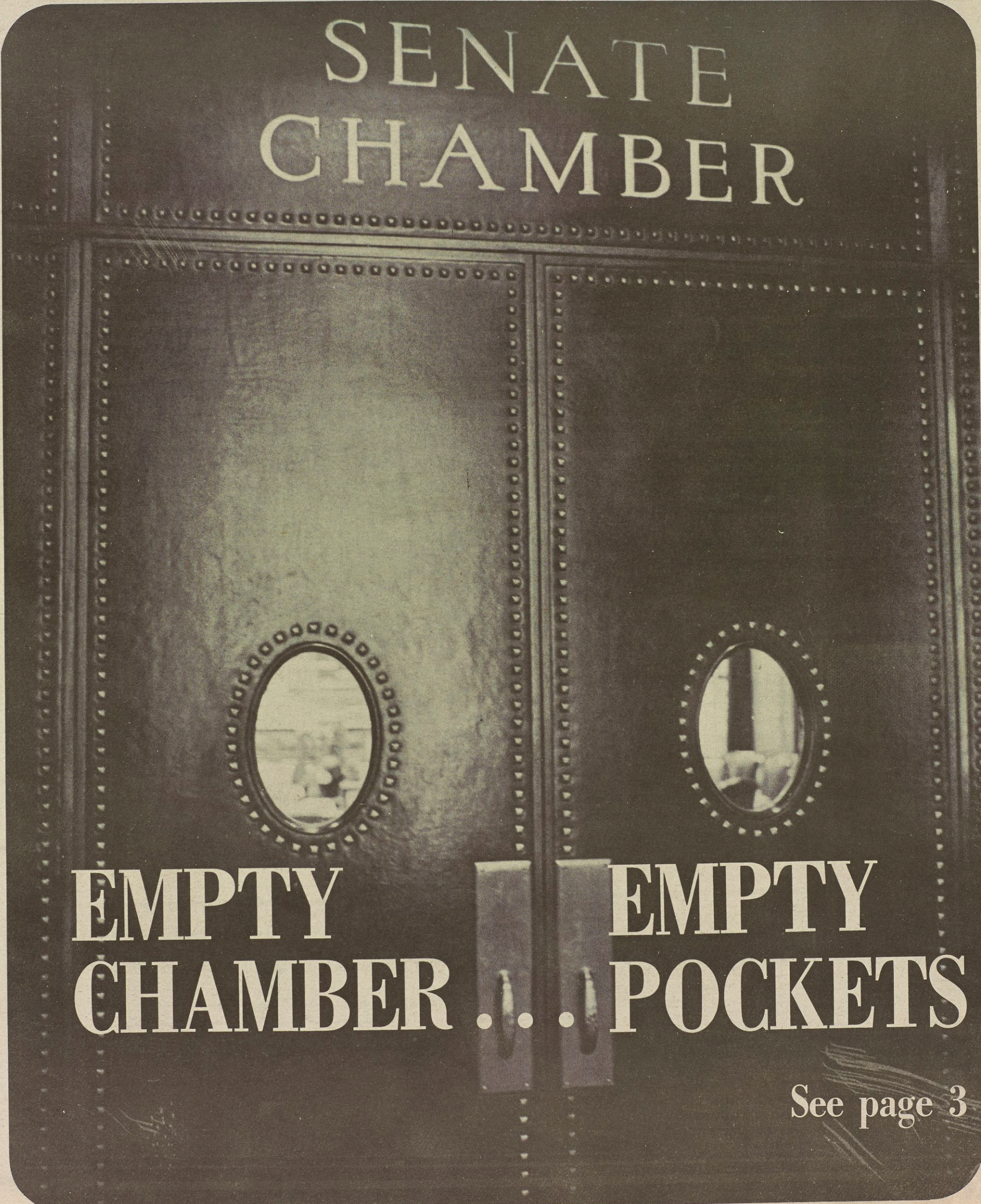


THE PUBLIC SECTOR

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

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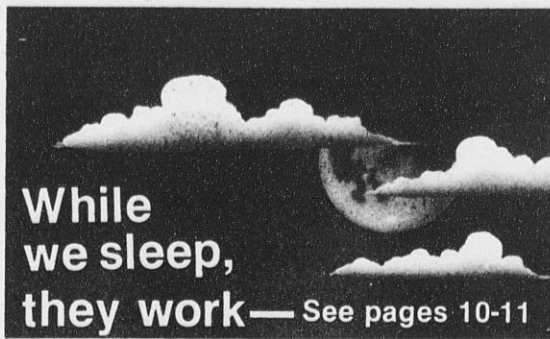
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POCKETS

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INSIDE



Fighting fires See Page 6

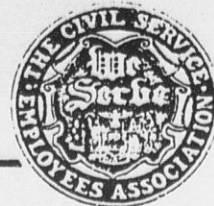
If you applied for a CSEA/LEAP fall course:

ALL ELIGIBLE CSEA MEMBERS WHO APPLIED for a LEAP course for the Fall '88 semester will receive trans-o-grams at their home addresses informing them whether or not they have been accepted for a LEAP course. Trans-o-grams will be mailed out the week of Aug. 8. If you do not receive notification by Aug. 15, please contact the LEAP office.

IF YOU ARE ACCEPTED BY LEAP . . . YOU SHOULD IMMEDIATELY contact the college or BOCES where you have been accepted to verify registration requirements, the course location and the date of the first class. You are REQUIRED to formally register with the school. If you fail to properly register, the school is not required to hold a space for you, and you may be responsible for the tuition for that course.



NOTICE



NOMINATIONS FOR CSEA STATEWIDE BOARD OF DIRECTORS ELECTION

ALBANY — Five vacancies on CSEA's statewide Board of Directors will be filled in a special election scheduled to start Aug. 1.

Under the union's open election procedures, any member in good standing can have his or her name placed on a ballot by obtaining the required number of CSEA member signatures on an official petition form.

Listed below are open seats as well as the number of member signatures required to qualify as a candidate.

LOCAL GOVERNMENT EXECUTIVE COMMITTEE

Board Seat	Number of Signatures Required
Essex County	40
Nassau County	450
Otsego County	48
Orleans County	26
Region I Local Government Educational	450

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

- Aug. 1 Nominations open. Petitions available from CSEA regional offices and CSEA Headquarters, Albany
- Aug. 15 Final date for nominating petitions to be received at CSEA Headquarters, Albany. Deadline is 5 p.m.
- Aug. 29 Drawing for ballot position, 2 p.m., CSEA Headquarters, Albany. Candidates (or proxies) may attend as observers. Address labels available to candidates for mailing campaign literature.
- Sept. 5 Campaign articles 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.
- Sept. 12 Ballots mailed.
- Sept. 19 Replacement ballots available.
- Oct. 3 8 a.m. deadline for return of ballots. Ballots will be counted and results announced.
- Oct. 13 Protest period ends.

In order to run for office, a candidate must have been a member in good standing of CSEA since June 1, 1987, and continuously paid membership dues since then. In addition, he or she cannot be a member of a competing labor organization and must not be prohibited from holding office under a penalty imposed by the CSEA statewide Judicial Board.

Because of a change in the publication schedule, the next edition of *The Public Sector* will be dated Aug. 15.

The Public Sector

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

ROGER A. COLE Editor
KATHLEEN DALY Associate Editor

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IMPORTANT MEMORANDUM

CSEA is "fighting mad" at the New York state Senate. In this, the year of the legislative session without end, lawmakers are now taking a couple of weeks off even though the Senate failed to pass a routine bill approving negotiated pay raises for 110,000 CSEA state employees.

That failure means that it could be fall before you see the raises that were negotiated in April and ratified in May.

Although your raises will be retroactive to the beginning of June, you are being asked to wait too long — the Senate didn't do its job!

CSEA members are rarely shy about telling their elected officials how they feel and this is the perfect chance. Whether you're a state employee or not, in the spirit of unionism call your state senator and tell him or her to get back to work!

CSEA INFOGRAM

SUBJECT: SENATE INACTION ON PAY BILL

TO: ALL STATE EMPLOYEES
FROM: JOSEPH E. McDERMOTT, PRESIDENT
DATE: JULY 20, 1988

As you know, the New York State Legislature has not yet passed the Pay Bill for the 1988-1991 contract, which we ratified in late May.

Specifically, what is outrageous is the inaction of the Senate. The Assembly managed to pass the Pay Bill on July 16 before recessing for two weeks. The Senate left Albany for its vacation leaving 110,000 CSEA members hanging in limbo.

This is an insult to dedicated state employees. I suggest that each of you get in touch with your local state Senator — especially the Republicans, who control the Senate.

Attached is a list of Senators and their local telephone numbers.

The Senate plans to return to Albany on August 1. Please make sure that your Senator has been contacted before that date. CSEA's Pay Bill must be the first order of business when the Senate convenes.

CSEA's Legislative and Political Action Department will coordinate this effort. If you have any questions, please call our Legislative Office at (518) 436-8622 or 1-800-342-4146.

Thank you.

Tell your senator that CSEA is watching!

