

Beast runs wild on Long Island

**CSEA
declares
open
season
on wily
wolf-in-
sheep's
clothing**

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Local Government News

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PEOPLE IN THE NEWS



Food for the hungry

The members of CSEA Lewis County Local 825 recently completed the local's bi-annual food drive to help fill area food bank cupboards. Activist **Sandi Krokowski**, a social welfare examiner, organized the effort in which members set up dropboxes at each county worksite to collect the food.

Keeping busy

According to CSEA Schuyler County Local 849 President **Lore Oswald**, the local has been very busy. The local recently affiliated with the Tomkins/Cortland Labor Councils, hosted a membership meeting and put out its first newsletter. Local activist **Sue Brill**, a senior caseworker with the county Department of Social Services, is the editor. Anyone with information for the newsletter should send it to her at RD 2 Moreland, Beaver Dams, NY 14812.

He lives up to his name

When a fugitive took refuge in a junkyard, CSEA Clinton County Sheriff's Unit member **Deputy Sheriff Todd Law** didn't give up. He tracked the fugitive there, exchanged gunfire and still managed to arrest him before anyone got hurt.

Law won the **1991 Deputy of the Year Award** from the state Sheriffs Association. The award is given annually to a deputy who has displayed outstanding courage and heroism in the line of duty.

New Westchester Unit Officers

Newly-elected officers of the CSEA Westchester County Unit of

Westchester County Local 860 were installed recently. The election and installation of officers followed a win by CSEA in a highly charged decertification campaign.

CSEA President **Joe McDermott** installed the unit officers in a formal ceremony, telling them that together they can accomplish whatever they set out to do. He also urged them to take advantage of all CSEA resources.

Unit President **Cheryl Melton** said she plans to visit members at their worksites and become a familiar face.

The new officers were preparing for their first unit meeting as this issue of *The Public Sector* went to press. They hoped to schedule a calendar of events, including lunchtime meetings at worksites and a summer picnic.



CSEA WESTCHESTER COUNTY UNIT officers were recently installed in a ceremony by CSEA President Joe McDermott. They are, from left: Unit Secretary **Irene Amaral**, President **Cheryl Melton**, First Vice President **Bill Mairs**, Treasurer **Cheryl McCoy**, Second Vice President **Anne Smyth**, Third Vice President **Garfield Dorsey**, Fourth Vice President **Tony Rock** and Sergeant-at-Arms **Alphonso Williams**.

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CSEA FILES LAWSUIT AGAINST NASSAU COUNTY

Trying to contracting out

MINEOLA — CSEA has filed a taxpayer's lawsuit on behalf of CSEA Nassau County Local 830 President Rita Wallace objecting to the county's practice of hiring private contractors to do public work without appropriate review and approval.

CSEA attorneys filed the lawsuit in state Supreme Court. The suit, which names Nassau County, the county executive, county comptroller and members of the Nassau County Board of Supervisors, addresses illegal practices of contracting out millions of dollars of work in the Nassau County Medical Center (NCMC). Contracting out has been a problem at NCMC for many years.

The lawsuit requests a temporary injunction stopping the county comptroller from paying any contractors until a decision is rendered on the case.

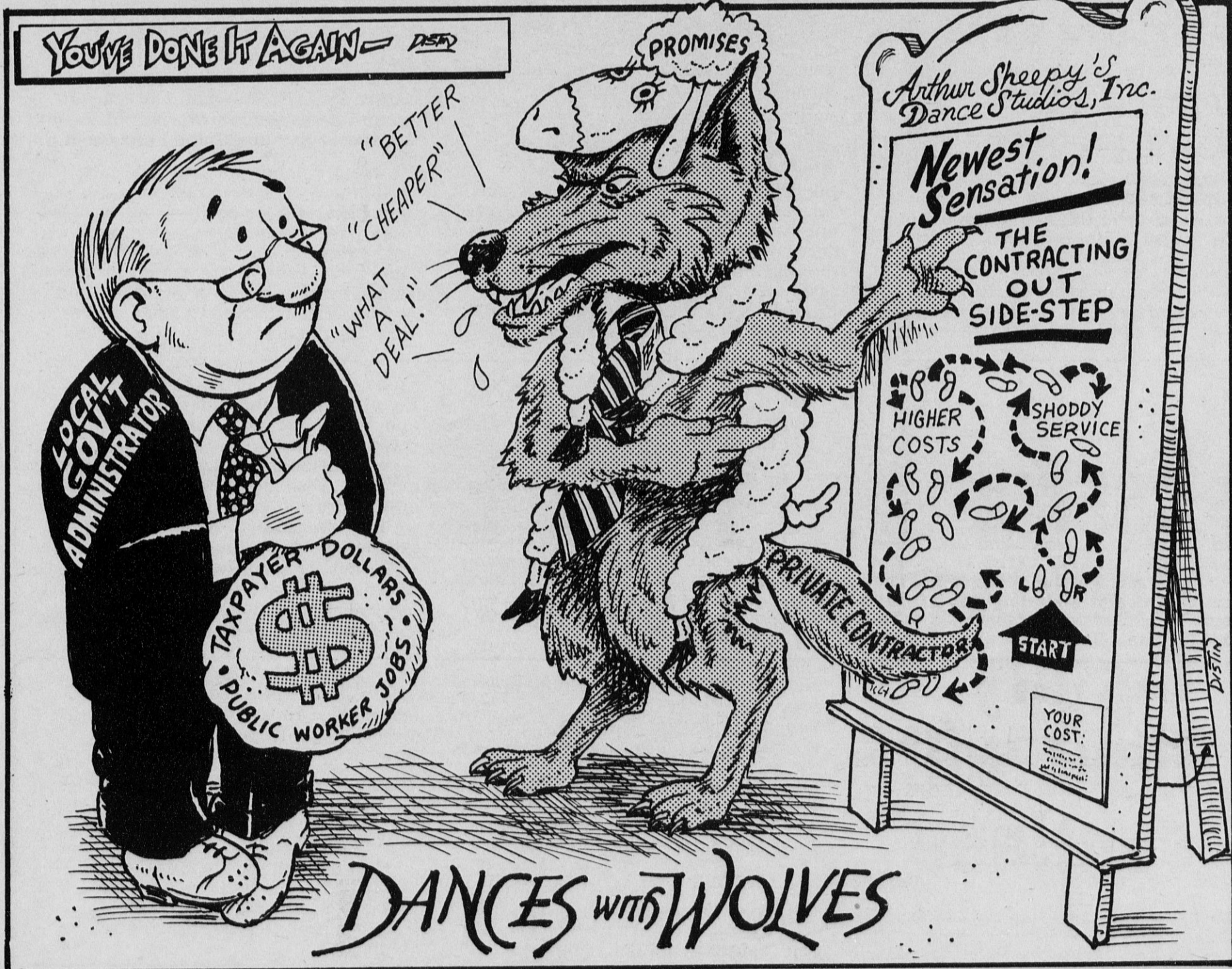
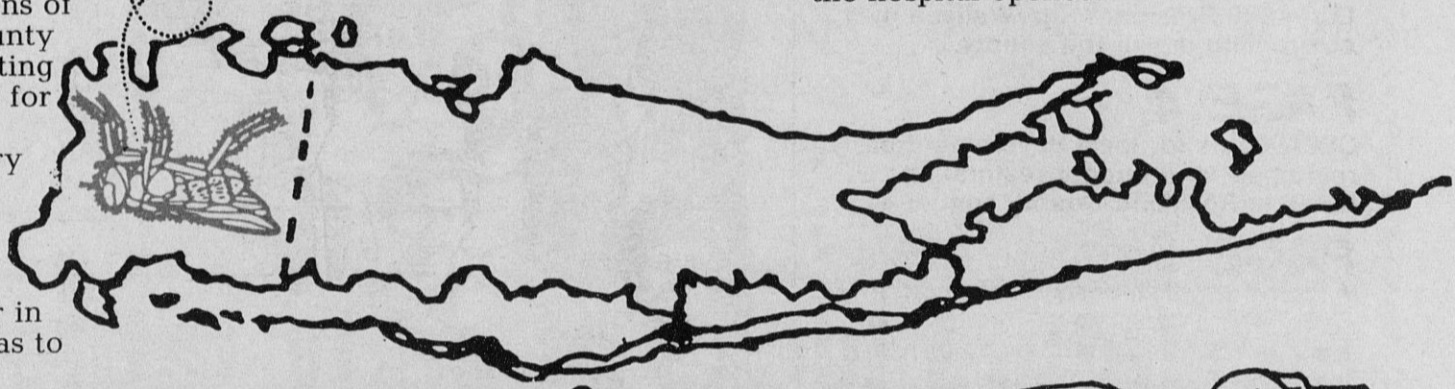
"As a taxpayer and labor leader in this county I want some answers as to

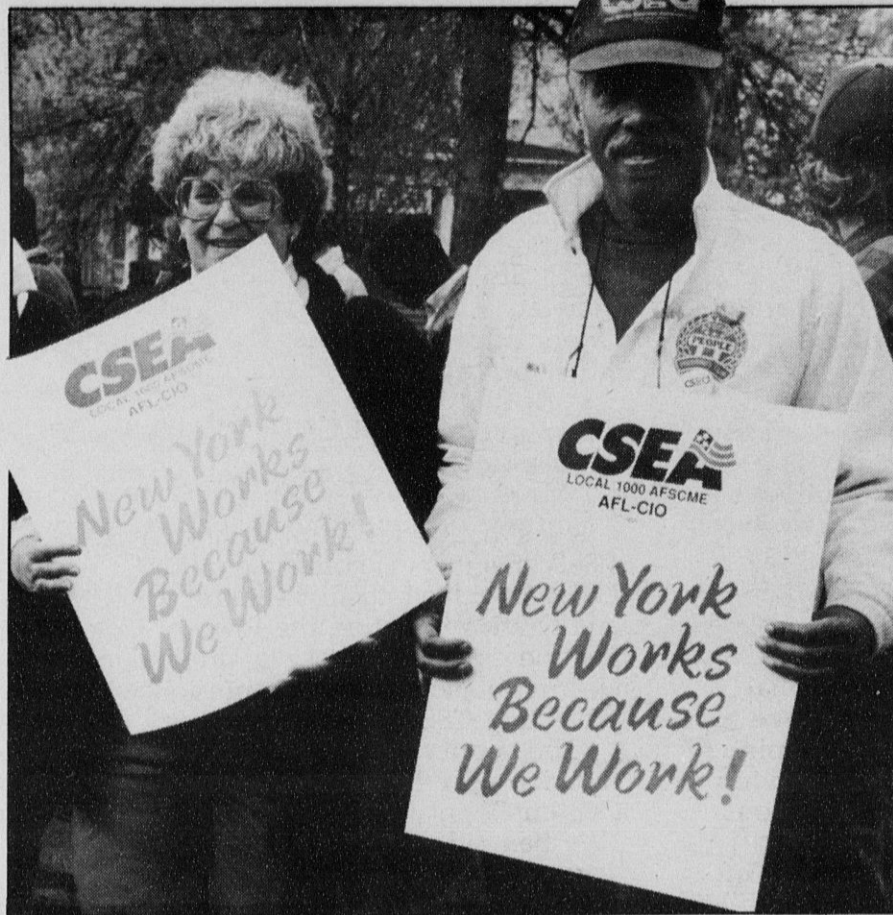
how these subcontractors are being paid without the appropriate review and approval by the county executive and the board of supervisors," Wallace said. "We are in the midst of a fiscal crisis and the county is throwing money out the window by hiring private contractors to do work that can be done better and less

expensively by using county workers."

"CSEA has taken on this lawsuit because the union opposes all back-door efforts to bypass the system and hire private contractors to do public work that is done best by public employees," said CSEA President Joe McDermott.

Most recently NCMC chose to contract out ambulance services at the hospital, a service which has been provided by county employees since the hospital opened.





CSEA fights for local governments, school districts

TAX THE RICH — CSEA Ulster County Local 856 President Betty Gordon and First Vice President Joe Van Dyke joined more than 100 state and local government employees and other workers who demonstrated in Kingston to protest the proposed state budget. Yelling "Tax the rich," and "Tax the corporations," the demonstrators echoed CSEA's call for a fair tax system that produces enough money to keep the state running and keep aid to local governments and school districts at an adequate level. As this issue of *The Public Sector* went to press, the state Legislature had yet to settle on a state budget plan. The Governor's budget proposal would devastate school districts and local governments by slashing vital aid that would make it difficult if not impossible for them to provide services. CSEA was continuing pressure on the Legislature to restore that aid.

Legislature looks at early retirement

ALBANY — The state Senate's early retirement bill for local governments introduced last month has also been introduced in the Assembly, and CSEA is pushing its passage.

Local governments, hit hard by cuts in state aid, more proposed cuts and delays in receiving aid because of the state budget stalemate, could use early retirement incentives to lower their payroll costs without layoffs.

The bill, for employees who are at least 50 years of age with 10 years' service, offers one month of credit for every year of service up to 36 months.

The Assembly also is considering a different early retirement bill that would enable workers to get the maximum 36-month credit more quickly.

The incentives would be available to employees who are at least 50 years of age with 10 years of service or employees with 30 years of service. The bill offers one month's retirement credit for each of the first five years of service and two months' credit for every year of service after that, up to a total of 36 months' credit.

However, CSEA has problems with provisions that would allow for unfair treatment of local government

employees. CSEA is now negotiating to try to get those provisions changed.

If the Assembly bill passes and is signed into law, it would allow local governments to choose whether to offer a targeted or non-targeted incentive.

"We are concerned that the targeting option may be used to exclude our members, and we are fighting for a fair bill by removing the targeted option," said Larry Scanlon, CSEA political action director. "As it stands, we prefer the bill which originated in the Senate. Right now, local governments need all the help they can get."

