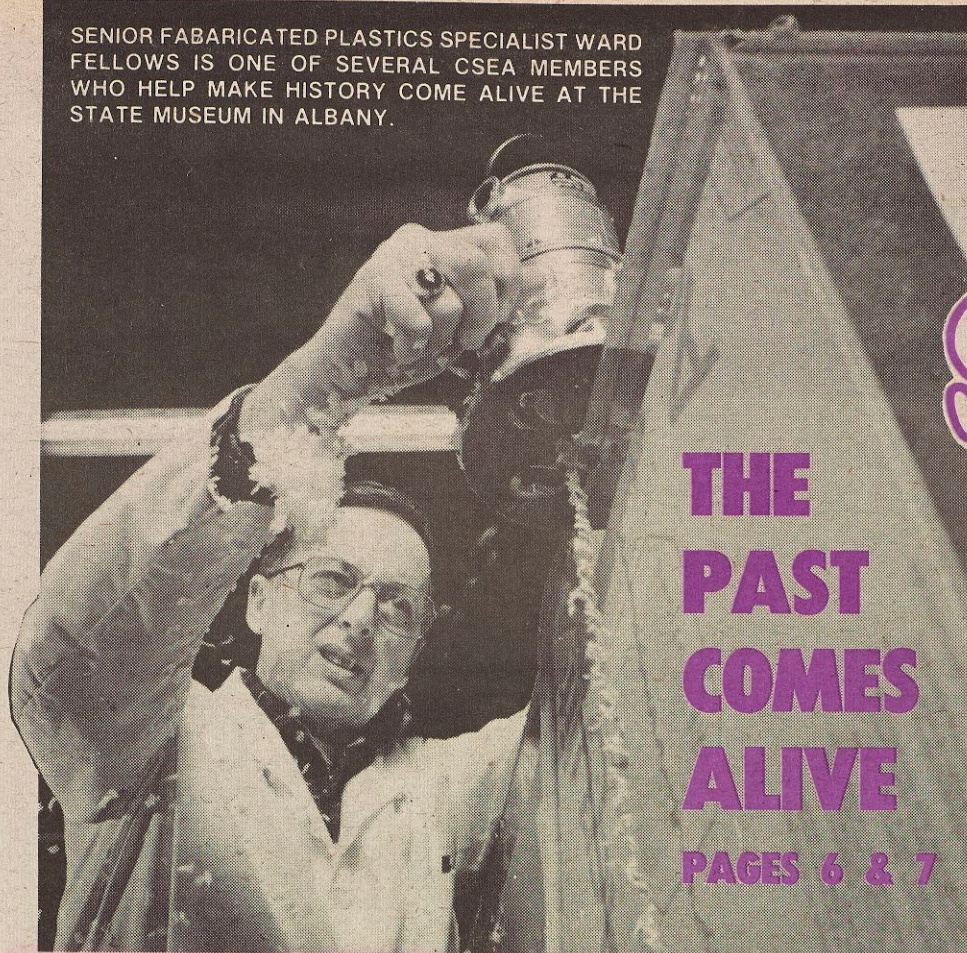


SENIOR FABRICATED PLASTICS SPECIALIST WARD FELLOWS IS ONE OF SEVERAL CSEA MEMBERS WHO HELP MAKE HISTORY COME ALIVE AT THE STATE MUSEUM IN ALBANY.



**THE
PAST
COMES
ALIVE**
PAGES 6 & 7

Public SECTOR

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Friday, March 22, 1985

CSEA

State shocks SIDC employees; newspapers announce closing

By Stephen Madarasz
CSEA Communications Associate

STATEN ISLAND — Opening your morning newspaper to find you will be losing your job can be a real shock.

"Devastating!" says Staten Island Developmental Center CSEA Local 429 President Tyrone Daniels. He speaks from experience, for that's exactly what happened to the nearly 1,400 CSEA members at SIDC on March 5.

"This situation has been a long time coming, but it was still devastating for our people to find out like this," lamented Daniels after the state Office of Mental Retardation and Developmental Disabilities announced in the public press that it plans to close SIDC within two years.

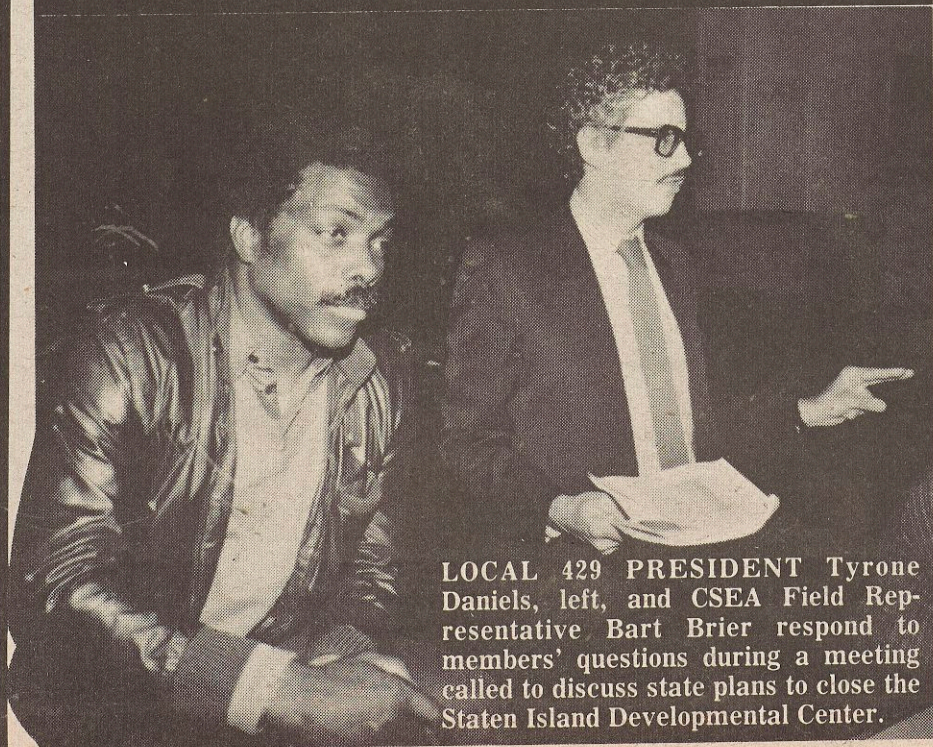
And while the announced closing is the result of a 1975 court order and follows 14 years of legal battles over the future of the facility (formerly known as Willowbrook), CSEA officials were

quick to charge that the closing is being carried out for political purposes.

"For the past decade, Willowbrook has symbolized everything that's been a problem in institutional mental health care," said CSEA Region II President George Boncoraglio. "This action is a way of trying to put lessons that were learned there behind us, but it really doesn't solve anything."

(Continued on Page 4)

**'THIS ACTION IS A WAY OF TRYING
TO PUT LESSONS THAT WERE LEARNED
THERE BEHIND US, BUT IT REALLY
DOESN'T SOLVE ANYTHING.'**



LOCAL 429 PRESIDENT Tyrone Daniels, left, and CSEA Field Representative Bart Brier respond to members' questions during a meeting called to discuss state plans to close the Staten Island Developmental Center.

WHY is the state doing this?

STATEN ISLAND — "Why is the state doing this?" That was a common question from employees at the Staten Island Developmental Center after the some 1,400 workers first learned through a newspaper account from the state that they would soon be losing their jobs.

Under the brutally announced facility closing schedule, the first 250 employees will lose their jobs at SIDC on May 22 of this year, and another 249 go to the chopping block next Fall. As clients are transferred from the facility over the next two years, the remaining staff will be reduced at regular intervals.

As in any layoff situation, temporary and probationary employees will be the first to be let go. They will be followed by permanent employees with the least seniority.

SIDC administration officials have said that while efforts will be made to place the employees in other positions within state service, they are not optimistic about finding jobs for many of the employees to be laid off.

There are also other problems with worker displacement from Staten Island. "Staten Island has the worst transportation system in all of New York City," said one worker. "Even if jobs are available in the other boroughs, it's not easy to get there . . . between the ferry and the subway it might take over two hours each way." Most SIDC employees are residents of Staten Island, and 60% of the SIDC workforce are minorities, 75% are women.

Some CSEA members expressed concern that placement in other facilities might not solve their problems. "We're just not wanted. The name Willowbrook carries a stigma and people act like we're inferior workers." That, some say, would isolate former SIDC employees as outsiders in other facilities.

A morale-boosting visit



CSEA STATEWIDE PRESIDENT William L. McGowan, fourth from left, made a surprise visit to the Schenectady County CSEA bargaining team as the team was considering to declare an impasse in its negotiations with the Schenectady County administration. From left are Dorothy Neff, Lou Altieri, Jeff Zabielski, McGowan, Frank Tomecko, Fran Boshier, Mary Merkel, Barbara Kushnick and Collective Bargaining Specialist Harm Swits. McGowan received an enthusiastic reception and members elected to continue bargaining in an attempt to reach a negotiated settlement.

Longevity based on hours worked, arbitrator rules

MIDDLETOWN — A 10-year practice in which a school district awarded longevity payments based on hours assigned rather than actual hours worked has been halted thanks to a recent arbitration decision.

According to CSEA Attorney Barton Bloom, the Monroe-Woodbury School District contract provided that employees who worked fewer than eight hours per day and 12 months per year would receive their longevity payments on a prorated basis according to "hours worked" during the year.

The district argued that "hours worked" meant assigned hours, not to include overtime, and noted that they had been applying the assigned hours formula for 10 years.

But the arbitrator agreed with Bloom that since the contract language was clear, that neither past practice nor waiver applied.

The district was directed to use total hours worked in computing longevity increments beginning with the 1984-85 school year.

New pass day plan blasted at Hudson River Psych. Center

POUGHKEEPSIE — An arbitrary decision to change the pass day policy for workers at Hudson River Psychiatric Center is strongly objected to by officers and employees who are members of CSEA Local 410.

CSEA Field Representative John Deyo explained that for the last few years, it has been a policy of facility officials to give most in-patient care staff every other weekend off.

Recently though, Executive Director John Dominguez notified employees that the policy would change according to, he claimed, an edict from the Office of Mental Hygiene in Albany that would require employees to bid for weekend pass days. The time off would then be granted according to seniority.

"This was not an OMH edict," said Deyo. "This

is an arbitrary decision by Dominguez that will disrupt many families."

Deyo added that the Hudson River director admits that the purpose of the new schedule is to reduce overtime costs, a violation of the union contract.

Another objection to the new plan is the fact that the union has had little input as was promised by facility officials.

"The plans were supposed to be sent to the CSEA officers for their input," said Deyo, "and all of a sudden, management went ahead with an implementation date for the new scheduling."

More recently, the implementation date — which was set for Feb. 28 — was postponed to April 11, following the receipt in Albany of petitions from angry employees.

Sexual harassment decision in DOT case far-reaching

ALBANY — The difficulties women face in entering jobs previously dominated by men often continue even after they break through the barriers.

Barbara L. Buckenzie is an example.

She began working for the state Department of Transportation in 1978. She said she faced sexual harassment then, but believes it got worse in December 1982 when she became a highway maintenance supervisor.

In November 1983, Buckenzie filed a complaint with the state Division of Human Rights because she was being treated differently than other supervisors.

She recently settled her case and the impact is far-reaching. DOT has agreed to:

- continue sexual harassment prevention programs;
 - seek extra funds for additional programs; and
 - pay Buckenzie \$1,000 for mental anguish.
- The settlement is unique because it requires the state, as an employer, to establish specific programs to train supervisors in how to prevent discrimination.

Worksite revisited



CSEA EXECUTIVE VICE PRESIDENT Joseph E. McDermott, right, chats with Department of Transportation CSEA Local 687 President Donald Nugent over a cup of coffee recently. McDermott served three terms as president of Local 687 prior to being elected Region IV president and then statewide executive vice president of CSEA. McDermott returned to his old work location to visit a CSEA Employee Benefit Fund information day being conducted for DOT employees recently.

Conference on Labor and S. Africa seeks to heighten awareness of workers' plight in apartheid system

NEW YORK—More than 400 union activists, including a delegation from CSEA, gathered here recently to express solidarity with South African labor struggles.

The Conference on Labor and South Africa featured three South African union leaders who talked about how to aid the efforts of workers organizing amid the racial oppression of apartheid.

Apartheid is the system of racial segregation imposed throughout South Africa by the white minority government.

The speakers stressed the importance of viewing apartheid as a basic moral issue, not just a matter of concern to blacks.

They also emphasized the need to keep the message before mainstream America, noting unions have played a key role in putting the issue forward.

"We need to do massive education on the issue, starting with our rank and file," said CSEA Region II President George Boncoraglio.

As a step in that direction, the Region II Board has joined the New York Labor Committee Against Apartheid and appointed representatives to promote CSEA involvement in its activities. Boncoraglio has also joined the group's steering committee.

According to representative Willie Terry of CSEA Tax and Finance Local 460, programs will be presented to give members a clearer picture of how bad conditions are in South Africa and how events there affect American workers.

"I think if people hear more about what's happening, they'll want to do something about it," he said.

The conference also looked at how the exploitation of workers in South Africa undermines labor's bargaining position here.

Nelson Nthombeni, president of the National Union of Textile Workers of South Africa, said that while sympathy job actions and other activities in this country are extremely helpful, the labor movement desperately needs money as unions try to organize amid increasing pressure from the government.

He hinted that a single alliance of unions is being pursued.

"We have wasted a lot of time attacking the bull

from different directions," he said. "What's important is unity. We must join together to take the bull by the horns."

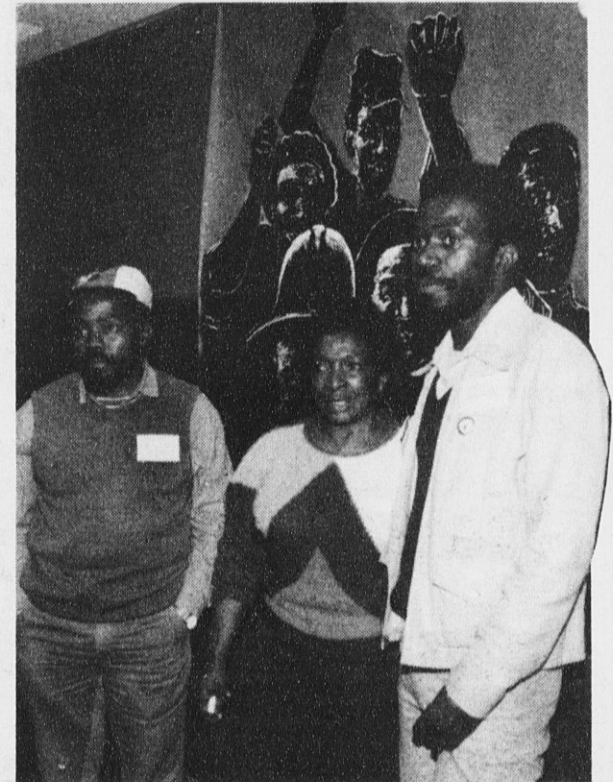
The South African leaders disputed claims that the Reagan administration's policy of "constructive engagement" toward South Africa is improving conditions for workers there.

