

Lefkowitz named CSEA deputy counsel – see page 8

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“Thanks, CSEA!”

See page 3



V FOR VICTORY is displayed by some of the 59 Van Duyn Home & Hospital CSEA Unit members who shared in back wages totalling \$150,000.

At press time:

CSEA fights for comp worth

ALBANY — As The Public Sector went to press July 9, the state Senate had just approved a bill implementing pay equity increases due 42,000 CSEA members. CSEA lobbyists were in overdrive pressing passage in the Assembly before the legislature recessed.

An administrative error by the Governor's Office of Employee Relations (GOER) delayed the retroactive payments which were due in "early summer."

The delay was caused by GOER's failure to notify the state Legislature by

April 1, as required, how the funds were being distributed.

Statewide President William L. McGowan has already taken GOER to task as "people without feelings." He is also demanding that legislators "be held accountable for their actions."

Meanwhile, union lobbyist Tom Haley warns that legislation to implement the pay equity raises "goes to the heart of the Taylor Law and whether you can negotiate with the state of New York."

Watch for the July 27 edition for a full report on the state Legislature's action.

Layoffs delayed

ALBANY — CSEA efforts to get extra funds for the state Labor Department are paying off.

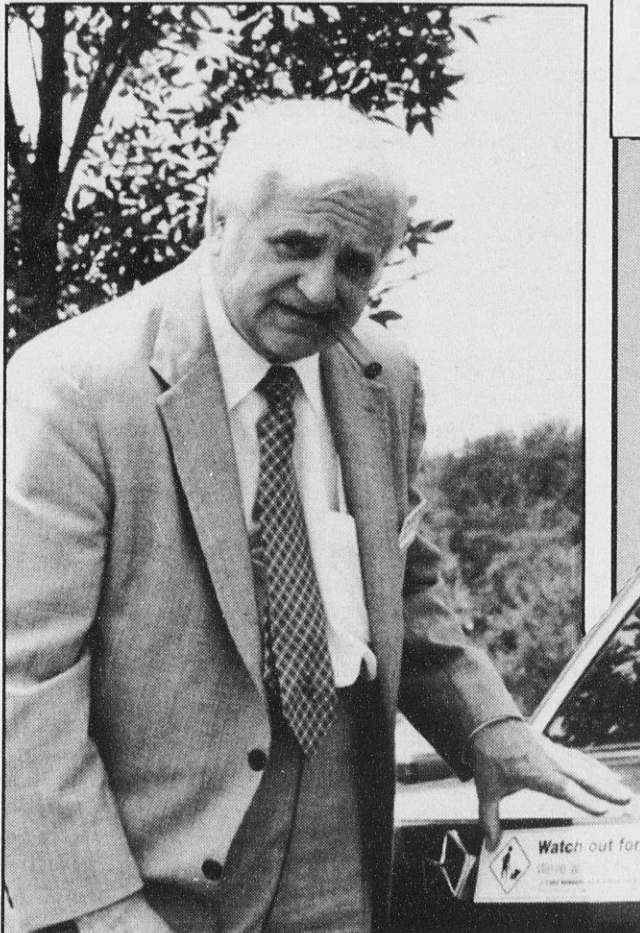
Approximately 100 workers scheduled for layoffs on June 30 got an 11th hour reprieve as the result of a joint House-Senate conference committee appropriation of \$103 million for state labor departments.

The additional money has prompted state action protecting approximately a dozen CSEA members.

The union launched a massive lobbying effort several months ago to persuade federal lawmakers to save the jobs.

Statewide President William L. McGowan even sent a special delegation to Washington with the message "keep the people working who find jobs for people." They succeeded and garnered widespread support from New York state's congressional delegation.

Keep roads safe for DOT



WATCH OUT FOR US — CSEA statewide President William L. McGowan puts a new bumper sticker on a car to promote safer driving around highway construction sites. The bright orange stickers can be ordered by locals and units using the coupon at right. The stickers read: Watch out for us. We're working for you!



Watch out for US

We're working for YOU!

★ CSEA MEMBERS MAINTAINING YOUR ROADS ★
CIVIL SERVICE EMPLOYEES ASSOCIATION, Local 1000 AFSCME, AFL-CIO

Full-size "Watch out for US, We're working for YOU!" bumper stickers similar to the one shown above are now available from CSEA.

CSEA encourages all its members to proudly display these bumper stickers on your cars. In addition to educating the general public about the dangers of working in highway maintenance and construction areas, these stickers also illustrate that CSEA members in general provide vital public services.

These new bumper stickers are available through your CSEA local president.

CSEA LOCAL PRESIDENTS SHOULD USE THE FOLLOWING FORM TO ORDER A SUPPLY OF THE "WATCH OUT FOR US" BUMPER STICKERS.

To: Aaron Shepard
Director of Communications
Civil Service Employees Association, Inc.
143 Washington Avenue
Albany, New York 12210

Please send me a supply of the "Watch out for US" bumper stickers. I understand I am limited to a maximum of 100 bumper stickers per order:

Number of stickers ordered: _____

Send to: _____

President of
CSEA Local _____

(Name) _____

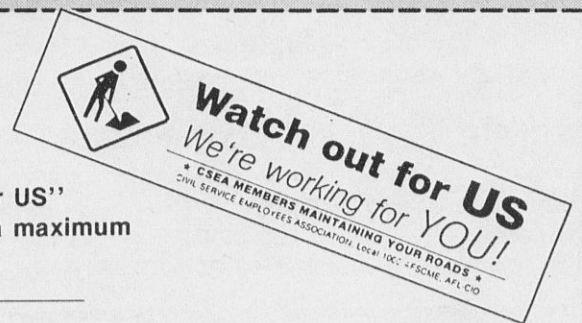
(Address) _____

(City) _____

(State) _____

(ZIP) _____

(signature) _____



The Public Sector

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Back pay in a big way

If any public employees in Onondaga County, or the state for that matter, want to know how a good union works, let them come to me. I'll be happy to show them my back pay stub that CSEA fought for.

— Thomas Murphy

By Charles McGeary
CSEA Communications Associate

SYRACUSE — "It was a long, hard battle and victory is sweet," says X-Ray Technician Thomas Murphy.

His comments echoed the sentiments of 59 CSEA-represented employees at Van Duyn

Home & Hospital last month when they received checks averaging \$2,500 each as settlement of a 1985 grievance dispute with Onondaga County over back wages.

It was Murphy, with support from CSEA, who filed a class action suit against the county on behalf of administrative and clerical workers.

A grievance was filed on behalf of the workers in December 1985, when Van Duyn Director William Coon unilaterally changed the work schedule from 80 hours every two weeks to 70 hours and forced employees to take an unpaid lunch period. The workers are all represented by the Van Duyn Home & Hospital Unit of Onondaga County CSEA Local 834.

The dispute carried into arbitration, resulting in a favorable decision for the union in October 1986. The county appealed the arbitrator's decision, but State Supreme Court Justice Donald Miller denied the appeal and ordered the county to pay the employees back wages with interest.

When Onondaga County officials ignored

that order, CSEA threatened to ask Justice Miller to hold the county in contempt of court if payment was not forthcoming. The county quickly issued a statement that payments were being calculated and would be paid.

The big payday for the 59 employees finally arrived last month, more than 18 months after the initial grievance was filed. The checks averaged about \$2,500 each and included payment in full plus 9 percent interest retroactive to Oct. 22, 1986, the date of the arbitration decision.

And what did the employees plan to do with their checks for back wages? "Take care of some bills," "Use it for my daughter's tuition," and "Fix my car," were some of the answers from jubilant employees.

Murphy said thanks go to Unit President Esther Shippey, CSEA Field Representatives Ron Smith and Chris Jamison and CSEA's legal services and law department for carrying the case through to a successful conclusion.

Wassaic informant's credibility doubted

WASSAIC — CSEA is challenging the credibility of a key witness in an undercover investigation, which led to charges against 40 Wassaic Developmental Center employees, after it was revealed he lied about his background.

"As far as we're concerned, he lied about everything," says CSEA Regional Attorney Tom Mahar about investigator Michael Tschudin, an employee of a Manhattan security firm who posed as a Wassaic employee during an undercover investigation operated by the state police and the Office of Mental Retardation and Developmental Disabilities (OMRDD).

Tschudin admitted to state authorities recently that he lied on his resume and in sworn testimony about being a member of the U.S. Navy Seals — an elite special operations unit — during the Vietnam war. Mahar and another attorney representing a charged employee uncovered the deception by checking Tschudin's background.

Tschudin's testimony was a major factor in the employees being accused last November of charges ranging from patient abuse and illegal sale of drugs to relatively minor infractions. Some were terminated, others quit and many were reinstated in their jobs following arbitration hearings. Four cases are still pending, including two now in the hands of an arbitrator who will take the credibility issue into consideration.

Mahar said he has submitted a request to the state to

reconsider a case where an employee was terminated and have it sent back to the arbitrator for reconsideration. "If they refuse, I already have the papers prepared to get the Supreme Court to send it back to the arbitrator," he said.

CSEA Region III President Pat Mascioli blasted state officials for what he called a "mockery of management tactics." He said, "If management would manage, not hide in their offices and do more hands-on work, they would be in better control. Then the therapy aides could be freed up to spend more time with their clients."

CSEA Field Representative John Deyo said many employees were charged because state officials had to somehow justify the more than \$100,000 cost of the investigation. "If they hadn't found anything, how could they justify the expense? They had to embellish!"

Pointing out state officials are willing to negotiate settlements for the accused workers, Deyo asked, "Why now? Because now they have egg on their faces, that's why."

"The guy (Tschudin) was here for a year," notes Wassaic CSEA Local 426 President Tom LeJeune. "They had to have some kind of justification. It turned into a witch hunt, the whole thing was blown out of proportion. I don't blame it on (Wassaic) administration, I blame it on (OMRDD) Commissioner Arthur Webb."

RAMROD!

DOT violates commitment

Compiled By
Stephen Madarasz
and
Daniel X. Campbell

Once again working behind CSEA's back, the state Department of Transportation (DOT) is moving forward with blood tests for employees exposed to toxic sludge from dredging projects over the past 30 years.



The move comes despite a DOT commitment that CSEA have input setting up the program. That commitment came at a meeting between CSEA and DOT officials outlining the results of a state Health Department survey on worker health risks

from the dredging projects.

DOH found no cause for concern, but CSEA has blasted those findings as a whitewash.

DOT undertook the survey because of an apparently high cancer rate among employees who worked with river sludge containing toxic polychlorinated biphenyls (PCBs) and other cancer-causing materials.

At a meeting last spring called by CSEA Region IV President C. Allen Mead, DOT Commissioner Franklin White assured CSEA it would be involved with DOT's efforts.

But according to CSEA Region IV Director John D. Corcoran Jr., "The state has been avoiding us like the plague on this issue because our criticisms have merit."

Without prior discussion with CSEA, DOT has begun contacting employees in Warren and Washington counties about blood tests. Other workers report receiving consent forms with their paychecks.

While CSEA is advising members to take the tests as a precaution, it has advised DOT it accepts their validity only for current exposures.

"It's a waste of taxpayer money to do

tests that won't show any long-term problems," says Corcoran.

Top medical experts from Columbia University School of Environmental Health and Mount Sinai Occupational Safety and Health Clinic have told CSEA high levels of lead and other toxic materials will only show in the blood for up to 60 days after exposure. Many workers' exposure came 10 or more years ago.

There is also evidence that blood tests will not detect PCBs several years after exposure.

According to the National Institute for Occupational Safety and Health (NIOSH), workers potentially at risk should be systematically interviewed by trained questioners.

The DOH survey was haphazardly distributed and asked questions designed to indicate no problems.

NIOSH says only after the interviews can a screening program be developed that may include physical examinations,

chest X-rays and extensive testing.

CSEA believes such a program should be administered by a qualified, independent party.

The union also wants that screening to include former state employees and local government workers who worked with the dried sludge in road sanding and landfill projects.

"DOT officials have told me that these blood tests are just the start and there's room for discussion of further health screening," explains CSEA DOT Board member Joan Tobin. "But I believe we have to do whatever is necessary to get to the bottom of this."

"I'd like to see a state commitment to monitor people on an ongoing basis for long term problems," comments DOT Board Member Milo Barlow.

"CSEA has to keep pushing this," adds DOT Barge Canal Local 500 President Thomas Doin. "So far the state hasn't given us believable answers."



