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Sector

THE PUBLIC

Vol. 16 No. 8 AUGUST 1993

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We are the world!

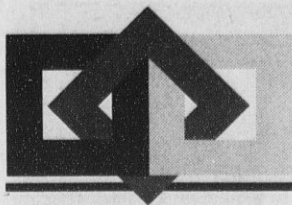
CSEA members
help bring
the people
of the world
together

--see Page 3

ONE UNION
HUNDRED PERCENT

BUILDING AN
EVEN STRONGER
UNION--See Page 10





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CSEA wins an out-of-title fight for members in Rochester.

CSEA members staff new park

NEW YORK - Clowns, parades, banners, baton-twirlers, singers and musicians dazzled throngs of children as CSEA members welcomed the Harlem community to New York state's newest park overlooking the Hudson River.

The 28-acre Riverbank State Park features swimming pools, a 1,270-seat gym, a skating rink, a softball field, an 834-seat auditorium, a running track, a football/soccer field; outdoor courts for basketball, handball, paddleball and tennis, a restaurant, an amphitheater, children's play areas, a carousel and a greenhouse.

CSEA Local 010 member Andre Jimenez, a park worker who lives in the community, called the park beautiful.

"This community's been left out for a very long time, and I think it's about time they started addressing the

problems," he said. "Sportswise, I think a lot of the frustrations are going to be funnelled through this park."

"CSEA not only welcomes this great park, but we welcome the jobs Riverbank Park brings to this neighborhood," said CSEA Metropolitan Region President George Boncoraglio. State park officials estimate more than 200 permanent and close to 200 seasonal workers will be employed.

"This is the only recreation facility of its kind in the world," said CSEA Executive Vice President Danny Donohue at the opening ceremonies. "Not just the members that work here, but the CSEA members that live in New York City can take pride in something like this."

A calculations clerk at Riverbank, Geraldine Stephen has high hopes for the park.

"I hope they will have Olympic trials here because everything was built to Olympic size," Stephen said. "Hopefully a lot of children in the community will be future Olympic stars."

While there have been complaints of odors — the park is only one of 10 in the world built over sewage treatment facilities — Stephens stressed that she did not think odors are a problem. The city has a \$19.25 million federal grant for odor control.

"I could honestly say I don't smell anything," she said. People should come and see for themselves, and they'll be pleasantly surprised."

Gov. Mario Cuomo and Mayor David Dinkins, politicians, media and sports stars attended the opening festivities. CSEA members did an outstanding job of welcoming everyone to Riverbank with pride.

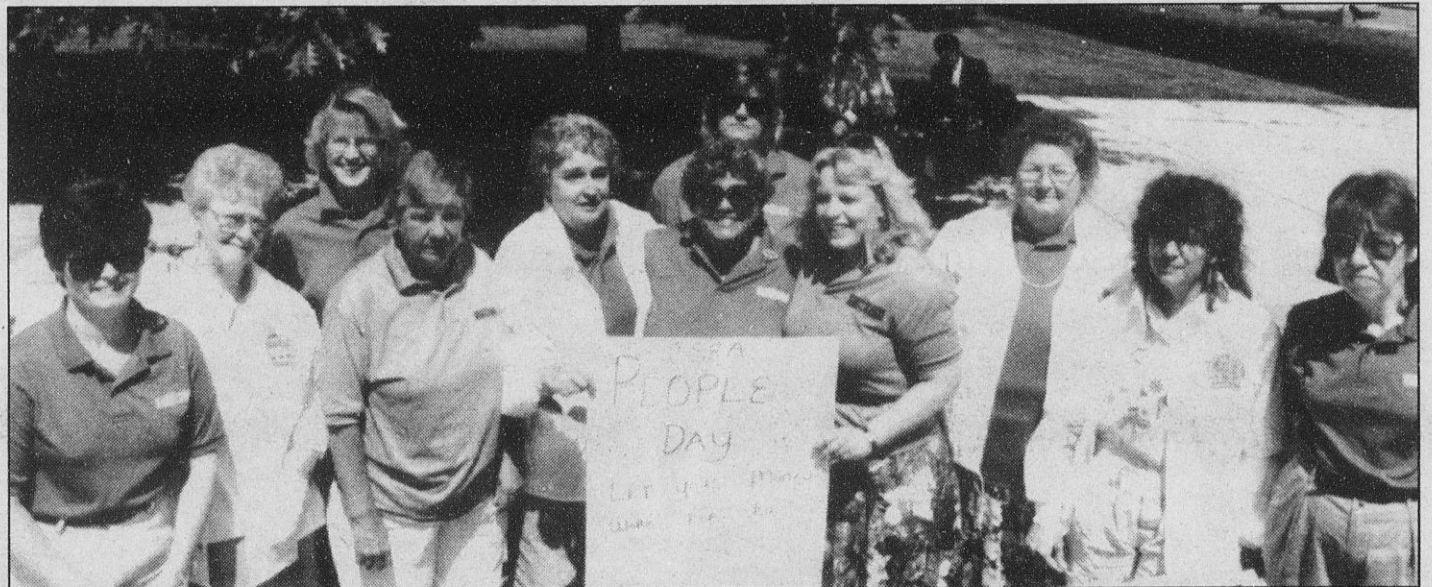
Members graduate from skills course

WARDS ISLAND - CSEA Local 413 Manhattan Psychiatric Center members recently graduated from a program designed to enhance their skills.

Therapy Aide Cynthia Langley hailed the courses as extremely helpful.

"I am better able to understand the treatment plan and I feel more competent in writing one," she said. "This course brings the MHTA more into the team meeting because we understand the terminology more."

Other New York City facilities participating in the federally-funded trainings are Bronx Psychiatric Center and Kingsboro Psychiatric.



CSEA LOCALS SIGN UP PEOPLE -- CSEA members who work at the State Campus in Albany signed up 56 new members to AFSCME's federal political action committee, PEOPLE (Public Employees Organized to Promote Legislative Equality). Some of the volunteers above are members of the Capital Region PEOPLE Committee, staff and local members. Pictured from left are: Kathy Guild, Mary Costello, Cheryl Rosenzweig, Helen Fishedick, Maggie McCafferty, Maria Mesiti, Cindy Stiles, Sandy Davis, Grace Bevington, Donna Diaz and Barbara Karowski.

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World-class games; world-class support

BUFFALO - After five years of planning, Buffalo and Western New York hosted athletes from around the globe for the World University Games, a world-class Olympic-style competition held in the United States for the first time last month.

The massive civic venture of hosting more than 5,000 athletes and sports officials was supported by more than 18,000 volunteers, which included many CSEA members from locals and units throughout Western New York.

Bob Bostwick of SUNY Buffalo Local 602 and Julia McMurray of Erie County Local 815 are examples of the many CSEA members who gave of their time to make the games a success and give assistance to the athletes and coaches from more than 134 nations.

"It's been a really enriching experience for me," said McMurray, who served as the technology manager for the tennis venue, held primarily at the SUNY Amherst

campus. "It's great for the community, and personally I've gained a lot of knowledge about other countries and people that I would not have had if it weren't for them coming here."

Bostwick, a custodian at SUNY Buffalo, helped make the 17th Universiade a success by helping out at the athletes' village on the campus, running errands and doing whatever he was asked by administration from about 4 p.m. until midnight — after working his regular day shift.

"I loved it," Bostwick said. "I don't regret it one bit. It's the best thing I ever did. I've also volunteered for the Special Olympics and the Empire State Games, and it's very rewarding."

While it was impossible to obtain the names and units or locals of all the CSEA members volunteering their energies to the games, they included Joyce Bauth, Joanne Friscaro, MaryAnn Hejna, Sue Gandolph, Carol Plewniak and Joanne Ott of Erie Local 815.

Western Region President Bob Lattimer was a member of the group formed to bring the games to Western New York, the Greater Buffalo Athletic Commission, which was granted the right to host the games in 1989 by the governing body, the Federation Internationale du Sport Universitaire (FISU).

The World University Games, second only to the Olympic Games as the world's largest multi-sport event, are open to student-athletes from 17 to 28 years old. The games are held every two years, with the 1995 session to be held in Fukuoka, Japan.

While many CSEA members were volunteers at the games, some were working their regular jobs in support of the massive logistics effort.

These included custodial and cleaning workers at SUNY and elsewhere, cooks and food service workers from area school districts and food and health inspectors from Erie County's Department of Health.

"Our people put in a large effort, inspecting and ensuring that food prepared in more than 10 different venues was safe

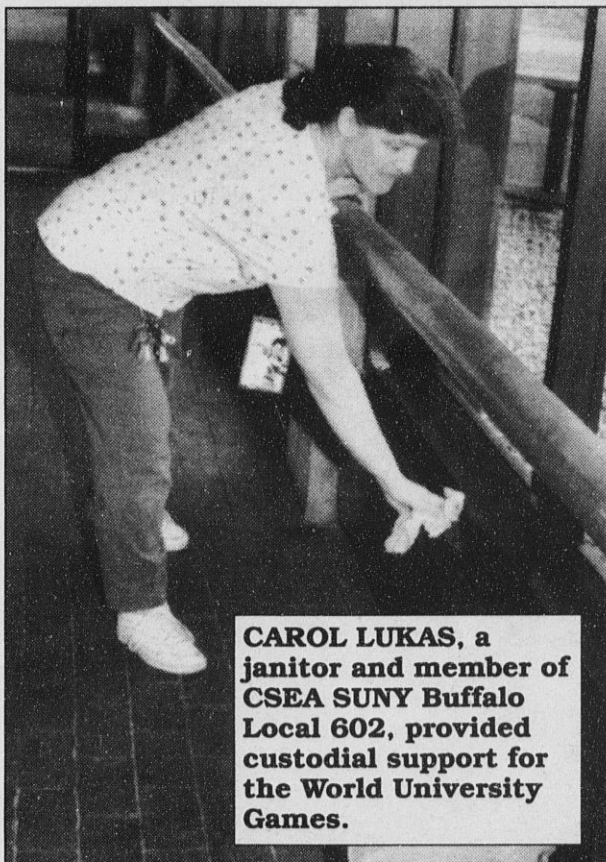
and healthy for the athletes and their coaches," CSEA member John Daleo said. "Our inspection crew was rearranged to make sure everything went okay."

Mike Bogulski, president of the Erie County Employees Unit of Local 815, sounded the one negative note about the games in Erie County.

"I think it was a drain on the county," said Bogulski. "They could have used the money spent on the games to keep our members working that were recently laid off at ECMC."

Funding for the games has been set at \$34 million, from a combination of private and public sources, including 30 major sponsors and 214 Club '93 Champions who contributed \$10,000 or more.

In addition to civic pride, most participants point to the permanent legacy of SUNY Buffalo's new 18,000-seat football stadium, a new Erie Community College Athletic Center, a new SUNY championship tennis center, a new three-field soccer complex at Lewiston-Porter Central School seating 5,448 and a new community pool at the Town of Tonawanda Aquatic and Fitness Center, along with the economic infusion of hundreds of visitors as reason enough to feel proud to have hosted Universiade '93.



CAROL LUKAS, a janitor and member of CSEA SUNY Buffalo Local 602, provided custodial support for the World University Games.



JULIA McMURRAY, above, a member of CSEA Erie County Local 815, used vacation time to volunteer as technology manager for the tennis venue.



THESE CSEA MEMBERS worked to help make the World University Games a success. From left are George Thomas, an Erie County health technician and member of CSEA Local 815; Cook Bill Spaulding, a member of CSEA Local 868 who normally works for West Seneca Schools; and Erie County Health Technician Diana Ermer.

In Allegany State Park, CSEA members contract-in work and save money

SALAMANCA - While maintaining Allegany State Park, New York's largest and the third largest in the nation, members of CSEA Allegany State Park and Recreation Commission Local 107 are doing something else that will help citizens enjoy the park and its beauty.

The multi-talented maintenance crew members are building new cabins to add to the existing 350 or so and by doing the work, are contracting in and saving many hundreds of dollars for the state.

"We can do it much cheaper, with more pride," said Joe Milbrandt, an equipment operator and Local 107 president. "We have a lot of talent on this crew, and if it's utilized properly, an outside contractor couldn't compete and make money."

Milbrandt said the parks crew has electricians, carpenters, mechanics and other trades specialists who use their skills on a daily basis to maintain the 26 miles of power lines, the 75 miles of blacktopped roads, two waste treatment plants and five reservoirs that supply the park's water system.

"We've been doing it all along for the existing structures, so it only makes good economic sense that we can build from the ground up," said Milbrandt.

"A lot of people don't realize that we have these trades skills here," said Jim Phillips, an electrician and local vice president. "They probably think of someone on a

lawnmower or the cabin rental clerks or garbage pick-up, which is also part of the work here. But it doesn't end there. We have a lot of skilled people working here."

