

THE PUBLIC SECTOR

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American Federation of State, County and Municipal Employees, AFL-CIO

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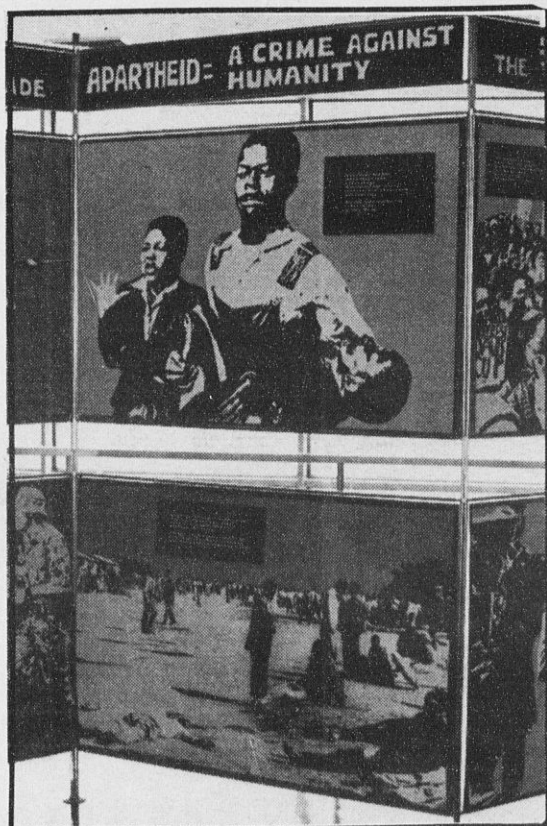
CONVENTION SPIRIT!

CSEA DELEGATES
DENISE BERKLEY AND
DENIS TOBIN AT AFSCME'S
28th INTERNATIONAL
CONVENTION. SEE
PAGES 3, 10 AND 11.

INSIDE



VDT's — the big push to regulate 'em has begun ... PAGE 4



CSEAers among those who won't forget ... PAGE 13

NOTICE OF ELECTION RERUN

MENTAL HYGIENE REGION V REPRESENTATIVE BOARD OF DIRECTORS



In accordance with a court order filed March 29, 1988, in the United States District Court for the Northern District of New York (87-CV-94), the United States Department of Labor is to supervise a new election for the third representative to the Civil Service Employees Association Board of Directors from the Region V State Mental Hygiene Department.

BALLOTS WILL BE MAILED TO ALL ELIGIBLE MEMBERS ON JULY 20, 1988

DEADLINE FOR THE RETURN OF COMPLETED BALLOTS IS 8:00 A.M. ON AUGUST 10, 1988, at the address on the return envelope. The counting of ballots will begin on August 10, 1988, at CSEA Headquarters, 143 Washington Avenue, Albany, New York.

To be eligible to vote in this election, a CSEA member must be an employee of the New York State Office of Mental Health or Office of Mental Retardation and Developmental Disabilities in Region V and in good standing as of June 8, 1988.

Any member in good standing may protest the supervised election either orally (to be confirmed in writing) or in writing, at any time before, during the election, or within ten days after the election. Written complaints must be postmarked no later than August 20, 1988. Complaints should be directed to:

U.S. Department of Labor
Office of Labor-Management Standards
Room 1310 Federal Building
111 West Huron Street
Buffalo, New York 14202
Telephone 716-846-4976

IF YOU HAVE NOT RECEIVED YOUR BALLOT BY JULY 27, 1988, Contact Marcel Gardner by calling 1-800-342-4146, extension 453, for a REPLACEMENT BALLOT.

Public SECTOR

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AARON SHEPARD Publisher
ROGER A. COLE Editor
KATHLEEN DALY Associate Editor

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COMMUNICATION ASSOCIATES

SHERYL CARLIN	Region I (516) 273-2280	RON WOFFORD	Region VI (716) 886-0391
LILLY GIOIA	Region II (212) 514-9200	STEPHEN MADARASZ	Headquarters (518) 434-0191
ANITA MANLEY	Region III (914) 896-8180		
DAN CAMPBELL	Region IV (518) 489-5424		
CHUCK McGEARY	Region V (315) 451-6330		



McDermott, Donohue, Boncoraglio claim seats on international board

LOS ANGELES — Reflecting CSEA's position as the largest local in AFSCME, CSEA delegates elected three CSEA representatives as AFSCME international vice presidents during the international's 28th International Convention in late June.

CSEA holds three seats on AFSCME's 28-member International Executive Board.

Joseph E. McDermott, who took office July 1 as president of CSEA, won re-election as an AFSCME international vice president at the Los Angeles convention. McDermott is the senior CSEA member on AFSCME's executive board, entering his ninth year.

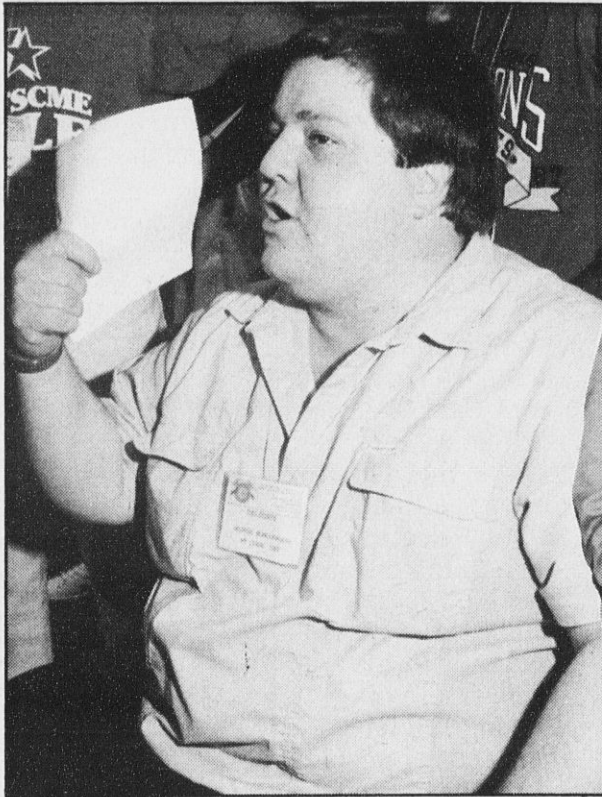
Danny Donohue, who became CSEA's executive vice president on July 1, won re-



CSEA EXECUTIVE VICE PRESIDENT Danny Donohue, right, won re-election as an AFSCME international vice president. Donohue chats with Jerome P. Donahue, left, who has replaced Donohue as president of CSEA's Long Island Region I. Danny Donohue gave up the presidency of Region I to become statewide executive vice president effective July 1, and Jerome Donahue, region first vice president, was elevated to the presidency. Donahue relinquished the presidency of Nassau County Local 830, CSEA's largest local with 20,000 members, to become Region I president.

election as an AFSCME international vice president, a seat he first won in 1984.

George Boncoraglio, president of CSEA's Metropolitan Region II, won election to his first term as an AFSCME international vice



GEORGE BONCORAGLIO, one of three CSEA members elected as AFSCME international vice presidents, fans himself seconds after hearing his election victory announced. The president of CSEA's Metropolitan Region II won the seat vacated by retiring William L. McGowan.

CSEA PRESIDENT JOSEPH E. McDERMOTT right, became the senior CSEA member of AFSCME's International Executive Board by winning re-election. At left is William L. McGowan, who has retired as CSEA president and vacated his seat on the International Executive Board.

president. Boncoraglio won the seat vacated by the retirement of William L. McGowan, who stepped down as CSEA president and international vice president June 30.



AFSCME the union for America's future

LOS ANGELES — AFSCME, one of the largest labor unions in the AFL-CIO, is the union for America's future because "we are perhaps uniquely equipped to provide leadership in the labor movement as we move into a new administration and in a few short years into a new century."

And, said AFSCME President Gerald W. McEntee, "AFSCME has become more than a union. It's a family of men and women who have built an institution — a clean and democratic and progressive institution we can be and are proud of."

McEntee delivered that assessment of his union to more than 3,000 elected delegates attending the union's 28th International

Convention in Los Angeles.

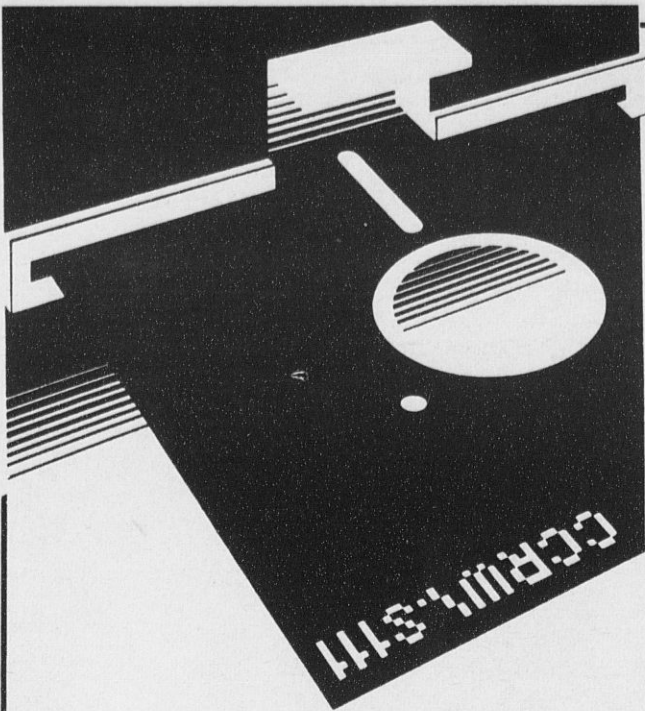
Among the delegates, the largest number ever to attend an AFSCME convention, were 215 elected representatives from CSEA, the largest local in the giant international. CSEA's delegation was the largest at the convention.

Delegates debated and passed more than 150 official resolutions and acted upon many changes to the international's constitution and by-laws. Included were four resolutions introduced by CSEA delegates dealing with policy on pay equity, an anti-substance abuse program, Medicare mandatory assignment for participating physicians and labor support for Boys Scouts of America

and Girl Scouts of America.

They re-elected McEntee to a new four-year term as AFSCME president and returned International Secretary-Treasurer William Lucy to his fifth term as AFSCME's second highest officer. Delegates also participated in a tremendous variety of workshops throughout the convention, and heard from Democratic Presidential candidates Michael Dukakis and Rev. Jesse Jackson, United Farm Workers President Cesar Chavez and many others.

A pictorial display of some of CSEA's delegates at the convention is published on pages 10 and 11 of this issue of *The Public Sector*.



CSEA sets VDT agenda

Suffolk victory breakthrough

By Stephen Madarasz
CSEA Communications Associate

Capitalizing on the momentum of the recent Suffolk County video display terminal (VDT) victory will be a CSEA priority in the months ahead.

The Suffolk law is the first of its kind regulating the use of VDTs for safety and health reasons.

"This is an idea whose time has come," stated CSEA statewide Secretary Irene Carr, who also chairs AFSCME's national Women's Committee. "It's not fanatical legislation — it's based on common sense that's as good for employers as it is for employees."

In fact, events and new information reinforce CSEA's position on the issue. A Gallup Poll conducted for *Newsday* reveals that two-thirds of Suffolk County residents approve of the VDT law.

Additionally, a newly-completed study out of California shows the first direct link between use of VDTs and an increased risk of miscarriages among pregnant women.

The California study, reported in the June issue of the *American Journal of Industrial Medicine*, found that pregnant women who work on VDTs more than 20 hours per week were twice as likely to miscarry as other women.

"There's still a lot we have to learn," Carr added. "But when you look at this new information and the numerous other reports that suggest increased health risks from VDTs, it's clear that safeguards are needed."