CSEA's Rockland County fight will continue

NEW CITY — Despite CSEA's best efforts, 171 Rockland County employees face layoffs and more than 100 vacant positions have been abolished.

CSEA waged an intensive campaign for weeks, including informational pickets, meetings and budget analysis by CSEA staff to fight the layoffs.

County officials say the layoffs are necessary because of budget problems and more may occur next year. CSEA Budget Analyst Kathy Albowicz presented alternative solutions, but the county rejected them.

"Shifting priorities may not mean easy choices, but it is far preferable to laying people off," said CSEA President Joe McDermott. He blamed the "state budget mess" for creating problems for localities across the state.

Political Action Coordinator Steve Alviene encouraged CSEA members to continue to fight by lobbying for their jobs and attending legislative and budget meetings.

"It's our job to ensure that they don't forget CSEA is out there," he

said, "that the legislators remember the victims of their haste have faces and names, families and responsibilities."

Many demonstrations and meetings did little to change lawmakers' minds, although three who promised they would vote against layoffs approved at the last minute the measure that would put 171 workers out of their jobs.

Alviene reminded county employees that the county executive has promised at least another 100 layoffs after the first of the year if the county's financial situation doesn't improve.

"To save jobs, to maintain the services county taxpayers deserve and to keep Rockland County the kind of place you would want to live in, CSEA will have to continue its political activism," he said.

"Our members will have to organize and fight harder than we ever have if we hope to stop the short-sighted solutions proposed by the county's myopic leaders."

LOCAL GOV'T ETHICS LAW:

Who files, who doesn't

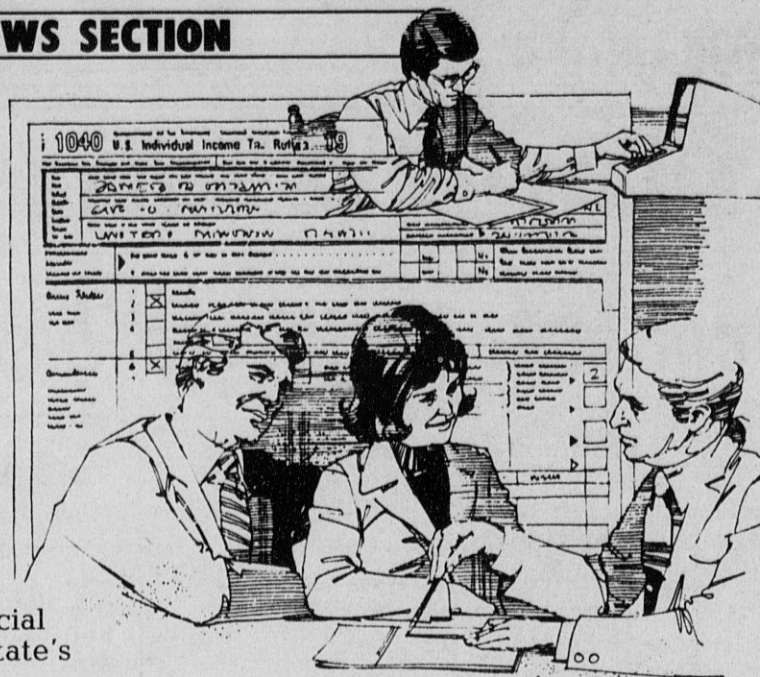
Some CSEA-represented local government employees are now required to file complicated financial disclosure statements under the state's Ethics in Government Law.

The law was approved in 1987 after scandals marked the state Legislature and New York City government and initially applied to many state employees beginning in 1989. Another set of requirements for municipalities took effect this year.

But the law does not apply to all CSEA local government employees. Depending on their size, municipalities have different options for complying with the ethics law. Those with populations of more than 50,000 must adopt the financial disclosure requirements detailed in the law or establish their own which must conform with guidelines set by the law.

Counties, cities, towns and villages with populations of less than 50,000 may either adopt the law's financial disclosure requirements, establish their own conforming to the guidelines or do nothing. If the municipality does nothing, officials and employees do not have to file financial disclosure forms.

All other municipalities, such as school districts, public libraries or urban renewal agencies, may adopt their own financial disclosure requirements or



they may choose not to adopt any financial disclosure requirement.

Under state law, some CSEA local government employees would have to file financial statements. Any employee in a policy-making position or serving as a deputy or assistant to a department head would have to file.

If a municipality where CSEA is the collective bargaining representative chooses to adopt financial disclosure requirements which are more restrictive than the law's, the issue must be negotiated with CSEA as a term and condition of employment.

CSEA has already filed improper practice charges against five municipalities that imposed more restrictive guidelines on their CSEA-represented employees and refused to negotiate the issue (see related story).

The state law's financial disclosure statement is lengthy, detailing the individual's finances and outside business and political interests and in certain instances, those of the filer's spouse and children. Most of the material contained in the form becomes a matter of public record.

CSEA nails five municipalities on disclosure issues

CSEA has filed improper practice charges (IPs) with the Public Employment Relations Board (PERB) against five municipalities that imposed financial disclosure requirements on union-represented employees who otherwise would not have been required to file.

In some cases the IPs center on inconsistencies that place an unfair burden on CSEA members and management's refusal to negotiate the issue with CSEA.

The situation for municipalities and CSEA members is confusing at best. CSEA's IPs filed against Clinton, Herkimer and Orange counties, the town of Colonie and the city of Gloversville are aimed at clearing up some of the confusion while protecting CSEA members' rights.

"The county was approaching the situation very haphazardly," said CSEA Clinton County Unit President Joe Musso. "We had different situations in different departments and the county never negotiated the requirements with CSEA. Hopefully, the IP will clear this matter up and everyone will know what's required and why."

"Our biggest problem has been in the Department of Social Services," said CSEA Orange County Local 836 President Dave Score. "Whoever came up with the list of employees required to complete the form went off the deep end. It's crazy. I met with the county and they're willing to take a look at it."

CSEA maintains that any municipality with a population under 50,000 is required to negotiate if it intends to require any financial disclosure. Municipalities with a population greater than 50,000 may be required to negotiate if they choose to create their own financial disclosure forms and requirements.



A free comparison of your benefit plan

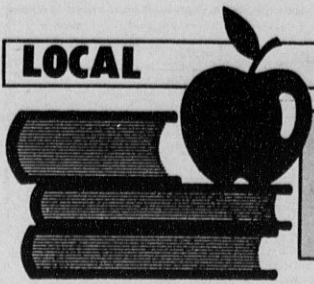
whether they are facing contract negotiations or are already in the middle of a contract and would like to review the programs currently in place. The service can also be used by units considering adding a new benefit.

In essence, the service can help units with comparison shopping before they settle on a program provider. If a CSEA unit, for instance, has dental coverage that is not through the CSEA EBF but wants to compare their coverage with the fund's dental plans or with other providers, the CSEA EBF staff will make a comparative study and evaluate the quality of all dental plans, and report to the union on the specific strengths and weaknesses of the plans reviewed. Similar analysis can be made for vision care and

prescription drug programs.

The CSEA EBF dental, vision and prescription drug programs provide many options on all plans. Since no two bargaining units are the same, all program areas are developed to meet the varying needs of CSEA units in local governments.

Unit officials wishing to take advantage of this new service should call the CSEA Employee Benefit Fund marketing department, 1-800-323-2732 or (518) 463-4555. There is no obligation and units do not have to contract with the fund to take advantage of this new service. A thorough explanation of benefits available to local government units from CSEA EBF is just a phone call away.



School District Affairs

CSEA fights plan to cut school retirees' health insurance

As school districts across the state twist and squirm under worsening budget problems, some are thinking about the unthinkable to relieve the pressure — reducing or eliminating health insurance coverage of district retirees.

CSEA recently convinced the Comsewogue School District board on Long Island to table a proposal reducing retiree benefits.

Two demonstrations and leafleting by members of the Comsewogue School District Unit of CSEA Suffolk County Educational Employees Local 870 helped fight off temporarily a proposal to diminish and in some cases eliminate retiree health insurance.

"After the second demonstration, the school board voted to table the issue,"

said Unit President Lucy Jackson.

The union will continue to fight for retiree health insurance, said CSEA Labor Relations Specialist Toni Soucie.

"These are loyal employees who have earned that health insurance coverage in their retirement," she said.

CSEA Retiree Programs Director Kathleen Cahalan urges retirees to actively oppose any attempt to reduce their benefits by attending meetings at which those proposals are being considered.

"School districts do have the legal authority to do this," Cahalan said. "But they have to decide what is legal and what is moral. I'm afraid this could set a precedent not only for school districts but for other local government also."

School Legislation Update

Bill adds essentials

CSEA is supporting three bills in the state Legislature which would allow school districts to include transportation and cafeteria service in an austerity budgets.

Under current law, school districts which must adopt austerity budgets because voters fail to approve proposed budgets cannot include many items that are considered non-contingent.

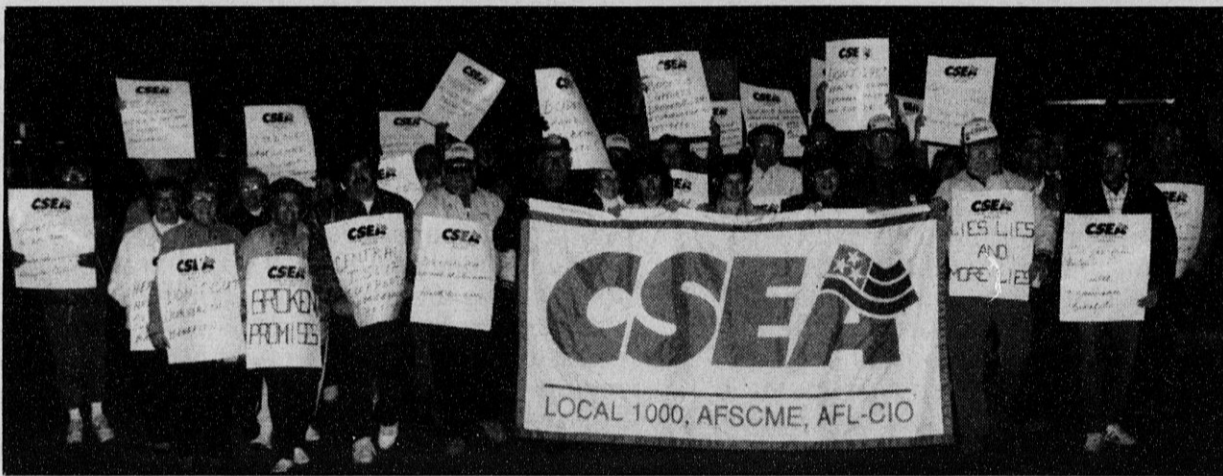
CSEA, however, maintains that getting children to school and feeding them are essential services. One bill would allow districts to include cafeteria expenses, another transportation costs and a third would allow inclusion of various items now considered non-contingent.

If passed and signed into law, they would allow school districts to keep providing vital transportation and cafeteria services even under an austerity budget.

Criminal history

A proposed bill which would require school districts to fingerprint and do criminal history checks of all school bus attendants is unfair, CSEA says.

The union is opposing the bill in the state Legislature because the hiring practices schools now use, including employment references and personal interviews, are sufficient.



KEEP RETIREE BENEFITS — CSEA members and other Comsewogue School District employees march to protest plans to diminish and, in some cases, eliminate health benefits for retired school district employees.

CONTRACTS

Agreement

BETWEEN

THE CIVIL SERVICE

EMPLOYEES ASSOCIATION, INC.

AND

East Meadow School Monitors

The members of CSEA East Meadow School District Monitors Unit have a new three-year contract.

The 40-member unit is part of CSEA Nassau County Local 830.

The new contract provides that all vacant unit positions in the district be posted. It also increases longevity

steps in each year of the agreement.

Unit President Shirley Kammelman and CSEA Collective Bargaining Specialist Jim Walters negotiated the contract.

Nassau County BOCES

The 800 members of CSEA Nassau County BOCES Unit recently signed a new contract.

The unit is part of CSEA Nassau County Local 830.

The new contract includes: a revised salary scale, a retirement plan, increased life insurance and conversion of unused personal time to sick leave.

The negotiating team members were: Unit President Joe Campione, Caroline Thiem, Victoria Mayer, Gayle Wenchel, John Lobianco, Joan McCressom, Rita Carney, Mary Donahoe and Sal Auletta.

Kings Park School District Unit

A new two-year contract for the CSEA Kings Park School District Unit provides a number of increased benefits for its members.

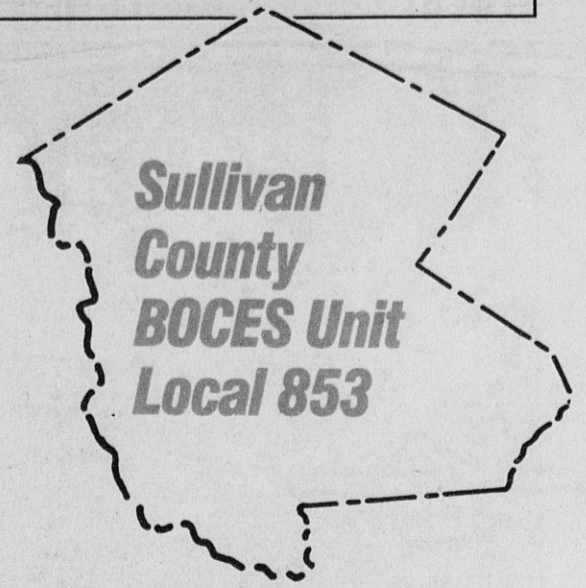
The 225-member unit is part of CSEA Suffolk County Educational Employees Local 870.

The contract includes: a long-term disability plan; a retirement plan; additional bereavement leave; increased sick time for teacher aides and

assistants; the CSEA optical plan; improved life insurance; increased longevity payments; and differential for buildings and grounds and clerical employees.