Those skills are used by Local 107 members to maintain 63,000 acres of rolling hills and lush meadows, 300 campsites, beaches, bicycle trails, hiking trails, nature walks and restaurants, in addition to 350 to 400 cabins.

The crews have winterized many of the cabins, making them ideal for winter recreation along the park's 21 miles of cross-country skiing trails and the 55 miles of marked snowmobiling trails in the park located in south Cattaraugus County.

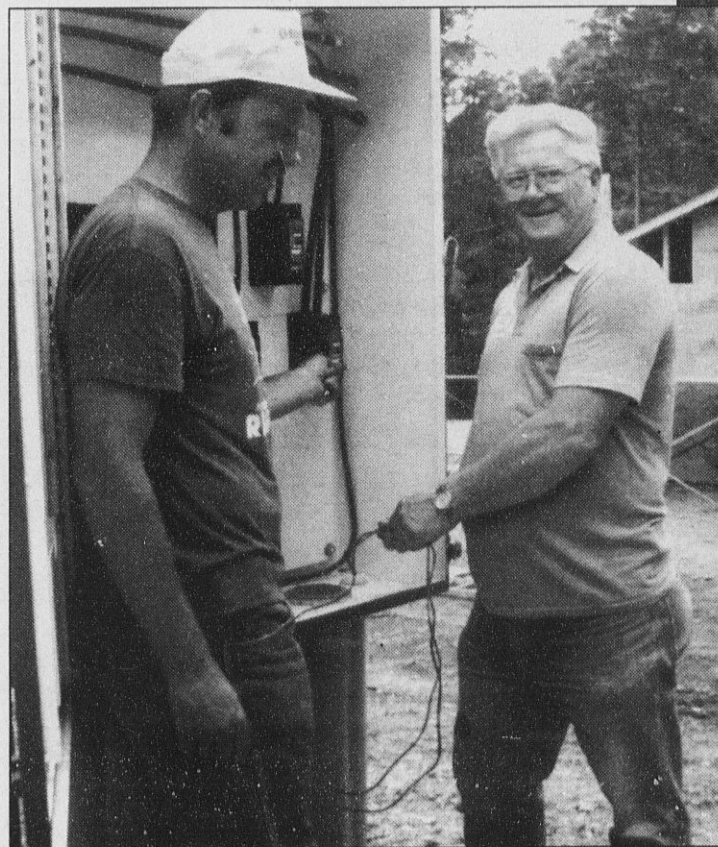
The 85-member local also maintains two other parks in the area, Long Point and

Lake Erie state parks.

"But we're probably most proud of being able to use our skills to keep privateers out," Milbrandt said.



CSEA Local 107 President Joe Milbrandt hard at work in Allegany State Park.



KEEPING THE PARK IN SHAPE and improving it are, above, CSEA members Mike Puvel, left, and Billy Yaworsky. In the photo at left are Local 107 President Joe Milbrandt and Vice President Jim Phillips. They are working on cabins to be used by park visitors. Their skills mean the state can save money by having its own employees, rather than for-profit vendors, do the work.

Black River Local 015 awards \$3,000 in scholarships

WATERTOWN - CSEA's Black River Valley State Employees Local 015 recently awarded three \$1000 scholarships to children of CSEA members who are graduating seniors going to college.

Receiving scholarships were:

Tonia Chartrand, daughter of Patricia and Kenneth Chartrand of Harrisville. Ken works as a highway maintenance supervisor

with the state DOT at the Harrisville sub-residency. Tonia will attend St. Lawrence University;

Michelle Mathys, daughter of

Gail and Robert Mathys of Glenfield. Gail works as a transportation office assistant and Robert works as a highway maintenance supervisor for the state DOT at the Lewis County Residency. Michelle will attend

SUNY

Cobleskill; and

George Wright, son of Shirley and Al Wright of Watertown. Al works as a

groundworker at the Dulles State Office

Building in Watertown for the state Office of General Services. George will attend Syracuse University.



Italian labor leaders visit CSEA Local 351

NEW YORK - CSEA NYS Insurance Fund Local 351 President Lester Crockett welcomed a delegation of Italian labor leaders to the Fund's headquarters.

Federazione Italiana Lavoratori Funzione Pubblica members were on a tour of the United States sponsored by AFSCME under an international union exchange program.

"We appreciated the opportunity to roll out the red carpet at the fund and show the Italian unionists our brand new local union office space," Crockett said, "but I think they were most impressed by how CSEA members are processing thousands of insurance claims so efficiently."

"In a global economy it's important to maintain communications with other civil service workers across the world to share strategies about halting the privatizing of public jobs," CSEA Metropolitan Region President George Boncoraglio said. He is also an AFSCME International vice president.

The Italian delegation also visited AFSCME's Washington, D.C., headquarters in addition to other AFSCME affiliates in Boston and New York City before concluding their first visit to U.S. shores.

JCHB

CSEA JOINT COMMITTEE ON HEALTH BENEFITS

On-site wellness programs offered

Are you managing your stress successfully?

Do you understand how to determine the fat content of food?

Do you really know how healthy you are?

If you answered no to any of these questions, the Joint Committee on Health Benefits (JCHB) might be able to help. Since January the Committee has conducted a series of hour-long On-site Wellness Program workshops aimed at improving the health and well-being of CSEA-represented state employees.

In addition to overseeing the New York State Health Insurance Program, JCHB incorporated wellness goals into its agenda in the belief that health promotion activities will increase workers' productivity, improve members' quality of life and curb health care costs.

JCHB Communications Assistant Karin Hayes has conducted workshops in Stress Management, Nutritional Awareness and Whole Person Health at brown-bag lunch programs, union meetings, health fairs and various workshops.

You and your fellow CSEA members can have one or more of the following wellness programs presented at your workplace by contacting your CSEA local president.

NUTRITIONAL AWARENESS:

This program explores the often confusing world of nutrition. You will determine your personal weaknesses in dietary management and will learn to distinguish occasional foods from daily food



JCHB COMMUNICATIONS ASSISTANT KARIN HAYES conducts an On-site Wellness Program on stress management at SUNY Buffalo.

choices. The program presents effective ways of reading food labels and addresses methods to successfully meet nutritional goals.

***Note: This workshop is general in nature and does not address special dietary needs such as those for diabetics or high blood pressure. Only a registered nutritionist can provide specific dietary guidelines.**

STRESS MANAGEMENT:

This workshop contains valuable information for anyone experiencing the challenges and changes of life, and is not

only for those who currently feel stressed out. You will learn how to recognize your personal stressors, and as a group will discuss ways to reduce the potentially negative consequences of stress.

WHOLE-PERSON HEALTH:

How healthy are you? This workshop explores individual definitions of health and discovers personal bias and opinions regarding the importance of health. You will look at different aspects of health, including physical, mental, emotional and relational.

Members elected to NYC school boards

NEW YORK - Tempers flared in New York City's hotly contested school board elections, and when the smoke settled among the scores who sought seats, two CSEA members were elected to school board seats.

In Queens District 25, Steve Pezenik won re-election and in troubled Bronx District 12, Angel L. Perez was elected.

Perez, a cleaner at Bronx Psychiatric Center and member of CSEA Local 401, ran in a scandal-ridden district where the schools chancellor had already removed board members charged with corruption.

"I want to clean up the district, and to bring up the grades of the students. The district needs a major overhaul,"

Perez said.

As the father of two children, Perez ran with a slate of concerned parents in a district which is roughly 76 percent Latino, 20 percent African-American and 4 percent other

backgrounds.

Public Service Commission CSEA Local 450 President Steve Pezenik's Queens District 25 re-elected him to a second term in a contentious campaign. City public schools are caught in the

crossfire between groups favoring or opposing programs that teach tolerance for gays and lesbians as well as AIDS prevention.

"During the Candidate's Nights, it seemed like no one asked about the science, math or reading curriculum," Pezenik said. "People mainly asked about the AIDS and Rainbow Curriculum. Some people came in for their own political agendas and unfortunately, the children got caught in the middle."

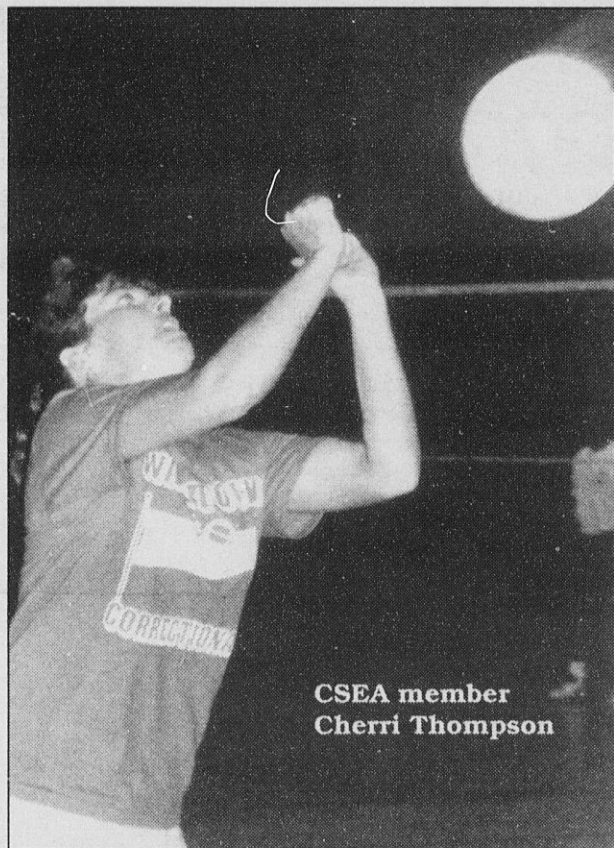
Pezenik is proud that District 25 achieved the second highest reading and math scores in the city and that in his last term, the district earned a New Visions high school, a new city program to develop smaller, specialized schools.

'I want to clean up the district, and to bring up the grades of the students.'

- Angel L. Perez

'Some people came in for their own political agendas and unfortunately, the children got caught in the middle.'

- Steve Pezenik



CSEA member
Cheri Thompson

CSEA members win in DOCs Olympics

ALBANY — CSEA members Shelley Matraw and Cheri Thompson, both calculations clerks at Watertown Correctional Facility, were members of several winning teams at the recent Department of Correctional Services (DOCS) Olympics held in Albany. They are members of CSEA Local 172.

"I love the chance to meet other people from around the state but it's the competition that really makes this event special," said Matraw, who brought home the gold in the women's volleyball and two different tug-o-war events. CSEA helped sponsor the Olympics which included participation by about 165 CSEA members.

CSEA Kingsboro PC Local 402 celebrates 50 years of activism

BROOKLYN - CSEA Kingsboro Psychiatric Center Local 402 members celebrated with style the local's golden anniversary at the Grand Prospect Hall, one of Brooklyn's most famous landmarks.

"It is fitting to reflect on how and why we continue to remain in the struggle for workers right," CSEA Local 402 President Robert Nurse said. "The members that organized this local May 11, 1943, could not have had an easy task."

CSEA President Joseph McDermott, Executive Vice President Danny Donohue, Secretary Irene Carr, Treasurer Mary Sullivan and

Metropolitan Region President George Boncoraglio attended the celebration. They remembered the unionists in 1943 who rolled up their sleeves to fight for better conditions.

"Celebrating this milestone, we commemorate those people who struggled during the 1940s to win a better deal for their union brothers and sisters," McDermott said.

"Whether they were local presidents or shop stewards, they are the real heroes."

Brooklyn political leaders, clergyman and Kingsboro management turned out to salute the dedication of Kingsboro's unionized staff to quality care for the mentally ill.



CSEA, PEF, Council 82 and management representatives gather for the signing of the charter for the newly-created multi-agency Employee Assistance Program (EAP) Committee for the Syracuse area. Agencies represented include the Division of the Lottery, state Parks Department, Department of Labor, Tax and Finance Department, Office of General Services, Department of Economic Development, Department of State, Division of Alcohol and Substance Abuse Services, Division for Youth, Department of Health, Department of Motor Vehicles and the Workers Compensation Board.

Court dismisses CSEA's challenge to state's no smoking policy

The Appellate Division of state Supreme Court has upheld a determination by the state Public Employment Relations Board (PERB) that the issue of smoking in state facilities has been "comprehensively negotiated" and dismissed an Improper Practice charge by CSEA.

The unanimous court ruling dismissed a CSEA appeal of a PERB decision that had reversed an earlier finding by an Administrative Law Judge (ALJ) that supported CSEA.

After CSEA filed an improper practice (IP) charge in 1988, the ALJ ruled the state Department of Health (DOH) acted improperly when it unilaterally banned smoking at Roswell Park Memorial Institute. DOH appealed to the full PERB board, which reversed the decision. CSEA then appealed the PERB reversal to state Supreme Court.

