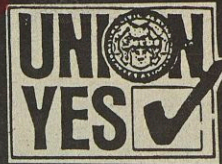


THE PUBLIC SECTOR

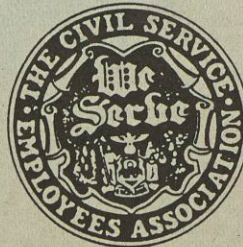
Official Publication of The Civil Service Employees Association, Inc., Local 1000,
American Federation of State, County and Municipal Employees, AFL-CIO

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ISSN 0164 9949

Vol. 12, No. 2
Monday, January 23, 1989



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

An open letter to Gov. Mario Cuomo

Dear Gov. Cuomo:

There you go again.

For the past several weeks you have engaged in CSEA-bashing, and it's time to stop. You know better than to blame the state's multi-billion dollar deficit on us. You know that employees making an average \$20,000 annual salary who received a 5 percent raise in 1988 didn't cause the deficit.

In fact, even if we state employees took no raise in 1988 you would still have your multi-billion dollar deficit. Only you couldn't use the unions as your scapegoat.

I don't hear you complaining about the extra \$2,308 windfall that a family with an income of \$260,000 will receive this year, thanks to your tax cuts.

So let's cut the hot air and get down to business. Our members' salaries aren't excessive; tax cuts are.

Your first order of business should be to freeze personal income tax rates. It's unfair to go ahead with planned tax cuts that the state cannot afford — especially when those tax cuts primarily benefit the wealthy.

Let me also remind you that because of the hiring freeze there are already fewer employees available while work loads are increasing.

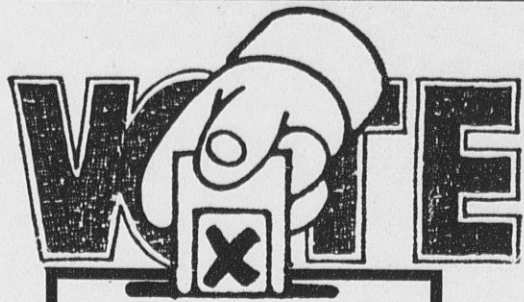
Read my lips: NO LAYOFFS!

Joe McDermott
President

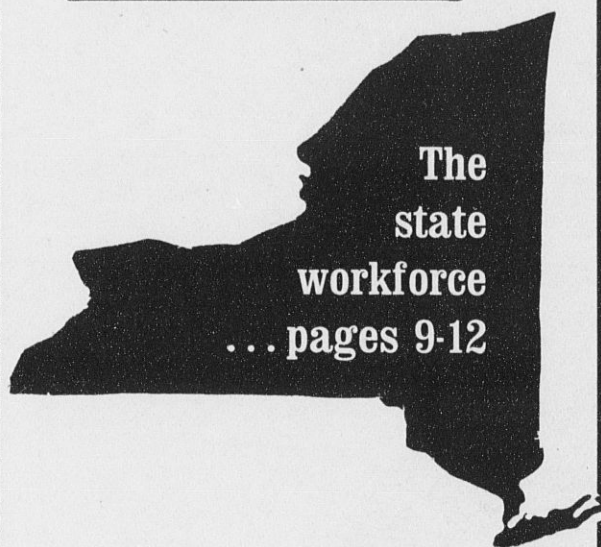
NEW YORK STATE'S LARGEST PUBLIC EMPLOYEE UNION



INSIDE



Understanding the process that's at the center of a democratic union ... pages 6 and 7



Lower state pension contributions pose some concerns, little risk

ALBANY — An agreement between Gov. Mario Cuomo and state Comptroller Edward Regan to reduce the state's contribution to the New York State Retirement System raised some concerns for CSEA, but may not be all bad provided some safeguards are put into place.

The plan is designed to lower the state budget deficit by about \$325 million.

"The state Retirement System is not a political slush fund," said CSEA President Joe McDermott. "I'm concerned about this approach becoming the 'quick-fix' solution every time the state runs into cash flow problems because that would threaten the integrity and stability of the system."

McDermott pointed out, however, that he is confident the current use of the fund will provide some significant relief to the state and local governments without threatening members' future security.

"The Retirement System has reaped the

benefit of investments that have paid off beyond projections for several years — the problem is that there's no guarantee that will always be the case and unfortunately our members don't gain the additional benefit," he added. "So I think these are things that we should talk about if there's any thought about dipping into the pension fund again."

CSEA has long advocated the creation of a board of trustees with public employee representation to oversee the state retirement system. Currently, the state comptroller is the sole trustee of the fund.

"There has to be greater accountability," McDermott said. "The pension fund is our members' future and that's not something to be gambled."

"We got into this budget mess because of miscalculations by the state's financial 'experts.' We have to be sure we don't get into a situation like that with the Retirement System."

Transition training catalogue available to ASU members

State Administrative Services Unit employees can, once again, take advantage of popular transition training courses sponsored by the Clerical and Secretarial Employee Advancement Program (CSEAP).

The spring edition of the "Transition Training Catalog" is now available at worksite personnel/training offices. It fully describes courses available which include

such subjects as: Overview of New York State; Coping with Job Stress; Grammar and Punctuation; and Basic Mathematics.

ASU employees should note that because of delays in having the catalog printed, enrollment deadlines were extended for the earliest courses.

Transition training is a member benefit sponsored by CSEAP.

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

"And you can quote me on that..."

"It's ridiculous to keep talking tax cuts when there's a billion dollar-plus deficit.

"The solution is obvious. There should be a freeze on income tax rates.

"Proposed layoffs are unacceptable. The state is already tapping into our pension fund and now it wants our jobs, too. CSEA says: hell no!"

—response by CSEA President Joe McDermott to Gov. Cuomo's proposed state budget

THE PUBLIC SECTOR

Official publication of The Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO, 143 Washington Avenue, Albany, New York, 12210

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The Public Sector (445010) is published every other Monday by The Civil Service Employees Association, 143 Washington Avenue, Albany, New York 12210. Publication Office: 143 Washington Avenue, Albany, New York 12210. Second Class Postage paid at Post Office, Albany, New York.

Address changes should be sent to: Civil Service Employees Association, Attn: Membership Department, 143 Washington Avenue, Albany, New York 12210.

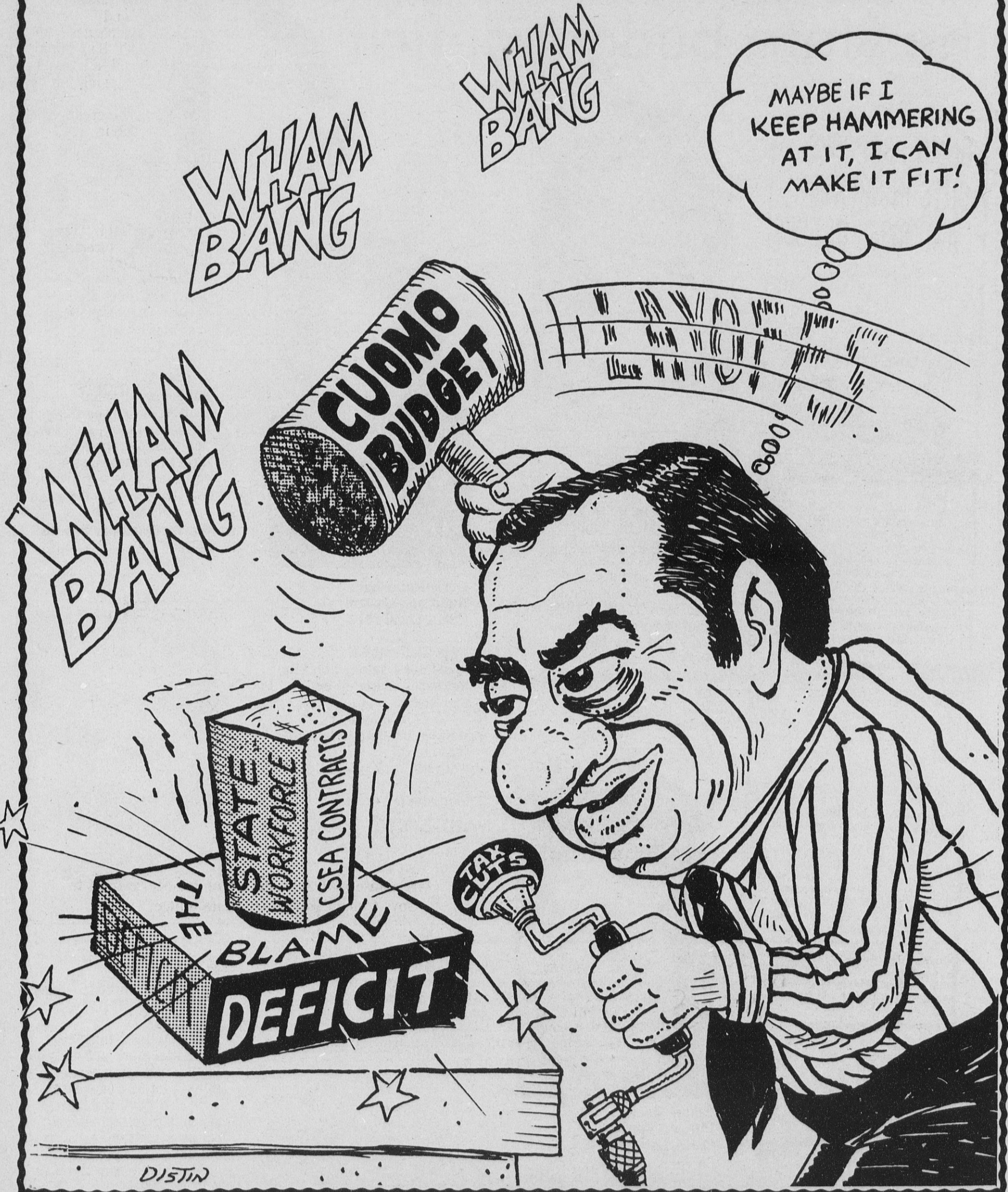
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Gov. Mario Cuomo on several occasions has gone out of his way to attempt to pin part of the blame for the state's multi-billion dollar deficit on public employee unions, especially singling out CSEA.

Cuomo claims the excellent contracts negotiated by CSEA for our state employee members are excessive and suggests that had

the union been willing to settle for less, it might somehow have eased the huge state deficit. The truth is the contract gains, as good as they are, don't make a dent in the state's multi-billion dollar deficit and were not a contributing factor at all. It is obvious the governor is using the unions as a scapegoat for his \$46.6 billion budget that calls for layoffs and shifts costs to localities and school districts. Shame on you, Mario.





How would you reduce the State budget deficit?

CUOMO PROPOSES CUTS IN SPENDING AND RISES IN FEES

REDUCTIONS IN MEDICAID

Governor's Budget to Lower Local Government Aid — Opposition Is Expected

By ELIZABETH KOLBERT
Special to The New York Times

ALBANY, Jan. 17 — Gov. Mario M. Cuomo proposed a state budget today that would increase a wide array of fees and taxes, ranging from marriage license fees to taxes on tires, while cutting spending for many major state programs, including Medicaid and higher education.

The budget, which the Governor had said would contain painful cuts, substantially reduces aid to local governments. In return, it gives those governments the authority to raise additional tax revenues of their own through new real-estate taxes. [Excerpts, page B4.]

But although Mr. Cuomo said the new taxes would make up for losses in state aid, local officials disagreed with the Governor's assessment. New York City's Mayor, Edward I. Koch, said that if the budget were enacted as proposed, the consequences for the city would be "devastating." He said the city would lose almost \$400 million.

Strong Resistance Expected

Most of the major proposals in the budget appeared likely to face strong resistance from the State Legislature, and legislative leaders greeted it unenthusiastically.

The State Senate majority leader, Raiph J. Marino, a Republican from Oyster Bay, said the budget "strikes particularly hard at local property taxpayers who would have to foot the bill for inadequate state aid." He predicted that the budget would be "dissected."

The Assembly Speaker, Mel Miller, a Brooklyn Democrat, said he was concerned that the budget would hurt poor New Yorkers. "Maybe the safety net is not as strong as it should be here," he said.

Changes for Medicaid

Probably the most significant change proposed in the budget is an overhaul of the state's Medicaid reimbursement system. Under the proposal the state would for the first time require Medicaid patients to pay a nominal fee for their care. The proposal would also shift part of the Medicaid cost of long-term care to local governments.



