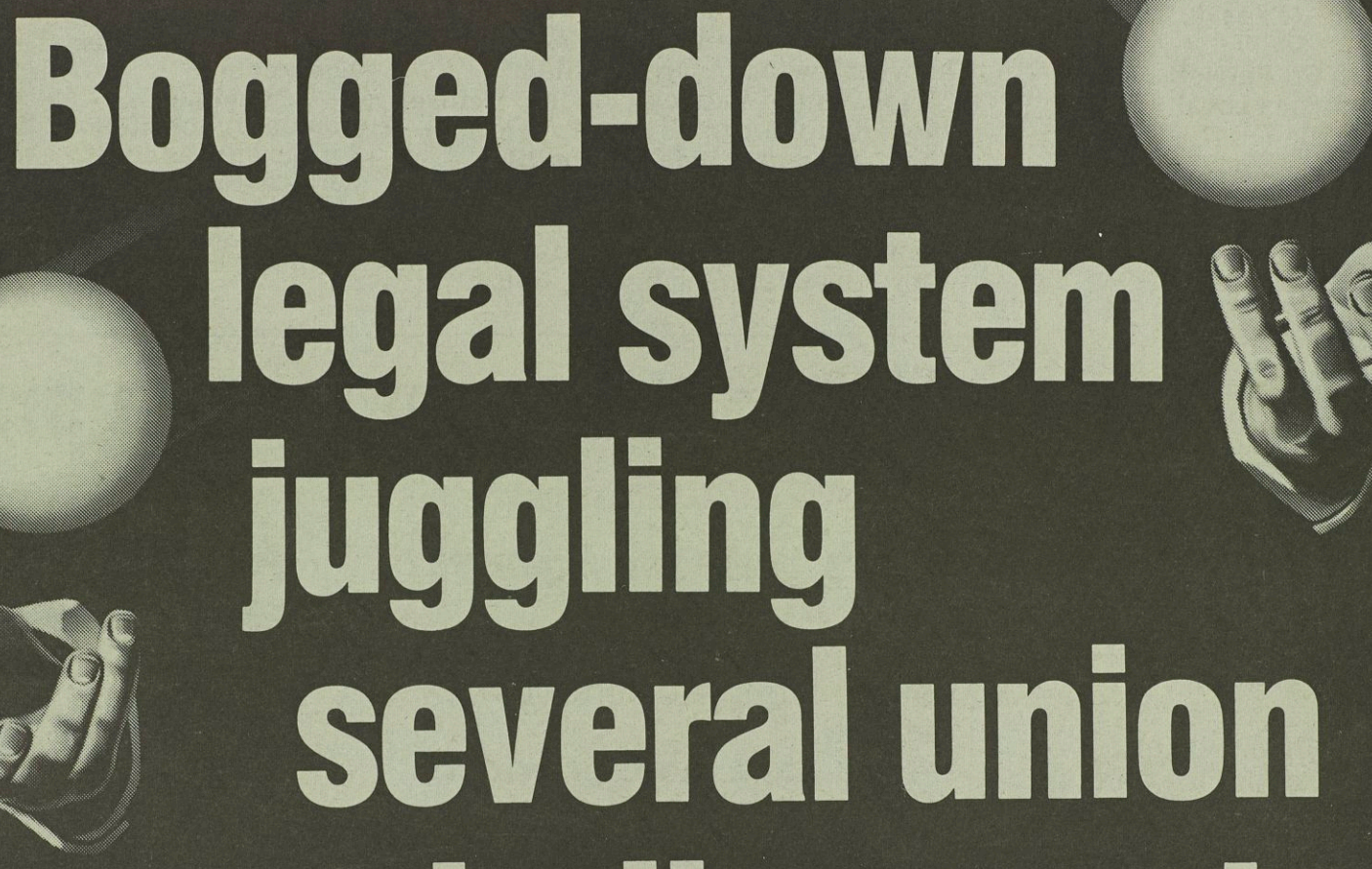


*CSEA fighting to
get your money back!*

A black and white photograph of a hand in a work glove juggling three balls. The hand is positioned on the right side of the frame, with the index finger pointing upwards. Three balls are in motion, appearing as blurred circles around the hand. The background is dark.

**Bogged-down
legal system
juggling
several union
challenges to
lag payroll**

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**SEE
PAGES
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**Candidates For CSEA Statewide Offices
Speak Out: Ballots In The Mail May 15**

SPECIAL ELECTIONS TO FILL BOARD SEAT VACANCIES — SEE PAGE 19

State news

People

Honored at SUNY Oswego

SUNY at Oswego recently honored workers in Auxiliary Service, represented by **CSEA Oswego Student Faculty Association Local 622** for their years of service.

Those honored are for 20 years' service: **Augustina Bendzunas, 23 years; Barbara Marshall, 25 years; Margaret Johns, 21 years; James Britton, 29 years; Joseph Magnante, 22 years; Rose Deming, 20 years; Edna LeBouef, 23 years; William Pierce, 27 years; Alice Fetterly, 26 years; David Haresign, 25 years; and Barbara O'Leary, 21 years.**

Parading for St. Patrick's Day
CSEA State Employees Local 016 President Tom Byrne led the Eighth

Division in the Brentwood St. Patrick's Day parade.

"It's truly an honor," Byrne said. "I always march, but this is my first time as a marshall."

Byrne has participated in the parade for 25 years. He is a disabled Vietnam veteran and a member of the American Legion Board of Directors.

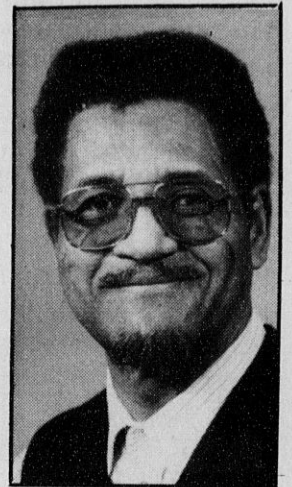
Scholarships at SUNY Plattsburgh

Thanks to **CSEA SUNY Plattsburgh Local 612**, three students have won scholarships. The scholarships are awarded to members and the children of members who attend SUNY Plattsburgh. This year's winners are: **William O'Brien, son of Patrick O'Brien; Denise Sypek, daughter of Arlene Sypek; and Debbie Thomas. Linda Mitchell is Education Committee chair.**

Employee Recognition in Manhattan
More than 100 members of CSEA

Manhattan Psychiatric Center Local 413 received plaques in recognition of their excellent job performance and attendance records. This kind of recognition of the facility's most dedicated workers is a first and "more than well deserved," said **Local 413 President Mohamed Hussain.**

HE'S HONORED —
CSEA SUNY College of Environmental Science member **Reuben Hudson** was honored by Undergraduate Student Association for his outstanding service. He has worked at the college for 23 years as a janitor.



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The state replaced CSEA members in correctional facilities with prison inmates and all of us are paying the price. CSEA wins grievances and arbitrations for state employees.

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THE PUBLIC Sector

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Lag fight moves through system

ALBANY — CSEA's fight against state-imposed lag payroll schemes continues to wind its way through the legal system. A series of union lawsuits, grievances and improper practice charges are all in various stages.

The union is also optimistic because the state's highest court will issue an opinion on another case being considered in federal court.

The federal court wants the opinion of the state Court of Appeals on a vital part of the state's Taylor Law: whether a multi-year contract guarantees negotiated salaries for the life of the contract or whether salaries are dependent on legislative appropriations each year.

A dangerous ruling

The federal court is hearing an appeal of a lower court decision in which a judge ruled that negotiated salaries are dependent on the Legislature approving the spending each year.

Such a ruling could completely undermine the collective bargaining process since virtually all negotiated salary agreements could be thrown out every time there was a budget crisis.

The federal court suit was filed by a group of organizations representing Office of Court Administration (OCA) employees. CSEA filed its own suit in state court and filed a friend-of-the-court brief in the appeal of the federal court suit. The union's brief will be part of the record the state Court of Appeals reviews when it considers the issue.

CSEA is waiting for the decision in its own OCA lag lawsuit. The union

has also filed an improper practice (IP) charge and a grievance over the OCA lag payroll.

CSEA represents 3,700 OCA employees.

CSEA sues state

CSEA's primary objective in fighting the lag payroll is to force the state to return the five days' pay withheld from state employees over the course of five pay periods earlier this year. Employees will get that money back when they leave state service, but CSEA believes the imposition of the lag is illegal and a violation of CSEA-NYS contracts.

The union is fighting to get the employees that money back as soon as possible, not when they leave service, because it never should have been taken away in the first place.

CSEA, PEF and AFSCME Council 82 have all filed lawsuits in federal court against the state for imposing a lag payroll on executive branch state employees effective in late January.

The improper practice charge and contract grievance CSEA filed over the executive branch lag payroll are also progressing. However, the Governor's Office of Employee Relations is slowing the process down by arguing over a union proposal to have the grievance arbitrations of CSEA, PEF and Council 82 heard together.

The entire improper practice process has been slowed by the status of the Public Employment Relations Board

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(PERB). The three-seat board now only has one member. Until at least one other seat is filled, the full board cannot act on any appeals. The state Senate is considering the Governor's nomination to fill the second seat.

"The legal system is slow, and we can't speed it up," said CSEA President Joe McDermott. "But we are not going to be frustrated. We will continue to fight the state's arrogant, unilateral impositions for as long as necessary."

Fee waiver available

CSEA-represented state employees who are laid off are still eligible for a waiver of the processing fee if they take open competitive examinations.

Laid-off employees are eligible for the waiver for up to one year after the layoff.

CSEA negotiated funds through the CSEA/NYS Labor Management Committees to pay the processing fees for members. The union then convinced the state to extend the privilege to laid-off employees.

"This benefit will make it easier for CSEA members who are trying to get back to work as soon as possible," said Ross Hanna, CSEA director of contract administration. "It's only fair they be able to take advantage of the fee waiver."

Mediation progresses

ALBANY — CSEA's negotiating team has been working hard through the mediation process to speed progress toward a contract with the state.

Tia Denenberg, the mediator appointed by the Public Employment Relations Board (PERB), has been meeting regularly with the team about the union's contract goals. She has also been meeting with the state negotiators.

"It's a slow process involving lots of questions, answers and information," said Ross Hanna, CSEA director of contract administration. "Progress is slow. At this point, we're not optimistic things will be resolved quickly, but we are working very hard."

CSEA's contracts with the state for the ASU, ISU, OSU and DMNA bargaining

units expired April 1. Three weeks before that, the state declared impasse in negotiations for those four units. Negotiations with the state for the Office of Court Administration contract are continuing.

Once impasse is declared, PERB appoints a mediator who works with each party to try to end the impasse. In this case, CSEA asked to be able to participate in the selection of the mediator. Both CSEA and the state agreed on Denenberg.

If mediation fails, the process goes to fact finding. If the parties reject the fact finder's recommendations, the next step is a legislative hearing. After that, the state Legislature could impose terms and conditions of employment for a year.

Painful consequences

CSEA shows mental hygiene staffing down, injuries up

ALBANY — State mental hygiene workers lost 310,689 workdays due to on-the-job injuries in 1990 according to state figures compiled by CSEA.

The lost workdays are equivalent to the loss of more than 1,200 full-time employees for the entire year and represent an 11 percent increase over 1989 figures even though the state reduced its mental hygiene workforce. In 1989, mental hygiene workers lost 279,014 workdays due to occupational injury.

"The situation is appalling," said CSEA President Joe McDermott. "These are not just numbers, they're real people suffering painful injuries in large part because of state mismanagement."

CSEA has long criticized the state's lack of attention to workplace safety issues in mental hygiene facilities even as the problems have grown worse.

"The state is well aware of the problems but they've ignored it," McDermott said. "Even worse, they've compounded it by cutting back the workforce; where are the savings when the cutbacks produce a vicious circle of more lost workdays and more pain?"

"It's almost inconceivable that the state can proceed with the layoff of employees while just accepting the loss of 1,200 employees," he said.

Office of Mental Health (OMH) workers experienced 4,723 lost-time work incidents resulting in the loss of 141,703 workdays in 1990. Both figures are increases over 1989 figures. The OMH workforce was reduced from 35,050 to 33,239 during 1990.

The Office of Mental Retardation and Developmental Disabilities (OMRDD) employees experienced 4,066 lost-time incidents resulting in 163,006 lost workdays. Although the number of lost workdays increased, the number of lost time incidents declined from 1989 figures. OMRDD's workforce was reduced from 27,082 to 26,964 in 1990.

Hopeful sign in OMRDD

One hopeful sign for CSEA were the injury figures from OMRDD community-based facilities — facilities that have been transformed from institutional developmental centers into community-based group homes and other facilities. These five former developmental centers, Staten Island, Westchester, Rome Newark and Craig, showed a decrease in lost time incidents and only a minor increase in lost workdays compared to the rest of mental hygiene system.

To date, CSEA has worked cooperatively with OMRDD in the transition to the community, a process that's in the works for several other developmental centers.

Facility	Lost Time Injuries		Number of lost Workdays	
	'89	'90	'89	'90
Kings Park	506	500	12,044	12,049
Pilgrim	733	682	27,448	24,099
Central Islip	195	184	7,819	7,786
Sagamore CPC	38	41	2,643	1,763
Creedmoor	216	413	4,280	11,266
Queens CPC	44	39	1,673	1,734
Psych. Inst.	11	10	51	72
Manhattan CPC	23	33	815	1,459
Manhattan	125	100	5,612	5,036
Bronx CPC	22	32	373	720
Bronx	108	212	4,097	4,226
Kingsboro	111	150	4,594	10,936
South Beach	79	84	2,533	3,206
Harlem Valley	252	196	11,064	9,728
Rockland	206	247	5,590	8,922
Rockland CPC	30	28	706	595
Middletown	192	150	10,709	5,900
Hudson River	256	337	3,213	4,212
Mid Hudson	108	80	1,517	1,529
CDPC	37	56	2,613	1,992
Mohawk Valley	153	136	844	747
St. Lawrence	79	65	2,990	2,737
Willard	65	68	2,726	2,921
Binghamton	112	117	3,583	4,126
Elmira	53	77	1,151	1,624
Hutchings	116	235	3,600	3,333
Gowanda	123	83	3,312	3,448
Buffalo	203	329	6,018	7,385
WNY CPC	22	23	409	598
Rochester	203	166	5,175	3,456
Totals	4,421	4,873	139,202	147,603

OMH Workforce	
December 1989	35,050
December 1990	33,239

Facility	Lost Time Injuries		Number of lost Workdays	
	'89	'90	'89	'90
Long Island	564	569	27,941	30,934
Brooklyn	190	210	6,557	7,456
Inst. for BR	4	13	423	532
Bronx	78	60	2,241	1,532
Fineson	PESH complaint filed			
Manhattan	93	88	3,784	4,522
Staten Island	81	90	3,174	3,201
Westchester	57	59	2,385	3,337
Letchworth	470	396	19,935	18,788
Wassaic	506	594	20,913	31,516
O.D. Heck	285	279	7,367	9,137
Wilton	123	141	3,746	2,379
Rome	137	129	4,216	3,915
Syracuse	227	232	5,472	7,813
Broome	174	135	4,574	6,055
Sumount	202	188	4,962	5,271
Monroe	180	142	4,307	4,686
J.N. Adam	128	187	2,295	4,745
Newark	181	134	4,725	3,707
W. Seneca	402	347	8,794	10,689
Craig	103	73	2,001	2,871
Totals	4,185	4,066	139,812	163,086
OMRDD Community based residential facilities (closure facilities)				
Staten Island	81	90	3,174	3,201
Westchester	57	59	2,385	3,337
Rome	137	129	4,216	3,915
Newark	181	134	4,725	3,707
Craig	103	73	2,001	2,871
Totals	559	485	16,501	17,031
OMRDD Totals without Closure facilities	3,626	3,581	123,311	146,055
OMRDD Workforce				
December 1989	27,082			
December 1990	26,964			

OMH leaves employees working in fear

More shocking than the mental hygiene injury figures is the way the state is allowing dangerous working conditions to get worse without making any effort at improvement. Rockland Psychiatric Center is a dramatic case in point.

Four years ago, therapy aide Clara Taylor was brutally murdered by a patient while she was working alone on a transitional ward. Today, staff members continue to work alone and

many are getting seriously hurt. Recently, a nurse had to be hospitalized after a patient beat her. According to CSEA Local 421 President Vernon Cason, the same patient had previously attacked two therapy aides.

