

CSEA is urging members to turn out in massive numbers to participate in Labor Day parades in New York City and Albany.

CSEA members in Regions I, II and III are urged to participate in the Monday, Sept. 2 parade in New York City. Members should contact the CSEA Region II office at (212) 514-9200 for full details of the parade and rally schedule.

Members in the greater Albany area should plan to march in the Albany Labor Day parade on Sept. 2. Line-up is set for 12:30 p.m. that day at Central Avenue and Patridge Street and the parade will start at 1 p.m. A rally will be conducted at the State Capitol about 1:30, followed by a picnic at the Corning Preserve. A fireworks display is scheduled that evening.

LABOR DAY



Public SECTOR

Office of The Civil Service Employees Association Local 1000,
America of State, County and Municipal Employees AFL-CIO.

UNION LABEL 4
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Friday, August 9, 1985



**Making our
mark on
Big Apple!**
Pages 14-17

Metropolitan Life gets Empire Plan

Metropolitan Life Insurance Company has been selected to provide employee health benefits under the new "Empire Plan," the comprehensive statewide health insurance plan which goes into effect next year. The "Empire Plan" will replace two existing plans -the GHI Option and the Statewide

Plan. CSEA, which participated in the design of the new plan during contract negotiations with the state, has praised the selection of Metropolitan Life. For details of the "Empire Plan" and its effect upon public employees in New York state, see page 20.

CSEA marks its 75th anniversary

CSEA is celebrating its 75th anniversary this year, and we're looking for pieces of the past. If you have any photographs or slides dealing with CSEA's past, we'd like to consider using them as part of an exhibit planned for the union's annual delegates meeting in October. All material will be returned to the owner after the annual meeting. If you have any such material, please contact: Director of Communications, Civil Service Employees Assn., 33 Elk Street, Albany, N.Y. 12224 as soon as possible.



While Niagara Falls marks 100th Pages 10-11



Two cases where CSEA endorsements clinched decisive wins Here come the judges

By Anita Manley
CSEA Communications Associate

Two Putnam County employees have been spending a lot of time in court lately. But it's all right—because both of them are judges.

Roger Tricinelli, a cashier examiner for the last nine years with the Putnam County Department of Motor Vehicles and a former Putnam County Local 840 vice president was asked to run for town of Patterson judge in 1979. Following a three-way race that included the incumbent, Tricinelli, with the help of a CSEA endorsement, won by a comfortable margin.

Past Local President Carmine Ricci won a four-way race—also with the help of a CSEA endorsement—to become village of Cold Spring justice after the last judge was disbarred.

Tricinelli is now serving his second term and says his judgeship is the "most fulltime parttime job I've ever had!"

Asked if he would like to make changes in some laws that govern the courts, the judge admits he's run into cases where he would like to use his own discretion in sentencing some of his defendants.

"Certain cases deserve mandatory sentence," he said. "But the judge should be given some leeway in some cases."

The town court is actually four courts in one, Tricinelli explained, where traffic, small claims, civil cases and criminal cases are heard. Occasionally, a trial is requested and held with six jurors and two alternates.

One of 2,500 members of New York State Magistrates Association, Tricinelli, a former parttime constable, says that about three-fourths of his colleagues are non-lawyer justices. Once elected, a justice must be certified and then re-certified each year.

Ricci, a chief mechanic with the Putnam County Highway Department, is also a former policeman who will be certified after he completes "basic training" at St. Lawrence University.

The newly-elected judge says that he's looking forward to starting his term on the bench. "It should prove interesting," he said. "I imagine it could get hectic."

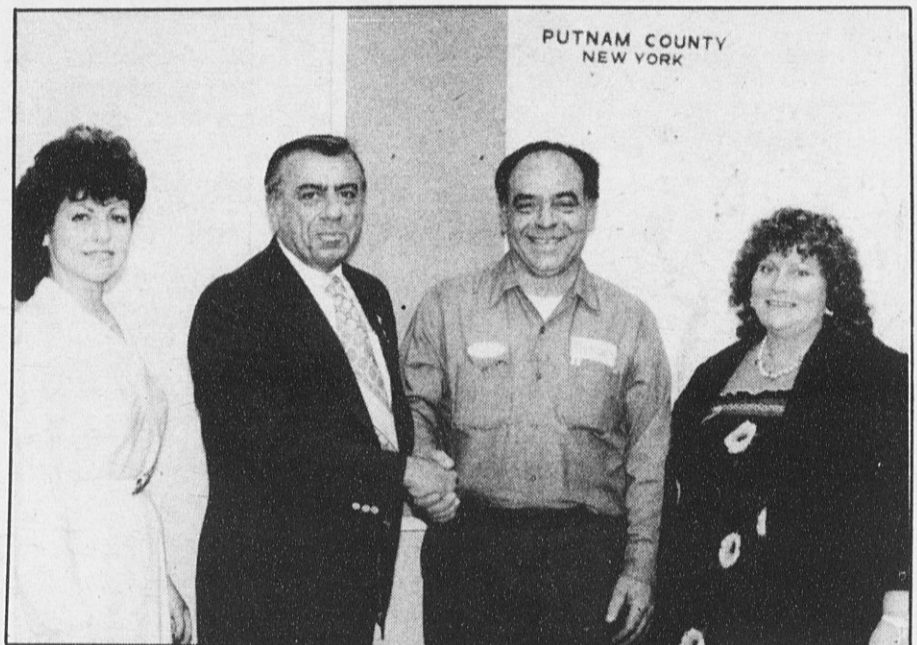
Ricci says his experience as a policeman should be valuable in his new position. "I've been out on the streets. You have to know both sides."

Ricci noted that in addition to hearing traffic and criminal cases in his night court, his new job will have its pleasurable aspects. He gets to perform marriages in civil ceremonies and is already anxiously awaiting his first wedding in mid-August.

Both judges agree that CSEA endorsement during their election was a factor in their victories. Tricinelli commented recently that a number of Putnam County employees who did not work with him and did not know him cast their vote his way solely because of the union support.



PATTERSON TOWN JUDGE Roger Tricinelli, now serving his second term, meets with Region III President Pat Mascioli.



FOLLOWING HIS ELECTION as village of Cold Spring justice, Putnam County Highway Department employee Carmine Ricci is congratulated by Region II President Pat Mascioli. Flanking the men are Irena Kobb, a member of the statewide Board of Directors, and Putnam County Local President Alice May.



CONTRIBUTIONS RECOGNIZED—Herman Parson, president of Rochester Psychiatric Center Local 420, right, congratulates two of the facility's outstanding employees. They are: Eric Spencer of Southeast Unit; and Betty Williams of Secure Care Unit, the center's employee of the year.

Rochester PC honors workers

ROCHESTER—Employee Recognition Day at the Rochester Psychiatric Center brought awards and honors for outstanding job performance upon four members of Local 420.

Betty Williams, Local 420 second vice president, earned double honors as a secure care treatment aide. Williams was selected as the outstanding employee of the Secure Care Unit as well as employee of the year for the entire psychiatric center.

Local President Herman Parson said Williams and the other award winners "have set a prime example of the dedication of members to community service. It would be easy to approach it as just another job, but Betty and her co-workers really care, and it shows."

Sandra Howard, Local 420 secretary, was named outstanding employee of the Clinical Support Unit where she works as a stenographer.

Eric Spencer, a steward and member of Local 420's political action committee, is the outstanding employee award winner for the center's Southeast Unit. He was also third runner-up for the overall employee-of-the-year honor.

Judy Baglin, voted first runner-up for that award, was recognized as outstanding employee of the Administrative Services Unit where she is senior account clerk.

The awards were presented by the facility's director, Dr. Martin Von Holden, and represent a tradition at the center that dates back to 1968.



CHILD FIND

1-800-I AM LOST

"The Public Sector" periodically publishes photographs and information about missing children registered with Child Find, Inc. of New Paltz. Child Find is a non-profit organization which works with a national network of teachers, social service groups and law enforcement agencies to help locate missing children.

Child Find maintains a toll-free number, 1-800-I AM LOST, which persons with any information about missing youngsters can call with complete confidence. According to Child Find, the organization becomes involved with mostly parental abduction cases, and that about 95 per cent of the children the organization is looking for were abducted by one of their parents.

The two children whose photographs appear below were both abducted in March, 1980 from Ft. Collins, Colo. If you believe you have any information relative to either of these children, immediately call Child Find on the toll free number, 1-800-I AM LOST.

**IN THE TIME
IT TAKES YOU TO
GET YOUR CHILD
READY FOR SCHOOL
ANOTHER CHILD
WILL HAVE
DISAPPEARED.**



William Bradley Bowyer
Birthdate: 1/18/79
Abducted: March, 1980
CF-1815



James Robert Bowyer
Birthdate: 8/14/67
Abducted: March, 1980
CF-1815

Education — growing in LEAPS and bounds

ALBANY—Since its inception, CSEA's Labor Education Action Program (LEAP) has enrolled 15,000 people in tuition-free credit and non-credit education courses, according to LEAP Director Tom Quimby. The program is funded under article 14 of the state/CSEA contracts with negotiated money and does not involve union dues.

This coming fall, LEAP will offer 148 different courses at 84 schools for a total of 917 course offerings. "This is in contrast to our first semester, Fall 1983, during which we offered 60 different courses at 44 schools for a total of 405 course offerings," Quimby said.

"Numbers alone, however, do not indicate all the changes we have made. For the first time, LEAP will offer courses at the Empire State College Center for Distant Learning."

The school is based in Saratoga Springs, and provides students with specially designed course materials under the guidance of a tutor. The tutor communicates with the students on regular intervals by telephone and mail to check on their progress, gives directions, and answers questions. The student's development is also closely monitored.

LEAP will offer two courses through the center this fall, but course selections may be expanded later if found to be popular and cost effective.

Also this fall, LEAP will offer a course at selected colleges entitled "Assessing Experimental Learning." The course will enable students to complete self-assessment inventories of their life experiences. Completion of the self-assessment inventory requires students to use their research and writing skills to develop a portfolio. The portfolio can be submitted to the

appropriate academic department for possible college credit.

LEAP will ask persons taking a course this fall to fill out an evaluation and submit it to them. A sample of students will be contacted by telephone the next semester to determine what impact their participation in the program has had on their job or personal life.

EBF's Barnes completes prestigious certification

Kathleen V. Barnes, director of operations of the CSEA Employee Benefit Fund, has completed the Certified Employee Benefit Specialist Program co-sponsored by the International Foundation of Employee Benefit Plans and the Wharton School of the University of Pennsylvania.

The Certified Employee Benefit Specialist Program is a ten-course curriculum. It covers the legal, financial and organizational structures which are necessary to the framework of benefit fund operations. Of more than 20,000 candidates accepted for the difficult program, only 1,100 have graduated.

"We feel very fortunate to have the benefit of Ms. Barnes' added expertise gained through her completion of this prestigious program," said Thomas P. Collins, director of the CSEA Employee Benefit Fund.



KATHLEEN V. BARNES

Public SECTOR

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Local 690 Vice President Lee Johnson dies; was well known statewide union activist

ALBANY—Lee Johnson, first vice president of Tax and Finance CSEA Local 690 for the past eight years and a union activist at the statewide level, died suddenly July 24.

