

A REPRIEVE FOR DOL

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THE PUBLIC SECTOR

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

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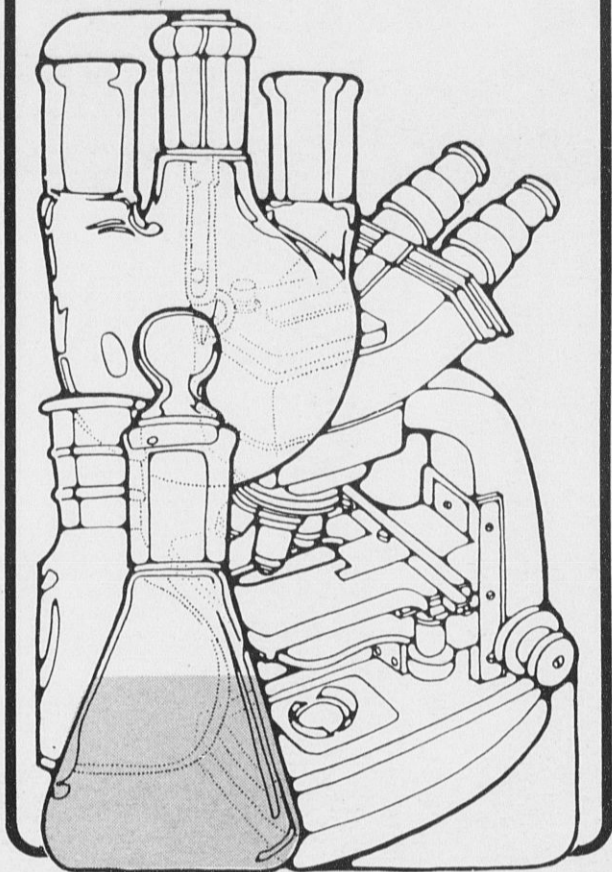


**NEW
YORK'S
WORST
JAIL?**

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INSIDE

Stop experimenting with a good thing—Pages 10-11



Tapes can ease your W-4 form confusion

CSEA is making it easier for employees to fill out those new W-4 forms which are used to determine how much federal tax will be withheld from paychecks.

The union has obtained an Internal Revenue Service-produced video which reviews the form step-by-step. CSEA members can arrange to watch the 20-minute tape at any of the union's six regional offices by calling the appropriate office listed in the box at the bottom of this page.

Under the 1986 Tax Reform Act, all employees must file a W-4 form by Oct. 1. Employees have two forms to choose from; a longer form which better approximates tax liability and a shorter version which is easier to use but which is less accurate in calculating taxes due.

The videotape explains the longer, more complicated form.

Hospital pre-admission review a must



The Pre-admission Review Program is about to become of even greater concern to health insurance enrollees in the Empire Plan. Failure to follow requirements will soon make you responsible for the \$250 deductible under the program.

Since Jan. 1, 1986, enrollees scheduled by their doctors for hospital admission have been required to notify the Pre-admission Review Program representatives of the Empire Plan. The service, part of the Plan's overall Benefits Management Program, is designed to determine that an inpatient admission is necessary, and that the patient receives all health insurance benefits to which they are entitled if admitted.

And while the vast majority of enrollees who required hospitalization have called the Benefits Management Program as required, some people have not. Those who did not later received a letter from the Empire Plan explaining they should have called as required, but the \$250 deductible was waived anyway because the requirement was still relatively new.

That will all change effective April 1. If the required call is not made prior to being admitted to a hospital, the deductible will be applied for all inpatient hospital admissions on or after April 1 which are elective (scheduled in advance) in nature.

Briefly, here are the requirements:

- * You are **REQUIRED** to call the program as soon as your doctor schedules a hospital admission. If you are hospitalized and don't call, you are responsible for a \$250 deductible. In addition, if you don't call and you receive care as an inpatient when it is not medically necessary for you to be an inpatient, you will be responsible for the hospital charges for those days.

- * You or someone acting for you are **REQUESTED** to call the Program within 24 hours or one business day after an emergency, urgent or maternity

admission. If the call is not made following such admissions, there is no deductible. However, without the call, Blue Cross cannot review your hospital stay until after your discharge, and if you receive care as an inpatient when it is not medically necessary for you to be an inpatient, you will be responsible for the hospital charges for those days.

- * You do not have to call the Program if Medicare or another health insurance carrier pays first for your hospital care or if your treatment in the hospital does not require an overnight stay.

Helpful hints

Here are some helpful hints:

- * When your doctor schedules a hospital admission, call the Benefits Management Program as soon as you know your admission date. This advance notice will enable you, your doctor and the hospital to receive confirmation letters before your admission.

- * Bring your confirmation letter when you are admitted so the hospital will know you have complied with the pre-admission review requirements.

- * The toll-free numbers to call for the Benefits Management Program are:
Albany local dialing
465-6387

Within New York State
1-800-992-1213

Other states except Alaska
1-800-628-6677

Please use these numbers only for pre-admission review or to call after an emergency, urgent or maternity admission. Consult your health benefits booklet, pages 30-31, for numbers to call for claims and benefit information.

IMPORTANT NOTICE

Effective March 1 the New York City/Long Island toll free number has been temporarily disconnected for the New York State Second Surgical Consultation Program under the Empire Plan. Until further notice, all Empire Plan enrollees who must arrange for mandatory or voluntary second surgical consultations should contact the Program's Albany Office toll free number: 1-800-342-3726.

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



JAILHOUSE ROT!

Dilapidated facility a danger to inmates, guards in Rensselaer

EDITOR'S NOTE — The Rensselaer County Jail is more than three-quarters of a century old, and the staff, inmates and visitors must put up with serious, even dangerous conditions. The deterioration has become so bad that the county is considering a \$4.5 million renovation or spending \$10 million to build a new facility. Corrections Officer Thomas McLaughlin, president of the county Sheriffs Unit, recently gave a tour of the jail featuring some of the conditions that may have earned it the dubious title of the worst jail in New York State.

Story and photos by
Daniel X. Campbell
CSEA Communications Associate

TROY — "It stinks," Thomas McLaughlin says about the 76-year-old Rensselaer County Jail. "You can't get parts to fix the cell doors, the locks ... the whole place is a mess, a royal mess."

McLaughlin, president of the CSEA's Rensselaer County Sheriff's Unit, gives a tour of the deteriorating jail, racing up iron stairs.

"Look here," he says, pointing to a large electric panel box that quivers every time its door is opened. "That damn thing falls apart every time you use it."

He moves on a few feet. "See this door? Turn the key. You gotta be strong to lock it," he says, leaning into the door to turn the key in the worn latch. "Now watch this!" With a flick of the wrist, he unlocks the door and it opens. "Building settled and bent the door frame about 60 years ago. Still they haven't been able to fix it."

During a quick turn through one of the antiquated cell blocks, McLaughlin warns, "Look out," and brushes a dangling electric wire out of the way. "We asked them to run the wires in such a way that we won't get kited running in here some day, but nothing's been done, nothing."

The showers in the jail all leak; running water has carved channels that go from the top floor to the basement.

"Oh, we've sealed them, caulked them, plastered and patched them. But they still leak like a sieve," says Charles Reckner, unit secretary.

Televisions sit on the floor of each walkway, blocking the guards' paths.

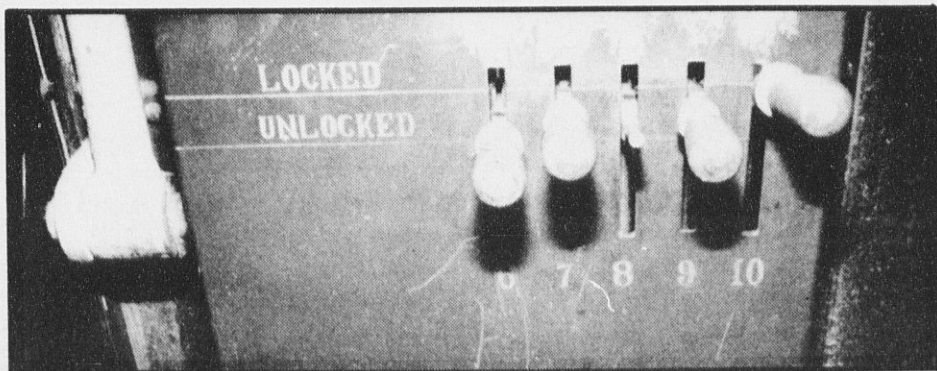
"This jail wasn't designed for TV," McLaughlin says, pointing to brackets where the sets used to hang. "If the sets are there, we can't hear; if they're on the floor in easy reach of the prisoners, anything can happen. But so what?"

On another floor, he points out that the doors don't fit.

"We had to cannibalize a few cells to keep the other ones operating. But look — can you tell which locks are locked and which are open?" He points to the lock panel that is supposed to indicate which cells are locked, but the panel is unclear. "You can't tell if a cell is locked, and if a cell isn't locked, it's a problem, a big problem."

The inmates begin yelling. "I'm guilty, but I don't deserve this," one calls.

"This place ain't safe for anyone. You can get hurt in here," another says.



AN ANTIQUATED LOCK SYSTEM fails to accurately indicate whether cells are locked in the 76-year-old Rensselaer County Jail.



YEARS OF LEAKING have caused serious water damage throughout the Rensselaer County Jail, as shown in this photo of the basement.

Deputies want new jail

See Page 4

"Mac, show them the windows," one prisoner suggests. McLaughlin quickly opens a window and it falls almost to the floor. Cardboard pieces holding it in place land at his feet.

"And they call this place a jail," the tour guide says.

The tour continues to the basement, where the rec room is a wreck of peeling paint and chipped plaster.

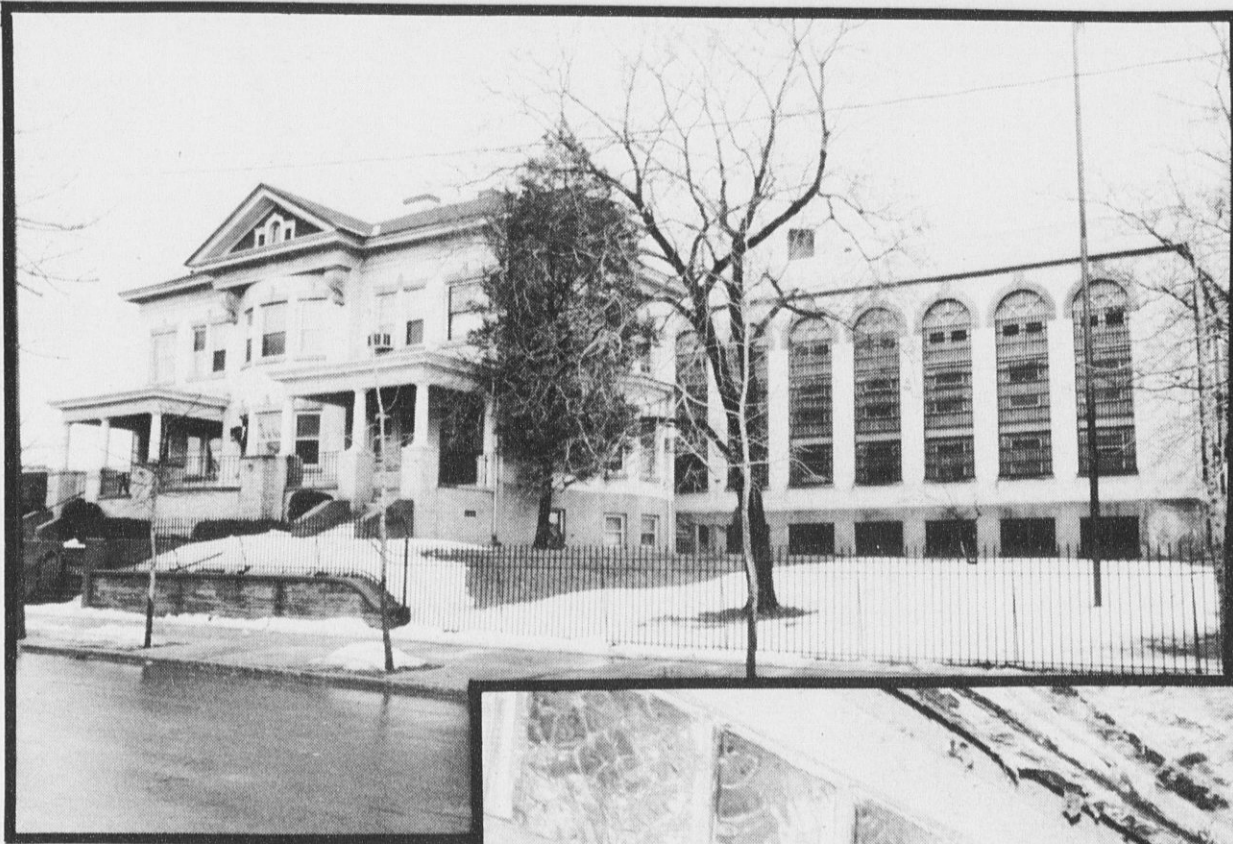
"Guess where the main power box is located?" Mac says. "Right smack dab in the middle of the prison library where the inmates can get at it."

