

Therapy aide murdered at Rockland

ORANGEBURG — A 47-year-old therapy aide at Rockland Psychiatric Center was brutally murdered early the morning of July 17 while working a shift alone in a 24-patient transitional ward for clients about to be released into the community.

State Police were continuing their investigation into the murder of Clara Taylor, a mother of nine children, as this issue of *The Public Sector* went to press. State Police have issued few

details of the homicide but revealed the victim apparently died from blows to the neck and head area.

CSEA President William L. McGowan ordered an independent study by the union into circumstances, including staffing policies, surrounding the incident. Additional information will be published in the next edition.

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WINNING HAND

see page 3



Fighting to put money in retirement pockets

CSEA will go to the state's highest court



CSEA will ask the state's highest court to rule on the union's contention that the constitutional rights of more than 5,000 public employees have been violated because they have been trapped in the wrong tier of the multi-tiered state retirement system for the past 11 years.

"As far as I'm concerned the state is wrong, and we won't let our people suffer because of their error," CSEA President William L. McGowan said, announcing the union will ask the state Court of Appeals to reverse a decision by the Appellate Division of state Supreme Court.

McGowan's announcement came moments after an Appellate Division ruling last week overturned a 1986 state Supreme Court decision that had upheld CSEA's contention.

About a year ago Supreme Court Justice Edward Conway ruled, in a suit brought by CSEA, that thousands of public employees who were placed in Tier III of the retirement system by the state should actually be in Tier II.

CSEA contends placing the employees in Tier III violates their constitutional rights because the state reduced their retirement benefits and forced them to contribute a portion of their own salaries into the retirement system.

Public employees in Tier III are required to contribute toward their pensions and retirement

benefits are generally less favorable than Tier II pensions.

Conway had ordered that employees who entered the retirement system between July 27 and Dec. 31, 1976, be transferred from Tier III to Tier II. He also ordered that the 3 percent of salary they had contributed into the pension system since 1976, plus interest, be refunded. However that ruling was stayed when the state announced plans to appeal to the Appellate Division.

Last week's decision by the Appellate Division overturned the lower court ruling of 1986 and said the employees must stay in Tier III. In an earlier case also brought by CSEA, the Appellate Division had ruled that employees who joined the system between July 1 and July 27, 1976, do belong in Tier II.

The state Legislature enacted Tier III on July 27, 1976, but contribution deductions did not begin until Jan. 1, 1977. Originally the state attempted to collect contributions retroactively from everyone who entered the system on or after July 1, 1976. CSEA successfully extended permanent Tier II coverage to those who joined prior to July 27, 1976, and is continuing efforts to extend that through 1976 by taking the case to the state Court of Appeals.

It could be several months before a ruling comes down from the state's highest court.

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AARON SHEPARD.....Publisher
ROGER A. COLE.....Editor
KATHLEEN DALY.....Associate Editor

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Address changes should be sent to: Civil Service Employees Association, Attn: Membership Department, 143 Washington Avenue, Albany, New York 12210.

COMMUNICATION ASSOCIATES			
SHERYL CARLIN	Region I	RON WOFFORD	Region VI
	(516) 273-2280		(716) 886-0391
LILLY GIOIA	Region II	STEVE MADARASZ	Headquarters
	(212) 514-9200		(518) 434-0191
ANITA MANLEY	Region III		
	(914) 896-8180		
DAN CAMPBELL	Region IV		
	(518) 489-5424		
CHUCK McGEARY	Region V		
	(315) 451-6330		



"A hell of a good session"

An extraordinary lobbying effort over many months produced exceptional results for CSEA members and retirees during the recently-concluded session of the state Legislature.

It is appropriate that one of last bills to be passed before the curtain dropped early in the morning on July 11 was a piece of legislation that CSEA fought for with tremendous tenacity.

That bill, authorizing the implementation of comparable worth salary increases for 42,000 CSEA members, capped off what CSEA Legislative and Political Action Director Tom Haley modestly calls "an effective session from CSEA's point of view."

"We projected a major presence and had a decided impact this session," says CSEA President William L. McGowan.

Comparable worth salary increases had been stalled in the Legislature after an administrative oversight by the state prevented payments from going out on schedule last month. CSEA lobbyists pounded the legislature to force the bill out as the session wound down.

Payments retroactive to April, once scheduled to be received in "early summer," will now apparently go out in "early fall" to about 42,000 CSEA members.

"CSEA fought like hell to get those payments out to the employees," noted McGowan. "The state screwed up and we had to really work to undo the mess they created."

Thousands of public employees who retired before 1983 will be receiving supplemental pension increases effective Sept. 1 under another bill passed during the



THE STATE SENATE IN SESSION. During the closing days of the session, the pace intensifies to a hectic level in the annual race to adjournment.

session, that now awaits the governor's approval. CSEA has long been the leading advocate of improved pensions for retired public employees.

"We also feel good about our successful efforts to halt a court merger bill in this session. We can't condone a merger until we get answers as to how it will affect court employees. We were instrumental in bringing to the attention of lawmakers some very legitimate concerns that the delay will now allow to be addressed," noted Haley.

"Our job is to work for bills that help our members and work against bills that would harm them," McGowan pointed out. "We did very well on both accounts."

CSEA has lobbied strongly for increased aid to local governments and education, both of which were adopted by the Legislature. The union was also successful in winning a two-year extension of agency shop legislation, an important achievement.

Dozens of other CSEA bills moved along various stages of the legislative process during the session and will receive additional attention from lawmakers when the Legislature reconvenes.

"We did have a productive session," admits Haley.

"We had a hell of a good session," McGowan concluded; "we usually do."

Lobbying goes into overtime

By Pamela Gorton
CSEA Communications Intern

ALBANY — It was 5:40 Saturday morning and most of the people who would be directly affected were still sleeping when state legislators passed a law of tremendous importance to CSEA and its members.

Passage of that bill in the final minutes of the session authorized payment of comparable worth salary increases for more than 40,000 CSEA members. Ten minutes later, with the earliest rays of sunlight filtering into the capital district, the gavel hammered shut another legislative session.

The legislative session was "productive," according to CSEA Legislative and Political Action Director Tom Haley. He credits his staff and the many union activists for their "tenacity and stick-with-it-ness," important elements in a lengthy lobbying campaign.

Lobbying is serious business, and Haley says the recent session was particularly tense and stress-filled. He and his staff worked long hours over many months to achieve support of CSEA program bills as well as halt passage of legislation that would be detrimental to the union membership.

A lobbyist, says Haley, must "be better at what the opposition does than they are" in order to be

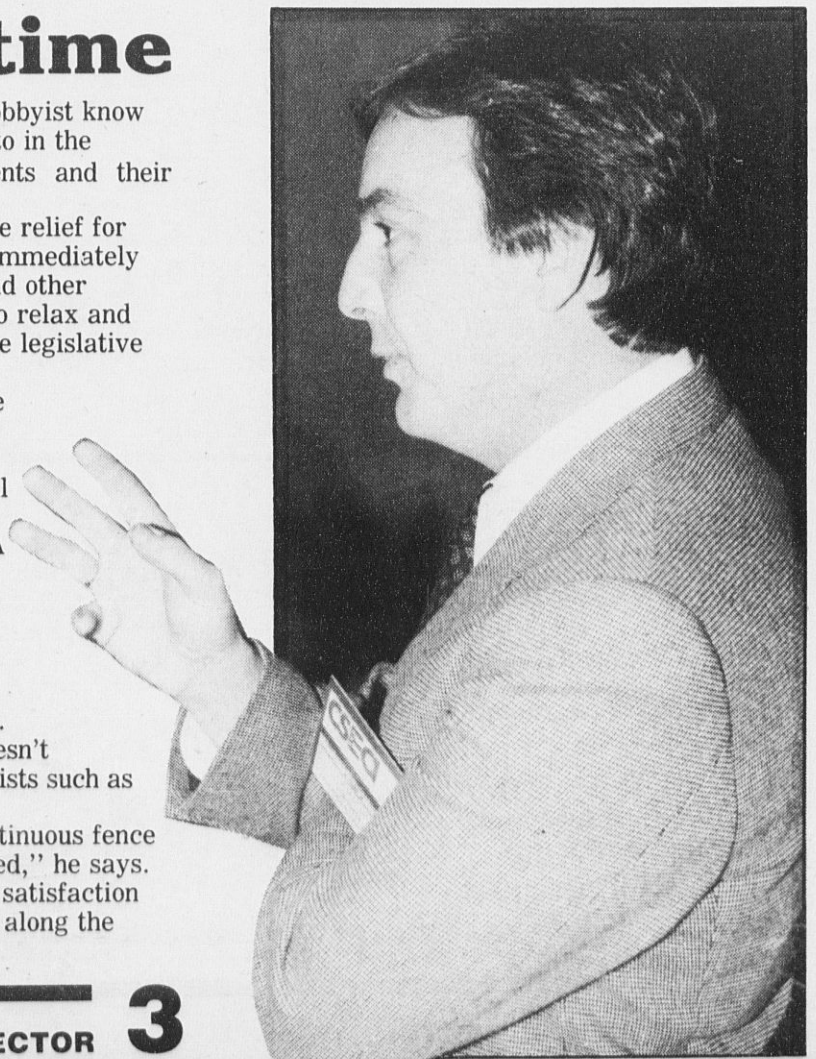
effective. It's imperative that the lobbyist know the issues, know the people to talk to in the Legislature and know the opponents and their arguments.

The end of the session means little relief for Haley and his staff. With energies immediately shifting to the upcoming election and other political matters, there is no time to relax and enjoy the fruits of their labors in the legislative session, he says.

"We have to refocus and redouble our efforts," Haley says. As effective as CSEA was in this session, "it's simply too early to tell what the political climate will be next year." In the meantime, CSEA will establish its priorities and advocate a program that will be best for its members, Haley notes.

That's life in the hectic world of legislators and the lobbyists who work that arena, according to Haley. The end of the legislative session doesn't represent the end of efforts by lobbyists such as himself.

"The lawmaking process is a continuous fence that can never be completely painted," he says. "The best a lobbyist can do is take satisfaction from the series of goals he reaches along the way."



Sticker mania!

Thousands of "Watch out for US" bumper stickers are appearing on vehicles all over the state.

Response to the distribution of the orange stickers as part of CSEA's public awareness campaign has been overwhelming. The stickers are designed to remind people to drive cautiously in and

around highway maintenance and construction work zones. CSEA is also urging legislators to adopt a mandatory speed limit reduction in work areas on every highway in the state.

CSEA local presidents can order the bumper stickers by filling out the order form below. Members may obtain stickers from their CSEA local presidents.



Watch out for US

We're working for YOU!

★ CSEA MEMBERS MAINTAINING YOUR ROADS ★
CIVIL SERVICE EMPLOYEES ASSOCIATION, Local 1000 AFSCME, AFL-CIO

Full-size "Watch out for US, We're working for YOU!" bumper stickers similar to the one shown above are now available from CSEA.

CSEA encourages all its members to proudly display these bumper stickers on your cars. In addition to educating the general public about the dangers of working in highway maintenance and construction areas, these stickers also illustrate that CSEA members in general provide vital public services.

These new bumper stickers are available through your CSEA local president.

CSEA LOCAL PRESIDENTS SHOULD USE THE FOLLOWING FORM TO ORDER A SUPPLY OF THE "WATCH OUT FOR US" BUMPER STICKERS.

To: Aaron Shepard
Director of Communications
Civil Service Employees Association, Inc.
143 Washington Avenue
Albany, New York 12210

Please send me a supply of the "Watch out for US" bumper stickers. I understand I am limited to a maximum of 100 bumper stickers per order:

Number of stickers ordered: _____

Send to:

President of
CSEA Local

(Name)

