

Suspect arrested in murder of therapy aide Clara Taylor

See page 20

THE PUBLIC SECTOR

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

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Monday, February 8, 1988

ERA ENDING

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INSIDE



CSEA's first full-time staff lobbyist
.....Pages 9-12

Special elections



Board sets schedule for races

ALBANY — Four vacancies on CSEA's statewide Board of Directors will be filled in a special election scheduled to start Feb. 16.

Under the union's open election procedures, any member in good standing can have his or her name placed on a ballot by obtaining the required number of CSEA member signatures on an official petition form.

Listed below are open seats as well as the number of member signatures required to qualify as a candidate:

LOCAL GOVERNMENT EXECUTIVE COMMITTEE

Board Seat	Number of Signatures Required
Chautauqua County	151
Lewis County	43
Sullivan County	22
Westchester County	450

The union's statewide Election Committee will conduct the balloting.

CSEA's Board of Directors has adopted the following election schedule:

- Feb. 16 Nominations open. Petitions available from CSEA regional offices and CSEA Headquarters, Albany.
- Feb. 29 Final date for nominating petitions to be received at CSEA Headquarters, Albany. Deadline is 5 p.m.

March 11 Drawing for ballot position, 2 p.m. at CSEA Headquarters, Albany. Candidates (or proxies) may attend as observers. Address labels available to candidates for mailing campaign literature.

March 21 Campaign articles printed in *The Public Sector*. Remarks are the personal statement of the candidate and are not to be construed as reflecting the opinions or beliefs of *The Public Sector* or CSEA, Inc.

April 15 Ballots mailed.

April 22 Replacement ballots available.

May 5 Noon deadline for returns of ballots. Ballots will be counted and results announced.

May 16 Protest period ends (10 days after official results are announced.)

In order to run for office, a candidate must have been a member in good standing of CSEA since June 1, 1987, and continuously paid membership dues since then. In addition, he or she cannot be a member of a competing labor organization and must not be prohibited from holding office under a penalty imposed by the CSEA statewide Judicial Board.

CSEA SWEED

State-Wide Employee Education Program

Get smart — get an education.....Page 14

CSEA is hiring

ALBANY — CSEA is currently accepting applications for the following position:

*Data Entry Operator (Albany Headquarters) — Minimum qualifications include high school diploma and successful completion of accredited course(s) on data entry or keypunching;

ability to key 150 characters per minute; six months related experience.

Write to:

Personnel Director
P.O. Box 7125, Capitol Station
Albany, N.Y. 12224

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The Public Sector

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

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Bill McGowan announces retirement

The announcement by William L. McGowan to the statewide Board of Directors was short and simple. He would not seek another term as president of CSEA.

The reaction was immediate and widespread.

"It's the end of an era," said a member.

"The Chief," a civil service newspaper, said in an editorial "his (McGowan's) record is a good one, and he will be remembered for having headed a union . . . which matured into a sophisticated labor organization."

McGowan, first elected president in 1977, said he will serve out his current term, which ends in June, and then return to his home outside of Buffalo to "get reacquainted with my family."

During a press conference, McGowan, 63, made it clear that despite his pending retirement he will keep his promise to get "the best damn contract" for state workers.

"Mean old Bill will be there biting their tails," he told a room packed with reporters.

When word reached members of the Institutional Services Unit Negotiating Team, a letter was quickly dispatched to McGowan expressing the members' best wishes for health and happiness, noting their "gratitude for your diligent efforts which undoubtedly made this union the greatest in the country."

McGowan, reflecting on his presidency, said he will be leaving with mixed emotions, pride and regret: "Pride in what we accomplished" for the members and "regret that there's much more to do."

He noted that he would like to have doubled wages, increased vacation and sick time and won a free health insurance program for the members.

"It's time I went out to pasture," he told reporters. But he also left a word of advice for his successor:

"Don't forget the membership."

Said one observer, "The membership will never forget Bill."

CSEA president will not seek re-election

CSEA made strong advancements under McGowan

Bill McGowan is credited with leading CSEA into the forefront of the labor movement during his tenure as president of the union.

McGowan took over leadership of a labor union that many then saw as stagnant and lacking initiative. McGowan almost immediately arranged an affiliation with the huge American Federation of State, County and Municipal Employees (AFSCME) to bring CSEA into the national AFL-CIO, and late in his final term he brought the union into the state AFL-CIO, completing the unification of CSEA with organized labor.

Under his leadership:

- The CSEA Employee Benefit Fund was established and currently administers dental, prescription and optical benefits to over 100,000 public employees and their families.

- CSEA pioneered the concept of

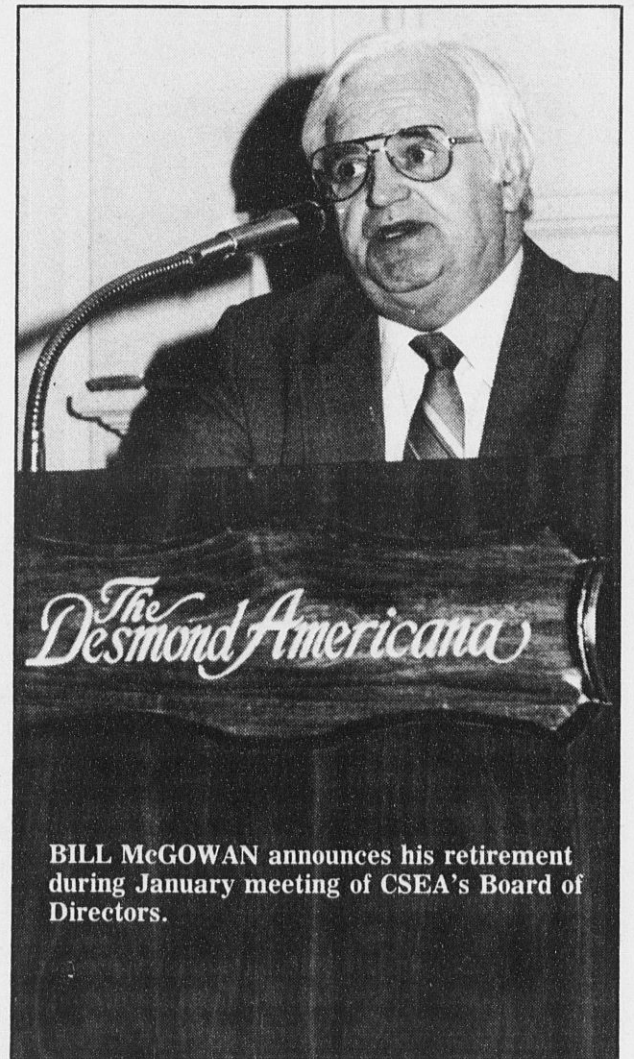
Employee Assistance Programs which are confidential referral services that help employees resolve personal problems that may affect their job performance.

- CSEA is promoting workplace day care centers.

- The CSEA Labor Education Action Program is helping state employees get tuition reimbursement for higher education.

- The Committee on Work Environment and Productivity is fostering innovative ways to improve working conditions and workplace attitudes.

- CSEA is fighting sex-based wage discrimination. In 1985, for example, the union negotiated a system of pay equity adjustments for state employees. It also undertook a local government pay equity project designed to facilitate ending "wage gaps" through the collective bargaining process.



BILL MCGOWAN announces his retirement during January meeting of CSEA's Board of Directors.

Election of CSEA statewide officers about to begin

ALBANY — The process of electing CSEA's statewide officers — president, executive vice president, secretary and treasurer — is about to begin.

Candidates must be required to qualify for a ballot by petition. To qualify, a candidate must obtain signatures of 1,000 members in good standing.

The petitioning period will begin Monday, Feb. 29, when Nominating Petition Request Forms will be available from local presidents, regional offices and CSEA Headquarters, Albany.

Forms must be submitted to regional offices or CSEA Headquarters to receive official Nominating Petitions.

A full election schedule will appear in the Feb. 22 edition of *The Public Sector*.

She sings in celebration

By Ron Wofford

CSEA Communications Associate

BUFFALO — When Buffalo staged its annual celebration of the birth of the late civil rights leader Dr. Martin Luther King Jr., CSEA member Deatra White's voice blended with the New Beginnings Choral Ensemble.



The ensemble joined the Buffalo Philharmonic Orchestra and several public school dramatic and dance troupes and soloists to stage a stirring tribute to the man whose dream of a socially just American society is shared by many.

Her vocal talents were not the only ones that shone that night. White also performed an inspiring interpretive dance to the spirit of Rev. King while a choral ensemble sang behind her.

"I've been involved in the creative and performing arts since I was very young," said White, a therapy aide at Buffalo Psychiatric Center and a member of CSEA Local 403. "I studied dance with several of the city's best dance teachers, including Miss Barbara's School of Dance, the Inner City Ballet Company and the Gemini School of Dance."

Her seven-year tenure with the choral ensemble has taken her to cities such as Atlanta, Detroit, Birmingham and Toledo, as well as many local churches and community programs.

And she believes in giving back to her community. She works with young women preparing for the "Miss Young, Gifted and Black" pageant held annually at the dance school where she volunteers.

White, 1978 winner of the "Miss Young, Gifted and Black" title, is also debutante coordinator of the annual James Cleveland Debutante Ball, preparing young women for their speech, poise and personality segments as well as the escort waltz.

And White is hoping to use her experience at the psychiatric center as preparation for a career as a recreational or occupational therapist.

CSEA members protest working on King holiday

GARDEN CITY — CSEA members in Garden City are getting tired of staging the same event for Martin Luther King Jr. Day.

That's because the event is not held to honor the slain civil rights leader but to protest the city's disregard of the honor bestowed by most of the nation.

The members of the Garden City Unit of CSEA Nassau Local 830, angered at having to work on the holiday, held a peaceful demonstration during their lunch hour.

"We find it hard to believe that this village, which is the home of Senator John Dunn, Congressman Kemp Hannon and the late Senator Wydler, all of who pushed for recognition of this day as a federal holiday, will not share in its observance," said Unit President Frank Jarocznyk.

The unit, which includes 200 members in the schools, village and library, held a demonstration last year as well.

CSEA Region I President Darryl Donohue joined approximately 75 protestors, including Local 830 President Jerome Donahue, Nassau County Medical Center Unit President Jack Geraghty and Nassau County Parks and Recreation Unit President Tom Garguilo.

Village officials claim the employees could have gotten the day off if they were willing to give back other holidays won years ago.

"We don't go into negotiations to give back gains," Jarocznyk said.

"We are one in a few who don't have the holiday off," said Unit Vice President Frank Skotko.



COUNTRY JOE GREENRIDGE, a member of Brooklyn Psychiatric Center CSEA Local 402, entertains at South Beach Psychiatric Center as part of the Martin Luther King Jr. Day festivities.

Heartfelt help

CSEA wins compensation for late member's widow

By Lilly Gioia

CSEA Communications Associate

BROOKLYN — Thanks to prompt union intervention, the widow of deceased 57-year-old CSEA member Russell Charles will receive a \$14,400 initial settlement with lifelong weekly payments of about \$225.

The Worker's Compensation Board awarded Mrs. Charles the settlement.

Russell Charles, a member of CSEA Local 646, suffered a heart attack on the job July 23, 1986, while lifting 94-pound cement bags in SUNY Brooklyn Health Science Center's sub-basement.

Because of Charles' pre-existing diabetic and blood pressure problems, the state argued — unsuccessfully — that his death was not caused by anything he did at work.

"Even though the state contested the claim, we were able to show through our own expert cardiologist that this heart attack was caused by excessive work effort and exertion," said CSEA regional attorney Elliott Olin, whose law firm represented Mrs. Charles.