They said that although there have been some cosmetic changes such as the establishment of industrial courts, the actual effect is continued repression.

They called for a greater push for corporate divestiture of South African investment, boycotts of South African products and entertainers who perform there, and a campaign for actions instead of words in U.S. foreign policy.

The conference also heard from Congressman

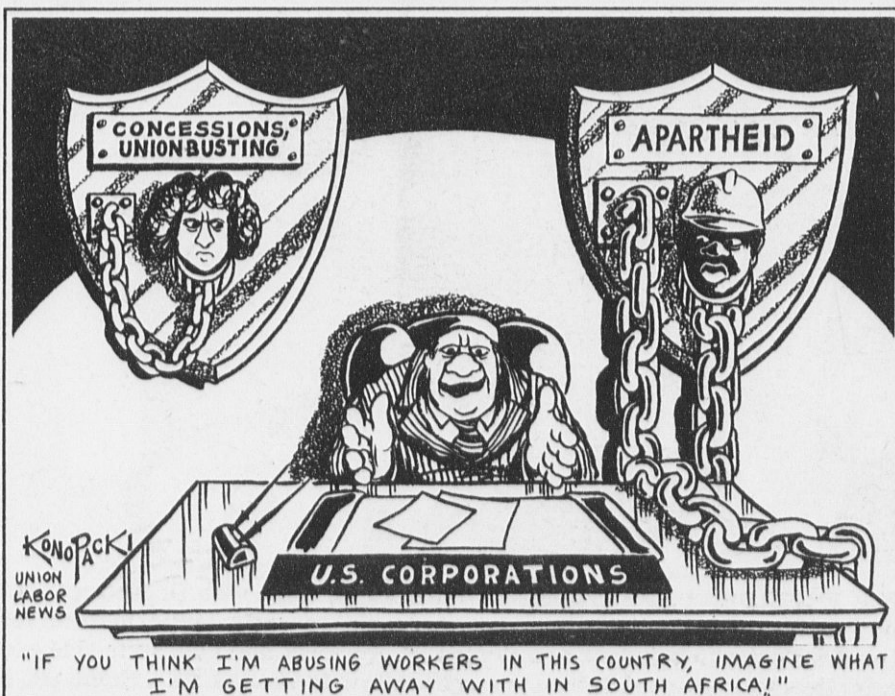
Major Owens (D- Brooklyn) who expressed optimism that major legislation will be passed this year implementing significant economic sanctions against South Africa.



AFRICAN UNIONISTS — A trio of South African labor leaders spoke at the recent Conference on Labor and South Africa. From left are Nelson Nthombeni, president of the National Union of Textile Workers; Emma Mashinini, general secretary of the Commercial, Catering and Allied Workers Union; and Edward Mogane, president of the Building, Construction and Allied Workers Union.



REGION II PRESIDENT George Boncoraglio... "we need massive education on the issue."



"IF MY BANK INVESTS IN SOUTH AFRICA DOES THAT MEAN THAT I SUPPORT THE SYSTEM OF APARTHEID?"



Public Sector

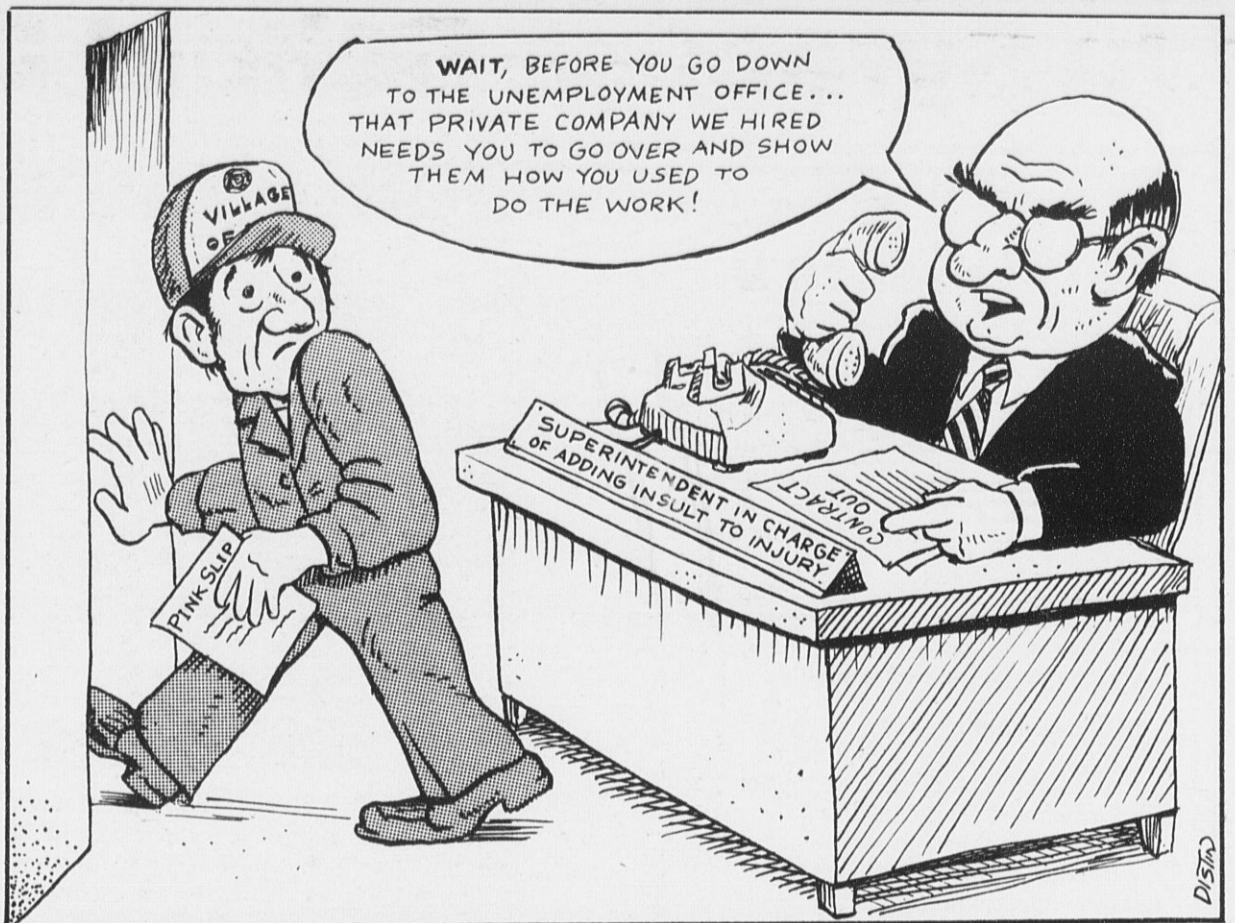
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SIDC closing announcement poorly handled

(Continued from Page 1)

Boncoraglio said great improvements have been made at the State Island facility since allegations of patient neglect and abuse received widespread media coverage in the early 1970's. "In many respects, SIDC is now a model of proper care and programming for the retarded," he stated.

Local 429 President Daniels agreed that the decision to close is not based on the merits of the present situation at SIDC. While acknowledging that the state must comply with the court's consent decree, Daniels questioned whether the state's actions will maintain the level of care for the approximately 700 SIDC clients.

"The fact is, most of the clients are being dumped into other institutions," he said, pointing out that policy violates the spirit of the consent decree which called for deinstitutionalization and placement of clients in community group homes.

Daniels also pointed out that while most SIDC clients are from the New York metropolitan area, the state is transferring many to upstate facilities. That, contends Daniels, clearly changes the intent of community care facilities to work with local clients.

In addition to being "insensitive," both Daniels and Boncoraglio said the public announcement of the planned closing might be premature. Both stressed that a number of alternative use proposals for SIDC are still under consideration.

As for the employees' future, CSEA Field Representative Bart Brier says the 1,400 layoffs are a worst case scenario. "You might see a political 'sleight of hand' where officially SIDC, as we know it, is closed down, but some type of facility continues to provide care on the SIDC grounds," Brier projected.

Regional President Boncoraglio said, "We expect serious consideration for other types of services that could be provided at the Center and we intend to push before it's too late." Adds Daniels — "We're not throwing in the towel, but we know that layoffs begin in May and so we have to look at reality and start making arrangements for our people who are losing their jobs."

Admitting bitterness, Daniels said the tragedy of Willowbrook/SIDC is part of a larger issue. "The sad part is that what's happening here will eventually happen elsewhere... it's a matter of the state trying to get out of the business of caring for mentally retarded."

DOT reallocation OK'd

ALBANY — Paychecks will be getting bigger for approximately 200 state Department of Transportation employees in New York state.

The salary grade of highway maintenance supervisor II, effective April 1, will go up from 14 to 15. The increase is the result of a civil service "reallocation" which CSEA strongly supported.

A "reallocation" is defined as a change in salary grade with no change in title. It does not require a new probationary period.

Seeking director of Communications Dept.

CSEA is accepting resumes from persons interested in being considered for the position of director of communications in the union's statewide headquarters in Albany.

The director of communications is responsible for promoting the policies of CSEA through the media and all internal communication programs and projects. In addition, the director serves as publisher of the union's official publication, The Public Sector. The director supervises a staff of 14.

Candidates should have 10 years experience in the public relations field and/or newspaper business. A bachelors degree in communications may be substituted for some experience.

Interested individuals should submit their resume and salary history no later than April 2 to: Personnel Office, P.O. Box 7125, Capitol Station, Albany, New York 12224.

H.H. screening application requires information

If you were one of those who responded to an article in the previous issue of The Public Sector about Hereditary Hemochromatosis (H.H.), you probably left out some important information when you sent in the coupon to apply for a low-cost screening program designed to detect H.H.

According to the Hemochromatosis Research Foundation, which has received several coupons from CSEA members, most people have failed to provide the complete address of their physician, which is vital to the project. (Please include ZIP CODE). Also, many did not include a self-

addressed return envelope with \$.44 postage.

If you are one who failed to follow the instructions completely, please follow up by contacting the Hemochromatosis Research Foundation, P.O. Box 8569, Albany, New York 12208 to clarify your application.

Also, the screening project is presently limited to residents of the following 14 counties of New York state: Albany, Columbia, Essex, Franklin, Fulton, Greene, Hamilton, Montgomery, Rensselaer, Saratoga, Schenectady, Schoharie, Warren and Washington.

Union Women Summer School

Summer School for Union Women, an annual labor studies program conducted at the University of Massachusetts at Amherst, is scheduled for July 28-Aug. 2. For more information about this session, write to Ms. Dale Melcher, Labor Relations Center, 208 Bartlett Hall, University of Massachusetts, Amherst, MA 01003.

Attention State Employees! If you recently . . .

- returned from leave
 - were promoted
 - moved into another unit
 - moved into another agency
- . . . notify your payroll dept. to keep your CSEA membership!

In Syracuse School District . . .

Maintenance unit OK's improved pact

SYRACUSE — By a margin of better than 2-to-1, CSEA members of the Syracuse City Schools Operational Plant Maintenance Unit have ratified a new two-year agreement calling for wage increase and other improved benefits.

The contract affecting 250 employees is retroactive to Jan. 1 and calls for pay increases of 6 percent the first year and an additional 5 percent in 1986.

Other benefits include:

- Improved longevity payments.
- A co-payment drug prescription plan for employees and their families.
- An additional allotment of work clothes.
- Improved tuition reimbursement for job-related educational courses.
- Plus other improvements in contract language.

David Kennedy, president of the unit affiliated with CSEA Onondaga County Local 834, announced results of the secret balloting which followed an informational meeting to



RATIFIED AND SATISFIED — Syracuse schools maintenance workers showed solid backing of their new two-year contract in a 2-1 vote. Members of the negotiating committee pictured above are: first row, Bob Davis, Jerry Smith and Joseph Moran; second row, Unit President David Kennedy and Rick Adsitt; third row, Robert Michaels and David Russell.

explain terms of the tentative agreement.

"The fact our members voted 124 to 50 to accept the contract is a strong indication of support for the negotiating team as well as the two-year package," said Kennedy. "It's a fair contract with good benefits and

improvements in the language."

The negotiating committee included: Jerry Smith, Robert Davis, Robert Michaels, David Russell, Robert Seeley, Joseph Moran, Rick Adsitt and CSEA Field Representative Terry Moxley.

Davis and CSEA: a long way together

By Charles McGeary
CSEA Communications Associate

SYRACUSE — For Bob Davis, veteran with more than 39 years of service with the Syracuse City School District, the expression "You've come a long way, baby!" carries some special meaning.

"I started with the district back in the '40s after World War II," Davis recalls with a smile, "and I still have my first pay stub. I think my take-home pay was something like \$55 and change for 88 hours. That translates to about 68 cents an hour."

Davis is now head custodian in charge of a staff of nine at Fowler Senior High School. He likes reminiscing about the old days and all the things that have changed in the course of his career — advancements and transfers among eight different schools in the district, some of them now long gone by the wrecking ball.



Bob Davis: "I've seen many changes for the better through the efforts of CSEA."

"In the old days we were paid cash for overtime by the group or organization reserving a room, gymnasium or auditorium in the building. We would open, close and clean up and be paid the princely sum of 25 cents an hour. On a good night, I might take home one or two dollars," he says with a chuckle."

Davis is sentimental about his early years with the district, but when talk turns to unionism and his CSEA unit in particular, he becomes all business.

Besides being an active CSEA member from the very start of the school district's affiliation, Davis has served on four negotiating teams and has been a member of numerous committees. According to Dave Kennedy, his unit president and a dedicated union activist in his own right, Davis has never refused to serve on any committee for which he's been asked. That's in addition to performing his other union duties as chief steward for the custodians.

One reason that Davis has worked so hard as a unionist is that he credits the union for many of the improvements in his job and benefits.

"In those 39 years with district I've seen many changes for the better through the efforts of CSEA. Of course, those benefits didn't come through the generosity of the school district, or all at once. We fought hard for every one of them over many bargaining tables. There were times when we thought we would never wrap things up, then a breakthrough would come to reach an agreement."

Davis has some words of wisdom for younger fellow employees just starting up the career ladder.

"Have faith in your union and your union leadership," he said. "Attend as many meetings as possible and get involved. The old adage about strength in numbers really applies. The stronger the union membership and its leaders, the stronger each unit or local will be when the time comes to negotiate a contract."

Although Davis is rapidly approaching his 40th year with the school district, he has no immediate plans for retirement.

"Retirement is a long way down the road," he says. "Before that time comes, I've got lots of work to do. In this age of computers and sophisticated lighting, air control and other equipment, I'm always learning something new."

