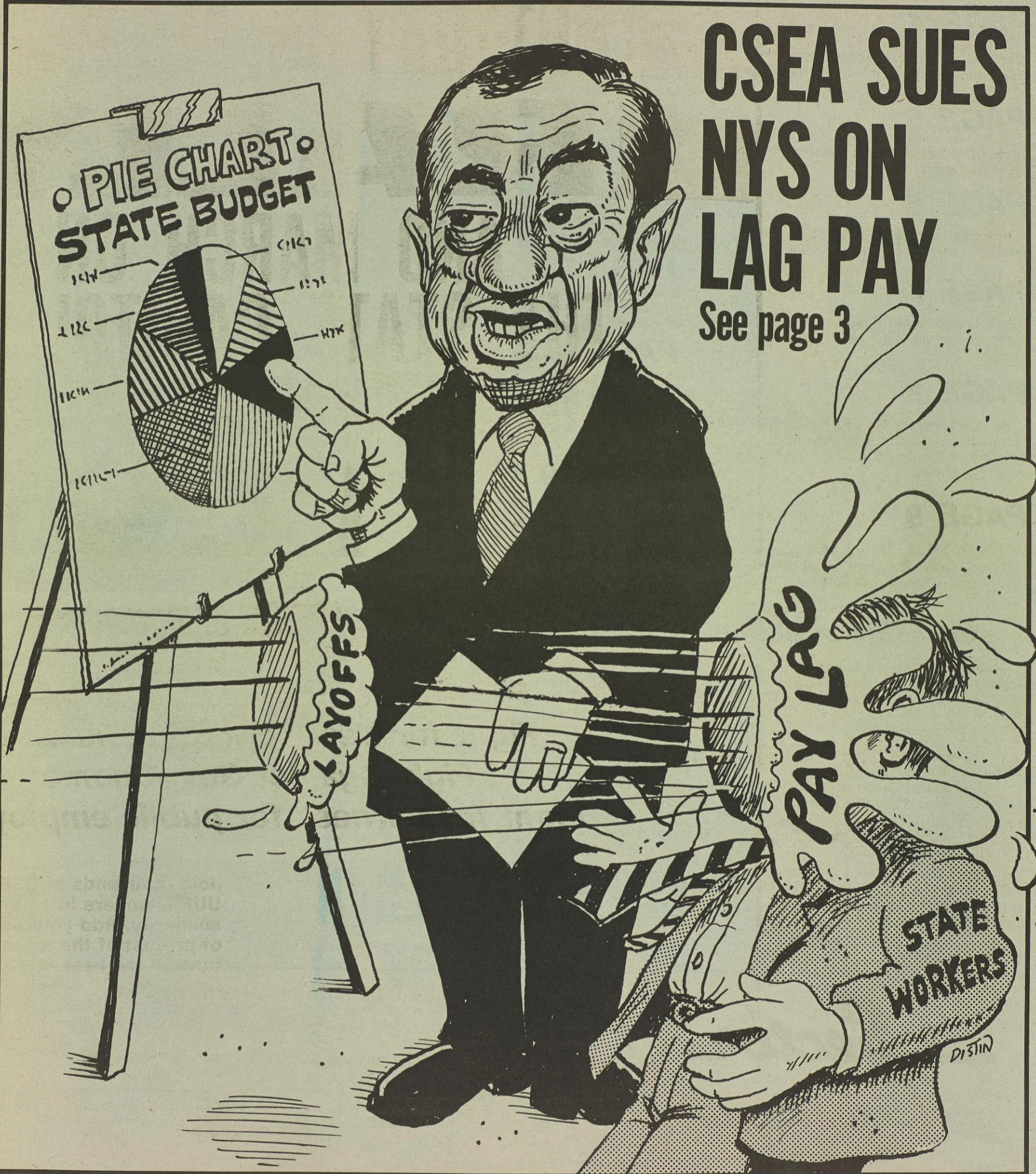


CSEA SUES NYS ON LAG PAY

See page 3



**JOIN THE MASSIVE PROTEST RALLY AND
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It's going to be a Hot Day in February.

Social Security tax looks larger — isn't

Federal legislation which now requires Social Security Tax deductions to be broken out into its two component parts on employee paycheck stubs is causing some confusion.

Although the total deductions withheld remain the same, many people think a new, additional, deduction is reflected on their paycheck stubs. That's because the deductions were previously listed as one amount under "Social Security" but the two deductions are listed in two different sections of the payroll stub. Deductions for the two component parts of Social Security Tax now listed separately equal the total deduction previously listed for "Social Security" on paycheck stubs.

The Old Age, Survivors and Disability Insurance (Social Security) component of the Social Security Tax continues to be listed under the heading "Social Security" on paycheck stubs, and the Hospital Insurance (Medicare) component deduction is now listed in one of the "Other Deduction" sections of the stub.

The Social Security tax is calculated at 6.2 percent on the first \$53,400 of wages and the Medicare tax is calculated at 1.45 percent on the first \$125,000 of wages annually. The total of the two tax rates equals 7.65 percent, the same as the previous Social Security tax rate.

Summary of actions taken by CSEA statewide Board of Directors

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

In official actions, the board:

- * Assigned employees at the newly opened Ulster Correction Facility to membership in the Eastern New York Correctional Facility Local 184;
- * Directed that unopposed candidates for union office appear on the ballot in the first space under the office they will assume with the notation "unopposed/elected";
- * Designated as members of the

Capital Region Political Action Committee William Burdick, Barbara Moloney, Corinne Daly, Cindy DerGurahian, Tim Gerard, Anthony Muscatiello, Emil Spiak, Charles Staats Jr., Jeffrey Zabielski and Gordon Duprey;

- * Requested the president consider creating a CSEA Veterans and Military Affairs Committee;
- * Authorized the president to enter into formal discussions regarding affiliation with the New York State Coalition on Occupational Safety and Health;
- * Asked the president to review member access to staff;

* Authorized \$30 maximum overnight miscellaneous allowance for CSEA events;

* Approved three-year lease by Chautauqua County Local 807 for a copy machine;

* Approved various corporate recommendations regarding agency shop fee challenges as they related to Hudson Decision procedures; and

* Authorized additional \$2,175 for the Region V plant fund.

Questions concerning this summary of actions taken by CSEA's statewide Board of Directors should be directed to CSEA Statewide Secretary Irene Carr, CSEA Headquarters, 143 Washington Avenue, Albany, NY 12210. 1-800-342-4146 or (518) 434-0191.

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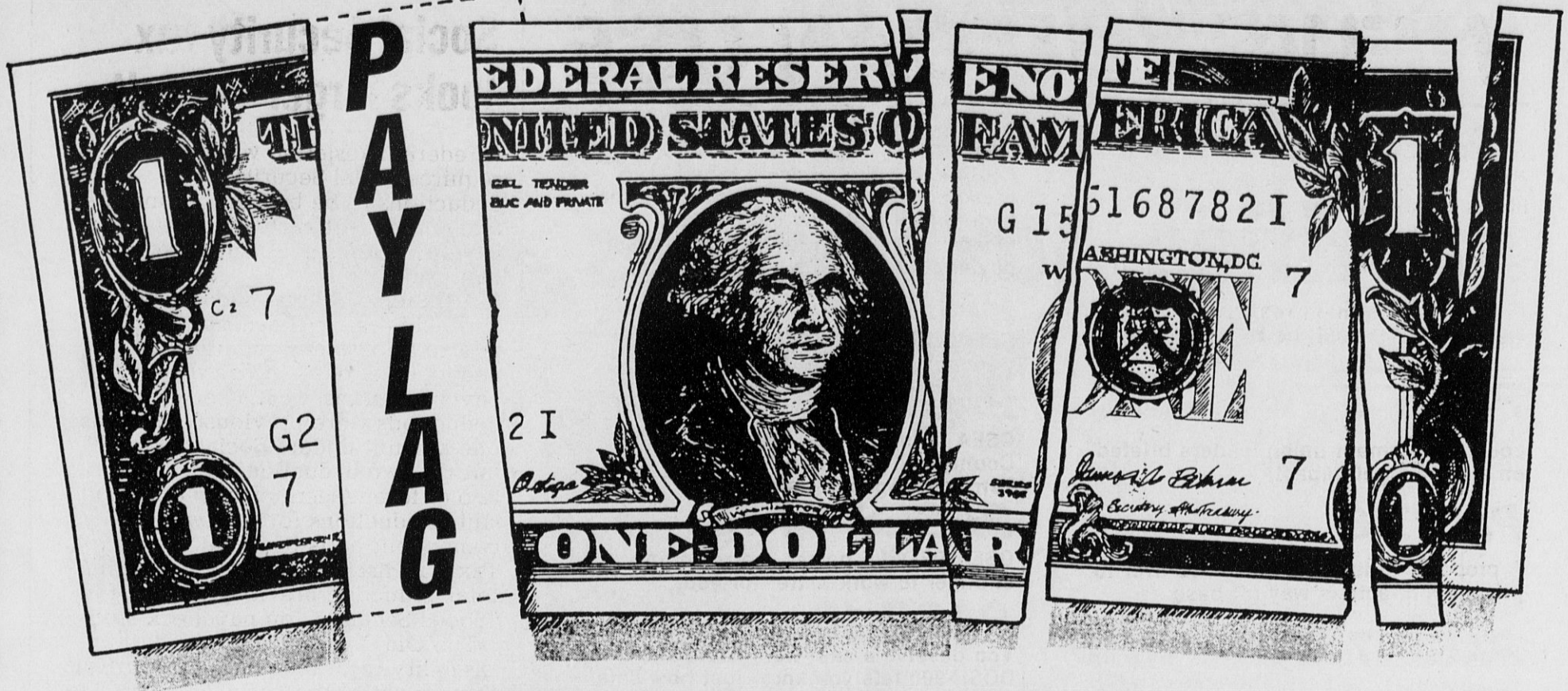
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'Tell it to the judge'

CSEA sues state over lag payroll

ALBANY — Taking its case to court, CSEA is suing the state over the imposition of the lag payroll for state employees.

CSEA and PEF filed a joint lawsuit in federal court charging that the lag violates the US Constitution by breaching the unions' contracts. AFSCME Council 82 has also filed a federal lawsuit based on the same premise.

"A contract is a contract," said CSEA President Joe McDermott. "We're bound by it and so is the Governor. He can't change it in mid stream because it suits his purpose."

The state imposed a one-week lag payroll late last year to help fill a billion-dollar budget gap. Under the lag, state employees are to be paid for nine days' work in each of five pay periods, even though they will work 10 days. Once the employees leave state service, they will get those five days' pay, along with 10 days' pay from a previously existing pay lag.

The lag will affect five consecutive payrolls beginning with the Jan. 24 institutional paycheck and the Jan. 30 administrative paycheck.

CSEA has strongly opposed the imposition of the lag payroll, saying that as a condition of employment, it must be negotiated.

"The state can't sign a contract and then ignore it," McDermott said. "That's why we filed a grievance, an improper practice charge and now this law suit. We are determined to protect our members' rights."

In the suit, the unions claim that the lag violates the constitutional provision which prevents the impairment of an existing contract.

The unions claim the lag violates their contracts with the state because:

- * the contracts provide for an annual salary which will be reduced by the lag;
- * the contracts provide for bi-weekly paychecks which include 10 days' pay and the lag means state employees will have five paychecks which include only nine days' pay; and
- * the pay lag exceeds the limit of a two-week lag established in 1982 and continued in the current contract.

The case will take some time before a court decision is rendered and the lag payroll will probably be completed before then. Because the state employees affected by the lag payroll could be paid in full if the unions win their case, it's unlikely a judge would grant an injunction to stop the lag before it begins. CSEA attorney Marilyn

Dymond said that in cases where the complainants can be "made whole" — that is paid later — injunctions are rarely if ever granted.

"We are doing everything we can to fight this high-handed, unilateral action," McDermott said. "CSEA and the other unions representing state employees refuse to accept the lag, and we will fight it as long as we have to."