DISTRICT

- | | | | |
|---|--|--|---|
| 1 KENNETH P. LaVALLE (R-C)
Dist. Office: Centereach (516) 737-0140 | 15 MARTIN J. KNORR (R-C)
Dist. Office: Glendale
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(718) 835-2991 | 32 ISRAEL RUIZ, JR. (D)
Dist. Office: Bronx (212) 681-4440 or
992-6515 | 47 JAMES H. DONOVAN (R-C)
Dist. Office: Utica (315) 793-2360 |
| 3 CAESAR TRUNZO (R-C)
Dist. Office: Hauppauge (516) 360-3236 | 17 HOWARD E. BABBUSH (D)
Dist. Office: New York (212) 587-5517 | 33 ABRAHAM BERNSTEIN (D-L)
Dist. Office: Bronx (212) 231-1700 | 48 NANCY LARRAINE HOFFMANN (D-I)
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Dist. Office: Babylon (516) 669-9200 | 18 DONALD M. HALPERIN (D)
Dist. Office: Brooklyn (718) 646-6620 | 34 GUY J. VELELLA (R)
Dist. Office: Yonkers (914) 776-6306 | 49 TARKY J. LOMBARDI (R-C)
Dist. Office: Syracuse (315) 428-4265 |
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Dist. Office: Oyster Bay (516) 922-1811 | 19 MARTIN M. SOLOMON (D)
Dist. Office: Brooklyn (718) 449-1443 | 35 NICHOLAS A. SPANO (R-C)
Dist. Office: Yonkers (914) 969-5194 | 50 JAMES L. SEWARD (R-C)
Dist. Office: Oneonta (607) 432-5524 |
| 6 JOHN R. DUNNE (R)
Dist. Office: Garden City
(516) 222-0068 | 20 THOMAS BARTOSIEWICZ (D)
Dist. Office: Brooklyn (718) 333-3030 | 36 SUZI OPPENHEIMER (D-L)
Dist. Office: New Rochelle
(914) 235-4710 | 51 WARREN M. ANDERSON (R-C)
Dist. Office: Binghamton
(607) 773-7892 |
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Dist. Office: Roslyn Heights
(516) 484-7070 | 21 MARTY MARKOWITZ (D)
Dist. Office: Brooklyn (718) 284-4700 | 37 MARY B. GOODHUE (R-C)
Dist. Office: Mt. Kisco (914) 241-2541 | 52 JOHN R. KUHL, JR. (R-C)
Dist. Office: Bath (607) 776-4111 |
| 8 NORMAN J. LEVY (R-C)
Dist. Office: Freeport (516) 546-4100 | 22 VELMANETTE MONTGOMERY (D)
Dist. Office: Brooklyn (718) 643-6140 | 38 EUGENE LEVY (R-C)
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Dist. Office: Jamestown (716) 664-4603 |
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Dist. Office: Buffalo (716) 826-3344 |
| 13 EMANUEL R. GOLD (D-L)
Dist. Office: Forest Hills
(718) 544-9750 | 27 MANFRED OHRENSTEIN (D-L)
Dist. Office: New York (212) 587-5504 | 43 JOSEPH L. BRUNO (R-C)
Dist. Office: Saratoga Springs
(518) 583-1001 | 58 ANTHONY M. MASIELLO (D-L)
Dist. Office: Buffalo (716) 847-7940 |
| 14 GEORGE ONORATO (D)
Dist. Office: Long Island City
(718) 545-9706 | 28 FRANZ S. LEICHTER (D-L)
Dist. Office: New York (212) 690-1500 | 44 HUGH T. FARLEY (R-C)
Dist. Office: Albany (518) 455-2181 | 59 DALE M. VOLKER (R-C)
Dist. Office: Lancaster (716) 681-3373 |
| | 29 DAVID PATERSON (D-L)
Dist. Office: New York (212) 870-8500 | 45 RONALD B. STAFFORD (R-C)
Dist. Office: Plattsburgh
(518) 561-2430 | 60 WALTER J. FLOSS, JR. (R-C)
Dist. Office: Buffalo (716) 847-7934 |
| | 30 OLGA MENDEZ (D-L)
Dist. Office: New York (212) 860-0893 | | 61 JOHN B. DALY (R)
Dist. Office: Niagara Falls
(716) 282-7268 |

CSEA ready for court date in Nassau discrimination lawsuit

Compiled by Sheryl Carlin
CSEA Communications Associate

MINEOLA — The long-running prelude to the Nassau County sex discrimination suit should soon come to an end — CSEA and AFSCME are ready to go to trial.

At the request of the lawyers for the union, the judge who has been presiding over the case set a trial date of Feb. 27, 1989.

The unions have fought a host of legal battles that have delayed the case for four years. The county first sought to have the suit dismissed and then denied access to computerized payroll information which CSEA lawyers said were necessary to the case.

In the lawsuit, the unions say that Nassau County practices discrimination because it pays people who work in traditionally female jobs lower salaries than those who work in traditionally male jobs. The county has refused to negotiate a settlement out of court.

If CSEA and AFSCME win the case, the county will have to pay millions of dollars in back pay from 1981 to the present. In addition, future payrolls will be adjusted upward.

In a similar pay equity suit in 1986 between AFSCME and Washington state, the state ultimately settled with the union. The settlement led to significant salary increases in female-dominated jobs.

In a recent meeting with Nassau County CSEA Local 830 officers and stewards, AFSCME attorney Joel Klein and his associates discussed their strategy for proving the county intentionally discriminates against women. They intend to use expert testimony, sworn statements of county management employees and testimony of county employees who have been victimized by discrimination.

Rita Wallace, the new Local 830 president, has been involved in the case from the beginning.

"It's really a shame that a law that's been on the books for so many years has not been enforced," Wallace said, referring to anti-discrimination legislation, "and that we are forced to litigate compliance with this law for what is rightfully and lawfully ours."

According to CSEA statewide Executive Vice President Danny Donohue, the attorneys learned at the meeting of additional instances of discrimination that they plan to study.

CSEA is distributing buttons and bumper stickers supporting pay equity and will schedule meetings to update Local 830 members on the case.

"I urge all Local 830 members to display their buttons and bumper stickers prominently," Donohue said. "We constantly want to show Nassau our unity and support for the lawsuit."

CSEA Region I President Jerome Donohue said the union will push forward in the case.

"Nassau County can't ignore this lawsuit any longer," he said. "We are not going to go away until we win. Asking for a trial brings us one step closer. We will not stop until we have achieved justice."



Albany County units picket for progress

ALBANY — The battle for a fair contract is turning members of four Albany County CSEA units into experts in public demonstrations.

The units — Social Services, Highway, Health Department and non-uniformed Jail — have been without a contract since December. The county and the union are now at impasse. Negotiations began in October, but the county has only increased its offer by 1 percent, while demanding that CSEA drop most of its proposals "to speed things up," said Collective Bargaining Specialist Donald F. McCarthy Jr.

Now the units are making their point publicly. The Social Services unit recently had a spirited noontime informational picket under the window of the County Executive James Coyne's office.

Then, taking Coyne's advice and with the other units and an AFSCME unit also at impasse with the county, they lobbied the Albany County Legislature.

"When County Executive Coyne told us he wasn't in charge of the negotiations and to go lobby the legislature, we did," said Social Services Unit President Marge Flynn. "Maybe the legislature can explain why the county executive got a 25 percent salary increase while all of the county workers are being offered 4 percent."

Unit leaders are planning more

demonstrations, McCarthy said.

"All we want is fair negotiations with a fair contract," he said. "With Albany

County sitting on a \$19 million surplus, there should be no delay in achieving this goal."



PICKETS SIGNS made by Paul Finn, left, and Carolyn Comisso, second from right, tied for first place in a contest for the Albany County Social Services CSEA Unit. Region IV President C. Allen Mead, second from left, and Unit President Marge Flynn congratulate the winners, who were picketing for progress in contract negotiations with the county.



CSEA well-represented in Atlanta

CSEA is obviously growing as a political force on the national level.

"At the 1984 Democratic National Convention, we sent only four delegates. This year we have 16 representatives," said Joyce Dimitri, director of operations for CSEA's Legislative and Political Action Department.

As this issue of *The Public Sector* went to press, the delegates were winding up their stay at the convention in Atlanta, where Michael Dukakis was nominated the party's candidate for president.

The AFSCME representatives make up the largest AFL-CIO labor delegation. It is also larger than nearly all other delegations at the convention, with 207 delegates, 39 of them from New York state.

"It's important that the priorities of various labor organizations are heard, not only in New York state, but on the national level as well," Dimitri said. "It's extraordinary that CSEA is a large part of the national labor voice."

Of the 16 CSEA representatives attending the convention, 15 are

Dukakis delegates, including one alternate. One, CSEA retiree Jacqueline Archer of Congressional District (CD) 26, is a Jesse Jackson delegate.

The Dukakis delegates are: Jeanne Anguilo, CD 4; Region II President George Boncoraglio, CD 14; Patricia Crandall, CD 25; Michael Curtin, CD 2; Marlene Dandridge, CD 20; Angela Filippone, CD 33; Ann Gorman, CD 28; Beatrice Kee, CD 22; Edward LaPlante, alternate, CD 24; Elizabeth Lennon, CD 26; Mary Meenaghan, CD 3; CSEA President Joseph McDermott, CD 23; William L. McGowan, retired president of CSEA, CD 31; Thomas McNabb, CD 29; and Romeo Naples, CD 24.

Also attending the convention from CSEA are Executive Vice President Danny Donohue, who is attending as an AFSCME international vice president, Region VI President Robert Lattimer and Dimitri.

CSEA will also send one delegate, Joseph Papillo of CD 8, to the Republican National Convention in New Orleans in August.

CSEA plans new attack on zone scoring

ALBANY — CSEA is renewing its attack on the practice of zone scoring on civil service exams.

After a recent court decision, the union now plans to fight zone scoring on a case-by-case basis. The CSEA Law Department is preparing a case based on a test given for beginning office workers in 1984.

Under zone scoring, a number of people who scored within a range of points are given the same grade, which allows the agency much greater latitude in hiring. That means that although someone may have scored higher than another

candidate, he or she can receive the same grade, and so the same chance at being hired.

CSEA President Joe McDermott, who has been a longtime opponent of zone scoring, said he is determined to continue the fight against the unfair system.

"CSEA will not allow preferential hiring to continue through zone scoring," he said. "We will continue to fight, test by test if we must, to be sure everyone is hired based on their skills and abilities, as shown by their test scores."

CSEA members help fight



Fire on the mountain

By Anita Manley
CSEA Communications Associate

As you head south along the Hudson River on a hot hazy day in July, you can detect the pungent smell of smoke.

Over a thousand acres of the Palisades Park are no longer green and beautiful — forest fires have left behind charred remains.

Summer thunder showers provide little relief, sometimes causing more problems with lightning setting-off additional fires.

The drought of 1988 has taken its toll on not only the forests, but on CSEA members who are working late into the night helping to fight the fires.

Palisades Interstate Park Commission CSEA Local 105 President Joe Willis was one of the few park workers who remained in the mechanical shop at Bear Mountain Park, repairing heavy equipment and maintaining park vehicles.

"Most of the guys are out fighting the

fires," said Willis, who has spent many nights working overtime to help his co-workers. "They come in at 8 o'clock in the morning and work until 1 or 2 a.m. the next morning."

Willis said no one has been injured, but the work is exhausting and frustrating. "The ground is so dry that tree roots are burning underground. You put out one fire and another one starts 20 feet away."

More than 100 workers including lifeguards and park aides are fighting the fires, Willis said. "Most of them are young kids," he commented.

Meanwhile, hiking trails and many picnic areas have been closed here while local newspapers report that many of the fires were started by careless park visitors who celebrated the Fourth of July weekend with firecrackers and illegal fireworks.

