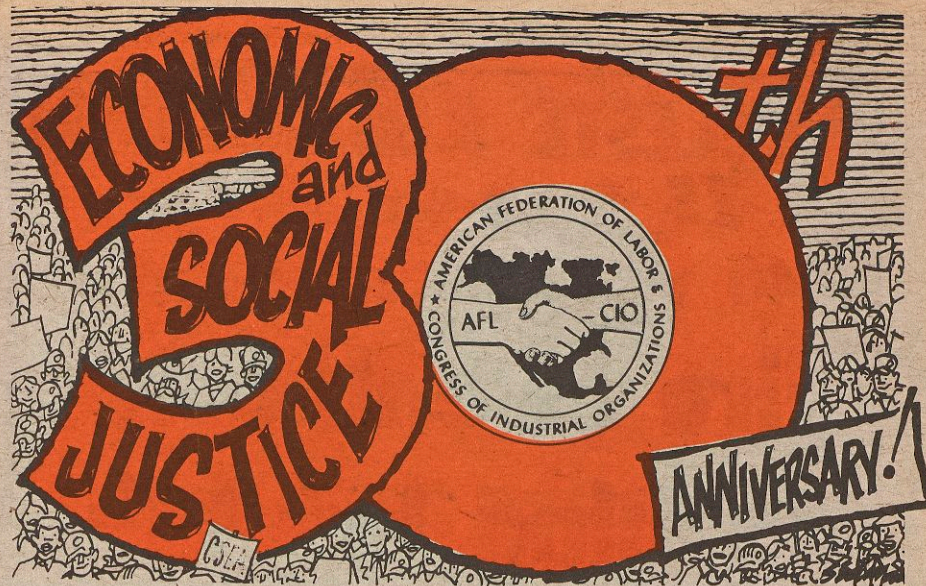


CSEA 75 YEARS OF PRIDE

The Civil Service Employees Assn. officially celebrated the union's 75th anniversary during ceremonies in conjunction with the union's 75th annual delegates meeting Oct. 20-25 at the Marriott Marquis in New York City. And while CSEA was marking its 75th anniversary, the AFL-CIO was celebrating the 30th anniversary of the joining of the American Federation of Labor (AFL) and the Congress of Industrial Organizations (CIO) into a single, united labor organization. **COVERAGE OF CSEA'S 75th ANNUAL DELEGATES MEETING BEGINS ON PAGE 9 OF THIS EDITION.**



The Public SECTOR

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

UNION LABEL 4
(ISSN 0164 9949)

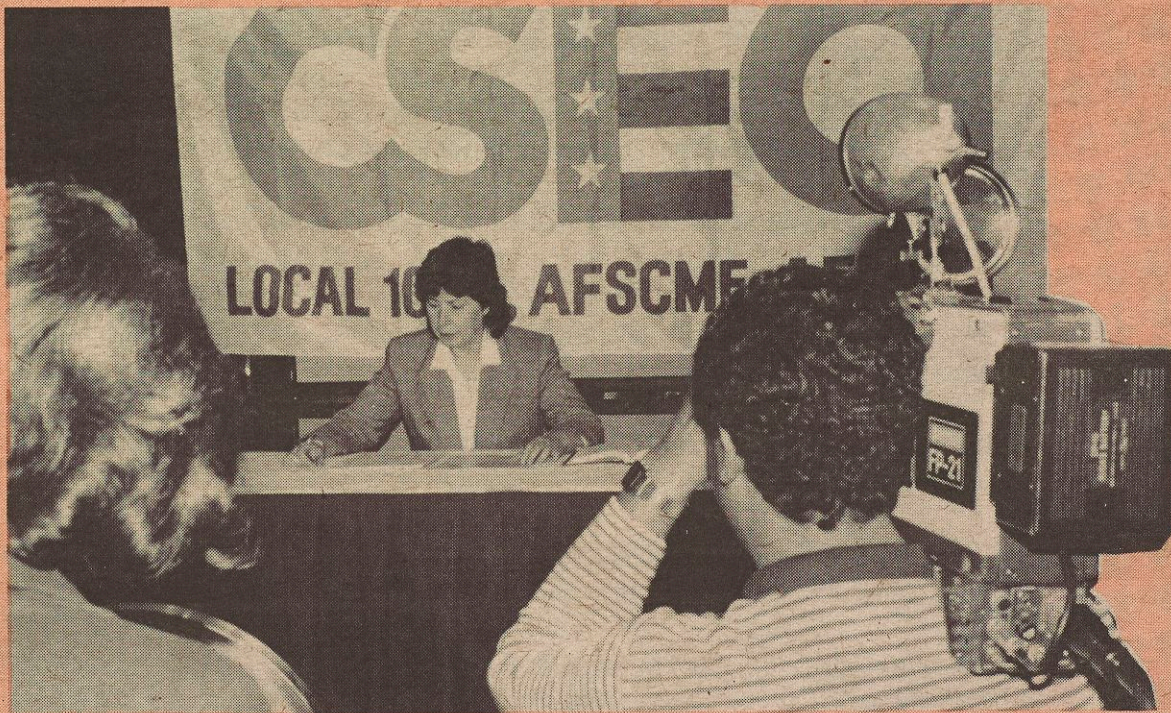
Vol. 8, No. 22
Friday, November 1, 1985

State-mandated Public Work Program costly, ineffective, dismal failure

The Public Work Program (PWP) is a state-mandated work program for public assistance recipients—those on welfare. Basically, PWP requires Home Relief public assistance recipients to earn their welfare checks by working in public and non-profit agencies. In theory, PWP participants will learn job skills and work habits necessary to secure permanent employment.

CSEA conducted a thorough investigation of the Public Work Program over several months and arrived at the conclusion that the program is a failure that should be abolished. CSEA's report, "A Public Disservice," found the program cost twice as much to administer as was saved; often resulted in inappropriate placements which put the public and other employees in danger; and only 3 per cent of the participants go on to find jobs. In short, CSEA's investigation concludes that the Public Work Program simply does not work.

The report was released at a major press conference in conjunction with the CSEA's 75th annual delegates meeting in New York City in late October. Verbatim excerpts from this exceptionally thorough report are reproduced on pages 6 and 7 of this edition.



CSEA CONSULTANT AMY DORAN tells members of the news media at a major press conference held in New York City that New York State's Public Work Program is a failure and should be abolished.

Union backs plan to reduce provisional time

ALBANY—The state Civil Service Commission is expected to announce shortly details of a plan to revise civil service testing, and CSEA says based on initial information the union is all for it.

Civil Service Commission President Karen Burstein revealed plans to consolidate exams and apply them to a broader range of job titles during a hearing this week conducted by the Assembly Sub-Committee on Affirmative Action.

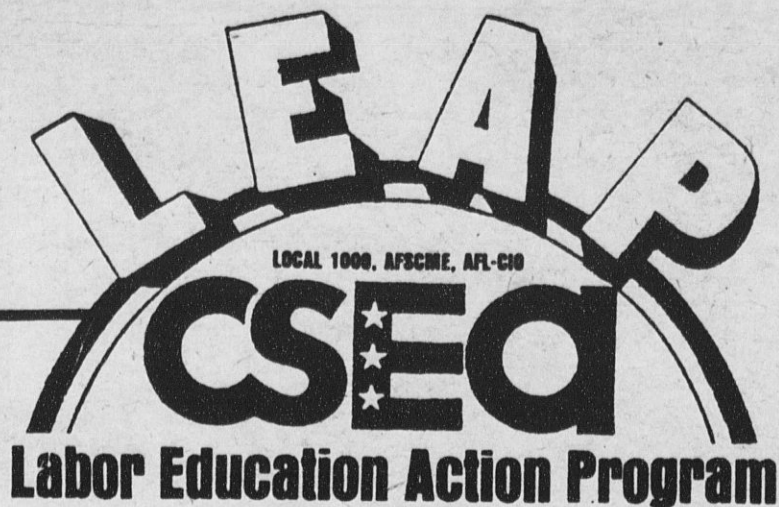
A CSEA spokesperson said holding fewer

overall exams more frequently would help cut the number of employees in provisional status, and reduce significantly the length of time provisional employees must wait to take an exam for their positions.

Burstein said proposed testing changes are expected to be formally announced in a month or so, and be put into effect over the next few years. Burstein told the Assembly subcommittee, "One of our difficulties (in minority recruiting) is the uncertainty of provisional status. It is critical that we run exams almost

simultaneously with the creation of jobs. The system frankly needs substantial overhaul."

Presently more than 800 exams are given for about 7,000 job titles. Burstein hinted she proposes to consolidate many of those exams to cover a broader range of job titles and to hold exams more frequently. CSEA said the union favors such changes because currently many members wait three or four years as provision employees, without any real job security, to take an exam for permanent appointment.



LEAP offers state workers many tuition-free courses

LEAP, the Labor Education Action Program of the Civil Service Employees Association, offers tuition-free courses at two and four-year public and private colleges, BOCES, and various state facilities across New York state. LEAP is available to CSEA-represented state employees in the Operational Services, Administrative Services and Institutional Services Units only. The courses are funded under Article 14 of the OSU, ASU and ISU contracts.

Important CSEA/LEAP student information for State employees in ASU, ISU and OSU

- ★ Read the course announcement carefully to obtain all the LEAP program and course information needed. Please pay special attention to the student requirements section.
- ★ Contact the college or BOCES for information on required prerequisites, assessment tests, and exact course content **BEFORE** filing your application.
- ★ Textbook costs range from \$10 to \$50. From \$35 to \$50 costs usually apply to science and accounting courses. Students are responsible for purchasing textbooks and for additional items such as parking.
- ★ To drop a course without penalty, fill in a LEAP Course Drop Form which can be obtained from your agency training or personnel office. If the Course Drop Form is received before the course begins, another student may be enrolled from a waiting list. You must also follow the school's official drop procedures in order to avoid being charged a partial payment by the school.
- ★ LEAP will provide payment only for those students who attend two out of the first three class sessions. Students who do not meet LEAP's attendance requirement must either drop the course or provide payment themselves.
- ★ Community colleges require certificates of residence from students to prove county and state residence. Students will not be allowed to enroll by the school without such a certificate, or they will be responsible for additional tuition.
- ★ Course requirements may include lab hours in addition to the stated course hours in such courses as science, computer science and languages.
- ★ Students must complete evaluation forms at the end of the course. They are then submitted to the LEAP office by the college or BOCES for future planning.
- ★ Due to the magnitude of scheduling across the state, students whose course is cancelled by the college/BOCES may not be scheduled into another class. However, they will be given a higher priority for the following semester for their course choices.
- ★ Schedule changes may **ONLY** be authorized and made by the LEAP Office. No such changes can be made by the student or college/BOCES. Students enrolling in a course other than their LEAP-approved course will be responsible for payment.

REGISTRATION OPENED OCTOBER 23 FOR THE SPRING 1986 COURSES, AND THE FILING DEADLINE IS NOVEMBER 25, 1985. For further information, consult your agency training office or your CSEA Local president. Or you may call the CSEA/LEAP office at (518) 434-0191.

Seek part-time teacher for New York City site

WANTED; TEACHER, PART-TIME. Four days per week; three hours daily, 11 a.m. to 2 p.m., to teach High School Equivalency class for state employees at State Insurance Fund in downtown Manhattan. Local interviews will be

arranged. Interested candidates should write Mr. Robert Knowler, CSEA/IDEA, CSEA Headquarters, 143 Washington Avenue, Albany, N.Y. 12210. CSEA is an Equal Opportunity Employer.

Annual report for state workers describes benefits

Personalized benefits statement will be delayed; to update Empire Plan changes

**THE
EMPIRE
PLAN**

State employees in CSEA's three major state bargaining units will not be receiving personalized statements describing their employee benefits this year, but they will be getting an updated statement some time in early 1986.

Annual personalized benefits statements have been issued the past two years through a project funded by the State/CSEA Labor Management Committee on the Work Environment and Productivity (CWEP), but this year's version is being delayed until early 1986 to reflect changes under the new Empire Plan which

becomes effective Jan. 1, 1986.

The benefits statements describe in easily understandable language personalized information on health insurance, sickness and disability benefits, a formula for calculating the ordinary death benefit, estimates of monthly retirement benefits at age 62, estimated social security benefits for disability, death and retirement, and an estimate of the value of the state's contribution for these benefits in dollars and as a percentage of base annual salary. In addition to reflecting participation in the new Empire

Plan, the 1986 statements are expected to include improvements over earlier statements to increase the usefulness of the information to individual employees.

Statements will be sent to fulltime, annual-salaried state employees in the Administrative Services, Institutional Services and Operational Services Units represented by CSEA.



CSEA wins out-of-title SUNY grievance

ONEONTA — Carlton Briggs is a grade 7 motor vehicle operator for SUNY Oneonta, but when he was assigned work inappropriate to that title, CSEA filed an out-of-title grievance on his behalf, and won. As a result, Briggs will be compensated for work he was directed to perform out-of-title.

In photo at left, Briggs, center, is congratulated by SUNY Oneonta CSEA Local 635 Steward Joe McMullen, right, who helped in processing the grievance along with CSEA Field Representative Jerry Phelan. Adding his congratulations is, left, Local 635 President Ernie Hitchcock.