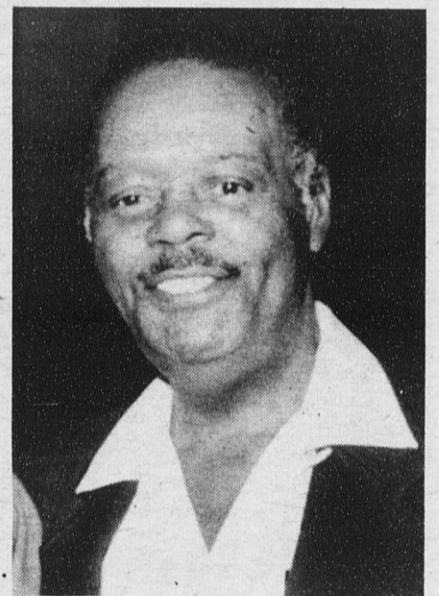
Johnson was a union representative for Tax Department employees for more than 15 years. He was appointed chairman of the Statewide CSEA Judicial Board by CSEA President William L. McGowan in 1983, and recently served as a member of the union's Administrative Services Unit negotiating team in contract talks with the State of New York.

Ironically, the July issue of the Local 690 newsletter featured a front page story on "Lee Johnson—Unionist." The article noted, "The story of Lee Johnson is one which has been overdue in our newsletter. Lee, the elder statesman of Tax Local 690, is a man who captivates his audience when he speaks.

He advises the less experienced in all union matters ranging from an employee's personal crisis to delicate grievance handling. He always has the time to listen to complaints, and will extend himself to try to solve problems that to others may seem trite. It is now time to say thank you to Lee for the job he has done ...to secure our welfare, dignity and our rights as state employees."

CSEA Local 690 has announced it is setting up a Lee Johnson Memorial Scholarship Fund to benefit children of Local 690 members. "Lee believed that education was the basis for any successful endeavor. This scholarship will be a fitting way to remember our lost union brother," said Local 690 President Carmen Bagnoli.

Donations to the Memorial Scholarship Fund can be sent to Tax and Finance CSEA Local 690, Building 8A, State Office Campus, Albany, N. Y. 12227.



LEE JOHNSON

Thomas Cook, former unit leader

TOWN OF NEWBURGH—Thomas Cook, a former Town of Newburgh CSEA Unit president, died suddenly last month.

Cook, who was 55 years old, was a water treatment plant operator who served as unit president in 1979 and 1980. He was employed by the town for 15 years.

He is survived by his wife, Donna, and five children.

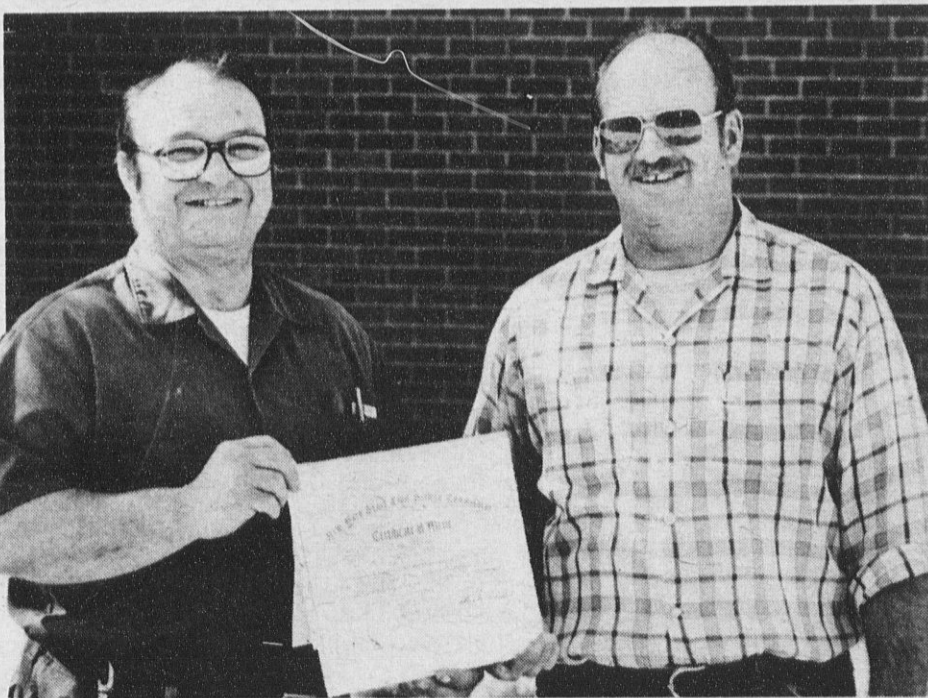
Shepherd wins grievance against Hempstead village

VILLAGE OF HEMPSTEAD—John Shepherd stood up for his rights, and as a result he won back his normal working hours and a differential that the Village of Hempstead tried to take away from him.

Shepherd, first vice president of the Village of Hempstead CSEA Unit of Nassau County Local 830, originally sent a memo to unit members which reminded them of their rights as union members. One day later, the village changed Shepherd's working hours and eliminated his differential.

But Shepherd immediately filed a grievance and told the village he was also prepared to file an Improper Practice charge against the village on the grounds they were harassing a union official in an attempt to prevent him from fulfilling his union duties.

Following a discussion with the supervisor of the Department of Public Works, Shepherd's grievance was granted and his hours and differential reinstated.



GOOD IDEA — Joseph Rexford, left, of State University College at Oneonta, recently received a certificate of merit signed by Gov. Mario Cuomo for his suggestion for use of a commercial cleaning solution in spray buffing floors. Local 635 President Ernest Hitchcock, above, presents the award to Rexford who also received a \$185 check for his idea.

THIS MONTH IN LABOR HISTORY

By the New York State Labor History Association News Service

Remembering George Meany

Of the many types of organizations and leaders who have participated in the American labor movement, George Meany represented the most basic—the pragmatic craft unionism of the old American Federation of Labor (AFL). Born on Aug. 16, 1894, his long career typified the ideas of the old AFL, and he must be understood in these terms.

Meany's entire adult life was spent in the labor movement. He left school at the age of 16 to become an apprentice in his father's local of the Plumbers' union. This type of father and son arrangement was not uncommon in the building trades of the early 20th century. After becoming a journeyman plumber, Meany quickly moved into the critical post of business agent. He was responsible for contract enforcement and providing employers with union workers. Meany did this difficult task well, and his focus on protecting the union and its members remained with him for the rest of his life.

With the support of the building trades unions, Meany became president of the New York State Federation of Labor in 1934. He was now involved in another central activity of his career—lobbying. Along with most of the other leaders of the AFL, Meany gave up the traditional fear of government in order to support legislation on behalf of workers. His experience as a trade union officer led him to stress tough-minded negotiation, compromise when necessary, and gradual but steady progress. These same attitudes helped him become an effective lobbyist for organized labor in Albany and later in Washington.

Meany's success in New York encouraged his selection as Secretary-Treasurer of the AFL in 1939. During World War II, he served on the War Labor Board where his abilities as a negotiator and lobbyist were used to balance



labor's interests with those of a war economy. In 1952, Meany became president of the AFL. His strong influence with the building trades unions was crucial in winning their support for the merger of the AFL with the CIO in 1955. Meany became president of the new AFL-CIO, a post he held until his death in January 1980.

As president of the AFL-CIO, Meany continued to reflect his early life and career. Thus his strong anti-communism was certainly heavily influenced by his Catholic background, and the strong antagonism to radicalism found in the building trades of the early 20th century. It also flowed from his fear of state domination of trade unions—a widely held view among labor leaders in the days of Samuel Gompers and the old AFL.

Meany supported the Democratic Party through much of his career, but he did so in the spirit of rewarding your friends and punishing your enemies that was the dominant approach of the old AFL. Thus in 1972, Meany refused to support the Democratic presidential candidate, George McGovern, because of differences over the Vietnam War and organized labor's place in the Democratic Party. Meany also did not hesitate to criticize Jimmy Carter during his presidency. Meany recognized that organized labor was usually better served by the Democratic Party, but it was an alliance and not a merger.

Meany's attitude toward civil rights is another example of how his actions were based on his earlier career. He supported an equal job opportunity provision in the Civil Rights Act of 1964, yet quarreled with A. Philip Randolph and other black labor leaders who wanted to campaign vigorously within the labor movement for much the same objective. The difference to Meany was critical: equal job opportunity by law did not single out organized labor. Meany accepted the position widely held in the old AFL that any attack on unions, even on a particular issue, weakened the labor movement and fueled the work of its enemies. Meany was therefore extremely sensitive to criticism of the AFL-CIO or himself as president.

As president of the AFL-CIO, George Meany's influence rested primarily on his effectiveness in serving the basic concerns of the unions he represented. These mainly concerned bread and butter issues. Since these were the fundamental concerns of the old AFL, Meany was able to be effective even though he maintained the ideas and values developed early in his life. His career is one more testament to the impact of history upon the American labor movement.

Now retiree can rest easy with pay

TOWN OF HEMPSTEAD—Imagine getting ready to retire and then getting hit with the shocker of your life: your name is not on the list for retirement benefits.

That happened earlier this summer to Earl

Hupp, a mechanic at the Department of Sanitation here, when he decided to take advantage of the early retirement incentive plan. But the "un-retiring" efforts of CSEA saw to it that he can retire now with a regular income.

Hupp first discovered the problem last month. "I decided to retire last month, so I went to the personnel office to fill out the papers. The secretary there told me that she couldn't find my retirement number in the file."

At that point, Hupp was told that he was not in the retirement system.

John Aloisio, president of the Town of Hempstead Unit of Nassau Local 830, explained that in 1964 the employees were offered retirement benefits which were contributory. At that time, Hupp felt that he couldn't afford to join and that he would wait.

Then, in 1974, the retirement benefits were paid by the town, but due to an oversight, Hupp's name was not added to the New York state retirement list.

Hupp immediately contacted Shop Steward Peter Ellison and Field Representative Rigo Predonzan for help in getting his retirement pay.

"As soon as I realized what had happened, I called Pete Ellison. Pete called Rigo and they really worked hard to help me out. I am very thankful," said Hupp.

In a recent letter to CSEA President William L. McGowan, Hupp also expressed his appreciation: "I just want to say that I am now going to receive my retirement. Thanks to CSEA representatives Pete Ellison and Rigo Predonzan who opened doors that I thought were shut. Without their help I would have to collect welfare in order to live."



GETS RETIREMENT PAY — With the help of CSEA, Earl Hupp, a former maintenance mechanic with the Department of Sanitation in the Town of Hempstead, is able to collect his retirement pay. Pictured above are, from left: Ralph Spagnolo, first vice president of Nassau County Local 830; Rigo Predonzan, field representative; Hupp; Peter Ellison, shop steward of the Sanitation Department Unit; and John Aloisio, president of the Town of Hempstead Unit.



Sue Bucrzinski for several years was an extremely active and well known CSEA member. Among many other responsibilities, she served as the elected Mental Hygiene representative from Region V to CSEA's statewide Board of Directors; as chairwoman of the Mental Hygiene Presidents Committee; and executive vice president of Marcy Psychiatric Center CSEA Local 414. While still an active and interested CSEA member, she has recently devoted more time to personal endeavors, including pursuing a col-

lege degree. Sue is currently a matriculated student at Empire State College on her way to a Bachelor of Science Degree in Public Relations. She says CSEA's Labor Education Action Program (LEAP) has been of great assistance to her educational efforts, which this past semester included a 3-credit hour course in public speaking at Utica College. The following article was written by Sue as part of her Empire State College program under the tutelage of Linda Scharf, her mentor in the public relations curriculum.

Another contracting out issue

MENTAL HYGIENE LAW 9.39

Mental Hygiene members should be alerted to the Office of Mental Health's (OMH) concerted effort to dismantle state-operated programs by handing them to private sector agencies. The designation of a 9.39 hospital is a good example of this. Mental Hygiene Law 9.39 establishes a single entry point for highly disturbed patients to receive necessary hospital care.

