

LOCAL GOVERNMENT
NEWS - Pages 1-8

THE PUBLIC

Sector

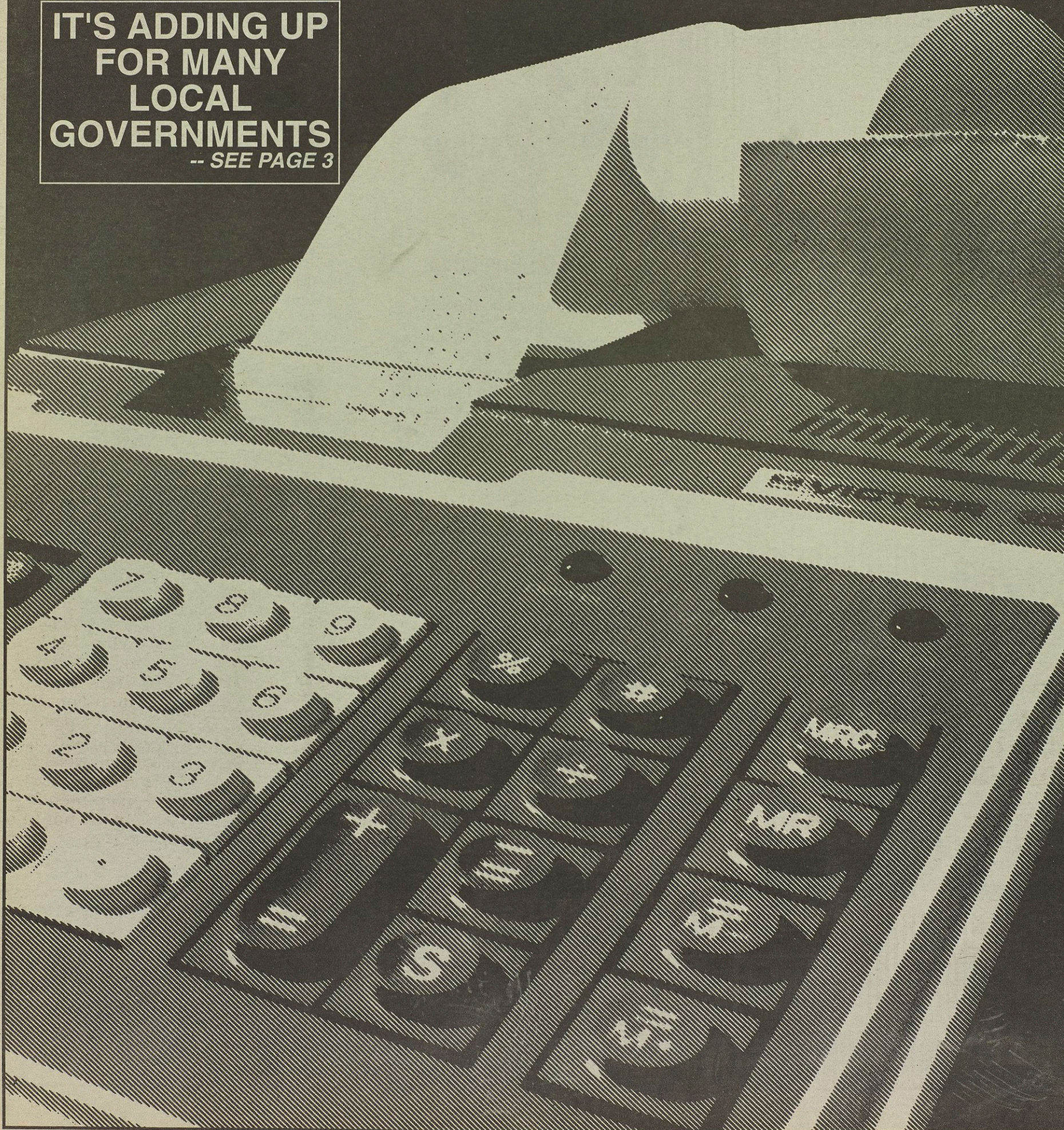
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EARLY RETIREMENT SAVING MONEY AND JOBS

IT'S ADDING UP
FOR MANY
LOCAL
GOVERNMENTS
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News stories, articles and items of information of
interest to CSEA Local Government members

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PEOPLE IN THE NEWS



Niagara County Local scholarships

CSEA Niagara County Local 832 awarded two \$300 scholarships to graduating high school seniors to help with college.

Jennifer Dahl, daughter of Local 832 member Connie Schmidt, and Michelle Glicka, daughter of Local 832 member Shirley Glicka, received the awards from Local President Richard McIntyre and the local's scholarship committee. Both the winners' mothers work in the county Department of Social Services.

Cattaraugus County Local scholarships

Two college-bound high school graduates have received \$500 scholarships from **CSEA Cattaraugus County Local 805.**

Local President John Ostergard announced the winners, **Patricia Memmott, daughter of Theresa Memmott, and Michael Brown, son of Douglas Brown.** Both the winners' parents work in the county Department of Social Services. The local scholarship committee members were: **Marge Askey, Mary Zink and Tim Anderson.**

Unity Committee at work in Nassau County

MINEOLA - CSEA Nassau Local 830's Unity Committee is working to unify minorities, make them feel they are part of the union and address their concerns.

"We address issues of concern to minority members within Local 830," Unity Committee Chairperson Barbara Jones said. "We are expanding our reach to include the disabled and members afflicted with AIDS. We hope that through our efforts, CSEA will become stronger."

The two-year-old committee has instituted close relationships with outside agencies that members can be referred to, she said.

"One of the most important things we do is go out into the community and go the Black and Puerto Rican Legislative Caucus," said Committee Co-chair Alona Irby.

Unity Committee member Helen Dupree, who is also President of the A. Holly Patterson Geriatric Center (AHPGC) Unit, was able to work with Assemblywoman Earlene Hill and CSEA Nassau Local 830 President Rita Wallace to get preparation kits out to all nurses aides at AHPGC to help them pass a mandated test.

Another important issue for the committee is making the workplace accessible to the disabled.

The committee is planning a race relations seminar, a celebration of the fall harvest in Africa and events for Black History Month.

"I believe in incidental learning to make minorities aware," Irby said. "Hopefully the Unity Committee will provide a number of opportunities for minorities."

"We want to do more for our minorities," Jones said. "We want to see less bias in the workplace and we want to get bills passed in 1991," she said.

The committee will also recognize minority leaders within CSEA Local 830. If you feel you are a minority leader, or you know a CSEA member who is, call the Local and leave a message for the Unity Committee.

Other Unity Committee members are John Gordon and Delores Cook. CSEA Labor Relations Specialist Cynthia Browning is staff liaison to the committee.

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Early retirement incentive: One way to ease the pain

The new early retirement incentive program for local government employees can save communities money, and in the end, allow them to continue the service levels the community deserves.

That's why CSEA lobbied the state Legislature and the Governor to pass the law allowing the incentive for local governments. And it's working.

In Nassau County, the Legislature expects to save from \$12 million to \$20 million (see story below).

South Colonie School District in Albany County expects \$500,000 in savings. The district has more than 100 teaching and non-teaching employees who could take advantage of the incentive.

The law allows local governments to offer an incentive program that allows employees 55 and older with at least 10 years' service or employees with 30 years' service to accrue an extra one month of service credit for every year of service for the first five years and two months for every year after that up to a total of 36 months. That can make a big difference in a retirement check.

At the same time, local governments and school districts reeling from cuts in state aid can save money by allowing older, higher paid employees to retire early. The incentive can help both the governments and the employees.

Unfortunately, some local governments and school districts did not choose to participate. Still others chose a targeted program that CSEA believes is unfair.

Still, CSEA is pleased that its effort for local government early retirement have paid off for CSEA members in some locals and units.

An added bonus for those taking early retirement

The Comptroller's office is interpreting the early retirement law in a way that benefits those taking early retirement.

Employees who are in Tier I, II or III and who have about 18 or more years of service will see their incentive of up to three years applied to their total time of service.

That means that when their retirement is calculated, it will be calculated at a higher percentage rate, giving them more money in retirement.

Retirement system members who want to find out more information should call the NYS Employee Retirement System at (518)474-7736.



CSEA RETIREE DIVISION Administrative Assistant Peggy Lou Zakrzewski talks with members of Niagara County Local 832 at a recent information day.

Across-the-board victory in Nassau

MINEOLA —After aggressive lobbying by CSEA members in Nassau County, the County Board of Supervisors recently approved the early retirement option across the board for Nassau County employees.

The board approved the option which gives eligible employees incentives to retire early as a way to avert the financial crisis the county is facing.



CSEA LOCAL 830 President Rita Wallace

"The supervisors did the right thing and approved the option," said CSEA Nassau County Local 830 President Rita Wallace.

About 2,560 county employees are eligible to take the option and 50 to 55 percent are expected to do so.

The county has estimated savings of \$12 million to \$20 million by the end of 1992.

Under the law, employees are eligible to participate if they are 55 years old and have at least 10 years of service, or if they have 30 years of service, regardless of their age.

Those who participate will receive one month of service credit for each year of service up to five years, and two months of credit for each year of service after the five years, with a maximum of

three years of credit.

"The window period for enrollment is Aug. 1 through Sept. 30, so members who are interested must decide quickly," Wallace said. "They have to contact Dominick Prochilo at (516) 535-2250 at least 40 days before their retirement date."

CSEA Retirement Counselor Jay Soucie is available, by appointment, to discuss the retirement option. He can be reached at (516) 747-1960.

"I appreciate, approve and applaud your decision to adopt the early retirement incentive program for Nassau County employees," Wallace told the board.

She also took that opportunity to tell the board the union would not consider reopening contract negotiations.

"This retirement option should help the county find the money they needed," said CSEA Region I President Gloria Moran. "If it's not enough, they have to look in someone else's pocket to make the ends meet."

"I sincerely believe this incentive should make the difference necessary to avert any layoffs," she said.



CSEA REGION I President Gloria Moran

CSEA members blast Watertown layoff plan

WATERTOWN -- Despite a large CSEA demonstration and a meeting between CSEA and Watertown city officials, the city adopted a budget with massive layoffs that CSEA members say will devastate services.

A week before the budget was adopted, more than 100 CSEA Jefferson County Local 823 members and supporters protested the cuts in a demonstration outside city hall. They then packed a city council meeting letting the CSEA message be repeatedly heard: "Layoffs don't work, the City of Watertown employees do!"

The local CSEA leadership, CSEA Collective Bargaining Specialist Tom Dupee and CSEA Budget Analyst Kathy Albowicz later sat down with city officials to suggest how to minimize layoffs. They were unsuccessful, Dupee said.

The city will now go ahead with its plan to layoff a large group of employees, mainly

in four departments: water, sewage, public works and parks and recreation. Early next year they will begin a second round of layoffs under a "consolidation plan" that will bring total layoffs in those departments to 35 percent of the CSEA workers.

"With a layoff of this size, they may call it a consolidation of services, but what it will amount to is a total loss of services," Dupee said.

To ensure that the employees who are being laid off get the proper pay and benefits, CSEA has demanded to meet with the city for impact negotiations.

FATHER AND SON demonstrate in Watertown before a city council meeting on a budget calling for a 35 percent workforce reduction in four city departments.



Erie County members picket executive's bash



CSEA MEMBERS in Erie County protest the lack of a contract at a political event for the county executive.

BUFFALO -- Fed up over the lack of a contract, more than 500 members of the Erie County Employees Unit of Local 815 took to the streets to picket County Executive Dennis Gorski's re-election announcement party.

Carrying signs that said "We Want a Contract," the workers blanketed the sidewalks leading to the affair and made sure those driving in knew that while Gorski was thinking of politics, CSEA members were providing the services the public expects and deserves.

"We are the people who perform and deliver the county services," said Stephen Caruana, unit president. "We make the county administration look good in the public eye. We work out of title without extra pay and without adequate staff, all the while allowing the administration to brag that they are efficient and financially stable."

There have been rumors that CSEA turned down an offer from the county, but Caruana said they are false.

"It's important that everyone knows that we did not turn down an offer of 4 percent by the county," he said. "No such offer was ever placed on the table."

CSEA fights Kingston pay freeze proposal

KINGSTON -- A recent call in a City of Kingston newspaper for Ulster County workers to forego their 5.5 percent pay increase for this year - which is already half over - is ludicrous and reeks of anti-unionism, said Local 856 President Betty Gordon in a letter to the newspaper.

"CSEA negotiated this contract in good faith," she said. "It was ratified by both employees and officials of Ulster County and it is expected that it will be honored."

"So the county has a deficit and it looks toward the lowest-paid employees to make it up," she said. "When the county had a surplus of \$12 million in 1985, did it come to the employees and offer to share it?"

Gordon said CSEA employees have already done their part. "When inflation was 12 to 15 percent, our raises were 3 to 5 percent."

Should the county resort to threatened layoffs, the cost of unemployment

insurance and welfare should certainly be considered first, she warned, noting that the impact on the already fragile economy in the area could be even more damaging.

"We all have budgets to meet," she said. "Knock on someone else's door -- like the higher paid management staff or the political appointments."

Morale deteriorates in Port Jervis

PORT JERVIS -- Layoffs of co-workers, accusations of stealing and assignment of welfare recipients to do the jobs of city employees have contributed to deteriorating morale among city workers here.

"I used to like coming to work," said one man who asked not to be identified.

Add to the woes of workers the city's refusal to provide tools, fewer workers assigned to crews and a new policy to limit vacations to two weeks; employees say they "wonder where it will all end."

The assignment of welfare recipients and persons convicted of misdemeanors to community service has not helped morale.

One custodian said he lost a co-worker to a layoff because it was determined that he no longer needed a helper to clean city hall.

"Then they assigned three welfare people. Now, I just babysit them," the custodian said.

"Untrained people endanger the lives of employees," he added. "That could really cause problems for the city."