But Carr also pointed out that there is more than direct health and safety concerns at stake in the debate over VDT regulation: "We're dealing with the whole future of working life for thousands of people — whether people will be challenged by interesting, meaningful jobs or forced into an electronic sweatshop."

Although many employers right now have to be dragged 'kicking and screaming' into the issue of VDT regulation, they have much to gain from an enlightened approach to the subject.



CARR

Giving people breaks, providing ergonomically correct equipment and having regulated work routines can actually help realize the promise of technology — some studies even show that just redesigning a workstation to relieve stress on the back, wrists and eyes can improve productivity by as much as 30 percent.

"The Suffolk County win has given the drive for VDT regulation instant credibility," said Ronald King, CSEA deputy director for local government and school district affairs. "The issue is already taking on a life of its own — we're hearing from people and localities all across the state about interest in developing similar legislation."

Working with the state AFL-CIO, CSEA is involved in planning strategy for pressing the VDT issue.

At the same time, CSEA will continue to work for statewide legislation in Albany.

"I think once there are a few more success stories like Suffolk, we'll see a groundswell of support for the issue in the Assembly and Senate," explained CSEA lobbyist Demi McGuire.

"The fact that two-thirds of the people in Suffolk support the law is quite significant — it's going to make a lot of lawmakers realize the issue has wide support among the voters," she noted.

CSEA, state out in front on VDT safety and health

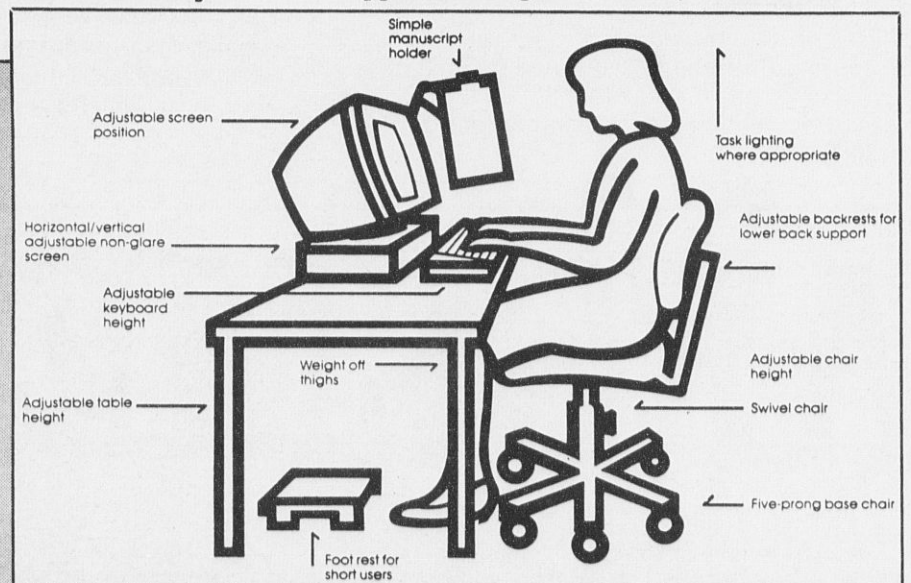
While CSEA continues its legislative efforts for VDT safety and health regulation for all members, New York state employees are already covered by a state policy that goes beyond the Suffolk County law in many ways.

The state policy, issued last year, is the direct result of CSEA-state negotiations. It commits the state to upgrading VDT equipment and procedures based on the latest medical and technical information to improve worker well-being and productivity.

Although it does not carry the force of law, the state policy is a powerful document that shows the need for VDT regulation is real. At the same time it provides the means for the state workforce to adapt to changing technology and working conditions.

"It's extremely important that CSEA members realize that there is a commitment to making VDT use as safe and productive as possible," said CSEA Director of Occupational Safety and Health James Corcoran. "But this is not just a one-sided management policy — workers can have input into making it work by letting their supervisors know their needs and concerns."

Under the terms of the policy agreement, state agencies and departments have until the fall of 1989 to develop formal plans for equipment and lighting improvements, employee



work procedures, training and scheduling. Some agencies are moving toward this goal more vigorously than others.

As part of CSEA's newly negotiated contract with New York state, occupational eye examinations and eyeglasses will be fully covered through the Employee Benefit Fund (EBF). The Suffolk law only requires employers to pay 80 percent of exam costs. Details of the EBF program are now being worked out.

"The labor-management cooperation is the key to this policy," Corcoran added. "Before, the state was just plopping down VDTs on desks without any concern for the worker or how they could get the most out of the technology. Now there's a recognition that there's a better way."

Thanks to Mary Capparelli a police officer survives

By Ron Wofford
CSEA Communications Associate

ROCHESTER — As a public school nurse for Monroe County, Mary Capparelli is prepared for just about any emergency that might befall her young students.

And thanks to her quick, decisive action and her medical knowledge, a Rochester police lieutenant who suffered a near-fatal heart attack in a school hallway is alive today to express his gratitude.

"There had been some commotion in the front hallway related to a family dispute about the custody of a child," recalled Capparelli. "I was alerted when the school's assistant principal came to my office and told me the policeman had collapsed and stopped breathing."

With help from custodian Vic Carey, Capparelli applied cardio-pulmonary resuscitation (CPR) to the officer until emergency medical technicians arrived with an ambulance.

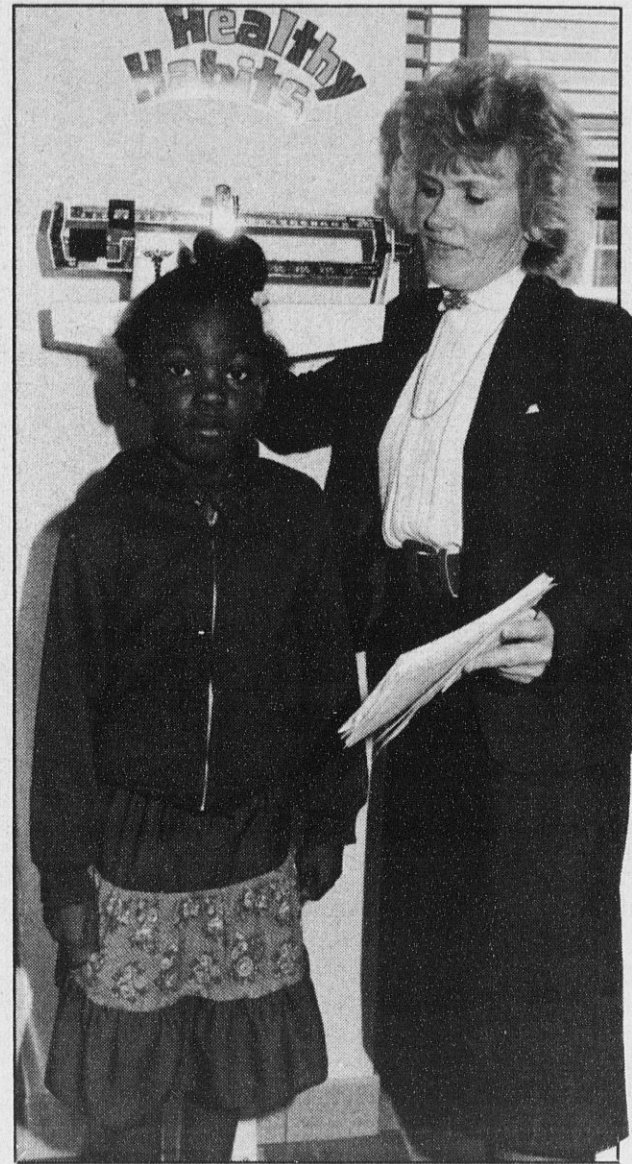
"We weren't sure we could save him because he was already turning purple. . . ."

"We got him breathing again, but he stopped once more after they had hooked him to an IV (intravenous medication)," she recalled. "But he came around again when they applied a fibrillator to get his heart going. It was really a close call, and we weren't sure we could save him because he was already turning purple from lack of oxygen when we first started, and he had no detectable pulse. I'm just happy that he's going to be okay."

The officer has since had open heart surgery and is reportedly doing well, according to his son and daughter, who called Capparelli to thank her for her quick action in helping save their father's life. The officer also sent a fruit basket with his own appreciation.

"Mary is a true hero, an example of the many fine county health department employees who are out there, helping the public in some way every day," said Florence Tripi, president of the Monroe County Employees Unit of CSEA Local 828.

Students at School 2 in Rochester obviously agree. They wrote letters on her behalf to a local television station conducting a "Heroes in Our School" series. Capparelli, who is also a captain in the Air Force Reserve, will receive an award for her life-saving action.



MARY CAPPARELLI weighs a student at School 2 in Rochester. Her medical training and quick thinking saved a life at the school recently.

Steve Townsend: 'right place, right time'



ONONDAGA COUNTY CORRECTIONS OFFICER Steve Townsend, left, receives a commendation from Corrections Commissioner William Ciuros Jr. while CSEA Corrections Unit President Norm LeFebvre looks on.

CSEA member has helped in three medical emergencies

By Charles McGeary
CSEA Communications Associate

SYRACUSE — Onondaga County Corrections Officer Steve Townsend says it's mainly a case of "being in the right place with the right training." He must have an affinity for being in the right place at the right time — he's helped three people in medical emergencies thus far.

Townsend, an 11-year veteran of county service and a member of CSEA Local 834, has been cited by Onondaga County and the American Red Cross for his latest life-saving action.

Townsend was shopping with his wife, recently, when a man suffered cardiac arrest and collapsed in a parking lot. Townsend and another passerby successfully performed CPR until the victim could be transported to a hospital.

"I just happened to be in the right place with the right training," said Townsend, who received his First Aid training at work. "This was the third emergency I've been involved in. Thanks to CPR training I was prepared to help someone. That's why I took the course."

Cooperating for better health

SCHENECTADY — When Schenectady County says it cares about the well-being of its employees, you have to take the statement at face value.

Working with CSEA Local 847, the county has begun a wellness program that is the most comprehensive of its kind in the public sector in New York State.

"We couldn't ask for a better labor-management relationship," Schenectady County CSEA Board Member Lou Altieri stated. "County Manager Bob McEvoy has shown real leadership in his concern for the employees."

The program, set up through St. Clair's Wellness Center, is part of the county's highly successful Employee Assistance Program (EAP). It was initiated out of a recognition that improving the physical and mental well-being of employees is an investment in a more productive workforce.

In that respect, the county is really putting its money where its mouth is. The cost of establishing the Wellness Center program is \$85 per employee.

"We expect that is money well-spent," said Local President Frank Tomecko. "Having a healthier workforce will actually save the county money in the long-run by employees losing less time to sickness, catching potentially long-term illness before it reaches the critical stage and just having employees who work better because they feel better."

Most employee assistance programs include a commitment to education and training efforts aimed at preventative health care. Few follow up on that commitment as extensively as Schenectady is doing.

In unanimously endorsing the plan, members of the county Board of Representatives said they were "proud to support this program."

Under the program, employees will be given time off on work hours to visit the Wellness Center for a medical screening.



WORKING TOGETHER FOR WELLNESS — From left, Schenectady County Personnel Director Van Shanklin; County Manager Robert McEvoy; Schenectady County CSEA Board Member Lou Altieri; CSEA Local 847 President Frank Tomecko (hooked up to monitor); EAP coordinator Joe Ciani; Wellness Center Program Coordinator Ann Marie Senese; and center medical director, Dr. William Vacca.

All individual screening results are kept confidential. But the Wellness Center will compile screening results for the entire group and use them to establish group programs to address specific needs such as weight control, dietary changes, stress reduction, smoking cessation and others.

"This is a strictly voluntary program for employees," explained Altieri. "But CSEA will encourage as many people to take advantage of it as soon as possible to catch any medical problems and to promote a more healthy lifestyle."

"From the very start, Schenectady County's EAP has been a model program, and this is just the latest example of their commitment to making employees' lives better," commented CSEA statewide EAP

coordinator Jim Murphy. "It would be tremendous to see this new thrust become the basis for similar programs across the state."

