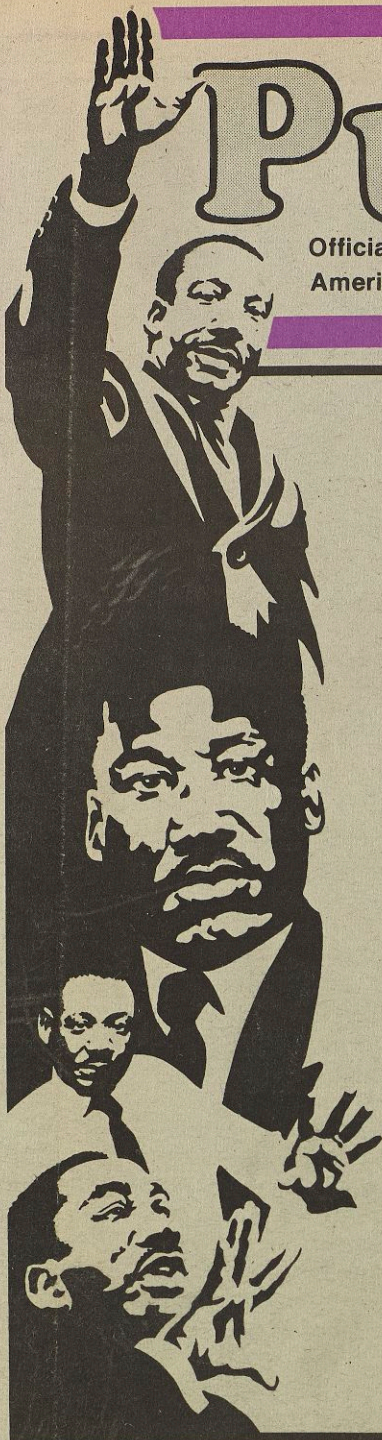


Public SECTOR

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

UNION LABEL
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(ISSN 0164 9949)

Vol. 9, No. 1
Monday, January 13, 1986



Dr. King Day Jan. 20

State employees and most other public employees will enjoy a long weekend with the observance of Dr. Martin Luther King Jr. Day as an official state holiday on Monday, Jan. 20. Dr. King's birthday is officially observed on the third Monday each January by state law.

In Dutchess County, it took an improper practice change filed by CSEA before the county agreed to pay county workers for the day off, even though county offices will be closed Jan. 20. CSEA filed the charge after county officials notified employees they would have to charge the day off to their personal leave accruals or take the day off without pay.

According to CSEA Region III Field Representative John Deyo, County Executive Lucille Pattison urged county lawmakers to pass a resolution granting the day off with pay after the union charged the county with unilaterally changing terms and conditions of employment. Lawmakers complied, and Dutchess County workers will be paid for the holiday. Deyo noted the ruling applies only to 1986 and the holiday will be subject to negotiations after this year.

...

A monument will be dedicated as a memorial to Dr. Martin Luther King Jr. in a ceremony sponsored by Creedmoor Psychiatric Center CSEA Local 406 and CSEA Metropolitan Region II at noon on Monday, Jan. 20 at Building 51, Creedmoor. Civil Rights Attorney C. Vernon Mason will be special guest speaker for the program, which is open to everyone. CSEA is encouraging members to participate in the ceremony being held on the first national holiday honoring the late Dr. King.

SNOW DOUGH ON WAY TO DOT

Thousands of state Department of Transportation employees whose normal working hours were changed to winter maintenance shifts will be receiving \$200 payments along with their regular paychecks on Jan. 22.

The extra payments were negotiated by CSEA into the current Operational Services Unit contract. The payment will be made to all employees assigned to winter maintenance shifts which require them to change their normal working hours to a shift, any part of which falls between 6 p.m. and 6 a.m. on a regularly scheduled basis. The extra payment will increase to \$250 for the 1986-87 winter season, and to \$300 for the 1987-88 winter maintenance season.

The payment, originally scheduled to be made during December, was delayed due to administrative difficulties and the fact that late assignments were made to winter maintenance shifts. Future payments will be made during December of the next two winter maintenance seasons.

Trying to ease the parking squeeze

ALBANY — CSEA has asked the city of Albany to delay implementing a proposed, and highly controversial, residential parking permit program in the downtown area until at least March 31 while representatives of the two labor unions and the Governor's Office of Employee Relations (GOER) continue efforts to find other solutions to Albany's infamous parking problems.

A proposed ordinance which would establish a parking permit program preferential to downtown residents and detrimental to the tens of thousands of public employees who work downtown but live elsewhere was introduced at the Jan. 6 meeting of the Albany Common Council. No action was taken on the proposal and it was referred to committee. A public hearing may be held on the proposal before the Council takes action, said Alderwoman Nancy Burton, who introduced the proposal and suggested a Feb. 18 effective date.

CSEA representatives at the Council session asked for a delay until at least March 31 to allow the unions and GOER to come up with alternative proposals. It was noted that additional peripheral parking lots with bus service is among plans being considered to ease the parking problems and make a permit plan unnecessary.

Under the controversial permit plan, residents of streets surrounding the Empire State Plaza complex would be allowed to purchase permits allowing them to park all day on the streets. Non-residents would be limited

to 90-minutes parking, which would effectively eliminate from parking on those streets many of the thousands of state workers who drive into the downtown area daily to work in and near the gigantic Empire State Plaza.



THESE STREET SCENES are typical of parking conditions associated with residential streets surrounding the Empire State Plaza in downtown Albany. State workers daily arrive up to two hours before the beginning of the workday to get one of a minimal number of parking spaces available. Downtown residents, meanwhile, complain that finding a parking space near their home is often impossible.





Health insurance update

(Información para los hispánicos también)

Ofrecido por los planes de Blue Cross del Estado de Nueva York y Metropolitan Life y compañías afiliadas.
Nombre de cliente: John Q. Public
Contrato - NY 123456789
Codigo de Proteccion Family Plan Codigo 300

Se requiere un analisis previo de todas las admisiones planeadas por causa medica, de cirugia y de psiquiatria que no sean por razones de maternidad, emergencia y admisión de urgencia. Un deductivo de \$250 dólares será aplicado si no se notifica al Programa de estas admisiones planeadas. (Lea el otro lado de la tarjeta.)

The back of the card: Instrucciones para el miembro:

Usted debe comunicarse con el Empire Plan Benefits Management Program cuando ocurren las siguientes circunstancias llamando a los números de teléfono incluidos debajo:

* Antes de ser admitido en el hospital por cualquier causa médica, de cirugía o de psiquiatria que no sea maternidad, emergencia o urgencia médica. Un deductivo de \$250 dólares será aplicado si no se ha notificado al Programa.

* Antes de someterse a las siguientes operaciones, sea como paciente interno o externo: cirugía de callos, de próstata, de rodillas, para reparar septos desviados, histerotomía y removimiento de cataratas. Se le procurará una cita para obtener una segunda opinión médica. El no obtener is segunda opinión médica resultará en una multa de 50 de la cuenta del médico hasta un máximo de \$250 dólares.

Usted debe llamar después de haber sido admitido al hospital por razón de maternidad, emergencia or urgencia médica. La notificación de su ingreso en el hospital deberá hacerse antes de las 11 de la mañana del día laborable siguiente a su admisión.

Su medico, un miembro de su familia, or las oficina de admisión del hospital pueden llamar por usted. Sin embargo, la responsabilidad de

asegurarse de que llamadas se hagan es suya.
Programa de Administracion de Beneficios
Area of Albany 465-6387
Estado de Nueva York . . . 1-800-992-1213
Fuera de Nueva York 1-800-628-6677

Estos números de teléfono son exclusivamente para obtener información sobre la administración del Programa y no para obtener información sobre sus beneficios o reclamaciones de pago.

Esta tarjeta sera invalida cuando usted deje de pertenecer al grupo que se la ha otorgado o cuando por cualquier razón usted cesa de ser eligible.

Civil Service Law requires that health insurance premiums be collected in advance of the effective date of coverage inasmuch as health insurance coverage is provided for 28 days after an employee leaves the payroll. The Governor's Office of Employee Relations advises that those employees who are presently experiencing a higher deduction for their premium rate due to an extension in the transfer option period will be refunded the appropriate monies within six to eight weeks. Likewise, those employees who are presently contributing a lower premium deduction than that which is required under their opted insurance coverage will be responsible for the difference in the monies that are presently being deducted and that amount which should have been contributed from the effective date of coverage.

The Empire Plan Health Care Help Line has been established to provide you with information and assistance concerning your Empire Plan health insurance coverage. All inquiries concerning the benefits and provisions of the Empire Plan should be directed to this toll free number:

Within New York State: 1-800-336-3696
Outside New York State: 1-800-722-7789

Please do not call the Pre-Admission Review number for general information inquiries relating to the Empire Plan.

The following is an update on important information concerning The Empire Plan health insurance program which became effective Jan. 1.

Copies of the Empire Plan Participating Provider Directory for your geographical area are available through your agency's personnel office. If you need to identify a participating provider located outside your area, this information can also be obtained through your personnel officer, where a statewide master directory of participating providers is on file. You may also call Metropolitan's toll free participating provider information line at 1-800-537-0010 for further assistance.

State agency personnel offices are also responsible for the distribution of Empire Plan Identification Cards. Your personnel office should contact the Employee Insurance Section of the NYS Department of Civil Service at (518) 457-5784/5754 to report Empire Plan enrollees who have not yet received their ID card. You should work with your agency's personnel office in order to obtain both your participating provider directory as well as your Empire Plan identification card.

For our Spanish speaking brothers and sisters, the NYS Department of Civil Service has provided us with the following translation of pertinent information appearing on both the front and back of the Empire Plan identification card. Copies of this Spanish translation are being furnished to state agencies for distribution to such employees.

The front of the card:
ESTADO DE NUEVA YORK
EMPLEADOS DE GOBIERNO
PROGRAMA de SEGUROS de SALUD



Board of Directors

Meeting highlights

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

By Irene Carr
CSEA Statewide Secretary

ALBANY—CSEA's statewide Board of Directors met in Albany on Dec. 5 and discussed a wide range of topics. In official actions, the Board:

- * Authorized staff employees to participate in a tax deferred plan offered by AFSCME.
- * Designated Agency Shop for local government as the number one legislative priority in 1986.
- * Approved appointment of Robert Watkins, president of CSEA Letchworth Village Local 412, to the Charter Committee.
- * Amended language in Financial Standards Code so that Agency Shop fee payers are eligible to participate in scholarship programs funded by local rebates.

- * Expressed displeasure with Travellers Insurance Co. over its dismissal of an employee who reported a suspected child abuse case to authorities.
- * Authorized funding position of Employee Benefits Specialist.
- * Reclassified position of Supervisor of Membership Insurance to Level VI.
- * Selected Niagara Falls as site of the next Delegates Convention.
- * Adopted a \$32.7 million budget for the fiscal year which ends Sept. 30, 1986.

Food service worker wins year back pay

By Anita Manley
CSEA Communications Associate

POUGHKEEPSIE — Perseverance paid off for Hudson River Psychiatric Center employee Marylou Crine who was terminated after she injured her hand in a work-related accident here. Crine recently received a year's back pay, accrued time and her medical bills paid as a result of a grievance filed on her behalf by her shop steward.

Crine, a food service worker who had transferred from Wassaic Developmental Center to Hudson River Psychiatric Center, had received two excellent probationary evaluations.

On Sept. 6, 1984, Crine slipped and fell and injured her hand. She was advised by her physician to remain out of work. But instead of get well wishes from her employer, Crine received an unsatisfactory evaluation report, a counseling memo stating that she was careless and a denial of Workers' Compensation benefits. A few days later, she was terminated.

"We then applied for leave with half pay," said Grievance Representative Marge Harrison, "but that was denied."

Harrison filed two grievances—one requesting Workers' Compensation benefits and the other requesting the removal of the counseling memo. Both were denied on the first step.

Harrison was more successful on the second step when it was decided that Crine's injuries did, in fact, constitute a Workers' Compensation case. In addition, it was ruled that Crine's termination was a violation of the Workers' Compensation Law. As a result, Crine's employer was fined \$500 and Crine received back pay and accruals for the time she was out of work with no break in seniority.

Harrison noted also that Crine had been ill during her termination period. "As a result of the firing, Marylou had no health insurance," she said. "But all her medical bills had to be paid for that time by the employer."



FOOD SERVICE WORKER Marylou Crine, left, with Grievance Representative Marge Harrison.

Protest puts pressure on town to break impasse

TOWN OF POUGHKEEPSIE—A week of informational picketing by determined town employees helped to break an impasse in contract negotiations between CSEA and town officials.

According to Unit President Bob Geslain, a recently ratified two-year contract, which is retroactive to Jan 1, 1985, provides for 9 percent salary increases in the first year and 5.25 percent in the second year.

