

● Negotiations between CSEA and the state on behalf of more than 100,000 state employees represented by CSEA will begin on Tuesday, Nov. 17, at the Old Federal Building in Albany.

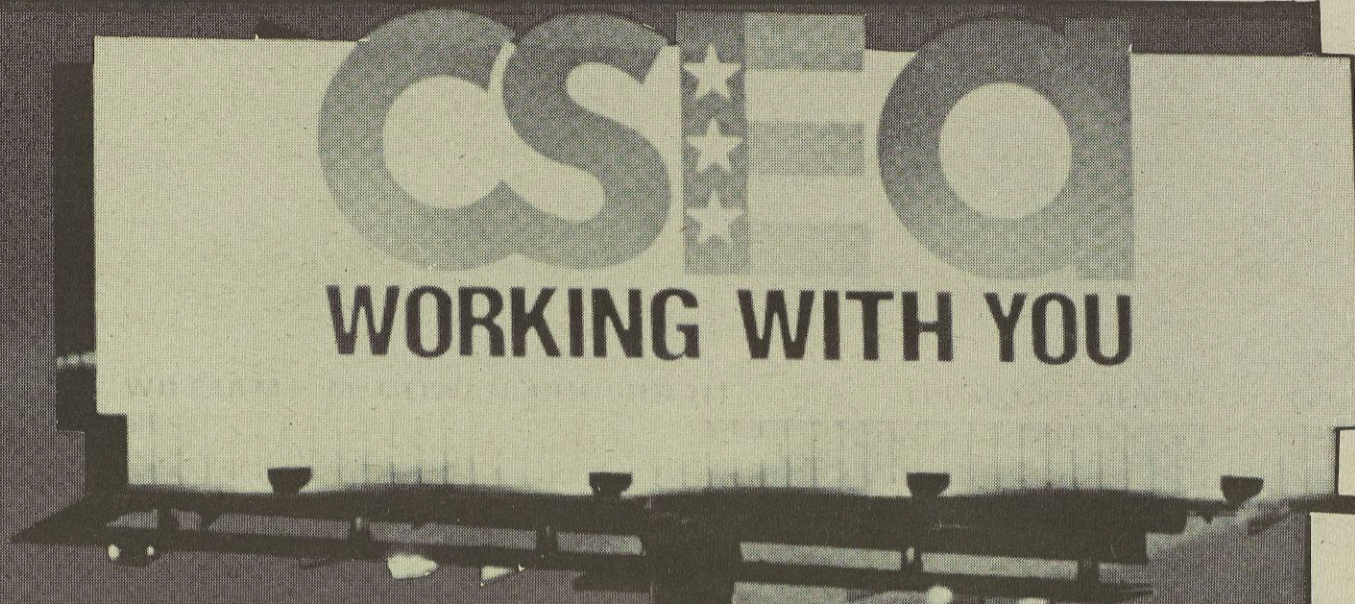
The current CSEA/state contracts expire March 31, 1988. An update on negotiations will be published in the next edition of *The Public Sector*.

# THE PUBLIC SECTOR

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

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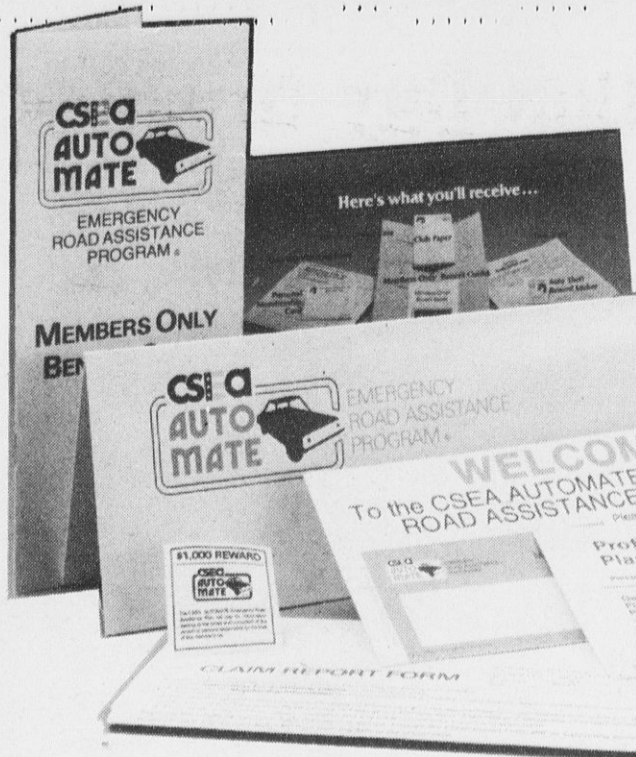
# INSIDE



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Kings Park  
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Members enrolling in CSEA Automate receive a kit that includes a membership card, a guide to benefits, a window sticker, bumper sticker, trip planning request form and a claim reimbursement form.

With winter nearly upon us, CSEA and its insurance provider, Jardine Emmett & Chandler East Inc., can take some of the worry out of winter driver through the CSEA Automate Emergency Road Assistance Program for CSEA members.

For an annual membership fee of just \$19.95, CSEA Automate provides members with reimbursement for emergency auto services, participation in a discount travel program, help in trip planning, travel accident insurance and access to 24-hour legal and medical hotlines.

CSEA members may enroll either by calling CSEA Automate 1-800-833-6220, Operator 40, and charge the membership fee to Visa or Mastercard; or fill out the application at the right and return in to Automate, P.O. Box 774, Schenectady, N.Y. 12301.

CSEA Automate members are eligible for reimbursement of up to \$35 for on-the-scene road service including emergency towing, gas delivery, locksmith's services and flat tire replacement. Members are also eligible for up to \$1,000 reimbursement for emergency transportation expenses resulting from an accident occurring more than 200 miles from home. Members are automatically enrolled in Discount Travel International, a leader in the "short notice" travel industry offering reduced travel rates.

In addition to hotline access to legal and medical assistance, members also are eligible for travel accident insurance.

Enroll in the CSEA AUTOMATE® program by phone  
**1-800-833-6220**  
(OPERATOR 40)

and charge it to your Visa or Mastercard  
Or, simply complete the form below and return it to CSEA AUTOMATE® P.O. Box 774 Schenectady, NY 12301.

**Yes!** Enroll me in the CSEA AUTOMATE Emergency Road Assistance Program® right away!

Name \_\_\_\_\_  
Address \_\_\_\_\_  
Apt. No. \_\_\_\_\_  
City \_\_\_\_\_  
State \_\_\_\_\_ Zip \_\_\_\_\_  
Social Security No. \_\_\_\_\_  
Telephone No. ( ) \_\_\_\_\_

**IMPORTANT BILLING INFORMATION  
ANNUAL DUES ARE \$ 19.95**

Annual membership dues for the CSEA AUTOMATE Emergency Road Assistance Program® can be made in any one of the following ways: (Check one)

Check or Money order enclosed  
 Charge to my:  Visa  Mastercard

Acct. No. \_\_\_\_\_  
Expiration Date \_\_\_\_\_

**IMPORTANT TRAVEL/ACCIDENT  
INSURANCE INFORMATION**

Included in your CSEA AUTOMATE Emergency Road Assistance Program® membership is a \$25,000 Travel Accident Insurance Policy.

Please provide the following information:

Beneficiary Name \_\_\_\_\_

I understand my membership will begin on the first day of the month immediately following receipt of my application and annual membership dues. I understand that the benefits and services are subject to the terms and conditions of the "Members Only Benefit Guide".

Signature \_\_\_\_\_ Date \_\_\_\_\_  
Rev. 11/87

## Public SECTOR

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# • CSEA uses Election Day to show off its *Political Power*

CSEA came out on top of the ballot across the state on Election Day 1987.

The union's political muscle helped knock out incumbent county executives in major upstate and downstate races while, overall, an impressive 80 percent of CSEA-endorsed candidates were swept into office.

In a closely watched upstate race, CSEA-backed Assemblyman Dennis Gorski trounced three-term incumbent Erie County Executive Edward Rutkowski while downstate in Suffolk County, CSEA support helped another assemblyman, Patrick Halpin, do the same to County Executive Michael LoGrande.

Both Gorski and Halpin thanked CSEA for the union's endorsement and assistance in their campaigns.

"CSEA, in particular among public employee unions, contributed greatly to our overwhelming victory. I'm looking forward to a positive relationship with the leadership and membership of CSEA," Gorski said shortly after claiming victory.

Meanwhile, two incumbent county executives whom CSEA did champion won re-election: Thomas Gulotta in Nassau County and Lucille Pattison in Dutchess County.

Voters also followed CSEA's lead in a variety of other local government races.

In Suffolk County, for example, 12 out of 16 candidates for county legislature had the CSEA label and won. In nearby Nassau County, nominees for supervisor in the towns of Hempstead, North Hempstead and Oyster Bay rode to victory with union support.

Altogether, CSEA scored 61 wins out of 78 endorsements on Long Island with Halpin's stunning upset leading the way.

"It was an amazing coup. It took tremendous effort and was really a victory for people power over a well-financed opponent," CSEA Region I President Danny Donohue said.

Election Day was quiet in New York City with union activity limited to one race: William Murphy's re-election as Staten Island district attorney.

Moving upstate, Westchester County



**A TIP OF THE (CSEA) HAT** — Newly-elected Erie County Executive Dennis Gorski, second from right, tips a CSEA hat to show his appreciation for the union's support in his election bid. From left are CSEA Region VI Political Action Specialist Roger Sherrie and Erie County CSEA Local 815 members and activists MariJean Nichols and Barbara Gradewicz.

voters agreed with CSEA's endorsement and OK'd a \$68 million bond issue to build an addition to the county jail.

The union backed winners in 95 races out of 122 endorsements in the Southern Region with the best showing in Rockland County (15 wins, 2 losses), Westchester County Legislature (15 wins, 2 losses) and Dutchess County (25 wins, 3 losses).

History was made, meanwhile, in the Capital District where the union for the first time got involved in Washington County politics. The record was one win, one loss and one race too close to call.

Political action staffer Ed LaPlante reported that when the polling was over both Democratic and Republican party leaders confessed that CSEA's participation would boost two-party politics there.

CSEA registered 48 victories in the Capital Region including all endorsed candidates in Saratoga County; eight out of nine endorsements for Albany County Legislature; and eight out of ten Rensselaer County races.

Union activists were especially proud of member Agnes Rodd's triumph as City of Amsterdam comptroller.

In the Central Region, CSEA-endorsed candidates won 68 out of 80 races. Political action also made a successful debut in Herkimer County legislative races, scoring three wins, one loss.

The support of New York state's largest public employee union was credited with giving Democrats a boost to majority party status in the City of Oneonta and in helping put Republican mayors Carl Eilenberg (Rome) and Louis LaPolla (Utica) over the top.

Other significant wins included all four



**DUTCHESS COUNTY EXECUTIVE** Lucille Pattison accepts bouquet and congratulations from CSEA Region III President Pat Mascioli and regional Political Action Specialist Doris Mason.

endorsed Otsego County legislative candidates; 14 Onondaga County legislators; two City of Syracuse council members; and Broome County DA Joseph Mollen.

Dennis Gorski's big win as Erie County executive was described by CSEA Region VI President Robert L. Lattimer as "a significant break with the past." It also set the pace in the union's Western Region which registered 91 wins in 120 contests.

In other noteworthy races, CSEA won 13 out of 18 matches in Monroe County and 15 out of 16 in Niagara County.

But all eyes were on Erie County where, in addition to Gorski's election, CSEA scored a perfect record — 29 wins in 29 various contests ranging from county legislature and Buffalo Common Council to assorted judgeships and town offices.



**NEWLY ELECTED** Suffolk County Executive Partick Halpin, center, receives a CSEA cap from CSEA Region I President Danny Donohue, left, as regional Political Action Committee Chairperson Michael Curtin smiles his approval.

# CSEA claims confirmed

By Stephen Madarasz  
CSEA Communications Associate

ALBANY — Recent Department of Environmental Conservation (DEC) findings on heavy metal contamination around Ciba-Geigy's Glens Falls plant back up warnings about dangers at the site made by CSEA last March.

CSEA's interest in the situation developed out of apparently high cancer rates among Department of Transportation (DOT) employees who worked on Hudson River dredging projects dating back to the 1950s. A DOT survey of workers conducted by the state Health Department last spring found no cause for alarm.

CSEA branded those results a "whitewash" after reviewing state documents showing that the Ciba-Geigy plant (formerly Hercules Inc.) dumped nearly 2,000 pounds per day of cancer-causing lead chromate into the Hudson over a period of years.



To date, the state has been unwilling to accept the evidence of a heavy metal danger and schedule appropriate tests for the workers who handled the river sludge.

"These latest test results only confirm what's been clear for a long time — workers and the community around that plant are at risk!" states CSEA President William McGowan.