McKinney's Mental Hygiene Law, Section 9.39 gives guidelines for "Emergency admissions for immediate observation care and treatment." These guidelines defined in the law 31.39 (a) which states that "The director of any hospital maintaining adequate staff and facilities for the ob-

ervation, examination, care and treatment of persons alleged to be mentally ill and approved by the commissioner to receive and retain patients pursuant to this section may receive and retain therein as a patient for a period of fifteen days..." The designation of a 9.39 hospital raises two serious concerns that directly affect our members.

If the 9.39 designation is made to a private sector hospital, the administrators of that private sector hospital would control a substantial portion of the flow of admissions to the state psychiatric centers. Private sector hospitals are not offering care for the mentally ill out of the goodness of their hearts. They are struggling to keep their

hospitals fiscally sound. So it follows that they will shift the patients who have insurance to pay for services while indigent patients will be immediately sent on to our psychiatric centers for observation or care. This would defeat the purpose of the 9.39 as intended for the patient's care, because the indigent, hard-to-care-for patient would not be afforded the fifteen-day period of observation before being committed to the state psy-

"Mental Hygiene members should be alerted to the Office of Mental Health's (OMH) concerted effort to dismantle state-operated programs by handing them to private sector agencies."

chiatric center. This practice would leave us with only chronic, indigent patients, while most acute care patients, who are not indigent and who are perhaps new to the system, would be maintained at the private hospital. Our staffing ratios are based on acute vs. chronic care patients, median length of stay and budgetary considerations. If larger numbers of privately insured patients remain in private hospitals, it would not take long for our psychiatric centers to become second rate, with low staffing ratios and little money for environmental improvements.

The second concern is of a larger magnitude. The 9.39 designation is a necessary link in a whole chain of programs that provide what OMH calls unified services. Unified services are state-originated requirements for counties to establish and operate Community Mental Health Centers. Once all the links of this chain are completed the County Mental Health Director is afforded "say so" over all issues of mental health in his county, including your psychiatric center. This was the case in the Northampton, Mass. State Hospital. In March 1983, the area County Mental Health Directors of each of the five counties: Berkshire, Hampshire, Franklin, Holyoke-Chicopee, Westfield and Springfield, took direct control over that part of the state hospital which contained patients from their respective areas (reported in July 10, 1985 Mental Health article: "Re-thinking Delivery of Mental Health Services")(South Deerfield, Mass. newspaper).

The transfer of control from state to county



A BEAMING Sue Bucrzinski shows text of her paper, "Another Contracting Out Issue," to Marcy Psychiatric Center CSEA Local 414 President Bud Mulchy. The subject was discussed at Mulchy's insistence at a July labor/management meeting with representatives of the state Office of Mental Health.



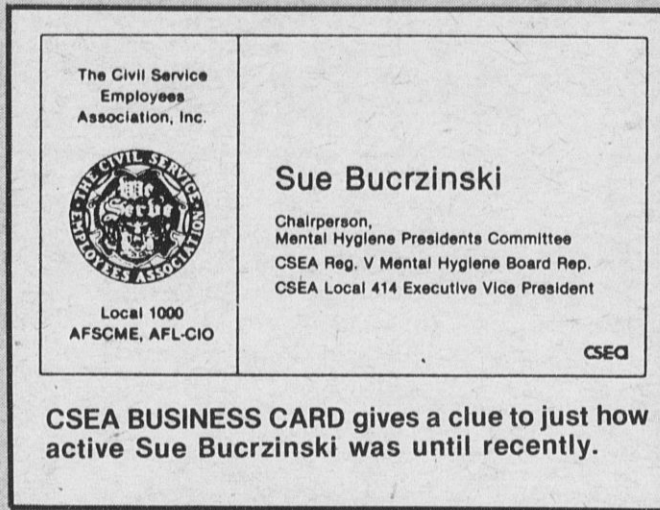
SUE BUCRZINSKI addresses a group of CSEA members in this photo taken when she was extremely active in union matters. Today she is devoting much of her time and energy to pursuing a college degree, while remaining an interested union member.

could cause the provision of care to be based on more economical concerns as opposed to good clinical considerations. Further, if a census decline at state psychiatric centers translates to a decline of staff and available patient beds, it would be the counties that created the problem. The counties would bear a much heavier burden. Since the state's ability to provide funding far outweighs any other public sector tax base, all counties would be extremely wary of even inadvertently expanding its role in the delivery process.

"The designation of a 9.39 hospital raises two serious concerns that directly affect our members."

We have 23 psychiatric centers that serve about 56 counties across New York State. In each of the six regions of CSEA, the efforts of OMH to move to the community are different. OMH contracts out its responsibilities in whatever manner it finds works effectively in specific regions. As the Federal government pushes states to "get out of the business of direct service care to the mentally ill," the devious scenario unfolds. The scenario lacks consistency because no two counties are alike. The awareness of CSEA members of these issues in their respective regions is essential. We can help effectuate positive change by keeping local politicians advised of shifts in policy and new trends.

"OMH openly encourages advocate groups such as the Alliance for the Mentally Ill (AMI). The meetings of the AMI groups seem to consist of criticizing state services. These groups become effective lobbies when recommendations are re-submitted for legislation that will relieve the state of its responsibilities to the mentally ill."



Political Action is working for CSEA in this effort as is evidenced by its recent defeat of the recommendations of Governor Cuomo's Select Commission on Mental Health. The commission's idea was that the state should get out of direct service care and act only as a regulatory agent. This notion and the push to the community will not stop here!

The scenario unfolds as —
 * We watch our patients taken from our care and pushed to the streets and the fragmented care of multiple service providers.

* We watch as out-patient care is shifted from state to county clinics, manned by our fellow county CSEA members. In most instances their workload is tripled without compensation. County budgets are not beefed up as the responsibility for care is shifted. Only in cases where de-institutionalized patients were totally funded by 620 dollars, was there any compensation for county budgets at all. As a result, county members did not increase in numbers or compensation for their increased workloads.

* We watch as the state pushes to close or to make prisons of psychiatric centers, while prison rolls become inflated with our former patients.

* We watch as "new programs," like Quality Care and Utilization Review are started. Quality Care seems to have the hidden agenda of promoting good public relations for community programs and digging up dirt to spread about our psychiatric centers. Utilization Review's task seems to be to qualify unready patients for discharge to the community, ensuring patient census in our centers remain low.

There seems to be no stone unturned in this concerted effort by OMH to get out of the Mental Health business. The devious scenario continues —

* OMH openly encourages advocate groups such as the Alliance for the Mentally Ill (AMI). The meetings of the AMI groups seem to consist of criticizing state services. These groups become effective lobbies when recommendations are re-submitted for legislation that will relieve the state of its responsibilities to the mentally ill.

* In Washington D.C. recent Senate hearings on Mental Health issues dug up and sensationalized terrible situations in state institutions across the country. There was no mention of the gross mistreatment former patients endure in communities when they are not hospitalized and receive little or no effective care.

* There is no mention of how many of our former patients are in jail. According to a 1982 AFSCME study of the issue, as de-institutionalization began to be instituted, the overcrowd-

"Through the continued efforts of CSEA and its members, we can make everyone recognize: We do it best and for less, in the long run!!!"

ing of prison cells occurred. It is ironic; former patients now jailed will be returned for care to former psychiatric centers, now dubbed prisons.

* Our local agencies are saturated and overwhelmed by patients who need so much just to survive in our communities.

To complete the cycle, along with a 9.39 designation, goes section 9.41 of the Mental Hygiene Law "which empowers certain peace officers and police officers to take into custody any person who appears to be mentally ill and appears to be a danger to himself or others..." This is all too frequently the fate of de-institutionalized patients.

Maybe in your area there is already a 9.39 designated hospital, and just maybe because of the situation of the mental health system in your area, it works. To make sure all is being done that can be done, Marty Langer, CSEA's mental health specialist, will be talking to statewide Mental Hygiene Board Rep. Bud Mulchy, on July 22, 1985. Mental Hygiene Board Rep. Bud Mulchy, president of CSEA Local 414, has submitted this subject as an agenda item for the July 23rd labor management meeting with OMH.

Through the continued efforts of CSEA and its members, we can make everyone recognize: We do it best and for less, in the long run!!!

In today's changing economic climate, with Reagan hacking away at funded social programs, it would be best to keep the state services as a genuine "Safety Net." A safety net ensuring proper patient care and continued employment of trained invaluable CSEA members.

CSEA and EAPs

CSEA program to be in pictures

HAUPPAUGE—CSEA's success in pioneering Employee Assistance Programs in New York state is the subject of a slide show set for national distribution.

AFSCME is sponsoring the 15-minute presentation which highlights EAPs here, in California and in Wisconsin.

A production team went to Long Island recently and interviewed EAP activists Barbara Reynolds, Joan Johnson and Arthur Loving.

Reynolds, a member of Long Island State Employees Local 016, cites her own involvement from personal experience: "I was one of the people who utilized EAP because of personal problems and then went on to become involved."

Her involvement included getting an EAP started in her own workplace because when Reynolds needed one she had to use an EAP at another facility.

Successful EAPs depend on program coordinators who serve their co-workers as confidential personal advisors.

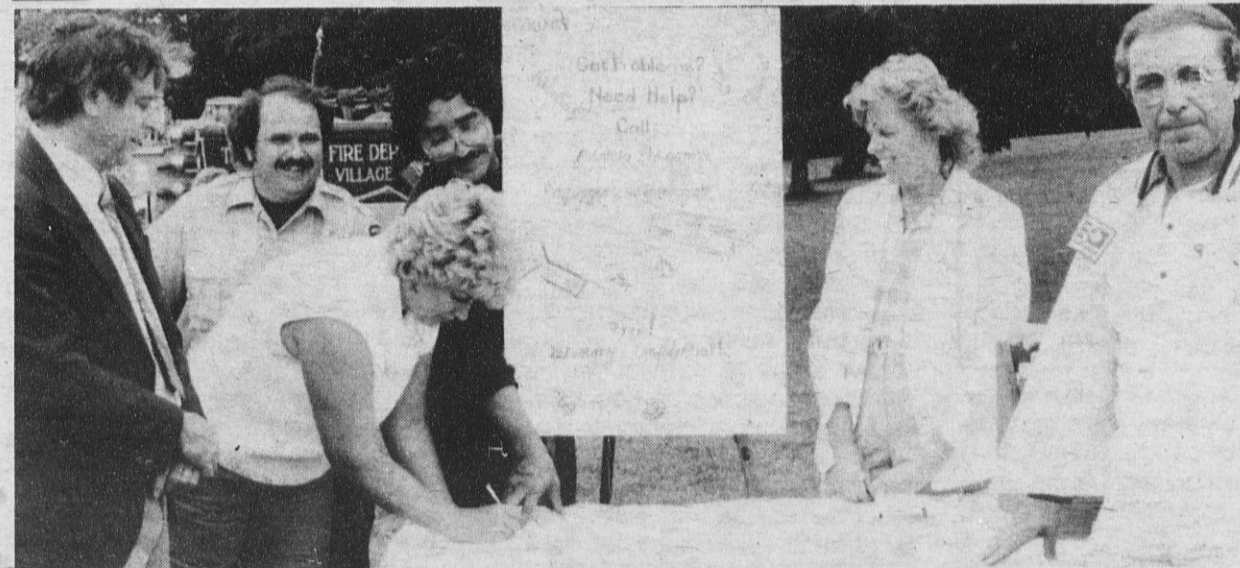
Joan Johnson, fulltime coordinator at Pilgrim Psychiatric Center, explains how she was trained and what it's like to be the contact person for 4,000 employees. She describes the job as both rewarding and demanding: "Sometimes when I get home at the end of the day I park the car in the driveway and just sit there for a while."

Arthur Loving reminisces about the days before EAP when he was often called upon as a local president to help counsel co-workers in State Parks Local 102. He sees EAP, which got started in 1969, as a unique opportunity for people to get a grip on their lives.