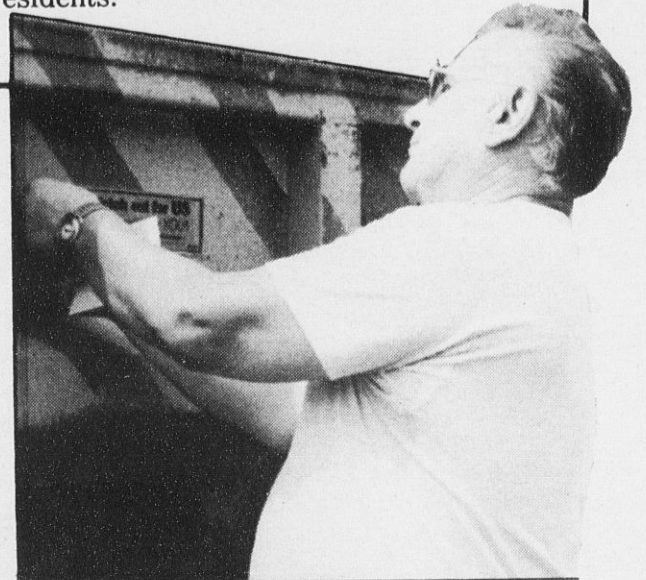
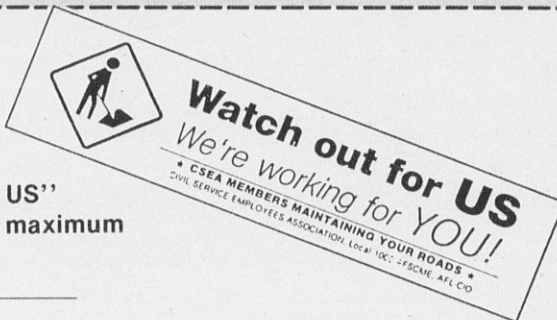
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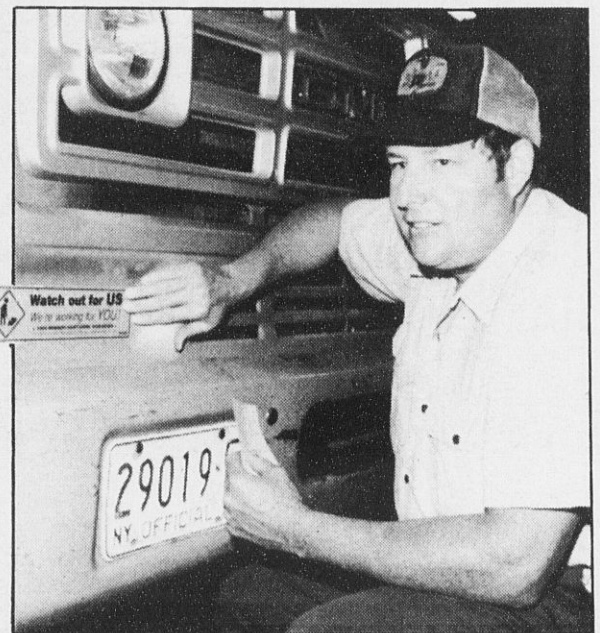
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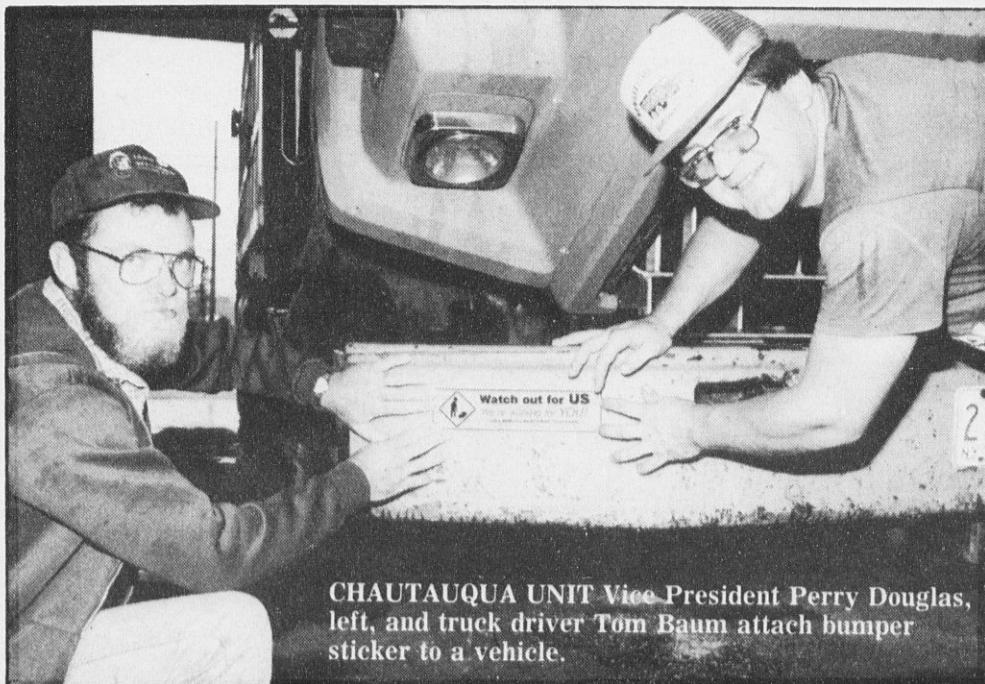
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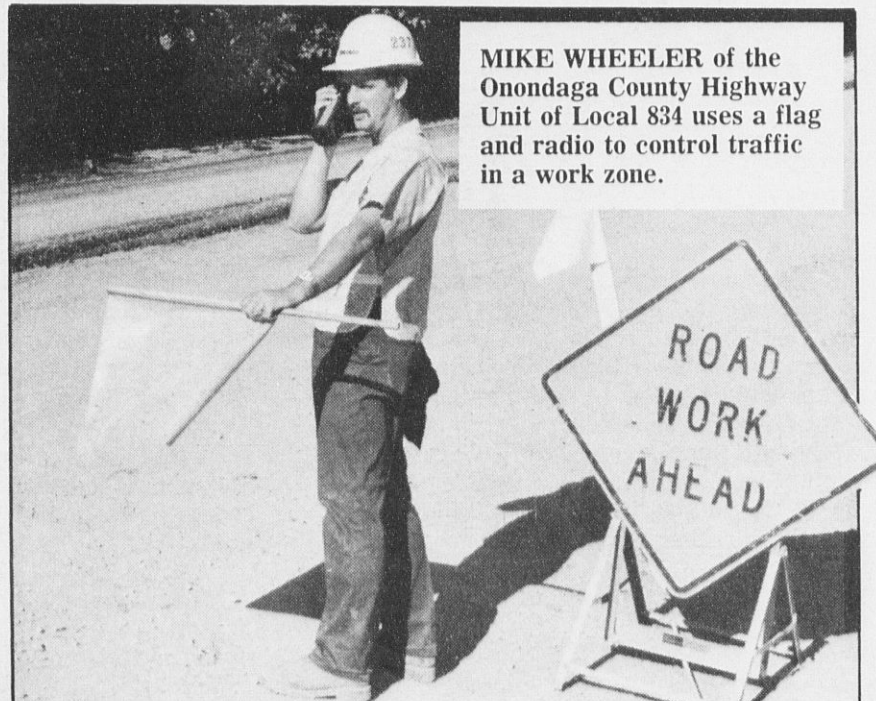
JOHN DELUCA of DOT Local 507 puts a "Watch for US" bumper sticker on his truck.



TOM VON VALKENBERG, a highway maintenance foreman and member of Chautauqua County Local 807, does likewise.

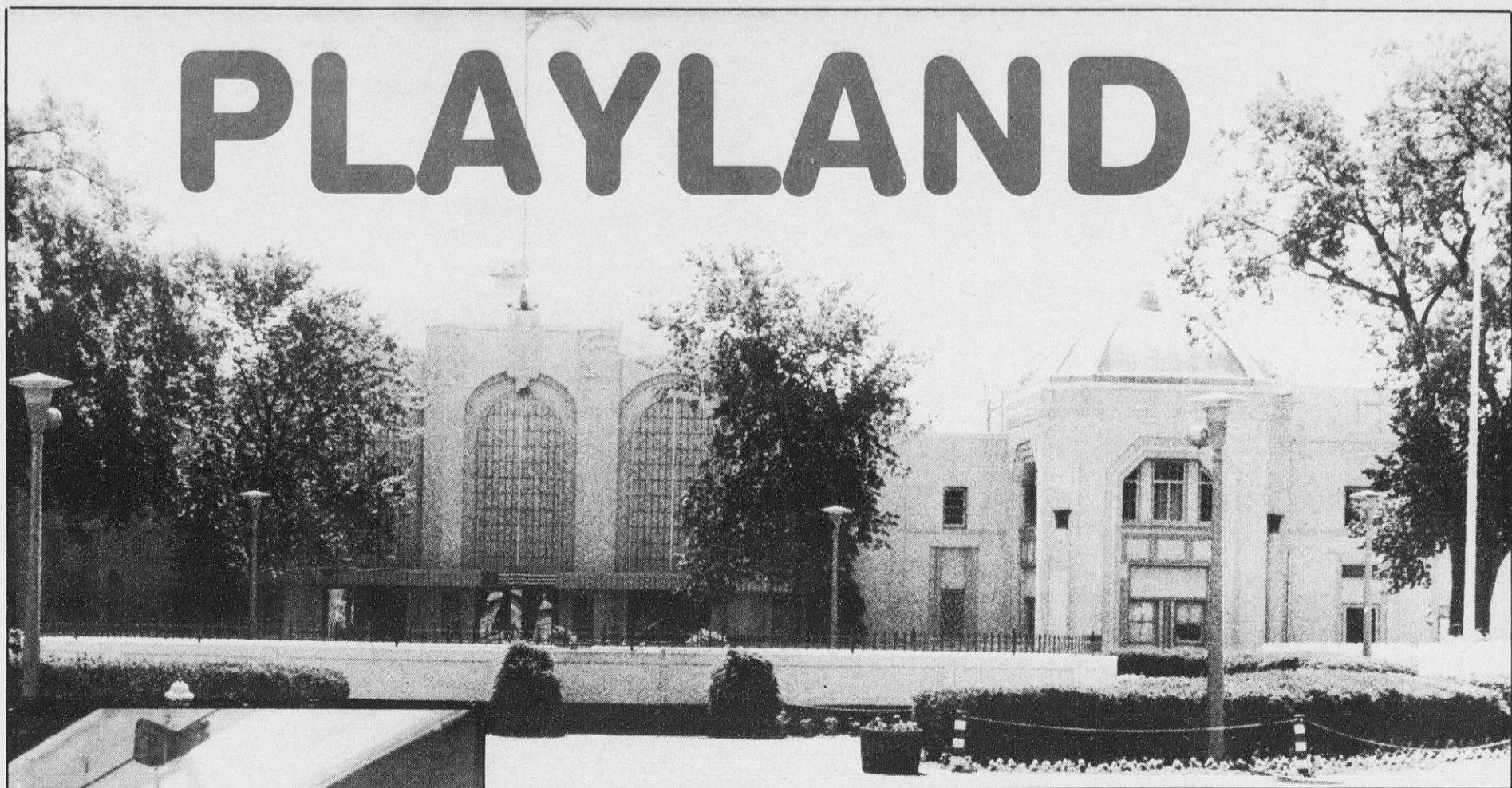


CHAUTAUQUA UNIT Vice President Perry Douglas, left, and truck driver Tom Baum attach bumper sticker to a vehicle.



MIKE WHEELER of the Onondaga County Highway Unit of Local 834 uses a flag and radio to control traffic in a work zone.

PLAYLAND



Westchester amusement park is all-year job for CSEA members

By Anita Manley
CSEA Communications Associate

RYE — It's not all fun and games at Playland Amusement Park — the members of the Westchester County CSEA Unit work hard to maintain and operate the park.

Built in 1927 on 288 acres on Long Island Sound, Playland houses an amusement park, an ocean beach, concessions, a picnic area, a man-made lake and a central landscaped mall.

Open only during the summer months, maintenance crews are busy all year. The New

York Rangers use an indoor skating rink there for practice during the winter.

Westchester County Unit Shop Steward Ron Gazzola said it takes nine months to prepare for the summer season.

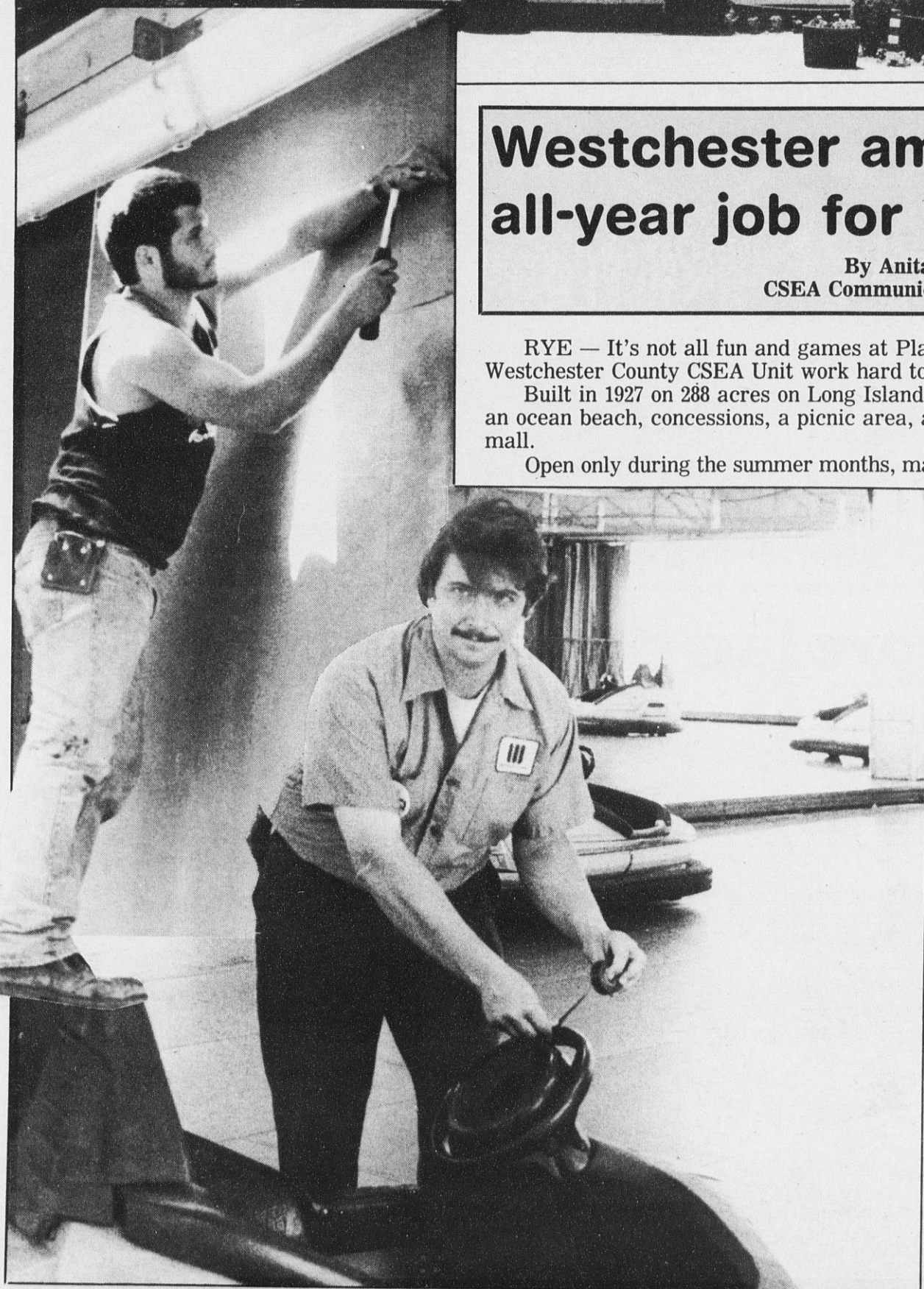
"The rides take quite a beating," he commented as busloads of school children invaded one of the popular attractions, the bumper cars, early one June morning.

