

THE PUBLIC SECTOR

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A MISTAKE ON A GRAND SCALE

TWELVE GRAND,
TO BE EXACT



... see page 3

**Making
the
grade(s)
pages 9-13**



SO SHE SHALL REAP

CSEA-funded program for the disabled brightens her job outlook

By Daniel X. Campbell
CSEA Communications Associate

She's 37 years old but sounds, at times, wise beyond her age. Her voice is full of life, laughter and enthusiasm and her smile is bright and friendly. She seems ready to climb the highest mountains or swim the widest rivers.

But Sue Meineker will never be able to do that. She has spina bifida and is imprisoned in a bulky, confining wheelchair for life.

Life has always been a challenge to Meineker. But her 15-year career as a public employee — she's currently a grade 5 CSEA member in the Department of Transportation's Expenditure Unit Accounting and Fiscal Services — has been most worthwhile.

Meineker, despite her handicap, is driven to get ahead. And now she's in review in the Realizing Employee Achievement and Productivity (REAP) program which is partially funded by CSEA.

"REAP works one-on-one with the individual employee and his or her needs," Meineker explains. "When I attended a session on writing a resume I worked on writing my own resume for various job situations. I think that the value of REAP is that everything is aimed at the individual, not at a group or a class. And it does work."

Meineker explains that she'd always had trouble with promotional exams because of her lack of basic education.

Meineker tells of her past in a frank manner. "All I had was three hours of tutoring a week when I was in elementary school. Three hours a week to cover all of the subjects I was having a problem understanding. No mainstreaming, no one-on-one. I was rotten in math and science and just great in reading and English. You can read on your own but you need help to understand math and science. I never got that help.

"But now, with REAP's help, I'm looking forward to my first college degree in public administration and then to graduate study. All of this to get something better than a grade 5," she says as a smile flashes across her face and a laugh escapes her lips.

MEINEKER REVIEWING
for Civil Service test



'REAP is just great. After all, everyone here is in the same boat.'

SUE MEINEKER

Something in Meineker — her constant drive, her desire to achieve — just keeps pushing her along. "So far I haven't really had a bad experience in any self-improvement situation. Cornell was excellent and REAP is just great. After all, everyone here is in the same boat and we're all working together to help everyone else."

Shortly, Meineker will achieve one of the goals she has been seeking for a long time. As soon as all of the paper work is done, Meineker will be awarded her bachelor of science degree.

"Then it's on to graduate school through Empire State College," she says.

Public SECTOR

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Awarded for pay oversight

School nurse finds it's 'grand' to get \$12,000

By Anita Manley
CSEA Communications Associate



A HAPPY ROSEMARY CAPOCCI, center, is flanked by Field Representative Larry Sparber and Port Chester School District Unit President Gloria Furano.

PORT CHESTER—"I thought they shorted me \$20, and I ended up with \$12,000," exclaimed a surprised and very happy Rosemary Capocci.

Capocci, a member of the Port Chester School District CSEA Unit in Westchester County, recovered the \$12,000 owed her by the school district after she went to CSEA Unit President Gloria Furano for assistance in compiling three years worth of time sheets and records.

A licensed practical nurse who assists a handicapped student who attends the elementary school, Capocci was working four days a week when her schedule was increased to five days three years ago.

"I didn't get much of an increase in my paycheck when I returned to school that September and I questioned the salary, but never really got any answers," she says. The matter came to a head when she took a vacation and was docked for some of the time even though her records showed she had accrued leave.

She took her figures to school officials, and it was then she discovered that for the last three years she had still been paid for working four days a week instead of five.

After she went to Unit President Furano, "there wasn't any doubt that they owed her a lot of money," the union leader said.

CSEA Region III Field Representative Larry Sparber noted that adjustments also had to be made in Capocci's retirement fund.

The \$12,000, which will be paid to Capocci in two installments, will come in handy, she says. For one thing, she plans to install air conditioning in her new home this summer.

Promo exams for OMRDD scheduled

Competitive promotional exams for the positions of Residential Unit Supervisor and Coordinator of Community Residences, both Grade 17 posts, will be conducted on June 21 for interested qualified employees of the Office of Mental Retardation and Developmental Disabilities.

Applications must be postmarked no later than May 12.

Candidates for the exams must have had, on or before the date of the written exams, six months of permanent competitive or 55-b (Section 52.14) service as a Mental Hygiene Therapy Assistant II or Community Residence Director. For appointment from eligible lists, one year of the qualifying experience is required.

Application cards and information is available at your agency personnel office.

CSEA lists pair of staff openings

Coordinator of Retirees

CSEA is currently accepting applications for the Albany-based position, coordinator of retirees.

Excellent writing and oral skills are required as well as leadership ability. Duties include coordinating services for 40,000 retirees and assisting them in achieving legislative goals.

Minimum qualifications include a bachelor's degree and three years experience in a related field.

Submit resumes by May 5 to: Personnel Director, P.O. Box 125, Capitol Station, Albany, N.Y. 12224.

Budget examiner

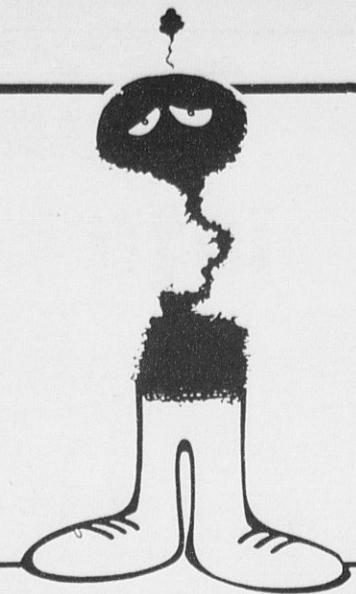
CSEA is seeking a budget examiner to work out of union headquarters in Albany. Position requires ability to analyze state and municipal budgets and their impact on the collective bargaining process. Person should also have ability to assist in negotiating process.

Minimum qualifications include a bachelor's degree in public or business administration with at least 30 college credits in accounting, fiscal management or public finance, and three years experience in budget preparation at the state and/or municipal level.

Submit resumes by April 30 to Personnel Director, P.O. Box 125, Capitol Station, Albany, N.Y. 12224.

CSEA beating burnout

\$100,000 negotiated by union for ISU to fund pilot projects to fight job stress



EDITOR'S NOTE: Finding solutions to job-related stress and burnout among direct care employees of New York state's institutions is a perplexing problem. Now, with the assistance of grants negotiated by CSEA with the state, the joint CSEA-NYS Committee on Work Environment and Productivity (CWEP) is encouraging Mental Hygiene, Mental Retardation and Division for Youth facilities to develop creative and practical proposals to combat employee stress and burnout. CSEA negotiated \$100,000 in the present

Institutional Services Unit (ISU) contract to fund pilot projects and programs to address the issue. Individual facility labor-management committees are encouraged to submit requests for grants of up to \$5,000 each to conduct pilot programs to deal with handling burnout and stress. CWEP representatives have conducted meetings across the state recently to discuss the project and encourage participation.



PREP FOR CWEP CONFERENCE — Jack Carey, left, and Bill Sullivan, director and assistant director of the New York State OER/CSEA Joint Labor-Management Committee on Work Environment and Productivity (CWEP) respectively, share some program agenda notes with conference participants Marsha Calichia and Ellen Sadowski, instructors with the Cornell University School of Industrial and Labor Relations, and CSEA Statewide Secretary Irene Carr in Syracuse recently.

"There's no point doing yet another study to find out that stress and burnout are serious problems among institutional workers," says Jack Carey, director of the joint CSEA/New York State Committee on Work Environment and Productivity (CWEP).

Instead, Carey says, CWEP is coordinating a grant program to establish pilot projects and other programs that will hopefully make a real difference for employees by actually reducing on-the-job tension and frustration.

The funding, negotiated in CSEA's current contract, provides for the development of small scale proposals worked out in labor/management sessions for the specific needs of the facility. The object is to put ideas into practice for improving working conditions and making individual jobs less tedious.

Plans might include health and fitness programs, work schedule modifications, counseling, workplace improvements, etc. But CWEP, he stressed, is open to suggestion on original ideas.

"We went on the road to six statewide meetings to provide important information about the funding program; to assist participants in writing proposals for funds; to present an overview of the nature, causes and potential interventions for stress in state institutions; and to encourage discussion of programs to reduce employees' problems," Carey noted.

"Instead of all decisions effecting employees being made at the Albany level, we asked the local labor/management committees to decide what their priorities are. We want them to propose what corrective measures should be taken, and how best to utilize program 'bucks' to combat the serious problem of stress and burnout."

Next year, after projects have been in place for a while, they will be evaluated at a statewide conference to see what works and what doesn't. The intent is to determine what might best fit into a master plan for addressing stress and burnout problems throughout state service.

Where to send proposals for pilot projects

All proposals for pilot projects to deal with employee burnout and stress must be joint submissions by facility labor and management committees, and may not exceed \$5,000 to implement. Proposals must be made by May 8 to:

OMRDD
Sheldon Kramer
Director of Employee Relations
44 Holland Avenue—3rd floor
Albany, New York 12229

OMH
Phil Scott
Director, Employee Relations
44 Holland Avenue—7th floor
Albany, New York 12229

DFY
Bob Kennedy
Director—ER
84 Holland Avenue
Albany, N.Y. 12208

Other questions about the grant program can be addressed to:

Jack Carey
CWEP
99 Washington Avenue
Albany, New York 12210

State workers getting canal boat into shipshape . . . *but what for?*



STERN VIEW OF THE CHARTIERS in dry dock at Lyons showing two top deck bridge housings removed, below, to permit clearance under NYS canal bridges.

By Charles McGeary
CSEA Communications Associate

What if . . . Naw, you wouldn't believe it . . . but maybe you would at that.

What if New York state should start to build its own Empire State Navy?

It may already be in the works!

Languishing high in dry dock here at the state barge canal facilities rests the mighty towboat Chartiers — or what is left of her after welding torches have cut away nearly 15 feet of upper superstructures to accommodate low bridge clearance along the barge canal system.

How and why the Chartiers came to be high and dry in beautiful downtown Lyons is a mystery that, hopefully, will end when the boat is refitted, refloated and ready for work at a cost conservatively estimated at \$150,000.

The original boat was built in 1952 for the U.S. Corps of Engineers and served on the Mississippi River until recently retired from service at Pittsburgh, Pennsylvania.

How New York state authorities learned the boat was available is unknown, but unofficial sources say a purchase or trade deal was struck for approximately \$40,000 that began the transfer to the New York State Barge Canal fleet of tugs, work boats, barges and other craft on the nearly 500 miles of state waterway.

Sailing the boat from Pittsburgh to Lyons, New York is, in itself, a tale that might rival the poet Homer's "Odyssey".

