

THE PUBLIC SECTOR

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

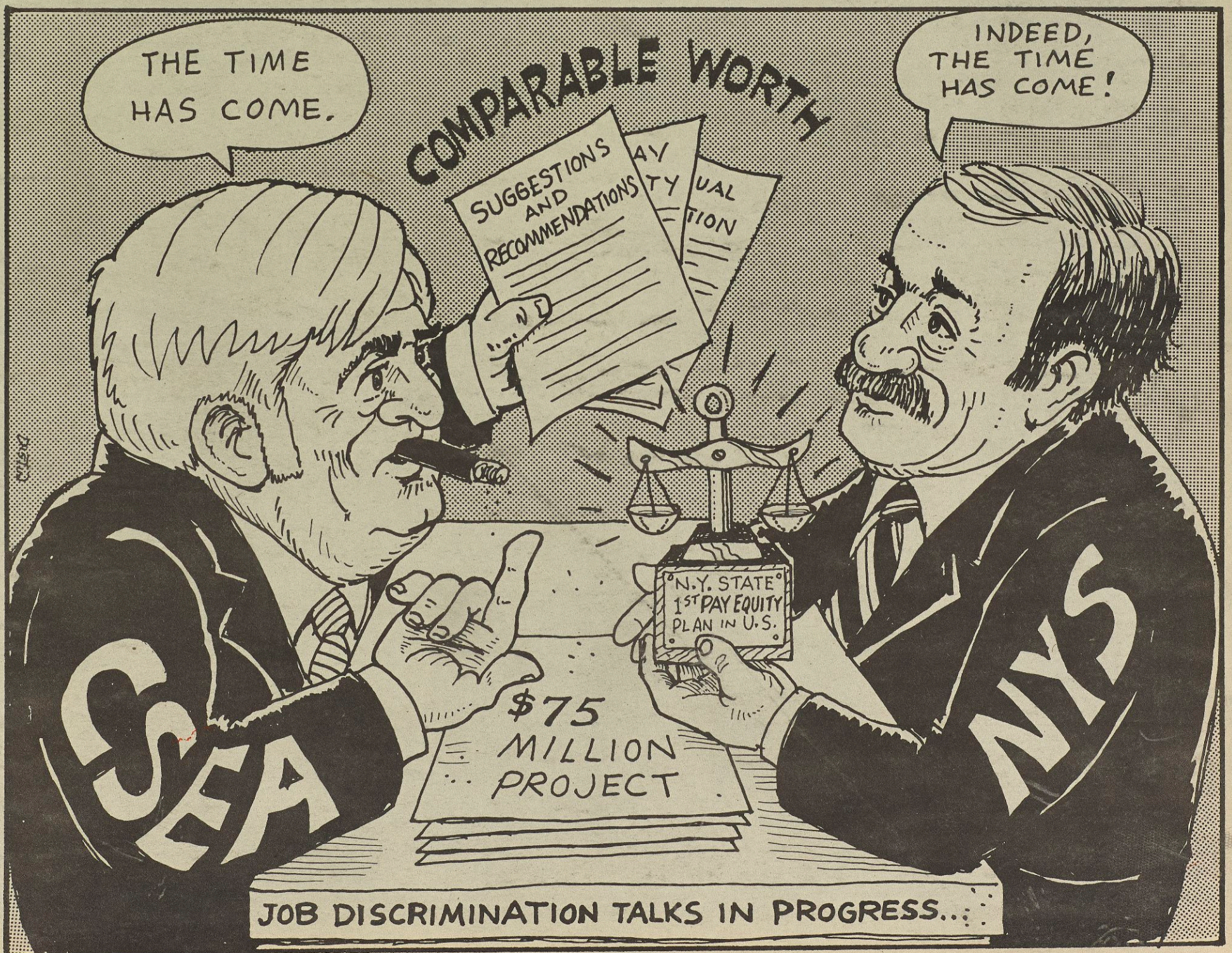
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Monday, January 26, 1987

What's the story on comp worth?

A little prodding gets 'em plodding

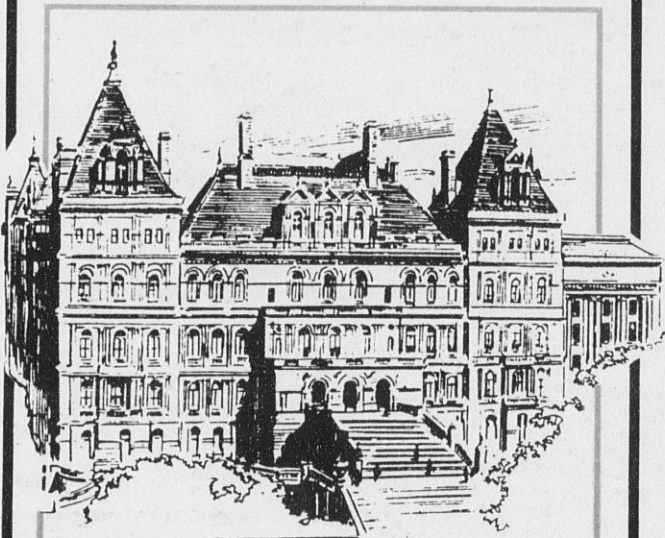
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BEING MORE AWARE ABOUT DRUGS
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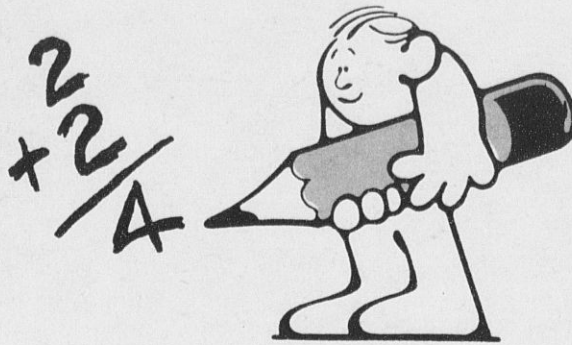
LEGISLATIVE PACKAGE UNVEILED
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COMBATTING CONTRACTING OUT
.....PAGES 16 and 17

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CLASS No. 1

Date: Thursdays, March 19 - June 4
Time: 5:30 - 7:30 p.m.
Place: STONY BROOK (S.U.N.Y. at Stony Brook)

CLASS No. 2

Date: Thursdays, March 19 - June 4
Time: 5:30 - 7:30 p.m.
Place: NEW YORK CITY (CSEA Region II Office, 11 Broadway)

CLASS No. 3

Date: Wednesdays, March 18 - June 3
Time: 4:00 - 6:00 p.m.
Place: THIELLS (Letchworth Village Developmental Center)

CLASS No. 4

Date: Wednesdays, March 18 - June 3
Time: 5:00 - 7:00 p.m.
Place: ALBANY (State Campus, Dept. of Labor, Building 12)

CLASS No. 5

Date: Thursdays, March 19 - June 4
Time: 5:30 - 7:30 p.m.
Place: SYRACUSE (Sen. John Hughes State Office Bldg., 333 E. Washington St.)

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Date: Wednesdays, March 18 - June 3
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Public SECTOR

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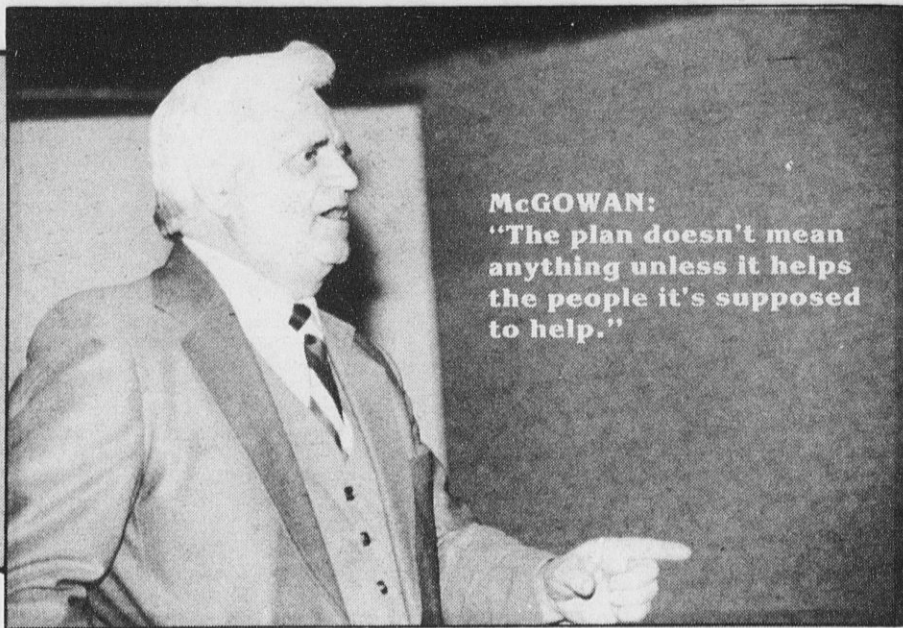
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McGOWAN:
 "The plan doesn't mean anything unless it helps the people it's supposed to help."



HARTNETT: "Expect an announcement within four months."

Resolving snags in comp worth plan

By Stephen Madarasz
 CSEA Communications Associate

ALBANY — At the insistence of CSEA President William McGowan, a top level meeting was called in Albany last week to put discussions on implementing comparable worth adjustments for the state workforce back on track.

CSEA negotiated with the state in 1985 to set aside a total of \$75 million to ensure the findings of two studies of inequities in the state system would be put into effect. It was negotiated to correct historic wage discrimination in job titles held primarily by women and minorities and is the first plan of its kind in the nation to guarantee adjustments.

Since the studies were released in the fall of 1985, CSEA has been meeting every other week with the state's interagency task force to discuss the actual "nuts and bolts" of implementation.

But in recent months the discussions have bogged down over poor communication and CSEA concern that its suggestions have only received "lip service". Following the most recent reports on the lack of progress, McGowan was prompted to intervene.

"I wanted to make sure that we cleared the air over all the unresolved problems to get this thing moving again," says McGowan.

While CSEA wants to see the adjustments in place as soon as possible, it also wants to make certain that its input is considered in the decision-making process. "The plan doesn't mean anything unless it helps the people it's supposed to help," he comments.

Following his meeting with Governor's Office of Employee Relations Director Thomas Hartnett, McGowan expressed cautious optimism that the process will start producing some positive results very soon.

Meanwhile at a separate forum in Albany, Hartnett told an audience to expect an announcement on implementation plans "sometime within the next four months".

CSEA Director of Research William Blom, who has headed the union's work on the plan, points out however that "an announcement" does not mean the plan will necessarily be put into place within four

months. He explains the work done now will mean fewer problems down the road: "it's easier to make changes now than later."

Adds McGowan: "These adjustments were fairly negotiated and our members are going to see the money that's coming to them — we're just going to keep talking until we know the way it's distributed is the best for everyone."

Understanding the issue

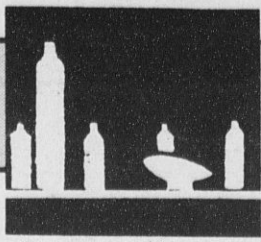
The terms "pay equity" and "comparable worth" are used interchangeably to describe the concept of paying wages based wholly on the skill, effort and responsibility of the job, and working conditions, and not on the gender of the person performing the job. Traditionally, jobs held primarily by women, such as clerical, nursing, sales and service jobs, have been underpaid relative to jobs held primarily by men which require similar levels of skill, effort and responsibility.