Right-to-know made easier

CSEA's chemical data base system — a computer service that provides the most up-to-date health, safety and technical information on tens of thousands of chemical compounds and products — has received a grant from the state Labor Department to operate for another year.

The purpose of the program is to make right-to-know information easily available to those who need it.

If you have questions about chemical substances in your workplace, alert your local safety representative or regional occupational safety and health specialist. They can take the next step of requesting the information through the chemical information data base.

The service operates mornings, Mondays through Fridays and can be reached at 1-800-342-4146 Ext. 352.

• Cattaraugus campaigns over awful conditions

By Ron Wofford
CSEA Communications Associate

OLEAN — Continuing unsafe conditions in their workplace have prompted Cattaraugus County Social Services to campaign for a better facility in which to serve the public.

"Our first priority," said Local 805 President Tim Anderson, "is to see that public and employee safety hazards are corrected, and then to help point the county toward either building, buying or leasing a safe, solid worksite."

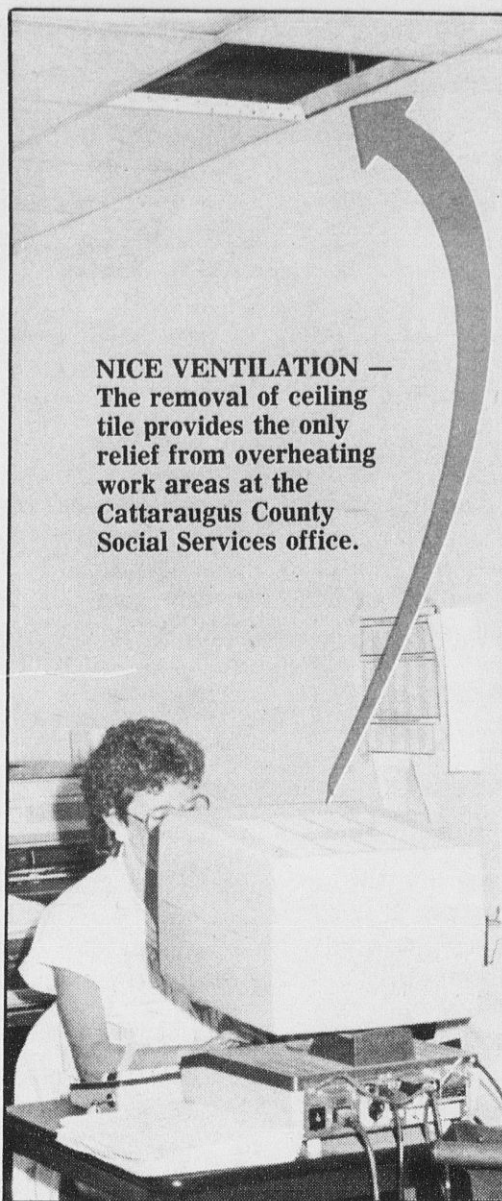
Anderson and a committee of local and county unit activists want the county to obtain another building because of a long history of problems in their current worksite at 265 North Union in Olean, and a failure by the landlord to adequately address them.

Union complaints about the building have been verified by state and CSEA inspections, resulting in four pages of code violations. The violations include:

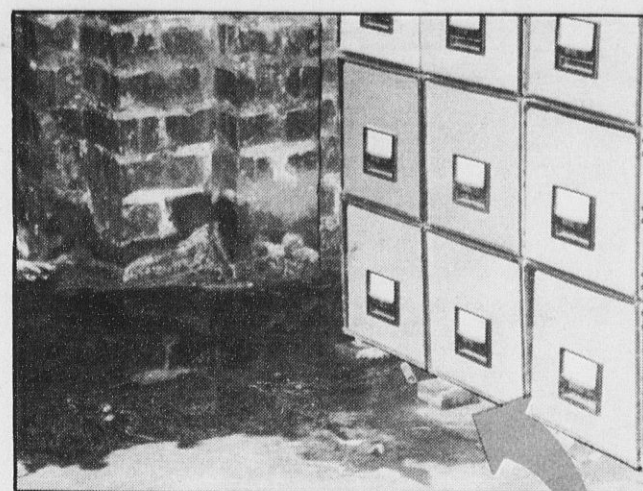
- * Total cellar area loaded with storage of combustible and flammable materials.
- * Numerous extension cords used to supply electricity to appliances and lights, and overloaded receptacles and light sockets.
- * Wires exposed and cover plates on junction boxes missing.
- * Numerous discontinued openings in chimneys open to cellar, meaning a fire in the cellar would be accelerated by drafts.
- * Walls in elevator shaft have three areas where concrete blocks have been broken.
- * Portable fire extinguishers insufficient in number and location.
- * Stairways blocked by materials or machinery.
- * Overuse of space heaters.
- * Non-handicapped-equipped and insufficient restrooms.
- * Asbestos on piping.
- * Too-narrow hallway and doors opening onto hallway blindly.

These and other structural problems have been conveyed to the county legislature by a committee including Unit President Michele Hoffman and John Ostergard, local vice president and political action chairman.

At Public Sector press time, the county had not yet responded to the codes division of the New York Department of State regarding the violations, but Anderson vowed he and his committee will remain on the case until there is compliance.



NICE VENTILATION — The removal of ceiling tile provides the only relief from overheating work areas at the Cattaraugus County Social Services office.



BUT IS IT SAFE FOR SWIMMING? Workers can't help feeling waterlogged every time they have to pay a visit to the basement records room.



WHAT HAPPENS WHEN THE WALLS COME CRUMBLING DOWN? The deterioration of the building's brick facing raises serious questions about the safety of the structure.



CAMPAINING FOR A BETTER WORKPLACE . . . Cattaraugus County Local 805 officers meet with county legislators to express concerns about the Social Services building. From left, Unit President Michele Hoffman; Local President Tim Anderson; Vice President Don Snyder; legislators Robert Kent and Daniel McCarthy; Unit Vice President John Ostergard; and local Labor/Management Committee Chairperson Paula Mohr.

Suffolk plan focuses national debate

CSEA takes stand for VDT regulation

Compiled by Sheryl Carlin
CSEA Communications Associate

HAUPPAUGE — Saying the health effects of working with video display terminals (VDTs) are "very real and serious," CSEA has restated its support for Suffolk County's proposed workplace standards.

That proposal is generating a storm of controversy, pitting labor against business in what is seen as the forerunner of a national debate over the issue.

The Suffolk legislation, which would apply to the public and private sector, would be the nation's most comprehensive VDT plan. It would require all employers with 20 or more VDTs to pay for annual eye exams and glasses for employees working 26 or more hours per week on the terminals. It would also regulate work routines, providing 15-minute breaks for every three hours of VDT activity.

The legislation was adopted in a surprisingly strong 13-2 vote by the county legislature last month. But since that time, CSEA and other supporters of the measure have seen the business community mount an unprecedented campaign to kill the legislation now under review by acting County Executive Michael LoGrande who must give it final approval.

LoGrande, running for election this fall, took the unusual step of scheduling two public hearings to consider all sides of the issue before making a judgment.

Testifying at the first of the hearings, CSEA statewide Secretary Irene Carr explained that improper use of VDTs has been linked to health problems ranging from eye strain to musculoskeletal problems to high blood pressure.

She added, however, that most of these ailments can be reduced if not eliminated by adjustable work stations and varied work routines.

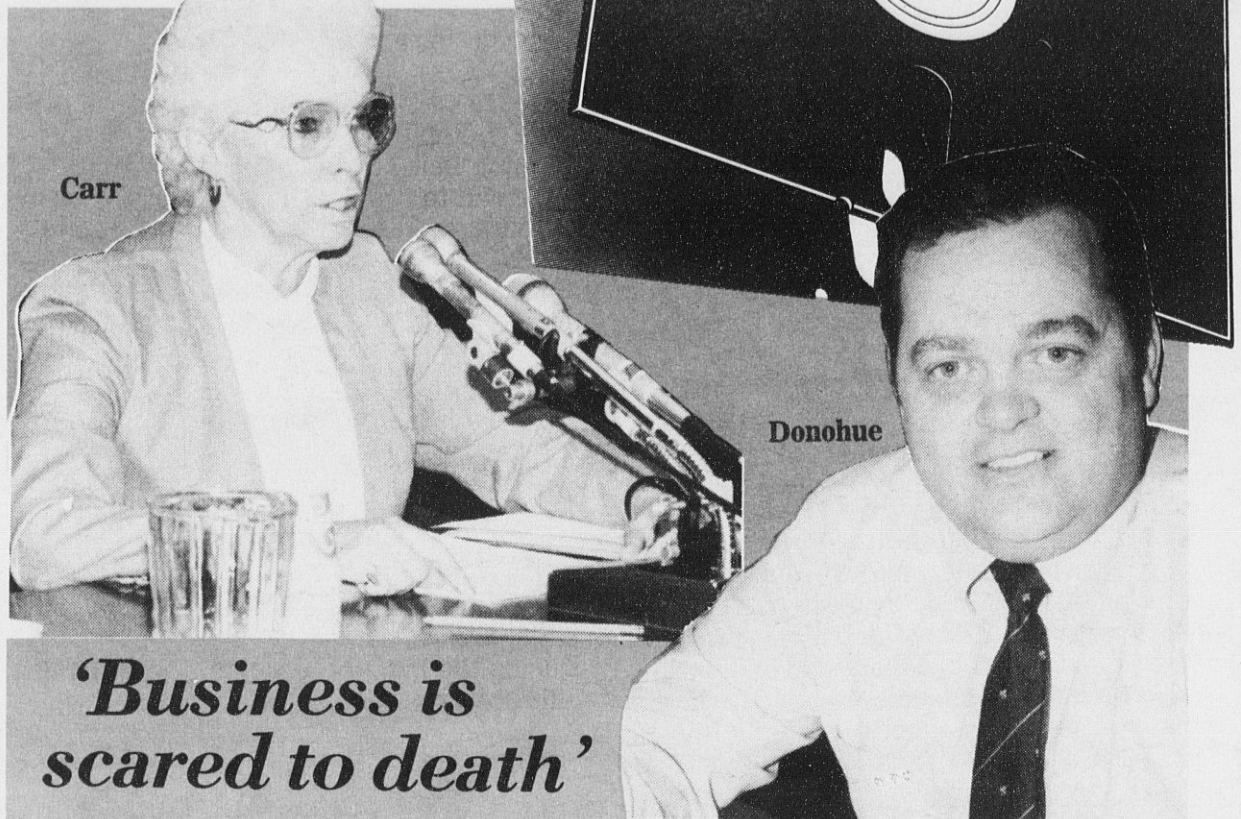
"Unfortunately, experience shows that employers will not invest in better-designed, adaptable equipment and flexible work rules unless pressured by their workers or government regulation," she commented.

"Business is scared to death this will set a precedent for regulating VDT use. But it's about time government stepped in and recognized that VDT operators have as much right as other workers to a safe and healthy workplace," contended CSEA Region I President Danny Donohue.

Donohue, who submitted earlier testimony when the issue was under consideration in the county legislature, says thousands of office workers and CSEA members will directly benefit if the law is enacted. He also believes it will create momentum for statewide action.

For that reason, CSEA is preparing to push the issue forward, regardless of the action in Suffolk.

"This is an issue that won't go away," stated CSEA's Carr. "What we're seeing is only the beginning of a long battle and CSEA will be right in the middle of it for as long as it takes to get changes that protect people."



'Business is scared to death'

Not perfect, but a step in the right direction

Although CSEA strongly backs the proposed Suffolk County VDT legislation, the union sees it primarily as a positive first step. Many of the bill's original provisions were dramatically watered down between its introduction and passage by the legislature.

CSEA's support for meaningful VDT legislation in the state legislature is the union's top priority. But until that becomes a reality, the union will work for step-by-step advances, such as those represented by the Suffolk bill.

Among that bill's progressive features:

Eye examinations — Employers must allow, and pay for, an eye examination for VDT users either before beginning an assignment requiring VDT use or within 30 days afterward, and every year after that. Current VDT users would be entitled to an examination within 90 days of when the law takes effect. If the examination finds that corrective lenses are required "as a result of the operator's work on the terminals," the employer must also pay for such lenses.

Work breaks — No operator shall be required to work at a terminal continuously for more than three hours without a 15-minute break for alternate work, which will count as part of the workday.

Noise — The law requires that employers cut down on noise connected with VDTs and printers by using such measures as covers over printers and sound-absorbing materials.

