

SUNY OSWEGO AND ASBESTOS THE FALLOUT CONTINUES

Reaction was swift and action not far behind following publication in the previous issue of The Public Sector that management at SUNY Oswego was aware for three years of serious asbestos contamination of 31 campus buildings but did not notify students or employees of the conditions and did nothing to correct the situation.

* CSEA's law firm of Roemer and Featherstonhaugh has been in contact with the State Attorney General's Office relative to management's alleged violations of state and federal laws.

* The State Labor Department has visited SUNY Oswego and interviewed employees concerning their exposure to asbestos.

* CSEA legal and health and safety officials have interviewed employees to substantiate unsafe conditions under which they were directed by management to work.

* CSEA legal and legislative and political action officials are preparing an asbestos abatement bill for introduction to the state Legislature.

* An inquiry into the handling and disposal of asbestos at SUNY Oswego has been conducted by the State Department of Environmental Conservation, and a report on those findings is awaited.

* SUNY central administration officials have informed CSEA they will conduct asbestos information and training programs for all SUNY

campuses by sometime this spring.

* CSEA Region V Safety & Health Committee members, along with CSEA legal and safety and health officials, met last week to monitor progress on asbestos problem at SUNY Oswego and discuss problems elsewhere.

* CSEA is investigating the extent of asbestos contamination at other SUNY campuses; whether other campuses were inspected by the state, as was SUNY Oswego, over the past few years; and what action was or was not taken on any campuses inspected. The union also expects to extend its investigation to include other public buildings throughout New York state.

Hundreds are elevated to Tier II status based on successful CSEA-aided lawsuit

Public employees who joined the State Employees' Retirement System between July 1 and July 26, 1976 are being notified by the state Comptroller's Office that they are being reassigned to Tier II and are eligible for a refund of the contributions they have been required to pay into the system since being placed in other levels of the multi-tiered system.

An estimated 1,000 state and local government employees are favorably affected by the change. In addition to receiving their contribution refund, which averages several thousands of dollars, Tier II generally offers more advantageous benefits without employee contributions than Tier III or Tier IV of the system.

The reassignment of those employees to Tier II is based on a recent State Supreme Court Appellate Division ruling in which CSEA, through its law firm of Roemer and Featherstonhaugh, intervened on behalf of public employees and played a major role in

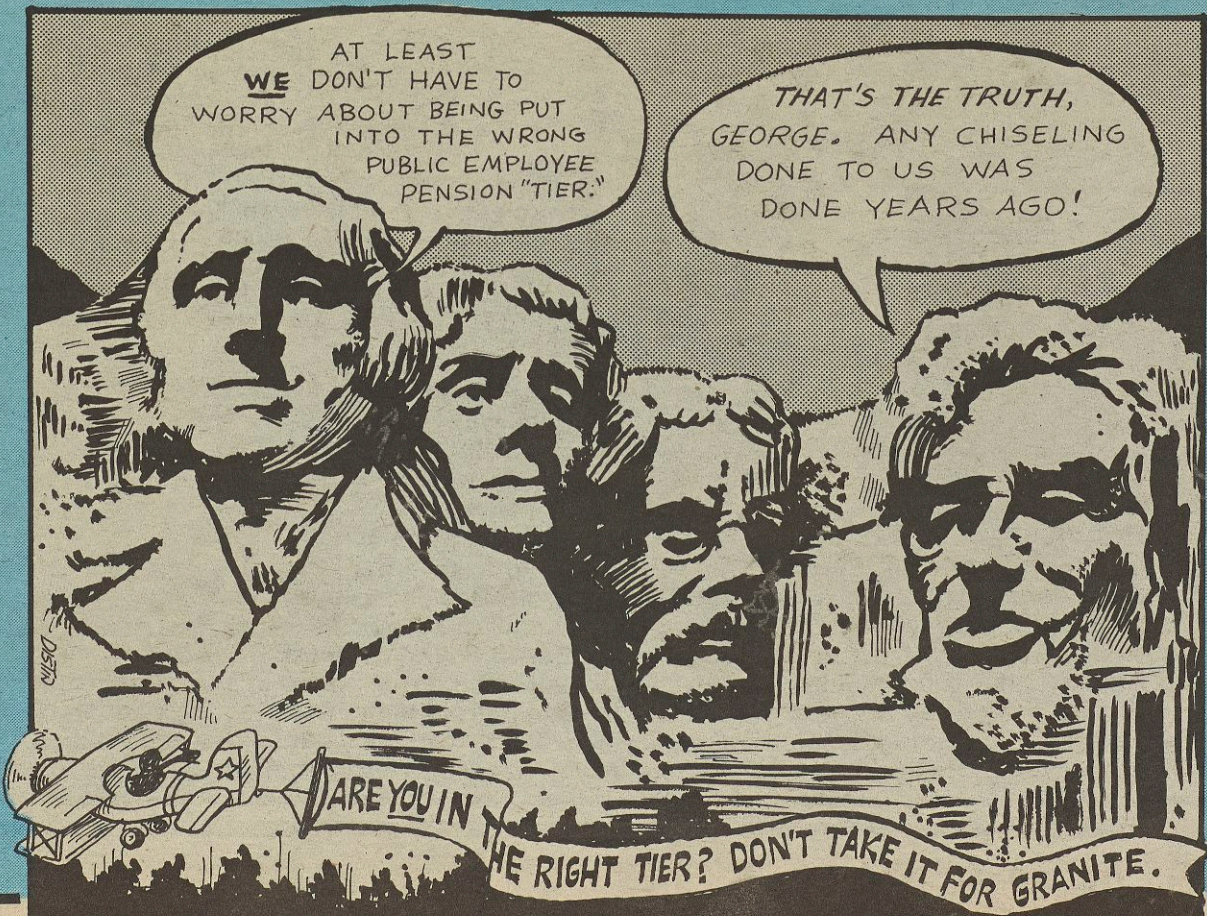
(Continued on Page 5)

We're pushing for many more

CSEA is contemplating filing a lawsuit soon in state Supreme Court in an effort to gain Tier II status in the State Employees' Retirement System for thousands of public employees who joined the system between July 27, 1976 and Dec. 31, 1976.

Attorney John R. Mineaux of CSEA's law firm of Roemer and Featherstonhaugh said the union believes a recent State Supreme Court Appellate Division ruling may open the door to upgrade people who joined the system during the last half of 1976 to Tier II status. The state Comptroller's Office has already agreed, based on that ruling, to elevate approximately 1,000 people who joined the system between July 1 and July 26, 1976 to Tier II (see adjacent story) but disagrees with CSEA's contention that such benefits should be extended to employees entering the retirement system through Dec. 31. As a result, CSEA says it will take the issue to court.

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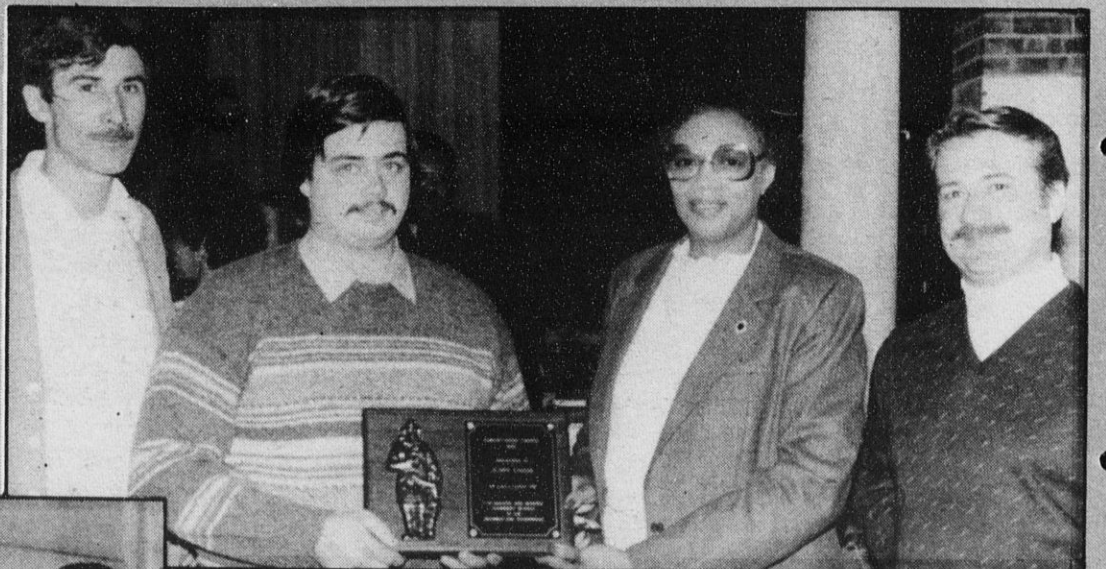
They have a dream



MONUMENTAL DEDICATION—Creedmoor Psychiatric Center Local 406 President Mickey Cruz, left, is joined by CSEA statewide and regional officers in unveiling a sketch of a monument that the local will erect this spring in memory of Dr. Martin Luther King. In remarks at the unveiling, which coincided with a King Day observance at Creedmoor, Cruz said the monument

would stand as a daily reminder of King's vision of equality and opportunity for "all people to earn a decent wage and live with dignity." Pictured above with Cruz are: Region V President James Moore, Statewide Secretary Irene Carr, Region I President Danny Donohue, Region III President Pat Macioli, and Region II President George Boncoraglio.

At institutions throughout the state recently, special services and observances were held in memory of Martin Luther King Jr. Black leaders spoke in celebration of his philosophy of nonviolence and racial equality, and choirs sang songs of hope for the future. The pictures on this page illustrate just a few of the many commemorative events that took place on King Day last month.



HONORED—Jerry Cross, second from left, was the recipient Westchester Developmental Center's annual Humanitarian Award at a recent Martin Luther King Day service. A therapy aide at the center for just a year, Cross is a member of the Beekman Rescue Squad and active in his community. Pictured above, from left, are: Westchester DC Local 432 Vice President Lee Rushford; Cross; Dr. Ella Curry, executive director of the center; and Richard Colson, treasurer of the local and a member of the Human Relations Committee.



BROAD VISION — Rev. Calvin O. Butts III, pastor of Harlem's Abyssinian Baptist Church, was keynote speaker at ceremonies honoring Dr. Martin Luther King at Rockland Psychiatric Center recently. A religious coordinator for Rev. Jesse Jackson's 1984 presidential campaign, Butts reminded participants that King "had a broad vision for all people, not just blacks." Pictured above are, from left: Region II President Pat Mascioli, Rockland Psychiatric Center Local 421 President Glenda Davis, Butts and Patient Advocate Willie Trotman.



LIKE DR. KING — "If you see injustice, stand up, speak out," Rev. Butts said in another speech at Manhattan Psychiatric Center. Pictured above, from left, are: Local 413 First Vice President Ed Wooten; President Fred Daniels; Butts; Political Action Chairman Charles Perry; and Manhattan Psychiatric Center Executive Director Dr. Michael Ford.

'Tiers' of joy after years of frustration: happiness is finally gaining proper status

By Chuck McGeary
CSEA Communications Associate

SYRACUSE—Thanks to a continuing effort by CSEA officials, a grade 5 stenographer at Upstate Medical Center here will be eligible for an additional \$5,000 or more annually than she would otherwise have received when she eventually retires.

That's about how much additional retirement benefits Margaret Decker will receive annually as a result of being elevated from Tier III to Tier I of the State Employees' Retirement System.

Decker first suspected in early 1983 that she should have been in Tier I of the State Employees' Retirement System instead of Tier III, where she had been placed when she joined state service seven years ago. She had, after all, previously worked for the North Syracuse Central School District for seven and one half years, which she apparently was not being given credit for.

Thus, in January, 1983, Decker wrote to CSEA headquarters in Albany with questions concerning her retirement tier status. She was immediately advised to contact the Retirement System with a detailed outline of her previous employment with the school district.

She did so, but through an apparent misunderstanding of the information submitted, the

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"After all, isn't that what unionism is all about ... helping fellow members?"  
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state informed Decker in August, 1983 that she did not qualify for placement in Tier I.

Not satisfied with that response, Decker eventually approached Kathy Collins, president of CSEA Local 615 at the Upstate Medical Center, and asked additional union assistance.

"Although I am far from an expert on the New York State Retirement System," Collins said, "after reading all the pertinent information, I thought some details of her previous school district employment were overlooked."