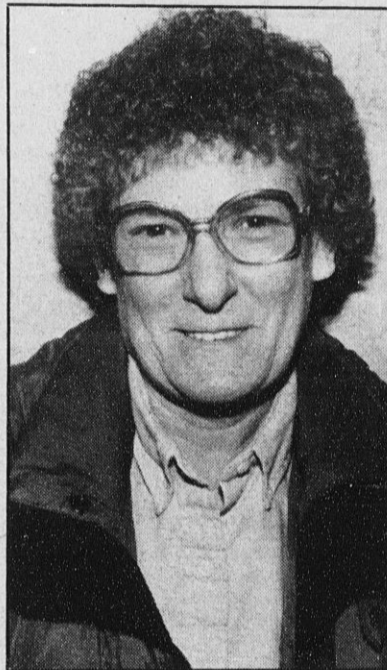
Fran King
Wende Correctional
CSEA Local 175

"I'd start by cutting the salaries of all the 'upper echelons' in management — the assistants to the assistants to deputy assistants — and hire more clerical and frontline staff, instead of administrators. There would be a big savings in salary costs. Right now, there are 'too many chiefs and not enough Indians' throughout the state bureaucracies."



Elaine Haas
Putnam County
CSEA Local 844

"Cut spending. That's the best way to handle that."



Doris Hallenback
Audit and Control
CSEA Local 651

"1. Roll back the legislators' salary and lulu increases to match our increases.

"2. Limit any increase in welfare benefits to less than those negotiated for the workers. This would be an incentive to get a job rather than staying on welfare.

"3. Cut New York City off from all the special services and breaks it gets and make it pay its way.

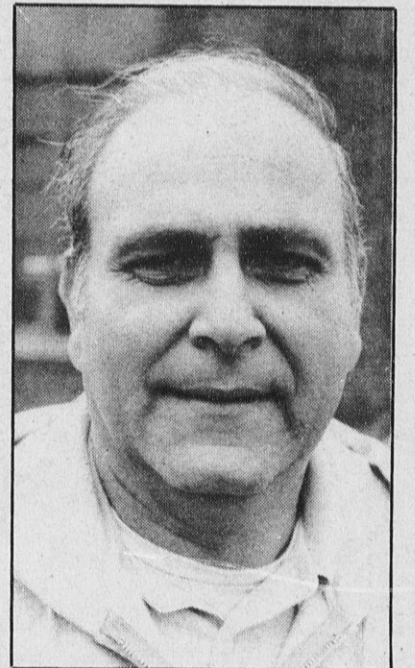
"4. Don't give Albany County any more money for the civic center until both the county and city start addressing the parking and cost overrun problems.

"If the governor did all of these, a clear message would be sent to every group — Get your money the old-fashioned way, work for it!"



Patti Atherley
Broome Developmental
Center
CSEA Local 449

"Reinstate capital punishment; reduce the number of overpaid pencil-pushers in the state system and increase the number of direct care workers resulting in less overtime and worker compensation injuries; and seriously give second thought to the 50 percent pay increase to the Legislature."



Clement Purpi
Pilgrim Psychiatric Center
CSEA Local 418

"I would see that the state was more accountable for the money they spend. I think a lot of it is wasted.

"I also think the state officials give themselves raises while they want to cut us. I can't see the rich getting richer and the poor getting poorer."

It's time to talk

MALONE — Since June, they've been without a contract, and since November, they've been marching in cold North Country winter evenings to show they won't give up without a good contract.

They are the members of the Malone Central School District CSEA Unit of Franklin County Local 418. And this isn't the first time they've had to wait for a contract.

"We've gone months and months without a contract," said Local 418 President Mary Hanna. "We never seem to be able to get a contract without going into impasse and fact finding."

The unit has 160 members and a good percentage show up at each informational picket of the Board of Education. Region V President James Moore joined the most recent picket line and told the board that its lack of progress on a contract is frustrating.

"You said you hoped everyone had a prosperous new year," Moore said. "Well, my members did not have a prosperous new year. They've gone seven months without a contract and without a pay raise . . . It is neglect on your part for not speeding along the process of getting a contract."

At a Solidarity Day picket in December, Hanna said the unit got support from prison guards, prison employees and teachers.

"Each time we go into negotiations, it seems non-teaching staff come out on the short end of the stick," Hanna said. "Consequently, we're way behind on wages."

The unit and the school district were to meet with a mediator as *The Public Sector* went to press. Unit negotiating team member Jean Kelly said she is optimistic.

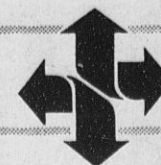
"We have a very positive attitude coming into this negotiating session," she said. "Seven months is a long time to go without a contract. Yes, we do have our problems. We need to resolve them and now is the time to do it."

talk talk talk talk talk



PICKETING FOR A CONTRACT, the members of the Malone Central School District CSEA Unit have regularly been braving the cold to emphasize their need for a new contract. Region V President Jim Moore, at left in the photo at right, joined in the most recent picket line.





CSEA elections: a

It happens every year — as a member of CSEA, you cast a ballot for union leaders. This year, you will vote for local and unit officers and Board of Directors representatives. In other years, you vote for statewide and regional officers. But whatever the contest, the idea is the same: to give you a voice in your union.

But what actually happens in a CSEA election? Who runs it? What are the regulations and who enforces them? How do you become a candidate?

These are only a few of the countless questions that can come up about the basic process that becomes complicated because of the number of people involved and the number of elections required within CSEA.

CSEA's procedures for elections at all levels are spelled out in the union's constitutions. Most of the elections require the same basic elements with some variation.

For example, a prospective candidate for local office must get the signatures and Social Security numbers of at least 5 percent of the local members eligible to vote in the election on a nominating petition in order to be on the ballot, while statewide candidates need a set number of signatures. (See story below.)

Election committees play key roles in CSEA elections. Marcel Gardner, staff assistant to the statewide Elections Committee, explained that the committees are responsible for conducting the elections and ensuring that proper procedure is followed. In the course of her job, she keeps track of major CSEA elections and offers assistance for those elections that she is not directly involved in.

"The process is constantly changing to meet new requirements and needs," Gardner said. "That means that an election that takes place in June has been in the works for

months. It's a long process."

The local and unit elections take place this spring, but the committees must be in place by Feb. 15.

For example, the Board of Directors recently asked that a new system be devised for verifying ballots. Previously, the ballots were verified by the member's name and Social Security numbers on the outside envelope. The envelopes were checked to be sure the person was eligible to vote. Then the outer envelope was set aside and the blank "secret" envelope containing the ballot was set aside for counting.

The Social Security number is one of the simplest ways to verify CSEA membership, Gardner explained. However, a new system has been devised using the first initial of the member's last name and the last four digits of his or her Social Security number.

Constitutions outline procedure

The procedures for CSEA elections are spelled out in detail in the union's Constitution and By-Laws and in the constitutions for regions, locals, units and the Retiree Division.

While each election is basically the same, some of the requirements differ.

What follows is a brief outline of requirements for candidacy and nominations at each level. This year, CSEA members will vote for local and unit officers and Board of Directors representatives for

three year terms. Regional and statewide offices are also for three years. The three elections are staggered over a three-year period, so that next year, members will vote for regional officers and the following year for statewide officers.

If you need more complete details, consult your constitution or contact your election committee. Each constitution provides the details of the protest procedure, which is not outlined here. Again, if you have questions, consult your constitution and your election committee.

LOCAL OR UNIT OFFICE — (1989)

To be a candidate for local (or unit) office, a member:

- * must be at least 18;
- * must have been a member in good standing of the local (or unit) since June 1 of the year preceding the election;
- * cannot have been a member of a competing labor organization since June 1 of the year preceding the election; and
- * cannot be currently serving a disciplinary penalty imposed by CSEA's Judicial Board.

To be nominated, a candidate: must submit a nominating petition with the signatures and Social Security numbers of at least 5 percent of the local (or unit) membership in good standing eligible to vote in the election.

BOARD OF DIRECTORS — 1989

The Board of Directors is made up of the members elected to the State Executive Committee and the Local Government Executive Committee. The election procedures for both are virtually the same; the difference is in who votes for each seat.

In the state division, each department has a representative. In the local government division, each local government local has a

representative, while each region (except Region II) has one representative for its educational locals.

To be a candidate for State Executive Committee or Local Government Executive Committee, a member:

- * must be at least 18;
- * must be a member in good standing since June 1 of the year preceding the election;
- * cannot have been a member of a competing labor organization since June 1 of the year preceding the election; and
- * cannot be serving a disciplinary penalty imposed by CSEA's Judicial Board

To be nominated, a candidate: must submit a nominating petition carrying the signatures and Social Security numbers of at least 10 percent of the members in good standing eligible to vote in the election.

The statewide Election Committee conducts the election, using an impartial, independent election agency selected by the Board of Directors.

REGIONAL OFFICERS — 1990

To be a candidate a member must:

- * be at least 18;
- * a member of the region in good standing since June 1 of the year prior to the election;
- * cannot have been a member of a

competing labor organization since June 1 of the year prior to the election; and

- * cannot be serving a disciplinary penalty imposed by CSEA's Judicial Board.

To be nominated, a candidate: must submit a nominating petition with the signatures and Social Security numbers of at least 500 members of the region in good standing eligible to vote in the election.

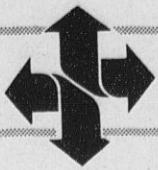
The statewide Election Committee conducts the regional elections using an impartial, independent election committee selected by the Board of Directors.

STATEWIDE OFFICE — 1991

To be a candidate a member:

- * must be at least 18;
- * must be a member in good standing since June 1 of the year preceding the election;
- * cannot have been a member of a competing labor organization since June 1 of the year preceding the election; and
- * cannot be serving a disciplinary penalty imposed by CSEA's Judicial Board.

To be nominated, a member: must submit a nominating petition with the signatures and Social Security numbers of at least 1,000 members in good standing eligible to vote in the election.



complicated process

It took a considerable amount of time to come up with ideas for a new system, test them and come up with a workable method. (See story below).

"Many regulations have to be met, including preserving the members' privacy," Gardner said.

That's the key job of election committees — preserving the integrity of the election process.

The statewide Election Committee is a standing committee appointed by the statewide president. It oversees elections of statewide officers, members of the Board of Directors and regional officers. The committee "shall supervise the distribution, receipt and verification of nominating petitions and the drafting, distribution, verification and counting of the ballots," according to CSEA's Constitution and By-Laws.

In statewide, regional and Board of Directors elections, CSEA hires an independent election agency to oversee the balloting because the elections are so extensive, Gardner said.

Local and unit election committees are selected by their respective executive boards. Under the local and unit constitutions, those committees must be appointed by Feb. 15 of an election year.

This year, in order to allow for the proper recording of the committee members and for training, CSEA asked that the committees be appointed even earlier. But CSEA statewide Secretary Irene Carr, who is officer liaison to the statewide committee, pointed out that many unit and local executive boards have yet to make those appointments. She emphasized the requirement that the appointments be made no later than Feb. 15.

"It's a process that we start Feb. 15, recording the appointments, mailing information packets to the right people, recording the results," she said. "It's a process that will go right through the summer."

While the statewide Election Committee is not directly involved in the local and unit elections, it does offer information and assistance when necessary. For example, Gardner has been involved in the planning and presentation of the election committee training program being offered by the CSEA Education and Training Department. (See story below for details and schedule.)

Each region has a representative on the statewide Election Committee, and part of the job means assisting locals and units with their elections by answering questions and providing information.

New system verifies votes

Guaranteeing the integrity of an election is a top priority for CSEA. A member's vote must remain secret while those responsible for overseeing the election process must be able to verify that only eligible members actually vote.

Beginning with CSEA elections this year, a new system of verifying the eligibility of mail ballots while maintaining the privacy of the vote itself has been instituted.

CSEA has long used a two-envelope system. A member marked his or her ballot and inserted it in a secret envelope which has no marking on it. That envelope went into a larger envelope that was identified with the member's name and Social Security number, so that the voter's eligibility could be verified. Once the voter eligibility was established, the envelopes were separated and the secret ballot envelope was

opened later.

Under the new system, the identifying information will consist of the first letter of the member's last name and the last four digits of the member's Social Security number.

For example the identifying information for member John Doe with Social Security number 123-45-6789 would be D-6789.

Locals, units must name committees

The Feb. 15 deadline is approaching for CSEA locals and units to appoint election committees. Those appointments should be made immediately.

The process of training and getting information to those committees has already begun, although many locals and units have not forwarded the names of their election committee members to CSEA Headquarters.

"Failure to provide those names in time for the appointees to attend the required training process could jeopardize the election process," CSEA statewide Secretary Irene Carr said.

The local and unit election committee members will conduct local and unit officer elections for a three-year period beginning July 1. Elections must take place in all locals and units.

Local and unit executive boards were asked to appoint their election committees and presidents were to submit the names to CSEA headquarters by early November.

"It's important to the election process that every CSEA local and unit president have properly appointed and trained election committee people to oversee the upcoming elections," Carr said. "I urge any local or unit president who has not done so to immediately send the committee listing to the membership records department at CSEA headquarters. It's imperative that these people receive the proper training."

