

# THE PUBLIC SECTOR

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

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Monday, October 6, 1986

**“Oh what a tangled Webb . . .”**

# DON'T LIKE IT? TOO BAD!

**SEE PAGE 3**



# INSIDE

6 "Renovation without relocation" become rallying cry at Manhattan Psychiatric Center



## Helping Hands for Hostages

Relatives of the American hostages in Beirut hope sympathetic unions can help free them. The Civil Service Employees Association of New York will gather petitions urging President Reagan and members of Congress to support negotiations for the captives' release—and will encourage other unions to do the same. "It just struck me we had the forum to help," said CSEA regional president Robert Latimer, who contacted area resident Terry Say, sister of hostage AP correspondent Terry Anderson. Say also will seek aid from the Teamsters, her father's union. The relatives fear that the hostages will remain overlooked "unless we become enough of an embarrassment in an election year," according to Say. Wendy's, the fast-food chain, is considering corporate endorsement of a separate campaign to solicit letters to the hostages and their families.

9

"Free the hostages" movement begins in Region VI

# Legal review committee

A seven-member Committee to Review the Delivery of Legal Services to CSEA has been appointed by CSEA President William L. McGowan in compliance with a directive from the union's delegate body.

The committee is chaired by Ralph Spagnolo of Garden City. Members are Pat Hahn of Center Moriches, Region I; Denise Berkley of Brooklyn, Region II; Jeff Howarth of Warwick, Region III; David Biddle of Rensselaer, Region IV; Dorothy Penner-Breen of Utica, Region

V; and Dominic Spacone of Niagara Falls, Region VI.

Delegates at a special meeting last month in Syracuse directed that the committee be appointed and be required to issue a full report of its findings and recommendations to the delegates at CSEA's Annual Delegates Meeting in October in Niagara Falls.

The committee was scheduled to hold its first meeting in Albany as this edition of The Public Sector went to press.



LEGAL REVIEW COMMITTEE members conduct their initial meeting in Albany on Thursday, Oct. 2. The committee will issue a full report for delivery to delegates in late October.

## Procedures listed for obtaining political action rebate on dues

CSEA members and agency shop fee payers who object to the appropriation of a portion of their dues or fees for political or ideological purposes unrelated to collective bargaining can obtain a rebate. The CSEA political rebate amounts to \$4.75 for the fiscal year ending Sept. 30, 1986.

The union's procedures call for rebate requests to be submitted by certified or registered mail addressed to the statewide treasurer. Requests will be accepted during the month of October.

Individual requests should be submitted; lists of members and fee payers are not acceptable. Each request for reimbursement must include the individual's Social Security number.

AFSCME's Constitution also includes a rebate procedure. The International secretary-treasurer calculates the portion of per capita payment or service fee equivalent that has been used for partisan political or ideological purposes during the fiscal year and rebates that amount upon proper application.

Individuals asking CSEA for political action rebates are not required to file separate requests to the International. CSEA will forward requests it receives to the AFSCME secretary treasurer.

1011 Humanizing the workplace for Social Services employees



1415

"Therefore be it resolved..."

## The Public Sector

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## Webb bobbing for 'rotten apple' with

# 'sneaks, snoops, agents'

Text and photos by  
Anita Manley  
CSEA Communications Associate

WEST POINT — "If you don't like it, it's too bad."

That was the curt response Arthur Y. Webb, commissioner of the state Office of Mental Retardation and Developmental Disabilities (OMRDD), had for CSEA representatives when they objected to the concept of an undercover investigations unit, headed by Webb, that he says will probe for fraud and patient abuse within his agency.

The confrontation took place during a recent three-day labor management conference here attended by CSEA representatives and administrators of developmental centers.

Webb said that while the idea of using "sneaks, snoops and undercover agents" did not particularly appeal to him, "we have to find the rotten apples. I'm not going to apologize for the Special Investigation Unit."

While Webb insisted the investigatory unit is essential, Brooklyn Developmental Center CSEA Local 447 President Denise Berkley told him, bluntly, "No union condones patient abuse. I've worked for the agency for 14 years and have never seen any training programs that address this problem. I can't condone the way you're doing this."



OMRDD COMMISSIONER Arthur Y. Webb, center, attempts to justify his plans for a Special Investigations Unit to CSEA President William L. McGowan, left, and CSEA Region III President Pat Mascioli, right.

She said often an employee who is cleared of charges still must pay an attorney to get civil charges dismissed. "That's the law, I can't help that," Webb responded.

