

## *Bill Clinton WOWS CSEA delegates*

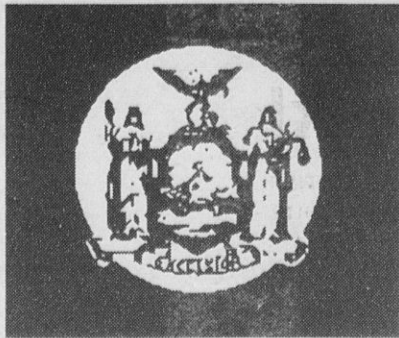
Convention coverage  
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'There are all kinds of good people who get up every day and go to work in public service jobs and break their backs to serve the public. They deserve respect.'

-- Bill Clinton  
CSEA Delegates Meeting  
Sept. 24, 1992







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A CSEA member's idea to educate new drivers about road safety is working.

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A roundup of CSEA victories including a new contract for employees of the New York State Insurance Liquidation Bureau.

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Three CSEA members were among the award recipients at the state Division of Parole's recent Employee Recognition event.

## CSEA Local 662 awards scholarship

CSEA SUNY Construction Fund Local 662 has awarded its annual \$750 scholarship to Donald L. Hoyer Jr. of Stuyvesant Falls, according to Local 662 President John Curtin. It marks the fifth consecutive year the local has awarded a scholarship.

Donald, the son of CSEA member Sharon Hoyer, is attending Hudson Valley Community College this fall.

He was selected from several applicants of the immediate families of CSEA Local 662 members, Daniel DiNuzzo. Local 662 scholarship chair, said.

The scholarship is based on grade point average, class standing, school and non-school extracurricular activities, volunteer work, part-time and summer jobs and SAT scores.

**VOTE for the union-endorsed candidates on Election Day - Nov. 3**

## November is annual health insurance option transfer period

The month of November is the annual health insurance Option Transfer Period for state employees.

Employees who wish to change Empire Plan or Health Maintenance Organization (HMO) options must do so during the Option Transfer Period by contacting their health benefits administrator, located in their agency personnel office.

The 1993 "Profiles" booklet containing benefit overviews of all the health insurance options available is being mailed to homes of employees in early November. Upon

approval of the 1993 rates, a rate sheet will be shipped to agency personnel offices and employees will be given the 30 days required to make health insurance option changes.

Additionally, employees who wish to participate in the Pre-Tax Contribution Program must enroll by Nov. 30. Personnel offices will provide basic information and all necessary forms needed for enrollment.

Additional details concerning the annual Option Transfer Period will be published in the next edition of *The Public Sector*.

## Important Empire Plan HealthCall changes

Effective Oct. 1, the Empire Plan's HealthCall will be revised to only require Prospective Procedure Review (PPR) for the following seven procedures:

- \* arthroscopy
- \* back surgery (new to list)
- \* Cesarean section
- \* knee reconstruction or replacement (new to list)
- \* Magnetic Resonance Imaging (MRI) (new

to list)

\* varicose vein surgery (including Sclerotherapy)

In order to protect your Empire Plan benefits you must call HealthCall at 1-800-992-1213 and follow the PPR procedures. In addition to contacting HealthCall for PPR, you must call before a maternity or scheduled hospital admission and within 48 hours after an emergency or urgent hospital admission.

For additional information on the Empire Plan's HealthCall, the PPR procedures and other important health benefits, review the September 1992 Empire Plan Report which was recently mailed to Empire Plan enrollees.

## Black River local gives scholarships

The CSEA Black River Valley State Employees Local 015 awarded three \$1000 scholarships for the 1992-93 school year.

Scholarship winners were:

Debbie L. Hawthorne, daughter of Mr. and Mrs. Tom Hawthorne, Harrisville. Hawthorne is a DOT employee. Debbie will attend the SUNY Health Science Center at Syracuse.

Jeffrey J. Mathys, son of Bob and Gail Mathys, Glenfield. Both parents are DOT employees. Jeffrey will attend SUNY at Cobleskill.

Stacey L. VanWaldick, daughter of Kathy VanWaldick, Adams Center, and Michael VanWaldick, Rodman. Kathy works for the Department of Environmental Conservation. Stacey will study at a Philadelphia or Boston college.

## DCAAccount enrollment deadline is Nov. 13

State employees who wish to participate in the Dependent Care Advantage Account Program (DCAAccount) must enroll by Nov. 13. Current enrollees must re-enroll for 1993. See your personnel office for information and enrollment forms.

The DCAAccount program enables employees to set aside up to \$5,000 of pre-tax salary annually to be reimbursed for dependent care expenses. Contributions to accounts are deducted tax free from gross pay, thereby reducing taxes and increasing spendable income.

## THE PUBLIC Sector

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MICHAEL P. MORAN, Publisher  
ROGER A. COLE, Editor  
KATHLEEN DALY, Associate Editor  
STANLEY HORNAK, Assistant Director of Communications

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### COMMUNICATION ASSOCIATES

SHERYL C. JENKS Region I (516) 273-2280  
LILLY GIOIA Region II (212) 514-9200  
ANITA MANLEY Region III (914) 896-8180  
DAN CAMPBELL Region IV (518) 489-5424  
MARK M. KOTZIN Region V (315) 433-0050

RON WOFFORD Region VI (716) 886-0391  
STEPHEN MADARASZ Headquarters (518) 434-0191





# Lack of staff, security an issue at Rockland PC



ORANGEBURG - A Rockland Psychiatric Center patient was raped by another patient just one year after a similar incident in which a female patient was murdered.

The alleged attacker, an eight-year patient, was charged with first degree rape. He was being held in an all-male ward to await trial. The female victim was admitted to the facility just a week before the incident. Both patients were in a ward for deaf patients.

Rockland County Attorney Kenneth Gribetz said the victim's family has moved her from Rockland Psychiatric Center and

will not allow her to testify. While the charges have not been dropped, Gribetz said, the man can be brought to trial only if the victim's family pursues it.

Meanwhile, the accused rapist has been returned to the facility where security is seriously lacking.

"The system is lousy," CSEA Labor Relations Specialist Annette Raetz said.

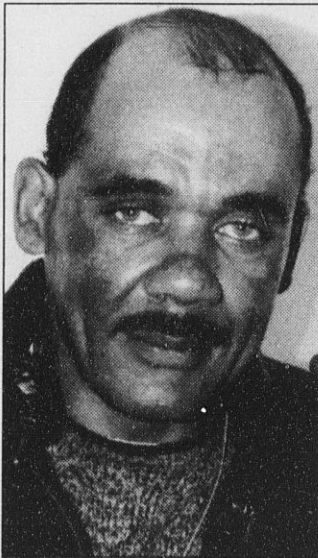
Last year, another patient raped and murdered a female patient. He has since been convicted of first degree manslaughter and sexual abuse and sentenced to prison. He had an extensive prior record of sexual assault when he came to the facility.

Lack of staff and security have been an issue at the facility for years. Five years ago, a therapy aide working alone on a ward was murdered by a patient.

## Regan Stephens uses CPR to give baby a new lease on life

MIDDLETOWN -- Thanks to CSEA Local 415 Shop Steward Regan Stephens, a six months old baby girl will have a chance to grow up and her babysitter is in jail on attempted murder charges.

Stephens, a truck driver who works at the Middletown Psychiatric Center, was returning to his rooming house on his day off recently when one of his neighbors frantically informed him that the baby he was taking care of had choked on her bottle and was not breathing.



Stephens rushed to the infant's crib and administered CPR, reviving the child. Stephens yelled to the man to call an ambulance, but his neighbor didn't move to call for help.

Frustrated, Stephens, who does not have a phone, had to run to the corner of the street to a pay phone to call for an ambulance. When he returned, the baby was again not breathing.

"I was able to revive her again," Stephens said later.

Fire department members arrived and drove the baby to a hospital. Later, she was flown 60 miles by helicopter to Westchester Medical Center.

Stephens later learned that doctors determined that the baby had been abused, allegedly by the babysitter. The man confessed to attempting to smother the child and was arrested.

Stephens said he learned CPR at the psychiatric center.

"It came in handy once before," Stephens said. "I used it on my father. It works."

Stephens has worked at the Middletown Psychiatric Center since 1974.

The baby, named Kimberly, is now doing fine.

## Learning Resource Center opens

The first Learning Resource Center (LRC) in the Albany area opened recently at the state Department of Transportation (DOT) Building 4 on the State Office Campus.

There are several LRCs in operation throughout the state, jointly sponsored by CSEA and the Governor's Office of Employee Relations (GOER) and funded through Project REACH, the workplace skill enhancement program for CSEA-represented state workers.

LRCs are state of the art, computerized learning centers and lending libraries to help CSEA-represented employees at all educational levels enhance their job skills.

Cutting the ribbon opening the new



Albany-area LRC in the photo above are, from left, CSEA Labor Education Action Program (LEAP) Director Ira Baumgarten, GOER Deputy Director Don Giek and Pat Lees, director of organizational development for DOT.

For more information about Project REACH, call the CSEA LEAP office at (518) 434-0191, Extension 226.

## Make *The Right Decision* with this free retirement guide

Selecting the right retirement option is one of the most important financial decisions you will make as a New York State employee. It is a decision which, once made, you will not be able to change.

Fortunately, expert guidance is available. "The Right Decision" is an easy-to-read booklet designed to help you make an intelligent choice among New York State Employees' Retirement System options. It will also help you plan other elements of your retirement income - savings, investments, a second career - to fit in with your public employee pension.

"The Right Decision" was prepared by the Retired Public Employees Association and funded through the negotiated agreements between CSEA and the State.

To obtain a copy, simply complete the coupon below and return it to the NYS/CSEA Labor-Management Committees.

Please send me a copy of "**The Right Decision,**"  
an updated guide to option selection for prospective public retirees.

Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ ZIP \_\_\_\_\_

My NYS Agency/facility is \_\_\_\_\_

Return to: NYS/CSEA Labor-Management Committees  
One Commerce Plaza  
Suite 1117  
Albany, NY 12206



# Work safety program goes on the road

## DOT employees teach basic work zone safety to students

By Mark Kotzin  
CSEA Communications Associate

JAVA CENTER - In 20 years with the state Department of Transportation, CSEA member Neil Baumgartner has seen many drivers recklessly speed past flag persons at work zones, putting him and his co-workers at risk. He also knows that every year highway workers are killed by careless motorists ignorant of basic work zone safety procedures.

To combat that ignorance and reduce the threat to highway workers, Baumgartner, second vice president of CSEA Genesee-Orleans-Wyoming State DOT Local 513, designed an innovative program that has seen great success through Western New York thanks to the cooperation from his local management. Baumgartner now hopes the program will be used across the state, making it safer for highway workers all over.

Last fall, Baumgartner came up with the idea to teach basic work zone procedures and safety practices to driver education students. He presented a proposed course outline to Resident Engineer Dave Lange, who encouraged him. DOT Employee Safety

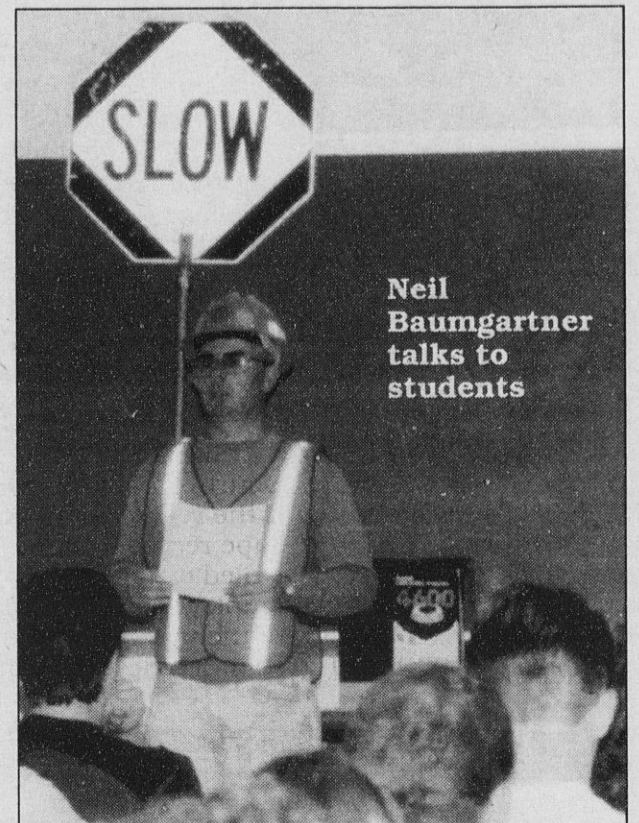
and Health Representative Dennis Wright worked with Baumgartner to structure the program.

Baumgartner contacted local high school driver education teachers and, since December, more than 275 students have benefitted from his idea. Baumgartner said he's pleased with the program's success.

"I really enjoy doing it and the students seem to like it too," he said. "They really pay attention and ask questions. I think they believe it more because they're getting it first hand — I'm the guy they see out there on the road."

In the program, Lange introduces Baumgartner and Wright. Baumgartner demonstrates flagging, paddling and signing used at work zones. Wright talks about general work zone procedures, and shows slides of work zones and accidents, grisly reminders of what happens when drivers ignore safety measures.

Baumgartner credits the program's success to the cooperation from DOT management and to Lange and Wright. He hopes to carry the message further. He has submitted a course outline to the DOT's innovation program, hoping upper DOT management will use it statewide.



Neil Baumgartner talks to students

"We're doing this to educate the motoring public," he said. "There's no better way than to start with new drivers," he said.

"We can do all the training (for our workers) in the world, but it won't do anything unless we train the traveling public."

## CSEA members do work previously contracted out

# DFY workers solve problems, save state money

Three CSEA members saved the state Division For Youth (DFY) thousands of dollars by properly doing work that had previously been contracted out.

Tom Sollas and Rene Benitez, general mechanics, and maintenance supervisor Al Rodriguez fixed a long-standing heating problem at the Brentwood DFY building.

"The place is old," explained Sollas, a 20-year state employee. "Many of the valves don't work; things were neglected. In a lot of cases outside vendors were used, costing the state lots of money, and they didn't fix the problems."

The state had paid thousands of dollars

to for-profit vendors to repair the hot water system, but the 500-gallon tank gave hot water for only half an hour, Benitez said.

The three workers solved the problem permanently within a week.

They are frustrated that state employees who can provide better services for less are being laid off while the state wastes millions of dollars on private vendors.

"We often have the option of hiring outside contractors but we draw on our own resources and get the job done for much less money," Sollas said.

"We have the capability and resources to eliminate outside contractors all together,"

Benitez said.

For example, the state spent between \$66,000 and \$80,000 to have a bathroom installed. A multitude of problems followed, included flooding.

"These employees went in and fixed all the problems," CSEA Long Island State Employees Local 016 Vice President Bob Lodato said. "It would have made much more sense to have them do the work from the beginning."

## Seasonal employees keep working



CSEA member Linda Spielman greets campers at Beaverkill Campgrounds

BEAVERKILL - Special training has given seasonal employees at Belleayre Ski Center a whole new season of work and saved state taxpayers money that would have gone to for-profit vendors.

During the year, they polished their skills in courses in basic electricity, plumbing, oil burner repair and carpentry offered through the CSEA/NYS Labor-Management Committee.

Then they put the skills to use.

This summer the seven Belleayre employees built a caretaker's cottage at Beaverkill campground, built a recycling building, renovated showers and repaired a septic system.

"Why waste the talents of these people and lay them off for the summer when they're perfectly capable of doing the work that needs

to be done?"

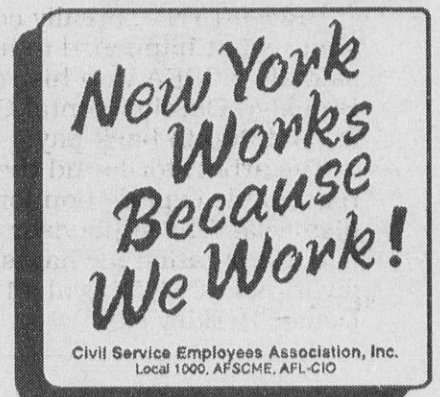
CSEA Mid-Hudson State Employees Local 009 President Vinny Lord said.

"This sure beats standing on the unemployment line," Local 009 member Bruce Kittel said.

The classes are also a good investment in long-time employees like Linda Spielman. A seasonal employee at Belleayre for 23 years, she worked this summer as assistant caretaker at Beaverkill.

By helping employees develop new skills, the state gets a bargain in reliable, more highly trained and versatile employees.

"Taking the courses makes them even more valuable employees," Lord said.





## Employees can't be threatened

STONY BROOK — CSEA won a big victory for a group of employees at SUNY Stony Brook when it forced management to retract a threatening memo.

The win, in the form of a consent agreement between the state Attorney General and the university, re-emphasizes all public employees' rights to workers' compensation.

