

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

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personal leave  
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**THE PUBLIC**

# Sector

VOL. 14, NO. 15 DECEMBER 1991

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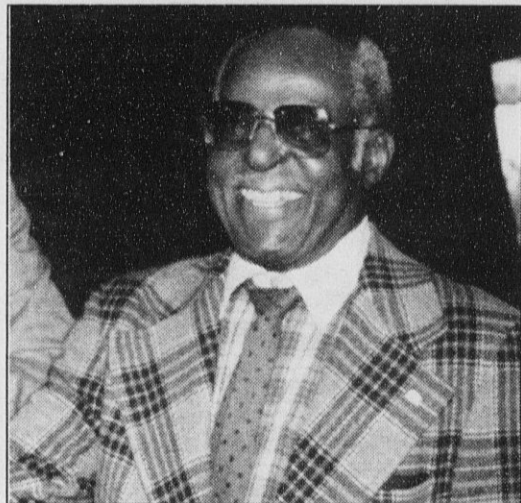


# State News

## Seabrook retires after holding every local office

NEW YORK - Serving New York City Division of Military and Naval Affairs (DMNA) Local 254 for over 25 years in every elected local union office, President Roy Seabrook built a reputation to be proud of.

Recently, he was honored for his service at a retirement celebration.

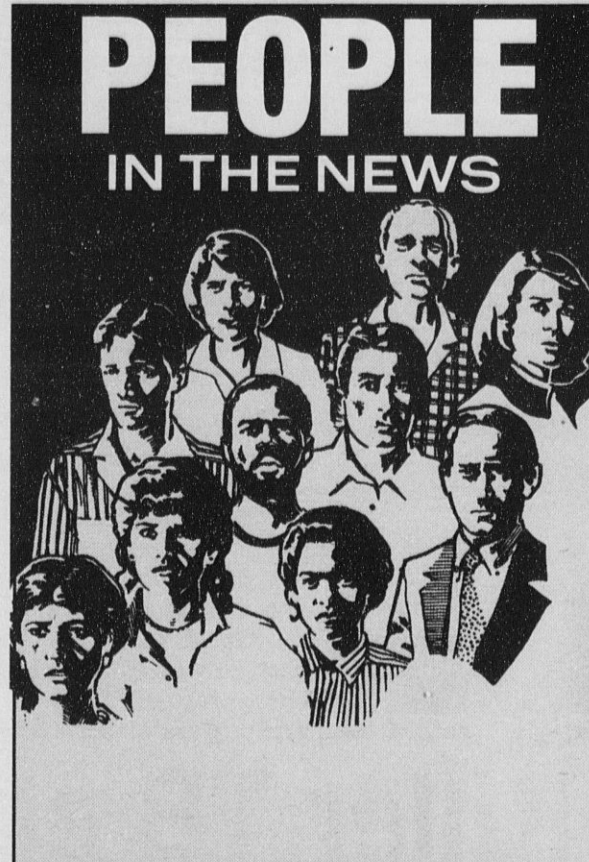


ROY SEABROOK

During his service, Seabrook watched state armories become shelters for the homeless. He fought to protect the health and safety of DMNA members exposed to tuberculosis and other diseases rampant among the homeless.

Seabrook served on three DMNA/CSEA statewide negotiating teams.

"When I came to work here in 1964, I was told whether you like it or not, you're going to join CSEA," Seabrook said. "I thought to myself, hey, I'd better look into this union business."



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News isn't getting any better for State's deteriorating mental health system.



ON-SITE CHECK-CASHING -- Two CSEA members take advantage of check-cashing services at Bernard Fineson Developmental Center. CSEA Local 406 President Mickey Cruz looks on, left.

## CSEA gets check-cashing van at Queens worksite

QUEENS — Members of CSEA Bernard Fineson Developmental Center Local 406, Corona Unit, have always had trouble getting their checks cashed on paydays because there was no where to do it.

Then CSEA went to work, and to their great appreciation, a check-cashing van pulled into the facility parking area on payday for the first time on this October.

According to CSEA Local 406 President Mickey Cruz, the lack of check-cashing

establishments near Queens mental health facilities has always caused problems and inconvenience for many union members.

"Our CSEA local was determined to provide on-site check-cashing services to all our Queens facilities, including Queens Children's Psychiatric Center and Creedmoor Psychiatric Center," he said.

"Having this service will save time and aggravation for everyone on pay days from here on out."

## THE PUBLIC Sector

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# Tuberculosis is back

## An old disease once again threatening public employees in the workplace

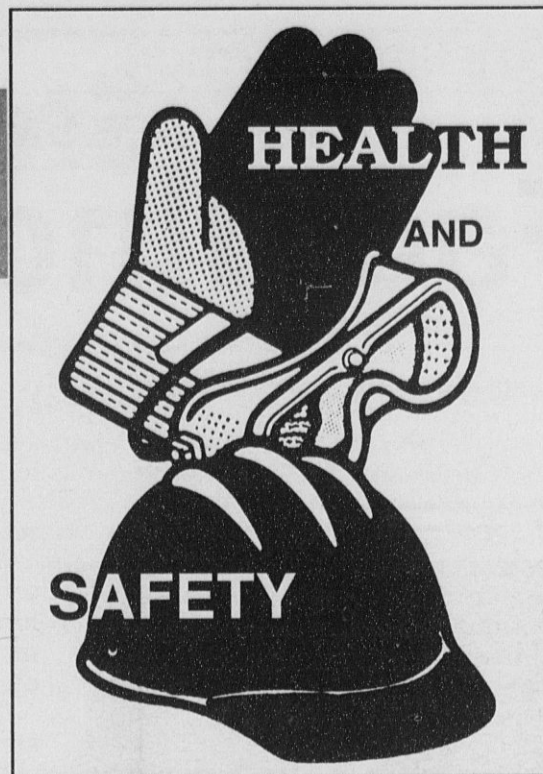
After years of control, tuberculosis (TB) is making a comeback, and often public employees risk getting the disease just by doing their jobs.

Health care workers, corrections employees and other workers who have prolonged exposure to potentially infected individuals are at the greatest risk.

Tuberculosis is a bacterial disease that usually affects the lungs. The germs are spread through the air when a person who has the disease coughs, speaks or sneezes and can infect anyone who comes in contact with them for a prolonged period.

The symptoms can include a low-grade fever, nightsweats, fatigue, weight loss and a persistent cough, but are not always obvious.

**TB**  
AREALRISK



## Killer TB epidemic is drug-resistant

Officials of the state Department of Corrections expect to complete by year's end testing of the agency's nearly 90,000 employees and inmates for a deadly strain of tuberculosis that has killed 13 inmates and a corrections officer at two state prisons. Employees and inmates at Auburn and Queensboro state prisons, where the deaths occurred, were the first to be tested.

CSEA is working with the state Departments of Health and Corrections and other agencies to minimize the risk to public employees and the general public. A public health emergency was declared at Auburn Correctional Facility in central New York where several inmates and a corrections officer died after contracting a drug-resistant strain of tuberculosis. Additional inmate deaths have been confirmed at Queensboro state prison in New York City.

Inmates were also responsible for a TB epidemic at Upstate Medical Center that infected at least 35 employees.

Public employees are particularly at risk of exposure to TB because the disease can be spread through the air when an infected person coughs, sneezes or speaks.

What makes the situation worse is that the strain of TB is drug-resistant. People with AIDS or those who are HIV positive or people whose immune system is compromised in any way are especially susceptible to this TB. Most AIDS patients, for instance, die within 72 days of contracting this strain of TB.

"This situation requires immediate action and continued follow through," said CSEA President Joe McDermott. "So far Corrections and the other agencies have acted responsibly but the situation demands action, not just words."

CSEA is calling for the following vital actions to handle the crisis:

\* **expedited construction of isolation rooms for those inmates who have active TB. Currently, only six isolation rooms are properly equipped in the entire state;**

\* **semi-annual TB screening, particularly in facilities with a high incidence of TB; and**

\* **a task force to answer questions and respond immediately to the situation.**

At Upstate Medical Center, hospital officials performed skin testing this summer on all employees who worked in Unit 6B of the facility and identified 35 employees who tested positive. That means they were infected and, if untreated, have a 5 to 10 percent chance of developing active tuberculosis, according to CSEA Local 615 President Bob Vincent.

### Facts you should know

★ **A positive reaction to a TB skin test does not indicate that you have TB; it only means you have been exposed to the disease.**

★ **90 percent of people who are infected never actually develop the disease.**

★ **An individual who has tested positive on a skin test in the past should not have another skin test.**

★ **Someone who has been exposed to active TB may not react to a skin test for two to 10 weeks.**

★ **Hospital workers are required to undergo skin tests prior to employment and then every two years.**

★ **TB is a treatable disease once diagnosed, but it is always better to begin treatment as early as possible.**

★ **County health departments are valuable sources of information about TB.**

### TB a serious, but treatable, disease

People can be infected by TB without contracting the disease. TB can be treated with a combination of isolation, drugs and treatment, but if left untreated, it can be fatal.

"CSEA members, particularly those working with high risk populations, need to know what TB is and that it can be a serious problem," said Janet Foley, administrative assistant to CSEA's safety and health director.

High-risk populations include intravenous drug users, individuals with AIDS or infected with Human Immunodeficiency Virus (HIV), elderly people who have had previous tuberculosis exposure and the homeless.

"It's not always possible to take precautions to guard against TB because

you can't always know who has active TB, even in health care settings," Foley said. "But when you do know that an individual has tuberculosis, don't take any chances. Insist that isolation procedures be followed and wear personal protective equipment such as a face mask when coming in contact with that individual."

Workers should have a basic understanding of what TB is all about so that they can make informed judgements when problems arise such as when workers are confronted with screening programs, Foley said.

The revival of TB as a serious public health threat can be attributed to many factors, including neglect and cutbacks in prevention programs because the disease was thought to be under control for so long.

### How to report unsafe, unhealthy work conditions

If you believe unsafe or unhealthy conditions exist in your workplace, don't hesitate - contact your CSEA shop steward or local president or call your CSEA labor relations specialist at your CSEA region office.

For occupational safety and health information, call CSEA headquarters at 1-800-342-4146.



*Will try to resolve CSEA/NYS contract dispute*

# Fact-finding panel named

A three-member fact-finding panel has been appointed by the state Public Employment Relations Board (PERB) as the next step in an effort to resolve the contract impasse between CSEA and the State involving more than 100,000 state employees.

Contract negotiations at impasse involve CSEA state employee members in the Operational Services, Institutional Services, Administrative Services and Division of Military and Naval Affairs bargaining units. The contracts expired March 31 and

impasse was declared after months of unsuccessful negotiations. A subsequent mediation process broke down, leading to appointment of the fact-finding panel.

The neutral panel of veteran mediators and arbitrators consists of Eva Robins of New York City, chair, Susan T. Mackenzie of New York City and Martin F. Scheinman of Manhasset.

The panel will conduct a series of hearings to determine the causes and circumstances of the contract dispute and then write non-binding recommendations

for settling the impasse. The recommendations can be rejected in whole or in part by either party.

If all or part of the fact-finding panel's report is rejected by either side, the dispute will go to the state Legislature. Under the state's Taylor Law, which governs public sector labor relations, the legislature may impose terms and conditions of employment for one year.

PERB officials said it is impossible to estimate how long the fact-finding process may take.

**Cuomo also calls for deep cuts in aid to schools, local governments**

# More layoffs threatened

ALBANY — Public employees again are the target of Gov. Cuomo's newest "solution" to the recurring state budget crisis.

Announcing just before Thanksgiving that the state is short \$875 million this

year, the Governor said he wants to layoff 500 state employees by April 1 and another 1,200 employees in the next fiscal year.

He also wants to make deep cuts in aid already promised to school districts and local governments.

As this issue of *The Public Sector* went to press, the Governor was calling for the Legislature to return to Albany to act on his proposal for handling the budget deficit.

Adding insult to these newest assaults, the Governor laid blame for layoffs on state employee unions for refusing to accept furloughs for employees.

"This is outrageously false," CSEA President Joe McDermott said. "The Governor cannot manage his budget, and so he blames employee unions for refusing to accept insulting and unfair concessions with no guarantee of job security."