The list grows and grows as the tour winds down.

"We've got electrical switches in the wrong places, leaks all over the place. The prisoners can flood the place without even trying and through it all the sheriff will not tell the public whether he wants a \$4.5 million renovation of the facility or a \$10 million new, safe and sound facility," McLaughlin says in disbelief.

"How much is your life or the life of your child or your neighbor worth?" McLaughlin asked when questioned about the impact of a \$10 million jail on the county budget and tax rate. "Build a new jail and put in enough cells to make a profit by renting the cells to surrounding counties which don't have adequate facilities. In the long run, you'll be safer and possibly break even in the deal."

Sheriffs Unit wants a new jail



The 98 members of the Rensselaer County Sheriffs Unit have voiced overwhelming support for the building of a new jail.

In a CSEA-sponsored opinion poll, 94 of the 98 deputies and corrections officers in the unit voted in favor of a new \$10 million jail, with four unit members abstaining.

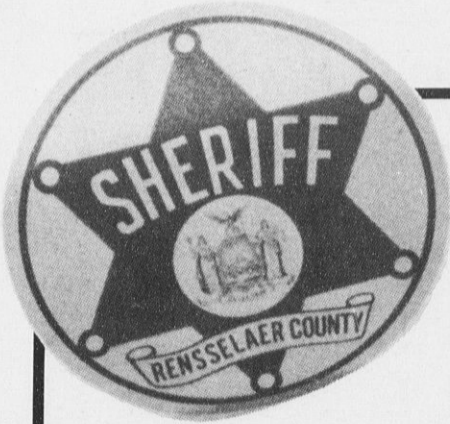
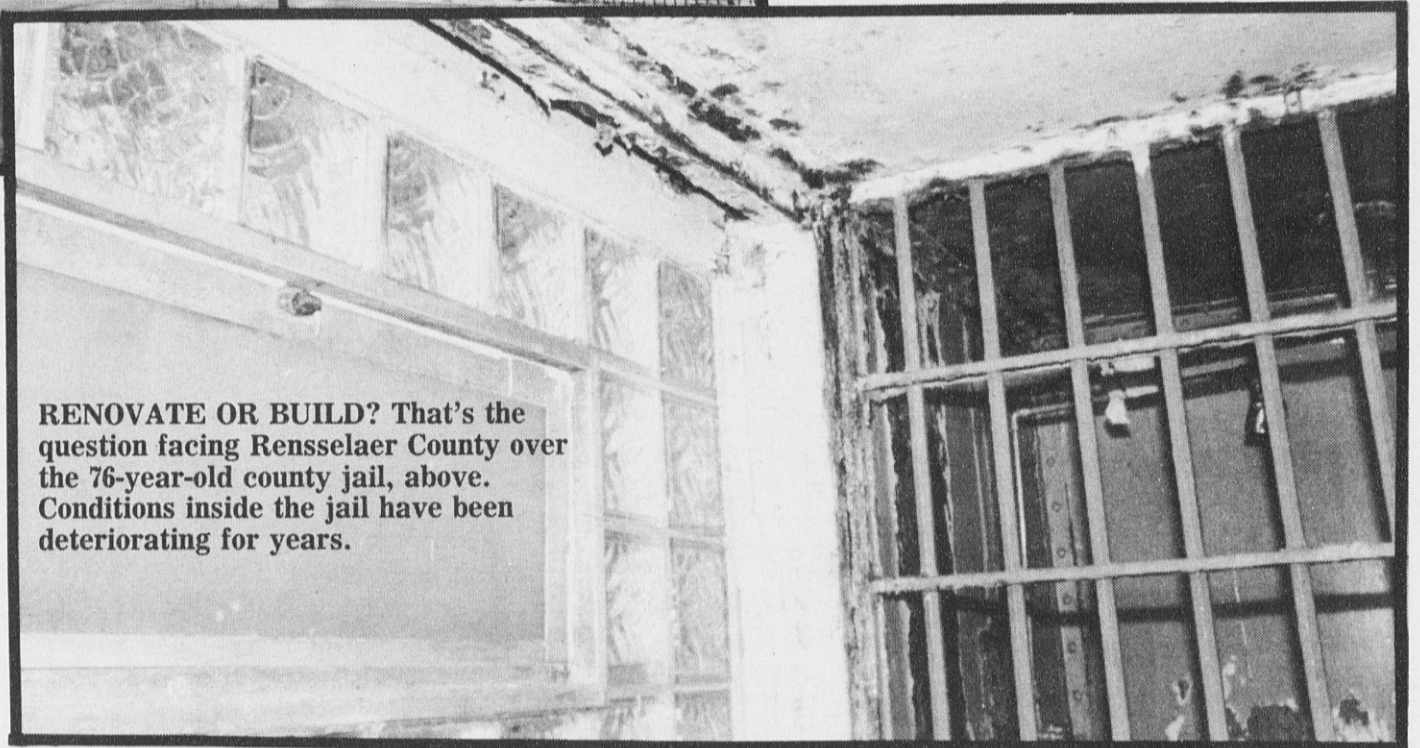
No one voted for a proposed \$4.5 million renovation that is being considered as an alternative to building a new jail.

At 76 years old, the current jail is deteriorating seriously and, unit officials say, is a danger to both unit members and inmates.

"It stinks... You can't get parts to fix the cell doors, the locks... The whole place is a mess, a royal mess."

— Thomas McLaughlin, corrections officer

RENOVATE OR BUILD? That's the question facing Rensselaer County over the 76-year-old county jail, above. Conditions inside the jail have been deteriorating for years.



Payroll politics: CSEA forces sheriff to obey law; Officer Job earning salary again

TROY — Elected to enforce laws, Rensselaer County Sheriff W. Warren McGreevy continues to break them in his attempt to discipline an employee, according to CSEA.

McGreevy refused to pay Corrections Officer Thomas Job, a member of Rensselaer County Sheriffs Unit, the salary he is entitled to by law while waiting for a decision on charges of alleged misconduct. Only after CSEA intervened did McGreevy obey the law.

The sheriff has been at the center of controversy for ignoring grievance decisions and earning an average of at least two grievances a month from the deputies and corrections officers who work under his supervision.

"McGreevy is trying to break the union by simply disregarding the law and the rights of his employees to fair treatment," charged CSEA Field Representative Pat Domaratz. "If he continues to defy civil service law, how much longer before he violates civil law and the rights of Rensselaer County residents?"

McGreevy suspended Job on Jan. 6 under Section 75 of the state Civil Service Law, pending a hearing on charges of alleged misconduct. Under that section of the law, a person may only be suspended for 30 days, and then must be returned to the payroll while awaiting the outcome of the hearing.

But when Job asked about the pay due him under the law, he was told McGreevy would not pay him until after a decision on the charges is made. A decision is not expected for 30 to 60 days.

In a published report, McGreevy conceded that Job had not been paid after 30 days as required by law.

As of Feb. 26, Job had not received any salary for 48 days, 18 beyond the number allowed by law. Because of the charges of misconduct McGreevy filed against him, Job is not eligible for unemployment compensation unless he goes through a long hearing process with the state Department of Labor.

After public pressure exerted by CSEA and under orders from the county attorney, McGreevy put Job back on the payroll.

Labor gets a reprieve

But dramatic legislation is temporary —
Layoffs now scheduled for April 1

By Stephen Madarasz
CSEA Communications Associate

ALBANY — Last minute action by Governor Mario Cuomo and the state legislature gained a one-month reprieve for state Labor Department Employees scheduled to be laid-off March 4.

While the move is a temporary, stop-gap measure, CSEA officials are continuing their efforts to work out a permanent solution at the state and federal levels.

Before the action, CSEA President William McGowan had praised the efforts of Senate and Assembly Labor Committee Chairmen James Lack and Frank Barbaro, but warned that all New Yorkers would lose unless their proposals were put into effect.

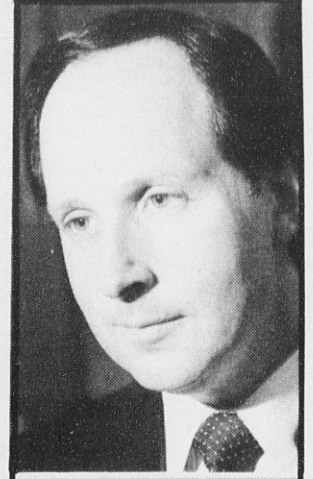
"I'm glad the message got through that these employees and their families wouldn't be the only ones to suffer. It's clear the cutbacks would mean less help for thousands of people who need jobs," McGowan said after the layoffs were narrowly averted.

"This is good news for Department of Labor employees who are really dedicated to serving people" adds Capital District Department of Labor Local 670 President Jeanne Lyons. Lyons, who worked frantically in the final days to get people placed into other positions, says she believes CSEA's political action efforts paid off.

"We still have a lot of work to do. Albany hears us, now we have to make sure Washington gets the message and acts." The Department of Labor is 95% funded by the federal government.



Barbaro



Lack

Although Lack and Barbaro have proposed using an additional \$10 million in state funds to keep Labor running at its current level, Governor Cuomo has indicated reluctance to use state funds to offset federal cutbacks on a permanent basis.

However, CSEA will press its case over the next month as the state budget negotiations intensify.

The union is also in discussion with the Governor's Office of Employee Relations to provide an extension of employee benefits if layoffs do take place.

CSEA is warning employees to be realistic about the situation.

Comments New York City Department of Labor Local 350 President Denis Tobin: "I'm telling people that if they have another job offer at another agency, take it. There's no guarantee that their job will be here in another month."

You should know

The legislation postponing the DOL layoffs is only a temporary measure. Layoffs are still scheduled for April 1.

While CSEA will continue its work to prevent them from happening, there is concern because the bill establishes a preferred list of employees who have been notified they will be laid-off. Normally the preferred list is only issued when the layoffs have taken place.

CSEA warns that if you are canvassed for a job through the preferred list, go on the interview.

If you turn down a position, your name will be pulled from the preferred list for that job title and all grade levels below it.

As a rule of thumb, don't turn down any position comparable to your permanent item (especially in your present county of employment). If you do, you will jeopardize your layoff rights and benefits including unemployment insurance.

If you have any questions about your layoff rights, contact your CSEA local.



LABOR SOLIDARITY... CSEA Department of Labor members Barbara Marsh, left, and Diane Smith join with their supervisor Bob Bellardini after March 4 layoffs were narrowly averted.

"... it's like a stay of execution"

ALBANY — I'm glad it's stopped for awhile. But it's like a stay of execution," Barbara Marsh, a grade 3 clerk in the Labor Department said of the 30 day extension for the 650 state workers who were to be laid off March 4.

Diane Smith, another grade 3 clerk shared Marsh's emotions. "I feel total confusion. Like the rug was pulled out from under me. For the moment, I feel good. But come April 1. I'll be in the same position. That's not job security. But it is two more pay checks and that helps."

"I've been through this before in 1985," says Barbara Chiplock, a Labor Department hearing reporter.

"I tried to be optimistic the last time. This time I tried to be realistic. I'm afraid to feel anything. I'm afraid to hope for anything more."

The trio agreed that during the past few weeks, days and hours that their emotions had been ruled by the rumor of the hour, the whispers of the minute.

"CSEA did a fantastic job," Smith said praising the tremendous efforts of the local leadership along with the total effort of the statewide union. Chiplock noted that the extension was the result of a lot of effort by a lot of people. Marsh summed up the feelings, saying, "The union did do a good job for us. But government should have been more responsive rather than waiting to the last second."

Bob Bellardini, a supervisor of Marsh and Smith, had only words of praise for the 30 day extension. "I'm very happy. They're two outstanding employees. Their job is vital to the department and to the public who are collecting unemployment insurance."

CSEA mobilizes to fight closings in western New York

CSEA says if it takes a raging battle to prevent the state from going ahead with plans to close seven developmental centers by 1991, then the union intends to lead that fight.

"We're fighting for a forgotten people — the clients who have no voice, no visitors, no birthday or Christmas cards. We will not let them be moved away from familiar places and people who care about them unless we know it's best for them. And right now we don't know that!" CSEA President William L. McGowan told a state legislative hearing recently.

CSEA says it's also concerned about the economic impact upon the communities where the seven Office of Mental Retardation and Developmental Disabilities (OMRDD) facilities scheduled to be closed are located.

One place CSEA is waging a heavy battle is in the state Legislature, which must approve OMRDD's closing plans before they can take place. In addition to McGowan, presidents of several CSEA locals at the centers slated for closing told lawmakers of their concerns for the patients and their families, of inadequate information relative to alternative community residence programs, of uncertainty over job opportunities for many workers to be displaced, and of possible economic disaster in affected communities.

OMRDD plans to close the following developmental centers by 1991: Staten Island, Westchester, Craig, Newark, Rome, Manhattan and Bronx.