Work-station standards — Users' chairs must be adjustable. Terminals must have detachable keyboards. Screens must be

"angle adjustable." Lighting glare must be minimized. Adjustable copy-holders must be provided.

Employee training — Employers must establish a program to let workers know about potential health hazards, if any, to which they may be exposed in the course of their employment and to explain the protective measures that may be taken to reduce or alleviate symptoms of problems associated with VDT use.

Employee rights — Employers can't fire or discipline an employee filing a complaint alleging violation of the law, nor can employers discriminate against such a worker.

NYS VDT policy near

ALBANY — New York state's VDT policy for its workforce should soon be ready for implementation and that will mean workplace improvements for thousands of CSEA-represented Administrative Services Unit employees.

Negotiated as part of the 1985-88 contract, CSEA and the state agreed to the guideline recommendations last winter. The Office of State Operations is expected to issue the formal policy to state agencies shortly.

The agencies then have two years to implement their plans for compliance.

CSEA wins in seniority suit

Staten Island Developmental management falsified former employees' work records

STATEN ISLAND — In winning an important lawsuit against Staten Island Developmental Center (SIDC), CSEA made clear its commitment to fight discriminatory hiring practices and tampering with civil service rules.



CSEA Local 429 President John Jackson

"This lawsuit lets the state know they can't change things like seniority dates and get away with it."

"This lawsuit lets the state know they can't change things like seniority dates and get away with it," said CSEA Local 429 President John "Bunny" Jackson.

In the class action lawsuit, CSEA charged management with falsifying records to deny 30 CSEA employees lay-off rights by changing their seniority dates.

"We had to protect the rights of our members, even though many of them had already laterally transferred to other metropolitan area developmental centers in the shutdown of SIDC," said CSEA Region II President George Boncoraglio after the union's court victory.

Affected CSEA members, formerly United Cerebral Palsy employees at the Carl Warner Center on the SIDC grounds, took civil service exams and were employed more than a year when SIDC management decided to designate them temporary employees. Management then terminated the employees with no lay-off rights.

During the legal proceedings, scrutiny of facility records revealed that dates on which

employees had passed their exams had mysteriously changed. The sleight-of-hand misrepresentation of seniority dates didn't fool the court, according to CSEA Field Representative Barton M. Brier. The recent settlement now calls for restoring the correct seniority dates.

Judge George L. Cobb's decision found that laid-off CSEA members were entitled to vacant positions at SIDC if they existed when the shutdown was in progress.

A second lawsuit has been filed against Arthur Webb, state commissioner of the Office of Mental Retardation and Developmental Disabilities, James Walsh, SIDC director, because they refused to fill newly-vacant jobs from a preferred list.

As a result of this most recent CSEA victory in the union's continuing legal wrangle with SIDC, the terminated Carl Warner staff who left state service can now be placed on the preferred list for re-employment.

CSEA anticipates continued pressure to upgrade reachable former SIDC workers still in state service who may have been denied promotions based on the unlawful loss of their seniority rights.

Working together

Labor, management explain cooperation

ROCHESTER — The second of two Labor/Management Forums in Region VI outlined the joint committee developed through agreements between the union and the Governor's Office of Employee Relations (GOER) for CSEA members and management.

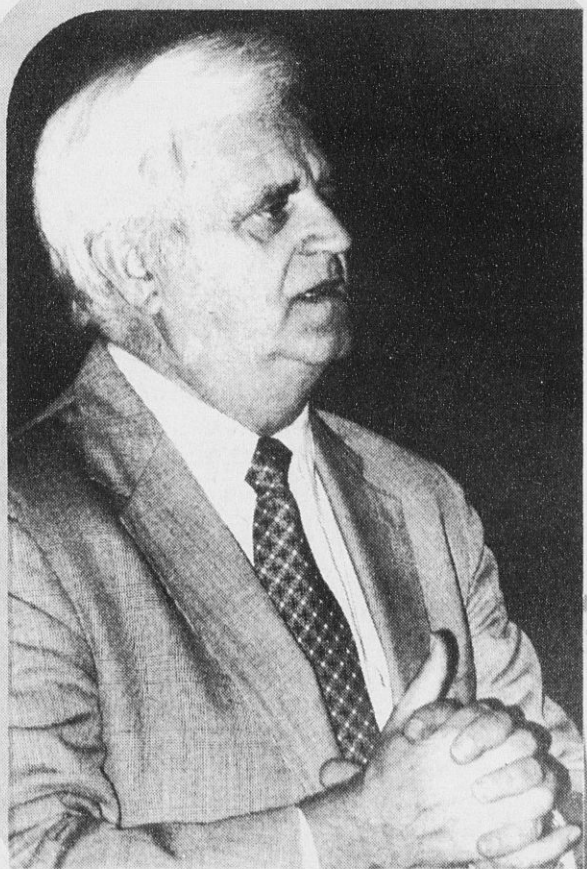
CSEA statewide President William L. McGowan and out-going GOER Director Thomas Hartnett called labor/management cooperation the only way to improve services to the public.

"If we can't sit down and talk about the problems we have," McGowan said, "we'll never have any progress."

The forums were held throughout the state with at least one in each CSEA region. They gave participants an overview of the various committee programs and how to use them effectively.

Participants learned how to apply for quality of work life grant programs, labor/management skill building sessions and on-the-job development enhancement.

Region VI Vice President Flo Tripi hosted the Rochester meeting.



CSEA statewide President William L. McGowan



DISCUSSING COOPERATION, a group of CSEA members and management explore labor/management programs during the Rochester forum.

PERB lawyer joins CSEA

Lefkowitz is new deputy counsel

By Kathleen Daly
Associate Editor, The Public Sector

ALBANY — Jerome Lefkowitz, an architect of the Taylor Law, is the new deputy counsel for the CSEA Law Department.

Lefkowitz has been a member of the Public Employment Relations Board (PERB) since 1986, when Gov. Cuomo appointed him to the three-member panel. For nearly 20 years before, he was on the PERB staff as deputy chairman.

He made the jump from PERB to the union because, he said, CSEA offers him a new challenge.

"I've never been an advocate before, I've always been neutral," he said. "This is something very different for me and therefore very exciting."

With a long history in labor law that dates back to his first assignment with the state Department of Law, Lefkowitz brings invaluable experience to the union, said CSEA General Counsel Marjorie E. Karowe.

"Jerry has the respect of everyone in the labor field," Karowe said. "His background, his stature in the field give CSEA a tremendous advantage in the legal arena. We are very pleased he has joined our department."

Lefkowitz began his involvement with

labor law in his first case involving the state Department of Labor (DOL) and the minimum wage. After winning the case, Lefkowitz joined DOL as associate counsel, later becoming counsel.

As DOL deputy industrial commissioner for legal affairs, Lefkowitz helped the governor's office draft legislation that became the Taylor Law, which gave public employees in New York state the right to organize.

From there, Lefkowitz joined PERB, the independent, neutral agency that administers the Taylor Law. As deputy chairman on the PERB staff, he wrote most PERB decisions over two decades. He left the staff position to take the appointment to the board and has also worked as a labor arbitrator.

"I've always had a high regard for the work of CSEA. There's a history of conscientious concern for public employees."

—Jerome Lefkowitz

"His background, his stature in the field give CSEA a tremendous advantage in the legal arena."

—Marjorie E. Karowe

His extensive experience with PERB will be a great asset in his work with CSEA.

"I think my background will help. First of all, I have a very substantial knowledge of PERB decisions," he said. "I also have an idea of what it is that tends to persuade the board, which arguments tend to be more effective, which tend to be less effective."

Lefkowitz is looking forward to the professional challenge of switching his position in the labor field.

"As deputy chairman and then as a member of PERB, I acted as a judge — I read briefs, heard arguments and then I had to draft and issue the correct decision," Lefkowitz explained. "With CSEA my responsibility will be to persuade PERB that the right decision is the one that best satisfies the members of CSEA."

Lefkowitz has been involved in labor law his entire career, and said he finds it a very human field.

"You are dealing with the problems of individuals. It's palpable, the problems of individuals. When you deal with corporate law, it tends to be amorphous," he said. "When you're dealing with labor law from any side, you're dealing with real problems and you can see the people."

Lefkowitz has also lectured on labor law at colleges across the country and was on the faculty of Columbia University Law School, where he earned his law degree.

In addition, he has published a number of books and articles. He is editor of a book due out early next year on public sector employees in New York state.

His long experience with public sector law has brought him in frequent contact with CSEA, which represents 250,000 employees, primarily in the public sector. That experience is part of what led him to take his new position with the union.

"I've worked with CSEA leadership for 30 years, going back before the Taylor law," he said. "I've always had a high regard for the work of CSEA. There's a history of conscientious concern for the public employees."

"With CSEA my responsibility will be to persuade PERB that the right decision is the one that best satisfies the members of CSEA."

—Jerome Lefkowitz



CROSSING THE LINE from working as a member of the Public Employment Relations Board (PERB) to working for CSEA's Law Department, new Deputy Counsel Jerome Lefkowitz meets with CSEA General Counsel Marjorie E. Karowe.

No shelter for DMNA workers



A PIGEON that lives in the Flushing Armory with homeless women, checks the view.

By Lilly Gioia

CSEA Communications Associate

Their jobs were to maintain the state's armories, but the Division of Military and Naval Affairs (DMNA) CSEA members now often face the drama of the homeless and the health and safety risks that accompany their changed work environment.

They didn't agree to the added stress that comes with the presence of the homeless or the potential exposure to tuberculosis or to diseases carried by pigeons who moved into one armory with the homeless.

The facilities are chronically underfunded, insufficiently staffed and often dangerously ripe for violent outbursts, homeless advocates say.

Using the armories as havens to prevent people from starving to death or dying of exposure on the streets of New York began as a temporary plan. It can hardly be called temporary any longer. Under the Reagan Administration, shelters have become an alternate form of public housing and psychiatric care for thousands of deinstitutionalized mental patients.

They are no solution to the homeless problem. Instead, they are a new version of the poor house and insane asylum come back to haunt modern society.

The absence of a coherent homeless policy leaves public employees like CSEA armory members ill-equipped to cope with the poor and mentally ill with no safety net to protect them. The impoverished and mentally ill street dwellers face a hopeless existence of growing poorer, hungrier and sicker day by dismal day.

But all the tests and precautions, even cures for the health threats, will not answer the question: what do we do about the homeless?

Tuberculosis threatens CSEA members in shelters

Once the nation's leading killer, tuberculosis, or TB, is now classified "curable." But that offers little comfort to the DMNA CSEA members who work in state armories that now shelter the homeless.

TB cases are increasing among the homeless. The most recent studies show that the TB rate has doubled among homeless men in New York City and conditions in shelters greatly increase the chance DMNA armory workers may contract it.

Tuberculosis bacteria are spread through droplets coughed or sneezed into the air by people who have active TB. The upsurge in TB cases in New York and other large cities is related to the

gathering of large groups of susceptible poor people under the same roof, according to the National Center for Disease Control.

The homeless population is being screened for tuberculosis, but even if diagnosed, cases among the homeless are difficult to treat. If a person stops taking TB medication too soon, the tuberculosis can recur in a strain more resistant to drug treatment, making a cure more difficult and expensive.

Ensuring that transient homeless TB victims take all the proper medication is no simple task. So even if identified, they remain a serious health threat to DMNA workers.

Health experts say the chances of contracting TB increase considerably for those who work and live with the homeless.

Pigeons harbor disease

QUEENS — "These pigeons own this place," said Roy Seabrook, pointing to bird droppings encrusted on the floor of the Flushing Armory.

Seabrook, president of the state Division of Military and Naval Affairs (DMNA) CSEA Local 254, was standing amid more than 200 cots used by homeless women each night.

Frustrated and unable to rid the building of unwanted winged invaders, enraged DMNA workers in Local 254 daily face exposure to communicable diseases as bureaucrats fail to act.

"Nobody can convince me that the New York City pigeon is an endangered species," Seabrook insisted, listing many failed attempts to remove the birds.

The fortress once echoed with the sound of Army National Guard combat boots. But for three years, it has sheltered 235 homeless women nightly. Now the women face not only the tragedy of homelessness, but also pigeons that nest in the rafters and pose serious health risks.

Despite action by the state Department of Social Services against the city's Human Resources Administration for failing to provide minimum health standards, the birds continue to fly calmly about, their nests intact.

Meanwhile, DMNA armory workers fear they and the homeless risk illness because of airborne spores associated with bird droppings.

