

the

Public SECTOR

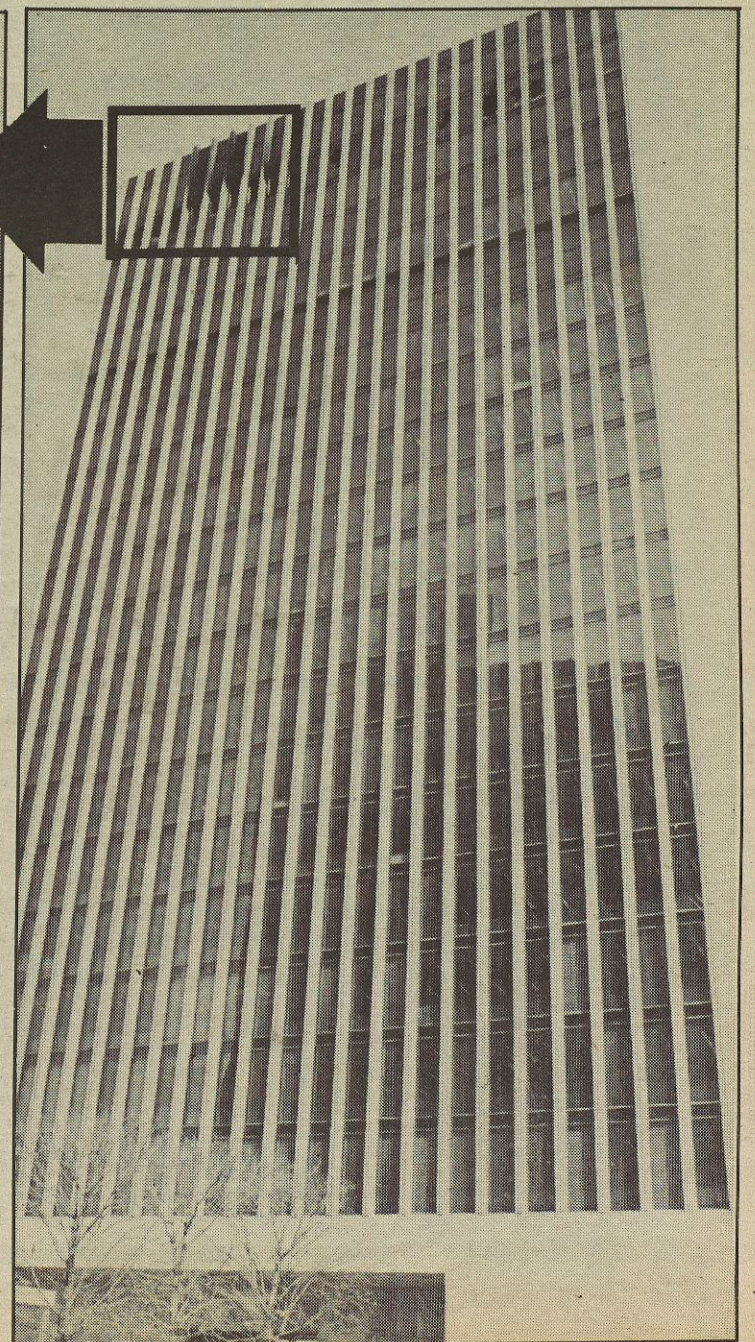
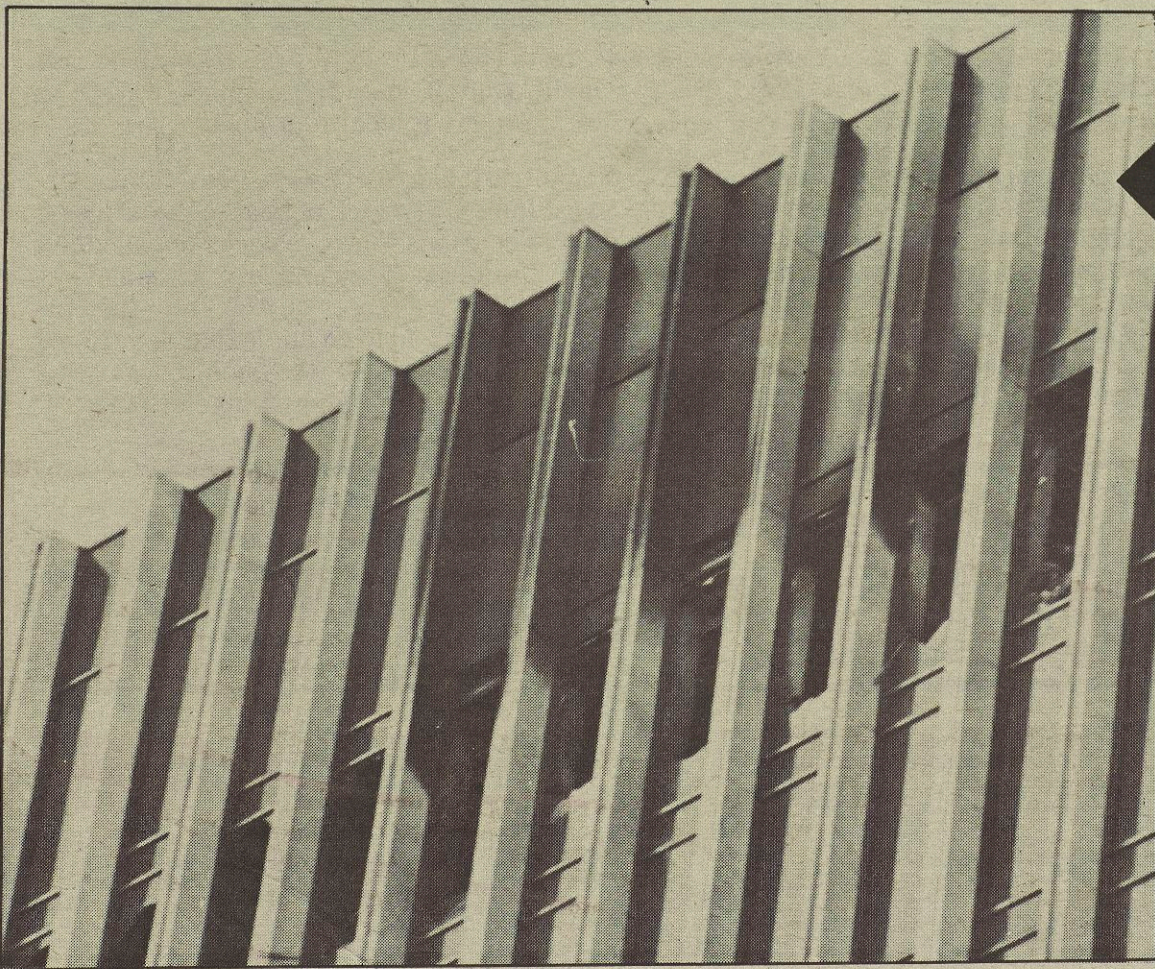
Official Publication of The Civil Service Employees Association Local 1000,
American Federation of State, County and Municipal Employees AFL-CIO.

UNION LABEL 4
(ISSN 0164 9949)

Vol. 9, No. 5
Monday, March 10, 1986

CAUTION! PUBLIC EMPLOYMENT MAY BE DANGEROUS TO YOUR HEALTH

See pages 2, 3, 7, 13, 20



EXTENSIVE DAMAGE to state offices on the 19th floor of Agency Building 4 in the Empire State Plaza complex in Albany are visible in these photos taken the day after a March 3 fire. CSEA President William L. McGowan says it's fortunate the incident occurred a few hours after more than 2,000 employees cleared the building for the day. He called for more frequent evacuation drills and additional smoke and fire detectors in the downtown office buildings. CSEA forced the state to upgrade fire safety standards in the buildings a few years ago. SEE PAGE 20.

DIVISION OF HUMAN RIGHTS MEMBER CLAIMS

Workplace hurt health, forced early retirement

By Sheryl Carlin

CSEA Communications Associate

HEMPSTEAD — When the Division of Human Rights moved to an office in the Hempstead Bus Terminal Building last Nov. 1, "The office was incomplete and there was water leaking from the ceiling onto the rug and the surrounding floor," claims Frances Dlouhy.

That, says Dlouhy, was the start of what she said were constant problems with the new location, problems which Dlouhy says damaged her health and led her to decide to retire early, less than a year short of her tenth year with the Division of Human Rights.

Dlouhy was the only CSEA member in an office otherwise staffed primarily by PEF members. She did not notify CSEA of her problems at the new location until after she decided to retire early. Still, CSEA Field Representative Nick Pollicino, State Employees Local 016 President Tom Byrne, and CSEA Occupational Safety and Health Specialist Ken Brotherton investigated the problems. "We heard nothing of the problems until she had already decided to resign," notes Pollicino. "So, although we may not be able to help her, we will do whatever we can to prevent these problems from affecting other members who may be moved into the building."

Brotherton said that because most of the employees in the office belong to PEF, that union had already submitted a complaint to the Division of Safety and Health, state Department of Labor.

Dlouhy's supervisor, Mary L. Lloyd, herself a PEF member, said, "It's a terrible situation here. I've called PEF, OSHA and OGS. I've written letters to anyone I thought could help but we still have the same problems we've been having since the first



FRANCES DLOUGHY, second from right, talks with CSEA Field Rep Nick Pollicino, left, and State Employees CSEA Local 016 President Tom Byrne, right, about workplace problems that caused her to choose early retirement due to health problems.

day. At one point, a deputy came to investigate the claims and I was copied on a memo to the landlord citing the many violations, but still nothing has been done to alleviate the problems," she claimed.

Dlouhy said she was driven to early retirement for health reasons because the rug began to smell moldy, and that in addi-

tion to the leaks, there were paint fumes, exhaust fumes, and lack of heat in the office on many occasions. One one occasion, Dlouhy said, the office was entirely without heat while it was 9 degrees outside, and the employees were told to go home that day. Lloyd noted that recently the ventilation was turned off, causing an employee to faint.

CSEA obtains safety shoe protection for Smithtown inspectors

SMITHTOWN — When the fire and building inspectors in the town of Smithtown put their best foot forward now, it will be protected by a safety shoe, thanks to the efforts of CSEA. CSEA Unit President William Maccaro, CSEA Field Representative John Cuneo, and

CSEA Occupational Safety and Health Specialist Ken Brotherton pushed for the safety shoes for the 12 inspectors, and recently convinced the town to approve the issuance of the safety equipment.

The Public Sector

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

AARON SHEPARD..... Publisher
ROGER A. COLE..... Editor
BRIAN K. BAKER..... Associate Editor

Communication Associates

SHERYL CARLIN..... Region I
(516) 273-2280
STEVE MADARASZ..... Region II
(212) 514-9200
ANITA MANLEY..... Region III
(914) 896-8180
DAN CAMPBELL..... Region IV
(518) 489-5424
CHUCK McGEARY..... Region V
(315) 451-6330
RON WOFFORD..... Region VI
(716) 634-3540

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

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

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





**Testimony before joint hearing of
Senate and Assembly Labor Committees
Re: PESH Act / Department of Labor
Albany, N.Y. February 19, 1986**

ASSEMBLYMAN FRANK J. BARBARO
Chairman Assembly Labor Committee

SENATOR JAMES J. LACK
Chairman Senate Labor Committee



CSEA's DIAGNOSIS: Health and safety program is sick and incapacitated

By Roger A. Cole
Editor

A 5-year-old program designed to protect public employees is in ill-health itself and unable to do its job properly.

The Public Employee Safety and Health Act (PESHA) is in need of a transfusion of funds and personnel, CSEA and other union representatives told a joint hearing of the Senate and Assembly Labor Committees in late February. Meanwhile, they said, public employees throughout New York state continue to report to jobs that are unsafe, unhealthy and sometimes deadly.

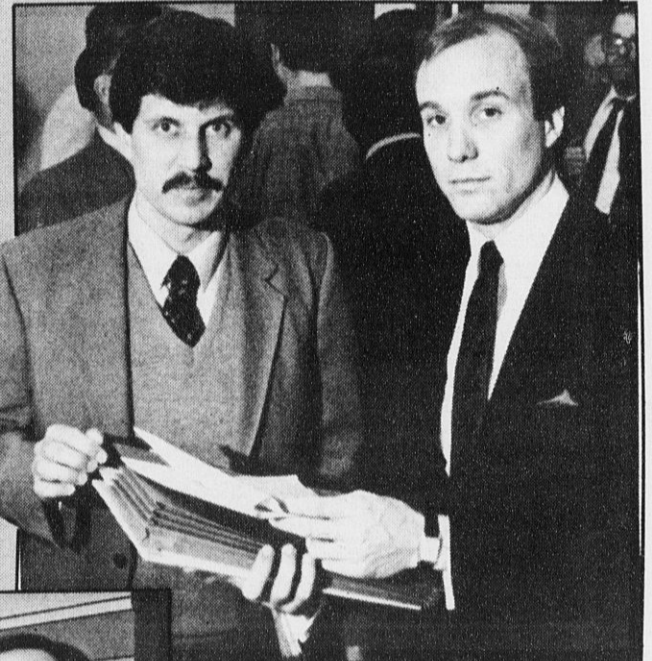
Attorney John Mineaux of CSEA's law firm of Roemer and Featherstonhaugh presented testimony citing the apparent inability of the state Department of Labor (DOL) to effectively enforce the law designed to provide safe and healthy workplaces for New York's one million public employees. Much of the problem, Mineaux testified, can be traced to serious budgetary constraints and severe personnel shortages in DOL.

