

THE PUBLIC SECTOR

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

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Region I meetings change

Changes have been announced for a pair of political action workshops scheduled for union activists in CSEA's Long Island Region I.

In Suffolk County, the workshop originally set for March has been changed to March 9, from 6 to 9 p.m., at CSEA's Region I office at 300 Motor Parkway, Hauppauge.

In Nassau County, the workshop originally set for March 24 has been moved up to March 23, from 5:30 to 8:30p.m., at the Salisbury Inn, Eisenhower Park, East Meadow.

Reservations may be made by calling the Region I office at (516) 273-2280.

Public SECTOR

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COLLEGE SCHOLARSHIPS

The Civil Service Employees Association's
IRVING FLAUMENBAUM MEMORIAL SCHOLARSHIP
will award

18



to children of CSEA-represented employees
in New York State who are
graduating high school seniors.

★ ★ ★ ★ ★

Applications available from local and
unit presidents and at CSEA Regional
Offices.

► FILING DEADLINE IS MAY 1st ◀

WINNERS WILL BE ANNOUNCED IN JUNE IN CSEA'S NEWSPAPER, THE PUBLIC SECTOR.

Civil Service Employees Association

CSEA

Local 1000 AFSCME, AFL-CIO



Promotional exams set for court employees

Promotional and open-competitive examinations for positions in the Unified Court System will be held during April. In each instance applications to take the examinations must be filed not later than Feb. 26.

Promotional exams will be held for the positions of **Principal Office Typist** and **Principal Office Stenographer**. Both titles are JG-12 positions with a hiring rate of \$19,725.

Open-competitive exams will be held for the same two titles plus for a **Law Stenographer** position (JG-14, hiring rate of \$22,160) in Erie County.

Promotional exam application forms are available to qualified employees of the Unified Court system at the employees' administrative offices.

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Getting blood from a stone

Compiled by Daniel X. Campbell
CSEA Communications Associate

The continuing, blatantly anti-union attitude of the management of the Northeastern New York Chapter of the American Red Cross has so angered CSEA that the union has voted to withhold all donations to and participation in any fund-raising activities of the Albany Red Cross chapter.

CSEA has been locked in a major dispute with the management of the Albany Red Cross chapter ever since 104 Red Cross blood bank workers voted to join CSEA a year ago. Management conducted a vicious anti-union campaign during that representation election, setting the stage for extremely difficult contract negotiations that followed CSEA's win.

Two dozen bargaining sessions resulted in virtually no movement on the part of management toward arriving at an initial contract for the 104 Red Cross employees. CSEA declared an impasse in December because of management's refusal to negotiate. A National Labor Relations Board mediator is now working on the dispute.

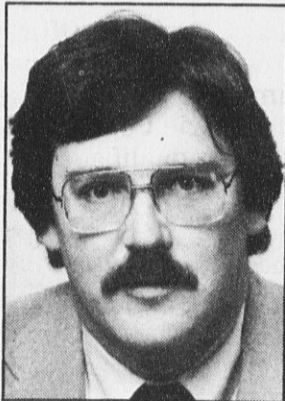
CSEA and the Red Cross employees conducted highly visible and effective informational picketing at recent Red Cross fund-raising events in Albany. Then, at its recent meeting, the 240-member executive board of CSEA's Capital Region voted unanimously to boycott any fund-raising projects by the Albany chapter.

"Until such time as a fair and equitable contract is negotiated and

ratified by the CSEA Red Cross unit members, CSEA Capital Region leaders from the smallest school district unit to the largest state agency local will not support or actively sponsor any Albany Red Cross chapter fund-raising event," pledged

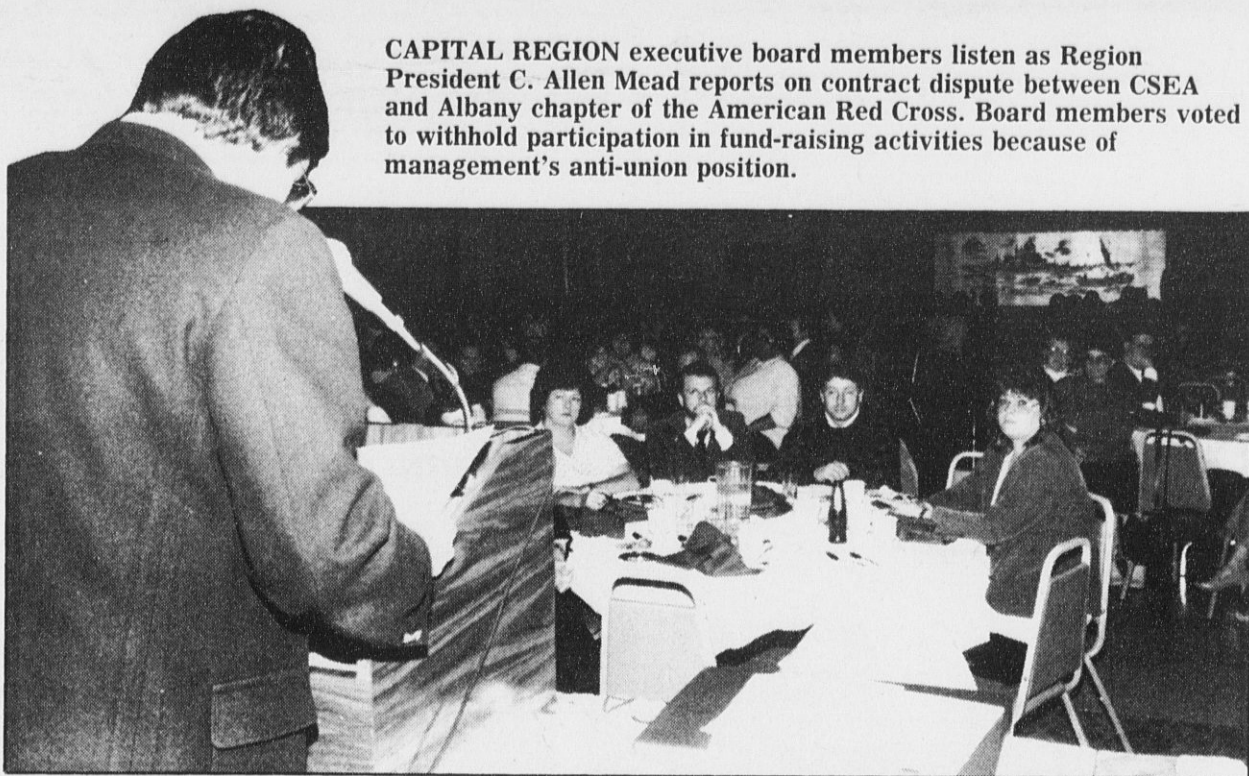
CSEA Capital Region President C. Allen Mead.

Mead said he believes funds raised from the public, including tens of thousands of CSEA members in the Capital District, are being used by the Red Cross to pay for staunchly anti-union professional labor negotiators from Syracuse in the troubled Albany negotiations.



C. Allen Mead

CAPITAL REGION executive board members listen as Region President C. Allen Mead reports on contract dispute between CSEA and Albany chapter of the American Red Cross. Board members voted to withhold participation in fund-raising activities because of management's anti-union position.



National Red Cross intervention urged by state AFL-CIO president

The struggle to gain proper recognition and respect for employees of the American Red Cross and their rights to be represented by CSEA has reached a higher level. The president of the New York State AFL/CIO, of which CSEA is a member, has written to the national president of the American Red Cross in Washington asking for his intervention in the dispute between CSEA and the Northeastern New York Chapter of the American Red Cross. Following is state AFL/CIO President Edward J. Cleary's letter dated Feb. 4.

Mr. Richard Schubert, President
American Red Cross
17th and D Street, N.W.
Washington, D.C. 20006

The Civil Service Employees Association CSEA/AFSCME is the largest affiliated union in the New York State AFL/CIO. Its reputation as a responsible union and fervent representative of workers' interests is well-deserved.

It is with great dismay that I learned that CSEA/AFSCME has been unable to secure a contract for its members who work for the Northeastern New York Chapter of the American Red Cross. Since you are the President of the American Red Cross, I thought I should contact you to explain the seriousness of the situation and seek your assistance in reaching an acceptable collective bargaining agreement as soon as possible.

The fact that negotiations have dragged on for over 22 sessions without reaching an agreement is outrageous. Problems have been exacerbated by the Chapter through its continued retainer of an expensive management law firm renowned for its opposition to unions. The Chapter vigorously fought union representation of its employees from the beginning of the organizing drive. Therefore, the Chapter's current tactics can only be viewed as deliberate attempts to discredit and thwart CSEA.

This situation is disturbing and will have a far-reaching and negative impact on the relationship between organized labor and the American Red Cross. CSEA/AFSCME, also the largest union in the Capital District, has promoted

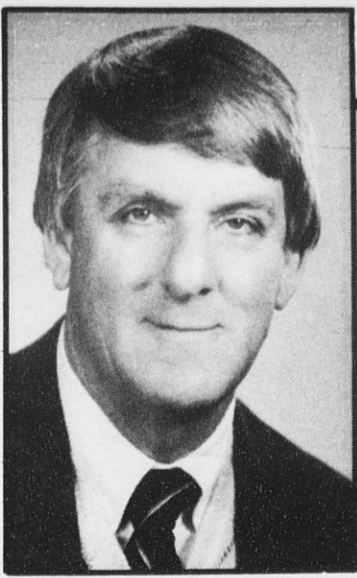
volunteerism among its members. Many CSEA members volunteer with the Red Cross, donate blood and get involved in Disaster Services. The Chapter's flagrant opposition to CSEA is simply biting off the hand that feeds it.

In addition, many other labor organizations, including the National and New York State AFL/CIO, have traditionally supported the Red Cross in many ways. Several unions and the State Federation held blood drives last year. In fact, we held a joint press conference with the Chapter at our headquarters in March 1987 where the Red Cross acknowledged the important contributions of the labor movement. Moreover, we recently hosted a meeting between unions, NYNEX and Red Cross from New York and the New England States to move forward on the Coastline Disaster Program. Eleven unions have donated the use of their halls to the Red Cross in New York State including the Labor Temple in Albany.

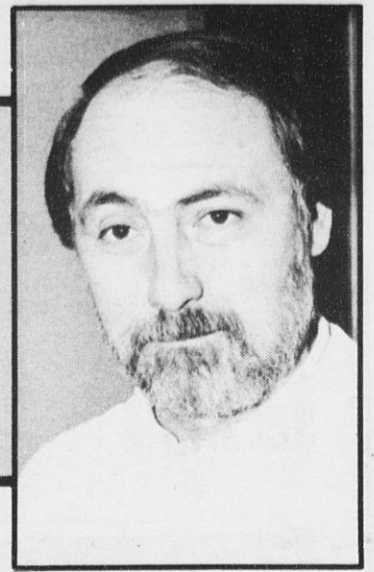
Clearly, Labor's support for Red Cross has been taken for granted. The Chapter's action against CSEA/AFSCME can only be viewed as an injury against all unions. Furthermore, the money that the Chapter has spent to fight CSEA calls into question the Chapter's dedication to the community.

I would like to speak with you further to discuss how we can reconcile this problem as soon as possible. Please call me at 212-777-6040. A prompt response would be appreciated.

All CSEA members want is a fair contract. Resolving this situation is in the best interest of the labor movement and the American Red Cross.



LATTIMER —
State not
taking
responsibility



POLITO —
Standards
needed

CSEA:

Don't let the state "buffalo" centers on staffing

By Ron Wofford

CSEA Communications Associate

BUFFALO — Safe, mandated staffing levels at the Buffalo Psychiatric Center (BPC) and similar state facilities should be in place before suspended federal funding is restored, according to Western Region CSEA President Robert Lattimer. And the state should be directed by a federal court if necessary to sign a consent decree that outlines safe staffing patterns in specific patient categories.

In a letter to the U.S. Justice Department's Civil Rights Division, Lattimer said the union does not want federal funding restored before any meaningful corrections are agreed to by the state.

Lattimer said CSEA will seek to join any suit filed by the Justice Department against BPC as a friend of the court. CSEA will submit staffing standards it feels are safe for both the patients and staff.

The Justice Department is negotiating with the state in an effort to upgrade conditions at the center and protect the civil rights of its patients.

CSEA represents about 750 employees at BPC and approximately 40,000 mental health and mental retardation workers statewide.

The center has been cut off from \$1 million a month in federal funding since Nov. 1, following a surprise review of conditions there by the Health Care Financing Administration (HCFA).

The CSEA safe staffing standards will also be forwarded to HCFA, which will review conditions at BPC before the facility is recertified.

The standards were developed after consultation with CSEA public policy specialist Marty Langer, who has written "Just a Little Bit of Truth." The thesis outlines the need for a consent decree to force the state to safely staff its psychiatric centers.

"The only reason we are taking this extraordinary step," said Lattimer, "is because, left to its own devices, the state has shown it will not go all the way to see that proper staffing levels are in place."

Joseph Polito, president of BPC Local 403, also endorsed the CSEA plan's staffing levels.

"I'm sure our members would be quite happy with these standards in place," declared Polito, who along with Andrew Herbert, Local 403 executive vice president, worked closely

with Lattimer and Langer in responding to several months of turmoil at the facility.