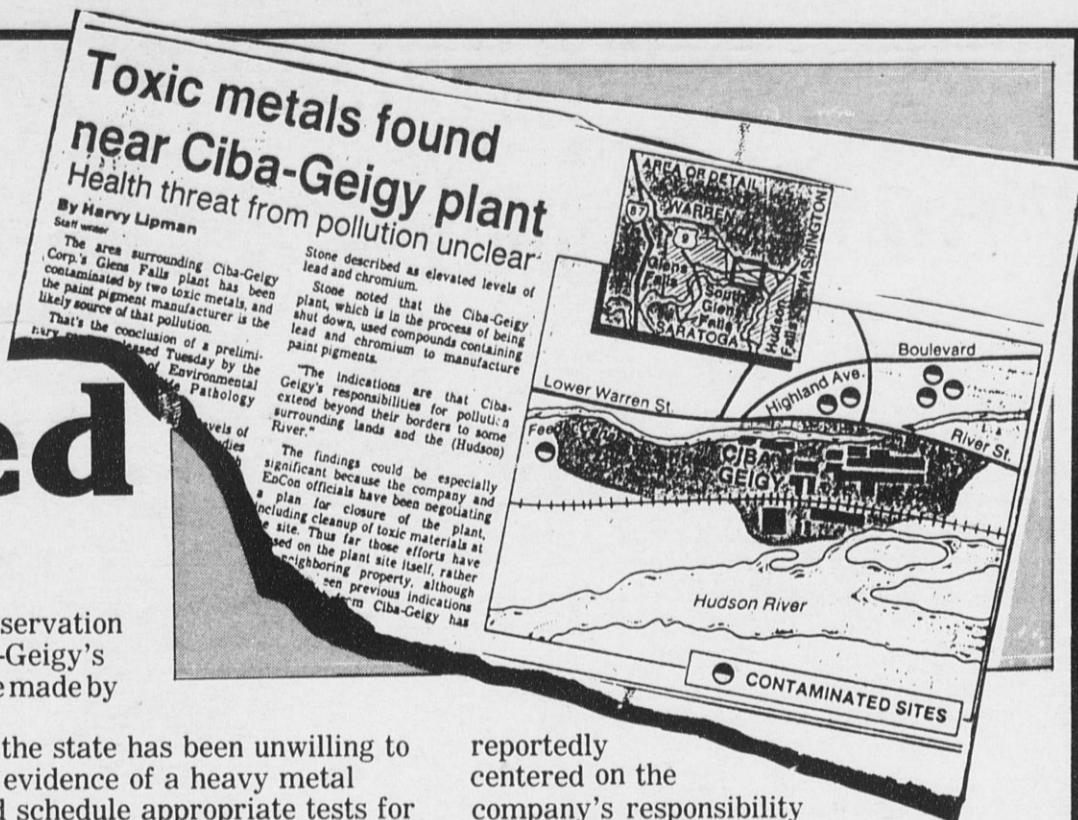
"There's no excuse for any further delay by the state in setting up an independent medical screening for workers who were exposed to the toxic sludge. Only then will we know the full extent of the health dangers," he adds.

Ciba Geigy was negotiating with the state for limited liability as part of a planned shutdown of the facility when the latest test results were released by DEC's Wildlife Pathology Unit. Those talks were

reportedly centered on the company's responsibility for plant site contamination.

But the DEC findings show substantial contamination in areas off the plant site. They also show much higher levels of heavy metal toxics than earlier samples collected by Ciba-Geigy itself at the state's request. Ciba Geigy's samples were only requested after CSEA raised concerns about the site earlier this year.

In a related development, CSEA has also discovered DEC and U.S. Environmental Protection Agency (EPA) documents from the early 1980s which indicate heavy metal contamination at the Queensbury landfill due to dumping of materials from the CibaGeigy site.



## Onondaga Local signs new pact

SIGNED, SEALED AND DELIVERED — The recent signing of a new two-year contract for Onondaga County CSEA Local 834 marked the conclusion of negotiations for 3,700 employees that began in September 1986. On hand for the signing were, seated from left: Region VI President James J. Moore; Sarah Soule, negotiating committee chairperson; Onondaga County Executive John Mulroy; Local 834 President Dale King; CSEA Collective Bargaining Specialist Tom Pomodoro; and Jim Adsitt, Drainage and Sanitation Unit.

Standing from left are: Palmer Burbidge, Parks and Recreation

Unit; Mike Renshaw, Highway Unit; Dan Herlihy, Administrative Combined Services Unit; Esther Shippey, Van Duyn Home and Hospital Unit; Bob Morris, Department of Social Services Unit; and Fred Bauer, Probation Unit.

Others who took part in negotiations but were not present for the photo are: Bruce Dickinson, Library Unit; Len Foster, vice chairperson of the negotiating committee; and Sue Martin, Health Committee representative.

# For Long Island, Hudson Valley—

# Ticks trigger trouble

CSEA members who work outdoors in parts of Long Island and the Hudson Valley face a significant risk of contracting Lyme Disease — an illness caused by tick bites that can trigger arthritic discomfort and even neurological problems.

The sometimes crippling disease carries a variety of symptoms — a circular rash, fatigue, headaches, muscular soreness, arthritic joints, irregular heartbeat, dizziness — all of which won't go away and make diagnosis hard to pinpoint. Often victims don't even realize they've been bitten by a tick because the bugs are so small.

If left untreated, Lyme Disease symptoms can last for years. Antibiotics usually relieve the symptoms but there are cases where they have little or no effect.

Ten years ago there were only a handful of known cases of Lyme Disease. Today there are more than 5,000 known victims in 33 states.

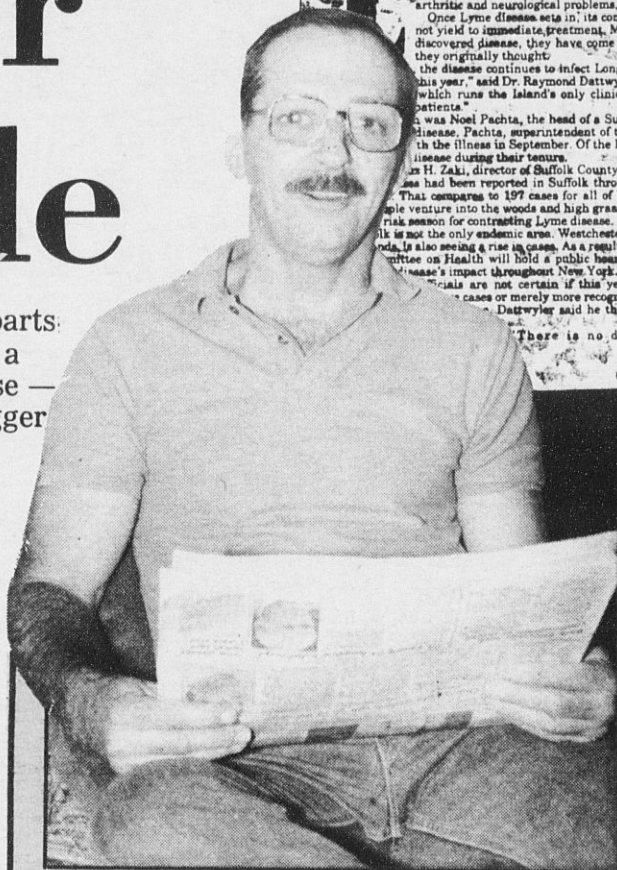
Named for the Connecticut town where it was first discovered, Lyme Disease appears to be on the rise in New York state — mostly in the lower Hudson Valley and Suffolk County. But there is disagreement among experts about whether the number of cases are dramatically increasing or just now being accurately diagnosed.

There is no disagreement however, that more needs to be learned about this problem.

As part of that effort, CSEA members in the state Office of Parks and Recreation recently participated in a study showing that they, and others in similar work, may be at greater risk of Lyme Disease than had previously been thought.

The study suggests the following precautions be taken to reduce the risk:

- \*Be aware of tick bites among outdoor workers
- \*Check clothes and skin frequently for ticks when outdoors
- \*Apply insect repellent to clothing and bare skin when working outdoors



## 'Thought he had the flu'

**EAST FISHKILL** — Ed Hickman thought he had an ordinary case of the flu, but when the rash started he went to see his doctor.

What the CSEA East Fishkill unit president had was not the flu after all, but the first documented case of Lyme Disease in Dutchess County.

Hickman, a 12-year town highway employee does not recall being bitten by a tick, but in August he began running a fever. "It was low," he explained, "about 100 degrees and I ran it for about a week."

Soon he began experiencing pain in

- \*Avoid unnecessary exposure to tick habitats
- \*Wear light colored clothes to make it easier to spot ticks
- \*Tuck pants into boots or socks and shirt into pants
- \*Remove attached ticks and treat tick bites by prescribed methods
- \*Seek prompt medical care if any of the symptoms of Lyme Disease occur

## TINY TICKS

# And a Global Disease

Doctors zero in on the growing number of Lyme disease cases



By David Zinman

LYME DISEASE, the tick-borne illness that can progress from a simple skin rash to trigger arthritic and neurological problems, is increasingly being viewed in a more serious light. Once Lyme disease sets in, its complications can be painful and chronic. And they do not yield to immediate treatment. Moreover, as doctors learn more about the recently discovered disease, they have come to realize it is far more difficult to contain than they originally thought. The disease continues to infect Long Islanders in increasing numbers. "We got this year," said Dr. Raymond Dattwyler of the State University of New York at Stony Brook, which runs the island's only clinic treating the condition. "We saw fifty patients."

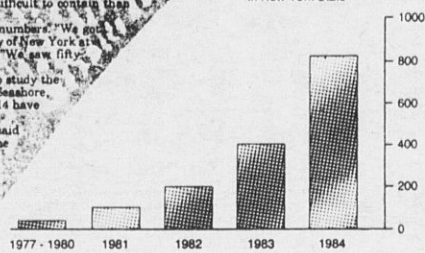
It was Noel Pachta, the head of a Suffolk task force created to study the disease, Pachta, superintendent of the Fire Island National Seashore, who first reported the illness in September. Of the island's 15 park rangers, 14 have reported Lyme disease during their tenure.

Dr. H. Zaki, director of Suffolk County's public health division, said Lyme disease had been reported in Suffolk through October, mostly in the western part of the county. That compares to 197 cases for all of last year. Summer, when people venture into the woods and high grass where ticks live, is the peak season for contracting Lyme disease. It is not the only endemic area. Westchester, criss-crossed with hiking trails, is also seeing a rise in cases. As a result, the State Assembly Committee on Health will hold a public hearing tomorrow to discuss the disease's impact throughout New York.

Officials are not certain if this year's increase in cases is merely more recognition of the disease, Dattwyler said he thinks both.

There is no doubt

**A Growing Total**  
Number of Lyme Disease Cases in New York State



Up until 1984, a single state laboratory did all Lyme disease testing. Since testing became widespread, reporting has been incomplete, state health officials say, due to the limitation of the various labs in personnel and the time involved in completing forms.

SOURCE: Bureau of Communicable Disease Control, State Health Dept.

his wrists and ankles and some swelling. "Then I broke out in a rash on my arms and back and it spread to my legs and face."

"My doctor thought it might be Lyme Disease and he sent me for blood tests and started me on an antibiotic," he said.

Hickman worries about a recurrence. "I've heard about people being ill with this, recovering and then suffering from the symptoms years later," he commented.

He's also concerned that the disease might be more prevalent than people think.

"A lot of people have problems and think they're sick with something else. A number of my neighbors are ill and they might actually have Lyme Disease."