CSEA staff employees agree to 3-year pacts

ALBANY — Members of the Field Staff Association (FSA) and Headquarters Staff Union (HSU) of CSEA returned to work Oct. 21, ending a two-week strike against the union that began Oct. 7.

Tentative three-year agreements were reached between CSEA management and the two in-house staff employee unions on Oct. 18. Members of FSA and HSU ratified the contracts on Oct. 19, and CSEA's statewide Board of Directors approved the new contracts on Oct. 20.

Under terms of the new contracts, members of FSA will receive 4 percent raises effective immediately; .5 percent next April 1; 4.5 percent Oct. 1, 1986; 4.5 percent Oct. 1, 1987, and a \$500 bonus in January, 1987.

HSU members agreed to 4 percent raises effective immediately; 4.5 percent Oct. 1, 1986; 4.5 percent Oct. 1, 1987, and a \$250 bonus in January, 1987. Increments will also be paid where due to members of both unions.

Both agreements provide for an additional holiday for Martin Luther King's birthday also. Members of HSU are covered by an optical plan under their new contract, a provision also in the FSA pact.

State Barge Canal proves its worth as an alternate route for shipping halted due to closing of Seaway

A collapsed wall which shut down the St. Lawrence Seaway has proven the value of the state Barge Canal System, but has raised the question of whether the Seaway situation might delay the normal fall closing of the state's waterway. As a result, it also leaves up in the air the date many canal workers will be laid off for the season.

More than 100 ships are backed up in the Seaway system due to the closing of the No. 7 lock of the Welland Canal, which is the western terminus of the St. Lawrence Seaway. Seaway authorities predict the system will reopen about Nov. 7 when the collapsed wall is cleared, but in the meanwhile the state Barge Canal has become an important alternate route

for commercial shippers who ordinarily would use the Seaway.

New York State has offered to keep the canal open beyond its normal Thanksgiving week closing to accommodate shipping needs if necessary because of the Seaway problem, so canal workers are now awaiting word as to an actual closing date.

CSEA, which represents most canal workers, lobbied successfully over the past several years for additional funding and increased staffing to repair and maintain the canal system, which had been in a sorry state. The sudden increase in traffic due to the Seaway problem proves once again what a sound investment it is.

Public SECTOR

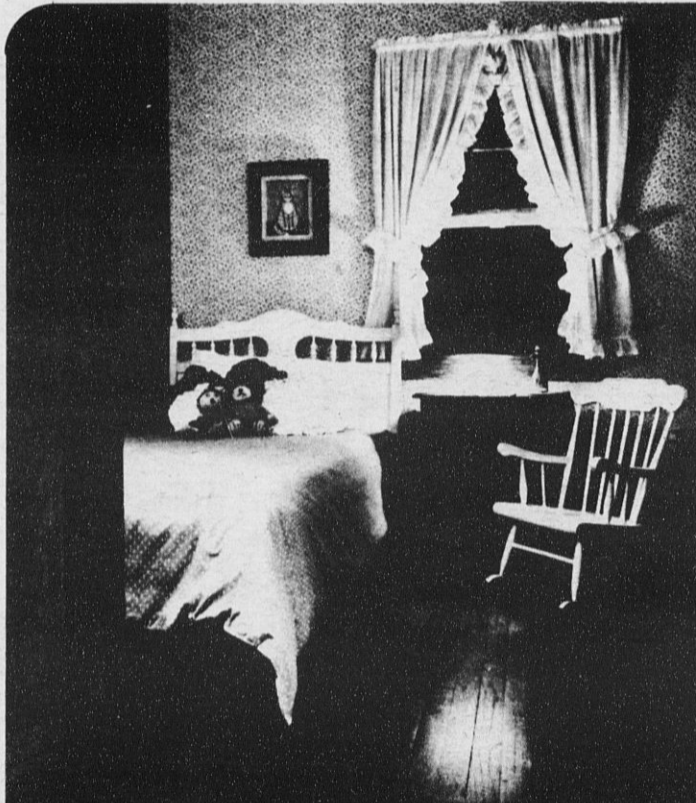
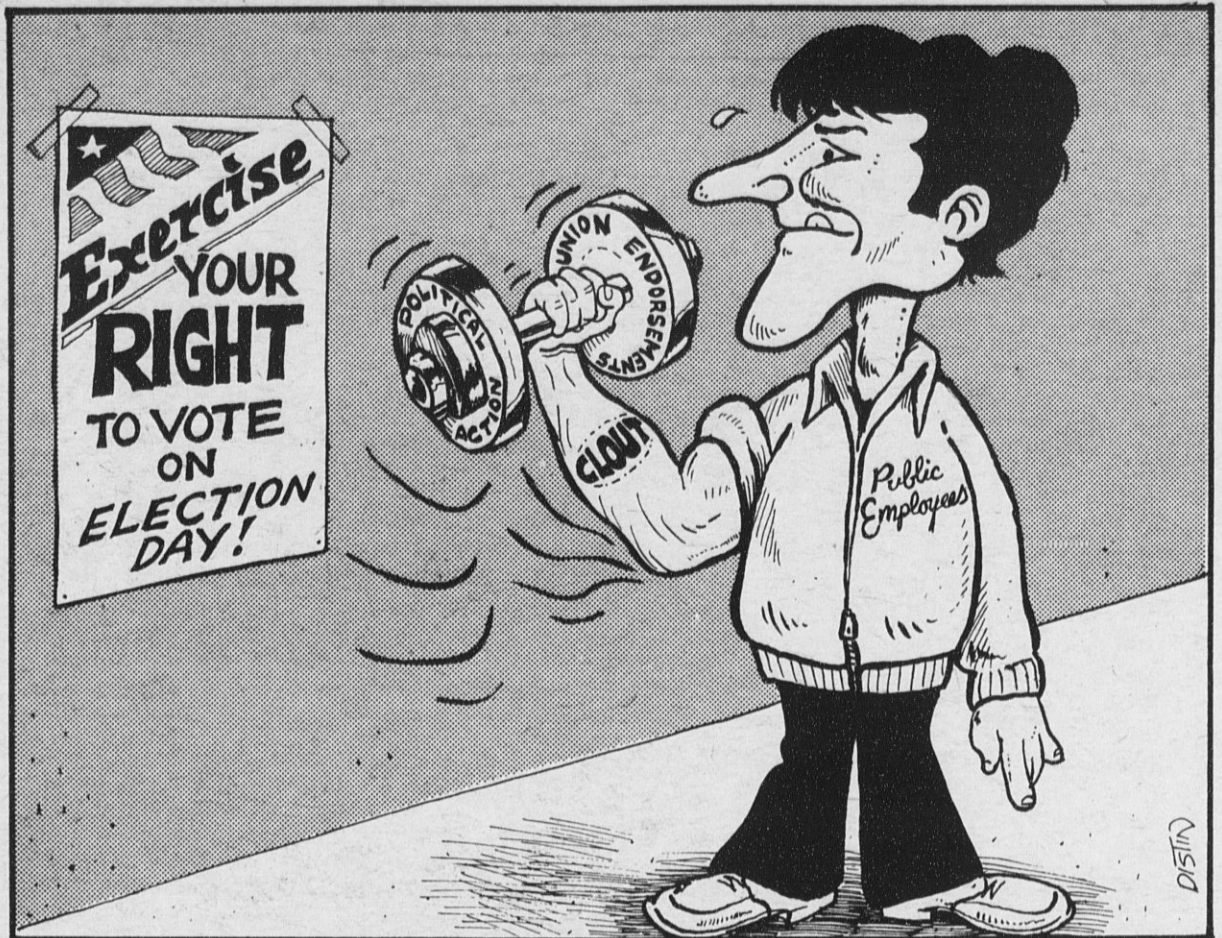
Official publication of The Civil Service Employees Association Local 1000, AFSCME, AFL-CIO 143 Washington Avenue, Albany, New York 12210

The Public Sector (445010) is published every other Friday by The Civil Service Employees Association, 143 Washington Avenue, Albany, New York, 12210.

Publication Office: 143 Washington Avenue, Albany, New York, 12210. Second Class Postage paid at Post Office, Albany, New York.

AARON SHEPARD — Publisher
ROGER A. COLE — Editor
BRIAN K. BAKER — Associate Editor

Address changes should be sent to: Civil Service Employees Association, The Public Sector, P.O. Box 7125, Capitol Station, Albany, New York 12224.



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

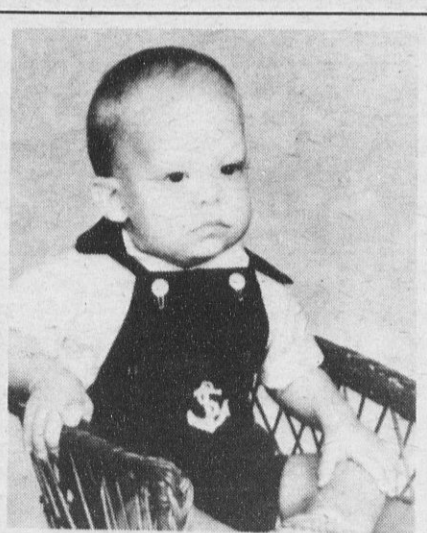


CHILD FIND 1-800-I AM LOST

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

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

If you believe you have information relative to the children below or any other missing child, immediately contact Child Find on the toll free number, 1-800-I AM LOST.



Aaron David Ciardelli
Birthdate: 6-5-78
Abducted: 7-18-80
From: Columbus, Ohio
CF 3260 p

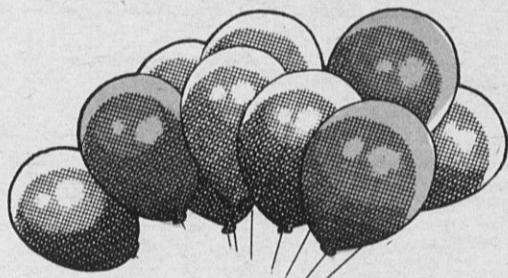


Leigh Autumn Samuels
Birthdate: 12-7-79
Abducted: 5-19-84
From: Youngstown, Ohio
CF 3386 p



A CHIP OFF — Local 635 President Ernie Hitchcock and grandson Ryan Smith, above, join in the festivities.

LITTLE CUT-UPS — Ribbon-cutting ceremony brought smiles to faces of children.



Day care center opens

Many slots still available for members' kids

By Chuck McGeary

CSEA Communications Associate

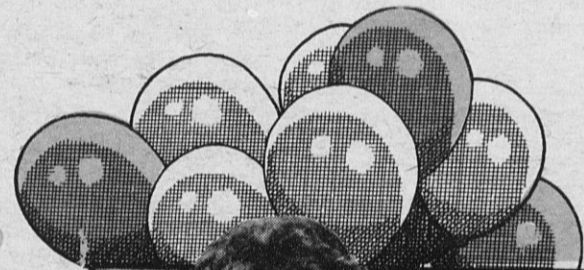
ONEONTA — CSEA members here now can take advantage of a new day care center which recently opened at the former Bugbee School on State Street.

The new SUCO Children's Center already has 120 children enrolled, many of them the sons and daughters of state employees as well as students at SUNY Oneonta. But according to Joan Morris, center director, there are still more openings available.

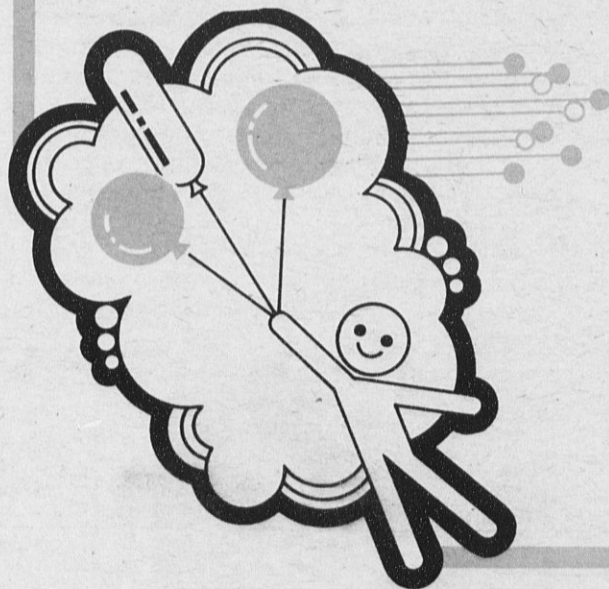
Morris says the center currently is accepting enrollments in the infant (8 weeks to 18 months) and pre-school (3 to 5 years) categories. The toddler group (18 months to 3 years) now has three rooms booked solid, but more children of this age will be accommodated when the center opens a fourth room soon, said Morris.

The center is open 6:45 a.m. to 5:15 p.m. and charges working parents on a sliding fee scale according to their ability to pay. Part-time rates are charged for less than 25 hours care, full-time for 25 hours or more.

Applications can be obtained from the information desk in Hunt College Center at the campus or directly from the center. For additional information, call Joan Morris at (607) 431-2484.



TRUE BLUE — Lia Blue, daughter of CSEA member Peter Blue, thoroughly enjoys a bite to eat with SUCO Children's Center Director Joan Morris.