Collins wrote to the supervisor of registration in the Bureau of Member Services in Albany, requesting a detailed investigation be conducted into the Decker case.

Less than two weeks later, Decker was in-

formed of her rightful reinstatement in Tier I. That notification, which came last December, was like a slightly early Christmas present, Decker said. The letter stated, in part, "it has been determined that Ms. Decker was a mandatory Tier I member effective April 1, 1973."

"I had just about given up hope of obtaining Tier I," Decker said. "I'm delighted and very grateful to Kathy Collins and CSEA for the effort on my behalf. It took years of patient waiting, but Christmas, 1985, will have a special meaning for me," she added with a smile.

Says Local 615 President Collins: "She earned it. She is entitled to it, and we are happy that CSEA was an important factor in helping her get it. After all, isn't that what unionism is all about ... helping fellow members?"



MARGARET DECKER, right, a grade 5 stenographer at Upstate Medical Center, reviews a letter reinstating her into Tier I of the retirement system with CSEA Local 615 President Kathy Collins, who helped Decker obtain her rightful retirement status.



THANKS FOR THE HELP — CSEA Region I President Danny Donohue, left, presents a plaque on behalf of CSEA and AFSCME to CSEA DOT Local 508 President Lou Mannellino. Mannellino was one of about 15 CSEA activists who volunteered to go to Ohio to help AFSCME organize state employees.

Efforts made to ease 'horrendous' state of Stony Brook parking

STONY BROOK — Parking is a problem at many work locations, and parking conditions for employees at Stony Brook University and University Hospital are among the worst. One union official called parking in that area "horrendous."

CSEA and other unions representing employees at the University and Hospital joined together recently and went to management in an effort to resolve the parking problems.

As a result of that meeting, the administration agreed that parking along the loop road east of the Health Science Center and the hospital, which previously had a \$15 per month charge, will be free for the duration of the time it takes to construct an extension on the parking garage.

And, according to Stony Brook CSEA Local 614 President Charlie Sclafani, the administration also agreed to waive the usual \$10 deposit fee for the key cards which are required to drive through the parking garage gates.

"For those who have already paid the \$10, it should be returned to them in March," according to Sclafani. "And, in the future, those who need replacement cards due to normal wear and tear will not be charged. Those who lose their cards will have to pay a \$10 replacement fee."

Public SECTOR

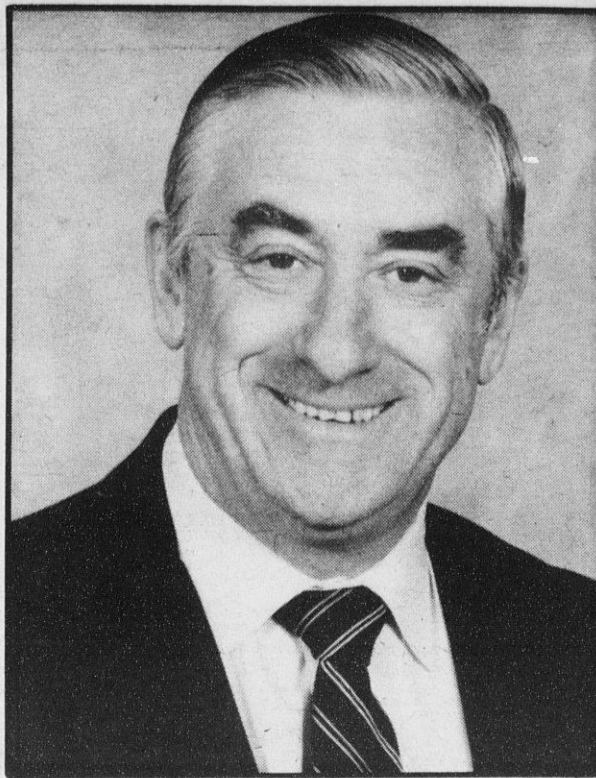
Official publication of The Civil Service Employees Association Local 1000, AFSCME, AFL-CIO 143 Washington Avenue, Albany, New York 12210

The Public Sector (445010) is published every other Monday by The Civil Service Employees Association, 143 Washington Avenue, Albany, New York 12210.

Publication Office: 143 Washington Avenue, Albany, New York, 12210. Second Class Postage paid at Post Office, Albany, New York.

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Address changes should be sent to: Civil Service Employees Association, The Public Sector, P.O. Box 7125, Capitol Station, Albany, New York 12224.



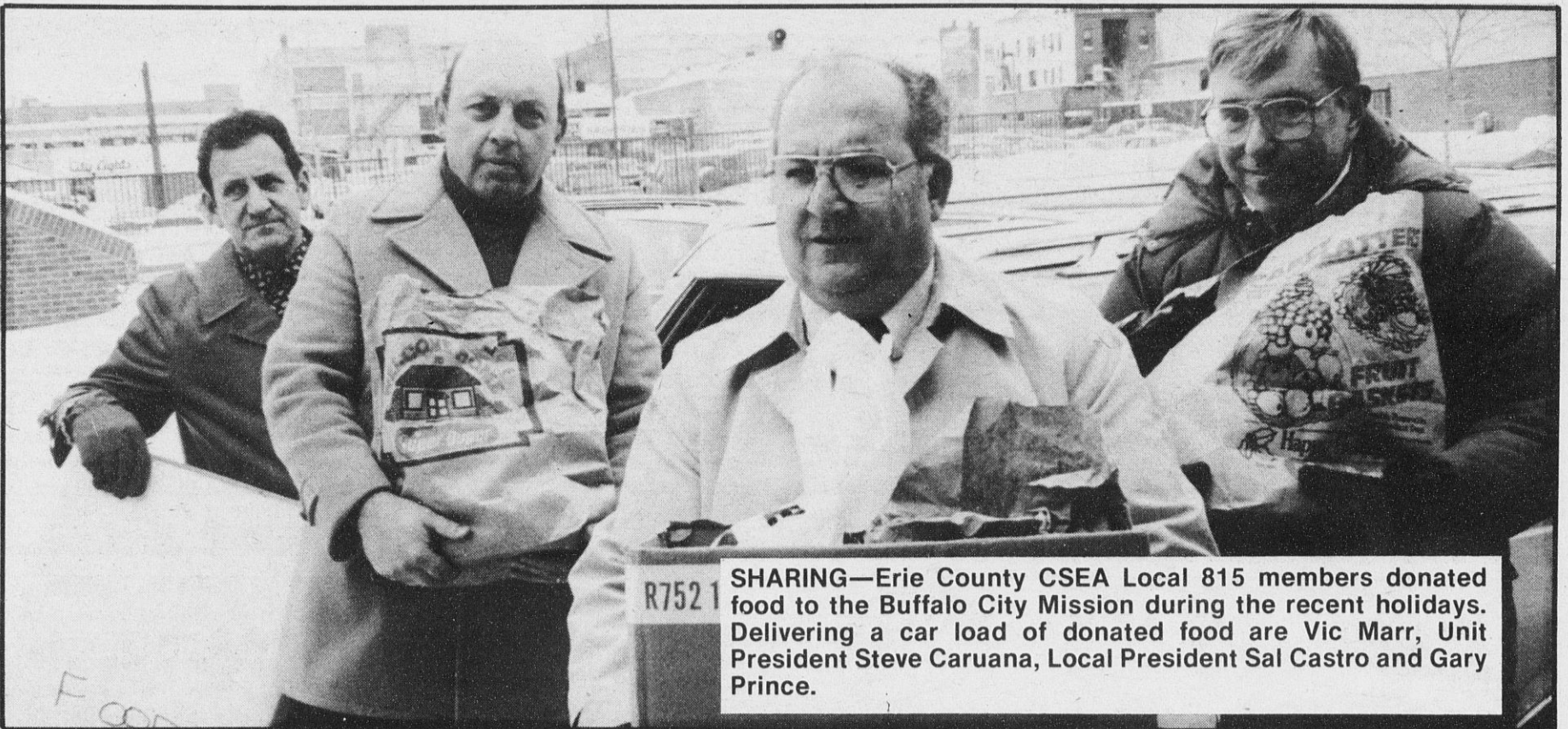
ROBERT GARROW

CSEA's PAC picks Garrow for 110th AD

PLATTSBURGH — Robert Garrow has earned the endorsement of the CSEA's Statewide Political Action Committee interviewed both candidates seeking office in this special election and voted to support Robert Garrow.

As a CSEA-endorsed candidate, Robert Garrow will be able to receive a variety of services from the giant statewide public employee union.

John Francisco, CSEA Capital Region PAC chairman, in announcing the statewide PAC decision, stressed Garrow's experience and proven ability as both an administrator and a representative of the people in the 110th Assembly District.



SHARING—Erie County CSEA Local 815 members donated food to the Buffalo City Mission during the recent holidays. Delivering a car load of donated food are Vic Marr, Unit President Steve Caruana, Local President Sal Castro and Gary Prince.

Southold contract

SOUTHOLD—Members of the Southold Town Unit of Suffolk County CSEA Local 852 recently ratified a new three-year contract.

The pact includes salary increases of seven percent retroactive to 1985; six and one-half to ten percent in 1986; and six and one-half to ten percent in 1987, depending upon where an employee is located in the new salary schedule. The contract also contains improved language regarding shift differentials, seniority and meal allowances.

Collective Bargaining Specialist Irwin Scharfeld noted the contract was based on a fact-finder's recommendation. "It took us fourteen months to get this contract. The members of the negotiating committee really showed a tireless effort and deserve praise," he said.

The committee consisted of Unit President John Raynor, Betty Wells, David Zuhoski, Paul Grattan, Douglas Clark, Alex Stepenosky and Jim Fogarty.

Longtime CSEA ACTIVIST Dorothy King dies

QUEENS VILLAGE—Dorothy King, long time CSEA activist and mother of CSEA Region I Field Representative Ronald King, died Jan. 16 of cancer. Mrs. King had served as president of Creedmoor Psychiatric Center CSEA Local 406 from 1972 to 1981, and worked at Creedmoor for more than 20 years until retiring in 1981.

She was widely active in CSEA from the local to the statewide level, participating as a negotiating team member in three state contracts. Mrs. King served as a mental hygiene representative on CSEA's statewide board of directors, and held several regional offices as well as serving on a variety of special committees.

Current Local 406 President Miguelangel Cruz said, "Dorothy taught me most of what I know today about labor relations. She was always honest with people—members and management alike—even if she was telling them things they didn't want to hear. It takes a strong individual to do that."



A foot in the door in Amityville; union vows to slam it shut again

By Sheryl Carlin
CSEA Communications Associate

AMITYVILLE—A demonstration by more than 100 members in blowing snow and freezing temperatures in an effort to keep a private cleaning contractor from taking over administration of custodial services in the Amityville School District failed to prevent the school board from going ahead with the plan.

Custodians from the Amityville School District, joined by fellow CSEA members from

other units and locals, demonstrated against the board's plan to bring in ServiceMaster, a private contractor, to administer the district's custodian work. The angry union members carried informational picket signs and shouted against the plan prior to and during the board's most recent meeting.

