

CSEA regional officers election information and statements by regional candidates are published on pages 12-19 of this issue.

CSEA files for OCA disclosure exemptions

ALBANY — CSEA has requested exemptions from the financial disclosure requirements of the state's ethics in government law for 75 specific job titles filled by CSEA-represented employees in the Office of Court Administration. A complete listing of job titles will be published in the next edition.



statewide Board of Directors meeting summary

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.

ALBANY — CSEA's statewide Board of Directors met here on March 22. In official actions, the Board:

- * Approved hiring of two Labor Relations Specialists and a Collective Bargaining Specialist for Region III;
- * Provided funds for additional Region I staff;
- * Transferred Mohawk Correctional Facility members from Utica State Employees Local 014 to Oneida Correctional Facility Local 186;

- * Dissolved Long Island Region Armory Employees Local 253 and transferred members to Long Island State Employees Local 016;
- * Transferred Town of Oyster Bay Housing Authority members from Nassau County Local 830 to Town of Oyster Bay Local 881;
- * Dissolved State Liquor Authority Local 661 and transferred members to Executive Local 659;
- * Designated the Election Corporation of America (IECA) to run the AFSCME Delegates election;
- * Approved additional funds for the relocation of the Region V office to 6595 Kirkville Road, East Syracuse;
- * Received a report by the statewide

President on the union's special AFSCME grants;

- * Approved a special election schedule to fill several vacancies on the statewide Board of Directors;
- * Extended to age 85 participation in the CSEA Basic Group Life Insurance Plan (retroactive to Nov. 1, 1989);
- * Authorized a pre-paid dental plan for state retirees living in Florida; and
- * Approved a CSEA Disability Insurance Program.

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.

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NASSAU COUNTY MEDICAL CENTER LOADED WITH

Problems, problems, problems

By Sheryl C. Jenks
CSEA Communications Associate

CSEA members at the Nassau County Medical Center (NCMC) held two demonstrations recently to protest a number of problems at the facility.

One of the major problems at NCMC is contracting out. CSEA has been battling management over contracting out issues at the facility for years.

Other problems include a proposed 400 percent rent increase for on-site housing for interns and residents, who are represented by the NCMC Unit of Nassau County CSEA Local 830.

Contracting out

Recent problems include the hiring of contractors to demolish and remove debris from a burned-out apartment building at the facility. The union is also incensed over plans to build an incinerator which would be operated and serviced by private contractors.

Although the county claimed demolition and debris removal work could not be done by NCMC employees, CSEA said union members were working along side contractor employees, who are paid nearly three times their salaries, at the site of the burned out building.

CSEA officials and members are also upset that the county plans to contract-out positions at the proposed on-site incinerator. Current NCMC boiler room employees could service the facility, CSEA said.

The proposed rent increase

Nassau County CSEA Local 830 President Rita Wallace said the director of NCMC would be in direct violation of the contract if he goes ahead with

announced plans to increase the cost of on-site housing by 400 percent.

Wallace wrote a scathing letter to the director informing him a rent increase would be a change in the terms and conditions of employment and must be negotiated with the union. Wallace said CSEA is prepared to fight any rent increase for interns and residents represented by the union.

A rent increase, Wallace said, would pose a hardship to current interns, residents and their families, and would make recruitment and retention of doctors extremely difficult.

"The hospital is already having trouble in this area," Wallace said. "What do they think would happen if they increased the cost of on-site housing 400 percent?"

A real hardship

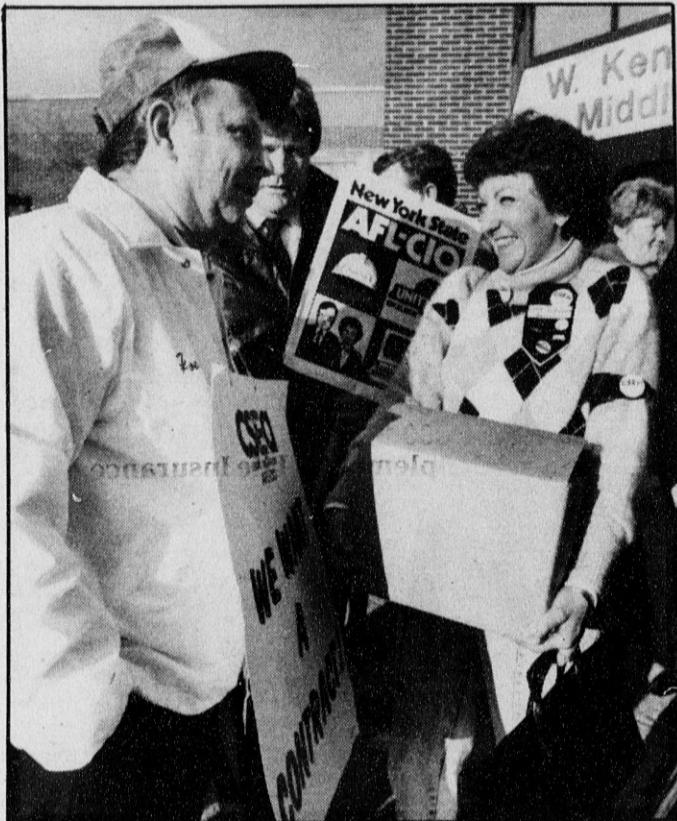
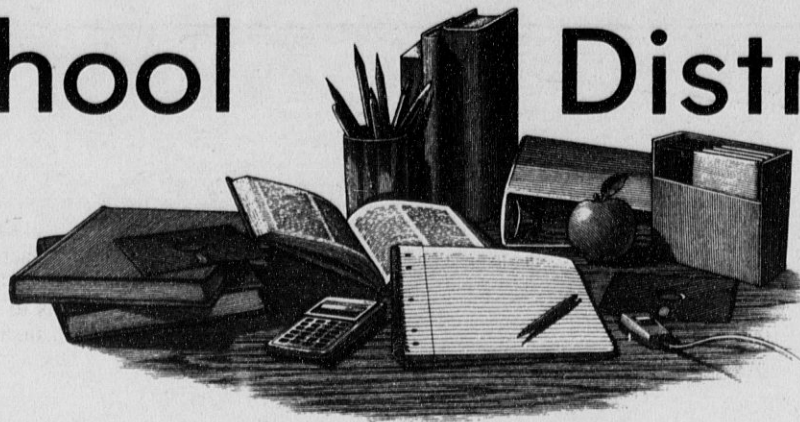
"A big part of our decision to come here (from West Virginia) was based on the cost of housing," Heather Marino said as she marched during one of the union's recent demonstrations. She is a part-time nurse at NCMC while husband Glen Marino is a resident doctor at the facility. "If rent were to increase now, we would really be in debt, on top of the student loans."

Anne and Timothy Koll moved from Wisconsin to live in the on-site housing at NCMC, where he is in his third year of residency.

"There's enough stress to deal with when you're going through your residency, being on call and everything, without worrying about whether or not you're going to be able to afford to finish out your residency here because of housing increases," Anne said as she, too, marched in the demonstration.



HEATHER MARINO, wife of resident Glen Marino, pushes her twins during a recent demonstration against a proposed rent hike. Union members also demonstrated against contracting-out problems at the Nassau County Medical Center.



TRYING TIMES IN TROY — CSEA President Joe McDermott, above, shows solidarity with Troy School Unit President Linda Occhiogrosso and other unit members during recent informational picketing. The 240 members of the unit, part of CSEA Rensselaer County Local 871 have been without a contract since July 1, 1989. As The Public Sector went to press, the unit was meeting on the school board's latest proposal. The offer of 5 percent this year, 5.25 percent starting July 1 and 5.5 percent beginning July 1, 1991 is based on a factfinder's report.

No settlement in W. Seneca

Some 450 West Seneca Central Schools employees, members of CSEA Local 868, have been working without a contract since July 1989.

The unit represents all non-teaching job titles, including bus drivers, cafeteria workers, custodians, maintenance workers and nursing staff.

Contract negotiations, begun one year ago, have gone through impasse, mediation and factfinder stages. The

unit membership rejected a factfinder report that recommended a one-year agreement.

The unit is seeking a two- or three-year agreement, according to CSEA Collective Bargaining Specialist Robert Young.

Another stumbling block to an agreement has been wages, with the unit seeking a percentage increase comparable to the 11 percent the district's teachers received in their current contract.

A superconciliator appointed by the state Public Employment Relations Board (PERB) will try to bridge the gap between the two sides, while the unit's members consider picketing the school board's next meeting.

CSEA members gain pay for excellence

PERTH — An agreement to reward excellence in the workplace has benefitted CSEA-represented teaching assistants and non-instructional employees in the Broadalbin-Perth School District in Fulton County.

"CSEA-represented teaching assistants will receive lump sum payments of \$840," said CSEA Labor Relations Specialist Linda Sage, "and the board also set aside \$10,000 for a variety of educational programs to benefit the district's non-instructional workers."

Teachers will also receive lump sum payments in the agreement signed between CSEA, the NYS United Teachers union and the Broadalbin-Perth Board of Education.

The agreement replaces the previous merit raise system, which was controversial and caused dissention among the workforce. The unions, school management and the superintendent of schools all supported the new concept as a better way to recognize excellence in teaching and excellence in the workplace.



LETTER OF UNDERSTANDING SIGNED — CSEA Labor Relations Specialist Linda Sage, left, smiles as Dr. Harry S. Brooks, district superintendent, signs a letter of understanding on the distribution of Excellence in Teaching Funds for 1989-90. Watching are: Chuck Cirillo, local NYSUT president, Babette Boardus, CSEA unit vice president and CSEA Unit President Edith Fickinger.



Coping with LAYOFFS

A squabble between Gov. Cuomo and legislative leaders over how to deal with a \$1.5 billion deficit left the state without a budget long after the April 1 fiscal year began. Both camps agreed it will take a combination of spending cuts (\$500 million or more) and higher taxes (\$1 billion or more) to resolve the budget crisis.

Layoffs of state employees and reductions in services are among the results of such drastic measures. More than 260 state Office of Mental Health workers

received pink slips earlier this month with an effective date in early May.

Due to the complexity of the civil service layoff procedure, some people who receive layoff notices will not, in fact, be the people who are eventually laid off.

For anyone facing the prospect of layoff, the status of insurance coverage and benefits are among many concerns to consider. The following information should be helpful to everyone facing job uncertainty as a result of the state budget crisis.

How to retain your insurance

CSEA members who are laid off may continue to participate in CSEA-sponsored insurance programs by arranging to pay premiums directly to the insurance carrier.

CSEA-sponsored Basic Group Life Insurance (Code 305), Supplemental Life Insurance (Code 306), Accident and Sickness Insurance (Code 307), Family Protection Plan (Code 358) and Home and Auto Insurance (Code 324 or 390) programs may all be continued after layoff by arranging for direct payment of premiums. CSEA sponsors the insurance programs through Jardine

Group Services Inc.

A member who is laid off must first apply to CSEA for dues-free membership in the union (see adjacent article regarding dues-free membership status) before arrangements can be made for direct payment of insurance premiums.

Members who are laid off may continue the Basic Group Life Insurance Policy for up to one year from the date of layoff by arranging to pay insurance premiums directly.

Questions concerning continuation of Basic Group Life Insurance should be

directed to CSEA's insurance department at 1-800-342-4146 or (518) 434-0191.

For information concerning direct payment of premiums for Supplemental Life Insurance, Accident and Sickness Insurance, Family Protection Plan and Home and Auto Insurance, members should call Jardine Group Services Inc. toll-free 1-800-366-5273 or (518) 381-1600 Ext. 459 Supplemental Life Insurance, Ext. 563 Accident and Sickness Insurance, Ext. 329 Family Protection Plan and Ext. 356 Home and Auto Insurance.

Info on your health insurance

Civil service law and regulations, along with provisions of contracts negotiated by CSEA with the state, provide certain laid-off employees the right to continue health insurance coverage under specific circumstances.

If you are laid off and eligible to continue your health insurance coverage under one of those circumstances, you

may do so by paying the required employee contribution, if any.