SUNY Stony Brook management, in a memo to graphic shop employees, threatened criminal prosecution for filing false workers' compensation claims.

"The memo was clearly trying to discourage them from filing legitimate claims," CSEA Deputy Director for Contract Administration James Hennerty said. "That threat violates their rights."

CSEA complained to the Workers' Compensation Board, which sent the complaint to the state Attorney General. The attorney general entered into a consent agreement with the university to rescind the memo and notify the affected employees of their rights.

"Employers cannot be allowed to intimidate employees from exercising their right to workers' compensation," Hennerty said.



Arbitrations,  
Grievances,  
IPs, Lawsuits

## CSEA sues state over tape recorders in court

NEW YORK CITY — CSEA and other unions representing court reporters have filed a lawsuit to fight the replacement of court reporters with tape recorders.

The union has also filed out-of-title grievances for court employees who have been forced to operate the tape recorders although it is not in their job description.

The state Legislature passed a law earlier this year allowing tape recorders to be used in the Court of Claims and Surrogate's Court in a two-year experiment.

CSEA had successfully opposed such a bill in the past, but the Legislature acted quickly, giving the union no time to fight it. CSEA and the other unions filed the suit

in Federal District Court, claiming the new law violates the U.S. Constitution, which prohibits states from passing laws which violate contracts.

CSEA and the other unions representing court reporters believe the use of tape recorders violates the state's contract with the unions.

## Murder spurs safety fight

BRONX - A parolee was shot dead at the door of the state Parole Office Building where CSEA members have long complained about hazardous working conditions and lack of security.

CSEA members held a raucous demonstration to demand metal detectors and other security measures.

"This shooting made people aware how vulnerable we all are," CSEA New York Parole District Local 259 Steward Cathy James said.

CSEA filed a class action grievance over the lack of security.

"One hundred percent of the members signed our safety grievance. We felt management hasn't tried as hard as we think they should," Local 259 Steward Evelyn Rosa said.

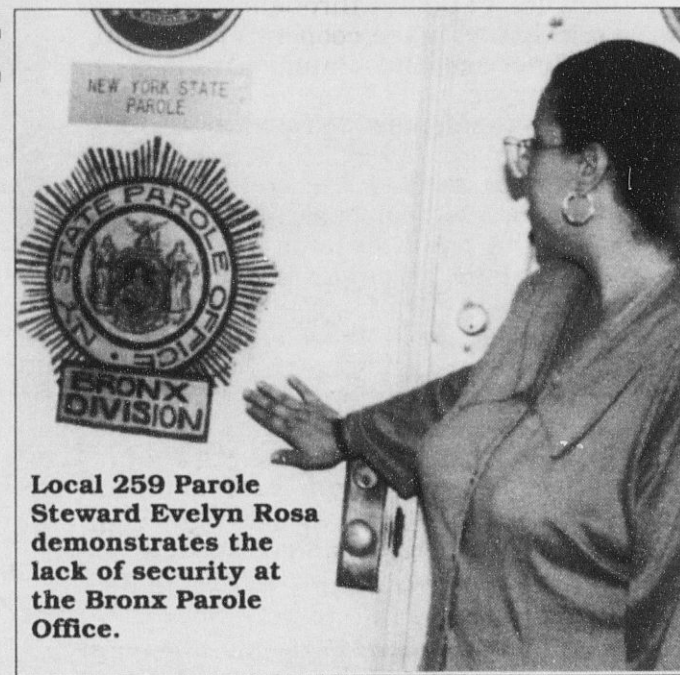
Meanwhile, while security lags, a \$66,400 office renovation project is underway, Rosa pointed out.

"It seems management found ample funds to improve their own offices," CSEA Metropolitan Region President George Boncoraglio said. "But when it comes to protecting the workers, money becomes a big problem."

Labor Relations Specialist Charles Bell said management seemed willing to improve security, "but we have to see what they're really going to produce."

Bell is preparing an additional hazardous duty pay grievance on behalf of all New York City parole employees.

"Everyone here is concerned about safety," Bell said. "Violence was just waiting to erupt and it finally did."



Local 259 Parole Steward Evelyn Rosa demonstrates the lack of security at the Bronx Parole Office.

## CSEA wins job, back pay for Brooklyn DC cook

BROOKLYN - "I really could write a book about what happened to me," Alfred Tubner said after CSEA won his reinstatement as Brooklyn Developmental Center head cook and \$4,000 in back pay.

The arbitrator found the facility gave no reasonable explanation for Tubner's dismissal. The supervisor who fired Tubner has a reputation for harassment and favoritism, CSEA Local 447 President Denise Berkley said.

"Mr. Tubner, with 26 years of excellent service, earned Employee of the Year awards four times, Employee of the Month three times and has six Perfect Time and Attendance awards," Berkley said. He has a bachelor's degree in nutrition.

CSEA gave evidence of harassment, including attempts to change Tubner's job description. The supervisor often tried to humiliate him in front of the kitchen staff he supervises, Local 447 Food Service

Representative John Jefferson said.

"I don't know what would have happened if not for this union and the help they gave me," Tubner said. "But from the day I went out of here until I came back, I knew my union was fighting for me."

"We showed Betty West and supervisors like her that she could not get away with doing anything she wants to do to the members of CSEA," Berkley said. "We will not tolerate it."

**CONTRACTS**  
Agreement  
BETWEEN  
THE CIVIL SERVICE  
EMPLOYEES ASSOCIATION, INC.  
AND

## Liquidation Bureau ratifies pact

NEW YORK - CSEA members at the New York State Liquidation Bureau ratified a one-year contract extension that maintained health care and all other benefits.

It also provides the members of CSEA Local 370 more employer-sponsored educational programs. The newly-negotiated classes will upgrade worker skills and qualify union members for promotional positions within the

organization.

According to CSEA Collective Bargaining Specialist Harold Krangle and Labor Relations Specialist Charles Bell, the agreement also gives CSEA members access to a deferred compensation plan previously available only to non-union bureau employees.

It also strengthened job security provisions by instituting a seniority call back list based on satisfactory performance review.

CSEA Local 370's negotiating team members were Dan Sweeney, Steve Zglinski, June Pierce and Hugh McElwee.



# CSEA members honored

## Division of Parole employees recognized at luncheon

Three CSEA members were among the award recipients during the state Division of Parole's first Employee Recognition Luncheon.

CSEA president Joe McDermott and CSEA Division of Parole Local 669 President Harnetha DeGroff presented member Diana LaRose with the Jack Weisz Memorial Award for contributions by support and technical staff. LaRose was cited for her "can-do" attitude.

Carolyn Jewels, a secretary in the Parole Board's New York City office, received the Frederick Moran Parole Recognition Award for enhancing the board's ability to do its job. Presenting the award was Chairman Raul Russi and Commissioner Maria Buchanen.

CSEA member Julie Travis, a parole program aide in Poughkeepsie, received the agency award for her contributions in the violation process. Described as "equal parts diplomat, top sergeant and adviser to staff," she received her award from Russi and Ann Horowitz.

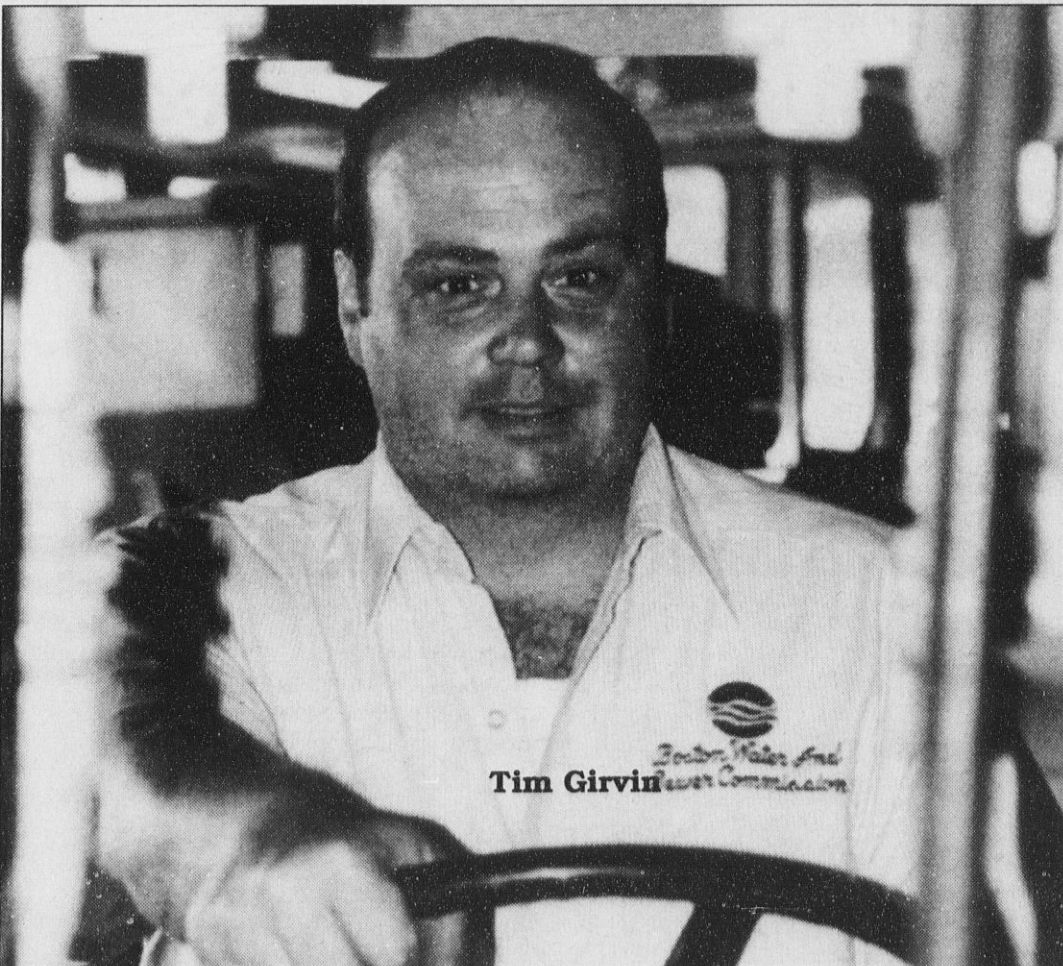
Several other CSEA members were honored for their years of service during the event.



Division of Parole employees Carolyn Jewels, left, and Julie Travis, right, were among those CSEA members receiving awards.



CSEA president Joe McDermott and Local 669 president Harnetha DeGroff, right, present member Diana LaRose with the Jack Weisz Memorial Award.



Tim Girvin

## CSEA member 'REACHES' for college degree

ALBANY - Tim Girvin, a grounds worker with the Office of General Services, was named "Outstanding Adult Student for 1992" by the Nelson A. Rockefeller College of Public Affairs and Policy.

But more important to Girvin is that now, because of Project Reach, he can read and work to his potential. Jointly funded by CSEA and the Governor's Office of Employee Relations (GOER), Project REACH Program is the only reading skills improvement program in the country for public sector employees and has helped more than 500 state workers.

"I started working in the REACH program in 1987. I was a graduate of a local high school but I had the reading ability of a fourth grader. Now because of my reading tutor Ray Parafinczuk I have a driver's license, I'm a volunteer fireman and an usher in my church," Girvin said. "These are things I always wanted to do but couldn't because I couldn't read well enough to do them."

Girvin, a member of CSEA Local 660, tries to help others avoid his problem by talking to high school students about the importance of doing well in school and reading. He is now working toward a college degree.



A message from CSEA President Joe McDermott



## Bill Clinton for President

"This campaign's about whether we'll have the courage to do what it takes to keep the American Dream alive for our generation, for our children and for our grandchildren."

Those are the words of Presidential candidate Bill Clinton as he spoke to the CSEA convention.

We have a chance to vote for real change in this presidential election.

Change that will improve our economy. Change that will provide decent health care for all Americans. Change that will restore the public's faith in government.

A vote for Bill Clinton and Al Gore will bring about that change.

We have a clear choice in this presidential election. A choice between an incumbent President with the worst record in 50 years and a new generation of leadership.

In his speech to CSEA's convention Bill Clinton also called on us to "Join together in a crusade to change America. To restore growth and fairness to our economy."

We must join in that crusade to build a better America.

Look at the choice we are presented.

The incumbent President has supported tax cuts for the super rich while cutting support for the government programs people

need and CSEA members provide.

The root of many of the budget problems facing New York and other states is the lack of support from the federal government led by George Bush.

Bill Clinton, by contrast, understands the problems facing state and local governments. He has dealt with these problems as a governor. He has the enthusiastic support of the AFSCME members in his home state of Arkansas.

Not only has George Bush failed to provide adequate support for public employees and the services we provide, he has led a constant attack on public employees.

Contrast that with Bill Clinton's words to the CSEA delegates:

"Let's prove to the American people that government does work. There are all kinds of good people who get up every day and go to work in public service jobs and break their back to serve the public. They deserve respect," Clinton said.

As public employees it has been a long time since we have had a President in the White House who respects us. It is time to change that.

On November 3, 1992 vote for that change! Vote for Bill Clinton for President!



"LET ME TRY ONE MORE TIME... THERE'S GOTTA BE A BUNNY IN THERE!"





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Bill Clinton and Al Gore may top the list, but CSEA is endorsing a lot of other candidates for state legislative and congressional seats too.

## Applications now being accepted for \$2,000 AFSCME Family Scholarships

AFSCME is accepting applications for the AFSCME Family Scholarship.

Ten \$2,000 scholarships are awarded each year to high school seniors who are the children of AFSCME members and intend to enroll in a four-year accredited college or university.

The scholarships are renewed for \$2,000 for each year up to four years, as long as the student remains enrolled in full time.

For an application, write to:  
AFSCME Family Scholarship Program,  
Attn: Education Department, 1625 L Street,  
NW, Washington, DC, 20036.

- To apply, applicants must:
- ✓ fill out an application;
  - ✓ write an essay of no more than 1,000 words on "What AFSCME Has Meant to Our Family;"
  - ✓ provide information on a parent's AFSCME membership;
  - ✓ have the high school sent a transcript, complete the high school report part of the application and return the application to AFSCME before the Dec. 31 deadline; and

✓ submit the results of the Scholastic Aptitude Tests or the American College Tests.

Students should have the test results reported directly to the AFSCME Scholarship Selection Committee.

On the registration form for the SAT, the applicant should fill in the AFSCME code number 3134 in Item 14. On registration forms for the ACT, students should write the AFSCME code 3134 in Block U.

The Scholarship Selection Committee will examine all applications. In addition to the official application, the essay, the high school transcript and test scores, the committee will carefully consider any recommendations or other evidence of the applicants' character or abilities.

**Applications must be postmarked no later than Dec. 31, 1992.**

The Scholarship Selection Committee will announce the winners by March 31. Every applicant will be notified in writing of the outcome of the selection process.



CSEA LOCAL 415 PAC Chair Carol Kleinhans, right, shows Local 415 President Grace Ortiz some of the more than 600 voter registration forms she gathered at the Orange County Fair.

## She gets out the vote

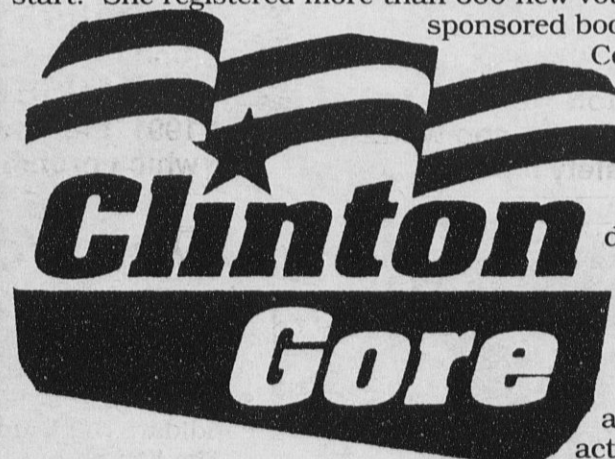
### Carol Kleinhans registers more than 600 voters at the Orange County Fair

MIDDLETOWN -- Carol Kleinhans is determined to register every non-registered voter in Orange County and she's off to a good start. She registered more than 600 new voters in a CSEA-

sponsored booth at the Orange County Fair and she's not slowing down.

"People are far more politically motivated this year," Kleinhans said. "They're disgusted with the economy and the majority of them will vote for (Gov. Bill) Clinton for President." Kleinhans, the newly appointed political action chair for CSEA

Middletown Psychiatric Center Local 415, encourages CSEA members who are not registered to vote to get involved by contacting their local or unit president or Political Action chairman or their local Board of Elections office.