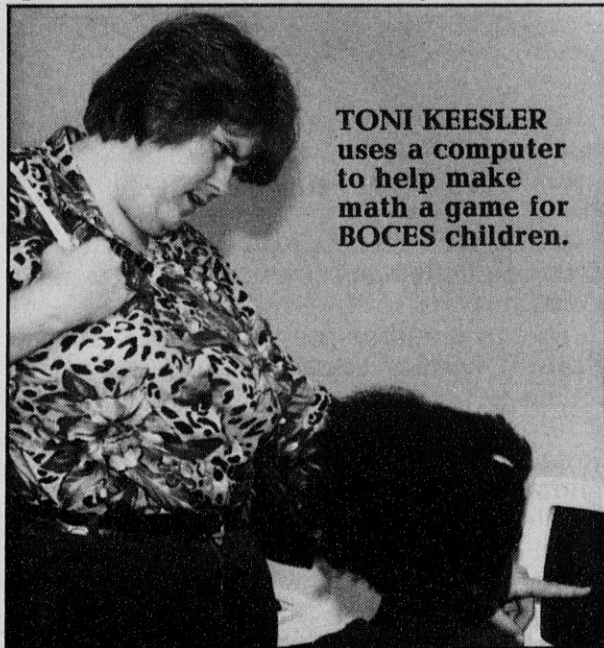
The members of the negotiating committee were: Unit President Marge Higgins, Joe Merola, Betty Lattanzi, Barbara Stuart; Dee Spinelli, Tom Dolan, Jane Tulhy and CSEA Collective Bargaining Specialist Irwin Scharfeld.

CSEA members provide TLC at Sullivan County BOCES



Sullivan County BOCES Unit Local 853

By Anita Manley
CSEA Communications Associate
LIBERTY — Special children need special attention, and that's just what



TONI KEESLER uses a computer to help make math a game for BOCES children.

teacher aides and assistants at Sullivan County BOCES provide.

Toni Keesler, unit president and a member of CSEA Sullivan County Local 853, is a teacher aide. Most of the pupils in her class are between 8 and 11 years old and have communications disorders — problems with speech, hearing or vision. Some have behavioral problems and are on medication.

"I love my job," Keesler said. "I always wanted to work with children and I have an opportunity to work with special kids. It takes a lot of patience."

Children come from 10 different districts to the Sullivan County BOCES for special classes geared to their individual needs.

Classes are small; some have only six students. In Keesler's class, a speech therapist comes in each day to work with the teacher and the two aides. Exercises are geared to the children's needs. A lesson on making paper airplanes, for instance, tested their skills

in listening and following directions.

The ultimate goal, Keesler said, is to mainstream the children into public schools. Many stay for a short time; some will go on to a vocational or technical program. Some severely disabled will remain in the program until they are 21 and move to a sheltered workshop or other intermediate care facility.

Keesler feels she is making a real contribution through her work.

"The teacher couldn't do it without us," she said. "The teacher teaches us and then we teach the children. We do a lot to save the teacher time."

Niagara County school grievance won

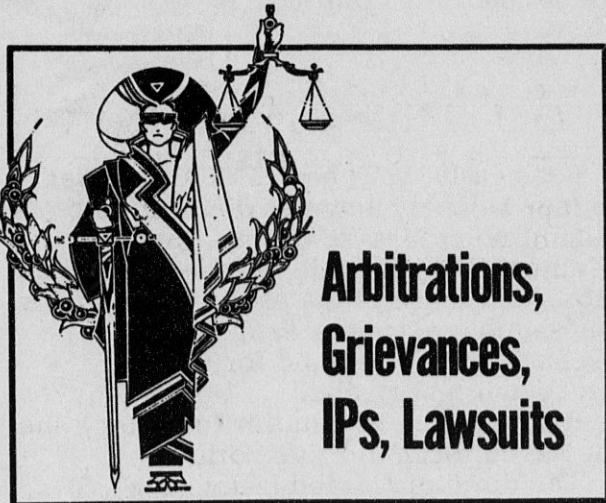
Starpoint Community School District violated the contract with CSEA Niagara County Educational Local 872 when the district required a CSEA member to serve a 12-week probationary appointment as a groundsman at a reduced salary, an arbitrator has ruled.

The school district applied the probationary requirement and set the salary at a substitute's rate following an arbitrator's award that the union

member be appointed to the groundsman position.

CSEA argued that the Civil Service Law and regulations are the exclusive rule-making authority and that since neither prescribed a probationary term, much less a reduced rate of pay, none was allowed.

The arbitrator agreed, directing the district to pay the member for the loss of all wages and benefits resulting from the district's violation of the contract.



Arbitrations,
Grievances,
IPs, Lawsuits

Seniority upheld again

The concept that seniority is the determining factor in promotions when other considerations are equal, was upheld again in an arbitrator's ruling involving the Harrison Central School District.

The school bypassed a senior custodian with seniority to promote someone else head custodian.

An arbitrator agreed with CSEA Westchester County Local 860 claims that it was a violation of the contract not to appoint the individual with the greatest seniority after determining other qualifications were equal among the candidates.

The arbitrator ordered the district to appoint the most senior candidate, provide back pay and adjust the seniority date to the original appointment date.

Non-unit workers a no-no

The Hudson Central School District acted improperly when the district assigned a non-CSEA unit clerical employee to attend certain school functions in the district, the director of the state Public Employment Relations Board (PERB) ruled.

CSEA Columbia County Local 811 filed an improper practice charge against the district, saying attendance at such school functions were the responsibility of school aides

represented by CSEA at the Middle School.

The PERB director ruled the district had for years posted and hired aides for that work, and that a discernible boundary had been drawn between the aides and other clerical and secretarial employees when it came to attending such functions. PERB ordered the district to stop assigning attendance functions at the Middle School to non-unit personnel and assign unit members to this work.



protecting and preserving
the rights of our members



CSEA MONROE COUNTY EMPLOYEES UNIT members recently ratified a new three-year contract, retroactive to Jan. 1, by a 4-to-1 margin. Unit members, above, discuss details of the contract during ratification meeting.

Saratoga Deputy Sheriffs Unit

Members of the **CSEA Saratoga County Deputy Sheriffs Unit** have a new contract. **Unit President William Marshall** said negotiations went well and, unlike many other years, there was an absence of confrontation overall.

"It's nice to break tradition in such a positive manner," he said.

Saratoga Unit fights for pay

CSEA is fighting for two members of the **CSEA City of Saratoga Springs City Hall Unit** the union says are being underpaid. The union says **Assistant City Engineer Clyde Robinson** and **Engineering Technician Nancy Poulson** are being paid below their grade levels.

The contract lists Robinson's job as a grade 15, but he's been paid as a grade 14, CSEA says. That correction could cost the city \$40,000. Poulson, listed as a grade 8, is being paid a grade 6 salary, an \$8,000 difference.

CSEA has filed for arbitration to resolve the situation.

CSEA recently won \$13,000 in back pay for another member of the unit who was in a title covered by the union contract but whom the city has been paying as an exempt employee.

Nassau COs win time, money

CSEA won back the full 40-minute lunch break for corrections officers in **CSEA Nassau County Sheriff's Department Unit** and back pay for the lunch time they lost, too.

When **Unit President Dan Murphy** reported to CSEA that the warden had unilaterally reduced the meal break from 40 minutes to 30 for corrections officers, the union filed an improper practice charge, said **CSEA Labor Relations Specialist John Clahane**. The Public Employment Relations Board ordered the 40-minute break restored and lost time repaid.

The win affects about 600 corrections officers in the security division of the Correctional Center. Nassau County has appealed the decision but Clahane said he is confident the ruling will stand up.

CONTRACTS

Agreement

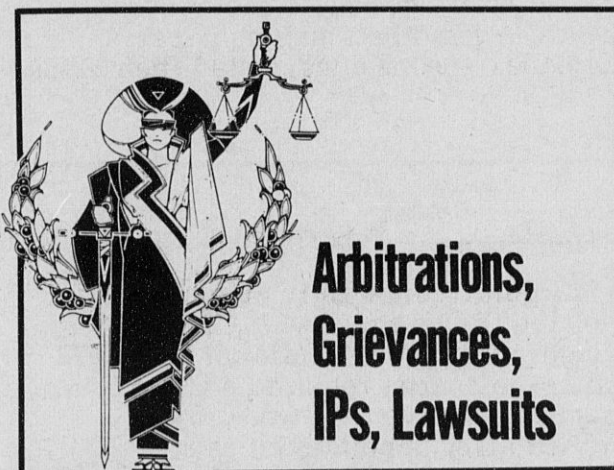
BETWEEN
**THE CIVIL SERVICE
EMPLOYEES ASSOCIATION, INC.**
AND

Rensselaer County Unit

Members of the **Rensselaer County General Unit** overwhelmingly ratified a new three-year contract. The new agreement was reached after weeks of informational picketing by unit members.

Unit members pressed the county legislature to support a bill before the state Legislature which would allow local governments to offer early retirement incentives (see page 4).

"I think this is a fair contract for both the employees and the county," said **Unit President Tom Connell**.



**Arbitrations,
Grievances,
IPs, Lawsuits**

Win back pay for aide

Thanks to CSEA, a nurse aide at the **A. Holly Patterson Geriatric Center** won back 10 days' pay she lost when Nassau County suspended her on an insubordination charge that was later dropped.

CSEA took the case to arbitration, where the county dropped the charges and withdrew the suspension of the aide, a member of **CSEA Nassau County Local 830**, said **CSEA Labor Relations Specialist Claude Ferrara**.

Happy in Dutchess

Social welfare workers in Dutchess County are celebrating an out-of-title victory that means about \$500 to each of 11 employees.

Dutchess County Local 814 President Helen Zocco said the employees, all grades 10 and 11, were each asked to provide testimony and documents for Family Court hearings, the work of a grade 13 employee.

CSEA argued they should earn the salary of a social welfare specialist and filed a grievance on behalf of the employees. An arbitrator agreed, ordering the county to pay \$5,700 in out-of-title pay to the 11 workers.

Saratoga County Unit

CSEA Saratoga County General Unit President Corinne Daly is delighted that her unit overwhelmingly ratified a new four-year contract without the traditional confrontation with management that has marked previous negotiations.

And more good news — more county employees are signing up as CSEA members all the time, according to **CSEA Organizer Linda Sage**.

"What a difference a timely contract makes," she said.

Village of Quogue

QUOGUE — The **CSEA Village of Quogue Unit** has recently signed a new contract.

The 15-member unit is part of **CSEA Suffolk County Local 852**.

The new three-year pact includes improved grievance procedure language, improved overtime rates for the midnight shift and the addition of an employer-paid CSEA Employee Benefit Fund dental plan and the CSEA vision plan.

Unit President Richard Dyson, George Knotoff and **CSEA Collective Bargaining Specialist Jim Walters** negotiated the contract.

Out-of-title win at NCMC

For nearly two years, **CSEA member Eileen DeLucia** acted as director of admitting at Nassau County Medical Center (NCMC) while the director was absent because of maternity leave and a subsequent accident. Problem was, DeLucia didn't get paid for the extra work and responsibility.

It took CSEA to win her the salary she deserved for doing the work.

The director trained DeLucia, a member of the **CSEA NCMC Unit**, to replace her during child care leave. The NCMC administration requested that she be paid at the director's salary level while performing the job, but the county Civil Service Commission denied the request.

CSEA went to arbitration over the issue, said **Unit President George Walsh**. The arbitrator awarded DeLucia back pay for the difference between her salary and the director's for every day she did the director's job.

"We fought the Civil Service Commission on this one," said **CSEA Labor Relations Specialist Claude Ferrara**.

DeLucia thanked the union for representing her and the administration for backing her up.

"Administration is not always the bad guy," she said. "In this case they went out of their way to back me up. It was a plus to have management working with the union to get a very satisfactory award for an employee. I really like that it doesn't always have to be union versus management."



General News

News stories, articles and items of information of general interest to all CSEA State members

PEOPLE IN THE NEWS



The more the merrier

Eight CSEA Region I activists who signed up a total of 680 new members received certificates recognizing their work.

The recipients were: **George Walsh, Kathy Martinez, Grace Roy, Alfredo Carlo, Nick LaMorte, Denis Midnet and Ben Cummin Ardell.**

General News PAGE INDEX

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New York Works Because We Work — a feature about CSEA members who staff the Crime Victims Board in New York City.

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Find out about the AFSCME MasterCard and read the highlights from the April CSEA Board of Directors meeting.

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Workers Memorial Day: CSEA mourns the dead and fights for the living!

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The retirement page: CSEA activists retire; CSEA locals help new retirees join retiree locals; and CSEA lobbies for important retirement-related legislation.

PAGE 15

Now you can borrow against your contributions to the retirement system, thanks to legislation CSEA pushed through last year. Governments' approach to solid waste management is still lacking, according to a task force update.

Flags decals

John Famelette Jr. wants people to remember the armed forces and is delivering his message with free flag decals.

"I just want to keep putting the message across that there are still service people on active duty in far away places even though it's not being flashed across our TV screens," Famelette said. He is president of the **CSEA Poughkeepsie School District Unit**. His father, **John Sr.**, a World War II veteran and former school district employee, is sponsoring the flag giveaway with his son.

Anyone who wants a free 3-by-5 inch decal should send a self-addressed, stamped envelope to **John Famelette Jr., 3 Wappingers Falls Trailer Park, Wappingers Falls, NY 12590.**

Women's workshop

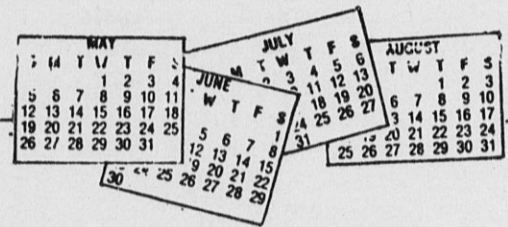
In putting on its workshop "—It Happens, Deal With It," **The CSEA Region IV Women's Committee** showed they could face unforeseen problems successfully. With **Chair Ellen Burke** nearly sidelined because of illness, committee members **Linda Swietlicki, Helen Corna, Kathy Noack, Lynn Stalker, Cathy Vallee, Vivian Semago and Helen Askew** stepped in to do extra work to make sure the event went off without a hitch.