Rockland County Rescue:

Drivers transport elderly

SUFFERN — Three Rockland County bus drivers spent a weekend rescuing more than 100 elderly residents of an area nursing home recently.

Bus drivers Bob Leibowitz and Frankel Joseph, members of CSEA Rockland County Local 844, arrived at the Ramapo Nursing Home at 11 p.m. one Saturday in June to find patients outside in stretchers and chairs. Because of a strange odor, they had to be evacuated to other nursing homes, hospitals and the Salvation Army shelter.

The heat and humidity added to the emergency because dehydration was a real concern.

"Once we got the residents on the bus," Leibowitz said, we put on the lights and the air conditioning and the nurses handed out juice to everyone."

Joseph said the residents were frightened.

"We kept the passengers calm," he said. "They were terrified. It was a nightmare."

Patients weren't their only concern. Joseph and Leibowitz also transported linens, records and medications. The long night ended after 4 a.m. Sunday morning.

But the job still wasn't finished. At 7 a.m., Leibowitz and another driver, Helen Zinza, were called again, this time to transport the patients who had been taken to the Salvation Army shelter to other nursing homes because the shelter had no cooking facilities.

They also had to take file cabinets and other equipment from the Ramapo Nursing Home to the others. The two drivers worked for four hours on those chores.

Officials were still trying to find the source of the noxious odor that caused the evacuation. The residents have returned home.

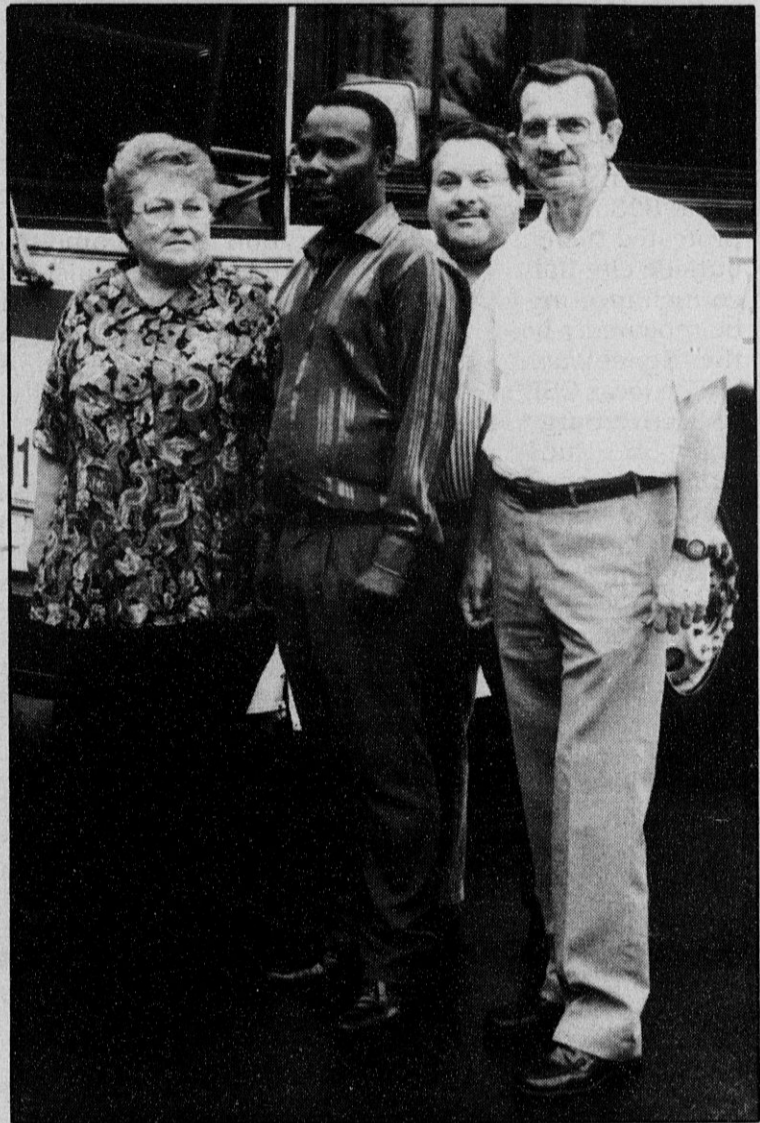
"As far as management is concerned, these employees responded to an emergency situation and performed over and above what was required of them," said Rockland County Transit Administrator Michael Gurski. "They were not only a credit to their department but to the county as well."

The buses, part of the Rockland County Department of Public Transportation, normally transport senior citizens and handicapped people to medical appointments, stores and nutrition centers. Last year, the eight buses gave 35,000 people curb-to-curb service for 75 cents a ride, said Transit Operations Supervisor Bill Jackato.

"If it wasn't for our service, a lot of people would never get out," Leibowitz said. "We take handicapped and blind people to work; we take two people for dialysis. It's a good service."

Each driver gets his route for the day on a sheet which begins with the reminder, "Please be gentle, kind and patient."

Referring to the nursing home crisis, Zinza said, "It's what we do every day, only more intense."



ROCKLAND COUNTY TRANSIT employees, from left, Helen Zinza, Frankel Joseph, Bob Leibowitz and Bill Jackato helped in a nursing home evacuation.

Sullivan County:

Cooperation works here

By Anita Manley
CSEA Communications Associate

MONTICELLO -- Labor relations in Sullivan County are warming as a labor-management committee works to solve problems between jail employees and the county.

The committee "has provided another vehicle that can be used instead of the grievance procedure," CSEA Labor Relations Specialist Michael Hogg said.

"We have achieved resolution of numerous issues," Hogg said, "and it has improved labor relations between CSEA and the county."

Hogg cited some instances where the committee found satisfactory solutions.

In one instance, a woman who was classified as a part-time matron at the county jail was working full-time. She received no benefits and had no seniority. The committee agreed she should be classified as a full-time corrections officer with benefits. Her vacation and sick leave also were adjusted to reflect the hours she had worked.

Two other jail employees, both account clerk/stenographers, saw their salaries adjusted to reflect additional duties they had taken on through the years.

"No one realized the job had changed so drastically," Hogg

said.

The committee also set the salary for an assistant cook, a newly-created position.

"Sometimes we agree, sometimes we don't," said Sullivan County Personnel Director Richard Green. "The representatives of labor and management may not like what the other has to say, but the labor-management model makes us communicate and encourages an ongoing dialogue. Grievances and disagreements are avoided and disputes are more readily resolved. Issues are addressed in a more professional, fair and objective manner because disputes are channeled through an administrative, as opposed to a political, process."

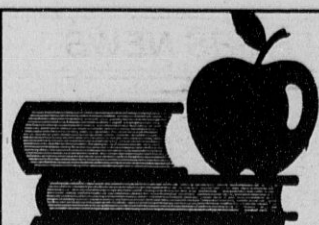
"We can always walk away and talk to each other," Hogg said.

The concept of the committee was negotiated into the last contract, Green said, but wasn't implemented until the current committee was formed.

"We formalized it and we got it off the ground," he said. "It will get better as time goes on."

Jail Administrator Bill Ritchie agreed that the committee has improved the morale of county jail employees.

"Workers seem to have a respect for the job that was not there before," he said. "The feeling that they have input puts them on a different plane."



School District Affairs

Summer means added responsibilities for these school district employees

By Anita Manley
CSEA Communications Associate

WHITE PLAINS — While most children are home enjoying their summer off from school, more than 500 students from all over Westchester County are attending White Plains Middle School this summer to make up for studies they may have failed or to earn extra credit.

The burden of keeping the school open and maintained falls more heavily on the shoulders of CSEA members than during the regular school year.

CSEA member Marcia Dougherty, for example, is a senior clerk typist from September to June and has been with the district 10 years. But come summertime, Dougherty is the office manager for the summer school, which serves students in grades 7 to 12 from all over Westchester County. Students from 48 school districts attended last year's summer school.

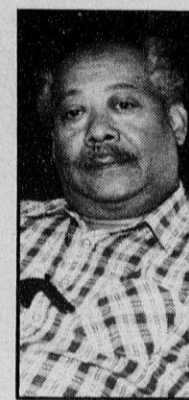
Preparations begin the previous October when Dougherty begins the inventory of equipment and supplies for the coming summer session and Principal Cary Smith starts to prepare the budget.

Janet Hayes is a teacher assistant during the school year but handles finances for the summer school and conducts registration for students taking Regents exams. Hayes, a veteran of 21 years with the district, managed a budget of \$62,000 last summer.

Barri Moore is a security aide who said the biggest problem with summer students is that they often get lost because most are from other districts. Moore, who has worked for the district for nine years, also has to contend with automobile safety and car registration, as well as the obvious problems of graffiti, wastebasket fires and



WHITE PLAINS MIDDLE SCHOOL Principal Cary Smith, center, knows he can count on CSEA members Marcia Dougherty, left, and Janet Hayes to help run the summer school program while most of the rest of the staff is enjoying their summer vacation.



JOHN CATO, left, AND BARRI MOORE spend their summers taking care of maintenance and security in the White Plains Middle School.

overflowing fountains.

Maintenance Supervisor John Cato calls summer "business as usual" as the district buildings are cleaned to get ready for fall.

The middle school will be cleaned last because 20 classrooms are used for the summer session.

"We do here in six weeks what is ordinarily done in a 10-month school year," Principal Smith said. "That's monumental. It's a lot of pressure and the margin for error is slim.

"Much of our success is due to this staff," Smith said. "I know I can count on them."

"We do here in six weeks what is ordinarily done in a 10-month school year. That's monumental ... Much of our success is due to this staff. I know I can count on them."

Four-year contract in Mahopac

CSEA members in the Mahopac School District in Putnam County unanimously ratified a new four-year contract, said CSEA Collective Bargaining Specialist Al Sundmark.

The contract covers about 50 clerical employees and is retroactive to July 1, 1990. An impasse was declared last fall and mediation and fact-finding failed to resolve the dispute but an agreement was reached through resumed negotiations.

The contract contains annual salary increases and several benefit improvements.

A new contract for CSEA Kings Park School District Unit

The CSEA Kings Park School District Unit of Suffolk County Educational Local 870 has agreed to a new two-year contract retroactive to July 1, 1990.

The pact includes annual salary increases and benefit improvements.

CONTRACTS

Agreement

BETWEEN
**THE CIVIL SERVICE
EMPLOYEES ASSOCIATION, INC.**
AND

Two Islip school units ok pacts

A pair of Islip School District units have accepted new contracts.

The 30 members of the CSEA clerical unit have approved a three-year contract effective July 1 which includes salary hikes plus increments each year plus gains in benefit areas.

The 25 members in the cafeteria unit approved a one-year agreement effective July 1 that includes hourly increases and protected the cafeteria from being contracted out.

Unit President Marge Marsch and CSEA Collective Bargaining Specialist Jim Walters negotiated the cafeteria unit contract while Walters, Unit President Carol Almborg, Joan Varley, Carol Jensen, Candy Richichi, Donna Sweeney and Sharon Furlong comprised the union negotiating team for the clerical unit.

Members protest Central Islip SD layoffs

CENTRAL ISLIP — While students in the Central Islip School District may have waited breathlessly for the last day of the school year, 88 school district employees dreaded it. The last day of school also signaled their last day of employment with the district.

CSEA members and teachers in the district held three large demonstrations protesting the layoffs but to no avail.

"We did not create the fiscal crisis and our members should not have to bear the burden of these budget cuts," CSEA Labor Relations Specialist Toni Souci said. Of the 88 district employees receiving layoff notices, 42 were CSEA members.

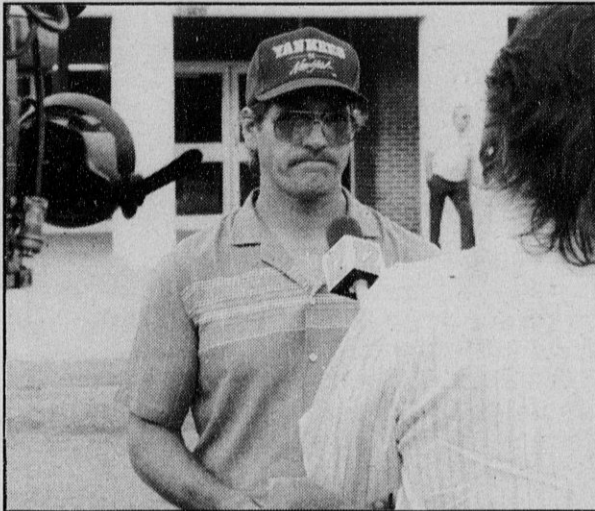
CSEA filed a grievance charging the district with improper layoff procedures and the grievance process is underway.

"The district let us know they did not intend to let our members bump back into former positions. This is a violation of civil service law which addresses bumping rights," Souci said.

CSEA members are also upset that the layoffs were contained below the

administrative level.

"Let them cut the fat from above," said CSEA Central Islip School District Unit President Mike Falk. "Lay off some of the high-salaried administrators and share the burden."



CSEA CENTRAL ISLIP Unit President Mike Falk tells television reporter any cuts should start at the top levels.

Contracting out hurts people

Bettie Kotzak, battling cancer, is also fighting for her job

BURNT HILLS — Bettie Kotzak is a fighter. And in the middle of a battle against breast cancer, the computer specialist is also fighting for her job.

"I love working for the Burnt Hills-Ballston Lake School District," Kotzak said. "I helped establish the district's computer system and I know what it can do. But now the district has contracted out my position at a higher cost to the taxpayers and that makes me mad."

Kotzak says the school district contracted out her position to the Albany-Schoharie-Schenectady BOCES.

"I even offered the district a computer operation plan that would cost less than the BOCES plan and do more, but for personal reasons the district is still bound and determined to force me out and get BOCES in," she said.

CSEA Labor Relations Specialist Kate Luscombe filed an improper practice (IP) charge against the district on the grounds the district failed to negotiate the change in terms and conditions of employment with the union.

