and has just received the endorsement of the 17-member Intercounty Association of Western New York.

A presentation to the association by Stephen Ernhout, president of the Ontario County CSEA Unit of Local 835, pointed out the inequities that exist for some public employees who, through no fault of their own, were not properly registered for retirement when they began working.

"This has caused some public employees to be placed in the wrong tier," said Ernhout. "And that would deprive them of several important benefits upon retirement as well as cost them more in payments into the system under present status."

Ontario County officials, who invited Ernhout to join in their recent presentation, have already passed a resolution calling for the state Legislature to pass a law allowing counties the option of correcting the status

of employees in the wrong tier.

The Ontario County resolution followed public disclosure of the status of a county employee and CSEA member, Malcolm White, who had worked 10 years before finding out he was not enrolled in the retirement system at all.

Under present rules, White, who should be a Tier 2 employee, would only be able to enroll in the system as a Tier 4 member, which offers considerably less benefits than the tier in effect when he began working.

He also would get no credit for the 10 years that he has already worked for the county, unless he "bought" his way in through back payments.

White learned of the predicament when he went to the county personnel office to check on his retirement status. Since then, the county has joined with CSEA efforts to correct the situation, which similarly affects possibly hundreds of public employees throughout the state.

Other CSEA efforts to correct members' retirement status have included lobbying

*CSEA is introducing individual bills on behalf of each member who contacts the union.*

the state Legislature for passage of laws that would correct the inequities that exist for non-placed or wrongly placed employees.

CSEA is also introducing individual bills on behalf of each member who contacts the union and is found to be enrolled in the wrong tier. Members who believe they are in the wrong tier, should contact the legal department through CSEA headquarters.

The vote on the supporting resolution by the Intercounty Association of Western New York was foreseen by Ernhout as well as Joseph Martin, Region 6 political action coordinator.

"It's a basic matter of fairness," said Ernhout, "and I think the fact that this will be permissive legislation, allowing the counties to act only if they feel it necessary, will go a long way in gaining the needed support."

Martin said efforts are also underway to gain support of the New York State Association of Counties for the passage of corrective legislation. "We hope that every county will see that this is only a corrective measure that will not call for any more expenditure than what would have been the case if proper tier enrollment was in place," said Martin.

**RESOLUTION BACKERS** — Ontario County Supervisor Albert Woodhead, NYS Employees Retirement System Information Services Assistant Director Evan Wilson, and Ontario County Employees Unit President Stephen Ernhout at recent meeting of Intercounty Association of Western New York. Woodhead is sponsoring resolutions to remedy the problem of employees in the wrong retirement tier.





# Action packed agenda

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coverage  
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CIVIL SERVICE  
EMPLOYEES ASSOCIATION  
Local 1000, AFSCME, AFL-CIO

Thomas H. McDonough Memorial

## STATE WORKSHOP



April 20, 21, 22, 1986  
Concord Hotel  
Kiamasha Lake, N.Y.

DELEGATES ARRIVING at  
The Concord Hotel.

**KAIMESHA LAKE**—Nearly 650 people, including CSEA members and staff, gathered here for the union's State Workshop to talk over an array of topics from bargaining unit business to technology and safety on the job.

The conference, held April 20-22 at The Concord Hotel, got underway with a series of meetings on departmental agreements currently in existence, their status, and their applicability to statewide 1985-88 agreements. Delegates also better acquainted themselves with CSEA services by looking over the two dozen information tables and exhibits set up in the lobby. Exhibitors included CSEAP, The Empire Plan, Employee Benefit Fund and Jardine Insurance Brokers.

But the official kickoff for the workshop came at the opening dinner. CSEA Executive Vice President Joseph E. McDermott, who spoke on "Working toward a Common Goal," noted that for "over 75 years, CSEA members have been working together, caring for each other." The workshop was structured, he said, so that staff and leadership could "work together" and show that "CSEA works when we all communicate with each other."

In a later address to delegates, CSEA President William L. McGowan pointed out the responsibility attendees have to keep the members informed of union issues.

"We have a duty and a responsibility to work for the membership. That's the only reason we exist. At the end of the workshop, go back and tell them what you learned," said McGowan.

The second day was a busy one packed with bargaining unit meetings, committee reports and workshops. Workshops focused on issues touching labor unions such as public opinion, safety, and workers' compensation. (See related stories, pages 10-12.)

In a workshop entitled "Is Your Job Secure? Are You Sure?" Region 4 Director John Corcoran spoke on the perils of contracting-out and possible remedies for the problem among state workers. He indicated that there are many forms of contracting-out, including the use of temporary and part-time workers and job sharing, and indicated that CSEA has identified 15 percent of state jobs as being contracted out.

Corcoran also noted that any suspected contracting-out situation should be reported to a field representative for possible grievance or the filing of an improper practice charge.

The day's agenda also included an in-depth report and panel discussion on comparable worth and classification studies and their relevance to state workers. CSEA Chief Counsel James Roemer noted that

state workers will begin seeing increases in their paychecks September or October of this year, but the changes will be phased in and not happen overnight, a misunderstanding created by press reports about the comp worth study done by the Center for Women in Government.

Michael Roche, Implementation Project coordinator, talked about the complexity of the issue, and said that a "quantitative factor-based system" will be the basis for changes. And while noting that the comp worth pay increases will be worked in over the next two or three years, Jerry Dudak, deputy director of the Governor's Office of Employee Relations, said the state is "dead serious and working very hard" on the issue.

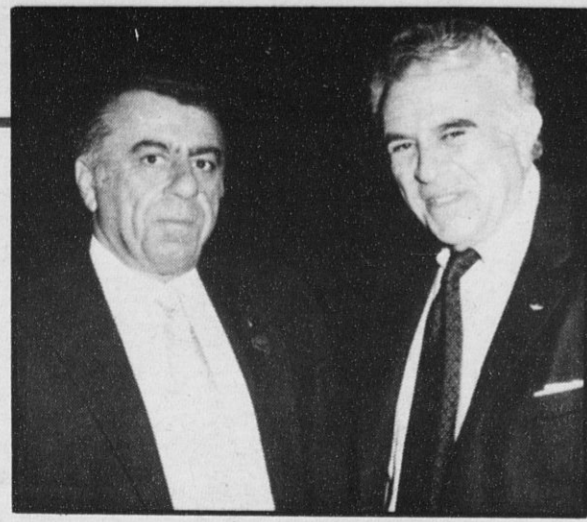
The second day wound down with a workshop on CSEA's part in the AFSCME organizing victory in Ohio, and roundtable discussions on topics of current interest such as future technology, improper practices, and apartheid in South Africa.

Roundtable discussions continued the third day, zeroing in on the issues of political action and cutbacks in the state work force.

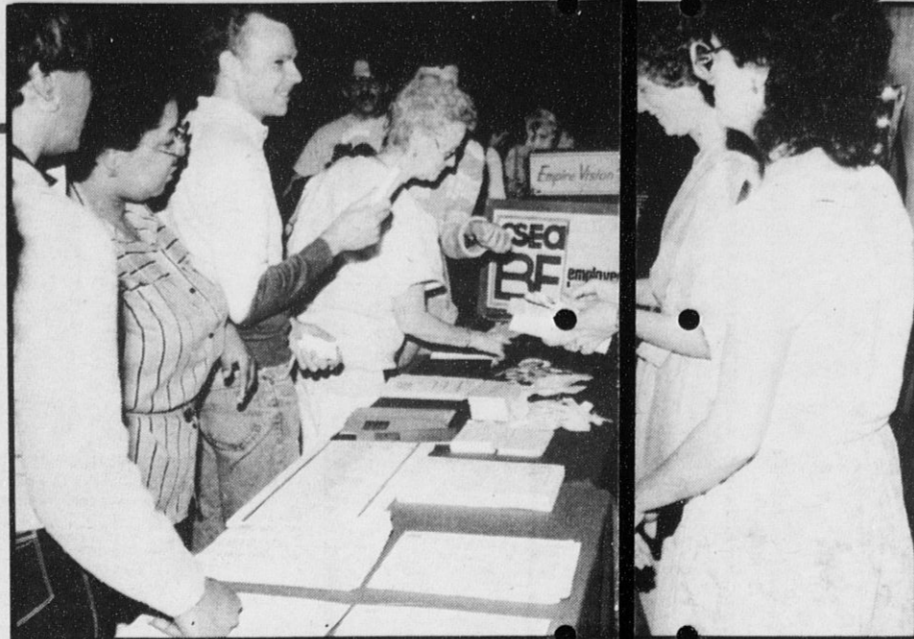
The conference closed in a general business meeting.