KATHY PONTILLO-BUTTON — she's circulating petitions in the community.

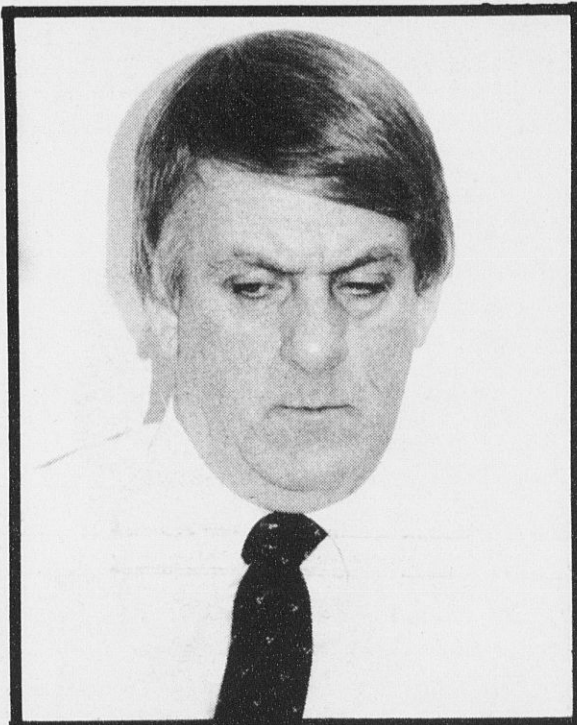
Compiled by Ron Wofford
CSEA Communications Associate

In western New York, where two of the seven OMRDD centers slated for closing are located, CSEA has called for an all-out mobilization of available resources to battle OMRDD.

In both instances the facilities — Craig Developmental Center in Livingston County and Newark Developmental Center in Wayne County — are the major employers in the area and their closings would cause severe economic problems.

"This plan, if implemented, would mean devastation for the clients, staff and communities affected," states CSEA Western Region President Robert L. Lattimer.

Lattimer recently called a high level strategy session to update all Region VI Mental Hygiene local presidents on the situation and asked for their combined efforts to fight the closings, and followed that with update meetings with employees at the two facilities.



ROBERT L. LATTIMER — "This plan...would mean devastation..."



STUDYING CLOSURE INFO are Newark Developmental Center Local 417 President Martin DiSanto and Mental Hygiene Board of Directors Representative Mary Cartwright.

Last week CSEA moved its fight with OMRDD into the community.

Lattimer, CSEA Legislative and Political Action Director Tom Haley, Regional Director Bob Massey and the local presidents met individually with the mayor of Newark, then with members of the Newark Council, and later with members of the Newark Chamber of Commerce to assess them of the situation facing their community.

Newark Developmental Center Local 417 President Martin DiSanto told state lawmakers two weeks ago that Newark is the largest employer in Wayne County. "There is no industry in the area and therefore it is highly unlikely displaced employees could find alternate employment," he said.

Craig Developmental Center Local 405 President Kathy Pontillo-Button testified recently that "at Craig the majority of clients are medically infirm, multiply disabled, behavior disordered and profoundly retarded. It is questionable whether all or some may be adequately supervised in the community."

Button and her members at Craig have begun distributing petitions opposing the closing, have organized letter writing campaigns and are gathering supportive data for their case.

At the same time, as at all seven threatened facilities, union leaders are also developing contingency plans to protect clients, the community and the staff.

COMING IN THE NEXT ISSUE:

* "A DAY IN THE LIFE OF A NEWARK MHTA" — a case history of a typical working day inside the facility.

* "GETTING READY AT WESTCHESTER" — How they're coping with the announced closing of Westchester Developmental Center.

No way! CSEA challenges OMH plan for Grade 9 ward charges

CSEA has filed a pair of Improper Practice (IP) charges against the state Office of Mental Health (OMH), charging OMH is improperly using Grade 9 employees as psychiatric center ward charges and has failed to pay them the appropriate out-of-title salary.

One IP challenges OMH's decision to place Grade 9 mental hygiene therapy aides (MHTAs) and Grade 9 licensed practical nurses (LPNs) in charge of wards under certain criteria.



William L. McGowan

"Under no circumstances will we allow this to happen," says CSEA President William L. McGowan.

To back up those words, the union has filed the IP against OMH.

"We are quite sure that PERB (the Public Employment Relations Board) will decide in our favor," McGowan says. "Otherwise they'll be able to play all sorts of games with our people."

CSEA contends that OMH's action changes the duties of Grade 9 employees. In addition, the union says that Grade 9 workers who are assigned ward charge duty are working out of title without receiving the salary of higher-paid ward charges.

"At issue is who is appropriate to be in charge of a ward," adds CSEA Research Analyst Mark Lawrence. "CSEA's position is that incorporating ward charge duties with Grade 9 employees' duties changes the terms and conditions of employment."

Under the Taylor Law, an employer cannot change the terms and conditions of employment without negotiating with the union.

Registered nurses I and II at Grades 14 and 16 and mental hygiene therapy assistants at Grades 11 and 13 are appropriate for ward charge duty, according to CSEA. But a shortage of employees at those grade levels has led to hundreds of cases in which Grade 9 MHTAs and LPNs work as ward charges, Lawrence said.

The OMH policy could prevent Grade 9 workers who act as ward charges from receiving the higher ward charge pay in the future, he said.

Close to 300 out-of-title work grievances were filed in 1985 and 1986 by Grade 9 workers from King's Park Psychiatric Center alone.

CSEA's second IP against OMH protests the office's refusal to pay Grade 9 workers for the out-of-title work they have been doing.

"Under no circumstance will we allow this to happen."

William McGowan

Burnout: OMRDD understaffing damaging to employees, clients

By Anita Manley
CSEA Communications Associate

THIELLS — The arrest of a therapy aide at Letchworth Developmental Center is a perfect example of what happens when employees are overworked at understaffed mental hygiene facilities, and management must bear part of the responsibility for those results, CSEA officials say.

The Letchworth arrest comes on the heels of charges filed against a number of Wassaic Developmental Center employees after an undercover investigation ordered by Office of Mental Retardation and Developmental Disabilities Commissioner Arthur Webb. CSEA says those charges are also directly related to understaffing.

"A couple have pulled their ears off and some are missing the tips of their noses."

Union officials say Letchworth management violated an earlier agreement when they placed the Grade 9 therapy aide in charge of Beta Cottage, which houses a group of very volatile, assaultive clients. The therapy aide has been accused of locking a patient out of the cottage after the patient smeared excrement on the walls.

Letchworth CSEA Local 412 President Brian Cox said the aide's assignment violated a labor-management agreement made with Letchworth administrators in November which stipulated that no Grade 7 or Grade 9 employees would be expected to supervise a cottage.

"Our therapy aides don't wake up with the intent to abuse a patient," Cox said. "No one condones patient abuse of any kind, but let's make management accountable, too. These people are not properly trained and then they're overworked to the point of burnout."

Cox told of one therapy aide who had worked three double shifts — 16 hours a day — for three consecutive days. On the fourth day he was asked to work a second shift, but he said he was too exhausted and wanted to go home and rest.

"He told them he was totally burned out and they served him with a notice of discipline with a proposed penalty of a week's suspension for refusing overtime!" Cox said.

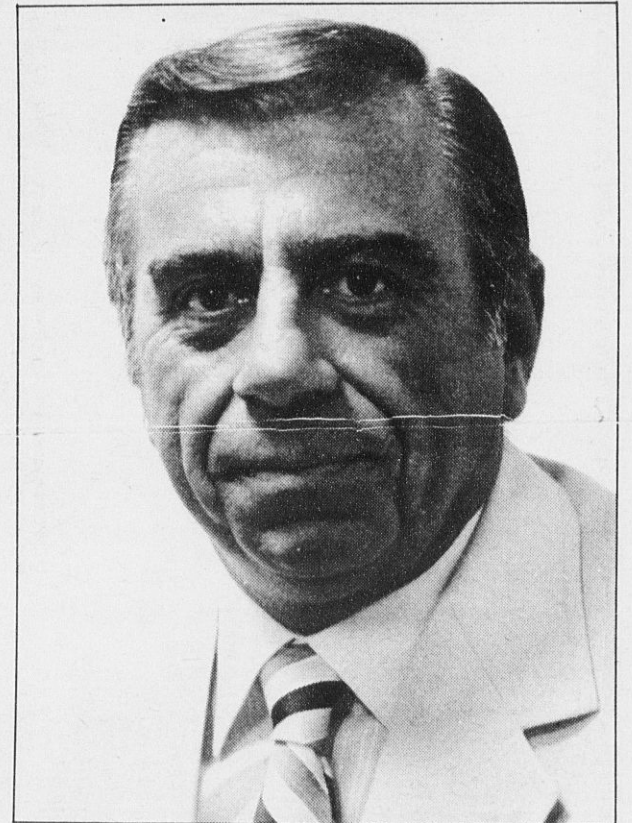
Unit Vice President Martin Sherow said he worked in Beta Cottage for seven years and was the victim of frequent attacks by patients. He said there were three therapy aides in charge of 16 male clients.

"It would take all three of us just to restrain one patient if he became violent," Sherow said. "If any of the others became violent at the same time, you had a major problem!"

A number of clients abuse themselves and must be monitored closely, he said.

"We had one patient who stabbed himself with a fork," Sherow said. "A couple have pulled their ears off and some are missing the tips of their noses."

Cox pointed out that while he was unable to get exact figures, it is common knowledge that a considerable amount of taxpayers' money is being used to pay overtime to burned out employees — money that could be used to hire and train more therapy aides.



"IF WEBB SPENT LESS MONEY on his SWAT team and more on improving working conditions, he wouldn't have these problems," says CSEA Region III President Pat Mascioli.

Instead there are rumors of more layoffs and little hope that increases in staff will occur in the near future.

CSEA Region III President Pat Mascioli blasted state officials who he sees as "party" to these abhorrent conditions.

"It all comes down to a political bottom line," he said. "All that matters is running a facility for as few dollars as possible and that makes the state-appointed officials look good. Never mind the working conditions or the patients. Just stay within the budget. If Webb spent less money on his SWAT team and more on improving working conditions, he wouldn't have these problems!"

Feud! No MLK holiday in Smithtown because of managers' quarrel

By Sheryl Carlin
CSEA Communications Associate

SMITHTOWN — A running feud between the Smithtown supervisor and his highway superintendent is the real reason town employees had to work on Martin Luther King Day, CSEA charged recently.

CSEA Region I President Danny Donohue called Town Supervisor Patrick Vecchio's attempt to shift the blame to the union "blatantly wrong" and an attempt to "excuse his lack of moral leadership."

In a statement published in the Smithtown News, Vecchio said the town employees worked on the Jan. 19 holiday because the union had never asked for the day off.

But Donohue, responding vehemently in a letter to the editor, said the union requested the holiday in negotiations in 1985 and have again made the request during current contract negotiations.

"The next time Vecchio is looking to use a scapegoat to excuse his lack of moral leadership, let him look elsewhere," Donohue said. "CSEA salutes Martin Luther King and will continue to negotiate for that day off for its membership."

Donohue and Smithtown Unit President William Maccaro say the real reason the

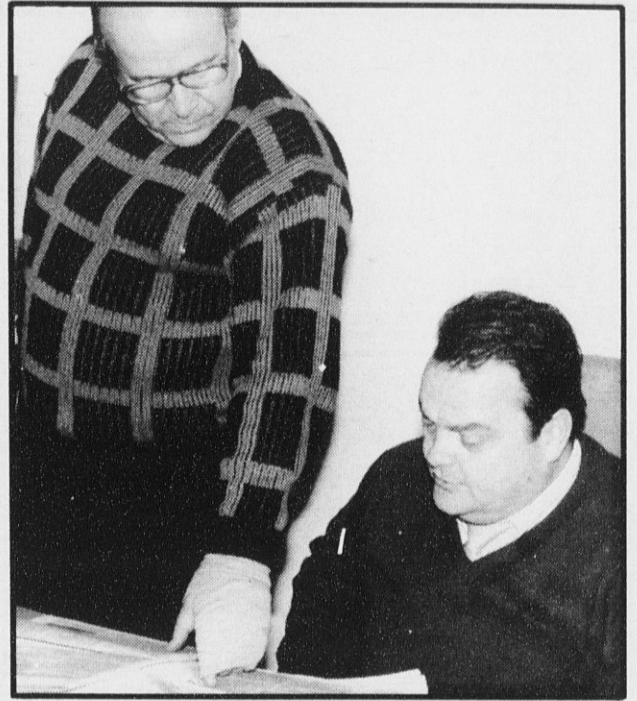
town employees don't have Martin Luther King Day off is because Vecchio and town Highway Superintendent James Dowling have had repeated disagreements about overtime.

"If there were snow on the holiday and we had it off then the guys would be paid time-and-a-half," Maccaro said. "Overtime disputes are common between Vecchio and Dowling."