The board voted to contract out the position of superintendent of buildings and grounds to ServiceMaster during the meeting, ignoring the concerns of the union members parading outside and apparently ignoring a presentation

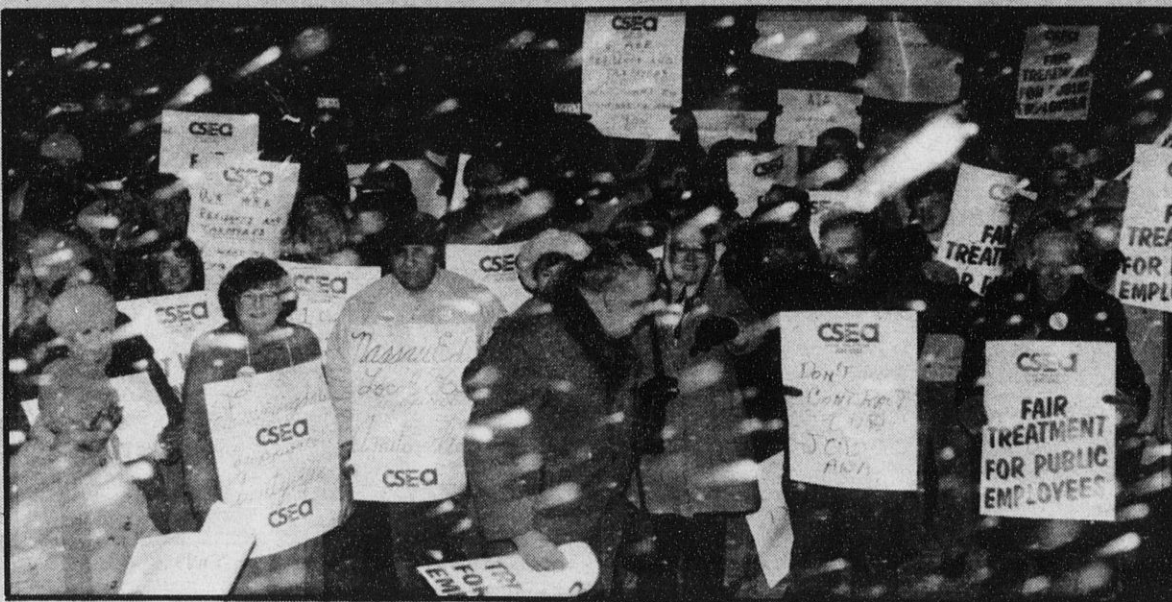
made earlier by CSEA staff representatives and union officers to Dr. Michael Williams, assistant superintendent of school in Amityville. During that presentation, union officials presented Dr. Williams with documented evidence concerning what the union termed the dark side of the private contractor, which the union says is a thoroughly anti-union organization.

While ServiceMaster will administer custodial services within the school district, Dr. Williams "assured" the union representatives that no custodial or maintenance positions would be lost to the union. But CSEA officials say there is serious concern based on ServiceMaster's past record of indiscriminate firings, poor relationships with employees and history of imposing impossible work schedules.

CSEA recently was successful in convincing Lindenhurst School District, also on Long Island, not to contract out to ServiceMaster during the present school year, at least. CSEA has pledged to continue to work to keep the contractor out there permanently.

CSEA says allowing ServiceMaster to administer services and employees in Amityville is cause for the union to redouble its efforts to serve as a watchdog over ServiceMaster there while working harder than ever to prevent the contractor from making any inroads elsewhere.

"We will continue to fight the practice of contracting out services. It is full of hidden costs and problems, and too often results in our members losing jobs. Our members work hard, and CSEA will continue to work hard to protect their rights," pledged CSEA Long Island Region President Danny Donohue.



WINTERY WEATHER did not stop CSEA members from demonstrating outside a recent meeting of the Amityville school board against a proposal to bring in a private contractor to administer custodial services in the school district. The board ignored the wishes of the employees and signed on ServiceMaster anyway.

CSEA to file lawsuit in effort to gain Tier II status for many more

(Continued from Page 1)

A request published in the Dec. 30 edition of The Public Sector for members who joined the retirement system during the last half of 1976 to contact the Roemer and Featherstonhaugh law firm resulted in a flood of letters. More than 1,000 letters poured in, making it impossible to respond to each individual letter. But, says Mineaux, all letters are being carefully read and evaluated and are important to preparation of the union's lawsuit.

Meanwhile, he said, the following are among the most commonly asked questions contained in the letters received:

Q. If I joined the retirement system between July 27 and Dec. 31, 1976, will I now automatically be reassigned to Tier II?

A. No. That will have to be determined in a subsequent lawsuit, which CSEA contemplates filing. It is our contention that members who joined the system between July 1-Dec. 31, 1976 should be in Tier II. That is why CSEA would file the lawsuit.

Q. How long will it take before I know if I will be reassigned to Tier II?

A. A lawsuit of this nature is usually lengthy. The litigation and possible appeal process could take a substantial amount of time, so it is impossible to say just when the lawsuit will be concluded.

Q. I was eligible to "buy back" some time in the retirement system and did so. Would this "buy back" time give me extra years of credit in Tier II? And what about someone who joined the system after 1976 but who gained "buy back" time sufficient to carry back to 1976?

A. Probably not. Retirement system members generally cannot cross over tiers on the basis of "buy back" time. While they do receive retirement credit from "buy back" time, the actual date of entry fixes the benefits you are entitled to.

Q. If CSEA is successful in gaining Tier II status for those of us who joined the system between July 27 and Dec. 31, 1976, will

we receive a refund on the 3% contributions we have been paying into the system by virtue of being in Tier III and IV?

A. That will be sought as part of our lawsuit. Those people who joined between July 1 and July 26, 1976 are presently being sent letters notifying them of their change in status, and an application form requesting a refund of their contributions into the system will be sent from the Comptroller's Office.

Mineaux said that because of the wide interest in the case and the potentially large number of people affected, progress on the issue will be published as it occurs in The Public Sector to keep everyone informed.

Hundreds will be elevated to Tier II status

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gaining the favorable decision.

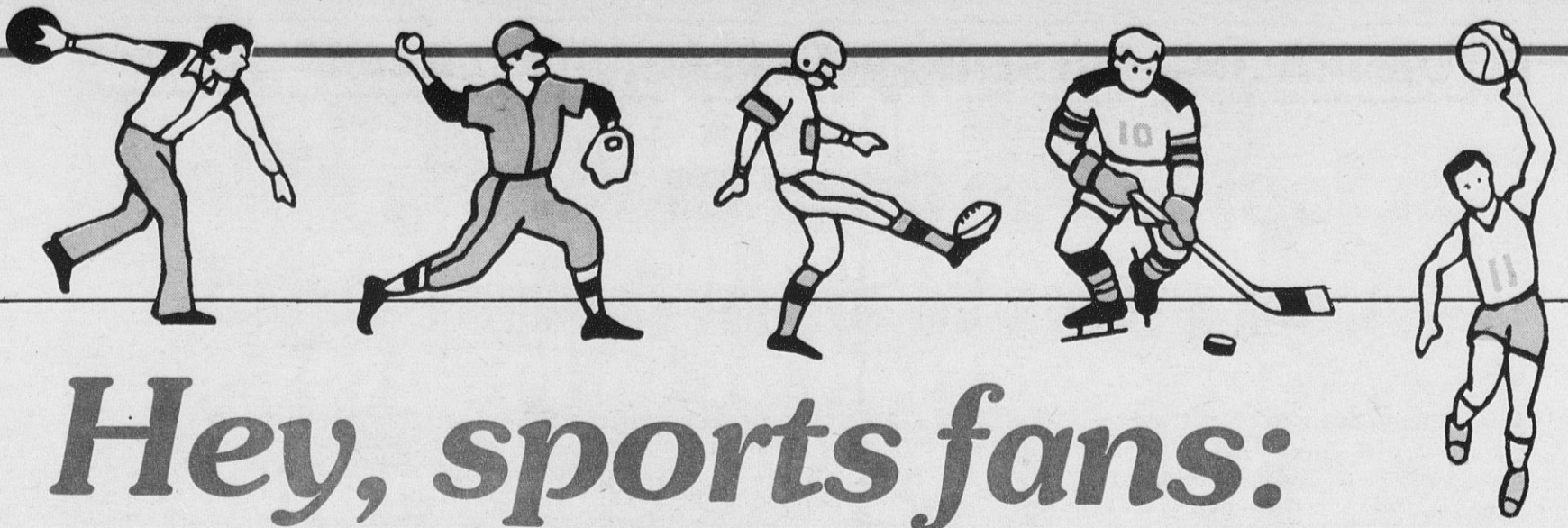
As a result of that ruling, the state has agreed to reassign all public employees who joined between July 1 and July 26, 1976 to Tier II. The state had assigned employees who joined on or after July 1, 1976 to lower tiers.

Included with the letter notifying the employees of their reassignment to Tier II will be an application form for them to claim the refund of their personal contributions into the

system.

The Comptroller's Office said the letters will be going out as soon as possible and it is NOT necessary for anyone to contact the office either by phone or letter.

CSEA, meanwhile, is continuing with its efforts to have the effective date of Tier II extended beyond the July 26, 1976 date. The union has announced it contemplates filing a lawsuit shortly over the issue (see adjacent story).



Hey, sports fans:



In the enthusiast league, this guy's an all-time great

By Dan Campbell
CSEA Communications Associate

ALBANY—Doug Dickinson works with numbers. He loves sports. Fortunately, numbers do come into play in the field of sports statistics. And Dickinson has put his business administration training and his interest in sports together in such a way that he has become the premier statistician in the Capital District sports world.

Unofficially, of course.

During the workday, Dickinson is a public employee, a 19-year career worker in the New York State Department of Labor. But after work for Dickinson, life becomes one game after another.

The CSEA member is the official statistician for the Bishop Maginn Football team, the Albany Patroons' Continental Basketball team, the New York State High School Basketball Tournament in Glens Falls and the Colonie Babe Ruth League.

Now, this might seem to be a pretty full agenda of sports, but Dickinson also holds some other part-time jobs in—what else?—sports. He is:

- * varsity bowling coach and public relations man for Bishop Maginn;
- * assistant bowling coach for the junior bowling program at Redwood Lanes;
- * bowling coach of the Redwood Capital District Junior Pro Scoring League;
- * secretary and public address announcer for the Colonie Babe Ruth League;
- * stringer-sports correspondent for at least one football game a week for a local newspaper;
- * public relations director for the Albany Twilight league;
- * and clock operator for the Bishop Maginn basketball games.

During an average year, Dickinson sees more than 200 local sport events. In between, he squeezes in a few dozen hockey games and he also bowls once a week.

He must be single, right? What wife would put up with it? As a matter of fact, Dickinson is happily married and has two children. His whole family is supportive of his sports endeavors.

"I should have gone into the sports field as some type of professional years ago," says the Cooperstown native. "I've always been involved with sports and I always will be."

Dickinson admits he's used to being ribbed a little about his healthy obsession with sports.

"When I do something, I just can't do it half-heartedly," he explains. "I have to go to the limit."

↳ After work, Doug Dickinson's life is one game after another: bowling, baseball, football and hockey. ↴



GOING OVER THE LINE-UP — Dickinson is caught between Albany Patroons General Manager Gary Holle and Assistant Coach Charlie Rosen as they check last minute changes in the player line-up before the team takes the floor.

NOTICE:

Nomination procedure for election of delegates to 1986 AFSCME convention Chicago June 22-27



CSEA delegates to the convention will be elected on regional basis

CSEA delegates to the 1986 AFSCME Convention, to be held in Chicago June 22-27, will be elected from members in good standing of CSEA as of Feb. 1, 1986.

Delegates will be elected on a regional basis. Each CSEA region will elect the number of delegates which it is entitled to on the basis of membership strength in accordance with the AFSCME and CSEA Constitutions. Based on the AFSCME Constitution formula, the following number of delegates will be elected:

Region I— 45

Region II— 19
Region III— 38
Region IV— 38
Region V— 36
Region VI— 35

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

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

NOMINATIONS PROCEDURE

Any member in good standing as of Feb. 1, 1986 shall be entitled to be nominated as a delegate to the AFSCME Convention. Any member in good standing as of March 1, 1986 shall be eligible to nominate delegates to the AFSCME Convention.

Nominations will be made at meetings to be conducted in each Region on Saturday, March 1, 1986. Meetings will continue until such time as all those present who desire to make nominations have been given the opportunity to do so.

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

Persons nominated need not be present at the

nomination meeting.

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

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

The name of a person who is nominated more than once may appear on the ballot only once. If nominated as part of a slate, the nominee's name

will appear on the ballot as a member of that slate and not elsewhere.

