

THE PUBLIC SECTOR

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


4
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Monday, June 15, 1987

HOME OF THE BIG

BANG

see page 3



RENSSELAER COUNTY
WASTEWATER TREATMENT PLANT
SEWER DISTRICT NO. 1

Annual delegate meeting deadlines

Officially it's not even summer yet, but it's none too soon for delegates and officers to start planning for CSEA's 77th Annual Delegates meeting scheduled for Sept. 27 - Oct. 2 at the Rochester Riverside Convention Center in Rochester.

With that in mind, CSEA President William L. McGowan and statewide Secretary Irene Carr have mailed out a complete packet of information to statewide officers, regional officers, local presidents and members of CSEA's Board of Directors.

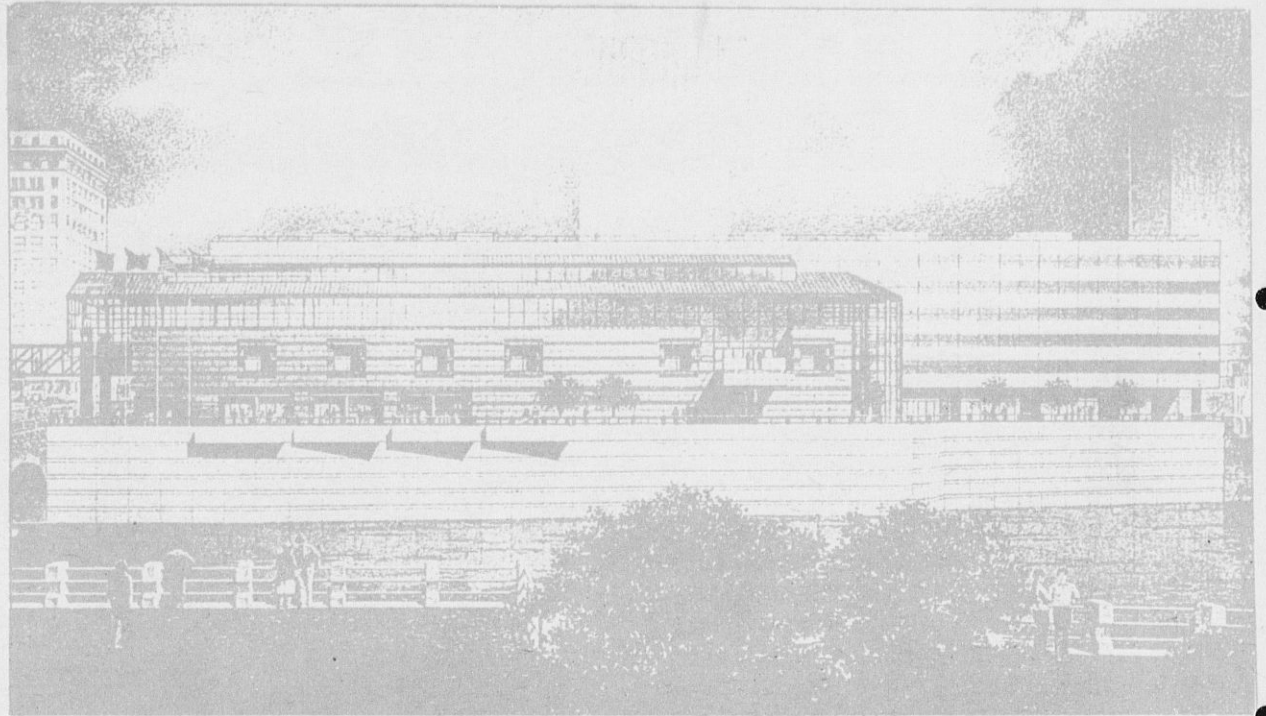
NO PRE-REGISTRATION THIS TIME

One important change in preparation for the union's 1987 annual meeting is the elimination of pre-registration of delegates. Included in the packets just mailed out are green colored Local Delegate Certification forms which are to be completed for each delegates and must be signed by the local president and returned to the delegates, who will then be responsible for bringing the form to the annual meeting for proper registration. The new process utilizes computerized data and is expected to reduce costs and save time while simplifying registration.

HOTEL RESERVATIONS NOW BEING TAKEN

All CSEA hotel reservations MUST be made on reservation forms included in the packets.

Room reservations must be made by Aug. 23. The reservation form is to be mailed to the Central Housing Bureau, Rochester/Monroe



THE ROCHESTER RIVERSIDE CONVENTION CENTER — site of CSEA's 77th Annual Delegates Meeting Sept. 27 - Oct. 2, 1987. The convention center is located in the heart of downtown Rochester.

County Convention and Visitors Bureau not later than Aug. 23. Upon acceptance of a reservation, the individual will be notified directly by the

hotel and the delegate will then be required to send a deposit directly to the hotel involved. No arrangements for hotel accommodations will be made through CSEA.

AMENDMENTS, RESOLUTIONS DEADLINES

Proposed amendments to CSEA's Constitution and By-Laws must be submitted to statewide Secretary Carr at least 90 days prior to the annual meeting, and resolutions must be submitted to Carr at least 60 days before the meeting.

Amendments to the Constitution and By-Laws are due by June 29 and resolutions should be submitted by July 29.

Included with the packet of information and forms is a tentative agenda for the 77th Annual Delegates Meeting.

The key information at this time, then, is:

- 1) Room reservations must be made on the proper form not later than Aug. 23;
- 2) There will be no pre-registration of delegates. Instead, local presidents must sign official Local Delegate Certification forms and the form must be brought to the annual meeting by the delegates to facilitate registration at that time;
- 3) Proposed amendments to the Constitution and By-Laws are due by June 29 and proposed resolutions by July 29;
- 4) The 77th Annual Delegates Meeting is scheduled for Sept. 27 - Oct. 2 at the Rochester Riverside Convention Center; and
- 5) Information packets have been mailed to local presidents, statewide officers, regional officers and members of the Board of Directors. Delegates should contact their local president for information.



BOARD OF DIRECTORS Summary of May meeting

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

ALBANY — CSEA's statewide Board of Directors met here on May 27. In official actions, the Board:

- * Granted \$1,000 to the United Farm Workers' grape boycott;
- * Directed CSEA department heads to prepare itemized budget for 1987-88 fiscal year;
- * Went on record in support of workers currently on strike against Blue Cross/Blue Shield in western New York;
- * Requested monthly accounting of legal expenses;
- * OK'd purchase of new photocopier for Region II office;
- * Changed name of CSEA Local 561 from South Lansing School for Girls to Lansing/MacCormick Division for Youth;
- * Revised procedures for filing of improper practices so that "it will be the responsibility of CSEA professional staff . . . to file all Improper Practice Charges in

State Locals and in Local Government Locals and Units";

- * Authorized funds to make various Headquarters' building improvements;
- * Extended membership in CSEA Local 659 to include state employees working in Warren, Hamilton, Washington, Saratoga, Schenectady, Montgomery, Albany, Schoharie, Greene, Columbia, Rensselaer and Fulton counties not otherwise eligible for membership in in any other existing local;
- * Awarded \$5,000 for the "Say No to Drugs" program.

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

Public SECTOR

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Are chemicals and sewage an explosive combination?

CSEA says maybe in Rensselaer

Compiled by Daniel X. Campbell
CSEA Communications Associate

TROY — An explosion that ripped apart a portion of the Rensselaer County Sewage Treatment Plant on May 3 has led to more questions than answers as CSEA investigates why it happened.

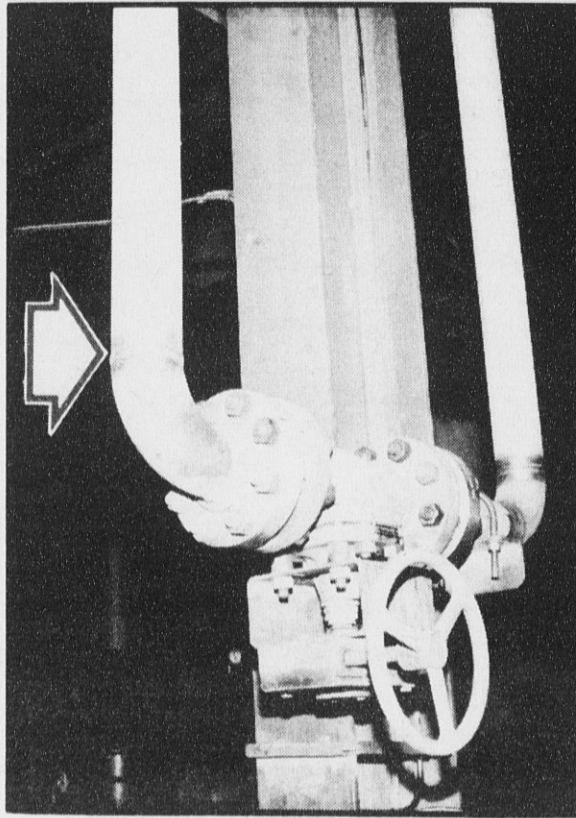
CSEA will have to find the answer to the riddle over the opposition of plant management, which says there are no safety problems despite the May 3 explosion and, CSEA claims, dozens of other pipe ruptures of a lesser magnitude over the past several months.

In the May 3 incident, a compressor pipe rated up to 4,000 pounds of pressure per square inch shattered with such force as to blow out six windows in a nearby control room, knock out a very large plate glass window in the side of the building and damage other pipes and equipment. CSEA has charged that management failed to immediately report the incident, and the union asked the state Department of Labor (DOL) to investigate.

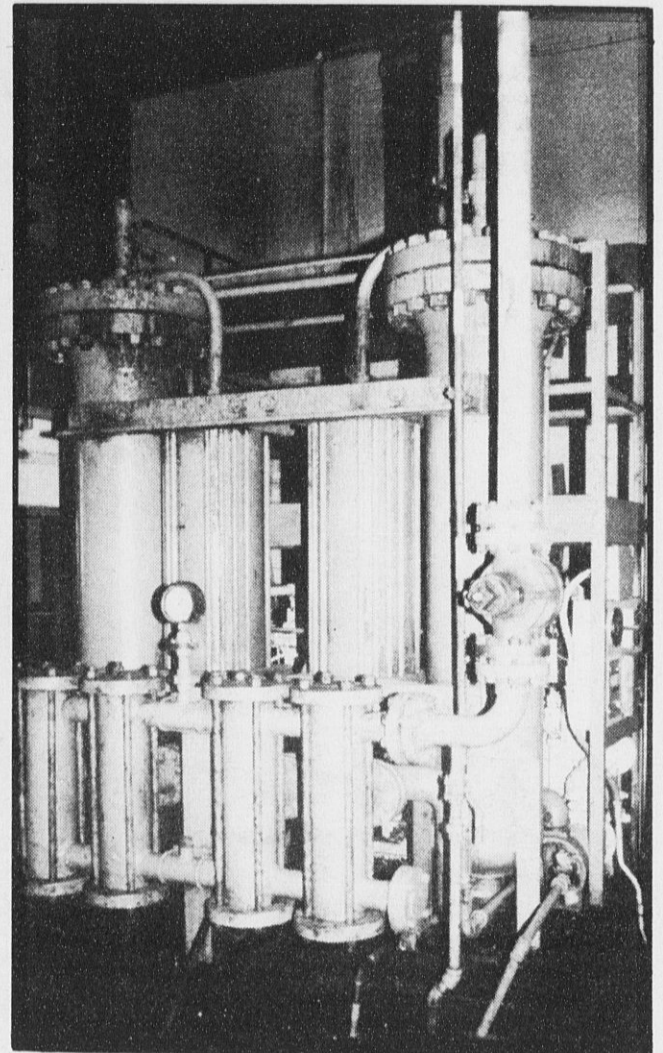
The union says it apparently can't expect much help from DOL either, which says it found no safety violations in the aftermath of the blast.

Dissatisfied with plant conditions, CSEA filed a second complaint under the state's Right To Know Law, alleging employees are being forced to work with unknown toxic chemicals and that the facility has inadequate safety equipment and training programs for the employees.

CSEA claims that nearly a quarter of the 24 million gallons of sewage flow through the facility daily comes from two large chemical plants in the city of Rensselaer. The union charges that plant employees are unaware of what chemicals are involved and that they are ill-equipped and ill-trained to react to them in an emergency situation,



ARROW POINTS TO a compressor pipe, above, similar to one which blew apart under pressure on May 3 at Rensselaer County Sewage Treatment Plant. At right is part of the Zimpro Unit involved in the heating of sludge during of the sewage treatment process. The explosion involved a portion of the overall Simpro Unit.



such as pipe ruptures.