Questions concerning continuation of health insurance coverage should be directed to your agency personnel officer or the Department of Civil Service, Employee Insurance Section, Division of Employee Benefits, State Office Building Campus, Albany, NY 12239.

Continuing your EBF benefits

State employees who currently receive benefits under the CSEA Employee Benefit Fund (EBF) may continue coverage if they are laid off.

Under a federal law known as COBRA, employees have a legal right to continue benefits for up to 18 months on a direct pay basis if they are laid off. Once your termination date is given to the EBF by the state, you will automatically be sent COBRA information and an application.

It is no longer necessary to apply for continuation of coverage before you leave the payroll. The COBRA mailing will contain full details, including filing deadlines and the cost of coverage.

If there is any chance that the EBF does not have your current address, please contact EBF at **1-800-342-4274** to be certain you will receive the COBRA mailing.

Remember: CSEA dues-free membership does not entitle a person to EBF benefits. Only the COBRA option offers you the protection you need after leaving the payroll.

Dues-free membership info

If you are a CSEA member in good standing and are laid off and placed on a preferred list for rehire, you will be eligible for free union membership for one year.



Local 1000, AFSCME, AFL-CIO

Dues-free membership status, if approved, does NOT entitle a person to benefits under the CSEA Employee Benefit Fund (EBF). Individuals must arrange for direct payments to continue participation in dental, optical and prescription drug programs for up to one year while off the payroll (see adjacent article on how to maintain EBF coverage).

You must notify CSEA of your situation by completing an application form to become eligible for dues-free membership.

Application forms and additional information about dues-free membership are available by contacting:

**Civil Service Employees Association
Membership Records Department
143 Washington Avenue
Albany, NY 12210
1-800-342-4146 or (518) 434-0191**

The application must be signed by the CSEA local president or the employee's personnel officer to verify layoff status.

Dues-free membership expires if the employee returns to the payroll.

The following members have been elected CSEA delegates to the

1990



AFSCME[®]
Convention

June 25-29, 1990
Miami, Florida

LONG ISLAND REGION I

Gloria Moran	Tom Gargiulo
Carol Guardiano	Paul Nehrich
John Aloisio	Alice Groody
Nick LaMorte	Beth Luttinger
Gene Haynes	Annette Hunt
Barbara Allen	Robert Ford
Elizabeth Puttre	George Walsh
Tom Corridan	Cathy Martinez
Al Henneborn	Robert Blumhagen
Mike Montanino	Helen Dupree
Pat Hahn	Louis Dramis
Paul D'Aleo	June Nowak
Hank Jenny	Dorothy Boxley
Tom Bryne	Dianne Minardi
Jeanne Angiulo	Joan Klela
Donna Smith	Barry Malone
Anthony Ruggiero	Cheryl Keels
Roosevelt Jackson	Alice Colon
Richard Pankowski	Lucy Jackson
Bill Walsh	Marge Marsch
Phil Santella	Marge Higgins
Marie Ardell	Peter Ellison
Rita Wallace	Kathy Griesbeck
Ralph Spagnolo	

CAPITAL REGION IV

C. Allen Mead	William Sohl
Joan Tobin	Linda R. Swietlicki
Carmen Bagnoli	Raymond LaRose
Louis Altieri	Marge Oxbrough
Barbara Stack	Jacqueline Vanderhoof
Milo Barlow	Gary China
Lester Cole, Jr.	Ellen Faust
Rose DeSorbo	Ralph McCann
Betty Lennon	Maria Mesiti
Douglas Persons	Charles Staats, Jr.
Barbara Moloney	Anna DellaRocco
John Wakewood	William McMahan
Jeanne Kelso	Marianne Herkenham
Georgianna Natale	Elizabeth Habiniak
Richard Plumadore	Jack Miller
Jack Rohl	Rebecca Lawson
Hank Wagoner	Richard Canniff
Shirley Ponkos	William Burdick
Nunzio (Nick) Russo	Susan Matan
Dolores Farrell	Anthony Muscatiello

METROPOLITAN REGION II

George Boncoraglio	Mickey Cruz
Denise Berkley	Barbara Moore
Denis Tobin	Joel Schwartz
Tony Bailous	John Jackson
Harriet Hart	Willie Terry
Sharon Katz	Margaret Bagley
Vincent Martusciello	Jimmy Gripper
Bob Nurse	Janet Ventrano-Torres
Mohamed Hussain	Mary Greenman

CENTRAL REGION V

Jim Moore	Sharon Connor
Dolores Herrig	Bruce Nolan
Dale King	James Monroe
Dorothy Penner-Breen	Bob Vincent
Maureen Malone	Tom Ward
Pat Crandall	Sheila Sears
Roslie Tallman	Willis Streeter
Dave Berry	Doris Pratz
Patricia Labrozzi	Joe Maratea
Carlo Guardi	Linda Fear
Jack Wood	Bill Krivyanik
Merrill White	Rick Galbally
Donna Murray	Cindy Hammond
George Lawson	Frank Perreta
Sarah Soule	Jean Alverson
Jack Gosse	David "Doc" Livingstone
Harold Reinhardt	Corky Oliver
Ginger Sheffey	Jamie LaBoy
Bob Goeckel	Norma Taylor

SOUTHERN REGION III

Pat Mascioli	Joseph Roche
Jack Cassidy	Michael Torres
Rose Marcinkowski	Rossie Smith
Madeline Gallagher	Vicki Burton
Claire Rubenstein	Frank DeLauri
Jeff Howarth	Betty Gordon
Gary Eldridge	George Kelly
Henry Walters	Barbara Hogan
Ed Carafa	Darlene Foust
Norma Condon	John Catoe
Diane Lucchesi	Thomas Schmidt
Helen Zocco	Alan Ackerman
Thomas Lejeune	Naomi Kaplan
Grace Ann Aloisi	Patricia M. Mullon
Irena Kobbe	Julia Mercatili
Martin Sherow	Carmine Nigro
MaryJane MacNair	Sands Frost
Alice May	Vernon Cason
Patricia Nealon	Jack Shaw

Western Region VI

Robert L. Lattimer	Michael J. McGee
Florence "Flo" Tripi	Paul F. McDonald, Jr.
Marie Prince	Richard McIntyre
Thomas J. Warzel	Terrance Melvin
Candy Saxon	Elaine Mootry
James V. Kurtz	Ron Nowak
Sal Castro	John Ostergard
George Growney	Richard Parker
Kathleen Berchou	Thomas Patterson
Kathy Button	George Phelps
Stephen Caruana	Jack C. Rudy
Scott Corey	Lynda E. Standish
Francis (Skip) Dunham	Robert Stelley
Kathleen Fetzer	Carol Thornton
Wilma Hasser	James Volpone
Ralph Hesson	Geraldine Wiggins
Arthur Howell	Duane Wilcox
Wayne Jones	Edward Williams
Mary Lettieri	

Another CSEA member benefit that will save you money!



"Smart shopper consumer tips from UBS"

The following money-saving consumer tips are from United Buying Service (UBS) International, CSEA's official discount shopping service. Approximately every other month, UBS will provide, in *The Public Sector*, tips on how to shop for various categories of products and services. Whenever possible, a list of "best buys" in that category

will also be published. Remember — UBS offers the best prices on a wide variety of consumer items. As a CSEA member you can use UBS to do your shopping and buying right over the phone: toll-free!

This month UBS features

BUYING AN AIR CONDITIONER

BUYING TIPS

Smart shoppers buy the air conditioning unit of their choice BEFORE the warm weather sets in, for three good reasons:

1—When the weather gets warm, dealers run out of air conditioners very quickly. You may have to purchase what is left, instead of what is right for you.

2—Prices go up as inventory goes down. So decide early and save money.

3—You save time when you are ready to purchase by calling UBS, your official CSEA discount shopping service. Tell their buying experts the size of the room or rooms you wish to cool and they will tell you how large a unit you need. They will recommend a "best buy" air conditioner for you, at the lowest possible price, thus saving you time and money.

GET THE RIGHT SIZE UNIT

For maximum comfort and operating efficiency, you must first determine the proper size unit for you. To do this, first measure the size of your room, determine your square footage and multiply this number by a factor of 300. For example, a room that is 12' x 18' equals 216 square feet. 216 times 300 gives you 6,480, which is the minimum BTU/hr rating your air conditioner should have.

BTU/hr is the cooling capacity of an air conditioner. For average sized rooms, you need an air conditioner rated between 6,000—7,000 BTU/hr.

Other factors should be taken into consideration. Does your room have a large window? Do you have shades or blinds on that window? Do you have a higher than average ceiling? Is the room enclosed by a door, or is it an open arch area?

Although it is important to get an air conditioner which has sufficient cooling capacity for your room, it is also wise not to get a unit which is too large for your room. It may tend to cool the room too quickly and shut off the compressor

before the room has been completely de-humidified (thus reducing the level of comfort).

GET THE MOST ENERGY-EFFICIENT MODEL

All air conditioners have an energy-efficient rating (EER). The higher the EER, the less expensive it is to operate the unit.

SELECT A MODEL WITH DESIRABLE FEATURES

It is preferable to select a model that has multidirectional louvers and can be closed on one side to increase the air flow coming out of the other side. Select a model which has a slide-out chassis. This enables you to easily mount the light outer cabinet in the window or wall and then slide in the heavy chassis. It also provides each access for possible repairs.

To achieve the lowest operating cost, choose a model which has a 24-hour programmable timer. This timer can save you the cost of running your air conditioner all day long by allowing you to program the operation of the air conditioner only when you need it (when the sun hits your room, an hour before you come home from work, etc.). Models which provide this programmable timer feature cost a bit more, but if no one is at home to pre-cool a room, this operating feature is most desirable.

OPERATING TIPS

Many models offer an "energy saver control." This setting turns off the fan when the thermostat turns off the compressor. However, the fan uses only a small amount of energy, so there is little savings. Many people find that there is a better level of comfort to be derived from allowing the fan to continue to circulate the cooled room air.

Most models have an air exchanger (evenings are a good time to use this setting). It exhausts the stale air from the room while bringing in fresh, cooled outside air.

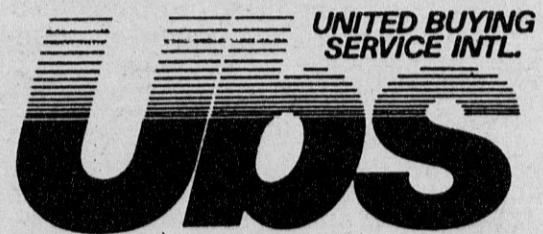
For smooth, efficient operation, be sure to check the air conditioner filter for dirt and wash or vacuum it regularly.