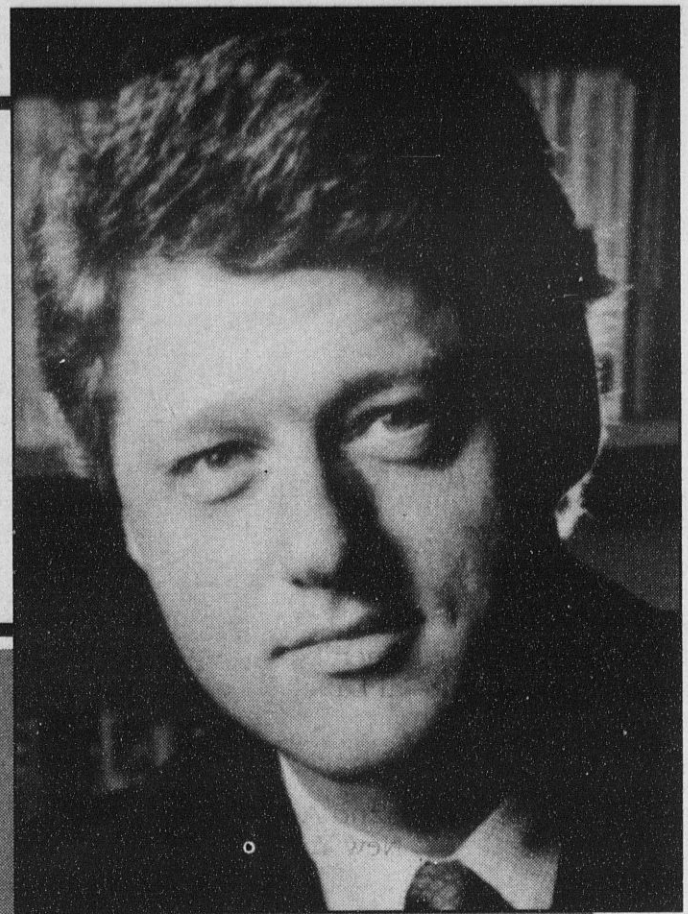
## SUPPORT THE \$800 MILLION JOBS BOND ACT ON ELECTION DAY, NOV. 3rd

The Jobs for the New, New York Bond Act will boost New York's economic recovery by creating productive jobs, encouraging private investment and stimulating economic activity. The Jobs Bond Act is backed by organized labor. VOTE 'YES' FOR JOBS NOV. 3rd,

If approved by voters on Nov. 3rd, the Jobs Bond Act will authorize the state to raise \$800 million through the sale of general obligation bonds to help finance infrastructure improvement projects that will create or retain productive jobs in the private sector. It is estimated that the Jobs Bond Act will create 24,000 immediate jobs in construction and construction-related industries, and up to 106,000 permanent, private-sector jobs resulting from new businesses or business expansions. State tax revenues derived from the increased employment and economic activity is estimated to range between \$114 million and \$155 million annually. SUPPORT THE JOBS BOND ACT ON ELECTION DAY.



# Bill Clinton FOR PRESIDENT



## BECAUSE..

**BECAUSE** the load of essential public services got dumped on the cities and states after the Reagan and Bush administrations cut the federal share by \$178 billion. Governments from New York to California reduced services and laid off workers.

**BECAUSE** Bill Clinton would restore the federal role as a partner to help cities and states help people. Funding will be derived from defense cuts and higher taxes on the richest 2 per cent.

**BECAUSE** once you

Get the facts...  
you'll **Vote for Change**

## BECAUSE...

**BECAUSE** the Bush administration, while touting "family values," has placed no value on the family -- working against the most basic family needs of jobs, income and decent working conditions.

**BECAUSE** Bill Clinton, as President, would sign the Family and Medical Leave Act to create minimum standards of family and medical leave for all workers, and expand access to child care by creating a national child care network tailored to the needs of working families.

Elect Bill Clinton President on Nov. 3rd  
...**BECAUSE!!**

## BECAUSE...

**BECAUSE** while each year more than 10,000 workers are killed on the job and another 50,000 to 100,000 die from occupational disease, George Bush has worked to scuttle reform of workplace safety and health rules.

**BECAUSE** Bill Clinton knows the United States can have safer, more productive and competitive worksites.

**BECAUSE** Bill Clinton supports full enforcement of OSHA laws and would back reform of job safety laws.

## BECAUSE...

**BECAUSE** under George Bush, pay equity is on hold as a national objective and the 71-cent dollar remains the norm for working women.

**BECAUSE** George Bush vetoed the Civil Rights Act of 1990 and opposed it again in 1991.

**BECAUSE** George Bush's record has been one of pitting black against white, rich against poor and men against women.

**BECAUSE** Bill Clinton believes the nation has been divided for too long.

**BECAUSE** Bill Clinton will strongly enforce the Civil Rights Act of 1991, the American Disabilities Act and Title VII of the Civil Rights Act, which prohibits discrimination in the workplace.



CSEA TREASURER MARY SULLIVAN participates in opening of the Clinton/Gore campaign headquarters in Albany recently.

## 'One Woman, One Vote' for Bill Clinton

ALBANY — CSEA Treasurer Mary Sullivan was part of the kickoff of the "One Woman, One Vote" campaign to support Democratic Presidential candidate Bill Clinton.

The kickoff of Capital District Women Working for Clinton-Gore was part of a nationwide effort to unite women in support of the Clinton-Gore ticket. Sullivan was one of dozens of prominent women in the Capital District to join the committee.

Sullivan, a delegate to the Democratic National Convention, said the choice for women is clear when the Republican National Convention was clearly a celebration of exclusion.

"I think the Republican Party made a concerted effort to offend every group in the country that doesn't believe what they believe," she said. "The Republican

Party just doesn't give a damn."

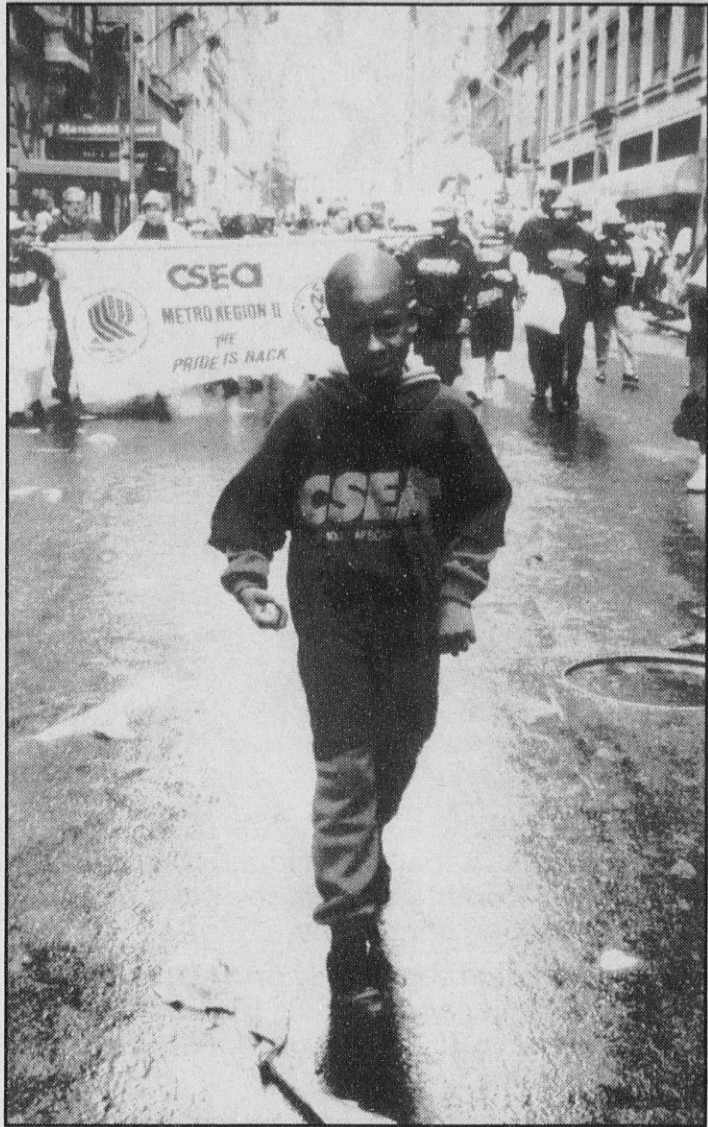
The Republican Administration has no understanding of women and their concerns, Sullivan added.

"They don't know the days of working for pin money are over," she said. "We work because we have to work in the economy George Bush has created."

At the Democratic National Convention, Sullivan said, she felt the enthusiasm of a party ready to fight for changes, and Clinton will be a leader in those changes.

"Bill Clinton knows the problems we face as workers, as working women in America," Sullivan said. "He knows this country is great because of its diversity, not in spite of it. I urge every woman I know to join this campaign so we can get a President who understands all of us, not just rich fishing buddies."

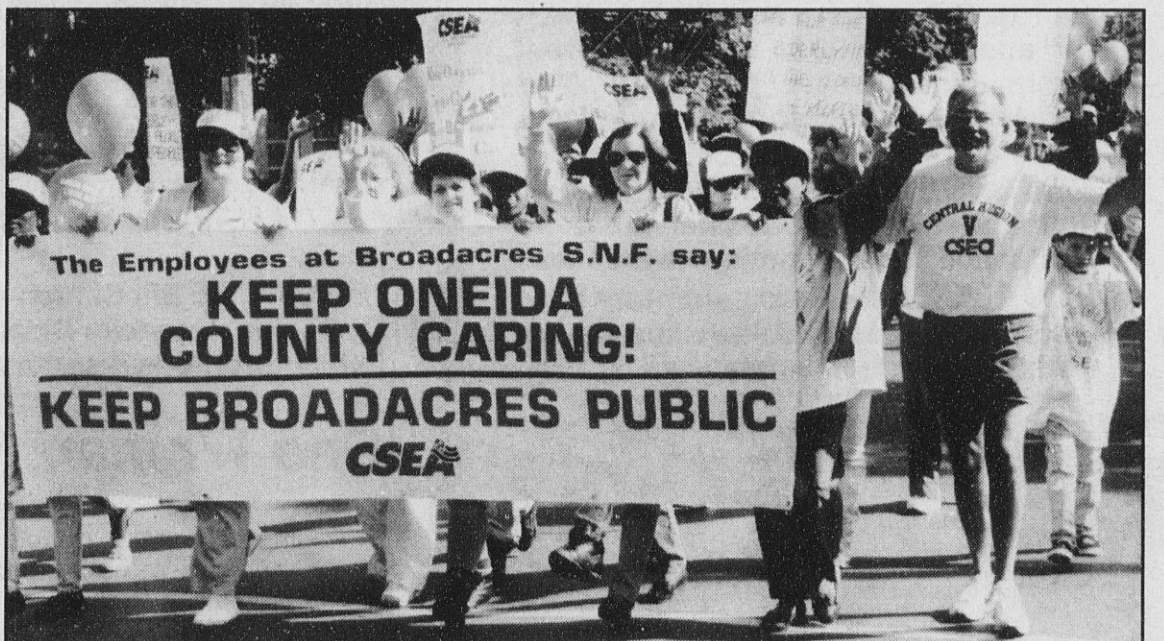




# Labor Day '92

The alarming increase in attempts to privatize public services was the central message as CSEA members took to the streets in Labor Day parades across New York. CSEA is undertaking a campaign to increase the public's understanding that privatization can mean higher costs and less service.

A spirited CSEA contingent marched with a float declaring "Privatizing is hogwash" in the traditional Labor Day event in New York City (at left and above). In Utica (below) CSEA members made their point about keeping the county nursing home public. CSEA members also participated in Rochester's Labor Parade.



## Free CSEA Retirement Guide provides invaluable information

The new, revised CSEA Retirement Guide is now available to all CSEA members who may be considering retirement in the near future. The guide is an invaluable resource to help you understand your retirement benefits and options.

In addition to covering essential information about the workings of the New York State Retirement system, social security, Medicare and health insurance, the booklet also serves as a reference resource with telephone numbers of offices, agencies and services that can help you in your planning.

To receive your free copy, complete the coupon at right and send it to the CSEA Retiree Division.

Retirement is a big step. It makes sense to have all the information you need to make informed decisions.

Yes! Please send me a free copy of the CSEA Retirement Guide.

Name \_\_\_\_\_

Address \_\_\_\_\_

CSEA Local \_\_\_\_\_

Clip and send to: CSEA Retiree Division  
143 Washington Avenue, Albany, New York 12210



Your union... Working for you!



# CSEA Delegates meet in New York City



NEW YORK CITY — From beginning to end, the CSEA Annual Delegates Meeting was a whirl of people, information, impressive speakers and serious business.

More than 2,000 delegates, guests, staff and speakers attended the union's 82nd annual meeting in Manhattan. Delegates heard speakers including Democratic Presidential Candidate Bill Clinton (see story page 11) and Congressional Representative Patricia Schroeder (see story page 12).

### The Mayor speaks

New York City Mayor David Dinkins welcomed the delegates, thanking the union for its strong support in his election in 1989. His primary message, though, was regarding the Presidential election.

"If Bill Clinton wins as I know he can, things will be better not only in this country but in the City of New York," Dinkins said. "We see Bill Clinton and (Vice Presidential Candidate) Al Gore energizing our city with a message of hope. They offer leadership that doesn't just talk about family values but actually values families, so they lead the fight for education, for health care, for family leave. . . . People are first with Bill Clinton and Al Gore."

### 'Reaching Up' with JFK Jr.

John F. Kennedy Jr. talked to the delegates about the Kennedy Foundation's Reaching Up program which helps public employees who work with the developmentally disabled expand their education and opportunities. He also recognized the difficult time public employees have had in recent years.

"I know how often people have been led to believe by the federal government that public employees are the source of the problem rather than the solution," he said. "All of us are being asked to do more and more with less and less."



JOHN F. KENNEDY JR., right, accepts a CSEA T-shirt from CSEA President Joe McDermott.

Reaching Up is in the process of expanding and will be available to more direct care workers.

One CSEA member had a special message for Kennedy. CSEA Local 660 President Ron Daniels, a member of Kennedy's escort committee, told Kennedy he had once acted as escort for Kennedy's father.

"I was an Albany police officer when John Kennedy came to Albany in 1959," he said. "When I got the invitation to escort John Jr., I thought it was really neat. I had to tell him."

### 50 flights for Hale House

The Convention Committee collected more than \$1,000 for Hale House, which cares for crack babies in New York City.

In return, several committee members walked down 50 flights of stairs at the Sheraton New York. "The 50-flight Gang" included Paulette Barbera, Marge Oxbrough, Pamela Wallace, Cheryl Melton, Claudette Sullivan, Ken Osmond, delegate Joan Tobin, CSEA Treasurer Mary Sullivan and staffers Michele Agnew and Lenore Barnard.

### Education at the convention

Delegates could participate in workshops, including: Being a Credible Witness; Political Campaigns — Soup to Nuts; Getting Members Involved — The Organizing Method Approach; Dollars and Sense — Fiduciary Responsibility of CSEA Local/Unit Officers; What You Should Know about the Americans with Disabilities Act; and Minority Leaders in the American Labor Movement.



NEW YORK MAYOR David Dinkins after his introduction by CSEA Metropolitan Region President George Boncoraglio, left.



# Clinton says 'thanks CSEA!'

## Presidential candidate grateful for union's strong, early support

By Kathleen Daly  
Associate Editor

NEW YORK CITY — CSEA delegates were "thinking about tomorrow" as they welcomed Democratic Presidential candidate Bill Clinton to the union's 82nd Annual Meeting.

Nearly 2,000 delegates and guests applauded, waved signs and danced to Clinton's theme song, "Don't Stop Thinking About Tomorrow."

"I will never forget that early on in this election when the outcome was far from certain, your union endorsed me," Clinton said. "In the hard days of the New Hampshire primary and the uncertain days that came after Connecticut and until we had won here in New York, the unwavering support of CSEA kept a lot of our folks going."

"Now it is 40 days to an election that will give us the chance to change the course of American history," he said. "This is a campaign about whether we'll have the courage to do what it takes to keep the American Dream alive for our generation, for our children and our grandchildren."

People are working harder for less, Clinton said, and because tax revenues are down, public employees are suffering.

"The most important thing I can do for you is to restore real growth and opportunity to the economy to give people back dignity when they work hard and play by the rules," Clinton said.

"We've got to invest in our people, in our jobs, in our future, face our problems. We've got to set up a system for the lifetime education of all workers," he said. "We've got to change this tax system. We should ask the wealthiest Americans to pay their fair share."

AFSCME International President Gerald W. McEntee, who introduced Clinton, reminded the delegates of President Bush's record.

"President Bush and others want to make this a campaign of character and values," he said. "This from a president with the kind of character that, when we had 10 million Americans unemployed, vetoed twice an extension of unemployment compensation;



DEMOCRATIC PRESIDENTIAL CANDIDATE BILL CLINTON, second from left, greets CSEA delegates at the annual meeting. With him at left is CSEA President Joe McDermott.