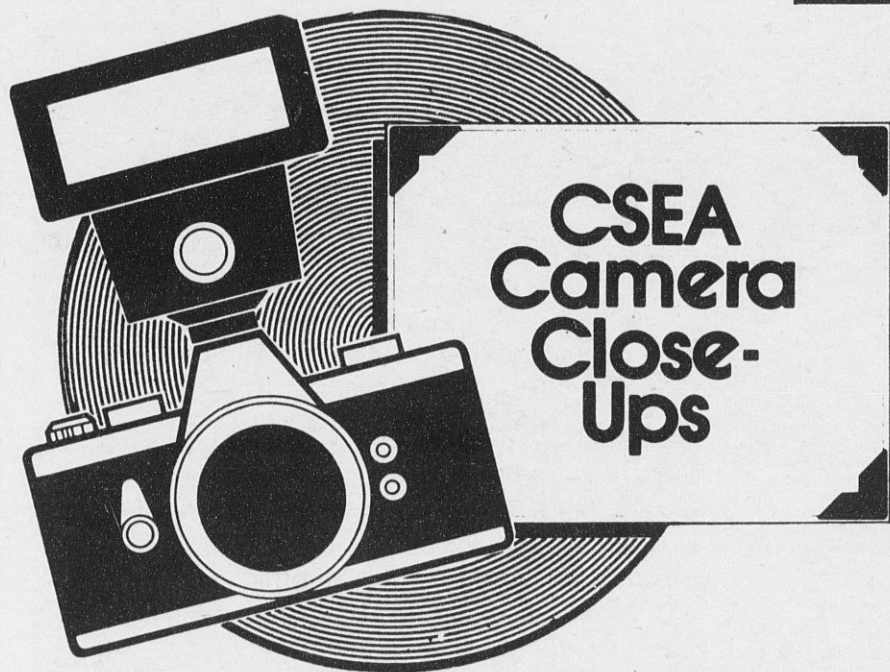
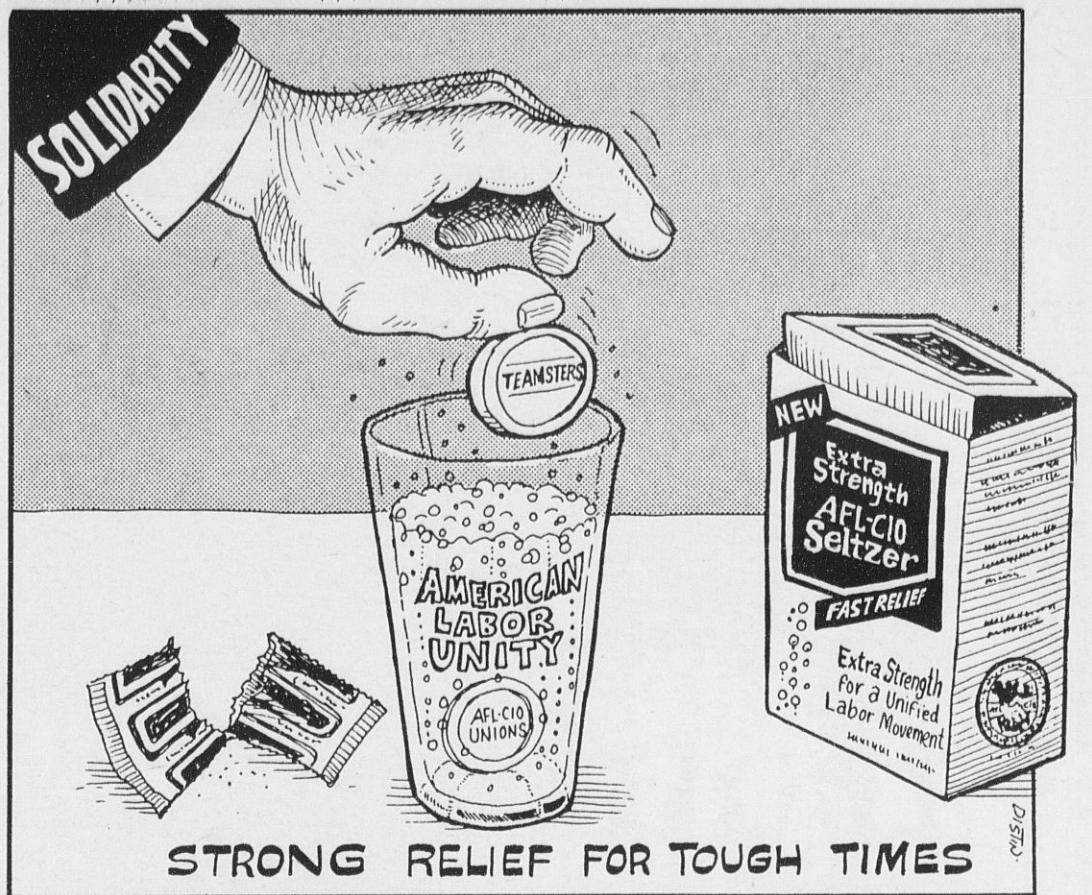
Dutchess County Health Commissioner Dr. John Scott issued a warning in a recent edition of *The Poughkeepsie Journal*, which featured an article about Hickman. Scott suggested that hikers avoid deep woods, thick meadows and overgrown areas.

"If you're bitten by a tick," Scott explained, "remove it as soon as possible and save it to show to your doctor. While control of ticks and Lyme Disease in the wild is not currently feasible, antibiotics are very effective in treatment and early medical attention is advisable," he concluded.

CSEA members who work outside are not the only ones who should be concerned. If you spend any time in the woods of the lower Hudson Valley or the Long Island seashore, you may also be at increased risk.

Deer hunters and pet owners whose animals run in the wild are also advised to take precautions.

# ‘How do you feel about the Teamsters rejoining the AFL-CIO?’



**Royal Headley**  
DFY Local 562  
CSEA Region VI

“I see it as a strengthening move for labor as the federal administration continues its ongoing fight against organized labor. It definitely makes the overall union movement stronger.”



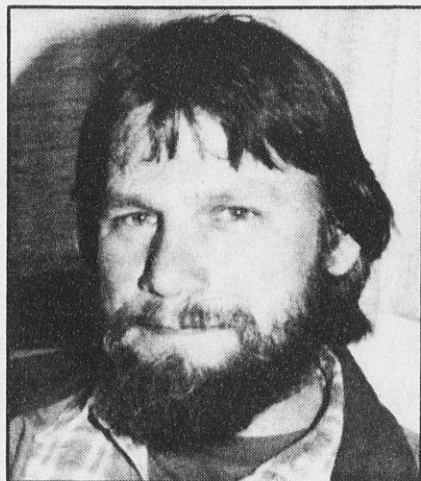
**Mary Starr**  
Orange County Local 836  
CSEA Region III

“I’m glad they did because it’s much better that unions join together. Unions should be united in working toward better conditions for employees, instead of squabbling among themselves.”



**Kay Wise**  
NYC Local 010  
CSEA Region II

“In one way it’s good because the Teamsters are very large and powerful, but, on the other hand, the federal government alleges Teamster leadership might possibly have ties to organized crime. It appears the Teamsters are looking to team up with a legitimate organization such as the AFL-CIO.”



**Richard Villeneuve**  
Gore Mt. Local 060  
CSEA Region IV

“By virtue of numbers the AFL-CIO will be stronger. The Teamster members are good people, but the problems in the Teamsters were usually with the top leaders who had absolute power. So don’t judge the Teamster (members) by their top leaders judge them as hard working individuals.”



**Jean Barsky**  
Nassau County Local 830  
CSEA Region I

“I feel it’s a good move because they’re very powerful. I feel there’s a lot of controversy about their ethics but I still think they can accomplish a lot.”



**Marion “Mel” Losito**  
Elmira PC Local 437  
CSEA Region V

“I’d feel a lot better about the Teamsters rejoining if I could be certain the criminal element in their union management has been eliminated.”

# Proud to be 'working with you'

CSEA's image shines night and day over the downtown Albany skyline all this month and next, a beacon of encouragement to thousands of CSEA members in the capital district.

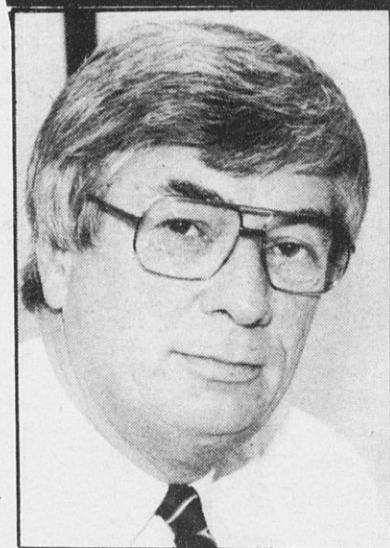
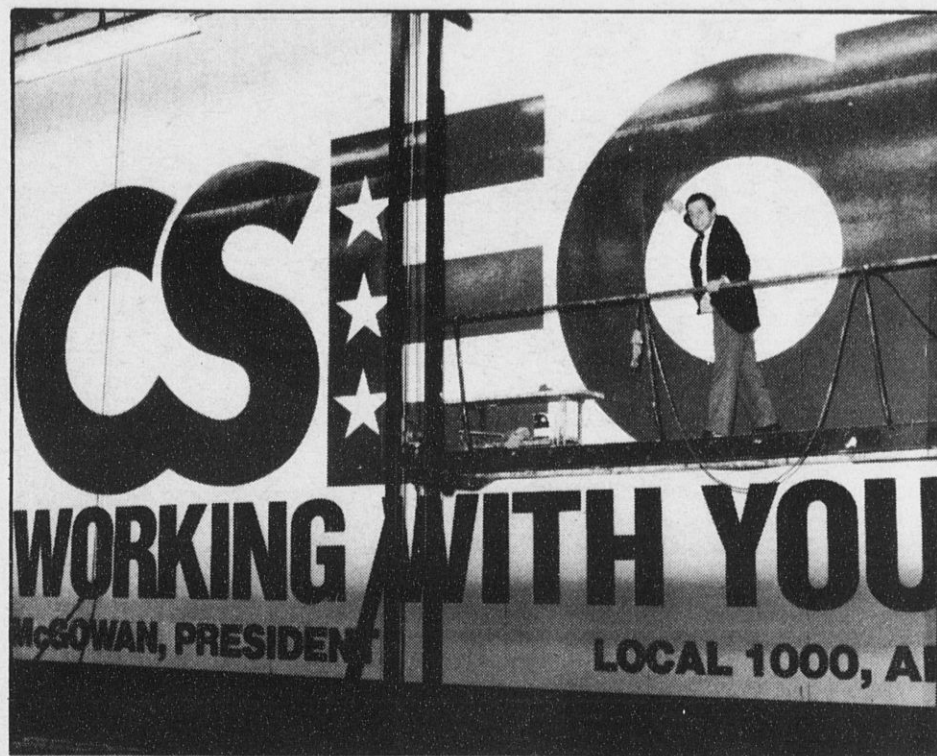
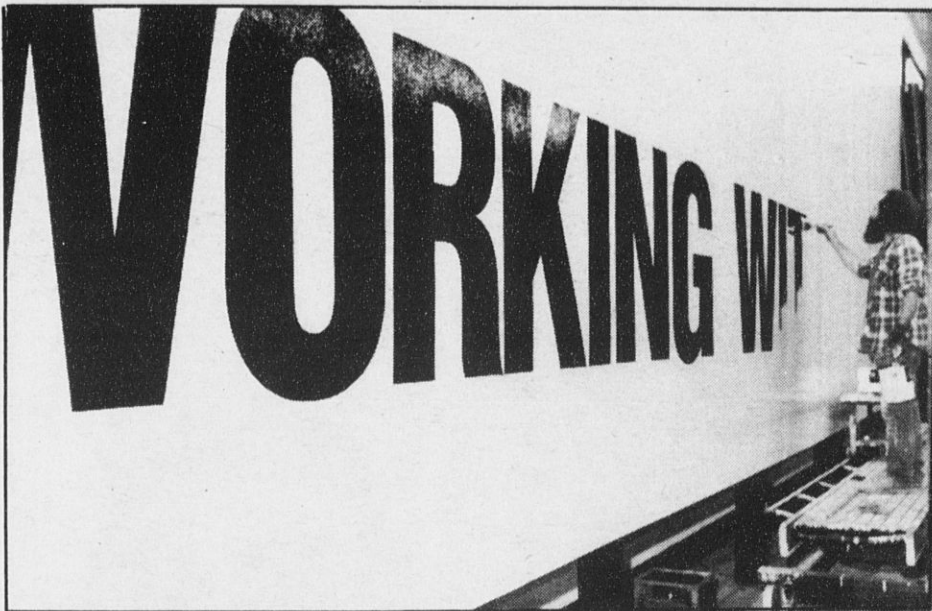
CSEA's widely-recognized logo and the message "Working with you" is emblazoned more than 100 feet in the air atop the tallest billboard in the Capital District during November and December.

The image-building billboard, illuminated from sunset to midnight, measures 14 feet high and 48 feet in length. It took a sign painter two days to complete, using 12 gallons of paint. A photo of the finished product graces page 1 of this issue of *The Public Sector*.

The CSEA billboard is a message to not only the union's membership but to the general public as well, indicating public

employees improve the lives of the public while serving the needs of government. It further serves as a show of solidarity to state lawmakers as contract negotiations open this month between CSEA and the state on behalf of more than 100,000 state employees represented by CSEA.

An estimated 45,000 vehicles pass by the giant CSEA billboard, located on Interstate 787, every workday.



## McGraw joins CWEP

ALBANY — Longtime CSEA staff member John P. (Jase) McGraw is the new director of field operations for the Committee on Work Environment and Productivity (CWEP).

CWEP is a joint labor/management program that promotes cooperation as a means of resolving workplace problems. It also funds innovative programs to improve employee morale.

McGraw's appointment was announced recently by CSEA statewide President William L. McGowan and Elizabeth D. Moore, director of the

further cooperative efforts between union and management to benefit all state employees," McGraw said.

McGraw is "a man whose background as both a former public employee and a former union negotiator makes him uniquely qualified to hold this job," McGowan said.

Over the last 20 years, McGraw has held various jobs within CSEA. From 1983 to 1987, he was marketing director of the union's Employee Benefit Fund. For 10 years before that, he oversaw several CSEA-state contracts as a collective bargaining agent for the union. He first joined the staff in 1968 as a field representative assigned to upstate New York. Prior to that, he was an employee of the city of Troy and the Rensselaer County Department of Social Services.