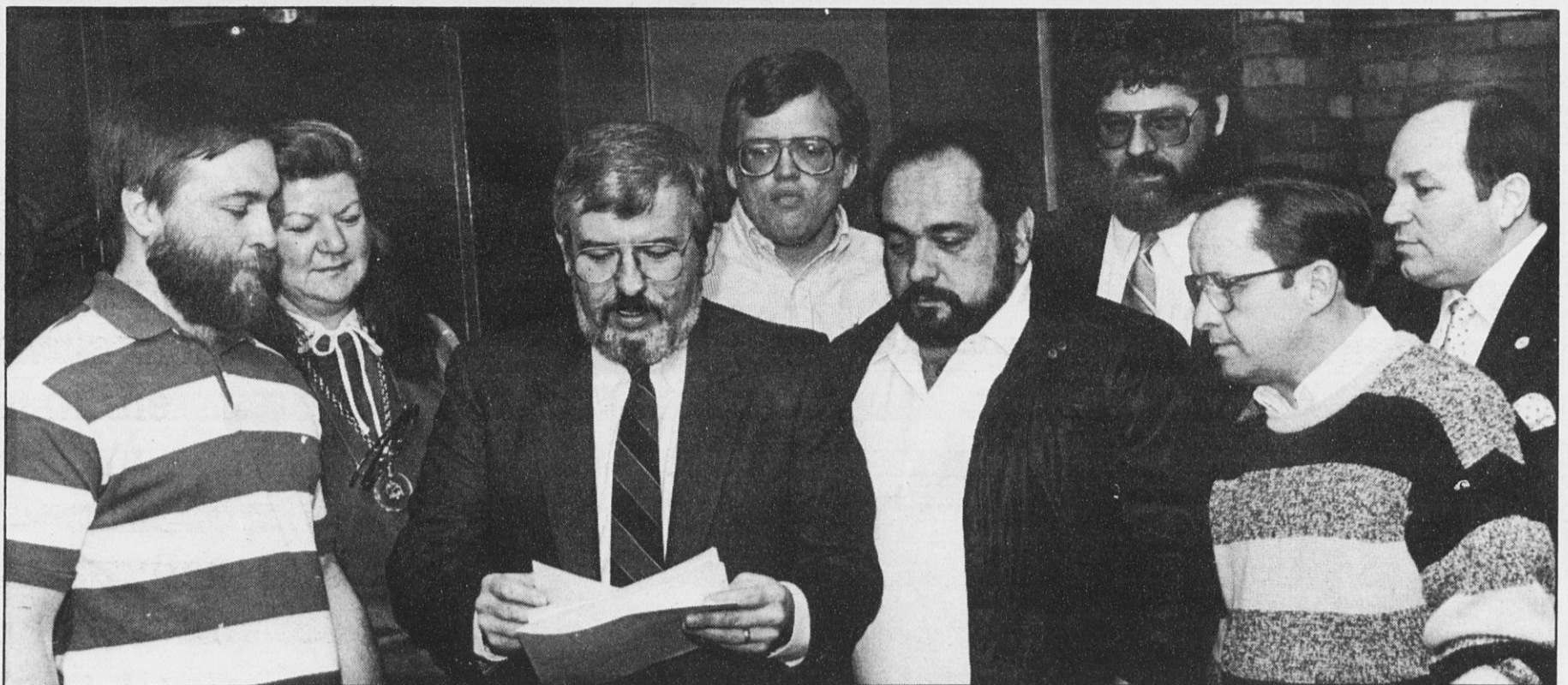
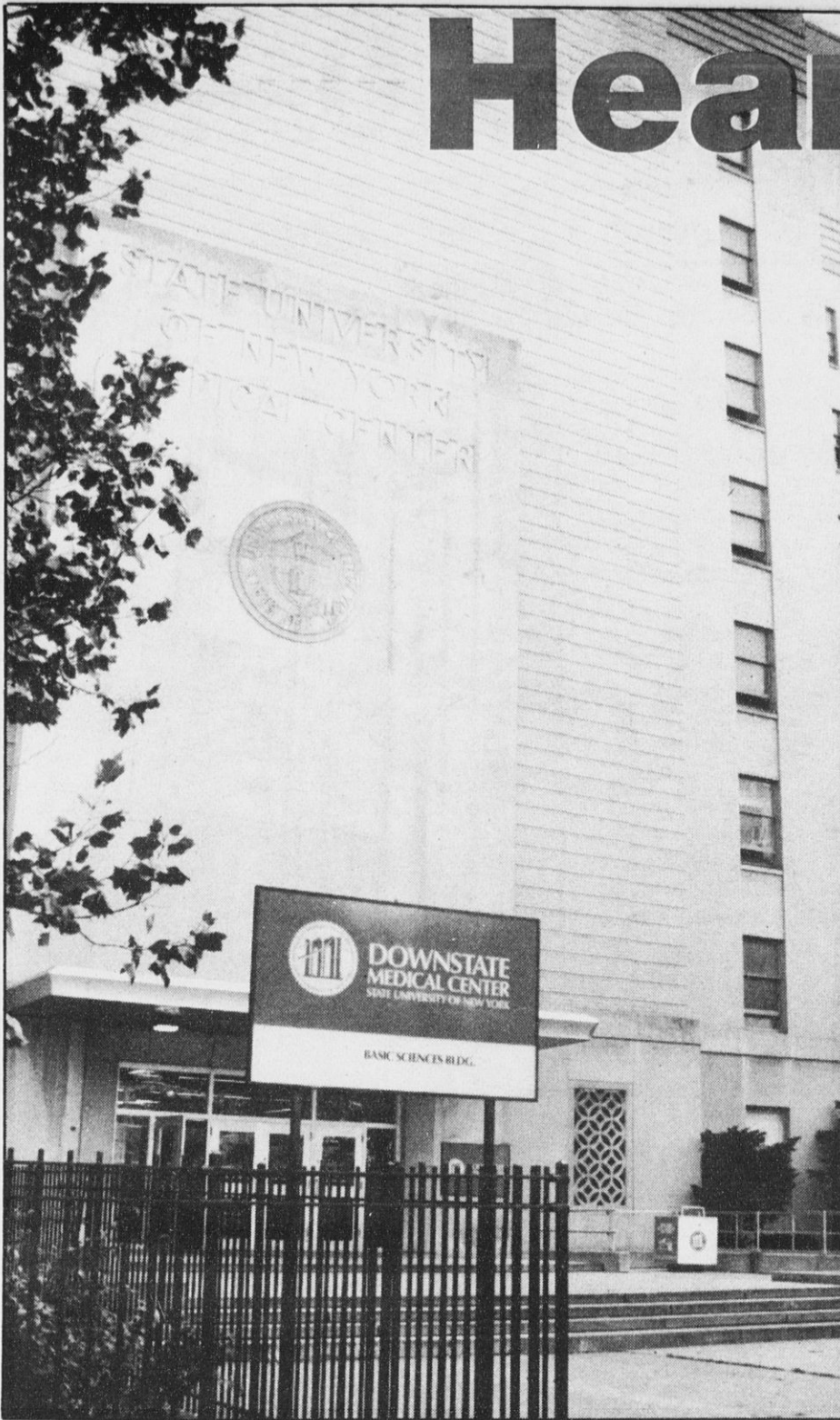
Charles, a mason's helper, was performing work normally handled by two men. In the mid-summer heat and humidity, he suddenly collapsed, dying in the arms of co-worker William Wotten Jr. Efforts to summon paramedics and provide immediate mouth-to-mouth resuscitation were all to no avail.

Olin stressed the importance of workers knowing their rights and getting legal counsel as soon as possible.

"I have never had a coronary case in more than 24 years that was not contested by the insurance company," he said. "Know in advance that your case will be contested."

Local 646 President Bob Keeler contacted the Charles family promptly after the funeral and put them in touch with the law firm of Fine, Finkelstein, Olin & Anderman to expedite the handling of their claim.

"Russell Charles was well liked around Downstate," Keeler said. "When you're working in a hospital and all the best efforts to save a life don't succeed, everyone is in a state of shock, but at least by following through on the legal end, we know his family is being provided for."



EXCHANGING IDEAS — Reviewing suggestions for improving membership attendance at union activities with CSEA Region V President Jim Moore, holding papers, are, from left, front row: SUNY Binghamton Local 648 Vice Presidential Phil Zulick; Moore; Local 648 President Bob Goeckel and Binghamton Psychiatric Center Local 441 President Dan Spring. From left,

second row, are: Local 648 Treasurer Suz Saunders; Binghamton State Employees Local 002 President Tim Henehan; Broome Developmental Center Local 449 President Mark Smacher and CSEA Field Representative Mike Jablanski.

Telephone hero

EMT helps mother save child's life

By Sheryl Carlin

CSEA Communications Associate

EAST MEADOW — He was only doing his job, but CSEA member Keith Gurlides became a hero and an overnight celebrity when he gave life-saving instructions over the telephone to help a pregnant woman resuscitate her son.

Gurlides, an advanced emergency medical technician (EMT), was on phone duty as part of the Nassau County Police Department's relatively new "Pre-Arrival Instruction" program at Nassau County Medical Center.

A 911 operator and CSEA member, Ginger Holmes, called Gurlides and told him he would be speaking to a woman whose two-year-old son had been choking and was not breathing.

"She was hysterical," Gurlides recalled. "She said the baby was blue and unconscious. I told her to put the baby on the floor and tilt his head back," which opens the air passage, he explained.

He then began to explain the procedure for mouth-to-mouth resuscitation, and the mother interrupted him; the baby had begun to breath and was spitting up.

"I told her to tilt his head to the side and do a finger sweep to remove anything left in his mouth," Gurlides recalled.

Moments later, the ambulance arrived and took the baby and the mother to the hospital where they were treated and released.

"The mother was five months pregnant and she was treated for hyperventilation," he said.

As a result of his actions, Gurlides received his third departmental Life Saving Award, a bar pin denoting his successful service. He received two others for his work caring for a woman injured in a car accident and for "bringing back" a cardiac

arrest victim.

His co-workers are proud of Gurlides, too.

"He's a really nice guy, really conscientious, and a hard worker who knows his stuff," said Police Officer Chris Carroll, a co-worker.

Gurlides is working on the medical dispatch team as part of a six-month rotation.

"I enjoy the phones, but I like street work better," he said. His best experience has been delivering a baby in a Massapequa home.

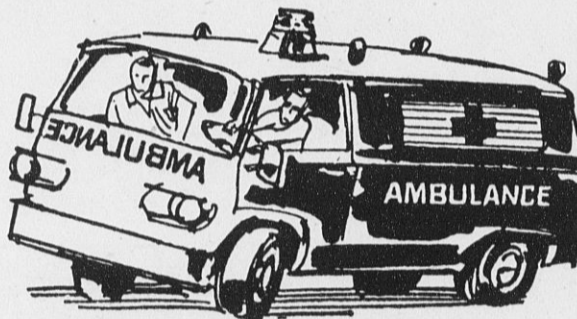
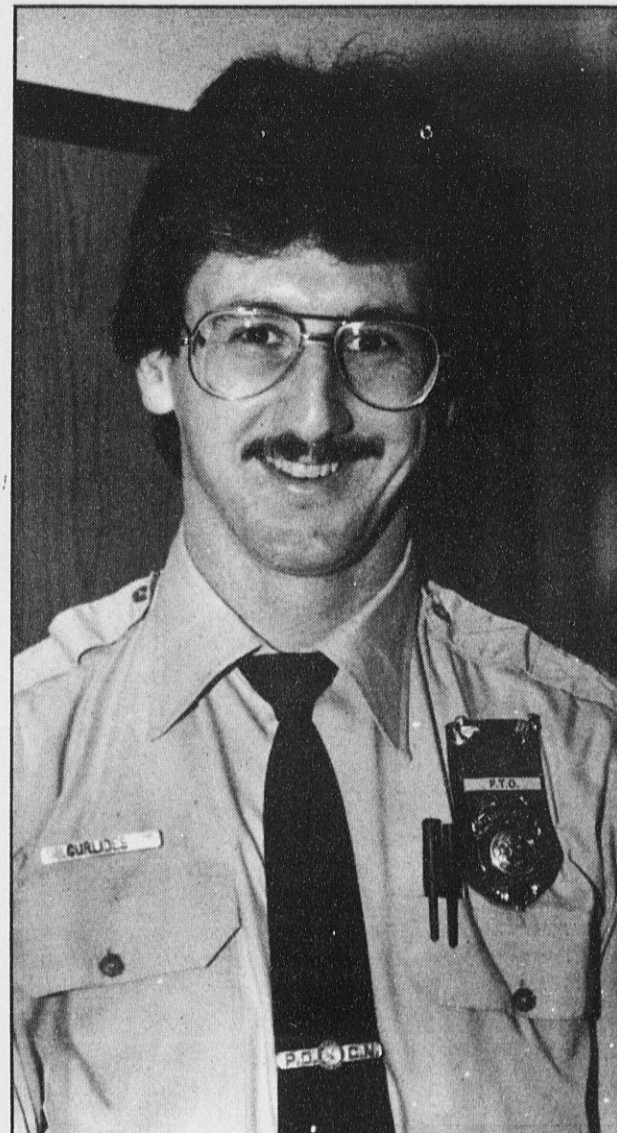
The media attention that has resulted from his work has been overwhelming for the 31-year-old Gurlides. He and his wife were whisked by helicopter to appear on a metropolitan television program. He has also appeared on various Long Island news programs and has given many telephone interviews with area radio stations.

Gurlides has been quick to praise his co-workers and explained that he feels "a little funny" about all the attention because many EMTs save lives and earn no recognition. Still, he is honored.

"My family is really proud of me," he said, smiling. "It feels good."

Since the incident, Gurlides has met Trevor Barton, the boy whose life he saved, and Trevor's parents, Eva and David Barton.