While inventory lasts, THIS MONTH'S "BEST BUYS" FROM UBS ARE:

FREIDRICH AIR CONDITIONER —
\$599 *10,000 BTU
*Energy rating (EER) of 12.0 * 115 Volt

EMERSON AIR CONDITIONER —
\$219 *5,000 BTU
*Energy rating of 7.5 *115 Volt
*Quiet cool feature

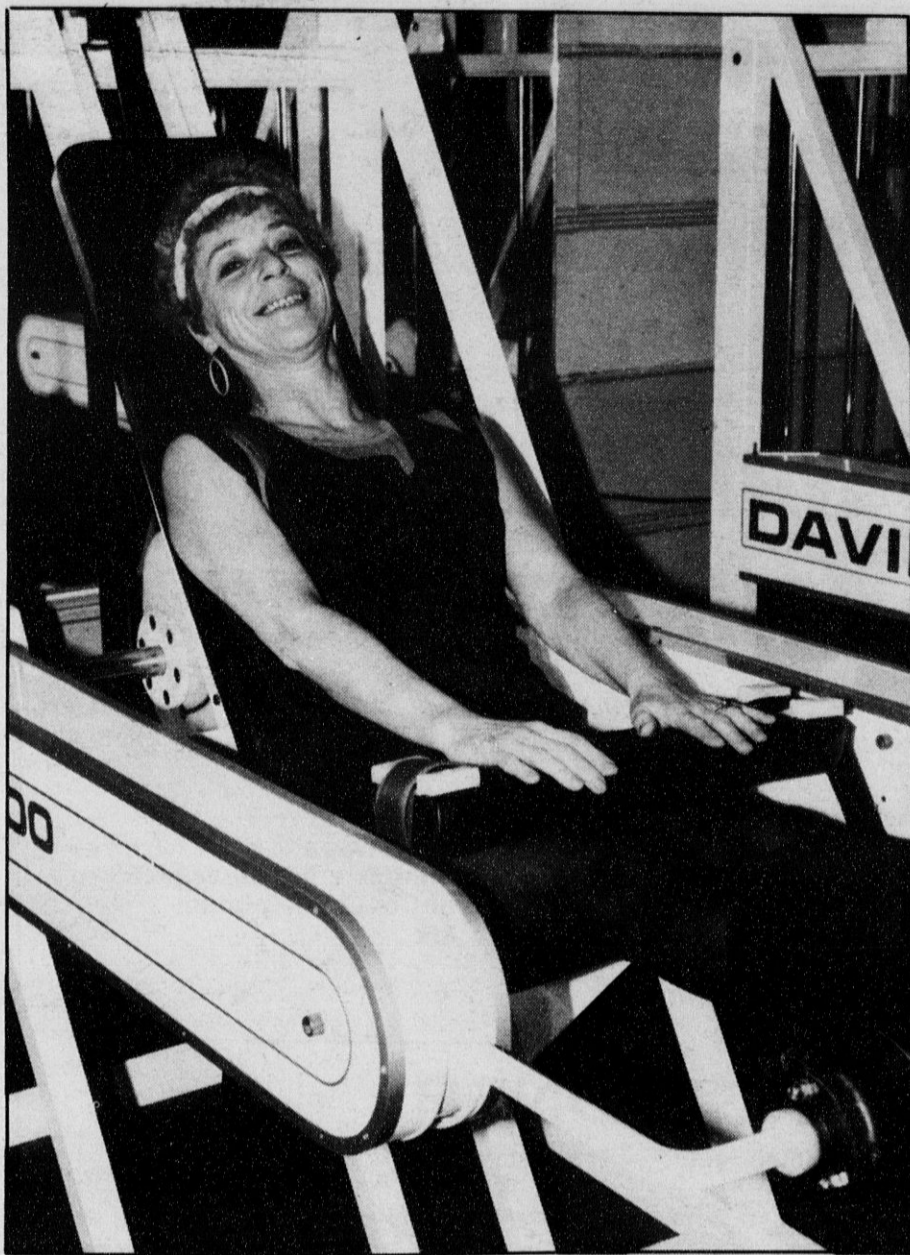
SOUTHWESTERN BELL CORDLESS
PHONE — Top rated — \$125 *1,000
foot range *memory storage.



CALL 1-800-336-4UBS

VISA and MasterCard accepted

UBS is CSEA's official discount shopping service, offering the lowest prices on automobiles, major appliances, video, stereo, furniture, carpeting, jewelry, china, crystal, flatware, luggage and a host of consumer electronics. Shop around on any of the above items, and then call UBS for their price. You'll be glad you did.



KEEPING IN SHAPE is a way of life for CSEA member Pat Pole. After working as a secretary at SUNY New Paltz, she teaches aerobics and works out at a health club; she's even a part-owner.

For Pat Pole

Exercise is a way of life

By Anita Manley
CSEA Communications Associate

NEW PALTZ — Pat Pole believes the best way to unwind after a long, hard day at work is to work a little harder. Exercise, she says, is the key.

In fact, Pole feels so strongly about the health benefits of an exercise regimen that after work each day as a secretary 1 at SUNY New Paltz, she looks forward to putting in a full evening working out and teaching classes at a fitness center in New Paltz.

"I leave my office and I'm tired. I come here, I do my class and everything just leaves me. The stress is gone. It really gives you a healthy high," Pole says. "You can feel a wonderful change in your whole body."

A way of life

Pole, a member of SUNY New Paltz CSEA Local 610 and a state employee for 17 years, says she has always exercised.

"I've always been competitive," she

"The stress is gone. You can feel a wonderful change."

said. "I was a tomboy when I was a kid."

She is so serious about her exercise, she's even part owner of the center she uses.

Pole began taking aerobic classes at SUNY, but soon discovered she was far ahead of her classmates. Six years ago, she began working out and taking aerobics classes at a health, fitness and aerobics club in New Paltz.

Shortly after that, she took on the job of aerobics coordinator. Then, in 1987, she had a chance to buy into the center, which offers exercise machines, cardiovascular equipment, a sauna, weight room, jacuzzi, locker rooms and a day care room.

"I thought I'd love to have my own place," Pole says. "I didn't think I was ready at the time, but the opportunity was there and it was a matter of take it or lose it."

Certiably healthy

A certified aerobics instructor, Pole has certification from both the Aerobics and Fitness Association of America and the Institute for Aerobic Research. She recommends anyone teaching aerobics be certified or taught by a certified instructor.

One reason is because some exercises recommended years ago have been modified because they were more harmful than helpful. A certified instructor would be aware of such discoveries and information.

"Everyone should exercise. They're doing themselves a favor."

"We've never had an injury," Pole says. "No shin splints, no back problems."

Do yourself a favor

Pole also insists that anyone with health problems who wants to take an exercise class first get their physician's permission. Clients may opt to undergo a personal fitness profile to determine his or her specific needs. Then center staff can develop an individual program.

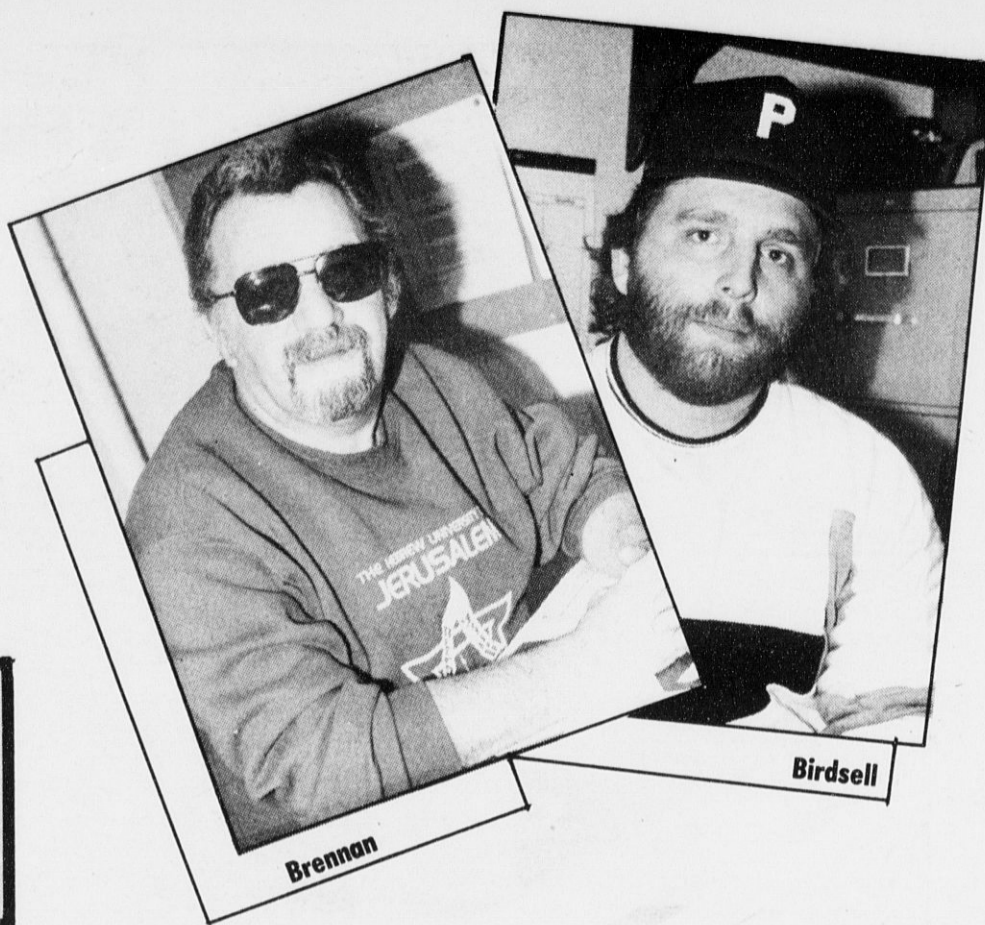
Anyone who diets should exercise, Pole says.

"You need at least 20 minutes of aerobics three times a week to lose body fat," she says. "Using the machines helps you tone. When you just diet, you lose muscle mass. With aerobics, you lose inches." Biking, swimming and fast walking also help dieters, she says.

"Everyone should exercise," Pole says. "They're doing themselves a favor when they do."

At Wassaic DC —

Danger every day



EDITOR'S NOTE — CSEA's recent compilation of on-the-job injury figures at state psychiatric and mental retardation facilities present a devastating view of employee pain and suffering due to understaffing and management failings.

The following story is another example of the horror that CSEA members face on the frontlines.

By Anita Manley
CSEA Communications Associate

WASSAIC — Employees at Wassaic Developmental Center in eastern Dutchess County don't consider it a badge of honor that their facility is near the top of the list for lost workdays due to on-the-job injury.

"We have approximately 100 people out with job-related injuries every pay period," said CSEA Local 426 Vice President Hank Brennan.

Brennan himself has been injured several times. One time he tried to break up a fight between two clients.

"I walked between them and one went for the other over me," he said. "She outweighed me and I got knocked to the floor and injured my neck, back and arm."

Brennan was out of work for nearly a year.

In an earlier incident, Brennan tried to stop a client from committing suicide and fell down a flight of stairs.

Mike Hall, a 22-year employee will

never bowl again thanks to one of his clients, who slammed his elbow on the floor while being restrained. Hall had surgery and needs to return for another operation.

"I was a good bowler; now I'm in constant pain," he said.

Even worse, Hall's injury makes it difficult for him to return to his former duties.

"I can't do the same work any more, but it's not fair to cast aside someone with my experience," he said. There are few other opportunities available, however.

For Ruth Thornton, a 14 year employee, a transfer from one work location to another was like going from the proverbial "frying pan into the fire." In her first six months in the new location she was assaulted three times.

"We had a client who was on restriction — she was not allowed to leave the building," Thornton said. "She tried to get into our office to get her coat. When she couldn't get in she tried to call security and accused us of

stealing her coat.

"When I approached her, she took the phone and struck my face and wrist, ripped my blouse and got me on the floor," she said. "It took three employees to get her off me."

Thornton added that it was a "one in a million chance" that that there were three employees available to help.

Thornton's son Bob Birdsell has worked at Wassaic for 10 years and has been injured a number of times.

When one client had to be restrained, Birdsell was poked in the eye, nearly losing it. Another time, the same client broke Birdsell's elbow because a co-worker was fearful of intervening.

"The problem with these behavioral clients", he said is that the administration refuses to recognize that they don't belong here."

Birdsell pointed out that one client had killed another client at another facility.

"It's dangerous work and easy to burn out," he said. "You go home all stressed out. When a client 'acts out' he kicks, spits, scratches and head-butts."

To calm clients down, they're confined to a 'quiet room', where they remain one-on-one with a therapy aide. Therapy aides get an additional 43 cents an hour hazardous duty pay for this assignment.