The journey began when a four-member crew drove from Lyons to Pittsburgh to begin the preliminary conversion of the upper deck to permit passage under low

bridges they would encounter along the way. The 2,500 mile trip started down the Ohio River to the Mississippi, upstream to the Illinois River, on through the waterway into Chicago, across four of the Great Lakes, and finally to the Lockport canal shop to await the end of the 1985 shipping season before moving eastward to its present port in Lyons.

According to crew members, the two-month journey required the removal of much of the upper superstructure including lights, radar and other high areas, and the rigging of a makeshift plastic drop cloth to keep out the elements. After reaching Lockport, at the western extreme of the canal system, it became necessary to lower the level of the canal approximately three feet to permit clearance under low bridges.

The Chartiers finally arrived in Lyons in December 1985 and was moved into dry dock where state employees continued the transformation and refitting process.

Questions concerning the completion date of the work, and the real purpose of the boat, bring only puzzled smiles and silent shrugs from state workers involved in the project.

Is the 96-foot boat a practical investment? Will refitting costs be excessive? According to several knowledgeable canal workers — men who have spent 20 or more years on the waterway — the boat is too big and cumbersome for many sections of the canal; it's length and beam will limit maneuvers to only wide areas in the system.

"The boat may be useful in some bigger and wider areas along the canal, but it's size is awkward and not all that functional

for most job requirements on the canal," one employee explained.

"After all the time and labor of moving it 2,500 miles, cutting it apart, welding it back together, refitting and painting it for duty, will it be practical and justify all the expense when it finally goes to work?" another worker questioned.

The outcome of this nautical story remains to be seen as a sizeable crew of state employees — welders, carpenters, pipefitters, machinists, painters and laborers — continue their work on the boat. The canal is scheduled to reopen in the spring, depending on the melting of winter ice and the seasonal replacement of channel marker buoys.

Will the latest addition to the New York state "navy" be formally launched, complete with champagne christening ceremony and smiling state dignitaries? No one knows, least of all the canal employees.

It is rumored the boat will be given an exciting new name befitting her size and eventual splendor. Several names have been suggested by some of the old timers on the canal, but should not be repeated for home audiences.

When that glorious launching day arrives, canal employees in Lyons say the decks will probably be crowded with smiling officials and their guests, eager to tour the boat from bow to stern and perhaps enjoy a pleasure cruise on the historic waterway.

In the meantime, workers continue to question whether the new addition to "the fleet" is destined for work or pleasure, or whether the large expense in time, labor and money could have been used wisely in more important canal projects.

VDTs

Legislation can prevent 'terminal' illness



Is your video display terminal (VDT) giving you a "terminal" illness?

CSEA and many other labor unions representing members who work with VDTs think so, and they think that a cure can be found in legislation dealing with the health and safety problems associated with the equipment.

CSEA, with several thousand members who work with and around VDT equipment, has joined with a large number of other labor unions, women's rights activists, safety and health professionals, and concerned individuals to promote legislative protection for both public and private sector employees throughout New York state.

The VDT Safety Coalition points out that the explosion in the use of computers in office workplaces over the past decade has caused dramatic changes in the way we work, and created new health and safety concerns. Today, more than ten million office workers operate video display terminals daily. By 1990, just four years from now, that number will increase dramatically to 40 million people.

Health complaints among office workers have become widespread with the advent of VDTs. Among the most common problems are:

- * wrist problems, such as carpal tunnel syndrome, (see adjacent article) which sometimes require surgery, and a variety of repetitive stress injuries;
- * severe eyestrain, including blurred vision, soreness, redness and stinging;
- * chronic back problems, and musculoskeletal pain in neck and arms;
- * stress-related symptoms, such as insomnia, ulcers, angina and depression.

Additionally, concern is growing over possible health problems related to pregnancy.

The newly formed VDT Safety Coalition is calling for support by union members for passage of two bills in the state Legislature which would address many of the concerns about working with VDTs. A lobby day in Albany is being considered as well.

Legislation is in the works

The VDT Safety Coalition urges support of Assembly Bill 6707 and Senate Bill 6232, both of which would establish detailed work regulations and rules pertaining to VDTs, and is calling upon CSEA and other union members to write their state legislators urging passage of the bills.

Both bills call for:

- * establishing minimal standards of machine design to eliminate musculoskeletal problems;
- * regular eye examinations for all VDT operators provided by the employer;
- * mandating regular periods of rest or alternative work to reduce eyestrain and stress;
- * requiring that pregnant VDT operators be provided with alternate work when available and be eligible for unemployment benefits when it is not;
- * providing employee education and training on the hazards of working on a VDT;
- * providing protection for an employee that brings a complaint against an employer for non-compliance with the law.

New York state has always prided itself on being a leader in important areas of health and safety, but when it comes to VDTs, the state is already behind. VDT legislation is on the books in California, Washington and New Mexico. The states of Wisconsin, Maryland, and

Ask someone if they know what carpal tunnel syndrome is and chances are the response will be "Huh?" Yet this generally misunderstood injury is rather commonplace, one of several musculoskeletal problems frequently complained of by workers. Carpal Tunnel Syndrome is a serious health problem most often associated with video display terminal operators, clerk typists and people in a wide variety of blue collar jobs. The problem is becoming widespread enough that CSEA's standing Safety and Health Committee, in conjunction with local and regional health and safety committees, has undertaken a special awareness campaign to alert employees of the health disorder.

Carpal tunnel syndrome is a disorder of the hand caused by injury of the median nerve inside the wrist. The carpal tunnel is a narrow passageway on the palm side of the wrist which contains tendons, nerves and blood vessels. The median nerve is one of three major nerves of the upper extremity that contains motor, sensory and autonomic fibers.

Inflammation of the tendons in the tunnel can create pressure on the median nerve, resulting in painful sensations in the thumb, index, long and ring fingers. Motor nerve impairment results in reduced muscle control and eventually muscle atrophy (decline or wasting away). Sensory nerve impairment results in sensations of numbness, tingling and pain, and in loss of sensory feedback from the hand, an important factor of the ability to grasp, hold and manipulate objects.

(Continued on Page 7)

Michigan will be considering such legislation this year. VDT legislation passed in Oregon but was vetoed by the governor. But New York lawmakers can redeem themselves with passage of A.6707 and S.6232. Urge your legislators to do so.

A special health and safety alert from CSEA

tunnel syndrome

This fairly common but relative unknown problem can affect numerous occupations

(Continued from Page 6)

Patients may complain of referred pain in the forearm and even as high as the shoulder. Symptoms are most prevalent when driving a car or during other sustained activities. Carpal tunnel syndrome has a history among blue collar and traditional office occupations. Women are reportedly three times more susceptible to the problem than men, with middle-aged women the most susceptible of all.

There are many occupational tasks that may produce carpal tunnel syndrome. Tasks that require a sustained or repeated stress over the base of the palm is one cause. Examples of tasks that often produce pressure on the base of the palm include the use of screwdrivers, scrapers, paint brushes, and buffers. These tasks should be designed so that the grip stresses are not distributed in the center of the palm. Vibration is another recognized factor which lead to carpal tunnel syndrome. Saws, grinders, sanders, buffers, drivers, air or motor powered drills may cause vibration exposure. Also, it may result from gripping the wheel of a motor vehicle or holding a part against a buffing wheel.

Video display terminal (VDT) operators will often experience carpal tunnel syndrome if they are working at poorly designed workstations. A lack of adjustable tables, chairs or terminal screens at workstations may force VDT users to sit in uncomfortable positions to operate the equipment. There are many aspects of VDT tasks that can be related to an increase in the disorder. These include the nature of the task, repetitiveness of the job, work pace, work and rest break schedules and personal attributes of the workers.

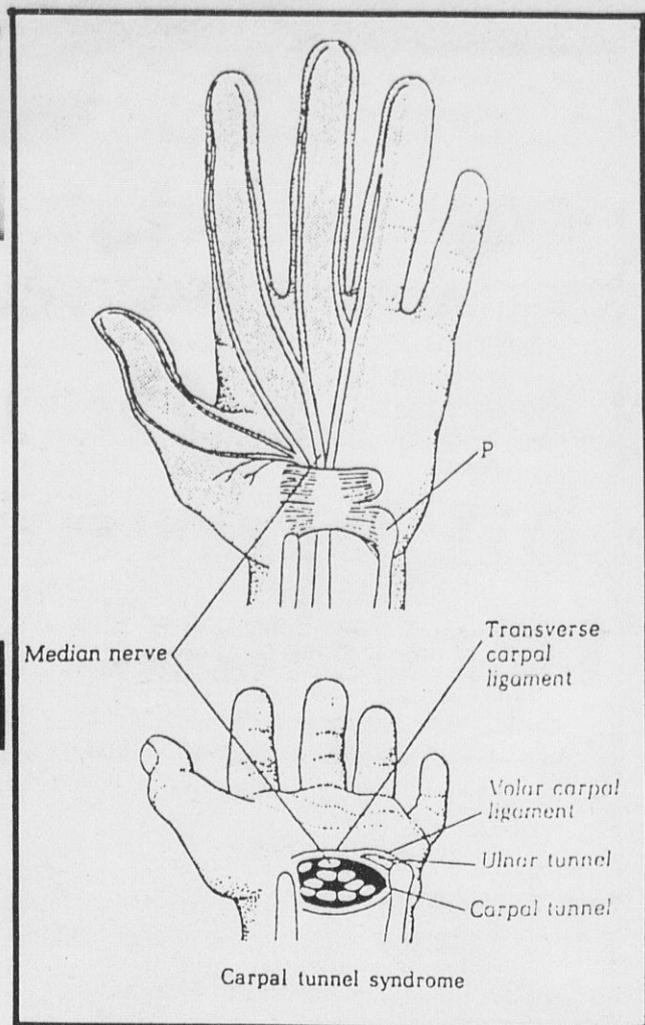
In general, carpal tunnel syndrome probably is under-reported because workers may not associate their symptoms with their jobs, especially when the symptoms occur at night after work. They may not report symptoms for fear of losing their job or being placed in another area if they complain.

There are non-occupational causes as well as occupational causes. The carpal tunnel syndrome may be associated with rheumatoid arthritis or following a Colles' fracture. It can also be seen in a variety of

medical conditions such as pregnancy, diabetes, acute trauma, thyroid disease, and gynecological surgery. However, patients with the syndrome have no apparent associated systemic disease. Also, median nerve injury inside the carpal tunnel can be caused by a blow to the wrist, laceration, burn or other acute wrist trauma. Such injuries could produce symptoms of carpal tunnel syndrome.

There are many steps and precautions that can be taken to reduce carpal tunnel syndrome. Sensory feedback from the hand is an important factor in the ability to grasp, hold and manipulate objects. Sustained gripping and hard surfaces should be avoided to minimize sensory fatigue. The use of textured surfaces will maximize sensory feedback. The hand should be insulated to prevent cooling, and sensory inhibition. This can be achieved by thorough control of room air temperature, careful location of exhaust parts on air powered tools and the use of handle materials with a low thermal conductivity.