"One of the most unfair circumstances of the uproar surrounding the charges at the Buffalo Psychiatric Center was that our members there, the MHTAs, LPNs, maintenance people and others, were doing their usual excellent work under trying conditions," said Lattimer. "But they were being smeared by the same tarnishing brush which should have been more properly aimed at the decision makers of OMH and the state."

CSEA sets standards

CSEA's recommendations on mandated staffing levels for state psychiatric centers represent a realistic approach to ensure quality care and worker safety.

Among the guidelines:

- *No ward should handle more than 20 patients
- *Trainees should not be considered part of the full-time staff or included in establishing staff-to-patient ratios
- *Ward staffing should be based on actual numbers of staff available throughout the day — ratios are misleading

CSEA also believes actual staffing should be based on the type of patient served and suggests the following staffing pattern should be used as a bottom-line standard:

TYPE OF CARE	SHIFT	MINIMUM DIRECT CARE STAFF
Acute admissions	Days	6
	Evening	5
	Night	4
Extended care	Days	5
	Evening	4
	Night	3
Geriatric	Days	5
	Evenings	4
	Night	3
Skilled Nursing	Days	8
	Evening	6
	Night	4

WOULD IMPROVE PENSIONS, REFUND CONTRIBUTIONS

CSEA's suit to place thousands in Tier II reaches highest court



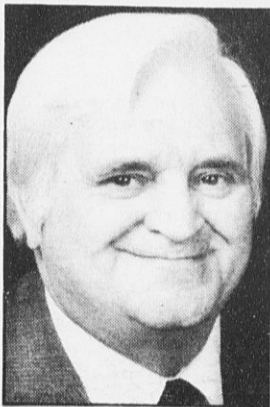
The state's highest court is expected to hear some time this spring a lawsuit brought by CSEA that would provide better retirement benefits to more than 5,000 public employees who joined the state retirement system during the latter half of 1976.

A final decision on the case is not expected until later this year.

The state Court of Appeals will hear oral arguments on CSEA's contention that the constitutional rights of public employees who joined the system between July 27 and Dec. 31, 1976, were violated because the state placed them in the wrong tier of the multi-tiered retirement system.

CSEA's initial court win overturned

CSEA won the suit initially in state Supreme Court in 1986. But that decision was overturned last July by the Appellate Division of state Supreme Court upon



appeal by the state. CSEA, in turn, is now appealing that ruling to the Court of Appeals.

"It's simply a question of fairness," says CSEA statewide

McGowan: "We're taking this all the way."

President William L. McGowan. "That's why we're taking this all the way. We believe that if justice prevails, we will win this suit."

AFL-CIO, unions join CSEA's case

CSEA's suit got a boost last week when the state AFL-CIO, of which CSEA is a member, and two other public employee unions requested permission to join the case with CSEA against the state. Joining in along with the state AFL-CIO are the Public Employees Federation (PEF) and AFSCME Council 82.

"We fully support CSEA's position in this case," says state AFL-CIO President Edward J. Cleary. He notes the New York State Constitution states that a pension status cannot be diminished or impaired.

They should be in Tier II

CSEA is seeking to have the more than 5,000 people who joined the system during the latter half of 1976 placed in Tier II of the retirement system.

The union claims the state wrongly placed those employees in Tier III, a category in which members must contribute 3 percent of their annual salary into the retirement system. The Tier II pension plan is non-contributory.

As part of its suit, CSEA seeks to have the 3 percent of salary the employees have contributed into the pension system since 1976 returned, with interest, to the individuals. That could amount to between \$5,000 and \$10,000 per person depending upon their salary.

Additionally, Tier III retirement benefits are reduced by 50 percent of the individual's social security benefits while Tier II has no social security offset. Tier III disability benefits are also less favorable than Tier II benefits.

How it happened

The state Legislature enacted Tier III of the state retirement system on July 27, 1976, but the 3 percent contribution deductions did not begin until Jan. 1, 1977.

The state originally attempted to collect contributions retroactively from everyone who entered the retirement system on or after July 1, 1976. In a separate court suit CSEA successfully extended permanent Tier II coverage to those who joined the system prior to July 27, when Tier III was actually enacted.

The present lawsuit seeks to extend permanent Tier II coverage through Dec. 31, 1976.

Chances of pension supplement legislation looks good

Hundreds of thousands of retired public employees who retired prior to 1983 will receive supplementations to their pensions, retroactive to last Sept. 1.

Pension supplementation has been a top legislative priority for CSEA. CSEA Lobbyist Damaris "Demi" McGuire had promised "We are going to win this one," and after a long period of negotiations over the Presidents Holiday weekend it appears she has made good on that pledge.

CSEA and other public employee unions hammered out an agreement with New York City Mayor Edward Koch, who had opposed supplementation for former New York City employees. Under the agreement, state and local government retirees will get supplementation

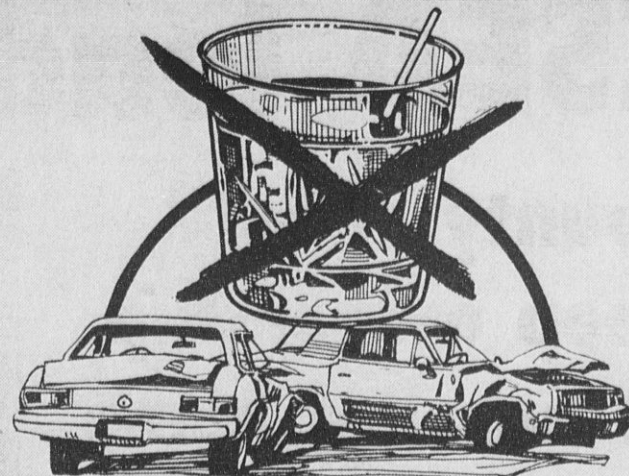
retroactive to Sept. 1 while retired New York City employees will have their increases withheld until May 1.

The legislation appears headed for certain passage quickly in the state Senate and Assembly. Gov. Mario Cuomo, who vetoed similar legislation last year, has publicly pledged to sign the bill this year.

Under the legislation, a public employee who retired in 1982 will receive a 1.5 percent supplement to his or her pension. The percentages of supplementation increase the longer a person is retired. For instance, a 1980 retiree will see a hike of 4.1 percent while the increase will be 9.1 percent for a 1978 retiree. Currently supplementation is provided only to those who retired prior to 1980.

DWI probation program

Making a difference

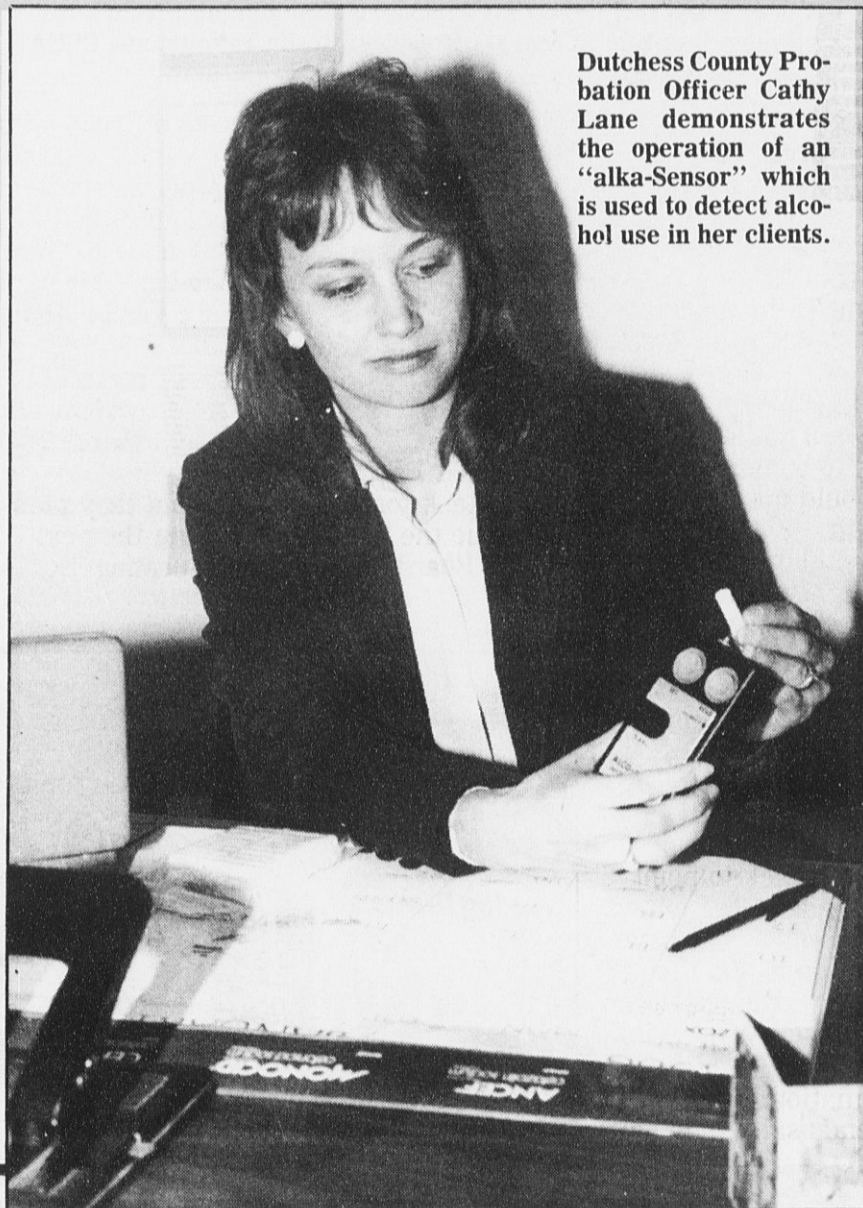


By Anita Manley
CSEA Communications Associate

POUGHKEEPSIE — Cathy Lane is making a difference and that's precisely what she loves about her job.

Lane is one of three Dutchess County probation officers who works strictly with drunk driving cases, thanks to special funding from the state.

Compared to most probation officers, Lane's caseload is light



Dutchess County Probation Officer Cathy Lane demonstrates the operation of an "alka-Sensor" which is used to detect alcohol use in her clients.

— about 35 cases — but each requires intensive supervision, including weekly contact, home visits and in some cases, surveillance.

Each of the clients must abide by his orders of probation. While some may be ordered to attend Alcoholics Anonymous (AA) meetings, others may require counseling or possibly in-patient treatment in an alcoholic rehabilitation center.

"These people are not social drinkers," said Lane. "They're the alcoholics."

In fact, she said, stricter DWI laws have significantly deterred social drinkers from driving while intoxicated.

Those that are being arrested and placed on probation are the ones who need help, and they're getting it. Many programs are available.

Families of alcoholics are also encouraged to participate in the programs. "Some of them don't want anything to do with it, but some want to be involved. Alcoholism is a family disease, so it's important that everyone participates," said Lane.

The ultimate goal for most DWI offenders is to retrieve their suspended driver's license. That's not so simple. Lane says they are required to get recommendations from their probation officer, alcoholism counselor and from the court just to apply for reinstatement.

"Then the Department of Motor Vehicles has its own guidelines," Lane emphasized, "and they may still refuse."

Alcoholism is a non-discriminatory disease touching the rich, the poor, black and white. Lane's clients range in age from 22 to 73, though most are in their 30s and 40s. Except for a drinking problem, most are law-abiding citizens.

The disease takes its toll on the body with its physical complications affecting the liver, heart, brain and the nervous system.

"When you see what it does to their personal lives along with the physical problems, you wonder why anyone would drink," said Lane.

A probation employee since 1985, Lane feels that the intensive supervision program is helping her to perform her job more effectively. Special training is provided and she has sat in on a number of AA and Al-Anon meetings herself.

"I particularly like my job," said Lane. "I can respond — I can talk to the family and I can help my clients."

'These people are not social drinkers, they're alcoholics'

Dover schools get BIG salary boost

WINGDALE — A new salary schedule for CSEA employees in the Dover School District will boost salaries as much as 52 percent over the life of a recently signed three-year contract.

According to CSEA Field Representative John Deyo, the new agreement, which covers about 40 clerical, grounds and maintenance and cafeteria employees, also provides:

- * 7 percent increases per year for salaried workers
- * 7.5 percent increases per year for hourly workers

- * A 25-cent per hour differential for senior food service workers
 - * The addition of the Martin Luther King Jr. Day as a paid holiday
 - * A health insurance buy out of \$750 per year
 - * Uniform allowance for cafeteria workers
- "It's one of the best contracts we ever negotiated," said Unit President Pat Hoag.

Vice President Joyce Hessler agreed. "I thought it was a fair contract. It's comparable to what people around here are getting."

CSEA leads infirmary fight

County should keep ownership of nursing home

By Charles McGeary
CSEA Communications Associate

MADISON — Snow and icy roads failed to stop a group of hardy CSEA members who turned out recently to hear the CSEA side of the Madison County infirmary issue.

More than 60 Madison County CSEA Local 827 members and supportive CSEA state members gathered, despite inclement weather, to hear the facts presented by a special task force on the proposed closing of the Gerrit Smith Infirmary.

Infirmary workers could lose their job security if the county carries out a proposal to let a private sector agency build a nursing home to replace Gerrit Smith, the task force members told the gathering.

Part of an all-out effort to stop the infirmary closing, the task force urged infirmary employees and other CSEA members who live in the county to pressure county lawmakers to keep the nursing home in nearby Eaton open.

"Assurances that the present workforce will be taken care of are empty promises," said CSEA Deputy Director for Local Government Ronald King. "If the private sector takes over, it will most certainly mean smaller paychecks and fewer benefits for 100 infirmary workers."