While the main attractions for the youngsters are the rides and games, art deco buffs appreciate the architecture of the buildings and the memories evoked by the 1920s flavor of the park. It boasts picture-book structures, an antique carousel and a "Dragon Coaster," a roller coaster that takes riders into the mouth of a huge dragon.

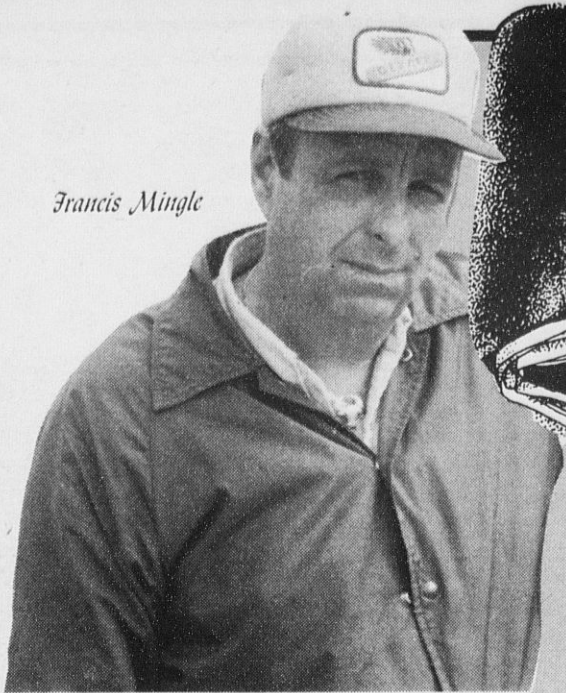
All of it is maintained by the members of the Westchester County Unit of CSEA Local 860. The park is so notable that it recently earned National Historic Landmark status.

Originally a summer resort for wealthy Manhattan residents, Playland is accessible by car or public transportation on major highways, including I-95, 287, the Hutchinson River Parkway and Route 684 in Westchester County.

IT'S NOT ALL PLAY — Shop Steward Ron Gazzola, left, makes some last-minute adjustments on a bumper car. At far left, Joe Flora, a carpenter, makes some repairs at the House of Mirrors.



Francis Mingle



...and found!

Did you ever wonder what you'd do if you found a lost wallet containing money and other valuables? Francis Mingle didn't hesitate a moment. . .

Honesty rewarded

By Charles McGear
CSEA Communications Associate

OVID — Francis Mingle explains the incident by simply saying he found a wallet with a lot of cash and returned it to the owner. No big deal.

Ah, but to the wallet's owner, it was a big deal.

"I really never expected to see my wallet or its contents again," admits Charles Baxter of Ithaca. "As far as I was concerned, the money and other valuables were gone. But, fortunately, I was wrong. Thanks to Fran Mingle my money and hard-to-replace papers and valuables were returned.

"It's a good feeling to know there are such people as Mingle around. I'm grateful to him and I said so with my personal thanks and reward," Baxter said.

Ed Avery, president of Finger Lakes State Transportation CSEA Local 519,

thinks it's a big deal too. Avery says Mingle should get some added recognition for his honesty, and provided some details about the incident.

Ovid is a small town in the picturesque Finger Lakes Region. It is an area that attracts thousands of tourists and visitors in summertime, but during cold winter months the snow-covered, wind-swept roads above the lakes can be bleak and present problems.

Charles Baxter was driving along Route 89 near Ovid, in Seneca County, during the early part of last winter. Baxter's not sure how he lost his wallet during an emergency stop, but he did. It contained a considerable amount of cash, credit cards and other valuables.

He frantically searched the snow-drifted area without success. Cold and discouraged, Baxter continued on his way, convinced he had seen the last of his money and other valuables.

Months later, Mingle, a highway equipment operator (HEO), was working with a clean-up detail on Route 89.

Mingle spotted a blue wallet in a ditch and immediately brought his discovery to the attention of his supervisor. Together they examined the wallet. Inside they found more than \$500 in cash, identification, credit cards and other papers valued at several thousand dollars. Later, at the DOT residency shop, the wallet and contents were turned over to the resident engineer who contacted Baxter at his Ithaca home.

Needless to say, Baxter was amazed to hear his lost wallet had turned up after months in a snowy ditch. He was even more surprised to learn the entire contents were intact. Baxter made arrangements to visit the DOT residency, pick up his property and personally thank Mingle with a generous reward.

Singing the praise of unsung heroes

NANUET — "We're visible, we're here for the kids."

And that, says Nanuet School District CSEA Unit President Tony Dario, is probably why the Class of 1987 at Nanuet High School honored the custodians with a plaque.

"We have a good group. We keep a family atmosphere," Dario said. "A lot of students in other schools think the custodians are a bunch of grouches. We try to instill in them that we don't mind extending ourselves."

Dario, a 15-year employee, said he didn't mind spending his first Fathers' Day getting the school ready for a Sunday graduation program because the school employees are appreciated. "We get that extra thanks."

He said the custodial crew is very much involved with the students. Many have spent time decorating the school for dances and programs, helping set up for school plays and even driving to the school on a day off for a class car wash. "My car didn't need washing," said Dario, "but we drove down just to show the kids we care." That's the kind of thing that has students singing the praises of a group of usually unsung heroes.

NANUET SCHOOL DISTRICT UNIT PRESIDENT Tony Dario shows off the plaque his crew received from the Class of 1987 in appreciation of the work the employees have done for the students in the school. With Dario are William Garner, John Fleming, Wanda Duncan, Maria Bruno and Tom Lynch. All are members of Rockland County Local 844.



Toxic 'hot' spots?

The sludge just keeps getting thicker as CSEA digs deeper into concerns about toxic dredgings from the Hudson River.

New discoveries about lead contamination from private contractors' work on bridge and canal painting projects, coupled with an on-site tour of toxic "hot spots" by CSEA officials, reinforce the union's position on worker exposure risks.

A third CSEA appearance before a state panel that recommends policy on the handling of river dredgings also raises new health and safety questions.

As CSEA continues to probe for meaningful answers and appropriate state response, *The Public Sector* will provide full coverage.

Watch for the newest revelations in the next edition.



Potentially contaminated dredging spoils stored on the grounds of DOT residencies across the state are just the latest of CSEA's concerns over worker exposure to toxic sludge.

McGowan uses the *write stuff*

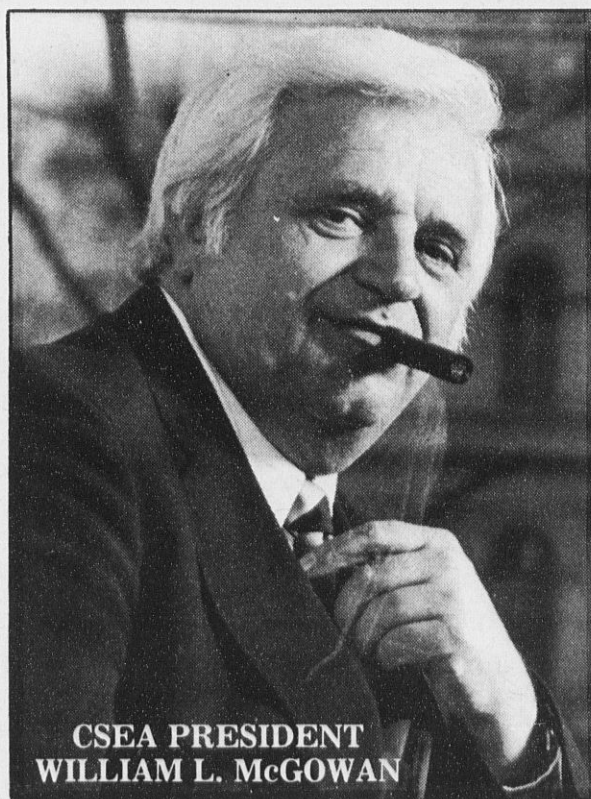
Prods feds on labor funds

CSEA President William McGowan has telegraphed U.S. Secretary of Labor William Brock to take swift and fair action appropriating supplemental federal funds to the New York State Labor Department.

President Reagan recently signed the bill, which was the result of months of work by the CSEA task force addressing the labor department crisis. However, the federal funds are still in limbo because it is up to the U.S. Department of Labor to dispense them.

In his message to Brock, McGowan stated: "I strongly suggest that when your office allocates these funds, New York receive the highest priority in restoring these programs fully."

Through CSEA efforts, virtually no members were in danger of layoff by the time Congress approved the supplementary funds.



CSEA PRESIDENT
WILLIAM L. MCGOWAN

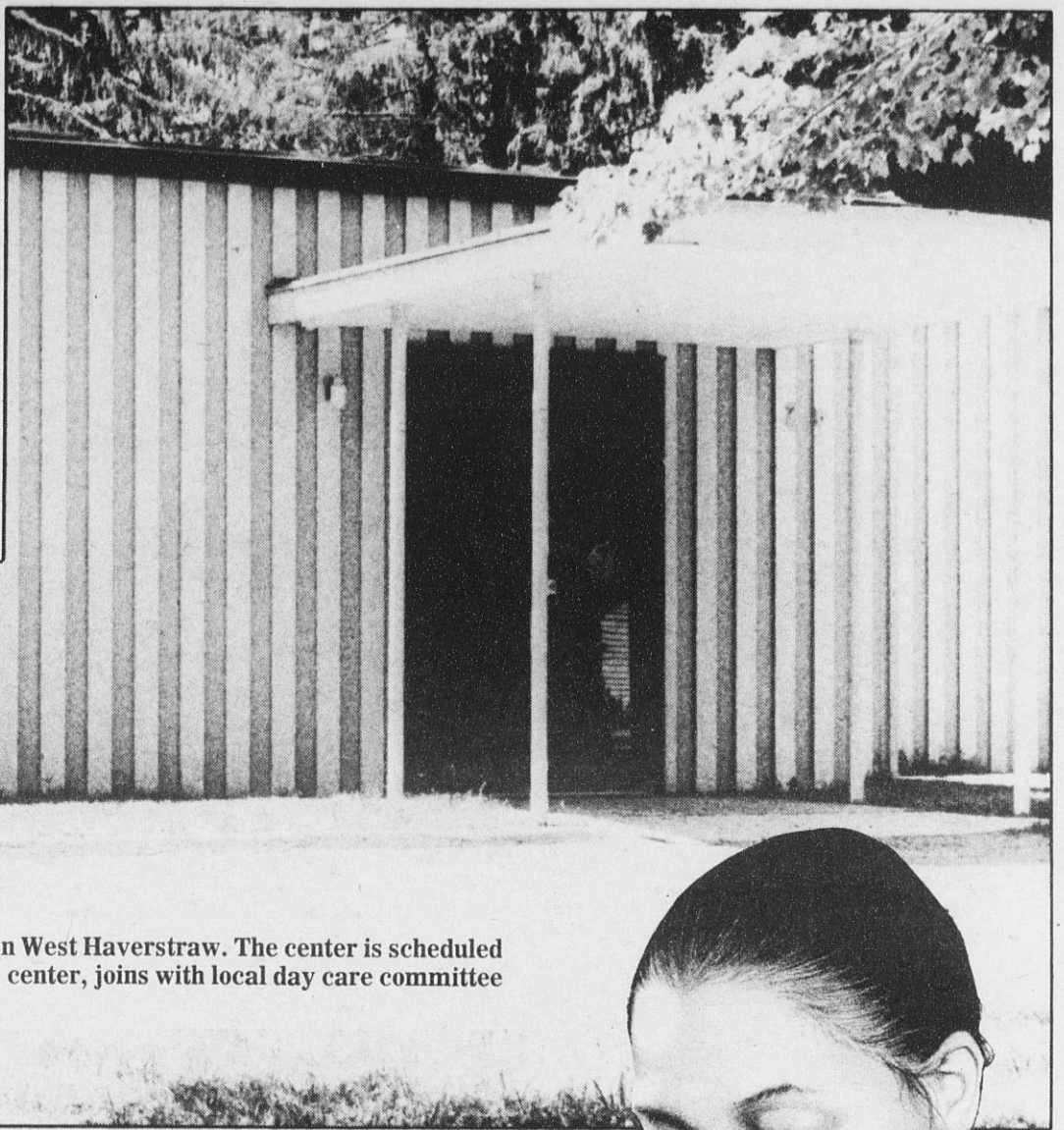
Urges signing of pension bill

In a strong letter to Gov. Mario Cuomo, President McGowan stressed the importance of approving pension supplementation for CSEA retirees.

