

THE PUBLIC SECTOR

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

4
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Monday, July 24, 1989



SENATE CHAMBER
THIS CHAMBER ON MARCH 1881

The founding session
of the Senate
opened at Kingston
on September 9, 1777.
During the next two decades
the Senate met
at several locations:

Kingston
1777-1779, 1780-1781

Providence
1775-1782, 1783-1784

New York City
1784-1787, 1790-1791

1792-1793

'REAL PROGRESS THIS SESSION'

—SEE PAGE 3

INSIDE NEWS YOU CAN USE

PAGE 3

An update of the just-ended session of the state Legislature. CSEA scored some important victories during the session. A number of bills of importance to public employees passed both houses and have been signed into law by Gov. Mario Cuomo.

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TWO CSEA members seriously injured in an explosion at a sewage pumping station in Cohoes. Meanwhile, asbestos removal problems disrupted activities of employees of several state agencies in an Albany office building as this issue of *The Public Sector* went to press.

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CSEA members in the Mohawk Valley area who attended a recent program sponsored by the union know a lot more about one of the major health concerns today — asbestos.

PAGE 6

A successful PEOPLE drive in the Rochester area has made CSEA an even greater political factor. Find out how you can help keep your union a political powerhouse by joining PEOPLE.

PAGE 7

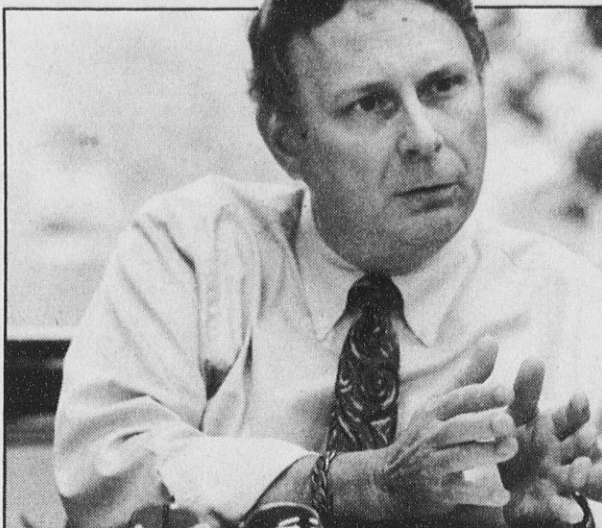
CSEA endorsed a number of successful candidates in several recent school board elections.

PAGE 8

CSEA is urging all members to contribute non-perishable food items to regional food banks to help the hungry, the poor and the homeless. CSEA Cares Food Drives will be conducted at worksites through Sept. 8.

NOTE: The next issue of *The Public Sector* will be published on August 21.

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CSEA PRESIDENT JOE McDERMOTT

A 35 mile per hour speed limit in and around all highway construction and worksites has been signed into law. CSEA President McDermott urges State Police to strictly enforce the speed limit to protect highway workers.

PAGE 10-11

DOT has been cited for OSHA violations and ordered to clean up hazardous waste contamination at the state DOT barge canal maintenance yard at Waterford. CSEA filed the original complaints after discovering DOT was using the site as an illegal dumpsite.

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In a baffling, disappointing move, Oswego County has rejected an offer of free help from CSEA and elected to spend thousands of tax dollars on consulting fees for a staffing problem at the county nursing home.

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Two civilian state police employees put their CPR training to good use recently when a state police investigator suffered a heart attack.

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CSEA working to ease problems for 18 laundry workers when laundry operations at Willard Psychiatric Center are closed by October.

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A round-up of some recent legal services victories by CSEA on behalf of union members.

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This member's 10-year-old daughter is a real-life "karate kid." And some important info about LEAP.

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CSEA EAP committees combine to sponsor a unique two-day drug and alcohol awareness conference for members and their children.

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A brief look at the recent Region III workshop. And a CSEA member earns "Bread and Roses" honor.

PAGE 19

Your handy reference guide to CSEA member services and benefits. Check it out.

PAGE 20

CSEA launches a study into issues and problems facing local government law enforcement members throughout the state.

MOVED?

If you've moved recently, or plan to move in the near future, it's very important, to you and CSEA, that you notify the union of your new address immediately. Use this form for your convenience.

CHANGE OF ADDRESS

Name _____ Social Security No. _____

MY OLD ADDRESS WAS:

Street _____
City _____ State _____ ZIP _____

MY NEW ADDRESS IS:

Street _____
City _____ State _____ ZIP _____

My employer is: _____

My work location is: _____

I am a member of CSEA Local _____

MAIL TO: Civil Service Employees Association
Attn: Membership Department
143 Washington Avenue
Albany, New York 12210

THE PUBLIC SECTOR

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Capitol Gains

CSEA's successful session

ALBANY — The state Legislature's 1989 session brought with it important victories for CSEA.

"We're pleased that we accomplished so much this year in spite of the state fiscal crisis," said CSEA President Joe McDermott. "CSEA members from across the state did their part in lobbying legislators through phone calls, letters and visits. Our new lobbyist, Ken Shapiro, proved very effective. This session

required a team effort and CSEA came through.

"Our successful fight against more than 2,000 layoffs threatened in the state budget should be added to our other legislative victories," he added. "We can look at the results of our efforts with pride."

"We didn't win every battle, but we certainly made real progress this session," said Larry

Scanlon, director of CSEA's Legislative and Political Action Department. "It's important to remember that we spent much of the legislative session fighting to save jobs that would have been eliminated under the initial executive budget proposal.

"We're already gearing up for next session," he added. "CSEA is re-establishing its powerful presence in the state Capitol, and that means even more victories in the future."

Important gains for nurse aides

ALBANY — The state Legislature passed a law establishing guidelines for federally-mandated training for nurse aides employed in nursing homes that contains important improvements over the state's original proposal.

Under the bill, the nursing homes employing the aides would be responsible for the training and testing costs for nurse aides who were hired before June 30, 1989. The state proposal left open the question of who would pay those costs.

The bill provides for establishment of a nurse aide registry. CSEA successfully fought for a provision which requires that any charges against a nurse aide be proven before they are recorded in the registry.

As this issue of *The Public Sector* went to press, the bill was still awaiting the Governor's signature.

*"CSEA is re-establishing
its powerful presence in
the state Capitol."*

It's law

- Tier IV withdrawal, allowing members of Tier IV of the state Retirement System to withdraw their contributions with interest from the system when they leave state service without vesting;

- The Governor's prison bill, which restores the 46.5 percent reimbursement rate for probation costs to county governments. The rate had been reduced to 41 percent in the 1989-90 state budget;

- The pension supplementation extender, which continues the pension supplementation established in 1988 for two years;

- The ethics law amendment which raises the salary limit for those who must file financial disclosure forms to salary

grade 24, currently above \$50,000, beginning in 1990;

- The 35 mph speed limit for all road and highway work zones;
- The law giving public employee organizations exclusive representation rights for all employees in a bargaining unit;
- A law relieving employees of the responsibility of paying for a medical exam required by their employer;
- A law allowing state labor class employees to take promotional exams;
- The agency shop extender which continues agency shop rights in state government for two years.

- Another important CSEA-supported bill which gives 10-month school district employees a full year's retirement credit is awaiting the Governor's signature.

Two CSEA members seriously injured as Cohoes pumping station explodes

Compiled by Daniel X. Campbell
CSEA Communications Associate

COHOES — Officials are still not sure what caused a sewage pumping station to explode on July 7, seriously injuring two city of Cohoes Department of Public Works (DPW) employees who were making a routine check of the facility.

What is certain is that CSEA has informed city and state Department of Labor officials that the union wants a thorough investigation into the mishap, wants the city to proceed cautiously on rebuilding the structure and won't allow city employees back in the area until their safety has been assured.

CSEA members Paul Ashline and Keith Phoenix were severely injured when the pumping station building exploded as they entered.

Ashline and Phoenix were still hospitalized at Albany Medical Center as this issue of *The Public Sector* went to press. Ashline suffered second and third degree burns over 55 to 65 percent of his body. Phoenix received second and third degree burns over 35 to 40 percent of his body.

City Corporation Counsel Jean Mary Reinhardt told the press that a build-up of an explosive substance in the basement, possibly propane gas, may have caused the building to explode. Propane gas, stored in a tank about 15 feet away from the structure, is used to fuel an auxiliary generator. A methane gas build-up has not been ruled out either.

Pieces of the shattered structure were found as far as 150 feet away and the explosion was heard as far away as Albany.

While city of Cohoes officials were anxious to put the pumping station back into service, objections by CSEA and the Department of Labor concerning the safety of the structure have put any plans on hold until a qualified



THE REMAINS OF THE COHOES PUMPING STATION lay scattered all around the worksite after the explosion which injured two CSEA members. The cause of the explosion may have been from a propane gas leak — the cylinder at the left is a large propane tank.

independent engineer has done a complete structural report.

"CSEA has told the city that the men do not want to go down into that building until they know it's safe," said Mark Hagadorn, CSEA City of Cohoes DPW president. CSEA Director of Occupational Safety and Health James Corcoran has written Labor

Commissioner Thomas F. Hartnett about the union's concern for the safety of its members in this situation.

Anyone interested in sending cards or notes to the injured workers can send them to: Albany Medical Center, New Scotland Avenue, Albany, NY 12208. The two workers are still in the Intensive Care Unit, Room 207.

BULLETIN . . .

Asbestos scare: state workers forced to move

About 80 employees from two state agencies were forced out of their offices due to the threat of asbestos exposure.

As this issue of *The Public Sector* went to press, the workers were relocating after their downtown Albany offices became contaminated during renovation work by a private contractor.

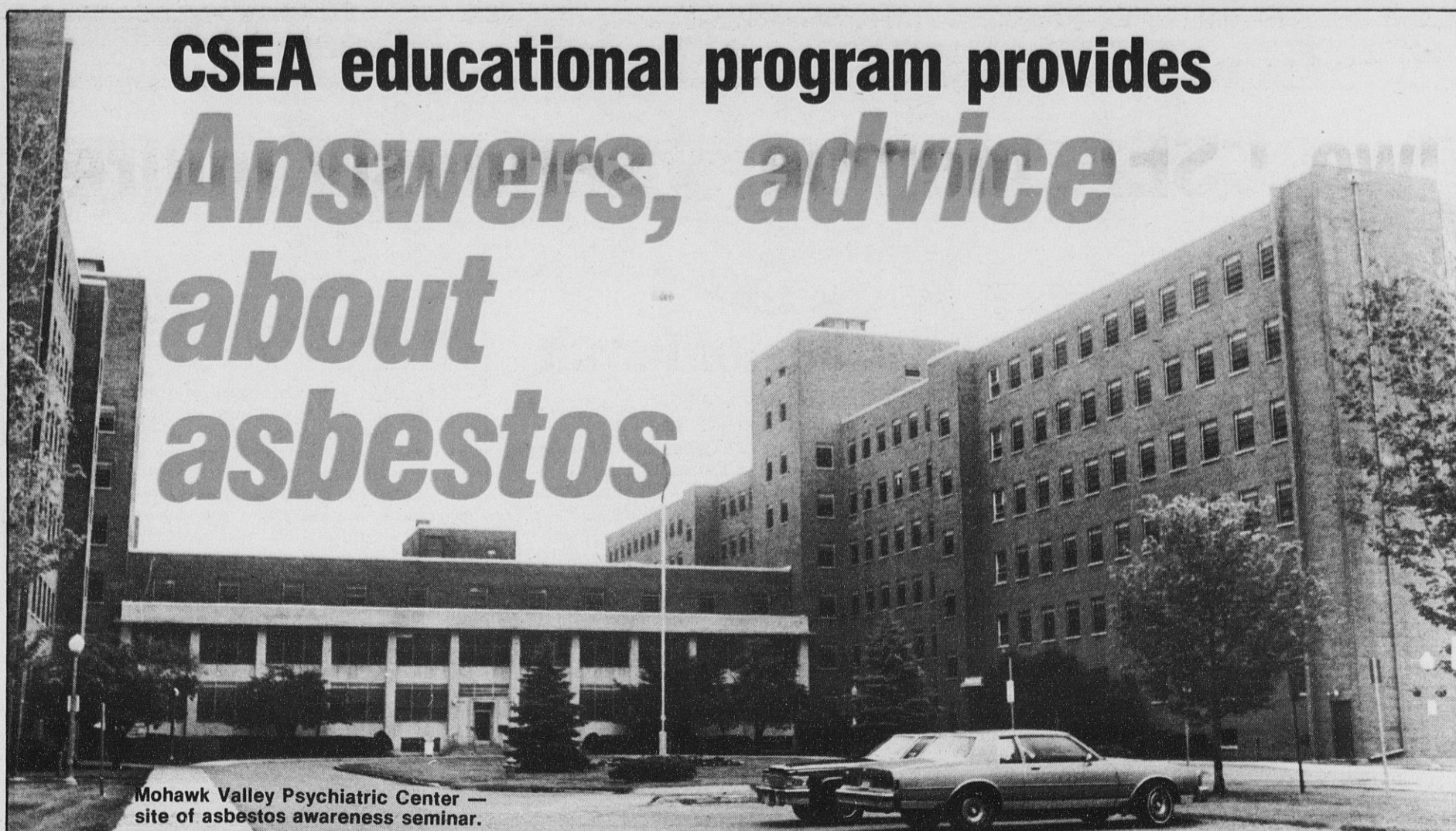
The state Department of Labor (DOL) ordered the work areas closed pending air tests and other inspections of the offices coated with dust.