CSEA Region V President James Moore pledged full support of local, regional and state services, including political action.

"If we work together, I'm confident we can win this fight," Moore said. "The way each of you and your fellow



JOINING THE FIGHT — Region V President Jim Moore talks to members of Madison County CSEA Local 827 recently about the proposed closing of the county infirmary. With him are, from left, Deputy Director for Local Government Ron King, Local 827 President Roslie Tallman and CSEA Policy and Planning Specialist Paula Lambert.

employees can help is to telephone the county's 19 supervisors to express your concerns as an employee and a taxpayer. Tell them straight out that if they don't support us in the spring, we are not going to support them in the fall elections."

Local 827 President Roslie Tallman said county employees and other CSEA members who live in Madison County may be asked to get involved in other activities, such as picketing, circulating petitions and writing letters to local newspapers to convince county supervisors they should not "wash their hands" of Gerrit Smith.

In a letter to infirmary employees, William Magee, chairperson of the county board's Health Committee, said a joint proposal by Crouse-Irving Memorial Hospital of Syracuse and Community Memorial Hospital of Hamilton to build and administer a new nursing home specifies that "all qualified employees will be offered comparable employment in the new facility."

Both Moore and King were quick to point out that the clause does not guarantee job security because the private entity will have the authority to determine who is qualified.

Although CSEA officials have requested proposal figures concerning county plans in writing, the union has repeatedly been denied access to any information.

If necessary, CSEA officials said, they will

obtain the information through Freedom of Information procedures.

"If Bill McGee and the other supervisors thought we would take this lightly and just fold tents and go away, they underestimated the spirit and fight in this union," Moore said. "We'll do whatever it takes to stop a private sector takeover."

The special CSEA task force members are: Moore, King, Local 827 President Tallman and CSEA Policy and Planning Specialist Paula Lambert.

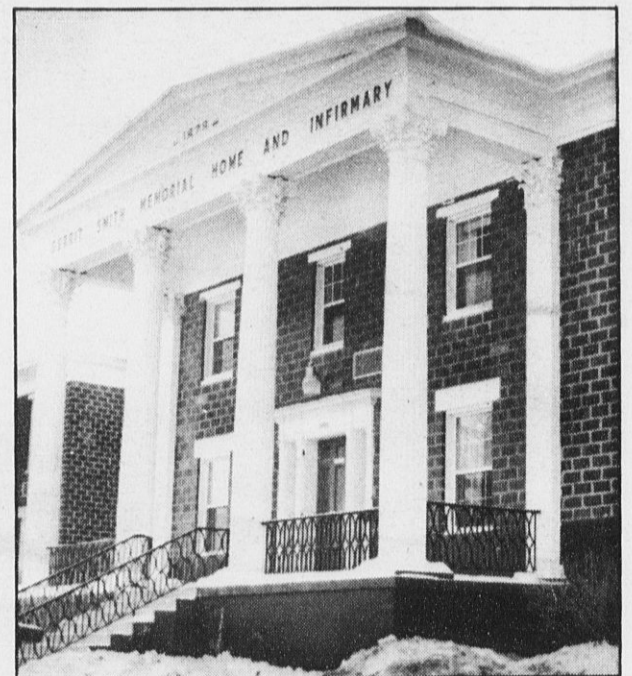
The task force members said they plan to continue the fight by attending the next county Board of Supervisors meeting.

"We'll do whatever it takes to stop a private sector takeover."

— Jim Moore



LINKING UP WITH THE MEDIA — Members of the CSEA task force on the Madison County infirmary meet with reporters to state their case opposing the proposed closing of the facility.



"If the private sector takes over, it will most certainly mean smaller paychecks and fewer benefits for 100 infirmary workers."

— Ron King

Conference kicks off the new year

WILLIAMSVILLE — The first CSEA Region VI conference of 1988 addressed a wide range of unionist concerns and was a general reunion and "re-dedication to meeting the needs of our members," said Region VI President Robert L. Lattimer.

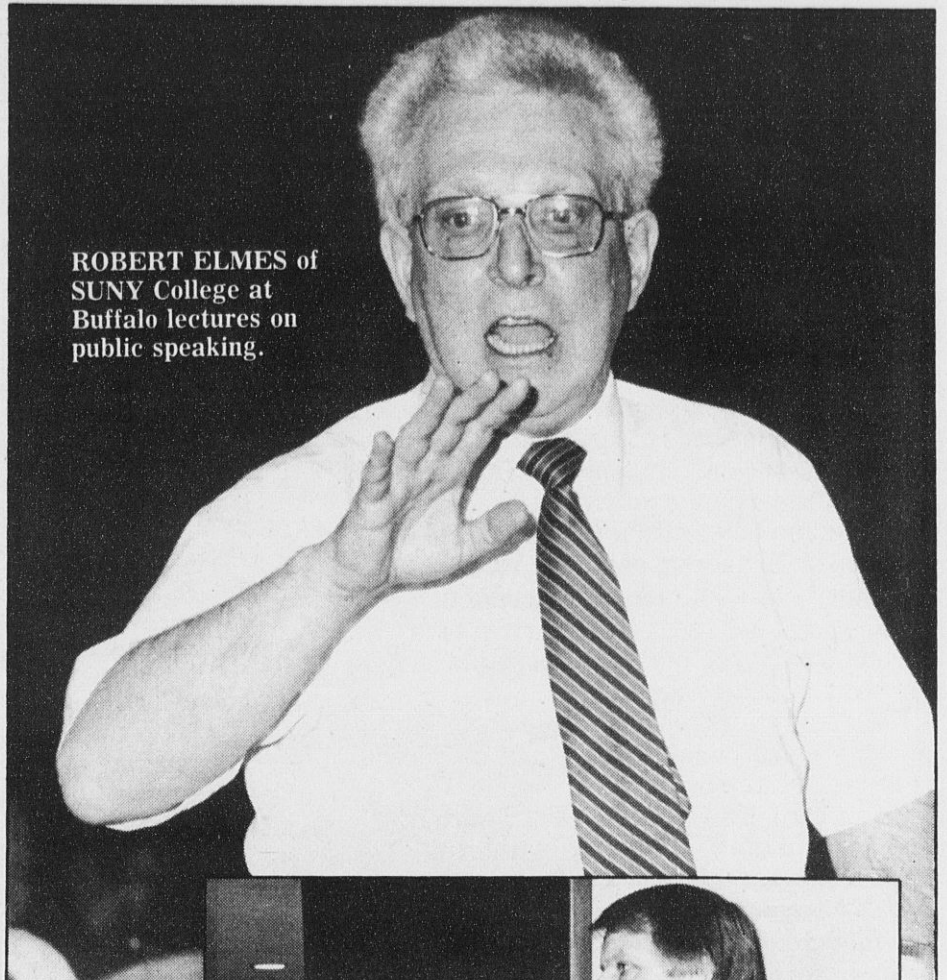
Covering some practical aspects was Robert Elmes, a professor at SUNY College at Buffalo, who offered a workshop on public speaking.

"Effective public speaking requires advance preparation," Elmes advised. "First you should size up your audience, and analyze what their viewpoint might be, based on whatever you can learn about them beforehand."

Field Representative Mark Higgins outlined the federal Consolidated Omnibus Budget Reconciliation Act (COBRA) of 1985. He discussed how the law pertains to health care coverage for local government employees and certain family members under a group health plan.

In addition, the region conference delegate heard reports from region officers, the results of a questionnaire on region issues and an educational survey.

Statewide Executive Vice President Joseph McDermott and statewide Secretary Irene Carr each spoke to the delegates during the general business session.



ROBERT ELMES of SUNY College at Buffalo lectures on public speaking.



MARY ANN BENTHAM, president of SUNY Fredonia CSEA Local 607, talks with Dick Maggio, president of Chautauqua County CSEA Local 807.



REGION VI PRESIDENT Robert L. Lattimer, right, talks with Debbie Baum, program associate with CSEA's Labor Education Action Program (LEAP).



REGION VI SECOND VICE PRESIDENT Marie Prince, above left, stops by the CSEA/AFSCME PEOPLE table. Staffing the political action fundraising table are, from left, Wilma Hasser, Pat Chance and Greg Meredith.

AT RIGHT, Creola Shelton, seated, president of Monroe Developmental Center CSEA Local 439, talks with Terry Melvin, president of West Seneca Developmental Center CSEA Local 427, center, and Ruby Everette of Local 439.

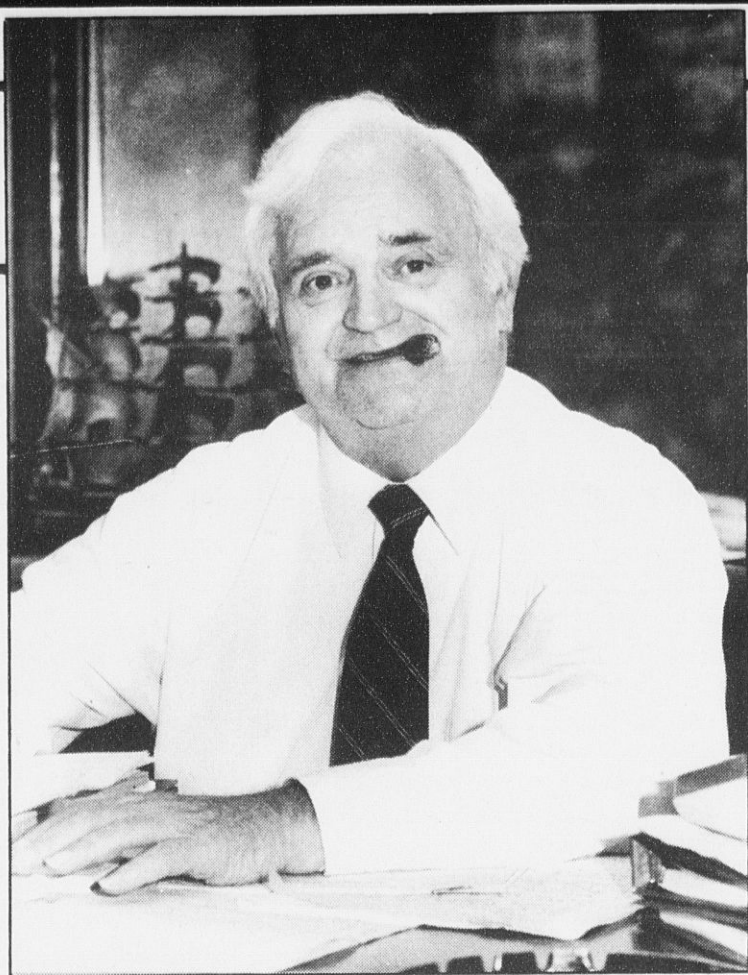


An open letter from
President William L. McGowan

No excuse for OMH/OMRDD injuries

The response from legislators, state officials, and you, the members of CSEA tells me that *WORKING IN FEAR*, our recent white paper exposing on-the-job injuries in mental health and retardation facilities, is right on target!

Now the state Civil Service Department has issued its own report. It not only supports our conclusions but shows statistically that the dangers to Office of Mental Health (OMH) and Office of Mental Retardation and Developmental Disabilities (OMRDD) workers are worse than what we found. The evidence is overwhelming — too many of our members are getting hurt!



Not only are our members suffering, but so are the taxpayers, and, most importantly, the people we care for.

Employees who are injured and away from the job cost the taxpayers overtime. Understaffing means more work and makes it even harder to help those patients who really need the care they rightly deserve.

To try to balance the budget on the backs of patients and employees is bad bookkeeping. No one wins!

The responsibility for improvement must begin with Gov. Mario Cuomo, who always talks about the "Family of New York."

Governor, we too are part of that "Family" you speak of. We want to do our job and help those who need care.

Granted, the solution is not simple, but as a start I suggest that you mandate that OMH and OMRDD establish a comprehensive safety and health program for our members, and provide the necessary funding so that no one gets short changed at our facilities, the patients or the employees!

To do otherwise hurts all of us, the "Family of New York!"

William L. McGowan

William L. McGowan
President

WORKING IN FEAR:

A CSEA white paper on
occupational injuries in New York State
mental health and mental retardation facilities

Prepared by the Civil Service Employees Association, Inc.
Local 1000, AFSCME, AFL-CIO
WILLIAM L. MCGOWAN, President

January, 1988



State report backs CSEA findings

ALBANY — In the wake of *Working in Fear*, CSEA's recent white paper on occupational injuries among state mental hygiene workers, the state Civil Service Department has released its own report showing the situation is even worse than CSEA found!

CSEA's findings, compiled from state Labor Department documents, showed disproportionately high on-the-job injuries in Office of Mental Health (OMH) and Office of Mental Retardation and Developmental Disabilities (OMRDD) facilities. Injuries accounted for an incredible 160,000 lost workdays for OMH and OMRDD employees in 1986 alone.

The Civil Service Department report lists on-the-job injury rates for all state

agencies and departments, including individual mental hygiene facilities. The figures clearly back CSEA's conclusion that mental hygiene workers are at the greatest risk of on-the-job injury of any state employees.

Among the Civil Service Department's findings:

* Mental hygiene (Institutional Services Unit) workers had the worst "accident" rate in the state work force — 28.6 percent. Overall average was 12.8 percent.