But "pay equity" and "comparable worth" should not be confused with "equal pay for equal work." While we believe strongly in the concept of equal pay for equal work, the pay equity issue revolves around comparisons of the level of skills, responsibility and effort that are required in jobs which are different but which are of relative equal value or worth to an employer.

Comparable worth, or pay equity, has been moved to the front burner because, despite the passage years ago of major federal civil rights legislation aimed at

ending job discrimination, the economic position of American women has deteriorated. "Equal pay for equal work" laws have done little to close the wide pay gap between men and women because there are relatively few occupations in which men and women do identical work. Eighty percent of working women are concentrated in less than 25 occupations, and more than half of all women work in occupations which are more than 70 percent female occupied. One quarter of all women work in jobs which are 90 percent female occupied. Pay equity is designed to reach the wage inequities associated with such job segregation.

But comparable worth is not only a women's issue — it is also a minority issue. That's because many of the jobs in which women have been segregated are also disproportionately minority jobs, e.g., food service workers, cleaners, etc. In many cases, identifying and remedying under-valued jobs benefits women and minorities.



Venting frustration leaves CSEA fuming

ALBANY- Health and safety questions first raised by CSEA Office of General Services Local 660 regarding the state Health Department's laboratory ventilation system in the Corning Tower of the Empire State Plaza more than a year ago have still not been answered.

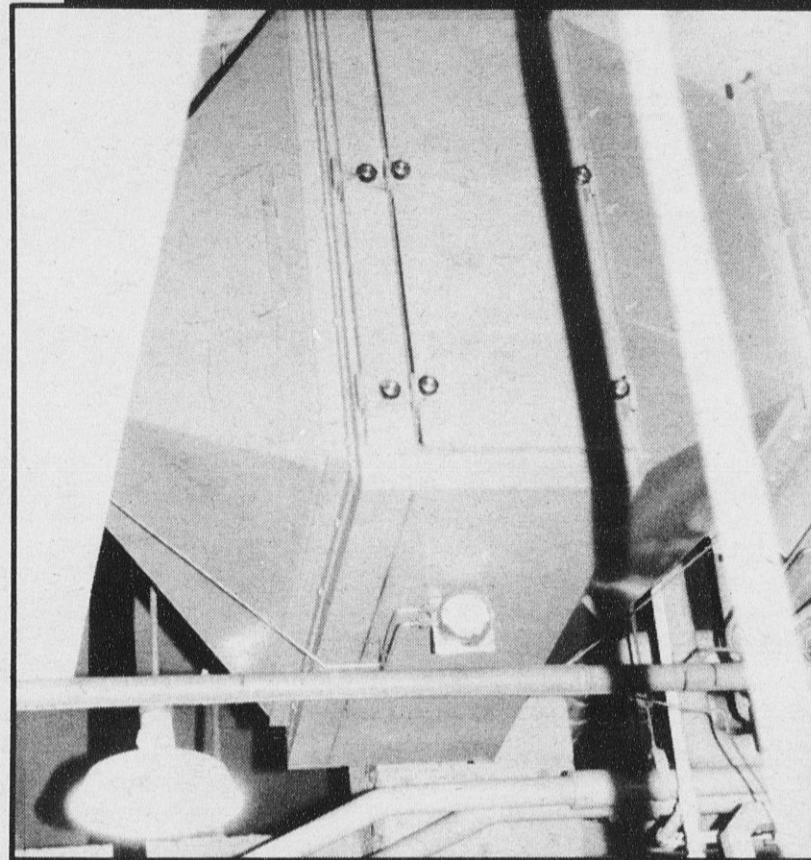
The dispute, which was reported in the PUBLIC SECTOR last summer, has also led to a grievance over the disciplinary transfer of a supervisor who refused to assign men to work on the system until they were told what dangerous substances they might be exposed to in their work.

The ventilation system services fume hoods from the Health Department laboratories in the building. The Department agreed to test the emissions in August 1986 when several employees became sick after working on the system's rooftop fans. To date that testing has not begun and the Health Department has rejected some of CSEA's suggestions on testing procedures that would ensure the most comprehensive results.

Ironically, it is the Health Department that administers the state's right-to-know law under which the testing was requested by CSEA. The Health Department concedes that there has never been an overall evaluation of the ventilation system. CSEA has also been unable to get a straight answer from the Department of Environmental Conservation on whether the Health Department even holds the necessary permits for the ventilation discharge.

"This has been a serious ongoing problem that needs management's attention" explains Local 660 President Leroy Holmes. "Our people want to do the job, but they don't want to be put in danger."

"We're getting nothing but double-talk from the Health Department says local Health and Safety Committee Chairman Clement Bonificio. "Depending who they're talking to and when,



What's inside is what local 660 members want to know about the ventilation system pictured above. The system services Department of Health laboratories and has never been completely evaluated.

they either are or aren't doing AIDS research in this building, to give you just one example of what we're concerned about."

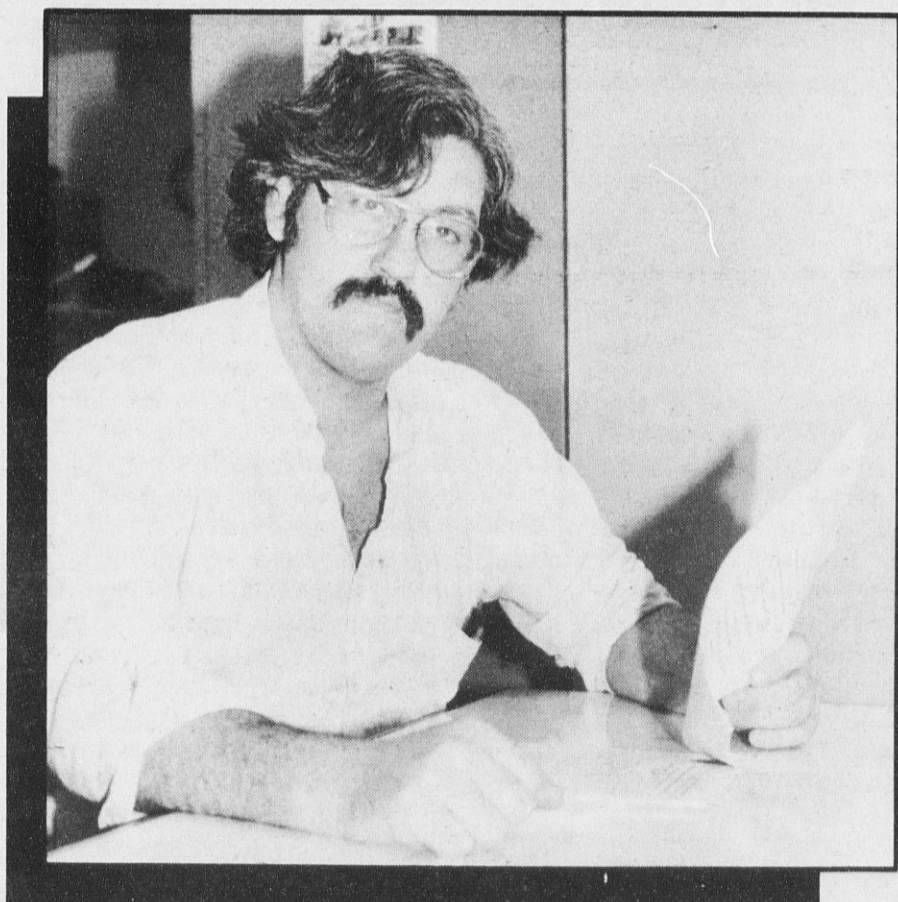
Under a previous agreement, CSEA workers are not required to service the ventilation system until the test are complete and they are outfitted with the appropriate equipment. They have, however, been under increasing pressure when they refuse.

It was just such pressure that the local claims led to the transfer of the supervisor who could not get answers to questions about the substance exposure. It also led management to undertake a filter change on its own - a project that raised serious procedural concerns.

According to Fred Krieg, a member of the local committee, he volunteered as an "observer" on that project to see how it would be carried out by a management team from a health and safety perspective. In a memo to the committee, he describes his surprise at the reckless disregard for health and safety demonstrated by the management team:

"As an observer trying to learn from management...the correct procedure in the use of safety equipment and how to handle hazardous contaminants, I felt I got a lesson on what not to do because of: 1) They all after a while removed their respirators during those times away from the fan unit and in some cases would have the respirator off at the fan unit. 2) During their work I observed numerous occasions lifting their respirators to breath or communicate, exposing their face to the contaminants on the glove and possibly the air near the fan unit. 3) During a break in the changing of the filters, they all drank soda while still having their gloves and coveralls on.

"We just want to know what we're dealing with" says stationary engineer Chris Masters. "We don't have any problem doing the work if we have the proper equipment and are showed the right way to use it. But, because there's no way of knowing what's in there- who's to say whether the equipment they're providing is adequate."



Local 660 Safety Committee Chairman Clement Bonificio reviews some of the correspondence over the issue.

Seven psych centers share praise for quality care

Buffalo
Psychiatric
Center

—But understaffing still a serious deficiency

By Chuck McGeary
CSEA Communications Associate

ALBANY — The statewide Commission on Quality Care for the Mentally Disabled recently announced that seven facilities rated highest among New York State psychiatric centers. But, while pleased with the ratings, CSEA officials point out that serious deficiencies still exist in these and other facilities throughout the state.

The Quality Care Commission, a state watchdog group, is responsible for monitoring care at 25 state psychiatric centers for adults, six psychiatric centers for children and 12 psychiatric units for children and youth. It has been releasing individual reports of its review of the state facilities over the past year. The Commission says it will release a report on overall conditions sometime in February.

Commission members made surprise visits to the centers and based their evaluations on all aspects of patient care—everything from quality of food, to living conditions, to caliber of treatment provided by professional staff.

Sharing the Commission's praise were six facilities from CSEA Central Region V: Binghamton Psychiatric Center; Elmira Psychiatric Center; Hutchings Psychiatric Center; Mohawk Valley Psychiatric Center (formerly Utica and Marcy); St. Lawrence Psychiatric Center; and Willard Psychiatric Center. The seventh was from CSEA Western Region VI: Buffalo Psychiatric Center.

In offering congratulations to the dedicated employees who made the special ratings possible at the facilities, CSEA Region V President James Moore put the commission findings into perspective by noting: "The fact these facilities were able to achieve high ratings in the face of staff shortages, particularly in MHTAs is particularly commendable."

Adds CSEA Region VI President Robert Lattimer: "it's a shame the people who make these ratings very rarely recognize the employees — those who actually make the quality care come about."

The PUBLIC SECTOR also contacted presidents of the CSEA Locals at the seven highly rated centers for comments on the results:

DAN SPRING, PRES. LOCAL 441 BINGHAMTON PSYCHIATRIC CENTER—

"The Quality Care ranking is fine as long as we continue to focus on our priority needs. New arrivals from other facilities have increased our shortage of T.A.s (Therapy Aides). We hired eight in December and several of those have quit. The question most often asked is: Who trains the new arrivals? The shortage of staff has also meant little or no time off or vacations and more incidents of staff stress and 'burn out'. In spite of staffing problems, the facility still managed to win a quality care rating. We give 150 percent here and it shows!"