"This is a very important case," Luscombe said. "It centers on the rights of the workers to do bargaining unit work exclusively during the period of a contract."

Management cannot be allowed in mid-contract to decide that bargaining unit work is now going to be done by non-bargaining unit personnel."

"The entire school district community is aware of Bettie's situation," said Shirley Brazee, CSEA Burnt Hills-Ballston Lake School District Unit president. "Several administrators and teachers have sent the board letters of support for Bettie and her computer skills."

"Now Bettie is considering a one-woman campaign against the district," Brazee said. "She needs support facing the challenge of breast cancer, and the district should have taken that need into consideration. How would any employee feel being treated like this?"

"Strange, isn't it, that the school district is spending more to get less from a contractor than from its own career employee? Is that good use of district tax dollars?" asked CSEA Schenectady County Local 847 President Lou Altieri.

The state Public Employment Relations Board has scheduled a hearing on CSEA's IP charge during August.



Bettie Kotzak

Loss of special ed aides devastating to Warwick pupils and teachers alike

WARWICK — The loss of eight special education instructional aides in the Warwick Valley School District because of the substantial loss of state aid is devastating students and teachers alike, according to CSEA Unit President Naomi Kaplan.

"The real losers are the students," Kaplan said. "Our reward comes when we see our 'kids' walk across the stage at graduation with diploma in hand, knowing full well that we had a part in the success they achieved."

Instructional aide Bernadine Codella said her own son, who graduated with a Regent's scholarship, benefitted from the program.

"It all has to do with the assistance he got here," Codella said. "These kids would flounder without us. Many need the one-on-one instruction they get here. We've had great successes."

Aide Judy Duryea, a nine-year veteran who works at the middle school, agrees.

"The best you can give the children is the courage to try," Duryea said. "We free the teacher to teach. The teachers are dedicated, but they can't do it all. The aide helps the teacher decide what is a minor need and what is an immediate need."

Special education teacher Larry Zalkin decried the loss of instructional aides.

"Without the support of the instructional aides, we will not be able to provide the same level of services that are now being offered to our labelled handicapped students ... For our program to function as successfully as it has in the past, our instructional aides must be reinstated!"

Amsterdam school members demand bargaining restart

AMSTERDAM — School may be out for the summer but that's no excuse for management to stay away from the bargaining table, say officials of CSEA's bargaining units in the Greater Amsterdam School District.

Seventeen months of negotiations failed to break an impasse in contract talks and union officials are calling for management to return to the table.

Unit members have protested the long delay in negotiations with demonstrations.

"Ironically, the Amsterdam School District has benefited from the hard times," CSEA Collective Bargaining Specialist Michael Campon said. "The district has lowered school taxes and gotten an increase in state aid. We feel it's time for the district to return to the bargaining table and negotiate a fair contract."

CSEA GREATER AMSTERDAM SCHOOL District Clerical and Custodial Unit members, left, protest a contract impasse.



Erie County member can return from leave

David Bloom is back on the job in the Erie County Department of Social Services and he couldn't be more full of praise for CSEA.

"You don't really learn the value of a union until your butt is on the line, unfortunately," said Bloom, who was initially denied a political leave of absence allowed in the **Erie County Employees Unit** contract. "It was the union's persistence over 11 months that finally got my job back."

Bloom, a county employee since 1983 and CSEA member, received an offer to head the newly organized Department of Economic Development in Allegany County. Under the provisions of his contract, he requested a one-year leave of absence to take the post and would have had the option to renew the leave for three more years.

"The county refused his request on the premise that he was not going to an 'office' but a 'position in the public sector',

whatever that means," said **CSEA Labor Relations Specialist Jim Gleason**. "It took them a while to back down but when we approved taking it to arbitration and lined up our guns, they suddenly saw the error of their ways and allowed Dave to return to his job without wasting their time and money."

Bloom, who has worked as an employment counselor and job developer for Erie County Social Services, took the Allegany County job for just about a year before deciding he wanted his old job back.

"I'm absolutely ecstatic about the way the union supported me," Bloom said. "I was turned down before I left, but **Unit President Steve Caruana and Gerry Prince (former Social Services Section president) and Joanne Lindell (Social Services Section president)** were very helpful and supportive. I've only got the best to say about CSEA — thank God for them."

Orleans County worker gets job back and \$20,000 in back pay

CSEA has won an Orleans County CSEA member his job back after he was dismissed for filing a grievance.

The administrative law judge ordered the county to reinstate **Richard Townsend, a member of CSEA Orleans County Local 837**, and give him \$20,000 in back pay.

Supervisors gave Townsend, a building maintenance worker at the Orleans County Nursing Home since 1988, the absurd choice of accepting an unjustified 15-day suspension or resigning.

They had tried to link him to a theft

Townsend had reported.

Townsend filed a grievance over the "choice," and the county fired him. CSEA filed an improper practice (IP) charge.

The administrative law judge ruled that the nursing home administrator violated the law by firing Townsend for filing the grievance, an act protected by law.

But **CSEA Attorney William Herbert** said the county is appealing the decision, but CSEA is still confident of victory.

"The county's actions were way out of line and we believe the administrative law judge's ruling was the right one," he said.

Seniority victory in Schenectady County DSS

Perhaps after three losses the **Schenectady County Department of Social Services** administration has finally learned that the seniority of its workers is to be the determining factor in who gets posted positions.

For the past three years, CSEA has been driving this point home in a series of arbitration victories. Now **Michele Tabbano**, a former CSEA Unit president, has won a seniority battle that entitles her to be offered a caseworker trainee position in her former department.

"The union's objective was simply to defend the rights of our members who were seeking promotional opportunities," said **CSEA Labor Relations Specialist Kate Luscombe**. "The department was not following the seniority clause of the contract. We had to correct that."

That meant CSEA has to go through a

series of arbitrations before three different arbitrators. In a case three years ago involving Tabbano, an arbitrator ruled that arbitrators could not appoint anyone to civil service positions.

"The decision threatened the whole concept of contractual seniority," Luscombe said. If unchallenged, the ruling would have had a negative impact throughout the state."

CSEA didn't give up, and won two more rulings that allowed other Schenectady County Department of Social Services employees to be promoted based on seniority. Tabbano won a second seniority clause grievance. "We're ready ready to continue the battle if Social Services wants but we'd prefer that the county put this lesson behind them and work with us on other problems," **CSEA Schenectady County Local 847 President Lou Altieri** said.

CSEA wins 10 days vacation time for Troy City member and protects contract rights

CSEA City of Troy Unit member Samuel Ciraulo has 10 additional vacation days that he was entitled to receive because CSEA stood up for his contractual rights.

CSEA recently won an arbitration over the issue.

The problem developed when Ciraulo, who has worked for the city since 1967, returned from an authorized year's leave of absence without pay.

According to the contract, employees hired before 1977 earn their vacation time based on their total months of service. The vacation days are credited for the previous year at the start of each new year.

Because Ciraulo had been on leave and came back to work in the middle of the year, the city tried to claim that he was only entitled to pro rated vacation days.

CSEA Attorney Robert DeCataldo



Management Fiasco at Westchester Medical Center

When five employees of Westchester County Medical Center in Valhalla saw a posting for a scrub technician course to be given at the hospital, they jumped at the chance to better their lives.

Promised promotions and pay increases, **Margaret Smith** and her four co-workers worked hard through weeks of classes and on-the-job training and they excelled.

Now all they ask is to be paid for the out-of-title work they performed -- for job never really created. CSEA is pursuing an out-of-title grievance on behalf of the five women, members of **CSEA Westchester County Local 860**.

All five passed the course and began working as scrub technicians in February.

"They had us doing everything from drawing blood gases to banding new babies, drawing up medication for the operating field, assisting in delivery, taking health histories, stocking labor, delivery and recovery rooms, ordering supplies, putting patients on monitors and the like," Smith said.

But their first payday as scrub technicians was a disappointment.

"None of us received the pay increases we were promised, so I called the payroll office and they told me they never heard of the scrub technician program," Smith said.

The deputy director of nursing told Smith everything would be straightened out.

With another pay period and still no increase, the deputy director of nursing admitted she never had proper authorization for the program, but was told to proceed. Now, she said, she was told the program was on hold.

CSEA Labor Relations Specialist Max Neuberger said the problem was more complex. The county legislature was supposed to create the new title but never had.

As a result, the five women were given the option of going back to their old jobs or training to become nurse aides. Smith remains in the Labor and Delivery Department performing clerical work.

successfully argued otherwise. He pointed out that the amount of vacation time earned was based on the employee's months of service and the contract did not specify a minimum period of work service during the year in order to accrue vacation leave credits.

The arbitrator directed the city to add 10 days vacation Ciraulo's accruals.



FULL SERVICE

A message from CSEA President Joe McDermott

NY should look west for tax answers

This year both New York and California faced huge budget deficits. How each state chose to solve its fiscal problems makes an interesting comparison.

The Governor and Legislature in New York chose a scorched earth policy of slashing state services and making cuts in vital aid to local governments and school districts. Public employees have borne an unfair share of this burden. People in need of services are denied them. And middle-class families suffer as the tax burden is shifted to the property tax and other regressive taxes.

Much of the problem is caused by huge income tax cuts given to the wealthy in 1987. The Fiscal Policy Institute (FPI), of which CSEA is a member, issued a report this year which showed that by raising the income tax on the wealthiest 5 percent of New Yorkers, closing corporate tax loopholes and broadening the sales tax, New York could raise more than \$3 billion.

We did make some progress. Although the Governor and Senate Majority Leader said they opposed any increase in the personal income tax, the final budget included an increase in that tax on individuals making more than \$100,000. This additional revenue prevented even deeper cuts in state and local services. We are proud of the progress, but it is not enough.

Compare New York's solution to California. There, Republican Gov. Pete Wilson and the Legislature agreed to increase the income tax on wealthy Californians. The tax program is very much like what CSEA and FPI have been advocating in New York.

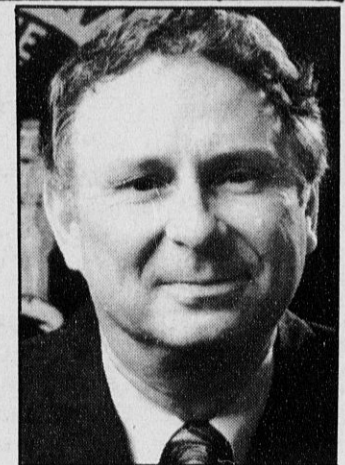
Individuals making more than \$100,000 a year in California will now pay a 10 percent tax. Individuals making more than \$200,000 will pay 11 percent. The new taxes will generate more than \$2 billion.

This does not mean that everything is

rosy in California. The Governor is seeking wage and benefit concessions from state workers. Thousands of public employees have been laid off.

But the California politicians have faced the reality that they needed to in order to restructure their tax system in a fair and progressive way to put some stability back in their government. One California legislator put it this way, "The point is, this was a question of equity. If we're going to cut services to balance the budget, then we felt as a matter of fairness to increase taxes moderately on the wealthy."

New York's politicians should listen to their colleague from the west coast.





General News

News stories, articles and items of information of general interest to all CSEA State members

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Page 11

New York Works Because We Work! In Westchester County, a parks employee does some very special restorations.

Pages 12 & 13

CSEA members who use herbicides should be careful. And progress on an asbestos problem in the Bronx.

Page 14

A round-up of state legislative news.

Page 15

Statements from candidates for CSEA Board of Directors seats.

Page 16

Solidarity Day is almost here, so get ready for the bash in Washington. It's also the 10th anniversary of the PATCO strike.

Local government news is on pages 1 to 8.
State government news is on pages 17 to 24.



"WE MUST NEVER FORGET those who served and did not return and those families they left behind. We must remember both and appreciate both," CSEA Executive Vice President Dan Donohue said at a Memorial Day assembly in Albany.

Local 400 members raise funds for sick co-worker

While leukemia patient **Linda Peterson** is undergoing treatment at Roswell Park Cancer Institute in Buffalo, her co-workers are working to help her.

A six-year employee of J.N. Adam Developmental Center, Peterson needs a bone marrow transplant. **CSEA J.N. Adam Developmental Center Local 400 members** have set up a fund to help her and her family deal with the massive expenses.

Donations may be sent to:

The Linda Peterson Fund
2585 Meadow Lane
Eden, NY 14057

"We have a number of donation cans in local stores," **Susan Caldwell** said. "We

hope any other other union members who are able will pitch in, too."

One necessary expense is \$300 for a search for a bone marrow donor.

PEOPLE IN THE NEWS



The CSEA Calendar

August 8

Deadline for submission of recommendations for resolutions to be considered at Annual Delegates Meeting.

August 8-9

Reemployment Assistance Program Job Search Workshop, Rockland Psychiatric Center. Register with Ms. DeCosta, 914-426-2700, Spring Valley; Ms. Christopher, 914-363-7000, Newburg; Ms. Tanner, 914-997-9552, White Plains.

August 11

Region II PEOPLE Committee Picnic, 8:30 a.m. to 7:30 p.m., Kruckers Restaurant and Grove. Call Ana Diaz, 718-217-4242.

August 14

Local 010 Office of Vocational Rehabilitation, Brooklyn. Lunch and Learn, noon. Call Lilly Gioia, 212-514-9200.

August 15

Region I PEOPLE Picnic, Nassau Beach, 11 a.m. to 4 p.m.. Region I PEOPLE Dance, LaMachine, Levittown, 6 to 9:30 p.m. Deadline for tickets Aug. 7. Contact Call Chair Carol Guardiano 516-265-6388, Bob Blumhagen 516-671-3161, Marie Fallon 516-222-7580 or Barry Malone 516-544-0800.

August 17

Binghamton Psychiatric Center Local 441 Golf Tournament, Afton Country Club, 7:30 a.m. Register by Aug. 7. Call Local Vice President Mark Mandyck, 607-733-4507.