"They're so grateful," he said. "I'm really happy I helped."



"She was hysterical. She said the baby was blue and unconscious."

STATE OF NEW YORK - DEPARTMENT OF LABOR
For Calendar Year 19 _____ Page _____

INJURIES		ILLNESSES								
Fees	Injuries					Illnesses				
	With Lost Workdays	Without Lost Workdays	With Lost Workdays	Without Lost Workdays	Without Lost Workdays	With Lost Workdays	Without Lost Workdays	Without Lost Workdays	Without Lost Workdays	Without Lost Workdays
Enter DATE of death	Enter a CHECK if injury involved days away from work, or days of restricted work activity, or both.	Enter number of DAYS away from work.	Enter number of DAYS of restricted work activity.	Enter a CHECK if no entry was made in column 1 or 2 but the injury is reportable as defined above.	Enter DATE of death.	Enter a CHECK if illness involved days away from work, or both.	Enter a CHECK if illness involved days away from work.	Enter number of DAYS of restricted work activity.	Enter number of DAYS of restricted work activity.	Enter a CHECK if no entry was made in columns 6 or 7.
111	112	113	114	115	116	117	118	119	120	121

Certification of Annual Summary Total By: _____ Date: _____

THIS PORTION OF THE LAST PAGE MUST BE POSTED NO LATER THAN FEBRUARY 1, AND REMAIN POSTED FOR THE ENTIRE MONTH.

Bottom-line on injuries

Does this form look familiar?

It should. It's the (Department of Labor Occupational Safety and Health) DOSH-900 (previously known as the DOSH-400) — a log of all the occupational injury and illness in your worksite over the last calendar year.

Whether you're a state or local government employee, state law requires that the DOSH form be posted where employee notices are usually put up at your worksite. The notice must be posted throughout February.

An illness or injury is work-related if it occurs on the job or in the work environment, which is defined as the employer's premises.

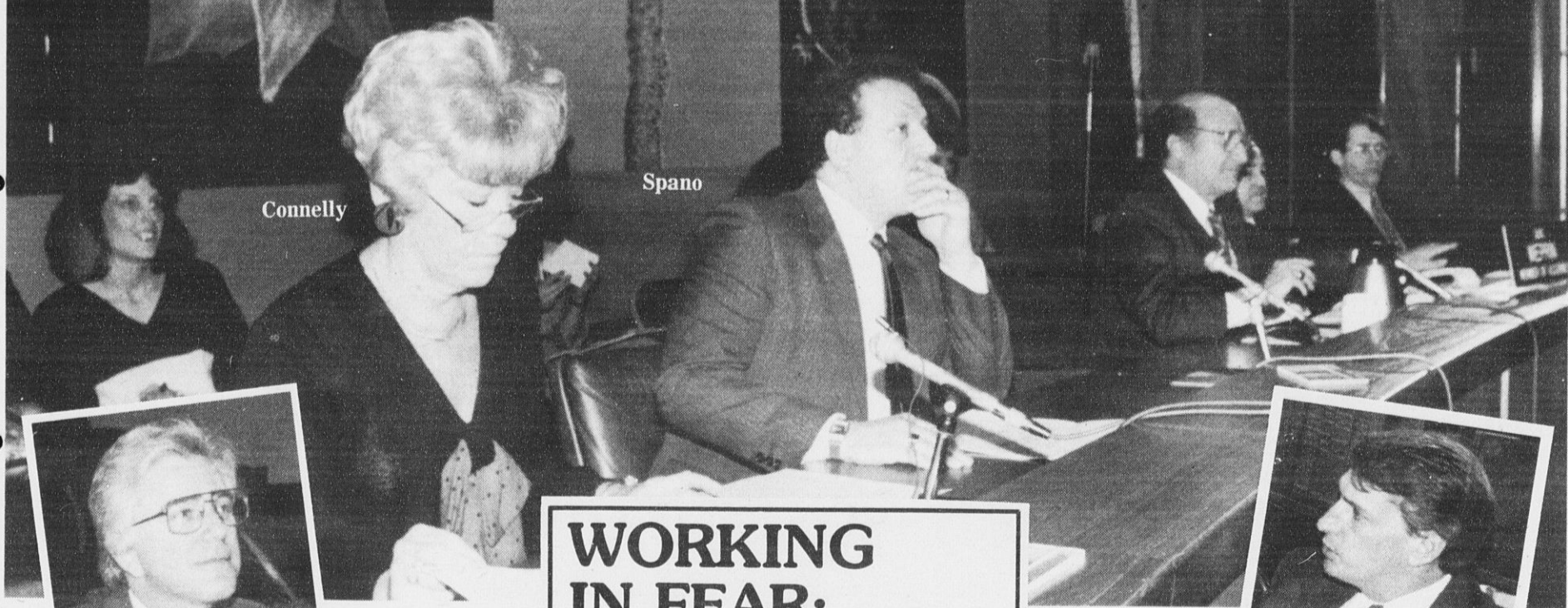
If medical treatment was required, the injury or illness must be included on the list. If it only required first aid, it is not posted unless it involved the loss of consciousness, restriction of work or activity, or transfer to another job.

The DOSH report is the best way to get a handle on how dangerous YOUR workplace really is.

If there's no DOSH reports posted at your worksite, or if it appears to be incomplete or inaccurate, contact your CSEA regional safety and health specialist listed below:

- Region I Dan Mora (516) 273-2280
- Region II Hal Robertson (212) 514-9200
- Region III (position vacant) (914) 896-8180
- Region IV Dave Smith (518) 489-5424
- Region V "Stubby" Stevens (315) 451-6330
- Region VI John Beiger (716) 886-0391

We're heard!



Connelly

Spano



Mental Health
Commissioner
Richard Surles



Mental Retardation
Commissioner
Arthur Webb

WORKING IN FEAR:

A CSEA white paper on
occupational injuries in New York State
mental health and mental retardation facilities

Prepared by the Civil Service Employees Association, Inc.
Local 1000, AFSCME, AFL-CIO
WILLIAM L. MCGOWAN, President

January, 1988



ALBANY — *Working in Fear*, CSEA's recent white paper on outrageously high injury rates among state mental hygiene workers, has hit a raw nerve at the state capital.

The report, which found state mental health and mental retardation employees lost an incredible 160,000 workdays due to on-the-job injuries in 1986, is also continuing to make headlines across the state.

"Considering the response, it's clear to me that our findings are right on target," says CSEA President William McGowan.

Armed with CSEA's report, key lawmakers grilled Mental Health Commissioner Richard Surles and Mental Retardation Commissioner Arthur Webb about the excessively high injuries during recent hearings on the proposed 1988-89 state budget.

Each acknowledged a serious situation but expressed confidence that current budget proposals will make major improvements.

But several lawmakers, including Senate Mental Health Chairperson Nicholas Spano and Assembly Mental Hygiene Chairperson Elizabeth Connelly, remained skeptical over those contentions.

CSEA believes the budget plans outlined by OMH and OMRDD do not even begin to address the occupational injury problem.

CSEA's report pointed out that OMH and OMRDD do not have comprehensive safety and health programs and have not taken a hard look at where and why employees are suffering on-the-job injuries. At the same time, severely understaffed conditions are contributing to forced overtime, low morale and more injury. There is little in the current plan that marks a significant change.

"Our front-line, direct-care workers — the most overworked, underpaid, poorly trained employees are the heroes of our system," Webb told the lawmakers. But at the same time he said that OMRDD has adequate

staffing and that employee productivity can be increased while still cutting the use of overtime.

Both Connelly and Spano questioned whether that is a realistic approach and expressed some concern that staff may be spread too thin, making bad situations even worse in some places.

Spano also pressed Surles over budget plans that Spano believes could result in the loss of nearly 1,300 jobs from state psychiatric centers. Spano wondered aloud about the wisdom of that in light of the present risk to workers detailed by CSEA and federal government attempts to cut off Medicaid funding to the centers — now a crisis at Buffalo Psychiatric Center.

Surles responded that "we have to make choices" and indicated the centers are not being used as well as they should be. He offered a vague promise that OMH won't let them reach the "danger zone."

"We've heard all the promises before," comments CSEA's McGowan. "They're not good enough because lots of people are getting hurt every day. Our report shows what the score is and we're going to insist on some real action!"

CSEA slams OMRDD plan

ALBANY — In the wake of CSEA's revelation that health care workers face greater risks of injury than all other state workers, statewide President William L. McGowan is outraged that the Office of Mental Retardation (OMRDD) is planning additional cutbacks to make up an \$8-\$10 million budget shortfall for the fiscal year ending March 31.

McGowan explained that on Jan. 7 OMRDD Commissioner Arthur Y. Webb instructed directors of the 16 developmental centers that they would

"share in the solution to the operating deficiency." He told them to submit proposals to cut costs and described the process as aligning "D.C. census levels with spending plan."

Facility directors were ordered to submit their cost cutting proposals by Jan. 19.

Meanwhile, the union released the findings of a special study it undertook that revealed the extent of occupational injuries in state Mental Hygiene facilities. It disclosed, in part, that OMRDD lost nearly 100,000 staff work

days due to job injuries in 1986.

Said McGowan: "We knew the situation was bad, but these facts are shocking."

News of the deficit has added more fuel to the fire.

Irate union officials immediately demanded, in writing, copies of all proposals to cut costs.

No reports were received, so on Feb. 4 CSEA filed an Improper Practice (IP) against the state, charging "the failure to produce the reports . . . is a violation of the Taylor Law."

Support the "Act for Better Child Care"

ALBANY — Union leaders, including CSEA statewide Secretary Irene Carr, are lining up support to get Congress to pass legislation that would make day care services more affordable for low and moderate income families.

The "Act for Better Child Care," as the legislation is called, would target \$13 billion over the next four years to expand services to families just above median incomes. It would also guarantee that the extra funds would expand, not supplant, existing programs.

Carr explains that the legislation will "strengthen families and increase the supply of quality day care." She also notes it already has 143 sponsors in the House of

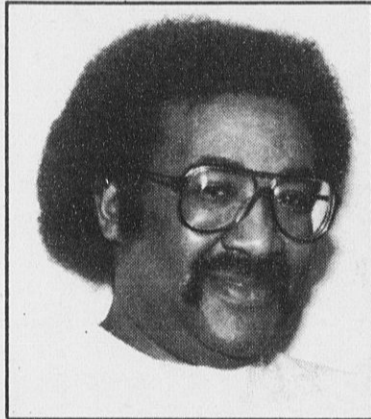
Representatives and 34 Senate sponsors.

Supporters from New York's congressional delegation include U.S. Sen. Daniel Patrick Moynihan and Reps. Gary Ackerman, Thomas Downey, Floyd Flake, Robert Garcia, Benjamin Gilman, Frank Horton and Matthew McHugh. Also on the bandwagon are Robert Mrązek, Major Owens, Charles Rangel, James Scheuer, Stephen Solarz, Edolphus Towns, Ted Weiss, Thomas Manton and Sherwood Boehlert.

CSEA members are urged to contact their congressional representatives and tell them they support the legislation, which is House Resolution 3660 and Senate Resolution 1885.

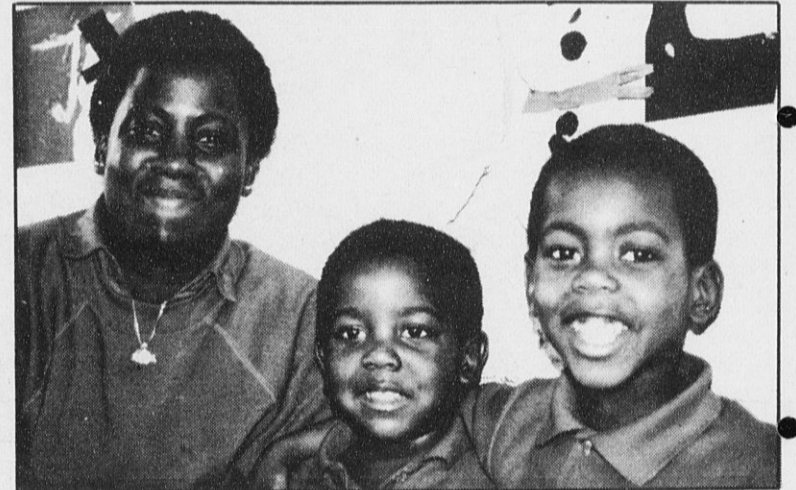


What benefits do you get from on-site day care?