Staffing is woefully inadequate as it is and more layoffs are planned. CSEA members wonder whether it will take another death before OMH takes any notice of problems. Meanwhile the union has renewed the pledge it made following Taylor's murder: Never again!

OMH action

CSEA turns up pressure in fight for future of OMH

CSEA's campaign for the future of the state mental health system continues on a number of fronts. Following the release of CSEA's report, *No Compassion, No Care: Abandoning the Mentally Ill*, the union has been reinforcing its opposition to the closing of psychiatric centers without the development of appropriate state-run alternative care.

CSEA's Mental Hygiene Lobbying Task Force was instrumental in drafting the report and has met with a number of key state legislators and officials to build support for the union's position. And CSEA's message is being heard.

The Task Force is currently involved in developing specific legislation to ensure continuity of care and job protection and will be pressing for its passage.

In CSEA's report, Office of Mental Health (OMH) plans to close the Gowanda Psychiatric Center are presented as a microcosm of everything that's wrong with the direction of OMH policy. OMH is trying to steamroll the Gowanda closing as part of the state budget crisis to accelerate the shutdown of other psychiatric centers.

OMH Commissioner Richard Surles sparked a storm of controversy at

legislative hearings at Gowanda when he had no answers for a number of questions and showed apparent indifference to the views of employees and the community by leaving immediately following his testimony.

CSEA has received copies of letters sent by local community officials protesting the commissioner's insensitivity. CSEA President Joe McDermott sent a similar letter denouncing Surles' actions and the direction of the mental health system.

Adding insult to injury for Gowanda employees, OMH recently filled a vacant \$91,000 a year administrative position, even though they have recently eliminated 70 jobs at the facility. The administrator also has a \$74,000 a year assistant who has been handling the job during the vacancy.

While Surles has taken the position that there are no alternatives to a Gowanda closing and patient rundown throughout the rest of the system, CSEA's report clearly shows there are other humane and cost-effective options.

Meanwhile, CSEA members are dogging Surles across the state. Members of CSEA Kings Park CSEA had an earful for the commissioner about deteriorating working conditions during a recent visit to the facility. CSEA will keep hammering away for improvements.

The union is now enlisting the support of local government officials in the fight because OMH plans call for dumping the cost and problem of caring for mentally ill people into their lap.

Sending a message to Surles



KINGS PARK — CSEA members at the Kings Park Psychiatric Center (KPPC) joined hands with PEF, recently, at a demonstration to protest staff cuts, lags, layoffs and privatization.

The demonstration was held in front of the KPPC Administration Building to catch the attention of State Mental Health Commissioner Richard Surles, who was attending a meeting with administration, there.

As Surles got out of his car union members yelled "NO MORE LAGS AND NO MORE LAYOFFS," "CUT FROM THE TOP" and "SURLES AND MARIO HAVE GOT TO GO."

"We wanted Surles to see, firsthand, how we feel about the state's attempt to get out of the business of caring for the mentally ill and force public employees to bear the brunt of the state budget deficit," said CSEA KPPC Local 411 President Mike Montanino.

An example of Surles' alternative care

A recent newspaper story about the arrest of an individual a day after his discharge from Gowanda Psychiatric Center clearly demonstrates how current OMH policy is locking the front door to psychiatric centers while pushing patients out the back door.

The individual was released from Gowanda on a Thursday. On Friday morning he was taken into police custody for trespassing and appeared disoriented; he was released and re-arrested later in the day after reports that he was prowling around homes and rummaging through parked cars.

Police tried to have him readmitted to the psychiatric center before charging him. Psychiatric center officials advised the police to proceed with criminal charges.

Hassles on the Hutchinson

By Anita Manley
CSEA Communications Associate

MT. VERNON — The state is literally scraping for cash along the Hutchinson River Parkway.

A management-level employee came up with bright idea of having toll collectors on the busy parkway get down on their hands and knees during slow traffic periods to pick up loose change that falls in the road.

CSEA represents the toll collectors, members of CSEA Department of Transportation Local 507.

The supervisor carefully calculated that the toll collectors should come up with an average of \$15 a month. She is so sure of her figures that she sent out a memo accusing toll collectors who turned in too little money of either pocketing the money or failing to do the scrounging.

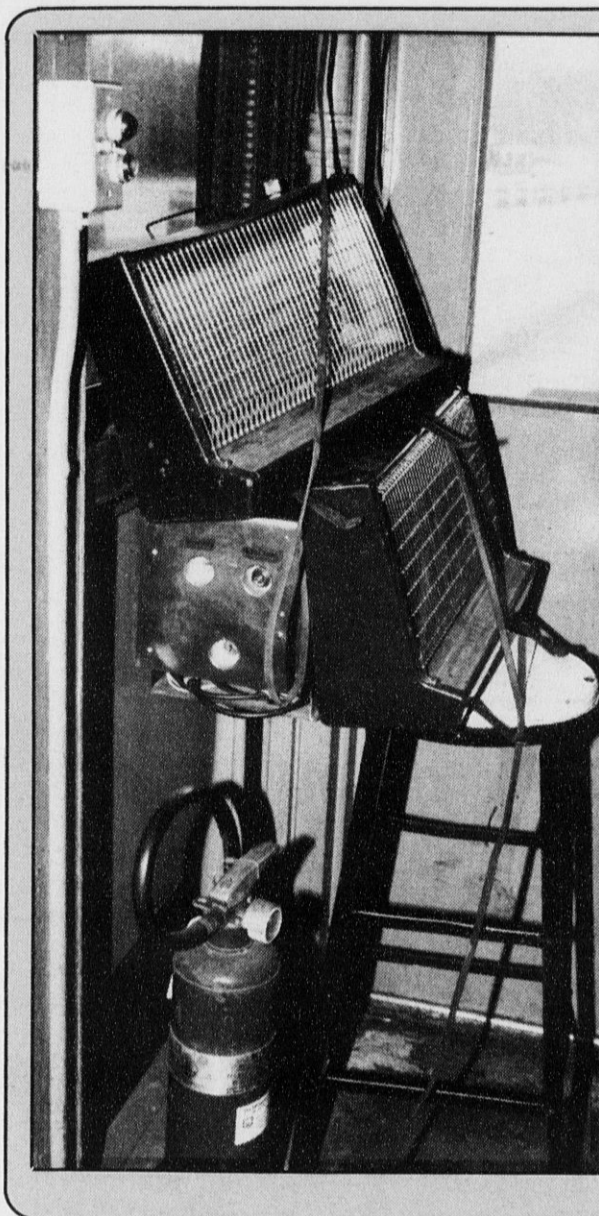
"You may not be attempting to disturb yourself to retrieve any of the dropped coinage from the automatic lanes," she said. "You may be retrieving the money and keeping it."

Worse, she threatened to bring toll collectors up on charges "for monetary shortages of state money."

Anyone from Westchester County can tell you that "slow traffic periods" are few and far between on the Hutchinson, a popular route to LaGuardia Airport.

And should one occur, the toll collectors who close their booths simply turn on a red light. They have no barriers or gates to stop traffic.

Often drivers will speed through closed lanes to avoid paying a toll. A collector could easily be risking serious injury or death if caught in the lane by one of those drivers.



Toll booths hazardous

MT. VERNON — Toll collectors on the Hutchinson River Parkway not only have to scrounge for loose change, they have to put up with dangerous conditions inside their toll booths.

Exposed wiring, exposed heating pipes, unsafe heaters, chairs in disrepair and lack of a hazard communication system are the basis of a safety and health complaint filed with the Department of Labor, said CSEA Health and Safety Coordinator Dan Morra.

"All the comforts of home," said one toll collector, pointing to his broken chair and two electric heaters piled on each other.

Other collectors pointed out exposed electrical wires and exposed heating pipes at just the right location to cause leg burns.

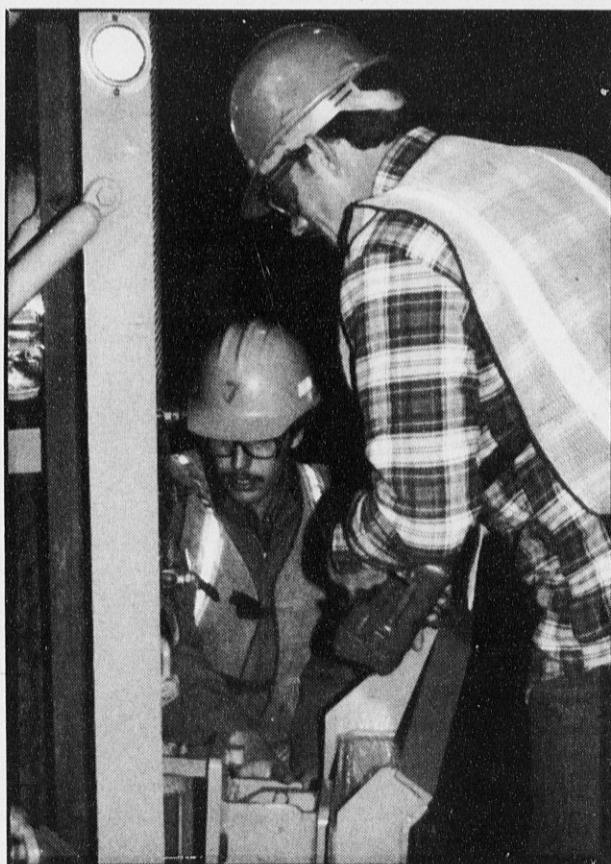
Ironically, a supervisor at the same location recently spent thousands of state dollars re-decorating her office.

"You can see where the priorities are here," a toll collector said.

CSEA is waiting to hear from the Department of Labor regarding its safety complaints.

CSEA, opposed to the kind of absurd cash-conscious, cost-blind management this \$15 rule represents, plans to fight it.

The union is raising the issue with DOT in Albany.



FIXING THE WING of their snowplow are third-place winners Nick Kadick, left, and Ike Ryan.

DOT snowplow safety expo tests skills

SYRACUSE — The best of the state snowplow operators showed off their talents at the annual state Department of Transportation (DOT) Snowplow Training and Safety Expo.

This year's winners are CSEA DOT Local 510 members from Clinton County: Mike McNeil, heavy equipment operator, and Gary Sorrell, a laborer, took the top prize after maneuvering their snowplow around obstacles, chaining their tires and competing several other events.

Taking second place were Larry and Pam Staring, a husband-and-wife team from Herkimer County and members of CSEA DOT Local 505.

Third-place winners were Nick Kadick and Ike Ryan, members of CSEA State Employees Local 013 in Syracuse.



THEY'RE THE TOPS in the snowplow business. CSEA DOT Local 510 members Gary Sorrell, left, and Mike McNeil won first place in the annual DOT Snowplow Training and Safety Expo.

DMV examiners face violent drivers

HAPPAUGE — Their jobs can be rewarding. As Department of Motor Vehicles (DMV) license examiners, they get to give the good news that a person is now a licensed driver.

But sometimes, they have to tell people they won't be getting their license, and that can be trouble.

Two DMV license examiners, members of CSEA State Employees Local 016, have been assaulted after telling people they didn't qualify for a drivers license.

A disgruntled test taker punched examiner Elaina Watson in the face. Then she and a companion jumped Watson and slammed her into a fence, injuring her shoulder and back.

Maureen Marino told a man he didn't qualify and he sprained her wrist while

trying to pull his paperwork out of her hands.

Both women were out on worker's compensation for more than a month.

"This has to stop," said Local 016 President Tom Byrne. He has met with CSEA Region I President Gloria Moran, CSEA Political Action Coordinator Stephanie Teff and the DMV examiners' supervisor to find a solution.

The problem is what DMV calls immediate disclosure. Test-takers used to get their test results in the mail. But for five years, DMV has has examiners tell test-takers immediately whether they will get their license.

"When someone fails their second driver's test, the permit becomes void and they have to reapply," said Marino, an examiner for six years. "When I

withheld the paperwork, the guy became extremely agitated and began twisting my wrist."

Watson, a 12-year employee, said immediate disclosure led to her injuries, too.

"Immediate disclosure has got to go," she said. "People get agitated and they get abusive."

The problems are not isolated to Long Island, Byrne said.

"An examiner in Brooklyn was stabbed. We don't want any more incidents like that," he said. "Why should these employees be afraid of going to work in the morning?"

CSEA is studying a bill which would increase penalties for people convicted of assaulting DMV license inspectors.

Precautions could have prevented injury

SYRACUSE — No one expected debris from a demolition project at SUNY Health and Science Center to come flying through the window — but it did, injuring a CSEA member and emphasizing the need for safety awareness on the job.

Hospital Patient Service Clerk Mary Jo Sullivan, a member of CSEA SUNY Upstate Medical Center Local 615, was working at her desk in the outpatient registration area last month.

Suddenly, a 10-by-8 foot plate glass window shattered. Debris from a demolition project run by an outside contractor crashed into the window, raining razor-sharp shards of quarter-inch thick glass around Sullivan.

Fortunately, she suffered only bruises and superficial cuts. According to the Department of Labor Inspector Ray Sharp, her injuries could have been much worse.

While he didn't cite the hospital for any safety violations, Sharp did say the hospital should have surveyed the area around the demolition project, adjacent

to where Sullivan was working, and notified employees of possible dangers.

The hospital boarded up the rest of the windows near the project. Sullivan agrees with the action.

"The wooden barriers should have been up before," she said. "It's unfortunate that it took something like this accident to bring it to everyone's attention."

Accident spurs changes

OGDENSBURG — It took a serious accident to make some changes, but members of CSEA DOT Local 518 are now working under safer conditions.

CSEA member David Kiah nearly bled to death after an on-the-job accident earlier this year because no one heard his calls for help. He had been working alone in a sandpit, and when he radioed for assistance, no one responded from the Ogdensburg DOT residency a mile away.

Fortunately, Kiah was found and taken to the hospital. He has since returned to work.

To be sure anyone who calls for help is heard right away, Resident Engineer Myron DeFranco had the shop radio hooked up to the residency public address system the next day, said Local 518 President Frank Peretta.

Since then every call that comes in is broadcast throughout the building and outside. Peretta commended management for the quick action.

"This is one of those unfortunate things, but management responded quickly," he said. "We are fortunate. We have a good labor-management relationship."



WORKERS MEMORIAL DAY
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Fight for the Living!

CSEA honors its fallen members

Corrections cutbacks cost already

Murder, escape amid upheaval

Prison breakouts and murders are dramatic examples of serious problems since New York state began firing corrections employees and replacing them with inmates. CSEA members say a bad situation is getting worse.

Not only are the cutbacks in services and staff risking public safety and prisoners' lives, they are costing more money than they could possibly be saving.

Two shocking incidents illustrate just how foolish — and dangerous — the layoffs are.

The escape of four inmates from the maximum security Eastern Correctional facility is a graphic example.

One of the escapees worked as a plumber because the facility never filled a vacant CSEA-represented job. Using the knowledge of the prison layout gained through his plumbing work, the inmate escaped with three others.

The cost-saving measure of turning out parking lot lights also helped their escape. The four were later re-captured, but only at a huge cost to taxpayers, who have to pay for overtime for State Police, corrections officers and other staff to improve security and conduct the search. The last inmate was caught only after several weeks of searching.

While only four CSEA workers have been laid off at Eastern Correctional, CSEA Local 159 President Jeff Howarth said more than 40 CSEA-represented positions have been left vacant because of budget problems.

Misguided policy

Gov. Cuomo announced his plans for massive layoffs in the Department of Corrections and the use of inmates to pick up the work previously performed by public employees late last year. He

said the plan would maintain security and would not increase the employees' workloads.

CSEA immediately protested the plans, calling the state's approach a "policy asking for trouble."

CSEA was correct, as the Eastern Correctional escape and other events have proven.

Fatal stabbing at Coxsackie

At Coxsackie Correctional Facility an inmate stabbed a fellow inmate to death in the facility butcher shop in March. He was one of 23 inmates working in the kitchen. Because of layoffs, only one cook and one corrections officer were supervising nearly two dozen inmates.

"They laid off all the meatcutters and now they have inmates handling knives and other cutting tools with little supervision," said CSEA Local 162

never followed through. Facility management tried to tell her she had to move to another worksite to get the grade 13 salary. But she couldn't see why she had to transfer to get the wages she deserved.