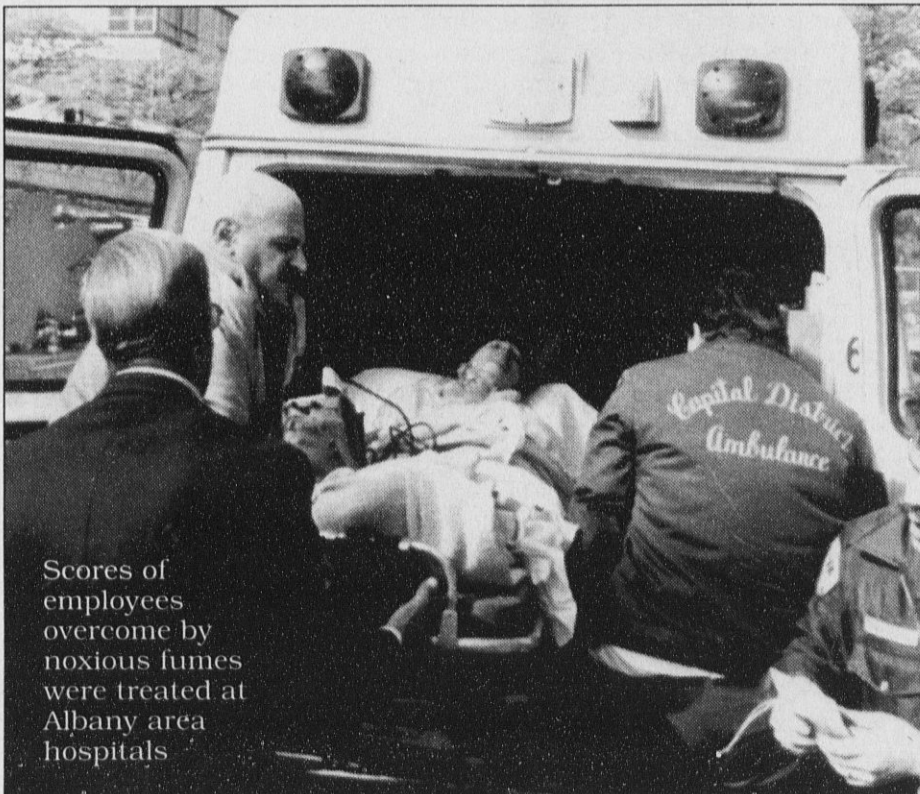
McDermott blasted the Governor for once again attacking public employees rather than the real cause of the state's recurring budget crisis — tax loopholes for big corporations and tax breaks for the wealthy (see page 7).

The Governor and the state Legislature worked 65 days into the budget year to fill a \$6 billion budget gap. Now, only a few months later, they face another multi-million-dollar gap for this year and as much as \$3 billion in the fiscal year beginning April 1.

"After all the cuts they've already made, the Governor and the Legislature ought to realize the problem is revenues, not public employees," McDermott said. "Public employees are important assets and deserve respect, not shabby treatment and false blame."

**"Public employees are important assets and deserve respect, not shabby treatment and false blame."**

## Albany's Building 8: Still 'sick', getting better



Scores of employees overcome by noxious fumes were treated at Albany area hospitals

ALBANY - An "extremely sick" building at the huge State Office Campus complex was showing signs of recovering as this edition of *The Public Sector* went to press. But Building Eight, which was evacuated several times due to mysterious noxious fumes that sent scores of employees to area hospitals, was still a long ways from receiving a clean bill of health.

While employees continue to report to nursing stations with unexplained illnesses these days, the numbers are significantly lower than at the height of the problem this Fall when hundreds of workers complained daily of headaches, dizziness, nausea and sore throats. More than 2,000 state Department of Taxation and Finance employees were evacuated a half-dozen times this year. Scores of workers were treated at area hospitals for problems related to noxious fumes.

A large-scale cleaning of the building, repair of faulty heating pipes and replacement of steam heating coils appears to have helped ease the situation somewhat. CSEA successfully pushed to have laidoff cleaners and engineers restored to help maintain the building, and union officials said the state has also accepted the union's proposals for a comprehensive air quality monitoring program for the entire building. CSEA continues to press for creation of alternate work sites where employees could be reassigned temporarily in the event of future problems.

"The bottom line is the employees deserve a safe workplace. A lot has been done but a lot remains to be done," CSEA President Joe McDermott said.



## MPC workers trying to save Ward's Island trees

WARD'S ISLAND - Horrified by the prospect of losing Manhattan Psychiatric Center's beautifully wooded riverside picnic area to bulldozers, CSEA Local 413 members are imploring management to reconsider.

They recently picketed at the facility's main entrance with signs saying, "Please Save Our Trees."

Management plans to construct a new alcoholism treatment facility on the picnic area site angered both staff and patients.

"When seven other alternative building sites on the grounds are available for this building, destroying these woods would be the equivalent of raping the environment on Ward's Island," CSEA Local 413 President Mohamed Hussain said.

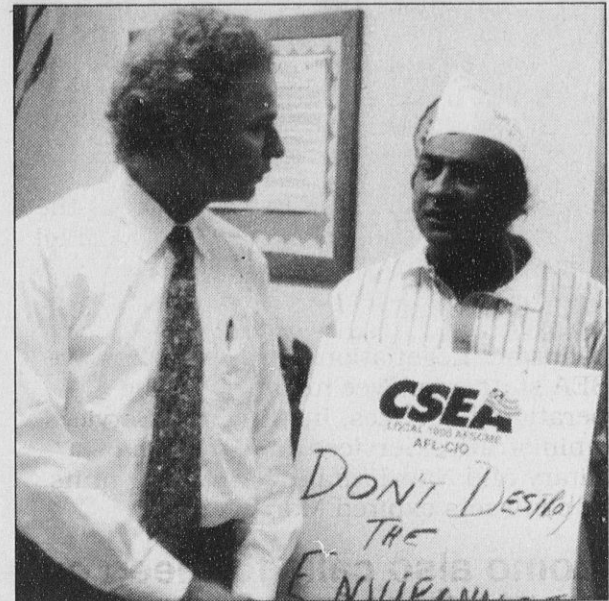
The wooded picnic area provides a "humane and restful environment" for patients and staff, CSEA Labor Relations Specialist Barton M. Brier said. Irreplaceable greenery is in obvious short

supply among MPC's highrise hospital buildings that are sandwiched onto a small island surrounded by towering Triboro Bridge access roads.

"People here are enveloped by concrete and steel at every point. That's why it's imperative that the trees be saved," Brier added.

All other alternative construction sites have electrical hookups, making it less costly to build there than at the picnic site which lacks electrical wiring, Hussain said. The director of alcoholism treatment services demanded the picnic area location, Hussain charged, because it would provide an unencumbered waterfront office view once all the trees are cleared.

Alarmed union activists continue to contact the Governor's office and state legislators in hopes of saving the trees. At the union's request, Albany Office of Mental Health officials toured the wooded area to assess the problem.



LOCAL 413 President Mohamed Hussain talks with Bruce Fieg, deputy commissioner of the Office of Mental Health, in an attempt to save the MPC trees.

## SUNY at Stony Brook members protest parking fee increase

# Stop scapegoating!

By Sheryl C. Jenks  
CSEA Communications Associate

STONY BROOK - Members of CSEA SUNY at Stony Brook Local 614 demonstrated recently to protest proposed parking fee increases and the planned closing of a gravel parking lot.

Kathy LaScalea and her two goats joined approximately 75 union members to make the point that CSEA members don't want to be "scapegoated" in the university's attempt to raise money.

LaScalea wore a sign "Stop ScapeGOATing employees" to drive her point home.

The gravel lot, which is free, is used by about 350 CSEA members. University officials are threatening to close this lot, forcing employees to pay \$30 to park in a new garage nearby.

According to CSEA Local 614 President Phil Santella, the employees most affected earn about \$18,000 a year.

"Closing the gravel lot and asking for \$30 to park will create a hardship for many of my members," Santella said.

"If the administration makes good on its threat to close the gravel lot, CSEA will file an IP (Improper Practice charge) for failure to negotiate the impact on our members," CSEA Labor Relations Specialist Gus Nielsen said.

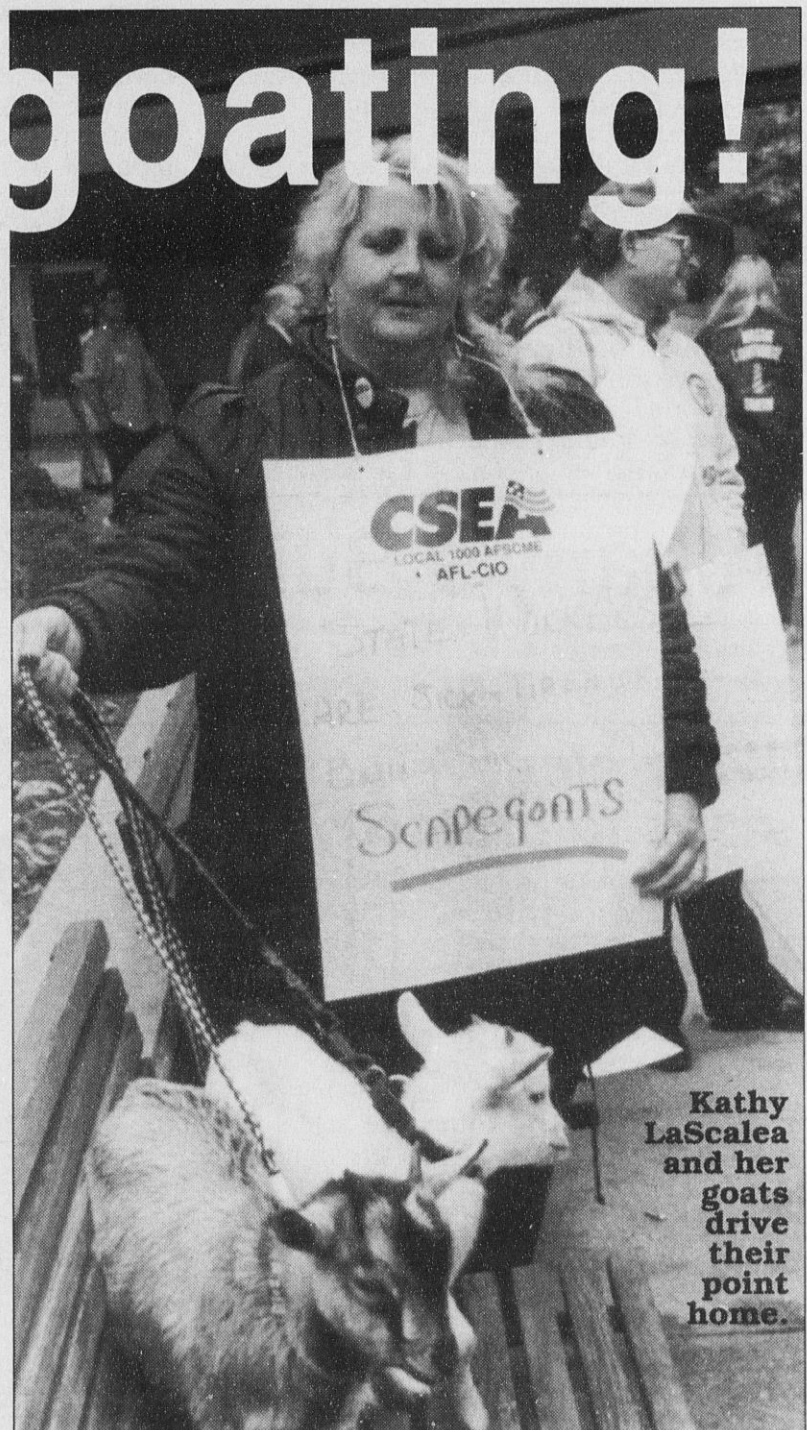
"The administration has acted like a see-saw on the parking fee issue. First it was \$30, then the students demonstrated and they said it would be \$15," Santella said. "Then the SUNY Counsel met and it's back to \$30." All other garages at the campus, which includes the university and the hospital, charge \$15 a month for parking.

"The only other choice for my members is to park far away and take the bus for a dollar a day," said Santella. "But that's not the answer either because many of my members work before and after the time the buses are running."

In a letter to CSEA, state Senator Kenneth LaValle applauded the union's efforts.

"Your aim is the same as what I have tried to accomplish in the Senate the past two sessions: first by co-sponsoring legislation in 1990 to prohibit imposition of such fees, and this year by sponsoring a bill to exempt employees covered by collective bargaining agreements from SUNY parking fee regulations."

"This is simply a local example of the state pulling a few more bucks out of our members' pockets," CSEA Region I President Gloria Moran said.



Kathy LaScalea and her goats drive their point home.





# Things aren't getting better

The news just isn't getting any better for the state's deteriorating mental health system as a direct consequence of the state Office of Mental Health's inhumane and irresponsible policies.

But CSEA is continuing to pound OMH for short and long term improvements. CSEA's recent actions included hammering the latest OMH Five Year Plan at a series of hearings across the state and developing a plan to address the immediate crisis on the wards.

### Plan means more misery

In testimony delivered on Long Island, in Buffalo, Syracuse and Albany, CSEA leaders charged that the only certainty from the new OMH Five Year Plan is that it will produce more misery for people with mental illness, more misery for mental hygiene workers, and more misery for local government officials and taxpayers.

While all of the testimony targeted specific concerns for each of the regions, the union's message emphasized that the tragedy of OMH policy affects all New Yorker, wherever they live.

Remarkably, patient advocates, private providers and numerous other mental hygiene interest groups echoed CSEA's criticism of OMH in their testimony.

Each of CSEA's speakers pointed out that the closing of Gowanda Psychiatric Center near Buffalo earlier this year sets a dangerous precedent and is a disgraceful example of OMH direction. The union

warned that the Gowanda situation signals that similar devastating scenes could be played out elsewhere.