Smithtown was not the only municipality that forced employees to work on the national and state holiday. Syracuse city workers filed an Improper Practice charge after the city declared Jan. 19 a holiday but forced 41 public safety dispatchers and community service officers to work.

In Yates County, CSEA filed an Improper Practice charge after the county made Martin Luther King Day an unpaid holiday for the county unit members of CSEA Yates County Local 862. That means employees who were required to work would be paid normal wages and those who did not work were to charge the day to vacation or leave time.

Workers in the Garden City Unit of Nassau County CSEA Local 830 used their lunch time to stage a demonstration to protest having to work on King Day.



"LIES" — CSEA Smithtown Unit President William Maccaro, left, points out the "blatant lies" which appeared in a local newspaper to CSEA Region I President Danny Donohue. The Smithtown supervisor claims CSEA did not request Martin Luther King Day off, something union officials say simply is not so.

Tompkins County Unit protests working under expired contract

ITHACA — Working without a contract for more than a month gave more than 100

CSEA members of the Tompkins County Unit and their supporters the stamina to



SHOW OF SUPPORT — More than 100 members of the Tompkins County Unit and other supporters from CSEA Local 855 battled wintry winds to stage a protest picket at a Tompkins County Board of Representatives meeting. County employees have been without a contract since Jan. 1.

stage a picket in sub-zero temperatures during a recent County Board of Representatives meeting.

The county workers and supporters from CSEA Tompkins County Local 855 carried signs as they walked outside the county court house. They staged the informational picket to underscore the union's frustration at working without a contract since Jan. 1, said Steve Ballan, Tompkins County Unit president.

"We want to send a message to the (county) board that we have earned and deserve a fair contract," Ballan said. "We serve the public with dedication every day and the county can afford to give its employees a better deal."

Among the union's demands at the bargaining table are: salary increase, agency shop, overtime allowance, better retirement benefits, no cap on the county share of health insurance premiums and a voluntary reimbursement option for on-call emergency services.

The union position will be presented to a fact finder as part of the Public Employment Relations Board (PERB) resolution process.

The union is also considering filing an Improper Practice charge as a result of alleged undermining of the negotiating process by county officials, Ballan said.

CSEA's Roger Kane is chief negotiator for the 413 Tompkins County employees who continue to work under the terms of a three-year contract that expired Dec. 31.

CSEA opposes hospital closing as 'unthinkable'

By Lilly Gioia
CSEA Communications Associate

BROOKLYN — "Radical surgery that would cut the heart out of Brooklyn!" That's how extreme would be the effect of



"DON'T CUT THE HEART OUT OF BROOKLYN," pleads CSEA Region II President George Boncoraglio, left. Also testifying at a pair of public hearings to protest plans to eliminate Downstate University Hospital was CSEA Local 646 President Bob Keeler, right background.

CSEA MEMBERS turned out to listen to testimony at public hearings on proposals to close University Hospital. In front, left, is Rose Sutro, a long time CSEA activist who turned out to help even after her recent retirement (see story below).

the proposed closing of Downstate University Hospital, Brooklyn's only teaching hospital, according to CSEA Metropolitan Region II President George Boncoraglio.

Boncoraglio testified at two public hearings within 72 hours recently in opposition to plans by the Health Systems Agency (HSA) to close Downstate University Hospital as part of a controversial 10-year Medical Facilities Plan for New York City.

Boncoraglio was among scores of speakers



who voiced a litany of concern about the crippling blow the closing of the research and training facility would have to quality health care.

CSEA Downstate Medical Center Local 646 President Bob Keeler condemned the HSA plan for cutting 80 percent of the hospital beds from institutions serving Brooklyn's poorest areas.

"This is unthinkable at a time when AIDS and tuberculosis cases are on the rise throughout the city," Keeler said of the plans which also include the elimination of more than 1,000 beds from several Brooklyn hospitals.

Keeler said communicable diseases are spreading among the growing homeless population because of overcrowding at city shelters, and noted that with the health care delivery system already strained, the threat of epidemics "must be a serious consideration in any future health planning."

Representing 1,700 CSEA members who work at SUNY Health Science Center, Boncoraglio and Keeler repeatedly questioned the lack of community input into the HSA projections.

"Downstate is Brooklyn's sixth largest employer, generating over \$30 million in goods and services into the community. It is appalling to suggest scrapping one of the newest high-tech hospitals in the city, only twenty years in use," Boncoraglio said.

At a City Council Committee on Health hearing, Boncoraglio emphatically warned the Council members that shutting down University Hospital will be both a "medical and moral disaster for the people of Brooklyn. CSEA will fight it with every weapon and resource we have as New York's largest union. You can count on that!"

This Rose a thorn in side of bosses

NEW YORK — To some, a rose is a rose. But CSEA activists in New York City know their Rose — Rose Sutro — is one of a kind.

That was obvious recently when co-workers, family and friends turned out to celebrate Sutro's retirement from the state Workers' Compensation Board after more than 30 years of service.

They paid tribute to her 29 years of active involvement in the New York Jewish State Employees organization, more than 15 years of work with the New York State Brotherhood Committee and 15 years of activism with CSEA, including serving as president of New York City State Employees Local 010.

"With Rose, you always knew where you stood. And there was never a doubt that she stood for her members," said CSEA Region II President George Boncoraglio.

And, with memories of her retirement dinner still warm in her mind, Rose just a few days later was carrying a protest sign while attending a public hearing in Brooklyn to support CSEA members whose jobs are threatened by a proposal to close Downstate University Hospital.



ROSE SUTRO proudly holds a plaque given in recognition of her recent retirement. From left are CSEA Local 010 President Vincent Martusciello, Sutro, CSEA Region II President George Boncoraglio and Local 010 Treasurer Elliott Bernstein.

Kingston Lab: serving people, saving money

Don't experiment with private contractors

Story and photos by
Anita Manley
CSEA Communications Associate

KINGSTON — The nation's oldest city-owned laboratory, which has always been financially sound and operates without any cost to taxpayers, is in deep danger of being closed or taken over by private contractors.

The lab performs testing services for two local hospitals and provides environmental and veterinary testing procedures and does it all very well, according to local physicians and area residents.

So why is the Kingston City Laboratory in danger of being closed or taken over?

All in the name of profits, says CSEA. And profits for whom? The two not-for-profit local hospitals that provide the bulk of the

work the lab performs, according to the union which represents the lab employees.

Kingston Hospital and Benedictine Hospital officials recently announced their plan to contract their laboratory business to MDS Labs, a Canada-based firm with labs in various locations, including Poughkeepsie.

The hospitals claim MDS can perform the work cheaper. "Not true," declared CSEA Lab Unit President John Webb. He recently showed reporters copies of bills from MDS documenting that the private lab's fees are, indeed, higher than those charged by the city lab.

"MDS fees may be higher, but the hospital would share in the profits," admitted one hospital administrator when confronted by reporters.

"But can MDS provide the services that the city lab has provided for so many years?" Webb asked.

He pointed out that the city facility provides technicians who work in the hospitals drawing specimens. Technicians also visit homebound patients who live within a 10-mile radius of the city.

In addition, there are four conveniently located out-patient

clinics open to the public with hours ranging from 7 a.m. to 6 p.m. seven days a week; specimen pick up and report delivery to area doctors; 24-hour coverage to the Ulster County Infirmity and Health Related Facility; environmental testing of water; and one of the best medical libraries in the Hudson Valley, which both hospitals and many area physicians use frequently.

The lab has also always done free testing for hospital employees and city fire fighters, Webb said.

"These services could be affected or altogether discontinued," he said. "In this day and age of rising health costs, you would think that a self-supporting laboratory or a self-supporting anything that doesn't have to charge inflated prices to meet its expenses would be the most desirable. The fact is, a government agency can perform a service cheaper than a profit-making corporation. We don't have to show a profit to our investors because we don't have any."

Union officials are not the only people upset about the possibility of the hospitals' proposed lab change. Unit members are worried that MDS will not be able to continue the quality of service the city lab now offers.

"My main concern is the quality of patient care," said Sue Regan, a medical lab technician. "I don't feel that any private sector facility could provide the type of service we can. We're worried about our jobs, sure, but I feel the main concern is giving people in the hospitals the best care. What if it were myself or my mother lying in that bed?"

Medical typist Chris Gallivan agreed. "The hospitals are out for themselves," she said. "They're not looking out for the welfare of the patient."

Bridget Bouton, a medical typist, thinks more people need to look at the facts.

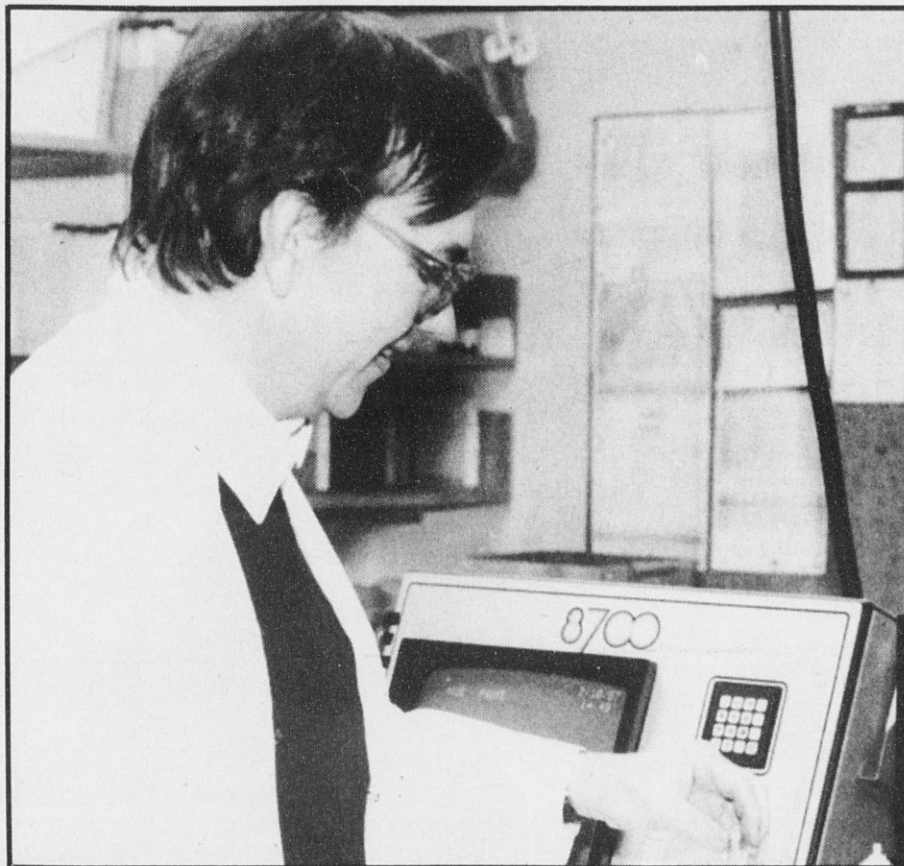
"It bothers me that the general public doesn't realize what will happen if MDS takes over," she said. "The quality of service, the prices . . . They'll lose more than they think."

That valid concern is one reason the union is fighting to publicize the benefits of the city-owned lab and the problems that could occur if the hospitals take their business to MDS.

"Why look for trouble? The fact is the lab exists and as long as it is financially sound, it is an asset to the community, not an albatross as the hospitals would have the public believe," Webb said. "Why fix something that isn't broken?"



LAB TECHNICIAN Margaret Dematteo stocks the Kingston Lab blood bank.



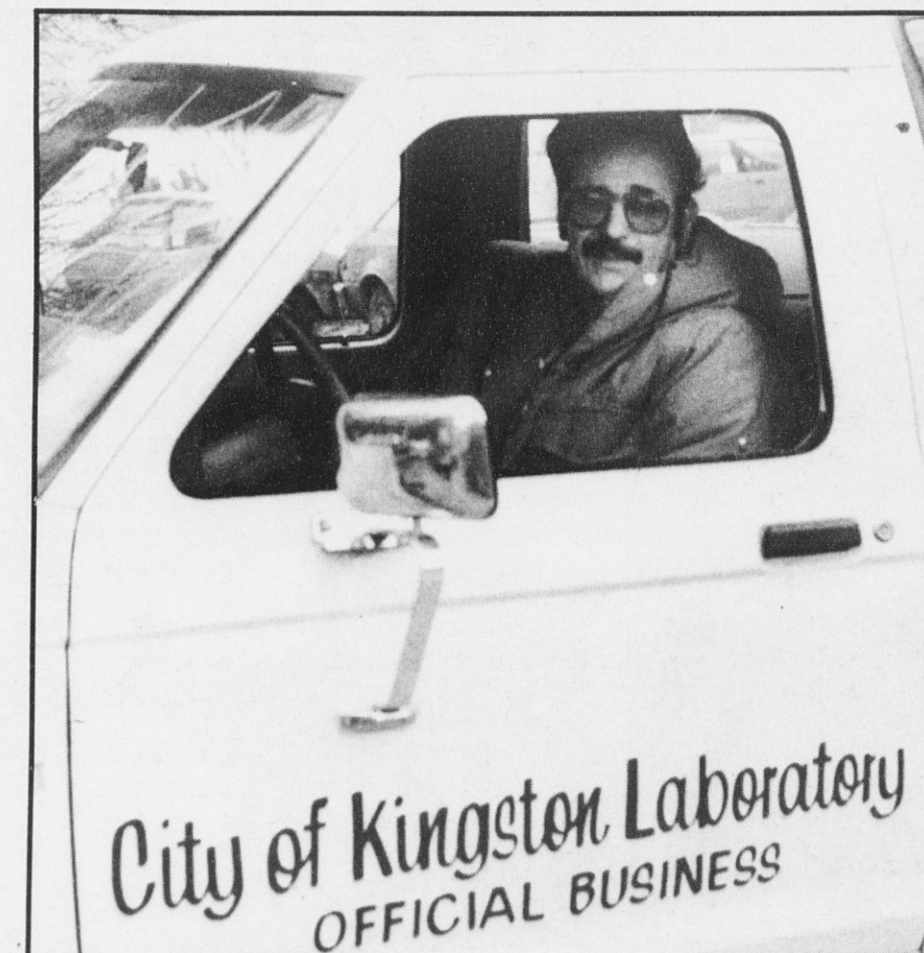
CITY OF KINGSTON LAB UNIT President John Webb operates a computerized chemistry profile analyzer.