"I'm sorry I didn't go to the union sooner," Arnold said, "because it could have saved a lot of aggravation."

Thanks for Thanksgiving

It's a little late, but 18 CSEA Creedmore Psychiatric Center Local 406 members are celebrating Thanksgiving this spring, thanks to the union's class action grievance that won them the holiday pay illegally denied since November 1989.

Asking for trouble

CSEA critical of plan to use inmates to pick up for laid-off employees

Gov. Cuomo's layoff of 700 prison system employees has sparked intense criticism from CSEA about cutting jobs at the expense of workers' on-the-job safety and security.

Worse, the Department of Corrections (DOC) has announced that prison inmates will take over some work previously done by state employees.

CSEA questions what savings the state will gain considering the potential damage to expensive state equipment from negligence, misuse — even sabotage.

While DOC has tried to portray the work that the inmates will assume as "menial," CSEA points out that the plan suggests otherwise. For example, DOC plans to use more inmates in prison power plants while laying off some stationary engineers.

Stationary engineers are highly skilled workers whose expertise requires years of specialized training. Mistakes can cause serious problems at enormous cost.

There were 135 CSEA-represented employees, including all meat cutters, among the 700 let go in Cuomo's first round

of layoffs. Another 300 Corrections Officers and more than 200 teaching staffers were also fired.

"I can't state strongly enough that CSEA opposes misguided policy," CSEA President Joe McDermott said. "It's irresponsible and dangerous and may very well violate the contract."

CSEA has advised all of its Corrections locals to file contract grievances whenever inmates are doing work previously performed by permanent CSEA-represented employees who were laid off.

"You're talking about giving inmates greater freedom and more access to dangerous tools and equipment at the same time Corrections is cutting back educational programs and security personnel," said CSEA Director Contract Administration Rose Hanna. "The policy is asking for trouble."

Gov. Cuomo has publicly stated that the cutbacks in Corrections will not mean any additional burden for workers and will not affect safety and security. But CSEA officials question his contention.

"The Corrections system was at nearly 120 percent capacity before these layoffs and staff was already stretched thin," Hanna said. "There's no way you can say in advance that these cutbacks won't create problems."

CSEA has pointed out that using more inmates in the prison power plants increases the risk of crippling an electrical facility.

More inmates in the kitchens using dangerous tools increases the chance of violent incidents.

Some facilities are also attempting to use inmates for snowplowing inside and outside facilities.

"There's another aspect to all of this that the policymakers from the Governor on down ought to consider," McDermott said. "What kind of message does it send to hard-working public employees if the state fires them and replaces them with convicted criminals?"

"Do our people have to get arrested to get their jobs back?"



4 January 7, 1991

President Anthony Manno.

The butcher shop, where the murder occurred, is in an isolated and now unstaffed part of the kitchen.

"There's no question that the layoffs and cut backs are creating more work for everyone and they're also making the facility more dangerous," Manno said.

While these situations are more frightening than most, CSEA corrections workers across the state are reporting problems and upheaval because of cut backs and slackened security. Letting inmates do the work of public employees only multiplies the problems.

CSEA has filed dozens of grievances stemming from these situations and will continue to hammer away at the state's irresponsible policy which threatens everyone's security.

Grievances, arbitrations

The grade she deserves

Sick of doing the work of a grade 13 and being paid as a grade 11, **Ada Arnold, a member of CSEA Manhattan Developmental Center Local 443** took a stand. CSEA filed a grievance on her behalf, and she now has \$13,000 in back pay.

"I believe they've just been taking advantage of me," said Arnold, who works at a center group home. "I just got fed up."

Arnold had worked the night shift for seven years, all the while expecting to be upgraded, but it never happened. She should have been upgraded in 1983. CSEA Labor Relations Specialist **Floyd Payne** said the person responsible for Arnold's upgrade left state services and

Workers who were absent on Thanksgiving 1989 were told after the holiday that they must present a doctor's note and were considered on leave without pay, virtually robbing them of their holiday. The contract states that employees don't have to provide a doctor's note unless they have been out four or more days.

"This is the first time I ever was brought up on charges because my work record here is very good," said **Aide Genevieve Taylor**. "When I came before the judge and he saw how much time I have on the books, the charges were withdrawn. I wasn't fined, but I was still penalized by losing the day ... It's only thanks to CSEA I got the day back."

Labor news

She fights for freedom

NEW YORK — Peggy Eason, a member of CSEA State Parole Division Local 259, will bring her expertise on the Americans With Disabilities Act (ADA) to the Region II spring workshop. Chair of Local 259's Committee for

Support for strikers

WASHINGTON — CSEA and AFSCME support the passage of federal legislation that would prevent employers from hiring permanent replacements for striking workers.

CSEA President Joe McDermott asked the union's federal political action liaisons (PALs) to write their Congressional representatives to support the bill.

"It's important for all working people that striking workers have job protection," McDermott said. "We need this law to preserve the strength of the labor movement."

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Important information on insurance, prescription drug plan and CSEA's membership in the Concil on Occupational Safety and health.

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New York's proposed budget made no progress but lots of enemies during the month of April. Be sure you're eligible to vote.

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See what people in CSEA have been up to.

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CSEA Locals are making it easier for retired public employees to join as CSEA retirees.

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Candidates for CSEA's four statewide offices make their cases for the voters.

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The Rochester ice storm stirred up some bad feelings between Department of Transportation workers and a TV reporter.

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Information on a CSEA Board election and commercial drivers' licenses.

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A handy guide to CSEA services.

the Physically Challenged, Eason is legally blind. She attended a conference sponsored by the President's Committee on Employment and People with Disabilities and actively lobbied for the act.

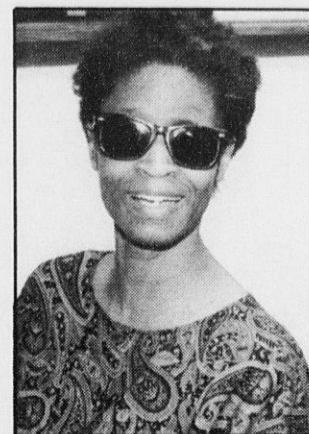
ADA prohibits discrimination for 43 million Americans.

Eason will present the sensitivity program she developed at the Region II workshop May 15 to 17.

The Region II Political Action Committee presented Eason with the first Regina Maxwell Award for outstanding lobbying and campaign

achievements.

"As persons with disabilities, we must continue fighting for ourselves and speaking up for what we need," Eason said. "ADA by itself can hardly bring equality to all physically challenged people.



CSEA calendar

May 14

School Transportation Employees Appreciation Day

May 14

Local Union Training Instruction (LUTI) for new shop stewards, SUNY Stony Brook, contact your Local president

May 15

Employee Awareness Day at CSEA Ogdensburg Correctional Facility Local 185, noon to 5 p.m. Contact Local President Pete Newton, 315-393-0281

May 16

LUTI Training, Farmingdale School District, contact your Local president. Region I Membership Meeting, Region I Office, 5 p.m. to 6 p.m. CSEA NYS Liquidation Bureau Local 370 on-site officers elections

May 17

Region II Annual Spring Education and Training Workshop, "Crisis: Danger or Opportunity?" Friar Tuck Hotel, call 212-514-9200 for registration.

May 21

LUTI Training, SUNY Stony Brook, contact your Local president. CSEA New York Metropolitan II Retirees Local 910, general membership meeting, Region II Office, 1 p.m.

May 22

OSU Spring Operations/Maintenance Training, SUNY Maritime College, Bronx, pre-registration required.

May 23

CSEA/AFSCME Region V Retiree Educational Program, 9 a.m. to 3 p.m., Sheraton at Sarbro Square. Forms will be mailed to all eligible members. LUTI Training, Farmingdale School District, contact your Local president. Child Care Fair, CSEA Kingsboro Psychiatric Center Local 402, outside or in gymnasium, 10 a.m. to 3 p.m. OSU Spring Operations/Maintenance Training,

SUNY Maritime College, Bronx, pre-registration required.

May 24-27

Coalition of Black Trade Unionists Convention, Hyatt Regency Hotel, Chicago (see story below)

May 28

LUTI Training, SUNY Stony Brook

May 31-June 2

Local Government Workshop, Lake Placid

June 3

Health Care Action Week/ Jobs for Justice Rally for national health care legislation, Rockefeller Plaza, 4:30 p.m.

June 6

Region VI Retirees Conference, Buffalo Ramada Renaissance Hotel, 9:30 a.m. to 3:30 p.m.

June 7-8

Region VI meeting, Buffalo Hyatt-Regency

June 10

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

June 13

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

July 9

Deadline for submission of recommendations for changes in CSEA Constitution and By-Laws (see story below).

August 8

Deadline for submission of recommendations for resolutions to be considered at Annual Delegates Meeting (see story below).

August 19-22

CSEA Retiree Convention, the Catskills

October 7-11

CSEA Annual Delegates Meeting, Niagara Falls

Deadlines for amendments, resolutions

Proposed amendments to the CSEA Constitution and By-Laws must be submitted at least 90 days prior to the Annual Delegates meeting. **The deadline for submissions is July 9.**

Proposed resolutions must be submitted at least 60 days before the

meeting. **The deadline for submissions is Aug. 8.**

The proposals must be submitted to statewide Secretary Irene Carr's office at CSEA headquarters in Albany.

The 1991 Annual Delegates meeting will be Oct. 7 to 11 in Niagara Falls.

CBTU schedules 20th annual convention

The Coalition of Black Trade Unionists (CBTU) will hold its 20th annual convention in Chicago May 27 to 27 at the Hyatt Regency Hotel.

The theme is "The Black Worker: Our Strength and Our Future." The convention will be held in conjunction with the ninth annual Women's Conference from 9 a.m. to 5 p.m. May 24 at the hotel.

The registration fee is \$80 and should be sent to the Coalition of Black Trade Unionists, PO Box 73120, Washington, DC, 20056-3120. CBTU 1991 must be paid to register.

Hotel reservations may be made directly with the Hyatt Regency. Delegates should identify themselves as CBTU members.

CSEA wins lower parking fee increase

SYRACUSE — CSEA has won an important victory in last offer binding arbitration over garage parking fees at SUNY Upstate Medical Center.

The CSEA-NYS contract says parking fee changes must be negotiated and if no agreement is reached, the issue goes to last offer binding arbitration. Under that process, the arbitrator chooses between the last offer of each side.

The arbitrator's ruling for CSEA ends nearly two years of negotiations and means that CSEA members' monthly parking fees will increase, but less than half as much as SUNY had sought. Two other unions at the facility ended up with the higher monthly fees. CSEA's victory also

means the effective date for the change is April 1 instead of the retroactive date of March 1989 that SUNY sought.

"We felt all along that the SUNY administration was overstating their operating needs and the arbitrator agreed that our argument, using SUNY's own figures, made more sense than theirs," said CSEA Deputy Director for Contract Administration James Hennerty, who handled the negotiations along with CSEA Labor Relations Specialist Terry Moxley.

"This is a big victory for CSEA," said CSEA Upstate Medical Center Local 615 President Robert Vincent. "Our local team hung in there but

we couldn't have seen it through if it wasn't for the support and professionalism from CSEA headquarters," Vincent said.

Both Vincent and Hennerty said the work of CSEA Budget Analyst Kathy Albowicz was crucial to the union victory.

The arbitrator said that CSEA's analysis of the SUNY figures were more consistent and credible than SUNY's own and the union's proposal would clearly generate enough money to meet the garage operating costs.

In an unusual move, the state has appealed the LOBA decision. CSEA maintains the decision is not open to appeal.

New Prescription Drug Plan cards in the mail

New Prescription Drug Plan cards are now in the mail to the 98,000 CSEA members who are covered by the Employee Benefit Fund's prescription program.

These plastic prescription drug cards are good for six months, from May 1 to Oct. 31. They are used for any prescription medicine needed by members and their eligible dependents for a limited period of time. They can be

used for any prescription and one refill.

Any prescription needed on a daily basis for more than 60 days must be obtained through the Maintenance Drug Program. Information and order forms for the Maintenance Drug Program are included in the mailing with the plastic drug cards.

Prescriptions to be obtained through the Maintenance Drug Program will need a prescription from the doctor

indicating strength, frequency of use and total number of units needed. These prescriptions are sent in the mail and are delivered to the employee's home, with **no cost** to the employee.

The CSEA Employee Benefit Fund Prescription Drug Plan is one of the most widely used of the Fund's benefits. It saves employees millions of dollars a year in medicine costs.

Leadership role on safety issues strengthened

In conjunction with this year's Worker's Memorial Day activities, CSEA President Joe McDermott has announced that the union is affiliating with six different Councils on Occupational Safety and Health (COSH) statewide.

Worker safety and health has long been a top CSEA priority and the COSH affiliation will strengthen the union's role as a leader on the issue. The Councils on

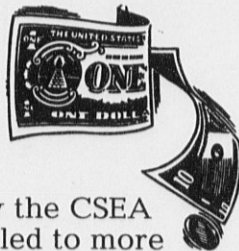
Occupational Safety and Health are broad-based coalitions of groups and individuals committed to improving the safety of working conditions for all workers.

CSEA's involvement will strengthen the statewide network for sharing information and keeping local leaders up to date on important legislation, safety and health regulations and scientific studies. In addition, the COSH groups hold special programs of

interest to union members in local areas and circulate publications filled with valuable material.

CSEA's affiliation will include the New York COSH, which covers New York City, Long Island and Westchester and the lower Hudson Valley; Eastern New York COSH; Central New York COSH; Allegany Region COSH; Rochester COSH and Western New York COSH.

Life insurance refunds mailed



Refund checks totaling \$2 million, issued by the CSEA Basic Group Life Insurance Plan, have been mailed to more than 60,000 eligible CSEA members. Since 1980, over \$21 million in refunds has been distributed to participating members.

The refund of contribution that is distributed is based on the interest accumulated from collected premiums and is determined by the number of members participating in this plan and the amount of claims paid out each year.

In order to be eligible for this refund, a CSEA member must have participated in the Basic Group Life Insurance Plan from Nov. 1, 1989 through Nov. 1, 1990.

The following table represents the amounts of refunds being distributed and is based on the **member's attained age and the amount of insurance coverage in force as of November 1, 1989:**

Group	Age	Insurance Coverage	Per Person Return
1	0-39	\$6,600 or less	\$ 4.17
2	40-54	\$6,600 or less	14.12
3	55 and over	\$6,600 or less	26.11
4	0-39	\$6,601-\$24,999	9.40
5	40-54	\$6,601-\$24,999	22.98
6	55 and over	\$6,601-\$24,999	59.48
7	0-39	\$25,000	15.68
8	40-54	\$25,000	38.25
9	55 and over	\$25,000	99.09

Again this year CSEA is conducting a special increase offer to qualified insured members to increase their Basic Group Life Insurance coverage to \$25,000, the maximum benefit available under the program. CSEA members under age 70 may apply for the increase by completing the application which was included with the refund of contribution checks.

Questions concerning the refund or the special increase offer should be directed to the CSEA Insurance Department, Capitol Station Box 7125, Albany, New York 12224. Include your name, Social Security number and current address. Name or address changes during the past year should also be noted.

State budget stalled

ALBANY — Already weeks late, state government leaders appeared no closer to resolving the budget battle as this issue of *The Public Sector* went to press than they were April 1, when a new budget should have been in effect.

With no state budget in place, the state Legislature has had to pass legislation weekly allowing the state to issue paychecks and pay other necessary expenses.

CSEA is continuing its fight for restoration of state jobs and aid to local governments and school districts which have been lost in Gov. Cuomo's proposed budget. The battle has been made more difficult because legislative and executive leaders do not seem to be willing to talk on critical issues; instead legislative leaders and the Governor snipe at each other in public while the budget process drags.

Meanwhile, local governments and school districts are turning to banks for costly loans to cover the aid payments the state should be making but can't because of the budget standoff. Already strapped for cash and facing major cuts in state aid, many local governments and school districts are facing the prospect of raising property taxes to meet their responsibilities.



CSEA REGION II President George Boncoraglio leads chants protesting the state budget at a massive rally in New York City.

"CSEA is in there, lobbying and talking to legislators and the leaders," said Larry Scanlon, CSEA director of political action. "We're trying to

convince them New York needs a fair tax system that requires the rich and big business to pay their fair share. It's slow going, but we're not giving up."