And discussion also centered around the need for a change in the state's Labor Law and Taylor Law to allow workers to protect themselves by refusing to perform dangerous or unhealthy work. "We ought to look into this question of when an employer tells a worker to go do this work

and die," Assembly Labor Committee Chairman Frank Barbaro said. Assemblyman Ronald Tocci suggested the idea of allowing public employees to walk out after notifying officials that a job is dangerous and offering to do other work instead.

Mineaux told the legislators, "CSEA ardently urges you to ...supplement the DOL budget with funding sufficient to implement a departmental program which will...establish a safe work environment

(Continued on Page 7)



ABOVE—CSEA Director of Occupational Safety and Health James Corcoran, left, and CSEA Attorney John Mineaux go over CSEA's testimony for joint legislative hearing.



LEFT—Attorney Mineaux, left, presents copies of CSEA's testimony on health and safety issues to Assemblyman Frank J. Barbaro, center, and Senator James J. Lack. Barbaro and Lack are chairmen of the Assembly and Senate Labor Committees, respectively.

PESHA failed in SUNY asbestos case

**SEE
PAGE 7**

Understaffing at a critical level at DOL

The state Department of Labor is so understaffed there are no hygienists available for emergency situations and the department is "incapable of responding to employee complaints with timely inspections and citations."

CSEA Attorney John Mineaux presented testimony to a joint hearing of the Senate and Assembly Labor Committees that DOL covers health and safety concerns

for all of Long Island and its more than one million residents from a single office in Hempstead, and until recently "that office was staffed by only one industrial hygienist." And, he told the legislators, "the DOL's White Plains Office was forced to close due to the departmental budget" and "any complaints made in

(Continued on Page 7)

The case against contracting-out

AFSCME International President Gerald W. McEntee speaks out against contracting-out in this edited version of his recent report. "The Case Against Privatization."

Reprinted from 'The Privatization Review,' Fall, 1985.

Although privatization has been promoted as the panacea for budget problems, overwhelming evidence shows that contracting-out state and local government service to private companies is not the easy answer for today's tough fiscal situations.

The American Federation of State, County, and Municipal Employees (AFSCME) has studied the issue of contracting-out for many years. The on-the-job experience of the 1.4 million public employees represented by AFSCME across the country has clearly shown that using private firms to deliver public services has serious shortcomings.

The Pendulum of History

Historically, American government has provided many public services directly, but there has always been some degree of contracting-out, particularly at the federal level. In the early years of this century, cities and towns around the country turned to private companies to run local streetcar systems, to collect garbage, to provide fire protection and to perform other basic public services, often because their communities lacked the needed public resources.

But there were problems: contractors frequently overcharged municipalities; under-the-table payoffs by contractors were common; contractor-provided services were notorious for their poor quality. It was also the era of big-city political bosses, and municipal contracts became a favored way of lining pockets and rewarding political cronies.

"Because of gross abuses," Ralph W. Widner, staff vice president of the Urban Land Institute, has noted, "the reform movement of the 1920's tried to professionalize the delivery of quality public services by making them part of the municipal government." Prodded by reformers, many municipalities decreased their dependence on contractors and delivered more services using the public work force.

Now, state and local governments have been returning to the use of private contractors. In 1982, Widner noted, "The pendulum is swinging back the other way. It will continue to swing until there is another round of abuses and scandals and then [will] swing back the other way."

Problems with Contracting-Out

Experience with contracting-out at the state and local levels has demonstrated severe weaknesses in the practice of using private firms to deliver public services.

● Higher Costs

Rather than saving money for state and local governments, contracting-out often results in higher costs — especially when all the true costs of contracting are actually considered. Private companies exist to make a profit; the necessity of a profit drives up the costs, if not immediately, then eventually.

Frequently, a contract which was originally

awarded at an attractive rate becomes more and more expensive, a common practice called "buying in" or "lowballing." In order to obtain the contract and thus get a foot in the door, a firm offers a very low price to perform a particular service. As contract performance continues, however, the city or state finds itself dependent on the particular contractor to such an extent that it cannot change contractors or take back the service.

● Poorer Services

Contracting-out often results in poorer services for citizens. Contractors, looking for ways to reduce their costs and maximize their profits, frequently "cut corners" by hiring inexperienced, transient personnel at low wages, by ignoring contract requirements, or by providing inadequate supervision.

● Corrupt and Questionable Activities

The age-old problem of corruption in contracting-out has not disappeared over time. Contracting is all too often associated with bribery, kickbacks, and collusive bidding. Also, contracts have frequently become a tool of political patronage — just as in the days of the spoils system, when public jobs were doled out to supporters of the winning candidates.

● Lack of Public Control

Contracting-out results in less accountability by the government to the citizens. When citizens complain about a contracted service, government can often do little more than complain in turn to the contractor or enter into costly contract renegotiations or termination proceedings. At a time when many citizens feel that government is too removed from the people it serves, contracting-out pushes the level of accountability and responsiveness one more giant step away.

In addition to the above problems, contracting-out correctional facilities — the newest target in the push for privatization — faces serious legal, ethical and public policy questions.

For example, although a state may contract-out the management and operation of its correctional facilities, it remains questionable whether it can relinquish the legal responsibility for the incarceration of inmates. The fact that a state or local government has a legal contract with a private corporation that has liability insurance to protect itself may not necessarily protect a state or local government from such liability. At the very least, it is sure to involve a

long and costly legal challenge, which most state and local governments cannot afford.

Recent Experiences

The following examples illustrate that contracting-out has been a costly experience for many governments.

● Arizona

In 1982, Arizona hired the McAuto Systems Group, Inc. (MSGI) to administer the Arizona Health Care Cost Containment System (AHCCCS). From the beginning, AHCCCS was plagued with cost overruns, charges of corruption, and failures to deliver on contract terms.

● New York

New York City's Human Resources Administration cancelled several contracts with private vendors for printing and custodial services. The City hired new employees to perform the work and expects to save \$575,000 per year from the switch.

(Additional documented cases in which contracting-out had disastrous results are provided in an AFSCME publication entitled *Passing the Bucks: The Contracting Out of Public Services*. Copies are available through AFSCME.)

Role of Responsible Government

With competent public management, there would be no need even to consider contracting-out in many of the instances in which it is now used. Contracting-out is frequently used to mask the inadequacies of public officials who can't manage their own departments properly. Any state or local government agency with skilled managers should be able to effect the same kinds of economies and efficiencies that good private managers achieve — and without the added problems that contracting-out brings.

If there is dissatisfaction with the performance of a given in-house service, public managers should not automatically assume that contracting-out is the answer to the problem. At a minimum, public officials must be willing to explore the alternatives to contracting-out; that is a basic management responsibility. Much can be done in-house to improve the cost and quality of the delivery of services.

Responsible government requires improving the quality of public management and public services, not the selling off of government.



He's losing four hours of sick leave every pay period

A little luck and good health keeps Andy McGuirk on the job day after day after day after . . .

By Ron Wofford

CSEA Communications Associate AMHERST — Every pay period tens of thousands of state employees gain four hours, or one-half day, of sick leave accruals.

Andy McGuirk loses it.

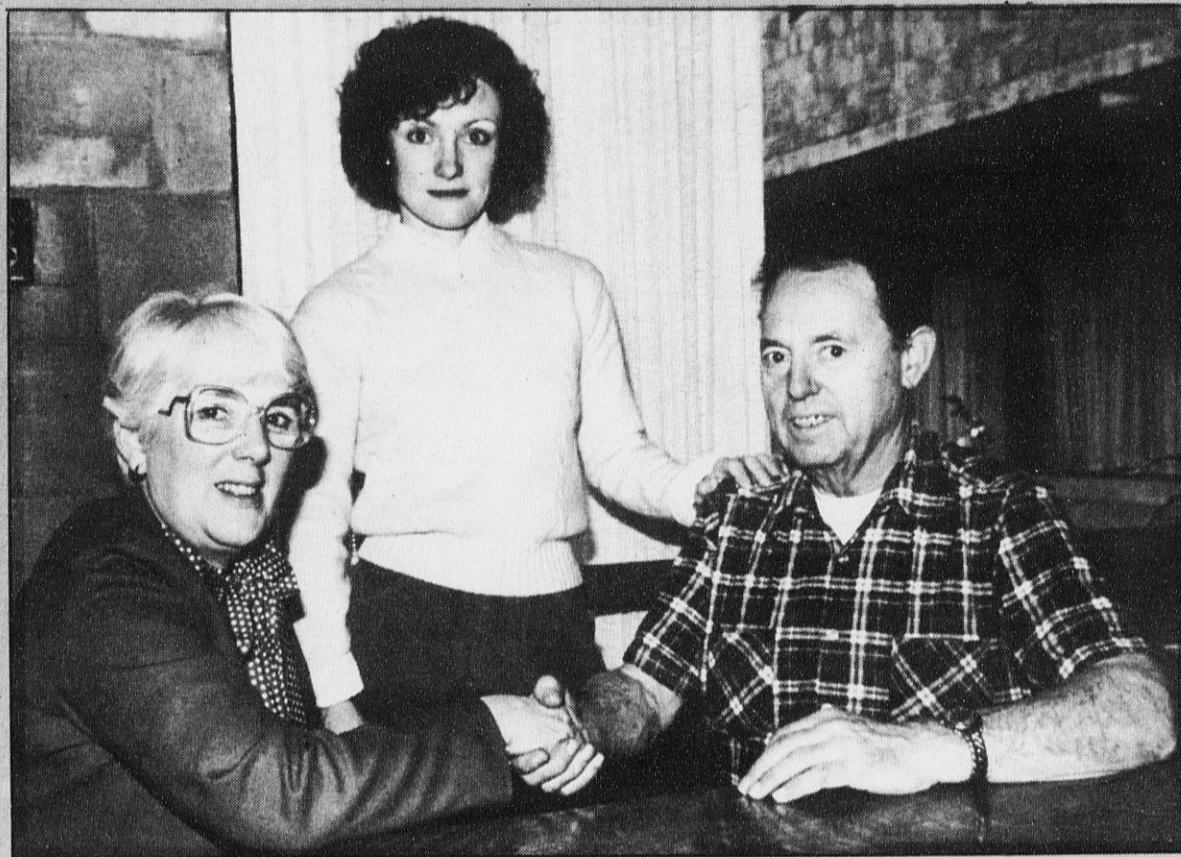
McGuirk, a 26-year employee at SUNY Buffalo, has 1,600 hours, or 200 days, of sick leave accruals. And McGuirk figures, in addition, he has "given back" more than 60 hours of sick leave hours to the university since reaching the maximum allowable limit of 200 days.

At the present accrual rate of 13 sick days a year, a state employee would have to work more than 15 years, without using any sick time off, to amass 1,600 hours of leave.

But he's not complaining. "I look at it two ways," McGuirk says. "First off, I don't abuse it. And secondly, I've been very lucky to have been healthy over such a long period of time. And I hope I remain that way, so I won't ever have a need to use a large amount of it."

McGuirk is a carpenter in the university's maintenance department working in the Ellicott Complex of the Amherst Campus.

CSEA Local 602 President Barbara Christy feels McGuirk's positive work record "typifies the majority of our members and SUNY Buffalo employees. I'm sure there are many more who have equally good records." Christy said she learned of his incredible number of accrued sick leave hours during a recent informal conversation with McGuirk, which in turn prompted Christy to send a letter to university officials to praise



ANDY MCGUIRK is congratulated by SUNY CSEA Local 602 President Barbara Christy, left, and Vice President Kathy Berchou.

McGuirk and his "obvious devotion to duty."

"As a local president, one is often subjected to negative comments about our members from a variety of sources," observed Christy, "so it gives me a great deal of pleasure to be able to cite Andy as an employee who treats sick leave as it is meant to be used—time to be banked in case it is needed at some future time."

In addition to his admirable personal work ethics, McGuirk is also motivated by his admiration for the university itself, where he has worked since 1964, two years before it became a state university.