FOR THE RECORD—Debi Duke and Barbara Reynolds of State Employees Local 016 take roles in the new slide show on CSEA's involvement in Employee Assistance Programs.



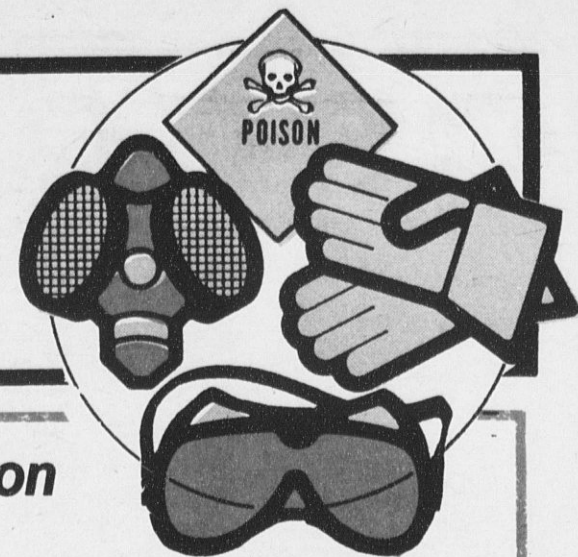
REPRESENTATIVES OF LABOR AND MANAGEMENT GATHERED to sign the policy statement to officially launch the Employee Assistance Program at Mid-State Correctional Facility in Marcy. On hand for the occasion were, from left: (front row) Joseph Lewis, PEF council leader; Mid-State Superintendent Gary Stevens; Linda Fiorentino, EAP Committee chairwoman and CSEA representative; (rear row) Deputy Superintendent, Security, Roy Girdich, management representative; Mary Bogan, PEF representative; Correctional Officer Donald Grimes, EAP coordinator; Correctional Officer George Martin, Council 82 representative. Absent from photo were: Deputy Superintendent, Administration, Robert Murphy; Joan Daly, CSEA representative; and Tom Scanlon, Council 82 representative.



MEMBERS OF LETCHWORTH DEVELOPMENTAL CENTER LOCAL 412 in Rockland County participate in the signing of a new Employees Assistance Program policy. Pictured from left are: Letchworth Executive Director Albert Robidoux, Harold Brewer who represents Council 82 on the EAP Committee; Local 412 President Bob Watkins; PEF President Gail Sorro, signing; EAP Coordinator Patricia Putnam; and Local 412 Treasurer Sal Greco, who also serves on the EAP Committee at the facility.

HEALTH & SAFETY

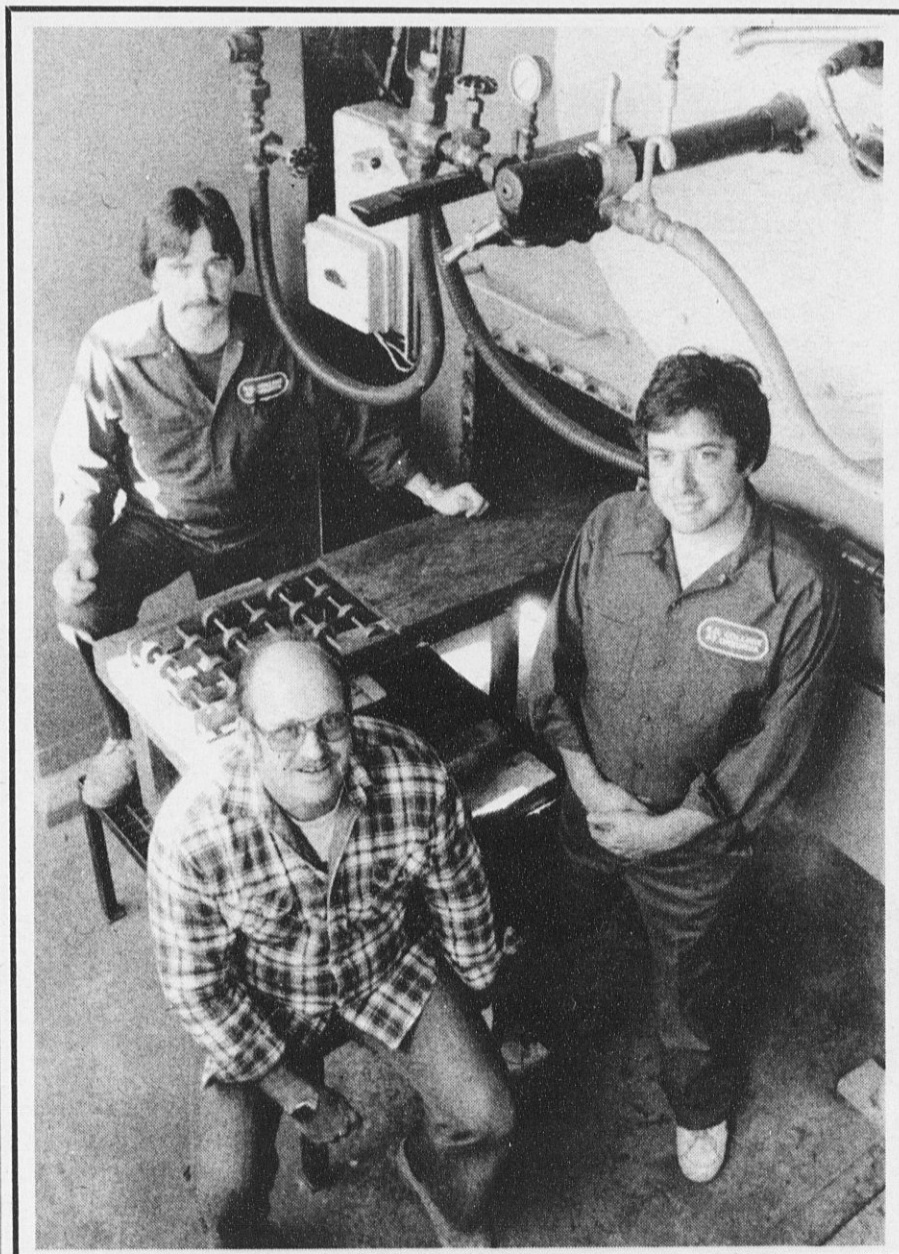
Grappling with problems in the workplace



CSEA warning gets response from administration

Boiler hazard a hot issue at SUNY Oneonta

By Chuck McGeary
CSEA Communications Associate



HEALTH FEARS — Workers in the boiler room at SUNY Oneonta recently expressed concern for their health after experiencing sick reactions from cleaning boiler interiors without proper ventilation and breathing equipment. Pictured above are: John Frankl, right, power plant boiler operator; Ernest Hitchcock, front, Local 635 president; and Joe McMullen, rear, local steward.

ONEONTA — Work in a boiler area on the campus of SUNY Oneonta has been suspended following complaints from CSEA that employees here at becoming ill from breathing high levels of toxins in a work space which is not properly ventilated.

According to union representatives, workers in the university's power plant have suffered from stomach and head aches, severe coughing, grogginess and nausea as the result of working in a confined boiler combustion chamber where noxious vapors may rise above safe levels.

John Frankl, a power plant operator, says that he and several other state employees were required to enter a boiler area with a 10 by 20 inch opening in order to brush soot from boiler tubes and spray hot pipes with fire hoses. The work space in the chamber was so confining the entry space provided the only sources of ventilation. In addition to soot and fumes, the air temperature sometimes reached 150 degrees. Frankl further explained that the cleaning job takes several weeks for employees working in the chamber for hours at a time to complete.

Conditions became so intolerable, Frankl brought the problem to the attention of CSEA Shop Steward Joe McMullen and Ernie Hitchcock, president of Local 635 at SUNY Oneonta. Chris Jamison, CSEA Region V occupational safety and health representative, was then contacted. All agreed the problem was serious enough to notify Joanne Nadeau, CSEA industrial hygiene specialist.

Nadeau contacted the New York State Health Department's Bureau of Toxic Substance Assessment, which prepares information to meet the state Right-To-Know Law.

Dr. Robert Stone, an expert at the bureau, provided information on the soot and residues from the additives and impurities in the boiler fuel oil. In addition to a technical explanation of the toxic dangers of the cleaning process, Stone added that without proper ventilation, carbon dioxide could build beyond safe levels, leading to illness, unconsciousness or death. Stone also warned that in addition to the health threat caused by breathing toxic dust and vapors, an explosion could be caused by a mixture of carbon particles suspended in the air and volatile chemical vapors.

Since employees first voiced complaints to management, pointing out safety provisions under the Public Employees Safety and Health Act, SUNY officials have been seeking a system to provide fresh air for breathing units during chamber cleaning.

“We never said working in boilers shouldn't be hard and dirty, but conditions should be safe.”

In a June letter to Frankl, Nadeau explained her conversation with Stone and suggested that the information be relayed to the Local 635 safety committee. She also recommended that an OSHA complaint be filed if a satisfactory solution could not be reached.

The union's obvious concern over the issue has prompted a willingness by the administration to reach a satisfactory solution.

According to Nadeau, Robert Adams, vice president for administration at SUNY Oneonta, has promised that workers will not be sent back into the boiler combustion chamber until proper ventilation and respiratory equipment is made available. Adams also has requested information on safety procedures for cleaning the chamber.

Steward Joe McMullen says that a PESH complaint has been prepared but has not been filed pending actions promised by Adams to improve the situation.