Repetitiveness of task is an important factor of carpal tunnel syndrome. In some cases, repetitiveness can be controlled through work content or rotation. This situation is applicable to VDT operators. Working time and rest pauses play a major role in carpal tunnel syndrome. The best way to reduce carpal tunnel syndrome is by limiting the total time in which employees spend working with the VDT screen. Rest pauses should be utilized or a job involving mixed VDT and non-VDT work should be designed. Ergonomic recommendations for VDT workstations will act as a considerable deterrent for disorders such as carpal tunnel syndrome. Keyboard design has the greatest ergonomic effect on the cause of this type of injury. The most important feature of keyboard design is that it must be detachable from other elements of the system so that it can be positioned according to the needs of the worker. Most new VDT's have detachable keyboards. Whenever possible, a wrist or palm rest should be provided to avoid the wrist being held at an angle which could provoke carpal tunnel syndrome or the keyboard should be set into the desk surface. Also, the height of the desk and keyboard must be sufficient to prevent any significant flexure of the wrist, either up or down, during keyboarding.



When precautionary measures are not taken and carpal tunnel syndrome does develop there are ways to relieve the condition. In mild cases, splinting for a few weeks may relieve the condition. Surgery may be required for more serious conditions, usually resulting in improvement and often dramatic relief.

When corrective surgery for carpal tunnel syndrome is indicated, the severity of the case and the individual are taken into account before the surgery is performed. Generally, hand surgery patients may be operated on in an ambulatory surgery facility as an "out-patient" or may be admitted to a hospital. Depending on how extensive the surgery is, the patient may be discharged the same day the surgery is performed. Hand surgery is usually performed either under general anesthesia or with your arm numbed. In either instance there is no pain during surgery. The hand is a very sensitive organ, therefore post surgical pain may be mild or severe. The surgeon will advise the patient on the proper schedule for returning to routine and more strenuous activities. This is an individual matter and depends on the healing process of the individual. Most patients are back in their regular routine in about three weeks. With any surgery, complications can be minimized by closely following the surgeon's advice before and after surgery.

Injuries of this nature are often occupationally related. In cases such as carpal tunnel syndrome, for instance, you should discuss your job conditions with your physician, and complete the proper forms to notify your employer and the Worker's Compensation Board that the injury or illness is job related. Worker's Compensation should be utilized whenever it is applicable to cover medical costs related to such injuries or illnesses.

CSEA hopes to squash consolidation proposal

Against plan for Central Islip, Pilgrim

CENTRAL ISLIP — CSEA Long Island Region President Danny Donohue and Central Islip Psychiatric Center CSEA Local 404 President Al Henneborn are spearheading a campaign to smother the state Office of Mental Health's proposal to consolidate the administration of CIPC with that of Pilgrim State Psychiatric Center.

And state Assemblyman Paul Harenberg, who along with Assemblywoman Elizabeth O'Connell held a public hearing on the issue recently at CIPC, agreed with the union's position. Harenberg said the Office of Mental Health is "welching on the deal" OMH made in 1982 to develop Central Islip into a facility for elderly clients.

Lawmakers Harenberg and O'Connell listened for three hours to testimony in opposition to the consolidation from representatives from CSEA, other unions, medical staff and community leaders. All agreed that consolidation would prevent

development of a psychogeriatric center at CIPC.

Donohue implored them to remind the Office of Mental Health of its responsibility and of the commitment it made in 1982 when it was agreed that CIPC would develop into a facility for elderly clients. "Our members, the employees here, need to be sure of their futures. They don't know what's going on. How can they serve the clients with maximum efficiency if they can't plan their own lives?" he declared.

"I feel that if the administrations merge, it will only be a matter of time before they will try to consolidate the entire psychiatric center. If the Department of Mental Health allows this consolidation to happen, then they have made a conscious decision to get out of the business of servicing the elderly," Donohue said.

Henneborn spoke with a voice filled with emotion. "I am here to represent the 1,500



SEN. CAESAR TRUNZO, right, discusses opposition to consolidation plans with CSEA Long Island Region President Danny Donohue during a legislative breakfast program at Central Islip Psychiatric Center.

members who work here. They are dedicated, caring, hardworking people who have a right to know what's going to happen. If the consolidation takes place, it will hurt the employees and the clients. The elderly will be lost in the shuffle all over again."

Although the state claims that there is no plan to close the facility in the "near future," Donohue pointed out that OMH has not allocated funds to CIPC. "That money is needed to turn the center into a model psycho-geriatric center," he said.

Harenberg, a member of the Assembly Committee of the Aging, said, "They're (OMH) welching on the deal. How can they even think of taking the clients from here to another facility? According to my understanding of the task force report, the success of the mission will be undermined if there is a consolidation."

Less than a week after that hearing, CIPC held a legislative breakfast at the facility to gain support from area political leaders. Some of those who pledged their support then were: Senator Caesar Trunzo, County Legislator Joseph Rizzo, Assemblyman John C. Cochrane, Assemblyman Harenberg, Assemblywoman Toni Retalliatta and Assemblyman Patrick Halpin.



ASSEMBLYMAN PAUL HARENBERG, center, listens to opponents of plans to consolidate the administration of Central Islip and Pilgrim State Psychiatric Centers. From left are County Legislator Joseph Rizzo, CSEA Long Island Region President Danny Donohue, Harenberg, CSEA Local 404 President Al Henneborn, and CSEA Field Representative Nick Pollicino.

Padavan lauds MH funding

A substantial increase in the state budget for mental hygiene will preclude any reduction in staff at adult psychiatric centers, and even add a few, thereby averting what state Senator Frank Padavan (R-C, Queens Village) said was a "potential crisis."

Sen. Padavan said a \$722 million increase in mental hygiene and addiction control spending in the new state budget should avert "a potential crisis at adult psychiatric centers, particularly the overcrowded facilities in the New York City

region." Padavan, chairman of the Senate Committee on Mental Hygiene and Addiction Control, said the budget action mandates a staff to client ratio of .87 to 1.

"Direct care staff positions in adult psychiatric centers would have been reduced by 471 and staffers redeployed under the governor's proposed executive budget for the Office of Mental Health. Instead, as a result of our insistence on the staff ratio formula, all 471 can be expected to remain in the adult program. In addition, 26 new positions will

be created," the Queens senator said.

"Projecting a sharp decline in the number of patients is absurd while psychiatric centers are overcrowded, particularly in the New York City region. OMH continues to fail to meet its goals in the creation of community residence beds, and the mentally ill homeless are on the streets in need of treatment," Padavan added.

Padavan noted that \$3.5 billion in the \$41.7 billion 1986-87 state budget is allocated to mental health programs.



Sen. Frank Padavan



Apprenticeship training program

A career opportunity

By Roger A. Cole
Editor

They are recruiting right now. And they are looking for a few good men and women with the mettle to complete rigorous training leading to a special sense of achievement and esprit de corps.

No, 'they' are not the Marines. 'They' are the NYS/CSEA Joint Apprenticeship Committee (JAC), a statewide interagency committee comprised of equal representation from CSEA and the state, and formed as the result of negotiations between CSEA and the state in 1982. The committee formulates policy for development, implementation and operation of apprentice training in state government. The highly successful apprenticeship training program in specific skilled trades continues under funding negotiated in the current CSEA/State Operational Services Unit contract.

The training requirements are, indeed, rigorous. Depending upon the trade chosen, successful candidates will undergo at least two, and in some instances three or more, years of on-the-job training, and 200 hours per year of related college-level classroom training, usually at a nearby participating community college. Throughout their training, each

apprentice is registered with the Department of Labor to ensure that consistent trade standards are met.

The rewards for those who complete the apprenticeship training program are great. Participants in the training program begin at the entry-level of a Grade 6 in the CSEA Operational Services Unit and are increased one grade level approximately every six months throughout training until they reach the journey level of Grade 12. Candidates earning more than the Grade 6 entry-level will not take any reduction in salary, but salary increases in those instances begin when the planned six-month increases exceed the candidates current salary.

Successful completion of the training program results in certification by the state at the journey level in the trade selected, and all successful candidates are guaranteed employment by the state in their trade at the journey level upon completion of the apprenticeship program.

Apprentices must complete the required on the job training and related theoretical classroom instruction satisfactorily, meet all other requirements for continued employment, and in some trades must also pass a Civil Service examination.

RECRUITMENT NOW OPEN
JAC is actively recruiting candidates

for the next class. It is expected that about 85 trade positions will be available in several state departments, facilities and agencies for members of the next class. The openings will be at various locations throughout the state, and training will occur at the sites where the openings are located.

The next class will include training in five trades. They will include Stationary Engineer, Electrician and Motor Equipment Mechanic, which have been offered to previous classes, and two new trades, Laboratory Mechanics and Refrigeration Mechanics.

Minimum qualifications

The minimum qualifications to apply for the apprenticeship training program are (1) be at least 18 years old; (2) have a high school diploma or a General Equivalency Diploma recognized by the NYS Education Department; and (3) be an employee of a New York state agency for a minimum of 30 days at time of appointment.

Apprentices are selected from candidates who meet the minimum qualifications on the basis of certain experience, aptitude and character standards. They are weighted 20 percent for prior education, 30 percent for useful work experience, 25 percent based on a NYS Department of Labor aptitude test, and 25 percent on a personal interview. Candidates who meet the minimum qualifications, submit the required application, and take the required NYS Department of Labor aptitude test will be placed on the eligible list in the order of their scores based on the above weighted scoring.

How to apply

Application forms for the apprenticeship training program are available from: (1) your state agency's central, facility or personnel office; or central or facility Affirmative Action office, or; (2) CSEA Headquarters, 143 Washington Avenue, Albany, N.Y., 12210; or any of CSEA's six regional headquarters; or CSEA Local offices. Applications are also available by writing:

The NYS/CSEA Joint
Apprenticeship Committee
Suite 2008, One Commerce Plaza
Albany, N.Y. 12210

Applications are accepted continuously, and candidates may apply at any time. Only those candidates who have completed applications on file in the JAC office at the time open apprentice positions are announced will

be considered for appointment.

Candidates with an application on file but not yet scheduled for an aptitude test will be considered to have met the deadline, but will not be placed on an eligible list until they have completed the aptitude test.

Once a candidate is placed on an eligible list, he or she will remain on the list until he or she (1) is appointed from the list, (2) declines an appointment from the list, (3) asks to be removed from the list, (4) fails to respond to a written inquiry from the JAC, or (5) the list is abolished. Each candidate will be notified of his or her status on the list every six months, or until the list is abolished.

The apprenticeship training program is an equal opportunity program and women and minorities are encouraged to apply.