"Jase McGraw will bring a variety of labor management strengths and experience to CWEP that will complement a program dedicated to cooperative resolution of employer/employee workplace issues," Moore said.

Jase McGraw, new CWEP Director of Field Operations

Governor's Office of Employee Relations (GOER).

His new post with CWEP is "a wonderful opportunity to



## BOARD OF DIRECTORS

## Summary of meeting

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

By Irene Carr  
CSEA Statewide Secretary

ALBANY — CSEA's statewide Board of Directors met here on Oct. 7. In official actions, the board:

\* Authorized the CSEA Retiree Division to

affiliate on a trial basis with the American Federation of State, County and Municipal Employees (AFSCME);

\* Approved payment of all normal operating expenses until a budget for the fiscal year that began Oct. 1 is ratified;

\* Confirmed members Mark Mandyke and Terry Williams to serve on the Region V Legislative and Political Action Committee;

\* Added William Burdick, Rosemary Burdo, Barbara Charles, Corinne B. Daly, Cindy Egan, Timothy Gerard, Anthony Muscatiello, Victor J. Putnam, Emil Spiak, Charles Staats Jr., Suzanne Waltz and Jeffrey Zabielski to the Region IV

Legislative and Political Action Committee;

\* OK'd various incidental expenses to be paid to members of statewide negotiating teams;

\* Approved new job specifications for CSEA education and training assistants; and

\* Noted intent that \$50 board fee is inclusive of all meals for the day it is paid.

Questions by CSEA members concerning the union's Board of Directors should be directed to the member's Board representative, local president or to the office of the statewide secretary. Copies of the minutes are sent to all Board representatives and local presidents.



# Day care by

# design

RIBBON CUTTING CEREMONIES included one of the future clients of TLC Learning Center at Helen Hayes Hospital. Pat Tomashevski, president of the center's board of directors, lends a hand.

## Helen Hayes opens TLC Learning Center

WEST HAVERSTRAW — After an investment of five years of hard work and dedication, a day care center recently opened on the grounds of the Helen Hayes Hospital here.

CSEA statewide Secretary Irene Carr, participating in ribbon-cutting ceremonies, congratulated the center board and committee members for the work which culminated in the opening of the TLC Learning Center. It is the latest in a series of day care centers for employees opened at various state facilities.

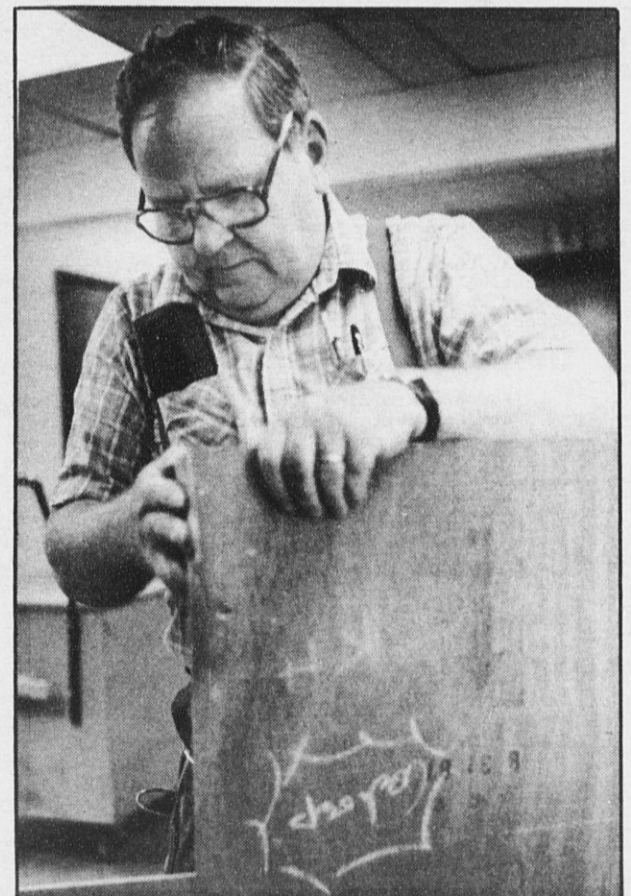
For Pamela Rodriguez, a keyboard specialist, and her two sons, ages 18 months and three years, the center opening is a great solution to day care problems. Her mother had been babysitting until she found another solution. TLC is that solution.

"Since I can't be home with the boys, it's

a good feeling knowing that they're close by and I can spend time with them during my lunch hour," said Rodriguez, secretary for Local 302. "Because the fee is based on my salary, it's much lower than many babysitters. However, the center is not just a babysitting service. It's a learning center, too, and they will be learning with qualified teachers, which means a lot to me."

A committee of representatives of public employee unions, including CSEA, and hospital management put the proposal together and kept it moving toward completion, said Pat Tomashevski, chairperson of the center's board of directors.

The state provided seed money of \$22,250 for the center, but internal efforts, including a raffle and "name the center" contest provided additional support.



CARPENTER KENNY LEWIS was one of the workers who helped put the TLC Learning Center together. Here he's shown squaring off a panel.



# ANNUAL L/M AWARDS

ALBANY — "Labor/Management cooperation is not a public relations thing. It is a working philosophy."

William Sullivan, acting director of the state/CSEA Labor/Management Committees, described the essential cooperation between the state and the union during the second annual Labor/Management Achievements Awards ceremony earlier this month.

Sullivan, along with CSEA President William L. McGowan, Lt. Gov. Stanley Lundine, Director of the Governor's Office of Employee Relations (GOER), Elizabeth D. Moore and Nancy Hodes, deputy director of GOER, honored individuals and teams who exemplified the power of labor management cooperation.

More than 100 people received awards this year, and 200 to 300

were nominated. All the winners are listed on pages 9 through 11. McGowan said labor/management cooperation is an ongoing process to improve both the workplace and the quality of service state workers provide.

"It has taken time and it will take more time, but we all have to learn to listen and to hear what the other side has to say," McGowan said. "We are partners at times when we don't want to be partners. . . We have a responsibility to sit down, listen and talk."



**TAKING THE TIME TO TALK** — CSEA GOER President William L. McGowan chats with Lt. Gov. Stanley Lundine and GOER Director Elizabeth D. Moore during the Labor/Management Achievement Awards luncheon.



**THREE MEMBERS OF THE** state-CSEA Committee on Work Environment and Productivity (CWEP) received one of the special awards for their effort in the labor/management process. Shown from left are: CSEA President Romanelli, Lt. Gov. Lundine, CSEA President McGowan; row two, Greg Szurnicki and Patricia Pfleger.

## GROUP AWARDS

### Mohawk Valley Psychiatric Center

Mary Chapin  
Senior Personnel  
Administrator  
Cynthia Hammond  
Local First Vice President

Melinda Monaghan  
Food Administrator

Mary and Cynthia planned, organized and implemented an EI program. Facilitates EI team meetings and encourages employee participation. Melinda reduced food service staff complaints through participative approach to problem solving. All work to continue the cooperative labor/management approach.

### Kingsboro Psychiatric Center

Ella A. Curry  
Executive Director  
Edward Weeks  
Associate Director  
Domenick Gentile  
Assistant Director for Facility Administration

Robert Nurse  
CSEA Local President  
Louis Smith  
Vice President

For transforming a previously poor labor/management atmosphere into an open, cooperative relationship which has been instrumental in improving working conditions, and employee morale.

### New York State Division for Youth Regional Labor/Management Team

Robert Dunbar  
Masten Park Secure Center  
Royal Headley  
Masten Park Secure Center  
Catherine Nailor  
Masten Park Secure Center  
Vivianne Raney  
Buffalo Youth  
Development Center  
Marsha Weczerek  
Buffalo Urban Center  
William S. Jordon  
Buffalo Youth Development Center

William Burroughs  
Buffalo Community Home  
Nancye Studd  
Jamestown Community  
Urban Home  
George D. Patterson  
Ellicott Square Bldg.  
Marilyn J. Kent  
Buffalo District Office  
Gary J. Almond  
Masten Park Secure Center

For demonstrating outstanding efforts to improve labor relations and encouraging a cooperative team spirit in creating programs that address employees' needs and interests at DFY sites in the Buffalo area.

### Statewide Employee Assistance Program

Rebecca Council  
NYS Department of Labor,  
Rochester  
John Kavanaugh  
NYS Department of Labor,  
Rochester

William Manfred  
NYS Department of Labor,  
Albany  
Vera Lund  
NYS Department of Labor,  
Albany

When the Department of Labor was faced with the crisis situation of layoffs, these individuals rose up to offer a helping hand to the many faced with an uncertain future. Through their efforts, job fairs, EAP workshops, and stress management seminars were made available to those affected employees in both Rochester and Albany.

### Staten Island Developmental Center

John Jackson  
President, CSEA Local 429

Ann Ackerson  
Director of Staff Development

A work team represented by Ann and John worked tirelessly under trying circumstances to ensure that the employees of Staten Island were given the utmost attention and support throughout the Staten Island closing and subsequent transition period. They initiated a number of programs for the employees and exemplified true labor/management cooperation throughout these difficult time.

### Newark Developmental Center

Martin DeSanto  
CSEA Local President  
Bernice Vorreuter  
Residential Coordinator  
Hercero Parcer  
Therapy Aide II  
Russell Siraguse  
Director, Newark DDSO  
Thomas Zilenski  
Deputy Director for  
Administration  
Robert Moran  
Chief of Services

Elaine Fuller  
Therapy Aide I  
Rhonda Armitage  
Therapy Aide II  
Debbie Gittens  
Community Assistant Director  
Sharon Gawronski  
Coordinator of Professional  
Services  
Dorothy Hauk  
Director for Education and  
Training

For participation in The Direct Approach conference held in Newark on Sept. 15 & 16, 1987. They sacrificed much of their free time to work on this project, which over 300 people attended. It was an excellent example of management and labor working together.

### Westchester Developmental Center

Gary Eldridge  
CSEA Local President  
Marjorie Laury  
Associate Personnel Administrator

James Shea  
Director, Westchester DC

For their joint efforts to initiate worklife enhancement programs such as stress reduction, and employee recognition dinners. They have worked to promote better communication between labor and management, settling complaints before they become formal grievances.

# THEY STRIVE FOR COOPERATION

## LABOR MANAGEMENT

## COMMITTEES

## Achievement Awards program

November 5, 1988

Elizabeth D. Moore, Director  
Governor's Office of Employee Relations  
William L. McGowan, President  
CSEA Local 670



JOHN WINDS, center, receives his special award from Lt. Gov. Lundine for his commitment to the Joint Apprenticeship Committee. At left is Nancy Hodes of GOER, with CSEA President McGown at right.



DURING CEREMONIES for the Labor-Management Achievement Awards, Elizabeth D. Moore, director of the Governor's Office of Employee Relations, top photo, presents an award as CSEA statewide President William L. McGowan looks on. In the lower photo, Moore, McGowan and Lt. Gov. Stanley Lundine pose with a team from the state Department of Motor Vehicles that developed the first agency-wide Employee Involvement program. Shown are: row one, Moore, Norman Schneider, Lundine, McGowan; row two, Dan Wood, Alan Fine, Barbara Stack, Suzanne Waltz; and row three, Bien Baz.

**Gowanda Psychiatric Center**

Wayne Jones  
CSEA Local President  
Joseph Hageman  
Vice President  
Philip Hahn  
Treasurer  
Candace Torner  
Board Member, Grievance Rep.  
Linda Hussey  
Board Member, Grievance Rep.  
Herman Dorsey  
Board Member, Grievance Rep.  
Edward Fitzmaurice  
Board Member, Grievance Rep.

Jack Collier  
Executive Director  
Barbara Nellist  
Director of Institution Human Resources Management  
William Putney  
Chief of Mental Health Treatment Services  
Larry Lincoln  
Mental Hygiene Treatment Team Leader

For their joint efforts in an attempt to resolve issues locally, and in recognition of the great improvement in the work environment.

**OMH/CSEA Labor/Management Committee**

Thomas Sharkey  
Associate Director  
Phillip Scott  
Director, Employee Relations  
Charles Thompson  
Assistant Director, Employee Relations  
James Cooney  
CSEA Deputy Director for Contract Administration  
Tony Bentivegna,  
Kings Park PC  
Alfred Hennisborn  
Central Islip PC  
Miguel Cruz  
Creedmoor PC  
Daniel Spring  
Binghamton PC

Glenda Davis  
Rockland PC  
Alexander Hogg  
Middletown PC  
Margaret Harrison  
Hudson River PC  
Patrick Hahn  
Pilgrim PC  
Peg Buko-Farber  
Central Office  
John Loveday  
Capital District PC  
Sharon Connor  
Hutchings PC  
Wayne Jones  
Gowanda PC  
Joseph Polito  
Buffalo PC

Through the joint efforts of both labor and management, the agency held a working conference in November of 1986 at the Sagamore. Areas of concern to both sides were addressed in a mature atmosphere of cooperation and trust. A conference report was prepared and is being used as the basis to address problems within the agency, and as a starting point for the next joint conference.