* ISU employees accounted for 51 percent of ALL state work force accidents reported in fiscal year 1986-87

* ISU employees received 58 percent of

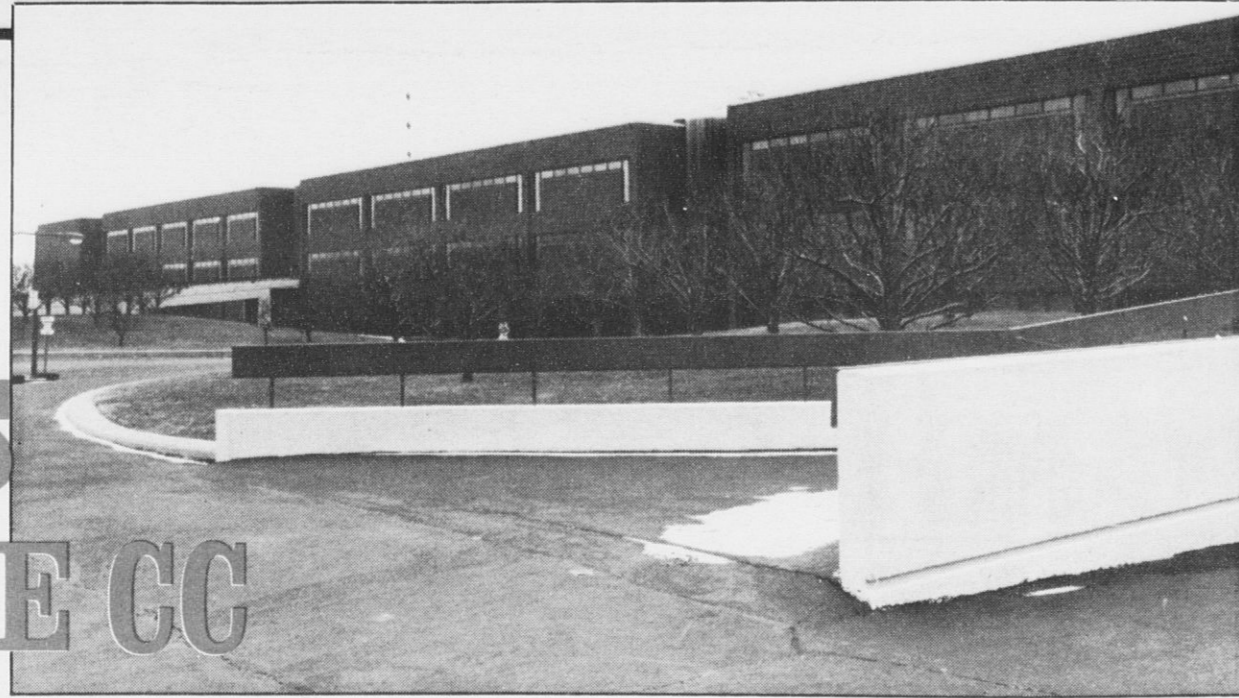
all Workers' Compensation claim payments even though they only account for 23 percent of the state work force covered.

Although the Civil Service Department's report looked at injuries during a slightly different time period than CSEA's review, a location-by-location comparison shows a higher number of accidents in nearly every OMH and OMRDD facility than what CSEA found.

This is the first time Civil Service has ever issued comprehensive injury figures in this way. But they insist the release was not prompted by CSEA's report.

Like CSEA's conclusion, the Civil Service Department report calls for better occupational safety and health programs to deal with the crisis.

CLEANING UP THE CHEMICALS AT GENESEE CC



CSEA enforces its right to know

By Ron Wofford
CSEA Communications Associate

BATAVIA — Concern by employees at Genesee Community College here over chemicals they may have been exposed to on the job has resulted in the college being fined and found guilty of violations of the state's Right-To-Know Law.

"Our members were concerned about the chemicals they might be working near," says CSEA Unit President Sharon Bork, "and that led us to contact with CSEA safety rep John Bieger, the (college) administration, the Department of Environmental Conservation and the Attorney General's Office before this resolution was reached."

The employees work with a wide variety of chemicals during building and grounds

maintenance in addition to cleaning laboratories and classrooms where other chemicals are used. They were worried about a lack of training to work with such chemicals and about possible exposure to toxic substances.

Following a series of meetings between CSEA, management and the two state agencies, a full investigation found the college in violation of several provisions of the law.

Among other things, the investigation revealed that employees were, indeed, exposed to toxic substances.

The college has agreed to correct the violations under a stipulation by the Attorney General's Office, which includes a \$10,000 fine, \$8,000 of which was suspended pending correction of the violations. The full fine becomes due if the college does not

comply with terms of the agreement and the Attorney General's Office retained the right to take the college to court in the event of a violation.

The college agreed to post all required Right-To-Know notices, to maintain on-site information of toxic substances, to provide a state-approved education and training program for employees, to provide information to employees on toxic substances within 72 hours of receiving such a request and to notify former employees of their right to information about chemical substances they may have come in contact with during their employment at the college.

Unit President Bork and CSEA Field Representative Penny Bush both pledged that CSEA will continue to monitor the situation at Genesee Community College.

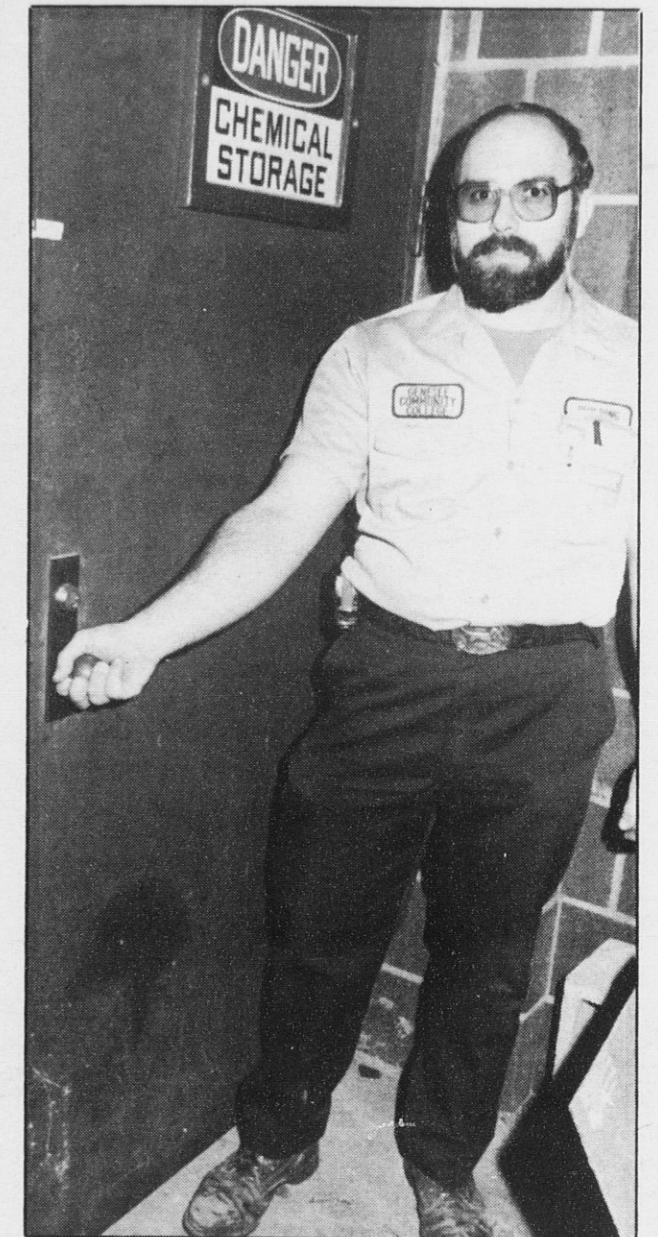


DISCUSSING AN AGREEMENT by the college to correct all violations are, in photo above from left, employee Karl Merritt, CSEA Occupational Safety and Health Specialist John Bieger, CSEA Unit President Sharon Bork and employees Ken Dart and Clyde Bell.

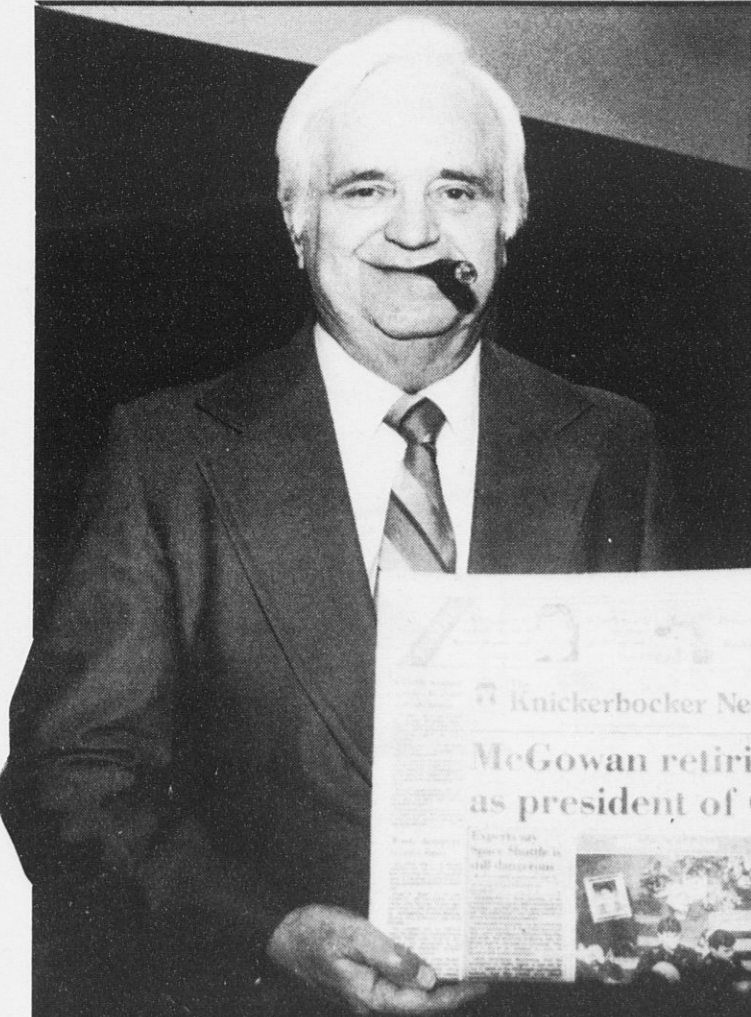


IN PHOTO AT RIGHT, Karl Merritt prepares to open door to a storage area where a wide variety of chemicals were maintained at Genesee Community College.

THIS IS PART OF THE COLLECTION of chemicals, left photo, that was revealed behind the storage room door and about which employees wanted more information. The college has since agreed to destroy these chemicals.



"What do you think of William McGowan's pending retirement?"



Knickerbocker News
McGowan retiring as president of CSEA

DAVID ZOGG
Oswego County
Local 838
Region V

"I was sorry to hear Bill is retiring. He's a dedicated union man who always put CSEA members first. We wish him well."



MARIE ST. VICTOR
Brooklyn
Developmental Center
Local 447
Region II

"I think he was being really fair and I hope whoever comes after him will continue the goals and work he had in mind for the membership."

SUZANNE RUSSELL
Dutchess County
Local 814
Region III

"I think it's wonderful for him. I hope he has a bright and beautiful future. I hope he goes on to bigger and better things!"



MARY MEAD
Washington County
Local 858
Region IV

"I think Mr. McGowan has done a lot for unionism. But his decision to retire will let a younger person have a leadership role, and that means new ideas, new directions, new challenges and new successes."

DORIS MONGER
Erie County
Educational Local 868
Region VI

"I was really surprised to hear about it. In a way I'm sorry to see him go. I wish him luck. I'm looking forward to seeing some new faces and seeing what someone else can do."



A weighty victory

Member regains job, loses pounds

Compiled by Lilly Gioia
CSEA Communications Associate

NEW YORK — Along with more than half his body weight, CSEA member John Marino also recently lost his job, and he says there is a connection between the two.

Through his own determination, Marino continues to lose weight and through the determination of CSEA, he has his job back, along with \$2,000 in back pay.

Marino, a member of Metropolitan Area Armory Employees CSEA Local 254, worked at the state Park Avenue Armory and was a chief steward of his local.

"My supervisor was telling me to do something about my weight," Marino says. At the time, he weighed 600 pounds.

Since then he has undergone surgery and lost more than 340 pounds. But his boss did not congratulate Marino.

Instead, he fired him.

A registered letter arrived at Marino's home announcing an "unsatisfactory probationary period" as the cause of his termination. Marino was astonished for two reasons: first, he had successfully completed his probationary period six months earlier; and second, weight could not be an issue, since there is no weight requirement for his job title of armory maintenance worker.