CSEA statewide President William L. McGowan stated, "We, as a union, have a right to sit in and find out just what this special investigative unit is doing. What it is going to consist of, and its operation. We are opposed to a cloak and dagger operation."

Added McGowan, "I would like to see everyone investigated...not just the lower echelons...the directors should also be subject to the investigation."

But when CSEA Region III President Pat Mascioli discussed the make-up of the unit and asked Webb, "Could the union be represented on this committee?", Webb responded, "It's not a committee. I run an open agency, but not this particular unit. This one is closed, it's mine. If you don't like it, too bad. If you want to form a committee, and serve on it, fine."

Webb defended his concept for the unit, saying agencies such as OMRDD are under pressure because of white collar crime and charges of patient abuse in

state agencies. He said his agency underwent 220 audits last year, and "sometimes they're not so pleasant." As a result, he said, "I'd rather police my own agency...."

But, added a union participant, the undercover investigation unit "is a perfect example of attacking the symptom instead of the disease."

## L/M committees solve problems

WEST POINT—The value of labor/management committees as vehicles for resolving problems at the local level was the central theme of a recent three-day labor management conference at the Hotel Thayer here for employees and administrators of state developmental centers.

Alan Ross, director of the Labor Management Institute, told participants that labor/management committees are valuable because they focus on issues not covered under collective bargaining contracts. Ross said the keys to the process are attitude ("an honest commitment to work at the process"), knowledge of the contract ("know your responsibilities, what works, what doesn't"), and skills ("investigation, presentation and response").

Brooklyn Developmental Center CSEA Local 447 President Denise Berkley agreed, saying "Both sides should deal with the issues and get answers back as quickly as possible."

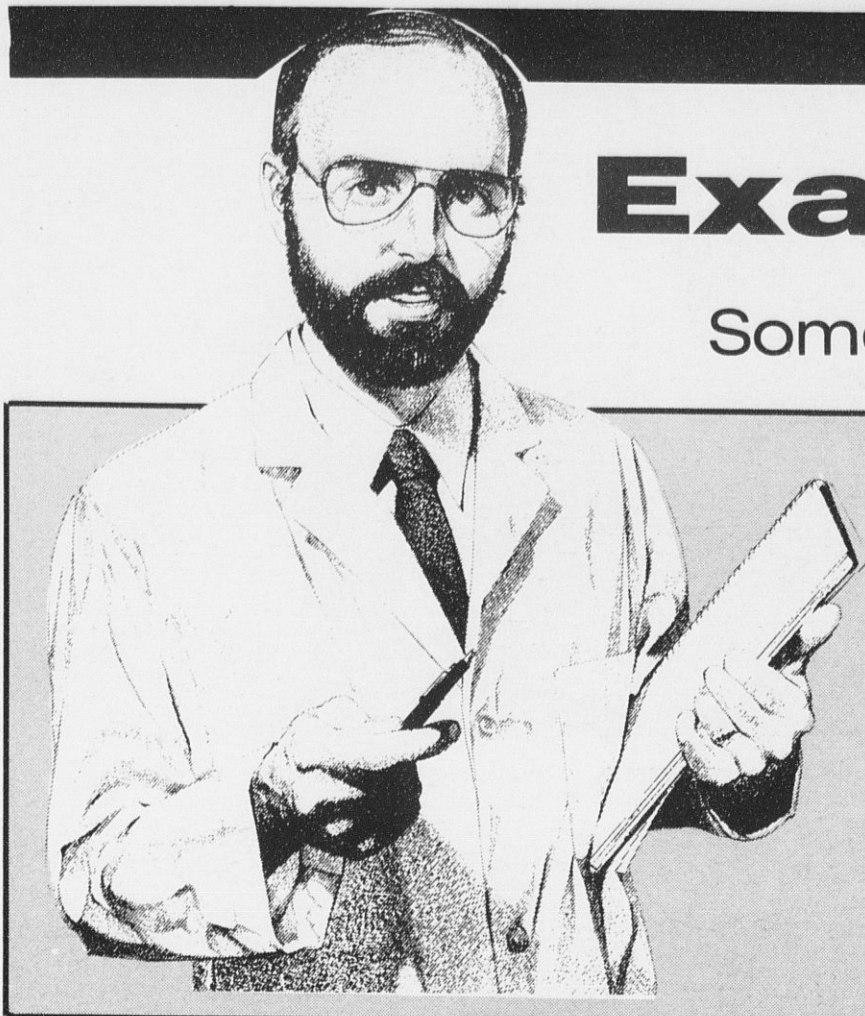
CSEA statewide President William L. McGowan called the committees "...a centerpoint where we can work things out." Director of the Governor's Office of Employee Relations Thomas Hartnett said, "This is a process that says 'your problems are my problems.' This is the kind of session that keeps the lines of communication open." Added Hartnett, "Don't expect problems to be solved overnight. But be honest with each other. Try to listen and understand. That's what labor/management is all about."