Election results of statewide officers races available on toll-free hotline

The election of CSEA statewide officers was drawing to a conclusion as this edition of *The Public Sector* went to press.

The deadline for return of mail ballots is 8 a.m. Wednesday, June 5. Ballots were mailed May 15 to members eligible to vote. Members are electing a statewide president, executive vice president, secretary and treasurer.

Ballots will be counted on June 5 and results announced as soon as available on CSEA's toll-free hotline 1-800-342-4146. The election results will be published in the July edition of *The Public Sector*.



CSEA Calendar of Events

June 10

Operation Desert Storm Reception, Region II office, two hours prior to New York City tickertape parade. Uniformed CSEA members and their families welcome.

June 13

CSEA New York City Local 010, Tax and Finance Local 460 Information Fair, 55 Hanson Place, Brooklyn, 11:30 a.m. to 2 p.m. CSEA/NYS Safety and Health Committee Seminar, "VDT Ergonomic Update," Bernard Fineson Developmental Center Hillside Complex, for ASU members, pre-registration required.

June 14-16

Region V Summer Conference, the Edgewood Resort, Alexandria Bay

June 18

Local 910 Region II Retirees general membership meeting, CSEA Region II office, 1 p.m. OSU career and skill enhancement class, "Preventive Maintenance: Pay me now or pay me later," by pre-registration, SUNY Maritime College, Bronx

June 19

OSU career and skill enhancement classes, "Semi-conductors: digital electronics," "Advance refrigeration," by pre-registration, SUNY Maritime College, Bronx CSEAP Training, "Documents: The finishing touches," CSEA Region II office, 8:30 a.m. to 4:30 p.m.

June 20

CSEAP Training, Region II office, 8:30 a.m. to 4:30 p.m. OSU career and skills enhancement class, "Advanced automotive computers," by pre-

registration, SUNY Maritime College, Bronx Safety and Health Labor-Management Committee Training, "Safety for supervisors: Blueprint for action," Bernard Fineson Developmental Center Hillside Complex, Queens Village, pre-registration

June 24

Local Government Negotiations Workshop for Delaware and Otsego County CSEA members, Holiday Inn, Oneonta

June 28—June 30

CSEA Creedmor Psychiatric Center Local 406 workshop at Kutshers, call (718) 776-2269 for information

July 9

Deadline for submission of recommendations for changes in CSEA Constitution and By-Laws to be considered at Annual Delegates Meeting

August 8

Deadline for submission of recommendations for resolutions to be considered at Annual Delegates Meeting

August 19—22

CSEA Retiree Convention, the Catskills

October 7—11

CSEA Annual Delegates Meeting, Niagara Falls

CSEA Locals or Units should send calendar information to **Public Sector Calendar, Communications Department, CSEA Headquarters, 143 Washington Avenue, Albany, NY 12210.** Include date, event, location, time and contact person with phone number. Allow at least 60 days to ensure timely publication.

Easing the pain of crime victims

By Lilly Gioia
CSEA Communications Associate

NEW YORK — "Crime Doesn't Pay: Crime Victims Do!" reads the sign on the wall.

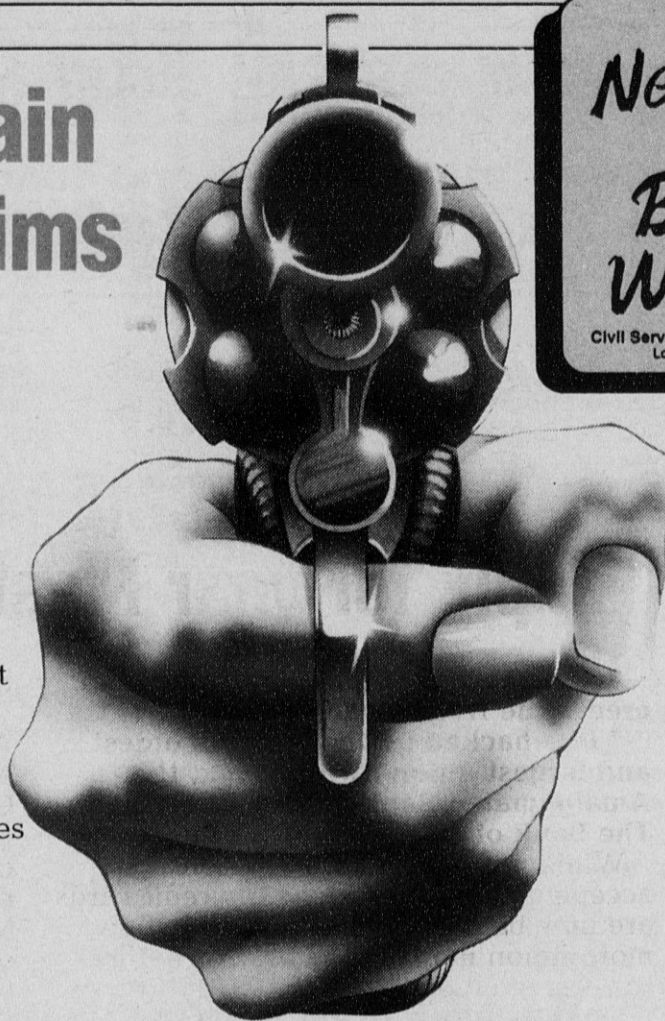
On the frontlines and behind the headlines, no one sees the deadly consequences of too many victims and too much crime more than CSEA members working at the NYS Crime Victims Board (CVB) in Manhattan. Last year, the worst year for crime in New York City, 2,245 murders escalated the homicide rate by 17.8 percent.

Helping survivors of crime try to put the broken, battered pieces of their lives back together is a full-time job. There were 30,000 cases across the state last year, including CVB's two other locations in Albany and Buffalo.

A never-ending stream of suffering humanity continues to find the way to the second floor waiting area at 270 Broadway since the CVB opened its doors in 1966, the nation's first agency devoted exclusively to assisting crime victims.

A difficult job

"It's very difficult," said Kay Calabrese, a member of CSEA New York City State Employees Local 010 and a claims investigator since 1981. "Certain cases really hit you. I remember a mother whose son was an innocent victim of a shooting and when filling out the form I realized that everything, the day, month and year he was born, was the same as my own 19-year-old son." Calabrese was able to help the woman immediately obtain burial expenses, a major service offered to the families of innocent victims.



"We now bury babies here," said CSEA member Sandra Mobley, a nine-year employee. "There was an 18-month-old baby shot through the door of an apartment, shot sitting in his walker."

"Assault victims are unbelievable sights," Calabrese said, describing the daily emergency clients seeking immediate assistance on a walk-in basis. "Our agency can provide help with uncovered medical bills and emergency funeral funds."

How aid is determined

"We make determinations based on information supplied by victims, police reports, doctors, hospitals and employers on exactly what financial losses were suffered," she explained. "The board can arrange for reimbursement of lost

New York Works Because We Work!

Civil Service Employees Association, Inc.
Local 1000, AFSCME, AFL-CIO

One in a series of stories about real people who prove that government, at every level, works because public employees work.

earnings that are not reimbursable by any other public or private source, and loss of essential personal property up to \$500."

But the reality is far more horrifying than lost income or property.

Emelina Mendez, a new investigator on the job only six months, recalled a victim scalded by a live-in lover who poured boiling liquid on him while he was sleeping.

"There in front of you sits this nice-looking guy with all this pain and you see how terrible his suffering is as the bandages come off," she said.

Claims investigator Jan Zyniewski said that grief support counseling for family members and psychological counseling for victims is a vitally important service the CVB provides.

"As I evaluate each claim, I ask myself: If this victim was my own mother, would I be happy with the service she's gotten here?"

Employees under great stress

A seasoned claims investigator, Alan Teitler worries about the stress CVB employees endure, intensified by a caseload that has grown 50 percent while staff has been cut by 20 percent. He believes the employees need ongoing training to handle emotionally distressed clients who often suffer symptoms of post-traumatic stress syndrome.

CSEA has raised concerns about better security for CVB employees at labor-management meetings, said CSEA Local 010 President Vincent Martusciello. One guard is assigned to cover a 28-story building, and it can take police as long as 20 minutes to answer a call about a violent client.

Barbara Leak, chair of the CVB and former Bronx assistant district attorney and Parole Board member, said the CVB workers work in a criminal justice system that is "stressed out at every point."

A highly dedicated staff

"This is the best group of people I've ever worked with in my life because they continue in spite of this conflict and chaos to be the most dedicated people," Leak said.

"The staff here is doing a fantastic job," said Claims Director Robert Mascali. "While our productivity is up every year, we are getting flooded with emergencies and must juggle them along with investigators now handling about 300 cases each. We've already been cut to the bone and any more cutbacks will increase processing time."



DISCUSSING A CRIME VICTIM'S CASE are Claims Investigators Jan Zyniewski, left, and Emelina Mendez. In background, center, is Claims Investigator Ken Newman.

ANOTHER MONEY-SAVING BENEFIT FOR CSEA/AFSCME MEMBERS



The AFSCME Advantage MasterCard

194,000 AFSCME members have it; apply for your MasterCard today!

Tens of thousands of CSEA members and their families already enjoy the convenience and buying power of the AFSCME Advantage MasterCard. CSEA members are among of the 194,000 AFSCME members and their families nationwide who hold AFSCME Advantage MasterCards.

If you're not one of them, you can apply today for your AFSCME Advantage MasterCard. **To obtain an application form, simply call your CSEA region office.** A list of CSEA region offices is published below.

The AFSCME Advantage MasterCard is the best credit card for you. Here's why:

* Only AFSCME/CSEA members can get this special Mastercard.

* Union members save on fees and finance charge rates that are lower than other credit cards, leaving AFSCME/CSEA members with more money to buy the things you need.

* Its special benefits were negotiated with the strength of your union and the AFL-CIO under a Union MasterCard program on behalf of 13.5 million union members nationwide. The combined purchasing power of 13.5 million union members helps make this MasterCard a better deal than most available to the general public.

* There is no annual fee.

* It has one of the lowest interest rates around — just 5 percent above the prime lending rate.

* You may be eligible for a personal credit line from \$1,000 to \$5,000.

* It is backed by the nation's oldest and largest union-owned bank, the Amalgamated Bank of New York, and The Bank of New York (Delaware).

While not everyone who applies is accepted, additional kinds of credit cards are now being tested that would allow more union members than ever before to receive credit. Members with little or no credit history might be offered a special "Credit-Builder" account, for instance. Also under consideration is a secured account for members who do not qualify for a regular account because of credit reasons.

Credit qualifications are reviewed and determined solely by the participating banks. Your union has no involvement in credit reviews concerning your application for the AFSCME Advantage

MasterCard.

As an added incentive to hold an AFSCME Advantage MasterCard, an exciting Sweepstakes and Scholarship Giveaway will be conducted from October 1991 to May 1992. Member cardholder names will be drawn at random each month from October to May and winners will have their outstanding MasterCard balances paid in full (up to \$5,000 each). And up to \$75,000 will be donated to a Union MasterCard Scholarship Fund which will make scholarship available to AFSCME/CSEA members and their families. Details on the Sweepstakes and Scholarship Giveaway will be available soon.

Remember, to receive an application form for the AFSCME Advantage MasterCard simply call your CSEA region office.

To obtain a MasterCard application form, contact your CSEA REGIONAL OFFICE

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

METROPOLITAN REGION 2
Suite 1500
11 Broadway
New York, NY 10004
(212) 514-9200

SOUTHERN REGION 3
Rural Route 1
Box 34, Old Route 9
Fishkill, NY 12524
(914) 896-8180

CAPITAL REGION 4
Suite 402
1215 Western Avenue
Albany, NY 12203
(518) 489-5424

CENTRAL REGION 5
6595 Kirkville Road
East Syracuse, NY 13057
(315) 433-0050

WESTERN REGION 6
482 Delaware Avenue
Buffalo, NY 14202
(716) 886-0391

Summary of actions taken by CSEA Board of Directors

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

In official actions at its April meeting, the board:

* Adjusted the annual budget to reflect a \$208,000 increase in the union's AFSCME grant;

* Increased by \$6,000 annual budget line item for payroll taxes and insurance;

* Adjusted various line items in the annual budget to reflect *The Public Sector* new monthly publication schedule;

* Transferred members of the Johnstown ASACTC Correctional

Facility from Executive Local 569 to Correctional Services Local 656;

* Changed name of Local 646 from Downstate Medical Center to SUNY Health Science Center at Brooklyn;

* Amended membership clauses of all state correctional local charters to read "Any employee employed at _____ correctional facility or any employee employed at new correctional facility located closest to the facility within the same Region who is a member in good standing of the Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO shall be eligible for membership in this Local. All members in good standing of this Local shall also be members of Region _____";

* Established election schedule to fill various statewide Board of Directors

vacancies;

* Designated, as members of the Region I political action committee, John Anderson, Hank Jenney, John Shepherd, Elizabeth Puttre and James Madison;

* Authorized building of an office for Region III at a cost not to exceed \$1.3 million for land acquisition and construction; and

* Approved leases to upgrade computer equipment at Headquarters, region offices and various satellite offices.

Questions concerning this summary of actions taken by CSEA's Statewide Board of Directors should be directed to CSEA Statewide Secretary Irene Carr, CSEA Headquarters, 143 Washington Avenue, Albany, NY 12210 1-800-342-4146 or (518) 434-0191.