CSEA had contended the state must negotiate smoking policies, but the Appellate Court said the state met its contractual obligations by using the labor-management process to develop a smoking policy.

In the Roswell Park case, the two sides met several times but could not agree on a smoking policy. Despite CSEA objections, DOH instituted a smoking ban in all indoor areas, outside entrances of Roswell Park buildings and in state-owned Roswell Park vehicles.

The Appellate Division did raise a judicial eyebrow at PERB's reasoning in overturning the ALJ's original ruling. The court pointed out that guidelines for workplace smoking policies developed by a statewide committee provided that "any policy...should be developed jointly by union and management and not unilaterally..." Nevertheless, the court had authority to rule on whether PERB's decision was based on substantial evidence, not whether the decision was a correct one.

The Appellate Division decision means the state cannot simply re-write smoking policies at will and must engage in the labor-management process before issuing or changing smoking policies. CSEA officials, activists and staff should be alert to any actual or planned changes in smoking policies by state agencies or facilities and insist that the labor-management process is followed.

The ruling applies to state agencies in the Executive branch. It does not apply to the Office of Court Administration or local governments, where smoking policies are handled on a case-by-case basis.

LI Veterans Home workers fight problems

STONY BROOK — "We've had nothing but problems since we opened here in 1991," said Elliott Reed, a clinical nursing aide at the Long Island State Veterans home and member of CSEA Local 614.

The complaints and problems detailed by members at the facility reinforce Reed's point.

The list is extensive: a lack of staff and training result in injuries and attacks by patients; mandated overtime is excessive; employees are required to find their own replacements before time off is granted; management is dragging its feet in completing employee evaluations and certification paperwork; employees face harassment by supervisors; and other abuses.

Growing pains are to be expected at a new facility, but employees are angry and frustrated that working conditions seem to be getting worse. And CSEA's patience is wearing thin over management's broken promises.

"There's a terrible double standard," said one clinical nursing aide. "A lot of us are working with our certification being held over our heads because they haven't completed

the paperwork. Meanwhile, they hold up your paycheck if your time card isn't in order."

Others tell of patients with dementia mixed in with the general population, making the difficult job of caring for patients even harder for the thinly stretched staff.

"Training is inadequate, and there's just not enough help to even deal with the

physical demands,"

Fiona McGee, a clinical nursing aide, said. "It's even worse when the patients attack you."

"Just this morning I had to restrain a patient and all the while he just kept punching me," Reed said. "It's typical for there to be only two aides on the dementia unit for 18 patients."

"CSEA is trying to get a lot of the issues resolved, but management doesn't seem to care that these

problems overwhelm the employees and take their toll on patient care," CSEA Local 614 Second Vice President Grace Roy said. "We've tried to be cooperative but they don't want to hear our suggestions."

"We need some decency and respect," McGee said. "But we also need management to get organized."



CSEA member
Fiona McGee



CSEA Member
Elliott Reed.

White Plains DMV office conditions deplorable

WHITE PLAINS - "We are the orphans of New York."

CSEA Local 009 President Vinny Lord is talking about working conditions local members endure in the newest Department of Motor Vehicle (DMV) office in White Plains.

Three years ago, the DMV workers watched their building crumble out from under them. Transferred to offices throughout Westchester and Rockland counties and New York City, workers faced tough commutes while White Plains residents scattered throughout the county to find a DMV office.

State officials opened a new DMV office about 18 months ago, but it's no solution. Not only is it about one-fifth the size of the former office, working conditions are unbearable, say workers.

"This place is a hell hole," Lord said. "We have inadequate air conditioning, cockroaches and no ventilation. No one deserves this kind of treatment."

One employee went to a hospital after fumes made her ill.

"I was working at my station, when I smelled a strong sweet smell," Grace Werlitz said. "I started feeling light-headed and dizzy and almost passed out."

Co-workers began feeling faint, and she and others vomited. Doctors said she suffered from chemical inhalation and possible toxic poisoning, she said.

Fire department officials determined that the smell was a combination of freon gas and a burning ballast in

a light bulb.

Employees still complain of headaches and irritated throats daily. Temperatures in the office have reached nearly 90 degrees.

Workers also share their breakroom with cockroaches. One employee spotted a cockroach climbing out of her computer keyboard. Roach traps have since been placed next to all the keyboards.

"No one should have to work in these conditions," a clerk said.

"We were told our stay here would be temporary," said a supervisor who asked not to be identified. "So far, Albany has not found us another location."

CSEA Safety and Health Specialist Dan Morra said he and Lord are working through labor-management to make some improvements to upgrade working conditions.

"They say they know the problems," Morra said, "but they haven't decided what they're going to do about them."

'This place is a hell hole ...No one deserves this kind of treatment'

A message from CSEA President Joe McDermott

CSEA winning big against PUC in courts; steps up fight for COLA

Protecting your pensions

In 1990 when the Governor and state Legislature raided our pension funds I said it was robbery, pure and simple. Now two courts have agreed with us (see story page 11).

Pension funds are the employees' deferred wages and are not a slush fund to balance the state budget.

Faced with a fiscal crisis of their own making, the state's political leaders in 1990 saw the pension funds as an irresistible piggy bank which would bail them out.

They forced the Comptroller to adopt a radical method for funding the pension system which virtually eliminated employer contributions. While pension benefits continued to be paid, this funding method put the future of the pension system at great risk.

That is why we went to court to protect the pension fund from this kind of political tinkering.

The Comptroller, who is the sole trustee of the pension fund, must be able to act independently with the best interest of the pension funds' members foremost in his mind.

While the state has chosen to prolong the legal battle by appealing this latest ruling I am confident that our position will be supported by the state's highest court.

The Comptroller should not wait. Two courts have now upheld his position as the independent trustee of the pension funds. He should come forward with a plan to put the pension system back on sound footing with a stable funding formula.

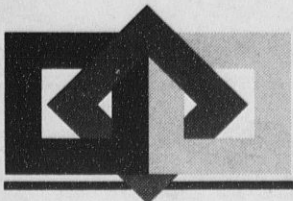
The state's political leaders have found money for everything from sports arenas to tax breaks for the wealthy. They cannot do that by robbing our pension fund.

CSEA will continue to be vigilant in the defense of our members' pension benefits.

We will also continue to fight for a permanent cost-of-living adjustment (COLA) for retirees. Our retiree members have seen their pension benefits eroded by inflation. Without a COLA that situation will only get worse for current and future retirees.

In next year's legislative session the drive for a COLA will continue to be a CSEA priority.





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An update on the Buyer's Edge.

Women's Conference take place Oct. 1-3

CSEA's 1993 Statewide Women's Conference will take place in Buffalo Oct. 1 to 3 at the Hyatt Regency.

The conference will include workshops on topics including: legal issues, child care, the Superwoman syndrome, public speaking and a workshop called "Is Work Making You Sick?"

The conference is open to activists and members who have a particular interest in women's and family issues.

Contact your local or unit president for more information on the conference.

Elections results available for review

Results from the 1993 CSEA region elections are available for review.

CSEA members can review the voting results for their local by contacting their local president. They can review region results by contacting their CSEA region office.

Results for the entire election can be reviewed at CSEA Headquarters.



CSEA members attending the NYS Assembly Puerto Rican and Hispanic Task Force Conference are, from left: Bill Vasallo, Diego Concepcion, an unidentified man, Assemblyman Hector Diaz, chair, Bob Rosado, Mickey Cruz, Angel Bonilla, Luis Ithier of DC 37, Renee Rivera, an unidentified man and Alfred Carlo.

CSEA represented at Hispanic Conference

ALBANY - Determined to add to the growing clout of the Latino community, CSEA Hispanic members joined hundreds of activists at the Sixth Annual NYS Assembly Puerto Rican and Hispanic Task Force Conference in Albany.

"CSEA supported this conference because it's important to put pressure on the Legislature to provide for programs needed by the Latino community," CSEA President Joseph McDermott said. "CSEA encourages the growing

involvement of Hispanic activists."

Diego Concepcion of CSEA Tax and Finance Department Local 460 praised the conference, known as "Somos, El Futuro" ("We are the Future").

Its theme was "Breaking the Barriers: A Challenge to Change."

"More Hispanics are voting now, which means an increase in Latino power," he said.

Gov. Mario Cuomo pointed out that Latinos are essential to

the success of New York.

The conference featured workshops on education, health care reform, legal and language barriers, AIDS, cultural diversity at work, multiculturalism, housing, the North American Free Trade Agreement (NAFTA) and other important issues.

There are more than 1 million Hispanic union members in the AFL-CIO.

"We have to work united," Concepcion said. "It's the only way."

Important information on OSHA standards on bloodborne pathogens

CSEA's Occupational Safety and Health Department (OSH) has published a booklet on federal standards on bloodborne pathogens.

"OSHA's Bloodborne Pathogens Standard" describes the Occupational Safety and Health Act's standards. The

NYS Department of Labor's Public Employee Safety and Health Bureau has adopted the standards.

The booklet describes various bloodborne diseases public employees may come in contact with; it also describes exposure controls, compliance,

personal protective equipment and other vital information to help public employees avoid dangerous exposure.

To receive a copy, send the form below to:

CSEA OSH Department
143 Washington Ave.
Albany, NY 12210

Please send me "OSHA's Bloodborne Pathogens Standard"

Name: _____ Local Number: _____

Address: _____

Clip and send to: CSEA OSH Department
143 Washington Avenue
Albany, NY 12210

CSEA shoots for 100%

By Stanley P. Hornak
Assistant Director
of Communications

When CSEA won local government Agency Shop legislation in 1992, the battle was not ended, it had just begun.

The law, which went into effect a year ago, provides that all local government and school district employees who reap the benefits of union representation also bear the costs even if they are not members. Agency Shop fees, in lieu of union dues, are deducted from such people.

Similar legislation affecting state employees went into effect in 1977.

If you're receiving *The Public Sector*, it means that you are already a CSEA member since only members receive the union's monthly newspaper. But the person working next to you may not be a member even though he or she is paying the same fees.

It just doesn't make sense to help foot the bill and not take advantage of all available services. That's why CSEA is beginning an innovative campaign to sign up all Agency Shop fee payers.

It's called the



program. The program's goal is to build the union member by member until we reach 100 percent membership. The strength of hundreds of thousands of CSEA

members across the state is far more powerful a tool than any other the union has. It's no different than when, decades ago, unions first began to fight for fairness and safety.

We need all our members to help the union grow to one hundred percent membership by signing up new members.

Our goal may seem ambitious, but CSEA already has 444 units with 100 percent membership.

These units, coupled with any other units and locals which achieve the 100 percent marks, will have their names inscribed on "Solidarity Club" plaques to be installed next year in each region office.

The campaign emphasizes one-on-one organizing. All state and local government locals and units are encouraged to participate.

The campaign kicks off Oct. 1 and runs for six months.

Local and unit presidents must register to participate. Entry forms were mailed to them Aug. 1.

Entry forms simply require the names of people who serve on the local or unit's Membership Committee.

Once enrolled in the campaign, each Membership Committee person will receive a special Membership Kit with all the tools needed to convert Agency Shop fee payers into 100 percent members.

And, in addition to Solidarity Club membership, awards will be made in the following categories to promote participation

and reward participants:

- In each region, one unit with less than 50 members and one unit with more than 50 members which has the largest percentage increase will receive special recognition. Each person on the Membership Committee will receive a CSEA jacket with a special CSEA logo.

- In each region, the Local with the largest percentage increase in membership will receive a special award banner. Each person on the Membership Committee will receive a special CSEA jacket.

- The region with the largest percentage of members at the end of the campaign will receive the CSEA Solidarity Cup for display in the Region office for one year. Each person on the Region Membership Committee will receive the special CSEA jacket.

- All CSEA members whose local or unit is enrolled in the campaign will be entered into a raffle to win a four-day trip to Disney World when they sign up at least one new CSEA member. They will receive a raffle ticket for each new member they sign up. So the more members a CSEA member signs up, the more chances he or she has of winning the trip.

ONE HUNDRED PERCENT UNION

Another high-level court declares

PUC unconstitutional

"Unconstitutional!"

In no uncertain terms, a second high level state court has agreed with CSEA that the state acted improperly when it raided the public employee pension system in 1990 during a state budget crisis.

"The lesson here is that our political leaders cannot plunder pension funds to bail themselves out of fiscal crises of their own making," CSEA President Joe McDermott said of the latest court ruling.

In a unanimous decision, the Appellate Division Third Department upheld a lower state court decision (Joseph E. McDermott vs. Edward V. Regan) which said the state Legislature acted unconstitutionally when it compelled the state comptroller to radically change the funding method of the Common Retirement Fund. The choice of funding method is with the comptroller's discretion, not for the Legislature to determine.