"The purpose of a great university is bigger than any of us," said McGuirk. "I hope it will go on indefinitely. And it's a great place to work, because of my fine fellow employees. They're good people, deserving of more."



BONCO

RESPONDS

A MISTAKEN IMPRESSION — That, says CSEA Metropolitan Region II President George Boncoraglio, is what a recent NBC-TV editorial gave viewers when the station claimed public employee unions are blocking reform of the state's mental health system. That editorial called for immediate adoption of the recommendations of the Governor's Select Commission report, which CSEA strongly opposes. So Boncoraglio, shown being wired with a mike, went on the air with a response in opposition to the editorial. He said that no one knows better than CSEA members of the need for restructuring of the mental health system, but said CSEA believes the Select Commission findings raise more questions than they answer. Boncoraglio concluded CSEA is "ready to help improve services in institutions or in the community as long as quality of care is the main concern."

Federal budget cuts would cost New York

McGowan: Plan will 'cripple' the state

ALBANY—"Dangerous domestic budget surgery that could cripple New York," is how President Bill McGowan describes upcoming budget cuts being proposed by the Reagan Administration.

McGowan made the remark after reviewing an analysis of the Reagan budget which shows New York state losing a whopping \$1.7 billion in federal funds.

Cutbacks will cost each state resident approximately \$9,700. The only state where the impact costs residents even more is Alaska.

"The Empire State has the dubious distinction of being number two in overall impact," McGowan adds. "I'm glad Reagan didn't try harder."

The American Federation of State, County and Municipal Employees released the analysis. AFSCME President Gerry McEntee says its findings reveal "a crushing burden on the states, on the middle class and the poor."

The president's budget, in effect, shifts the federal deficit onto the states and local governments. (See impact analysis, this page.) Ironically, the president's priorities are exactly the opposite of what the people want.

A recent poll shows that only 22 percent of the public wants military spending increased. Yet Reagan proposes a 12 percent hike in the Pentagon budget. Meanwhile, he wants to take \$16 billion away from state and local governments and \$5.4 billion from the needy and elderly even though the same poll indicates overwhelming support for various people programs: 91 percent want Medicaid protected or even expanded; 96 percent support Medicare; 79 percent support student loans.

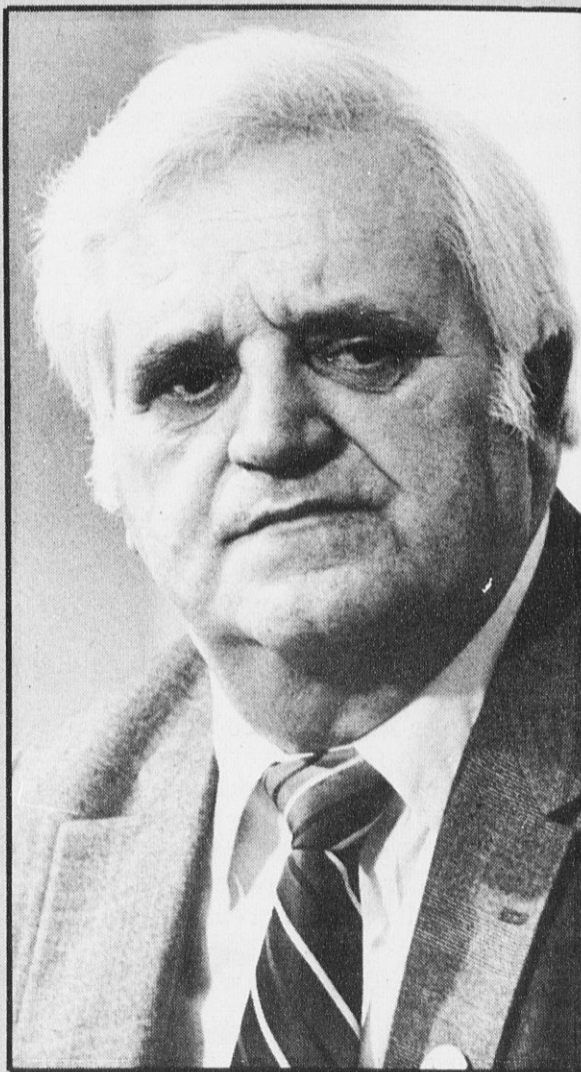
But given the reality of budget deficits, are there any alternatives?

Says McGowan: "The president is irresponsible by taking from the poor and the middle class when he should be focusing on the corporations and the wealthy to pay their fair share."

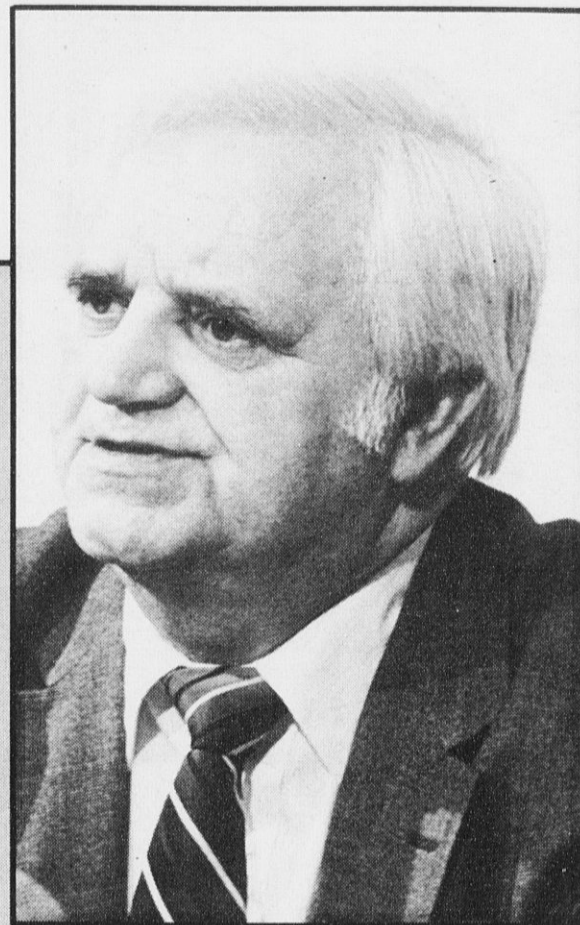
It is widely acknowledged that current

deficits stem from generous tax cuts for corporations and the rich coupled with monumental increases in defense spending. Loopholes virtually exempt many corporations and wealthy people from paying taxes. Reagan says "no new taxes," but state and local governments which are being dumped on will not have that luxury.

“The president is taking from the poor and the middle class . . .



... when he should be making corporations and the wealthy pay their fair share.”



Less for NYS

- \$538 million LESS for the state's infrastructure and to promote economic development. Cuts here mean less money to build and maintain roadways, clean up the environment, conserve energy and subsidize busses and subways.

- \$450 million LESS in vital revenue sharing funds for local governments.

- \$330 million LESS in health services including a staggering \$310 million LOSS in Medicaid reimbursements.

- \$266 million LESS for human service programs such as financial assistance to poor families with children, special projects for older Americans, food stamps, housing for low income families and services to the handicapped.

- \$63 million LESS in aid to education.

- \$61 million LESS to feed the elderly, pregnant women and children.

- \$24 million LESS for job training and employment projects.

New Yorkers also LOSE another \$473 million in programs that make direct payments to individuals. Hurt most are older Americans, retired workers, disabled adults, the blind and students. For example, \$66 million will be slashed for college loans.

CSEA calls for right to refuse unsafe work

CSEA is proposing legislation which would allow public employees to legally refuse to perform work which they have justifiable reasons to believe would be unhealthy or dangerous.

The proposed legislation would, in effect, authorize public employees to refuse unsafe work assignments without penalties, and will require changes in the state's Labor Law and Taylor Law.

CSEA has been researching the concept for several weeks in preparation for including the proposal in the union's annual package of legislation to be submitted to the state Legislature for consideration.

A similar idea was discussed in testimony recently before a joint hearing of the Senate and Assembly Labor Committees (see page 3). The Public Employees Conference (PEC), of which CSEA is the largest member, also annually submits proposed legislation to state lawmakers, and it appears likely that both CSEA and PEC will include a right to refuse unsafe work proposal in their packages.

Safety and health issues hot items on front burner

SUNY asbestos blizzard points up PESHHA flaws

The Public Employee Safety and Health Act (PESHA) failed to do its job, protect public employees, during the current severe asbestos contamination situation uncovered by CSEA at the SUNY Oswego campus.

That was part of the testimony CSEA Attorney John Mineaux delivered to a joint hearing of the Senate and Assembly Labor Committees recently.

Mineaux noted that CSEA raised the issue of asbestos contamination of campus buildings to a Department of Labor hy-

gienist originally on campus in response to a complaint dealing with formaldehyde.

"First, due to the breadth of the asbestos situation, the department has been unable to further investigate the formaldehyde situation. An investigation of that issue was scheduled for ... almost two months after the complaint was initiated. In the interim, SUNY employees and students have continued to work under conditions which are alleged to be violative and dangerous," Mineaux testified.

"Second, the department has been

severely hampered in its investigation of the asbestos complaints since there are only two hygienists working out of the Syracuse office. Evidence of illegal asbestos contamination has been already destroyed and/or has mysteriously disappeared due simply to the fact that the department was unable to secure such evidence for analysis. The department's investigation of the SUNY asbestos situation has already dragged on for almost three months due to the lack of adequate personnel to conduct the necessary investigation," Mineaux stated.

PESHA failing to protect public workers

(Continued from Page 3)

for the public employees of the state of New York, which was the legislative intention in the beginning.

"The existing department personnel are simply unable to keep up with the overwhelming number of violations which they find during their too infrequent inspections. Those inspections are presently conducted on a complaint-only basis; it is mind boggling to imagine the backlog which would result from an established programmatic inspection schedule," Mineaux stated.

Among those testifying was State Labor Commissioner Lillian Roberts, who blamed the situation partly on inadequate federal funding to DOL and an inadequate pay scale for state industrial hygienists who investigate complaints and monitor enforcement of citations.

"The pressure-filled conditions under which the hygienists work are exacerbated by the inadequate salaries and benefits they receive," agreed Mineaux. "Hygienists leave state service for more lucrative private industry and federal positions and create a virtual

revolving door at the DOL," the CSEA attorney stated.

The result, Mineaux testified, is that many employers fail to comply when they are actually cited for safety violations but DOL does not have the manpower necessary to follow up on enforcement. Charged Mineaux, "...since the inception of the PESH Act, not once has the Department of Labor sought judicial enforcement of an order! There is simply no personnel available to seek such compliance on an ongoing basis."

Understaffing at critical level at DOL

(Continued from Page 3)

Westchester, Putnam or Orange counties by a CSEA member or safety specialist must be investigated by a hygienist from New York City," with a resultant time lag and absence of compliance.

CSEA's Mineaux said it was a lack of personnel and budgetary considerations which caused DOL to allow three months to pass last year from the time two workers were overcome by toxic fumes in

a municipal pumping station in Amsterdam and the issuance of an order of violation. "In the interim, city employees continued to work under the same conditions which caused the ...accident," he complained. And, charged Mineaux, Amsterdam took no corrective action even after being issued the citation and nothing was done until CSEA intervened five months later to force corrective measures by the city.

CSEA cited numerous instances where employers were actually cited for safety violations but waited three or more years, in some instances, to simply file applications to extend the time to take corrective measures. That, said the union representatives, was possible because DOL did not have adequate staff to follow up on violation citations to see if any action was taken, leaving employees to work in unsafe and unhealthy conditions.

Teacher aides upgraded

More money for doing more in White Plains

By Anita Manley

WHITE PLAINS — It took three years — but it was worth the wait. It was three years of scrutinizing job descriptions, committee meetings and recommendations to convince officials in the White Plains School District to upgrade 75 teacher aides.

Unit Vice President Del Dinkin says one of the toughest jobs she had during the whole process was convincing all the teacher aides to join in the effort for the upgrading. "Some of them were terrified. I had to beg them," she said.

What prompted the action? Dinkin explained that six months after she came to work for the district, she realized that she was performing duties that were not included in her job description.

"I thought, 'How could this be my job?'" she said. "I'm giving tests to kids. I'm posting grades."

Dinkin discussed the situation with her CSEA field representative and was advised to complete a form requesting her official job description from the state Board of Education. She encouraged a number of her co-workers to do the same.

School district officials, meanwhile, suggested that a committee be organized for the purpose of comparing the job descriptions and the actual duties of the workers.

But, it was a year and a half before any recommendations were made and school district officials stalled. "We based our arguments on the state Education Department's job description for teacher assistant, and they interpreted the law the way they wanted," she said.

When the committee — which was made up of teacher aides, teachers and building principals — finally made its recommendation to upgrade 75 teacher aides, school district officials agreed to comply.