Get real power: Register to vote

CSEA believes the power of the vote is one of organized labor's greatest political strengths. CSEA represents more than 260,000 active and retired members, nearly all of whom are potential voters.

When CSEA asks a politician for his support, you can bet those potential votes carry a lot of weight.

But not all members who can vote do, and often it's only because they aren't registered to vote. Below are some quick tips on how, where, and when to register.

- To register, simply fill out a voter registration form and mail it to your county Board of Elections.

- You can get a voter registration form by calling your county Board of Elections.
- You must re-register if you have moved since you last voted.
- You must re-register if you haven't voted in at least one election in the last four years.

For more information or a registration form, call:

1-800-FOR-VOTE

For the hearing impaired, call:

TTY 1-800-533-8683.

PEOPLE program keeps growing

The PEOPLE program has been growing rapidly, thanks to the efforts of CSEA members across the state.

PEOPLE, Public Employees Organized to Promote Equality, is the lobbying arm of CSEA's international union, AFSCME.

A recruitment campaign in CSEA Taxation and Finance Local 690 recently added 102 members to the PEOPLE roster. Involved in the campaign were: Ron Hill, Martha Mamrosh, Ed Rifenberg, Mary Sindoni, Local 690 President Carmen Bagnoli and Ed Wysomski.

Members of CSEA Buffalo Psychiatric Center Local 403 signed up 231 new PEOPLE members, including counselors at the Alcoholism Treatment Center. Local 403 Vice President Barbara Smith was instrumental in signing up Valerie Staats, Roberta Hubacher, Harriet Gaither, Bobbi Morris and Andrea Montague.

At Monroe Developmental Center, members of CSEA Local 439 signed up 234 PEOPLE members, inspired by the efforts of the Local 439 PEOPLE Committee: Thomas Crump, Roy Wheeler, Bertha Reaves, Gene Clark, Creola Shelton and Mary Cartwright.

CSEA PEOPLE Coordinator Cheryl Rosenzweig and CSEA Federal Issues Coordinator Joe Conway worked with the locals during their campaigns.

YOU'VE DONE IT AGAIN — *DISTIN*



lag (låg) v. lagged, lag'ging, lags — 1. to cause to fall or lag behind; to hold up...

People around the state

Fair is fair

CSEA Region IV President **C. Allen Mead**, an avid baseball fan, wonders about the recent Internal Revenue Service (IRS) ruling that a multi-million dollar sports star who was fined \$10,000 for unprofessional conduct can write the fine off as a business expense. Will other union members facing management-imposed fines get the same break? "If it's good for one group, it should be good for other groups," Mead said.

Learning to relax

Managing stress was the focus of a workshop sponsored by the CSEA Region I Women's Committee earlier this year. **Ray Shelton, PhD.**, who debriefed those involved with rescue efforts after the Avianca plane crash last year, gave the workshop, called "Optimal Health through Wellness: an approach toward managing stress and life."

Political action power

The CSEA Region I Political Action Committee was commended recently for their political activism on Long Island. Region President **Gloria Moran** accepted an award from Town of

Hempstead Councilman **Patrick A. Zagarino**.

A sick child's birthday wish

Craig Irving just wanted to go home for his birthday. The 11-year-old son of **Billie Irving**, a member of CSEA Mid Hudson Psychiatric Center Local 448, has cancer and is in a hospital. He's suffered complications from chemotherapy and has been confined to isolation to prevent infection.



Although the family has medical insurance, the bills are building up quickly for expenses insurance won't cover. Transportation to the Westchester County Medical Center and expenses his family incurs while staying nearby are steep. Craig's mother will soon use up her leave accruals and will have to take leave without pay.

To help Craig, CSEA Local 449

President **Eileen Monaghan** started a fund for the Irvings. CSEA members can send contributions to the Irvings, P.O. Box 522, Otisville, NY 10963.

Travis will walk

Thanks to the generosity of CSEA members, **Travis Luria's** path to walking has been made a little easier. The son of CSEA Ulster County Local 856 member **Michael Luria** suffers from cerebral palsy. Money donated by CSEA members and others helped pay the family's expenses while they were in New York City for the surgery that will allow Travis, 3, to walk. The operation was successful and Travis's prognosis is good, Michael Luria said.

He wrote CSEA Communications Associate **Anita Manely** to thank her for *The Public Sector* article that generated donations and to thank all who sent contributions in the form of money or moral support. "We are deeply grateful all the CSEA members who helped make it all possible," he said. "Someday we will show our son how our union and its members came to his aid at this crucial time."

Retiree news:

Locals help new retirees

CSEA retirees across the state are benefiting from a resolution passed at the CSEA Annual Delegate's meeting last year.

The delegates passed a resolution suggesting that CSEA locals pay retiree dues for one year for their members who have retired.

At least 40 locals have responded, some with their own versions of the plan. For example, CSEA Wassaic Developmental Center Local 436 pays one year of dues for every 10 years of service.

A list of those locals who have notified CSEA's Retiree Department that

they are following the delegates' suggestion follows. Other locals who offer similar programs or would like more information should contact the Retiree Department at CSEA Headquarters.

Eastern New York Correctional Facility Local 159

President Jeffrey Howarth

Wallkill Correctional Facility Local 163

President Joan Sutton

Mid-State Correctional Facility Local 181

President Linda Fear

Kingsboro Psychiatric Center Local 402

President Robert Nurse

Craig Developmental Center Local 405

President Kathleen Pontillo-Button

Harlem Valley Psychiatric Center Local 409

President Henry Walters

Kings Park Psychiatric Center Local 411

President Michial Montanino

Middletown Psychiatric Center Local 415

President Alex Hogg

Wilton Developmental Center Local 416

President Helen Fishedick

Wassaic Developmental Center Local 426

President Thomas LeJeune

Mohawk Valley Psychiatric Center Local 434

President Bud Mulchy

R.J. Hutchings Psychiatric Center Local 435

President Sharon Connor

O.D. Heck Developmental Center Local 445

President Frances Kennedy

Broome Developmental Center Local 449

President William Krivyanik

SUNY at Buffalo Local 602

President Kathleen Berchou

SUNY College at Cortland Local 605

President Willis Streeter Jr.

SUNY at Plattsburgh Local 612

President Betty Lennon

SUNY at Stony Brook Local 614

President Philip Santella

Upstate Medical Center Local 615

President Robert Vincent

SUNY College at Buffalo Local 640

President Richard Parker

SUNY at Binghamton Local 648

President Robert Goeckel

Department of Correctional Services Local 656

President Susan Crawford

Education Department Local 657

President Rebecca Lawson

Office of General Services Local 660

President John Wakewood

James E. Christian Memorial Health Department Local 664

President Tom McMahon

Division of Laboratories and Research Local 665

President John O'Keefe

NYS Higher Education Services Corp. Local 667

President Elizabeth Habiniak

Department of Labor Local 670

President Barbara M. Moloney

Mental Hygiene Central Office Local 673

President Phoebe Mackey

Motor Vehicle Local 674

President Anna Dellarocco

Transportation Region 1 Local 676

President Milo Barlow

Department of Transportation Local 687

President Albert Margiotta

Capital District Psychiatric Center Local 692

President Henry Wagoner

NYS Police Headquarters Local 697

President Ralph McCann

Office of Parks and Recreation Local 699

President Clifton Mealy

Broome County Local 804

President Daniel Lasky

Cayuga County Local 806

President Bruce Nolan

Jefferson County Local 823

President James Monroe

Monroe County Local 828

President George Growney

Town of Clarkstown Unit

President Irene Saccende

Broome County Educational Employees Local 866

President Carlo Guardi

CSEA activists retire

Several longtime CSEA activists are retiring this year after contributing years of service and dedication to the union.

Jeanne Anguilo was president of CSEA SUNY Farmingdale Local 606 for 10 years. A former member of the CSEA Board of Directors, she is planning to become active in CSEA Nassau County Retiree Local 919.

Tony Muscatiello, president of CSEA James E. Christian Memorial Health Department Local 664 for three terms, has been active in the union for 21 years. He also served as local treasurer for two terms. A former CSEA Board member and AFSCME delegate,

Muscatiello plans to be an active member of the CSEA Retiree Division.

Guy Marinello, president of CSEA Parks and Recreation Local 699 for two years, has been active in CSEA since the 1970s, when he became a member. He has served as a CSEA Board member, an AFSCME delegate and chair of the Region IV Constitution and By-Laws Committee.

Creola Shelton of CSEA Local 439 has retired with the distinction of having received the first CSEA Mission Achievement Award last year. She worked for the state for 37 years, including long stints at Rochester

Psychiatric Center and most recently at Monroe Developmental Center, where she was CSEA Local 439 president for many years.

She was an early and forceful advocate for education and improvement opportunities for direct care staff. She helped initiate the Developmental Education Program in Health Careers, co-founded one of five sites for Employee Involvement, and paved the way for competency-based training and implementation for direct-care staff. Promoted to direct care supervisor early in her tenure at Monroe Developmental Center, she is known for her union activism.

Statements of candidates for CSEA STATEWIDE PRESIDENT

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.

Joe McDermott

These are tough times for our Union and for all public employees. I know that I can continue to provide the leadership to see us through these times.

Will it be easy? NO!
Can we do better? YES!
Will Joe McDermott let CSEA rest on its laurels? ABSOLUTELY NOT!

Let's look at the record. Three years ago when you elected me CSEA President, the IRS had a plan to steal our money by taxing our unused accruals. I said I would lead the fight to stop that plan. Together, we fought the IRS and we won!

When you elected me CSEA President, our health insurance was threatened by runaway costs. Six months before I took office, Empire Plan premiums jumped by 44.9%. I said I would lead the fight to stabilize the plan and protect our benefits. Together, we are succeeding. Empire Plan premium increases in 1990 and 1991 were only 5.5% per year compared to a national average of 22% per year. Our staff continues to work to improve health insurance programs for all of our members.

When you elected me CSEA President, I inherited a union deeply in debt and bitterly divided. I have cut costs and balanced our budget while streamlining the way we operate to serve you better.

The division led to attempts to split 25,000 members away from CSEA and erode our collective power. Together, we fought these attempts and we won!

As a Union, we are once again in sound shape and back to the basics — fighting for your rights and benefits on the job.

It is no easy fight, but is one we can win if we stick together.

We fought off the Governor's plan to lock out, with no pay, the entire state workforce. A plan that would have created chaos in agencies like OMH, OMRDD, DOT, DOCS and DFY.

We continue to fight the lag payroll that was legislatively imposed over our objections. CSEA never agreed to the lag. We are fighting to get that money back with every legal tool available. Getting that money back is my top priority and I believe we will be successful.

I've had our staff negotiate better contracts for hundreds of local government jurisdictions. And I will continue to fight like hell and not settle for takeaways in any CSEA contracts.

I will continue to fight for job security for all of our members. That won't happen until this state puts fairness back in its tax system. I have been leading that fight for tax fairness. Together, we will win it.

Your vote in this election cannot make the problems we face go away. But a vote for Joe McDermott will let the politicians know we will stick together to fight them.

On or shortly after May 16 you will receive your ballot. I ask for your vote. I've worked hard to earn your trust in the past, and I'll continue to work hard to keep it in the future.



Pat Mascioli

My decision to run for Statewide President of CSEA was not made easily. Like the other 210,000 members of our Union, I hoped Joe McDermott would provide us with the leadership and dedication to the membership we so desperately need during these difficult times.

Unfortunately, Joe McDermott has failed us.

When Joe McDermott ran for President three years ago he made a lot of promises. These promises were only hot air, though.

Three years later, we don't have better contracts, we don't have more job security or better job opportunities, we don't have a better retirement plan or improvements in Worker's Compensation, there is no mandatory agency shop for local government employees, members have

not shared in the reduction of the employers' contributions to the retirement fund and we have had a major dues increase.

Joe McDermott has been out of touch with the membership and ineffective in helping anyone but himself.

Instead of standing up to Governor Cuomo, McDermott is so cozy with Mario he gave him our endorsement last year without the approval of the Political Action Board.

This year, when the membership clearly preferred furloughs to massive layoffs and lag pay, Joe McDermott went along with the Governor again.

Today, CSEA members face many additional layoffs at both the state and local levels. We also hear about give-backs in the next contracts. Maybe the reason Joe McDermott doesn't care is because he recently pushed through a \$30,000 pay raise for himself over the next 27 months. He has also been able to continue his fancy junkets to places like Hawaii — all paid for by our Union dues.

Before it's too late, we need a change in leadership.

We need a Statewide President who will stand up to Mario Cuomo. A President who will listen to the members' wishes and who will place the needs of the membership and CSEA before his own self-interest.

I promise I will be that President.

I will restore the political clout we so desperately need, and that Joe McDermott gave away to Governor Cuomo.

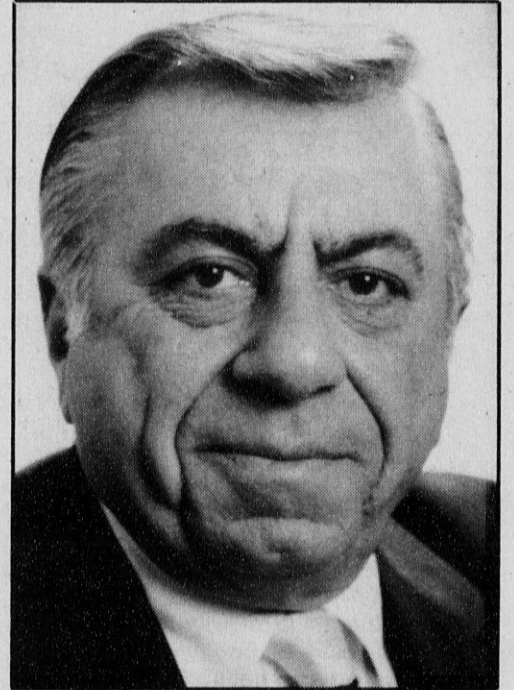
I will listen to the members and fight for their wishes.

And I promise not to raise the President's salary.

I've been a member of CSEA for 36 years. I've been active as a leader in the union for 24 years and I've served as President of Region III for the past seven years.

During this time, I've proven I can successfully negotiate contracts that increase wages and benefits and improve the lives of the members. I've shown I know how to effectively run an operation that places the members first. And I've shown I won't be a lap dog for any politician, no matter how high the office.

I ask you, the members of CSEA, to trust me with your vote for Statewide President. Together, we can make CSEA the great Union it once was, and improve the lives of all our members.



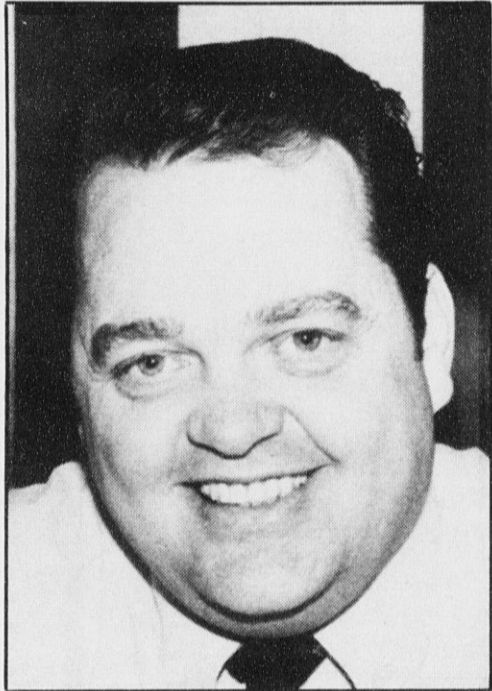
Statements of candidates for **EXECUTIVE VICE PRESIDENT**

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.

Danny Donohue

First, I would like to thank all of the members who took the time to sign my petitions and I want to assure you that I will continue to fight for all our members as I have over the past three years as Executive Vice President, and over the ten years as Regional President.

It has been my great honor to work as a member of your team of Statewide Officers. In the last three years, the team has expanded services in Local government, developed new Day Care and Elder Care Programs for our members and families. We struggled hard to negotiate good contracts in local government and schools across the State and we are now locked in a monumental fight for a fair and decent contract in the State Division. The only way to win that fight is to stick together and show the State we are united.