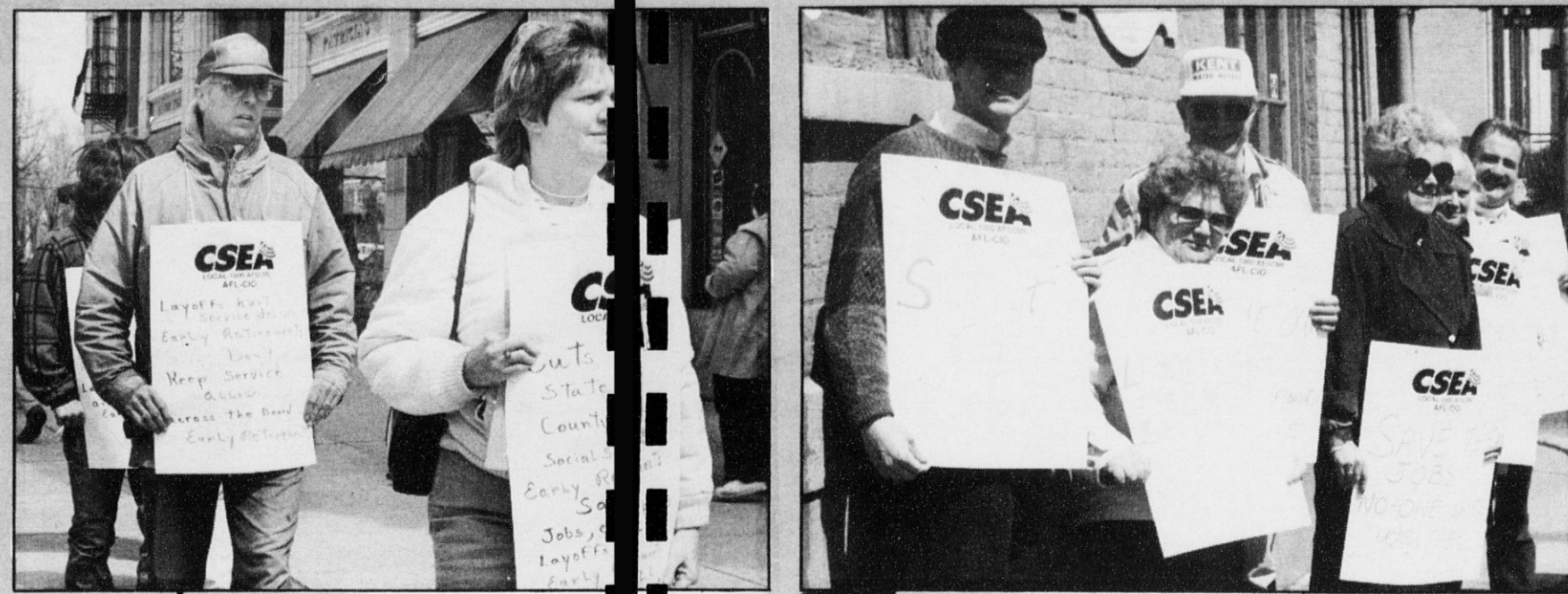
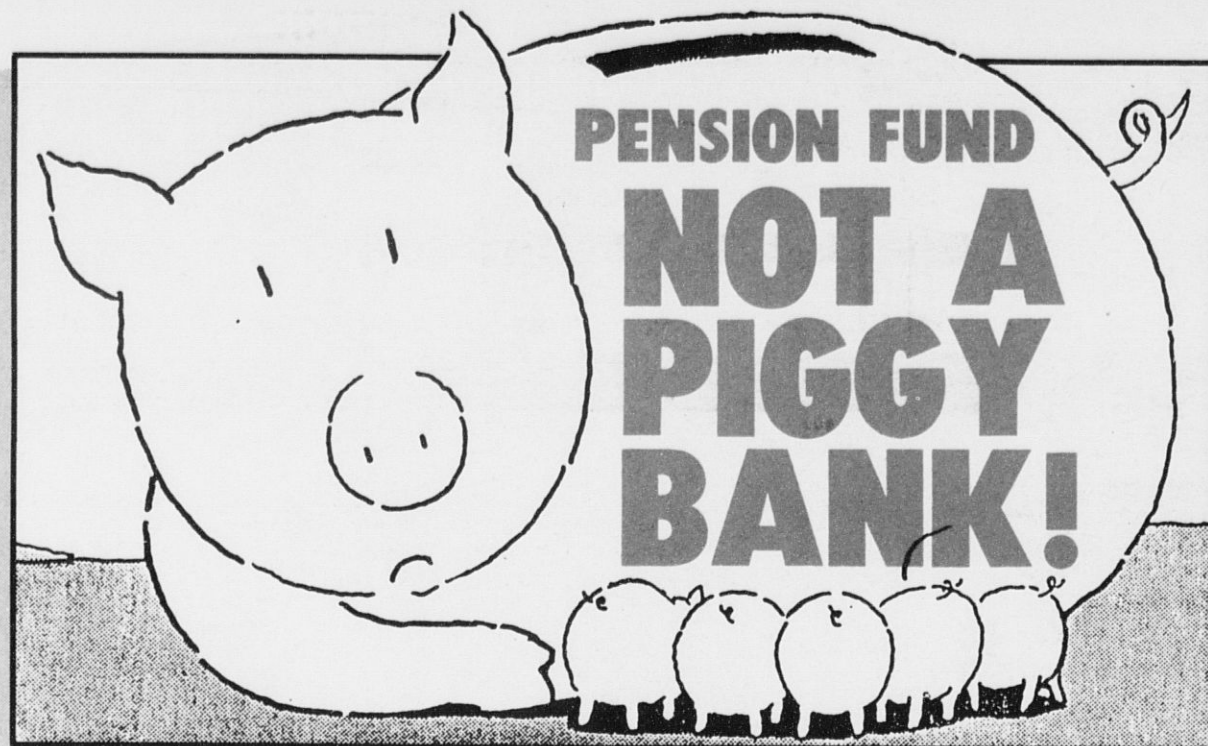
The danger in your worksite

OMRDD		
FACILITY	#LOST TIME INJURIES	#LOST DAYS
Long Island	564	27,941
Brooklyn	190	6,557
Inst. for Basic Res.	6	702
Bronx	254	8,153
Manhattan	93	3,784
Staten Island	81	3,174
Letchworth Village	470	19,935
Westchester	57	2,385
Wassaic	506	20,913
OMRDD Central Office	4	9
Wilton	123	3,746
Rome	137	4,216
Syracuse	227	5,472
Broome	174	4,574
Sunmount	202	4,962
Monroe	180	4,307
J.N Adams	128	2,295
Newark	181	4,725
W. Seneca	402	8,794
Craig	103	2,001
Totals	4,082	138,645

OMH		
FACILITY	#LOST TIME INJURIES	#LOST DAYS
Kings Park	506	12,044
Pilgrim	733	27,448
Central Islip	195	7,819
Sagamore Childrens	38	2,643
Creedmoor	216	4,280
Queens Childrens	44	1,673
Kingsboro	111	4,594
Psych. Institute	41	515
Manhattan Childrens	23	815
Manhattan	125	5,612
Bronx Childrens	22	373
South Beach	79	2,533
Harlem Valley	252	11,064
Rockland	206	5,590
Rockland Childrens	30	706
Middletown	192	10,709
Hudson River	256	3,213
Mid Hudson	108	1,517
CDPC	37	2,613
OMH Central Office	4	22
Mohawk Valley	153	844
St. Lawrence	79	2,990
Willard	65	2,726
Binghamton	112	3,583
Elmira	53	1,151
Hutchings	116	3,600
Gowanda	123	3,312
Buffalo	203	6,018
Rochester	203	5,175
Totals	4,325	135,182

We have about 100 employees out with job-related injuries every pay period

— Hank Brennan
Wassaic Developmental Center
CSEA Local 426



To Balance Budget— April 24, 1990 Gov. Eyes \$9B Surplus In N.Y. Pension System

By JEANNIE H. CROSS
ALBANY (UPI) — Gov. Mario Cuomo yesterday said the state pension system's \$9 billion surplus should go to balance the state budget instead of higher benefits for New York's 180,000 retired government workers.

"The surplus is our money. All the taxpayers contributed to the pension fund," the governor said, rejecting claims from labor leaders and state Comptroller Edward Regan that the surplus belongs to the workers.

Cuomo wants to tap into the surplus to balance the budget.

from \$1.3 billion in 1980 to \$718 million in 1989.

In contrast, government workers have contributed 3 percent of their earnings to the system since 1976.

Cuomo, however, said at a news conference yesterday that his sympathies lie with the taxpayer and poor, not with the retirees.

Boosting pensions is "very nice and generous," Cuomo said. "But what about the people who are homeless? What about the people who are hungry? Socially, do you think that maybe you should spend it on the whole budget?"

A proposal by Gov. Mario Cuomo to raid the surplus of the New York State and Local Government Retirement System to balance the state's budget has been denounced by CSEA as "shortsighted, radical and reckless."

As the state neared the end of the entire month of April without a budget, Cuomo said the state pension system's surplus should go to balance the state budget instead of higher benefits for New York's retired government employees.

"This is a shortsighted plan to rob the pension system to balance the state budget," shot back CSEA President Joe McDermott. "It is radical and reckless!"

Cuomo's plan is to further reduce the amount the state and local governments pay into the state pension fund, but McDermott pointed out employer contributions to the pension fund already dropped from 22 percent of payroll to 5 percent during the 1980s. Meanwhile, employees hired since July 1976 contribute 3 percent of their own pre-tax salary into the system.

McDermott argued that pension funds belong to the employees as deferred compensation, but Cuomo, looking for a solution to the state budget crisis, insisted "the surplus is tax payer money."

"The governor's a lawyer, and he should know the Supreme Court of the United States in a railroad pension case said that the money in pensions is the deferred wages of the employees, not to be utilized by the employer on a whim," McDermott said.

McDermott said the proposal to dip into the pension's reserve is further proof of the need for employee input into managing the system. CSEA for years has proposed a seven-member Board of Trustees, including three employee representatives, to oversee the pension fund. The state comptroller has sole fiduciary responsibility for the pension fund now.

McDermott compared the governor's proposal to a balloon mortgage. "It may cost less now but it will create a huge bill in the future," he said.

"This proposed change will undermine the integrity of the system, simply putting off today's payment until tomorrow. When tomorrow comes, it will create a new crisis for state and local governments," McDermott said.

CSEA officials and members recently conducted demonstrations at district offices of several state legislators across the state to protest layoffs and program reductions agreed to by Cuomo and legislative leaders prior to reaching agreement on a new state budget.

CSEA members can keep informed about this and other important issues of the day by calling CSEA's Current Issues Update hotline. Call toll-free 1-800-342-4146. (If you have a touchtone telephone, press 5 after reaching the toll-free number).

States Are Finding Pension Funds Can Be a Bonanza Hard to Resist

By SAM HOWE VERHOVEK

LEGISLATORS here and in other state capitals use words like "adjustment" or "revision" when they change the formula that determines how much money will be set aside for state workers' retirement. But in virtually all cases in recent years, these changes have gone in one direction, decreasing the amount the states paid to the funds. Now, the people whose pensions are at stake are starting to use other words, like "robbery" and "raiding," to describe the changes.

In New York, the latest skirmish over pension funds is being fought between State Comptroller Edward V. Regan, the trustee of the state pension system, and Gov. Mario M. Cuomo and leaders of the Legislature, who are still struggling — three weeks after the legal deadline — to reach agreement on a new state budget.

The Governor and legislative leaders, contending that the state pension system has more than enough assets to meet projected obligations, are proposing what would be the second major reduction in two years in the state's contribution to the funds.

Saving \$200 Million

The Comptroller is resisting, maintaining that another round of cuts on top of the \$325 million reduction he reluctantly agreed to last year could eventually threaten the state's ability to honor its obligations to all its pensioners. The changes sought this year would save the state at least \$200 million more.

With so many states under such severe pressure to balance their budgets, there is no mystery in why politicians find the pension funds, which are worth more than \$700 bil-

lion nationally, such attractive targets. Reducing the amount a state gives to the funds is likely to generate less protest from the voters than raising taxes.

Moreover, the basic question that surrounds such reductions — do they threaten the long-term stability of the pension funds? — is literally as difficult to answer as it is to predict the course of the stock market. Even those most alarmed by the cuts concede that any problems may not become obvious for a decade or more. Then, they say, lawmakers will be forced to impose new taxes to restore the pension funds to a sound footing, or simply find ways to reduce the pensioners' benefits.

