

NOTICE OF NOMINATION AND ELECTION
OF CSEA STATEWIDE OFFICERS - PAGE 8

THE PUBLIC *Sector*

Monday, March 4, 1991

Vol. 14, No. 5

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



The systematic destruction of

Destruction of

See pages 3, 4

INSIDE NEWS YOU CAN USE

PAGE 3

A CSEA White Paper blasts OMH indifference in its determination to close facilities while it fails to provide community care.

PAGE 4

CSEA is fighting to save Gowanda, a quality facility that serves its clients and is a vital part of the community.

PAGE 5

Editorial boards across the state are attacking Gov. Cuomo's proposed budget, often using the same arguments as CSEA.

PAGE 6

Divison for Youth cutbacks could dismantle this important office.

PAGE 7

Gov. Cuomo's state budget proposal is getting flack from all directions, and much of it echoes CSEA's criticisms. The chair of the Assembly Corrections Committee criticizes unsupervised prisoners operating power plants, and the state Conference of Mayors calls for tax fairness.

PAGE 8

Important information on elections for CSEA statewide officers.

PAGE 9-12

One of the valuable services CSEA offers is the Union Privilege Legal Services Program. Here's a list of participating attorneys.

PAGE 13

CSEA comes through for union members in Clinton, Albany and Dutchess counties.

PAGE 14

Important Ethics Commission information for Office of Court Administration members!

PAGE 15

If you've been given a layoff notice, you should read this page.

PAGE 16

Time to apply for CSEA scholarships! And helpful information for state employees from the Joint Committee on Health Care Benefits.

PAGE 17

The United Buying Service offers great discounts for CSEA members.

PAGE 18

Find out how to protect yourself if in retirement your spouse needs long-term nursing home care.

PAGE 19

Important training opportunities for CSEA-represented state employees.

PAGE 20

The fire in the Binghamton State Office Building 10 years ago is still a real problem — the toxics in the building still have not been cleaned up.

Summary of actions taken by CSEA statewide Board of Directors

EDITOR'S NOTE: *The Public Sector* regularly publishes a summary of actions taken by CSEA's Board of Directors at the Board's official meetings. The summary is prepared by CSEA Statewide Secretary Irene Carr for the information of union members.

In official actions, the board:

- * Designated Robert Anderson, Lawrence Sokol and Carol Dale as temporary officers and co-administrators of Downstate Correctional Local 155;
- * Revised *The Public Sector* publication schedule;
- * Authorized continued negotiations with AT&T for contract services;
- * Authorized \$32,000 to implement "Central Labor Councils" report for affiliating members with central labor bodies;
- * Terminated sponsorship of RCS Financial Planning Services;
- * Okayed copy machine leases for

Locals 417 and 460;

- * Approved certain expenses, if not otherwise reimbursed, connected with charges filed against the White Plains Unit president by the city's mayor;
- * Requested statewide treasurer to identify options for use of funds to assist union brothers and sisters in need;
- * Allocated \$16,000 to fund union's entry into the statewide Committee on Occupational Safety and Health;
- * Reduced by \$594,520 upcoming annual meeting expenses since date of meeting was moved to next fiscal year;
- * Allocated \$54,850 to fund additional participation in upcoming State and Local Government workshops;
- * Granted a local charter to Mohawk Correctional Facility;
- * Granted a local charter to St. Mary's School for the Deaf;

* Temporarily assigned members of the Helmuth Day Care Center to Erie County Local 815;

* Retained the services of the Independent Election Corporation of America;

* Adopted statewide election schedule and directed that deadline date for receipt of petitions be printed on the petition form; and

* Approved appointment of Dan Lasky to the Region V Political Action Committee.

Questions concerning this summary of actions taken by CSEA's Statewide Board of Directors should be directed to CSEA Statewide Secretary Irene Carr, CSEA Headquarters, 143 Washington Avenue, Albany, NY 12210 1-800-342-4146 or (518) 434-0191.

THE PUBLIC Sector

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

MICHAEL P. MORAN Publisher
ROGER A. COLE Editor
KATHLEEN DALY Associate Editor

STANLEY HORNAK Asst. Dir. of Communications

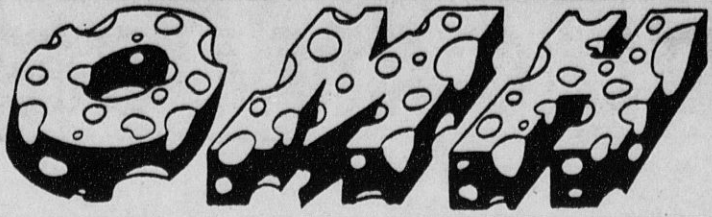
The Public Sector (445010) is published every other Monday by The Civil Service Employees Association, 143 Washington Avenue, Albany, New York 12210. Publication Office: 143 Washington Avenue, Albany, New York 12210. Second Class Postage paid at Post Office, Albany, New York.

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

COMMUNICATION ASSOCIATES			
SHERYL C. JENKS	Region I	RON WOFFORD	Region VI
	(516) 273-2280		(716) 886-0391
LILLY GIOIA	Region II	STEPHEN MADARASZ	Headquarters
	(212) 514-9200		(518) 434-0191
ANITA MANLEY	Region III		
	(914) 896-8180		
DAN CAMPBELL	Region IV		
	(518) 489-5424		
MARK M. KOTZIN	Region V		
	(315) 433-0050		



The systematic destruction of



CSEA report slams OMH indifference

State plans to close Gowanda Psychiatric Center are about real flesh and blood people, not some bureaucrat's numbers. That's the finding of a CSEA White Paper on the future of the mental health system.

"Gowanda is the most pressing situation, but it's symptomatic of everything that's wrong with the administration of the Office of Mental Health (OMH)," said CSEA President Joe McDermott. "Decisions that affect people's lives are made by bureaucrats with calculators instead of qualified medical personnel who understand the needs of the mentally ill."

The details of the White Paper emphasize that OMH has effectively locked the front door of psychiatric centers while dumping patients out the back door. OMH admissions policy has created a form of "pre-admission dumping" by refusing to admit patients unless they have spent 30 days in an acute-care general hospital. Meanwhile, cases of patients inappropriately discharged as administrators seek to run down patient populations exist.

No Public Debate

OMH is trying to steamroll the Gowanda closing through the Legislature, claiming it's necessary because of the state budget crisis. In fact, it won't save the state much money in the short run but will help OMH accelerate other center closings.

OMH has plans to close five other psychiatric centers: Kings Park, Harlem Valley, Middletown, Mohawk Valley and Elmira.

Long-term savings will be achieved by shifting the burden of caring for the mentally ill to local governments and private providers, even though neither has the resources to handle it.

CSEA believes this is a major public policy decision that requires thorough consideration and approval by the state Legislature with input from the communities that will be affected.

But OMH has not presented a formal plan to the Legislature and has no plans at all for alternative state-operated residential facilities.

"If OMH is allowed to get away this approach, eventually the Legislature won't have any choice but to close down the psychiatric centers because there will be so few patients in them

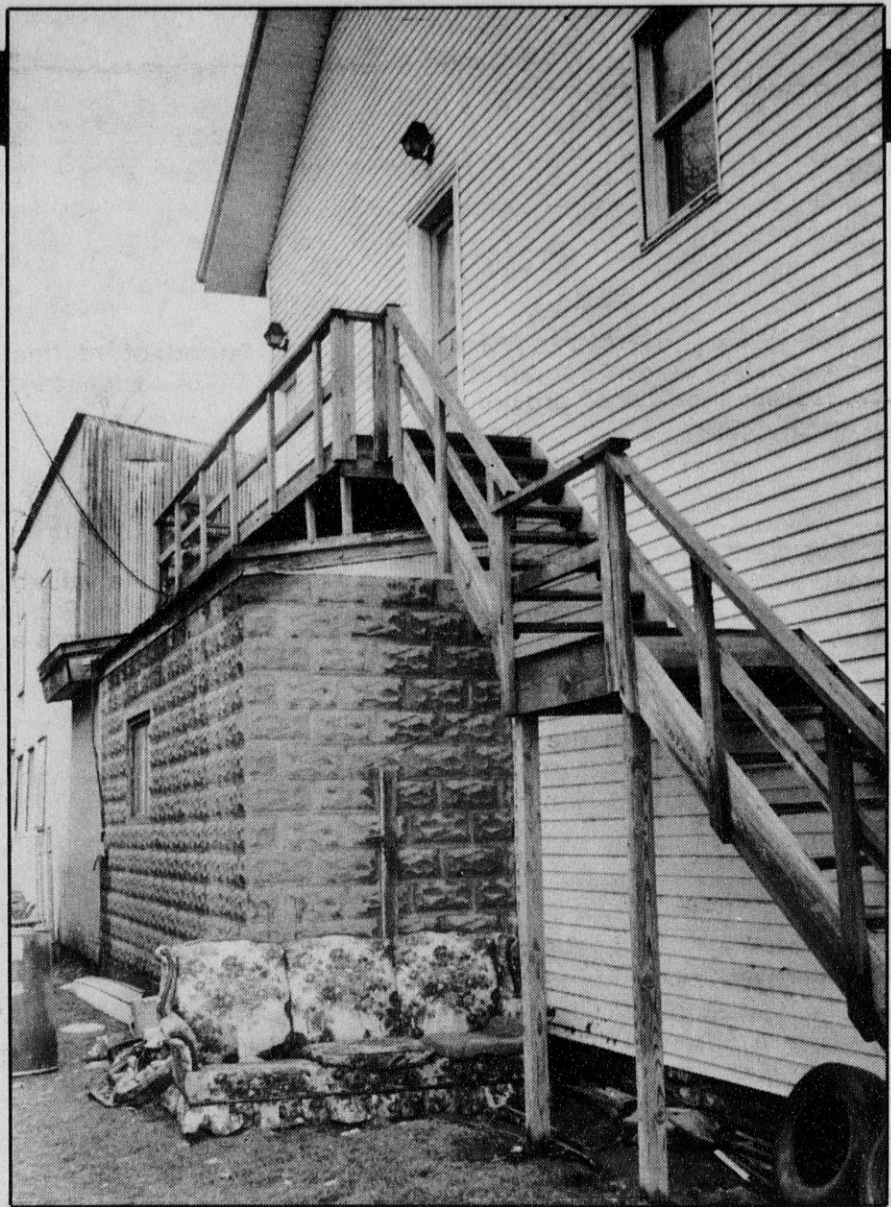
that they won't be able to justify continued operations," McDermott said. "That will open a Pandora's Box of more homelessness, social problems and soaring costs that local governments won't be able to pay."

Quality Care is the Issue

"CSEA is not committed to buildings themselves, we're committed to quality care that goes on in those buildings but that's the central issue in deciding to close a psychiatric center," McDermott said. "You can't deliver quality care if you dismantle your system and don't have anything to replace it. That approach doesn't make sense, especially when you already have highly skilled and motivated staff available."

The point is clear at Gowanda. The facility serves a huge, four-county area with only two general hospitals that can evaluate and admit psychiatric patients. The closest psychiatric centers will be hours away if Gowanda closes.

Meanwhile, Gowanda has a skilled and effective workforce with few other employment options in the area. Gowanda has consistently passed its federal and professional accreditation reviews with the highest praise among New York facilities.



PART OF THE NOTORIOUS CARPENTER BLOCK — a single-room-occupancy apartment complex that's home to a number of discharged Gowanda Psychiatric Center patients. Police are familiar with the location as the site of frequent drug and alcohol-related problems and victimization of the vulnerable ex-mental patients by other residents. In one incident police investigated a severe stench and found a resident long dead in his room.

What Happens to the Patients

OMH officials give no straight answers about what will happen to the center's 300 patients — many of whom are frail and elderly — if the facility closes. Many direct care staff worry that some patients might not survive a move to a distant and unfamiliar location.

For many of the younger patients no psychiatric center will mean discharge and a life of uncertainty with limited sources of help. Even now, many discharged Gowanda patients end up on the streets or, at best, in unsupervised, single-room occupancy apartments.