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

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

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

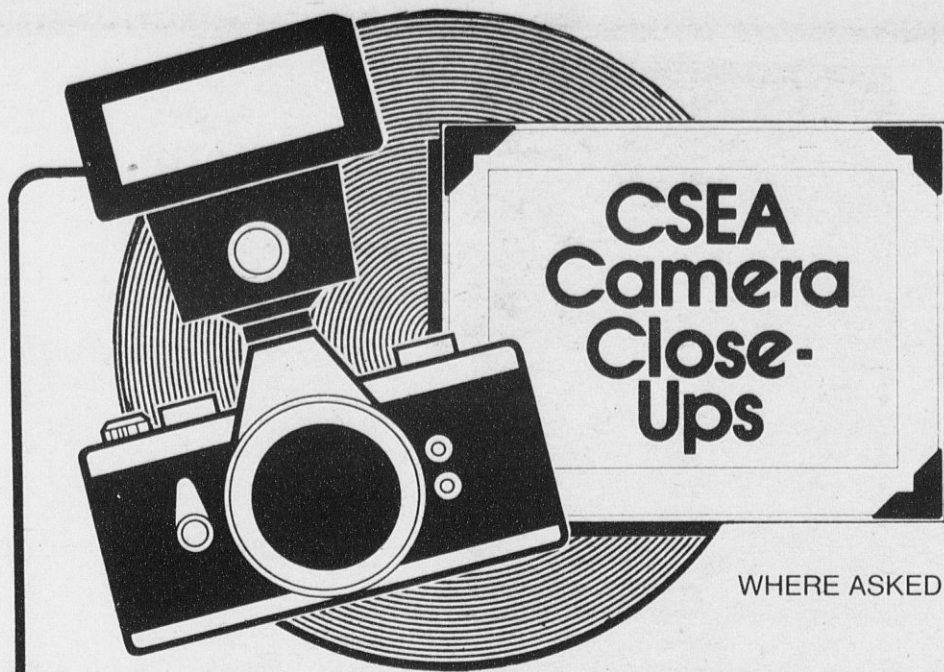
NOMINATION MEETINGS INFORMATION

Regional nominating meetings will be held MARCH 1, 1986 for election of CSEA's delegates to the 1986 biennial convention of the American Federation of State, County and Municipal Employees (AFSCME), AFL-CIO, to be held in Chicago June 22-27, 1986. The MARCH 1 regional nominating meetings will be held at the following times and locations:

REGION I 10 a.m.
REGION II 10 a.m.
REGION III 10 a.m.
REGION IV 10 a.m.
REGION V 10 a.m.

REGION VI 10 a.m.

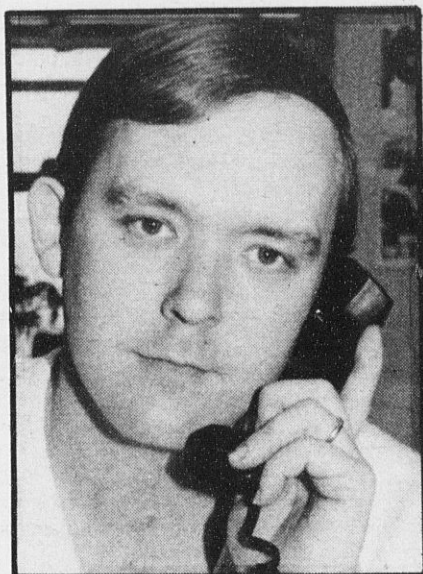
Region I Office, 300 Vanderbilt Motor Pkwy., Hauppauge
Region II Office, 11 Broadway, Suite 1500, New York City
Region III Office, Route 9, Fishkill
Tom Sawyer Motor Inn, 1444 Western Avenue, Albany
Sheraton Inn, 7th North Street and Electronics Parkway, Liverpool
Treadway Inn, Batavia



SHOULD GOV. MARIO CUOMO RUN FOR PRESIDENT IN 1988?

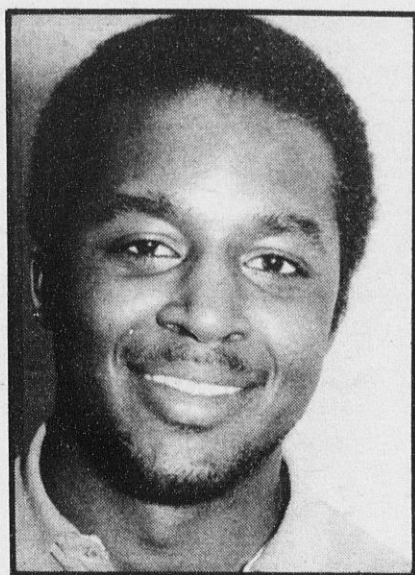


WHERE ASKED: WESTERN REGION VI



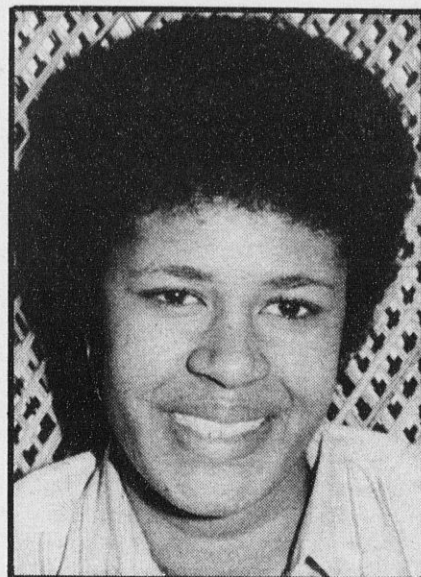
BRUCE SCHMELZER
Dispatcher
Town of West Seneca Highway Dept., Local 815

"Yes. I think he would be good for the nation. He's very intelligent, has a lot of good ideas, and delivers on his promises as governor."



KEITH SCOTT
MHTA
West Seneca Developmental Center, Local 427

"Yes. I think he's very well organized, and does his best to keep his promises, unlike many politicians. He's very realistic, and doesn't dwell in fantasy-land. He seems to always do his best as governor."



CYNTHIA WILLIAMS
Hospital Clinical Assistant
Roswell Park Memorial Institute, Local 303

"Yes. He's a Democrat in the tradition of the progressive New Deal, and he would be good for the poor and for all working people. He'd make a better president than any of the Republicans I've heard mentioned, and he is a good governor."



KATHY ABRAHAM
Switchboard Operator
Buffalo Psychiatric Center, Local 403

"Yes. He would be a good president. He's done a good job for the state as governor, and he seemed to be well accepted on a national basis when he gave the keynote speech at the Democratic National Convention. I'm sure he'd be a much better president than the one we have now."

Upstate Medical Center scholarship fund begun

SYRACUSE—Members of Upstate Medical Center CSEA Local 615 have launched a scholarship fund for sons and daughters of CSEA local members continuing their education, and a giant stuffed panda bear raffle over the recent holidays helped raise funds for the project.

Local 615 President Kathy Collins noted, "We decided a panda raffle would be an excellent way to kick-off the project. Management gave us permission to sell tickets in the lobby during lunch and other break periods, and response from the employees was good. Plans are already underway to raise additional scholarship funds and we hope to name our first annual scholarship winner in August."

GOOD NEWS BEARERS from Local 615 at Upstate Medical Center are all smiles at kick-off raffle for the local's first scholarship fund. Dr. John Bernard Henry, second from left, president of Upstate Medical Center, is congratulated by Local 615 President Kathy Collins after Dr. Henry purchased a raffle ticket. Also on hand for the occasion were Local 615 Treasurer Mike Matthews and social committee chairperson Marie Wasilewski.



Hepatitis scare

at Kingsboro PC

- Employee infected by patient?
- Enraged CSEA: Administration too 'cavalier' about risk

By Steve Madarasz
CSEA Communications Associate

BROOKLYN — CSEA is expressing outrage over Kingsboro Psychiatric Center's failure to isolate a violent, retarded patient with hepatitis B. The union contends that the patient poses significant health risk to other patients and staff and that Kingsboro has consistently ignored the state Health Department's guidelines on the handling of hepatitis cases.

Because of the Kingsboro administration's inaction, CSEA is warning members of the risk involved in handling the patient and is advising them that they may refuse assignments bringing them into contact with him unless they are provided with appropriate safety instructions and equipment.

The CSEA position stems from the hospitalization of one member with hepatitis and the treatment of at least three other employees who had separate encounters with the patient which may have caused infection.

Although the state Health Department states that hepatitis B carriers do not have to be isolated under normal circumstances, the patient in question poses anything but normal circumstances.

According to medical records, which indicate he is a hepatitis B carrier, the patient was admitted to Kingsboro from Brooklyn Developmental Center through the Kings County Hospital Emergency Room. The record states: "that admission was necessitated for frequent, violent, assaultive, agitated, self-destructive behavior and suicidal gestures."

Although the patient is on a secure ward, employees explain that he has unrestricted movement that brings him into contact with all staff and other patients. He has open sores and is frequently involved in altercations where he bites, scratches, and spits on patients and staff. On other occasions, he has run into walls bloodying himself. He is also incontinent.

The state Health Department insists that blood to blood contact is the most likely way that hepatitis is spread. It is by no means the only way. Information distributed by the department stresses: "The virus can also be passed when the blood of an infected person comes in contact with a break in the skin or mucous membrane (mouth, nose, eyes) of another person. The saliva, sweat, urine and semen of an infected person may also contain the virus."

Clear and present danger

CSEA points out that this information coupled with the behavior of the patient presents a clear and present danger that demands an immediate response by the Kingsboro administration. The patient was moved into Kingsboro last spring. Although some employees expressed initial concern that his medical charts indicated he was a hepatitis B carrier, they have been repeatedly assured by the administration not to worry because he poses no danger of passing the disease — a contention challenged by CSEA.

Having little choice but to follow their assignments and receiving no special instructions, most MHTAs accepted the Kingsboro position. That trust has led to frightening consequences. For one MHTA it led to near tragedy.

Willie Howard has just returned to work after spending several weeks



“There are people at risk and the administration's sitting on its hands.”

GEORGE BONCORAGLIO

hospitalized with hepatitis B. Howard had frequent contact with the infected patient just prior to the onset of his illness and on at least one occasion received abrasions on his hand while handling him.

Howard, who received a clean bill of health in September from his personal physician, began feeling ill in early November. At first he thought he had a virus, but on Sunday November 17 became so sick that he required hospitalization. It was then doctors diagnosed him as having hepatitis B. He lost 44 pounds in three weeks and as a result also contracted diabetes — both conditions he will carry for the rest of his life.

There is no doubt in Howard's mind that he picked up the hepatitis from his work with the infected patient in the ward. It is a belief that his doctor tends to support.

"This has really been an ordeal for me and my family" claims Howard. "It's not easy to come forward and talk publicly about having hepatitis. But I've already got it and I want to prevent my fellow employees from getting it."

Howard indicates that since coming back to work, his co-workers have been extremely sympathetic toward what happened to him: "Everyone feels that they're exposed to the same thing and it might be them in the same position."

One other CSEA member has also received treatment for Hepatitis after being bitten by the patient. Additionally, two other employees involved in altercations with the patient that landed them in the sickbay, were presented with blood tests and treatment as precautionary measures.

"Clearly the administration knows there is a risk," says Local 402 President Robert Nurse, "but still they don't do anything to lessen it. It's their lack of response that's so frustrating. Do we have to wait for an epidemic before they act?"

Infuriated

"How can Kingsboro call itself a health care facility when it allows a situation like this to exist?" asks CSEA Region II President George Boncoraglio. "There are still people at risk and the administration's sitting on its hands. What really infuriates me is that we brought concerns about these types of health and safety problems to the attention of the highest levels of the Office of Mental Health last summer. At the time, we were promised they would receive top priority as soon as the new administration at Kingsboro took over in the fall. I guess this shows their commitment to the well-being of patients and staff."

To date, there has not been any formal training, warnings, or instructions for Kingsboro employees on the handling of hepatitis or AIDS patients despite repeated requests from the union. Says Nurse: "About the extent of any precautions were brochures and posters that CSEA distributed and our own warnings to the members."

The union has also sought a standard screening procedure of all new admissions for AIDS and hepatitis, without success. Currently Kingsboro only conducts a medical review if the patient appears to be ill.

In regard to the specific danger presented by the infected patient on Ward One, CSEA has filed a contract grievance without receiving any response. Section 15.11 of the state institutional services contract requires that all patients diagnosed as having a communicable disease have a visible indicator on or near their bed with general procedures to be followed. Such a warning has yet to be posted on Kingsboro Ward One.

Guidelines not followed

While there are established guidelines for handling hepatitis patients (such as wearing gloves and gowns when in contact with their bodily fluids, using a bleach solution to clean up after them, separating their clothes from the general population laundry, etc.) they are not standard practice at Kingsboro.

Members report, however, that whenever the infected patient has been brought to the Kings County Hospital Emergency Room for treatment following his numerous injuries, these procedures are closely followed.

"What's shocking here is the cavalier attitude on the part of the Kingsboro administration" says CSEA Field Representative Al Sundmark, who handles OMH and OMRDD facilities. "The OMRDD facilities take these types of situations very seriously and follow all the established procedures to reduce the risk of infection. That doesn't seem to bother the administration at Kingsboro . . . Their ignoring the problem seems to lack fundamental human concern, let alone what their responsibility is to patient and staff welfare."