August 19-22

CSEA Retiree Convention, the Catskills.

August 22

Solidarity Day Region II Bus Captains meeting, 5:30 p.m. Call Gerry Fidler, 212-514-9200.

August 22-September 2

New York State Fair, State Fairgrounds, Syracuse. CSEA Display in the Center of Progress Building

August 31

Solidarity Day, Washington, DC. Call political action coordinator in your region for bus information.

September 7

Central New York Labor Solidarity Parade, Utica. Assemble at CSEA Utica Satellite Office, 9 a.m. Locals who want to march should call Region V Executive Bob Timpano, 315-724-6372.

September 13

Region II Safety and Health Committee meeting, 1 p.m. Region II office.

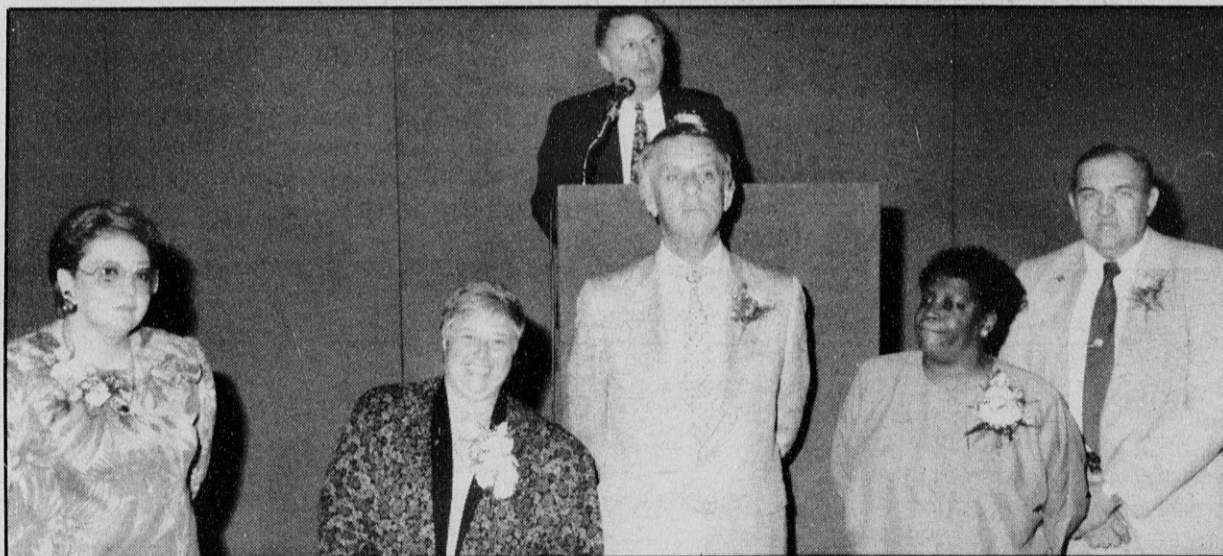
September 25

Local 010 Department of Transportation, Long Island City. Lunch and Learn, noon. Call Chris Rodriguez, 718-482-4631.

October 7-11

CSEA Annual Delegates Meeting, Niagara Falls.

CSEA Locals or Units should send calendar information to *The Public Sector*, CSEA Headquarters, 143 Washington Ave., Albany, NY 12210. Include date, event location, time and contact person with phone number. Allow at least 60 days to ensure timely publication.



REGION VI OFFICERS were recently installed. They are, from left, **Secretary Candy Saxon, First Vice President Flo Tripi, President Robert Lattimer, Third Vice President Sylvia Thomas and Treasurer Jim Kurtz.** Not pictured is **Second Vice President Marie Prince.** CSEA President **Joe McDermott**, at back, installed the officers.

Officers' installation featured at Region VI conference

BUFFALO - The installation of region officers elected last year was a highlight of the recent Region VI Conference.

CSEA statewide President Joe McDermott gave the oath of office to **Secretary Candy Saxon; Treasurer Jim Kurtz; Third Vice President Sylvia Thomas; Second Vice President Marie Prince; First Vice President Florence Tripi and President Bob Lattimer.**

Robert Gollnick, Deputy Commissioner of Labor for Worker Protection and Patricia Adams, PESH program manager, talked on the state Public Employment Safety and Health (PESH) Act.

CSEA Treasurer Mary Sullivan, CSEA Secretary Irene Carr and Ramona Gallagher, assistant labor commissioner, also spoke.

Park art has roots in a childhood spent at Rye Playland

By Anita Manley
CSEA Communications Associate

RYE — Larry McGowan's love affair with the Rye Playland carousel began when he was a child.

"This ride was my babysitter," he said, recalling memories from his childhood. "I've been coming here since 1952. My father would bring me here and he'd forget about me. I didn't mind."

The carousel was one of the original park rides. Built by Charles Carmel in 1928, the art work and the jewel-like decorations are rare and valuable.

Now a painter at Westchester's popular amusement park, McGowan has been meticulously restoring the intricate carousel and its organ this year.

McGowan, a member of Westchester County Local 860, recalls fondly the carousel's organ music.

"I used to sit on the stationary horses so I could concentrate on the music."

When he was a kid, the park sponsored a contest for youngsters to write a composition about what they liked about the park. McGowan won.

"I received an enormous stack of tickets which I immediately used on the carousel."

McGowan was so enamored of the music that when he began to study the piano at age nine, he learned quickly so he could play his old favorites, memorized from the music of the merry-go-round.

"All the music in me came out," he said. "It amazed everyone that I knew these very old songs."

McGowan's musical interests influenced his career choices and he worked as a musician in two bands. He returned to Playland as an employee in 1986 when he decided he needed a job with stability.

"I never thought of Playland as a place to work," he said. "I thought of it as my

fantasy place, my relaxation."

McGowan began as a part-time painter — "a 'house painter' painter," he emphasized. But his artistic talents won the attention of his boss and when a sign-painter job opened in 1987, he was appointed to the full-time position.

Since McGowan's co-workers knew about his interest in the carousel, they referred any repairs to him. When the carousel horses needed restoration, McGowan worked enthusiastically with Bill Finkenstein of R and F Designs of Connecticut to learn the technique. As with his music, McGowan took something he loved and turned it into his personal project.

Restoring an antique carousel is more complicated than one might think. Research into the original design of the horses and the colors that were used is a complex process.

McGowan said his friend Bill Finkenstein has an extensive library of color charts, descriptions of carousel horses and carving styles which he has used.

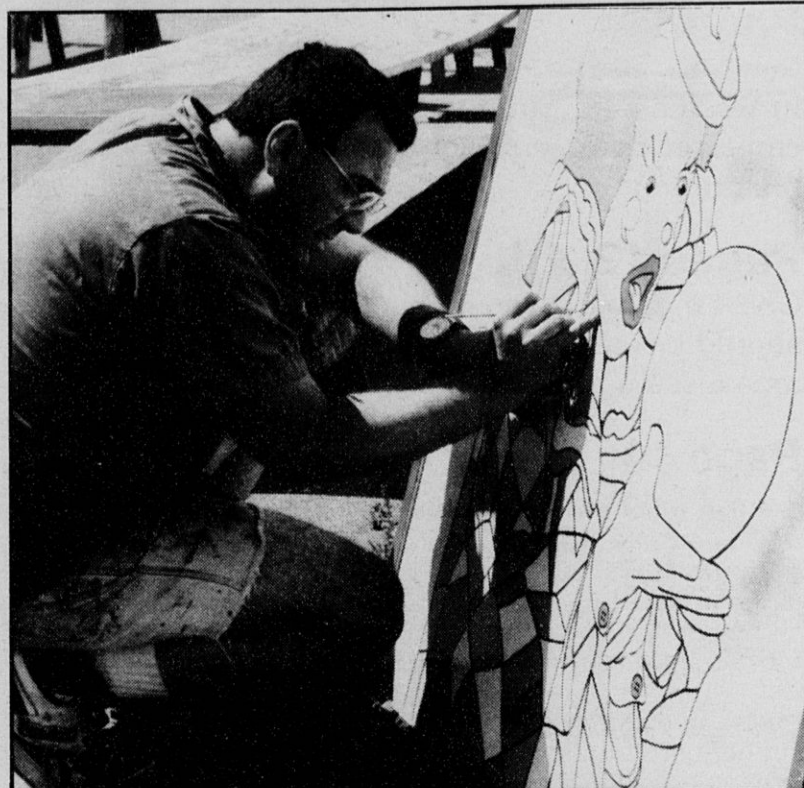
McGowan has spent many hours lovingly using gold and silver leaf, bright colors and jewels on the beautiful horses, restoring them to their 1928 grandeur. In addition, he is restoring his beloved carousel organ, a true labor of love.

McGowan's personal touch can be seen all through the park. When park officials wanted paintings of clowns for one of the rides, McGowan obliged. When pictures of

New York Works Because We Work!

Civil Service Employees Association, Inc.
Local 1000, AFSCME, AFL-CIO

One in a series of stories about real people who prove that government at every level works because public employees work.



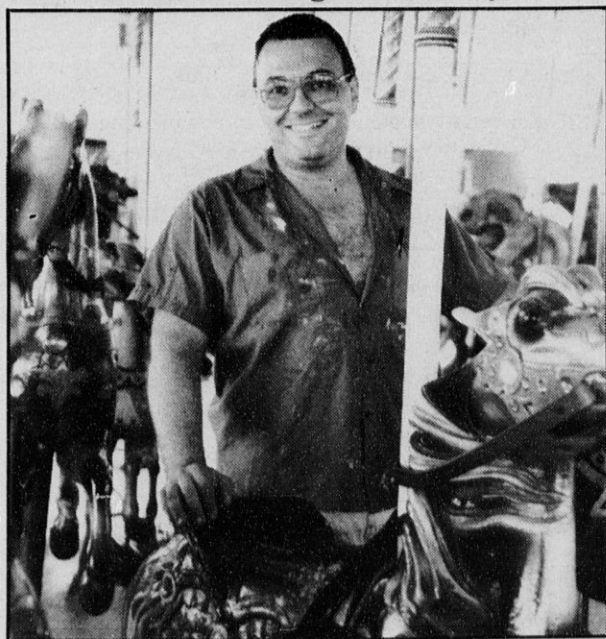
PAINTING A SCENE for a ride at Rye Playland, CSEA member Larry McGowan enjoys his work.

swans, pirate ships and flamingoes were needed for the park, McGowan's artistic touch once again came through.

Sign painting is also an art, especially at Playland, which has been named a National Historical Landmark.

Not surprisingly, McGowan said he loves his job.

"Some people may raise their eyebrows in wonderment at the validity of what I do," he said. "I never had so much fun. I have found my place. I would love to continue to make more contributions to Playland. I'm thankful to Westchester County for building this park."



CSEA MEMBER LARRY McGOWAN with one of the carousel horses he restored and, at right, the Rye Playland Carousel.



On the job or off, pesticides and herbicides can be dangerous

When it comes to pesticides, what you don't know can hurt you. This summer, many CSEA members who work in highway, public works and parks departments across the state will be spraying away with herbicides and insecticides — items designed specifically to kill.

"It's important to understand these products are intended to kill living organisms of some kind, and depending on their strength, they can also harm people," said Jim Corcoran, CSEA director of Occupational Safety and Health. "You need to know what you're working with and the proper procedures for its use or else you'll run a serious health risk for yourself, other people and the environment."

It pays to know just what you're dealing with, especially when the manufacturer may be less than forthcoming about the dangers of its chemicals.

Most pesticides and herbicides have not been well-tested for long-term effects.

For many, the short-term health effects can include:

- nausea and vomiting
- stomach cramps
- fatigue
- weakness
- dizziness
- sore throat
- burning in the chest
- numbness
- headaches
- diarrhea
- pain in hands and feet
- severe skin and eye irritation
- impaired sense of taste and smell
- occasional paralysis of legs or arms

Chemicals affect people differently. Your age, health, exposure time and combinations of chemicals are some of the variables that can influence how you might be affected.

Anyone who works with herbicides or pesticides — or with any chemicals — has a right to know what the chemicals are and to get training in their handling. (See adjacent story.)

By law all pesticides must be registered with the federal Environmental Protection Agency (EPA). In New York, they must also be registered with the state Department of Environmental Conservation (DEC). If the

product you use doesn't have a registration number, contact the DEC.

CSEA generally advocates the use of alternatives to herbicides and pesticides, including mowing, burning or paving to get rid of weeds, mulching or planting more desirable plants or using natural controls such as grazing animals or natural predators.

If that's not possible, CSEA recommends using the least toxic chemicals, such as growth retardants and weed oils.

If you have to use toxic chemicals, stress safety at every step. By law, all mixing and application must be conducted under the supervision of people with DEC certification.

Your protective clothing and equipment should cover your whole body. You should always wear rubber gloves, goggles and a respirator even if the label doesn't call for them. You should plan ahead so that you will mix only the chemicals you need.