Geslain emphasized that although a major stumbling block in negotiations was the town officials insistence that employees share the cost of medical insurance, there are no givebacks in the new agreement, which took a year to negotiate.

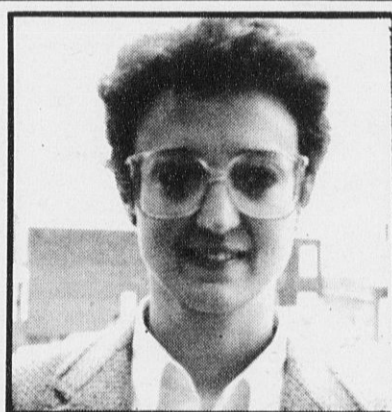
The contract also includes increases in longevity and uniform allowance and provides for bereavement leave.

The 60 employees, members of Dutchess County Local 814, include clerical workers, police assistants and recreation and sewer employees.



DO YOU THINK CSEA POLITICAL ACTION IS HELPING PUBLIC EMPLOYEES? IN WHAT WAY?

Where asked: Utica-Rome area



LINDA LUMASCLO, ACCOUNT CLERK, ONEIDA COUNTY LOCAL 833

"Yes. It is important for (political) candidates to become aware of the problems and needs of public employees. Through legislation they can help improve our working conditions and we can provide them with manpower and votes at election time. We can help each other to better serve the public."



DWIGHT EVANS, SOCIAL WELFARE EXAMINER, ONEIDA COUNTY LOCAL 833

"Yes, I think county legislators and other politicians do realize that CSEA members can offer a powerful block of votes. Based upon our strength, when contract time comes around those politicians will have open ears to our needs and, in turn, we can offer support to them."



FRANK WOZNICKI, CITY PRINTER, ROME CITY UNIT, ONEIDA COUNTY LOCAL 833

"Definitely, yes. I think political action committees are productive. They carefully evaluate the voting records and campaign platforms of candidates before endorsement. Election results have shown that our endorsed candidates have a high percentage of success. If we can help them reach their goals it will help make them more sensitive to the important needs of our CSEA members."



SANDRA LOCKWOOD, CLERK, JERVIS LIBRARY UNIT, ROME, ONEIDA COUNTY LOCAL 833

"Yes. I am convinced that political action has helped CSEA members. It is a fine way to establish public relations with politicians. We need each other and should be aware of each other's views. To sum it up in one word, it's 'positive.'"

Public Sector

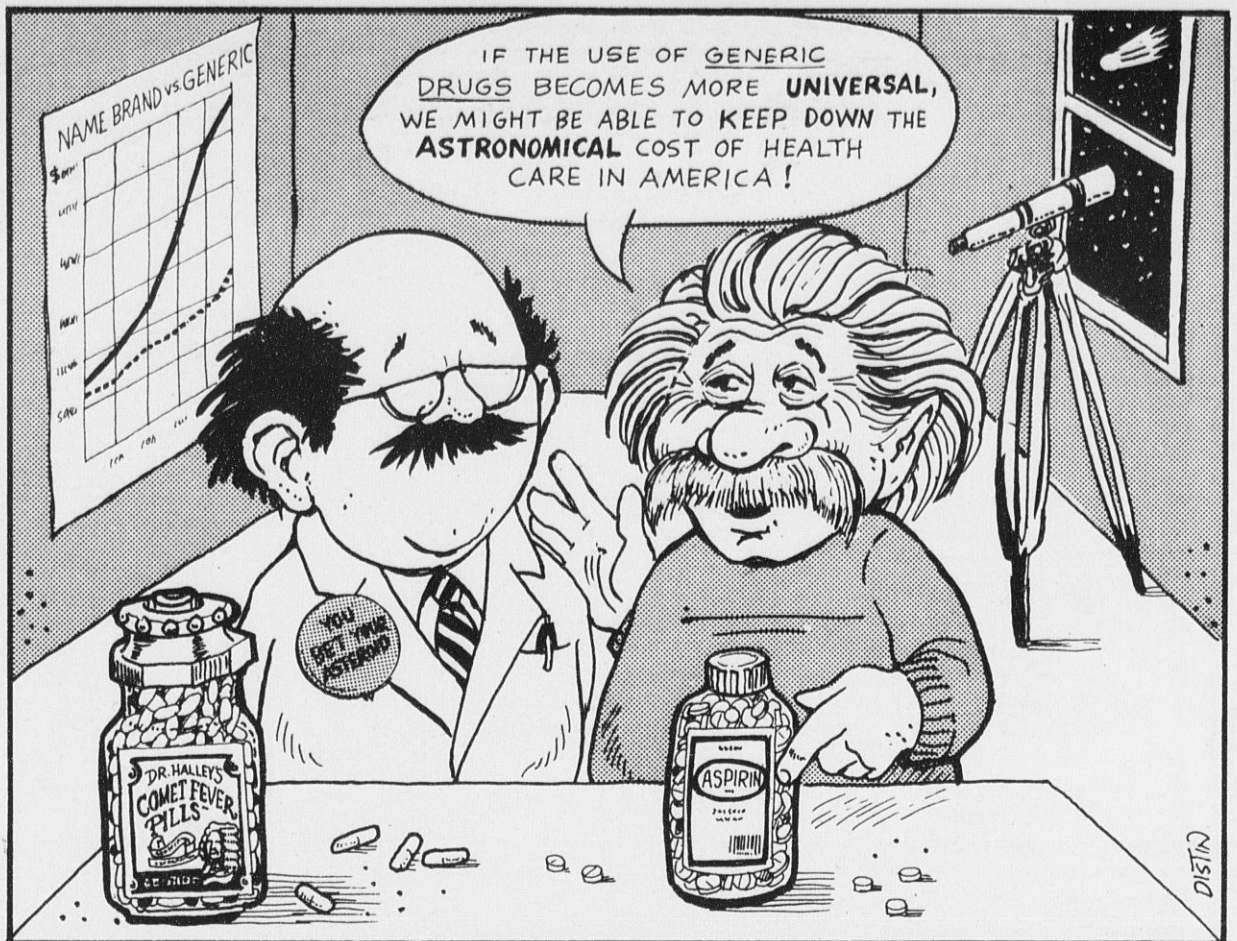
Official publication of The Civil Service Employees Association Local 1000, AFSCME, AFL-CIO 143 Washington Avenue, Albany, New York 12210

The Public Sector (445010) is published every other Monday 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.

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



Greco appointed Region III treasurer

THIELLS—Sal Greco has been appointed Region III treasurer by Southern Region President Pat Mascioli. He replaces Eleanor McDonald, who recently resigned her position.

Elected treasurer of Letchworth Developmental Center Local 412 in 1983, Greco also serves as chairman of the local's political action committee, social committee, labor/management committee and the Employee Assistance Program at the facility. He is also on the statewide Standing Election Committee.

A Letchworth employee for the past 13 years, he now holds the position of supervisor of general maintenance.

Greco added that he is excited about his new position, noting that "The work CSEA is doing is very helpful to members."

Greco's appointment comes on the heels of McDonald's resignation as Southern Region treasurer. Currently comptroller for the town of Greenburgh, Westchester County, McDonald said she no longer could devote the time she would like to the demanding union job.

A union activist who has served under three regional presidents, McDonald has held union positions as secretary of the Westchester County Unit, secretary and then president of the Town of Greenburgh Unit, and local treasurer.

She also served on the local, regional and statewide political action committees, was the PEOPLE coordinator for the region, served on the regional Constitution and By-Laws Committee, was a member of the local's newspaper and was a liaison to the regional education and program committees.

Region III President Pat Mascioli called McDonald's resignation a "great loss to this region and to me."



CHANGING OF THE GUARD—Eleanor McDonald turns over Region III's financial records to newly appointed Treasurer Sal Greco as President Pat Mascioli looks on.

LONG ISLAND APPOINTMENTS

— Carol Craig has been appointed to serve as third vice president for the Long Island Region. A longtime CSEA activist, Craig is also currently first vice president of Suffolk County Educational Employees Local 870, chairwoman of the region's TIE (Training, Information and Education Committee), and chairwoman of the statewide Special School Employees Committee. Craig's former position as treasurer for the region will be filled by Tony Bentivegna, president of Kings Park Psychiatric Center Local 411.



Member's grandson missing

BUFFALO — The 11-year-old grandson of a CSEA member in the Buffalo area has been reported missing Oct. 7 and the grandfather has asked The Public Sector to publish a description of the youth and asks that anyone with information contact the Buffalo Police Department.

Chad (Wolf) Thompson was last reported seen on Oct. 7, 1985 in the Kenfield housing project area in Buffalo, where he lived with his mother and stepfather. Chad is the grandson of Raymond J. Wolf Jr., a member of CSEA Local 640 at State University

College at Buffalo, where he is a janitor.

Wolf said that when last seen Oct. 7, Chad was 11 years old, 4 feet, 7 inches tall with light brown hair and brown eyes. At the time of his disappearance, he was wearing cub scout pants, a blue checkered shirt, a white hooded jacket and red and white sneakers.

Anyone with information concerning Chad, the grandfather said, should contact the Buffalo Police Department by calling 911 or (716) 855-4416.

400 Broome: Employees still stuck in middle of the mess

By Steve Madarasz
CSEA Communications Associate

There have been some improvements at 400 Broome Street since CSEA complaints about working conditions were documented in The Public Sector last September. But problems in the lease arrangement between the state and the politically-connected landlord are issues that won't die.

NEW YORK CITY—The facility that houses the Public Service Commission and other state agencies at 400 Broome Street sparked a storm of controversy last year when it was disclosed that "favors" may have influenced the awarding of the ten-year, \$28.5 million rental contract.

"Somebody must have been embarrassed by the pictures of garbage piling up in our hallways, because that has now been taken care of," says CSEA Local 450 President Kin Eng. "The bathrooms have also been cleaned up—not as well as expected, but at least it's an improvement."

But other problems continue: only two of four elevators work; members still have to walk through scaffolding to get to work as refacing of the building progresses; and there are sections of the building where the heating system doesn't work.

"The bottom line is that, considering the price that's being paid for this place, it should have been completely ready for occupancy before we were moved in," says Eng.

The move to 400 Broome Street was one of the first in the massive relocation of thousands of state employees from the World Trade Center. Some other state office moves have been postponed over the past year because of construction delays.

According to Eng, CSEA has been informed that correcting a number

"When you're paying . . . \$3 million a year . . . you expect the garbage to be picked up"

PSC Broome Street facility at center of SIC probe into "sweetheart deals"

By Stephen Madarasz
CSEA Communications Associate
NEW YORK CITY—When you're paying nearly \$3 million a year in rent, you expect the garbage to be picked up at least.

It isn't, says Public Service Commission CSEA Local 450 President Kin Eng, but the garbage problem isn't the only deficiency at the PSC's new offices at 300 Broome Street in Manhattan.

Eng says employees are inconvenienced, at the very least, because one of four elevators is always broken. And only now, nearly a year after the state moved into the building, the landlord is refacing the outside of the building.

The PSC move was part of the massive relocation of state workers out of the World Trade Center and into decentralized quarters throughout the city. The move into Broome Street is the centerpiece of a State Investigations Commission probe into "sweetheart deals" to secure the lease arrangements for politically connected landlords.

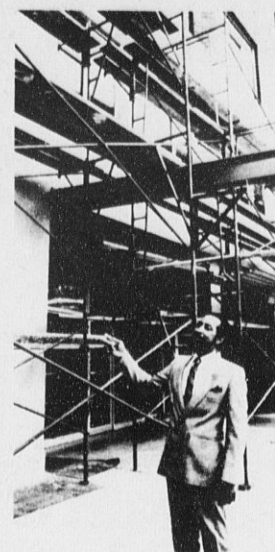
The state is paying \$28.5 million for a 10-year lease at Broome Street. "At that price, the place should have been ready for occupancy from the start," says CSEA Region II President George Boncoraglio. "Instead," he says, "our tax dollars are paying the landlord to fix up his building, while our members work in a construction site."

Local 450 President Eng says the garbage pile-up is the greatest annoyance. "We sometimes go more than a week between pickups and it really accumulates at people's desks and in the hallways."

CSEA Regional Occupational Safety and Health Specialist Floyd Payne said, "It's not really a safety and health issue as it is now, but it creates the potential for problems if the



"At that price, the place should have been ready for occupancy from the start."—CSEA Region II President George Boncoraglio



PAY NOW, WE'LL FIX IT LATER—Scaffolding surrounds Region II OSH Specialist Floyd Payne and the exterior of the PSC offices at 300 Broome Street. The state moved into the quarters a year ago, at nearly \$3 million annual rent, but the landlord is just now getting around to refacing the building. Elevators at the facility are constantly out of service also, according to complaints of members.