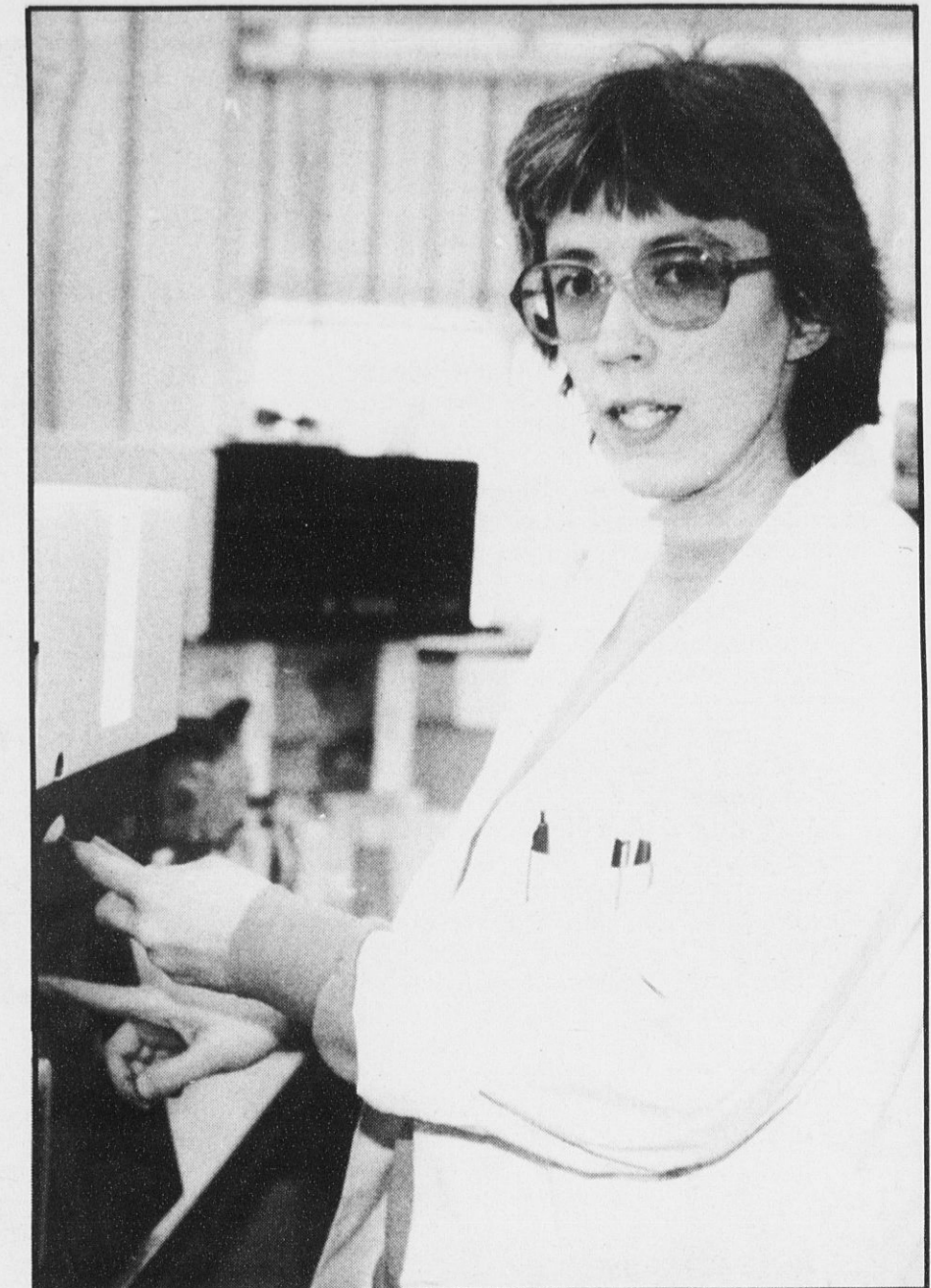
MEDICAL TYPIST Beryl Tolsen transcribes dictation in the Kingston Lab business office.



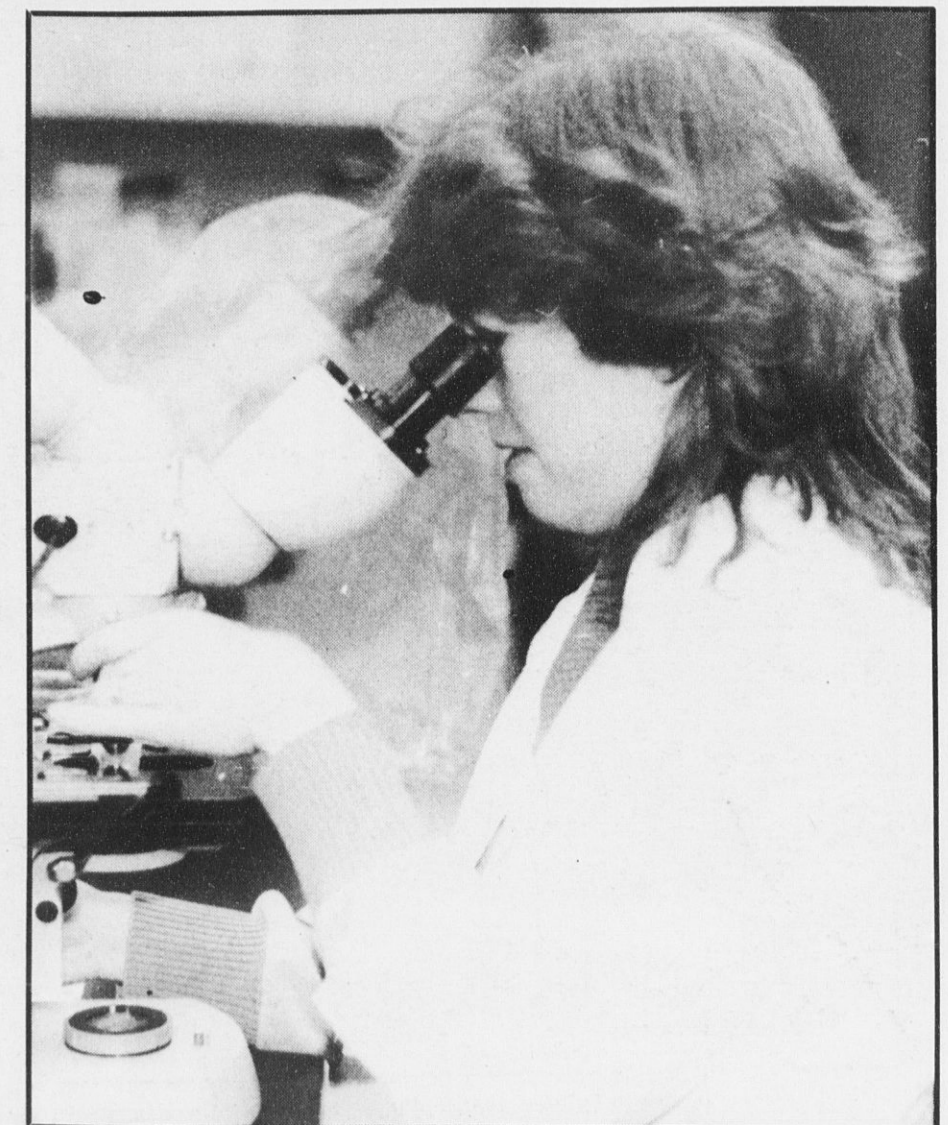
UNIT PRESIDENT John Webb and Ulster County Local 856 President Sean Egan address reporters on the issue of the possible closing.



FRANK GAMBINO is a maintenance supervisor at the lab who often drives when specimens need to be picked up.



SUSAN REGAN, a medical lab technician with Kingston City Lab, demonstrates a blood gas analyzer.



TRACEY GAUL operates a microscope in the Kingston Lab.

EI

ALBANY — It was a little thing — they added a sling to a bathtub at Wilton Developmental Center.

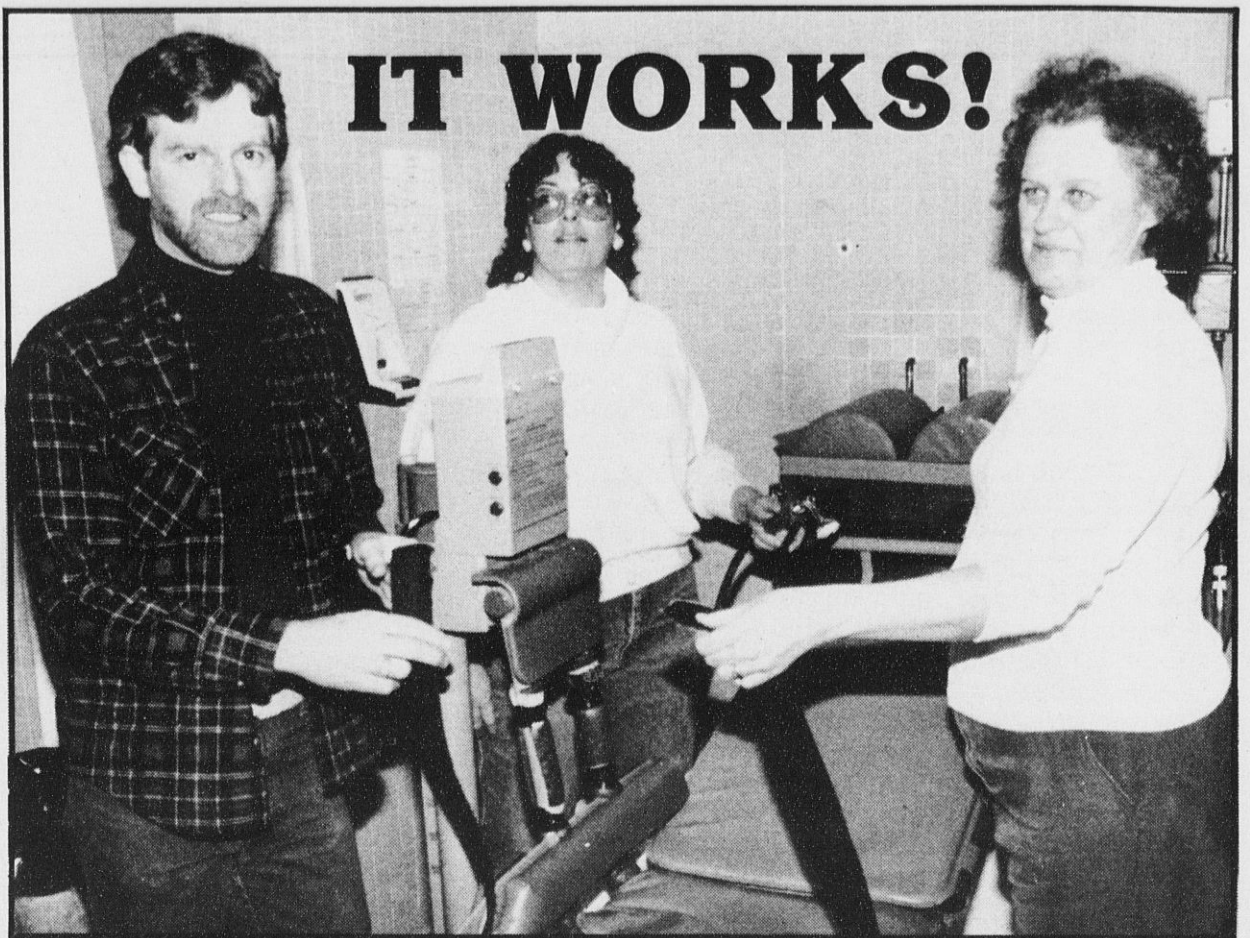
But that simple addition was revolutionary in its own way. A product of the Employee Involvement Program (EI), the sling is an example of what can be achieved when labor and management share in decision making.