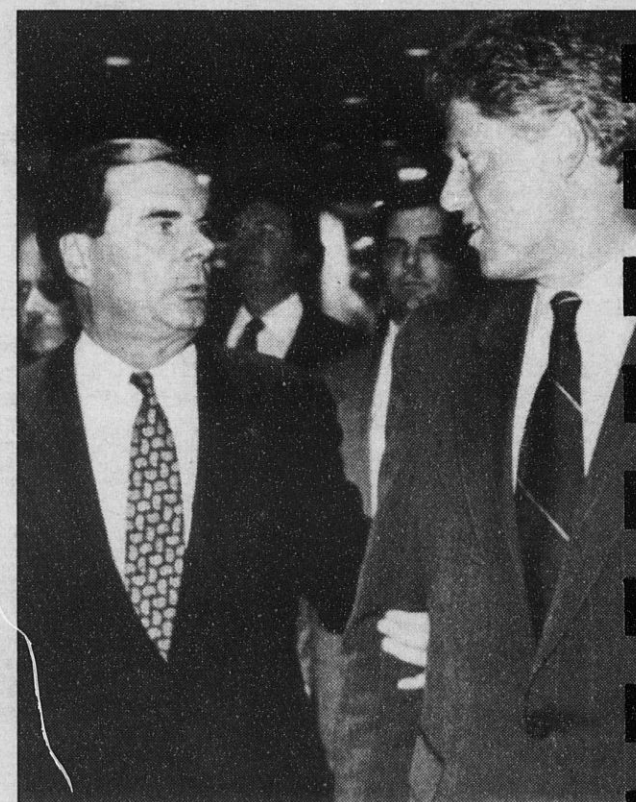
who vetoed the minimum wage law until it was so low people can just about exist; a man with such sterling character that he vetoed civil rights legislation until it was weakened; a man who talks about family values and then in the dark of night vetoes the family leave bill!"

But Clinton, McEntee said, is a leader. "This man is the leader. He's the builder and he has the program. Our standard bearer needs all our solidarity, all our help. The Republicans may have all the money, but we have the people," he said.

Clinton echoed McEntee's call for working together.

"We're going to rebuild the cities of America and the rural areas," he said. "You're going to be governed by an administration that looks like America in terms of gender, race and religion; an administration committed to investing in your future; to fair treatment for working men and women; an administration committed to the proposition that America works best when America works together. That requires both growth and fairness and that's what I'm going to give you if you will help me to win."

CSEA President Joe McDermott said Clinton's promise of inclusion is not empty. Clinton asked McDermott to recommend a CSEA member to be appointed to the Electoral College. His recommendation of



AFSCME International President Gerald W. McEntee, left, and Presidential candidate Bill Clinton.

Elaine Mootry was accepted, and she will cast one of the electoral votes that determines the outcome of the election after the popular vote is taken.

"You got on this train a long time ago, and want you to ride it after the election," Clinton said. "I want you to be a full partner in trying to turn this country around, in trying to lift our people, in trying to prove to the American people that government can work again and can be something that is good for people. There are all kinds of good people in this country that work in public service jobs and break their backs to serve the public and they deserve respect."



Clinton greets his CSEA escort committee.



CSEA FOR CLINTON -- CSEA delegates enthusiastically welcome Democratic Presidential Candidate Bill Clinton to the 82nd Annual Meeting. Clinton thanked CSEA for its early and loyal support in his campaign for the White House.

## Delegates vote on amendments to Constitution and By-Laws

NEW YORK — Delegates at the CSEA Annual Delegates Meeting voted on a number of changes to the CSEA Constitution and By-Laws.

Several amendments passed on the second reading and are now part of the Constitution.

An amendment was adopted outlining the responsibilities of delegates, including attending general business sessions and reporting on business and other programs of the meeting to their Local Executive Board.

The delegates also approved an amendment regarding changes in the delegate listing. Now locals must notify the statewide secretary of any changes in delegate list at the time of the change.

The delegates also approved an amendment which allows the statewide president to fill vacancies on the statewide board of Directors based on recommendations from the affected locals and with the approval of the

State or Local Government executive committees as appropriate.

Another amendment the delegates approved adds a Private Sector Division to the State, Local Government and Retiree Divisions.

In a roll call vote, the delegates defeated a proposed amendment to make CSEA Inc. responsible for the costs of sending to the annual meeting region officers who are not elected delegates.

The delegates also acted on several amendments to the Constitution on first reading. **These amendments must be passed at the next annual delegates meeting before they can take effect.**

The delegates adopted an amendment which removes the reference to Faculty Student Associations as part of the State Executive Committee, since they will fall under the newly-created Private Sector Division.

Another amendment passed on first reading will allow those who have been laid-off from a CSEA-represented job to be eligible for a one-year associate membership in the union.

The delegates also adopted a series of resolutions to include the Retiree Division in the CSEA Constitution. If approved on second reading, those amendments: add to the purpose and policy of the association that it "foster and advance the interests of its retiree members;" add the Retiree Division's AFSCME affiliation and remove references to the division's separate constitution; add the chair of the Retiree Executive Committee to the Directors Committee of the Board of Directors; add the Retiree Executive Committee as part of the CSEA Constitution; add the vice chair and secretary of the Retiree Executive Committee as non-voting delegates to the annual delegate meeting; add the delegate election procedure for delegates to the Retiree Division's Annual Meeting; and allow for the Retiree Division to affiliate with other organizations after ratification by the Retiree delegates and approval by the CSEA Board of Directors.

The delegates also acted on a number of proposed changes to the CSEA By-Laws. Those amendments that are approved become effective immediately.

The delegates approved an amendment which requires 50 cents of each retiree's dues be put in the political action fund.

The delegates also amended and adopted an amendment which grants a free one-year associate membership to CSEA members who are laid off.

The delegates adopted an amendment which clarifies the list of ad hoc committees by removing the defunct Armory Committee and adding the Veterans Affairs Committee and Advisory Committee on Minority Issues.

The delegates approved an amendment which will allow prospective candidates for the State Executive Committee and Local Government Executive Committee to petition and appear on a ballot as part of a slate.

For specific language of Constitution and By-Laws amendments refer to the September edition of The Public Sector, in which all proposed changes were printed verbatim.



TRAVIS KEEPS IMPROVING -- CSEA delegates got to see firsthand the progress of Travis Luria, the son of Ulster County CSEA Local 816 member Michael Luria. Travis received support from CSEA members who helped the family deal with the emotional and financial costs of major surgery to repair nerve damage that prevented him from walking. CSEA Cayuga County Board representative Ginger Sheffey, who has written and talked with the family throughout the ordeal, got to meet them for the first time. Shown from left are: Michael Luria, Travis, Sheffey and Travis' mother, Allison Luria, holding his sister, Hannah.



# Pat Schroeder blasts Bush over families, women

NEW YORK CITY — Congressional Representative Patricia Schroeder of Colorado kicked off the push for political change at the CSEA Legislative Breakfast, sponsored by the Standing Women's and Political Committees.

"If you think it's been hard getting George Bush to focus on the issues when he's running again, imagine how what it'll be like when he can't run again," Schroeder said as she began to blast the Republican Administration.

After introducing the Family and Medical Leave Bill in Congress, she has seen it vetoed regularly. Meanwhile, President Bush has made "family values" a prominent theme in his campaign.

"If we pass this bill, we will still be doing less than any other industrialized western country, and they still want to veto it," Schroeder said. "You cannot go around talking about family values when you have continued to veto for seven years the only bill that values the family in the workplace."

She also blasted the administration for "a tax system where you are better off raising thoroughbred horses or dogs than you are raising a family."

Criticizing federally-funded health research which has focused on men, Schroeder noted that the only breast cancer study by the National Institutes of Health was on men. Bush vetoed a bill which called for equity in health research.

The Bush Administration has abdicated to the right wing on issues including women's health and fetal tissue research, she said.

"I think this is a fundamental issue," Schroeder said. "It's how the federal government treats half the population."



Congressional Rep. Pat Schroeder

## Delegates take action on resolutions

NEW YORK CITY — CSEA delegates acted on several resolutions at the 1992 CSEA Annual Meeting.

The delegates:

Referred to the Standing Education Committee a resolution on Labor History week;

Referred to the Membership Committee a resolution on ad campaigns to inform members and other state residents about the importance of CSEA members in New York's state and local government services;

Referred to the Standing Methods and Procedures Committee a resolution that would fine elected members of regional, local and unit executive boards who do not attend or send proxies to scheduled meetings;

Referred to the Legislative and Political Action Committee a resolution that CSEA units urge Boards of Education to allow educational support employees to participate in the shared decision-making process;

Referred to the Legislative and Political Action Committee a resolution to call for restrictions on locating and monitoring toxic waste sites in minority and poor communities;

Referred to the Legislative and Political Action Committee a resolution to fight plant closings;

Referred to the Legislative and Political Action Committee a resolution to support laws to provide housing opportunities to low and middle income rental and potential home buyers;

Referred to the Legislative and Political

Action Committee a resolution to call for improved opportunities and job training for minorities, more research into minority health problems, and revision in social welfare programs;

Referred to the Legislative and Political Action Committee a resolution to promote agency shop legislation;

Referred to the Legislative and Political Action Committee a resolution to review credentials and voting records of individuals seeking CSEA support;

Referred to the Women's Committee a resolution supporting the Freedom of Choice Act of 1991 and increase participation in pro-choice efforts;

Referred to the Standing Women's Committee a resolution to advocate day care services paid for by employers and full day care without waiting lists;

Voted against referring to the Human Rights Committee a resolution calling for CSEA to apologize for support of Joseph Doherty and defeated the resolution on the floor;

Voted against referring to the Human Rights Committee a resolution to urge the name of the Washington, D.C., NFL affiliate be changed and defeated the resolution on the floor;

Adopted a resolution to encourage CSEA regions to form special probation committees;

Adopted a resolution to urge CSEA locals and units to address Social Services caseload problems through collective bargaining, consultation, legislation or other means;

Referred to the Advisory Committee on Minority Affairs a resolution to support the CSEA Black and Hispanic Caucus;

Referred to the Advisory Committee on Minority Affairs a resolution that CSEA renew its commitment to fight discrimination;

Referred to the CSEA AFSCME International Vice Presidents a resolution on resolving the urban crisis;

Referred to the CSEA AFSCME International Vice Presidents a resolution supporting workers rights;

Referred to the CSEA AFSCME International Vice Presidents a resolution opposing the North American Free Trade Agreement;

Referred to the CSEA AFSCME International Vice Presidents a resolution opposing the death penalty;

Referred to the CSEA Board of Directors a resolution supporting participation of CSEA activists in the Coalition of Black Trade Unionists;

Referred to the CSEA Board of Directors a resolution to have CSEA cover expenses of sending CSEA activists to the Coalition of Black Trade Unionists;

Adopted a resolution to oppose privatization and make organizing private sector workers in the mental hygiene field a top priority; and

Referred to the Contract Administration Department a resolution regarding transfer of employment between states.

For specific language of the resolutions refer to the September edition of The Public Sector, in which proposed resolutions were printed verbatim.



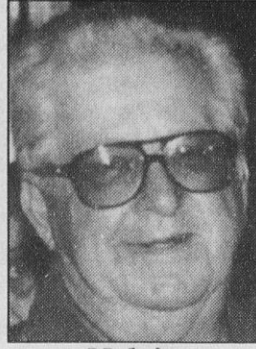
## GENERAL NEWS



**Lou Colby,**  
president of  
Florida State  
Retirees Local  
950.



**Lee Pound,**  
president of  
Rockland Retirees  
Local 918, Retiree  
Executive  
Committee vice  
chair



**Melvin  
Woolheater,**  
Orange-Ulster-  
Sullivan Retirees  
Local 917,  
recording  
secretary



**Dorothy Kothan,**  
president of Buffalo-  
Niagara Frontier  
Retirees Local 903,  
Retiree Executive  
Committee  
Secretary



**Robert Foley,**  
president of  
Capital District  
Retirees Local  
999.



**Lillian Kovarik,**  
president of  
Suffolk Area  
Retirees Local  
920.



**Israel Silverberg,**  
New York  
Metropolitan  
Retirees Local  
910 second vice  
president

# COLA at top of CSEA's retirees' list

COOPERSTOWN -- CSEA President Joe McDermott assured delegates to CSEA's Eighth Annual Retirees Annual Delegates Meeting here that the union will intensify the fight for a cost of living adjustment (COLA) for retirees.

"This union has to make the politicians understand that we are putting their feet to the fire," McDermott said. "Next year there won't be one single thing this organization will fight for as important as the COLA. We know they have funding problems, but so do you."

Bonnie Ray, executive Director of the New York Statewide Senior Action Council, updated delegates on the progress of a New York Health Care Plan initiated by a coalition of unions and senior advocacy groups.

"But we really want a federal plan," Ray said. "When (Bill) Clinton gets elected, we won't have to worry about a New York Health Plan."

"It would be such a breath of fresh air to have someone in the White House who supports national health care. We may have to compromise, but the Clinton presidency would give us the chance. We won't get through the door with Bush in office," Karen Gilgoff, assistant director of AFSCME Retiree Programs, told the delegates.

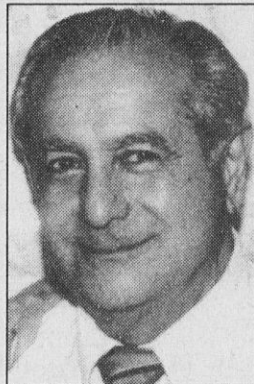
Retiree voters could swing this year's presidential election, AFSCME Retiree Program Director Steve Regenstreif told delegates. Senior citizens make

up the largest number of registered voters of any group.

"There is no question that Gov. Bill Clinton is the best choice for U.S. President," CSEA Legislative and Political Action Director Larry Scanlon told delegates as he urged them to vote Nov. 3.

**"We need to become more visible. Visit your legislator. Form SWAT teams. We need to make noise. And we need to pay attention to how we can branch out to the greater community."**

*CSEA Retiree Programs Director Kathleen Cahalan*



**Charles Peritore,**  
chair of the CSEA  
Retiree Executive  
Committee and  
president of  
Livingston-  
Wyoming County  
Retirees Local  
922.

## Four locals reach 20th anniversary

Four CSEA retiree locals celebrated their 20th anniversary with a presentation of charters at the Retirees Convention.

CSEA President Joe McDermott and CSEA Retiree Executive Committee Chairman Charles Peritore made the presentations to representatives of Binghamton Area Retirees Local 902, Rochester Area Retirees Local 912, Syracuse Area Retirees Local 913 and Suffolk Area Retirees Local 920.



**George Rogers,**  
Retirees Local  
950, Brevard  
County Unit  
President.



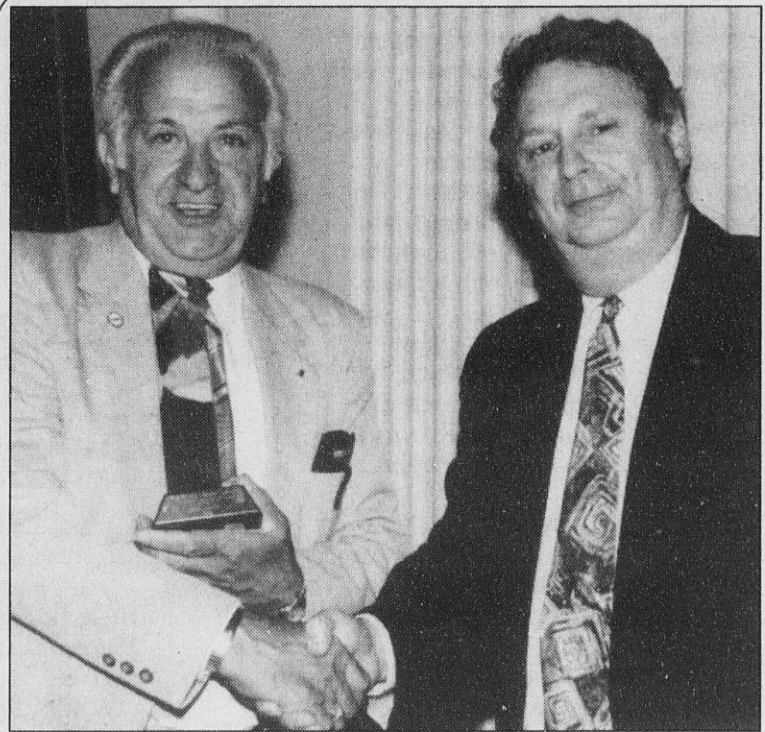
**Alma LaNigra,**  
Syracuse Area  
Retirees Local  
913 vice  
president.