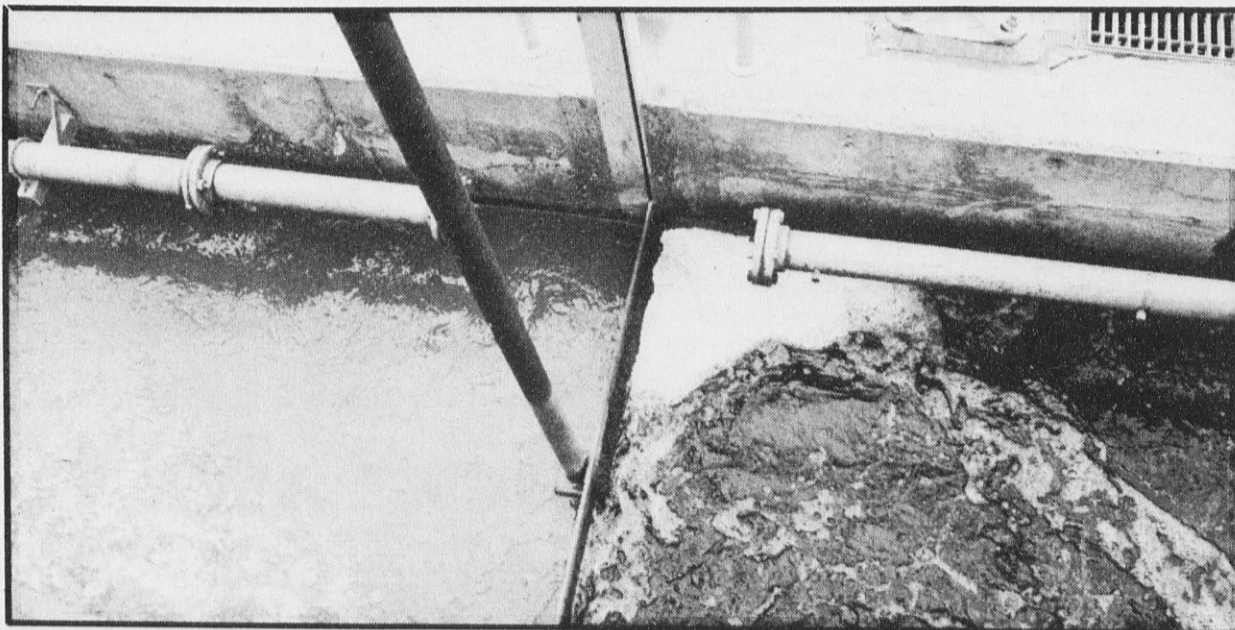
CSEA also claims that fumes permeate the facility and underground pumping stations between the chemical plants and the facility and employees often complain of dizziness and illness. One union theory regarding the May 3 incident is that chemical fumes might have enlarged the explosive force when the pipe burst under pressure.

"This plant may be receiving much higher loads of toxic chemicals that it was designed to handle," CSEA Industrial Hygienist JoAnn Curtis said after inspecting the sewage treatment facility. She noted a state Environmental Conservation report on the discharge from the facility found chromium, copper, toluene, zinc, arsenic, phenols, dichlorethane, methylene chloride and phthalates. She said it's likely other unidentified chemicals are also present in the incoming waste and in the immediate area where the May 3 pipe explosion occurred.

She has been assisting Rensselaer County CSEA Local 842 Vice President Tom Connell, local Safety Committee Chairperson Dan Crawley and CSEA Field Representative Pat Domaratz in follow-up investigations of conditions at the facility.

CSEA said it has uncovered a definite lack of information to the employees concerning chemicals they may be exposed to and inadequate training and safety equipment at the sewage treatment facility. A union spokesperson said this should be borne out when DOL issues a report on its most recent inspection of the facility, although the union voiced concerns about a less-than-thorough walk-through inspection process.

Meanwhile the union has also requested copies of reports on the series of pipe ruptures it says has occurred frequently at the facility, but which the union believes are not always reported. At press time that request had not been responded to.



YOU CAN SEE THE DIFFERENCE—The sewage in the left tank comes into the Rensselaer County Sewage Treatment Plant from the city of Troy. The darker, more murky sewage at right comes from the city of Rensselaer. CSEA contends the difference, apparent to the eye and the nose, is the result of unknown chemicals from two large chemical plants in Rensselaer. The union says employees are not properly informed about those chemicals and are poorly trained to deal with any emergency involving them.

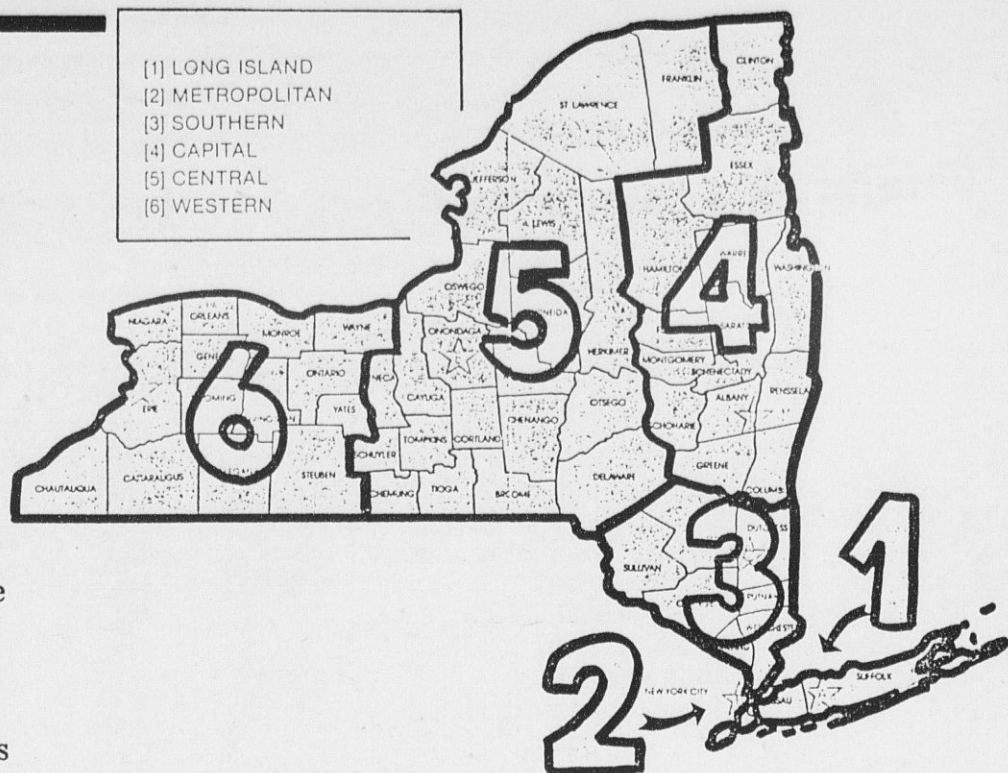
REGIONAL ELECTION RESULTS

CSEA members have elected slates of officers in each of the union's six regions, according to complete but as yet unofficial election results reported by the Independent Election Corporation of America (IECA), which conducted the balloting.

In a separate election also supervised by IECA, members have also filled three vacant seats on the union's statewide Board of Directors.

Results of both elections are unofficial pending certification of the winners.

Following are the unofficial results of both the regional officers and statewide Board of Directors elections as reported by IECA.



Long Island Region

Regional President: Danny Donohue
 First Vice President: Jerry Donahue
 Second Vice President: Gloria E. Moran
 Third Vice President: Nancy Hernandez
 Fourth Vice President: Carol Guardiano
 Secretary: Dorothy Goetz
 Treasurer: Barbara Allen

Metropolitan Region

Regional President: George Boncoraglio
 First Vice President: Denise Berkley
 Second Vice President: (no candidate)
 Third Vice President: Denis Tobin
 Secretary: Harriet Hart
 Treasurer: Sharon Katz

Southern Region

Regional President: Pat Mascioli
 First Vice President: Jack Cassidy
 Second Vice President: Rose Marcinkowski
 Third Vice President: John E. Lowery
 Secretary: Madeleine Gallagher
 Treasurer: Claire Rubenstein

Capital Region

Regional President: C. Allen Mead
 First Vice President: Joan Tobin
 Second Vice President: Carmen Bagnoli
 Third Vice President: Louis J. Altieri
 Secretary: Judy Remington
 Treasurer: Barbara Stack

Central Region

Regional President: James J. Moore
 Executive Vice President: Kathy Collins
 First Vice President: Dolores Herrig
 Second Vice President: Mark Smacher
 Third Vice President: Dale King
 Recording Secretary: Dorothy Penner-Breen
 Treasurer: Maureen Malone

Western Region

Regional President: Robert L. Lattimer
 First Vice President: Florence Tripi
 Second Vice President: Marie A. Prince
 Third Vice President: Thomas J. Warzel
 Secretary: Candy Saxon
 Treasurer: James V. Kurtz

Three elected to vacant Board of Director seats

CSEA members have elected candidates to fill three vacant seats on the union's statewide Board of Directors.

According to unofficial figures released by the Independent Election Corporation of America, here are the results:

MENTAL HYGIENE REGION I:

Pat Hahn

EXECUTIVE DEPARTMENT:

Netha DeGross

DUTCHESS COUNTY:

Barbara J. Hogan

Friends in need

CSEA members help co-worker rebuild

By Ron Wofford
CSEA Communications Associate

FREDONIA — When fire ravaged his home, completely destroying it, Fredonia village employee David Ardillo first counted his blessings that no one was hurt.

But he is now thankful for the aid that came his way through co-workers and fellow CSEA members who pitched in with elbow grease and cash contributions to help him and his family get back on their feet again.

"I'm just so thankful," said Ardillo, who had worked for seven years as a laborer in the Streets Department. "I don't know where to start in expressing my gratitude."

A swiftly moving blaze, later attributed to an unattended cigarette in an ashtray, engulfed his family's mobile home. Ardillo was able to get his three-year-old daughter out of the home to safety. She was the only one of his five children home when the afternoon blaze broke out.

But their family possessions were destroyed and water damage occurred as the local volunteer fire department fought the blaze. Ironically, some of Ardillo's co-workers responded to the fire call.

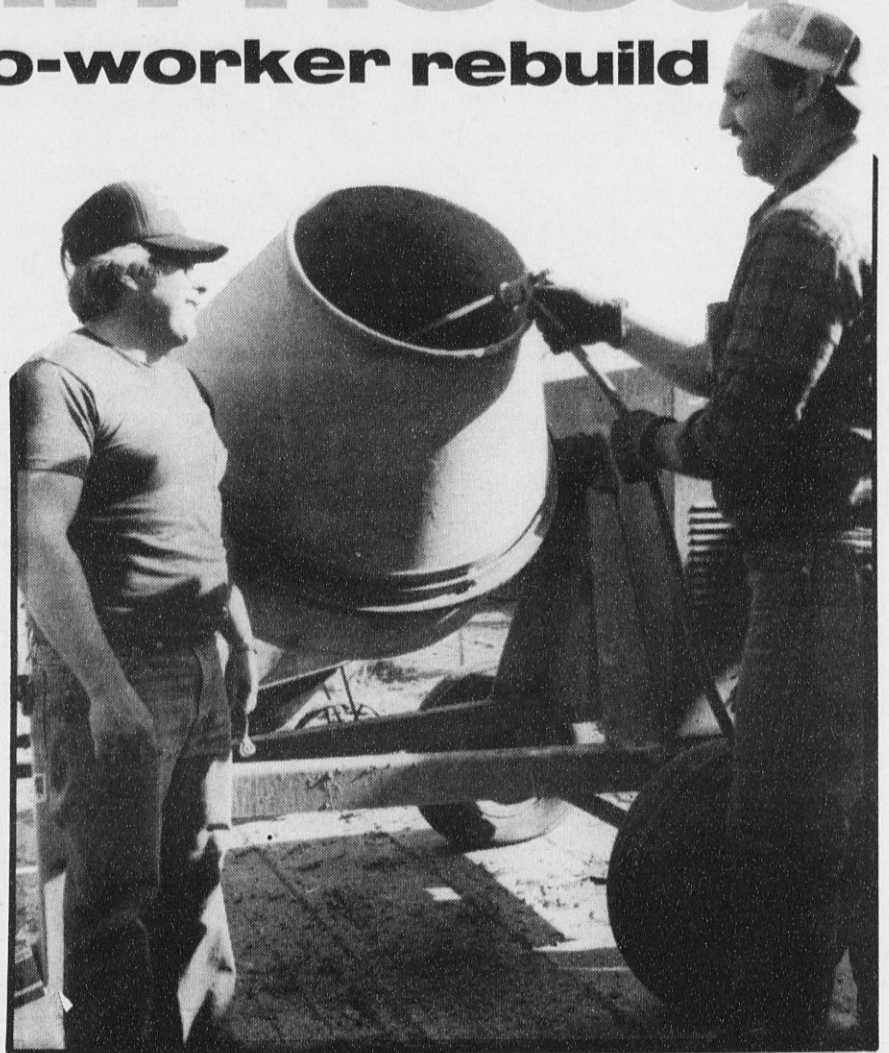
Many co-workers also pitched in to help clear away the debris and pour concrete pillars to anchor a new mobile home for the Ardillo family.

"It's just fantastic, overwhelming the way they helped us in our time of need," Ardillo said.

He especially expressed appreciation to village Unit President Perry Mitchell, Dan Morrison, Rich Butts, Dan Raynor, Louis Siragusa, Jody Benson, Jack Boland and Blackie Orazio for helping with the concrete pillars.

He also thanked Dick Maggio and the Chautauqua County CSEA Unit members whose cash contributions, combined with those from the Village of Fredonia Unit, totaled more than \$700.

Ardillo and his family are still struggling to reach normalcy, but he said, "thanks to my fellow workers and union members," the struggle has been made a lot easier.



LENDING A HAND to fellow CSEA member David Ardillo is Perry Mitchell, Fredonia Village CSEA Unit president. A fire left Ardillo and his family homeless but not friendless. Fellow union members not only collected money for the family, but also helped clear land and build a base for the Ardillos' new mobile home.