A mailing has been sent out to local and unit presidents and election committee members regarding the training. The pre-registration form for the training sessions should be filled out and returned as soon as possible.

Following is the revised tentative schedule for election committee training being conducted by CSEA's Education and Training Department:

DATE	LOCATION	REGION
January 28	Westport, Westport Hotel	4
January 30	Syracuse, Sheraton	5
January 31	Utica, Sheraton	5
February 1	Binghamton, Sheraton	5
February 1	Buffalo, SUNY Buffalo, Amherst Campus	6
February 2	Rochester, Airport Marriott	6
February 2	White Plains, White Plains Hotel	3
February 7	Albany, Howard Johnson's	4
February 8	Fishkill, Holiday Inn	3
February 9	Middletown, Howard Johnson's	3
February 15	Watertown, Holiday Inn	5
February 15	Amsterdam, Amsterdam Inn	4
February 16	Potsdam, SUNY Potsdam	5
February 16	Saratoga, Holiday Inn	4
February 21	Nassau County, Salisbury Inn, E. Meadow	1
February 21	Fredonia, SUNY Fredonia	6
February 22	Suffolk County, Sheraton, Smithtown	1
February 22	Hornell State Office Building	6
February 23	New Paltz, SUNY-Student Union	3
February 28	Albany, Holiday Inn, Latham	4

Lawsuit, state deficit create a snag

CSEA: VDT progress too slow

By Stephen Madarasz
CSEA Communications Associate

HAUPPAUGE — Suffolk County's landmark video display terminal (VDT) regulation is now in effect but a pending lawsuit has put its full impact on hold.

The law was the first in the nation to regulate the use of VDTs for health and safety reasons when it was approved over the veto of the county executive last year. CSEA was directly involved in the efforts to gain its passage.

But when the law went into effect Jan. 12, its effectiveness was in doubt. County health department officials acknowledged the enforcement of its provisions would be difficult and they would only respond to formal complaints.

A requirement that employers pay for 80 percent of annual eye examinations is under temporary injunction, while the future of the entire law is being challenged in court by a business group.

The implications of that lawsuit have further slowed the momentum toward VDT regulation across the state.

MOMENTUM SLOWED

"The drive for VDT regulation was taking on a life of its own after the Suffolk county victory last year — we were hearing from lawmakers across the state interested in developing similar legislation," said CSEA statewide Secretary Irene Carr. "But once this lawsuit was filed it was like we hit a brick wall."

The suit is challenging whether the county government has the legal authority to implement this type of regulation. As a result most localities that were considering VDT regulation are taking a "wait and see" approach pending the outcome of the lawsuit.

DELAYS IN STATE POLICY

There is also frustration for CSEA on the pace of progress for the VDT policy for state employees. That policy, issued in November 1987 called for all state agencies to develop a plan for meeting VDT health and safety guidelines within two years. The



Irene Carr



current state budget crisis has slowed the implementation and put many departmental equipment requests on indefinite hold.

"Worker health and safety shouldn't just be put on hold — you only have one set of eyes and wrists and they shouldn't be put at risk of injury," Carr said.

She also pointed out that the state's delays are poorly timed because implementing the VDT guidelines could be a big help during a budget crisis — some studies show that improving worker comfort while using VDTs can improve productivity 20 to 30 percent.

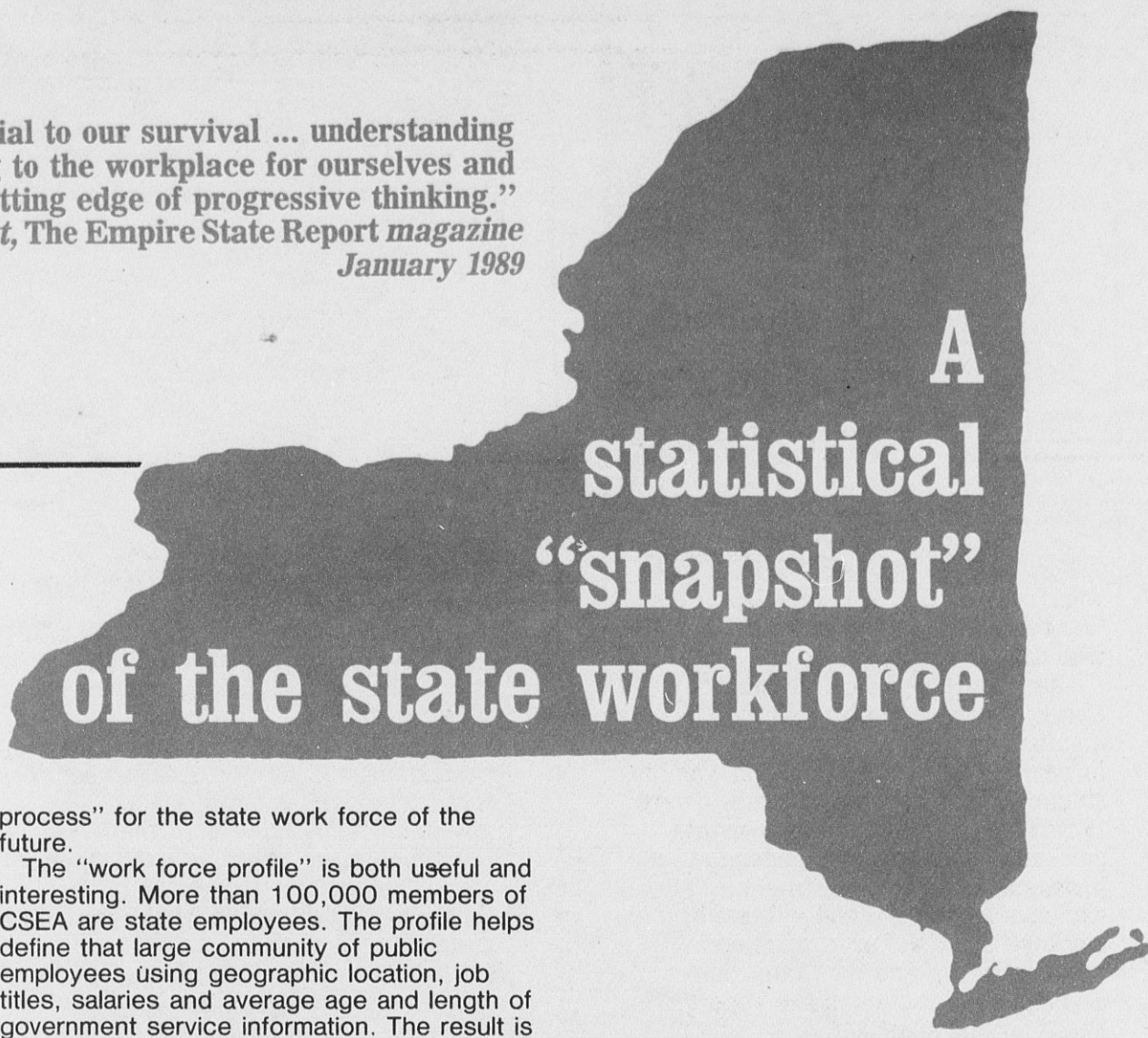
For CSEA, that's the bottom line.

"Why business and management have to be dragged kicking and screaming into this issue is beyond me, there is so much to gain," added Carr. "It's the wave of the future and there should be more concern about getting the the most from the technology while improving the working life of employees."

CSEA will continue to push that message at every level of government to make gains on the issue for its members. However, the snag in Suffolk and with the state makes it increasingly apparent that real action may have to come through the state Legislature.

Implementing the VDT guidelines could be a big help during a budget crisis— Some studies show that improving worker comfort boosts productivity 20-30 percent

"Being ready for the future is crucial to our survival ... understanding the changes that technology is bringing to the workplace for ourselves and our members. CSEA must be on the cutting edge of progressive thinking."
—CSEA President Joe McDermott, *The Empire State Report* magazine
January 1989



A statistical "snapshot" of the state workforce

EDITOR'S NOTE: Changing technology, changing policies and changing economic climates are constantly redefining the makeup and direction of the state government work force.

Recognizing that changes are inevitable and that workers and unions must anticipate and be prepared for those changes, CSEA President Joe McDermott appointed a Committee for the 21st Century as one of his first acts upon being elected statewide CSEA president. CSEA's committee is working to anticipate changes that will affect and alter the working environment for state and local government employees well before the changes occur.

Meanwhile, the state Department of Civil Service is doing essentially the same thing, from management's point of view, for the state government work force. Civil Service recently issued a "work force profile" report which identifies the current state government work force. The profile is described as "the first key step in the work force planning

process" for the state work force of the future.

The "work force profile" is both useful and interesting. More than 100,000 members of CSEA are state employees. The profile helps define that large community of public employees using geographic location, job titles, salaries and average age and length of government service information. The result is a sort of human composite created from cold, hard statistics.

The following information is condensed from the "Work Force For New York's Future"

report compiled by the Department of Civil Service's Work Force Planning Analysis unit, Work Force Management Services unit and Office of Public Information.

Executive Summary

New York state government faces one of its most difficult challenges ever. Like many large employers nationwide, our state government will be encountering a shrinking and rapidly changing pool of new workers as the year 2000 approaches. Many will be poorly prepared for the increasingly complex jobs being created by technological advances. No longer will employers be able to rely on having a seemingly endless supply of educated "baby boom" workers entering the labor force. As a result, New York must do everything possible to ensure the continuity of its existing committed and tenured state government work force.

The problem may be particularly acute as New York state government strives to provide the critical services taxpayers expect, in a context of fiscal restraint. When resources are limited, it is essential to achieve a close match between employee skills and the jobs to be done. Retraining and redeployment of existing workers may be necessary.

The dimensions of this challenge are beginning to emerge from a detailed demographic and occupational profile of the state government work force being assembled at the Department of Civil Service. In the department's new Work Force Planning Analysis section, this information is being compared with national labor forecasts being produced by the Hudson Institute and other research bodies.

Some of the findings are startling and have significant policy implications:

- Many state jobs are held by workers who are eligible to retire within the next five

to 10 years. Close to 24 percent of state workers are aged 50 or older. Among them are 32 percent of our 12,000 skilled craft workers and nearly 40 percent of our officials and administrators.

- The state work force as a whole is significantly older than the national labor force. The average age of state employees is 40.8 years, five years older than the national average.
- Replacing these older workers as they retire may be difficult, particularly in certain job categories. For example, the state employs 1,500 civil engineers whose average age is 43 and average length of state service is 20.8 years. Of these engineers, 96 percent are male and 97.5 percent white — a profile that is the reverse of the new supply of employees expected to enter the nation's job market over the next 12 years. Five out of every six new workers will be women, immigrants and U.S.-born minorities.
- The 20 most populous state job titles include some of those titles for which we have the most critical need and also the most difficulty recruiting and retaining employees. An example is the single largest job title, Mental Hygiene Therapy Aide, held by 17,545 people providing direct care to patients in state mental health and mental retardation institutions. There is a high turnover rate — about 50 percent — among workers hired to this title.
- Also in the "top 20" are three nursing job titles — Nurse 2 (3,903 people), LPN

(1,825 people) and Teaching and Research Center Nurse 2 (1,459 people) — for which the state faces stiff competition from the private sector in recruiting.

What are the implications of these findings? In the years ahead, there may be difficulty ensuring the steady supply of qualified trained employees the state needs to carry out services on which taxpayers have come to depend — everything from caring for the mentally ill to rebuilding our roads and bridges.

If we do not act now to retain existing employees and improve recruitment efforts, New York state government could face chronic shortages of workers in certain occupational categories and could lose in the intense competition that is predicted for the best workers as the 21st century dawns. Without appropriate training programs, there may be large groups of current state employees who have obsolete skills and new workers who are educationally unprepared for the demands of an increasingly technological work environment.

New York state's advantage is its tenured work force, which is dedicated and knowledgeable about state government systems. We must build on that advantage by investing in our workers through effective training and retraining programs.

**A statistical "snapshot"
of the state workforce
—pages 10-12**

Profile of the current state work force

This profile of the state government work force is the first key step in the Work Force Planning process: identifying who our current workers are.

The Department of Civil Service's Work Force Planning Analysis section has taken a statistical "snapshot" of the state work force as of April 1, 1988, which was the start of this fiscal year. Included were 197,827 employees working for state government in positions under the jurisdiction of the department. (This excludes legislative and judicial branch employees, SUNY professors and administrators and the State Police). All descriptive statistics in this report are based on this snapshot.

Ninety percent of these employees are full-time, annual-salaried workers. The remaining 10 percent include those paid on an hourly or per diem basis, those who work on a part-time or seasonal basis, those who participate in the voluntary reduction in work schedules program and those on leave with half pay.

Job titles

Although over 7,000 civil service job titles exist in New York state government, 36 percent of the work force (71,053 employees) is in the 10 largest job titles. The top 20 titles include 44 percent of the work force.