COMMITTEE ON WORK ENVIRONMENT AND PRODUCTIVITY Representatives Greg Szurnicki and Patricia Pfleger welcome State Workshop delegates at an information table.



REGION 3 PRESIDENT Pat Mascioli with U.S. Rep. Benjamin Gilman (R-22nd District), who told participants at the State Workshop that Congress abdicated its responsibility in passing the Gramm-Rudman Act and "cutting the budget with a meat axe."



WORKSHOP DELEGATES get some information about CSEA's Employee Benefit Fund from one of two dozen tables and exhibits on the union's services.



EXECUTIVE VICE PRESIDENT Joseph E. McDermott addressed delegates on "Working Toward a Common Goal."



CHAIRWOMAN SARA SIEVERT of the standing Education Committee of CSEA's Board of Directors makes a point at a delegate meeting.

## Getting no grief

Who's supposed to be doing what, when a grievance comes up?

If State Workshop delegates didn't know when they came in, they had a good idea when they left a panel discussion on this very topic entitled, appropriately, "Who's Supposed to be Doing What, When?"

"There's a chain of command that has to be followed. A lot of people have collaborated on this procedure for handling a grievance and from our point of view this is the way it needs to happen," said CSEA statewide Secretary Irene Carr, pointing out that otherwise grievances can easily "fall through the cracks."

Carr was one of five panelists at the workshop who commented on the responsibilities that CSEA's members and staff have in handling a grievance at local, regional and statewide levels. The basic message that more than 150 attendees got was that accurate information and communication are essential at every step of the grievance process.

Region 5 Director Frank Martello outlined the course of a grievance from its beginnings as a complaint of a member. The member's first action should be to contact his or her shop steward, who in turn may contact the grievance representative if more information were required. The rep would then decide either to file a grievance, to suggest it for a topic of discussion for the local president at a labor/management meeting, or to take no action if it appeared there were no case.

If a grievance were to be filed, the grievance would consult the field representative, who would have at his or her disposal the resources of the regional office and Albany headquarters, Martello explained.

"The important thing to remember at every step of the way is that there must be good communication. The duty of fair representation requires that the member be informed of any decision—even if the grievance rep decides to do nothing—and that information needs to be given within the proper time frame," Martello said.

Bruce Wyngaard, administrative director of Collective Bargaining, pointed out that his office gets "what other people can't handle" when it comes to grievances.

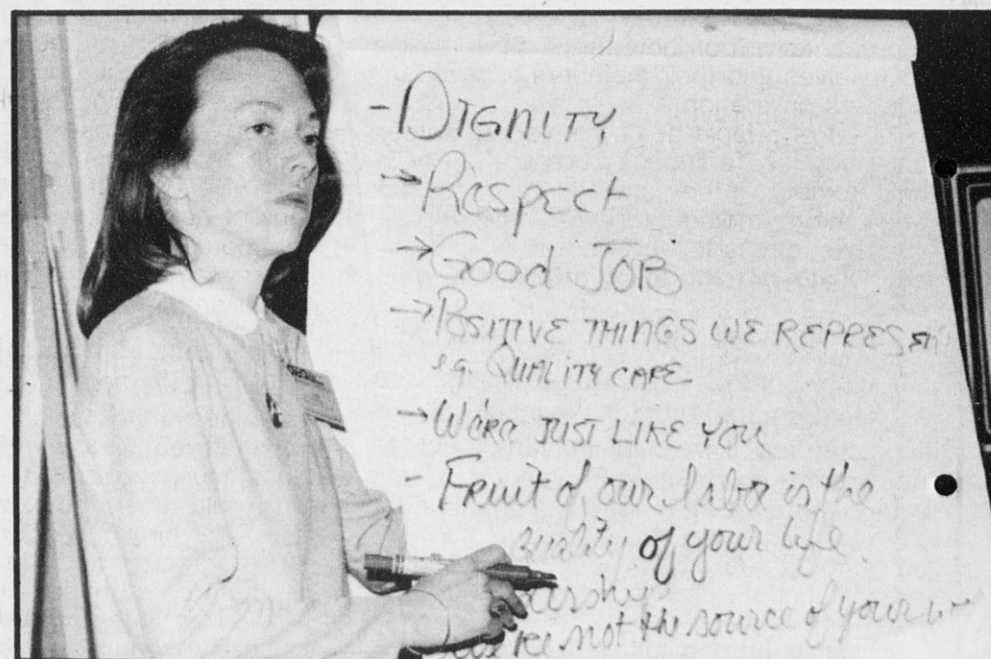
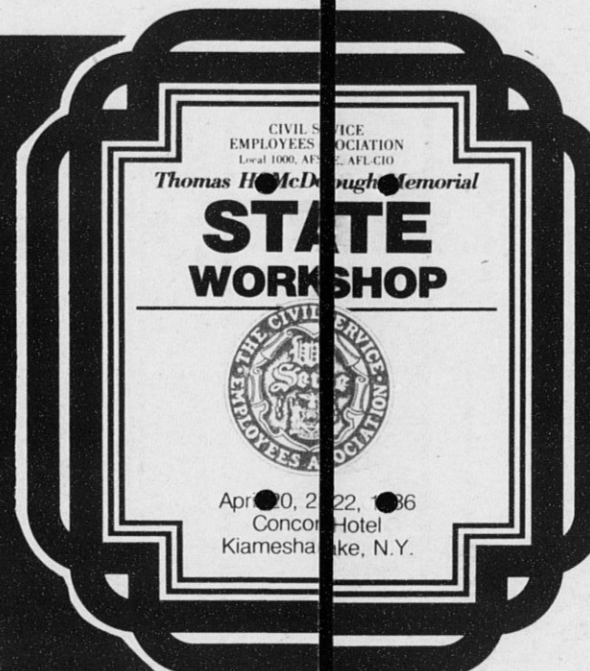
"This can often be difficult because we find ourselves trying to make a decision at a different level than where the problem occurred. Making that decision sometimes requires additional information," he said.

Chief Counsel James Roemer Jr. stressed that accurate and thorough gathering of information along the entire course of a grievance makes the whole process run smoothly. The way to do this is to utilize the professionals that are available at each level.

Also commenting on the panel was Region 4 President C. Alan Mead.



CSEA PRESIDENT William L. McGowan takes time out of a busy schedule to talk with a Workshop delegate.



EDUCATION AND TRAINING SPECIALIST Peg Wilson presents a workshop on "Unions, the Media and Public Opinion."



LISTENING IN ON A WORKSHOP are delegates, from left: Diane Gadway and Beverly Peryer, SUC at Plattsburgh Local 612; Roseann Gilletti, Lil Stoebe and William Boone, Harlem Valley Psychiatric Center Local 409.

## Safety can't hurt

Who cares about safety?

Unfortunately, most people probably don't give it a thought until something bad happens to them or someone they know, says James Corcoran, CSEA's director of Occupational Safety and Health.

At a workshop called "Safety: It Doesn't Hurt," Corcoran offered advice to union representatives on how they can educate themselves and their members to avoid dangers on the job.