**Keewaydin State Park  
Alexandria Bay**

Peter Sainola  
Park Manager II  
Roger Frary  
Senior Park Engineer  
Michael Mullarney  
General Park Manager  
Lynn DeCarr  
Regional Maintenance Supervisor

Robert Kernehan  
General Mechanic  
Robert Berry  
Park Supervisor  
James Becker  
Park Manager I  
Richard Flagg  
Electrician

This labor/management preventive maintenance committee has reduced maintenance costs and injury to staff. They engage in cooperative teamwork problem solving and in training and staff development efforts. Everyone's participation has been encouraged, recognized, and appreciated in this cooperative approach.

**Attica Correctional Facility**

Ernie Laware  
CSEA Local President  
Walter R. Kelly  
Superintendent

Hubert Speckard  
Deputy Superintendent for Administration  
Jim Hank  
Refrigeration Mechanic

For their efforts in developing a labor/management team that has responded to the needs of the facility. Their efforts have resulted in reducing daily stress encountered in a correctional facility, improving employee morale, an increase in productivity.

**Region III Agency Specific Training Committee**

Diane Y. Lucchesi  
Chairperson, SUNY New Paltz  
George Ballard  
Department of Transportation  
Patricia Taylor  
Rockland PC

Antoinette Yerks  
Hudson River PC  
Livio Gallazzo  
Eastern Correctional Facility

They designed and implemented training programs which improved the quality of work life for OSU-represented employees. This demonstrated the positive effects labor/management cooperation can produce for these employees.

**Region V Agency Specific Training Committee**

Mary Lauzon  
SUNY Potsdam  
Sharon Connor  
Hutchings PC  
Lt. Clark Mosher  
Mid-State Correctional  
Sylvia Hall Higgins  
SUNY Cortland

Trevor Bilodeau  
Department of Transportation  
Richard G. Galbally  
Auburn Correctional  
Ward Bury  
Department of Transportation  
Bernard Kaplan  
Department of Transportation

For their tremendous dedication and commitment to assisting work locations within the Central New York Region. The training they provide has improved the quality of worklife for employees and increased the overall effectiveness of the facilities.

**New York State Police Labor/Management Committee**

Joseph E. Gillespie  
First Deputy Superintendent  
Jerome L. O'Grady  
Deputy Superintendent  
Socrates LeCakes  
Assistant Dep. Superintendent  
Barbara Shepherd  
Photographer I  
Richard Barnes  
Communications Specialist  
Marianne Dygert  
Senior Stenographer  
Helen Halbritter  
Principal Clerk  
Cecilia Ayers  
Senior Clerk

Gary Dunnes  
Staff Inspector  
William H. Anton  
Director of Personnel  
James Cooney  
CSEA Representative  
Patricia Cavotta  
Steno  
Gerald Brewster  
Senior Lab Tech.  
Andrea Christensen  
Steno  
Nancy Prevosto  
Communications Specialist

For the development of a solid communication network between labor and management, which has been a key factor in the implementation of many new policies designed to benefit employees throughout the State.

**Division of Military and Naval Affairs**

Jim Halse  
Senior Specification & Purchasing Writer  
Pat Rosencrans  
Account Clerk

Major Larry Tousignant  
Labor/Management Specialist  
Donna Tuttle  
Junior Administrator

For their dedication to improving the quality of worklife for employees. Through this committee many workplace improvements have occurred during the brief period it has been active. The trust and cooperation they exhibit is an historical precedent for DMNA.



JOHN WINDS, center, receives his special award from Lt. Gov. Lundine for his commitment to the Joint Apprenticeship Committee. At left is Nancy Hodes of GOER, with CSEA President McGown at right.

## INDIVIDUAL AWARDS

**New York State Racing and Wagering Board  
New York City**

Marie Vuono  
Senior Account Clerk

Ms. Vuono has shown a unique ability to settle disputes at the facility level and to avert potentially hostile situations. She corrected health and safety violations cooperatively with management, and has had an overall positive impact on QWL.

**Department of Labor  
Albany**

Jeanne Lyons  
President, CSEA Local 670

For marshalling the resources of CSEA and AFSCME to successfully lobby Congress for monies to forestall and eliminate Department of Labor layoffs, greatly improving the morale of both labor and management at DOL.

**Buffalo Psychiatric Center**

Andrew Herbert  
Mental Hygiene Therapy Aide

For his outstanding and unceasing efforts in gaining the trust that now exists between labor and management, ensuring each has an equal voice in day to day facility concerns.

**Downstate Correctional Facility**

Robert Anderson  
CSEA Local President

Mr. Anderson has been instrumental in improving communication between CSEA members and facility management. Between his commitment to employees needs, and his dispute resolution methods, he has helped Downstate strive for organizational excellence.

**Harlem Valley Secure Center**

Mary Moore  
CSEA Local President

Ms. Moore has increased efficiency by reducing overtime at the facility and generally enhancing the quality of work life through her dedication to improving labor/management cooperation.

**Department of Public Service  
Albany**

Dennis Haskins  
Principal Clerk

As Chairman of the Department's Health and Safety Committee from 1982-1986, Dennis addressed ways to improve office ventilation, secured ear plugs for Print Shop employees to safeguard their hearing, and drafted an agency smoking policy. He also disseminated information on tuition reimbursement programs, and career advancement classes.

**Empire State College**

Judith A. Remington  
CSEA Local President

As CSEA local president and convener of their labor/management committee, Judy has cultivated a harmonious labor/management atmosphere that has resulted in Empire having fewer grievances filed than any other chapter within SUNY.

**Queensboro Correctional Facility**

John Windus  
Principle Stationary Engineer

For his tremendous commitment to the Joint Apprenticeship Committee. As a regional JAC representative John has consistently served above and beyond what has been asked of him. By going out of his way to promote the labor/management benefits of apprenticeship, John has greatly contributed to the success of the program in the New York City Metropolitan area.

**SUNY College of Environmental Science and Forestry  
Syracuse**

Peter DeMola  
Maintenance Supervisor  
Howard Bruse  
Supervisor of Grounds

Michael Kochanek  
Maintenance Supervisor  
Michael Vattimo  
Maintenance Assistant

For developing responsible and innovative ways of dealing with asbestos removal, helping to protect the health of the community and save the college time, money and resources. The voluntary nature of this team has required members to give up weekends and evenings to accomplish this work, demonstrating their special willingness to meet the labor/management challenge of providing a safe and healthy work environment.

**State University of New York  
Potsdam**

Patricia Lambrecht  
Director of Personnel

For working tirelessly to develop training initiatives which improve the quality of worklife and increase productivity. Specifically, Pat developed a comprehensive training program in how to store, handle, and remove hazardous substances in the workplace. Due to the success of this program, a consortium of facilities in the area was formed to utilize these techniques.

**Elmira Psychiatric Center**

Tom Ward  
CSEA Local President

For his dedication to the Joint Apprenticeship Committee and his leadership role in the Central New York Region. Tom has lent his time and influence to assure training and development of apprentices is excellent. This has provided a well trained staff to management, and the promotional opportunities for employees.

**Department of Motor Vehicles**

Dan Wood  
CSEA Representative  
EI Committee  
Suzanne Waltz  
CSEA Local President  
Barbara Stack  
CSEA State Executive Committee Representative

Norman R. Schneider  
Executive Deputy Commissioner  
Bien Baz  
Deputy Commissioner for Management Services

This team represents all involved at the Department of Motor Vehicles that over the last year developed an Employee Involvement process. DMV represents the first Department in New York State to develop an agency-wide EI program. Such leadership is especially noteworthy and commendable.

**New York State School for the Blind  
Batavia**

Sharon Armstrong  
CSEA Local President  
Robert Seibold  
Superintendent  
Shirley Hasenauer  
Local Vice President  
Florence Condiorio  
Education Coordinator

Roland Finch  
Local Treasurer  
Frances Stokes  
Keyboard Operator  
Patricia Campbell  
Head Cook and Healthkeeper  
Barbara Schwind  
Recreation Therapist

For the innovative and unique recreational park designed for the sensory impaired. This park is the direct result of the dedication of all representatives of labor and management that participated, and reflects positively not only on the facility, but on the entire State as well.

**NYS/CSEA Labor-Management Committee  
on the Work Environment and Productivity  
(CWEP)**

Marie Romanelli  
Supervisor, CWEP Representatives  
Gregory Szurnicki  
CWEP Representative  
Patricia Pflieger  
CWEP Representative

This special award acknowledges the commitment and tremendous efforts of Marie, Greg, and Pat to the labor/management process throughout New York State. All three have greatly contributed to the revitalization of CWEP in its mission to assist State facilities, address CSEA employee concerns, and improve the quality of working life.

The NYS/CSEA Labor-Management Committees would like to thank everyone for attending today's ceremony. We would also like to thank Lieutenant Governor Stan Lundine for being a part of our program. Further acknowledgements for making this day special for all involved go to Lou DalForte, Michael J. Monescalchi, Daniel J. Cunningham, Karen Loiselle, Brian Ruff, Paul Hebert, Donna Bullock, and Jeff Martin.

# Breaking ground

## CSEA Downstate victory spurs voter registration

By Lilly Gioia  
CSEA Communications Associate

BROOKLYN — Beyond the din of bulldozers gouging out the huge foundation of a new \$37 million, eight-story addition to Downstate Medical Hospital, CSEA Local 646 members broke some ground of their own, conducting their most successful voter registration drive ever.

More than 100 CSEA members registered as voters and many used the opportunity to also sign up as supporters of the PEOPLE political action program.

Ironically, less than a year ago, a report by the Health Systems Agency targeted SUNY Downstate's 270 hospital beds for elimination under a city-wide plan to cut more than 5,000 beds in all boroughs. Stunned by the possible loss of Brooklyn's only teaching hospital and the dramatic health and economic impact on both community and employees, CSEA took swift and decisive action.

Attacking the plan at public hearings and City Council meetings, union leaders quickly forged alliances with community leaders, politicians and faculty to block the plan.

Region II President George Boncoraglio credited the team effort of union, school and community groups with "preserving one of our finest research and training centers for doctors and health professionals.

"I shudder to think how close we came to losing it because a bunch of bureaucrats with a handful of computer printouts decided we really aren't having an AIDS or health crisis in our city and we are just imagining that our hospitals are bursting at the seams," he said.

According to Downstate Medical Center CSEA Local 646 President Bob Keeler, union leaders are "optimistic that the new construction will mean an increase in jobs."

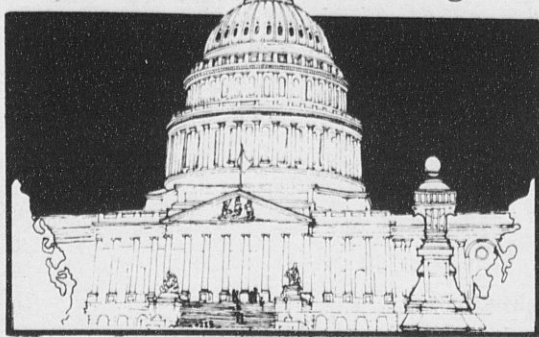
The new structure at Downstate is expected to be completed in three years. It will house expanded library facilities, three lecture halls, the College of Nursing and College of Health-Related Professions, now located across the street in antiquated facilities at Kings County Hospital.

"One thing the HSA report did do was alert our members so that many are willing to get more involved in political action," Keeler said. "I think that's one of the reasons this voter registration drive was so popular."