The state-imposed pay lag could present some complications for employees who have automatic deductions for credit union payments taken out of their paycheck.

If the loss of the one day's pay means that your paycheck does not contain enough money to meet the credit union payment, the state will not make the automatic deduction.

You will then have to handle the payment directly with the credit union.

The automatic deductions will be made as long as there is money to cover them in your paycheck after taxes have been taken out.

CSEA and the State of the State

New York must develop priorities, tax fairness



By Kathleen Daly
Associate Editor

ALBANY — Gov. Cuomo opened the 1991 legislative session by painting a grim picture of the state of the State.

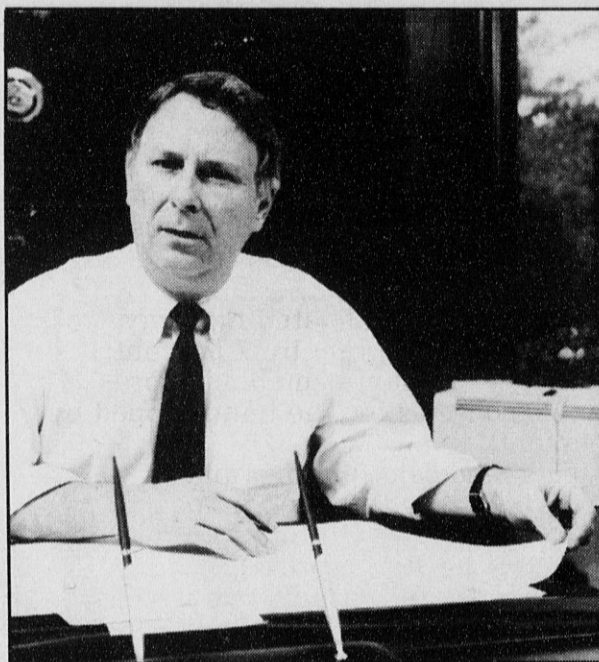
In his annual address, the Governor talked of the national recession, declining state revenues and the pain the state will have to suffer in order to balance its budget.

The balancing act most likely will tip in favor of the wealthy and politically connected at the expense of the public employees who keep the state and its local governments running day after day. CSEA is mobilizing to prevent that likelihood (see page 20).

"Gov. Cuomo promised this budget process would have 'no sacred cows, no sacrificial lambs.' I hope he is serious," said CSEA President Joe McDermott. "Too often, public employees have been sacrificed for political expediency. The current trend of cut, cut, cut will inevitably gut state services, the state workforce and vital state aid to local governments and school districts without regard to the very real, pressing needs of New York's residents."

The State of the State address is often an outline of the Governor's plans for policy and programs in the next fiscal year and is then fleshed out in the executive budget proposal. The deadline for that proposal is Feb. 1. Based on the annual message, it will hold little good news for public employees.

Late last year, the Governor released plans to shrink the state workforce by 18,000 by April 1992. That process has already begun with 2,000 layoffs scheduled by March 31 and an early retirement incentive program. Already, school districts and local governments have suffered significant cuts in state aid to fill a \$1 billion gap for this fiscal year.



CSEA President Joe McDermott

When the new fiscal year begins April 1, Gov. Cuomo and the state Legislature could well face another \$4 billion budget gap.

"We have to look at what the state needs and make sure we fund the important services state residents depend on. Before he cuts any more from services, aid and the workforce, Gov. Cuomo and the Legislature must look at the fat in management," McDermott said. "You can't dig your way out of a hole, you've got to build a ladder. We must learn how to build."

One place to start building is the state's tax structure. The wealthy saw significant cuts in their personal income tax rates over the last few years, while some of the poorer tax payers actually suffered a tax increase. Meanwhile, the state has raised more than \$2 billion through regressive taxes and fees that are far more unfair than the income tax based on the individual's ability to pay.

"We must tax fairly, not excessively. All of us should pay our fair share."

— CSEA President Joe McDermott

"We must tax fairly, not excessively," McDermott said. "All of us should pay our fair share, based on our ability to pay."

New York's current personal income tax structure allows a person with a \$150,000 income to pay taxes at the same rate as a person with a \$13,000 income.

CSEA has led the fight for tax fairness for several years. Because of a series of tax cuts for the wealthy, the state has lost billions in needed revenues, creating the fiscal hole that now threatens state services and state aid to localities.

"We have to set priorities and fair tax policies should be the first step. Cutting indiscriminately will mean suffering for the poor, the ill and the disabled, danger for those of us traveling state highways and living near correctional facilities and skyrocketing property taxes that will hurt everyone," McDermott said. "That kind of pain will end up costing New York state over the long run."

'There oughta be a law . . .'

The 1991 Legislature is now in session, and CSEA is already hard at work monitoring legislation and preparing its own legislative agenda.

It's not too late to let the CSEA Legislative and Political Action Department know if you have ideas for new legislation the union might want to introduce.

Fill out the coupon at right and send it to the address on the coupon.

TO: CSEA Legislative and Political Action Department
143 Washington Avenue
Albany, NY 12210

"I think there should be a law that: _____

Name _____ CSEA Local _____

Address _____

City _____ State _____ Zip _____

State's budget deficit woes hammer local governments, school districts while pounding the state workforce

The state's budget troubles are hitting hard at every level, quickly impacting upon local governments and school districts even as they hammer state employees and programs. No one is immune to the pain.

That's the message CSEA President Joe McDermott took to the union's local government and school district leadership during a whirlwind series of special briefings held this month.

At sessions in Smithtown, Poughkeepsie, Saratoga, Syracuse, Rochester and Buffalo, McDermott told the union leadership that the budget problems represent "a real fiscal crisis with real fiscal implications for all of us as public employees."

The state budget deficit reduction plan adopted by the state Legislature in



Joe McDermott
CSEA President

CSEA President Joe McDermott emphasized CSEA's staunch opposition to lag payrolls, layoffs, furloughs and service reductions. He told union leaders such actions cannot be unilaterally implemented in local governments.

McDermott warned efforts will be made to make public employees scapegoats for the state's serious financial troubles even though the problems are rooted in mismanagement and poor judgement.

State budget problems are not just state employee problems, McDermott told the local leadership.

"If you divide the state budget into a pie, the biggest cuts of the pie will be in local government," he said. "When the state says they are laying off people, layoffs also trickle quickly down to local governments and school districts."

December slashes aid to local governments and school districts. Along with a \$190 million cut in aid to education, it also:

- * reduces by 10 percent revenue sharing to cities, towns and villages;
- * cuts \$2.3 million in aid for community colleges;
- * trims the consolidated highway improvement program by 7 percent;
- * reduces reimbursements for pre-school programs for the handicapped by 5 percent;
- * cuts Medicaid funding; and
- * curtails aid to nursing homes, hospitals, fire prevention programs and Office for the Aging programs.

These cuts, McDermott fears, will translate into layoffs. In response to that belief, he told the union leadership, CSEA forces are being mobilized for expected heated 1991 budget battles.

Adjacent are excerpts of comments by McDermott and CSEA staffers during the briefing.

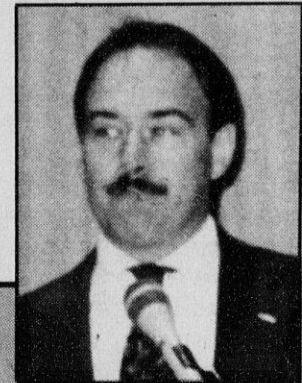


Ed Catrine
Assistant to the Director
Local Government and School
District Affairs

Ed Catrine stressed that the union must be pro-active and not just reactive.

"Great battles are won before they are actually fought," he said. Catrine said CSEA must constantly remind the public that layoffs translate into reduced services. And, he said, elected officials must calculate the real cost of layoffs, which include severance pay, lower morale, more workplace stress and increased injury rates.

Privatization, or contracting out, appeals to politicians as a quick fix but experience shows that approach costs more in the long run, Catrine said, and the union must fight such efforts at all times.



Larry Scanlon
Director
CSEA Legislative & Political Action

Larry Scanlon predicted that New York will not pull out of the economic recession quickly.

He said a tax shift is needed to generate money to pay for needed public services. Now is time for the wealthy and corporations who received tax breaks over the past decade to pay their fair share, he advised.

Scanlon said every CSEA local and unit should designate a team leader to coordinate increased lobbying which will include phone banks and visits to elected officials. He said the union's grassroots lobbying of local officials and school boards will be massive.



Kathy Albowicz
CSEA Budget Analyst

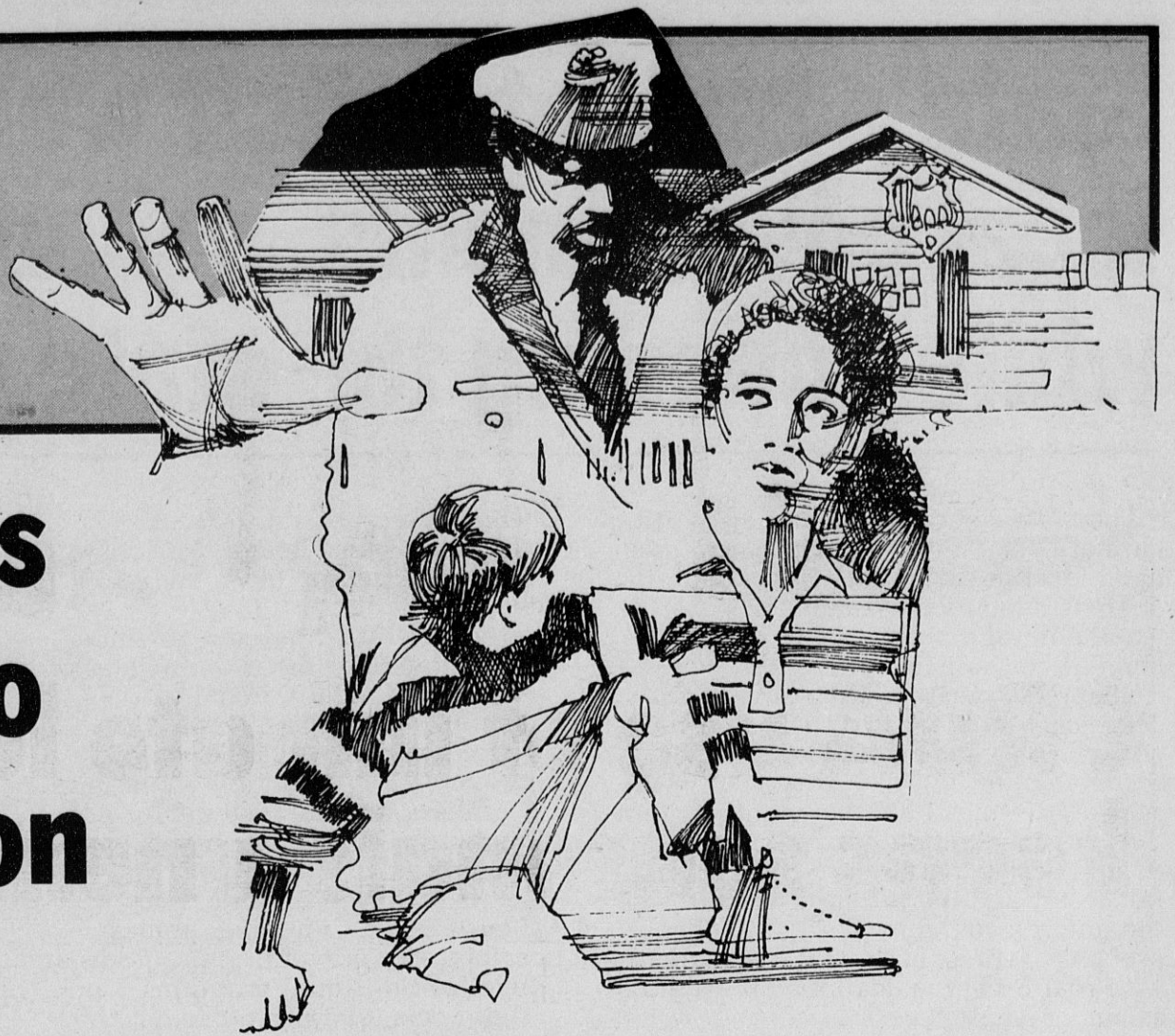
Kathy Albowicz gave an overview of the state's fiscal situation and how it affects local governments and school districts.