Problems with the Broome Street facility were first disclosed in the September 20, 1985 issue of The Public Sector.

of the outstanding complaints require renegotiating the lease. Other technical complications in the contract have both sides already locked in a legal dispute.

The state Office of General Services, which handles all leasing arrangements, recently appointed a troubleshooter to try to resolve the problems plaguing 400 Broome Street. However, it does not appear an immediate settlement is likely.

"I just have a gut feeling that this will still take a while to work out," says Eng. "If it goes to court, who knows how long that will take. And while there's a dispute, it seems the landlord isn't going to be as responsive as he should be."

Meanwhile, as the bickering between the state and landlord drags on, CSEA members assigned to the building are where they have been since transferring to the Broome Street building—stuck right in the middle of the mess.

Region I members contribute in big way to Toys for Tots Campaign

HAUPPAUGE—When Marine Corps Reserve representative Virgilio Torres came to pick up CSEA Region I's contribution to the Marine Corps Toys for Tots Campaign last month, he came in an empty van and left in a full one.

Torres, who was an active CSEA member at Pilgrim Psychiatric Center for many years and is now a New York City policeman, has picked up CSEA's contributions for the past five years. "This year he left with a full van, and that means a lot of happy children," noted CSEA Region I President

Danny Donohue. The toys are distributed to needy children at Christmas by members of the Marine Corps Reserve.

Suffolk Educational Local 870 officers Marilyn Mahler and Marge Marsch were among CSEA members helping load the van with the donated gifts. "The Toys for Tots Campaign is excellent and we collect toys from the members in our units and from people in the community as well," explained Mahler.



REGION I PRESIDENT Danny Donohue, left, accepts certificate of appreciation from Victor Torres, son of Marine Reservist Virgilio Torres, third from right. Standing next to Donohue is Region I Director Ross Hanna. Islip School District Unit President Marge Marsch and Brentwood School District Unit President Marilyn Mahler also hold certificates of appreciation awarded by the Marine Corps Reserve.



MARINE CORPS RESERVE representative Virgilio Torres, left, looks over some of the toys contributed by Region I members with Region I President Danny Donohue, CSEA statewide Secretary Irene Carr and regional social committee chairman Lou Mannellino.

She's just along for the ride

By Dan Campbell
CSEA Communications Associate

AMSTERDAM—Neither rain, nor snow, nor the gloom of a bitter cold winter's dawn keeps Mary Jaro from her workday bus commute from Amsterdam to Albany.

Jaro, a career public employee and secretary of CSEA's Tax and Finance Local 690, has been making the commute for the past 23 years. The daily trip stretches her workday routine to about 12 hours a day.

But Jaro is not alone in her daily trek. The Amsterdam Bus Transportation Department takes about 140 people from Amsterdam to work in Albany and Schenectady each workday. Many of the bus riders come from Fulton and Schoharie counties as well as other locations in Montgomery County.

"I've always worked for the state," Jaro said. And she has tried different ways of getting to work during her public service career.

"I've tried everything else, driving myself, car pools. But the bus system is the least costly and the most relaxing way to make the trip," Jaro said.

Jaro actually takes two buses to get to work. She gets up at about 5:30 a.m. in order to catch a city bus to a connection with the Albany commuter bus at 6:15 a.m. The 45-minute ride to Albany provides her with a chance to read, catch up on union business or sleep.

At night, Jaro retraces her steps back home to Amsterdam.

"The bus costs me about \$750 a year," she explains. "But then I don't have to worry about parking space or driving conditions. All I have to do is catch the bus and leave the driving to another public employee—the bus driver."



MARY JARO at work



ON THE ROAD AGAIN—Mary Jaro, left, is about to board the bus in her weekday routine ride from her home in Amsterdam to work in Albany. With her are Mary Ann Nichols, a fellow state employee and rider, and Eric Wessell, Amsterdam Bus Transportation Department driver.

Sick leave bank lauded as healthy policy

POUGHKEEPSIE — A "sick leave bank" for employees with long term illness is just what the doctor ordered for Dutchess County employees.

According to Unit President Mary Rich, the newly negotiated policy replaces sick leave at half pay which was granted at the discretion of the county legislature and the Department of Personnel.

Rich explained that in order to qualify, the employee must exhaust all sick leave and vaca-

tion leave with the exception of five days. The worker then can apply to draw sick leave from the bank at full pay for the remainder of the time needed for a minimum of five days up to a year. Medical documentation must be submitted.

The "bank" is union-run by a 12-member committee and two management people who review the requests.

The employee must have at least one year of service with the county, and is required to con-

tribute two sick days to the bank. He or she may be provisional, permanent, full-time or part-time.

The sick leave bank will be implemented beginning Jan. 20.

Rich said she is pleased with the program. "It's a tremendous benefit to receive full pay when you're unable to work due to an illness," she said. "It's certainly a better benefit than the previous half-pay policy."

Union opposes inmate labor at Arthur Kill

STATEN ISLAND—Concerned about the improper use of inmate labor, CSEA has filed a grievance at Arthur Kill Correctional Facility objecting to the placement of a prisoner in the facility's business office.

Although only one prisoner currently is involved, CSEA has heard of plans to expand the program and wants it stopped before it goes any further.

According to Local 010 Grievance Representative Robert Richards, the situation

raises several problems: "First of all there's a matter of security. There are no guards in the office to keep an eye on this individual who has access to personnel files and business documents."

Added Richards: "We're also talking about a male prisoner—who may be in here for murder or rape—working in an all female office."

Beyond the practical considerations, Richards notes that there is also a broader issue involved:

"If there is so much work to be done in the office, then another clerical staffer should be brought in. What's going on is just a blatant attempt to ignore the civil service system."

CSEA's complaint has been joined by PEF and Council 82. The Arthur Kill administration has turned down the grievance claiming nothing out of the ordinary is taking place. An appeal is pending in Albany.

Pay, benefit improvements in Rome pact

ROME—A new three-year contract calling for substantial salary increases plus other improvements has been approved by a vote of two to one by members of the City of Rome Unit of Oneida County Local 833.

Approval of the pact affecting 85 city employees was announced by Frank A. Woznicki, president of the Rome Unit. The Rome Board of Estimate has also accepted the agreement.

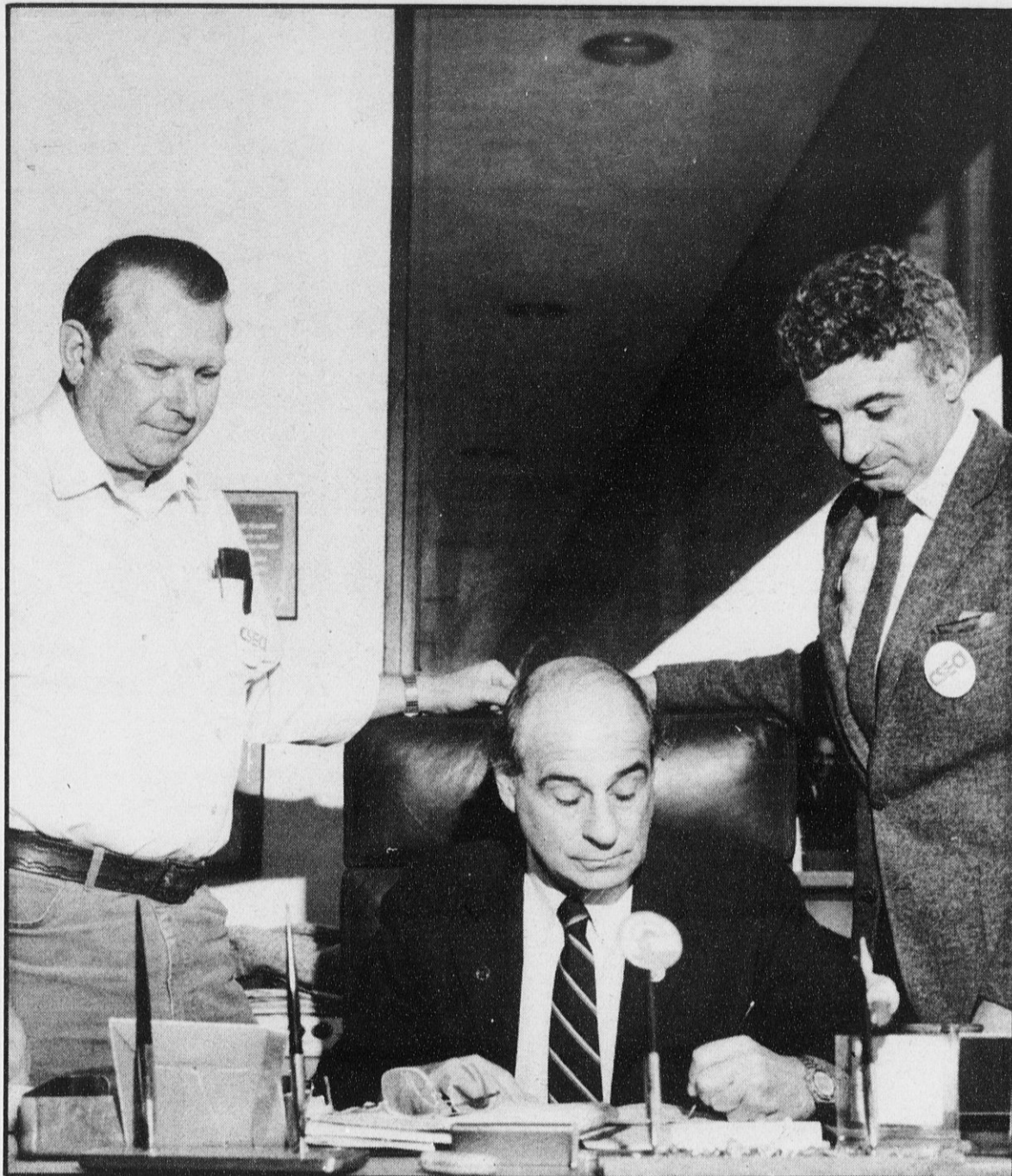
Terms of the contract, effective Jan. 1, include:

- * Salary increases and benefits totalling 17.5 percent over three years.
- * An improved retirement plan.
- * An additional holiday (Martin Luther King's birthday).
- * Retirees health insurance to be paid by the city.
- * Improved language in grievance procedure.
- * An increase in the number of days available for buy back upon retirement.

In a brief comment following the announcement, Woznicki praised the dedication and efforts of his negotiating committee which included Martin Izzo, Betty Lauri, and Unit Vice President Joseph DeFina.

"He also expressed gratitude to Ercole (Butch) Ventura, CSEA field representative and chief negotiator who worked with the team.

"We began contract talks in September and have now wrapped up what we believe is a fair and equitable contract with some good improvements in salary and other employee benefits over the next three years," Woznicki said.



OFFICIAL SIGNING—Mayor Carl Eilenberg adds his signature to the new three-year pact with the CSEA City of Rome Unit. On hand for the ceremony were Unit President Frank A. Woznicki, left, and CSEA Field Representative Ercole (Butch) Ventura, chief negotiator for the unit.

Impasse declared in Jefferson Co. Unit talks

By Chuck McGeary
CSEA Communications Associate

WATERTOWN—After more than three months of negotiations, the Jefferson County Unit of CSEA Local 823 has declared an impasse in contract talks over the issues of wages, health insurance and proposed reductions in other benefits.

Patricia Wilder, president of the unit representing 500 county employees, said the negotiating committee requested that a mediator be assigned by PERB to settle the dispute which has persisted since talks began last September.

The existing contract, which expired Dec. 31, will remain in effect until a new agreement is reached and ratified by CSEA members and the Jefferson County Board of Supervisors.

Major points of controversy involve the county's proposed self-funded health insurance plan. Also unresolved, according to Wilder, are the issues of pay increases tied to possible insurance costs, work hours, mileage reimbursements, seniority rights and sick leave

accumulation.

"We still have a number of very important things on the bargaining table," Wilder said.

"Jefferson County representatives delayed until December to bring up the self-funding insurance package, which was too late to start the long-term negotiations needed to reach agreement on such an important issue."

While awaiting the appointment of a PERB mediator, Tom Pomodoro, CSEA Collective Bargaining Specialist, and the unit negotiating committee held a general membership meeting.

"We wanted to present the unit members with the factual information that brought on the impasse and explain to them our position and next team move. We hope the mediator will be able to get both sides back on track toward resolving the issues for an equitable settlement," said Pomodoro.

He added that the union will continue talks "for as long as it takes to hammer out a good agreement" with improved wages and other benefits.

PERB has not released the name of the mediator or the date negotiations will resume.

"We still have a number of very important things on the bargaining table."



REHABILITATION COUNSELOR Olga Roc uses sign language to discuss a patient with other staff members in the Deaf Unit at Rockland Psychiatric Center.