ELLIOTT BARNWELL
Hudson River
Psychiatric Center
Local 410 Region III

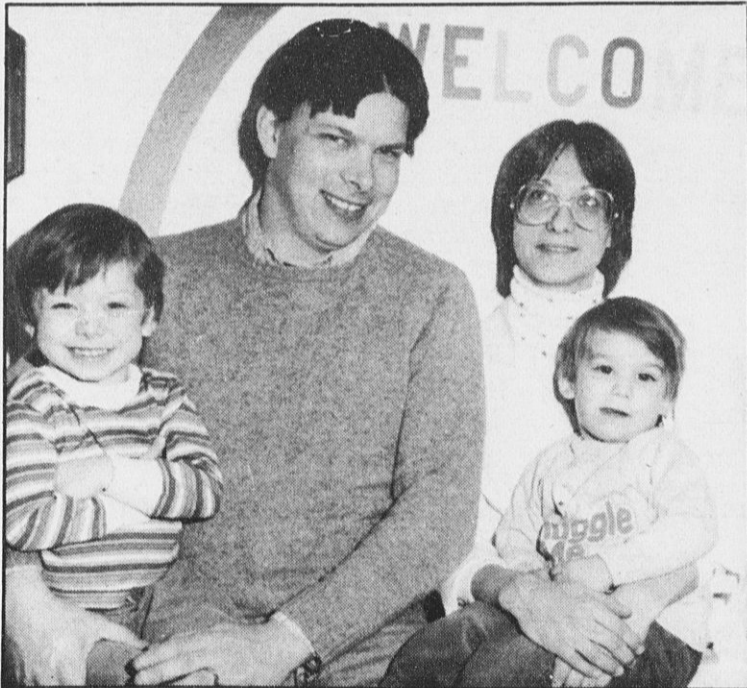
"Our on-site day care center has been proven to be a great asset for all our employees. Just knowing that the children are close at hand in case of an emergency makes a difference in the morale of the workers here."



Tahir and Faulyn Manhertz Jr. with their mother, Paulette.

PAULETTE MANHERTZ
Brooklyn Developmental Center Local 447
Region II

"My boys are ages four and two. I start work at 7 a.m. and day care opens at 7 a.m. It was hard finding a babysitter who would get up at 6:30 a.m. to take them. Outside day care costs a lot and here they go by your income. I love my kids and seeing them learn the alphabet, rhymes, painting and singing."



Justin Rommel, three, and Eric Rommel, almost two, with their parents Tom and Joanne.

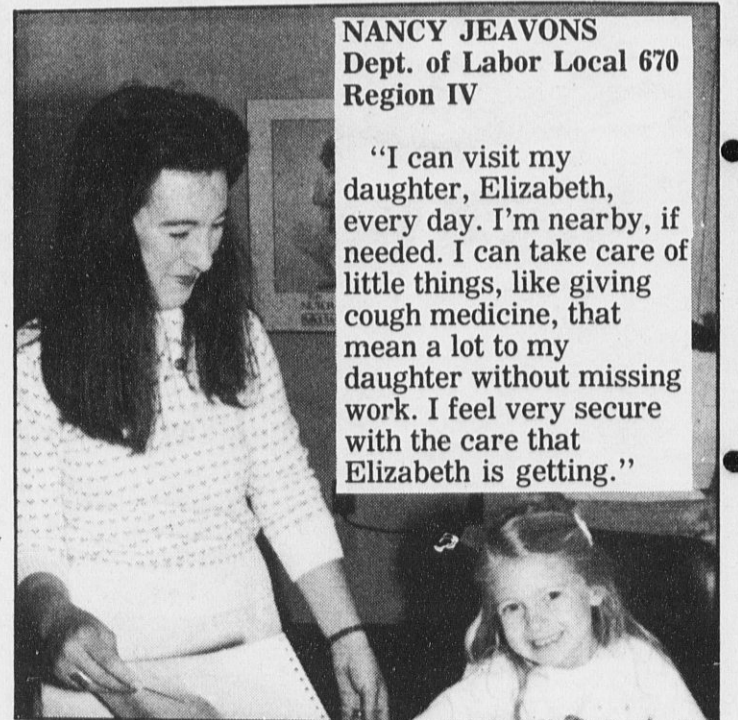
TOM AND JOANNE ROMMEL
Roswell Park Local 303 and 315
Region VI

"Most important is peace of mind, knowing your children are nearby in case of any emergency, such as an accident, illness or bad weather. Another is the convenience of taking the children to work with you. State facilities also have more stringent safety regulations, making for a safer environment for the children."



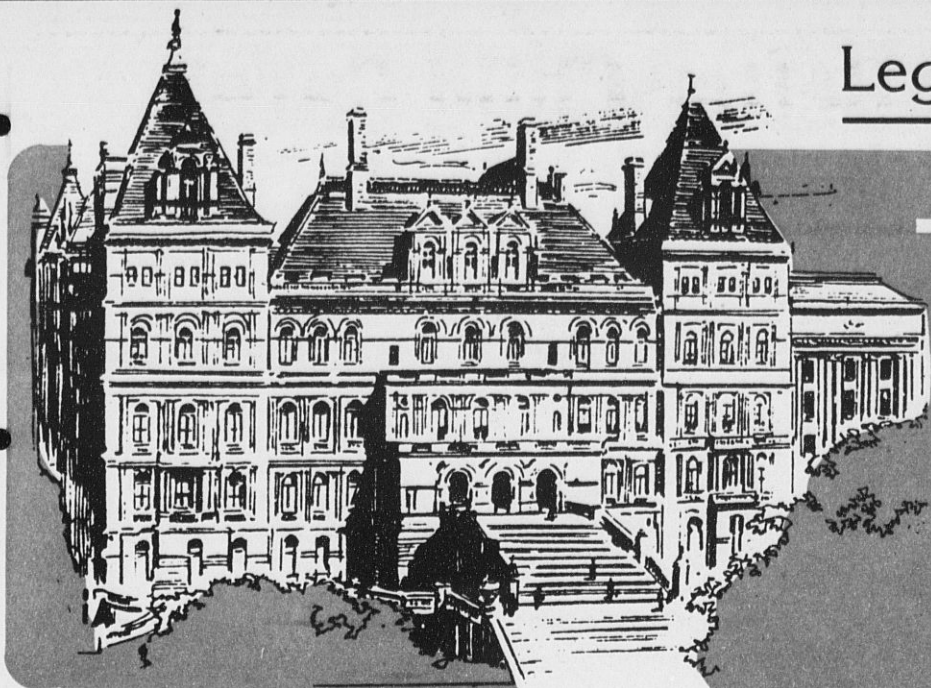
CONNIE SEVERSON
Broome Developmental
Center Local 449
Region V

"You feel more secure in your job, with peace of mind, when you know your children are close by and being cared for."



NANCY JEAVONS
Dept. of Labor Local 670
Region IV

"I can visit my daughter, Elizabeth, every day. I'm nearby, if needed. I can take care of little things, like giving cough medicine, that mean a lot to my daughter without missing work. I feel very secure with the care that Elizabeth is getting."



Political Action 1988

An ambitious legislative package

CSEA has selected more than 60 specific proposed bills to pursue through the state Legislature during the 1988 legislative session.

CSEA's 1988 Legislative Program, developed by the union's Political Action Committee, contains 63 specific proposals CSEA is lobbying to have enacted into law this year.

The union is pushing for legislation on such matters as civil service law modifications, health and safety issues, contracting out, pension improvements and

reform, a limited right to strike for public employees, mandatory staff-to-patient ratios in the state's mental health facilities and mandatory agency shop for all public employees.

While the 63-bill package forms the centerpiece of the union's 1988 legislative efforts, it is but one part of the overall program. At the same time CSEA seeks passage of its bills, for instance, the union also works to reject other proposed legislation that would be counterproductive to the best interests of the union's

membership. And some of the union's strongest, most effective but largely unseen lobbying activities take place behind the scenes during formation of the annual state budget, now underway. CSEA is then busy protecting funding of existing programs and garnering support for new ones.

CSEA's 1988 Legislative Program bills are listed and described on pages 10, 11 and 12 of this edition of *The Public Sector*. It is suggested you save this listing for future reference.

CSEA's first full-time staff lobbyist gears up for battle to turn proposals into legislation

Damaris "Demi" Walsh McGuire will be in the thick of CSEA's campaign to convince lawmakers to turn as many of the union's



CSEA Lobbyist Damaris "Demi" Walsh McGuire

legislative proposals as possible into laws.

McGuire last week was appointed CSEA's first full-time staff employee with exclusive responsibility for lobbying. Prior to McGuire's appointment the union's lobbying responsibilities were handled by members of CSEA's Legislative and Political Action Department in conjunction with the union's Political Action Committee. For many years lobbying was covered under a contractual arrangement with an Albany area law firm.

"Demi McGuire brings excellent credentials to CSEA," President William L. McGowan said in announcing her appointment. "She knows the buttons to push to get action. I am pleased she has joined our staff and I am confident she will serve our membership well."

McGuire most recently worked as a consultant and previously served as the first executive director of the Arts Coalition of the Empire State, the first statewide

advocacy and lobbying organization for the arts. McGuire also served as director of the Cultural Voucher Program for Museums Collaborative Inc. and as director of communications for the New York City Foundation for the Arts.

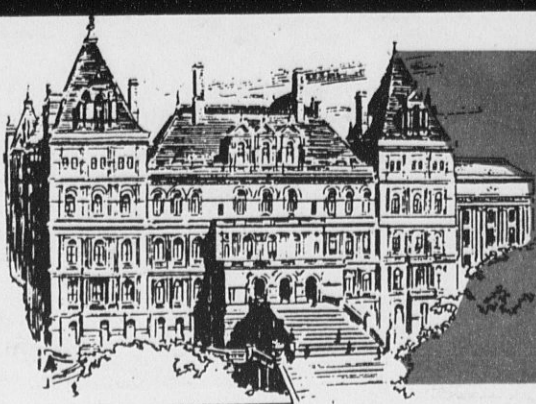
She also has experience as a legislative assistant with the state Senate and as program officer for the state Assembly Committee on Cities. For two years McGuire was liaison to labor unions for the state Assembly Committee on Labor.

A published writer, McGuire holds a bachelor's degree from Barnard College and has studied at Radcliffe College and Columbia University. She did graduate work at the Teacher's College of Columbia University and the City University of New York.

McGuire is married and the mother of three children. She resides in New York City and maintains a residence in Albany.

"I know the legislative process and I believe I can make a difference. I also believe in the mission of CSEA."

— Damaris "Demi" Walsh McGuire



CSEA's 1988 LEGISLATIVE PROGRAM

CSEA has prepared a very comprehensive package of proposed bills for the union's 1988 Legislative Program. Following is a brief description of each of the bills which the union will seek to have introduced and acted upon during this session of the State Legislature. The status of the individual bills will be updated periodically in The Public Sector.

AGENCY SHOP

This bill would amend the current law to be made both permanent and uniform for all public employees.

AGENCY SHOP—DMNA

This bill would amend the current law to be made both permanent and uniform for all employees of the Division of Military & Naval Affairs.

LIMITED RIGHT TO STRIKE

Several other states, including Alaska, Hawaii, Idaho, Minnesota, Montana, Oregon, Pennsylvania and Wisconsin allow public employees, other than those engaged in essential services, the right to strike where both parties have participated in impasse resolution procedures which have been unsuccessful. This bill is modeled after the Hawaii approach, and would provide a right to strike for public employees who do not have resort, by law or agreement, to an impasse resolution procedure which culminates in final and binding interest arbitration.

EMPLOYER IMPROPER PRACTICE

Where a public employee strike has been caused by an employer improper practice or other employer provocation, the penalties against individual employees would be mitigated.

U-GRADES

This bill amends the Civil Service Law and the Education Law to prevent the Chancellor of the State University from unilaterally changing positions in the university from the classified service to the unclassified service detracting from the constitutional concepts of merit and fitness. A report conducted by the independent firm of Arthur Young supports CSEA's belief that the responsibilities of positions in the classified service are substantially similar, and, in some situations identical, to positions in the professional service.

SECTION 75 REVISION—INDEPENDENT HEARING OFFICER

Civil Service Law Section 75 presently provides the procedure by which an employee of the State or a political subdivision with permanent status may be terminated for incompetence or misconduct. CSEA and the State have negotiated an alternate disciplinary procedure which ends in final and binding arbitration. Under Section 75, however, the hearing is to be held by the appointing authority or his designee. As a result, the employer becomes the prosecutor, judge, and jury, a most unfair procedure. This bill would require the selection of an independent hearing officer.

VETS MEDICAL LEAVE

This bill would provide veterans of World War II, Korea, and Vietnam with the ability to attend appointments at VA hospitals or other similar medical facilities without charge to leave credits, for treatment and care related to service-connected disabilities.

VDT SAFETY

This bill provides minimum safeguards and protections for all operators of video display terminals, including alternative work schedules, protection for pregnant employees. In addition it also establishes general specifications for terminals and furniture used in connection with VDTs.