It was months before more progress was made and only through contract negotiations that the employees were upgraded.

Collective Bargaining Specialist Joseph O'Connor says the re-allocation complicated the negotiation process somewhat. "We went into mediation, but we settled and I believe the teacher aides are getting a competitive rate. Everybody gained by it."

O'Connor explained that the teacher aides will receive teacher

Based argument on state Education Department's job description.

DEL DINKIN



assistant pay for the time they are working at duties in the teacher assistant job description. For the remaining time, they will receive the rate for the teacher aide.

Field Representative Dolores Tocci said she was pleased with the results of the three-year effort. "This is absolutely fantastic," she said. "Now that it's happened in White Plains, we can push for a re-allocation in other districts where they are utilizing teacher aides as teacher assistants."

White Plains School District Unit President John Catoe indicated the re-allocation is a step in the right direction for teacher aides.

"It's a starting point," he remarked. "It's not a cure-all, but it's a beginning."

Dinkin credited the committee for its perseverance. Members are: Jane Trabakino, Catoe, Alma Cormican (president of the Teacher's Association), Susan Belkin, Peter McHugh, Bernie Casey, Barry Yearwood, Bob Walton, Charles Farrell, Sandy Harris, Becky Kittredge, Farol Finiani and Nellie Gaughran.

Scholarship applications for your college kid

available now

Children of CSEA members who will be graduating from high school in 1986 and plan on attending college will be eligible to apply for one of 18 \$500 scholarships CSEA will again be making available under the union's Irving Flaumenbaum Memorial Scholarship program.

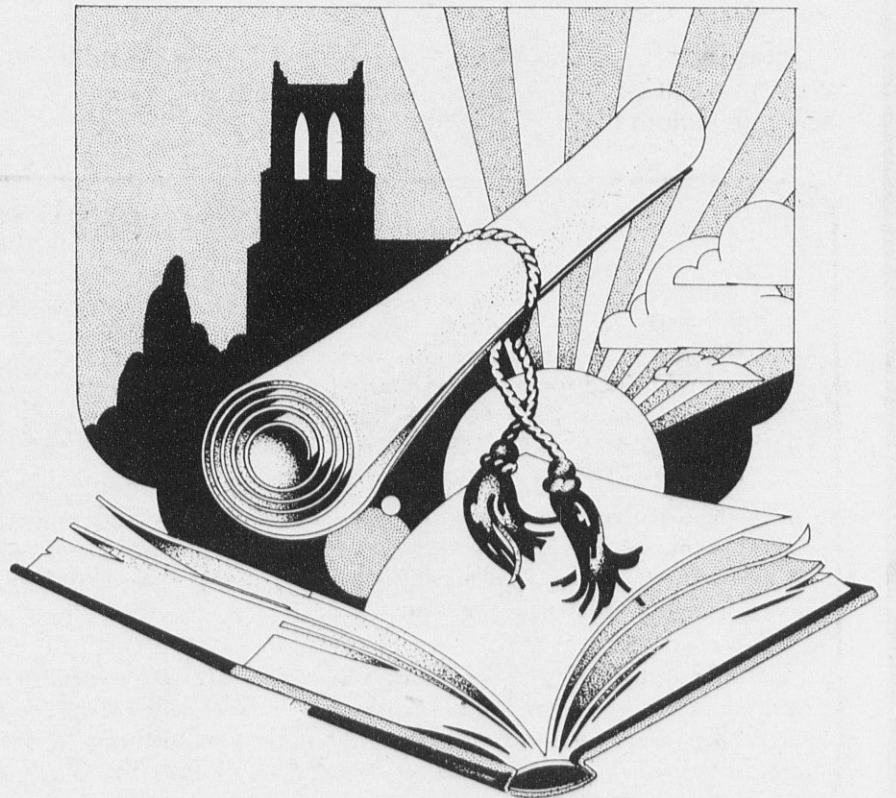
Applications are available now and accepted until May 1, according to Brian Ruff, chairman of CSEA's Special Memorial Scholarships Committee. Three \$500 scholarships will be awarded to children of members in each of CSEA's six regions.

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

Information and application forms for the 1986 program have been sent to CSEA local and unit presidents and secretaries as well as each regional headquarters. APPLICATIONS MAY BE OBTAINED BY CONTACTING LOCAL OR UNIT PRESIDENTS.

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

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



In celebration of WOMEN

WHY WOMEN'S HISTORY?

The study of women's history is relatively new and comparatively quiet. It is purposeful; the goal is nothing less than constructive and expansive social change, change that must come with honest and thorough education. Through knowing these true stories, we can recapture the inspiration of earlier women, and become more optimistic about the power we have over our lives today to affect change in our long and varied journey for equal rights for women.

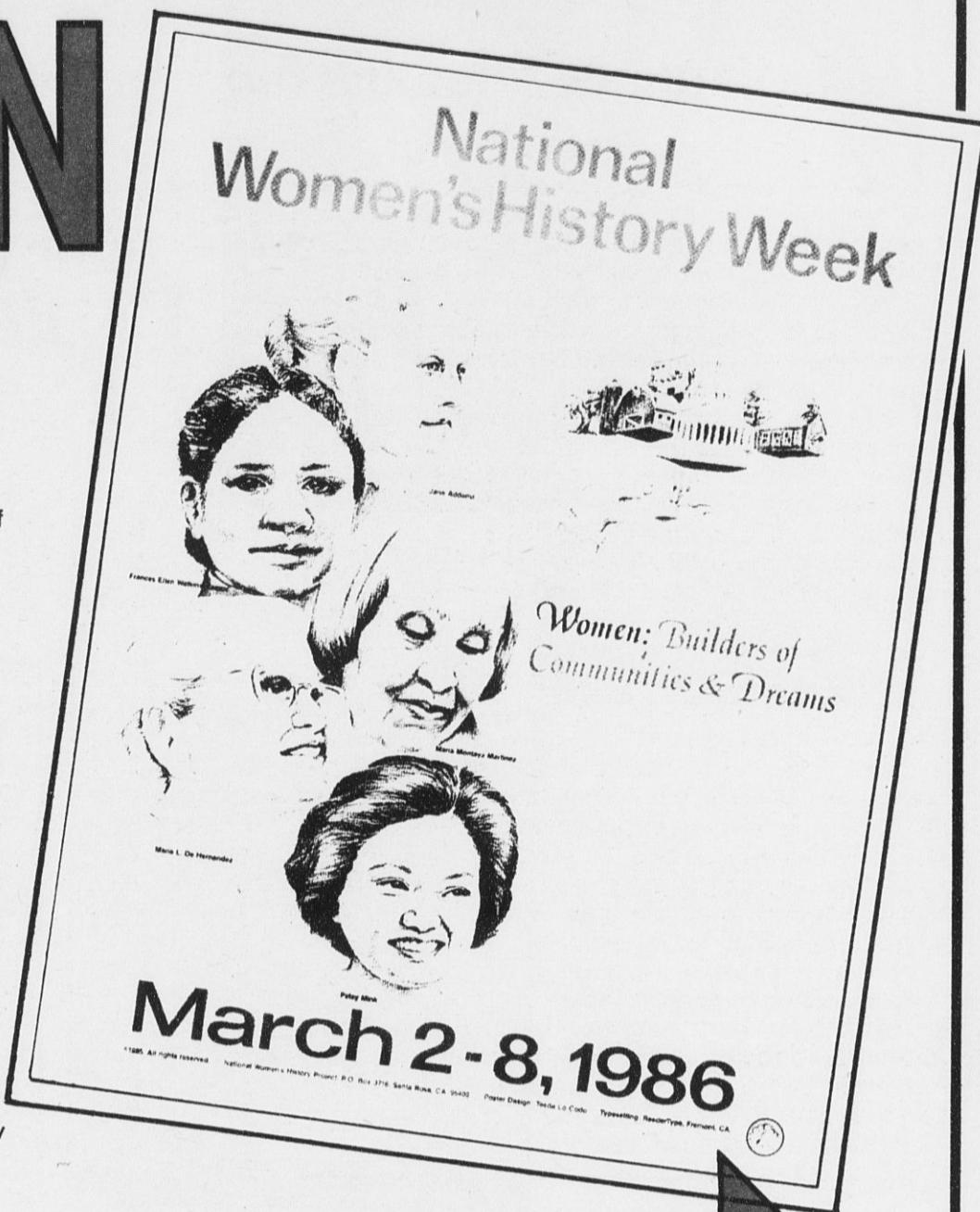
The multi-cultural study of women's history means reclaiming the contributions and impact of **all** groups of women. Knowing how the lives of women before us were spent, we gain the richness of our heritage and the inspiration of this tradition of activism and accomplishment. Correspondingly, boys and men are able to expand their perceptions and expectations of the real lives and work of women.

WHY CELEBRATE NATIONAL WOMEN'S HISTORY WEEK?

National Women's History Week sets aside a special time each March for schools, communities and workplaces to recognize and celebrate the lives of countless women of all races, ages, cultures, ethnic traditions and ways of life. Women are honored who have participated in history by living out their lives, whether in ways grandly eloquent or steadfastly ordinary, and by so doing have contributed to our shared history.

National Women's History Week always includes International Women's Day, March 8, a day proclaimed at the turn of this century to recognize the tremendous work of women in the organized labor movement. This date was chosen as a focal point for National Women's History Week for three reasons: to stress the international connections between and among all women; to emphasize a multi-cultural approach to women's history; and to celebrate women as workers world-wide.

It is our shared commitment to National Women's History Week that will serve as a springboard for introducing a more accurate picture of our history throughout the year.



**Kudos to two
CSEA women
... and more**



Pages 10-12

CONGRESSIONAL RESOLUTION

Designating the week March 2-8, 1986 as "Women's History Week"

Whereas American women of every race, class and ethnic background helped found the Nation in countless recorded and unrecorded ways as servants, slaves, nurses, nuns, homemakers, industrial workers, teachers, reformers, soldiers and pioneers;

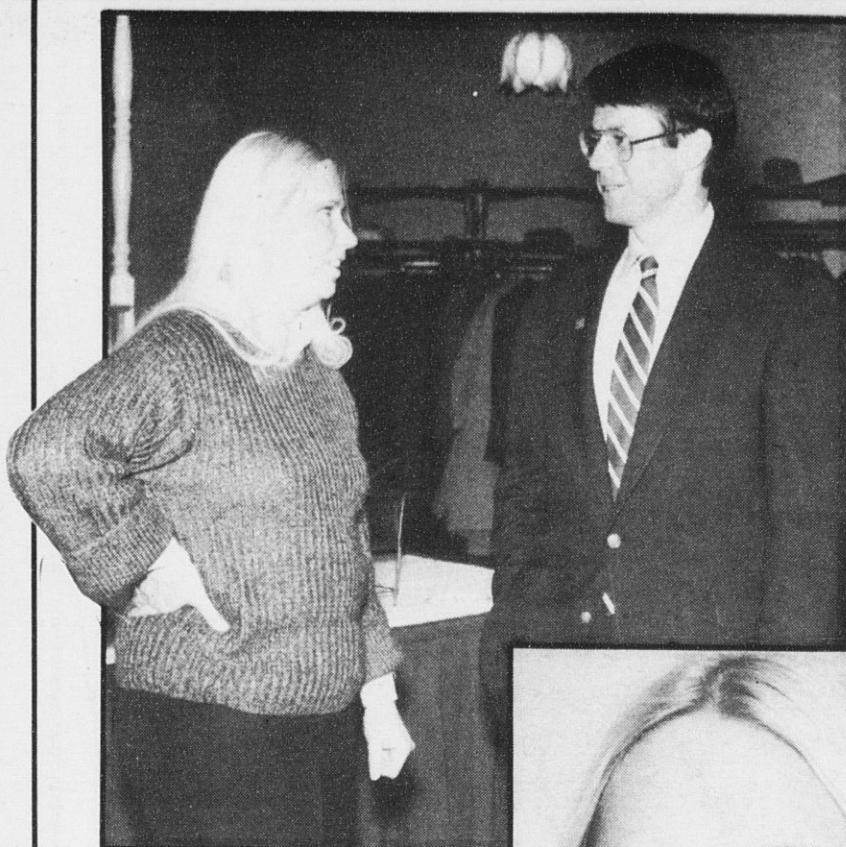
Whereas American women have played and continue to play a critical economic, cultural and social role in every sphere of our Nation's life by constituting a significant portion of the labor force working in and outside of the home;

Whereas American women have played a unique role throughout our history by providing the majority of the Nation's volunteer labor force and have been particularly important in the establishment of early charitable, philanthropic and cultural institutions in the country;

Whereas American women of every race, class and ethnic background served as early leaders in the forefront of every major progressive social change movement, not only to secure their own right of suffrage and equal opportunity, but also in the abolitionist movement, the emancipation movement, the industrial labor union movement and the modern civil rights movement; and

Whereas despite these contributions, the role of American women in history has been consistently overlooked and undervalued in the body of American history: Now, therefore, be it resolved by the Senate and House of Representatives of the United States of America in Congress assembled, That the week beginning March 2-8, 1986, is designated as "Women's History Week", and the President is requested to issue a proclamation calling upon the people of the United States to observe such week with appropriate ceremonies and activities.

