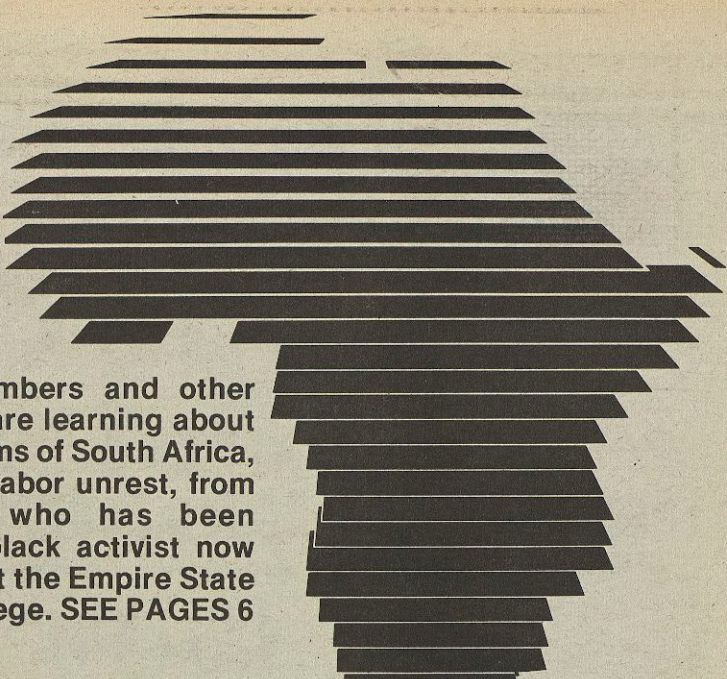


# FROM OHIO TO AFRICA CSEA IS INVOLVED



CSEA volunteer activists have been working for weeks to help AFSCME organize Ohio state employees. Thus far, 38,000 have said 'yes' in union representation elections. For a report on their organizing campaign in the Buckeye state, SEE PAGE 20.

CSEA members and other unionists are learning about the problems of South Africa, including labor unrest, from someone who has been there—a black activist now teaching at the Empire State Labor College. SEE PAGES 6 and 7.

## THE Public SECTOR

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

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Vol. 8, No. 24  
Monday, December 2, 1985



### Fuse is lit on an explosive issue

# Parking in Albany: The daily adventure grows more exciting

**CSEA MEMBERS:** Send your comment, suggestions, ideas, etc. concerning parking and parking problems, especially in the downtown Albany area, to:  
**CSEA PARKING COMMITTEE**  
Attn: John Naughter  
CSEA Headquarters  
143 Washington Avenue  
Albany, New York 12210

**By Dan Campbell**  
**CSEA Communications Associate**  
ALBANY—Parking! It's a term and condition of employment, and it's a constant issue for CSEA locals who have it and for those locals who do not.  
And in downtown Albany, parking is about to become an explosive issue between the city of Albany, the state of New York and the Capital Region of CSEA.  
Every workday morning, thousands of cars transporting tens of thousands of public and private sector workers spill off the

arterials which surround this capital city. And for years, ever since the opening of the gigantic Empire State Plaza in downtown Albany, many state employees without reserved or permit parking have been arriving up to two hours before the beginning of their normal workday to grab one of a minimal number of parking spaces. Other drivers often end up parking in spots with a 90-minute time limit and are forced to jockey their cars throughout the day.  
As serious as the parking problem is, it  
*(Continued on Page 4)*

## Insurance option period extended

The 1985 Health Insurance Option Transfer Period has been extended to Jan. 31, 1986 in response to a request by CSEA for an extension. CSEA made the request after numerous state agencies and facilities were unable to schedule insurance informational sessions for employees due to a failure to receive or distribute health insurance booklets and related literature in a timely manner.  
The effective date for all option changes requested through Dec. 31, 1985 continues to be Jan. 1, 1986. The effective dates of option transfers requested on or after Jan. 1, 1986 will be:  
For State Employees on Bi-weekly Payrolls: the first day of the pay period following the date of the option request;  
For Participating Agencies and Participating State Employees (State Monthly Employers):

Feb. 1, 1986.  
Employees that are currently enrolled in either the GHI or Statewide Options will automatically be covered by The Empire Plan unless they select a Health Maintenance Organization (HMO) that services the area in which they reside.  
And as of Nov. 26, Metropolitan reported it has signed up several thousands more participating providers than required for the new Empire Plan. Metropolitan reported 17,988 Empire Plan participating providers signed thus far, well above the required 13,600.  
State agencies should direct questions on the option transfer to their employee insurance processor. Participating agencies should call The Civil Service Insurance Processing Unit at (518) 457-5766 or (518) 457-5847.

## Agreement

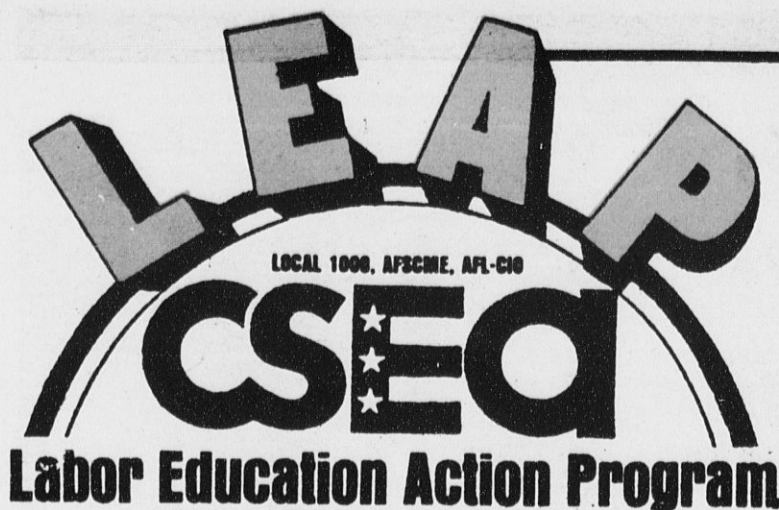
BETWEEN  
**THE STATE OF NEW YORK**  
AND  
**THE CIVIL SERVICE  
EMPLOYEES ASSOCIATION, INC.**

## Administrative Services Unit

1985-88

Copies of the Administrative Services Unit agreements will be in the mail next week, completing the mailing of CSEA-State contracts to individual employees in the three state bargaining units. ASU contracts were mailed Third Class and should be received within two weeks.





## Two Albany CSEA locals to test a college study skills seminar

CSEA's Labor Education Action Program (LEAP) is launching a pilot project designed to strengthen skills necessary for college-level studies. Funded under Article 14 of the CSEA-State contracts, the pilot "College Study Skills Seminar" will be launched in the Albany area for members of NYS Higher Education Services Corporation CSEA Local 667 and Department of Labor CSEA Local 670 who have expressed interest in the seminar. LEAP expects to offer the seminar statewide to other members of the ASU, OSU and ISU bargaining units following completion and evaluation of the pilot phase.

### COLLEGE STUDY SKILLS SEMINAR a pilot project for members of CSEA Local 667 and Local 670

**DESCRIPTION:** The "College Study Skills Seminar" is available as a pilot project only to members of NYS Higher Education Services Corporation Local 667 and Department of Labor Local 670. The seminar will be five weeks in length and is designed to help students strengthen their study and other skills necessary for college-level work.

**DATES:** Tuesdays, January 14—February 11, 1986

**TIME:** 5:30—8:30 p.m.

**PLACE:** Department of Labor, Building #12, State Office Campus, Albany.

"Having recently completed a degree program after several years away from the classroom, I know from personal experience how difficult it can be to revive effective study habits and feel comfortable in a classroom atmosphere. I wish this type of course had been available before I began my own degree studies. It would have been invaluable."

—Patrick Hale Jr.  
President, CSEA Local 667

"This seminar should prove very worthwhile. In addition to improving study skills to make continuing education more effective and beneficial, subjects such as time management and improving reading skills can be applied to an individual's work and personal life as well. I strongly urge Local 670 members who expect to continue their education to take advantage of this opportunity."

—Jeanne Lyons  
President, CSEA Local 670



**SEMINAR TOPICS:** Week 1 — Time Management  
Week 2 — Reading Skills  
Week 3 — Note Taking  
Week 4 — How to Write a Paper  
Week 5 — Test Taking in College

**DEADLINE FOR APPLYING:** December 30, 1985

**WHO CAN APPLY:** Members of the Operational, Administrative and Institutional Bargaining Units of CSEA Locals 667 and 670 who work half time or more and who have not taken this course previously.

**HOW TO APPLY:** 1) Obtain a LEAP College Studies Skills Application Form from your personnel or training office at your agency, or from your CSEA Local president.  
2) Fill out the application form completely and accurately and mail to LEAP before December 30, 1985.

**OTHER INFORMATION:** 1) Students will be accepted on a first come, first served basis.  
2) Attendance at all sessions is required.  
3) Students will be notified by mail regarding the specific course location at the Department of Labor.

**DEADLINE FOR APPLYING IS DECEMBER 30, 1985**  
**FOR MORE INFORMATION, CALL: LEAP (518) 434-0191 Ext. 228**



## CSEA Staff changes

# Hanna, former field rep, named Region I director

Credits include degrees from LeMoyne, Albany Law

ALBANY—Capital Region Field Representative Ross Hanna has been promoted to the position of Long Island Region I director.

Hanna is a graduate of LeMoyne College with a bachelor of science degree in industrial relations. He is also a graduate of Albany Law School and a member of the New York State Bar.

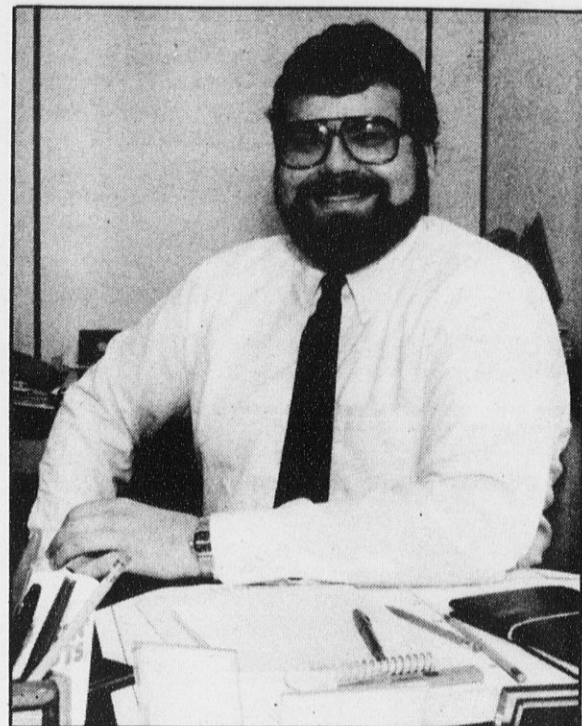
"I look forward to the challenge of serving the members in the Long Island Region," Hanna said.

Hanna's career with CSEA officially began in March of 1980 when he was hired as a field service assistant in Rockland and Putnam counties in CSEA's Southern Region. But Hanna's

involvement with the union goes back to 1977 when he was employed as a law clerk with Roemer and Featherstonhaugh while he studied at Albany Law School.

Before serving in the Capital Region, Hanna also was a field representative in Ulster and Sullivan counties.

"I look at this promotion as being an opportunity to serve the collective bargaining needs of CSEA members in the Long Island Region by bringing to them my personal desire to serve their needs in both a professional and personal manner," Hanna said.



ROSS HANNA

## 2 new directors in Communications



AARON SHEPARD

### Shepard takes top as Hornak steps into number 2 position

CSEA has a new director of Communications. Aaron Shepard, a 25-year veteran newsman, was recently appointed to the position by statewide President William L. McGowan.

A graduate of Boston University, Shepard says his goal is to "use the department in a creative way in maintaining effective internal communications with our members and external communications with the press and the public."

His credits include experience in the Albany area as a reporter/producer with WTEN-TV and as news director of WROW AM/FM. He succeeds Michael P. Moran.

In another staff change, Stanley P. Hornak recently succeeded Melinda Carr as assistant director of Communications.

Hornak joined CSEA in 1980 as a communications associate and was first assigned to the Southern Region before transferring to Albany Headquarters. A Marist College graduate, he was formerly public relations officer with the City of Poughkeepsie and a member of Dutchess County CSEA Local 814.



STANLEY HORNAK

### Co. board votes down resolution to prepare for sale

## Appears Montgomery Co. Infirmary won't be sold

AMSTERDAM—With the growth of union and public opposition to the concept of selling the Montgomery County Infirmary or contracting out its 182 employees, the majority of the county board of supervisors voted to defeat a resolution that would have directed the Infirmary Committee to prepare conditions for the sale of the financially-troubled facility.

The resolution was defeated by a 967-555 weighted vote margin. "We're not going to drop our guard in this situation," Local President William Zippiere said. "We're going to do everything possible to defend our members from any type of sudden surprise change in the attitude of the board."

CSEA's Capital Region plans on monitoring the situation while reviewing in detail the economic situation of the facility and possible suggestions which might help resolve the situation.

"The Capital Region has been quite successful in situations where management was wise enough to listen to the suggestions of the people who do the work and deliver the service to the general public," CSEA Capital Region Director John D. Corcoran said. "Let us hope that the Montgomery County Board of Supervisors is made up of wise individuals."



# Public SECTOR

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ROGER A. COLE — Editor  
BRIAN K. BAKER — Associate Editor

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## Mixing public employees and private contractors dangerous to your health

POUGHKEEPSIE—"When in doubt, don't back up" advises a safety bulletin issued Nov. 12, 1982 by the state Department of Transportation. The bulletin regularly makes common sense but sometimes overlooked recommendations for maintaining safety in what can be a dangerous job.

