

Official publication of  
**CSEA**  
Local 1000, AFSCME, AFL-CIO

**THE PUBLIC**

# Sector

Vol. 16 No. 4 April 1993

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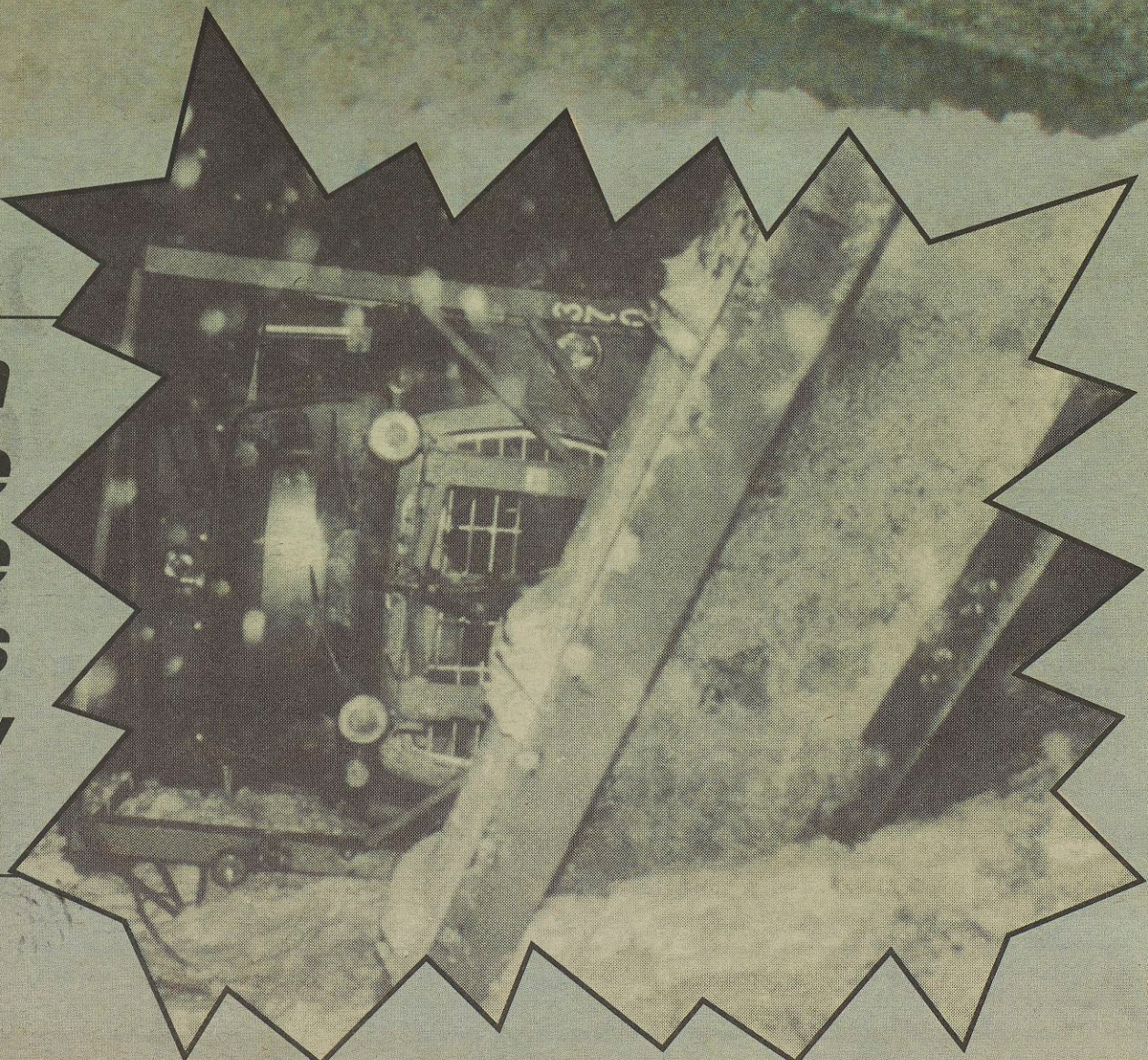
LOCAL GOVERNMENT NEWS PAGES 18-24

**FIGHT**  
For The Living  
Workers Memorial Day  
April 28



## Always a **WILD RIDE**

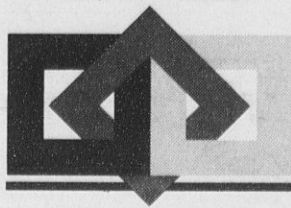
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*When  
the  
nightmare  
becomes  
reality*

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CSEA takes on OMH on several fronts to preserve quality of care and jobs.

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Important Empire Plan information, and the story of two CSEA members who make one job work.

## "Working With the Public" safety seminars scheduled

In the wake of increasing acts of violence against front-line public employees such as the Schuyler County DSS tragedy last October, CSEA and the state have designed a series of personal safety seminars for employees in public contact positions.

The "Working With the Public" seminar will be held in six locations across the state as part of this spring's NYS/CSEA Safety and Health Seminar Series.

Skills covered in the seminar include effectively gathering information from customers and clients, dealing with difficult and manipulative people and defusing potentially explosive behavior.

A limited number of seats are still available for each session. Registration forms are available from your CSEA Local president and personnel and training and education offices. You can also contact: NYS/CSEA Labor-Management Committees, One Commerce Plaza, Suite 1117, Albany, N.Y. 12260, or by calling (518) 473-3428.

Seminars will be held April 20 in Albany, April 22 in Utica, May 4 in Buffalo, May 18 in New Paltz, June 17 in New York City and June 24 in Hauppauge.

## In paychecks this month

# 4% salary hikes!

More than 100,000 CSEA-represented state employees will receive salary increases this month under terms of the 1991-95 contracts CSEA negotiated with New York state.

CSEA-represented state workers in full-time employment status as of March 31 will receive a 4 percent salary increase effective April 1. In addition, increment payments will be effective the same date for employees eligible to receive them.

The increases cover employees in the Administrative Services, Operational Services, Institutional Services and DMNA

bargaining units.

State workers on the Administrative payroll will receive their increases and increments, if eligible, in the April 21 paychecks.

Employees on the Institutional payroll will see their increases and increments, if eligible, in the April 29 paychecks.

Also effective April 1, the downstate adjustment for eligible state employees in New York City and Nassau, Rockland, Suffolk and Westchester counties will increase from the current \$701 annually to \$729 annually.

## Know your contracts

While salary and increment increases are of great interest to everyone covered by the contracts CSEA negotiated with the state, it is important to keep in mind that the contracts themselves are extensive documents which protect and improve the standard of living of CSEA-represented workers in many different ways.

CSEA/NYS contracts, in fact, contain nearly 200 pages that document agreements on more than 50 major articles, dozens of sub-sections and more than half a dozen lengthy appendices.

In addition to salary hikes, annual increment increases and downstate adjustment payments, thousands of employees also receive longevity payments throughout the life of the contracts. Longevity payments are paid to eligible employees whose salary is equal to or higher than the job rate (maximum) of their pay grade and who have, on their anniversary date, completed either five or 10 years of continuous service at or above the job rate. The employee's most recent performance rating must be at least "satisfactory" or its equivalent to be eligible for longevity payments paid on either the fifth or tenth anniversary of continuous service at or above the job rate.

CSEA also successfully negotiated many other funded programs to enhance promotional opportunities for members and improve working conditions in general.

For instance, the current contracts provide annual funding for many employee development and training programs in each of the four CSEA bargaining units.

In the all-important areas of health and safety, CSEA negotiated hundreds of thousands of dollars in funding annually to address unsafe and unhealthy working conditions, provide personal protective working clothing and equipment and monitor video display terminal operations, toxic substances and building air quality.

Other ways the CSEA/NYS contracts improve the standard of living of members include providing funding for child care programs and day care centers and funding employee assistance programs.

Personal copies of the CSEA/NYS contracts have been mailed to all CSEA state members. You should read it and save it for future reference. If you did not receive your personal copy, contact the appropriate CSEA region office.

## THE PUBLIC Sector

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

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The Public Sector (USPS 0445-010) is published monthly by The Civil Service Employees Association. Publication Office: 143 Washington Avenue, Albany, New York 12210. Second Class Postage paid at Post Office, Albany, New York 12288.

Postmaster: Send address changes to: Civil Service Employees Association, Attn: Membership Department, 143 Washington Avenue, Albany, New York 12210.

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## Wassaic members, clients survive NYC bombing nightmare

By Anita Manley

CSEA Communications Associate

NEW YORK CITY - What began as a field trip for eight Wassaic Developmental Center clients became a test of survival during a terrorist bombing.

The field trip to the World Trade Center occurred the same day an explosion shook the towers and killed six people.

Four Wassaic employees, two of them members of CSEA Local 426, and eight patients were caught in the nightmare. CSEA member Susan Dunham said the group had just reached the 107th floor. PEF member Myrna Chamberlain was checking the lunch menu in the cafeteria.

"Just then, we heard an explosion," Dunham said. "The cafeteria workers kept saying there was no problem, but they were closing everything down."

The building began filling with smoke.

"They told us to go up on the roof," Dunham said. "I said 'Are you kidding? It's

freezing out there. It's snowing!' We moved to the roof and were there for two hours."

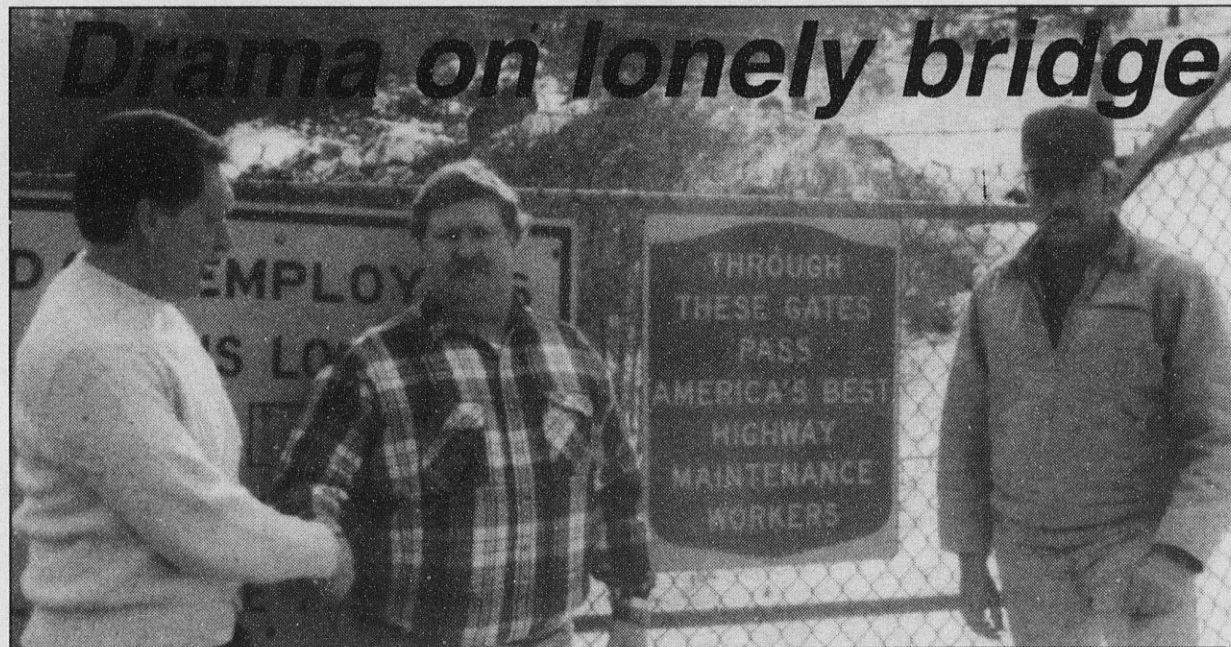
Later they moved back inside. When the elevators didn't start, the group had to walk down 107 flights.

Co-workers Gary Krom, a PEF member, and CSEA member Nick Velhos walked with five clients, while Dunham and Chamberlain had three. Fire fighters gave them flashlights. As they slowly walked down the dark stairs, a client began to scream.

"She was scared of the dark," Dunham said. "I had to hold on to her and reassure her all the way. They were real troopers. They hadn't eaten since breakfast and it was 8:30 p.m. by the time we got out."

Chamberlain knew she had to keep calm for the clients' sake.

"I kept thinking that everything would be okay, and we would get them safely down, she said. "We knew we just had to do it and not think about it. I'm just glad it's over."



**CSEA DOT Local 676 President Del Perrier, left, congratulates CSEA Unit President Kevin Farley, center, and Local 676 member Brian LaFleur, who were among a group of DOT workers who prevented a suicide attempt.**

By Daniel X. Campbell  
CSEA Communications Associate

ALBANY — It's very dark in the wee hours of the morning in the middle of the Dunn Memorial Bridge, and very cold. The temperature hovers at 3 degrees below zero, the wind chill registering a bone-jarring 20 degrees below on the span crossing the Hudson River between Albany and Rensselaer counties.

"There's a walker in the middle of the bridge... possibly looking for a place to jump!" the voice crackles over the radio.

Suddenly, the routine chatter that had filled the airwaves since the bridge snow removal operation began at midnight stopped. The operation takes on a whole new mission - to save a life.

Among those quickly responding are Kevin Farley, president of CSEA Rensselaer County State Department of Transportation (DOT) Residency Unit of CSEA DOT Local 676, and DOT Safety Officer Ray LaMarco. They find CSEA members Brian LaFleur, who first spotted the woman and made the

initial call, and Dan Quinion. LaFleur and Quinion cautiously circle their trucks and keep the woman in sight.

A car approaches the woman but she ignores the driver, and it speeds away. She keeps looking at the Hudson River far below, apparently searching for a snow bank she might be able to climb over.

Farley has already asked the Rensselaer city police for assistance. LaMarco and Farley offer her a seat in the warm truck.

"I have no reason to stay warm, no reason," she responds. She is crying and shaking, with a blank stare in her eyes.

The Rensselaer city police arrive, place the woman in a patrol car and leave. The DOT crew returns to clearing snow. The radio is alive again with routine calls.

LaFleur, Quinion, Farley and LaMarco know that working together, they may have saved a life.

"If she had found an opening in the river's ice and managed to get up on the snow bank, it would have only been a matter of seconds," Farley said. "Only a matter of seconds."

## CSEA wins one in budget battle

QUEENS VILLAGE — CSEA can claim victory in one of the first skirmishes of this year's state budget fight.

Full funding has been restored for the Division of Alcoholism and Substance Abuse treatment center at Creedmoor Psychiatric Center.

Gov. Cuomo's original budget proposal called for the unit's elimination, including 25 jobs. CSEA was among the groups opposing the move.

Gov. Cuomo then decided to restore the unit in budget amendments.

"This is a very positive development," CSEA Metropolitan Region President George Boncoraglio said. "Drug and alcohol abuse are big problems, particularly in New York City. It wouldn't make any sense to eliminate a treatment program that actually helps people."

## CSEA fights to save DMV offices

ALBANY -- CSEA is fighting the proposed closing of Department of Motor Vehicle (DMV) offices in Newburgh, Utica, Binghamton and Buffalo.