Nearly 60 state Social Services Department employees working for the Commission for the Blind and Physically Handicapped were moved to different work locations, while approximately two dozen employees in the state Department of Health's Emergency Medical Services section were expected to be relocated to other worksites within 24 hours.

CSEA, which represents many of the employees affected, will conduct inspections of the contaminated areas and work with authorities during the clean-up, according the CSEA Director of Safety and Health James Corcoran.

Details of the contamination problem will be published in the next issue of *The Public Sector*.

CSEA educational program provides *Answers, advice* *about* *asbestos*



Mohawk Valley Psychiatric Center — site of asbestos awareness seminar.

By Stephen Madarasz
CSEA Communications Associate

If you think it's asbestos, treat it that way and take no chance. And call CSEA to make sure that you're protected.

That was the advice several dozen members of the Operational Services Unit (OSU) at Mohawk Valley Psychiatric Center received during a recent program designed to answer questions about asbestos head-on.

The session, organized by CSEA Local 434, brought together representatives of CSEA and the Office of Mental Health (OMH) to respond to members' concerns.

"We wanted to be sure that labor and management are saying the same things about handling asbestos problems," said Local 434 President Bud Mulchy. "We don't want our members to be confused about what to do when they face a potentially dangerous situation."

Asbestos is a cancer-causing material that

can cause serious health problems if inhaled in even the smallest amounts. It has been used in about 3,000 different products — especially fireproofing and insulating materials — and is found in most buildings constructed between 1920 and 1970.

If asbestos is undisturbed, it generally does not pose a health threat. However, construction and renovation work often release tremendous numbers of asbestos fibers.

If any asbestos is present in such projects, the work must be regulated and the workers trained and equipped for the asbestos removal.

You cannot tell whether a material contains asbestos by looking at it. It must be sent to a qualified laboratory for testing.

However, by law, management must know where asbestos is before construction or renovation begins and they must let the workers know. If there is any question about the presence of a material, management cannot just tell you it isn't asbestos. They must show you the proof.

CSEA can help get the answers you need. "It's CSEA's experience that no member is looking to get out of work when he or she makes a safety complaint," CSEA Industrial Hygienist Joanne Curtis told the audience. "Invariably, there is a legitimate problem." Curtis told the members that if they have

any questions about a project, they should immediately contact their CSEA local representative before work begins.

"The CSEA Safety and Health Department can review the situation and go to management with law in hand if there is anything out of place," she said.

Among other points of importance that Curtis presented during the program:

- **Persons handling asbestos building materials must be certified through a three-day training course conducted by the Health Department.**
- **The employer is required by law to provide workers with the appropriate protective equipment.**
- **Twenty percent of workers in each job category on an asbestos project must be monitored for asbestos exposure.**
- **Exposure records — which include environmental/project data, not just employee medical records — must be kept for 40 years after you leave service.**

Bruce Wallace, OMH director of plant operations and management, told the audience that no OMH employee will remove asbestos without training.

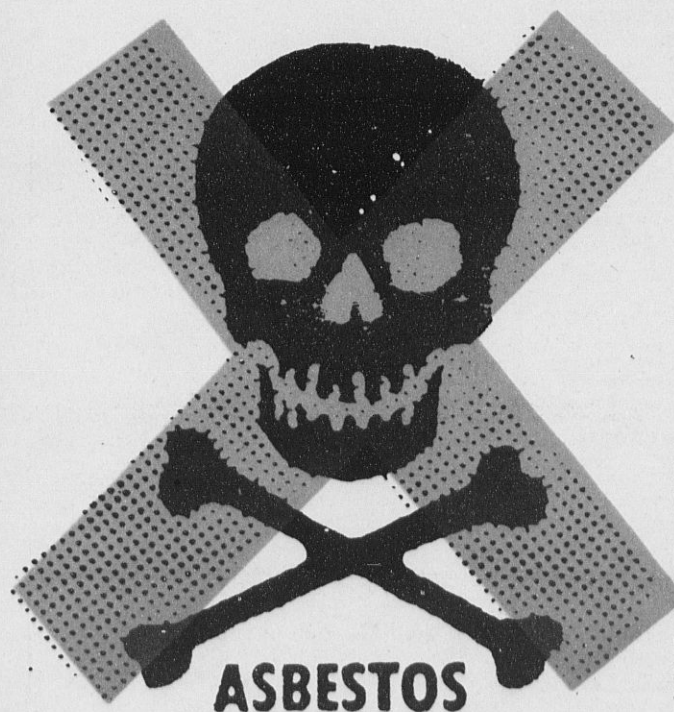
CSEA lawsuit closes loopholes in asbestos handling regulations

CSEA members and the general public have gained an extra measure of protection against asbestos under the settlement of a CSEA lawsuit against the state Department of Labor.

CSEA had filed the lawsuit because of a loophole in the state Labor Department's interpretation of asbestos handling regulations that allowed non-licensed contractors and non-certified workers to remove asbestos in small scale or "in-house" projects without any training.

"Asbestos is a lethal substance in even minute amounts," said CSEA President Joe McDermott. "Small scale projects are no less dangerous to workers and the public than larger projects if the asbestos is improperly disturbed."

The Labor Department has agreed with CSEA's concern and has moved to adopt a rule modification that will require licensing and certification for all asbestos work covered under state law.



CSEA scores wins on school boards

CSEA's 1989 school board election efforts were a success, with the union backing 41 winners in races across the state.

"We have shown that we can really make a difference in these elections," said Joyce Dimitri, CSEA Legislative and Political Action director of operations. "All we need are the activists interested in winning an election. Once they target an election, we can come in with the staff and resources to win elections."

Those elections have a direct impact on working conditions for CSEA members employed by school districts.

CSEA can provide a school board candidate with valuable services, including: production of direct mail, postage, phone banks, press

releases, flyers, advertisements, volunteers and neighborhood canvassing.

"Direct, targeted activity helps a candidate win an election," Dimitri said. "School board elections take place in early spring and are most often low profile campaigns. It takes little effort to let members know the election is important enough so they'll get out and vote. CSEA has the expertise and clout to help a candidate achieve a victory, and a victory for a CSEA-endorsed candidate is a victory for those living and working in the district."

The final tally of victories are:

Region I: James A. Martillo and William P. Collins in Hicksville School District; Frank Cannon and Owen McAffrey in Brentwood, Kevin Armstrong in Farmingdale; John Lazar, Phyllis Siegal and Alfred Centamore in Deer Park; Barry Albano and Sal Mirando in Bethpage; and a successful budget and proposition campaign in Lindenhurst.

Region II: Sister Elizabeth Kelliher on Manhattan District Board No. 1; Dr. Elizabeth Miller on Brooklyn District Board No. 22; and CSEA member Steve Peznik on Queens District Board No. 25.

Region III: Jim Gingrich in Newburgh City School District; Patricia Mullen, James Loveday, Edward McCormick and Ellen Devorsetz in Arlington; Marjorie Silvernail,

Victor Chirico, Armond Longoberdo and Mary Fullem, in Wappingers; and Tom Clark and Tom Gallagher in Pawling.

Region IV: Jay Anderson and Christine Cooke in Galway School District; Thomas Adams, CSEA member Carmen Bagnoli and Nick Forte in Mechanicville; Peter Glansberg, Charles Mitchell and Marilyn Rollinson in Saratoga Springs; Bethany Kileen and Otto Zamek in Schenectady; and Peter Forte and Dale Gleason in Shenendehowa.

Region V: Susan Carne and Diane Logan in Horseheads School District.

Region VI: Chet Klimek, Robert Seger and Steve Lampkin in North Tonawanda School District.

“Direct, targeted activity helps a candidate win an election”

“We have shown that we can really make a difference in these elections”

CSEA children lobby



WASHINGTON, D.C. — Children became labor's liasons to politicians when the AFL-CIO Children's Day on the Hill took place last month, and CSEA was there.

While one CSEA member and his child were stranded because of bad weather, five others made it down to lobby New York's federal legislators on family legislation with CSEA statewide Secretary Irene Carr, CSEA statewide Political Action Committee Chairperson Sean Egan and CSEA Federal Issues Coordinator Joe Conway.

"It was great to see rank-and-file members and their children lobby for an important piece of legislation," Egan said. The union sent one parent and child from each region to participate in the demonstration and meet with legislators in private appointments.

The group lobbied for the Act for Better Child Care in the U.S. Senate. The next day, the Senate passed it. The House of Representatives is still considering the bill.

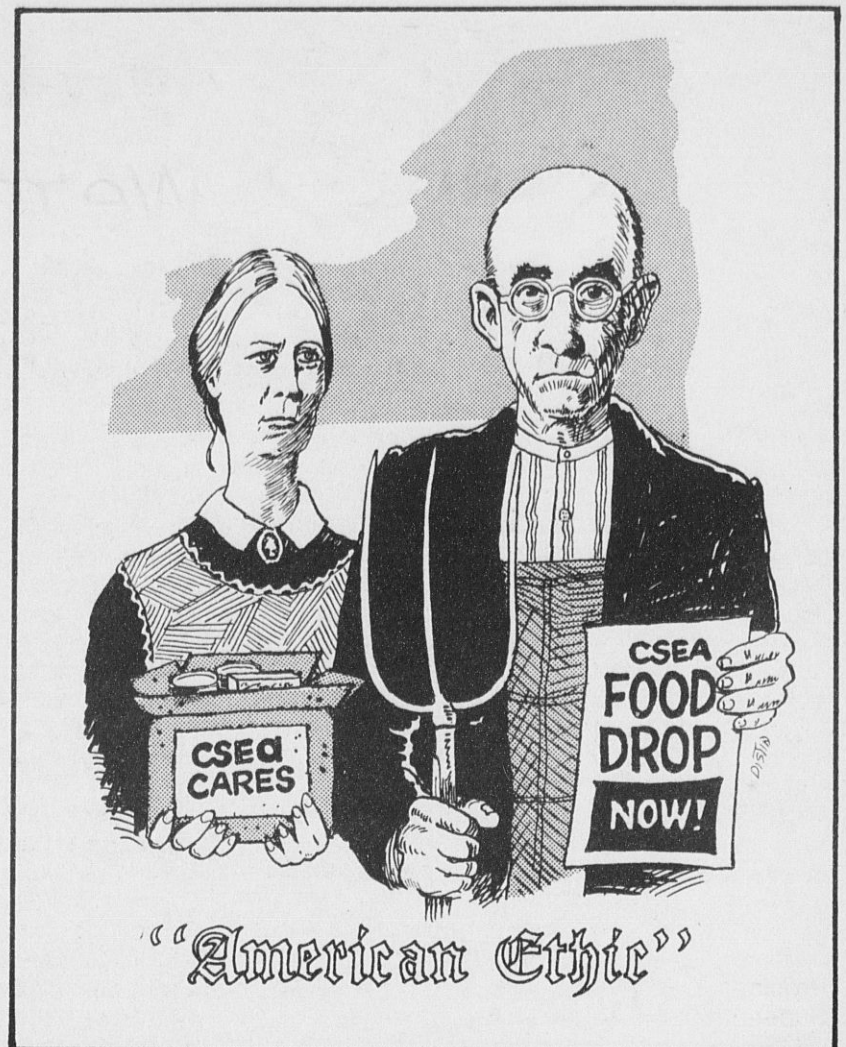
"Family issues are important to CSEA members, and I'm proud we were able to make that point to legislators," Carr added. "It was also a wonderful opportunity for the children to meet their legislators."

• • • • •

ON THE HILL lobbying for child care legislation are CSEA members and their children. From left are CSEA member Ellen Fontanelli and her daughter Christina; statewide Secretary Irene Carr; CSEA member Tom Warzel and his daughter Stephanie; CSEA member Joe McMullen and his daughter Danielle; and statewide PAC chairperson Sean Egan. Those who attended but aren't pictured are Willie Terry and his daughter Jessica, Joe Gleason and his daughter Christina and CSEA Federal Issues Coordinator Joe Conway. Nick LaMorte and his daughter Nadine were unable to attend because of bad weather.