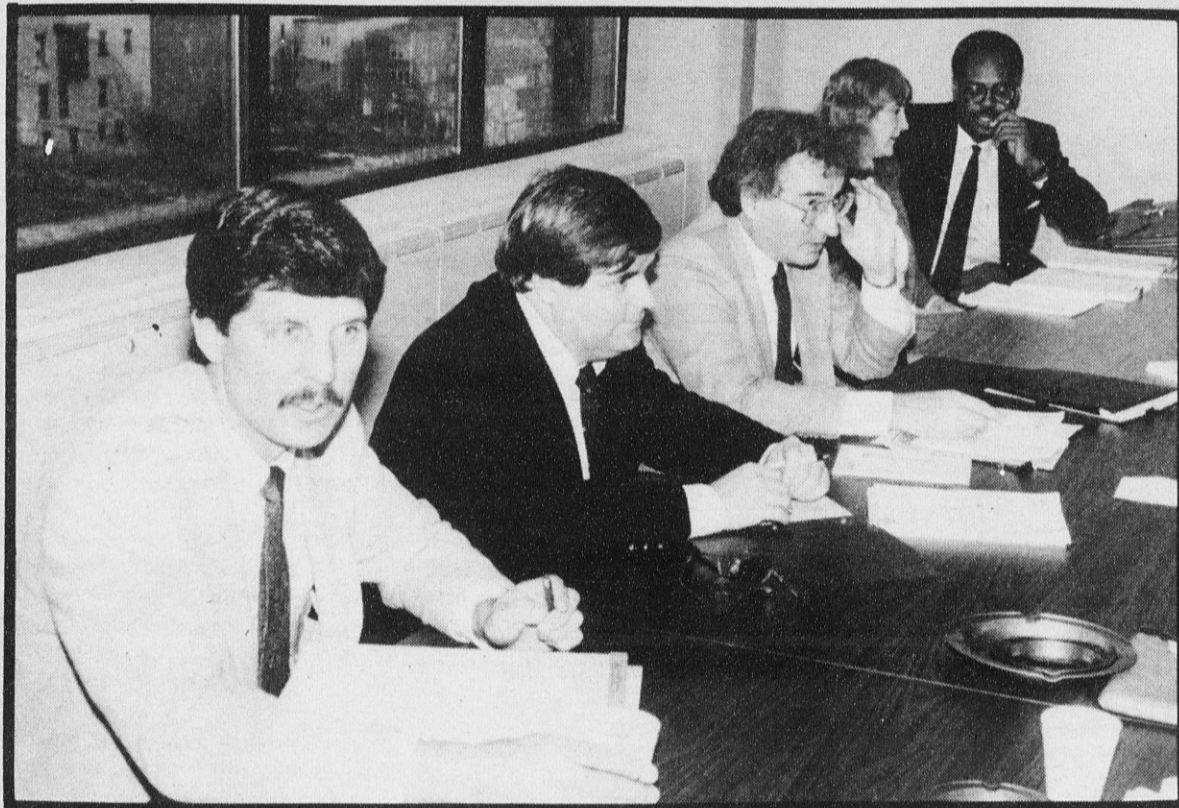
Were these recommendations followed when a street sweeper operated by a private contractor ran over a DOT worker on Oct. 16? Could the accident have been prevented if the sweeper was driven by a state worker? Did contracting-out cost the life of Francis O'Neill?

O'Neill is not alive today to help find the answers. And, the results of the investigation into the 30-year-old worker's death are not all in yet. But DOT Local 507 President Jack

Cassidy contends that contracting-out is costing more than taxpayers' money. "It's costing lives."

O'Neill, who was standing behind the contractor's sweeper, was crushed to death when the operator backed up the vehicle on a ramp adjacent to busy Route 9 in Poughkeepsie. No one, including the driver, was even aware that O'Neill was under the wheels of the truck until a horrified passerby stopped and alerted one of the flaggers. (The same motorist administered CPR to O'Neill who was transported to a local hospital where he was pronounced dead at 3:18 p.m.)

"Our employees are extremely safety conscious," Cassidy emphasized. "You can't mix state workers and private contractors."



VDT MEETING—Pictured above at VDT advisory committee meeting are, left, CSEA Health and Safety Director Jim Corcoran and state representatives. Also at the meeting were a group of CSEA representatives including: Debora Lang, Sue Waltz, and Carmen Bagnoli

## CSEA, state aim to produce a policy on safe operation of VDTs by 1986

ALBANY—The joint CSEA/state VDT advisory committee recently met at CSEA Headquarters here in a step towards coming up with a set of policy recommendations for safe operation of video display terminals.

The committee planned to have its suggestions ready by October 1, but fell behind in its schedule because of some unanticipated obstacles including "overly ambitious goals at the bargaining table," said CSEA Health and Safety Director Jim Corcoran. The committee was set up in the last round of negotiations with the state.

Now the group's revised timetable calls for a policy statement by late spring. And instead of April 1, 1986, the time set for having a policy in place has been pushed back to late fall.

At the recent introductory meeting, the advisory panel began the selection process for a professional consultant to review VDT practices and safety. The committee will make a decision on that position by mid-December.

Corcoran noted that the committee hopes to make some interim recommendations for VDT use "to make the situation for operators a little better."

"Until we get a regular state policy, there are some inexpensive, simple improvements that can be made in terms of layout and lighting. We want to see some of these things done," said Corcoran.

## The parking mess

(Continued from Page 1)

may soon become moreso. The inner center of the city surrounding the Empire State Plaza and Capitol building may soon be restricted to parking for city residents only!

"It's the responsibility of the state to insure reasonable access to and from the employees' worksites," points out CSEA Capital Region President C. Allen Mead. He said the state should have addressed the severity of public employee parking problems when the Plaza was being built 20 years ago. "Now the city administration is attempting to institute resident parking permits, which would force the day workers from on street parking near their worksites. It is very important for the state to move to resolve this situation quickly."

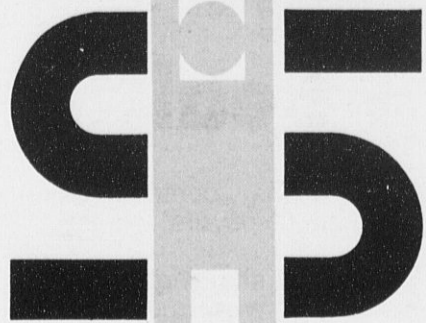
CSEA President William L. McGowan, to help address this growing problem, recently named Region IV Uptown Committee chairwoman Ellen Fontanelli, Downtown Committee chairwoman Georgianna Natale, and Audit and Control member Timothy McGan to a special parking committee, assisted by CSEA Collective Bargaining Specialist John Naughter.

"We will be reviewing possible parking alternatives in the city, particularly the downtown area, and obtaining information on how other cities have handled any similar situations," according to Naughter. He said CSEA's parking committee is scheduled to have its initial meeting with the Governor's Office of Employee Relations in mid-December. Between now and then, the committee will seek input from various sources, especially from CSEA members in the downtown area.

## Longevity pay on the way

Just in time for the holidays, CSEA-represented state employees in the Administrative, Institutional and Operational Services Units who have been at the job rate for five or more years will receive \$750 longevity payments the week of Dec. 9. The longevity payments were negotiated as terms of the CSEA-State contracts.





# A taxing problem for public employees

*The squeeze is on benefits*



**R**emember Ronald Reagan's campaign promise not to increase your taxes? Well, don't believe it!

What President Reagan's got in store for most American workers is a new tax levy which will tax you on the value of life support employee benefits: health insurance, unemployment compensation, worker's compensation, black lung coverage, and employer-provided death benefits.

This new tax is contained in the second version of President Reagan's proposal to rewrite the U.S. tax code. In the so-called "Treasury I" proposal, a tax would have been levied on the premium payments by employers in excess of \$70 per month for a single person (\$840 per year) and \$175 per month for a family (\$2,000 per year).

The following outlines how this new tax on benefits would rob your pocketbook:

**Health Care** — The new proposal would require an employee to add to his or her gross income up to \$10 per month (\$120 per year) for individual coverage and in the case of the employee with an insurance policy that includes a spouse or a dependent, \$25 per month (\$300 per year). This amount would be added to your gross income thus increasing your tax liability. This tax alone would cost workers \$15 billion by 1990.

**Unemployment Insurance** — These benefits provide essential income to jobless workers. Above certain thresholds, such benefits are already taxed, adding to the hardship of being unemployed by diminishing the program's intended use as an economic stabilizer.

**Worker's Compensation** — These benefits are already inadequate to meet the needs of disabled workers and their families. Taxing them would widen the gap between benefits and the income level required to maintain decent living standards while a worker is jobless because of a job related injury. When combined, jobless and injured workers would pay \$4.8 billion yearly in higher taxes by 1990.

**Black Lung Benefits** — The tax code now provides that black lung benefits, which are presently inadequate to sustain disabled miners, are not taxable. However, under the Administration's tax proposals the total amount of black lung benefits would be taxed.

**Employer-provided Death Benefits** — Presently the tax code provides that employer death benefits up to the maximum amount of \$5,000 is excluded from taxation. Under the President's proposal this amount would be repealed and you would be taxed for the entire amount.

## House bill encouraging

WASHINGTON — The House Ways and Means Committee last week approved its own version of a tax reform bill that differs in many respects from a plan preferred by President Reagan in his tax overhaul plan.

In addition to cutting individual taxes while putting a greater responsibility on businesses, the committee proposal would keep most worker fringe benefits tax-free, whereas President Reagan has proposed taxing many such benefits. The committee version also would retain the federal deduction for state and local taxes paid, a consideration very important to New York state taxpayers.

The committee will take a formal vote next week on the proposed bill passed last week by a voice vote, and if approved then it will be sent

to the House of Representatives for consideration.

Questions remain as to whether the committee version can pass in the House, and it certainly faces a tough test if it gets to the Republican-controlled Senate, where many experts expect Reagan will seek to incorporate changes more to his liking.

Organized labor has been working vigorously for months in an effort to convince Congress to not tax worker benefits and to continue to allow deductions for state and local taxes under any tax reform bill. Here in New York state, CSEA and AFSCME have been leading union campaigns to retain the tax deduction, while joining with the national campaign by the AFL-CIO to prevent levying of taxes on worker benefits.

## What you can do

The Reagan proposal to tax your employee benefits currently is being considered by Congress. Urge your Senators and Representatives to oppose any new taxes on employer-paid life support benefits by mailing them copies of the letter at right. Address: The Honorable \_\_\_\_\_, U.S. House of Representatives, Washington, D.C. 20515; The Honorable \_\_\_\_\_, U.S. Senate, Washington, D.C. 20510.

For information on the status of legislation contact: Bob McGlotten, AFL-CIO Department of Legislation, 202/637-5090.

### DON'T TAX OR REDUCE MY EMPLOYEE BENEFITS

Dear \_\_\_\_\_:

I am opposed to any legislation which will tax my hard-earned employee benefits and reduce my coverage. Protections like health, doctor and hospital care, life insurance, educational assistance, child care, etc., are my life support benefits. Taxing them reduces my take-home pay and could cut benefits for myself and my family.

I am for tax fairness but let's first recover the huge tax cuts given to wealthy individuals and large corporations.

I'd like to know how you stand on this issue. Please let me know.

Sincerely,

\_\_\_\_\_

\_\_\_\_\_

(Please Print)



# SOUTH AFRICA as seen through the eyes of a black unionist

By Steve Madarasz

CSEA Communications Associate

NEW YORK CITY—If there's a sense of urgency when Dennis Mumble talks about the South African labor movement, it's understandable. The professor of labor studies at Empire State Labor College here had to flee for his life from that country because of his union activities.

Empire State Labor College was founded in 1971 with encouragement from the AFL-CIO. It is designed specifically to meet the needs of working people and is part of the Empire State College system. Many CSEA members are among the more than 2,000 unionists who are on their way toward earning an associate degree through the Empire State Labor College, located at 330 W. 42nd Street, New York City 10036.

For the past six and one-half years, Mumble has taught at the Labor College and now he is using his experience to offer perspective on the growing turmoil in South Africa. He is currently teaching a special seminar on the history of South African labor, the first time a course of this type has been offered.

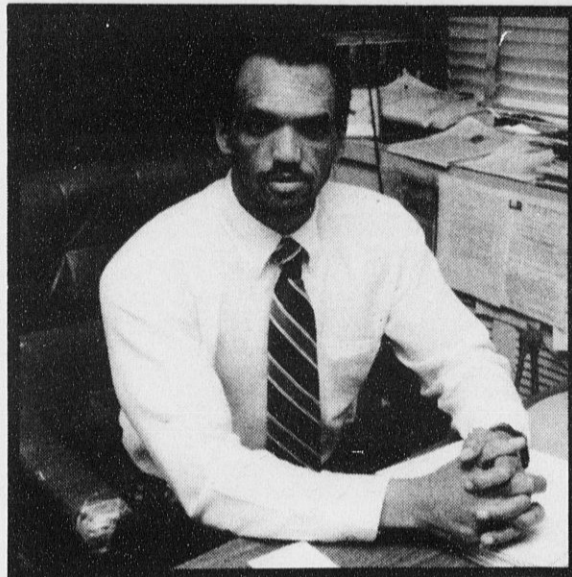
"I do a lot of traveling around this country, speaking about South Africa, and it made me realize the need for this type of education," says Mumble. "Most people who are concerned about this issue have good intentions, but few really know the history behind the struggles. So they aren't able to adequately debate the subject."

Mumble adds that the South African government has been successful in selling its view to the outside world without appropriate counter-arguments from the other side. He also believes that it is too simplistic to view the South African problems only in terms of racism.

"It's really a class struggle. South Africa is a strongly industrialized nation with a very high standard of living for those in the privileged classes. But there's also an extremely low standard of living for everyone else. South Africa has the potential for being one of the world's strongest economies but it doesn't meet its promise because so few share in the opportunity."

American workers may take their union rights for granted. But in South Africa, workers must attempt to organize against intense pressure and total exploitation, which becomes part of the struggle for survival.