THERAPY AIDE Dot Rosco demonstrates use of a special hook-up which allows the deaf to communicate over the telephone.

Task of workers in unique unit at Rockland PC

Communicating with the deaf & mentally ill

By Anita Manley
CSEA Communications Associate

ORANGEBURG — Imagine, if you will, the silent world of the deaf.

Now imagine the world of the mentally ill.

Now combine them and you have a very unique group of human beings who need unique care givers to teach them to communicate with the rest of the world.

Those special care givers are the therapy aides who work in the deafness unit of the Rockland Psychiatric Center, the only unit for the deaf mentally ill in the state.

"Deafness is more a handicap to others than it is to the patients themselves," said Therapy Aide Dorothy Roscoe, who says it sometimes is easier to communicate with deaf patients than with people who can hear.

"Once you get rid of your own fears, it's much easier than you think. The patients really teach us. They're an enormous help because they want to communicate with you."

According to Social Worker Amy Schwartzberg, many of the most recent patients are the result of the Rubella epidemic of the 1960s. At that time, doctors first realized that women who contracted Rubella (German measles) during pregnancy, would give birth to deformed infants. "These are the Rubella babies who have come of age," she said.

Unfortunately, there is a long waiting list of clients who want to live in group homes because they are not equipped to handle the deaf mentally ill patient.

Numerous activities are available for the resi-

dents. Schwartzberg said some attend a sheltered workshop during the day. Other activities include classes in daily living skills, cooking, exercise, games, a library group, captioned movies, bowling and even dancing.

There is very little turnover of staff here. Schwartzberg feels this is due to the uniqueness of the unit. Applicants for jobs are asked if they are willing to learn sign language. Some of the workers are deaf themselves.

Roscoe, a five-year veteran of the Deafness Unit, says she's never had the desire for a change. "This job opened up a whole new world for me. I had no understanding of the deaf and I was surprised at how the residents communicate with each other."

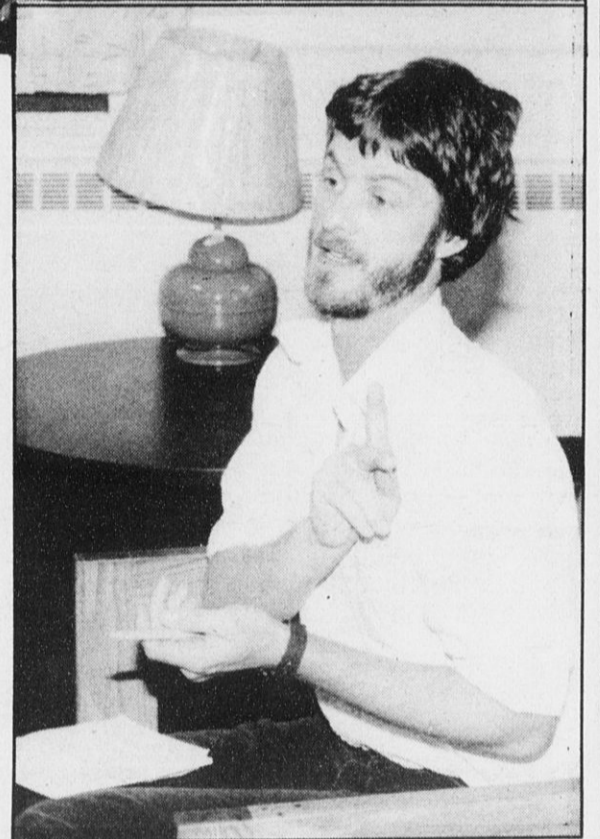
Psychiatric Social Worker Alexandra Friedman pointed out that the deaf not only have their own language, but their own culture as well.

"The language and culture of the deaf are unique," she says. "They have their own standards of behavior. It's very different."

Friedman noted that the patients and workers are like an extended family. "We're an intimate group. Patients who have been released come back for visits."

The wards are also specially equipped for the deaf population. There is a telephone that hooks up to a screen that enables a deaf person to write his conversation to the person he is 'talking' to. There is a fire alarm system with flashing lights. There are vibrating alarm clocks.

Most important, says Friedman, there is a caring skilled staff. Here at the Rockland Psychiatric Center's Deaf Unit, there is no shortage of that commodity.



THERAPY AIDE David Traber participates in a staff meeting. He and his co-workers use sign language among themselves for the benefit of staff members who are deaf.

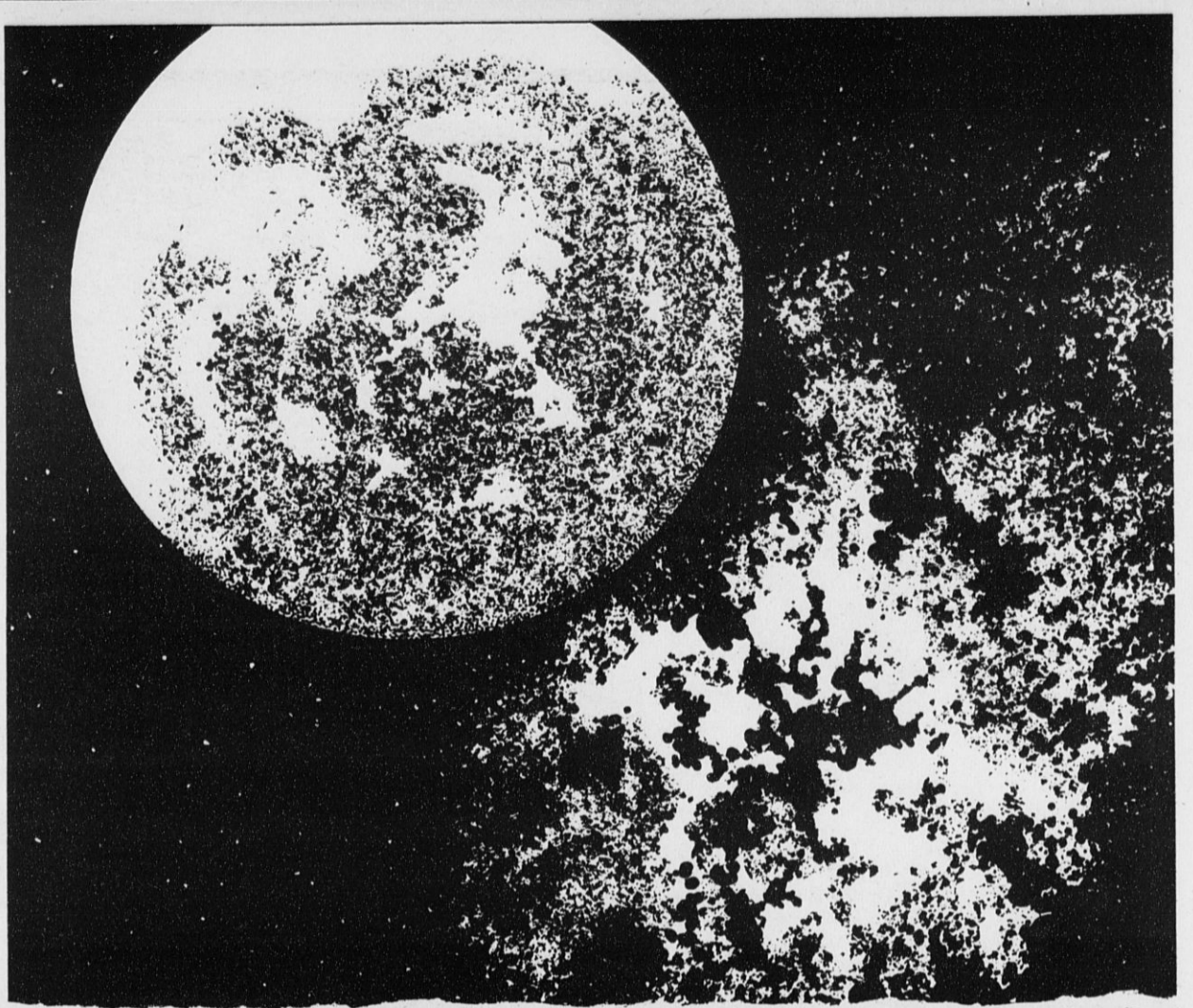


"TALKING" IN SIGN language is demonstrated by Therapy Aide Geraldine Millhouse.

85

75 years

of exploring
new frontiers
on behalf of
New York State
public workers



THE YEAR IN REVIEW
PAGES 10-11

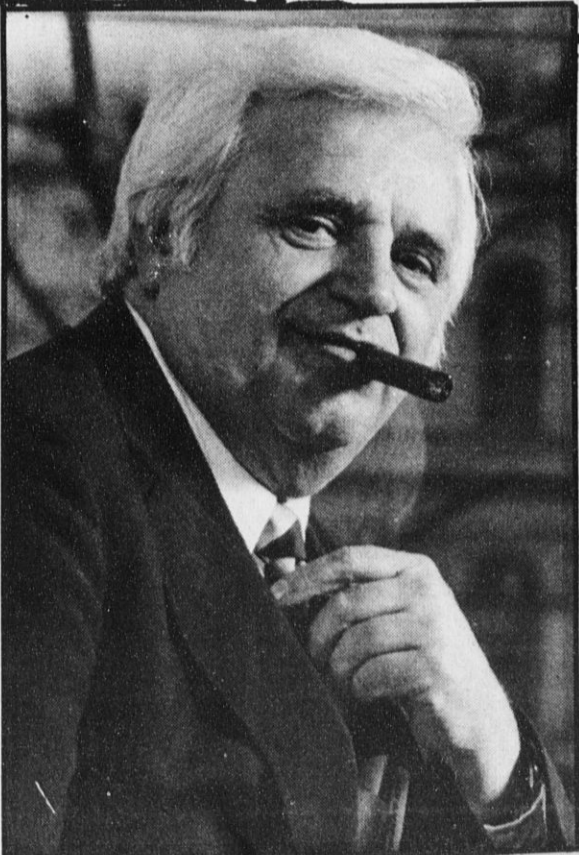
SHOWN BELOW, clockwise from left, CSEA President William L. McGowan, CSEA Treasurer Barbara Fauser, AFSCME President Gerald McEntee, CSEA Secretary Irene Carr, Gov. Mario Cuomo, CSEA Executive Vice President Joseph E. McDermott.

"Comparable worth proponents, led by the American Federation of State, County and Municipal Employees, one of the largest public sector unions, have concentrated their efforts in the public sector" Bureau of National Affairs, September, 1984

AFSCME President McEntee praises CSEA as a 'pioneer on the public sector frontier'

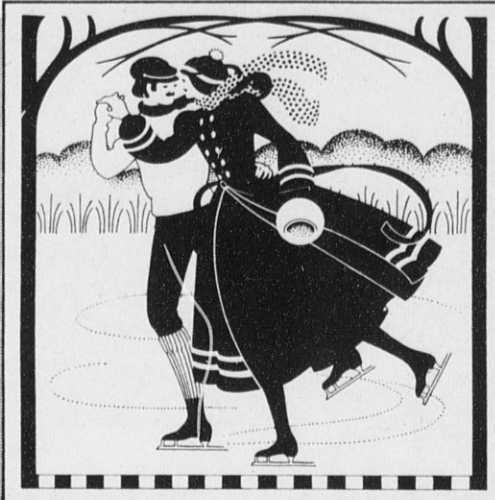
NEW YORK CITY — Paying tribute to CSEA as a "pioneer on the public sector frontier," AFSCME President Gerald McEntee told delegates he v

McEntee recalled that at AFSCME's first annual convention delegates resolution demand minimum wage \$500. Not \$1



1985 — CSEA celebrates its 75th anniversary

January 1985



*CSEA blasts as unacceptable a plan by Workers' Compensation Board to conduct night hearings. Grievance filed.

*CSEA files complaints leading to orders for Elmira City Hall and Utica Public Safety Building to provide adequate exits for employees on upper floors.

*Unique Employee Involvement pilot projects begun to improve labor/management problem solving relationships.

*Union wins \$13,000 back pay for village of Arcade employee.

*CSEA gains restored leave time for Orange County workers sent home during snowstorm.

*CSEA members and officers march at Albany Federal Building to protest South Africa apartheid policy.

February 1985



*CSEA and state start coalition bargaining on contracts affecting 100,000 state workers.

*Union announces that food buying co-ops will be established as pilot projects for members at selected work sites.

*CSEA and Monroe County conduct mandatory seminars for employees in effort to prevent assaults on employees by the public.

*CSEA activists lobby state legislators to reject proposed major overhaul of state mental health system.

*CSEA joins in promoting special children identification program at Broome Developmental Center.

*Public employees work 20-hour shifts to battle fierce winter storm in western New York.

March 1985



*Union says state is stalling completion of comparable worth study which will show bias in state pay.

*CSEA protests learning of plans to close Staten Island Developmental Center through newspaper story.