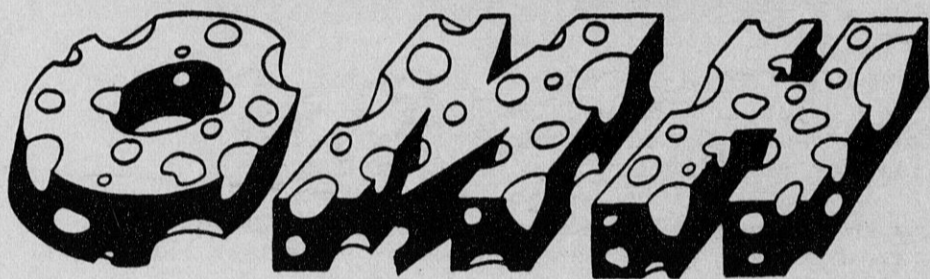
OMH has given no assurance that patients dumped from any center will receive adequate care.

CSEA's vision of a more humane mental health system recommends the development of state-operated community residences for the mentally ill; development of state-operated skilled nursing facilities for alternative and less costly placement of geriatric patients; cutting and consolidating wasteful OMH administrative overhead, including the elimination of the five bureaucrat-intensive regional offices; and expansion of community-based follow-up care for former inpatients with appropriate federal reimbursements being sought, a practice that has been seriously lacking.



CSEA GOWANDA PSYCHIATRIC CENTER LOCAL 408 President Wayne Jones, right, uses a bullhorn to address several hundred people who participated in a rally in Gowanda organized by CSEA.

The systematic destruction of



Union campaign for Gowanda intensifies

Editor's note: When the Gowanda Psychiatric Center appeared months ago on a state-targeted list of Office of Mental Health (OMH) facilities to be closed over the next few years, CSEA mobilized to fight the closure plans. Last month the bad news turned worse for Gowanda; the state plans to close the facility by next year. CSEA responded by stepping up its campaign to keep Gowanda open.

By Ron Wofford
CSEA Communications Associate

GOWANDA — CSEA is intensifying its battle plan to keep Gowanda Psychiatric Center open in the face of the latest blow from the state.

Gov. Cuomo's proposed 1991-92 state budget, unveiled in January, contained plans to close down Gowanda's 30-bed forensic unit within three months, costing 46 employees their jobs, and to phase out the entire facility in 1992.

The revelation that the state plans to close Gowanda much sooner than expected was bad news, but CSEA and its embattled Gowanda Psychiatric Center Local 408 are far from calling it quits. CSEA, with Local 408 spearheading the campaign, mobilized months ago to fight previous plans by OMH to close the facility. Local activists

believe the state may have moved up the closing date to try to head off a massive opposition drive organized by CSEA.

"Of course our members are depressed and frustrated that the state finally came out publicly and said what they had been denying for months," Local 408 President Wayne Jones said. "But we will continue to fight and marshal all our resources to turn this around."

"We're needed here, and our community has been very supportive in demonstraing with us to show the state how important that need is."

In recent weeks the feisty Local has packed two buses to travel to Rochester for an OMH hearing on the agency's budget and operational plans; joined with Council 82 corrections officers in informational picketing at the adjacent Collins Correctional Facility; organized and marched in a demonstration in Gowanda that drew a wide array of civic support, including state Assemblywoman Pat McGee, county Legislator Richard Gowan, Collins Supervisor Robert Gaylord and the village chief of police, and filled several buses to travel to Albany to participate in the huge Feb. 5 CSEA-coalition rally against layoffs and cutbacks announced for 1991-92.

"We join in solidarity with business

men and women, citizens, political officeholders, other unions, brother and sister locals and members to tell Gov. Cuomo we won't let him do this to our community, to Gowanda Psychiatric Center or the people we serve, without one hell of a fight," Jones said at the local rally. "The irresponsible actions he has taken to balance the budget on the backs of the less fortunate citizens statewide must end now, right here at Gowanda."

Last week the Local arranged a tour by CSEA officials, led by CSEA Region VI President Robert L. Lattimer, to study the physical condition of all the assets at the Gowanda facility.

"The tour helped refute the notion being put forth by the state that the facility is too old and too costly to maintain," Jones said.

Following the tour the union officials held a luncheon meeting with local civic and business leaders, the president of the Gowanda Chamber of Commerce and PEF representatives.

"We advised civic and business leaders of our plans to urge the state and OMH to begin a community-based alternative program to serve clients, similar to what OMRDD has done," Jones said.

Voices from all over criticize Gov. Cuomo's budget

CSEA is not alone in criticizing Gov. Cuomo's \$51.9 billion state budget proposal. While other unions, organizations and special interest groups have added to the clamor, perhaps the most important could be newspaper editorials.

The Utica *Observer-Dispatch* blasted the Governor's plan to cut education aid and to "sell" prisons to state authorities for quick cash — and nearly a billion dollars in interest payments.

In Syracuse, the *Herald American* recommended cutting at the heart of excessive spending — in the Capitol, with perks for elected officials and patronage jobs.

The Albany *Times Union* blasted the layoffs which are disproportionately hitting lower-paid frontline workers while the well-paid bureaucrats are keeping their jobs or getting generous early retirement deals.

The *Daily Gazette* in Schenectady criticizes the Governor's tendency toward regressive taxes rather than calling for a more progressive — and fair — tax structure.

Syracuse, Herald American, Sunday, February 3, 1991

IN OUR OPINION

THE KINDEST CUTS OF ALL First place to swing budget ax

Gov. Mario Cuomo's executive budget provides something to anger just about every New Yorker. The pain will be severe and widespread.

Let it begin in Albany. Let our elected leaders suffer along with the rest of us. Let them prove their sincerity, their worthiness to serve us, by taking the first hits personally.

In revealing his budget proposal Thursday, the governor outlined \$4.5 billion in spending cuts and \$875 million in new taxes and fees. Hardest hit by the taxes would be people who drive cars — a 10-cents-a-gallon hike in the gasoline tax, a \$5 tax on tires, a change in the registration fee formula. And if you want to escape New York's taxes for good, that will cost you too: The plan would put a tax on moving expenses.

The bulk of the spending cuts are in aid to localities. They merely shift the onus to local governments and school districts, who must choose between trimming services and raising property taxes. To clean up an old Army epigram: Stuff rolls downhill.

Any way it's figured, the new budget means sacrifices for New Yorkers. But before one dime of new tax is imposed or one state program or service is cut, let our leaders make a few sacrifices of their own. As a sign of good faith, let them eliminate these things from the budget:

■ **Lulus.** The salary for a state legislator is \$57,500 a year. That's for doing the job. Period. And it's not half bad for part-time work. Legislators need no extra "stipend" for the so-called leadership posts. Every state senator and nearly every member of the Assembly receives some kind of lulu. Get rid of them. If legislators can't afford to do the job for the posted salary, let them find another line of work.

■ **Jobs for old friends.** Every former elected official who has had a state job created for him or her in the last five years should be fired and the job eliminated. The taxpayers simply can't afford this kind of dole anymore. Nowhere is it etched in stone that being elected to office entitles anyone to a lifetime on the public payroll.

■ **Jobs for relatives.** Every son, daughter, brother-in-law, second cousin or puppy dog of a legislator or other high official who has secured a place on the state payroll in the last five years should be fired and the job done away with. Let them go down to the state Employment Service — as any New Yorker is entitled to do — and compete for jobs with everyone else. We believe in the Family of New York, but that doesn't mean special treatment for legislators' kinfolk.

■ **Taxes on government pensions.** As of now, there are none. But the rest of the state's retirees must pay income tax on any pension benefits above \$20,000 a year. The same rules should apply to government pensioners. This would affect mostly the high-rollers — former judges, legislators and the like. The average state pensioner is nowhere near \$20,000 a year and would be affected.

■ **Official automobiles and limousines.** Let everyone in state government below rank of governor drive his or her own car. Official business and put in for mileage — like the working stiffs they're supposed to serve. Give them a pad of vouchers to reimburse them at 25 cents a mile. We're talking about state troopers and highway workers and others for whom a car is a part of the job. We're talking about the state types — including legislators — from meeting to meeting.

■ **Newsletters.** Most of these members still feel pressing need to inform constituents of their deeds. Pay for it out of their own pockets. Let's save printing costs and simply do away with them. If any members still feel pressing need to inform constituents of their deeds, pay for it out of their own pockets.

Let our elected leaders suffer along with the rest of us. Let them prove their sincerity, their worthiness to serve us, by taking the first hits personally.

■ **Bloated legislators.** Let people work state legislatures as well with, so many years ago, when there were fewer legislators. Let them prove their sincerity, their worthiness to serve us, by taking the first hits personally.

■ **Travels.** Let people work state legislatures as well with, so many years ago, when there were fewer legislators. Let them prove their sincerity, their worthiness to serve us, by taking the first hits personally.

■ **Compounding the inequality.** Let people work state legislatures as well with, so many years ago, when there were fewer legislators. Let them prove their sincerity, their worthiness to serve us, by taking the first hits personally.

■ **Unfortunate.** Let people work state legislatures as well with, so many years ago, when there were fewer legislators. Let them prove their sincerity, their worthiness to serve us, by taking the first hits personally.

Observer-Dispatch, Saturday, Feb. 16, 1991

Hisses to Gov. Mario Cuomo for yet another quick-fix budget gimmick in a year in which he has pledged a straightforward, if painful fiscal plan. Cuomo's budget office wants to "sell" Eastern state prison in Ulster County to the state Urban Development Corp. for \$80 million. It's strictly a paper transfer, which will make no difference in operation of the prison but will bring the state additional revenue. A similar scheme will Attica prison is to raise \$230 million. What's wrong with that? The money comes from bonds sold by the UDC. Those bonds will be repaid, at a total cost to the taxpayer over 30 years of up to \$900 million. This kind of "budget reform" should be locked up.

EDITORIALS

THE DAILY GAZETTE

Cuomo's regressive record

Last week, Connecticut Gov. Lowell Welcker proposed a budget that includes the first substantial reduction in the state's history, and New Jersey Gov. Jim Florio pushed through a spending plan that raised income-tax rates for the wealthy and reformed the school-funding system to the benefit of poorer districts. These governors saw the need to make their tax systems more progressive, something that is particularly urgent in hard times.

At the moment, the state's top rate of income tax is under 8 percent, and it applies to decidedly unwealthy people. A single person, for example, pays the top rate on "taxable income" of more than \$13,000 per year. Assuming he takes the standard deduction, that means he pays the top rate on gross income over \$19,000. Clearly, there is room for several additional brackets to tax higher incomes at higher rates.

The main tax hike proposed by Cuomo is not this is necessary, it is clearly regressive, like several other tax increases passed by the state government over the past few years. Meanwhile, the multi-year income-tax cuts passed in 1987 also have worked to make the state's taxes less progressive.

New York's Republicans led the way in pushing the 1987 income-tax cut, and they share the blame for the system's growing unfairness.

EDITORIAL

Education hit too hard in Cuomo budget plan

Fiscal crisis should spark innovation, not abandonment of commitment to learning

In presenting his proposed budget, Gov. Cuomo suggested he hadn't been as tough on education as he could have been. This will come as news to educators.

The governor noted that while the overall deficit to be made up amounted to almost 20 percent of the budget, he was suggesting only a 10 percent cut in local school aid. However, when aid to higher education is factored in, the numbers are more ominous: About a quarter of the total \$4.3 billion in recommended cuts affects schooling in some way.

We can't afford to do that. Today, more than ever, knowledge is the currency of success. It would be unconscionable to turn our backs on funding education. Yet the state play the game of allowing the Legislature to restore the governor's cuts without regard to the financing.

The problem requires solutions on two levels — higher education and public school aid. On the first, the governor is on the right track in negotiating with the Legislature. State University must be protected.

Unfortunatly, thousands of state workers are getting their pink slips as Governor Cuomo's budget struggles to close a \$6 billion deficit. A moderate-to-irreconcilable struggle is underway to eliminate the deficit. A \$2,000-a-year scholarship is awarded to the state's best students.