"A lot of people don't think about safety until they lose a finger or break a leg or inhale something they shouldn't and get sick. Then they become interested," he said. "But the idea is to be aware of what's safe and what's not and to try to prevent an accident."

Corcoran's talk focused primarily on the progress being made by the joint CSEA/state Safety and Health Maintenance Committee negotiated in Article 15 of the new contract. The committee's objectives, he said, are to make state workers more aware of the need for safety through a variety of publications, training programs, and an ongoing publicity campaign including promotional stickers, posters and lapel pins.

To date, the committee has earmarked tens of thousands of dollars for education

programs in several state agencies. Among them are the departments of Correctional Services and Motor Vehicles, and Manhattan Psychiatric Center. One program, which will be conducted by the Center for Women in Government, involves regional training conferences on ergonomics, or the proper use, of VDTs.

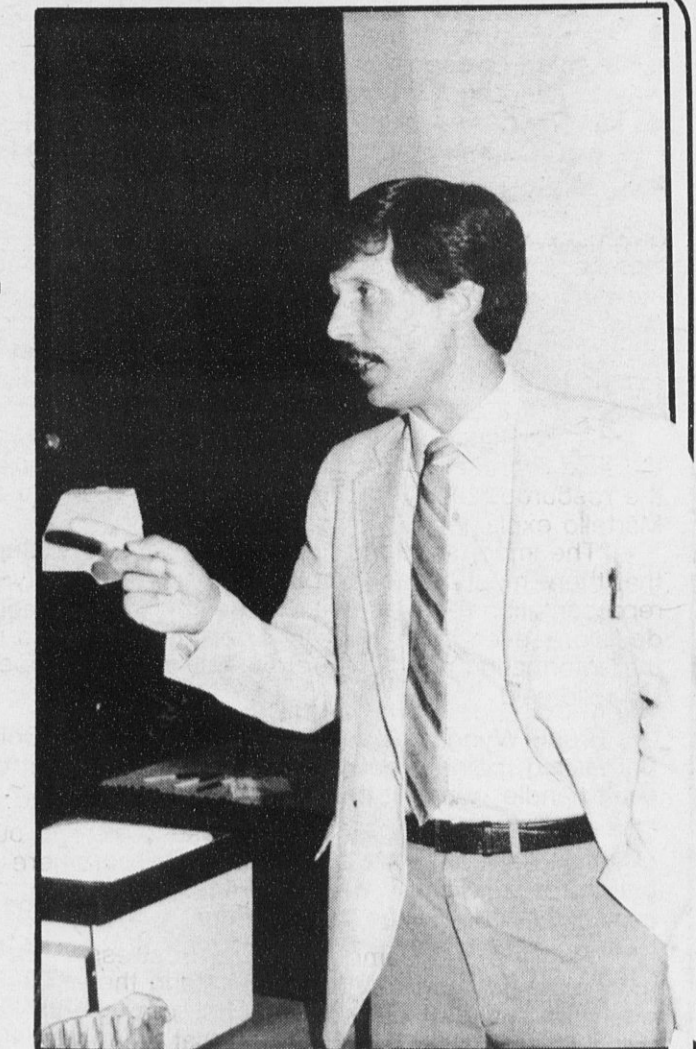
Another issue which the committee is addressing is establishing guidelines for the use of personal protective equipment at various state jobs.

"These are going to take some time to develop," said Corcoran. "We want the guidelines for all state jobs, and there's a lot involved in determining exactly what kinds of equipment are necessary."

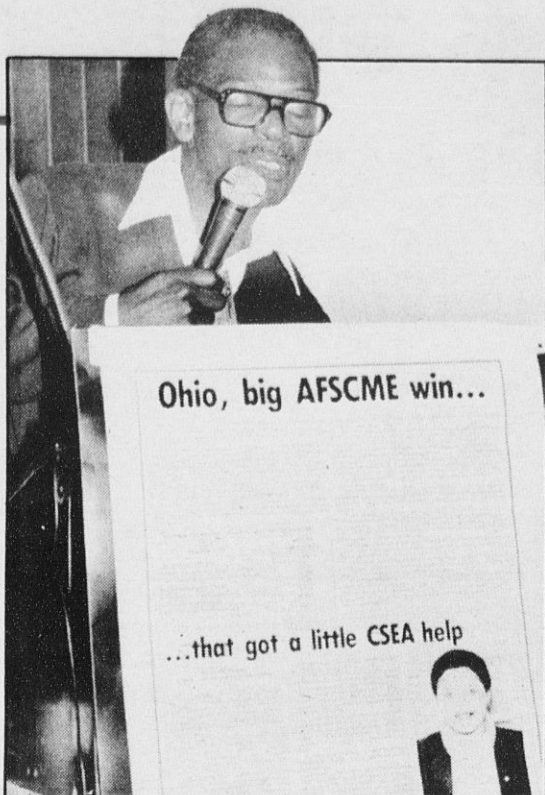
Corcoran also presented information on the sticky issue of how to handle unsafe job assignments.

"You have to know how to protect yourself in a disciplinary hearing if you've refused to do an unsafe job. The thing to remember is that you'd have to prove not only that you believe that a job would cause injury, but that any reasonable person would reach the same conclusion under similar circumstances," he said.

Corcoran said that the Local Safety Committees created under Article 15, Section 3(e) of the state contract will discuss methods by which unsafe work assignments can be prevented.



DIRECTOR OF OCCUPATIONAL SAFETY and Health James Corcoran.



**BRONX PSYCHIATRIC CENTER 401** President Ernest Punter talks to delegates about the AFSCME organizing experience with Ohio state employees, an effort in which CSEA had a hand.



**CSEA PRESIDENT William L. McGowan** and members of the Office of Court Administration negotiating team for the current contract display plaques presented to members in recognition of service.



## Committee reports

State employees who attended the recent three-day workshop were updated on the progress of a number of committees that oversee their collective bargaining contract. Here's a quick rundown of reports:

**Work-Related Clothing Committee** — Collective Bargaining Specialist John Naughter reported that employee reimbursement is probably the best and the quickest method for the purchase of work clothing.

Those employees who are required to wear uniforms or special clothing were advised to purchase their clothing and submit sales receipts for reimbursement. Naughter says that in most cases, reimbursement takes about three weeks.

Other options include contract purchase by bidding, direct purchase of lots costing less than \$5,000, and rental of work clothing.

**Joint Committee on Health Benefits** — Insurance Department Director Tim Mullens said the system of distribution of information on the new statewide Empire Plan has been revised at the committee's insistence.

Also, Mullens reported that the committee obtained a temporary waiver of the \$250 hospital deductible when it was brought to the attention of committee members that telephone lines to Empire staffers were difficult for members to reach.

Financial penalties for failing to obtain a second surgical opinion have been reduced. Health insurance brochures have been revised in order to make them easier to understand.

Mullens noted that there are areas in the state where there are few participating providers and is attempting to correct the problem. An update of directories will be completed sometime this summer when the present nine directories will be condensed into five.

**Employment Security** — Region 6 President Robert Lattimer said the elimination of certain job titles is inevitable and should be looked at realistically. One of the major problems is that the administration will not deal openly and honestly with the union.

The Region 6 President emphasized that the committee is not condoning lay-offs, but wants to make long range plans for its members who could find themselves without jobs in the next few years.

The committee is expected to make recommendations to state officials.

**Work Force Deployment and Scheduling Committee** — Office of Collective Bargaining Administrative Director Bruce Wyngaard told state employees that his committee is attempting to resolve such problems as mandatory overtime, the scheduling of training seminars during holidays and vacation periods and employee absenteeism. He said that a full-time staff person has been appointed to contact locals throughout the state in order to determine the cause of these problems. Research Department Director Bill Blom said Kathy Pontillo-Button, president of Craig Developmental Center Local, will oversee the study.

The committee expects to release its findings this fall.