One illness, histoplasmosis, has a range of symptoms, from a mild, flu-like illness to severe illness with fever, chest pain, cough and tuberculosis-like symptoms including profuse, sometimes blood-tinged phlegm.



POINTING OUT PIGEON DROPPINGS, Roy Seabrook, president of CSEA Local 254, notes the health problems faced by workers and the homeless at the Flushing Armory.

Another illness, aspergillus, can lead to asthma, fever or severe allergic reactions and sometimes causes severe middle ear problems. Anyone with a history of asthma, chronic respiratory disease or serious lung problems is especially vulnerable.

CSEA is urging its armory members to take all health precautions, including taking tuberculosis screening tests. Seabrook said, "Health conditions at armory worksites are the number one item on my agenda" for labor/management meetings.

SUMMER

Whether in the great northeast is a determining factor in deciding what type of work can be performed when by thousands of public employees in a wide variety of outdoor-type jobs.

While people who work indoors are generally not affected by weather conditions, the tens of thousands of public workers who provide outdoor related services annually shift from one type of work to another as the seasons change. It would be impractical, for instance, to attempt large scale highway repairs during winter months. Instead, winter weather demands snow removal and other forms of road maintenance.

And while demands for public services are always high, it intensifies during the

summer with more ideal weather. Summer requires a broader range of jobs to service the public's increased demands. State and local parks and recreation sites, combined with the overall need to perform all types of work that is impossible during winter months, puts additional pressure on the workforce, which is supplemented with thousands of seasonal jobs.

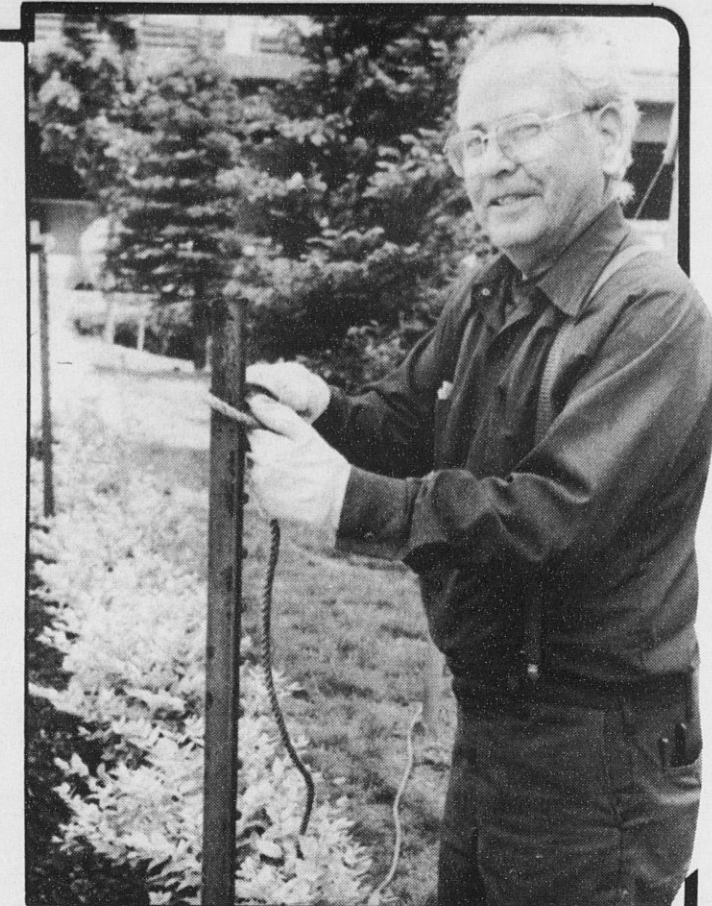
CSEA members are highly visible performing a variety of services across the state once again this summer. Our cameras caught several of them providing the services the public demands and the weather allows this time of year.



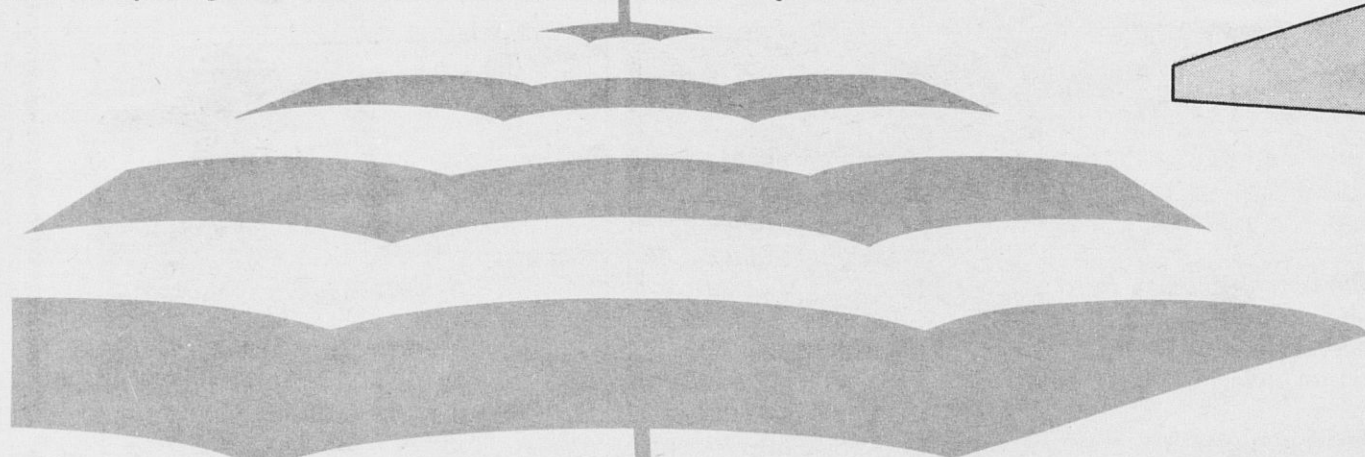
WALLY BYERS, a Thruway supervisor and member of CSEA Local 058, finds himself outdoors at major work projects practically all the time during warmer weather when such work can be performed.



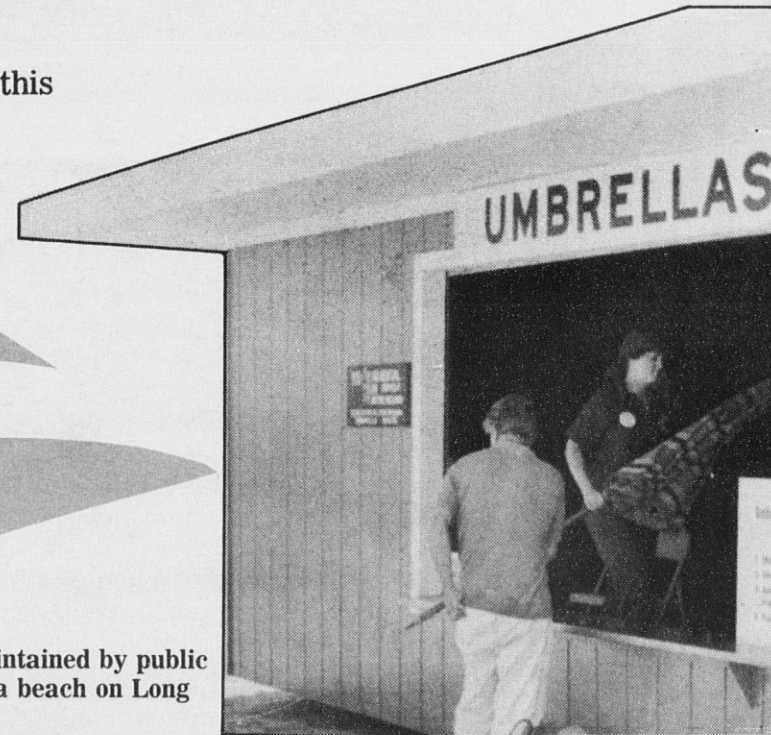
SUMMER MEANS PLENTY OF HIGHWAY REPAIR projects across the state. This crew was at work on a Long Island highway.



LEONARD RECORE is a general mechanic who works outdoors a lot during the summer at the Donovan State Office Building in Buffalo. He's a member of Buffalo State Employees Local 003.



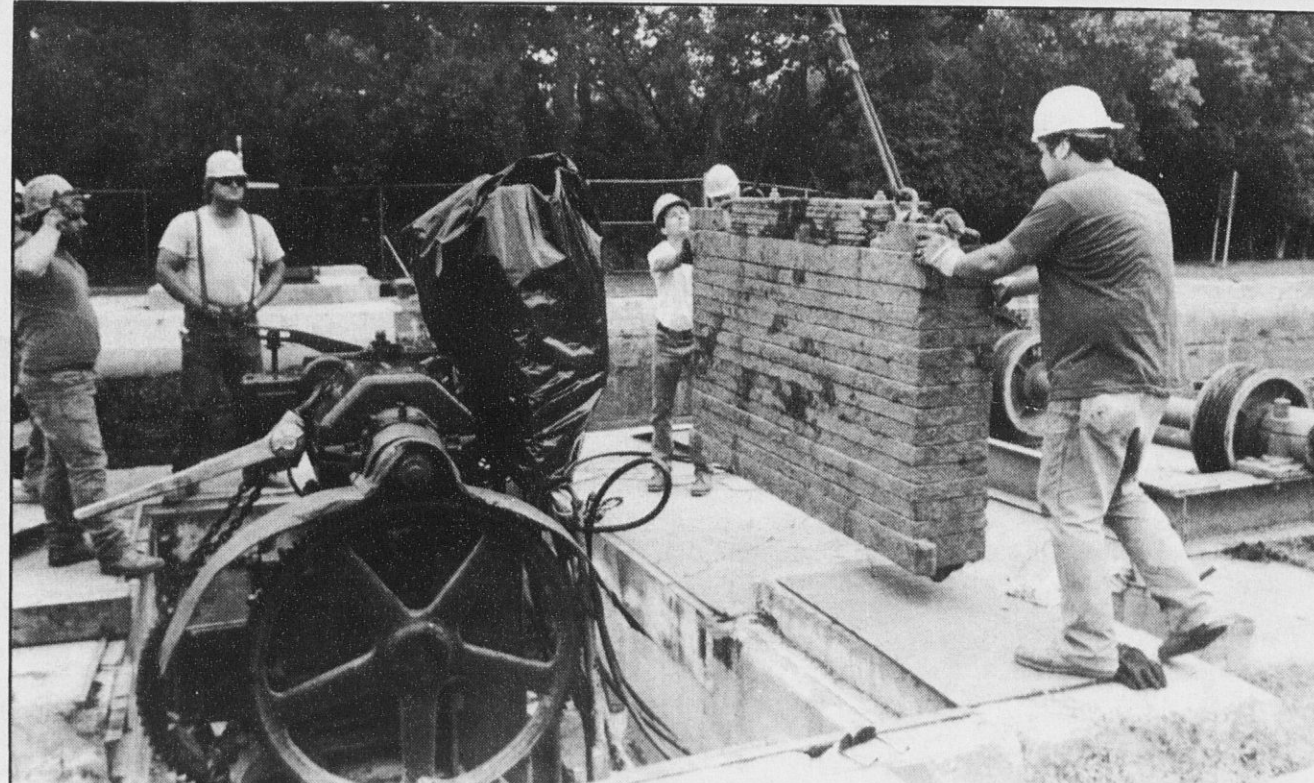
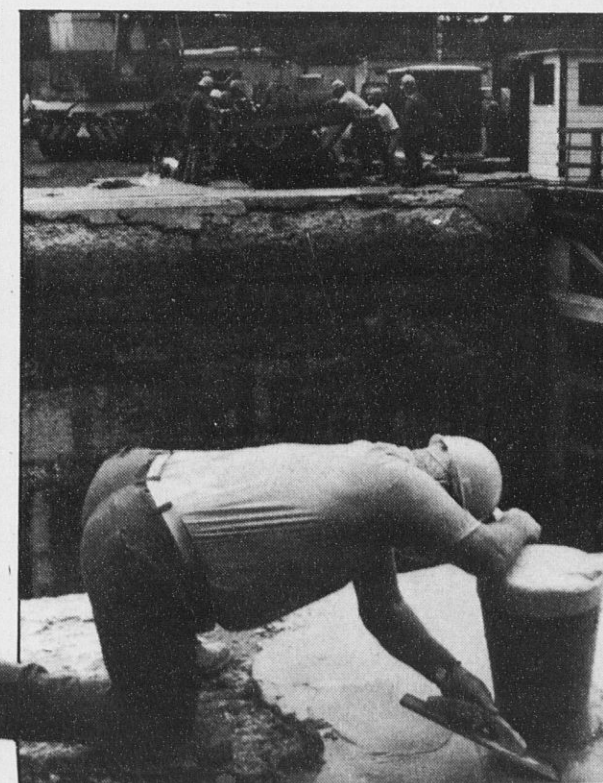
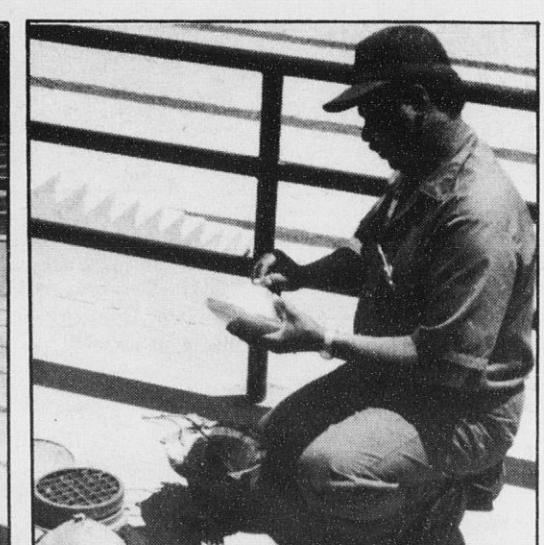
PUBLIC BEACHES and parks are usually staffed and maintained by public workers. A CSEA member operates an umbrella stand at a beach on Long Island.