The Regents' jobs in a budget crunch. Yet when it comes to a comparison between the two states, California is fair — New York isn't. What's happening in New York isn't detailed in a Sunday Times Union story by our reporter, Tom Precious. Our survey found that most agencies are laying off lower-paid workers, while the governor's pledge that the state government employees earn more than \$50,000 a year, only 7 percent of New York workers laid off earn that much or more. Three-fourths of those laid off so far earn less than \$34,000.

Compounding the inequality is the state's curious sense of priorities. Oliver Sacks, whose book "Awakenings" is now a major motion picture, is the one who has no such ballot access for grassroots movements and no limits on lawmakers' terms, remains at the mercy of politicians to make painful choices. Not surprisingly, those politicians prefer that others suffer in order to spare their interests.

If New York taxpayers and civil service workers ever needed a reason to demand the right to ballot referendum, they have it now.

New York's unfair layoffs

Thousands of state workers are getting their pink slips as Governor Cuomo's budget struggles to close a \$6 billion deficit. A moderate-to-irreconcilable struggle is underway to eliminate the deficit. A \$2,000-a-year scholarship is awarded to the state's best students.

The Regents' jobs in a budget crunch. Yet when it comes to a comparison between the two states, California is fair — New York isn't. What's happening in New York isn't detailed in a Sunday Times Union story by our reporter, Tom Precious. Our survey found that most agencies are laying off lower-paid workers, while the governor's pledge that the state government employees earn more than \$50,000 a year, only 7 percent of New York workers laid off earn that much or more. Three-fourths of those laid off so far earn less than \$34,000.

Compounding the inequality is the state's curious sense of priorities. Oliver Sacks, whose book "Awakenings" is now a major motion picture, is the one who has no such ballot access for grassroots movements and no limits on lawmakers' terms, remains at the mercy of politicians to make painful choices. Not surprisingly, those politicians prefer that others suffer in order to spare their interests.

If New York taxpayers and civil service workers ever needed a reason to demand the right to ballot referendum, they have it now.

If New York taxpayers and civil service workers ever needed a reason to demand the right to ballot referendum, they have it now.

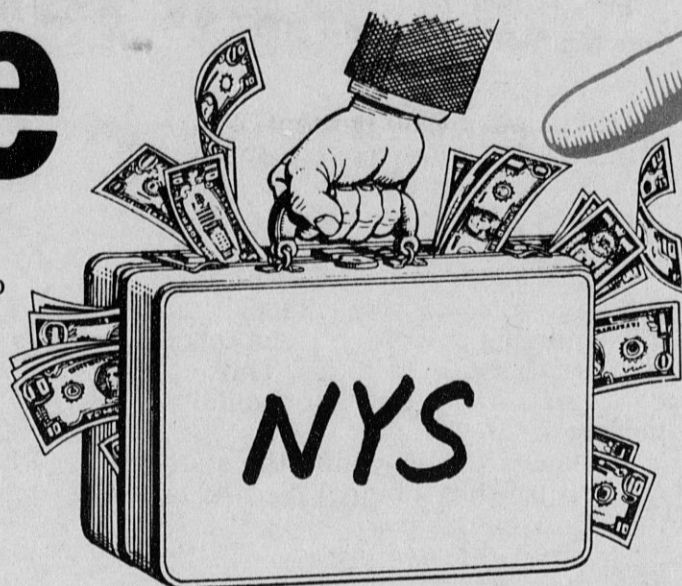
CSEA members help point out More waste

As Gov. Cuomo continues to threaten the layoff of thousands of state employees and severe cutbacks in aid to schools and localities, it's clear to CSEA members that misguided policies and bad management is wasting millions of taxpayer dollars.

Despite the governor's claim that the pain of layoffs will be shared fairly by all levels of workers, virtually all of those targeted to date are frontline workers. A recent report in the *Albany Times-Union* confirmed that only a fraction of the workers targeted earn more than \$50,000.

Top level managers, deputy commissioners and other political appointees have been practically unaffected by state cutbacks so far. Many of these bureaucrats earn salaries in excess of \$80,000 per year and do little to ensure the delivery of services. Cut from the top, not the bottom has become a familiar CSEA refrain.

Meanwhile, CSEA continues to review hundreds of wasteful practices and extravagances pointed out by its



members.

While some of the items submitted are unique, others appear to be symptomatic of larger issues.

Here's a sampling.

* **New York paid an out-of-state private contractor \$871,000 for road painting in the Hornell area. The state already has the equipment to do the job and DOT road crews could have completed the job at a lower cost.**

* **In the Capital District the bill for a series of DOT maintenance projects**

contracted to the private sector was more than \$300,000 — but DOT work crews were required to deliver supplies and materials and carry out the clean up work.

* **At Willard Psychiatric Center taxpayers apparently foot the bill for the natural gas heat to keep alive the director's Bird of Paradise tree in an otherwise unused greenhouse.**

* **Many administrative employees pointed out that money could be saved by cutting back on superfluous memos, notices and printed materials. Others pointed out that simple "Xerox" copies would be far more cost-effective than individually printed copies on bond paper which are used in many offices. Keep those examples coming.**

DFY cutbacks are a dangerous direction

ALBANY — After branding as absurd a private advocacy group's recent proposal to dismantle the state Division for Youth (DFY), CSEA is discovering that Gov. Cuomo's proposed cutbacks for the agency could have the same effect.

CSEA has long charged that frontline DFY workers do not have the tools to do the job properly and mismanagement has hampered attempts to make improvements.

But the governor's cutbacks, including layoffs and lack of funds for facility development, will make a bad situation worse. Ironically, the proposed cutbacks come at a time when a new management team at DFY is attempting to improve labor-management cooperation and make progress on long-standing deficiencies.

"When the Statewide Youth Advocacy proposed eliminating DFY and turning the clients over to private operators we said the idea was dangerous and irresponsible," said CSEA Deputy Director for Contract Administration Mark Lawrence. "But based on the Governor's budget for the agency, it appears that's the direction he's heading and it's a bad move."

CSEA points out that there is clearly a need for the Division for Youth and it makes no sense to trash an entire system. DFY facilities are bursting at the seams and there is a long waiting list to place clients. In fact the demand for placement is so great that clients are moved through the

system faster than is appropriate just to free up space.

Frontline workers have also explained that their work gets harder all the time because they are handling tougher and tougher clients — young people convicted of murder, rape and robbery — even in the least secure DFY facilities.

"The clients in DFY are there because they've exhausted all alternative sentencing options and are deemed by the courts as a threat to public safety," Lawrence said.

"Without the alternative of a Division for Youth placement, the choice is to send these kids to the care of a private agency with a less than restrictive environment or into the prison system. We don't think either of those choices is right."

CSEA contends that the Division for Youth provides an appropriate middle ground that offers secure settings and structure for the clients while protecting public safety. At the same time it offers a chance that some of the clients can avoid becoming career criminals — a chance that would be lost if the young people were thrown in with the adult prison population.

Still, there is no question that DFY has to do a better job. One of the biggest problems in DFY are the facilities and group homes themselves. Many are old and inefficient. A great many were not designed for the purposes for which they're used and as a result they make it nearly impossible for staff, already stretched thin, to do their work effectively.

Yet budget cuts preclude improvements.

"The state should focus on finding ways to improve DFY," Lawrence said, "because in the long run that's not only going to save a lot more money than their current budget slashing, it's also going to prevent lives from being wasted."

NY's budget squeeze

NY mayors back CSEA tax position

ALBANY — Two hundred mayors from across the state have come around to CSEA's position, formally adopting a proposal that calls for making New York's personal income tax more progressive.

The annual winter meeting of the state Conference of Mayors (NYCOM) met in Albany recently, and Gov. Cuomo's state budget proposal was high on the agenda.

Under the Governor's \$51.9 billion plan, revenue sharing aid to local governments would be cut in half, and eliminated entirely for towns and villages. That would cost New York's cities \$468 million. Highway aid also

would be cut by 60 percent. These cuts are part of the Governor's \$4.5 billion in cuts he wants to make to close a predicted \$6 billion gap in the budget year that begins April 1.

CSEA has protested that such cuts will put an unfair burden on local governments and force them to raise regressive property taxes. Those taxes carry an unfair burden for middle income wage earners.

Instead, CSEA is urging the state to restructure the personal income tax so that the wealthy pay their fair share. Under the 1987 tax cut plan, the wealthiest state residents have gotten a huge tax break, while the working poor

and middle-income wage earners have had to shoulder more taxes, including a slew of regressive taxes and fees.

The NYCOM members, after bitterly discussing how the cuts will force property tax increases, proposed a higher tax rate for those earning more than \$200,000 a year. Their proposal also calls for other revenue raisers.

"Once again, CSEA's position has been strengthened by a respected, knowledgeable group," McDermott said. "Just as we have been saying all along, the Mayors Conference is saying that we don't want more taxes, just fair taxes."

Legislator reports prison problems

ALBANY — Since layoffs in state prisons began, CSEA has protested that letting prisoners work in jobs held by former state employees is both foolish and dangerous because it puts them in charge of power plants and gives them access to potentially dangerous equipment.

Now, the chair of the state Assembly Corrections Committee is making the same case.

Assemblyman Daniel Feldman (D-Brooklyn) issued a report based on a visit to three prisons outlining the dangerous situations resulting from the \$1 billion in budget cuts that took place in December. Those cuts will be intensified as the state struggles to close a predicted \$6 billion budget gap for fiscal year 1991-92.

Feldman's findings back up many of CSEA's concerns about cuts in the prison system. One major concern is the replacement of civilian employees by prisoners.

Many civilian prison employees had to train the inmates who now do their jobs — jobs in sensitive areas with equipment that could easily be used in prison violence.

Feldman reported seeing inmates at Midstate Correctional Facility working

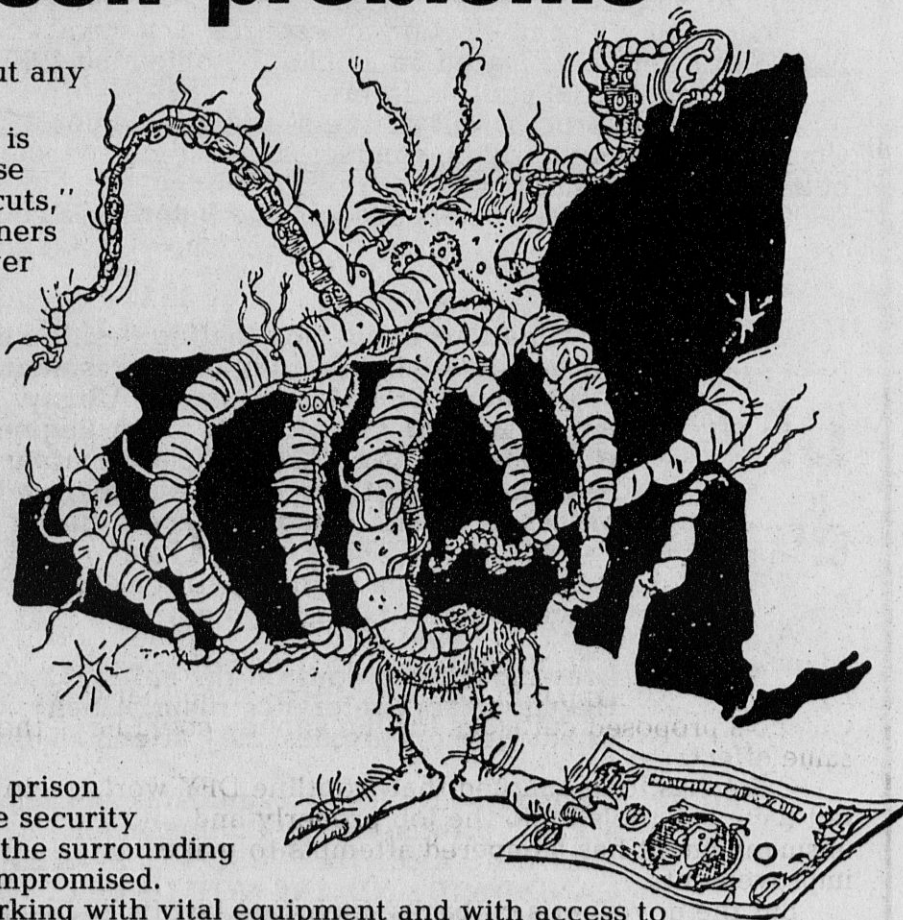
in the power plant without any supervision.