**Some classy
comments from
current class**



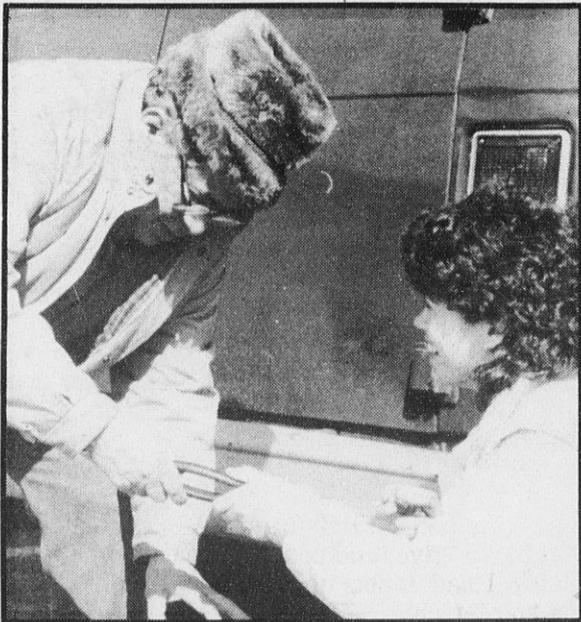
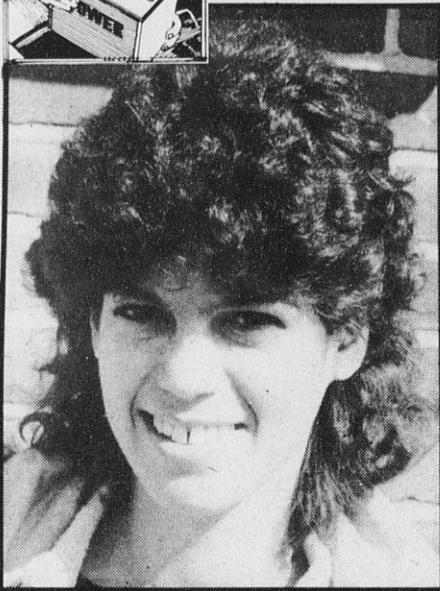
Learning a trade, making the grade(s)

Substantial segments of this feature story on the NYS/CSEA Joint Apprenticeship Training program were contributed by CSEA Communication Associates Sheryl Carlin, Stephen Madarasz, Anita Manley, Daniel X. Campbell and Ron Wofford.

Participating in the NYS/CSEA Joint Apprenticeship Committee's training project represents, for most, a golden opportunity, men and women alike. For many in the program, the rapid rise through the salary grades, the chance to earn college credits, and the eventual achievement of becoming a registered jour-

neyman in a skill trade would not have been possible otherwise. It is particularly an opportunity not always open to women, and The Public Sector recently asked many of the women in the class that just completed its first year how they felt about the apprenticeship training program.

Willa Shultz



WILLA SHULTZ and Electrician Supervisor Antonio Valderama.

WILLA SHULTZ was a Grade 3 file clerk in the personnel department at SUNY Stony Brook on Long Island when she applied for the program. Today the 22-year-old is an apprentice electrician well on her way to a Grade 12 journey title.

"I always liked working with my hands," she says. "I knew the program would be a good learning experience." The petite Shultz remembers her first month in the program; "The guys would always want to carry the ladder for me or take care of the heavy work. I told them, 'No way.' I mean, some day maybe I'll have an apprentice under me and I'll have to teach them."

Electrician Supervisor Antonio Valderama has nothing but praise for Shultz. "I think she's just wonderful. Willa gets a lot of comments from people who see her working, they're inspired by her. I have total confidence that she'll be a great electrician."

Kay Geigel



KAY GEIGEL ... a shop of her own someday.

KAY GEIGEL was a former senior medical records clerk who's now learning to be a mechanic at Downstate Correctional Facility.

"I always wanted to know how to repair a car," the one-time assembly line worker at General Motors Corp said. She scored very high on her mechanical aptitude test, and said she'd never go back to a desk job. "I like working outside," she stated.

For Geigel, mechanical repair "is not as hard as it appears," and she advises more women to become involved in the field.

"I'd like to complete the program, and someday have a shop of my own," notes Geigel.

Maliz Mitchell



MALIZ MITCHELL ... a master mechanic in development.

MALIZ MITCHELL was a seasonal lock assistant on the state barge canal when she decided to become an apprentice motor equipment mechanic under the training program. Today she's learning the trade at the state Department of Transportation facility at Pittsford.

Mitchell says she's already gained a great deal of knowledge. "I know I've come a long way from where I was before enrolling in the program."

Mitchell, who does tune-ups on all DOT vehicles and performs various engine work as required, says "It's given me a lot of self-confidence to push ahead, even when things are not going well, to not give up, and keep trying."



Marie Yole

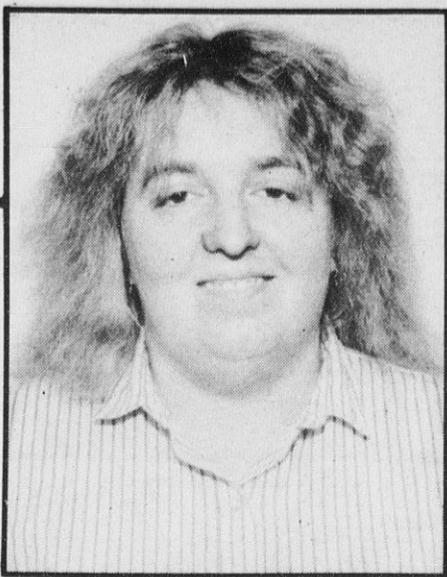


MARIE YOLE ... "it was something I wanted do and something I want to achieve."

MARIE YOLE was a secretary at Great Meadow Correctional Facility when she was accepted into the program as a motor vehicle mechanic apprentice.

Yole, who is married to Wayne Yole, the prison's arsenal officer, is very supportive of the program. "The effort is definitely worth it. Oh, it means a lot of travel, a lot of study, and a lot of hands on work, but all in all, it's really worth it."

She says the training committee has bent over backwards to help the apprentices in every way. "We used to have to go all the way down to HVCC (Troy) for our training. Now we go to BOCES in Hudson Falls. That's a big difference in travel time and study time," she says.



Patricia Allison



PATRICIA ALLISON ... "the program is a great opportunity."

PATRICIA ALLISON went from being an information display processing specialist on the 29th floor offices of the Office of General Services in Albany to working six floors below ground learning to become a stationary engineer.

"The program is a great opportunity. I'd like to see more women in it. The first year is the hardest. If you make it through, then it's not so bad."

Allison says she expects, in a few years, to pass a senior stationary engineer test and then "I'd like to be able to run my own shift." As for working with men in a sometimes difficult job, Allison noted, "I haven't heard anything from the men in a frustrating situation that I haven't heard from the ladies in similar circumstances."



Anna Daniels



ANNA DANIELS—she traded in a nurses uniform.

ANNA DANIELS traded in her nurses uniform to become a stationary engineer apprentice.

"I went from a clean white uniform to jeans and dirty fingernails, but I love every minute of it," Daniels says of her transition from tending patients at Hudson River Psychiatric Center to tending the facility's giant boilers.

The program isn't easy, and Daniels carries a heavy schedule. But she says her husband is very supportive, and praised her co-workers. "When I had doubts about myself, they were my booster club. They're good cheerleaders."

Daniels says she takes pride in her new job. "I firmly believe that if you're going to do a job, give it your best. When I leave work or school, I feel good because I know I gave it my best. I don't shortchange myself or my employer."

A little bit of class history

The largest group of participants since the apprenticeship training program began as a pilot project in 1981 recently reached a milestone—completion of their first full year of the three-year program.

The class began a year ago with 180 participants, including 17 women. Today, one-third of the way towards completion of the demanding and exhaustive program, 150 people remain in the class. Eleven of them are women.

It is also the first apprenticeship training program class to function on a statewide basis. Prior to this class, participants were from the greater Albany area and all were enrolled in a training program for the Office

of General Services (OGS) in Albany. But the class that is now one-third of the way towards graduation is comprised of men and women from throughout the state, including each of CSEA's six regions, and are involved in training programs being conducted by 10 state agencies or departments. It's the first time that any agency other than OGS has been involved. An estimated 1,300 state employees filed applications for the 180 apprenticeship spots originally open in the class.

By way of contrast, the "class of '86", due to graduate later this year, is comprised of just 10 apprentices, all of them men and all training to be stationary engineers with OGS.



GENIUS
IS ONE
PERCENT
INSPIRATION

AND

NINETY-NINE
PERCENT
PERSPIRATION.



Linda Jones



LINDA JONES ... "I have gained confidence..."

LINDA JONES is an apprentice electrician at the West Seneca Developmental Center, where she had worked as a mental hygiene therapy aide for two and a half years.

Jones says the program has sometimes been a rocky road, but "I have gained confidence in a wide range of assignments, including working on motors that activate exhaust fans, electrical wiring, new panels and circuits, and various types of lighting. Although I scored second highest on the entrance exam, some previous experience would have been helpful to me in getting over a few initial stumbling blocks. But I am not giving up."



Marva Jones



MARVA JONES and supervisor Naaman Sweeting.

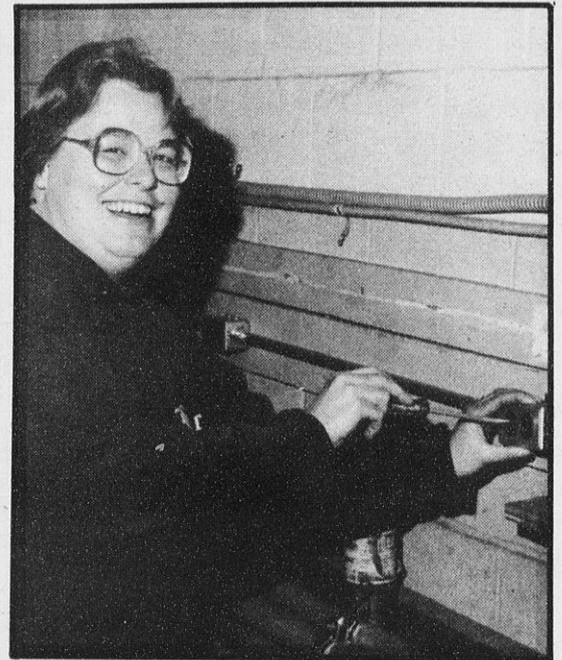
MARVA JONES is an electrical engineering apprentice at Manhattan Developmental Center.

"I guess I'm from the generation that grew up used to the idea of Equal Opportunity Employment—so nothing's ever stopped me from considering any type of career. Besides, this is a field where women can do the job just as well as men," she said.

She admits to some hesitation at first about the amount of math involved. "But I've learned that if you can do a little math, you can do a lot of it," a discovery she credits to her teachers in the program, who she says have been patient and brought her along to a full understanding of what she needs to know. Of her supervisor, Jones says, "He's really a great role model because he's not afraid to tackle any project and I'm always amazed by his skills." Of the program itself, Jones says, "I don't think you could get this kind of training anywhere...even at a technical school...and I certainly know I couldn't afford it any other way."