The legislation, which would give retirees their first cost-of-living increase in years, was approved by the state Assembly and Senate in the final days of the legislative session. As *The Public Sector* went to press, it was still awaiting action by the governor.

"Failure to approve this measure would represent nothing less than a careless disregard to the plight of thousands of retirees desperately trying to cope with life's realities," McGowan wrote.

"Certainly it does not grant all of the fiscal relief that we feel our pensioners should receive. However, it is the best that could be negotiated and deserves your approval," he added.



The site of the planned day care center at Helen Hayes Hospital in West Haverstraw. The center is scheduled to open this fall. Inset, CSEA Local 302 President Darlene Foust, center, joins with local day care committee members Janet Tupa and Lydia Ortiz for an informal tour.

Day care grows into priority



Compiled by Stephen Madarasz and Anita Manley

If plans stay on schedule, children of Helen Hayes Hospital employees will attend a new day care center on the grounds of the facility this fall, thanks mainly to a committee of determined workers.

The center is one of several programs expected to open soon with the help of seed money from the New York State Labor-Management Child Care Advisory Committee.

Created in 1981 as part of contract negotiations between CSEA, the state and other public employee unions, the advisory committee now administers \$500,000 per year in start-up funds for new centers. Because the state did not want to get into the day care business, the centers it helps launch are private operations governed by their own boards of directors. Most do, however, rent or use space on state property.

"The program works, but we haven't made all the progress I'd like to see us make," comments CSEA statewide Secretary Irene Carr, who serves on the advisory committee.

Although there are currently 31 centers operating in conjunction with state facilities, Carr explains that a number are fighting for survival, while new proposals face almost endless obstacles.

For example, even with a great need for the service and an enthusiastic committee, it still took five years of in-house efforts to make the Helen Hayes center a reality.

According to Carr, some of the more common difficulties the day care centers face are:

- Building code problems in situating centers at office environments
- Gaining certification from the state Department of Social Services
- Providing the service at a price CSEA members can afford

- Avoiding high staff turnover
- Keeping up with skyrocketing liability insurance costs
- Staying financially stable since the state funding can only be used for start-up costs, not operating expenses

The Helen Hayes center received \$22,250 in state money to get off the ground. But local efforts including a raffle, bake sale and a "name the center" contest have already provided additional support for long-term survival. Ongoing fundraising, such as a planned children's fashion show, is seen as a fact of life.

That's not all bad, says CSEA's Carr. "You have to have an active local day care board that represents all employees at a facility if the center is to succeed. Sometimes activities like fundraising are excellent ways to develop interest and support."

Involvement can also translate into more creative and educational programs for the children.

"We have to get past the thinking that day care is glorified baby-sitting," Carr adds. "These centers must provide a learning experience and treat our children as our most important resource — we need to help them grow by opening up their minds."

Carr also says that at CSEA's urging, the Child Care Advisory Committee recently recommended that the Division of the Budget revise the day care regulations so the state can pick up the cost of one year's liability insurance for the existing centers.

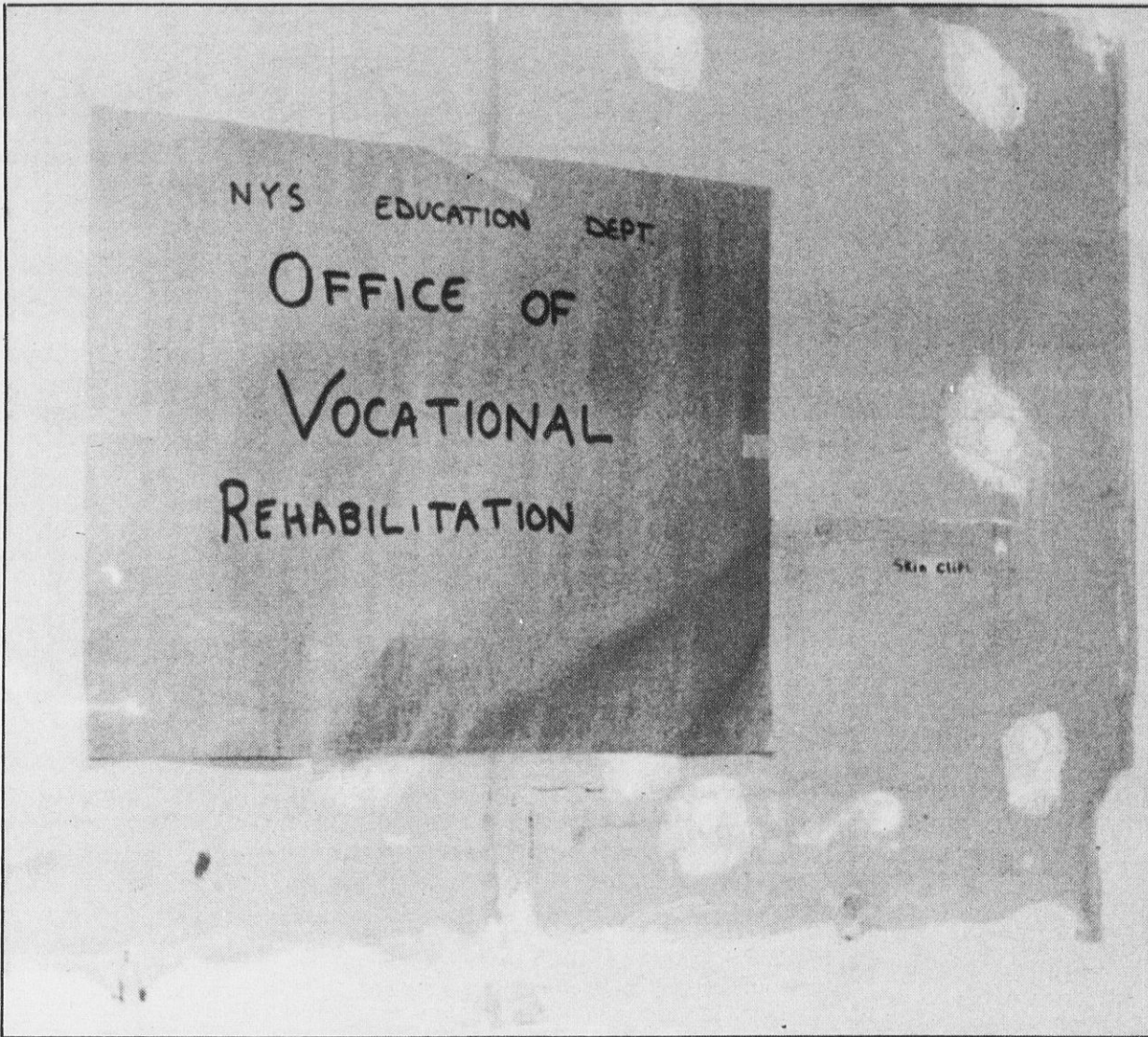
CSEA has also pushed for the state to foot the bill for day care center employee benefits.

While these measures would be a start toward improvements, Carr believes day care must be a top-priority item on the bargaining table when CSEA sits down with the state to hammer out a new contract this fall.

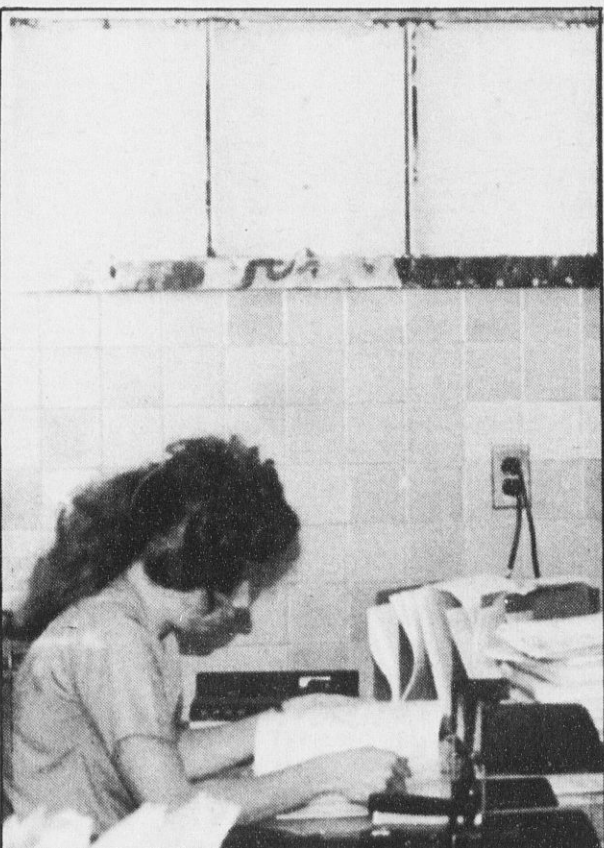
It's 'inoperable'

Vocational rehab workers struggle with poor conditions in 'temporary' offices

By Anita Manley
CSEA Communications Associate



THE TEMPORARY HEADQUARTERS of the Office of Vocational Rehabilitation in Middletown has a "temporary" sign to show visitors where they are located in Horton Hospital.



STATE EMPLOYEE Dawn Penighetti works under X-ray viewing lights in an old operating room at Horton Hospital in Middletown.

MIDDLETOWN — Not only have they endured temporary office space for well over a year, but the state employees who work for the Office of Vocational Rehabilitation have to tolerate offices in what are designed to be hospital operating rooms.

Extension cords create electrical hazards and obstacles, desks are plopped under rows of X-ray viewing panels and air circulation is virtually non-existent. Then there's the lack of air conditioning in summer and the lack of heat in winter.

And the members of CSEA Local 009 have been enduring these "temporary" conditions for a year and a half.

"They have to go to the third floor or the first floor just to go to the bathroom," said Region III Field Representative Michael Hogg. "And if there is ever a fire, they could be trapped."

The vocational rehabilitation workers had been using space at Middletown Psychiatric Center when state officials moved them to their present fourth-floor offices in Horton Hospital. But the newest quarters are anything but hospitable.

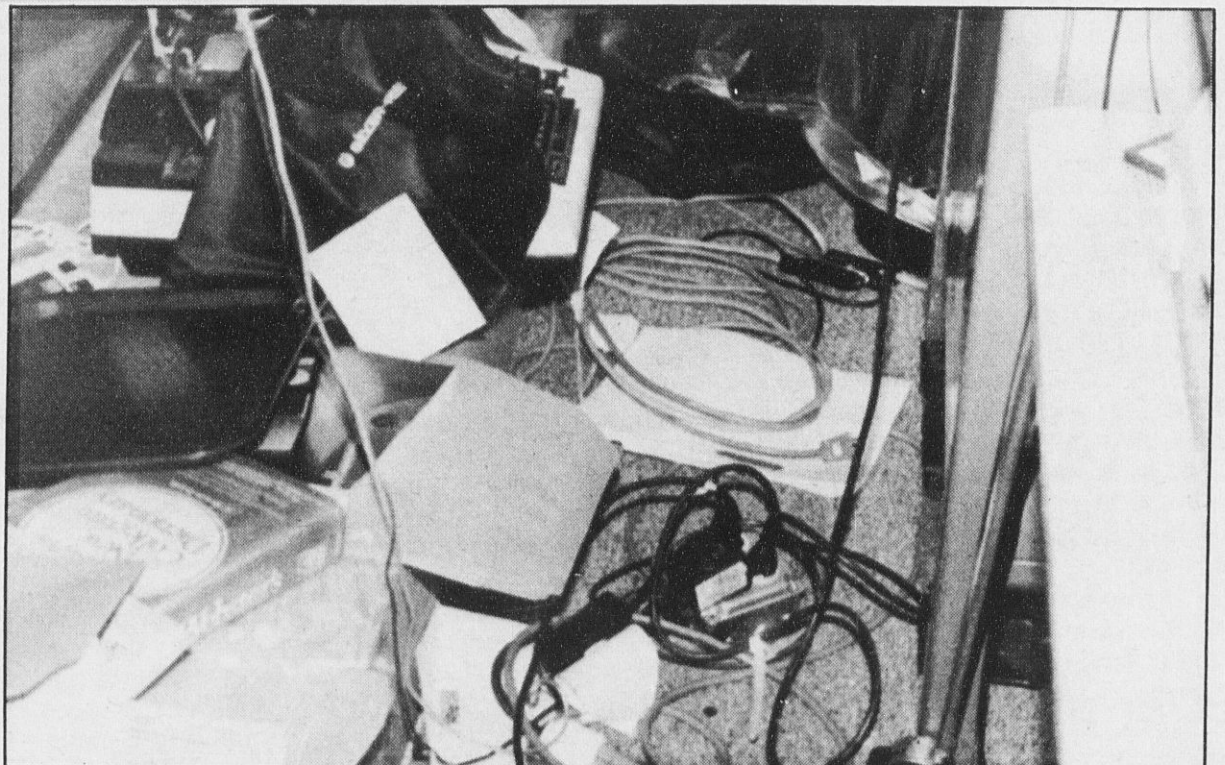
Hogg noted that one office is located next to the hospital's paint department and the fumes there are overwhelming at times.

"This has been a storage area," he said. "It's not suitable for offices."

State officials say they are looking for appropriate office space, Hogg said, adding that he even lined up prospective sites.

"But they're dragging their feet and meanwhile, these employees are using their accruals when they're forced to leave the office because of unbearable working conditions," he said. "It's not fair."

"This has been a storage area . . . It's not suitable for offices."