"No corrections officer is assigned to supervise these inmates because of staff cuts," Feldman reported. "Prisoners have ready access to power tools, including blow torches and heavy pipes, and to vital power switches. Thus, the potential for inmate uprisings, violence and sabotage has increased."

In another facility, Feldman said, a civilian employee was approached by an unsupervised prisoner, raising concerns about the safety of the employees who remain working in state prisons.

CSEA has protested the prison cuts precisely because the security within the prisons and in the surrounding communities has been compromised.

"We've got inmates working with vital equipment and with access to tools that could easily be turned into weapons with no supervision," said CSEA President Joe McDermott. "We are also worried about those who are still working in the prisons and who live near them. These cuts adversely affect the security, safety and peace of mind of us all."



Richard Rezucha dies from injuries received in on-the-job accident

BINGHAMTON — A tragic New Year's eve on-the-job accident at SUNY Binghamton turned fatal recently when CSEA member Richard Rezucha lost his fight for life at a Syracuse hospital burn unit.

As reported in a previous edition of *The Public Sector*, the accident that cost

Rezucha his life occurred when a steam generator gasket ruptured, scalding him over 64 percent of his body. Rezucha, a 42-year-old Principal Stationary Engineer at SUNY Binghamton, was working with others to test the newly-installed gasket when it exploded. No one else was injured in the incident.

CSEA Occupational Safety and Health Specialist John Bieger said that the union is continuing its investigation into the cause of the accident. Bieger said he believes the university procedure was at fault and will meet with the state Department of Labor to push for a citation in the incident.

NOTICE OF

Nomination and election of CSEA statewide officers



Candidate qualifications

In order to run for office a candidate must be at least 18 years of age, have been a member in good standing of CSEA since June 1, 1990, and must have continuously paid membership dues since then. In addition, the candidate cannot be a member of a competing labor organization and must not be prohibited from holding office because of a penalty imposed by the CSEA statewide Judicial Board.

Becoming a candidate by petition

A candidate must first obtain a Nominating Petition Request Form, available beginning March 4. Request forms may be obtained from Local presidents, CSEA Region offices and CSEA Headquarters, 143 Washington Avenue, Albany, NY 12210.

A member must complete the request form before Nominating Petitions will be given out. Official petitions may be picked up in person at, or obtained by mail through, the six CSEA Region offices or CSEA Headquarters, Albany.

To qualify, a candidate must obtain the signatures of at least 1,000 CSEA members eligible to vote in the election. Signatures must be of members who are currently paying dues, who are not serving a suspension, or do not have any outstanding dues delinquent. Signatures must be on official nominating petition forms.

Petitions will be verified on a first-come, first-served basis.

The petition period extends from March 4 through April 5. Petitions must arrive at CSEA Headquarters by 5 p.m. on April 5, 1991.

The offices of CSEA statewide President, Executive Vice President, Secretary and Treasurer are up for election this year.

CSEA members will be electing candidates for three-year terms to the union's four highest elected offices. The election process begins March 4 when nominations open.

Under CSEA's open election procedures, any member in good standing can have his or her name placed on a ballot by obtaining 1,000 CSEA member signatures on official petition forms.

The election process will be overseen by the union's standing Election Committee. Balloting will be conducted by the Independent Election Corporation of America, Lake Success, N.Y.

CSEA's Board of Directors adopted the following election schedule:

- MARCH 4** Nominations open. Nominating Petition Request Forms are available from Local presidents, CSEA Region offices and CSEA Headquarters, Albany. Forms must be submitted to CSEA Region offices or CSEA Headquarters to receive official Nominating Petitions. Nominating Petitions are available from CSEA Region offices and CSEA Headquarters, Albany.
- APRIL 5** Deadline for nominating petitions to be received at CSEA Headquarters, Albany (5 p.m.)
- APRIL 16** Drawing for positions on the ballot (12 noon), CSEA Headquarters conference room, Albany. Candidates (or proxies) may attend as observers.
- APRIL 29** Campaign articles by candidates and reminder of Ballot Mailing printed in *The Public Sector*. REMARKS ARE THE PERSONAL STATEMENT OF THE CANDIDATE AND ARE NOT TO BE CONSTRUED AS REFLECTING THE OPINIONS OR BELIEFS OF THE PUBLIC SECTOR OR CSEA, INC.
- MAY 15** Ballots mailed.
- MAY 23** Replacement ballots available from the Independent Election Corporation of America if original ballot was not received.
- JUNE 5** Deadline for return of ballots (8 a.m.). Ballots will be counted and results announced.
- JUNE 15** Protest period ends (10 days after official results are announced).
- JULY 1** Election results published in *The Public Sector*.

UNION PRIVILEGE LEGAL SERVICES PROGRAM

The AFSCME Advantage Union Privilege Legal Services Program for CSEA members makes it possible to easily obtain high quality, affordable legal services for many personal legal matters.

Now whenever you need a lawyer you can obtain one easily, and at a lower than normal cost. Qualified lawyers across the state are ready to handle your personal legal matters at a substantial discount off their normal fees.

Under the AFSCME Advantage Union Privilege Legal Services Program, you simply call the participating lawyer in your area that you want to represent you and identify yourself as a CSEA member. That's all there is to it. Be sure you discuss and agree to the lawyer's fee before you agree to anything else.

Some routine legal services are provided free under the Union Privilege Legal Services Program, and many more complex legal matters are handled by participating attorneys at a 30 percent discount off the normal fee.

A panel of qualified lawyers, conveniently located throughout the state, has been selected to service CSEA/AFSCME members under this program. A listing of participating lawyers is printed on pages 9 to 12 of this edition of *The Public Sector*.

When you need to use the program, simply call the Union Privilege Legal Services lawyer of your choice. Identify yourself as a CSEA member; it's as simple as that.

Remember, fees can vary from attorney to attorney, even within a geographic area, for similar legal services. You are encouraged to discuss fees with the attorney you select. Participating attorneys have agreed to provide written fee schedules to all clients under this program.



**One of the
important
member
benefits
from
CSEA,
your
union!**

ALBANY

Welt, Stockton & Assoc.
One Executive Park Dr.

12203

contact: Dixon S. Welt
518-438-4422

AMHERST

Friedman & Friedman P.C.
5136 Sheridan Drive

14221

contact: Robert Friedman
716-542-5444

ANGOLA

Hurst, Brothman & Yusick
11 Maple St.

P. O. Box 192 14006

contact: Andrew D. Yusick, Jr.
716-549-0810

BATAVIA

Noonan, Mahoney & Yunker
Corner Main & Court Streets

P. O. Box 611 14020

contact: Lawrence Friedman
716-343-0924

PARTICIPATING ATTORNEYS

AKRON

Friedman & Friedman
74 Main St.

P. O. Box 31 14001

contact: Robert Friedman
716-542-5444

ALBANY

Gross & Scagnelli
90 State Street, Suite 530

12207

contact: Peter J. Scagnelli
518/432-7947

ALBANY

Tocci, Dominick
112 State St.

12207

contact: Dominick Tocci
518-436-0717

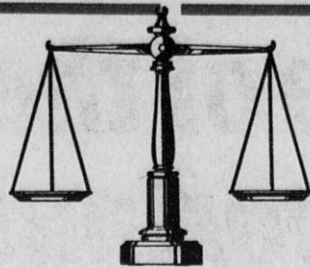
ALBANY

Toomey, William A. Jr.
11 N. Pearl St.

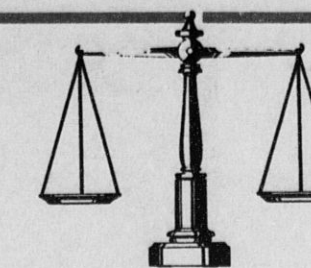
12207

contact: William A. Toomey, Jr.
518-434-1197

List of participating
attorneys continues
on pages 10-12



CSEA/AFSCME UNION PRIVILEGE LEGAL PLAN



BATH
 Hancock, James T.
 P. O. Box 468
 105 E. Steuben St 14810
 contact: James T. Hancock
 607-776-9809

BINGHAMTON
 Chernin & Gold
 Bache Bldg.
 P.O.Box 1563 13902
 contact: Sam P. Monochino
 607-723-9581

BRONX
 Seijas & Levine
 191 E. 161st St. 10451
 contact: Joseph Seijas
 212-992-9600

BROOKLYN
 Bokser, Andrew A.
 16 Court St., Suite 2006 11241
 contact: Andrew A. Bokser
 718-834-1904

BROOKLYN
 Rivera & Muniz
 32 Court St., Suite 507 11201
 contact: Walter Rivera
 718-522-2649

BROOKLYN
 Monyak, Harold
 224 Atlantic Ave. 11201
 contact: Harold Monyak
 718-237-0800

BROOKLYN
 Rothschild, Thomas N.
 16 Court St., Suite 2007 11241
 contact: Thomas N. Rothschild
 718-834-8552

BUFFALO
 Berkowitz & Pace
 Convention Tower, Suite 1015
 43 Court Street 14202
 contact: Leonard Berkowitz
 716-662-9808

BUFFALO
 Druar, Robert B.
 16 Crescent Ave. 14214
 contact: Robert B. Druar
 716-833-8155

BUFFALO
 Friedman & Friedman
 300 Delaware Ave. 14202
 contact: Fred Friedman
 716-542-5444 main

BUFFALO
 Gregory A. Pope & Assoc.
 305 Elmwood Ave. 14222
 contact: Gregory A. Pope
 716-881-1202

BUFFALO
 Hurst, Brothman & Yusick
 2600 Main Pl. 14202
 contact: Andrew D. Yusick, Jr.
 716-549-0810 main

BUFFALO
 Watson, McGarvey, Bennett, Colligan
 600 Norstar Building
 12 Fountain Place 14202
 contact: Joel B. Schechter
 716-852-3540

CHEEKTOWAGA
 Gerace, Brimmer & Harman
 337 Cleveland Drive 14215
 contact: Richard L. Harman
 716-834-1053

COLLEGE POINT
 Wolinsky & Wolinsky
 18-34 College Point Blvd. 11356
 contact: Anthony L. Mascolo
 718-359-7770
 718-359-7771

EASTCHESTER
 Harold, Salant, Comer, et al
 274 White Plains Rd. 10707
 contact: Jeffrey R. Salant
 914-961-1100
 914-337-5857

GARDEN CITY
 Klemanowicz & Gerard
 350 E. Old Country Rd. 11530
 contact: Benjamin J. Klemanowicz
 516-746-7660

HAMBURG
 Gaughan, Dennis C., P.C.
 6194 South Park Ave. 14075
 contact: Dennis C. Gaughan
 716-649-7668

HASTINGS
 Grae, Arthur H.
 5 Saunderst St. 10706
 contact: Arthur H. Grae
 914/478-5000

HIGHLAND
 Canino & Ettinger, P.C.
 24 Main St. 12528
 P.O. Box 1460
 contact: John R. Canino
 914-691-6100

HUNTINGTON
 Kotler and Vitale
 230 New York Ave. 11743
 contact: Herbert Kotler
 516-549-0220

ITHACA
 Williamson & Clune
 317 N. Tioga St. 14851
 P. O. Box 126
 contact: Robert I. Williamson
 607-273-3339

ITHACA
 Friedlander, Friedlander, et al
 109 North Aurora St. 14851
 P.O. Box 6577
 contact: Peter N. Littman
 607-272-5590

JAMESTOWN
 Fessenden, Laumer & DeAngelo
 81 Forest Ave. 14702
 P. O. Box 0590
 contact: Charles S. DeAngelo
 716-484-7196

JAMESTOWN
 Larson & Subjack
 408 W. 5th Street 14701
 contact: Frederick A. Larson
 716-483-0479