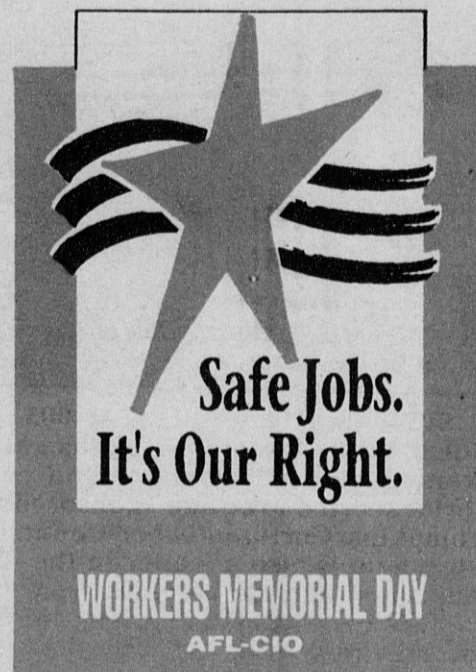
MOURN FOR THE DEAD...

Workers Memorial Day is observed annually by AFL-CIO unions in memory of the thousands of workers who are killed and permanently disabled each year in on-the-job accidents in the United States.

CSEA members participated in a number of ceremonies observing Workers Memorial Day. Several of those events are depicted in the accompanying photographs.



A BRONZE PLAQUE in memory of public employees who lost their lives on the job was dedicated and permanently affixed on the southwest exterior of CSEA Headquarters in Albany. Participating in the ceremony were, from left, CSEA Secretary Irene Carr, CSEA Treasurer Mary E. Sullivan, CSEA Executive Vice President Danny Donohue, CSEA statewide Board of Directors representative Joan Tobin, who proposed a resolution creating the plaque, and CSEA President Joe McDermott.



PUTNAM COUNTY employees remembered co-workers who died during a Workers Memorial Day ceremony at the highway department building. CSEA Local 840 used the occasion to present a plaque in memory of former county CSEA Unit Vice President Pete Bruegger, who died suddenly in January. Local 840 President Alice May noted that while Bruegger did not die as a result of a job related injury, the plaque honors a dedicated union activist who will long be remembered by those who worked with him. Shown in photo at right are, from left, unit member Pat O'Donnell, CSEA Labor Relations Specialist Richard Blair, member Tom Johnston, Pete Bruegger's brother Ron Bruegger, Local President Alice May, Highway Commissioner John Brusco, Deputy County Executive Don Smith, Deputy Highway Commissioner Harold Gary and member Michelle Powers.



CSEA METROPOLITAN REGION members joined hundreds of union activists in a Workers Memorial Day ceremony at Manhattan's historic Union Square Park. CSEA Region II President George Boncoraglio, left, and CSEA Region II Safety Committee Chair Wendell Rachelle, right, hold the regional banner. Boncoraglio endorsed the NYC Central Labor Council's efforts to train 1,000 volunteers to survey New York City worksites for OSHA violations.

Fight for the Living!

Union safety concerns lead to discovery of hazardous chemicals

THIELLS — Concern by CSEA for the health and safety of employees in a building at Letchworth Developmental Center led to the discovery of life-threatening hazardous chemicals stored there for more than two decades.

The building was closed and CSEA charges that management has been uncooperative and uncommunicative during the crisis. Officials continue to discover new batches of dangerous chemicals stored in the building for years but won't discuss the situation with union representatives.

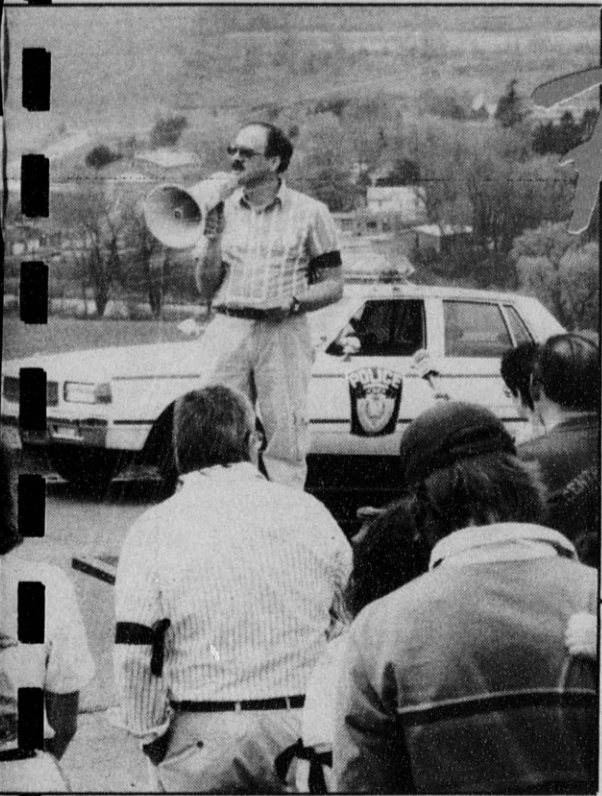
CSEA pressured management to conduct air testing in the building after employees attending a training seminar became ill. A thorough search of the building by safety officers revealed that picric acid, along with other chemicals, had been stored in the building since

1970. Picric acid has a shelf life of about three years, after which it crystallizes and becomes highly explosive.

CSEA Local 412 President Martin Sherow said state police closed the old hospital building and called in state agencies to determine how to dispose of the chemicals. It was decided the chemicals were too dangerous to transport and they were disposed of on the grounds of the facility.

Further investigation turned up numerous other chemicals stored in the building and they were removed. Recently more picric acid was discovered and was also destroyed.

Sherow said the building remains closed but management refused to disclose any other information about the situation. He pledged to pursue all legal avenues to get the information he needs for his members.



CSEA SUNY CORTLAND LOCAL 605 President Willis Streeter Jr. speaks at a Workers Memorial Day march and memorial service program sponsored by the Tompkins/Cortland Labor Council. Streeter, who is also a leader in the council, spoke about 100 yards from the spot where his brother, Charles Streeter, died in a work-related accident last year.

Remembering his brother

CORTLAND — A Workers Memorial Day ceremony and rally here had special significance for CSEA SUNY Cortland Local 605 President Willis Streeter Jr.

Streeter spoke at the rally, eulogizing his brother, Charles Streeter, less than 100 yards from the spot where Charles Streeter was killed in a work-related accident last year.

Charles Streeter died when a 15-ton front-end loader he was driving crashed through a guardrail on an interstate highway overpass and crushed him on the highway below. Willis Streeter said the loader was missing its right front brake, which led to the accident.

Charles Streeter's employer, the Suit-Kote company, was later charged with four violations of federal safety laws by the federal Occupational Safety and Health Administration. Willis Streeter told the crowd of union members that his brother's death was unnecessary and preventable.

After planting a tree at the site in memory of Charles Streeter the crowd marched to the Suit-Kote company's headquarters. There several labor leaders, including CSEA Central Region President Jim Moore, spoke out against safe working conditions.

"Two CSEA members in our region died needlessly in the past year," Moore said. "We must remember Victor Alvarez, Richard Rezucha, Charlie Streeter and all the other workers that were killed or injured in the workplace over the past year. We must fight for stronger regulations and increased safety awareness so that their deaths will not have been in vain."



CSEA-REPRESENTED stationary engineers sharpened their skills on handling boiler emergencies at a seminar sponsored by the Joint CSEA-NYS Labor Management Committees. The seminars were held at LaGuardia Airport, Queens, after two major emergencies at Creedmoor and Kingboro psychiatric centers.

John M. Wayne, 42, dies in on-the-job mishap

BUFFALO — A tragic accident claimed the life of CSEA member John M. Wayne, a 42-year-old state Department of Transportation (DOT) employee, as unions across the nation were marking Workers Memorial Day.

Wayne, an 18-year DOT veteran, was supervising a brush-clearing operation when he was struck by a falling tree branch. According to co-workers, Wayne's helmet was knocked off by the falling branch and

he fell and struck his head on the pavement.

Wayne, a Vietnam veteran, was the father of an 11-year-old son. He was a member of CSEA Hamburg Shop DOT Local 514.

Local 514 President Archie B. Galloway, CSEA President Joe McDermott and CSEA Region VI President Robert Lattimer offered condolences to the Wayne family on behalf of all CSEA members.

By proclamation, Dutchess County observes the day

POUGHKEEPSIE — April 26 was Workers Memorial Day in Dutchess County by proclamation of County Executive Lucille Pattison.

"Every year, more than 10,000 workers lose their lives on the job. Tens of thousands more are permanently disabled due to accidents which occur on the job and millions are victims of temporary injuries," Pattison said in presenting the formal proclamation to CSEA Dutchess County Local 814 President Helen Zocco.

BEST WISHES!

Several CSEA activists are retiring after giving union members years of dedication and service.

Alex Hogg is retiring after serving as president of **CSEA Middletown Psychiatric Center Local 415** for 19 years. An employee of the center since 1970, he had served as Local vice president for one year. He served on the first CSEA statewide Political Action Committee (PAC) and on the regional PAC for many years. He also served on the statewide CSEA-NYS Labor-Management Committee and the CSEA state negotiating team.



RETIREMENT AND RETIREES



Hogg's plans include travel to Florida, Canada and his native Scotland and active membership in CSEA Retiree Local 917.

Francis "Skip" Dunham recently retired after 14 years of CSEA activism.

A bus driver in the Geneva Central School District, Dunham was president of **CSEA Ontario County Local 835** for

14 years and represented the local on CSEA's Board of Directors. Dunham was also a member of the Special School Employees Committee for nine years.

Dunham was active in CSEA's fight for fairness with the commercial drivers licence regulations which affects commercial motor vehicle drivers (CMV), including school bus drivers.



THANKS FOR THE HELP — Recently retired CSEA activists **Guy Marinello**, left, and **Tony Muscatiello** received plaques from CSEA Region IV President **C. Allen Mead** in recognition of decades of involvement with CSEA. Muscatiello was president of CSEA James E. Christian Memorial Health Department Local 664. Marinello was president of CSEA Office of Parks and Recreation Local 699.



ACTIVISM APPRECIATED — Two recently retired members of the CSEA statewide Political Action Committee were honored with plaques for their activism. **Jeanne Angulio**, left, former president of CSEA SUNY Farmingdale Local 606, and **Alex Hogg**, right, former president of CSEA Middletown Psychiatric Center Local 415, receive their plaques from CSEA President **Joe McDermott**.

Several more CSEA Locals now paying retirees' dues

A growing list of CSEA locals across the state are helping retirees join CSEA retiree locals.



A resolution passed at the 1990 CSEA annual delegates meeting encourages locals to pay the first year's retiree dues for local members who have retired.

The April 29 issue of *The Public Sector* listed more than 40 locals that adopted the delegates' recommendation. Below are a number of additional locals also offering to pay retiree dues.

- Delaware Valley State Employees Local 004
President Robert E. Schelhas
- Kings Park Psychiatric Center Local 411
President Michael Montanino
- Utica State Employees Local 014
President Sheila J. Sears
- Livingston County Local 826
President Tammy Macomber
- Saratoga County Sheriffs Unit
President Bill Marshall
- Erie County Educational Employees Local 868
President Mary Lettieri

RETIREE LEGISLATION UPDATE

CSEA supports Retirement Appeals panel

CSEA is supporting a bill in the state Legislature which would create a three-member retirement appeals panel to review all cases of retirement abuse and injustice.

New York's retirement laws are complex and complicated, and many members don't learn about their benefit options and the steps they must take to get those benefits.

The appeals panel would help remedy the abuse and inequities that occur because members are confused by the system. It would also provide a fair method to get those complaints heard and solved.

Getting you in the right tier

Many members of New York's Employee Retirement System and Police and Firemen's System were enrolled in the wrong retirement tier through no fault of their own.

CSEA supports a bill in the state Legislature which would allow them to be retroactively enrolled in the proper tier. Under current state law, certain employees, called non-mandatory, are only allowed into the system if they apply to the state Comptroller.

Many non-mandatory members were unaware they could apply for membership in the retirement system and so didn't apply when they became eligible. In some cases, the employer didn't inform the employees they had the option of applying. In others, applications were misfiled, lost or never forwarded to the Comptroller's Office.

Passage of this law would allow those members to enroll retroactively into the retirement system and assure them of some pension benefits when they retire.

CSEA Updates

Tier 3, 4 members can borrow on contributions

Beginning July 1, members of the state Employee Retirement System (ERS) can begin taking advantage of a program CSEA pushed through the state Legislature last year.

The new program allows Tier III and Tier IV members to borrow against their contributions to the ERS.

Members can borrow once a year and must borrow at least \$1,000 and the loan cannot account for more than 75 percent of the individual's contributions. Interest rates will be one percent less than the rate of interest rate used by ERS. For 1991-92, that interest rate will be 7.75 percent. There is also a service charge deducted from each loan.

The loans must be repaid within five

years, and payments must be at least 2 percent of the borrower's salary.

For more information and to apply,

contact your personnel office or the New York state Employee Retirement System.

Solid waste crisis growing

CSEA's Solid Waste Task Force recently concluded that state and local government responses to New York's garbage crisis is no better than it was a year ago.

That's when the task force issued the report, "Throwing Away Our Future," which called governments' response to solid waste problems well-intentioned but inadequate.

The report urged immediate action because delay would only make the

problem bigger and more expensive.

"That statement is even more true today than when the report was issued, said **William Walsh, task force chair and president of the CSEA Town of Brookhaven Blue Collar Unit of Suffolk County Local 852.**

The solid waste crisis not only affects CSEA-represented landfill workers, state, Walsh said, but all CSEA members as taxpayers. The task force is working for more responsible government action.

Free video tape loan program can help raise health and wellness awareness

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

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

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

The tapes available are listed at right.