"That keeps my job interesting and I enjoy coming to work in the morning. Keeps me active and young," he said with a sly wink of satisfaction.

What will he do when he finally does retire?

"When I eventually decide to pack it in, I think my wife Dorothy and I will tour the country and visit all the national parks. We enjoy getting away on camping trips and spending time with our three children and seven grandchildren," says Davis.

They step into history to

By Daniel X. Campbell
CSEA Communications Associate

ALBANY—When Dave LaPlante goes to work, he steps back in time about 14,000 years, to an age when mastodons roamed the land which is now New York State.

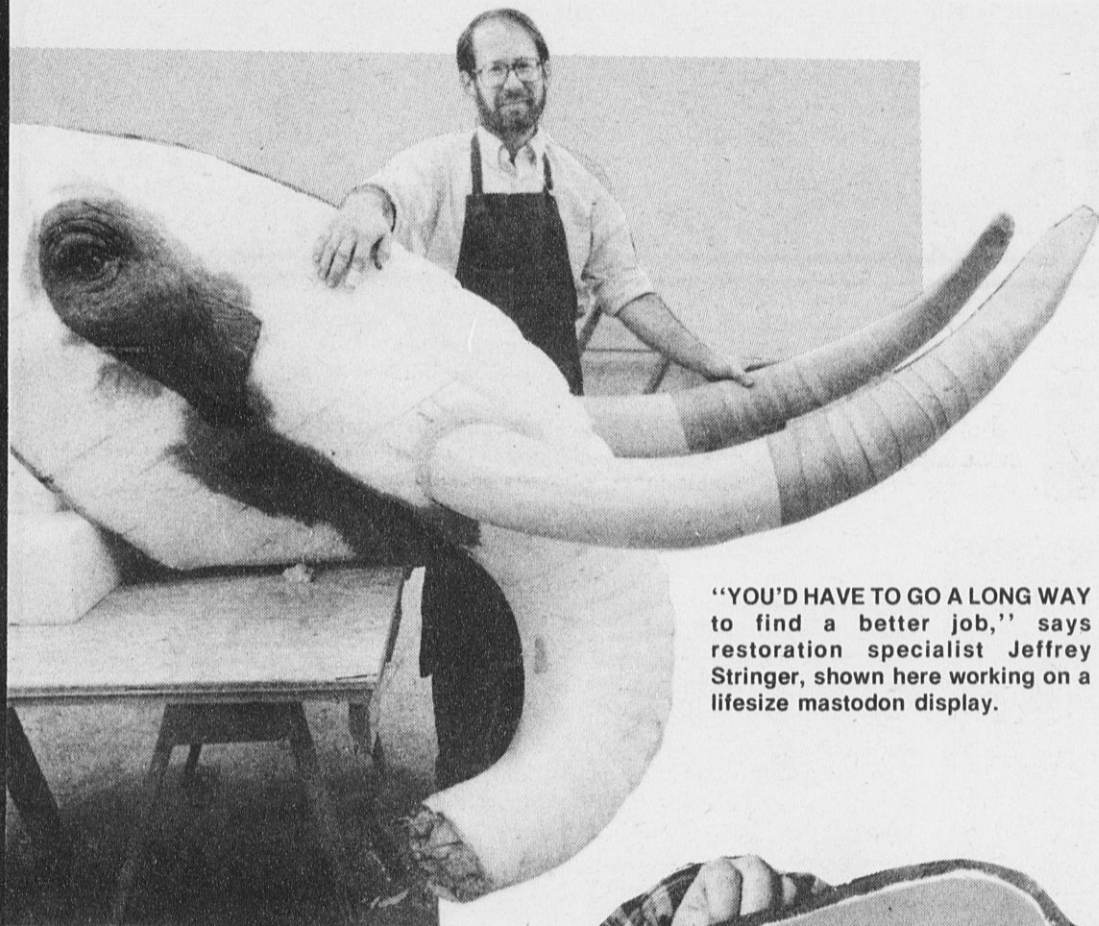
LaPlante isn't a time traveler. He's a senior museum exhibit specialist in taxidermy, and he works in what his fellow employees refer to as "the dream factory," the production facility of the State Museum in Albany.

The two-story, block-long structure is the backroom workshop of the state museum, where exhibits are conceived on paper and transformed into reality by the skilled hands of 45 employees, who are members of CSEA's Education Local 657.

"This isn't all mine," LaPlante said with a sweep of his hands to take in a huge diorama depicting a prehistoric Indian caribou hunt. "I'm just responsible for one small part of the project—the caribou."

Uncovering the carcass of the supposedly prehistoric caribou, the zoologist points out, "It's really a steel skeleton filled with styrofoam, covered with fiberglass. The fur is real and everything else is as close as possible, except it's all plastic."

LaPlante noted "at least four or five other department employees have already been involved in this project so far and we still have about a year of work to do."



"YOU'D HAVE TO GO A LONG WAY to find a better job," says restoration specialist Jeffrey Stringer, shown here working on a lifesize mastodon display.



DAVE LAPLANTE works with a miniature model that aids in creating a lifesize diorama on mastadons for a future exhibit at the State Museum in Albany.

"That's how we work down here," he says. "Each person is responsible for his specific expertise, metal work, plastic molding, photography, etc. But we all work together to surpass the established goal of any project."

There's a spirit of determination, enthusiasm and solidarity that seems to permeate all the museum employees.

"Every job here is a challenge. No two jobs are ever alike and most of them have never been done before. Each day here is a new adventure," according to Neil Hallenbeck, a 15-year veteran museum exhibit specialist in molded plastics.

Hallenbeck was busy working on a two-foot-long front section of an adult mastodon trunk. Working with a reverse rubber mold which has been made from a clay model, he fills the mold with small pieces of fiberglass cloth and covers it with acetone to create a life-like snout, wrinkles and all.

"I've built every rock, tree and person in the state museum's Adirondack exhibit," Hallenbeck says with pride. "Now I'm doing all the rocks in the hunt scene and working on the mastodons. I feel busy, happy and challenged by the job."

The current state museum is located in the huge Cultural Educational Center of the Empire State Plaza in downtown Albany. It will mark its 10th anniversary in this location July 1, 1986. To the casual museum visitor, the facility may appear staid, almost unchanging. But a look behind the scenes reveals the pace is anything but slow.

"Yes, we're working on projects that the general public will not see until sometime in 1986," LaPlante said. "But realize we're talking about building highly realistic life size models, huge backgrounds that recreate the one second in history that we're after. And everything from the largest figure to the smallest tree leaf has to be as authentic as possible. The research alone on one small part of any exhibit may require months or even years of work."

Emil Schaller and Curt Fretz, both restoration specialists, agree.

"For the past several months we've been restoring a 1903 hansom cab from New York City," Schaller said. "We had no problems rebuilding the woodwork and redoing the paint work, but due to the deterioration of the internal mechanical mechanism, we couldn't figure out how the front windows of the cab operated. The cab was in such bad condition when we got it that it didn't even have the window frames."

"The curator traced the cab's serial numbers through the New York City Library and Museum and we ended up with the history of this very cab, plus information on the design and operation of the two sliding front cab windows. We then built them to fit exactly into our cab," Fretz said.

CSEA Education Local 657 Second Vice President Anne Marie Hakeem says, "The museum prides itself on combining art, history and natural science exhibits. When the new museum opened, its goal was to show, in a different way, the experience of the people of this state in the past and present, in one facility. And that's what the fabricators of the various exhibits have been striving to do over the years."

"You'd have to go a long way to find a better job," is the way Jeffrey Stringer puts it. A nine-year veteran in restoration work, Stringer said, "The employees are all committed to the mission of the institution. We have a sense of commitment from the grade 3's right up to the top management position. And everybody is willing to lend a hand to help another worker."

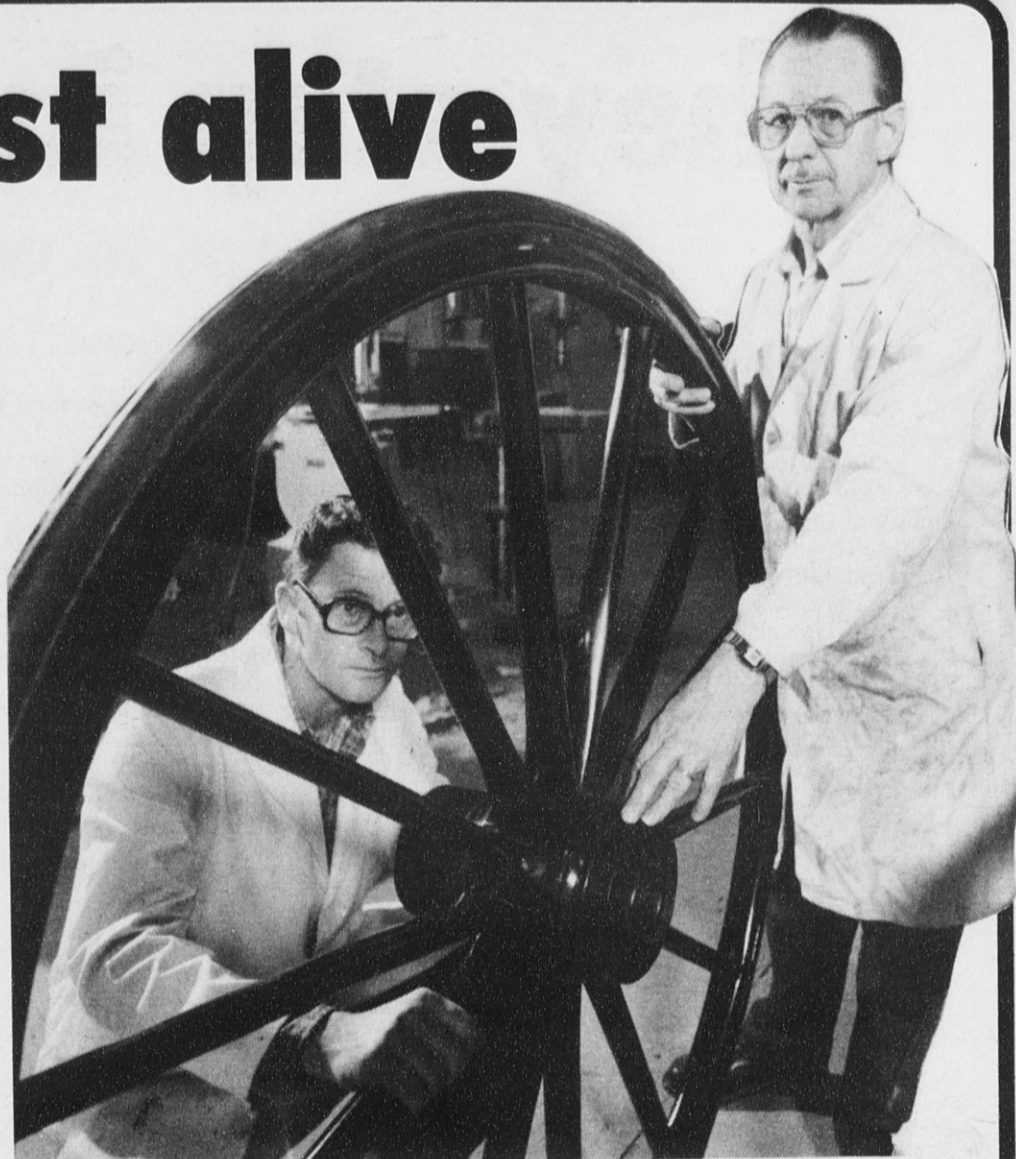
Ward Fellows, a senior fabricated plastics specialist, summed up the general attitude of the facility employees. "Management has said go for quality, not quickness. And they have stood by this philosophy in everything involving the operation of the department."

Fellows said that some other museums use a slightly quicker method of construction to build their exhibit cases that often results in small gas bubbles in the joint seams. "I use a slightly different procedure which takes a little longer, but gives better results. And that's what the museum management and its employees want—the best possible results."

The facility is not entirely a worker's paradise—it has some problems, but management and the union say they are addressing those problems in a positive manner.

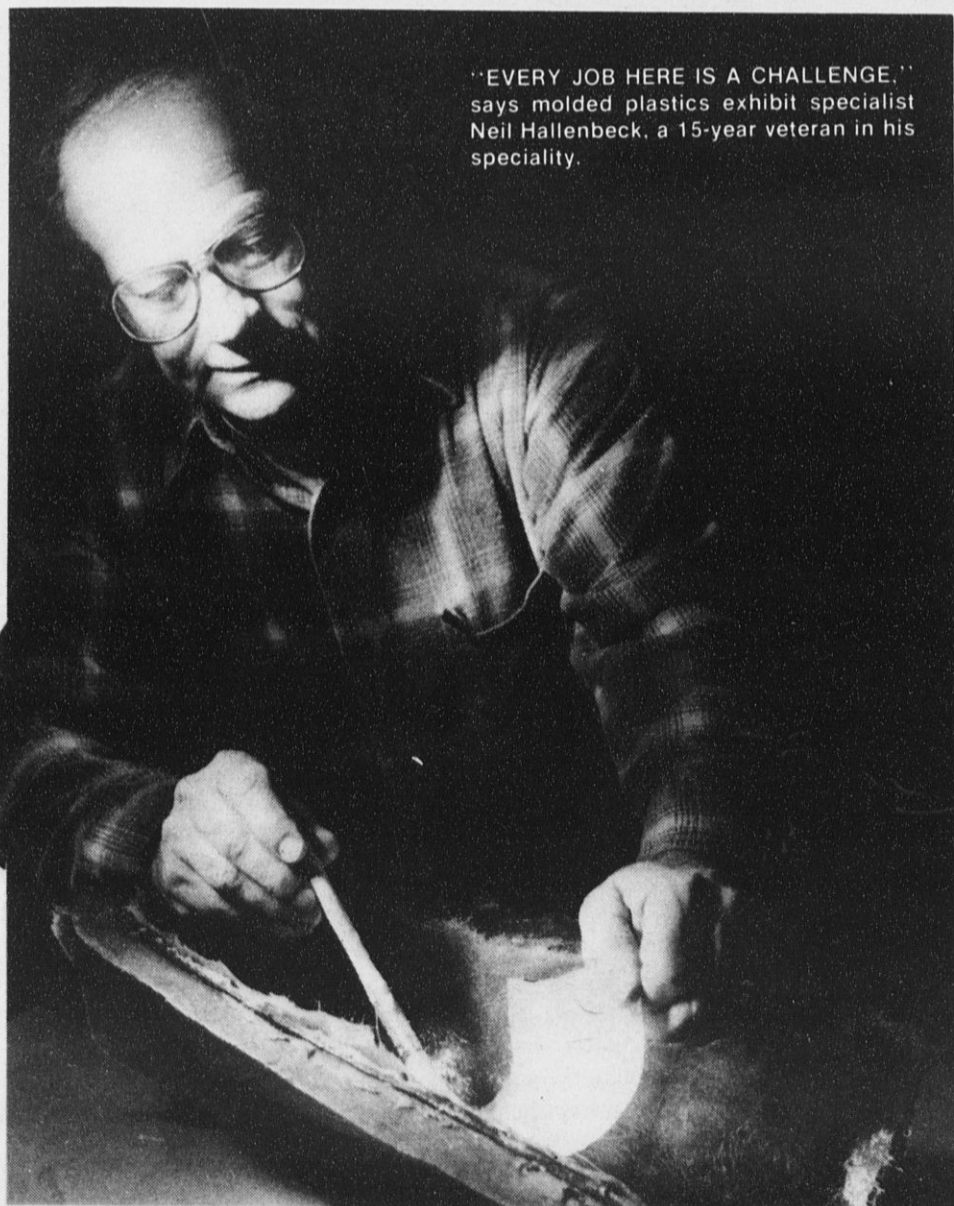
"We have 100 percent voluntary CSEA membership at this location," noted Local 657's Hakeem. "That helps when we go to management with a problem, because then we can honestly say it's their problem also. And we're all willing to work together to solve our common problems."