A recent tour of the park was quite eerie. Streams and swamps were dry, grass was burned brown and the smell of smoke hung in the air. White columns of smoke could be seen from the roads. There were few visitors because of announcements in the newspapers and on the radio. One parking lot was turned into a landing field for state helicopters equipped with water buckets.



JOE WILLIS



The fire areas can only be reached in four-wheel drive vehicles or in the helicopter. A command station has been set up in a building that usually accommodates park employees.

Park Manager Dennis Haight praised the efforts of CSEA members.

"These people are not only fighting this fire — they are still maintaining the park and doing an amazing job," he said. "Fighting these fires is gruelling, exhausting work. The (CSEA) members have really dedicated themselves," he said.

'These guys are not only fighting this fire — they're still maintaining the park and doing an amazing job'.

CSEA member Walt Wojehowski shares a relaxed moment with state Forest Ranger Jim White at a makeshift command post on the grounds of Bear Mountain Park.



Long Island members respond to crisis

Warning from the ocean

LONG ISLAND — When waves of medical waste — including used syringes and vials of blood — washed up on Long Island beaches in early July, it generated national attention and triggered a state of emergency.



THERE WAS NO ONE AT THE BEACH despite 90 degree heat when CSEA Occupational Safety and Health Representative Dan Morra, left and CSEA Long Island State Parks Local 102 President Paul D'Aleo visited Robert Moses State Park during the height of the medical waste crisis.

CSEA members working on the Island's state and town beaches first sounded the alarm. Still other CSEA members responded. And CSEA members remain on the lookout if problems come in with the tide again.

For example, CSEA members at the Nassau County Health Department are testing the waters daily to ensure that swimming is safe for beachgoers. In the crisis, their work became that much more important as public officials used it in deciding whether to close the beaches.

Many CSEA town and state park workers are continuously patrolling the shoreline for potentially dangerous materials.

To date, state officials have been unable to determine the source of the medical waste. Although the state Health Department has confirmed that some of the vials of blood that washed up contained the AIDS virus, they played down the risk to the general public, explaining that the vials' stoppers remained in place and that the virus would not survive in salt water. They also pointed out that the total amount of waste would have not have filled a garbage bag.

Given the attention focused on the problem however, Long Islanders have been staying away from the beaches despite a mid-July heat wave with temperatures approaching 100 degrees.



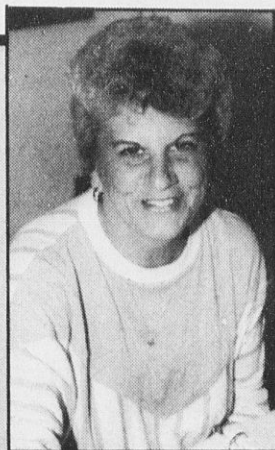
Denise Jarde

The crisis also caused some apprehension for CSEA members on the front lines. "I wanted to be sure that employees were well informed about the waste, that they be given protective gloves and that they wear them at all times when handling any of this garbage," said Long Island State Parks and Recreation CSEA Local 102 President Paul D'Aleo, whose members were involved in the clean-up process. The local represents some 3,000 park workers during the summer months.

"We were told to keep our shoes on and wear gloves," added Denise Jarde, a seasonal employee at Robert Moses State Park. "I personally don't like this, but it's our job," she commented while picking up waste along the beach.

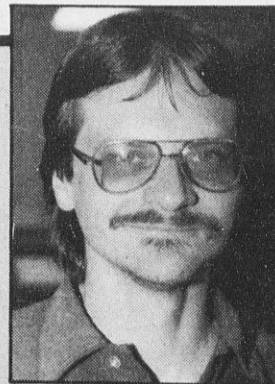
Although the crisis appears to have subsided for the time being, the shock remains for many people who wonder just what's out there when the surf's up.

Medical waste washing up on the shore has meant bad news for thousands of CSEA members who work at and use Long Island's ocean beaches. The Public Sector asked a few of them what they thought about the problem.



Carol Varian
Suffolk Co. Educational
CSEA Local 980

A: "I think it's absolutely disgusting. I'd like to know where it's coming from. Now that they've found the AIDS virus I won't go in the water."



Steve Lubinewski
Parks and Recreation
CSEA Local 102

A: "I think it's terrible and they should hang anyone who dumps in the ocean. Ocean dumping should be outlawed everywhere in the world or it will become a huge garbage can."



Margaret Johnston
Suffolk Co. Educational
CSEA Local 870

A: "I told my kids I don't want them swimming (at the beach). I told them to hit the pools!"

Seasonal pay, year-round jobs

HIGHMOUNT — Is there life after the snow melts on Belleayre Mountain? Apparently, some state officials don't think so and have managed to keep payroll costs down by refusing to grant workers permanent status.

Certainly there is enough work to keep seasonal employees busy during the warm weather. Repairing snow making equipment and ski lifts, maintaining the grounds, clearing brush and building a new parking lot were just a few of the many chores being tended to on a warm day recently.

And why not keep this beautiful park open year round? Up until two years ago, the park was opened on weekends for picnickers and sight-seers.

The view of the mountains is the stuff good photos are made of and the air is the cleanest around. The area has the potential for off-season revenue, said Region III Field Representative Steve Chanowsky. He is concerned that Belleayre's seasonal workers have no job security and few benefits.

"These people are loyal, hard-working employees, some of whom have been here for 15 years or more," he said.

The state contract provides no job security for seasonal employees, he said. None of the workers would give their names for an interview for fear that they would lose their jobs. "The last ones who complained were never hired back," said one man.

"It's all under the control of the state Budget Department," explained Ross Hanna, CSEA deputy director for contract administration.

State officials take advantage of the precarious job situation in a winter resort area located miles from the closest city, Hanna added.

In fact, there are a number of ski areas in northern Ulster County that would pay up to \$5 more per hour than Belleayre employees are earning. The only catch is that those ski areas hire only for five months out of the year.

Belleayre, however, can keep workers busy year-round but at a lower wage. Because the workers are classified as seasonal, the state can rehire them each year in any job they wish to fill, even at a lower grade than the previous year.

"The state would not bend on seasonal employee policies," Hanna said, referring to the recent contract negotiations.

Although some gains were made for certain seasonal employees in the contract, the workers still have no job protection rights, he said.

Meanwhile, he emphasized, CSEA will continue to press for protection for seasonal employees.

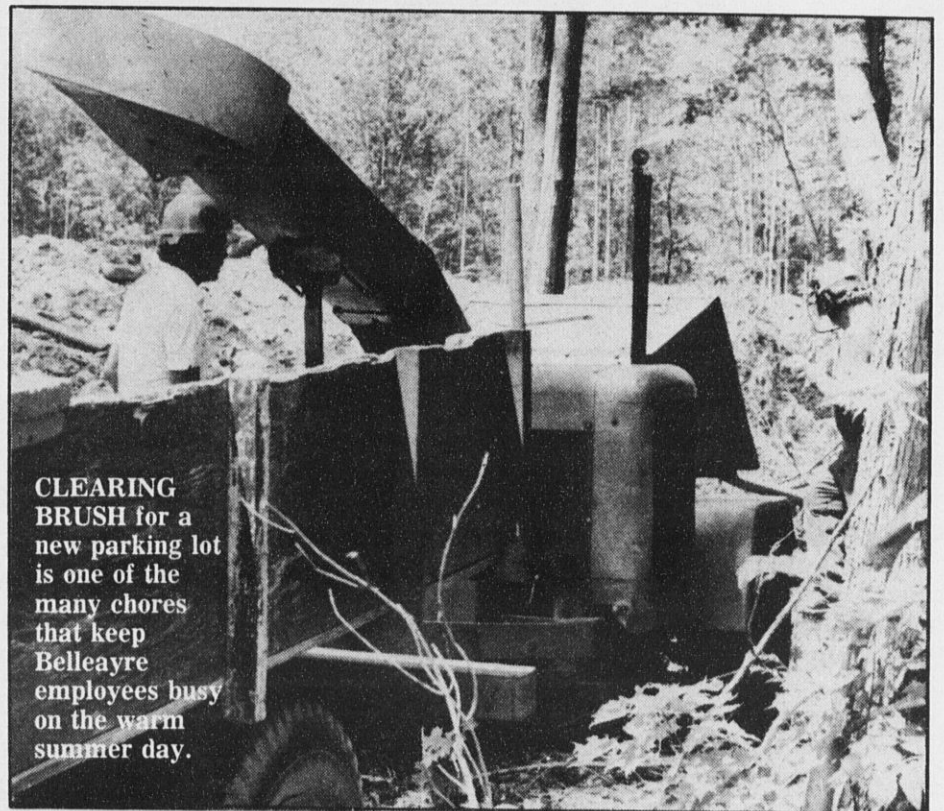
"This issue has been a constant problem," said CSEA Region III President Pat Mascioli.

"My concern, of course, is that the employees are working full time, year-round and they deserve the same consideration as any full-time state employee — full benefits, job protection and respect!

"The mountain belongs to the taxpayers, many of whom work there," he said. "Our pledge is to restore respect even if it takes an investigation and political intervention."



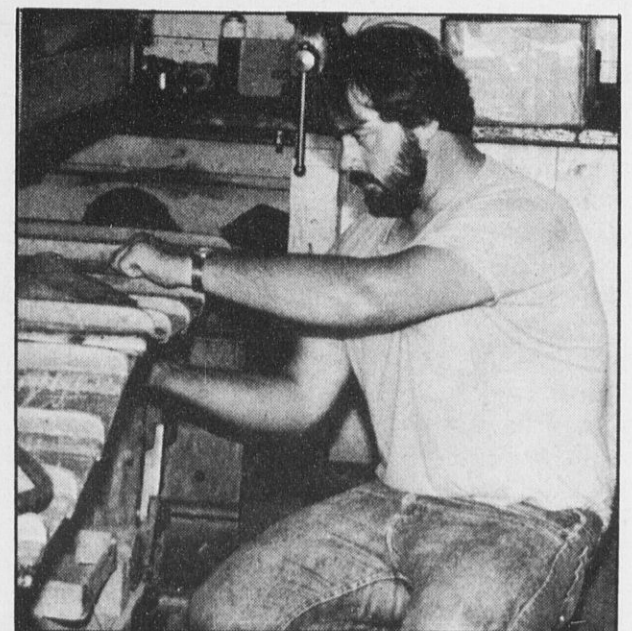
DON BOUTON cares for flowers on the mountaintop while the skiers stay home in the warm weather.



CLEARING BRUSH for a new parking lot is one of the many chores that keep Belleayre employees busy on the warm summer day.