CSEA filed the lawsuit after the state Legislature, following the lead of Gov. Mario Cuomo, changed the method for funding the pension system from a "pay as you go" method (Aggregate Cost (AC) method) to one with low cost upfront payments (Projected Unit Credit (PUC) method) that could eventually balloon beyond state and local governments' ability to pay.

The state has exercised its right to appeal the ruling to New York's highest court, the state Court of Appeals, but McDermott called on the state to instead implement the decision and stop the further bleeding of the systems (See President's Message, page 8).

"Pension funds are employees' deferred wages and are not a slush fund to balance the state budget," McDermott said. "Two

high-level courts have unanimously agreed on that. The comptroller should now put forward a plan to correct the damage done."

State Comptroller Carl McCall said he agreed with the court rulings and that he, too, hoped the state would allow resolution of the matter without further litigation.

"The result of these changes (to PUC) is a drastic reduction in employer contributions to the fund in the short term and depletion of the surplus; when the surplus is exhausted, employers' contributions must then be made at levels higher than would be necessary had the AC method been utilized," the Appellate Division said.

"The imposition of a particular funding method, as opposed to the mere setting of guidelines for selection of a method, vitiates the members' right to have the benefit of the Comptroller's discretion in fixing the amount of contributions needed for the continued stability and security of the systems..." the Appellate Division ruled, "...the Legislature cannot require the Comptroller - who has a fiduciary duty to act as an independent trustee of retirement systems funds...to carry out the dramatic funding changes."

CSEA also said PUC threatened the integrity and security of the pension system

by depleting reserves. The Legislature's action "dictates the rapid depletion of the surplus funds that currently exist, a further usurpation of the Comptroller's authority to manage the accounts of the fund," the Appellate Division said.

"The State's argument that the PUC method is 'actuarially sound' ignores the fact that the retirement systems' members are entitled to more than simply a guarantee of benefits; they are entitled to some degree of 'protection of the sources of funds' from which those benefits will ultimately be drawn, and a shift from a very safe method of maintaining those funds to another which is less safe, but nonetheless 'actuarially

sound,' may work an impairment of that right," the court decided.

More than 860,000 public employees and retirees outside of New York City are enrolled in the New York State Employees' Retirement System and the New York State and Local Police and Fire Retirement System which comprise the Common Retirement Fund.

PUC, the court concludes, "clearly represents a radical change - one which...we find effects an unconstitutional impairment on the rights of the retirement systems' members."

'Pension funds are employees' deferred wages and are not a slush fund to balance the state budget'

-CSEA President Joe McDermott

CSEA endorses David Dinkins for re-election as NYC Mayor

NEW YORK - "As the greatest city in the world, New York deserves the best," CSEA Metropolitan Region President George Boncoraglio said, announcing the union's endorsement of Mayor David N. Dinkins' re-election bid.

"In Mayor Dinkins we have a mayor for all seasons and for all New Yorkers," Boncoraglio said at a press conference on the steps of City Hall. "Mayor Dinkins is a true leader, one who faces real problems with real solutions."

CSEA activists pledged their time and energy to Mayor Dinkins' campaign in what is shaping up to be a heated contest. CSEA's New York City members hailed Dinkins' "Safe Streets-Safe City," program which has cut the crime rate.

"Our members don't just read about these problems in the newspapers. We live with them every day while serving the public," Boncoraglio said. "That's why we understand the importance of this election and keeping Mayor Dinkins at the helm."

CSEA well-represented at CBTU annual convention

ATLANTA - Several CSEA members joined 2,500 rank-and-file union members from across the country recently at the annual convention of the Coalition of Black Trade Unionists (CBTU).

The delegates discussed

and gathered information on important issues including health care, coalition building, the North American Free Trade Agreement, organizing unorganized workers and the urban crisis.

CSEA delegates included

CSEA Secretary Mary Sullivan, Metropolitan Region President George Boncoraglio, James Gripper, Janet Ventrano-Torres, Rebecca Lawson Mellon and CSEA staffer Portia Given.

New York City Labor Day Parade

Monday, Sept. 6, 10:30 a.m Kick-off

Assemble at West 44th Street, between Sixth & Seventh Avenues

Join Captain Hook and the CSEA Pirate Ship Float

Protest Privatization of our jobs!

Appear in CSEA video-production of Labor Day marchers

Long Island Region, Metropolitan Region,

Southern Region CSEA Members

Call your CSEA Region Office for more

information

Shop stewards a vital link

They are on the job every day at your worksite -- and you are an important part of their job.

They are the shop stewards, your first contact when it comes

to CSEA. Your stewards have taken on special responsibilities to work with you and with your local and unit leadership to keep you informed and help protect your

rights on the job. They work hard, and they believe in what they do.

Here are the stories of just a few of the many shop stewards across the state on the job for you!

Joe Palermo gets the job done in Riverhead

RIVERHEAD - "I became the shop steward because I attend the meetings and ask questions. I don't like to get information second-hand," CSEA Town of Riverhead Unit Shop Steward Joe Palermo said.

Palermo, a heavy equipment operator, keeps on top of union business for his co-workers at the town landfill.

"We have a small shop and good relations here," Palermo said. "We always get things straightened out."

Getting the job done is a matter of pride, and Palermo and Supervisor John Reeve work together to promote a positive work ethic.

"Whenever we have a problem with equipment or we need certain tools or protective clothing or training, John makes sure we get it," Palermo said. "It helps that John was a former CSEA unit activist, and he's done the same work that all of us do."

The result of this ongoing dialogue is a hard-working crew that accomplishes its tasks and cooperates whenever possible on special projects.

They've been working on a dredging project and helping to rebuild shoreline damaged in winter storms.

"We had the equipment and the people to do

the job and it saved the town a lot of money," Palermo said.

Despite the proven effectiveness of the landfill employees, they face difficulties. The CSEA town unit is working under an expired contract. Even worse, the landfill is expected to close soon, and landfill workers are uncertain about their fate.

CSEA is working to resolve both situations, but that doesn't lessen the employees' frustration.

"It's disappointing," Palermo said. "We do good work here."



Shop Steward Joe Palermo, second from right, with members Warren Alexander, left, and Guy Cawley. At right is Sanitation Supervisor John Reeve.

Raina Baker listens to members of Local 690

ALBANY - Raina Baker is one of 57 shop stewards for CSEA Tax and Finance Local 690 who serve a membership that can expand from a low of 3,900 to a tax season peak of 4,600 workers almost overnight.

"Listening is the most important thing a shop steward can do, that and communicating back and forth with the local membership and leadership," Baker said.

"First, you have to report to the members what's going on in the local and in the union. So you have to listen to the information provided to you by the local leadership," she said. "Then, after you communicate this information to the membership, you have to listen to them, what their problems are."

You may already know the answer to a member's problems, she said, but still you have to listen.

"The member wants to know that someone else is involved with their problem, someone else cares," she said.

Shop stewards at Tax and Finance do not file grievances, but put them in contact with the local officers who can help them, Baker said.

"It can really make you feel good when you know that you've helped a person get involved, get a problem resolved," she said.



Shop Steward Raina Baker

Bob Richards is stubborn

STATEN ISLAND - Bob Richards attributes his success as a shop steward to stubbornness.

"I don't like to give in to anybody," said Richards, a steward at Arthur Kill Correctional Facility and member of CSEA Local 010. "I'll fight until I drop, and I urge people to do the same thing."

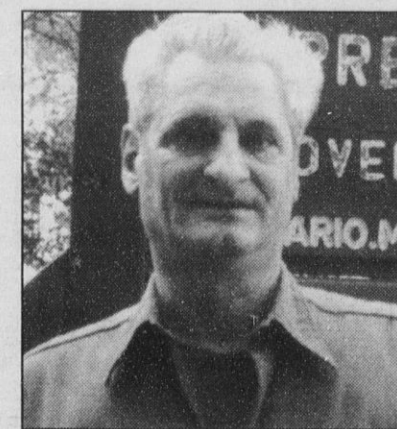
A CSEA steward for 20 of his 25 years as a state employee, Richards is as tough and reliable as the power plant turbines he maintains and just as high pressure when it comes to representing CSEA members.

He has a long list of grievance victories, including winning hazardous duty pay for CSEA prison clerical workers who each received between \$700 and \$800 in back pay.

Richards' philosophy is simple: "If you don't file grievances, nothing gets done."

His most prized victory was helping a member fight age discrimination for nine years through the state Human Rights bureaucracy. The grievant won back pay and \$25,000 tax-free for the discrimination he suffered.

Richards sees his recent reassignment to the evening



Shop Steward Bob Richards

shift after 12 years on days as management retaliation for his union activities. CSEA has filed a grievance. Members throughout the facility signed a petition asking that their elected steward not be forced to work the evening shift.

Richards now comes back to the prison on four hours sleep to get to day-shift meetings.

"Every time there are grievances now, I have to ask for a shift change and go back in," he said.

Richards has some wisdom for new stewards.

"People need somebody to help them and fight for them because many are afraid to speak up," he said. "The steward is the backbone of the people. If someone puts their heart into it, they will be a good steward."

Paula DiLaberto an example to others



Shop Steward Paula DiLaberto

LOCKPORT — After 16 years as a shop steward, Paula DiLaberto has seen a "virtual explosion" of grievances in the Niagara County Employee Unit of CSEA Local 832.

"There has been and continues to be a need for more trained stewards to handle all the

grievances we are having here," DiLaberto said. "We expect to have about 20 new stewards after our CSEA training is completed."

In her job with the county social service department, DiLaberto is often in the field, which only adds to the difficulties of being a steward.

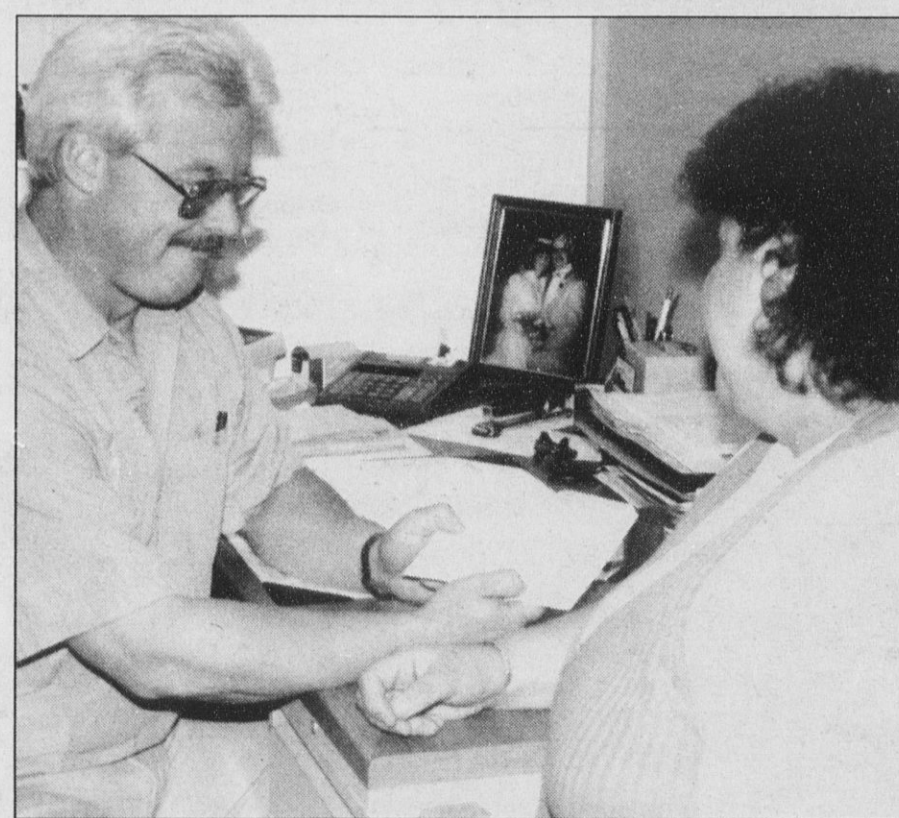
The unit seems to fight the same issues, notably compensatory time, overtime, mileage and others, over and over again, she said.

"I know in other counties, many grievances are settled at the first stage or informal hearing," she said. "But not here. We have to go the full route. The larger group of certified stewards will help us systematically follow through appropriately on grievances."

Stewards can get a great sense of personal satisfaction as they achieve justice for a co-worker, DiLaberto said.

Tom Finger, CSEA Labor Relations Specialist for the Niagara County Unit, called DiLaberto "a tough cookie."

"She's aware of the contract fully, and doesn't shoot from the hip," he said. "She researches an issue before putting it through. There's a need for many more stewards like her."



Shop Steward Jim Wiley explains a contract issue to co-worker Lisa LaPlant.