bring the past alive

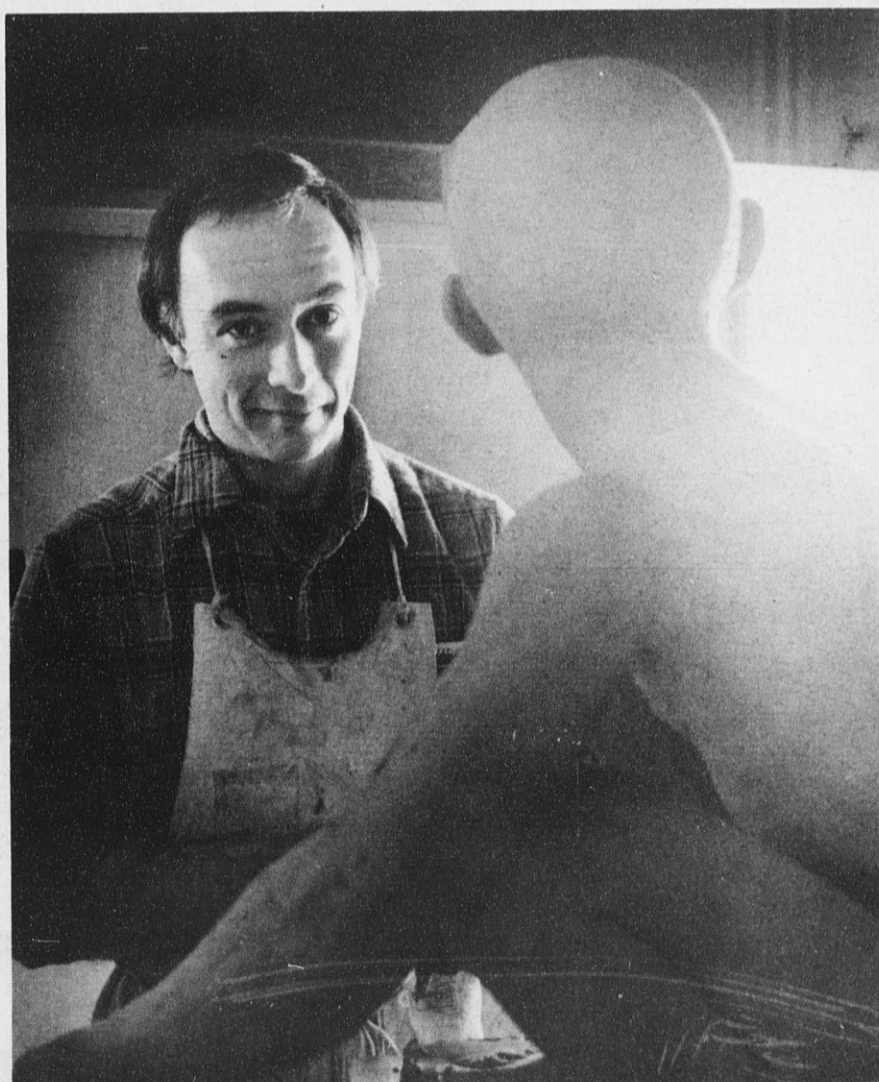


RESTORING A HANSOM CAB, above, has proven to be a long process requiring much research to assure authenticity. Restoration Specialists Emil Schaller, left, and Curt Fretz apply their magic that is bringing the cab back to its original state.

ANNE MARIE HAKEEM, left, is CSEA Education Local 657 second vice president. The union enjoys 100 percent voluntary membership at the fabrication facility and Hakeem says that helps settle whatever labor relations problems arise.



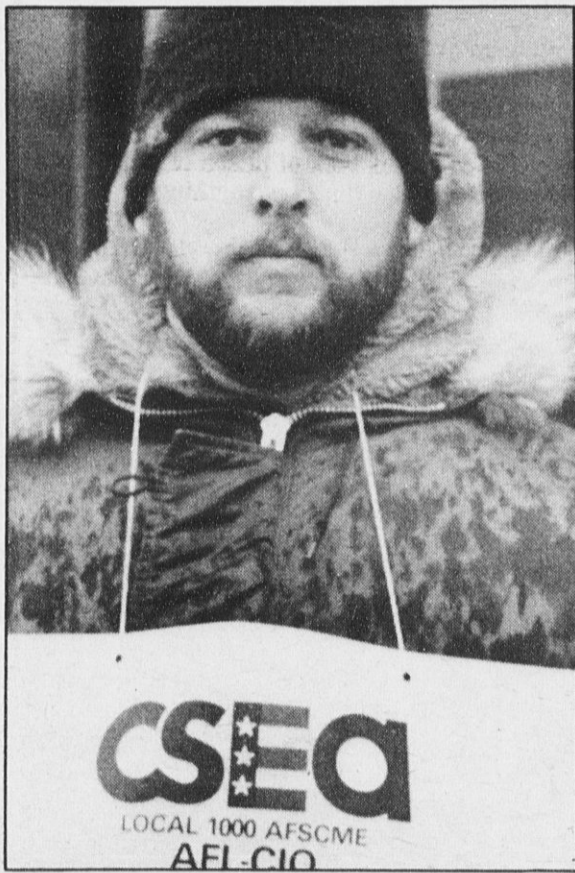
"EVERY JOB HERE IS A CHALLENGE," says molded plastics exhibit specialist Neil Hallenbeck, a 15-year veteran in his speciality.



DORANCE GORTON pays close attention to every detail of a human model that will become part of a future museum exhibit.



ERIE COUNTY CSEA Unit President Stephen Caruana leads members of his unit in public protest over lack of a contract.



THIS CSEA MEMBER shows his determination in his face as, bundled against the Buffalo cold, he marches in protest demonstration.

A year without a new contract angers Erie members and drives them to public protest marches

An imposed contract expected following legislative hearing

BUFFALO—Erie County employees who have been without a contract for more than a year have taken their case to the people.

To vent their displeasure and inform the public, representatives of the more than 4,000-member local have held two informational pickets so far in front of the county's executive and legislative buildings.

"We've already been through mediation and fact-finding stages," said Unit President Stephen Caruana. "Our members are fed up with the delays that have caused them to be without a contract for so long."

Since the Dec. 4 rejection by the local of a fact finder's report, it had been trying to negotiate certain benefits into an agreement prior to a legislative imposition of a contract. But negotiations proved unsuccessful and the local is expecting a contract to be imposed soon, following a legislative hearing on the matter March 18.

"Because we have already been through 1984 without a contact, we wanted to try to have certain member benefits—such as dental plan and summer hours—in the package before we started working on any agreement for 1985," said CSEA Collective Bargaining Specialist Danny Jinks.

Despite several meetings between the union and county negotiators, the county executive has consistently "torpedoed" tentative agreements, says Jinks.

"While we have been able to reach agreement on most issues, summer hours continues to be a sticking point," said Jinks. "The county executive refused to consider it, so we were back to square one."

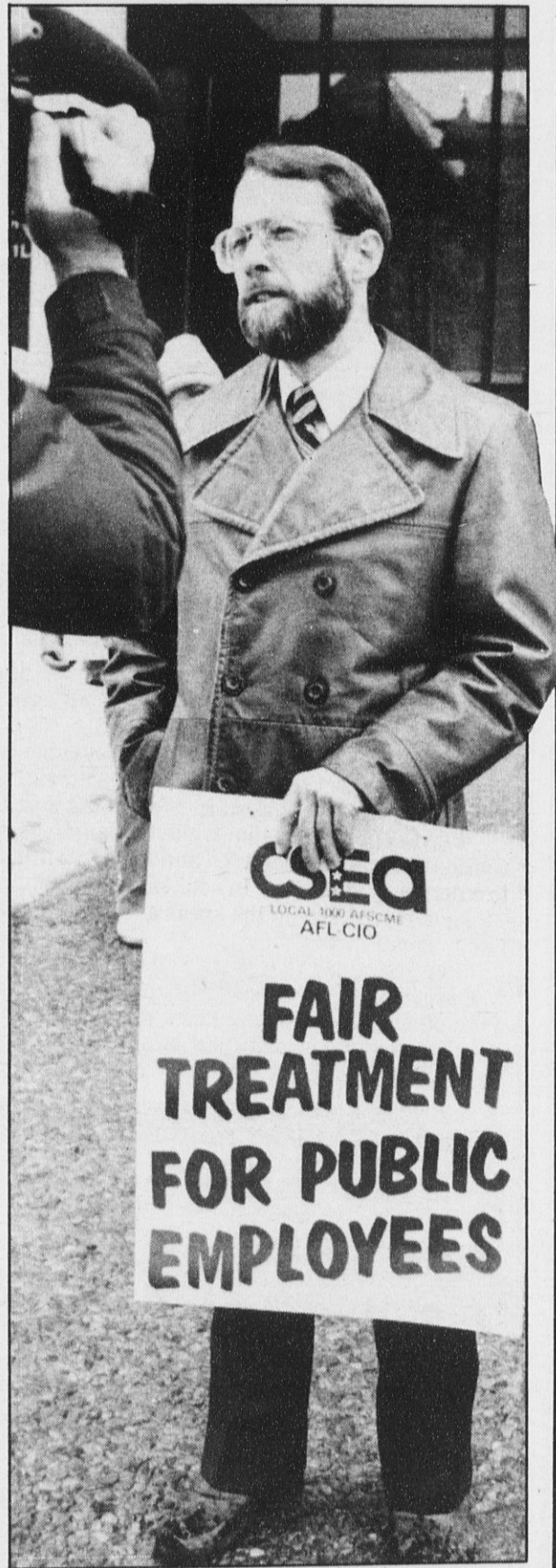
With the collapse in negotiations, the local called on members to become more vocal by renewing their demand for a legislative hearing as well as continuing their informational picket schedule for the weekly legislative meeting.

"We asked them to show their activism and let these legislators know that we mean business," said Caruana.

The local's crisis action committee is considering several other means for members to use in pushing for a fair contract, according to committee member Betsy Piette.

"Among other things, we're working on a button that members can wear, showing their membership in the union and our displeasure with the county's dragging its feet on our contract," Piette said.

"It's important that we stick together and use the united force of our numbers to keep working for the best settlement we can get," said Caruana.



COLLECTIVE BARGAINING SPECIALIST Danny Jinks explains union's position to television reporter during an informational picket.

Informal dialogue may start soon on building reopening

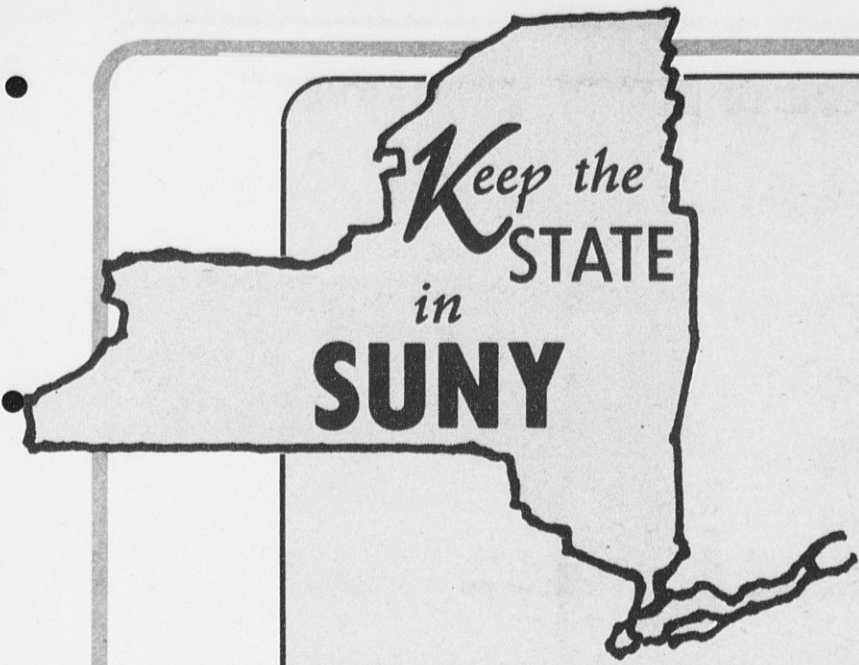
BINGHAMTON — Informal discussions are planned with Binghamton State Office Building employees expected to return to the facility later this year.

The building was shut down after an electric fire and toxic contamination four years ago. Since then employees have been working at about a dozen temporary work locations.

David Rings, executive coordinator for the Office of General Services, recently announced that the cleanup and renovation of the downtown tower is progressing on schedule.

Rings expects state officials to meet informally with employees to discuss the reopening. He does not expect the expert panel to hold actual meetings with employee groups as previously reported. He does anticipate, however, trying to arrange a meeting of the expert panel with local union officials.

CSEA has been a highly visible leader during the past four years to protect employees' rights and health and safety, and has helped workers with such matters as relocation, restoration of lost time, and personal property claims.



... for its own good as well as yours

Last January, a group called the Independent Commission on the Future of the State University issued a report which CSEA believes holds a dangerous proposal. That report argues that the SUNY administration needs deregulation, separation from the state so that it can have more freedom, or "flexibility," in making decisions about how its resources are used.

The report, entitled "The Challenge and the Choice," recommends a fundamental and drastic alteration of the current relationship among the state Legislature, the Division of Budget and SUNY. In a word, SUNY would be held unaccountable for the more than \$1 billion in state monies it receives every year.

Why is CSEA against this? The union points to widespread administrative abuse that already permeates the SUNY system. The story is on pages 9-12.

'They can't get ahead of the work'

SUNY maintenance crews try to keep up

NEW PALTZ — A lack of preventative maintenance and a backlog of routine chores are the results of years of cutbacks in the support staff of the state university system.

According to Dale Sutton, president of SUNY New Paltz Local 610, there are 4,000 fewer employees statewide — mostly support staff — now than in 1975. In New Paltz, about 25 members of the maintenance crew have been cut in the last decade.