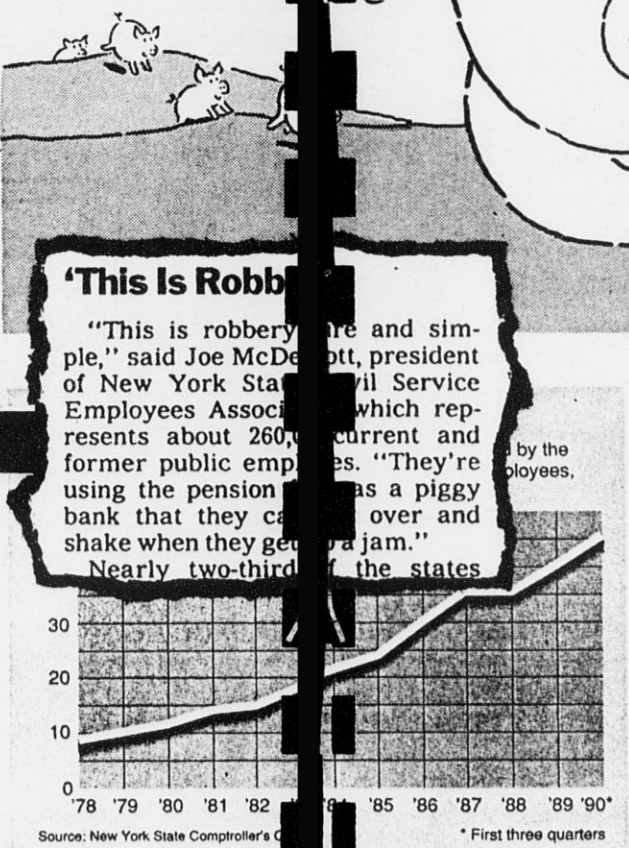
'This Is Robbery'

"This is robbery, pure and simple," said Joe McDermott, president of New York State's Civil Service Employees Association, which represents about 260,000 current and former public employees. "They're using the pension funds as a piggy bank that they can turn over and shake when they get into a jam."

Nearly two-thirds of the states have taken steps in the last five years to ease their short-term budget problems by reducing the amount of money they set aside for pensions, state fiscal experts say.

The most common method is to simply change what is known as the "interest rate assumption," or the rate of return that a state supposes a retirement fund will earn on its investments, said Cathie G. Eitelberg, chief pension lobbyist for the Government Finance Officers Association, a Washington-based group of state and local finance officials. The higher a projected rate of return, the less a state will have to pay to insure that the fund can meet the fixed costs of its pensioners, she said.

Last year Mr. Cuomo, a Democrat, and Mr. Regan, a Republican, negoti-



ated a change in the assumed rate of return for the state pension system by \$325 million. But the problem with such projections, some experts say, is that no one knows how accurate they will prove to be. The difficulty in forecasting is illustrated by the wild swings in the rate of return that the

The problems might not show up for a decade.

state contribution to meet the ultimate projected cost of a worker's pension, rather than remaining constant as it is now, would gradually increase as the worker grows older and his salary increases. The immediate effect would be to lower the state's required payments by at least \$200 million by most estimates. Critics say the state would be forced to raise contributions in later years.

Any change would have to be approved by the Legislature. The Governor contends that the pensions are so overfunded that the shift would be harmless. The state has, in the words of Gary G. Fryer, the Governor's spokesman, "a Rolls-Royce pension system and a Chevy budget." But groups representing public employees describe the proposed revision as a dangerous step that will haunt somebody — either the employees or all taxpayers — later on. This change "simply puts off today's payment until tomorrow," said Mr. McDermott. "When tomorrow comes, it will create a crisis for state and local governments."

Headliners
Page 11

"THIS IS ROBBERY, PURE AND SIMPLE"
— CSEA PRESIDENT JOE McDERMOTT

Cuomo prefers layoffs, kills early retirements

Gov. Mario Cuomo's proposed early retirement plan for state employees is dead, according to an announcement made just as *The Public Sector* went to press.

CSEA objected to his proposal because it exempted most CSEA-represented workers and would have accelerated understaffing. Union officials described it as a "golden parachute for management/confidential employees."

President Joe McDermott issued the following statement in response to the governor's action:

"Throughout negotiations on the state budget, CSEA has said we cannot accept the Governor's targeted early retirement plan because it is unfair and possibly illegal.

"We have tried repeatedly to negotiate a compromise. We have offered several alternatives to save money and avoid layoffs.

"The Governor has refused to consider any compromise. We continue to be willing to work toward a compromise. The Governor refuses to work toward an equitable solution.

"If he chooses layoffs rather than a fair and equitable early retirement plan as a cost-saving measure, that is his decision. It will cause needless pain to the employees who lose their jobs. It will also cause unnecessary harm to the public services those employees provide. But, that is the Governor's choice."



Ballots in mail soon in CSEA regional elections

Ballots will be in the mail May 15 to CSEA members eligible to vote in elections for officers in CSEA's six regions.*

Replacement ballots will be available beginning May 23 for eligible CSEA members who did not receive an original ballot. Replacement ballots will be available by contacting the Independent Election Corporation of America (IECA) at 1-800-933-CSEA Ext. 414. To be eligible to vote, a member must be a member in good standing since April 1, 1990.

The deadline for receipt of completed ballots is 8 a.m., June 5, 1990 for members in CSEA Regions I, III, IV, V and VI.

The deadline is 9 a.m., June 5, 1990 for members in CSEA Region II.

All ballots are to be returned to the address on the return envelope.

The counting of ballots will begin on June 5, 1990 at IECA Headquarters in Lake Success. Candidates are permitted to attend as observers, at their own expense, each phase of the election process. Candidates may designate, in writing, persons, who must be members in good standing, to serve as their observers (also at their own expense).

IECA will commence U.S. Post Office pickups, eligible member verification and ballot processing on May 18, 1990 for CSEA Regions I, III, IV, V and VI. Ballots for CSEA Region II will be picked up on June 5 only. Observers can make arrangements to be present during the pick up of returns and the processing of the ballots.

***Special note:** The following additional information applies only to the Region II President/Statewide Vice President Election.

The election for the position of Region II President/Statewide Vice President shall be conducted under the supervision of the United States Department of Labor; Office of Labor-Management Standards.

For purposes of protesting the Region II President/Statewide Vice President election only, any member in good standing may protest the supervised election of Region II President/Statewide Vice President for valid cause. Such protest must be made in writing and can be filed at any time before, during or within 10 days after the election. Any protest should be addressed to the Election Supervisor, U.S. Department of Labor; Office of Labor-Management Standards, 201 Varick Street, Room 878, New York, NY 10014.

Statements of regional officer candidates

LONG ISLAND REGION 1

PRESIDENT



PETE ELLISON

** The protection of your rights, job security, health insurance and pension plan are matters of serious business.

** The recent decertification attempts have proven the need for strong and effective leadership.

** My record of accomplishments is proven.

** Let's go into the 90's unified as one union.

** We can make a difference.

PRESIDENT



GLORIA MORAN

I've walked on picket lines to oppose contracting out, budget cuts and mandatory overtime. I have helped our members get improved sanitary conditions, security and parking. I have been a member of CSEA for 19 years and served on many levels. I ask for your support to continue the work I have started.

PRESIDENT



PAT HAHN

Experience/Knowledge — 15 years State worker; 2nd term, Local President & Delegate — Pilgrim Psychiatric Center. Statewide Board of directors, 2 terms; AFSCME Delegate, 3 terms; Regional Executive Board, 8 years.

Committees — State, Region, Local — Hospital, Apartheid, Labor/Management, Health & Safety, Human Rights, Mental Hygiene Presidents, Political Action, Day Care, Grievance.

College — Suffolk, St. Joseph's; Labor Studies.

PRESIDENT



NICK LA MORTE

Hi, I'm NICK LA MORTE.

As President, I want to put Region One back on top in CSEA. We need strong leadership to face the challenges ahead in the 90's. I'm committed to you, using my education and experience to best represent you on all levels. Vote the most qualified candidate, NICK LA MORTE.

1st VICE PRESIDENT



CAROL GUARDIANO

I am seeking re-election for the position of 1st V.P. in Region 1.

Dedication, loyalty and honesty are my first concerns to the members.

OMH Board of directors, Chair State Budget Committee, Regional, Women's, Ed-Training, PEOPLE & Membership Committees.

Make your vote count.

PAUL E. NEHRICH
(Statement and photo not submitted)

Continued on next page

All candidates were given an opportunity to submit statements and photographs for publication in this edition of *The Public Sector*. Remarks are the personal statement of the candidate and are not to be construed as reflecting the opinions or beliefs of *The Public Sector* or CSEA, Inc.

LONG ISLAND REGION 1

1st VICE PRESIDENT

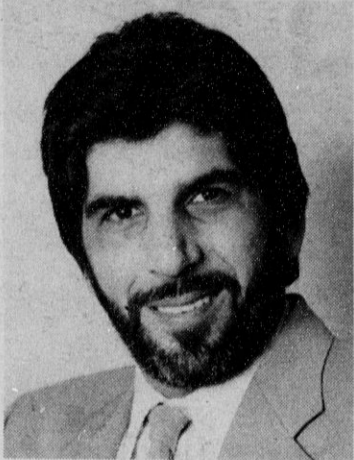


GENE HAYNES

I represent the employees of Long Island Developmental Center and Sagamore Children's Psychiatric Center. My local is unique because it has an OMRDD and an OMH facility.

I am running for 1st Vice President of Region One because, I feel that I have the qualities to effectuate change. Support appreciated.

2nd VICE PRESIDENT



JOHN ALOISIO JR.

I feel that when I am re-elected as 2nd Vice President of Region 1 I will continue to serve you by continuing to work together for better wages and improve our benefits for safer and healthier working conditions.

Please vote for and re-elect me to keep your Union working for you.

3rd VICE PRESIDENT



JACK GERAGHTY

Stopped "contracting out" Housekeeping Department Nassau County Medical Center.

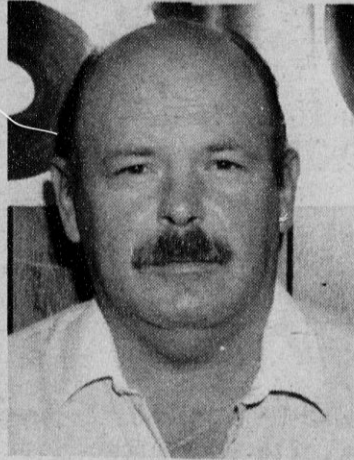
Proposed to CSEA protection for non-competitives, acted on, passed into law.

Support after 25 years, retirement. No age limit.

If a test is not mandated for five years, competitive employees become permanent in a position.

Surplus in pension system, eliminate contributions.

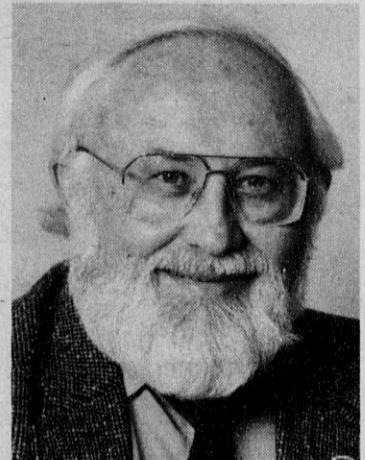
3rd VICE PRESIDENT



RICHARD SATRE

The time has come to face the facts; Billion Dollar Deficits, Budget Cuts, Threats of Layoffs. These are the cold, hard facts. We need strong, hard leadership. We need leaders with proven records. For this reason, I have joined the ELLISON TEAM and ask for your support.

4th VICE PRESIDENT



RICHARD J. PANKOWSKI

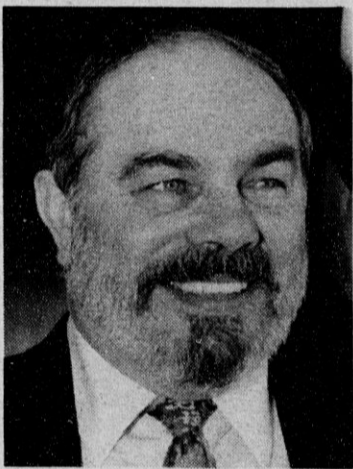
My gray hair comes from being in CSEA for 27 years as a worker, negotiator, committee member, officer, activist, organizer and Board of Directors member. I've always worked to create, protect and enhance the position of all union members and I hope you give this "oldie-but-goodie" your vote.