She pointed out the state aggravated its financial position by phasing in the 1986 income tax cuts that benefits the wealthy at the expense of public employees and services.

Albowicz said CSEA will keep fighting to restore aid and put in place a fairer tax structure to support public services delivered by public employees.

**Private group's plan
is dangerous and
irresponsible**

CSEA blasts proposal to shut Division for Youth



CSEA is wasting no effort in blasting a proposal by a private sector lobbying organization that calls for eliminating the state Division for Youth (DFY).

The union has labeled the plan by the Statewide Youth Advocacy "dangerous and irresponsible." It recommends turning responsibility for handling the state's troubled youth over to private sector agencies and operators who would provide care, mostly in community-based group homes.

The proposal claims DFY relies too heavily on secure facilities.

CSEA leaders and DFY members attacked that premise. A longstanding problem for DFY employees is that they are handling tougher and tougher clients, even in DFY group homes with the least secure arrangements.

"We have to conclude that the Statewide Youth Advocacy doesn't understand the reality of the clients in the Division for Youth," said CSEA President Joe McDermott. "These clients may be minors but many of them have been convicted of murder, rape and armed robbery. They've already been through alternative sentencing and the courts have decided they're threats to public safety."

Statewide Youth Advocacy claims that 55 percent of the youths incarcerated in DFY facilities were convicted of nonviolent crimes. CSEA officials point out that often these individuals were arrested for more serious crimes but plea-bargained down to lesser charges.

Proposal is irresponsible

While CSEA has long been critical of deficiencies and mismanagement at DFY, the union believes it is irresponsible to trash an entire system and replace it with an unproven approach administered by private operators with no responsibility to taxpayers.

CSEA also believes a new

management team at DFY has made some progress on long-standing problems recently and that major improvements can now come through renewed labor-management effort.

"My people are good people who work hard to do a good job under a lot of pressure," said Tryon School CSEA Local 559 President Nick Russo, who serves as chair of the CSEA-DFY statewide labor-management committee.

"It makes me angry when these outside groups spout bologna," Russo said.

"They're talking about getting rid of

**"We have to
conclude the
SYA doesn't
understand the
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They may be
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and armed
robbery."**

**—CSEA President
Joe McDermott**

experienced professionals and replacing them with who knows what kind of workers in less than secure settings," he said. "These advocates must think the clients are truants or kids who won't listen to their parents. The fact is that we deal with felons."

"The Statewide Youth Advocacy uses a lot of numbers and makes assertions that just don't add up," said Lansing/McCormack DFY CSEA Local 561 President Joe Maratea, who also serves on the statewide labor-management committee.

"I don't see how they think they can do all that we do and save the kind of money they're talking about," he said. "They're not looking at the whole picture."

Questionable claims

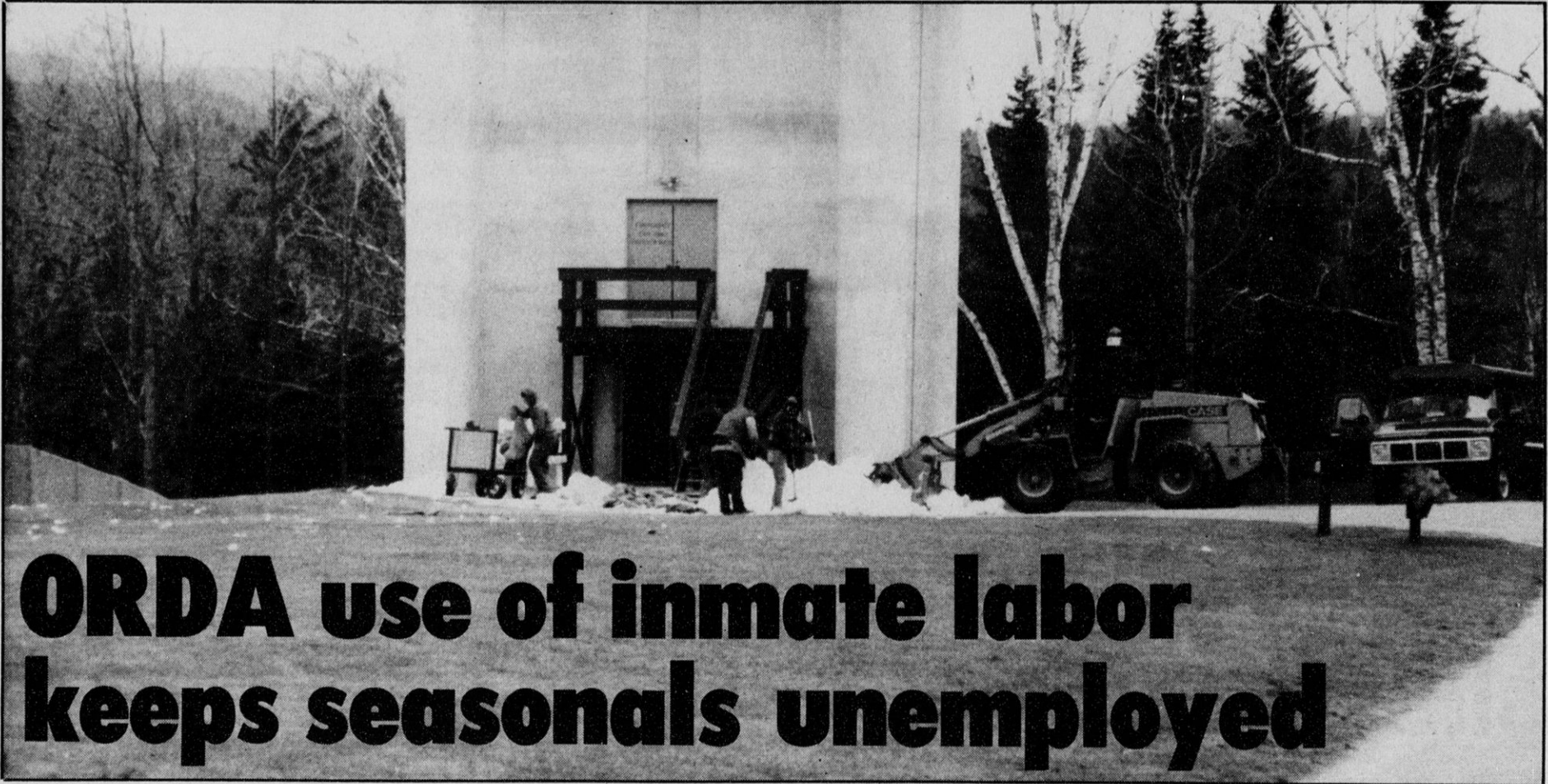
CSEA also challenged the Statewide Youth Advocacy claim that their approach would dramatically improve the number of clients returning to the system after their release. They base their contention on the experience in Massachusetts after its system was changed.

But the Massachusetts figures don't tell the whole story. They cover a more limited time frame than similar New York data and therefore may appear more favorable than they really are.

"CSEA agrees that DFY has to do a better job but that means management has to make sure the workers on the front line have the resources and help to do the job right," McDermott said.

"We also agree that more emphasis has to be placed on preventing kids from turning to crime in the first place," he said. "But once these kids commit crimes and keep committing crimes, you can't just hope they'll straighten out."

"The best approach is to focus on improving DFY."



ORDA use of inmate labor keeps seasonals unemployed

INMATES TRANSPORTING SNOW to base of a ski jump tower in the Lake Placid area are actually performing work laid-off

seasonal ORDA employees should be offered, CSEA says. The union has filed an Improper Practice charge against ORDA.

By Daniel X. Campbell
CSEA Communications Associate

LAKE PLACID — The Olympic Regional Development Authority (ORDA) may oversee world-class recreational facilities here in New York's North Country but ORDA is showing no class in how it is staffing the workforce at those facilities, CSEA says.

Not surprisingly for a business that is heavily involved in operating world-class recreational facilities, a lot of the work of ORDA is seasonal in nature.

15 not called back

Every fall ORDA calls in a large seasonal workforce to supplement the

permanent employees for the winter season. But this time, citing state budget cutbacks, 15 seasonal workers were not among those called in.

Instead, CSEA charges, ORDA is using inmates from North Country prison facilities to do the work those seasonal employees should be doing. And that, the union insists, violates an agreement that required ORDA management to offer laid-off seasonal workers first right of refusal for any non-emergency work.

Union files IP charge

CSEA has filed an improper practice charge against ORDA with the state Public Employment Relations Board. No

date for a hearing has been set.

"Apparently ORDA believes inmates have more rights to work than do our law-abiding members, who are laid off and need the jobs," an angry Bruce Hare, president of CSEA ORDA Local 059, said.

"ORDA is taking food out of the mouths of our workers, who are also taxpayers, by giving bargaining unit jobs to convicted criminals," Hare said.

CSEA charges that ORDA has used inmates for manual labor to transport snow to ski jump areas, for instance.

"That's not an emergency situation," Hare said. "Our laid-off seasonal workers should have been offered that work instead."

ORDA also ignoring directive to clean up hazardous dump

LAKE PLACID — The Olympic Regional Development Authority (ORDA), already violating a labor contract by using inmates to do the work of laid-off seasonal employees, also is ignoring a directive by the state Department of Environmental Conservation (DEC) to clean up an illegal hazardous waste dump more than a year after pleading guilty to charges.

ORDA pleaded guilty to misdemeanor counts of endangering the public's health, safety and environment and unlawful management and storage of waste without DEC authorization. ORDA received a conditional discharge provided it clean up the site and pay a \$40,000 penalty.

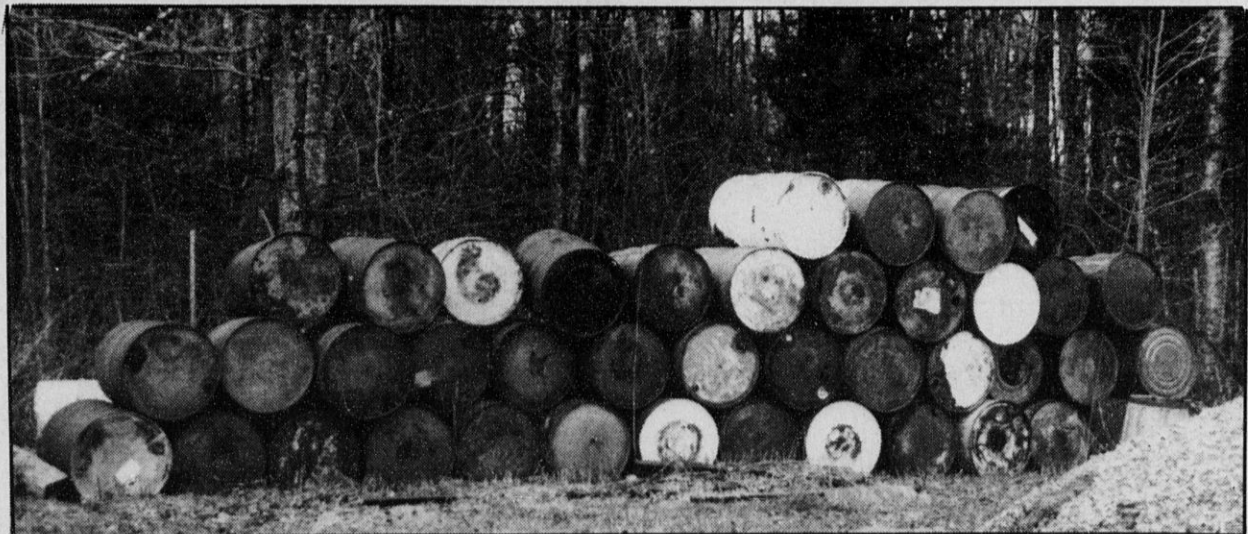
To date ORDA has not paid the penalty and has not cleaned up the storage site, a roped-off region of the ORDA cross-country ski area off Route 73. ORDA is storing about 40 barrels in a sandpit at the sports complex.