Many of the people in these titles are performing the core direct care services that taxpayers expect of state government. In addition to the 17,545 Mental Hygiene Therapy Aides, there are 14,556 Corrections Officers, 7,187 people in three nursing titles and 3,912 community residence aides.

Other large concentrations of employees are in the key support service titles essential to carrying out the day-to-day work of government and communicating with taxpayers. These job titles include Keyboard Specialist (10,400 people hold that job), Clerk 1 (5,663 people) and Senior Steno (4,655 people).

Occupations

When the work force is divided by Federal Occupational Category, several clear patterns emerge. For instance, over one-quarter of the work force is in the two categories of para-professional and protective services, reflecting the large numbers of Mental Hygiene Therapy Aides and Corrections Officers.

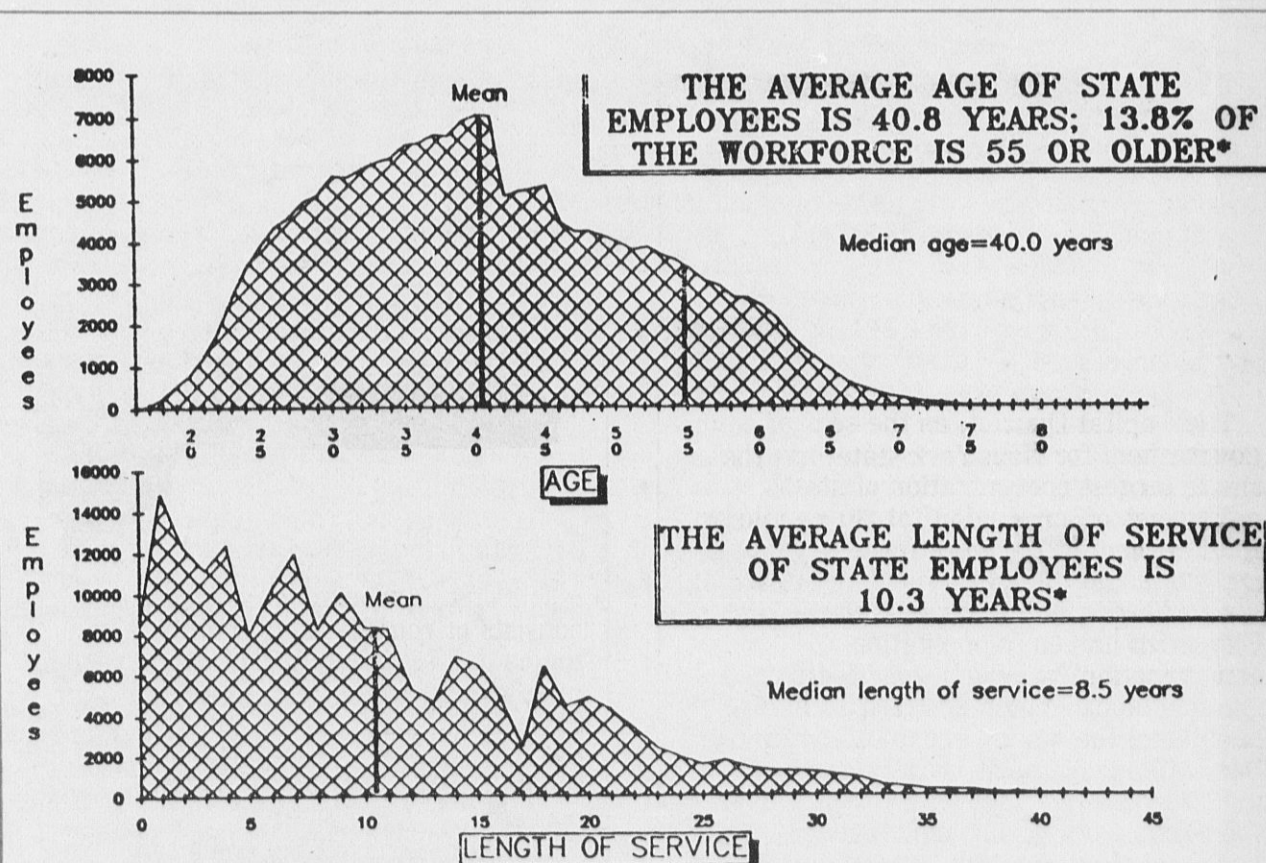
Only 2 percent of the work force falls under the officials and administrators category. A portion of the professionals, who represent nearly 30 percent of the work force, also have some administrative and managerial responsibilities. The professional category includes such occupations as nurse, physician and computer programmer.

Office/clerical and service/maintenance staff constitute nearly 30 percent of the state work force. The remaining 11 percent consists of technicians and skilled craft workers.

Largest agencies

Three agencies providing direct services in institutions employ almost half of all state workers. These are the Office of Mental Health with 39,311 employees (19.87 percent of the state work force), the Office of Mental Retardation and Developmental Disabilities (29,596 or 14.96 percent) and the Department of Correctional Services (24,848 or 12.56 percent).

Taken together, employees of the 10 largest agencies comprise 77 percent of the state government work force. The remaining 69 agencies and offices combined account for only 23 percent of the work force.

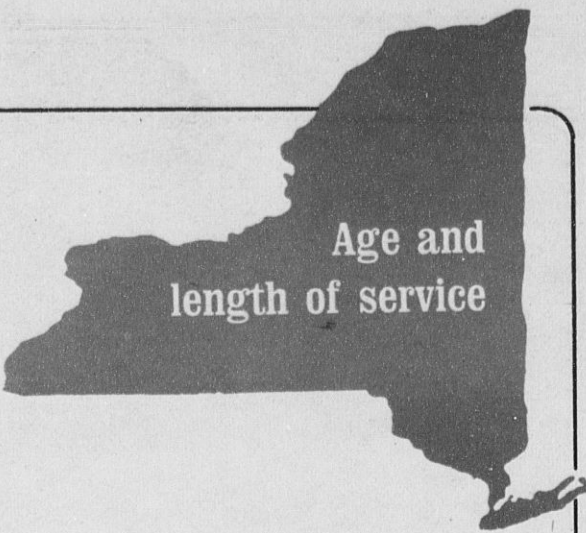


* New York State Executive Branch employees as of Administrative Payroll Period ending 3/30/88 and Institutional Payroll Period ending 4/6/88. Included are employees in positions under the direct authority of the Civil Service Commission for purposes of designating jurisdictional classification. Seasonal, temporary, and part-time employees, as well as those paid on an hourly or per diem basis are included. Employees on leave without pay are excluded; also excluded are incumbents of more than one State position.



Salary

The average salary earned by full-time annual salaried employees as of April 1, 1988, was \$26,559. Thirty percent of state employees earn \$20,000 or less; 74 percent earn less than \$30,000, and 89 percent earn less than \$40,000.



Age and length of service

The average age of the New York State government work force is 40.8 years (median age is approximately 40 years), which is much higher than the average age of 36 years for the state labor force as a whole. The percentage of New York State government work force aged 50 and over is 24 percent; 13.8 percent are aged 55 and over.

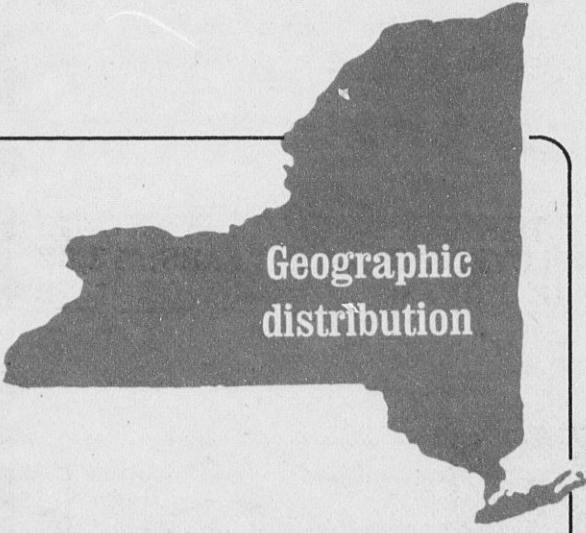
The average length of service for New York State government employees is 10.3 years; the median is more than 8.5 years.

The data also reveals that the vast majority of the state's officials and administrators have come up through the state system, rather than entering from the outside labor force. Nearly 73 percent have 10 or more years of state service; 54 percent have worked for state government more than 15 years, and over 34 percent have more than 20 years of state service.



Negotiating unit

More than 90 percent of New York state government employees are unionized. The Civil Service Employees Association represents over half the work force, largely in three bargaining units: Administrative Services Unit (40,776 employees), Operational Services Unit (24,680 employees) and Institutional Services Unit (30,382 employees). The Public Employees Federation represents the largest single bargaining unit, covering 55,951 employees. Only seven percent of the work force is designated Managerial/Confidential.

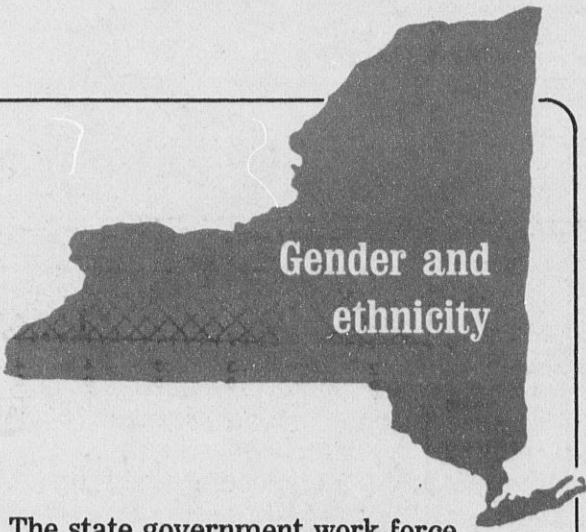


Geographic distribution

The Capital District, as the seat of government for New York state, has the single largest concentration of state employees of any region (51,261 people or 25.91 percent of the work force).

Other regions also have substantial numbers of state employees. New York City, with its heavy population concentration, has the second-largest group of state employees (36,293 or 18.35 percent of the work force). Long Island is third with 19,537 state employees, or 9.88 percent.

Upstate workers are distributed according to population, such as in the cities of Buffalo and Syracuse. Employees are also concentrated in the areas with large institutions such as prisons and facilities for the mentally ill.



Gender and ethnicity

The state government work force consists of roughly equal numbers of males and females. In fact, women make up a larger share of the New York state government work force than they do of the national labor force (44.6 percent) or the federal government work force (40 percent).

The state government work force, with a 23 percent minority representation, is much more diverse than the national labor force, which has a minority representation of 13.3 percent, and the New York labor force, with 15.7 percent minorities.

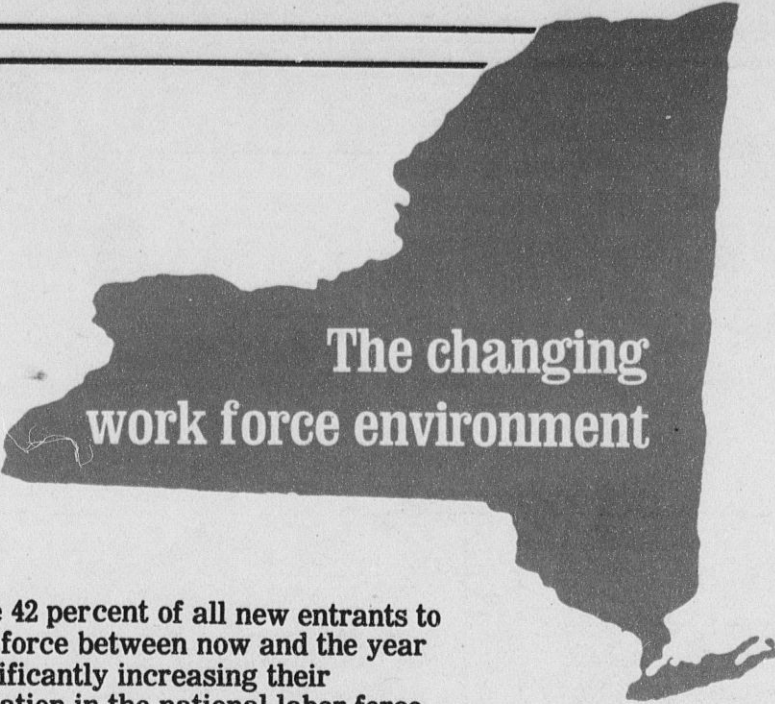


Jurisdictional class

While the federal government has moved steadily toward a more flexible personnel system — 40 percent of full-time federal employees are exempt from competitive civil service and many large agencies do their own screening and hiring—New York state's personnel system remains firmly rooted in a centralized competitive system.

Over 80 percent of state employees, excluding legislative, judicial and executive branch workers not under Civil Service Commission jurisdiction, are in the competitive class, holding jobs for which examinations are required.