No one has all the answers. I am sure in the past and in the future, some mistakes will be made but only by sitting down and working out those problems with each other can we make this Union stronger. Not a Union of upstaters, or downstaters, local government or state workers, but a Union of CSEA members working together to help each other in good times and bad.

We all have a tendency to elect people and then walk away. I am asking for you to vote for me, and also get involved because this Union is not the Officers or the Shop Stewards, it's the members and together we have and can make a difference for the future.

Ballots will be mailed May 15 for the election of CSEA statewide officers. Members will be electing a statewide President, Executive Vice President, Treasurer and Secretary to three-year terms effective July 1.

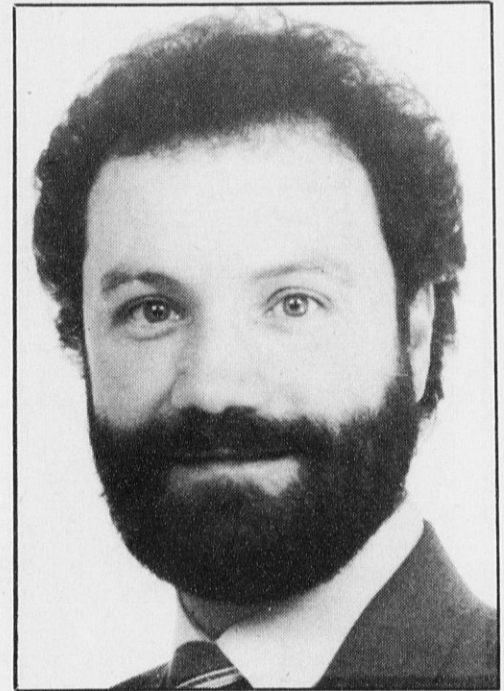
Candidates for the union's four highest elected offices were offered the opportunity to submit statements and photographs for publication in this edition of *The Public Sector*. Statements and photographs submitted by the candidates are printed on pages 14 through 17 in the order they appear on the ballots for the respective offices.

Information on the election schedule and process is printed on page 17.

Pat Hahn

This may be the most important vote you will ever cast as a member. Now is your chance to make the difference in our Union. Make your voices heard throughout this State. Elect me as your Statewide Executive Vice President. With my experience, dedication and determination, and your support, CSEA can work for you.

EXPERIENCE: 16 years CSEA member; 1st in Housekeeping Dept., then as Mental Hygiene Therapy Aide. Currently serving 2nd term as President/Delegate, Local 418, Pilgrim Psych Center. Served 2 terms, Statewide Board of Directors and State Executive Committee; 5 terms, AFSCME Delegate; currently serving on L.I. Region I Executive Board and Mental Health Presidents Advisory Committee (both past 9 years.)



STATEWIDE COMMITTEES: CSEA Appeals Board & OMH Labor Management. **REGIONAL COMMITTEES:** Political Action, Apartheid, Hospital & Health, OMH Labor/Management (chairperson). **LOCAL COMMITTEES:** Labor/Management (chairperson), Multi-union Labor/Management Safety & Health (chairperson), Day Care, Career Development, Grievance, Steward, Affirmative Action, Joint Apprenticeship.

Education: Studied Psychology, Collective Bargaining, Business Administration, Labor History, Public Sector & Taylor Law.

Issues such as the recent decertification attempts, the unfair way Civil Service decided on upgradings, and the constant contracting-out of work to private sector employees, all without any significant resistance from CSEA, have proven the need for change in our leadership. The protection of your rights, job security, health insurance and pension benefits are of utmost importance, but are jeopardized by such things as budget cuts, dumping of the mentally ill on our communities and the closing of mental health facilities and schools. Your elected leaders must insist on more input in Regional and Local matters to provide you with the best representation possible. When elected, I will improve communications between Albany and our locals. We can streamline the 3rd step grievance process and get more legal assistance approval. We should utilize our resources to deal with current issues. Better public relations are essential to get our problems addressed in the media; T.V., radio and newspapers. I've organized numerous rallies and demonstrations within my Local that have received media coverage. We need to bring this Union back to the membership. You must be better informed and more aware of what your Statewide leaders are doing; I will see that this happens. This Union needs better organization and direction. For instance, there was no plan of action in place by our current Statewide leaders when the recent layoffs and lag payroll began. We should have been organized and shouting at the top of our lungs before these actions even took place. Our current leaders only started shouting after the fact.

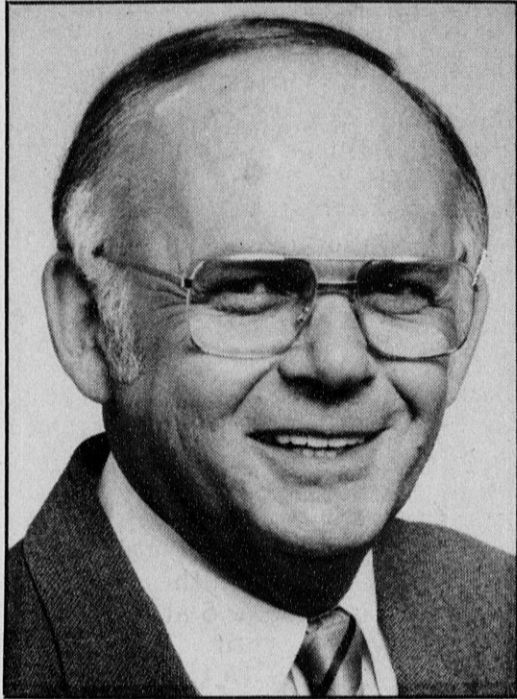
This is not a popularity contest; it's a matter of job survival. My record speaks for itself. I will be honest and straightforward with you and more aggressive when dealing with the State than our current leaders have been. Get rid of the smooth-talking politicians. Elect an honest, knowledgeable leader who will fight for your best interests. Thank you for your support.

Statements of candidates for STATEWIDE TREASURER

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.

Ron Daniels

Dear CSEA Members;
Do you know where your money is going?
Do you want more say in how your money is being



spent?
With years of associations with unions, my experience has shown me that there is a need for a change in our union.

Ask yourself these questions:

Do we want an independent voice and say in where our money goes?

Do we want new ideas and ways to benefit our members?

Do we want greater communications with a full-time treasurer?

Do we want a treasurer geared to the financial needs of our locals?

There is a need for more assistance and

training for unit, local and regional treasurers. This would result in union treasurers being helped to efficiently run their offices to the benefit of our membership.

Presently, I am 2nd Vice President of Local 660, O.G.S. in Albany, New York. My duties in our Local have been extensive and beneficial to our members. I am married and live in Delmar.

As a young man, I and others were instrumental in forming a Police Officers Union of which I was Treasurer. Through this experience, I learned the importance of being united as civil servants and believing that we must be unified and be the masters of our own fate. I have always believed that as brothers and sisters, we should be able to relate to each other. How can our membership relate to Statewide Officers's salaries going up while our dues go up and we get less? Our leaders should realize that dedication and loyalty to its membership be its main function, not money.

I feel that my honesty, integrity and experience over the years can only help me to serve you to the best of my ability. Like Congress, it's time for a change, for in change, new and innovative ideas can only strengthen our resolve and renew our pride in ourselves and our union.

Your vote is your most precious right.
MAKE A DIFFERENCE! VOTE!

Mary E. Sullivan

For the past 4½ years, I've served as the Treasurer of CSEA. I've spent my first full term overseeing our expenses

to ensure that your dues are spent wisely; training Local and Unit Treasurers; serving as part of a TEAM that successfully defeated a representation challenge in Westchester County; working with many of our Statewide Committees, such as Education & Training, Human Rights, Convention, Minority Issues, Methods & Procedures, and PEOPLE, to assist them with their projects and programs.

As Chair of the Office Sites Committee, we have seen the new Region V Building completed, construction about to begin for a new Region I Building and a site for a new Region III Building approved, all of which will save us hundreds of thousands of dollars in rent payments in the years to come.

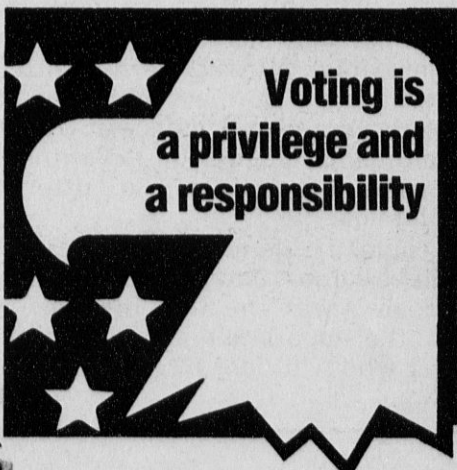
As Chair of the Computer Services Steering Committee, we have installed computer equipment in the Insurance, Member Records and Finance Departments which has provided for a more productive workflow and eliminated thousands of dollars of annual overtime costs. Soon new computer equipment will be installed in our Region Offices and word processing added in our Satellite Offices to provide better services for you.

As part of the McDermott TEAM, I've had the opportunity to assist with effecting a plan to enroll all of our Locals and Units in the Councils on Safety and Health across the State, thereby providing access to programs which will benefit all of our members.

I've had the opportunity to work with many of our elected leaders and staff to effect programs and initiatives that have contributed to the progress our Union has made, but we can't stop now!

We must continue to move forward, though the road ahead isn't an easy one. We must re-elect the REAL leaders who have been fighting every day to protect our jobs and preserve our benefits; working every day to make your Union work for you.

You have my commitment to continue to be one of the REAL Leaders who works with you for CSEA. Your support will be appreciated.



Reminder: The deadline for return of ballots for the election of CSEA statewide officers is 8 a.m. June 5

Statement of candidate for
**STATEWIDE
 SECRETARY**

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 be construed as reflecting the opinions or beliefs of *The Public Sector* or CSEA, Inc.

Irene Carr

Although I am unopposed for re-election, I still want to take this opportunity to communicate with you.

Let me start by pledging to give you, as always, 100% during the next three years. I will continue to work for you and your needs around-the-clock.



By now, you know Irene Carr and all that I represent. You also know that I always speak my mind. That is why I want to take this opportunity to ask you to support Joe McDermott for President.

Employee benefits, women's issues, childcare, pay equity, concerns of working families, safety in the workplace, eldercare and the environment are just some of the issues which have

been hallmarks of my five terms as CSEA Statewide Secretary. I have never lost sight of the concerns that are important to you, because I have never forgotten where I come from. I worked for seventeen years at Homer Folks Hospital in Oneonta and as a secretary for six years at SUNY Oneonta. Likewise, I have worked my way through the ranks of CSEA as a delegate, secretary and president in my region.

Not forgetting my roots is why I stay in touch with membership at every level. Much of my time is spent traveling throughout New York State listening to and answering your concerns. I pride myself on being someone at CSEA headquarters who is accessible to all members and Union Officers. I hear your problems and respond with action.

Twelve years ago I saw the need for worksite childcare. Today that dream has grown into a network of forty-five centers, a model to the nation. I questioned the safety of the workplace and was instrumental in seeing that safety guidelines regarding the use of VDTs were enacted. Concerned with the lack of research in the area of low level radiation emissions in the workplace, I spearheaded a drive for legislation which will address worker safety. I am also the chair of the AFSCME National Advisory Committee on Womens Rights, an advisor to the Cornell Labor Studies Program, trustee of the CSEA Benefit Fund and Political Action Fund and member of the Statewide Labor/Management Advisory Committee.

I am not only a CSEA Officer who listens to you and works for you, I make it my business to make sure that those people you elect to Union Office do their job for you as well. As a result, the people you elect to the CSEA Board of Directors and as Delegates to the Annual Convention are now more accountable to you for their actions. The minutes of their meetings are now clear and well distributed. I have also implemented a program of training for Local Secretaries so that they are now able to serve your needs more effectively.

I will continue to listen to you and respond to your problems. My first priority is you, and the issues and dilemmas you face daily, whether on the job, in your home, or community.

**Ballots in mail
 May 15 for the
 election of
 four statewide
 CSEA officers**

Ballots will be in the mail May 15 for the election of CSEA statewide officers. Eligible members will be electing a statewide President, Executive Vice President, Treasurer and Secretary to three-year terms effective July 1.

Replacement ballots will be available beginning May 23 if an original ballot is not received. Replacement ballots can be obtained by calling the Independent Election Corporation of America (IECA) at **1-800-348-CSEA, Ext. 310**. Candidates may observe all aspects of the election process at IECA Headquarters, 2335 New Hyde Park Road, Lake Success, N.Y. between the hours of 9 a.m. and 5 p.m. Observers must notify IECA 24 hours in advance of their visits.

The deadline for return of ballots is 8 a.m. June 5 at IECA Headquarters. Ballots will be counted and results announced on June 5.

Any candidate, or a proxy with written authorization from the candidate, may be present on June 5 at IECA Headquarters to hear the results of the count.

The election protest period ends June 15 (10 days after official results are announced), and election results will be published in the July edition of *The Public Sector*.

All candidates for statewide office were given an opportunity to submit statements and photographs for publication in this edition of *The Public Sector*. Candidate statements and photographs as submitted are published on pages 14 through 17. Candidates are listed in the order they will appear on the official election ballots. 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.

**See page 19 for
 information about
 special elections
 to fill vacant
 seats on CSEA
 Board of Directors**

CSEA protests:

TV news story unfair

By Ron Wofford
CSEA Communications Associate

ROCHESTER — CSEA has challenged a television reporter's unfair story and is defending state Department of Transportation (DOT) workers who were helping out after the Rochester area suffered a disastrous ice storm.

The "investigative reporter" accused the DOT crew, members of CSEA Local 519 who had come from Cayuga County, of taking a two-hour break.

The storm, which left much of an eight-county area without power, left in its wake thousands of downed and damaged trees which had to be cut and cleared.

The TV crew was filming the clean-up and followed the Cayuga County DOT workers for two and a half hours. Unfortunately, for part of that time, the out-of-town workers were looking for a

restaurant with power and restroom facilities, said Duane Wilcox, president of CSEA Rochester DOT Local 506.

They had been working since 5 a.m.

The reporter concluded that "the crew had worked for a half hour out of two and a half hours of observation."

create a scandal that they collected 400 signatures on petitions in just a few days. CSEA members' signatures were on the petition with those of management employees and a resident engineer, Wilcox said.

The petitions went to the general manager of the station which aired the report, and Wilcox protested in letters to the editors of Rochester's two daily newspapers.

Fired up DOT members were so outraged at the obvious attempt to

CSEA Region VI President Robert Lattimer blasted the reporter himself,

upbraiding him for the "cheap shot." Lattimer and Wilcox have demanded rebuttals or retractions of the story and are awaiting the station's response.

"Not once did the so-called reporter mention that these guys had been working since 5 in the morning and it was around 2 in the afternoon when he pulled his sneak attack," Wilcox said. "He caused unnecessary grief for guys who were working and doing this community a favor in an emergency."

Lattimer, Wilcox and Chuck Parsons, grievance chair, appeared in an interview with the reporter to repair the damage of the earlier story. It didn't work because the reporter used the interview to defend himself, Lattimer said.

"We're not really surprised," he said. but this issue is far from over, and Channel 13 has not heard the last from us."

CSEA members show patriotism, support for troops

CSEA members around the state have shown their patriotism and support for U.S. troops serving in the Middle East.

Many CSEA Locals showed their support with flags and yellow ribbons, others sent packages, others sent their sons and daughters and still others went themselves to serve as active reservists. This column highlights a few.

Three sons overseas

Warwick Valley School District Bus Driver Bob Stewart knows about the military life. A Korean War veteran and Army Reservist, the father of 11 has six sons in the military, with three serving in Saudi Arabia.

Stewart, a member of CSEA Orange County Local 836, is still worrying, even though the fighting has stopped.

"I'll worry until they get home," he said.

Stewart encouraged his sons — five in the Army, including a West Point graduate and one in the Marines — to join the services. One son is a boxer who trained with Floyd Patterson.

A letter from President Bush praised the entire Stewart family.

"Your extraordinary family is, indeed, among America's finest," President Bush wrote. "You have every right to be proud."

Tying yellow ribbons

The parks in Nassau County sported big, bright yellow ribbons in honor of

the US troops serving in the Middle East, thanks to the efforts of CSEA Nassau County Local 830 members and CSEA Recreation and Parks Unit President

Tom Gargiulo. Gargiulo purchased the ribbons for the program sponsored by the county Department of Recreation and Parks.