KEEPING UP THE GARDENS is one of the many warm weather jobs performed by Westchester County CSEA Unit members at the Playland Amusement Park in Rye. Shop Steward Ron Gazzola, center, talks with members Mike Rose, left, and Jim Long at the park operated by Westchester County and maintained by CSEA members.



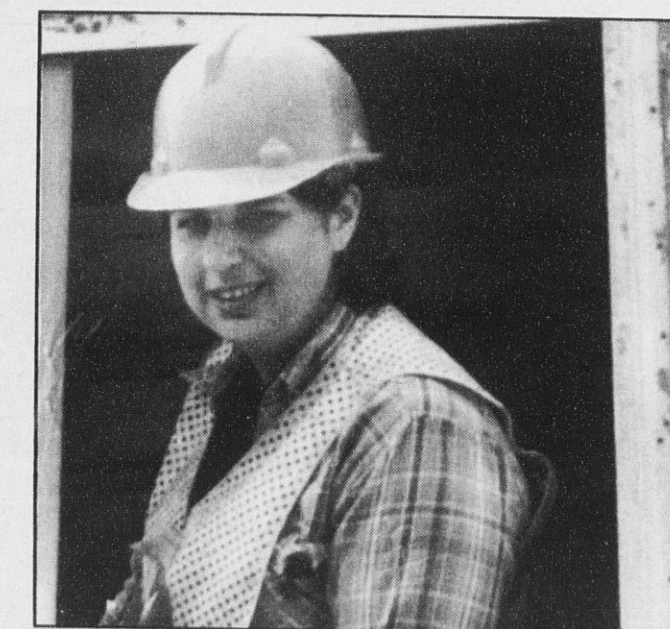
OLYMPIC POOL AT Roberto Clemente State Park in the Bronx is heavily used during the summer months. Park Worker Joseph Collymore, above left, fills the pool while Angel Cortijo, right, a general mechanic, repairs pool lights in preparation for the busy season.



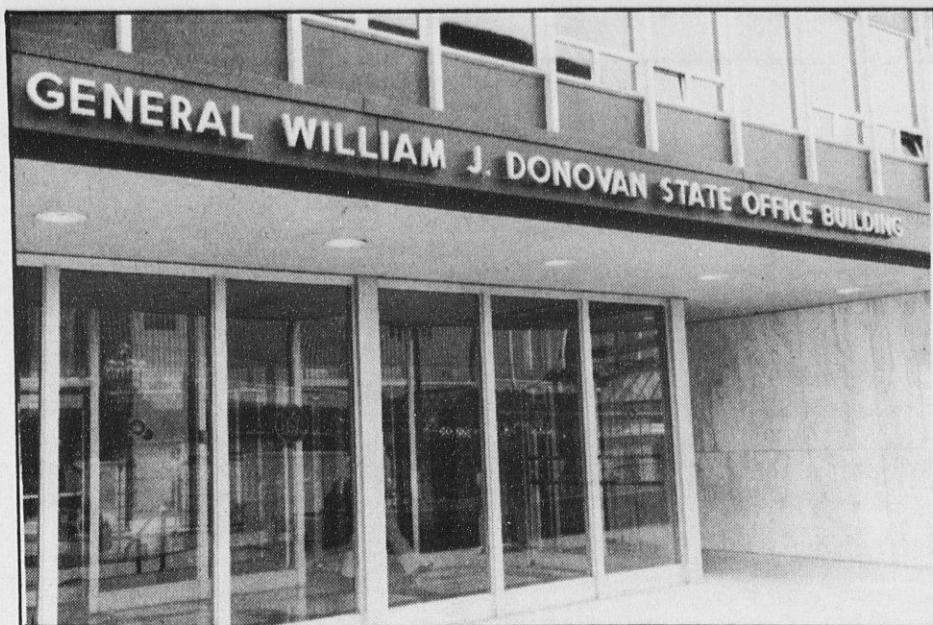
SUMMER MAINTENANCE helps keep the busy state barge canal operating for commercial and recreational crafts. It can range from a little concrete patch work, above left, to the difficult task, right, of lining up a five-ton water flow control valve for insertion into a gate control mechanism.



SUMMER GYMNASTICS PROGRAM in the Bronx is well attended. Rafael Muriel, left, a recreation specialist, gymnastics coach and CSEA member, supervises youths participating in the program. The employees are members of NYC Local 010.



DIANE LAFAVE, a highway equipment operator and member of Syracuse State Employees CSEA Local 013, is in the driver's seat of a large paint spraying unit as she applies new center and side stripes to state highways in central New York.



Summer lunch improves in sun, fresh air



LUNCH BREAK — Pat Pflger, CSEA Region VI CWEP representative, hands a CSEA cap and bag to Shirley Trimm of CSEA Local 003. Looking on are John Anibaldi and Pat Froebel. The group is taking advantage of lunch on the veranda at the Donovan Office Building.

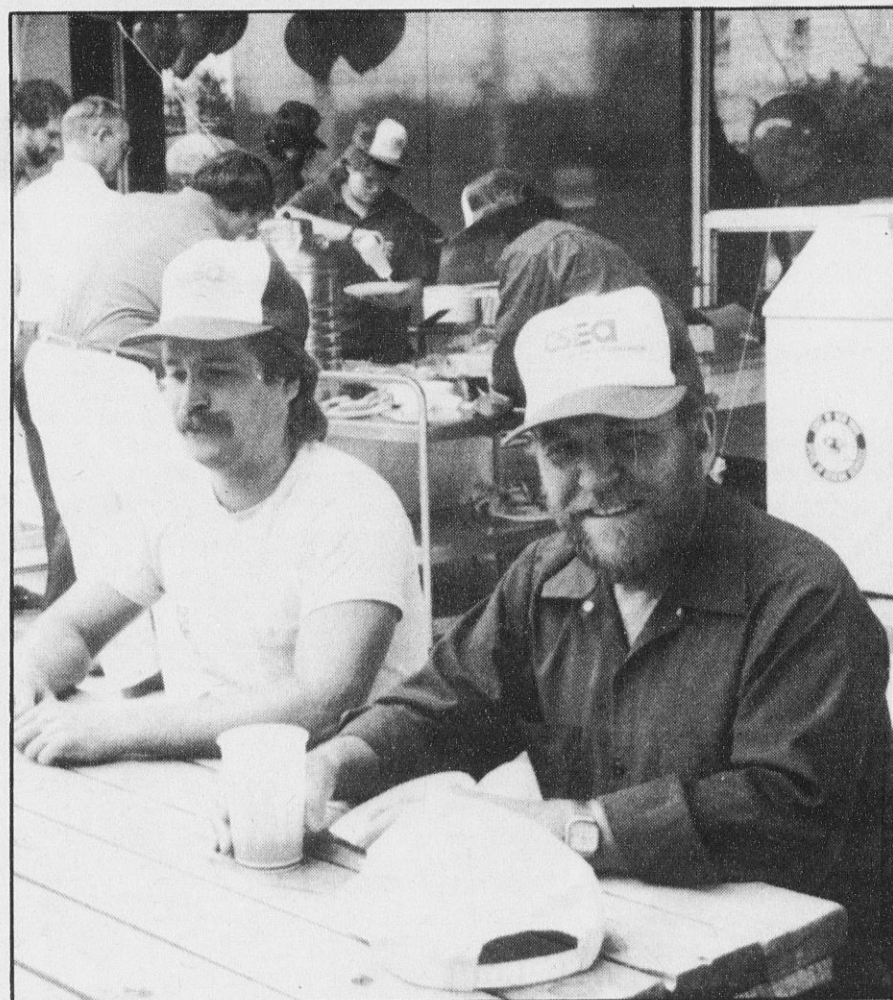
BUFFALO — Summer lunch is a lot more airy and pleasant for state workers at the Donovan Office Building.

Picnic tables, an outdoor cafe with a daily changing menu and live entertainment are now available on the previously bare veranda of the building. The new arrangement gives the members of Buffalo State Employees CSEA Local 003 a break from the windowless basement cafeteria.

Pat Pflger, representative of the Committee on Work Environment and Productivity (CWEP), said the arrangement is the result of cooperation among Local 003, the Office of General Services and CWEP.



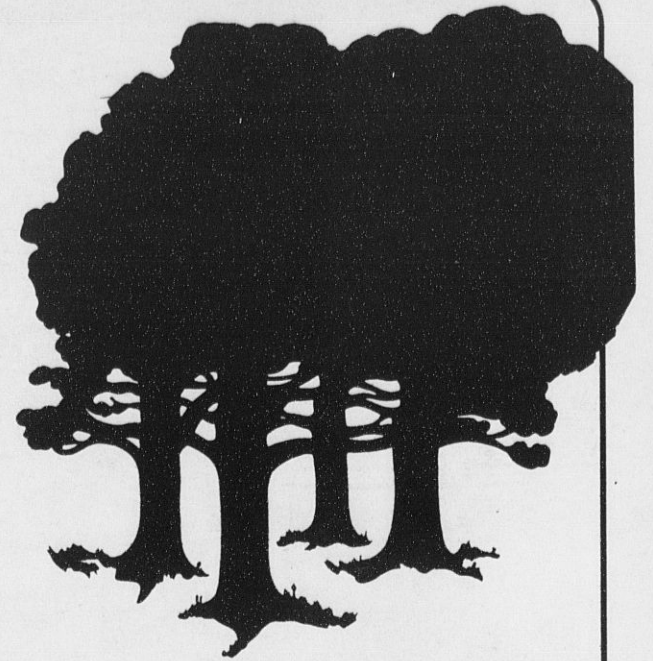
MUSIC TO THE EARS of CSEA Local 003, a group provides live lunchtime entertainment outdoors for state workers accustomed to eating in a windowless basement cafeteria.



TAKING ADVANTAGE of outdoor lunch are CSEA Local 003 members Dave Bajer, left, and Gib Collins, both stationary engineers. The open air lunches are the result of an agreement reached by Local 003, the Office of General Services and CWEP.

Tree City:

Poughkeepsie's new title



POUGHKEEPSIE — The city of Poughkeepsie is Tree City these days, thanks to the efforts of a group of dedicated city employees.

The city recently earned the National Tree City Award for its extensive tree planting and maintenance program.

According to Tree Foreman Mike Prospero, the city is planting young trees on streets where there are now few trees. The CSEA members also maintain about 20,000 trees in city parks and city-owned lots.

Officials also take requests from property owners who would like trees planted in front of their property.

Prospero says the city purchases very young trees called whips for about \$15 to \$20 each, plants them in the city-owned

A TREE GROWS in Poughkeepsie, with the help of city workers Steve Antonucci, left, and Jimmy Lake. They are planting one of the many trees that have earned the city the National Tree City Award.

nursery for a few years while they acclimate to the local soil and weather, then transplants them. Mature trees ready for transplanting could cost more than \$100 each.

Prospero and his crew have been extremely busy this past year preparing for the city's 300th birthday celebrated in June.