Workers rescue elderly from fire

By Charles McGeary
CSEA Communications Associate

OXFORD — Five employees of the Oxford Veterans Home who disregard their own safety to evacuate elderly residents after a fire broke out in a cottage at the Chautauqua County home have been honored for their heroics. Four of the five employees suffered injuries during the rescue while managing to engineer the evacuation within minutes.

While the resident in whose room the fire started later died, no other residents were injured thanks to the courage and expertise of the employees.

The employees, Aide Teresa Barrows, Aide

Sharon Preston, LPN Aurelia Hoffman, Supervisor Sue Darling and Aide Pat Barnard were honored with a state citation and a special reception, where they earned the praise of management and fire officials.

Barrows suffered second-degree burns on her hands and Preston, Hoffman and Barnard suffered smoke inhalation in the rescue. All have returned to work.

The fire started in the late evening in Pine Cottage, and as soon as the alarm sounded, Barrows saw Room 36 indicated on the fire panel and rushed to the room. The door felt cool and she saw no smoke, so she opened it.

Smoke was filling the room and the elderly male resident was standing next to

his chair. His clothes were burning and there appeared to be fire under his chair.

Barrows wrapped her sweater around the 88-year-old man to smother the flames. Then Preston came in, grabbed a sheet and with Barrows, wrapped it around the resident, got him to the floor and dragged him from the room, closing the door behind them.

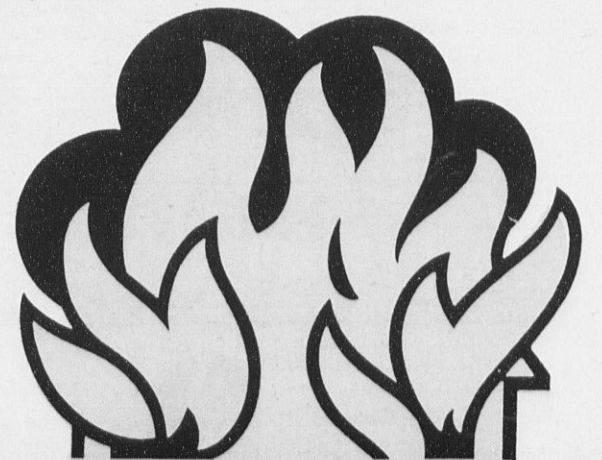
Meanwhile, Darling, Barnard and Hoffman had been evacuating residents from nearby rooms. Within six minutes, everyone was out of the area and protected by fire doors. By the time the fire department arrived, the other cottage residents were evacuated.

Although the employees' quick action saved most cottage residents from harm, the resident rescued from the flames in his room was hospitalized and died several weeks later.

Fire officials suspect a cigarette lighter may have caused the blaze.



OXFORD VETERANS HOME employees honored for their rescue actions during a residence fire are, from left, Sue Darling, Sharon Preston, Aurelia Hoffman and Teresa Barrows. Pat Barnard, also honored, was not present. Representing management are Bob Kistler, director of institutional management, and Mary Brown of the veteran's home.



CSEA blasts comp worth delay.

CSEA President William L. McGowan has harshly criticized the Governor's Office of Employee Relations (GOER) for an administrative error that will delay payment of retroactive pay increases for 42,000 CSEA members from "early summer" to "late summer."

In a letter to Thomas Hartnett, outgoing director of GOER, McGowan said it is "unconscionable" for the state to hold up payment to state workers whose salary grades were adjusted under a comparable worth plan which went into effect in April.

About 42,000 CSEA members are among 47,000 state workers who were upgraded under the plan and who will share in pay increases in excess of \$30 million as a result of salary reallocations.

The delay in payments is being caused by failure of the state to notify the state Legislature by April 1, as required, how the funds were being distributed under the program.

The following letter was delivered to GOER:

June 9, 1987

"Dear Mr. Hartnett:

I was shocked to unofficially learn, without you apprising the CSEA, that upward salary adjustments, resulting from the initial implementation of the results of the Pay Equity and Classification Studies would not be forthcoming in early summer as promised over two months ago.

All too often State employees are treated by the Governor's Office of Employee Relations as people without feelings wherein their plans, made on the basis of a State commitment to them, have to be pushed aside because of the inefficiency and "lack of caring" attitude on the part of high-level State managers.

It is unconscionable for your office to publicly indicate in a news conference and press release on April 7, 1987 that upward salary adjustments, resulting from the Pay Equity and Classification and Compensation Studies, could be expected in State employees' paychecks some time in early summer and to subsequently indicate that such payments would be delayed until late summer due to a lack of compliance with a legislative mandate necessary to release the funds for such payments. There can be no excuse for such mismanagement in matters of the utmost importance to the personal

financial planning of some 42,000 State employees in the CSEA negotiating units.

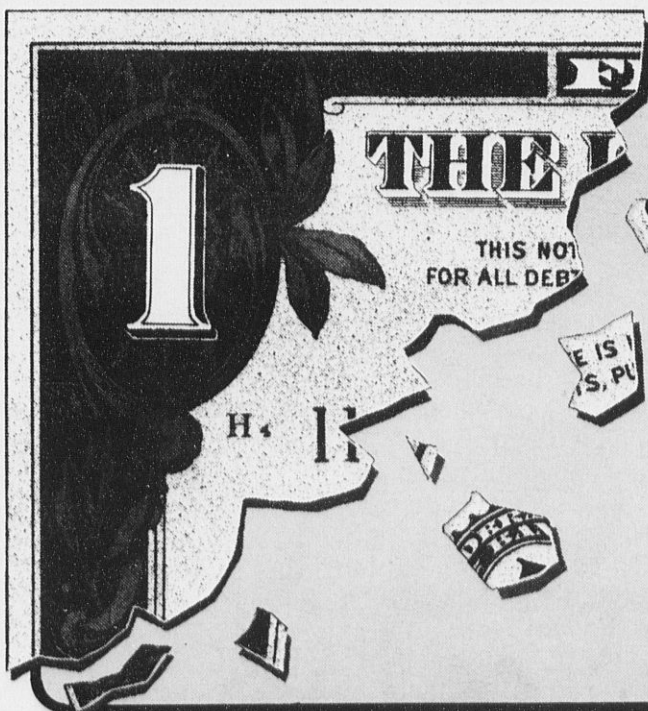
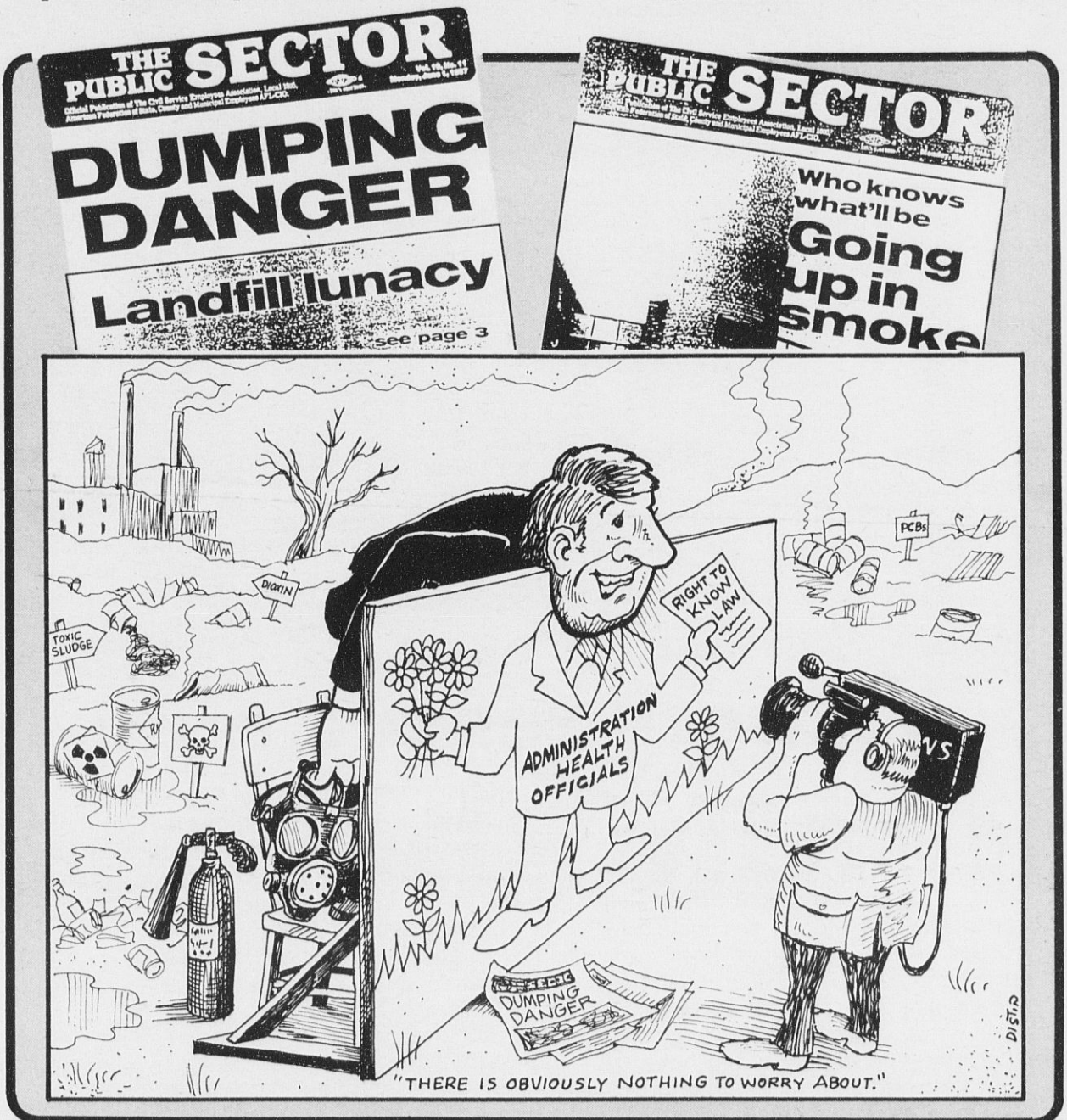
A lack of payment on a timely basis in the business world carries penalties against the payer. Such penalties include the payment of an additional amount or the payment of interest on the amount owed. Levies such as these are imposed on taxpayers, which includes State employees, when payment is made on an untimely basis beyond a specified deadline. The State of New York should not be exempt from making such penalty payments. Therefore, I am requesting that the prorated share of the

upward adjustments due to State employees in the CSEA bargaining units be increased by 5¼% for the period beginning July 1, 1987 until such payments are made.

I am also asking that the State make every effort to comply with its promise to pay these warranted adjustments to State employees, during the early summer, by directing the required staff in the Department of Audit and Control to work on an overtime basis in order to process such payments by July 1st.

Sincerely,

WILLIAM L. MCGOWAN"



Inflation eats away pension benefits

CSEA backs supplementation

CSEA is supporting with enthusiasm a proposal by state Comptroller Ned Regan that would provide a 6 percent across-the-board pension supplementation for retired public employees.