CSEA Cares

You can help feed the hungry in your community



People go hungry in New York State all year long. Unfortunately, many of us only think to do something about it at holiday time. But this year is different.

CSEA is launching another CSEA Cares Food Drive to help stock the shelves of community food pantries from Long Island to Buffalo. The union is encouraging all of its locals to set up food drop boxes in their worksites to collect non-perishable items that can be donated to community food pantries

or to their regional food bank.

The drive is scheduled to run through the summer and wrap up Sept. 8.

"There's a very real need and the individual efforts of CSEA members and locals can make a big impact on the problem of hunger in this state," said CSEA President Joe McDermott. "The response of CSEA members was outstanding when we conducted a food drive last November. I know we can do even more this time around."

Each individual local should undertake its own drive. Flyers and food drop box stickers are available at your CSEA regional office.

If you don't know of a local community food pantry, contact your regional food bank directly. They can either help you, or would be more than happy to accept donations. The addresses and phone numbers of the regional food banks are listed below.

ALBANY:

Regional Food Bank
of Northeast New York
421 Old Niskayuna Road
Latham, NY 12110 (518) 786-3691

BUFFALO:

Food Bank of Western New York
91 Holt Street
Buffalo, NY 14206 (716) 852-1305

ELMIRA:

Southern Tier Community Food Bank
957 Grand Central Avenue
Elmira, NY 14091 (607) 732-1874

LONG ISLAND:

Long Island Regional Food Bank
P.O. Box 1073
West Brentwood, NY 11717 (516) 453-0454

NEW YORK CITY:

Food for Survival, Inc.
Building F, Hunts Point Co-op Market
Bronx, NY 10474 (212) 991-4300

ROCHESTER:

Genesee Valley Food Bank
P.O. Box 11226, 56 West Avenue
Rochester, NY 14611 (716) 328-3737

SYRACUSE:

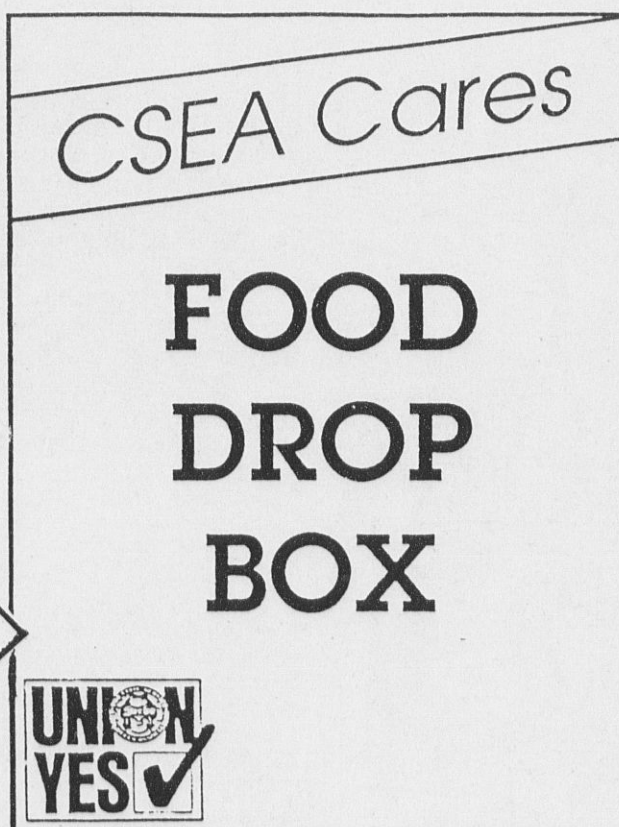
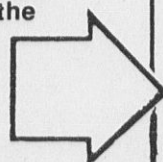
Food Bank of Central New York
555 Stewart Drive West
Hancock Field
North Syracuse, NY 13212 (315) 456-1554
CALL TODAY!

What to contribute

Canned foods and non-perishable goods are needed to stock the food pantry shelves in your community.

But in deciding what to contribute, please consider the nutritional value of what you give and don't forget about vegetables!

LOOK FOR THIS SIGN in your workplace and make your contributions now, while encouraging your co-workers to do the same.





Watch out for US

We're working for YOU!

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



Get tough on workzone speed limit violators

CSEA has urged the superintendent of State Police to strictly enforce the state's new 35 miles per hour speed limit in and around all highway construction and worksites.

"The public employees who work on the highways deserve this protection," CSEA President Joe McDermott wrote State Police Superintendent Thomas Constantine.

CSEA helped push the workzone speed limit bill through the state Legislature this year and Gov. Mario Cuomo signed the measure into law last month. The new speed limit applies to all road and highway worksites and should create safer workzones for state and

local government workers.

McDermott asked Superintendent Constantine to provide a visible state police presence around worksites to enforce the 35 mph limit and hasten the public's adjustment to the new law. Workzone speed limits previously were only unenforceable recommended limits but the new 35 mph limit has the full effect of law.

Highway maintenance and construction has always been among the most dangerous of public employee jobs. Nearly two dozen CSEA members have been killed and scores injured at highway workzones over the past several years.

THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

Local 1000, American Federation of State, County and Municipal Employees, AFL-CIO
143 WASHINGTON AVE., BOX 7125, CAPITOL STATION, ALBANY, NEW YORK 12224 (518) 434-0191



JOSEPH E. McDERMOTT, PRESIDENT

Supt. Thomas Constantine
State Police Headquarters
State Campus Building -22
Albany, New York 12226

Dear Superintendent Constantine:

Governor Cuomo has signed into law a bill making the speed limit around highway construction sites 35 miles per hour. The Civil Service Employees Association views this as one of the most important pieces of legislation to pass this session.

Our union represents the state and local government employees who work on the highways. Over the years, many of these workers have been killed and injured by motorists speeding through construction sites.

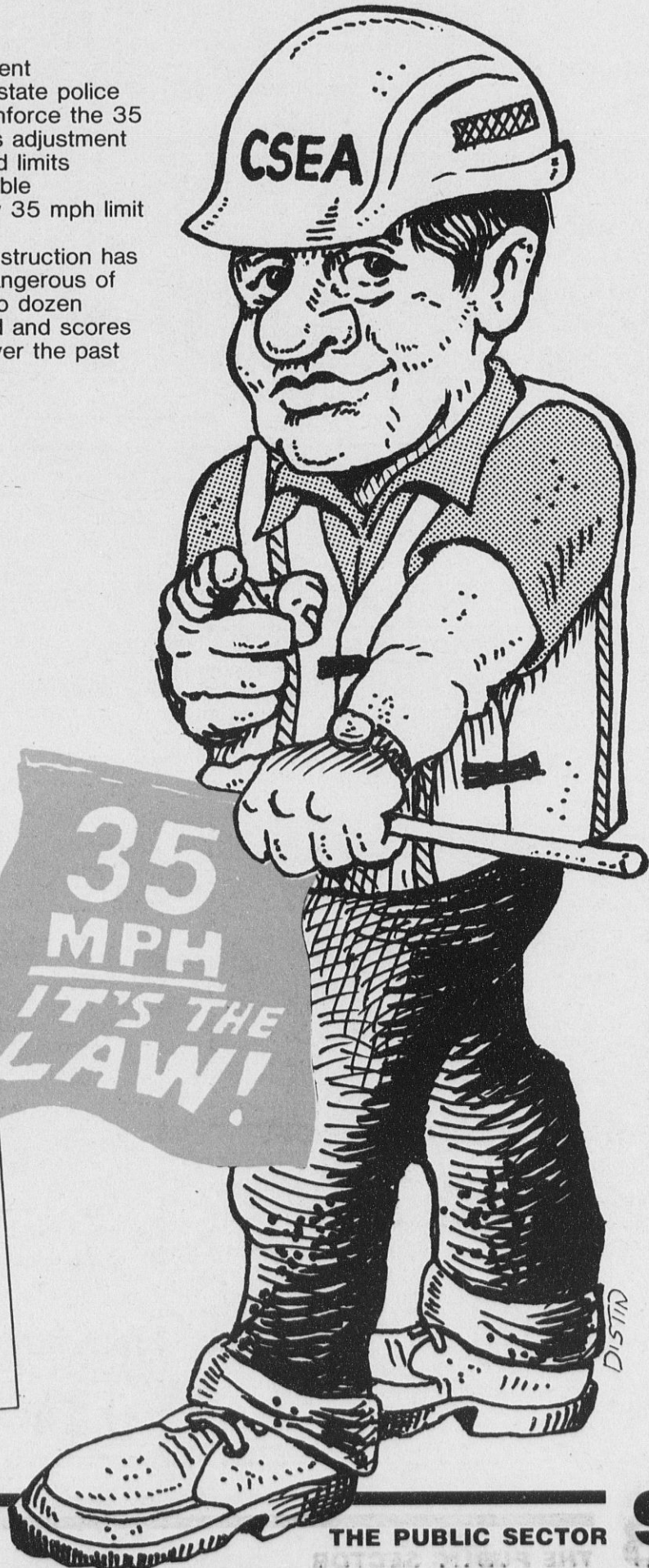
This new, lower speed limit will save lives if it is strictly enforced. I am writing to urge your department to put an emphasis on enforcing this new speed limit around construction sites to protect the highway workers.

It will take some time for the public to adjust to this new limit. A visible state police presence, enforcing the speed limit, will hasten that adjustment. The public employees who work on the highways deserve this protection.

Yours in Unionism,

Joe

NEW YORK STATE'S LARGEST PUBLIC EMPLOYEE UNION



WATERFORD DOT FACILITY IS HEAVILY CONTAMINATED

GET THE LEAD OUT!

Overwhelming evidence continues to pour in to support CSEA charges that the state Department of Transportation (DOT) barge canal maintenance yard at Waterford is a very dangerous and unhealthy place to work.

CSEA warned that the worksite is a serious health hazard after a union occupational safety and health specialist earlier this year discovered DOT had been using the site as an illegal dump. Alarmed by the potential harm to the health and safety of the 80 DOT employees who work there, CSEA filed complaints and called in a pair of agencies to inspect the worksite.

Harming the Hudson

The DOT maintenance yard is located just north of Albany, near the junction of the State Barge Canal and the Hudson River. The union says there is clear evidence that lead paint chips and other contaminants seep into the adjacent canal system and into the Hudson River, from which many communities downstream draw their water supply.

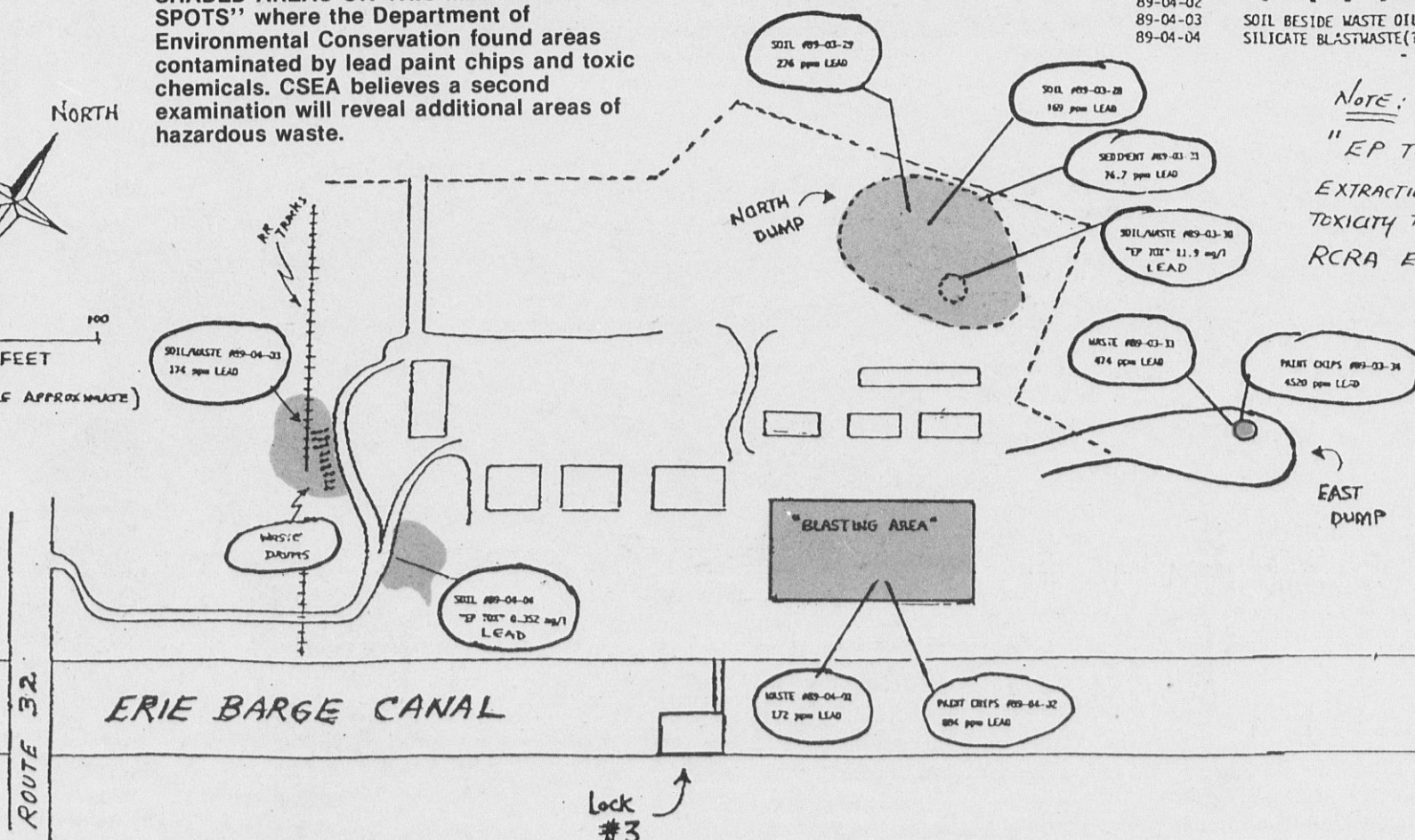
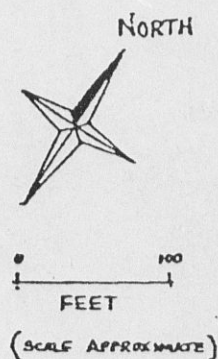
"We're very concerned for the health and safety of the state employees who work there, for nearby Waterford residents and for the potential harm to people further downstream," CSEA Capital Region President C. Allen Mead said when the union filed its complaints. Events since then have proved that concern to be justified.