**Sam Mogavero,**  
Buffalo-Niagara  
Frontier Retirees  
Local 903 first  
vice president



**Ludmila Tomenga,**  
president of  
Syracuse Area  
Retirees Local  
913.



**DONALD WEBSTER MEMORIAL MISSION ACHIEVEMENT AWARD WINNER Joe Cosentino, left, is congratulated by CSEA President Joe McDermott.**

## Joe Cosentino recipient of Mission Achievement Award

Joseph Cosentino, president of CSEA St. Lawrence County Retirees Local 923, is this year's recipient of the Donald Webster Memorial Mission Achievement Award.

Cosentino retired in 1985 after 25 years of service at St. Lawrence Psychiatric Center, where he served his CSEA local as president, vice president, delegate and member of numerous committees. He helped organize Local 923 and has been its only president.

Cosentino has chaired the annual Seaway Festival, formed a crisis counselling center in St. Lawrence County, organized a ski club and served on the local Chamber of Commerce, Elks Club, Knights of Columbus, JayCeas and Moose Club.

He credits his wife of 44 years, Julia, for his success.

"If it wasn't for her," he said, "I wouldn't be here. She's very supportive."



# The Republican Record

## How federal budget cuts devastate New York

ALBANY — New Yorkers have endured billions of dollars in cuts in federal aid during the Republican administrations of Presidents Reagan and Bush.

That's according to "The Republican Record: A 10-Year Analysis of State Losses of Federal Funding," a detailed report from CSEA's international union, AFSCME. The report covers 1982-91 and is adjusted for inflation, using 1992 constant dollars.

Local and state governments have had to struggle to make up for huge federal aid cuts, and many have turned to the same short-sighted solution of program cuts and layoffs.

CSEA members are experiencing the effects of the federal budget cuts in domestic programs first hand, almost every day. And they are not alone.

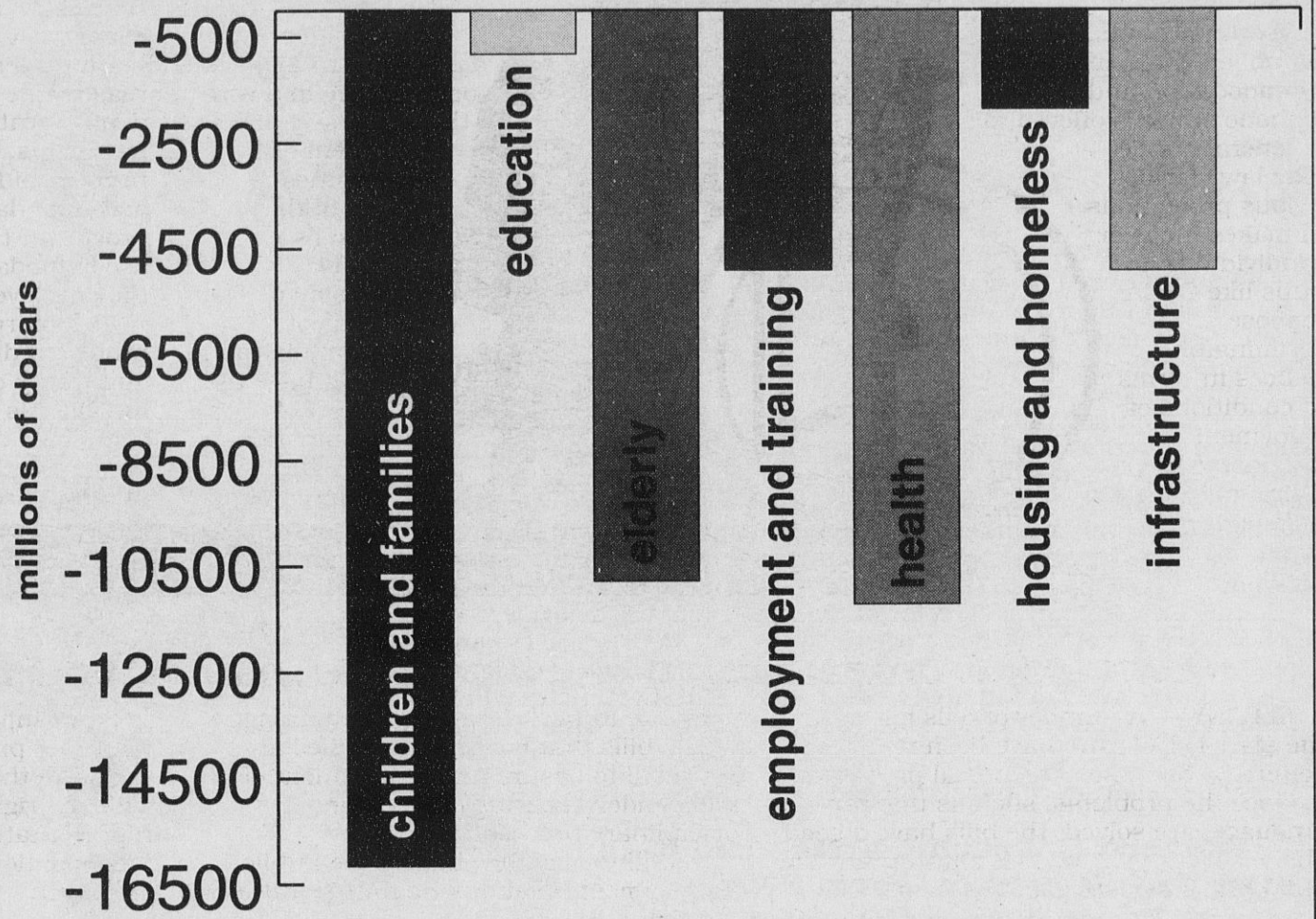
"The last two Presidents have cut billions of dollars from programs including health care, education and job training that would have helped New Yorkers," CSEA President Joe McDermott said.

"It's outrageous that New Yorkers have lost more than \$1,400 per capita in federal aid during the Reagan Revolution and the Bush Barrage. We've been robbed!"

According to the report, New York lost \$25.3 billion in various domestic programs, or \$1,411 per capita. Those cuts came in nearly every domestic program, including \$16.2 billion in programs that help New York's families and children.

This "fend-for-yourself federalism" is responsible for budget crises across the country as states have drained surpluses,

Cuts in federal aid to New York state from 1982 to 1991



cut services and instituted new taxes.

"All New Yorkers are suffering because of these irresponsible cuts," McDermott said. "We need to invest in our people and in our future."

While domestic programs nationwide sustained massive cuts, the federal deficit deepened as the Republican

administrations cut taxes for the wealthy.

"They say they have to cut spending, but then they hand out tax cuts like candy to their friends," McDermott said.

"Meanwhile our nation drowns in trillion dollar deficits and the working people of American have to struggle just to make ends meet."

**KEEP UP WITH CURRENT EVENTS**

*Call CSEA's Current Issues Hotline for the latest daily update on matters that affect you!*

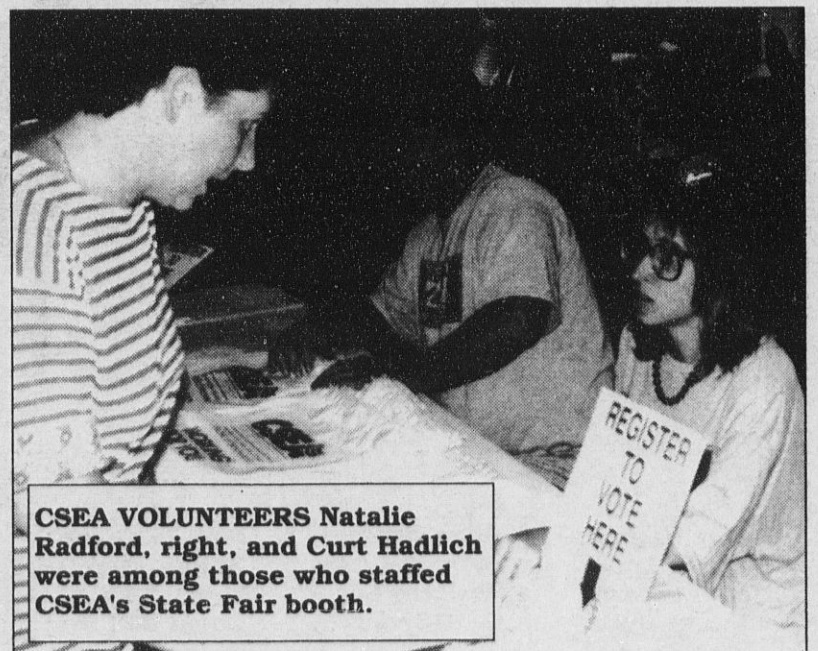
**CALL 1-800-342-4146**  
and hit 5 on your touchtone telephone

**STAY IN TOUCH WITH CSEA**

### 1,400 voters register at State Fair booth

SYRACUSE -- CSEA's booth at the New York State Fair was very successful in promoting the positive value of CSEA-represented public employees, according to CSEA Central Region Director John Cuneo.

Cuneo said regional volunteers helped register more than 1,400 voters at the booth and gave out more than 25,000 shopping bags with CSEA logos to visitors. He praised the efforts of CSEA volunteers who staffed the booth and CSEA staff members who helped organize the event, including regional Political Action Coordinator Gerald Fidler and Communications Associate Mark Kotzin.



**CSEA VOLUNTEERS** Natalie Radford, right, and Curt Hadlich were among those who staffed CSEA's State Fair booth.



## GENERAL NEWS

The Americans with Disabilities Act (ADA), one of the most far-reaching civil rights laws ever enacted, is now in effect and it has important ramifications for CSEA members and staff.

Simply put, the ADA prohibits discrimination against people with disabilities. It guarantees equal opportunity for individuals in the areas of employment, state and local government services, public transportation, privately operated transportation available to the public, places of public accommodation and telephone services offered to the general public.

The law clarifies previous protections and makes it easier for individuals and groups like CSEA to oppose discriminatory practices in terms and conditions of employment.

For instance, public employers may not discriminate against qualified individuals with

disabilities in any of the following areas: hiring, advancement or discharge of employees; employee compensation; job training; or other terms, conditions and privileges of employment.

CSEA is closely monitoring employers to detect and correct discrimination practices in employment.

The following are examples of discrimination in employment that are prohibited under the ADA:

- \* Denying an employee terms and conditions of employment based on his or her disability;

- \* Segregating or classifying an applicant or employee in a way that adversely affects employment opportunities because of the individual's disability;

- \* Using methods of administration that have the effect of discrimination or perpetuate the discrimination of others;

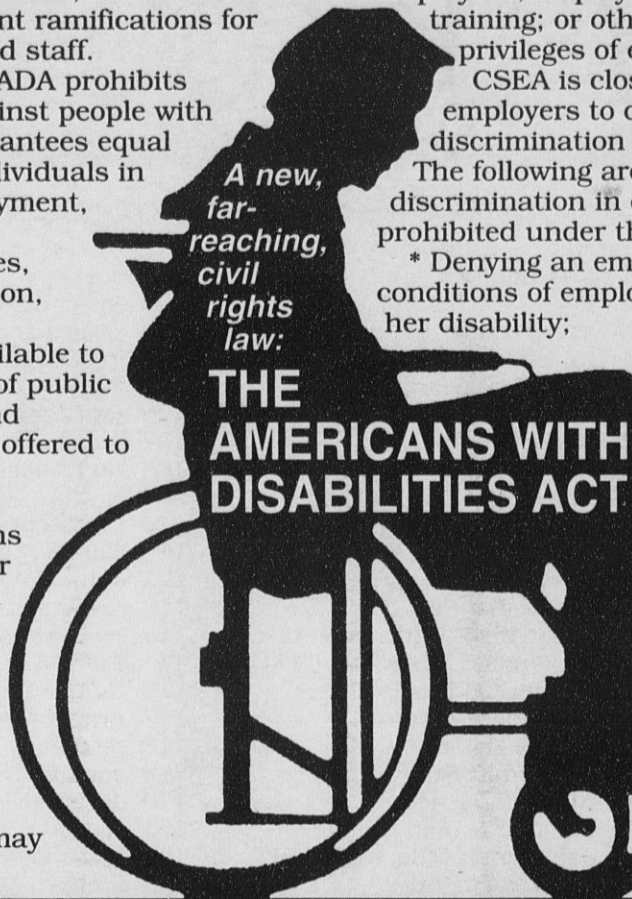
- \* Discrimination based on a qualified individual's relationship or association with another individual with a known disability;

- \* Refusing to reasonably accommodate a disabled employee.

The concept of "reasonable accommodation" to people with disabilities is a key part of the Americans with Disabilities Act. Among other considerations, employers may be required to make existing facilities accessible to disabled individuals, restructure jobs, provide modified or part-time work schedules, and acquire or modify equipment and/or devices.

Employers do not, however, have to make reasonable accommodations if they can demonstrate it would cause them undue hardships. What that means depends on a number of factors, including whether the accommodation would violate a contract provision, the nature and cost of the accommodation, the financial resources of the employer, etc.

Illegal drug use is not considered a protected disability under the ADA for job applicants or employees. However, individuals who have successfully completed a drug rehabilitation program or are currently enrolled in such a program are covered.



**CSEA is closely monitoring employers to detect employment discrimination practices**

### Technical problems force recall of some bills passed by Legislature

ALBANY — A number of bills passed by the state Legislature have been recalled, generally because of technical problems.

Once the problems, such as unclear language, are solved, the bills have a good chance of being signed into law during the 1993 legislative session. CSEA will

continue to work hard for their passage.

The bills that have been recalled are:

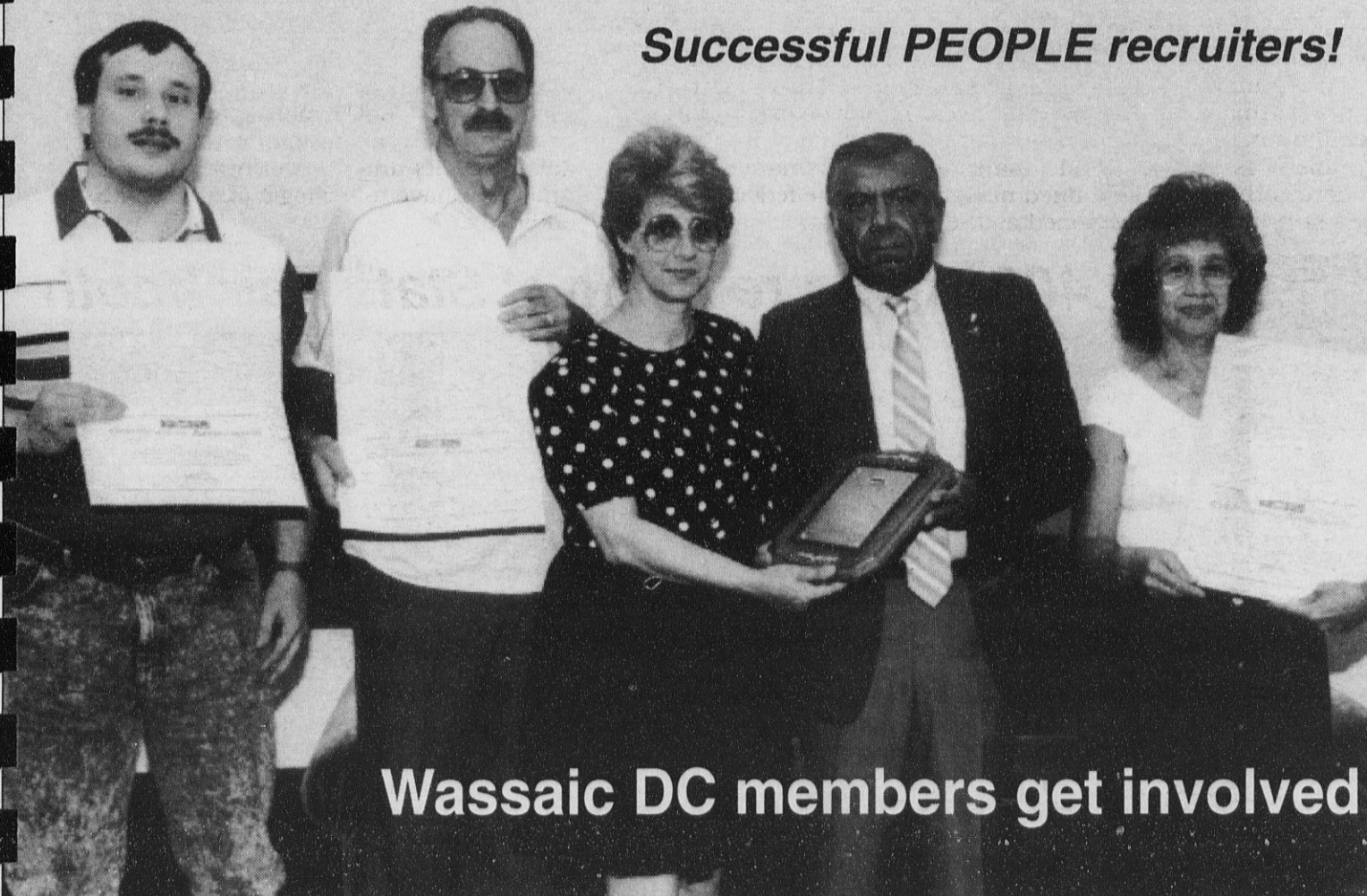
- \* a bill to ensure the appointment of independent hearing officers for disciplinary proceedings;

- \* a bill to give the chair of the Public Employment Relations Board the authority

to grant injunctive relief in cases involving improper practice charges; and

- \* a bill that provides public employees with the right to have a union representative present during informal interrogations and investigations by their employer.