Arbitrator: Leave alone leave time

CALICOON — A past practice which re-instates leave time to employees injured on the job was the sore point in a recent grievance filed by two workers in the town of Calicoon, Sullivan County.

As a result of work-related accidents, CSEA Unit President Thomas Schmidt and co-worker Ralph Neer were absent from their jobs for seven days.

In Schmidt's case, two of the days were paid for by Workers Compensation, five were charged to sick leave. Neer received no reimbursement from Workers Comp. Instead, he was charged three days vacation leave and three days sick leave, even though it had been a past practice for the town not to charge such time against an employee's accruals.

Schmidt says the town wanted to put a stop to the practice in 1979 and had negotiated a clause in their contract stating there would be no

paid leaves other than those stipulated in the contract.

But the town's negotiator admitted that the language in the contract referred only to future leave and would not affect leave established by past practice.

In reviewing the events surrounding the 1979 mediation sessions, Arbitrator Earle Warren Zaidins noted that although it was clear to him that the town's negotiator intended to eliminate all prior paid leaves of absence except those specified in the agreement, he was equally convinced that the union did not "understand this to be the case."

Zaidins concluded the contract lacked a "meeting of the minds" and did not exclude paid leaves of absences sought in the grievances.

"Zaidins ordered the town to "compensate the grievants for days previously charged to them against their respective sick and vacation time."



EXAMINING

A Public Disservice

WORKFARE:

It doesn't work . . . and it isn't fair!

Workfare is unfair...unfair to taxpayers who pay out nearly twice as much to administer the program as is saved by the program; unfair to those participants on public welfare that are supposed to be trained by the program to find regular, permanent employment; unfair in many instances to the general public by placing people in danger through inappropriate placements; and unfair to those public employees who are laid off and replaced by workfare participants, with a resultant drop in productivity.

Those are among the findings of a major report, prepared and sponsored by CSEA, which indicts the effectiveness of the state-mandated Public Work Program (PWP) which requires Home Relief public assistance recipients to earn their welfare checks by working in public and non-profit agencies.

Entitled "A Public Disservice: An Evaluation of the Public Works Program in New York State," the strongly-worded report finds "not only has the Public Work Program failed to achieve

its own goals but it has also created a number of serious unintended side-effects..." The 35-page report, months in the making, concludes with a recommendation that the Public Work Program be abolished as a failure, and that local governments make better use of the Job Training Partnership Act (JTPA), a federal program designed to assist the economically disadvantaged obtain training and jobs in the private sector.

Following are selected verbatim sections from the report.

FOREWORD

In recent months, CSEA members have become increasingly concerned about the effectiveness and impact of employment training programs. As taxpayers, members are concerned that the programs they support will be cost-effective. As government employees, members are concerned about the impact of employment training programs on their jobs and on program participants. Of particular concern to CSEA members was the Public Work Program (PWP), a State mandated work program for public assistance recipients. CSEA members had reported that they were losing job opportunities, that PWP participants were being exploited at the worksite and that the program was poorly administered.

In response to member concern, CSEA began to study the Public Work Program. In the Summer and Fall of 1984, CSEA visited eleven worksites participating in the Public Work Program. Each of these sites were covered by CSEA collective bargaining agreements and had members who performed work similar to that of the PWP who were assigned to these sites. In addition to these visits, we also conducted a number of interviews and surveys of program administrators, participants and interested associations.

Reviewing the Public Work Program proved difficult. Little evaluation data was available from State or Local levels and few records are kept in spite of mandated reporting requirements.

Equally alarming is that few local social services districts actively monitor the Public Work Program, so many participant or program abuses tend to go unnoticed.

In spite of the lack of program data, observations and discussions with those involved in the Public Work Program tended to confirm our worst suspicions about the program. Namely, that it is poorly administered, cost-ineffective, threatens job security, reduces productivity and endangers the public. Our goal in bringing these issues to light is not to discredit the agencies or individuals involved, but to provide additional information to the public and to policy-makers in the hope that a more cost-effective, practical and humane program be designed.

INTRODUCTION

In theory, the Public Work Program develops useful job skills and good habits. However, upon close inspection of the program we found that it did not accomplish either objective. Rarely do Public Work Program participants learn useful skills or work habits and only 3% find jobs as a result of the program. Equally disconcerting were the number of problems raised as the result of the program. We found Public Work Program participants who abused patients, who caused damage to property and who stole. We also found that good Public Work Program participants were exploited for their already developed talents but not given jobs even if they were skillful and well motivated.

The heart of the problem is poor program administration. Participants are rarely evaluated as to their actual abilities, nor is an employment development plan created. Once on site, pro-

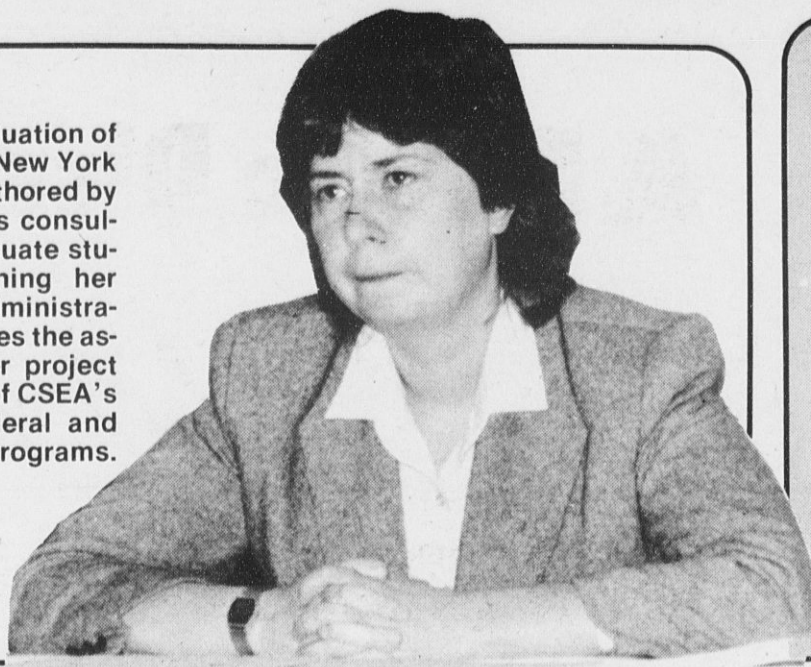
gram participants are not well monitored and frequently are directly supervised by non-supervisory personnel. Social Services officials rarely make on-site inspections and rely almost exclusively on the reports of on-site program administrators as to the welfare of the participants. The Public Work Program participant does not receive formal training to develop job skills nor an evaluation of his progress while on site.

Instead of providing the type of skill development which would assist welfare recipients find jobs, what the Public Work Program has done is create an enormous pool of "free" labor for public and non-profit agencies in the guise of providing training. Rarely do these agencies hire participants so these welfare recipients continue to be a persistent drain to the taxpayers' dollar. This is an unfortunate situation for both the taxpayer and welfare recipient. Most

Public Program participants would prefer employment which allows them to support themselves rather than depend on welfare. Yet, the Public Work Program as presently designed and operated does nothing to help these individuals acquire the skills or placement services necessary to find unsubsidized employment. Therefore, they must remain on welfare. This is not the intent of the program but its actual effect, and one which is likely to remain so even with considerable additional funding and program redesign...the Public Work Program is a failure with serious unintended side effects which include placing the public in danger and reducing productivity at the worksite. In place of this tax wasting program, the Civil Service Employees Association advocates the use of employment training programs which produce useful job skills and develop sound educational foundations and provide job placement.

About the author

"A Public Diservice: An Evaluation of the Public Works Program in New York State, was researched and authored by Amy Doran, a Social Services consultant to CSEA. Doran is a graduate student at SUNY Albany earning her Masters Degree in Public Administration (MPA). Doran acknowledges the assistance and support for her project from Mary Rich, chairperson of CSEA's standing committee on Federal and State Employment Training Programs.



IS PWP COST-EFFECTIVE?

The PWP program is an expensive program to operate and yet few program participants are able to find employment as a result of the program. In 1983, local governments spent over \$10 million to operate the program. As a result, they saved about \$5 million by removing individuals from the welfare rolls. This means local governments spent about \$2 for every \$1 saved...clearly, this is not a cost effective program.

As for the value of the work performed, on-site program administrators told us they devoted much more time monitoring PWP participants than they did regular employees. Such monitoring often detracted from accomplishing their own work.

HOW PWP INTERFERES WITH EFFICIENT GOVERNMENT SERVICES AND COMPROMISES THE MERIT AND FITNESS PRINCIPLES

The Civil Service Law is intended to insure public employees are chosen for their jobs based upon competence rather than political affiliation. This important protection assures the public that government employees are qualified to do their jobs, thereby promoting maximum productivity and efficiency...Public Work Program participants are often assigned to essentially the same jobs as civil service employees...

Although Public Work Program participants are often assigned to civil service type duties,

they do not have to take tests to assure competence, or are they subject to background checks which normally occur in the employment screening process. Agencies who participate in the Public Work Program do not generally know the history of the Public Work program participant coming to work for them. As a result, many PWP participants are inappropriately placed to the detriment of the agency and the community. The lack of minimum standards combined with poor program monitoring creates a significant threat to the safety of the public and employees.

DOES PWP DEVELOP JOB SKILLS

...We found that the vast majority of Public Work Program assignments are still either clerical or laborer positions indicating counties have not developed the types of work assignments which would provide participants with the job skills and experience necessary to find unsubsidized employment which would end their stay on welfare.

One reason (why placements fail to result in jobs) is because program participants receive no formal job training either at the site or prior to arriving at the site. Rather than instruction and practice, which would result in a marketable skill, program participants were often given a simple task to repeat over and over again.

Many supervisors told us that because of tight budgets, they had to depend on the "free help" supplied by the Public Work Program participants to accomplish the work that needed to be done. Yet, these same supervisors overwhelmingly reported they would not hire these individuals even if given the opportunity to do so.

The lack of program monitoring is only one of many defects in program administration. Program participants reported they are rarely assessed for their job skill or education level prior to being assigned to a work site. A training and education plan is not created so individuals can work toward developing the skills necessary to secure employment. Nor are participants formally evaluated on their work progress and rarely are they counseled about other training programs or job opportunities...if the Public Works Program is not designed to develop job skills then what purpose does it serve?

Does the Public Work Program develop the job skills and work habits necessary to obtain unsubsidized employment at a wage sufficient for self-support? The answer to this question is clearly no...only 3% of program participants find jobs as a result of the program, thus insuring even longer welfare dependence.

IN CONCLUSION

The Public Work Program has not proven a successful strategy in assisting the welfare population to achieve self-support as indicated by the CSEA study. Among these findings:

1) COST-INEFFECTIVENESS. Local Governments spent almost twice as much money as they saved operating the Public Work Program;

2) INAPPROPRIATE PARTICIPANT PLACEMENTS. We found the following assignments at the sites we visited:

a) A convicted rapist assigned to work in an all female office;

b) A frequently intoxicated individual working in an elementary school;

c) A recently released mental patient assigned to the same psychiatric center from which he'd been discharged, who threatened and beat up a patient;

d) A parolee assigned to the Department of Parole to do filing in the confidential file room where he had access to his own files as well as the files of all other parolees;

3) FEW PARTICIPANTS OBTAINED JOBS.

While hard data on the number of individuals who were able to obtain real jobs as a result of their PWP workfare experience does not seem to exist, estimates by social services program administrators indicates that only about 3% of the participants found jobs;

4) NO JOB SKILL DEVELOPMENT. Almost without exception, PWP work assignments did not permit sufficient skill development to obtain the type of job which would pay enough to insure self-support;

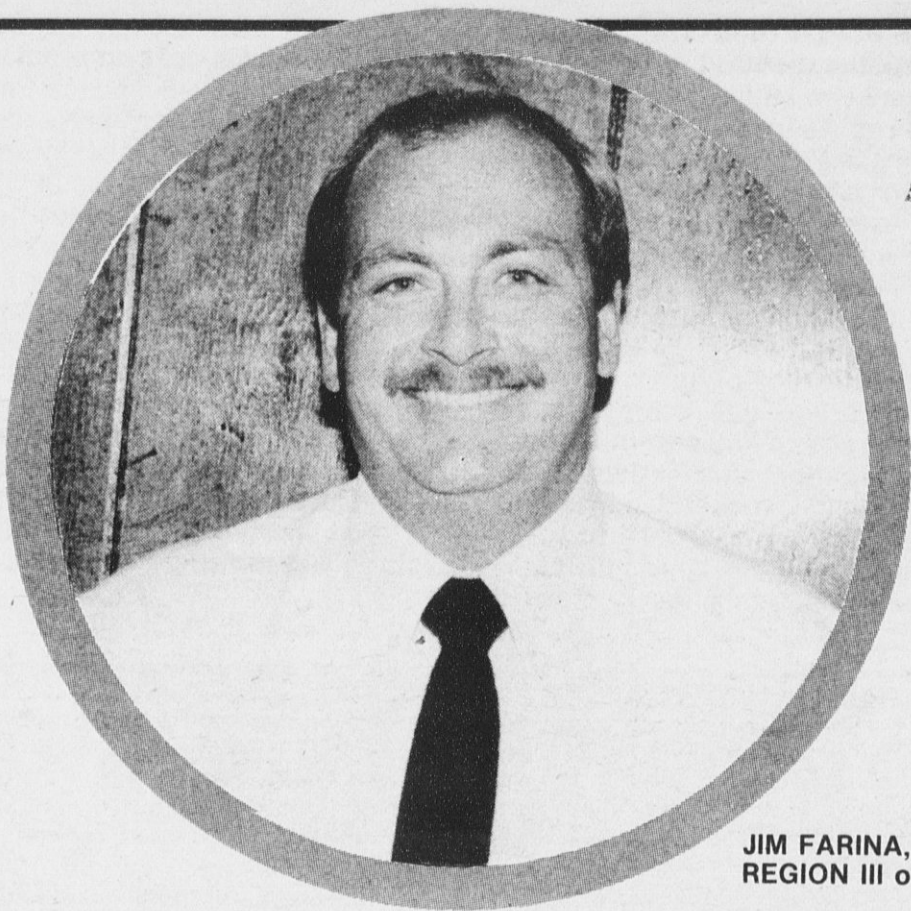
5) SUPERVISORS FIND THE PROGRAM DOES NOT WORK. Although the supervisors we interviewed supported the idea of individuals working for their welfare checks, they overwhelmingly felt that it did not work well. They reported poor attendance, insufficient skills and education, health problems and unreliability as the leading reasons for their discontent.