ANYTHING FOR A FLAG — When hospital officials said they had no money, CSEA members on the maintenance staff of SUNY at Stony Brook Hospital came up with what they said was a necessary display of patriotism during the Persian Gulf War. They made the flagpole out of damaged lighting poles, put it up and hung the flag they bought with donations.

Notice of CSEA special Board election

Four vacancies on CSEA's statewide Board of Directors will be filled in special elections which begin June 10 with the start of the nominating petition period. Ballots will go out to eligible members on Aug. 20 and will be counted Sept. 10.

Board of Directors vacancies to be filled are one seat representing state employees in the Department of Transportation; one seat representing employees in the Universities; one seat representing employees in the Department of Health and one seat representing Ontario County employees.

Any member who meets the eligibility requirements can have his or her name placed on the ballot by obtaining the required number of signatures of CSEA members on official petition forms. A candidate must be at least 18 years of age, must be a member in good standing of the department since June 1, 1990; must not be serving a disciplinary penalty imposed by CSEA's Judicial Board and must not have been a member of a competing labor association or union since June 1, 1990.

Signatures on the nominating petition forms must be of CSEA members in good standing eligible to vote in the election. The nominating petitions must include the Social Security numbers of the members signing the forms.

Following are the number of valid signatures required on nominating petitions for the vacant seats:

Board Seat	Number of signatures required
Department of Transportation	450
Universities	450
Health	314
Ontario County	66

The petitioning period starts June 10 when nominating petition forms become available from CSEA headquarters and regional offices. Nominating petition request forms are available from local presidents, CSEA Headquarters and regional offices. The deadline for nominating petitions to be received at CSEA Headquarters is 5 p.m. July 1.

CSEA's statewide Board of Directors has adopted the following election schedule. The union's statewide Election Committee will conduct the balloting.

1991 May		Publication of nomination notice and election schedule in <i>The Public Sector</i> .
June 10	Monday	Start of petitioning period: Nominating petition request forms available from local presidents, regional offices and CSEA headquarters. Nominating petitions available from regional offices and CSEA headquarters.
July 1	Monday	Deadline for nominating petitions to be received at CSEA headquarters (5PM).
Throughout petitioning period: (June 10-July 1)		Letters sent to successful petitioners advising them of dates — Drawing for position on ballot; declination or confirmation of spelling of name as it will appear on ballot; requests for mailing labels from headquarters and submission of campaign material for <i>The Public Sector</i> & Letters sent to unsuccessful petitioners advising of inadequate signatures and the July 8 deadline to review non-qualifying signatures.
July 8	Monday	Deadline for review of non-qualifying signatures (5PM).
July 9	Tuesday	Election committee meeting to resolve any remaining protests.
July 9	Tuesday	Deadline for declinations (8AM).
July 9	Tuesday	Deadline for confirmation of name as it will appear on the ballot (8AM).
July 9	Tuesday	Drawing for positions on the ballot (12 Noon), CSEA headquarters conference room. Candidates (or proxies) may attend as observers.
July 9	Tuesday	Address labels available to candidates for mailing campaign literature.
July 15	Monday	Deadline for receipt of campaign articles by <i>The Public Sector</i> .
July 15	Monday	Deadline for campaign literature to be submitted to CSEA headquarters for distribution (5PM).
August		Campaign articles printed in <i>The Public Sector</i> .
August 20	Tuesday	Ballots delivered to post office for mailing (5PM).
August 27	Tuesday	Replacement ballot may be requested if original not received.
Sept. 10	Tuesday	Deadline for return of ballots (8AM). Ballot count at headquarters.
ELECTION RESULTS ANNOUNCED AFTER THE COUNT. CANDIDATES WILL BE NOTIFIED BY MAIL.		
Sept. 20	Friday	End of protest period (5PM).
October		Publication of election results in <i>The Public Sector</i> .

CDL update

Test results on the way

Commercial drivers who took the take-home test for the new commercial driver's license should be receiving their results from the Department of Motor Vehicles (DMV).

About 40,000 individuals who did not sign the test, did not send in the registration fee or did not send the driving test waiver form are also being notified.

Many people did not use number 2 pencils to complete the test and those tests are now being scored manually. However, many of these individuals may have been notified that they failed

because their marks did not register.

In New York, 450,000 commercial drivers, including about 35,000 CSEA members took the test, required by new federal legislation. The federal government has not yet certified the state's one-time, take-home procedure.

Those who did not take the exam or failed must now take a closed-book exam at a central test site. For site locations and for other information about the commercial drivers licensing procedure and testing, call the Department of Motor Vehicles at 1-800-CDL-INFO.



YOUR UNION BENEFITS

AT YOUR SERVICE

A REFERENCE GUIDE TO CSEA MEMBER SERVICES AND BENEFITS

CSEA Toll-Free

The union's toll-free telephone number — **1-800-342-4146** — is your direct link to CSEA Headquarters.

When you call the toll-free number, a recorded message describes the choices to put you through to the right place for the help you need.

You need a touch-tone telephone to complete your call without operator assistance. If you aren't calling from a touch-tone telephone, an operator will pick up and complete your call at the end of the message.

If you know the extension number of the individual that you're trying to reach, you can press "0" plus the extension number on your touch-tone telephone at any point during the recorded message and be connected.

If you don't know the extension, the message will give you the following choices:

* For Field Operations or the Empire Plan/Health Benefits Committee, press number 1

* For disciplinarys, grievances and other legal matters, press number 2.

* For Communications, the Executive Offices or Political Action, press number 3.

* If you have a question concerning dues, membership or agency shop, CSEA group insurance other than health or need to talk to the Finance Department, press number 4.

* To hear CSEA's Current Issues Update for news of interest to CSEA members, press 5.

Employee Benefit Fund

The CSEA Employee Benefit Fund is a CSEA-administered trust fund which provides certain supplemental negotiated benefits for state employees and participating local government employees. It currently administers Dental Care, Vision Care, Prescription Drug, and Package 7 Benefits Plans.

For questions regarding any of the benefits or for assistance with negotiations, call:

**1-800-323-2732 or (518) 463-4555 or write:
CSEA Employee Benefit Fund
14 Corporate Woods Boulevard
Albany, NY 12211**

Education and Training

CSEA can help you prepare for civil service exams with low-cost study booklets and free-to-borrow video tapes.

CSEA also provides educational workshops for union activists eager to learn more about their union responsibilities.

To request booklet order forms or to obtain information on union workshops, call CSEA headquarters at **1-800-342-4146**. For information on videotapes, contact your CSEA regional office.

Safety

To report unsafe or unhealthy working conditions or serious accidents, call your CSEA labor relations specialist. For occupational safety and health information, call CSEA headquarters at **1-800-342-4146**.

AFSCME Advantage Credit Card

THE AFSCME MasterCard has one of the lowest interest rates around — 5 percent above the prime lending rate. There is no annual fee.

To obtain an application form, call your CSEA regional office.

The card is issued by the Bank of New York. If you apply for a card and there is no response within four weeks, call the bank toll-free at **1-800-942-1977**.

AFSCME Advantage Legal Services Program

The AFSCME Advantage Union Privilege Legal Service Program makes it possible for you to easily obtain high quality, affordable legal services for many personal legal matters. For more details and a list of the participating lawyers in your area, call the CSEA office in your region.

Insurance

CSEA offers several insurance programs at low group rates and provides the convenience of automatic payroll deduction.

These voluntary group plans include: Basic Group Life, Supplemental Life, Income Protection Program, Hospital Indemnity Plan, Family Protection Plan, Auto Insurance and Homeowners Insurance. **For more details, call 1-800-366-5273 or (518) 381-1600.**

Health Insurance

For health insurance questions concerning Empire Plan coverage, call the appropriate following telephone number:

EMPIRE PLAN	
Blue Cross Claims	1-800-342-9815 or (518) 465-0171
Metropolitan Claims	1-800-942-4640
Participating Providers	1-800-537-0010
Empire Plan Health Call (Hospital admission approval/surgical review)	1-800-992-1213

Retirement

If you are retiring soon, it's important that you select the proper option from the Employees' Retirement system.

By using the services of a CSEA-provided retirement counselor, you'll be able to plan for a lifestyle in your retirement years that takes into account your anticipated expenses.

For more information, call 1-800-366-5273.

General retirement information and retiree membership information are available by contacting **CSEA's Retiree Department at CSEA Headquarters 1-800-342-4146 or (518) 434-0191.**

Technical retirement benefit questions (i.e., eligibility for service buy-back, transfer of membership), requests for retirement allowance applications, and requests for retirement estimate applications should be directed to the New York State and Local Retiree Systems at **(518) 474-7736.**

State employees over the age of 50 and their spouses can attend DIRECTIONS, a two and one-half day pre-retirement planning seminar sponsored by CSEA. **For information call (518) 486-1918.**

United Buying Service

Get big savings on consumer products through the union's official discount buying service. UBS combines the power of millions of members to negotiate discounts on a whole range of major name discount products. Everything from automobiles to major appliances, video to home furnishings and more. The program is free to CSEA members and carries no service charges. **To place an order or for pricing information, call 1-800-336-4UBS or 1-800-877-4UBS.** UBS has also set up a hotline for information on limited special monthly offers available only to CSEA members. **For a listing of specials, call the hotline at 1-203-967-2980.**

Grievances, Disciplines

If you believe you have a grievance, immediately contact your local grievance representative or shop steward. If they are unavailable, contact your CSEA Unit or Local President, or your CSEA Labor Relations Specialist at the appropriate regional office. Do not delay if you believe you have a problem; grievances must be filed on a timely basis.

CSEA REGIONAL OFFICES

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

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

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

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

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

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

CSEA STATEWIDE HEADQUARTERS

143 Washington Avenue, Albany, N.Y. 12210

1-800-342-4146 (toll-free) (518) 434-0191

Press 5 for Current Issues Update.

School District Affairs

Fighting state cutbacks

WARWICK — To fight drastic cuts in state aid, Warwick Valley School District employees have formed a coalition to let Gov. Cuomo know just how devastating those cuts will be.

Working with the district's Parent Teacher Association, the **CSEA Warwick Valley School Unit** is urging all taxpayers and school district residents to write and call their state legislators to protest proposed school aid cuts of \$1.7 million in the Warwick district.

Gov. Cuomo has proposed cuts in school aid to help close a more than \$6 billion budget gap.

Other budget-cutting measures would cut money of health, welfare, Regents Scholarships, adult literacy and transportation aid to school districts, the coalition noted.

School Transportation Personnel Day set

May 14 has been proclaimed School Transportation Personnel Appreciation Day in New York state to honor all workers involved in the transportation of the state's most important resource, its children.

The official state proclamation acknowledges the contribution of all personnel from bus drivers to mechanics to bus monitors and support staff and their continuing efforts to provide safe transport. Congratulations and keep up the good work.

As New York state celebrates School Transportation Personnel Appreciation Day on May 14, two CSEA members should be remembered for their heroism.

Delores Isabella, a bus driver in the Canastota School District, was letting children off of the bus when she saw a speeding pickup truck careen up the road behind the bus. She ordered the children back onto the bus just in time



— the pickup hit the bus from the rear and continued traveling along the side of the bus.

"I was just doing my job," Isabella said.

CSEA Ichabod Crane School Unit President Lucretia "Bunny" Altomer received the Heroism Award from the National Association of Pupil Transportation and the Blue Bird Body Company for her quick action in an emergency.

She stopped morning traffic after spotting a boy injured in a bicycle accident on the road and called for emergency medical help, preventing a minor accident from becoming a tragedy.



Good news in Troy

CSEA Troy School Unit member Adele Hayes, above, was among the numerous CSEA members who volunteered to help coordinate the New York Special Olympics spring tournament held in the city. More than 500 mentally retarded athletes competed in basketball, basketball skills and fitness events.

The Special Olympics came on the heels of good news for the Troy School Unit. After 625 days of tough negotiations, the unit has a new five year contract, two years of which are retroactive. The new agreement includes numerous improvements and member protections.

Talks drag on



Alice Hunt

Members of the **Mahopac School District Clerical Unit** negotiating team are beginning to wonder if the district has something against them.

The clerical employees, all women, have been working without a contract for nearly a year. Mediation did not result in a contract, and recently, the district rejected the fact finder's recommendations for salary and health insurance.

Those recommendations were similar to those in a contract recently signed with the district's bus drivers. **CSEA Collective Bargaining Specialist Al Sundmark** said the clerical workers are the lowest paid in the district.

"Are we second class citizens?" asked **Unit President Alice Hunt**. Is the school district dragging its feet because we are all women?"

Right on target

The **CSEA Burnt Hills-Ballston Lake Central School District Unit** has something to celebrate — membership hit the agency shop trigger so that now all employees either belong to the union or are agency shop fee payors.

"We did it and we're all together," said **Unit President Shirley Brazee**. "That's the way it should be."

Victories

Crossing guards represented by CSEA Nassau County Local 830 will get checks for bonus vacation time they never received.

CSEA filed the grievance on behalf of six crossing guards with at least 10 years' service each. Although they all worked seven hours a day, the county credited their vacation time as if they worked only four hours a day.

The arbitrator agreed with CSEA that the guards should be credited for the hours they work, and awarded them pay retroactive to May 1990.

Big Win for part-timers

EAST MEADOW — CSEA won an important victory for part-time workers at the East Meadow School district that could set the tone for protecting employee rights across the state.

The union has been fighting for nearly a year to get the school district to rescind plans to cut part-time employees' hours from four to 3.5 and discontinue paying for their health insurance.

CSEA Labor Relations Specialist Jim DellaRocca and CSEA Attorney Paul Bamberger filed an improper practice charge against the district and convinced the district to continue health insurance for the part-time workers until the issue was resolved.

"We settled prior to the Improper Practice hearing," DellaRocca said. "The settlement calls for restoring the parttime employees to their original four hours and retaining their health insurance."

CSEA East Meadow Unit Custodial Unit President Doug Green said he believes the win is a milestone.

"Now that we've won this settlement, other districts around the state may not attempt this as a cost-cutting measure," he said.

Both Green and **CSEA East Meadow Clerical Unit President Lynn Werle** agreed the district should never have cut the part-time workers' hours in the first place.

"But it did. The district realized they were wrong and the settlement is a good faith effort on their part," Green said.

"I am truly pleased we were able to win this for these people," Werle added. "We are all really happy."

CSEA represents about 225 employees in the district, and the units are part of CSEA Nassau County Local 830.

"Without CSEA this could never have been won," Werle said. "This is one of the things you point to when people ask why they pay dues to a union."

Grievances, arbitrations

Past practice counts

"Past practice is past practice," an arbitrator told Rensselaer County in a victory for county highway employees represented by **CSEA Rensselaer County Local 842**.

Over the last eight years, the county paid time and a half to workers on vacation or personal leave who were called back to work. The county decided to "correct an error" and start paying straight time to called-in workers.

The arbitrator ruled for CSEA, basing his determination on the past practice.

Adoption counts, too

When a member of **CSEA Chenengo County Local 809** tried to take maternity leave from her job with Chenengo County to adopt a child, the county said no.

The member had asked to use her accumulated sick leave as a maternity leave for an adoption, a request the county denied.

But an arbitrator has since said, yes, maternity leave for adoption is covered under the CSEA-county contract.

While the contract doesn't specifically address adoptive maternity leave, the arbitrator agreed with CSEA that past practice had been established.

Babylon must recognize seniority CSEA won a grievance for members in the **CSEA Babylon Town Unit** over seniority rights.

The union filed the grievance when management repeatedly offered overtime to a data processing employee while an employee with more seniority was consistently passed over, said **Unit President Cathy Green**.

"The seniority issue needed to be upheld," she said.

Overtime does pay

Child care workers in Columbia County will get the overtime pay they deserve, thanks to a CSEA arbitration victory.

The members of **CSEA Columbia County Local 811** can now add hours worked on the weekend to the first day of the regular workday; that means a worker who spends six hours on the job on Sunday adds that time to the eight hours worked the following day.

Since overtime begins after eight hours on the job, CSEA said, the employee should get six hours of overtime pay.

Management tried to avoid paying overtime by referring to another contract clause, but the arbitrator agreed with CSEA and ordered the county to calculate weekend hours with the first day of the workday.