**Committee on Quality of Working Environment and Productivity** — CWEP Director Jack Carey told state employees that the committee has initiated a number of successful programs including the apprenticeship training program, Employee Assistance Programs and seed money for on-site day-care programs.

Carey emphasized a recently funded program that will address the problem of stress and burnout.

Assistant CWEP Director Bill Sullivan noted that many locals are not aware of how to access CWEP funding for programs or equipment. Anyone wishing more information, should contact Marie Romanelli at (914) 255-1059.

**LEAP Oversight Committee** — More than 22,000 state employees have taken advantage of LEAP programs throughout the state since the fall of 1983, reported committee member Tom Warzel.

But LEAP Director Tom Quimby said he was concerned with the non-completion rate of students. Quimby emphasized that many students are registering for classes and not completing the courses, costing the state about \$162,000 per year. In order to reduce the non-completion rate, such students will be assessed \$25. He said LEAP could serve another 800 members with this money.

Members were also urged to contact their local community colleges, BOCES or SUNY facility to ask them to respond to their requests for proposals for LEAP courses.

**Agency Specific** — Grants Director John Weidman said regional labor/management committees have been established in each region. Each committee is charged with developing training programs in their regions which involve more than one state agency.

Guidelines dictate that programs must show innovation and creative training approaches, show joint employer-CSEA development and administration; have application beyond a single agency, occupational group or geographic location; illustrate substantial financial support on the part of the requesting agency; and not represent programming which should be funded in the agency's operating budget.

Anyone wishing more information should contact Weidman at Albany Headquarters, (518) 434-0191.

# Ballots go out May 15 to elect members of Board of Directors

ALBANY—Ballots will be in the mail May 15 for the election to seats on CSEA's statewide Board of Directors.

Beginning May 21, replacement ballots may be obtained by contacting Brenda Smith at the Independent Election Corporation of America (IECA). Call IECA collect at (516) 437-4900.

Candidates will, as usual, be afforded an opportunity to observe all aspects of the election process, including the mailing of ballots, the picking up and opening of ballots, and the tabulation of ballots.

Candidates, or proxies with written authorization from candidates, who wish to observe the election process may do so at IECA Headquarters, Lake Success, N.Y. by contacting IECA in advance of their visits.

Ballots will be counted on Friday, June 12, following the noontime deadline for their return.

All candidates were given an opportunity to submit statements and photographs for publication in this edition of the Public Sector. Here are the responses:

## AGRICULTURE AND MARKETS

JOHN WEIDMAN

## CIVIL SERVICE

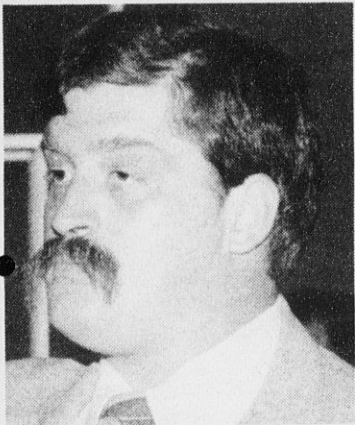
DOLORES B. FARRELL

## COMMERCE

ROSE DeSORBO

## HEALTH

BRIAN J. MADDEN

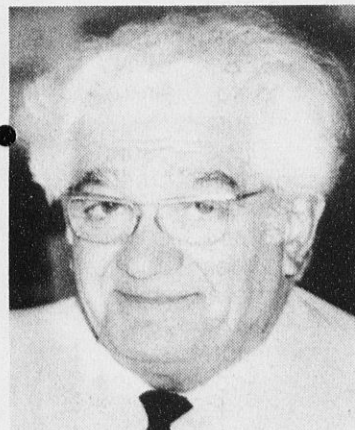


Three years ago when I took this oath of office I swore to uphold CSEA.

I believe I have done this with the help of the people in the Health Dept.

I am looking forward to continuing this work and with your help we will move farther and faster along.

TONY W. MUSCATIELLO



I am dedicated to improving workplace conditions, and I will be responsive to all who seek help in such matters. I am a strong advocate of pay equity and comparable worth, day care, VDT legislation, and safety and training. We must keep pace with rapidly changing and complex problems.

## INSURANCE

ELLIOT BERNSTEIN



"With six years of involvement in CSEA, as a local officer, shop steward, local and regional committee member, Statewide CSEAP, and twice participant at the ASU Contract Negotiations, I request you recognize experience as a qualifier for my bid as Insurance Department Representative on the Board of Directors. Elect me as your Representative".

SUSAN H. MATAN



I have held the office of Vice President for seven years. I also serve on the Uptown-Downtown Committee in my Region. I'm also running for President of Local 666. I also feel my qualifications as an officer would be beneficial to my members in my Department as Board Member.

## JUDICIAL

THOMAS JEFFERSON



I thank you deeply for your petition support of my candidacy for CSEA's State Executive Committee. With your continued support and vote, I hope to achieve even more lucrative and beneficial contracts in the years to come. With warm personal regards as your Board Representative since '79.

## LABOR

DENIS TOBIN

RONALD J. GALINSKI



My battle to establish career ladders, prevent layoffs due to State and Federal budget cuts, improve the quality and dignity of work life, and provide each member at every worksite better representation at Statewide Labor/Management in the Labor Department, State Insurance Fund and Workers Compensation board will continue as my top priorities if re-elected.

## JEANNE LYONS



A Board Member should be selected for their ability, knowledge and dedication. I know that I can give you the energy that this job demands. As an incumbent Board Representative, my experience, capability, and dedication are known. You can rest assured that my continued efforts on your behalf will remain tireless during the next three years.

## LAW

GRACE A. DENNIS



CSEA has been and continues to be a strong influence in my life.

I have been elected to several offices in Local 672.

When elected as your Board Rep my ears will perk with every safety and health issue, day care proposal, and everything that has a \$\$ attached to it.

## ELISA BURSOR



Am actively seeking support for reelection. Experience speaks for itself. Served on the Board of Directors for the past three terms. Served on Director' Committee to Study the Cost of Operating Group Life Insurance. On the Local Grievance Committee, and Labor Management Committee for the Local.

## MENTAL HYGIENE REG. 1

BARBARA ALLEN



I have been a Union Activist for over 18 years and currently serve on the following Local's Committees: EAP, Chairperson—Safety & Health, Labor-Management, Chairperson— Work Clothing and Chairperson -Employees Recognition Day. I am seeking a OMH Board of Directors seat, hoping that we can change the many problems being experienced at all OMH Facilities.

(Continued on next page)

JEAN FRAZIER



There will be difficult times ahead for M.H. and other State Employees. I ask for your support by re-electing me Region I M.H. Representative based on my experience.

1. Region I M.H. Representative (incumbent).
2. A.F.S.C.M.E. Delegate
3. P.E.O.P.L.E. Chairperson.
4. Statewide Political Action Committee Liaison.
5. Region I Local Union Trainer Instructor.
6. Past First Vice President, Board of Directors, and Delegate Local 418.

H. A. TONY BENTIVEGNA

JOSEPH T. LaVALLE

MIKE STEKARDIS



Brothers and sisters:  
My qualifications as candidate for Statewide Board of Directors from Region 1. I have been an active CSEA member 24 years at the local level; 11 years as vice president; 9 years Board of Directors. I have functioned on many local committees. Please vote for me.

JAMES T. LaROCK



I have 23 years service with the state and CSEA. I have a BBA degree from Dowling College and I'm presently treasurer and co-chairperson of the Grievance and Constitution and By-Laws Committees of Local 418. If elected I will actively carry out the responsibilities of a Statewide Board member.

ROBERT WILLIAMS



Brothers and sisters:  
I am an active member of Pilgrim's CSEA Local 418. As a Board of Director, grievance representative, shop steward, and delegate. I've worked to secure employees rights, and improve working conditions. I ask your support to continue to make CSEA responsive, to your needs and your concerns.