EQUAL PAY FOR EQUAL WORK

This bill would amend Civil Service Law Section 115 to make New York State's public policy of equal pay for equal work applicable to the political subdivisions as well.

ABOLISH MINI-PERBS

This bill would abolish mini-PERB's other than the New York City Office of Collective Bargaining.

ELIMINATION OF 2-FOR-1 PENALTY

This bill would eliminate the penalty of two days for every one day strike.

GENERAL MUNICIPAL LAW SECTION 207c

Chapter 696 of the Laws of 1985 extended the benefits of GML 207c to detective investigators and probation officers employed by District Attorney offices. This bill would allow special investigators employed by District Attorney offices who are injured or become ill during the performance of duties to receive salary, wages and medical and hospital expenses from the municipality under GML Section 207c.

CIVIL SERVICE LAW §75—INCOMPETENCY

This bill would define incompetency in Civil Service Law Section 75 to exclude medical incompetency in Civil Service Law Section 72.

ASBESTOS

This bill requires the abatement of asbestos in all public buildings in the State of New York which is found to be an "imminent hazard to health" as defined in the legislation. The bill places the abatement program under the direction and control of the Department of Labor. The legislation provides that, upon inspection and determination of a violation, an owner of a public building is required to file an abatement plan with the Commissioner.

SAFETY / HEALTH EXCEPTION

This bill would codify the safety/health exception to the work — grieve later rule. The safety/health exception allows an employee to refuse to perform an assignment when the employee has a good faith belief that there is a real danger of death or serious injury.

JOB SPECIFICATIONS

This bill would require a copy of the job specifications for a position to be given to an employee upon appointment, promotion, transfer or reinstatement.

INPATIENT STAFF-TO-PATIENT RATIOS

This bill would define the terms "inpatient staff" and "effective rendition of services to patients by hospitals within the office" for the Office of Mental Health (OMH). The legislation further provides that in order to maintain the effective rendition of services to patients, the OMH must maintain a staff-to-patient ratio within ten percent of 1.08 inpatient in hospitals providing inpatient services to persons eighteen years and older, and of 2.16 inpatient staff per one inpatient in hospitals providing services to persons under the age of eighteen.

OUTPATIENT STAFF-TO-PATIENT RATIOS

This bill would define the terms "outpatient staff" and "effective rendition of services to patients by hospitals within the office" for the Office of Mental Health (OMH). Hospitals providing outpatient services must not be staffed at a level below the number of authorized positions filled on January 1, 1983.

MILITARY REQUIREMENTS—30 WORKING DAYS

Currently, the Military Law Section 242 requires that public employees shall be paid for the time of ordered military duty for a period of thirty calendar days or twenty-two working days, whichever is greater. This legislation would provide for payment to public employees for time of ordered military leave for thirty

working days. In 1980, the Court of Appeals in *Schamier v. Office of General Services*, 52 N.Y. 2d 746, determined that the phrase "thirty days" in Military Law Section 242 meant **thirty calendar days** and not **thirty working days**. As a result of this case, Chapter 161 of the Laws of 1984 was enacted to provide that public employees shall be paid for thirty calendar days or twenty-two working days, whichever is greater.

BINDING ARBITRATION—DEPUTY SHERIFF

This bill would provide binding arbitration to deputy sheriffs and correctional officers jointly employed by any county or county sheriff. Currently, officers and members of any organized fire department, police force or police department of any county, city (except New York City), town, village, or fire and/or police district are provided binding arbitration under Civil Service Law Section 216.

ENTRY INTO PRACTICE

This legislation would permit nurses to obtain college credit in a nursing program for their prior clinical service and experience.

WORKFARE

This bill would revise Social Service Law Section 164 which provides for the use of recipients on home relief in public work projects. The provisions include, the strengthening of the language prohibiting displacement of regular employees, a time limit of six months on assignments, the imposition of recordkeeping requirements, the establishment of a grievance procedure and the requirement of a needs assessment for each individual prior to assignment.

SECTION 75—ARBITRATION

This bill calls for arbitration to be used in Sec. 75 hearings.

SECTION 75—AMENDMENT

This bill would amend the Civil Service Law to provide regular pay to persons suspended from their jobs for up to 30 days before a hearing.

CONTINGENCY BUDGET

This bill would provide for a local school board to adopt an alternate budget procedure which would provide for continuation of cafeteria services and transportation services after a regular budget has been defeated by the voters.

BUS SEATS

The Transportation Law would be amended to require motor vehicles seating eleven passengers or more and used in the business of transporting school children, to be equipped with padded seat backs at least twenty-four (24) inches in height, rather than twenty-eight (28) inches in height.

ELIMINATION SCHOOL BUS STANDARDS

This bill would prohibit the scheduling of school bus routes where the school bus would be required to accommodate more children than the number of seats available. The passage of Chapter 747 of the Laws of 1986 has created the anomalous situation of requiring the installation of seat belts on school buses when school districts do not even provide seats for all children being transported. This bill was proposed in conjunction with the legislation requiring seat belts on school buses.

BOARD OF TRUSTEES

The Employees Retirement System is presently administered by the Comptroller, who is also the sole trustee of more than \$18 billion in assets. Public employees who are members or pensioners of that system have no voice in investment decisions made by the Comptroller, unlike those in the five pension systems in New York City and the New York State Teachers Retirement System. This proposal would guarantee a union member voting membership on the Board of Trustees for the Employees Retirement System.

SUPPLEMENTATION — AGE 55

This bill would extend supplemental retirement benefits to those former employees who retired prior to 1983, increase the percentages, and increase the base pension amount from \$10,500 to \$15,000.

VETS BUY-BACK—WORLD WAR II

Veterans of World War II would be allowed to purchase up to three years of credit in the Retirement System.

VETERANS IDENTIFICATION RECORDS

This bill would require employers to maintain permanent veterans identification records to aid in the computation of fiscal notes for veteran's bills.

HEALTH INSURANCE—UNUSED SICK LEAVE

This bill would allow an unremarried spouse of active employees of the state who died on or after April 1, 1979, and former employees of the State and/or a political subdivision or authority to continue individual coverage by exhausting any accumulated and unused sick leave up to 165 days.

TIER I, II AND III REOPENERS

This would allow employees who were on the payroll prior to the cutoff date for eligibility in the lower tier and who, through no fault of their own, were both eligible for membership and reasonably believed they had properly applied for the membership, to file to become members of the lower tier.

HEART BILL—CORRECTION OFFICERS

This bill would provide a presumption that diseases of the heart occurring in correction officers in State and local government were caused by employment for retirement system accidental disability hearings.

HEALTH INSURANCE—25% OF COST FOR DEPENDENTS

This bill would provide that the surviving spouse of a retiree who had family coverage in the health insurance plan would be allowed to continue such coverage after the employee's death, at no more than 25% of the full cost.

CORRECTION OFFICER 25 YEAR PLAN

This bill would provide early service retirement benefits for certain members in uniformed correction force of any county or sheriff.

SURVIVOR'S BENEFITS

This bill would equalize the death benefit for all eligible state retirees at \$5,000. Currently, individuals who retired prior to April 1, 1970, are eligible for only a \$2,000 death benefit.

SOUTH AFRICAN DIVESTMENT

This bill would amend Section 199-b of the Retirement and Social Security Law to require the divestment of monies of the retirement funds invested in entities doing business in or with the Republic of South Africa, and allows a three-year period for such divestment to occur.

TIER III AND IV ELECTION

This bill would allow employees who retired before September 1, 1983, under the provisions of Article 14 of the Retirement and Social Security Law (Tier III) to elect to have their benefits recalculated under Article 15 (Tier IV).

DIVIDENDS AND EARNED INTEREST

10% of dividends and interest earned on the retirement fund of the New York State Employees Retirement System be returned to retirees to supplement their retirement benefits.

TIER INEQUITIES—OVERTIME

This bill would address the inequities of Tier employees in regard to overtime work.

TIER III AND TIER IV REVISIONS

This bill authorizes and directs participating employers in retirement systems to pick up the 3% contribution required of members whose date of membership in the system is on or after July 27, 1976.

(Continued on Page 12)

CSEA's 1988 LEGISLATIVE PROGRAM
REPORT CONTINUES ON PAGE 12

CSEA's 1988 LEGISLATIVE PROGRAM

(Continued from Page 11)

UNIVERSITY OF BUFFALO

This bill would allow employees who were employed by the University of Buffalo prior to its acquisition by the State of New York to purchase retirement credits from the New York State Retirement System for the time of employment by the University, with electing employees contributing both individual and employer contributions, together with appropriate interest.

TIER II, TIER III AND TIER IV—30/55

Chapter 873 of the Laws of 1985 allows members of the Teachers' Retirement System to retire at age 55 without a pension reduction provided they have served at least thirty-years. This bill would give the same option to members of Tier II, Tier III and Tier IV.

MANDATORY MEDICARE ASSIGNMENT

This bill would direct participating doctors, in the treatment of Medicare patients, to adhere to specified Medicare price ranges similar to that of Medicaid patients.

RETIREMENT CREDIT FOR TEN-MONTH EMPLOYEES

This bill would permit employees of school districts working 10 months per year to receive one full year credit towards their pension.

PENSION CREDITS FOR VIETNAM VETERANS

This bill would automatically grant pension credit for military service to Vietnam Veterans who were members of the retirement system prior to entering military service and who returned to their former place of employment within one year of leaving the military. Currently, veterans of World War II, Korea and the Berlin Crisis are allowed credit for military service which interrupted their careers in public employment.

TIER III ACCIDENTAL DISABILITY BENEFITS

This bill would remove the social security offset from the Tier III Accidental Disability Benefits.

RETIREE HEALTH INSURANCE

This bill would prohibit municipalities and the State of New York from reducing the health insurance benefits of retirees.

CASELOAD LIMITS FOR DEPARTMENT OF SOCIAL SERVICES

This bill would require the Commissioner of Social Services to establish caseload limits for employees of the Department of Social Services.

CONTRACTING-OUT—STANDARDS FOR CONTRACTS

This legislation, which is based on a California law, establishes conditions for personal service contracts between New York State or other public entities and private companies for the provision of goods or services.

CONTRACTING-OUT—DISCLOSURE

This legislation will require private entities and officers and directors of private entities contracting with New York State or other private entities to disclose information regarding the source, type and amount of any income, the identity and value of any property, the identity and value of total liabilities, the identity of any currently held positions and the identity and amount of any contributions to political campaign funds.

INDEMNIFICATION—POLITICAL SUBDIVISIONS

Chapter 844 of the Laws of 1986 amended Public Officers Law (POL) Section 17 which governs the defense and indemnification of state officers and employees. The Chapter eliminated the prohibition on indemnification for acts of "recklessness" on the part of a state employee, or where "punitive or exemplary damages" are awarded. This bill would eliminate the identical prohibitions on indemnification for employees of public entities in POL Section 18.

DAYCARE

In general, this legislation requires State agencies with more than 250 employees to provide daycare services to the children under the age of six of their employees.

RESIDENCY REQUIREMENTS

This legislation would prohibit public entities from establishing residency requirements for Civil Service positions.

HEALTH INSURANCE—RETIREES—ACTIVE EMPLOYEES

This bill would require both political subdivisions and New York State to provide health insurance coverage to retirees on the same basis as provided to active employees.

PERMANENT COLA

This legislation would provide an annual cost of living adjustment for the pension allowances of retired public employees.

CETA REOPENER

Chapter 769 of the Laws of 1975, effective September 1, 1975, created a legislative limitation on those CETA employees entitled to receive retirement benefits. Prior to September 1, 1975, the effective date of Chapter 769, CETA employees were eligible to become members of the retirement system. After September 1, 1975, CETA employees were only able to receive credit for up to 4 years of prior CETA service. This bill would amend Chapter 769 of the Laws of 1975 to allow CETA employees to become members of the retirement system as of the date of commencement of CETA service.

TIER IV—WITHDRAWAL OF CONTRIBUTIONS

Members of Tier IV of the retirement system are required to contribute 3% of their salary to the system. Currently, Tier IV members may not receive their contributions until age 62 or death, even upon separation from public employment. This bill would provide for the refund of contributions plus interest upon separation from public employment prior to vesting.

TIER III/IV—REDUCTION OF CONTRIBUTIONS

The Comptroller announced last year that the cost of contributions to the retirement system by New York State and local governments will be approximately \$217 million less than anticipated. The reductions were attributed to an excellent investment return and "tier shift." This proposal would allow employees to benefit from the good fortune of the retirement system by reducing or eliminating the 3% contribution.