EBF dental benefits increase

Important increases in dental benefits under the CSEA Employee Benefit Fund have been approved by the fund's Board of Trustees and are now in effect.

Last year, the fund offered a new and increased benefit schedule. In the past year, further cost containment measures and careful financial planning have made it possible to offer CSEA fund members more increases in the allowances for dental services covered under the plan.

Special attention has been given to preventative and restorative procedures. All changes have been based on suggestions and

requests from the membership and with the professional advice of dental consultants.

In announcing the increased dental benefits, William L. McGowan, chairperson of the fund's Board of Trustees, emphasized the importance of the Employee Benefit Fund to CSEA members.

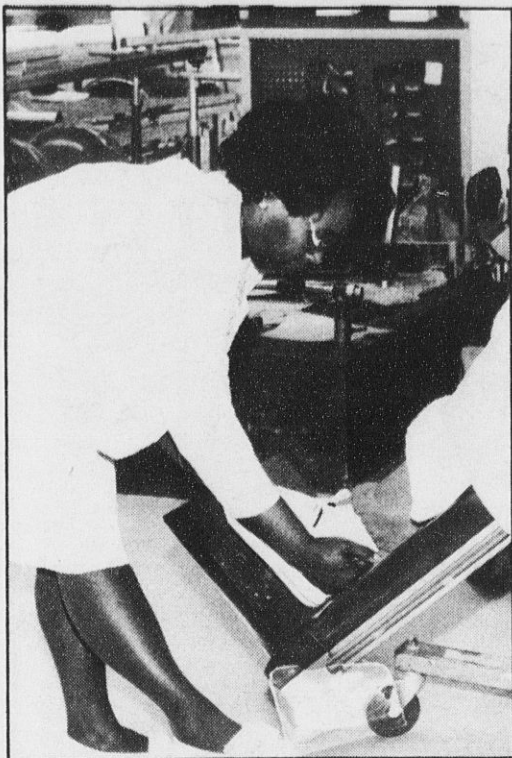
"The fund has one of the finest employee dental plans offered and, as always, our first consideration to our employees is to help them meet the increasing cost of health care," he said.

The list of fee changes has been mailed to all covered employees and will apply to all dental work done after July 1.

CSEA EMPLOYEE BENEFIT FUND DENTAL PLAN
NEW FEE SCHEDULE - EFFECTIVE 7/1/87

Procedure	Old Schedule Prior To 7/1/86	Current Schedule 7/1/86 Thru 6/30/87	New Benefit Schedule 7/1/87	Old Schedule Prior To 7/1/86	Current Schedule 7/1/86 Thru 6/30/87	New Benefit Schedule 7/1/87
Examination	7	7	10	10	10	25
Dental Prophylaxis						
Under 14	7	10	13			
14 and over	10	14	17			
Fillings-Amalgam						
1 Surface Deciduous	6	10	12			
2 Surface Deciduous	13	18	19			
3 Surface Deciduous	15	25	25			
1 Surface Permanent	8	12	15			
2 Surface Permanent	15	20	22			
3 Surface Permanent	20	28	29			
Fillings-Composite						
1 Surface	7	10	15			
2+ Surfaces	14	20	25			
Reinforcement Pins	7	7	10			
Crowns						
Porcelain Jacket	120	135	165			
Acrylic Veneer	125	140	160			
3/4 Gold	90	100	130			
Porcelain Veneer	180	200	210			
Full Gold	110	125	150			
Gold Inlays						
1 Surface	25	40	65			
2 Surfaces	50	75	90			
3 Surfaces	65	100	125			
Abutment Crowns						
3/4 Crowns	90	100	130			
Full Cast	110	125	150			
Acrylic Veneer	125	140	160			
Porcelain Veneer	180	200	210			
Radiographs						
Periapical-Each film	2	2	3			
Bite Wing-Each film	2	2	3			
Full Series	20	20	25			
Panoramic	15	15	20			
General Anesthesia				10	10	25
Pontics						
Acrylic Veneer				75	90	90
Porcelain Veneer				100	120	125
Root Canals						
Single Canal				75	85	95
Two Canals				100	110	135
Three or more Canals				150	160	185
Periodontics						
Scaling/entire mouth				20	20	22
Curettage/quadrant				20	20	30
Gingivectomy/quadrant				100	100	125
Osseous Surgery/quadrant				100	100	150
Oral Surgery						
Extraction, per tooth				12	12	18
Surgical extraction				15	15	25
Soft tissue impaction				30	30	45
Partial bone impaction				50	50	70
Full bone impaction				90	90	110
Alveolectomy				25	25	30
Incision & drainage/intra				10	10	15
Incision & drainage/extra				20	20	25
Apicoectomy				40	40	50
Antrotomy				50	50	75
Labial Correction				35	35	50
Biopsy				35	35	50
Cyst Removal				50	50	75
Remove Residual Root				10	10	15
Sialolithotomy				20	20	30
Removal of Soft Tissue				25	25	35
Removal of Hyperplastic Tissue				20	20	28
Jaw Fracture (open)				250	250	350
Jaw Fracture (closed)				250	250	350
Recementation						
Crown				10	10	15
Bridge				20	20	25

Giving more than physical therapy



"I talk to them like a mother. I talk about being positive. I tell them what they can do, not what they can't."

*—CSEA member
Bea Kee*



A smiling Milone with Kee.

She changes lives, one at a time

By Anita Manley
CSEA Communications Associate

WEST HAVERSTRAW — When a cancerous tumor on her spine left Tina Milone paralyzed from the waist down, she was sure that her life was over.

Thanks to Bea Kee, Milone has learned that despite her disability, she is capable of leading a full life.

"Tina has come a long way," said Kee, a state employee at Helen Hayes Hospital for 23 years and a past president of Local 302.

A hospital clinical assistant, Kee performs physical therapy on her patients, strengthening unused limbs and teaching the disabled how to live with their disability.

"When I started treating Tina, I told her she was a 'whiner,'" said Kee.

Milone agrees that those were difficult times. "I didn't want anyone talking to me. I didn't want anyone touching me."

Kee knew that without her legs, Milone would have to develop upper body strength, that certain exercises would help Milone's leg muscles from wasting away.

Milone also needed to learn how to manage her home from a wheelchair, how to get in and out of her car, her bed and her bathtub. These were skills that she would learn during her stay at

Helen Hayes Hospital.

But first, Kee had to overcome Milone's depression and convince her to want to learn how to help herself.

Kee's sincere concern was the magic ingredient.

"When you've got caring people, you get results," Milone commented.

Kee smiles when she recalls the long road she and her patient have travelled together.

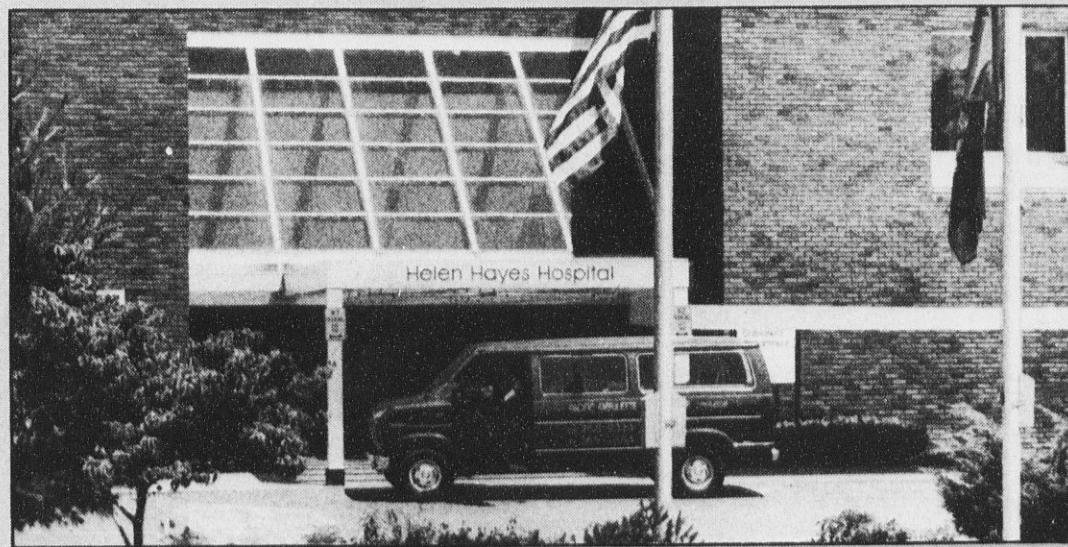
"We've shed a lot of tears, happy tears."

Asked how she motivates her patients, Kee says, "I talk to them like a mother. I talk about being positive. I tell them what they can do, not what they can't do."

Is Kee ever discouraged? "No," she replied. "I think positive. You have to be like that all the time."

Milone says Kee's positive attitude inspired her. "When she tells me what I'm able to do, I believe her. She comes across like she knows what she's talking about. She gives positive vibes!"

Kee says she hears from many of her former patients. "They write to me. They send me Mother's Day cards. One told me that I was going to be a grandmother. I have a lot of 'adopted children'."



Special kind of caring

WEST HAVERSTRAW — Named for the famous actress who lives not far from the facility, Helen Hayes Hospital overlooks the Hudson River in northern Rockland County.

The only state rehabilitation center in New York, Helen Hayes Hospital treats patients with such problems as spina bifida, osteoporosis, head trauma, cerebral palsy, amputations, strokes, Parkinson's disease, spinal cord injury, congenital problems and pulmonary diseases.

According to Physical Therapy Director Barbara Hanley, the average length of stay in the 155-bed facility is about six weeks.

Anyone wishing more information on services available should call (914) 947-3000.



Retiree keeps moving to make the grade

BROOKLYN — Navigating through the chaos of young students clustered in the New York City Technical College cafeteria, Michael Napolitano methodically moves toward his 5:45 P.M. ethics class, briefcase in hand.

Meticulous and precise in his notetaking at CSEA union meetings or college campus, he is obviously serious about his pursuits.

Now in his third year at Tech he finds the course work a "challenging" part of his life that also includes serving as recording secretary for CSEA Local 910. Wearing an academic hat and a union hat keeps him one very active retiree.

A widower who will only admit to being a "senior citizen past 65," Napolitano retired from state service as a mental hygiene employee in 1969 — 18 years ago. About his active lifestyle he will only say, "One day I decided it was time to get out of the rocking chair and away from the TV."

A year after taking on his union job, he decided to go after his dream — a degree in psychology. He registered at New York Tech and commutes two evenings a week to Brooklyn by subway. To his credit he has already completed courses in Spanish, western civilization, philosophy, sociology and psychology. In the coming term he plans to tackle a class in health education and a

workshop in development of writing skills.

A regular participant at monthly retiree local union meetings, Napolitano was drafted as Recording Secretary four years ago. Last year he was re-elected by acclamation. With a wry twinkle in his eye, he'll admit, "They won't fire me because I don't think anybody else wants the job!"

His union involvement is motivated in part by a personal concern about the cost of living for retirees in New York State where pension supplementation has not kept pace with living expenses. "Three percent is not sufficient to buy the things we need and our pensions don't amount to an iota of what we should get," he emphasizes when asked about the most pressing problems facing today's retirees.

Napolitano served as a delegate to the Retiree's Convention in Buffalo and participates in political action letter-writing campaigns to improve pensions and benefits. He will be first to counsel other retirees to "be your own lobbyist; get involved. Don't sit back and say let the other guy do it!"

The secret to his energy and positive focus on life is simply to participate on all levels. "Write letters, attend meetings and let your voice be heard," he says while reflecting that spending seven days a week at home can stifle "the development of your mind."



CSEA helps family rise from ashes

CENTEREACH — Kathy and Fred LaScalea lived in their home for 13 years until it burned to the ground in an electrical fire recently. To add to the trauma, the LaScaleas, members of SUNY Stony Brook Local 614, were underinsured.

The only good to come from the devastation is that CSEA and other groups are working hard to help the family.

In 1980 Fred suffered a fall from a ladder, which partially crushed his skull, took one of his eyes and impaired vision in the other.

"Fred had just recently gotten a job in the university Animal Lab Health Sciences Center and things were looking up a little," explains Kathy, a cleaner at the university hospital.

The night of the fire, the LaScaleas had just stepped out for a few minutes to check on an exhibit they were preparing for an upcoming Suffolk 4-H show.

Their 11-year-old daughter Janine noticed the curtains go up in flames and quickly got her severely retarded 16-year-old

brother Michael outside. She then ran back in for the eight- and five-year-old children.