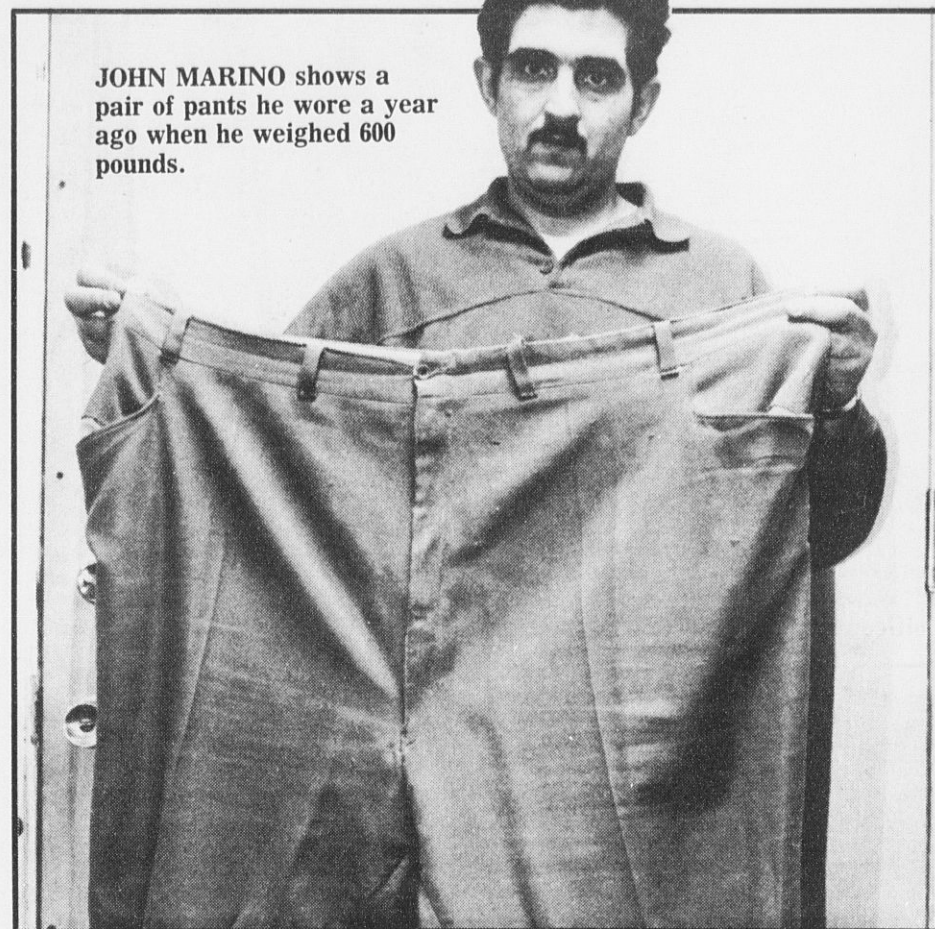
According to Field Representative Martin Blumstein, who helped file an immediate grievance against the Division of Military and Naval Affairs, Marino's job performance was not at fault.

"Marino's union activities triggered harassment and ultimately the termination," Blumstein says.

A jubilant Local 254 President Roy Seabrook applauded the news that CSEA had won Marino \$2,000 in back pay and full restoration of Marino's status as a permanent employee.

"I felt confident CSEA would win this case because John had a clean record of six years' previous armory employment before he left state service for private industry," Seabrook explains. "Although he had to start with a new probationary period when he returned, they can't just turn around six months after he completes probation and terminate him for failing it."

The pre-holiday period was rough for Marino with utility bills piling up, his telephone service shut off, back rent due and no money for gifts. Hearing the good news from CSEA about the back pay award and his reinstatement made it "a much happier holiday season," he says.



JOHN MARINO shows a pair of pants he wore a year ago when he weighed 600 pounds.

"I was concerned about my health and their telling me to do something about my weight, so I went ahead and had the surgery. But my whole body is changing now and at times I feel very nervous," Marino explains. "Continued management harassment doesn't help and I have had to ask for a transfer to another armory."

The American Medical Association classifies obesity as a disease, but Marino is confident about his future in a normal size body.

"I could have sued them under human rights statutes," Marino says, "but all I wanted was my job back."



John Marino, left, CSEA Field Representative Martin Blumstein and Local 254 President Roy Seabrook.

Losing to live

NEW YORK — Battling for his job was struggle enough, but John Marino took on the biggest fight of his life when he decided to lose weight for good.

A member of Metropolitan Area Armory Employees CSEA Local 254, Marino weighed 600 pounds at age 32. He decided to undergo surgery that would restrict his food intake, however risky the operation might be, to lose much of the life-threatening weight. In addition to his health, he was partly motivated by his supervisor who told him to do something about his weight.

Marino's job title of armory maintenance worker carries no weight restrictions.

The serious surgery could have been fatal. Marino's doctor told him the shock of the operation could cause heart failure. Marino's heart did stop during surgery, but because he anticipated the possibility, the doctor was able to revive Marino.

In just over a year, Marino has become a smaller man and a huge success. He's lost more than 340 pounds and is still sliding down the scales. Now he weighs in at a svelte 260.

"I did in a year and two weeks what my doctor said would probably take two years," Marino proudly states.

Child center named



THE WINNER — Connie Severson, center, accepts a \$100 savings bond for "Great Beginnings", her name for the Broome Developmental Center child care facility. Presenting the bond is Richard Thamasett, Broome DC director. With them are, from left, Valarie Hampton, affirmative action officer, CSEA Local 449 President Mark Smacher, and, at right, Bob Purtell of PEF.

BINGHAMTON — The children of Broome Developmental Center CSEA Local 449 members will soon have "Great Beginnings."

That's the name of the new child care center to open there in the spring. It was chosen from more than 200 entries in a "Name the Center Contest" sponsored by CSEA Local 449 and PEF members at the facility.

Connie Severson, a medical records keyboard specialist, earned a \$100 U.S. savings bond for her winning entry. Broome DC Director Richard J. Thamasett presented the bond on behalf of the unions and the facility's joint Labor/Management Child Care Committee.

Local 449 President Mark Smacher said employees look forward to the center's opening.

"Our own child care center had been a priority issue here for a long time," he said. "It's a practical service that will benefit both employees and management."

Westchester DC honors Nicaragua volunteer

TARRYTOWN — Military support for Nicaragua rebels is counterproductive, according to Severin DeMonterey, the recipient of Westchester Developmental Center's Humanitarian of the Year award.

DeMonterey, a seven-year employee and community residence aide, paid his own way to spend more than a month in Nicaragua last summer. He took part in a tree-planting project sponsored by the Environmental Project of Central America and the Nicaraguan Network.

Politically active in trying to change American policy in Nicaragua for many years, DeMonterey says the United States could better serve the people there by helping them to develop their country environmentally.

"This would help the people become more self-sufficient and less involved in raping their environment," he said.

"I think there's a misunderstanding on the part of the foreign policy elite of this country," DeMonterey explained. "They truly believe that Nicaragua will become a Soviet base. I think they're wrong."

DeMonterey was one of 12 North Americans who took part in the project and he says the group was protected by the Sandinista army.



A REAL HUMANITARIAN — Westchester Developmental Center CSEA Local 432 Treasurer Richard Colson, left, presents co-worker Severin DeMonterey with the center's Humanitarian of the Year award.

"The situation is not entirely different from our American Revolution," he said. "What needs to be changed is our government's policy. We should not be fighting these people."

DeMonterey received the humanitarian award during Martin Luther King Jr. Day ceremonies.

Region V plans training

SYRACUSE — Three extensive training programs for CSEA Region V officers, board representatives and local and unit presidents are scheduled for Feb. 27 at the Hotel Syracuse.

Patterned after the successful triple-header program last year, the 1988 sessions will focus on legislative and political action, safety and a two-part women's program.

The legislative and political action seminar will include an overview of the technical operation of the CSEA Legislative and Political Action Department, an explanation of the 1988 legislative package, as well as tips on starting local or unit political action committees (PACs). Speakers will include Regional PAC Chairperson Dorothy Penner-Breen, CSEA Lobbyist Demi McGuire, Director of PAC Operations Joyce Dimitri and Region V PAC Coordinator Dwight Evans.

The safety seminar, headed by regional and statewide safety

specialists, will cover the expanded Hazardous Communication Standards of the Right to Know Law, new asbestos law for schools, new state policy on video display terminals (VDTs) and procedures for filing a Public Employee Safety and Health (PESH) complaint.

The Region V Women's Committee, co-chaired by Kathy Roma and Chris Carletta, will offer a unique video discussion as part of their program.

U.S. Rep. Sherwood Boehlert will be guest speaker at the luncheon.

Registration information has been forwarded to all Region V officers, board representatives and local and unit presidents.

"The triple-header seminar was very well received in 1987," said Region V President James Moore, "and we expect an even greater turnout for the 1988 sessions."

EBF participating dentists

The Public Sector will publish lists of the dentists participating in the CSEA Employee Benefit Fund (EBF) program by region over the next several issues. This issue lists the dentists in Regions V and VI.

Each dental office listed here has agreed in writing to accept the CSEA fee schedule as payment in full for services listed in our dental booklet. In addition, these dentists have agreed that for any treatment not covered by our plan, they will discuss the cost with

the covered employee before commencing such treatment. This means that you will know beforehand about any out-of-pocket expenses.

Publication of this list is meant only as an aid to you in selecting a dentist whose fees will be the same as our schedule. We do not recommend or control the quality of a dentist's work, nor are we in a position to verify or refute the opinions of a dentist reviewing another's work.

Region V

BERKOWITZ, BARRY	1600 MONROE STREET, ENDICOTT 13760	(607) 757-9782
BONACC, JOSEPH R. DDS, PC	801 N. SALINA STREET, SYRACUSE 13208	(315) 422-1305
DABIR, RAVI C. DDS	46 E. GENESEE STREET, BALDWINVILLE 13027	(315) 638-0276
DENTAL CARE SERVICES OF NEW HARTFORD	P.O. BOX 861, NEW HARTFORD 13413	(315) 797-0030
DONNELLY, JOHN P. DDS	211 FRANKLIN STREET WATKINS GLEN 14891	(607) 535-6512
DUNBAR, PAUL	88 ANDREWS STREET, MASSENA 13662	(315) 769-5745
ESCO, RAPHAEL	88 ANDREWS STREET, MASSENA 13662	(315) 769-5745
FARGNOLI, SAM, DDS	22 ELM STREET, DELHI 13753	(607) 746-2225
GUOZIAK, ALEXANDER	608 DELAWARE STREET, SYRACUSE 13204	(315) 475-0965
GUPTA, RADHESHYAM R.	205 BELMOT PROF. BLDG., 7400 OSWEGO RD., LIVERPOOL	(315) 457-0322
HIGBY, RICHARD FRANK	BOX 438, RIVER MEDICAL CENTER, BEAVER FALLS	(315) 346-6223
HODGES, E.G. DDS	RT. 1, OGDENSBURG 13669	(315) 393-1788
HOLLIS, ALFRED W. DDS	1 ELM STREET, MALONE 12953	(518) 483-1470
KOTHARI, JAGDISH R.	27 COLUMBIA STREET, MOHAWK 13407	(315) 866-2400
KOTHARI, JAGDISH R.	320 HERKIMER ROAD, UTICA 13501	(315) 793-3500
KRAWCZUK, WILLIAM J. DDS	4873 BROAD ROAD, SYRACUSE 13215	(315) 492-1473
LAGONEGRO, JULIUS D.	228 FRONT STREET, BOX 356, OWEGO 13827	(607) 687-1881
LAUX, RONALD J. DDS	315 W. WATER STREET, ELMIRA 14901	(607) 733-0830
LEVY, RICHARD DDS	109 EDGERTON, MINOA 13144	(315) 656-7600
MACKOR, GEORGE M. DDS	THE MARKET PLACE, RT. 92, MANLIUS 13104	(315) 682-6750