More than a year ago DEC tested and transferred the contents of the barrels

to appropriate storage barrels, and said it anticipated ORDA would quickly clean up the area. Ironically, DEC Commissioner Thomas Jorling is chairman of ORDA's Board of Directors. Months later ORDA continues to claim

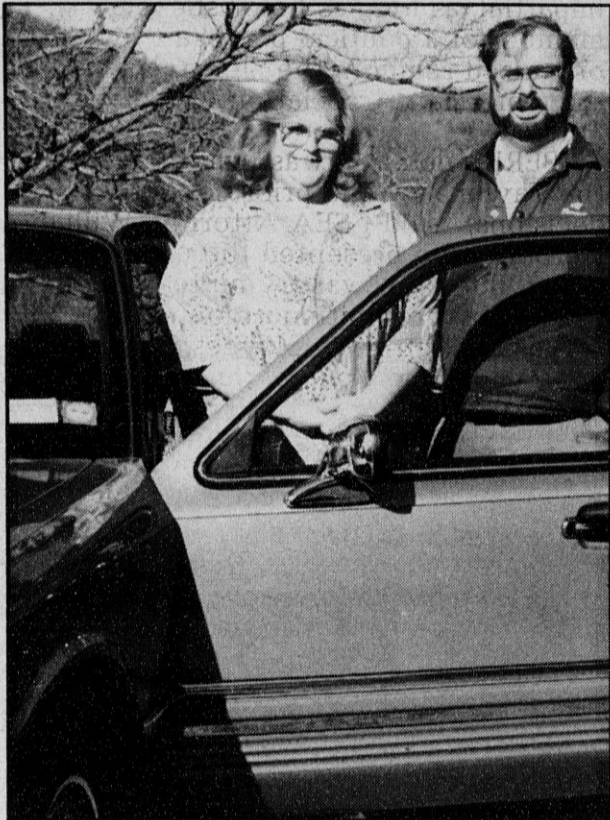
"the paperwork is in the lawyers' hands and it is hoped it will be ready as soon as possible."

A CSEA spokesperson said that translates to: "We'll get to it when we damn well please."



ORDA HAS YET to clean up this storage area where it illegally stored hazardous waste, and also has not paid a \$40,000 penalty after pleading guilty to misdemeanor counts more than a year ago.

\$500,000 of good luck



SHE PICKED 10 AND WON — Deborah Tompkins shows CSEA Local 426 Treasurer Al Ackerman the new Lincoln Towne car she bought with cash after winning \$500,000 in the Pick 10 Lottery. After taxes, Tompkins was left with about \$360,000.

WASSAIC — It was the proverbial end of the road for Deborah Tompkins, a therapy aide at Wassaic Developmental Center. Just a few days before Thanksgiving, she had no money for a turkey. The bills had piled up again and there were more coming.

But her luck began to change. She won a turkey at the local bowling alley. Then she won the lottery.

Tompkins, a member of CSEA Local 426, had been playing the Pick 10 Lottery for about a year. As she had done every day, she called the lottery hotline to see if any of her numbers had come up.

"I couldn't believe it. My numbers came up and I had won \$500,000," she said. "I was sobbing and I called my father right away. He said, 'Did you say you won \$500?' I said no, \$500,000. 'You're joking,' he said."

It was no joke, and Tompkins' life had taken a change for the better: The bills are now paid; she is driving a new car; her husband is driving a new truck; Christmas was much better than Thanksgiving; and the future is much brighter and more financially secure with some sensible investments of her windfall.

One major purchase Tompkins would like to make is a house. The family is

now living in a mobile home they rent and had planned to buy.

"We may just buy it and rent it to a family who is struggling like we were," she said. "I won't forget the people who have helped me."

The year 1990 was bittersweet for Tompkins. Although the lottery win was wonderful, the holiday season was marred by the sudden death of her brother-in-law in California.

Tompkins said she is pleased she was able to fill the Christmas stockings of her sisters, parents, son and husband with gifts she would otherwise never have been able to afford. She intends to keep working and is pleased her co-workers do not treat her any differently.

"My husband said we were going to hit it big before the year was over," Tompkins said. "I told him that country people like us don't hit it big. I was wrong."

Kennedy awards go to CSEA members

Fellowships help in college program

STATEN ISLAND — Two CSEA members have been awarded Joseph P. Kennedy Jr. Foundation scholarships to help them in their college studies.

Vivian Windley and Annabell Kendrick, both members of CSEA Staten Island DDSO Local 429, are enrolled in an innovative undergraduate Developmental Disabilities Certificate program at the College of Staten Island.

Enrolled students who are direct care workers may apply for the Kennedy fellowships which provide a cash award, participation in special events and a mentoring program.

John Kennedy Jr. presented Windley and Kendrick with their awards.

The certificate program helps the employees develop careers in developmental disabilities, mental health and other helping professions, said Local 429 President John "Bunny" Jackson.



CSEA STATEN ISLAND DDSO LOCAL 429 member Vivian Windley, far right, is among the Kennedy Fellowship Award winners at the College of Staten Island ceremony. John Kennedy Jr., standing, presented the awards. Inset is Annabell Kendrick, another Local 429 member who received a Kennedy Fellowship.

Judge upholds CSEA representation right

ALBANY — In a decision that chastised the Office of Court Administration (OCA), a state Supreme Court judge has upheld CSEA's right to represent Family Court Hearing Examiners.

Supreme Court Judge William McDermott ruled that OCA's contention that the judicial code of ethics prohibited the examiners from membership in an organization involved in political action is utter nonsense.

Last year the Public Employment Relations Board (PERB) recognized CSEA's petition that the previously unrepresented Family Court Hearing Examiners be placed in existing CSEA OCA bargaining units.

OCA went to court challenging the PERB decision, claiming the examiners are quasi-judicial employees and unique from all other judicial employees. OCA argued that membership in CSEA would compromise their integrity because CSEA engages in political endorsements and lobbying.

But the judge said that OCA's position had no basis in law and rebuked them for hinging their case on an advisory opinion instead of legal precedent.

He also pointed out that numerous other judicial employees with responsibilities comparable to the hearing examiners, and even



administrative law judges, are already represented by public employee unions without apparent conflict.

The judge then went further, taking OCA's argument to task: "If one were to follow the literal implication of the advisory opinion; that mere membership in any organization that engages in political activity necessarily means that a quasi-judicial officer cannot be impartial, then it must also follow that no justice or judge can be seen as impartial, as long as he or she is a member of a political party, an organized religion, the Sierra Club or the American Association of Retired Persons."

"PERB's decision was firmly based on the Taylor Law and prior court decisions," said CSEA Attorney William Herbert, who presented the union's case. "But OCA was trying to rewrite the law by prohibiting union representation of employees who are covered by the Code of Judicial Conduct."

"The judge's decision is an important legal victory for CSEA, which will hopefully discourage OCA from bringing similar lawsuits in the future."

Arbitrator: Village's actions are unfit

ALBION — Police officer Gary Adduci is back on the job protecting the citizens of Albion after more than six months of an unjustified suspension.

An arbitrator agreed with Adduci and CSEA that the 22-year veteran should not have been placed on an unpaid leave of absence without a hearing or examination.

Adduci, a member of Orleans County CSEA Local 837, was granted full back pay and benefits, including the overtime pay he normally would have received.

"I'm really grateful for the support I received from my union in protecting my rights and following through to see that all my benefits were restored," Adduci said. "It was a struggle to make ends meet and support my family, but luckily I had a part time job. I can't thank LRS (Labor Relations Specialist) Penny Bush and attorney Richard Schroft enough."

The arbitrator agreed with CSEA's charge that the village violated



REINSTATED — Village of Albion Police Officer Gary Adduci is joined by CSEA LRS Penny Bush as he celebrates arbitration decision returning him to work with full back pay.

section 72 of the Taylor Law, which calls for an examination and hearing before an employee can be suspended for mental or physical unfitness.

"He was given neither," Schroft said. "The village board insisted he get his own medical exam to prove his fitness."

Schroft said the village board suspended Adduci based on an alleged incident with the county district attorney. The board made judgments about the way Adduci allegedly conducted himself and unilaterally concluded he was unfit.

Schroft pointed out that the Taylor Law is very specific on procedures that must be followed in such cases.

"First you give the employee reasons why he or she is unfit for duty," Schroft said. "Second, you have the employee examined by a physician picked by the Civil Service Commission (CSC). Third, if the CSC feels the employee is not fit to continue in the job, the employee must be notified in writing and given a chance to request a hearing. Until that hearing is held and a decision is made, an employer may not place an employee on leave of absence," Schroft said.

"What they did here was place him on leave of absence and say 'prove you're fit,'" Schroft said. "That's not the way it works."

Expanding military benefits positive response to union concerns



As the entire world focuses on events in the Persian Gulf, state employees and many local government employees activated for military service in connection with Operation Desert Storm can focus on the job at hand without worrying about the well-being of families and loved ones left behind.

That's because the State and unions, including CSEA, that represent state workers have cooperatively worked to provide expanded coverage for public employees called to active duty in connection with Desert Storm.

Pay differential announced

CSEA immediately endorsed a plan announced by Gov. Cuomo on Jan. 15 that will pay state employees called to military duty in connection with the Desert Storm operation the difference, after their military leave expires, between the salaries they were receiving in state service and the compensation they now receive as military personnel.

The Governor also urged local governments and school districts to

exercise their authority to provide the same benefits to their employees as well."

A response to union concerns

"This is a very positive response to our concerns," CSEA President Joe McDermott said in applauding the plan. The men and women who ordinarily provide vital public services and who are now protecting America's national security and interests as citizen-soldiers should not have the added burden of worrying about the well-being of their families."

CSEA is actively encouraging local governments and other public employers to follow the state's lead and establish similar protection for their employees. CSEA local government and school district members called to active duty should notify the appropriate CSEA region office and a union representative will establish contact with the reservist's employer.

Scores of members activated

Scores of state, local government and school district employees have been called up as Armed Forces reservists and

members of the New York National Guard in conjunction with Desert Storm. Ultimately more than half the employees of the state Division of Military and Naval Affairs may be called to active duty in connection with the crisis, a union spokesperson said.

Effective last Aug. 1, the maximum amount of full-pay military leave under the state's Military Law was doubled from 30 days to 60 days in any calendar year for state employees called to military duty in connection with Desert Storm. Many counties, cities, village and school districts followed suit to provide extended pay for public employees called up and continued health insurance coverage for their dependents.

"Now we join the Governor in encouraging those employers to provide a pay differential package identical to the one just announced for state employees," McDermott said.