Unionism has helped some workers improve



**LIVING PROOF OF SOUTH AFRICAN OPPRESSION — Empire State Labor College Professor Dennis Mumble . . . his course of South African Labor history is drawn in part from personal experience. Mumble fled for his life after a South African security death squad put him on a hit list because of his union activities. He says unions play a critical role in the struggle for survival in South Africa and believes that American workers need to learn more about the South African Labor movement to understand how events there affect them.**

their lot, but it has not been easy, noted Mumble. Although there is a long history of organized labor in South Africa, Black trade unions were outlawed in the 1950's and all-white unions were co-opted by the government long ago as a means of perpetuating the system of racial separation known as Apartheid.

In 1979, Black trade unions were granted limited organizing rights, but even before that many unions disregarded the laws and some progress was made. For instance, Mumble says that in the late 1960's and early 1970's his own union, the National Auto and Rubber Workers, worked hard on establishing an internal structure that gave them the strength to approach Ford Motor Company about improving working conditions. The result: Ford workers became the highest paid semi-skilled workers in the country.

Still, even today only about 10 percent of the nation's black workforce is unionized. Mumble points out that there are several reasons for that. "Mainly, people don't know enough about

CSEA delegates attending the union's 75th annual delegates meeting recently in New York City took a strong stand on the question of South African divestment as a means of ending Apartheid.

Delegates voted "that CSEA, Local 1000, AFSCME, AFL-CIO, calls upon the Govern-

nor, the Legislature and, in particular, the Comptroller of the State of New York to move immediately to divest the State and all of its public pension funds of investments in any companies which currently do business with the racist government of South Africa..."

unionism and the gains it can achieve for them. There aren't enough organizers to meet the need, and the government intervenes to repress those who do try."

Mumble himself was subject to growing harassment from the government as he rose through the union ranks. After returning to South Africa from a trip to the United States in 1978, he was arrested and held in solitary confinement for a month without being charged with any crime.

When he was released, he said he was warned that the next time the government came for him, he would not leave detention alive. Within nine days of his release, he heard they were coming back for him, and so he left everything behind to escape certain death.

"They threatened me and I knew they would follow through. But I had to do what I believed was right. I was not going to stop my union and religious activism. Maybe you call it courage when you're on the outside, but when you're in the situation, it's necessity."

While unions are forbidden from direct participation in South African politics, they are central to efforts for reform. Because of their structure, they have bred many leaders involved in the social changes, and have taken supporting action such as education and consumer boycotts.

They have not, however, provoked violence. "Unions are not condemning the unrest, but they are also not orchestrating it," claims Mumble. "In most cases the police initiate the violence and use it as an excuse to continue their brutal treatment."

South African unions have made attempts to build bridges to American labor to gain support and present a truer picture of what is happening to South African workers, Mumble says. Aside from expressing solidarity with labor brothers and sisters, Mumble indicates that it is critical for American labor to understand that events in South Africa do have a direct impact.

For if there is cheap labor to be exploited elsewhere in the world, it will ultimately undercut working people here.







# \$7,600!

PEEKSKILL-A retired Peekskill Housing Authority employee has received back pay plus interest totaling \$7,600 after CSEA went to bat for him when the Authority denied him payment for sick leave he had accumulated.

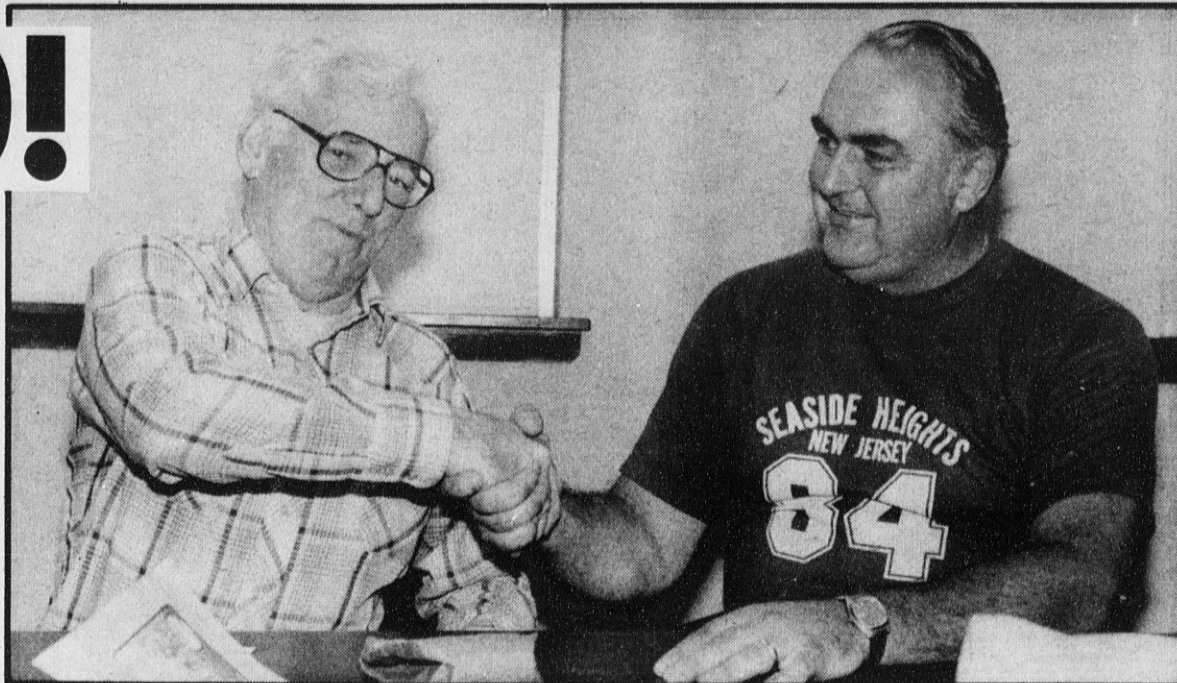
Bill Boyles, who had worked for the Authority 22 and on-half years when he retired, claimed he had at least 280 days of accumulated sick leave on the books and was entitled to payment for 90 of those days as called for in the union contract.

But, says Boyles, "a lack of accurate records" by the Authority was one reason he did not receive the sick leave pay when he retired.

"They told him he wasn't entitled because he quit. But, he didn't quit," said Unit President Bob Blaich, "He retired."

"And when we asked to see records, we were told they couldn't find them," said Boyles.

Luckily, perseverance by the union and CSEA Attorney Arthur Grae paid off, and after two years, Boyles received back pay of \$6,200 plus 9.5 percent interest, a total of



**BILL BOYLES, left, a retired maintenance worker with the Peekskill Housing Authority, is congratulated by Unit President Bob Blaich following a decision by an arbitrator who ordered the city to pay Boyles for 90 days of accumulated sick leave.**

\$7,600.

Blaich pointed out that members should be aware of their rights. "If they tried to do it to

Bill, they'll do it to everyone," said Blaich. "We have to protect our members to see that they receive everything they're entitled to."

## Eight out-of-title grievances won; 200 more are filed

By Sheryl Carlin

CSEA Communications Associate

LONG ISLAND-CSEA has won out-of-title grievances on behalf of eight members employed at two area psychiatric centers, and those victories have led to the filing of nearly 200 additional grievances for other workers at the two facilities.

Eight mental health therapy aides or licensed practical nurses working in either Kings Park Psychiatric Center or Central Islip Psychiatric Center have been granted out-of-title pay for the time they had worked as ward charges.

According to Tony Bentivegna, president of Local 411 at Kings Park, technically the rulings applied only to the employees who

grieved. "We informed our members that they would have to file individual grievances in order to enforce their rights," Bentivegna said.

And the members listened. To date, Kings Park Local 411 has filed 150 grievances relating to this out-of-title dispute. Al Henneborn, president of Local 404 at Central Islip, said that his local has filed approximately 35.

Kings Park PC Executive Vice President Joe Sheridan explained "we want other employees to get on the bandwagon with this. If they've worked as ward charges in their area, then they should surely get paid for it."

CSEA had secured a memorandum from the governor's office two years ago which direct-

ed OMH facilities not to assign grade 9 personnel to ward charge duties. CSEA officials said the local facilities disregarded the directive because they did not have the funds needed to promote employees to the Grade 11 ward charge positions.

"If the administration refuses to get more Grade 11 items, our Grade 9s will continue to be assigned to do this work. We want to see them paid for it," said Central Islip Local Treasurer Barbara Allen.

Awarded out-of-title pay were Josephine Staron, Joan Bloodgood, Lorraine Sousa, and Eileen Tobin from Central Islip; and Kathleen Baker from Kings Park.

## CSEA wins \$3,000 settlement for Mamaroneck custodian

By Anita Manley

CSEA Communications Associate

MAMARONECK — A \$3,000 settlement has

been paid to a Mamaroneck School District employee as a result of a recent grievance filed on the worker's behalf by CSEA.



**MAMARONECK SCHOOL DISTRICT Unit President Paul Fortuna, right congratulates Custodian James Capparelli, who recently was awarded \$3,000 following the winning of a grievance which was filed on his behalf by CSEA. To their left is Region III Field Representative Dolores Tocci.**

According to Region III Field Representative Dolores Tocci, James W. Capparelli was hired as a night custodian in 1968. After a few years on the job, Capparelli was granted a \$1,000 stipend for supervising the night crew.

Later, school district officials transferred him to the day shift.

Tocci argued that the change in work hours would reduce his pay and emphasized that the contract provides that if an employee's job classification changes, his current earnings can not be decreased.

"Mr. Capparelli lost part of his income when he was removed as a night supervisor," she pointed out.

"I want to thank Ms. Tocci and (Unit President) Paul Fortuna for helping me out," said Capparelli. "If it weren't for them, I would have gotten nothing. It goes to show that when we get together with our union, we can accomplish things."

Fortuna said he was pleased with the settlement and pointed out that "it proves you never give up on the first or second step. The results reflect a good relationship between the board and the union," he added.



# Dont' let disabilities stop you from REAPing your full potential

By Dan Campbell  
CSEA Communications Associate

ALBANY—Mary never applies for promotional exams anymore. "Who would be willing to give a recovering cancer patient a more responsible job," she thinks.

Bill's supervisor can't quite figure out why Bill is so slow in the morning, yet full of energy in the afternoon. Bill doesn't want him to know about his spreading arthritis.

Karen really wants to become a vocational rehabilitation counselor, but her hearing loss is increasing and soon she might be too hard of hearing to handle her Grade 5 steno job.

Mary, Bill and Karen are fictional, but they represent real state employees who have hidden disabilities which are stopping them from reaping all of the potential benefits of a successful public employee career.

But now, through the efforts of the Congress of Handicapable Employees in State Service (CHESS), in a project sponsored in part by the Civil Service Employees Association Committee on Work Environment and Productivity (CWEP), people such as Mary, Bill and Karen may be able to realize their individual potential.

The answer lies in Project REAP -Realizing Employee Achievement and Productivity.

"REAP is currently involved in a pilot project for 400 disabled Capital District state employees who could benefit from the services available from the project," according to REAP Project Director Anne Wasserstrom.

Wasserstrom, disabled herself with hearing impairments, is a shining example of how a person, if given the right opportunities, can succeed beyond their wildest dreams. "I had a supervisor in Civil Service who was constantly seeking out career advancement opportunities for all of her employees," Wasserstrom said. "I think that that's one of the reasons why I believe that one of the greatest thrills of being a supervisor must be watching an employee develop and bloom under your guidance."

The positive-thinking Wasserstrom said, "We can be a tremendous aid to the handicapped



REAP PROJECT DIRECTOR Anne Wasserstrom, right, uses a voice enhancing device to dictate correspondence with Secretary Michele Sheehan. Voice and hearing enhancing equipment is part of the special services available through REAP to help state employees overcome disabilities to achieve their real potentials.

employees in any agency in the state, anywhere in the whole Capital area. We have everybody on our side -management, supervisors, labor. Now all we need are handicapped individuals who are willing to take the initial step by applying to REAP. That's all."

The application process is completely confidential. The REAP program will be explained in detail to applicants, and the individual's agency affirmative action officer will be informed to approve the individual's participation. This will allow the employee to attend open-ended training and career counseling sessions without using personal leave credits.

"REAP and CHESS workers believe that the individual potential of a handicapped worker

cannot be determined by his or her supervisor. Only the individual worker really know his or her own limits for success. But both have to work together," Wasserstrom said.

CSEA has contributed part of the \$167,000 which funds the REAP project. CSEA's education programs, "How to Prepare for a Civil Service EXAM," and its related training booklets and audio tapes are a central part of the REAP Resource Center.

"CSEA knows that its members will benefit from all efforts which expand the ability of public employees to live up to the union's motto, 'We Serve'," said CSEA Capital Region President C. Allen Mead in expressing the union's full support of the CHESS REAP project.

## QUESTIONS AND ANSWERS ABOUT YOU AND REAP

### What is Project REAP?

Project REAP is a voluntary program designed to help improve career opportunities for disabled state employees.

### How will Project REAP benefit you?

Services provided are designed to help you achieve your career goals. Services include career counseling, training and development, a resource center, and networking, which is the process of moving up in an organization.

### How will supervisors participate?

Supervisors, important in the career development process, will be invited to attend workshops.

### What accommodations will be available?

Sign language interpreters and adaptive equipment will be available. Resource materials will be printed in braille and large print. Project REAP is located at an easily accessible site on the concourse level of the Empire State Plaza, Albany.

### When will these activities take place?

Most activities will take place during the normal workday. Networking may take place after work.

### Who is eligible to participate?

Any disabled employee who currently works for a state agency in the capital district is eligible to participate. If you are a disabled employee who is on a leave of absence from a state job or eligible for reinstatement, you are also eligible.

### How does someone enroll?

ENROLL BY CALLING PROJECT REAP AT (518) 474-8856 or TTY (518) 473-5232, or write to: PROJECT REAP, Empire State Plaza, Suite 108 — Concourse Level, Albany, N.Y. 12242. Enrollment is limited; only 400 disabled employees can participate.