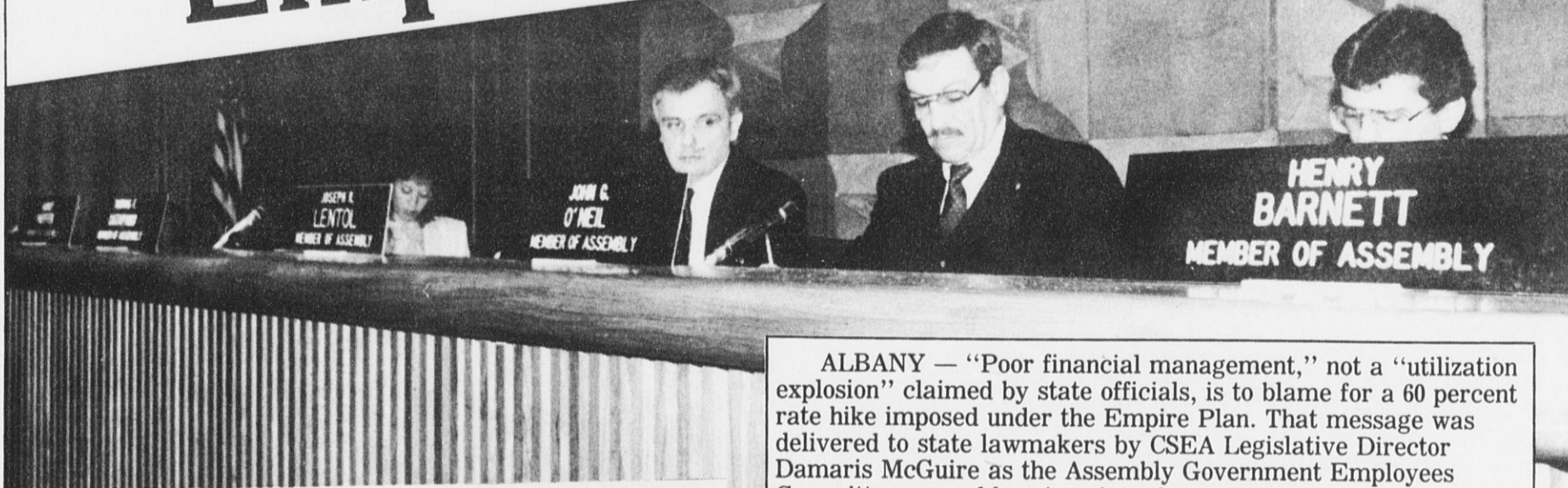
MAZZAFERRO, FRANK C.	205 WEST COURT STREET, ROME 13440	(315) 336-9140
O'BRIEN, ANNA M. DDS	123 FRONT STREET, BINGHAMTON 13905	(607) 723-1939
PAL, AJAY	4281 HOMER AVENUE, CORTLAND 13045	(607) 753-1355
PUGLISI, RICHARD	298 HARRY L DRIVE, JOHNSON CITY 13790	(607) 798-7776
ROME FAMILY DENTAL SERVICE, PC	215 W. WASHINGTON STREET, ROME 13440	(315) 339-5830
ROOT, EDWARD J. DDS	1530 SUNSET AVENUE, UTICA 13502	(315) 735-0131
SCHULLER, MARK G. DDS	315 W. WATER STREET, ELMIRA 14901	(607) 733-0830
SEROG, WILLIAM	8328 SOUTH MAIN STREET, CICERO 13039	(315) 699-5111
SHOPPINGTON DENTAL SERVICES	SHOPPINGTON MALL, DEWITT 13214	(315) 446-6406
SMILE CARE	64 FRONT STREET, BINGHAMTON 13905	(607) 722-3727
STURR, RICHARD M.	68 MAIN STREET, CAMILLUS 13031	(315) 672-8321
SURYADEVARA, RAM DDS	501 S. MAIN STREET, N. SYRACUSE 13212	(315) 452-1020
UPSTATE DENTAL & DENTURE SERVICE	AUBURN PLAZA, ROUTE 5, AUBURN 13021	(315) 253-6211
UPSTATE DENTAL & DENTURE SERVICE	WESTERN PLAZA, 4700 ONONDAGA BLVD., SYRACUSE 13219	(315) 472-4867
WERFELMANN, RICHARD DDS	7310 BUCKLEY ROAD, NORTH SYRACUSE 13212	(315) 458-3218
WHALEN, WILLIAM C. DDS	8901 N. SALINA STREET, SYRACUSE 13208	(315) 422-1205
WHITESTOWN DENTAL CARE, PC	WHITESTOWN PLAZA, WHITESBORO 13492	(315) 768-8161
ZALEON, IRVING DDS	2308 BREWERTON ROAD, MATTYDALE 13211	(315) 458-0104
ZINN, HERBERT S. DDS	9 WASHINGTON AVENUE, ENDICOTT 13760	(607) 785-1027

Region VI

ABRAMS, JACK E.	1265 CENTER ROAD, WEST SENECA 14224	(716) 674-7044
ARROWHEAD DENTAL CARE	1025 FRENCH ROAD, CHEEKTOWAGA 14227	(716) 656-9432
AUGUST, WALTER C.	565 HUDSON AVENUE, ROCHESTER 14605	(716) 325-6520
BARZMAN & KASIMOV, DDS, PC	523 DELAWARE AVENUE, BUFFALO 14202	(716) 886-4430
BARZMAN & KASIMOV, DDS, PC	3800 SHERIDAN DRIVE, AMHERST 14221	(716) 886-4430
BAYNE, DOUGLAS I.	6 SOUTH MAIN, PITTSFORD 14534	(716) 586-5281
BERNER, JOHN D.	744 CENTRAL AVENUE, DUNKIRK 14048	(716) 366-6822
BINISZKIEWITZ, JOHN E.	605 FILLMORE, BUFFALO 14272	(716) 896-8153
BRIGHTON DENTAL GROUP, PC	125 WHITE SPRUCE BLVD., ROCHESTER 14623	(716) 424-5660
CAVARETTA, PETER D. DMD	4044 CLINTON STREET, WEST SENECA 14224	(716) 675-5500
CLARENCE DENTAL CENTER	8650 SHERIDAN DRIVE, WILLIAMSVILLE 14221	(716) 634-8851
COMMUNITY SERVICE DENTIST	810 ABBOTT ROAD, BUFFALO 14220	(716) 825-5020
CRABTREE, ROBERT W. DDS	1152 MAIN STREET, BUFFALO 14209	(716) 886-1000
CRAWFORD, FRED DDS	1324 JEFFERSON AVENUE, BUFFALO 14208	(716) 885-3986
DENTAL ASSOCIATES OF ROCHESTER	1510 RIDGE ROAD WEST, ROCHESTER 14615	(716) 865-2200
DENTAL ASSOCIATES OF ROCHESTER	3333 W. HENRIETTA ROAD, ROCHESTER 14623	(716) 427-0400
DENTURE CENTER OF BUFFALO	91 GRANT STREET, BUFFALO 14213	(716) 886-2336
DENTURE CENTER OF BUFFALO	189 NIAGARA FALLS BLVD., AMHERST 14226	(716) 834-1133
DICKMAN, DAVID A. DDS	1025 FRENCH ROAD, CHEEKTOWAGA 14227	(716) 656-9432
DOWREY, ROBERT DDS	53 W. MAIN STREET, BOX 190, GOWANDA 14070	(716) 532-4341
FENDINGER, GEORGE	86 EAST 4TH STREET, DUNKIRK 14048	(716) 366-4999
FIELDS, R. MARTIN	2080 RIDGE ROAD, ROCHESTER 14626	(716) 225-8673
FOXMAN, ERWIN DDS, PC	551 GENESEE STREET, ROCHESTER 14611	(716) 235-7250
GATES DENTAL SERVICES, PC	WESTMAR PLAZA, 2119 BUFFALO ROAD, GATES 14624	(716) 247-1961
GREENKY, LEWIS J. DDS ORTHODONTIST	3993 HARLEM ROAD, SNYDER 14226	(716) 839-2831
GRIFFO, JOSEPH A. DDS	FLUVANNA AVENUE EXT., RD 1, JAMESTOWN 14701	(716) 485-1341
HERSH, J. GERALD	645 JOSEPH AVENUE, ROCHESTER 14621	(716) 544-1224
HOUGHTALING, JOHN	909 AMHERST MANOR ROAD, AMHERST 14221	(716) 634-8690
HOUGHTALING, JOHN	1115 DELAWARE, BUFFALO 14209	(716) 885-0510
JACK, SIDNEY F. DDS	5877 SOUTH PARK AVENUE, HAMBURG 14075	(716) 648-4465

JUNG, PAUL H.	1360 KENSINGTON AVENUE, BUFFALO 14215	(716) 833-6075
KLIFFEL, DALE	4754 MAIN STREET, SNYDER 14226	(716) 839-2515
KOWAL, ROBERT	40 W. MAIN STREET, SHORTSVILLE 14548	(716) 289-4062
KOWAL, ROBERT	920 WINTON ROAD, ROCHESTER 14618	(716) 461-5303
KUHNJIAN, LEO A.	1380 CULVER ROAD, ROCHESTER 14609	(716) 482-0735
LESINSKI, EUGENE F. DDS	2768 HARLEM ROAD, CHEEKTOWAGA 14225	(716) 893-2211
LEVIN, JOEL DDS	909 AMHERST MANOR ROAD, AMHERST 14221	(716) 634-8690
LEVIN, JOEL DDS	1115 DELAWARE, BUFFALO 14209	(716) 885-0510
MALISZEMAKI, L. DDS	248 WEST MAIN STREET, BATAVIA 14020	(716) 343-0960
MATELIANO, JOSEPH D. DDS	2177 UNION ROAD, WEST SENECA 14224	(716) 668-4646
MCCLURE, GUILFORD DDS	775 MAIN STREET, BUFFALO 14203	(716) 852-6542
MCINTYRE, GLEN DDS	564 E. RIDGE ROAD, SUITE 216, ROCHESTER 14621	(716) 342-0240
MEWAR, MANESH	3720 SOUTH PARK AVENUE (RT. 62), BLASDELL 14219	(716) 822-1188
NORTH BUFFALO DENTAL	1598-1600 MERTEL AVENUE, BUFFALO 14216	(716) 836-2242
NORTH CHAUTAQUA DENTAL GROUP, PC	744 CENTRAL AVENUE, DUNKIRK 14048	(716) 366-6822
NORTH ELMWOOD DENTAL GROUP	235 NORTH STREET, BUFFALO 14201	(716) 881-9922
PESCHIO, PHILIP A.	3800 UNION ROAD, CHEEKTOWAGA 14225	(716) 681-0064
RAIT, JOSEPH M. PC	1275 DELAWARE AVENUE, BUFFALO 14209	(716) 885-8672
SCHIFFLEY, CHARLES E. DDS	269 ABBOTT ROAD, BUFFALO 14220	(716) 822-8992
SCHOENE, GARY R	1265 CENTER ROAD, WEST SENECA 14224	(716) 674-7044
SCHULENBERG, GILBERT	117 LINWOOD AVENUE, BUFFALO 14209	(716) 882-6333
SCIASCIA, MICHAEL J. DDS	909 AMHERST MANOR ROAD, WILLIAMSVILLE 14221	(716) 631-8853
SIDFORD, GEORGE B. DDS	260 LAKE STREET, HAMBURG 14075	(716) 649-6864
SOUTHTOWNS DENTAL ASSOCIATES	490 CENTER RD, BIRCHWOOD PROF. COMPLEX, WEST SENECA	(716) 675-2900
SPILLER, HENRY	1275 DELAWARE AVENUE, BUFFALO 14209	(716) 883-1617
STANFORD, EDGAR	2333 ELMWOOD AVENUE, KENMORE 14217	(716) 877-4949
TAGLIANTI, ORLANDO DDS	235 NORTH STREET, BUFFALO 14201	(716) 881-9922
THERING, BRUCE DDS	744 CENTRAL AVENUE, DUNKIRK 14048	(716) 366-6822
ZELASKO, G.F.	6455 LAKE AVENUE, ORCHARD PARK 14127	(716) 674-6688

Empire under Fire



CSEA Legislative Director Damaris McGuire testifies during state Assembly hearings on the Empire Plan's huge rate hike. Pictured with her is Tim Mullens, CSEA staff director of the joint committee on health benefits.

ALBANY — "Poor financial management," not a "utilization explosion" claimed by state officials, is to blame for a 60 percent rate hike imposed under the Empire Plan. That message was delivered to state lawmakers by CSEA Legislative Director Damaris McGuire as the Assembly Government Employees Committee opened hearings into the controversy.

The huge unexpected health insurance premium increase has hit CSEA members and participating local governments hard. Despite claims from the state that the problem came up suddenly, CSEA contends that the state's administrators failed to look for the warning signs of a problem.

State officials contacted CSEA about a developing crisis last summer, but it's likely they knew much earlier. In her testimony, McGuire pointed out that the Empire Plan may have been flawed by unrealistic estimates from the start, but added that data on claims, available as early as March 1986, should have given the state a handle on the situation.

"It is indeed puzzling how a health insurance plan administrator could manage a benefits program without this data. Could it be that allegations of skyrocketing claims are a smokescreen to hide the mismanagement?" she asked.

Unfortunately, CSEA members and retirees bear the brunt of that mismanagement through the financial hardship the huge premium increase brings. McGuire cited an example of a retiree who wrote to say his Empire Plan premium increased to \$209.60 per month, leaving him with \$34.72 per month as his pension!

McGuire said the present crisis must never be allowed to happen again and called for a greater role for CSEA and other public employee unions in ensuring the sound financial management of the Empire Plan.

She also recommended the Department of Civil Service issue quarterly reports on plan usage, trends and other developments which impact on renewal rates.

CSEA believes that if that information had been provided by the state, steps could have been taken to prevent the crisis.

Empire Plan forms due

All 1987 Empire Plan Major Medical claims must be submitted before March 31, 1988, to:

Metropolitan Life Insurance Company
CPO Box 1600
Kingston, New York 12402-0600

Major medical claim forms may be obtained from your agency's personnel or business office or from Metropolitan Life Insurance Company.

Please be certain to have your doctor or other provider fill in all information asked

for on the claim form and sign it. If the claim form is not filled out by the provider, all bills submitted **must** include all information asked for on the claim form. Missing information will delay the processing of your claim.

Should you have any questions concerning your claim, you may call the following toll-free number at Metropolitan:

Within New York state — 1-800-942-4640
Outside New York state — 1-800-431-4312

**Don't
forget!**



Onondaga local steps up for parade

Volunteers ready float, balloons

Compiled by Charles McGearry
CSEA Communications Associate

SYRACUSE — CSEA's 4,700-member Onondaga County Local 834 is gearing up to promote public employees and enhance the image of the union while having fun at the same time.

A small army of volunteers is spending spare time working on plans for the local to participate, in a very large way and for the second consecutive year, in the big St. Patrick's Day parade next month in Syracuse.

And by the time the parade steps off on Saturday, March 12, Local 834 members will have spent hundreds of hours preparing a float, inflating thousands of green balloons emblazoned with the Local 834 logo and drumming up member participation.

Local 834 President Dale King is looking forward to the festivities, in view of last year's success.

"We know this year's parade will be as happy and as enthusiastically received as last year's," King said. "It's a great way to get the message out that public employees are an important part of our community."



BREAK TIME — Some of the army of volunteers from CSEA Local 834, above, take a well-earned rest after filling and stringing 4,000 St. Patrick's Day balloons distributed during last year's parade in Syracuse. This year will be the second time that Local 834 has participated in the big Central New York parade.