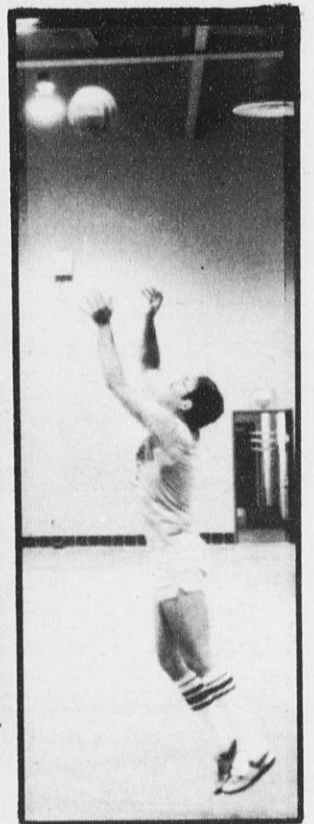
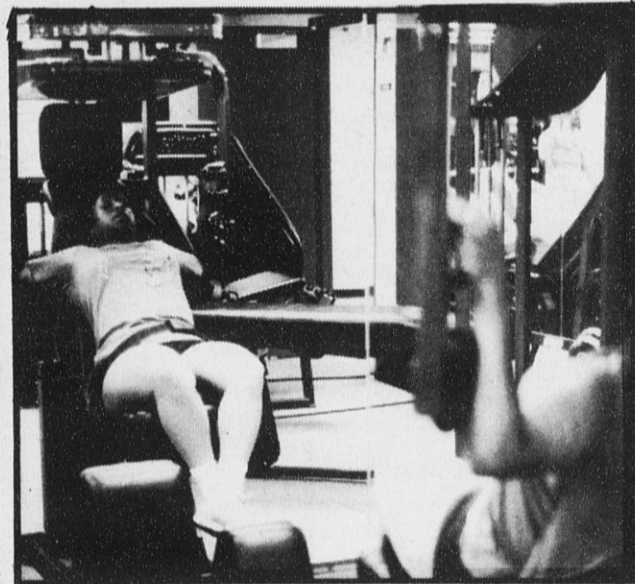
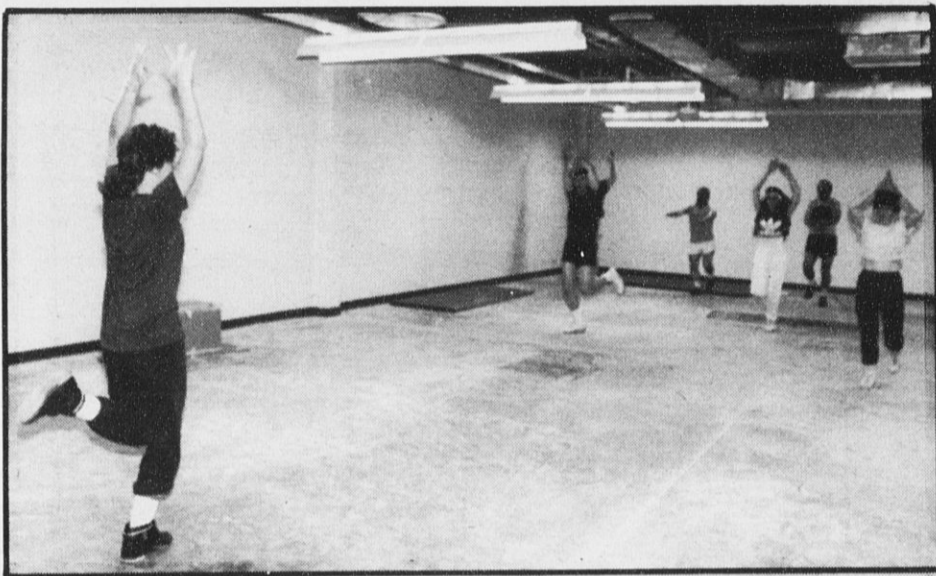
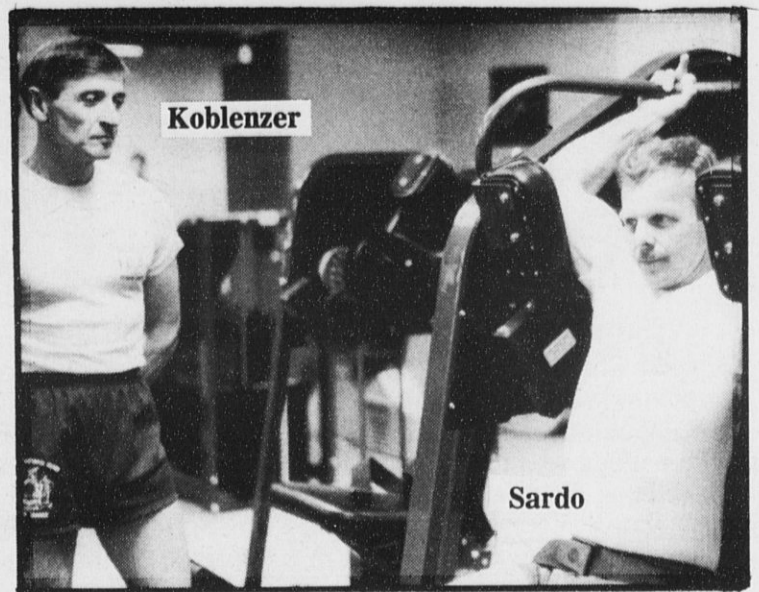
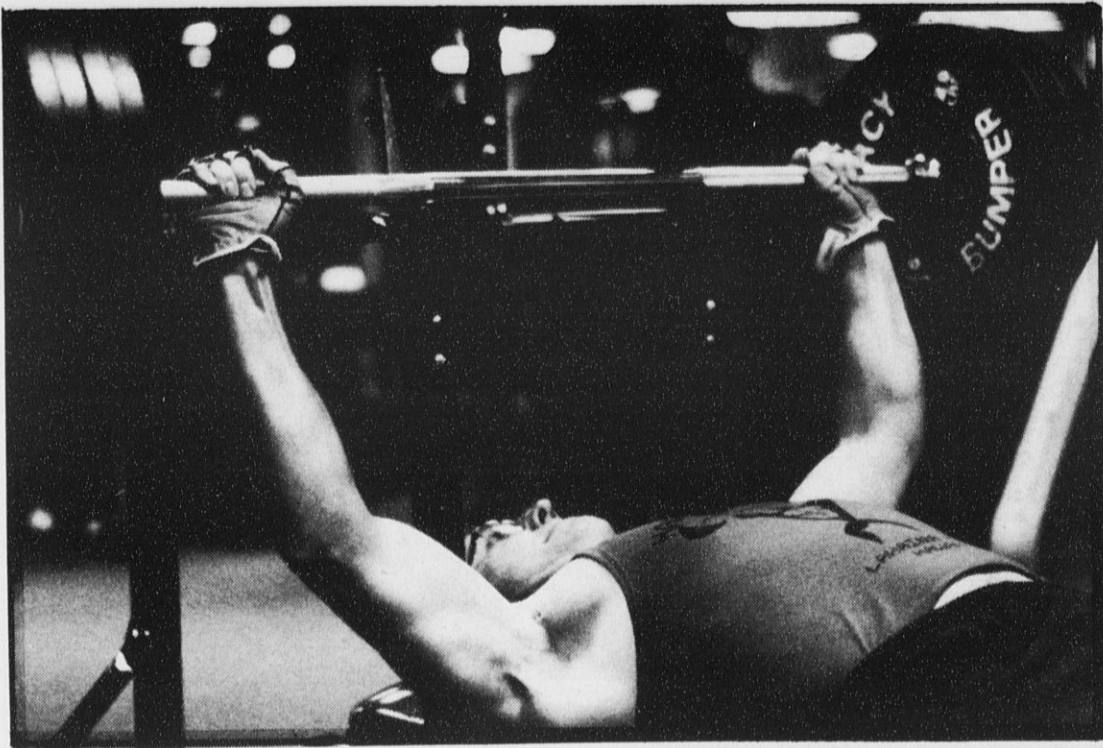
CSEA President William L. McGowan said the union's retiree division is strongly in favor of the proposal and is urging state legislators to rally behind it.

"Pension supplementation is desperately needed," McGowan said. "It's a myth that public employee pensions are generous, and the facts back me up." McGowan said the annual pension for

public employees averages only \$2,650 for those who retired in 1962; \$4,240 for 1972 retirees and just \$6,068 for anyone who left public employment in 1982.

"Those allowances are far below income needed for a decent standard of living, so extending pension supplementation is really crucial for thousands of retired civil servants," McGowan said.

According to CSEA, employees who retired in 1976 have received only a 6 percent supplementation in pension benefits while inflation rose by 89 percent during the same period.



DMNA exercise program is . . .

Really shaping up!

By Stephen Madarasz
CSEA Communications Associate

It's noon and a dozen men and women are working out on Nautilus weight training equipment under the supervision of trained instructors. In the next room, another dozen go through a strenuous aerobics session.

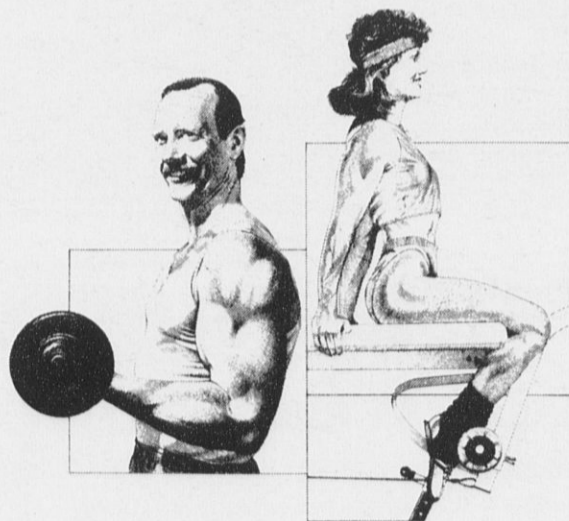
Nearby, there are volleyball and basketball games in progress, as well as serious runners traveling a measured course.

It may sound like an expensive health club, but it's actually a free, daily program at the New York State Division of Military and Naval Affairs (DMNA) headquarters in Albany.

"We started out in a basement room without much equipment in '84 and grew with enthusiasm," observes Bill Sardo, a civilian engineer and member of CSEA Local 277, who is also a command sergeant major in the reserves. Sardo is one of the program founders and works regularly as a trainer.

The program originated out of the need for military personnel and national guard members to stay in shape. They must each pass a physical fitness test twice a year or face dismissal.

Now, many CSEA-represented civilian employees also take advantage of the



voluntary program. With organized sessions offered before and after work and at lunch hour, about 150 of the building's 600 employees participate.

"We encourage everyone who works here to do something for regular exercise," adds Chief Warrant Officer Allen Koblenzer, another founder and fitness center coordinator.

All of the trainers, including Koblenzer volunteer their time to the program and receive professional Nautilus instruction before working with participants.

"We stress organized, safe activities," comments Koblenzer. "There are always trainers on duty when the center is open, who are available if people want help to get more from their workout."

When individuals enter the program, a trainer will take them through a full orientation of all equipment and exercise options. They also ask about objectives—lose weight, build muscles, etc. Based on the answers, they can recommend a suitable routine.

Looking at Sardo and Koblenzer is seeing individuals in great physical condition. To give some idea of how beneficial regular exercise can be, Koblenzer reveals that he scores higher on physical fitness tests today than he did 20 years ago.

But Sardo emphasizes there is more to staying in shape than just exercise: "We try to develop a whole training philosophy—supplementing the physical conditioning with good nutrition habits."

The program also gets a boost from the support and participation of some DMNA's top brass. Sardo explains that several of the generals and colonels have their own volleyball team and take on all comers in a game of "can you beat the boss?"

It adds a whole new perspective to labor/management activities.

Roger Kane new Region V director



REGION V DIRECTOR ROGER F. KANE

SYRACUSE — Roger F. Kane, a 17-year CSEA staff veteran, has been appointed regional director of Central Region V, succeeding Francis A. Martello, who earlier was named administrative director of field operations for CSEA statewide.

Kane is directly responsible for the delivery of union services to more than 40,000 state and local government CSEA members in the 20-county region. He supervises a support staff of 22 CSEA staff employees in the regional

headquarters in Syracuse and three satellite offices.

During his 17 years with CSEA Kane has worked as an organizer, a field representative and, for the past 13 years, a collective bargaining specialist.

An active athlete, he is an avid runner. Kane has competed in six marathon races, including the annual Boston and Marine Corps marathons.

A native of the Utica area, he and his wife, Janet, are the parents of five children.



Donald F. McCarthy promoted to region CBS post

McCARTHY

Donald F. McCarthy Jr., a field representative in Region IV for the past 13 years, has been promoted to local government collective bargaining specialist in the Capital Region.

McCarthy is a graduate of Siena College and was a member of the faculty at Albany Business College prior to joining CSEA. As a CSEA field representative he served state and local government subdivisions in Albany, Schenectady and Schoharie counties.



Engelhardt



McGraw



Wilson

Engelhardt gets EBF post; Wilson acting ed director

Sally Engelhardt, CSEA director of education and training since 1983, has been appointed director of marketing and communications for the CSEA Employee Benefit Fund (EBF).

Engelhardt succeeds Jason (Jase) P. McGraw, who has retired after serving in the post since 1983. Prior to that, McGraw

spent more than 15 years as a field representative and collective bargaining specialist with CSEA.

Education Training Specialist Peg Wilson has been named acting director of education and training, succeeding Engelhardt.



Szurnicki honored

Gregory Szurnicki from Kings Park, who has been a CSEA elected official and activist for many years, was honored recently after stepping down as chairperson of CSEA's standing Election Procedures Committee for the past several years.

Szurnicki, right, accepts an engraved silver bowl and congratulations from CSEA statewide President William L. McGowan during the most recent meeting of the union's statewide Board of Directors.

SUMMERSCAPE programs open on campuses soon

Time is running out to register for SUMMERSCAPE, the unique vacation opportunity for CSEA members.

The program offers low-cost housing and meals for members and their families from July 18 to Aug. 9 at five SUNY campuses, each with recreation facilities and with access to tourist and historic attractions. The campuses are at Oswego, Fredonia, Cortland, Plattsburgh and Potsdam.

For more information, write to the campus you would like to visit:

Conference Office, SUNY College at Oswego, Oswego, N.Y. 13126;

Patricia Feraldi, Housing Office, Gregory Hall, SUNY College at Fredonia, Fredonia, N.Y. 14063;

Office of Residence Life, SUNY College at Cortland, P.O. Box 2000, Cortland, N.Y. 13045;

Lillian Cassidy, Office of Lifelong Learning, SUNY College at Plattsburgh, Plattsburgh, N.Y. 12901;

Office of Residence Life, Sisson Hall, SUNY College at Potsdam, Potsdam, N.Y. 13676.

Learning and leading in local government



CSEA statewide President William L. McGowan congratulates Judy Remington of Region IV for collecting \$250 in pledges for the PEOPLE Run, the highest amount for one runner.

ROCHESTER — The annual Irving Flaumenbaum Memorial Local Government Workshop buzzed with enthusiasm and energy as more than 350 CSEA local government leaders and activists took on topics from affirmative action to contracting out.

Practical work sessions on improper practices and civil service exam preparation with information that leaders could bring back to their members were balanced with those that could enhance their own leadership skills.

For example, one illustrated how leaders can actively share their own commitment to CSEA with members; another offered a look at CSEA from a non-member's view and showed leaders how to analyze their local's strengths and weaknesses in order to improve and protect the union.

One highlight of the weekend workshop was the appearance of AFSCME International President Gerald McEntee. Stressing the importance of members' participation in the 1988 presidential election, McEntee encouraged the local government leaders to take an active role in the political process.