CSEA is urging members to write and call their state legislators to oppose the closing, included in the Gov. Cuomo's budget proposal.

"Closing these offices would reduce state services and put hard-working state employees on unemployment lines," CSEA President Joe McDermott said. "CSEA is fighting hard to be sure these proposed closings do not occur."

## Court deals blow on secretary upgrades

ALBANY — The Appellate Division of the state Supreme Court has ruled the state's patchwork implementation of secretary I and II upgradings is acceptable, despite CSEA's strong arguments that it was unfair.

"This decision is very disappointing," CSEA statewide Secretary Irene Carr said. "The state's reclassification procedure was a fiasco from the start. The state's legal costs are probably more than what it would have cost to pay the people what they deserved."

CSEA first filed the suit because different state agencies gave employees different retroactive dates for their upgrading based on agency budgets.

An earlier court ruling supported CSEA's position that employees shouldn't be treated differently based solely on where they work.

The state appealed the decision, and the Appellate Court ruled that the inconsistent dates were not unreasonable because of the state's budget problems.

"There's really not a lot that can be said at this point," said CSEA Office of Mental Health Local 673 member Cathy Davis, a plaintiff in the lawsuit. "After all this time it's disappointing to be back to square one."

CSEA is now reviewing the decision to determine the best course of action.



# Layoffs have a face

The Governor's proposed budget for the Office of Mental Health (OMH) will eliminate 2,700 jobs. As The Public Sector went to press, CSEA was lobbying hard to save jobs.

In an agency already ravaged in recent years, the numbers don't tell the whole story.

They don't talk of the suffering of staff, of patients and even of the communities surrounding psychiatric centers. Here are a few of the real stories of the suffering that results from misdirected budget cuts.

By Stephen Madarasz  
CSEA Communications Associate

## She needs the benefits

"Everybody's scared. It's all that everyone is talking about. Where can we go, what can we do?" Jane Mutell said.

She should know. A clothing clerk at Kings Park Psychiatric Center, she will be laid off, and she can't bump into another position.

"I'm concerned about what will happen," she said. "I need the health insurance coverage, and older workers are at a disadvantage."

"It's also terrible what they're doing to the patients," Mutell said. "There was a little old man who had been here for years, and they just dumped him into a nursing home in Jamaica without any warning. The younger, dangerous patients they're putting out on the streets."



Jane Mutell



Bob Michalski

## After 29 years, a pink slip

A layoff notice is Bob Michalski's reward for 29 years service at Manhattan Psychiatric Center. A plumbing supervisor, he feels unappreciated.

"After all the time and effort I've given to the state, all the knowledge I have, none of it matters," he said.

The layoff is an added insult to Michalski, who has been diagnosed with asbestosis. He believes it's a result of on-the-job exposure to asbestos.

With his seniority, Michalski will probably move to another facility in New York City.

But he believes he could still do a lot to help Manhattan Psychiatric Center run better.

"The work is still here," he said.

## Quality of care will suffer with direct care layoffs

The continuing cuts of direct care workers just don't make sense to Catherine Custance, a therapy aide at Pilgrim Psychiatric Center.

"The priorities are all off. It seems like OMH is more concerned with protecting high-level pencil pushers than the staff who really do the work," Custance said.

"The quality of care depends on the direct care staff," she said. "I work on a ward where the patients are non-ambulatory and depend on us to do everything for them."

"These are long-term patients

who can't be handled anywhere else.

"With the cuts they're planning, where are they going to get the staff? There's too much mandating of overtime as it is," she said.

"Physically you can't work 16-hour shifts four to five days in a row and do the job effectively. Care will suffer, and more staff will get hurt."

Custance is demoralized by the prospect of being laid off.

"The uncertainty is terrible," she said. "It's not fair."

## Forced to leave close-knit community



Shelly Buczak

It's a mistake to think that only therapy aides and medical staff have direct contact with patients. Just ask Shelly Buczak.

A 15-year employee in Central Islip Psychiatric Center's business office, she handles patients' personal accounts and works directly with them every day.

"I love my work; we have a close-knit community here," she said. "Unfortunately, OMH is determined to close the Central Islip campus at any cost."

As part of the accelerated relocation of Central Islip, the state is laying off all operational and administrative employees. Depending on their seniority, they may be able to bump into other Long Island facilities.

"I have no idea where I'll end up or what I'll be doing," Buczak said.

But she is far more concerned about the patients than she is about herself right now.

"A lot of the patients are confused," she said. "They're concerned about their money, they're asking for information about what will happen, and we have no idea. There's no real information from the administration."

"It's sad," Buczak said. "OMH is treating the patients like they're packages, not feeling people."

## She built self-esteem

When beauticians and barbers targeted for layoff leave their jobs, the state's psychiatric centers will lose an important aspect of care.

That's what Nancy Affelt thinks. A supervising beautician at Central Islip Psychiatric Center, Affelt has 13 years of experience helping patients with self-esteem.

"I really like working with the patients and helping them to feel better about

themselves," Affelt said. "One patient told me they would take up a collection to have me come in to do their hair every week."

"There will be no beautician staff left," she said. "It's pretty clear that OMH doesn't care about the patients and the budget people don't look at the impact of what they're doing."



Nancy Affelt



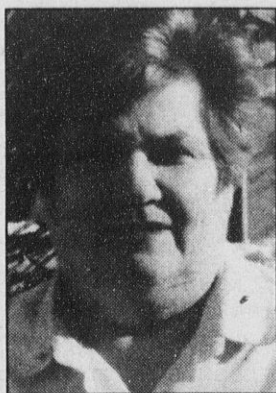
## 'Gov. Cuomo should see for himself'

"I don't think people really understand what's happening in the mental health system," said Marie Edsell, a food service supervisor at CSEA Kings Park Psychiatric Center.

After 15 years, her position is being eliminated.

Edsell wrote President Clinton, hoping for federal help to stop the deterioration of New York's mental health services. She wrote:

"Over the last two years I have watched the patients being discharged that really shouldn't have and many of



Marie Edsell

them have become part of the homeless....

"I have watched employees lose their jobs, their whole lives turned upside down and for what? A state that can't manage its finances..."

"I really believe that if Gov. Cuomo really thinks that direct support and direct care workers have an easy time he should work on the wards and come into the dining rooms to see for himself what it's all about..."

"New York should be ashamed of itself for what it is doing to mental health patients. I hope the governor can sleep at night for what he is doing to so many lives."

*"It makes me angry that OMH is being so unfair to these people"*

-- Marge Ludack, therapy aide

## Patients will suffer

Uncertainty and the impact on patient care are the most immediate concerns for Marge Ludack, a therapy aide at Central Islip Psychiatric Center for 32 years.

"The attempt to rush us into 'interim' buildings at Pilgrim is the biggest change in all the time I've been here and it's not a change for the better," Ludack said.

"We're told it's a savings but they're using people who can't speak for

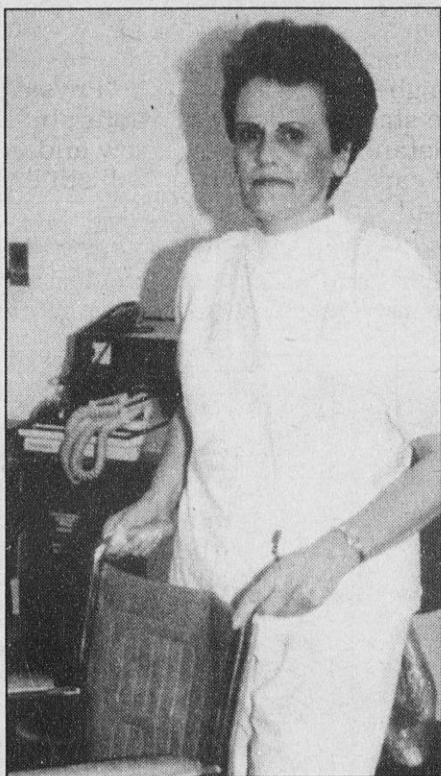
themselves to accomplish it," she said. "It's a shame that they want to move us into 'interim' buildings that are inadequate for geriatric patients."

The move and layoffs will hurt the patients, she said.

"Geriatric patients are ill more often, and it's easier to help them get better when they know who's taking care of them," Ludack said.

"The patients are aware that something is happening and they're upset. A move like this is extremely traumatic for them. I've seen moving patients from one part of the facility to another result in death," she said.

"It makes me angry that OMH is being so unfair to these people."



Marge Ludack

## No job security here

"When I took this job in 1978, I thought that working at a psychiatric center would be secure. I didn't think it would be possible that the state would put mentally ill people and hard-working staff out in the street," said Milton Smith, a housekeeper at Central Islip Psychiatric Center.

Like all operational employees at Central Islip, Smith is to be laid off. He hopes his seniority will help him move to another facility. But he says, "Who knows about next year?"

"We work hard at Central Islip to keep a clean environment. It comes from everyone, not just the housekeeping staff, taking pride in the facility," he said. "But the state is destroying that."

## Infection control job eliminated

It's very hard to find a silver lining in the cloud surrounding Bobbie-Jo Howard's impending layoff from Kings Park Psychiatric Center.

Howard, a central medical supply technician, began working at the facility in 1966. But she lost nearly 14 years of seniority because her title was provisional until 1979.

The extra seniority wouldn't help anyway because Howard's title is being eliminated.

"It hurts," she said. "Especially since we do a lot of very important technical work and have taken on more and more responsibility."

Medical supply technicians

sterilize all medical instruments, keep high-tech medical equipment functioning and order and stock medical supplies. They have a primary role in the facility's infection control program.

"There's been no explanation about who will do this work after

we're laid off," she said. "You can't just walk in and know how to run an autoclave or know the disease control procedures that have to be followed; you need technical knowledge and training," she said.

"I could understand if this was a consolidation, but they're just eliminating the function. They're going back to the way it was when I first started."



Bobbie-Jo Howard

## He has important work but no job

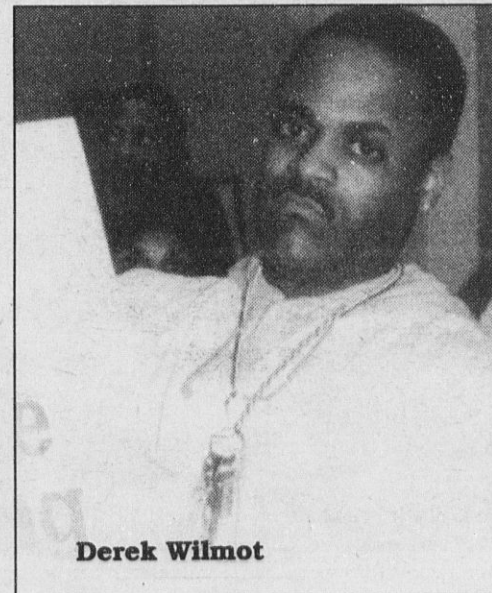
"Having sterile equipment and supplies is an extremely important part of the infection control efforts in a place like this," Derek Wilmot said.

His job as a central medical supply technician at Manhattan Psychiatric Center is being eliminated.

"There are three of us now, and there's more than enough work for us," he said. "The two who'll be left will have a lot more work to do."

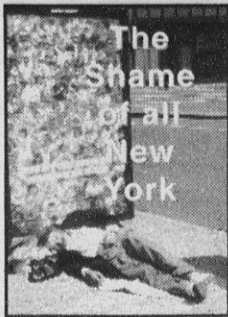
Despite OMH projections about fewer patients, MPC's population is increasing.

"This is important work," Wilmot said. "I'm disappointed to be losing my job."



Derek Wilmot





# CSEA battles OMH on many fronts

ALBANY — CSEA is challenging in court the Office of Mental Health's (OMH) immediate shutdown of Harlem Valley Psychiatric Center.

It is just one of many battles CSEA is fighting to win a more sane state mental health budget.

"We are doing everything possible to save the jobs of our members and preserve the quality of care for the mentally ill," CSEA Executive Vice President Dan Donohue said. "We are fighting OMH in the courts, in the state legislature and in the media."

Under the Governor's proposed budget,

Harlem Valley would close by April 28, rather than in 1994 as originally planned.

OMH began transferring patients in early February. The Town of Dover went to court and won a restraining order based on a state law that requires OMH to give unions and localities 12 months notice of a facility closing. CSEA joined the lawsuit and union attorneys were preparing the case as *The Public Sector* went to press.

CSEA also made news with a report criticizing the slap-dash attempt to relocate Central Islip Psychiatric Center in interim housing at Pilgrim Psychiatric Center.

The report, developed after site visits to the facilities with key state lawmakers,

questioned the cost and the effect on patient care of the accelerated move.

Harlem Valley and Central Islip are only symptoms of misguided OMH policies and operations. CSEA believes the state Legislature must act to resolve them. Dozens of CSEA officials and activists traveled to Albany for OMH Commissioner Richard Surles' grilling by state lawmakers at budget hearings in late February.

"We heard all the right questions," Donohue said. "But we need a lot more. We need a responsible OMH budget and we need to see policy changes to benefit the employees, patients and communities OMH is trying to abandon."

## Brooklyn DC site of new unit

BROOKLYN — A new multiply disabled unit (MDU) is opening at Brooklyn Developmental Center to treat patients who, although their primary diagnosis is retardation, also suffer from mental illness.

These clients need special units with specially trained staff to care for their complex needs.

CSEA has encouraged the development of MDUs. The unit at Brooklyn DC is the latest in a growing network across the state.

CSEA Brooklyn DC Local 447 member Maulda Taylor is looking forward to the challenge of the 80-bed MDU.

"We are getting training on the clients' behavior which is really helping us," Taylor said. "We have teamwork and will be able to do a really good job."

CSEA's success in siting the new MDU at Brooklyn DC could not

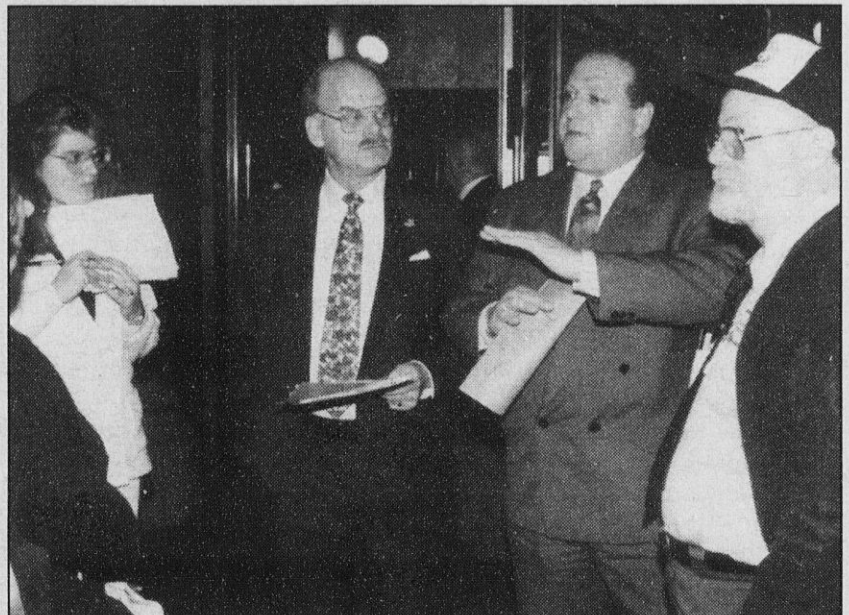
have come at a better time. The unit will help retain about 180 jobs that the facility might otherwise have lost through layoffs.