How does EI operate?

Volunteers join work teams that generate ideas. Because labor and management are equally represented, everyone has a say. The guiding philosophy is that a group approach produces the best results; cooperation is the key.

For example, at Wilton Developmental Center workers were concerned about back injuries when bathing patients. Through EI, workers and management found and implemented the solution — a special sling-equipped bathtub where the sling — rather than the employees — will do the lifting.

EI exists today at four locations: Monroe and Wilton Developmental Centers, Eastern Correctional Facility and the Buffalo District Office of the Department of Taxation and Finance. In 1986, 569 people got involved in a variety of EI projects.



IT WORKS!

A UNIQUE BATHTUB SLING that reduces back injuries of employees when bathing patients at Wilton Developmental Center is demonstrated by CSEA Local 416 Second Vice President Dave Wolven and Local 416 members Connie Struwe and Anna May Allen.

Here's a sample:

- * Eastern Correctional Facility began an Employee-of-the-Month recognition campaign.

- * The building which houses the Buffalo Tax Office has been improved.

- * Monroe Developmental Center is working on improving services.

EI solves little problems, and big ones too. It is one more example of how CSEA is helping today's workers prepare for tomorrow's workplace.

SUMMERSCAPE — vacation option

When you plan your summer vacation this year, there's a new option to consider — SUMMERSCAPE.

SUMMERSCAPE is a unique program sponsored by the joint CSEA/State

Committee on the Work Environment and Productivity (CWEP) in cooperation with the Central Office of the State University of New York (SUNY).

Under the program, CSEA members and

retirees are eligible to stay overnight for up to a week at selected SUNY campuses at very affordable rates. All of the participating campuses are located in communities convenient to a variety of tourist attractions and recreational areas.

Guests will have access to on-campus leisure time facilities such as tennis courts, swimming pools, athletic fields and fitness trails. Meals may be obtained at campus cafeterias.

SUNY campuses participating in SUMMERSCAPE this year are Potsdam, Plattsburg, Cortland, Oswego and Fredonia. Depending on which campus is selected, vacationers will be near such attractions as Lake Placid, Montreal, the Thousand Islands, Corning Glass Works, the Baseball Hall of Fame, Niagara Falls, the wine country and Finger Lakes region and many state parks.

SUMMERSCAPE will be available to CSEA members and retirees and their families during a three-week period beginning July 18 and ending Aug. 9.

Average per person charges will run about \$18 a night for a single room or \$14 for a double. Meals will be available at very reasonable rates also.

Details on how and where to apply to participate will be announced in a future edition of *The Public Sector*. A brochure describing the program will also be available soon.

Meanwhile, you can include SUMMERSCAPE into your options now as you begin planning your summer vacation.



FAILURE TO PROVIDE proper training for public employees who come into contact with AIDS patients on the job is a monster in itself, as depicted by Public Sector editorial cartoonist Ralph Distin's biting pen of criticism.

Region VI winter conference touches many topics

By Ron Wofford
CSEA Communications Associate

ROCHESTER — A report on union efforts to save threatened jobs, an address by a newly-elected area congresswoman, advice on handling the negotiating process correctly and effectively and a report from



REGION VI Vice President Sara Sievert, left, and Vic Marr of the union's statewide Political Action Committee check over contributions raised for political activities during the Region VI meeting.



REGION VI CONFERENCE attendees included, seated from left, Region Secretary Candy Saxon, Congresswoman Louise Slaughter, CSEA statewide Treasurer Mary Sullivan and Region VI President Robert Lattimer. Standing from left are Region Treasurer Jim Kurtz, Vice President Sara Sievert, Vice President Florence Tripi and Vice President Tom Warzel, who is also co-chairman of the region's Political Action Committee.

the union's counsel were among the highlights of the recent Region VI Winter Conference here.

Region VI President Robert L. Lattimer reported on a massive CSEA lobbying effort in Washington to save state Department of Labor jobs being eliminated. Lattimer and other union activists recently visited the offices of New York's Congressional delegation and in many cases received commitments to support funding that would help save the DOL jobs.

"But we still need to get letters to our people in Congress, and let them know we protest layoffs of those who help others searching for work," warned Lattimer. He urged members to write to their senators and representatives in Washington, and said he found lawmakers "glad to hear from the labor community regarding the issue."

CSEA Deputy Director for Local Government Affairs Ron King presented a detailed outline of the negotiating process for the region's local government members and leaders present. King called being properly prepared "the only way to negotiate from a position of strength."

CSEA Chief Counsel James Roemer and

Attorney Richard Burstein reported on a number of legal activities involving members and locals from the Western Region.



THE NEGOTIATING PROCESS is the subject of conversation between CSEA Deputy Director for Local Government Affairs Ron King, left, and CSEA Local Government Committee Chairman Dominic Spacone.



LUNCHING WITH statewide Secretary Irene Carr, right, are SUNY Buffalo Local 602 member Barry Kobrin, left, and Buffalo Department of Labor Local 352 member Sharon Cordaro.

Congresswoman Slaughter

Congresswoman Louise Slaughter addressed the unionists and thanked CSEA for its support in helping elect her to two terms in the state Assembly and more recently to her seat in Congress.

"I pledge to you, to the best of my ability, to fulfill all my commitments and make your contributions to my campaign worthwhile," the Rochester lawmaker said.

Slaughter said her priorities in Congress will be a "people agenda" concerning jobs, housing, food, care for the elderly, health care and higher education.

Protect yourself

EDITOR'S NOTE — The CSEA Labor Institute is a series of seminars offered by the CSEA Education and Training Department designed to present all aspects of unionism to officers, stewards, and members. The program offers sessions on steward training, leadership skills, labor/management relations and other specific areas at beginning, intermediate and advanced levels.

Among the electives is a program on workplace safety and health issues developed in conjunction with CSEA's Safety and Health Department.

Safety begins with you!

By Stephen Madarasz
CSEA Communications Associate

A crew of maintenance workers at your worksite begin some ceiling repair work. Almost as soon as they start, they discover a substance that appears to be asbestos. What should they do?

Over the past year, nearly half the MHTAs in your facility have suffered some occupational injury that has kept them out of work. This has contributed to a severe understaffing problem and led to even more on-the-job injuries. What can be done to improve the situation?

Long-time secretaries in your office complain of a variety of aches and pains in addition to eye strain. Management says they're just getting old. Is there a connection between their ailments and their working conditions?



These are just a few of the health and safety issues that CSEA members face on the job, every day. Some can be resolved easily, others are more complicated.

But, even with the involvement of CSEA's Safety and Health Department, all workplace problems are best corrected when a local safety and health committee takes charge of the situation right from the start.

You can play a key role ensuring that decisive action is taken.

A recent review shows that less than half of CSEA's 320 locals have established committees and that's not enough, according to CSEA Safety and Health Director James Corcoran.

"Relying on the regional occupational safety and health specialist to settle all local problems is almost like relying on a single field representative to handle every grievance in the region," he says.

To help you and your local take safety and health issues into your own hands, CSEA has established a training program (through CSEA's Labor Institute) to provide all of the necessary preparation. The sessions are now being offered in all of CSEA's six regions.

"The main purpose is to encourage locals to set up their own committees and provide them with the skills and knowl-

Eyes: To spot hazards and poor working conditions.

Nose:
(a) to smell foul odors as a tip off to hazards.
(b) to stick where management says it doesn't belong.

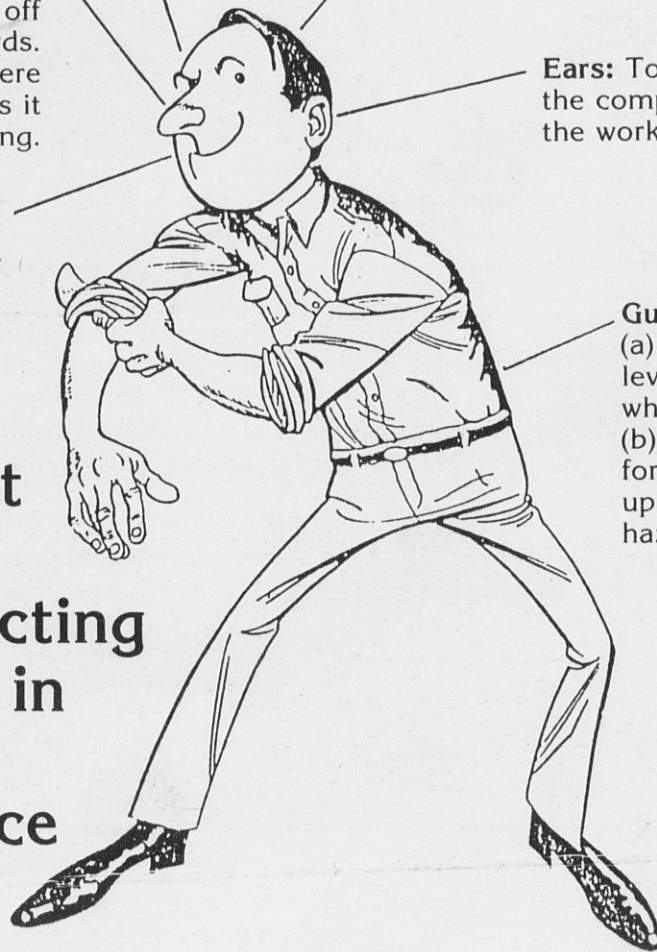
Mouth: To argue the worker's point of view vigorously.

Brain: To be imaginative in building the local union's safety program.

Ears: To listen to the complaints of the workers.

Guts:
(a) to have a gut-level reaction about what's wrong.
(b) to have the fortitude to stand up and get the hazards corrected.

The best devices for detecting hazards in your workplace



edge to start doing the job," says Corcoran.

Having an effective safety and health committee only requires that you and co-workers care about your working condition and are willing to work for improvements.

The CSEA training gives you the basic information about your workplace rights under your contract, the state's Public Employee Safety and Health Act (PESH) and Right-to-Know law. When you understand how these standards work, you can make better progress on correcting workplace hazards and inadequacies.

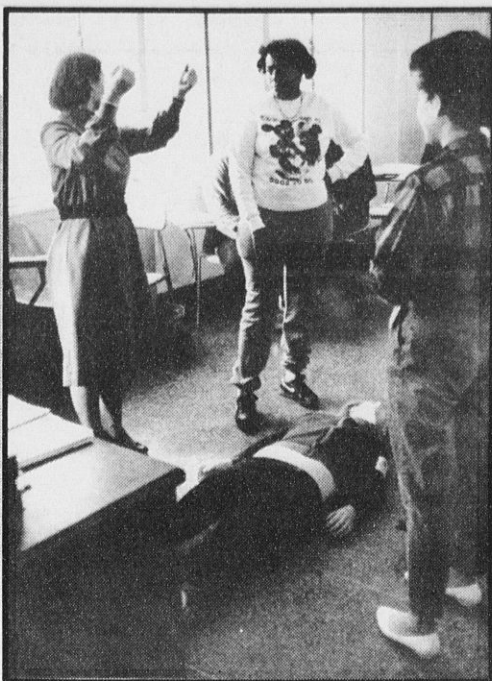
The safety and health sessions are conducted by CSEA regional OSH specialists. Future sessions for the intermediate and advanced levels will be developed as needed to cover specific problems encountered by operating committees. For example, Corcoran explains that such sessions might deal with fire protection, Department of Labor

safety inspections, variance procedures, or any other area that is requested.

Corcoran stresses however, that there is no substitute for experience when dealing with complicated situations and points out that there are always circumstances where the regional OSH specialist must be called in. But important time and effort can be saved if the local committee has already taken the first steps toward getting results.

When safety is the issue, fast action is often what matters most.

To participate in the CSEA safety and health training, ask your local president to contact your regional OSH specialist.



THERE'S A RIGHT WAY AND A WRONG WAY . . . Above and right, instructor Jill Burk demonstrates proper lifting techniques to MHTAs at Manhattan Psychiatric Center.



Local success

Changing a way of life

Committee's long push for safety and health training helps heal old wounds at Manhattan Psychiatric Center

By Lilly Gioia
CSEA Communications Associate

EW YORK — Broken jaws, wrenched backs, fractured noses, cuts and bruises are a way of life for prize fighters, professional football or hockey teams, and mental hygiene therapy aides restraining violent patients; or are they? A squad of CSEA Safety and Health Committee members at Manhattan Psychiatric Center (MPC) Local 413 decided something had to be done to reduce the odds of getting hurt on the job, and they did it.

CSEA Local 413 President Mohamed Hussain reported that this winter an intensive "Mental Health Care Management" program presented to 20 CSEA members on site at MPC, now qualifies them to teach advanced safety techniques to co-workers on all shifts. "Our members attended classes taught by St. John's University faculty 7½ hours a day for 2 weeks, and I'm very hopeful that this will be a new beginning to turn things around here so we can cut down on injuries," Hussain said.