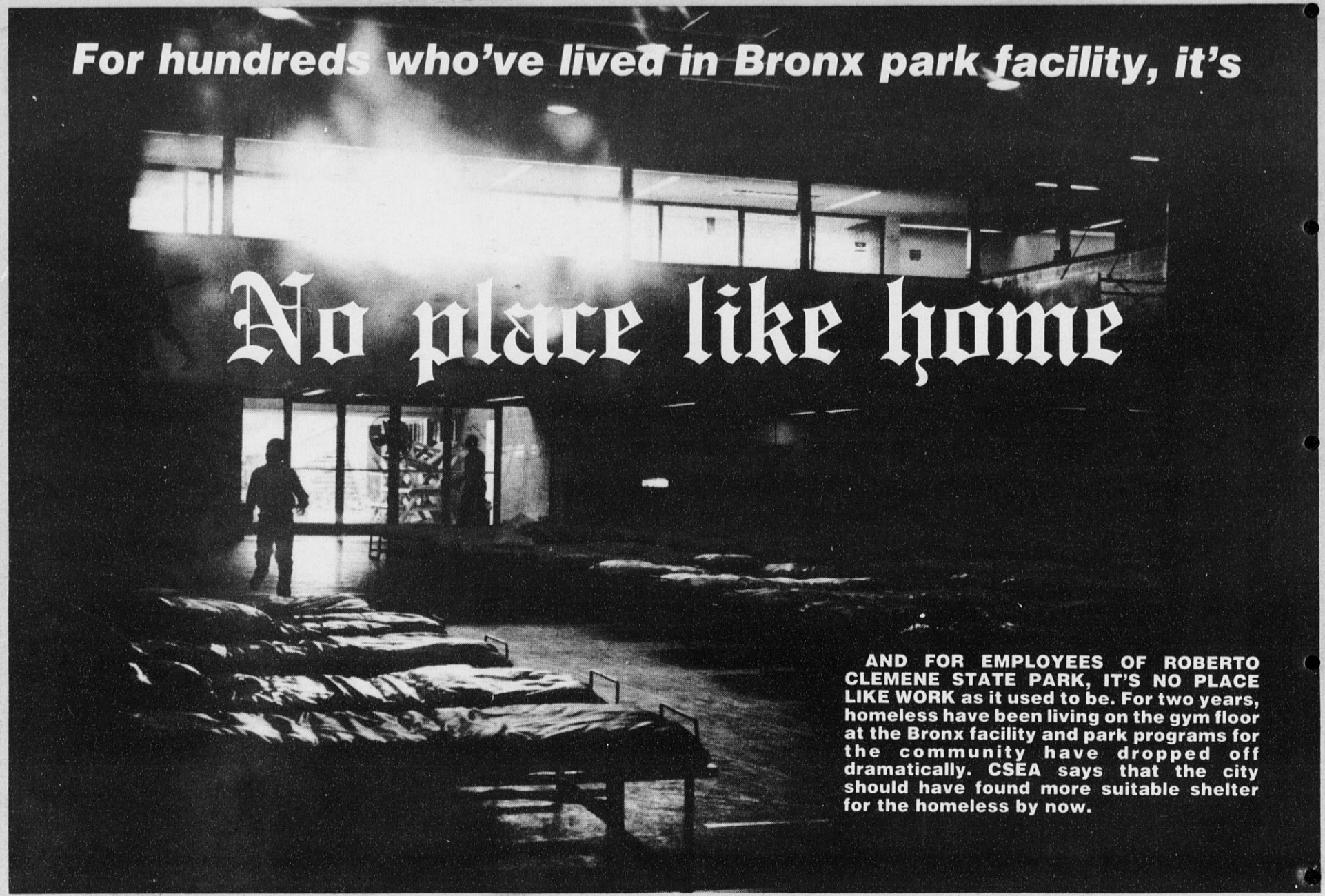
### What is the relationship between REAP and CHESS?

The Congress of Handicapable Employees in State Service (CHESS) has focused on the employment needs of disabled people since it was founded in 1981. Project REAP is a CHESS career development program.



For hundreds who've lived in Bronx park facility, it's

# No place like home



AND FOR EMPLOYEES OF ROBERTO CLEMENE STATE PARK, IT'S NO PLACE LIKE WORK as it used to be. For two years, homeless have been living on the gym floor at the Bronx facility and park programs for the community have dropped off dramatically. CSEA says that the city should have found more suitable shelter for the homeless by now.

By Steve Madarasz  
CSEA Communications Associate

It's not much fun to go to the park anymore, let alone work there. That's what employees of Roberto Clemente State Park are discovering as they reluctantly watch the facility change from a place of recreation to a shelter for street people.

The situation has gotten so bad that CSEA and other union members at the park sent a letter dated Nov. 6 to Gov. Mario Cuomo. In that letter, the unions point out that what began as the facility's "temporary" use as a shelter for the homeless two years ago, now seems more "permanent" than ever.

"Since September 1983, the indoor gym and facilities of Roberto Clemente State Park have been occupied by the homeless as a shelter. While this occupation was supposed to be temporary in nature by agreement between the state and the City of New York, such occupation by the shelter residents...has existed for almost three years and further changes seem to...indicates they're expanding to be permanent," the letter states.

Roberto Clemente State Park was originally created as an urban recreational facility to provide community programming and, in particular, organized activities for inner city youths. Because of its use as a shelter, its full range of programs has been drastically cut.

CSEA recreational counselors have worked hard to maintain activities—at times going out into the community to do so—but the use of the facility has dropped off since

the shelter opened. More problems now are developing.

"Our greatest concern right now is over safety and health," explains Joe Collymore, a park operational worker and Local 010 grievance representative. "This facility wasn't built to have several hundred people living on the gym floor and there's a lot more going on here than we're being told."

On the basis of what the employees have learned though, there is a cause for concern. There are many problems at the facility that are the direct result of so many people living close together in less than appropriate conditions. The park employees have requested an investigation in their letter to the governor.

"We are exposed to the adverse health conditions of various diseases including AIDS, scabies, and other types of communicable diseases. We are in contact with shelter residents who are disturbed persons, drug users, alcohol abusers and persons wanted on various types of warrants."

The employees stress that these descriptions are not representative of all shelter residents who, they contend, are also at risk.

In fact, many of the shelter residents are women and children.

"Families come in here, stay for a few weeks and are moved out," claims Collymore. "But we see a lot of them come back. There are kids here all day long—I don't know if they even go to school. I do know that this is really no place for all these people to be living."

"This is a touchy problem," says CSEA Region II President George Boncoraglio. "Nobody is saying turn the homeless out into the street, but we're not getting answers on the long term plans for this facility. In more than two years, the city should have found a better place to house these people. We're talking about families living like refugees on a gym floor."

When the city first explained the use of the facility as a shelter, its purpose was described as a staging area to provide temporary emergency shelter to families being relocated by the Human Resources Administration (the city's social service agency) because they were evicted or burned out of their homes.

As two years passed and other types of homeless have been moved in and out, CSEA members are beginning to think that HRA is playing word games. While leading everyone to believe the word "temporary" referred to plans for using the facility as a shelter on a short term basis, it really meant that the individual residents would only be there temporarily. There is, however, constant turnover with more residents moved in as others move out and the HRA seem ready to stay.

"They keep taking over more and more of the space," says Collymore. "They use all of the shower and restroom facilities, the eating area, offices, and now they're building new permanent lockers for the residents."

Collymore also points out that the hundreds of residents have also taken their toll on the building itself. "With this many people in here, the place is starting to

deteriorate just from wear and tear."

While Boncoraglio is reviewing CSEA's options in attempting to work out the best possible solution, he believes the letter to the governor was a positive step.

"The governor's made a commitment to house the homeless and we agree with that. But this situation doesn't serve anyone. We've got a community without a park, employees doing work other than their jobs, and men, women and children living in humiliating and possibly dangerous conditions."

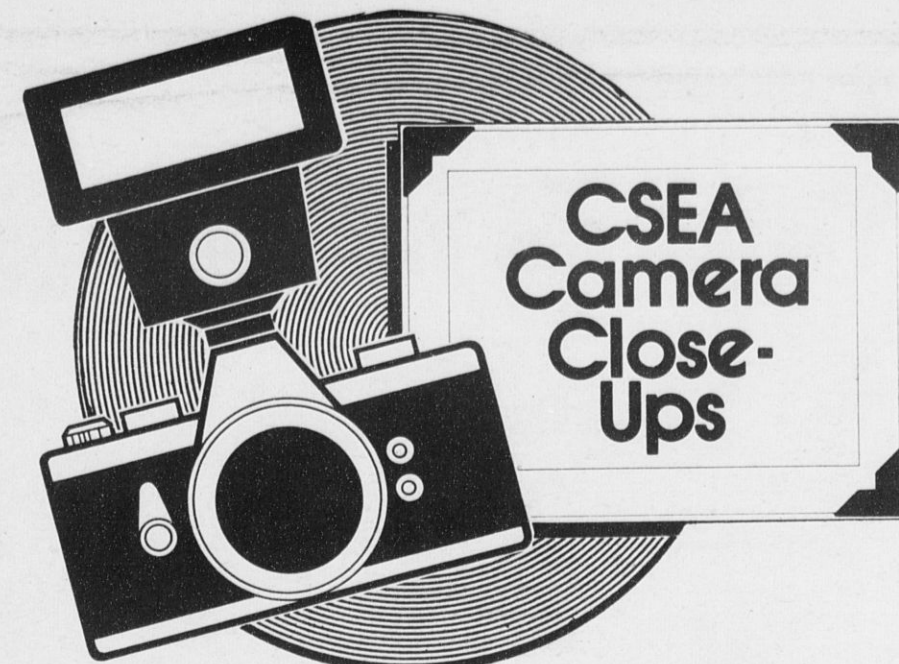
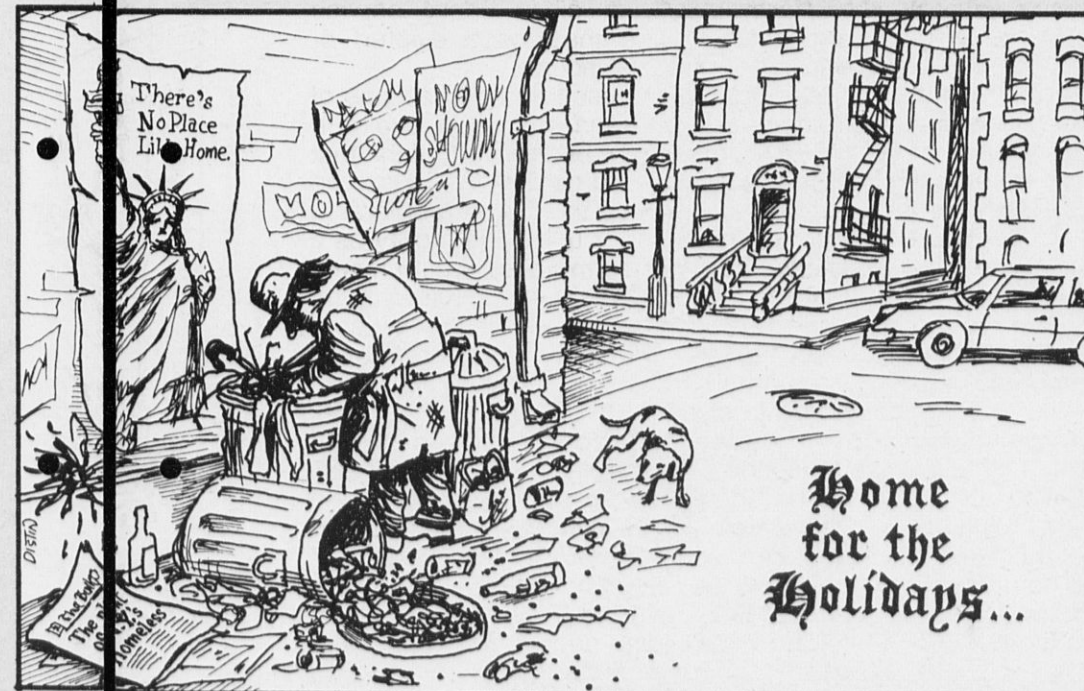
The Region II president stresses that the

state and the city should share the responsibility to find a better permanent shelter location: "If they thought they could use Roberto Clemente State Park until they solve the homeless problem, they made a mistake because it isn't going away tomorrow or even next year. New York's had a housing crisis for decades, so there's a lot that has to be done over a long period."

"This was a stopgap measure that's dragged on for too long. It's time to stop putting a bandaid on a hemorrhaging patient," said Boncoraglio.



CSEA GRIEVANCE REP Joe Collymore of Local 010, above, says it appears the homeless at Roberto Clemente is a situation that is here to stay. CSEA and other unions have written Gov. Cuomo asking for a review of the facility for health and safety purposes.



**QUESTION: "Are you personally afraid of contracting AIDS, and is enough being done to educate the public about the subject?"**

WHERE ASKED: NEW YORK CITY, METROPOLITAN REGION II

SUE COOPER File Clerk, State Insurance Fund Local 351

"Personally, I'm not afraid. I don't feel the panic everyone else feels. It's not the major thing on my mind. But for a lot of people it is. Every time they pick something up, they're afraid of catching it."

I think the public is very scared and I don't think enough is being done in education. I feel a lot of things are hidden that the public could handle if they heard."

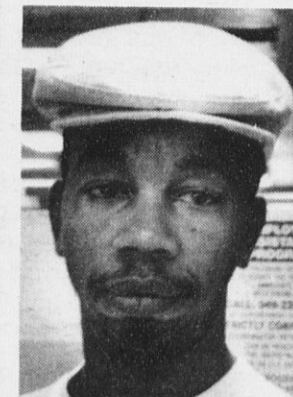


ALFONSO PEALE Respiratory Therapy Aide, Manhattan Psychiatric Center Local 413

"I'm not concerned because I work with AIDS patients. But there should be more education to make people aware of what AIDS is all about, and put them at ease. The problem is that people will still have a fear because this is a new disease and the government itself doesn't really know all that much about it. So no matter what they do, there'll still be a certain amount of fear."