CSEA, concerned that the Middle East crisis would quickly deplete military leave benefits and health insurance protection,

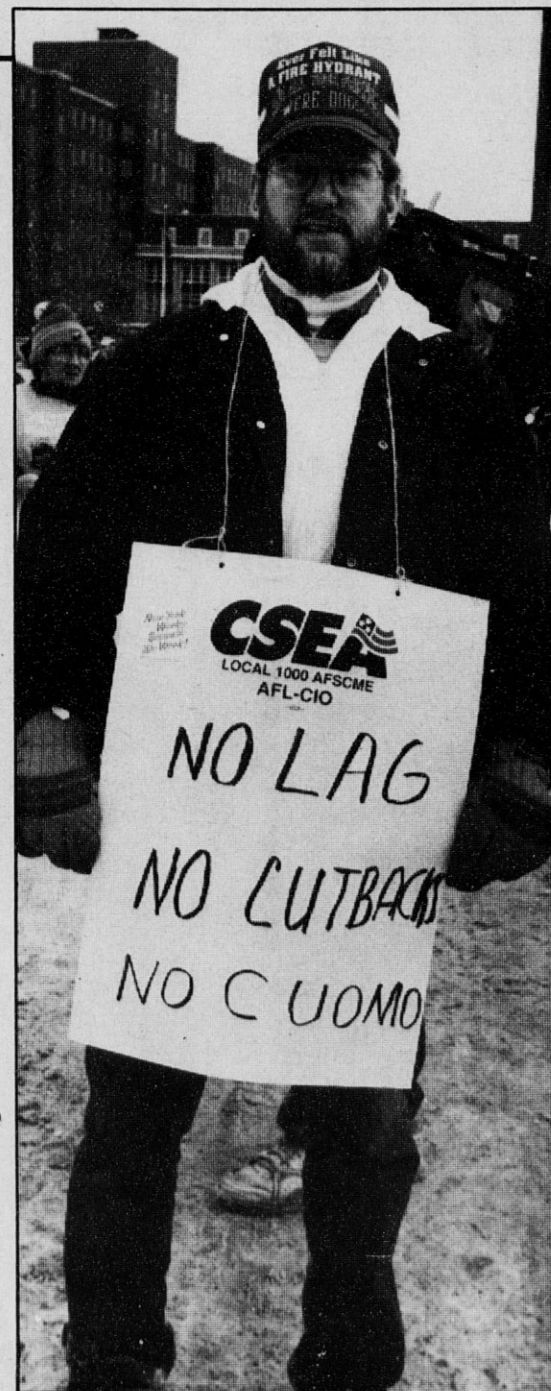
was in the forefront in urging the state to supplement the standard military leave benefits. The union also actively encouraged local governments and school districts to expand leave benefits for their employees.

Supplementing the military leave benefits and health insurance coverage is important because once paid military leave benefits are exhausted, the employee is placed on leave of absence without pay. If eligible, the employee may then use annual leave credits but when those credits are exhausted the employee would no longer be eligible for various state benefits.

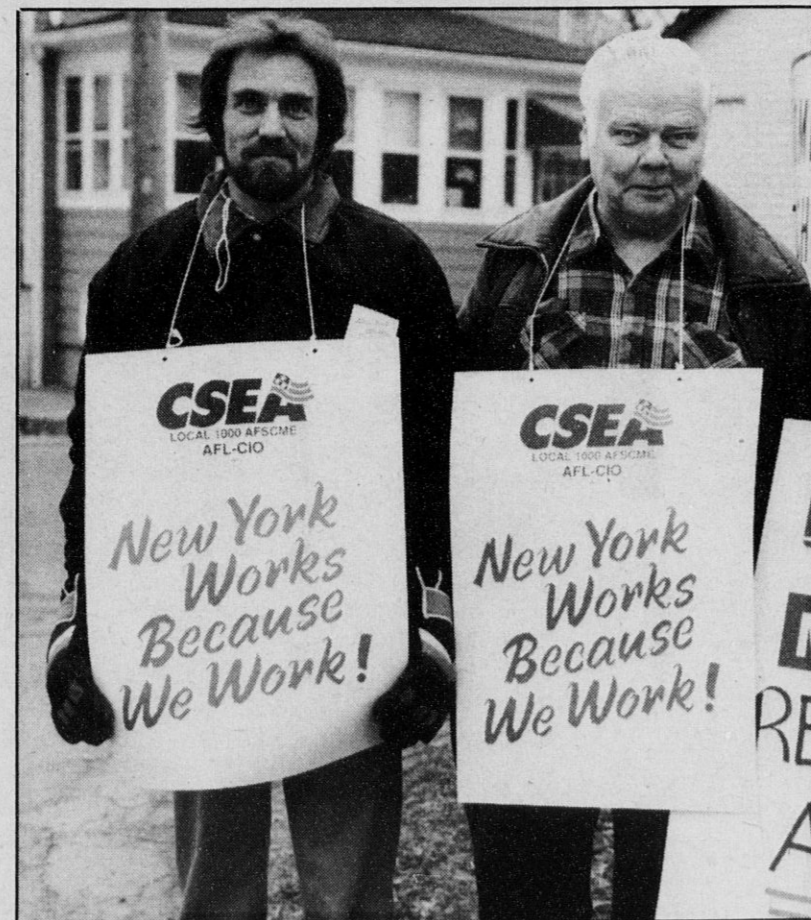
"We applaud the cooperative efforts to provide continued protection for the men and women who serve their nation's interests in troubled times," McDermott said.

For its part, CSEA is continuing CSEA Employee Benefit Fund benefits for dependents of eligible employees called to military duty and has waived union dues for members who are on active duty status.

Gowanda Psychiatric Center/Collins Correctional Facility



CSEA members protest lag pay, layoffs, service reductions



Fishkill Correctional Facility



Letchworth Developmental Center

Willard Psychiatric Center



Gowanda Psychiatric Center Collins Correctional Facility



"I'm here for payback"

By Anita Manley
CSEA Communications Associate

WALKKILL — For many children in Orange County, Christmas wouldn't be Christmas without Mike Cody.

Cody, a four-year Walkkill Town employee and member of Orange County Local 836, has been organizing toy drives for 10 years. In addition, he offers his services to perform at parties and events as Mickey Mouse, Big Bird, the Easter Bunny and others to raise money to buy toys and necessities for his annual drive.

"I do it because there is some reason I'm still here," Cody said, explaining what motivates him to spend almost all of his free time raising money for charity.

Cody, who grew up in an orphanage, was serving in Vietnam when he was slashed by a Vietcong soldier. Cody shot him before he could get away and the soldier fell on top of Cody's bleeding body. Ironically, the soldier's body kept Cody from bleeding to death and he was found barely alive three days later. He recuperated in a hospital for five months from his wounds.

"I feel that I'm here for a payback," he said. "If you can make people happy, that's what it's all about."

Cody began his fund-raising activities about 10 years ago when he was president of a local fire company. The senior citizens complained that there were no activities for them. Cody immediately began organizing a Senior Citizens Day with other fire companies, local organizations and churches. Later, he received a call from Occupations Inc., an organization that operates a sheltered workshop for handicapped adults. Cody raised enough money for them to build the new cafeteria they needed.

A toy drive is born

One day, Cody noticed that a neighbor was discarding toys in his trash. Cody realized that the toys could be put to good use with just a little work; the Christmas Wish Toy Drive was born.

ORANGE COUNTY'S OWN SANTA CLAUS: Mike Cody, shows a recent newspaper article about his fund-raising efforts. Cody, a member of Orange Co. Local 836, is a year round Santa for needy families in Orange County and has been recognized for his humanitarian projects.

"We call it that because we wish that no child go without a toy," Cody explained.

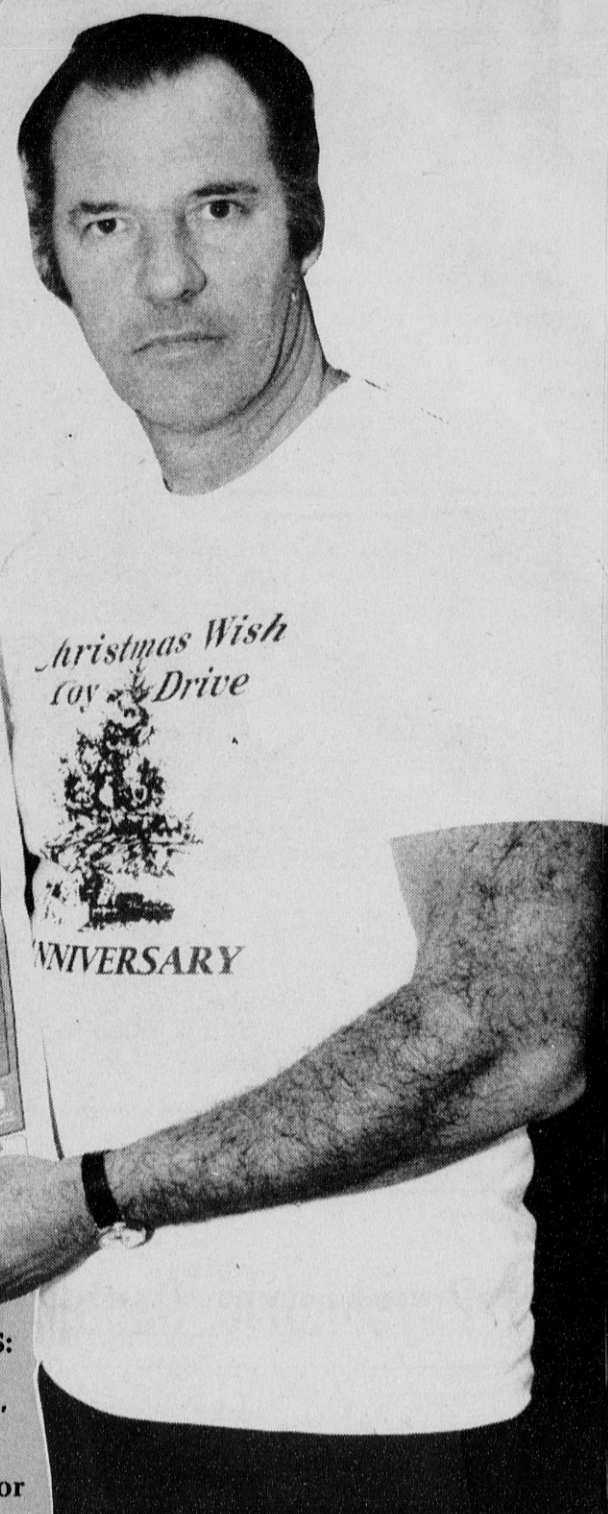
In 10 years, the drive has grown from a Christmas event to a year-round organization that raises money not just for toys but also for cribs, blankets and food for needy families. He has even arranged with some restaurants in the area to provide meals for families and bill him for the food. Churches and local organizations give Cody the names of needy individuals.

Some kind of typical day

On a typical day Cody took a trip to the Castle Point Veterans' hospital to visit the veterans, delivered 150 stuffed animals to retarded children, collected toys and held a fundraiser for a family burned out of their home. During the Easter season, he dresses up as the Easter Bunny and visits nursing homes. A favorite and successful annual fundraiser for one local fire department is called Breakfast with the Easter Bunny, courtesy of Cody.

Local hospitals also contact him to provide diapers or a car seat for a newborn baby.

Each year around Thanksgiving



Cody kicks off his toy drive with a parade in the City of Middletown. Boxes are set up in 12 locations around the county including local stores which are happy to cooperate with Cody to see that needy families have a merry Christmas.