*CSEA sets series of events to mark National Women's History Week. More than half of union's members are women.

*CSEA launches concerted effort to prevent unfair changes in federal tax and budget proposals.

*Two CSEA members from Middletown Psychiatric Center, Ricki Henderson and Roy Brown, credited with actions that saved lives in separate incidents.

*New pass day plan at Hudson River Psychiatric Center blasted by CSEA.

April 1985



*Ratification process begins after CSEA and state reach agreement on new 3-year contracts covering 100,000 state workers.

*Twenty-three private sector members of CSEA's Faculty Student Association engage in 6-day strike against Hudson Valley Community College.

*CSEA successfully negotiates end to problems associated with plans to conduct Worker Comp night hearings.

*CSEA judiciary bargaining team breaks off negotiations with Office of Court Administration.

*More than year after contract expired, Orangtown members march in force to protest bargaining delays.

*CSEA/state study shows VDT operators can be both safe and comfortable, but many specifics must be adhered to.

May 1985



*CSEA-backed early retirement incentive programs spreading throughout local governments and school districts.

*CSEA-represented state employees approve new 3-year contracts by 3-1 margin.

*CSEA convinces arbitrator to order Olympic Regional Development Authority to raise salaries of employees.

*CSEA unveils package of nearly 50 proposed bills for union's 1985 legislative program.

*CSEA members playing major role in research work to unlock mysteries of mental retardation and developmental disabilities at Institute for Basic Research.

*Employees do work themselves, save SUNY \$250,000 in material and labor costs at Oswego to build computer room.

June 1985



*U.S. District Court judge clears way for hearing on CSEA/AFSCME charges that Nassau County maintains sex-based wage discrimination.

*CSEA members re-elect Bill McGowan, Joe McDermott, Irene Carr and Barbara Fauser to statewide union leadership positions.

*Union launches new ad campaign focusing on care of mentally ill.

*CSEA wins right to review methane gas tests conducted at Smithtown facilities.

*Colonie police dispatchers calmly direct caller to help save a choking child.

*Union files health and safety violation charges against Brookhaven landfill facility.

*School district employees invade Albany to lobby for bills before state legislators.

July 1985



*Onondaga Local members ratify retroactive contract.

*CSEA charges state Department of Labor is unfair with layoff recall practice, allowing higher-paid employees to take jobs of some CSEA members.

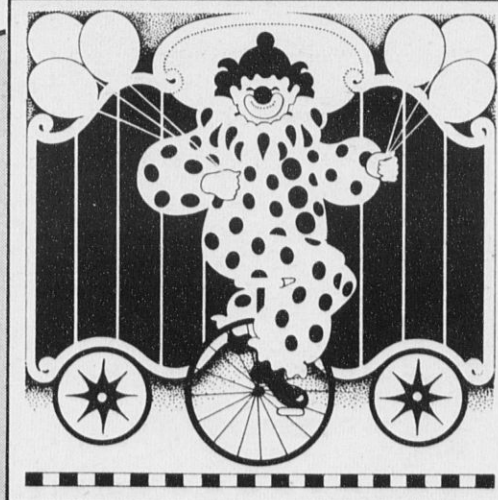
*CSEA, which helped obtain funds to revitalize State Barge Canal, participates in canal's 160th anniversary. Many CSEA activists honored for work in helping restore the waterway.

*Children of members receive \$9,000 in college scholarship grants under union program.

*Region II President George Boncoraglio named Bronx labor leader of the year by Bronx Democrats.

*Union charges Bronx Psychiatric Center plagued by understaffing, overcrowding, inadequate security and many other problems.

August 1985



*Metropolitan Life Insurance Company awarded new employee health benefits plan, "The Empire Plan."

*Niagara Parks Local 104 members spruce up Niagara Falls area to celebrate centennial of park's dedication.

*CSEA helps oust billing service to create new jobs at Upstate Medical Center in Syracuse.

*Members at State Division of Substance Abuse Services Laboratory help detect, 50,000 times a month, evidence of drug and alcohol abuse.

*CSEA activists join in massive New York City parade and rally against South Africa apartheid practices.

*CSEA charges overcrowding, fire hazards are jeopardizing employees at Steuben County Jail.

September 1985



*CSEA President William L. McGowan, in traditional Labor Day speech, calls for united labor effort to protect working class.

*Union rips into newly appointed DOT commissioner for suggesting use of private contractors in his first speech since taking office.

*CSEA pushes for a policy that would protect public employees who care for AIDS patients in state institutions.

*CSEA relocates statewide headquarters to larger facilities at 143 Washington Avenue in Albany.

*Union hammers out contract for court employees that rejects management attempt to apply discretionary wage cap on some workers.

*CSEA members turn out in record numbers for Labor Day parades in Albany and New York City.

October 1985



*Bowling to CSEA pressure, state Board of Regents eliminates mandatory age 65 retirement rule for school bus drivers.

*CSEA presses strong opposition to planned reopening of state office building in Binghamton; state officials agree to delay reopening at least another year.

*CSEA officially celebrates the union's 75th anniversary during annual delegates meeting in New York City.

*Union sends election information to 125,000 members about candidates in their election district in preparation for November general election.

*Public employees work around the clock to restore services after Hurricane Gloria rips across Long Island and damages other parts of the state.

*Two members die in separate on-the-job mishaps, pointing up dangers of public employment.

November 1985



*CSEA releases report highly critical of Public Work Program. Union labels report, "A Public Dis-service."

*CSEA and state jointly release two major reports which would create sweeping changes in the state's classification and compensation system, and pave the way for pay equity for thousands of state workers in jobs held predominately by females and minorities.

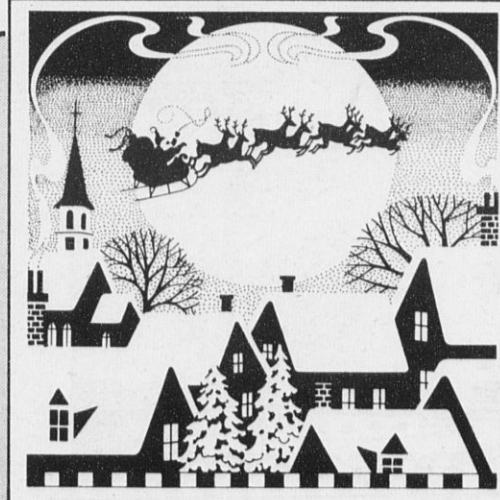
*CSEA wins ruling from Suffolk County Civil Service Department that custodians should not be required to conduct bomb searches of school buildings.

*Union charges Hempstead deliberately tried to place CSEA members in another union's dental plan.

*CSEA staff employees agree to new 3-year pacts, ending two-week old strike.

*CSEA retirees hold first convention; to become annual event.

December 1985



*Fifteen CSEA activists journey to Ohio to assist AFSCME in successfully organizing tens of thousands of Ohio state employees.

*Unique labor-management demonstration project in Ulster County could ultimately end adversarial problem solving. State official says program could become a national model for local governments and public employee unions.

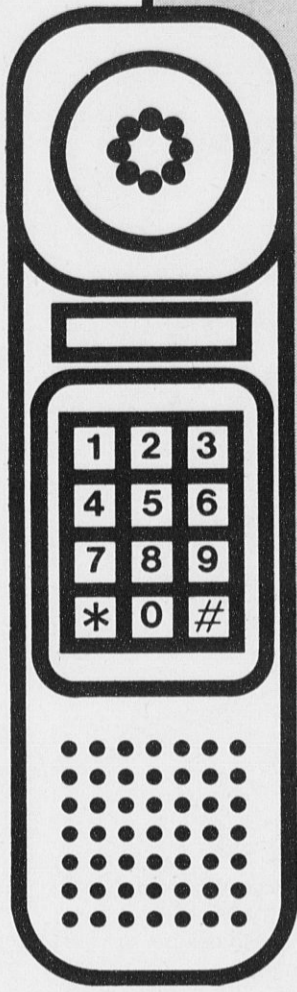
*CSEA-funded pay equity study becomes basis for settlement in Three Village School District clerical unit.

*CSEA says problems of downtown parking reach explosive level in Albany. Special union committee named to address issue.

*Union warns that guards not yet properly trained to staff Erie County's new penitentiary.

*CSEA and state meet again in effort to agree on a formal policy for safe operation of video display terminals.

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.

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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

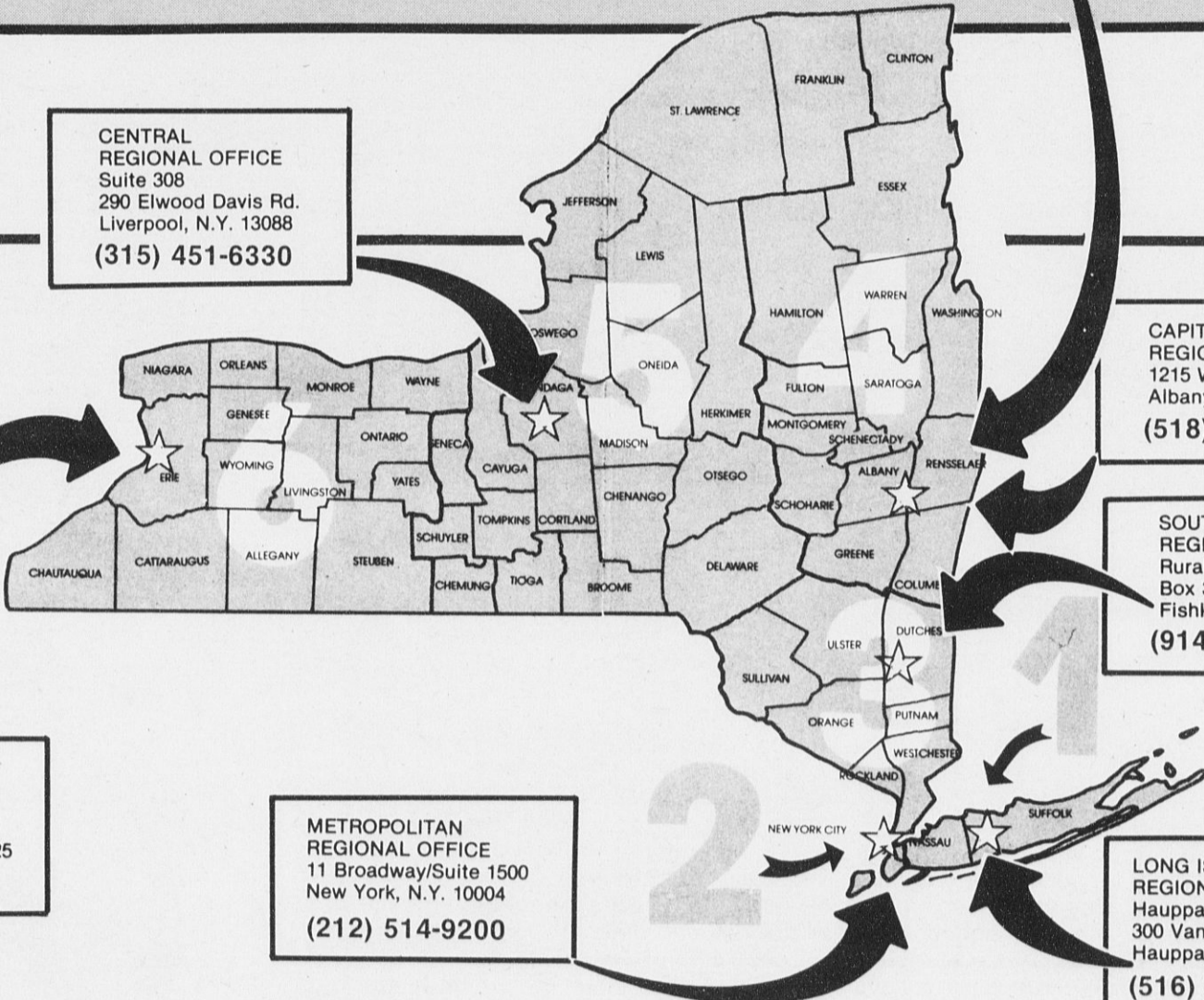
CAPITAL REGIONAL OFFICE
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Albany, N.Y. 12203
(518) 489-5424

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

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

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New York, N.Y. 10004
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Canton, NY 13617
315-386-8131 or 8132

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White Plains, NY 10601
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Utica, NY 13501
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3699 W. Henrietta Road
Rochester, NY 14623
716-334-7140

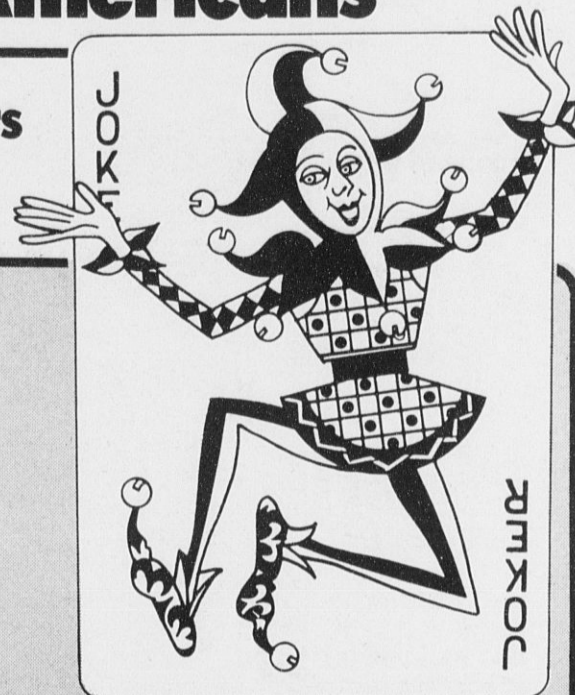
● MAYVILLE SATELLITE OFFICE

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



SS increase not a winning hand for retired Americans

Too many jokers are in the deck



A number of increases affecting retirees in general went into effect Jan. 1, and most of the increases are nothing to cheer about.