"OMH is abandoning the mentally ill and dumping the problem on localities whether or not they have the resources to provide the necessary care and services," CSEA Executive Vice President Danny Donohue said. "CSEA will continue to fight against OMH irresponsibility."

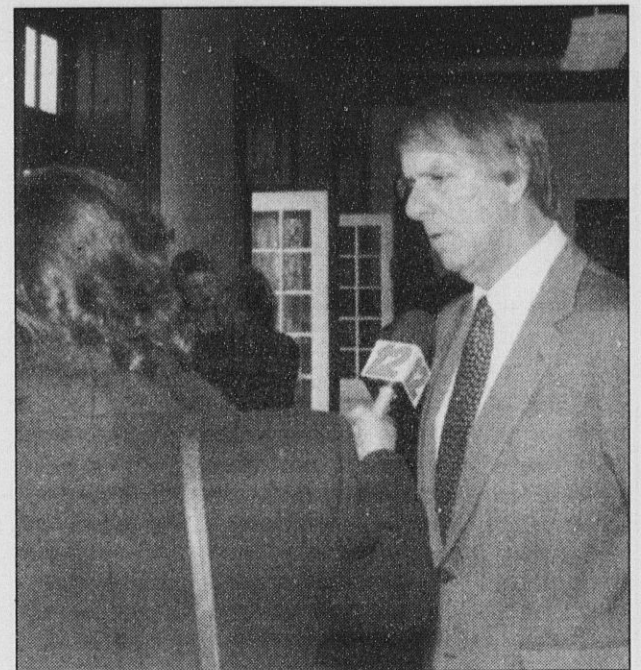
### A grim reminder of another murder

The recent brutal murder of a Rockland Psychiatric Center patient by another patient demonstrates the OMH irresponsibility in graphic detail. Aside from the chilling effect it has had on direct care workers across the state, it was also a grim reminder of the murder of CSEA member Clara Taylor at the same facility four years ago.

Taylor was murdered by an agitated patient while she was working alone overnight on a transitional ward. The patient who murdered her was being prepared for release back into the community.

Sadly, conditions have worsened since Taylor's death. Therapy aides are still working alone on wards and OMH's "census rundown" has ensured that only the sickest of the sick gain admission to the psychiatric centers.

There is not enough staff on the wards of psychiatric centers to provide the security, let alone the care that's needed.



**OMH POLICY WILL PRODUCE MORE MISERY - That was the critical message CSEA delivered at a series of hearings across the state on the OMH Five Year Plan. CSEA Region VI President Robert Lattimer, above, speaks with a television reporter following his testimony on Long Island. CSEA Executive Vice President Danny Donohue delivered CSEA testimony in Buffalo, Mohawk Valley Psychiatric Center Local 434 President Bud Mulchy spoke for CSEA in Syracuse and CSEA Region IV President C. Allen Mead testified in Albany.**

## A message to OMH Direct Care Workers from CSEA President Joe McDermott

# OMH, elected officials responsible for the nightmare

CSEA knows the nightmare you face on the wards every day and night and we hold the Office of Mental Health and every state elected official accountable.

Unconscionable cutbacks and inhumane policy have left fewer staff handling the sickest of the sick. That's not only a formula for social disaster, as evidenced by the legions of tormented homeless mentally ill haunting our streets, it's also a time bomb on the wards.

Two recent murders brutally committed by state psychiatric center patients — the first, by a patient who "left" Bronx Psychiatric Center, went home and killed his father and the second, an unspeakable crime committed by one Rockland

Psychiatric patient on another — are stark reminders that people are at risk at any given time.

CSEA said "never again" when MHTA Clara Taylor, working alone, was murdered at Rockland Psychiatric Center in 1987 by a patient. People are still working alone and OMH doesn't care.

There is no easy solution but the procedure that CSEA has developed using the form, below, is a start toward protecting you. Follow the procedure and together we can deliver a message that OMH cannot hide behind their bureaucratic gobbledegook.

CSEA is putting OMH and other state officials on notice that direct care workers and patients are at risk and CSEA members cannot be held responsible for OMH irresponsibility.

## Work alone? Take these steps to protect yourself

In an effort to protect CSEA members professionally and physically, CSEA is recommending that direct care staff who find themselves working without back up take the following steps:

1. Complete the form (available from your CSEA local office) reproduced at right. Have your supervisor sign the form acknowledging that you are working alone and cannot be held accountable for the lack of security. Make sure to note the number of patients under your charge on the form. If your supervisor refused to sign, note this fact and sign it yourself.

2. Call your facility security office and have them log that you are working alone, identifying who you are, where you are working and how many patients are in your charge.

3. Return the completed form to your CSEA office at your convenience, when off duty.

### STEPS TO PROTECT YOURSELF

## WHEN WORKING ALONE

*I am working alone and am notifying management that I cannot be held accountable for the lack of security.*

Name: \_\_\_\_\_

Date: \_\_\_\_\_

Shift: \_\_\_\_\_

Facility: \_\_\_\_\_

Work Location: \_\_\_\_\_

Number of patients in my charge: \_\_\_\_\_

SUPERVISOR'S SIGNATURE: \_\_\_\_\_

- If you are required to work alone, have your supervisor sign this form. If your supervisor refuses, note this fact and sign it yourself.
- Give one copy to your supervisor, return one copy to your CSEA local office and keep one copy.
- Call your facility security office at the start of your shift and ask them to log in that you are working alone.
- If you or any of the patients in your charge get hurt during the shift, note that also.

CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.



LOCAL 1000, AFSCME, AFL-CIO





A message from CSEA President Joe McDermott

## Governor, we're not your scapegoats

There he goes again!

Once again Gov. Cuomo has chosen to use public employees as scapegoats to hide his own mismanagement of the state budget.

As the state faces more red ink the Governor is again calling for cuts in the state workforce and aid to local governments and school districts.

The Governor claims that additional layoffs of state employees are necessary because the public employee unions would not agree to furloughs. This is **not true!**

The Cuomo administration has never offered CSEA members any job security in exchange for furloughs or other concessions.

Gov. Cuomo wants state employees to make even more sacrifices but he offers nothing in return. He says, "Make concessions or I'll lay off more workers." He doesn't say, however, that accepting concessions will **prevent** layoffs.

Just look at the record. After the Governor and the Legislature reduced the workforce by 10 percent and imposed a 2 percent lag payroll, the Governor is still calling for more layoffs.

Based on that track record, I believe it is safe to say that if any union agreed to a

harebrained scheme like furloughs, its members would still face layoffs.

The Governor cannot lay the blame at the unions' feet. We didn't ask to lose our jobs. He cannot continue to blame the layoffs on the Legislature or the federal government.

Mario Cuomo is the governor; he decided to lay off hard-working public employees. He ought to take responsibility for his decisions and stop blaming everyone else.

He deserves the same blame for calling for more cuts in aid to local governments and school districts. The state made a commitment to these localities when it passed this year's budget. Most localities were damaged by the delay in the passage of that budget and by cuts it contained.

Now the Governor is coming back to localities and saying, "Sorry, we goofed. We can't live up to our commitment."

This is a terrible way to run a government.

If they really want to solve the recurring state deficit, the Governor and Legislature must address the real structural problems in the state budget, rather than devastate services by cutting the workforce and aid to localities.

They must look at the state's problems with revenues. They must close unfair tax

loopholes for large corporations which make money but avoid paying their fair share of taxes. They must restore progressivity to the income tax structure so that rich New Yorkers pay their fair share. Since the tax cuts in 1987 the richest people in New York have gotten huge tax breaks while the state budget is awash in red ink. This has got to stop!

It's time to stop the bitter, futile attacks on public employees. All the layoffs of the past 12 months obviously haven't solved the problems. Are more really the answer?

I say no. I say it's time to attack the real culprits: tax breaks for the rich and tax loopholes for big corporations.



Joe McDermott





# General News

## Small mandatory increase in dues, agency shop fees effective Jan. 1

CSEA members and agency shop fee payers will see a small increase in their membership dues and fees effective Jan. 1, 1992. The mandatory increase is a result of a raise in the minimum dues AFSCME charges local unions affiliated with the International.

Effective Jan. 1, employees earning less than \$5,000 a year will see their annual dues or fee increase from \$73 to \$75 annually, an increase of about nine cents biweekly.

Employees earning between \$5,000 and \$9,999 a year will see their annual dues or fee increase from \$109 to \$113, an increase of 14 cents biweekly.

Employees earning between \$10,000 and \$15,999 per year will see a dues or fee increase from \$190 to \$197, an increase of 24 cents biweekly.

Employees earning between \$16,000 and \$21,999 annually will see a dues or fee increase from \$217 to \$224, an increase of 27 cents biweekly.

Dues or fees for employees earning more than \$22,000 a year will increase from \$244 to \$252 annually, an increase of 31 cents biweekly.

**KEEP INFORMED!**  
**Controversial issues are swirling around public employees**

**Call CSEA's Current Issues Update daily for the latest news.**

**1-800-342-4146**  
(Then hit 5 on your touch-tone phone)

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CSEA President Joe McDermott has some harsh words for Gov. Cuomo.

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A strong pitch for National Health Care.

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A member tells how benefit program helped him. CSEA's benefits page is printed in Spanish, and a profile of the union's Minority Affairs Committee.

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Two CSEA members talk about two sides to foster parenting.

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A CSEA special board election is scheduled.

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Some very important health insurance information, including premium rates.

## EBF requirement on generic drugs may be appealed

The CSEA Employee Benefit Fund (CSEA EBF) has an appeals process in place for members who, for medical reasons, cannot substitute a generic drug for a brand name drug.

A requirement that prescriptions be written generically when a generic substitution is available is one of several cost-containing modifications in the CSEA EBF Prescription Drug Plan that became effective Nov. 1.

Members whose physician insists on prescribing a brand name drug rather than a generic may file an appeal to the CSEA EBF generic requirement.

Members wishing to file an appeal should call **1-800-445-9707**.

An appeals form will be provided to be completed by the patient and the physician and submitted to:

Generic Appeals/CSEA  
NRx Services, Inc.  
337New Karner Road  
Albany, NY 12205-402

The member/patient will be notified of the appeal decision.

## Kelly scholarships to be awarded

Children of deceased or totally and permanently disabled CSEA members may now apply for the J.J. Kelly Jr. Memorial Scholarships if their parent/guardian was killed or totally and permanently disabled while on the job. CSEA will award two college scholarships from the J.J. Kelly Jr. fund this year.

The Kelly scholarships will provide \$500

continuing four-year grants to children of CSEA members.

Individuals who meet this criteria should fill out the coupon below to receive a scholarship application.

The coupon should be mailed to CSEA headquarters at the address below.

The deadline to submit scholarship applications is Jan. 10, 1992.

Name: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 Telephone: \_\_\_\_\_  
 Name of parent/guardian killed/permanently disabled on the Job: \_\_\_\_\_  
 Date of incident: \_\_\_\_\_

Mail to: **CSEA Memorial Scholarship Committee**  
**143 Washington Avenue**  
**Albany, NY 12210**

## CSEA Board of Directors summary report

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

The CSEA Board of Directors met in early October.

In official business, the board:

\* appointed Wilma Hassler to fill a vacancy on the Directors' Appeals Committee;

\* entered into an agreement with the Excelsior Capitol Corporation to become a group participant in the Expanded Access to Home Mortgage Program;

\* authorized Local 611 to lease a copier;

\* appointed Robert Brewster to replace

Dave Heller as a member of the Region III Political Action Committee;

\* appointed Sandy Lewis to the Region VI Political Action Committee;

\* appointed Lori Neilson to the Region V Political Action Committee;

\* appointed Diane Lucchesi to the Directors' Charter Committee and Anna DellaRocco to the Committee to Study Life Insurance;

\* appointed Chris Covell to the Directors' Charter Committee;

\* appointed Roslie Tallman to the Committee to Study Insurance;

\* appointed Flo Tripi to the Directors' Committee;

\* relocated the staff position of organizer from New York City to headquarters;

\* authorized funds for the staff position of employee benefits assistant;

\* authorized funds for secretary II/office assistant positions in the Region I and Region III offices;

\* approved funding for a collective bargaining specialist position for the western/central area; and

\* granted a local charter to Gouverneur Correctional Facility.

Questions concerning this summary of actions taken by CSEA's Board of Directors should be directed to CSEA statewide Secretary Irene Carr, CSEA Headquarters, 143 Washington Avenue, Albany, NY 12210, 1-800-242-4146 or 518-434-0191.



# National health care could save NY \$'s

A national health care program could have saved New York state and local governments \$6.6 billion this -- the size of the state deficit that stalled budget negotiations for months, an AFSCME report shows.

"This report makes it clear -- we need national health care, and we need it now," said CSEA President Joe McDermott. "A single-payer plan could save state and local governments valuable resources needed to provide vital services."

Health care costs for state and local governments are rising faster than their revenue sources. And since those governments must balance their budgets, they must shift more and more money from other programs and services to pay for health care.

If a single-payer plan had been in effect in 1991, state and local governments would have saved \$30 billion -- more than half the deficits for the 1991-92 budget year.