BELLEYRE SKI LIFTS stand still on a warm June day, but the view of the mountains is exquisite all summer.



PHIL RION repairs a bulldozer in the garage at Belleayre Mountain.

OCA contract

ALBANY — CSEA President Joe McDermott announced at press time that the union had reached tentative agreement with the state unified court system on a labor contract covering 3,500 non-judicial court employees.

A memorandum of understanding, providing details of the proposed contract, was signed July 21.

Across-the-board wage increases include a 5 percent hike effective June 23, 1988. In the second year of the contract wages will go up 5 percent beginning April 1, 1989, with a 5.5 percent wage increase in the third contract year beginning April 1, 1990.

The wage hikes total 16.3 percent over the life of the agreement.

Employees who have not yet reached the top of their salary schedule will also continue to receive increments. Longevity payments have been preserved for career employees. In addition, a special bonus will be paid during the second and third contract years to eligible employees who have 10 or more years of continuous

service in the same pay grade.

"We fought hard to win this contract," said McDermott. "It is the product of tough negotiations and I salute our negotiating team for a job well done."

The current contract expired March 31 but will remain in effect until the tentative accord is formally ratified by CSEA members and the state Legislature.

The agreement includes the same health insurance coverage under The Empire Plan recently negotiated for other state employees represented by CSEA.

Other contract highlights include:

- committee to study day care issues
- 10 percent shift differential for employees working night shifts
- modified sick leave bank
- increased contributions to CSEA Employee Benefit Fund for dental, prescription drug and vision care benefits
- increased uniform allowances

The tentative contract affects employees in 22 different bargaining units.

Member electrocuted in work accident

GLENS FALLS — Michael Holmes, an electrician for the City of Glens Falls and member of CSEA Warren County Local 857, was electrocuted July 18 while working on a scoreboard at the city-owned East Field.

As *The Public Sector* went to press, CSEA officials were still trying to piece together all of the facts surrounding his death.

Apparently, Holmes was killed instantly after brushing up against an electrical panel that contained a 480-volt wire while looking for a power leak in the scoreboard's system.

Just last month Holmes, 42, had been named the first recipient of the city's Outstanding Achievement and Dedicated Service Award.

Holmes was the second City of Glens Falls employee killed on the job in the past two and half years.

PAC backs school winner

BINGHAMTON — The Binghamton City School Board has a new member, thanks to a well-organized campaign, support from school district employees and a dedicated CSEA Political Action Coalition in Broome County.

Challenger Jay Hershowitz capped an active campaign by overwhelmingly defeating 10-year board veteran Lawrence Mucci. Voting was heavier than usual, with 10.5 percent of the voters turning out, compared to 6.5 percent last year.

Mucci voted against the two most recent contracts with the teachers union because, he said, the pay increases were too much.

Hershowitz said his victory shows "the grass roots people come through . . . It was a lot of hard work, not only by myself, but dozens of people."

Carlo Guardi, president of Broome Educational Local 866 and school district employee, was delighted but not surprised by the election of Hershowitz.

"The PAC coalition worked hard to help him get elected," Guardi said. "Letters were stuffed and mailed to all CSEA members, phone banks were set up and door-to-door campaigning also helped."

The CSEA Broome coalition was headed by Regional PAC member Keith Zulko.

"The Binghamton school board race is an outstanding example of what can happen with political action solidarity and a lot of hard work," Zulko said. "The coalition received 100 percent support from Region V President Jim Moore, Statewide and Regional Political Action Coordinators Joyce Dimitri and Dwight Evans, Mary Ann Houlihan with the Hershowitz team, and every member of the coalition from seven CSEA Locals."

IPS candidates can review test

ALBANY — The CSEA Research Department has received many complaints about the civil service test administered to fill the position of Information Processing Specialist II.

Approximately 1,100 people were "disqualified." Accordingly, the Civil Service Department has put a temporary hold on certifying an eligibility list.

Instead, all applicants — except those who filed late, failed to respond to inquiries about "pattern responses" or who disqualified themselves by answering questions six, seven and eight in the negative — will be given an opportunity to review their test papers and appeal the results.

In addition, candidates disqualified for failing to sign the questionnaire will be given an opportunity to sign it during the review process.

Candidates eligible to review their test papers will be notified by mailed. They will receive a "Request for review of the Information Processing Specialist II" form which must be postmarked no later than Monday, Aug. 15.

Reviews will take place on Saturday, Sept. 17 between 9 a.m. and 1 p.m.

only.

At the review, candidates will receive:

- Their questionnaire
- A photocopy of their answer sheet(s)
- The rating scale together with the definitions used
- An explanation of the process used by the computer to rate the answer sheet(s) according to the rating scale

Candidates will be able to appeal the structure of the rating scale, the definitions used, and/or the application of the rating scale to their answer sheet(s).

Any objections made against the examination will be reviewed by Civil Service staff in conjunction with an advisory committee composed of experts in the field of information processing, with the final determination made by the Civil Service Commission.

Initially, only three review centers were to be set up but, bowing to union pressure, six other locations were added.

Review centers will be set up in the following places:

<p>ALBANY NYS Department of Civil Service Information Desk, Lobby Building 1, Harriman Campus</p>	<p>BUFFALO NYS Department of Civil Service Room 303, State Office Building 65 Court St.</p>	<p>ROCHESTER East High School 1801 East Main St.</p>
<p>BINGHAMTON Binghamton High School 31 Main St.</p>	<p>NEW YORK CITY NYS Department of Civil Service 55th Floor, 2 World Trade Center</p>	<p>SYRACUSE Henninger High School Room 131 600 Robinson St.</p>
<p>BRENTWOOD North Junior High School Wicks Road</p>	<p>PLATTSBURGH Yokim Lecture Hall Plattsburgh State College</p>	<p>WHITE PLAINS White Plains High School Building A, Division 1 550 North St.</p>

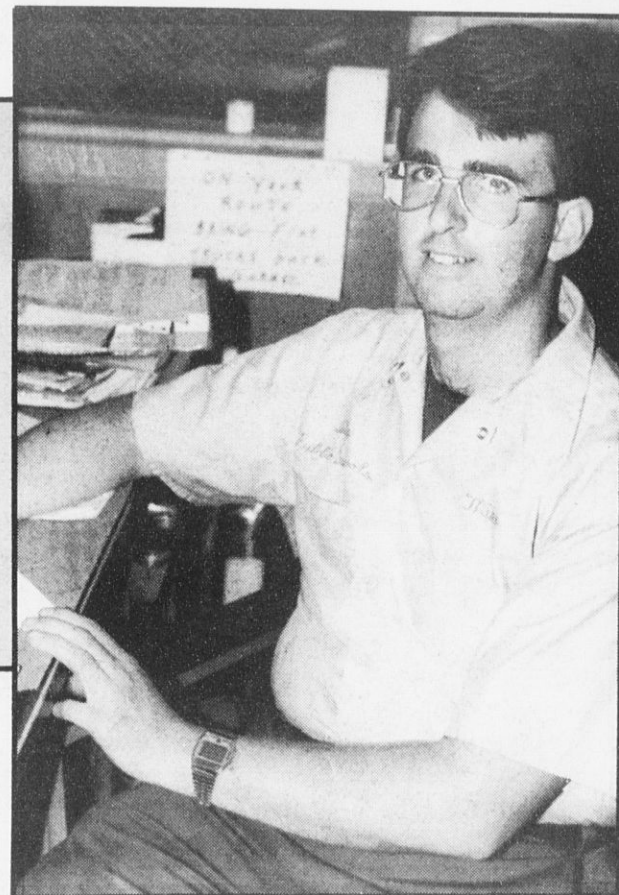
NOTE: The 1,400 candidates who received passing marks will also be permitted to review their test papers.

Editor's Note: Public employees are on the job round-the-clock, staffing mental hygiene institutions, law enforcement agencies and many other areas. CSEA's communications associates went out into the region to see just how some of the night-owl members feel about their jobs and schedules.

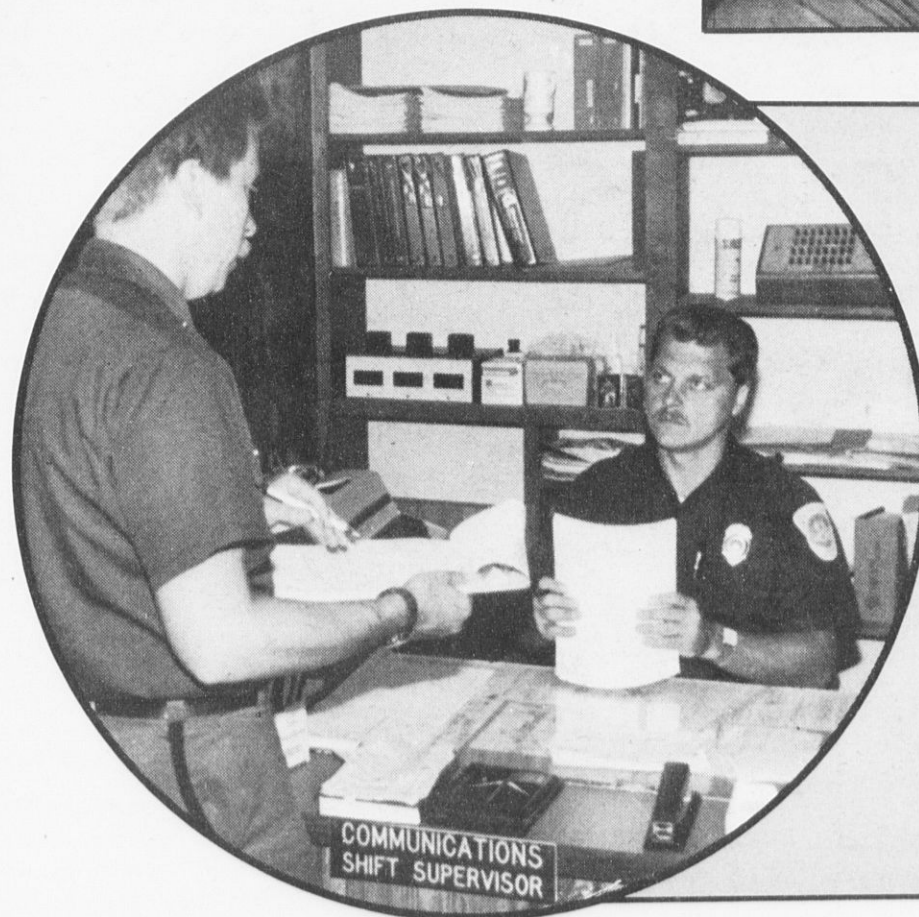
On the job after dark



"If I could chose any shift, it would be this one," says **Mike Larkin**, night supervisor at Islip School District and a member of Suffolk County Educational Local 870. "I can play music and nobody bothers me; I just get my work done." He supervises five other employees. "One of the differences between days and nights is that I'm responsible for night activities such as scouts, PTA and award assemblies and also for locking the whole building up."