Participating in the three-day meeting were, from left, Charlie Rich, Eric Pendleton, Marty DiSanto and Tom Zielinski.

# Examining HMOs

## Some deficiencies diagnosed



The New York State Health Insurance Plan Option Transfer Period will take place during the month of November this year. Employees can enroll in either a Health Maintenance Organization (HMO) or in the Empire Plan. Information describing both options will be distributed to employees prior to the start of the transfer period.

The selection of the best option for you and your family is an extremely important one and we urge you to read the literature carefully, ask questions and become an informed consumer. All too often, someone selects the option that is a little bit cheaper only to discover that certain benefits are not covered. While CSEA has never endorsed one option over another, the increase in the number of HMOs requires that we caution our membership to base their option selection on fact and not slick promotional gimmicks. A recent review of nearly a dozen HMOs revealed serious deficiencies in several benefit areas.

If you are considering an HMO, you should ask the following questions:

### 1. Does the HMO provide 24 hour per day coverage?

Some HMOs do not require that the primary care physician be on call 24 hours or that a designated back-up physician be available. The result is that you may be referred to a hospital Emergency Room and subjected to an ER co-payment of up to \$35.

### 2. What benefits do the HMO provide for Mental/Nervous conditions or for Drug or Alcohol Abuse Rehabilitation.

Many HMOs provide minimal coverage for Mental/Nervous conditions and virtually no coverage for rehabilitation for alcohol or drug abuse. Treatment for these conditions can cost thousands of dollars.

### 3. Does the HMO contract contain a pre-existing condition exclusion clause?

Some HMOs will not pay for certain services such as prosthetic devices or durable medical equipment if the accident or illness did not occur while you were enrolled in that HMO.

### 4. Does the HMO prohibit enrollment for Medicare eligibles, retirees or employees/retirees over certain ages?

Some HMOs will not accept you if Medicare is your primary carrier or if you are over a certain age limit.

### 5. Does the HMO reserve the right to deny payment for self-inflicted injuries?

Some HMO contracts contain a clause that allows the HMO to deny payment for care or services resulting from an injury that was self-inflicted.

### 6. What benefits for physical therapy does the HMO provide.

Most HMOs provide only short term physical therapy. In those cases requiring extended physical therapy, costs for such services beyond the HMO short term cut off date are the responsibility of the enrollee.

### 7. What co-payments or deductible are required by the HMO.

Some HMOs advertise that they provide "full and comprehensive coverage," yet require co-payments for office visits, therapy, counseling, visits to emergency rooms and so on.

### 8. If you have a dispute with the HMO, what does the HMO grievance procedure provide.

All HMOs have some form of grievance procedure; it is important to know who makes the final determination and what, if any, costs the enrollee must incur to pursue a grievance via arbitration or litigation.

### 9. What coverage does the HMO provide for out-of-service area treatment.

HMOs are required to provide coverage for emergency care received out of their service area, but most HMOs will not provide reimbursement for non-emergency situations. An example of this would be allergy treatments, physical examinations or doctors visits for non-life threatening situations. Enrollees with children in school out of the HMO service area should carefully evaluate out-of-service area coverage.

### 10. Does the HMO provide chiropractic care or podiatry care?

Most HMOs do not cover such services.

### 11. If you want to receive treatment at a hospital that the HMO does not list as one of theirs, or if you want to see a specialist that is not enrolled in that HMO, what reimbursement will you receive should you use a "non-participating" hospital or specialists.

HMOs reserve the right to allow you to receive treatment at a hospital or from a doctor or specialist that is not on contract with that HMO. If the HMO denies your request for such treatment and you do use an "unauthorized" hospital and/or specialist, the HMO can refuse to provide any reimbursement.

### 12. Can an HMO reduce or eliminate benefits without approval from CSEA?

Yes, an HMO can change benefits or increase co-payments without union approval as long as the benefits they offer do not fall below the minimum level required by appropriate federal and/or state statutes. It was recently learned that an HMO that services the Capital District area notified the State Health Department that they would require a \$5 office visit co-payment effective 1/1/87. None of the unions representing State employees had been advised of the change nor invited to comment on the need for, or justification of, the additional \$5 charge.