Diane Scharping



DIANE SCHARPING ... from a seasonal employee to fulltime apprentice electrician.

DIANE SCHARPING figures she got a big career opportunity when she went from a seasonal parks employee to an apprentice electrician for the Genesee State Parks region in western New York.

"I applied because it was a great chance for advancement. The program has a few bugs that need to be ironed out, but overall it offers a great opportunity, and I'm glad I was able to take advantage of it," Scharping says.

Already she has helped install electrical boxes for campsite receptacles, switches and new lighting, and looks forward to learning more intricate electrical work.

MORE ENDORSEMENTS FOR THE PROGRAM . . . PAGE 13





Debbie Quistgaard



DEBBIE QUISTGAARD ... "I plan to stick it out."

DEBBIE QUISTGAARD was a mental hygiene therapy aide at Middletown Psychiatric Center when she joined the training program to study electrical engineering.

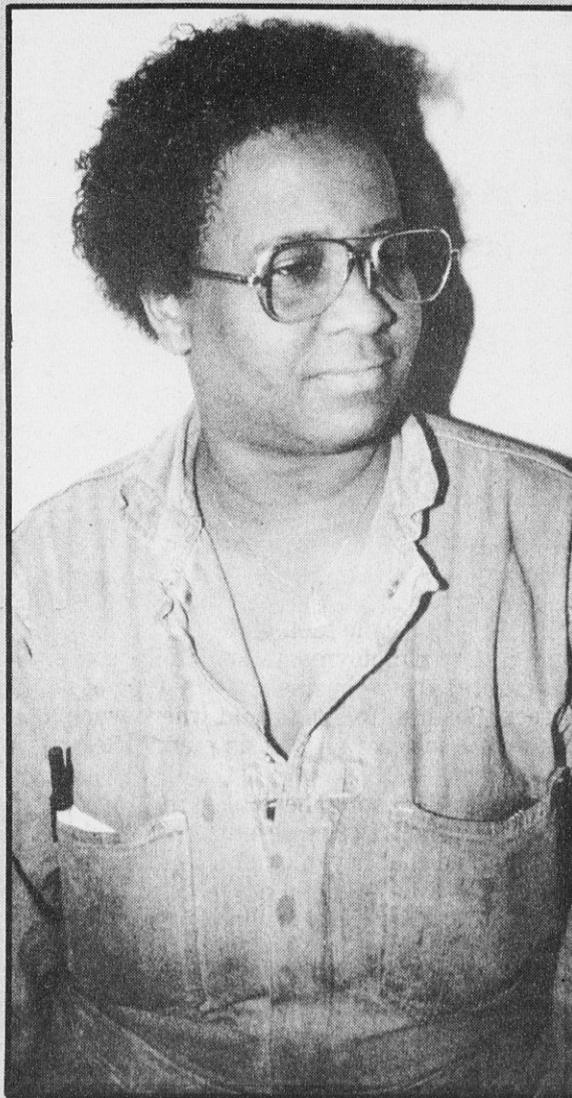
Quistgaard said she found a lack of acceptance from male co-workers, but relies on a support system consisting of her father, her boyfriend and her boss to overcome the problem. "They feel we're being given the training on a silver platter. The tendency is for me to say I'm never going to be one of the guys...I'm always going to be different." Despite those problems, Quistgaard says firmly, "I'm staying. I plan to stick it out."

Would she advise other women to apply? "The accomplishment (of the program) is going to be the only reward," she said. "You have to ask yourself if your self image is strong enough to survive the lack of acceptance? If your opinion of yourself is more important than their opinion of you? If so, go for it!"

NOTHING SUCCEEDS LIKE SUCCESS.

First female graduate discovered confidence in her own abilities

Jeanette Scott



JEANETTE SCOTT ... first in the first class to complete the grueling three-year program.

JEANETTE SCOTT has as much experience as anyone with the NYS/CSEA Joint Apprenticeship Training program, and more than any other woman. Scott was a member of the original training class that began in 1981, and the only woman to complete the initial training, graduating at the top of the 20-member class of 1984.

She has found self-fulfillment working as a stationary engineer for the Office of General Services in Albany. "Now I have the self-confidence that I can really do the job. People I'm working with are fine tuning my skills so that I can really contribute to the mission of the position. I am a stationary engineer. I can carry my own weight, do my share, make my own comments and defend them based on my experience," she relates.

Scott recalls her own three-year training period fondly, and says she owes a lot to "the guys I worked with, my family and especially my tutor, Courtland Hart. Without all of them, I would not have been so successful in my effort."

Scott says she expects to continue a career as a stationary engineer, and would like to become involved in some way with the apprenticeship training committee and the program itself. "It's not my ultimate goal, but it would please me to help them and the new apprentice trainees."

See page 9 for information on how to apply for the next apprenticeship training class

Beginning with this edition, The Public Sector will publish a list of participating dentists under the CSEA Employee Benefit Fund for the general information of CSEA members and their dependents

who are covered under EBF dental programs. The lists will be published on a region by region basis, beginning this edition with participating dentists in the CSEA Long Island Region.

IMPORTANT NOTE: Each dental office listed here has agreed in writing to accept the CSEA Fee Schedule as payment in full for services listed in the EBF dental booklet. In addition, these dentists have agreed that for any treatment not covered by the EBF Plan, they will discuss the cost with the covered employee before commencing out-of-pocket expenses.

Publication of this list is meant only as an aid in selecting a dentist whose fees will be the same as the EBF schedule. EBF does not recommend or control the quality of a dentist's work, nor is EBF in a position to verify or refute the opinions of a dentist reviewing another's work.

EBF PARTICIPATING DENTISTS – LONG ISLAND REGION

Nassau County

Michael Abramowitz, DMD
98 South Oyster Bay Road
Syosset, NY 11791
(516) 496-2111

Edgar Allen Barton, DDS
4277 Hempstead Turnpike
Bethpage, NY 11714
(516) 735-1166

Dr. Cindy Behrens
DDS, Inc.
130 Horace Harding Blvd.
Great Neck, NY 11020
(516) 766-6664

Dr. Brilliant/Dr. Silver
DDS, Inc.
10 Medical Plaza
Glen Cove, NY 11542
(516) 766-6664

Caplin-Osher Dental Group
72 Fulton Avenue
Hempstead, NY 11550
(516) 483-2220

Caplin-Osher Dental Group
Steven M. Goldberg, DDS
3601 Hempstead Turnpike
Levittown, NY 11756
(516) 579-7577

Caplin-Osher Dental Group
Steven M. Goldberg, DDS
5500 Sunrise Highway
Massapequa, NY 11758
(516) 798-3300

Caplin-Osher-Goldberg
417 W. Merrick Road
Valley Stream, NY 11580
(516) 568-0448

Barnett Cohen, DDS
780 Old Country Road
Plainview, NY 11803
(516) 931-8747

Michael Davidson, DDS
2000 Hempstead Turnpike
East Meadow, NY 11554
(516) 794-2227

Leonard I. Fischbach, DDS
1980 Lakeville Road
New Hyde Park, NY 11040
(718) 229-8010

Morey Gendler, DDS
100 Mareto Hill Road
Suite 304
Plainview, NY 11803
(516) 931-6055

Dr. Barry Goldstein
DDS, Inc.
1941 Front Street
East Meadow, NY 11554
(516) 766-6664

Green Acres Dental
1069 Green Acres Mall
Valley Stream, NY 11581
(516) 568-2022
(718) 352-8606

Patricia Masiello Heinze
335 Eagle Avenue
West Hempstead, NY 11552
(516) 483-8669

M. Jablonka, DDS
33 N. Ocean Avenue
Freeport, NY 11520
(516) 378-3124

Dr. Robert A. Jacobs
239 Roslyn Road
Roslyn Heights, NY 11577
(516) 484-9110

Dr. Harold Jacobson
Jerusalem Ave Dent. Group, PC
4250G Jerusalem Avenue
Massapequa, NY 11758
(516) 541-7300

David L. Kerber, DDS, PC
136 Greenwich Street
Hempstead, NY 11550
(516) 481-2228

Jules V. Lane, DDS, PC
760 Fulton Avenue
Hempstead, NY 11553
(516) 481-9700

Jules V. Lane, DDS, PC
35 Broadway
Hicksville, NY 11801
(516) 822-8700

Dr. John Lump
4277 Hempstead Turnpike
Bethpage, NY 11714
(516) 735-1166

Margaret Mahoney, DDS
370 Stewart Avenue
Garden City, NY 11530
(516) 328-2970

Herbert Muskin-Ortho
380 North Broadway
Jericho, NY 11753
(516) 681-0660

Dr. Stewart I. Perlow
130 Horace Harding Blvd.
Great Neck, NY 11020
(516) 487-8850

Richard F. Rakowski, DDS
199 Split Rock Road
Syosset, NY 11791
(516) 921-3319

Dr. Roberts/Oral Only
DDS, Inc.
1228 Wantagh Avenue
Wantagh, NY 11793
(516) 766-6664

Paul Rosenberg, DDS
Mid-Island Dental Service
162 Hicksville Road
Bethpage, NY 11714
(516) 579-8950

Robert Silon/DDS Inc.
Jeffrey Burns/DDS Inc.
71 Lincoln Avenue
Rockville Centre, NY 11570
(516) 766-6664

Kenneth L. Sommers, DDS, PC
223-225 Old Country Road
Carle Place, NY 11514
(516) 746-5050

Dr. Greg Yen/DDS, Inc.
390 Sunrise Highway
Lynbrook, NY 11563
(516) 766-6664

Suffolk County

Dr. Joseph Antario
136 W. Main Street
Bay Shore, NY 11706
(516) 666-9500

Dr. John R. Arbucci
1 Kental Lane
Nesconset, NY 11767
(516) 724-9115

Dr. Peter Baracks
DDS, Inc.
2148 Route 112
Medford, NY 11763
(516) 766-6664

Dr. Brilliant/Dr. Silver
DDS, Inc.
1919 Deer Park Avenue
Deer Park, NY 11729
(516) 766-6664

Caplin-Osher-Fluger, DDS, PC
111 Smithtown Bypass
Suite 217
Hauppauge, NY 11788
(516) 724-0900

Coram Dental Arts
350C Middle Country Road
Coram, NY 11727
(516) 732-9000

Thomas G. Davey, DDS, PC
859 Connequot Avenue
Islip Terrace, NY 11752
(516) 277-3100

Michael Davidson
2040 A Sunrise Highway
Bay Shore, NY 11706
(516) 968-8228

Robert Dictrow, DDS
Bruce Logue, DDS
652 Suffolk Avenue
Brentwood, NY 11717
(516) 273-0988

Dr. Nitin Doshi
DDS, Inc.
999 Middle Country Road
Middle Island, NY 11953
(516) 766-6664

Family Dental Care Center
111 Smithtown By-Pass
Suite 203
Hauppauge, NY 11788
(516) 265-6262