In 1986, state and local governments spent \$71.4 billion on health care, or

15.1 percent of their revenues. In 1991, they will spend \$120 billion on health care, 18.8 percent of their revenues. That's an 11 percent annual increase, while their revenues have increased at only 6.2 percent a year in those five years.

At that rate, by the year 2000, state and local governments will spend \$307 billion on health care, or 28 percent of their revenues.

State and local government are paying millions for health care for the increasing number of Americans who have no health insurance.

Meanwhile, insurance premiums for their own employees doubled between 1986 and 1991, and state and local governments pay three times the Medicaid costs they paid in 1980.

"State and local governments have been carrying the burden of health care costs for too long, and it is breaking them," McDermott said. "It's time for a single-payer national health care program now."

The report, "Simultaneous Solutions: Single Payer National Health Insurance is the Best Cure for the State and Local Government Fiscal Crisis," was written by AFSCME, the Public Citizen Health Research Group and Physicians for a National Health Plan.



CSEA LOCAL 446 Vice President Chris O'Day, right, gets ballots signed at South Beach Psychiatric Center for the Emergency Health Care Ambulance Drive, part of a national effort for national health care.

## CSEA PEOPLE work hard at annual delegates meeting

CSEA PEOPLE (Public Employees Organized to Promote Legislative Equality) is heading to a new high point for 1991.

PEOPLE is the federal political action arm

### PEOPLE members win state contest

The statewide PEOPLE Committee has announced the winners of its statewide contest.

PEOPLE -- Public Employees Organized to Promote Legislative Equality -- is the lobbying arm of CSEA's international union, AFSCME.

Any CSEA member who joined the PEOPLE between January and May 31 was eligible to win.

The winners, all from CSEA Binghamton Psychiatric Center Local 441, are: first prize, Donna Fitzgerald, \$300 in gasoline; second prize, June Nickerson, a 35mm Kodak camera; and third prize, Robert Bowen, a AT&T cordless telephone.

### Region III PEOPLE winners

CSEA Region III's newly appointed PEOPLE Committee celebrated their appointments with a contest to recruit new members.

Committee Chair Diane Hewitt said the contest allowed any new Region III PEOPLE Club members to enter their names into a drawing for a \$100 shopping gift certificate.

The contest drew 40 new members to the PEOPLE Club.

Gary Koeppl of CSEA Middletown Psychiatric Center Local 415 won.

of CSEA's international union, AFSCME.

CSEA has contributed \$174,060 to PEOPLE so far this year, and could contribute \$250,000 for the year, CSEA statewide PEOPLE Coordinator Cheryl Rosenzweig said.

At the 81st Annual Delegates Meeting, PEOPLE raffle winners were: Nilda Hilerio, Local 258, \$500; Linda Williams, Local 010, \$300; and CSEA Communications Associate Ron Wofford, \$200.

The 1991 PEOPLE recruitment awards were presented at the meeting, as were awards to the local with the most PEOPLE members in each region:

Region I: CSEA Long Island Developmental Center Local 430, PEOPLE Chair Paulette Barbera; Region II: CSEA Creedmoor Psychiatric Center Local 406, PEOPLE Chair Ana Diaz; Region III: CSEA Wassaic Developmental Center Local 426, PEOPLE Chair Clarence Besio; Region IV: CSEA Tax and Finance Local 690, PEOPLE Chair Ron Hill; Region V: CSEA Binghamton Psychiatric Center Local 441, PEOPLE Chair Mark Mandyke; and Region VI: CSEA Buffalo Psychiatric Center Local 403, PEOPLE Chair Barbara Smith.

CSEA Region II received the perpetual PEOPLE Cup for having 2,523 members in the PEOPLE Club.

Carolyn Backstrom received the Recruiter of the Year Award and her name is engraved

on a plaque which hangs in CSEA headquarters. She also received \$100.

During the annual meeting, PEOPLE raised more than \$3,000 and enrolled 50 people through dues check-off.

Paulette Barbera and Carol Guardiano received recognition for their contributions to the PEOPLE Committee.

AFSCME International PEOPLE Coordinator Lorraine O'Hara noted the efforts of Rosensweig and CSEA Federal Issues Coordinator Joe Conway.

Members who helped PEOPLE during the meeting were: Georgianna

Natale, Robert Blumhagen, Marietta Small, Juanita Shine, Ron Hill, Greg Meredith, Rajeyah Muwwakil, Jerry Freiday, Marie Ardell, Maggie McCafferty, Phyllis Lounello, Tom Rogalski, Barbara Karwowski, Geradine Wiggins, Betty Williams, Judy DiRosa, Andrew Francis, Joan Brigharp, James Tullo, Maria Mesiti, Elizabeth Cheese, T.J. Simmons, Barbara Smith, Patricia Labrozzi, Anthony Scalise, Mark Mandyke, Frank Balsano, Mike Flaherty, Colleen Manning, Judy Craft, Frank Cosentino and Bonnie Lawrence.

Members of the statewide PEOPLE Committee are: Patricia Metzger, chair; Candy Saylor, Region I; Carolyn Backstrom, Region II; Diane Hewitt, Region III; Rose DeSorbo, Region IV; Doris Pratz, Region V; and Marie Prince, Region VI.





# CSEA's Committee on Minority Issues helping members overcome discrimination



**CSEA COMMITTEE ON MINORITY ISSUES**  
**Chair Rebecca A. Lawson, seated,**  
**discusses story ideas on minority concerns**  
**with, standing from left, Public Sector**  
**Editor Roger A. Cole; Jim Murphy, CSEA**  
**staff liason to the committee, and CSEA**  
**Treasurer Mary E. Sullivan, CSEA officer**  
**liason to the committee.**

Discrimination can be found in many forms, in many places. But it's probably most often and most easily applied to minorities. CSEA members who feel they are the victims of discrimination or any other problem associated with minority status are encouraged to turn to CSEA's Committee on Minority Issues for help.

Identifying issues that tend to divide minorities and majorities and finding ways to overcome them is a priority, according to committee chair Rebecca A. Lawson. Educating the entire union membership by heightening the awareness of those issues is another major objective.

The Committee on Minority Issues was appointed a year ago to better identify issues affecting minority members and make recommendations to CSEA President Joe McDermott concerning those issues.

"We want to educate everyone about the problems out there that divide people, and to make them aware of what to do when they encounter them," Lawson said. "People need to realize that minority concerns are not a matter of race alone, that minorities are discriminated against on factors such as gender, religion and creed as well as race. Minority issues are not just minority problems; they affect everyone because they are divisive."

The committee has arranged for additional minority speakers and presenters at CSEA meetings, the publication of some

information in Spanish in *The Public Sector* (see adjacent page), expanded coverage of Black History Month and more information on minority events such as the Black and Puerto Rican Caucus, the Latino Conference and the Coalition of Black Trade Unionists convention.

At the recommendation of the committee, CSEA was actively involved in attempting to override President Bush's veto of the Civil Rights Bill of 1991 and is actively involved in other minority issues at the state and federal level. And CSEA President McDermott has made a recommendation that a CSEA member be considered for appointment on the AFSCME Minority Affairs Committee.

CSEA members who have concerns about minority issues can contact Lawson in care of CSEA headquarters in Albany.

"I encourage anyone who believes they have a minority-issue concern to contact the committee," Lawson said. "We want to identify the types of problems members encounter and determine how to deal with them."

Lawson, a data entry machine operator in the state Department of Education in Albany, has been active since 1976 in many areas of CSEA and has been president of the Education Department CSEA Local 657 since 1989.

Lawson is also chair of the CSEA Region IV Anti-Apartheid Committee and serves on the region's Education Committee. In addition to her union involvement she serves on the state Education Department's Cultural Diversity Committee and is chair of the department's Employee Assistance Committee. Lawson is also active in several community programs and projects.

Joining Lawson on the Committee on Minority Issues are Helen Dupree, Region I; Bill Vasalli, Region II; John Catoe, Region III; Walter Smith, Region V and Robert Mootry, Region VI.

## CSEA member John Williams sings praises of Union Privilege Legal Services benefit

By Mark M. Kotzin  
 CSEA Communications Associate

BINGHAMTON — When CSEA member John Williams found that his roommate had stolen his checkbook, writing more than \$4,000 in forged checks, he was furious.

Then his credit union told him that he would be liable for more than half that amount, and he was enraged.

"I was angry. I couldn't believe that someone could steal money out of my bank account and make me pay," he said. Desperate for help and near broke after the credit union subtracted the money from his account, he turned to CSEA/AFSCME for help.

Williams, a school vehicle operator for the Binghamton City School District, remembered something he read in *The Public Sector* about the CSEA/AFSCME Union Privilege Legal Services plan. A benefit available to CSEA members only, the Union Privilege Legal Services plan provides a free half-hour consultation and discount legal services regarding personal legal matters. After getting the name of a participating attorney from his union representative, Williams quickly contacted the lawyer to arrange for his free half-hour consultation.

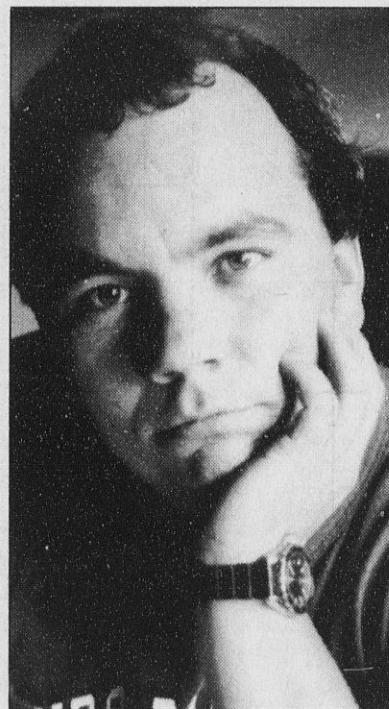
"The credit union said I was out the money. That's why I took advantage of the legal services plan," he said. "I just wanted my money back."

After meeting with the participating attorney, Williams said he was relieved to find

that legally he was not responsible for the money. After the lawyer wrote a series of letters to his credit union officials, they agreed to return the full amount.

Williams said he was glad that he had the CSEA/AFSCME plan to turn to, and that it was very cost-effective. The Union Privilege Legal Services plan covered the initial consultation fee, which would have cost him \$75, and he only paid a discount fee of \$125 for the follow-up legal service, which he said was a bargain, considering what he stood to lose.

"It was very reassuring to have the legal services plan," he said. "I got back all my money, and I couldn't have done it without them."



**John Williams - "It was very reassuring to have the legal services plan."**

### Interest rate drops, again, on AFSCME MasterCard

The AFSCME Advantage MasterCard, available to CSEA members, is one of the very best credit card programs in America. And it just got even better.

The AFSCME MasterCard has no annual fee and one of the lowest interest rates anywhere - just 5 percent above the prime lending rate.

The interest rate on the AFSCME MasterCard has dropped five times this year, most recently in early November. The interest rate is currently 12.99 percent, about 6 percent below the average rate of 19 percent charged by the nation's largest banks for their credit cards.

To obtain an application form for the AFSCME MasterCard, call your CSEA regional office.

The card is issued by the Bank of New York. If you apply for a card and there is no response within four weeks, call the bank toll-free at 1-800-942-1977.





## LOS BENEFICIOS DE SU SINDICATO

### Número gratuito de CSEA

El número de teléfono gratuito del sindicato: **1-800-342-4146** es la vía de comunicación directa con la oficina principal de CSEA.

Cuando usted llama al número gratuito, escucha una grabación con instrucciones para que pueda comunicarse con la oficina competente que le puede prestar la ayuda que usted necesita.

Para hacer la llamada sin ayuda de la operadora, necesita un teléfono de botones. Si usted no está llamando de un teléfono de botones, una operadora le contestará y le comunicará con la oficina competente cuando termine la grabación.

Si ya conoce el número de la línea de extensión de la persona con la que quiere hablar, puede interrumpir el mensaje grabado apretando "0" y el número de la línea de extensión en su teléfono de botones, y le conectarán directamente.

Si no conoce el número de la línea de extensión, la grabación le ofrecerá las siguientes opciones:

\* Para hablar con Field Operations o Empire Plan/Comité de Beneficios de Salud, apriete el número 1.

\* Para asuntos relativos a sanciones, quejas y otros asuntos legales, apriete el número 2.

\* Para hablar con los Departamentos de Comunicaciones y de Acción Política o las Oficinas de los Ejecutivos, apriete el número 3.

\* Si desea hacer alguna pregunta relativa a las cuotas, inscripción de miembros, beneficios para miembros no afiliados o al seguro colectivo de CSEA (con excepción de los seguros de salud), o quiere hablar con el Departamento de Finanzas, apriete el número 4.

\* Para escuchar noticias de interés para los miembros de CSEA publicadas en el último número del Boletín Informativo de CSEA, apriete el número 5.

### Fondo de Beneficios para Empleados

El Fondo de Beneficios de CSEA para Empleados es un fondo de fideicomiso administrado por CSEA que proporciona ciertos beneficios complementarios negociados por el sindicato para los empleados estatales y los empleados participantes del gobierno local. Actualmente administra los planes de seguro dental, optalmológico, recetas médicas y el plan de beneficios "Package 7".