The CSEA officials contend that through Kingsboro's neglect, the burden of determining medical hazards has fallen on the therapy staff. Says Region II President Boncoraglio: "It's ridiculous when MHTAs have to make the medical decisions on treatment . . . why not just make us doctors? Considering how the administration handles things that might be an improvement at Kingsboro."

CSEA is demanding immediate steps be taken to restrict the infected patient's contact with staff and other patients until comprehensive training and screening procedures are put in place to reduce health and safety risks at the facility.

“Do we have to wait for an epidemic before they act?”

ROBERT NURSE



MAJOR ISSUE OF THE '80s:

These three make a very big difference

By Roger Cole
Editor

They'd cringe if you called them pioneers. But you could, because they are.

With little fanfare, the three of them, two CSEA staff employees and a statewide CSEA officer, have been working on the cutting edge of what many believe is the issue of the '80s for unions—pay equity.

And somewhere down the line, in the very foreseeable future, CSEA Research Analyst Cindy Chovanec, CSEA Education and Training Specialist Peg Wilson, and CSEA statewide Secretary Irene Carr will see the results of their work today etched into a manual expected to become the authoritative guide on pay equity issues at the local government level, not only in New York State but throughout the country as well.

Chovanec, Wilson and Carr are CSEA representatives on a unique Local Government Pay Equity Project team, along with representatives from AFSCME, CSEA's international union affiliate; and the Center for Women in Government (CWG), located in Albany.

The \$100,000 project is being funded through a grant from AFSCME, CWG is providing much of the technical supervision, and the CSEA representatives are deeply involved in obtaining, analyzing and utilizing the data necessary to enable the project to succeed.

In order to gain the diversity of experiences necessary to have practical application in the broad spectrum of local governments, four local jurisdictions with different conditions were selected for the pilot phase of the project. Subdivisions targeted were Dutchess County, Three Village Central Schools in Suffolk County, Erie County, and the City of Schenectady.

Chovanec, Wilson and Carr are quick to note that Local Pay Equity Committees (LPEC), consisting primarily of the members of the local negotiating teams at the selected sites, have important roles in making the project a success. It is they who identify their own local pay equity situations, gather as much information and data locally as possible for the local government pay equity team to study, and use the completed local pay equity profile to achieve pay equity changes within their own local political subdivision.

The objective, in essence, is to focus on contract negotiations with those local jurisdictions by compiling as much information and data as possible on jobs, skills, responsibilities, working conditions, value of jobs to the employer, etc., and then comparing pay differentials to determine if jobs pay differently if they are traditionally held by a man or a woman. Closing those wage gaps is the objective of the pay equity movement, and the union attempts to

eliminate pay disparities at the negotiating table by utilizing the results of the local pay equity study.

The end result of the current pilot phase of the project will be the computation of a tremendous amount of experience in pay equity issues into an operating manual. Union negotiating teams will then be able to use the manual as a guide in effectively dealing with pay equity as an issue at the bargaining table with local governments throughout the state.

AFSCME, the recognized leader in pay equity issues throughout the country, will utilize the experiences gained in the New York project in other states where it is raising the pay equity issue.

Late last year the team saw the first fruits of their labor when a contract was negotiated for CSEA members in the Three Village School District Clerical Unit. A pay equity profile compiled by the Local Government Pay Equity team showed that women in the school district were paid an average of \$2.84 an hour less than men in all classifications, and that analysis enabled CSEA to take a strong position on pay equity at the bargaining table. As a result of data in the profile, the union was able to get the two lowest grades dropped from the salary schedule and the top salary increased by three grades, and management agreed to meet with the comparable worth committee to study in detail the pay equity profile on district employment and come up with suggestions to correct the imbalances uncovered.

Chovanec, Wilson and Carr call the Three Village contract "a good beginning," but just that, a beginning. Their study of data there found what they were sure it would—tremendous disparity between men and women in general, with the vast majority of women segregated into the lower paying positions. Not unlike, they say, the data they are reviewing in the other pilot jurisdictions and what they would expect to find in general elsewhere. They know there is much to be done yet through labor-management efforts and through negotiations to further correct the situation at Three Village, but they also know their efforts there will prove useful in efforts in the remaining three pilot sites as well as forming some valuable guidelines for the manual to be developed.

Dutchess County appears to be next in line for the team to complete a pay equity profile of employees. Data is continuing to be analyzed and will ultimately be presented by the union to management to begin the process of correcting any inequities, and preliminary data shows there are some. Much of the findings are already in the hands of local officials and staff in Dutchess County and most certainly will be utilized in the next round of local contract negotiations.



DATA, DATA AND MORE...In above photo, Education and Training Specialist Peg Wilson, seated, and Research Analyst Cindy Chovanec, right, inspect some raw data that appears to support their case for pay equity adjustments. IN PHOTO AT RIGHT, Wilson and Chovanec smile when computer analysis proves their initial beliefs. And IN PHOTO BELOW, Wilson, right, reports on results of findings to CSEA statewide Secretary Irene Carr, the third member of CSEA's team on the Local Government Pay Equity Project.



Chovanec and Wilson say the Dutchess County study is nearly completed. But the Erie County and City of Schenectady projects are less clear, although still targeted and in various stages of progress. For one thing, they are encountering resistance from Erie County management to cooperate on providing data to be analyzed, while Schenectady is the last of the original four jurisdictions to be studied. They expect to continue forwarded, however, because each of the four pilot locations represent somewhat different situations and the

PAY EQUITY

UNDERSTANDING THE ISSUE

It's 'pay equity' or 'comp worth' but not 'equal work, equal pay'

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 undervalued jobs benefits women and minorities.

Wage discrimination very wide spread

Sex-based wage discrimination in public sector wage scales is widespread.

On the national level, AFSCME says that 45 percent of the 13 million state and local government employees work in female dominated jobs such as secretary, library, nurse and teachers, and are paid wages below those paid to employees in male dominated jobs which require equal skill, responsibility and training.

On the state level, a major study initiated by CSEA in the previous state contract negotiations found tens of thousands of state workers, mostly women and minorities, are being held in economic hostage in undervalued job titles. Millions of dollars were set aside as a result of negotiations to deal with those findings, and a full-scale study of how to effectively change those conditions is presently underway.



variety of experiences would provide broader guidelines in the manual.

For Chovanec and Wilson, in particular, completion of the project somewhere down the line will not signal an end to their direct involvement with helping achieve pay equity in local government jurisdictions. Both expect to spend a great deal of time working with local negotiating teams and union field representatives and collective bargaining specialists on utilizing the manual to the greatest effectiveness. As for Carr, the statewide secretary plans to continue her role as a highly visible and vocal advocate of pay equity and womens' issues in general.

And even as the local government pay equity project moves forward, all three have recently been added to CSEA's team comprising a joint labor-management steering committee on comparable worth and job classifications issues at the state level. There they will help determine how to implement recommendations contained in two recent major reports suggesting sweeping changes in the state's classification and compensation system that will pave the way for pay equity for thousands of state workers in jobs held predominately by females and minorities.

Martha Buck, a labor economist with AFSCME and a representative to the local government pay equity project team, says, "This project is dynamite. It needs to be done, and the manual which will be the end result will be of tremendous help all across the country."

As busy as they have become with their involvement with the pay equity issue, Chovanec, Wilson and Carr agree the issue is worth the effort. They continue to collect and analyze piles of data because they can see light at the end of the tunnel, because each possesses very strong personal convictions on the subject, and because they feel they have that rare opportunity to truly make a difference.



CSEA STATEWIDE SECRETARY IRENE CARR, left, a leading advocate of pay equity, talks with some CSEA Region III officials following her discussion of pay equity issues at a recent regional meeting in Yonkers. With Carr are Region III President Pat Mascioli, Westchester County CSEA Local 860 President Janice McGuiness, and Region III Program Committee Chairperson Grace Ann Aloisi.

Union compliance campaign makes treatment plant safer workplace

AMSTERDAM — What a difference a little prodding can make. Take the City of Amsterdam, for instance, which last year was moving at a snail's pace to comply with a state order regarding proper safety equipment and training for workers at the municipal sewage treatment plant, the West Side Pumping Station.

CSEA, upset that the city was moving so slowly to comply with the state Department of Labor order, threatened the city with court action if the municipality didn't take some immediate actions to provide the equipment and training to CSEA-represented workers at the facility.

That type of prodding evidently got the city fathers' attention because, as The Public Sector reported in the Dec. 15, 1985 issue, corrective action started soon afterwards. And compliance actions have continued at an accelerated pace ever since.

CSEA Region IV Occupational Safety and Health Representative Barbara Mitchell and CSEA Field Representative Joseph Bakerian tried to get the city to voluntarily address union concerns after two employees at the facility were overcome by gases last March. The city stalled, then delayed further by seeking a variance after the Labor Department cited the facility for several safety violations and ordered corrective measures be taken. CSEA's threat of legal action to force the city to comply with the Labor Department's OSHA order finally got

the ball rolling late last fall.

In a relatively short time since, a number of important actions have been taken by the city.

During November, a Scott air mask and tank was relocated to the West Side Pump Station for use in an emergency; the pump station log system was expanded, and all meters and indicators at the work site were fully charged. In December, all employees were trained on working with the meters and indicators, and training was held on use of air masks. In addition, the city fire department conducted a safety seminar for employees. Later in December, a "walkaway" bracket for the air mask tank and harness was installed for use in emergency situations. An exhaust air exchange system was installed on Jan. 9 at the pump station, and air is exchanged every 3.4 minutes. Instructions on the proper operation of the system are posted at the station.

The continuing improvements at the site endorse a statement by CSEA Unit President Michael Cantiello when CSEA initially forced the start of compliance. Cantiello said then that city employees were impressed by the union's success in getting the safety problems resolved. "They know now that CSEA can provide them with the necessary support to help them change a situation around," he said. "They know that CSEA can be persistent in dealing with the city administration until the city realizes its responsibility to provide a safe worksite for its employees."



SAFER AND SAFER — CSEA Occupational Health and Safety Representative Barbara Mitchell and CSEA Unit President Michael Cantiello check over some of the new safety equipment provided by the City of Amsterdam for sewage treatment employees. CSEA helped turn city reluctance into corrective action by threatening legal action if the city failed to comply with state orders to provide proper safety equipment and training for the employees.

CSEA's 1986 scholarships program

Children of CSEA members who will be graduating from high school in 1986 and plan on attending college will be eligible to apply for one of eighteen \$500 scholarships CSEA will again be making available under the union's Irving Flaumenbaum

Memorial Scholarship program.

Applications will be available after Feb. 12 and accepted until May 1, according to Brian Ruff, chairman of CSEA's Special Memorial Scholarships Commit-

tee. Three \$500 scholarships will be awarded to children of mem-

bers in each of CSEA's six regions.

The Irving Flaumenbaum Memorial Scholarships have been awarded annually for several years now, and are named in memory of the former longtime president of CSEA's Long Island Region.