**ADDENDUM ADDS \$\$\$ TO TROY CITY SCHOOL DISTRICT MEMBERS' PAYCHECKS . . .** A three-year addendum extending the current 1983-86 contract between CSEA and the City of Troy School District until June of 1989 was recently enacted. Salary increases totaling 19.5%—or 6.5% per year—will be added to the members salaries while all provisions of the 1983-86 collective bargaining agreement will be continued and updated where necessary. Pictured signing the agreement are District Superintendent Mario Scalzi and CSEA Unit President Betty Nichols. Watching are bargaining team members Michael Terrault and Dolores Ciannamea along with CSEA Region IV Director John D. Corcoran, who assisted in the negotiations.



## Appeal saves Clinton rights

By Daniel Campbell

ALBANY — CSEA has been successful in a Supreme Court suit against the state Public Employment Relations Board's controversial determination in a recent bargaining unit fragmentation case.

In his decision Justice Robert Williams rejected earlier rulings by PERB concerning the contractual protections of a unit of Clinton County deputy sheriffs represented by CSEA.

In that situation, a unit of deputy sheriffs sought to create their own CSEA bargaining unit separate from the much larger CSEA Clinton County Unit while keeping their prior CSEA contract provisions.

When the process was complete the co-employers, Clinton County and the Clinton County sheriff, refused to comply with the terms of the old contract for the deputy

sheriffs. CSEA filed an improper practice charge, citing a failure to comply with the Taylor Law which requires that the terms of expired agreements continue until a new contract is negotiated.

However, PERB ruled that when the unit fragmented, the contract ceased to exist for the splinter group — the deputy sheriffs.

CSEA filed an appeal with the Board of PERB, and was upset when the Board expanded the administrative law judge's determination and held that not only the splinter group lost its contractual protections, but also the other larger group lost its contractual protections as well due to the fragmentation.

CSEA's Court case was presented by Pauline Kinsella, of Roemer and Featherstonhaugh, who pointed out

the "chilling effect" of this illogical determination on the rights of workers to join or refrain from joining unions.

The CSEA attorney also pointed out the danger of employers using this decision to their advantage by pressuring small groups of workers within larger bargaining units to splinter off and thereby strip all of the workers of long fought for contractual benefits, language, etc.

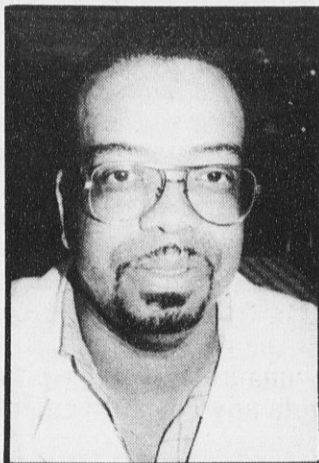
In his decision Justice Williams found the interpretation of PERB in this situation to be "arbitrary and capricious."

C. Allen Mead, president of the Capital Region of the CSEA said, "We are well prepared to take PERB to court when its decisions are illogical and threatening to the well being of our members."



Where asked: CSEA Region VI, Roswell Park Memorial Institute, CSEA Local 303.

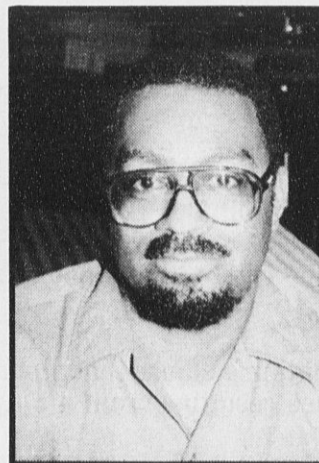
**"Should the U.S. negotiate as intensely for American hostages held in Lebanon as they have for American Journalist Nicholas Daniloff?"**



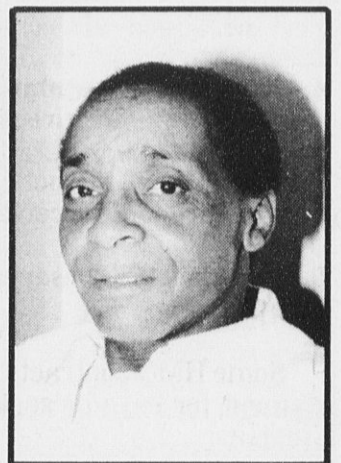
★Tom Williams★ "Yes. There is now no reason to keep up the false pretensions front of not negotiating for hostages. The Lebanon-held hostages deserve every bit as much effort as has been put forth to achieve freedom for Daniloff."



★Venora White★ "Yes, I think Reagan is playing politics with the hostage situation, because he wants to have a summit, and be perceived as world leader, but he should be leading by getting the hostages out of Lebanon, as well as Russia."