6) NO PROGRAM OR PARTICIPANT EVALUATION. None of the sites we visited has ever had an on-site inspection by a social service official. Nor has they been asked to evaluate participants progress.

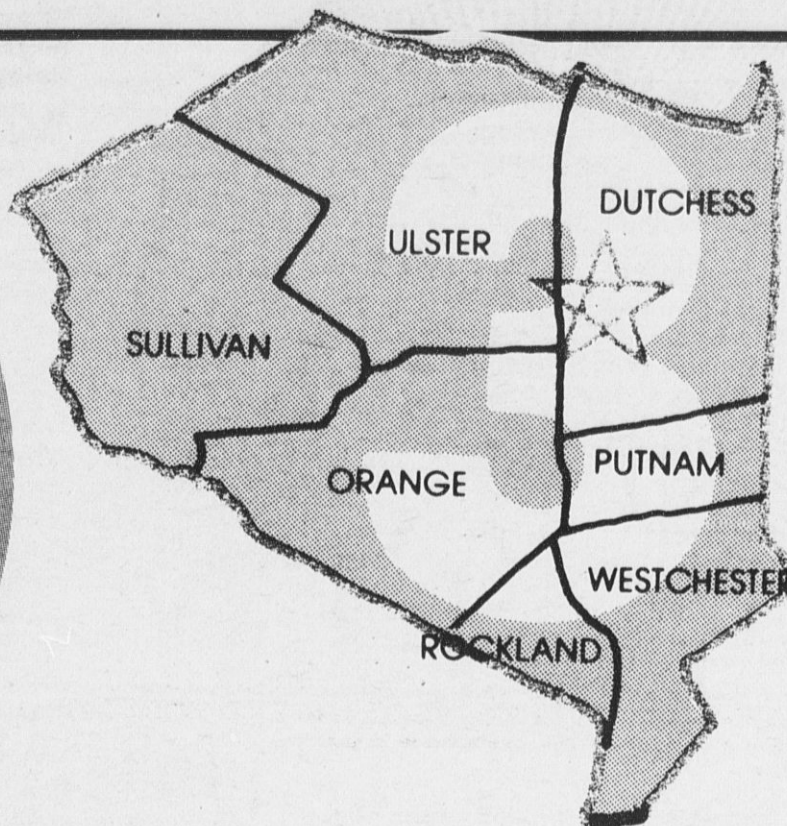
RECOMMENDATIONS

THE PUBLIC WORK PROGRAM SHOULD BE ABOLISHED. In addition to general ineffectiveness, the Public Work Program also has given rise to a number of serious unintended effects. Principally, these involve the loss of job opportunities. For example, public employees unions in both Erie County and New York City have filed lawsuits charging that their employees have been laid-off and replaced by Public Work Program participants, a cheaper source of labor. Members, for example, have lost overtime possibilities as result of PWP. LOCAL GOVERNMENTS SHOULD MAKE

BETTER USE OF JTPA. The Job Training Partnership Act (JTPA) is a federal program designed to assist the economically disadvantaged obtain training and jobs in the private sector. It provides assessment, on the job training and placement. During 1983, about 3,000 public assistance recipients obtained jobs as a result of the program. We feel this number could be far higher and encourage local governments seriously interested in reducing welfare costs to take better advantage of this program.



JIM FARINA,
REGION III organizer



Involvement, discussion, communication are keys to successful union organizing

By Anita Manley
CSEA Communications Associate

FISHKILL — Jim Farina is a man who practices what he preaches. Recently hired as an organizer for CSEA's Southern Region, Farina, a former Putnam County Local 840 president, joined CSEA and became active because he felt that the newly negotiated contract didn't address the needs of Department of Social Services workers.

"A lot of people complained and I felt I should do something instead of just complaining," he said.

About a month after Farina joined the union, he was asked to serve as shop steward. Later, he filled a vacancy on the executive council and served on the negotiating team for the next contract where he was able to obtain improvements for his co-workers in the Child Protective Services Division.

"We cleaned up the language for on-call assignments for case-workers, upgraded CPS workers and increased on-call pay," Farina said. "I felt that the overall contract took care of all the workers."

In 1983, Farina successfully ran for local president. One of his primary goals was to mend a communications rift between the union and the county. "There was a lot of bad blood at the time, and I wanted to re-open the lines of communication," he said.

Farina accomplished what he set out to do by simply "talking."

"Nobody ever talked in that county before," he said. "If you had a complaint, you filed a grievance. One of the things we tried to do was to talk it over before it got to that stage. We talked to the county execu-

tive, the department heads and the county attorney. Nine out of 10 times, things were handled like that."

Last March, Farina was hired as an organizer for the Southern Region. A major concern is internal organizing.

"Too many people are apathetic," he said. "People who don't belong to the union have no voice in contract negotiations. Unless they get involved, they won't have a say in what's going on."

Farina adds he likes his new job because it's people-oriented.

An avid golfer with an 11 handicap ("I'm proud of that!") and a "die-hard Yankee fan," Farina also believes in being involved in his community. In addition to chairing an annual "Snowball-Softball Game" in which participants actually play softball in the snow to raise money (over \$3,000 last year) for the March of Dimes, Farina was employee campaign chairman for the United Way for three years and served on the Putnam County Mediation Project.

Too many people are apathetic. Unless they get involved in the union, they won't have a say.



Brooklyn DC's policy on sick days found ill-advised



By Steve Madarasz
CSEA Communications Associate

BROOKLYN—For members of Local 447 at Brooklyn Developmental Center, a management policy on sick days was a license to pick their pockets. But under the terms of a grievance decision, the BDC administration has had its hands slapped and will have to pay back for time it charged employees.

As a routine procedure, BDC was placing on leave without pay any workers who called in sick and did not have sick leave credits—even when they did have vacation and personal leave credits.

CSEA successfully argued that the policy violated the Institutional Services contract. Even though the Office of Mental Retardation and Developmental Disabilities agreed and ordered a review of all time and attendance records dating

back to Aug. 1, 1984, it still took a massive effort to get BDC to comply.

"The administration just refused to do anything about the decision," says Field Representative Bart Brier. "It came down last March but we've only now seen some of the money returned. OMRDD had to force them to start reviewing the records after we kept pushing the issue."

Brier noted that three senior management employees at the center were transferred out shortly afterwards.

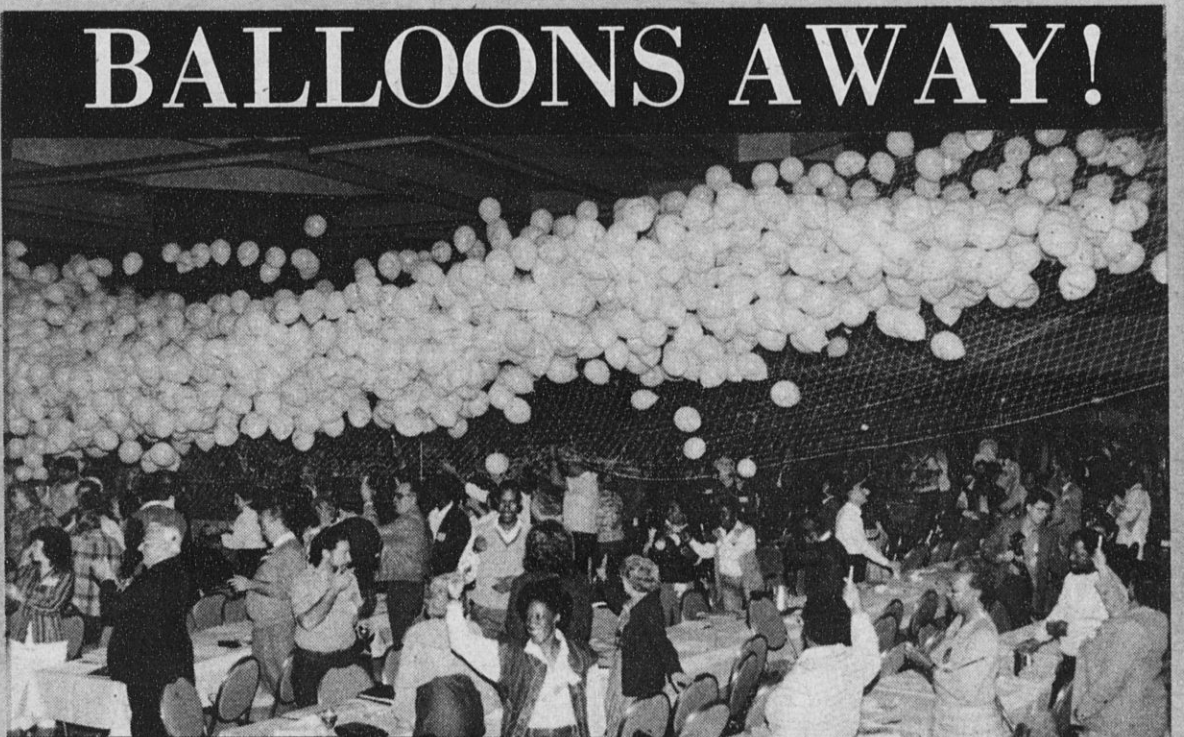
So far, some \$6,300 has been recouped for just one unit. But Brier is concerned that the review of records has not been thorough enough and that much more money is being held back. He suggests that any BDC employee who thinks he or she might be owed backpay for these abuses should contact Local 447 President Denise Berkley.



More than a thousand delegates took time out from a busy annual delegates meeting to raise a cheer and nibble some cake to officially mark the 75th anniversary of the founding of The Civil Service Employees Assn. last week. A colorful balloon drop, a multi-projector slide show and speeches briefly interrupted a general business meeting to note the occasion during the union's annual convention at the Marriott Marquis in New York City. CSEA was founded decades before most major labor unions around today, and for three-quarters of a century has maintained its position as the largest and most effective public employee labor union in New York State. But celebrating the anniversary was a tiny part of the annual meeting, where delegates took action on proposed changes in the union's Constitution and By-Laws, adopted many resolutions, and attended scores of workshops and seminars designed to assist them in their roles as union leaders and activists. Coverage of CSEA's annual delegates meeting begins in this edition of The Public Sector with brief reports on various aspects of the convention and a selection of photographs of delegates and union officials. Coverage will continue in the next edition of The Public Sector as well.