**"I shudder to think how close we came to losing (Downstate Medical Center). . . ."**



**"One thing the HSA report did do was alert our members so that many are willing to get more involved in political action."**



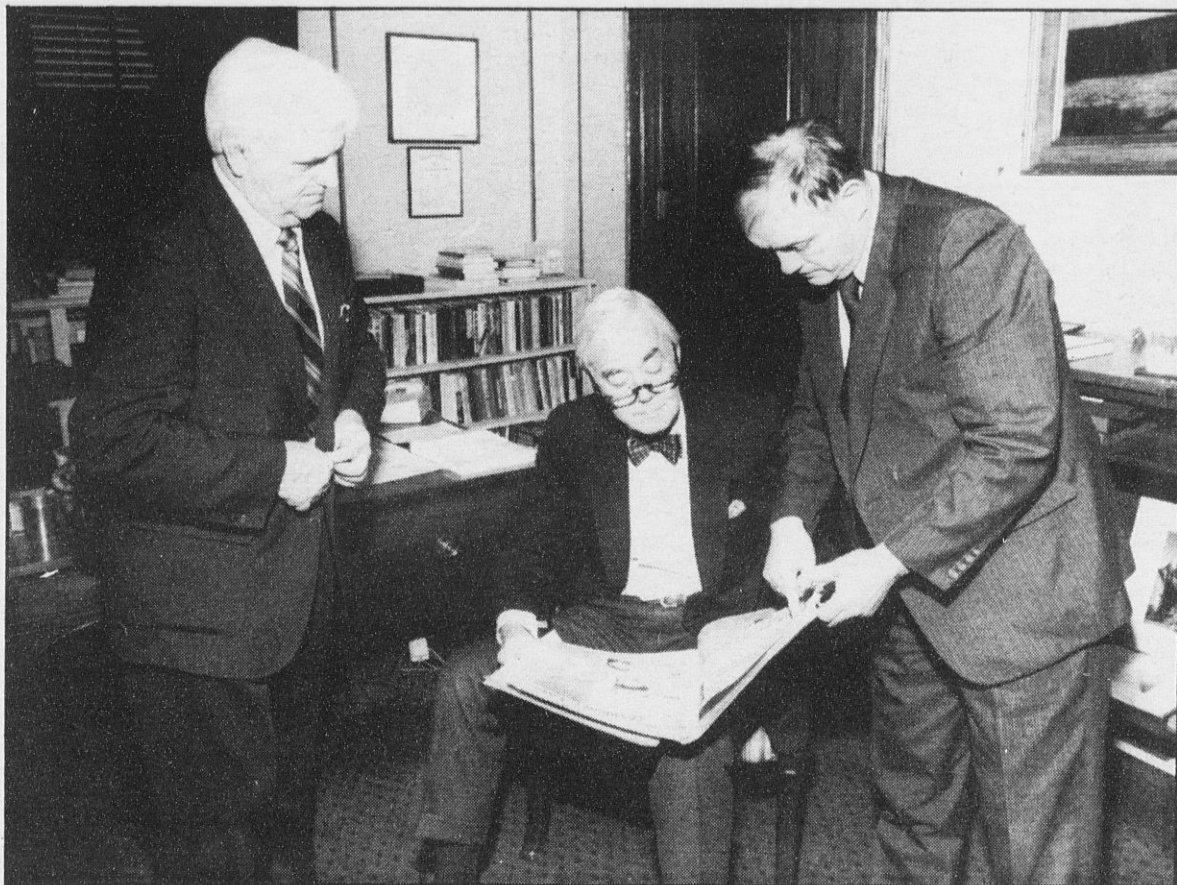
# Canals, the deficit, & Wall Street's crash

CSEA President William McGowan and CSEA Political Action Chairman recently visited Senator Daniel Patrick Moynihan to thank him for his crucial help restoring funds for the Department of Labor and for setting up a new funding program for the state Barge Canal.

But they didn't miss the opportunity to express misgivings about Moynihan's sweeping welfare reform. CSEA is concerned because the proposed overhaul does little to protect against "workfare" abuses by providing meaningful training programs or ensuring the rights of public employees.



**WHAT THEY'RE SAYING** — As *The Public Sector* went to press, Congress and the White House were still haggling over the federal budget. Negotiations were all the more tense because of the erratic performance of the stock market in recent weeks. With that in mind, we asked a few New York representatives about the situation:



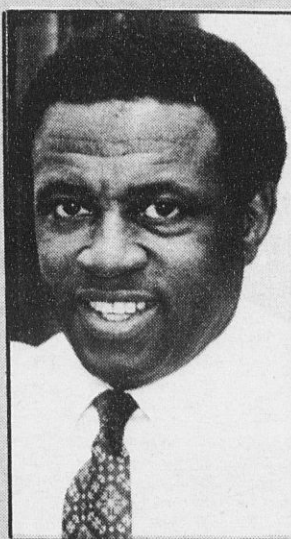
CSEA President William McGowan, left, and Political Action Chairman Joseph Conway, right, show Senator Moynihan a copy of *The Public Sector*.

**Rep. Norman Lent (R-Long Island)**  
 "The frenzy on international stock markets has sent a message: reduce the budget deficit or risk jeopardizing the nation's economic future.

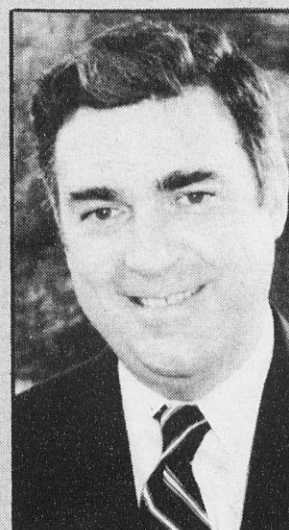
The urgency of the global financial crisis will hopefully force the spendthrift Democrats to recognize the budget must contain savings of real substance."



**Rep. Ed Townes (D-Brooklyn)**  
 "I think it's clear — the Wall Street crisis is being caused by this administration's refusal to deal with the federal deficit."



**Rep. Mathew McHugh (D-Ithaca)**  
 "The most important thing government can do is reach bi-partisan agreement to significantly reduce the budget deficit. I think it's hopeful that the President has finally indicated some flexibility — including a new willingness to consider additional taxes along with spending restraints."



**Rep. Louise Slaughter (D-Rochester)**  
 "The crash of 1929 is useless as a roadmap because economic conditions were different then. But this year's crash is a stark reminder that past policies have generated severe economic imbalances that must now be redressed. Cutting the budget and trade deficits are the two most important steps."



**Rep. David Martin (R-Canton)**  
 "It would be inaccurate to say all of Wall Street's problems relate directly to the budget and deficit. But at this point, investors will respond to our actions. The Democratic plan calls for \$200 billion in tax hikes versus only \$1 billion in budget cuts. I hope we can come up with a more balanced package."



**Rep. John LaFalce (D-Tonawanda)**  
 "One positive aspect is that it's focused attention on our burgeoning federal budget and trade deficit and it's urgent that we take immediate action. If the international currency and stock markets are to regain their shattered confidence, this action must be dramatic and bipartisan."

# Labor courses announced

The winter term of the Capital District Labor Studies Program is scheduled to begin Dec. 7 and run through March 14, 1988.

This program is run by the Cornell University School of Industrial and Labor Relations. Designed for working adults interested in labor education or labor relations, it is structured to help working men and women acquire skills they can use in their workplace, their union and their lives.

Courses are taught by labor relations professionals with special interest in adult education on the campus of Hudson Valley Community College in Troy.

You may choose courses to meet your own needs or enroll in one of the certificate programs. The courses offered this semester are:

- \*Arbitration (3 credits) offered Monday, 6:00-9:25 p.m.
- \*Labor Law (3 credits) Thursday, 6:00-9:25 p.m.
- \*Labor-Management Issues (1½ credits) 6:00-7:35 p.m.
- \*New York State and Local Government (1½ credits) Thursday, 7:50-9:25 p.m.

Tuition fees for the courses are: \$67.50 for a 1½ credit course and \$135 for a 3 credit course. Scholarships are available. Contact the Capital District Labor Studies Program Office for more details.

For more information about the programs being offered, call or visit:

Alice Brody, Labor Programs Coordinator  
146 State Street  
Albany, NY 12207-1605  
(518) 449-4161

You can also fill out the coupon below and mail it in to request additional information.

If you are ready now to register for one or more of the courses listed above, fill out the coupon completely and send it with a check for the \$10 non-refundable fee made payable to Cornell University.

The spring courses of the program, which will run from March 21 to June 13, 1988, will be listed in a later edition of **The Public Sector**.

Capital District Labor Studies Program  
NYSSILR, Cornell University  
146 State Street  
Albany, NY 12207-1605

I wish to apply for admission to the Capital District Labor Studies Program. A check is enclosed for the \$10 non refundable registration fee, payable to Cornell University.

Please send me additional information about the Capital District Labor Studies Program.

NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_ street \_\_\_\_\_ city \_\_\_\_\_ zip \_\_\_\_\_

PHONE NUMBER (HOME) \_\_\_\_\_ (WORK) \_\_\_\_\_

UNION (include local number if any) \_\_\_\_\_



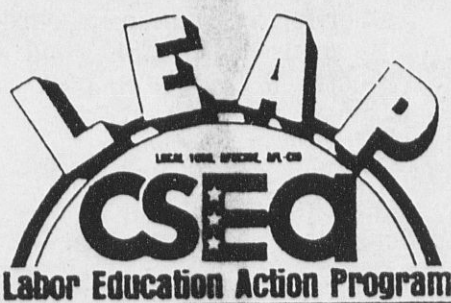
## Autumn leaves

Building service workers in Orange County took advantage of the last balmy days of autumn recently to get county property in shape for winter.

At right, Marietta Graham, a building service worker with the Department of Public Works, rakes leaves in front of the county office building in Newburgh, while, at left, Orange County CSEA Local 836 member Peter Montoroula bags them.



## A great way to quench a thirst for knowledge



LEAP is the Labor Education Action Program of CSEA. It offers tuition-free courses at two- and four-year public and private colleges, BOCES and various state facilities across New York. LEAP is available only to CSEA-represented state employees in the Operational Services, Administrative Services and Institutional Services units, Health Research Inc., SUNY Construction Fund and Division of Military and Naval Affairs. CSEA/LEAP courses are designed to increase upward career mobility in state service and improve the quality of life on and off the job.

The LEAP office is announcing the end of registration for the spring semester of CSEA/LEAP, a program offering more than 1,300 courses at 77 colleges and BOCES in the state. To register, pick up a LEAP 110 application form, available at state agency training or personnel offices.

The deadline for applications to be submitted to the LEAP office is Nov. 24. Applications received after this date will not be considered.

This is also the last opportunity to enroll in "Empowered Learning — Unleashing Your Career and College Potential." This eight-week non-credit workshop is designed to help you develop action plans for future career and life decisions.

The deadline to apply for this workshop to the LEAP office is Nov. 24.

Applicants to the LEAP 110 program and the empowerment workshop will be notified by mail at their home addresses whether their applications have been accepted or rejected.

# For 30 years Serving the state, the union

By Anita Manley  
CSEA Communications Associate

POUGHKEEPSIE — Labor Day 1987 had special significance for Carole Peets, a longtime CSEA activist. She also celebrated her 30th anniversary as a state employee on Sept. 7.

"It's appropriate that my anniversary date falls on Labor Day," Peets said as she considered her years as a labor activist and three decades of public service.

Peets gives credit to CSEA for her climb up the civil service ladder. In fact, it's a ladder she helped design.

Peets began her career as a dictaphone machine operator at Clinton Correctional Facility in Dannemora right after graduation from high school. By 1965, she was promoted to a grade 7 senior typist and relocated to Wallkill Correctional Facility. In 1977 she became president of CSEA Local 163 there.

Her contribution to the career ladder for correctional support staff began in 1980 with her appointment to a Division of Parole clerical review committee. The committee surveyed division employees statewide and proposed specifications for transitional titles.

Peets called CSEA Deputy Director for Field Services Jack Conoby, then a collective bargaining specialist, a great asset to the committee. The union's Clerical and Secretarial Employee Advancement Program (CSEAP) was also a major factor in the establishment of the new titles, Peets said.

"The CSEAP enabled us to come up with job specifications that conformed with civil service law," she said.

The committee took its information to meetings with management, the Division of the Budget and the state Civil Service Department. Through those efforts, the position of parole aide was established.

"It was quite a victory for us," Peets said. "We were charting a new course."

It became a new course for her as well. Peets took the test for the new title, passed and was one of the first seven parole aides hired in the state. The new job brought her to

Poughkeepsie.

"Now all the area parole officers and most maximum security prisons have a parole aide," she said.

Meanwhile, CSEA's tuition reimbursement program and Labor Education Action Program (LEAP) have helped Peets earn her associate's degree from Dutchess Community College, where she graduated with honors in 1983. Then she enrolled in the Cornell Labor Studies program and earned her certificate in 1985. In addition, she has taken a number of CSEAP transitional courses.

Patrick Fitzgerald, her supervisor and a senior parole officer, praised Peets' educational efforts.

"Carole has worked for me for a couple of years," he said.

"She is a good worker and has gone on to improve herself academically. Her duties include scheduling preliminary and file violation hearings. She has to notify the parole officer and the steno staff. She is a key part of the operation here."

While Peets was busy building her career, she was also active in her union. In 1981, her local, Mid-Hudson State

**"It was quite a victory for us . . . Now all the area parole officers and most of the maximum security prisons have a parole aide."**



CSEA ACTIVIST Carole Peets

**"It's appropriate that my anniversary date falls on Labor Day."**

Employees 009, was in trusteeship, and she was called on to help.

"I was asked to take the presidency and I kept procrastinating," she said. But she eventually accepted the appointment from Region III President Pat Mascioli.

She went right to work fortifying the local, no simple job.

Peets appointed a board and with its members cooperated to build a working local. The job was not simplified by the make-up of the membership — employees from 22 different state agencies in seven counties.

"It's a cumbersome, catchall local," she explained.

They must have done well, because Peets and her board were re-elected.

Then she served on the statewide Labor/Management team and was winner of one of the Labor/Management Achievement Awards last year. She helped start an Employees Assistance Program for the Department of Labor and, in 1984, was on the Administrative Services Unit (ASU) bargaining team.

And she has served on the Region III Women's Committee, the regional Health and Safety Committee and the Education and Training Committee.

In 1984, she was designated a trainer for the Human Resource Development Program which is jointly sponsored by CSEA and the Governor's Office of Employee Relations (GOER) and is certified to conduct training for supervisors.