★Charlie Burch★ "Yes, the Middle East situation is a little different, but those Americans have been held too long without our government doing something to bring them home."



★Phil Taylor★ "Yes, a hostage is a hostage, no matter where he's held, if you're trying to get one back, you should try to bring them all back."

**CSEA petitions for stronger negotiations — see story, page 9**

**CSEA: We have a better idea  
for Manhattan PC project**

**Renovation  
is needed;  
relocation  
is not**

Compiled by Lilly Gioia  
CSEA Communications Associate

**R**enovate? Yes. Relocate? NO! That's the basic premise of a fight being led by CSEA to keep more than 400 patients and staff from being uprooted and relocated for four years while central air conditioning is installed and ventilation and lavatory facilities are modernized in two buildings at the Manhattan Psychiatric Center.

CSEA Local 413 President Mohamed Hussain, who is spearheading the union's campaign, said the union supports the improvements but opposes as unnecessary management's proposal to relocate the patients and staff to Queens until the work is completed in the Dunlap and Meyers Buildings at the Wards Island facility.

"The union is working towards alternate solutions, rather than disrupting so many families by a relocation to vacant buildings on the grounds of Creedmoor Psychiatric Center," according to CSEA Metropolitan Region II President George Boncoraglio.

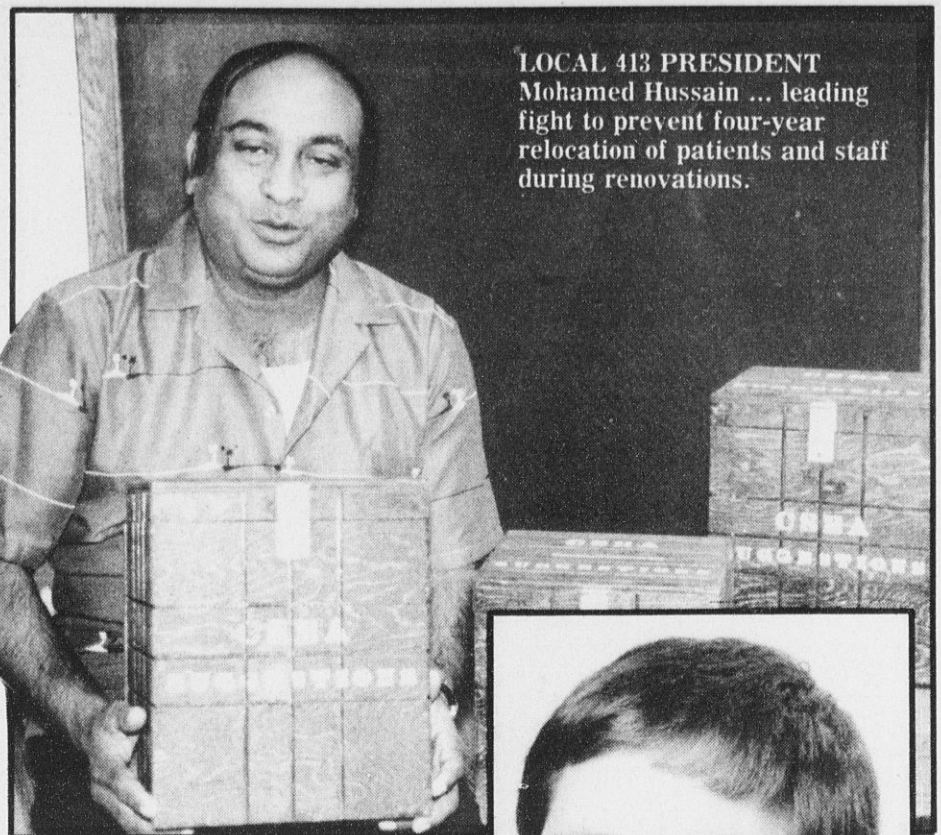
Hussain said the union's aim is to have the job done with the least inconvenience and trauma to patients, their families and staff. He said CSEA-represented mental hygiene therapy aides support the improved ventilation and new air conditioning project since they have witnessed certain patients on special medication develop serious side effects brought on by a lack of air conditioning and poor ventilation during summertime heat.

However, he said the improvements can be accomplished without inflicting disruptions and severe hardships upon families of patients and employees who would be forced to travel long distances by public transportation if the relocation to Queens was made.