According to Metropolitan Region II President George Boncoraglio, managing patient violence and preventing accidents is a top priority item of the regional Safety and Health Committee. "Nearly \$23,000 in funding for this training came from CSEA's Safety and Health Maintenance Labor/Management Committee in Albany. It was imperative to get this program off the ground.

"It's been a long road to finally get a positive injury reduction program started," reflected Region II Safety and Health Specialist Harold Robertson, Jr., whose initial work began on this project over three years ago while Safety Chairperson at Local 413.

"When I began working at MPC, it was obvious to me that there was a lack of adequate, continuing staff training to recognize, prevent and treat violent behavior in patients," he recalled. Today's increasing population of younger, more volatile cocaine-addicted patients drove the injury problem to a critical stage.

Knowing that nothing happens by itself, Robertson tackled the tedious, time-consuming task of looking over occupational injury report forms (DOSH 400's) for MPC. NYS Labor Department law requires all facilities to maintain job-related injury records.

Then followed countless hours researching and cross-referencing this data against hundreds of compensation case files. A shocking picture emerged. CSEA's irrefutable statistics revealed literally thousands of injuries to employees, both accidental and patient-related, over the preceding three years.

With full documentation in hand, CSEA Local 413 pressed for funding to begin an innovative injury prevention program.

A therapy assistant for over twenty-seven years at MPC, Ruth Wilson, now looks forward enthusiastically to teaching the techniques she learned through the live demonstrations, 12 textbooks used and films included in the training. "I will be instructing at unit meetings. I'll start work earlier to reach the 12-8 shift and later to reach the 4-12 shift," she indicated.

Expressing approval of the many new things she learned even after years of experience in a clinical setting, Wilson said: "This will help a lot of people here."

While demonstrating "body-mechanics" principles, registered nurse/teacher Jill Burk stressed that prevention is always better than intervention when things may have already gotten out of hand. She stressed that consistent observation of a patient's behavior patterns is a key to prevention of violent episodes.

Another new CSEA safety trainer at MPC, Joseph Johnson, applauded the safety-first approach being taught. A therapy aide for over 11 years, he said job time will be devoted to training other employees, "but even if I had to do this on my own time I would, because it's really needed here."

Johnson speaks from first-hand experience about injuries. Recalling his own injury earlier this year when he was restraining a violent patient, he remembers: "Unfortunately, I sustained four stitches over the left eye-brow." Had he known and used the body techniques he was just taught, Johnson speculated that the injury might have been avoided.

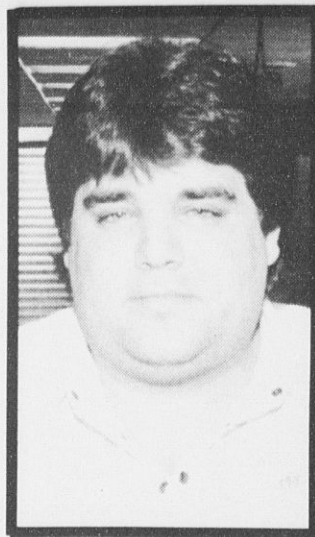
New CSEA safety trainers at MPC will focus on understanding proper use of the body as well as the forces of gravity involved in performing all types of physical work. Equally important, they will emphasize good communication skills among mental health team members and team responsibility toward one another to insure everyone's safety on a shift, especially during staff shortages.

Underscoring the union's position, Local President Hussain commented: "If we are going to have a serious impact on the alarming rate of accidents and injuries to patients and staff, we need more safety education. At MPC I think we have made a good start."



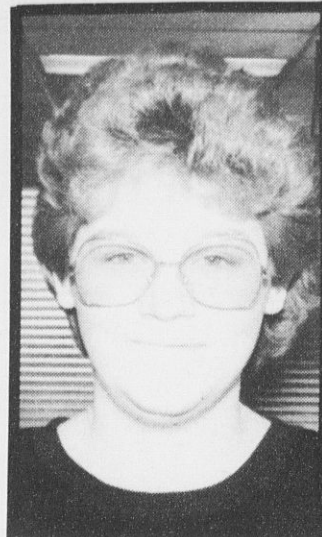
“What should Gov. Cuomo do with the \$1.7 billion tax windfall?”

Where asked: Region IV



DANIEL P. CRAWLEY
Rensselaer County Unit

“The governor should give the money back to the taxpayers. It’s the profit they’re making from our taxes. We should get it. Where else can it go?”



CHERYL ABBOTT
Rensselaer County Unit

“I like the idea of giving the money back to the taxpayers. We deserve it right back. We’re putting it in. It’s ours.”



MARJORIE BERKEY
State Insurance Local 666

“When government gets control of money, we have no say in how the funds should be used. In this situation, the money should be returned to the taxpayers for their own use.”



MYONG UI
STEENBURGH
Insurance Local 666

“We need money for education; to help the middle income people... We need money for the elderly on fixed incomes and small pensions that can’t pay for food or shelter.”

Status of DMNA supers clarified

ALBANY — Immediately after CSEA won the right to represent Division of Military and Naval Affairs (DMNA) employees, the status of armory superintendents and maintenance supervisors was left in question.

Should they have their own bargaining unit? Were they part of the DMNA unit? Or did they belong in one of the statewide bargaining units?

The Public Employment Relations Board (PERB) subsequently decided that they were part of the Operational Services Unit (OSU) represented by CSEA. And so on Feb. 12, the union and the Governor’s Office of Employee Relations signed a “memorandum of understanding” which confirms their OSU representation and also

takes into account their military status.

The agreement includes retroactive pay increases to April 1985. Money due will be paid just as soon as the state Legislature approves a special funding bill. Future raises will be automatic consistent with the OSU contract.

CSEA negotiator John Naughter notes that a copy of the agreement was sent to all affected employees. Any questions they have should be directed to their CSEA field representative.

In addition, the union’s Charter Committee has ruled that armory superintendents and maintenance supervisors will belong to the CSEA local which currently represents their respective worksites.

Special election to fill

vacant Board seats

ALBANY — A special election is now in progress to fill various vacancies on CSEA’s Board of Directors.

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

STATE EXECUTIVE COMMITTEE	Number of Signatures Required
Board Seat	
Mental Hygiene (Region I)	450
Executive Department	450
LOCAL GOVERNMENT EXECUTIVE COMMITTEE	
Dutchess County	135
Herkimer County	32
Chautauqua County	147

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

Petitions are now available from CSEA regional offices and CSEA Headquarters. They must be returned by 5:00 p.m. on April 7.



Board adopts constitution policy about election funds

ALBANY — The CSEA Board of Directors on Feb. 26 added the following paragraph, effective immediately, to the union’s region, local and unit constitutions: “No monies received by any (Region, Local or Unit) may be contributed or applied to promote or detract from the candidacy of any person in any CSEA/AFSCME election or in any other labor organization. Such monies may be utilized for notices and other expenses necessary for the holding of an election. This provision shall not prohibit a (Region, Local or Unit) from spending monies to distribute campaign literature for all candidates on an equal basis.”

Plumber's helper

CSEA pulis plug on office floods in Peekskill

PEEKSKILL — A long-standing problem has been flushed out of the basement offices of the Peekskill Housing Authority, thanks to the persistence of CSEA staff and members of Westchester County Local 860 and the cooperation of a sympathetic administrator.

Overflowing raw sewage had been a recurring problem in the offices for nearly 20 years, according to Unit President Bob Blaich.

"And every time we complained, they'd pass the buck!" he said.

But the combination of a new executive director and CSEA involvement generated a solution to the problem.

Blaich's frantic phone call to Region III Field Representative Al Sundmark led to an inspection by Health and Safety Representative Linda McPhee and pressure in the local press. Then Executive Director William Shands pledged his support after witnessing one of the infamous floods.

"Mr. Shands was the first executive director who cared enough to come and inspect the mess," Blaich said.

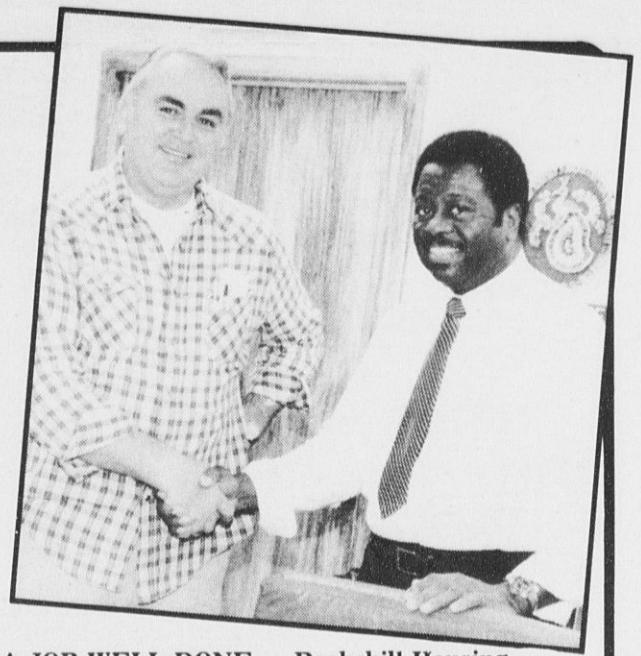
While Shands was supportive, Blaich knew that money to clear up the problem was going to have to come from the federal government, and that would not be easy. For years, Blaich had battled bureaucratic red tape and buck-passing as he tried to get the money allocated.

But this attempt was different. CSEA's network of a field representative and specialists in health and safety, communications and political action took up the fight.

More phone calls, inspections by the health and labor departments, newspaper articles and Shands's support convinced housing authority officials to allocate the money to clean up the problem for good. An engineer was hired to find the blockage; the project required digging up a street and replacing the drainage pipes.

"We wanted more than cosmetic work done," Shands said. "If it meant that they would have to dig up the whole street, it would be done. What a terrible health hazard for so many years!"

Shands credits Blaich and CSEA with solving the problem.



A JOB WELL DONE — Peekskill Housing Authority Executive Director William Shands, right, congratulates Bob Blaich on the successful clean-up of sewage problems in the housing authority offices.

"The CSEA representatives who came here were so helpful and cooperative," he said. "Everyone was open to suggestions."

The executive director was also impressed with the employees.

"They worked under some extremely adverse conditions," he said. "They really showed concern far and above what was required of them."

Candidate petitions available

Petitions are now available from CSEA Regional Offices and at CSEA Headquarters in Albany for qualified members interested in becoming candidates for CSEA regional offices.

Under the union's open election procedures, any member in good standing can have his or her name placed on a ballot by obtaining a minimum of 500 CSEA member signatures on an official petition form.

All signatures must be from the region where the person is seeking office.

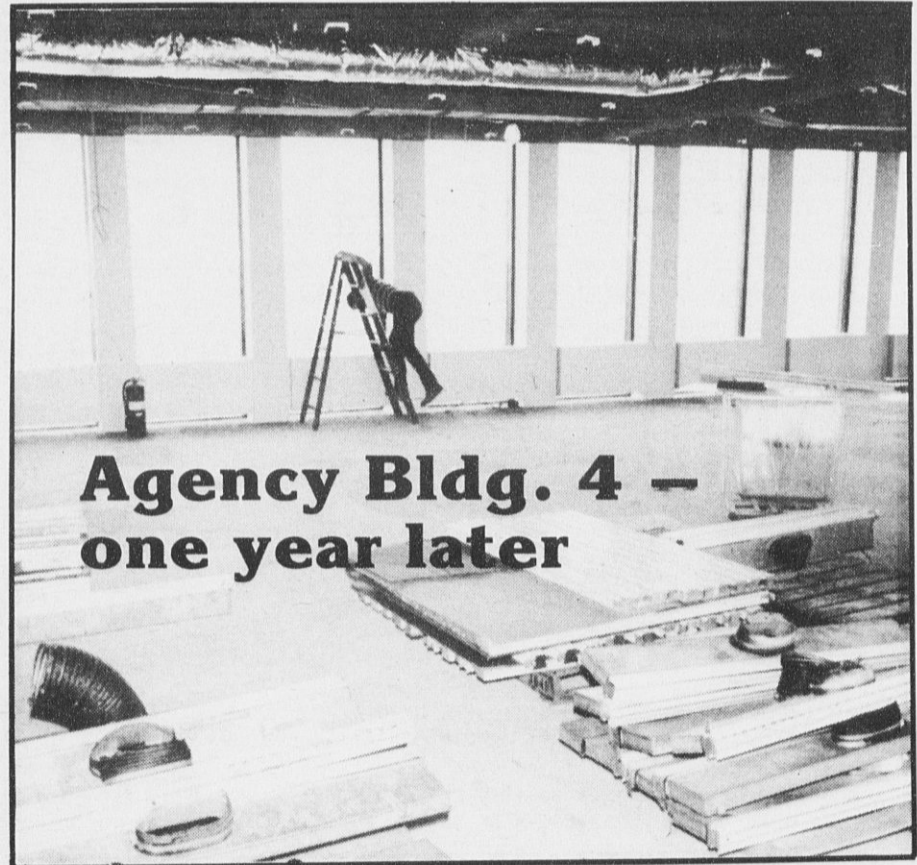
To be eligible, a candidate must have been a member in good standing of CSEA since June 1, 1986, and have continuously paid membership dues since then. In addition, he or she cannot be a member of a competing labor organization and must not be prohibited from holding office under a penalty imposed by the statewide Judicial Board.