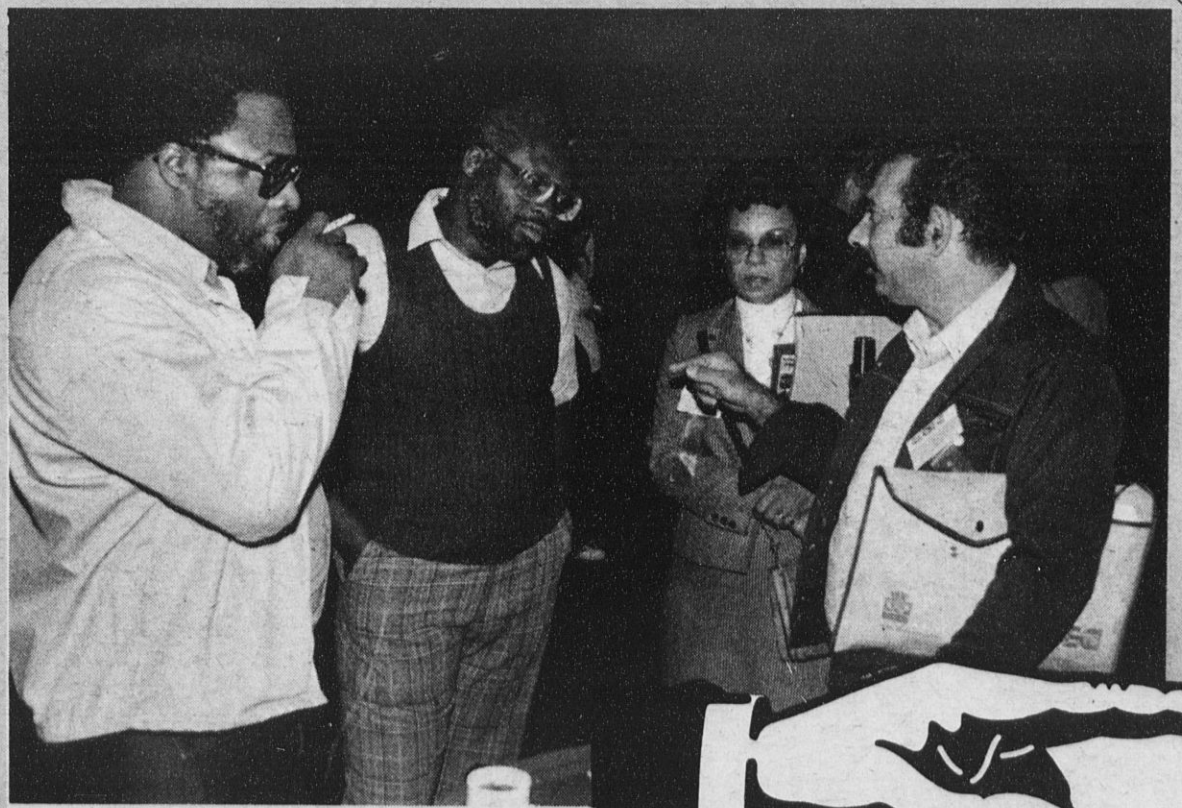
Complete details in next edition

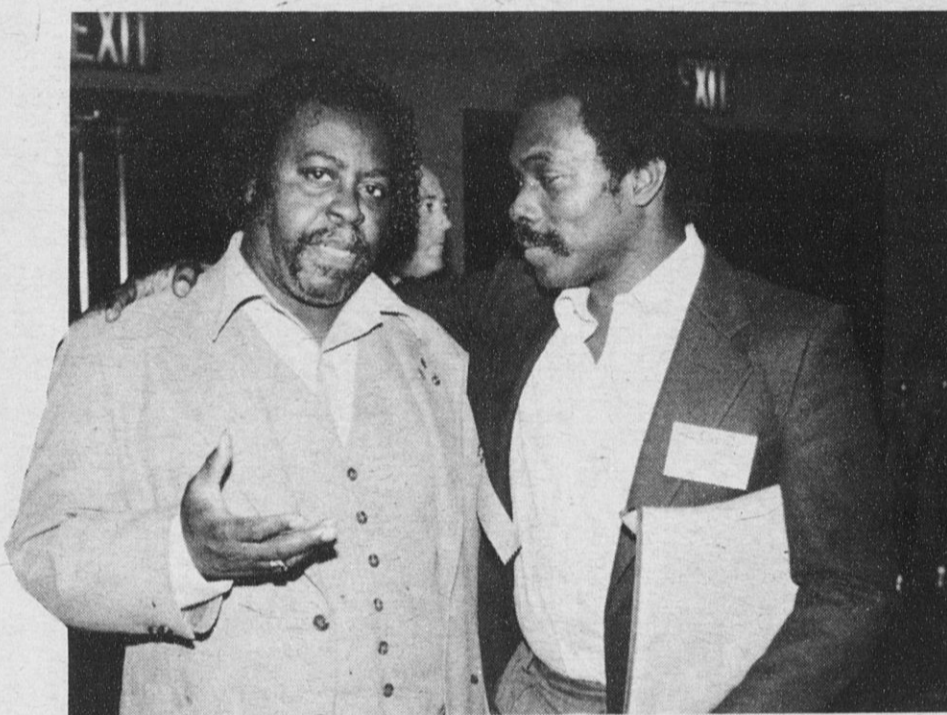
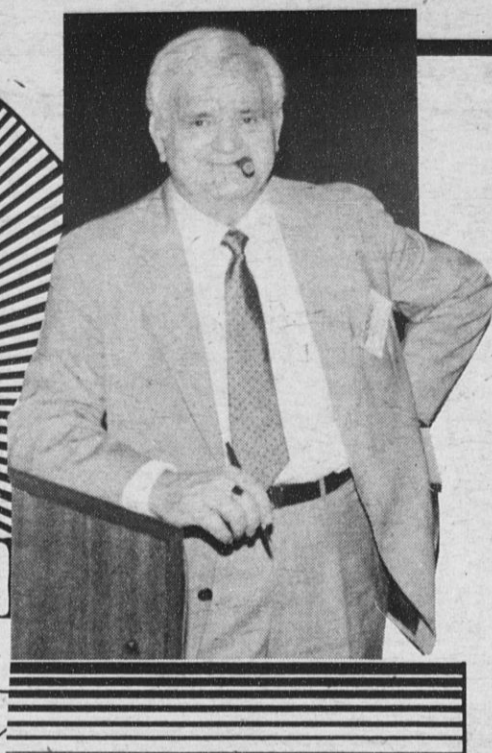
For 75 years now, the main thrust of annual CSEA delegates meetings has been changes and revisions in the union's Constitution and By-Laws as well as important actions on official union resolutions dealing with policy. That was equally true during the most recent annual meeting in New York City. In the next edition of The Public Sector, a detailed report on all actions taken by delegates relative to the union's Constitution and By-Laws as well as several important resolutions will be published.



BALLOONS AWAY!

Celebrating our 75th





Things can be done about harassment, whatever its form

Harassment in the workplace is not a new phenomenon, according to AFSCME's Director of Research Martha Buck. Various forms of harassment, including scapegoating, name-calling, physical abuse, and race-or-sex-based harassment are mechanisms for the harasser to preserve status and privilege.

Buck told convention delegates that harassers have the following characteristics:

- They're bigotted.
- They believe in their own right of free speech, but not necessarily in others'.
- They have a need to demonstrate their power.
- They are often very subservient toward those in authority over them.
- They have little insight into their own behavior.

NEW YORK CITY—Something can be done about harassment in the workplace, and, according to a trio of CSEA legal advisors, local union officials have a moral and legal responsibility to assist members who have been victims of harassment.

Several kinds of workplace harassment—sexual or racial harassment, physical or verbal abuse by supervisors, and harassment for union activities—were outlined at a workshop for convention delegates by three attorneys from the firm of Roemer and Featherstonhaugh.

SEXUAL HARASSMENT

"You have to say 'stop' clearly and mean it," was the advice from attorney Dona Bullock for sexual harassment victims. "You have to complain. You can't just sit back and accept it, or put up with it, or wait for the situation to stop. Not only is this for your own protection, but if the case proceeds, the employee will have to demonstrate that she did complain and that she made it clear the sexual advances were unwelcome."

Most go to the New York State Division on Human Rights or to the Equal Employment Opportunity Commission. Because there is no role for private counsel in these administrative proceedings, it is the current policy of CSEA not to provide legal assistance in sexual harassment cases. However, there is still a broad role local CSEA stewards and officers can play when members come to them for help, she said.

"Always, before you say there's nothing the union can do, you have a responsibility. 1) investigate the claim, and 2) investigate the contract," advised attorney Michael Smith. "Some contracts do cover claims of discrimination, in which case, the union has direct responsibility."

Smith also urged union representatives to help the member follow through with the Division on Human Rights. "The agency is overburdened, the process may seem complicated, and often the employee is scared to death," he explained. "You could help by going to the agency with the member, sitting in at the interview, and at least giving moral support."

RACIAL-BASED HARASSMENT

The Human Rights Law prohibits discrimination—including workplace harassment—on the basis of race, color, national origin, age or handicap. Cases can be submitted to the NY State Division of Human Rights or Equal Employment Opportunity Commission, delegates were informed.

"But again, the union may exercise a wide range of functions, from informal attempts at getting management to rectify the situation, to actual assistance when the employee files a charge with the appropriate administrative agency," Smith said. "The union can also act as a go-between with the employer's affirmative action officer or human rights committee."

PHYSICAL OR VERBAL ABUSE

"What we're dealing with here includes general obnoxiousness, such as a supervisor who is foul-mouthed," explained attorney Pauline Kinsella. "The point is, an employee has a right to a decent work environment."

Remedies may range from filing a grievance all the way to bringing criminal charges in cases of physical assault.

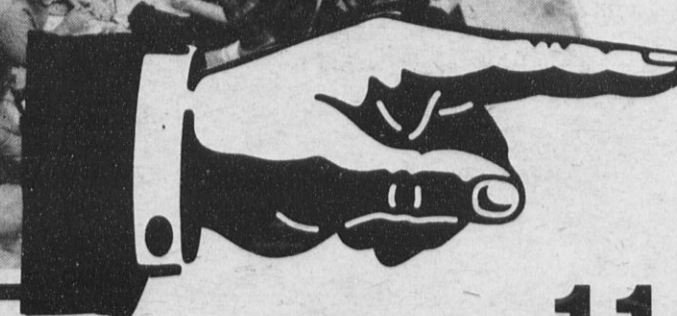
"Even if under your contract grievances of this type can't go to arbitration, you should file them," Kinsella advised. "Establishing a pattern against a supervisor will show management that they have a problem with this person."

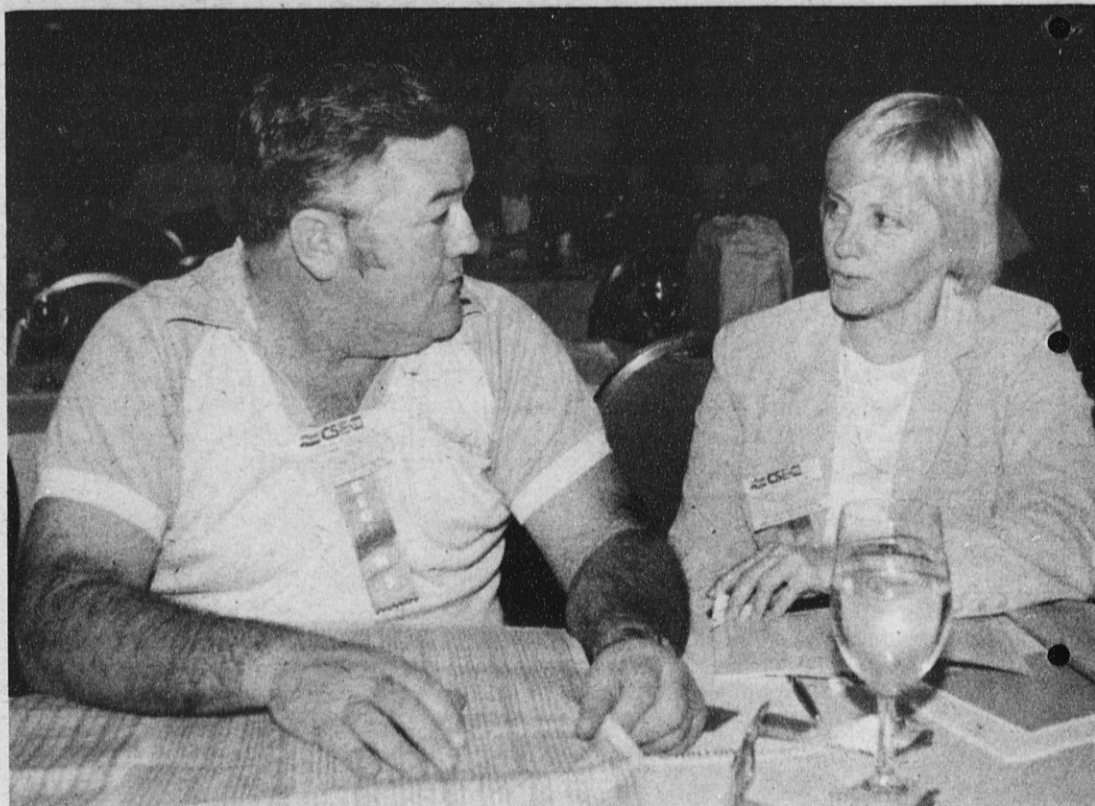
HARASSMENT FOR UNION ACTIVITIES

"Comments or remarks that show the supervisor is opposed to a member's union activities constitute harassment, even without any overt acts against the employee," explained Kinsella. "In other cases, the employee is actually retaliated against, perhaps for bringing a grievance or holding a union office. The employee could be denied a promotion, for example."

Such cases are improper practices under the state's Taylor Law, and although they're often difficult to prove, it's important to file them.

"Document the facts carefully. Be specific. Especially if you're dealing with an on-going situation, you might want to keep a written record of who said what to whom when," Kinsella advised.





Playing old workers against young ones

NEW YORK CITY—"There are differences between older workers and younger workers, and management can play on those differences to divide workers and the union," Bailey Walker, AFSCME's director of education, told convention delegates.

His seminar, "Older Worker/Younger Worker," explored the differences and the age stereotypes which characterize the two groups of employees.

Observations about younger workers included:

"They're faster to file grievances. They demand their rights and won't put up with things that we've put up with for years. They're

not afraid to rock the boat."

They take for granted everything we worked for, all the benefits. They think the company gave it all to them, when actually we worked in the union to give it to them. They don't appreciate it."