Meanwhile, her 14-year-old brother Keith, who was in the yard feeding the dog, heard the screams and saw the flames. Not knowing his brothers and sisters were already safe, he ran right through the flames devouring the home he had lived in all his life.

"Thank God they're all okay," exclaimed Kathy.

The LaScaleas are currently living in a trailer behind the ashes that used to be their home and belongings.

"CSEA, my co-workers and the community have all been such a huge help," Kathy adds. "We've gotten \$4,000 in donations and when our new home is ready we have lots of furniture that's been donated."

Seven pairs of glasses were lost in the fire and when Davis Optical heard, the entire family was provided with eye exams and new glasses free of charge.

The law firm of Kotler and Vitale has also agreed to help the family with their legal needs, for free.

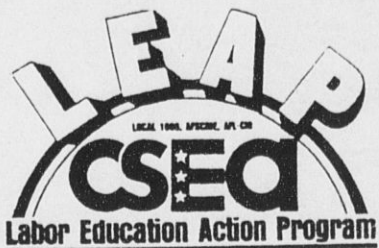
"Really everyone has just touched our hearts with their generosity," Kathy said, her voice breaking.

Anyone who can help in any way should call CSEA Communications Associate Sheryl Carlin at (516) 273-2280.

'CSEA, my co-workers and community have all been such a huge help'

Deadline nears for LEAP fall semester

A great way to quench a thirst for knowledge



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 New York. LEAP is available only to CSEA-represented state employees in the Operational Services, Administrative Services and Institutional Services units, Health Research Inc., SUNY Construction Fund and Division of Military and Naval Affairs. CSEA/LEAP courses are designed to increase upward career mobility in state service and improve the quality of life on and off the job.

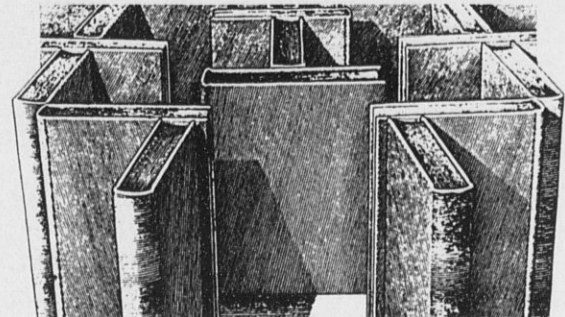
The deadline for the fall semester of CSEA/LEAP programs is July 22.

The program offers more than 150 course titles and more than 1,400 course offerings at 86 colleges and BOCES throughout the state.

Eligible state employees hired before May 1, 1987, can get LEAP 108 applications and the Fall 1987 Course Announcement from their personnel/training officer or from their CSEA local president.

Be sure to read section one of the course announcement for information on LEAP's Certificates of Career Development. Also, be sure the application is complete and accurate, since LEAP can only process one application from each eligible employee.

Remember, the deadline for applications is July 22.



CSEA AUTOMATE: for members only

Enroll in the CSEA AUTOMATE® program by phone

1-800-833-6220

(OPERATOR 40)

and charge it to your Visa or Mastercard

Or, simply complete the form below and return it to CSEA AUTOMATE® P.O. Box 774 Schenectady, NY 12301.

Yes! Enroll me in the CSEA AUTOMATE Emergency Road Assistance Program® right away!

Name _____

Address _____

Apt. No. _____

City _____

State _____ Zip _____

Social Security No. _____

Telephone No. () _____

IMPORTANT BILLING INFORMATION ANNUAL DUES ARE \$ 19.95

Annual membership dues for the CSEA AUTOMATE Emergency Road Assistance Program® can be made in any one of the following ways: (Check one)

- Check or Money order enclosed
 Charge to my: Visa Mastercard

Acct. No. _____

Expiration Date _____

Bill me later

IMPORTANT TRAVEL/ACCIDENT INSURANCE INFORMATION

Included in your CSEA AUTOMATE Emergency Road Assistance Program® membership is a \$25,000 Travel Accident Insurance Policy.

Please provide the following information:

Beneficiary Name _____

I understand my membership will begin on the first day of the month immediately following receipt of my application and annual membership dues. I understand that the benefits and services are subject to the terms and conditions of the "Members Only Benefit Guide".

Signature _____

Date _____

The new CSEA AUTOMATE Emergency Road Assistance Program provides members with great benefits for only a small annual fee.

The membership kit that members receive after enrollment includes all the information and material necessary to begin benefiting from the program. Membership in CSEA AUTOMATE costs \$19.95.

The membership card is the most important part of the kit because it provides the membership number and effective enrollment date. A member must present his or her number in order to participate in any of the program benefits. The back of the card lists all of the important CSEA AUTOMATE, Access America and Discount Travel International telephone numbers for easy reference.

The "Members Only Benefit Guide" explains what members need to do to receive reimbursement for towing, emergency road service and emergency transportation expenses.

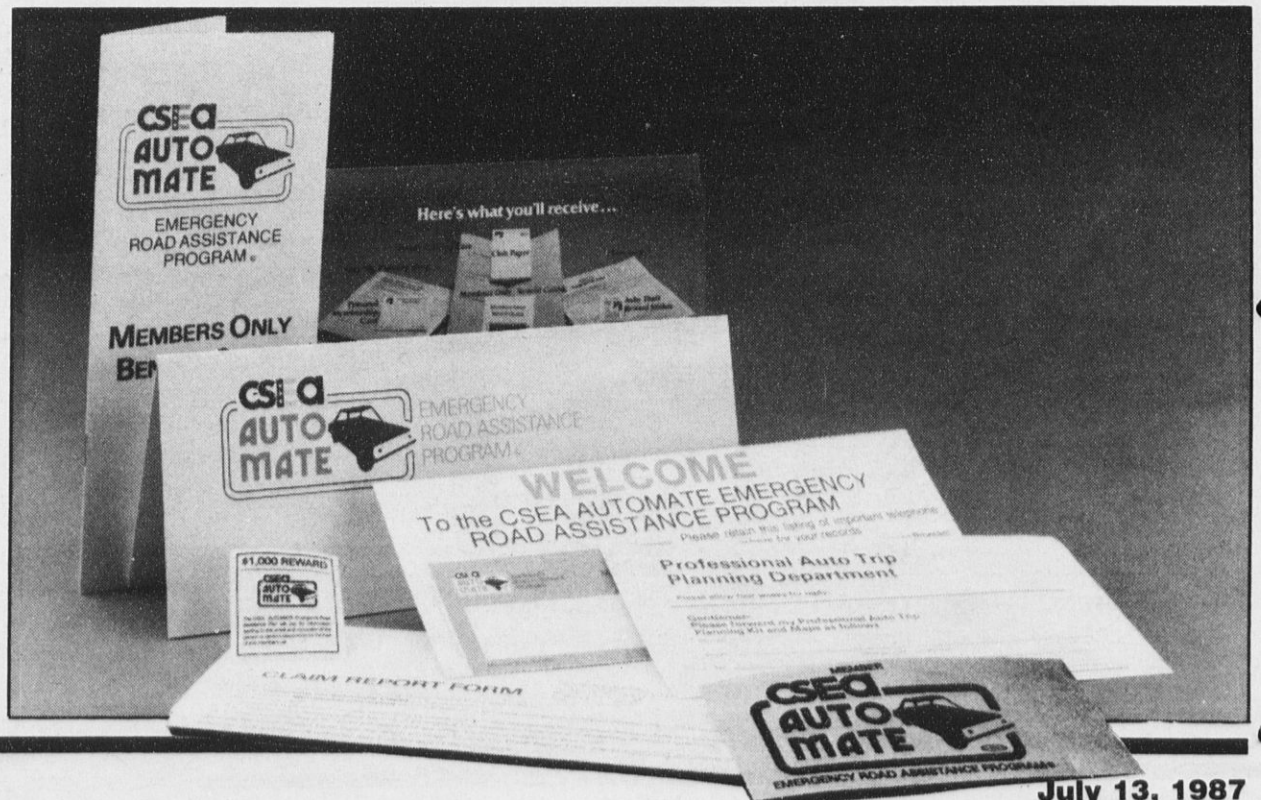
Also included in the guide are an outline of coverage under the \$25,000 travel accident

insurance benefit and explanations of how to take advantage of the benefits, such as the Professional Auto Trip Planning Service, automatic enrollment into Discount Travel International, the \$1,000 auto theft reward and the medical assistance hotline and legal assistance hotline through Access America.

Members also receive a CSEA AUTOMATE bumper sticker, a \$1,000 auto theft reward window sticker, a professional auto trip planning request form and a CSEA AUTOMATE claim reimbursement form.

All this information is packaged in a convenient CSEA AUTOMATE folder that will fit easily into any car glove compartment for safekeeping and easy reference.

To receive the CSEA AUTOMATE membership kit, simply enroll today. Call CSEA AUTOMATE at 1-800-833-6220, Operator 40, and charge the \$19.95 membership fee to your Visa or Mastercard. Or fill out the application on this page and return it with your check or money order to CSEA AUTOMATE, P.O. Box 774, Schenectady, NY 12301-9980.



Local 834 voter registration drive applies pressure to resolve impasse

A massive voter registration campaign is the latest weapon in the Onondaga County CSEA Local 834 arsenal aimed at county legislators as a heated contract impasse dispute continues.

CSEA hopes to register hundreds of new voters to apply additional pressure on their legislators to settle the long-simmering dispute. More than 3,700 Onondaga County employees have been forced to work without a contract since Dec. 31.

"Thanks to much hard work, we have sent another 'hard line' message to the county legislature that CSEA member-voters may provide some surprises come election day," commented Region V Political Action Coordinator Tim Burns. Several months ago, Burns was enlisted by Local 834 President Dale King to work with Local 834's political action committee to increase voter registration of county employees.

After careful research and scores of hours contacting employees on a one-to-one basis, Burns, Committee Chairperson Carol Sanford and a 10-member committee registered more than 300 county employees, 95 percent of whom were previously ineligible to vote.

This drive follows on the heels of a media advertising campaign the union conducted to bring the situation to the attention of county residents and taxpayers. Local 834 members have also picketed several meetings of the county legislature to protest management's refusal to reach a contract agreement.

"My hat's off to Dale King, Carol Sandford and all her committee members," Burns said. "They did a great job. Board of Elections Commissioner Richard Romeo was very cooperative with our committee and I am sure he was impressed by the success of the project," concluded Burns.



VOTER REGISTRATION "TEAM" TOPS 300 — CSEA Local 834 President Dale King, standing center, looks on as Political Action Chairperson Carol Sandford and Dan Haase deliver more than 300 voter registration forms to Onondaga County Commissioner of Elections Richard Romeo, seated left.

CSEA Committee profile **A watchdog role**

When government programs to train workers can affect union members in the public sector, CSEA's Standing Committee to Investigate Governmental Employment and Training Programs steps in to take a look.

The committee's charge is to review the Job Training

Partnership Act (JPTA) and any other state or federal employment and training programs that may affect CSEA membership. They identify the issues that are important to contract administration and recommend CSEA policy to officers and staff.

"We look at the impact on job security," said Chairperson Mary Rich. "All these programs do have an impact on our members."

Sometimes the programs can help members, and the committee is interested in that aspect. However, job training programs often displace union employees, filling a position with a program participant that should be filled by a union member.

But the concern isn't only for the union members, said Don Kelly, CSEA research analyst and adviser to the committee. The participants in the programs often don't get the useful training, or they may be getting paid low wages through the program when their skills should demand higher pay.

"The whole idea is education," he said. "What we're trying to do is make the public realize that we're not being self-serving. These programs don't work because these people are being taken for granted."

Rich, a social welfare worker with the Department of Social Services, said the committee recognizes the "political reality" of the employment and training programs — they exist and they can work. But the committee's job is to monitor and review the programs, and if necessary, push for changes.

Sometimes the job means just making people aware of the existence of such programs. The committee is preparing a new edition of a resource guide that explains how to recognize workers in employment and training programs, how to evaluate whether the program is displacing union workers and what to do about it.

The committee's job is a big one, Kelly said, because there are many different programs and each one affects people differently.

Now concentrating on Green Thumb, a federal program directed at senior citizens, the committee has asked unit and local presidents to survey their members to find out just how many Green Thumb workers are at their job sites. That information will help the committee analyze the program and develop a position, Kelly explained.



THE STANDING COMMITTEE to Investigate Governmental Employment and Training Programs meets regularly to review different programs. At the most recent meeting are, from left, Candy Saxon, E. Sands Frost, Chairperson Mary Rich, Frank Celentano and Committee Adviser Don Kelly.