Fluger-Caplin-Osher, DDS
691 Montauk Highway
Shirley, NY 11967
(516) 399-4470

Michael M. Friedman, DDS
99 North Ocean Avenue
Patchogue, NY 11787
(516) 475-0009

Thomas A. Ganetis, DDS
76 Terry Street
Patchogue, NY 11772
(516) 289-6969

Thomas E. Graziani, DDS, PC
475 E. Main Street
Patchogue, NY 11772
(516) 289-3331

Richard A. Haimes, DDS
1991 Union Blvd.
Bay Shore, NY 11706
(516) 665-3131

Huntington Dental Arts
315 Walt Whitman Road
Huntington, NY 11746
(516) 427-2100

Jerome M. Hyshiver
454 Deer Park Avenue
Babylon, NY 11702
(516) 661-6666

Joseph M. Iannello, DDS
335 Terry Road
Hauppauge, NY 11788
(516) 724-0104

Dr. Eugene Iovino
DDS, Inc.
2761 Montauk Highway
Brookhaven, NY 11719
(516) 766-6664

Dr. Kantrowitz/DDS, Inc.
Dr. Krieger/DDS, Inc.
507 Montauk Highway
West Babylon, NY 11704
(516) 766-6664

Jacob I. Kaplan, Orthodontist
2 Hingle Place
Coram, NY (516) 732-2657
(516) 732-2657

Paul H. Knel, DDS
2500-36 Route 347
Stony Brook, NY 11790
(516) 689-7140

Dr. Arthur Kravets/Ortho Only
DDS, Inc.
464 Old Country Road
Melville, NY 11746
(516) 766-6664

Jules V. Lane, DDS, PC
123 W. Suffolk Avenue
Central Islip, NY 11772
(516) 234-9300

Jules V. Lane, DDS, PC
6180 Jericho Turnpike
Commack, NY 11725
(516) 499-0040

Lubell-Caplin-Osher, DDS, PC
400 West Main Street
Suite 211
Babylon, NY 11702
(516) 422-6066

Dr. Bruce I. Meyer
Limited to Orthodontics
5 Pebble Street
Stony Brook, NY 11790
(516) 689-9822

Herbert Muskin-Ortho
516 Hawkins Avenue
Lake Ronkonkoma, NY 11779
(516) 588-1199

Dr. Steven G. Nussbaum
3205 Horseblock Road
Medford, NY 11763
(516) 289-8686

Brian M. O'Keefe, DMD
454 W. Main Street
Huntington, NY 11743
(516) 421-1333

Brian M. O'Keefe, DMD
200 Main Street
E. Setauket, NY 11733
(516) 751-3993

Dr. Albert M. Pallotta
801 Sunrise Highway
Southampton, NY 11968
(516) 283-3362

Patchogue Dental Services
431 Sunrise Highway
Waverly Plaza Shopping Center
Patchogue, NY 11772
(516) 758-6689

Richard F. Rakowski, DDS
748 Suffolk Highway
Brentwood, NY 11717
(516) 231-8500

Daniel J. Rose, DDS, PC
71 Ireland Place
P.O. Box 116
Amityville, NY 11701
(516) 691-6161

Dr. George I. Schnapp
150 Broad Hollow Road
Route 110
Melville, NY 11747
(516) 271-9834

Frederick J. Schrank
763 Montauk Highway
West Islip, NY 11795
(516) 587-0953

Jeffrey S. Schultz, DDS, PC
475 E. Main Street
Patchogue, NY 11772
(516) 289-3331

F.A. Sciotto, DDS, PC
109 Carlton Avenue
Central Islip, NY 11722
(516) 234-3793

Kenneth V. Shanik, DDS
44 Elm Street
Huntington, NY 11743
(516) 427-0470

Total Dental Care
999 Middle Country Road
Middle Island, NY 11953
(516) 924-8155

Gerald A. Traub
554 Larkfield Road
E. Northport, NY 11736
(516) 266-1042

Ira P. Wechterman, DDS
260 Middle County Road
Seiden, NY 11784
(516) 698-1140

The Wisdom Tooth
507 Montauk Highway
W. Babylon, NY 11704
(516) 422-2935

The Wisdom Tooth
6000 N. Wellwood Avenue
Lindenhurst, NY 11757
(516) 225-1900

Dr. Richard Zalkin
76 East Main Street
Huntington, NY 11725
(516) 766-6664

Procedures for distribution of CSEA campaign literature

ALBANY—CSEA will comply with all reasonable requests of candidates for union office to distribute campaign literature to the membership at the candidates' expense.

The following procedures apply:

Candidates must pay in advance by either certified check or money order made payable to CSEA Inc. Cost is 30 cents per letter which includes printing (one-side only), handling and mailing via first class postage.

Maximum size for printed materials is 8 1/2" by 11" and the limit is one enclosure per mailing.

Candidates may have campaign materials printed and envelopes stuffed elsewhere and then deliver sealed envelopes to CSEA Headquarters for mailing. Or CSEA will print campaign materials if provided with a master copy.

Mailings will be done on a first-come first-served basis. Candidates for statewide Board of Directors as well as local and unit offices must submit materials for distribution no later than 5:00 p.m. on May 1.

Questions should be directed to the CSEA Elections Processing Unit by calling (518) 434-0191, ext. 343.

People running for local and unit positions must also submit proof of candidacy such as a copy of the letter from their local/unit elections committee advising them that they have qualified to run for office.

Candidates may also purchase mailing labels and mailing lists at cost.

Meanwhile, statewide board candidates, or proxies with written authorizations, may observe all aspects of the literature distribution on weekdays between 8:30 a.m. and 5:00 p.m. at CSEA Headquarters, 143 Washington Ave., Albany. In addition, they may observe the elections process (printing and mailing of ballots, picking up and opening of ballots, etc.) which is being done by the Independent Election Corporation of America (IECA), Lake Success, N.Y.

It is recommended that observers notify IECA in advance of their visits by phoning (516) 437-4900.

PEOPLE Carnival of Prizes

In the last issue of The Public Sector, you read about how CSEA is pulling together for PEOPLE, AFSCME's special fund for political contributions. And about the giveaways you get for authorizing deductions from your paycheck to help elect Congressional candidates who will stand up for unionism.

Now, how about some big prizes for signing up fellow CSEA members for the

PEOPLE dues check-off program? Including a grand prize of a trip for two to St. Thomas in the American Virgin Islands!

How does it work? Check out the rules below and find out how you can win the prizes listed at the right. The contest will be kicked off at the CSEA State Workshop, April 20-22.

So contact your local office for details about how you can start signing up soon!

PEOPLE Contest Rules

1. To be eligible for prizes at each contest level at right, a CSEA member must sign up 25 fellow members.

2. At the first level, when contest participants have submitted PEOPLE Deduction Authorization cards for a total of 250 members, drawings for prizes will be held. These include:

a. Drawings for \$50.00 Savings Bonds to be awarded to two of the participants;

b. A drawing from among the participants and 250 members signed up for one of the 10 prizes at right.

3. At the second level (500 members signed up), similar drawings will be held. The winner of the

second drawing may choose from the nine remaining prizes.

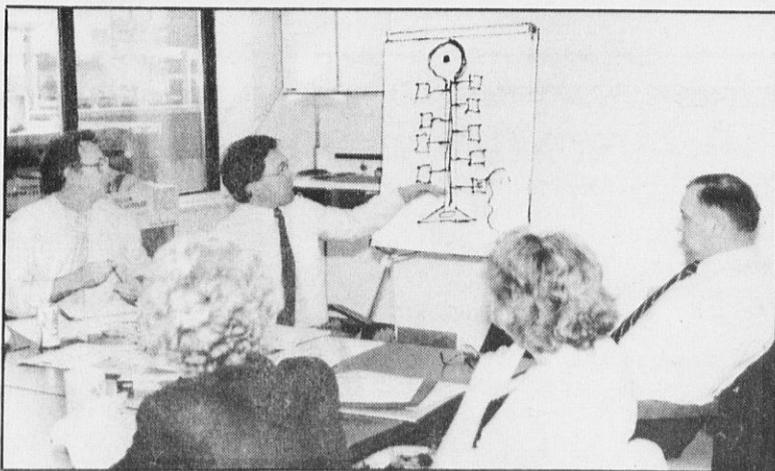
4. The contest continues in the same way each time another 250 members is signed up. Contest participants are eligible at each level as long as they sign up an additional 25 members.

5. If by midnight Sept. 30, 1986, 2,500 CSEA members have been signed up for PEOPLE deductions, the grand prize of a trip for two to St. Thomas will be raffled off at the State Convention. Contest participants as well as all members that have signed up for PEOPLE deductions will be eligible.

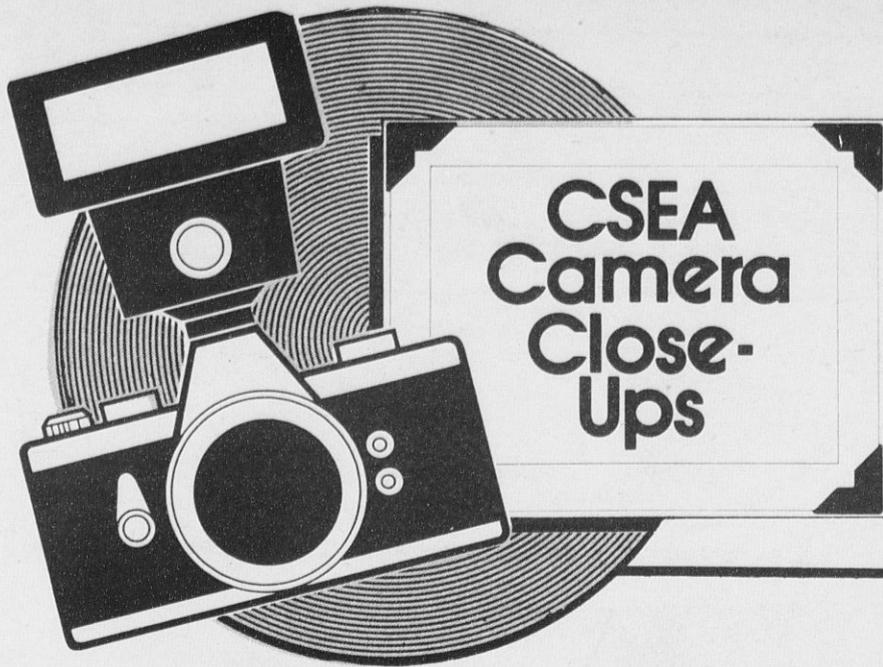
NOTE: All PEOPLE Deduction Authorization cards for this program will be subject to verification.

The PEOPLE Cup

Each year, at the Annual State Convention in the fall, "The PEOPLE Cup" will be awarded to the CSEA region with the highest average contribution per member. A plate on the base of the cup will be inscribed for the region which will be able to display the trophy in its regional office during that year.