RESOURCE UTILIZATION GROUP (RUGS)

On January 1, 1986, a new Medicaid case mix reimbursement system, Resource Utilization Groups (RUGS), was implemented in New York State. The RUGS system does not reduce the cost of nursing home care to New York State, but rather shifts funds from public and voluntary homes to proprietary homes. The extent of the shift in funds will force many county nursing homes to close. This legislation will provide the county nursing homes with additional funding.

GREENE COUNTY

The Greene County Memorial Hospital and Nursing Home are currently in the process of being transferred to the Hudson Valley Medical Service, Inc., a corporation created by Columbia Memorial Hospital, Inc., a not-for-profit general hospital. There are approximately 415 CSEA represented employees and 500 total employees in the Hospital and Nursing Home. This legislation would allow the former Greene County employees to continue as members in the New York State Employees Retirement System.

CIVIL SERVICE STATUS FOR EMPLOYEES OF THE NEW YORK-NEW JERSEY WATERFRONT COMMISSION

This bill would give civil service status to the employees of the New York-New Jersey Waterfront Commission.

CSEA questions CIPC plan

CENTRAL ISLIP — After years of controversy, plans are moving forward to relocate Central Islip Psychiatric Center to the grounds of Pilgrim Psychiatric Center in Brentwood. But CSEA is making it clear to state officials that the union will be watching their every move.

CSEA Region I President Danny Donohue said it is imperative that CSEA be involved in the planning of each step of the five-year program “so we can ensure the security of our 1,200 members in Central Islip and 3,300 in Pilgrim, both now and in the future.

“CSEA understands the needs of the community. After all, our members are part of that community,” he added. “We also understand that a gero-psychiatric center has been long overdue and we do support the concept of this specialized care.”

The proposal, which promises to keep CIPC as a separate entity, is in the initial stages. CSEA has worked with the regional Office of Mental Health (OMH) and the Governor’s office, according to Donohue.

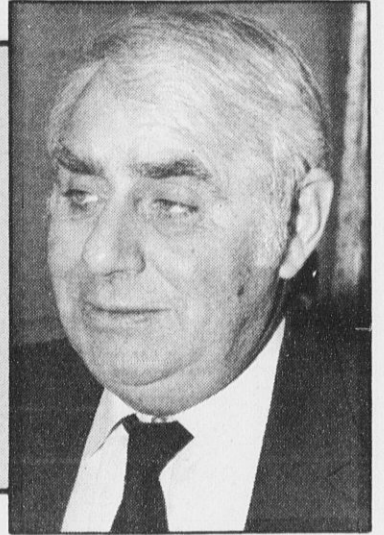
“Right now, the most specific worry is that the support staff, those who work in the powerhouses, the offices, the food service areas, and in



“Right now the most specific worry is that the support staff . . . in the powerhouses, the offices, the food service areas and in maintenance and transportation be guaranteed jobs.”
— Danny Donohue

“I feel that in five years there’s going to be layoffs. I have to guarantee jobs.”

—Al Henneborn



maintenance and transportation be guaranteed jobs,” Donohue stressed. “We fear duplication of services and the problems this would ultimately cause.”

Assemblyman Paul Harenburg, who had been strongly opposed to the plan, has since become convinced that it will be implemented fairly.

“The commissioner has said the staff-to-patient ratio will be increased over 50 percent and there will be no layoffs,” Harenburg said.

Any layoffs would cause a “bumping” cycle where employees who have more seniority in one OMH facility can bump out those with less seniority in another OMH facility.

“We want to believe this plan can become a reality for the best of everyone — the clients, the employees and the community,” Donohue said. “But we remain skeptical based on past experiences where proposals have been muddy and there was talk of closing Central Islip altogether.”

CIPC CSEA Local 404 President Al Henneborn is also skeptical.

“I feel that in five years there’s going to be layoffs,” he said. “I have to guarantee jobs.”



Pilgrim Psychiatric Center

Annual patient surge hits

WEST BRENTWOOD — Understaffing at Pilgrim Psychiatric Center has worsened with the influx of clients from Creedmoor Psychiatric Center in Queens, said CSEA Pilgrim Psychiatric Center Local 418 President Pat Hahn.

An annual surge of clients during the holiday months has caused the state to order the diversion of any new clients to Long Island.

“According to the nurse administrator, there have been 29 of these admissions already,” Hahn said.

Although staff has been increased in areas admitting and housing the new patients, he explained, the workers are taken from other areas, worsening the already low staffing levels.

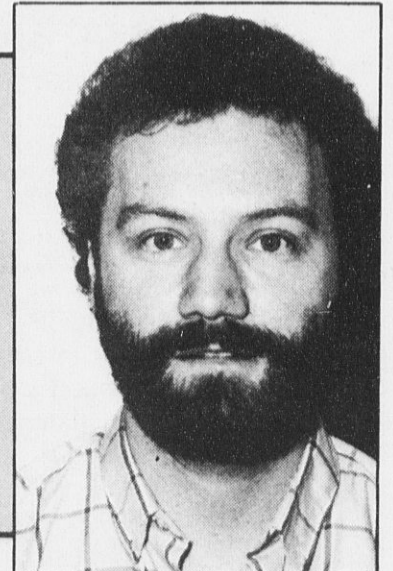
A Creedmoor spokesperson says the patient increase is traditional over the holidays.

But Hahn counters that traditional or not, the overflow means extremely heavy workloads for the already understaffed workforce at Pilgrim for several months.

“The program is supposed to be temporary — until sometime in February,” he said.

“The overflow means extremely heavy workloads for the understaffed work force.”

—Pat Hahn



CSEA

★ SWEEP

State-Wide Employee Education Program

New for You!

If you've thought about improving your basic education skills to better your job choices, then CSEA has a brand new program for you.

The State-Wide Employee Education Program (SWEEP) is aimed at helping you:

- *Prepare for civil service tests
- *Pass the high school equivalency exam
- *Refresh your skills for college level courses and training programs

The program, funded through a grant from the state Education Department, will be administered by CSEA's Education and Training Department.

"We're trying to meet the needs of CSEA members no matter what their interest," says CSEA Education Specialist Bob Knower, who is overseeing the project.

Here are just a few ways SWEEP can help you:

- *Improve your job performance by upgrading your basic skills
- *Prepare for promotional exams through help with reading comprehension, writing skills and math. Particular attention is given to grammar, usage, punctuation and spelling, preparation of written material, understanding and interpreting

tabular material, math reasoning and interpreting written material

*Receive the tutoring you need to pass the high school equivalency exam — figures show high school graduates earn \$5,000 more per year than non-graduates

*Get ready for college courses or training programs by reviewing math, reading, or writing skills — particularly if you've been out of school for a while

Because participants will have different goals, begin at different skill levels and learn at different rates, the classroom instruction is individualized. Students continue in the class until they've mastered the skills to accomplish their goal. This can usually be done with a few hours of classroom study each week.



BOB KNOWER

Participation will be offered on a first-come, first-served basis. You will be notified about the program shortly after your registration form is received at CSEA Headquarters.

Further questions can be addressed to Bob Knower in the CSEA Education & Training Department at 1-800-342-4146.

To register for classes beginning the week of Feb. 29, fill out the coupon below and mail it to:

CSEA/SWEEP
Education & Training Department
143 Washington Avenue
Albany, New York 12210

Time is short, so act now!

One SWEEP classroom will open in each region during the week of Feb. 29. Times and locations are as follows:

Region I	CSEA Regional Office Hauppauge	Tuesdays & Thursdays 4:30-7:30 p.m.
Region II	Manhattan Developmental Center 75 Morton Avenue New York	Tuesdays & Thursdays 4:30-7:30 p.m.
Region III	CSEA Regional Office Old Route 9 Fishkill	Mondays & Wednesdays 4:30-7:30 p.m.
Region IV	Building 1 State Office Campus Albany	Tuesdays & Thursdays 4:30-7:30 p.m.
Region V	Rome Developmental Center South James Street Rome	Tuesdays & Thursdays 4:30-7:30
Region VI	Monroe Developmental Center 620 Westfall Road Rochester	Tuesdays & Thursdays 4:30-7:30

Name _____ Shift _____ to _____

Region _____ Local _____

Work Address: _____ Home Address: _____

Work Phone () _____ Ext. _____

Home Phone () _____

Check area(s) of interest:

Promotional Exam High School Equivalency

College Preparation General Refresher

CSEA says 'Hands off'

Leaders file IP after detention

By Lilly Gioia

CSEA Communications Associate

BRONX — When CSEA Region II President George Boncoraglio tried to respond to more than 200 membership petitions crying out against dangerous understaffing at Bronx Psychiatric Center, management hauled him and Local 401 President George Austin to security offices and forcibly detained them for more than an hour.

"Hundreds of our brothers and sisters are fearing for their lives and safety and when their elected union leaders have to jump a Berlin Wall to investigate legitimate safety complaints, what kind of insanity are we dealing with?" Boncoraglio retorted. "This isn't the first time I've been threatened with arrest for standing up to management. But if that's what it takes, so be it."

CSEA promptly filed Improper Practice (IP) charges with the state Public Employment Relations Board (PERB), charging "the restriction and detention of CSEA officials exercising their rights constitutes a violation of the Civil Service Law"

According to Austin, a group of therapy aides arrived at the Bronx PC union office to meet with Boncoraglio to discuss rank-and-file petitions already delivered to management. Their aim was to focus attention on new facility policies that place only two therapy aides in wards averaging 30 to 40 patients.

When Boncoraglio telephoned facility Director Marlene Lopez to request a meeting, he was told she was "not available." After the call, management staffer Dean Weinstock appeared in the CSEA office doorway to tell the union officials they would not be allowed to conduct any type of inspection or investigation at the worksite.

The tensions escalated when CSEA Ward 17 Shop Steward David Samuels learned that he and his co-workers were ordered as



STAND OFF — Bronx Psychiatric Center management staffer Dean Weinstock, facing camera, tells CSEA Region II President George Boncoraglio, right, that he cannot visit the worksite. With him is Local 401 First Vice President Ed Gray.

employees of Bronx PC to prevent the union leaders from coming into the ward. Orders spread through the huge institution in an attempt to keep the union officials out.

Then security guards appeared to guard the union office exit. When Austin and Boncoraglio tried to leave, five security officers grabbed the two union leaders, forcibly escorting them to security headquarters.

"I think it's a crime when our members are screaming for a safe workplace, their union leaders are harassed and interfered with at every turn," Austin emphasized. "We know and they know it's management's responsibility to provide a safe workplace and they're not doing it. So of course they want to hide it."

A call for safety

NEW YORK — Just two weeks after management detained him at the Bronx Psychiatric Center to stop his investigations into understaffing dangers, CSEA Region II President George Boncoraglio testified at public hearings before new Office of Mental Health (OMH) Commissioner Richard Surles.

Boncoraglio blasted perilous understaffing practices that jeopardize lives and trigger the scandalous injury rates cited in CSEA's new report, "Working in Fear."

"The patients, their families, the staff and the community are ill-served and have a right to demand better care," Boncoraglio said.

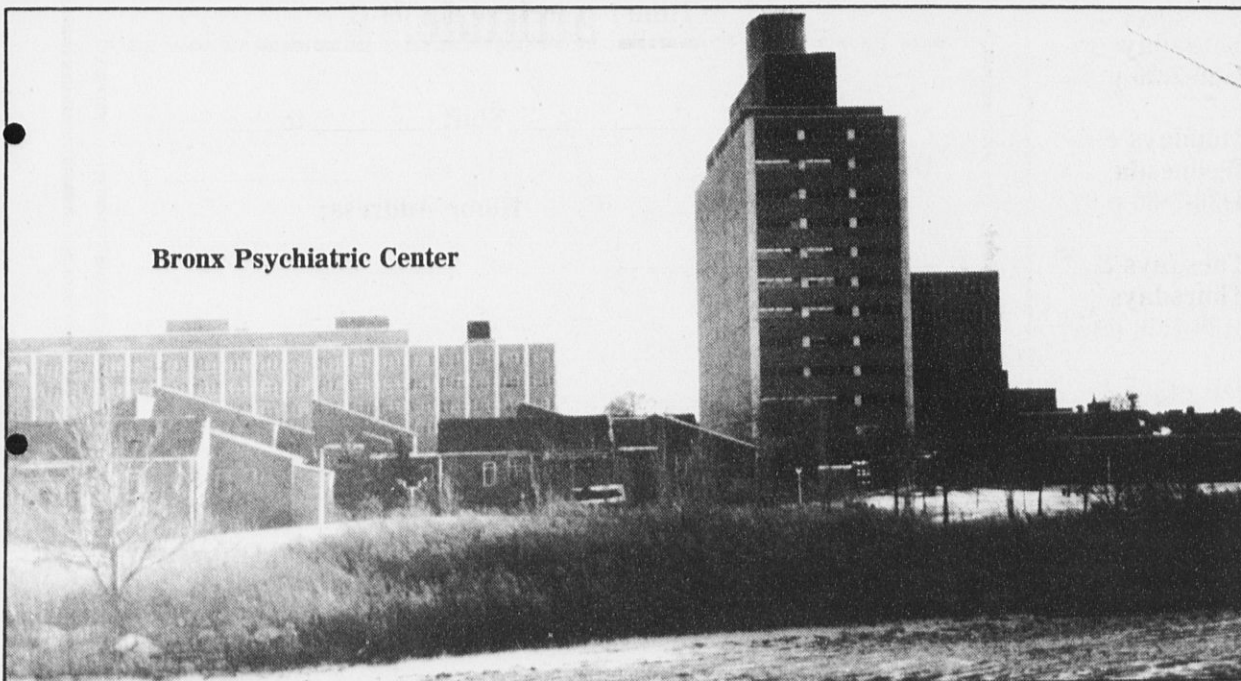
The concentration of drug abuse and communicable diseases in New York are problems compounded by thousands of mentally ill homeless who suffer because of acute shortages of psychiatric beds, he said.