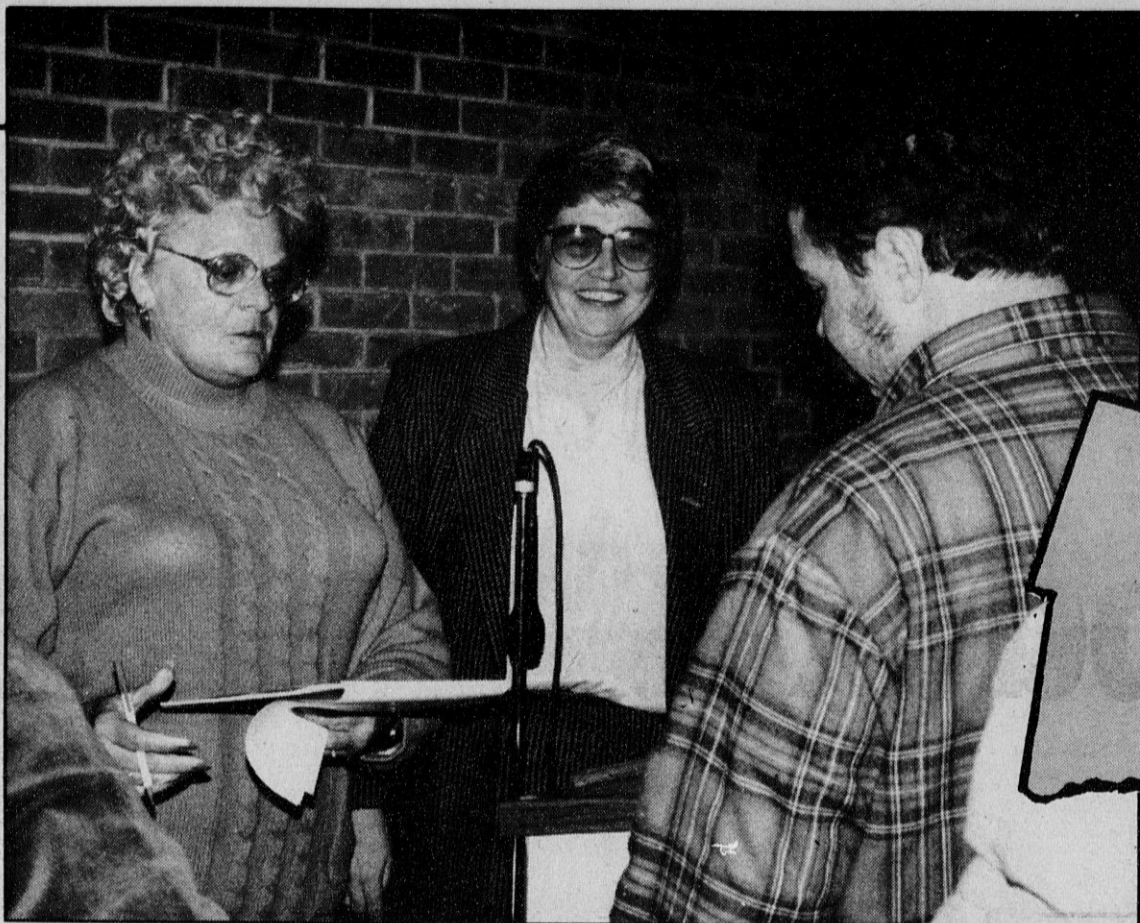
Cody also collects used furniture, household items and toys that are repaired by senior citizens. In fact, he has a volunteer who collects broken bicycles and re-builds bikes "as good as new."

Household goods and furniture go to families who move from homeless shelters to subsidized housing. Middletown radio station WALL donates storage space.

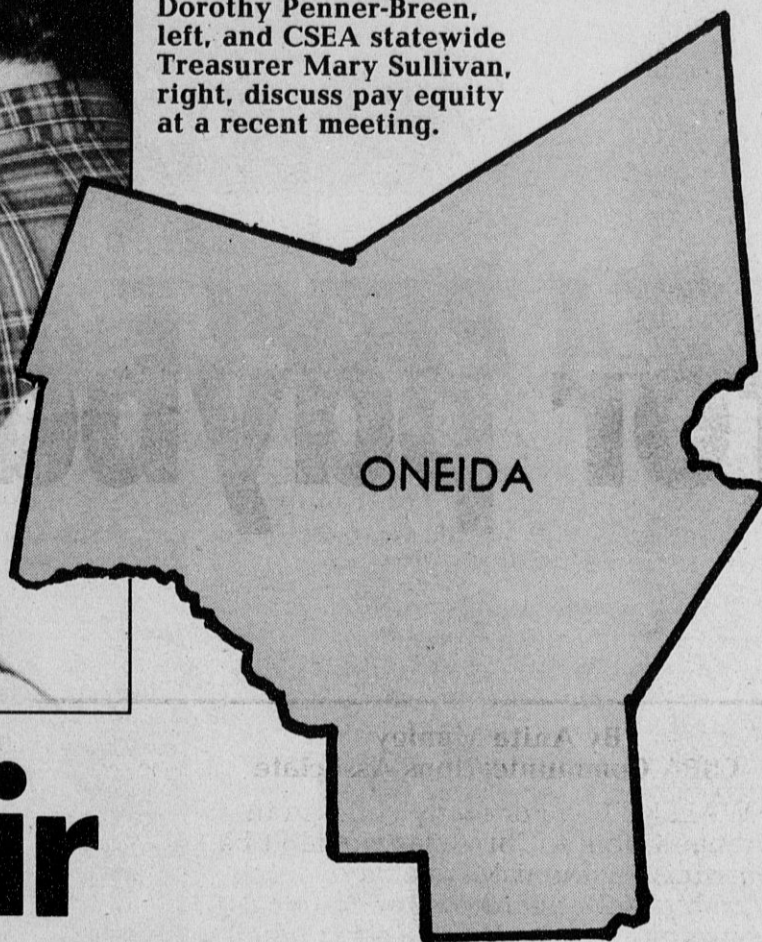
In addition to his involvement in the toy drive, Cody serves on the Board of Directors of Occupations Inc. and is active in seven organizations including the Lions Club, Rotary International and his local fire department.

To top it all off he also visits nursing homes to cheer up the residents.

"You wouldn't believe how grateful these people are for a visitor. It makes their day," Cody said. "More people should get involved in the community."



CSEA Oneida County Local 833 President Dorothy Penner-Breen, left, and CSEA statewide Treasurer Mary Sullivan, right, discuss pay equity at a recent meeting.



Fair is fair

CSEA seeks pay equity for Oneida County employees

By Mark Kotzin

CSEA Communications Associate

UTICA — At a recent membership meeting, CSEA Oneida County Local 833 President Dorothy Penner-Breen told county employees that the new year would mean new efforts to achieve pay equity.

Citing a study prepared by CSEA's research department which found that starting salaries in Oneida County are generally lower than similar-sized counties CSEA recently filed a reallocation request for more than 200 titles in the county bargaining unit.

The union proposal asks for a three-grade increase for all titles in 1991 and a two-grade increase in 1992. Such an upgrade would raise salary grades for all titles in the unit, excluding the caseworker series which recently received an upgrade through a prior

reallocation request. Penner-Breen said that the upgrading has been long overdue.

"The workers in this county have been working at pay grades that are far too low for the jobs they do for far too long," she said. "It's time the county paid its employees what they are worth."

The upgrade proposal will now be reviewed by the joint County/CSEA Reallocation and Reclassification Committee, which will present its recommendation to



Moore

the County Executive.

CSEA Central Region President Jim Moore said he hopes the proposal will be quickly approved.

"We are very enthusiastic about this proposal. We know that we have the membership backing us up on it," he said. "We now need the county's support, so that the hard working people in many different county departments can get their fair share."

Penner-Breen said that despite the possible ill-effects of the state budget deficit on the county, she still remained hopeful and positive.

"We're not asking for unreasonable amounts. We are looking to get paid what we're worth — the proof is in the research study," she said. "We're underpaid and we know it. Now it's time to do something about it."

Tarrytown members oppose givebacks to offset state aid cuts

TARRYTOWN — CSEA members in the Tarrytown School District are opposed to a School District proposal which would allow officials to deduct 4½ days of pay from workers' paychecks this year to make up for a \$280,000 state aid shortfall. Unit members voted unanimously to reject the proposal.

Workers would have been expected to work the 4½ days at no pay in exchange for assurances that there would be no layoffs in this school year. In addition, if state aid cuts continue into the next school year, employees were asked to take another 4½ day cut next year. In

fact, officials had already asked for a guarantee that workers would give up the 4½ days for next year.

Teachers and administrators, also threatened with layoffs, were asked to forego a portion of their pay to balance the budget shortfall. Recently, teachers voted to accept the pay cut and to pay a portion of their health insurance. CSEA members already pay a portion of their benefit plan.

CSEA Regional Director James Farina said the union would not agree with the plan. "We are not convinced that the school district has explored other

alternatives," he said.

Farina added that employees should be given the opportunity to make suggestions to save the district money.

"We have had no input," he said, "and the district has not informed us as to how they came up with these decisions. Layoffs and salary reductions are not viable alternatives."

CSEA Unit President Roseanne Tucci said that CSEA members joined with teachers and administrators to serve on a committee to come up with creative funding solutions and cost cutting measures.



CSEA PEOPLE power keeps growing

CSEA PEOPLE made real progress in 1990, increasing its membership by more than 75 percent and contributing more than \$191,000 to the national political action committee (PAC).

PEOPLE — Public Employees Organized to Promote Legislative Equality — is the federal PAC for CSEA and AFSCME. The PAC works to promote the concerns of public employees in Washington, DC, with important results (see story below).

CSEA was able to increase its PEOPLE power through well-organized recruiting efforts at information days and regional and statewide events. Another key was the recruitment effort among CSEA retiree members.

One of the biggest reasons for the growth in the PEOPLE Club was a series of targeted check-off drives in CSEA locals. During the drives, the local and regional PEOPLE Committees encourage CSEA members to recruit fellow members into PEOPLE by offering incentives for top recruiters. (See story on page 15 on the 1991 PEOPLE Contest.)

The 1990 PEOPLE recruiter of the year is Barbara Smith, a member of CSEA



PEOPLE CHAMP — Barbara Smith, second from right, a member of CSEA Local 403, signed up the most new PEOPLE members of any CSEA member — 156. Congratulating her are, from left, CSEA Federal Issues Coordinator Joe Conway, CSEA PEOPLE Coordinator Cheryl Sheller and Local 403 President Robert Mootry.

Buffalo Psychiatric Center Local 403. She signed up 156 new PEOPLE members.

"We're really proud of the efforts our

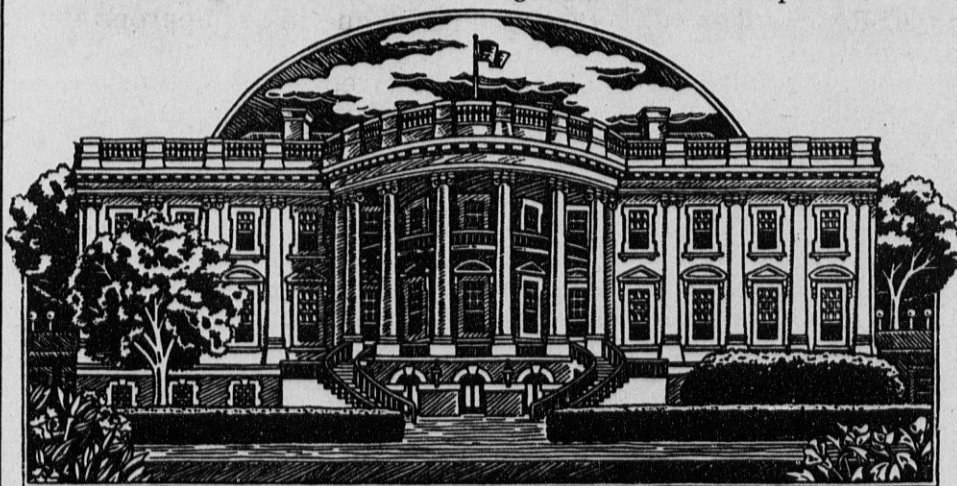
members put in this year," said CSEA PEOPLE Coordinator Cheryl Sheller. "It's been a terrific year thanks to their hard work."

PEOPLE winning in Washington

CSEA PEOPLE made a big difference during the 101st Congress.

PEOPLE — Public Employees Organized to Promote Legislative Equality — is the federal political action committee of AFSCME, CSEA's international union.

Over the last session of Congress, PEOPLE helped:



- *pass legislation to provide day care centers and nutrition programs for children;
- *keep New York's unemployment offices open through restoration of \$96 million in the federal supplemental budget;
- *pass legislation so you can attend an employer-provided education program without paying taxes on the benefit;
- *fight for a significant expansion of Head Start and Medicaid coverage for needy youth; and
- *win the battle for the disabled with the passage of the Americans with Disabilities Act.

In addition, PEOPLE fought for the successful passage of the national Civil Rights Bill, only to watch President Bush veto it. PEOPLE also won a battle on the Hatch Act Reform Bill, but the President vetoed that as well.

As the 102nd Congress begins its session PEOPLE is there, watching, listening and gearing into action to protect the rights and interests of public employees at the federal level. Join the effort — join PEOPLE.