"They have a lack of discipline. They think it's ok to be late, take longer breaks, socialize on the job. They think work is boring. The whole idea of work ethic, of pride in the job, isn't being passed on."

Walker urged union activists to be sensitive to the stereotypes and to develop ways to motivate younger workers to become more active in the union.

'There are differences between older workers and younger ones and management can play on those differences.'

EAP focus on heart disease, cancer

NEW YORK CITY — With 40,000 people helped by CSEA's Employee Assistance Program (EAP) since 1980, the counseling referral service is a major success story. According to CSEA's EAP Coordinator Jim Murphy, the fact that more than 70 percent of those using the program are self-referrals demonstrates that CSEA members have learned to trust the program and the confidential source of help it offers.

"EAP began primarily for alcohol counseling, but now more and more of our referrals are for a wide range of problems including bereavement and severe illness in the family," Murphy explained.

"The trend now is more toward prevention programs, with an emphasis on 'wellness.' Local EAPs around the state have become very involved, for example, in smoke cessation pro-

grams, educational programs about healthy lifestyles, and even some disease screening programs such as blood pressure screening."

In keeping with this trend, representatives of the American Heart Association and of the American Cancer Society met with convention delegates to discuss educational and screening programs which can be made available through local EAP programs.

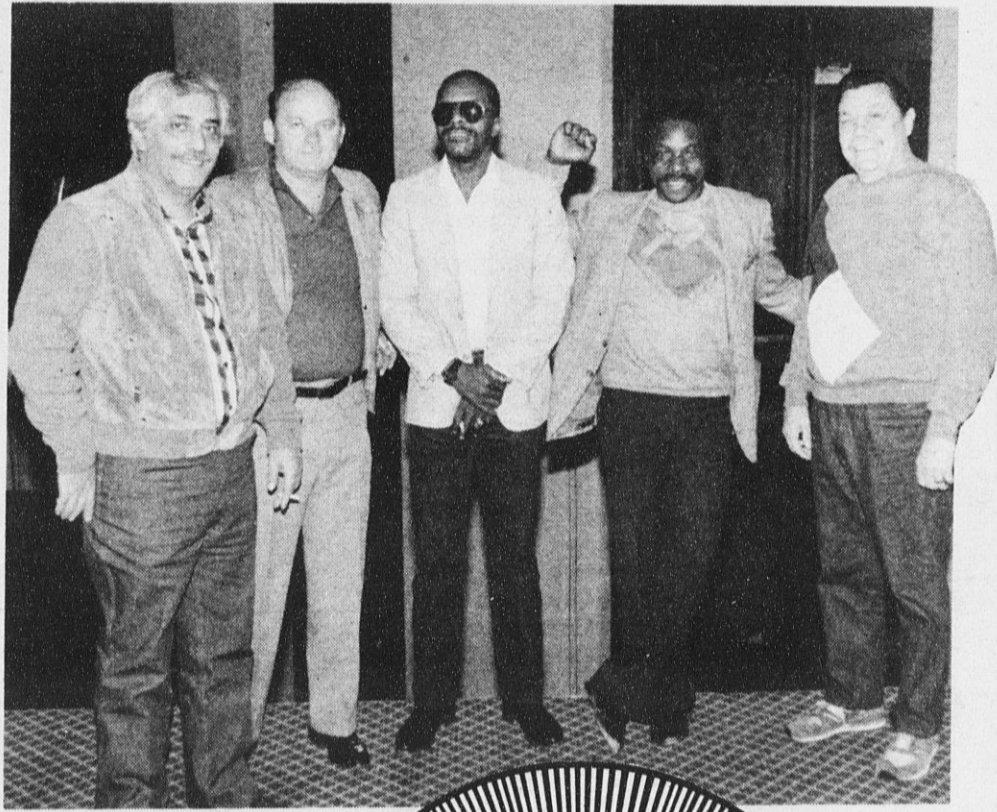
A representative of the Cancer Society emphasized that "the biggest single thing we can do to prevent cancer is to stop smoking" and urge CSEA locals to sponsor smoke cessation workshops. Local chapters of the Cancer Society can also provide volunteers to teach breast self-examination or to conduct screening programs for colon-rectal cancer.

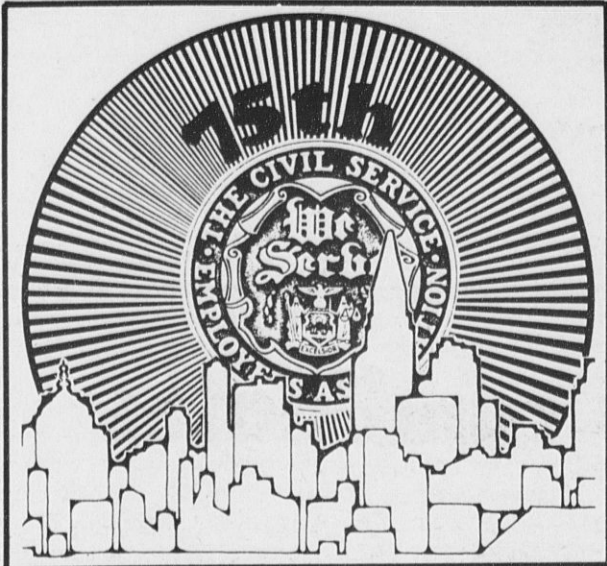
Speaking for the American Heart Association, Alice Austin also said her organization is

also emphasizing disease prevention. "We realize that a lot of the disease we deal with is preventable, so more of our efforts are now focusing on nutrition, exercise, blood pressure screening, smoke cessation, and teaching people the danger signs."

The Heart Association also teaches classes in CPR (cardio-pulmonary resuscitation), a life-saving technique. "But we felt we were reaching too few people with the courses, which do require a number of hours of instruction," Austin explained. "So we developed a short film on CPR. It's not everything you need to know, but we have found that many people who see the film are able to learn enough to save a life."

The film can be made available to CSEA groups. For additional information about any of these programs, contact your local Heart Association or American Cancer Society.

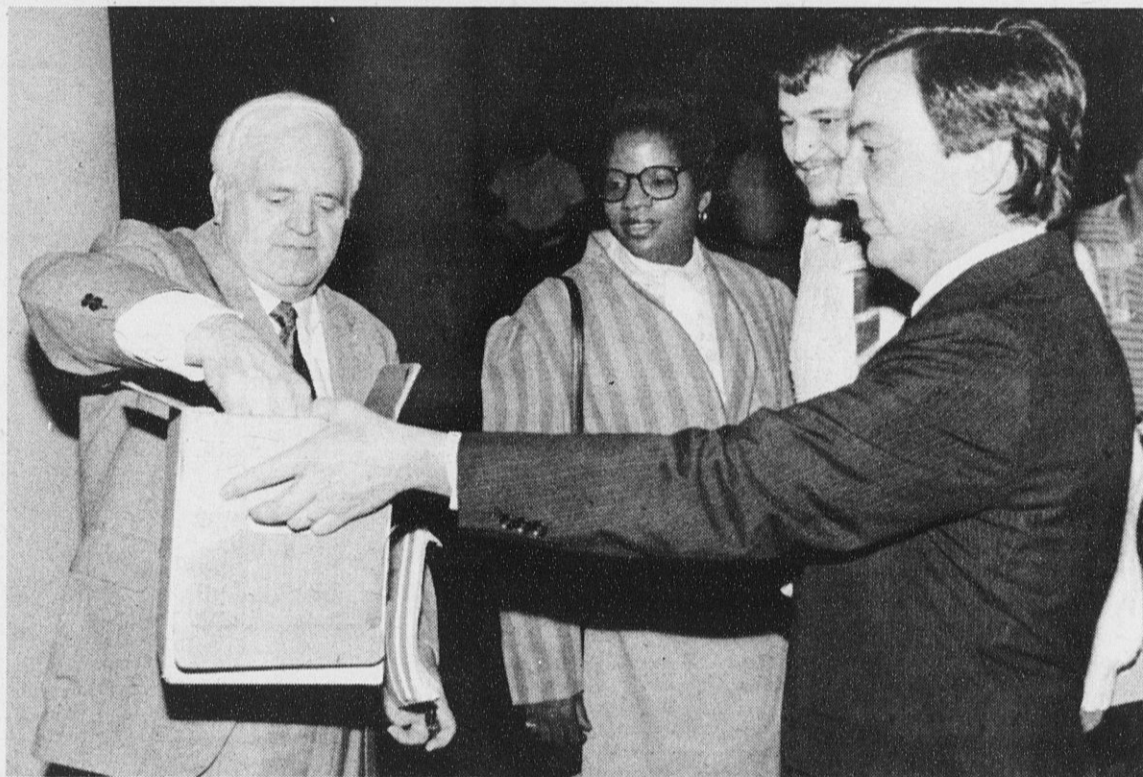




Delegates back **PEOPLE** and turn winners

More than a dozen CSEA delegates to the union's 75th annual convention came up winners in a raffle conducted by PEOPLE, the fund-raising arm of the union's legislative and political action program. Funds raised will be used to help support union-backed candidates in future federal elections.

Raffle winners during the convention were Robert Sage, Local 402; Fred Nero, Local 814; Edward Wooten, Local 413; Candy Saxon, Local 832; Barb Reese, Local 303; Alberta Campbell, Local 443; Robert Dunbar, Local 562; Clarence Tannichill, Local 401; Mary Adamson, Local 168; Sally Hunt, Local 431; Stan Tracz, Local 611; Bruce Nolan, Local 806 and Terry Melvin, Local 427.





Vote for union-endorsed candidates on November 5

Region III endorses several candidates

CSEA members in Region III will have a large number of union-endorsed candidates to vote for on Election Day. The following candidates have been backed officially by CSEA, according to CSEA Region III President Pat Mascioli.

WESTCHESTER COUNTY

The following candidates have been endorsed for the Westchester County Legislature: Timothy Carey, Robert Hazzard, Edward Brady, John E. Hand, John W. DeMarco, Dominick D. Pierro, Diane Keane, Audrey Hochberg, Sandra Galef, Andrew Albanese, Stephen Tenore, Paul Feiner, Ernest Davis, Leonard Spano, Daniel Thomas, Herman Keith, and Katherine S. Carsky.

Andrew P. O'Rourke has CSEA's endorsement for Westchester County executive. In the City of Peekskill, the union is endorsing Richard Jackson for mayor and Frances Gibbs for councilwoman.

City of Yonkers candidates with CSEA backing include Angelo Martinelli for mayor, John LaCava and Bruce Talbot for city judges; and city council candidates June Argrette, Salvatore Staliano, William Nuckel, Harry Oxman, John Jacano, Janice McKirgan, Stephen Kubasek, Joseph Rauso, Michael Cipriani, John O'Toole, Vincenzo Restiano and Nicholas Longo.

ULSTER COUNTY

Endorsed candidates for the Ulster County Legislature include Kenneth Mitchell, Russell Roefs, Marian Unhey, Vernon Benjamin, John Finch, Adam Geuss, Richard Mathews, Ernest Gardner, Laura Chasin, Raymond Norman, Jacqueline LaBarge, Wilmer Wiedman, Roscoe Pecora, Vincent Dunn, Barbara Maselli, Dennis Annastas, Andrew Kossover, Janice William-Myers and Gerald Benjamin.

In the City of Kingston, endorsements went to Joseph McGrane for alderman at large, and to aldermen candidates Susan McConekey, Vincent DeFeo, Joseph Markle, John Porsch, Frank Cardinale, John Amarello, Peter Loughran, J. Sottile, Anthony Crespino, Anthony Musto, Curtis VanDeMark, Frank Ambrose and David Donaldson.

ROCKLAND COUNTY

Endorsed candidates include John Grant for county executive; Kenneth Gribitz for district attorney, William Nelson for county court judge, Joe Holland for county clerk, and county legislature candidates Edward Gorman, Joe Savarese, Stan Dworkin, Bruce Levine, Nikki Lieberman, Philip J. Rotella, Thomas Lawless, Eugene Grogan, Tom Morahan, Zippy Fleisher, H. Easter and John Murphy.

Town supervisors candidates include Herb

Reisman in Ramapo, Eugene Grogan in Clarkstown, and Philip Rotella in Haverstraw. Irene Saccende has been endorsed for receiver of taxes in Clarkstown.

SULLIVAN COUNTY

Endorsed town supervisors include George Neahouse in Bethel; Dave Kaufman in Thompson; Dennis Greenwald in Mamakating; Ludwig Grupp in Calicoon; Jean McCoach in Cocheton; William Derrie in Delaware; Sam Rosenshein in Fallsburg; Paul Rauch in Forrestburg; Walter Sipple in Freemont; Andy Boyer in Highland, Abe Kleinman in Liberty; Paul Keen in Lumberland; James Gorman in Neversink; Leon Siegle in Rockland, and Rick Landers in Tusten.

ORANGE COUNTY

Endorsed candidates include Richard Hutchins for City of Middletown mayor, and Pauline Townsend for New Windsor town clerk.

DUTCHESS COUNTY

Clara Boscardin has received CSEA's endorsement for Dover town council.

PUTNAM COUNTY

George Grenier has been endorsed for county sheriff, and county legislature candidates include Donald McNally, Sam Oliverio, Terry Intrary, Mik Semo, Clifford Oster, Robert Bondi and Joseph Hickey.