Women in the labor movement



Today...

ALBANY—Two CSEA officers have been recognized by labor organizations for their outstanding contributions promoting women's rights in the workplace.

Barbara Charles, a grade 5 statistical clerk and currently first vice president of Department of Labor Local 670, recently received honors for the second year in a row for her achievements in unionism. This year, she received the Eugene V. Debs Award from a national organization for her "overall contribution to the labor movement."

A resident of East Greenbush in Rensselaer County, Charles has been in state service for some 20 years. She says she is most proud of her unflagging efforts to make Labor Local 670 an example of unionism at its best.

Last year, Charles, who is particularly active as chairwoman of the Solidarity Committee of the Capital District, received recognition by the Coalition of Labor Union Women (CLUW) and the New York State School of Industrial and Labor Relations (NYSSILR) at Cornell University.



BARBARA CHARLES—Above, Barbara Charles, a PAL (political action liaison) for PAC, speaks with Assemblyman Michael McNulty. Charles recently received the Eugene V. Debs Award for her "overall contribution to the labor movement."



SUE WALTZ—At left, Region IV President C. Alan Mead congratulates Sue Waltz after announcement of her award from CLUW/NYSSILR. Waltz, a union expert on the issue of VDTs in the workplace, three years ago discussed the topic as a guest on the Phil Donahue Show.

This month, the CLUW/NYSSILR awards will go to a group of six trade union women, including Sue Waltz, first vice president of Motor Vehicle Department Local 674.

Waltz is chairwoman of her local's health and safety political action and insurance committees and a member of the local's grievance committee. She is also a member of the FSCME PEOPLE Committee, the Solidarity Committee and was mistress of ceremonies at the 1985 Labor Day Parade in Albany.


A member also of the NYS/CSEA Video Display Terminal Advisory Committee, Waltz appeared in 1983 on the Phil Donahue Show, participating as a member of a panel on the use of VDTs in the workplace.

Waltz will receive her award at a ceremony March 16 at the Albany Labor Temple. Other women honored will be: Helen Hanrahan, CTWU; Josephine Sano, Albany Central Labor Council; Arnita Branch, Local 721, SEIU; Nuala McGann Drescher, UUP; and Angela De Vito, EF.

Some facts about women and CSEA

Women play a large and important role in CSEA. They are in positions of leadership throughout the state, on the unit, local, regional and statewide levels. Here's a look at some of the facts:

- Women comprise more than half of CSEA's total membership of more than 200,000.
- Women serve as presidents of nearly a third of CSEA's 330 locals.
- Women head several hundred of the 700-plus units within CSEA locals.
- Women hold two of the four elected statewide officer positions—Secretary Irene Carr and Treasurer Barbara Fauser.
- Women make up more than a third (47) of the 126 members on the Board of Directors.




The new CSEA "A Woman's Place Is In Her Union" buttons are now available. To obtain your button(s), complete the coupon below. Please limit your order of buttons to 10 or less.

To: Peg Wilson, Education and Training Department
Civil Service Employees Association
143 Washington Avenue,
Albany, N.Y. 12210

Name _____
Address _____
City and State _____ ZIP _____
Number of buttons _____

... and yesterday



Feb. 16, 1870 ~
Apr. 3, 1927

LEONORA O'REILLY

National Women's Trade Union Leader

An early fighter for women workers

From the time she was a teenager, the fire and passion of Leonora O'Reilly inspired both workers and philanthropists. The labor movement was the love of her life and the struggle to organize women workers formed the core of her finest work.

Her eloquence as a speaker grew out of her own experience with poverty and child labor. Her father, who died when she was an infant, was active in the printers union. Her widowed mother worked in a garment factory, often taking the baby with her in a little basket.

At age 11, Leonora went to work in a collar factory. In 1886, at age 16, she joined the Knights of Labor, a national labor organization. That same year, she organized a Working Women's Society of wage earners to arouse public concern about the exploitation of women workers. It drew the attention of liberal, middle class women who later went on to found the New York Consumers League which sought better conditions for store workers.

Lifelong commitment

Leonora's commitment to the labor movement was ingrained, nurtured by her mother's spirit and her father's progressive political and union friends. In turn, she converted philanthropic women she met to the cause of working women. A new

generation of middle class women had begun to focus their attention on social change movements.

During the next decade, she met some of the keenest minds among social reformers who shaped the role she would play during the next 25 years: a link between women workers and middle class allies, male and female unionists, suffragists and women workers. Her perspective was always that of a women wage earner.

She organized her own shop in 1897 and encouraged other factory women to unionize although the union response to their efforts was often tepid. The craft unions of those days regarded women workers as poor candidates for unionism. Leonora went to rallies, study groups, and classes. Her searching mind and selfless dedication touched middle class reformers and they financed the completion of her formal education.

Founder of WTUL

Leonora became involved in the new settlement house movement both as resident and worker. Reformers would move into the poor neighborhoods and establish a residential base for educating the working poor. It was there she met Margaret and Mary Dreier and brought them into the Women's Trade Union League (WTUL). Both

women became top leaders and major "allies" in that extraordinary alliance of wage-earning and leisure-class women. O'Reilly was a founder of the League in 1903.

The WTUL emerged during the turbulent decade before World War I when the extremes of wealth and poverty, the misery of workers and the growth of monopoly sparked the growth of progressive forces. The League's purpose was to improve the dreadful conditions of women workers, primarily through unionization. They tried to convince the labor movement that women could be organized and that this goal should be given a greater priority.

The WTUL played a key supporting role in the 1909 "Uprising of 20,000" New York garment workers. When Mary Dreier was arrested on the picket line, that event awakened the public to the strike. A huge WTUL rally at the Hippodrome in New York brought more publicity and funds. Leonora wept as she told the story of the strikers. "I am here by the right of three generations of shirtmakers," she proclaimed.

Rallies

During these years, O'Reilly met with women workers in New York, Bridgeport, Philadelphia, Kalamazoo, and Rochester. She spoke at street corners, at factory gates, and at rallies.

An ardent suffragist, she saw the right of women to vote as a tool to bettering the lives of working women. "Behind suffrage is the demand for equal pay for equal work," O'Reilly argued.

The New York Wage Earners Suffrage League, headed by O'Reilly, provided working women with their own organization to fight for suffrage. In 1912, when the League was founded, Leonora devoted most of her time to suffrage agitation. It was WTUL women, both wage earners and allies, who were able to appeal to working men to vote "yes" on suffrage referendums.

Another cause

Leonora was a fierce supporter of Irish independence and an activist in that cause. World War I was painful to O'Reilly who saw it simply as a war in which workers killed workers.

Her body could not keep up with her political passions and the last decade of her life had to be limited because of a chronic heart condition as well as the mental deterioration of her beloved mother.

After Leonora's death in 1927, a long-time friend wrote of her service to humanity which she achieved "through the divine fire, the infinite tenderness and compassion of her own spiritual life."

CSEA *presents* Films for Women

For information about ordering these films and for tips on film showings, contact the CSEA Education and Training Department at Headquarters. Be sure to call at least four weeks in advance of the showing date to assure reservation and delivery of the film.

Rosie The Riveter (60 minutes)

This feature film, which has been shown commercially, focuses on the problems faced by women who were employed during World War II, especially those in non-traditional jobs such as that held by the legendary Rosie the Riveter.

Union Maids (48 minutes)

Three women relate the drama and the tribulations of their experiences in organizing industrial workers in the 1930s. With good humor and a knack for storytelling, they relive the long hours, low pay and terrible working conditions of the Depression.

With Babies and Banners (45 minutes)

The General Motors sitdown strike in 1937 touched off a wave of union militancy across the nation. The significant role that women played in winning this historic strike is told in this documentary. The film portrays the everyday life of working women during the 1930s.

Making Points (10 minutes)

A provocative exploration of contemporary perceptions of the roles of men and women. Issues included are sex discrimination, women as union activists, and women in non-traditional jobs.

The Workplace Hustle (30 minutes)

An excellent training tool, the film focuses attention on the damaging effects of sexual harassment on productivity, morale and the hidden human and monetary loss of the employer.



The American Woman: Portraits of Courage (53 minutes)

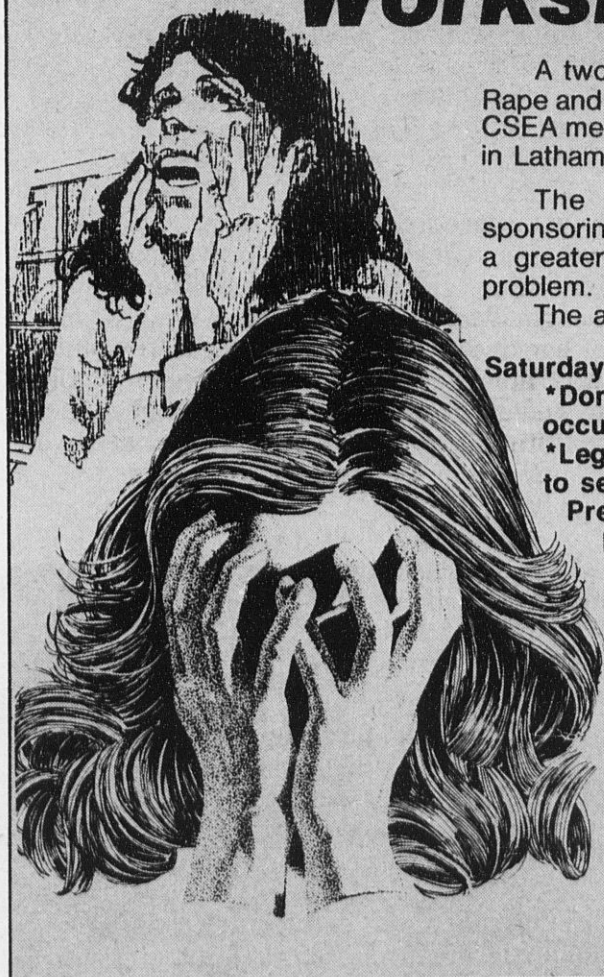
This film is a survey of outstanding American women and their contributions to the American experience. We see women who fought in the Revolution, suffragists, groundbreakers in the professions, social workers, labor organizers and civil rights workers.

Killing Us Softly (30 minutes)

Through years of research, filmmaker Jean Kilbourne has detected psychological and sexual themes that appear in most ad campaigns, and has edited her findings into a highly visual and exciting commentary on corporate persuasion.

Presented by Region IV Women's Committee

Workshop on domestic violence



A two-part workshop on "Domestic Violence, Rape and Self Defense for Women" will be held for CSEA members April 12 and 13 at the Holiday Inn in Latham.

The Region IV Women's Committee is sponsoring the event in an attempt to bring about a greater awareness and understanding of the problem.

The agenda for the workshop is as follows:

Saturday, April 12, 9 a.m. to 4 p.m.

*Domestic Violence (What it is—Why it occurs)

*Legal Rights of the Battered Woman (Where to seek help)

Presenters:

Marcy Kolchinsky, Community Resource Developer

**Jo-Ann Mullen, Community Service Coordinator
Service to Families in Violence,
Schenectady YWCA**

Sunday, April 13, 10:00 a.m. to noon

*Rape/Self Defense for Women (Group participation)

Instructor:
Maggi Boys

Lunch and refreshments will be provided on Saturday. To make reservations, fill out form below and mail to: CSEA Region IV Office, 1215 Western Ave., Suite 402, Albany, New York 12203. Make checks payable to Region IV CSEA.

Additional reservation forms are available from your local president and the Region IV Office, 489-5424. Reservation deadline is April 4. Cost is \$11.00 per person.

RESERVATION FORM

Please reserve a place for me at Region IV's workshop on Domestic Violence/Rape/Self Defense for Women on April 12 and 13 at the Holiday Inn in Latham. Enclosed in a check in the amount of \$11.00 to cover expenses.

NAME _____

ADDRESS _____

TELEPHONE _____

To make reservations for more than one individual, attach a separate sheet listing names and enclose a check or checks in the amount of \$11.00 per person.

CSEA INNOVATIVE LEGISLATION WOULD ABATE ASBESTOS

By Roger Cole
Editor

The Civil Service Employees Assn. is proposing new health and safety standards that will require a systematic inspection of every public building in New York State to identify the presence of, and abatement of, any asbestos materials that pose an "imminent hazard to health."