LAKE SUCCESS
 Lysaght, Lysaght & Kramer
 1983 Marcus Ave. 11042
 contact: Peter L. Kramer
 516-358-1700
 212-838-1700

LOCKPORT
 Gregory A. Pope & Assoc.
 247 E. Ave. 14094
 P. O. Box 867
 contact: Gregory A. Pope
 716-433-4881
 716-695-9775

MALONE
 Walsh, Robert E.
 72 W. Main St. 12953
 contact: Robert E. Walsh
 518-483-5531

MASSENA
 Snider & Snider
 252 Main Street 13662
 P. O. Box 697
 contact: Mark F. Snider
 315-764-0513
 315-764-0514

MEXICO
 Seiter & Genant
 5847 Main St. 13114
 contact: Norman W. Seiter, Jr.
 315-963-7296

MIDDLETOWN
 Bloom, Barton W.
 Key Bank Bldg.
 253 Rte., 211, E. P.O. 758
 contact: Barton Bloom
 914-343-0623

MIDDLETOWN
 Bull, Morreale, Judelson & Clancy
 12 Roberts St. 10940
 contact: John M. Clancy
 914/343-4179

MINEOLA
 Goldweber and Hershkowitz
 1565 Franklin Ave. 11501
 contact: Max Goldweber
 516-746-7771

NEW YORK
 Berger, C. Jaye
 110 E. 59th St., 29th Floor 10022
 contact: C. Jaye Berger
 212-753-2080

NEW YORK
 Brewer & Soeiro
 80 East 11th Street 10003
 799 Broadway
 contact: David V. Soeiro
 212/777-4010

NEW YORK
 Dalsimer, William R.
 233 Broadway, #3201 10279
 contact: William R. Dalsimer
 212-513-0188

NEW YORK
 Emdin & Fine
 275 7th Ave., 8th Floor 10001
 contact: Gordon B. Fine
 212-675-3520

NEW YORK
 Harold, Salant, Comer, et al
 275 Madison Ave., Suite 3500 10016
 contact: Jeffrey R. Salant
 212-979-9887

NEW YORK
 Macron & Macron
 17 Battery Place, Suite 1713 10004
 contact: John J. Macron
 212-532-2974

NEW YORK
 Palomo, William A.
 120 Broadway, Suite 3305 10271
 contact: William A. Palomo
 212-233-8270

NEW YORK
 Rivera & Muniz, P.C.
 27 Union Square West Suite 306 10003
 contact: Walter Rivera
 212-807-8776

NEW YORK
 Zucker, Lawrence
 225 W. 34th St. Suite 1706 10122
 contact: Lawrence Zucker
 212-695-8270
 212-695-8271

NEW YORK
 Zweibon Law Offices
 24 W. 40th St. 10018
 contact: Bertram Zweibon
 212-921-4730

ORCHARD PARK
 Berkowitz, Leonard
 4513 S. Buffalo St. 14127
 contact: Leonard Berkowitz
 716-662-9808

OSWEGO
 Seiter & Genant
 112 E. Bridge St. 13126
 contact: Thomas A. Reynolds
 315-342-1904

CSEA/AFSCME UNION PRIVILEGE LEGAL PLAN

Participating Attorneys

PARISH

Seiter & Genant
7457 Main St.
13131
contact: Norman W. Seiter, Jr.
315-625-7261

PLATTSBURGH

Lavorando, Joseph
30 Clinton St.
12901
contact: Joseph Lavorando
518-561-8657

POUGHKEEPSIE

Levine & Hofstetter
316 Main Mall
12601
contact: Bruce Hofstetter
914-473-2040

QUEENS VILLAGE

Mascolo, Anthony L.
216-22 Jamaica Ave.
11428
contact: Anthony L. Mascolo
718-464-5906

ROCHESTER

Harris, Maloney, Horwitz, Evans & Fox
400 East Ave.
14607
contact: Steven E. Malone
716-454-6950

ROCHESTER

Klineman, Ronald B.
80 St. Paul St.
Suite 512
14604
contact: Ronald B. Klineman
716-423-9800

ROME

Faga & Eischut Law Offices
225 N. Washington St.
13440
contact: Antonio Faga
315-339-5240

SCHENECTADY

Bendall, James W.
836 Plymouth Ave.
12308
contact: James W. Bendall
518-370-2211

SCHENECTADY

Capasso, Burns & Massaroni
215 State St.
12305
contact: John R. Massaroni
518-374-2216

SCHENECTADY

Parisi, De Lorenzo, Gordon, Pasquariello
Weiskopf, P.C.
201 Nott Terrace
12307
contact: Frank N. Parisi
518-374-8494

SPRING VALLEY

Schecter, Mitchell P.
55 W. Central Ave. (Rte. 59)
10977
contact: Mitchell P. Schecter
914-356-1101

STATEN ISLAND

Simonson & Cohen, P.C.
4060 Amboy Rd.
10308
contact: Robert M. Cohen
718-948-2100

SUFFERN

Busman Law Office
19 Margaret Ann Lane
10901
contact: Kenneth Busman
914-946-6555 main

SYRACUSE

Swartz, Waldauer, Stevens & Cooper
Vanderbilt Sq.
515 University Bldg.
13202
contact: Marc Waldauer
315-471-2129

SYRACUSE

Boyle & Cantone
731 University Bldg.
13202
contact: Daniel Cantone
315-422-2208
315-422-2289 (FAX #)

UTICA

Faga & Eischut Law Offices
One Hopper St.
13501
contact: Antonio Faga
315-797-6990
315-339-5240

VALLEY STREAM

Schlissel, Elliot S.
480 Rockaway Ave.
11581
contact: Elliot S. Schlissel
516-561-6645
800-344-6431

WARSAW

Noonan, Mahoney & Yunker
14 West Buffalo St.
14569
contact: Lawrence Friedman
716-786-2880

WHITE PLAINS

Busman Law Office
175 Main St.
10601
contact: Kenneth Busman
914-946-6555

WHITE PLAINS

Gould, Richard A.
199 Main St.
10601
contact: Richard A. Gould
914-946-6969

WHITE PLAINS

Rose, James M.
11 Martine Ave.
10606
contact: James M. Rose
914-948-8100

CSEA proves itself

A tough union for tough times

Perserverence in the face of difficult negotiating climates has always been a hallmark of CSEA. In Albany, Clinton and Dutchess counties, CSEA members have ratified new contracts that the union achieved through long, drawn-out and difficult bargaining sessions.

In Albany and Dutchess counties, the new contracts were ratified 13 months after the previous agreements expired. In Clinton County, the union won what's being called the best contract in Clinton County history by preparing for months for the difficult negotiations.

In Clinton County

First four-year pact

PLATTSBURGH — "It's probably the best contract in the history of Clinton County," said Joe Musso, president of CSEA Clinton County Unit.

He was talking about the first four-year contract negotiated in the bargaining unit's history.

Recently ratified, the contract provides 4 percent salary increases in each of the four years for the county's 500 union members, plus a series of 2.44 percent increment increases. The raises, the increment increases and extra pay scale steps will total 6.4 percent increases in the first two years of the contract and 6.9 percent in the last two.

"We spent six months preparing for these negotiations," Musso said, praising the negotiating team. The team members were: Linda Sears, Gordon Duprey, Viola Lucia, Bernadette Manion, Donna West and Howard Kent. CSEA Collective Bargaining Specialist Charlie Scott worked with the team.

The multi-year contract will allow the county to concentrate on providing services to citizens rather than on sporadic contract bargaining and other labor problems, Scott said.

Clinton County Legislature Chair Bob Bruno said the county's employees rank among the best in the state and should be compensated fairly. Legislator Candis Luch praised the agreement.

"We're facing difficult times," she said. "This contract represents our dedication to the county and our county employees. I hope it will help to retain our outstanding employees."

The CSEA unit members approved the contract 367 to 25, while the county legislature passed it 8 votes to 1.

In Albany County

Four units ok pacts

ALBANY — CSEA's four Albany County bargaining units recently ratified new three-year contracts with the county — 13 months after the old contracts expired.

The units — Health, Highway, Social Services and Jail Civilians — agreed to salary increases of 6 percent, 5 percent and 5 percent, retroactive to Jan. 1, 1990, in all four pacts.

The negotiations bogged down on two major issues: a controversial health insurance proposal which would have increased HMO members' costs by 100 percent; and agency shop, which the county opposed.

After a series of large demonstrations and picketing at most county worksites, CSEA launched a series of newspaper advertisements pointing out the inefficiencies in county operations. The ads also generated more pressure and top county officials got involved in the stalled negotiations.

The health insurance issue was settled when management backed down from its demand for 100 percent increases to a more acceptable 75 percent cost share.

The county also accepted 65 percent membership triggers in the health, highway and jail units and a modified agency shop in social services where all new employees must pay union dues or the equivalent agency shop fee.

In Dutchess County

Over- whelming approval for new contract

POUGHKEEPSIE — Dutchess County employees who are members of CSEA, Local 814 have overwhelmingly approved a four-year contract 13 months after the previous contract expired.

The vote was 849 to 127 in favor of the new contract.

Employees have been working without a contract since Jan. 1, 1990. Negotiations began in December 1989 but went to impasse in September 1990. The Public Employment Relations Board (PERB) appointed a mediator to help in the process.

The new contract, retroactive to Jan. 1, 1990, provides 4 percent salary increases in the first year, 5.4 percent in the second, 5.85 percent in the third and 6 percent in the last year.

The contract also clarifies language for vacation and sick leave, overtime and holiday pay and work schedules.

Effective July 1, the county will replace its current dental plan with the CSEA Employee Benefit Fund plan.

The contract also calls for the county and the union to form a joint committee to investigate the feasibility of providing child care for county employees.

Ethics and OCA

CSEA wins some exemptions, seeks more

The Office of Court Administration (OCA) Ethics Commission has issued its decision on a number of titles CSEA had asked be exempted from financial disclosure requirements.

Under the state ethics law, OCA employees whose jobs involve policy-making or who have a salary of \$53,171 or more are required to file financial disclosure. The union applied for exemption by title for more than 100 titles. Anyone whose job title has been exempted does not have to file financial disclosure forms.

CSEA has also filed for other by-title exemptions which have not been ruled on yet.

Employees in jobs whose titles have been denied by-title exemption or whose titles have not been ruled on should file for individual exemptions.

All those whose titles have been denied exemptions have been mailed information packets which include disclosure forms and information on filing for individual exemptions.

"CSEA is working on the by-title denials, but we encourage everyone who has a title which has been denied exemption or hasn't been decided on to

file for individual exemption," said Lou DalPorto, CSEA assistant contract administrator. "Meanwhile, we are questioning the rationale behind the denials."

The financial disclosure requirement under the state ethics law applies to OCA employees who make at least \$53,171 a year or who are considered policymakers.

Lists of exempted titles, those for which exemptions have been denied, and those which have not been decided are also on this page.

Titles with astericks refer only to a few employees whose titles and salary grades resulted from court merger. These special titles are earmarked for abolition when current incumbents leave. For example, please don't confuse "court clerk*" with "court clerk" — they are not the same title.