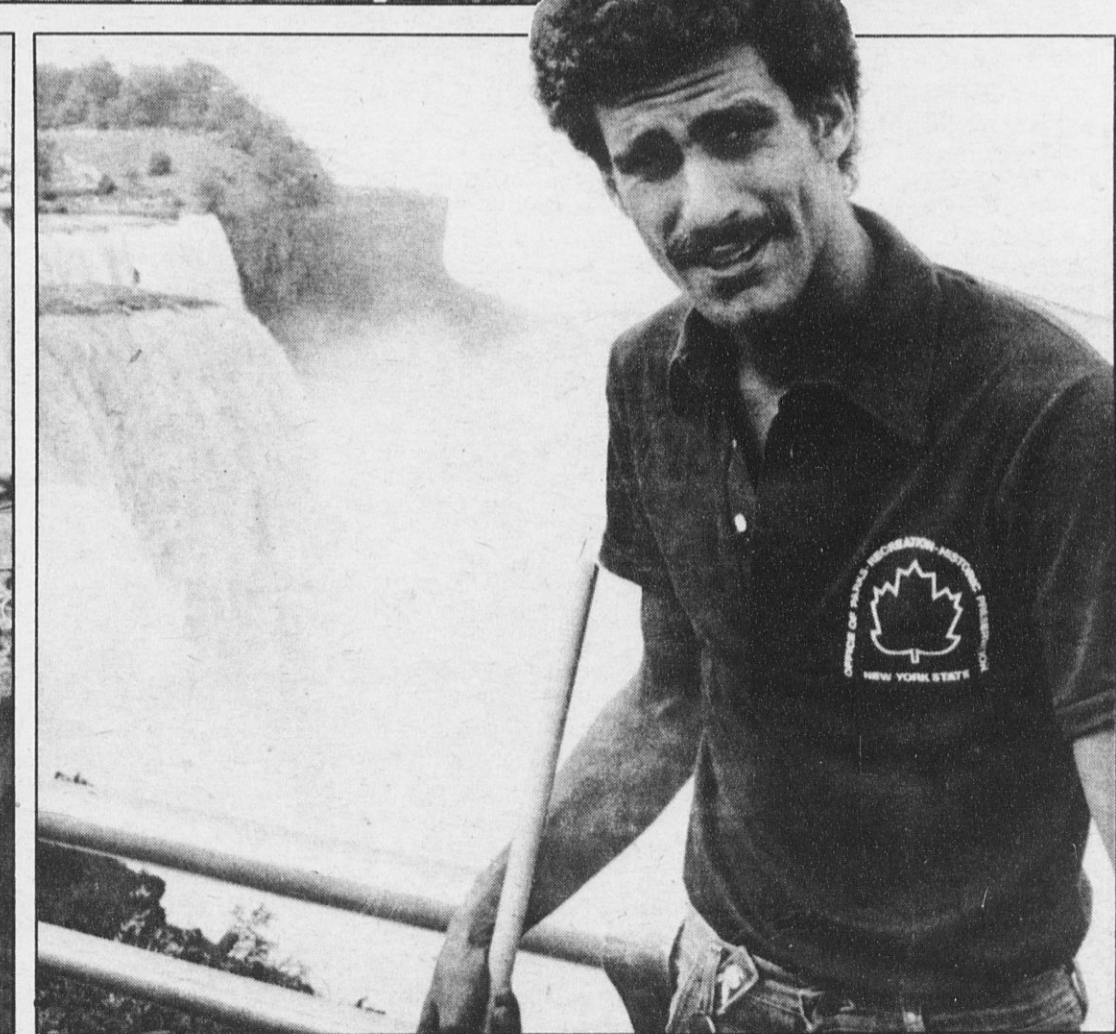
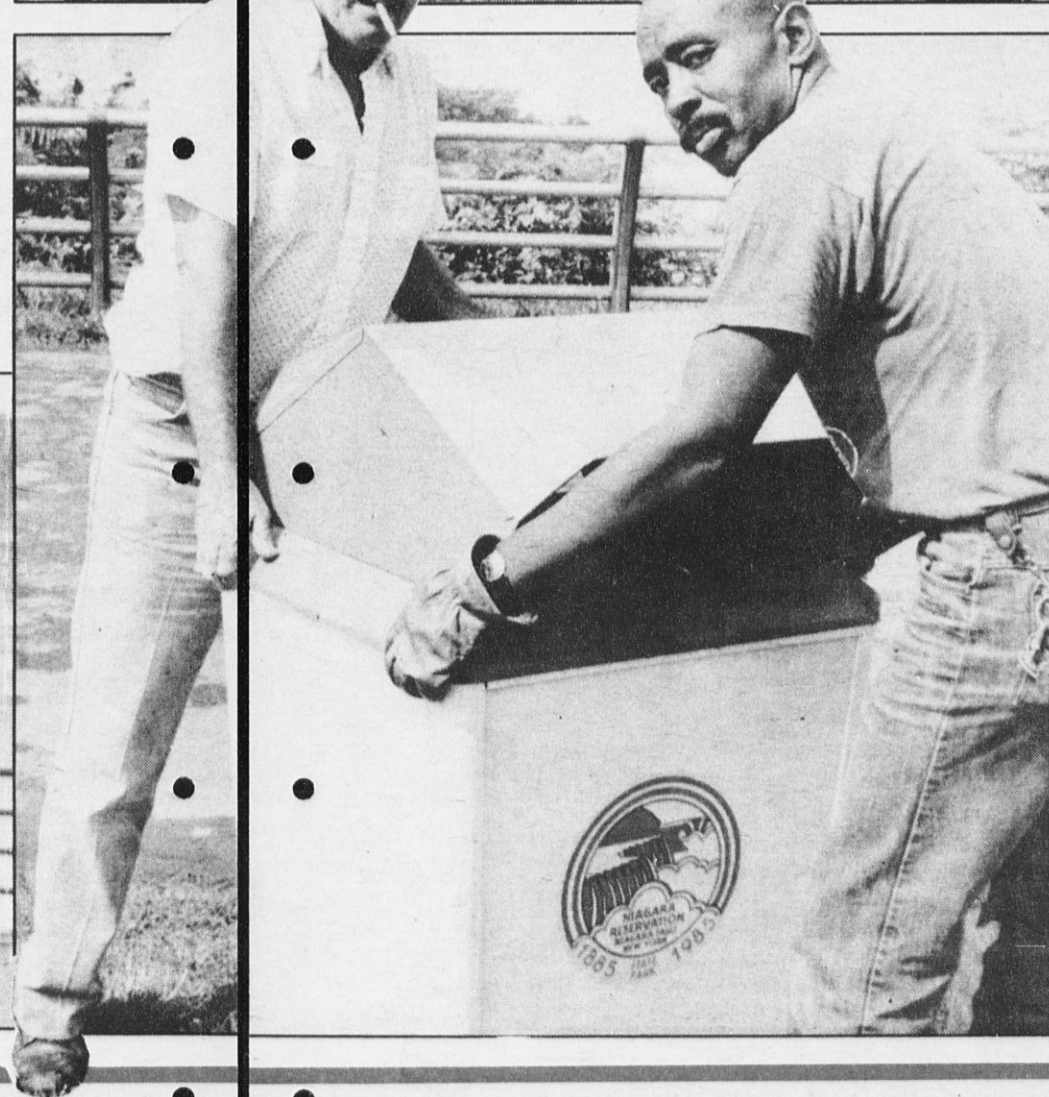
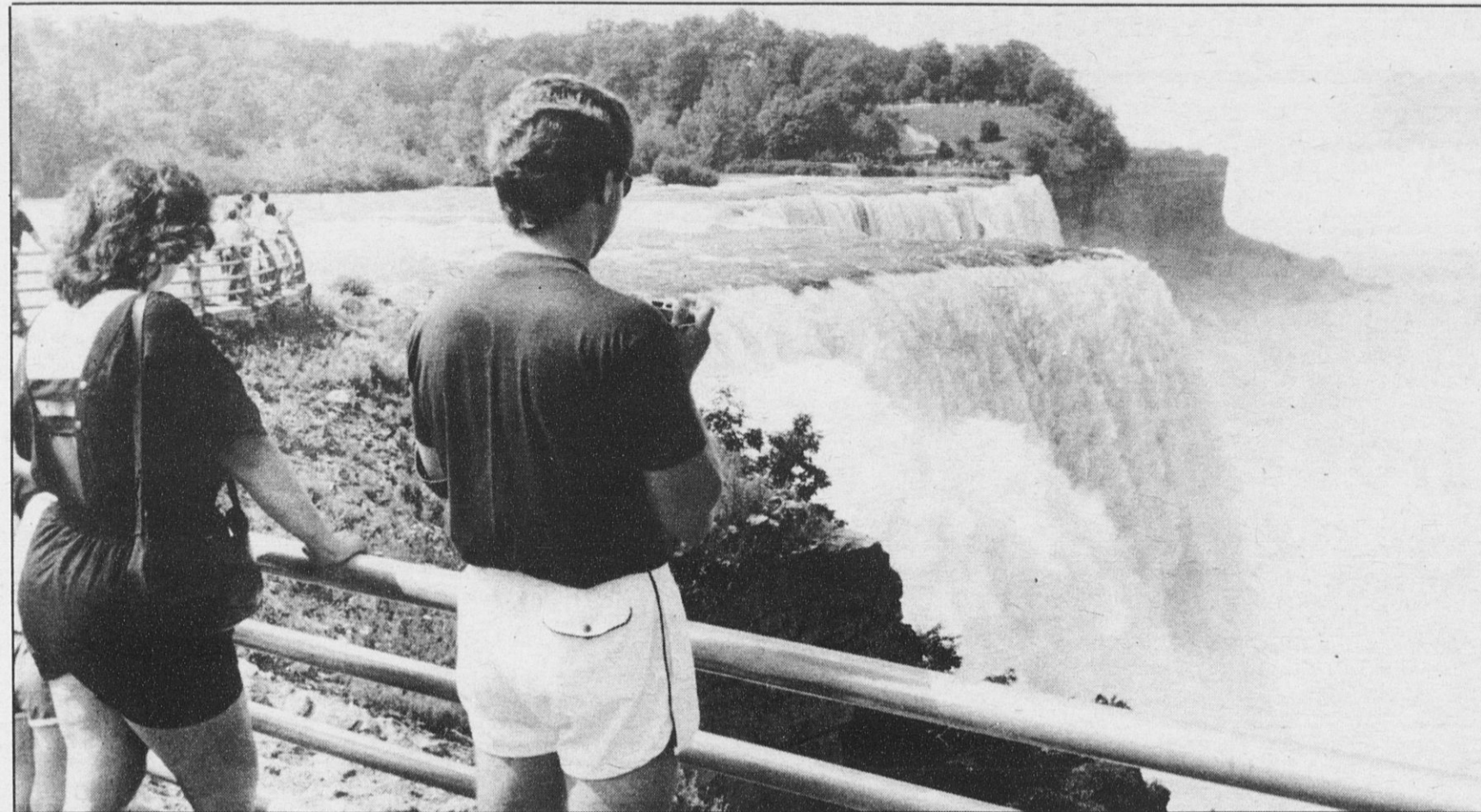
“We are not out of the tunnel yet,” says Frankl, “but management is certainly aware of the serious problem. Hopefully, they will take the proper steps to correct the health hazards.”

Ernest Hitchcock, Local 635 president, praised Frankl and McMullen for taking the necessary steps to call attention to the serious problem.

“The law (OSHA) says we have the right to know when we are working in an unsafe environment. We never said working in and near boilers shouldn't be hard and dirty, but conditions should be made as safe as modern equipment will allow,” Hitchcock said.

NIAGARA FALLS

Park workers preparing for a centennial you'll fall in love with



Photos and text By Ron Wofford
CSEA Communications Associate

NIAGARA FALLS — Ox roasts and laser shows. Art exhibits and road races. Rock concerts, fireworks and even beard-growing contests.

These are all part of the schedule of festive activities planned for next summer's celebration of the centennial of the nation's oldest state park here at Niagara Falls. And on the front line of preparations for the event are members of Niagara Parks Local 104 who are busy building, planting and polishing up.

An arch that spanned a Niagara Falls street in 1885 at the park's dedication has been recreated for the celebration by parks workers Dennis Biggins and Bert Beck. Bearing the state park's centenni-

al logo, and a slogan referring to the falls as "New York's Gift to the World," the arch now spans the Robert Moses Parkway entrance.

Frank Lysaught, Local 104 president, says that the local's 200 members have done a tremendous amount of preparation to accommodate the crowds expected to visit the waterfalls which has become renowned as a getaway for honeymooners.

Lysaught noted the park's employees take pride in working in a park designed by landscape architect Frederick Law Olmstead, who designed Manhattan's Central Park as well as the 443-acre Niagara Reservation.

In an upcoming event planned for October, landscape workers will be planting some \$3,000 worth of daffodils on Goat Island which separates the American and Canadian sides of the falls. The flowers, which will be planted in a wild or natural fashion, will bloom next spring in time to usher in the park's second hundred years.

Visitors then will be "in for a great treat," says Lysaught.

And the price to view one of the world's great wonders will still be a great bargain: free, just as it has been ever since the state used its power of eminent domain to convert privately owned lands surrounding the falls into a park 100 years ago.

Celebration schedule, poster available

A schedule of centennial events planned at the Niagara Reservation State Park and a special commemorative poster are available from the Niagara Frontier Regional Office of the State Parks, 237 Fourth St., Niagara Falls, N.Y. 14303.

The schedule outlines the main events of the summer-long celebration which will include barbecues, races, exhibits, concerts, air shows and many other activities.

The poster depicts the American and Horseshoe Falls from a watercolor by Edwin (Ned) Lacy, artist-designer for the State Parks.

Both items are free of charge from the Parks regional office.

PARK PREPARATIONS — Gearing up for the centennial are members of Niagara State Parks Local 104. Clockwise, from left: Ceasar Svizzero, Dennis Biggins, Harald Stickler and Peter Pullano constructing artist pods for craft exhibits; Gary Panepin working against a beautiful backdrop of the American Falls; Frank Lysaught, local president, and Marvin Brooks taking care of some maintenance.