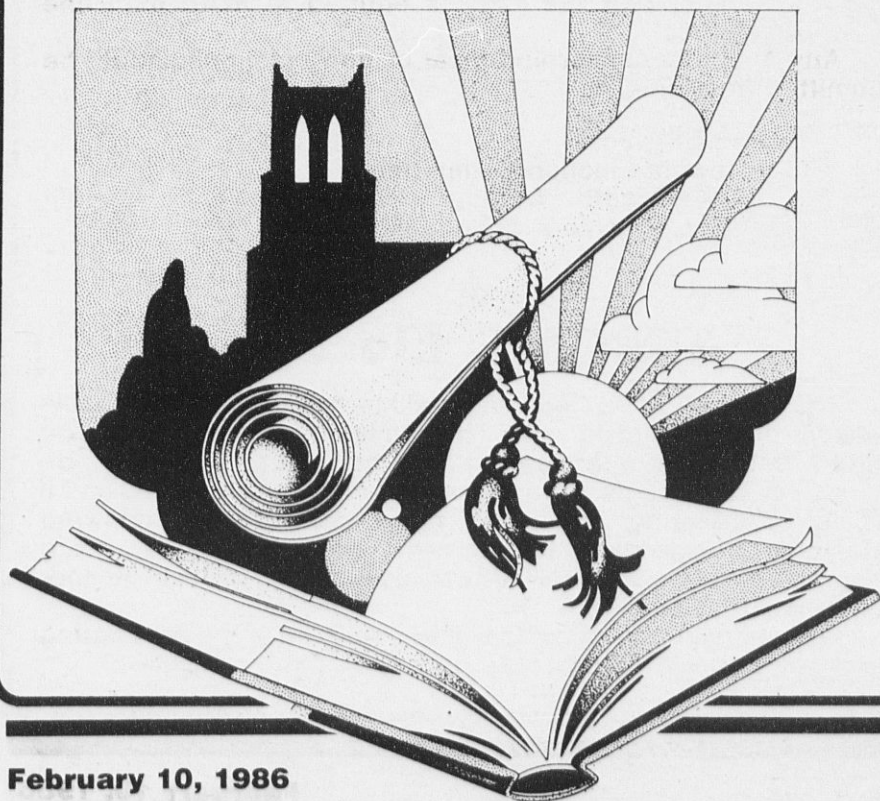
The 1986 program will be launched on Feb. 12 when information and application forms are sent to all CSEA local and unit presidents and secretaries as well as each regional headquarters. APPLICATIONS MAY BE OBTAINED AFTER FEB. 12 BY CONTACTING LOCAL OR UNIT PRESIDENTS.

Under the program, children whose parents or legal guardians are represented by CSEA and who will be graduating from high school in 1986 and who plan to attend college are eligible to apply for the scholarships.

APPLICATIONS WILL BE ACCEPTED UNTIL MAY 1, 1986 AND WINNERS SELECTED SHORTLY THEREAFTER. WINNERS WILL BE NOTIFIED BY MAIL.



IRVING FLAUMENBAUM, in whose memory the memorial scholarship program is named. At time of his death in 1980, he was president of CSEA's Long Island Region and was an international vice president of AFSCME.



First pact a winner at St. Lawrence University

CANTON—By an overwhelming majority of 83 votes to 2, members of CSEA Local 630 at St. Lawrence University have ratified a new two-year contract calling for a sizeable increase in hourly wages plus significant new and improved employee benefits retroactive to July 1, 1985.

The contract is the first one negotiated for the new CSEA local which represents 110 secretarial and clerical employees on the Canton campus.

According to Field Representative Steve Ragan, chief negotiator for the pact, "Members are delighted with their first agreement. It provides improved wages and new benefits and terms of employment never enjoyed before."

Terms of the new contract include:

- * An increase of 45 cents per hour for hourly employees.
- * A greatly improved employee retirement plan.
- * Grievance and disciplinary procedures installed for the first time.
- * Job security provisions installed for the first time.
- * Provision for labor/management committee with input into university decisions.
- * New methods for job reclassification procedures.
- * Significant benefits for part-time employees.
- * Improved tuition and university activity benefits for employees and dependents.

Ragan explains that negotiations had dragged on since last April because of numerous delays related to putting together an initial agreement.

"We were starting from scratch, so it became a lengthy process, but one that was necessary," he said. "During those months, the members maintained solidarity and confidence that their negotiating team would eventually hammer out a good contract."

A proposed two-year package was explained to members at an informational meeting Jan. 28 and a ratification vote was taken Jan. 29.

"The fact that members voted overwhelmingly to accept the agreement speaks for itself. It was tough going at times, but well worth the effort," Ragan said, noting the dedication and support of committee members during the 10-month negotiating period.

Central Region President Jim Moore called the new contract "an important milestone for St. Lawrence University employees represented by CSEA, and other private sector college and university workers" in the state.

"We hope this first contract will be a beacon of hope for university employees elsewhere who may be considering what CSEA bargaining power can offer," said Moore.

In addition to Ragan, members of the negotiating committee were: Ann Marden, president of the local and chairwoman of the committee; Karen Maxson, Bonnie Haggerty, Pat Bryant, Jean Deese, Wilma Hills, Fay Lawrence, Faye Weeks, David Katz, Lynda James and Margery James.

OPEN COMPETITIVE EXAMINATIONS SCHEDULE

JOB TITLE	EXAM NO.	BEGINNING SALARY
APPLICATIONS DEADLINE MARCH 17, 1986		
Emergency Medical Technician-Paramedic	28-796	\$20,466
Emergency Medical Technician	28-809	15,487
Contract Maintenance Service Representative	26-495	19,745
Railroad Track and Structure Inspector	26-486	20,066
Railroad Equipment Inspector	26-487	21,227
Senior Railroad Equipment Inspector	26-488	23,729
Motor Equipment Specialist	26-496	25,099
Child Protective Services Specialist I	26-502	20,066
Child Protective Services Specialist IV	26-503	40,345
Cable Television Program Equipment Technician	26-797	29,364
Laboratory Equipment Designer (Electronics)	28-802	22,442
Laboratory Equipment Designer (Communications)	28-801	23,729

JOB TITLE	EXAM NO.	BEGINNING SALARY
APPLICATIONS CONTINUOUSLY ACCEPTED		
Occupational Therapy Assistant I	20-127	16,909
Occupational Therapy Assistant II	20-128	20,066
Senior Computer Programmer/Analyst	20-219	25,099

APPLICATION FORMS—You may obtain application forms by mail or in person at the following offices of the State Department of Civil Services:

ALBANY—W. Averell Harriman NYS Office Building Campus 12239.

BUFFALO—Room 303, 65 Court Street 14202.

NEW YORK—55th Floor, 2 World Trade Center 10047, or 6th Floor, Adam Clayton Powell State Office Building, 163 West 125th Street, 10027.

LOCAL OFFICES, NYS Employment Service (no mail requests). When you request an application, specify the examination number and title. Mail completed application to: NYS Department of Civil Service, W. Averell Harriman NYS Office Building Campus, Albany, N.Y. 12239.

COMPETITIVE PROMOTION EXAMINATIONS (State Employees Only)

JOB TITLE	EXAM NO.	DEPARTMENT
APPLICATIONS DEADLINE MARCH 10, 1986		
Senior employment Counselor G-19	39-944	Labor
Motor Equipment Maintenance Coordinator G-16	38-885	Interdepartmental
Motor Equipment Maintenance Supervisor I G-14	38-883	Interdepartmental
Motor Equipment Maintenance Supervisor II G-15	38-884	Interdepartmental
Motor Equipment Maintenance Supervisor III G-19	38-886	Interdepartmental
Associate Building Electrical Engineer G-27	39-937	Interdepartmental
Associate Building Construction Engineer G-27	39-946	Interdepartmental
Associate Building Structural Engineer G-27	39-938	Interdepartmental
Senior Railroad Equipment Inspector G-17	38-875	Transportation
Senior Railroad Engineer G-24	38-888	Transportation
Energy Contracts Specialist II G-23	39-945	Energy Office
Child Protective Services Specialist II G-18	38-889	Social Services
Child Protective Services Specialist III G-23	38-890	Social Services
Supervisor of Motor Vehicle Investigation G-23	39-950	Motor Vehicles
Chief Motor Vehicle Investigator M-1	39-951	Motor Vehicles
Contract Maintenance Service Representative G-13	38-891	OGS
Senior Building Structural Engineer G-24	38-851	OGS, Executive
Assistant Building Structural Engineer G-20	38-850	OGS, Executive
Associate Sanitary Engineer (Design) G-27	39-939	OGS, Executive

APPLICATION FORMS: Application forms for promotion candidates are available through your Personnel or Business Office. You may also obtain them by mail or in person at the following offices of the New York State Department of Civil Service: NYS Office Building Campus, Albany, N.Y. 12239; 55th Floor, Two World Trade Center, New York, N.Y. 10047; 6th Floor, Adam Clayton Powell State Office Building, 163 West 125th Street, New York, N.Y. 10027; or Room 303, 65 Court Street, Buffalo, N.Y. 14202. Specify the examination by its number and title. Mail your completed application form to: NYS Department of Civil Service, The W. Averell Harriman NYS Office Building Campus, Albany, N.Y. 12239.

A woman of honor

By Sheryl Carlin
CSEA Communications Associate

You're about to be impressed.

Christina Muldoon, recently selected as Woman of the Year by the Deer Park Business and Professional Women's Club is a very impressive person.

Muldoon, a long-time CSEA activist, currently works as secretary to the principal of the May Moore Elementary School and has been employed by the Deer Park School District for 19 years. She earned her recent award for outstanding achievement in her profession and in community service and her active role in BPW functions. (The Deer Park BPW is one of 10 BPW chapters on Long Island and is affiliated with the National Federation of BPW.)

When you meet Muldoon, it becomes clear why she was chosen. Wearing a neat gray suit which enhances her blonde hair and blue eyes, Muldoon presents herself with a friendly, assertive air. Her handshake seems to say, "I'm sure of myself and I feel good about my life."

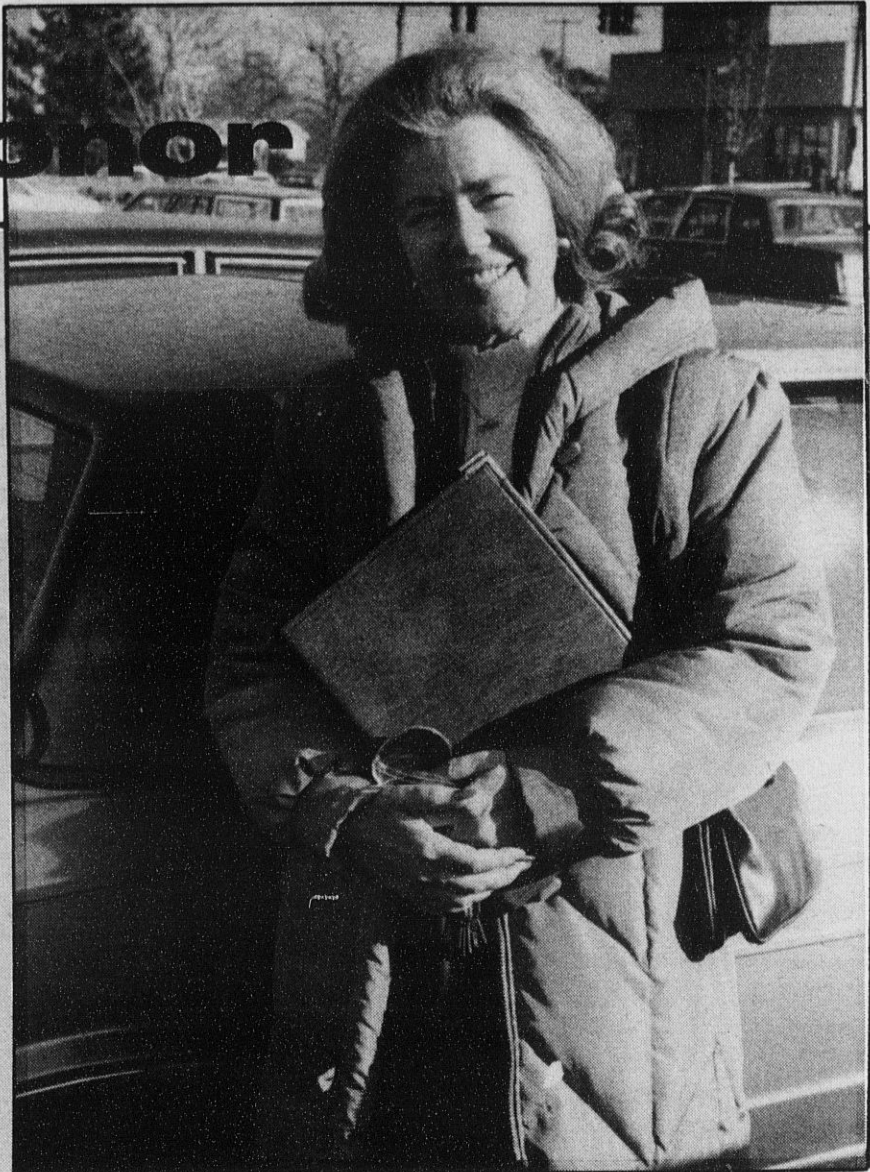
Speaking to her qualifies that first impression. She speaks freely and intelligently about any number of issues: women's involvement in politics, her family, her job, her involvement with CSEA and her growth as a person.