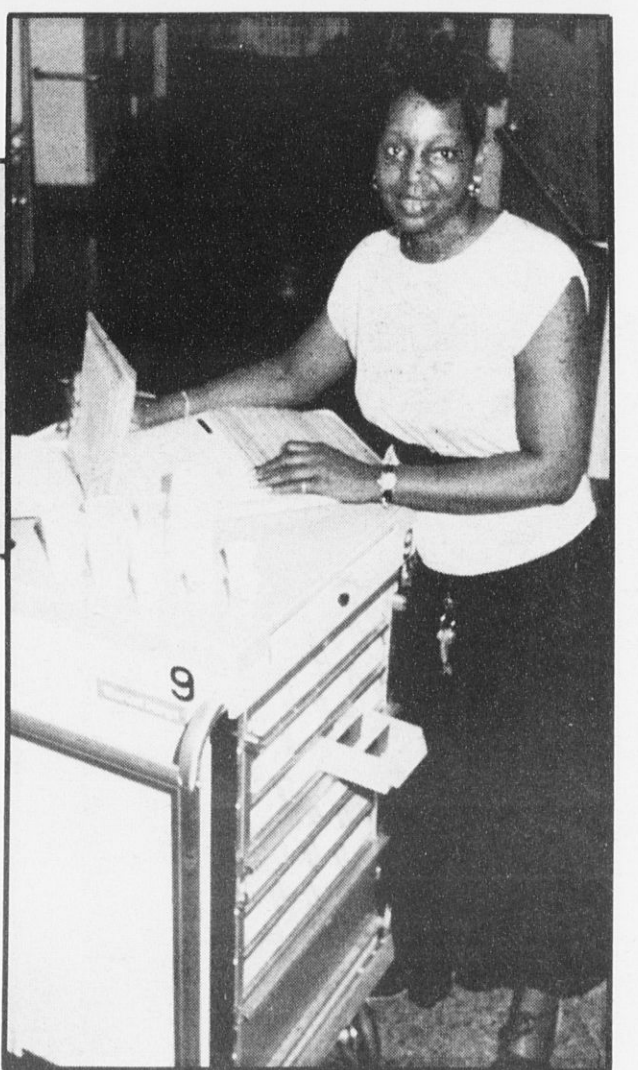
"We're open 365 days a year. We don't close for holidays," says **John Steele**, chief operator of the New Windsor Water Treatment Plant. Cleaning the water for one of Orange County's fastest growing communities means the job doesn't end at 5 p.m. Steele is a member of Orange County CSEA Local 836.



"I have three different sleep patterns," says **Tom Bortle**, police dispatcher for the Town of Colonie Police from 11 p.m. to 7 a.m. "On my days off, I sleep normally. Then it's sleeping in the morning and then I have no such day as Friday because it's eight hours on, eight hours off trying to sleep and eight hours on again. So forget Friday. It's a killer. You have to adjust." Pictured with Bortle is **Tom Vogel**, standing, who works the 3-11 p.m. shift. "Why do I do it?" Bortle asks. "It started as something I always wanted to do and now, it's part of me."



"I like working the night shift," says **Eunice Huff**, a member of Buffalo Psychiatric Center CSEA Local 403. "There is less pressure than in the day time, and by reading the charts you can see the total care the patient is receiving."



"I like to think I'm an important member of the round-the-clock team here in the emergency room. Sickness and accidents can happen any time, day or night, and there is satisfaction in knowing our night staff is ready," says **Mike Huling**, a hospital attendant at Upstate Medical and Science Center and member of CSEA Local 615. "On a personal note, I'm looking forward to a career in the New York State Police and learning to react to emergencies here will certainly help prepare me for that career." Acting a model patient for Huling is co-worker **Sophia Beckwith**, nursing station clerk and Local 615 member.

"The stressful part of working the night shift is acclimating yourself to the routine of being up all night again after a weekend off. It's hard to rest when your pass days come around," said **Alex Miller**, a Youth Division Aide at a Staten Island residence. "The midnight to 8 am shift is basically an administrative shift. We have 9 teenage boys at this Division for Youth residence and they are sleeping most of my shift. I make sure they all get off to school or jobs in the early morning."

Transition

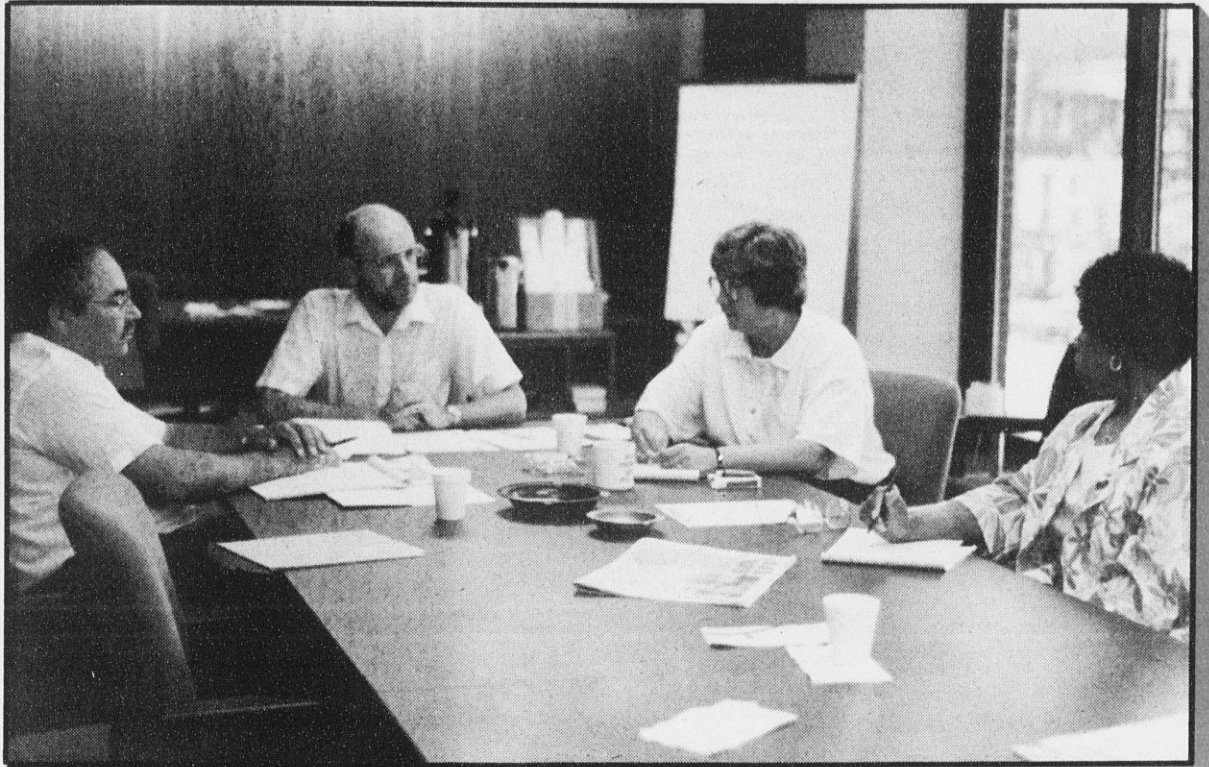
Teams begin work

ALBANY — CSEA's new statewide leadership — led by President Joe McDermott — has assumed the mantle of leadership and started the transition from the old administration to the new one.

McDermott, in a July 14 report to the union's Board of Directors, announced the formation of two transition teams. Their mission is to "examine the operations of CSEA and propose recommendations for future progress."

Serving on the Member Transition Team are: Region VI President Robert Lattimer, chairperson; Barbara Allen; Carmen Bagnoli; Richard Canniff; Sean Egan; Al Mead; Elaine Mootry; Candy Saxon; and Mary Sullivan.

Serving on the Staff Transition Team are: Organizing Director Larry Scanlon, chairperson; Michele Agnew; Diane Champion; Ross Hanna; Ron King; Frank Martello; and David Stack.



THE MEMBER TRANSITION TEAM Communications Sub-committee met recently. The members are, from left, Carmen Bagnoli, Richard Canniff, Mary Sullivan and Elaine Mootry.



AS THE TRANSITION takes place in CSEA Headquarters, Region I is also changing. CSEA President Joe McDermott, left, watches as new Nassau County CSEA Local 830 President Rita Wallace and new Region I President Jerry Donahue are sworn in by CSEA Executive Vice President Danny Donohue, right. Wallace and Donahue moved into their new union positions after Donohue took office in July.

Mead on EBF board

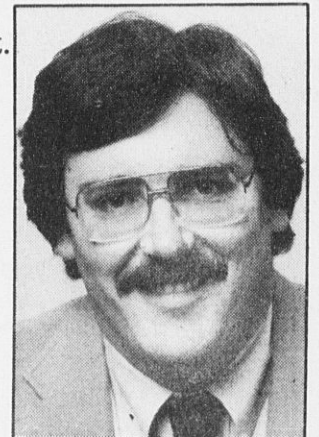
ALBANY — CSEA Region IV President C. Allen Mead has been elected to the the Employee Benefit Fund (EBF) Board of Trustees.

Mead replaces Joe McDermott, who became chairman of the board with his election as CSEA statewide president.

"I look forward to being a more active participant in the formulation and efficient delivery of benefit service to our membership," Mead said.

Mead has been a Region IV president since 1983. A state

Health Department employee since 1970, he has been active in CSEA for years. He has been a member of the Region IV Executive Committee, a member of the CSEA/state Health Department Labor/Management Committee, chair of the CSEA standing Methods and Procedures Committee and a variety of other committees.



Al Mead

Law simplifies process to collect retiree dues

ALBANY — The new state law allowing deduction of retirees' union dues directly from their state retirement checks will have advantages both for the retirees and for CSEA.

"Right now we bill to about 43,000 retirees every August," said CSEA Retiree Coordinator Kathleen Cahalan. "This will save on mailing. Some people may choose to be billed rather than have their dues deducted, and that's fine, too. It's up to the individual."