Jim Wiley knows his contract

LOWVILLE - "If I had one piece of advice for our members, it would be to make themselves more familiar with their contract so they're more aware of what their rights are."

That's smart advice from a veteran of championing those rights. CSEA Lewis County Local 825 Vice President Jim Wiley has been a shop steward for 11 years. A Department of Social Services fraud investigator, he enjoys helping his co-workers.

"I feel a need to protect our rights and see that things are done correctly," he said. "Knowing I'm able to help someone keeps me involved. I just like to do it."

He does it well. In the last five years, the local won six of seven grievances that went to arbitration. More were settled earlier in the process. Wiley attributes the high success rate to his CSEA training and contract

knowledge.

"You've got to be aware of what's in the contract to make the determination about what is grievable or not," he said. "After that, I think the facts speak for themselves."

Because of the local's success, Wiley said, his co-workers realize the benefits of CSEA representation.

"I think most people have seen that the union does make a difference," he said. "We've had a couple of arbitrations where people won their jobs back when they were fired without just cause. I get the most satisfaction from seeing how it makes them feel. It restores their faith in the union."

When the union does come through, Wiley makes sure they don't forget it.

"I tell them 'don't forget to tell your friends that the system does work.'"



Local 426 President Tom LeJeune operates the computerized grievance tracking system as Treasurer Al Ackerman and Second Vice President Cy Holdine look on.

Local 426 tracks grievances

WASSAIC - It takes an effective shop steward and solid preparation to lead the defense when CSEA members face disciplinary charges.

Employees at Wassaic Developmental Center can depend on their stewards to be ready, thanks to a computerized tracking system.

CSEA Local 426 President Tom LeJeune and his staff insist on good preparation each time a worker faces charges or must file a grievance.

"Most of the disciplinary charges are nit-picky," Local Treasurer Al Ackerman said. "The philosophy of this facility seems to be 'if you can charge them, charge them!'"

Most charges are over time and attendance. Unfortunately, many who are charged are legitimately ill.

"There are so many people who are out on compensation,

that they won't let people use their accrued time," Ackerman said.

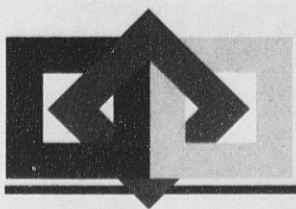
Most grievances are over mandatory overtime and denial of time off. Thanks to good preparation, most are resolved before the first step hearing. If not, CSEA Labor Relations Specialist Larry Natoli takes over.

"When Larry gets the package, he has complete information," Ackerman said. "We know who the witnesses are and how strong the case is."

The local's efforts are important to the stewards' success.

Shop Steward Roger Gregoire, a 25-year employee, has a good perspective. He's been a steward for nearly 10 years, and he likes the local's system.

"It's one of the best I've seen," he said. "It seems to work pretty good."



CSEA scores wins in Legislature

Legislative round-up

The 1993 session of the NYS Legislature brought CSEA a number of significant victories.

Several important bills have been signed into law, but as this edition of *The Public Sector* went to press, Gov. Cuomo had yet to sign others.

He has already criticized a bill that will assure stabilized funding in the mental health system (see story below right).

Bills signed into law include:

Probation Fund Restoration: restores \$16.7 million to county probation departments (see story above right).

Right to Union Representation: would give public employees the right to have a union representative present during an interview with their employer when they are a potential subject of disciplinary action.

Work Area Speed Limits: work area speed limits to be set at 20 miles per hour below the normally posted speed.

Pension Supplementation: extends pension supplementation for retirees.

Retirees Earnings: raises the maximum earnings allowed for retirees employed in public service to \$10,560 without loss or reduction in their pensions.

Bills awaiting the Governor's signature include:

Alternate Use Study: would require certain state agencies study the feasibility of using state mental health and mental retardation facilities that have been or are to be closed as state-operated in-patient facilities for alcohol and substance abuse services.

Independent Hearing Officers: would ensure independent hearing officers be appointed for disciplinary proceedings.

Pension Review Process: would set up an administrative review process for public employees seeking credit in the pension system for previous service and or retroactive dates of membership. Currently individuals must ask the state Legislature to pass a law correcting these problems.

These are not the only successes of the session. CSEA successfully battled against a bill that would have relaxed asbestos removal safety standards in public buildings and put the public and public employees at risk of asbestos exposure.

During budget negotiations, CSEA killed a proposal to privatize a number of Department of Motor Vehicles (DMV) functions, including drivers' license testing.

In other budget negotiations, CSEA won a battle to keep DMV offices in Binghamton, Buffalo, Newburgh and Utica from closing.

CSEA also succeeded in reducing proposed layoffs of 2,700 in OMH by getting about 70 percent of the positions restored.

CSEA also lobbied to get funding increased to schools to the tune of \$300 million.

Anatomy of a probation win

ALBANY — CSEA masterminded an important victory when it convinced the state Legislature to restore vital probation funding.

The \$16.7 million was cut in the last hours of budget votes when the Legislature turned down the Governor's proposal to raise the money through fees. In their haste, the legislators neglected to restore the money.

Within hours, CSEA was at work to get the funding restored.

A letter from Edmund B. Wurtzer, director of the state Division of Probation and Correctional Alternatives, to CSEA President Joe McDermott assured CSEA that the offices had money for half the fiscal year. He also made clear that both the Legislature and the Governor's office were concerned about the shortfall.

Despite reassurances that the matter would be addressed, Wurtzer urged CSEA to convince the Legislature of the urgency so it would restore the money.

McDermott had urged Wurtzer to write the letter so local

governments would not begin making drastic cuts in staff and services.

In an example of CSEA's best strategy, the union went to work. The Legislative and Political Action Department started lobbying, but that was only the beginning.

CSEA probation department members from across the state worked the halls of the Capitol to lobby for the funding.

McDermott also did his part, talking with legislative leaders, emphasizing the critical need and pointing out CSEA's grassroots support.

That support came in the form of letters and phone calls to legislators and Gov. Cuomo and pressure on local government officials, asking them to make their case, too.

By the end of session, the Legislature voted to restore \$16.7 million for probation funding and Gov. Cuomo signed the bill into law.

CSEA, once again taking the lead on an important issue, once again succeeded.

Bill would help OMH staffing

ALBANY — CSEA persistence resulted in groundbreaking legislation to improve the state's mental health system.

But as this edition of *The Public Sector* went to press, the union had serious concerns about whether the Governor will sign the bill.

The Community Mental Health Reinvestment bill, approved by the state Legislature, would stop the mindless budget slashing in OMH. For CSEA members, it would help stabilize the OMH workforce through a commitment to improve institutional staffing levels and development of some state-operated community care.

"The Community Reinvestment legislation would provide a critically important framework for addressing the complex problems of the state mental health system," CSEA President Joe McDermott said.

"There is no cure-all for the state mental health system but this legislation is a positive first step,"

added CSEA Executive Vice President Danny Donohue. "Coupled with CSEA's court victories establishing that the state must provide at least one year's notice before reducing mental health services, community reinvestment demands responsible state action."

Despite broad support for the legislation, Gov. Cuomo has been openly critical, claiming that requiring reinvestment and improvement of the mental health system would tie his hands. CSEA believes he is showing a continuing unwillingness to address the deficiencies of the state's mental health policies.

If the Governor vetoes the legislation, it will be a setback for efforts to improve the system. But CSEA is also concerned the Governor's attempts to "negotiate" changes in the bill could undermine the legislation's intent and the employee protections that CSEA lobbied to get included.

CSEA members can buy high coverage term life insurance

Watch your mail for a special limited time only CSEA-sponsored term life insurance offer! This all-new CSEA Security Life Plan for members, underwritten by the Travelers Insurance Company, offers high limit coverage at economical rates and is available to you through the convenience of payroll deduction.

CSEA understands just how important low cost term life insurance can be to your financial security. For many members, this is the only life insurance coverage they have. That's why the union arranged for the new CSEA Security Life

Plan for members, an economical term life plan that offers up to \$150,000 in coverage and includes options for your spouse and dependent children as well.

CSEA is so enthusiastic about this new plan and the unique value it represents to members that the union has negotiated a special limited time offer to encourage you to try it. Until Aug. 31, all members and their spouses under age 70 can purchase

\$50,000 or \$25,000 of coverage for themselves, and \$4,000 or \$2,000 of coverage for their dependent children.

Guaranteed! No health questions, no blood work, no medical exam!

All you need do is fill out the simplified application and return it in the envelope

provided. You don't even need a stamp - the postage has already been paid.

If you wish to take further advantage of

this outstanding program and opt for higher coverage, you can write to the CSEA Insurance Department, CSEA Headquarters, 143 Washington Avenue, Albany, NY 12210.

They will send you an application and answer any questions you might have.

This is a one-of-a-kind opportunity to ensure you and your family have the financial protection they need, at a low, low cost. And the option of payroll deduction, thanks to your union membership, gives you an unusual advantage.

Watch the mail for your enrollment kit!

Special limited-time offer expires Aug. 31. Watch mail for details

Deadline reminder for submitting proposed Constitution & By-Laws changes, resolutions

Deadlines have been established for submission of proposed changes to CSEA's Constitution and By-Laws and proposed resolutions to be considered at CSEA's Annual Delegates Meeting scheduled for Nov. 15 to 19, 1993, in Washington, D.C.

Proposed amendments to CSEA's Constitution and By-Laws must be submitted at least 90 days prior to the meeting.

The deadline for submission of proposed amendments is Aug. 16, 1993.

Proposed resolutions to be considered at the annual meeting must be submitted at least 60 days before the meeting.

The deadline for submissions of proposed resolutions is Sept. 15, 1993. Proposed amendments and

proposed resolutions may be submitted by official delegates only and must be submitted on or before the deadline to:

CSEA statewide Secretary
Irene Carr
CSEA Headquarters
143 Washington Avenue
Albany, NY 12210

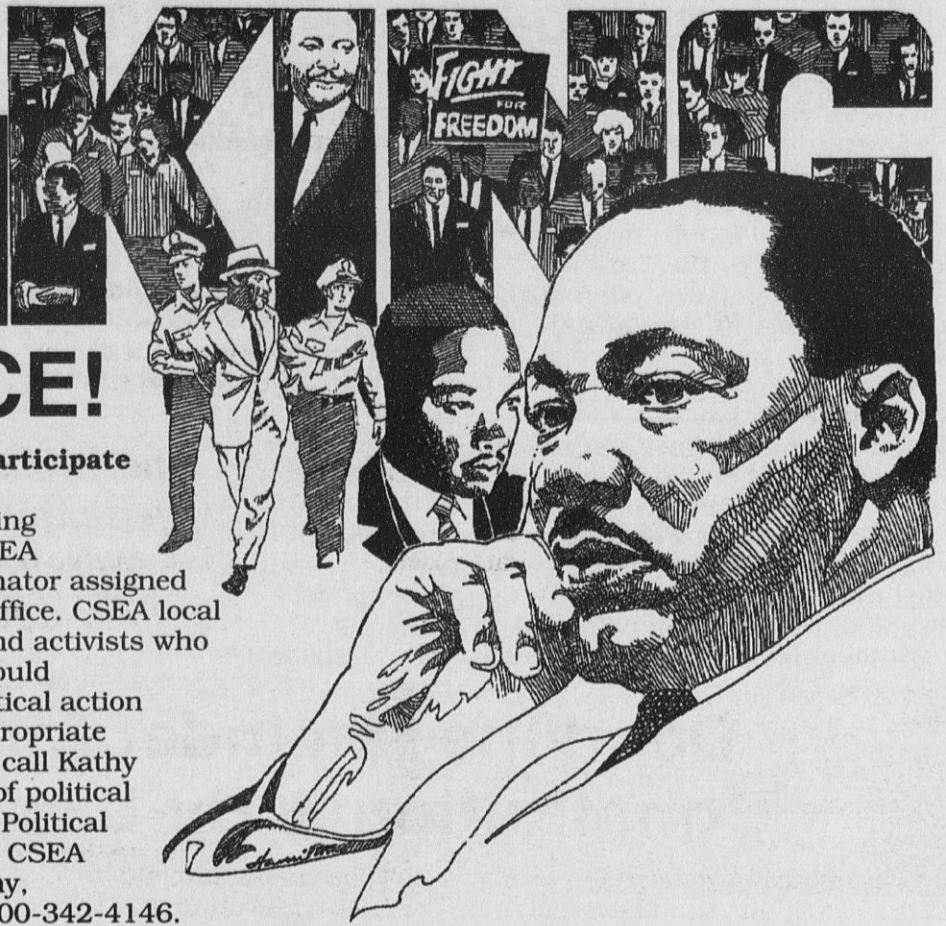


SEVERAL CSEA ACTIVISTS recently attended a PEOPLE (Public Employees Organized to Promote Legislative Equality) training session sponsored by AFSCME. PEOPLE is the federal political action committee of AFSCME, CSEA's international union. Seated from left are Anne Maywalt, Diane Hewitt and Patricia Metzger, all members of CSEA's Statewide PEOPLE Committee; CSEA Legislative and Political Action Department employees Kathy Guild and Susan LeVan; and Statewide PEOPLE Committee member Marie Prince. Standing from left are Statewide PEOPLE Committee member Carolyn Backstrom; CSEA Political Action Coordinator Max Neuberger; Western Region PEOPLE Committee member Wilma Hasser; CSEA Executive Vice President Danny Donohue; CSEA Director of Political Operations Kathy McCormack; CSEA Director of Legislative and Political Action Ed LaPlante; Ginger Sheffey, co-chair of the Central Region PEOPLE COMMITTEE; and CSEA Statewide PEOPLE Coordinator Cheryl Rosenzweig.