**The changing
work force environment
AND
Addressing
work force needs
— PAGE 12**



The changing work force environment

How may the current profile of the state government work force be altered by the projected demographic makeup of new workers expected to enter the labor pool in coming years?

New York state's government is not alone in facing a changing work force environment. Demographic, educational, economic and lifestyle trends are reshaping the labor pool available to both the public and private sectors. For projections on these changes, New York state can look to several expert sources, including the Department of Civil Service's Work Force Planning Analysis team, the Hudson Institute, the state Departments of Labor and Economic Development, the U.S. Department of Labor, Education and Commerce, and several private business sources. The state Assembly has its own task force studying the situation, and Rockefeller Institute is coordinating an analysis.

Some of the research so far has produced these predictions:

- **ETHNIC REPRESENTATION IN THE WORK FORCE.** The most widely-quoted research was presented in the Workforce 2000 report of the Hudson Institute. Nationally, the Institute found, white males — who now make up 47 percent of the work force — will represent just 15 percent of new employees entering the labor force. Other population groups will be represented in greater than current proportions. White females now make up 36 percent of American workers, but will

constitute 42 percent of all new entrants to the labor force between now and the year 2000, significantly increasing their representation in the national labor force. U.S.-born minorities, now 10 percent of the national work force, will constitute 20 percent of new workers, while immigrants, who now make up 7 percent of the work force, will constitute 23 percent of all new workers. It will become an economic, as well as social, priority to fully integrate minorities and women into the work force.

- **JOB PREPARATION.** Millions of people cannot read, write or reason well enough to hold the kinds of jobs that are being created. Dropout rates are especially high in urban high schools (40 percent in New York City, according to state Education Commissioner Thomas Sobol). Some estimates put the illiteracy rate at 10 percent of the U.S. population. A federal study released in July found that employers surveyed nationally were "practically unanimous in their concern that competencies of entry-level workers are deficient." Problems were cited not only in reading, writing and mathematics, but also in such abilities as problem solving, teamwork, initiative and adaptability. As the population changes, employers will also face increasing numbers of workers whose primary language is not English.
- **JOB RESTRUCTURING.** The very nature of the work we do is changing, as many

low-skill and physical labor jobs are being replaced by jobs in the professional, technical and managerial fields, which require at least a high school diploma. The state Department of Labor recently predicted that technical and professional jobs will make up New York's fastest growing job category during the next three years. Workers with years of experience could be left unprepared by these shifts and find themselves suddenly unemployable.

- **ECONOMIC FACTORS.** The cost of living is so high in New York City metropolitan area that state salaries often cannot keep pace with those offered by the private sector and even by local governments in Westchester County and Long Island. This is particularly true for state government in the competition for health care workers, clerical employees and skilled trades workers.
- **EMPLOYEE NEEDS.** As more and more women enter the job market, workers from two-career families are asking for part-time and flexible hours. Employees will need the support of a wider array of benefits, including child care and elder care.



Addressing work force needs

Given the profile of the current state work force, and the changing environment in which state government finds itself as an employer, what steps must be taken to ensure key government services are delivered during both good and bad financial times?

The first and most important step is to strengthen the state's human resource system, to better anticipate changing needs. New York state needs a human resource system that can predict and act on work force requirements based upon demography, changing missions and prevailing economic conditions. Stabilizing the work force and avoiding staffing crises are the ultimate work force planning goals.

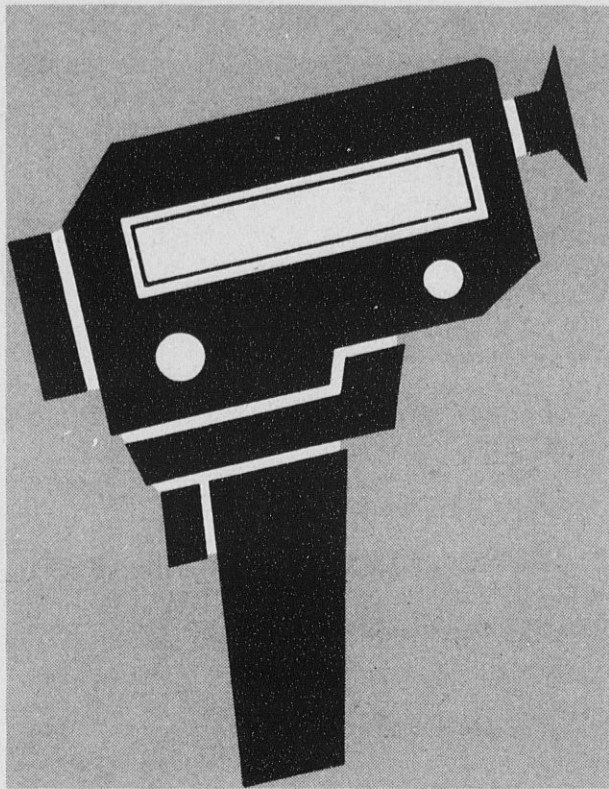
It is also clear that the employees of this government are the key source for productivity improvements and the delivery of quality public services. Ensuring that employees are appropriately

trained, supported and empowered to maximize their contribution is essential.

Concern for the work force should be part of the state's overall planning process. Human resource planning needs to be integrated with policy development, program planning and budgeting. Indeed, Governor Mario M. Cuomo has set such a process in motion with his Work Force Planning initiative. This is a multi-agency effort, led by the Department of Civil Service, which has been working with many parties, including the Legislature, the Governor's Office of Employee Relations, the Division of the Budget and the public employee unions. In early 1989, this initiative will result in the production of the New York state's first human resource strategic plan, a document that will help guide decision makers during this crucial fiscal year and in the years to come.



CSEA follows up on grievance win to gain promotions at Stony Brook



By Sheryl Carlin
CSEA Communications Associate

STONY BROOK — An unprecedented grievance win by CSEA, in which videotaped evidence was a major factor, has paved the way for promotions for three employees, according to Stony Brook University CSEA Local 614 President Tony Ruggiero.

The grievance won by CSEA involved grade six library clerks who repair books, a skill which merits a grade 10 classification. CSEA used videotaped evidence to show the expertise necessary to perform the work, a key factor in winning the grievance. Stony Brook University was ordered to pay the clerks at the higher grade retroactive to when the grievance was filed.

But that represented only a partial victory because the Governor's Office of Employee Relations left it to the discretion of the university administration to decide whether to upgrade the clerks permanently or terminate the service.

Ruggiero then began trying to convince the administration to upgrade the existing clerks instead of paying for those services elsewhere.

After months of lobbying the administration, Ruggiero got results by taking the situation up directly with the Department of Civil Service.

"We filed an appeal with Civil Service and effective Jan. 5, 1989, all three of the employees became grade 10s and will receive the appropriate back pay," Ruggiero said.

The library had set up the restoration program to save the high replacement cost of books, many of which cost \$60 or more per copy, as well as maps and music scores.

"The library saved more than \$12,000 last year because of these restorations," according to Ruggiero.

The clerks were trained to re-bind, re-cover and repair damaged books, maps and music scores and have been turning out the restored items at a steady pace.

Kathleen Weiner, one of the upgraded clerks, said 15,000 items should be restored through routine conservation treatments.

"I am very pleased with the decision," Weiner said. "The work we do benefits all six campus libraries and it feels good to be recognized."

Sue Allen-Bosco and Joseph Iemma, the other two affected clerks, expressed similar feelings.

"I'm thrilled," said Allen-Bosco. "I'm grateful to Tony. We take pride in our work and this is very satisfying. We often take books that are falling apart and when we finish with them they look better than new."

Allen-Bosco said the clerks also train other library personnel in restoration techniques.

"We have training classes here and we also travel to other libraries," she said.

"We all enjoy doing the restorations and the upgrade should mean an increase of about \$1,300," Iemma said. "I think Tony handled this very professionally. As a union person, I couldn't have received better service."

"I'm thrilled . . . we take pride in our work and this is very satisfying. We often take books that are falling apart and when we finish with them they look better than new."

After videotaped evidence helped win back pay, union worked to gain permanent promotions for library clerks

CSEA grievance gets leave accruals for part-timers based on actual hours worked.

ELMIRA — A chance conversation at Elmira Psychiatric Center has led to an important gain for part-time employees here.

CSEA Local 439 President Tom Ward was taken by surprise when he overheard two part-time employees discussing their regularly scheduled 40-hour work weeks. When Ward entered their discussion, his first question was whether they were receiving their leave credits based on the actual hours they were working or on the pro-rated part-time basis.

When a check was made with the facility's personnel office, there was no disputing the facts: The employees were working a full-time schedule but were only getting part-time vacation, personal

and sick leave accruals.

Ward immediately filed and won a grievance at the facility.

Elmira Psychiatric Center agreed to rectify the situation by basing leave accrual on actual hours worked retroactive to the filing of the grievance.

But CSEA is appealing the decision anyway in an attempt to get back some of the leave time lost prior to the filing of the grievance. The retroactivity could be extended to the 30 days prior to the filing of the grievance.

"I'm happy that we were able to get this time for these people because they really need it," said Ward. "But it's only fair that we get back as much time as we can."

Wallace earns honors



NASSAU COUNTY LOCAL 830 President Rita Wallace, seated right, had her husband, George, behind her all the way the morning she was honored by Women on the Job. CSEA members with her are: standing from left, Elinor Arnost, Rosemarie Oliveri, Tom Gabia, Kay Fitzgerald, Fran Moglia and Leah Blum; and seated from left, Beth Luttinger and Geraldine Linton.

MINEOLA — Nassau County CSEA Local 830 President Rita Wallace was one of four women honored recently by Women on the Job at the Nassau County Bar Association.

She was honored "for her outstanding accomplishments in her field both as a leader and role model for women."

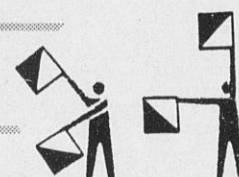
"I was chosen because I am an activist in the women's movement in the labor field and I am a lead plaintiff in the CSEA sex-based wage discrimination suit," Wallace said.

She received a citation from Nassau County Executive Thomas Gulotta, another from Hempstead Town Supervisor Joseph Mondello and a plaque from Women on the Job. About 300 people attended the event, including 40 CSEA activists.

"We may have come a long way, but until all women are aware that political action must become a way of life, we have gotten nowhere," Wallace said.

"We must end sex-based discrimination no matter what the cost," she added, "and if that means raising taxes, so be it!"

GRIEVANCES, ARBITRATIONS, ETC.



Worker wins job, back pay

RENSELAER — The city of Rensselaer must reinstate an employee to his former job title of sweeper driver with back pay after improperly demoting him in mid 1987.

A panel of arbitrators recently ruled in favor of Marshall Dolgin and ordered the reinstatement in a case brought by CSEA.

The arbitrators ruled that the city denied Dolgin a proper hearing when he was demoted to a lower-paying position in the city's Department of Public Works in August 1987. The city also failed to respond in a timely manner to CSEA's request for a step two grievance conference, according to the special grievance appeals board appointed to arbitrate the case. The panel also ordered

the city to remove all references of the improper demotion from Dolgin's personnel file.

The panel's majority decision said the city in essence agreed with CSEA's appeal of Dolgin's demotion when it failed to respond to the request for the step two grievance hearing.

According to CSEA, Dolgin worked for 350 days at the lower salary and grade level; depending on the amount of overtime he worked, the back pay award should be from \$3,500 and \$4,000. However, the ruling requires that both the union and the city agree on the amount. If the two cannot agree, the grievance board is to reconvene to determine the amount.

Persistence means promotion

OCEANSIDE — When an eight-year Oceanside School District employee was continuously overlooked for a promotion he was entitled to, CSEA Unit President Joe Sescilla pushed management to reconsider.

He pushed and pushed and pushed some more.

It took a long time, but Richie Zvonick finally got his upgrade from laborer to groundsman in January.

According to CSEA Field Representative Jim DellaRocca, management denied Zvonick the promotion because he didn't have his driver's license.