Para hacer preguntas sobre cualquiera de los beneficios o recibir ayuda en las negociaciones, llame al:

**1-800-323-2732 ó (518) 463-4555 o escriba a:**  
**CSEA Employee Benefit Fund**  
**14 Corporate Woods Boulevard**  
**Albany, NY 12210**

### Seguridad

Para denunciar la falta de seguridad en el trabajo, condiciones de trabajo malsanas o accidentes graves, llame al especialista de relaciones laborales de CSEA de su localidad. Si desea información sobre salud y seguridad ocupacional, llame a la oficina principal de CSEA al **1-800-342-4146**.

# A SU SERVICIO

## GUIA DE SERVICIOS Y BENEFICIOS PARA LOS MIEMBROS DE CSEA

### Capacitación y entrenamiento

CSEA le puede ayudar a prepararse para los exámenes a fin de ingresar a puestos del servicio público, proporcionándoles textos de estudios a bajo precio y prestándole gratuitamente cintas de vídeo.

CSEA también organiza talleres de instrucción para los activistas sindicales que desean tener un conocimiento más profundo de sus responsabilidades como tales.

Para solicitar los formularios de pedido de folletos u obtener información sobre los talleres que ofrece el sindicato, llame a la oficina principal de CSEA al **1-800-342-4146**. Para pedir información sobre las cintas de vídeo, diríjase a la oficina regional de CSEA de su localidad.

### Tarjeta de Crédito Privilegiada de AFSCME

La tarjeta de crédito MasterCard de AFSCME cobra una de las tasas de interés más bajas: sólo 5% más sobre la tasa de interés bancaria más favorable. No se cobra comisión anual.

Para pedir un formulario de solicitud, llame a la oficina regional de CSEA de su localidad.

El emisor de esta tarjeta es el Banco de Nueva York. Si usted solicita una tarjeta y no recibe respuesta en un período de cuatro semanas, llame al número gratuito del banco al **1-800-942-1977**.

### Programa Privilegiado de Servicios Legales de AFSCME

El Programa Privilegiado de Servicios Legales de AFSCME ofrece a los miembros del sindicato la posibilidad de obtener servicios legales de alta calidad a precios módicos para muchos asuntos personales de carácter legal. Si desea que le den más información y le envíen una lista de los abogados de su localidad que participan en el Programa, llame a la oficina regional de CSEA de su localidad.

### Seguros

CSEA ofrece varios programas de seguros colectivos a precios módicos con la comodidad de los descuentos automáticos de la planilla de pagos.

Los siguientes planes colectivos y voluntarios comprenden: Seguro de Vida Básico y Colectivo, Seguro de Vida Complementario, Programa de Protección de Ingresos, Plan de Reembolso por Gastos Hospitalarios y Plan de Protección Familiar. **Para obtener más detalles, llame al 1-800-366-5273.** CSEA ofrece también Seguro de Automóviles/Seguro para Propietarios e Inquilinos de Casas. **Para obtener más detalles, llame al 1-800-366-7315.**

### Seguro de salud

Si desea hacer preguntas relativas a la cobertura de Empire Plan, llame al número correspondiente de la siguiente lista:

**EMPIRE PLAN**  
**Reclamaciones a Blue Cross: 1-800-342-9815 ó (518) 465-0171**  
**Reclamaciones a Metropolitan: 1-800-942-4640**  
**Profesionales de la salud participantes: 1-800-537-0010**  
**Plan de Salud Empire: 1-800-992-1213**  
**(Aprobación para la admisión en el hospital/ revisión del diagnóstico del cirujano)**

### Jubilación

Si piensa jubilarse pronto, es importante que elija la opción más apropiada del sistema de Jubilación para Empleados.

Si utiliza los servicios del asesor en jubilaciones de CSEA, usted podrá planificar el estilo de vida que llevará cuando se jubile, tomando en cuenta los gastos que tiene previsto hacer.

**Para obtener más información, llame al 1-800-366-5273.**

Para obtener información general sobre la jubilación y la inscripción a los planes de jubilación, diríjase al **Departamento de Jubilados** ubicado en la **oficina principal de CSEA: 1-800-342-4146 ó (518) 434-0191.**

Para hacer preguntas de carácter técnico sobre los beneficios de jubilación (por ejemplo, requisitos que se deben llenar para canjear vacaciones por dinero u otros beneficios, transferir la afiliación) y pedir formularios para solicitar la jubilación y formularios para calcular el monto de la jubilación, diríjase a: New York State and Local Retirement Systems, llamando al **(518) 474-7736.**

Los empleados estatales de más de 50 años de edad y sus esposos/as pueden participar en DIRECTIONS, un seminario de preparación para la jubilación que dura dos días y medio y cuenta con el patrocinio de CSEA. **Para obtener más información, llame al (518) 486-1918.**

### United Buying Service (UBS)

Usted puede obtener grandes ahorros en la compra de artículos de consumo por medio del servicio de descuentos del sindicato. UBS utiliza el poder de millones de miembros para negociar descuentos en la compra de una amplia gama de productos de las marcas más conocidas, desde automóviles hasta aparatos electrodomésticos, aparatos de vídeo, muebles y muchos artículos más. Este programa es gratis para los miembros de CSEA y no se cobra por servicios. **Para hacer un pedido o solicitar información sobre precios, llame al 1-800-336-4UBS o al 1-800-877-4UBS.** UBS también ha instalado una línea directa de información sobre un número limitado de ofertas especiales al mes. Estas ofertas sólo están a disposición de los miembros de CSEA. **Para pedir la lista de los precios especiales, llame a la línea directa: 1-203-967-2980.**

### Quejas y sanciones

Si usted desea presentar una queja, diríjase inmediatamente al encargado de quejas de su localidad o al dirigente sindical de su trabajo. Si no logra ponerse en contacto con dichas personas, diríjase al Presidente de la Unidad de CSEA o de su Local o al Especialista de Relaciones Laborales en la correspondiente oficina regional de CSEA. Si cree tener razones fundadas para presentar una queja, hágalo cuanto antes.





# Foster parents need love, patience and commitment

By Anita Manley  
CSEA Communications Associate

WEST HAVERSTRAW - How do you love a child and then give him or her up? Ask any foster parent and they'll tell you it isn't easy, but they do it over and over again.

Ray Canale, a hospital clinical assistant and member of CSEA Helen Hayes Hospital Local 302 and his wife, Priscilla, know. They have done it a few times.

Raised by parents who took in 45 foster children in 25 years, Priscilla is the backbone of the Canale foster home, according to Ray.

"If it wasn't for my wife, I couldn't do it," Canale said. "She's with them all the time and puts a lot of work into it."

It takes more than love to care for a foster child, he said.

"Love is giving, caring and sharing, but it goes beyond that," he said. "You have to be able to give total acceptance."

Canale is dissatisfied with the foster care system.

"The authorities need to decide what to do with these kids," he said. "They're bounced around. We're breeding kids to be problems. They're crying out for attention and they get into trouble. The legal system has to change."

The first child the Canales cared for was a 10-day-old baby who they eventually adopted.

Canale talks about another child, a boy, whose mother was a drug addict. She attended a drug rehabilitation center and the boy was returned to her.

Canale keeps in touch with the family and sends care packages.

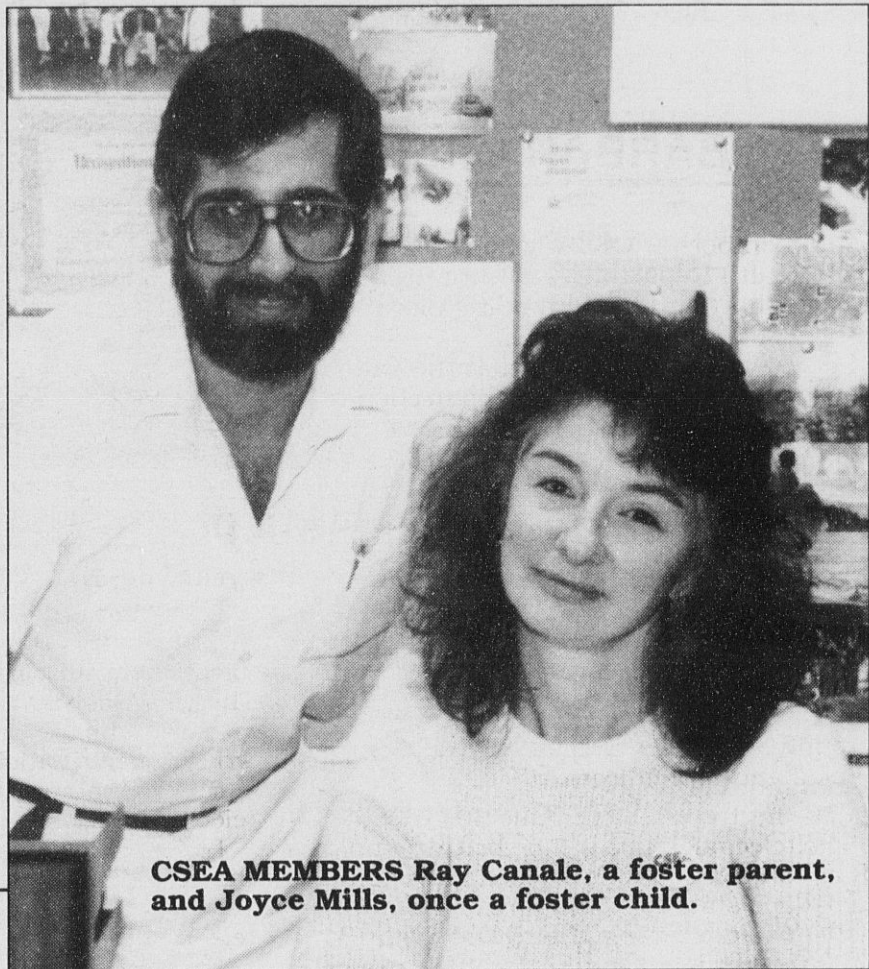
"We call him on a regular basis," Canale said. "I won't give three years of my life to a child and then forget him. That's the tough part. How do you emotionally bond with a child and then give him up? But you love them anyway."

Canale said more foster parents are needed — "if you have the time and the love to give."

Some of the children come for just a few days. Others stay for years. Some are handicapped. Many come at a moment's notice. Those interested should contact their county children's services department for more information.

Canale advises parents who are thinking of becoming foster parents to be prepared to make sacrifices.

"It's a full time commitment with a lot of responsibility."



CSEA MEMBERS Ray Canale, a foster parent, and Joyce Mills, once a foster child.

## She knows how much caring counts

WEST HAVERSTRAW - Joyce Mills has a special feeling for foster parents and children.

She knows what it's like. Mills, a secretary at Helen Hayes Hospital, spent many years living in foster homes after her parents divorced and her mother became unable to care for her.

Her happiest memories are of the foster family she went to live with in Cornwall (Orange County) when she was just two and a half. It was her ninth foster home. Later she lived with relatives

and eventually returned to her mother.

Her foster family provided her with love, affection and hugs, commodities she desperately needed at that time in her life, she recalled.

"To be without your mother is devastating," she said. "You're like an eggshell, but empty inside."

"The most important thing my foster parents gave me were hugs. It's so important."

## CSEA supports fight to free Joe Doherty

NEW YORK: "Time is running out for Joe Doherty," CSEA Region II President George Boncoraglio said at rally for the jailed Irish nationalist.

In his ninth year in federal prison, Joe Doherty has never been convicted of or even charged with any crime in the United States, said CSEA Executive Vice President Danny Donohue, who introduced a resolution in support of Doherty at CSEA's Annual Delegates Meeting in October.

"America has always been a place of asylum for the oppressed and a haven for the politically persecuted," Donohue said, "and a House of Representatives resolution passed in 1989 calls upon the Attorney General to grant bail to Joseph Doherty, and, ultimately, political asylum."

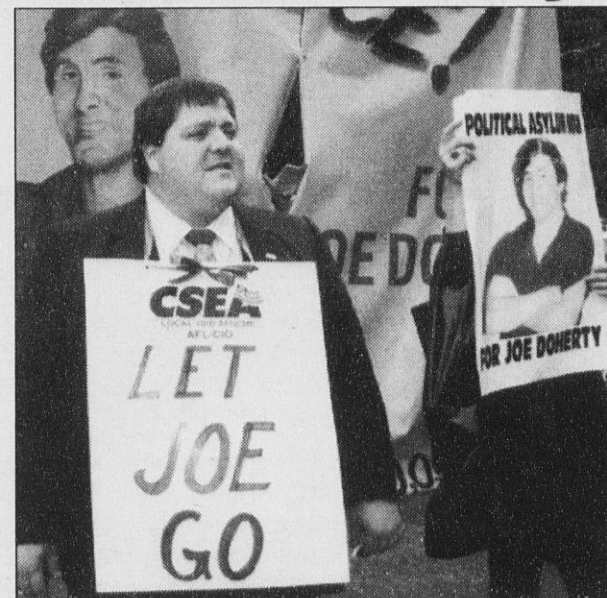
Doherty's mother, Maureen, spoke at the New York City rally before traveling to

Washington, where the Supreme Court is scheduled to hear Bush administration arguments in favor of deporting her son to Britain.