PATRICK HAHN



As INCUMBENT Mental Hygiene Representative, I fought against consolidation, staff reduction, work conditions and \$3 prescription co-payment. I work at Pilgrim and also represent Kings Park, Central Islip and Suffolk Deveopmental. My 100 percent attendance record for three years past speaks for itself. RE-ELECT me to continue the fight in Albany.

CAROL GUARDIANO



I'm seeking re-election for MENTAL HYGIENE REP.  
EXPERIENCE: Local Secretary, Membership Chairperson Local and Region, and Statewide Rep.

ACTIVE: Ed-Training and Women's Committees.

APPOINTED: Budget and Membership Committee Statewide.

Member in good standing 14 yrs.

My loyalty and dedication to the membership will continue with your support. VOTE.

MENTAL HYGIENE REG. 2

DENISE BERKLEY



As a candidate to represent Region 2 as a Mental Hygiene Board representative, I must utilize the following areas:

That is to represent;  
to speak up;  
to educate;  
to care.

Components that are so necessary to achieve the balance of bringing forth good representation for Mental Hygiene members in Mental Health and mentally retarded facilities.

JIMMY GRIPPER

MENTAL HYGIENE REG. 3

SARAH L. JACKSON



I have been a CSEA member for twenty-four years, and have served you on the Board of Directors for the past 3 years as Sergeant-At-Arms.

I served you in Columbus, Ohio as an activist for the successful AFSCME election.

With your support I will be your VOICE IN ALBANY.

GARY ELDRIDGE



As a union activist of 16 years serving our Membership on many Statewide Committees, current Mental Hygiene Board Director and four term Local President at Westchester DC/DDSO . . . I have gained Experience, Knowledge and Respect with insight into the Complexities of C.S.E.A. . . . to better represent Members.

I am seeking your VOTE IN MY RE-ELECTION. Thank You.

DORIS JOSEPHSON



I have served on many committees including chairperson of the Employees Assistance Program at Rockland Psychiatric Center and Mid-Hudson Region. If elected I will visit each facility regularly and send out reports of the monthly meetings to keep the membership informed. Successful follow up of issues of concern to our employees is my primary goal.

ROBERT WATKINS



Qualified by experience, the man for the times.

Local president, 12 years; vice president, 13 years; in state service for 27 years; active CSEA member for more than 23 years.

Presently a member of the CSEA Statewide Executive Board; involved in numerous committees.

There is no substitute for experience! Performance and results are the facts, but it's your vote that will count.

TOM LeJEUNE



I've been an officer of CSEA Local 426 Wassaic Dev. Ctr. for 5 years.

If elected a Region III Mental Hygiene Board Rep, I will make every effort to keep Region Three members informed of all actions taken by the Board, and to make their voices heard at Board meetings.

HENRY W. WALTERS



26 years of State service at Harlem Valley Psychiatric Center as Motor Vehicle Operator.

An active and vocal C.S.E.A. member over 25 years and presently Secretary of Local 409, and committee-person of Safety & Health Region 3.

Also a candidate for Local 409 President.

A hard worker — Logo — "It's time for a change!"

(Continued on next page)

MENTAL HYGIENE REG. 4

FRANCIS J. WILUSZ

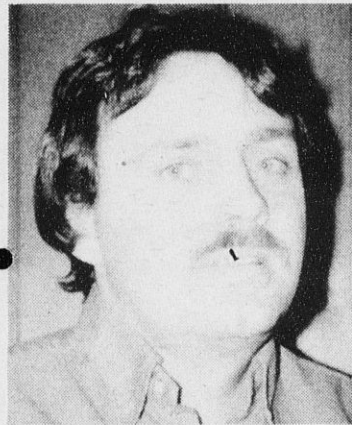
MENTAL HYGIENE REG. 5

BARBARA REEVES



Thousands of employees in OMH and OMRDD Facilities, go to work everyday, to face stressful and even potentially dangerous situations. For these employees, a job is a major portion of their lives, and the pressures and conditions of the worklives often exact a heavy toll. If elected, I will work to promote programs to improve conditions.

EDWARD (BUD) MULCHY



For the past three years I have been proud to represent Region V as a Mental Hygiene Board Representative. I am also on a number of State-Wide Committees — Labor/Management, Apprenticeship, Work Conditions, etc. I am the Local President of Mohawk Valley Psychiatric Center and represent over 1700 members. Stop the State from contracting out and save our jobs. "THIS BUD'S FOR YOU".

JIM MARTIN



Our State continues to face problems which unquestionably impact on the future of our Union. Current events are fine examples. Our Union needs decisive leadership presenting fresh, innovative alternatives securing the stability of Mental Hygiene employees.

I pledge firm and aggressive representation presenting your views on issues of all concerns.

MAUREEN MALONE



We need a strong voice on the Board of Directors. It is important we be represented by people who are informed, experienced and energetic and who will speak out for Mental Hygiene's special concerns. I believe my involvement as Local President, Board Representative and Region V officer demonstrates that I can do the job.

CHRISTINE CARLETTA



"EXPERIENCE, DEDICATION AND COMMITMENT" . . . Qualities that I offer you, when elected to your Statewide Board of Directors.

- Officer Rome Developmental Center 7 years
- Active member Region V
- Member 1985-1988 Contract Negotiating Team

My experience, sincere dedication, strong commitment will be YOUR VOICE as Mental Hygiene members of Region V.

MENTAL HYGIENE REG. 6

MARY CARTWRIGHT



I've been an active union activist with CSEA for 25 years as delegate and officer. Served with experience on L/M, safety, (steward) grievance, education, EAP, day care, women, region PAC and State Executive Committees. Mental Hygiene rep on Board of Directors.

I will continue to work for the members of CSEA. Vote!

ELAINE MOOTRY

PUBLIC CORPORATIONS

ANITA R. WALTHER



As a long time CSEA activist, my qualifications to be your Board Representative include certification in advanced OSHA training, labor/management, public sector laws, and grievance handling. The unique problems of a small bargaining unit are familiar to me as Teachers' Retirement System local president. Let me work for you.

JO-ANN LOWE

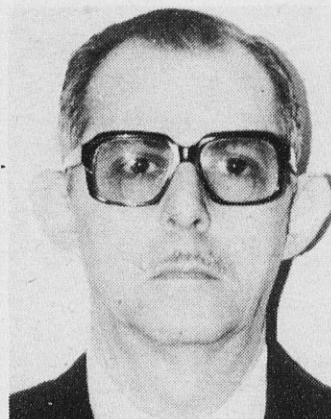
SOCIAL SERVICES

WILLIAM McMAHON



I serve on each of the three levels of CSEA — Local, Regional and Statewide, including: Social Service Representative to the Board of Directors' of CSEA; Co-Chair of the Directors' Charter Committee; member of Standing Federal and State Employment Training Programs Committee; Chairman of Region IV Budget Committee; and Vice President of Local 688.

ALAN SIEGEL



Representative/Grievance Steward/Delegate since 1972, three State agencies. Active in Political Action, Board Committees. Region IV Parliamentarian. Past Local President and Board Member. Founded Local Newsletters, AAS & BS degrees; Cornell Labor Studies Certificate; completing degree in paralegal studies. Representing your concerns and interests will be my highest priority.

AUDIT AND CONTROL

BARBARA L. SKELLY



As a member of CSEA Inc.'s Board of Directors it is my responsibility to be ever mindful of the organization's needs and

to be always responsive to its members.

I hope to be able to continue to make the best possible decisions as your representative to the Board from Audit and Control and E.R.S.