To really promote the concept of preventative health care and its importance in the workplace, Schenectady County will sponsor an Employee Assistance Program conference for other counties in October. The Wellness Center program will be used to showcase the benefits of labor-management cooperation on issues of employee well-being.

Checking your well-being

To kick off the new EAP wellness program, CSEA and Schenectady County officials, along with St. Clair's staff will take the medical screening to the worksite, department by department.

Using a computerized device called a "body composition analysis monitor," a lot can be learned about the person's general health. The monitor measures the percentage of body fat, water content and lean muscle mass.

By programming information about the person's medical history, the monitor prints out a "risk factor profile" targeting areas of health that need to be watched or improved.

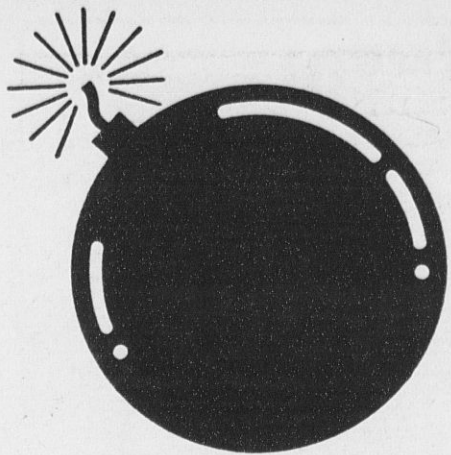
Additionally, the screening will include a blood test for cholesterol and blood sugar levels.

Based on the findings, the individual has the option of treating the condition or developing a plan for a change in lifestyle through the wellness center or their personal physician.

The worksite screening schedule will be announced shortly. After this initial push, employees can go directly to the Wellness Center for the screening if they choose.



Body Composition Analysis Monitor



CSEA angry over explosive situation

By Anita Manley
CSEA Communications Associate

KINGSTON — An Ulster County Community College official has been blasted by CSEA for his mishandling of a bomb threat incident at the school in early May.

After pressure from CSEA, a subsequent incident was handled according to proper procedure.

According to CSEA Region III Field Representative Steve Chanowsky, the college was to host an emotional debate on the Israel-Palestine issue.

About half an hour before the meeting was to begin, a phone caller informed the switchboard operator that a bomb had been planted in the building where the meeting was to take place.

Following proper procedure, the operator

contacted security personnel and completed a report.

Procedure dictates that security workers are then to call the college president and the dean. But this time, the president was not immediately contacted.

Instead, the security staff called Joseph Stinton, director of security. Chanowsky says that at this point, Stinton instructed security workers to dismiss the incident as a prank. Two hours later, Stinton notified the college president and dean of administration of his action.

Three days later, Ulster County CSEA Local 856 President Sean Egan protested the handling of the incident. He convinced county officials and college administrators to call in the state police, who searched the building for a bomb.

"There were over 250 people in that

building that night," said Chanowsky, "and Stinton, an ex-state trooper, took it upon himself to make a judgment call and endanger the lives of all these people."

Further infuriating Chanowsky and Egan was a letter from the college president to the county legislature chairman who had inquired about the sequence of events following the May 3 bomb threat.

"In reviewing all the facts," said UCC President Robert T. Brown, "I feel the director of security, Mr. Joseph Stinton, acted in a responsible manner in dealing with this situation."

Apparently, though, CSEA's persistence paid off. A similar incident four weeks later was handled properly: The building was evacuated and searched immediately.

In addition, a new policy was issued by the college that clearly spells out that police should be notified immediately.

Attorney joins CSEA Law Dept.

ALBANY — Miguel "Mike" Ortiz has both a personal and professional background that has prepared him well for his new job with the CSEA Law Department.

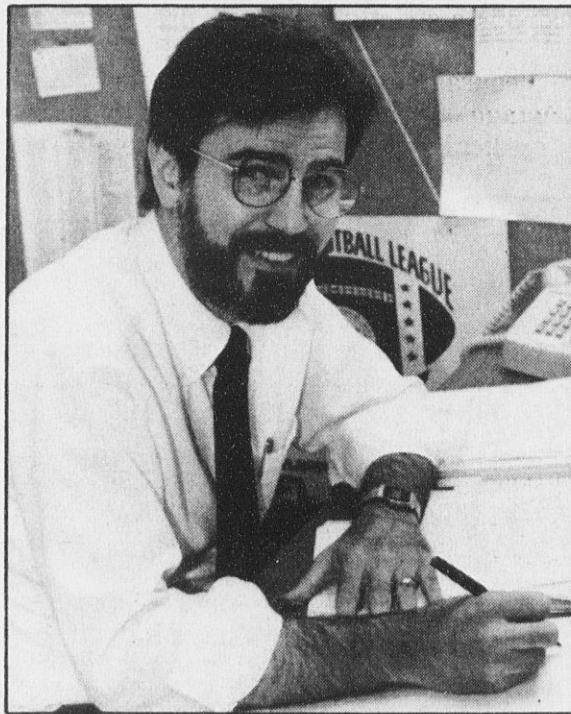
Ortiz, hired in June, is the son of a labor activist who helped build the United Auto Workers and was active in the union from its inception until his retirement in the 1960s. Ortiz himself has been active in unions. When employed as attorney for the U.S. Equal Opportunity Commission, he served as steward with the American Federation of Government Employees (AFGE). He was also president of his local while employed with the National Legal Services program.

He has spent much of his career involved in labor law, including more than a year as labor relations representative and attorney for the Michigan State Employees Association and nearly two years with a Detroit law firm specializing in labor representation, including Michigan AFSCME Council 25.

In both positions, Ortiz gained experience in unfair labor practice proceedings, suits to enforce arbitration awards, and other legal

problems related to union business.

At the U.S. Equal Opportunity Commission, Ortiz worked on enforcement of federal employment discrimination laws.



CSEA attorney Mike Ortiz

He has also been staff attorney for the Wayne County Neighborhood Legal Services and research attorney for the Federal Defenders Office, both in Detroit.

Because he wanted to concentrate on labor law and work within a union, Ortiz decided to come to CSEA.

"I was interested in working inside a labor union and concentrating exclusively on labor law," Ortiz said. "It's also exciting, because CSEA is building a law department, to get in on the ground floor."

Ortiz's professional affiliations include: AFL-CIO Lawyers Coordinating Committee; Labor and Employment Section of the American Bar Association; Latin American Bar Activities Section and Labor Law Section of the Michigan State Bar; Industrial Relations Research Association, Detroit Chapter; and Labor Council for Latin American Advancement, AFL-CIO, Wayne County Chapter.

Ortiz earned a bachelor of arts degree from Wayne State University and graduated from the university's Law School in 1975.

He and his wife, Christine, are looking forward to settling in the Capital District with their three children.

Retirees get dues deduction

CSEA won a legislative victory for retiree members of the union as this issue of *The Public Sector* went to press.

Gov. Cuomo signed into law a bill that allows retirees to use an automatic dues deduction on their retirement checks.

"This was one of our legislative priorities this year and all the public employees unions — AFSCME, District Council 37, Council 82 — with CSEA in the

lead, worked together for the benefit of all public employee retirees," said CSEA Lobbyist Damaris McGuire.

Under the new law, all members of the New York state retirement system can authorize that their union dues be deducted directly from their pension checks. A CSEA retiree pays \$9 in membership dues each year.

SUNY New Paltz gets more cleaning help

TRASHED!

Overworked staff crushed by garbage piled in college halls

NEW PALTZ — Welcome to SUNY New Paltz, which made history recently when it agreed to pay a Russian student \$20,000 a year to teach one class.

Granted, the very talented Vladimir Feltman deserves to reap the fruits of his years of struggle to leave Russia and realize his potential. But how would he feel if he knew that the university system does not employ enough people to clean the hallways of this seat of higher learning?

In fact, mountains of garbage adorn nearly every hallway of the dormitories with some of the most artistic, college-level graffiti graces the walls of the hallways.

"Reminds you of the New York City subway system," commented Local 610 President Diane Lucchesi on a recent tour of the college campus.

"And the garbage!" she exclaimed. "Everything from rotting food to empty liquor bottles to used condoms and sanitary pads! Our maintenance people are expected to stuff it into bags and they're not even issued gloves to protect themselves!"

Even more aggravating, said Lucchesi, is the fact that some of the students are hired as resident aides who are expected to enforce a degree of discipline to keep the dorms reasonably clean.

"This is not happening," said Lucchesi. "These kids are given free rooms and a portion of their meal allowance in exchange for enforcing rules. Obviously," she emphasized, "the system is not working and it's time to do something about it."

SUNY Purchases CSEA Local 610 President Clara Gerardi said the problems are not unique to the New Paltz campus.

Just two years ago, 23 maintenance workers were cut from the college's Westchester campus budget.

"We managed to get back six of the positions, but I don't know how this place operates. When they're looking to cut the budget, this day," Gerardi said. "You do what you can do in a



HALLS ON THE SUNY NEW PALTZ campus, above, are cluttered with mountains of garbage because the university doesn't have enough people to maintain it.



"Everything from rotting food to empty liquor bottles..."

20 THE PUBLIC SECTOR

January 11, 1988

NEW PALTZ — Pressure from CSEA has resulted in 15 new cleaner positions for the SUNY at New Paltz residence hall staff.

CSEA Local 610 President Diane Lucchesi said in December that mountains of garbage and graffiti made the college "resemble a New York City subway." A story on the horrible conditions appeared in *The Public Sector* in January and helped fuel a battle that won more jobs so the buildings could be cleaned.

One major problem was that students hired as residence aides who were expected to enforce some discipline were not doing their jobs.

Even worse, money was not made

available for the maintenance staff needed to clean the dormitories.

"Whenever they have funding, they hire academic staff," Lucchesi said. "But when cuts have to be made, they're made in the maintenance staff."

Happily, the situation is improving. When the students left for the summer, the residence halls were in much better shape than before Christmas vacation, thanks to three full-time and 12 part-time jobs that were created and filled. In addition, three positions were added in the academic areas.

The college president has also promised to consider adding more jobs in the next few years, Lucchesi said.



CSEA Region IV Director John D. Corcoran

New shots fired in 'Battle of Saratoga'

BALLSTON SPA — "The way you treat many of your employees is unconscionable," CSEA Region IV Director John D. Corcoran told the Saratoga County Board of Supervisors.

Speaking as a "citizen, taxpayer and voter of Saratoga County," Corcoran said, "You probably pay more to feed and clothe the prisoners in the jail than you pay your law enforcement staff to raise their families and for some twisted reason, some of you are proud of it."

Corcoran addressed the full board after a CSEA member of the county sheriff's unit was denied permission to do so because of a legal opinion by attorney Richard Burstein of Roemer and Featherstonehaugh that any comments could be construed as "negotiating with the board." The sheriff's unit is at impasse with the county.

Corcoran dismissed Burstein's opinion as a "bad attempt to strip the county workers of their rights."

The point of Corcoran's remarks focused on the "Mickey Mouse" approach that the board members have in their

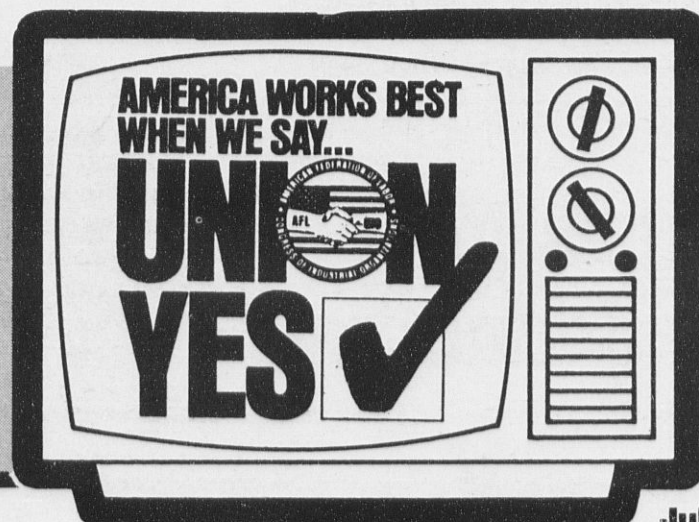
labor/management relations and the waste that has caused.