VENICIA MIMS Therapy Aide, Manhattan Psychiatric Center Local 413

"No, because from what I've read about the main ways to contract it, none of those situations affect my life. I don't think enough is being done though. In terms of job-related education, most of the employees are afraid of AIDS because they haven't been made aware of how you contract it and how to avoid getting it, because it's possible that some of our patients have it and we don't know."



ARTHUREDO BURTON Clerk, State Insurance Fund Local 351

"Yes. I think anyone who's intelligent at this point would be concerned about whether or not they'd contract it because it's not really clear how it's transmitted. We do have data that says it's passed on by blood and serum, but there's isolated evidence that old people and babies and people who wouldn't normally be in the high risk category have it also. So naturally that worries me. I think that on a full scale, as much as possible is being done. The problem lies with government not doing more in the beginning."



## 'Pod' pen poses peculiar problems

# Guards not yet properly trained to staff Erie County's new jail

By Ron Wofford  
CSEA Communications Associate

BUFFALO—A new-style "podular" penitentiary scheduled to open soon in Erie County is missing one key ingredient—adequately trained correctional officers.

"Our members haven't received adequate training to confidently work the new set-up," according to Duane Liebler, president of the corrections section of the county unit of Erie County CSEA Local 815. "We need training before the doors open. The majority of our men have not seen how the new operation works."

In the new facility, inmates will go from living in long lines of cells to living in "pods," which consist of 48 rooms clustered around common living area. Guards will be working in continual contact with prisoners rather than being separated from them by bars much of the time.

Liebler said a few hours of "interpersonal training" is the only instruction given so far to most prison personnel. He said much more instruction is necessary to prepare for the new prison and the new theory of corrections that will be used.

"This 'new generation' jail concept was sold

"Because of the new setting, it's bound to create tension and because we'll all be rookies in the new setting, the officers will likely take that stress home with them..."

'...bound to create tension...'

to the county with the understanding that our members would be fully trained before it was opened," said Liebler, "and only four have actually received any instructions under the new theory. We don't want to have to sink before we swim."

Liebler points to stress as the major potential danger to his fellow guards. "Because of the new setting, it's bound to create tension and because we'll all be rookies in the new setting, the officers will likely take that stress home with them" without the confidence and familiarity that a thorough training program would provide.

But while some officers have expressed reservations about the new system, Liebler said the majority of officers support the new concept, which has been approved by the Boulder, Colorado-based National Institute of Corrections. "The NIC's approval also includes a strong emphasis on the training that we are calling for," Liebler points out.

The guards complain that while the county has had two years to plan for the new facility, it has been most lax in the planning of instructions. A small number of the 130 guards have been sent to other cities where similar facilities are in use, "but we don't consider a tour of a facility as actual training, where you can ask questions and be brought up to date

Guards will be working in continual contact with prisoners rather than being separated from them by bars much of the time.

on a wide range of concerns that the new setup brings," Liebler declared.

Too, morale is very low among the officers, Liebler said. That is the result of the uncertainty, and the fact that all vacation and comp time off has been cancelled as of Nov. 18, without a date for ending the time off embargo.

"If the new facility is going to be run under the original NIC guidelines, we're all for it," offered Liebler, "but we're just waiting for management to give us a realistic timetable for training to take place before it opens."

The Erie County Correctional Facility is a minimum security prison, with most inmates serving up to one-year terms, although some may be serving two or three one-year sentences for multiple offenses.

The state has bought the old facility, and will take it over for state prisoners as soon as the county has completed its move into the new prison.

**"This 'new generation' jail concept was sold to the county with the understanding that our members would be fully trained before it was opened, and only four have actually received any instructions under the new theory. We don't want to have to sink before we swim."**

## Forced Saturday work violated union contract in Erie County; CSEA win gains regular day off

BUFFALO—CSEA has convinced an arbitrator that seniority rights guaranteed in a contract should take precedence over a religious observance, resulting in a CSEA member at the Erie County Correctional Facility being given back Saturdays off. The man had been directed to work on Saturdays to accommodate another officer who observed the sabbath on Saturdays.

Albert Gilbert, an officer at the county correctional facility and a member of Erie County CSEA Local 815, first filed a grievance when he was directed to work Saturdays in place of another officer, Robert Huggins, even though Gilbert had more seniority than Huggins. Huggins is an adherent of the Seventh Day Adventist religion. Seventh Day Adventists observe the sabbath and refrain from working from sunset Friday to sunset Saturday.

The county had given Huggins Saturdays off after he had filed a complaint with the U.S. Equal Employment Opportunity Commission,

under the assumption that federal and state laws would be violated had he been forced to work Saturdays. County officials initially tried to find a volunteer who would be willing to work Saturdays for Huggins. When that failed, the county directed Gilbert to work Saturdays to accommodate Huggins.

When Gilbert's grievance was denied at the local level, CSEA Region VI Attorney Ron Jaros represented him in arbitration.

Arbitrator Irving Sabghir ruled in favor of Gilbert, citing a 1977 Supreme Court ruling that equal opportunity laws passed by congress did not mean "an employer must deny the shift and job preference of some employees...in order to accommodate or prefer the religious needs of others."

Attorney Jaros and CSEA Field Representative Robert Young both predict further legal rulings will be necessary to clarify such instances when, for example, employees involved have equal seniority.



# PROJECT 500: AFSCME joins Dems in redistricting duel

WASHINGTON—AFSCME International has joined with several national, state and local Democratic Party organizations and allied groups to launch a major grassroots effort in preparation for the legislative reapportionment which will follow the 1990 census.

Leaders of the groups recently approved the formation of "Project 500," an independent committee that will begin plotting Democratic strategy for the redistricting. In addition to AFSCME, organizations involved include: the Democratic National Committee, Democratic Congressional and Senatorial Campaign Committees, Democratic Governors Association, Democratic State Legislative Leaders Caucus, Democrats for the '80s, and the National Committee for an Effective Congress.

The goal of Project 500 is to gain or retain 500 Democratic legislative seats in key states between now and 1991 when state legislatures will redraw district lines based on population shifts. The new district lines will be used in the 1992 elections for Congress and state legislatures.

Project 500 will initially target states where projected population changes suggest significant redistricting activity and where control of either or both legislative bodies by one political party could switch to the other party.

"Our premise is simple," said Paul Jensen, a Democratic political and public policy consultant who will serve as senior advisor to Project 500. "While nothing can be done to alter population shifts that cause the gain or loss of House seats, a great deal can be done to affect the makeup of the new districts during redistricting."

He noted that if Democrats begin now to target states where they can win and keep control of one or more legislative chambers, "we can win the 1991 redistricting fight."

Among the services to be provided by Project 500 are:

- \*direct contributions to candidates;
- \*polling;
- \*targeting;
- \*media advertising;
- \*computer resources;
- \*and legal assistance.

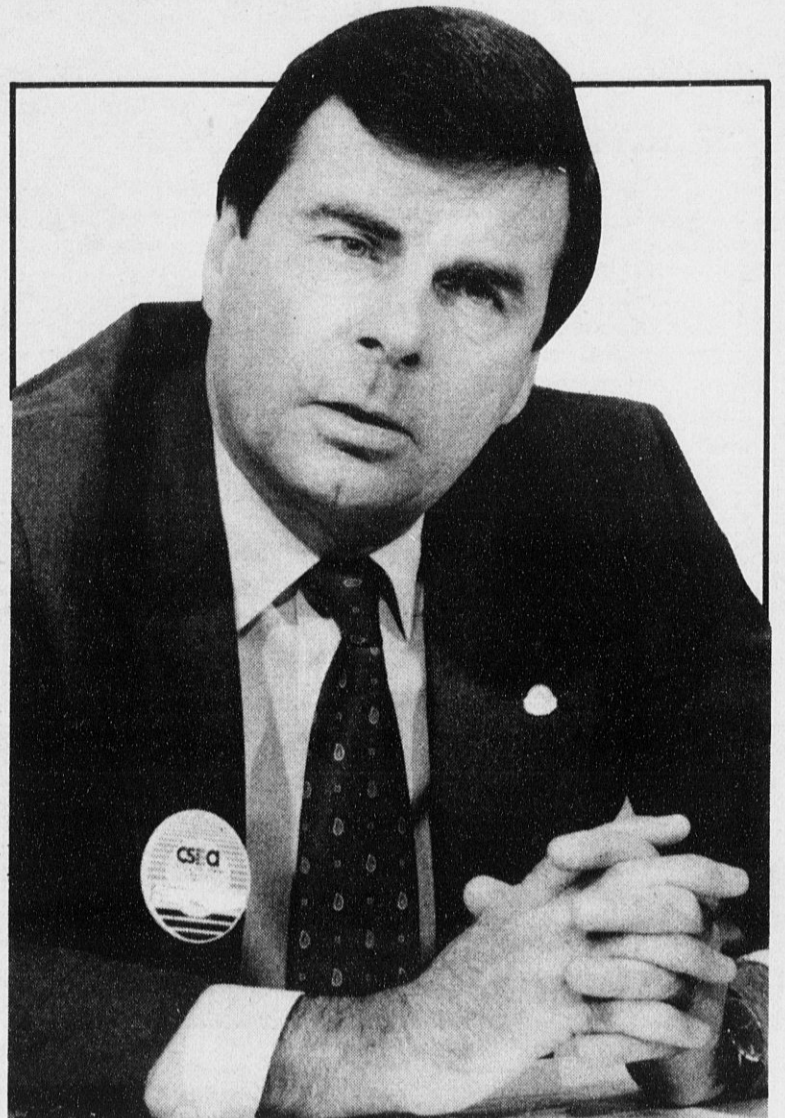
The project marks the first institutional effort by Democrats to coordinate long-range remapping strategy. The Republican Party and other conservative groups have been preparing for several years, and they already have announced several multimillion dollar program for 1991.

AFSCME International President Gerald McEntee called the goal of Project 500 a "vital concern not only to us, but to any organization that wants to keep a check on the excesses of the conservative trend that threatens the economic well-being of the country."

"With more than a million members nationwide and with our staff of political action, legislative and other specialists working at various levels of the union structure, we hope to provide substantial grassroots resources to help make the project successful," said McEntee.

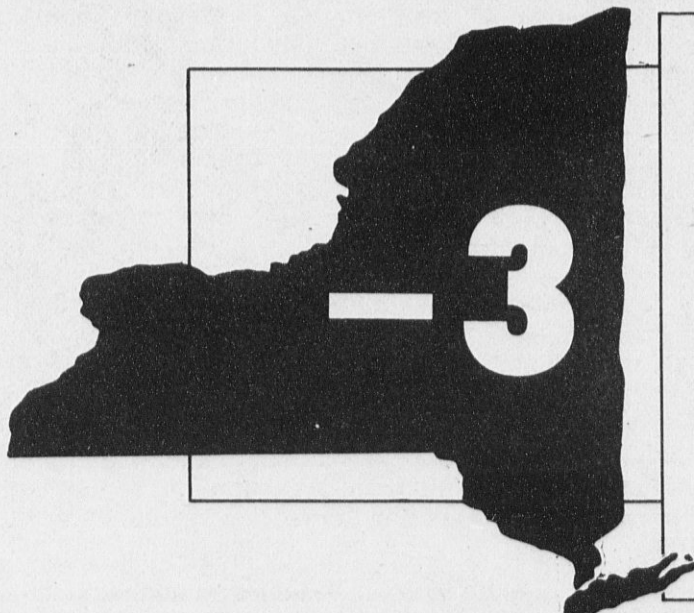
The leaders of the founding organizations will serve on the Executive Committee of Project 500's Board of Directors, along with Maryland businessman Nathan Landow. Other organizations, individuals and members of Congress will be added to the Board in the near future.

A budget of \$2 million has been approved for the project.



*"We hope to provide substantial grassroots resources to help make the project successful."*

AFSCME President Gerald McEntee



## New York a big loser

An analysis of latest Census Bureau population estimates indicates a shift of 16 Congressional Districts from the Northeast and Midwest to the Sun Belt after the 1990 Census. Projected gains and losses of seats appear below.

### Winners

Arizona	+1
California	+5
Florida	+3
Georgia	+1
Texas	+5
Virginia	+1
	+16

### Losers

Illinois	-2
Iowa	-1
Kansas	-1
Massachusetts	-1
Michigan	-3
→ New York	-3
Ohio	-2
Pennsylvania	-2
West Virginia	-1
	-16



# Swords into plowshares

## How time turned munitions base to natural park preserve



**MOUNTAIN HIGH** — A view of Iona Island is made more beautiful by the autumn foliage. Here, the Hudson River is seen with the Bear Mountain Bridge in the background.

By Anita Manley

CSEA Communications Associate

BEAR MOUNTAIN—Not too long ago, the building held the tools of war: ammunition and bombs.

Today, its purpose is a stark contrast. Tools to maintain some of New York's most beautiful parks are stored here by the Palisades Interstate Park Commission.

Set in the midst of a bird sanctuary, the worksite is located on Iona Island, a 300-acre parcel adjacent to Bear Mountain Park about 50 miles north of New York City. A causeway over a marsh provides access to the island.

The munitions building, constructed in the early 1900s, was occupied by the U.S. Navy and guarded by Marines during the last war.

Purchased by the state in 1965, the island and its buildings were here to be used as a park, but in 1973 the National Park Service designated the area a national natural landmark because of the extensive variety of wildlife there.

Today, CSEA members store and distribute electrical and plumbing supplies, hardware, paint, tools and uniforms to employees who maintain the 23 parks and historic sites they oversee in Orange, Rockland, Ulster and Sullivan counties, according to Park and Recreation Worker Betty Kezek.

In addition, thousands of signs that are posted in the parks are made in the sign shop which is also located in the old building.