"AFSCME with 1,150,000 members can play a major role in electing the next president," he said. "(We are) looking for someone who believes in the dignity of work, the dignity of workers and especially the dignity of public workers."

The PEOPLE Run netted more than \$1,300 for political action on the federal level, PEOPLE Coordinator Cheryl Sheller reported during the general business session.

Other reports during the general session included updates on the smoking polity by CSEA Director of Health and Safety James Corcoran III, drug testing by Deputy Director for Local Government Ron King and Legislative and Political Action Committee Chairperson Joseph Conway, who also gave a legislative overview. Retiree Coordinator Kathleen Cahalan also discussed retiree issues. Representatives from the United Farm Workers showed the documentary "The Wrath of Grapes" about the boycott of California grapes.



AFSCME International President Gerald McEntee addressed the workshop participants, calling for activism in the 1988 presidential campaign. Dominic Spacone Jr., right, chairperson of the Local Government Executive Committee ran the general business meeting.



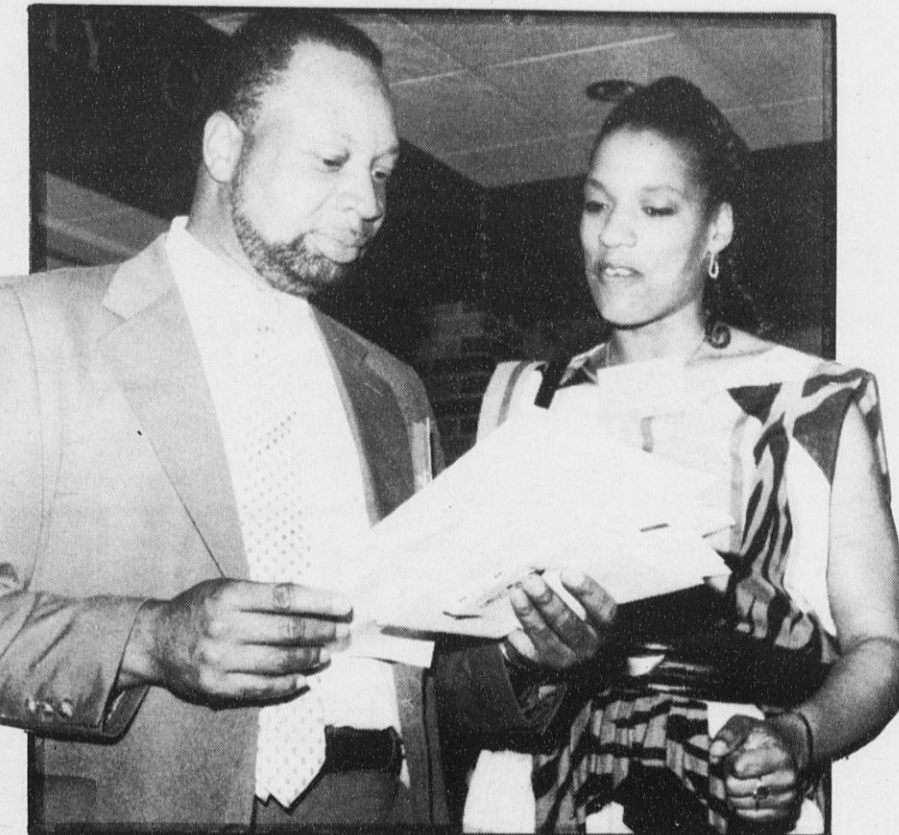
Darla Ostrum of Monroe County CSEA Local 828 takes a blood pressure reading for a fellow member. She staffed one of the information tables offering readings and health facts during the workshop.



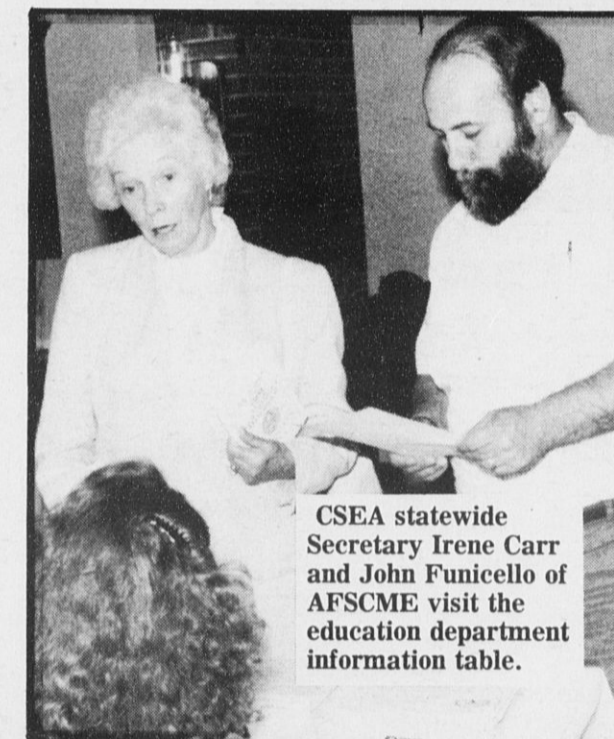
Peg Wilson, CSEA's acting director of education, makes a point during a workshop.



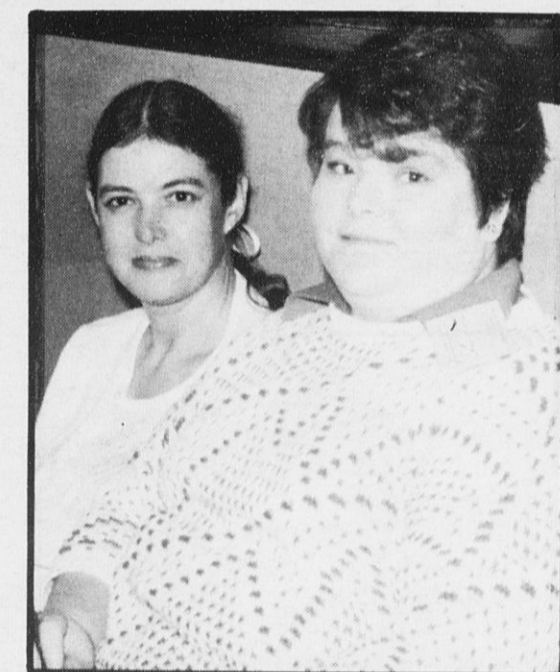
Consultant Kathleen Morrison leads a workshop affirmative action.



Region VI Director Robert Massey and Region II Third Vice President Denise Berkley, who is also a member of the statewide Human Rights Committee.



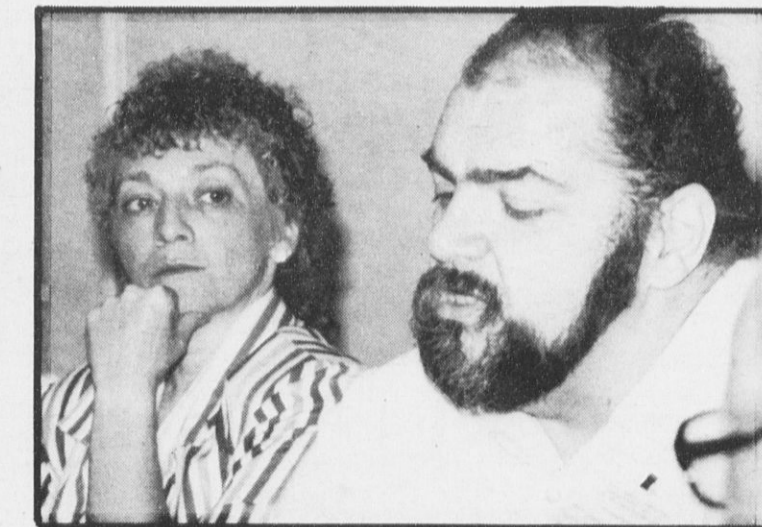
CSEA statewide Secretary Irene Carr and John Funicello of AFSCME visit the education department information table.



Members of Monroe County CSEA Local 828 Pam Tofany-Kern, left, and Amanda Rainey Lowell sit in on one of the work sessions.



Members listen to a presentation during the weekend workshop.



Frederick Nero of Dutchess County CSEA Local 814 participates in a work session during the Irving Flaumenbaum Memorial Local Government Workshop.

CSEA praises delay of court merger bill

ALBANY — The expected delay in passage of court merger legislation during this session of the state Legislature is a step in the right direction, according to CSEA.

State Senate Majority Leader Warren Anderson has called for more detailed information on the proposed court merger before the Senate acts on legislation that would allow a public referendum on the constitutional amendment in November, and that's just fine with union leaders who oppose the merger.

"Senator Anderson has indicated his concerns are in concert with CSEA's concerns that the merger bill should not go into effect until we know how it's going to impact the court employees we represent," said Thomas Jefferson, state judiciary representative on CSEA's Board of Directors. "We must remain opposed to any court merger until we understand how it's going to impact the non-judicial employees CSEA represents."

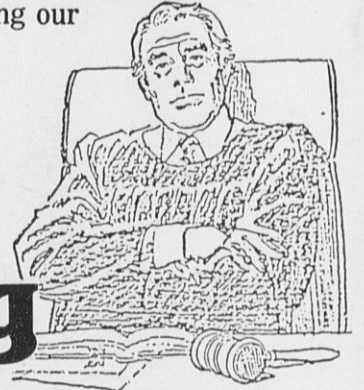
The proposed bill, if approved in the Assembly and Senate, would go before the voters. If approved by the voters, the constitutional change would merge all courts in the state under one state Supreme Court system. CSEA is not alone in its opposition; many other court-related organizations statewide also opposed the bill.

CSEA's main concern is that the bill is vague about the status of non-judicial employees in the merger; there is no mention of job security or representation rights, and the union has demanded that the implementation of the bill and its effects on CSEA members in the court system be outlined in implementation legislation.

Anderson (R-Binghamton) has said he also wants to see that legislation before the Senate acts on the merger bill.

CSEA Director of Political and Legislative Action Thomas Haley praised Anderson's stance. CSEA recently barraged state legislators in a lobbying campaign to convince them the bill is inadequate because there is no implementation legislation.

"I think Senator Anderson is correct in saying that implementation legislation must be drafted, introduced and passed prior to any action on court merger legislation," Haley said. "I think our efforts in conjunction with the efforts of other affected organizations brought our legitimate concerns to light, and Senator Anderson should be applauded for recognizing our concerns and addressing them."



CSEA hails court ruling on mandatory drug testing

ALBANY — A June 9 court ruling that is expected to sharply limit drug testing of public employees in New York state has been hailed by CSEA statewide President William L. McGowan as "a historic decision that reaffirms that public employees have rights too."

The state Court of Appeals ruled that it was unconstitutional for the Patchogue-Medford school district on Long Island to require that probationary teachers submit to mandatory drug tests.

"Wholesale drug testing is offensive because it assumes guilt," McGowan noted. "Tests violate privacy. Results are unscientific. Careers could be permanently scarred."

The decision — based on federal and state constitutional protections against unreasonable searches and seizures — is the first of its kind in the nation regarding drug testing of public workers.

New program helps career LEAPs

ALBANY — Career leaps may become a little easier for state employees who can now get special Career Development certificates after completing pairs of related tuition-free courses sponsored by CSEA's Labor Education Action Program (LEAP).

The new "Program for Career Development" will award LEAP participants who have mastered skills that are helpful in present jobs or future careers.

Six certificates will be offered beginning Jan. 1, 1988.

Here is a list of certificates as well as courses required to receive them:

*ACCOUNTING FOR FISCAL MANAGEMENT

1. A108/G123 Principles of Accounting I
-and-
 2. A109/G149 Principles of Accounting II
- ### *HUMAN SERVICES FOR COMMUNITY RESIDENCE
1. I109/G138 Introduction to Human Services
OR
I169/G610 Introduction to Social Work
-and-
 - I166/G107 General Psychology
OR
I123 Developmental Psychology
- ### *TRADES IN THE TRANSPORTATION TECHNOLOGIES
1. O102 Basic Arc Welding
OR
O104 Basic Welding
-and-
 2. O144 Diesel Mechanics

*FACILITIES MAINTENANCE

1. O122 Air Conditioning and Refrigeration I
-and-

2. O132 Air Conditioning and Refrigeration II

*COMPUTER SCIENCE

1. A113 Microcomputer Literacy
OR

G105 Introduction to Computers

-and-

2. A151/G127 BASIC Computer Programming Language

*BUSINESS PUBLIC ADMINISTRATION

1. G155 Introduction to Management
-and-

1. Personnel Administration

OR

G147 Organization and Management

"This new program coincides with publication of our fall schedule," notes LEAP Director Tom Quimby.

"And the good news is that state employees can utilize courses taken as far back as fall 1983 toward certificates."

More details are available by obtaining LEAP's Fall 1987 catalog at state training offices or from CSEA local presidents.

LEAP is administered by CSEA using funds jointly negotiated in State/CSEA contracts for eligible state employees (Administrative Services Unit, Institutional Services Unit, Operational Services Unit, Division of Military and Naval Affairs, Health Research Institute and SUNY Construction Fund).