3-year contract called "best package possible"

Erie Unit members ratify new pact

By Ron Wofford
CSEA Communications Associate

BUFFALO — "I think this vote reflects the members' awareness of the economic climate that our negotiating committee struggled with," said Erie County CSEA Employees Unit President Stephen Caruana following ratification of a new three-year contract. The 4,500-member unit of Erie County Local 815 ratified the new agreement by an overwhelming 9-to-1 margin.

Caruana recalled the imposition of a no-raise contract on the unit for last year when the county's precarious financial position then forced a breakdown in contract talks and led to the one-year retroactive imposition.

The new three-year contract for the white collar unit calls for wage increases of 4 percent effective June 1; 5 percent effective Jan. 1, 1986; and 6 percent effective Jan. 1, 1987. The increases are in addition to any longevity or increments due individual employees.

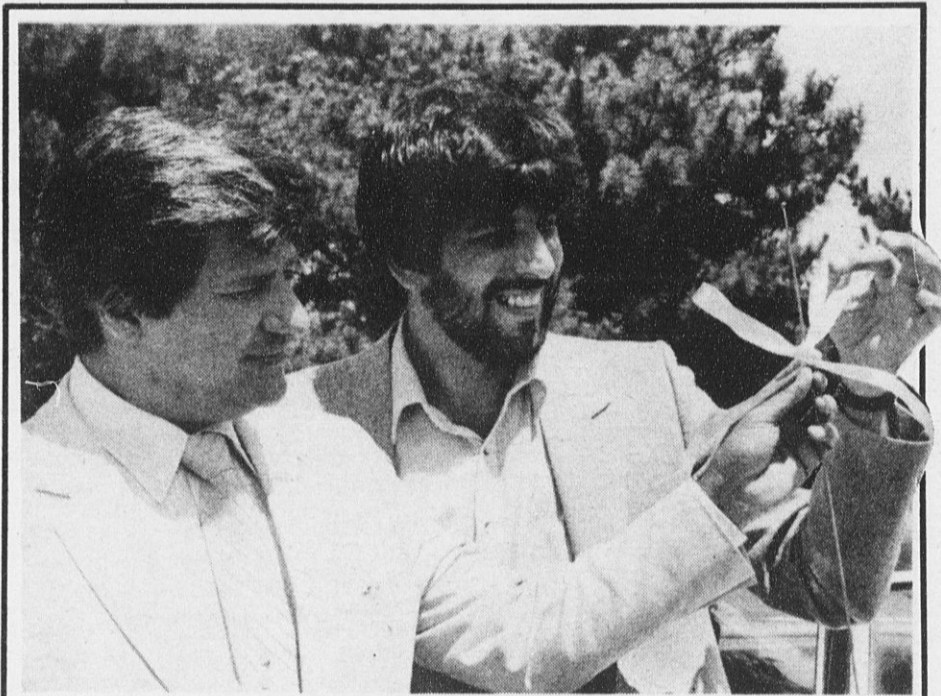
Caruana noted that while the county's fiscal status has improved from the previous year, conditions are still less than optimal and "not the best atmosphere in which to negotiate. With that in mind, I believe we came up with the best package possible."

The fully-paid health coverage, including Blue Cross- Blue Shield plus drug and dental plans, will continue, with the added provision that an em-

ployee who wishes to withdraw, or has a spouse already covered, will receive payment of \$50 monthly in lieu of coverage.

Effective January, 1986, a Martin Luther King holiday will be added, and Patriot's Day will be observed in February instead of separate Lincoln and Washington Birthday observances.

Under the new contract, overtime will be paid at the rate of time and one-half after eight hours per day, and employees with 10 or more years of service now have provisions for a three-month sick leave extension. The present language allowing five months sick leave extension for 15-year employees is retained.



"TIE A YELLOW RIBBON..." Ralph Spagnolo, left, first vice president of Nassau County Local 830, and John Aloisio, president of the Town of Hempstead CSEA Unit, tie a yellow ribbon to the antenna of Aloisio's car. Says Aloisio, "The Town of Hempstead Unit of CSEA encourages our members to tie yellow ribbons to their antennas in support of those hostages who are still held all over the world."

UNIT PRESIDENT STEPHEN CARUANA — "I think this vote reflects the members' awareness of the economic climate..."



Also, the minimum mileage allowance for work-related travel in personal vehicles will be increased from \$2 to \$3. A one-time payment of \$150 above the annual uniform allowance will be included for uniformed corrections personnel if a change of uniforms is mandated by the county.

The new contract also adds a sixth week of vacation for workers at their 25th anniversary date. Another provision of the new pact calls for a committee to be appointed by Unit President Caruana to meet with the administration of Erie County Community College to work out a plan whereby county employees may attend the college tuition-free.

CSEA Collective Bargaining Specialist Danny Jinks was chief negotiator for the union. His bargaining committee consisted of Caruana, Barbara Gradzewicz, Gerald Prince, John Eiss, Robert Lawler, Maggie McNeela, Shirley Heron, Shari Kamholtz, Iris Kliszak, David Wilbur, Duane Liebler, Marijean Nichols, John Davidson and Larry Penzes.

Just one member, but she is not alone

HAUPPAUGE — Matilda Rodriguez may be the only CSEA member who works in the Brentwood Mental Health Services office, but her health and safety is as important to CSEA as any group of workers anywhere. And to prove it, CSEA stepped in to resolve a dangerous situation in the office while unions representing other workers there were apparently unable to do so.

With the exception of Rodriguez, all the workers in that office are covered by either of two other unions, PEF or SCAM.

"People should know that you get action with CSEA," says Rodriguez. "Many people have complained about the problem but nothing was done. I'm the only CSEA member here, and as soon as I called the union, they came in to investigate. Now the problem no longer exists."

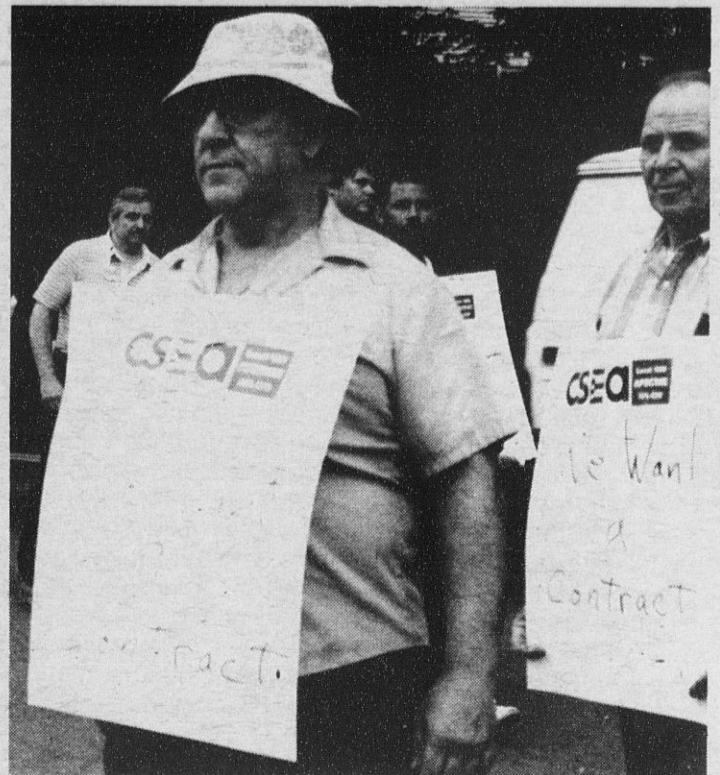
At issue was a situation involving an unsafe file drawer. Rodriguez was struck in the head by the drawer and suffered a concussion, causing her to lose two weeks of work. Kings Park Psychiatric Center Local 411 President Tony Bentivegna and Occupational Safety Health Specialist Kenneth Brotherton worked together to resolve the issue with management.



ALICE STECKIEWICZ accepts her latest suggestion award from David Anderson, vice president for administration and institutional planning at SUNY College of Environmental Science and Forestry at Syracuse University. Steckiewicz, president of CSEA Local 647 at the college, recently earned her third suggestion award under the Civil Service Suggestion Program.



ROCKLAND COUNTY LOCAL 844 President Frank Bosco, left, and Region III President Pat Mascioli, center, help make up picket signs for recent demonstration of Clarkstown School District Unit members against an impasse in negotiations.



CLARKSTOWN SCHOOL DISTRICT UNIT member Tony Antonelli leads a group of CSEA members in the protest.

Protesting impasse in Clarkstown

CLARKSTOWN — CSEA members of the Clarkstown School district demonstrated recently to protest an impasse in negotiations.

According to Collective Bargaining Specialist Joe O'Connor who has been negotiating with the school district for about two months, all proposals by the union negotiating team have been rejected by district negotiators.

In addition, O'Connor said, officials are insisting on major givebacks or discontinuation of some benefits that workers have received over past years.

The CSEA unit is made up of 137 maintenance and custodial employees who became affiliated with the union about six months ago. The unit is negotiating now for its first contract.

Highway workers hold stop sign to 'spoiled' pact

ALBANY — Albany County Highway Department workers have overwhelmingly voted down a three-year contract offer by the county administration because of what they call management's "spoils system" mentality.

The vote against the final offer of the county prior to fact-finding was a clear two-to-one rejection.

"The key issue is the establishment of a

seniority system in the department to end the old spoils system," says CSEA Collective Bargaining Specialist Harm Swits. "The workers want seniority for job protection and promotion purposes — the bosses want to continue to use the fair-haired boy system for everything from overtime to job assignment. That's a large problem."

The rejected three-year offer included a 6 percent salary increase this year and 5 percent increases during the next two years.

"Even if the workers had accepted this 16 percent salary increase, they would still have been the lowest paid highway employees in the county, by \$2,000," said Swits.

"The county, which has seniority in its other contracts with CSEA and other unions, has got to recognize the situation facing these workers," he added. "They need a fair salary increase and a fair seniority system. Remember, it's 1985, not 1895."

Cooperation marks EAP signing at SUNY Stony Brook

STONY BROOK — An agreement for an Employee Assistance Program was signed earlier this year in a step forward not only for employees but for relations between labor and management.

The agreement was signed in April by CSEA, Council 82, PEF, United University Professions (UUP) and Stony Brook University management. In setting up the program, both labor and management recognized the influence that personal problems can have on job performance and attendance.

"This signing was a great step forward," said Region I President Danny Donohue. "We're finally coming out of the dark ages of only dealing with the obvious problems such as lateness or absenteeism. Now we're looking into the roots of these problems as well."

Others involved in establishing an EAP at the university saw the agreement as a sign of new cooperation.

"It's about time," said Charlie Scalfani, president of Stony Brook Local 614. "It took us five years to get here and there's still a long road ahead of us. But I think this signing reflects the start of labor and management working together."

According to John Marberger, president of the university, "The unions have all been supportive of the program. The EAP committee worked very hard. We couldn't have done it without everyone's cooperation."



EAP SIGNING — Putting pens to the agreement setting up an EAP at Stony Brook University are, from left: PEF Chapter President Jim Kinane, Stony Brook University President Jim Marberger, UUP Chapter President Bill Wiesner, and CSEA Local 614 President Charlie Scalfani.

'No longer a sleeping giant'

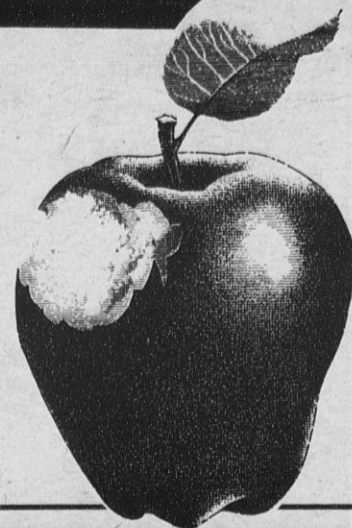
in Big Apple

NEW YORK CITY—CSEA has made its initial entrance in New York City's political scene, making 18 endorsements of candidates from mayor to city council members in city-wide races. The union's emergence as a political force signals that "CSEA is no longer a 'sleeping giant' in New York City politics," says CSEA Metropolitan Region II President George Boncoraglio.