We still have a dream!

Participate in the 30th Anniversary National March on Washington
AUGUST 28, 1993

JOBS! JUSTICE! PEACE!



CSEA encourages members to help rekindle Dr. Martin Luther King's dream of jobs, peace and freedom by participating in the 30th Anniversary National March on Washington on Saturday, Aug. 28. Dr. King made his historic "I have a dream" speech at the first "Historic March on Washington for Jobs and Freedom" on Aug. 28, 1963.

In 1983, 12 busloads of CSEA activists joined more than 200,000 marchers from organized labor, the civil rights movement and a wide variety of other groups and organizations to celebrate the 20th anniversary of the famous gathering.

The 30th Anniversary National March is endorsed by the AFL-CIO, including AFSCME. AFSCME President Gerald W. McEntee is a co-convenor of this year's march. AFSCME's and CSEA's participation in this anniversary march reaffirms both unions' strong commitment to economic, civil and political rights.

CSEA President Joe McDermott encourages CSEA locals and units to send delegations to participate in the 30th Anniversary March.

How to participate

Logistics, including transportation, are being coordinated by the CSEA political action coordinator assigned to each CSEA region office. CSEA local and unit presidents and activists who wish to participate should contact the CSEA political action coordinator at the appropriate CSEA region office, or call Kathy McCormack, director of political operations for CSEA's Political Action Department, at CSEA Headquarters in Albany, (518) 434-0191 or 1-800-342-4146.

The agenda for Aug. 28

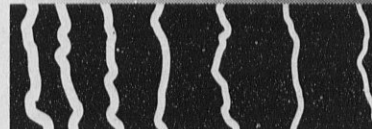
The agenda for Saturday, Aug. 28 calls for marchers to assemble on The Mall in Washington from 9 a.m. until noon while march leaders meet with President Clinton. The march will begin at noon from the Lincoln Memorial. Speakers and other aspects of the official program will be featured between 2 and 5 p.m. The

program will conclude with a musical extravaganza, "The Passing of the Torch," from 7 to 9:30 p.m. A "People's University on The Mall" program will be held in conjunction with the anniversary march on Friday, Aug. 27. The program will include workshops on legislative issues and advocacy training. Representatives will lobby federal lawmakers during the afternoon.

CSEA member seeks Syracuse school board seat

SYRACUSE - Education is a way of life for CSEA Local 435 member Vickie Eudell. Whether through her own continuing education, her job as a trainer or her work

BLACK HISTORY YEAR



1993 IS BLACK HISTORY YEAR IN NEW YORK STATE, COMMEMORATING THE 130TH ANNIVERSARY OF THE EMANCIPATION PROCLAMATION

as a religious school teacher, education has always played an important role in her life.

Now, Eudell, a mental hygiene therapy

aide/trainer at Hutchings Psychiatric Center, wants to further

expand her own role in the educational system. She recently declared her

candidacy as a Democratic nominee for one of three vacant seats on

the Syracuse City School District Board of Education.

For Eudell, running for public office is

her way of trying to change a system that she believes has failed minorities over the years.

"Our educational system labels our youth and forms them into molds, putting them in little boxes that they can't get out of - especially if they don't have a support system at home or in the schools," she continued. "Just because a person's skin color, hair texture or lip size is different doesn't necessarily mean that they don't deserve the same opportunities as anyone else."

If elected to the school board, Eudell hopes to break down some of the barriers in the educational system. She says she wants to build a "partnership" between city officials, board members, teachers, parents and youth. She says she will advocate increased parent involvement, smaller classrooms, decreased violence in classrooms and buses and training teachers for cultural sensitivity and diversity.

Education also plays a large part in



Vickie Eudell

Eudell's work life. As a MHTA/trainer at Hutchings, she works on a six person multi-disciplinary training team that implements the facility's psychiatric rehabilitation programs.

In her personal life, Eudell educates teenagers through her work as a Sunday School teacher for the Southern Missionary Baptist Church in Syracuse. She also directs the church's scholarship committee, where she raises funds and administers scholarships for graduating high school seniors who belong to the church and are going on to college.

Eudell credits her drive for personal excellence to her friends, her church, and above all, her family.

"My parents were my role models. They always encouraged me and my sisters and brothers to strive to be the best we could be, despite the odds that said we couldn't," she said. "They were my mentors. They believed in all five of their children and sacrificed to create opportunities for each of us. For that I'm grateful and thankful."

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Always be prepared to give the CSEA GROUP NUMBER whenever you contact a participating vendor. THE CSEA BUYER'S EDGE GROUP NUMBER IS 1811.

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Joe McDermott
CSEA President

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In Ogdensburg,

CSEA fights city plan to contract out

OGDENSBURG - CSEA officials here are gearing up for what promises to be a tough fight to keep the city's water and sewer facilities public.

Since early this year, city officials have been looking at privatizing the city waste water treatment and water filtration plants, which are currently operated by CSEA members in the city blue collar and white collar units of St. Lawrence County Local 845.

The city brought in a Michigan-based for-profit vendor to submit a cost-savings plan to privatize the operations.

That move could prove to be a direct threat to the quality services the CSEA members provide, CSEA White Collar Unit President Mark Jacobs said.

"The biggest problem we face is the quality of service to the community," he said. "The city

hasn't proven how this will save money or answered any questions regarding specifics."

CSEA Blue Collar Unit President Dan Polniak agreed. He noted that the city was recently honored by the National Waterworks Conference,

which judged their water the best tasting in St. Lawrence County.

Quality would be in jeopardy with a private contractor, he said.

"We've got more than 100 years of

combined experience with our operators at the plants," Polniak said. "That experience and knowledge translates to a quality operation that an outside firm, unfamiliar with our plants, isn't going to be able to equal."

City residents benefit from the public operation of both plants due to cooperation from the city's Department of Public Works, which operates them, he said. DPW workers regularly assist with plant maintenance, as well as with

the city sewer and water lines. With a private contractor, he said that cooperation wouldn't come for free, driving up the cost to city residents.

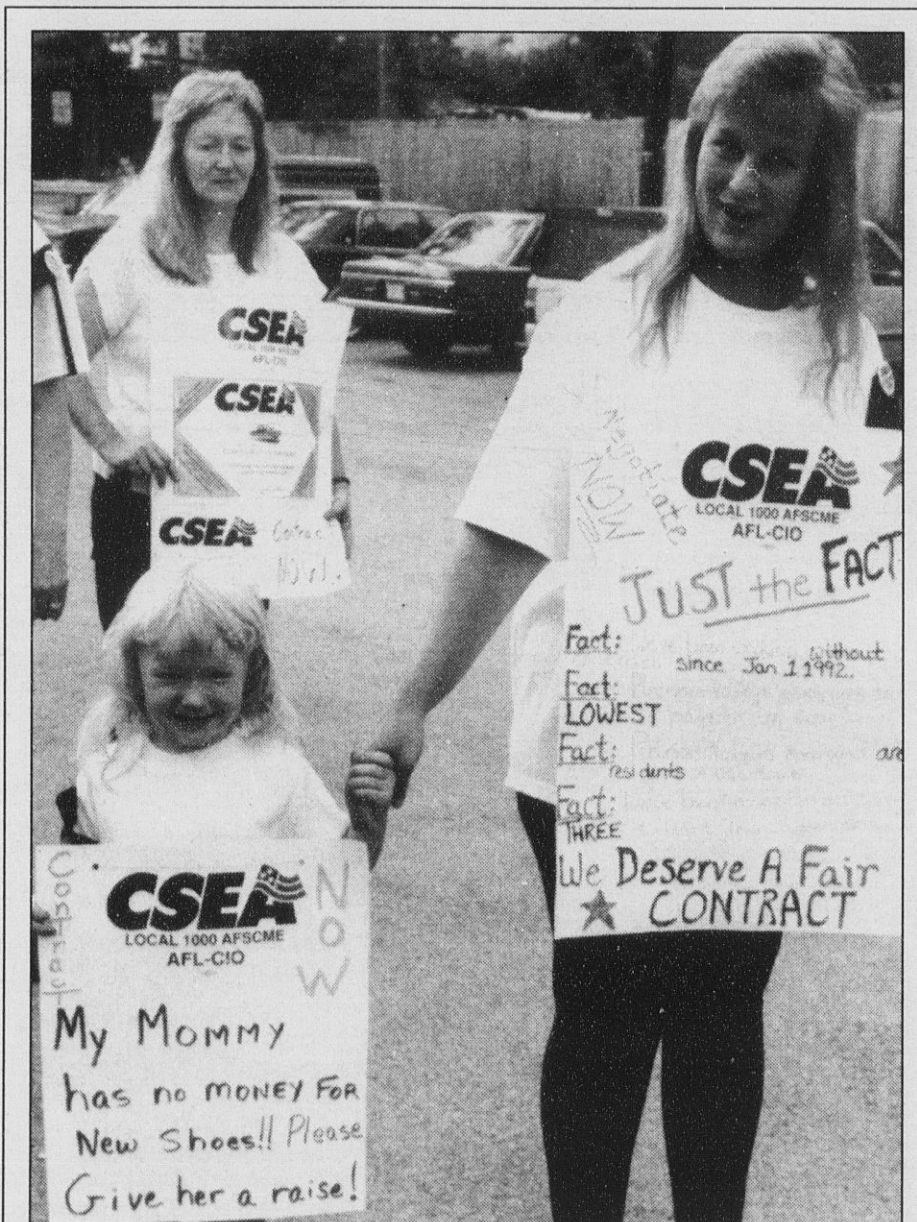
CSEA representatives have met with employees from the plants and are reviewing the city budget and the plant operations to try to come up with a cost-saving proposal for the city that does not involve privatization.

The CSEA units have also embarked on a letter writing campaign to encourage public support in opposing the privatization, Jacobs said.

CSEA isn't the only group opposed to the privatization. Both the city DPW director and the city engineer have publicly oppose the change, Jacobs said.

Now the union must take the message to the public that "private operated doesn't mean better operated," Jacobs said.

'We've got more than 100 years of combined experience with our operators'



PUTNAM COUNTY LOCAL 840 MEMBERS show their support by demonstrating with Town of Putnam Valley employees who have been without a contract since Jan. 1, 1992. The 13 employees who are seeking better working conditions and fair pay have been through three town supervisors in the past two years.



Chautauqua Unit asks PERB for fact finder

The CSEA Chautauqua County Employees Unit has asked the Public Employment Relations Board (PERB) to appoint a fact finder to help settle its impasse in contract negotiations.

The 1,000-member unit has been working without an agreement since Jan. 1.

The request for a fact finder follows the county's rejection of CSEA's last offer.

"This shows the county is dragging its feet on reaching a fair settlement," Unit President Jim Smith said, "while CSEA has been very innovative in putting forth proposals that

would save money."

"I'm extremely proud of the negotiating committee and what they are trying to do to reach a fair settlement with the county," CSEA Labor Relations Specialist Richard Maggio said.

"Committee members have spent many hours developing these proposals to reach a balance of the members' needs as well as the taxpayers' in these difficult economic

times. Hopefully, a factfinder will bring both sides together and bring these long negotiations to an acceptable end."

'... the county is dragging its feet on reaching a fair settlement'

Probation officer faces threats

WHITE PLAINS — Keoni May takes threats on his life seriously.

A Westchester County probation officer and member of CSEA Westchester County Local 860, May knows what his clients are capable of. So when a dead chicken turned up in May's car, he recognized a very serious death threat, verified by the Yonkers Police Department.

The dead chicken and other evidence indicated the work of a youth gang practicing voodoo.

But the problem goes beyond threats against May. Although for a time county officials denied it, youth gangs are active in Westchester County.

May learned firsthand of the gang activity while investigating his clients.

"I stumbled onto an auto theft ring, a drug ring and a weapons and special ammunitions ring," May said, noting increased gang activity. "There were numerous gang battles going on right in my own

neighborhood. The police kept downplaying the incidents."