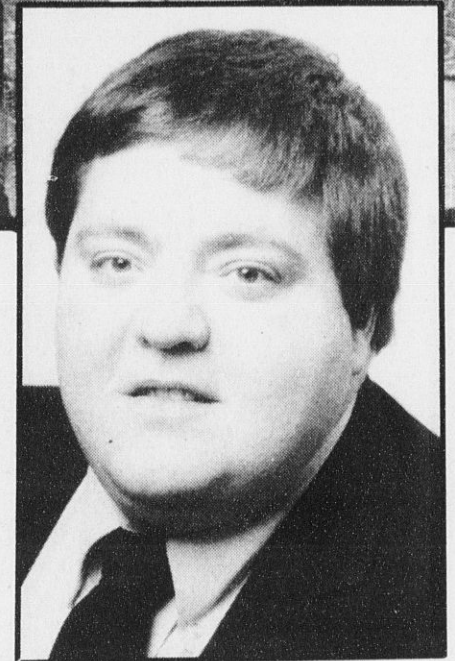
Hussain noted CSEA earlier this year requested and received written assurance from facility Director Dr. Michael Ford that the union will be informed and input sought prior to any workable plans emerging in connection with the \$40 million renovation and four-year relocation plan.

CSEA Local 413 activists are now engaged in a campaign to obtain the support of area state legislators to halt any plan that would involve relocating patients and personnel from the Manhattan facility.

The state successfully conducted similar renovations at Bronx



**LOCAL 413 PRESIDENT**  
Mohamed Hussain ... leading  
fight to prevent four-year  
relocation of patients and staff  
during renovations.



**REGION II PRESIDENT** George  
Boncoraglio ... "working toward  
alternate solutions, rather than  
disrupting so many families..."

Psychiatric Center recently without having to relocate large numbers of patients and staff, notes CSEA Field Representative Larry Borst. He said an initial proposal by Bronx Psychiatric Center to move a sizeable patient population to Queens during renovations proved unnecessary when alternate arrangements were successful.

"At that time CSEA, concerned family members and state legislators forged a coalition to avert any such move then being contemplated by management to the vacant Queens buildings. Though it took nearly a year to convince Bronx management otherwise, we were successful in discouraging the implementation of the Queens relocation plan," Borst recalled.

In the Manhattan Psychiatric Center situation, CSEA proposes to move clerical personnel into trailers and utilize available floor space in existing Wards Island buildings to prevent the need for moving patients and staff to Queens. CSEA believes, says Hussain, the needed improvements can then be accomplished with the least amount of upheaval for all concerned.

**Election set for board seats**

ALBANY—Four vacancies on CSEA's statewide Board of Directors will be filled by a special election scheduled to start Oct. 6.

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

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

**LOCAL GOVERNMENT EXECUTIVE COMMITTEE**

BOARD SEAT	NUMBER OF SIGNATURES REQUIRED
Genesee County	21
Tioga County	19
Wayne County	56
Wyoming County	42

The union's statewide Elections Procedures Committee will oversee the balloting which will be conducted by the Independent Election Corporation of America (IECA), Lake Success, N.Y.

CSEA's Board of Directors has adopted the following election schedule:  
Oct. 6—Nominations open. Petitions available from CSEA regional

offices and CSEA Headquarters.

Nov. 3—Final day for nominating petitions to be received at CSEA Headquarters. Deadline is 5:00 p.m.

Nov. 18 — Last day to decline nomination and to make changes in name spellings.

Nov. 20 — Drawing for ballot position.

Dec. 1—Names, photos and candidate statements printed in the Public Sector.

Dec. 3—Official ballots mailed.

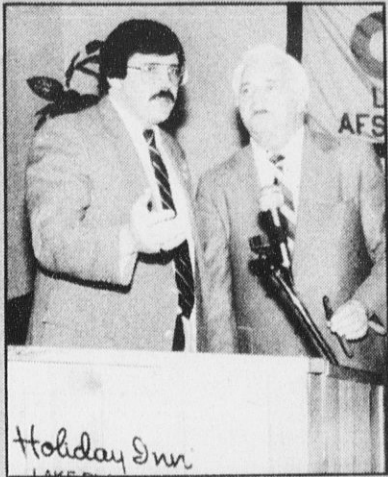
Dec. 10 — Replacement ballots available from IECA.

Dec. 23 — Ballots must be returned by noon. Ballots will be counted and results announced.

Jan. 2, 1987—Election protest period ends.

In order to be eligible, a candidate must have been a member in good standing of CSEA since June 1, 1985 and continuously paid membership dues since then. In addition, he or she cannot be a member of a competing labor organization and must not be prohibited from holding office under a penalty imposed by the CSEA statewide Judicial Board.