THE FORMER OPERATING ROOM at Horton Hospital is not suitable for office space, evidenced by the tangle of extension cords needed for the office equipment. "It looks like an obstacle course," said Field Representative Michael Hogg.

Muggers beware!

Angry public workers lead a campaign to end crime spree

Compiled by Daniel X. Campbell
CSEA Communications Associate

A rash of muggings, pocketbook snatchings, car vandalisms, attempted assaults and various intimidation incidents in downtown Albany has outraged public employees and CSEA.

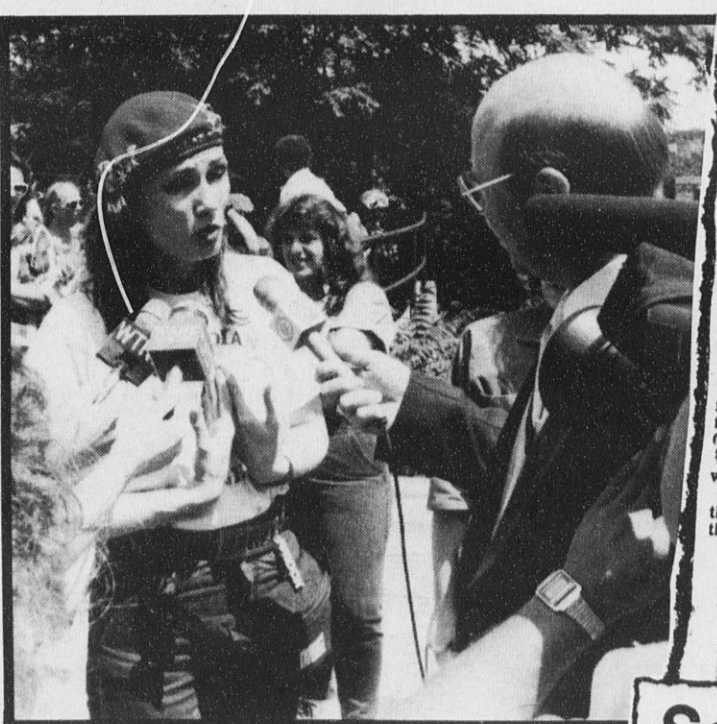
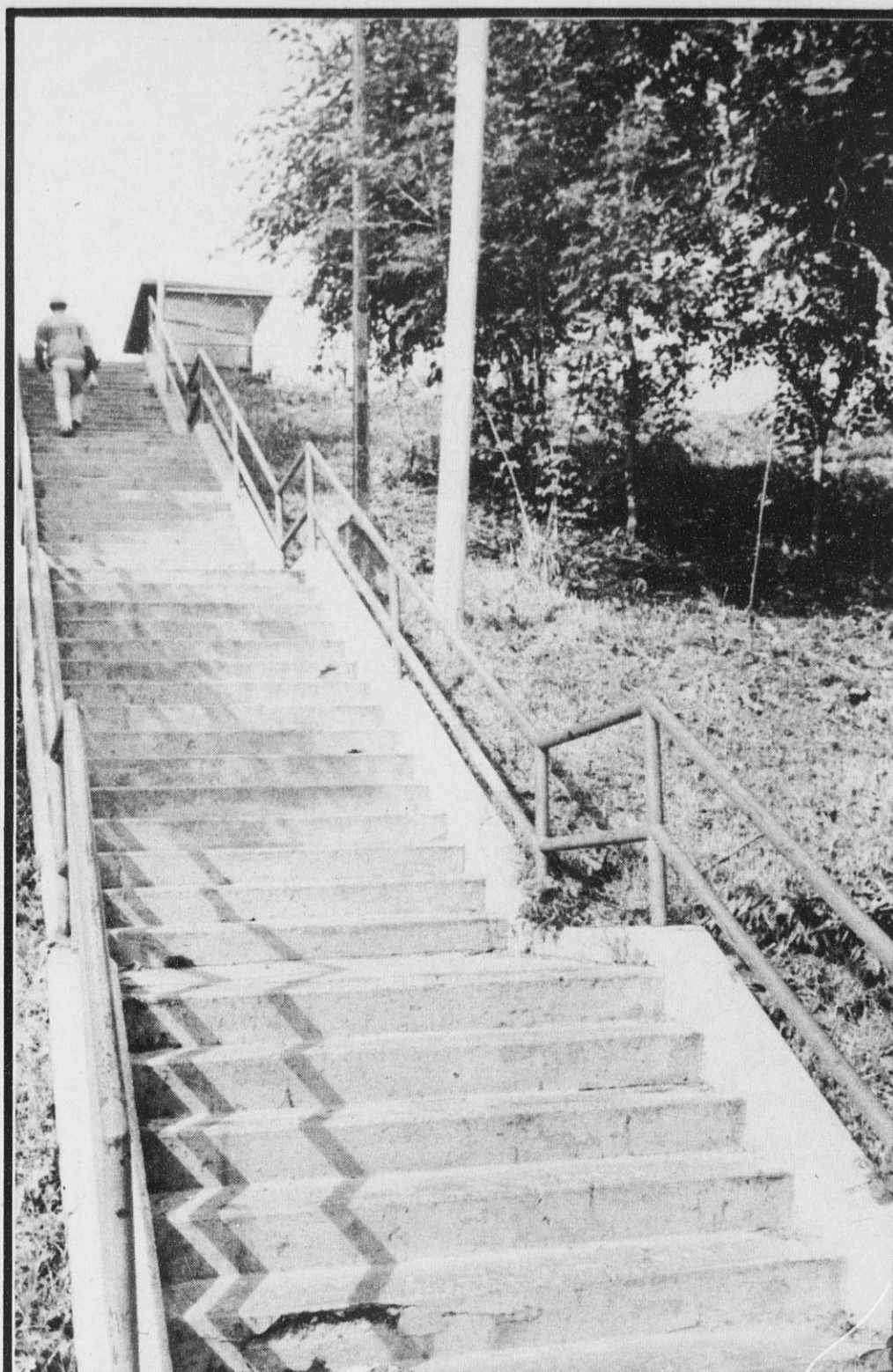
The anger recently boiled over into action after a female public employee suffered a broken collar bone in a purse-snatching attack at midday on a long, lonely and dangerous stairway leading from a major state worksite to a public employee parking lot.

It was the latest of nearly three dozen incidents against public employees, many in the same stairway area. CSEA says the incidents have escalated since public employees were forced to park further away from their worksites due to a city resident parking permit plan the union staunchly opposed.

CSEA Social Services Local President Charles Staats Jr. and CSEA Higher Education Service Corporation Local President Elizabeth Habiniak said their efforts to get the state and city involved in providing adequate protection has gone virtually unheeded for months.

When CSEA complained loudly following the most recent attack, the news media got interested as well. While the state Office of General Services (OGS) publicly downplayed the situation, the agency sent a grounds crew to clear overgrown brush and trees from the stairway where the employee was mugged.

STAIRWAY where several incidents have occurred, left, looks a bit safer now that brush has been cleared back and an OGS security shack that appeared in the middle of the night is in place.



GUARDIAN ANGELS co-founder Lisa Sliwa, above, talks with news media.

CSEA Local President Elizabeth Habiniak, left, points to human blood stains found on stairway.

Lisa Sliwa Heralds Angels' Arrival For Security in Twin Towers Area

By CATHY WOODRUFF and KEN GOLDFARB
Gazette Reporters
ALBANY — Lisa Sliwa came to town yesterday with a group of Guardian Angels. She said she would be patrolling the area behind the Twin Towers.

On the way, she took time to heckle Gov. Mario Cuomo who was giving a speech outside the Capitol while announcing the upcoming "Capitol Days" celebration.

She interrupted the governor as he spoke about the American right to protest, which he said should be done "orderly and with some manners."

Sliwa, who yelled that the state was indifferent to attacks on women in Albany, then pointed to her rear and dared the pipeline her.

Cuomo was referring to her husband Curtis Sliwa, who founded the Guardian Angels civilian street patrol.

State office workers have complained that the area behind the Washington Avenue building near Sheridan Avenue is unsafe with muggings, harassment and vandalizing of cars.

Sliwa, who with her husband directs the national network of citizen watch groups, met with office workers and reporters at the top of a broken-down, chained-off stairway behind the Twin Towers during the noon hour.

She said two New York City Angels will stay here temporarily to help Albany members patrol between 7 a.m. and 3 p.m.

As she spoke with a group of office workers — mostly women — she said she would be patrolling the area.

State OGS promises anti-mugging actions

State workers' fears for their safety while walking to and from their worksites should be diminished by the Twin Towers detailing steps the department has taken and will take to improve safety in the area.

Among the measures, according to the department, is the installation of a security shack behind the Twin Towers, where a television news crew was filming the clearing when workers uncovered several discarded pocketbooks, credit cards and papers hidden in the dense underbrush.

Security boosted in 'muggers lane'

By Deborah Gesensway
Staff writer
At the top of a concrete stairway behind the Elk Street parking lot — an area lately nicknamed "muggers lane" — the state installed a guard booth with an emergency telephone hookup Wednesday morning.

And for the first time in months, according to a number of state workers, police cars were spotted patrolling both Elk Street and Sheridan Avenue during Wednesday's morning and evening commuting hours.

John Egan, the state commissioner of general services, said Wednesday that the security measures are a response to workers' fears. "I think the number of incidents that have been alleged have been exaggerated," he said. "But that doesn't matter. We're going to do those things we can do to improve safety there."

Later Wednesday, about 50 state workers demanding increased security — led by five Guardian Angels from New York City — marched to Capitol Park Wednesday afternoon and disrupted a ceremony at

A television news crew was filming the clearing when workers uncovered several discarded pocketbooks, credit cards and papers hidden in the dense underbrush.

Fueled by that discovery, CSEA and scores of public employees launched a petition drive demanding more protection. More than 2,000 workers in the downtown area signed the petition within two hours.

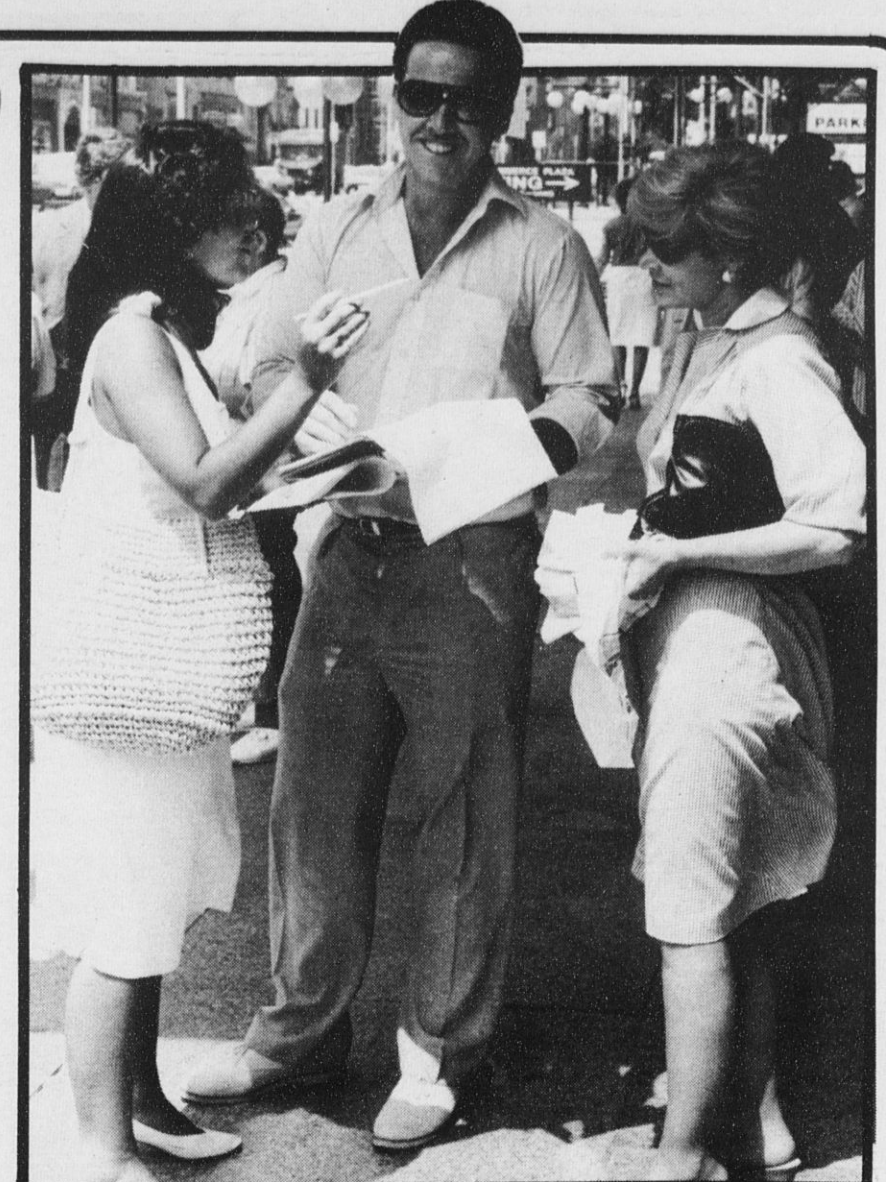
Workers, fearful for their safety, contacted the Albany chapter of the Guardian Angels, who in turn called in Lisa Sliwa from New York City, a co-founder along with her husband Curtis of the nationwide organization.

Apparently spurred by heavy adverse news coverage, OGS, in the middle of the night and without informing anyone, moved a guard station to an area near the top of the stairway.