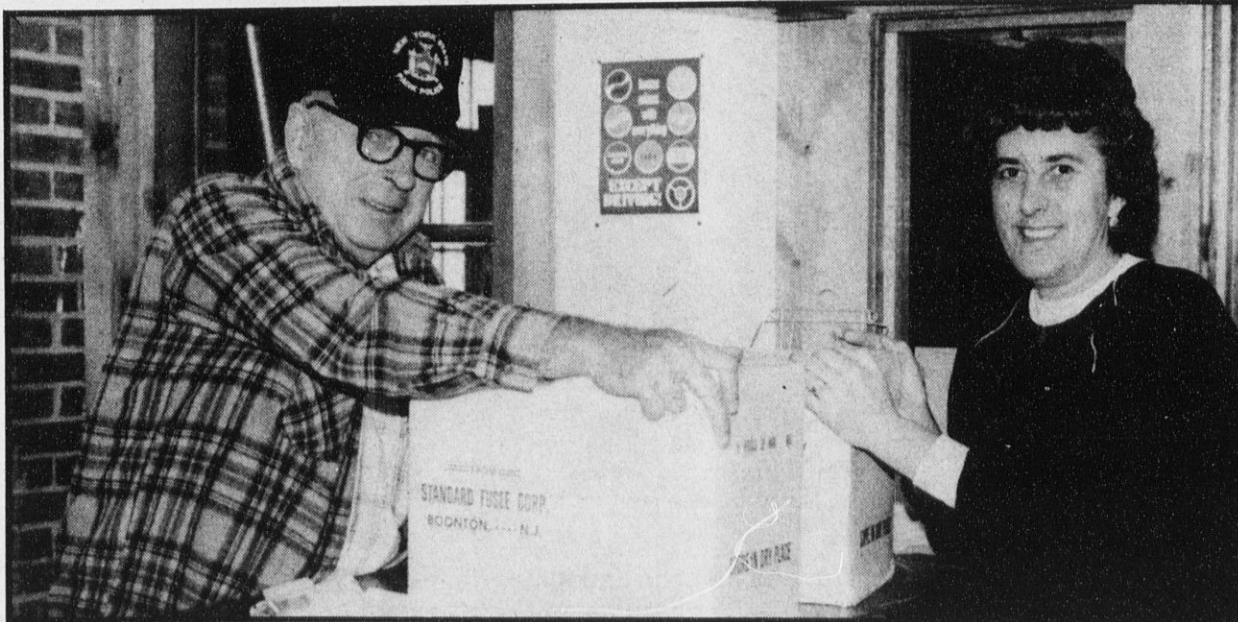
Touring the island recently with Park Worker Walter Wojehowski, a visitor is impressed

with the beauty of the island which is bordered on its east side by the Hudson River. Most of the Navy Depot buildings are gone now. Here and there are lightning rods, a reminder that a stray bolt of lightning could have meant disaster for the island's former residents.

State employees now share the worksite with the likes of whitetailed deer, ospreys, fal-

cons, turtles, frogs and even the rare bald eagle which was spotted here by a bird watcher no long ago.

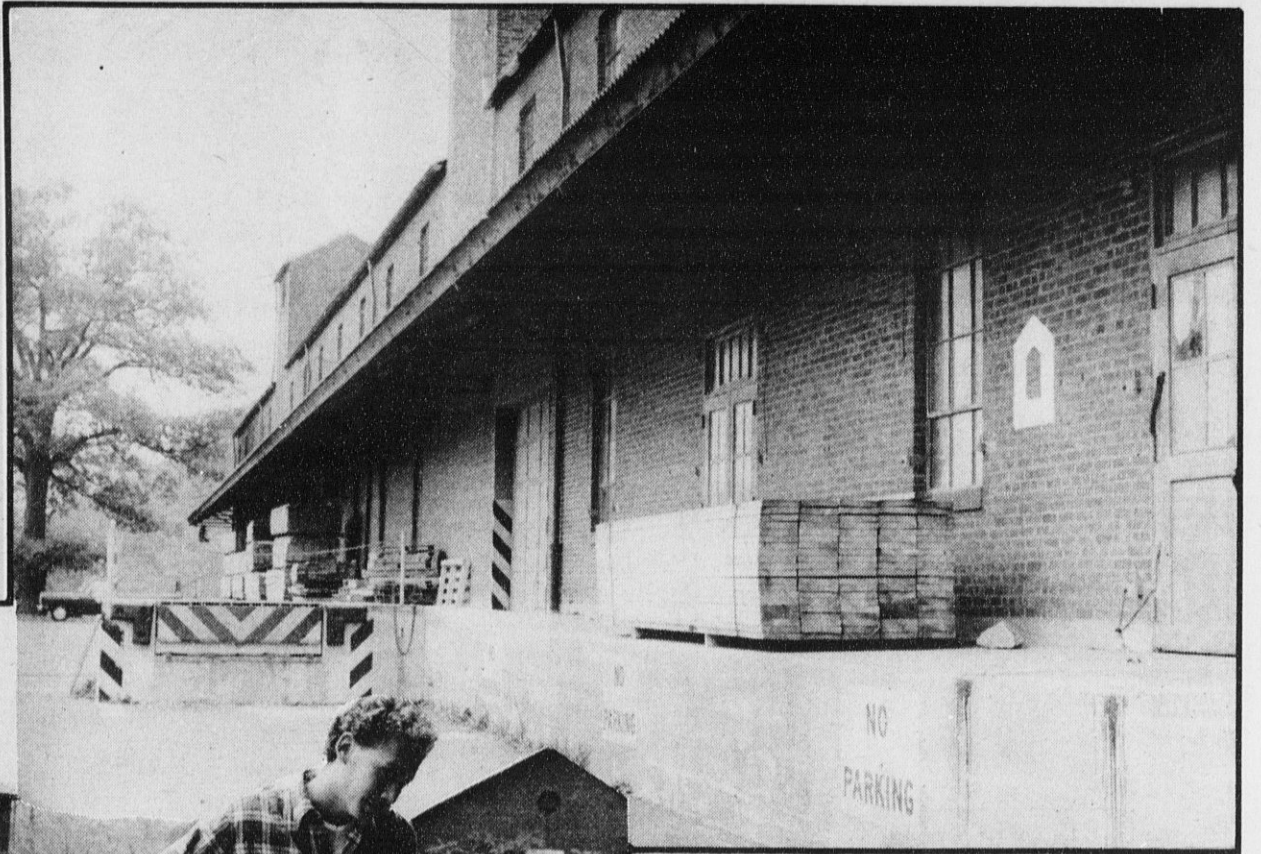
On a recent autumn day when the foliage made the river view spectacular, one could not help but envy the people who have the privilege of working here on this little "island paradise."



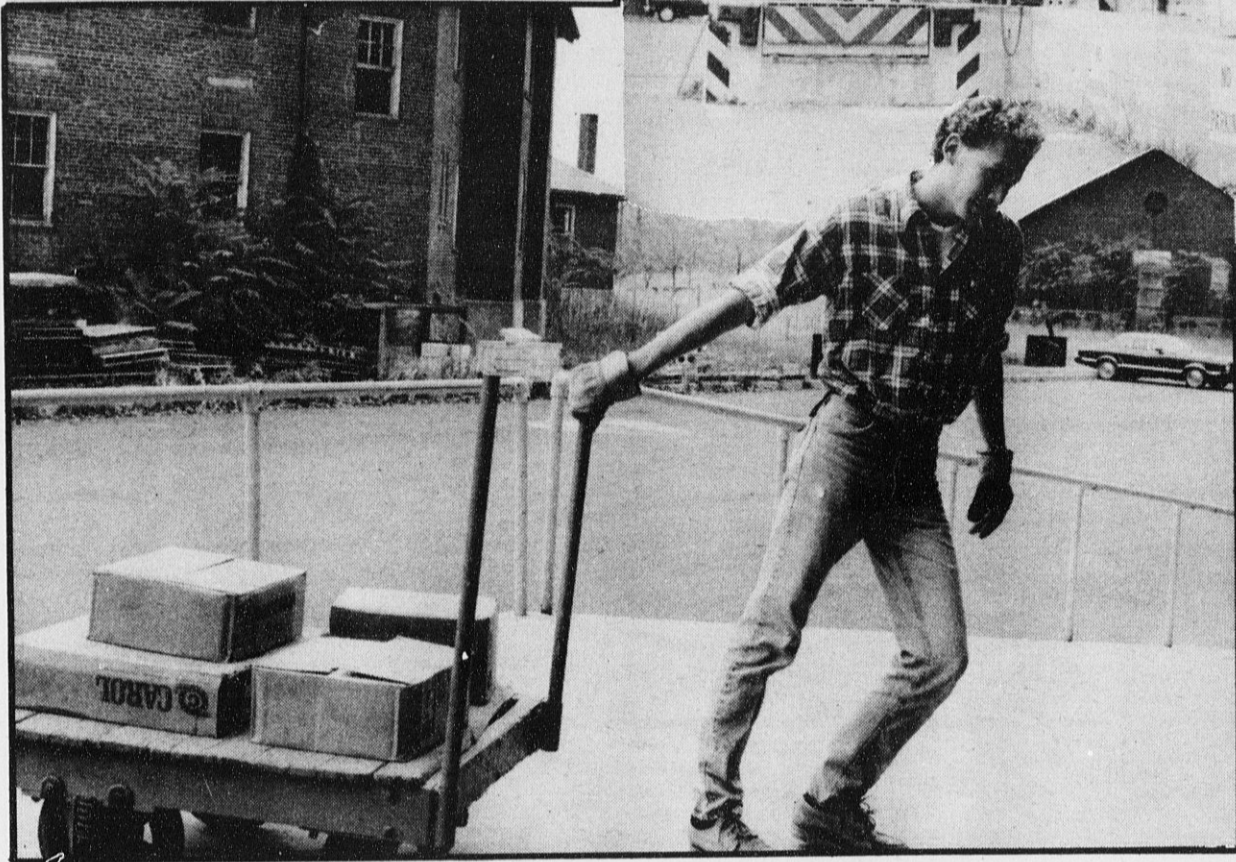
**STOCKING UP**—Palisades Park Patrolman F. J. Ryan picks up flares from the Park Supply Depot on Iona Island. Signing out the supplies is Park and Recreation Worker Betty Kezek, a member of Palisades Park Local 108.



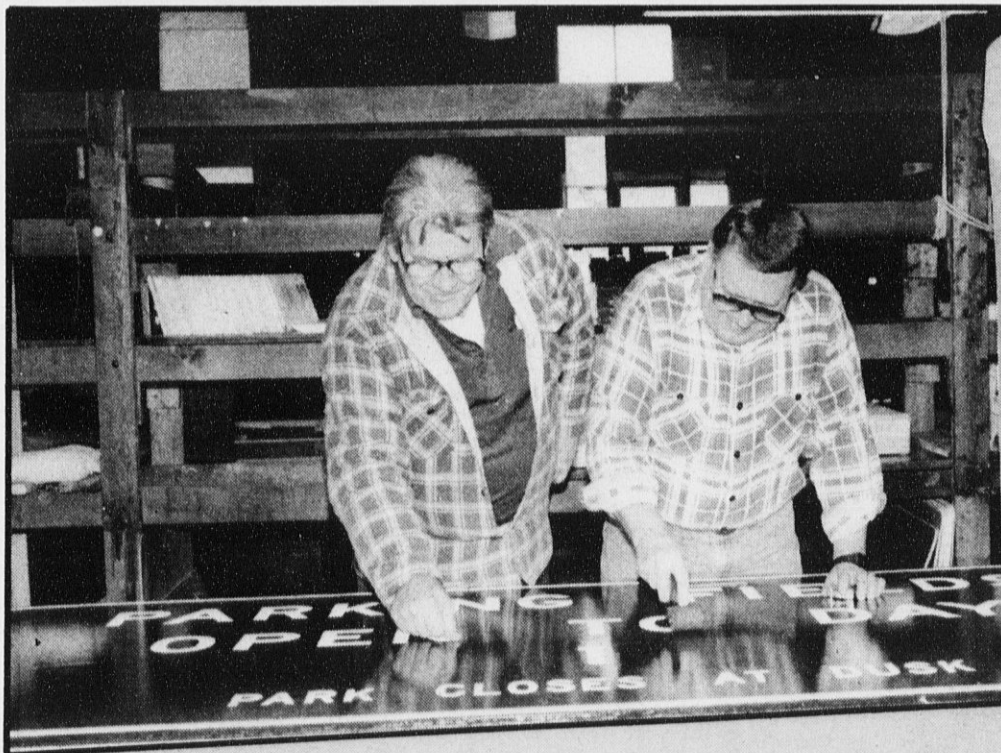
State workers now share the worksite with deer, ospreys, falcons, turtles and frogs.



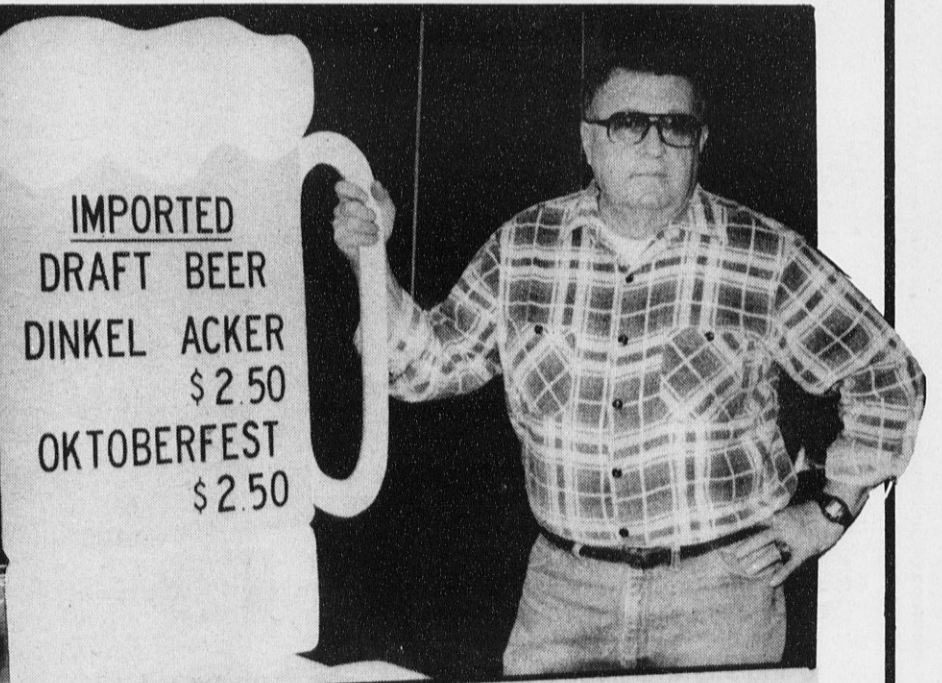
**NEW PURPOSE**—The old naval depot which was once used to store ammunition and bombs now holds supplies to maintain the state's most beautiful parks.