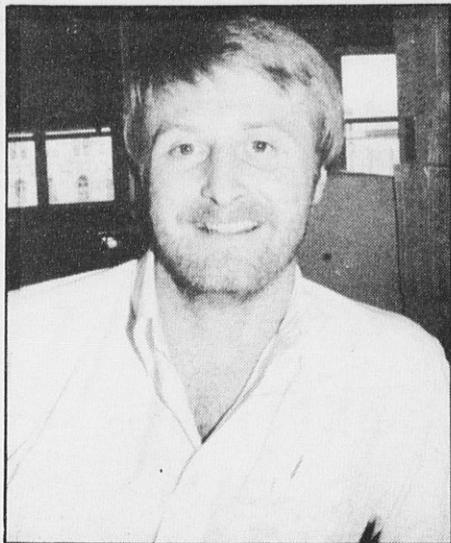


MEMBERS OF THE PEOPLE statewide special committee meeting in Albany to develop the "Carnival of Prizes" incentive program for members who authorize deductions for AFSCME's political action fund.



What do you think about public employees being forced to submit to urine analysis to detect possible drug use?

Where asked: Capital Region 4



FRED MULLIN, Audit and Control Local 651, payroll audit clerk 2

"Like most other public employees, I feel I do a good job and asking for a urine specimen is an insult. At a time of staff reductions and job freezes public employers should be looking for moral boosters, not something to bring moral down even lower.



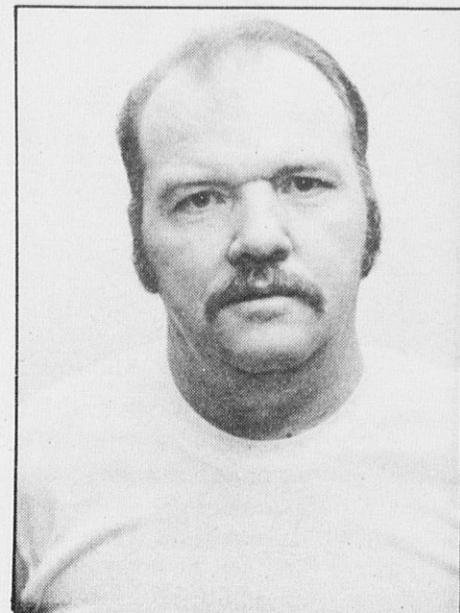
VICTORIA LAMBERTSON, Labs and Research Local 665, project assistant

"It's a tremendous waste of time and money. A form of discrimination, ridiculous. It would be an invasion of privacy."



CATHERINE ATWOOD, Albany County Local 801, clerk, Social Services Unit

"I think it is a violation of civil rights. In this country, if you are accused of a crime, you are innocent until proven guilty. Why should any group of American citizens be singled out and forced to prove their innocence when no one even knows if a crime has been committed?"



CHESTER STALEY, Saratoga County Local 845, cleaner, general unit

"I don't think it's right. I don't take drugs. But it sounds like an infringement of our rights. You have got to have some privacy."

Albion Schools Unit fighting contracting-out

By Ron Wofford
CSEA Communications Associate

ALBION — The newly-formed CSEA Albion Schools Unit has gone public and gained widespread support in its fight to prevent subcontracting of members' jobs.

The 30-member unit of Orleans County Local 837 — comprised of bus drivers, mechanics and helpers — set up informational picket lines outside a recent board meeting, carrying signs urging the district not to subcontract transportation services.

When the meeting began, the members and community supporters crowded the board room, where they presented petitions containing more than 1800 signatures in opposition to contracting-out.

The "concrete reasons" why the district should not subcontract its transportation services were spelled out by Danny Jinks, collective bargaining specialist, who is chief negotiator for the unit's quest for its first CSEA-bargained agreement.

Jinks pointed out the hidden costs that would be minimized or made non-existent any

savings the board might have anticipated or been promised by a private contractor.

"But we are also concerned with the safety of the children who ride the buses every day to and from school," said Jinks. "And the welfare of the employees now serving the district as public employees who have demonstrated their competence and loyalty to their community."

Further, Jinks told the board: "While you will lose the day-to-day control over transportation services if you allow subcontracting to take place, the ultimate responsibility still remains with the board, so you must be prepared to answer the concerns of the students' parents," regarding subcontracting.

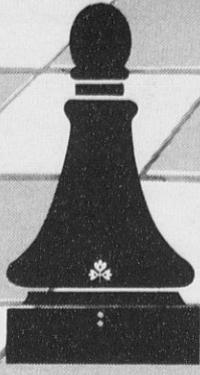
The projected \$100,000 savings that subcontracting would supposedly bring to the district was also disputed by Jinks, who pointed out that the district would likely have to put out about \$98,000 in retirement system, unemployment benefits and contract administration costs in the first year of subcontracting.

"The result would be minuscule, or non-existent savings, without taking into consideration that employees of a private contractor would be free to strike," said Jinks, "if they are not satisfied with the employer's wage and benefits offer. This could mean a loss of state aid to the district until the strike is settled."

Jinks called on the board to consider the morale of the employees, who now perform extra services and make trips at no cost to the district. "Would those services be performed for a private employer?" Jinks asked.

While the district has not made a final decision on the subcontracting of transportation services, the unit is not sitting still. Members are planning to leaflet the entire district with fliers, urging residents to call the school board members and urge them not to subcontract their jobs.

In addition, Jinks said the unit has filed an improper practice charge with PERB, alleging the county failed to negotiate in faith, when it declared an impasse before a negotiating meeting even took place.



CSEA white knight to worker used as pawn in match over seniority

Emily Wiebalck was so happy she almost cried. And CSEA gets all the credit.

Wiebalck's problem began when one of the Islip schools closed and the administration arbitrarily bumped her down from her position as cook to a position as food service worker in another school.

"They (administrators) think we're chess pieces they can just move around as they please," said Wiebalck.

CSEA went to work and Wiebalck won her grievance. She will receive, retroactive, the pay differential for the time she was placed in a food service worker position, and she will be replaced to her position as cook in the school she was previously in.

"The administration arbitrarily bumped the grievant," said CSEA Field Representative John Cuneo. "The question here was one of seniority and Emily is the most senior person," he added.

There is only one seniority list in the Islip School District Unit. This list includes all cooks and food service workers. Although Wiebalck is the least senior cook, she is the most senior employee on that list.

Marge Marsch, president of that unit of Suffolk Educational Local 870, said, "The administration should have discussed this situation with the union as soon as they realized the Wing School would be closing. We wouldn't have had all these problems



THANKS — Islip School cook Emily Wiebalck, left, gives Unit President Marge Marsch a warm hug for her help.

“Not chess pieces they can just move around.”

if they sat down with us.”

“You have no idea how happy this makes me. The union was really conscientious about settling this matter,” said Wiebalck. She credits Cuneo, Marsch and Suffolk Educational Local 879

President Michael Curtin for helping her win her grievance.

“They were there for all the meetings . . . and there were quite a few of them. I could never have won without CSEA standing behind me,” she added.

LEGAL NOTICE: Town of Hempstead Unit Members

SUPREME COURT OF THE STATE OF NEW YORK
COUNTY OF NASSAU

JAMES TUCCI, on behalf of himself and all other employees of the Town of Hempstead, who are similarly situated, and TOWN OF HEMPSTEAD UNIT OF THE CIVIL SERVICE EMPLOYEES ASSOCIATION, NASSAU LOCAL 830, AFSCME, LOCAL 1000, AFL-CIO,
Plaintiffs,

Index No.
14719/85

NOTICE OF
PENDENCY OF
CLASS ACTION

-against-

TOWN OF HEMPSTEAD,
Defendant.

PLEASE TAKE NOTICE, that an Order of the Supreme Court of the State of New York, County of Nassau has been made and entered approving the maintenance as a class action of an action for breach of the collective bargaining agreement entered into by the Town of Hempstead Unit of the Civil Service Employees Association and the Town of Hempstead which was instituted by James Tucci as plaintiff for himself and on behalf of all other persons similarly situated and against the Town of Hempstead as defendant, pursuant to said Order, James Tucci has been approved as the representative of a class of persons of all employees effected by the defendant's unilateral reduc-

tion of the number of special collection crews from seven per day to six per day since on or about September 4, 1984; and

PLEASE TAKE FURTHER NOTICE, that:

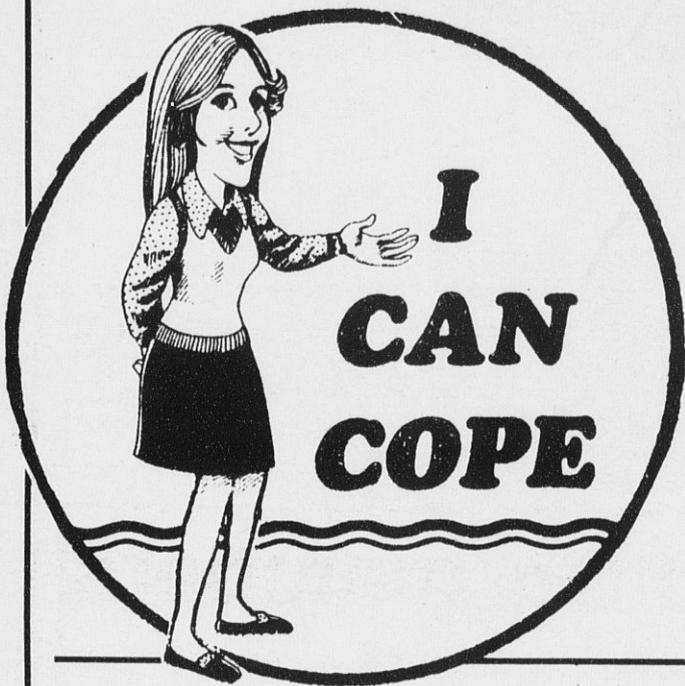
1. You will be included as a member of the above described class and you will be bound by the result, whether favorable or not, unless you give written notice to this Court on or before May 31, 1986 that you desire to be excluded from said class.
2. You may appear individually if you do not desire to be excluded and be represented by your own counsel in respect to your individual claims by entering an appearance through your own counsel.
3. You may pursue on your own behalf whatever legal remedies you may have if you do elect to be excluded from the above described class.
4. Notice of your election to be excluded or to be represented by counsel of your own choosing should be sent to: Richard M. Gaba, Esq., 1055 Franklin Avenue, Garden City, N.Y. 11530.

Dated: Garden City, N.Y.
January 20, 1986

Yours, etc.,

RICHARD M. GABA
Attorney for Plaintiffs
1055 Franklin Avenue
Garden City, N.Y. 11530

Relationships, rights and taking tests topics of Region 4 Women's Workshop



LAKE GEORGE — The sticker said it all — “I CAN COPE.” And by the end of this Region 4 Women's Committee Workshop, the participants were all a little bit more prepared to deal with their everyday problems and difficulties.