Nine OSHA citations

The Department of Labor (DOL) this month issued nine citations against DOT for violating federal OSHA standards concerning the

NYS DEPT. OF TRANSPORTATION WATERFORD SHOP FACILITY TOWN OF WATERFORD (SARATOGA COUNTY)

SHADED AREAS ON THIS MAP SHOW "HOT SPOTS" where the Department of Environmental Conservation found areas contaminated by lead paint chips and toxic chemicals. CSEA believes a second examination will reveal additional areas of hazardous waste.



21 APRIL 1989 SAMPLING

LOG #	LOCATION/TYPE DESCRIPTION
89-03-28	DIRT CAKED ON CRUSHED 55 gal DRUM (GREEN)
89-03-29	DIRT CAKED ON CRUSHED 55 gal DRUM (WHITE)
89-03-30	BLAST SPOIL IN NORTH DUMP
89-03-31	SEDIMENT FROM DUMP DRAINAGE (COMPOSITE:4)
89-03-33	BLAST SPOIL IN EAST DUMP (±500 lbs)
89-03-34	" (PAINT CHIPS)
89-04-01	BLAST SPOIL IN BLAST AREA (±3 TONS)
89-04-02	" (PAINT CHIPS)
89-04-03	SOIL BESIDE WASTE OIL DRUMS
89-04-04	SILICATE BLASTWASTE(?) - ENRICHMENT (COMPOSITE:5)

NOTE:

"EP TOX" =
EXTRACTION PROCEDURE
TOXICITY TEST FOLLOWUP
RCRA EXTRACTION

handling of hazardous waste at the worksite and gave DOT until late September to clean up its act. Many employees said they were directed to handle materials without being informed that the work was hazardous. The DOL citations followed on the heels of a report by the state Department of Environmental Conservation (DEC) that soil and waste at many locations throughout the Waterford worksite contain above normal amounts of lead.

Excessive lead levels

A DEC examination of the worksite in April documented lead levels in soil and waste that greatly exceeded the federal Environmental Protection Agency's hazardous level. DEC has ordered DOT to remove large amounts of soil and contaminated with lead chips stored on the grounds and to remove barrels found buried at various locations around the worksite. Amazingly, DEC told DOT the situation did not represent a threat to human health.

Angered by DEC's watering down of the potential consequences, CSEA demanded DEC conduct a second, more thorough, test of soil for lead and other contamination. CSEA believes results, when released, will show even higher levels of lead than the initial tests and probably reveal other hazardous materials as well.

Serious violations

DOT this month became the first violator to be cited by DOL for failure to comply with new OSHA standards for hazardous waste operations. DOL cited DOT for violating OSHA standards by not having a safety and health program at the worksite for employees who handle hazardous wastes and by not providing proper training for the employees. DOL also cited DOT for lacking decontamination procedures for the worksite and for not having an emergency plan in case of an environmental accident.

DOT stockpiled large amounts of sand contaminated with lead paint chips from sandblasting operations, and buried and stockpiled barrels and paint cans at numerous locations around the worksite.



A CRUSHED 55-GALLON DRUM (arrow) protrudes partially above ground in this illegal burial site overgrown with weeds at the Waterford DOT barge canal maintenance yard. Chemicals and liquids seep from many barrels buried at the worksite.

New complaints from CSEA

CSEA Labor Relations Specialist Bob Morris last week filed additional complaints with DOL after Eastern Barge Canal CSEA Local 500 President Thomas Doin complained that two women employees with no training in handling hazardous waste were asked to shovel paint chips. The untrained women employees were asked after a male employee had refused to do the work, citing the dangers of inhaling lead dust and carrying it home on his clothing.

Doin said there are other health and safety concerns in addition to contaminated soil at the Waterford site that CSEA is attempting to address with DOT. He pointed out exposed asbestos on pipes in a carpentry room as one example and poor ventilation in a welding area, resulting in employees inhaling high levels of lead, as another.

In fact, DOT has yet to correct the ventilation problem despite being cited by DOL in May 1988. A DOT spokesperson recently said a new exhaust system for the welding area will be installed sometime this fall. DOL last year found welders were inhaling up to 10 times the amount of lead allowed by OSHA standards because of the inadequate ventilation system.

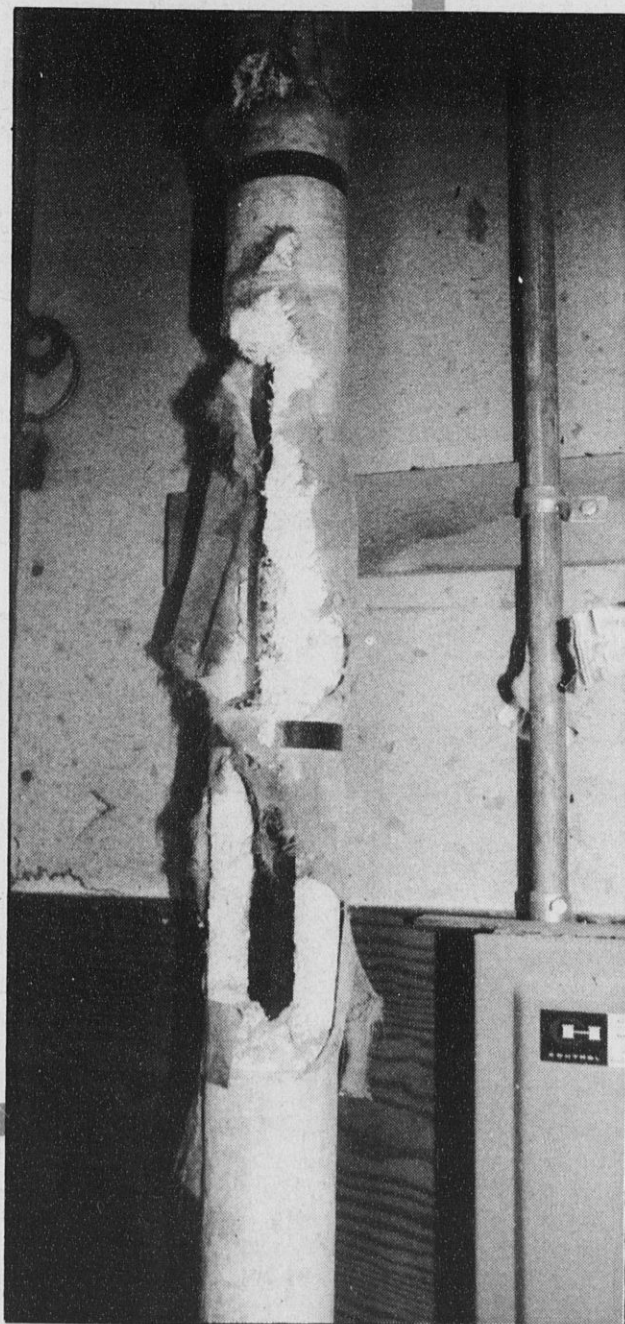
Someone out there has the details we need to help them

CSEA wants to locate the anonymous writer who complained about poor working conditions at an unidentified DOT worksite in a letter dated June 25 and mailed to CSEA headquarters in Albany.

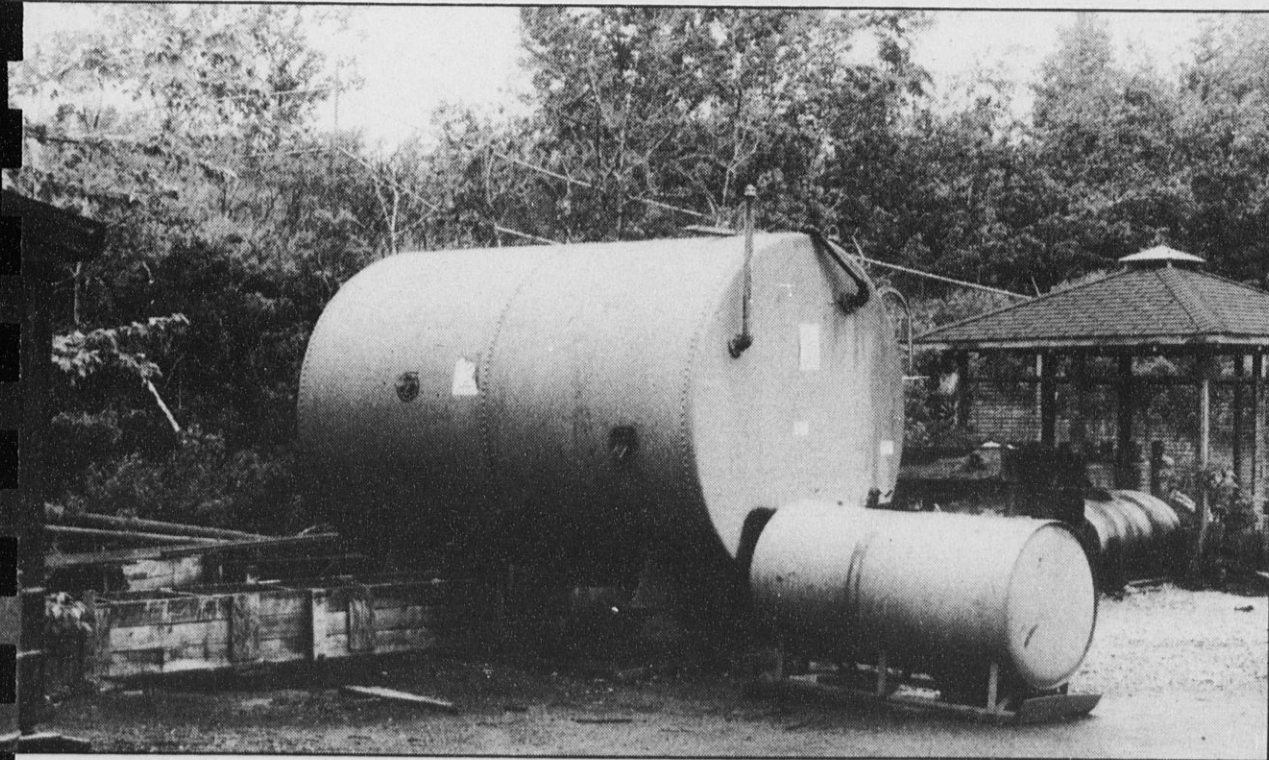
"We'd like to talk to the person who wrote complaining about a series of problems," said CSEA President Joe McDermott. "CSEA is very interested in investigating the allegations but we need to talk with the letter writer for more details."

The letter was unsigned and the writer did not identify the DOT worksite involved.

The anonymous letter writer is urged to contact his or her CSEA Local president, the appropriate CSEA regional headquarters (see map and telephone numbers on page 19) or CSEA President McDermott at CSEA headquarters in Albany.



DEFINITELY DANGEROUS, MAYBE DEADLY — This damaged, exposed asbestos covering on a pipe in the carpentry room is a serious health threat to anyone who enters the area. CSEA has urged DOT to properly remove the asbestos immediately.