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

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

CSEA

CSEA Headquarters
143 Washington Avenue
Albany, N.Y. 12210
1-800-342-4146
518-434-0191

**VIDEO TAPE
LIBRARY
PROGRAM**

Reserve Aug. 31 on your calendar now. The AFL-CIO will conduct a massive demonstration on Aug. 31 in Washington, D.C. "Solidarity Day '91" will be held on the 10th anniversary of labor's historic Solidarity Day march on Washington in 1981. Look for additional details in the next edition of *The Public Sector*. Meanwhile, reserve the date.

WASHINGTON, D.C.
AUGUST 31 ★★★★★★

SOLIDARITY

AFL CIO

DAY '91

AUGUST 31

WASHINGTON, D.C.™

DOT heroes save baby

By Daniel X. Campbell
CSEA Communications Associate

Somewhere in the Capital Region, a baby is alive and well because of the quiet heroics of four CSEA Department of Transportation (DOT) bridge repair crew members.

The four men from CSEA DOT Local 676, John Napper, Ray Elliott, Ed Smith and Roger Fisette, were heading into Albany one morning as rush hour traffic clogged the highway. Elliott spotted a car pulled off the road with a baby lying on the hood and two women trying to get help.

"I knew something was wrong so I told Fisette to back up and stop," Elliott said. "Ed Smith jumped out and started

flagging traffic around us and it was John Napper who really deserves the credit."

The baby was limp and blue by the time they got to it. Napper, a volunteer firefighter in the Westport Volunteer Fire Department and emergency team member, went to work.

"There was something wrong with the baby, it had a tube in its stomach," Elliott continued. "The mother said the child had trouble swallowing and had in the past, stopped breathing for a few seconds only to start up on its own. This time that hadn't happened."

"The mother was trying to clear the baby's airway," Napper said, "but she was doing it wrong. I just helped do it right and the baby started breathing right way. We told the ladies, who by

then were so happy, to get the child to Albany Medical Center right away. Then we got back into our truck and went to work."

The four workers did not seek any recognition for their heroic efforts to help strangers.

"We were all just raised to be helpful to people in trouble," Elliott said. "The cars were just passing those people by, ignoring their situation. That's life in the fast lane, I guess. It's not for us."

They don't know how the baby fared after it left them.

"We know when we left the child was breathing and alive. We told the ladies to get to a hospital as soon as possible," Elliott said. "But we don't know what happened, and we'd like to."

Employee's rights protected

An arbitrator cleared CSEA O.D. Heck Developmental Center Local 445 member Phil Turner of insubordination charges that stemmed from a shouting match started by a supervisor.

The decision was based on management's failure to prove insubordination," said CSEA attorney Paul Bamberger.

"Management had three witnesses who said they saw the alleged insubordination, but that didn't make Phil Turner guilty," Bamberger said. "After hearing their testimony and then hearing them answer under cross examination, the arbitrator said the evidence didn't prove Turner was insubordinate."

"This case proves that the system works," he added. "CSEA members are entitled to confront their accusers. They shouldn't be intimidated if management says, 'we have witnesses.' They should go through the process and let the process determine who's right."

The arbitration developed when Turner called in to tell his supervisor he might be late because the buses were running on a holiday schedule. He'd had some time and attendance problems in the past, and he was trying to comply with regulations.

He also believed his call would prevent O.D. Heck from docking his pay for tardiness. However, he and his supervisor argued over the phone because the supervisor disagreed and unilaterally decided Turner would be docked if he was late.

When Turner arrived, he reported to his supervisor and they argued a second time. O.D. Heck management tried to suspend Turner for 10 days over the incident.

In the arbitration, however, CSEA showed that O.D. Heck management was not only anti-employee, but anti-Phil Turner. CSEA introduced evidence that Turner's job evaluations were far better than those finally issued and recorded.

"We pointed out that after the original performance evaluations were made and signed by Phil Turner's front-line supervisor, 'corrections' were made," Bamberger said. "Then the arbitrator questioned the statements of the supervisor involved in the call-in incident, concluding that the supervisor told the grievant he would dock his pay when he did not have the authority to do so."

Satisfied with his victory, Turner is considering filing civil rights and discrimination charges against O.D. Heck's personnel department because of continued problems. CSEA is reviewing Turner's claims and may investigate other allegations of discrimination and civil rights abuse at the facility.

"I like my job, I want to do it," he said. "Why can't management understand that?"

Promotional victory

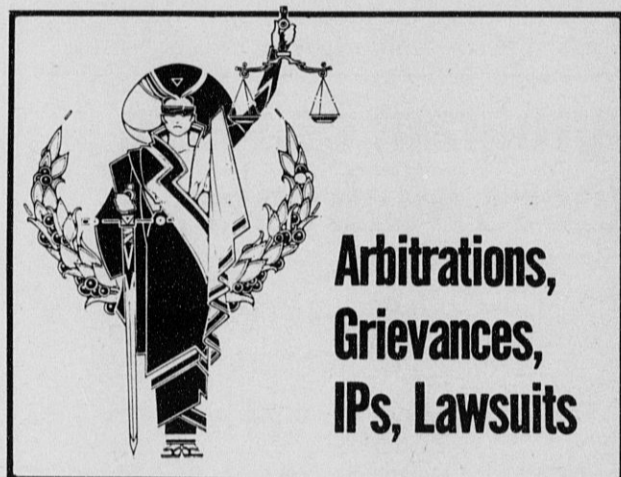
An arbitrator has ruled that a 12-year state Department of Transportation (DOT) employee should have been appointed to a promotional position in 1989 and is entitled to back pay if he passes his probation in the new job.

Manny Snelling applied for the Grade 12 title and was told that because of past notices of disciplines he was not qualified for the job. He filed a grievance.

"Manny did his job and did what was required," said CSEA state DOT Local Vice President Jack Shaw. "They didn't give this man a chance. His seniority rights were taken away. You can't use disciplinary charges against a person. He wasn't given the opportunity for the title."

CSEA Labor Relations Specialist Michael Hogg said there was "nothing documented to prove he wasn't qualified."

The arbitrator agreed and ordered that Snelling be appointed to the job and be awarded back pay, seniority and benefits if he passes probation.



Arbitrations,
Grievances,
IPs, Lawsuits

A breath of air

Members of CSEA SUNY at Stony Brook Local 614 who work in the print shop are celebrating a simple thing — fresh air.

Unfortunately, it wasn't easy to come by. It's been several years since CSEA filed the original grievance over the print shop's poor air quality. Budget constraints put installation of a new air circulation system on hold until recently.

Local 614 President Phil Santella praised his members for their patience.

You've got to negotiate

CSEA recently forced management at Binghamton Psychiatric Center to negotiate a dress code policy with the union.

Management tried to unilaterally impose the dress code that could be enforced through disciplinary procedures, so CSEA filed an improper practice charge, said CSEA Binghamton Psychiatric Center Local 441 President Keith Zulko.

In a settlement with the state, CSEA agreed to the policy, providing that T-shirts would not be prohibited as in the original code and that the facility would post the code in writing and give employees 30 days written notice before implementing the code.

Health insurance changes effective July 1, January 1 \$6.1 million in cost-saving measures keeps prescription benefit stable

Editor's Note: Although a news blackout continued to exist in CSEA/State negotiations as this edition of *The Public Sector* went to press, both parties agreed to make the following information public. It affects contract Article 9 (health insurance) and goes into effect July 1, 1991.

ALBANY — Skyrocketing health care costs are putting the squeeze on everyone.

One area where costs have really gone through the roof is prescription drugs. For example, the drug Valium has more than doubled in cost in the last five years. A prescription for 100 Valiums, 5 milligrams, that cost \$22.36 five years ago costs \$48.49 today.

CSEA is strongly committed to finding ways of holding down expenses while maintaining benefits. The union has just negotiated \$6.1 million in Empire Plan cost saving measures that New York state has agreed to put into the CSEA Employee Benefit Fund (CSEA EBF).

That will enable CSEA EBF to spend an extra \$62.40 for each covered state employee, thus sparing prescription drug benefits from the ravages of hyperinflation.

Here is an outline of the plan that goes into effect July 1, making the additional \$6.1 million available now, when it is needed.

The \$5 fee for office visits to **Empire**

Plan participating providers remains unchanged. (By comparison, PEF and management/confidential employees pay \$8.) No change in the fee was a top CSEA priority. In addition, the \$5 fee will be waived for well child care office visits or when you get chronic care services such as chemotherapy, radiation therapy and hemodialysis.

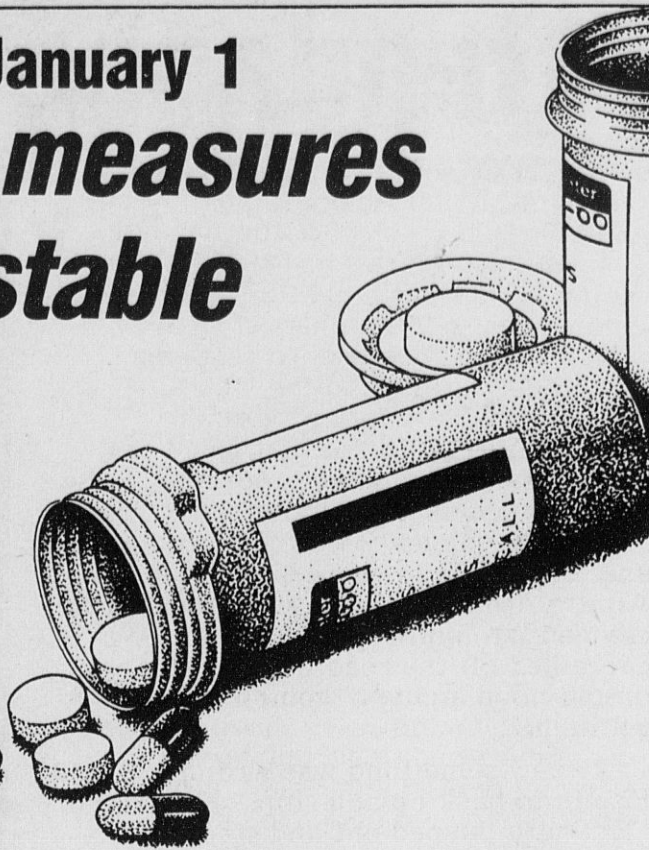
But, a \$5 fee will be charged when you go to hospital outpatient services to be treated for alcohol or substance abuse. There will also be a \$15 fee for hospital outpatient services such as emergency room visits. The fee will be waived if you are admitted to the hospital at that time or if you go there for such outpatient services as chemotherapy, radiation therapy, physical therapy or hemodialysis.

The dual eligibility benefit is discontinued. All employees will contribute either 10 percent (individual) or 25 percent (family) for either Empire Plan or HMO coverage.

Also, fees paid for various health services — the so-called major medical reasonable and customary allowances — will be hereafter updated annually rather than every six months.

Additional cost saving measures will go into effect Jan. 1, 1992.

At that time the Empire Plan Major Medical annual deductible amount changes from \$130 to \$161 while maximum co-insurance out-of-pocket



expenses (individual or family) go from \$625 to \$776 annually. Remember, **you can reduce major medical out-of-pocket expense increases by using participating providers.** Deductibles will be calculated at the start of each calendar year. Expenses incurred in the final quarter of the previous year will no longer be rolled over into the next year to calculate the new year's deductible.

Finally, employees will be able, when they retire, to suspend health insurance coverage and use of unused sick leave credits for up to five years if you can prove coverage under another health insurance plan.

Bill would add DOT hazardous duty pay

A bill which would provide hazardous duty pay for state Department of Transportation (DOT) highway workers has been introduced in the state Assembly at the request of CSEA.

The dangers associated with working on and adjacent to highways is indisputable. Ninety people, a quarter of them state and local highway workers and the remainder drivers and passengers, have died in motor vehicle accidents in and around highway work and maintenance zones since 1980 in New York state.

Assemblyman Francis J. Pordum of Buffalo, a member of the Assembly Transportation Committee, introduced the bill which would provide hazardous duty pay for state Department of Transportation (DOT) employees who work in close proximity to traffic.

Pordum's bill (A.8394) would authorize the director of the budget to establish premium pay for those DOT employees,

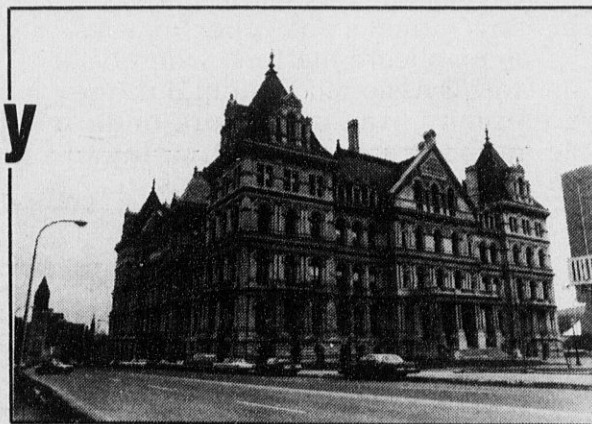
citing "unavoidable, clear and direct risk and hazard to safety and health."

"CSEA supports the Pordum bill because it recognizes the risks DOT highway workers face," said CSEA Legislative Counsel Fran Turner. "The dangerous nature of the work is obvious and we feel strongly that hazardous duty pay is warranted."

Hank Jenny, president of CSEA state DOT Local 508 in Babylon, Long Island, said hazardous duty pay for state DOT workers is long overdue. Jenny has been campaigning for the premium pay since a member of his local was killed in an on-the-job accident two years ago.

"Fifteen DOT employees have been killed in the last 10 years," Jenny said. "We are averaging one accident every working day."

Turner said CSEA is seeking introduction of a similar bill in the state Senate.



Unemployment benefit

Another proposed bill getting a lot of CSEA support would allow laid-off state employees to collect unemployment benefits while they are receiving accrued vacation or holiday pay.