CSEA would like to see more MDUs at facilities across the state. They provide intensive care for a difficult population that cannot be served in other setting.

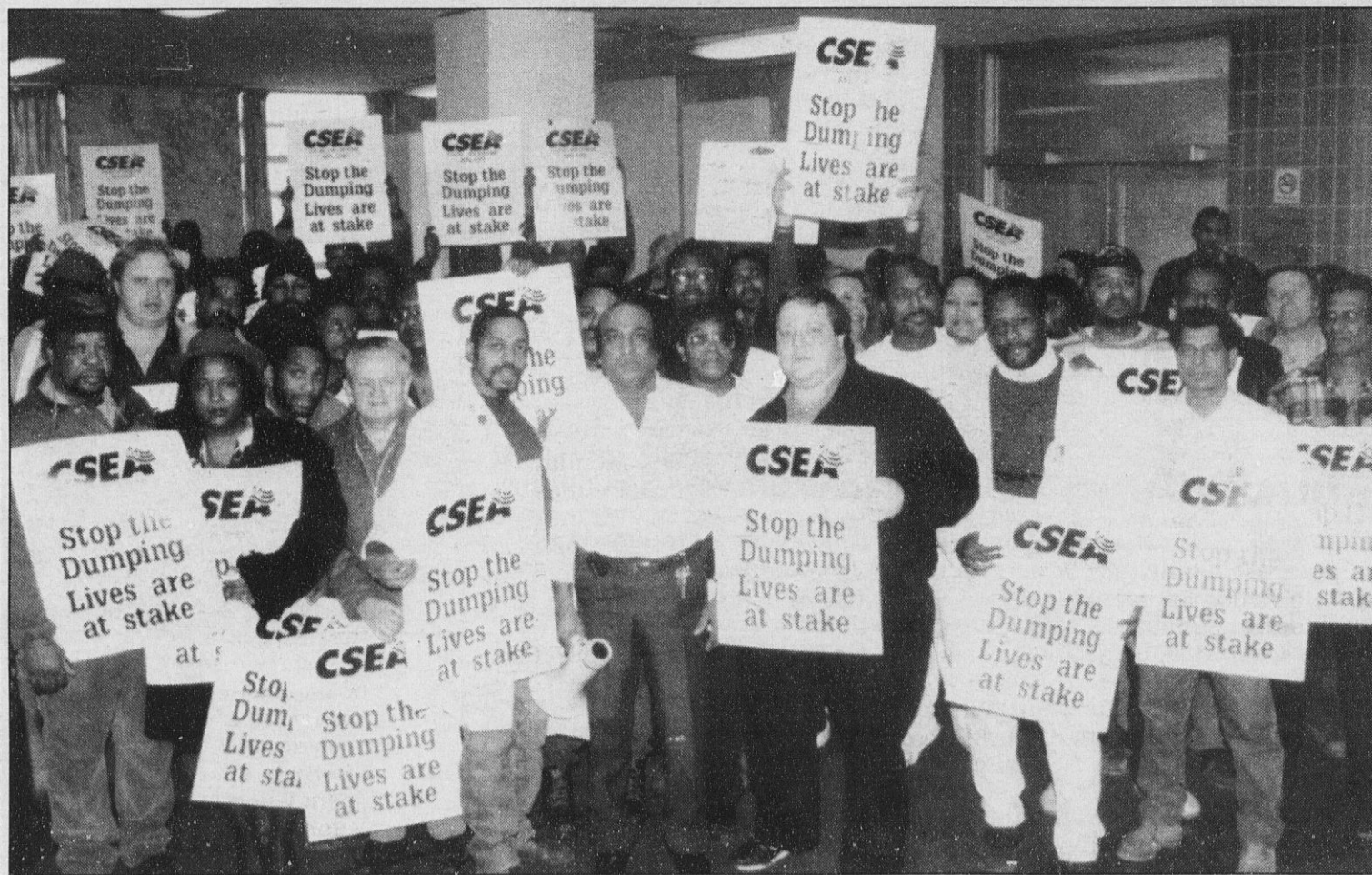
As in other locations, CSEA worked closely with the Office of Mental Retardation and Developmental Disabilities and facility management on an agreement for hazardous duty pay for all union members who will work on the MDU.

Local President Denise Berkley hailed the progress on the MDU which was to open in early April.

"This is an urgently needed treatment center for multiply-disabled patients and we're glad it's here," Berkley said.



**STRAIGHT TALK FROM THE SENATE** — State Senate Mental Health Committee Chairperson Nicholas Spano and Sen. Stephen Saland speak with CSEA Harlem Valley Psychiatric Center Local 409 President Henry Walters, right, and other activists during the CSEA lobbying effort to save jobs and postpone the closing of Harlem Valley.



**TURNING OUT IN FORCE** — CSEA Metropolitan President George Boncoraglio, center, joins CSEA Manhattan Psychiatric Center Local 413 President Mohammed Hussain and CSEA members who demonstrated to express their anger over deep cuts that will erode patient care at their facility. At the same time, MPC's census is growing amid efforts to get homeless mentally ill people off the streets. Earlier CSEA officials met with representatives of the Joint Commission on the Accreditation of Hospitals, which reviewed the facility's standards. CSEA urged the professional accreditors to delay their report or revisit the facility if the cuts occur.



# Co-pay is \$5 for most Empire Plan services

The CSEA/NYS Joint Committee on Health Benefits (JCHB) is reminding active state employees that the 1993 CSEA Empire Plan participating provider co-payment remains at \$5 per covered individual.

Covered services provided during office visits, diagnostic and laboratory services, outpatient radiology services and surgery performed at a provider's office are each subject to the \$5 co-payment, provided for under Article 9 of the current CSEA-NYS contracts.

Well-child and chronic care services for chemotherapy, radiation therapy or hemodialysis do not require a co-payment.

Members who believe they have been charged an incorrect co-payment amount by an Empire Plan participating provider must request a refund directly from the service provider.

The confusion may be because an \$8 participating provider co-payment is required for state management/confidential employees, retirees, Local Government Participating Agency employees and several state bargaining units not represented by CSEA. Participating providers are expected to verify enrollment status and co-payment requirements by accessing the "SCAN" system with your NYS Government Employee Identification Card.

## J O I N T C O M M I T T E E O N

# HEALTH BENEFITS

Other co-payment requirements under the Empire Plan are as follows:

- \$15 co-payment for hospital outpatient services, including emergency room visits. This co-payment will be waived for persons admitted to the hospital as an inpatient directly from the outpatient setting or for the following covered chronic care services: chemotherapy, radiation therapy, physical therapy or hemodialysis.
- \$15 co-payment for outpatient services of a Mental Health Network Provider referred by American PsychManagement. A waiver of the co-payment for the initial three visits will be granted if the treatment is considered "crisis intervention."
- \$5 co-payment for outpatient services of an Alcohol/Substance Abuse Network

Provider referred by American PsychManagement.

Empire Plan enrollees and their covered dependents are encouraged to take advantage of the Participating Provider Program and American PsychManagement's (APM)

Network Providers to avoid unnecessary out-of-pocket expenses.

Empire Plan's participating providers are those eligible providers who have agreed to accept payment directly from Metropolitan, in accordance with the Schedule of Allowances, as payment-in-full under the Participating Provider Program.

By using the Participating Provider Program for covered services and/or receiving pre-authorized managed mental health or substance abuse services from an APM Network provider, the Empire Plan enrollee is responsible for the co-payments only.

To locate or verify that your physician is an Empire Plan participating provider, call the Metropolitan Participating Provider phone-line at 1-800-537-0010.

To receive a referral for Mental Health and Substance Abuse treatment you must call APM at 1-800-446-3995.

As always, be sure to verify the physician or other provider's participation status at the time service is rendered.

## Job sharing ideal for these CSEA members

**POUGHKEEPSIE -** For Anne Marie McVicker and Sue Roth, two heads are definitely better than one.

The two administrative aides have been sharing one full-time job in the Department of Transportation (DOT) in Poughkeepsie for nearly a year.

Both women, members of CSEA DOT Local 507, will tell you sharing a job requires team work. And they have built their team over the course of several years.

Six years ago, Roth was working at Downstate Correctional Facility and finding it hard to coordinate a full-time job with caring for two small children. McVicker, a senior account clerk, also had children.

"I knew that Anne Marie was interested in cutting down her hours too, and she was on the (Civil Service) list for administrative aide," Roth said, "so I suggested the idea."

Roth's boss, at first reluctant, agreed, and Roth and McVicker teamed up.

The job worked out well for both women, but the state eliminated it in 1991.



CSEA members Anne Marie McVicker, left, and Sue Roth.

"We keep a log so that each of us knows exactly what's going on and what the other has done," McVicker said.

One advantage of job sharing is that if one employee is ill, the other is always there.

"When I come in on Wednesdays, I'm ready to work," Roth said. "I get more accomplished."

Regional Highway Maintenance Engineer Joe Gleeson said he's enthusiastic about the job-sharing team.

"Sue and Anne Marie work so well together," Gleeson said. "They truly share the job."

McVicker took a full-time job at the Department of Labor in Newburgh and Roth worked full time at DOT in Poughkeepsie.

But full-time hours once again proved difficult. Roth asked about job-sharing, and her new boss was willing to try it.

Back together, the two women are doing their job better than expected.

McVicker works Monday through Wednesday, Roth Wednesday through Friday.

### Job sharing may not be ideal for everyone

While part-time shared job status may work well for some, a change from full-time status can have many effects on benefits and employment issues that must be thoroughly considered.

Among other considerations, your salary, increments and longevity will be prorated; your leave credits will be prorated; your retirement benefits will be reduced; you will not be eligible to receive location pay differentials or inconvenience pay differentials; you will not be eligible for overtime pay; and it may not always be possible to return to full-time status.

Always discuss the possible effects in detail with your CSEA local president, CSEA labor relations specialist and your agency personnel office before accepting any change in status.



*A message from CSEA President Joe McDermott*

## We must continue to fight for safety

Workers Memorial Day is an especially sad event for CSEA this year. In the past twelve months, we have mourned the loss of eight of our sisters and brothers in job-related deaths, including the senseless murder of four Schuyler County Social Services employees in Watkins Glen.

Phyllis Caslin, Florence Pike, Nancy Wheeler and Denise VanAmburg were gunned down in their unprotected office by a "deadbeat dad" angered that his wages were garnished to pay court-ordered child support.

It is impossible to make any sense out of this tragedy. But it is also important to understand that CSEA is doing everything possible to be sure that these individuals did not die in vain.

The Watkins Glen murders attracted national attention. CSEA has focused that attention on the dangers that public employees face on the job every day in a campaign for safer working conditions.

It is not a new effort for CSEA but the tragedy re-emphasized the urgency. CSEA officials have systematically contacted and met with public employers across the state to give priority to workplace security measures and labor-management involvement on this issue. If tragedy could strike in a small community like Watkins Glen, it could happen anywhere.

The deaths of four other CSEA members

in the past year may not have received the same dramatic attention that the Watkins Glen tragedy generated, but they were surely no less painful for the families and co-workers of the deceased.

Victor Weeden, a Rensselaer County Highway worker, was found dead near his truck while on a work assignment.

Cayuga County Sheriff's Deputy Vincent Spinelli died following an altercation with a prisoner.

Shaun Casey, a code enforcement officer for the City of Syracuse, collapsed and died after he raced around a burning building searching for trapped occupants.

Scott Petteys, a power plant worker at Wilton Developmental Center, died of Mesothelioma, an asbestos-related disease.

It's difficult to draw definitive conclusions from these deaths except to recognize that public employees work in extremely stressful and often dangerous conditions. It is also important to note that working conditions are becoming more difficult as many public employers require workers to do more with less.

CSEA considers worker safety and health one of our most important responsibilities as a union. CSEA fought for the Public Employee Safety and Health Act which was enacted in 1980. We continue to fight to strengthen its provisions and enforcement. Our efforts have resulted in stronger

protections on blood-borne disease, Tuberculosis exposure, asbestos regulation, and right-to-know provisions on exposure to hazardous chemicals.

We have also negotiated some of the most comprehensive guidelines for video display terminal use and worker training programs to be found anywhere.

We continue to work on the complex problem of indoor air quality that affects so many people.

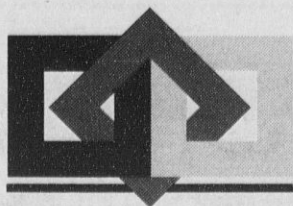
CSEA has accomplished all of this while there are still 27 other states that do not have comprehensive safety and health laws to protect public employees.

It may be impossible to prevent all accidents and crimes. But there are steps that can be taken to reduce the risks. This year's Workers Memorial Day reminds us that we have made progress but our task is not complete.



IN 1979, CSEA was fighting for on-the-job protections for its members who were not covered by the federal Occupational Safety and Health Act (OSHA). CSEA Cartoonist Ralph Distin drew this cartoon in April 1979 to emphasize CSEA's concerns. In 1980, the New York state Legislature passed the CSEA-backed Public Employee Safety and Health Act. CSEA has continued over the years to fight for improvements to PESH.





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CSEA wins improved hours for DMNA firefighters.

### Reminder:

## AFSCME Women's Conference scheduled June 11-13 in Boston

Members are reminded that the AFSCME Regional Women's Conference will be held June 11 to 13 at the Sheraton Boston Hotel and Towers, Boston, MA.

Information concerning the conference is being mailed to CSEA local presidents. CSEA members interested in attending should contact their CSEA local presidents.

For some members the Boston meeting may conflict with the annual CSEA Local Government Workshop being held the same dates on Long Island. The next AFSCME Regional Women's Conference is scheduled for Sept. 10 to 12 in Chicago.

## Union activist creating

# A tribute to fallen comrades

By Ron Wofford

CSEA Communications Associate

PENN YAN — An artistic tribute to four fallen CSEA members is emerging from the creative hands of a fellow union member as Workers Memorial Day 1993 approaches.

Carol Thornton, president of CSEA Yates County Local 862, is creating a ceramic memorial sculpture dedicated to four Schuyler County Social Services Department workers who were killed on the job Oct. 15 by an irate deadbeat father whose wages had been garnished for missed child support payments.

"We were all crushed when that happened because we knew them all and had worked with them at conferences over the years," Thornton said. Like the four slain Schuyler County employees, Thornton works in child support enforcement and collection.

"Schuyler County borders Yates County, so we were neighbors as well as co-public employees and fellow union members. It was really devastating," Thornton said.

The idea for a memorial sculpture developed when Thornton, a studio art major in her college days, enrolled in art courses early this year at nearby Keuka College.

"It came to me that this was what I wanted to do in memory of my fellow CSEA members," she said.