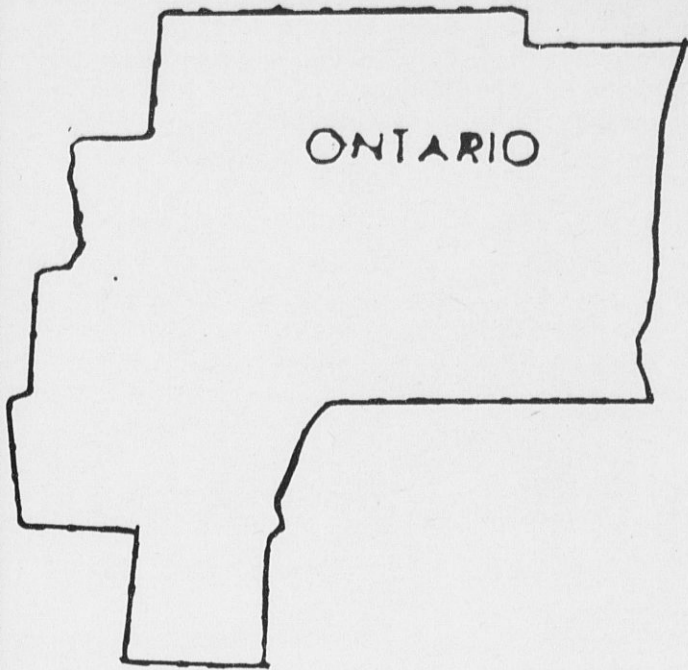
LEAP catalogs available now

CSEA's Labor Education Program (LEAP) has completed its schedule of tuition-free courses for the 1987 fall semester.

Registration begins June 17 for eligible state employees (Administrative Services Unit, Institutional Services Unit, Operational Services Unit, Division of Military and Naval Affairs, Health Research Institute and SUNY Construction Fund).

LEAP's fall 1987 catalog is now available from your training office or your CSEA local president.

Applications for fall courses must be returned by July 22.



Honor in Ontario!

County goes all out to show appreciation



36-year veteran Ontario County employee Charles Milels receives an award of recognition from county Employee Relations Director Bob Deleo.

CANANDAIGUA — More than 1,000 Ontario County employees have been honored for their service to the public with awards and a picnic-style lunch, served by county supervisors.

"We wanted to go the state one better," observed Steve Ernhout, CSEA Unit president. "When Governor Cuomo last year proclaimed May 12 'Employee Recognition Day,' our county followed with a similar resolution."

But Ontario County's resolution included a program of special events to be organized by an Employee Awards and Recognition Board, which included Ernhout and the county's Office of Employee Relations.

All employees with more than five years service were honored, with 21 receiving plaques for having served more than 20 years.

CSEA's Region VI President Robert Lattimer, Region First Vice President Florence Tripi, Region Director Bob Massey and Political Action Coordinator Roger Sherrie joined County Supervisor Chairman Ken Wilson, County Administrator John Hicks and State Assemblyman Frank Talomie in honoring the county's employees.



Mary Miller, right, a seven-year county employee and member of Local 835, joins her mother Shirley, the county Director of Purchasing at the county's Public Employee Recognition Day Picnic. Shirley's son James is also a CSEA member in the Sheriff's unit.



Janet Howard, who earlier received a plaque for 21 years of service, was surprised with a special award for outstanding work by her supervisor, George Heron of the real property tax department.

A fight for membership

Two workers win status, raises

By Anita Manley

CSEA Communications Associate

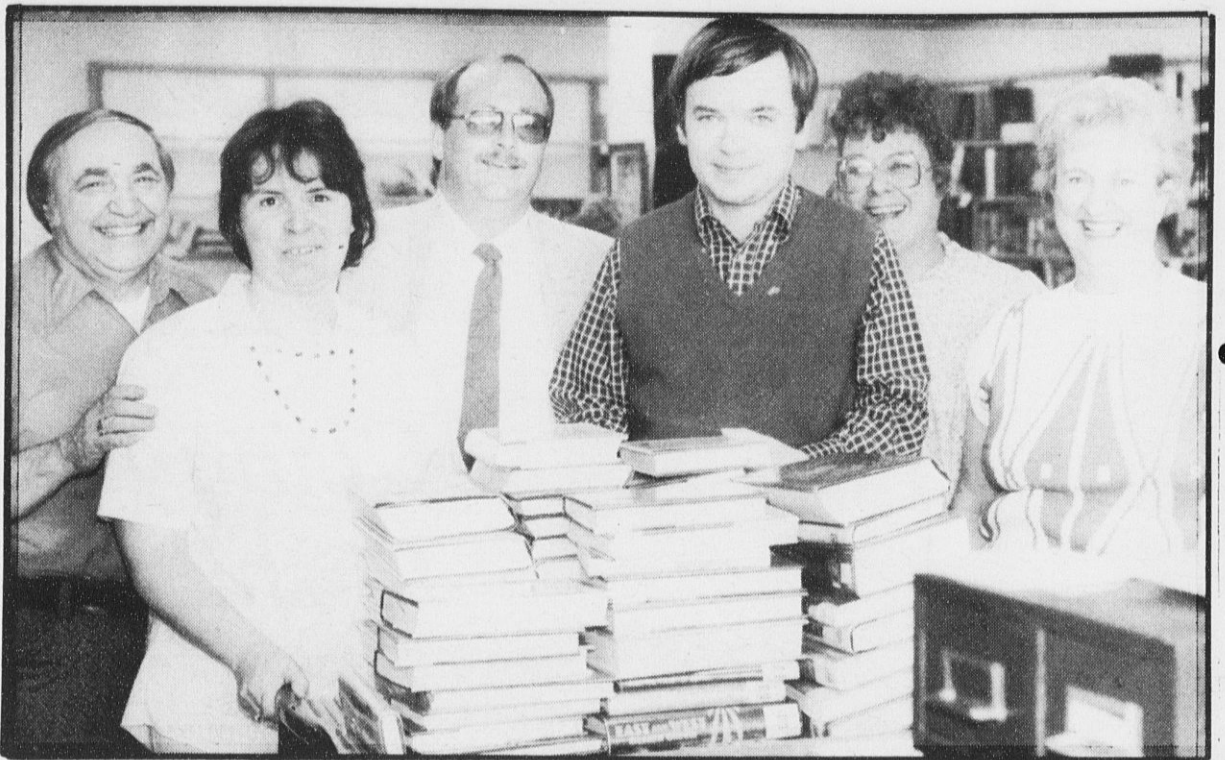
NEWBURGH — Two Newburgh City School District employees will receive a \$250 settlement and \$1.15 an hour pay increases thanks to a vigilant shop steward and the persistence of a unit president and a grievance representative.

According to Shop Steward Maria Rubino, Nick Dominick, a 20-year employee, and Joanne Wangner, a 15-year employee, were hired to work part time in the city library. As part-time employees, however, they were not included in the bargaining unit, but were considered seasonal employees.

The 1983-84 contract changed part-time workers' status and they were finally included in the bargaining unit. But an audit of last year's payroll revealed that neither were included on the bargaining unit salary schedule. Instead, Rubino said, they were still being paid according to the old salary schedule.

When Rubino complained to school district officials, the employees were given a 10-cent per hour increase, but were still not included in the bargaining unit. Complaints from Grievance Representative Marianna Nelson and Frank DeLauri, president of both Orange County CSEA Local 836 and the Newburgh City School Unit, were fruitless.

A grievance filed last August finally convinced school district administrators to address the oversight. The result? Union representation, pay increases of \$1.15 per hour, which brings the employees to the fourth step of the contract, and a \$250 bonus.



NEWBURGH CITY SCHOOL DISTRICT EMPLOYEES are all smiles after winning pay raises and bonuses for Joanne Wangner and Nick Dominick, two part-time employees who had been excluded from the bargaining unit. From left are Orange County Local and Newburgh City School Unit President Frank DeLauri, Wangner, Region III Field Representative Jim Farina, Dominick, Unit Grievance Representative Marianna Nelson and Shop Steward Maria Rubino.

REAP offers free Hotline

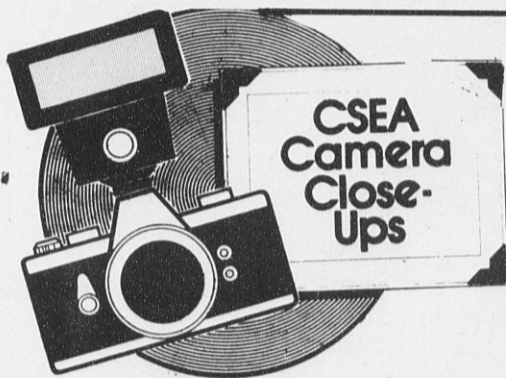
REAP (Realizing Employee Achievement and Productivity), a program designed to help state employees with disabilities achieve their career goals, has established a special hotline to help workers outside the Capital District areas.

The 800 number will be available from

8:30 a.m. to 4:30 p.m. on Thursdays and Fridays. The callers' information is strictly confidential, and no one will be asked to disclose his or her disability.

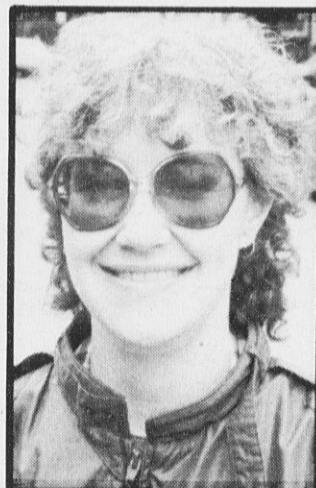
The REAP Hotline for state workers outside the Capital District is:

1-800-322-REAP (Voice/TTY).



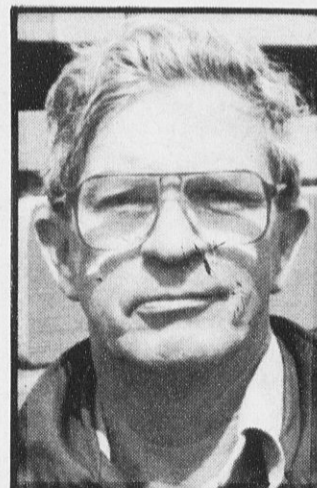
Jill Vuckovic, receptionist, Department of Social Services, Tompkins County CSEA Local 855

"With many working women maintaining single-parent households, comparable worth's time has come. The concept that the man in the family is the breadwinner and deserves higher pay accordingly is an argument that no longer holds water."



Dee Wood, president of Tompkins County Library Unit of CSEA Local 855

"Comparable worth is an idea that should be pursued. I find it hard to accept the arguments against its marketplace value when I see the salaries of corporate presidents and TV anchormen. But if government takes the lead in this issue, maybe we can change the marketplace value."



Don McKinnon, highway equipment operator, state Barge Canal Local 503

"If a comparable worth plan can provide a better system for evaluating job titles and pay scales, I'm all for it. Equal pay for equal work, regardless of sex."



Diane LaFave, highway equipment operator, Syracuse State Employees CSEA Local 013

"Comparable worth changes are long overdue. I'm a firm believer in hard work and job competition, but there is room for improvement in the structure of job titles and pay scales in most departments."

Question: "What are your comments on the comparable worth issue?"

Where asked: Region V



Hospital unit to negotiate

The members of the Massena Memorial Hospital negotiating team are preparing for bargaining talks for a new contract to replace the current imposed settlement.

The unit represents 160 employees at the St. Lawrence County hospital.

Reviewing proposal submitted are team members, from left: Lisa DiTullio, unit secretary; Hazel Hayes, unit president; James Prescott, shop steward; and Betty Hare, grievance chairperson.



A real imposition

City imposes contract

Rensselaer unit ready to negotiate again

RENSSELAER — One set of doors was closed but another opened when the city of Rensselaer unilaterally imposed a one-year contract on 35 city workers represented by CSEA.

The newly-imposed one-year contract, which ended a lengthy impasse, calls for a 31-cents-an-hour raise for the 35 employees retroactive to last Aug. 1. As a result, the new pact remains in effect only through next month, opening doors for negotiations for a new contract almost immediately.

CSEA Collective Bargaining Specialist Manny Vitale had argued before the City Council members that, under the circumstances, a negotiated multi-year contract would have been far more sensible than an imposed retroactive agreement. The two sides have been at impasse since the

previous contract expired last July 31.

Vitale noted the employees will receive nearly \$25,000 in retroactive salary increases under the imposed arrangement. He also pointed out that CSEA protected more than \$8,000 in employer-paid health insurance from being capped.

Vitale said he felt "the City Council members were kept in the dark as to our request to meet with them prior to any legislative imposition." He blamed Mayor Joseph E. Harrigan and Deputy Corporation Counsel Joseph Liccard.

"They deceived the council members and themselves" by pushing for an imposed settlement, Vitale said.

CSEA Unit President Michael Sheffer said his negotiating team is ready to return to the table as soon as possible.

"We have more money in our pockets because of CSEA's tenacity. Now we have the support of the community and we have the attention of the council members," Sheffer said. "That's not a bad way to begin negotiations for a new multi-year contract."

The 35 city workers have conducted informational pickets twice to draw attention to their plight during the contract impasse. A fact-finder had recommended a three-year contract with wage hikes of 35 cents per hour the first year, 40 cents per hour the second year and 50 cents the third year.

Sheffer vowed the union would keep open direct lines of communication with council members to avoid any further communication breakdowns.

CSEAP to offer computer training to ASU members

Through a negotiated plan, CSEA is helping combat one of the major problems resulting from the rapid introduction of automated equipment in the workplace — a lack of training.