Cahalan stressed that each retiree will decide whether to use the deduction privilege and will have to authorize it before it can occur.

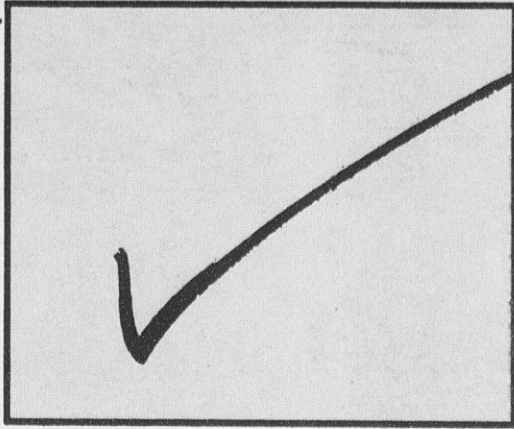
For retirees, the advantage is simple. "They won't have to worry about whether they are up to date in their dues

payments or question their membership status because it will be right there on their pension check stub," Cahalan said. "In general, retirees are concerned about paying their bills on time and some pay their dues more than once a year just because of that concern."

Under the new law, members of the state Retirement System can have their retiree union dues deducted directly from their retirement checks by authorizing the deduction in writing. CSEA was one of several public employee unions pushing for the passage of the law this legislative session.

Because the law takes effect after CSEA's annual billing this year, the union's system won't change until 1989.

"It's going to benefit all of us," Cahalan said.



"They won't have to worry about whether they are up to date in their dues."

CSEA Retiree Delegate Meeting



The fourth annual CSEA Retirees Delegate meeting will bring together more than 120 retiree members from across the state and the Florida CSEA retiree local.

The event, scheduled for Aug. 15-18 in Binghamton, will include an extensive general business session, said CSEA Retiree Coordinator Kathleen Cahalan. There will be a variety of committee reports, including one from the Committee to Restructure the Retiree Constitution.

During educational sessions, the retiree delegates will have the chance to learn more about leadership, grassroots political action, Medicaid and Medicare and the Empire Plan.

In addition, representatives from other AFSCME retiree chapters are expected to attend, Cahalan said.

GIVING SPECIAL THANKS — CSEA Retirees Executive Committee Chairman Don Webster, left, and committee vice-chair Charles Peritore, right, present a certificate of appreciation to state Comptroller Edward Regan for his time and effort in helping to enact pension supplementation for retired public employees. Regan was the special guest of the Retirees Executive Committee at a recent meeting in CSEA headquarters. In addition to being thanked for his efforts, Regan spent time answering questions about key issues of concern.



New contract for New Rochelle

NEW ROCHELLE — A two-year agreement for 125 City of New Rochelle employees will increase salaries by more than 11 percent over the life of the contract.

According to Region III Collective Bargaining Specialist Don Partrick, employees will receive 5.5 percent wage hikes retroactive to Jan. 1 and 5.5 percent as of Jan. 1, 1989.

In addition, the new contract provides for:

- * A 20-year retirement plan
- * Increases in contributions to the Employee Benefit Fund for dental and medical coverage

City workers are members of Westchester County Local 860.



CITY OF NEW ROCHELLE Unit President Tony Funigiello signs a two-year contract for 125 co-workers. Seated to his left is CSEA Collective Bargaining Specialist Don Partrick and on his right is City Manager C. Samuel Kissinger. Standing are City Personnel Director Matthew Iarocci, team member Valerie Martin, Region III Field Representative Wendy Hord and team member John Caldararo.

CONTRACT GAINS

Success in Schenectady

SCHENECTADY — The new two-year contract between CSEA and Schenectady County has a lot of different things for a lot of different county employees.

"It's a good contract," said Joanne Desarbo, welfare examiner. "We got an upgrading from a grade 7 to 8 for 92 people."

Registered Nurse Mary C. Hughes agreed. "It's a good contract overall. We have 50 nurses and our salary range will now go from about \$24,000 to about \$40,000. The average is around \$28,000."



DESARBO

Highway worker John Hutchins believes it's an excellent contract for the area. "It helps the highway employees a lot in comparison to the area around us."

"We negotiated a series of percentage increases to replace the old cents-per-hour raises. It makes staying on the job in county employment more worthwhile to the career employee," CSEA Schenectady County Local President Frank Tomecko said.

Lesson in persistence

BINGHAMTON — After a year-long series of bargaining talks, punctuated by picketing at several school board sessions, 225 employees of the Binghamton School District have a new three-year contract.

Carlo Guardi, president of Broome Educational Local 866, says CSEA members of the school unit ratified the new pact by a vote margin of 4 to 1.

The agreement covers clerical, maintenance, cafeteria and custodial workers and includes a 6 percent wage increase retroactive to July 1, 1987; 6.25 percent increase July 1, 1988; and an additional 6.5 percent July 1, 1989, plus increments and equity adjustments for certain job titles.

In addition to salary boosts over three years, the pact also offers a number of improvements in contract language.

"It has been a long, tough year," Guardi said. "The negotiating team, under the chairmanship of Mike Igo, unit president, endured some frustrating times when bargaining didn't seem to be getting anywhere. It wasn't until we picketed the school district office in April that things began to move again. I believe the 4-to-1 vote margin is a strong indicator that our members are happy with the overall contract package."

Syosset Unit stays together

SYOSSET — The Syosset School District Unit members of CSEA Nassau Educational Local 865 recently ratified a new, two-year contract by an overwhelming margin.

The agreement includes no givebacks and maintains the Empire Plan coverage.

In addition to an 8 percent increase the first year and a 9 percent increase over the second year, the contract includes:

- *An improved service recognition award of \$1,500 when a member retires
- *An improved snow removal clause for buildings and grounds employees
- *Better vacation schedule for 200 day clerical employees
- *A vandalism clause to protect employees' cars while parked on school property and
- *A new streamlined grievance procedure

The negotiating committee was headed by Acting President Ross Rizzo, Ben Gummin, Steve Nissen, Emily Malen, Louis DePalma, Dennis Subiondo and Gloria Keenan.



CITY OF BEACON UNIT President Sandy Frost signs a one year contract for 62 city employees. Seated to his left is Commissioner of Public Works Ralph Flynn and to his right is Mayor Jim Fredericks. Standing are negotiating team members Stan Zmudzinski, Michael Way and Linda Greenough and Region III Field Representative Rich Blair. Other members of the team who could not be present for this photo were David Eraca, Samuel Slinkey and Kim McCollum.

Beacon advances

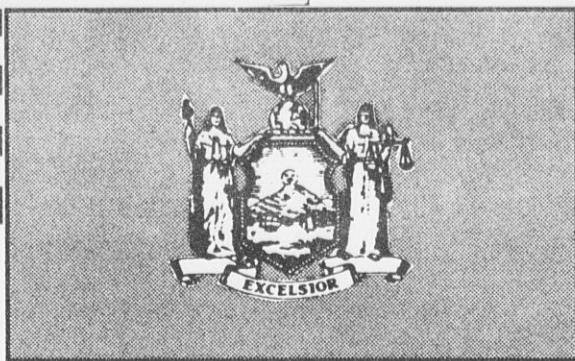
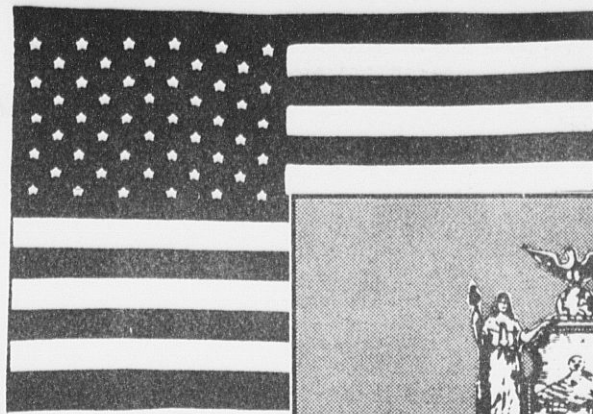
BEACON — A one year contract for 62 employees of the City of Beacon will increase salaries by 5.5 percent.

According to Region III Field Representative Richard Blair, the new agreement also provides for increases in longevity, shift differential, clothing allowance, vacation, personal leave, meal allowance and payment of unused sick leave.

In addition, the city will pay the full cost of disability insurance and health coverage. The city has also increased its contribution to the employees dental plan.

The employees are members of Dutchess County Local 814.

For an old friend: Flag Day Memorial



By Daniel X. Campbell
CSEA Communications Associate

SCHENECTADY — Two flags were stretching in the bright blue sky, snapping away their tight military creases in the late Flag Day wind.

"He was a classmate of mine for a short time, a school friend. A little smarter than I was, but still a friend and he deserved something special, something . . ." Jim Fowler's voice trailed off into the breeze as he looked at the high flying flags and silently remembered William "Bill" Duffy.

Fowler, a CSEA Office of General Services Local 660 shop steward and a local community activist, had just finished a nearly year-long mission to honor the memory of his childhood friend. The two

flags flying over the entrance to TV station WRGB Channel 6 in Schenectady, one a United States flag and the other a New York state flag, had just been raised in a moving ceremony to the memory of the local news reporter.

Fowler had obtained the flags, each of which had flown over the state or national Capitol, and was the chairperson of the Flag Day ceremony to see that it went right, went the way Bill would have wanted it to go. Short, sweet, to the point.

TV 6 news reporter and Capital Bureau Chief Bill Duffy was a familiar voice and figure in the Capital District. He was a reporter's reporter and very often the public employees' friend. Duffy, who never went to college, worked his way up the ladder of

success and never forgot to report news from the workers' point of view.

Blessed with a great sense of humor, a sharp mind and a quick wit, Duffy delighted in popping the egos of pompous elected officials on any level from village trustee to the Governor of the state of New York.

Over the years the viewing audience of the Capital District learned to trust Bill Duffy. His political commentaries were respected and while people would recall his humorous lines they would also see his wisdom and insight.

The sudden death of Bill from a heart attack last year shocked and saddened the whole TV 6 audience. Two college scholarships were established in his memory.

But to his former classmate Jim Fowler that wasn't special enough.

"I felt Bill deserved more. I talked to people and began working on a simple tribute of a flag ceremony to remember Bill and how he loved this country and this state. And every politician I contacted to obtain the flags, to get them flown over the national and state capitols, all agreed that Bill deserved such a tribute."