If you have questions about whether you must file a financial disclosure form by the May 15 deadline, contact:

New York State Ethics Commission
for the Unified Court System
P.O. Box 3744
New York, New York 10007-3744
(212)417-4665

Titles granted:

associate mental health information service attorney
associate mental hygiene legal service attorney
associate computer systems analyst
associate computer systems programmer
court reporter
chief court attendant, appellate division
principal computer systems analyst
principal computer systems programmer
principal computer applications programmer
principal court reporter
principal mental health information officer
principal mental health information service attorney
principal mental hygiene legal service attorney
senior court reporter
secretary to presiding justice
senior associate computer applications programmer
senior computer systems programmer
senior legal editor
senior mental health information service attorney
senior mental hygiene legal service attorney

Titles pending:

Appellate Court clerk*
appellate law assistant
associate computer applications programmer
associate computer systems analyst*
associate court clerk* JG26
assistant data processing operations manager
assistant deputy clerk Ct. Ap. Div.
assistant reporter II* NS
building superintendent
chief attorney
confidential clerk* JG25
confidential decision order clerk*
court clerk*
deputy building superintendent

education training coordinator
legal assistant II* NS
legal editor
principal administrative services clerk
principal Appellate Court clerk*
principal court analyst
principal court reporter*
principal law librarian*
printer Court of Appeals
personnel analyst* comp
secretary appellate division justice
senior court reporter part-time

senior deputy confidential law assistant Court of Appeals
senior law assistant Court of Appeals
senior law clerk to the Appellate Division justice
senior law librarian
senior mental health information officer
court reporter part-time
law assistant — trial part (part-time)
law assistant — trial part (split)
law clerk to judge (split)
senior court reporter (part-time)
principal law clerk to judge* (part-time)
supervisor intake*

Titles denied:

associate law assistant
associate law assistant (trial part)
associate attorney
associate law clerk to appellate division justice
associate law clerk to judge
associate court clerk
assistant consultation clerk to Court of Appeals
appellate court clerk
assistant deputy clerk to Court of Appeals
assistant state reporter
building superintendent
court clerk — specialist
chief appellate law assistant, first department
chief appellate law assistant, second department
chief appellate law assistant, third department
chief appellate law assistant, fourth department
chief attorney (grievance committee, first department)
chief law assistant, appellate term, second term

chief law assistant to Court of Appeals
chief management analyst
chief motion clerk, appellate division (third department)
consultation clerk to Court of Appeals
confidential clerk*
consultation clerk, appellate division, fourth department
deputy chief appellate law assistant, first department
deputy chief appellate law assistant, second department
deputy chief law assistant to Court of Appeals
deputy executive secretary
executive assistant, appellate division
law assistant — trial part
law assistant — referee
law clerk to judge
law clerk to judge, part-time
law assistant to Court of Appeals
management analyst
personnel analyst

personnel analyst comp.
principal law librarian
principal law clerk to judge
principal law assistant
principal law assistant (trial part) to acting justice
principal Appellate Court clerk
principal appellate law assistant
principal attorney
principal law clerk to appellate division justice
principal management analyst
senior law assistant (trial part)
senior law assistant
senior secretary to committee on character and fitness
senior Appellate Court clerk
senior appellate law assistant
senior deputy chief law assistant to Court of Appeals
senior law examiner
senior management analyst
supervisor of Decision Department, appellate division (second department)

Coping with layoffs

State employees continue to be laid off under Gov. Cuomo's plan to reduce the size of the state workforce. Because of the complexity of the civil service layoff procedure, including bumping and retreating rights, some people who receive layoff notices will

not, in fact, be the people who are actually laid off. There is a substantial amount of information available to anyone facing the prospect of layoff. The following should be helpful to everyone facing job uncertainty as a result of the state budget crisis.

Information to help ease job uncertainty

RETAINING INSURANCE PROGRAMS

Among many concerns for anyone facing layoff is the status of insurance coverage and other benefits.

CSEA members who are laid off may continue to participate in CSEA-sponsored insurance programs by arranging to pay premiums directly to the insurance carrier. A member who is laid off must first apply to CSEA for dues-free membership in the union before arrangements can be made for direct payment of insurance premiums.

Questions concerning continuation of Basic Group Life Insurance should be directed to CSEA's Insurance Department at 1-800-342-4146 or (518) 434-0191. For information concerning direct payment of premiums for Supplemental Life Insurance, Accident and Sickness Insurance, Family Protection Plan and Home and Auto Insurance, call Jardine Group Services Inc. toll-free 1-800-366-5273 or (518) 381-1600. Ask for Customer Services.

HEALTH INSURANCE

Civil Service law and regulations, along with provisions of contracts negotiated by CSEA with the state, provide certain laid-off employees the right to continue health insurance coverage under specific circumstances by paying the required employee contribution, if any.

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

EBF BENEFITS

An agreement between the state of New York and CSEA provides for

continued Employee Benefit Fund (EBF) coverage for up to one year for certain state employees who are laid off. The EBF administers dental care, vision care and prescription drug plans for CSEA-represented employees.

Employees who immediately prior to lay-off held a position in a CSEA-represented unit by permanent appointment are eligible for this benefit until March 31, 1991, contingent upon the availability of funds allocated for this purpose. Continuation of this benefit beyond March 31, 1991, will be determined by the parties.

CSEA-represented employees who are eligible for this benefit will be contacted by the NYS/CSEA Labor-Management Committees.

DUES FREE MEMBERSHIP

CSEA members in good standing who are laid off and placed on a preferred list for rehire are eligible for free union membership for one year. The individual member must notify CSEA of their situation by completing an application form to become eligible for dues-free membership. Dues-free membership status, if approved, does not entitle a person to benefits under the CSEA Employee Benefit Fund.

Application forms and additional information about dues-free membership are available by contacting: Civil Service Employees Association, Membership Records Department, 143 Washington Avenue, Albany, NY 12210 1-800-342-4146 or (518) 434-0191.

ADDITIONAL INFORMATION

Distribution of a wide variety of additional information for CSEA members being laid off is being coordinated by an Ad Hoc CSEA Layoff Information Committee.

The ad hoc committee will send eligible members who apply for dues-free union membership a packet of information on re-employment programs and other material of interest to laid off workers. Included will be a publication entitled "When the Paychecks Stop" and information on eligibility to participate in the NYS/CSEA-sponsored Employee Assistance Program (EAP), Labor Education Action Program (LEAP) and other training programs. Other information will include how to contact your Agency Re-Employment Representatives and Employee Services Office Coordinators. Employee Services Offices and Agency Re-employment Representatives will provide services on how to find out about jobs in state service, information on general employment opportunities and referral assistance to job seeking services and resources.

"All employees affected by layoffs should use all the outplacement and re-employment services available to them," said Paul Burch, special assistant to CSEA President Joe McDermott. Burch is a member of the CSEA ad hoc committee and CSEA liaison with the State Employment Security Committee as well.

"We want to be sure laid off employees receive all information available to ease their situation," Burch said. "They need to be reminded to check their personnel file to be sure information is current and accurate, for instance, and understand how important it is that they complete the Preferred List/Re-employment Roster Eligible Card to be placed on preferred lists and/or re-employment rosters.

"The key to receiving all this material is to apply for free union membership," Burch said.

New York Works Because We Work!

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

Don't rely on rumors. Keep informed, call
CSEA's toll-free current issues update

1-800-342-4146

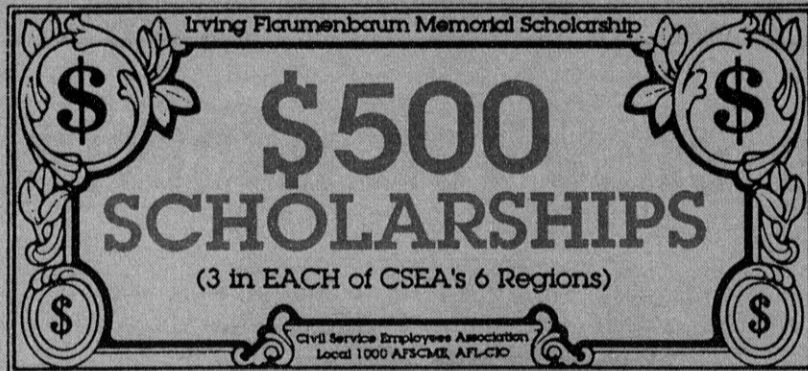
Press 5 on a touch tone telephone. Available 24 hours a day, it is easier to reach the program before or after regular business hours.

COLLEGE SCHOLARSHIPS

The Civil Service Employees Association's
IRVING FLAUMENBAUM MEMORIAL SCHOLARSHIP

will award

18



to children of CSEA-represented employees
in New York State who are
graduating high school seniors.

It's time for the sons and daughters of CSEA members to apply for the Irving Flaumenbaum Memorial Scholarships.

The deadline for applying is **April 15**. CSEA awards three \$500 scholarships in each of the union's six regions to eligible high school seniors.

You can get scholarship applications from your CSEA Local president or the region office.

Members of the Scholarship Committee are: Diane Lucchesi, chair; Willie A. Allen; Nevada F. Solano; E. "Sam" Rockefeller; William Fetterling; Sandra Delia; and Arthur Howell.

Remember, **the application deadline for the Irving Flaumenbaum Memorial Scholarships is April 15.**

CSEA/NYS Joint Committee on Health Benefits

News you can use

Everyday CSEA headquarters receives telephone calls and letters from CSEA-represented state employees about claims disputes, enrollment problems and health benefit explanations.

Working your way through the NYS Health Insurance Program can sometimes be confusing and intimidating. If you have a question or problem and don't know where to get help, call the CSEA Joint Committee on Health Benefits at 1-800-342-4146 or (518) 434-0191. The committee's job is to help you understand your health insurance rights and benefits, assist you with your claims problems and either provide you with the answers you need or put you in touch with the appropriate contact that can help you solve your problem.

The CSEA Joint Committee on Health Benefits (JCHB) has listed 10 reminders that can help to reduce many of the more common claims and enrollment problems.

* In most cases, Metropolitan requires that **original bills**, not photocopies, be submitted to them; always keep photocopies or some type of record of provider bills and corresponding forms for your file in case the original is lost or damaged in the mail.

* When submitting claims under the Major Medical portion of the Empire Plan, wait until the amount of charges meets your annual deductible before sending the claim to Metropolitan. The insured employee must meet a \$130 annual deductible each year, a covered spouse must meet a \$130 annual

deductible each year and all covered dependent children must meet a single \$130 annual deductible each year. Remember all Major Medical claims incurred during 1990 must be submitted to Metropolitan no later than **March 31, 1991**.

* If you have a problem or question about your health insurance premium deductions, if you lose your Empire Plan ID card or if you need to add or delete a dependent, contact your health benefits administrator located in your personnel office.

* CSEA Employee Benefit Fund Prescription Drug cards can be obtained by contacting the Fund directly at 1-800-323-2732 or (518) 463-4555.

* Remember, if you acquire a new dependent, whether a child or spouse, contact your health benefits administrator within seven days to avoid a waiting period. If a dependent loses his or her eligibility to be covered under your policy, you must have the ineligible dependent deleted from the enrollment file by contacting your agency Health Benefits Administrator.

* When seeing a specialist while enrolled in an HMO, remember that a referral from your primary care physician is required and is valid only for the time frame specified.

* When inpatient hospitalization is needed or a surgical procedure that appears on the Prospective Procedure

Review list is recommended, you **must** call the following Empire Plan Health Call which is listed on the ID card jacket or in your benefits certificate: 1-800-992-1213.

* When ongoing or an uncommon treatment or procedure is prescribed by your doctor, it may be wise to check with your HMO and to obtain a Metropolitan Predetermination of Benefits under the Empire Plan in order to certify the extent of benefits available prior to the actual receipt of the prescribed services.

* Obtaining covered services from an Empire Plan participating practitioner requires that you pay the appropriate co-pay(s). However, if you should receive a balance bill for covered services provided by an Empire Plan provider, you should contact the CSEA JCHB or the Metropolitan Provider Relations Unit at 1-800-537-0010 so the provider can be contacted to resolve any inappropriate billing.

* Never ignore a notice from a hospital or doctor that an unpaid medical bill will be referred to a collection agency. Billing errors do occur and collection proceedings can seriously harm your credit rating. If you receive a bill you believe is erroneous, **do not ignore it**; take steps to resolve the mistake, even if the error is not your fault. Contact the hospital or doctor's billing office immediately. If you need assistance, contact the CSEA JCHB, your HMO or appropriate Empire Plan insurance carrier.



CALL 1-800-336-4UBS

1-800-336-4UBS

New Expanded Hours: Monday thru Friday 8:30 AM to 7:30 PM.
Saturdays 10:00 AM to 3:00 PM.

United Buying Service (UBS) is batting .1000 as the *official* discount shopping service of CSEA. In 1990, 2,251 CSEA members shopped with UBS to purchase major consumer items at discount prices. During the 12-month period, CSEA received no unresolved complaints.