"It (the guard station) was a great idea but OGS didn't bother to tell anyone about it so the people were leery of it," Staats says. "It came in the night and it could go just as quickly," adds Habiniak.

Meanwhile the stairway area is now patrolled by Guardian Angels each day, overgrown brush which hid muggers has been cleared back, a guard station is visible near the stairway, city police patrol the area a bit more often and CSEA and the employees have the attention of OGS and the city with a petition drive and heavy media coverage of the problem.

But the parking permit plan remains in place and state employees continue to walk longer distances to less secure places for parking. The area is momentarily safer, but is it safe? Not enough, not yet, says CSEA.



PETITION DRIVE resulted in more than 2,000 signatures in less than two hours.



CSEA EXECUTIVE VICE PRESIDENT Joseph McDermott, right, gathers signatures on petitions and hands out a safety survey form.



TV CAMERA ROLLS, right, as work crew clearing brush from near stairway uncover, above, a pile of pocketbooks, wallets and papers (arrow).



Governor defends pay raise approval

By TERRY O'BRIEN
Record Capitol Bureau



Gov. Cuomo

ALBANY — Gov. Mario Cuomo Wednesday defended his approval of a pay raise bill that will boost the annual base pay for state legislators from \$43,000 to \$57,500 and again denied it was a reward for the legislature passing an ethics law he backed.

Tuesday, Cuomo signed the bill, passed by the State Legislature last week, directing that pay hikes be paid to the State Legislature, state judges and state agency commissioners.

The governor said raising the legislators' salaries at this time is better than in past years when the legislature quickly raised its pay just after Election Day. The last time the legislature voted itself a pay hike was December 1984, one month after elections.

"It was an improvement that I asked for a number of years and that is, that it not be done as it has been done," Cuomo said.

The time frame will give voters and the press "plenty of time to visit and revisit this issue" before next year's elections, he added. The legislature's pay hikes are not scheduled to take effect until January 1989.

Some critics had charged Cuomo with agreeing to the pay raise bill in return for the legislature's agreeing to a comprehensive series of ethics and audit reforms designed to prevent legislative malfeasance.

Several times before the ethics issue was settled, the governor said that the legislature, under investigation for allegations that some of its members doled out no-show jobs to friends and political cronies, should not receive a pay hike if it didn't agree to an ethics

reform. Cuomo praised the results of this year's long and often cantankerous legislative session.

"This year was an extremely productive one. Ethics and audit guidelines I'm pleased about, but that's only one thing I'm pleased about."

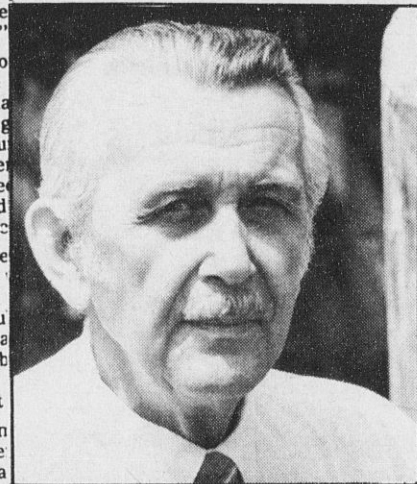
With additional legislators receive committee chairmen a 10 percent raise and legislators amounting to the average state employee salaries provided by the comptroller's office.

Cuomo noted the commission will recommend future changes to the state's public employees by the legislature report in February before the raises start.

Such commissions in some other states, often take off public employees' own salaries.

The majority of state legislators say, and Gov. Mario Cuomo agrees, that it's OK that they raised their own annual base pay from \$43,000 to \$57,500, effective in 1989, during the recent legislative session. The Public Sector wondered how public employees felt about that, so we asked a few of them.

'How do YOU feel about legislators voting themselves a hefty pay raise?'



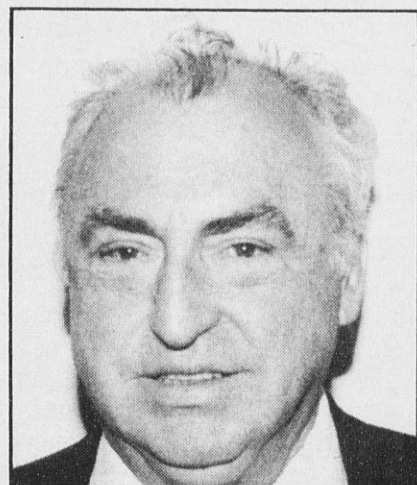
PETER POCHYLSKI SR.
Custodian, FSA
SUNY Fredonia Local 627

"No way, Jose! I'm against politicians escalating their own pay when we, the working people, have to fight for even small wage increases. Our purchasing power is way down and we're still asked for concessions. I say down the hatch with their pay raise."



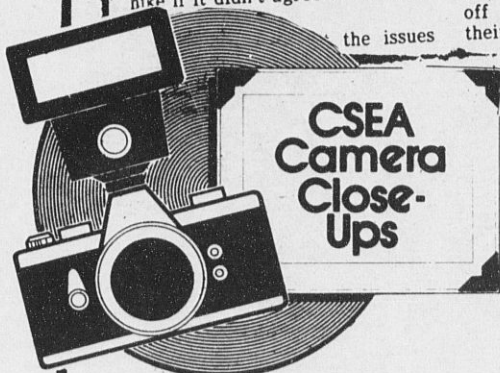
CAROL ANN FISH
Treatment Unit Clerk
St. Lawrence PC
Local 423

"I can't understand how the Legislature can justify such enormous pay raises when our patient numbers are increasing and staff is decreasing. Apparently they are not concerned about this very real and dangerous situation."



JOSEPH ROSS
Account Clerk
Tax and Finance
Local 690

"Show me an outstanding legislator who is worth a \$14,500 increase!"



PAT STRANSKY
Scale Operator
Suffolk Local 852

"I'm very much against it! The workers never get raises nearly that high."



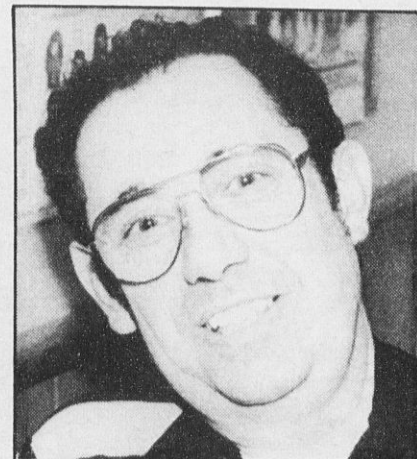
DONALD F. CALKINS
St. Lawrence PC
President, Local 423

"I think state employees have been taken advantage of . . . AGAIN! While New York lawmakers are aware of state layoffs and staff shortages, they pad their own bank accounts. Are they acting in the best interest of the people who put them in office?"



GERRY QUIRK
Stenographer
Bronx PC
Local 401

"I think it's deplorable that state legislators can pass themselves a last-minute raise and Gov. Cuomo will sign it while we CSEA members are forced to wait until fall to receive our comparable worth raises that have been delayed and delayed. I can't understand this."



RAY TWEED
Police Dispatcher
Town of Newburgh
Local 836

"I think it's a lot of money that could be better used."

Exhibition highlights workers' art

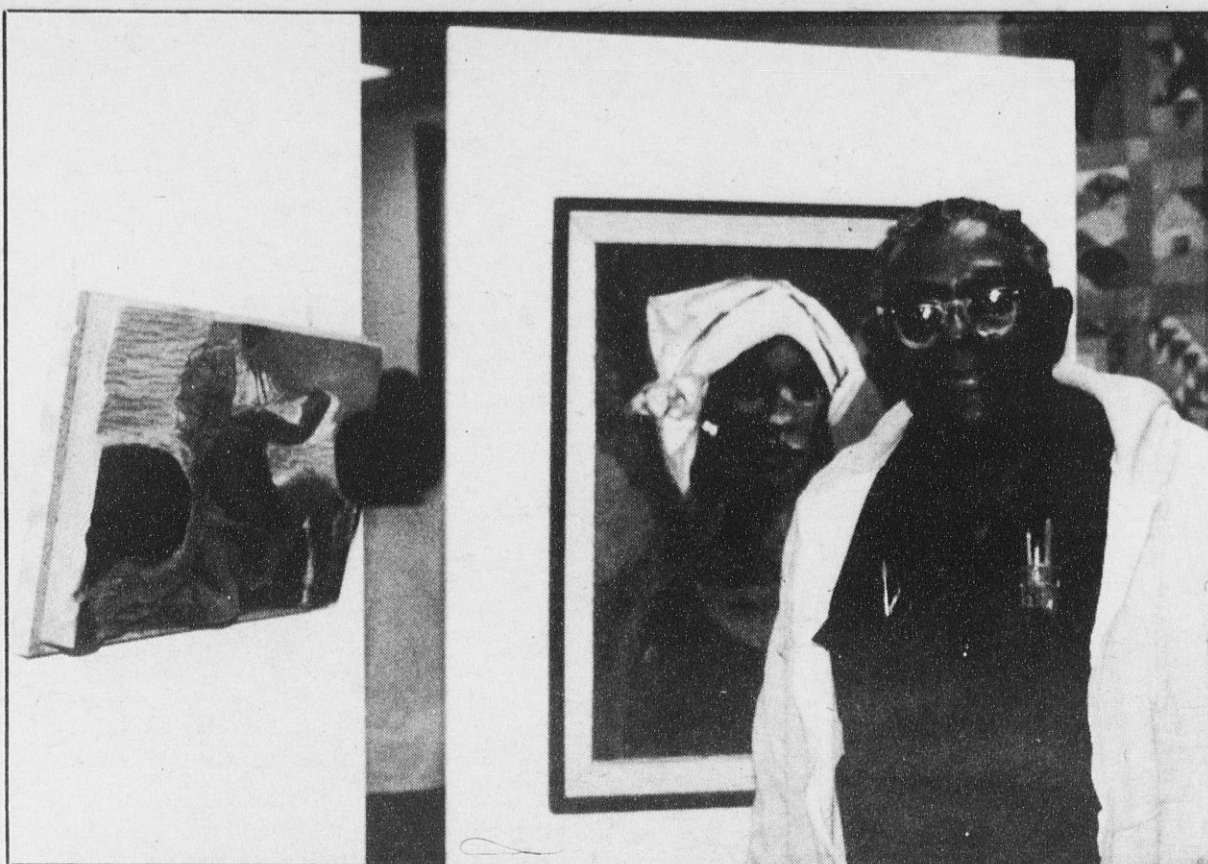
NEW CITY — Nearly 60 Rockland County employees participated in an art show recently at the Dr. Robert Yeager Health Center.

Rockland County Executive John T. Grant had invited county employees to participate in the "On My Own Time" exhibit, sponsored by the Arts Council of Rockland.

Local companies throughout the county are participating in the program in which employees are invited to share their talents and submit their works of art as part of a county-wide effort to encourage both local artists and an appreciation for the arts.

A panel of professional artists selects outstanding pieces from each of the displays. They will be exhibited at a public show in September.

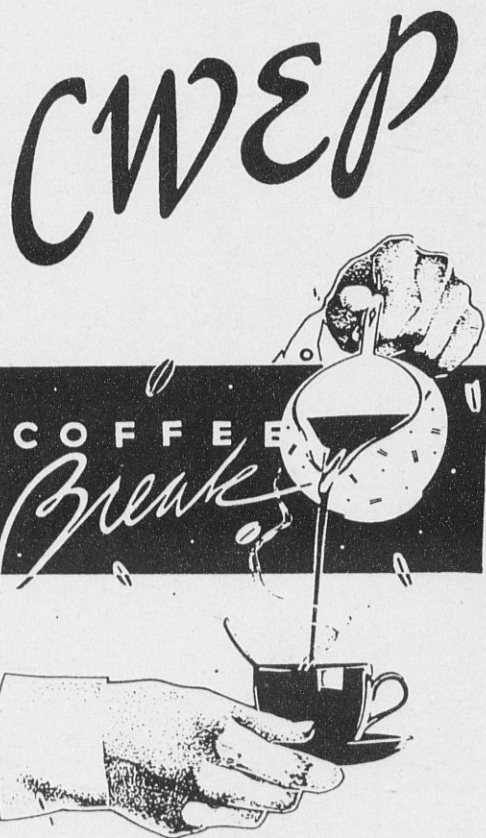
Included in the exhibit were paintings, ceramics, drawings, photography and sculpture.



WORKS OF ART — Assistant Building Maintenance Mechanic George White displays his work, "Grappler" and "Caribbean Girl." White was one of about 60 Rockland County employees to participate in the "On Your Own Time" exhibit sponsored by the Arts Council of Rockland.



IT'S A SNAP to warm up coffee in the Rockland Psychiatric Center break room these days, said CSEA Local 421 President Vernon Casin. He was showing off the new microwave to Marie Romanelli, regional representative to the Committee on Work Environment and Productivity. A CWEP grant paid for the oven, furniture and air conditioning for the break room used by laundry workers at the center.



WARMING IT UP — Local 448 President Carmen Decker demonstrates a new microwave oven purchased for an employee break room at Mid Hudson Psychiatric Center with part of a grant from the Committee on Work Environment and Productivity. The oven, a coffee pot, a new refrigerator, tables, chairs, carpeting and an air conditioner were all purchased with the grant.

CSEA campaign in Beacon halts government change

BEACON — A campaign led by City of Beacon CSEA Unit President E. Sands Frost defeated a proposition to change the present form of commission government to a council-manager system.