JEANNE PRATT

AUTHORITIES

W. JOHN FRANCISCO

CORRECTIONAL SERVICES

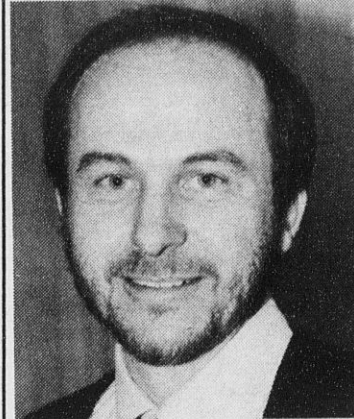
SUSAN CRAWFORD

Presently completing second term as your representative. Have been active in CSEA since 1971 on the Local (President since 1978), Regional and Statewide Levels. Corrections is moving forward within CSEA and I would like the chance to help us go farther. Please exercise your right and vote, preferably for me.

JEFFERY W. HOWARTH

EDUCATION

KEITH PRIOR



CSEA activist in the Education Department for eight years as delegate, grievance certified shop steward, former officer and member of many committees. For better representation we should know our Board Representative. I will give our locals better representation and believe its important to work with the membership.

I'd appreciate your support.

JUNE ROBAK



I ask for your support so that I may continue to represent all Education Department members. My qualifications are: Board of Directors since 1979, President Local 657 since 1981, Local Treasurer, AFSCME Delegate, Chair Region Health and Safety Committee, 27-year member.

I pledge to work in your best interest and welfare.

(Continued on next page)

CHERYL ABBOTT



Education Department employee for seventeen years serving as shop steward, delegate, committee chairperson, newsletter editor, and presently local Secretary. The members' concern is my primary concern and I pledge to actively represent their interest with full commitment to strengthening communications for Education members across the State.

Vote a New Voice.

PUBLIC SERVICE

DENNIS HASKINS

TAX & FINANCE

JOHN V. GULLY

TRANSPORTATION

MILO L. BARLOW



I can only be elected with your help and support. I will remain tireless in my dedication and continuing efforts on your behalf during my term in office. I take this responsibility very seriously and I appreciate whatever support you can give me in this election. Thank you.

JOAN TOBIN



As a 20-year DOT employee, CSEA activist, and presently DOT Board member, I actively seek your support and vote in re-electing me to the Board of Directors.

My goal continues to be improving the working life of DOT employees. To this end I pledge all my training and experience.

MICHAEL RAGUSEO



Thank you for allowing me to run for Statewide D.O.T. Representative. With 20 years in D.O.T. on tree crews, equipment management and highway maintenance in Regions 8 and 10 and as a former delegate in Local 508, I feel my experience can help solve problems facing us today.

DEL PERRIER



I served as Special Operations Representative, Delegate, and Treasurer of Local 676 for over ten years. I was appointed to the 1981 negotiating team, apprenticeship, reallocation, and affirmative action committees, and several other committees for the Local.

I will do my best to serve the members, with honesty and integrity.

UNIVERSITIES

KATHLEEN J. BERCHOU



Serving on the Board of Directors is a challenging paradox. It combines the management responsibilities of a multi-million dollar corporation with the demanding role of labor activist and protector of negotiated rights and benefits. It's a challenge I hope I have handled well and would appreciate the opportunity to continue.

KATHY COLLINS



As president of a large SUNY Local, I am aware of the issues and am seeking a Board seat to resolve these issues. My goals are to communicate with all SUNY Locals after each Board meeting and set up a newsletter regarding problems and solutions.

ELIZABETH M. (BETTY) LENNON



Twenty-one years of CSEA experience on the local, region, and statewide level have given me the knowledge of SUNY and CSEA to represent its members properly.

My main objective is to improve communications between SUNY locals which will strengthen our role within CSEA and the Labor-Management setting with SUNY.

MARY ANN BENTHAM



President of SUNY Fredonia 607 since 1979, member of statewide labor/management committee; experienced and active on region and state levels. Served three year term as chair of statewide constitution/bylaws committee; administrative unit negotiating team member for two contracts; currently Judicial Board member, I would greatly appreciate your vote.

PATRICIA CRANDALL

MARIE ROMANELLI



I am a candidate for re-election as a State University representative.

The next several years will present major challenges requiring a representative with the ability to meet them head-on.

Twenty-five years of CSEA and SUNY experience has prepared me to meet these challenges. I ask for your endorsement and active support.

MOTOR VEHICLE

BARBARA STACK

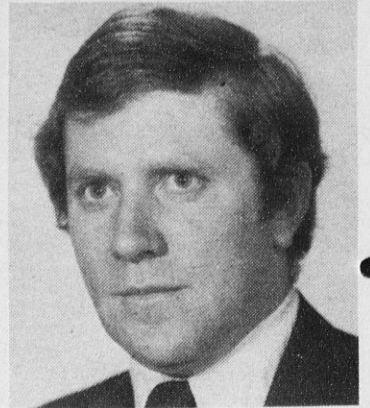


As your DMV Board Representative, I have always worked for improvement of the working life of DMV employees through vigorous and effective representation.

Informed, meaningful leadership and a thorough knowledge and understanding of those problems and concerns unique to DMV employees has enabled me to provide you with the responsive representation you deserve.

EXECUTIVE

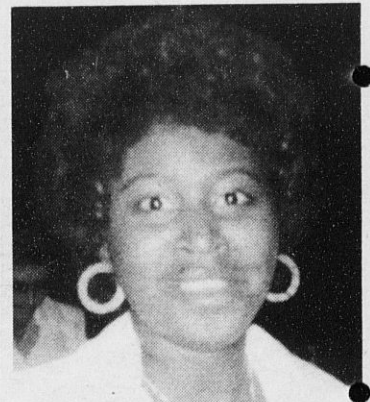
JOSEPH E. KOWALSKI



During my first term of office as a Board Representative I have recognized that due to the complexity of the Executive Department, regular communication has been difficult.

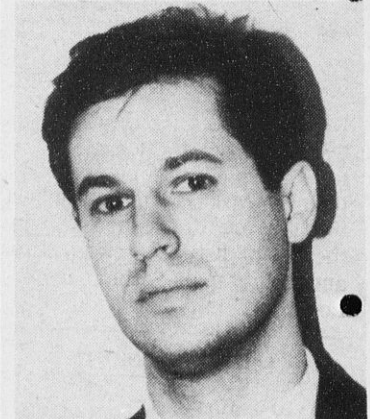
If elected, I will work with the other Executive Representatives to establish a more effective line of communication between you and your statewide representatives.

HARNETHA DeGROFF



I am a working mother with 2 school age children. I've been an active CSEA members since 1978, and I now serve as president of Local 669 Division of Parole. If elected to serve as a Board of Directors Representative, I promise to listen and voice your complaints to the board.

KENNETH KLEMP



I am President of the Executive Local 59, and serve on the Region PAC. The Executive Department needs representatives who are willing to communicate and meet with the various locals to discuss issues which affect the membership. I ask for your support so that I may have the opportunity to serve and represent you.

(Continued on next page)

CINDY EGAN



State Police, OGS, Armories, Military and Naval Affairs, Parole, DFY, Criminal Justice, Alcohol and Beverage Control, to name just a few of the 44 diverse locals it has been my pleasure to represent, on the Board of Directors, over the past 14 years. Your continued support is appreciated.

**ENVIRONMENTAL CONSERVATION**

IDA BARLOW

**ALBANY COUNTY**

THOMAS J. CONNELL

Employer: City of Cohoes, 13 years; member of CSEA 23 years; President Local 801 4 years; CSEA Board Member 3 years; Executive Vice President Local 801 8 years; President DPW Unit City of Cohoes 8 years; Negotiation Chairman DPW Unit Cohoes 10 years; Grievance Chairman DPW Unit Cohoes 9 years.

STEVEN REDLER



Understanding and communicating the needs of the members of the Board of Directors and relaying its decisions back to the membership would be my primary tasks. I will do my best to represent all the members in the school districts, towns, cities and county units within our Local.

**ALLEGANY COUNTY**

DAVID J. MAYO

**BROOME COUNTY**

ROBERTA A. BIDWELL

I am striving to attain the position of Statewide Board Representative for Broome County. I will approach the responsibilities of this office with a vigorous and enthusiastic awareness.