**LOADING DOCK**—Park and Recreation Aide Richard Raisch is hard at work at the Palisades Park Supply Depot on Iona Island.



**SIGNING UP**—Sign Shop Workers Ed Lelin and Richard Dean put the finishing touches on a hand posted sign that will soon hang in one of the 23 historic sites and parks in the Palisades Interstate Park system. Last year, more than 9,000 signs were silkscreened and more than 500 hand posted in the sign shop.



**BIG MUG**—Sign Shop Supervisor Richard Dean shows off a sign that was made for a recent Bear Mountain Oktoberfest.





"CLARK-MARR HALL" — Erie County CSEA Local 815 has named its office facility "Clark-Marr Hall" in honor of two long-time Local 815 officers and activists who retired recently. Admiring the plaque to be affixed to the office facilities at 570 Kennedy Road in Cheektowaga are, from left, former Local 815



president and currently CSEA Board of Directors member John Eiss; former long-time grievance chairman George Clark; former Board member Vic Marr; and current Local 815 President Sal Castro. The Local 815 offices are named in honor of the long years of service to the members by Clark and Marr.

## Greenhaven therapy aide gains out-of-title pay

A Grade 5 physical therapy aide at Greenhaven Correctional Facility will receive retroactive out-of-title pay for performing work that should have been done by a Grade 8 employee as the result of a successful grievance filed on her behalf by CSEA.

Janice Girouard claimed that she was assigned up to 50 percent of her time repairing wheelchairs, coordinating the maintenance for

the equipment including record keeping, scheduling, parts inventory and purchasing; conducting safety inspections and assigning inmates to chairs and instructing them in proper use and maintenance.

Facility officials had maintained that Girouard had volunteered to perform the duties.

The state's director of classification and

compensation, however, agreed with Girouard. "The maintenance and repair of wheelchairs and hospital equipment is an activity appropriately assigned to maintenance assistants, Grade 8. Consequently," he said, "we find that the grievant is performing out-of-title work and recommend that the grievance be sustained and the grievant be paid at the Grade 8 level, retroactive to April 8, 1985.

## Rensselaer County contract hung up over salary issues

TROY — The amount of a salary increase and how it will be paid appear to be the main sticking points preventing a settlement to a contract dispute affecting 1,100 Rensselaer County employees represented by CSEA.

"We're close to a contract settlement, but close doesn't count in contract negotiations," notes CSEA Field Representative Aaron Wagner.

CSEA President Carol Larpenteur said her members are unhappy over the county's plan to split raises into two increases of 4.5 percent and 1.5 percent in each year of a two-year pact. "We'd like to see the increases rounded off to 5 percent in January and 2 or 3 percent in July of each year," Larpenteur said.

She said the union membership has sacrificed to help the county overcome a multi-million deficit over the past three years, and now deserves a decent settlement.

Noting that the county is currently painting a more rosy economic picture, Wagner said he doesn't understand why the county administration has turned a deaf ear on the needs of the employees. "If management expects everyone to sacrifice together in times of need, then they should expect everyone to share together in times of plenty," he said.

The dispute went to impasse some time ago, and meetings have been held recently with Public Employment Relations Board-appointed Mediator Paul Currey in an effort to reach a settlement.

## Grievance seminar

ROCHESTER — A three-part Grievance Handling Seminar, with special attention to state and local government issues, will be given to a limited number of Region VI members on Dec. 6 and 7.

The seminars will be presented by Anne Rokeach and Sean Turley of the CSEA Education and Training department at the Rochester Holiday Inn-Airport, 911 Brooks Ave.

The seminars will be open on a first-come, first-served basis to the first 35 state and first 35 local government members to sign up for all three sessions, according to Region VI President Robert Lattimer.

The sessions will begin on Friday evening, from 6:30 to 9:30, and will continue through Saturday afternoon, concluding at 4 p.m. A buffet luncheon will be served at a cost of \$8 per person. Reservations for the luncheon should be made before Dec. 2, with Carolyn Blose at the Region VI office, (716) 634-3540.



## Four hours overtime awarded after year's fight

By Chuck McGeary  
CSEA Communications Associate

AUBURN — It took more than a year, but CSEA officials and the union's legal department finally got the four hours overtime pay award that was coming to Cayuga County Deputy Sheriff Robert Outhouse.

CSEA and the deputy were recently notified that an arbitrator has sustained a 15-month-old grievance involving overtime pay for duty performed in July 1984 and ordered Cayuga County to make payment for the time.

The issue began in July 1984 when Outhouse was ordered to report to the county firing range to qualify for necessary recertification. Although it was his day off, the deputy reported as ordered and was duly recertified.

When his next paycheck did not cover overtime for the hours, Outhouse made a specific request which was denied.

After a grievance was filed, and also denied by county authorities, CSEA proceeded to arbitration.

At the two hearing sessions, CSEA contended that although the current contract contains a 12 percent differential premium for deputy sheriffs, contract language and past practice clearly indicate overtime should be paid at the specified straight rate. The union further argued that when the deputy was called in on an off day he was entitled to four hours pay.

The county maintained that the differential premium was in lieu of any claims for overtime pay.

In his hearing presentations to the AAA arbitrator, CSEA Regional Attorney Earl Boyle produced county payment chits showing overtime payments since 1982, including payments to the grievant for patrol qualification.

In his award the arbitrator said "although the sheriff reserves the right to deploy the personnel in his organization, he cannot unilaterally change terms and conditions of employment contained in the collective agreement."

Benerly Todd, president of the Cayuga County Unit of CSEA Local 806, expressed her appreciation to former unit president Mike Pisciotti for his effort with the initial grievance. She also recognized the professional assistance of CSEA Regional Attorney Boyle.

"The fact that the arbitrator's decision concurred with the CSEA position from the beginning is very significant," she said. "Although it took more than a year to resolve an issue involving four hours of overtime, it indicates the persistence and determination of CSEA to correct a wrong. Hopefully, we have resolved this issue once and for all," Todd added.

## Extra pay for Kings Park psych workers

KINGS PARK — Many part-time employees at Kings Park Psychiatric Center will be receiving unexpected overtime pay as the result of a union grievance.

Tony Bentivegna, president of Local 411 there, explained that local management didn't contest CSEA's demands for overtime pay and meal allowances for part-time workers.

"This is a landmark decision. Rarely is a grievance settled at the first step," said Bentivegna.

In the union's grievance, it was cited that a U.S. Supreme Court ruling which had reversed a previous decision, held that the 1938 Fair Labor Standards Act applies to all civil service workers. This law

mandates overtime pay for any employee who works more than 40 hours in a week.

According to Bentivegna, the Office of Mental Hygiene had worked part-time employees more than 40 hours per week and escaped paying overtime rates for many years.

Approximately 40 food service workers at Kings Park will be affected by the decision and should receive overtime pay for any overtime hours they've worked since April 1.

In conjunction with becoming eligible for overtime pay these employees will now receive meal allowances as provided by the CSEA contract, when working four or more hours beyond their regular shift.

## Good pay hikes, no givebacks in Port Chester

PORT CHESTER — "We held firm and we persevered. There are absolutely no givebacks in this contract," says Region III Field Representative Dolores Tocci of a recently ratified agreement in the Village of Port Chester, Westchester Local 860.

According to Tocci, the contract provides for a 7 percent pay increase retroactive to June 1; 6.5 percent as of June 1986; and 7 percent effective June, 1987.

The clerical and blue collar employees also have a new optical plan.

Unit President Virginia Telesco said her members "were very pleased" with the new contract and thanked village officials and "especially Dolores Tocci who we could not have done without. In our estimation," she added, "our field representatives are the heart of the union."



VILLAGE OF PORT CHESTER Unit President Virginia Telesco (seated, right) signs a three-year agreement that provides the unit's 68 members with 20.5 percent in pay increases over the life of the contract. Seated next to her are Region III Field Representative Dolores Tocci and Village Attorney George O'Hanlon. Standing, from left, are members of the negotiating team: Unit Vice President Nick Carriero, Ed Parham and Vinnie Corbo.



## OPEN COMPETITIVE EXAMINATIONS SCHEDULE

**APPLICATIONS DEADLINE DECEMBER 9, 1985**  
**WRITTEN TESTS TO BE HELD JANUARY 11, 1986**

JOB TITLE	EXAM NO.	BEGINNING SALARY
Architectural Specifications Writer, Junior	26-455	\$21,227
Automotive Facilities Inspector	26-476	20,066
Automotive Facilities Inspector (Spanish)	26-477	20,066
Body Repair Inspector	26-478	20,066
Body Repair Inspector (Spanish speaking)	26-479	20,066
Canal Structure Operator	26-438	14,013
Mechanical Specifications Writer, Junior	26-456	21,277
Recreation Therapist	26-370	20,066
Recreation Therapist (Spanish speaking)	26-371	20,066
Recreation Therapist (Art)	26-372	20,066
Recreation Therapist (Dance)	26-373	20,066
Recreation Therapist (Music)	26-374	20,066
Recreation Therapist, Senior	26-471	23,729
Recreation Therapist, Senior (Spanish)	26-472	23,729

### EVALUATIONS OF TRAINING AND EXPERIENCE

Emergency Medical Care Rep, Assistant	28-790	20,066
Emergency Medical Care Rep, Senior	28-791	25,099

**APPLICATIONS DEADLINE JANUARY 6, 1986**  
**WRITTEN TEST TO BE HELD FEBRUARY 8, 1986**

Senior Actuarial Clerk	26-488	16,070
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### EVALUATIONS OF TRAINING AND EXPERIENCE

Director, Office of Administrative Support	28-701	39,165
Services Assistant Pharmacy Consultant	28-793	25,099

**APPLICATIONS DEADLINE JANUARY 20, 1986**  
**WRITTEN TEST TO BE HELD FEBRUARY 22, 1986**

Workers' Compensation Social Worker I	26-473	22,842
Workers' Compensation Social Worker II	26-474	25,099

### EVALUATION OF TRAINING AND EXPERIENCE

Deputy Regional Director, Housing and Community Renewal	28-586	39,165
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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)

**APPLICATIONS DEADLINE DECEMBER 30, 1985**

JOB TITLE	EXAM NO.	DEPARTMENT
Supervising Automotive Facilities Inspector G-23	39-928	Motor Vehicles
Head Actuarial Clerk G-16	38-824	Labor, State Insurance Fund
Eligibility Review Clerk I G-5	38-763	Social Services
Senior Actuarial Clerk G-9	38-822	Interdepartmental
Principal Actuarial Clerk G-12	38-823	Interdepartmental
Supervising Bank Examiner G-31	39-926	Banking
Supervising Overseas Branch Bank Examiner G-33	39-926	Banking

**APPLICATIONS DEADLINE JANUARY 13, 1986**

Workers' Compensation Social Worker II G-18	38-867	Workers' Comp Board
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APPLICATION FORMS: Application forms for promotion candidates are available through 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.