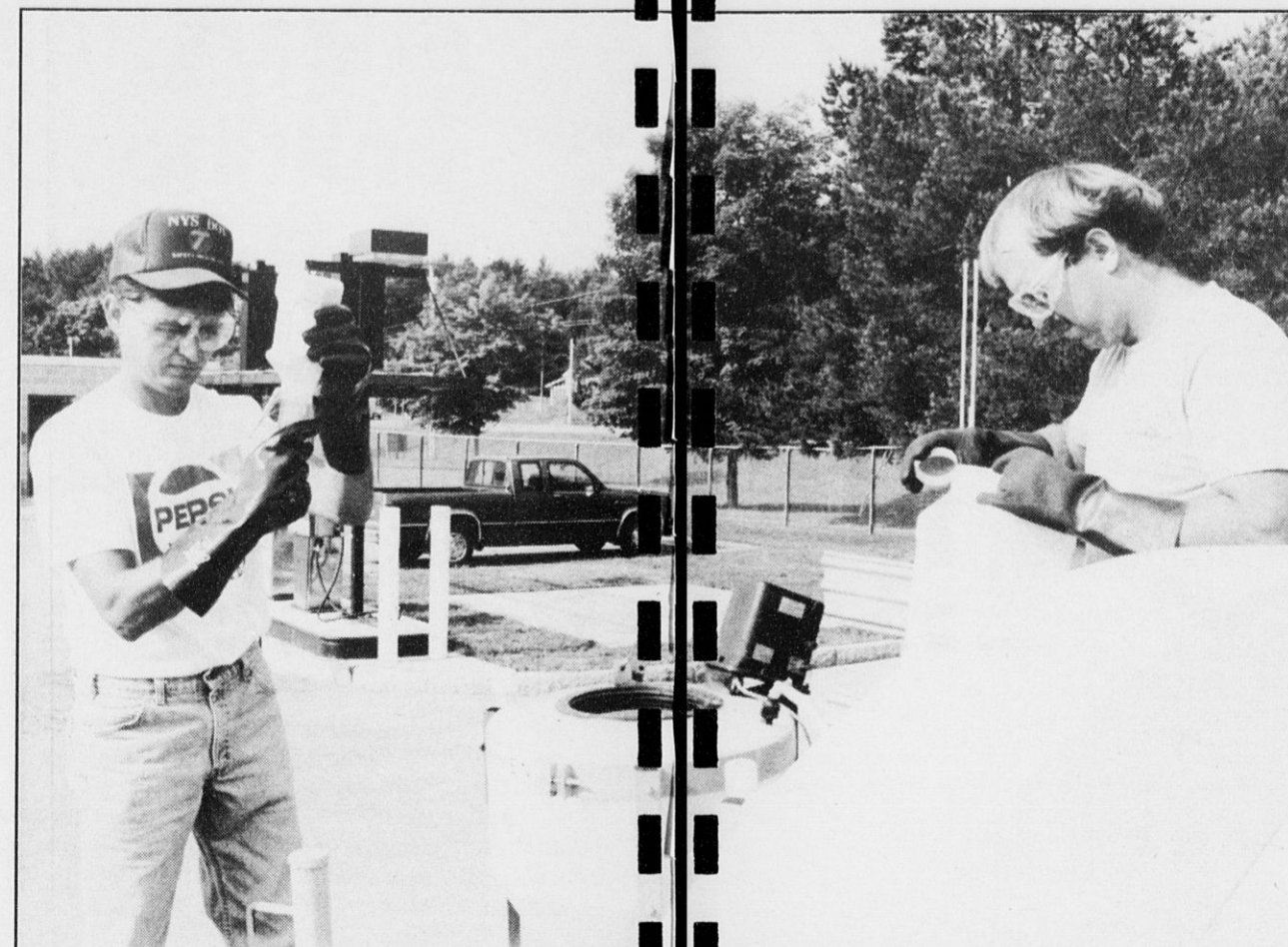
You should never spray chemicals unless conditions are favorable to protect you and the environment. After spraying, you should post the area with the names of the chemical and the earliest safe re-entry time.

Most importantly, if you feel sick while working with chemicals, don't try to finish up. Get out of the area and get help immediately.

Avoid eating and drinking until you have finished working with herbicides or pesticides and have had a chance to clean up. If possible, you should change your clothes before eating or smoking.

You should clean up thoroughly and shower as soon as possible after applying pesticides. Be sure to keep your clothes away from the rest of the family laundry.

Home-use herbicide dangers often minimized



SAFETY FIRST -- CSEA state Department of Transportation Essex County Unit President Tom Edwards, left, and Jim Slattery, right, carefully prepare herbicides for their state-of-the-art truck. The state DOT requires all employees who apply herbicides to be certified by the state Department of Environmental Conservation.

Use your Right to Know for workplace chemicals

No matter what kind of work you do, you have a right to know about toxic substances in your workplace, especially if you work with them directly. Your rights are protected under two laws: the federal Hazardous Communication OSHA standard (HAZCOMM) and New York's Right-to-Know Law.

Under HAZCOMM, any hazardous chemical entering the workplace must be clearly labeled on its container. Every chemical entering a workplace also must have a Material Safety Data Sheet (MSDS) listing:

- * Name or names of the substance, including the generic or chemical name;
- * Level at which exposure is hazardous;
- * Effects of exposure at hazardous level;
- * Symptoms of those effects;

At work and at home, pesticides and herbicides can be dangerous.

Two common workplace herbicides are also sold for yard use, and both pose significant risks.

The herbicide 2,4-Dichlorophenoxyacetic acid (2,4-D) is sold under different names. A component of the infamous defoliant Agent Orange, it can cause cancer, birth defects and sterility. Despite such evidence, it is still registered with the Environmental Protection Agency (EPA).

You should not use products with 2,4-D at home. Try to encourage management to use

an alternative in your workplace.

Another herbicide causing concern is Round-up. Despite evidence that its active ingredient, glyphosate, may cause cancer, it is still on the market. Testing on long-term effects is inadequate, and it can cause skin and eye irritation, nausea, dizziness and weakness.

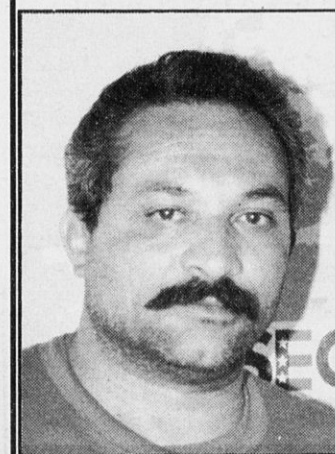
Advertisements show people in short-sleeves using the product. This is not safe. You should wear long-sleeves, long pants, gloves and boots when spraying. You should avoid getting the product on your eyes, skin or clothes.

CSEA persistence pays off in asbestos removal at Bronx Psychiatric

BRONX:- Bronx Psychiatric Center Local 401 members are breathing a lot easier as they watch the asbestos finally being removed from work areas at the garage, power plant and storehouse, thanks to CSEA's persistent efforts.

"Every morning we came in asbestos was on the floor of the garage," said Motor

Vehicle Operator Juan Rodriguez, who has worked 15 years in the garage. "I am really relieved that this is finally being taken care of because birds hanging around in the ceiling always made the pieces fall. We washed it out with water and other times swept it out, but clumps were forever falling."



Juan Rodriguez

The \$506,000 job is the result of

determined CSEA safety and health monitoring that included the filing of Public Employee Safety and Health (PESH)

complaints with the state Labor Department.

According to CSEA Labor Relations Specialist Harold Robertson Jr., Bronx Psychiatric Center also had to be served with additional citations for failing to comply during the time management was clearly unwilling to address the problem.

As far back as 1984, the Office of Mental Health (OMH) had allocated \$300,000 to remove the flaking and falling asbestos clumps, but because they were not falling in patient areas, the funding was rescinded.

"Original testing for asbestos particles in the air was negative and within acceptable levels," maintained Deputy Executive Director Ira L. Shulman. "But as more and more chunks fell down, it was clear there was a big potential air problem and we had a change in philosophy."

Robertson believes the facility's "change in philosophy" is directly connected to mounting Labor Department non-compliance fines accruing against the hospital on a daily basis over three violations issued against the facility resulting from CSEA complaints.

For some time at the labor-management level, CSEA tried to halt the possible contamination of patient food from flaking asbestos falling onto

canned food supplies in the storehouse, Robertson said.

"But nothing was done until now," he added.

CSEA Local 401 President Danny Plumme indicated that all removal work is anticipated to be completed this summer.

Both Plumme and Regional Attorney Elliott Olin urged all exposed employees to follow through with pulmonary examinations to identify any possible lung impairments in case of workers' compensation cases.

"CSEA's perseverance over the long haul paid off and kept this asbestos abatement project from falling through the cracks of the budget crisis," Plumme said. "In light of New York's fiscal condition today, this is no small achievement."



CSEA LOCAL 401 Second Vice President Carol Backstrom points out asbestos warning signs in the Bronx Psychiatric Center storehouse.



Federal DOT approves NY CDL testing procedures

The federal Department of Transportation has approved the take-at-home testing procedure which was used by the state Department of Motor Vehicles to bring commercial drivers in line with the new Commercial Drivers License (CDL) requirements. The new, tougher requirements resulted from federal legislation aimed at improving highway safety.

New York was required to bring its drivers into compliance by April 1, 1992 or risk losing federal highway funds.

DMV used the one-time only, take-at-home open-book examination to test all commercial drivers, including an estimated 35,000 CSEA members.

CSEA was instrumental in securing road

test exemptions for commercial drivers with clean records. The union also made test preparation materials and training sessions available to its members.

With federal approval DMV will now proceed with issuing the new CDLs. Commercial drivers who received interim license extensions may visit their local motor vehicle office to get their new CDL. Others who passed the test and are not required to pass a skills test should apply when their current license is due for renewal.

CDL privilege cards will be mailed in December to qualified drivers whose licenses expire after April 1, 1992.

Questions concerning CDL should be directed to DMV at 1-800-235-4636.

Important vote in Smithtown over new library district

SMITHTOWN—CSEA members who live in the Town of Smithtown are urged to vote yes on the creation of a special library district for the town.

The new district would not increase taxes for taxpayers. Instead, it will benefit library employees and taxpayers because they will be able to vote on any increases or decreases in the library budget and to elect the seven trustees who are currently appointed.

Cuts in state aid to the town mean the library will lose 17 percent of its funding for 1992. The town is considering layoffs and service cuts.

"Smithtown is the only library in Suffolk County to be funded by the town," said CSEA Smithtown Library Unit Vice President Jan Sibilia. "It doesn't benefit the employees or the taxpayers."

CSEA Political Action Coordinator Stephanie Teff said the town board has agreed to a referendum which was passed by the state Legislature and now awaits the Governor's approval.

"CSEA members and affected Town of Smithtown residents are strongly advised to vote yes on Sept. 5 at the main library or any one of the library branches," she said.

Come to The Fair!

Visit the CSEA Booth!

See your Union at the Center of Progress!

CSEA is proud to invite all our members to visit us at the 151st New York State Fair in Syracuse.

We will have a booth in the Center of Progress Building this year to answer questions about the union and educate the public as to who we are and what we do. We will also hand out free balloons to the kids!

All members are invited to stop by and visit. CSEA activists from all over Region V will staff the booth.

The fair runs from Aug. 22 through Sept. 2, and is open from 10 a.m. to 10 p.m. daily. Admission is \$6 for adults and free for children under 12. You can order tickets in advance for \$4 each by sending checks to the New York State Fair, State Fairground Box Office, Syracuse, NY 13209.



Three seek vacant Universities Board seat; Jenny new DOT Board representative

Ballots will be mailed Aug. 20 to members eligible to vote in a special election to fill a vacant seat on CSEA's Statewide Board of Directors representing Universities employees. Another vacant seat has been filled without an election and two other seats remain vacant.

Jenny gets DOT seat

Hank Jenny of Bay Shore was the lone candidate to qualify for a vacant Board seat representing state Department of Transportation employees and has been automatically elected to fill that vacancy.

Two seats remain vacant

No member qualified as a candidate for a vacant Board seat representing Health Department employees or for a vacant seat representing Ontario County employees. Those seats will remain vacant.

Universities election deadline

Replacement ballots will be available on and after Aug. 27 for eligible Universities members who did not receive an original ballot. The deadline for ballots to be returned is 8 a.m. Sept. 10, and ballots will be counted that day.

Three candidates are seeking the vacant Universities seat on the union's Board of Directors. Candidates, in the order they will appear on the ballot, are **Joseph McMullen** of Oneonta, **Jean I. Alverson** of Delhi and **Robert Vincent** of Liverpool.

Candidates were given the opportunity to provide a brief statement and photo for publication in this edition of *The Public Sector*.

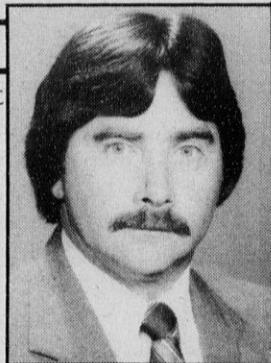
The remarks are the personal statement of the candidate and are not to be construed as reflecting the opinions or beliefs of The Public Sector or CSEA Inc.

Statements of candidates for Universities seat

JOSEPH McMULLEN

I'm ready to represent the SUNY membership. Through better communication and networking, we can solve issues affecting our workforce.

Being local President and having served as steward and on the Regional Joint Apprenticeship, Statewide Parking and Statewide Labor/Management committees, I have a working knowledge of our concerns. Your support is appreciated.



JEAN I. ALVERSON

I've had 25+ years at SUNY Delhi, 12 active as CSEA Local officer, Region Budget Committee member/chair, Statewide and AFSCME delegate.

I want a strong, united union to hear all sides, conserve spending and communicate issues to members. As a Board member I'd bring dedication, determination, experience and enthusiasm.



ROBERT VINCENT

STATEMENT AND PHOTO NOT SUBMITTED

Clarification

CSEA statewide Secretary Irene Carr, recently re-elected to her sixth term, was president of CSEA Oneonta State Employees Local 011 for seven years and Region V recording secretary for eight years. Her local was incorrectly identified in the July *Public Sector*.

JCHB HEALTH NOTES

Exercise with care in summer heat

Editor's note: This is one article in a series of four about summer health provided by the Joint Committee on Health Benefits.

It's a fact — if you work out hard, you'll sweat. That doesn't mean you're out of shape but that you're regulating your temperature by getting rid of excess heat.

Generally, sweating is good for you. But in hot weather, you create so much body heat that you might impair your performance. You also need to take extra precautions against heat stress, a dangerous condition.