TOM WARD, PRES. LOCAL 437 ELMIRA PSYCHIATRIC CENTER—

"Of course we are proud of our facility rating. To receive commendable recognition for the employees is certainly appreciated, but we should not lose sight of the constant need for direct care staff. There is — and will continue to be — a need for more therapy aides and LPNs, the 'hands on' people who care for the clients".

SHARON CONNOR, PRES. LOCAL 435 HUTCHINGS PSYCHIATRIC CENTER—

"We have had some improvement in the hiring of additional staff. From September 30 to December 31 the ratio has been 2 to 1 for the hiring of therapy aides over registered nurses. This may have been a result of the recent 'hiring freeze' here, I don't know. As for the quality care commendation, I'm sure our employees will take it in stride and continue their quality service to the clients."

EDWARD "BUD" MULCHY, PRES. LOCAL 434 MOHAWK VALLEY PSYCHIATRIC CENTER—

"Sure, they pat us on the back and say

well done, but they haven't hired a therapy aide here in four years. According to our information — and it is accurate — they recently hired 40 new people: 20 LPNs, 10 RNs, and 10 food service workers. There is still a critical need for 'hands on' therapy aides to work with the clients."

DON CALKINS, PRES. LOCAL 423 ST. LAWRENCE PSYCHIATRIC CENTER—

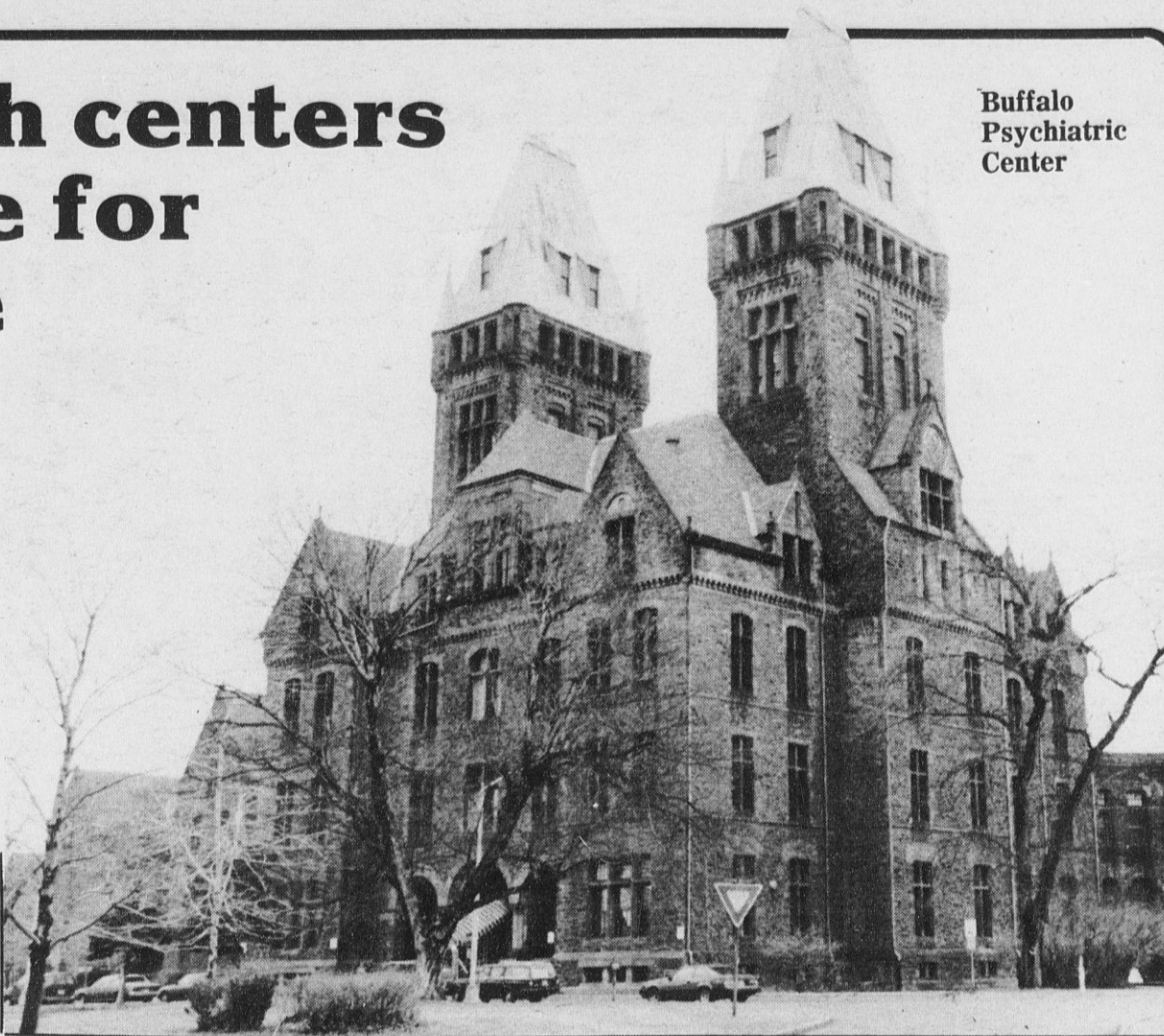
"The Quality Care Commission has learned what we have known for some time — that we have dedicated employees at St. Lawrence Psych. Center. It takes effort from many sources to achieve a good rating. And some credit should go to the good working relationship between the union and management at our facility. Although we have a critical shortage of MHTAs, the employees continue to perform over and above the call of duty."

MARGARET BUNN, PRES. LOCAL 428 WILLARD PSYCHIATRIC CENTER—

"The quality care rating is the good news, the bad news is we are still short-staffed on all shifts throughout the facility. We have an urgent need for more therapy aides. Morale is generally down as a result of stress due to the extra hours the employees are forced to work."

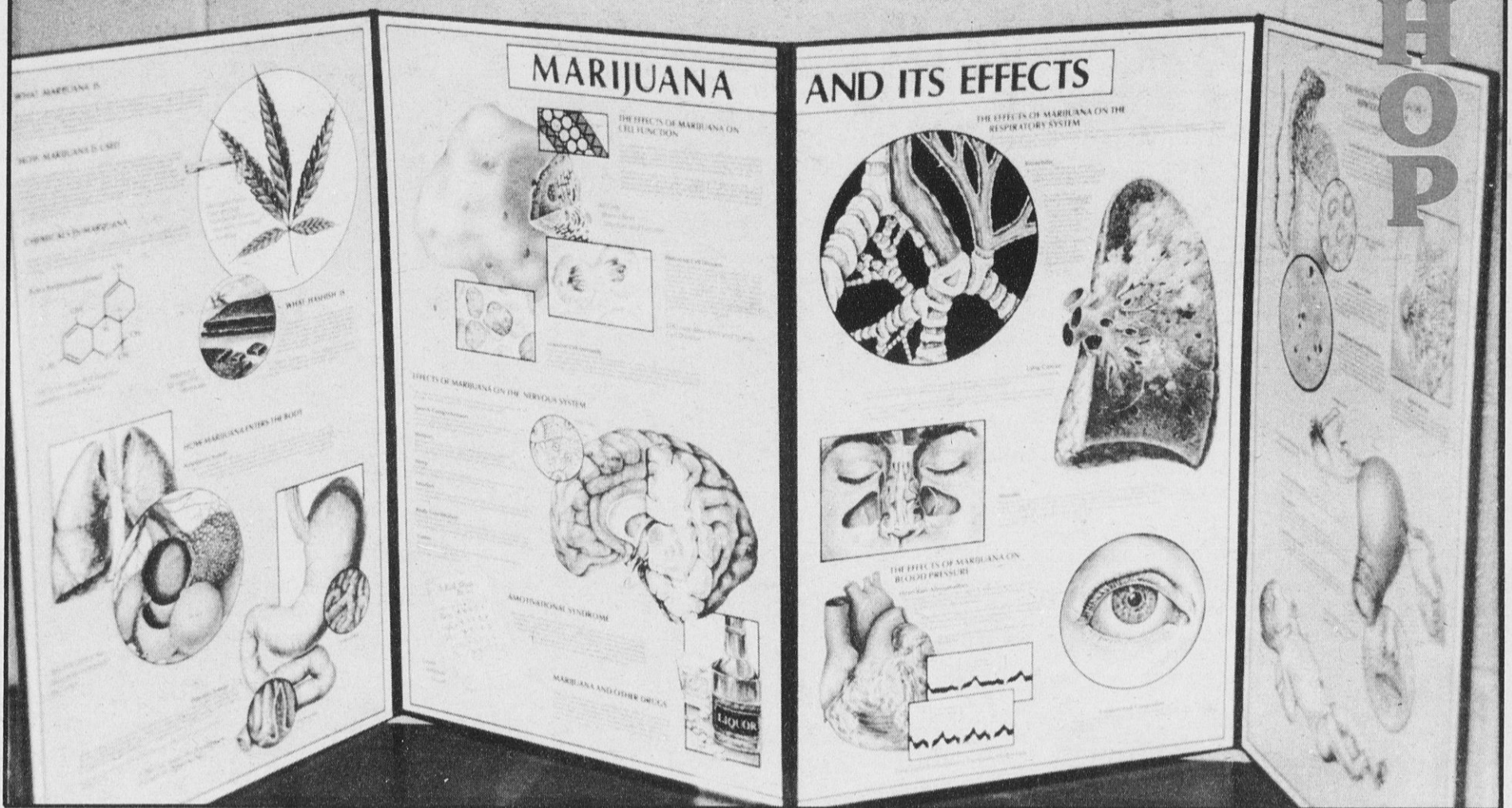
JOSEPH POLITO, PRES. LOCAL 403 BUFFALO PSYCHIATRIC CENTER—

"We agree that BPC should be ranked in the upper echelon of state psych. centers because our fellow workers take a great deal of pride in what they do. But we have a lot of concern about the way this so called rating came about and who was given credit in the media for it. No mention was made of the employees who provide the direct care and support services for the clients. If there was any improvement made, it was because of their efforts."



EAP EDUCATION WORKS

HOP



By Lilly Gioia

CSEA Communications Associate

STATEN ISLAND — Packing a barrage of facts about everything from marijuana to cocaine into a brief, two-hour session was no easy job for South Beach Psychiatric Center's Employee Assistance Program (EAP) Committee.

But more than 160 CSEA Local 446 members attending the committee's Drug Abuse Workshop rated the effort as top notch, according to Gary Bisognia, facility EAP coordinator.

A hard-hitting video portraying the horrors

of crack addiction started the morning session, followed by a four-member panel discussion led by a drug counselor, a police officer and an educational consultant at a rehabilitation center. The fourth panelist was a recovering addict who spoke powerfully and honestly about the problems drug dependency caused in his life.

"I was surprised how people got up before the entire audience to ask questions," said Bisognia, who was a South Beach therapy aide and CSEA member prior to accepting the EAP post three years ago.

"I hoped this program would break

through some of the ignorance many people have about drugs," he continued. "Too often in EAP we hear comments like, 'When I was doing my son's laundry, I found rolling papers in his pocket and I don't know what to do.'"