## UNIFIED COURT SYSTEM EXAMINATIONS SCHEDULE

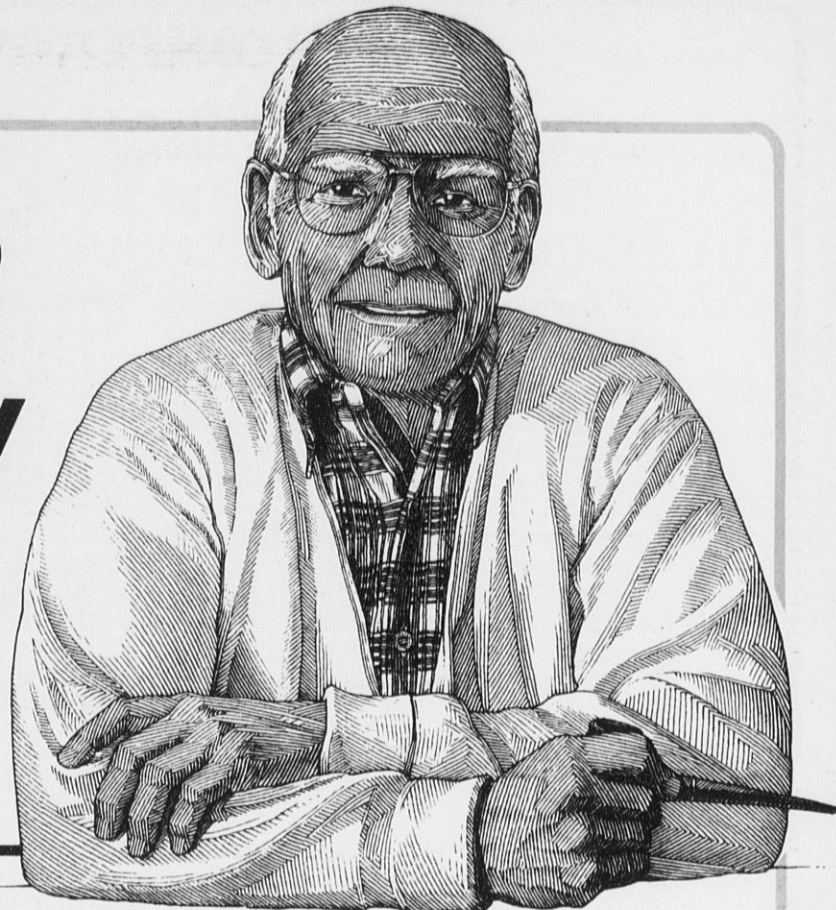
1985-1988  
EXAMINATION SCHEDULE FOR MAJOR COMPETITIVE TITLES IN  
THE UNIFIED COURT SYSTEM

Job Title	Date of Last Exam	1985-1986 Schedule	1987-1988 Schedule	Promotional/Open-Competitive
Court Clerk Series				
Associate Court Clerk (JG 23)	Dec. 1979	Jan. 1986	Jan. 1988	Promo
Associate Surrogate's (JG 23)	Nov. 1979	April 1986	—	Promo
Court Clerk				
Court Assistant (JG 16)	Jan. 1981	June 1986	—	OC
Court Clerk (JG 18)	May 1984	—	May 1988	Promo
Principal Court Clerk (JG 26)	Dec. 1979	Jan. 1986	Jan. 1988	Promo
Principal Surrogate's (JG 26)	Nov. 1979	April 1986	—	Promo
Court Clerk				
Senior Court Clerk (JG 21)	May 1984	—	May 1988	Promo
Senior Surrogate's (JG 21)	May 1985	—	Promo	
Court Clerk				
Surrogate's Court (JG 18) Clerk	May 1985	—	—	Promo
Court Security Series				
Court Officer (JG 16)	May 1982	Fall 1986	—	OC
Senior Court Officer (JG 18)	May 1982	Fall 1986	—	Promo & OC
Office Clerical/Stenographer Series				
Law Stenographer (JG 14)	Feb. 1985	Feb. 1986 (NYC Only)	Feb. 1987	OC
Office Assistant (JG 4)	June 1979	Dec. 1985	May 1988	OC
Office Typist (JG 4)	June 1983 & June 1985	Dec. 1985 (NYC Only) Continuous Testing in 10th J.D. Nov. 1985	June 1987	OC
Principal Office (JG 12) Assistant	Jan. 1980	Nov. 1985	Nov. 1988	Promo & OC
Principal Office (JG 12) Stenographer	Feb. 1985	Feb. 1986 (NYC Only)	Feb. 1987	Promo & OC
Principal Office (JG 12) Typist	Feb. 1983	Feb. 1986 (NYC Only)	Feb. 1987	Promo & OC
Senior Office (JG 8)	Sept. 1979	Nov. 1985	Nov. 1988	Promo & OC
Senior Office (JG 9)	Nov. 1982	Fall 1986	Fall 1988	Promo & OC
Senior Office (JG 8) Typist	Nov. 1982, Nov. 1984 & April 1985	Fall 1986	Fall 1988	Promo & OC
Court Reporter (JG 24)	March 1984	—	May 1987	OC
Senior Court Reporter (JG 27)	Dec. 1984	Dec. 1986	Dec. 1988	Promo & OC
Court Interpreter Series				
Court Interpreter (JG 16)	Feb. 1980	May 1986	—	OC
Adm. Services Clerk Series (All Titles, JG 15-23)	Jan. 1981	—	Jan. 1987	Promo & OC
Data Entry Clerk (JG 7)	—	Summer 1986	—	OC
Law Librarian Series (All titles, JG 18-27)	March 1982	—	Spring 1987	Promo & OC



# You've come a long way, baby

First CSEA Retiree Local 999 marks 15 years of progress



ALBANY—It's been 15 years since the first CSEA retiree local was formed and members plan to mark the anniversary this month with a gala celebration.

## Gaining ground

The CSEA Board of Directors, at their September 1984 meeting, approved a constitution creating a Retiree Division heads by an Executive Committee of elected representatives from the six CSEA regions. At the meeting last September, some changes were made and a uniform Retiree Local Constitution was approved.

The first Annual State Convention of all the retiree locals was held this October. A program was mapped out for a viable organization to promote and maintain economic and social benefits for present and future civil service retirees.

Retiree Local 999 was chartered on Nov. 20, 1970 with just 250 members. Local President Charles Foster says the number of anniversary party invitations sent out to members is a good indication of how much the local has grown since then.

"We mailed out more than 5,700," he says, noting that throughout the state there are 20 other CSEA retiree locals with some 41,000 members.

Foster is the fourth president of the local, succeeding David Schneider, John Joyce and John Kennedy. The group was created for the purpose of advancing the needs and interests—economic, social and educational—of retired public employees. And Foster thinks it's come a long way in reaching those goals.

"When we first tried to form a chapter back in 1970, it took us a while to get some acceptance for the idea," says Foster, who has in his possession the original charter signed by late CSEA President Theodore Wenzl. "There was a problem in terms of financing, but we worked that out and eventually other chapters were founded."

But retirees have gained strength from those humble beginnings. Retirees Coordinator Leo

Hope notes that in the last four years retirees have pushed for, and received, three cost-of-living pension supplements.

"We lobby the legislature for benefits for the retirees," says Hope. "And we've had a good amount of success."

Foster said CSEA's Political Action Department will be lobbying again this year for a pension increase to help retirees keep pace with inflation.

"We work together with other retiree groups to get fair legislation to benefit our people," he said.

Besides keeping retirees informed about legislative issues and looking out for their economic well-being, the retiree locals give members a chance to get together, said Foster. In addition to meetings held four times a year for discussion of legislation and health programs, the local holds a summer outing in July and a holiday party in December.

Blanche Nechanicky and Deloras Fussell are co-chairing this year's annual party/anniversary celebration to be held Dec. 4 at the Turf Inn, Wolf Road, Albany. Information and reservation forms were mailed to all members.



## CSEA host at AFSCME meet

SCHOOL TIME—CSEA recently hosted a meeting of AFSCME's National School Employees Committee. Committee members took time to tour Troy schools which sponsor the Labor History Project and to make plans for a national conference in the spring of 1986. Pictured above at the meeting are, from left: Carol Craig, chairwoman of the CSEA statewide School Employees Committee; CSEA Executive Vice President Joseph McDermott; and Charles Hughes, chairman of AFSCME's National School Employees Committee and president of AFSCME Local 372.



# CSEA activists organizing Ohio Buckeyes bolt into the ranks

By Stanley Hornak  
Asst. Director of Communications

COLUMBUS, OHIO—"Unionism is far from dead," says Sue Bucrzinski after spending three weeks in Ohio helping organize state workers there.

Bucrzinski was one of 15 CSEA activists sent by CSEA President William L. McGowan to lend AFSCME a hand in organizing state workers in Ohio.

In 1983, the state Legislature gave state employees the right to bargain collectively. And since that time the competition between different unions to gain representation has been heated.

The state divided about 75,000 workers into 14 bargaining units. Elections were scheduled this fall.

Are the volunteers making a difference?

The numbers say "yes." So far, AFSCME has won the right to represent 38,000 Ohio state employees. Every election in which CSEA volunteers participated was won. And with several elections just ahead, AFSCME is still counting.

Bucrzinski was assigned to Mount Vernon Developmental Center. Employees there belonged to Dixie Local 11 which was chartered 35-years ago by OCSEA, the Ohio Civil Service Employees Association.

"OCSEA," she explains "was much the same as CSEA before we won the right to collective bargaining in New York state 16 years ago. OCSEA did not have the exclusive bargaining rights and did not have the power to negotiate contracts. It does now."

The state allowed the unions two years to sell their case. And, according to Dixie Local 11 steward Phillip Ocker, right after the bargaining law was passed other unions started "coming out of the woodwork."

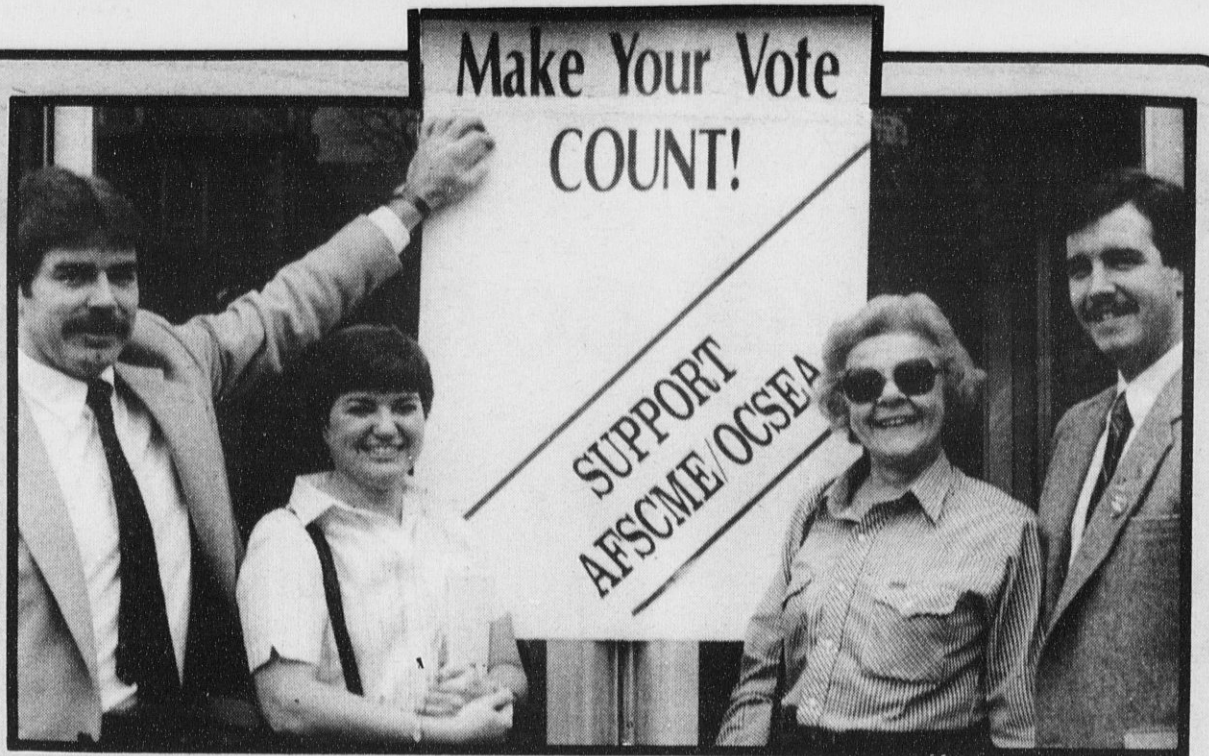
Since mid-October, CSEA rank and file have been packing their bags and heading west. They go first to AFSCME headquarters in Columbus and are then assigned to cover different parts of the state.

"We need comfortable shoes, jeans and warm jackets" Bucrzinski exclaims. "We put in 14 and 16 hour days with no time off."

Many volunteers walk informational picket lines to promote OCSEA which affiliated with the American Federation of State, County and Municipal Employees in 1983. They carry signs and chant slogans such as "Don't Start Over, Stay with AFSCME/OCSEA." They also meet in small groups and even person-to-person to influence the vote.

Says Stubby Stevens who helped organize department of transportation workers:

"We were allowed into the shops before 7:30 a.m., during breaks, lunchtimes and after hours. We showed them our New York state contract, talked about our benefits, wages and health insurance, and they couldn't believe



FOUR OF 15 CSEA ACTIVISTS who volunteered to help organize Ohio state employees for AFSCME stand before sign urging Ohio state workers to vote for AFSCME/OCSEA. From left are William Burdick of CSEA's Tax and Finance Local, Albany; Doris Bourdon of CSEA's Labor Department Local, Albany; Delores Farrell of CSEA's Civil Service Department Local, Albany; and Bruce Larson of the Tax and Finance Local, Albany.

what we have. They also asked a lot of questions. Apparently, there is a lot of political hiring out there. I told them that with a union it wouldn't matter whether you were a Democrat or a Republican."

He described a typical day as starting 4:30 a.m. and often not ending until midnight. Yet, it was "an exciting experience I would do again."

Ernest Punter, who was on the team organizing mental hygiene workers, thought people were first "hostile, but then they mellowed and later looked forward to seeing us." He would be at the Columbus Developmental Center daily during 6:00 a.m., 2:00 p.m. and 9:00 p.m. shift changes, passing out leaflets and just talking.

"We had a lot in common as direct care staff. We got close to these people because we could relate to what they're doing." He also came away feeling "here in New York we're way ahead of the game."

Mickey Cruz, who helped organize Central Ohio Psychiatric Center, adds "There were a lot of people who didn't want to believe that they could actually improve their lot by unionizing, but the fact that were some so many people from AFSCME from all over the country telling them otherwise really did turn them around."

Sarah Jackson, who is still out there garnering support for a mid-December vote by clerical and administrative employees, comments "It's exciting to be out here, it's exciting to be talking to people, handing out leaflets and letting them know how important it is to be part of AFSCME."

The following 15 CSEA activists played major roles in helping organize Ohio state employees into the AFSCME ranks. With a major election still to go there, 38,000 Ohio state workers have chosen AFSCME as their collective bargaining representative.

Working to organize Ohio state mental hygiene employees were Micky Cruz, Sue Bucrzinski, Elaine Mootry, Ernest Punter and Ruth Glatt.

Organizing Ohio department of transportation workers were Merwin Stevens, Ronald Dockery, Thomas Patterson, Louis Mannelino and Del Perrier.

Working to organize clerical and administrative workers in Ohio were William Burdick, Delores Farrell, Doris Bourdon, Sarah Jackson and Bruce Larson.

INFORMATIONAL PICKET LINE is manned by AFSCME volunteers from across the country, including CSEA members, and members of the Ohio Civil Service Employees Association, affiliated with AFSCME.