Thornton, who also represents Yates County on CSEA's statewide Board of Directors, plans to donate the finished



CAROL THORNTON working on her sculpture.

sculpture for permanent display in CSEA Headquarters in Albany.

Thornton envisions her finished work containing four life-sized symbolic heads or masks, mounted on a background board. She is studying photos of the Schuyler County victims to add some recognizable features, although the finished work may not be an exact likeness of them.

"This will be my first major work with clay," Thornton said. "Most of my sculptures have been in wood or plaster, going back to my days at William Smith College. But I feel good so far working with clay."

The artist said she hopes to have the work completed by the end of May or early June.

"I hope to have it done by that time," she said. "But it's more important that I take my time, so that when I finish, it will be a fitting tribute to our fellow members."

## New CSEA Term Life Plan offers expanded coverage, lower rate

A new CSEA Term Life Plan, underwritten by the Travelers Insurance Company, went into effect April 1. Information and enrollment material was mailed to all CSEA members by Jardine Group Services Corp.

The new CSEA Term Life Plan is available only to CSEA members. The new plan combines the best features of the previous Max 25 Basic Life and Supplemental Life plans while reducing rates by as much as 18 percent in many cases; increasing the maximum coverage to \$150,000; providing broader coverage for spouses and dependent children, and guaranteeing the issue of \$50,000 of coverage without taking a physical or answering medical questions.

"CSEA is constantly reviewing our benefits package to be sure we offer our members the best possible benefits at the lowest possible cost. This new insurance plan, with increased coverage at lower rates, does that," CSEA President Joe McDermott said.

CSEA members currently insured in the Max 25 Insurance Plan will be automatically transitioned to the new plan.

Members currently insured under the CSEA Supplemental Life Insurance Plan who wish to transfer to the the new CSEA Term Life Plan must check the box for the new plan in the enrollment material they received in the mail and return it in the prepaid envelope. Members who elect to transfer to the new CSEA Term Life Plan will be able to continue payroll deduction for their coverage. If they elect to retain their Supplemental Term Life coverage underwritten by New York Life, they will pay the higher rate by direct billing and payroll deduction will not be available.

CSEA members not currently insured in either CSEA plan may enroll in the new CSEA Term Life Plan by completing the simplified application form included in the mailing.

Members with questions about the Supplemental Life coverage should call Jardine Group Services Corporation at 1-800-697-CSEA. Questions concerning the new Basic Life coverage should be made in writing to the CSEA Insurance Department, 143 Washington Avenue, Albany, NY 12210.



NOTICE OF  
NOMINATION  
AND  
ELECTION

# Schedule of elections of officers for CSEA's six regions

NOTICE OF  
NOMINATION  
AND  
ELECTION

April 1 is the deadline for nominating petitions to be received at CSEA Headquarters in elections being conducted this year for officers of CSEA's six regions.

Under the union's open election procedures, any member in good standing can have his or her name placed on a ballot by obtaining signatures of a minimum of 500 CSEA members on official petition forms. All signatures must be from the region where the person is seeking office. Members who sign the petition must be eligible to vote in the election.

CSEA's statewide Election Committee is overseeing the election which is being conducted jointly by WM Applications, Inc. and Federal Business Forms, Inc.

The petitioning period began March 1 when nominations opened. The remainder of the election schedule for region officers as adopted by CSEA's Board of Directors is as follows:

**APRIL 1** — Deadline for nominating petitions to be received at CSEA Headquarters. Deadline is 5 p.m.

**APRIL 14** — Deadline for declination of nomination. Deadline is 8 a.m. Drawing for positions on the ballot, CSEA Headquarters conference room. Candidates or proxies may attend as observers. Deadline for receipt of campaign material by *The Public Sector*.

**MAY** — Names, photos and candidate statements printed in the May edition of *The Public Sector*.

**MAY 17** — Official ballots mailed to members eligible to vote.

**MAY 24** — Replacement ballots available.

**JUNE 7** — Deadline for return of ballots. Deadline is 8 a.m. Ballots tabulated and results announced.

**JUNE 17** — Protest period ends (10 days after official results announced).

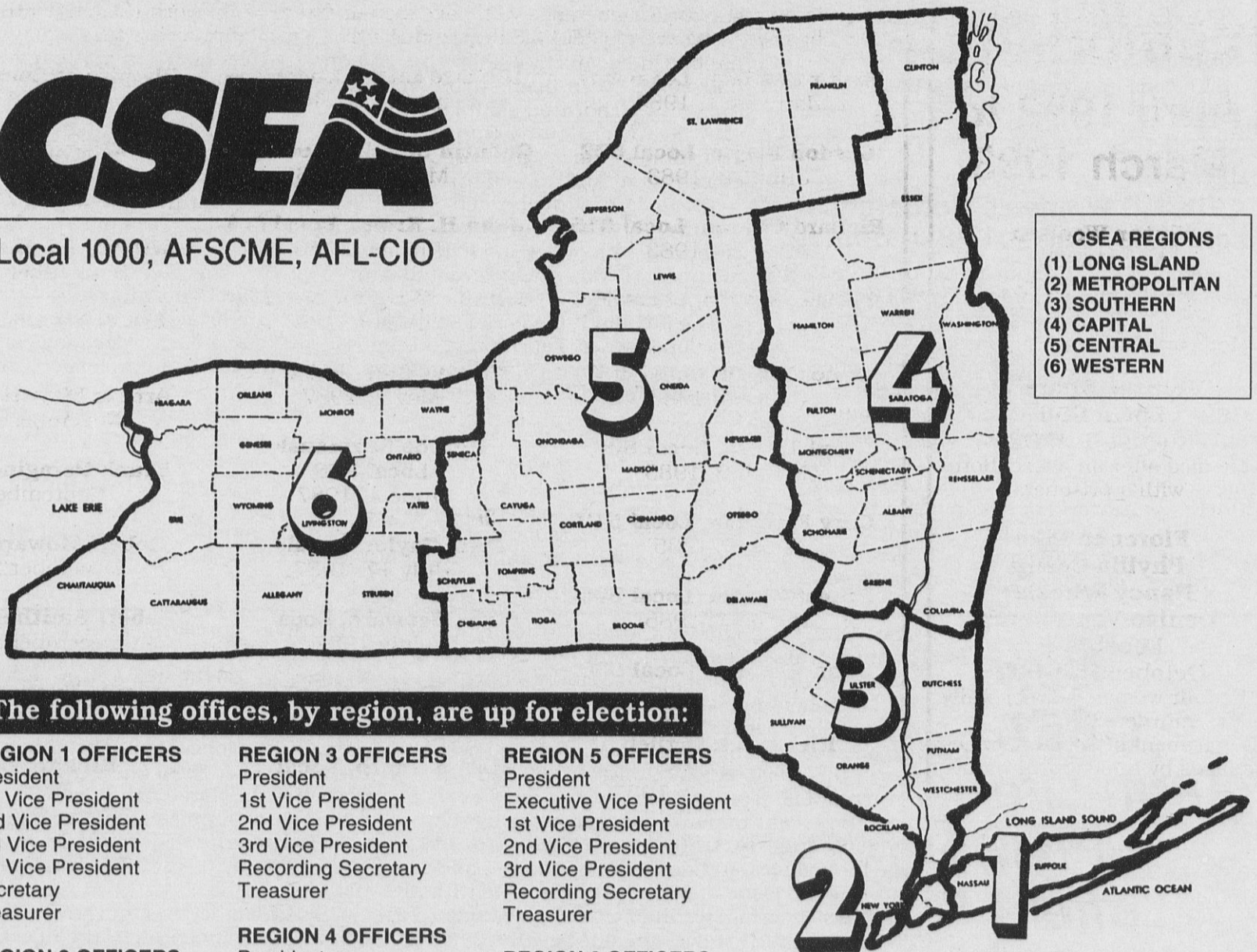
**JULY** — Election results published in the July edition of *The Public Sector*.

### In order to be eligible to seek office...

In order to be eligible to seek office, a candidate must be at least 18 years of age; a member in good standing of the region since June 1, 1992; shall not have been a member of a competing labor association or union since June 1992; and shall not currently be serving a disciplinary penalty imposed by the Judicial Board of CSEA. To be eligible to vote in the election a member must have been in good standing as of April 1, 1993.



Local 1000, AFSCME, AFL-CIO



**CSEA REGIONS**  
(1) LONG ISLAND  
(2) METROPOLITAN  
(3) SOUTHERN  
(4) CAPITAL  
(5) CENTRAL  
(6) WESTERN

PLEASE NOTE there are seven region offices up for election in Region 2, not six as indicated in the February edition of *The Public Sector*. The Region 2 Executive Board recently approved the creation of the position of Executive Vice President for Region 2.

### The following offices, by region, are up for election:

- REGION 1 OFFICERS**  
President  
1st Vice President  
2nd Vice President  
3rd Vice President  
4th Vice President  
Secretary  
Treasurer

- REGION 2 OFFICERS**  
President  
Executive Vice President  
1st Vice President  
2nd Vice President  
3rd Vice President  
Secretary  
Treasurer

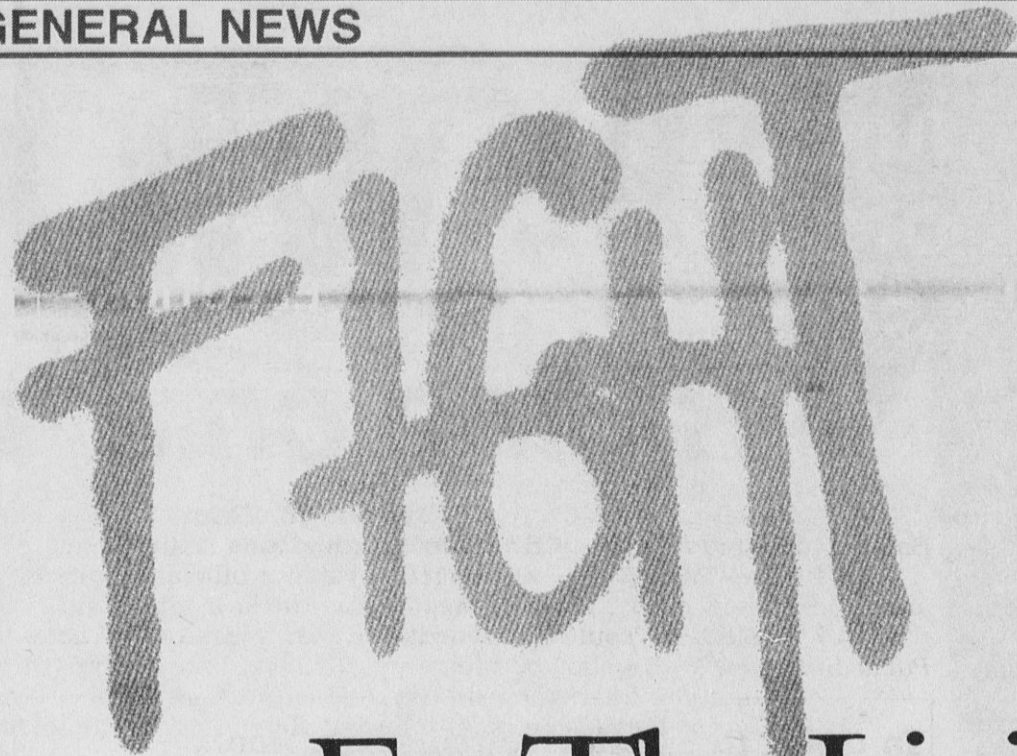
- REGION 3 OFFICERS**  
President  
1st Vice President  
2nd Vice President  
3rd Vice President  
Recording Secretary  
Treasurer

- REGION 4 OFFICERS**  
President  
1st Vice President  
2nd Vice President  
3rd Vice President  
Secretary  
Treasurer

- REGION 5 OFFICERS**  
President  
Executive Vice President  
1st Vice President  
2nd Vice President  
3rd Vice President  
Recording Secretary  
Treasurer

- REGION 6 OFFICERS**  
President  
1st Vice President  
2nd Vice President  
3rd Vice President  
Secretary  
Treasurer





# For The Living

Workers Memorial Day, April 28

CSEA honors its members who die in the line of duty each year.

Since last Workers Memorial Day, CSEA lost eight members including four in a brutal slaying in their offices.

Workers Memorial Day is observed by AFL-CIO unions on April 28, the anniversary of the passage of the Occupational Safety and Health Act.

"CSEA is committed to making workplaces safe and healthy for all workers," CSEA President Joe McDermott said. "While we honor our fallen brothers and sisters, we continue to fight for the day when such senseless deaths will be only a memory and we can work safely, securely and in good health."

## In memoriam: April 1992 to March 1993

**Victor Weeden  
Local 842**

June 25, 1992  
He was found dead near his truck while at work.

**Vincent Spinelli  
Local 806**

August 6, 1992  
He died after an altercation with a prisoner.

**Florence Pike  
Phyllis Caslin  
Nancy Wheeler  
Denise VanAmburg  
Local 849**

October 15, 1992  
The four women were brutally murdered at their Department of Social Services offices by a "deadbeat dad."

**Scott Petteys  
Local 416**

December 23, 1992  
He died of mesothelioma, an asbestos-related disease.

**Shaun Casey  
Local 834**

February 2, 1993  
He collapsed and died while trying to be sure a burning building was vacant.

Below is the list of CSEA members who have died on the job and work-related deaths reported since the establishment of CSEA's Safety and Health Department in 1983.

**Roger McClary, Local 851**  
January 2, 1983

**Gordon Bartle, Local 522**  
June 10, 1983

**Richard Conrad, Local 815**  
June 28, 1983

**William Sawers, Local 506**  
January 7, 1984

**Amos Smith, Local 507**  
January 1984

**Paul Talada, Local 808**  
March 2, 1985

**Gary Freeman, Local 513**  
April 9, 1985

**Ernest Stowel, Local 505**  
June 21, 1985

**John Pickney, Local 830**  
July 19, 1985

**Richard A. Ortlieb,  
Local 015**  
September 17, 1985

**Paul Denowski, Local 508**  
September 22, 1985

**Francis O'Niell, Local 507**  
October 16, 1985

**Mike Wilcox, Local 857**  
December 1985

**William Snyder, Local 179**  
February 21, 1986

**Richard Doyle, Local 409**  
February 26, 1985

**Quentin Schultz, Local 417**  
May 28, 1986

**John H. Krone, Local 058**  
July 31, 1986

**John C. Murphy, Local 860**  
January 1986

**William Gieb, Local 815**  
May 4, 1987

**Alfreda Szymanski,  
Local 868**  
June 4, 1987

**Clara Taylor, Local 421**  
July 17, 1987

**Bruce Benware, Local 817**  
July 1987

**Kelly Dwyer, Local 834**  
August 13, 1987

**Steven Guzzo, Local 427**  
December 1987

**John Graves, Local 655**  
February 13, 1988

**John Risley, Local 851**  
April 15, 1988

**Edward Thorngren,  
Local 860**  
April 1988

**Michael Holmes, Local 857**  
July 18, 1988

**William Bucktooth,  
Local 526**  
August 24, 1988

**William Kramer, Local 826**  
September 22, 1988

**Joseph Ingrassia, Local 508**  
October 19, 1988

**Arthur Mayotte, Local 817**  
November 16, 1988

**Frank Peragine, Local 860**  
September 1989

**Robert Howard, Local 015**  
December 22, 1989

**Robert Smithers, Local 013**  
December 23, 1989

**Victor Nuanez, Local 647**  
August 8, 1990

**Richard Rezucha,  
Local 648**  
February 12, 1991

**Sabina Kulakowski,  
Local 806**  
May 23, 1991

**Kenneth Ruis, Local 508**  
September 25, 1991

**John Wayne, Local 514**  
May 1991



# THE WILD SIDE

Everyday adventures of one-person plowing

## Riding on a 'wing' and a prayer

By Mark M. Kotzin  
CSEA Communications Associate

WOODVILLE — It's about 11 in the morning, there's two feet of snow on the ground already, and the lake-effect snow continues to fall on Route 3 in Woodville, a few miles east of Lake Ontario in New York's snowbelt territory. Visibility is near zero, there's inches of fresh snow on the road, and CSEA Local 015 member Connie Grandjean is out plowing alone. Tagging along for the ride is a very nervous *Public Sector* reporter.