With the flags still stretching in the sky Jim Fowler presented Diane Duffy, Bill's widow and the Duffy family with certificates for the flags. Teary-eyed, Diane Duffy hugged Jim in a warm embrace and quietly whispered "Thank you. Bill would be proud."



Bill Duffy



IN HONOR OF BILL DUFFY — CSEA member Jim Fowler, right, hands certificates to Diane Duffy, widow of Capital District newsman Bill Duffy, and her children. The certificates note that the flags flown over Duffy's station, WRGB, have also flown over either the state or nation's Capitol.

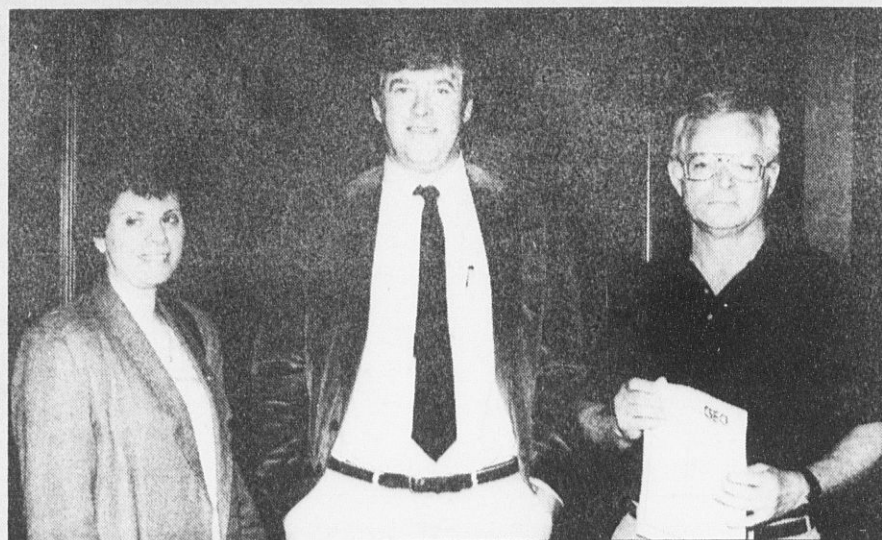
Yonkers school readies Labor Studies program

YONKERS — The CSEA and AFSCME-developed labor history program is ready to take off here in the fall and two teachers in the district are going to do the job.

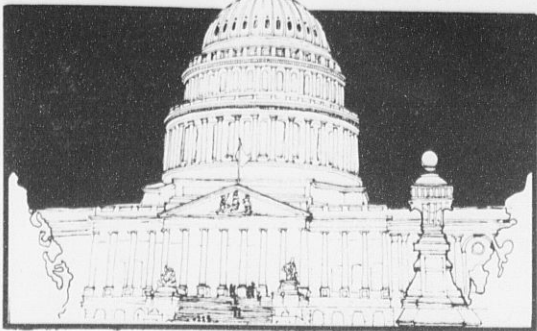
Jackie Campone and Sid Jacoby will teach the program at the Mark Twain Junior High School. They've had the help of Mike Donovan, labor history program coordinator, who wrote the week-long program.

Donovan has met with Yonkers School District staff to discuss how the program will be presented and to offer the resources of CSEA and AFSCME.

Labor history will be a mandated subject for New York state school children beginning with the 1988-89 school year.



YONKERS SCHOOL TEACHERS Jackie Campone, left, and Sid Jacoby, right, with Mike Donovan, AFSCME labor history program coordinator.



Time for action!

The Act for Better Child-Care, a top legislative priority of CSEA and AFSCME, is reaching a critical stage in Congress. As *The Public Sector* went to press, final action on the bill was expected in the full Education and Labor Committee.

CSEA and AFSCME are stepping up efforts to ensure the bill reaches the House floor intact. Opponents are mounting a number of attempts to water it down.

New Yorkers on the Education and Labor Committee are Rep. Mario Biaggi (D-Bronx); Rep. Stephen Solarz (D-Brooklyn); and Rep. Major Owens (D-Brooklyn) — all supporters of the legislation.

Phone calls and letters urging support for the measure as originally written could be very helpful in ensuring its success.

The Act for Better Child Care provides a national approach to the issue through a number of benefits:

- *Significantly more federal funding for subsidized child care
- *Funding for child care resources and referral services, including training for child care workers
- *Better pay for child care workers
- *Requiring states to develop long range day care plans
- *Assuring better enforcement of licensing standards

Even though CSEA's avalanche of petitions and letters of protest forced the Internal Revenue Service (IRS) to back down on its plan to tax public employee unused vacation and sick leave, some Washington insiders think more still needs to be done.

The IRS said it was withdrawing its plan, just as Sen. Daniel Patrick Moynihan was introducing the Senate version of legislation to rescind it. Now Moynihan thinks his legislation should be passed anyway.

In a letter to *The Public Sector*, Moynihan spelled out his reason: "I believe the rules for deferred compensation should be written into law, so that there will not be any further 'misunderstandings' such as the now-withdrawn IRS interpretation.

Rep. Sherwood Boehlert (R-Utica) agrees and plans to continue efforts for passage of the House version of that legislation (H.R. 4221).

At the same time, Boehlert also believes there is an overwhelming need for a taxpay-

ers "Bill of Rights" to stop the abuse of IRS enforcement powers.

Both Moynihan and Boehlert urge CSEA members to "keep those cards and letters" coming.

* * *

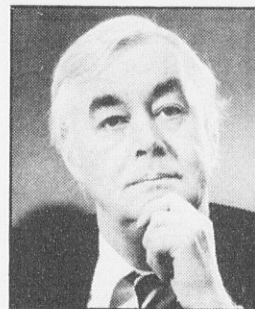
While you're writing to Sen. Moynihan, there's another concern that you can bring to his attention — his proposed welfare reform bill now moving into a House-Senate conference committee has some serious problems as far as CSEA and AFSCME are concerned.

The Moynihan bill has mandatory workfare provisions that could threaten the jobs of public employees without providing adequate pay and training to participants to help them get off government dependence.

CSEA and AFSCME-backed protections were included in the House bill that was shepherded through by Rep. Tom Downey (D-Long Island). But Moynihan has stubbornly refused to include them in his version to this point.

Please let Moynihan know how you feel about his unwillingness to include public employee safeguards in his reform package. His Washington telephone number is (202) 224-4451.

Besides Moynihan and Downey, Rep. Stephen Solarz (D-Brooklyn) is also a member of the House-Senate conference committee on the welfare reform issue.



MOYNIHAN



BOEHLERT

Here's what you can do!

Send a letter like the sample at right to your U.S. representative, especially if he is not yet a sponsor of the Act for Better Child Care (see list below). Attach a photograph of your child to the letter to make sure Congress gets the message about who benefits from this legislation.



SAMPLE LETTER TO NEW YORK MEMBERS OF CONGRESS
ASKING FOR THEIR SUPPORT OF
THE ACT FOR BETTER CHILD CARE SERVICES
(H.R. 3660, S. 1885)

December 19, 1987

Honorable _____
U.S. Senate
Washington D.C. 20510

Honorable _____
U.S. House of Representatives
Washington, D.C. 20515

Dear _____:

We are writing to urge you to support the Act For Better Child Care Services [H.R. 3660, S. 1885]. This bill would help to solve the number one problem facing America's families -- the lack of adequate, affordable child care. Families at all income levels have difficulty finding the kind of child care their children need; many families have difficulty paying for such care.

We are putting our future at risk by continuing to make policy as if the entry of mothers into the labor force were a temporary phenomenon. The U.S. Department of Labor predicts that, between now and 1995, two out of every three new jobs will need to be filled by women, most of whom will have a child during their working lives. Already, more than half of all mothers of one-year olds are in the labor force.

Not only do we jeopardize our children's future by failing to provide adequate child care, we threaten to undermine the competitiveness of our country's economy -- both now and in the future. Parents who are unable to find child care are unable to work. Even those who are able to make some type of arrangement often worry about these arrangements while they are at work. Companies pay a price for this distraction.

The Act for Better Child Care Services will provide funds to improve the child care delivery system, and to help families pay for care. It will invest federal dollars where they are very badly needed. The investment will pay off by improving the quality of life for families, by providing a decent start for millions of children, and by enabling parents to be fully productive at work and in their communities.

We would appreciate hearing your thoughts on this matter, and hope that you will sign on as a co-sponsor of this vital legislation.

Sincerely,

name
organization

Where the New York delegation stands on the Act for Better Child Care

Co-sponsors

- Rep. Gary Ackerman (D-Queens)
- Rep. Mario Biaggi (D-Bronx)
- Rep. Tom Downey (D-Long Island)
- Rep. Floyd Flake (D-Queens)
- Rep. Robert Garcia (D-Bronx)
- Rep. Benjamin Gilman (R-Middletown)
- Rep. Frank Horton (R-Rochester)
- Rep. Matt McHugh (D-Ithaca)
- Rep. Robert Mrazek (D-Long Island)
- Rep. Louise Slaughter (D-Rochester)
- Rep. Major Owens (D-Brooklyn)
- Rep. Charles Rangel (D-Manhattan)
- Rep. James Scheuer (D-Queens)
- Rep. Stephen Solarz (D-Brooklyn)
- Rep. Ed Towns (D-Brooklyn)
- Rep. Ted Weiss (D-Manhattan)
- Rep. Tom Manton (D-Queens)
- Rep. Sherwood Boehlert (R-Utica)
- Rep. George Hochbreuckner (D-Long Island)
- Sen. Daniel Patrick Moynihan (D)

Not yet supporters

- Rep. Norman Lent (R-Long Island)
- Rep. Charles Schumer (D-Brooklyn)
- Rep. Bill Green (R-Manhattan)
- Rep. Joseph DioGuardi (R-Westchester)
- Rep. Samuel Stratton (D-Schenectady)
- Rep. David Martin (R-Canton)
- Rep. Jack Kemp (R-Buffalo)
- Rep. Henry Nowak (D-Buffalo)
- Rep. Raymond McGrath (R-Long Island)
- Rep. Guy Molinari (R-Staten Island)
- Rep. Amory Houghton (R-Jamestown)
- Rep. Hamilton Fish, Jr. (R-Poughkeepsie)
- Rep. Gerald Solomon (R-Queensbury)
- Rep. George Wortley (R-Syracuse)
- Rep. John LaFalce (D-Buffalo)
- Sen. Alfonse D'Amato (R)

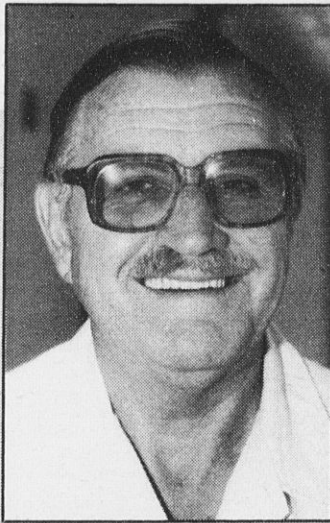
• **How do you feel about:**

The federal government's lawsuit against the Teamsters?