Last year, former Local 009 Treasurer Juanita Cinclini was elected president of the local, giving Peets more time to ponder her own future. Enrolled in management courses at Dutchess Community College, she said she would like to complete her bachelor's degree at Cornell University.

Meanwhile, she is also devoting more time to her two sons, an electronic engineer and a state trooper, and her granddaughter.

# Moving up . . .

## Port Jervis OKs contract

A three-year contract covering 35 city employees who work for the City of Port Jervis Department of Public Works, City Hall, Water Dept. and Sanitation Dept. has been ratified.

According to CSEA Collective Bargaining Specialist Don Partrick, the new contract, which is retroactive to Jan. 1, provides for:

- \*pay increases of 45 cents per hour for the first year, 49 cents in the second year and 57 cents in the final year
- \*a 20-year retirement plan
- \*increased vacation time
- \*shift differential and double-time pay for work over 16 hours

In the photograph at right, Port Jervis Mayor E. Arthur Gray, seated left, signs the contract while Unit President Art Stempt and negotiating team member Worden Kline look on. Standing are Partrick; negotiating team members Dave Mills and Bill Blauvelt and Region III Field Representative Michael Hogg.



## A happy ending

### Contract resolves year-long impasse

ITHACA — By a convincing vote margin of 111 to 40, members of the Tompkins County Unit of CSEA Local 855 have voted to accept a new three-year agreement, retroactive to Jan. 1. The pact calls for:

- \*salary increases of approximately 18 percent
- \*improvements in the retirement language in the third year

#### \*no increase in the hospitalization cap

The agreement wrapped up negotiations that began a year ago. The general reaction from the members was one of satisfaction and relief. Ratification followed a year-long ordeal of impasse, picket demonstrations at board of representatives meetings and fact-finding.



## Newburgh pact signed

A new three-year agreement has been signed by City of Newburgh Unit President Sallie Bauer following ratification by unit members. The contract calls for 105 city employees to receive:

- \*a 5.5 percent pay increase retroactive to Jan. 1, 1988, 4 percent as of Jan. 1, 1989, and 2 percent on July 1, 1989
- \*increased longevity
- \*an additional step in the salary structure
- \*a 20-year retirement plan
- \*payment for unused sick leave

Seated next to Bauer in the picture at left is City Attorney John O'Reilly. Standing, from left, are City Comptroller Harry Patel; negotiating team members Dorothy Foster, Barbara Higgins, Donna Rickey and Mike Negron; Region III Field Representative Jim Farina and Collective Bargaining Specialist Don Partrick.

# CSEA Style

## Big gains for ORDA workers

By Daniel X. Campbell  
CSEA Communications Associate

- LAKE PLACID — With the help of a hard-working bargaining team, CSEA members who work for the Olympic Regional Development Authority (ORDA), will reap substantial gains from a new three-year contract.

Workers at Whiteface Mountain, Gore Mountain and at all other ORDA sport facilities in the Lake Placid area will earn:

- \*18 percent salary increase over the life of the contract, including 6 percent retroactive to April and 3 percent each six months
- \*improved benefits for seasonal employees
- \*better vacation, sick leave, injury, leave, holiday leave and personal leave benefits.

ORDA also agreed to restrictions on layoffs; that is, no employees will be laid off between Nov. 15 and April 15 for the sole purpose of depriving the employee of eligibility for health insurance coverage. Layoffs will only take place if the weather or operating conditions warrant them.

- Bruce Hare, president of ORDA CSEA Local 059, and Rusty Leigh, president of Gore Mountain CSEA Local 060, praised the new pact as a step in the right direction in meeting the needs of the workers, particularly seasonal employees.

"The members rejected the first pact and gave us our marching orders," Hare said. "We told the representative of the Governor's Office of Employee Relations (GOER), Tom Gibbs, to either let us negotiate a contract with ORDA or leave because he was trying to have our pact shadow the possible state offer."

Leigh noted that the members at both mountains and other facilities really hung tough on important issues.

"At Gore this was our first contract with ORDA, so we had our issues and Whiteface had theirs. Yet when the going got tough, everybody backed the team to get the best offer," he said. "And we believe we did that."

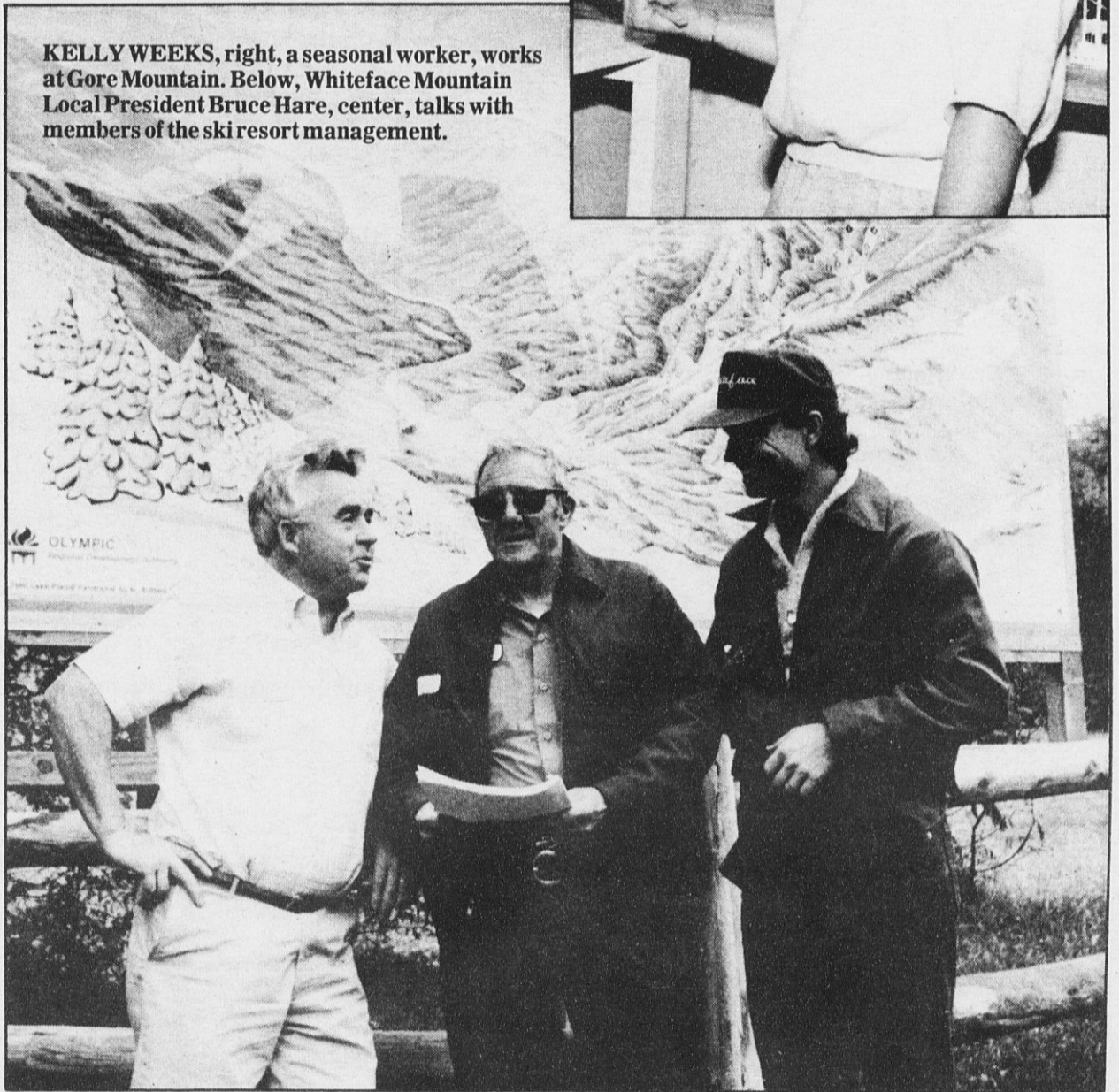
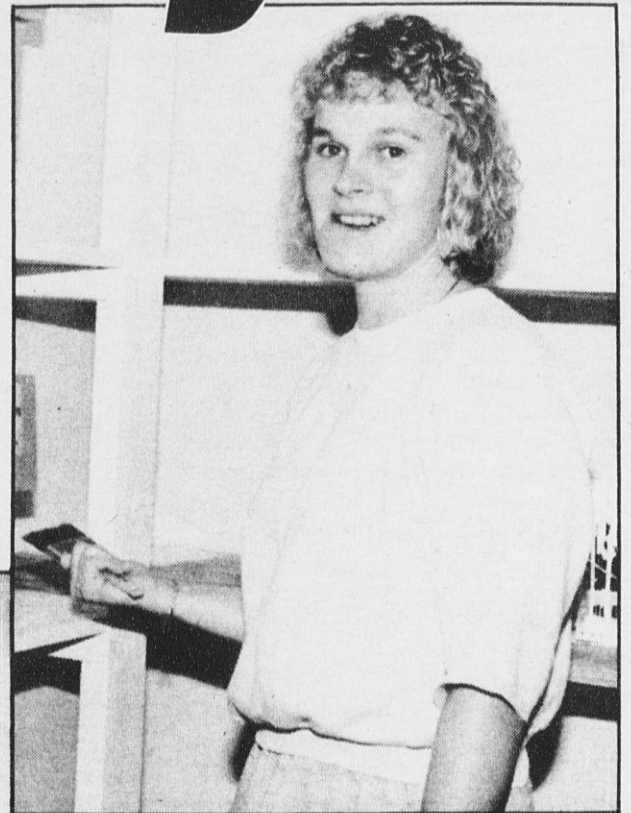
Kelly Weeks, a seasonal worker, was busy

painting a storeroom at Gore Mountain as he discussed the pact. He said it will help seasonal workers in all areas.

"It doubled some of our benefits and it may have made management realize we do make a valuable contribution to the operation," Weeks said.

"I think we'll have to continue making our point so that we're not overlooked in the future," Leigh added. "We have a good working relationship with management at Gore and this contract can only improve that relationship."

KELLY WEEKS, right, a seasonal worker, works at Gore Mountain. Below, Whiteface Mountain Local President Bruce Hare, center, talks with members of the ski resort management.



## W. Babylon school workers sign

WEST BABYLON — CSEA members in the West Babylon School District recently ratified a new contract which will offer 350 members 21.5 percent increases plus step increases over three years.

The contract calls for:

- \*7 percent salary increase the first year and 7.25 percent the second and third years.
- \*uniform allowances
- \*establishment of a comparable worth study committee
- \*\$100 per year longevity increase

\*improvements in contract language for promotions, training programs and grievance procedures.

The negotiation committee was chaired by Patricia Murphy, president of the Non-Teaching Unit; Tony Cacciola, president of the Chief and Head Custodial Unit; and Helen Simpson, president of the Paraprofessional Unit. The team members were: Minnie Ficken, Matt Kennedy, Arthur Layman, Edna Kingsmore, Marge Steiger and Muriel Vincent. CSEA Collective Bargaining Specialist Irwin M. Sharfeld was chief negotiator. The units are part of Suffolk County Education CSEA Local 870.



# A hero under fire

WHITE PLAINS — Ed Carafa remembers Europe, but not as a tourist. Like many young men of 40 years ago, his memories are of war.

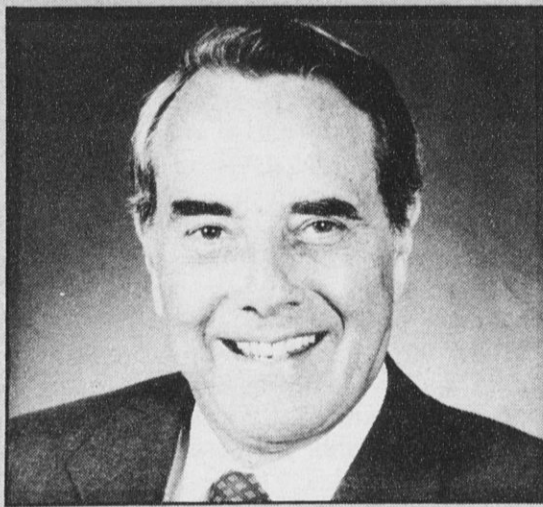
As others did in wartime, Carafa had to find inner strength and bravery under fire. It was on a battlefield in southern Italy that he proved a hero by rescuing his seriously wounded commanding officer.

Looking back, that act of courage takes on particular significance because the man Carafa saved was named Bob Dole — the same Bob Dole who is today the U.S. Senate Minority Leader and Republican presidential candidate!

For Carafa, vice president of the CSEA Westchester County Unit, the memory is vivid.

The incident took place shortly after Lt. Bob Dole arrived as commanding officer of Carafa's platoon and they were ordered to attack a German machine gun position near Mt. Belvedere.

"There was a wide open field," Carafa recalls. "Some of the men ran into the field and it was mined. There was a house on the left. The company commander told us to try to flank the house. We talked about it with Lt. Dole and he said he'd take it and I should cover him."



Dole and Carafa: Linked by fate?