"It would be bad enough if it was just the snow," she says, "but the wind and the snow combined just make it really nasty."

And nasty it is. The passenger side of the front window is almost covered with snow and ice, the windshield wipers powerless against the onslaught of Mother Nature. The side mirrors, including the only one giving her a view of the wing plow are also frosted over. Connie reaches to twist the little fan on top of the dashboard toward the windshield, in hopes of defrosting it.

"This is what you call stress," she says, unsuccessfully pretending to laugh it off. "People should realize how stressful it is, not being able to see — worrying about what's around the next corner."

Aside from road and weather conditions, Connie says her biggest problems involve misconceptions of the general driving public, which lead people to take dangerous chances. She says that just because she's in a big truck, people assume she can see better in poor weather, but she really can't.

"Sometimes it's worse because you get the snow blowing back

off the wing," she says. "They'll take chances. They'll back out in front of you or pull out from behind you just so they don't get stuck behind you."

Several miles down the road, Connie picks up speed as the snow tapers off. But the relief is short-lived as she stops, raises the plow, turns around and heads back into the lake-effect maelstrom.

Minutes later, back in the white-out, I ask her if she can tell where she just plowed. "Nope, not at all," she replies.

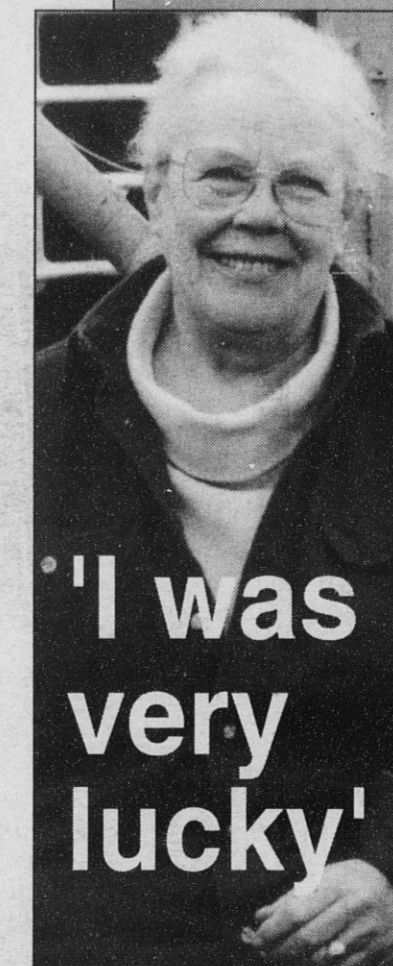
Down the road a few miles she quickly jerks the wheel to the left. "I got a little too far over that way," she says, pointing to the invisible right hand side of the road. We slow down to about 20 miles per hour.

I ask what she's thinking of. She says she's just trying to concentrate on the road — to figure out where the snowbanks are so that she can estimate where the center is. Does the weather makes her nervous? "Not nervous," she answers, "just very stressful." The stress has been worse ever since last winter when a tractor trailer hit her truck as she approached a U-turn. Sometimes you get lost (on the road) and that's where a second person comes in handy. They're closer to the side and could tell you where the snowbank is. You can't see it from the driver's seat.

Without that person, Connie relies on instinct and her innate knowledge of the roads she frequently plows.

I can't help thinking that a prayer every once in a while might help as well.

Editor's note: Helen Ferguson is a construction equipment operator with the state DOT bridge crew in Watertown and member of CSEA Black River Valley State Employee Local 015. She had a scrape with disaster recently when she had an accident while plowing alone. The following is her story in her own words.



'I was very lucky'

WATERTOWN — I was plowing on Route 80, and visibility was poor. Then the wind started to blow a little more and visibility was zero. I just got over too far to the right — then it went over.

I went into a ditch and turned the truck over on the passenger side. I was very fortunate to have my seatbelt on, and had no serious injuries. I feel I was very lucky!

As it was going over, I thought "damn." I had just gotten the truck back after some repairs. My second thought was "how am I going to get out of here?" After I radioed that the truck went over, I shut off the truck. Two fellows came by and helped me climb out of my window.

It was like you couldn't see. I've driven in situations like that before, but not by myself. I don't think it would've

happened with another person in the truck. It can get bad really quick. In this case, it happened in about five minutes and it was towards the end of my beat.

I think it's (one-person plowing) unsafe. What more can you say? We can do it — but it's still not safe.

At intersections, you're putting up your wing, putting up your plow, turning your sander off, putting your wing back down, putting your plow back down, turning the sander back on and shifting. That's just too much.

I think all of us are dedicated to the roads. We want the public to be safe. I like the job and I love to plow, but if you come into real bad visibility, it's dangerous. Sometimes you don't know what side of the road you're on, and the public doesn't realize that you're driving along and might not be able to see anything.

### Fight against OPP continues

The latest salvo in the two-year battle between CSEA and the state over one-person plowing (OPP) was being fired as this edition of *The Public Sector* went to press.

The state Public Employment Relations Board (PERB) was conducting a formal hearing on an improper practice (IP) charge filed by CSEA against the state.

CSEA charges the state changed the terms and conditions of employment for state DOT employees without negotiating with the union when it implemented OPP.



CONNIE GRANDJEAN: "This is what you call stress."

# The road according to Al

as told by Al Hedger to CSEA Communications Associate Mark M. Kotzin

ADAMS — "I can tell you a lot of stuff about plowing," CSEA member Al Hedger says matter of factly as I ride along in his plow on a snowy March day.

Al is a heavy equipment operator for the state DOT working out of the Adams sub-residency. The CSEA Local 015 member has been plowing the roads around Adams for nine years, the last two years mostly alone. His experiences lend an interesting perspective to the practice of one-person plowing (OPP).

In general, he says, plowing is not an easy job, even with two people. Because he drives OPP on a two-lane road with driveways, mailboxes and vehicle and pedestrian traffic, it becomes even more difficult and dangerous. He says he constantly has to be on the lookout for the other guy.

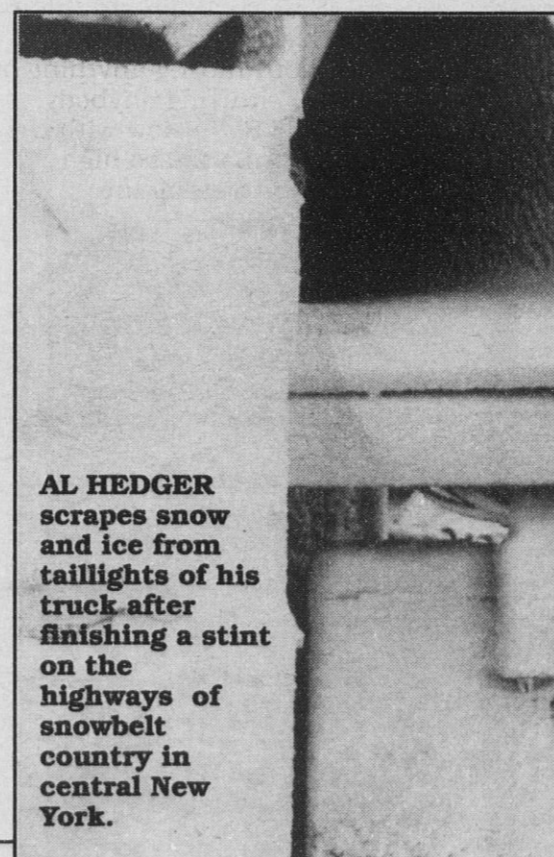
"When everyone's going to work, there's traffic, you gotta watch them more," he says. "On narrow streets, you've got fire hydrants, poles, trees. If you got traffic, you got a problem. That's where another person who can pull the wing in would help."

He says other problems he must deal with are private plows that push snow on the road and into his path, people who park in front of their driveways so the plow doesn't push snow into them, people shoveling their driveways and people

opening car doors into the roadway.

"People shake their fists at you when you put snow in their driveways, but what are you going to do? You gotta plow the roads."

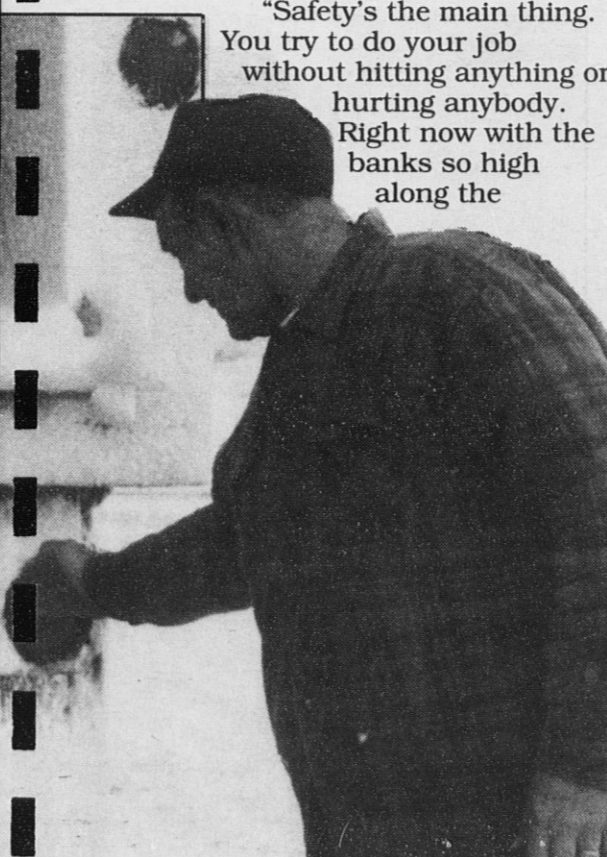
Al says he often worries about driving



AL HEDGER scrapes snow and ice from taillights of his truck after finishing a stint on the highways of snowbelt country in central New York.

OPP. Sometimes, the visibility is poor, and he admits that although he knows approximately where the wing is, the mirror doesn't show the wing end. The main thing, he says, is being alert and safety conscious.

"Safety's the main thing. You try to do your job without hitting anything or hurting anybody. Right now with the banks so high along the



driveways, if there were kids playing there, you'd never see them. That's what bothers me. You could have a kid buried alive and you'd never know it."

Al says he gets stressed out from plowing alone for long stretches of time.

"Sometimes the sweat will run down the side of your face when it gets hairy."

Last year, it got especially hairy when his wing caught on some hard-packed snow on the side of a bridge. The plow slid across the road and nearly went over the edge.

"Thank the lord I didn't go through the bridge. I thought I was a goner."

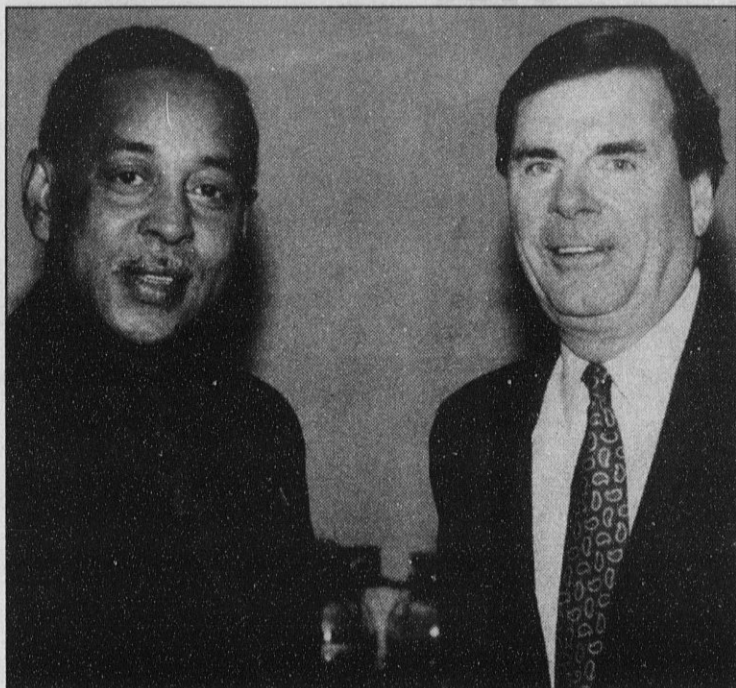
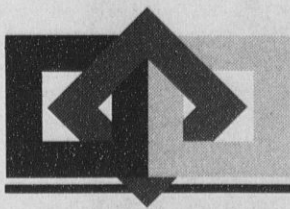
As we drive along, Al says that during the bad weather OPP is especially dangerous.

"Say it's storming like the devil and a school bus comes out in front of you. If you have someone with you they can roll down the window or clear the snow to see if there's something coming."

As we turn to go back through the small village that represents a giant obstacle course to plow drivers, Al grouches that the extra money DOT gave the drivers to compensate for OPP isn't really worth it.

"They gave us a jump from a grade 7 to a grade 8. It's like blood money — it doesn't go very far."





CSEA Board member Jimmy Gripper Jr., left, and AFSCME President Gerald McEntee.

## CSEA represented on AFSCME urban affairs advisory committee

AFSCME plans to recommend ideas on solving urban problems to the Clinton Administration and CSEA will be a part of the working group.

CSEA Board of Directors member Jimmy Gripper Jr. has been named to the new AFSCME Urban Affairs Advisory Committee.

He will serve on the subcommittee on Urban Government and Finance.

Gripper, a longtime CSEA activist, is a member of CSEA Brooklyn Developmental Center Local 447.

AFSCME President Gerald W. McEntee appointed Gripper at the recommendation of CSEA President Joe McDermott, who is also an AFSCME International vice president.

# AFSCME, CSEA back Clinton's budget plans

ALBANY -- CSEA and AFSCME are calling on members to support President Clinton's economic stimulus and budget plans.

"We've elected a president who is willing to make the tough choices, and now he needs our support," CSEA President Joe McDermott said.

He urged CSEA members to write their Congressional representatives and U.S. senators to let them know the plan has broad-based support.

Clinton's plan calls for investment in people and needs that have been unmet for the last 12 years.

It also offers a deficit reduction strategy with a balanced, responsible approach to spending cuts and tax

increases.