"By our estimates, you have already wasted about a half million dollars over the past year because of employee turnover," he said. "Multiply that figure over several years and it's staggering — enough to have paid decent salaries to every county employee and still have had enough left over to lower taxes."

Summarizing his personal anger and frustration with the ongoing battle of Saratoga, Corcoran added: "Stop playing games. The taxpayers of Saratoga County need and deserve a stable workforce in all areas from accounting to social services, from law enforcement to building maintenance.

"If you can't recognize that reality, then perhaps the voters of this county need to show you what turnover really means."

After Corcoran's address, which generated extensive media coverage, the county board indicated it hopes to resolve the impasse through mediation, scheduled to begin July 14.





A SALUTE to CSEA's leadership team as they carve their way into CSEA's history. This tribute to CSEA President Joseph E. McDermott, Executive Vice President Danny Donohue, Secretary

Irene Carr and Treasurer Mary E. Sullivan as they begin their terms in office is from the talented pen and imagination of *Public Sector* cartoonist Ralph Distin.

CSEA wins OCA challenge on LI

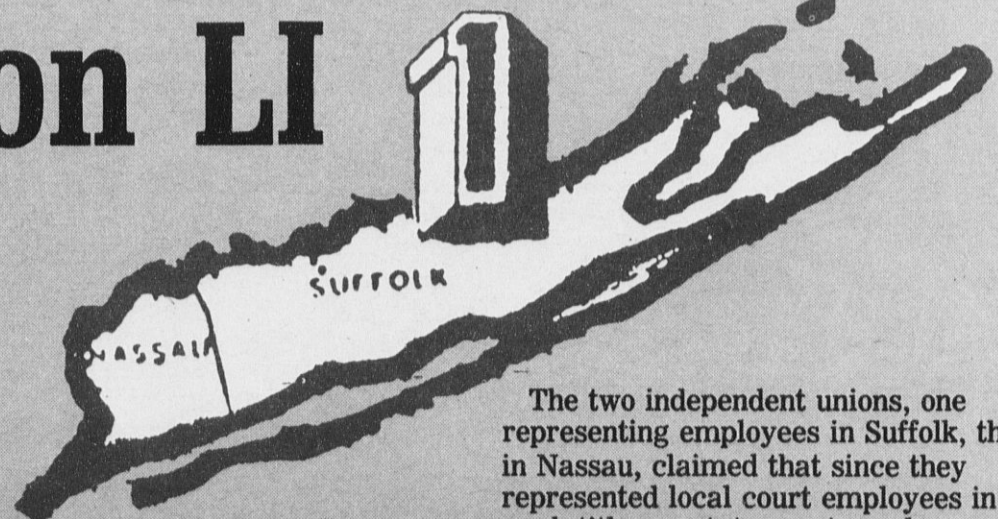
CSEA has won a major battle over the right to represent its members in the Office of Court Administration (OCA) who work on Long Island.

An administrative law judge appointed by the Public Employment Relations Board (PERB) recently ruled that a challenge by two independent unions to represent OCA employees in Suffolk and Nassau counties is invalid.

The judge, Deborah A. Sabin, agreed with CSEA's contention that its representation of state court employees was protected by the 1977 Judiciary Law. The law says units that existed before the establishment of the Unified Court System can continue to exist until all parties agree to a change.

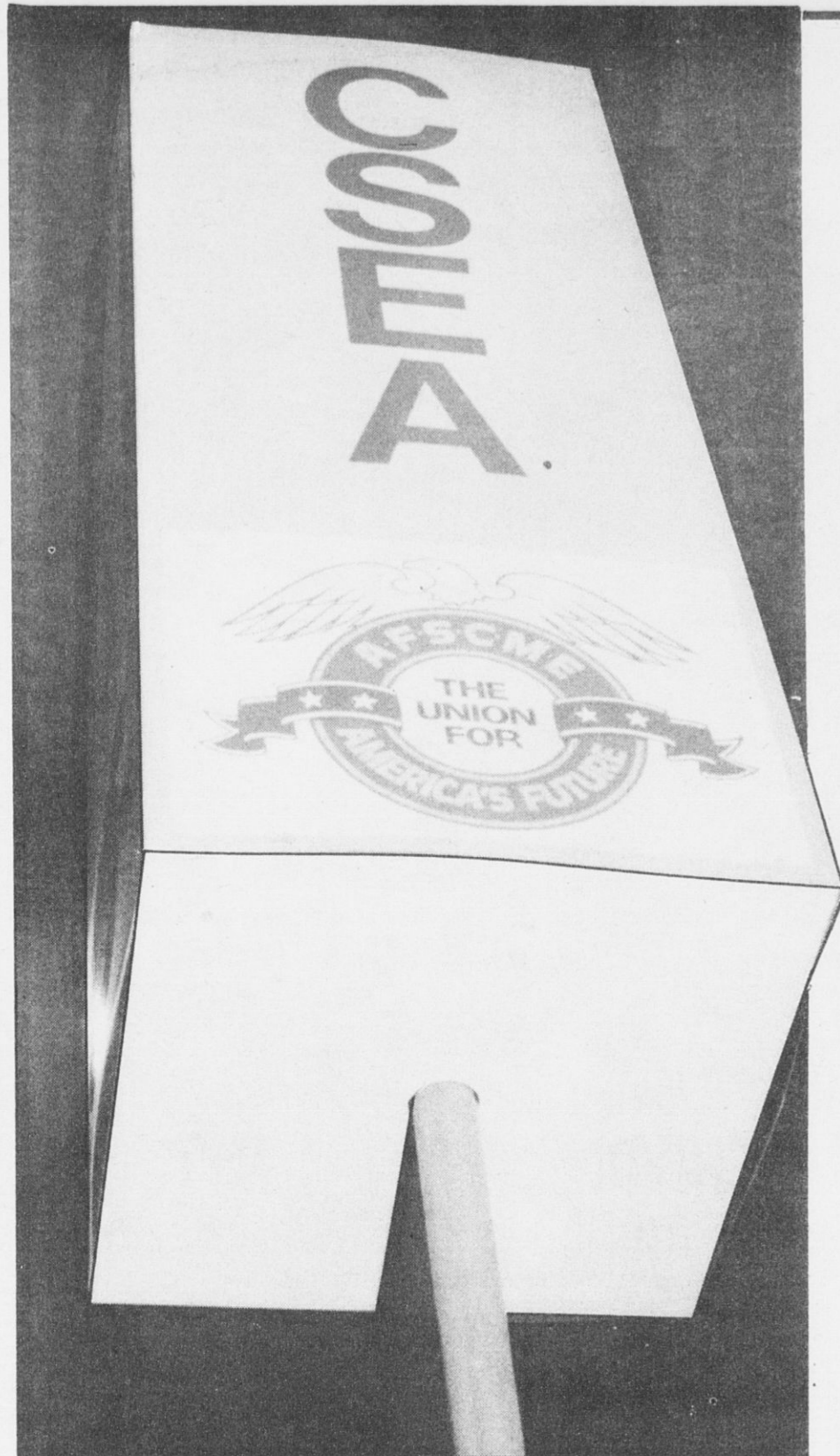
"We have effectively won our argument,"

said Donald Kelly, CSEA deputy director for contract administration. "We've thwarted their efforts to represent employees that have been represented by CSEA. It's important from the point that we have once again beat back an attack on a CSEA unit being raided. I think it's an accomplishment of our law department."



The two independent unions, one representing employees in Suffolk, the other in Nassau, claimed that since they represented local court employees in similar work titles as state court employees, they should represent all the court employees in the county. The approximately 200 OCA employees are now members of a statewide CSEA unit, Kelly said.

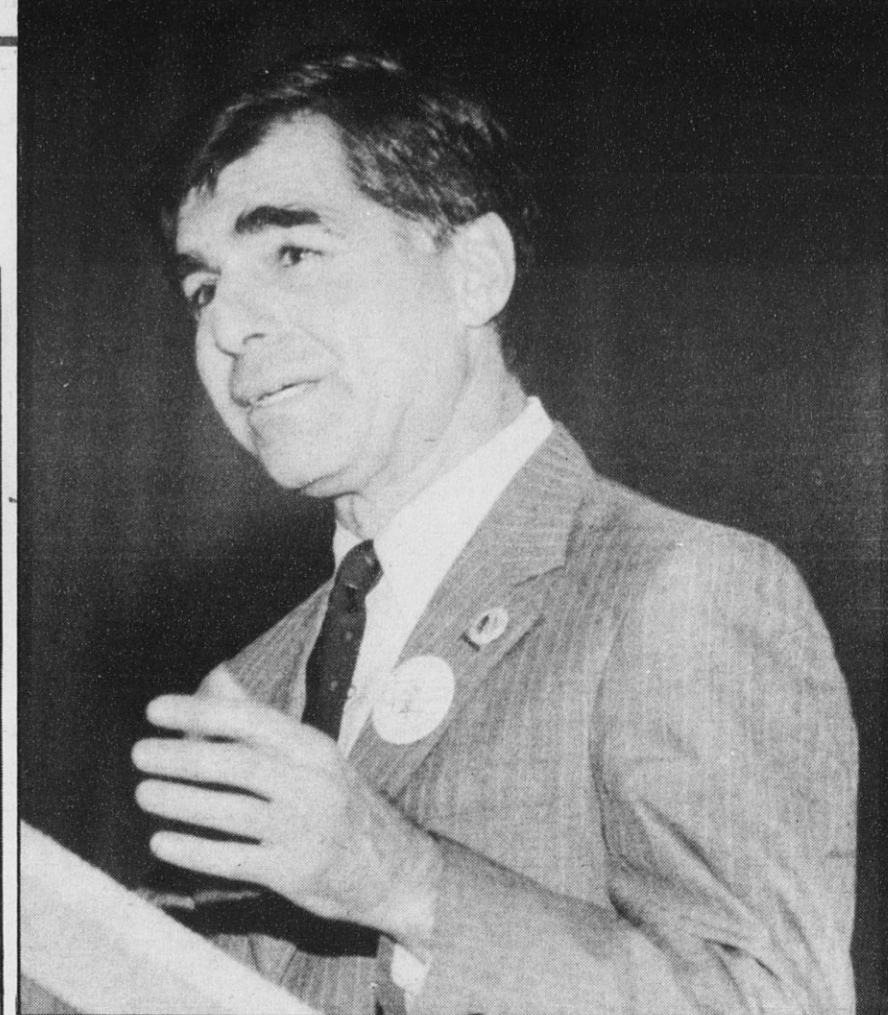
The independent unions can appeal Sabin's decision to PERB, but Kelly is confident CSEA can win an appeal.



NASSAU COUNTY CSEA LOCAL 830 PRESIDENT Rita Wallace accepts an award on behalf of her local from AFSCME President Gerald W. McEntee at AFSCME Convention. Local 830 was one of three locals nationwide to receive awards for having exemplary programs for their physically challenged members.