CSEA Local 446 President Peter Antico noted that the program could help stop drug problems.

"By doing this type of program, I'm sure the committee wanted to provide an ounce of prevention in hopes of heading off problems before they become so serious," Antico said.

Once the idea to hold a drug conference abuse workshop took hold, the eight-member EAP committee began by gaining active management support, a key factor in making a large turnout possible during work hours. They then proceeded to put in four months of planning to achieve two main goals:

1. To provide first-hand knowledge about drug addiction useful to workers in a mental health facility.

2. To provide parents present with practical help in spotting warning signs of drug problems in a family.

Using eye-catching displays and a variety of literature to convey information, the workshop's total package achieved the desired impact. Immediate and confidential drug abuse referrals were made available on the spot for anyone interested.

The entire program was videotaped for possible use on other shifts and for future educational purposes.

Reflecting on the success of the workshop, Bisognia said he sometimes still misses working directly with the South Beach patients.

"But I feel like I'm doing some good working behind the lines to help staff work better with the patients," he said.



THE MEMBERS of the South Beach Psychiatric Center's EAP committee show off some of the material highlighted during their Drug Abuse Workshop. They are, from left: Rose Kelly, Ira Kleinman, EAP Coordinator Gary Bisognia, JoAnn Gardella, Gail Bertolotti, Sue McClenaghan, Ann Carelli and Tom Siniscalchi.

CSEA programs help

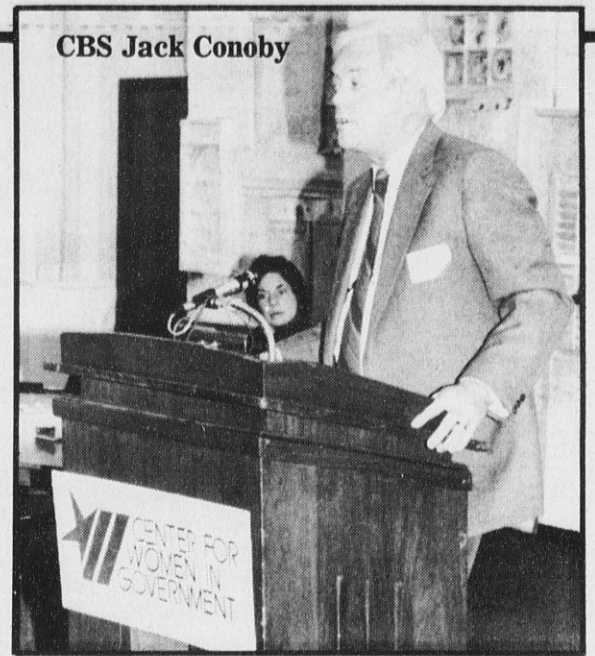
members meet the

challenge of technology

ALBANY — Even with the best designed state-of-the-art office technology, workers can still experience the same old problems including fatigue and stress difficulties. But it doesn't have to be that way.

A series of programs coordinated by the Center for Women in Government in conjunction with CSEA explain that planning and training make all the difference in successfully making the transition to an automated workplace. That preparation is essential since an estimated 75% of all jobs in the United States will involve some work with video display terminals (VDT) by the year 2000.

Working with CSEA, New York State is one of the first governments to develop a comprehensive approach to the changes technology is bringing to the workplace. A jointly negotiated statewide VDT policy is ready for release and will provide general guidelines designed to promote worker health and safety and boost productivity.



The policy is based on the most up-to-date information available and will be covered in detail in the next issue of the PUBLIC SECTOR.

Additionally, the Training and Technology Center run by the labor/management Clerical and Secretarial Employee Advancement Program (CSEAP) is in the forefront of preparing government workers for their new workplace. According to CSEA Administrative Services Unit Collective Bargaining Specialist Jack Conoby, the center's purpose is not only to teach the skills that allow employees opportunity for career advancement, but also to provide training in the best ways of using technology.

Says Conoby: "Technology doesn't work by itself, people have to make it work."

The Center for Women in Government program was targeted at New York State managers who will implement the new VDT policies and be responsible for its success.

The promise of new technology in the workplace is the ability to obtain and provide information and services more efficiently — meaning less wear and tear on workers. That promise is only delivered when workers know how to use the equipment properly, and can do so.

Surveys indicate that presently 40-80% of VDT users across the nation experience some job-related physical and mental health problems that can be traced to their workstation or habits. Most of these problems are minor such as tendonitis, tennis elbow, or arm/neck/or shoulder aches. Often people may not even associate them with their jobs.

David LeGrande, a health and safety specialist from the Communication Workers of America who presented part of the Center for Women in Government program, explained that it is simple to correct these minor problems. LeGrande says that while much office equipment is still non-adjustable, more and more managers are realizing that adjustable office chairs, VDTs, and workstations, while expensive, are necessary.

Marvin Dainoff, Director of the Center for Ergonomic Research at the University of Miami (Ohio), agreed and added: "We're just not used to the mechanics of the new office and that means we have to learn all over again how to work with it."

Dainoff also pointed out that the training and management of people must be viewed as an investment in an effective workplace.

The Center for Women in Government program, coupled with the VDT policy and the CSEAP Technology and Training Center are evidence that the investment is being made in New York State.

CSEAP training center expands

ALBANY — The joint CSEA-New York State Clerical and Secretarial Employee Advancement Program (CSEAP) will open the doors on its newly expanded Training and Technology Center in Albany on Thursday, January 29.

The center, located on the third floor of 855 Central Avenue, will host an open house between 11:00 a.m. and 4:00 p.m. featuring CSEA President William McGowan, Governor's

Office of Employee Relations Director Thomas Hartnett, and Civil Service Commissioner Karen Burstein.

Members are invited to visit the facility to learn about existing and future training programs designed to help them learn skills that increase career advancement opportunities.

CSEAP is open to all state employees in the Administrative Services Unit.



New residence could deplete staff at CIPC

CENTRAL ISLIP — While union officials welcome the spring opening of a community residence on the grounds of the Central Islip Psychiatric Center (CIPC), they worry that the new residence will deplete center staffing.

Under the proposal, about 15 center employees will be transferred to the 24-bed residence. CSEA CIPC Local 404 President Al Henneborn said he wants those people replaced at the center.

"The community residence proposal talks about using approximately 15 staff members," Henneborn said. "That's great, as long as they give us 15 new people."

Originally, the proposal called for the 24 residents to be transferred from CIPC to the new community residence. However, the program is geared to non-geriatric patients, and CIPC is primarily a geriatric psychiatric center.

So while the community residence could reduce the staff at the center itself, it will not change the patient population at CIPC.

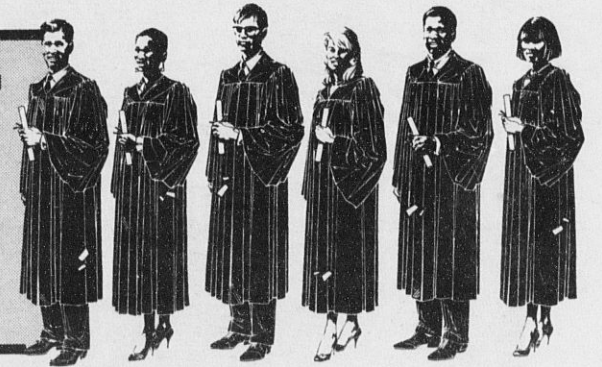
CSEA Region I President Danny Donohue said CIPC is already suffering from too few staff members and something must be done.

"The idea of community residence is certainly a good one, but only if it's properly staffed. We are horrendously understaffed as it is," Donohue said. "It's a problem which definitely must be addressed."



SITE INSPECTION — CSEA Region I President Danny Donohue, second from right, greets Central Islip Psychiatric Center Director James Ramseur, center, during an inspection of the site where community residence housing facilities will be constructed. CIPC employees Kenney Schnell and Joe Harbison, from left, and CSEA Field Representative Nick Pollicino, right, also were on hand to look over the area.

Now you can CAP off your college degree



ALBANY — A new, innovative program for state employees opened Jan. 12 in downtown Albany.

Called the College Assessment Project (CAP), it is a counseling center that will help people obtain college degrees. It is designed to benefit anyone who has previous college credits as well as those who have never taken any college courses but are interested in getting started.

Counselors will help people pursue degrees that best match their interests and learning styles.

In addition, the center will help participants gain credits by pursuing such non-campus options as "proficiency examinations" and "credit for prior learning and work experience" programs.

CAP does not award college degrees. But

it will recruit colleges to accept participants as students. It will also make available an easy-to-use computer called "DISCOVER" that can help users establish future

The CAP office is located at 90 State St. in downtown Albany. Office hours are 8 a.m. to 5 p.m. Mondays through Thursdays. Special appointments at other hours can be arranged.

CAP is financed by joint funds negotiated by CSEA and New York State under the union's Labor Education Action Program.

CSEA President William L. McGowan describes the operation as "unique, one of a kind."

It is open to state employees in the three statewide bargaining units, Administrative Services Unit, Institutional Services Unit and Operational Services Unit as well as participating state agencies such as the Division of Military and Naval Affairs, the Health Research Institute and the State University of New York Construction Fund.

Unique... one of a kind

educational and career goals.

The office will also maintain updated information about programs and schedules for all colleges in the Albany-area.

DISCOVER
how you can
set new goals

What is **DISCOVER?**

DISCOVER is an easy-to-use personal computer that can help you set future goals.

What can

DISCOVER

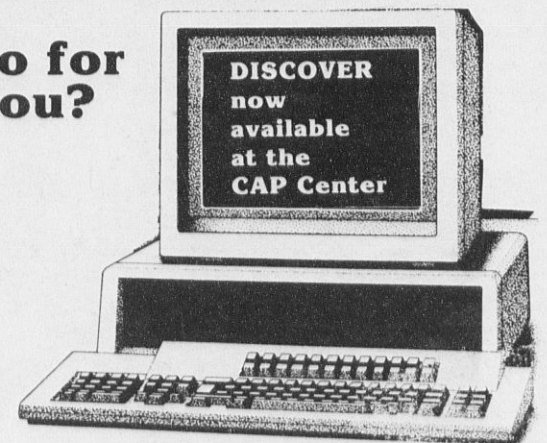
DISCOVER can help you...

- * understand the effects that change can have on your life and find new ways to cope with it;
- * learn some things about yourself that can help you make informed career decisions based on your interests, values and skills;
- * obtain valuable career information about more than 450 occupations.

You can use DISCOVER by:

- * calling the CAP office and making an appointment, or
- * walking into the office and if no one is on the schedule, using it.

do for
you?



Political Action 1987

Committee sets agenda, you make the difference

ALBANY- "You really have 'three bites of the apple' to gain benefits" explains Joseph Conway, Chairman of CSEA's 22 member statewide Political Action Committee. "If you can't make the gains through contract negotiations or lawsuits, the alternative is to go through the legislative process."

While acknowledging there is no guarantee of success in the legislative arena, Conway points out that the process does allow CSEA to "keep banging away" at issues until they are addressed.

The Political Action Committee sets the agenda for CSEA's political activities each year (for this year's program — see pages 10-12). The issues develop in a number of ways: they may come from unresolved contract disputes, or from class action legal decisions that need modification, or from individual concerns suggested by members.