The union's statewide Elections Committee will oversee the balloting in the upcoming regional elections, which will be conducted by the Independent Election Corporation of America, Lake Success, N.Y.

Schinella, Komornik endorsed



WAPPINGER FALLS CANDIDATES ENDORSED—CSEA's Region III Political Action Committee (PAC) has announced the union's endorsement of Pete Schinella for mayor and Veronica Komornik for village trustee in Village of Wappinger Falls local elections on March 18. PAC Chairman Alex Hogg said both Schinella and Komornik have demonstrated continued support for public employees of the village. Shown above are, from left, Wappinger Falls CSEA Unit President Joe Sidote, Schinella, Komornik and Hogg.



ALBANY — More than a year after a suspicious fire swept through the 19th floor of Agency Building 4 in the Empire State Plaza complex here, the area remains unoccupied.

State Office of General Services (OGS) spokesman Thomas Cooper said the fire-damaged 19th floor area is in an ongoing state of restoration and should be ready for occupancy by early spring.

The March 3, 1986, fire occurred only hours after some 2,000 public employees left the building at the end of the workday. The area was nearly deserted at the time of the fire.

Of the fire itself, Cooper said, "It was deliberately set. The investigation still continues. It is an open case."

CSEA



PEOPLE



PEOPLE ON PARADE—CSEA PEOPLE Coordinator Cheryl Sheller, left, met recently with AFSCME PEOPLE Director Lorraine O'Hara and AFSCME International President Gerald McEntee to coordinate efforts to raise funds for the union's PEOPLE program.

Protect your future and win cash and fame in the '87 PEOPLE CONTEST

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

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

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

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

CSEA STATEWIDE PEOPLE COMMITTEE

Cheryl Sheller, PEOPLE Coordinator

Region 1—Carol Guardiano

Region 2—Stan Goodman

Region 3—Sarah Jackson

Region 4—Suzanne Waltz

Region 5—Doris Pratz

Region 6—Marie Prince

The Public Employees Organized to Promote Legislative Equality (PEOPLE) program is CSEA/AFSCME's federal political action committee. PEOPLE needs your contributions to help elect representatives in Congress who are interested in us and who will work to promote the causes of working people.

When you contribute to PEOPLE you are putting your money where it counts — in your future. And when you sign up for payroll deductions to PEOPLE, you'll receive valuable incentives also. See the information below to determine incentives available for low bi-weekly payroll deductions.

And, you can earn cash and become eligible for other awards just for signing up fellow employees to contribute to PEOPLE. See rules for the 1987 PEOPLE CONTEST elsewhere on this page for details.

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

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

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

\$1.35

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

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

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

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

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

\$2

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

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

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

And other VIP premiums for succeeding years.

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

\$3

All of the benefits of the Presidents Club and the VIP premiums, plus

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

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

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

Correction

WINGDALE — An article on baseball equipment purchased for the employees of Westchester Developmental Center incorrectly credited the Committee on Work, Environment and Productivity with paying for the equipment.

The money came from the Office of Mental Retardation and Developmental Disabilities Worklife Enhancement Project, according to Richard Colson of Local 432.

This, that

AND THE OTHER THING

Lending a hand



The Suffolk Educational Local 870 contributed stuffed dolls to the Marine Corp Reserve Toys for Tots fund recently. Local Third Vice President Marilyn Mahler and Second Vice President Marge Marsch give the dolls to Marine Staff Sgt. Paul Remillard as Long Island Region I President Danny Donohue looks on.

Name the newsletter

If you can come up with a name for the new newsletter to be put out by the Statewide Women's Committee, you could win a \$50 U.S. Savings Bond.

The committee plans to publish its first issue this spring. Concentrating on issues affecting women, the newsletter will offer practical information, legislative information and information on where to turn to learn more.

But the newsletter needs a name. Send in your suggestion to Peg Wilson, CSEA education specialist, at CSEA headquarters, 143 Washington Ave., Albany, N.Y. 12210.

The deadline for entries is April 3, and the committee will select the winner during its April meeting. Remember, the winner will get a \$50 savings bond!

If you'd like to get on the mailing list for the newsletter, contact your regional

Women's Committee representative. She can give you a registration card.

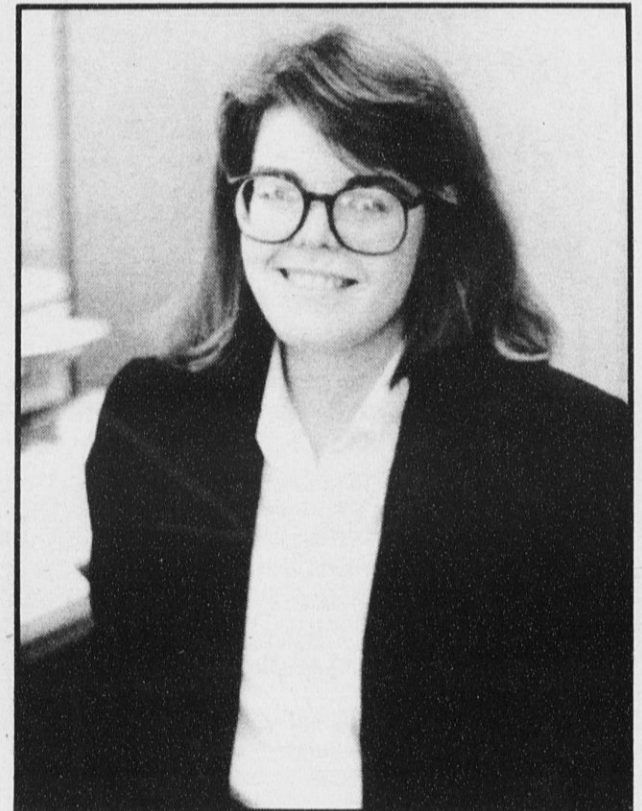


Helen Zocco, chair
 Connie Wunderlich, Region I
 Harriet Hart, Region II
 Lee Pound, Region III
 Ellen Diange, Region IV
 Kathy Roma, Region V
 Ruby Everette, Region VI

Shirikian retires



Mary Ann Shirikian retired recently after nearly 38 years with the Department of Motor Vehicles. A member of CSEA Local 674, she has served as first vice president and second vice president of her local and has been a delegate several times. She was honored by co-workers with a luncheon at the Italian-American Community Center.



Kathleen Daly

New editor

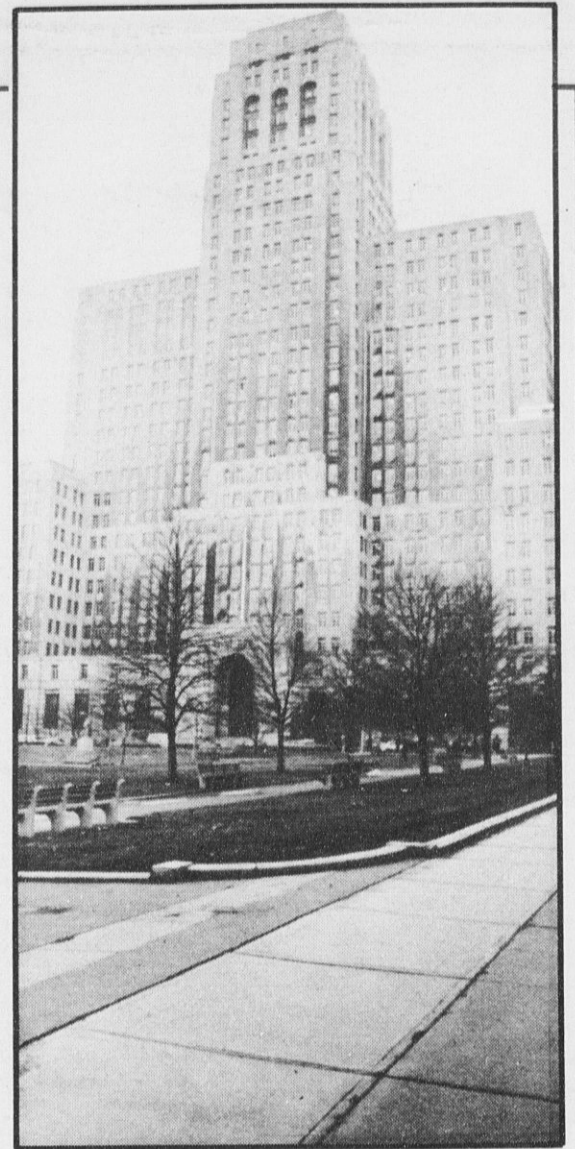
Kathleen Daly has been named associate editor of **The Public Sector**.

Before joining the staff, Daly was editor of Manchester Newspapers, a chain of three weeklies in Washington County. She has also been a reporter for the Niagara Gazette in Niagara Falls, the Glens Falls Post-Star and the Finger Lakes Times in Geneva.

Daly, 27, is a 1982 graduate of St. John Fisher College in Rochester, where she earned a bachelor's degree in communications.



Polly Kimmey hands out material above, while Audit and Control Local 651 President Barbara Skelly talks with Chris Magill. At right, the Smith Building.



Something in the air?

New legionnaire's case sparks concern

ALBANY — Seeking to calm worker fears, CSEA officials and activists recently conducted a noon-hour blitz of the Alfred E. Smith State Office Building with information on Legionnaire's Disease. The action, coordinated by the union's Occupational Safety and Health Department, came following the confirmation that an employee in the building has the disease.

It is the second reported case in the building in two years.

"There's no reason for panic," says CSEA Occupational Safety and Health Director James Corcoran. "We don't know that these individuals got sick because of working in the building. But considering that it's happened twice in two years, there should be a thorough review of conditions in the building."

The State Health Department contends there is no need for a detailed survey of the building because there have only been single, isolated cases. CSEA has asked for inspections from the Labor Department and the Office of General Services.

"We want some answers," insists Corcoran.

CSEA Audit and Control Local 651 President Barbara Skelly, who represents many of the CSEA members in the building, told

reporters: "There's no attempt to alleviate fears and acknowledge the situation on the part of the state."

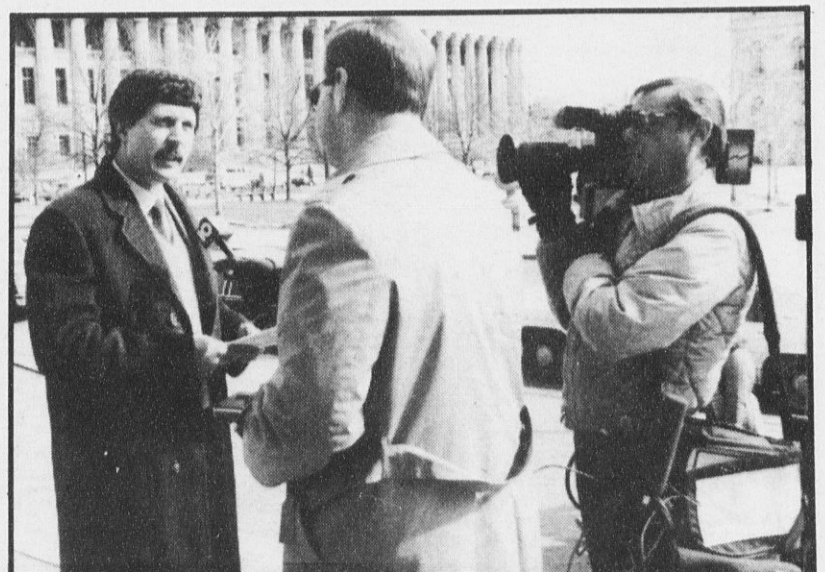
Skelly also contends that the building's heating and cooling system are very inefficient and dirty conditions contribute to high worker illness.

CSEA's informational material explained that the bacteria that causes Legionnaire's Disease is commonly found in most air, soil, and water samples. Sources of the bacteria in buildings include: poorly maintained air-conditioning systems, damp rooms and dust from construction projects.

Health authorities claim Legionnaire's Disease is not communicable from person to person. Some doctors also say that people can have the bacteria in their respiratory tract without getting ill.

The disease is named for a group of American Legion members who died from it after attending a convention in Philadelphia in 1976.

The illness produces severe flu-like symptoms, but is not fatal if treated with appropriate antibiotics.



CSEA OSH Director James Corcoran responds to a television reporter's questions, above. At left CSEA members who work in the Smith building prepare to circulate union-prepared information.