Many of the employees who are facing layoffs this year have accrued vacation pay which is a legitimate benefit. CSEA believes it should not be considered salary because that prevents the employees from collecting unemployment benefits even though they are not employed.

Attendance units don't add up

Despite CSEA's evidence that state Office of Mental Health (OMH) employees lost 147,603 workdays to occupational injuries in 1990, OMH is failing to improve conditions and even contributes to the problems.

"OMH simply refuses to recognize that understaffing and the lack of a comprehensive safety program to prevent injuries in the first place are major reasons employees get hurt," said CSEA President Joe McDermott.

A prime example of confused priorities are the Overtime and Absenteeism Control Units (OACUs) established at six psychiatric centers last year over CSEA protests.

Some OACUs have had little negative effect. Others, however, have created intolerable conditions. Employees are facing more disciplinary charges, harassment when on leave because of on-the-job injuries even if they have clean records and maximum penalties for minor infractions.

But the real problem is the misplaced priority the OACUs represent.

"At best the OACUs are redundant; at worst, they're creating a 'reign of terror' for workers already under extreme pressure," McDermott said. "The money would be better invested in



PROTESTING PROBLEMS WITH OMH Overtime and Absenteeism Control Units, members of CSEA Creedmoor Psychiatric Center Local 406 rally outside the facility's gate.

solving the real problems — staffing and safety."

Although OACUs were supposed to improve attendance, the facilities with the units had a percentage increase of lost workdays more than seven times greater than the rest of the system last year.

While the number of lost workdays increased six percent over 1989 for all OMH employees, the OACU facility employees lost 52,435 workdays last year, up from 36,217 the year before — a 44 percent jump.

The increase was greatest at the facility where the OACU has caused the most turmoil. Creedmoor's lost workdays jumped 163 percent from 1989 to 1990.

"If OMH can hire staff for OACUs it has no excuse for the lack of safety and health specialits," McDermott said.

Kingsboro CSEA Local 402 President Robert Nurse agreed.

"We need a safety and health program here because people are getting hurt and management won't acknowledge that on-the-job injuries are a safety and health problem," he said.

At Creedmoor, employees are facing severe problems.

"There is a complete lack of consideration for the employees at Creedmoor and these workers are victimized by high-handed tactics pursued with a vengeance," CSEA Labor Relations Specialist Marcia Schiowitz said.

CSEA Creedmoor Local 406 President Miguel Cruz said that 18 grievances and 255 time and attendance disciplines at the facility in 10 months are an indication of management's harassment of employees.

"It's like the Inquisition," Cruz said.

Secure units aren't

Some OMH actions are actually making a bad safety situation worse. For example, OMH has systematically cut in half the secure ward capacity in psychiatric centers across the state. Those units, which handle the most difficult and violent patients, are now severely overcrowded. That leaves employees more vulnerable to patients' attacks and other injuries.

To complicate matters, when back-up staff is assigned to help out, they are usually from non-secure units and do not have appropriate training to handle secure care situations.

OMH Facilities with Overtime and Absenteeism Control Units

Facility	Number of Lost Workdays		Percentage Change
	'89	'90	
Kings Park	12,044	12,049	Unchanged
Creedmoor	4,280	11,266	+ 163 %
Kingsboro	4,594	10,936	+ 138 %
Manhattan	5,612	5,036	- 10 %
Bronx	4,097	4,226	+ 3 %
Rockland	5,590	8,922	+ 60 %
Totals	36,217	52,435	+ 44 %

Workers comp project not a safety program

CSEA believes the only way to improve the horrendous on-the-job injury rates in OMH is to develop a comprehensive safety and health program.

A comprehensive program would include ongoing staff training, review of staffing patterns and re-design of work practices, all designed to reduce employees' risk of injury.

CSEA and OMH cooperated on a Workers Compensation pilot project on Long Island which achieved some improvement in lost workdays by facilitating workers compensation filings and helping people get back to work faster following injuries.

But OMH has done little to develop a system-wide commitment to on-the-job safety.

"CSEA will continue to pound away on this issue until we get improvements," CSEA President Joe McDermott said. "Aside from the pain that people are experiencing, the cost to the state alone leaves OMH no excuse for letting the problems continue."

Gowanda crusade continues

CSEA is continuing to push its plan for the future of the Gowanda Psychiatric Center as a humane, affordable and cost-effective alternative to the Office of Mental Health's (OMH) intention to close the facility without adequately providing for the needs of the region's mentally ill people.

But in the meantime, the union's message about OMH deficiencies has apparently had impact on state legislators. The Senate and Assembly included language in their state budget that would prohibit the closing of Gowanda Psychiatric Center unless the OMH Commissioner provides a satisfactory justification for closure.

The Legislature would require detailed analysis of services that would be needed to fill gaps created by the proposed closure; an overview on the availability of services in the area; potential costs a closing would mean for other levels of government; and recommendations to minimize the impact on the affected communities and the state workforce, including alternative state employment opportunities and possible retraining.

While the legislative budget action is positive, at press time it was unclear whether Gov. Cuomo would go along with the agreement. The Governor had publicly threatened to veto parts of the Legislature's budget he didn't like.

But even before the legislative budget agreement, state Sen. Jess Present (R-Jamestown) and Assemblyman Francis Pordum (D-Blasdell) had introduced separate legislation requiring similar justifications and employee protections.

"This is a responsible step forward by the state Legislature," said CSEA President Joe McDermott. "It holds OMH accountable for their actions and insists that they live up to their responsibility to seriously mentally ill



HERE'S THE PLAN — CSEA representatives present the union's Gowanda plan to state lawmakers in Albany. At left are CSEA Region VI President Robert Lattimer and CSEA Local 408 President Wayne Jones. CSEA Director of Political Action Larry Scanlon is seated center.

people. But further steps have to be taken to make sure that OMH doesn't just dump patients out of the system without providing for necessary alternative care."

CSEA's multi-dimensional plan, presented to lawmakers last month, is a comprehensive proposal that would provide for improvement of care and services now delivered by the psychiatric center while enabling the state to save money by streamlining administrative costs.

It would better utilize the skilled state workforce at Gowanda and the facility's existing resources by focusing on services for the elderly mentally ill who cannot be deinstitutionalized, providing a safety net of admissions for seriously mentally ill people and saving money by

streamlining administrative costs.

CSEA's proposal stemmed from the union's report *No Compassion, No Care: Abandoning the Mentally Ill*, released earlier this year. That report portrayed the attempt to close Gowanda Psychiatric Center as a microcosm of everything that's wrong with the administration of OMH.

"The issue is not as simple as closing Gowanda versus keeping it open; the issue is assuring access to care for people who need it," McDermott said. "OMH would like the public to believe there is a declining need for its services. The need has not declined; OMH is not admitting patients who need care and at the same time it is dumping the mentally ill out of institutions. These people do not just go away and help is not available elsewhere."

CSEA's recommendation for cutting administrative costs by consolidating Gowanda administration with Buffalo Psychiatric Center could save \$2.5 million annually.

Another component of the CSEA plan, the development of a skilled nursing facility to serve a specific group of the elderly mentally ill, would ultimately allow the state to save \$1.5 million annually in Medicaid costs.

CSEA's plan also calls for the development of state-operated community residences for the mentally ill within the four-county Gowanda service area. Treatment provided in these settings is cost-effective and would provide placement options that don't exist elsewhere. These residences, depending on their size and location, could qualify for all appropriate federal reimbursement.

"We recognize the state's financial problems," McDermott said. "But our plan provides a cost-effective way to make sure that needs are met without wasting resources."



CSEA GOWANDA PSYCHIATRIC CENTER LOCAL 408 members protest the arrival of an OMH bureaucrat to be paid \$90,000 a year, newly assigned to the facility. Meanwhile, the state is trying to close the facility and put frontline CSEA workers out of work.



**Thomas H. McDonough
MEMORIAL
STATE WORKSHOP**

**New York works
because we work!**

**Useful programs
fill workshop**

BUFFALO — The Thomas H. McDonough Memorial Workshop offered the more than 600 participants a wide variety of educational programs about CSEA services, programs and progress on important issues.

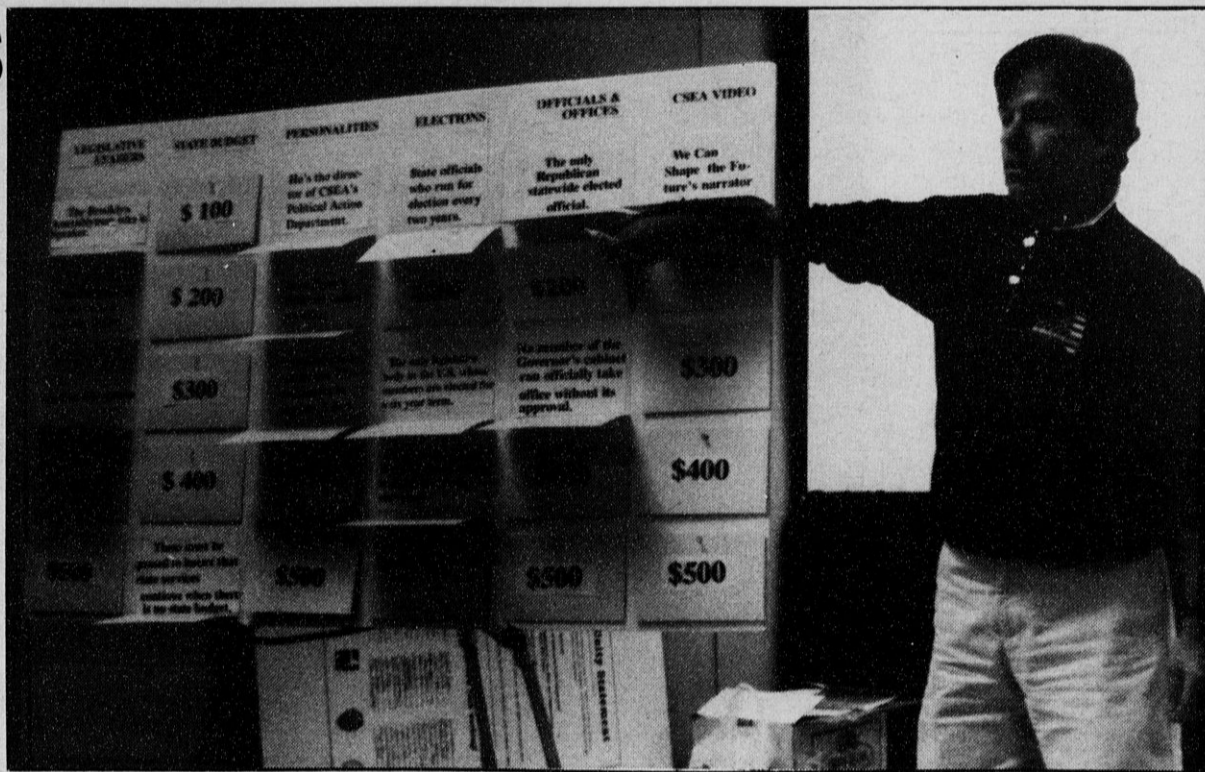
One program, "It's not Jazzy — It's Generic and It's in the Mail," discussed the mail-order drug business and how it is saving CSEA members money in handling costs while increasing their benefits.

"Conducting a Safety and Health Walkthrough" examined the role of union representatives in conducting a walkthrough and filing the proper Public Employee Safety and Health (PESH) complaints.

"Understanding the Fiscal Crisis in New York" was a panel discussion that explored the many implications of the state's fiscal problems.

"Layoffs in the State Workforce — How They Affect Us All" examined the civil service classification system, seniority and retention rights, the layoff process, preferred list rights and the leadership role and responsibilities of union activists during layoffs.

In "Playing at the Political Process," activists learned how labor relations is



POLITICS IS THE NAME of this game used as a teaching tool during the Political Action workshop, "Playing at the Political Process." CSEA statewide Political Action Committee Chair Sean Egan moderates the program, modeled on the game show "Jeopardy."

influenced by the political process.

"The Advisory Committee on Minority Issues Forum" allowed participants to meet Committee Chair Rebecca Lawson and committee members. The forum gave participants the opportunity to submit their ideas on issues and concerns of minority members for the committee's

consideration.

"Labor-Management Commitments in Times of Fiscal Crisis" examines the actions available to local union leadership when management stops honoring labor-management agreements.

Update meetings were held for members of the four state units.

Carmen Bagnoli wins Mission award



MISSION ACHIEVEMENT AWARD WINNER Carmen Bagnoli, left, accepts his award from CSEA President Joe McDermott.

BUFFALO — Carmen Bagnoli, president of CSEA Tax and Finance Local 690, was presented with the second annual CSEA Mission Achievement Award at the annual Thomas McDonough Memorial State Workshop.

"As a leader, Carmen excels in all that he does," said CSEA President Joe McDermott in presenting the award. "He maintains an effective communications network among the local's 3,000 members. He willingly reaches out to help those in need while finding the time to be an energetic statewide Board member who also serves on the Board's personnel committee."

The award is given to honor one CSEA member employed by the state and one by a local government who each exemplify the CSEA Mission Statement spirit, "to represent our members as best we can in any way we can; and to continue our role as a leader among labor union."

CSEAP

CLERICAL & SECRETARIAL EMPLOYEE
ADVANCEMENT PROGRAM

The Clerical and Secretarial Employee Advancement Program (CSEAP) was established in 1979 by agreement between the State of New York and the Administrative Services Unit (ASU) of CSEA. As part of CSEAP, the Transition Training Program offers courses to employees appointed to titles created by the program and state employees represented by CSEA in the Administrative Services Unit. These job-related courses are designed to help ASU members acquire general knowledge and skills in a wide variety of areas, including communications, mathematics, office automation, secretarial practices and work management. The course deadlines for the immediate future are listed below.