Regional Political Action Committee Chairman James Heekin added that the union will make its presence known in the course of the upcoming campaign. Beyond the formal union endorsements, PAC members are gearing up to

provide volunteer assistance in various forms to the candidates, and are already staffing phone banks in an effort to "get out the vote" for the CSEA-backed candidates.

Following are brief profiles on candidates endorsed by CSEA in the city-wide elections.



MAYOR—CAROL BELLAMY

In endorsing Carol Bellamy for mayor, Region II CSEA President George Boncoraglio said, "There's no doubt that she represents the issues that CSEA believes in better than any other candidate in this race." Bellamy is well qualified to assume New York's most visible and powerful office, having held the city's second most important job, City Council president, for the past seven years. Previously she served as a State Senator from Brooklyn, and throughout her career has earned respect as a dedicated and caring official. Bellamy's campaign stands for returning New York City to all of its people by stressing new efforts to maintain and create low and moderate income housing, ending real estate tax giveaways, reducing class size in the public schools, and improving city services to the neighborhoods.



CITY COMPTROLLER—HARRISON GOLDIN

Harrison Goldin, center, is flanked by Region II PAC Chairman James Heekin, left, and Region President George Boncoraglio. Goldin is an institution in New York City politics. Seeking an unprecedented fourth term, his reform of the city's fiscal system has saved New Yorkers millions of dollars, enabling the city to put more police on the streets, improve bus service, and improve emergency response time.



CITY COUNCIL PRESIDENT—ANGELO DEL TORO

Angelo Del Toro is seeking New York City's second highest office. Del Toro, left, chats with CSEA Region President George Boncoraglio. Del Toro draws on 11 years of experience as a State Assemblyman from East Harlem. During that time, he has distinguished himself as a friend of labor and a fighter for social justice.



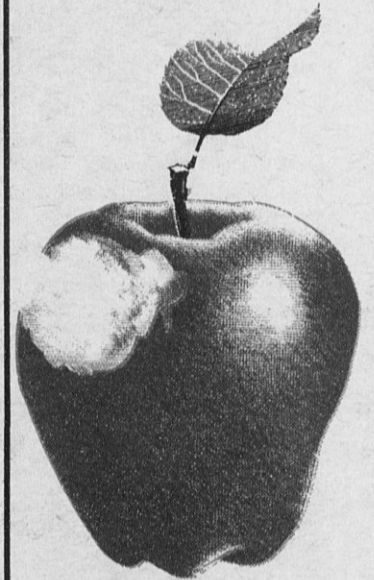
**MANHATTAN BOROUGH PRESIDENT
—DAVID DINKINS**

David Dinkins is no stranger to New York City politics. He has been active for more than 25 years as City Clerk, State Assemblyman, and president of the Board of Elections. He has been a visible and effective leader, speaking out on behalf of all working people on everything from civil rights to housing needs. Dinkins, second from right in photo, is shown with, from left, CSEA Local 413 President Fred Daniels, Local 259 member Shii Price, and Local 413 PAC Chairman Charles Perry, right.



MANHATTAN DISTRICT ATTORNEY—C. VERNON MASON

C. Vernon Mason, shown here surrounded by members of the Region II Political Action Committee, has distinguished himself over the past decade as one of the nation's leading civil rights attorneys. Challenging "business as usual" in the DA's office, Mason advocates greater community access and involvement between the prosecutor and those he serves. Even his opponents concede Mason is a most capable individual.



CITY COUNCIL—2ND DISTRICT—MIRIAM FRIEDLANDER

Miriam Friedlander, chatting with CSEA Regional President Boncoraglio, has been one of the most progressive voices on the New York City Council for the past 12 years. Representing lower Manhattan, Friedlander is a leading ally on the issues that are important to labor in general and CSEA in particular.



CITY COUNCIL—3RD DISTRICT—DAVID ROTHENBERG

David Rothenberg is founder and director of the Fortune Society, a nationally recognized organization that runs successful alternative counseling and training programs for ex-convicts. He is seeking a Council seat from the Soho, Greenwich Village and East Side area, and is seeking to become the first openly gay public official in New York City. Rothenberg, who represents strong leadership and advocacy for all of the city's diverse minority communities, is shown above, center, flanked by Regional President Boncoraglio, left, and Region II PAC Coordinator Lauri Cohen, right.



**CITY COUNCIL—4TH DISTRICT
—RUTH MESSINGER**

Ruth Messinger, left, is shown with PAC member Regina Maxwell. Messinger is one of the most visible and active members of the City Council, and has earned a well-deserved reputation as an outspoken supporter of people's rights. Wherever there is an injustice from unfair taxation to violations of tenants' rights, Messinger is there working for change.



**CITY COUNCIL—8TH DISTRICT
—CAROLYN MALONEY**

Carolyn Maloney has been a longtime friend of CSEA, and focuses her attention on improving housing and transportation services. She is seeking election from the upper East Side and parts of the West Side and Bronx area. In photo above, Maloney, right, is shown with PAC member Nevada Solano of Local 419.



BROOKLYN BOROUGH PRESIDENT—HOWARD GOLDEN

Howard Golden is the incumbent Brooklyn Borough president, and over the past seven years has also served as Brooklyn Democratic Party leader. Golden has worked to bring new business to Brooklyn and has had particular success revitalizing the city's downtown and waterfront areas. Golden, right, is shown being congratulated by Region PAC co-chairman Vinnie Martuciello.



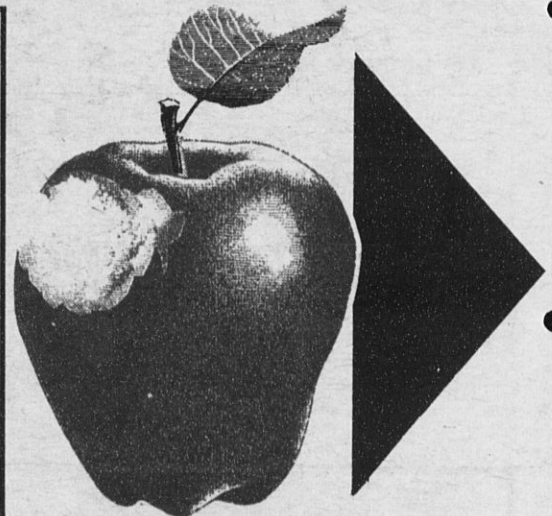
BRONX BOROUGH PRESIDENT—STANLEY SIMON

Stanley Simon, right in above picture, is shown being congratulated by Region PAC Chairman James Heekin. Simon has led the charge for economic resurgence in the Bronx since 1979. He is a former City Councilman and counsel to various State Assembly committees. Simon has keyed his efforts on attracting new business to the Bronx while promoting local firms.



**CITY COUNCIL—30TH DISTRICT
STEVE DIBRIENZA**

Steve DiBrienza brings a diverse background to his race for the Council seat from Southwest Brooklyn. He has worked closely with community groups and neighborhood organizations throughout the district, and is very familiar with problems facing the area.



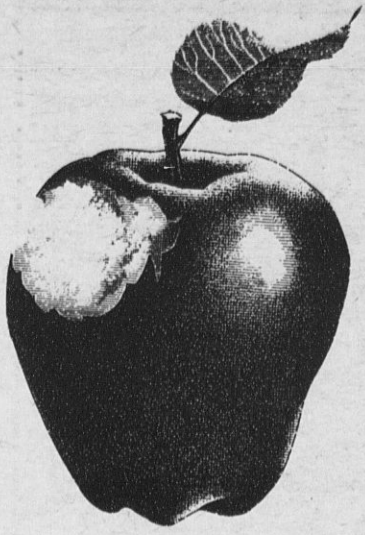
CITY COUNCIL—26TH DISTRICT—ANNETTE ROBINSON

Annette Robinson has dozens of years of experience as a grassroots community leader. She has played a vital role in community improvement in central Brooklyn, which she seeks to represent on the City Council. Robinson has founded numerous block associations and served as co-district leader to Al Vann in the 56th Assembly District. She took time out from the campaign trail to meet, above, with Brooklyn Developmental Center Local 447 President Denise Berkley, left, and Local PAC Chairman Cas Fairclough, right.



**CITY COUNCIL—10TH DISTRICT
JUNE EISLAND**

June Eisland has represented the North Bronx area on the City Council since 1979. Eisland chairs the Transportation Committee and has been especially active in improving Senior Citizen discount fares and transit access. She has also worked for housing laws spelling out the rights and responsibilities of rent-stabilized tenants.

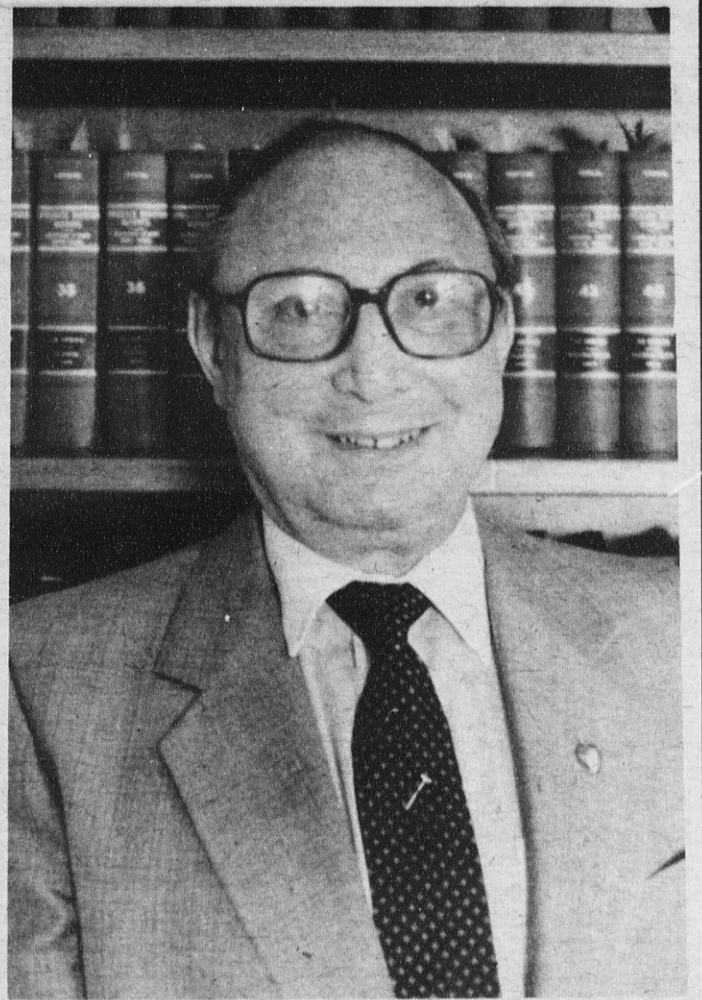


**Vote for
the union-
endorsed
candidate**



**CITY COUNCIL—12TH DISTRICT
MICHAEL DEMARCO**

Michael DeMarco has represented the East Bronx on the City Council since 1970. During that time he has fought for increased police protection in the district and rent increase exemptions for senior citizens. DeMarco is an attorney who previously served as counsel to the New York State Senate.



CIVIL COURT JUDGE—BERNARD HERMAN
Bernard Herman has had a long and distinguished career in law and has served as Bronx Civil Court Judge for the past decade. Herman has been a longtime friend of labor, having actively participated in UFT labor struggles.