Contact the CSEA PEOPLE office at CSEA headquarters for more information.



Here's how to join the PEOPLE Club

The good your contribution does is its own reward. But when you sign up to authorize a PEOPLE payroll deduction, you get something else — a reminder of just how important your contribution is.

Sign up for \$1.50 to be deducted from your paycheck every two weeks and you are enrolled in the President's Club. You'll receive:

- a President's Club membership card;
- a President's Club lapel pin;
- a subscription to *The Leader*, AFSCME's quarterly legislative and political action newsletter; and
- the AFSCME Voter Guide.

Sign up for a \$2 bi-weekly deduction and you are enrolled in the VIP President's Club. You'll receive all of the above items plus:

- a VIP windbreaker jacket the first year;
- a pen and pencil set the second year;
- a VIP sweatshirt the third year; and
- a canvas carry-on flight bag the fourth year.

Sign up for the \$3 bi-weekly deduction and you'll get all the

benefits of the President's Club, the VIP President's Club and:

- you become a member of the CSEA Local 1000 PEOPLE Club; and
- receive a CSEA/AFSCME "In partnership for PEOPLE" gold key ring.

Local government members whose contracts do not provide for PEOPLE deduction privileges may make contributions of \$35 to join the President's Club, \$50 to join the VIP President's Club and \$75 to join the Local 1000 PEOPLE Club and receive the appropriate incentives.

YES, I WANT TO BE A MEMBER OF THE PEOPLE CLUB.

• STATE DIVISION MEMBERS •	• LOCAL GOVERNMENT MEMBERS •
Name <small>LAST</small> _____ <small>FIRST</small> _____ <small>MIDDLE</small> _____	Name <small>LAST</small> _____ <small>FIRST</small> _____ <small>MIDDLE</small> _____
Address _____ Apt. # / Floor _____	Address _____ Apt. # / Floor _____
City _____ State _____ ZIP _____	City _____ State _____ ZIP _____
Social Security No. _____	Social Security No. _____
Work Phone () _____ Home Phone () _____	Work Phone () _____ Home Phone () _____
Job Title _____	Job Title _____
Region _____ Local _____ Agency _____ Payroll Item # _____	Region _____ Local _____ Department _____
Name of Employer _____	Name of Employer _____
Number of Months Employed Annually _____	Number of Months Employed Annually _____
Deduction per pay period: <input type="checkbox"/> .50 <input type="checkbox"/> 1.50 <input type="checkbox"/> 2.00 <input type="checkbox"/> 3.00 <input type="checkbox"/> Other	Enclosed is my personal check, money order or credit card contribution in the amount of: <input type="checkbox"/> 35.00 <input type="checkbox"/> 50.00 <input type="checkbox"/> 75.00 <input type="checkbox"/> Other
<small>In addition to my Civil Service Employees Association, Inc. dues deduction previously authorized by me, I further authorize the State of New York or associated agencies to deduct each pay period the PEOPLE deduction indicated above and remit to the Civil Service Employees Association, Inc., as a voluntary contribution to be forwarded to the Treasurer of the PEOPLE Qualified Committee, AFSCME, P.O. Box 65334, Washington, D.C. 20035-5334, to be used in accordance with the By-Laws of PEOPLE Qualified Committee for the purpose of making political contributions. My contribution is voluntary and I understand that it is not required as a condition of membership in any organization or as a condition of employment, and is free of reprisal, and that I may revoke this authorization at any time by giving written notice.</small>	<input type="checkbox"/> VISA <input type="checkbox"/> MASTERCARD Expiration Date _____ ACCOUNT NUMBER _____
SIGNATURE _____ DATE _____	SIGNATURE _____ DATE _____
<small>If \$2.00 or more is checked above, circle jacket size: X-Small / S / M / L / X-L / XX-L</small>	<small>If \$50.00 or more is contributed, circle jacket size: X-Small / S / M / L / X-L / XX-L</small>

Get ready for 1991 PEOPLE contest

Sign up new members for people and win terrific incentives in the 1991 PEOPLE contest.

The contest runs until Sept. 2. PEOPLE deduction cards must be received by the PEOPLE office at CSEA Headquarters by midnight Sept. 2 to be eligible for the contest.

Each CSEA member who signs up another eligible CSEA member for the PEOPLE check off will receive a cash award equivalent to the amount the new member agrees to have deducted in a pay period. An eligible member is a CSEA member in a bargaining unit which has payroll deduction for PEOPLE and who is not already signed

up for a PEOPLE deduction.

So if you sign up a CSEA member who will have \$2 deducted for PEOPLE each pay period, you will receive a \$2 cash award. The more signed deduction cards you submit, the more you will earn and the stronger PEOPLE will be.

The member who signs up the most new members and submits the most signed cards by Sept. 2 will win \$100 at the CSEA annual Delegates Meeting and will have his or her name inscribed on the PEOPLE plaque at CSEA headquarters. The name of the CSEA local, local president and local chairperson with the most members

signed up in 1991 will be engraved on the PEOPLE Plaque in the appropriate region office. The PEOPLE cup will be awarded to the region which has the most members contributing to PEOPLE.

As an added bonus in 1991, anyone who has a \$2 bi-weekly deduction will receive the VIP windbreaker and the President's Club pin. Anyone who joins or renews membership through direct contribution will be eligible to win three valuable prizes. First prize is \$300 in gasoline, second prize is a 35 mm camera and third prize is an AT&T cordless phone. The drawing will be June 17.



INJURIES		ILLNESSES													
Nonfatal Injuries		Type of Illness													
Fatalities	Injuries With Lost Workdays	Injuries Without Lost Workdays	CHECK Only One Column for Each Illness (See other side of form for terminations or permanent transfers.)												
Enter DATE of death.	Enter a CHECK if injury involves full days away from work, or days of restricted work activity, or both.	Enter number of full DAYS away from work.	Enter number of DAYS of restricted work activity.	Enter a CHECK if no entry was made in columns 1 or 2 but the injury is recordable as defined above.	Occupational skin diseases or disorders										
Mo./day/yr.	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)		

Certification of Annual Summary Totals By _____ Title _____ Date _____

THIS PORTION OF THE LAST PAGE MUST BE POSTED NO LATER THAN FEBRUARY 1, AND REMAIN POSTED FOR THE ENTIRE MO!

How safe is your workplace?

February is the month when all workers can find out just how safe their workplace really is. That's when employers are required to post the annual log of all workplace illness and injury from the previous calendar year.

For public employees, the DOSH-900 form, pictured above, should be a familiar document. Whether you're a state, local government or school district employee, the form must be posted in a conspicuous place in your workplace for the entire month. It must also be made available on request at any other time.

The DOSH-900 is an invaluable source of information about the safety of your working conditions and all employees should take the time to review it.

It must include details of each work-related illness and injury employees have suffered. An illness or injury is work-related if it occurs on the job or from the work environment, which is defined as the employer's premises.

If medical treatment was required, the injury or illness must be included on the DOSH-900. If it only required first aid, it does not have to be posted unless it involved the loss of consciousness, restriction of work activity or transfer to another job.

In the past, CSEA has found the occupational injury listing is generally accurate. But the listing of occupational illness usually includes few, if any entries. This may indicate that people who get sick from their work are not properly diagnosed.

If your workplace DOSH-900 appears incomplete or inaccurate, contact your CSEA shop steward or local officer with the information to have management make the necessary corrections.

If management does not post the DOSH-900, ask that they do.

If they don't comply, file a complaint with the state Labor Department. A complaint form with the correct citation is printed above right. Complete the form and send it in, if necessary.

There is no excuse for not posting the DOSH-900 — it is required by law. There's no validity to any management claim that the information is being compiled. The log is supposed to be compiled on an ongoing basis and ready for posting Feb. 1.

CSEA PUBLIC EMPLOYEE SAFETY & HEALTH COMPLAINT FORM

This form is provided for the assistance of any complaint and is not intended to constitute the exclusive means by which a complaint may be registered with the New York State Department of Labor.

The undersigned (check one)

Employee Representative of Employees Other (specify): _____

believes that at the following place of employment a violation of an occupational safety and health standard exists which is a job safety or health hazard.

Employer: _____
Address: Street _____ Telephone _____
City _____ State _____ ZIP _____

1. Specify the particular building, worksite, room, floor, wing, etc. where the alleged violation is located, including address _____

2. Specify the name, title and phone number of employer's agent(s) in charge. _____

3. Describe briefly the hazard (include name and/or number of particular standard, if known, which you claim has been violated) and the approximate number of employees exposed to or threatened by such hazard. Failure to post DOSH-900 form pursuant to 12 NYCRR Part 801.6(b). _____

4. a. Does the employer know this is a violation of the PESH Act? YES NO DONT KNOW
b. Has the employer been cited by the NYS Department of Labor for this same situation in the past? YES NO DONT KNOW

5. Names, work locations and phone numbers of Authorized Employee Representative (as defined by Section 27-a, subdivision 1[c] of the Labor Law):

NAME	WORK LOCATION	PHONE NUMBER
a. _____	_____	_____
b. _____	_____	_____
c. _____	_____	_____

6. Please indicate your desire:

I do not want my name revealed to the employer.
 My name may be revealed to the employer.

Signature _____ Date _____
Typed or Printed Name _____
Mailing Address _____

If management fails to post the DOSH-900 form on Feb. 1, ask them to do so.

If they still don't comply, complete the complaint form, above, and file it with the appropriate Labor Department office listed below:

New York State Department of Labor/Public Employee Safety and Health

175 Fulton Street, Hempstead, New York, 11550, (516) 4854408; serving Nassau and Suffolk counties.

One Main Street, Brooklyn, New York 11201, (718) 797-7670; serving Brooklyn, Bronx, Manhattan, Queens and Staten Island.

30 Glenn Street, White Plains, New York 10603, (914) 9979150; serving Orange, Putnam, Westchester and Rockland counties.

State Office Building Campus, Albany, New York 12240, (518) 457-5508; serving Albany, Clinton, Columbia, Dutchess, Essex, Greene, Rensselaer, Saratoga, Schenectady, Schoharie, Ulster, Warren and Washington counties.

221 Washington Street, Binghamton, New York, 13901, (607) 773-7885; serving Allegany, Broome, Chemung, Chenango, Delaware, Otsego, Schuyler, Steuben, Sullivan, Tioga and Tompkins counties.

207 Genesee Street, Utica, New York, 13501, (315) 793-2316; serving Franklin, Fulton, Hamilton, Herkimer, Lewis, Madison, Montgomery Oneida and St. Lawrence counties.

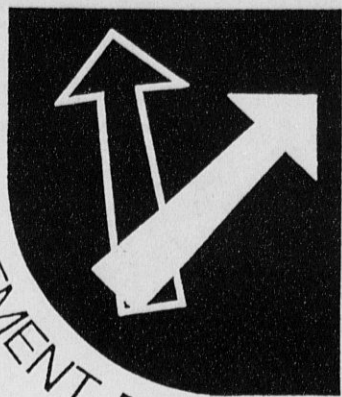
677 South Salina Street, Syracuse, New York 13202, (315) 479-3205; serving Cayuga, Cortland, Jefferson, Onondaga, Oswego and Seneca counties.

155 West Main Street Rochester, New York 14614, (716) 4543710; serving Genesee, Livingston, Monroe, Ontario, Orleans, Wayne, Wyoming and Yates counties.

65 Court Street, Buffalo, New York 14202, (716) 847-7134; serving Cattaraugus, Chautauqua, Niagara and Erie counties.

Directions

PRE-RETIREMENT PLANNING



Prepare for the future

Directions is a pre-retirement education program developed and conducted by the state Office for the Aging with joint labor/management funding from New York state and CSEA, the Public Employees Federation and AFSCME Council 82. Directions conducts pre-retirement planning seminars across the state and has written the "Self-Help Guide to Pre-Retirement Planning" for employees of state agencies. Directions will answer some important questions about pre-retirement planning for all public employees through this column.