Vote for these Region VI candidates

CSEA's Western Region VI political action committee has announced endorsements in several counties in western New York, according to Regional President Robert L. Lattimer.

MONROE COUNTY

In Monroe County, the union endorses the following candidates for election to the County Legislature: Thomas Parker, William C. Kelly, Kathy Phelan, John Wiggs, Peter McDonough, John Stanwix, Donald S. Milton, Arnold J. Eckert, William Siegfried, Nan Johnson, Ronnie Thomas, Kevin B. Murray, Robert Stevenson, Charles W. Erb, and Charles J. Eber.

Also, Andrew Meloni is endorsed for sheriff, and Alexander J. DiPasquale for county clerk.

ONTARIO COUNTY

CSEA endorses Janice Robinson for Town of Naples supervisor, and Robert Belmont for supervisor in the Town of Belmont.

CATTARAUGUS COUNTY

The following candidates are endorsed for election to the County Legislature: Thornton Newhouse, Gary Felton, David F. Wright, Ben-

jamin J. Calabro, John Sheehan, Daniel J. McCarthy and Donald L. Miller.

CHAUTAUQUA COUNTY

County Legislature candidates endorsed by the union are Michael F. Irwin, Robert C. Woodbury, Evelyn Crandall, Lance Spicer, Richard Zahn, John Champion Jr., Colleen A. Smith, Dale N. Bartholemew, Ronald F. Rine, Thomas Harte, Charles H. Brown, Alfred F. Johnes, Richard E. Davies, and Linda Malcom. John Glenzer is endorsed for county executive.

WAYNE COUNTY

The following candidates are endorsed for election to the Board of Supervisors: Peter Densmore, Town of Butler; George Barnes, Town of Macedon; Robert Mogray, Town of Ontario; Thomas Healey, Town of Newark/Arcadia; Thomas D'Amato, Town of Galen, and Bernard Freling, Town of Savannah.

NIAGARA COUNTY

Endorsed for election to the County Legislature are H. William Feder, Cecil J. Perkins, Frank N. Conde, Arthur V. Curcione, Doris

Skivington, Sean J. O'Connor, James Sacco, Neil E. Haseley, John H. Kilecki, Mark A. Scott, Sue Kloch, Mark E. O'Farrell, Richard M. Shaley, Michael J. McKernon, Laurence M. Haseley, Anthony J. Larose, and Gerald E. Meal.

Francis Giles is the union-endorsed candidate for Niagara County sheriff, and James Hescox and Peter Page are backed for election to the Town of Niagara Council.

ERIE COUNTY

Erie County Legislature candidates endorsed by CSEA are Edward Kuwik, Michael Fitzpatrick, William Robinson, Joan Bozer, Henry Mazurek, David Manz, Roger Blackwell, Richard Slisz, Steve Pigeon, Leonard Lenihan, Karl Henry, Thomas Reynolds, William Pauley, and Mary Lou Rath.

Thomas Higgins has the union endorsement for sheriff, Richard Arcara for district attorney, Daniel Henry for Hamburg town council, and Joseph Corey for West Seneca town council.

Supreme Court Justice Judge Ann T. Mikoll is endorsed for re-election to the State Supreme Court from the 8th Judicial District.



DUTCH TREAT—CSEA statewide Secretary Irene Carr and AFSCME Assistant Director for Women's Rights Catherine O'Reilly Collette enjoy a conversation with Christine "Kitty" Roozmond, right, of the Netherlands Trade Union Congress.

European observer compares notes at women's conference

By Anita Manley
CSEA Communications Associate

PITTSBURGH—While union activists from all over the east coast of the United States enjoyed the opportunity to meet at the recent AFSCME Women's Convention here, the gathering was a special experience for one sister who traveled all the way from Europe.

"It's refreshing to talk to people with the same problems and goals," said Christine "Kitty" Roozmond, who was visiting the U.S. under the auspices of the International Visitors Bureau of the U.S. Information Agency. Roozmond, head secretariat of female workers with the Netherlands Trade Union Congress, said that the AFSCME convention was one of many events she would be attending during her stay which was being coordinated by the American Institute for Free Labor Movement.

Roozmond said she found that most of the conference workshops dealt with issues of concern to activists in her country and credited

American women with being "at least as assertive as our women are."

It is just in the last 20 years that it has become "accepted" for women to work in the Netherlands, said Roozmond. About half work part-time, she added.

Pay equity is also a concern there, although women's salaries are generally higher than in the U.S. And while more women here are pursuing traditionally male jobs, Roozmond noted that many Dutch men are moving into such jobs as nurses, secretaries and librarians.

A four-year union staff member, Roozmond says that although the Trade Union Congress is made up of about one million members, few women hold union office.

In addition to serving as coordinator of the Congress' Women's Department, Roozmond is a social economic policy advisor.

Along with her visit in Pittsburgh, her agenda included meetings with communications and electrical workers in New York.

American women as assertive as ours



SAILING, SAILING—Remember the recent story that The Public Sector carried on the former CSEA member who made his dream come true by recreating a 16th century sailing vessel. Above, the ship's builder and owner Ernie Cowan rings the bell of the "Sea Lion" as Liz Lasser, a member of Local 807 and volunteer in the project, looks on dressed in old-fashioned costume. The ship will begin carrying passengers on Lake Chautauqua next spring.



PRESIDENTIAL SWITCH—Gerald W. McEntee, right, president of AFSCME International, recently became president of the AFL-CIO Public Employee Department under the constitutional provision for rotation of the office between its state/local division and its federal/postal division. Handing the gavel to McEntee is out-going PED head, Kenneth T. Blaylock, president of Government employees.

Insurance premiums adjusted this month

ALBANY—CSEA members who participate in the voluntary insurance plans (except Masterplan or Family Protection Plan) are reminded that November is the month when premiums are adjusted because:

- You may be in a new age bracket;
- Your insurance coverage has changed.

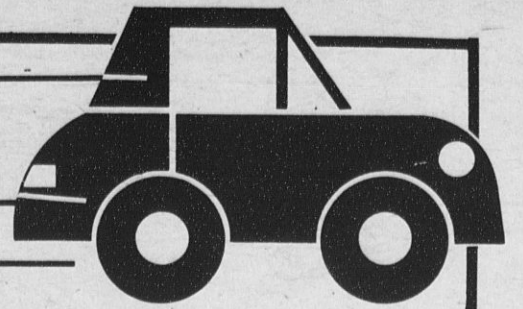
Payroll deductions reflecting the adjusted premiums will go into effect on the following dates: for institutional payroll (state), Nov. 7, 1985; for Administrative payroll (state), Nov. 13, 1985; for Political Subdivisions, first paydate in November.

Questions regarding Supplemental Life Insurance or Accident and Sickness Insurance should be directed to Jardine Insurance Brokers, Inc., 433 State Street, Schenectady, N.Y. 12301; telephone 1-800-342-6272 or 518-381-1600.

Questions regarding the Basic Group Life Insurance Plan should be directed to the CSEA Insurance Department, 143 Washington Avenue, Albany N.Y. 12210; telephone 1-800-342-4146 or 518-434-0191.

Please be sure to include your Social Security number in any correspondence.

Meter maid moving along



By Anita Manley
CSEA Communications Associate

EASTCHESTER — Loretta Barnaskey says she could write a book about some of the characters she's met while writing parking tickets for the Town of Eastchester.

Barnaskey, who is retiring after 25 years with the town, became Eastchester's first meter maid 12 years ago.

"You have to have stamina for this job," she says, adding that she's met "a lot of weird people" in the course of her career. "Nobody likes

to get a ticket," she concedes, "but if people would just call the department and explain their problem, it could save a lot of trouble."

Barnaskey said she had to develop a "thick skin" to handle her job without taking barbs personally. "When I first started, people would call my boss and say things about me. I used to get upset. By the second year, I learned how to deal with it."

Recipients of her tickets haven't changed, though. Barnaskey says she's heard just about every excuse—like "I just ran in for a minute" or I was just dropping something off"—and ev-

ery curse word in the book plus a few that aren't.

Although Barnaskey is retiring, she doesn't intend to stop working. An avid gardner and active participant in her community and church, she was the first fire company auxiliary president in her town and is past president of the American Legion Auxiliary. And she plans to continue keeping busy.

You have to have stamina for this job.

MAID IN EASTCHESTER — Retiring Eastchester Meter Maid Loretta Barnaskey talks to Region III President Pat Masciolio about some of the characters she's run into while passing out parking tickets for the town. Pictured with them, from left, are CSEA Unit Shop Steward Arthur Allen, Unit President Dennis Mariani and Lou DiRubba.



Presented by Region IV Women's Committee

Workshop on domestic violence

The first of two seminars on "Domestic Violence, Rape and Self-Defense for Women" will be held Nov. 16 and 17 at the Holiday Inn in Saratoga.

The seminar will focus on how domestic violence and sexual attacks on women have increased in recent years and how women can fight back. Men as well as women are encouraged to attend.

The Women's Committee in Region IV is sponsoring the event in an attempt to bring about a greater awareness and understanding of the problem. It will hold a second seminar in the Albany area in the spring.

AGENDA

Saturday, Nov. 16, 9 a.m.-4 p.m.

Domestic Violence (What it is — Why does it occur?)

Psychological Effect on the Woman

Legal Rights of the Battered Woman (Where to seek help)

Road Blocks (Changes needed in community reaction)

Sunday, Nov. 17, 9 a.m.-noon

Rape/Sexual Abuse (Its causes and prevention)

Self-Defense for Women (Before and during)

Group Participation

COST

Plan A: Workshop and Saturday luncheon only, \$11 per person

Plan B: Workshop, Saturday luncheon and overnight lodging

Single, \$51 per person

Double, \$36 per person

Send reservation form below to CSEA Region IV Office, 1215 Western Ave./Suite 402, Albany, New York 12203, and make checks payable to CSEA Region IV. Reservation deadline is Nov. 8.

RESERVATION FORM

Enclosed please find check in the amount of \$_____ for attendance of the following individual(s) at the Domestic Violence/Rape/Self-Defense for Women Seminar on Saturday, Nov. 16 and Sunday Nov. 17, 1985 at the Holiday Inn in Saratoga.

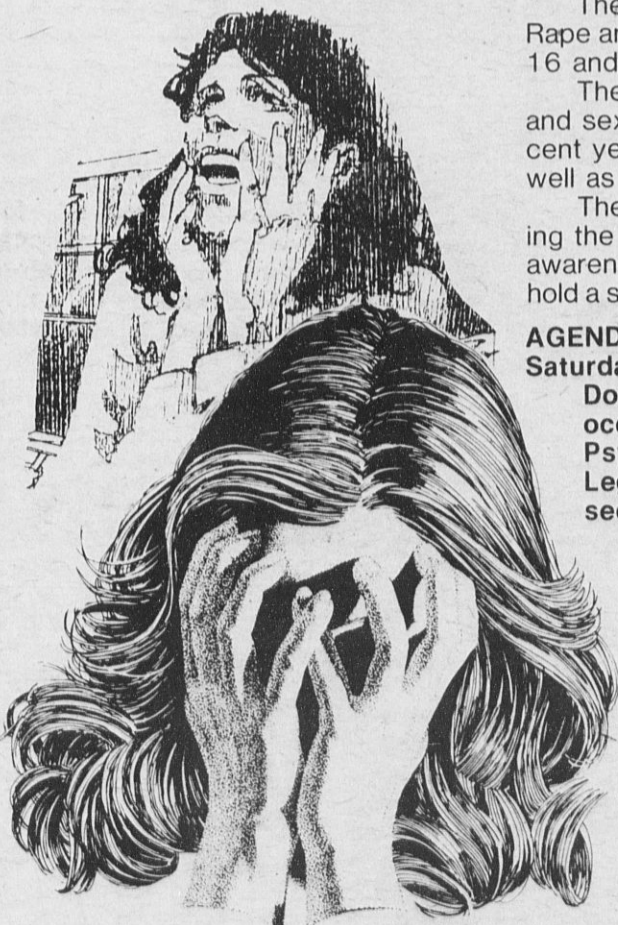
Name _____ Plan A (Workshop only) \$11.00

Address _____ Plan B (Workshop and Lodging)

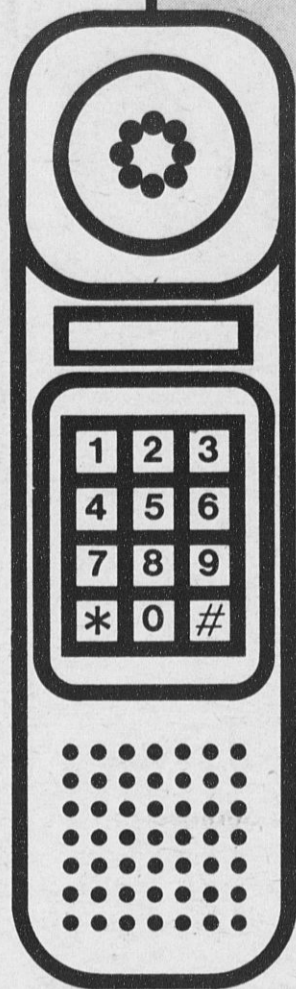
Single \$51.00 Double \$36.00

Telephone # _____

Name of person sharing room _____



Professional union help is just phone call away



We're just a phone call away.
The best professional help, or the answers to any questions you might have about civil service employment, are as close as the nearest telephone.