According to Conway, CSEA's top priorities this session will be securing

permanent agency shop legislation and making sure long overdue pension supplementation is enacted for retirees.

In the past, CSEA legislative victories have ranged from bills of major significance, such as the Public Employee Safety and Health Act, to smaller issues like gaining the right for union members to serve on community service boards.

But usually CSEA's most important legislative achievements go unnoticed each year. That's because CSEA's strongest lobbying efforts occur behind the scenes during the hammering out of the state budget. Those efforts targeted at protecting and expanding existing programs and services, are often taken for granted once the state budget is in place.

In addition to establishing the legislative program, the Political Action Committee helps organize CSEA's lobbying activities. It works with the regional political action committees, CSEA's law firm, members,



PAC Chairman Joseph Conway

and staff to "get out the message" on issues of importance to CSEA and build legislative support through letter-writing campaigns, phonebanks, personal visits, media attention, rallies, and anything else that is necessary.

Conway notes, however, that the real success of CSEA lobbying efforts depends on the active participation of members in the political activities.

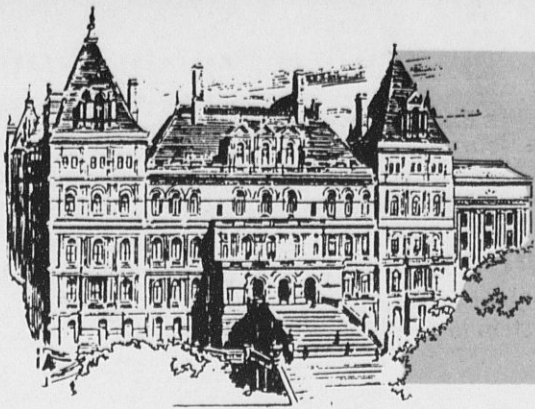
Joining with other unions in a coalition that is known as the Public Employee Conference, CSEA's PAC endorses other bills that would benefit all New Yorkers and works for their adoption.

There is also a long range responsibility for the PAC in endorsing political candidates for statewide office and the state legislature, who will be responsive to the needs of working people. The PAC recommends individual candidates to CSEA's Political Action Fund for campaign contributions and in-kind services, such as printing, volunteers, and phonebanks.

Says Conway: "I really believe legislative politics is a situation where you can effect change...As long as you follow all of the steps in the process, you stand a good chance- we can't be successful all the time but we can always keep trying."



Members of the CSEA statewide Political Action Committee review legislation during a recent meeting. At right is committee vice-chairman Michael Curtin.



CSEA's 1987 LEGISLATIVE PROGRAM

CSEA has prepared a very comprehensive package of proposed bills for the union's 1987 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 received bi-partisan support from those legislators who felt that non-members should be required to contribute toward the cost of services provided them by the unions. Public employees unions have demonstrated a responsible and aggressive attitude in bargaining on behalf of all of those they represent, not just union members. The law should be made both permanent and uniform for all public employees in New York State.

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 in derogation of the constitutional concepts of merit and fitness. The recently released 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 operators of video display terminals, including alternative work schedules, protection for pregnant employees, and it also establishes general specifications for terminals and furniture used in connection with VDT's.

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 (PEC)

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

MUNICIPAL HOUSING AUTHORITIES

This bill would amend Section 32 of the Public Housing Law to delete the requirement that salaries negotiated for employees of municipal housing authorities be approved by the local legislative body.

ROCKLAND COUNTY

This bill would prohibit the imputation of damages against a labor organization, officer or member of a labor organization for any illegal activity unless it is clearly shown that the individual organization, officer, or member actually participated in the illegal activity. Recently, CSEA was held liable for damages based upon the finding that one of its affiliated locals struck illegally. Without naming any representative of the parent organization or noting any involvement by such representative in participating, authorizing or subsequently ratifying the illegal activity, the employee organization was cast in damages. This finding is in direct contravention of the U.S. Supreme Court holdings that to find a parent organization liable without showing any participation, authorization or ratification of the illegal act would destroy labor unions in this country. *United Mine Workers v. Gibbs*, 383 U.S. 715.

GENERAL MUNICIPAL LAW §207-c

Chapter 696 of the Laws of 1985 extended the benefits of GML §207-c to detective investigators 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 §207-c.

PROBATIONARY EMPLOYEES SUBJECT TO MEDICAL EXAMINATION

This bill would clarify the status of probationary employees appointed subject to passing a physical examination to include in their probationary term the time served awaiting outcome of the medical examination.

PROBATIONARY AND TEMPORARY EMPLOYEES

This bill would allow time served by temporary employees in excess of a specified period to be considered time served in their probationary period.

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. Abatement does not necessarily require removal but a plan of monitoring and control in order to ensure employee and public safety is necessary. The definition of a public building is broad and encompasses not only buildings owned by public entities, but also those leased to public entities. Perhaps the most important aspect is that a violation is not tied to any particular air standard vis-a-vis quantity of asbestos fibers but, rather, relates to the condition of the asbestos itself and its likelihood to become airborne.

WORKFARE

This bill would revise Social Service Law §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.

SAFETY / HEALTH EXCEPTION

This bill would codify the safety/health exception to the work now — 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.

RECLASSIFIED POSITIONS

This bill would prohibit initial appointments to a reclassified position from among the individuals whose names appeared on the eligible list for the title prior to the time of reclassification.

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.

EXAMINATION ANNOUNCEMENTS

This bill would require examination announcements to be listed in the official newspapers of a jurisdiction the first day of each month.

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.

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 pensioner 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

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

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 was passed during the 1986 session and was vetoed (No. 34) by the Governor.

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 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, on a local option, a 25 year half pay retirement plan for correction officers of political subdivisions.

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 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 1, 1976.

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.

MEMBER BORROWING FOR TIER III AND TIER IV

This bill would allow members of Tier III and Tier IV of the New York State Employee Retirement System to borrow from their accumulated contributions to the Retirement System.

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 fifty-five without a pension reduction provided they have served at least thirty years. This bill would give the same option to members of Tier III and Tier IV.

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 service 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.

QUALIFYING SERVICE CREDIT

This bill would provide that the statutory minimum service requirements for eligibility for vesting, ordinary disability benefits, an improved 25-year benefit calculation formula, Article 15 disability and service retirement will be based on qualifying service credit. The qualifying service credit will be determined by the number of months during which the individual was reported as having earned service credit. The qualifying service credit will be determined by the number of months during which the individual was reported as having earned service credit.

SURVIVOR'S BENEFITS

This bill would equalize the death benefit for all eligible state retirees at \$3,000. Currently, individuals who retired prior to April 1, 1970, are eligible for only a \$2,000 death benefit.

TIER III ACCIDENTAL DISABILITY BENEFITS

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

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). This bill was passed by the Senate and Assembly last year and was vetoed by the Governor (Veto #40).

RETIREE HEALTH INSURANCE

This bill would prohibit municipalities 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

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CSEA's 1987 LEGISLATIVE PROGRAM

(Continued from Page 11)

information regarding the source, type and amount of any income, the identity and value of any property, the identity and value of the 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.

INPATIENT-OUTPATIENT STAFF-TO-PATIENT RATIOS

This bill would define the terms "inpatient staff," "outpatient 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. Hospitals providing outpatient services must not be staffed at a level below the number of authorized positions filled on January 1, 1983.

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.

OGS—CLEANERS

In late 1981, the Equal Employment Opportunity Commission and the Office of General Services entered into a consent decree regarding the classification of Cleaners and Building Service Aides. Unfortunately, individuals who had previously been employed as a Building Service Aide and subsequently had been promoted to a Cleaner were not covered by the consent decree. As a result, a small number of employees are receiving a lower salary for the performance of equivalent duties.

CIVIL SERVICE LAW SECTION 52—PROMOTIONAL OPPORTUNITIES FOR LABOR CLASS

This bill would amend the Civil Service Law §52 to allow employees in the labor class to take promotional examinations.

CIVIL SERVICE LAW SECTION 65(4)

This legislation would amend Civil Service Law Section 65(4) to provide that a provisional employee who has become eligible and reachable for permanent employment and who has been continued in such provisional position after the establishment of an adequate eligible list shall be entitled to a permanent appointment.

RESIDENCY REQUIREMENTS

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

MILITARY LEAVE—30 WORKING DAYS

Currently, the Military Law Section 242 requires that public employees get 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.

PROVISIONAL EMPLOYEES—PROBATIONARY TERM

This legislation would provide that a provisional employee who: (1) serves for a period at least as long as their probationary period; (2) is regularly evaluated; and (3) receives a permanent appointment for the same title in the same work location, would not have to serve a probationary period.

EXCLUSIVE REPRESENTATION

This legislation would grant an employee organization sole and exclusive representation rights upon certification or recognition.

BINDING ARBITRATION—DEPUTY SHERIFFS

This bill, which has been part of the Public Employee Conference Legislative Program in the past, would provide binding arbitration to deputy sheriffs and correctional officers jointly employed by any county and 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 or police district are provided binding arbitration under Civil Service Law Section 216.

ELIMINATION SCHOOL BUS STANDEES

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.

HEALTH INSURANCE REDUCTION—RETIRED STATE EMPLOYEES

This bill would prohibit New York State from reducing the health insurance benefits for retirees.

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.

EMERGENCY EMPLOYMENT ACT REOPENER

This bill would allow individuals employed under the Emergency Employment Act (EEA) to be enrolled in the retirement system as of the date of commencement of employment under EEA.

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

In July, the Comptroller announced 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 reduction 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.

Leader's plan to run "like clockwork"

Retirees back big political push

ALBANY — A number of years ago Don Webster found an old, broken clock being thrown away. Retrieving it, he took it apart to see how it worked. Webster didn't know much about fixing clocks, but he learned by doing. Today that clock and more than thirty others have been restored and are on display in Webster's home.

"I do my best thinking when I'm working on the clocks," he explains.

These days there is a lot on Webster's mind as chairman of CSEA's 43,000-member Retirees Division.

"We have people who worked 35-40 years holding the state and local governments intact and now that we're out to pasture everyone forgets us," he says.

In building a stronger identity for retirees, Webster is placing a high priority on political action. He believes that politicians at every level must be made aware that retirees have very real needs that must be addressed: "There's a wrong perception that public employee retirees have a 'golden parachute' of large pensions and benefits. The fact is that a lot of our people are starving and skyrocketing medical costs are forcing many to sell everything they own."

To make sure politicians get the message, the retirees will issue regular "Good guy — Bad guy" lists targeting individuals who have helped or hindered retiree efforts. Webster adds that particular attention will be paid to including on the list individuals who make insensitive remarks.

There are three items of importance that jump off the retirees legislative agenda; 1) Pension supplementation 2) Prohibiting local governments from reducing retiree health insurance benefits 3) Equalizing death benefits for all state retirees (currently there is a different benefit depending on whether the deceased retired before April 1, 1970).

Says Webster: "We've been fooling around with these bills for too long and it's time they were taken seriously."

The retirees will host their first ever legislative breakfast sometime in the coming weeks to present their agenda to lawmakers. But Webster adds that the real work will be done at the grassroots level: "We're going to lobby the legislators in their district — if necessary our people will move into their offices."