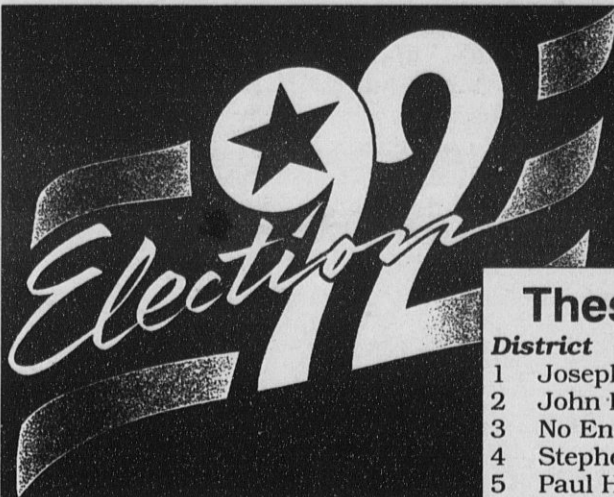
### Successful PEOPLE recruiters!



**Wassaic DC members get involved**

**PEOPLE WINNERS --** Three Wassaic Developmental Center employees have been recognized for recruiting 256 new members for CSEA's PEOPLE Drive. PEOPLE Committee Chairperson Diane Hewitt, center, shows CSEA Southern Region President Pat Mascioli, second from right, the plaque to be given to Wassaic Local 426 President Tom LeJeune. From left are Southern Region PEOPLE Committee Chair Bruce Loper with PEOPLE recruiters Clarence Besio and, at right, Harriet Clark. Absent is recruiter Richard Christianson.





# Support these union-endorsed candidates on Election Day

Tuesday, November 3, 1992

## These State Assembly candidates are endorsed by CSEA

### These State Senate candidates are endorsed by CSEA

District	Candidate
1	Kenneth LaValle (R-C)
2	James J. Lack (R-C)
3	Caesar Trunzo (R-C)
4	Owen H. Johnson (R-C)
5	Ralph J. Marino (R-C)
6	No Endorsement
7	Michael J. Tully (R-C)
8	Norman J. Levy (R-C)
9	Dean G. Skelos (R-C)
10	Alton Waldon (D-L)
11	No Endorsement
12	Ada L. Smith (D)
13	Emanuel R. Gold (D-L)
14	George Onorato (D)
15	No Endorsement
16	Leonard P. Stavisky (D-L)
17	No Endorsement
18	Velmanette Montgomery (D)
19	Howard E. Babbush (D-L)
20	Martin Markowitz (D)
21	Donald M. Halperin (D)
22	Martin H. Solomon (D)
23	Christopher J. Mega (R-C)
24	John J. Marchi (R-D-L)
25	Martin Connor (D-L)
26	Roy H. Goodman (R-L)
27	Manfred Ohrenstein (D-L)
28	Olga Mendez (D-L)
29	David Paterson (D-L)
30	Franz S. Leichter (D-L)
31	Efrain Gonzalez (D-L)
32	No Endorsement
33	Joseph L. Galiber (D-L)
34	Guy Velella (R-C)
35	Nick Spano (R-C)
36	Suzi Oppenheimer (D)
37	No Endorsement
38	Joseph Holland (R-C)
39	William Larkin (R-C)
40	Charles D. Cook (R)
41	Stephen Saland (R-C)
42	Howard C. Nolan (D-C)
43	Joseph L. Bruno (R-C)
44	Hugh T. Farley (R-C)
45	No Endorsement
46	No Endorsement
47	William Sears (R-C)
48	Nancy L. Hoffmann (D)
49	John DeFrancisco (R)
50	No Endorsement
51	Thomas W. Libous (R-C)
52	No Endorsement
53	Mike Nozzolio (R)
54	No Endorsement
55	Mary Ellen Jones (D)
56	Jess J. Present (R)
57	Anthony Masiello (D-L)
58	William Stachowski (D-C)
59	Dale M. Volker (R-C)
60	John B. Sheffer (R-C)
61	No Endorsement

District	Candidate
1	Joseph Sawicki (R-C)
2	John L. Behan (R-C)
3	No Endorsement
4	Stephen Englebright (D)
5	Paul Harenberg (D)
6	Robert C. Wertz (R-C-RTL)
7	Thomas F. Barraga (R-C-RTL)
8	John C. Cochran (R-C)
9	John J. Flanagan (R-C-RTL)
10	James D. Conte (R-C)
11	Robert Sweeney (D)
12	No Endorsement
13	David Sidikman (D)
14	No Endorsement
15	Donna Ferrara (R-C)
16	Thomas P. DiNapoli (D-L)
17	No Endorsement
18	Earlene Hill (D)
19	No Endorsement
20	Harvey Weisenberg (D-L)
21	No Endorsement
22	No Endorsement
23	Audrey Pheffer (D-L)
24	Saul Weprin (D-L)
25	No Endorsement
26	No Endorsement
27	Nettie Mayersohn (D-L)
28	Alan Hevesi (D-L)
29	Cynthia Jenkins (D-L)
30	Joseph Crowley (D)
31	Gregory Meeks (D-L)
32	Vivian Cook (D-L)
33	Barbara Clark (D-L)
34	Ivan Lafayette (D-L)
35	Jeff Aubry (D-L)
36	Denis J. Butler (D)
37	Catherine T. Nolan (D)
38	Anthony Seminerio (D-C)
39	Anthony Genevesi (D)
40	Edward Griffith (D-L)
41	Helene Weinstein (D-L)
42	Rhoda Jacobs (D)
43	Clarence Norman, Jr. (D-L)
44	No Endorsement
45	Daniel L. Feldman (D)
46	Howard L. Lasher (D-L)
47	Frank J. Barbaro (D)
48	Dov Hikind (D)
49	Peter J. Abbate, Jr. (D)
50	Joseph R. Lentol (D)

District	Candidate
51	No Endorsement
52	Eileen C. Dugan (D-L)
53	Vito J. Lopez (D-L)
54	No Endorsement
55	William Boyland (D-L)
56	Albert Vann (D-L)
57	Roger Green (D)
58	Nick Perry (D-L)
59	Elizabeth Connelly (D)
60	Eric N. Vitaliano (D-C)
61	Robert Straniere (R-C-RTL)
62	Sheldon Silver (D-L)
63	Steven Sanders (D-L)
64	Richard N. Gottfried (D-L)
65	Alexander B. Grannis (D-L)
66	Deborah Glick (D-L)
67	No Endorsement
68	Angelo DeToro (D)
69	Edward C. Sullivan (D)
70	No Endorsement
71	Herman D. Farrell (D)
72	John Brian Murtaugh (D-L)
73	John Ravitz (R)
74	David Rosado (D-L)
75	Hector L. Diaz (D-L)
76	No Endorsement
77	Aurelia Greene (D-L)
78	Roberto Ramirez (D-L)
79	Gloria Davis (D-L)
80	George Friedman (D-L)
81	G. Oliver Koppell (D-L)
82	Stephen Kaufman (D)
83	Larry Seabrook (D-L)
84	No Endorsement
85	Ronald C. Tocci (D-C)
86	Richard L. Brodsky (D)
87	Cecile D. Singer (R-C)
88	Audrey Hochberg (D)
89	Peter M. Sullivan (R-C)
90	Sandra Galef (D)
91	No Endorsement
92	Alex Gromack (D-C)
93	Samuel Colman (D)
94	Nancy Calhoun (R-C)
95	John Bonacic (R-C)
96	Lawrence Bennett (D)
97	Eileen Hickey (D)
98	Anthony Ingrassia (R)
99	No Endorsement
100	No Endorsement
101	Kevin Cahill (D-L)

District	Candidate
102	No Endorsement
103	James Tedisco (R-C)
104	No Endorsement
105	Paul D. Tonko (D-L)
106	Ron Canastrari (D)
107	Arnold W. Proskin (R-C)
108	No Endorsement
109	No Endorsement
110	Christopher Ortloff (R-C)
111	Bill Magee (D)
112	John G.A. O'Neil (R-C)
113	Anthony J. Casale (R-C)
114	No Endorsement
115	David Townsend (R-C)
116	RoAnn DeStito (D)
117	Frances Sullivan (R-C)
118	Michael J. Bragman (D)
119	Joan Christiansen (D)
120	Joseph Nicolletti (D)
121	Harold C. Brown (R)
122	Clarence D. Rapplyea (R)
123	Richard Miller (R-C)
124	James R. Tallon (D)
125	No Endorsement
126	No Endorsement
127	No Endorsement
128	No Endorsement
129	No Endorsement
130	No Endorsement
131	Susan John (D)
132	Joseph Morelle (D)
133	David F. Gantt (D)
134	Joseph Robach (D-C)
135	James Alesi (R)
136	Jerry Johnson (R)
137	No Endorsement
138	Joseph T. Pillittere (D-L)
139	James Budde (D)
140	Robin Schimming (D)
141	Arthur O. Eve (D-L)
142	Elinor Weiss (D)
143	Paul Tokasz (D-C)
144	Sam Hoyt (D-L)
145	Richard J. Keane (D)
146	Francis Pordum (D-C)
147	Thomas H. Reynolds (R-C)
148	Vincent J. Graber (D-C)
149	Patricia McGee (R-C)
150	William L. Parment (D)



**CAMPAIGN**

*Vote for the CSEA-endorsed candidates on Tuesday, Nov. 3rd*

### CSEA-endorsed candidates for Congress

CSEA has endorsed the following candidates for Congress from New York State in the Nov. 3 general election:

District	Candidate	District	Candidate
1	George Hochbrueckner (D)	17	Eliot Engel (D-L)
2	Thomas Downey (D)	18	Nita Lowey (D)
3	Peter King (R-C)	19	Hamilton Fish (R-C)
4	Philip Schiliro (D)	20	Benjamin Gilman (R)
5	Gary Ackerman (D-L)	21	Michael McNulty (D-C)
6	Floyd Flake (D)	22	No Endorsement
7	Thomas Manton (D)	23	Sherwood Boehlert (R)
8	Gerald Nadler (D)	24	John McHugh (R)
9	Charles Schumer (D-L)	25	Rhea Jezer (D)
10	No Endorsement	26	Maurice Hinchey (D-L)
11	Major Owens (D-L)	27	W. Douglas Call (D)
12	No Endorsement	28	Louise Slaughter (D)
13	Sal Albanese (D-L)	29	John LaFalce (D-L)
14	Bill Green (R)	30	No Endorsement
15	Charles Rangel (D-L)	31	No Endorsement
16	Jose Serrano (D-L)		



**CSEA/AFSCME vows to continue to fight for fair pay for women in Nassau County**

**Judge in pay equity case 'simply didn't get it!'**

By Sheryl C. Jenks  
CSEA Communications Associate

A federal court decision rejecting CSEA/AFSCME's historic pay equity lawsuit against Nassau County clearly proves how difficult it is to gain pay equity for women, but CSEA/AFSCME says the union is more determined than ever to fight for fair pay for women.

"We are absolutely shocked and disappointed at the judge's decision," CSEA Nassau County Local 830 President Rita Wallace said. "It's obvious that the judge simply didn't get it. He didn't grasp the facts."

U.S. District Court Judge I. Leo Glasser said he believed any difference in pay between men and women in Nassau County was the result of market forces and the fact that women usually seek different types of jobs than men.

CSEA/AFSCME is considering an appeal

of the judge's ruling and pledged to continue the fight with intensity through the collective bargaining process.

CSEA/AFSCME's lawsuit, which had been in litigation for eight years, charged Nassau County discriminated in compensation on the basis of sex by paying less wages to historically female jobs than historically male jobs which require an equal or less composite of skill, effort, responsibility and working conditions.

The unions filed the pay equity class action lawsuit in 1984 against Nassau County, the Civil Service Commission, the county comptroller and the county Board of Supervisors.

"Paying women less than men is wrong," CSEA Region I President Gloria Moran said. "The county's decision to continue with this inequity and the judge's decision to allow it to continue do not make it right."

Alice Groody, who testified for the union

during the trial and who has since retired from the county, said she was "extremely upset" by the court decision.

"I felt confident we proved through our testimony that the county values female-dominated jobs less than male-dominated jobs," she said. "It's hard to believe that the judge did not rule in the union's favor."

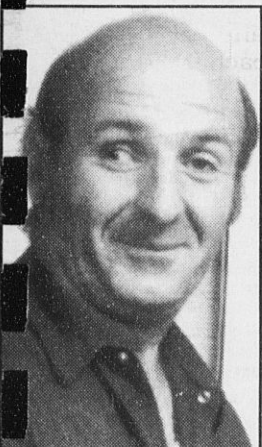
Many observers believe the judge's decision was based partly on the poor financial conditions in Nassau County, which is currently dealing with a fiscal crisis.

But plaintiffs in the case agree that the long fight was as much about acknowledgement of the wrong committed as it was about actual dollars.

"Money was not the main issue," said Sue Duffe, a registered nurse and president of the CSEA Nassau County Medical Center Unit. "Fairness was the major concern and I don't feel we got fair treatment."

**County waves white flag in grievance**

KINGSTON - Ulster County officials violated Bob Christiana's seniority rights when they refused to appoint him to the night shift.



CSEA filed a grievance on behalf of Christiana, who recently won an appointment to the night shift after three long years.

Christiana, a 19-year employee of the Ulster County Department of Public Works, has vision problems in one eye and was told he had a sight disability, so he wasn't able to do the job.

"Bob's been out in blizzards," Shop

eward Joe Van Dyke said. "He's a reliable worker with an excellent work record, and all of the sudden they decided he couldn't do the work."

Christiana was ordered to go for an eye test.

"I passed with flying colors," he said. "The doctor couldn't understand why the county sent me for a test."

Christiana said he had no restrictions on his driver's license and never had a violation on his license. Still, he had to take seven more eye tests, all of which he passed.

"The county finally ran up a white flag and negotiated with us for back pay and appointed Bob to the night shift," Van Dyke said. "Because of the stand he took, he championed the cause for others with disabilities."

"It was a long time," said Christiana, "but I was with me all the time. It's well worth being a member of CSEA."

**CSEA slams Onondaga budget**

By Mark M. Kotzin  
CSEA Communications Associate

SYRACUSE — Calling it "heartless and unfair," CSEA leaders are lashing out against a proposed Onondaga County budget for 1993 that calls for increases in taxes and the layoff of more than 350 county employees.

CSEA Onondaga County Local 834 President Tom Murphy likened county officials to money-hungry bandits, saying the county is acting like thugs, "pushing over the employees, taking all their money and then kicking them while they're down."

Murphy said the county is acting like "Robin Hood in reverse," taking money from those who need it most and putting it into expensive projects — like the new county convention center — that should be considered luxury items during fiscally tough times. Murphy said the employees are being made the scapegoats of the county's poor fiscal management.

"It's criminal! First, they balance the budget on the employees by not offering them raises for a year, then they take more money out of their taxes, and then,

to top it off, they hand them a pink slip. It's outrageous!" Murphy declared.

Onondaga County employees are being asked to shoulder an unfair proportion of the county burden, CSEA Central Region President Jim Moore said.

Moore blames County Executive Nick Pirro, who Moore said "is more concerned with the county's bond rating than with the livelihoods of hundreds of CSEA members and the services they provide." In addition to layoffs, the budget proposal would eliminate some programs entirely, such as the county's dental bureau, which provides dental health checkups and training to elementary school students. CSEA successfully fought two years ago to get the program back into the budget after it had been initially cut. This time around, Murphy said, the future does not look as hopeful.

"We're going to continue to fight just as hard as we can against these cutbacks, and to raise the public consciousness of what the loss of these workers and services will mean," he said. "We have a rough fight ahead between now and when the legislature passes the budget."

**Erie County Unit members ratify 4-year contract**

BUFFALO — Members of the CSEA Erie County Unit ratified a new four-year contract by nearly 2 to 1 last month.