Stressing the importance of CSEA's proposal to turn vacant Manhattan Psychiatric Center buildings into residences for the homeless mentally ill, Boncoraglio warned OMH officials that they will lose more federal funding if they persist in understaffing and providing inadequate services.

He also questioned why CSEA members must work torturous overtime and be forced to go without vacations, contributing to "catastrophic" burnout.

"Not everything can be changed," Boncoraglio concluded, "but nothing can be changed until we face it."

Bronx Psychiatric Center



Management's arrogant attitude forces her from job she loves

CSEA is more than casually interested in the causes of high turnover in public sector jobs represented by the union. CSEA is committed to improving the quality of worklife of its members, whether the problems involve mechanical defects which make the workplace unsafe and unhealthy or unacceptable attitudes and actions of management. The following story illustrates one such condition existing within the Saratoga County Social Services Department that must be corrected.

By Daniel X. Campbell

CSEA Communications Associate

BALLSTON SPA — "I did not leave my Saratoga County Social Services child protective job because of understaffing or burnout," says Cheryl Standford Smith bluntly.

"I left because of management's arrogant anti-employee attitude."

Gesturing angrily, Smith claims she was virtually forced from the job she loved with Saratoga County, working in a meaningful way in her home area. She moved easily into a higher-paying child protective job with the state Department of Social Services in Albany, but she says she left her heart with the job she left behind.

"I was hired for my new state job right in the middle of my initial job interview," the social service worker says with personal pride. "I know I'm a good child protective worker. I know I'm a hard working individual who enjoys doing the job right. But I also feel that I deserve to be treated as a person, a human being and not a lesser life form."

Turnovers occur at an alarming rate in the Saratoga County Social Services Department, Smith observes.

"In less than one year I had gone from being a new worker to the third most senior in the whole department! In less than one

"It was as if the paper work was more important than the safety of the children... and the county administration would not put up with any request for additional help or guidance."

year seven former workers had moved on, seven more had been hired, trained and were now looking for jobs elsewhere."

Smith, a Saratoga County resident and taxpayer, says child protective work can be a rough job.

"You have to look at pictures of children who suffered burns over 50 percent of their bodies because of an alleged 'accident' caused by a parent or parents. You have to talk to three-year-old boys and girls about sexual abuse. You have to obtain vaginal exam results from reluctant doctors who know the victim, the parents and the abuser because they're one and the same. And, sometimes, you get to counsel a family that is having problems and you try to help get them a better life."

She says she was prepared, mentally and by experience, for that type of work.

"I had nine years of experience in child abuse protection work before being hired by the county's Social Service Department in March 1986," Smith notes. "I started at \$15,920 — that's \$306 per week before taxes. The CSEA contract provided an increase to \$16,550 in July and I received an additional \$300 merit increase under the contract because of an excellent job evaluation, also provided under the contract."

"So, in little less than a year I was making \$323 a week, \$16,850 before taxes. Not much when you compare it with salaries in surrounding counties. But I was working in my hometown area, doing a job that needed to be done and doing it well."

Doing her job well ultimately proved to be Smith's downfall, she says. When she received some job-related criticism, she sought to resolve the problems by following the CSEA contract.

"That was a great mistake, because the county administration doesn't want to be responsible in its relationship with its employees, which is what the union contract requires," Smith says.

"State guidelines indicate that social service workers are not to have more than a caseload of 25 investigations. I had up to 50 and usually around 35 or more," she says. "Since no two cases are alike, each one takes time. And since we are dealing with the safety of children we cannot afford to rush to judgment."

Not rushing to judgment caused problems for Smith with the department's administration.

"It was as if the paper work was more important than the safety of the children," according to Smith. "And the county administration would not put up with any request for additional help or guidance."

She says management often recommended that the workers catch up on paper work by working late, or even taking work — confidential matters — home.

"They would push comp time rather than overtime. And it was easy to see that the reason was to cover up the real costs of the



CHERYL STANDFORD SMITH says the Saratoga County administration "doesn't want to be responsible in its relationship with its employees."

"I left because of management's arrogant anti-employee attitude."

department from the board of supervisors," Smith says. "If the workers had to be paid for overtime the department's budget would be out of whack. But if the workers got the paper work done and carried a lot of unuseable comp time, everything would look OK."

The push to get paper work out of the way and the constant turnover of staff are not in the best interests of the children involved, Smith believes.

"The county hasn't had a fatality since 1986, and no one wants one. But rushing the investigations and pushing the paper work is not protecting the children," Smith warns. But those are among the reasons so many Saratoga County employees are going out the revolving employment door, she says, and why a potential tragedy is always just a moment away.

They protect the children

By Anita Manley
CSEA Communications Associate

How the system works

CARMEL — Child protective services (CPS) workers say the highly publicized death of young Elizabeth Steinberg in New York City hit home because she had been physically abused by her adoptive father.

"All of a sudden you realize what a responsibility you have," said Joan Newman, a senior caseworker with the Putnam County Department of Social Services. "You



Lynn Carlson

know it all along, but when it hits you like that, it really hits you hard!"

"Nobody is God in this business," said Lynn Carlson, a senior caseworker from Ulster County. She's recently talked to a number of people who want to know just what constitutes a valid child abuse report.

"If any purpose was served, it was to make people more aware," she said.

Once a call is received by the Child Abuse Hotline in Albany, it is screened and the local CPS agency is then contacted.

"We respond within 24 hours," said Carlson. "If the report is substantiated, the family is provided with our services."

Those services may include counseling, support groups, parenting workshops and homemaker services.

An unsubstantiated child abuse report is erased from the record.

Ulster County CPS workers handled more than 1,000 cases last year.

An effective caseworker must understand parents' problems, Carlson noted.

"Many parents are hurt children grown up," she said.

Media reports of the Steinberg case often blamed social workers who visited the Steinberg home because of calls to the Child Abuse Hotline.

"The only way to counteract that opinion is to educate people about what our limitations are," said Newman of Putnam County.

"Anything that goes on in a child abuse case is very private," explained Marcy Cannizarro, Newman's co-worker. "There are no witnesses except the children."

In a sexual abuse case, she said, "You sometimes don't find out until the child is 13 or 14 years old. The kids love their parents. They don't want to tell. They're scared."

Carlson listed some things that might indicate child abuse: repetitive patterns of unexplained bruises; a child who is frightened of adults or seems needy or clingy.

That Child Abuse Hotline number is 1-800-342-3720.

Services are for everyone

GOSHEN — The Elizabeth Steinberg case is a complicated tragedy, says Dana McIlnay, a child protective services (CPS) worker in Orange County. "There seems to be so much involved. Somewhere along the line, the mother and the father were victims also."

McIlnay, a member of Orange County CSEA Local 836, notes that child abuse investigations are thorough.

"We contact the source (of the report) and ask questions. Then we call the child's doctor, local hospitals for any emergency room reports, the child's school. We check on other children in the family. We may even call the local police department to see if the family is known."



Dana McIlnay

Resolving the family's problems is a team effort.

"There are so many dynamics involved," McIlnay stresses. "The parents, the children, other relatives — they may all need services."

Those services are as diverse as each person. While one parent's problem may be alcoholism, the other may need help in parenting skills. The children also may require counseling or other services.

"We're there to assess the situation," McIlnay says. "We're there to help the family plug in to the resources they need."

McIlnay may need two months to establish a trusting relationship with a parent.

"We're not the threat. Hopefully, we're the remedy," she says.

Once that trust is established, a CPS worker follows up with the family for up to 18 months. During that time, the worker is available to help the family set and attain its goals and make any referrals needed.

Children who must be placed in foster homes are also part of the treatment plan, since the CPS worker's goal is to reunite the family into one cohesive unit.

"The greatest follow-up is when a family calls and says thank you," McIlnay remarks. "We have very concerned child protective services workers. There's a lot of positive aspects to this job."

Use reliable adoption agency

CARMEL — A mother who wants to place her newborn baby for adoption should work with a reputable agency, says a Putnam County adoption caseworker.

Apparently, Elizabeth Steinberg's mother gave the child to attorney Joel Steinberg, thinking he was going to place her with a suitable family.

But Steinberg kept the child and managed to circumvent the very legal system that might have protected her from her tragic death.

"We do a pretty in-depth home study," says caseworker Peggy Carter. "People are checked out and investigated through the Department of Social Services. Steinberg never went through the courts for approval of the adoption. We see to it that all the steps are taken."



Peggy Carter

Joan Newman

But healthy white babies are difficult to come by these days, says Carter, and prospective parents are anxious.

"When you work through an agency like ours, it's a long wait," she points out. "Single mothers are keeping their babies or working with their doctors or through private attorneys."

CSEA to elect a 215-member delegation to AFSCME's 1988 LA convention

CSEA will be sending 215 elected delegates to the 1988 AFSCME Biennial Convention to be held in Los Angeles, Calif., June 19-24.

CSEA delegates will be elected on a regional basis. Each CSEA region will elect the number of delegates which it is entitled to on the basis of membership strength in accordance with the AFSCME and CSEA constitutions. Candidates must be CSEA members in good standing as of Feb. 5, 1988.

Based on the AFSCME Constitution formula, the following number of delegates will be elected from each region:

Region I	46
Region II	19
Region III	38
Region IV	39
Region V	37
Region VI	36

Expenses for the delegates for transportation and room and board at the AFSCME Convention will be paid by CSEA.

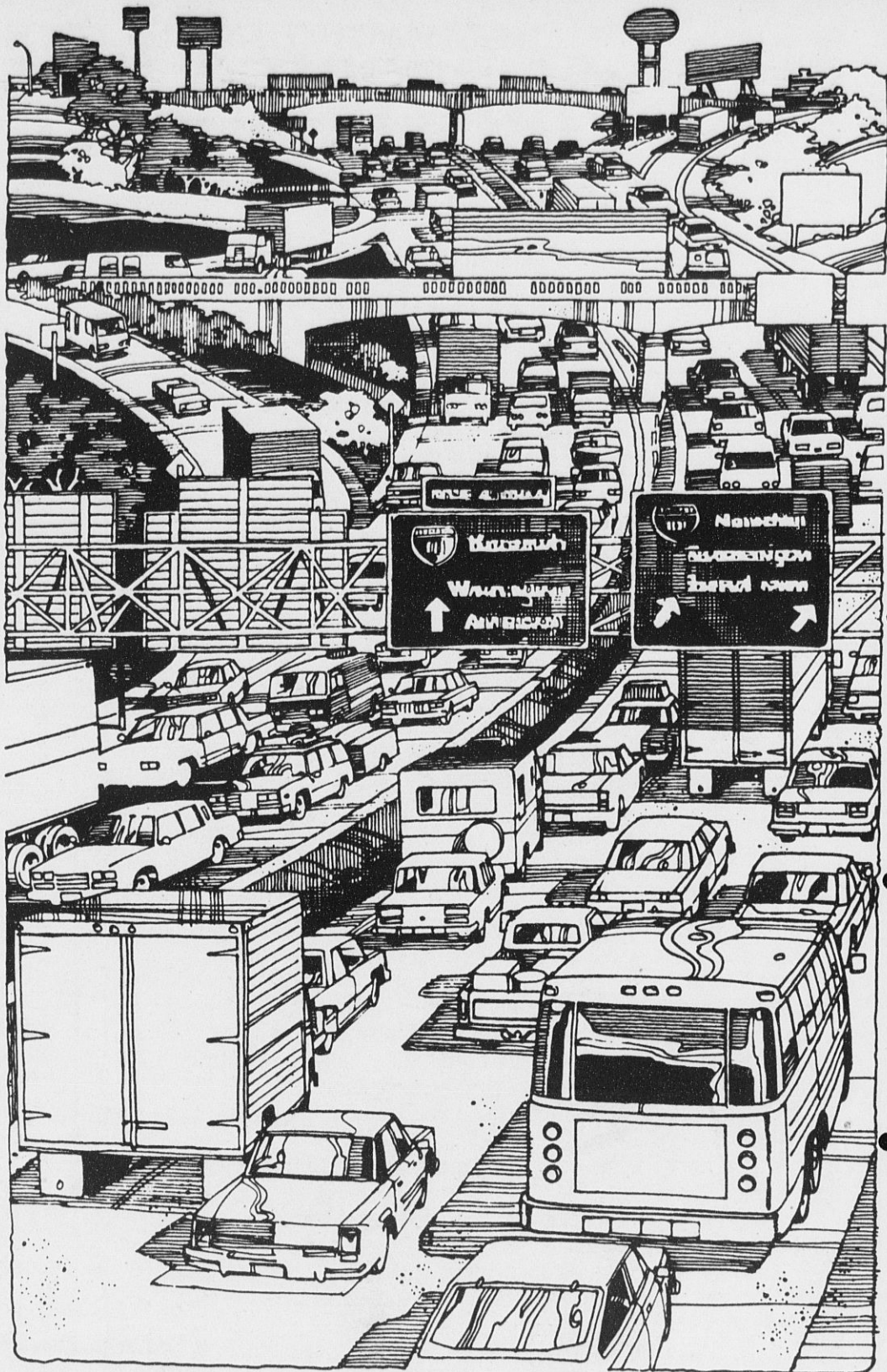
If an elected delegate is unable to attend the convention the individual from that region with the next highest number of votes will attend in his or her place.