READY TO SPREAD the CSEA message again this year, at right, are Local 834 balloon crew members, left to right, Bev Dixon, John Dixon, Jan Randall, with Nora Dixon adding her support from her stroller.



Persistence pays off

Connetquot School Unit wins with new pact

BOHEMIA — After a lengthy negotiating period that ended in fact-finding, the 350-member Connetquot School District CSEA Unit ratified a new, four-year contract.

The contract, retroactive to July 1, 1987, calls for salary increases of about 9 percent for members entitled to step increases, with 6 percent and major improvements in longevity for those on the top steps.

"It seems like a good contract to me," said Susanne Caparco, a senior

"When I compare my level to other senior stenos in other districts, I know I'm doing better"

stenographer in the district for 14 years. "When I compare my level to other senior stenos in other school districts, I know I'm doing better. Those newly hired aren't making too much, but the union is trying to cut out the lowest steps to help them."

Other contract highlights include:

- *Improved health and dental plans
- *Total accumulative sick leave days
- *Guaranteed six-hour work day for bus drivers
- *Additional improved language concerning bereavement leave, sick leave buy-out and adverse weather closings

The committee, headed by Unit President Al Cherulnik, included Joe Quinn, Carol Martin, Barbara Jantze, Patricia Kornely, Vincent Masillo and Peggy Johnston. Collective Bargaining Specialist Irwin M. Scharfeld was chief negotiator for the unit.

The unit is part of Suffolk County Educational CSEA Local 870.

Pardon us ...

In the Jan. 25 issue of *The Public Sector*, a story incorrectly stated that Jeannie Romano, a therapy aide at Kings Park Psychiatric Center, had been fired.

Actually, Romano received notice that if she remained out of work for more than a year, she could be terminated. Romano had been out due to injuries suffered while on the job.

Romano returned to work two weeks before the year was over.

In the Dec. 28, 1987, issue of *The Public Sector*, CSEA claimed the nursing administration of SUNY Downstate Hospital had engaged in biased hiring practices by hiring males at a higher grade than female grade 5 attendants.

Further research revealed that the overwhelming majority of attendants hired at a higher salary grade were female. Therefore, there was no discrimination against women in hiring, according to CSEA Local 646 President Bob Keeler.

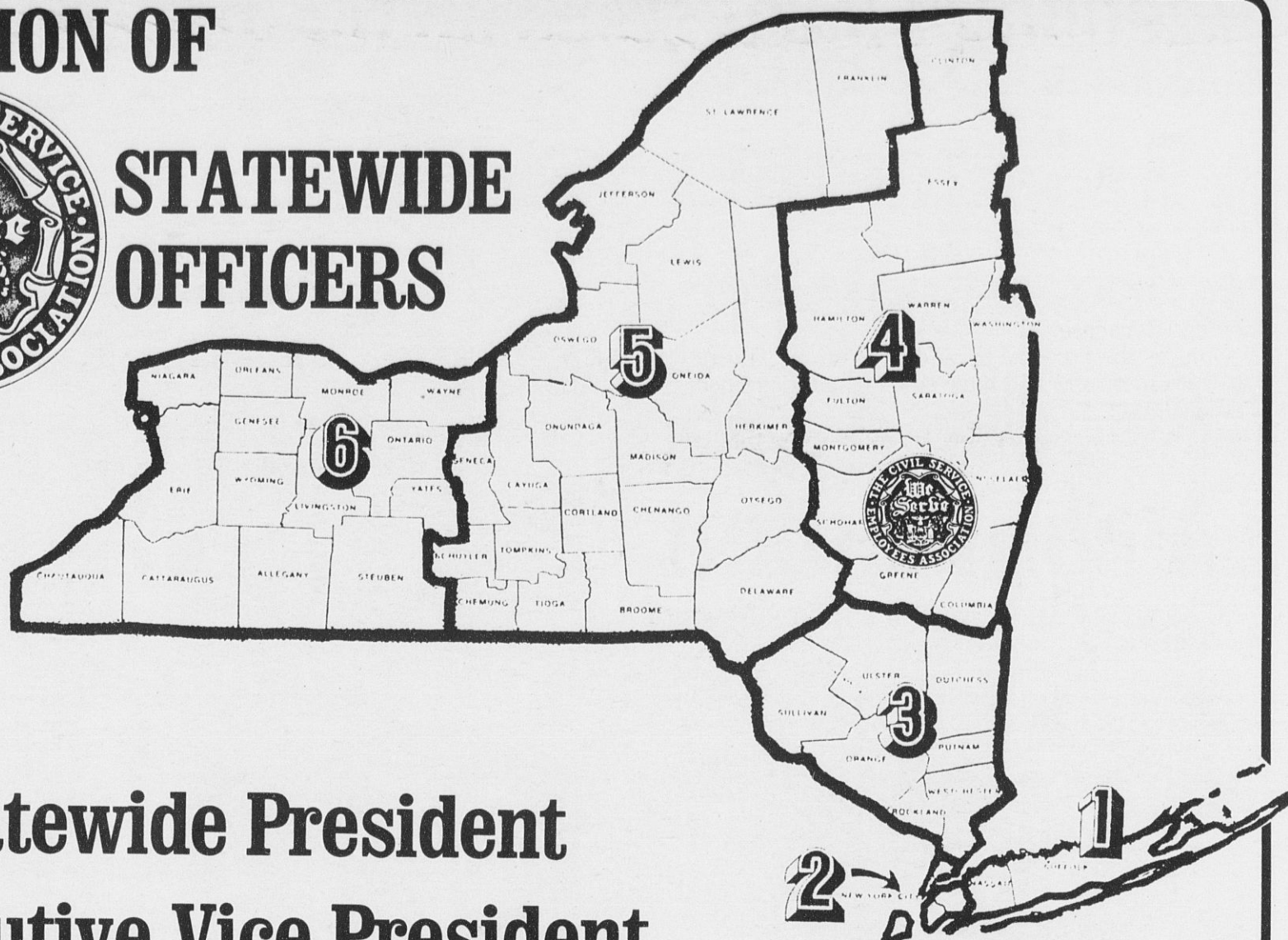
Keeler says there has been a marked improvement in labor-management relations at the facility in the past year.

Nonetheless, Keeler says CSEA stands by its efforts to upgrade grade 5 attendants at SUNY Downstate Hospital.

ELECTION OF



STATEWIDE OFFICERS



Statewide President Executive Vice President Secretary • Treasurer

The election of new CSEA statewide officers is scheduled to start Monday, Feb. 29. Members will be electing a statewide President, Executive Vice President, Secretary and Treasurer to three-year terms.

Under the union's open election procedures, any member in good standing can have his or her name placed on a ballot by obtaining 1,000 CSEA member signatures on an official petition form.

The union's statewide Election Committee will oversee the balloting which will be conducted by the Independent Election Corporation of America, Lake Success, N.Y.

CSEA's Board of Directors have adopted the following election schedule:

FEB. 29 Nominations open. Nominating Petition Request Forms are available from local presidents as well as at CSEA Regional offices and CSEA Headquarters, Albany. Forms must be submitted to regional offices or CSEA Headquarters to receive official Nominating Petitions.

APRIL 11 Final date for nominating petitions to be received at CSEA Headquarters. Deadline is 5 p.m.

MAY 2 Drawing for ballot position, 1 p.m., at CSEA Headquarters, Albany. Candidates (or proxies) may attend as observers.

Address labels available to candidates for mailing campaign literature.

MAY 16 Campaign articles printed in *The Public Sector*.

REMARKS ARE THE PERSONAL STATEMENT OF THE CANDIDATE AND ARE NOT TO BE CONSTRUED AS REFLECTING THE OPINIONS OR BELIEFS OF THE PUBLIC SECTOR OR CSEA, INC.

Ballots mailed.

MAY 23 Replacement ballots available from the Independent Election Corporation of America.

JUNE 15 Noon deadline for return of ballots. Ballots will be counted and results announced.

JUNE 27 Protest period ends (10 days after official results are announced).

In order to run for office a candidate must have been a member in good standing of CSEA since June 1, 1987, and must have continuously paid membership dues since then. In addition, he or she cannot be a member of a competing labor organization and must not be prohibited from holding office because of a penalty imposed by the CSEA statewide Judicial Board.

How to become a candidate by petition

First, a candidate must obtain a Nominating Petition Request Form, available beginning Feb. 29. Request forms may be obtained from local presidents as well as at CSEA Regional offices and CSEA Headquarters, 143 Washington Avenue, Albany, 12210.

Nominating petitions will be given out only after the member has completed the request form. Official petitions may be picked up in person at, or obtained by mail through, the six regional offices or through CSEA Headquarters, Albany.

To qualify, a candidate must obtain the signatures of at least 1,000 CSEA members eligible to vote in the election. Signatures must be of members who are currently paying dues, who are not serving a suspension, or who do not have any outstanding dues delinquent. Signatures must be on official nominating petition forms.

Petitions will be verified on a first-come first-serve basis.

The petition period extends from Feb. 29 to April 11. Petitions must arrive at CSEA Headquarters by 5 p.m. on April 11, 1988.

CSEA to elect a 215-member delegation to AFSCME's 1988 LA convention

CSEA will be sending 215 elected delegates to the 1988 AFSCME Biennial Convention to be held in Los Angeles, Calif., June 19-24.

CSEA delegates will be elected on a regional basis. Each CSEA region will elect the number of delegates which it is entitled to on the basis of membership strength in accordance with the AFSCME and CSEA constitutions. Candidates must be CSEA members in good standing as of Feb. 5, 1988.

Based on the AFSCME Constitution formula, the following number of delegates will be elected from each region:

Region I	46
Region II	19
Region III	38
Region IV	39
Region V	37
Region VI	36

Expenses for the delegates for transportation and room and board at the AFSCME Convention will be paid by CSEA.

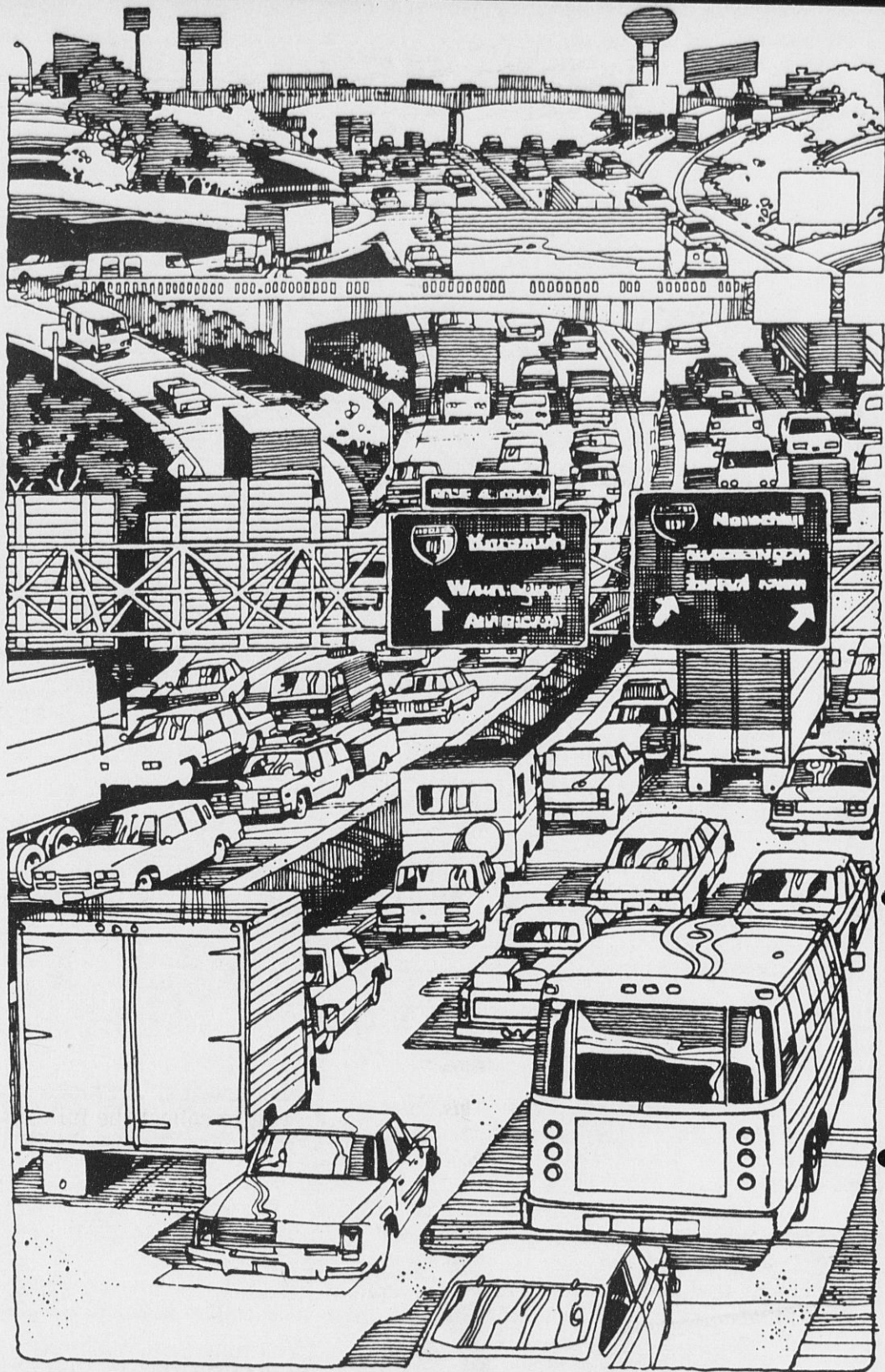
If an elected delegate is unable to attend the convention the individual from that region with the next highest number of votes will attend in his or her place.