The Clerical and Secretarial Employee Advancement Program (CSEAP) is offering training on IBM microcomputers, also called PCs, and IBM compatibles. The program, paid for with money negotiated by CSEA, is available to state employees in the Administrative Services Unit (ASU) who use those computers on the job.

Those eligible may apply for the program from June through the end of August. The courses will be offered at SUNY Maritime College in the Throgs Neck section of the Bronx.

The daytime courses to be offered are Displaywrite 3, dBase III Plus, Lotus 1-2-3 and Introduction to the PC.

The courses are three days for beginning operators and two days for advanced operators. Eligible employees, with agency approval, will not be required to charge the time to leave credits.

The training will help ASU workers using IBM PCs and compatible equipment to increase their skill while improving their efficiency. It will also help them take advantage of promotional opportunities.

The training opportunity was a cooperative effort among CSEA leadership, including statewide Headquarters, Region II President George Boncoraglio, the Governor's Office of Employee Relations and the CSEAP Statewide Labor-Management Committee.

For more information, contact your CSEA local president in New York City or your agency's personnel office.

Use the info, pass it on

In an adaptation of the theory that two heads are better than one, a pair of CSEA regions decided that joining together to hold a combined annual workshop would be more beneficial than if each met individually.

As a result, nearly 400 delegates from Metropolitan Region II and Southern Region III recently participated in CSEA's first joint regional meeting in

Catskill.

Meanwhile, a large number of members from the opposite side of the state were participating in the Western Region VI regional meeting in Buffalo.

"If you don't use the knowledge you gain here, you shouldn't be here! Take it, use it and pass it on!" CSEA statewide President William L. McGowan told attendees at the combined Region II and

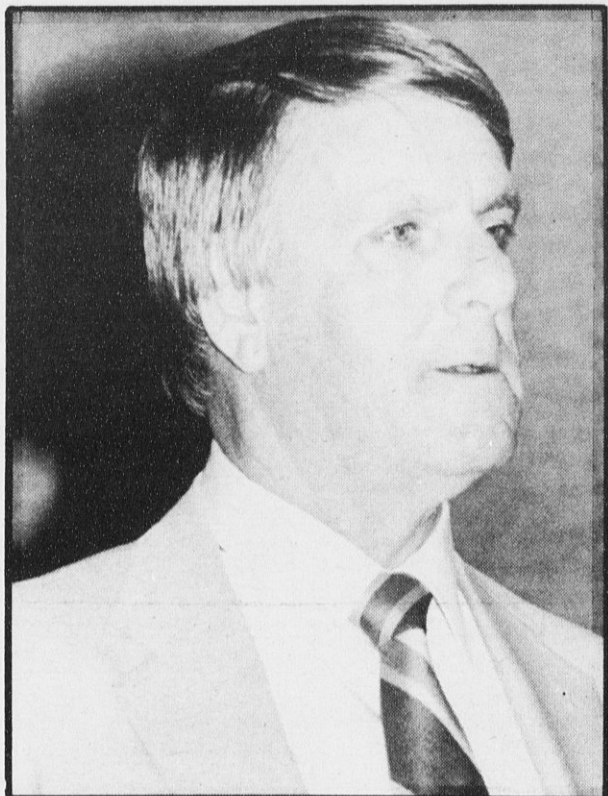
Region III meeting.

The essence of that message was also woven through the Region VI meeting.

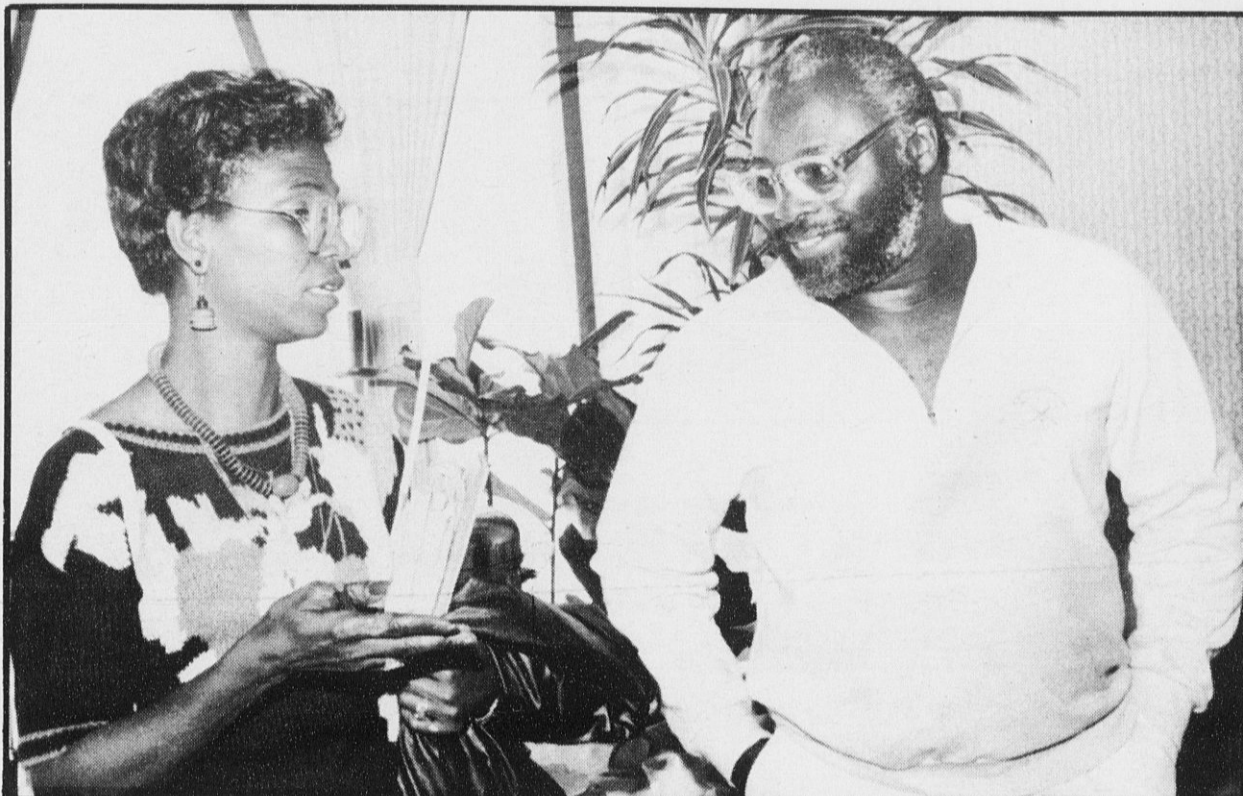
A wide variety of workshops were available at both sessions for participants to gather useful information for fulfilling their roles as union activists.

Photo coverage on pages 16 and 17 illustrate some of the regional meeting activities.

Western Region meeting



REGION VI PRESIDENT Robert L. Lattimer addresses participants attending the recent regional meeting.



AMONG THOSE ATTENDING the recent Region VI meeting were Ann Sells of Division For Youth CSEA Local 552 at Industry and Bill Jordan, president of Buffalo Area Division For Youth CSEA Local 562.

BUFFALO — A mock arbitration hearing, an introduction to the new CSEA general counsel, and appreciation honors for a transferring field representative highlighted the recent Region VI Spring Conference here.

The mock arbitration was taken from an actual case. It allowed region members to observe how labor and management attempts to resolve an issue before an arbitrator.

CSEA General Counsel Marge Karowe introduced newly-hired staff Attorney Annette Harding, a former Region VI third vice president.



HOME COMING — CSEA Attorney Annette Harding, left, a former Region VI member who recently joined CSEA's Law Department, attended the regional meeting with CSEA General Counsel Marge Karowe, right.

In other business, Field Representative Charlie Bird, who has transferred to CSEA's Region V, was honored for his work in Region VI since 1973.

It was announced that the annual Region VI picnic will be held Saturday, July 25 at the Parade Grounds of Letchworth State Park.



REGION VI honored CSEA Field Representative Charlie Bird, who shares the moment with his wife, Carmen. Bird served Region VI members for 14 years as a field representative until recently transferring to CSEA's Region V.

Metropolitan and Southern Regions combined meeting a huge success

CATSKILL — "United We Stand" was the appropriate theme of the first combined Metropolitan Region II and Southern Region III workshop recently.

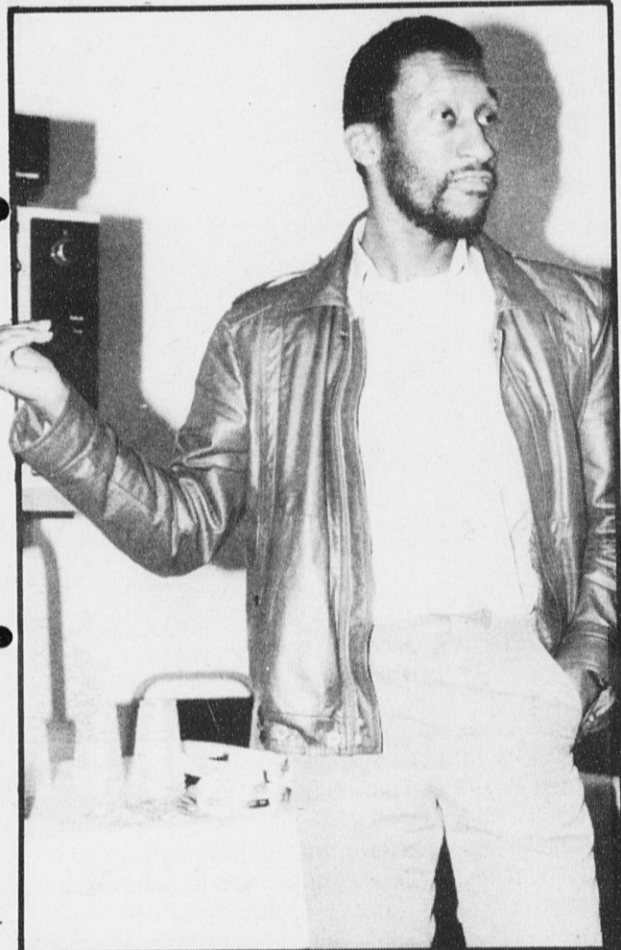
Workshops were presented by CSEA staff members from both regions and CSEA statewide headquarters on such topics as drug testing, workers compensation,

labor/management techniques, interrogation, civil service examination preparation and more.

Region II President George Boncoraglio and Region III President Pat Mascioli expressed pleasure with the combined region concept, and indicated other regions might be invited to join them for future projects.



ENTHUSIASM — Region II Education Chairperson Gloria Scott showed plenty of it in welcoming CSEA members to the joint regional workshop.



REGION II's Willie Terry conducted a workshop on Apartheid.



CSEA PRESIDENT William L. McGowan, left, received an award from the Department of the Army during the combined workshop program. Army Reserve Command Sergeant Majors **Pat Mascioli**, second from left, and **Joseph Conway**, right, presented the commendation. Region II President **George Boncoraglio** is second from right. The citation is awarded to business and industry leaders who have a large number of employees as members of the reserve forces. More than 19,000 CSEA members are enlisted in the reserve forces. Mascioli is CSEA Region III president and Conway is chairperson of CSEA's Statewide Legislative and Political Action Committee.



INTERROGATION TECHNIQUES were the topic of a workshop presented by AFSCME Education Coordinator **John McAlonan**, left, and Region II Field Representative **Bart Brier**.

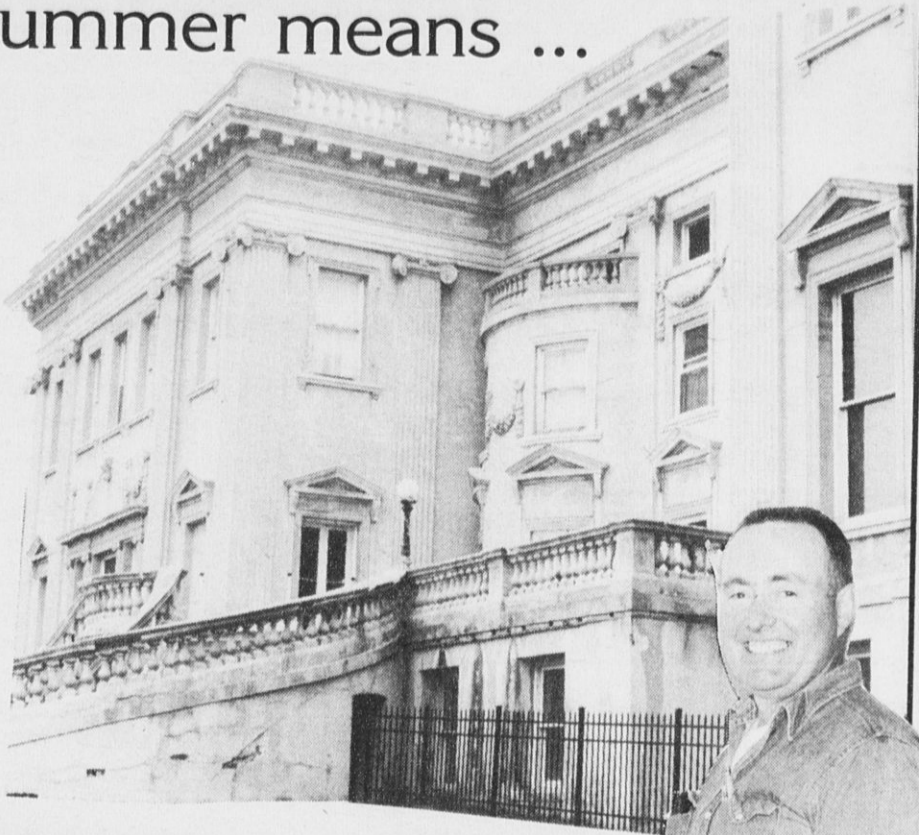


SOME OF THE NEARLY 400 CSEA members from Regions II and III who attended the recent joint regional workshop program.