Regional nominating meetings scheduled Saturday, March 5

Regional nominating meetings will be held Saturday, March 5, 1988, for the election of CSEA delegates to the 1988 biennial convention of the American Federation of State, County and Municipal Employees (AFSCME), AFL-CIO, to be held in Los Angeles, Calif., June 19-24, 1988.

The March 5 regional nominating meetings will begin at 10 a.m. and be held at the following locations:

Region I	Regional Office 300 Vanderbilt Motor Parkway Hauppauge
Region II	Regional Office 11 Broadway, Suite 1500 New York, New York
Region III	Regional Office Old Route 9 Fishkill
Region IV	Albany Thruway House Washington Avenue Extension Albany
Region V	Hotel Syracuse 500 South Warren Street Syracuse
Region VI	Treadway Inn 8204 Park Road Batavia



Nominating procedures listed for selecting delegates to the AFSCME biennial convention

Any CSEA member in good standing as of Feb. 5, 1988, shall be entitled to be nominated as a delegate to the AFSCME Convention. Any member in good standing as of March 5, 1988, shall be eligible to nominate delegates to the AFSCME Convention.

Nominations will be made at meetings to be conducted in each CSEA region on Saturday, March 5. Meetings will continue until such time as all those present who desire to make nominations have been given the opportunity to do so.

Persons nominated to serve as delegates from a region must be members of that region and be nominated by members from that region.

Persons nominated need not be present at the nomination meeting.

A qualified CSEA member may nominate as many candidates for delegates as he or she desires, not to exceed the total number of delegates to be elected from that particular region.

The nominator must provide the name, address, work telephone number, home telephone number, Social Security number and CSEA local number of the nominee. Nominations must be submitted on an official form, available at the meeting, and instructions given at the meeting must be followed.

Nominations may be made by slates; that is, a number of individuals who will appear on the ballot as running together or under a particular designation. Persons nominated by slate will appear on the ballot in the order in which they are nominated.

The ballot will provide that individuals who are running on a slate can be elected individually, separate and apart from the slate.

Individuals who make multiple nominations must state whether nominations are made individually or as a slate.

Member honored for Lake George heroics

CSEA's motto is "We serve" and Wilton Developmental Center CSEA Local 416 member Lisa Lashway lived up to it proudly in an emergency. It was on that night that Lashway, a therapy aide, dove into Lake George without any thought for her own safety to save a wheelchair-bound client who accidentally jumped a barrier on the dock and landed in 12 feet of water.

The Wilton clients were waiting for a bus back to the facility following a day-long outing when the incident occurred.

Lashway immediately responded and brought the client to the surface but had difficulty holding him up because there was nothing to hold onto.

Fortunately, **Jim Keitzman**, a muscular football player for Colgate University saw her struggling and jumped in to help. Together they were able to bring the client to safety. Although rushed to the hospital for an examination, the client suffered no ill effect from the incident.

In presenting Lashway and Keitzman with special awards recently, **Office of Mental Retardation and Developmental Disabilities Commissioner Arthur Webb** praised Lashway saying "this is the kind of situation where our staff members, not only at Wilton but elsewhere, really put themselves on the line."



Lashway, Webb and Keitzman

Movin' up



Sheila Sears, left, new president of Utica State Employees CSEA Local 014, recently honored outgoing long-time local president **Ed Lavin**. Lavin was promoted to a new state job not represented by CSEA. Lavin also had been serving as vice-chairperson of the CSEA statewide Judicial Board.

This, that

AND THE OTHER THING

If you have an item of interest for *This, That & the other thing*, bring it to the attention of your CSEA regional communications associate. Their phone numbers are listed on page 2.



The headlines on the Albany papers just don't get any bigger than when CSEA makes news!

Long Island plans political action

The CSEA Region I Political Action Committee will be holding two workshops in March.

The workshops, which are geared for members in local government, will cover such topics as: lobbying, forming political action committees, how political action helps members in contract negotiations, endorsement of candidates and how political action can decrease your medical bills.

Suffolk County — March 3
CSEA Region I Office
300 Motor Parkway, Hauppauge
6:30-9:30 p.m.

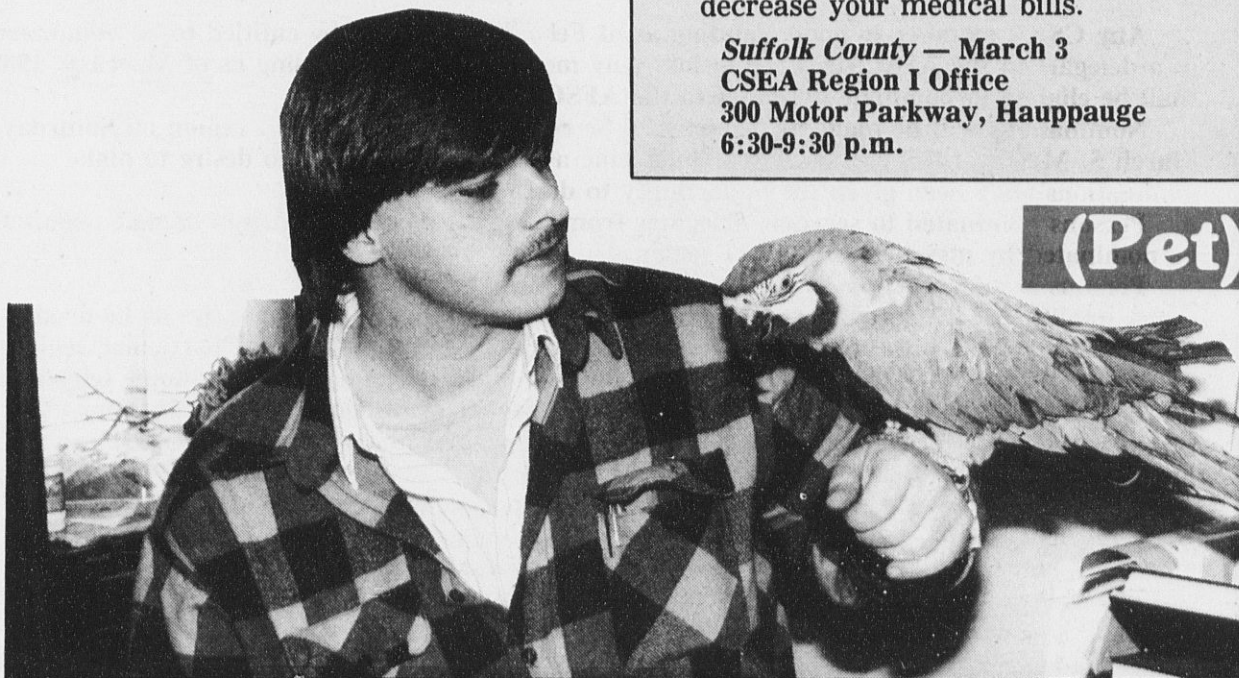
Nassau County — March 24
Eisenhower Park (building to be announced)
East Meadow
5:30-8:30 p.m.

These workshops are the first in a series planned for all CSEA members, including school districts and state employees, according to **Stephanie Teff**, CSEA Region I Political Action Coordinator.

Sandwiches and beverages will be served at both workshops.

Seating is limited. Please call the Region I office to make your reservations, 273-2280.

(Pet) Shop Steward



Meet Emmy...the one with the feathers! Letchworth Developmental Center Local 412 Treasurer **Martin Sherrow** shows off the Local 412 mascot and her lovely blue and yellow colors. Emmy can say hello and lives in the Local office at Letchworth where she greets visitors in Sherrow's office. Now if she can just learn the Institutional Services Unit contract by heart...

Murder suspect arrested

Patient indicted in death of therapy aide Clara Taylor

Compiled By Anita Manley
CSEA Communications Associate

NEW CITY — More than six months after Therapy Aide Clara Taylor was brutally murdered while working alone in a Rockland Psychiatric Center ward, a patient who resided in that ward has been arrested and charged with her murder.

Rockland County District Attorney Kenneth Gribetz announced that 37-year-old Larry Logan had been arrested at the Mid-Hudson Psychiatric Center in nearby Orange County. Logan was transferred there shortly after

Taylor was found murdered on July 17 in a transitional ward on the grounds of Rockland Psychiatric Center.

District Attorney Gribetz blasted staffing policies at the facility during a press conference called to announce Logan's arrest.

"You can't leave one person alone on a ward," Gribetz exclaimed. "The only way to prevent this from happening again is to upgrade staffing."

The death of Taylor, a 47-year-old mother of nine children, symbolizes the potential danger employees face in understaffed facilities throughout the state's mental hygiene system, said CSEA statewide President William L. McGowan.



Clara Taylor

"Nothing has changed since her death ... workers are still being put at needless risk. Understaffing and irresponsible assignment patterns continue to place therapy aides alone on the wards," McGowan charged in calling on the state to improve statewide staffing policies at mental hygiene facilities.

And because there is no statewide policy preventing a single employee from working alone on wards, McGowan added "the Office of Mental Health, Division of the Budget and even the Governor himself must bear some of the guilt in this death."

And although Rockland Psychiatric Center officials have changed their local policy so that at least two persons must now be assigned to a ward, CSEA Local 421 President Glenda Davis said that is being achieved only through forced overtime.

"Only through tremendous amounts of compulsory overtime is even this amount of minimal coverage being achieved" at Rockland Psychiatric Center since Taylor's death, Davis said. "Unless adequate staffing is provided, the indictment handed down today will really mean that a battle may have been won, but a war might have been lost."

"Mrs. Taylor's death should not be viewed as an isolated event," Davis added. "It can happen again. Perhaps nothing could have prevented this horror but maybe if only one more person was on duty that night, this mother of nine might still be alive."

CSEA Region III President Pat Mascioli, too, expressed his concern "for the thousands of direct care workers who put their lives on the line every time they come to work. Let our state and local officials be put on notice," Mascioli said, "that CSEA will not be silent until our facilities are adequately staffed. Until then, Clara Taylor will not rest in peace."

As for murder suspect Larry Logan, psychiatric examinations will be scheduled by the court to determine if he understands the charges and can assist in his defense. District Attorney Gribetz said if Logan is found to be incompetent to assist in his defense, he will be treated until he is competent and then tried.

However, the district attorney said, if Logan is found through either a trial or by examination to have been insane at the time of the killing, he would be hospitalized until judged to no longer be a threat to himself or others.

Logan pleaded innocent during his arraignment and was ordered returned to the Mid-Hudson Psychiatric Center.

The suspect was admitted to Rockland Psychiatric Center in September 1984. At the time of Taylor's death last July, Logan was a patient in the transitional ward where Taylor worked and was killed. He was within a couple of weeks of being released when the murder occurred, Gribetz noted.



HANDCUFFED MURDER SUSPECT Larry Logan is escorted to his arraignment.

—Photo courtesy of Rockland Journal News



LOOKING OVER PAPERS concerning the indictment of Larry Logan for the murder of Clara Taylor are, from left, CSEA Executive Vice President Joseph E. McDermott, CSEA Region III President Pat Mascioli and Rockland County District Attorney Kenneth Gribetz.