THIS LARGE TANK is used to store a mixture of several kinds of chemicals and liquids drained from barrels and cans which are then either stockpiled or illegally buried at the Waterford site. CSEA says mixing chemicals is probably illegal and certainly dangerous. Chemicals and liquids leaking from the tank have severely contaminated the ground around the container.

Oswego County Legislature rejects union offer to help end staffing problems at nursing home

Compiled By
Daniel X. Cambell
CSEA Communications Associate
and
Mark M. Kotzin
CSEA Communications Assistant

OSWEGO — In a move that turned feelings of cooperation into those of confrontation, the Oswego County Health Committee recently chose to ignore an offer of help from CSEA and decided to spend money on a situation supposedly caused by a budget deficit.

At the meeting, the committee members callously rejected an offer made by CSEA President Joe McDermott to provide a health care facility staffing specialist to solve the current staffing problems at the Andrew Michaud Nursing Home.

"They did a professional job of passing the buck," said CSEA Unit President Judy Naioti. "It's obvious that the county doesn't want to save any money."

Under a new controversial work schedule, employees of the home are required to work three weekends every month. The union and employees have been going head-to-head with the county over the past two months trying to resolve this and other problems.

As if rejecting the union's offer was not bad enough, the county health committee slapped the union in the face by instead hiring an independent consulting firm, the Central New York Health Administration, to resolve the problems. While McDermott was offering the staffing specialist's services for free, the county will pay the consultants more than \$22,000 for a three-month study of the situation.

"It's extremely disappointing to see that the county would rather waste its money on contracting out for a consultant when CSEA is willing to provide one for free," said CSEA President McDermott. "The money that they are paying the consultants could be more wisely spent helping the employees and giving them a well deserved break."

The county's actions are outrageous, according to Naioti.

Her statement comes after a long battle of protesting, picketing, and enlisting support of county legislators in the worker's cause. Their original goal was threefold — to fight proposed layoffs due to a supposed deficit that never existed; to fight cutting back of work hours and to change the new work schedules.

Although the last part of the battle is yet to be won, the first two goals have been successfully completed, due to a very strong grassroots campaign that the health care workers put together, with help from the CSEA Local Government Office, the CSEA regional staff and political action team and the CSEA Communications Department.

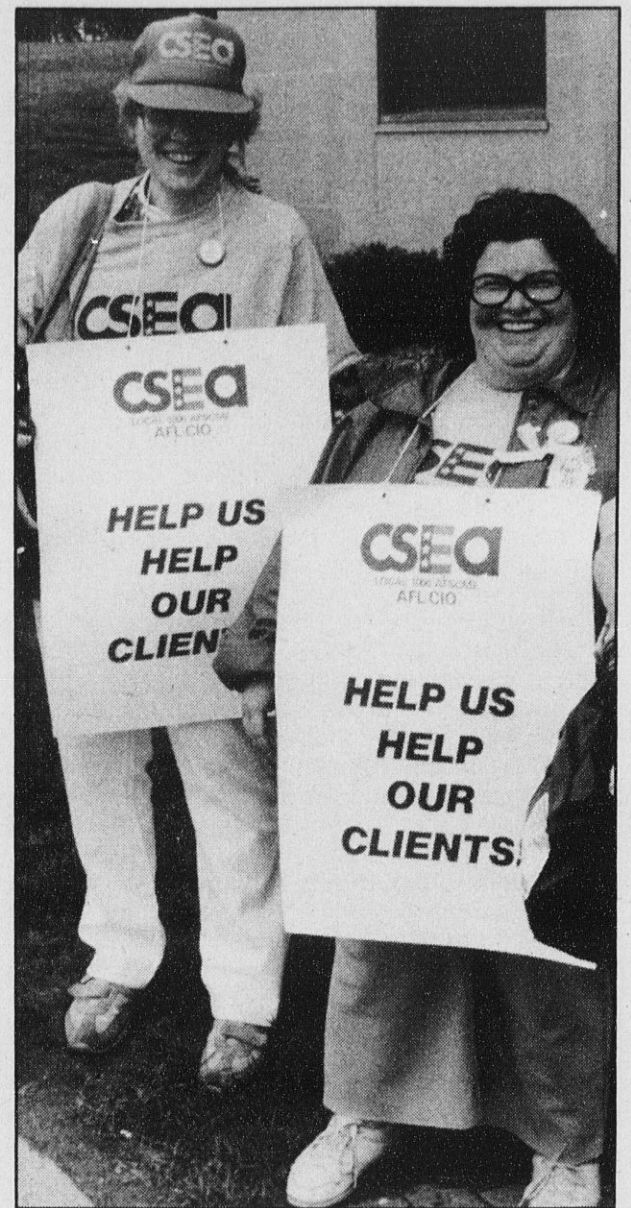
According to Region V President Jim Moore, the going will only get tougher. Moore spoke at a press conference in the nursing home recently, in an attempt to focus more attention on the situation.

"Because of the workers' efforts, they have turned away the proposed layoffs and the cutback of hours," he said, "But while they still have a little further to go, that short distance may prove to be the hardest part of the campaign."

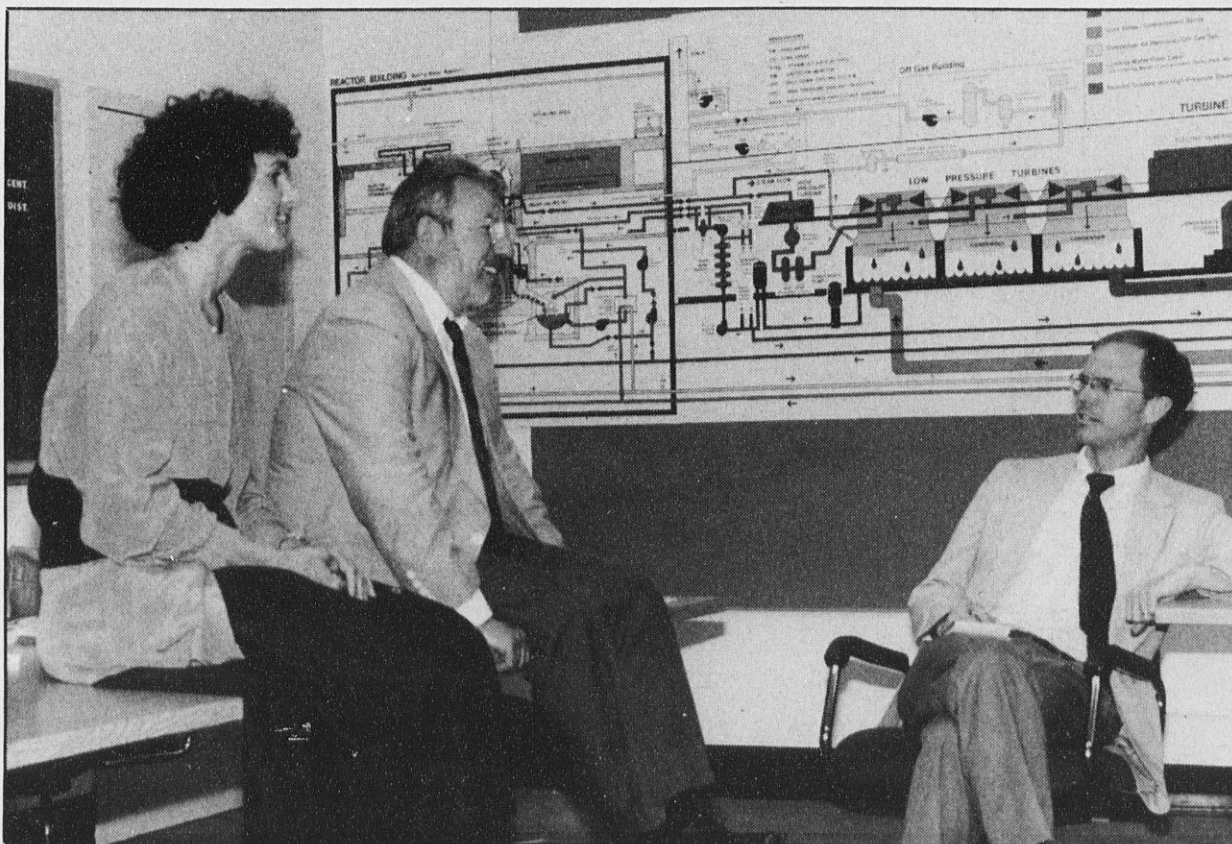
And hard it may be, according to Naioti, who said that when the motion was raised to return to the former work schedules, the legislator who made the motion could not get anyone on the health committee to second it.

But while discouraged, she is still hopeful. CSEA will continue with its political action campaign in August, once the consulting firm's findings are released, she said.

"They did a professional job of passing the buck. It's obvious that the county doesn't want to save any money."



CSEA ANDREW MICHAUD workers picket the Oswego County Legislature before the health committee met to reject their proposed solutions.



UNIT PRESIDENT JUDY NAIOTI, left, and CSEA Region V President Jim Moore, center, update a reporter at a press conference held before several of the nursing home employees addressed the legislature seeking support.

One weekend
for you,
One weekend
for me...

**THAT'S THE
BALANCED WAY
TO BE.**

CSEA OSWEGO COUNTY LOCAL 838

CSEA has real lifesavers

State Police employees save supervisor's life

By Mark M. Kotzin
CSEA Communications Assistant

SIDNEY — State troopers are trained to use cardiopulmonary resuscitation (CPR) to help heart attack victims, but what happens when a trooper has a heart attack?

When State Police Investigator Robert Griffin suffered a heart attack in a captain's office recently, he found out the hard way. Before the ambulance arrived, two CSEA members were already on the scene administering CPR.

Both Sally Blakelock, a data entry specialist, and John Gilmore, a communications specialist, responded to the captain's call for help. Both certified in emergency resuscitation, they immediately went to work as a team, with help from Investigator Robert Courtright, to administer CPR.

According to CSEA Local 263 President Richard Barnes, a Troop C communications specialist, doctors at the hospital where Griffin was later admitted credited the employees with saving Griffin's life.

Both employees were commended for their quick and efficient responses to the emergency situation by state Police Commissioner Thomas Constantine, and were sent letters of praise from Joe McDermott, CSEA statewide president.

Barnes said that Griffin is now out of the hospital and recovering at home. He expects to be able to return to work in a few weeks.

THE CIVIL SERVICE
EMPLOYEES ASSOCIATION, INC.
Local 1000, American Federation of State County and Municipal Employees, AFL-CIO
143 WASHINGTON AVE., BOX 7125, CAPITOL STATION, ALBANY, NEW YORK 12224 (518) 434-0191



JOSEPH E. McDERMOTT, PRESIDENT

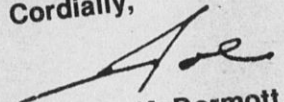
Mr. John Gilmore and Ms. Sally Blakelock
New York State Police, Troop C
Route 7, Box 300
Sidney, New York 13838


Dear John and Sally,

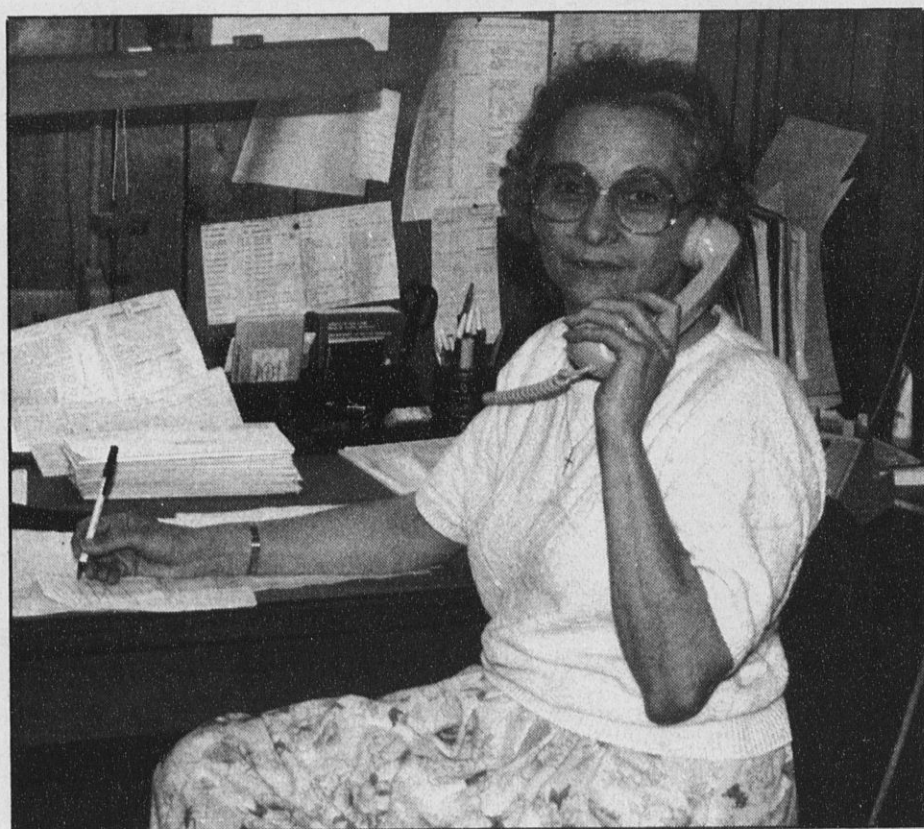
Your efforts in saving the life of Robert Griffin are a tribute to your abilities and your humanity. Please accept my praise and congratulations on your successful effort to save another human being. You are both true examples of what unionism is all about. Your participation in the cardiopulmonary resuscitation of Mr. Griffin, when he suffered a heart attack in a nearby office, is truly commendable. I understand that your quick actions saved his life. To take the time to learn these lifesaving techniques is commendable; your abilities to use them in an emergency situation were outstanding.