I have held these positions: Board representative 10 years; Grievance chairperson; negotiating teams and presently serve as unit second vice president and local treasurer.

JOAN BROWER



I have a commitment. That commitment is to serve you, our members and CSEA Inc.

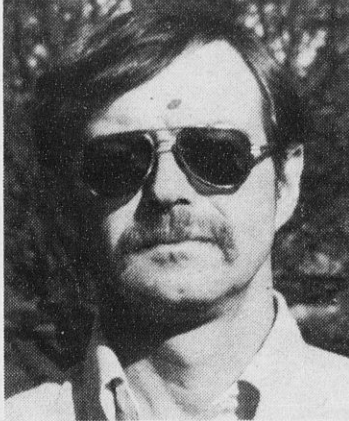
I have chaired the Broome County Audit, Budget and Grievance Committees.

I am currently your Statewide Board Rep. and wish to continue in this administrative part of your Union to protect your concerns in union activity.

**CATTARAUGUS COUNTY**

TIM ANDERSON

SCOTT COREY



I am seeking reelection as your representative to the Statewide Board of Directors. I have been a Cattaraugus County Highway employee for the past 7 years and I've served in this CSEA office for 3½ years. I urge each union member to vote, and I would appreciate your support in the upcoming election.

**CAYUGA COUNTY**

VIRGINA SHEFFEY

**CHAUTAUQUA COUNTY**

JAMES KURTZ

**CHEMUNG COUNTY**

ROBERT W. ALLEN

**CLINTON COUNTY**

JEANNE KELSO



I have been active in CSEA since 1967. In 1977 I was elected to the Board Representative from Clinton County and have faithfully served in that position ever since. I have the experience, ability and desire to again serve the membership in a manner that is expected of their Board Representative.

BARBARA M. LaFOREST

I am seeking office because I:

- realize the need to establish communications
- believe that all members deserve equal representation
- believe that my involvement at Local, Unit, and Region levels have provided me with the experience and knowledge necessary to represent our membership
- believe that it is time for a change.

**COLUMBIA COUNTY**

SHIRLEY PONKOS



Active in CSEA 14 years. Incumbent seeking re-election for Local 811 Statewide Board of Director Representative. Held Local and Unit offices. Currently member of Statewide Charter Committee and School District Affairs Committee. Co-Chair of Region IV School Committee. I ask for your endorsement and active support for my re-election.

GLORIA RUTKEY



Support Investigator/Columbia County Department of Social Services CSEA POSITIONS CURRENTLY HELD—

Columbia County Unit President

Local Vice President Local Political Action Chairperson

Region IV Political Action Committee Member

COMMUNITY INVOLVEMENT—

Recent appointment/Board of Directors of the Columbia and Green County Alcohol Resource Center YOUR SUPPORT WOULD BE APPRECIATED!

**CORTLAND COUNTY**

JAMES BROWN SR.

**DUTCHESS COUNTY**

C. SCOTT DANIELS

**ERIE COUNTY**

JOHN P. EISSL

**ESSEX COUNTY**

NANCY KIMBALL



Our Union is only as strong as the members that it serves. To gain from this strength we must install a desire to participate, to learn, and to develop a sense of unionism. Let's work together to build a strong union that has an active and informed membership.

VICTOR PUTMAN

**FULTON COUNTY**

WILLIAM SOHL

**GREENE COUNTY**

RICHARD W. CANNIFF

**HERKIMER COUNTY**

MARY E. SULLIVAN

**MADISON COUNTY**

ROSLIE M. TALLMAN



I am Roslie Tallman, running for Statewide Board of Director Madison County Local 827; have been an active officer of this Local and Oneida Unit for approximately ten years. I have attended many delegates conventions and training seminars. I can and will effectively represent membership and would appreciate your vote.

RICHARD L. BRITTON

FLORENCE MILLER

**MONROE COUNTY**

FLORENCE TRIPI



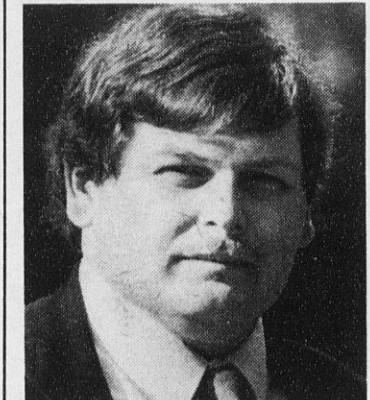
I am asking again for the opportunity to represent you on the CSEA Statewide Board of Directors. I have made a total commitment not only in time and energy, but also to the philosophy of unionism and, more specifically, to our CSEA members. I feel the Board of Directors is the most important functioning body in this Union.

**MONTGOMERY COUNTY**

WILLIAM ZIPPIERE

**NASSAU COUNTY**

JEROME P. DONAHUE



Dear Brothers & Sisters: It is a great honor and privilege to serve you another three (3) years on the State Board of Directors. Although I am unopposed in my quest to serve you I do not want to neglect thanking you for the opportunity to serve.

(Continued on next page)



RALPH J. SPAGNOLO



I wish to take this opportunity to thank you for your support and trust. I promise that I will continue to represent you in the best and most professional way I know how.

Thank you once again for your continuing support.

NIAGARA COUNTY

CANDY SAXON

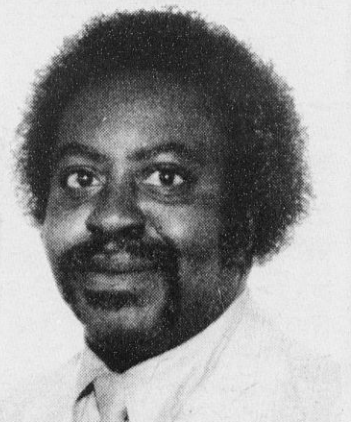
ONEIDA COUNTY

RON DRAPER



I have been a member of Local 833 since 1968. I actively held positions as Unit 1st Vice-President, Local 1st Vice-President, current Board of Directors Representative, Co-chairman of the Regional Educational Committee and Statewide Social Service Committee. My experience will continue to benefit those I represent if I am re-elected.

RALPH L. YOUNG



Employed with Oneida County Department of Social Services for 12 years. I will bring experience and knowledge to all members. Statewide Board of Director for 2 years. Region 5 vice president for 7 years, and Local 833 vice president for 7 years. Local grievance chairperson for 11 years. Member of several statewide and regional committees.

JOE CHIARELLO

I would like to SERVE YOU as Oneida County Representative Statewide Board of Directors.

I am married with 2 daughters, Joann 17 and Gina 5.

I PLEDGE to work to better the lives of our families and all CSEA members.

Thank you in advance for your support.

ONONDAGA COUNTY

DALE E. KING

I will insure that the 4,700 members of our Local are represented in Albany. I have been active in C.S.E.A. for 12 years holding various positions. I have the knowledge to work for you the member. I pledge to attend meetings and vote on issues the way you would want.

SARAH SOULE



I request your support for my candidacy for the Statewide Board. I have served as a member of the Board ('81-'83) and am currently Exec. Vice Pres. of the Local and Chairperson of the County Negotiating Committee. Please vote—SARAH SOULE on the STATEWIDE BOARD ballot; the MURPHY SLATE on the LOCAL ballot.

ORLEANS COUNTY

ANDREW LUCYSZYN

OSWEGO COUNTY

JUDY A. NAIOTI

OTSEGO COUNTY

MABEL WANNAMAKER

PUTNAM COUNTY

IRENA KOBBE

RENSSELAER COUNTY

GRACE VALLEE

ROCKLAND COUNTY

FRANK BOSCO



As the incumbent Rockland County Local 844 representative to the Board of Directors, I serve on the Personnel Committee and have participated in the current reorganization of CSEA Staff. I have taken a leadership role in the Local Government Executive Committee and look forward to continuing my service to the Rockland County CSEA members.