Marcia Calicchia and Ellen Sadowski from Cornell Labor Studies started the three-day workshop off with inside views on how to prepare for and take civil service exams as well as how women can advance in their career.

“Have you ever though that civil service exam were designed to be boring, hard to understand and not related to the exam topic on purpose,” Calicchia asked participants. “Well, they are designed to

make you think, to make you feel frustrated, to make you wonder why there's a question on international economics on a test for an office supervisor.”

She noted that test takers have to be prepared to cope with all of these strategies to be really successful on any promotional exam.” Remember, the exam is written in a manner to test your promotional ability — your ability to use the materials in front of you to solve a problem,” she said.

Also, CSEA Attorney Pauline Kinsella made a presentation on the legal rights of women. Katherine Webb, from the New York State Department of Corrections, spoke on interpersonal relations.

Don't get no respect? Give yourself some

Self-esteem.

That's the key element of coping, according to Dr. David A. Nevins. Nevins, a psychologist with the Center For Human Growth, was the featured speaker on Saturday evening at the Region 4 Women's Committee Workshop.

“Individuals, men and women, have to ask themselves, ‘Do you like you? Do you love you?’ Self-esteem is being in touch with who you are and being personally satisfied with that individual. Forget about who you should be or who you might be or even who you could have been. You have to be who you are.”

Nevins listed eight basic concepts regarding coping and self esteem:

1. **Being Alone** — We begin life needing someone, but by adolescence, we should be over that. It is nice to share life with someone, but your first responsibility is to you! You should not exist only for your spouse or your children. You should live for yourself.

2. **Emeshment** — Life is a whole process of separations. We have to learn to grow by this process.

3. **Drama Triangle** — During our lives we will play three separate roles over and over again in all of our various situations in life. We will be rescuer (one who feels sorry), victim (one to whom something happens), and persecutor (the problem maker). Sometimes in our lives we are playing all three roles at once.

4. **Change/Problems** — Change and problems are a part of life. We need to learn to accept this concept in order to deal with it.

5. **Learning experiences** — All of the situations we face in our lives are learning experiences, we should learn from them.

6. **Win/Lose** — We have to learn how to win and how to lose.



CHECKING AGENDA — Dr. David A. Niven, keynote speaker, with Region IV Women's Committee Chairwoman Ellen Diange, left, and Ellen Fontanelli.

7. **Here/Now** — We can plan for the future and learn from the past. But we must learn to deal with the moment.

8. **Acceptance** — We can wish something wouldn't happen, but we need to accept the fact that it has.

Putting these eight points together Dr. Nevins summarized: “Get in touch with yourself, get to know you. Self esteem comes from knowing who you are, not who you should be. We can get through life without someone else. We are individuals. We can face our own personal problems or changes in our life and we can accept them as part of that life.

“If we concentrate on the eight basic concepts of life,” says Nevins, “we can learn to deal with life. If we concentrate more on the here and now than on the past or the future we can plan more effectively for the future by recalling the past. And if we begin to feel that we are falling we can seek professional help to get us back into the mainstream.”



ARRAY OF PARTICIPANTS — Region 4's Women's Workshop was attended by men and women from a variety of CSEA locals and groups including Capital District Psychiatric Center Local 692 and Social Services Local 688. (At far right in second photo above is CSEA Executive Vice President Joseph McDermott.)

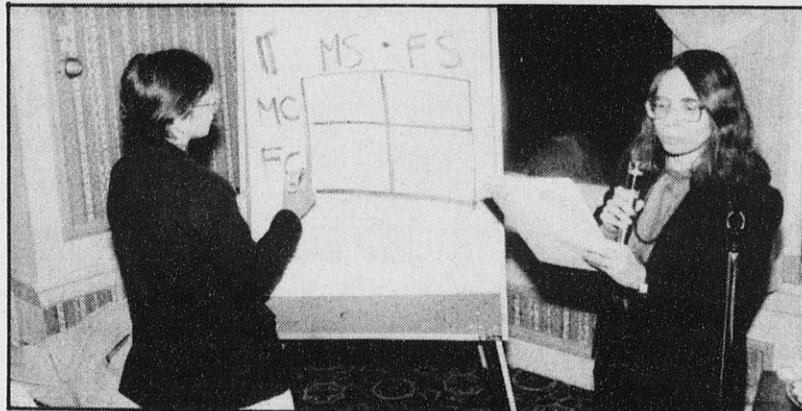


DIAGRAM IT — Cornell's Marcia Calicchia and Ellen Sadowski demonstrate how to break down a complex question into simpler components.

Pay equity study by Rockland Co. members

NEW CITY — Members of the Rockland County Legislative Budget Review Committee have promised to look into rectifying inequities suffered by a large percentage of county employees who hold jobs that lack promotional opportunity.

Rockland County Local 844 members, led by Lee Pound, chairwoman of the county's Women's Committee, presented a petition to lawmakers recently to emphasize that there is little or no chance for upward mobility in most traditionally female jobs in the county.

Pound, who negotiated upgradings for nearly 100 town of Clarkstown employees last year with her own employer, said the situation was called to her attention by county worker Diane Ramundo.

"Diane was concerned with the lack of progression in these jobs and asked me about upgrading," Pound explained.

Ramundo went a step further and researched the county's affirmative action policy and discovered that it specifically addresses

'deadend' jobs, upward mobility and removal of unrealistic job qualifications.

"Most of the jobs are grades 1-5," said Pound. "There are some senior titles but there is no realistic method of progression in these jobs. If a promotion is not created in a department, there's no where to go."

Pound added that desk audits, which are a re-evaluation of job specifications, almost never result in a re-classification or upgrading.

While some county officials contend that there are many females in managerial positions, Pound disagrees. "Only about 5 percent of the women who work for the county are in managerial positions," she said. "Most of the women earn the lowest salaries."

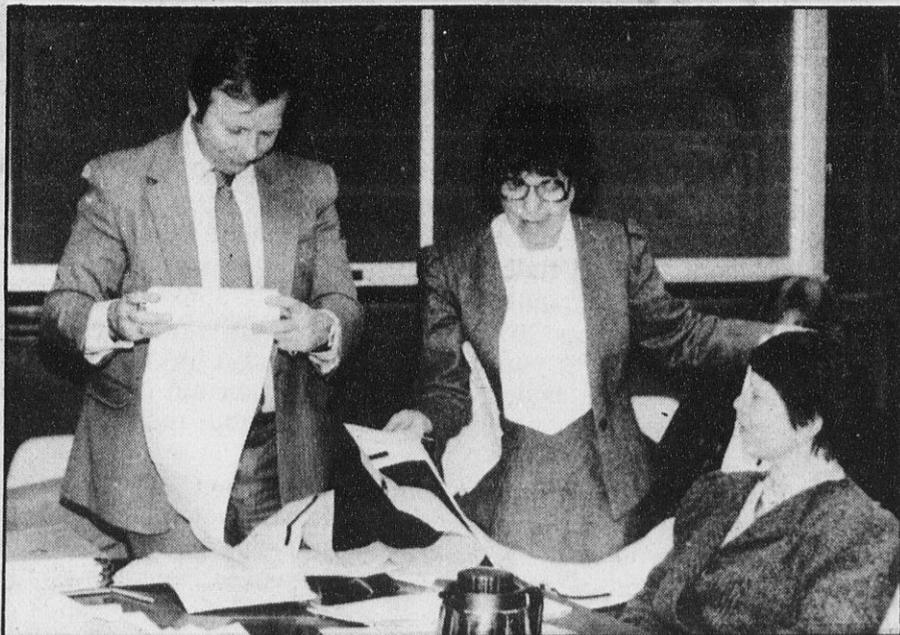
Pound said she was seeking answers from the legislators and from county officials and would ask that they "provide more upward mobility and address low salaries."

Rockland County Legislator Harriet Cornell agrees. Chairwoman of the legislative women's committee, Cornell said: "County personnel practices are not keeping up with the times. We have senior typists who haven't seen a typewriter in years. They're using word processors, computers."

Cornell added that "it's almost impossible to get re-classified and urged her legislative colleagues to address compensation levels, the percentage of deadend jobs held by county employees. "Is enough being done to provide promotional opportunity?" she asked. "If not, we must create opportunity, create training programs, create a system that doesn't allow for favoritism and give employees a stake in improving government by instituting such programs as suggestion awards."

Cornell also suggested that a study of comparative jobs in public as well as private sector companies in surrounding areas be conducted.

"It is time that the county address this issue," said Pound. "This is a human issue, not just a women's concern."



PETITION — Rockland County Women's Committee Chairwoman Lee Pound, center, unravels a petition with 400 signatures requesting county officials to conduct a pay study and to find a solution to the lack of promotional opportunities there. Flanking her are Legislative Chairman Kenneth Zebrowski and County Legislator Harriet Cornell.



Takin' it to the streets!

With negotiations at impasse, Livingston Co. workers fight for fair contract

By Ron Wofford
CSEA Communications Associate

GENESECO — Livingston County employees, fighting to gain a fair contract, have taken their case to the public on several fronts.

For at least four Mondays in a row, the 620-member Local 826 has taken to picketing in front of the Geneseo Courthouse to inform the legislators and the public of their dissatisfaction with unfair tactics the county has used in negotiations. Negotiations are at impasse, with a factfinder studying the situation.

The local has filed four improper practice charges and a class action contract grievance because of county actions that negotiator Tom Pomodoro says are intended to beat the union down in its efforts to gain a fair wage for its members.

Charges against the county include: interference with union activities; denying Local President Herb Ellis contact with his members during working hours; the failure to pay salary schedule increments to all eligible employees on January 1 of this year; failure to pay longevity increments to all eligible employees on their anniversary date, effective January 1; and implementation of a Civil Service job audit. The job audit affects about 75 employees who, by either a demotion or a change in title, will be limited in their promotional opportunities.

In a letter to Livingston County taxpayers, Ellis questioned why the

board would refuse to offer CSEA members a raise when they have given themselves a 5 percent raise and department heads anywhere from a 4 to 10 percent raises.

"There appears to be a double standard operating here," said Ellis. "Let them give us the raise they gave themselves."

Ellis said the board also wants to eliminate the five-step incremental salary scale system and longevity increments.

"Currently, only 38 percent of union members are eligible for those increments, and the majority of them are newer employees who are earning wages at the lower end of the salary scale," Ellis said.

He said the board also wants to require employees to pay a larger portion of health insurance costs, and to cut out or reduce other benefits in the contract.

"If the board is so concerned about costs, it might monitor more carefully its expenditures in other areas," Ellis asserted. "For instance, the county could save money if it didn't contract with private firms to do work that could just as well be done by its own employees."

He said the county has hired private contractors to build parking lots at the Livingston County Campus, when the County Highway Department had the equipment and the personnel to do the work, and would have saved the taxpayers a considerable amount of money.

Pomodoro and Ellis say Livingston County is not in financial trouble, having a budget surplus of almost \$2.5 million.