CSEA has emerged as the leading proponent of an asbestos-safe environment in public buildings and workplaces in the state. Most recently the union accused the administration of SUNY Oswego with knowingly exposing employees, students and the general public to dangerous levels of asbestos by covering up for at least three years the fact that more than 30 buildings on campus were contaminated with asbestos.

Credit Region V

Union officials credit Central Region V's Health and Safety Committee with working diligently on asbestos problems in that region and with recommending the proposed asbestos abatement legislation to the CSEA statewide Legislative and Political Action Committee.

CSEA's proposed "Public Asbestos Abatement Act" would cover every building in the state owned, managed, furnished, occupied, or leased to or by the state, a municipality, a commission or public school. The proposal would require an amendment to the state's labor law, and CSEA lobbyists are discussing the proposal with Senate and Assembly staff members to gain sponsors to introduce the proposal to the state legislature.

Very comprehensive

According to Attorney John Mineaux of CSEA's law firm of Roemer and Featherstonhaugh, the union's asbestos abatement bill is very comprehensive and, in addition to covering every public building in the state, is unique in several ways. For instance, the proposal:

- doesn't require the removal of asbestos in every instance, providing for less costly and realistic measures such as repair, enclosure or encapsulation of "friable asbestos material" in some instances;

- requires a programmatic inspection and evaluation of every public building in the state within 18 months of the effective date of the law (inspections and evaluations are now done only after a complaint has been filed);

- provides measures to inform employees of the presence of asbestos in their workplaces and protect employees from exposure to friable asbestos materials;

- provides that any person may request in writing that the state Department of Labor inspect a public building for the presence of friable asbestos, and that the Department of Labor must respond in writing within 15 days giving the result of such an inspection or the reason for not conducting an inspection, and the reason for ordering or not ordering abatement of an asbestos condition within the building;

- establishes that an "imminent hazard to health" need not be tied to any particular test, such as air quality, but applies instead to the condition of the asbestos material itself.

Hazard defined

Attorney Mineaux noted that CSEA's proposal defines "imminent hazard to health" to mean "that state or condition in which asbestos exists in a friable, damaged, deteriorated or disturbed state due to age, abuse, abrasion, water exposure or forced air circulation and in which asbestos, upon inspection, is determined likely to become airborne." The union's proposed legislation defines "friable" to mean "that condition of crumbled, pulverized, powdered, crushed, or exposed asbestiform or asbestos fibers which are capable of being released into the air by hand pressure," and defines "friable asbestos material" as "any material that contains more than one percent asbestos by weight and that can be crumbled, pulverized, or reduced to powder, when dry, by hand pressure."

The bill would also authorize and mandate the commissioner of the state Department of Labor, among other things, to develop educational material designed to inform public employees and all others regarding the hazards of asbestos materials; establish asbestos inspection and evaluation standards which take into account the potential exposure of public

employees during their work assignments; and to establish criteria for active air monitoring and/or simulation testing for the purpose of evaluating potential exposure of public employees to asbestos under working conditions. Attorney Mineaux explained that at present, any testing done generally involves taking air samples of a suspected asbestos location when the area has been cleared and unoccupied, giving a distorted, lower reading of asbestos fibers in the air than when employees had been and would be working in the area.

CSEA points out that the new law is necessary for the protection of public employees and the general public who frequent public buildings throughout the state. The union's proposed legislation notes that "the presence of asbestos in the air in concentrations far exceeding the normal ambient levels has been found in innumerable public buildings," usually where asbestos has reached a deteriorated condition and very often while asbestos materials are being removed.

The danger involved

"Exposure to asbestos fibers has been identified over a long period of time and by reputable medical and scientific evidence as significantly increasing the incidence of cancer and other severe or fatal diseases, such as asbestosis," the proposed legislation states, and points out that public employees are regularly exposed to "hazardous levels of asbestos...due to the nature of their work assignments which ... requires them to remove asbestos or otherwise cause asbestos to become airborne."

Under CSEA's proposal, the owner of any public building containing friable asbestos material would have 60 days from the date of notice of violation to file a comprehensive abatement plan with the Department of Labor.

The proposed legislation also would provide for fines of up to \$500 a day for every day a building remains in violation of an order to abate the asbestos problem and gives the Department of Labor the authority to close contaminated areas of any building in violation of orders to abate the situation.

Why a comprehensive asbestos abatement bill is necessary is clearly answered in a survey CSEA just completed at 27 State University of New York (SUNY) and 32 Correctional Department facilities across the state.

CSEA found that at 63 percent of the SUNY locations, employees have not been told that asbestos exists in campus buildings, and only 50 percent of the Correctional facilities have informed employees of the presence of asbestos.

Alarmingly, the survey disclosed that 85 percent of the SUNY locations failed to train maintenance and cleaning employees on safe and proper methods of working with asbestos, while the same was true at 53 percent of the Correctional facilities.

Sixty-three percent of the SUNY locations responding said employees are not given personal protective equipment when working with asbestos, while 44 percent of the Correctional facilities failed to provide the important equipment.

In another very critical area, CSEA's survey revealed that 89 percent of the SUNY locations and 88 percent of the Correctional facilities failed to offer any medical surveillance to employees working with asbestos.

CSEA local officials also said they believed that more than three-quarters of the SUNY sites and half the Correctional facilities failed to maintain any records on asbestos.

The survey was conducted by CSEA's Department of Occupational Safety and Health.

REGION II PRESIDENT George Boncoraglio with AFSCME International Secretary/Treasurer William Lucy.



Region II workshop

Leaders from labor and government address issues facing public employees

By Steve Madarasz

CSEA Communications Associate

A critical self-examination of organized labor was at the center of attention during CSEA Region II's recent winter workshop at the Concord Hotel. The program focused on the challenges that organized labor faces around the world, the nation, and the region. The sessions also concentrated on ways CSEA can improve its own member involvement.

In welcoming remarks, Region II President George Boncoraglio explained: "All around us are forces seeking to destroy us through blatant union busting or subtler forms of exploitation such as contracting-out. In the past, organized labor met challenges like these and won. It is now our time to rise to the occasion and demonstrate that unions can be creative, progressive, and have a broad social and economic vision that goes beyond narrow self-interest."

Boncoraglio also suggested that CSEA should become more aggressive in pursuing its goals: "Our people make the government run and are in a prime position to make suggestions on how it can run better. It's up to us to have innovative, workable plans and to make sure our views are heard. Don't expect the state to come to us — we have to make the effort."

Is organized labor dead?

AFSCME International Secretary/Treasurer William Lucy told the CSEA members not to believe those who have already written unionism's obituary. He claimed that unions still have a vital role to play and that AFSCME's growth to 1.4 million members has established it as the flagship of organized labor.

"We are whatever this nation is all about," he said. But he added that for too long unions have not organized to present their views forcefully enough in the arena of public policy making.

Lucy contends that selfishness has become national policy and that corporate America's priority of profits over jobs is being enforced by government.

He also chided the Reagan Administration for its soapy entertainment value: "They have more millionaires than 'Dallas,' more plots and schemes than 'Dynasty,' and a tolerance for corruption rivaled only by 'The Godfather.'"

Unions must respond positively to crisis

AFL-CIO Regional Director Humphrey Donahue presented the federation's recent report on the "Changing Situation of Workers and their Unions," stating that while change is needed, it must come from within the labor movement. He also indicated that unions have to work more closely to present a united front, improve member services, and become more creative in facing the challenges of a changing economy.

Education and political action priorities

State Labor Commissioner Lillian Roberts and Assembly Labor Committee Chairman Frank Barbaro both insisted that unions will have little social impact unless they get their members to vote and then hold public officials accountable for their actions and positions.

Roberts emphasized the importance of education, saying labor's greatest enemy is ignorance inside and outside the movement. She said unions have to be in the forefront of teaching people to think for themselves instead of letting television and the media tell us what to think.

Roberts also pointed out that a labor shortage is projected for New York state for the 1990's and that disaster looms unless action is taken now to train the workforce in anticipation of the need.

AFL-CIO REGIONAL DIRECTOR Humphrey Donahue addresses workshop participants.



STATE LABOR COMMISSIONER Lillian Roberts has a talk with Region II First Vice President Dennis Tobin and President George Boncoraglio.



AFSCME INTERNATIONAL'S William Lucy poses with members of Region II Executive Board: President George Boncoraglio, Secretary Ann Worthy, First Vice President Dennis Tobin, Second Vice President Mickey Cruz and Treasurer Sharon Katz.



ASSEMBLY LABOR COMMITTEE CHAIRMAN Frank Barbaro with Region II President George Boncoraglio.



She added that too many people take public employees for granted. Barbaro echoed that sentiment, indicating that the contributions of working people to American history are ignored by history books and that unions have a responsibility to see that a more accurate view is preserved.

Barbaro also insisted that unions have to become the guardians of all people in society, energizing their rank and file to become involved in social issues off the job as well as on.

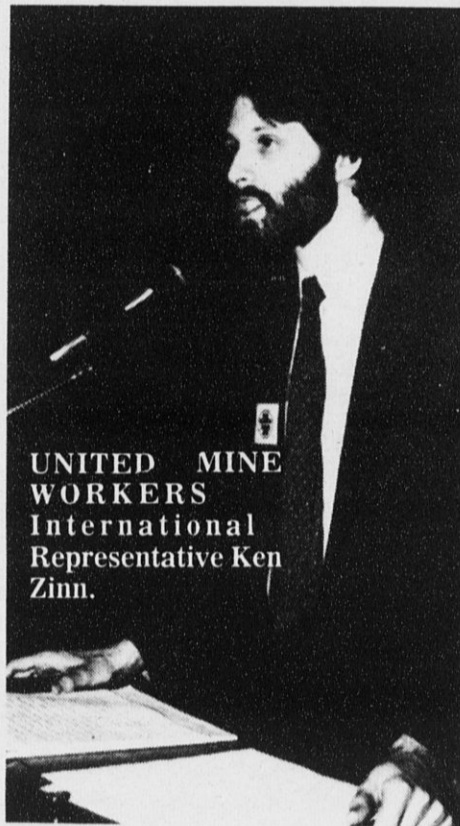
CSEA on the move

Statewide Secretary Irene Carr noted that CSEA's numerous programs address the needs of its membership on the job and at home. But she cautioned that CSEA's challenge is to make these programs mean more than just acronyms to those who can benefit from them.

No longer whether, but when

Apartheid will end in South Africa stated United Mine Workers International Representative Ken Zinn. Zinn pointed out that just in the past year tremendous steps forward have been made in bringing about reform.

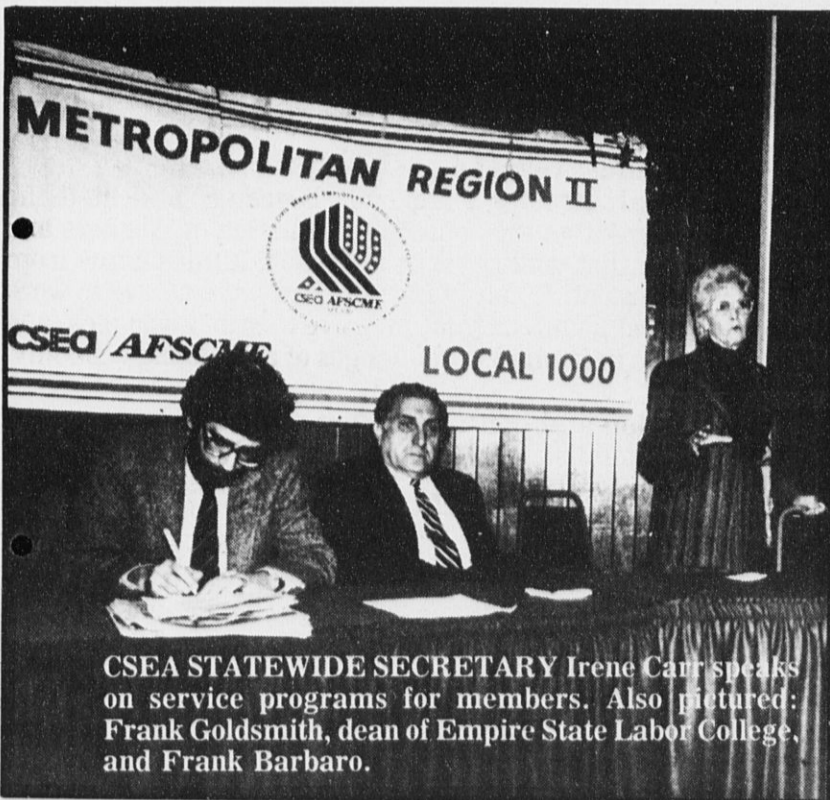
He explained that unions have played a leading role in those events and that the process can be helped through a continued push by CSEA to have New York withdraw public employee pension monies invested in South Africa. He also appealed for CSEA support in the boycott of Shell Oil, which makes 27% of its profits doing business with the racist regime.