FLORENCE KIMMEL



For the Rockland County membership which I currently serve as unit president and local 1st Vice President, I shall continue my pursuit of effective representation and leadership. My goal is a timely response from Albany where, with your input, I shall address our concerns and problems. This is my pledge.

ST. LAWRENCE COUNTY

JOSEPH J. FRANK

SARATOGA COUNTY

CORINNE B. DALY



Being representative means more than meetings. It means involvement — communication — accountability — accessibility.

I offer experience and a commitment to serve the Membership, gained over seven years — as an active Steward, President, Treasurer — by negotiating Contracts — attending workshops — learning and using this knowledge to help make the Union work for the members.

LAWRENCE B. O'BRYAN



I am running for the State Board of Directors seat for Local 846 in the coming election. I would appreciate your support greatly. I have been your Local President also your Vice President. I also held the Board seat, I am also running for General Unit President in the coming election.

JAMES H. BROPHY

SULLIVAN COUNTY

JAMES McNUTT

SCHENECTADY COUNTY

LOUIS J. ALTIERI

SCHUYLER COUNTY

MARK L. HOUCK

SUFFOLK COUNTY

CATHERINE GREEN



ULSTER COUNTY

SEAN EGAN

WARREN COUNTY

DOUGLAS PERSONS

WASHINGTON COUNTY

GLENNEN WOODWARD

WESTCHESTER COUNTY

RAYMOND J. O'CONNOR

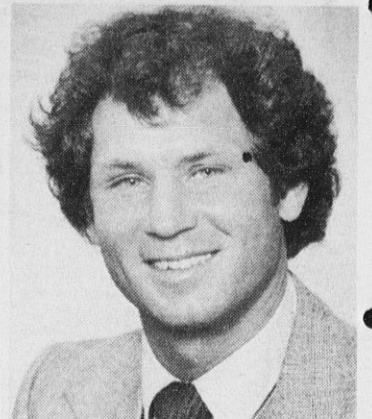


The Union needs strong leadership from the Board of Directors. I promise if you vote for me, I will fight for a Democratic Union that represents the membership effectively so that they will be proud to be part of our Union.

Vote for a strong independent voice in Albany.

Vote for O'Connor!

JOSEPH ROCHE



President City of White Plains Unit, Second Vice President Local 860.

The Statewide Board Representative should be prepared to address the eleven million dollars CSEA is obligated to pay AFSCME for protection and the new election procedures that have been imposed upon us by the existing Statewide Board.

EDWARD CARAFA

JANICE MCGUINESS



Janice McGuiness is seeking re-election to the Statewide Board of Directors. The incumbent President of Westchester County Local 860 seeking re-election, Janice is a Past President of the Yonkers School Unit, employed by the Yonkers School System and has not missed a single Statewide Board Meeting during her term.

YATES COUNTY

DALE AXTELL

LOCAL GOVERNMENT EDUCATIONAL REG. 1

MICHAEL CURTIN

LOCAL GOVERNMENT EDUCATIONAL REG. 3

V. NORMA CONDON

LOCAL GOVERNMENT EDUCATIONAL REG. 4

LESTER COLE JR.

LOCAL GOVERNMENT EDUCATIONAL REG. 5

DOLORES HERRIG

LOCAL GOVERNMENT EDUCATIONAL REG. 6

DOMINIC SPACONE JR.



# \$9,000 back pay

## and union wins back his old job

A Westchester County water treatment plant operator recently collected \$9,000 in back pay after he was retroactively appointed to a permanent position he should have been assigned to over a year ago.

Pete Cantone was working at a Town of Yorktown water treatment plant when Westchester County took over management of the facility. Then considered a provisional county employee, he was notified that he would have to take a test to retain his grade 8 position although he had 11 years of experience and his plant operator's license.

But the job requirements were changed so that experience and the license were now not needed, opening the field for more candidates.

Cantone passed the test, but was not

considered reachable on the list.

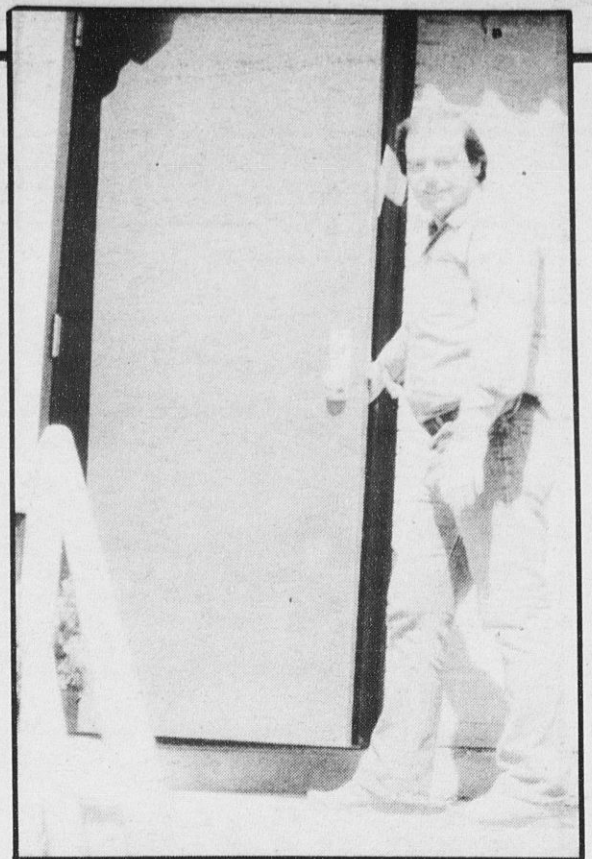
As a result, he was bumped out of his position and offered a new job as a grade 5, earning nearly \$7,000 less.

That's when Cantone asked Unit President Richard Saluga for help.

Saluga determined that according to the test announcement, many of the applicants did not possess the license and should not have been considered for the position. A year-and-a-half later, Westchester County officials conceded that Cantone should have been appointed.

"If it wasn't for CSEA, I wouldn't be where I am today," said Cantone. "CSEA supports its members when they have problems. I really thank them."

"Richard worked with me to see this through," he added. "We prevailed. If Rich hadn't supported me and didn't think I had a chance, I would have quit."



**OPENING THE DOOR TO A BETTER JOB** — Pete Cantone is back at his job as a water treatment operator after having been bumped out of his position to a grade 5 at nearly \$7,000 less a year. In addition to getting his old job back, he collected \$9,000 in back pay.

*'CSEA supports its members. I really thank them.'*

# Custodians clean up in campaign vs. subcontractor

The Burnt Hills-Ballston Lake School District has said goodbye to ServiceMaster thanks to informational pickets and a lot of behind the scenes work by the CSEA unit there of Schenectady County Local 847.

As a result of union pressure to save member positions, the school board has voted down a proposal to hire the management consulting firm from Illinois to revamp its custodial department. ServiceMaster had promised to provide new equipment and on-site management, and suggested eliminating the staff positions to finance the operation.

The school board apparently began looking into subcontracting of custodial services after receiving complaints from district residents about the school's cleaning operation. However, no notice was ever given to the custodial staff that there was any problem to correct, says Unit President Tim Peck.

In a flier, unit members pointed out that the school administration had not

given the unit an opportunity to share in the development of an in-house program to improve custodial services or any other services in the district.

"This school district has always tried to correct its own problems internally," Peck said at one session of the school board. "In this situation, CSEA is more than willing to work with the district to address the custodial problems. We believe that working together we can turn the situation around."

In its argument, the unit also questioned the equipment purchasing practices of the administration, noting that part of the problem is that the district allocates only \$1,000 per year for new equipment used by custodial workers.

After its vote, the school board directed the administration to work with the custodial employees and CSEA in developing an in-house operation to improve the custodial operations without laying off staff.