Frost said the proposal would mean having more city council members and hiring a city manager. This form of government causes more problems than it solves and burdens taxpayers with an unnecessary expense, he noted.

Dutchess County CSEA Political Action Chairman Carl Mathison said he was pleased with the election results; they proved Frost's committee was effective.

"The Beacon Unit's victory shows that when public employees speak out and stand up for what they believe in, people listen. We can shape government," he emphasized, "and we should be doing that! Nobody knows government the way the people do who make it work."



CITY OF BEACON Unit President E. Sands Frost and Dutchess County Political Action Committee Chairman Carl Mathison await the results of the charter revision vote. Left is an elections official from the county.

Thousand Islands hosts Region V summer conference

ALEXANDRIA BAY — Start with one of the state's more picturesque settings, add interesting informational meetings and special events and serve to 250 eager Region V officers, delegates and guests; that recipe served up a productive and enjoyable CSEA summer conference.

The conference, put together by Regional Program Coordinator Maureen Malone, provided what Region V President James Moore called "an outstanding agenda of guest speakers and special events."

CENTRAL REGION 5
CSEA
LOCAL 1000
AFSCME, AFL-CIO



PROGRAM COORDINATOR Maureen Malone, center, meets with guest speakers Bernard Flaherty of Cornell University School of Industrial Labor Relations and Barbara D. Pickell, financial consultant. Flaherty discussed labor history and Pickell, a former CSEA Broome County Unit president, outlined financial planning for retirement.



CSEA STATEWIDE PRESIDENT William L. McGowan, left, congratulates Region V President James Moore, right, and the other newly-installed officers. With them are Region V Executive Vice President Kathy Collins; second row from left, Second Vice President Mark Smacher, Recording Secretary Dorothy Penner-Breen, and First Vice President Dolores Herrig; third row, Third Vice President Dale King, Corresponding Secretary Helen Hanlon and Treasurer Maureen Malone; and top row, Executive Secretary Pat Crandall.



REGION V PRESIDENT James Moore, left, and CSEA General Counsel Marjorie E. Karowe talk about her presentation on the new CSEA Law Department. She described it as "a close-working group," dedicated to serving CSEA members.



AFSCME REPRESENTATIVE ROBERT DILLON gives Frank Martello, CSEA administrative director/field operations, a plaque for his organizing work for the international union in Ohio and Alaska while he was Region V director.

A cat of a different color

By Sheryl Carlin
CSEA Communications Associate

BROOKHAVEN — CSEA members at the animal shelter here are used to handling

cats, but they've never had one like Kimo.

At 145 pounds, two-year-old Kimo is not your average house pet; he's a mountain lion. He was brought to the center when his owner was given a summons for harboring

an endangered species.

The workers at the shelter have become fond of their most unusual guest.

"Kimo is very quiet," said Supervisor Joe White, a member of Suffolk County CSEA Local 852. "He's no problem. He's very domesticated."

But Kimo won't remain long at the shelter. Brookhaven town officials plan to create a natural habitat for the declawed mountain lion at the Holtsville Ecology Site, where he will join several buffalo and two bald eagles.

For the time being, Kimo seems content at the animal shelter. Although isolated from the public and other animals, he gets attention from the staff who visit him regularly. He eats six pounds of chopped meat a day, is walked daily and has a radio to listen to in his cage.

White said Kimo will get a bigger pen soon, and admitted that the staff will miss him when he goes to Holtsville.

"He'll be better off over there," White acknowledged.

Kimo was captured by police and Department of Environmental Conservation officials in early July after his owner hid the mountain lion to avoid an earlier summons.

"HERE KITTY, KITTY" — Foreman Carmine Battista, left, and kennel attendants Mike Laterza and Arthur Weiss, right, check on Kimo, the mountain lion living temporarily at the Brookhaven Animal Shelter.



Student earns Local 431 scholarship

TUPPER LAKE — Darcy Lanthier, daughter of Donald and Joanne Lanthier of Tupper Lake, is the 1987 winner of the Arthur Graham Memorial Scholarship, awarded by Sunmount Developmental Center CSEA Local 431.

The \$500 award is named in honor of a former Sunmount employee and CSEA activist. The local has awarded a total of \$9,000 in scholarships to members' children.

Frank Camelo, chairman of the Local 431 scholarship committee, presented the scholarship in an informal ceremony at the state facility.

Lanthier, a 1987 graduate of Tupper Lake High School, plans to attend SUNY at Potsdam. Her mother, Joanne Lanthier, is a mental hygiene therapy aide at Sunmount and a member of Local 431.



LOCAL 431 SCHOLARSHIP WINNER Darcy Lanthier, center, is all smiles as she receives a \$500 check from Frank Camelo, Local 431 scholarship committee chairperson. Darcy's mother, Joanne Lanthier looks on. Mrs. Lanthier, a Sunmount Developmental Center employee, is a member of Local 431.

Cornell to offer courses for clerical workers

Cornell University's Public Service Women's Studies Program is offering New York City and state clerical workers the chance to work toward a college degree.

The upcoming program will be offered at the Cornell University Center in New York City. The course offerings are: interpersonal communication and effective writing in the September term, organizational behavior and effective speaking in the January term and supervision and mathematics for advancement in the April term.

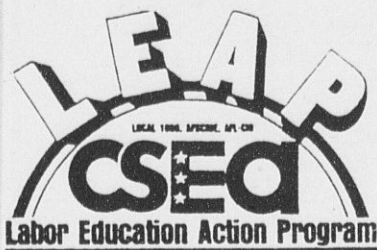
Tuition is \$150 per semester, and tuition assistance is

available for New York City and state employees.

Begun in 1978, the program offers courses selected to increase the skills most needed for advancement. More than 600 women have completed the one-year program in New York City and Albany. A 1982 study showed that 65 percent of the state employee graduates had received promotions within a year of completing the program.

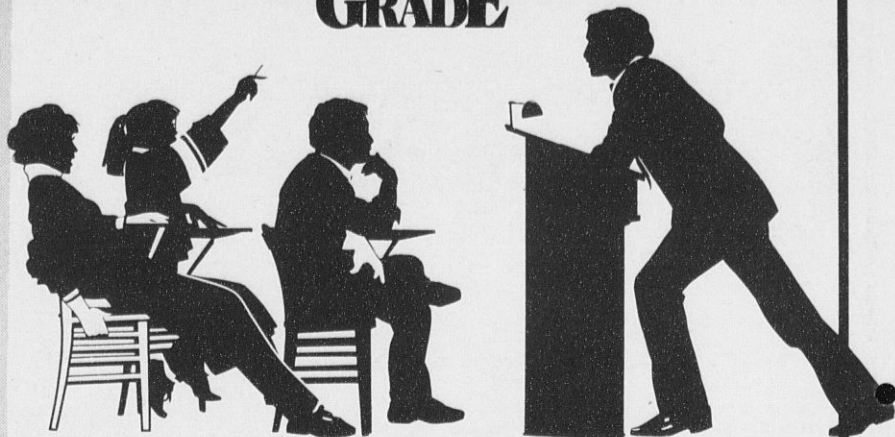
For more information, write Anne Nelson, Cornell University, 15 East 26 St., New York, NY, 10010; or call Nelson or Erna Dacres at 212-340-2800.

A great way to quench
a thirst for knowledge

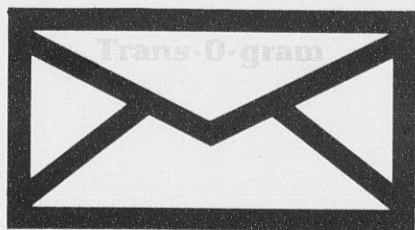


LEAP is the Labor Education Action Program of CSEA. It offers tuition-free courses at two- and four-year public and private colleges, BOCES and various state facilities across New York. LEAP is available only to CSEA-represented state employees in the Operational Services, Administrative Services and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

**MAKE THE
GRADE**

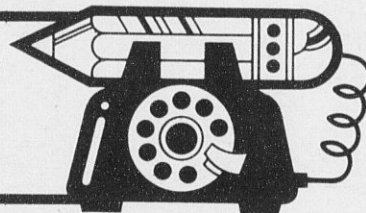


CSEA/LEAP Fall Semester

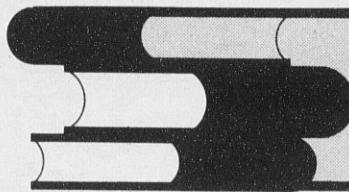


ALL ELIGIBLE CSEA MEMBERS WHO APPLIED for a LEAP course for the Fall '87 semester will receive trans-o-grams at their home addresses informing them whether or not they have been accepted for a LEAP course. Trans-o-grams will be mailed out the week of Aug. 3.

IF YOU ARE ACCEPTED BY LEAP... YOU SHOULD IMMEDIATELY contact the college or BOCES where you have been accepted to verify registration requirements, the course location and the date of the first class. You are **REQUIRED** to formally register with the school. If you fail to properly register, the school is not required to hold a space for you, and/or you may be responsible for the tuition for that course.



CERTIFICATES OF RESIDENCE are required by community colleges as proof of county and state residence. They are available at the appropriate county building. Students may not be allowed to enroll without a certificate of residence, or may be required to pay the higher out-of-county residence tuition themselves.

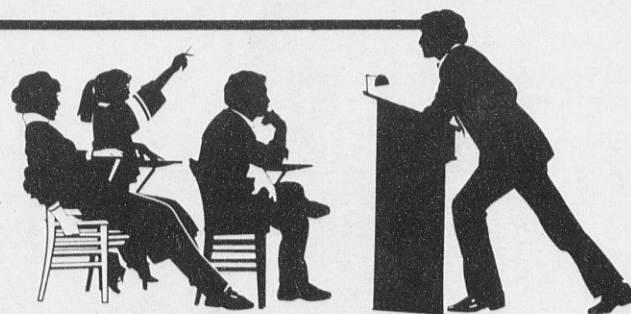


IF YOU ARE ACCEPTED FOR A COURSE, you must purchase your own books and other related course materials. CSEA/LEAP will pay for tuition only.

SCHEDULE CHANGES MAY ONLY BE AUTHORIZED AND MADE BY LEAP. No changes may be made by the student or the school. Students enrolling in a course and/or section other than their LEAP-approved course will be responsible for payment.

LEAP WILL PAY FULL TUITION for any student who attends two out of the first three class sessions of the course. If you miss two out of the first three class sessions, you must drop the course immediately or you will be responsible for the tuition. If the absences are due to emergencies or illness, it is **YOUR** responsibility to contact the LEAP office immediately after the third class session to arrange to continue in the course. You must send LEAP a letter stating reasons for the absences and a note from the course instructor indicating you will be allowed to continue in the class.

REGARDLESS OF THE SCHOOL'S ATTENDANCE POLICY, you must attend more than 50 percent of the total class time in order for LEAP to record you as completing a course.



IF YOU WISH TO DROP A COURSE, you must complete a LEAP Course Drop Form which is available from your agency training or personnel office. You must also follow the school's official drop procedures to avoid being charged partial or full tuition by the school.

IF YOU ATTEND TWO OF THE FIRST THREE CLASSES but fail to complete the course, you will be assessed a \$25 non-completion fee. Or you may file an appeal with the CSEA Appeals Board.

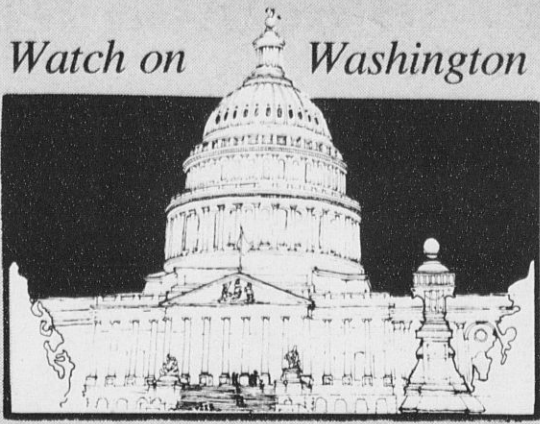
MEANWHILE, as final arrangements for the Fall Semester are being completed, planning is already underway for the 1988 LEAP Spring Semester. Schools are being canvassed and potential courses are being considered. Details concerning the Spring Semester will be available soon.



Watch on

Washington

Minimum wage hike draws early fire



The battle to raise the nation's minimum wage has begun in Congress. Hearings are expected to continue into the fall.

The minimum wage — currently \$3.35 per hour — has not been raised since 1981. But the House and Senate Labor Committees are not expected to take any action, unless there is broad support from labor and community groups.

The key New Yorkers on the House Labor Committee are: Major Owens (D-Brooklyn), Mario Biaggi (D-Bronx), and Stephen Solarz (D-Brooklyn).

CSEA and AFSCME are gearing up to make a major push for the wage hike. You are encouraged to write your U.S. representative and senators expressing support for an increase. They can be reached at the following addresses:

U.S. Senators:

Alfonse D'Amato
Daniel Patrick Moynihan
U.S. Senate
Washington, D.C. 20510

Rep. _____
U.S. House of Representatives
Washington, D.C. 20513



Owens



Biaggi

Speaking of Rep. Solarz, he recently chaired the hearings into charges that former Phillipines dictator Ferdinand Marcos tried to retake that nation through a planned invasion.

The plot was foiled, but Solarz's hearing discovered the U.S. Justice Department knew of the plot and did not act to stop it.

Solarz is chairman of the House Subcommittee on Asian and Pacific Affairs.