CSEA Days

PILGRIM PSYCHIATRIC CENTER



Today's most important health concerns — AIDS, drug and alcohol abuse, eating disorders, cancer, kicking the smoking habit and good nutrition — were among the hot topics at Pilgrim Psychiatric Center's recent Health Awareness Day.

Sponsored by the Local 418 Employee Assistance Committee, the program also included presentations on drunk driving, a "hands-on" auto crash test to demonstrate the importance of seat belts and sessions on self breast exams.

Pictured are: (L. to R.) CSEA members Tony Fuentes, Anna Gonzalez and Debbie Koehler picking up information.

BINGHAMTON PSYCHIATRIC CENTER



INFORMATION DAY at Binghamton Psychiatric Center brought a good turnout of members from CSEA Local 441 and other unions at the facility. CSEA communications, Employee Benefit Fund and insurance providers were among the many booths and tables offering information. Catching up on the latest union news are, left to right: Therapy Aides Beverly Casey, Joe Jakubowicz and Dan Pratt. Handing out material and answering questions are, seated: Ruth McCarthy, Local 441 treasurer and Ron Stilson, 3rd vice-president.

First pension hike in years nears reality

ALBANY — Pension supplementation for thousands of retired public employees is only a governor's signature away from becoming a reality.

The state Legislature has approved a bill, effective Sept. 1, that would extend supplementation to public employees who retired before 1983. Currently pension supplements are only available to those who retired prior to 1980.

The bill gives higher supplements to longer term retirees. For example:

YEAR	% INCREASE
1982	1.5%
1976	15.5
1966	80.7
1956	303.2
1946	461.9
1936	698.9

The state Comptroller's office estimates that average payment in the state employees retirement system is \$4,709 annually.

Tompkins taken to task

Tompkins County CSEA Local 855 has filed an Improper Practice (IP) charge against the county.

Region V Director Roger Kane, who is also chief negotiator for Local 855 during current contract talks, says the two-phased IP charge stems from the action taken by the county that pre-determined the results of the legislative hearing in Ithaca June 17.

Because the Tompkins County Board of Representatives voted June 16 not to impose a settlement, the county's action made a sham of the hearing and circumvented negotiating procedures under the Taylor Law.

The second phase of the IP charge concerns a letter distributed to all county employees that contained false and misleading information.

Kane indicated there is clear evidence the county is attempting to discredit the union's negotiating team. He has requested the Public Employment Relations Board (PERB) take immediate action to force the county to adhere to the well-defined structure of the Taylor Law.

We apologize, it's officers, not guards

An inaccurate and inappropriate title was used in referring to two Buffalo Municipal Housing Authority security officers in a story on page 9 of the June 29, 1987, issue of *The Public Sector*.

While the contents of the article were accurate and positive, the titles of Security Officers Dennis Kessler and Earl Stewart should not have been referred to as "guards." That generic title does not properly reflect the scope of training, professionalism and responsibilities of security officers.

We regret the unintended slight to security officers.

This, that

AND THE OTHER THING

Children's defense

ALBANY — Two representatives of Women for Racial and Economic Equality stopped at CSEA headquarters during a fund-raising tour for the legal defense of children in detention in South Africa and Namibia.

South African Mojake Thulo and Namibian Loide Shinavede talked about growing up and living as a member of an oppressed minority in their native countries. Because of their political stands, both women live in exile and work for equality from other countries.

Thousands of children are believed to be in detention in both countries with no legal aid, the women said. Their parents have no idea where they are, or even if they are alive, Shinavede said.

Some of those children are imprisoned because they protested the poor education given to minority children, Thulo said.

The women's Albany visit was sponsored by the Capital District Coalition Against Apartheid and Racism and other community organizations.

Mojake Thulo of the African National Congress speaks at CSEA headquarters about oppression in South Africa.

Parade plans

BUFFALO — CSEA Region VI President Robert L. Lattimer is encouraging area CSEA locals and units to join in Buffalo's new Labor Day.

Calling the parade "an excellent idea that could serve to promote a positive image of CSEA members to the public," Lattimer said he will help coordinate CSEA participation.

Local and unit officers should contact the Region VI office by July 15 with information on the number of participating members and whether a vehicle or float will be entered.

The Sept. 7 parade is co-sponsored by the Buffalo AFL-CIO, the United Way of Buffalo and Erie County.



30 years of service

Celebrating 30 years of service with CSEA as a staff member, Leo Fisher, above, receives a plaque from CSEA statewide President William L. McGowan. An input/output control clerk in the union's computer services section he joined CSEA on Jan. 1, 1957

Disabled play

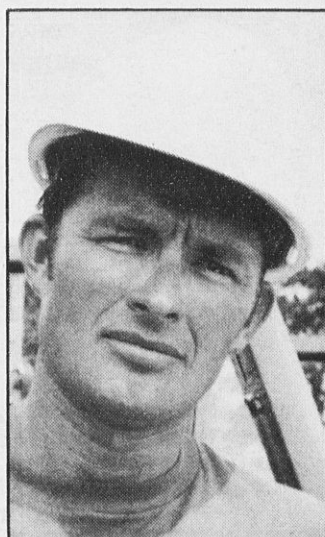
RYE — Nearly 7,000 disabled Westchester County residents spent a day at Rye Playland enjoying rides and amusements free of charge while CSEA county unit members operated the park, open especially for their visit.

Local corporations including Citibank, AT&T and Nestles donated products, money and volunteers for the day. A number of CSEA members also volunteered for the 12th annual Day for the Disabled, sponsored by the county Office for the Disabled.



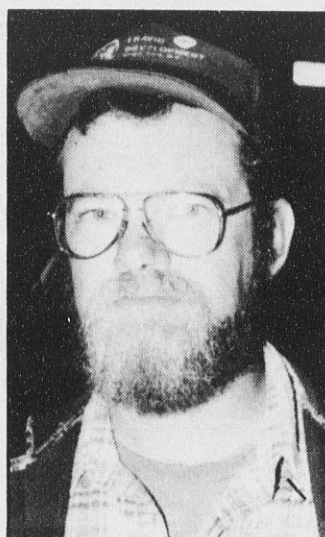
How do you keep cool on your hot summer job?

Where asked: Region VI



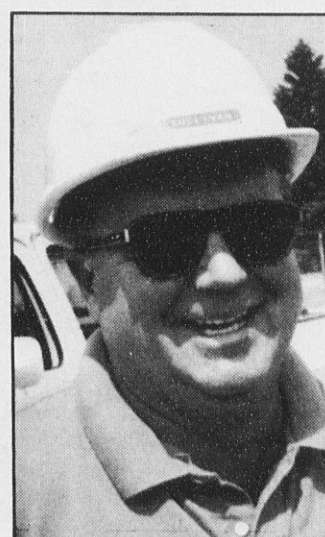
WALLY BYERS, Thruway maintenance section supervisor, Local 058

"When we're paving, it gets super hot out on the Thruway and about the best you can do is drink a lot of liquids from the ice water containers we carry with us."



G. PERRY DOUGLAS, heavy equipment operator, Chautauqua Highway Department Local 807

"When I'm working on an open-air machine like a roller, I use an umbrella to shade me from the sun. At break time, it's the nearest shade tree."



JIM SULLIVAN, Thruway maintenance section supervisor, Local 058

"I try to find some shade at break and lunchtime and drink plenty of liquids like water and pop from the coolers we carry out on the road."

Correction

In the last Camera Close-Up, the photos of Mike Sheffer and Marshall Dolgin were inadvertently reversed. We regret the confusion.

Plant life, wildlife the highlight at Bear Mountain's Trailside Museum

BEAR MOUNTAIN — The menu is eye-catching — “One medium rat and 10 ounces of horse meat.”

Another offers a mixture of fruit cocktail, peanuts (in their shells), mixed vegetables and seeds.

Of course, the creatures who devour these gourmet delights are not your typical diners. The rat and horse meat are served to a red tail hawk and the fruit and veggie mix are gobbled up by a pair of wild turkeys.

The fowl are residents of the Trailside Museum in Bear Mountain Park, along the Hudson River just north of New York City. The museum was the first nature studies center in the state, said museum Superintendent John Yurus.

State officials once considered building a prison here; instead, the 50,000 acres of land donated by the Harriman family is a place where visitors can relax, hike, ski, skate or swim and appreciate the history and natural beauty of the Hudson Valley.

More than 500,000 visitors each year flock to the year-round park, which is the first leg of the Appalachian Trail in New York State.

The Trailside Museum, built on the site of a Revolutionary War fort, is one of the most popular attractions. Comprised of walkways bordered by many samples of regional plantlife, the museum also features exhibits of animals common to the Hudson Valley.

The geological display showcases the parts of a dinosaur skeleton found near Newburgh in 1902.

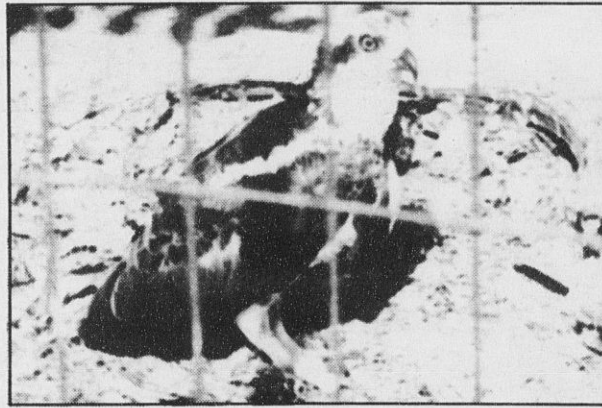


TRANSFERRING TURKEYS from one cage to another is just part of the job for park employee Mark Reynolds.

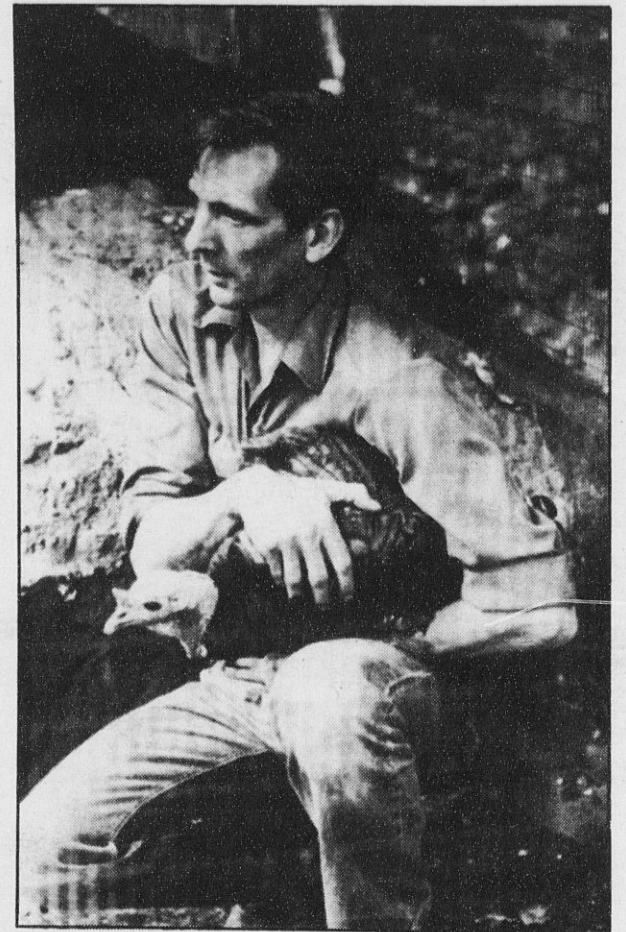
Palisades Park employees who are members of Palisades Interstate Park Commission CSEA Local 105 maintain the park and care for the animals. Summer mornings usually begin with the transfer of animals from indoor homes to outdoor cages, built by the workers.

Yurus, who joined the museum staff a few months ago, said he's impressed with the staff's dedication and knowledge.

The park offers a variety of activities, including weekend festivals and entertainment in addition to the museum, swimming areas, picnic facilities and hiking trails. For more information, call 914-786-2701.



THE RED TAILED HAWK waits patiently for his breakfast at the Trailside Museum in Bear Mountain Park.



PARK EMPLOYEE Nelson Bates gets a grip on an unwilling bird at the Trailside Museum.



MARK REYNOLDS and Nelson Bates hold a frightened turkey while museum Superintendent John Yurus clips his wings.