## Region IV confab covers committees



**CAPITAL REGION PRESIDENT C. Allen Mead, left, welcomes CSEA statewide President William L. McGowan to Region IV Annual Meeting.**

LAKE PLACID — A series of educational workshops on maintaining effective, efficient committees and how to attract the best people to them highlighted the recent Region IV Annual Meeting here.

Representatives from CSEA's Education and Training Department conducted the sessions, pointing out that individual performances often improve when working in conjunction with others as a committee toward common goals.

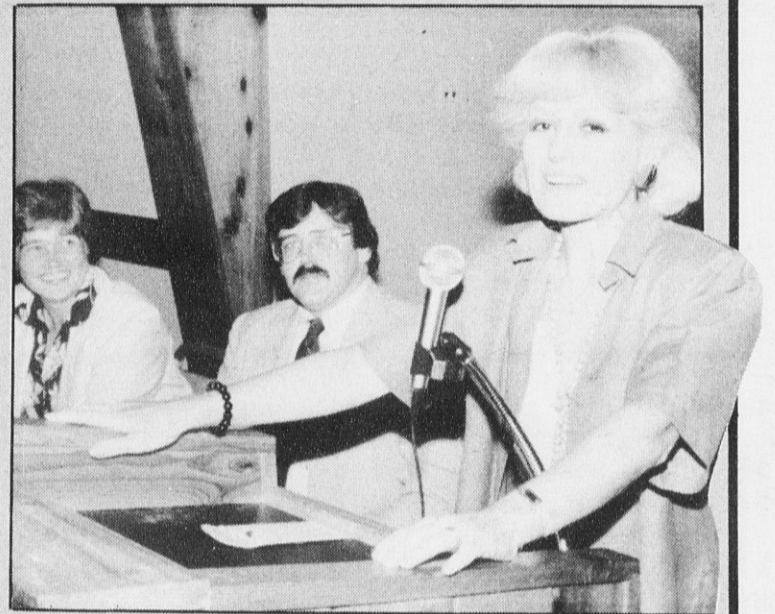
The adjacent photographs illustrate some of the varied activities during the well-attended meeting.



**CSEA STATEWIDE EXECUTIVE VICE PRESIDENT Joseph E. McDermott, center, chats with Greene County Local President Richard Canniff, left, and Montgomery County Local President William Zippiere during Region IV meeting at Lake Placid.**



**NEW REGION IV EXECUTIVE BOARD MEMBER Milo Barlow, second from right, is welcomed by Region IV officers, from left, Lou Altieri, Barbara Stack, Region President C. Allen Mead and Joan Tobin. Barlow was elected during the region's annual meeting.**



**GEORGIANNA NATALE thanks delegates attending Region IV meeting after she was named winner of the 1986 Capital Region President's Award for service to the members of the region. The union activist received a standing ovation.**

## Clinton County unit pleased with pact

PLATTSBURGH — With a new 2-year contract finally in hand after extensive negotiations, members of the Clinton County CSEA Unit bargaining team have embarked on an education program to acquaint members with the agreement.

"We want our members to get to know the document . . . then when we ask for input on the next contract we'll receive fresh ideas, new insights," says Unit President Gerry Darrah.

"It's a good contract," notes bargaining team member Gordon Duprey. Duprey said the county originally offered a small increase and wanted to take away a half-day. "We ended up with 5 percent plus increments in both years plus a new holiday and a half-day floating holiday, so I'd say we stood our ground."

Darrah pointed out the team also negotiated a 15-cent differential for second-shift workers and a 20-cent differential for third-shift workers, as well as additional payments for highway employees involved in snow removal. Significant gains for Child Protection Service workers was another feature of the pact.

Team member Terry Bordeau praised the overall contract, saying, "We made a lot of little gains for everybody as well as a general contract improvement for all."



**THE TEAM — Discussing the new Clinton County contract are, from left front, Barbara McCasland, Unit President Gerry Darrah and Paula Calkins LaCombe, and from left standing, Unit Vice President Clarence "John" Venne, Gordon Duprey and Terry Bordeau.**

# Dog heads— a dead issue

## CSEA attention yields mailroom improvements

ALBANY — Adverse publicity generated by the Office of General Services Local 660 Safety Committee and The Public Sector has led to positive state action over the transport of hazardous materials through the interagency mail.