Your initial contact should be with your shop steward and/or your Local president, of course. But help is also right there in your CSEA Regional Headquarters, or in one of our satellite offices. And all types of professional staff assistance is there to serve you in CSEA's statewide headquarters in Albany.

Save this page, you never know when you'll need to contact a union official or representative. They're just a phone call away.

STATEWIDE HEADQUARTERS
143 WASHINGTON AVENUE
ALBANY, N.Y. 12210
(518) 434-0191

CENTRAL REGIONAL OFFICE
Suite 308
290 Elwood Davis Rd.
Liverpool, N.Y. 13088
(315) 451-6330

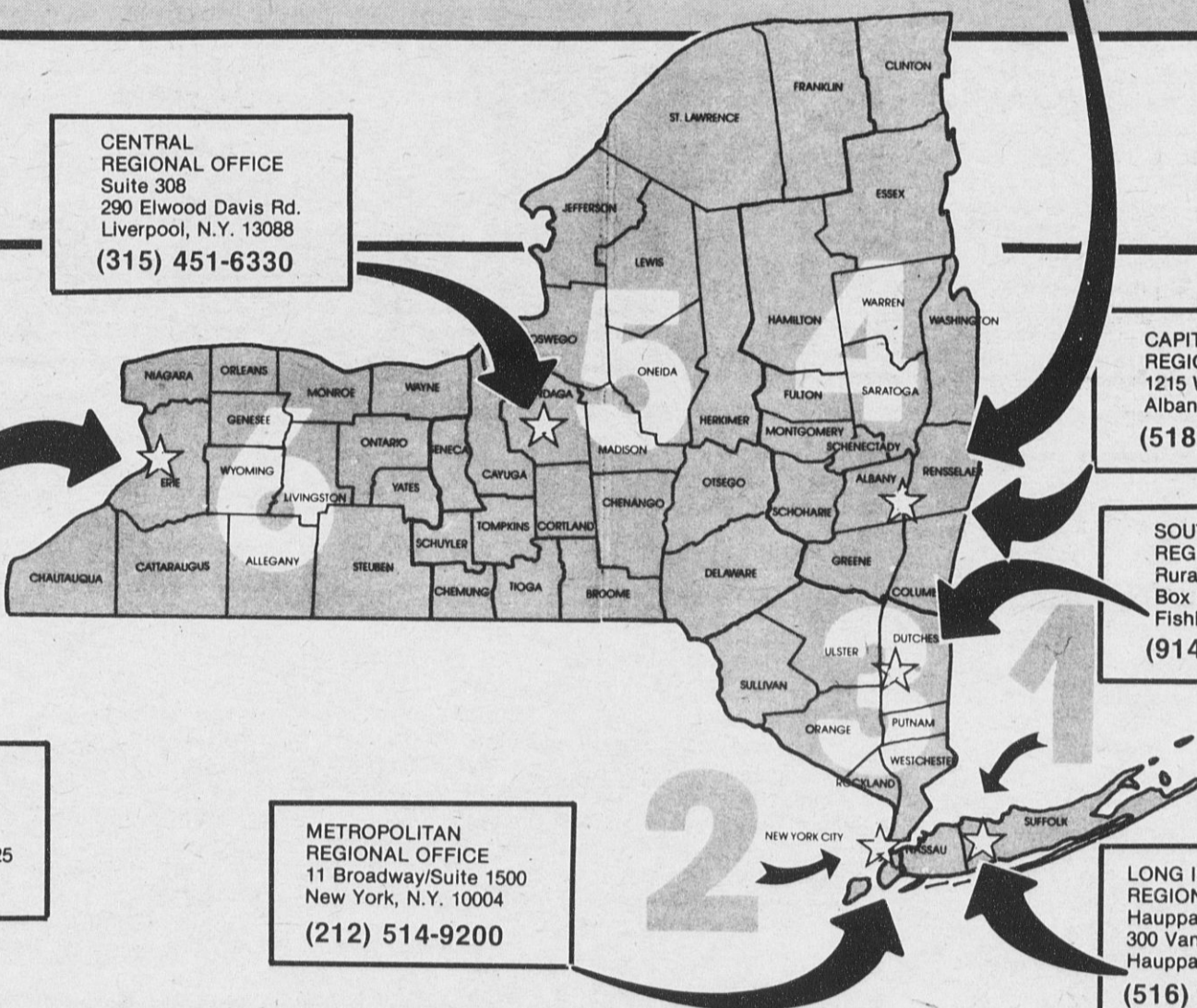
CAPITAL REGIONAL OFFICE
1215 Western Ave.
Albany, N.Y. 12203
(518) 489-5424

SOUTHERN REGIONAL OFFICE
Rural Route 1
Box 34, Old Route 9
Fishkill, N.Y. 12524
(914) 896-8180

WESTERN REGIONAL OFFICE
4245 Union Rd.
Cambridge Square
Cheektowaga, N.Y. 14225
(716) 634-3540

METROPOLITAN REGIONAL OFFICE
11 Broadway/Suite 1500
New York, N.Y. 10004
(212) 514-9200

LONG ISLAND REGIONAL OFFICE
Hauppauge Atrium Building
300 Vanderbilt Motor Pkwy
Hauppauge, N.Y. 11788
(516) 273-2280
(516) 435-0962



CSEA SATELLITE OFFICES

● BINGHAMTON SATELLITE OFFICE

Suite 218, Executive Office Bldg.
Binghamton Plaza
33 W. State Street
Binghamton, NY 13901
607-772-1750

● CANTON SATELLITE OFFICE

P.O. Box 488
Canton, NY 13617
315-386-8131 or 8132

● WESTCHESTER SATELLITE OFFICE

222 Mamaroneck Avenue
White Plains, NY 10601
914-946-6905 or 6906

● UTICA SATELLITE OFFICE

289 Genesee Street
Utica, NY 13501
315-735-9272

● PLATTSBURGH SATELLITE OFFICE

Broad Street Professional Bldg.
53 Broad Street
Plattsburgh, NY 12901
518-563-0761

● ROCHESTER SATELLITE OFFICE

C.M.C. Building
3699 W. Henrietta Road
Rochester, NY 14623
716-334-7140

● MAYVILLE SATELLITE OFFICE

P.O. Box 225
Mayville, NY 14757
716-753-5290

Bette Sorensen, 'true comrade and friend,' is remembered by Dutchess County co-workers

'She'll be in the quiet corners of our memory for a long time'

By Anita Manley
CSEA Communications Associate

POUGHKEEPSIE — A commemorative plaque has been dedicated to the memory of a deceased CSEA member who worked for the Dutchess County Health Department from 1971 until passing away this past summer. The plaque, which hangs in the department, is in memory of Elizabeth "Bette" Sorensen, who was an active CSEA member.

During a recent ceremony here, Dutchess County Health Commissioner Dr. John Scott said that patients, community agencies, and co-workers recognized Sorensen's extraordinary nursing skills. Among those participating in the plaque ceremony was Sorensen's husband, Eric, and their five children. Dutchess County CSEA Unit President Mary Rich also participated, along with other county officials.

Commissioner Scott said, "Bette had worked in the Poughkeepsie community long enough to be well-known among her patients. She worked patiently and tirelessly with their chronic and recurring problems and was frequently successful in helping them recover health and independence. She always left them feeling better."



PLAQUE IN MEMORY of Bette Sorensen is held by Dutchess County Commissioner of Health Dr. John Scott as CSEA Unit President Mary Rich, left front, Eric Sorensen, and Nursing Supervisor Phyllis George, right, look on. Standing in back, from left, are Sorensen's five children; Tom, Ed, Steven, Christine and Michael Horning.

Continue Scott, "As a co-worker, she was a true comrade and friend. She was here, sometimes not entirely well herself, always ready to carry her share of the workload, ready to visit a patient, help with a difficult situation, offer a valuable suggestion. She was with us one day and the next day was gone. We didn't get to say good-bye or tell her how much she

meant to all of us. She'll be in the quiet corners of our memory for a long time," he concluded.

Sorensen was active in a number of union activities, and in 1975 was among those CSEA members who conducted a long and difficult strike against Dutchess County to achieve a contract settlement.

Long Island DOT Local wins safety award for best overall record

MELVILLE — CSEA Department of Transportation Local 508 has been presented with the Commissioner's Safety Award for 1984. Local 508 President Lou Mannellino said, "Safety is the most important thing, and with a lot of hard work and an excellent safety program we have gone from last place to first place in only two years."

Local 508 has, in those two years, reduced time lost as a result of injury by almost 50 per cent, and personal injuries have been reduced by one-third.



COMMISSIONER'S SAFETY AWARD is presented by DOT Deputy Commissioner for Departmental Operations Chuck Carlson, second from right, to Tommy Tighe on behalf of CSEA Local 508 members for having the best overall safety record in 1984. Tighe was safety officer of Local 508 at the time and currently is regional safety representative for DOT. Looking on from left are Joe Vespe, construction equipment operator; Fred Forster, highway equipment operator; and Len Motisi, highway maintenance supervisor. Partially hidden behind Tighe is laborer Peter Messina.

CSEA says village of Hempstead deliberately tried to place members in another union's dental plan

By Sheryl Carlin
CSEA Communications Associate

HEMPSTEAD — CSEA has won an improper practice charge against the village of Hempstead after the village admitted it had placed CSEA members, who are eligible for the CSEA dental plan, into another union's plan.

The problem was discovered when Unit President Fred Hetzel requested a list of all employees covered by the CSEA dental plan. "As soon as I realized there were members' names omitted from the list, I called Field Representative Harold Krangle," Hetzel said.

Krangle said, "We filed the IP stating that we felt the village had

deliberately placed our people into another union's dental plan. Prior to the scheduled hearing, the village contacted Fred and told him it was an accident and that they were glad it was brought to their attention. I think that's garbage! This has been going on for two years now, and it would still be going on if we hadn't filed that IP."

Krangle said that after CSEA had negotiated the dental plan with the village, the village wanted to put the PBA employees into the fund as well. "We refused. The number of PBA employees must have fallen short of the number needed to start another dental plan, so they took some of our members in order to qualify," Krangle said.

Krangle has requested a written apology from the village to Hetzel.



EUGENE NICOLELLA, president of Retirees Local 924, Schenectady, talks over an issue with Region V President **Jim Moore**, right.



COORDINATOR—CSEA Retiree Coordinator **Leo Hope**, center, has a discussion with **James Young**, vice president of Metropolitan, administrator of the Empire Plan. With them, at left, is **Charles Foster**, chairman of the Retiree Executive Committee.

Retirees get worked up at first convention

Topics cover politics, pensions

Discussions on pensions, health insurance and political action marked the first CSEA Retirees Convention held recently at the Concord Hotel in Kiamesha Lake.

CSEA Retiree Coordinator **Leo Hope** characterized what will become an annual convention as being "necessary not only to protect what we now have, but to gain the influence to maintain at least our current standard of living."

Speakers at the meeting included CSEA President **William McGowan**, statewide Secretary **Irene Carr**, and New York state Assemblyman **Paul Harenburg** of Suffolk County who is chairman of the Assembly Aging Committee.

Hope said the meeting gave retirees a chance to show that they are a "force to be reckoned with."

Legislative goals

KIAMESHA LAKE—Legislation which would add a board of trustees to the New York state Employees Retirement System is one of a number of bills to be addressed by state lawmakers this year that is supported by CSEA retirees.

According to CSEA Attorney **Richard Burstein**, who led a Political Action Seminar during the recent premier Retirees Convention at the Concord Hotel, the bill was approved in the Assembly last year but has been stalled in the Republican-dominated Senate.

Burstein noted that the statewide PAC also favors having a retiree serve on the board.

Another bill which would provide supplementation of existing benefits will go before lawmaker's this year. **Burstein** says that fiscal impact figures are needed before it can be introduced.

Two bills introduced last year pertain to health insurance. **Burstein** explained that one bill provides that the spouse of a deceased member would use the value of the deceased member's unused sick leave to reduce the cost of insurance.

The other bill would allow an unremarried surviving spouse to continue health insurance coverage at no more than 25 percent to the cost.

An Empire Plan plus:

Winter down in Florida and don't worry about benefits

KIAMESHA LAKE—New York State retirees who plan to move to sunny Florida for the winter will still be able to take advantage of the Empire Plan when they must visit a local doctor.

Nelson Carpenter, representing the Governor's Office of Employee Relations, told CSEA retirees that a massive recruitment drive for participating physicians is going on in Florida so that there is no out-of-pocket expense for retired New York state employees.

Another major advantage of the Empire Plan

will be the mail-order prescription program in which a patient who must take long-term maintenance drugs such as blood pressure medication can order a six-month supply at no out-of-pocket cost.

HEALTH PLAN—**Nelson Carpenter**, associate director of the Governor's Office of Employee relations, explains various elements of the new Empire Plan which will affect retirees.