Remember, there is **absolutely no charge** for access to your discount shopping club. Accessing UBS is a free benefit from your union.

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

Electronic and Major Appliances

Use the following steps to purchase items such as refrigerators, washers, dryers, TVs, video cameras and recorders, stereo systems, CD players, phones, etc.

- * Shop around for the item of your choice.
- * Find out the model number and call the UBS Toll-free Order Line at **1-800-336-4UBS**.
- * Our courteous representative will quote you the lowest price on the item of your choice.

* Orders will be taken right on the phone. All merchandise will be delivered in factory-sealed cartons with the full manufacturer's warranty in effect.

Jewelry, Furs, Furniture, Carpeting, Crystal, China, Silver, Flatware, Luggage & Pianos

Simply tell the UBS operator what you want to purchase and you will be referred to a wholesale distributor of that product. The prices quoted will be substantially below retail.



CALL 1-800-336-4UBS

1-800-336-4UBS

New Expanded Hours: Monday thru Friday 8:30 AM to 7:30 PM.
Saturdays 10:00 AM to 3:00 PM.

UBS Auto Hotline Service

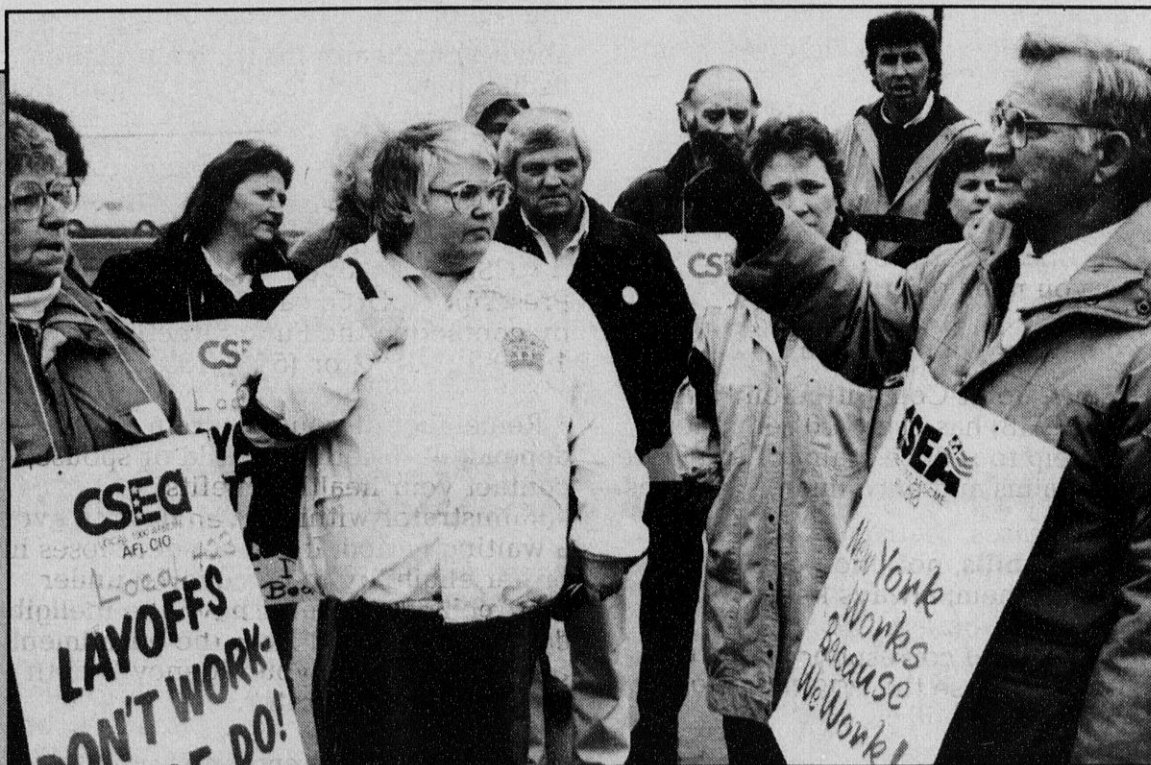
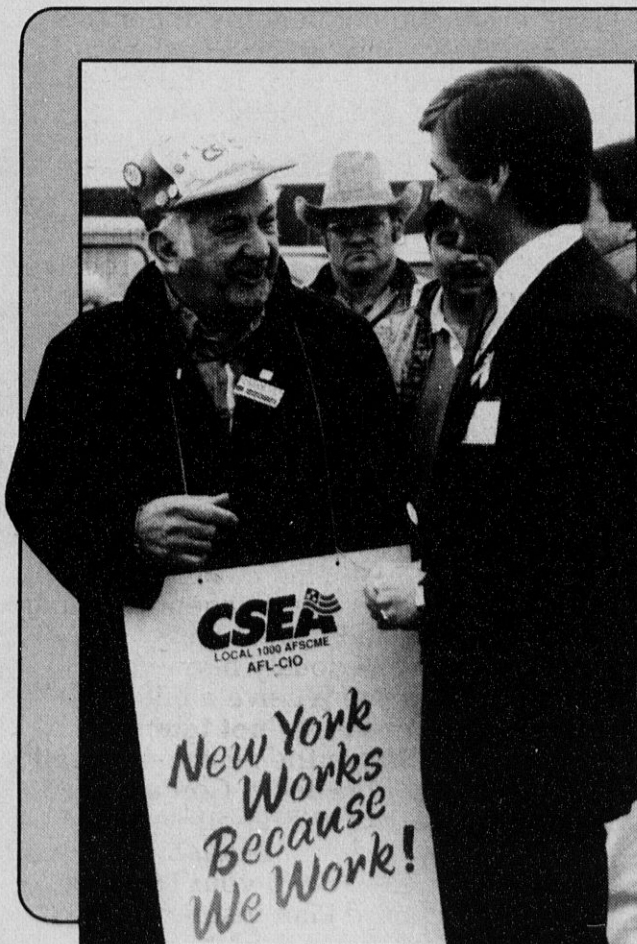
With more than 572 new car models on the market, it is imperative to **know the dealer's cost** of the car you are interested in before negotiating price! Experts recommend that it is always best to negotiate up from the dealer's cost rather than down from suggested retail, which can be up to \$3,000 higher. With UBS it is quick and easy to:

- * Learn the actual dealer's cost on the car you're interested in.
- * Get an evaluation on the used car you may wish to trade in.

For price quotes and car evaluations right over the phone, simply call the **UBS AUTO HOTLINE at 1-900-446-9400** (\$1.95 per minute).

UBS has also pre-negotiated special discounts at more than 150 car dealers in New York State and will direct you to a conveniently located dealer near your home for a special CSEA discount.

Discounts are also available on long term leasing for qualified customers.



ST. LAWRENCE PSYCHIATRIC CENTER employees participated in a rally recently to protest the impact of the state budget on the facility patients, programs and staff. In photo at left, CSEA St. Lawrence Retirees Local 923 President Joe Cosentino, left, speaks with state Sen. John McHugh. In above photo, CSEA St. Lawrence Psychiatric Center Local 423 President Jack Fisher, right, address local members during the rally.

Directions



Prepare for the future

Directions is a pre-retirement education program developed and conducted by the state Office for the Aging with joint labor/management funding from New York state and CSEA, the Public Employees Federation and AFSCME Council 82. Directions conducts pre-retirement planning seminars across the state and has written the "Self-Help Guide to Pre-Retirement Planning" for employees of state agencies. Directions will answer some important questions about pre-retirement planning for all public employees through this column.

DIRECTIONS pre-retirement seminars for this spring will be held in Batavia, Ithaca, New York City and Albany from April through June. Seminars are two and one-half days long and are open to state employees represented by CSEA who are over the age of 50. Now is the time to let your local CSEA president and your training or personnel office know that you and your spouse would like to attend one of these seminars. Call DIRECTIONS at (518) 486-1918 for details.

Medicaid now provides spouse protections

In the previous issue we discussed long-term care insurance designed to help pay for the cost of a nursing home stay and how you can get help to evaluate the various policies currently sold in New York state. In this issue we'll highlight how Medicaid protects the spouse when the other is in a nursing home and has to go on Medicaid.

As of January 1989, Medicaid law provides a number of new protections for the person left at home when the spouse enters the nursing home and applies for Medicaid. Medicaid refers to the person at home as the "community spouse" and the person in the nursing home as the "institutionalized spouse."

After five months in a nursing home in New York state most people (80 percent) have used up their own savings and have to apply for Medicaid to cover the costs. Most people have only enough money saved to buy a few months in a nursing home.

If you can pay for the first few months yourself you will possibly get into a nursing home faster and be able to choose which one you would like to go to. When your funds run out and you have to apply for Medicaid the nursing home cannot make you move out or change your care.

We have all heard stories of community spouses left destitute, their savings gone paying the nursing home costs for the institutionalized spouse.

That no longer is the case. As of January 1989 community spouses can set aside a portion of the combined assets for their own use; only the remainder gets spent on the institutionalized spouse. As of January 1991 that amount is \$66,480. Assets include savings and checking accounts, stocks, bonds, the vacation home, the second car, the boat, etc. The community spouse's home is an exempt asset, as is the first car.

The income for many older couples consists primarily of checks with the husband's name on them, since the wife often never worked. In the past those checks with the husband's name on them went to pay his nursing home expenses and wives were left in poverty and applying for welfare. This is no longer the case either. Now the community spouse has a monthly income set-aside as well. As of January 1991 it is \$1,662, and only money above that amount goes to the nursing home.

Some wonder if there is any way to protect assets above the \$66,480 amount. There are a variety of Medicaid Trusts that can be set up to protect assets but this is a very complicated area of law and you should talk with a lawyer who specializes in it.

It is best to establish a Medicaid Trust at least two and one-half years before Medicaid is applied for and is not something you wait to do until after the person becomes ill. If you desire to

protect someone other than a spouse, see a lawyer who specializes in Medicaid planning.

There is federal legislation covering all states; however the federal government gave each state the right to choose their own set-aside amounts. New York chose the top amounts possible. If the person you're concerned about lives in another state, find out what amounts that state chose.

Applying for admission to a nursing home or for Medicaid is a complex process, but you don't have to go it alone. New York state Offices for the Aging have free, experienced counselors who will help you through the process. Each county in the United States, including every county in New York state, has the services of an Office for the Aging. To locate an OFA in New York state check your phone book or call the Aging Hotline 1-800-342-9871.

What is the retirement advantage of saving my sick leave? When will my first pension check arrive? What are the seven reasons employers prefer to hire retirees? Find out the answers to all your questions concerning retirement by attending a free two and one-half day DIRECTIONS Pre-Retirement Planning seminar, funded by CSEA and designed for employees of New York state over the age of 50. For more information contact your union representative or call (518) 486-1918.

How to request political, ideological rebate on dues

CSEA members who object to the appropriation of a portion of their dues for political or ideological purposes unrelated to collective bargaining can obtain a rebate. The CSEA political rebate amounts to 3 percent of the dues collected in 1990.

The union's procedures call for individual rebate requests to be submitted in writing by certified or registered mail addressed to CSEA's statewide treasurer. Rebate requests will be accepted during the month of March.

Individual requests must be submitted. Lists of members are not acceptable.

Each request for reimbursement must include the individual's Social Security number.

AFSCME's Constitution also includes a rebate procedure. The International secretary-treasurer calculates the per capita payment equivalent that had been used for partisan political or ideological purposes during the fiscal year and rebates that amount upon proper application.

Members who object to AFSCME expending a portion of their dues for partisan political or ideological purposes must request a rebate individually in

writing between April 1 and April 16. The request must contain the member's name, Social Security number, home address, AFSCME local and council number. This information must be typed or legibly printed.

The individual request must be signed by the member and sent by the individual member to the International secretary-treasurer at AFSCME International Headquarters, 1625 L St., N.W., Washington, DC 20036, by registered or certified mail. Requests must be renewed in writing every year the member wishes a rebate.