For Taconic Parks local, summer means ...

Lots of work around the house . . .

By Anita Manley
CSEA Communications Associate



STAATSBURG — If you happen to be travelling through Dutchess County this summer, you might want to stop by the Mills Mansion in Staatsburg for a tour of the elegant mansion and grounds overlooking the Hudson River.

The property, which is maintained by members of Taconic Parks CSEA Local 108, is located just north of the city of Poughkeepsie.

The original owner of the land was General Morgan Lewis, New York's third Governor. The original mansion burned in 1832 and was rebuilt in a Greek Revival style.

At the end of the 19th century, the estate was remodeled and expanded by Lewis' great-granddaughter, Ruth Livingston Mills.

The house had 65 rooms and 14 bathrooms. The household staff numbered 25 and more were employed to maintain the grounds, greenhouse and farm.

In 1937, the property was donated by Mills' daughter to the state. Today, the offices of the Taconic Park Commission are housed in the huge basement area. Seventeen rooms located on the main and second floor are open to the public.

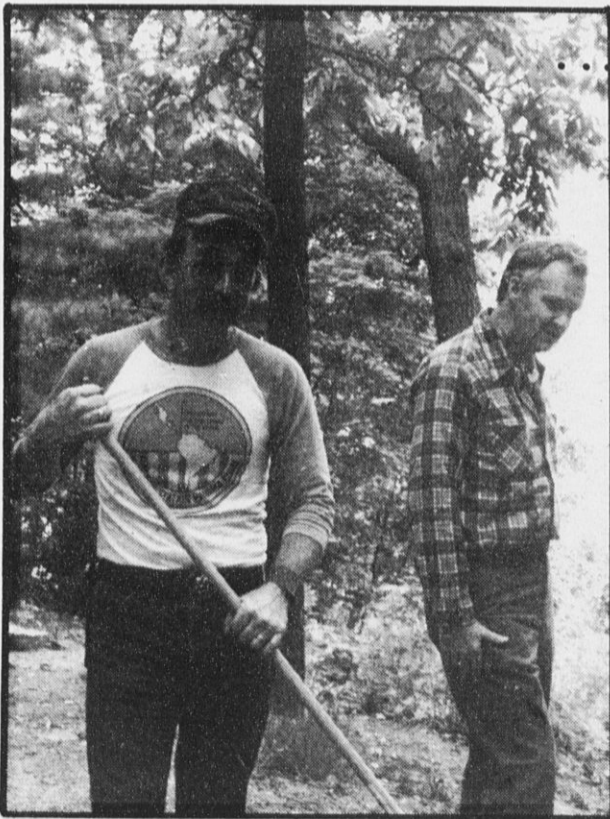


Above, CSEA Local 108 carpenter Dan Elliot, who specializes in historic restoration, shows how he reconstructed intricate wood molding that was used by the 19th century builders of the 56-room estate.

At left, Mills Mansion site manager Melody Moore shows one of the many antique clocks donated by Mrs. Henry Carnegie Phipps in memory of her parents, Ruth and Ogden Mills.

... and in the

Great outdoors



CLEAN-UP — Taconic Park Local 108 President Art Griffith, right, supervises park employee Eddie Dunne at the Margaret park Norrie campgrounds to ready for the onslaught of summer campers who will invade the Dutchess County park this summer.



SAILING, SAILING — The Norrie Point Marina is calm and quiet on a recent morning. But the area, which is maintained by Taconic State Park employees, will be jumping when local residents and tourists visit this summer.

Saratoga victory

CSEA wins PERB decision; city must implement unit contract

SARATOGA SPRINGS — The CSEA Saratoga City Hall Unit has won its second battle in the war to force the city administration to abide by its contract with unit members.

The state Public Employment Relations Board (PERB) upheld an earlier ruling and ordered the city to implement the two-year contract reached by city and CSEA negotiators in April 1986.

The ruling backed up a previous decision by Administrative Law Judge Susan A. Comenzo that the city had failed to bargain in good faith by refusing to implement the contract agreed on at the bargaining table.

In its ruling, PERB faulted the city of Saratoga Springs, particularly the city Finance Commissioner John Butler, the council's negotiator, for failing to actively seek ratification of the agreement and for inaction that Comenzo in her decision said violated the city's obligation to bargain in good faith.

"There is no record evidence that at the May 5 meeting (of the city council) Butler said a word in support of the agreement's provisions, despite the opposition of the other council members to the agreement's work hours and workweek," said the PERB panel. "Butler merely presented

**■ We have won our point.
Now is the time ... to
implement the contract. ■**

the agreement in its written form and through his oral presentation of its provisions, to the council for their perusal and vote."

The PERB panel noted that "the city indicates a misunderstanding of the respective legal responsibilities of the chief executive officer and the legislative body of a public employer regarding negotiations under the Taylor Law."

One of the focal points of the protracted

battle has been working hours. During July and August city hall workers have had Saturday mornings off. The rest of the year the city hall clerical staff, about 30 of the 55 workers in the unit, have staffed offices from 9 a.m. to noon Saturdays. CSEA has maintained all through this battle that the April 1986 agreement puts an end to Saturday hours and sets a 33-hour workweek.

CSEA Field Representative Margaret Day Pender pointed out that the clerical employees are willing to have city hall open for tax collections and the issuance of hunting licenses during appropriate times of the year.

"We have won our point," she said. "Now is the time for the gentlemen on the Saratoga Springs City Council to abide by their word and implement the contract."

The 55 employees have been waiting for 6 percent salary increases for 1986 and 5.5 percent increases for 1987 since the conflict began in May 1986.

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(OPERATOR 40)

and charge it to your Visa or Mastercard

Or, simply complete the form below and return it to CSEA AUTOMATE® P.O. Box 774 Schenectady, NY 12301.

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Address _____

Apt. No. _____

City _____

State _____ Zip _____

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IMPORTANT BILLING INFORMATION ANNUAL DUES ARE \$ 19.95

Annual membership dues for the CSEA AUTOMATE Emergency Road Assistance Program® can be made in any one of the following ways: (Check one)

Check or Money order enclosed
 Charge to my: Visa Mastercard

Acct. No. _____

Expiration Date _____

Bill me later

IMPORTANT TRAVEL/ACCIDENT INSURANCE INFORMATION

Included in your CSEA AUTOMATE Emergency Road Assistance Program® membership is a \$25,000 Travel Accident Insurance Policy.

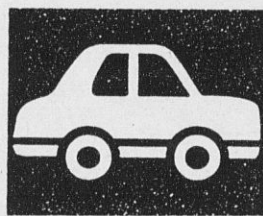
Please provide the following information:

Beneficiary Name _____

I understand my membership will begin on the first day of the month immediately following receipt of my application and annual membership dues. I understand that the benefits and services are subject to the terms and conditions of the "Members Only Benefit Guide".

Signature _____

Date _____



CSEA AUTOMATE program offers members insurance, emergency aid, discounts

CSEA members across the state are enrolling in CSEA AUTOMATE, the new emergency road assistance program designed especially for them. According to Jardine Emmett & Chandler, program administrator, the response has been excellent.

For only \$19.95, CSEA members and their families may participate in the CSEA AUTOMATE program. Unlike other road service programs which charge up to \$24 per year for each additional family member, a CSEA AUTOMATE member's spouse and children are included in many of the benefits at no extra charge. A child must be a dependent, unmarried, living in the same residence as the member and, in some cases, under age 19.

CSEA AUTOMATE benefits include reimbursement for accident or travel emergency expenses, an auto trip planning service and discount travel arrangements. Members are also protected by 24-hour access to medical and legal services and travel accident insurance.

In the event of an accident or travel emergency, members receive up to \$35 for on-the-scene road service such as towing, gas delivery and flat tire replacement. The program will also reimburse members for up to \$1,000 of emergency transportation expenses resulting from an accident occurring more than 200 miles from home. That will cover a rental car or commercial transportation, food and lodging.

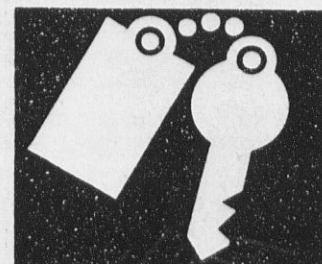
Members who travel by car will often want to take advantage of CSEA AUTOMATE's trip planning service. Maps specifically marked with a preferred route

— scenic or direct — are available.

Members who prefer to travel more extensively will enjoy the automatic enrollment into Discount Travel International that goes along with membership in CSEA AUTOMATE. A leader in the "short notice" travel industry, Discount Travel International will help members book a trip or tour one to six weeks before the departure date at a discount of up to 60 percent.

Regardless of the method of transportation used, CSEA AUTOMATE provides other important benefits. Members requiring emergency medical or legal assistance during a trip may dial the Access America toll-free hotlines for referrals for local professional assistance. Additionally, the program provides members with \$25,000 of travel accident insurance at no extra charge.

Membership in this program is available to CSEA members for an annual fee of \$19.95. There are two ways to enroll: simply call CSEA AUTOMATE at 1-800-833-6220, operator 40, and charge the membership fee to your Mastercard or Visa; or fill out the application on this page and return it to CSEA AUTOMATE, P.O. Box 774, Schenectady, N.Y. 12301-9980.



HOMEWORK HAVEN

One member's unique answer to pressing community need

By Lilly Gioia

CSEA Communications Associate

BROOKLYN — "I always loved working with kids and I saw there was a need."

And that basically is how Marietta Small got into operating a unique homework assistance program for neighborhood latch-key children.

That's her labor of love. Small is a full-time senior clerk with the New York State Insurance Fund and a member of CSEA Local 351.

"What with overcrowded classrooms, kids needed more one-on-one help with their homework," Small said.

So on several afternoons each week since 1981, she leaves her desk after work in the legal department in Manhattan and heads for Brooklyn to help about 50 neighborhood children spruce up on their homework.

The Vanderveer Estates Homework Helper Center provides latch-key children with incentive, encouragement and volunteer help for their daily skirmish with multiplication tables, spelling books and all forms of homework assignments.

Six years ago, when Small was vice president of the Vanderveer Tenants Association, she realized how many working parents in the area really didn't have time when they came home from work to spend helping their children. That's when the idea for an after school homework helper center came to her as the answer to a real community need.

"I knew the space was vacant and I went to the landlord and finally convinced him. They gave us the space rent free," Small recalls. "I insisted on a one-bedroom apartment with a private entrance so the kids wouldn't have to go in through the apartment building."

In the beginning there was no shortage of people to ask, "Are you crazy, Mary?"

Small approached other mothers to help. She drew up a flyer with her phone number, got building managers to print it free and slid them under the doors of more than 2,400 apartments in the complex.

"My phone never stopped ringing," remembers Small.

In mid-April 1981, the first 10 children arrived after school. Within a month enrollment was up to 40, and Small turned to the local public school principal for help in training volunteers to work with the children. The principal made classroom announcements about the program and helped set up a referral service at the school.

Today the program serves children from five public and parochial schools in the area and receives additional funding from New York City.

The popularity of the program both with working parents and their children soon meant a need for more space. So Small renegotiated for an adjacent apartment and free renovations by building management.

A super salesperson for the program, Small tirelessly recruits volunteers to help out a few hours each week at the center. CSEA Local 351 Secretary Jackie Stanford has been volunteering her help for the past two years, for instance.

Insurance Fund CSEA Local President Harriet Hart, who also chairs the Region II Women's Committee, applauds Small's dedication.

"Being a public employee can make you very sensitive to peoples' needs," Hart said.

The center offers more than just help in hitting the books. Each school year students and volunteers from Homework Helper Center enjoy outings together. Last year they helped cheer the New York Mets at Shea Stadium and joined Local 351's union family picnic at Croton Pointe Park. This year they plan to see a play in Manhattan and visit the Bronx Zoo.



MARIETTA SMALL, left, and Jackie Stanford await neighborhood children who arrive after school for homework help.



Juggling a full-time job and raising a family is a tall order for active women such as Marietta Small, who has given community pride a high priority in her life.

In addition to serving as a member of Brooklyn's Community Board-17, Small is a member of the 67th Police Precinct Community Council and Public Safety and Environmental Protection Committees. She was recently elected a Democratic co-leader of Brooklyn's 42nd District.

CSEA Metropolitan Region II President George Boncoraglio, in a recent program honoring union women who are also outstanding mothers, praised Mary Small.

"CSEA is proud to salute Mary Small's character and ideals. I had the privilege of awarding CSEA college scholarships won by both her son and daughter.

"If there was an award for union activist mother of the year, Marietta Small would certainly be a strong contender for the title."

Daughter Deirdre, 19, won the 1986 Flaumenbaum Memorial CSEA Scholarship and is a freshman in dentistry at Brooklyn College. Twenty-year-old Derrick Small won in 1985 and is a sophomore attending the Baruch College of Business Administration.

Both son and daughter expressed pride in their mother's project and help out whenever possible.

Of their full and active life, Small says with a wistful grin, "Thank God my daughter loves to cook!"