On the positive side, CSEA and AFSCME retirees were among those who conducted organized campaigns which helped result in the granting of a 3.1 percent annual cost-of-living adjustment (COLA) increase for retirees in general who receive Social Security checks. There was serious doubt that a COLA would be provided at all, and experts now say it was primarily efforts by retirees themselves, such as the CSEA and AFSCME campaigns, along with scores of other efforts nationwide, that resulted in the increase. On the down side, however, the 3.1 percent COLA increase in Social Security benefits is the smallest since Social Security benefits were linked to the consumer Price Index in 1975.

The increase translates to an average increase of \$14 a month for retired workers, boosting the national average payment to \$478. For retired couples, the average joint benefit will climb to \$812 a month, a \$24 increase.

Unfortunately, other 1986 increases for retirees are not good news. Under Medicare, the daily hospital co-payment for the 61st through the 91st day increased on Jan. 1 from \$100 to \$123. The cost of Medicare-covered nursing home stays rose for \$50 to \$61.50 for the 21st through 100th day.

The largest increase, however, is in the Medicare deductible, which went up a record 23 percent — from an already high \$400 to \$492. The increase is caused by a sudden decrease in the average length of stay in a hospital by Medicare beneficiaries, which critics says is

caused by hospitals discharging elderly patients before they are well enough while the hospital's income from Medicare stays constant. The government pays hospitals in advance for treating 467 different illness categories under Medicare.

Social Security advocates say that while Medicare has a genuine need to hold down costs, Social Security's Old Age and Survivors Insurance Trust Funds have a healthy surplus that should continue to grow well into the next century. Therefore, advocates say, Social Security must be removed from the unified Federal budget to avoid efforts such as this past year to cut Social Security benefits as part of efforts to reduce the Federal budget deficit as a whole. A bill—H.R. 3470—is currently being considered by the House Ways and Means Committee that would restore the system to its original status outside the general budget process. AFSCME and CSEA retiree leaders have gone on the record with committee members and the Speaker of the House in favor of the proposal.

H.R. 3470, stalled in committee, may be eclipsed by the Gramm-Rudman amendment, which contains language that would remove Social Security from the unified budget in 1987, just as H.R. 3470 would (under current law, Social Security would come out of the budget in 1993). However, the exemption of Social Security under Gramm-Rudman's budget-balancing formula is, AFSCME experts say, the only bright spot in a thoroughly bad piece of legislation. Medicare, in particular, fares poorly under the amendment.

Because proponents of Gramm-Rudman have refused to pass a debt-ceiling extension without their deficit-reducing amendment

attached, the government was unable to meet its obligations in early November. On Nov. 2, Treasury Secretary James Baker cancelled \$14 billion in government securities held by the Social Security Trusts in order to cover Federal debts. A coalition, Save Our Security (SOS), which represents AFSCME and more than 100 other organizations, has filed suit charging the action violated the law by disinvesting the Social Security Trust Funds for purposes other than benefit payments.

Meanwhile, the new year also brought a Social Security tax increase for all workers. The average worker now pays an extra dime from every \$100 earned to support Social Security. The payroll tax climbed from 7.05 percent to 7.15 percent.

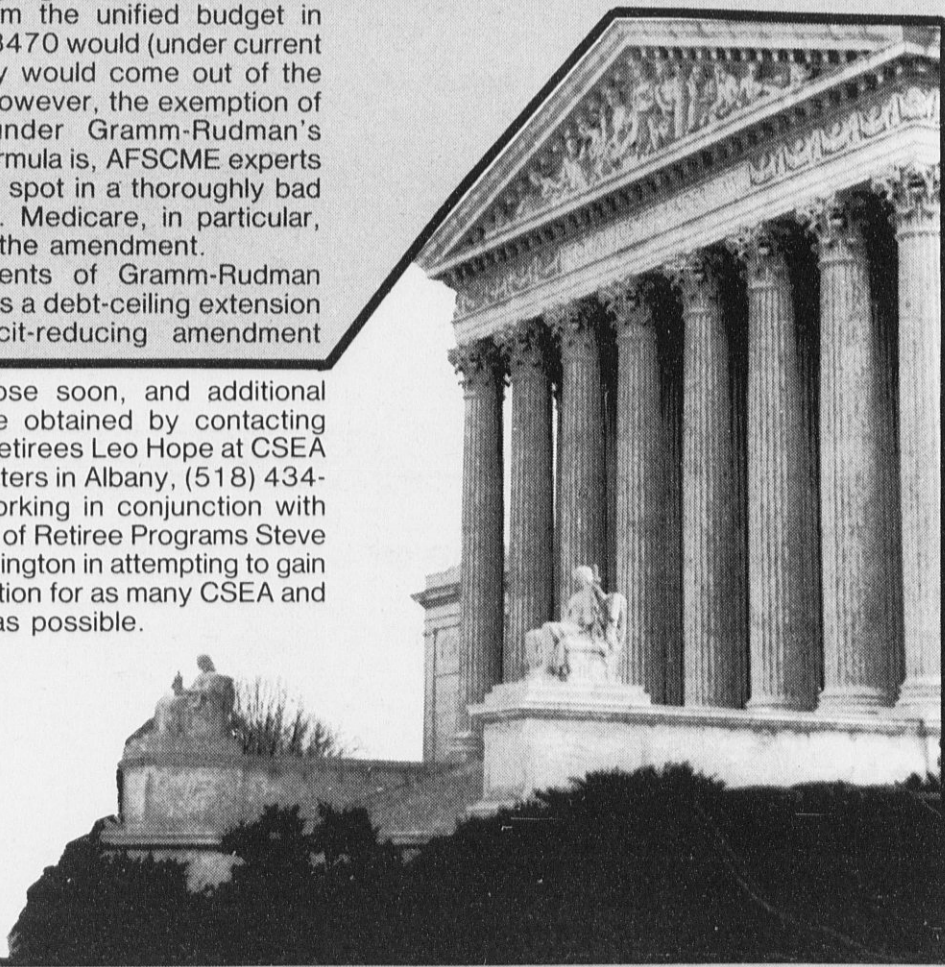
A dozen or more CSEA retiree activists have indicated interest in participating in a "Senior Citizen Intern Program" conducted by Congress and their names will be forwarded for consideration to their respective congressional representative.

The week-long intern program is conducted by members of Congress in Washington. It is designed to provide senior citizen leaders from organizations across the country an opportunity to learn the federal legislative process and how government operates on programs of importance to retired and elderly citizens.

This year's Senior Citizen Intern Program will be held May 18-23. Members of the House of Representatives and Senate who participate in the program may sponsor two interns each. Interns are selected from lists of nominees submitted by participating organizations.

The deadline for applying for consideration

is expected to close soon, and additional information may be obtained by contacting CSEA Director of Retirees Leo Hope at CSEA state-wide headquarters in Albany, (518) 434-0191. CSEA is working in conjunction with AFSCME's Director of Retiree Programs Steve Regenstreif in Washington in attempting to gain favorable consideration for as many CSEA and AFSCME retirees as possible.



Extracurricular activities

CSEA at work for school district workers across the state

Stories by CSEA Communications Associates Sheryl Carlin, Anita Manley, Chuck McGeary, and Ron Wofford.



They want a fair wage

MALONE — By unanimous vote, CSEA members of the Malone Central School Unit of Franklin County Local 817 have rejected recommendations of a PERB factfinder and called for fair wages.

According to Mary Hanna, unit president, the members' main complaints with the report are wages much below other area school districts and poor vacation benefits for 12-month employees.

"CSEA research figures clearly indicate that non-instructional school employees in Malone are among the lowest paid in the entire north country," said Hanna. "Many employees in the bargaining unit are raising families on as little as \$5 per hour and that's a disgrace."

She added that although unit employees live in the school district, send their children to district schools, pay taxes and help support local business with their wages, they continue to be treated as "second-class citizens."

"They're trying to maintain families with earnings that border on the survival level," said Hanna.

Tom Pomodoro, CSEA collective bargaining specialist and chief negotiator for the unit, indicates that the next step by PERB will probably be to assign a super-conciliator to the negotiations that began last April.

In the meantime, the CSEA Regional Communications Department has stepped up its contact with Malone area media in an effort to inform taxpayers there of details of the situation.

Comp worth push ups secretary pay

CORNING — The Corning Schools Unit has reached agreement on a two-year contract for its 225 members.

Wage increases of 7 percent in the first year and 7.9 percent in the second year were gained through negotiations for the members of Steuben County Local 851.

Secretary wages were brought more into line with the rest of the schools' workforce in recognition of the push for comparable worth, according to Unit President Dan Ginnan.

"We also negotiated binding arbitration for disciplinary matters" into the pact, said Ginnan.

He added his members felt "pretty good" about completion of the bargaining agreement.

Contract language improvements regarding sick leave and union leave were also negotiated for the unit.

Ray Ducharme, field representative, was chief negotiator for a committee that included Ginnan, Linda Kellogg, Joann DiLaura, Jim Tubbs, Joe Lobdell, Lloyd Cobb, Marge Mattoon, Dennis Stewart and Ron Gillespie.

9, 8 and 8 percent raises won

LOCUST VALLEY — Members in the Locust Valley Central School District recently ratified a three-year pact which includes pay raises of 9, 8, and 8 percent over the term of the contract.

Other gains, which are retroactive to July 1, 1985, include: a new step 14 at \$400 per year, additional provisions for uniforms, an evening shift differential of \$450 per year, a night differential of \$750 per year, and Martin Luther King Day as a paid holiday.

In the second year of the contract, a new step 17 will be added at \$400 and life insurance benefits will be increased to \$20,000 for employees who are beginning their third year of employment with the district.

A new step 20, at \$400, will be added in the third year.

"It's really an excellent package. The money is good and we're all pleased," said Joe Curtis, president of the custodial and transportation units of the district.

"Mike Aiello and the rest of the negotiating committee worked hard and we have a good relationship with management," he added. "Although the negotiations were long and drawn out at times, they ended in a good settlement."

In addition to Curtis and Aiello, members of the negotiating team were Arthur Sandstrom, Vincent Costantino and Ray Ciesla.

"In a couple of months we'll be ready to start negotiations for the transportation unit," said Curtis.



New paid holiday and no givebacks in Cornwall pact

CORNWALL — Pay increases totalling 21 percent over three years and medical insurance for part-timers who work five hours or more per day come with the recent ratification of a pact for non-teaching workers in the Cornwall School District.

The three-year agreement will cover 30 maintenance and custodial employees.

According to Region III Field Representative Larry Natoli, an additional paid holiday for Martin Luther King Day and positively no givebacks were also highlights of the new contract which is retroactive to July 1.

Employees will receive 7 percent per year in wage hikes.

...
CORNWALL SCHOOL DISTRICT Unit President Ken Woodruff (seated, left) signs a new three-year contract gaining substantial pay hikes for grounds and maintenance workers there. Looking on are School District Business Manager Richard Morgan, seated, and Unit Secretary Joseph F. Bradley who served on the negotiating team.

Their first time in bargaining unit

Tuckahoe teacher aides get pay hikes too

TUCKAHOE — A two-year contract in the Tuckahoe School District will increase salaries by 14 percent over the life of the agreement.

According to Region III Field Representative Larry Sparber, a highlight of the contract negotiations this year was the inclusion of teacher aides, doubling the number of members in the bargaining unit.

The contract, retroactive to July 1, hikes salaries by 7 percent per year.

In addition to teacher aides, the unit also includes clerical and maintenance employees.

The unit is affiliated with Westchester Local 860.

...