Deadlines near on NYS/CSEA labor-management seminars

These career enhancement opportunities negotiated by CSEA for state employees

Career and skills enhancement opportunities that will help participants reach and perform at higher skill levels are being offered to CSEA-represented state employees through a series of seminars and workshops across the state this spring.

The career and skills enhancement seminars are

sponsored by the NYS/CSEA Labor-Management Committees and are made possible through funding negotiated by CSEA in the current CSEA state contracts. Many of the programs are administered by the Continuing Education and Public Service Department of SUNY's Empire State College.

Safety and Health Seminars

Safety and Health Seminars are designed to provide CSEA-represented employees, their supervisors and members of agency and facility safety and health labor-management committees with the skills and information necessary to ensure full implementation of various occupational safety and health regulations and the maintenance of a safe work environment.

Safety and Health Seminars will be held during April, May and June at several state facilities.

Registration deadline is March 26.

Operations and Maintenance Seminars

Operations and Maintenance Seminars are designed for CSEA members who operate and maintain the state's physical plants and equipment.

Seminars covering 10 different topics

will be offered at various state facilities across the state during April, May and June.

Registration deadline is March 15.

Career and Skills Enhancement Workshops

Career and Skills Enhancement Workshops are designed for CSEA members in the Institutional and Administrative Services bargaining units. These workshops are for non-direct care institutional workers, employees charged with inventory control and staff who deal extensively with the public.

Registration deadline is March 15.

Introduction to the Skilled Trades

Introduction to the Skilled Trades workshops will be available only to members in CSEA Regions I, II and III. The two-day workshops are primarily

for CSEA members in grades 3 through 9 in the Operational Services Unit.

Employees in higher grade levels, with little practical experience in the subject matter, may also participate.

Workshops are held at SUNY Maritime College in the Bronx. Workshops will be held during March, April and May.

The deadline for registration is three weeks prior to the seminar selected.

Details, application forms

Brochures describing each seminar or workshop series, including times, dates, locations and course descriptions, are available from your CSEA Local president or your state agency personnel and/or training and education offices. Information is also available by contacting: NYS/CSEA Labor-Management Committees, One Commerce Plaza, Suite 1117, Albany, NY 12260 (518) 473-3416.

CSEAP

CLERICAL & SECRETARIAL EMPLOYEE ADVANCEMENT PROGRAM

The Clerical and Secretarial Employee Advancement Program (CSEAP) was established in 1979 by agreement between the State of New York and the Administrative Services Unit (ASU) of CSEA. As part of CSEAP, the Transition Training Program offers courses to employees appointed to titles created by the program and state employees represented by CSEA in the Administrative Services Unit. These job-related courses are designed to help ASU members acquire general knowledge and skills in a wide variety of areas, including communications; mathematics; office automation; secretarial practices and work management. The course deadlines for the immediate future are listed below.

A number of course deadlines were published in the previous edition of *The Public Sector*. Following are additional course deadlines for the immediate future. Application and course descriptions can be found in

CSEAP course catalogs sent to your Personnel Office, Affirmative Action Office, Training Office and your CSEA Local president. For additional information on CSEAP courses, call (518) 457-6306.

<u>COURSE</u>	<u>LOCATION</u>	<u>DATE HELD</u>	<u>ENROLL BY</u>
JOB INTERVIEWING FOR CAREER MOBILITY	NEW YORK CITY	APRIL 22	MARCH 22
THE ORGANIZED SECRETARY	ALBANY NEW YORK CITY	APRIL 9 APRIL 18	MARCH 12 MARCH 21
PRINCIPLES OF GOOD HUMAN RELATIONS IN THE WORKPLACE LEVEL I (ASU)	ALBANY	APRIL 15, 22 & 29	MARCH 15
RESUMES: A TOOL FOR CAREER MOBILITY	NEW YORK CITY	APRIL 23	MARCH 26
SECRETARIAL ROLES FOR THE NINETIES	ALBANY HAUPPAUGE HAUPPAUGE NEW YORK CITY NEW YORK CITY UTICA	APRIL 24 APRIL 9 APRIL 12 APRIL 2 APRIL 11 APRIL 15	MARCH 27 MARCH 12 MARCH 15 MARCH 5 MARCH 14 MARCH 15
TELEPHONE TECHNIQUES	ALBANY MIDDLETOWN NEW YORK CITY POUGHKEEPSIE	APRIL 12 APRIL 22 APRIL 10 APRIL 29	MARCH 15 MARCH 22 MARCH 13 MARCH 29
UNDERSTANDING AND USING EFFECTIVE ENGLISH	ALBANY ALBANY ALBANY NEW YORK CITY	APRIL 4, 11 & 18 APRIL 15, 22 & 29 APRIL 26, MAY 3 & 10 APRIL 5, 12 & 19	MARCH 7 MARCH 15 MARCH 29 MARCH 8

These CSEAP courses were negotiated for ASU members by CSEA. There is no charge to the employee.

Binghamton State Office Building 10 years after toxic PCB fire

Not ready to reopen

BINGHAMTON — Ten years ago last month, a transformer explosion and fire in the mechanical room of the Binghamton State Office Building spewed forth cancer-causing polychlorinated biphenyls (PCBs). The toxic material circulated throughout the building via the ventilation system.

The contaminated building was shut down leaving equipment and files inaccessible, displacing hundreds of employees and inconveniencing the general public.

Today, after years of clean-up at a cost of more than \$40 million, the building is no closer to re-opening.

The state now claims the building may be ready for re-occupation in a year, but as one CSEA official put it, "we've heard this story before."

The contradiction is apparent when touring the building: the upper floors are completely renovated and furnished and appear ready to welcome back state employees. Meanwhile, the mechanical room, where the fire began, remains sealed and contaminated. While the floors above sparkle, barrels of toxic waste sit in the sub-basement waiting for disposal.

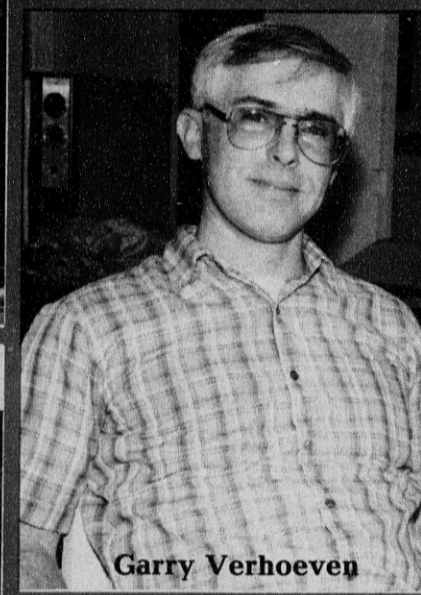
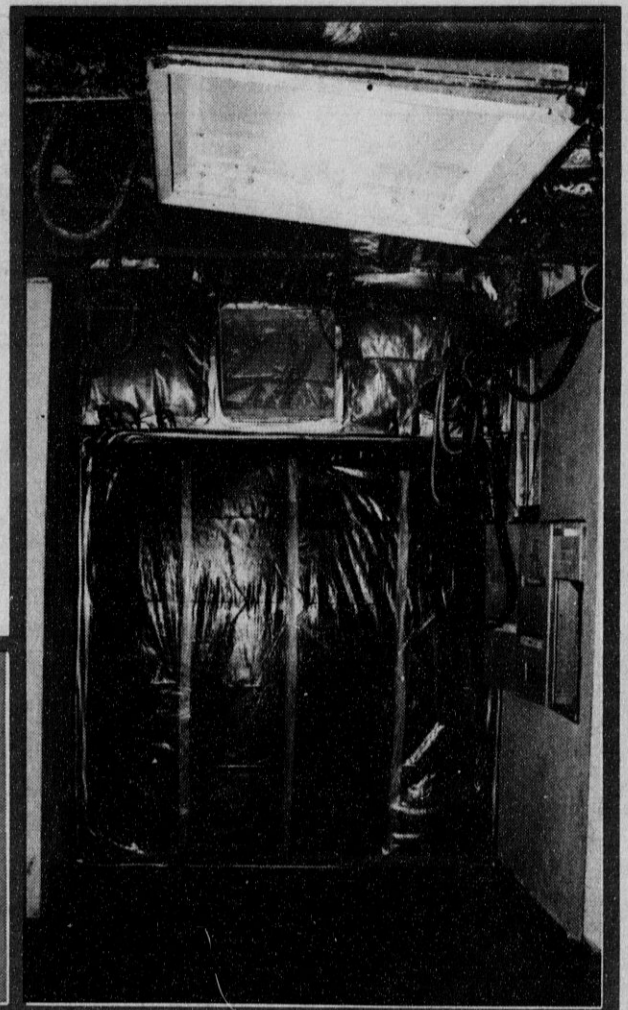
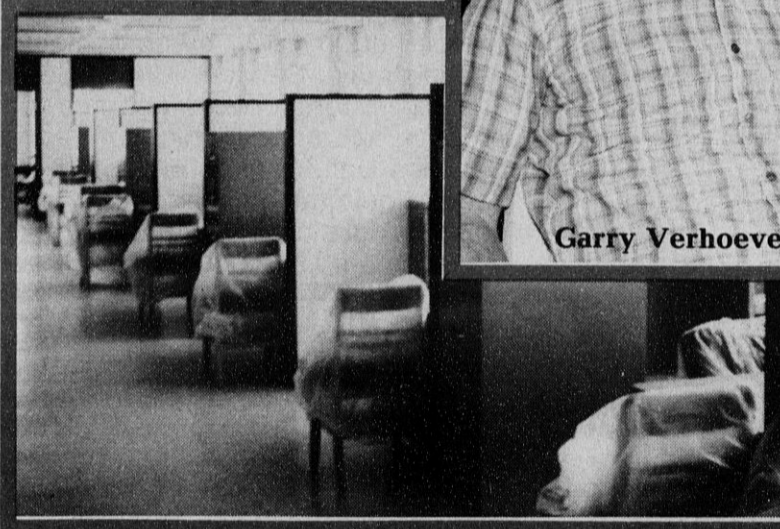
"It's not for lack of trying that the facility isn't ready," said CSEA Director of Occupational Safety and Health James Corcoran. "But parts of the building may be like a giant toxic sponge. They clean the contamination from the surface but after a while more re-permeates."

"Whether they're ever going to get it clean enough is questionable," said CSEA Binghamton State Employees Local 002 member Susan Kresge, a 30-year state employee with the Department of Motor Vehicles (DMV).

Kresge remembers reporting for work on that fateful day in February 1981 and being turned away. "We were barred from the building and sent home to wait for a call from our supervisors," she said.

When that call came the next day, the entire DMV staff was relocated temporarily to the county DMV office, without equipment or furniture. Kresge said they used a shoe box for a cash register.

For two months the state employees shared the county office until they were relocated to a former elementary school. Kresge and her co-workers are still there working under less than optimal working conditions that include poor



Garry Verhoeven



Susan Kresge

BINGHAMTON STATE OFFICE BUILDING TODAY — While some parts of the building have been cleaned and readied for operation, other areas are still contaminated.

lighting and restrooms in disrepair.

But Kresge said she'd rather stay put even in less than desirable conditions than return to the Binghamton State Office Building.

"Until they certify that the building is safe and free of poison, I'd rather stay here than have to deal with the uncertainty. I don't think it's ever going to be safe," she added.

Her feelings were echoed by fellow DMV employee Garry Verhoeven, a 17-year state employee.

Verhoeven added that he felt the clean-up was a waste of tax dollars and that "it should have been given up long ago."

"Now they've spent three or four times more than what it cost to build it and it's still not done," he said.

Another employee who did not wish to be identified said he played a direct

role in the initial clean-up and believed he had been exposed to safety hazards as a result.

"The cleaning was very disorganized," he said. "Our job was to clean everything up and they told us we'd be back to work in the building a week after mopping it up."

The employee said clean-up workers were given protective equipment to wear but were not trained to use it properly. He said OSHA guidelines were violated in the early going and after several weeks state employees were replaced in the effort by private contractors who were adequately trained in the hazard abatement.

He was unsure about whether the building can be made safe for re-occupancy and asked "Who ever thought it would take more than 10 years?"