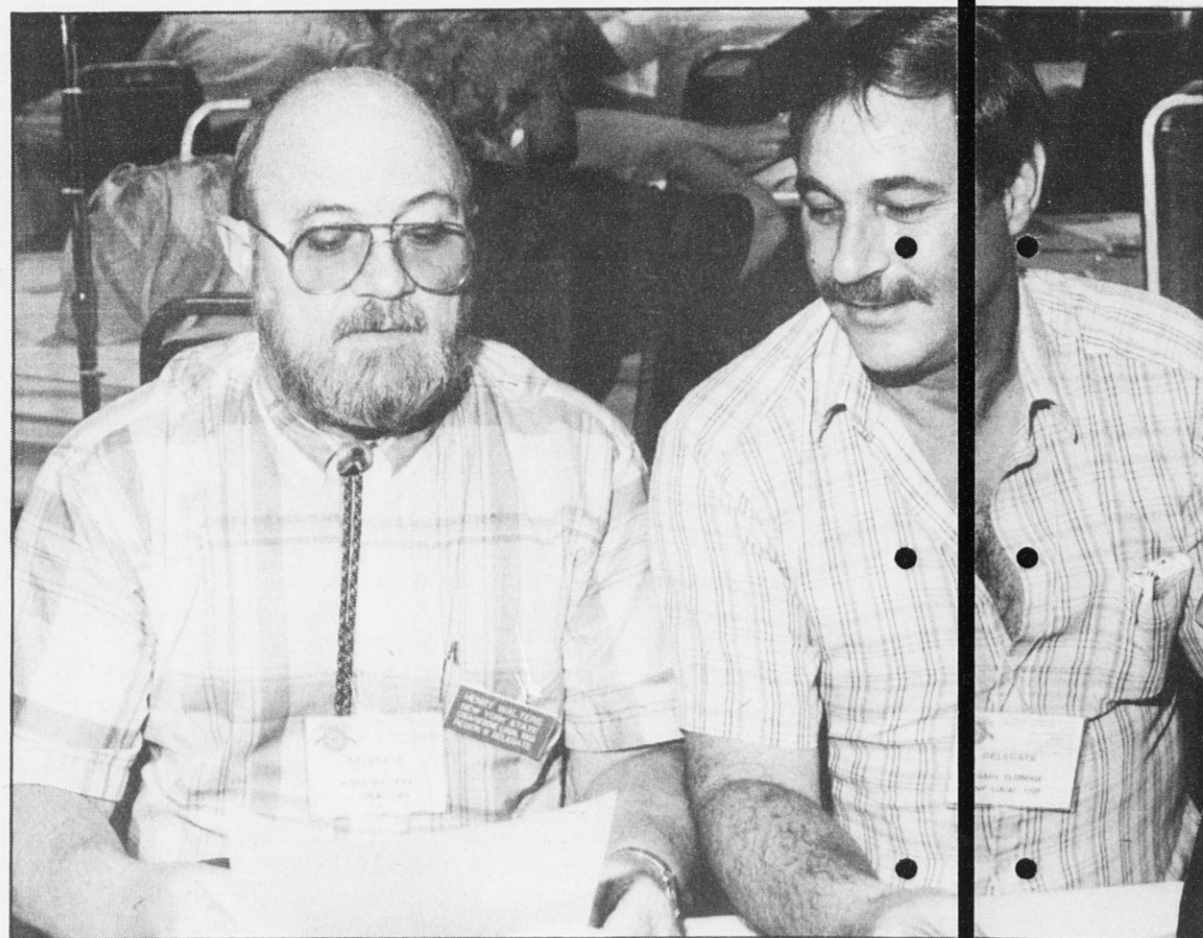
SPRING EYE TO EYE are CSEA delegates Alice May, left, and Irena Kobbe.



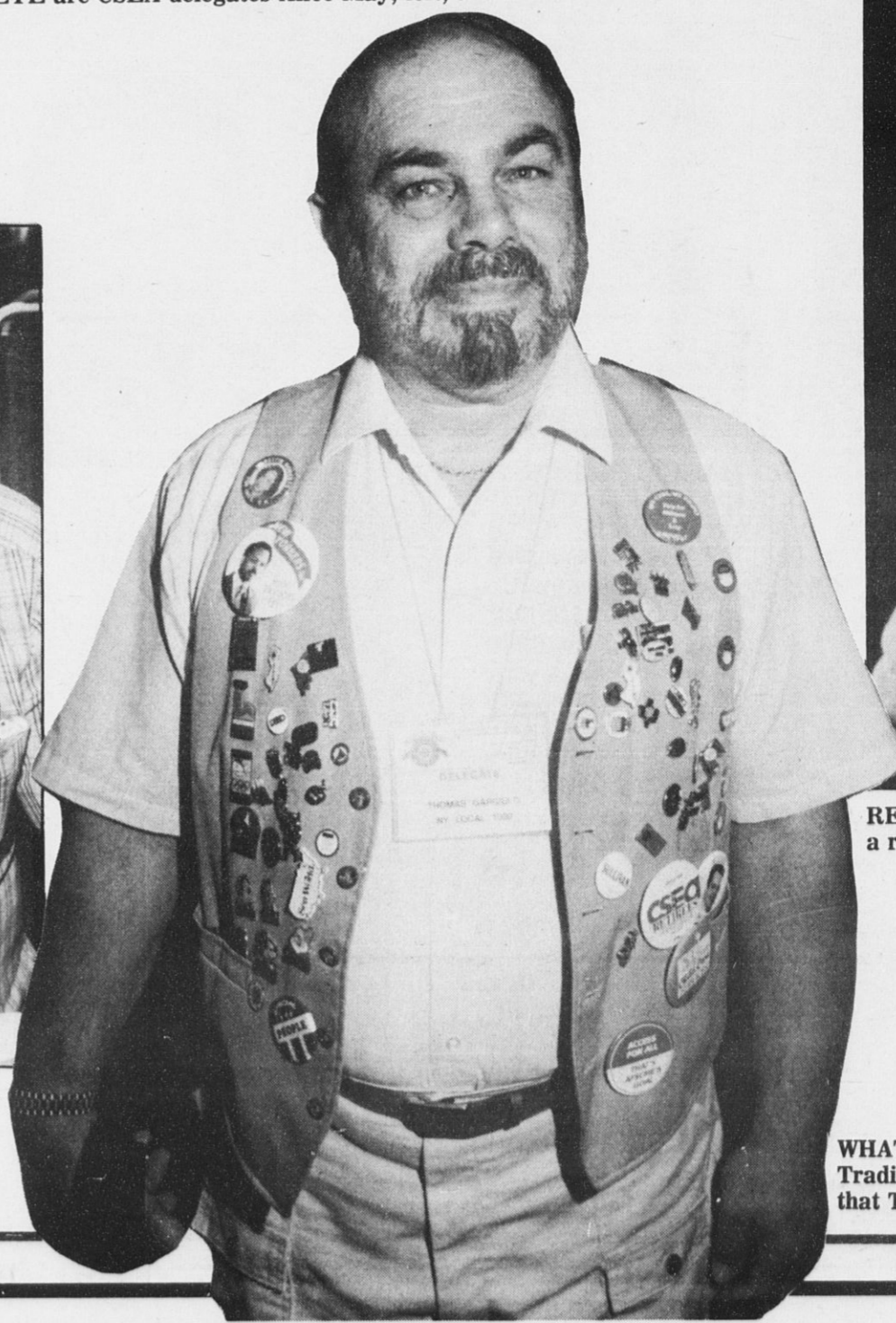
DEMOCRATIC PRESIDENTIAL CANDIDATE MICHAEL DUKAKIS flew cross-country just to address AFSCME delegates.



CSEA DELEGATES Roosevelt Jackson and Frank Jaroczyk.



A CAREFUL STUDY OF MATERIAL being discussed on the convention floor made by CSEA delegates Henry Walters, left, and Gary Eldridge.



REV. JESSE JACKSON stopped by to praise public employees and draw a rousing ovation from the delegates.

WHAT THE WELL-DRESSED conventioneer wears! Trading union pins was a popular activity, and it appears that Thomas Gargiulo was a busy trader.



LI STARK
Westchester County
Local 860 Region III

"I never make New Year's resolutions. Nobody ever keeps them. They're meaningless."

...

"I kept my resolution not to make a resolution!"

Did you keep your New Year's resolution?

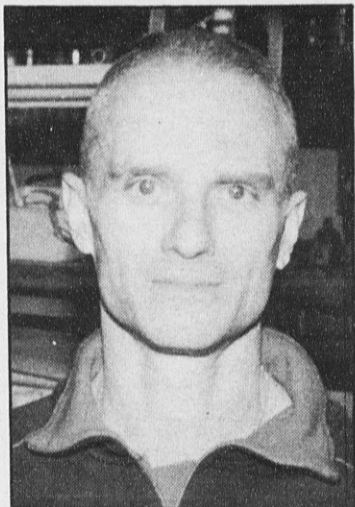


JEANNETTE FALCONE
Niagara County
Educational Employees
Local 872 Region VI

"I plan to allow myself to have more time to pursue recreational activities such as boating, skiing and golfing."

...

"I was partially successful, so far. I didn't go skiing this past winter, but I have been able to go boating and get in a little golf so far this summer. Right now I'm working on my son's wedding, and after that I'll go back to recreational pursuits."

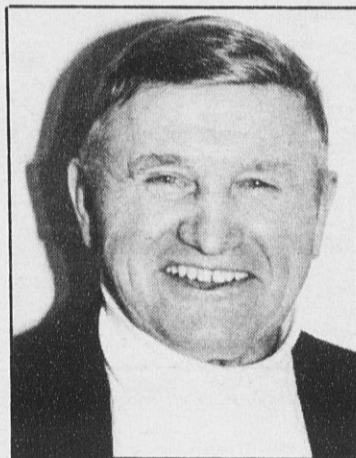


NED GOEBRICHER
SUNY Oswego Local
611 Region V

"I will continue giving my full support to issues that concern safety and health here at SUNY Oswego and for all public employees statewide."

...

"Yes. I'm still giving safety and health issues for public employees my full support. It's important that we continue the fight statewide."

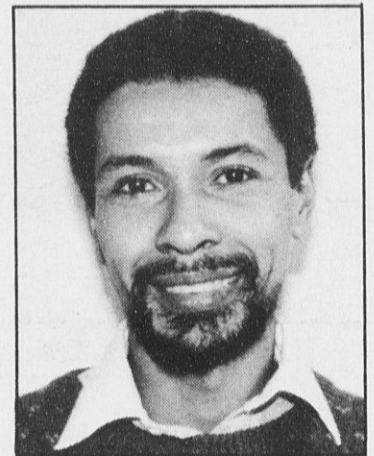


MARCEL LAURIN
Clinton County Local
810 Region IV

"I resolve to retire in 1988 and to enjoy it! Also I resolve to tell more CSEA members about the CSEA scholarship program for members' children since this program has helped my daughter greatly."

...

"No, I haven't retired yet, maybe one more year of bus driving. But I do intend to take three months off in the winter. And I have told people about the CSEA scholarship program."



MICHAEL WATSON
Manhattan Psychiatric
Center Local 413
Region II

"As a member of the apprenticeship program for stationary engineers, my resolution is to get straight A's in my school work."

...

"Since January, I've studied blueprint reading, plus heating, ventilation and air conditioning. Though I didn't get 'A's,' I'm running a little better than a 'B' average, and I did put in my best efforts."

NEW YORK — In the towering United Nations Trusteeship Council chamber, many metro area CSEA members stood, solemnly joining world leaders from 86 nations to silently honor hundreds of black South Africans massacred by police bullets on June 16, 1976, at Soweto. "Many innocent black Soweto school children were slaughtered by police only because they had the courage to ask for decent school buildings, better qualified

teachers and less crowded classes," said statewide CSEA Anti-Apartheid Committee Chairperson Willie Terry. Through advance planning with the UN, Terry arranged special seating for the CSEA activists to participate in the memorial service.

"I had heard about this Soweto Day observance before, but this is the first time I came to one at the United Nations," noted state Tax Compliance Agent Carver Bland, a member of CSEA Local 460. "I have always been interested in the South African problem being a black person myself."