Water Is Important

On a normal day we lose, and must replace, up to 2.5 quarts of water. With heavy exercise on a hot day, that can increase to 3 quarts per hour. Marathon runners may lose more than 5 quarts during a race, or as much as 5 to 10 percent of their body weight. Football, basketball, and soccer players may lose this much under similar conditions.

Since heavy perspiration causes a major loss of water, some salt and other important minerals, exercisers need plenty of fluids to keep their muscles working smoothly, prevent fatigue and keep their temperature from rising too high.

You can't rely on thirst to tell you how much water you need. By the time you're

thirsty, you already may have lost enough fluids to affect your performance and possibly your health.

Drinking 12 ounces of water 10 to 15 minutes before working out and 4 to 8 ounces at 15-minute intervals throughout is recommended.

Cold water is best. Refrigerator-temperature fluids get to your muscles faster. Sodas, fruit juices and some athletic drinks with too much sugar take longer to reach the muscles and may cause stomach cramps. No more than six grams of sugar, or 1 1/2 teaspoons, per 8 ounces of water is recommended.

Heed Warning Signs

There are some warning signs that will tell you if you're suffering from too much heat. Sweat contains salt and when you lose too much salt, heat cramps result. When your body's temperature regulating mechanisms can't keep up with heat loss, heat exhaustion occurs.

If this happens, drink plenty of fluids immediately and rest. When you start drinking and eating again, you will naturally replace the minerals and nutrients you lost; things like salt tablets are not generally recommended.

The most severe form of heat stress is heat stroke. This occurs when your temperature regulating mechanism breaks down. Your skin becomes flushed, hot and

dry. Sweating actually stops and your temperature can rise up to 106°F. Heat stroke is serious. It can lead to permanent brain damage. Get emergency help immediately.

Play It Safe

To safely exercise in hot, humid weather, follow these guidelines:

- ✓ drink plenty of appropriate fluids;
- ✓ wear light-colored, loose fitting clothes of porous material;
- ✓ avoid the severe sun hours around noon;
- ✓ allow yourself time to get used to the temperature;
- ✓ slow down if you feel any symptoms of heat stress;
- ✓ **and get in shape.**

Fit people are better able to adjust to hot weather exercise. They start sweating at lower temperatures than the unfit, thus keeping their body temperature down and their ability to exercise up.

For free copies of other summer health articles "Vacation Fitness," "Water Workouts" and "Summer Cross Training," contact:

Timothy Vallee, health benefits communications associate
143 Washington Avenue
Albany, NY 12210
1-800-342-4146 or 518-434-0191

Attention CSEA members and families:

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thousands
of unionists



for this truly unforgettable experience!!

Several thousand CSEA members and their families are expected to join hundreds of thousands of union members and civil and social rights activists in a gigantic AFL-CIO Solidarity Day '91 rally and march in Washington, D.C., on Aug. 31, the Saturday of Labor Day weekend.

CSEA is chartering upwards of 100 buses from throughout the state to transport members and their families to and from Washington for Solidarity Day. Buses

will leave from several locations in each CSEA region and travel as a huge caravan to Washington.

Participants in Solidarity Day '91 will urge Congress to provide aid to states and cities to maintain vital public services; call for full collective bargaining rights for all public employees; urge passage of national health care reform; call for the ban on the permanent replacement of strikers; and promote passage of the civil rights bill.

- Bus arrangements are being coordinated by each of CSEA's six region offices.
- To arrange to participate contact: **Region 1**, Stephanie Teff, (516) 273-2280; **Region 2**, Gerry Fidler, (212) 514-9200; **Region 3**, Steve Alviene, (914) 896-8180; **Region 4**, Doug Lundquist, (518) 489-5424; **Region 5**, ask for "Solidarity Coordinator," (315) 433-0050; **Region 6**, Roger Sherrie, (716) 886-0391.
- All CSEA participants will receive free bus transportation, t-shirts, hats and a box lunch for the return trip.

"I encourage every CSEA member to join in this great march and rally in Washington, and to bring spouses, children and friends to celebrate the occasion as a family event. The experience of joining hundreds of thousands of people on a march from the Washington Monument down Constitution Avenue to a rally on the mall in front of the nation's Capitol will be unforgettable."

-- CSEA President Joe McDermott

SOLIDARITY DAY '91

A DECADE LATER No regrets over PATCO strike for CSEA staffers Blair, Dillon

FISHKILL - Aug. 3, 1991, marks the 10-year anniversary of the PATCO strike. Two CSEA staffers remember it well: Richard Blair, labor relations specialist, and Bob Dillon, assistant contract administrator.

Both air traffic controllers, Blair was in Tennessee, and Dillon in Maine.

At impasse in the 1981 negotiations, the controllers voted to strike. A few days later, President Reagan fired Blair and Dillon along with more than 11,000 controllers.

Blair recalls the letter that came to PATCO in 1980 when Reagan was campaigning for the presidency.

"You can rest assured that if I am elected President," Reagan said, "that I will take whatever steps are necessary to provide our air traffic controllers with the most modern equipment available and to adjust staff levels and work days so that they are commensurate with achieving a maximum degree of public safety."

Less than a year later, he broke his promise, devastating PATCO.

Blair said he never regretted his decision to support his co-workers.

"Ten years hence, most PATCO strikers firmly believe that the issues that caused them to strike were justified," he said. "The action taken by Ronald Reagan against them was unjustified."

"Perhaps one of the lessons to be learned from all of this would be to never elect an anti-union President like Reagan again."

"The real losers were the flying public," Blair said. "They lost dedicated civil servants who gave it their all to see that the flying public got through safely."

For Dillon, the strike was a powerful lesson in the influence the government has over the media.

"We had some good issues. Reagan promised better equipment and it never happened," he said, noting US air

controllers in the busiest airports in the world and have the longest hours of any in the world.

"The government portrayed it as these greedy people wanting a \$10,000 across the board raise," Dillon said. "That was untrue and that was the way the media portrayed it."

"I think in general people should question what's being said either by the governmental body they work for as well as the local and national press," Dillon said. "People have to delve into issues and get answers for themselves."

Just as important is public employees speaking out for themselves so the public will know how hardworking they are.

"Public employees have to educate neighbors and families and friends. If a similar situation happens again, maybe public employees will have more public sentiment on their side."

At Newark Developmental

A closure and a new beginning

By Ron Wofford
CSEA Communications Associate

NEWARK-- With a theme of "New Beginnings" ringing in the air, formal ceremonies marked the closure of the 113-year-old Newark Developmental Center as the central developmental disabilities care facility for a four-county area in western New York.

Replacing the historic facility are 65 community residences staffed by CSEA-represented state employees who helped the clients with the transition and will be there to continue providing for their developmental progress in the future.

"I'm glad all of our CSEA staff was able to keep their jobs and continue serving the people with the same empathy they shared at the central facility," said Pat Martin, president of CSEA Local 417. "And I think the unified spirit of caring together will still be with us because we've been working toward this for two to three years, and there will be certain centralized activities, such as the farmhouse and horseback riding range that many will partake of together."

The careful, gradual phasing of the center's patient population into a community setting by the Office of Mental Retardation and Developmental Disabilities (OMRDD) contrasts sharply with the philosophy displayed by the Office of Mental Health (OMH) in its de-institutionalization process, according to CSEA Region VI President Bob Lattimer.

"The phasing out of this facility reflects a real concern for those in its care by the OMRDD administration," Lattimer said. "They were able to accommodate our members with the continuation of their jobs, while at the same time giving the patients the best care



CSEA LOCAL 417 President Pat Martin, Paul McDonald of the state Labor-Management Committee and Local 417 Past President Marty DeSantis at closure ceremonies at Newark Developmental Center.

available -- that of our members under the auspices of the state. This helps our members and their families as well as the families of the patients. It's less traumatic all around.

"It's a shame there isn't this kind of compassion and vision exhibited at OMH, where they seem to think dumping is the way to go," Lattimer said. "I question how the Governor can continue to back the actions of this OMH administration. When he speaks of the 'family of New York,' I don't think a certain OMH commissioner fits in my family tree."

The 110-acre campus facility began phasing out in 1987 when Gov. Cuomo announced plans to close the center by the end of 1991. At that time there were already 218 patients in 29 community residences.

Since then, the process of building community facilities and preparing staff and clients has been ongoing, culminating with the transfer of the last 11 residents at the facility to a community home in June.

EBF Occupational Vision Program suspended

A lack of funds due to the impasse in contract talks between CSEA and the state has forced the temporary suspension of the Occupational Vision Program for CSEA-represented state employees and employees of the Division of Military and Naval Affairs.

The Board of Trustees of the CSEA Employee Benefit Fund (CSEA EBF) temporarily suspended the Occupational Vision Program effective July 22. Vouchers issued prior to July 22 will be honored.

The CSEA EBF Occupational Vision Program is funded under contracts between CSEA and the state. Previous

CSEA-state contracts providing funding for the program expired March 31 and negotiations for new contracts are at impasse.

The program suspension affects CSEA-represented state employees in the Administrative Services, Occupational Services and Institutional Services Units and the Division of Military and Naval Affairs.

The Occupational Vision Program provides eligible state employees who qualify a second pair of eye glasses for on-the-job use in addition to eye glasses they

otherwise qualify for under the regular EBF vision care program. The program has served more than 27,000 CSEA members since it was introduced in late 1988.

"The CSEA Employee Benefit Fund continued to provide this special service for as long as possible beyond the March 31 expiration of the contract," CSEA EBF Fund Director Frank Martello said. "Unfortunately the lack of funding caused by the lengthy contract impasse has left no choice but to suspend this valuable program pending the outcome of CSEA-state contract negotiations."

Another CSEA
victory in court

Reinstatement rights prevail over freeze

Civil Service Law prevailed over a state hiring freeze in a recent ruling in which a state Supreme Court justice ordered a CSEA member reinstated as a housekeeper at a downstate psychiatric center.

Justice Anthony V. Cardona directed the state to rehire Nivia E. Diaz as housekeeper at either Central Islip or Kings Park Psychiatric Center retroactive to Nov. 1, 1990, with full back pay and benefits.

CSEA brought suit against the state on behalf of Diaz after the state refused to reinstate her when she attempted to return to work after being on Workers' Compensation leave for more than a year due to a lower back job-related injury.

Diaz applied for reinstatement on Nov. 1, 1990, after a state physician certified her able to return to work and perform all the duties of her former position as a housekeeper.

CSEA Attorney Steve Crain argued that the state refused to reinstate Diaz even though vacant housekeeper positions were available because a state hiring freeze was in effect. Reinstatement protection provided under Section 71 of the Civil Service Law should override hiring freeze restrictions, Crain said.

In his ruling, Justice Cardona agreed with CSEA that the state used the hiring freeze as a reason to attempt to terminate

Diaz and dismissed the state's contention that reinstatement was denied because of a change in the workload.

"Section 71 is supposed to give an employee some protection," Justice Cardona ruled. "It is unfortunate in this case that the mandate of Section 71 was not followed and that this employee after many years of service and getting injured on the job, was refused reinstatement because of budget constraints."

"This is an important decision," Crain said, "because it upholds the reinstatement protection of Civil Service Law in the face of a job hiring freeze."

Local 601 Ballast Busters help cut electrical costs

They're known as the "Ballast Busters" and they're a big part of the reason why future electric bills for SUNY College of Brockport will be less and why the college received a \$91,596 rebate check from Niagara Mohawk.

A crew of 20 members of CSEA Local 601 went all out to beat a two-week deadline caused by a delivery delay to install new energy-saving light fixtures that qualified the college for the big Niagara Mohawk rebate check and reduced future electric bills.

The Local 601 members expended more than 2,000 hours in installing more than 4,500 electronic ballasts and 9,000 energy-efficient fluorescent tubes, said Local President Ron Castle.

"That's how we earned the nickname 'Ballast Busters'," Castle said. "Everyone pitched in and busted their hump because we knew it was a good cause — saving money for the college and the public."

"Some of the guys have also volunteered to save the college money in another way. It was going to cost about \$60,000 to install a new telephone system, but we will be able to do it for much less. So we're continuing to work together and save money where we can."



ASSISTANT STATIONARY ENGINEER Stephen Reed, a member of CSEA Local 601, points to display of energy saving equipment similar to that installed by "Ballast Busters" crew.



CSEA LOCAL 601 delegate Mike Raponi, right, represented Local President Ron Castle during presentation of \$91,596.39 rebate check from Niagara Mohawk to SUNY Brockport officials.

"Everyone pitched in and busted their hump because we knew it was a good cause..."

Employee Assistance Program is there for you

The Statewide Employee Assistance Program (EAP) continues to be available to employees, CSEA EAP Coordinator Jim Murphy reminds CSEA members.

"CSEA and the state are continuing to administer the Statewide EAP even though the previous CSEA-state contract has expired and negotiations for a successor contract are at impasse," Murphy said. "It is important that we are able to maintain the full range of EAP services during these difficult and stressful times."

The EAP is a negotiated confidential service which provides

counseling, assistance and referral to employees and their families with problems that may adversely affect their work.

"EAP can help people deal with stress caused by the threat of layoffs and other budget difficulties as well as a variety of personal problems," Murphy said.

For information about EAP, contact your CSEA-supported local coordinator or call 1-800-822-0244

Local 413 mourns death of former President Colson

Members of CSEA Manhattan Psychiatric Center CSEA Local 413 are mourning the death of past local President Larry Colson, who died in a Bronx automobile accident on June 16.

Colson was employed at MPC since 1962 and served as Local 413 president from 1974 to 1976.

Colson was eulogized recently at the center's Protestant Chapel by friends, co-workers and facility management, including Director Dr. Michael Ford.

"Larry had a special quality about him, always a smile, always willing to listen," Ford said. "MPC to him in many ways was like home."

Noting that Colson also served as grievance chairman from 1986 until his death, Ford praised Colson's "concern for the well-being of fellow employees."