Webster also notes that all of CSEA gains by the efforts of retirees: "Whatever we do for us, we're also achieving for those who follow us . . . Most active members don't even think about retirement but they'll all be here someday."

Webster bristles at the suggestion that retirees stop working. "I was forced into retirement by a medical condition, but I'd rather die on my feet fighting for this union than home in bed."

As an untapped resource, Webster contends retirees still have much to contribute to CSEA: "Where else can you find people to do union work during the day?"

There's another consideration too — commitment to the union: "We have strong loyalty to CSEA — most retirees were in the trenches building this union — we still consider it as our own child."

Like the clocks he repairs, Webster is using his skills putting the retirees division into working order to generate recognition that things that get old should not be discarded, but should be admired.



CSEA RETIREES DIVISION CHAIRMAN DON WEBSTER: "The needs of retired public employees have to be taken seriously."

Remembering a former CSEA leader

Friends, relatives and acquaintances of the late Thomas E. McDonough, former executive vice president of CSEA and a Motor Vehicle Department employee, took time recently to attend the dedication of a plaque and trophy case in his honor near the entrance to the Motor Vehicle Department Core 2 of the Empire State Plaza. Attending the ceremony were C. Allen Mead, CSEA Capital Region IV president; Mrs. Thomas (Pauline) McDonough; Mary Sullivan, CSEA statewide treasurer; Patricia Martinek, McDonough's daughter; Sue Waltz, CSEA Motor Vehicle Local president; Allen Fine, director of human resources management for DMV; and Irene Carr, CSEA statewide secretary.



The Watkins keep on hoping; CSEA members keep on helping

By Charles McGeary
CSEA Communications Associate

DRYDEN — They arrived by the hundreds — messages of hope in the form of cards, letters and prayers. Many contained contributions to help defray mounting medical expenses.

And many of the messages of encouragement came from CSEA members from across the state, who first learned of Sue Watkins' plight in a story in "The Public Sector" last summer.

Sue is the daughter of Wayne and Carol Watkins. Her story is a courageous one; a teenager who began 1986 filled with great ambitions and promise only to learn she had a serious form of cancer that would make achieving many of her dreams impossible.

When her father's fellow employees at SUNY Cortland, where he is a member of CSEA Local 605, learned of Sue's illness, they organized a fund drive to help offset some of the huge medical costs associated with her condition.

Now Sue and her family have begun 1987 vowing to continue the fight against her illness, and offering a special message of thanks to everyone who responded to their situation.

"The Watkins family will continue the fight knowing that we have the added support and prayers of so many CSEA members and friends we have never met, except through correspondence. To all of you, we say 'Happy New Year' and our sincere thanks for your generous help and support," says Carol.

She notes that while "Sue had some difficulties getting through the holidays... she did manage to mail personal thanks to many of those who sent her cards and letters. She truly appreciated everyone of them for their spirit-lifting words of encouragement."

She says Sue continues to receive periodic treatment for her illness at the Johns-Hopkins Medical Facility in Baltimore.

How you can contribute

Fellow employees of Wayne Watkins at SUNY Cortland are continuing their efforts to raise contributions to assist in defraying medical expenses for Sue's treatment. CSEA members who wish to contribute and send letters and cards to Sue may do so by mailing them to:

SUE WATKINS FUND
Box 2000
SUNY Cortland
Cortland, New York 13045

Union works to keep lab doors open, jobs intact in Kingston

KINGSTON — CSEA officials say they will contact representatives of the city of Kingston and two Kingston area hospitals in an effort to prevent either the closing or takeover of the Kingston City Laboratory, the oldest such facility in the country and one of only a handful of city-owned labs in operation in the United States.

City officials have said they may have to close down the lab or turn its operation over to private contractors if Kingston Hospital and Benedictine Hospital officials go through with their recently announced plans to stop using the city lab facilities.

Ulster County CSEA Local 856 President Sean Egan said the union believes claims by the hospitals that it can obtain less expensive lab services elsewhere are not valid and that the actual result would be higher costs to patients at both hospitals if

they discontinue using Kingston City Laboratory services. He said a CSEA committee is studying the situation, and will attempt to meet with hospital officials to discuss the matter.

City Lab CSEA Unit President Jonathan Webb said the union is interested in what is best for the patients and for the 140 lab employees who would be affected by either the closing of the facility or turning over its operation to a private contractor.

Webb said the lab is completely self-supporting, but that up to 70 percent of the business comes from the two hospitals. Union representatives plan to meet with city officials in an effort to convince them not to shut down the lab or contract out services. Union representatives say increased medical costs for area patients and possible job losses are at stake.



THIS PAGE ONE photo in the July 14, 1986, issue of The Public Sector showed SUNY Cortland CSEA Local 605 member Wayne Watkins and his wife, Carol, holding a photo of their stricken daughter, Sue. That story helped generate hundreds of letters of encouragement, many containing contributions. Medical expenses continue to climb and contributions are still being accepted.

CSEA



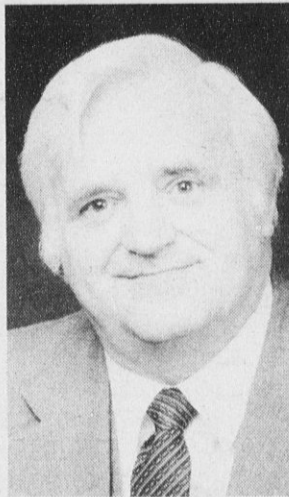
PEOPLE

Labor people; the best of PEOPLE

The outcome of last year's congressional elections offered a glimmer of hope for the future of our Country. All across this land, and including our own State of New York, citizens went to the polls. By and large, the voters elected pragmatic, fair-minded candidates over wild-eyed demagogues.

While we can take some comfort in the wisdom of the electorate, now is certainly not the time to sit back and become politically complacent. Rather, it is critical that we increase our political activity at all levels.

And while we all know that we must continue to write, phone and visit our elected officials, we have been in politics long enough to realize that we need



the financial resources to be a major player on the political ball field.

As a result of our involvement in the Federal elections, our financial reserve is extremely low. CSEA Local 1000 and all other AFSCME affiliates must do their share to rebuild our coffers. This year, in addition to our other fundraising efforts, we are launching the CSEA Local 1000 PEOPLE Club. Membership in this group will entitle you to a special membership card, a handsome gold key chain, and attendance at special functions at our Annual Delegates Meeting and Workshops. All this is in addition to your membership in the AFSCME VIP Club.

These incentives are offered in an effort to get you to join up. The real incentive, however, is the need to protect not only our own interests, but those of the poor, the homeless and the forgotten. Let us not betray labor's heritage of compassion. Join the CSEA Local 1000 PEOPLE Club. Prove once again that the ranks of labor are, indeed, the best of PEOPLE.

Fraternally yours,

WILLIAM L. MCGOWAN
CSEA President

Sign 'em up and win cash; sign enough, become a star

The 1987 PEOPLE CONTEST features cash incentive awards and a chance to be a "PEOPLE star" for those who sign up new members for PEOPLE payroll deduction check offs.

- 1) The 1987 PEOPLE CONTEST is in effect from now until September 30, 1987. PEOPLE Deduction Authorization cards must be received by the PEOPLE Department in CSEA Headquarters in Albany by midnight, September 30, 1987, to be eligible for the 1987 contest.
- 2) Each CSEA member who signs up another eligible member (an eligible member is a CSEA member of a bargaining unit which has payroll deduction for PEOPLE, and who is not already signed up for a PEOPLE deduction) for PEOPLE check off will receive a cash award equivalent to the amount the new member signs up for as a pay period deduction. (Example: If a member signs up to check off \$2 per pay period, the member who signs that person up and submits the card is eligible for a \$2 cash award).
- 3) When a member submits a total of 50 cards, the member will be designated a "PEOPLE star" and the member's picture will be published in CSEA's official publication, "The Public Sector," in recognition of the achievement.
- 4) The member who has signed up the most new members and submitted the most cards by the September 30, 1987, deadline will be awarded a cash prize of \$100 at the union's Annual Delegates Meeting in October, and their name will be engraved on a permanent plaque in CSEA's Headquarters.
- 5) The name of the CSEA Local and the Local President which contributed the most money to PEOPLE through check off during 1987 will be engraved on the PEOPLE PLAQUE in the appropriate CSEA Region Office.
- 6) The PEOPLE CUP will be awarded to the CSEA Region which attains the highest average contribution per member to PEOPLE during 1987. The perpetual PEOPLE CUP will be engraved with the winning Region's name and that Region will display the trophy for one year.

PEOPLE Deduction Authorization cards are available at the PEOPLE Office, CSEA Headquarters, 143 Washington Avenue, Albany, N.Y. 12210. Telephone orders for cards may be made by calling 1-800-342-4146 (from outside the Albany area) or (518) 436-8622 Ext. 404 within the Albany area.

NOTE: All PEOPLE Deduction Authorization cards are subject to verification.

CSEA STATEWIDE PEOPLE COMMITTEE

Cheryl Sheller, PEOPLE Coordinator

Region 1—Carol Guardiano
Region 2—Stan Goodman
Region 3—Sarah Jackson

Region 4—Suzanne Waltz
Region 5—Doris Pratz
Region 6—Marie Prince

The PEOPLE (Public Employees Organized to Promote Legislative Equality) program is an investment in our future, because we work for government. It is our jobs which provide services to our neighbors.

PEOPLE is our federal political action committee. PEOPLE is registered with the Federal Election Commission. PEOPLE is the way that each of us can make a difference in determining who is elected to represent us in Congress. Through PEOPLE we can contribute funds to support the campaigns of candidates for federal offices who believe in US.

And when you contribute to PEOPLE, you may be eligible for a tax credit on your income tax — up to a \$50 credit for a \$100 contribution on a single return or up to \$100 for a \$200 contribution on a joint return.

So put your money where it counts—in PEOPLE and in your future.

A small deduction to PEOPLE gets you a lot more than you think

In addition to helping protect jobs and public services by contributing to the campaigns of candidates who believe in US, there are these other incentives to signing a PEOPLE Deduction Authorization card:

SIGN UP FOR \$1.35 TO BE DEDUCTED FROM YOUR PAYCHECK BI-WEEKLY FOR PEOPLE AND RECEIVE:

\$1.35 A Presidents Club membership card which entitles you to attend special events at union conventions, conferences and meetings.

A Presidents Club lapel pin which identifies you as an AFSCME PEOPLE activist.

A subscription to "The Activist," AFSCME's quarterly political and legislative action newsletter.

The AFSCME's Voters Guide, informing you how senators and congressmen voted on key Federal issues.

SIGN UP FOR \$2 TO BE DEDUCTED FROM YOUR CHECK ON A BI-WEEKLY BASIS AND RECEIVE:

\$2 All of the benefits of the Presidents Club, plus VIP premiums according to your year of membership:

1st year—A VIP windbreaker style jacket and pin with a small authentic diamond.

2nd year—A gold tone pen and pencil set.

And other VIP premiums for succeeding years.

SIGN UP FOR \$3 TO BE DEDUCTED FROM YOUR PAYCHECK ON A BI-WEEKLY BASIS TO PEOPLE AND RECEIVE:

\$3 All of the benefits of the Presidents Club and the VIP premiums, plus

Become a member of the CSEA Local 1000 PEOPLE CLUB, which entitles you to attend special programs hosted by the President of CSEA at the State Workshop, the Local Government Workshop and the Annual Delegates Meeting, plus

A CSEA-AFSCME in PARTNERSHIP FOR PEOPLE gold key ring
A CSEA Local 1000 PEOPLE CLUB membership card.