TUCKAHOE SCHOOL DISTRICT members go over a newly ratified contract with Region III Field Representative Larry Sparber. Pictured are: (seated) Sparber and Unit President Virginia Rescigno; (standing, from left) Cathy Motylinski, teacher aide; Vic Pavone, custodian; Mary Jane Murphy and Ginny Kolden, committee members.



Wages and benefits boosted in Williamsville

WILLIAMSVILLE — The Williamsville Schools Unit of Local 868 has reached agreement on a three-year contract that boosts wages and benefits for its members.

"It's a good contract that our members deserved and can live with," said Unit President Jim Burgoyne. "We worked hard to reach this point and it was well worth the long wait."

Wages for custodial and maintenance employees will increase by 4.8 percent the first year, 5 percent in the second year, and 5.5 percent in the third year of the agreement, plus increments where due. The raises are retroactive to July 1.

Cafeteria employees with cook manager and elementary satellite manager titles will receive hourly wage increases of 37 cents, 39 cents and 41 cents over the three years. Cooks will gain 33, 35 and 37 cents per hour raises. Food service helpers will gain 31, 33 and 35 cents per hour increases.

Shift differential pay will increase in the second contract year, and out-of-title work will be paid at the difference between the higher position rate and the pay rate of the employee working out of title. Minimum out-of-title pay will be 25 cents per hour.

The school district will pay 95 percent of Blue Cross Law Option Basic Dental Plan beginning in July of 1986, provided that 75 percent of the employees enroll in the plan.

A full holiday for Martin Luther King's birthday and a half holiday for New Year's Eve has been added for all employees. Also, hourly and part-time employees will gain Columbus Day as paid holiday.

Other gains include improvements in longevity pay, job posting, emergency school closing pay, and attendance bonuses.

CBS Danny Jinks was chief negotiator for the unit along with Burgoyne, Floy Schmidt, Dianne Leasing and Donald Baumgartner.

Bus drivers and custodians get increases in new contract

MAMARONECK — A three-year contract for 88 maintenance and custodial employees and bus drivers who work in the Mamaroneck School District was recently ratified.

The new agreement will increase wages by 7 percent, retroactive to July 1, 1985; 6.75 percent in July 1986, and 6.5 percent effective July, 1987.

According to Region III Field Represen-

tative Larry Sparber, the contract also provides for increases in the dental/optical plan, improved language on overtime, call-in and job procedures, improved snow day and personal day provisions for part-time workers, increases in sick leave accruals and a reduction in years needed for eligibility for longevity payments. The agreement also establishes an in-service training program committee.



MAMARONECK SCHOOL DISTRICT Unit President Paul Fortuna signs a newly ratified contract for his 88-members unit. Others seated, from left, are: Region III Field Representative Larry Sparber, School District Assistant Superintendent of Personnel Dr. Ronda Gersten and Assistant Superintendent of Administrative Services Paul McDevitt. Standing, from left, are members of the negotiating team: Unit Vice President Bill Troetti, Izzy Belowich, Bob Gray and Paul Abrahamsen. Another member of the team not present for this photo was Tess Gainey.

Prep booklets can help you achieve career advancement through promotions

Career advancement and civil service promotional exams are never far from the minds of public employees. And for public workers in either the state or local government arena, CSEA is offering self-study booklets that should help individuals improve their test scores in a wide range of civil service exam areas.

A dozen booklets are available to help individuals prepare for state exams. And CSEA has available four exam preparation booklets for employees in local political subdivisions.

And the union is also offering something that should prove beneficial to everyone—cassette tapes designed to help people combat the effects of stress through relaxation.

All of the items are available from CSEA's Education Department for CSEA members. As indicated, non-CSEA members can obtain the exam prep booklets directly from Cornell University at the same price. Each booklet costs \$1.50, while the cassette relaxation tape, available only through CSEA's Education Department, cost \$2.50 each.

Interested individuals should use the proper order form below.

Local Government prep booklets

Relaxation Tape cassette offer

State Examinations prep booklets

CIVIL SERVICE EMPLOYEES ASSN.
ATTN: EDUCATION DEPARTMENT
P.O. BOX 7125
CAPITOL STATION
ALBANY, NEW YORK 12224

Please send me the booklet(s) indicated. I understand the price is \$ 1.50 (which includes postage) for EACH booklet ordered. I have enclosed a check or money order, payable to CSEA, for \$ _____ to cover the cost of this order.

- Secretarial and Typing Series for Counties, Municipalities and Non-Teaching School District Personnel
- Custodial Series for Counties, Municipalities and Non-Teaching School District Personnel
- Social Welfare Examiner Series
- Caseworker Promotional Exam Series

Please send booklet(s) to:

NAME _____
ADDRESS _____
CITY _____ STATE/ZIP _____
SOCIAL SECURITY # _____
CSEA LOCAL _____
EMPLOYER _____

CIVIL SERVICE EMPLOYEES ASSN.
ATTN: EDUCATION DEPARTMENT
P.O. BOX 7125
CAPITOL STATION
ALBANY, NEW YORK 12224

Please send me _____ relaxation program(s) on cassette tape at the price of \$2.50 EACH. I have enclosed a check or money order, payable to CSEA, for \$ _____ to cover the cost of this order.

Please send tape(s) to:

NAME _____
ADDRESS _____
CITY _____ STATE/ZIP _____
SOCIAL SECURITY # _____
CSEA LOCAL _____
EMPLOYER _____

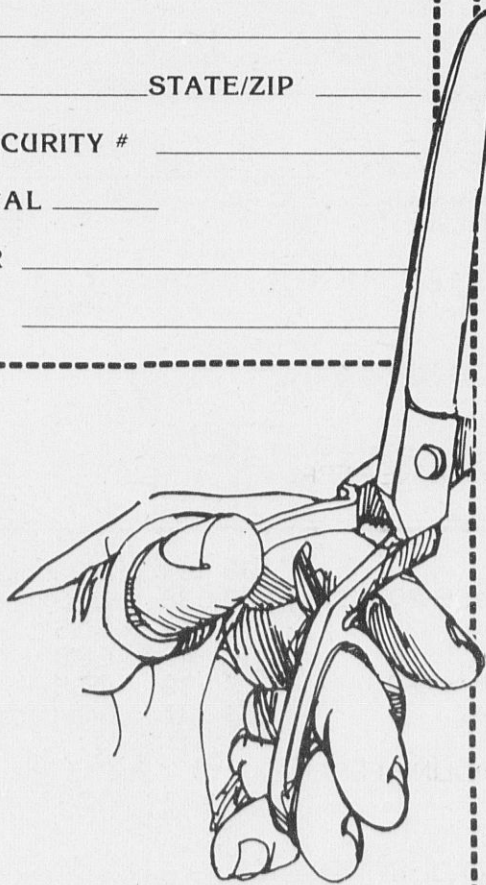
CIVIL SERVICE EMPLOYEES ASSN.
ATTN: EDUCATION DEPARTMENT
P.O. BOX 7125
CAPITOL STATION
ALBANY, NEW YORK 12224

Please send me the booklet(s) indicated. I understand the price is \$ 1.50 (which includes postage) for EACH booklet ordered. I have enclosed a check or money order, payable to CSEA, for \$ _____ to cover the cost of this order.

- Basic Math
- Arithmetic Reasoning
- Understanding and Interpreting Tabular Material
- Understanding and Interpreting Written Material
- Preparing Written Material
- Supervision
- Purchasing and Payroll Practices
- Basic Algebra
- Concepts and Principles of Normalization for the Mentally Retarded/Developmentally Disabled; Therapeutic Approaches
- Principles and Practices in the Treatment of the Mentally Ill/Emotionally Disturbed
- How to take an Oral Exam
- Evaluating Conclusions in the Lights of Known Facts

Please send booklet(s) to:

NAME _____
ADDRESS _____
CITY _____ STATE/ZIP _____
Social Security # _____
CSEA Local _____
Employer _____



Video tapes and associated printed booklets on preparing for exams are also available for use from CSEA's regional offices. Local presidents may request the videos and materials for use in helping members prepare for exams by contacting the communications associate in the respective regional headquarters.

PLEASE NOTE: Non-CSEA members can obtain the exam preparation booklets directly from Cornell University at the same price by contacting: Cornell ILR, 112 State Street, Suite 1200, Albany, N. Y. 12207. The relaxation tapes are available ONLY through CSEA's Education Department.

OPEN COMPETITIVE EXAMINATIONS SCHEDULE

JOB TITLE	EXAM NO.	BEGINNING SALARY
APPLICATIONS DEADLINE JANUARY 20, 1986		
Computer Programmer/Analyst	26-476	20,066
Assistant Director of Public Employment Conciliation	28-562	48,183
Principal Stenographer (Law)	26-465	18,818
Senior Offset Printing Machine Operator	26-425	15,670
Conservation Biologist (Aquatic)	26-467	20,066
Conservation Biologist (Aquatic) Trainee	26-467	18,951
Conservation Biologist (Ecology)	26-468	20,066
Conservation Biologist (Ecology) Trainee	26-468	18,951
Conservation Biologist (Extension)	26-469	20,066
Conservation Biologist (Extension) Trainee	26-469	18,951
Conservation Biologist (Wildlife)	26-470	20,066
Conservation Biologist (Wildlife) Trainee	26-470	18,951
Senior Valuation Engineer	26-466	34,391
Workers' Compensation Social Worker I	26-473	22,842
APPLICATIONS DEADLINE FEBRUARY 10, 1986		
Assistant Sanitary Engineer (Design)	26-463	27,862
Assistant Plumbing Engineer	26-460	27,862
Energy Technical Specialist I	28-794	25,099
Energy Technical Specialist II	28-795	32,628
Vocational Specialist I	26-491	25,088
Housing Management Assistant	26-480	25,099
Housing Management Representative	26-481	32,628
APPLICATIONS CONTINUOUSLY ACCEPTED		
Occupational Therapy Assistant I	20-127	16,909
Occupational Therapy Assistant II	20-128	20,066
APPLICATIONS DEADLINE MARCH 17, 1986		
Emergency Medical Technician-Paramedic	28-796	20,466
Emergency Medical Technician	28-809	15,487

APPLICATION FORMS—You may obtain application forms by mail or in person at the following offices of the State Department of Civil Services:

ALBANY—W. Averell Harriman NYS Office Building Campus 12239.

BUFFALO—Room 303, 65 Court Street 14202.

NEW YORK—55th Floor, 2 World Trade Center 10047, or 6th Floor, Adam Clayton Powell State Office Building, 163 West 125th Street, 10027.

LOCAL OFFICES, NYS Employment Service (no mail requests). When you request an application, specify the examination number and title. Mail completed application to: NYS Department of Civil Service, W. Averell Harriman NYS Office Building Campus, Albany, N.Y. 12239.

COMPETITIVE PROMOTION EXAMINATIONS (State Employees Only)

JOB TITLE	EXAM NO.	DEPARTMENT
COMPETITIVE PROMOTIONAL APPLICATIONS DEADLINE FEBRUARY 3, 1986		
Library Clerk II G-7	38-864	Correctional
Assistant Heating and Ventilating Engineer G-20	38-838	OGS
Assistant Sanitary Engineer (Design) G-20	38-852	OGS
Assistant Plumbing Engineer G-20	38-840	OGS
Assistant Mechanical Construction Engineer G-20	38-839	OGS
Assistant Building Electrical Engineer G-20	38-837	Interdepartmental
APPLICATIONS DEADLINE FEBRUARY 10, 1986		
Building Services Administrator II G-23	39-932	OGS
APPLICATIONS DEADLINE MARCH 10, 1986		
Senior employment Counselor G-19	39-944	Labor

APPLICATION FORMS: Application forms for promotion candidates are available though your Personnel or Business Office. You may also obtain them by mail or in person at the following offices of the New York State Department of Civil Service: NYS Office Building Campus, Albany, N.Y. 12239; 55th Floor, Two World Trade Center, New York, N.Y. 10047; 6th Floor, Adam Clayton Powell State Office Building, 163 West 125th Street, New York, N.Y. 10027; or Room 303, 65 Court Street, Buffalo, N.Y. 14202. Specify the examination by its number and title. Mail your completed application form to: NYS Department of Civil Service, The W. Averell Harriman NYS Office Building Campus, Albany, N.Y. 12239.

Dozens of exams to be held in May for titles in local governments

Civil service examinations covering nearly three dozen job title series for local government positions are scheduled to be conducted during May. Local government employees should contact their local civil service agency to determine if exams will be offered in their particular area.

The examinations, both open competitive and competitive promotional, are compared and rated by the State Department of Civil Service but administered by the local civil service agency, of which there are about 100 in the state. Local civil service agencies may offer some, all or none of the exams depending upon local requirements, which is why a check with the local agency is advised. In addition, depending upon local needs, exams may be either open competitive or promotional, or both, in many instances.