"When they have to cut, they cut maintenance," said Head Janitor Jim Powers. "The institute is here for educational purposes, so the first priority is to hire teaching staff. We're only support staff."

Powers points out that while the buildings are not about to crumble, routine work is now deferred and maintenance staff has time to tend only to emergency situations. In addition to the morale problem that this causes, "People can't keep up the areas at a level of cleanliness that they would like," says Powers.

Powers added that there is no back-up staff to cover for employees who are ill or on vacation. "Work accumulates, and we end up taking staff from other assignments," he said.

"We don't let priority problems go," Powers emphasized. "There are no health and safety violations, but we're not providing the level of sup-

port to the college community as we did when we had more staff.

Physical Plant Director Arnold Bernardini says he is concerned that without the 'spit and polish,' SUNY can't compete with private schools in the Hudson Valley.

"We can maintain minimum standards, but to make this school special, we need dollars. Now we can't create the type of atmosphere conducive to creative thinking."

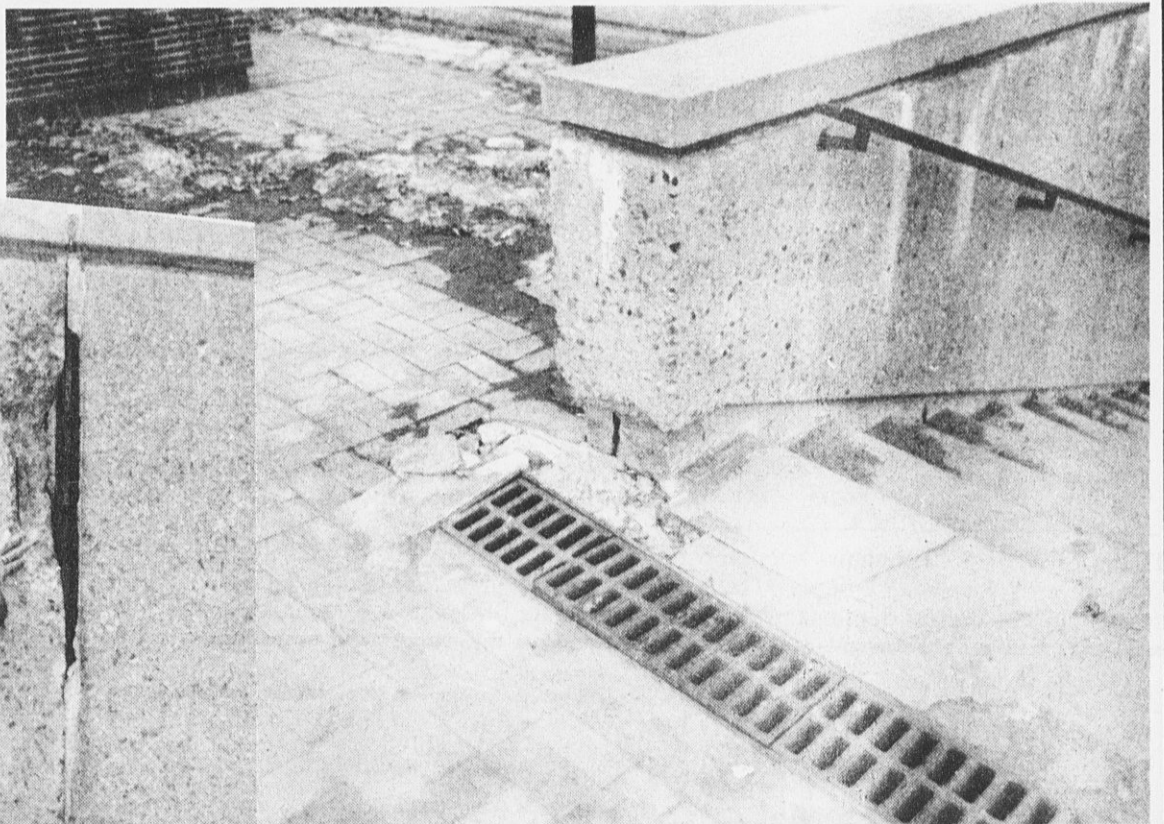
Bernardini also pointed out that the situation is affecting the morale of the staff. "There's a feeling that they can't get ahead of the work," he said.

Emphasizing that the cutbacks are not cost effective, Powers commented: "It's like the MTA (Metropolitan Transportation Authority). For years they didn't budget money for maintenance, and when they finally decided they couldn't put it off any longer, it cost them much more."

"The hidden cost," said Bernardini, "is lack of peace of mind, lack of job security, threats of lay-off for reasons that have nothing to do with the quality of work."

"What is totally neglected are the amenities. Not only do you not attract students, you can't attract quality staff and faculty away from the private colleges."

When they have to cut, they cut maintenance.



FALLING APART AT THE SEAMS — Local 610 President Dale Sutton shows cracks in the wall of building on campus at SUNY New Paltz. In photo above, cracks in walkways and steps go without adequate repair and create possible safety problems for faculty and students. Deterioration of facilities is hitting SUNY campuses around the state, and cuts in funding are shrinking maintenance crews that would otherwise be able to make repairs.



Region IV Treasurer Barbara Stack gets together for a talk with Sen. Howard Nolan (Albany).

CSEA comes down hard on proposal to give SUNY more 'flexibility'

Plan would mean freedom from state control

ALBANY — 'It's simply a power grab.'

That's how CSEA's Legislative and Political Action Director Thomas Haley describes the latest attempt by SUNY's chancellor, trustees and administrators to gain what they call more "flexibility" in their decision making.

The idea for less regulation for SUNY is contained in a report called "The Challenge and the Choice," issued in January by the Independent Commission on the Future of the State University. Among other things, the report suggests making SUNY a public benefit corporation, free from the yoke of the state Legislature—but still riding it for \$1.5 billion a year in funding.

But in a counter effort last week, union representatives lobbied some 55 legislators to drive home the point that SUNY needs not less, but more regulation by the state.

"The commission report is unacceptable to us," said Haley. "It doesn't establish at all that the chancellor or the university system needs more flexibility, which is what it sets out to."

The commission report cites a few examples of some administrative difficulties SUNY has had in the past. The most dramatic one concerns the attempt to purchase a kidney from a donor for \$5,000. Audit and Control refused authorization because no competitive bidding has been let out to establish a fair market price.

"This is an outrageous example because it involves saving a human life and no one would be opposed to having flexibility in such a case," says CSEA Attorney Steve Wiley. "But the situation was cleared up with a phone call so we fail to see a real problem."

According to Wiley, SUNY administration already has too much flexibility and has abused it in ways that are hurting workers in the civil service and jeopardizing the state's enormous investment in the physical structure of the campuses.

CSEA is backing a measure in the legislature known as the U-Grades Bill (S.2940/A.3831) which would put the brakes on one of these abuses. Wiley explains.

"This U-Grades situation is a blatant example to us that SUNY has far too much flexibility. SUNY now has jurisdiction to take jobs out of classified service and to put them into unclassified service. Because there are no checks on them, they can do whatever they feel like."

When jobs are taken out of classified service they are removed from the jurisdiction of the state Civil Service Commission. In effect, what this means is that career civil servants are deprived of promotional opportunities.

Unclassified, or "professional," positions can be filled at the discretion of administrative officials.

The proposed legislation would restore the power to approve the placement of positions to the Civil

Service Commission and would more clearly define which positions are to be in the "professional service."

According to Wiley, SUNY has been labeling all sorts of jobs as "professional" and taking them out of classified service. Workers who basically do jobs as plumbers or secretaries have been placed into new jobs with higher salaries in a patronage system that is prevalent on all the campuses.

In addition, SUNY is using license in creating new administrative positions at the expense of maintenance. At one mid-state college, 13 new administrative jobs have been added since 1957, while 60 custodial ones were dropped.

The irony is that as SUNY complains of insufficient funding to hire more workers to maintain the campuses, it pours more money into salaries for "professionals," says Wiley.

"This is a situation that's heading the state for disaster," he says. "What we're going to have is a "Rebuild SUNY" bond issue if it keeps up."

"The question is whether the state of New York, the Legislature and the governor are going to have any control over the \$1.5 billion worth of revenue that goes into the SUNY system each year, or whether they're going to give the chancellor a check book with a lot of money and allow him to write checks as he sees fit.

"We're saying more stringent controls would save taxpayers' money," Wiley said.



Assemblyman Richard Miller (Broome and Tioga counties), left looks at CSEA proposal against increasing SUNY 'flexibility.' CSEA representatives pictured are: Keith Zulko, Binghamton Psychiatric Center Local 441 and Sue Calhoun, State University at Syracuse Local 615.



'It's simply a power grab. The commission report is unacceptable.'

Thomas Haley
CSEA Political Action Director



From left, Third Vice President Ralph Young and President Dorothy Penner of Oneida County Local 833 engage in some talk over the SUNY issue with Assemblyman John G. O'Neil (St. Lawrence County).



Doris Mason, political action coordinator from the Southern Region, discusses U-Grades legislation with Assemblyman Samuel Colman (Rockland County).



Capital Region's Political Action Chairman John Francisco, right, with Assemblyman Andrew W. Ryan Jr. (Franklin and Clinton counties).

Is there a 'SUNY bond issue' in our future?

ALBANY — If SUNY reigns, we'll all be poor.

There will be "dire results" if the Legislature loses its control over SUNY, Marie Romanelli told members of Senate and Assembly committees on Higher Education at a hearing in Binghamton recently. The worst of it will be that SUNY will have to float a bond issue to try to keep its head above water.

And it will be the taxpayers who get hit.

Romanelli pointed out not only that January's Commission Report fails to make a case for lifting regulations on SUNY's management but that there's some strong evidence to the contrary.

She claimed that in three or four years the buildings and grounds of state campuses could become so

rundown because of cutbacks in maintenance crews that special funds will be needed to revamp them.

"Unless routine maintenance is performed, the legislature will be called upon to float a SUNY reconstruction bond issue. We can see it now—"Rebuild SUNY."

"Of course, members of SUNY's Board of Trustees will not have to pass the bill, raise the taxes or perform any act for which they will be held responsible," she says.

But the administrations decision's now to ignore legitimate needs of the campuses will be the real reason for its needing capital construction funds in the future, said Romanelli.

She pointed out that between 1974 and 1983, enrollment at state campuses increased by 2,800 students as faculty

declined by 750 and the educational support staff lost 3,663.

Though campus maintenance continues to fall behind, funds still are not being directed towards beefing up the crews.

"Full levels required by last year's budget bills were almost entirely dedicated to professional and teaching positions—which CSEA does not represent," she said.

CSEA does represent nearly 13,300 employees in the university system through its Administrative and Operational Services units.

Romanelli says that SUNY's error in judgment over campus upkeep shows the need for state control to keep it in line.

"Given a choice, SUNY managers will always make the wrong one," she said.



Marie Romanelli

Is the state missing the boat on SUNY's Maritime College?

Campus maintenance sinks under wave of budget cuts

BRONX — "Out of sight, out of mind" seems to be the byword for the New York Maritime College when it comes to getting funding from the state.

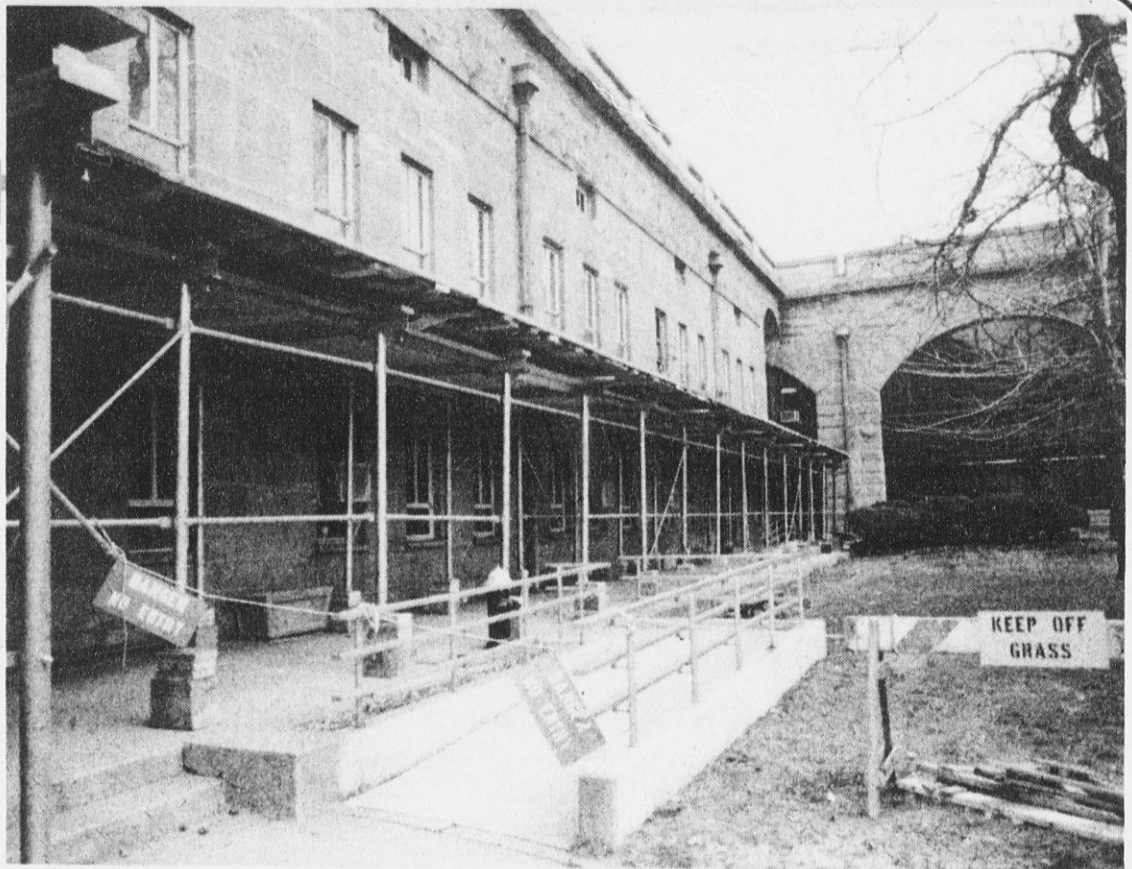
But it's the state that will be "missing the boat" if it soon doesn't begin to recognize the vital role the college plays in keeping New York City the most important port in the world, say school and union officials there.

The college, which is part of the state university system, is tucked away beneath the Throgs Neck Bridge on a campus that includes an actual stone fort. "We tend to be overlooked because we're hidden away and nobody knows about us," says Margie O'Brien, president of the 150-member CSEA unit on campus.