In accordance with Federal Law, the PEOPLE Committee will accept contributions only from members of AFSCME and their families.

CONTRACTING OUT

Contracting out of public jobs and services to private contractors by state, county, municipal and school district administrators, usually as a politically expedient solution to financial problems, is one of the burning issues facing public employee unions during the 1980's. CSEA has been in the forefront of campaigns to stop the practice of contracting out across New York state for more than a decade. The

following article on specific efforts in the Capital Region of CSEA was compiled by Don J. Holstrom, an assistant editor of AFSCME's official publication, "Public Employee," and Daniel X. Campbell, CSEA communications associate. A version of the following article is scheduled to appear in the February issue of the "Public Employee," distributed to AFSCME's more than one million members.

Fighting the superficial glamour of contracting out is nothing new to the Capital Region of CSEA/AFSCME Local 1000. The 14-county geographic division of the giant statewide public employee union has been in the trenches of numerous contracting-out battles in school districts, cities, counties and towns since the mid-1970's.

It all began with a victory before the state's Public Employment Relations Board (PERB) which governs the relations of public employer and public employee unions through the state's Taylor Law. In that battle concerning the contracting-out of public school transportation positions to a private contractor in the City of Saratoga Springs School District, CSEA won the precedent-setting "Saratoga Decision," which basically says that a public employer cannot simply contract-out the positions of public employees to a private firm for strictly economic reasons, and that both the concept and impact of contracting-out must be negotiated with the union. That decision has been the mainstay of numerous union campaigns against contracting-out throughout New York State ever since.

"Prior to the PERB victory and ever since, CSEA has been ever vigilant in protecting the jobs of public employees from profit-seeking private contractors," C. Allen Mead, CSEA Region IV President said.

"Our tactic in fighting contracting-out has been proven very effective over the years, and yet it is quite simple . . . we tell the taxpayer the truth!

"First we use our involved members as grassroots lobbyists. We're up-front with our members about the situation and they in turn are very up-front and frank with their political leaders, their friends, neighbors and relatives. We develop paid newspaper ads that point out to the taxpayers the services they will be losing if the contracting-out idea goes through, and we urge them to get involved in resolving the situation or to be prepared to pay more in taxes, fees, etc., and get less service. That usually works."

During the past year the Capital Region has been fighting off major threats of contracting-out in its Montgomery County local. The first skirmish involved the 45-member Greater Amsterdam School District's Custodial and Maintenance CSEA Unit and Servicemaster, a private sector building maintenance corporation. Unit President Alex Beauchamp worked closely with Capital Region officers and staff, and after a short but intensive grassroots lobbying effort, the school board voted to work closer with the union to address various custodial and maintenance problems before looking elsewhere for any additional help. Labor and management are now working together to increase budgets and decrease problems.

The next battle began in the City of Amsterdam, where the mayor was trying, unsuccessfully, to contract-out every city service, including his own office! The 13-member CSEA Waste Water Treatment Facility Unit, headed by Michael Cantiello, worked closely with Montgomery County CSEA Local President William Zippiere and Capital Region representatives. A very strong campaign was manned against the mayor's proposal and his hand-picked private contractor, Metcalf and Eddy, a Massachusetts-based water treatment corporation. An informational picket line set up before a city council meeting, which did not even have the topic on the evening's agenda, generated massive local publicity and public comments by various city council members against the mayor's proposal. The unit is currently at the bargaining table for a new contract, and the issue of contracting-out seems dead.

Local President Zippiere, however, while enjoying the

CSEA/AFSCME successes in the school district and city, is still busy fighting a year-long campaign to save the Montgomery County Infirmary — his own work site — a 125-bed nursing home, from being contracted-out or sold to private sector medical corporation in the area.

"New fiscal reimbursement policies, RUGs and DRGs, are hurting county health facility operations and the county said that the infirmary was costing too much," Zippiere said. "We called in CSEA headquarters and region staff to show the county where money could be saved and cuts made without hurting the services being provided to the residents by the 130 union members. We kept the lines of communication open and kept pointing out that we could do the job better by working together than by fighting. So far it's worked." The union and county are working together, and no cutbacks or layoffs appear needed.

Cites Budget, Waste Efforts—

Papa Says 1986 Was Unusual, But Productive for County

By SAM ZURLO
Gazette Reporter
FONDA — The outgoing chairman of the Montgomery County Board of Supervisors describes 1986 as an unusual but productive and innovative year.

"This has been a very unusual year from start to finish," said Mohawk Supervisor Richard Papa whose term as chairman officially ends Dec. 31.

"We have had many problems, some we

have solved and some not, but many are near completion."

In a cursory review of some highlights, Papa said the county's solid waste management plan is now in the final steps of several planning aspects.

"I'm looking forward to making some of these decisions in early 1987," he said, giving as examples landfill closing, expansion of the Randall landfill, recycling, and a multi-county solid waste management approach.

The infirmary accounted for much board work and action this year, he said, explaining that "faced with a projected \$1.2 million deficit, this board under the guidance of the infirmary and personal chairmen, took the bull by the horns and have reduced that amount to \$700,000."

Saying that that was a good start, Papa said next year's board session will be expected to follow suit.

"One of our least known accomplishments this year is one that I'm really pleased with, and that's better communications with the CSEA. Just being able to converse with one another one-on-one."

ALTHOUGH MONTGOMERY COUNTY has been the scene of many heated encounters between CSEA and the county administration over contracting out issues in recent years, it is clear that improved communications between labor and management is one outgrowth of those confrontations.

est. . . .

Papa was referring to a series of open budget meetings involving the full Board of Supervisors who had an opportunity to question all department heads as they conducted a line-by-line review of the budget.

Republican and Democratic board members joined voices last week in lauding Papa's detailed budget examination process, which led to adoption of a \$34.7 million budget with a reduced county tax levy.

Papa's successor as board chairman will be elected at the board's organizational meeting at 10 a.m. Saturday, Jan. 3, at the county office building.

One region's experiences

There was another reason for keeping the rest home in the hands of county authorities. "People who live and work in this area have friends and relatives in this home," said Unit President Vick Voorhees. "If it had become private, many of the residents could not have afforded to live here. They'd have to be sent away, maybe even sent to another state."

CSEA was prepared to capitalize on this in a mass media campaign, if need be. But at one of the early brainstorming sessions between the union and the county Board of Supervisors, a local resident who had a relative in the infirmary stood up and emotionally spoke of visiting her mother at the facility and the care she had received in the hands of the public workers. Her stirring

Prior to the PERB victory and ever since, CSEA has been ever vigilant in protecting the jobs of public employees from profit-seeking private contractors.

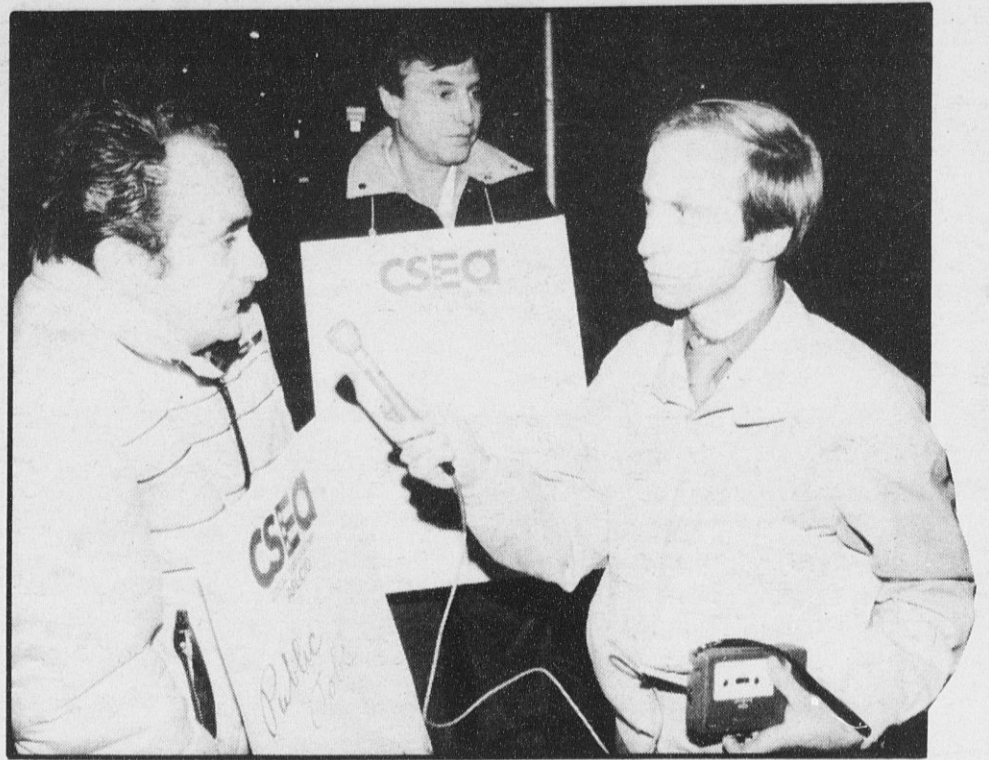
words seemed to open the eyes of all the participants to the importance of keeping the facility publicly run.

However, while cooperating with CSEA Local 829 about the county infirmary, Montgomery County, as part of a three-county service area for a Joint Partnership Training Act Private Industry Council (PIC), did reluctantly allow PIC to become the "direct employer" of a dozen ex-CETA workers, represented by CSEA in job development and training positions for the county. CSEA objected to this, because the workers were doing their same jobs, but were being paid by a private employer.

CSEA filed a series of improper practice charges against Montgomery, Schoharie and Fulton Counties for violations of the



WHEN MONTGOMERY COUNTY began pushing contracting-out of county infirmary services, CSEA arranged for state Assemblyman Paul Tonko, center, to meet with infirmary employees to get their side of the story. Convincing state and local lawmakers that contracting-out is generally not a realistic solution of financial problems is one way CSEA has prevented the loss of many facilities and jobs in recent years.



A PUBLIC PROTEST against contracting-out in the City of Amsterdam received wide media attention. Here Montgomery County CSEA Local 829 President William Zippiere, left, talks with a radio reporter while Unit President Michael Cantiello, center, directs union picketers.

Taylor Law and the Saratoga Decision. PERB supported CSEA's contention and directed all three counties to make the involved employees whole for any economic or benefit losses and return them to the public sector positions. The counties were directed to begin "good faith" negotiations with the union to achieve this settlement.