His plan also makes the tax structure more progressive and more fair, with more than 70 percent of the new taxes being raised from those earning \$100,000 or more, and 98.9 percent of all American families will have no increase in their income taxes.

The only tax to affect most middle class families will be the energy tax. That will average only \$12 to \$17 a month for families earning \$40,000.

The plan also includes expansion of the earned income tax credit and food stamp programs to offset the regressive effects of the energy tax on low-income families.

## CSEA works to protect police, peace officers

ALBANY -- CSEA is fighting a bill that would strip police and peace officers of protection against discrimination for their off-duty activities.

The state Senate bill would deny police and peace officers the protections offered to other public employees.

"There is no reason any of our

members should be denied these protections," CSEA President Joe McDermott said.

"CSEA is determined to protect the rights of our members."

CSEA members who would be affected if this bill became law would include deputy sheriffs, probation officers and any other peace or law enforcement employees.

# Costs rise, pensions don't

BUFFALO — For June Ferner, the issue of a permanent cost of living adjustment (COLA) for public employee retirees is a personal one.

The former school bus driver hasn't had a pension increase since retiring in 1982.

Active in CSEA when she was working — she served on the statewide Political Action Committee — Ferner is a member of CSEA Buffalo - Niagara Frontier Retirees Local 903.

Most of New York's retired public employees haven't had a cost-of-living increase in their pensions since 1988, and many have had no increase at all.

Since September 1982, the cost of living has risen 45 percent.

Ferner is frustrated because her costs keep rising, but her pension

doesn't.

"When I retired it took a little more than three months of my pension to pay my property taxes. Now it takes more than seven months," she said. "The cost of living has gone up so much."

Yet Ferner counts herself lucky: her husband also receives a pension, and their

Social Security payments have increased over the years. What bothers her is the unfairness of the system.

No stranger to political action, she has written to Gov. Cuomo more than once urging him to support a permanent COLA for public employee retirees.

"For me it's a matter of principle," she said. "I think it's wrong for the state to be making money on the money we put in the system."

## CSEA fights for permanent COLA

CSEA has long made a permanent cost-of-living adjustment (COLA) for retired public employees a priority.

The campaign continues with intense lobbying in Albany. CSEA is urging members to join retirees in contacting their state legislators to support permanent COLA legislation.



CSEA Retiree June Ferner



# ANGELO HICKMAN : *An agent of change*

By Mark Kotzin

CSEA Communications Associate

SLATERSVILLE - As an African American growing up in the Bronx, life for CSEA member Angelo Hickman always centered on overcoming odds.

His mother died when he was 11, but through perseverance and hard work, he managed to break free from the adversity of the streets. Now 37, Hickman is a world-class athlete and ready to face his latest challenge — being a CSEA leader.

Hickman, a youth division aide at the Austin MacCormick Center for Youth, has worked for the state Division for Youth (DFY) and been a CSEA member for 14 years. Former vice-president of CSEA Lansing/MacCormick DFY Local 561, he recently became president when former President Joe Maratea left to become a CSEA labor relations specialist.

One of his biggest accomplishments is his world championship bench-press title for his age and weight class in the World Drug-Free Powerlifting Federation. He won the title last fall by bench-pressing 336 pounds.

### In the Beginning

It all started when he was eight and his older brother started teaching him martial arts. Hickman learned about spirituality, self-discipline, respect for others and the joys of competition.

As he got older, Hickman became active in many sports, including gymnastics, running, skydiving, judo and, most recently, weight lifting. In high school and college, he was on gymnastics teams and was ranked seventh in three states on the rings in the North American League of Intercollegiate Gymnastics.

"I always dreamed of being a professional athlete," he said. "If I was a little bigger, a

little taller, I would have gone on."

While attending SUNY Oneonta, he had two experiences that changed his life. The first was meeting the woman he later married, and the second was a year-long study program in Japan.

There he learned about unity between people, and studied Buddhism, Japanese martial arts, philosophy, religion, Zen, Chinese thought and taught conversational English.

"My outlook on the world was different when I came back," he said.

### Putting His Talents to Work

As he completed his bachelor's degree in psychology, he started working for DFY.

"I always made a promise to myself that I would help youth," Hickman said. "My friends came from the same neighborhoods as these kids."

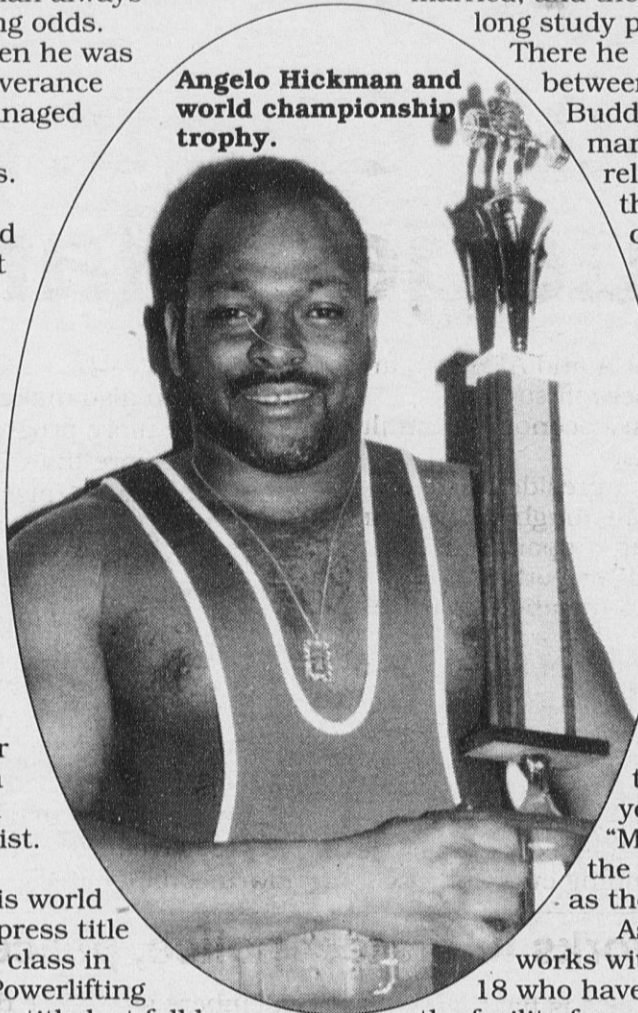
As a YDA, Hickman works with youths ages 12 to 18 who have been sentenced to the facility for criminal acts. As a direct-care worker, he plays many roles for the troubled young adults, he said.

"We're like jacks of all trades with these kids. We're disciplinarians, counselors, teachers, role models and agents of change. We're also like the family that a lot of them don't have," he said.

"My philosophy is that we all have something to contribute to society. As an agent of change, that's what I'm trying to teach them."

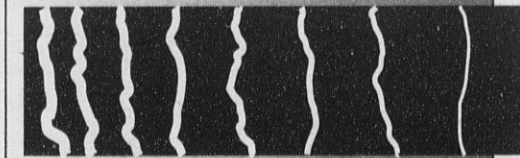
### His Own Role Models

Hickman takes little credit for his achievements. Instead, he attributes his success to his main role models, his brother and his father. He "always looked up to" his brother, and admired his father



Angelo Hickman and world championship trophy.

# BLACK HISTORY YEAR



1993 is Black History Year in New York state, commemorating the 130th Anniversary of the Emancipation Proclamation

for being able to raise the family on his own, he said.

"My respect for my father is that he held the family unit together. We went up against great odds coming out of the city like that," he said. "I look up to my father because he was always successful in a very advanced world, despite his lack of formal education."

A lot of his inspiration also comes from his wife, Linda, who "always believed I was a world-class quality athlete," and who "has always been in my corner," even when he doubted himself, he said.

Another inspiration comes from religion. He noted that the St. James A.M.E. Zion Church in Ithaca which he regularly attends was part of the underground railroad network created by Harriet Tubman to free slaves. Tubman is another African American who inspired him.

"I look up to people who have overcome great odds. My father was like that, and Harriet Tubman was like that."

### Looking Toward the Future

Over the past several years, Hickman has become increasingly involved with CSEA. He became inspired by the "Hot Day in February" Rally in Albany two years ago, and said that he will use his "world-class" strength to fight hard for his union members.

"My will to rise up to the occasion should help me as a CSEA leader," he said. "I'm really glad I'm getting a chance to help my fellow union members."

## Deadlines announced for submission of Constitution & By-Laws changes, resolutions for CSEA's Annual Delegates Meeting

Deadlines have been announced for submission of proposed changes to CSEA's Constitution and By-Laws and proposed resolutions to be considered at CSEA's Annual Delegates Meeting scheduled for Nov. 15 to 19, 1993, in Washington, D.C.

Proposed amendments to CSEA's Constitution and By-Laws must be submitted at least 90 days prior to the meeting. **The deadline for submission of proposed amendments is Aug. 16, 1993.**

Proposed resolutions to be considered at the annual meeting must be submitted at least 60 days before the meeting. **The deadline for submissions of proposed resolutions is Sept. 15, 1993.**

Proposed amendments and proposed resolutions must be submitted on or before the deadline to:

CSEA statewide Secretary Irene Carr  
CSEA Headquarters  
143 Washington Avenue, Albany, NY 12210.



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## GENERAL NEWS

### AFL-CIO Task Force on Public Employee Pensions charges

# Gimmicks cost retirement systems billions

Fiscal gimmicks have cost members of the state's retirement system more than \$13 billion in recent years, including a loss of \$3 billion since 1990 when the state Legislature voted to change the method used to fund the pension system.

That's the findings of an aptly-named report, "It's Still Our Money (What's Left of It)," issued by the AFL-CIO Task Force on Public Employee Pensions. CSEA President Joe McDermott chairs the task force.

The report updates the task force's 1990 findings on pension funding changes when the Legislature changed from a "pay-as-you-go" system to the current projected Unit Credit (PUC) method.

The PUC method lowers up-front costs for employers but accelerates future expenses, similar to a balloon mortgage. Retirement fund contributions from state and local governments went to zero in 1990, and the task force estimates PUC has already cost the pension funds \$3 billion in lost contributions.

The task force also cites another fiscal gimmick which has helped public employers avoid about \$10 billion in contributions since 1980 by estimating a

higher investment return on assets. The fund currently projects a 8.75 percent return, which is unrealistic in today's marketplace.

McDermott criticized the funding changes, saying they amounted to a raid on the pension funds.

"These deferred wages of employees are not a slush fund for elected officials," McDermott said. "It's our hard-earned dollars and cents, as much ours as regular paychecks."

CSEA and other public employee unions propose retirees be provided annual cost-of-living adjustments capped at 5 percent as one way to guarantee the funds be used exclusively for the benefit of retirees.

The Common Retirement Fund (CRF), comprised of the State and Local Government Retirement System and the State and Local Police and Fire Retirement System, currently have assets of \$53.7 billion.

The task force recommends a

return to the "pay-as-you-go" aggregate cost method of funding pensions.

## Non-occupational lifetime maximum benefit now available as an option-only provision

Effective April 1 the non-occupational lifetime maximum benefit provision of the Accident and Health Plan (Disability Income Insurance) program available to CSEA members became an option that must be specifically selected and paid for by an additional premium.

A recent review revealed non-occupational accident claims with a lifetime payment maximum were creating a negative impact on the overall Accident and Health Plan. In order to avoid a general premium increase for every policy holder, that benefit provision is now available only as an option.

Members who wish to retain the non-occupational lifetime maximum benefit must select the optional coverage and pay an additional 20 percent premium.

Premiums will not increase for members who do not select this option and their benefits for a non-occupational accident will now have a 12-month maximum, the same as the current maximum for an illness related disability.

If you have questions concerning the Accident and Health Plan, call Jardine Group Services at 1-800-220-7059.



**THE CSEA-SPONSORED BOOTH at the annual weekend workshop of the NYS Association of Black & Puerto Rican Legislators was a popular stopping point for workshop participants. Among those staffing the booth were, pictured above, Cassandra Campbell and Angela Given, both from the Committee on Work Environment and Productivity; CSEA staff employees Portia Given and Delores Carter; CSEA retiree member Doris Williams; Janet Ventrano-Torres, chairperson of CSEA's Special Human Rights Committee and president of CSEA Local 258; CSEA Local 673 President Phoebe Mackey and CSEA member Sylvia Grant.**

## STATE GOVERNMENT NEWS

# Shorter workweek for DMNA firefighters

CSEA has negotiated a shorter workweek, safer upgraded uniforms and additional promotional opportunities for airport firefighters in the union's Division of Military and Naval Affairs (DMNA) bargaining unit. The changes were effective March 25.

"These improvements will enable the firefighters to spend more quality and leisure time with their families without any reduction in their base pay levels," CSEA President Joe McDermott said. "And they will also have more chances for promotions and safer equipment on the job as well."

The changes, in the form of a Memorandum of Understanding reached between CSEA, DMNA and the Governor's Office of Employee Relations, covers more than 100 firefighters assigned to CSEA-represented air bases in the state.

Under terms of the agreement, the workweek for airport firefighters has been reduced by 19 hours, from 72 hours to 53 hours, chopping the bi-weekly pay period from 144 hours to 106 hours. The firefighters workweek was last reduced in 1988.

The state has agreed to offer the first 20 or so promotional

opportunities across the state created as a result of the schedule change to current firefighters in the bargaining unit who meet the job eligibility criteria. Promotional opportunities thereafter will be governed by Article 28 of the CSEA/DMNA contract.

Also, uniforms worn by firefighters will be upgraded in accordance with the National Fire Protection Act standards.

As part of the agreement, the pre-shift briefing pay for firefighters was discontinued effective March 25.

Accruals for annual, personal and sick leave and holiday compensation are now pro-rated to reflect the new 53-hour workweek. Concerns arising as a result of the new work schedules will be addressed in the local labor/management forum.

Anthony A. Campione, CSEA deputy director of contract administration, met recently in Albany with DMNA fire chiefs to review the new arrangements and pave the way for a smooth transition to the schedules.



# A member says thank you

After months of difficulty with management and finally victory, Walt Smith, new president of the CSEA Albany County Highway Unit, took time to thank the people who stood by him during his long ordeal.

Last summer, Smith disagreed with Albany County Highway Department management, something not out of the ordinary in labor-management relations in Albany's hilltowns.

This time it was over the assignment of a simple lawn-mowing job to the wrong title. As shop steward, Smith protested. Management, not wanting to admit Smith was right, assigned Smith to the job as punishment.

Smith agreed, but told management he had a bad knee so they'd have to get a replacement soon. The discussion escalated, and the next thing Smith knew, he had been sent home on suspension. Later, he was told he was fired. That began his long battle back.

But Smith had more trouble -- he suffered a heart attack while out of work.

The battles began to take their toll. Money problems piled up, medical bills piled even higher, stress added to the burden. And then there was the long-awaited arbitration concerning his job.

But all along the way neighbors, friends, even strangers gave Smith and his family help. The hilltown groups and his own DPW Westerlo Division held fund raisers to fight back the creditors; family members made donations from their limited savings.

And CSEA led the fight to win back Smith's job.

Then after months of worry, after nearly losing everything the verdict was in: return to work and be made whole by the county.

Now is the time to say thanks.