"We felt this was discrimination,"

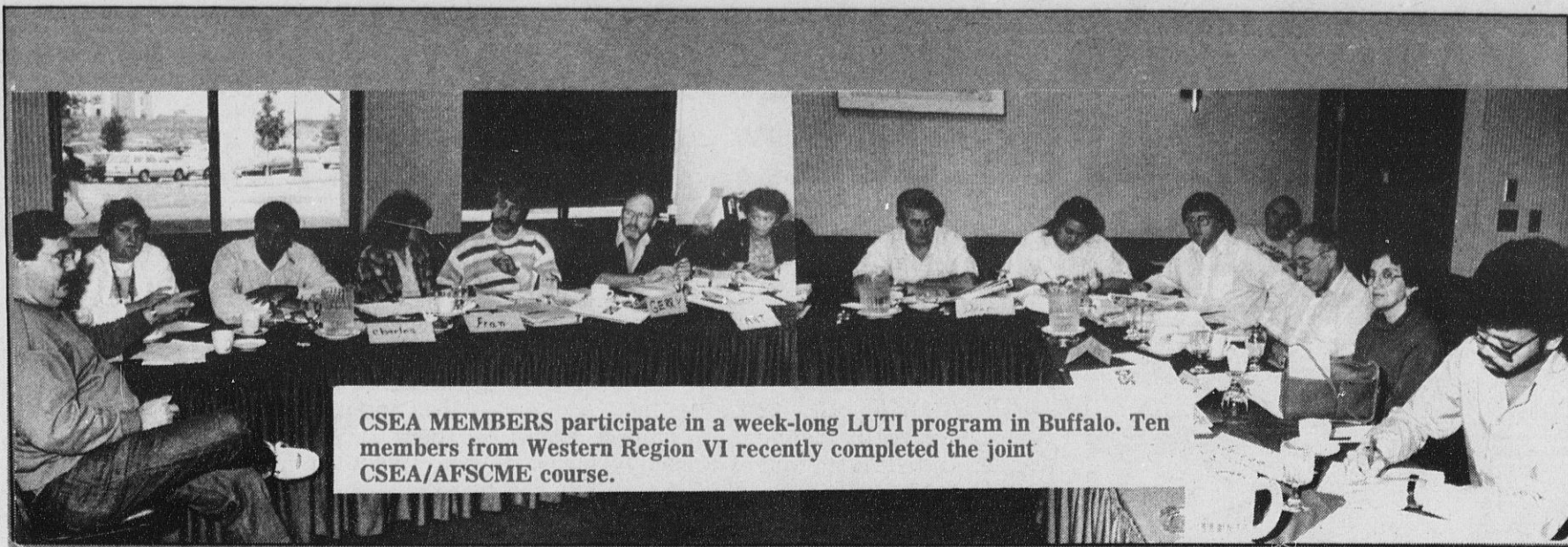
DellaRocca said. "Richie has been a hard worker for eight years and he deserves the promotion. He doesn't need the driver's license for the job of groundsman."

Persistence was the key to success in Zvonick's case.

"Joe and I would bring up this employee at every labor/management meeting," DellaRocca said. "Finally, it became apparent to management that we weren't going to give up until Richie got the groundsman position."

Zvonick said he was really happy about the promotion and that the union did a good job for him.

"We felt this was discrimination... he deserves the job."



CSEA MEMBERS participate in a week-long LUTI program in Buffalo. Ten members from Western Region VI recently completed the joint CSEA/AFSCME course.

Ten members complete LUTI course; ready to aid Region VI stewards

By Ron Wofford
CSEA Communications Associate

BUFFALO — The goal of preparing CSEA members to conduct basic shop steward programs in Western Region VI is one step closer to reality.

Ten CSEA members in the region recently completed a weeklong intensive Local Union Training Instructors (LUTI) course. The LUTI program is a joint venture of CSEA and AFSCME, CSEA's international union affiliate.

The week-long course was conducted by Connie Wunderlich of CSEA's Education and Training Department and John McAlonan of AFSCME's Education Department.

"LUTI is an innovative program where one union member, acting as a class instructor, reaches out to other members to

help build the strength of a unit or local through its shop stewards," said Wunderlich.

Participants jointly studied training materials covering such topics as the role and duties of a steward, grievance investigation, interviewing skills, use of the grievance fact sheet and contract research.

McAlonan said the new instructors used the latest training techniques and equipment, practiced teaching the program's exercises and reviewed their performances on videotape.

"Shop stewards are the key link between the members and the rest of the union," McAlonan said, "and when they are provided information to help them carry out their responsibilities, the unit, local and entire union grows stronger."

Trainee Sylvia Mayberry of SUNY Local

602 praised the program for the confidence she gained.

"I especially liked learning about efficient contract research, so that we can approach management during problem situations in a more professional manner," she said. "I'm happy that I'll be able to help the stewards in my local, as well as others in the region."

The newly-trained instructors will conduct classes for units and locals within their own region, working as two-person teams at a local's worksite or the region office.

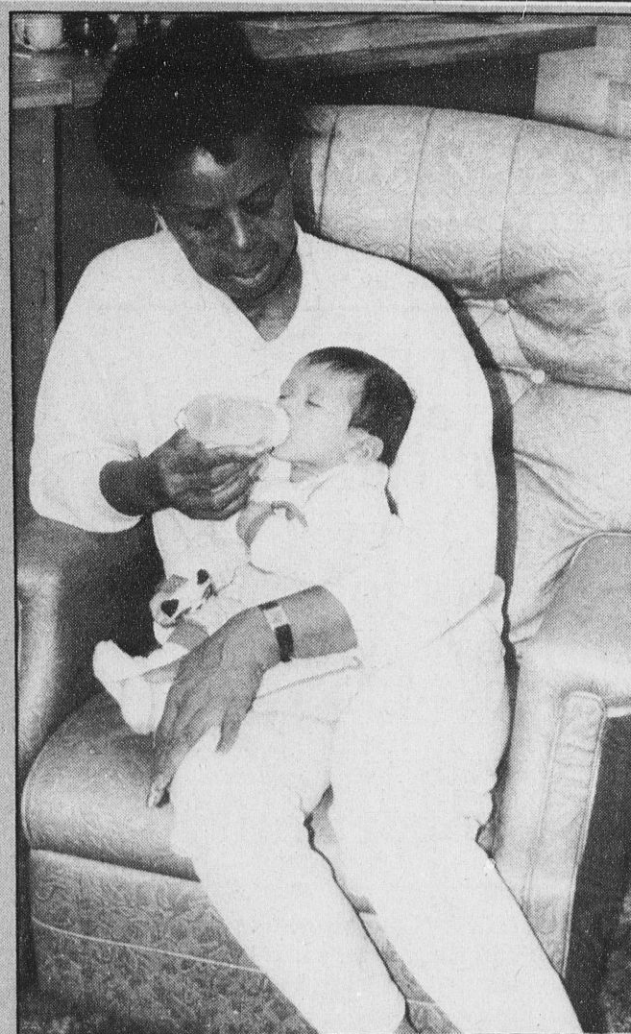
The LUTI's services may be requested through the region office, which will coordinate suitable training dates and times outside the normal workday of the instructors.

The nine-hour program will usually be conducted in three evening sessions.

Brookside Day Care Center serves CSEA families in Dutchess area



BROOKSIDE DAY CARE CENTER, located on the grounds of the Hudson River Psychiatric Center in Poughkeepsie, provides care for 52 youngsters. Many of them are children of CSEA members employed at the facility as well as Dutchess County, state Department of Transportation and the city of Poughkeepsie. In photo above, Brookside teacher Darlene Woodin is surrounded by some of her young charges during an open house program recently. In photo at right, Barbara Johnson cares for one of the children enrolled in the center.



CATHY HANSHAW

As mother, custodian, unit president, she contributes through many roles

By Daniel X. Campbell
CSEA Communications Associate

PITTSBURY — In a sense, Cathy Hanshaw is really cleaning up — after other people. And at home and at work, she loves it.

She's a parent of three children and she's the custodian at the Parker Elementary School in the Brittonkill School District.

"It's a job I always wanted," she says. "I like the kind of work the job involves. I started at night at the Equal Opportunity Center learning building trades. When this job opened up it was a great opportunity and I took it."

And as if she isn't busy enough between her parenting and job, Hanshaw is also president of her CSEA unit.

She says it's a pleasure working with the kindergarten to second grade children at Parker Elementary School.

"At those ages the students are wonderful. You can't do enough for them and, in return, they try to do their best to be helpful."

Custodian Hanshaw is proud that a little of her own personal art work decorates one of the school's hallways. Her painting featuring four of the famous Sesame Street characters reminds the children of the numbers from 1 to 10.

"Every time the students are in the hall they can check out the painting to make sure they have their numbers right. It's great to watch, great to make a contribution," Hanshaw says.

She says she tries to make a contribution in whatever role she is playing.

"My husband is a truck driver; his job is very stressful and very insecure. When he's not working, we manage on my paycheck. When he is working, he's on the road somewhere in the state or in the nation. And then I take care of the family."

Hanshaw is known for her cooperative spirit on the job, and that complements the atmosphere of the school facility.

"The non-instructional workers and the teachers work very well together here," she says. "We even have bus drivers who have learned sign language to help our hearing-impaired students fit into the school better. They go out of their way to help students relax in what might otherwise be a difficult and frustrating situation."

Hanshaw says, in fact, there's pretty good cooperation between all levels in the school district.

"I'm proud of the school district and proud of my union, CSEA. We can work very well together in any situation."

She's looking ahead to extending that cooperation into future contract negotiations.

"I've already passed the senior custodian test but that title's not in our contract yet. I hope we can persuade the district to be progressive in its thinking about having a female senior custodian in the future."

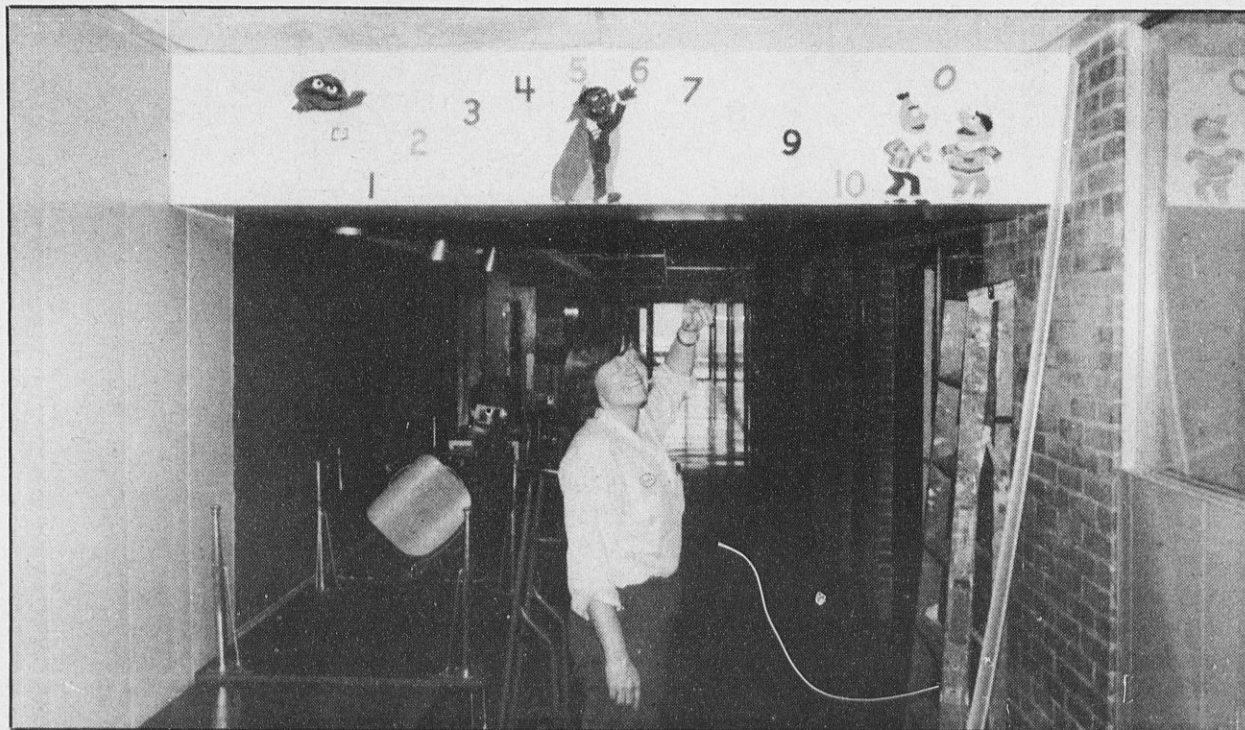
"We even have bus drivers who have learned sign language to help our hearing-impaired students fit into the school better . . ."



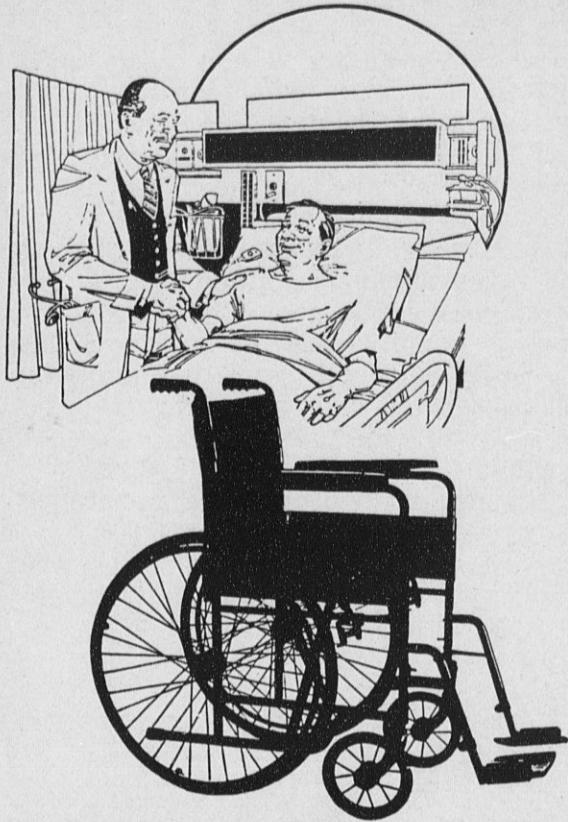
"I HOPE WE CAN persuade the district to be progressive in its thinking about having a female senior custodian in the future."