THE FOLLOWING EXAMS ARE SCHEDULED FOR MAY 10, 1986:

Caseworker
Highway Maintenance Supervisor (Non-Engineers)
Public Works (Non-Engineers)
Real Property Tax Service
Road Maintenance and Construction (Lead Level)
Road Maintenance and Construction (Supervisor Level)
School Lunch Director
School Lunch Manager
Stationary Engineer (High Level Supervisors)

THE FOLLOWING EXAMS ARE SCHEDULED FOR MAY 17, 1986:

Community Services Worker
Custodian, Head
Custodian, Senior
Custodian, Supervisory
Human Services Paraprofessionals Investigator (General—except Police)
Janitor, Head
Janitor, Senior
Mental Health Aide
Probation Assistant
Probation Officer
Probation Officer Trainee
Secretaries (Lower Level)
Stenographer, Senior
Support Collector
Support Investigator
Tenant Relations Assistant
Typist, Senior
Welfare Resources and Assets Analyst Positions

THE FOLLOWING EXAMS ARE SCHEDULED FOR MAY 31, 1986:

Audio Visual Production Series
Data Entry (Clerical)
Data Entry (Supervisory)
Data Processing Positions (Entry)
Sanitary Design and Construction Engineer and Inspector
Staff Development and Training (All Titles)
Stationary Engineer (Low Level)
Telecommunications Analyst
Telecommunications Coordinator



Preparing to get ahead good IDEA

INSTITUTE FOR DEVELOPMENT, EDUCATION AND ADVANCEMENT (IDEA) — A program for state employees in the Administrative, Institutional and Operational Services Units represented by CSEA

IF YOUR NEW YEAR'S RESOLUTIONS INCLUDED: Preparing for college-level courses; preparing for Civil Service tests; or preparing for the GED, then here's one IDEA that can help your resolution come true.

IDEA teaches reading for:

* College success, which requires reading comprehension skills at grade level 12 (The New York Times is written at 8th grade level)

* Civil Service tests, including understanding and interpreting written material

* GED success, which requires reading at grade level 10.5

IDEA teaches English for:

* College preparation—what you need to know before taking college-level courses in English composition

* Civil Service tests—grammar and usage, capitalization and punctuation, spelling, preparation of written material

* GED success, which requires skills in diction and style, logic and organization, and sentence structure

IDEA teaches mathematics for:

* College preparation—fractions, decimals, percents, algebra and geometry

* Civil Service tests — arithmetic computation, arithmetic reasoning, understanding and interpreting tabular material, algebra

* GED success, which requires concepts and problem solving skills at grade level 10.5

A HOME STUDY COURSE IS OFFERED TO EMPLOYEES WHO CAN'T ATTEND CLASSROOM PROGRAMS. AN 800 TELEPHONE NUMBER ENABLES STUDENTS TO USE THE PROGRAM'S TELE-TUTORING SERVICE.

IDEA CLASSROOM PROGRAMS ARE BEING OFFERED AT:

* The Long Island Developmental Center and Pilgrim Psychiatric Center in Region I;

* Two-World Trade Center, New York State Psychiatric Institute, State Insurance Fund, Manhattan Psychiatric Center, Kingsboro Psychiatric Center, and Creedmoor Psychiatric Center in Region II;

* Middletown Psychiatric Center in Region III;

* Empire State Plaza, Tower Building, in Region IV;

* Willard Psychiatric Center in Region V;

* Rochester Psychiatric Center, Monroe Developmental Center and Roswell Park Memorial Institute in Region VI

FOR MORE INFORMATION, call Bob Kowner at 1-800-253-IDEA. In the Albany area, call (518) 434-0191, Ext. 228. Or send the adjacent coupon to CSEA/IDEA, 143 Washington Avenue, Albany, New York 12210



INSTITUTE for DEVELOPMENT, EDUCATION & ADVANCEMENT

Name _____ Shift _____ to _____

Work Address: _____ Home Address: _____

Work Phone () _____

Home Phone () _____

Check Interest

_____ Promotional Exam _____ High School Equivalency

_____ College Preparation _____ General Refresher

CSEA's Institute for Development, Education and Advancement (IDEA)

1-800-253-IDEA or (518) 434-0191

EAP

Programs helping people cope with their problems

EAP signings



SULLIVAN CORRECTIONAL—Employees of the newly opened Sullivan Correctional Facility wasted no time in adopting an EAP. "It's the most progressive labor/management initiative to take place in the public or private sector in 40 years," said EAP Regional Field Representative Bob Reilly. Above, Prison Superintendent Robert Kulmann signs on for the program. Seated next to him are EAP Committee co-chairwomen Judy Gerow and Toni Bossert, who represents CSEA. Standing, from left, are Jack Coleman of Council 82; Scott Carlson of PEF, co-chairman of the committee; Region III President Pat Mascioli and Director Diane Campion.



CLARKSTOWN FIRST—The town of Clarkstown is the first municipality in Rockland County—and one of the few in the state—to adopt an EAP. Town Supervisor Theodore Dusanenko said the program is "long overdue." Town employees are represented by two unions, CSEA and PBA, both of which are involved in EAP. Pictured here are Clarkstown Unit President Lee Pound, Dusanenko, and EAP Coordinator Marie Molinare.

New program to cover several agencies of Rochester state local

By Ron Wofford
CSEA Communications Associate

ROCHESTER—After a three-year struggle, an agreement has been reached to establish a multi-agency Employee Assistance Program for members of Rochester State Employees Local 012 and other state employees here.

The new program will have the potential of serving more than 1,000 employees and their families, according to Dawn Lyman, Local 012 president. Lyman was instrumental in the effort to reach agreement among the many agencies on the confidential counseling and referral program.

"I think the cooperation we established in the planning of the program will be immensely helpful to the success of our EAP set-up. We'll be using something of a barter system with various agencies providing needed personnel on a part-time or as-needed basis," she explained.

Employees of the following state agencies will be covered by the agreement which will be formally signed on Jan 21: Division of Human Rights, Department of Motor Vehicles, Department of Social Services, Insurance Fund, Department of Taxation and Finance, Department of OVR, Banking Department, Races and Wagering Board, Bureau of Agriculture and Markets, Rochester Correctional Facility, and Workers Compensation Board.

Also: Department of Substance Abuse Services, Attorney General's Office of Medicaid Fraud Control, Traffic Violations Bureau, and Department of Labor employment and unemployment insurance offices.

About 300 Department of Environmental Conservation employees, members of a separate local, will also be covered by the agreement at their request, Lyman said.

Two coordinators, Gail Calderon of the Department of Labor and Norman Tipton of the Division of Occupational and Vocational Rehabilitation, have already begun training and are taking calls at the new EAP office.

The office telephone number is (716) 442-8835. Lyman pointed out that the office is at a neutral agency that is not associated with the 15 or more state agencies that comprise Local 012 worksites.

CSEA will be represented on the EAP Committee by Lyman; Rebecca Council, Corrections; Sue Vallee, Workers Compensation; Mike Boruncurso, State Insurance Fund; and Sam Bickel, DMV.

"Posters and fliers are going out now to the various agencies," said Lyman. "By the time of our formal signing, we hope all our members will be aware of the tremendous amount of help they will have available to them."



SECOND AT LETCHWORTH—A former therapy aide and rehabilitation specialist, Ann Shannon was recently appointed to serve as a second coordinator for the EAP at Letchworth Village Developmental Center. She will assist Coordinator Patricia Putnam in developing workshops for the center's 3,500 employees. On hand recently to congratulate Shannon, front row, left, were: (first row) Al Robidoux, director of Letchworth; Patricia Putnam, EAP coordinator; Jim Rielly, regional rep for EAP; and Sal Greco, EAP Committee chairman; (second row) Anita Festa, Food Services director; Dorothy Butler, EAP Committee secretary; PEF Council Leader Gail Soro; EAP Committee member Jean Stein of PEF; (third row) Letchworth Personnel Director Joseph Angenoli; Lawrence Buckley, EAP Committee member; PEF Vice President Ron Roberts; Local 412 President Bob Watkins; and Letchworth chaplain, Rev. Thomas Gallagher.

Ohio, big AFSCME win...

The final round of union organizing elections for Ohio state government employees ended just before the holidays as 14,000 administrative professionals and clerical support staff voted to be represented by AFSCME.

More than 42,000 employees voted overall in the elections, the first of their kind under legislation signed into law in April 1984 which gave Ohio's 250,000 public employees collective bargaining rights.

AFSCME, with 1.1 million members nationwide, walked away from the expensive and lengthy Ohio contests with 35,000 new members in state service, and in doing so pushed back attempts by a number of private sector unions to take advantage of the growth in public sector union strength at a time when their membership rolls are sagging.

The recent elections, which made AFSCME the largest AFL-CIO union in Ohio, were heavily impacted by CSEA activists who helped organize the state workers into the ranks of the federation. Among those who worked to organize clerical and administrative employees were

William Burdick, Delores Farrell, Doris Bourdon, Bruce Larson, and Sarah Jackson. (See story below.)

The Ohio state employee elections have been closely watched in labor circles because they highlight several things about where successful unions are headed today: which groups they will target for organizing; how they have adapted old techniques of organizing to modern times and adopted new communications techniques that rival the most sophisticated corporate communications; how they have taken all the tools of modern political campaigning—from polling and paid electronic advertising to phone banks and targeted direct mail—and applied them to the task of organizing union members when union membership in general is in decline.

AFSCME's recent win in Ohio gained nearly 11,000 members in a state administrative support unit and 3,300 administrative professionals. More than 25,000 new members were gained in other new state units. (See box.)

Two unions contested with AFSCME for these units. The Communications Workers of America, which originally was on the ballot in six elections, emerged with no new members. In addition, a widely publicized Teamsters effort defaulted when that group withdrew from most contests just prior to elections.

AFSCME International President Gerald W. McEntee attributed much of the union's success to innovative organizing techniques combined with a state-of-the-art communications program.

Along with traditional organizing methods like worksite distribution of literature, employee meetings, and mailings, AFSCME used union organizing devices in its \$6 million campaign, he said.

McEntee added that "the use of emerging workplace issues like pay equity for working women, career development for professionals, a program to combat stress and burnout among mental health workers, and understaffing in the state's prisons were important factors in the union's campaign."

Here are the election results in units won by AFSCME:

UNIT DESCRIPTION	NO. OF EMPLOYEES
Corrections Officers	3,464
Human Services-Paraprofessionals	5,732
Food Service, Custodial and Laundry	1,768
Maintenance and Trades	5,386
Enforcement, Regulatory and Technical	3,119
Administrative Support	10,785
Administrative Professionals	3,271

...that got a little CSEA help

By Anita Manley
CSEA Communications Associate

THIELLS—When AFSCME put out the call for union activists to help organize 14,000 Ohio state employees, CSEA's President William McGowan called on Sarah Jackson to be among 15 activists who flew out to meet with public employees in the Buckeye State.

"I've taken a number of different labor courses, but in my wildest dreams I never thought I would be asked to be an organizer," said Jackson. I never thought anyone would value my contribution that much."

The only member from Region III to be asked to go to Ohio, Jackson, secretary of Letchworth Developmental Center Local 412, was flown out there in November. Following an orientation session with other activists, she was assigned to attend meetings, luncheons and dinners with the prospective members.

"I felt like I was out to sell the goods of the union," she remarked. "They had a valuable tool they were trying to push and I was the one who was there to deliver it for them."

Jackson says that one of the best selling points of unionization was the salary and benefit package enjoyed by New York state employees who are AFSCME/CSEA members. "They were fascinated by our benefits and salary structure," she said. "I told them that if they joined the union, they

would eventually have a pay grade system and benefits like ours."

The Ohio workers were also impressed with the job security clauses and disciplinary procedures spelled out in the contract.

As a result of her experience in Ohio, Jackson says she definitely wants to "become more involved with people, selling ideas and thoughts.

"If I have such a gift, then dealing with people is what I want to do," said Jackson. "So often, people don't have the ability to stand up for what they believe in. Those of us who can should be out there doing just that."

In Ohio, says Jackson, "I knew what I was faced with, I knew I had to gain the people's confidence."

Jackson's role as an organizer and a union activist in Ohio is just an example of another facet of this multi-talented lady. A CSEA member for the past five years, Jackson served on the statewide negotiating committee in 1985, is chairwoman of the Human Relations Committee at Letchworth and holds the position of the facility's affirmative action assistant.

She is also chairwoman of the Black Democratic Committee of Ramapo (in Rockland County) and serves on the NAACP State Conference. Last spring, when she stepped down as chairwoman of the Board of Directors of the Rockland County Community Action Council, Jackson was honored by county and state officials at a dinner where she received no less than 20 awards for her work.



↳ Selling the goods of the union. ↴

Sarah Jackson, CSEA activist