England convicted Doherty in absentia in 1983 for the death of a British soldier during a Belfast shootout.

Doherty, arrested in Queens after fleeing to the United States before his trial, claims the killing was a "act of combat" resulting from the struggle to free Northern Ireland from British control.

"The federal government's attempt to deport Doherty on the ground that he entered the country illegally flies in the face of human rights," Boncoraglio said. "It's time we joined our voices with so many other unions and groups concerned with human rights violations, and let Joe Doherty know we are all behind him."



REGION II President George Boncoraglio



## Health seat ballots to go out Dec. 16; four board seats filled

Ballots will be mailed Dec. 16 to members eligible to vote in a special election to fill a vacant seat on CSEA's Board of Directors representing Health Department employees.

Replacement ballots for the Health Department seat will be available beginning Dec. 23. Deadline for the return of ballots is 8 a.m. Jan. 13. Election results will be announced after the ballot count at CSEA headquarters.

The candidates for the seats as they will appear on the ballot are Barbara Reese and Tom McMahon. The two candidates had the opportunity to submit statements and photographs for this issue of *The Public Sector*. (see below).

Four other seats were filled without an election.

Keith Zulkó was the only candidate to qualify for the Region V Mental Hygiene seat.

Sharon L. Bork was the only candidate to qualify for the Genesee County seat.

David A. Bloom was the only candidate to qualify for the Ontario County seat.

Bonnie Sprague was the only candidate to qualify for the Steuben County seat.

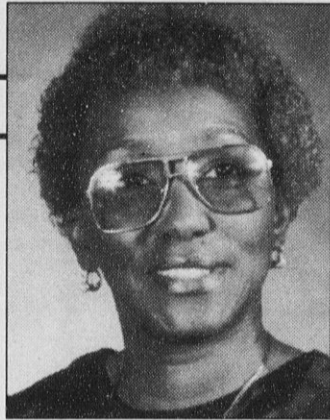
*The remarks are the personal statements of the candidate and are not to be construed as reflecting the opinions or beliefs of The Public Sector or CSEA Inc.*

## Statements of candidates for Health Department seat

### BARBARA REESE

"As members of CSEA, who work in the state Health Department, we are tired of layoffs, short staffing and doing more with less!!

Let this message be heard at the CSEA statewide level! Your support is needed to make a difference!"



### TOM McMAHON

STATEMENT AND PHOTO NOT SUBMITTED

## CSEA sets first Local/Unit election committee teleconference training Jan. 18

For the first time, CSEA will offer local and unit election committee chairs and election committee members training via a satellite teleconference in January.

The CSEA Election Procedures Teleconference is designed to help the committees as they prepare for the elections of local and unit officers.

Current terms expire June 30, 1992.

The teleconference will be broadcast Jan. 18 in conjunction with on-site training across the state.

Election committee chairs and members must pre-register for the teleconference with their CSEA region office. Local Executive Boards should select their Election Committee and chairperson in time to participate in this teleconference. The

normal appointment deadline is too late.

Local and unit officers who want to attend must also pre-register. Pre-registration forms are available from the region office. The pre-registration deadline is Dec. 15.

Those who are pre-registered will receive written confirmation.

No reservations will be accepted at the teleconference site.

For more information on registering for the Local/Unit Elections Procedures Teleconference nearest you, contact your region office.

For information other than registration, call Sean M. Turley, education and training specialist, at 518-434-0191 ext. 458 or 1-800-342-4146 ext. 458.

Following is a list of teleconference sites:

Region I: SUNY at Old Westbury, SUNY at Farmingdale

Region II: Fashion Institute of Technology

Region III: Westchester Community College, Orange County Community College and Dutchess County Community College

Region IV: Hudson Valley Community College, Adirondack Community College and Clinton County Community College

Region V: Onondaga Community College, Jefferson Community College, Mohawk Valley Community College and SUNY College at Oneonta

Region VI: Erie Community College, Monroe Community College, SUNY College of Technology at Alfred, Jamestown Community College and Corning Community College.

## CSEA can boast of important general election victories

CSEA scored important victories in November's general elections. The union supported a number of candidates across the state who won their elections.

Here are three examples of CSEA victories.

### Turning things around

In Cattaraugus County, CSEA's political action efforts helped turn around the majority on the County Legislature.

The Legislature, which has had a 14 to 9 Republican majority, imposed a contract on county employees. The unfair imposition energized the CSEA members, and many helped in campaigns of CSEA-endorsed candidates, said John Ostergard, CSEA Cattaraugus County Local 805 president.

When the newly-elected Legislature takes over in January, it will have a 12 to 11 Democratic majority.

"When they imposed the contract that showed they took public employees for granted, we vowed to work to make changes, and that's what we did," Ostergard said. "Many of our members worked all of the week before the election on behalf of our endorsed candidates. And we'll continue to stay active and observant."

### Ousting the incumbent

In Rockland County, CSEA worked hard to put out of office the incumbent chair of the County Legislature, Ken Zebrowski. He was the man who spearheaded the call for 160 layoffs of county employees and the elimination of 110 vacant positions.

CSEA endorsed his opponent, Richard Caunitz, and worked successfully to put Zebrowski out of office.

### Helping a longtime friend

CSEA endorsed Democrat Joseph Nicoletti in the race for the state Assembly seat in district 120. CSEA Region V activists worked hard for Nicoletti, a longtime CSEA friend. He won the seat, vacated by Mel Zimmer.

### Want to be a National Party Delegate?

If you're interested in running as a delegate or alternate to the Democratic National Convention or the Republican National Convention, contact CSEA statewide Political Action Committee Chair Sean Egan right away at CSEA's Legislative and Political Action Department.

**CALL NOW: 1-800-342-4146 Ext. 404**



# Health insurance information

provided by the CSEA/NYS Joint Committee on Health Benefits

## Option transfer period extended for changes in health insurance

A delay in approving the renewal rates for the Empire Plan has resulted in an extension of the health insurance Option Transfer Period.

If you wish to change your health insurance option, you must do so no later than Dec. 24, 1991.

"Benefit Choices Guides", which provide important information and the premium rates for NYSHIP enrollees are being shipped to agency personnel offices for distribution to employees.

Employees are urged to obtain a guide from their personnel office as soon as possible.

Bi-weekly health insurance premium deductions for employees are as follows:

Option	Individual	Family
The Empire Plan.....	\$6.63	\$28.48
Blue Care Plus.....	6.73	31.74
Blue Choice.....	5.09	24.70
Capital District Physicians Health Plan (CDPHP) .....	5.99	31.36
Choice Care.....	6.92	35.37
Community Blue .....	5.63	29.57
Community Health Plan (CHP).....	6.25	31.40
Community Health Plan of Bassett.....	6.25	31.40
CHP/Hudson Valley Region.....	6.84	34.39
Elderplan, Inc.....	1.65	5.74
Foundation Health Plan (FHP).....	7.00	34.28
Group Health.....	4.94	24.17
Health Care Plan (HCP).....	4.84	24.83
HIP - Health Insurance Plan of Greater New York.....	5.80	27.81
HIP - Rutgers Health Plan.....	6.96	34.18
Independent Health - Hudson Valley Region.....	6.84	34.97
Independent Health - Western New York Region.....	4.38	24.06
Independent Prepaid Health Plan (IPHP).....	6.99	34.59
Kaiser Foundation Health Plan of New York.....	6.22	28.77
Managed Health.....	6.58	31.52
Mid-Hudson Health Plan.....	6.39	31.96
MVP Health Plan - Schenectady.....	6.92	34.95
MVP Health Plan - Central.....	6.25	31.64
Preferred Care.....	4.93	23.98
Prepaid Health Plan (PHP).....	6.47	32.75
Prepaid Health Plan Slocum-Dickson Medical Network.....	6.05	29.68
Sanus Health Plan.....	5.66	30.47
US Healthcare.....	6.34	29.43
WellCare of New York.....	6.50	32.52

## Empire Plan benefit changes effective Jan. 1

The following Empire Plan benefit changes will go into effect January 1, 1992.

\* Major Medical annual deductible amount changes from \$130 to \$161.

\* Maximum co-insurance out-of-pocket expenses (individual or family) changes from \$625 to \$776 annually.

Remember, Empire Plan enrollees can save considerable major medical out-of-pocket expenses by using participating providers. **Call Metropolitan's Participating Provider Information Line 1-800-537-0010.**

Also, deductibles will be calculated at the start of each calendar year. Major medical expenses applied toward the annual deductible during the final quarter of the previous year will no longer be rolled over into the next calendar year to calculate the new year's deductible.

Deferred Health Insurance Coverage - CSEA employees will be able, when they retire, to suspend health insurance coverage and delay use of unused sick leave credits for up to five years if you can prove coverage under another health insurance plan.

### REMINDER:

#### CDPHP HMO enrollment frozen

Due to a unanimous decision made by the HMO Workgroup, no new enrollments will be allowed into the Capital District Physicians' Health Plan for the 1992 plan year.

If you are currently enrolled in the CDPHP option, you can remain a subscriber in 1992 or you may transfer to another HMO option or The Empire Plan.

This action will affect all active as well as retired employees who reside or work in CDPHP's service area.

The HMO Workgroup is comprised of representatives from the Governor's Office of Employee Relations, the NYS Department of Civil Service and the six labor unions representing public employees in New York state.

## Empire Plan introducing mental health and substance abuse program Feb. 1

The CSEA/NYS Joint Committee on Health benefits is working toward the implementation of the Empire Plan's new Managed Care, Mental Health and Substance Abuse Program.

Over the last six months, an extensive review of managed care vendors resulted in the final selection of American PyschManagement, a highly qualified and experienced vendor in the field of managed mental health and substance abuse care. This review consisted of written proposals from the various vendors, participation at the bidders interview/presentation and on-site visits to the vendor's intake facility and a current major client.

When in need of mental health and substance abuse treatment, many find it difficult and confusing, asking themselves

questions such as: "Who do I call? What help can I get? What kind of care would be best?" and "How do I pay?"

With the cost of mental health and substance abuse treatment rising faster than other health plan costs, Empire Plan enrollees, as well as others across the country, have found it more and more difficult to afford the necessary care.

Beginning Feb. 1, 1992, the new program will answer your questions and make quality treatment more available and affordable.

The Empire Plan's Mental Health and Substance Abuse Program will give you and your family:

\* Enhanced mental health and substance abuse benefits and reduced out-of-pocket expenses when you call American

PyschManagement before your treatment begins and follow the recommended treatment plan;

\* A 24-hour telephone referral service for mental health and substance abuse treatment;

\* An extensive network of credentialed practitioners and facilities;

\* Support for treatment already in progress;

\* Help with mental health and substance abuse emergencies; and

\* Confidential referral and treatment review.

Refer to the upcoming January issue of *The Public Sector* and "Empire Plan Report" for more in-depth details about the new Empire Plan Mental Health and Substance Abuse Program.



# 1992 LEAVE RECORD FOR NEW YORK STATE INSTITUTIONAL PAYROLL EMPLOYEES 1992

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- V = (Vacation)
- S = (Sick Leave)
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- P = (Personal Leave)
- SPEC = (Special)
- C = (Compensatory)
- LWOP = (Leave Without Pay)
- W = (Worker's Comp)

## Your leave benefits were negotiated for you by - your union!

# 1992

<b>JANUARY</b> S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	<b>JULY</b> S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31
<b>FEBRUARY</b> S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29	<b>AUGUST</b> S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31
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<b>PAY PERIOD</b>	<b>EXAMPLES:</b> If you are sick 4 hours, enter S-4 under the appropriate day. If you take 2 hours of personal, enter P-2, etc.														<b>ANNUAL LEAVE</b>			<b>SICK LEAVE</b>			<b>PERSONAL LEAVE</b>			
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**CONSULT YOUR UNION CONTRACT, YOUR CSEA REPRESENTATIVE OR YOUR PERSONNEL OFFICE FOR HOLIDAY OBSERVANCE SCHEDULE**



Local 1000, AFSCME, AFL-CIO

Leave accruals are an important contractual benefit negotiated for you by CSEA. You can help guarantee the accuracy of your individual accruals by tracking your leave activities throughout the year. If a discrepancy should arise it might be easier to document your claim by producing your personal leave record form.



# 1992 LEAVE RECORD FOR NEW YORK STATE ADMINISTRATIVE PAYROLL EMPLOYEES 1992

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# 1992

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# 1992 LEAVE RECORD FOR EMPLOYEES OF LOCAL GOVERNMENTS 1992

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## Your leave benefits were negotiated for you by - your union!