May, after his department warned him to stop his investigations of youth gangs, was transferred from New Rochelle to White Plains. Despite the possibility that his life is in danger, he is not happy about the move.

County officials have finally admitted that youth gangs do exist there, with about 70 organized in the county. They even network with each other in

youth detention facilities, where they compare notes, May said.

He hopes the county has a handle on the gang activity, but May has some suggestions.

"I have felt from the beginning that if the gangs were exposed so people can identify them, the courts and the police can deal with them more effectively," May said. "It's going to take a concerted effort to stop them. They shouldn't have been allowed to grow the way they have."

Settlement protects union activists

HEMPSTEAD — A run-in between CSEA and a top-level manager in the Town of Hempstead has resulted in a new measure of protection for union members.

CSEA filed an improper practice charge after a supervisor threatened CSEA Local 880 President Peter Ellison.

Under a settlement reached with CSEA, Hempstead will distribute a memo to all management personnel reiterating that the town will not tolerate any attempt to threaten or discriminate against union members for their union activity

and involvement.

By issuing this policy in writing, the town is putting anti-union discrimination on a par with other forms of unlawful discrimination.

The town has also agreed that the CSEA local president will not be subjected to threats or discriminated against in any other manner.

"The fact that the town management is agreeing to go to great lengths to clarify the rights of union members to

their management personnel is a good precedent that could help us protect CSEA members rights in other places, too," said CSEA Attorney Bill Herbert, who

handled the case.

The conflict started when Ellison was representing an employee who had been unfairly disciplined. The sanitation commissioner, who has since retired, threatened that he didn't have to respect anyone's rights, including Ellison's.

"All I was doing was representing a member, but the commissioner was trying to intimidate me, and he was wrong," Ellison said.

"This settlement strengthens CSEA, and it should send a message that management can't just ride roughshod over people's rights."



CSEA wins case for nurses at NCMC

UNIONDALE — The NYS Public Employment Relations Board (PERB) ruled that Nassau County Medical Center (NCMC) wrongfully increased the working hours of part-time nurses.

CSEA filed an improper practice charge with PERB after NCMC was threatening the jobs of part-time nurses if they did not accept a 14-hour increase in their workweek, putting them at full-time status.

The nurses, members of CSEA Nassau County Local 830, were originally assigned to work 21 hours a week; NCMC tried to force the nurses to work full 35-hour weeks.

Veteran NCMC nurse Marie Limbas got 10 days' notice — on Dec. 23, 1991 — to return to full-time status or resign.

"Who goes looking for a job two days before Christmas? It was sickening," she said. "Through the years I've come to believe that the county does know how to get blood out of a stone."

CSEA proved that for at least four years, the nurses worked 21-hour weeks, which established a past practice," CSEA Labor Relations Specialist Claude Ferrara said.

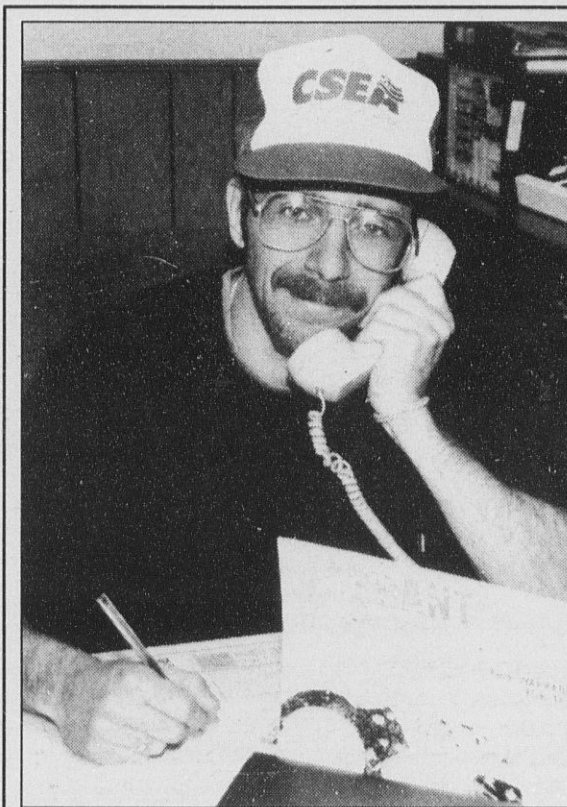
"Our CSEA nurses, many of whom are juggling jobs and child care, gave very persuasive testimony at the PERB hearing. With the help of CSEA Counsel Mike Ortiz and Associate Counsel Janna Pfluger, they soundly proved their case," Ferrara said. He praised Margaret Largan, Barbara Adamo, Elizabeth Thornton, Kim Hutchinson and Limbas who spoke for all affected staff.

Under the PERB decision, NCMC must immediately offer 21-hour workweeks to any of the former part-time nurses who were part time as of January 1992 and who were required to work full time.

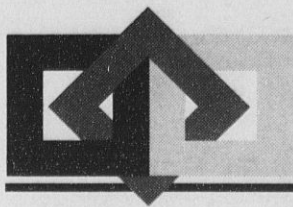
"I put my family on the back burner for a long time in my career," said Limbas, who has 20 years of service at NCMC and four children. "Then I

worked Fridays, Saturdays and Sundays for four and a half years. I don't want my children

in the streets. My job is a big part of my life, but not my entire life."



CSEA Ulster County Unit Second Vice President Tom Long helped raise funds for Muscular Dystrophy by participating in the MD Jail in which he had to call co-workers and friends to 'bail him out of jail'. Long participates in numerous local fundraisers for charity and recently helped raise \$250 for the Big Brothers/Big Sisters organization by bowling in a Bowl-A-Thon. "Times might be tough," he said, "but we're still concerned about the community - even more so."



Lindenhurst clericals win back pay

LINDENHURST — Members of the CSEA Lindenhurst Schools Clerical Unit triumphed over harassment and injustice to win a gut-wrenching, two-year fair pay dispute.

"It was a horror show and I wouldn't want anyone to go through it again," said Kathy Quartuccio, newly upgraded to senior stenographer. "But we were fighting for what we knew was right and we deserved the upgrades."

The issue of fair pay had long been an issue for unit members, Unit President Valerie Deasy said. The unit is part of CSEA Suffolk County Educational Local 870.

The former school superintendent rejected the advice of other administrators and asked for a civil service desk audit for all the clericals, thinking he could then downgrade them, Deasy said.

"He thought he was punishing us," she said. "It backfired on



CSEA Lindenhurst Clericals Unit President Valerie Deasy, left, with member Dorothy Remy, who shows her delight over a back pay award.

him when the audit came back with no downgrades and recommendations to upgrade 12 positions. But then he refused to implement any of the recommendations."

Instead, the superintendent embarked on a campaign of intimidation and harassment designed to weaken the unit. Employees put up with transfers, unilateral salary cuts and verbal abuse.

"He tried everything to break us," Deasy said. "I tried to make people understand what was going on, and fortunately, people believed me because they had known me for so long."

CSEA fought back. CSEA Labor Relations Specialist Toni Soucie helped the unit challenge the superintendent. CSEA filed a lawsuit to force the district to implement

the recommended upgrades.

Then last December, the superintendent was dismissed.

The crowning achievement came this past spring.

With the lawsuit going to court, CSEA approached the Board of Education, which had been in the dark about the situation.

"It was settled in five minutes once the school board knew the facts," Deasy said.

The fair settlement provides for upgradings and back pay.

"We worked hard for fairness, and the results were well deserved," Senior Clerk Typist Joan Keilitz said.

"I was angry. It affects you physically and mentally when you're not even treated like a person after years of doing a good job," Senior Stenographer Dorothy Remy said. "Fortunately, we had a good leader in Valerie. She has a lot of fight in her and she kept after them until we were treated fairly."



CSEA member Joan Keilitz



CSEA member Kathy Quartuccio

CSEA fights layoffs of Lindenhurst custodians

LINDENHURST - The oppressive July heatwave wasn't the only thing that had members of the CSEA Lindenhurst Schools Custodial Unit hot and bothered.

The district's layoff of 12 maintenance and grounds workers also generated its own heat.

"It doesn't seem right that they should be doing this just

because the Board of Education and the district administration can't manage their budget," CSEA Lindenhurst Custodial Unit President Stan D'Andrea said.

"They're laying off our members at the same time they're hiring seven new teachers.

"We have to question whether this is necessary because

they're also setting aside \$125,000 for outside contractors to do the work that our people were performing," he said.

"They're laying off the only electrician in the district. What are they going to do, bring in someone to do that work and pay him \$90 an hour?"

CSEA has filed improper practice charges with the Public

Employment Relations Board (PERB) over the layoffs and is pursuing every avenue in an ongoing effort to protect the employees' rights.

"What's really aggravating is that they're not going by seniority in layoffs, and it's just not fair that they're laying off a guy who's been here 15 years while keeping people who've only been here a short time."

In Westchester County

Worker takes the office home

WHITE PLAINS — A pilot program which will allow certain Westchester County employees to work out of their homes will be implemented shortly.

Senior Clerk Robin Gagliardi, a member of CSEA Westchester County Local 860, is the first employee chosen to participate in the program. She will do data entry on a computer installed in her home, Second Deputy Clerk Paula Redd Zeman said.

Working on home-based computers has been successful on the west coast, Zeman said.

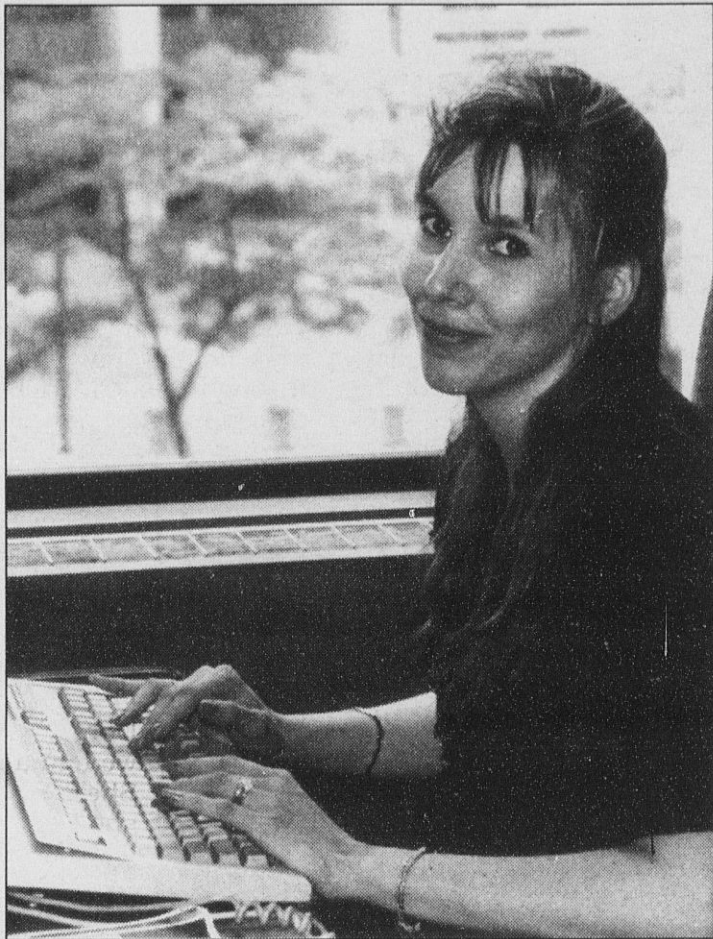
"They find that people have a tendency to work well unsupervised," she said.

Gagliardi, the mother of an infant, said the new program will alleviate her day care problems and decrease her travel time and expenses. Presently she takes her new daughter to her parents' home in Eastchester each morning, visits her at lunch and picks her up at the end of the day. The routine became difficult.

Gagliardi went to Zeman to see if there were some way she could work at home part time, because she needs the full-time salary.

While the county does allow job sharing, the pay would have been half what Gagliardi was earning, Zeman said.

In the pilot program, Gagliardi will work at home two days a week and in the office three days, when she will get her "homework"



CSEA member Robin Gagliardi

assignment.

It won't be a vacation. Because she will have no office telephone interruptions or responsibility for dealing with the public, Gagliardi will be expected to complete more data entry work at home, Zeman said. She is optimistic that Gagliardi will make the program a success.

"She's a good worker," Zeman said. "She deserves every consideration. If you trust and assume that a person will do a good job, they will."

If the pilot program works, more employees will be eligible for home-based work, she said. "It's good for the economy, and it's good for people who have to commute," Zeman said. "Eventually, we could even set up telecommuting centers outside the county for workers who have to come from long distances."

Meanwhile, Gagliardi is excited about the project.

"It's a good opportunity," she said.