**CSEA ALBANY COUNTY HIGHWAY UNIT President Walt Smith, right, is welcomed back to work by former Unit President Jim Bashwinger.**

*A long-awaited thanks goes out to those who had supported me during my suspension and illness during August and through December of 1992.*

*A special thanks to my wife Bea and her sister Virginia who helped us financially to meet our bills, through these very hard times.*

*A warm thanks goes out to my fellow County workers of the Westerlo Division of the Albany County DPW who with their support and donations of money and food, helped pull me through some very hard times.*

*Also a thanks goes out to Jim Bashwinger, our unit president, John Cummings, our field rep, and Bill Herbert, counsel at law, and to all the staff at CSEA, and again to my fellow co-workers for their help and support during the hearings that followed my long suspension.*

*Once again, I thank all of my family, friends and neighbors for all the help I received.*

*Sincerely,  
Walt Smith*

## Delaware County workers ratify new contract

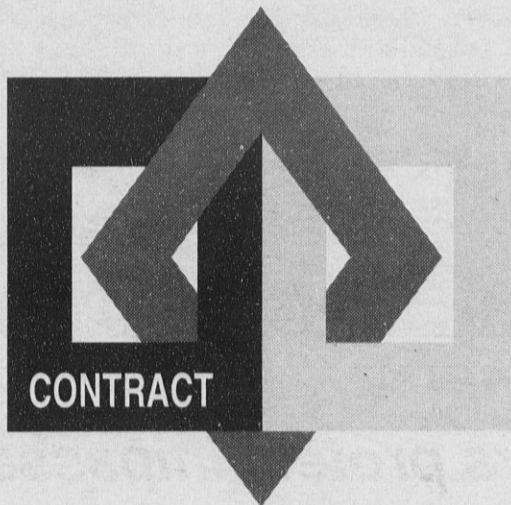
DELHI - Nearly six months ago, a large group of CSEA Delaware County Unit members were pounding the pavement outside a county Board of Supervisors meeting, demanding a fair and decent wage increase in their next contract.

Now those workers got what they asked for after overwhelmingly voting to ratify a new two-year contract. The new contract guarantees raises and increments for each year.

The CSEA Delaware County Local 813 members had been working under their former contract that expired in December 1991, which was continued by legislative imposition without any raises for 1992.

The agreement also left their health insurance benefits intact, except for a slight increase in prescription drug co-payments. The union and the county also agreed to review issues related to health insurance cost containment. CSEA Delaware County Local 813 President Karin Eggleston said she was pleased with the agreement.

"It's nice to know that our show of force paid off in getting a decent contract," she said. "After a year of sacrifice, our members certainly deserved the raises they got in this contract."



## Whistleblower wins hearing over firing

ALBANY - CSEA Saratoga County Local 846 member Jack Dennis, fired after he blew the whistle on alleged safety violations in the county's Public Works Department, will get a "good faith" hearing.

Dennis, a maintenance worker for 17 years was fired a year after he spoke out about alleged safety and health problems, including improper asbestos removal by untrained county workers without safety equipment.

CSEA took his case to state Supreme Court, arguing that he was fired for his whistle-blowing. Justice Jan H. Plumadore ruled in the union's favor, agreeing there were possible violations of whistleblower protections. The judge ordered a hearing on a variety of issues surrounding the manner in which Dennis was fired.

CSEA is preparing to represent Dennis in the good faith hearing.



**Rensselaer County jail uprising**

# Enough computers, but not enough people, training

TROY - CSEA Rensselaer County Sheriffs Unit members hope the recent riot and the brief escape of two convicts from the new \$20 million county jail, which opened in late 1992, have made it clear that computers cannot replace properly trained and equipped corrections officers and deputy sheriffs.

Apparently the message is getting through. Since the riot, which resulted in \$50,000 in damages, Sheriff Daniel Keating asked for 20 additional officers, more equipment and training funding, and the county legislature and county executive seem receptive.

The CSEA unit had campaigned for years for a new, safe jail while operating in one of the oldest and most unsafe facilities in the state.

However, when funds for transitional training and necessary equipment were cut from the jail's budget, the members and CSEA leaders were concerned. They worried that county management outside the facility was placing too much trust in the facility's new computer technology.

At the same time, they saw too little funding for the real security backbone of the jail: corrections officers inside the jail and deputy sheriffs outside the facility.

Then, on Valentine's Day, the facility experienced a sudden inmate uprising that turned into a riot and provided cover for two escaping convicts.

Thanks to the quick response of all corrections personnel and all available road patrol staff, the uprising was calmed without one hostage being taken or one life being lost. Both escapees were later apprehended.

In a three-hour labor-management meeting with Sheriff Keating, CSEA Unit President Mark Mann discussed specifics of the uprising and a laundry list of other issues including the safety of sheriff's sub-stations and a lack of training and equipment for the correctional staff.

Mann said he was optimistic that many of the union's concerns would be addressed shortly.

CSEA views the steps taken by Rensselaer County Executive John Buono and the Rensselaer County Legislature to be positive.

"We expect the co-employers - the county executive and sheriff plus the legislature - to now see the importance of providing the front line law enforcement personnel all of the materials they need to do the job in a professional and safe manner,"

CSEA Capital Region President C. Allen Mead said.



Photo by John R. Dillon

**County executive threatens imposition**

## Rockland County members protest impasse

NEW CITY -- CSEA officials say Rockland County Executive John Grant apparently has money for political appointments but won't give county employees a decent contract.

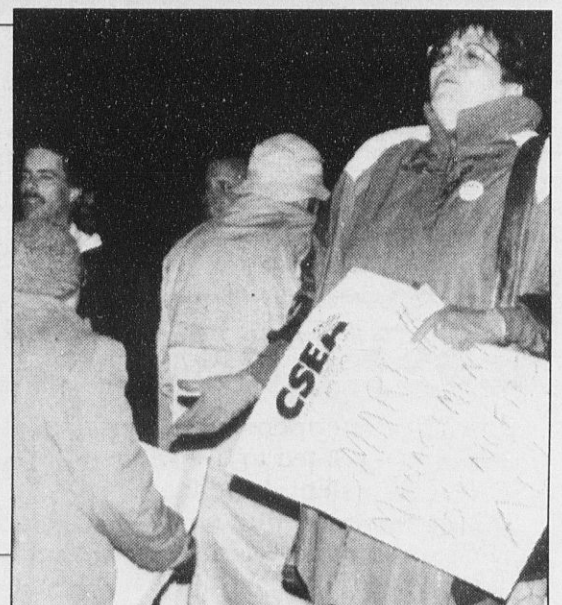
Grant has threatened to impose terms and conditions of employment for one year on 2,100 CSEA-represented county workers. The imposition had not been placed on the county legislature's agenda as this edition of *The Public Sector* went to press.

The employees recently overwhelmingly rejected a fact finder's recommendation. The

employees have been without a contract since Jan. 1, 1992.

"It's business as usual for Grant's political cronies and appointments," said Rockland County Unit President Caroline Osinga. "He has money for what he wants, but not for the workers on the front lines." She said she's not convinced the county has no money for pay increases.

Photo at right shows angry CSEA-represented county workers participating in a demonstration protesting the impasse.





# CSEA wins \$29,000 for two in Erie County

BUFFALO - Thanks to CSEA, two Erie County CSEA members have won almost \$30,000 in two arbitration cases.

CSEA went to arbitration in both cases after the county refused to acknowledge Public Employment Relations Board (PERB) advisory decisions in favor of Jim Tighe and David Stoltzman, CSEA Labor Relations Specialist Jim Gleason said. Tighe, now a highway systems technician, received \$18,000 for working out of title since May of 1988, when he was a senior engineering assistant in the Department of Public Works.

In 1986 Tighe started setting up a computer management system that became more complex as he helped county civil engineers

with road construction plans.

"I initially trained myself, and continued to take computer courses to stay on top of advances," Tighe said. "After a while, I was performing work at a much higher level than my pay grade. My department supported me in seeking a higher pay grade, but the budget department continued to refuse. We finally got an advisory decision, but the county ignored it. I didn't think anything was going to happen until Mike Bogulski

(unit president) and Jim Gleason got on the case and gave it the big push."

Tighe has moved up four pay grades.

Stoltzman, now retired from the Department of Social Services, received \$11,800 in back pay after CSEA won an arbitration decision that found he was working out of title when he supervised workers.

Stoltzman filed for early retirement with county-offered incentives last year.

But because he was on sick leave, the calculations to determine his exact compensation were complicated and caused the delay that is now over.

"I want to thank CSEA and especially (now-retired Shop Steward) Charlie Carpenter for seeing this through," he said.



**BIG WINNERS** and CSEA members David Stoltzman, right, and Jim Tighe, second from right, get congratulations from CSEA Unit President Mike Bogulski, second from left, and CSEA Labor Relations Specialist Jim Gleason.



## CSEA, state agree to give laid-off Albany DPW workers job help

ALBANY - Through the efforts of CSEA and with the cooperation of the Governor's Office of Employee Relations, Albany County highway workers facing layoffs will have access to the CSEA State Employee Services Office (ESO).

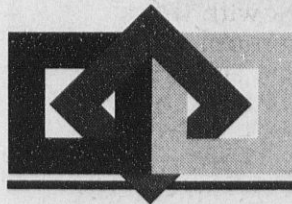
The ESO system, located throughout the state, provides outplacement services to laid-off state workers, ranging from resume preparation to job search assistance in both the public and private sectors.

"With the county still refusing to extend the deadline for the layoffs of the remaining workers, CSEA is hopeful that this additional service in finding vacant positions will be as valuable a service to our local government members as it has been to our state members," CSEA Capital Region President C. Allen Mead said.

CSEA Albany County Local President Jack Rohl will be liaison between the Albany County Committee, which is also seeking to place the targeted workers, and the CSEA/NYS program.

This is the first time that such a crossover has been allowed by the involved parties.

"If this effort is successful and runs smoothly I hope the state would consider offering it to our CSEA Local government members throughout the state," Mead said.



## School District Affairs

### East Rochester school employees choose CSEA

EAST ROCHESTER - Non-instructional employees of the East Rochester Union Free School District have enthusiastically chosen CSEA as their union.

The 34-member unit voted 20 to 8 for CSEA in a representation election, ousting the National Education Association (NEA).

"We were not pleased with NEA because we were always second fiddle to the teachers in negotiations, grievances, everything. We felt abandoned most of the time, and their representative paid all

the attention to teacher issues," Unit President Rose Correa said. "But Tom Mullen (CSEA organizer) showed us how CSEA represents a lot of workers just like us, and has a track record that we can admire and anticipate working for us."

The new CSEA unit is comprised of full- and part-time cleaners, maintenance mechanics, maintenance, cafeteria and secretarial/clerical workers.

"I'm sure CSEA will be a much better union for us," Correa said.



In Rockland County,

# Privatization is the wrong medicine

POMONA - Rockland County lawmakers may regret their decision to privatize the county hospital's pharmacy.

Thanks to vigilant nurses who work for the county's hospital, patients were prevented from taking the wrong medications which were misfiled by Med-World, the company the county hired last year to run the pharmacy.

CSEA actively opposed the privatization of the pharmacy and warned county lawmakers to reject the move.

According to a recent report, the

company has had 37 "serious dispensing errors" since last July.

Other complaints have surfaced recently: Med-World has been late in providing medication, has made inappropriate renewals of medications and has problems with medications being unavailable.

The company president, who admitted publicly that "some mistakes were made," agreed to some changes, including the

hiring of an additional pharmacist.

Legislature Chairperson Bruce Levine, meanwhile, has called for a review of the company's contract with the county.

CSEA Unit President Caroline Osinga said private contractors do not belong in public service.

"This just proves that privatization is not a workable situation in government," Osinga said. The job could be better performed by dedicated employees who, she said, "are not there to make a profit."

***"The job could be better performed by dedicated employees who are not there to make a profit."***

# Contractors: all promise, no performance

By Anita Manley

CSEA Communications Associate

VALHALLA - Because of the privatization of certain services in Westchester County, some county employees find that they now have to answer to another level of the already top-heavy administration.

Contracting out is popular in Westchester County. But rather than enhance the efficiency of a department, it just gives employees yet another master to serve.

"What they should have done was to come to the employees who have worked here all these years and asked our advice on how to make the operation more efficient," said one employee who asked to remain anonymous. "Isn't our experience and our service to this county worth anything? I could have told them where the problems were."

A perfect example is the hospital laundry where linens for the county hospital, infirmary, health department

and jails are cleaned. When work piled up, county officials contracted out the management of the department. The result is a new boss to serve — and work still piles up.

"They promised to save the county \$300,000 in overtime. It's impossible," one worker said. "They promised a six-day operation. It can't be done. The operation has grown and the staff hasn't."

"You can bring in all the new equipment you want. If you don't have the people to operate the equipment, you still can't produce."

"Are they saving the county money? Impossible," he said. "The taxpayers are just paying for another level of administration."

The hospital security department is another area where privatization is costing

money. One longtime employee said one company the county contracted with had to fire security guards who were stealing. That particular company no longer contracts with Westchester because it lost its performance bond when it went bankrupt.

Another concern the employee expressed was understaffing.

"They need more guards," he said. "If they can't get someone to cover for a person who calls in sick or doesn't show up to work, you have areas of the hospital that go unguarded."

In addition, he said, the guards are not properly trained.

The administration of housekeeping and custodial services at the medical center are also being contracted out in Westchester.

"They come in with a lowball bid to get the contract and then they make it up by skimping on the delivery of service or increasing the cost of the contract over the years," the employee said. "Is that what the taxpayers want?"

***"Are they saving the county money? Impossible. The taxpayers are just paying for another level of administration."***

# CSEA fights privatization in Ulster County

ALBANY - CSEA's Special Probation Committee is urging all probation officers and all those in law enforcement involved with the probation process to join CSEA in its fight against the privatization of probation services in Ulster County.

Ulster County Probation Director Stephen Morris has asked the state for permission to hire a private contractor to perform various probation duties that have traditionally been done by public sector professional probation workers.

Morris wants to contract out presentence investigation (PSI), probation supervision and probation administration services. When asked who would monitor the proposed contracts, Morris suggested that current probation officers be assigned as a "kind of contract

manager."

CSEA's committee objected to the proposal for many reasons, including job security, employee morale and community safety. And those issues only begin to scratch the surface. The committee believes a private agency can't begin to provide the service and expertise of the current county employees.

If the variance is approved for the Ulster County Probation Department it will only be a matter of time before the contracting out of probation services spreads to other counties.

This means it will not be uncommon to find trained peace officers being used as

"contract managers" while probationers will be supervised by workers who are not authorized to execute a warrant or even to take a probationer into custody.

The committee is urging all probation officers and those who work with these professional employees communicate their opposition to this variance to Division of Probation and Correctional Alternatives Director Edmund Wutzer, DPCA, 60 So. Pearl St., Albany, New York 12207-1595.

The letters should stress the importance of PSIs and the potential breach of confidentiality that is at risk with a private agency. Also, the writers can point out the expertise that would be lost in transferring these duties to a private agency which lacks any hands-on experience in probation work or related responsibilities.