The contract is retroactive to January 1992 and follows the 1991 legislative imposition of terms and conditions of employment.

"It's a good contract," Unit President Mike Bogulski said. "It gives long-term income stability."

The contract also offers a number of improvements, including:

- \* increased night differential;
- \* increase mileage rates;
- \* an extra longevity step;
- \* improved language on safety issues;

- \* change allowing leave accruals to be used in one-hour increments;
- \* an increase in sick leave accrual limits;
- \* an increased in compensatory time accruals;
- \* flex time scheduling with employee and department head approval;
- \* free community college courses for community college employees;
- \* twice as much in uniform allowances for correctional officers;
- \* every other weekend off for licensed practical nurses at Erie County Medical Center (ECMC); and
- \* increased beeper pay for Erie County Lab employees.



# Unions fight to halt privatization of Schenectady water department

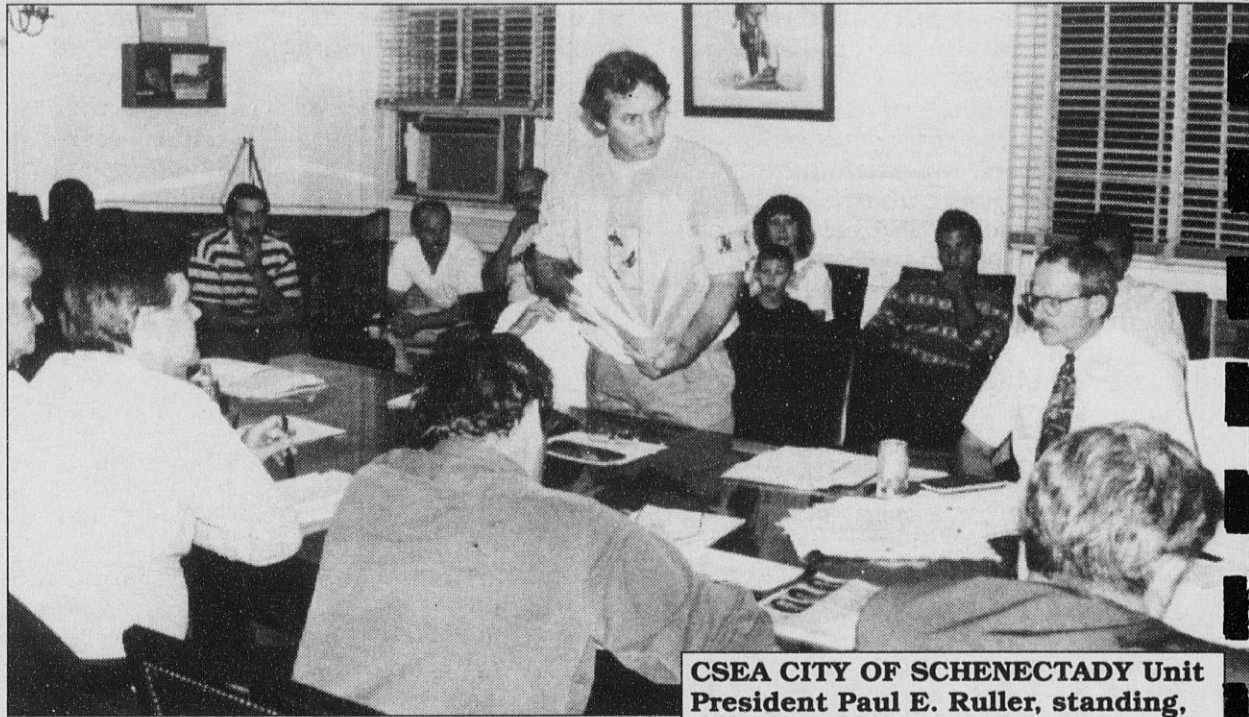
SCHENECTADY — City residents are responding in large numbers to a CSEA petition drive opposing Mayor Frank Duci's attempt to privatize the Schenectady Water Department. About 1,400 city residents had signed the union's petition as this edition of *The Public Sector* went to press.

The petition drive is part of a CSEA campaign that also includes informational picketing, public advertising, public access television appearances, door-to-door campaigning and presentations before the city council in an all-out effort to prevent the mayor from turning the city water filtration plant operation over to Texas-based Professional Services Group (PSG).

Last year the city contracted-out the operation of the city's wastewater sewage treatment plant to PSG, a move which CSEA and other city unions also opposed.

"Now the mayor wants to give the water department to the same contractor that he gave the sewage plant to," Paul E. Ruller, president of the CSEA City of Schenectady Unit, said. "It isn't fair to the city, the taxpayers or the employees. The response to our petition drive indicates people are upset about their tax dollars leaving Schenectady for Houston."

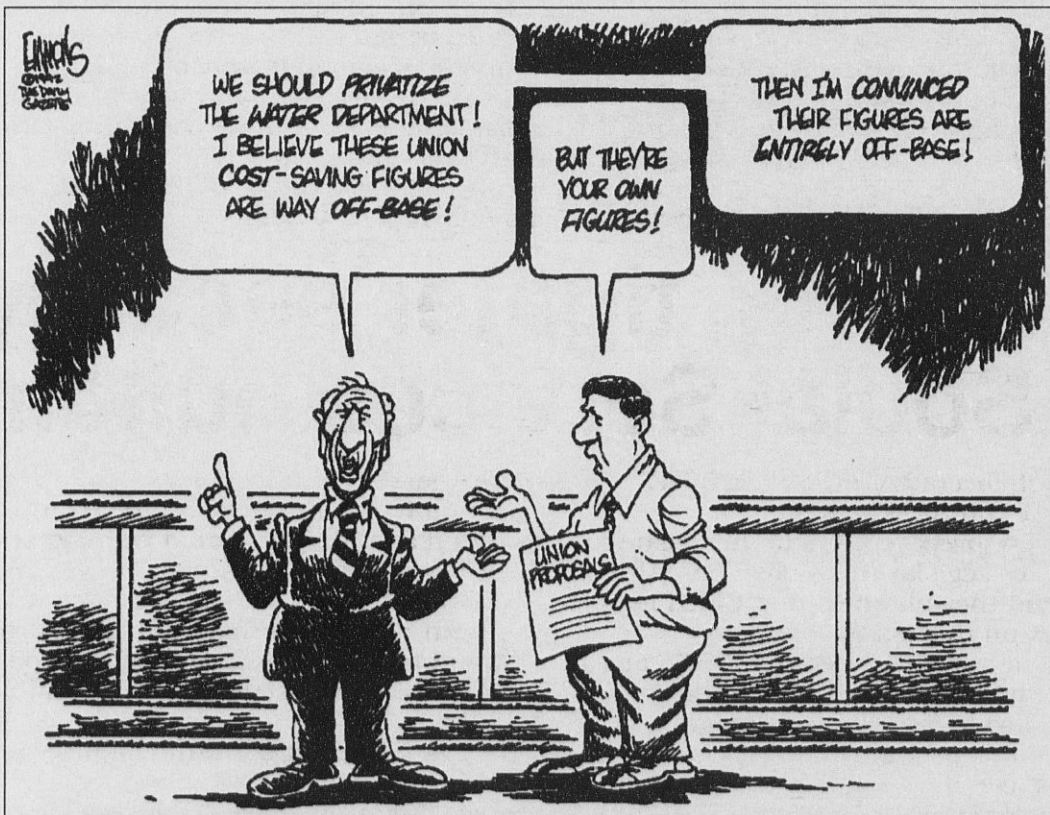
CSEA has given the city council specific recommendations concerning operation of the water department that would save the city \$1.5 million over five years. The mayor insists privatization could save more, a claim union officials vehemently discount.



**CSEA CITY OF SCHENECTADY Unit President Paul E. Ruller, standing, addresses Schenectady city council's utilities committee about union's opposition to privatizing the city's water department.**

"This isn't a battle about jobs," Ruller said. "We're taxpayers too, and our tax dollars should stay in Schenectady to provide services and lower taxes for our residents. The water filtration plant profits should benefit city residents, not some out-of-state private contractor."

CSEA is working closely on the campaign with AFSCME Local 1037, which represents the majority of water filtration plant employees.



CIVIL SERVICE EMPLOYEES ASSOCIATION, INC. LOCAL 1000, AFSCME, AFL-CIO

September 1992

Fellow Resident of the City of Schenectady:

The employees of the Water Department of the City of Schenectady, members of the CSEA City of Schenectady Unit and AFSCME Local #1037, request that you join us in our fight to stop the privatization of your Water Department.

The present City administration wants to let an outside firm take over the operation of the Water Department. The administration's reasoning is that it will save money, but in reality, privatization will only cost you, the residents of Schenectady, more money for your water; and the profits will go to a private for-profit corporation instead of into the City coffers to offset the cost of services to City residents.

Your Water Department employees have prepared for the administration a detailed proposal outlining ways to save operational costs and also increase revenue in the Water Department. These employees quickly identified savings and new revenues totaling \$358,000 which do not result in raising your water rates or metering your home for water usage. These detailed, cost-saving measures were presented to the City Council in June of this year.

We ask that you show support for our fight to keep the Water Department under City management and direct operation and out of private, for-profit control. The experience and know-how of the Water Department employees have resulted in an efficient and well-run department. Help us protect that most precious commodity: pure water. Help us keep your water rates as they have been, among the lowest in the Northeast. Please sign our petition indicating your support.

**PROFITS FOR THE PUBLIC NOT THE PRIVATEERS!**



*Paul E. Ruller*  
Paul E. Ruller  
President CSEA  
City of Schenectady Unit

Local 1000, AFSCME, AFL-CIO  
Joe McDermott, President

**NEWSPAPER AD, above, was used as part of CSEA's campaign to educate residents about the union's petition drive. Editorial cartoon at left appeared in *The Daily Gazette*, Schenectady's morning daily paper.**

Faced with financial problems, many politicians are laboring under the delusion that hiring private companies to provide public services is a simple answer to a complex problem. Privatization usually is a costly disaster for governments. At best, it might offer temporary, short-term relief that soon disappears. In the next edition of *The Public Sector* we'll take a close look at the threat of privatization and explore some case histories that prove public employees provide the highest quality work at the most efficient cost of the community.



# Stop the sale of Mount View!

LOCKPORT — The fight to stop the sale of Niagara County's nursing home is heating up.

The County Legislature's Health Services Committee is planning to vote on a proposal to hire a Syracuse brokerage firm to handle the sale and marketing of Mount View Nursing Home early this month.

While the legislature has already approved looking into the sale or lease of the skilled nursing facility, hiring the brokerage firm could speed up the sale dramatically, CSEA Political Action Coordinator Roger Sherrie said.

To fight back, CSEA has already got a place on the committee's agenda.

"We want to be sure all the committee members have the factual information

## Privatization won't solve Niagara's woes

The prospect of selling Niagara County's nursing home is a good example of how a county government wrongly believes privatization will solve its fiscal problems.

But CSEA has shown that selling an important county facility is just a quick fix that will end up benefitting for-profit vendors, not county taxpayers. Below are just a few of the facts.

\* Mount View's 1992 deficit will be \$500,000 to \$600,000, **not** \$2 million as the county originally estimated.

\* Niagara County spends nearly four times as much to care for jail inmates than it does to operate Mount View Nursing Home

\* As many as 11 county departments require more tax support than Mount View Nursing Home.

\* Mount View's population is 90 percent Medicaid patients; the county will still be responsible for Medicaid costs for those patients. If the county sells the nursing home, the money will go to private, for-profit contractors.

we've collected to show that privatizing will hurt the county and its residents," Sherrie said. "We also want to complete our petition campaign to emphasize the public support for the county-owned nursing home."

CSEA's campaign has involved advertising, research, petitions and letterwriting, he said. Now the key is to let the Legislature know how much public support there is.

"The legislators haven't heard from county residents," Sherrie said. "They haven't had one public hearing on this very important issue."

## For Nancy Gullo, it's a personal thing: 'I can't let it happen. I have to fight'

LOCKPORT — The fight against the sale of Niagara County's Mount View Nursing Home is personal for Nancy Gullo.

"I love my job. I love it here. I'd love to put in another 20 years here," Gullo said. "I can't let it happen, I have to fight."

Gullo, a member of the Niagara County Unit of CSEA Local 832, has worked at the facility for 20 years, first at the county infirmary, which she watched the county close and merge with Mount View.

"I've seen them close a nursing home before," she said. "I know they can do it."

The threat of closure has been hanging over the heads of the 60 CSEA members for years as the county considered saving money by privatizing or faced closure because of failing standards.

Now, having survived a difficult period during which the facility struggled to regain its certification, the employees are watching the County Legislature toy with the idea of selling or leasing Mount View.

**"A lot of residents are like family. It's like taking care of your grandmother or mother."**

"We've been scared before, but we never thought it would be possible they would close," Gullo said. "Now it's getting too close, and we don't want it to happen." For one thing, Mount View is a part of Niagara County history, originally opening as a tuberculosis care center, then becoming a hospital before it became a nursing home. But for the many longtime employees like Gullo, the skilled nursing facility is even more.

"We've had aides here for 20 years," she said. "A lot of residents are like family. It's like taking care of your grandmother or mother."

Gullo has worked the midnight shift, in the reality orientation program and as a charge nurse before taking on her duties in in-service training and staff development. A CSEA shop steward for a year, she is also the union building representative. She's also been active in the CSEA campaign to keep the facility open. She admits employees are very discouraged by the years of threatened closings and job losses.

"People are tired. But a lot of people are happy to see the union is fighting this."

## Union, county ok five-point program following assault on employee

# CSEA demands, gets, tighter security at Schenectady Social Services building

By Daniel X. Campbell

CSEA Communications Associate

SCHENECTADY — CSEA members working in the Schenectady County Department of Social Services (DSS) building always felt unsafe and vulnerable.

So when a client assaulted an office worker there recently, CSEA and the employees decided enough was enough.

"We have had several incidents over the years that should have triggered a positive response from management," CSEA DSS Unit President Joanne DeSarbo said. "But each time management was about to address the problem something would develop and employee security would be placed on hold. This time CSEA wasn't going to let that happen."

CSEA was planning informational picketing and other public demonstrations until the security situation was addressed,

CSEA Schenectady County Local 847 President Lou Altieri said.

"We were prepared to take this issue to the county Legislature, if need be," Altieri said. "And they all knew that CSEA meant business on this issue."

But in a series of meetings, CSEA and the county administration agreed to a five-point security program. The program includes:

\* A police officer will periodically patrol the building daily.

\* An alarm system connected directly to the city police department will be installed, activated by a silent panic button which employees could easily press during an emergency. The button would also register on a panel at the building's entrance so police would immediately know where to go.

\* Each of the 10 DSS units will get four hand-held alarms to be activated in an

emergency.

\* All DSS employees will be required to attend a police-sponsored training session on how to deal with unruly people and volatile situations.

\* An existing vacancy in the department's Fraud Investigation Unit will be filled, and that individual will also be responsible for building security procedures.

"Our members are happy. They're relieved but still a little cautious," DeSarbo said. "Everyone seems to be working to get a sense of security back."

"CSEA will monitor the situation to make sure any problems will be resolved quickly," Altieri said. "Our members are there to help people, not to be assaulted by them. This security program should help our members and clients from being bothered by individuals seeking to disrupt the procedure for any reason."