CSEA Local 413 President Mohamed Hussain told mourners that Colson's memory was to be celebrated for his loyal and courageous championing of workers' rights.



CSEA member helps police capture criminal

"IT WAS NOTHING ANYONE ELSE WOULDN'T DO," Harry Merriman said after he assisted police in arresting a criminal who had terrorized merchants in the downtown Albany area. Merriman, a member of CSEA State Social Services Local 688, followed a mugger who had assaulted a victim and then flagged down Albany city police officers and directed them to the mugger's location. In the photo above, Merriman, second from left, is congratulated for his actions by Local 688 officers. From left are Local 688 President Charlie Staats, Kathy Vallee and William McMahon.

Day care matters to CSEA

Center holds child care fair

BROOKLYN -- In an atmosphere festive with balloons and children's laughter, CSEA Local 402 members were invited to admire colorfully decorated exhibits at Kingsboro Psychiatric Center's first Child Care Information Fair.

CSEA Local 402 Secretary Bertha Corbett, a member of the Child Care Fair Planning Committee, was enthusiastic about union members having an opportunity to get first-hand information directly from an array of child care providers about the variety, cost and locations of Brooklyn child care facilities.

Kingsboro unions set up the fair with Child Care Inc., New York City's largest non-profit child care referral agency, which is providing services under a pilot project with the state Office of Mental Health.

Surveying the crayoned, painted and pasted creations of nursery school artists, CSEA Local 402 President Bob Nurse said having this kind of event on the job site "saves a lot of working parents time and energy in locating quality day care."

Judging by the troupe of singing and dancing pre-schoolers who entertained with a rousing version of the Hokie-Pokie, a lot of happy youngsters also stand to benefit tremendously from this joint labor-management effort.

Brooklyn center opens thanks to persistence

BROOKLYN -- A massive new science laboratory and library nears completion at SUNY Brooklyn's Health Science Center, towering over the Downstate Medical Center hospital.

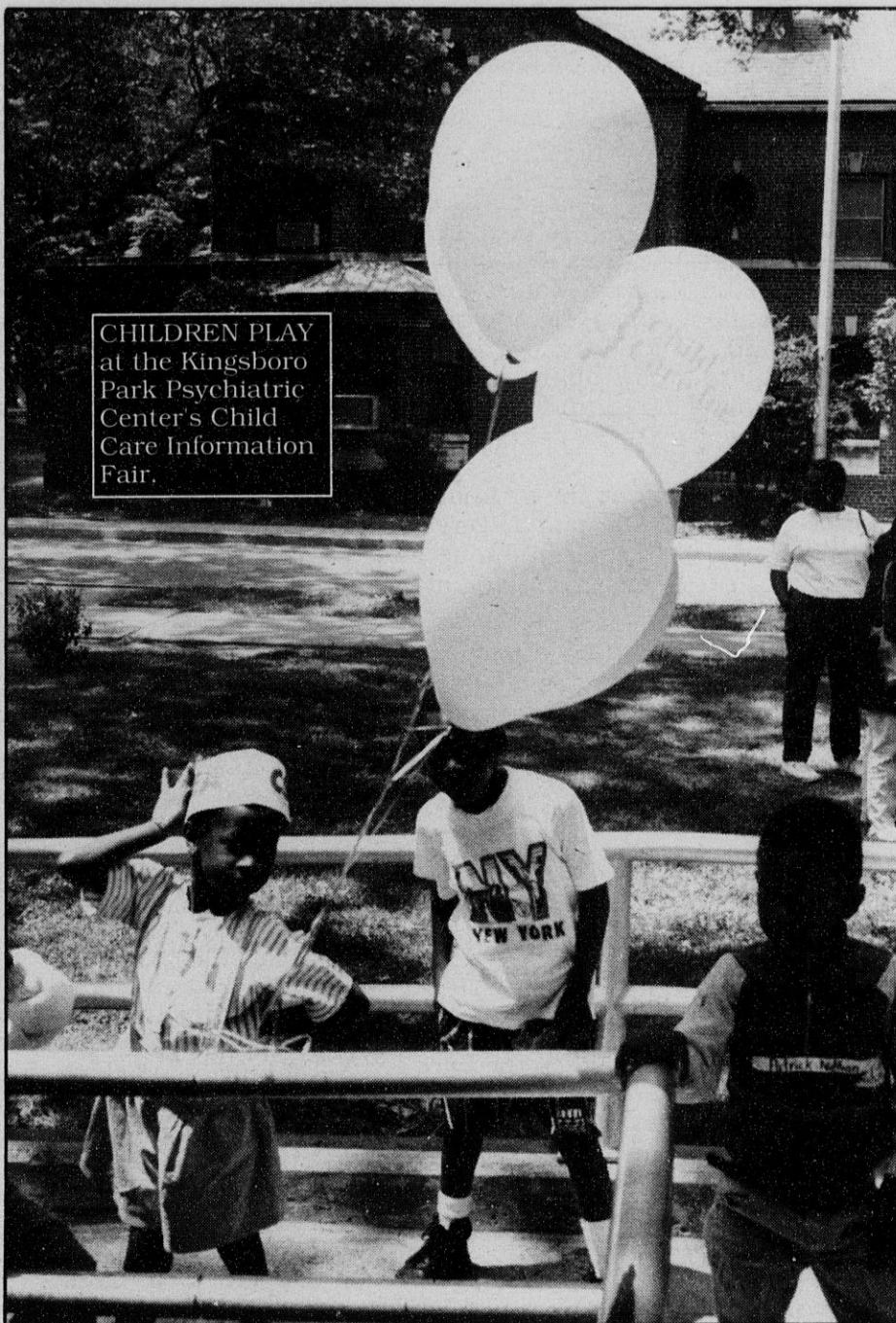
But while steel, cement and millions of dollars pour into this major state construction project, a much smaller, even longer awaited project quietly opened this spring to the oohs and aahs of delighted children, parents and hospital staff.

After 10 long years of red tape, hard work and determination, the new day care center serving children of faculty, staff and students opened to rave reviews, immediately welcoming 53 infants, toddlers and pre-schoolers. Bright balloons decorated the almost completed outdoor play area where dedication ceremonies were held.

To mark the historic occasion, project supporters applauded the arrival of a troupe of wide-eyed pre-schoolers who entertained them with songs.

"It's a dream come true," said CSEA Local 646 President Barbara Moore.

CSEA Statewide Secretary Irene Carr presented the center with a plaque acknowledging the full union support that was a key factor in getting this dream off the drawing board and into



CHILDREN PLAY at the Kingsboro Park Psychiatric Center's Child Care Information Fair.

operation. She also praised Moore's efforts over all the years in which she never gave up on the project.

"The fun and education that will go on in this special place for children is every bit as important as the educational excellence that will take place in the new academic facility soon to be dedicated across the street," Carr said.

CSEA members working in Brooklyn:

Applications are being accepted for

The Hanson Place Child Development Center

55 Hanson Place
Brooklyn, NY 11217

A state-of-the-art facility for 88 children ages eight weeks to five years.

Open in September

Tiny Towne offers day care at LI Developmental Center

MELVILLE— Tiny Towne, a cheerful, spacious day care facility recently opened at Long Island Developmental Center (LIDC).

Funded through a joint labor-management effort with CSEA, PEF, AFSCME Council 82, UUP, District Council 37 and the Governor's Office of Employee Relations, Tiny Towne is staffed by trained personnel and consists of a number of rooms, each designed to fulfill the needs of a particular age group.

The cribs, changing tables, rugs and assorted toys and games were all chosen with a happy child in mind. The center,

which is colorful and impeccably clean, is decorated with the handiwork of the children who spend their day there.

CSEA Statewide Secretary Irene Carr, CSEA Region I President Gloria Moran and CSEA LIDC Local 430 President Gene Haynes spoke at the opening ceremonies.

Director Denise Ferrera, a former teacher, takes great pride in her ability to run the center and relate to the needs of the children.

The day care center offers part-time and full-time services and the prices are offered on a sliding scale based on income.

Moses park survives

By Sheryl C. Jenks
Communications Associate

BABYLON — The trials of Robert Moses State Park and its staff are emblematic of the misguided machinations of the 1991-92 state budget negotiations.

After the state Legislature cut money from state operations the state Office of Parks, Recreation and Historical Restorations threatened to close the popular Long Island park.

CSEA members learned in early June that the 875-acre park was to close to cover a \$755,000 budget cut.

"It would have been absolutely fiscally ridiculous to close the park," said CSEA Parks and Recreation Local 102 President Paul D'Aleo. "This park generates millions of dollars each year and it would have been crazy to close Long Islanders' playground."

Closing Robert Moses would have a devastating effect on those employed there, as well as the 3.5 million Long Islanders and tourists who use the park annually.

When the state announced the closing, CSEA urged CSEA members and all Long Islanders to lobby their legislators to keep the park open.

"We had to show the state we wouldn't just stand by and let them close this remarkable park," said CSEA Executive Vice President Danny Donohue. "The park and its employees deserve better than thoughtless budget cutting."

The effort worked: The legislators and the Governor scrambled to keep the park -- and others across the state -- open.

Budget legislation included language that will allow parks to keep some of the revenues they generate. Prior to this language, park revenues went into the state's general fund.

Had the park closed, 200 seasonal employees would have been without work



IT ALMOST HAPPENED — CSEA members and staff at Robert Moses State Park look at one of the signs that was to be posted at the park because of state budget problems. Fortunately, the park will remain open. At the sign are, from left: CSEA Parks and Recreation Local 102 President Paul D'Aleo, CSEA Labor Relations Specialist Ken Brotherton and park employees Tom Mercurio, Peg Stroh and Rich Barbera.

and the 12 year-round employees were to be transferred to other Long Island parks.

"From an employees' standpoint, we have a good relationship with the public and separating us would be like breaking up a family," said six-year employee Peg Stroh. "There are a lot of regulars that come to Robert Moses and it would be really sad for them, too."

Tom Mercurio, who has worked for the state for 11 years, agreed.

"We're a good team. I want us to stay together," he said.

Seasonal Supervisor Rich Barbera looked

at it as a taxpayer.

"Here we have one of the most beautiful spots in the country and they say they are going to close it to New York taxpayers so they can't even enjoy its beauty?" he said. "I can't believe it."

"Robert Moses State Park is one of the reasons Long Islanders are willing to put up with high taxes and a high cost of living; they love the beach," said CSEA Labor Relations Specialist Ken Brotherton. "Hopefully we won't have to go through this ever again."

NYS/CSEA

Labor-Management Seminars

Registration deadline is Sept. 3 for these career enhancement opportunities negotiated by CSEA for state employees

Career and skills enhancement opportunities that will help participants reach and perform at higher skill levels are being offered to CSEA-represented state employees through a series of seminars and workshops across the state this fall.

The career and skills enhancement seminars are sponsored by the NYS/CSEA Labor-Management Committees. Many of the programs are administered by the Continuing Education and Public Service Department of SUNY's Empire State College.

Safety and Health Seminars

Safety and Health Seminars are designed to provide CSEA-represented employees, their supervisors and members of agency and facility safety and health labor-management committees with the skills and information necessary to ensure full implementation of various occupational safety and health regulations and the maintenance of a safe work environment.

Safety and Health Seminars will be held during September through December at

several state facilities. Registration deadline is Sept. 3.

Operations and Maintenance Seminars

Operations and Maintenance Seminars are designed for CSEA members who operate and maintain the state's physical plants and equipment.

Seminars covering 12 different topics will be offered at various state facilities during September through December. Registration deadline is Sept. 3.

Details, application forms

Brochures describing each seminar or workshop series, including times, dates, locations and course descriptions, are available from your CSEA Local president or your state agency personnel and training and education offices. Information is also available from:

NYS/CSEA Labor-Management Committees
One Commerce Plaza, Suite 1117
Albany, NY 12260

Bridge workers protest contract delays



NIAGARA FALLS -- Fed up with a lack of a contract or any progress in negotiations since last year, Niagara Bridge Commission employees picketed ceremonies celebrating the 50th birthday of the Rainbow Bridge, an international span that connects the U.S. and Canada.

More than 50 unit members with supporters from CSEA Niagara County Local 832 walked the length of the parade route carrying signs and handing out letters calling for fairness.

Charging unfairness by the Bridge Commission, the unit activists said commission employees on the Canadian side of the bridges reached a settlement in January. The commission has refused to make the same offer to the U.S. workers.

The unit overwhelmingly accepted a fact finder's report issued after the picketing but the commission rejected it. CSEA Labor Relations Specialist Mark Jurenovich said the union will continue to work toward a contract.

PROTESTING THE Niagara bridge Commission's failure to negotiate a contract with its employees, CSEA members from the commission and from CSEA Niagara County Local 832 march during the 50th birthday celebration of the Rainbow Bridge. Above, Local 832 President Candy Saxon hands an informational flyer to Niagara Falls Mayor Michael O'Laughlin. At left, the union members line the parade route.



CSEA members protest state budget cuts in OMH facility

CSEA HARLEM VALLEY PSYCHIATRIC CENTER LOCAL 409 members protested state budget cuts which will devastate mental health services at the facility. Layoffs will reduce direct patient care staff and jeopardize employees who must pick up the slack in the already short-staffed facility



DOT wants to shift to one-person snowplow crew**"It's dangerous, unacceptable"**

If the state Department of Transportation (DOT) was expecting a warm, fuzzy acceptance of its plan to use a single person to operate snowplows statewide this coming winter, it was wrong.

"It's foolish, it's dangerous, it's outrageous and it's unacceptable," CSEA President Joe McDermott said in giving DOT's idea an ice cold rejection.

"While we certainly wanted their (CSEA) support," the agency does not need union approval to make the change and DOT expects to implement the plan this winter, a DOT spokesperson told reporters.

"We will neither approve nor even acknowledge (DOT's) efforts to implement such a program during the upcoming winter maintenance season," McDermott wrote to CSEA local leaders in response to the state's proposal.