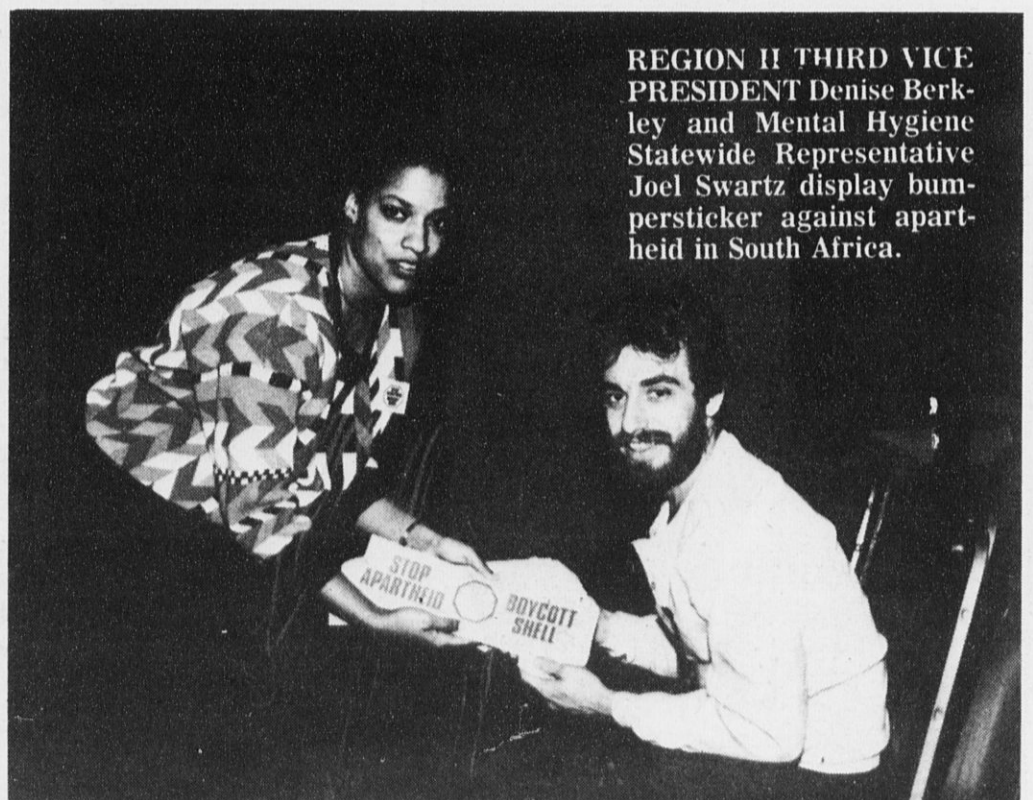
UNITED MINE WORKERS International Representative Ken Zinn.

Our people make government run and are in a prime position to make suggestions on how it can run better.

Region II President GEORGE BONCORAGLIO



CSEA STATEWIDE SECRETARY Irene Carr speaks on service programs for members. Also pictured: Frank Goldsmith, dean of Empire State Labor College, and Frank Barbaro.



REGION II THIRD VICE PRESIDENT Denise Berkley and Mental Hygiene Statewide Representative Joel Swartz display bumpersticker against apartheid in South Africa.



CSEA protests move of tax office

MINEOLA — CSEA and PEF employees here joined together recently in an informational demonstration protesting the move of the Nassau County Tax Department from Mineola to Hempstead.

While employees demonstrated outside the current tax department, labor and management were talking inside.

"Management has announced that they have decided to move the tax department to Hempstead. We wanted to be sure that CSEA had input as to the security of our employees in the building and parking lot, how parking spaces will be distributed, and the bathroom facilities," said CSEA Field Representative Nick Pollicino.

A subcommittee has been formed and is scheduled to meet the first week in March to discuss these and other provisions.

Tom Byrne, president of CSEA State Employees Local 016, said he is unhappy about the move. "At least we will have input through the subcommittee," he said.

Union finds solution to untimely problem

ALBANY—What happens when the hours you work differ from the hours your workplace is open?

CSEA Board Member Tom Jefferson had to face that dilemma when Office of Court Administration (OCA) employees were assigned to work at various Mental Hygiene facilities in New York state.

The law requires that clients be provided with

legal services "to protect their rights" and OCA is responsible for assigning attorneys and support staff to the various institutions. But OCA work hours are 9:00 to 5:00 while the various offices they work in (and operated by a different state agency) are on a 8:30 to 4:30 schedule.

The result was that OCA people often found themselves left behind in offices without security and sometimes even without heat and

electricity.

CSEA went into action.

The union polled OCA employees and found they were willing to be more flexible. The issue was then raised at a labor management meeting and after prolonged negotiations a solution was reached. Hours were adjusted to coincide.

"The solution," says Jefferson "works to everybody's betterment."

Deadline for insurance claims

All GHI or Statewide claims for the 1985 calendar year must be filed prior to March 31, 1986.

You should submit your claim as you did previously. Statewide Plan benefits are provided by Metropolitan and you should file your claim with Metropolitan. If you were enrolled in the GHI Option, your claim should be submitted to GHI.

Remember to include all supporting bills, receipts and statements with your claim.

Judiciary unit nomination

NEW YORK — The nominating period has begun for the election of officers and delegates of the Judiciary Unit of CSEA Local 010.

Nominations will be accepted until March 28. Nominating petitions and information for the Judiciary Unit elections can be obtained by contacting Anne Shapiro at (718) 643-5358.

IRA payroll deduction available

CSEA members in the three state bargaining units (Administrative, Operational and Institutional), as well as CSEA-represented employees in the Office of Court Administration (OCA) are reminded that they may take advantage of automatic payroll deduction to set up an Individual Retirement Account (IRA).

An IRA is a tax-deferred investment plan which allows individuals to save a portion of their income for retirement while legally

sheltering income from taxes.

CSEA negotiated IRA payroll deduction with the state in 1983. Two vendors—a bank and an investment firm that manages mutual funds—are offering the retirement plans.

For more information, State Division and OCA employees should fill out and mail the coupon below to: CSEA-IRA, P.O. Box 7125, Albany N.Y., 12224.

CSEA-IRA P.O. Box 7125 Albany, N.Y. 12224

Please send me information on the Individual Retirement Account (IRA) programs now being made available to me through payroll deduction. I am a state employee in the ASU, ISU, OSU or OCA bargaining unit.

I am interested in receiving:

General information on IRAs

Oppenheimer Funds IRAs

The Dime Savings Bank IRAs

NAME _____

HOME ADDRESS _____

PLACE OF EMPLOYMENT _____



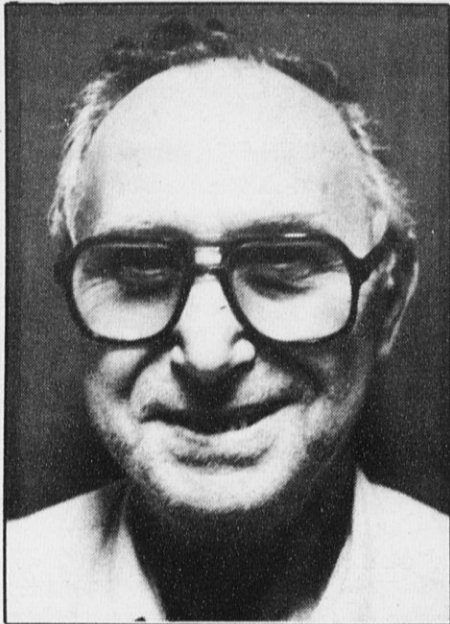
Do you think it's important to celebrate Black History Month?

WHERE ASKED: NEW YORK CITY METROPOLITAN REGION II



GLORIA BOOKER Dept. of Labor Local 350

"It's about time that somebody acknowledged our famous people in history, namely the state, since there are so many black state workers."



SOL COHEN Dept. of Labor Local 350

"I'm very happy that blacks get the chance to do what they can do. I'm a minority too...education is very important and black history month goes along with that."



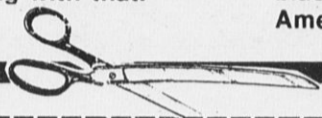
NEVADA SOLANO NY Psychiatric Inst. Local 419

"I think it's long overdue and an asset to better relations between the races with an acknowledgment of the contributions that black Americans have made to American history."



MICHELENA IMPOLLONIA Creedmoor/Fineson Local 406

"Black History Month should be honored. It is about a culture that should be recognized. Blacks are entitled to a celebration of their heritage like everybody else."



ATTENTION: SCHOOL BUS DRIVERS

Seat Belts: Yes or No???

CSEA wants to know what school bus drivers think about the idea of requiring seat belts on school buses. Please take the time to complete the questions below, and then IMMEDIATELY send to CSEA, Attn: School District Affairs Dept., 143 Washington Avenue, Albany, N.Y. 12210.

ARE SEAT BELTS NECESSARY? YES _____ NO _____
WHY? _____

WILL SEAT BELTS IMPROVE SAFETY? YES _____ NO _____
WHY? _____

DESCRIBE THE ADVANTAGES OF SEAT BELTS _____

DESCRIBE THE DISADVANTAGES OF SEAT BELTS _____

DOES YOUR SCHOOL DISTRICT CURRENTLY REQUIRE SEAT BELTS? YES _____ NO _____
IF YES, WHAT ARE THE RESULTS? _____

Optional: _____
Name _____
Address _____
Job title _____
School District _____

SEND IMMEDIATELY TO:
CSEA, Attn: School District Affairs Dept.,
143 Washington Avenue, Albany, N.Y. 12210

Brookhaven battle

CSEA units hold onto right to separate negotiations

BROOKHAVEN — The Public Employment Relations Board has ordered the town of Brookhaven to “cease and desist from refusing to meet with CSEA” and to “negotiate in good faith.”

According to CSEA Field Representative Ron King, the problems began when he sent a letter to the town asking that they start negotiations. The town didn't answer the letter and the issue was brought before an administrative law judge, who found

the town in violation.

The town appealed, but CSEA won the appeal.

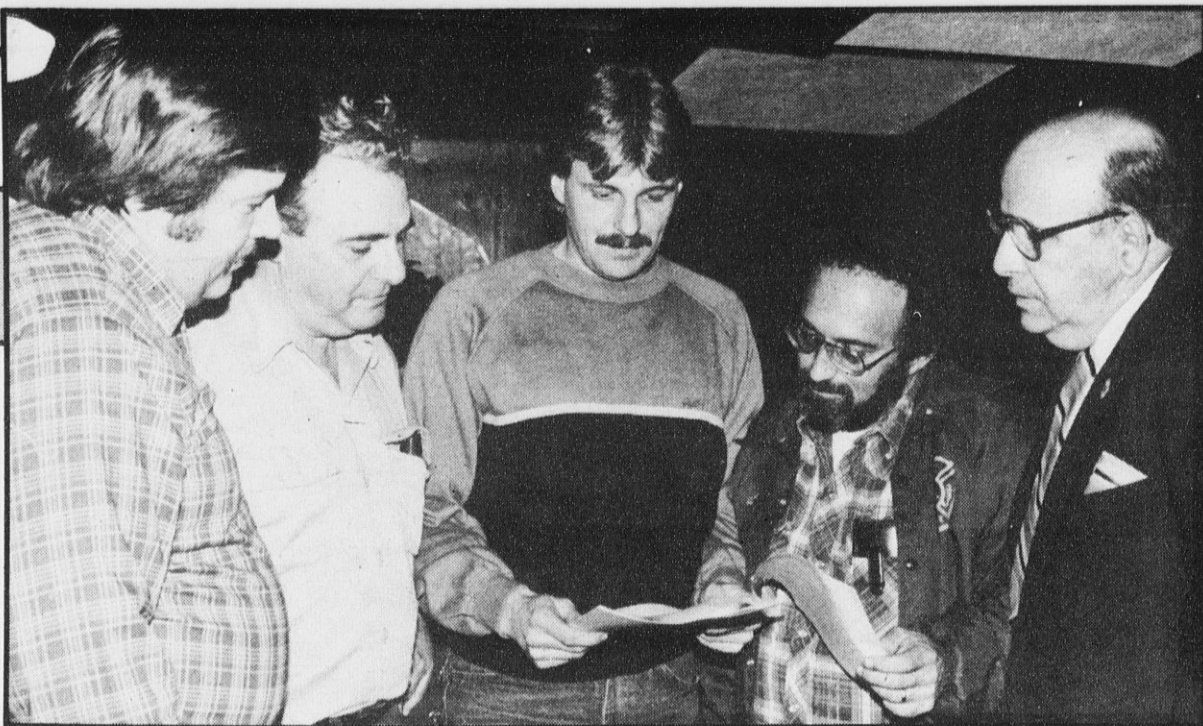
The town then wrote a letter asking that PERB reconsider the decision and requesting that Brookhaven units be consolidated for negotiations. PERB Director of Conciliation Services rendered a separate decision which stated that the CSEA units should remain separate entities. (There are currently three units, the

blue collar, white collar and highway.) He used the PERB decision as a basis for his decision.