New York City State Employees CSEA Local 010 member Mary Carter, an employee of the state Law Department, also came to pay tribute to those murdered at Soweto a dozen years ago.

"I am interested because these are human beings," she said. "I came because I wanted to be more informed about this."

Using United Nations translating devices, union members heard General Assembly President Peter Florin of the German Democratic Republic reiterate that the majority of UN member states are in favor of sanctions against South Africa.

When the South African government abandons its inhuman policy of apartheid, Florin said, "it will be an important day for the strengthening of world peace. I feel confident that we will live to see that day."

UN Secretary General Perez de Cuellar recalled a UN event the preceding week commemorating the birthday of Nelson Mandela. Mandela has now spent 25 years in detention, but "he continues to serve as an inspiration to us," de Cuellar said. He also voiced disappointment over a recent South African government decision to continue the state of emergency that restricts trade unionists and freedom of the press.

"United States foreign policy is in shambles, in total disarray," said CSEA Metro Region II President George Boncoraglio. He blasted the Reagan administration for failing to take decisive actions against apartheid.

"Union workers will never rest until our government acts vigorously against apartheid," Boncoraglio said. "How can we stand at the gravesides of the murdered Soweto children and do less?"

"Soweto Day is an important day and I think more CSEA members, both black and white, should be involved in events like this," said Leonita Wilson, who is a CSEA Local 010 member serving on the Region II Africa Committee. "My 15-year old son came to CSEA Headquarters a few weeks ago to hear our African Symposium speaker and he hasn't stopped talking about it yet. That's why I think our schools should sponsor more events to help our children understand about Soweto Day."

Just before the huge UN chamber fell silent in remembrance of the Soweto killings, Bland explained why he took time from his job to come to the UN.

"Apartheid is just another form of slavery," he said. "We are all affected by this because of the major American businesses involved."

Remembering the Soweto massacre

By Lilly Gioia, CSEA Communications Associate



CSEA Region II members stand outside the United Nations Council Chamber prior to participating in the Soweto Day memorial observance.

CSEA members say working with youngsters enriched their lives

Helping handicapped children hone skills rewarding experience

By Anita Manley
CSEA Communications Associate

ELMSFORD — When CSEA was invited to become involved in an occupational skills competition for handicapped children in the Region III area, Regional President Pat Mascioli answered "yes" without hesitation.

"Since we felt that many of our members could lend expertise, we accepted the challenge to participate," Mascioli said. It proved to be a rewarding experience.

The occupational skills competition for handicapped children is an annual event for students of the Board of Cooperative Educational Services (BOCES) and involves such skills as carpentry, auto mechanics, electricity, clerical skills, food service and maintenance and custodial skills. Winners of regional contests go on to national competitions where they could win prizes which include college scholarships.

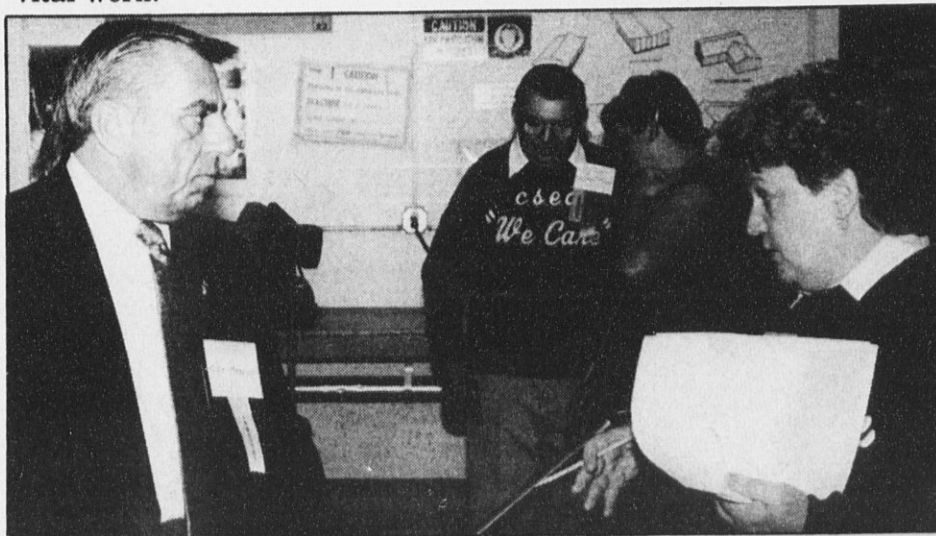
This year CSEA was invited to oversee the maintenance and custodial division of the area contest. Each field of competition, which is sponsored by the Vocational Industrial Clubs of America, is overseen by committees made up of members of various trade unions. The committees set up the contests for each group, judge the competition and offer technical advice.

Ray Moniz, president of the Yonkers School District CSEA unit and chairman of the Region III School Districts Committee, was appointed by Mascioli to chair the CSEA committee.

Joining Moniz on the committee were Region III Secretary Madeleine Gallagher, Mt. Vernon School District Unit President Marie Lewis, Mt. Vernon member Bill Hughes and Dutchess County Educational Local President Norma Condon.

"Our participation in this event served not only to enrich our own lives and that of the students, but also demonstrated the professionalism of our union members," said Mascioli.

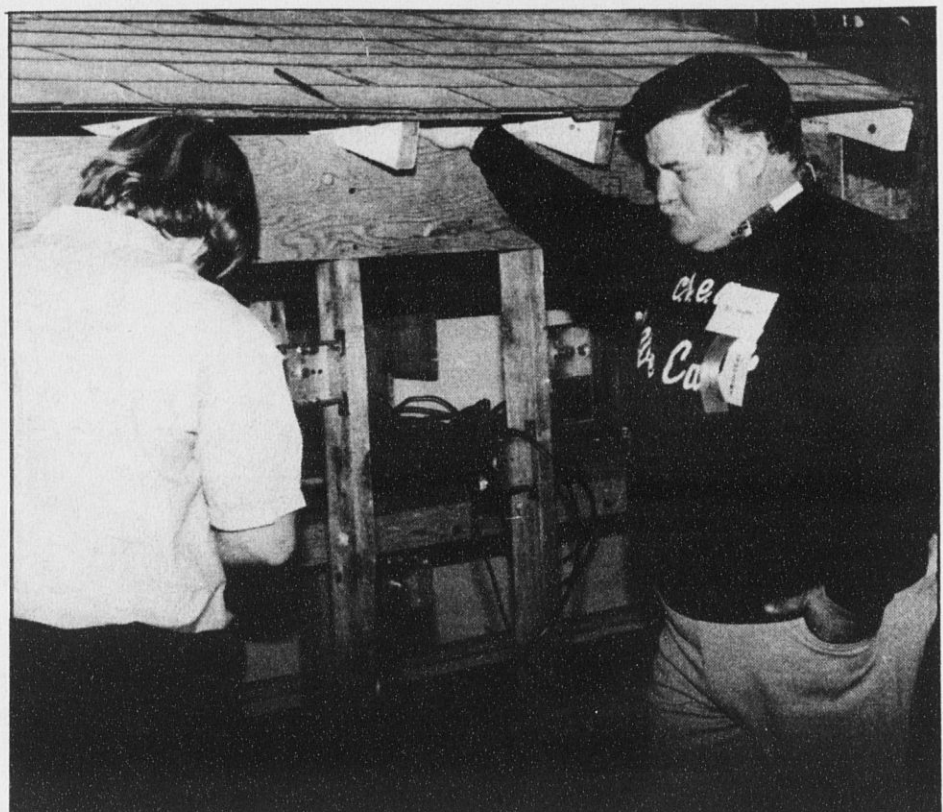
"The gratification we experienced seeing these youngsters strive under our sponsorship was exceeded only by their enthusiasm for the work that they are training for," he said. "These boys and girls are the union members of tomorrow. We can rest easy knowing how well prepared they are going to be to carry on this vital work."



DUTCHESS COUNTY Educational Local President Norma Condon confers with CSEA Region III President Pat Mascioli at the start of the BOCES skills competition.



YONKERS SCHOOL DISTRICT Unit President Ray Moniz helps a youngster operate a floor polisher during the competition.



MT. VERNON School District member Bill Hughes watches a BOCES student repair an electrical outlet during the skill contest.



MARIE LEWIS, Mt. Vernon School District unit president, oversees a student participating in the maintenance skills competition.

SPECIAL ELECTION

Region V Mental Hygiene

Ballots will be in the mail July 20 in the special election for a third representative to the CSEA Board of Directors from the Region V state Mental Hygiene Department.

All candidates for the vacancy were given an opportunity to submit statements and photographs for publication in this edition of *The Public Sector*.

Here are there responses:

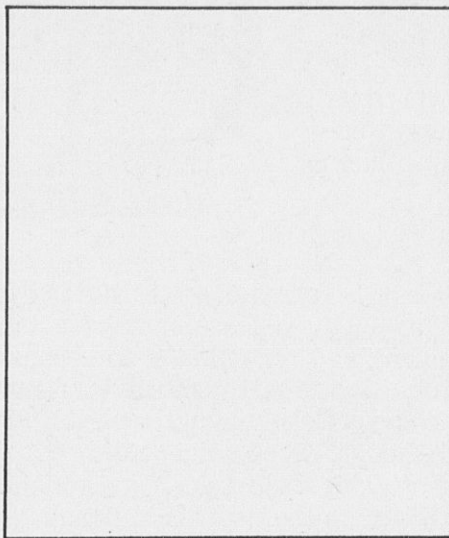


Maureen Malone

As your Mental Hygiene board representative from CSEA Region V, I will serve your best interests at all times. Communication with all facilities in the region and updating you on current board of director activities will be a priority. Control of spending is necessary to keep the dues money at the current level. OMH/OMRDD facilities are being attacked at all levels of state government. Our membership is suffering at the hands of state bureaucrats and we need to reverse this trend. The focus of CSEA must return to helping and serving the members.

My union record shows that I have the experience and dedication to serve the members. I am employed at Mohawk Valley Psychiatric Center and serve as Central Region V treasurer, chairman of statewide Methods and Procedures Committee and member of Constitution and By-Laws Committee. In the past, I have been elected unit and local president, board of directors representative and served on various local, region and statewide committees. For over 15 years I have served the membership in many ways and want to continue as your Region V board representative.

When your ballot arrives around July 21, take the time to vote for Maureen Malone, and help me put "U" back in union and keep CSEA the best in New York state.



Christine Carletta

No statement or photo submitted



Bud Mulchy

No statement or photo submitted

All candidates were given an opportunity to submit statements and photographs for publication in this edition of *The Public Sector*. Remarks are the personal statement of the candidate and are not to be construed as reflecting the opinions or beliefs of *The Public Sector* or CSEA, INC.

Take care against ticks

With summer in full-swing, CSEA members who work outdoors on Long Island the the lower Hudson Valley should take extra precautions to avoid tick bites that could result in Lyme disease.

Lyme disease — named for the Connecticut town where it was discovered in 1975 — is a sometimes crippling illness that can trigger arthritic discomfort and even neurological problems.

Although most people who contract Lyme disease do not get seriously ill, there is no cure for those who do.

Victims often think that they have the flu. Symptoms can include a circular rash, fatigue, headaches, muscular soreness, irregular heartbeat and dizziness — all of which won't go away.

The disease has been treated with antibiotics, but it is not unusual for victims to recover and then suffer from the symptoms again, years later.

Recently released state Health Department statistics show that the number of cases of Lyme disease in the state is up considerably this year over last year. Nearly 60 percent of all reported cases in the state are in Suffolk County. Westchester County accounts for another 30 percent of the reported cases.

It is not clear whether the increased number of reported cases is due to a higher incidence of the disease or more accurate diagnosing and reporting of the cases.

Lyme disease is transmitted through the bites of deer ticks which thrive in the underbrush of woods and seashore areas, living off white-tailed deer and rodents.