<div style="border: 2px solid black; padding: 5px; width: fit-content; margin: auto;">PAY PERIOD</div>	<b>EXAMPLES:</b> If you are sick 4 hours, enter S-4 under the appropriate day. If you take 2 hours of personal, enter P-2, etc.															ANNUAL LEAVE Balance from last record: <input style="width: 100%;" type="text"/>			SICK LEAVE Balance from last record: <input style="width: 100%;" type="text"/>			PERSONAL LEAVE Balance from last record: <input style="width: 100%;" type="text"/>		
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Consult your current CSEA-negotiated contract for the holidays observed in your local government jurisdiction. ALSO consult your contract or personnel office for current method of accruing leave credits



Leave accruals are an important contractual benefit negotiated for you by CSEA. You can help guarantee the accuracy of your individual accruals by tracking your leave activities throughout the year. If a discrepancy should arise it might be easier to document your claim by producing your personal leave record form.



Help is never more than a phone call away



**Headquarters**  
143 Washington Avenue  
Albany, NY 12210  
Toll Free (All Departments)  
1-800-342-4146



**CAPITAL REGION 4**  
1215 Western Avenue  
Albany, NY 12203  
(518) 489-5424

**SOUTHERN REGION 3**  
Rural Route 1, Box 34  
Old Route 9  
Fishkill, NY 12524  
(914) 896-8180

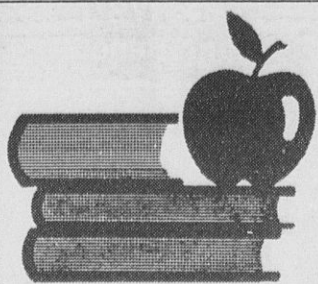
**CENTRAL REGION 5**  
6595 Kirkville Road  
East Syracuse, NY  
13057  
(315) 433-0050

**WESTERN REGION 6**  
482 Delaware Avenue  
Buffalo, NY 14202  
(716) 886-0391

**METROPOLITAN REGION 2**  
Suite 1500 15th Floor  
11 Broadway  
New York, NY 10004  
(212) 514-9200

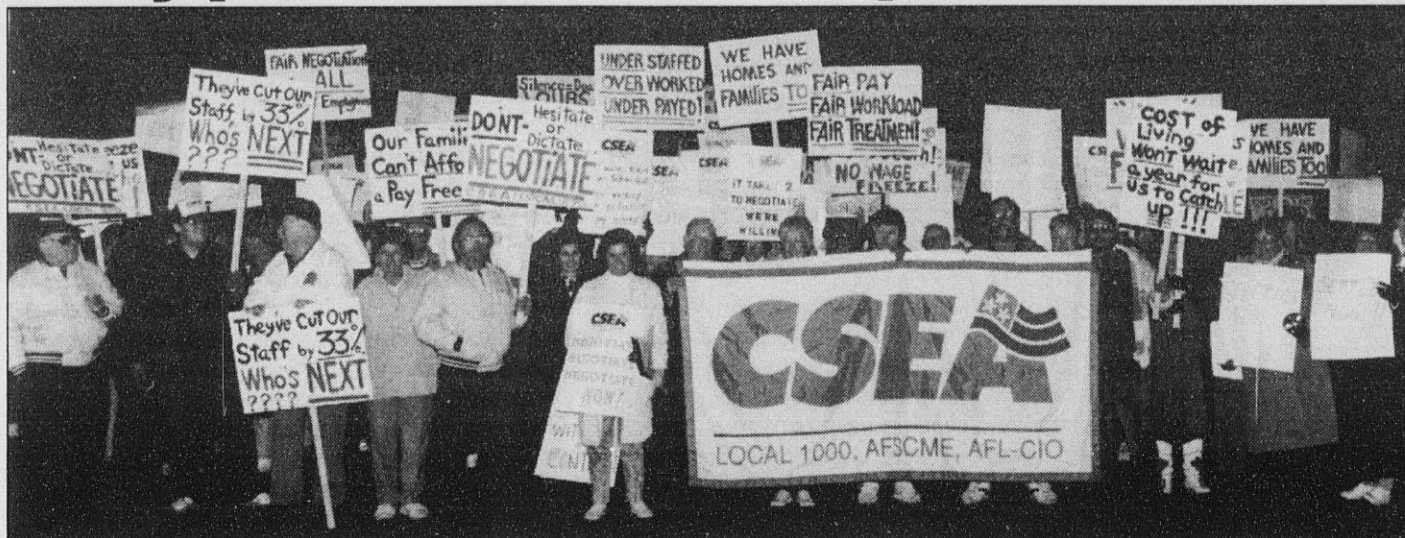
**LONG ISLAND REGION 1**  
Hauppauge Atrium Building  
300 Vanderbilt Motor Parkway  
Hauppauge, NY 11788  
(516) 273-2280  
(516) 435-0962





## School District Affairs

# Bayport workers protest stalled talks



**CONTRACT NOW** --Teachers assistants and custodial staff in the Bayport/Bluepoint School District, with support from other district employees, demonstrated at a recent school board meeting.

About 165 people picketed, despite freezing temperatures.

They were protesting the lack of a contract agreement. Negotiations are at impasse. The previous pact expired June 30.

The CSEA units have about 90 members. They are part of CSEA Suffolk Educational Local 870.

# It's never too late

## CSEA member runs first marathon

**POUGHKEEPSIE** - Bob McIntire is always on the run, but now he has something new to be proud of — his first 26.2 mile marathon.

McIntire, 46, is electrician's helper at Poughkeepsie School District and member of CSEA Dutchess County Educational Local 867. He now hopes to try the New York City Marathon.

"It's a confidence-building thing," said McIntire, who has run 10-mile races before.

He began running about 10 years ago to keep his weight down. In fact, McIntire averages about 30 miles a week. He also lifts weights, plays tennis and skis.

Of the recent race which was sponsored

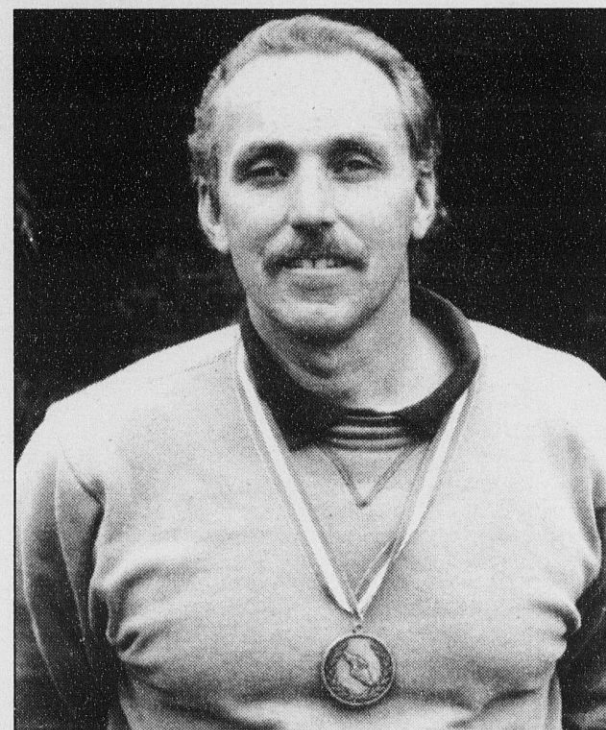
by the Poughkeepsie Journal and the Mid Hudson Runners Club, McIntire said, "the last three miles were the toughest. I cried when I finished."

He advises anyone who is thinking of running to see a physician first and then follow a good training program, which cuts down on injuries.

He also urged potential marathon runners to eat right and rest before running.

"Don't eat a lot of red meat and don't smoke and use very little alcohol or caffeine," he said.

"Age doesn't matter. I'm 46," McIntire said. "There are others in their 50's and 60's who run marathons."



**CSEA MEMBER** Bob McIntire wears the medal he earned running his first marathon.

## Local 878 President Patricia Dempsey dies

**HEUVELTON** — CSEA members are mourning the death of longtime CSEA activist Patricia Dempsey.

Dempsey, who most recently served as local president of CSEA St. Lawrence County Educational Employees Local 873, was a bus driver for the Heuvelton Central School District for 13 years. She was the first president for the local.

Dempsey also drove for the village's summer youth program for more than 10 years.

She was also a state-certified master instructor for school bus training and the president of the local chapter of the New York Association for Pupil Transportation.

Before becoming a CSEA local president, she was unit president for eight years. Current Local 873 President Shirley Cline said Dempsey was "an outstanding lady."

"She was so active," Cline said. "If anyone ever needed help, she was there."

In her memory, CSEA Local 871, with the New York Association for Pupil Transportation, have established a fund to benefit the school's band. Contributions to the fund may be sent to:

The Patricia Dempsey Fund  
c/o Doreen Poulton  
Heuvelton Central School  
Washington Street  
Heuvelton, NY 13654

## Two Amsterdam units settle contracts

**AMSTERDAM** - After months of protests, public and private, noisy and silent, the CSEA Greater Amsterdam School District Clerical Unit and Custodial Unit have new three-year contracts.

Hammered out in super conciliation, the contracts include three new salary steps and three salary increases.

"After 18 months of long, tedious negotiations a contract was finally reached," said Custodial Unit President Michale Saj. Elsie Corcuera, Clerical Unit president, agreed with Saj.

The School Aides Unit had settled with the district earlier.



# CSEA fighting several furlough, layoff schemes

**Editor's Note: Budgetary difficulties at the local government level are impacting heavily upon CSEA members across the state. Attempts by management to force contract concessions are causing huge labor-management problems in Nassau and Westchester counties. Erie County workers feel an imposed contract doesn't go far enough and Onondaga County members rejected an unacceptable offer. Many local governments are turning to layoffs, including the city of Fulton which recently laid off a third of its workforce without warning. Montgomery County's proposed budget calls for a whopping 163 layoffs.**

## Nassau County

Nassau County began furloughing CSEA Local 830 members without pay beginning the day after Thanksgiving despite CSEA winning a temporary restraining order on Thanksgiving Eve. The Supreme Court order was automatically lifted when the county immediately appealed. As this issue of *The Public Sector* went to press, CSEA was seeking a ruling from the state's Appellate Court that would halt furloughs.

Expressing confidence that the furlough plan will eventually be ruled illegal, CSEA Nassau County Local 830 President Rita Wallace said "going through with the furloughs the day after Thanksgiving will cause irreparable harm to the members and the union."

CSEA advised Local 830 members to report for work even if they were told they were out on furlough. The county is furloughing CSEA members without pay one day each of 18 payperiods.

"We told the membership to show up, sign in and let it be on record that they were prepared to work and the county sent them home," Wallace said.

Nassau County resorted to furloughs after CSEA filed Improper Practice charges when the county threatened to layoff workers after the union refused to give back a scheduled pay raise in the current contract.

## Westchester County

Westchester County is threatening to lay off hundreds of county employees unless CSEA agrees to give up raises due in 1992, something union officials refuse to consider.

"We have no intention of giving up our contractual raises," said Cheryl Melton, president of the CSEA Westchester County Unit of Local 860.

Melton said the union is working with county lawmakers to find an alternative to layoffs and she urged county workers, their families and friends to pack a Westchester County budget hearing scheduled for Dec. 16.

"For us to give up something that has been negotiated in good faith is unthinkable and there's no guarantee that it won't happen again," noted CSEA Region III President Pat Mascioli.

## Erie County

CSEA Erie County Unit officials are seeking further improvements in a one-year imposed contract that boosted wages 4.75 percent.

Unit President Stephen Caruana said the imposed contract falls short of a factfinder's recommendations and the union is seeking to have the imposed settlement modified to include items that were agreed to before negotiations reached impasse.

Contract talks failed when county negotiators insisted the 4,400-member white collar unit accept a three-year contract with less benefits than had been granted to other county unions.

"We can get back to bargaining for parity in 1992 and 1993" after the imposed contract is properly modified, Caruana said.

## Onondaga County

Onondaga County CSEA Local 834 members recently rejected a contract proposal, continuing a contract dispute.

Local 834 President Dale King speculated the county's offer was rejected because it offered no raise for 1991. Raises proposed for 1992 and 1993 would have amounted to nine percent over the three-year period.

CSEA and Onondaga County will now go back to the bargaining table with a factfinder appointed by the state Public Employment Relations Board.

## City of Fulton

CSEA officials in the city of Fulton are fuming after the city's mayor met secretly with members of the city's common council and other city officials to finalize surprise resolutions that chopped more than one-third of the city's workforce.

CSEA is filing several contract grievances against the city for failure to follow the correct layoff procedure and Improper Practice charges for targeting union leaders and others as obvious acts of retaliation.

"The city ramrodded these job cuts through, after concocting them in secret meetings, and lied to CSEA about their plans," said CSEA Region V President Jim Moore. "What they did is absolutely illegal, immoral and deplorable. They should be ashamed of their actions."

## Montgomery County

CSEA is working for alternatives to massive layoffs called for as part of Montgomery County's proposed budget. The county administrator's proposed budget calls for laying off 163 county workers.

## Schuyler County Local 849 sponsors yard sale to benefit a strapped county budget

WATKINS GLEN - If yard sales are a profitable way to get rid of unwanted objects, CSEA Schuyler County activists decided they could make a yard sale work for the county.