I am pleased to hear of Mr. Griffin's recovery, and I understand that he will be returning to work soon. I am sure that he will echo my praise and thanks, and the fact that he is able to is a tribute to both of you.

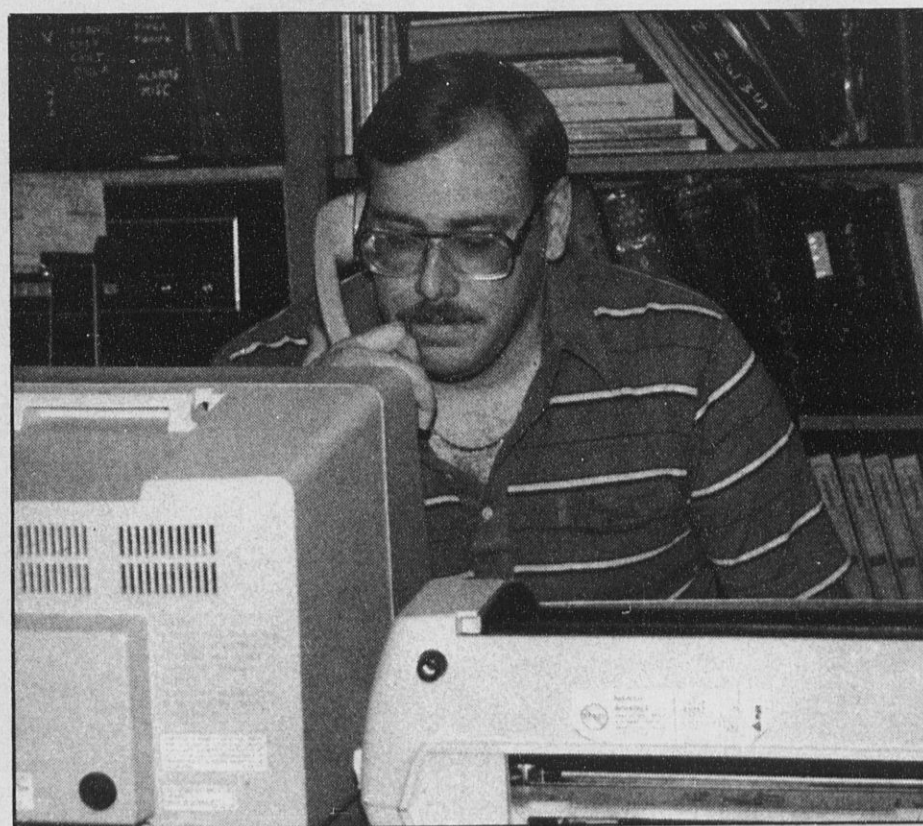
Yours in Unionism
Cordially,


Joe McDermott

NEW YORK STATE'S LARGEST PUBLIC EMPLOYEE UNION




SALLY BLAKEMORE



JOHN GILMORE

CSEA works to make sure laundry closing doesn't leave members "hung out to dry"

OVID — CSEA is continuing its efforts to get answers for 18 laundry workers at Willard Psychiatric Center. The members of this group have many questions about their job options because of a planned closing of the facility's laundry's operations by October.

The action is scheduled as part of the state's shift of laundry operations from the Office of Mental Health (OMH) to the Office of General Services (OGS). OGS intends to consolidate the Willard Laundry into a larger operation at Newark Developmental Center, some 45 miles away.

"Employees have been offered the chance to transfer to Newark, but the distance

involved in commuting doesn't make that a realistic choice for most of the people," said CSEA Region V President James Moore. "There's been discussion with OMH about retraining possibilities and we want to make sure that's followed through, with as many options as possible developed right at Willard." "Most of the laundry people have been here for more than 10 years and they take a lot of pride in running the laundry very efficiently," said Willard Psychiatric Center CSEA Local 428 President Doris Pratz. "They're extremely disappointed at the plans to shut the laundry down and want to know why."

To address the situation, the local formed a committee, which has generated an

enthusiastic response from area lawmakers and business leaders.

But it has not been enough to sway state lawmakers to keep the laundry open.

The local was particularly disturbed when state OMH officials cancelled the local's plans to hold an "open house" at the laundry.

On the day the event was scheduled however, state Assemblyman Michael Nozzolio toured the facility anyway. He has promised to raise the situation with the state commissioner of mental health.

In the meantime, CSEA is continuing to press OMH for the best possible outcome for its members.

\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$

Thousands of CSEA members get millions as insurance refunds sent out

Some 63,000 CSEA members recently opened their mailboxes to find a pleasant surprise waiting for them — their share of a \$2 million refund from the CSEA Basic Group Life Insurance Plan.

The annual refund checks were mailed directly to the homes of CSEA members who have participated in the Basic Group Life Plan from Nov. 1, 1987, through Nov. 1, 1988.

Again this year, CSEA is conducting a special increase offer to qualifying 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 is included with the refund of contribution check.

Any 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. Please be sure to include your name, Social Security number and current address. If you have had a change in name or address in the past year, please note those changes as well.



Nominations sought for Carr Award

The CSEA statewide Women's Committee is seeking nominations for the second annual Irene Carr Leadership Award.

The committee will select the winner based on the individual's leadership abilities, commitment to the advancement of CSEA members and efforts to protect the rights of women.

The nominees must be a CSEA member in good standing, CSEA employee, a member of AFSCME or a former CSEA member or employee.

Nomination forms are available from Women's Committee members through CSEA regional offices.

Nominations are due Sept. 1. The award will be presented at the annual Women's Conference in November.

Westchester D.C. aide receives humanitarian award



VICTORIA McIVER, second from left, an employee of Westchester Developmental Center, recently received the annual Martin Luther King Humanitarian Award for her work as an effective shop steward for the past two years and for her fund-raising efforts for the community residence she works in. Presenting the award, from left to right, are Local 423 Treasurer Richard Colson, CSEA Region III President Pat Mascioli and Jim Shea, director of the Westchester D.D.S.O.

Union wins grievance; fired cook restored to job with full back pay

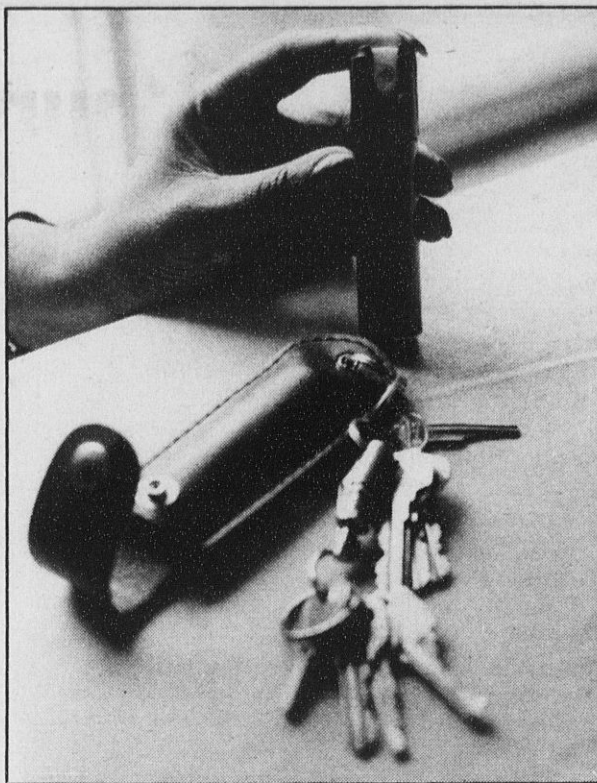
By Ron Wofford
CSEA Communications Associate

ATTICA — A cook who was fired from Attica Correctional Facility returned to work with full back pay after CSEA went to bat for him.

CSEA filed a grievance charging management grossly overreacted when they fired CSEA Local 152 member Patrick Nealon after he inadvertently brought a restricted article into the maximum security prison.

An arbitrator found Nealon innocent of bringing contraband into the maximum security prison. He will now receive the four months back pay that he lost as a result of the firing.

"There was absolutely no need for them to put this man through the turmoil they forced on him. They even called the local State Police and had him arrested," said Labor Relations Specialist Jim Gleason. "The charges were ultimately dismissed, but Pat is



THIS CANISTER OF MACE is similar to the type that Nealon inadvertently brought into the prison with him.

out \$1,500 in private legal fees because of this. But we're glad we saved his job and got him his back pay."

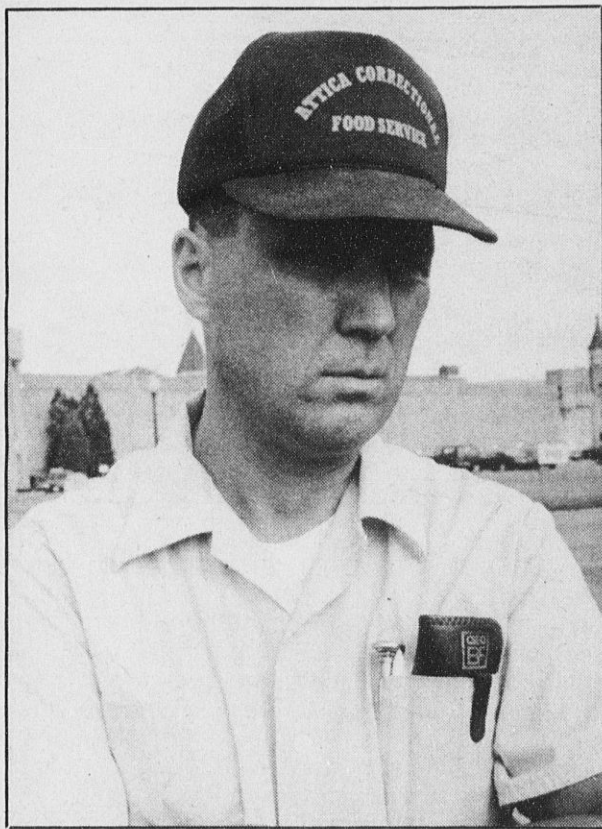
Nealon's troubles began when he was given a key ring by his elderly aunt, because she could not take it with her on a plane. The key ring had a small tear gas type of canister attached to it, which his aunt kept for protection. He placed it in his jacket pocket, giving it no further thought.

Later, at work, he was subjected to a random search and asked to empty his pockets. When he complied, he found the canister which he had forgotten.

"They kept the canister, told me to pick it up on my way out and allowed me to go to work," said Nealon, who supervises inmates in preparing meals for the prison population. "But later on, I was called to administration and told to resign or I would be arrested."

"I didn't feel I had done anything wrong, and Gleason and others recommended fighting it. It was rough going through the arrest and everything, but I'm thankful CSEA was there with me all the way. A lot of people put their union down, but I can vouch for CSEA. I highly recommend joining to any non-members," Nealon said.

Gleason said members should be aware that many of the small tear gas or mace-like canisters, popular with many women as self-defense devices, are illegal in this state.



PATRICK NEALON

Freedom to speak out upheld

By Mark M. Kotzin
CSEA Communications Assistant

BINGHAMTON — The fundamental right of a union president to speak freely with members about union matters has been reaffirmed in a legal action brought by CSEA against the Binghamton City School District.

The full Public Employment Relations Board (PERB) ruled the school district improperly reprimanded a CSEA unit president for exercising his protected right to discuss events which affect terms and conditions of employment.

The case was brought before the full board after the Binghamton City School district appealed a ruling that said they violated the Public Employees' Fair Employment Act by placing two letters in the personnel file of Michael Igo, unit president of CSEA Binghamton City School District Unit.

The first letter was placed in Igo's file after the district's personnel director found out that Igo, when talking to several CSEA members, had accused the district's director of transportation and attendance of lying at a previous arbitration hearing.

Igo requested in writing that the letter be removed from his permanent file and told the director that if the letter was not removed, an Improper Practice charge would be pursued.