They attach themselves to people with a painless bite. Usually people are not even aware they have been bitten. It can also take several hours before infection sets in. Therefore, removing the tick as quickly as possible can help avoid the disease.

If you discover a tick on your skin, remove it as completely as possible using a tweezers or your fingers.

There are other precautions you can take:

- *Avoid thick underbrush if possible;
- *Check clothes and skin frequently for ticks when outdoors;
- *Apply insect repellent containing the chemical DEET;
- *Wear light-colored clothing to make it easier to spot ticks;
- *Tuck pants into boots or socks and shirt into pants;
- *Seek prompt medical attention if any of the symptoms of Lyme disease occur.

E. End's Hot Topic Leaving Many Ailing
Everyone knows someone with Lyme disease

Cases of Lyme Disease May Outpace Last Year

Stalking The Flu-like Lyme Disease

More cases of Lyme disease are reported on Long Island each year, and doctors are being alerted to review their records with its symptoms in mind

For Long Island, Hudson Valley— Ticks trigger trouble

A Hazard of the Season

Year	Lyme	Other	Total
1987	10	10	20
1988	20	20	40
1989	30	30	60
1990	40	40	80
1991	50	50	100
1992	60	60	120
1993	70	70	140
1994	80	80	160
1995	90	90	180
1996	100	100	200



Paul D'Aleo

Long Islanders on the front lines of Lyme disease crisis

"Our members are very aware of Lyme disease, because there are employees in every park who have it," said Long Island Intercounty State Park Local 102 President Paul D'Aleo.

The local represents some 3,000 workers in 21 parks on the Island during the summer months. Those parks are among the most likely places in New York to contract the disease.

"The deer ticks are so commonplace on Long Island that you really can't protect yourself completely," added D'Aleo.

Still, he believes the Office of Parks and Recreation have done a good job of getting information out to employees and visitors about the seriousness of the problem. "It seems like we're getting literature with every other paycheck."

Information is also posted on the general information bulletin boards, suggesting precautions that can be taken.

D'Aleo explained that most workers are following precautions and even using "state of the art insect spray with DEET" that is being provided. But there are still no guarantees.

"Even when you take the precautions and look for ticks on your skin, you may not really know if you've been bitten," he commented. "The only real way to find out is to wait and see if you get sick."

Part of the growing concern about Lyme disease on Long Island is that the problem appears to be getting worse. It is believed that at one time not long ago only one tick in 500 carried the disease. Now that figure may be down to one tick out of every 80.

D'Aleo also points out a peculiar aspect of Lyme disease is that it seems to affect every person differently — some people get headaches, others get arthritic, he has even heard of a case where the individual seemed to develop mental problems. But worst of all, the illness just won't go away for some people.

While there is currently great concern about Lyme disease on Long Island, D'Aleo explained that the issue has to be kept in some perspective: So far, reaction doesn't seem to be preventing the vast majority of people from having fun at the parks and beaches.

CSEA drives the point home

Union continues battle over use of county cars

POMONA — Perseverance paid off in Rockland County — but the battle over county cars for caseworkers on county business isn't over yet.

In a running fight, the union won an arbitration, lost on appeal and then won a second appeal that requires the county to provide cars to Department of Social Services (DSS) caseworkers who are transporting clients. But even with a victory in the state Appellate Court, the workers are still using their own cars.

According to Rockland County CSEA Unit Shop Steward John Fella, DSS caseworkers are expected to see that clients get to doctor appointments and to other agencies. Most clients are unable to use public transportation due to mental or emotional illness.

The bone of contention was that DSS employees were expected to use their own cars. Workers were justifiably uncomfortable with this arrangement because of concerns over liability and damage to their cars.

Two caseworkers, who asked that their names not be used, said some clients become physically ill — one elderly woman lost control of her bowels — and another angry client wrecked the interior of the car, tearing the upholstery.

Worse, county officials were either unresponsive or extremely slow in responding to claims of damage.

One employee told of a co-worker who was asked to deliver a check to a client. Neighbors of the client threw stones at the automobile when the worker went inside the house, breaking the windshield. She was never reimbursed.

Another caseworker said she is required to drive young children to foster homes up to 200 miles away.

"I'm really afraid of the liability," she remarked. "What if I have an accident in my car?"

Fella said CSEA filed a grievance three years ago as a result of those fears.

The arbitration panel, made up of a representative of the union, the county and an impartial arbitrator, ruled unanimously that workers have a right to request a county vehicle, the right to request an escort for the client, and can use their own vehicle if they wish.

The panel also ruled the county would be liable for any damages to the personal vehicle.

But the county appealed to the state Supreme Court, where a judge overturned the arbitration.

"We didn't accept this lying down," said Fella. The union appealed to the Appellate Court.

The long wait paid off when the Appellate Court recently ruled that the arbitrator's decision should be upheld.



ROCKLAND COUNTY UNIT PRESIDENT Vicki Burton is shown here with one of the county's vehicles. Burton says she will continue to pressure county officials for safe and reliable automobiles for caseworkers who are required to transport clients to appointments.

But enforcing the decision could be more difficult.

Caseworkers say that county cars are rarely available, and when one is, it is not reliable. Workers report that they have been stranded with broken-down automobiles.

Unit President Vicki Burton said she's determined to pursue the issue until the county workers have safe and reliable transportation at their disposal.

"When a worker is expected to type, she is provided with a typewriter," she said. "If a worker is expected to drive a client to an appointment, she should be provided with a vehicle. My people are not being given the proper tools to perform their job. I will continue to pressure the county until they provide the proper tools."

Region I retirees meet to learn

MELVILLE — Nearly 300 CSEA retirees attended the CSEA Region I Retiree Education Conference recently.

The conference, the first event jointly



sponsored by the CSEA Retiree Division and the AFSCME Retiree Program, covered a variety of topics. The conference was offered as part of the four-year affiliation agreement with AFSCME, said CSEA Retiree Coordinator Kathy Cahalan.

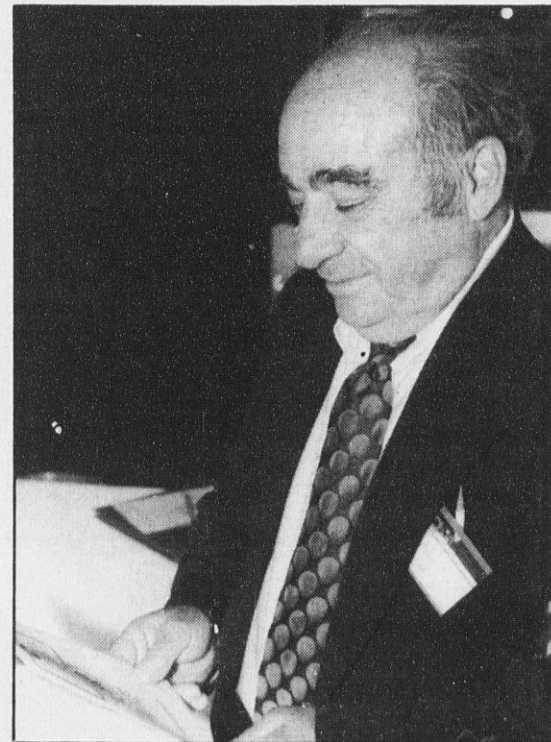
Guest speaker U.S. Rep. Tom Downey was applauded when he spoke on the need for the United States to take care of those requiring health care.

"We must become a country that nurtures our young and old," Downey said. "We must care and understand the needs of our people. A government that's compassionate is one which will thrive."

John O'Shea of CSEA Retiree Local 919 said the conference was excellent.

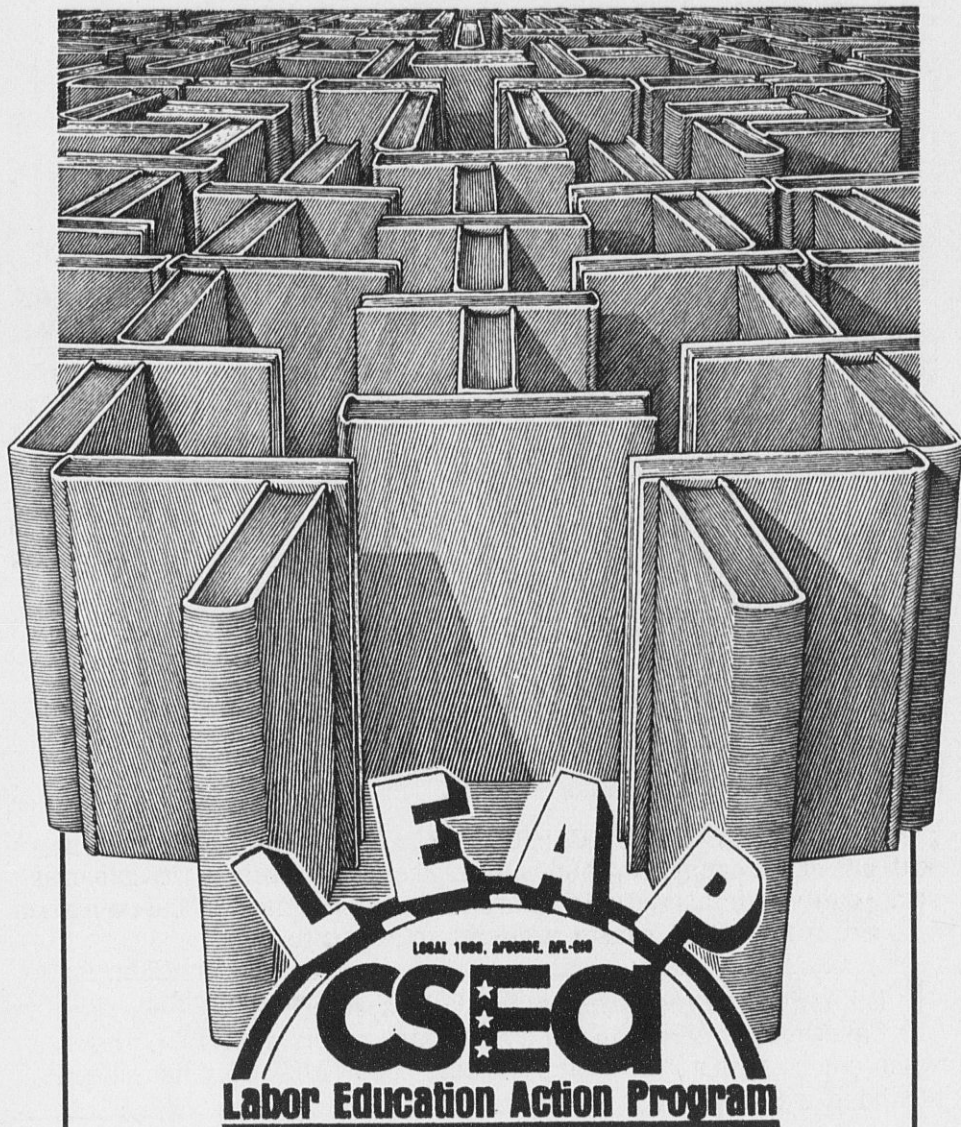
"I think it's long overdue," he said. "It's been informative and I will attend future programs anytime."

Cahalan and PeggyLou Zakrzewski, retiree administrative assistant, prepared the conference plans.



FINAL NOTICE

CSEA/LEAP fall semester



LEAP is the Labor Education Action Program of the Civil Service Employees Association. It offers tuition-free courses at two- and four-year public and private colleges, BOCES and various state facilities across New York state. LEAP is available only to CSEA-represented state employees in the Operational Services, Administrative Services, Institutional Services, Division of Military and Naval Affairs units, Health Research Inc. and SUNY Construction Fund. CSEA/LEAP courses are designed to increase upward mobility in state services and improve the quality of life on the job.