Solarz

Negotiations continue over the new federal budget plan which must be in place by October 1.

Ronald Reagan's budget, however, was soundly rejected by Congress. In January, the administration proposed another round of cuts on programs such as education, Community Development, which provides New York's local government with over \$300 million each year, mass transit and numerous others.

However, Congress read the results of the 1986 election as a call for an end to cutting domestic programs. The congressional plan holds domestic programs at current levels and does essentially the same for defense.

Congress also developed the courage to tackle the huge federal deficit in a fair and constructive way by raising revenues.

For the first time in his administration, Reagan is confronted by a Congress that wants a reasonable approach to the budget. Stay tuned.



Helen Curtis, a long-time Department of Labor employee and CSEA activist, is pictured, above, with Rep. Frank Horton (R-Rochester) during her week participating in the 1987 Congressional Senior Citizen Intern Program.

Curtis, who was co-sponsored by CSEA and AFSCME, said she was impressed that the federal government is much more concerned about issues affecting retirees than she thought.



TONY KRUEGLER, a member of Higher Education Service Corporation Local 667, accepts a \$50 savings bond from Capital Region First Vice President Joan Tobin, second from right. Kruegler won a contest to design a Capital Region CSEA pin. His winning design is shown above. At left is Betty Lennon, pin committee chairwoman, and at right is Local 667 President Elizabeth Habiniak.

CSEA wins grievance for worker

COOPERSTOWN — It took more than 16 months for the good news to arrive, but for Loretta Herr, the final result was well worth the ordeal.

Herr recently learned that an arbitrator ordered that she be appointed senior aging services aide at the Otsego County Office for the Aging, settling a grievance originally filed in December 1985.

That was when Herr was passed over for the vacant position, in violation of the contract, explained Mable Wannamaker, president of Otsego County CSEA Local 839.

"Our contract states that in filling a vacancy, the appointing authority will consider giving the first opportunity to apply to employees within the department," Wannamaker said.

"The contract also provides that employees who apply will be considered on the basis of seniority and qualifications, and that at least the top three qualified employee candidates will be given an interview," she added.

When the job became available, six applicants were considered for the job; five, including Herr, were Otsego County employees and the sixth had worked for the county four years earlier.

When the director for the Office of the Aging asked about the non-employee applicant, he was told by the county Personnel Department to "consider them all." The appointment of the non-employee spurred Herr to file a contract grievance.

"Under the CSEA contract, this was unfair to me as an employee of seven and a

"I'm grateful to CSEA and (Regional Attorney) John Rittinger. . . . With strong support from CSEA and a patient attitude on my part, we came out on top."

half years with qualifications for this job," Herr said.

After the grievance was denied by the department head and the Otsego County Board of Representatives, the case proceeded to arbitration.

Herr was represented at the arbitration hearing by CSEA Regional Attorney John Rittinger, who argued that as a county employee, Herr met one requirement and her additional qualifications were satisfactory.

The arbitrator decided in Herr's favor, saying that the county violated the contract, and ordered that she be appointed senior aging services aide.

"Naturally I'm extremely pleased with the arbitrator's decision," Herr said. "I'm grateful to CSEA and John Rittinger for his legal assistance. With strong support from CSEA and a patient attitude on my part, we came out on top. It was well worth the wait."

CSEA activist retires in Region III



JOHN LONG, second from left, was bid a fond farewell at a retirement party held in his honor recently. Long, a state employee for more than 37 years, was a senior stationary engineer at Helen Hayes Hospital in West Haverstraw at his retirement. He has also served on the CSEA Local 302 Political Action Committee, the Operational Services Unit negotiating team in 1975, the Health Department Labor/Management team and was member of the first Health and Safety Committee in the state and at Helen Hayes Hospital. He is standing with Local 302 past presidents Dick Riley and Bea Kee, and President Darlene Foust, right.

LPN course dates listed

The Licensed Practical Nurse (LPN) Training schedule has been revised. The new schedule follows.

If you are an LPN employed by the state and want to participate in the

training program, contact the personnel or training and education office at your facility.

If you have more questions, contact CSEA Research Analyst Mark Lawrence at CSEA Headquarters, 1-800-342-4146.

LPN TRAINING PROGRAM SCHEDULE

DATE	DAY	CITY
8/14	Friday	Utica
9/10	Thursday	Buffalo
9/11	Friday	Rochester
9/17	Thursday	Syracuse
9/18	Friday	Binghamton
10/13	Tuesday	Uniondale, Long Island
10/14	Wednesday	Happauge, Long Island
11/4	Wednesday	Poughkeepsie
11/5	Thursday	Newburgh
11/23	Monday	New York City
11/24	Tuesday	Happauge, Long Island



Tentative OK in Onondaga

SYRACUSE — A tentative agreement has been reached between CSEA and Onondaga County after both sides agreed to accept a fact finder's recommendation to end a lengthy contract dispute.

According to CSEA Collective Bargaining Specialist Thomas Pomodoro, CSEA was first to accept the recommendation and the county followed suit several days later.

More than 3,700 CSEA-represented Onondaga County employees have been working without a contract since Jan. 1.

Members of the CSEA negotiating team still must finalize the language in the tentative agreement before submitting it to the Local 834 members at informational meetings scheduled to be held the first week of August.

A ratification vote is expected to be held at several locations in Onondaga County during the second week in August.

Pomodoro said while details will be given at the informational meetings he could say the tentative pact contains significant improvements over the last county offer.



Region III's labor study graduates

SOLIDARITY FOREVER — Region III President Pat Mascioli, second from left, congratulates four CSEA members who received certificates for passing the required courses in the Hudson Valley Cornell University Labor Studies Program. They are, from left, Arlington School District Unit President Cecile Anderson, Mascioli, Mid Hudson Library Unit President Fred Nero, Helen Hayes Hospital Local President Darlene Foust and Dutchess County Educational Local President Norma Condon.

Intern works for Public Sector

Pamela Gorton is the first journalism intern with CSEA's Communications Department.

The SUNY Albany senior is working with the staff of **The Public Sector** at the union's statewide headquarters in Albany.

Gorton was selected from among several candidates for the program. Candidates must be children of a CSEA member and

enrolled in a college journalism curriculum.

An English major with minors in journalism and Spanish, Gorton plans to pursue a career in journalism or publishing.

She is the daughter of **James and Lorraine Gorton** of Cohoes. Her mother is a member of Department of Labor CSEA Local 670; her father is employed by the state Department of Taxation and Finance.

This, that

AND THE OTHER THING



Meeting honors

Lenore Barnard, right, knows how to throw a meeting. CSEA's meeting coordinator receives the 1987 Association of the Year award given to CSEA by the state Association of Convention and Visitors Bureaus' Lou Santoni. CSEA earned the award for Barnard's professionalism in meeting planning. She plans all CSEA meetings, including overseeing the production of the annual delegates meetings for 1,600 people.



Math without fear — Summing up

NEW YORK — It all adds up to more confidence in math skills, from decimals and percents to charts and graphs for Region II members who posed for a group shot at the conclusion of the last "Math Without Fear" CSEA/LEAP class.

Without a fraction of a doubt the students' smiles and sighs of relief show they have:

- Improved their test-taking skills
- Increased chances for career advancement
- Become more able to understand children's homework
- Boosted their everyday business abilities in handling credit cards and balancing checkbooks.

Meeting thursday evenings at Region II Manhattan headquarters from March to June, the CSEA members are already counting the dividends from their efforts.

CSEA

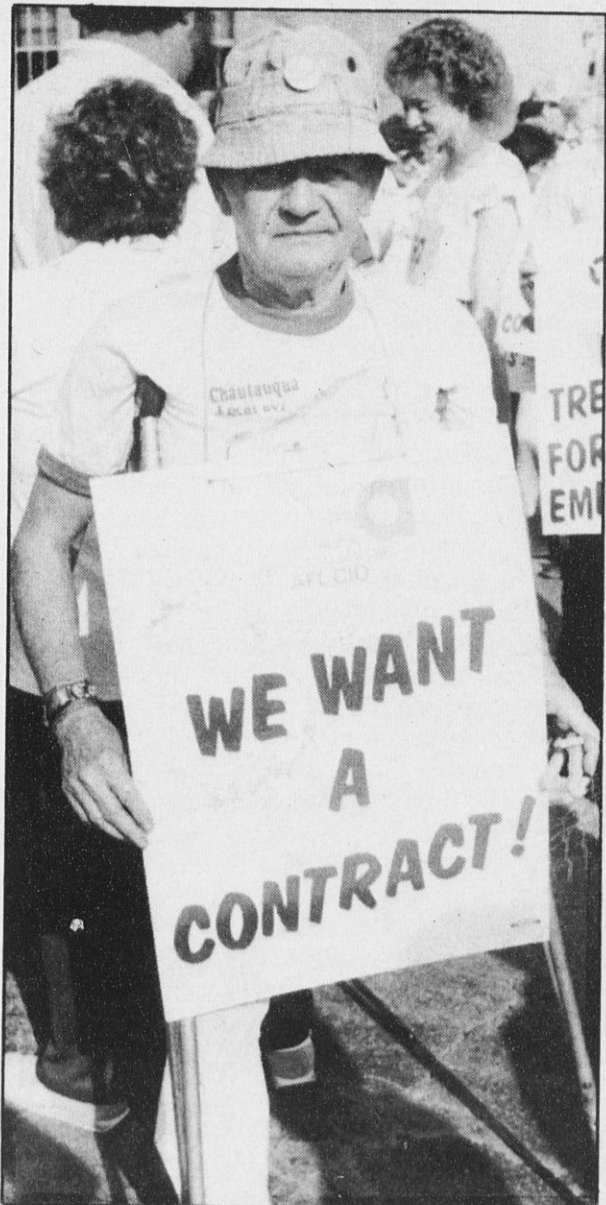
**in the
public
service**

AFSCME



HUNDREDS OF CHAUTAUQUA COUNTY Unit members and supporters have marched twice to encourage the county legislature to settle on a fair contract.

Countdown to a contract



WILLARD WILSON, a Chautauqua County employee, joins hundreds of fellow workers in picketing for a fair contract settlement.

Chautauqua County legislators rejected a fact finder's recommendations and also refused to send stalled contract talks back to the negotiating teams at a meeting held as this issue of *The Public Sector* went to press. An overflow crowd of more than 500 CSEA-represented Chautauqua County employees filled the room and urged lawmakers to either accept the fact finder's report or let the teams continue to work on the problem. It appears that the lawmakers' action, on a 22-3 vote, will pave the way to an eventual legislative-imposed contract, which CSEA staunchly opposes.

By Ron Wofford

CSEA Communications Associate

MAYVILLE — If gaining a fair contract was based on solidarity and team spirit, the Chautauqua County Employees Unit of CSEA Local 807 would have signed an agreement long ago.

But the county has not met the unit halfway in negotiations, and after impasse, mediation and a fact finder's report, the members are perilously close to having a one-year contract imposed after a year of bargaining.

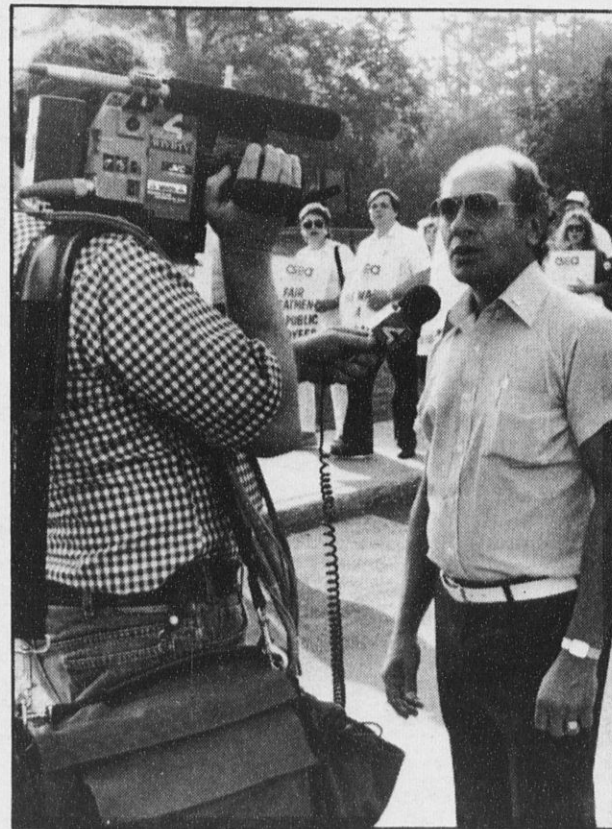
Unit President Dick Maggio and a substantial majority of his 1,000-member unit have pulled out all the stops to show the legislature and the public that they won't take an unfair imposition lying down.

Two county legislature meetings have seen more than 500 sign-carrying unit members urging the lawmakers to be fair to county employees and at least accept the fact finder's report. The report recommends raises of about 5 percent per year over three years.

The county's last offer shows "bad faith bargaining and an unrealistic approach,"

Maggio said. The county offered no increase the first year, followed by a 2 percent and 3 percent increase.

The county executive's estimate of the cost of following the fact finder's recommendations is "a gross exaggeration which fails to point out state and federal matching funds for many county jobs," Maggio pointed out.



CHAUTAUQUA COUNTY UNIT President Dick Maggio talks to a reporter about the unit's frustration with the county legislature. The unit wants the legislature to accept a fact finder's report for a three-year contract with 5 percent annual increases.