Regional nominating meetings scheduled Saturday, March 5

Regional nominating meetings will be held Saturday, March 5, 1988, for the election of CSEA delegates to the 1988 biennial convention of the American Federation of State, County and Municipal Employees (AFSCME), AFL-CIO, to be held in Los Angeles, Calif., June 19-24, 1988.

The March 5 regional nominating meetings will begin at 10 a.m. and be held at the following locations:

Region I	Regional Office 300 Vanderbilt Motor Parkway Hauppauge
Region II	Regional Office 11 Broadway, Suite 1500 New York, New York
Region III	Regional Office Old Route 9 Fishkill
Region IV	Albany Thruway House Washington Avenue Extension Albany
Region V	Hotel Syracuse 500 South Warren Street Syracuse
Region VI	Treadway Inn 8204 Park Road Batavia



Nominating procedures listed for selecting delegates to the AFSCME biennial convention

Any CSEA member in good standing as of Feb. 5, 1988, shall be entitled to be nominated as a delegate to the AFSCME Convention. Any member in good standing as of March 5, 1988, shall be eligible to nominate delegates to the AFSCME Convention.

Nominations will be made at meetings to be conducted in each CSEA region on Saturday, March 5. Meetings will continue until such time as all those present who desire to make nominations have been given the opportunity to do so.

Persons nominated to serve as delegates from a region must be members of that region and be nominated by members from that region.

Persons nominated need not be present at the nomination meeting.

A qualified CSEA member may nominate as many candidates for delegates as he or she desires, not to exceed the total number of delegates to be elected from that particular region.

The nominator must provide the name, address, work telephone number, home telephone number, Social Security number and CSEA local number of the nominee. Nominations must be submitted on an official form, available at the meeting, and instructions given at the meeting must be followed.

Nominations may be made by slates; that is, a number of individuals who will appear on the ballot as running together or under a particular designation. Persons nominated by slate will appear on the ballot in the order in which they are nominated.

The ballot will provide that individuals who are running on a slate can be elected individually, separate and apart from the slate.

Individuals who make multiple nominations must state whether nominations are made individually or as a slate.



A chilling experience

CSEA Mohawk Valley and Central New York Psychiatric Centers Local 434 members Bill Wheatley, left, and John Jecko, right, are the first state employees in the new three-year refrigeration mechanic training program. The program was developed through the CSEA/New York State Joint Apprenticeship Training, under the terms of CSEA's contract. The program offers state employees an opportunity for career advancement, while the state gets highly skilled workers for hard-to-recruit positions. Pictured with Wheatley and Jecko is instructor Joe DeBella.

This, that

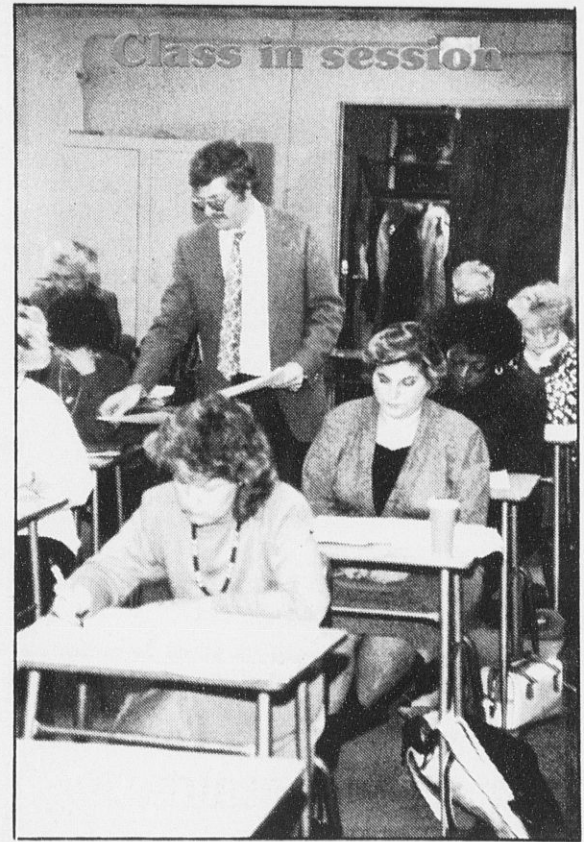
AND THE OTHER THING

If you have an item of interest for *This, That & the other thing*, bring it to the attention of your CSEA regional communications associate. Their phone numbers are listed on page 2.

DMNA Alert!

Division of Military and Naval Affairs
CSEA Local 277 President Sue Stelmack is advising her members to make sure you're up to date on job performance evaluations — and that's good advice.

If you're due for an evaluation, make sure it gets done before your current contract expires on March 31. If you let it get put off, you could get the proverbial short end of the stick when the new contract kicks in or have to wait to collect the full raise and increment that would be due you.



Members in the CSEA Town of Hempstead Unit of Nassau County Local 830 attend classes on civil service test preparation held during working hours. The program is being offered through the cooperation of Town Supervisor Joseph Mondello. About 30 members have taken part in the program.

Bugs 'em

You may remember the *hare-raising* story about CSEA Brookhaven Blue Collar Unit member Bill Latopolski and his wife Joan, which ran in *The Public Sector* a few editions ago.

They're the couple who've spent years, not to mention thousands of dollars, collecting Bugs Bunny memorabilia.

Well, Nassau County CSEA Local 830 member Mindy Wohl was *all ears* when she heard about the collection. It seems Wohl and her fiancé are big fans of Roadrunner and Wiley Coyote, but have had difficulty finding memorabilia.

So Wohl *hopped over* to her phone and called the Latopolskis for help. Sure enough, she got some information and now has her own collection underway.

Quiet, please

Congrats to CSEA Region III President Pat Mascioli — he was recently reappointed president of the City of Yonkers Library Board of Trustees. Guess that's the kind of distinction that comes from being a labor leader *by the book!*

OCA offers an update

Attorneys in the Office of Court Administration have the opportunity to attend a day-long seminar on *New Developments in the Law*.

If you're interested, contact your judge, justice or supervisor for approval. The program is scheduled as follows:

Thurs. Feb. 25 Jacob Fuchsberg Law Center
Touro College
300 Nassau Road
Huntington

Thurs. March 3 Pace University
Aloysia Hall, Room 103
78 North Broadway
White Plains

Thurs. March 10 New York City Bar Association
42 W. 44th Street
New York

Lifesavers.

CSEA members use CPR to save co-worker

By Ron Wofford
CSEA Communications Associate

ROCHESTER — When John Kuech suddenly slumped unconscious over his dispatcher's desk at the Monroe County Water Authority recently, he had no discernible pulse.

But thanks to the quick action of fellow employees Ed Borghi and Al Kober, who applied cardio-pulmonary resuscitation (CPR) for about 15 minutes until an ambulance arrived, and later medical treatment at the hospital, John Kuech now has a future.

"If it wasn't for Ed and Al, I'd be a vegetable, if I was alive at all," Kuech said. Needless to say, I'm very, very thankful that they were there, because the doctors told me it was the CPR they applied that kept oxygen flowing to my brain. Otherwise, even if I survived, there would have been extensive brain damage."

Kuech, 54, said he had two minor heart attacks last August, followed by quadruple



DEMONSTRATING THEIR LIFE-SAVING skills, Ed Borghi, left, and Al Kober work on Unit President Jim Thomas. The two men used CPR to resuscitate co-worker John Kuech recently.

bypass surgery in September. He had been back to work only about four weeks when his latest medical emergency occurred.

"This latest happening was heart arrhythmia," said Kuech "where the heart beats irregularly. I have since been fitted with an automatic defibrillator implanted within my chest. If it happens again, 600 volts of juice will be shot to my heart to keep it on track."

A seven-year employee of the water authority, Kuech also was a public employee working for the Rochester Recreation Bureau.

"I'll have to retire now, but I have no problem with that, considering the alternative," Kuech joked.

Kuech's two rescuing angels, Borghi and Kober, are taking their hero status in stride, thanks no doubt to their past experience as emergency medical technicians, working rescue ambulance runs.

"We're not used to all the fanfare," said Borghi, who is also a vice president of the unit of Local 828. "We usually don't hear what happens to the patient because no one normally lets you know what happened to someone you might have revived."

"But knowing John is going to be okay," said Kober "is the best reward we could have received."

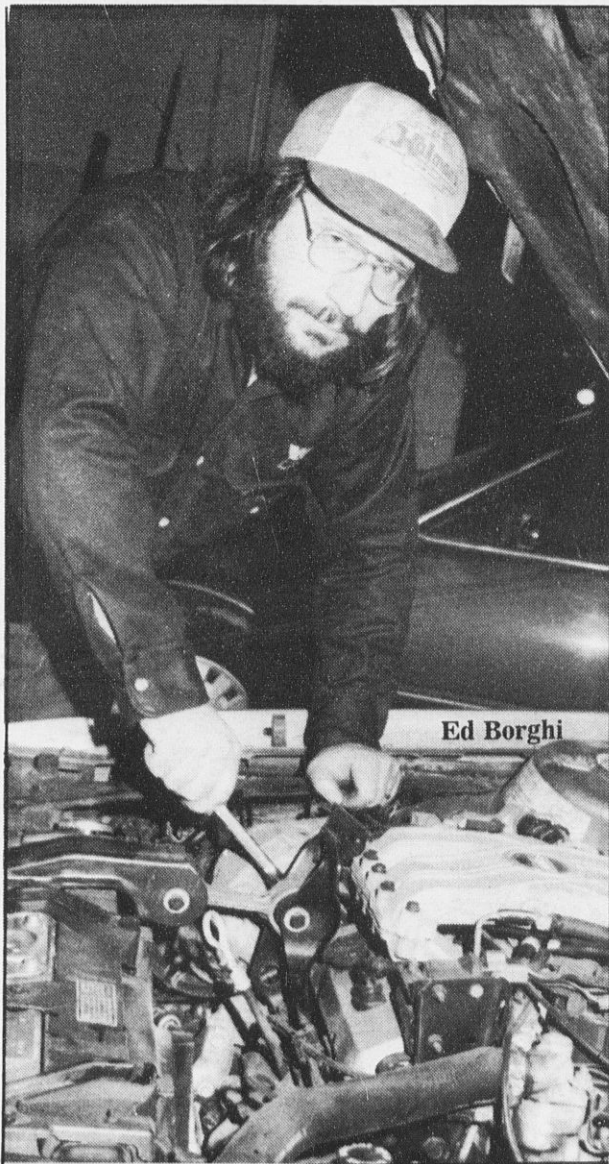
Unit President Jim Thomas called the two members, "heroes of the first degree. It also points out the importance of knowing CPR

and how to apply it. You never know when that info will come in handy."

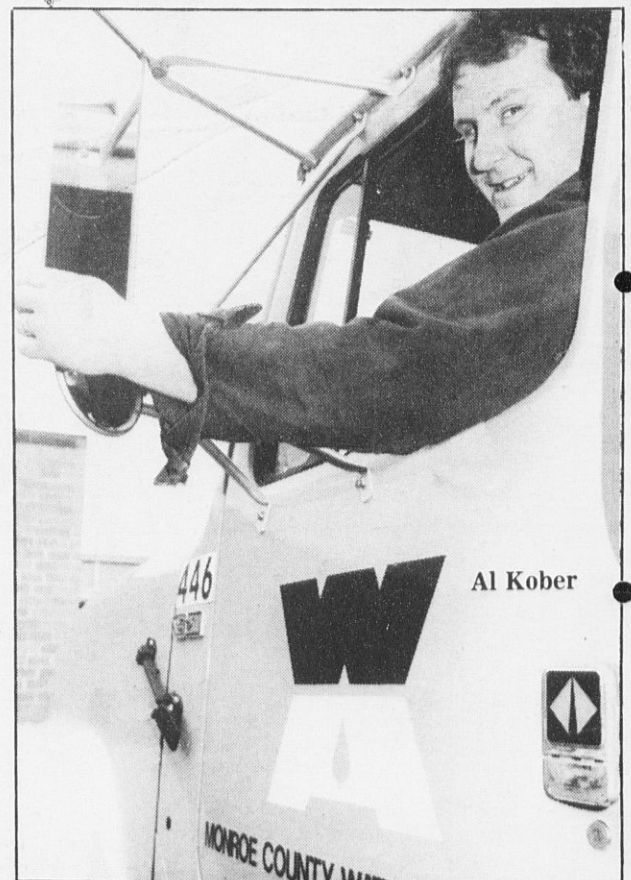
Kober and Borghi also said they appreciated each other's presence in the tense moments before the ambulance arrived and administered a defibrillator and medication to the unconscious Kuech.

"It really helped to have a teammate," said Borghi, "because one of us could apply the chest compressions while the other applied mouth-to-mouth breathing."

"The timing of these is very important, and you're taught to continue until you get a pulse or you drop," Kober added. "So, working together was great because John is going to be all right."



Ed Borghi



Al Kober

"If it wasn't for Ed and Al, I'd be a vegetable, if I was alive at all."

—John Kuech