"It's the job I've always wanted. I like the kinds of work the job involves. When this job opened up it was a great opportunity."

COUNTING OFF — Cathy Hanshaw points to a painting she did which hangs in a hallway of the Parker Elementary School to help children remember their numbers.



New benefit available

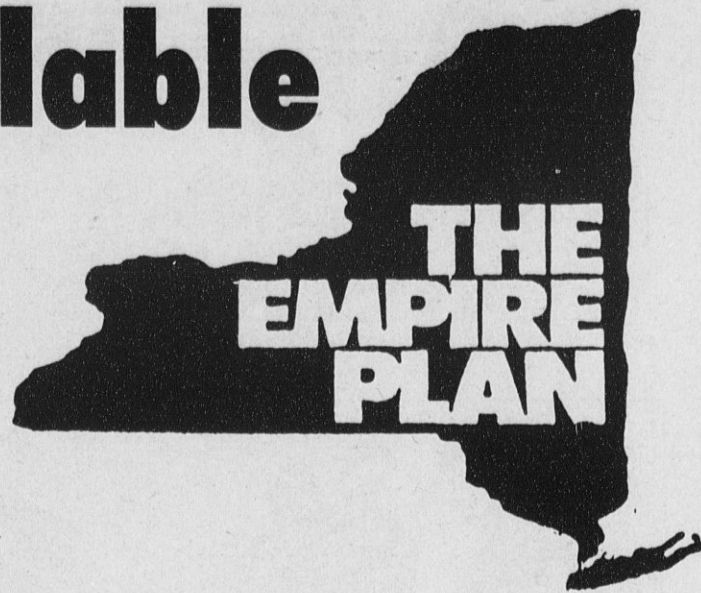


ALBANY — The Empire Plan now offers a new benefit to enrollees who need durable medical equipment, which includes such items as wheelchairs, hospital beds, oxygen equipment, etc.

Empire Plan enrollees now have the option of obtaining durable medical equipment, at a discounted price, from either of two participating providers, National Medical Care Inc. or Foster Medical Corp.

Under the new program, the Empire Plan enrollee is responsible for 10 percent of the discounted price for medically necessary covered equipment. No deductible applies, and the supplier will arrange for delivery to the patient's home at no cost.

"This is something CSEA has been working toward for some time, and we are very glad the Empire Plan can now provide this benefit," said CSEA President Joe McDermott. "It's a valuable program that reduces out-of-pocket expenses, and that's what counts."



Empire Plan participating physicians and hospital discharge planning departments are being notified of the new participating providers for the medical equipment. Empire Plan enrollees should try to use the participating providers whenever possible to take advantage of this program.

The providers have a number of locations statewide. They are:

Clip and Save

National Medical Care Inc Homecare Division

NMC Homecare Division
16 Walker Way
Albany, NY 12205
518-456-1011

NMC Homecare Division
3700 Sheridan Drive
Amherst, NY 14226
716-834-9303

NMC Homecare Division
5272 Clinton Street
Batavia, NY 14020
716-344-2696

NMC Homecare Division
70 Travis Avenue
Binghamton, NY 13905
607-771-0973

NMC Homecare Division
201 Main Street
Dansville, NY 14427
716-335-5011

NMC Homecare Division
452 E. Water Street
Elmira, NY 14901
607-733-8635

NMC Homecare Division
7 Genesee Street
Geneva, NY 14456
315-781-0851

NMC Homecare Division
1105 Commercial Drive
New Hartford, NY 13413
315-736-7560

NMC Homecare Division
900 Champlain Street
Ogdensburg, NY 13669
315-393-4879

NMC Homecare Division
158 Boynton Avenue
Plattsburgh, NY 12901
518-561-1420

NMC Homecare Division
1819 E. Ridge Road
Rochester, NY 14622
716-544-4650

NMC Homecare Division
825 Genant Drive Suite B
Syracuse, NY 13204
315-474-7510

NMC Homecare Division
153 Coleman Avenue
Watertown, NY 13601
315-782-8455

Foster Medical Corp.

Foster Medical Corp.
20 Corporate Circle
Albany, NY 12203
518-452-3477

Foster Medical Corp.
1356 Rockaway Parkway
Brooklyn, NY 11236
718-272-8718

Foster Medical Corp.
126-11 15th Avenue
College Point, NY 11356
718-886-7840

Foster Medical Corp.
P.O. Box 312
Fluvanna Avenue Ext.
Jamestown, NY 14701
716-484-7117

Foster Medical Corp.
18 South Main Street
Liberty, NY 12754
914-292-4440

Foster Medical Corp.
205 N. 12th Street
Olean, NY 14760
716-372-1131

Foster Medical Corp.
2590 Ridge Road West
Rochester, NY 14626
716-227-7860

Foster Medical Corp.
1311-A Travis Avenue
Staten Island, NY 10314
718-494-6262

Foster Medical Corp.
152-15 10th Avenue
Whitestone, NY 11357
718-746-2113

Foster Medical Corp.
4 Executive Boulevard
Yonkers, NY 07071
914-968-8822

Foster Medical Corp.
100 Grand Street
Westbury, NY 11579
516-338-5550

A number of participating durable medical equipment providers are located throughout the United States. For additional information on out of state providers, contact Metropolitan at 1-800-537-0010 or the CSEA Health Benefits Committee at CSEA headquarters, 1-800-342-4146.

They rebuilt a classic

FARMINGDALE — Skilled tradespeople from SUNY at Farmingdale Local 606 were lauded recently after they took an old, well-used building and turned it into a showplace.

Ward Hall, built in 1914, was originally a dormitory and has housed dental and

nursing programs for more than 20 years. The Georgian-style building had begun to show wear from decades of use.

The architecture features ornate and decorative paneling, woodwork and arched doorways. The CSEA members on the job

did renovations in the "Great Room" and adjacent offices, including plastering, electrical work, painting and carpeting. They also rebuilt the fireplace hearth. When they were done, the building once again reflected its original elegance.

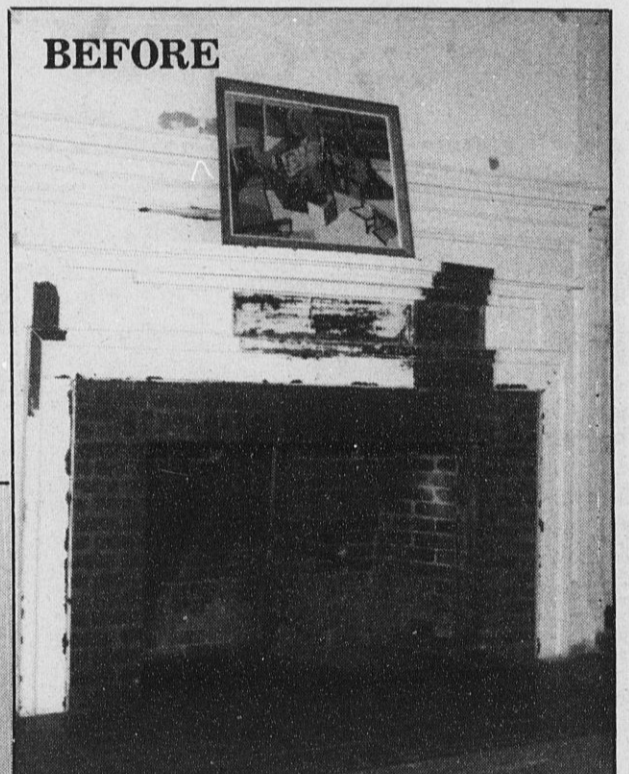
"We were really pleased with the outcome of the renovations," said Maintenance Supervisor John Gregory. "What made this special was that we got recognition for this job. We've done a lot of other big jobs — a restaurant and a child care center — but this was really the first time we got recognition."

"The men did a super job and we are really proud of them," said Local 606 President Jeanne Anguilo.

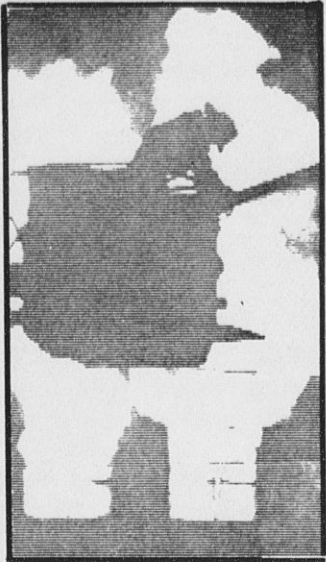
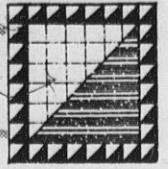
Ward Hall will become the site of social functions, seminars, art exhibits and other events.



THE RENOVATION TEAM — From left, John Gregory, maintenance supervisor; Mike Stanisci, painter; Al Cuillo, painter; Russell Martin, carpenter; Mike Dolan, plasterer; Carl Blakla, carpenter; Manuel Maldonado, locksmith; Al Mayer, maintenance supervisor; Vinnie Acierno, maintenance assistant; and John Dampman, carpenter-roofer. Missing from the photo are: Mike Brancato, electrician; Ted Mack, electrician; Jim Hawkins, maintenance assistant; Ron Bonanno, heating, ventilation and air conditioning worker; Ivan Williams, plumber; and Mark DeFilippis, plumber.



THIS, THAT AND THE OTHER THING



Help needed

In two separate fires, two members of CSEA Yonkers School District Unit lost everything they own.

With members **Beth Hornbuckle** and **Tom Robinson** facing the long winter without clothing and shelter, Unit President **Ray Moniz** is setting up a special emergency fund to help them through the immediate emergency.

If you can help, send your contribution to Beth and Tom

c/o Ray Moniz
President, Yonkers School District Unit
147 Linden Street
Yonkers, New York 10701



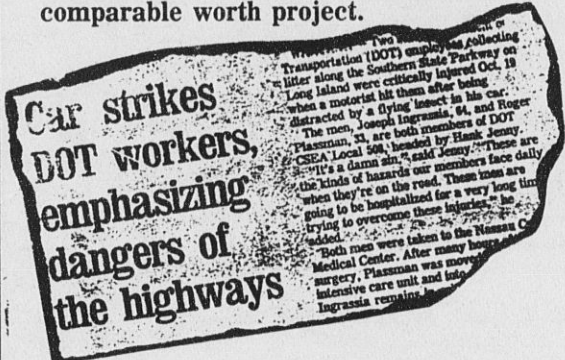
GIVING CREDIT WHERE CREDIT IS DUE — CSEA Research Associate **Cindy Chovanec**, (pictured with CSEA President **Joe McDermott**, above), who recently celebrated 20 years of service with CSEA, has received another distinction. She has been named CSEA Outstanding Employee. The labor/management award is presented twice a year by CSEA and the Headquarters Staff Union (HSU). It is made to the individual who makes an outstanding contribution to CSEA above and beyond the call of duty. Chovanec is well known to many CSEA members for her work on the state comparable worth project.

We must be doing something right!

How do most Americans feel about unions? These answers (from a Louis Harris poll of over 1,900 workers for *Business Week* magazine) may surprise you.

- Three out of five Americans think unions serve as a good check on the power of big business.
- Two out of three believe that if there were no unions, many employers would hire and fire people out of favoritism. A solid majority (56 percent) also say that most employers would quickly move to exploit workers on wages and job security.
- More than four people in five are convinced that in many industries, unions are needed so that legitimate complaints and grievances of workers can be heard and action taken on them.
- Four out of five Americans also believe most unions have been good forces in the country, helping everyone get better governmental health programs, unemployment compensation, Social Security, minimum wage, and other protections.
- Three out of four say they think a young person working in an industrial plant would be better off joining a union. And well over half agree that a young office worker would also be better off joining a union.

—Reprinted from AFL-CIO Label letter



Thank you for your kindness

CSEA Local 508 President **Hank Jenny** and member **Bud Dieckman** want to thank all CSEA members statewide who contributed to the **Joseph Ingrassia Memorial Fund**.

Ingrassia, a Local 508 member, was killed in October when struck by a car while picking up litter along a parkway on Long Island.