2nd VICE PRESIDENT



TOM CORRIDAN

Have been active in CSEA over 20 years. Organized Babylon School district in 1968, Vice President of chapter, Unit President of Deer Park 17 years. State election committee 7 years. Vice President of Local 870 2 years. Currently President of Local 870 Suffolk Ed.



TOM GARGIULO

As an employee with Nassau County since 1958, I am more than qualified for the position of 2nd Vice President, for Region 1. My CSEA experience, President of the Recreation and Parks Unit, 2nd Vice President of Local 830, CSEA, delegate, etc. since 1972 insures my dedication to labor.

JOE HARBISON
(Statement and photo not submitted)



KATHY MARTINEZ

As regional Vice President I plan to increase the access our membership has to those persons at the Regional and State level who influence the policies and decisions that affect us all. If elected I will be active, visible and available to the membership.



JOE CIAVARELLI

Served Two Terms as Second Vice President, Local 614 SUNY Stony Brook, through two different administrations. LUTI Trained Shop Steward Instructor. Served on Various Local Committees and Boards. 44 years Combined Union Experience, CSEA and Building Trades. Served on Regional Minorities Committee. Dedicated & Committed to Serving CSEA Members.



CATHY GREEN

A well informed, active membership will always make a stronger union. Ongoing Communications, Solidarity, Education Associated teamwork are the keys to building that foundation in Region 1. With your help, I can, we can, be the strongest region in the state.

Vote for Cathy Green, 3rd Vice President.

4th VICE PRESIDENT

BARBARA JONES
(Statement and photo not submitted)

GEORGE WALSH
(Statement and photo not submitted)

SUSAN S. DUFFE
(Statement and photo not submitted)

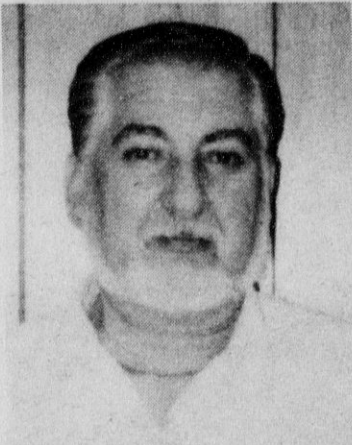


Sector

Continued on next page

LONG ISLAND 1

4th VICE PRESIDENT



MICHAEL MONTANINO
(Statement not submitted)

SECRETARY



DOLORES GABAY
22 years of experience in leadership positions, President, Treasurer, Administrative Assistant, AFSCME Delegate, Regional Chairperson, has insured a more than adequate background to carry out the duties of Secretary. With some of the toughest problems facing CSEA, my varied experience can only assure significant contributions from a proven, dedicated unionist.



ELIZABETH PUTTRE
In my profession as a Secretary, and as President of Suffolk Local 852, I have seen every type of harassment and discrimination towards our clerical profession. I need your vote to prove just how valuable we are and pledge my experience and skills to serve you in the best manner possible.

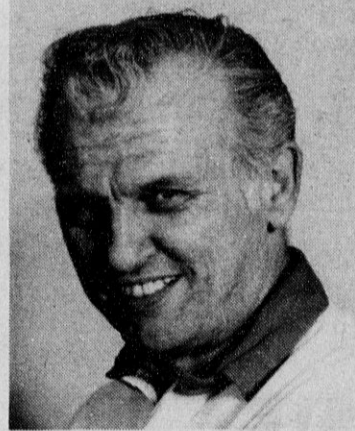
TREASURER



LUCY JACKSON
Worked at Comsewogue SD for 21 years. Unit treasurer, 3 years; unit president, 3rd term. Local 870 treasurer, 3 years. Gave treasurers' training to several unit treasurers with Statewide Treasurer Mary Sullivan. My experience as treasurer will be beneficial to the region.



BARBARA ALLEN
As the incumbent Treasurer of Region 1, I ask your support and vote.
I have had the opportunity to work with many of the Local and Unit Treasurers over these past three (3) years and I remain committed to work for the entire membership. Thank you.



TONY BENTIVEGNA
I have been awarded and praised for my efforts on behalf of CSEA by the last three statewide presidents. I have been a 3 times president of CSEA Local 411 at Kings Park. I have held numerous positions at all levels of the union. I believe in agency shop for all CSEA.

METROPOLITAN REGION 2

PRESIDENT



JIMMY GRIPPER
Greetings:
In 1979 I served you as the First Black elected Region II President/Statewide Vice President, since CSEA's beginning in 1910. Since then NO minority has been elected Region II President/Statewide Vice President; No women, Jews, Hispanic or Handicapped. It's time for a change, we must, "KEEP THE DREAM ALIVE."



GEORGE BONCORAGLIO
Twenty years in CSEA scrapping with management has built my reputation for savvy toughness and results.
Some union leaders seem to forget where they came from once they get elected. I never have and I never will.
I appreciate your trust, your support and your vote. Let's build together.

1st VICE PRESIDENT



DENISE BERKLEY
Re-Elect a Fighter. Five Good Reasons to Re-Elect.
* A Doer as well as a fighter.
* Fought vigorously for more community Mental Hygiene facilities within New York City.
* Strongly opposed all layoffs.
* Strongly opposed the selection process of Secretary one's and two's.
* Worked on the campaign to elect Mayor David Dinkins.



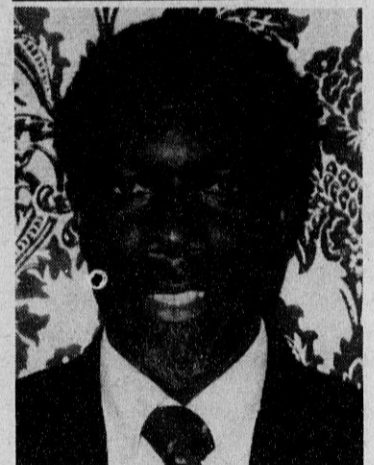
TYRONE DANIELS
It's time, time to make a change.
Metropolitan Region 2, elect Jimmy Gripper, President; Tyrone Daniels, 1st Vice; Lloyd Graham, 2nd Vice; Fred Daniels, 3rd Vice; Arlene J. Corbett, Secretary; Caroline Vereline, Treasurer.
"Strong Union — Strong Tomorrow." We Can Do Better, We Will Do Better.

1st VICE PRESIDENT



ALLAN S. TEITLER
I am proud to be in the vanguard of union activities and a spokesman for union rights for over 20 years. I am presently 1st Vice President of Local 010, member statewide Constitution and By-Laws Committee, Resolutions Committee, chair of Region II By-Laws and ASU Task Force and serve on local committees.

2nd VICE PRESIDENT



LLOYD GRAHAM
Brothers and Sisters in Region II, there are hard times ahead of us. We need leaders who can guide us through these difficult times. We must begin anew — remove the fear of loss of jobs. We must be united, visible and aggressive. Elect Lloyd Graham, 2nd Vice President.

Continued on next page



METROPOLITAN REGION 2

2nd VICE PRESIDENT

(Photo not submitted)

DENIS J. TOBIN

Vote for me, Denis J. Tobin, a proven leader. President Local 350 — 9 years; Dept. of Labor Exec. Board Rep — 6 years; Vice President Region II — 6 years; AFSCME Delegate — 8 years.

Your vote will help me and Region II to continue to move ahead!

Don't forget to vote — Denis J. Tobin.



MOHAMED HUSSAIN

Region II and CSEA need new, vigorous leaders as officers for the challenges of the 1990's. The old ways are not good enough! I've been President of Manhattan Psychiatric Center's Local 413 since 1986. Last year I was re-elected with 80% votes. I don't make promises, I deliver.

3rd VICE PRESIDENT

TONY BAILOUS

(unopposed)
(Statement and photo not submitted)

SECRETARY



ARLENE J. CORBETT

It's Time, Time to make a change.

Metropolitan Region 2, elect Jimmy Gripper, President; Tyrone Daniels, 1st Vice; Lloyd Graham, 2nd Vice; Fred Daniels, 3rd Vice; Arlene J. Corbett, Secretary; Caroline Vereline, Treasurer.

"Strong Union — Strong Tomorrow." We Can Do Better, We Will Do Better.

HARRIET HART
(Statement and photo not submitted)

TREASURER



SHARON KATZ

I have been in State Service for Eighteen Years. I was Secretary of Local 447 for Ten Years. Six years ago I was elected to be Delegate & Administrative Rep. for Local 447. In 1980 I was elected to be Treasurer of Region II. I am also involved in other committees.

TREASURER



CAROLINE VERELINE

Treasurer for Local 406; Chairperson of Social Committee, Grievance Committee, Womens Committee, Shop Steward, SUNY College of Old Westbury — B.S. Degree.

We need changes, we need to stand by our platform and bring back the pride within ourselves. Vote for the team who will stand by you, with you and for you.

ELLIOT BERNSTEIN
(Statement and photo not submitted)

SOUTHERN REGION 3

PRESIDENT



SEAN EGAN

The 90's, with all the budget-related problems we will face, require a new vision. With strong leadership and your participation, we can successfully deal with the challenges ahead. I am running because business as usual won't work for our future. Vote for a bold new approach — vote for Sean Egan.



PAT MASCIOLI

While moving forward into the 90's, we need to stop and see where we came from, where we are, and where we want CSEA in the future. Politically challenging and economic difficulties require continuous experience and vocal leadership to combat the negative image of public employees. Make your vote count!

PRESIDENT



JACK CASSIDY

Who cares — I care, and so should you.

It's time for public employee to unite. We are tax payers too. Working together we can show the politicians how to balance the budget, by stopping the waste spending of unnecessary contracting out instead of layoffs.

Working together really works — vote!

1st VICE PRESIDENT

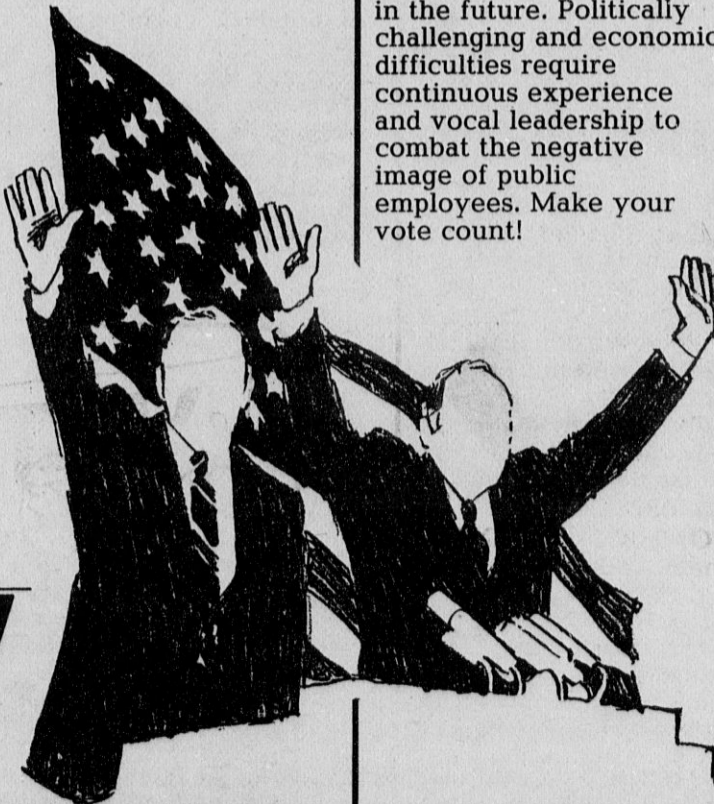


ROSE MARCINKOWSKI

As the regional 2nd Vice President I am seeking your vote for the position of 1st Vice President. My 28 and 1/2 years of active CSEA experience in many areas and the willingness to work with the members is certainly an asset for this position. My Goal — bring unity among ALL members.

Continued on next page

★ VOTE



All candidates were given an opportunity to submit statements and photographs for publication in this edition of *The Public Sector*. Remarks are the personal statement of the candidate and are not to be construed as reflecting the opinions or beliefs of *The Public Sector* or CSEA, Inc.