Youth worker back on the job

Brian James, a member of CSEA Erie County Local 815, is working again, thanks to a CSEA arbitration victory.

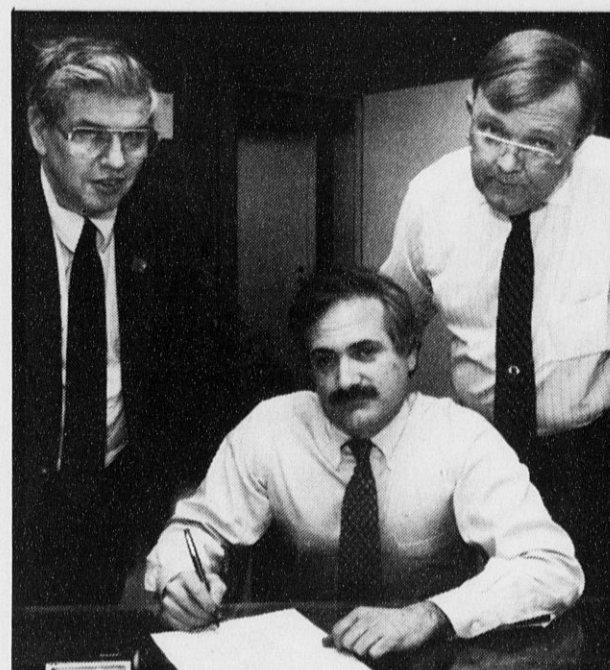
The county unjustly fired James, a youth intake supervisor at the county's youth detention facility, after two youths escaped from the secure facility.

CSEA Labor Relations Specialist Jim Gleason, said the county overreacted in an attempt to defuse the political and public relations repercussions of the escape.

"Brian did all that could be done under the circumstances," he said.

James said he is glad to be back at work and to get his back pay and benefits.

"This is great," he said. "It shows the benefits of having a good union in your corner."



CSEA Town of North Hempstead Unit President Paul Nehrich and CSEA Labor Relations Specialist Ken Brotherton with Town Supervisor Benjamin Zwirn as they sign the agreement.

Unit President Paul Nehrich praised **Town Supervisor Ben Zwirn** for "his compassionate gesture."

North Hempstead agrees to half-day

Town of North Hempstead employees had a half-day off to observe Good Friday and Passover this year.

The employees are members of **CSEA Town of North Hempstead Unit**. Those who couldn't take the half-day are allowed to take the time any time before the end of the year.

Contracts

First contract ever

The members of the **Helmuth Day Care Center Unit** have signed their first CSEA contract.

"It's great to have union representation," said **Unit President Darlene Martindale**. "We have more security, more rights and a real sense of strength."

Comparable worth in Brookhaven

The **CSEA Brookhaven Town White Collar Unit** has asked the town to begin a comparable worth study before the unit's contract expires in December 1991.

The current contract calls for the town to hire a mutually agreeable outside agency to conduct the study. Its purpose is to ensure that jobs traditionally filled by women are properly compensated according to the skills and education they require.

Unit President Liz Puttre has given town officials copies of similar studies



CSEA DUTCHESS COUNTY UNIT has a new four-year contract. Above, Unit President Helen Zocco, right, and Dutchess County Executive Lucille Pattison sign the contract. The negotiating team members were: Aileen Davidson, Ruth Moore, Jackie Wood, Elaine Fein, Liz Piraino, Bill Angevine, Frank Carlin, Patricia Daby and Dave Lawson. CSEA Collective Bargaining Specialist Steve Chanowsky worked with the team.

done by the Center for Women in Government. About 100 job titles should be studied, she said.

Contract in White Plains

After nearly two years of negotiations, members of **CSEA City of White Plains Unit** have a new three-year contract.

Unit members had been working without a contract since July 1989. During the negotiations, CSEA filed an improper practice charge against the city for failing to negotiate in good faith and for interfering in negotiations.

In addition, the unit president faces disciplinary charges filed by the mayor.

"Despite what was clearly outside interference from many areas, (Unit President) Joe Roche and the rest of the negotiating committee were steadfast in bringing back the best contract they could," said Collective Bargaining Specialist Larry Sparber.

Nassau member uses technology and guts to keep tabs on probationers

New York Works Because We Work!

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

CSEA Nassau County Local 830 member Cheryl Garber

By Sheryl C. Jenks
CSEA Communications Associate

MINEOLA — When Cheryl Garber gets ready for work, she may choose to wear jeans and sneakers or a suit and heels, but two things never change — she always takes her gun and her Mace.

Garber works in the Nassau County Probation Department Electronic Surveillance Device (ESD) and Warrant Squad, where carrying a gun is mandatory.

On a recent day, Garber worked in the office on paper work. For those office days, a dress is fine. But many times, she has to wear clothing that's more practical than fashionable.

"I dress depending on who I will see and what I think I will be doing," she explained. "When I'm making a dangerous stop, I have to be ready to run. No heels for me on those days."

Surveillance duty

Garber wears two hats. When she does ESD work, she monitors probationers with electrical equipment for what is known as home arrest. She begins by going to the probationer's home and hooking up the home escort machine. That is connected by phone to a computer in her office. She also secures a transmitter to the probationer's ankle.

The computer in Garber's office knows when each of about 175 probationers should be home and when they are allowed out for school, work or approved doctor visits.

It randomly calls all the probationers, picking up a transmitter signal through the telephone. If the probationer isn't at home, the computer immediately prints out a report for the probation officer.

"When I get that message, I go right to the house," Garber said.

She also visits with her probationers once a week at her office and randomly at their homes. She is allowed to search them or test them for drugs at any time.

The DriveBi Unit allows her to find out if the probationer is where he or she is supposed to be. She can drive by the house with the machine and find out through readout if the probationer is inside.

"I can also use the DriveBi to check up on a probationer who has permission to go to an appointment," Garber explained. "Once I'm in range, the DriveBi will tell me if he's there without me busting in on him in front of everyone."

Garber has worked for the Probation Department more than seven years. She credits eight years with the Nassau County Department of Social Services with preparing her for the job.

"I worked in juvenile services for eight years, and that gave me the ability to handle this," she said. "We do a lot of social work and rehabilitation, but we are law enforcement officers."

When a court issues a warrant for the arrest of a probationer, Garber puts on her Warrant Squad hat.

"Warrant Squad puts the teeth in probation," she said.

She recalled a recent arrest in a "hometown, apple pie area" of Nassau County.

"You would look at this neighborhood and think that nothing could happen to you, unless you happen to walk by this particular house and the drug dealers start shooting at you," she said.

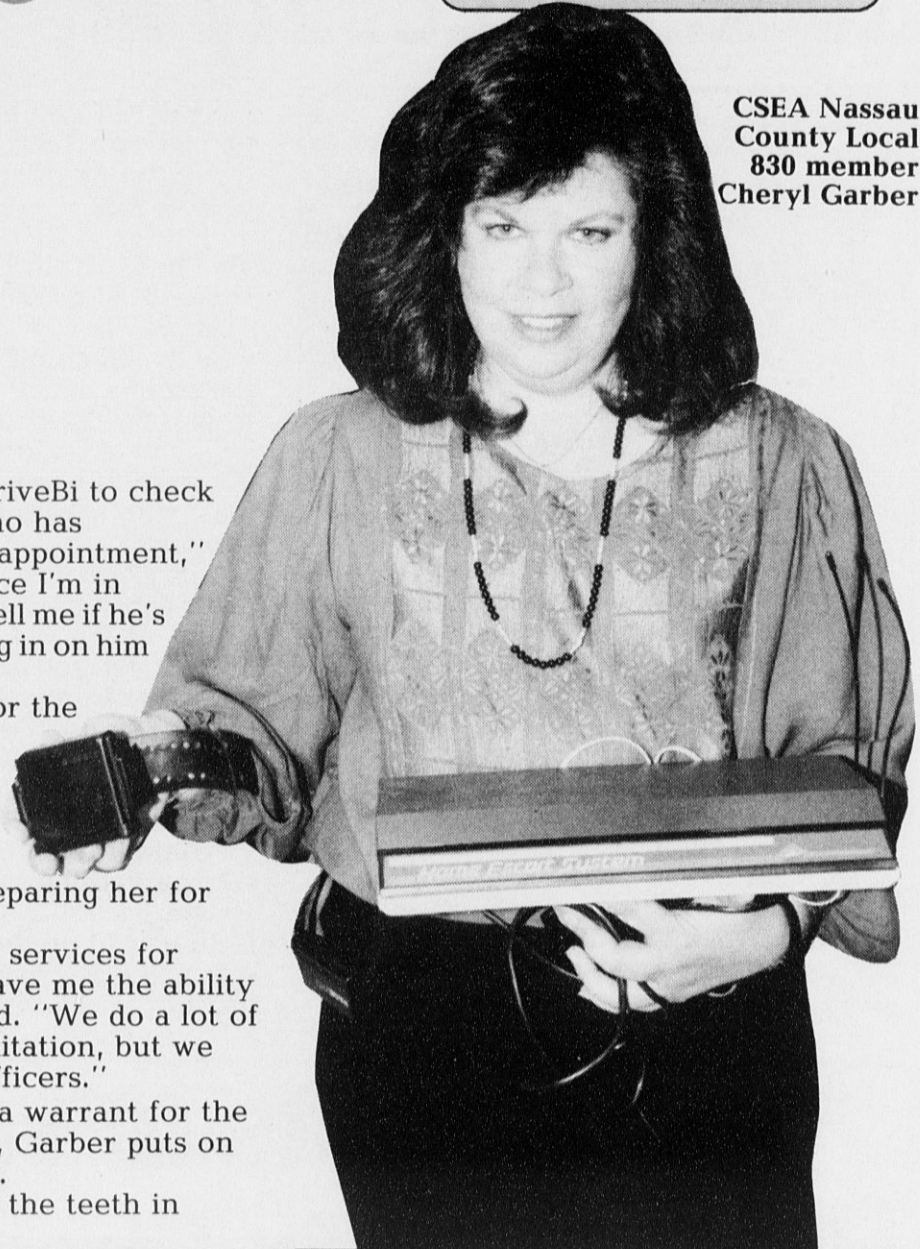
"We got into the house and I had my gun out. The probationer's girlfriend attacked police with a bayonet," she said. "In our search, we found many weapons, including a loaded revolver."

Becoming a probation officer isn't a simple thing. In addition to her bachelor's degree in psychology, Garber completes 21 hours of training each year.

That training came in handy after she dealt with an organized crime figure. She had to learn how to search for car bombs.

Garber once recommended jail without parole for a young, abused girl who had committed murder.

"I cried many nights over that girl, but I really believed she would kill again," she said. "It was a difficult time."



Probation: a tough assignment

MINEOLA — Probation officers have more than a job, they have a mission to protect the community while re-directing offenders to lawful behavior.

In Nassau County, probation officers, represented by CSEA Nassau County Local 830, must have a bachelor's degree and must pass a psychological exam besides going through training in firearms and deadly physical force.

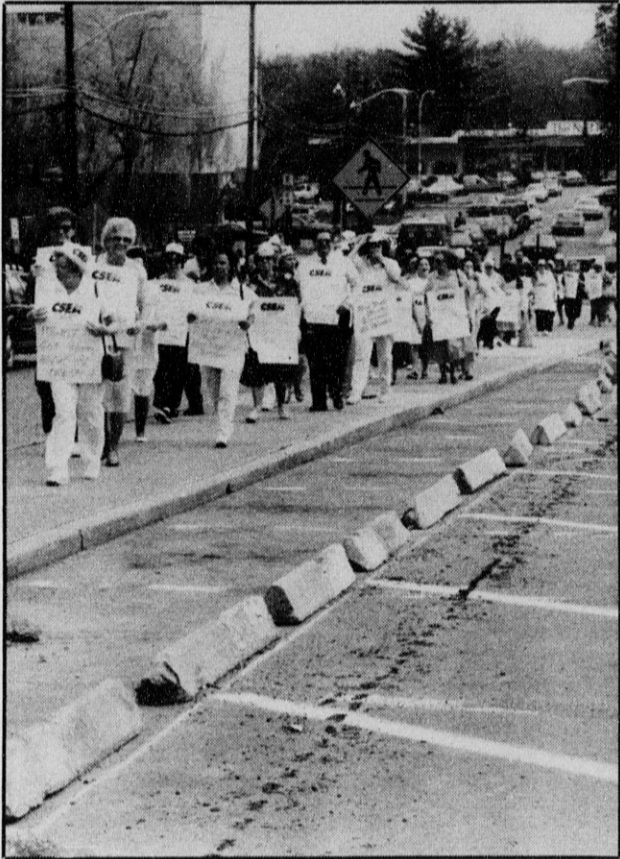
Their duties cover a broad range, from doing pre-trial reports for judges with recommendations, to monitoring accused criminals before trial to writing pre-sentencing reports. And that's only part of the job.

Then there's the regular meetings with probationers, home visits, follow-up on probation violators, warrant arrests and more reports.

The Nassau County Probation Department, with more than 400 employees, also offers programs and services to victims of abuse.

Local government budget battles

Hundreds march to protest Rockland County layoffs



PROTESTING THE CUTS proposed in Rockland County.

NEW CITY — Blaming the state for budget shortfalls, Rockland County is trying to lay off hundreds of its employees.

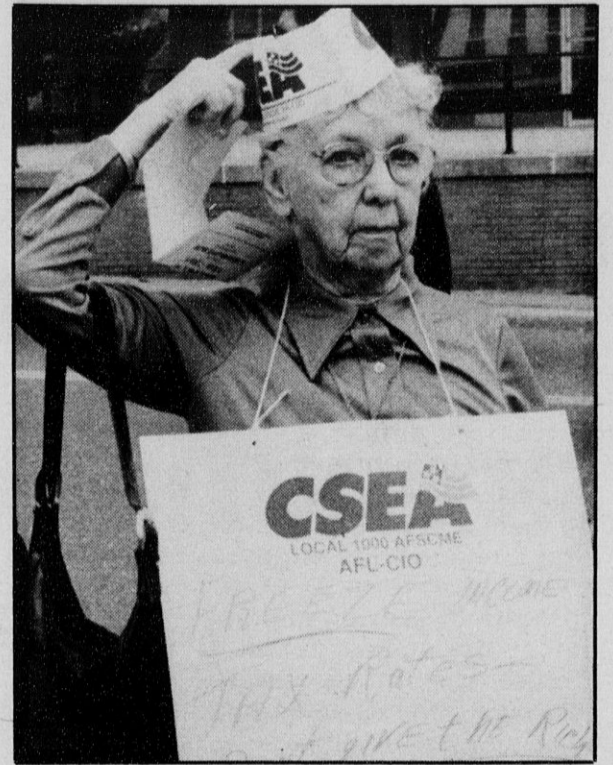
"But CSEA isn't going to roll over and play dead," said CSEA Rockland County Unit President Vicki Burton.

At the first of many rallies planned, nearly 300 county employees flooded the streets at the county office building to protest the cuts.

County Executive John Grant has proposed the immediate axing of 280 jobs, with another 150 jobs to go in January.

CSEA officials used the opportunity to meet with Grant to propose alternatives to the layoffs. Joining CSEA President Joe McDermott, Executive Vice President Danny Donohue, Secretary Irene Carr and Region President Pat Mascioli were CSEA Director of Political Action Larry Scanlon and Budget Analyst Kathy Albowicz.

Scanlon recommended that Grant and county legislators support the bill in the state Legislature which would allow local governments to save money by offering employees early retirement incentives (see page 26).



SHE'S ON THE LINE to protest proposed layoffs. CSEA member Elodia Leatham is 85 years old and has worked in the Rockland County Office for the Aging for 13 years. "I think it's ridiculous to have to lay off these people when there's so much waste they could cut higher up," she told a reporter.



CSEA members protest in Elmira.

state aid is higher than proposed under the Governor's budget.

CSEA activists are continuing to oppose the Elmira layoffs through demonstrations and political action.

CSEA fights to save city jobs in Elmira

ELMIRA — City officials may not be able to figure it out, but CSEA is determined to find a way to avoid layoffs of a third of the City of Elmira employees the union represents.

At a meeting with city officials recently, CSEA Budget Analyst Kathy Albowicz and officials of CSEA Chemung County Local 808 and the Elmira City Unit presented a package of budget options that save money without cutting employees or services.