"Our primary concern is safety, both of the snowplow operators and the motorists they encounter as they plow the state's 15,000 miles of highway," McDermott said. "Snowplows are huge vehicles often operated under the worst of weather conditions. It's an awesome responsibility and it's simply unreasonable to expect a single operator to safely handle the vehicle and front and side plows under those circumstances. Common sense dictates you need two people for trucks with front and side plows."

DOT said it expects a single operator to operate snowplows by using a new, long-handled device to operate plow controls on the passenger side while steering the

vehicle as well.

McDermott said the long shifts that snowplow operators traditionally work during the winter is another concern.

"A two-person crew tends to keep each other more alert during 16-hour shifts in poor visibility and bad driving conditions. A single operator could easily become

fatigued and fall asleep. Why risk it?"

DOT said cutting the crew size in half will eliminate 400 seasonal employees and save the state \$2.4 million annually.

"This is a safety issue, for the employees and the motoring public. We'll vigorously try to convince DOT to reconsider." McDermott pledged.

"Our primary concern is safety, both of the snowplow operators and the motorists ... common sense dictates you need two people for trucks with front and side plows."

-- CSEA President Joe McDermott

CSEA to fight new OCA pay lag

ALBANY — Despite one court loss over a lag payroll for court employees, the state is trying again.

Last year, the state imposed a two-week lag payroll on Office of Court Administration (OCA) employees who previously had no lagged pay.

The state Supreme Court ruled that lag payroll illegal, but the state is expected to appeal.

Meanwhile, the state last month announced a one-week lag payroll to be added to the first lag. Executive branch employees had a third week lag added early this year. When state employees leave state service, they receive the three weeks pay at their then-current pay scale.

CSEA opposes the second lag payroll for OCA members, said James Hennerty, deputy director of contract administration.

"The state Supreme Court has ruled that the first lagged payroll violates our members' contract. Obviously, we aren't in favor of another lag," Hennerty said. "CSEA opposes both lag payrolls."

No layoffs for DOH employees

ALBANY — In all the gloom looming over public employees in New York state, there is at least one bright spot.

The state Department of Health announced in a July 23 memo the planned 427 layoffs would be avoided.

"... with support from the Governor's office, the passage of the supplemental budget and subsequent discussions with the Division of the Budget, we have developed a plan which will enable the Department to avoid all the previously planned layoffs," the memo said.

The 1991-92 state budget, passed more than three months late, restored some state spending the Legislature had planned to cut and increased aid to schools and localities over the Governor's proposal.

While the budget also increased taxes slightly for those making more than \$100,000, CSEA is still pushing for more progressive taxes so that the wealthy pay their fair share in income taxes and the closing of corporate tax loopholes (see page 9).

LABOR EDUCATION ACTION PROGRAM:**Fall program limited by impasse**

The Labor Education Action Program, (LEAP) does not have a budget for the fall semester but will offer a limited program.

The current impasse in CSEA/NYS contract negotiations means the program has no budget for 1991. But thanks to the commitment of both CSEA and the Governor's Office of Employee Relations, some money has been allocated to start the LEAP Voucher Program on a limited statewide basis for the fall semester. However, LEAP had to accept fewer applicants than normal for the fall. Applications were accepted based on LEAP's statewide priority system.

The LEAP priority system

LEAP vouchers are issued upon a priority system which includes an applicant's length of state service and past history with LEAP. The following is a summary of how your past use of LEAP affects your priority.

Neutral: Your priority will not be affected if, during the past two semesters, you completed a LEAP course, you did not apply to LEAP, or successfully appealed the non-completion of a LEAP course.

Positive: Your priority is positively affected if, during the past two semesters,

you were rejected for budgetary reasons, were rejected due to an oversubscribed course, or your course was canceled by the school.

Negative: The following activities have increasing negative impact on your priority: dropping a course after LEAP approval but before any financial liability to LEAP; dropping after incurring financial liability to LEAP but meeting LEAP non-completion requirements; or failing to pay the non-completion fee and meet non-completion requirements, which causes you to be barred from participation in LEAP for five years.

Future LEAP semesters

CSEA is committed to seeking funding to support LEAP as it has in the past. As negotiations continue with the state, we will keep you informed of the status of your educational benefits.

More Educational and financial help

The LEAPLINE is open for calls to help you make education plans and has up-to-date information on what financial aid is available for adults pursuing part-time study. Call 1-800-253-4332 for more information.



State News

News stories, articles and items of information of particular interest to CSEA State members

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PEOPLE IN THE NEWS



Learning to communicate

Identifying Dr. Martin Luther King as an example of a "quality" communicator and Vice President Dan Quayle as one who could stand some improvement in effective speaking, **CSEA Region II members** launched into a day-long study of Effective Public Contact Skills.

Participants from several state agencies quickly overcame their reluctance to speak before a group, picking up many valuable communications tips from **instructor Don W. Maryott**. Geared toward helping public employees speak more effectively in the work environment, the program was jointly sponsored by **NYS/CSEA Labor-Management Committees**.

CSEA Local 010 member Theresa Brier, a Staten Island Division for Youth employee, gave the program high marks for motivation and creativity, especially where it stressed the importance of remaining positive, maintaining volume and good posture, and smiling when dealing with clients.



SEFA VOLUNTEER Deborah Hall, left, shakes hands with Paul Burch, special assistant to CSEA President Joe McDermott.

School board member re-elected

CSEA South Lansing Center for Youth Local 561 President Joe Maratea recently won re-election to the Spencer-Van Etten School Board.

Maratea, who works as a cook at the Austin MacCormack Residential Center run by the state Division For Youth, has a good reason to be involved with the district, in which CSEA represents the non-instructional workers. His son Justin is a fourth-grader there. This will be Maratea's second term on the school board.

New Local elects officers

One of the newest CSEA locals, Liquidation Bureau Local 370, with nearly 400 members, recently elected **Dan Sweeney as president** in their first officers election.

Other officers elected were: **Anderson Payne, vice president; Jean McDonough, treasurer; and Vincent Cacciola, secretary.**

CSEA Local Awards Scholarships

The Black River Valley State Employees Local 015 has awarded three \$1000 scholarships to dependents of its members.

Twenty-two student's names were submitted to the Scholarship Committee.

The recipients of the awards are: Stacey L. LaLonde, daughter of Mr. & Mrs. Sterling LaLonde, Clayton; Michael Ingerson son of Mr. & Mrs. Lawrence Ingerson, Cape Vincent; and Lance Clement, son of Mr. & Mrs. Leonard Clement, Watertown.

CSEA members in NYC raise \$827,000 for charity campaign

NYS Employees Federated Appeal (SEFA) volunteers raised more than \$827,000 donated by metro area state employees for worthy charitable causes.

Deborah Hall, a secretary at the NYS Banking Department and member of CSEA NYC Local 010, was one of 1,000 SEFA volunteers saluted for their efforts.

Statewide, the fund-raising campaign raised a record \$6.8 million which CSEA Executive Vice President Danny Donohue, co-chair of the SEFA campaign, said would

be channeled to AIDS research, Children's Aid Society, vocational and literacy programs serving the homeless, American Red Cross, and world-wide hunger relief efforts, among other deserving causes.

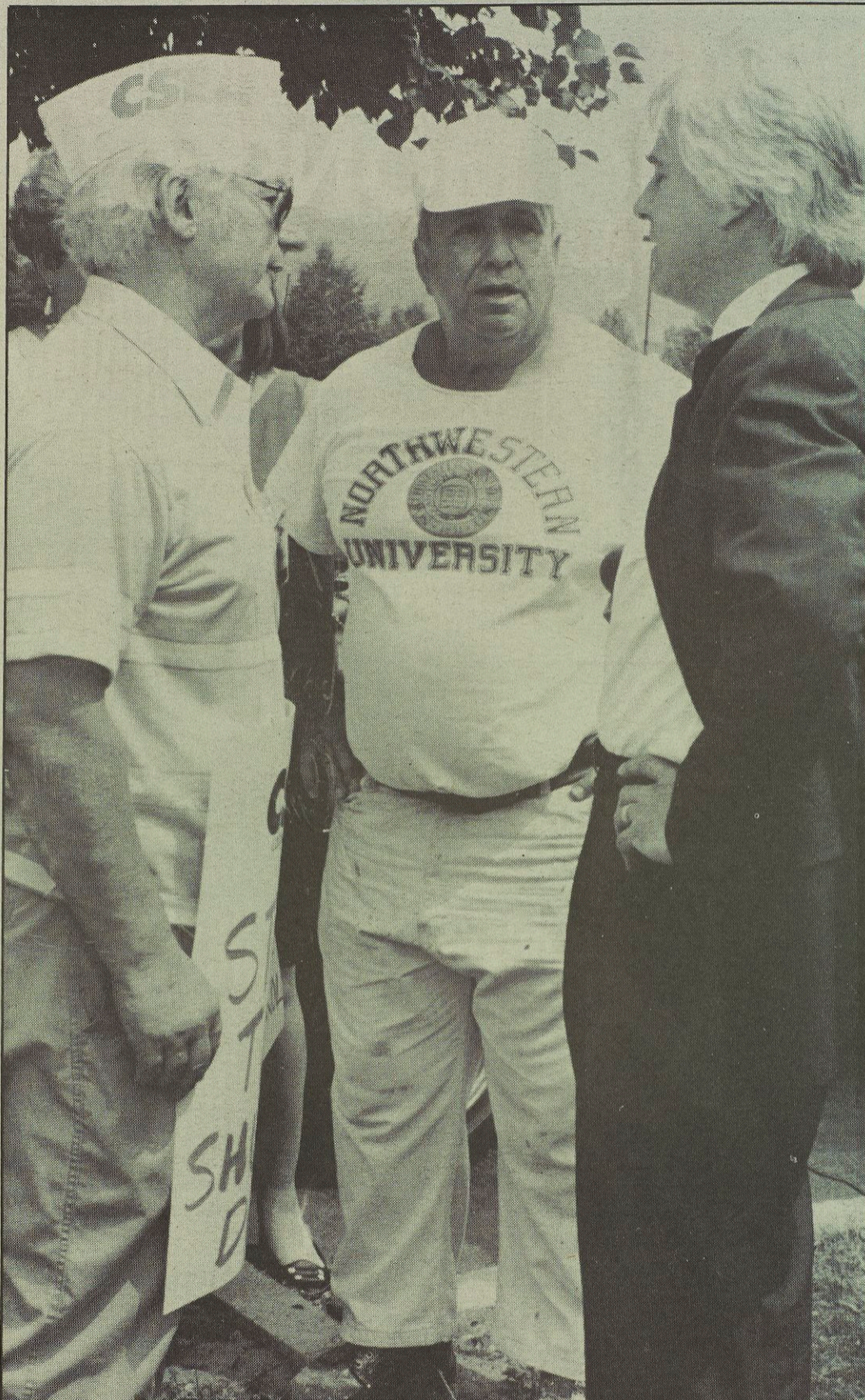
In congratulating Hall for her spirit of volunteerism, Paul Burch, CSEA special assistant to CSEA President Joe McDermott, observed that state employees continue to be generous towards those in need, even though facing New York's catastrophic budget crisis and recession.

Health care workers get awards for excellence

BROOKLYN -- CSEA Local 646 Licensed Practical Nurse Nancy Aponte and Operating Room Technician Norma Wallace received awards for excellence during National Nurses Week Celebrations at **SUNY's Brooklyn Health Science**

Center.

Local 646 President Barbara Moore commended the Downstate Medical Center administration for honoring "the entire nursing team, rather than just registered nurses as in past years.



CSEA ELMIRA PSYCHIATRIC CENTER LOCAL 437 President Tom Ward, left, and other CSEA activists confront OMH Commissioner Richard Surles, right, during visit to the Elmira facility in July.

Applying pressure

CSEA has long insisted the state Office of Mental Health (OMH) is following a policy of abandoning the mentally ill and accelerating the closing of psychiatric centers, shifting the cost and the problems into the laps of local governments. The union has complained about OMH policies that it says allows understaffing and deteriorating working conditions to exist throughout the system.

Now, says CSEA President Joe McDermott, irresponsible state budget cuts have combined with those long-standing deficient policies to create "a monster."

The final state budget agreement slashed OMH funding \$20 million beyond the \$105 million in cuts originally proposed. Among other things, that accelerated the closing of Gowanda Psychiatric Center in western New York and puts the immediate future of Elmira Psychiatric Center in doubt.

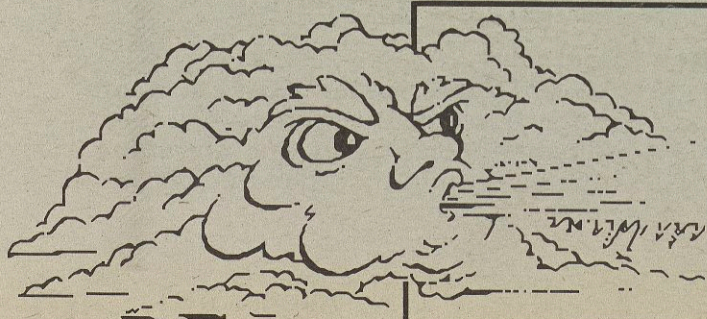
CSEA officials continue to dog state OMH Commissioner Richard Surles wherever he appears across the state to show the union's continuing displeasure with what the union has labeled "the systematic destruction of OMH."

"Surles is the Frankenstein who created the monster but the state's elected officials bear responsibility for making a bad situation worse," McDermott said.

When Surles visited the Elmira facility in late July, CSEA officials and activists were waiting for him. Surles has had similar receptions from irate union members wherever he has appeared over the past several months.

Although Surles told demonstrators at Elmira he will work with CSEA and the community to maintain services at the facility, CSEA said the union intends to keep the pressure on for actions, not words.

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