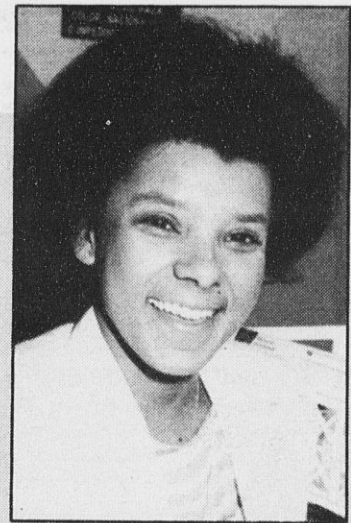
SUSAN LEW
Westchester County
Local 860
Region III

"Any misuse of funds belonging to others should be prosecuted. If the only way to prevent such a measure is federal takeover, then I agree with it."



ED BECKMANN
Suffolk County
Retiree Local 919
Region I

"After a long period of questionable activities, I definitely think they should be investigated."



YVONNE WILLIAMS
Erie County Local 815
Region VI

"I don't think it's appropriate for the government to attempt to run a union. Of course, it's not good for mobsters to be there either, but there must be a better way than for the government to totally enmesh itself in the internal, day-to-day affairs of any union."



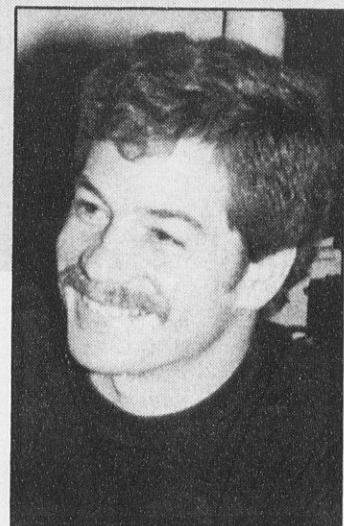
THOMASINA CHAPMAN
Manhattan Psychiatric Center Local 413
Region II

"No one looks out for the little person but the union. I think government should work hand in hand with unions, but not take over unions."



MARY SWASTA
Chemung County
Local 808
Region V

"My feelings are mixed. Every union member deserves honest leadership, but we should guard against government interference in union business. We saw that happened with PATCO members . . . and now the Teamsters."



CHRIS NELSON
Saratoga County
Local 846
Region IV

"I'd have to read more about the lawsuit, but I don't think that the government should take over a union. It should not be involved or in control."

INSURANCE UPDATE INSURANCE UPDATE

EDITOR'S NOTE: CSEA wishes to bring the following notice to the attention of State employees in the Administrative Services Unit (02), Operational Services Unit (03), Institutional Services Unit (04) and Division of Military and Naval Affairs (47).

NOTICE

CSEA-Represented Employees in Negotiating Units 02, 03, 04 and 47

As a result of the recently concluded agreement between your union and New York State, you are, as of July 1, 1988, eligible to apply for the Dual Eligibility Family Coverage benefit. If you qualify for this benefit, New York State will pay 100% of your premium for Family health insurance coverage in either the Empire Plan or a participating HMO.

To qualify, you must satisfy all of the following requirements:

1. You must work in the Executive, Judicial or Legislative branch of New York State government.
2. You must be eligible for Family health insurance coverage in either the Empire Plan or a participating HMO.
3. You must be in one of the following Negotiating Units: 02, 03, 04 or 47.
4. Your spouse must be an ACTIVE New York State employee of, or on a preferred list from, the Executive, Judicial or Legislative branch and be eligible for enrollment in the State Health Insurance Program. If your spouse is currently enrolled in the State Health Insurance Program, your spouse MUST cancel that coverage before your application for the Dual Eligibility benefit can be processed.

Note: If your spouse is employed by a Participating Employer, you are not eligible for this benefit.

If you apply for the Dual Eligibility benefit on or before August 17, 1988, the effective date will be July 7, 1988, for Administration payroll and July 14, 1988, for Institution payroll.

If you apply after August 17, 1988, the effective date will be the first day of the payroll period after you submit the completed application to your Personnel Office.

Note: No retroactivity will be accepted after the Initial Enrollment Period.

If you meet these requirements and wish to apply for the Dual Eligibility benefit, please contact your Health Benefits Administrator in your agency Personnel Office.

Empire contribution reduced

Empire Plan biweekly contributions will go down slightly on Aug. 1 thanks to special state legislation sponsored by CSEA.

State Employees

Employee contributions for family coverage will decrease from \$24.25 to \$23.49 or 76 cents while the cost of individual coverage will fall from \$5.56 to \$5.39 or 17 cents.

Local Government/School District Employees

Monthly premiums paid by employers for "The Empire Plan with Enhancements" will go down to \$323.06 for family coverage and \$141.52 for individual coverage. Reductions in employee contributions will depend upon local collective bargaining agreements. Contact personnel office for details.

State workers, take note

The state Civil Service Department must have the names of all eligible dependent spouses and/or children so that health insurance claims can be processed.

You may be contacted in the near future to make certain your health insurance enrollment file is correct.

If contacted, please cooperate and make sure to return the form by Aug. 24 to the Civil Service Department.

New dental payments will brighten your smile

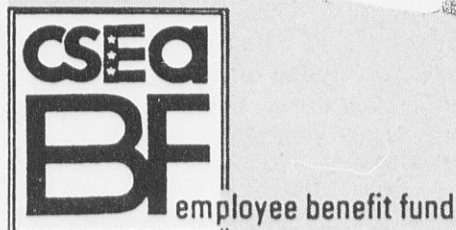
An improved dental fee payment schedule representing more than \$1 million in improved benefits for most CSEA members participating in the CSEA Employee Benefit Fund (EBF) Dental Plan went into effect on July 1.

It marks the third consecutive year that increased dental payment rates have been approved for participating CSEA members by the EBF Board of Trustees. The improved rates cover many of the most frequently used preventive, restorative and orthodontic services under the dental plan.

The improved rates apply to most CSEA members covered under the plan except employees in groups with special coverage arrangements.

The payment rates are as follows:

Procedure	Previous Fee Schedule	Improved Fee Schedule Effective July 1
Prophylaxis (Cleaning)		
Child	\$ 13	\$ 15
Adult	\$ 17	\$ 20
Orthodontics		
Initial Exam and Appliance	\$150	\$220
Active Treatment	\$ 36	\$ 45
Number of Active Treatments	20 mos.	24 mos.
Radiographs (x-rays)		
Full Series	\$ 25	\$ 30
Panoramic	\$ 25	\$ 30
Restorations — Composite		
Per Restoration	\$ 15	\$ 20
Maximum fee, more than one fill per tooth	\$ 25	\$ 30



No kidding!

Here's one from the files of CSEA Communications Associate Chuck McGeary: Personnel Director addressing job applicant: *In checking your job record, I found that you were fired from your eight previous jobs. What does that tell me about you as an employee?*

Job applicant: *I'm no quitter.*

Memo to state employees

Health Department and OGS employees in Albany can donate refund money from their empty soda cans to a joint year-round Nickel campaign as part of a fund-raising effort for the State Employees Federated Appeal (SEFA). Collection boxes for that purpose are placed near elevators on floors in the Corning Tower in the Empire State Plaza.

SEFA is the charitable campaign for state employee giving at the work place. In addition to helping a worthy cause, the program also ties in with the state's recycling efforts to reduce solid waste.

Cool, thanks to CWEP



CSEA Region III Committee on Work Environment and Productivity (CWEP) representative Marie Romanelli, seated, second from left, is shown here with state Division of Parole employees at Fishkill Correctional Facility, who will enjoy a comfortable summer thanks to funding from CWEP which helped pay for wiring new air conditioning for their offices.

Seated with her are Administrative Assistant Joe Conn, CSEA Local 161 President Pat Mullon and Parole Aide Amy Manon. Standing are Educational Supervisor Ed Williams, Vocational Electrician Ralph Williams, Teacher Aide E. Irizary, Prison Superintendent D.R. Riley, Teacher Aide Sylvester Bozzman, Regional Director of Parole Mike Falk, Sr., Parole Officer Fred Flood and Maintenance Supervisor Terry Coyman. Also involved in the project was Vocational Instructor Jim Rogers, who was not available for this photo.

This, that

AND THE OTHER THING

If you have an item of interest for *This, That & the other thing*, bring it to the attention of your CSEA regional communications associate. Their phone numbers are listed on page 2.



She's a winner

State University Construction Fund CSEA Local 662 President Michael Tedesco, right, and Scholarship Committee Chairman John Debboli present the local's first annual scholarship award to Kristina Schwarz while her father, Daniel, looks on. Schwarz was the Salutatorian of her high school graduating class this past June and is a member of the National Honor Society.

She will attend the Cornell University School of Industrial & Labor Relations.



Sorry to see her go

Schenectady County CSEA Local 847 Job Training Unit President Barbara Kushnick gets a warm send-off from Schenectady County CSEA Board Member Lou Altieri on the occasion of her retirement. Kushnick, a 17-year county employee, also served as local treasurer for the past six years.

"She's really been a terrific activist," said Altieri. "We all wish her the very best in the years ahead."

Leader mourned

Longtime Town of Southampton Unit President Dave Ward died recently after battling a debilitating kidney disease for 10 years.

For the past six years his condition required dialysis treatment, but during that time he continued to work as a heavy equipment operator at the town landfill — a most unusual circumstance.

Ward served as Sergeant-at-arms for Suffolk County CSEA Local 852 and was a life-long resident of Sag Harbor, where he was active in the volunteer fire department.

Ward is survived by a wife and two daughters.

★★★★★ A delegation all our own ★★★★★



With 16 union members as delegates to the Democratic National Convention, CSEA stood as a delegation in its own right. The CSEA group was actually the same size or larger than the delegations of Delaware, Vermont, Wyoming, Nevada, North Dakota, South Dakota, Alaska and the District of Columbia!

Overall, AFSCME sent 207 members to the convention with 39 of them coming from New York.