According to Albowicz, the city's budget contains some flexibility.

"There are certainly budget options and priorities that can be examined if the city wants to save these jobs," she said.

For example, she said, the city could save up to \$150,000 by deferring capital equipment purchases.

CSEA Labor Relations Specialist Shawn Lucas said the union has placed 11 employees in other positions, reducing the actual layoffs to 10 employees.

While city officials weren't ready to agree with CSEA's proposals, they did agree to review the situation if the city's

BUFFALO — Local government units are feeling the impact of the state's budget problems, especially if they are trying to negotiate a new contract.

That's according to CSEA Collective Bargaining Specialist Tom Pomodoro, who is chief negotiator for the CSEA City of Buffalo Urban Renewal Agency Unit of CSEA Erie County Local 815.

"We're negotiating in an atmosphere of recession, in addition to the suspense of not knowing what the final budget

package will look like," Pomodoro said.

The 100-member unit has been without a contract since June 1990 and has recently declared impasse. A fact finder has been appointed. Pomodoro and Unit President Dan Glowacki said they expect the report at any time.

"Just about all of the school district units are having problems negotiating because they need to know what their allocations from the state will be," Pomodoro said.

State problems
complicate
contract talks

Local government budget battles

Union ideas buy time in Cayuga County

AUBURN — Cayuga County employees no longer face immediate layoffs or a two-week pay lag to balance the county's deficit, and they can thank CSEA for the reprieve.

For two weeks in a row, more than 300 members of CSEA Cayuga County Local 806 and their supporters have turned out in force to protest the county legislature's ever-changing plans to balance the budget deficit at the expense of county employees.

County officials switched plans at least four times, with the two-week lag payroll as their latest proposal. CSEA Region V President Jim Moore urged the legislators to hold off on their drastic measures until a state budget is in place.

"Until there is a state budget we will not know how much aid is cut to Cayuga County," Moore said. "It would be irresponsible to make cuts that would hurt the livelihoods of county employees and cut back services until we know all of the facts."

County legislators tabled the pay lag resolution. The county will also take up CSEA's offer to help find other cost-cutting measures.

County workers are not out of the woods yet, said Cayuga County Unit President Kathy Johnson, but at least

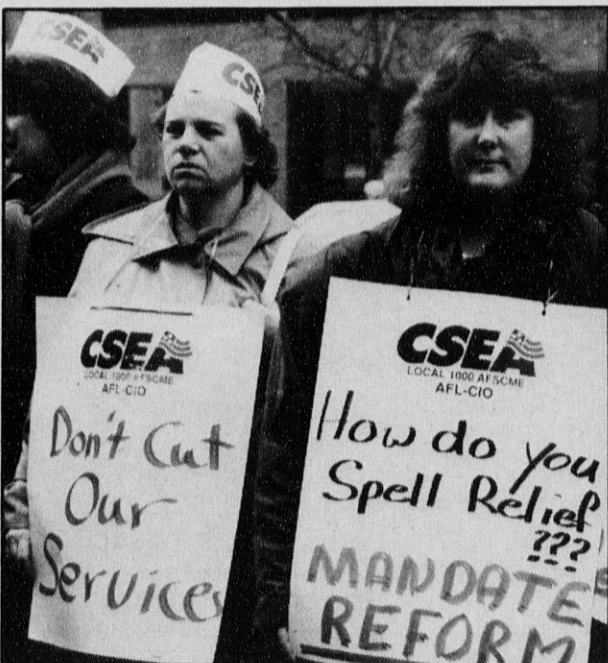


CAYUGA COUNTY EMPLOYEES march to protest proposed layoffs and a lag payroll.

the legislature is willing to consider other options.

"This is a step in the right direction" she said. "We hope the legislature will

continue to be open to our ideas and assistance in tackling this budget problem together to benefit all workers and taxpayers."



ON THE MARCH IN Onondaga County, nearly two hundred CSEA members protested proposed state cuts in aid to local governments that pass the state deficit to the local level. Members of CSEA Onondaga County Local 834 say they are already understaffed and further cuts would be devastating. CSEA members marched from the county Civic Center to the Syracuse State Office Building to make their point.

Welfare won't 'work' here

SCHENECTADY — It was an old trick, and an illegal one. But CSEA foiled Schenectady County officials' plot to replace laid-off county workers with welfare recipients.

"We had 18 layoffs one day and the next day these other people showed up to work off their assistance," said CSEA Schenectady County Local 847 President Lou Altieri. "But we checked, and federal dollars cannot be

used to replace union workers who are laid off."

CSEA complained to the county, and the welfare recipients were taken off the job. Now the work of those 18 laid-off CSEA members simply isn't being done.

Altieri said other CSEA locals should be aware of the employers' legal limits in replacing laid-off workers and demand they abide by them.

Town workers clearly tops

NEW WINDSOR — When the state Department of Environmental Conservation told Town of New Windsor officials they had 28 days to seal an old landfill or face fines, CSEA members came through.

CSEA Town of New Windsor Unit President Dennis Walker said Town Supervisor George Green asked if town employees could help. They needed to clear the land and an

outside contractor would have charged more than \$100,000 for the job.

Seven town employees cleared trees from the 2.5 acres in just eight days, Walker said.

"I was amazed at the job they did," Green said. "I have all the confidence in the world that there's not a thing they can't accomplish."

Local government budget battles

CSEA tells Legislature:

Give local governments early retirement

ALBANY — An early retirement incentive bill for local government employees is being considered in the state Legislature, thanks to the efforts of CSEA.

If passed into law, the bill would allow local governments, including school districts, to offer employees early retirement incentives. That in turn will help the local governments save money at a time when they are facing proposed cuts in state aid.

"We believe the state must give local governments and school districts this important relief," said CSEA President Joe McDermott.

McDermott spoke to state Senate Majority Leader Ralph Marino about the bill. Shortly after that, Sen. Caesar Trunzo, chair of the Senate Civil Service and Pensions Committee, and Sen. Tarky Lombardi, chair of the Senate Finance Committee, introduced the Senate bill that would allow local governments to offer the incentives.

Local governments would be able to choose whether to offer the incentives. If they do, the program would be open to employees age 50 and older who have been employed by the local government for at least 10 years. The incentives would be one month's service

credit for every year of service up to three year's credit.

The legislation will help benefit CSEA members across the state, said Larry Scanlon, CSEA director of political action. He urged CSEA members to write their legislators and ask them to support the bill, S. 4501, because it is so important.

"Early retirement would help local governments which face budgetary difficulties because of state budget cuts," Scanlon said. "It allows them to reward long-time employees as they reduce their workforce and helps them avoid layoffs."

Rensselaer County members protest layoffs

CSEA suggests early retirement to avoid cuts

TROY — After months of contract negotiations and efforts to stave off layoffs, CSEA Rensselaer County General Unit employees walked an informational picket line to make county legislators aware of a possible new weapon against layoffs of county employees — an early retirement incentive bill being considered by the state Legislature.

"We are facing the layoff of 45 employees," said Tom Connell, CSEA Rensselaer County Unit president. "Last month the county executive, John Buono, announced that 91 jobs would be eliminated — half of which are now vacant — in an effort to cut \$1.7 million of a potential \$3.7 million county budget shortfall."

"We're trying to see if the CSEA-backed early retirement bill couldn't help the county avoid the scheduled job cuts."

A contingent of CSEA state members joined the 100 county employees on the picket line.

While the county legislature passed budget bills that included the layoffs, many of the legislators said they supported the early retirement bill.

"We don't see the early retirement bill as a panacea," said CSEA Political Action Coordinator Doug Lundquist. "It's an additional weapon to minimize layoffs."



TOO POOPED TO PICKET — A young picketer takes a break from protesting Rensselaer County layoffs.

Local Government News

People

CSEA brings couple together

MAYVILLE — When wedding bells ring out this month for **Chautauqua County CSEA Local 807 members Nancy Gage and D. Mark Smith**, they will be able to thank their union — at least in part — for bringing them together.

Smith and Gage met over the telephone when he was helping in the Local 807 Political Action Committee's get-out-the-vote campaign in November.

Gage is a cook at the County Home and Infirmary in Dunkirk and Smith is a coordinator of aging services for the county Office for the Aging. Until that phone call, they had never met.

"At first I was a little irritated because I had already received a call asking if I planned to vote," Gage recalled. "But he kept talking and he sounded pleasant enough. Then I



Nancy Gage

heard my co-workers in the background egging him on to ask me out. He asked if he could keep my phone number and I said yes more to get off the phone than anything. I didn't really expect him to call."

He did more than that. He sent his card and a photo. Another phone call led to a date over pizza, and seven months later, they decided to get married.

Besides their union membership, the couple share their work with senior citizens. Gage has worked at the infirmary for 16 years; Smith has been with the Office for the Aging for 13 years.

"I think that's a really happy coincidence that we both work on behalf of senior citizens," Smith said.

Onondaga County loss

Members of the **Onondaga County Parks Unit** mourn the death of **former Unit President and Pratts Falls Park Steward Palmer Burbridge**. A parks employee since 1966, he worked as parks laborer crew leader at Pratts Falls Park. Three of his sons work for the Onondaga County Department of Parks and Recreation, and two have been active in the CSEA Parks Unit.

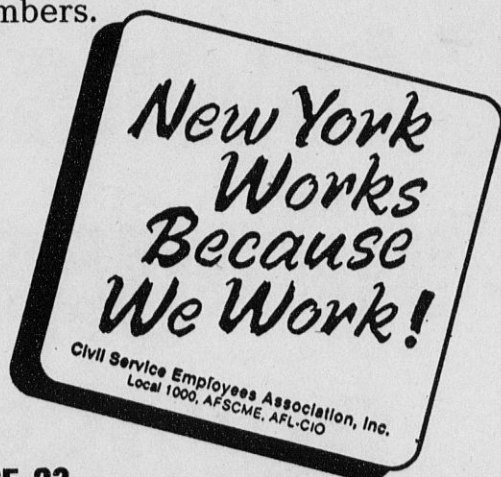
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A page packed with school district stories.

PAGE 22

CSEA wins grievances and contracts for local government members.



PAGE 23

New York Works Because We Work — a profile of a Nassau County Probation Department employee.

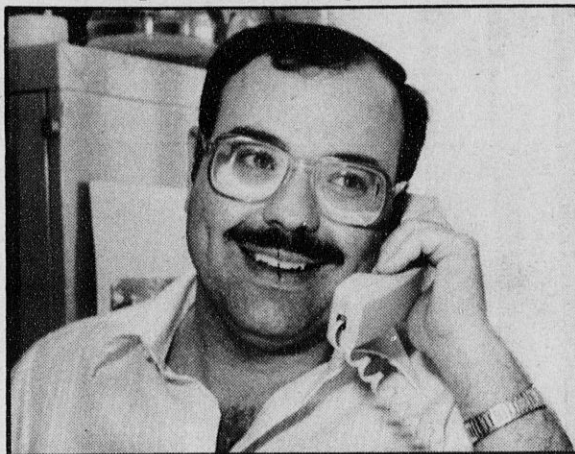
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CSEA leads the fight against proposed cuts in state aid for local governments across the state.

PAGE 26

An early retirement incentive for local governments would help budget crunches.

State news, pages 1 to 9
General union news, pages 10 to 19



D. Mark Smith

Ulster County Awards

Three Ulster County employees were honored for their work in helping drivers prepare for the commercial drivers license test. **Safety officers Richard Bergin and Robert Hoose and CSEA Ulster County Local 856 Vice President Joe VanDyke** received the awards from the Ulster County Legislature and CSEA President Joe McDermott.

The three employees prepared the classes for county and municipal employees who must take the test because of the vehicles they drive. VanDyke called the program "the finest example of labor-management cooperation."

Nassau County helps Victory Games

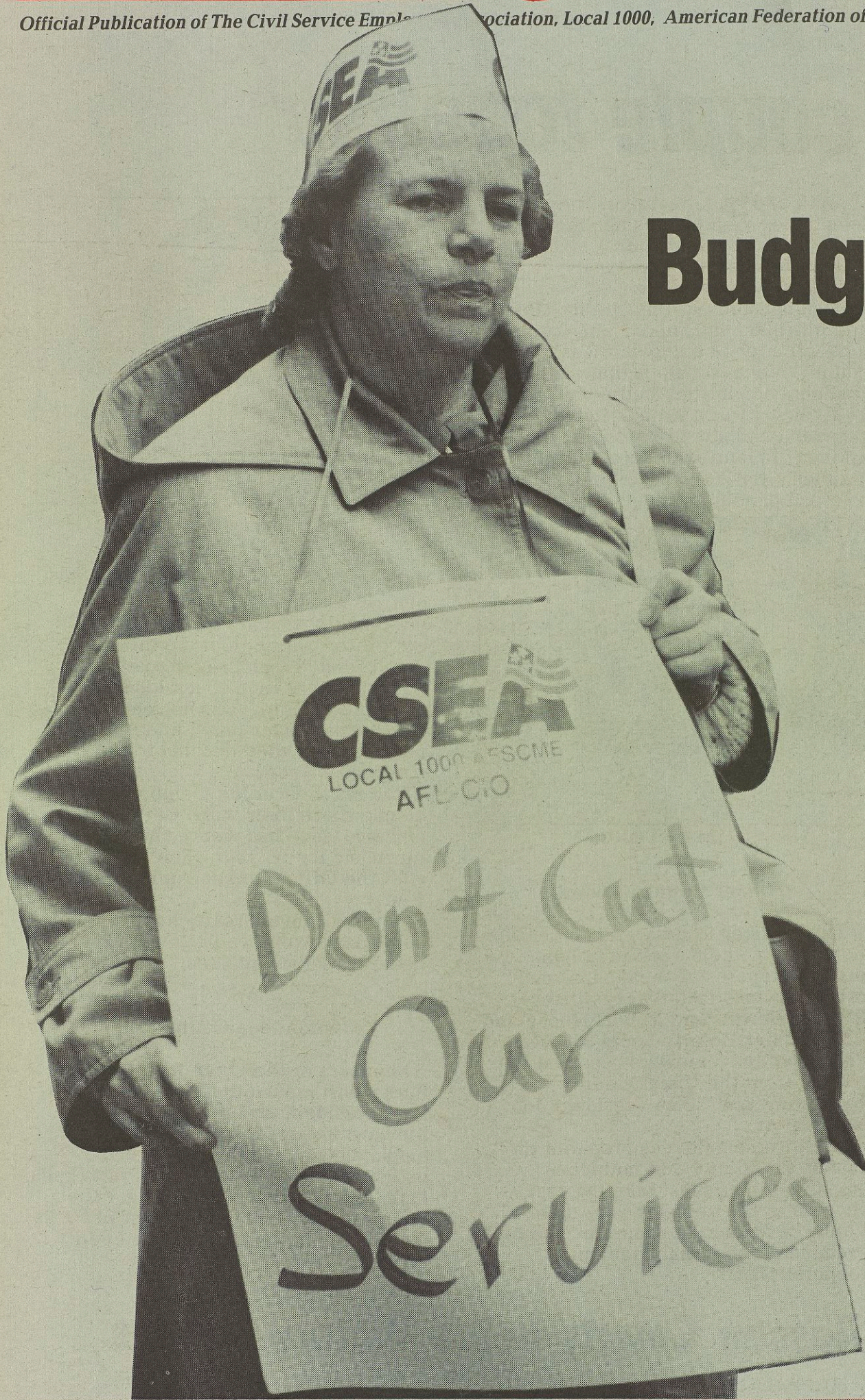
HAPPAUGE — CSEA members are already involved in preparations for the Victory Games sponsored by the U.S. Organization for Disabled Athletes (USODA) and Canon.

The Victory Games, called the U.S. Disabled Sports Championships/Paralympic trials, give people with disabilities the opportunity to strive for

physical and personal excellence through sports.

More than 2,000 athletes will compete in the games July 12 to 19 at Hofstra University, Nassau County Community College and the county Department of Parks and Recreation.

Anyone interested in volunteering for the games should call Doris Spatora, 516-485-3701.



Budget battles raging in counties, cities, towns, villages across state

See pages 24, 25, 26

SEE
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14-17

**Candidates For CSEA Statewide Offices
Speak Out: Ballots In The Mail May 15**

SPECIAL ELECTIONS TO FILL BOARD SEAT VACANCIES — SEE PAGE 19