SOUTHERN REGION 3

1st VICE PRESIDENT



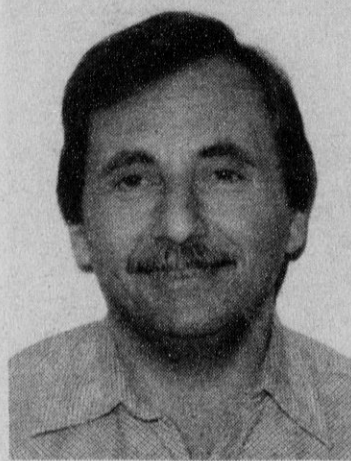
MARTIN SHEROW
Sisters & Brothers:
We deserve dedication and ability from our officers.
We should expect them to be mindful of our needs and the needs of our families.
As 1st Vice President of Region III, I will address your concerns.
Vote for experience, ability and compassion.
Vote for Martin Sherow.

2nd VICE PRESIDENT



DIANE Y. LUCCHESI
As we are nearing the 21st century, the need for competent and strong leadership for CSEA becomes a necessity. As a candidate for 2nd Vice President of Region III, I possess the knowledge, experience and strength of character to represent you, the members. Your vote for me can make the difference.

3rd VICE PRESIDENT



ANTHONY R. BLAISE
CSEA must re-confirm itself to the principles of unity and service to the membership. With your help, I will work toward these goals.
I offer you 17 years of Union activism, experience, dedication and proven ability. I ask only for your support in return. VOTE TONY BLASIE, VOTE REGION III.

3rd VICE PRESIDENT

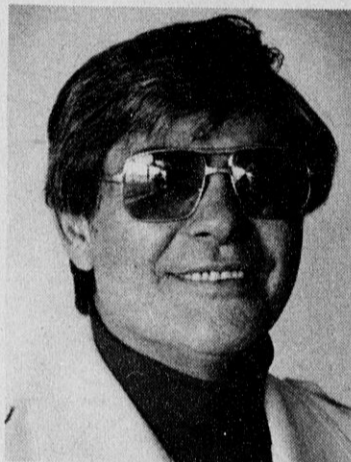


PATRICIA NEALON
CSEA Local Officer/President since 1976, seeking office of Third Vice President in Region III. I have actively participated in various committees within the Union. I feel that the membership should have Region officers who will be there when called upon and needed.

TREASURER



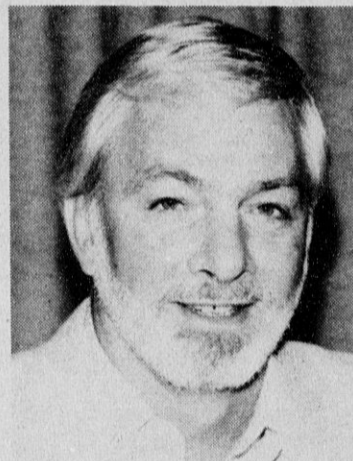
DARLENE FOUST
Having been a Local President and Treasurer I know the importance of fiscal management. I will bring to the office of Regional Treasurer my organizational skills, dedication, and personal commitment. I urge you to support and vote for me as your choice for Region 3 Treasurer.



EDWARD F. CARAFA
Being a Member of CSEA for 28 years, having held offices on both Local and Unit Levels, as well as being a Statewide Board Member and Delegate to Conventions — becoming the 1st Vice President I would hope to bring more UNITY, HARMONY and STRENGTH to CSEA in the future.

(No photo submitted)

JOHN LOWERY
Vote for competence and experience. Vote for John Lowery.



JEFF HOWARTH
Elect a leader who believes that the Union is its Membership. A leader with integrity, perseverance and the total commitment to fight for all union members. Vote for Jeff Howarth, a courageous leader who will bring about New Direction and Total Unification.



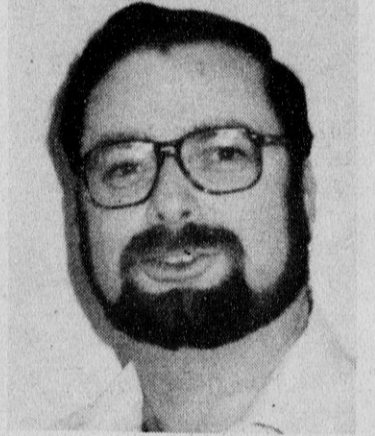
HENRY W. WALTERS
A thirty year CSEA member. 25 year Life Member Pawling Fire Dept. Two term CSEA Local President at Harlem Valley P.C. Two term Region III Mental Hygiene Board of Directors. Co-chair Region III Safety & Health. I want to serve ALL CSEA members in Region III with new blood, fresh ideas.

SECRETARY

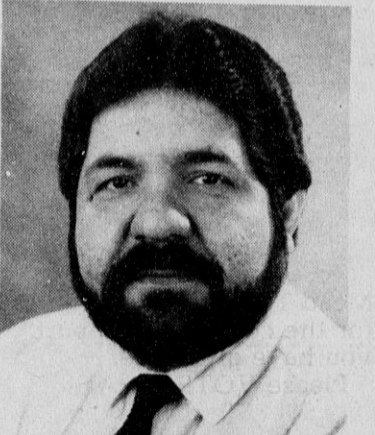


MARYJANE MACNAIR
I would like to help Region III move into the 90's with improved communications and a better understanding between State, Local Government, and School District Divisions. Experience as an Officer on the Unit and Local level and participation on Local and Regional committees will help achieve this goal.

MARY M. MOORE
(Statement and photo not submitted)



ALAN L. ACKERMAN
As with my own local I feel that the treasurer should keep a financially sound basis. I believe my experience as Treasurer of Local 426 for the last 12 years gives me the expertise to handle the job as your Regional Treasurer. So at this time, I ask for your support.



JOE GLEASON
Brothers & Sisters: Region III needs capable/experienced officers. I have been employed at Letchworth village for sixteen years, and first assumed a leadership role in Local 412 in 1978.
I am currently the Local's Treasurer and ask for support to elect me your Regional Treasurer. Yours in Unionism.

Continued on next page

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CAPITAL REGION 4

PRESIDENT

JUNE ROBAK
(Statement and photo not submitted)



C. ALLEN MEAD
The Mead Team — Leadership for the 1990's. We have established effective and respected contract negotiations and enforcement efforts, political, legislative and member benefit programs. In short, we have delivered a record of success. We now offer promise for the future. We would appreciate your continued support in this current effort.

2nd VICE PRESIDENT



CARMEN BAGNOLI (Unopposed)
My sincere "Thank You" to everyone in Region IV for your continued support. Serving you has been my pleasure. Your vote for "The Mead Team" will be gratefully appreciated. Support C. Allen Mead, President, and Barbara C. Moloney for Secretary.

3rd VICE PRESIDENT



LOU ALTIERI (Unopposed)
I thank you for your continued support as the Capital Region 3rd Vice President. I am, once again, proud to be working with The Mead Team to deliver the best union representation to our membership. A team working together — The Mead Team — works best for you. Your support is appreciated.

SECRETARY



BARBARA CHARLES-MOLONEY
I am very honored to have been selected as a member of "The Mead Team," and with the help of your votes I look forward to providing the members of Region IV with the qualified leadership they deserve.

SECRETARY



JUDY REMINGTON
VOTE TO RE-ELECT JUDY REMINGTON REGION SECRETARY!
Reputable, Effective, Member-oriented, Independent thinker, Non-partisan, Go-getter, Totally committed, Open minded, Negotiator.
REGION 4 SECRETARY (INCUMBENT) 9 years; New York State Employee 19 years, SUNY Local President 16 years, Region 4 Committee Coordinator 9 years. Constitution and By-Laws, Anti-Apartheid, Women's Committee.

TREASURER



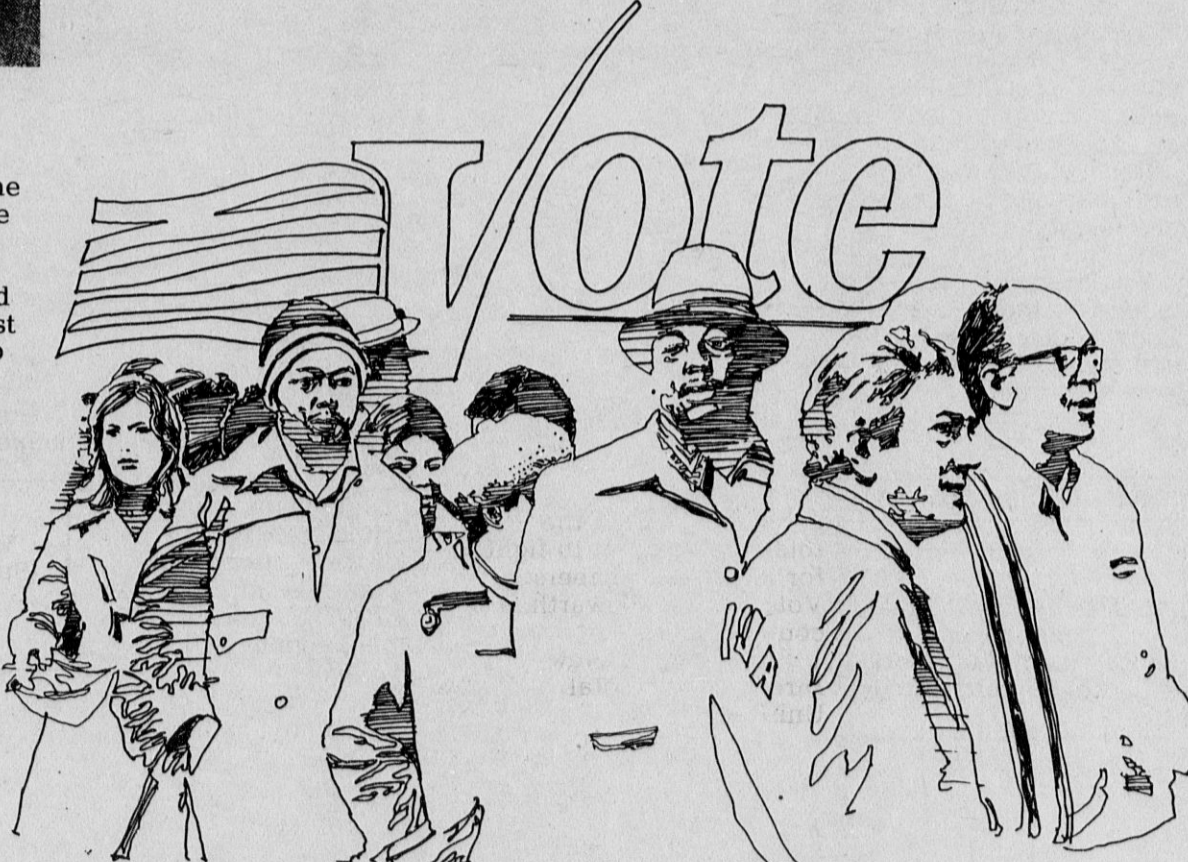
BARBARA STACK (Unopposed)
Your continued confidence in my providing responsible and conscientious management and expenditure of your union funds is much appreciated. Critical times demand effective Region Officers and a strong united Region. The "Mead Team" — Al Mead, Tobin, Bagnoli, Altieri, Stack and Barbara Charles-Moloney will provide this necessary leadership.

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1st VICE PRESIDENT



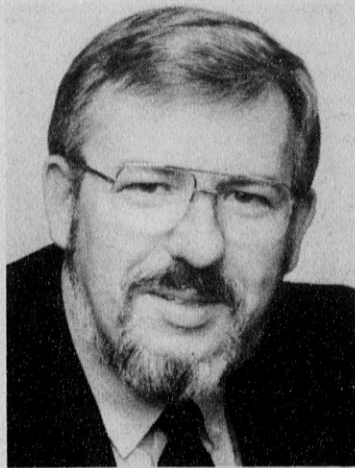
JOAN M. TOBIN (Unopposed)
As a member of the Mead Team, I thank you for the continued support you have given me. Please **VOTE** for Al Mead and Barbara Charles-Moloney. A victory for the complete Mead Team will ensure continued programs to benefit you. We need your **VOTE** for a Mead Team Victory.