**CITY COUNCIL—35TH DISTRICT
JEROME O'DONOVAN**

Jerome O'Donovan is seeking re-election to his City Council seat from a district which includes Northern Staten Island and part of Brooklyn. He plans to continue working for more economic development on Staten Island while maintaining concern for protection of the environment. O'Donovan was the prime sponsor of recent legislation outlawing the dumping of medical waste into the Staten Island Landfill.



CITY COUNCIL—1ST DISTRICT—FRANK FOSSELLA

City Councilman Frank Fossella is shown with members of CSEA Local 438's Political Action Committee during a recent visit to the Institute for Basic Research. During his first term, Fossella has been accessible and responsive to CSEA. He has spoken out against the massive layoffs at Staten Island Developmental Center, and has maintained close contact with the union over that situation.

HOW TO OPEN A DOOR WITH YOUR MOUTH.



Legislators do it. Lawyers do it. And even religious leaders do it. Because they know they can be heard.

It's lobbying.

Lobbying is the not-so-new American way of being heard and getting things done.

What is new about lobbying is the people participating in it. More and more, we are finding that concerned citizens are opening their mouths and being heard.

We at CSEA, representing 250,000 public employees, have a long history of lobbying.

And now, our members are directly participating, as the photos of a recent lobbying day show. Our members have found, like others across the state, that if they speak up, elected officials will listen and will respond. Things *can* be done, doors *can* be opened—if you speak up.

We enthusiastically endorse the process of opening doors through your mouth.

We believe that through lobbying, we can all share in what becomes law in New York State.



Local 1000, AFSCME, AFL-CIO
William L. McGowan, President

At Helen Hayes Hospital

Program's purpose to promote promotion

STONY POINT — 1. Dead-end jobs. 2. Lack of motivation. 3. Low employee morale. These are three good reasons why staff administrators and union representatives at Helen Hayes Hospital last year organized what they call a Staff Advancement and Enrichment Committee.

The committee, which includes representatives from CSEA, PEF, Council 82 and the hospital administration, was formed following a labor/management meeting held last Fall. According to Personnel Director Walter Czachorowski, it was a response to a lack of promotional opportunities for employees.

"We realized that there are certain jobs with no career ladders. Because of the way Civil Service structures some positions, there's just no way to advance," he said. "We looked at the dead-end jobs and asked ourselves how we could encourage change. Most of all, we wanted to open the workers' eyes to their options."

Education Director John Sullivan says that the first step was to inventory those programs which are available to the workers. The list included CSEA's LEAP program, tuition assistance, the Joint Apprenticeship program and courses through local colleges such as Rockland County Community College.

But the committee also discovered other needs and planned some additional programs including a high school equivalency course and a class in English as a second language.

The committee has also looked into providing vocational counseling and testing.

Czachorowski added that he has drafted an educational leave policy that he has submitted to the hospital director for approval. Proposals will also be made for training for stenos and health care aides.

Darlene Foust, a CSEA representative on the committee, says the hospital "has made a real effort to look to our needs. We knew that there were courses available, but now that we're an active part of the committee we can help spread the word to our members."

Says Czachorowski: "A person in a job may not necessarily be happy in that job. We hope to point that person in the right direction."



COMMITTEE MEMBERS—Members of a new committee promoting job advancement at Helen Hayes Hospital are, from left: (seated) Darlene Foust from CSEA, Personnel Director Walter Czachorowski, and Robert Lukas from PEF; (standing) CSEA members Debra Clark and John Long, and Educational Director John Sullivan.



Staff opening

CSEA has an opening for a Secretary in its Region III satellite office in White Plains. The position involves responsibility for the secretarial needs of the Field Staff working out of the office and requires 40 w.p.m. typing and 80 w.p.m. dictation. Submit background, materials and salary history by Aug. 23 to :

Regional Director
CSEA Region III
RR-1 Box 34
Fishkill, New York 12524

Two new retirees directors installed

SWEARING IN — Region I President Danny Donohue and Suffolk Retiree Local 920 President Edward Holland, center, swear in John Drazen, left, and Herbie Raeth as new directors at the local.

Some life insurance conversion may be possible

Certain CSEA members insured under the Basic Group Life Insurance Program are eligible to convert part of their coverage, without medical information, to an individual form of insurance with the Travelers Insurance Company.

This in-service conversion privilege allows any actively employed member participating in the Group Life Program who is age 50 or older, to convert up to \$5,000 of this term insurance to an individual form of coverage other than term insurance. The amount of the group term insurance the employee is insured for will be reduced by the amount converted.

Application must be made by Aug. 31, and the effective date of the converted insurance will be Nov. 1. Premium payments for the converted insurance will be made directly to Travelers Insurance Company.

Additional information on the conversion privilege may be obtained by returning the adjacent coupon.

CSEA Insurance Department 33 Elk Street Albany, N.Y. 12224

Please send me information concerning the conversion privilege for the CSEA Basic Group Life Insurance Program.

NAME: _____
 Last First Middle Initial Maiden

Home Address: _____
 Street City State Zip

Place of Employment: _____

Social Security Number: _____

Sex: _____ **Date of Birth:** _____



CSEA applauds pick

Metropolitan Life to handle health plan for public employees

By Steve Madarasz
CSEA Communications Associate

ALBANY—After intensive review of all bids, Metropolitan Life Insurance Company has been chosen to provide employee health benefits under the new "Empire Plan." CSEA has lauded the selection, saying that the plan meets all the specifications of the contract hammered out in negotiations between the union and the state last spring.

The Empire Plan will cover all New York state employees previously enrolled in either the old Statewide Plan or GHI Option. It will also include local government employees participating in the Statewide Plan.

Under the coverage, Metropolitan will provide all medical/surgical benefits. Blue Cross will continue to carry hospitalization.

Responding to the announcement, CSEA Executive Vice President Joseph McDermott said that in addition to Metropolitan's strong financial structure and experience in health insurance, CSEA was most impressed with Metropolitan's recognition of the expanded role CSEA and other unions had in the design of the plan.

McDermott went on to say: "Metropolitan has been extremely responsive to our involvement and has encouraged our input. We look forward to working with Metropolitan and the state representatives through our Joint Committee on Health Benefits to ensure a smooth transition and successful administration of the the 'Empire Plan.'"

CSEA participated in the design of the plan from the start of contract negotiations with the state. The union will be actively involved in monitoring the plan through the joint committee.

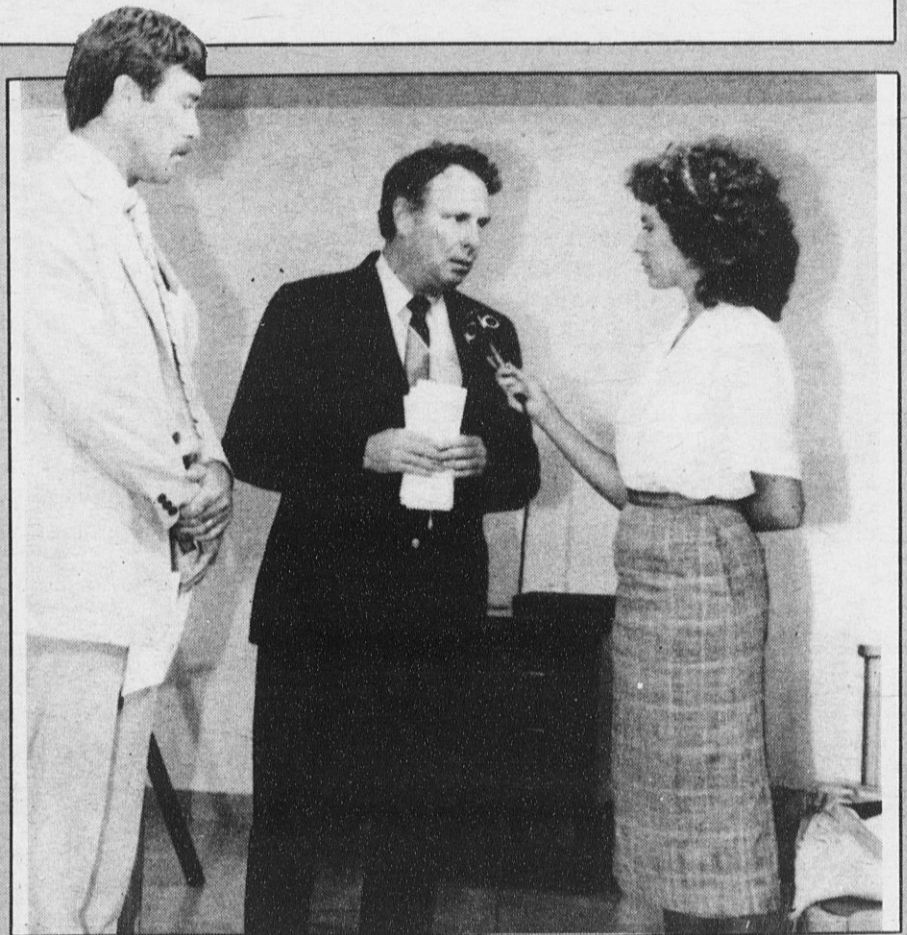
Thomas Hartnett, director of the Governor's Office of Employee Relations, said during the announcement that the union has proven to be expert on health care matters and will be a partner in the oversight process.

CSEA's Insurance Director Timothy Mullens, who analyzed all of the proposals, indicated that Metropolitan submitted the best bid and that assures improved benefits for all participating members. He pointed out that combining the GHI and statewide options preserves the best features of each plan while taking giant steps to contain spiraling health care costs.

Failure to revise the program could have led to skyrocketing premium increases passed on directly to members. "We're gaining much without giving up anything and we're avoiding a crisis in the system," Mullens said.

Even though members now enrolled in GHI will have to pay for premiums for the first time, Mullens explains that they're getting much more for their money.

"People don't anticipate long-term or serious illness and in the past we've had GHI members who were under-insured. Many of them lost the gamble and suffered major out-of-pocket expenses. But that won't happen anymore."



TALKING TO THE PRESS—CSEA Insurance Director Timothy Mullens and Executive Vice President Joseph E. McDermott comment on the new health plan to reporter at recent press conference.

At the same time, Mullens stresses that current Statewide participants will pay essentially the same premiums that they've had but will receive the added benefits of seeing participating doctors without any out-of-pocket costs. Visits to non-participating doctors will require deductible payments of \$130 for individuals and \$390 for families.

Although the "Empire Plan" is scheduled to begin Jan. 1, 1986, CSEA says it will not make the switchover until there are at least 13,000 participating physicians signed up across the state. The union also insists that the participating doctors be geographically distributed to assure access for all members.

A preliminary survey conducted by Metropolitan has already identified 6,500 physicians willing to participate.

Empire Plan innovative, economical

Albany — In a written message announcing the selection of Metropolitan to provide major medical coverage under the Empire Plan, Governor Mario Cuomo stated, "The Empire Plan is a model in employee health insurance coverage that may well set the pace in the public and private sectors."

Innovative new procedures are expected to save the state \$200 million over the next three years. The savings are based on a reduction in projected future costs

which will be achieved in a number of ways:

- BROAD PARTICIPATING PROVIDER NETWORK
Including efforts to sign up participating medical specialists.
- HOSPITAL PRE-ADMISSION REVIEW
Requires employee's physician to obtain authorization for non-urgent hospital admissions.
- COMBINING TWO PLANS INTO ONE
Increases the risk pool and lowers

average costs.

- AGGRESSIVE UTILIZATION REVIEW PROGRAM
Will review health care trends statewide.
- EXPANDED COMMUNICATIONS PROGRAM
Will provide information to employees about how to be better health care consumers and make better use of their benefits. Included will be an 800 number "Healthline" to provide answers to questions.