Counteracting charges that the union was unwilling to "share the pain" to ease the county's budget deficit burden, local activists came up with the yard sale idea to benefit the county budget fund. They called it the "Share the Pain Yard Sale," CSEA Schuyler County Local 849 President Lore Oswald said.

"We raised more than \$1,000 in the yard sale to help bust the deficit," she said. "We're very pleased that we received such support."

The county Legislature asked the union to re-open the contract that they ratified less than a year ago, and the union flatly refused, Oswald said. The union was unwilling to let the county take away what they had promised the employees in good faith, and to balance the deficit at the expense of the employee. It was simply "not an option," she said. The county then criticized the union for not "sharing the pain."

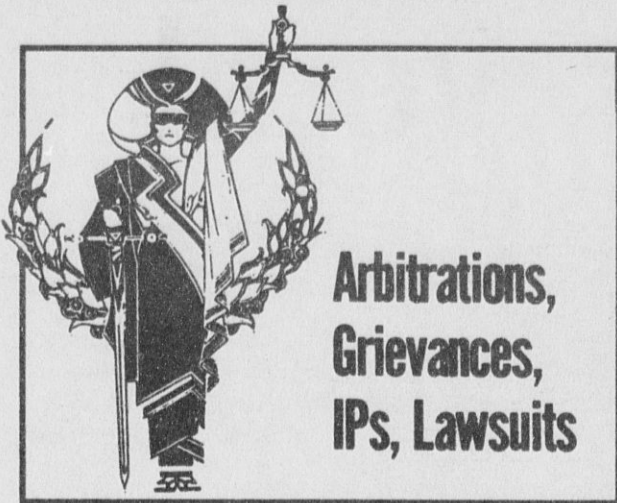
"We were more than willing to sit down with the county and discuss ideas to lower the deficit," Oswald said. "But the county didn't want to listen. They just wanted to take away what they gave us in negotiations. We couldn't allow that."

The union then came up with the idea for the yard sale. Gathering items from the homes of many local members and county residents, they held the sale outside the county courthouse on an early fall Saturday. The union was very pleased with the result, Oswald said.

She presented the money to the county legislature at a recent meeting, and said that while it was financially only a "drop in the bucket," symbolically it was of far greater importance.

"This showed the county that we are certainly willing to help 'share the pain' and that we are willing to work with them to constructively solve our budget problem," she said. "We hope that this will be a signal for the county that it is time to try and solve our problems jointly, rather than throwing the burden just on the employees."





## CSEA wins job back for member fired because of union activities

NEW PALTZ - Village officials violated the rights of employee James Noon when they fired him because of his union participation.

CSEA filed an improper practice (IP) charge with the Public Employment Relations Board (PERB) against the village and won his reinstatement with back pay and benefits.

PERB Administrative Law Judge Gordon R. Mayo ruled that Noon's dismissal was a result of discrimination because of Noon's participation in his union. He ordered village officials to re-instate him with full back pay and benefits lost during the months he was unemployed.

Testimony during the hearing indicated that Noon's supervisor clearly demonstrated on a number of occasions that he did not approve of Noon's activities and even threatened that he would have him fired when Noon announced that he was planning to run for CSEA unit president.

The supervisor has since resigned and did not testify during the hearing.

Mayo rejected both village officials' contention that Noon was fired for incompetence and its technical evidence that the charges were not filed on time.

"Having rejected the village's substantive and technical defenses to the charge," Mayo said, "I find that Noon was discharged in retaliation for his union activities."

"CSEA will not tolerate any effort of local government officials to discriminate against activists," Ulster County Local 856 President Elizabeth "Betty" Gordon said.

"The village made every effort to interfere with CSEA's ability to represent its membership. James Noon wanted to take on a leadership role," she said. "In this day and age, you would think that village officials would not attempt to set labor relations back to the days prior to the Taylor Law."

CSEA Attorney William A. Herbert emphasized that employees who engage in union activity are protected against retaliation by management.

"CSEA will fight to protect those rights," Herbert said. "This kind of blatant anti-union discrimination will not be tolerated."

## Home rule decision allows Nassau probation officers 25-year retirement

MINEOLA - CSEA celebrated a victory recently when the Nassau County Board of Supervisors voted for a home rule message providing peace officers in the Nassau County Probation Department with a 25-year retirement plan.

About 320 members in the Probation Department Unit, part of CSEA Nassau Local 830, will be affected.

The union lobbied for the plan, noting that it makes "good economical sense in difficult fiscal times."

"Such a measure is fitting and just, both economically and in full light of the functions and responsibility of our peace officers in the Probation Department," Local 830 President Rita Wallace said.

Peace officers are involved in all phases of the criminal justice process, including investigations, pre-sentencing, criminal supervision and treatment.

With prisons bulging, the probation system is becoming more and more burdened.

As a result, those placed on probation tend to commit new crimes and are often

violent and aggressive toward the peace officers whose job it is to monitor their behavior.

The 25-year retirement will also offer an incentive to attract career-oriented peace officers from other law enforcement positions in the county, CSEA Unit President Jane D'Amico said.

The retirement plan will entitle peace officers in the Nassau County Probation Department to retire after 25 years of service, regardless of age, CSEA Political Action Coordinator Stephanie Teff said. The law takes effect in 1994.

It also provides an additional retirement allowance for service beyond 25 years and a credit for prior non-peace officer service completed in Nassau County.

Peace officers must serve for five years after the Jan. 1, 1991, effective date before they are eligible for these provisions.

CSEA Probation Unit members Cheryl Garber, Chuck Silver, Mike Vicchiarelli and George Thorsen, who are also members of the Nassau County Probation Officers Association, actively lobbied for the bills.



**HOME RULE VICTORY -- CSEA Region I President Gloria Moran and CSEA Political Action Coordinator Stephanie Teff prepare to speak in favor of a home rule message that gives peace officers in Nassau County a 25-year retirement plan.**

## CSEA enforces East Fishkill contract, wins extra raise

EAST FISHKILL - Thanks to a clause in the CSEA contract and a successful grievance, police dispatchers and records clerks in the Dutchess County town of East Fishkill have received substantial salary hikes over and above their negotiated increase.

Unit President Ann Doherty explained that the clause provided for a salary increase if other town employees not in the bargaining unit receive increases over 6 percent.

Following a re-classification, non-union clerks, typists and justice clerks saw increases in their salaries of up to 30 percent.

Because of the apparent discrepancy, Doherty decided to pursue a grievance with her union. While CSEA members agreed not to reveal the exact amount of the settlement, Doherty said she was satisfied with what she and the nine CSEA unit members have received from the town.

"I'm very pleased with the way this turned out," she said. "CSEA responds to



**EAST FISHKILL POLICE Dispatcher Marie Robinson, one of nine CSEA members who received a pay increase.**

our needs and (Labor Relations Specialist) Rich Blair is very helpful."

"CSEA serves small units the same as the large one," Blair said. "We win!"



# Treasures from trash



## CSEA members make Beacon recycling project a real winner

**By Anita Manley**  
CSEA Communications Associate

\*BEACON - CSEA members in the Dutchess County City of Beacon are cleaning up — and not just the city's recyclable material.

They're also collecting the credit for a successful recycling project.

The members of CSEA Dutchess County Local 814 are credited with the success of

the project that recently won a 1991 Local Government Achievement Award from *Empire State Report* magazine.

Started two years ago with a state grant, the project was boosted with additional grants to help the city comply with new recycling laws.



The city now recycles about 55 percent of its waste.

Separating bottles, cans and paper is just part of the recycling project. At the Beacon transfer station, leaf waste is being composted and sold to local residents, used wooden pallets are chipped and processed for use in gardens, and furniture, appliances and tires are accepted for a small fee. The appliances are compacted and sold for scrap. Even the transfer station and coordinator's office are recycled: they are in what was once the city's incinerator. Project coordinator Shabazz Jackson, a member of Local 814, said fliers and radio ads helped spread the word. An educational program aimed at school children helped to assure the future of the program, he said.

"We focused on the school kids because they're going to be producing waste for the next 70 years," Jackson said. "Kids are not resistant to these programs."

City of Beacon transfer station workers appreciate the project's contribution to the city, Unit President Sandy Frost said.

The benefit of the program is, of course, environmental. In addition, according to *Empire State Report*, the system has brought the waste budget under control after seven years of cost overruns.



**BEACON TRANSFER STATION** Yard foreman Charlie Bentivegna, left, shows the recycling project operation to Unit President Sandy Frost. In the photo at top, pallets, that will be recycled are piled up. Inset are signs used to publicize the recycling project.



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A round-up of CSEA news for school district employees.

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Contractual and budgetary problems are reaching deeply into many CSEA local government locals and units. Union fighting furloughs in Nassau County, an imposed settlement in Erie, give-back demands in Westchester, an impasse in Onondaga and layoffs elsewhere.

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CSEA grievances and arbitrations involving local government members.

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The city of Beacon cleans up with an award-winning recycling program.

## PEOPLE IN THE NEWS



### Local 880 honors members who served in military

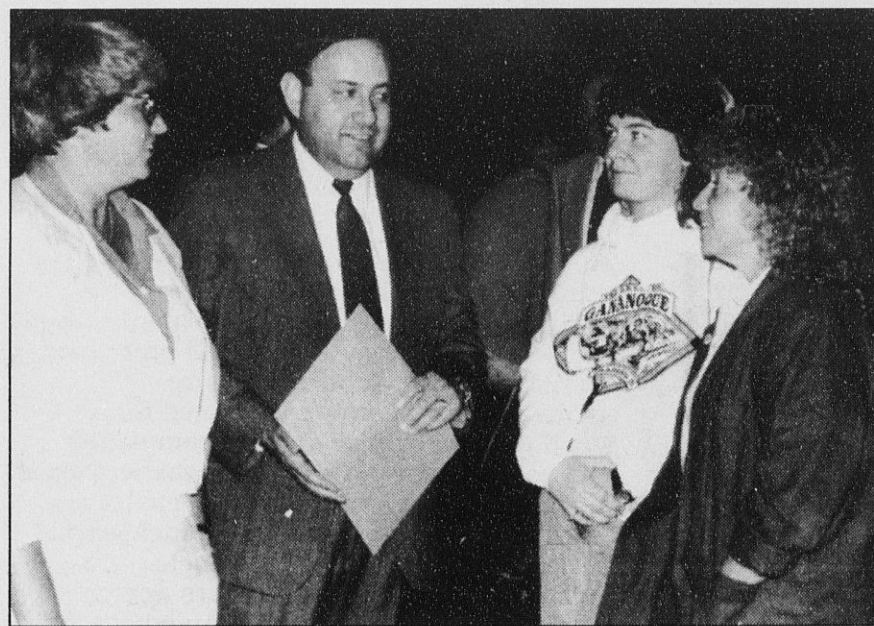
EAST MEADOW - CSEA Town of Local 880 held a tribute to their servicemen at their annual dinner/dance recently.

More than 300 members attended the event. CSEA presented three servicemen with plaques and citations.

"These men, all members of our local, risked their lives for their country and for that we salute them and honor them," said Local 880 President Pete Ellison.



**CSEA INFORMATION** -- Region III Health and Safety Coordinator Wendy Hord, left, discusses health and safety laws with members of the City of Kingston Unit in Ulster County. Workers met with CSEA staff and unit officers and received information on CSEA resources at the luncheon meeting.



**CSEA STATEWIDE TREASURER** Mary Sullivan, left, talks with state Assembly Representative Anthony Casale, CSEA Herkimer County Local 822 Steward Beth Hall and Local 822 President Labrozzi after a panel discussion on municipal consolidations. Sullivan was a panelist at the event, organized by Casale.



**HEALTHY SCREENING** -- Margaret Coyle, left, a medical secretary at Helen Hayes Hospital, has her blood pressure checked by Pat Dwyer at a health fair held at the hospital. Coyle is a member of CSEA Local 302.

## CSEA-negotiated program lets Westchester workers study for free at community college

WHITE PLAINS - Milder Belalcazar has a dream that she will earn a psychology degree and work with troubled teens.

Thanks to CSEA, she is already on her way to seeing that dream become a reality.

The opportunity to attend Westchester Community College at no charge, negotiated by CSEA and Westchester County, has prompted Belalcazar and 449 other county workers to take advantage of the many programs offered at WCC.

A secretary in the county's Department of

Mental Health, Belalcazar came to the United States from Columbia where she attended college majoring in hotel administration.

After working at a local hospital, she came to work for the county a year ago.

The tuition-free program gives Belalcazar a chance to work toward her degree more quickly, she said.

"It gives me more incentive to graduate faster," she said.

She plans to transfer to a state university

after she graduates WCC; she hopes to continue working for the county and use her education to work with teenagers.

"My boss said he's waiting for me to get my degree," she said.

Westchester County Unit President Cheryl Melton said she is pleased that so many members are taking advantage of the program.

"I've already had calls from people who are interested in signing up for the spring semester," she said.



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**THE PUBLIC**

# Sector

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1991

### EMPIRE STATE REPORT

The magazine of politics and public policy in New York State

Local Government  
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to the

CITY OF BEACON  
RECYCLING