"I really enjoy being involved. When I took my first BPW trip to Washington D.C., we had breakfast with our congressman and tea with the First Lady. I shook Rosalynn Carter's hand just before she left for a trip to Camp David," Muldoon recalls. "It was all very exciting."

Her desire to be involved certainly keeps her busy. In addition to a host of other activities, Muldoon still finds the time to serve as treasurer of her condominium association, do volunteer work at her local hospital, and chair the Young Careerist Competition which gives national recognition to professional women between the ages of 20 and 30.

Muldoon has also brought her enthusiasm and determination into CSEA activities. For two years, she served as first vice president of the Deer Park SD Unit of Local 870. For almost a decade, she represented the clerical staff of that unit in contract negotiations. Currently, she is a member of the Region I Political Action Committee.

Muldoon is a staunch supporter of pay equity for women and protection of women against domestic violence. She believes that women should get involved and that they should vote.



"Women have a strong voice and they should use it. Power is in politics. That's just the way it is," she said.

Married, with one daughter, a son-in-law and a grandson, Muldoon explains that her husband supports her activities.

"John has really allowed me to grow and that's important. He's a wonderful man and his support means a lot to me," she said.

Muldoon said that in her spare time (if you can believe there is any) she enjoys golf, swimming and bowling.

How does she feel about her recent award?

"I was honored at a dinner which was attended by a lot of important local politicians and I received a town council proclamation. I was really overwhelmed," she says.



Board of Directors

Meeting highlights

EDITOR'S NOTE: The Public Sector regularly publishes a summary of actions taken by CSEA's statewide Board of Directors at the Board's official meetings. The summary is prepared by Statewide Secretary Irene Carr for the information of union members.

By Irene Carr
CSEA Statewide Secretary

ALBANY—CSEA's statewide Board of Directors met here on Jan. 28. In official actions, the Board:

* Authorized spending \$12,000 to sponsor training programs for local government Employee Assistance Program (EAP) coordinators.

* Approved schedule for upcoming elections to the CSEA Board of Directors and to the June 22-27 AFSCME Convention.

* Designated the Independent Election

Agency Corporation of America to count votes in the CSEA Board election.

* Directed CSEA lobbyists to be on guard against any attempts by the State University of New York to get legislation passed which will take jobs out of the classified service and deprive career civil servants of promotional opportunities.

* Voted to hold the 1987 Local Government Workshop on May 5, 6 and 7 in Rochester.

* Approved \$98,000 to cover 1986 postal rate increases for mailing the Public Sector.

* Directed CSEA regional presidents to investigate and report back on status of local government units with contracts expiring Dec. 31.

* Adopted policy that elected officers and staff notify locals and units 48 hours in advance before making visit.

The board also confirmed the following appointments to the statewide Legislative and

Political Action Committee:

Region 1—Michael Curtin, Jeanne Anguiulo and Eugene Cammarato;

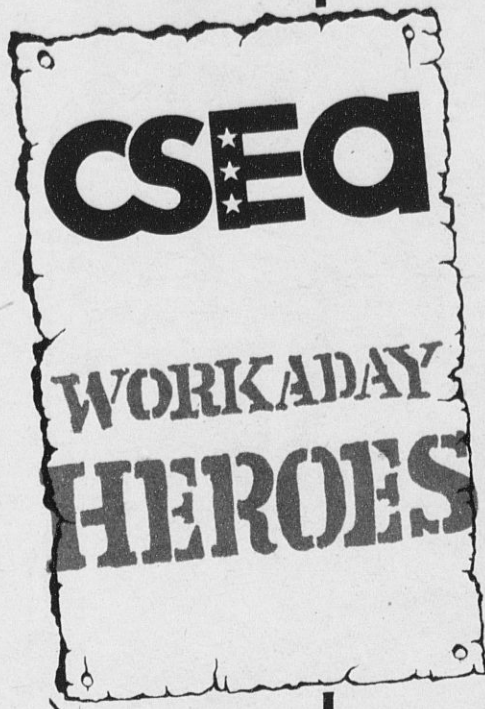
Region II—James Heekin, Miguel Cruz, Nevada Solano and John Chesslin (retiree representative);

Region III—John Newman, Grace Ann Aloisi and Alexander Hogg;

Region IV—John Francisco, William Burdick, Joseph Conway and Fran Wilusz;

Region V—Dorothy Penner, Keith Zulko and Robert Allen; and Region VI—Florence Tripi and Thomas Warzel.

Questions by CSEA members concerning the union's Board of Directors should be directed to the member's Board representative, local president or to the office of the Statewide Secretary. Copies of the minutes are sent to all Board representatives and local presidents.



Two women and child saved from blaze by on-duty DOT workers

By Ron Wofford
CSEA Communications Associate

LOCKPORT — Two state Department of Transportation workers have been credited with saving three people from a burning house they discovered ablaze while on snowplowing duties.

Niagara County sheriff deputies said the quick action of Randy Lane and Ronald Martin of DOT Local 525 helped Patricia Dunn, her son and her mother flee the burning home unharmed. The blaze destroyed the one-family dwelling.

Lane and Martin were plowing a Niagara County road at about 1 a.m. when "Ron spotted the flames, and we stopped, and ran in and got them out of there," said Lane. "You never think something like this is going to happen to you, that you would save somebody's life."

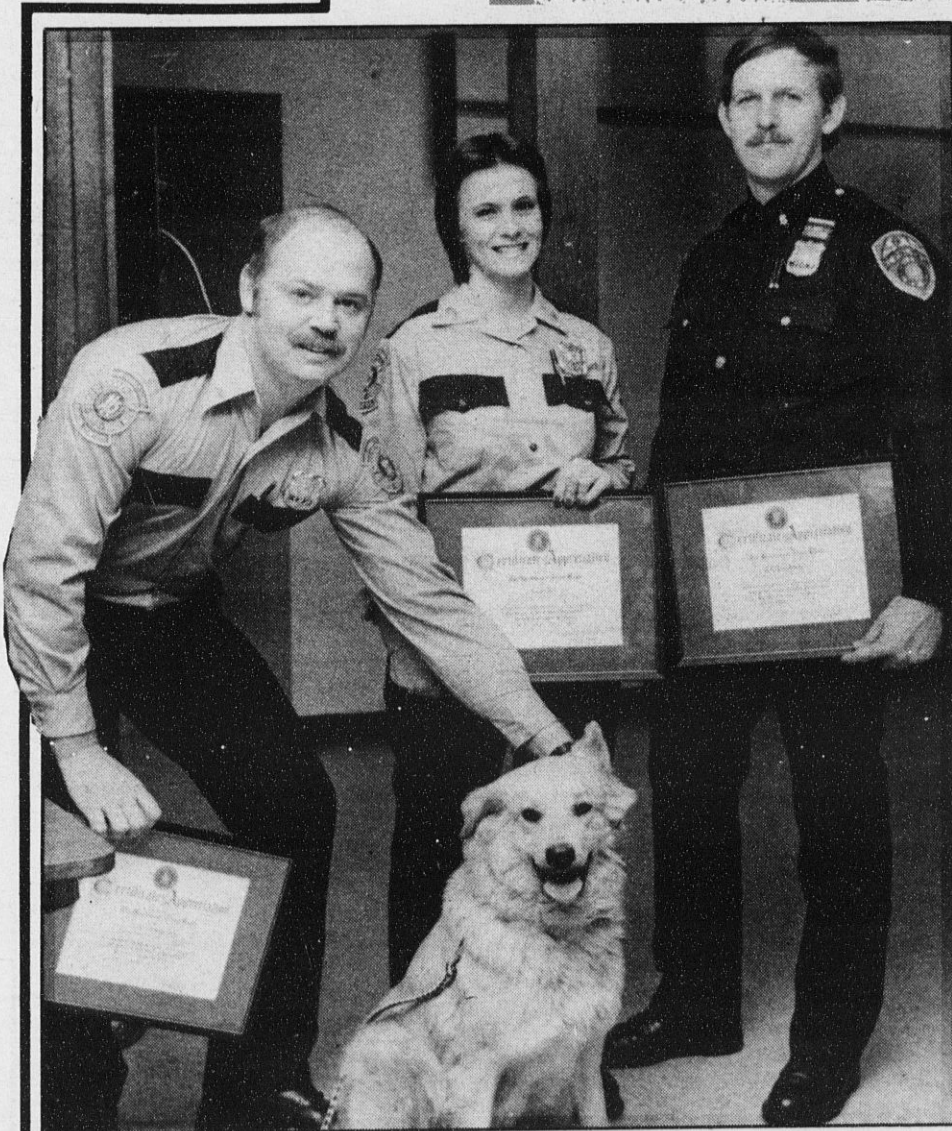
Martin said they saw flames and a parked car, so they were sure someone was inside the house.

"It's the first time I've seen something like that that late at night," Martin said. "It makes me feel good, that we got them all out of the house."

Volunteer firefighters from three companies responded, and fought four hours before bringing the blaze under control. Deputies said the fire started near a wood stove.

Marty Gilbert, Local 525 president, hailed the "heroic action" of Lane and Martin, calling them "a good example of the workers we have, who risked injury to themselves to save others."

Martin and Lane are now the subjects of a rash of local news accounts applauding their lifesaving actions. But they say they were only doing "what anyone would do under the circumstances."



LUCKY DOG — Wardens Charles Bratisax and Linda Pew, and Suffolk County Police Officer Thomas Brady proudly show the certificates of appreciation they received from Brookhaven Town Supervisor Henrietta Acampora. Everyone looks fine — including the dog they rescued!

People save dog

Suffolk members rescue pup from frozen waters

By Sheryl Carlin
CSEA Communications Associate

BROOKHAVEN — The life of a dog warden can be filled with thrilling, and some chilling, experiences.

The latter was the best description for the situation experienced recently by Brookhaven Dog Wardens Linda Pew and Charles Bratisax, members of Suffolk Local 852, and a local police officer, when they successfully rescued a dog from the semi-frozen Canaan Lake.

After hearing the call on the radio, the wardens arrived on the scene to find a policeman ready to make a rescue attempt in a boat. Pew hopped in and they began to chip through the ice, moving a few feet at a time.

When they were three-quarters of the way to the dog, who was half in and out of the icy water, the boat capsized, dumping Pew and the officer into the freezing lake. They made it safely back to shore and were sent to the hospital to be treated for possible hypothermia.

Bratisax, who had been watching from shore, was offered a boat from some neighborhood kids.

"I got in the boat and paddled out there. Since most of the ice was already chipped away, it didn't take me too long to reach the dog. I grabbed her with my noose and pulled her into the boat," he related.

The dog was then taken to an emergency animal hospital.

Everyone involved in the incident is now fine, including the dog. Pew commented, "The dog made it to the hospital before we did!"

At a town board meeting recently, Brookhaven Town Supervisor Henrietta Acampora presented Pew, Bratisax, and the officer, with a plaque, thanking them for the "heroic rescue of a stray dog from Canaan Lake."

"The important thing for people to know is that there isn't a warden among us who wouldn't have done the same thing," Bratisax said. "We're here to help."

Downtown Albany parking survey

ALBANY—State employees who work in downtown Albany received along with their paychecks Feb. 5 a survey regarding parking problems posed by the city's proposed switch to residence parking permits on streets surrounding the Empire Plaza.

The survey was developed by a joint labor/management committee made up of CSEA, PEF and the Governors Office of Employee Re-

lations. The simple, eight-item questionnaire will be used to determine downtown parking needs and develop recommendations to improve the adequacy and use of parking facilities.

John Naughter, CSEA collective bargaining specialist has appealed to union members to cooperate in filling out the survey and returning it to the Joint Parking Committee by Feb. 12.

AIDS

Seminars and talks inform CSEA members, help allay fears



Tempering hysteria with awareness

By Anita Manley
CSEA Communications Associate

POMONA—"The epidemic of fear is worse than the epidemic of AIDS itself," says John Egan, executive director of the Mid Hudson AIDS Task Force.

Egan led three seminars on the subject for more than 400 Rockland County employees recently. He told participants that the prescription for the hysteria which has accompanied the AIDS epidemic is to become better informed. "Look through the headlines," he advised. "Research, go to your library. Find out about AIDS yourself."

Egan also emphasized that AIDS is not transmittable through casual contact. "Intimate sexual contact, and blood to blood contact such as by sharing needles put people at risk," he said. "Persons transfused with contaminated blood may also get AIDS."