In another letter, the director denied his request, and reprimanded him for threatening the district. The letter also went in Igo's personnel file.

The full PERB board ruled that discussions between the president of an employee organization and unit members concerning events which affect terms and conditions of employment are protected activities.

The PERB ruling ordered the district to remove the two letters from Igo's permanent file and to cease from discriminating against Igo or any other unit member engaging in protected activities.

Town of Harrison must negotiate health coverage

HARRISON — CSEA recently stopped an attempt by town of Harrison officials to force a medical insurance plan on town employees without negotiating the change with the union.

An arbitrator, agreeing with CSEA, ruled that officials in this Westchester County town acted improperly by unilaterally withdrawing employees from New York's Empire Plan and enrolling them in a different plan without negotiating with the union.

The issue has been a bone of contention in negotiations with town employees who have been working without a contract since Jan. 1, 1988. An impasse was declared last March.

CSEA Collective Bargaining Specialist Larry Sparber said that the issue was not the benefit plan itself, but the violation of the contract that specifies that such changes must be negotiated.

Arbitrator Herbert L. Haber agreed with the union.

"The town's unilateral action in switching the health plan coverage violates the express terms of the contract," he said.

The arbitrator ruled that the town must negotiate with CSEA to reach agreement on employees' health coverage.

The CSEA negotiating team recently met

with a fact finder, who will issue a report.

"We will negotiate a contract that meets the needs of employees, not the needs of the town," said Sparber. "No way do we plan to diminish benefits to suit the politicians."

CSEA Unit President Grace Ann Aloisi said the negotiating committee remains "steadfastly committed to negotiating a viable contract for the 65 CSEA employees."

CSEA also filed an Improper Practice charge with the Public Employment Relations Board (PERB) over the issue. Sparber said he is looking forward to "an equally positive decision from PERB."

CSEA dad has his own "Karate Kid"

By Daniel X. Campbell
CSEA Communications Associate

TROY — Lori Daus is a black belt in karate, holds numerous trophies and medals and has her title listed in Seoul, Korea — she also happens to be a 55-pound fifth grader.

Lori, daughter of Neil Daus, a Heavy Equipment Operator for the City of Troy Department of Public Works and a member of Rensselaer County CSEA Local 842, is 10 years old and attends the Turnpike Elementary School.

Five years ago, while watching a Bruce Lee karate movie, Lori asked her father if she could take karate lessons.

That request turned into a competitive career that has the support of the whole Daus family and friends.

"Lori is very athletic. She loves all the intricate moves in karate and her love of the sport has won her a room full of trophies and medals," Neil says with pride.

"I've been taking karate for five years," Lori explained. "I attend the Hudson Valley Tae Kwon Do Karate School in Delmar, and I have earned my black belt."

Lori has competed in more than 45 tournaments and has won some type of medal or trophy at each event, ranging from fourth to first place awards.

According to her father, the sport is expensive — lessons run about \$600 per year, not counting competitions, travel, etc., and it cost \$100 to register Lori's black belt in Seoul, Korea, but, he said, "that's part of the sport."

Lori quickly goes through the moves of a kata — a ballet-like series of offensive and defensive karate movements.

"I like the forms, the katas, they're so beautiful," she said.

Because of her age Lori will not be able to move up in her ranking for two years, but that time will be well spent sharing her sport with her family and friends.



SHOWING OFF HER KARATE moves and medals, 10-year old Lori Daus can thank her father Neil, a CSEA member, for helping to put her through karate classes to earn her prestigious black belt.

LEAP Questions & Answers

In response to the large volume of questions that have been appearing on the new CSEA Labor Education Action Program (LEAP) toll-free number, the LEAPLINE, this question and answer column will address some of the most frequent questions asked by callers. If you have any questions about LEAP, you can write to LEAPLINE, CSEA/LEAP, 143 Washington Avenue, Albany, New York, 12210 or call the LEAPLINE at 1-800-253-4332.

Q: I know that I must submit my application by the July 24 deadline. How are applicants selected for LEAP courses once the applications are submitted?

A: LEAP has developed a priority rating system to select applicants. Once applications are received, you are assigned a priority based on your past history with LEAP courses and your years and months in state service. Your past history considers whether or not you have applied for a LEAP course before, if the course you applied for was cancelled and whether you completed the course. If you are interested in more details about LEAP's priority system, you can refer to page 2 of the Fall 1989 LEAP Course Announcement or call the LEAP office.

Q: If I am accepted for a LEAP course, what do I do?

A: Congratulations! If you receive an acceptance Trans-O-Gram you should read it carefully. You must contact the school at the phone number listed for information about registration, the course location, etc. You must register with the school in order to ensure that they hold a seat for you in the course.

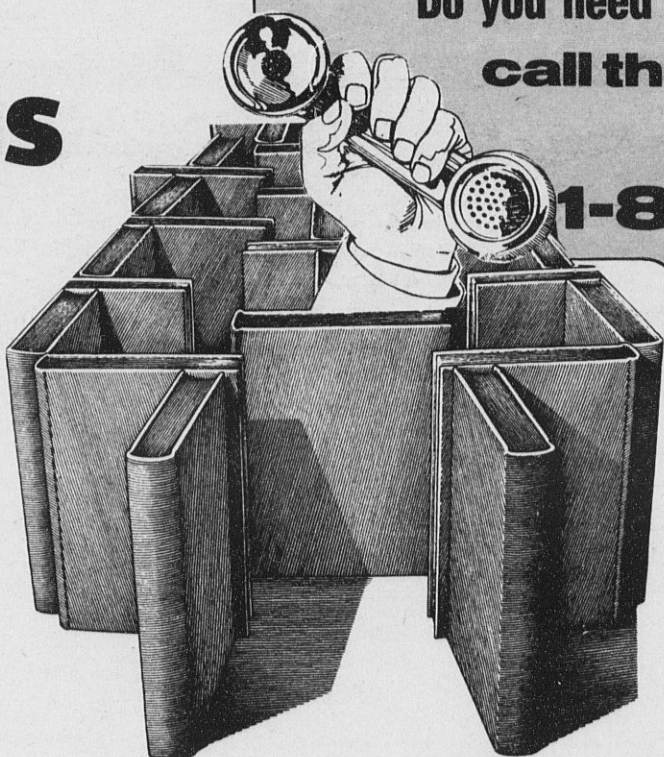
You may not register for any other course or section than the one listed on the Trans-O-

Do you need advice about your education?

call the new CSEA/LEAP
LEAPLINE

1-800-253-4332

On Tuesday, Wednesday or Thursday
between 9 a.m. and 3:30 p.m.



Gram. If you do, you will be responsible for the tuition.

If you can not attend or must stop attending your course, notify LEAP immediately. You must complete a LEAP course drop form (available at your agency training or personnel office) and you must also follow the school's official withdrawal procedures. If you do not withdraw from the school, you may be charged partial or full tuition for the course.

At the end of your course you will be given a LEAP Course Evaluation Form. You are required to complete this form.

Q: If I am not accepted by LEAP, what other alternatives do I have?

A: LEAP accepts as many applicants as possible. But if you are not accepted into a course, you can apply for the course through the Tuition Reimbursement Program. You can get more information about this program from your personnel or training office or you can call the Tuition Reimbursement Program directly at (518) 474-7176.

The next LEAP Course Announcement will be issued in mid-October for Spring 1990 courses. If you were not accepted for a LEAP course this semester, you can apply again at that time.

Two locals join two generations for abuse awareness conference

By Ron Wofford
CSEA Communications Associate

GENESEO — What started as a simple question raised by a CSEA local president recently turned into a multi-faceted, two-day drug and alcohol awareness conference that attracted more than 300 participants to the SUNY Geneseo College campus.

"Why isn't there a drug and alcohol awareness program for public employees and

their children?" Craig Developmental Center CSEA Local 405 President Kathy Button wondered. She shared her concern with her fellow Employee Assistance Program (EAP) Committee members at the facility.

"I heard all the tragic stories about families in turmoil based on drug abuse," Button said, "and I couldn't remember ever hearing of a program that includes parents and children in a comprehensive program that could help them to gain the knowledge needed to avoid the many sad stories we hear from the EAP committee."

That seed of an idea grew into the program, "Be Aware and Care," that was co-sponsored by CSEA and several state agencies.

Letters of support for the conference from U.S. Sen. Alphonse D'Amato and CSEA President Joe McDermott were read at the opening session, and CSEA statewide Secretary Irene Carr also addressed the conference.

"Discovering your child is on drugs is a traumatic experience that can make even the strongest people feel helpless and alone," wrote McDermott. "The 'Be Aware and Care' program takes that one step further by addressing the problem head-on, showing people how to recognize it and what to do."

"CSEA is proud to be a supporter and hopes that this approach will make a difference in people's lives."

The program also had support from area schools, some of which provided release time for students to attend with their parents.

The Craig EAP Committee joined forces with officials and Local 608 EAP activists at nearby SUNY Geneseo to coordinate the program and conduct fund-raising for the conference.

Workshop topics included: "The Shifting Face of Drug Abuse," "An Overview on Chemical Dependencies," "Adolescent Treatment Issues" and "Understanding Your Child's Feelings Re: Drugs."

One of the highlights of the conference was a psycho-dramatic series of skits examining the problems of drug and alcohol abuse and low self-esteem. These skits were performed by teen-age actors from the Awareness Theater of Family Services of Rochester.

There was also a workshop for children which provided opportunities to ask questions of recovering young alcoholics, who talked openly about how they would resort to stealing, sometimes from their own families, to maintain their painful addictions, and about the hard road to recovery.

"My kids said they really enjoyed the whole program, but seemed especially touched by hearing from other kids that they should avoid the pitfalls that, from the outside, might look glamorous," said Debbie

Dennison of Local 405. She brought

her 15-year-old son Christopher and 9-year-old daughter Vicky to the conference.

Other conference highlights included visits by Buffalo Bills' Defensive Star Fred Smerlas and two Buffalo Bills' cheerleaders who delivered an anti-drug message and led an anti-drug rally.

Speakers from the Pacific Institute, the Conifer Park Treatment Center and a state Supreme Court Justice delivered messages that explored the social, psycho-social, economic, civic and legal aspects of the drug-use phenomena in America.

The State Police and the Livingston County Sheriff's Department provided officers and displays to advise youths and adults about staying off drugs and alcohol, and the state Department of Corrections cooperated by printing many program materials and conducting several workshops.

Button said the committee has already received letters of congratulations for the first conference and is making plans to make next year's event even bigger and better.



PARENTS AND CHILDREN were the most important part of the conference, hopefully leaving with a better understanding of the problems of drug and alcohol abuse and how to deal with and avoid them.



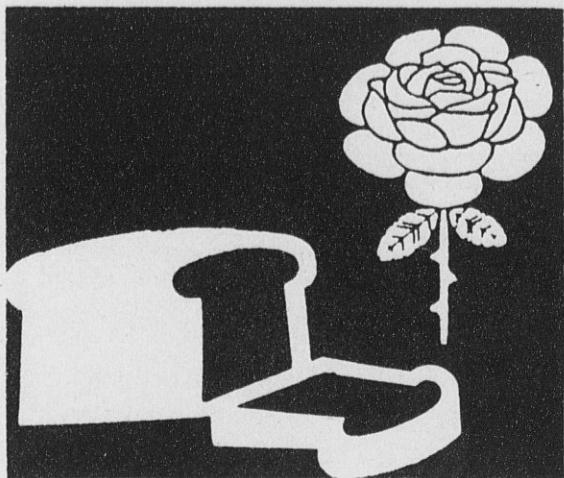
KATHY BUTTON



BUFFALO BILLS FOOTBALL STAR Fred Smerlas, seated at right, is joined by Region VI President Robert Lattimer, left, and CSEA statewide Secretary Irene Carr, standing, as he signs autographs for people attending the conference.

The Bread and Roses Award

CSEA member wins honor



'Hearts starve as well as bodies; give us bread but give us roses.'

ALBANY — For Ernestine LaFayette, unionism and activism go hand in hand, and her dedication has earned her a 1989 Bread and Roses Award.

The annual awards honor Capital District women for their outstanding contributions to the labor movement.

Lafayette is shop steward in Department of Labor CSEA Local 670 and has been an activist since 1965.

"I remember when I went to work for New York state," she said, "the first thing I did was join the union."

Over the years, Lafayette has been local vice president; a member of the local and Region IV Political Action Committees and PEOPLE (Public Employees Organized to Promote Legislative Equality); local grievance co-chair; a member of the Safety and Health Committee and the Employee Assistance Committee.

She particularly enjoys being a shop steward because, she said, all assignments are important.

"I shall continue to be a union activist until retirement," Lafayette said, "because I firmly believe 'a woman's place is in her union.'"