New York Maritime provides specialized training for careers in the Merchant Marine service to an average enrollment of some 900 students. O'Brien notes that people often confuse the college with the Federal Academy at King's Point, right across the water. But she indicates that the SUNY Maritime program is actually broader and more open to students because they don't need political appointments to enroll. It is the only school of its kind to offer a full four-year college degree and preparation for Merchant Marine licensing.

The school is unique in other ways also. The only facility in the SUNY system with an 1830s fort on campus as well as a 533-foot long oceangoing ship at dock, Maritime has special needs.

But, according to O'Brien, the college has had a hard time making its needs clear in Albany and as a result of being "historically underfunded" finds itself trying to avoid one crisis after another.



NOT IN SHIPSHAPE ANYMORE — It wasn't until the stonework started falling down that SUNY Maritime College at Fort Schyler, Bronx received funding to make necessary repairs. The campus, with its 150-year-old fort and oceangoing vessel, has unique maintenance problems but has been underfunded throughout its history, say college officials.

As an example, O'Brien points to a series of construction bridges surrounding the fort. "They're in place because the stonework parapets started falling down," she says.

While there had been backing of projects to maintain the building for some time, it

Unfortunately, when we don't have adequate funding, CSEA workers are hurt the most.

wasn't until the walls started crumbling that the money came through for repairs, O'Brien said.

According to Maritime's Director of Business Affairs Richard Bizar, the school's budget outlook is "horrendous, bleak, and disturbing." He indicates that while there had been some en-

couraging attention to the college's needs over the past year, at the last minute there were across the board cuts in SUNY budgeting that wiped out possible improvements.

Although Maritime officials are seeking restoration in critical areas such as temporary service and overtime pay, Bizar is not optimistic about the chances for success.

"Unfortunately, CSEA workers are hurt the most. When we don't have adequate funding, we have to let things like maintenance and upkeep of the physical plant slide in favor of putting resources elsewhere."

Also, without proper staffing, existing staffs have to take on additional responsibilities or necessary work doesn't get done, said Bizar. That, in turn, contributes to a decline in morale. Bizar is particularly concerned about the temporary service and overtime cuts because they have picked up some of the slack from the staff shortage in the past.

"The shame is that this is such a special college and we need to keep things up to attract the better students," says O'Brien. "If we don't, we're not going to be turning out people with the necessary skills to keep such an important industry productive."

Cutbacks in custodians pose problems at Purchase

PURCHASE — Problems on SUNY's Westchester County campus here have gone from bad to worse.

According to Head Janitor Frank Russo, a member of SUNY Purchase Local 637, the custodial staff has shrunk by 30 positions in just the last three years.

Director of Personnel Richard Silver says the staff shortage is causing "a myriad of problems."

And Patrick Coughlin, vice president for finance and management has sent a warning to deans and directors of the university. "It is important that you begin to plan now for austerity measures," he told them in a memo.

Coughlin says the Governor's budget proposal for SUNY poses "very serious problems for the college." Not only did the state not fulfill a request for additional positions, but Coughlin pointed out that inflationary increases in the non-salary budget have not been addressed. Therefore,

the cost of materials, repairs and everyday operating expenses such as postage and telephone bills is severely impacted.

In addition, temporary service was cut by 20 percent and mandatory savings was increased by over \$40,000.

What this means to the support staff is a cut in overtime, less money for equipment and a campus that is not receiving the attention it should. Russo says that, like his colleagues on other state campuses, he and his staff are managing to cover emergency situations but are finding it very difficult to keep up with daily and preventative maintenance.

The problem is, Silver says, "the less attention you give to the physical plant, the more it deteriorates."

"We won't go out of business," Coughlin commented, "but we'll get a little seedier."



Labor/management grievance workshop for SUNY locals

TWELVE CSEA REPRESENTATIVES from six Central Region V SUNY locals attended a recent Labor/Management Institute grievance workshop in Liverpool. The one-day sessions, conducted statewide, are designed for local level union and management personnel with a role in the grievance process. Pictured are, front row from left: Sue Calhoun, Local 615 SUNY Upstate Medical Center; Pat Crandall, president, Local 605 SUNY Cortland; Mary Lou Wasilewski, president; Debbie Snyder, first vice president, Local 609 SUNY Morrisville; Mary Drahos, third vice president, Local 648 SUNY Binghamton; and Alice Steckiewicz, president, Local 647 SUNY College of Forestry & ENCON at Syracuse University. Back row from left: Dale Dusharm, president, Local 611 SUNY Oswego; Mike Matthews, Local 615; Dick Guyer, Local 611 SUNY Oswego; Robert Goeckel, Local 648; Steve Darrow, first vice president, Local 647; and Beverly Poole, first vice president, Local 605. The Labor-Management Institute is funded by CSEA and the Governor's Office of Employee Relations.

PERB rules commissioner violated Taylor Law

NIAGARA FALLS—A basic union right under the Taylor Law — to file grievances — has been upheld by the Public Employment Relations Board in a Niagara County decision.

PERB has directed Niagara County Social Services Commissioner Louis Scozzafava to stop discouraging county employees from filing grievances.

The ruling has been hailed by CSEA leaders as "a firm warning" to all state public employers that "public employees have certain rights under the law and that CSEA will take whatever steps are necessary to protect the rights of our members," said CSEA Western Region VI President Robert Lattimer.

Unit President Quain Weber called the ruling "a great morale boost for our members. This is proof that the Taylor Law does have some teeth in it."

It was ruled that Scozzafava violated the Taylor Law at a June meeting of department employees when he implied that those who filed grievances would meet with unspecified discipline.

Thomas X. Christy, field representative for the 800-member unit of Niagara County Local 832, filed an improper practice complaint with PERB.

An attempt to settle the matter informally failed, and a formal hearing was held in November.

In February, a PERB administrative law judge ordered the county department to "cease and desist" from the unlawful practice, and to post notices pledging not to "interfere with, restrain or coerce any of our employees in the exercise of their rights" under the Taylor Law.

CSEA was represented by Attorney Stephen J. Wiley at the formal hearing. According to the decision, Scozzafava "clearly indicated his displeasure with the filing of grievances and implied that employees who filed grievances would suffer unspecified reprisals."

Lattimer said he hopes all public employees will "take note of this decision, recognizing that public employees are human beings, not slaves working at the whim of administrators."

The posted notices must remain in place for 30 consecutive days from the date of posting and must not be altered, defaced or covered by any other material.

Expert approves county efforts to resolve health complaints

KINGSTON—A consultant hired by CSEA to inspect the Ulster County Office Building says he is satisfied that county officials did all they could to resolve health complaints that surfaced in January.

Matt Gillen, an industrial hygienist from the Washington, D.C.-based Workers' Institute for Safety and Health (WISH), approved of the county's installing exhaust fans and increasing the air intake in the building.

A lack of freshly circulated air in the building caused workers to experience dizziness, nausea, burning eyes and fainting, sending many to a local hospital for treatment. Insufficient fresh air causes a build-up of carbon dioxide, which can bring on such symptoms, said Gillen.

Gillen met recently with Ulster County Safety Officer Bob Hoose, CSEA Health and Safety Director Jim Corcoran and Region III Health and Safety Coordinator Linda Siccardi to appraise the situation.

Hoose pointed out that the week before the incidents, outdoor temperatures plummeted below freezing, automatically closing the vents that bring outdoor air into the building.

In addition to the actions already taken by the county, Gillen made several recommendations:

- The fresh air intake should be increased further. Although the current the heating system does not allow for this, he says a major renovation project planned for the building should include such provisions.



A HEALTHIER WORKSITE — Ulster County Health and Safety Officer Bob Hoose, right, discusses health problems of employees in the county office building with CSEA Health and Safety Director Jim Corcoran, Region III Health and Safety Coordinator Linda Siccardi and Industrial Hygienist Matt Gillen.

- The humidity should be increased from the present 15 percent — which is extremely low — to about 50 percent.

- The heat should be turned off earlier in the day. The building retains heat from the mid-morning sun, causing extremely hot and dry

conditions by afternoon — when most employees reported problems.

Region III Field Representative Steve Chanowsky said the county demonstrated a willingness to cooperate when incidents occurred.

Buffalo employees stage protest

Fight against Workers' Comp evening schedule escalates

BUFFALO—While public and employee opposition to evening hearing hours at the Workers' Compensation Board grows across the state, CSEA members here recently voiced their dissatisfaction at an informational picket.

Since Workers' Comp Chairman Robert Steingut implemented the plan Feb. 4, CSEA has worked to reverse it, citing impracticality, higher administrative costs and a violation of the workday/workweek article of the union-state contract.

"Robert Steingut acts as though he is superior to the contract that was negotiated between CSEA and the state of New York," declared Buffalo State Employees Local 003 President Kathie Fetzer.

After picketing in front of Buffalo City Hall, Fetzer went inside to testify before the Temporary Commission on Workers' Compensation, outlining the problems caused by the change in hours.

"The inconvenience the evening hour schedule is imposing on the public goes hand in hand with the problems facing the employees of the Workers' Compensation Board," she told the Commission.

Joining Fetzer on the picket line earlier were two Local 003 members who called the night hours "ineffective, disruptive and unsafe." The two, Michelle Smith and Frank Navarro, are both Comp Board court reporters who were recording

'How can one man play God with so many lives? And where does he get the right?'

**—Kathie Fetzer,
Local 003 president**

the daylong hearings, but picketing during their lunch hour.

"I've had to work twice already at night and most of the people scheduled to show up for hearings have failed to do so," said Smith. "If this is going to be a pattern, it's a big waste of taxpayer dollars."

Navarro called the night hours disruptive to

family life, saying the employees weren't given adequate notice of the change.

Fetzer pointed out the hazards of the General Donovan State Office Building, where the night Comp Board hearings are held.

"Public transportation is remote and inadequate. The nearest bus stop for most is at least three blocks away," she said, noting there were also minimal building security, first aid and cafeteria services available in the evening.

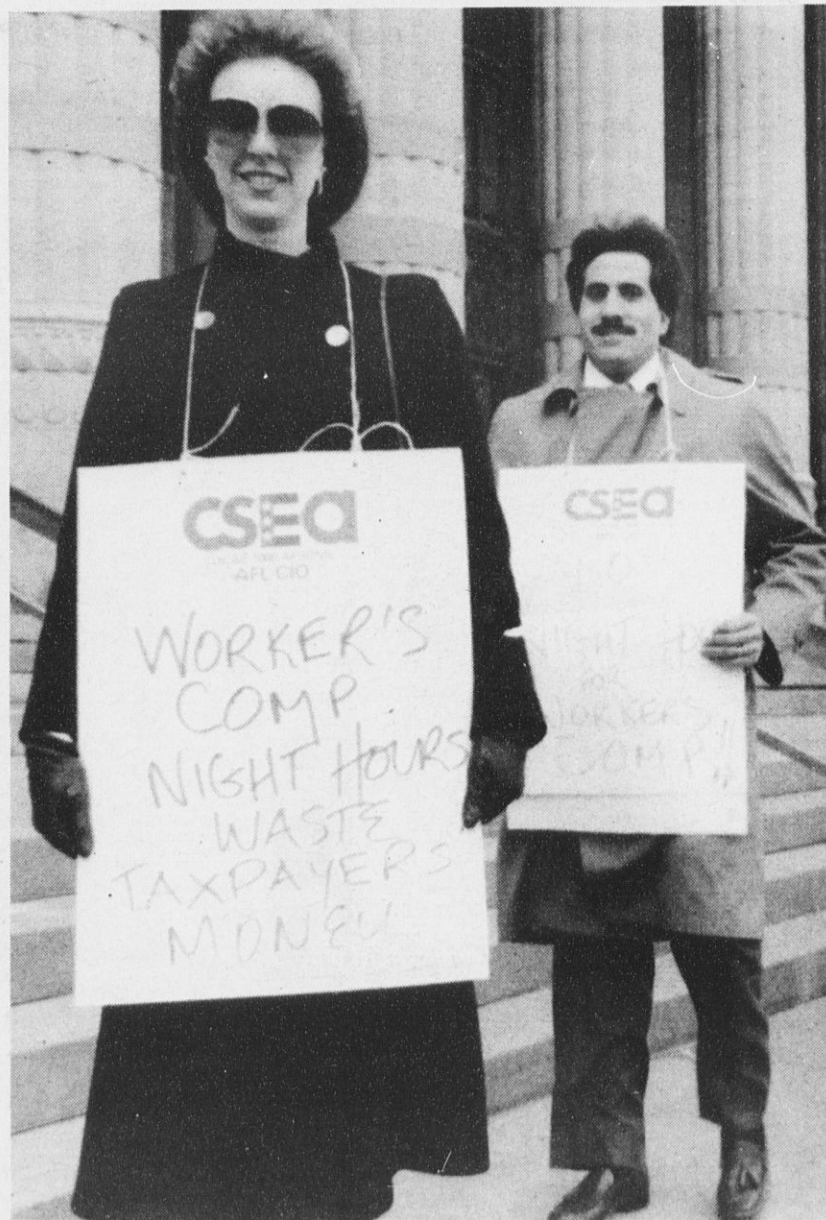
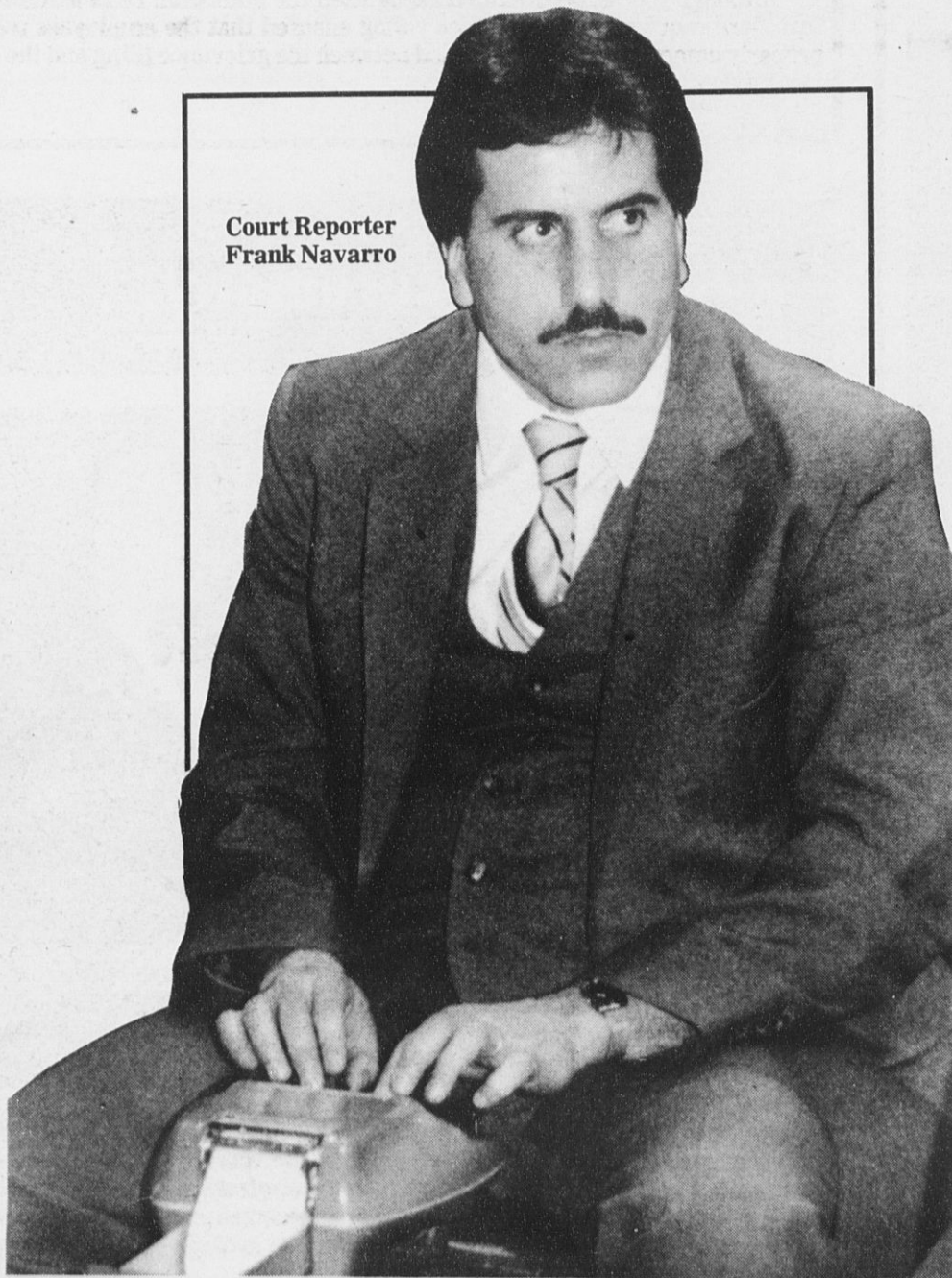
The commission hearings were chaired by Karen Burstein of the Civil Service Commission, who disclosed that a report will be made to the state Legislature when statewide hearings have been concluded.