DIRECTIONS pre-retirement seminars for this spring will be held in Batavia, Ithaca, New York City and Albany from April through June. Seminars are two and one-half days long and are open to state employees represented by CSEA who are over the age of 50. Now the time to let your local CSEA president and your training or personnel office know that you and your spouse would like to attend one of these seminars. Call DIRECTIONS at (518) 486-1918 for details.

Taxes and retirement

Take a breather from gathering information to begin figuring this year's taxes and think about how retirement impacts your tax situation.

NEW YORK STATE PENSION

Your New York state pension is exempt from New York State and New York City income taxes but it is not exempt from federal income taxes. Within 90 days after you receive your first retirement allowance check, the New York State Retirement System will send you a tax letter indicating what part of your pension is subject to federal income tax and the amount of tax being withheld. This initial amount is set by the federal tax system. The Retirement System will enclose a W-4P form so that you can adjust the withholding amount to fit your situation. By the first of February each year you will also receive a W-2P showing how much income you must report to the Internal Revenue Service for the previous year. Some other states tax pensions, some don't. If you are considering moving in retirement you will want to consult a book such as the Rand McNally *Retirement Places Rated Guide* to see if the state you are considering will tax your New York state pension. Also, AARP publishes *Your Retirement State Tax Guide*.

Of course, there are no FICA deductions from your pension for Social Security, unemployment, etc. For many taxpayers, FICA costs more than they pay in federal taxes. Not having to pay that is a big savings in retirement.

ESTIMATING TAXES

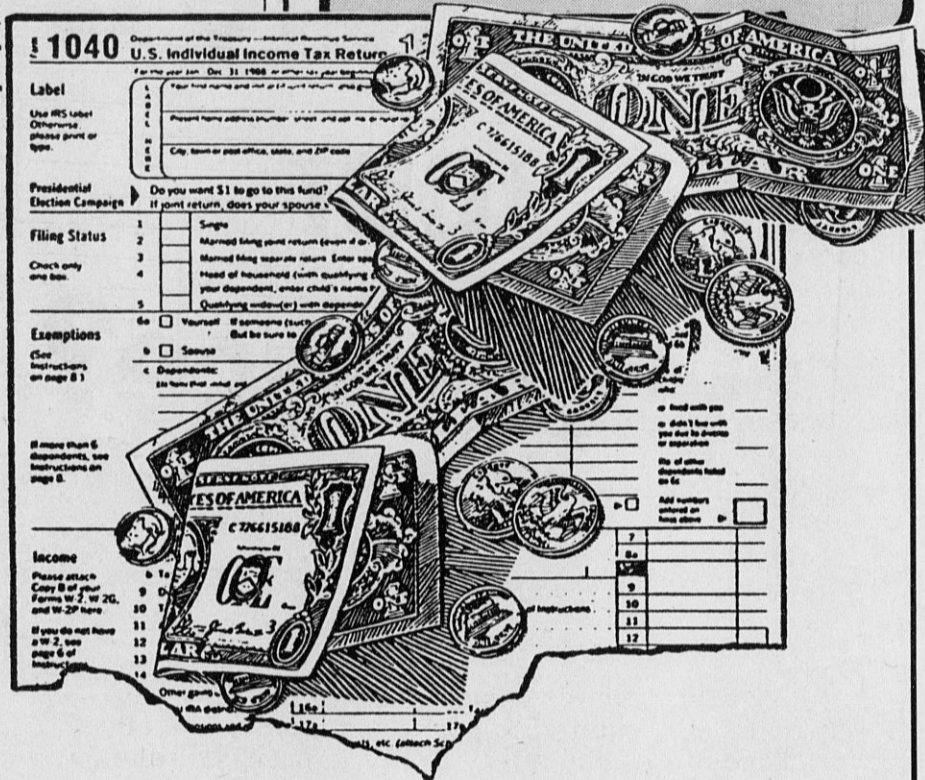
Every year New Yorkers are charged penalties for underpaying their taxes even though they pay all the taxes they owe by April 15. This is because New York state and federal law require you to pay 90 percent of your income taxes during the year. Employees have these taxes automatically withheld. However, if you receive income from which taxes are not withheld, such as rentals, interest, dividends, or self-employment, you probably should be making quarterly estimated income tax payments. Call the state Department of Taxation and Finance and ask for publication 94, "Should You Be Paying Estimated Tax?"

SOCIAL SECURITY

If you have substantial income in addition to your Social Security benefits, up to half of your Social Security may be taxable. If your income from all sources exceeds \$25,000 for a single taxpayer, or \$32,000 for a couple filing a joint return, you may have to pay taxes on a portion of your Social Security benefit. By the first of February each year you will receive your Social Security Benefits Statement, (form SSA-1099), showing the amount of benefits you received the previous year. A worksheet — IRS Notice 703 — will be enclosed to help you figure whether any of your Social Security benefits may be subject to tax for that year.

SENIOR CITIZEN PROPERTY TAX REDUCTION

New York state law allows localities to grant a partial exemption from property taxes for those over 65. For



example, a 65-year-old with income under \$17,000 may be eligible for a 50 percent reduction. Localities can also offer a sliding reduction for those whose income is higher. For example, an income of \$20,000 may still be entitled to a partial property tax reduction. Remember, these are examples and not all communities offer an exemption. Check with your local tax assessor to find out if it is offered in your area and what the income levels are. Often, there are only a few months a year in which you can apply for an exemption: Call now.

IT-214

In addition to the property tax reduction, those with an income of \$18,000 or less may be eligible for tax credits or rebates from New York state. This is available to renters as well as homeowners, even if they do not ordinarily have to file a state tax form. The form — IT-214 — is available from the state Department of Taxation and Finance or from your county Office for the Aging. You can also file retroactively for a couple of years back. This could mean cash in your pocket if you are eligible: Don't delay.

CAPITAL GAINS EXEMPTION

Under federal law if you or your spouse are over 55 you are exempt from the tax on the profit from the sale of your house up to \$125,000. For example, if you bought it for \$15,000 in 1950 and sell it for \$150,000 in 1990 you only pay capital gains tax on the \$10,000 profit over \$140,000.

A couple is only eligible to claim this deduction once, even if you are later divorced or widowed and want to use it with a new spouse. You claim this exemption by filing a form with the Internal Revenue Service.

Questions on Retirement? Write to us at:

DIRECTIONS Pre-retirement Education
NYSOA
2 Empire State Plaza, 2nd floor
Albany, N.Y. 12223

CDL update

There's new information for CSEA commercial motor vehicle operators on the new Commercial Drivers License (CDL) requirements.

Individuals who have completed the take-at-home written test for the new CDL should soon receive the results. The Department of Motor Vehicles (DMV) expects to begin notifying participants by mail in February.

Please do not call DMV for results. The notification will be made by mail only; DMV employees cannot give you information over the telephone.

Individuals who did not receive the original take-at-home packet who contacted DMV before Nov. 30 and individuals whose files were mistakenly identified by DMV were mailed new take-at-home packets in early January.

The take-at-home test was a one shot approach to enable New York DMV to test up to 500,000 commercial drivers to comply with new federal standards. The latest mailing was expected to be the last offering of the take-at-home test.

From now on, anyone who must take the exam will be required to complete a closed book examination under the supervision of DMV.

A mass testing at central locations across the state has been scheduled for April to accommodate all those who did not complete or who failed the take-at-home exam. Notices will be sent to all individuals in either of these categories.

Following this, testing will then be administered at local DMV offices.

Individuals who fail the written test in any form at least once may request an oral exam at a local DMV office.



McDermott praises high standard of public employees' driving record

Under the federal guidelines that required New York to establish tough new CDL standards, the state DMV faced the unenviable task of testing 560,000 commercial drivers by April 1992 or risk losing federal highway funds.

CSEA had long been helping to prepare its members for the required written exam through study materials, educational programs and updated information.

The union was not involved in developing the take-at-home exam. Since it was announced, CSEA has supported the approach as fair, practical and cost-effective.

The Federal Highway Administration has not yet given its final approval to New York's plan.

In a letter to the Federal Highway Administration, CSEA President Joe McDermott, said that New York's approach appropriately meets the objectives of the federal requirements. He pointed out that New York's standards were already higher than most other states and that CSEA members were well-prepared for the new testing requirements.

"The driving record of New York state public employees is beyond reproach and one such group (school bus drivers) is mandated by law to take an annual written test and a biennial road test," McDermott wrote.

"CSEA is confident that the results of the new testing will prove what we already know — that public employees are safe and reliable drivers."

Hempstead members foil robber's getaway

BALDWIN — Being in the right place at the right time took on new meaning recently for two Town of Hempstead Highway Department employees who went to the credit union on their



CRIMEBUSTERS — Joseph D'Attoma, second from left, and Anthony Bush are congratulated by Highway Commissioner Anthony Califano, left, and CSEA Town of Hempstead Local 880 President Pete Ellison, right.

lunch hour and ended up foiling a bank robber's getaway.

Anthony Bush and Joseph D'Attoma, members of CSEA Town of Hempstead CSEA Local 880, were parked at the credit union when they saw a man running through the parking lot with a red duffle bag.

"Anthony was driving," D'Attoma said. "As soon as we pulled into the parking lot there was this man wearing a black suit and a fedora running through the parking lot with a red duffle bag."

"Anthony said 'I know that man' and he yelled out to him, 'Hey Frank!' The guy glanced up and kept running to a black Chevy and then he took off."

"We got out of the car and we were joking that he probably robbed a bank or something," Bush said. "We went to the credit union and did our stuff and we were on the way back to work when we saw all these cops in front of the Chase Manhattan bank."

"We said 'Wow, he really must have robbed a bank,'" Bush said.

Bush and D'Attoma gave their statements to the police.

The man they saw had graduated from high school a year ahead of Bush, and the duffle bag was red because of a special dye the bank added to the bag when the money was demanded.

"I told the police the kind of car, his name and his address and then I went to see a lineup and pointed him out," Bush said.

Hempstead members are "angels"

By Sheryl C. Jenks

CSEA Communications Associate

Employees in the CSEA Town of Hempstead Local 880 made generous contributions for the Salvation Army by sponsoring an "Angel Tree" this holiday season.

The Angel Tree program works to provide disadvantaged children with a special toy for the holidays.

Members in this Long Island community went to Hempstead Town Hall and chose an angel ornament from the Angel Tree. On the ornament was the child's name, age, sex and any gift preference. The gifts were then brought to the CSEA local office where they were distributed to the children in time for Christmas.

"The response was overwhelming," said CSEA Local 880 President Pete Ellison, "People were unbelievably generous in their contributions. We definitely made a lot of children happy at Christmas time."

The local's good will was recognized with praise from Hempstead Presiding Supervisor Joseph Mondello and representatives from the Salvation Army.

Local 880's Good and Welfare Committee also sponsored a special program called "Many Hands."

"We collect food, clothing and blankets for needy families," said Ellison, "We also tell our members that love is spelled t-i-m-e, and we ask them to volunteer to be housekeepers, cooks, drivers and overnight shelter volunteers," he added.

Ellison said both programs went extremely well.

"It's hard to imagine, but next year we'll try to do even better!" he said.

TOWN OF HEMPSTEAD CSEA LOCAL 880 President Pete Ellison, right, and Executive Vice President Rich Satre are surrounded by presents which were later distributed to needy children through the "Angel Tree" program.



CSEA

Local 1000, AFSCME, AFL-CIO

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your service*

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**AND MARCH ON
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THE GOVERNOR'S MANSION**

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- Fight for local government services!*
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Join thousands of CSEA, PEF, Council 82 and UUP members in an unprecedented show of solidarity. Add your voice to the growing roar of protest of the massive budget cuts as we turn up the heat on Gov. Cuomo and the State Legislature.

**CONTACT YOUR CSEA LOCAL PRESIDENT FOR INFORMATION ON
TRANSPORTATION TO THE HOT DAY IN FEBRUARY RALLY**



Local 1000, AFSCME, AFL-CIO