Egan stressed that the incidence of health care workers contracting AIDS is negligible. "They are not becoming ill, even in close household contact and even in less than ideal hygienic conditions."

Who are the people who are getting AIDS? "Three out of four are gay or bisexual," Egan



INCREASING AWARENESS—Top: John Egan, executive director of the Mid Hudson AIDS Task Force speaks to a Rockland County employee following a recent seminar on AIDS. Standing, center, is Rockland County Unit President Florence Kimmel. Above: Dr. Susan Frolenza answers questions on AIDS from Nassau County Medical Center Unit President Bill Gibbons and OSH Representative Ken Brotherton, standing far left.

said. "The second most prevalent group are the IV drug users. About 1 percent have gotten it through blood transfusions, 2 percent through heterosexual contact. The risk groups are pretty steady."

New developments in the treatment of AIDS were touched on by Egan. One he mentioned is anti-viral drug; the other, a treatment being used to fight cancer in which new white blood cells are infused into the system.

Working with victims: no answers, just support

POMONA—Diane Spiro works with the victims of AIDS. Coordinator of the volunteer program for the Mid Hudson AIDS Task Force, Spiro says the social alienation brought on by AIDS closely parallels that of leprosy in ancient times.

"It is a disease that brings social stigma, a terrible feeling of victimization," she said. "The patients feel dirty, helpless, fragmented from society."

Spiro said that although any catastrophic illness interrupts life's flow, AIDS victims immediately find a wall built around them because of the stigma of the disease. "We have people who call us in a rage, as if we've

failed them. We have people who are depressed, despondent. We see self-esteem affected. These victims carry a lot of guilt and shame and loss of control."

Spiro says that even worse is the profound fatigue that the illness causes. "Getting up just to go to the bathroom is too much," she remarked.

As the disease progresses, the cost of treatment, the time lost from work and eventually, the inability to work has resulted in most victims having no means of support. Many are on public assistance.

"We don't have the answers," she said. "We can only support them."

Talk dispels myths

EAST MEADOW—After being inundated with calls and visits from members who were extremely concerned about the AIDS epidemic, Bill Gibbons, CSEA unit president at the Nassau County Medical Center, arranged to have Dr. Susan Frolenza speak at a recent membership meeting.

Dr. Frolenza, chief of the Division of Infectious Diseases, gave a candid, informative talk on AIDS to more than a hundred members ranging from ambulance drivers to custodians.

"We have approximately 3,500 members here

and just about all of them have the opportunity to come in contact with AIDS patients at some time or other. There is a real fear and Dr. Frolenza's discussion outlined the precautions our members should take," said Gibbons.

After listening to Frolenza, Region I Occupational Safety and Health Specialist Ken Brotherton said, "I think that having the doctor speak was an excellent way to dispel some of the myths surrounding AIDS. The members asked good questions and they were given honest answers."

Extracurricular activities

CSEA at work for school district workers across the state

Stories by CSEA Communications Associates Sheryl Carlin and Anita Manley



A tough year in negotiations pays off

MILLER PLACE — After enduring a year of negotiations, the Miller Place Clerical Unit of Suffolk Educational Local 870 finally got their contract.

"It's an equitable contract for everyone concerned and was passed unanimously by the members. We're all glad it's over," declared Unit President Joan Russo.

Highlights of the contract include salary

increases, effective July 1, 1985, of 9.3 percent or \$1,100 in the first year, 9.3 percent or \$1,100 in the second year, and 9 percent in the third year.

The members will now have a choice between overtime pay or compensation time.

There is also a new provision which gives employees the option of an annual or biweekly payment of their longevity.

Negotiating team members included: Chairperson Russo, Betty Reiersen, Susan Fisher, Fackie Scofield, Gerry Gulotta and Field Representative Jim Walters.

Ryeneck gets 28.5% over next four years

RYE — Grounds and maintenance workers in the Ryeneck School District in Westchester County will see their salaries increase by 28.5 percent over the next four years, thanks to a recently ratified contract.

The new agreement also provides for dental and optical plans for the employees and their families, agency shop and a night differential when school is not in session.

According to CSEA Region III Field Representative Larry Sparber, who negotiated the contract, the employees will receive salary hikes of 7.5 percent retroactive to July 1, and 7 percent per year for the following three years.

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RYENECK SCHOOL DISTRICT UNIT members are all smiles following the signing of a four-year contract that increases their salaries by 28.5 percent. Seated from left are Unit Vice President Al Fontecchio, Region III Field Representative Larry Sparber and Unit President Bob Malovet. Standing are Unit Secretary Bill Fowler, Region III President Pat Mascioli and Mike Valentine, who served on the negotiating committee.



New family dental plan features of Pawling pact



PAWLING — Clerical, custodial, transportation and cafeteria workers in the Pawling School District have ratified a three year contract which will increase salaries more than 19 percent over the life of the contract.

According to Collective Bargaining Specialist Don Partrick, employees salaries will increase 6.5 percent this year, 6.5 percent effective July 1, 1986 and 6.29 percent as of July 1, 1987.

In addition, the contract provides for a new family dental plan through the CSEA Employee Benefit Fund, an additional family illness day and a paid holiday for Martin Luther King Day. Bus drivers will also be entitled to a meal allowance for runs in excess of six hours.

A labor/management committee clause was also included in the contract.

The 45 members are affiliated with Dutchess County Educational Local 867.

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PAWLING SCHOOL DISTRICT UNIT President Dorothy Osborne signs a three-year contract for her unit members. Seated next to her is Pawling Superintendent of Schools Vincent J. Vecchiarella. Looking over their shoulders is CSEA Collective Bargaining Specialist Don Partrick.

Members protest ban from superintendent selection

WEST BABYLON — Despite the fact that 250 CSEA employees will be directly affected by the next superintendent of West Babylon Schools, no representative from the three units there was asked to serve on the Superintendent Search Committee, and union members have voiced their dissatisfaction.

Heads of the three units recently wrote letters to the chairperson of the committee expressing their disapproval and urging an expansion of the committee to include a CSEA member. Unit presidents are: Marge Steiger, Non-Teaching Unit; Anthony Cacciola, Chief and Head Custodians Unit; and Helen Simpson, Para-Professional Unit.

The chairperson, also a member of the board

of education, responded by telling the presidents that they should put their concerns in writing and submit them for the board's review.

"They really blew us off," said Steiger. "There is no reason why we shouldn't have a CSEA member on that committee. We were always included in the past and we're very upset!" she added.

The next letter to the chairperson outlined the CSEAs feelings that this action was a "deliberate and specific attempt by the Board of Education to exclude us from this very important process, thereby establishing the Non-Teaching employees as second-class citizens of this school district."



FIELD REPRESENTATIVE John Cuneo reads a letter that the CSEA Unit presidents from the West Babylon School District were ready to mail to the school administration, outlining their discontent at the fact that no CSEAr was chosen to serve on the Superintendent Search Committee. Discussion the matter with Cuneo are, from left: Anthony Cacciola, president of the Chief and Head Unit; Bill Delia, Chief Custodian; and Marge Steiger, president of the Non-Teaching Unit.

Farmingdale hard line reaps benefits

FARMINGDALE — A three-year pact was recently ratified in the Farmingdale School District. The agreement, which calls for increases of 7 percent plus increments in each year, affects approximately 150 CSEA members employed there.

During the arduous negotiations, members banned together to walk a picket line. They carried signs which asked for "Parity for All!" They fought hard and they got a fair contract.

Helen Sand, president of the clerical unit, and Nick LaMorte, president of the custodial unit, expressed that they were very appreciative to the members for their patience and support. "We could have never done it without the undying support of the members. When we asked members from other units to walk with us, they did," said Sands.

Highlights of the contract include:

- Bereavement leave of two days was added in the case of death of a sister-in-law or brother-in-law;

- All operational, maintenance, and clerical employees shall not be required to report to work and will receive full pay without loss of leave entitlement when schools and offices are closed due to inclement weather;

- Employees who are entitled to a third week of vacation may take that week at any mutually agreed time during the school year;

- Health insurance will increase. The board agrees to pay 70 percent of the Statewide plan for individual coverage and 70 percent for dependent coverage in the first year; 80 percent for individual and 75 percent for dependent in the second year; and in the third year, employees can obtain increased life insurance at the group rate;

- A dental option will become effective July 1, 1987;

- Longevity payments will be made to employees who have completed 15, 20, and 25 years of service with the district.

Big pay increases won in Deer Park agreement



DEER PARK — A three-year pact, affecting 160 members in the Deer Park School District, called for large increases in salary and longevity payments.

The new agreement, effective July 1, 1985, includes \$1,200 increases in salary, plus increments for full-time employees, in each year of the contract.

In addition, full-time clerical employees shall receive an added \$200 each year; and head and chief custodians will receive an extra \$500 in the first and second years.

Part-time bus drivers will be paid \$7.25 an hour in year one, \$8.00 an hour in year two, and \$9.00 an hour in year three.

Longevity payments will now be made in the 10th and 15th years instead of the 12th and 17th years.

Tom Corridan, president of the unit of Suffolk Educational Local 870, said he is pleased with the contract. In addition to Corridan, members of the negotiating committee were: Peggy Griffin, Chris Indivino, Jerry Coyne, John Kerringer, Ann Mancini, Mary Florio and Field Representative John Cuneo.

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UNION NEGOTIATING TEAM members Gerald Coyne, Peggy Griffin and Assistant Superintendent of Personnel Paul Burman watch as Field Representative John Cuneo and Deer Park SD Unit President Tom Corridan sign the new contract.



MOTHER AND SON UNION ACTIVISTS — Local 427 steward Christine Melvin, below, and President Terry Melvin working together on union matters. At left, Melvin with Field Representative Vince Sicari.



At West Seneca DC

Family affair

Mom and son both working for local

By Ron Wofford
CSEA Communications Associate

For Christine Melvin and her son Terry, union activism and caring for the clients at the West Seneca Developmental Center have become family traditions.

Christine is a 22-year employee of the center and has been a CSEA member during that entire period. A Local 427 steward for the past eight years, she is a MHTA, presently working on the Child and Young Adult Services Unit.

Terry Melvin is a MHTA assigned to the Adult Developmental Unit. Since September 1984, he has been president of the 1700-member local, the largest mental hygiene local in Region VI.

Although the mother-son duo has never been assigned to the same work location, they interact quite often as union representatives, at local and steward meetings.

"He treats me just like any other steward," said Christine. "And that's the way it should be, since we're all working in behalf of the entire membership."

"Hard work, doing a good job, and caring," are some of the virtues Terry said he learned at an early age from his mother, who sometimes would take him to work with her when he was as young as five years old.

"Of course it's not allowed now, but back then I would sometimes bring him to work with me, and he would help feed some of the young clients," recalled Christine. "And I occasionally brought clients home, so Terry has been aware of, and acquainted with mentally retarded people for a long time. I'm sure it's been helpful to him in life and on the job, since he has such an obvious gift for working with people."

Both express the feeling that working with the center's clients and with the union is "rewarding and fulfilling," and neither shows a sign of slowing down.

Christine is also a licensed practical nurse, and now works "on the side" in that capacity. With already 22 years of state service, she is still "a long way from thinking about retirement."

Having served union members as a steward, and first and executive vice president before assuming the local presidency, Terry sees "no reason to slow down."

"After all, our local has a proud tradition of responsible leadership to uphold," said Terry, referring to the fact that several past Local 427 presidents have gone on to important CSEA positions, including statewide President William L. McGowan. Others are Elaine Mootry, who is a trustee of the CSEA Employee Benefit Fund, and Debbie Lee, now a CSEA field representative.

"I think we were all inspired by Bill's example," said Terry and Christine, "which isn't limited to his capacity as statewide president. He is well remembered as a good local and regional president."

Both unionists see a need for more members to "get involved and active in their union. There's a very good self-satisfying feeling from helping a fellow member, such as one gets by being a steward."

"We have a strong group of very good stewards," said Terry, "but the more we have, the better and more efficient will our local be." He advised prospective stewards to contact him at the local office.

"There has been a lot of improvement over the years in union procedures and results," said Christine. "There is a quicker response now to grievances, and management has become more respectful of workers' rights and the union as well."

Those gains have been made because of many men and women who believed in, and worked hard to maintain the right of workers to organize to improve working conditions and delivery of services to the public, they said.