# How the politicians killed the goose that laid the golden egg

**Unfortunately, This isn't a fairy tale!**

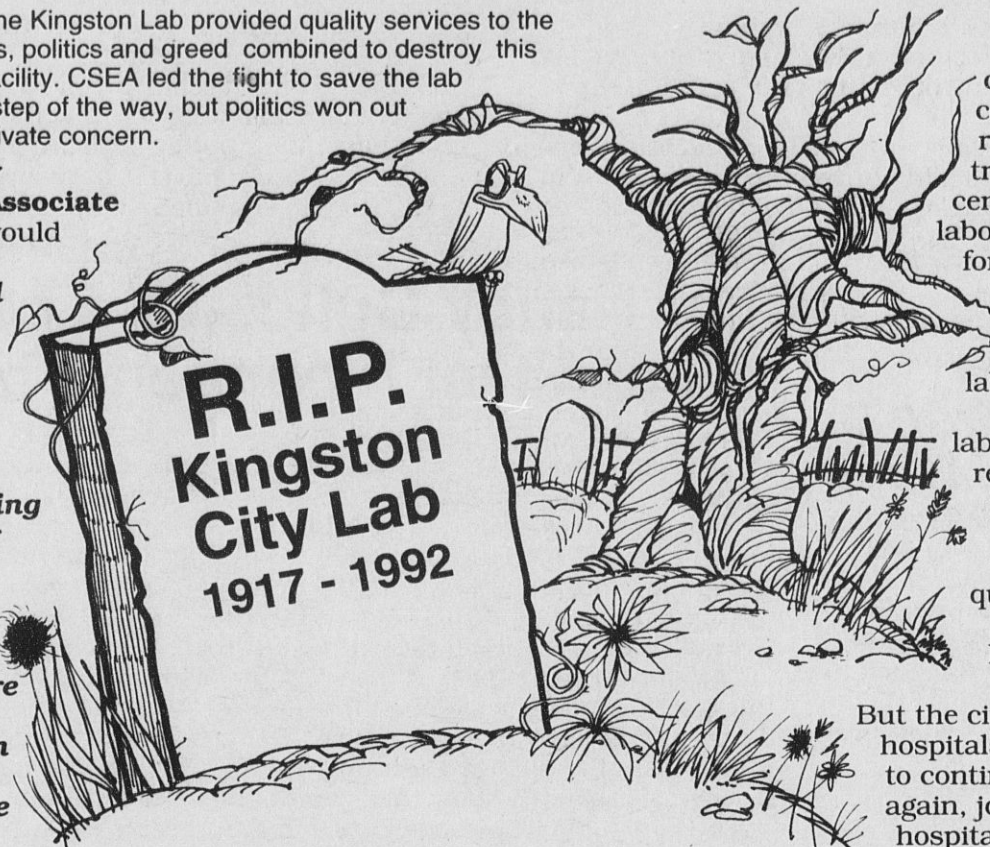
**EDITOR'S NOTE:** For generations, the Kingston Lab provided quality services to the community. But over the last 10 years, politics and greed combined to destroy this efficient, economical public service facility. CSEA led the fight to save the lab and make it more competitive every step of the way, but politics won out and this year the lab was sold to a private concern.

**By Anita Manley**

**CSEA Communications Associate**

KINGSTON— The obituary would look something like this:

**Lab, City of Kingston. Died Aug. 20, 1992 in its 75th year following a long illness complicated by corporate greed and political malaise. Survivors include about 30 workers (the remnants of a workforce of loyal hard-working employees that was once four times that size), two satisfied hospital administrators, a mayor who fulfilled his campaign promise, and city residents who are paying more for their lab tests. Formal funeral services have not been held, but mourners are being reassured that "it's all for the best."**



For decades the City of Kingston Lab was a self-sustaining provider of high quality care. But in recent years officials of two area hospitals who saw opportunities for profit and a politician who created political opportunity by campaigning on a promise to shut it down labeled the lab a dinosaur (causing it to become an "endangered species" through its final years!)

Founded as a bacteriology lab in 1917, it was used to test milk from local dairies and to control infectious diseases. In November 1939 the Common Council adopted a resolution transforming the lab into a state aid laboratory.

**Fast forward to 1983:** the director of the lab does not get along with city or hospital officials. Meetings become screaming matches as personalities clash over who is in charge. Officials at Kingston and Benedictine hospitals, who have routinely sent all their laboratory work to the city lab, threaten to contract out their work to other labs outside the city.

An uneasy sense of uncertainty about their future weighs heavily on workers. Morale is low.

Ironically, the lab also has a lot going for it during this time of turmoil. Personalities aside, the lab operation is completely self sufficient with constant business coming in from the two local hospitals. Fees for services are plowed back into operational costs and the purchase of state of the art equipment.

**1987:** Administrators of the two city hospitals have decided that they can realize profits if they contract out the lab business and they refuse to renew their contracts with the city lab. One hospital administrator admits that while fees will be higher to patients, it will mean profits for the hospitals.

CSEA jumps to the lab's defense. City Lab Unit President Jon Webb points out that in addition to quality services, the lab provides technicians to the hospitals and home visits to homebound patients within a 10-mile radius of the city.

The physicians of one of the hospitals writes to its board of directors: "The City of Kingston Laboratory has been providing the finest quality of care to our

patients and any reduction in that quality of care by contracting out services with commercial laboratories may result in patients being transferred to larger medical centers in order that quality laboratory services may be provided for the benefit of patients."

But the administrator of one of the hospitals tells city officials "the demise of the laboratory is not my concern."

**July, 1987:** Hospitals pay the lab a flat fee of \$190 per patient, regardless of how many procedures are performed. The lab begins to lose money at the rate of nearly \$100,000 per quarter.

CSEA urges the city to use its leverage against the hospitals to collect what is owed to the lab.

But the city takes no action against the hospitals and the laboratory is allowed to continue its downward slide. Once again, jobs are in jeopardy while hospital officials manipulate the financial stability of the lab.

The hidden agenda is now in full view: Bankrupt the lab and close it down. CSEA distributes a flyer to Kingston residents, warning taxpayers that the two hospitals are orchestrating a fiscal crisis while city officials do nothing. Hospitals refuse to negotiate equitable fee schedules.

**1990:** the lab is struggling for fiscal survival. The hospitals are sending much of their work to other labs outside the area. Both hospitals are lobbying for state aid to open their own lab. The mayor of Kingston authorizes a lawsuit against the hospitals charging that they fraudulently obtained permits and are performing tests outside their authority. He is accused of political posturing by hospital attorneys.

**1991:** John A. Amarello is elected the new mayor of Kingston after campaigning on the promise to close down the city lab. The city is now supplementing costs of health insurance for lab employees. Months after his election, the new mayor sells the lab to a private concern. Most of the employees are laid off before the sale is finalized.

**Present:** Former CSEA Unit President Webb fighting. He was laid off along with many other long time employees at the end of July.

Job hunting has been discouraging. A former chemistry supervisor, Webb said positions such as the one he held at the city lab are just not available in the area.

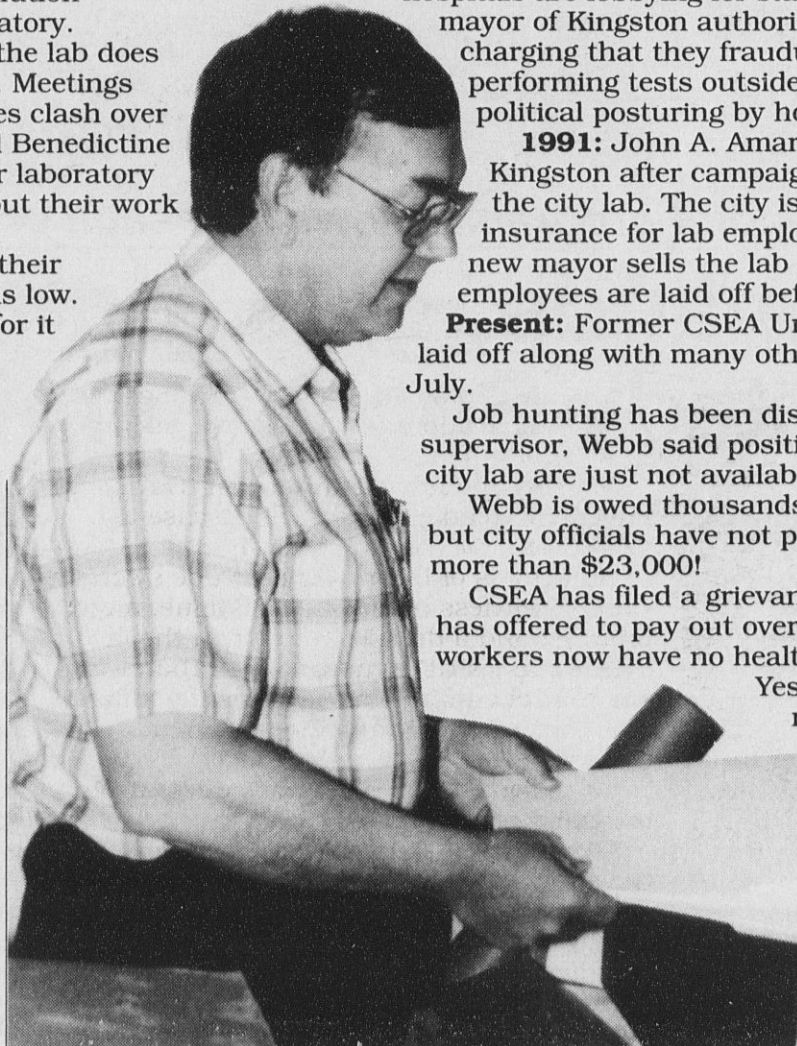
Webb is owed thousands of dollars for this leave accruals but city officials have not paid him. One co-worker is owed more than \$23,000!

CSEA has filed a grievance over the monies owed. The city has offered to pay out over a five year period. Many former lab workers now have no health insurance.

Yes, the lab is dead. Kingston residents now pay more for their lab tests. Many former employees must now travel to work outside the city. Many more will be forced to move from Kingston, a city already struggling with a depressed economy.

*Once upon a time, the Kingston City Lab was a thriving self-sufficient business. Now it's dead.*

*And the mayor lived happily ever after.*



**JON WEBB packs up the union office at the former Kingston City Labs.**



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CSEA is fighting an ill-conceived attempt to sell Niagara County's Mount View Nursing Home to a private company.

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CSEA fought the good fight for years, but politics and greed killed the Kingston City Lab.

**CSEA cookbook a bargain at \$5**

The price of a really good meal just got less.

The CSEA Central Region Women's Committee 1992 cookbook is being offered at just \$5 per copy, not \$15 as erroneously reported in a previous edition.

The 1992 cookbook contains more than 250 favorite recipes contributed by CSEA activists and officers. Proceeds benefit the Women's Committee.

Send a \$5 check per cookbook, payable to "CSEA Central Region V," to: Maureen Malone, 312 Carpenter Street, Oneida, NY 13421.

**CSEA member Davidson devotes efforts to finding cure for Lupus**

WHITE PLAINS - CSEA member Donald Davidson would like nothing better than to know that a cure has finally been found for Lupus, a disease of the connective tissue that can be both very disabling and life threatening. He devotes a lot of his time and energy to that end.

Davidson, a Westchester County employee, is very much involved with the Lupus Foundation. He sits on the Board of Directors of the Westchester chapter of the foundation and attends meetings and medical symposiums and annual conventions as well as being involved with the chapter's many fund-raising projects. Most of the funds raised by the chapters goes into research in an effort to eradicate the disease.

He became involved with the Lupus

**Donald Davidson**

Foundation because his wife, Beverly, has the disease. Beverly's twin sister also has Lupus and her father died from a related disease.

Most patients live long lives but many die from complications of the disease, such as liver involvement.

"There is no know cure as yet," Davidson said. "They can only hold the disease in remission."

Symptoms of Lupus may include swelling and tenderness of the joints, fatigue, mood changes and a distinctive rash on the face. The disease strikes more women than men, more blacks than whites, generally between the ages of 16-40. Treatment usually includes steroids.

Davidson said the foundation serves as a support group for the patient.

"People come for help because they're afraid," Davidson said. "They've been diagnosed and their families don't know how to deal with it. They feel helpless."

Anyone wishing information of Lupus or the foundation can find a listing for the Lupus Foundation of America in local telephone books, Davidson said.

**WRIGHTS CORNER — A**

poignant flagraising dedication ceremony, in memory of a deceased fellow employee and union activist left many a misty eye recently at the Nioga Library in Niagara County.

Fulfilling an effort started by the late Susan Martin, who died of cancer earlier this year, members of Nioga Library Local 717 members, library administrators, board members and family raised a U.S. flag on a newly-installed flagpole.

"This flag was something that Susan pushed for," Local Treasurer Pat Criswell said. "I think she was inspired by fellow employee Joseph Umhauer, who served in Operation Desert Storm. When he returned, there was no flag to honor his service, and she pushed for having one.

She was such a well-liked person, that her illness and death inspired us to do something to honor her memory. And it helps us come to terms with losing such a good friend, especially one so young."

A plaque of commemoration now hangs in the library hallway in honor of Susan Martin, a former unit secretary and treasurer. Her parents, Alfred and Marjorie

**FLAG RAISED** during dedication ceremony is held by Kathleen Voltz, left, vice president of the library board of trustees, and Unit President Diane Hunt.

Pelligrino attended the flagraising and enjoyed seeing several books donated to the library in their daughter's memory.

Susan loved parrots, so several books were about them, and others were on cancer and cancer therapy.

"We'll remember Sue for her kindness, friendliness and her great sense of humor," Unit President Diane Hunt said. "And this flag and flagpole will be fine daily reminders."

**Garry LaFlesh mourned; Franklin County activist**

CHATEAUGAY - CSEA is mourning the recent death of longtime Franklin County activist Garry LaFlesh.

LaFlesh, 42, died recently after suffering a massive coronary. For the past 16 years, he worked as a custodian for the Chateaugay Central School District.

For the past six years, he served as unit president for the Chateaugay School Unit of Franklin County Local 817. He was also active on the unit's negotiating team and served on several local committees.

LaFlesh was a graduate of North Country Community College, a former U.S. Marine and was a past commander for the Chateaugay American Legion Post 875.

CSEA Central Region President Jim Moore expressed his sorrow over the death of LaFlesh and said that as a good CSEA activist, "He will be sorely missed."



## Delegates just wild about Bill

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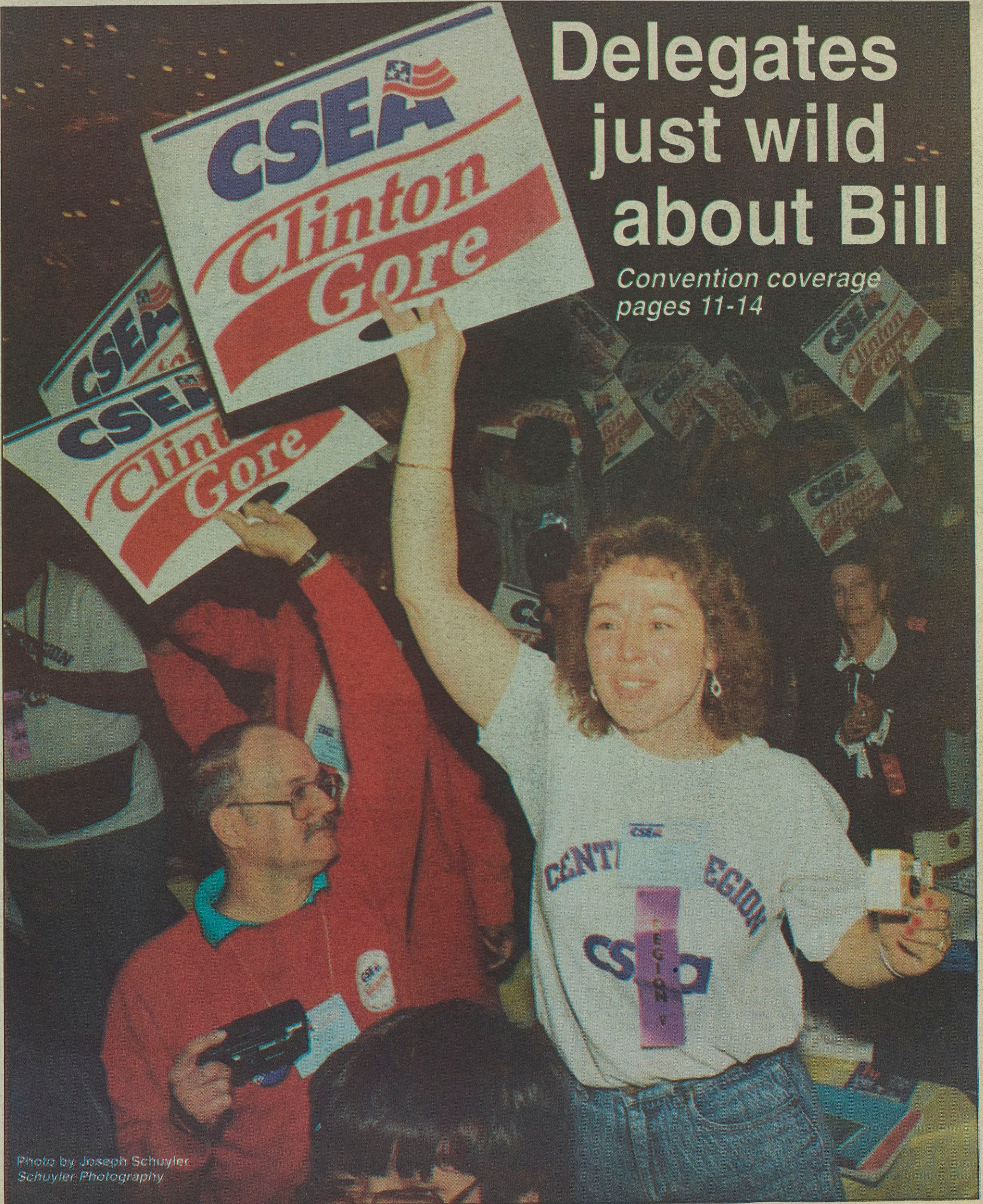


Photo by Joseph Schuyler  
Schuyler Photography