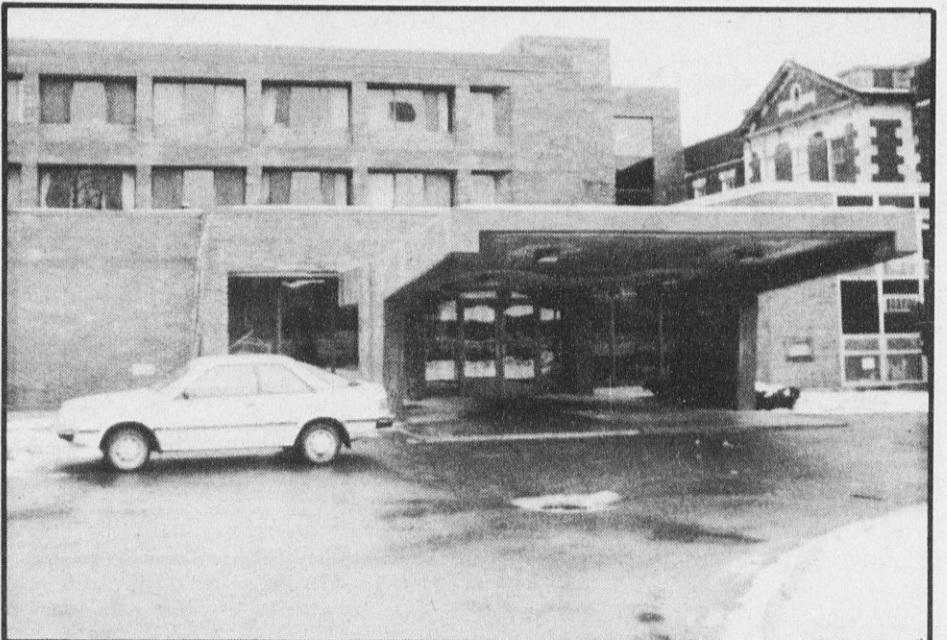
Now, while all is quiet on the Montgomery County front, a managerial debacle is threatening to put 300 workers at the Greene County Memorial Hospital and Nursing Home into the private sector.

Three years ago, CSEA Greene County Local 820, headed by Local President Richard Canniff, and the Region staff fought off a legislative drive to dump the badly managed facility into the private sector. Voters turned back the idea by overwhelming margins. But a series of charges against doctors at the facility by the State Health Department resulted in State Health Commissioner Dr. David Axelrod ordering the facility closed or sold.

CSEA Capital Region has been active in resolving numerous contractual problems to provide various benefits to its members and is gearing up an organizational campaign to continue to represent its members employed by the new private sector corporation.

"We're sticking with them," Canniff said. "We don't know what their pay will be . . . their benefits. We do know that they'll have to pay for medical insurance for their families, something that was an employee benefit in the past. They're losing their retirement and New York State has one of the best retirement plans. All of this because of bad management."

CSEA statewide President William L. McGowan puts the issue this way; "We want jobs contracted-in, not contracted-out. But in or out . . . we plan to represent our members."



GREENE COUNTY Memorial Hospital and Nursing Home, above, is location of an on-going dispute concerning contracting out and its effect on employees.

More exam preparation booklets to help you improve test scores

Eight additional self-study booklets to help improve your test scores in a wide range of state civil service exam areas have just been made available to CSEA members. The newest booklets bring to 25 the number of such booklets available for state exams, and should be very helpful to CSEA members taking the upcoming Public Administration Traineeship training exam, for example.

The booklets are funded by the NYS-CSEA Committee on the Work Environment and Productivity (CWEP) and written by Cornell University's School of Industrial and Labor Relations. According to CSEA Director of Education and Training Sally Engelhardt, work is also under way on expanding the number of preparation booklets offered for local government tests also.

The booklets can be ordered by CSEA members for \$1.50 EACH through the CSEA Education and Training Department by utilizing the appropriate order form.

State Examinations prep booklets

Local Government prep booklets

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

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

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

Please send booklet(s) to:

NAME _____

ADDRESS _____

CITY _____ STATE/ZIP _____

SOCIAL SECURITY # _____

CSEA LOCAL _____

EMPLOYER _____

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

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

- | | |
|--|---|
| _____ 1. Basic Math | _____ 15. Quantative analysis/Understanding and Interpreting Tabular Material II |
| _____ 2. Arithmetic Reasoning | _____ 16. Contemporary Government and Social Problems |
| _____ 3. Understanding and Interpreting Tabular Material | _____ 17. Written English/Preparing Written Material II |
| _____ 4. Understanding and Interpreting Written Material | _____ 18. Administrative Supervision/Supervision |
| _____ 5. Preparing Written Material | _____ 19. Coding and Decoding |
| _____ 6. Supervision | _____ 20. Name and Number Checking/Alphabetizing |
| _____ 7. Purchasing and Payroll Practices | _____ 21. Investigative Techniques/Interviewing |
| _____ 8. Basic Algebra | _____ 22. Memory for Facts and Information/Ability to Apply Stated Laws, Rules and Regulations |
| _____ 9. Concepts and Principles of Normalization for the Mentally Retarded/Developmentally Disabled; Therapeutic Approaches | _____ 23. Keyboarding Practices/Using Good Judgment in the Provision of Office Support Services |
| _____ 10. Principles and Practices in the Treatment of the Mentally III/Emotionally Disturbed | _____ 24. Work Scheduling/Inventory Control |
| _____ 11. How to take an Oral Exam | _____ 25. Data Processing Concepts and Terminology/Symbolic Logic |
| _____ 12. Evaluating Conclusions in the Lights of Known Facts | |
| _____ 13. Understanding and Interpreting Written Material II | |
| _____ 14. Verbal Analysis/Evaluating Conclusions in The Light of Known Facts II | |

Please send booklet(s) to:

NAME _____

ADDRESS _____

CITY _____ STATE/ZIP _____

Social Security # _____

CSEA Local _____

Employer _____

Make checks or money orders payable to: CSEA Education Department

Video tapes and related material are available in association with SOME of the exam preparation booklets. CSEA Local presidents may obtain the video and material for use in helping members prepare for exams by contacting the CSEA communications associate in the respective regional CSEA headquarters.

This, that

AND THE OTHER THING



Hempstead Town employees donated two truckloads of groceries to needy families through the Salvation Army over the past holidays. The effort was jointly sponsored by the town and CSEA. From left are Hempstead Town CSEA Unit President Pete Ellison, Unit Vice President Mike Nova, Unit Women's Committee Chairwoman Jeanne Cooke, committee member Jeanne Buchta and Hempstead Supervisor Thomas Gulotta. The CSEA Unit Women's Committee administered the project.



CSEA Suffolk Local 852 President William Maccaro, above, reads one of many thank you letters received after Local 852 contributed funds to the Smithtown Senior Citizen's Center to provide 80 fruit baskets to senior citizens during the holidays. A holiday note written on CSEA letterhead was attached to each basket, which were prepared by Center volunteers and delivered by CSEA members.

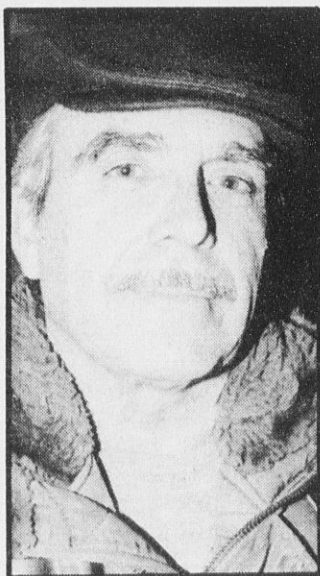
THANKS, EVERYONE!

Erie County CSEA Local 815 members have traditionally donated car loads of groceries to the Buffalo City Mission to aid the needy during the holidays. In photo at right, Erie County Unit President Stephen Carvana, left, and Local 815 President Sal Castro deliver some of the donated groceries.



"The United States is currently working to enact legislation which would put a tariff on many goods imported from other countries. What do you think of protective trade barriers?"

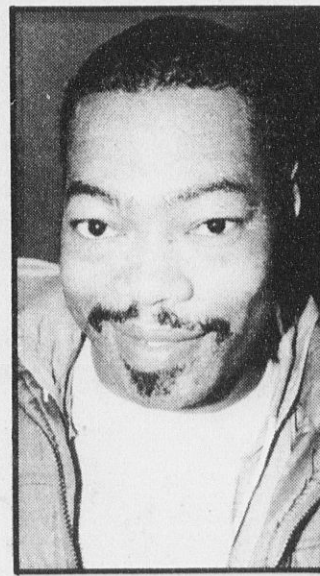
Where asked: Various locations on Long Island.



VIC ISCA
Armories Local 253
"I feel it's a good idea because of the impact on the American economy."



BARBARA HARRINGTON
Suffolk Local 852
"I think it should be enacted because the United States is flooded with imports. We should support the American worker."



WESLEY PRICE
State Employees Local 016
"I believe it will generate income for the United States. I try to buy American goods."



PAMELA HAMILTON
Pilgrim PC Local 418
"If we tax them, the prices may go up but I think some things should be taxed, preferably the bigger items."



THE "STATE Os" attended a news conference on Long Island shortly after they won a combined \$2 million in the Dec. 3 Lotto 48 drawing. From left are

Joseph Fallon, Kenneth Hickman, Paul Green, Michael Porcelli, John Letos, Joseph D'Aquino Jr., Dowell Milliken and Cordell Kennedy.

A Lotto luck

Compiled by Sheryl Carlin
CSEA Communications Associate

MELVILLE — When the eight state Department of Transportation employees first started putting in a buck apiece each week toward the purchase of tickets in New York State's Lotto game, they shared the dreams of everyone else who plays the game — becoming a millionaire. But after four years of playing the same

numbers, they had begun debating about changing them. One of the eight, **Mike Porcelli**, in particular insisted on staying with the original combination, which turned him into a hero after becoming a potential goat when he inadvertently failed to purchase the group tickets for the Nov. 29 Lotto 48 drawing.

On the very next Lotto 48 drawing, Dec. 3, their four-year-old dream was realized when one of their original combinations —

19-23-26-27,37-44 — came up a winner worth \$2 million!

The eight DOT employees are all assigned to the Melville North DOT maintenance yard, and call their Lotto group the "State Os."

On an investment of a little over \$400 over the four years they have kicked into the group tickets, each of the eight will receive almost \$10,000 after taxes annually for 20 years.



NO WINNERS IN THIS LOT, but eight state DOT employees from Melville won \$2 million in the Dec. 3 Lotto 48 drawing.

19-23-26-27-37-44 Their number(s) came up

How does it feel to share in a \$2 million Lotto 48 jackpot? Here's how the eight "State Os" responded.

Mike Porcelli, 44, has been a state employee for 14 years. He has four grown children. "It may not be a street paved with gold, but for us, this is not peanuts," he said.

Cordell Kennedy, 50, said he feels especially lucky since it was he who pulled the winning numbers out of an old coffee can four years ago. Kennedy, who has three children, said the winnings "will make things a little easier for my wife, Margaret Ann, and I."

Kenneth Hickman, 45, said he and his wife will "save a little for a retirement fund and use the rest for travel."

Joseph D'Aquino, 45, said he would like to put his share into business.

Paul Green, 34, has five children who he feels sure will help spend his winnings. When Green heard that the "State Os" numbers had won, he exclaimed to Porcelli, "I Love You!"

Dowell Milliken, 34, said, "You can't go wild." He would like to invest his money in real estate.

John Letos, 24, is the only bachelor among the group. He said he intends to keep on playing Lotto and hopes to hit again. "You've got to love it!" Letos said.

Joseph Fallon, 31, is married with a two-year-old daughter. He said, "From now on, when I spend money, I will be able to do it with a smile on my face."