Dieckman chaired the memorial fund committee and reports the money has been given to the Ingrassia family.

She stands out with 41 years of service



Members of the **Upstate Veterans Home at Oxford CSEA Local 305** with more than 20 years of service (pictured at left), were recently honored for their hard work and longevity.

But member **Alice Mowry**, right, deserves some special recognition. She celebrated 41 years of employment at the facility last summer. And you better believe she's seen some dramatic changes over that time.



In a recent letter to *The Public Sector* she described her experience: "I came to work at the Home Aug. 26, 1947. At that time it was called the **Women's Relief Corp Home**.

"I worked as a domestic, working four hours for the doctor who lived in . . . and four hours in the hospital, cleaning windows, floors. Sometimes I would work in the hospital kitchen, even ran the dishwasher sometimes.

"I worked split time, 7-1:30; 4:30-6:30 and my take home pay was \$90, twice a month as we had only 24 paychecks a year. We had one day off a week, no personal leave and your vacation time was assigned to you, usually in the month you were hired . . .

"At this time there were no aides or attendants as they were called then . . . I heard they were going to hire attendants so I persuaded one of the kitchen girls to go with me to apply for the job. They hired us and gave us the choice of days or evenings. I chose evenings and have worked this shift since then. . . ."

Local government, state members benefit

Savings for you!

ALBANY — A legislative victory by CSEA should put more take-home pay in the pockets of state and local government members who contribute to the state retirement system.

The change benefits all state and local government employees who are in Tiers III and IV of the state retirement system. People in those tiers contribute 3 percent of their annual salary to the pension fund.

But a CSEA-initiated bill, approved by the state Legislature last summer and recently signed by Gov. Mario Cuomo, allows the employee contributions to the pension system to be deducted from the employee's gross salary before federal income taxes are taken out. That means that the withholding of federal taxes will be based on a lower gross salary so that those employees will likely pay less and take home more.

Your salary remains unchanged for most purposes other than determining the federal income tax rate.

"Anytime we achieve a victory that gives our members more spendable income, it's extremely satisfying," said CSEA President Joe McDermott. "This is positive for other reasons too.

"First, the 3 percent contribution to the



pension fund has been a sore point for a long time. This provides at least some relief for our members," he said.

"Second, CSEA achieved this benefit by initiating the bill and seeing it through the legislative process. We can be proud of the accomplishment."

Although the governor has signed the measure, it must still receive final approval from the Internal Revenue Service (IRS), which is expected shortly.

According to the state comptroller's office, July 1 is the earliest the change could take effect.

The exact amount of taxes saved will depend on specific individual circumstances. A ballpark figure for a CSEA member earning \$20,000 is about \$100.

If you have questions about your own savings, consult a tax adviser.

It all adds up to some real money

CSEA's legislative victory in securing the pre-tax deduction of members' pension system contributions follows on the heels of a similar gain for CSEA-represented state employees.

In contract negotiations last year, CSEA gained pre-tax deductions for employee-paid health insurance premium contributions.

These deductions, which apply for federal and state tax purposes, could save CSEA state members anywhere from \$50 to several hundred dollars per year.

That's real additional take-home pay!

The pre-tax deductions are made automatically by the state unless the employee specifically requests that it not be made.

The pre-tax deduction is a new provision of the Internal Revenue Service (IRS) code that can only be taken advantage of if the employer chooses to extend the option to employees. That means however, that CSEA can negotiate for it on behalf of its local government and school district employees.

1988 Tax Table—Continued

If line 37 (taxable income) is—		And you are—				If line 37 (taxable income) is—				And you are—				If line 37 (taxable income) is—				And you are—											
at least	but less than	Single	Married filing jointly	Married filing separately	Head of household	at least	but less than	Single	Married filing jointly	Married filing separately	Head of household	at least	but less than	Single	Married filing jointly	Married filing separately	Head of household	at least	but less than	Single	Married filing jointly	Married filing separately	Head of household						
14,000																													
14,000	14,000	2,104	2,104	2,104	2,104	17,000	17,000	2,554	2,554	2,554	2,554	20,000	20,000	3,287	3,287	3,287	3,287	20,000	20,000	3,287	3,287	3,287	3,287	20,000	20,000	3,287	3,287	3,287	3,287
14,000	14,100	2,111	2,111	2,111	2,111	17,000	17,100	2,561	2,561	2,561	2,561	20,000	20,100	3,294	3,294	3,294	3,294	20,000	20,100	3,294	3,294	3,294	3,294	20,000	20,100	3,294	3,294	3,294	3,294
14,100	14,200	2,119	2,119	2,119	2,119	17,100	17,200	2,569	2,569	2,569	2,569	20,100	20,200	3,302	3,302	3,302	3,302	20,100	20,200	3,302	3,302	3,302	3,302	20,100	20,200	3,302	3,302	3,302	3,302
14,200	14,300	2,126	2,126	2,126	2,126	17,200	17,300	2,577	2,577	2,577	2,577	20,200	20,300	3,310	3,310	3,310	3,310	20,200	20,300	3,310	3,310	3,310	3,310	20,200	20,300	3,310	3,310	3,310	3,310
14,300	14,400	2,134	2,134	2,134	2,134	17,300	17,400	2,585	2,585	2,585	2,585	20,300	20,400	3,318	3,318	3,318	3,318	20,300	20,400	3,318	3,318	3,318	3,318	20,300	20,400	3,318	3,318	3,318	3,318
14,400	14,500	2,141	2,141	2,141	2,141	17,400	17,500	2,593	2,593	2,593	2,593	20,400	20,500	3,326	3,326	3,326	3,326	20,400	20,500	3,326	3,326	3,326	3,326	20,400	20,500	3,326	3,326	3,326	3,326
14,500	14,600	2,149	2,149	2,149	2,149	17,500	17,600	2,601	2,601	2,601	2,601	20,500	20,600	3,334	3,334	3,334	3,334	20,500	20,600	3,334	3,334	3,334	3,334	20,500	20,600	3,334	3,334	3,334	3,334
14,600	14,700	2,156	2,156	2,156	2,156	17,600	17,700	2,609	2,609	2,609	2,609	20,600	20,700	3,342	3,342	3,342	3,342	20,600	20,700	3,342	3,342	3,342	3,342	20,600	20,700	3,342	3,342	3,342	3,342
14,700	14,800	2,164	2,164	2,164	2,164	17,700	17,800	2,617	2,617	2,617	2,617	20,700	20,800	3,350	3,350	3,350	3,350	20,700	20,800	3,350	3,350	3,350	3,350	20,700	20,800	3,350	3,350	3,350	3,350
14,800	14,900	2,171	2,171	2,171	2,171	17,800	17,900	2,625	2,625	2,625	2,625	20,800	20,900	3,358	3,358	3,358	3,358	20,800	20,900	3,358	3,358	3,358	3,358	20,800	20,900	3,358	3,358	3,358	3,358
14,900	15,000	2,179	2,179	2,179	2,179	17,900	18,000	2,633	2,633	2,633	2,633	20,900	21,000	3,366	3,366	3,366	3,366	20,900	21,000	3,366	3,366	3,366	3,366	20,900	21,000	3,366	3,366	3,366	3,366
14,950	15,000	2,186	2,186	2,186	2,186	17,950	18,000	2,640	2,640	2,640	2,640	20,950	21,000	3,373	3,373	3,373	3,373	20,950	21,000	3,373	3,373	3,373	3,373	20,950	21,000	3,373	3,373	3,373	3,373
15,000	15,100	2,194	2,194	2,194	2,194	18,000	18,100	2,648	2,648	2,648	2,648	21,000	21,100	3,381	3,381	3,381	3,381	21,000	21,100	3,381	3,381	3,381	3,381	21,000	21,100	3,381	3,381	3,381	3,381
15,100	15,200	2,201	2,201	2,201	2,201	18,100	18,200	2,656	2,656	2,656	2,656	21,100	21,200	3,389	3,389	3,389	3,389	21,100	21,200	3,389	3,389	3,389	3,389	21,100	21,200	3,389	3,389	3,389	3,389
15,200	15,300	2,209	2,209	2,209	2,209	18,200	18,300	2,664	2,664	2,664	2,664	21,200	21,300	3,397	3,397	3,397	3,397	21,200	21,300	3,397	3,397	3,397	3,397	21,200	21,300	3,397	3,397	3,397	3,397
15,300	15,400	2,216	2,216	2,216	2,216	18,300	18,400	2,672	2,672	2,672	2,672	21,300	21,400	3,405	3,405	3,405	3,405	21,300	21,400	3,405	3,405	3,405	3,405	21,300	21,400	3,405	3,405	3,405	3,405
15,400	15,500	2,224	2,224	2,224	2,224	18,400	18,500	2,680	2,680	2,680	2,680	21,400	21,500	3,413	3,413	3,413	3,413	21,400	21,500	3,413	3,413	3,413	3,413	21,400	21,500	3,413	3,413	3,413	3,413
15,500	15,600	2,231	2,231	2,231	2,231	18,500	18,600	2,688	2,688	2,688	2,688	21,500	21,600	3,421	3,421	3,421	3,421	21,500	21,600	3,421	3,421	3,421	3,421	21,500	21,600	3,421	3,421	3,421	3,421
15,600	15,700	2,239	2,239	2,239	2,239	18,600	18,700	2,696	2,696	2,696	2,696	21,600	21,700	3,429	3,429	3,429	3,429	21,600	21,700	3,429	3,429	3,429	3,429	21,600	21,700	3,429	3,429	3,429	3,429
15,700	15,800	2,246	2,246	2,246	2,246	18,700	18,800	2,704	2,704	2,704	2,704	21,700	21,800	3,437	3,437	3,437	3,437	21,700	21,800	3,437	3,437	3,437	3,437	21,700	21,800	3,437	3,437	3,437	3,437
15,800	15,900	2,254	2,254	2,254	2,254	18,800	18,900	2,712	2,712	2,712	2,712	21,800	21,900	3,445	3,445	3,445	3,445	21,800	21,900	3,445	3,445	3,445	3,445	21,800	21,900	3,445	3,445	3,445	3,445
15,900	16,000	2,262	2,262	2,262	2,262	18,900	19,000	2,720	2,720	2,720	2,720	21,900	22,000	3,453	3,453	3,453	3,453	21,900	22,000	3,453	3,453	3,453	3,453	21,900	22,000	3,453	3,453	3,453	3,453
16,000	16,100	2,270	2,270	2,270	2,270	19,000	19,100	2,728	2,728	2,728	2,728	22,000	22,100	3,461	3,461	3,461	3,461	22,000	22,100	3,461	3,461	3,461	3,461	22,000	22,100	3,461	3,461	3,461	3,461
16,100	16,200	2,278	2,278	2,278	2,278	19,100	19,200	2,736	2,736	2,736	2,736	22,100	22,200	3,469	3,469	3,469	3,469	22,100	22,200	3,469	3,469	3,469	3,469	22,100	22,200	3,469	3,469	3,469	3,469
16,200	16,300	2,286	2,286	2,286	2,286	19,200	19,300	2,744	2,744	2,744	2,744	22,200	22,300	3,477	3,477	3,477	3,477	22,200	22,300	3,477	3,477	3,477	3,477	22,200	22,300	3,477	3,477	3,477	3,477
16,300	16,400	2,294	2,294	2,294	2,294	19,300	19,400	2,752	2,752	2,752	2,752	22,300	22,400	3,485	3,485	3,485	3,485	22,300	22,400	3,485	3,485	3,485	3,485	22,300	22,400	3,485	3,485	3,485	3,485
16,400	16,500	2,302	2,302	2,302	2,302	19,400	19,500	2,760	2,760	2,760	2,760	22,400	22,500	3,493	3,493	3,493	3,493	22,400	22,500	3,493	3,493	3,493	3,493	22,400	22,500	3,493	3,493	3,493	3,493
16,500	16,600	2,310	2,310	2,310	2,310	19,500	19,600	2,768	2,768	2,768	2,768	22,500	22,600	3,501	3,501	3,501	3,501	22,500	22,600	3,501	3,501	3,501	3,501	22,500	22,600	3,501	3,501	3,501	3,501
16,600	16,700	2,318	2,318	2,318	2,318	19,600	19,700	2,776	2,776	2,776	2,776	22,600	22,700	3,509	3,509	3,509	3,509	22,600	22,700	3,509	3,509	3,509	3,509	22,600	22,700	3,509	3,509	3,509	3,509
16,700	16,800	2,326	2,326	2,326	2,326	19,700	19,800	2,784	2,784	2,784	2,784	22,700	22,800	3,517	3,517	3,517	3,517	22,700	22,800	3,517	3,517	3,517	3,517	22,700	22,800	3,517	3,517	3,517	3,517
16,800	16,900	2,334	2,334	2,334	2,334	19,800	19,900	2,792	2,792	2,792	2,792	22,800	2																