The Bread and Roses Award gets its name from the Lawrence, Mass., textile workers' strike. The strikers proclaimed "Hearts starve as well as bodies; give us bread but give us roses," as they fought for quality of life as well as workers' rights.



Ernestine LaFayette

Region III hosts workshop

CALLICOON — A weekend of workshops for CSEA Region III activists included programs on sick leave banks, assertiveness and decision making.

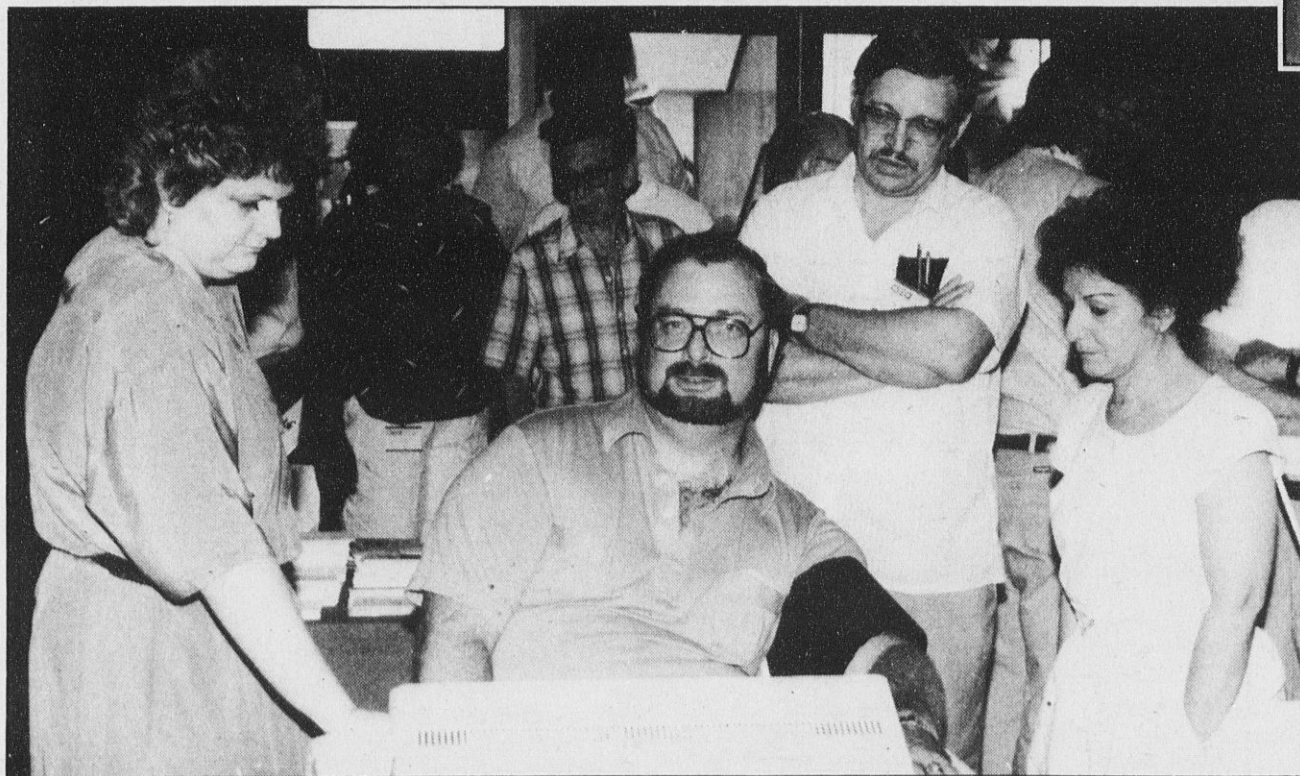
The region's Education and Program Committee sponsored the weekend, which attracted more than 100 participants.

The workshop participants contributed more than \$200 to PEOPLE (Public Employees Organized to Promote Legislative Equality) during the weekend.

Several CSEA Local and Unit presidents who no longer hold office received certificates of appreciation. They included Letchworth Village Developmental Center Local 412 President Brian Cox, Rockland County Local 844 President Lee Pound, Rockland Psychiatric Center Local 421 President Glenda Davis, Helen Hayes Hospital CSEA Local 302 President Darlene Foust and former Ulster County Local 856 President Sean Egan, now chair of CSEA's statewide Political Action Committee.



DISCUSSING THE ISSUES — In the photo above, Wappingers School District Unit President MaryJane MacNair and Westchester County Local President Ed Carafa meet during the Region III workshop.



WASSAIC LOCAL 426 member Cy Holder, seated in photo at left, has his blood pressure measured on a health screening machine at the Region III workshop.



YOUR UNION BENEFITS

AT YOUR SERVICE

A handy 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 disciplinaries, 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.

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 negotiating any plan(s), call: **1-800-342-4274 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 and audio 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 the video/audio tapes or union workshops, call CSEA headquarters at **1-800-342-4146**.

Grievances, Disciplinaries

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 (see adjacent map). Do not delay if you believe you have a problem; grievances must be filed on a timely basis.

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 (see adjacent map).

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**.

Traffic Survival Workshops

CSEA has a special arrangement with the National Traffic Safety Institute to offer the workshops for union members and their immediate families on a voluntary, self-pay basis.

The workshops are offered in cooperation with the state Department of Motor Vehicles and your insurance company as a way to lower your insurance premiums, reduce your driver record violation points and sharpen your driving skills.

Classes are offered at the special discount cost of \$20 (approximately one-half the regular full price for similar classes).

Each class is six hours long and may be taken in one Saturday session or two weekday evening sessions.

Call 1-800-541-5154 for more information.

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.**

AFSCME Advantage Travel Services

Helps you get where you're going, fast. And saves you money in the process!

You can stretch your dollars with the cost-free travel benefits that include guaranteed lowest available airfare, car rental discounts, hotel and motel discounts and a vacation hotline.

For a free starter kit call 1-800-522-8727.

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**.

Retirement

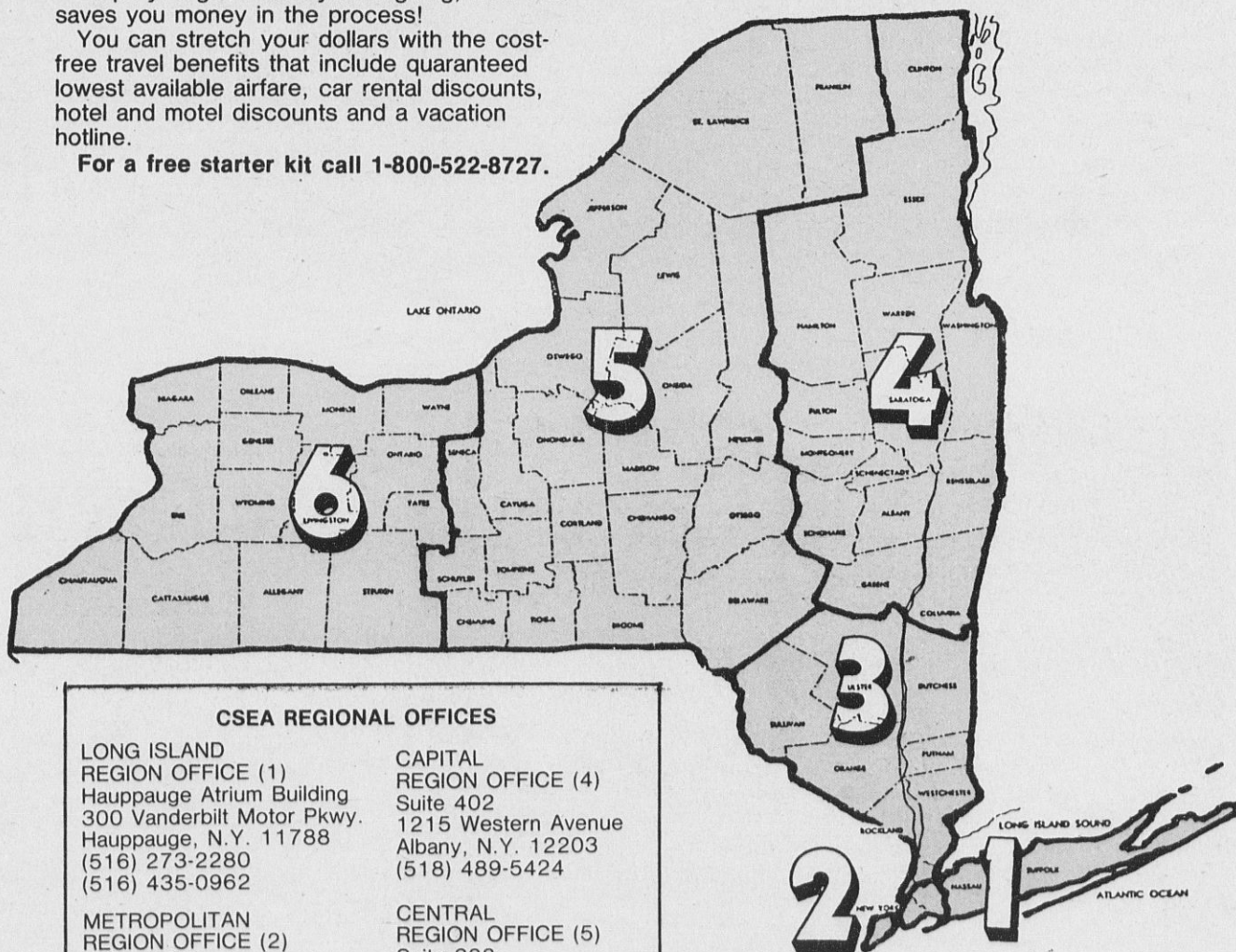
If you are retiring soon, it's important that you select the proper option from the Employees' Retirement system.

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.

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.**



CSEA REGIONAL OFFICES

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

**METROPOLITAN
REGION OFFICE (2)**
Suite 1500
11 Broadway
New York, N.Y. 10004
(212) 514-9200

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

**CAPITAL
REGION OFFICE (4)**
Suite 402
1215 Western Avenue
Albany, N.Y. 12203
(518) 489-5424

**CENTRAL
REGION OFFICE (5)**
Suite 308
290 Elwood Davis Road
Liverpool, N.Y. 13008
(315) 451-6330

**WESTERN
REGION OFFICE (6)**
482 Delaware Avenue
Buffalo, N.Y. 14202
(716) 886-0391

Current Issues Update

To find out what's new and to get information about items of general interest to CSEA members, call toll-free **1-800-342-4146** and press number 5.

The complex worklife of local law enforcement members

Fighting crime, stress, burnout, understaffing and crowded jails

CSEA has launched a study into issues and problems facing local government law enforcement members throughout New York state.

The CSEA Ad Hoc Committee to Study Local Government Law Enforcement appointed by CSEA President Joe McDermott is delving into concerns of county correctional officers, deputy sheriffs and related personnel and members of town, village and city law enforcement agencies.

"I want to know what the members are concerned about and hear their ideas so we can work together to improve the quality of work life in the law enforcement field," McDermott said.

CSEA represents thousands of local law enforcement members in many different municipalities ranging from small towns and villages to cities, from densely populated urban counties to rural counties.

"Major crime has reached into every hamlet, every community, every county of the state. And as major crime has swept from urban areas to the suburbs and into the countryside it has added substantially to issues already confronting local government law enforcement members," McDermott said.

But issues facing local law enforcement personnel are not all crime-related.

"We're concerned about staffing patterns, stress and burnout, occupational safety issues, health problems such as dealing with communicable diseases and jail overcrowding," McDermott said. "Our local law enforcement people need a 25-year retirement program."

The ad hoc committee will also serve as a liaison between CSEA and state agencies and organizations which have influence in law enforcement. Additionally, the committee will work with the union's legislative and political action department to track legislation at the state and local levels that affect law enforcement members.



CSEA's ad hoc committee

Members of the CSEA Ad Hoc Committee to Study Local Government Law Enforcement are:

James Brown, chairperson
Cortland County Sheriff's Department

Matt Flanigan
Rensselaer County Sheriff's Department

Norman Lebevre
Jamesville Correctional Facility
(Onondaga County)

Michael Bogulski
Erie County Correctional Facility

Dennis Hesse
Nassau County Sheriff's Department

Louis Valentin
Sullivan County Sheriff's Department

WE'D LIKE YOUR INPUT!

*Tell us your concerns
and share your ideas*



CSEA's ad hoc committee wants to hear directly from local law enforcement members about your concerns and your ideas for improving the quality of work life. Include your name and address in all correspondence. Please address your comments to:

Ad Hoc Committee
to Study Local Government Law Enforcement
Attn: Ed Catrine
Civil Service Employees Association
143 Washington Avenue
Albany, New York 12210