***...a private agency can't begin to provide the service and expertise of the current county employees.***



A 'shot in the arm' for the health of 45,000 county residents

# Jefferson County members winning war over Meningitis

WATERTOWN — Though few people around the state are aware of it, there's a war going on in Jefferson County. A war, that is, against bacterial meningitis, and it's being waged, and won, by CSEA members.

Meningococcal meningitis, the official name of the disease, is a severe bacterial infection of the bloodstream and the lining covering the brain and spinal cord. It can cause chronic damage to the nervous system and occasionally death. Since last fall, eight cases were reported in the county, two of which were fatal.

To stop its spread, county health officials sent in their best weapons to battle the disease — the CSEA Jefferson County Local 823 members in the county Public Health Service.

### 45,000 immunized

And battle they did. Within two weeks, the workers, with help from volunteers, rolled up the sleeves of more than 45,000 county residents between the ages of two and 29 and administered a vaccine to stop the further spread of the disease.

Registered Nurse Donna Grant said the fight was exhausting.

"It certainly was a lot of work, involving a lot of people and a lot of effort, but very worthwhile," she said. "It was very demanding, not just the clinics themselves but setting up for them and tearing down afterwards. We worked 10 to 12 hour days."

CSEA member Judy Proven, a typist for the county Public Health Service, was almost buried in paperwork at the clinics. Her function was to fill out immunization cards and help organize the flow of human traffic. She said the clinics were really busy at the local schools.

"They were really busy. They would bring in busloads of kids and as soon as one left, another would come in."

Public Health Nurse Bernice Zehr credited all the volunteers, both from the community and from health departments of neighboring counties, for helping the clinics run smoothly.

"We had a lot of cooperative effort from everyone involved," Zehr said.

### A team effort

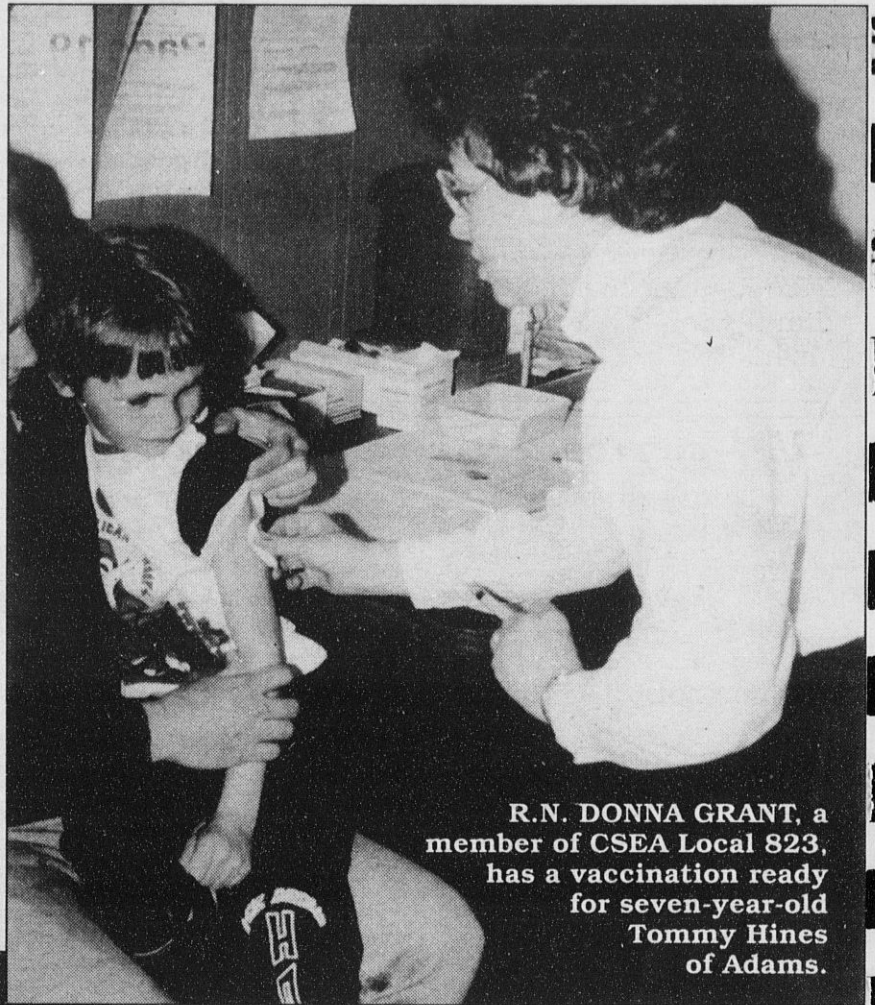
"Nurses by their very profession are used to working together. This outbreak definitely made that happen. It was a team effort," Grant said.

CSEA member Patti May, also a public health nurse, said the team handled the clinics very professionally, despite the large volume of people getting immunized.

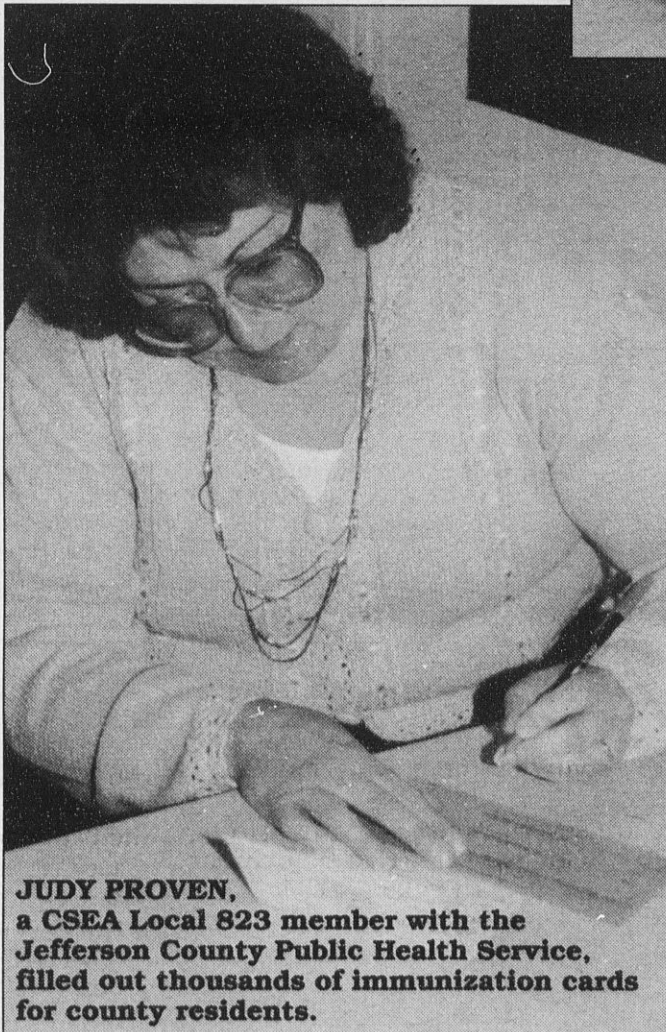
"We would normally do 200 kids at a regular school clinic, divided between a group of nurses. At these clinics I was doing hundreds a day personally. After a while, I just couldn't keep track."

In total, the workers held clinics at seven schools and six sites in the community.

For anyone who missed those clinics, the CSEA members continue to give the meningitis vaccinations at their regular weekly immunization clinic, but it appears they have stopped the disease before a serious outbreak occurred.



R.N. DONNA GRANT, a member of CSEA Local 823, has a vaccination ready for seven-year-old Tommy Hines of Adams.



JUDY PROVEN, a CSEA Local 823 member with the Jefferson County Public Health Service, filled out thousands of immunization cards for county residents.

### Meningococcal meningitis

(spinal meningitis, cerebrospinal fever, meningococemia)

### What is meningococcal meningitis?

Meningococcal meningitis is a severe bacterial infection of the bloodstream and meninges, a thin lining covering the brain and spinal cord. It is a relatively rare disease and usually occurs as a single isolated event. Clusters of cases or outbreaks are rare in the United States.

### Who gets meningococcal meningitis?

Anyone can get meningococcal meningitis, but it is more common in infants and children.

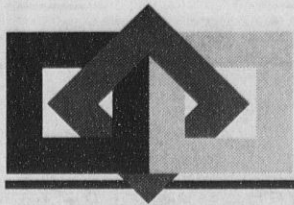
### How is the germ that causes this type of meningitis spread?

The meningococcus germ is spread by direct close contact with nose or throat discharges of an infected person. Many people carry this particular germ in their nose and throat without any signs of illness, while others may develop serious symptoms.

### What are the symptoms?

Although most people exposed to the meningococcus germ do not become seriously ill, some may develop fever, headache, vomiting, stiff neck and a rash. Up to 25 percent of patients who recover may have chronic damage to the nervous system. The disease is occasionally fatal.





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A CSEA member thanks family, friends and his union for supporting him during the long, successful fight for his job.

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CSEA members hope a riot and jail break convince the county to increase staff, equipment and training.

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CSEA wins nearly \$30,000 in out-of-title pay for two members.

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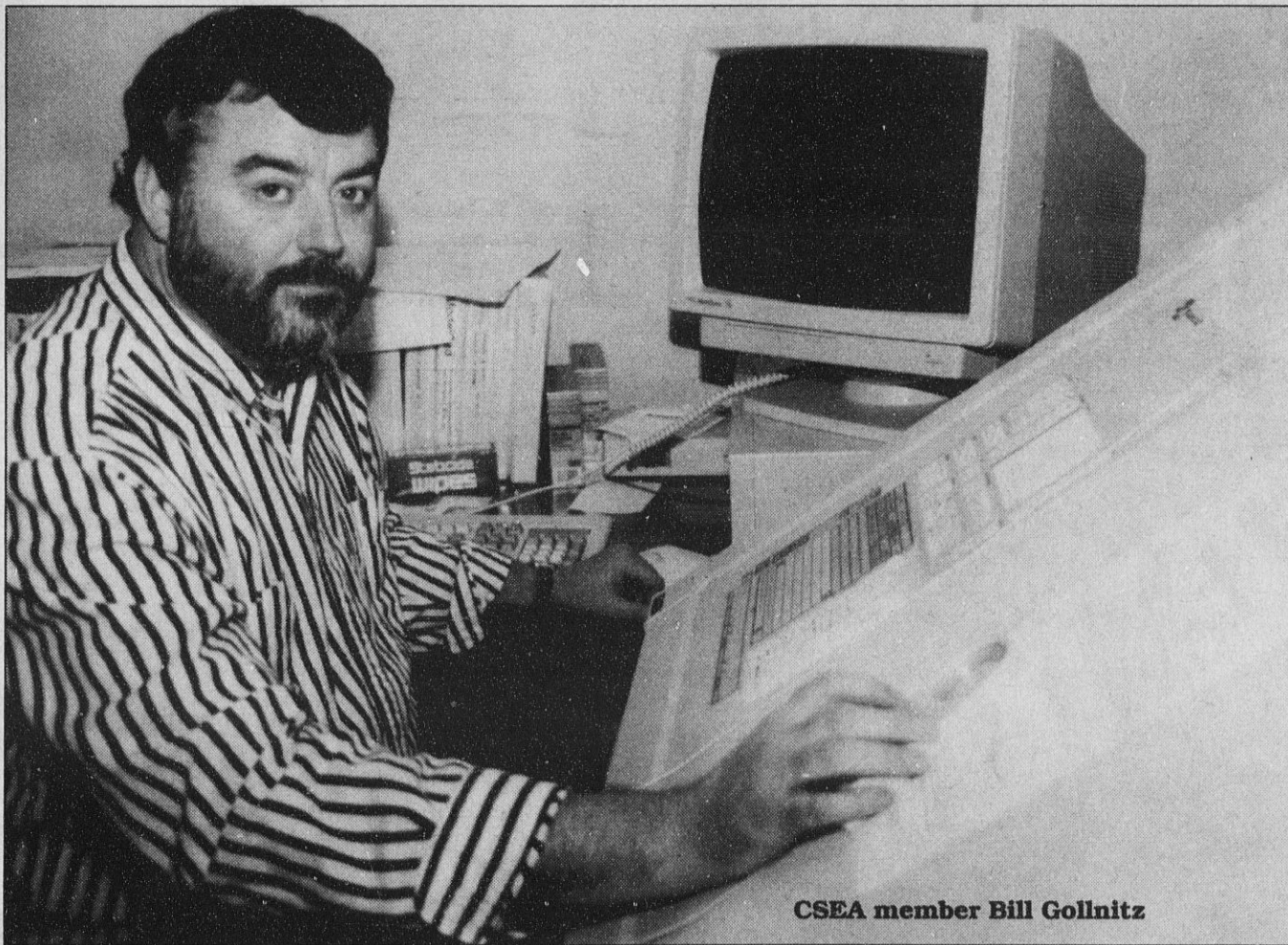
CSEA's fight against contracting out continues.

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CSEA members in Jefferson County fight meningitis.

*Where water is concerned,*

# Safe is always better



CSEA member Bill Gollnitz

***"In less than five years, the federal Safe Drinking Water Act will come up for reauthorization for renewal, and regulations will be tightened. We can expect mandates that will require an in-place protection program for every community."***

- Bill Gollnitz

MAYVILLE - The supply of good, clean, safe drinking water in Chautauqua County is something the residents don't have to give a lot of thought to, thanks to the work of Bill Gollnitz and fellow workers in the county's Department of Environmental Health.

But Gollnitz, a water resource specialist since 1988, is looking to the future. He's exploring the area for more safe water sites and keeping an eye out for any environmental or ecological dangers that could affect water source safety or quality.

Gollnitz has helped the county receive more than \$250,000 in grants that have upgraded the department's ability to survey, regulate and calculate the data

needed in staying on top of water quality and safety.

"There are several sources of water in this county," Gollnitz said. "These include groundwater, wells and Lake Erie. The county doesn't own these resources, but regulates them according to federal guidelines.

"Most people don't fully understand the importance of hydrology or water resource studies, but state and federal agencies are focusing more and more on protection and preservation of water resources," he said.

"In less than five years, the federal Safe Drinking Water Act will come up for reauthorization for renewal, and regulations will be tightened. We can expect mandates

that will require an in-place protection program for every community."

To comply with those mandates, the Chautauqua department will use a state-of-the-art computer and digitizing table that makes it possible to calculate and record the complex data.

Gollnitz recently shared an award for the best paper presented to a nationwide water resources conference for smaller public water systems. The paper, co-written with researcher Barbara Kittle of SUNY Fredonia, described methods for public water treatment systems to improve plant efficiency to comply with more stringent national water quality standards.

Gollnitz said he and co-workers are awaiting several research grants, expected this spring, that will help continue the work they are doing to make the county's water supply as safe as can be.



Official publication of  
**CSEA**  
Local 1000, AFSCME, AFL-CIO

**THE PUBLIC**

# Sector

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**To your  
good  
health**

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**CSEA MEMBER  
Bernice Zehr, a Jefferson  
County public health  
nurse, gives a vaccination  
to two-year-old  
Watertown resident  
Alisa Hamm as her  
mother watches.**

**FIGHT**  
For The Living  
Workers Memorial Day  
April 28