Dole started up the ravine and the guns opened fire. "He was hit pretty bad and he called to me," Carafa explains.

Although frightened for his own life, Carafa crawled to Dole and pulled him to safety.

Dole, of course, recovered — although his war wounds left him partially paralyzed even to this day — and the rest is history, still in the making.

Last February, Carafa had the opportunity to see Dole for the first time in

40 years when the 10th Mountain Division (Light Infantry) was reactivated at Fort Drum, N.Y.

"He came over and hugged me and thanked me for saving his life," Carafa says.

There was no real choice of action for Carafa who did what he had to do in going to the aid of a fellow soldier. But at the time he never even imagined that the man he was helping might one day run for President of the United States.

## Breakthrough at Kings Park

**EDITOR'S NOTE** — Kings Park Psychiatric Center is just one of several state facilities recently reviewed by a labor/management task force on overtime problems.

That group is now preparing its recommendations, but, as this story explains, a fresh approach is already under development at Kings Park. And CSEA officials there are optimistic it will mean improved working conditions.

By Sheryl Carlin  
CSEA Communications Associate

**KINGS PARK** — Permanent employees at the Kings Park Psychiatric Center will be moved around much less frequently since CSEA Local 411 President Tony Bentivegna filed an improper practice charge.

"Permanent people were being redeployed from one building to another on a regular basis. It was getting ridiculous," Bentivegna explains.

The administration is now working out a "floater pool" which CSEA recommended some time ago.

"With a floater pool, the therapy aide trainees, those newly hired, will be used to float once they're employed nine months. They'll be sent where they're needed during their probation period. It will become part of their training," he says.

According to Bentivegna, one of the most positive aspects of the floater pool will be that once each person passes probation, they will be permanently assigned to a building.

"This agreement will eliminate the need to redeploy permanent grade 9s," comments CSEA Field Representative Larry Borst. "The director at the facility believes this floater pool will bring the redeployment down to zero."

"Kings Park is the only mental health facility which has a work-location plan as part of its labor/management agreements," he adds.

## Fair well and Thanks!



Sharing honors for their efforts preparing and servicing the state park at the 1987 New York State Fair, members of CSEA Syracuse State Employees Local 013 gathered recently to celebrate receiving the Fair Director's "Best Exhibit" award with other state employees. Among the CSEA members on hand were local officers: (front row, left to right) Secretary Helen Hanlon, Treasurer Anne Congel, President Donna Murray holding plaque with Judith Humeniuk.

## CSEA gives foot-care plan the boot

Complaints about a foot-care program in the Erie-Niagara counties area have prompted CSEA Region VI President Robert Lattimer to withdraw CSEA sanction of the plan.

In a letter to local and unit presidents, Lattimer said CSEA is notifying the "Union Foot Doctor" to remove CSEA's name from all brochures and newspaper advertising.

The plan's adds falsely intimated that an agreement existed between the listed unions and the foot-care program and that all treatment would be covered by insurance and/or the union-clinic agreement.


Lattimer emphasized the CSEA withdrawal in no way diminishes any benefits provided to members through existing negotiated contracts.



## Jingle, Jangle

Pocket change yielded big bucks for Alberta Principe, a member of the CSEA Brookhaven White Collar Unit. On a recent CSEA-sponsored trip to Atlantic City, Principe played the one-armed bandits and cashed in for \$500!

You need big pockets to carry that much change home.



# This, that

## AND THE OTHER THING



Psychiatric Institute  
CSEA Local 419 member  
Gerald Williamson

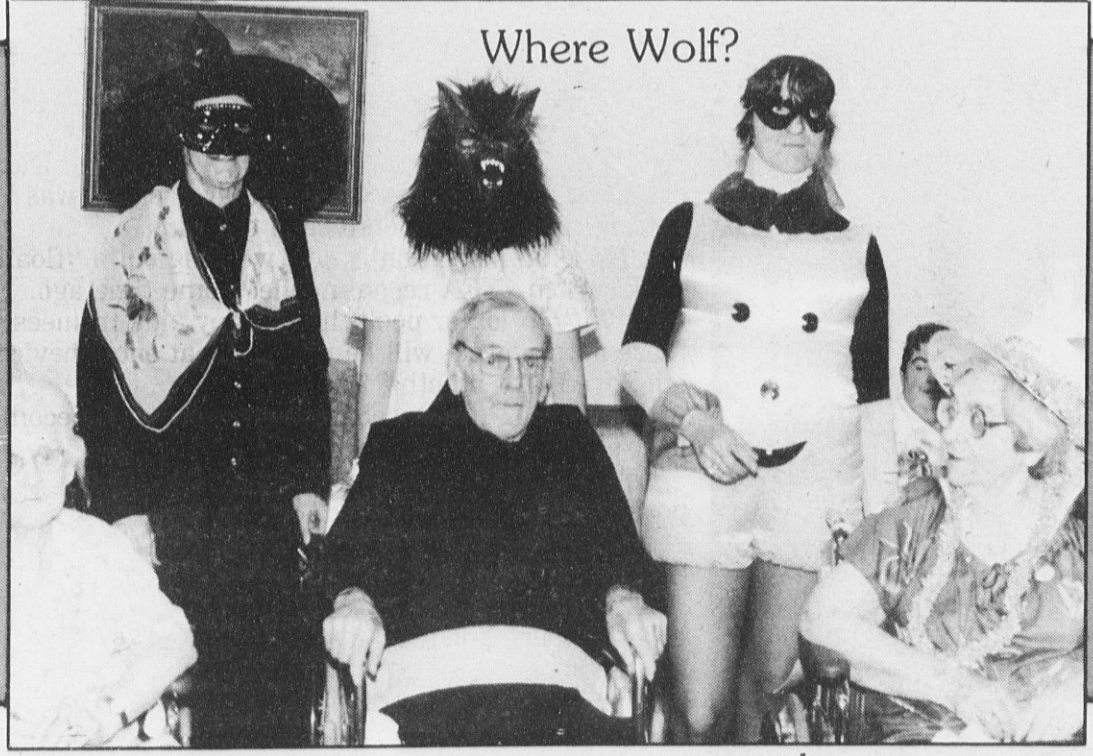
## If the shoe fits — Thank CSEA

It wasn't the latest Paris fashion that drew CSEA Local 419 Operational Services Unit (OSU) members to the union office at New York Psychiatric Institute this fall. But it was a chance to pick up clothing that can't be beat for work style, comfort and price.

The occasion was the arrival of this year's latest in work clothes and shoes provided under the OSU contract.

According to Local President Tony Bailous there was a lot of anticipation this year because the local membership took an active role in suggesting uniform design.

## Where Wolf?



TRICK OR TREAT — Staff and patients of the Orange County Infirmiry looked like apparitions for a monster of a Halloween party recently. Goblin' refreshments, Halloween trivia and costume judging gave spirits a lift. Shown above are Orange County CSEA Local 836 members Martha Jarocki, Bernadette Cawein and Bonnie Crawford with their charges. See if you can figure out which is witch!

## In praise of public employees

# A job well done

The letter below was received by *The Public Sector* from Jerome J. Thomas, director of highway maintenance of the state Department of Transportation (DOT). The letter applauds the Herculean efforts of DOT employees during and after the devastating snowstorm of Oct. 4. CSEA President William L. McGowan earlier congratulated public employees for their conduct during the storm emergency, saying "I am so proud of the unselfish dedication to duty demonstrated by CSEA members under adverse conditions."

Editor, *The Public Sector*:

The *Public Sector* did well to highlight the early season snowstorm that hit the eastern part of New York State on October 4, 1987. Not only was it newsworthy as a story but, even more appropriately, it was a perfect example of how necessary the public employee is for modern society to function safely and effectively.

It was most unfortunate that much of the public (public employees included) had to experience the hardship of closed roads and streets, loss of electricity, water and heat. However, it provided an excellent example of what the usually unheralded public employees do in emergencies, as well as in the normal course of their duties.

The New York State Department of Transportation is especially proud of its highway maintenance employees, who not only successfully handled this major snowstorm on a Sunday about two months before the snow and ice

season normally begins, but also worked for several weeks afterwards — with long hours of overtime — removing thousands of tree limbs which blocked state and local roads and streets.

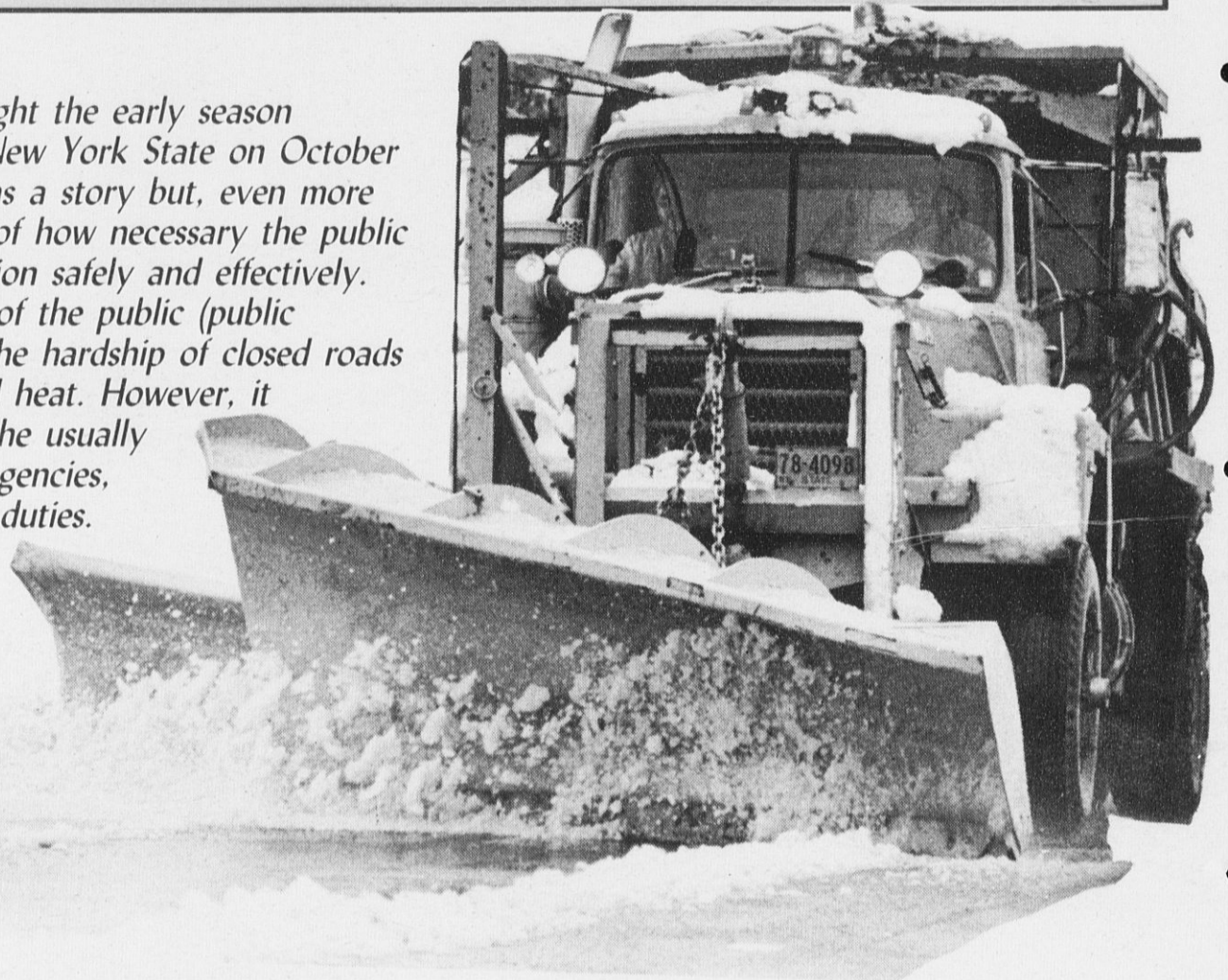
Public employees from other State and local agencies likewise worked long and fatiguing hours alongside NYSDOT maintenance employees. They also well deserve the thanks of the public and their agencies' top management.

As in past natural disasters (remember Long Island's 1985 hurricane and Buffalo's 1977 and 1985 blizzards), NYSDOT highway maintenance employees from all over the state left their homes on very short notice and came to the storm-stricken area and worked long, continuous hours. NYSDOT tree removal crews came from Buffalo, Rochester, Hornell, Syracuse, Binghamton, Utica, Watertown and our Warrensburg Residency to reopen roadways and assist in restoring utility services.

Nature has provided the public with an eye-opening example of the value of public sector employees. Modern society cannot function without quality government, and quality government automatically means dedicated, responsive and responsible public employees. The people of New York State are most fortunate to have the best in government and the very best in public employees.

On behalf of Commissioner Franklin E. White and the entire DOT executive and managerial staff, I salute our highway maintenance colleagues for coming through once again.

Jerome J. Thomas, P.E.  
Director of Highway Maintenance  
New York State Department of Transportation



'The people of New York State are most fortunate to have . . . the very best in public employees'