'If you trust and assume that a person will do a good job, they will'

DOT worker seriously injured in Steuben County

CAMPBELL - Milton DeCamp, a 26-year employee of the Steuben County Highway Department, is lucky to be alive after being struck by a car while flagging traffic.

He will need at least a year to recover from his injuries.

"I don't remember anything at all about the accident," DeCamp said. "All I know is I have four pins in my left arm and it's in a cast, my right leg was almost cut off, and it's in a cast, and the doctors are waiting to see if I will need to have pins inserted into my left shoulder. I'm really hurting pretty bad."

The Local 851 member said when and if he returns to work, he may be a bit gun-shy following his ordeal.

"In my 26 years I never had anything like this happen," DeCamp said. "And I love my job. I really love flagging. But something like this makes you think."

The crew was cleaning the road surface near the highway barn when an 18-year-old driver struck a road sweeper hitched to a utility truck, knocking off both its rear wheels before striking DeCamp. The car's windshield was shattered by the force of the blow. DeCamp suffered head injuries in addition to the fractures.

The driver was issued a ticket for failure to reduce speed in a work zone, which was well marked, according to investigating officers. DeCamp was wearing a fluorescent vest plus an orange hard hat when he was hit.

(The state Legislature passed a bill this year which allows for enforcement of reduced speed limits in work zones. See age 14.)

'I really love flagging. But something like this makes you think'

Erie County employee attacked by irate client

BUFFALO - Erie County employee Gloria Rogenmoser has become the latest county worker to be attacked on the job.

An aide with the Women, Infants and Children (WIC) nutritional program, Rogenmoser was grabbed and punched by an irate client who was upset because her benefits had expired. When she was told she had failed to file the correct papers to have her benefits extended, she became angry and began punching, Rogenmoser said.

"I'm still nursing a bruised wrist," she said. "This hadn't happened to me before, but it's not the first time something like this has happened. I think it's simply the first time it has been reported in the papers. The recent incident in the social services office (where an Erie County social services worker was attacked) has probably raised awareness about reporting such attacks."

Rogenmoser, a 14-year county employee and CSEA Local 815 member, said a similar incident has already occurred since her attack, although it was nipped in the bud.

"There is a lot of stress and tension in doing this job, and it causes a lot of headaches," she said. "When I am confronted by an angry client, I try to remain calm and do something to let my co-workers know that things are possibly getting out of hand."

Shirley Heron, CSEA health department section president, said she will meet with the director of security for the hospital to determine what measures can be taken to improve security in the wake of recent layoffs of security officers at the hospital.

CSEA saves jobs in Orange County Unit

MIDDLETOWN - Orange County employees recently found that participation in political action is the key to getting politicians to listen and act.

That's how they saved 53 jobs — at least for the rest of this year.

CSEA Unit Vice President Harvey Weed said workers have known that the closure of the county landfill was inevitable, but when the announcement was finally made, workers learned about it in the newspapers.

"They never talked to us about it," he said. "Then we heard that seven guys would be fired."



CSEA Unit Vice President Harvey Weed.

They weren't alone. A total of 53 workers were to be bumped, transferred or lose their jobs.

Weed and Unit President Sabina Shapiro contacted CSEA Political Action Coordinator Stan Merritt and Labor Relations Specialist Carl Rasmussen. They began calling on elected officials to save the jobs.

The efforts paid off when lawmakers voted unanimously to retain the employees at least until the end of the year.

"If we had sat

back, nothing would have happened," said Weed.

He is already arming himself for the next battle — keeping all 53 employees on after the end of the year without a loss of pay or benefits. County officials have proposed moving the workers to new jobs, but most of the new positions will mean a considerable cut in pay.

"We have to continue to talk to the legislators and fight," Weed said.

Most frustrating is the seeming unwillingness of supervisors to discuss the issues with CSEA members, Weed said.

"Management won't even talk to us," he said. "Fifty-three people may lose their jobs and the boss has 'other things' to do."

"This was a major problem," Shapiro said. "We worked hard to save the jobs and we were hoping that even though its only through Dec. 31, we'll see all of the workers placed in other permanent positions so that no one will be out the door."

Greenport members win through solidarity

GREENPORT — CSEA Village of Greenport Unit members know what it means to hang tough to protect their rights. Through their solidarity and CSEA's support, they're winning an uphill fight.

In fact, CSEA's refusal to be victimized by management intimidation led the mayor to resign.

That drastic action stemmed in large part from CSEA's continuing string of contract grievance and improper practice charge victories, including reinstatement of the former unit president who the mayor illegally fired because of union activities.

"It's been just one thing after another," CSEA Unit President Chris Moran said. "The village managers just have blatant disregard for the contract and that's a shame because we're a small unit and we should all be working together. Our members are angry about the way the village managers have tried to treat us."

The union had problems with ex-Mayor William Pell, dating back more than a decade to when he served as Southold town supervisor, CSEA Long Island Region Director Ron King said.

When Pell became mayor, he tried to make life difficult for the union. But CSEA fought back. CSEA Labor Relations Specialists Tony Ruggiero and John Clahane worked closely with the unit to hold the village accountable through grievances and improper practice charges.

The most controversial cases involved the firing of two employees, former Unit President Dennis Dowling and Sewage Treatment Plant Operator Mark Begora. In both instances an administrative law judge from the Public Employment Relations Board (PERB) ruled the firings were illegal and resulted from Pell's anti-union animus.

Shortly after the rulings, which topped off repeated CSEA successes, the mayor decided to throw in the towel.

Dowling has since been reinstated to his position with full back pay. The village is appealing Begora's case.

"It was tough but I was confident and CSEA Attorney Steve Crain, was confident that we had a good case," Dowling said. "Our unit was very supportive throughout the ordeal and they helped keep up the pressure on the politicians, marching on

village hall and filing grievances."

"CSEA is making progress through the grievances but it's frustrating that we have to grieve everything including issues that we've already won before," Moran said. "The new mayor says he wants to improve relations but so far they're moving slow and as far as we're concerned actions speak louder than words."

CSEA's win in Nassau County nears certification

MINEOLA — Formal certification of CSEA's overwhelming election last September as the official union for Nassau County employees moved a giant step closer when a Nassau County Public Employment Relations Board hearing officer recently dismissed objections to the election results.

The certification was drawn out because of unfounded objections filed by a shadowy group attempting to undermine CSEA's representation of county employees. The hearing officer ruled that the objections had no merit and pointed out that the representation election wasn't even close. The matter now goes to the full PERB Board for certification.

The unfounded objections have caused an unnecessary delay in the start of contract negotiations. By law, contract negotiations cannot begin until there is an official certification from PERB.

"CSEA won the representation election fair and square and these objections were a disgraceful waste of time and effort," said CSEA Nassau County Local 830 President Rita Wallace. "The group that filed them proved once again that they are nothing but a bunch of self-serving opportunists."

"CSEA has done the job for Nassau County employees and we will continue to do the job," she said. "Our priority is to now conclude a fair contract agreement."

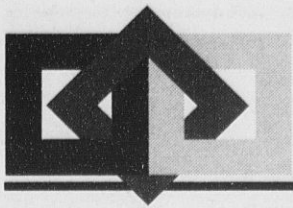
CSEA launches drive to save highway jobs in Clinton County

PLATTSBURGH --CSEA is launching a petition drive in an effort to keep the Clinton County Highway Department in the business of plowing and maintaining state and county roads in the snow belt region of northern New York.

CSEA wants public support in the union's campaign to reverse a county Legislature decision to stop plowing state roads in the county, a move that will lead to eliminating 23 highway department jobs through attrition. CSEA says its all part of a scheme to privatize highway services that would prove to be more costly and ineffective.

"We feel the lives and safety of Clinton County residents, school children and travelers through the area will be in grave danger by the county's plan," CSEA Labor Relations Specialist Ken Lushia said.

"The economy of the area depends on road conditions, especially during harsh winters in the North Country," Lushia said. "With the decision to close Plattsburgh Air Force Base, the economic lifeline of Clinton County will be its highway system. Clinton County roads cannot be taken for granted any longer; they are the county's future."



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A CSEA member seriously injured when a car plows into him at construction site.

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CSEA saves 53 jobs in Orange County. Also, an update on the fight to save jobs and services in Clinton County.

CSEA's booth at NY State Fair will fight privateers

SYRACUSE - CSEA members are once again invited to stop by the New York State Fair and say hello to CSEA.

CSEA will operate a booth at the state fair's Center of Progress Building from Aug. 26 to Labor Day, Sept. 6. Volunteer activists from CSEA's Central Region will staff the booth, which has an anti-privatization theme.

CSEA members are urged to stop by the booth and meet their fellow activists. While there, they can pick up a CSEA shopping bag and information about CSEA's "stop the privateers" campaign. The booth is located to the right of the Governor's display in the center of the building as you walk in the center doorway.

As in past years, CSEA members can still get reduced-price tickets by mail-ordering in advance. Advance sale tickets cost \$4 each for adults. Children under 12 are admitted free. Tickets must be purchased by Aug. 25 using a money order payable to the New York State Fair, State Fairgrounds, Syracuse, NY 13209, ATTN: Box Office.

Scholarship honors memory of slain member

SYRACUSE - Less than four months ago, CSEA Onondaga County Local 834 member Beth-Anne Wright was brutally slain while on a lunch break from her job as an account clerk in the county Department of Social Services.

Her attacker was later found and arrested for stabbing Wright and burning her body. He allegedly killed her after she tried to stop him from stealing her car in a nearby parking garage.

Wright worked for the department for more than 25 years, primarily in the accounting division, where she assisted in the processing of public assistance payments. She was remembered fondly by co-workers and supervisors at a memorial service in April. Her co-workers also attended critical-incident counseling provided by the county Sheriff's Department.

Recently, a joint CSEA/Department of Social

Services scholarship fund was established by the union and the county in her memory. The fund will be used for college assistance scholarships for children of CSEA members.

CSEA members wishing to contribute can send checks to: **"CSEA/DSS Beth-Anne Wright Scholarship Fund"**
c/o Joe Tartaro, CSEA DSS Unit Treasurer
421 Montgomery Street
7th Floor Children's Division
Syracuse, NY 13202.

Lewis County Local awards 7 scholarships

LOWVILLE - CSEA Lewis County Local 825 recently awarded a total of \$3,500 in scholarships to graduating seniors who are children of CSEA members.

Each student received a \$500 scholarship award. The following students received the awards:

Bobbi Jo Burriss, daughter of JoAnn Burriss of Lowville. JoAnn is a licensed practical nurse at Lewis County General Hospital. Bobbi Jo plans to attend the University of Hawaii at Manoa to study computer science;

Andrea Proulx, daughter of Kenneth and Joyce Proulx of Castorland. Joyce works as a senior typist for the Lewis County Alcohol and Substance Abuse Treatment Center.

Andrea plans to attend Boston College where she will study either zoology or environmental science;

Matthew Cooper, son of Robert and Donna Cooper of Copenhagen. Donna is a social welfare examiner in the county Department of Social Services. Matthew plans to attend Clarkson University to study civil engineering;

Heather Freeman, daughter of Christine and James Freeman of Lowville. Christine works for the Lewis County Probation Department as a senior stenographer and James works as a social welfare examiner for the county Department of Social Services. Heather plans on attending SUNY Oswego to study elementary education;

Penny Lehman, daughter of Donna and James Lehman of Lowville. James works at Lowville Academy and Central School as a bus driver/mechanic. Penny plans to attend Mater Dei College where she will study probation or juvenile delinquency;

Justin Messier, son of Donna Reese of Lowville. Donna works as a senior account typist for the Lewis County Treasurer's Office. Justin plans to attend SUNY Plattsburgh to study environmental science;

Tonia Chartrand, daughter of Kenneth and Patricia Chartrand of Harrisville. Patricia works at Lewis County General Hospital as a patient representative. Tonia plans to attend St. Lawrence University to study English and Math.

Help AFSCME flood victims

You can help your AFSCME brothers and sisters who are fighting for their homes and survival in the disastrous flooding in the Midwest.

AFSCME President Gerald McEntee and Secretary Treasurer William Lucy have issued a call for AFSCME members to close ranks and come to the aid of the hundreds of union

brothers and sisters and their families whose homes and communities are being devastated by the floods.

Members can donate clothing and financial contributions to emergency funds established by AFSCME Councils in the Midwest. Contributions can be mailed to the Emergency Assistance Funds at the

following addresses:

AFSCME Council 31
29 N. Wacker Drive
Suite 800
Chicago, IL 60606

AFSCME Council 61
4320 NW Second Avenue
Des Moines, IA 50313

AFSCME Council 72
613 East McCarty
Jefferson City, MO 65101

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THE PUBLIC

Sector

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ONE UNION

HUNDRED PERCENT

JOIN
CSEA
TODAY
Belong to be Strong!

--see Page 10