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CENTRAL REGION 5

PRESIDENT



JAMES J. MOORE
(Unopposed)

I appreciate the confidence and support that the local leadership has given to me and I look forward to working hard over the next three years to help our membership.

2nd VICE PRESIDENT

(Photo not submitted)

GEORGE LAWSON

My record says it all. Delaware County Unit President 7 yrs; Delaware County Local President 8 yrs; Statewide Board of Directors Representative 4 yrs; Solid Waste Task Force Committee; Delaware County Unit Grievance Committee Chair.

Your vote would be appreciated. Vote George Lawson Region V 2nd Vice President. Yours in Unionism.

2nd VICE PRESIDENT



ELLEN PRICE

Join me, Ellen Price, and ride the wave to "New Unity." I have been a CSEA member for twelve years, serving as a steward, delegate and presently as local treasurer. I will use my Union learning experiences and devote my energy to facilitate, inspire and encourage CSEA members to meet our special needs.

3rd VICE PRESIDENT



ROSLIE M. TALLMAN

Roslie Tallman — A union activist for fifteen years in Madison County Local 827. Currently hold positions of Regional Corresponding Secretary and Program Chair; Statewide Director, Local President and Unit Secretary. I would appreciate your support for Third Vice President; and feel I am capable and able of doing the job.

TREASURER



MAUREEN S. MALONE

(Unopposed)

I would like to take this opportunity to thank the membership of Central Region V, CSEA for the confidence they have displayed in me by returning me to the position of treasurer for the next three years. It has been a challenge and satisfaction for me to serve in this position.

EX. VICE PRESIDENT



BUD MULCHY

(Unopposed)

I am a rank and file unionist who understands your needs. Yet I am also an experienced union official who knows how to fight when I have to and negotiate when I need to.

You need someone who is hardworking, knowledgeable, dedicated and always there when you need him.



SHARON CONNOR

As a Regional Officer I will base decisions on the needs of all members (County, State and Local Government). I will not compromise myself for political reasons.

I have 15 years of knowledge and experience from Local offices, Regional and Statewide committees.

I am a qualified candidate.

RALPH L. YOUNG

(No photo or statement submitted)

REC. SECRETARY

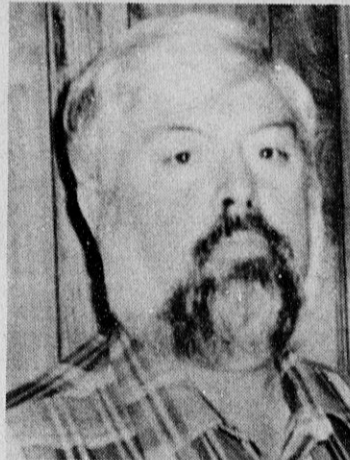


DOROTHY PENNER-BREEN

(Unopposed)

I would like to thank everyone for their show of support towards me. I will continue to work hard for the members of Region V, to continue to earn the confidence and trust that you have displayed in me. Thanking you in advance.

3rd VICE PRESIDENT



DAVID BERRY

I am seeking the office of 3rd Vice President for Region V and asking for your support. My qualifications include, serving a second term as Local President as well as participating on the Political Action, Apprenticeship, and OMRDD Statewide Labor Mgmt. committees.

1st VICE PRESIDENT

PATRICIA CRANDALL

(Unopposed)
(Statement and photo not submitted)


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WESTERN REGION 6

PRESIDENT

ROBERT L. LATTIMER
(Unopposed)
(Statement and photo not submitted)

2nd VICE PRESIDENT



MARIE PRINCE
(Unopposed)
I would like to thank everyone who signed my petitions.
As in the past, it is my intention to work with the members to make CSEA a stronger union for all of us.

3rd VICE PRESIDENT



SYLVIA B. THOMAS
You may remember I ran for 1988 Statewide Secretary on a platform of "promising increased communication between the levels of CSEA on a statewide basis."
My platform has not changed as the one thing that continues to hurt us is the lack of communications. I am guaranteeing a definite difference.

3rd VICR PRESIDENT



THOMAS J. WARZEL
The next few years will be very critical for CSEA members and their families.
Fighting budget cuts and preserving jobs will take experienced and politically active leadership.
I have demonstrated the kind of dedication that's required to face the challenges of the 90's.
Please support my re-election for another term.

SECRETARY



CANDY SAXON
(Unopposed)
Sincere thanks to all who supported my re-election bid by signing and circulating my petitions. I am grateful for the honor and opportunity to continue to serve the membership of Region VI and CSEA. Please remember, if you need my help, I'm only a phone call away.

1st VICE PRESIDENT



FLORENCE TRIPI
(Unopposed)
It is my pleasure to seek re-election as the First Vice President of Region VI. I reaffirm my commitment to you and to CSEA and look forward to the challenges of the 90's. I appreciate the opportunity to serve you and thank you for your continuing support.

TREASURER



JAMES V. KURTZ
(Unopposed)
I wish to thank everyone who signed my nominating petitions. It has been my pleasure to serve the members of Western Region VI for the past six years as your Region Treasurer. I will greatly appreciate your continued support of my candidacy and pledge to work on your behalf.

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Get your Survivor's Guide

CSEA members can get a copy of "A Survivor's Guide for CSEA Members and Their Families" through CSEA headquarters.

The 32-page guide contains information to help members and their families in dealing with the legal and financial implications of a death in the family. It is provided by the CSEA/State Labor/Management Committees.

The publication is free and is provided through the CSEA contract with the state.

If you would like a copy, mail in the adjacent coupon to:

Printing Operations
CSEA Inc.
143 Washington Avenue
Albany, New York 12210

Please send me a FREE copy of "A Survivor's Guide for CSEA Members and Their Families"

Name: _____ Local No. _____
(Please Print)

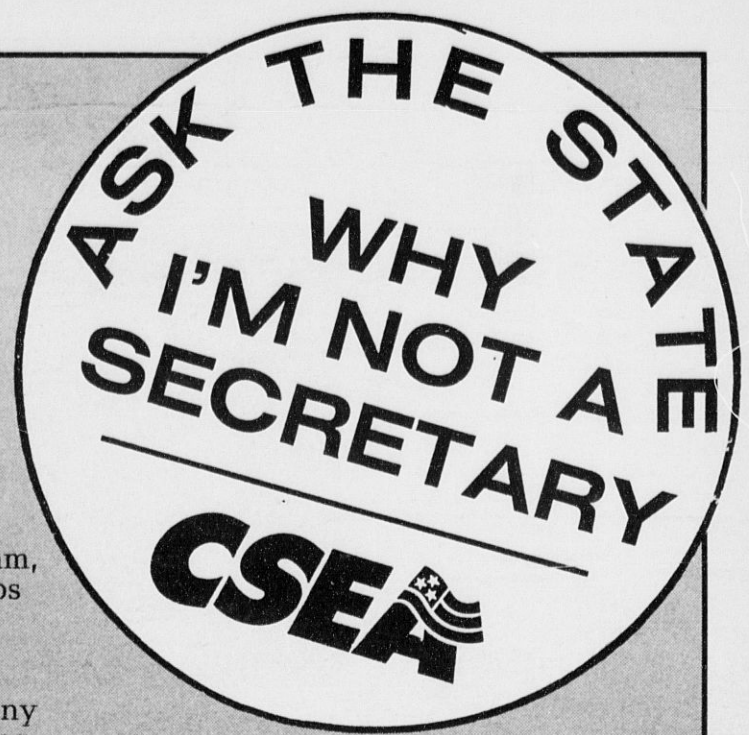
Address: _____

Signature: _____

MAIL TO: Printing Operations
CSEA Inc.
143 Washington Avenue
Albany, New York 12210



CSEA's fight isn't over yet



ALBANY — CSEA's battle against the state's unfair and inefficient secretarial reclassification procedure isn't over yet.

A state Supreme Court judge refused to let CSEA stop the state civil service examinations for the newly created Secretary 1 and 2 titles. But while allowing the tests to go forward, Supreme Court Judge Daniel Prior did not dismiss CSEA's lawsuit.

CSEA will continue its case to prevent the Civil Service Department from using the test results until the state's reclassification process is completed.

"The court confirmed that the state has the right to mismanage," said CSEA President Joe McDermott. "Civil Service has destroyed the morale of thousands of state employees by moving forward with the exams and they've wasted taxpayers' money too."

"Our members deserve better treatment and taxpayers deserve a better accounting for their money."

At issue is the fact that many CSEA members bogged down in the state's reclassification procedure already qualify for the secretary titles without the requirement of the exam.

"It doesn't make any sense," said McDermott. "There's concern about

state layoffs and they hold an exam, open to the general public, for jobs where there are already qualified state workers waiting for the opportunity."

Under the state's procedure, many state employees already performing the secretarial work have been waiting for word on their reclassification since last fall.

To date more than 6,000 applications have been filed, the Division of the Budget has okayed fewer than 1,000.

From the start, CSEA has argued that it would be fairer, more efficient and actually save money to upgrade employees across the board. Instead, the state chose this cumbersome process.

"The reclassification is bad enough," said McDermott. "Scheduling the exam added insult to injury because it changed the rules on our people in the middle of the process."

CSEA believes the exam results could actually hurt the reclassification opportunities for some CSEA members.

That's why the union will press on with the lawsuit to stop the test results from being used until the reclassification is completed.

Reclass breakdown by state agency

The following figures show that most of the secretarial reclassifications okayed by the Division of the Budget have been in the SUNY system. Only a handful of other state agencies have received Budget approval for reclassifications.

Agency	Approved by Division of Budget		Total
	Secretary 1	Secretary 2	
Adv. for Disabled	2	1	3
Audit and Control	1	—	1
Council on the Arts	11	—	11
Eq. and Assessment	2	1	3
Racing and Wagering	1	—	1
Veterans Affairs	—	1	1
Insurance	4	—	4
State	1	—	1
SUNY	477	86	563
Tax and Finance	—	1	1
Transportation	39	—	39

The breakdown is based on the most current information available to CSEA, but another 200 reclassifications have been approved since this information was received.



Anger over the tests

For many CSEA members, the civil service exams for Secretary 1 and 2 were just the latest slap in the face in a process that's become a nightmare.

"I'm really disgusted with the whole thing," said Patty Halpin, a senior stenographer at the Civil Service Department in Albany and member of CSEA Local 653.

"I took the test and by the time I got to the end, I was really annoyed at the idea of being there," she said. "Here I've been waiting months without any word on my applications and now the state's wasting my time with this exam."

Like many others, Halpin has been recommended for the reclass by her department and already qualifies for the Secretary 1 title without the requirement of the test.

To date, not one Civil Service Department employee has been reclassified to a secretarial title. The same holds true for a number of other major state agencies.

Carolyn Burton a keyboard specialist at Central Islip Psychiatric Center and member of CSEA Local 404 was another disgruntled state employee who took the test.

"I resented having to take the test because in six years of service I've already proven I'm qualified and can do the job well but my reclassification was rejected. There's a lot of animosity about this test," she said.

"I'm angry I had to take the test after spending the time on the questionnaire last fall," said Cheryl Lewis, a senior stenographer at the state Banking Department in New York City and member of CSEA Local 010. "The state should have done the reclass or the test, not both."

Another Local 010 member, Rayness Smith, a senior stenographer with 12 years of service at the state Department of Transportation in New York City, has a different story to tell.

DOT actually rejected her reclassification, despite the fact that she's the only stenographer in an office of 20 professionals.

Smith resubmitted her application directly to Civil Service. She has had no response.

"The test just added to the frustration — it's a hassle all around," she said.

Many other members who took the test have complained that it was confusing and complicated. In one location Civil Service is investigating whether examiners allowed the full time for the test.

CSEA knows the score

Applications received by Civil Service	6,249
Applications pending at Civil Service	1,702
Applications rejected by Civil Service	1,133
Applications approved by Civil Service and sent to Division of Budget	3,414
Approved by Division of Budget	835