COURSE	LOCATION	DATE HELD	ENROLL BY
BASIC MATH	ALBANY	JUNE 19 & 20	CALL CSEAP
DOCUMENTS: THE FINISHING TOUCHES	ALBANY HAUPPAUGE NEW YORK CITY NEW YORK CITY	JUNE 17 & 18 JUNE 12 & 13 JUNE 10 & 11 JUNE 19 & 20	CALL CSEAP CALL CSEAP CALL CSEAP CALL CSEAP
INTERMEDIATE MATH: A SKILLS BUILDER	ALBANY	JUNE 10 & 11	CALL CSEAP
JOB INTERVIEWING FOR CAREER MOBILITY	ALBANY POUGHKEEPSIE UTICA	JUNE 25 JULY 9 JUNE 18	CALL CSEAP JUNE 18 CALL CSEAP
MANAGING THE WORK FLOW	ALBANY	JUNE 27 & 28	CALL CSEAP
THE ORGANIZED SECRETARY	SYRACUSE	JUNE 11	CALL CSEAP
PLANNING MEETINGS: THE SECRETARY'S ROLE	ALBANY	JUNE 21	CALL CSEAP
PRINCIPLES OF GOOD HUMAN RELATIONS IN THE WORKPLACE LEVEL II (PATT)	NEW YORK CITY	JUNE 10, 17 & 24	CALL CSEAP
RESUMES: A TOOL FOR CAREER MOBILITY	ALBANY POUGHKEEPSIE	JULY 12 JULY 10	JUNE 24 JUNE 19
TELEPHONE TECHNIQUES	HAUPPAUGE	JUNE 26	CALL CSEAP
USING AND INTERPRETING TABLES AND GRAPHS	ALBANY MIDDLETOWN	JUNE 12 & 13 JUNE 10 & 11	CALL CSEAP CALL CSEAP

Applications and course descriptions can be found in CSEAP course catalogs sent to your Personnel Office, Affirmative Action Office, Training Office and your CSEA Local president. For additional information on CSEAP courses, call (518) 457-6306.

Budget cuts slash operating hours of barge canal system

The New York State Barge Canal system opened recently for its 166th season with reduced operating hours and fewer employees, a victim of the state's budget crisis.

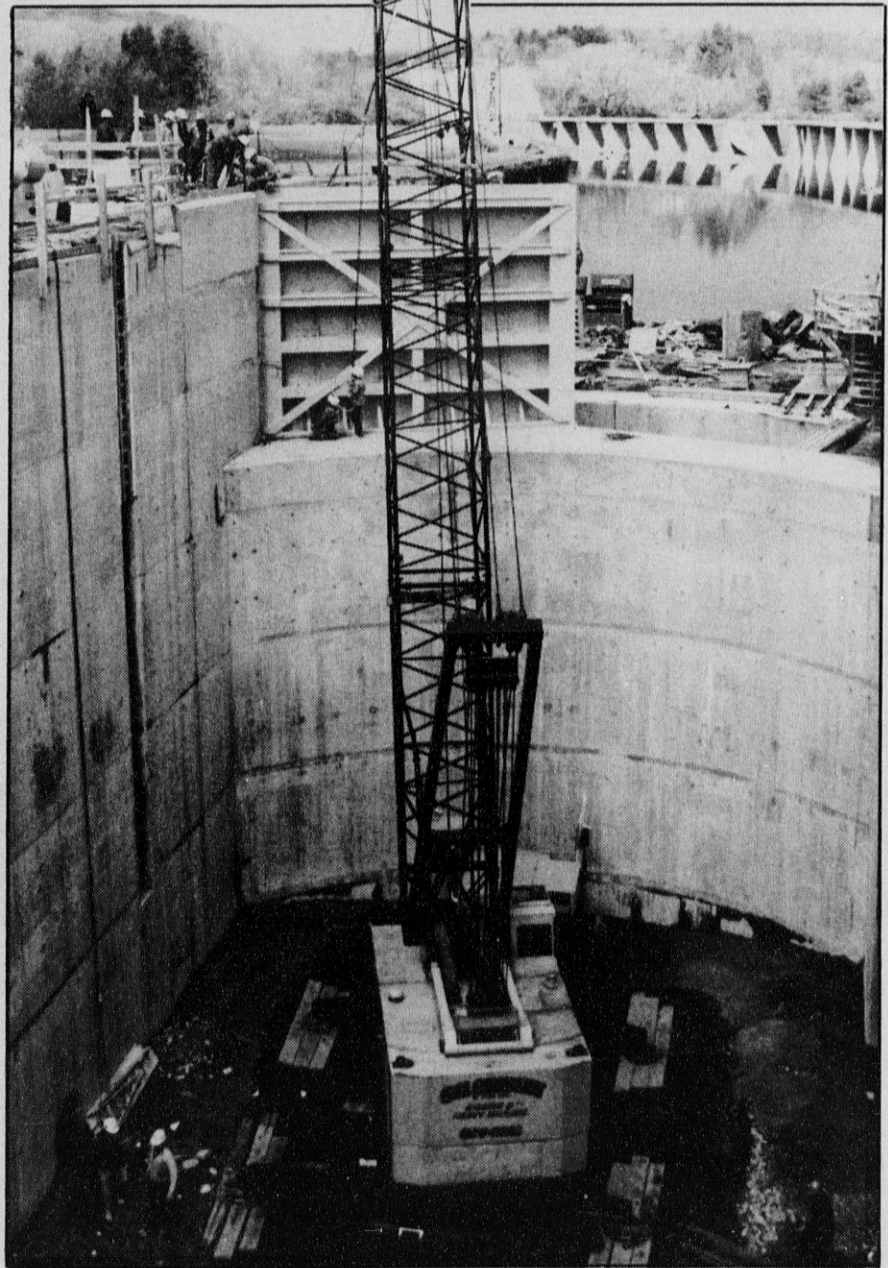
Gov. Cuomo's proposed state budget hacked \$2 million from the canal's operating budget, leading to reduced operating hours, the elimination of an entire shift of lock and bridge operators and less supplies and materials to maintain and operate the system. CSEA represents most canal employees who operate and maintain the system.

The 57 locks and lift bridges on the 524-mile canal system will operate from 9 a.m. to 7 p.m. this season. The 10-hour daily

schedule is down from 16 hours. Commercial vessels may use the system around the clock with 24 hours notice.

The state's only underwater dredge, used to keep the channels open, has also been pulled from operation because of budget cuts.

While the system's annual operating budget has been slashed, a five-year \$90 million capital project to reconstruct portions of the canal system remains intact. In photo below, 20-ton upper lock gates are being installed as part of a two-year restoration project on the old Erie Canal section at Lock 4 in Waterford. Several locks are in various stages of restoration to keep the aging system in operating shape.





LOUD AND CLEAR — CSEA members rallied in Buffalo to protest proposed cuts in the state budget that would devastate state services. CSEA has been fighting for a fair tax system that would require the wealthy and big corporations to pay their fair share of taxes. That would provide enough money to sustain vital state services and aid to local governments and school districts. As this issue of *The Public Sector* went to press, the Legislature had yet to settle on a state budget. CSEA is continuing to fight for more money in the state operations budget to keep New York working. Meanwhile, CSEA members across the state have been rallying to protest the budget. In the last month, demonstrations have been held in New York City, Binghamton, Albany, Kingston and Long Island.

Unwise spending SUNY wastes money on contracting out

ALBANY — In testimony before the State University of New York Board of Trustees, CSEA charged that SUNY is adding to its budget problems through wasteful practices.

"In the face of this desperate fiscal picture, CSEA is wondering why SUNY still relies on outside contractors for services that can be provided less expensively and more efficiently by employees already on the job," CSEA Deputy Director for Contract Administration James Hennerty said.

For example, at SUNY Health Science Center in Syracuse, a \$500,000 contract involving electrical, plumbing, carpentry and painting work was recently let to outside contractors. SUNY Stony Brook let a renovation contract to an outside bidder who could not complete the job and was dismissed, but only after the university paid for a month's work.

Outside printing at SUNY Plattsburgh costs 50 to 100 percent more than work done on campus by SUNY employees.

Hennerty noted that recently the president's house at SUNY Geneseo was

remodeled to include a jacuzzi and a \$1,500 vanity.

A number of high ranking SUNY officials received raises as high as 30 percent during the past three years.

State buys cars during budget crisis

ALBANY — Shhhh . . . They're being delivered under tarps, at night, directly to agency parking lots one at a time so as not to draw attention.

But you can't really hide the 428 new cars with a \$5.7 million sticker price, plus interest, that New York state is buying in the middle of a fiscal crisis with a \$6 billion deficit.

The new cars range in size from sub-compacts to full-size station wagons and vans. The vans vary from eight-passenger to 15-passenger vehicles. And nearly 80 of the new vehicles are designed to use alcohol-

based fuel as well as gasoline.

The cars range in price from \$7,299 for the sub-compacts to \$15,856 for the 15-passenger vans. The 1989 and 1990 multi-fuel Ford LTDs have sticker values in the \$17,000 to \$18,000 range.

Among the state agencies getting the new vehicles are the departments of Transportation, Environmental Conservation, Corrections and State, as well as the Office of Parks, Recreation and Historic Preservation.

These agencies laid off 1,800 employees over the past few months.

CSEA blasts budget plan



"WE'RE FIRED UP, CAN'T TAKE NO MORE — CSEA members joined thousands who jammed the streets of lower Manhattan to protest Gov. Cuomo's proposed budget cuts, demanding that the wealthy and big corporations pay their fair share of taxes. Above, CSEA Region II President George Boncoraglio addresses the crowd at the World Trade Center Coalition Rally. At left, a woman translates his speech into sign language. He said the proposal is "cutting the heart right out of New York." Leading the march with Boncoraglio were AFSCME International President Gerald McEntee and CSEA Executive Vice President Danny Donohue. The Rev. Jesse Jackson also spoke to the crowd.



State News

News stories, articles and items of information of particular interest to CSEA State members

State News

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CSEA holds the annual Thomas McDonough Memorial State Workshop in Buffalo.

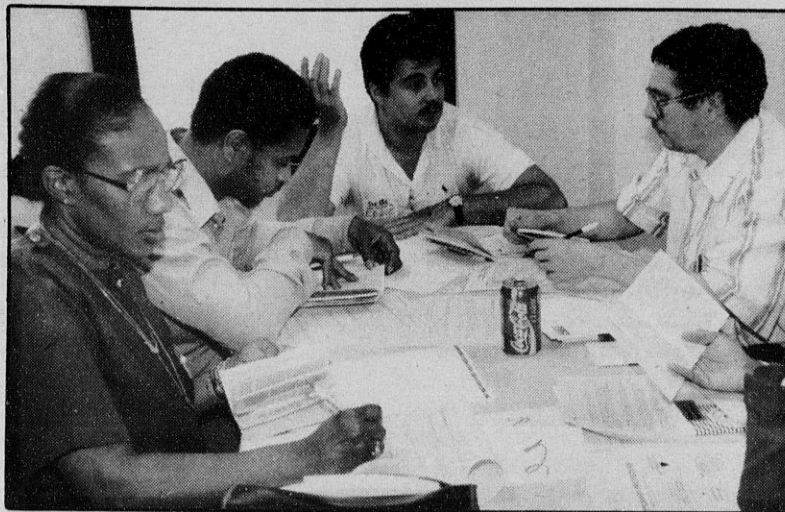
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The state Barge Canal is open for the season, but not all is going swimmingly.

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State budget — protests continue during budget impasse.

PEOPLE IN THE NEWS



EAP at Department of State

CSEA Region IV President C. Allen Mead and CSEA Department of State Local 689 Acting President Brian Burris represented the union at the implementation of the new Employee Assistance Program (EAP) at the Department of State.

Three part-time, trained coordinators will refer individuals who need assistance with a variety of problems, including financial and drug abuse, to professionals who can help them. Department of State and PEF representatives were also at the kickoff.

Health Fair held at Wassaic

Hundreds of employees attended the CSEA Health Fair held at Wassaic Developmental Center recently. Information was available on nutrition, health, insurance and programs for children and senior citizens.

LEARNING THE ROPES — Stewards for CSEA NYS Tax and Finance Local 460 attend training on Article 33 disciplinarys at their new Brooklyn office. CSEA Education Director Maureen Rizzi conducted the training. At the training were, from left, tax compliance agents Barbara Williams, Avon Bowry, Edward Diaz and Thomas Tortorella.

LEAP: It's new and improved

LEAP is the Labor Education Action Program of CSEA. It offers tuition-free courses at two- and four-year public and private colleges, BOCES and various state facilities across the state.

LEAP is available only to CSEA-represented state employees in OSU, ASU, ISU and DMNA bargaining units, Health Research Institute, SUNY Construction Fund and NYS Teachers Retirement System.

What's "new and improved?"

- You can choose your own course from the school's catalog.
- You have more providers to choose from.
- You'll find it easier to pursue degrees.
- You can choose courses based on your schedule.
- You can try independent study degrees and course options.
- You have more time to apply with a longer application period.

Application period: May 1 to July 15

Catalogs and applications will be available this month from your Personnel/training office or your local president. For advice and information, call the LEAPline toll-free at 1-800-253-4332

**Take a LEAP
into your future —
Check it out!**

Winning worker

CSEA SUNY at Albany Local 691 President Ellen Faust has been honored with the 1991 University Award for Excellence in Support Services. CSEA activists and Local 691 officers Ellen Burke and Delores Iacobelli received the award in 1986 and 1987, respectively.



Member elected to school board in Queens

With the support of CSEA and AFSCME, CSEA Public Service Commission Local 450 President Steven Pezenik was elected to a three-year term on the Community School Board 25 (CSB 25).

According to Pezenik, CSB 25 students rank highest in New York City mathematics and reading scores.

The district encompasses Whitestone, Bayside, College Point, Elechester and Flushing, Queens, overseeing 29 schools that have a total enrollment of more than 21,000 students.

Budget protests rock Big Apple

See page 22