Now, the town is appealing the director's decision.

“It is extremely unlikely that PERB will reverse its decision on the consolidation matter,” said King. “This is simply another delay tactic used by the town to further stall negotiations,” King declared.

“The entire issue should be resolved in eight to 10 weeks,” he said.



MEMBERS OF SUFFOLK LOCAL 852 look over winning decision which orders the Town of Brookhaven to negotiate with CSEA “in good faith.” Pictured, from left, are: Suffolk Local President John Stein; Brookhaven Blue Collar Unit's former president, Richard Pepe; unit Vice President Bill Cullity; President Pasquale DeLuca; and Suffolk Local First Vice President William Maccaro.



Pepe steps down as unit president

RICHARD PEPE, who has stepped down from his position as Brookhaven Blue Collar Unit president, was recently honored for his service to CSEA members. Pepe, who held that post for nearly three years, has been succeeded by Pasquale DeLuca. Recently, the Brookhaven Blue Collar Executive Board presented Pepe with a plaque in recognition of his contribution to the union. Pictured at presentation are, from left: Tommy Rea, second vice president; Bill Cullity, first vice president; Pasquale DeLuca, Richard Pepe; John Stein, Local 852 president; Lisa Schneider, secretary; William Maccaro, Local 852 first vice president; and Meg Shutka, treasurer.

Union wins decision on recall pay

OLEAN — Four hours of recall pay awarded to a Cattaraugus County public health nurse by an arbitrator's ruling has reinforced an important contract provision CSEA negotiated for workers here.

Bonnie Porcello, a member of Cattaraugus County Local 805, had been denied the four hours of recall pay due her, until the arbitrator's binding decision.

As a public health nurse, Porcello provides home care services, mostly through home visits made weekdays during regular work hours. In some cases, weekend home visits are required, and these are prescheduled and rotated among the public health nurses who are assigned to the home care section. The visiting nurses are paid a minimum of four hours for the prescheduled visits under terms of a contract section that specifically addresses the issue.

In this case, Porcello received a phone call at home on a Saturday

evening from her supervisor advising that she might be required to make an additional visit — outside her prescheduled ones — on Sunday. She was called on Sunday morning and directed to make the additional visit, which she did.

When she made out her time card, Porcello followed the usual practice of claiming the four hours due her under the nursing visit provision under the contract. She also claimed four hours due her under a recall pay article of the pact, for the visit that was not originally scheduled, but it didn't show up in her pay check.

Porcello grieved the county's refusal of her recall pay claim, and the matter was then submitted to arbitration, where testimony of other nurses showed recall pay had been normally paid under the same circumstances.

CSEA Attorney John LaMancuso and Field Representative Mike Painter brought the matter to successful arbitration.



"CONTRACTING-OUT IS A CANCER we must fight against," John D. Corcoran Jr., Capital Region director, tells the audience at a recent meeting of Region IV's leadership.



KEN KLEMP and Roberta Solati of CSEA Executive Local 659 exchange views with Netha DeGross of Division of Parole Local 669.



COLUMBIA COUNTY'S SHIRLEY POKOS, left, listens as CSEA Region leaders discuss an issue of union concern at a recent Region IV meeting.

ISSUES AT REGION IV MEETING

On privatization, parking & pulling teeth

By Daniel X. Campbell
CSEA Communications Associate

LATHAM — The problem of contracting-out is spreading and CSEA is working to head it off before it reaches epidemic proportions.

That's the message some 250 union activists and leaders from Capital Region IV heard at a recent regional meeting here.

Region IV Director John D. Corcoran Jr., a member of a special CSEA staff committee studying contracting-out, painted a scary picture of the burgeoning practice of contracting out public employee jobs. He ran down a list of examples.

"OGS — contract cleaners, electricians, painters, carpenters — 35 jobs. Social Services — medicaid reimbursement unit — 500 jobs. OMH main office — 23 jobs. Public Service — 11 jobs!" said Corcoran.

"I can't begin to tell you about the subcontracting going on in DOT, Labor, En Con, Parks and Recreations and Education. But I can tell you that it is pervasive. My research indicates this is only the tip of the iceberg," he said.

The objective of the special contracting-out committee is to formulate a unified statewide strategy to combat this spreading issue of concern. "Everyone won't want a slice of the contracting-out pie," Corcoran said, "but the next slice of pie they're interested in may be yours."

Dr. Robert Santoro, the new owner of Rose Dental Associates in Albany, also addressed the regional meeting.

"I am proud to be associated with CSEA," Santoro said. "In all my extensive experience, I have never been involved with such a thorough dental health care benefit program," the doctor noted.

Santoro told the audience that he wants his facility to become a major provider of dental services for CSEA-represented employees.

"Because of CSEA concern, many public employees with large families can afford to have extensive dental health care programs for all their children and themselves. Because of CSEA concern, members can seek professional dental services to address their individual treatment need with the vast majority of the cost, if not all of the cost, being paid through the union's benefit fund or through contractual agreements," Santoro noted. "This is a great benefit which CSEA should be proud of and which CSEA should constantly seek to improve."

Santoro indicated that his facility was going to continue to offer reduced rates for CSEA members not currently covered by the EBF.

One of the major reports of the meeting centered on the parking problem facing state employees who work in the downtown Albany area.

"Parking is a problem now because state management failed to adequately address the concern 20 years ago when the Empire State Plaza was being built," said Ellen Fontanelli, chairwoman of the region's uptown committee and member of the CSEA parking committee. "We want state management to address this problem quickly."

Two die in mishaps

The fact that public employment is often fraught with dangers and can become deadly was emphasized with the deaths recently of two CSEA members as the result of separate on-the-job accidents.

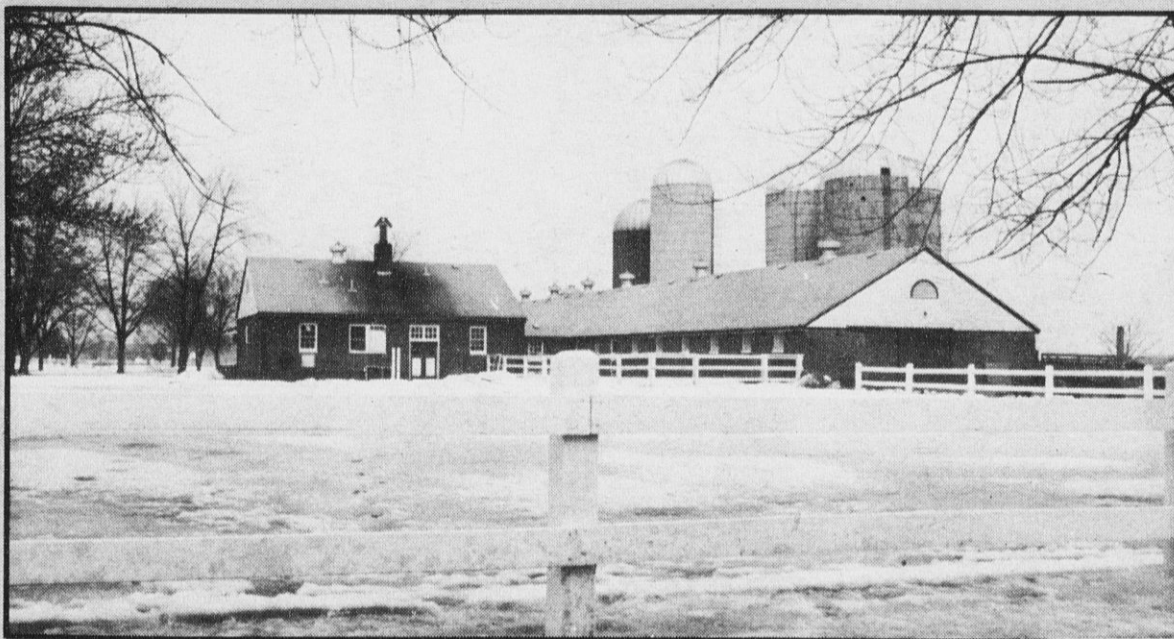
CSEA and state occupational safety and health representatives are continuing investigations into a Feb. 21 accident at the Greene Correctional Facility that injured a stationary engineer, who later died, and a Feb. 25 accident that claimed the life of a refrigeration mechanic at Harlem Valley Psychiatric Center.

William Snyder, 34, died Feb. 25 of injuries he received on Feb. 21 when he was severely burned by steam when a pipe broke loose from a boiler he was working on at Greene Correctional Facility in Coxsackie.

Richard J. Doyle, 47, died on Feb. 26 when a compressed air tank he was working on exploded in the power plant building at Harlem Valley Psychiatric Center in Wingdale.

Mr. Snyder, a stationary engineer, was a former CSEA local president. Ironically, the boiler he was working on at the time of the mishap was one of the topics at the first labor-management meeting of the newly formed safety and health committee at the facility on Feb. 19, just two days before the accident.

Union officials say the boiler room operations log indicates that since at least

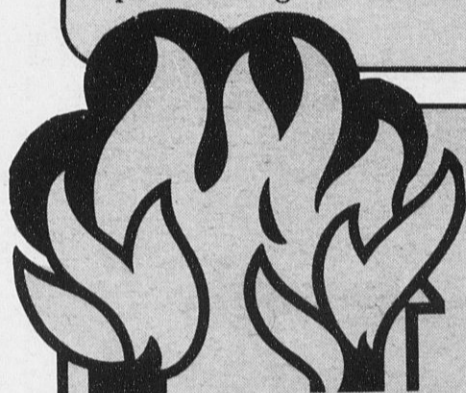


THIS DECEPTIVELY SERENE farm-like setting is actually part of the Greene Correctional Facility at Coxsackie, and was the scene of a mishap which fatally injured William Snyder, one of two public employees who died recently of on-the-job injuries.

October, 1985, the burner repeatedly malfunctioned with resultant internal detonations in the boiler. The burner was replaced on Dec. 3, 1985 but the Labor Department was not asked to reinspect the boiler, according to union officials. Union officials said that management representatives at the Feb. 19 labor-management meeting assured that the boiler

would be evaluated for possible replacement.

Mr. Doyle, a refrigeration mechanic, was found dead of injuries he received when the compressed air tank he was working on apparently exploded in a workshop room at the Harlem Valley Psychiatric Center power plant building. He was alone in the room at the time and reportedly no one heard the explosion due to nearby equipment noise.



Fire heavily damages Albany state offices

ALBANY—CSEA President William L. McGowan is calling for more frequent fire evacuation drills for employees and the addition of more smoke detectors in the wake of a fire March 3 which caused fire, smoke and water damage to the top five floors of one of the several tall state office buildings comprising the huge Empire State Plaza complex in downtown Albany.

McGowan said it was fortunate the fire, which heavily damaged the 19th floor of Agency Building 4, broke out during evening hours when the 20-story structure was largely unoccupied. Several people working in the building, including cleaning and maintenance employees who are CSEA members, escaped without injury, but at least three Albany firefighters were injured fighting the fire.

During normal working hours, more than 2,000 state employees are located in that building and the building is busy with general public visitors. The fire, still

under investigation, was reported at about 7:50 p.m. and was confined to the 19th floor but the four other floors received smoke and water damage as well.

McGowan said more frequent fire evacuation drills should be scheduled by the state to reinforce the proper way to exit the many highrise state office buildings in Albany, and called for the addition of many more smoke and fire detectors than are presently in the facilities. He noted that smoke from the fire was detected by a person in the building rather than by any of the few detectors now in place.

McGowan pointed out that it was CSEA which years ago expressed concern about fire safety in the downtown government office complex. In 1982 CSEA filed an official OSHA complaint demanding additional alternate exits be built in the four agency buildings in the downtown plaza so that both employees and the

general public would have more exits in case of fire. CSEA succeeded in forcing the state to build the new exits, ahead of the original schedule, and also to construct new fire wall corridors and walls in the building for additional safety from fire.

Many state employees normally assigned to the top five floors of the structure are working out of temporary locations elsewhere until it is determined when they will be able to return to the damaged floors.

McGowan, and state officials, had high praise for Albany firefighters for their handling of the incident. McGowan was quick to point out the extreme value of Engine 6, located across the street from the huge plaza complex, and said it would be a mistake for the city of Albany to go ahead with announced plans to close down the stationhouse. The next closest stationhouse is about one mile away.