CSEA/LEAP is now accepting applications for the 1988 Fall Semester for more than 1,500 courses at 85 colleges throughout the state. LEAP application forms are available to eligible state employees through your agency personnel or training officer. Your CSEA Local president also has a limited supply.

THE DEADLINE FOR APPLYING FOR THE 1988 FALL SEMESTER IS JULY 20.

Students have many responsibilities

Applicants for a LEAP course must meet certain requirements and responsibilities.

- * Once accepted, **YOU** are required to formally register with the school. Students must comply with all school requirements concerning registration, withdrawal, etc. Failure to do so may leave you without a space in the class and responsible for the tuition.
- * Students must purchase their own textbooks and related materials.
- * If you are accepted for a course at a community college, you are required to obtain a "Certificate of Residence" from your county office building to prove county and state residence. Without it, you may not be allowed to enroll at the college, or you may be required to pay additional tuition charged to out-of-county residents.
- * No schedule changes may be made by the student or college without prior approval from LEAP. If you enroll in a course and/or section other than the one approved by LEAP, **YOU** will be responsible for payment.
- * In order for LEAP to record you as completing your course, you must attend more than 50 percent of the total class time, regardless of a school's individual attendance policy.
- * You **MUST** attend at least two of the first three class sessions in order for LEAP to pay your tuition.

Questions?

Questions about the program may be directed to:
CSEA/LEAP
143 Washington Avenue
Albany, New York 12210
Telephone: (518) 434-0191 extension 226 or 228

If you drop a course:

IF YOU MUST DROP A COURSE, complete a LEAP Course Drop Form which can be obtained from your agency personnel or training office. If the form is received before the course actually begins, it is possible another student may be enrolled from the waiting list.

YOU must also follow the school's official drop procedures in order to avoid being charged partial or full tuition by the school.

There will be a \$25 fee payable by students who drop their course after attending at least two of the first three class sessions. The fee is appealable to a CSEA/LEAP Appeals Board.

Application deadline: JULY 20

Husband and wife to hit the road together

A husband-and-wife team is retiring from the Warwick School District this year and both will be sorely missed. Evvie Card, a 20-year employee and secretary at Kings Elementary School and her husband Percy, a 23-year employee and head custodian, plan to do some travelling and enjoy their hobbies.

The two, who have known each other since they were in the seventh grade, were married after they graduated from high school.

Percy remembers when CSEA began representing school district employees and, in fact, he helped bring in the union.

"We started out making \$3,600 a year," he recalled. "We would all sit down with the superintendent and present our case for pay increases. This went on for four years until we got a new superintendent and he asked us who was representing us." At that point, Percy and co-working Fred Batz brought in CSEA.

As for future plans, Percy says he'd like to go to Florida and see the U.S.

"Anything he wants to do is terrific," said Evvie.



This, that

AND THE OTHER THING

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



Key activist retires

Terry Sinsabough is retiring from the Warwick School District and that's not good news for Orange County CSEA Local 836 or the school district.

"I'm going to miss her terribly," said School District Unit President Naomi Kaplan of her unit vice president. Sinsabough also serves as First VP of the Orange County Local and chairs her unit's grievance and communications committees.

"She's a valuable union member," Kaplan remarked. "She never said 'no' and she was willing to learn and willing to do."

It all adds up!



The Numbers are in! CSEA Region I members helped raise \$653,181 during the March of Dimes WalkAmerica for the fight against birth defects.

In a letter to CSEA Region I President Danny Donohue, the WalkAmerica director wrote: "As noble as our mission is, its success depends on our volunteers. You should be proud of your commitment to the ongoing fight against birth defects and pleased that this commitment is bringing us one step closer to the day when all children will be born healthy."

Donohue said he is extremely proud of the union's contribution to "such a worthy cause" and hopes each year more members will join in the walk.

He said it

Although there's no denying that Lyme disease (See story, page 16) is currently a hot topic and poses a serious health risk, particularly in Suffolk County, County Executive Patrick Halpin might have overstated the case just a bit during a recent community meeting in Southampton:

County Executive Patrick Halpin told the audience that Lyme disease is "the most serious public health threat we are confronted with in the 1980s and into the 1990s," and promised money for research and deer tick control.

Nice that he takes the issue seriously, but what about AIDS?

What an original idea!

The state Department of Transportation has unveiled a new campaign aimed at encouraging motorists to slow down when passing through construction zones.

If this idea sounds familiar, it's because it should.

More than a year ago, CSEA initiated a similar campaign after numerous state and local road crews expressed concern about maniac drivers threatening their safety on the roads.

DOT is calling its new campaign *Give 'em a brake*.

While CSEA applauds the intent, it would've been nice if they gave us a brake and maybe a little credit, too!

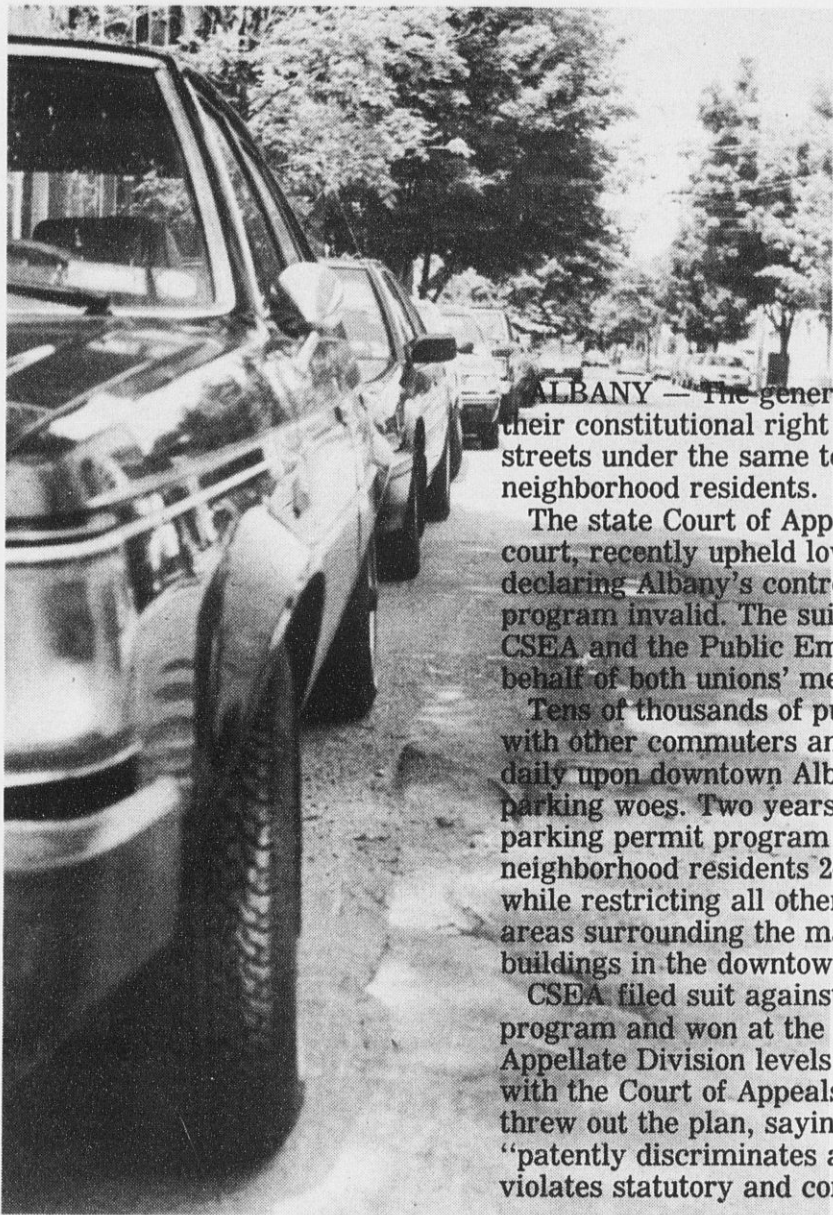


Winners

The Ulster County Labor-Management Committee has received the 1988 National Association of Counties (NACo) Achievement Award. NACo Executive Director John Thomas said the concept of the Ulster County committee was "innovative and creative. The committee grew out of a federally-funded pilot program in 1985 when Ulster County was chosen for the program to improve labor-management relations and reduce work-related grievances. Pictured with the award are committee Coordinator Karen MacIntosh and Unit President Sean Egan.



ALBANY: Resident permit parking trashed by high court



CSEA proposes a partnership with city, state to address capital city's parking woes

ALBANY — The general public has reclaimed their constitutional right to park on Albany city streets under the same terms and conditions as neighborhood residents.

The state Court of Appeals, New York's highest court, recently upheld lower court decisions declaring Albany's controversial parking permit program invalid. The suits were brought by CSEA and the Public Employees Federation on behalf of both unions' membership.

Tens of thousands of public employees along with other commuters and visitors converge daily upon downtown Albany, a city notorious for parking woes. Two years ago the city instituted a parking permit program which granted neighborhood residents 24-hour parking rights while restricting all others to 90-minute limits in areas surrounding the major state office buildings in the downtown area.

CSEA filed suit against the parking program and won at the Supreme Court and Appellate Division levels before winning again with the Court of Appeals. The Court of Appeals threw out the plan, saying the ordinance "patently discriminates against nonresidents and violates statutory and common law rules.

"Residents of a community have no greater right to use the highways abutting their land — whether it be for travel or parking — than other members of the public," the Court said.

"This decision upholds that the streets of Albany are not for sale," CSEA chief Counsel Marge Karowe said. "Parking has always been a problem in downtown Albany, but this unfair permit system was the wrong way to deal with it."

CSEA noted that while invalidating the parking permit system gives residents and non-residents alike an equal chance to onstreet parking, it does not resolve basic parking problems caused by too many commuters and too few parking places downtown. To that end, the union pledged to work with city and state officials on solutions to resolve parking problems.

The union said that while opening up neighborhood streets to parking for all might not make parking much easier for commuters, it would make it safer. Commuters were forced to park considerable distances from office buildings when the permit plan went into effect, and a corresponding increase in muggings, car break-ins and vandalism occurred.

CSEA-represented state employees have to hang on for awhile longer before they see the 5 percent pay raise under the new CSEA-state contracts in their paychecks. But the good news is the increase will be retroactive to June so the initial increase check will be substantial.

It may be late August, or even early September, before the raise shows up for the first time. An extremely complicated system leading to payment of the negotiated increases is being blamed for the delay.

For state employees on the Administrative payroll the increase will be retroactive to the pay period beginning June 9. For employees on the Institutional payroll the increase became effective June 16.

Under the recently ratified three-year contracts, CSEA-represented state employees will receive the 5 percent pay hikes retroactive to the appropriate June date, another 5 percent effective in April 1989 and 5.5 percent effective in April 1990.

As this issue of *The Public Sector* went to press the state Legislature was considering a pay bill which would authorize funding of the increases. After passing both houses of the Legislature, it will go to the governor for his signature and the state comptroller's office would then institute the involved process of calculating the increases for each state

employee affected. If everything goes as expected, without complications, it will still be late August or early September before the increases show up in the paycheck.

A great deal of activity occurred even before the proposed pay bill reached the Legislature. First, negotiations between CSEA and the state leading up to a tentative agreement took place over several months. It took several more weeks for CSEA members to ratify the agreements. The Governor's Office of Employee Relations (GOER) then drafted an initial pay bill, which was carefully studied by CSEA officials. Discussions were necessary before a consensus on final bill language was reached between CSEA and GOER. GOER signed off and the bill passed to the state Division of the Budget for calculating actual costs to the state over the life of the agreement. The bill, accompanied by supporting documentation, then went to representatives of the state Assembly and Senate where it was studied by key staff personnel before being sent to both houses for consideration.

And that, in a nutshell, is why you won't see your increase until well after it became effective. But remember, the good news is it's retroactive. So hang in there just awhile longer.

Those

state

pay

hikes

will

arrive