Also testifying against the night hours were attorneys, insureds and claimants. The session was videotaped by an AFL-CIO television crew.

"Good, intelligent minds negotiated a fair bargain, but Mr. Steingut strikes a superior role, as if he knows more than anyone else what is right for the people of the state," said Fetzer.

"How can one man play God with so many lives? And where does he get the right?"

Court Reporter
Frank Navarro



VOICING THEIR OPPOSITION to the new schedule were Local 003 members Michelle Smith and Frank Navarro, court reporters for the Workers' Compensation Board.



LOCAL 003 PRESIDENT Kathie Fetzer and Field Representative Vince Sicari on the line.



COURT REPORTER Michelle Smith took testimony at the Comp Board hearings, then spent her lunch hour picketing the new night hours.

Tax credits available for working parents

If you're a working parent, your children can help you claim additional credits on your income tax returns. Both the federal government and New York state allow significant deductions for child care expenses that can save you money.

The amount that can be deducted depends on your family income and how many children you have. It ranges from a low of 20 to 30 percent of child care costs under U.S. guidelines. New York also allows an additional 20 percent of the federal deduction to be claimed.

Both single parents and households where husband and wife are employed full- or parttime are eligible. Also, you can claim the credit if you are looking for work or if you are a fulltime student for five months of the year.

The deductions are allowed whether or not you itemize on your tax returns. They also apply to any expenses involved in taking care of your children in order to work. For example, you can file for the credit whether you take your children to a day care center or have them cared for at home. Travel expenses in transporting children to child care are also deductible.

As always with income tax matters, it is best to keep all receipts just in case you are audited. For more detail on the child care credits, contact the Internal Revenue Service and ask for publication 503, "Child Care and Dependent Care."

Downstate Med workers win out-of-title grievance

BROOKLYN — Eleven employees of the Downstate Medical Center here have had their job titles reclassified and have been awarded nearly a year's worth of retroactive pay increases, thanks to a successful out-of-title grievance won by CSEA.

Previously, the administration at Downstate sought and received reclassification for the employees from the state Civil Service Department. Under the reclassification, the employees were upgraded from grade 4 admitting clerks to grade 7 nursing station clerks.

Although the reclassification recognized the additional responsibilities that were required, the grievance ruling ensured that the employees were properly compensated for the period between the grievance filing and the effective date of the promotions.

Colorful ceremony



CSEA REGION III President Pat Mascioli, left, who serves in the Army Reserve as a command sgt. major, is shown here during a recent ceremony in which Westchester County Executive Andrew O'Rourke was presented with the admiral's colors to honor his promotion to rear admiral. Mascioli commented, "While we sit on different sides as union and management, we come together in other community areas." Traditionally, the flag is displayed on the building in which the admiral is present, he explained.

ANNUAL REPORT

CSEA Treasurer Barbara M. Fauser



The financial statements of CSEA, Inc. for the year ended September 30, 1984 are contained in this issue of The Public Sector. The statements also contain comparative figures for the previous fiscal year.

The combined statement of Fund Revenues and Expenses indicates that expenses exceeded revenues by \$93,000. This was not unexpected and existing fund balances were adequate to meet this short-fall. You may recall that this is in line with projections made in previous years.

The report of Coopers & Lybrand, our independent certified public accountants, and a report by the CSEA Special Audit Committee are also included.

WILLIAM L. MCGOWAN
President

BARBARA M. FAUSER
Treasurer

REPORT OF INDEPENDENT ACCOUNTANTS

To the Officers and Directors THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

We have examined the accompanying statements of assets, liabilities and fund balances of THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC. as of September 30, 1984 and 1983, General Fund and Insurance Fund, and the related statements of revenues, expenses, and changes in fund balances and changes in financial position for the years then ended. Our examinations were made in accordance with generally accepted auditing standards and, accordingly, included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

In our opinion, the financial statements identified above present fairly the financial position of THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC. at September 30, 1984 and 1983, and the results of its operations and changes in fund balances and changes in financial position for the years then ended, in conformity with generally accepted accounting principles applied on a consistent basis.
Albany, New York December 12, 1984

Coopers & Lybrand
Certified Public Accountants

THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

Statement of GENERAL FUND ASSETS, LIABILITIES and FUND BALANCES
as of September 30, 1984 and 1983

ASSETS	1984	1983
CURRENT ASSETS		
Cash on hand and in checking accounts	\$ 192,433	\$ 14,374
Cash in interest-bearing accounts and certificates of deposit - Note 2	7,255,680	11,100,005
Marketable securities, at cost which approximates market - Note 1	6,779,087	3,309,496
Membership dues and agency fees receivable	747,738	707,714
Due from insurance fund	38,384	153,909
Miscellaneous receivables	642,130	726,926
Prepaid expenses	179,429	59,294
Total current assets	<u>15,834,881</u>	<u>16,071,718</u>
PROPERTY, PLANT AND EQUIPMENT		
Land	124,207	124,207
Executive headquarters	996,192	996,192
Furniture and equipment	904,882	852,412
	<u>2,025,281</u>	<u>1,972,811</u>
Less accumulated depreciation	(767,520)	(645,499)
	<u>1,257,761</u>	<u>1,327,312</u>
OTHER ASSETS		
Certificate of deposit - Note 2	1,000,000	1,300,000
Marketable securities, at cost which approximates market - Note 1	1,045,673	627,566
Deposit	169,000	
	<u>2,214,673</u>	<u>1,927,566</u>
	<u>\$19,307,315</u>	<u>\$19,326,596</u>
LIABILITIES AND FUND BALANCES		
CURRENT LIABILITIES		
Accounts payable	\$ 590,232	\$ 571,686
Compensated absences	412,166	351,056
AFSCME per capita dues	826,990	774,720
Payroll tax accruals and funds withheld as agent	8,216	9,934
Due to locals for share of dues	2,550,286	2,539,466
Due to employees' retirement plan - Note 6	13,427	66,178
Dues collected in advance	10,078	24,246
Total current liabilities	<u>4,411,395</u>	<u>4,337,286</u>
COMMITMENTS AND CONTINGENT LIABILITIES - Notes 4, 6, 7, 8 and 9		
FUND BALANCES		
Fund for general operations and working capital:		
Undesignated	4,589,696	4,958,524
Designated by the governing board to offset future dues increases	4,500,000	4,500,000
	<u>9,089,696</u>	<u>9,458,524</u>
Fund for contingency	3,407,722	3,200,739
Fund for building and equipment investment	1,427,580	1,326,958
Fund for additions to building and equipment	338,782	302,813
Fund for replacement of headquarters building	632,140	700,276
	<u>14,895,920</u>	<u>14,989,310</u>
	<u>\$19,307,315</u>	<u>\$19,326,596</u>

THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

Statement of GENERAL FUND REVENUES, EXPENSES, AND CHANGES IN FUND BALANCES for the years ended September 30, 1984 and 1983

	Fund for General Operations and Working Capital	Fund for Contingency	Other Funds	1984 Total	1983 Total
Revenues:					
Dues and fees:					
State	\$14,540,770	\$	\$	\$14,540,770	\$14,047,008
County	13,195,175			13,195,175	12,574,678
	<u>27,735,945</u>			<u>27,735,945</u>	<u>26,621,686</u>
Less:					
Refunds to locals	4,474,502			4,474,502	4,305,813
Political action provisions - Note 5	808,499			808,499	562,026
Affiliation dues - Note 4	9,681,468			9,681,468	9,319,500
	<u>14,964,469</u>			<u>14,964,469</u>	<u>14,187,339</u>
Insurance Fund reimbursement of expenses - Note 3	12,771,476			12,771,476	12,434,347
Employee Assistance Program Grants	402,869			402,869	327,786
Labor Education Action Program Grants					122,161
AFSCME Grants - Note 4	1,359,932			1,359,932	525,947
Interest earned	850,000			850,000	1,899,999
Income from other sources	1,404,567	359,040	119,333	1,882,940	1,489,408
	<u>229,268</u>			<u>229,268</u>	<u>106,962</u>
	<u>17,018,112</u>	<u>359,040</u>	<u>119,333</u>	<u>17,496,485</u>	<u>16,906,610</u>
Expenses:					
Salaries, payroll taxes and other personal service	7,181,197			7,181,197	6,542,013
Employees' pension and group life insurance costs	912,807			912,807	813,684
Administrative travel, lodging and meals	865,040			865,040	872,479
Officers', directors' and committees' expenses	696,419			696,419	701,274
Official publication	791,110			791,110	745,150
Printing and communications	460,579			460,579	459,593
Legal services	2,120,915			2,120,915	1,704,247
Data processing services and equipment rental	387,509			387,509	400,199
General expense	208,686			208,686	205,814
Depreciation			131,913	131,913	118,032
Headquarters occupancy costs	196,382			196,382	228,843
Public relations programs	424,736			424,736	127,735
Travel allowance to locals	147,646			147,646	149,096
Regional offices, conferences, State and County workshop costs other than payroll	924,043			924,043	778,159
Labor Education Action Program expenses	1,359,932			1,359,932	525,947
Delegate meetings, election expenses and organizational costs	780,961			780,961	309,435
	<u>17,457,962</u>		<u>131,913</u>	<u>17,589,875</u>	<u>14,681,700</u>
Excess of revenues over expenses (expenses over revenues)	(439,850)	359,040	(12,580)	(93,390)	2,224,910
Fund balance, beginning of year	9,458,524	3,200,739	2,330,047	14,989,310	12,764,400
Appropriations between funds	71,022	(152,057)	81,035		
Fund balance, end of year	<u>\$ 9,089,696</u>	<u>\$ 3,407,722</u>	<u>\$ 2,398,502</u>	<u>\$14,895,920</u>	<u>\$14,989,310</u>

FOR YOUR INFORMATION



ANNUAL REPORT

Civil Service Employees Assn.

THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

Statement of GENERAL FUND CHANGES IN FINANCIAL POSITION
for the years ended September 30, 1984 and 1983

	1984	1983
FINANCIAL RESOURCES PROVIDED BY OPERATIONS		
Excess of revenues over expenses (expenses over revenues)	(\$ 93,390)	\$2,224,910
Item which did not require outlay of working capital during the year:		
Depreciation	131,913	118,032
Total working capital provided by operations	38,523	2,342,942
Long-term investments transferred to current	300,000	450,000
Disposition of fixed assets		428
	<u>338,523</u>	<u>2,793,370</u>
FINANCIAL RESOURCES APPLIED TO		
Purchase of property and equipment	62,362	82,899
Purchase of long-term investments	418,107	627,566
Deposit on building	169,000	
	<u>649,469</u>	<u>710,465</u>
Increase (decrease) in working capital, as below	<u>(\$ 310,946)</u>	<u>\$2,082,905</u>
SUMMARY OF CHANGES IN WORKING CAPITAL COMPONENTS		
Increase (decrease) in:		
Cash	(\$3,666,266)	\$2,553,356
Marketable securities	3,469,591	(45,448)
Membership dues and agency fees receivable	40,024	70,312
Due from insurance fund	(115,525)	27,903
Miscellaneous receivables	(84,796)	(177,213)
Prepaid expenses	120,135	4,304
Decrease (increase) in:		
Accounts payable	(18,546)	248,941
Compensated absences	(61,110)	(31,825)
AFSCME per capita dues	(52,270)	(12,240)
Payroll tax accruals and funds withheld as agent	1,718	(3,585)
Due to locals for share of dues	(10,820)	(519,148)
Due to employees' retirement plan	52,751	(29,171)
Dues collected in advance	14,168	(3,281)
Increase (decrease) in working capital	<u>(\$ 310,946)</u>	<u>\$2,082,905</u>

THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

INSURANCE FUND - FOR INSURED MEMBERS ONLY

STATEMENT OF ASSETS, LIABILITIES and FUND BALANCE
as of September 30,

	1984	1983
ASSETS		
Due from insurance underwriter	\$110,000	\$213,942
	<u>\$110,000</u>	<u>\$213,942</u>
LIABILITIES		
Due to General Fund	\$ 38,384	\$153,909
FUND BALANCE		
Restricted for members insured under the group plan	71,616	60,033
	<u>\$110,000</u>	<u>\$213,942</u>

STATEMENT OF REVENUES, EXPENSES and CHANGES IN FUND BALANCE
for the years ended September 30,

	1984	1983
REVENUES		
Refund from insurance company	\$416,102	\$404,237
EXPENSES		
Reimbursement to General Fund of costs of maintaining the group life insurance program - Note 3	402,869	327,786
Other expenses	1,650	1,500
	<u>404,519</u>	<u>329,286</u>
	11,583	74,951
Fund Balance - beginning of year	60,033	(14,918)
Fund Balance - end of year	<u>\$ 71,616</u>	<u>\$ 60,033</u>

THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

NOTES TO FINANCIAL STATEMENTS

1. Significant Accounting Policies

The Association adheres to generally accepted accounting principles as described in the Industry Audit Guide, "Audits of Certain Nonprofit Organizations," of the American Institute of Certified Public Accountants.

Income taxes:

The Association is a labor union exempt from income taxes under Section 501 (c) (5) of The Internal Revenue Code. Accordingly, no provision for income taxes has been made.

Marketable securities:

Marketable securities are carried at amortized cost, which approximates market. Premiums paid or discounts received on acquisition are amortized on a straight-line basis over the life of the security.

Property, plant, equipment and depreciation:

Property, plant and equipment are recorded at cost and depreciated on a straight-line basis over the estimated useful lives of the assets ranging from 5 to 20 years.

Grants received:

Operating funds restricted by the grantor for particular purposes, such as Employee Assistance Program and Labor Education Action Program, are deemed to be earned and reported as revenues of operating funds when the Association has incurred expenditures in compliance with the grant specifications.

Retirement plan:

The Association has a retirement plan covering most of its employees. Pension expense is determined in accordance with an actuarial cost method, and it is the Association's policy to fund pension costs accrued. Past service costs under the plan are being funded over a 27-year period. (See Note 6.)

Insurance fund:

The Insurance Fund is restricted to use for insured members only, but is controlled by and considered part of one legal entity, THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC. Based upon an estimate of the cost of handling the group life insurance program, made at the beginning of each fiscal year, expense is recorded in the Insurance Fund, with the offsetting income reflected in the General Fund. After the close of the fiscal year, a study is done to determine the actual cost of operating the program, with the adjustment, if any, for a particular year reflected in the subsequent year. (See Note 3.)

The Association maintains individual records with respect to members who participate in the Group Life Plan underwritten by the Travelers Life Insurance Company. Premiums collected through the State Comptroller's office and many municipalities are forwarded to the Association to be processed and thereafter transmitted to the underwriter's agent in original form. The financial statements of the Association do not reflect the insurance plan activity.

2. Cash in Interest-Bearing Accounts and Certificates of Deposit

During the year ended September 30, 1982, the Association entered into a long-term deposit contract in the amount of \$1,750,000 with a banking institution. The principal deposit must remain intact through March 1984 and will be reduced by varying amounts each six months thereafter through March 1987. The principal deposit balance at September 30, 1984 is \$1,300,000.

3. Group Life Insurance Reimbursement of Expenses

The Board of Directors has approved separate studies conducted to determine the cost of handling the group life insurance program for the years ended September 30, 1983 and 1982. The effect of these studies was to decrease fund income and the insurance fund balance by \$27,869 and increase fund income and the insurance fund balance by \$47,214 for the respective years. General fund income and the fund balance for general operations were conversely increased and decreased by similar amounts for the respective years.

A cost study for the year ended September 30, 1984 has not yet been initiated.

4. Affiliation Agreement

In April 1978, the Association entered into a three-year affiliation agreement with the American Federation of State, County and Municipal Employees, AFL-CIO (AFSCME). This agreement was amended, effective January 1, 1981, whereby CSEA became a permanent affiliate of AFSCME incurring all financial obligations of an AFSCME local. As a permanent member, CSEA must pay the prevailing AFSCME per capita tax per member per month (\$3.90, 1/1-12/31/84; \$3.70, 1/1-12/31/83). The amended agreement also provided for an organizational grant of three million dollars (\$3,000,000) paid by AFSCME to CSEA upon execution of the agreement and for AFSCME to pay organizational grants to CSEA amounting to nine million six hundred thousand dollars (\$9,600,000) payable in varying monthly amounts ranging from three hundred twenty-five thousand dollars (\$325,000) to fifty-nine thousand dollars (\$59,000) over the next forty-eight months.

5. Political Action Provisions

To advance the political goals and interests of the Civil Service employees of the State of New York and its political subdivisions, a Civil Service Employees Political Action Fund was organized. This fund is maintained independently of the Association and, accordingly, is not included in the accompanying financial statements. The provisions of \$808,499 and \$562,026 recorded in the fund for general operations and working capital represent the amounts appropriated and transmitted to the political action fund for the years ended September 30, 1984 and 1983, respectively.

(Continued on Page 18)

FOR YOUR INFORMATION



ANNUAL REPORT

Civil Service Employees Assn.

(Continued from Page 17)

6. Employee Benefit Plans

Pension plan:

The Association has a noncontributory pension plan covering substantially all its employees. Total pension expense was \$841,491 and \$761,803 for the years ended September 30, 1984 and 1983, respectively. The unfunded actuarial liability at December 15, 1983, according to the latest actuarial valuation, was \$791,311 and is to be funded over a remaining period of 13 years. The Association's policy is to fund pension costs accrued. The assumed rate of return used in determining the present value of accumulated benefits was 7% for both years. The accumulated plan benefits and plan assets for the Association's defined benefit plan as of December 15, 1983 and 1982 are presented below:

Actuarial present value of accumulated plan benefits:	1983	1982
Vested	\$4,621,883	\$3,443,317
Nonvested	531,683	652,277
	<u>\$5,153,566</u>	<u>\$4,095,594</u>
Net assets available for benefits	<u>\$7,710,649</u>	<u>\$6,347,069</u>

Deferred compensation plan:

During 1984, the Association instituted a deferred compensation plan for officers that provides benefits upon retirement or death. The deferred compensation benefits are funded by life insurance policies on each participant with the Association as owner and beneficiary. Total expense for this program for the year ended September 30, 1984 was \$78,946.

7. Litigation

The Association is a defendant in a number of actions in several jurisdictions. The amounts of liability in these actions were not determinable at September 30, 1984, but in the opinion of management any ultimate settlement will not materially affect the Association's financial position.

8. Lease Commitments

The Association is committed to various noncancellable leases for rental of office space for satellite and regional offices and automobiles expiring at various dates. Minimum rental payments under such leases are as follows:

Fiscal Year	Offices	Autos	Total Amount
1985	\$ 413,709	\$ 225,000	\$ 638,709
1986	362,616	52,000	414,616
1987	313,863	4,250	318,113
1988	264,230		264,230
1989	198,582		198,582
	<u>1,553,000</u>	<u>281,250</u>	<u>1,834,250</u>
Later years	<u>738,083</u>		<u>738,083</u>
Total minimum payments required	<u>\$2,291,083</u>	<u>\$ 281,250</u>	<u>\$2,572,333</u>

Rental expense for the years ended September 30, 1984 and 1983 was as follows:

	1984	1983
Satellite and regional offices	\$ 400,491	\$ 289,693
Automobiles	221,188	132,985
	<u>\$ 621,679</u>	<u>\$ 422,678</u>

9. Subsequent Event

During November 1984, the Association purchased a new headquarters building for \$3,350,000. The purchase of the building and related improvements is financed through a \$4,000,000 industrial development bond. The debt service payments are \$36,365 per month for 20 years beginning December 1984, which includes interest of 9.25% per annum.

The Audit Committee met at Headquarters February 15, 1985. The following members were present: Chairman John Geraghty, Charles Perry, Ralph Spagnolo and Ray Bohlen. The main topic was a review of the Annual Financial Report of the union for the fiscal year ended September 30, 1984. The details of the report were reviewed with auditors from the accounting firm of Coopers & Lybrand.

CSEA experienced a loss of \$93,390 in fiscal year 1984 as compared to the \$2.2 million profit in fiscal 1983. As the close of fiscal

1984, CSEA remained in a strong financial position with a total fund balance of \$14,895,920.

SPECIAL AUDIT COMMITTEE
 John Geraghty, Chairperson
 Ralph Spagnolo
 Charles Perry
 Ray Bohlen
 Mary Sullivan
 John Eiss



CSEA COLLECTIVE BARGAINING SPECIALIST George Peak explains details of new 3-year contract to members of Nassau County CSEA Local 830. Members later overwhelmingly approved the agreement.

Nassau County Local 830 members give a resounding "yes" to new 3-year contract

MINEOLA — A new contract described as making "important inroads and many milestones" has been overwhelmingly accepted by members of Nassau County CSEA Local 830.

Nassau County employees accepted the pact, retroactive to Jan. 1, by a 5,112 to 1,417 margin.

The 3-year pact covers about 14,000 CSEA-represented Nassau County workers. The pact provides raises of 6 percent in 1985 and 1986 and 5.5 percent in 1987, and includes increments.

Local 830 President Jerry Donahue said the contract makes "important inroads and many milestones" and said it is a testimony to the hard work of the union's negotiating team.

Among the new contract benefits are fully paid health insurance, a 20 percent increase in dental benefits effective July 1, and binding arbitration through an impartial panel to settle disciplinary actions. It also includes an optical plan for individual employees beginning July 1, child care leave of up to one year for both male and female employees, and a number of other innovative benefits.



LOCAL 830 PRESIDENT Jerry Donahue tells his members that new contract contains "many milestones." Members gave wide margin of approval to contract which is retroactive to Jan. 1.

Black & Puerto Rican Coalition Workshop



CSEA POLITICAL ACTION ACTIVISTS who participated in a legislative workshop sponsored by the Black and Puerto Rican Coalition of the state Legislature included, from left, CSEA Statewide Secretary Irene Carr, Region V PAC Chairwoman Dorothy Penner, Brooklyn Developmental Center Local 447 Political Action Committee member Ivan Destine, and Metropolitan Region II President George Boncoraglio.



AMONG CSEA REPRESENTATIVES attending a recent Black and Puerto Rican Coalition legislative workshop in Albany were, from left, CSEA Central Region V Political Action Committee Chairperson Dorothy Penner, CSEA Region V Executive Secretary Ralph Young and CSEA Statewide Secretary Irene Carr.

Chemung highway dept. employee Paul Talada dies in work mishap

ELMIRA — Paul A. Talada, an employee of the Chemung County Highway Department, was killed in an on-the-job accident March 12 when he reportedly was crushed between an unmanned dump truck and a grading machine during grading operations on a county road.

Details of the fatal accident are being investigated by State Police and by CSEA Region V Occupational Safety and Health Specialist Chris Jamison.

Talada, a member of Chemung County CSEA

Local 808, was an 18-year employee of the county. Talada was described as "a real nice guy who worked hard and was very safety conscious," by Shop Steward Chuck Ellston. "The guys are really taking it hard," he said of the 29-member county highway crew.

Chemung County Executive Robert Densburger granted Ellston's request that the highway department be closed for the afternoon of Talada's funeral services to allow all co-workers to attend.

Downstate Correctional Facility employee wins upgrading

FISHKILL — A grade 8 maintenance assistant at Downstate Correctional Facility has been upgraded to a motor equipment mechanic grade 12 as the result of an out-of-title grievance filed by CSEA.

According to then Region III Field Representative Diane Campion, William DeCarlo's claim was that since 1979, he had been assigned to diagnose, repair and maintain hydraulic systems, diesel buses and heavy equipment, heavy duty trucks, automobiles, tractors, cement mixers and small engines.

In addition, DeCarlo was supervising three inmates, developing a preventive maintenance program for the fire engine; performing vehicle inspections, installing motors and transmissions and performing body and fender work. He further stated that the supervision he was receiving consisted only of receiving work orders.

In his recommendation to the Governor's Office of Employee Relations, Associate Director Allen C. DeMarco stated, "Although some of the tasks performed by the grievant are appropriate for maintenance assistant, the majority of duties performed are at the journey level and are performed without supervision, making these assignments characteristic of motor equipment mechanic grade 12."

"Mr. DeCarlo worked out-of-title for quite a while, and was promised the upgrading over and over again," Campion remarked. "It was only when we filed the grievance for him that he was finally upgraded."

Campion urged workers to file out-of-title grievances promptly. "It may force the state to consider more seriously the need for re-classification," she added.



UPGRADED — Newly upgraded Motor Equipment Mechanic Bill DeCarlo, center, is congratulated by Downstate Correctional Facility Local 155 President Bob Anderson, right. At left is Plant Superintendent Roger Miller.

Two CSEA members prevent possible fire and ice deaths

ULRIKE (RICKI) HENDERSON SAYS, "I JUST KNEW I HAD TO PUT OUT THAT FIRE."

ROY BROWN MODESTLY SAYS, "ANYONE WOULD HAVE DONE THE SAME THING."

AND BOTH MIDDLETOWN PSYCHIATRIC CENTER EMPLOYEES ARE BEING CALLED HEROS FOR QUICK-THINKING ACTIONS WHICH PROBABLY SAVED LIVES IN TWO SEPARATE INCIDENTS RECENTLY.

Ulrike (Ricki) Henderson

Henderson, a senior stenographer and an active member of Middletown Psychiatric Center CSEA Local 415, was working in her second floor office of the facility's Education and Training Building when she heard a smoke detector in the hallway sound.

Henderson responded quickly—"I walked out into the hallway and checked a room where the washer and dryer are kept, and everything seemed okay. Then I walked further to a small room where we have a stove for staff use, and the door felt very hot."

When she opened that door, heavy black smoke rolled toward her from a burning pot on the stove.

Instantly, Henderson grabbed a sheet from a nearby closet, wet it under a faucet, and put it over her nose and mouth in order to be able to breath in the smoke-filled room. She then pulled the fire extinguisher from the wall and used it to extinguish the fire before it could spread any further.

"A lot of staff people live in this building," noted Local 415 President Alex Hogg in praising Henderson's bravery and quick action in an emergency.

Was she frightened when she first saw the fire? "I didn't have time. I just knew I had to put out that fire," Henderson said.

She has been an employee at the Middletown Psychiatric Center for 19 and one-half years. Henderson has been a CSEA delegate in the past, and has been involved in several union activities and projects over the years.



ULRIKE (RICKI) HENDERSON shows CSEA Local 415 President Alex Hogg where a stove fire started in a room near her office. Henderson's quick action extinguished the fire that could have endangered many lives.



ROY BROWN, left, is congratulated by Middletown Psychiatric Center CSEA Local 415 President Alex Hogg. Brown says, "Anyone would have done the same thing" of his actions which probably saved the life of a young child.

Roy Brown

It was a very cold wintry day in January when Motor Vehicle Operator Brown was returning from a nearby town, where he had just picked up some repair parts for vehicles that belong to the facility.

As he neared his destination, Brown crossed the railroad tracks a short distance from the psychiatric center.

"I saw this little kid, about two or three years old, walking down the tracks," he recalls. "He had no shoes on, and no jacket, and it was below freezing!"

Realizing the small child was alone, the CSEA member stopped and asked the child where he was going. Brown remembers that the youngster told him he was heading for a local discount store to "ride the horses," apparently referring to a mechanical merry-go-round in the store lobby.

But the severely underdressed child did not know his own name, his age, or where he lived. So Brown put him in his vehicle and took him to the facility garage, where safety officials called local police, who later located the child's parents.

Brown, an ex-Marine and a five-year employee at the psychiatric center, shrugs off his actions, which possibly saved the child's life in the below freezing weather. "Anyone would have done the same thing," he says.