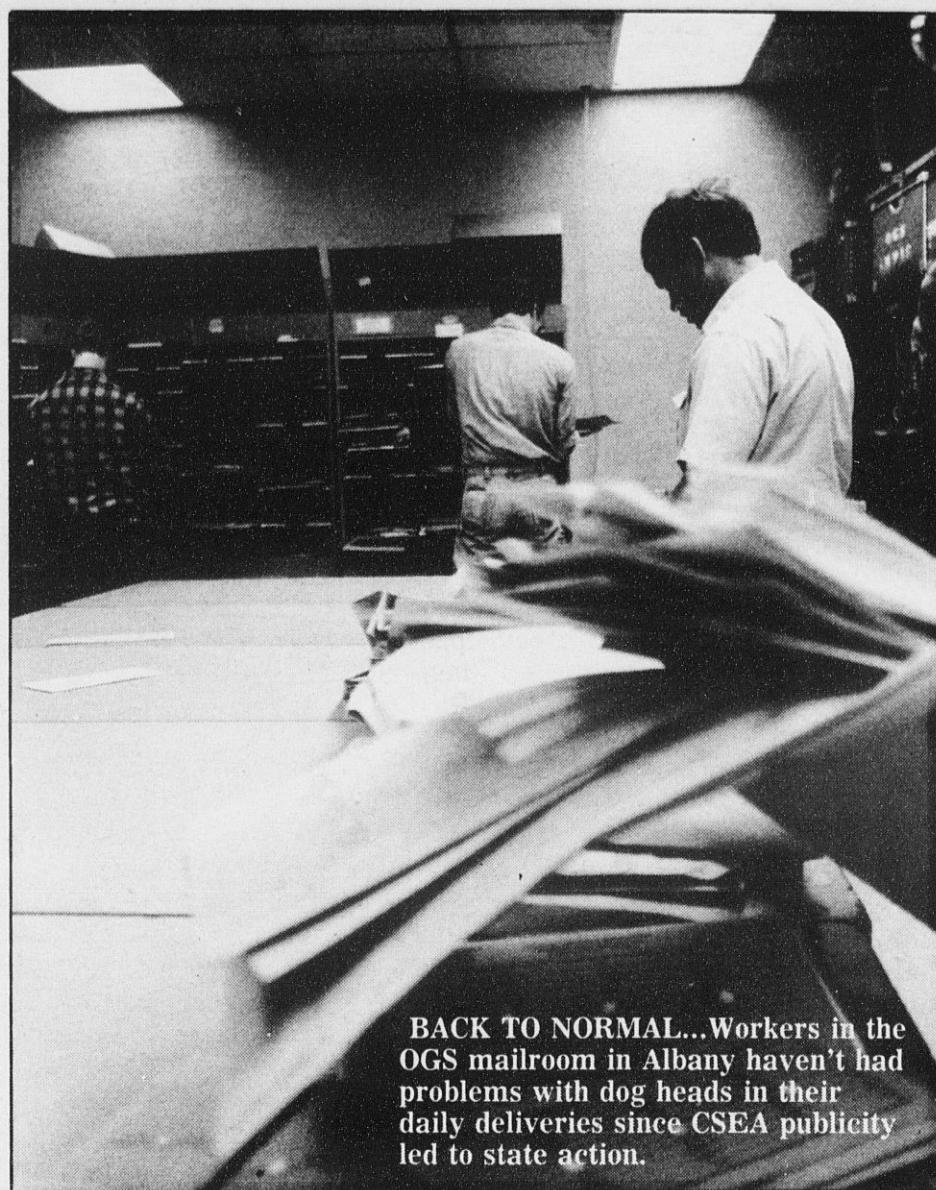
After CSEA focused attention on the improper shipment of dog heads and other leaking laboratory specimens by the state Health Department, OGS recirculated a 1980 memo banning the use of the interagency service for any biological samples. But since the policy had not been observed in the past, CSEA was still concerned about compliance this time around.

The local committee continued to hammer away at the issue and the Sector provided extensive coverage. Both actions led to results.

Letters between Health Commissioner David Axelrod and OGS Commissioner John Egan, sent within days of The Public Sector stories, set clear guidelines to end any danger to the public health and that of the mailroom workers, who were unknowingly handling dangerous shipments.

Additionally, a Health Department memo, referring to the publicity, reinforces the OGS ban except in emergencies and with departmental approval. It also sets up a procedure for following up the improper packaging of material for transport.

According to mailroom clerk Bill Somers, who first brought the problems to CSEA's attention, the policy is being followed and OGS couriers have not had to deal with any more hair-raising mystery packages.



**BACK TO NORMAL...** Workers in the OGS mailroom in Albany haven't had problems with dog heads in their daily deliveries since CSEA publicity led to state action.

## NOTICE TO DELEGATES ATTENDING THE OCTOBER 26-30, 1986 ANNUAL DELEGATES MEETING

A proposal to restructure the system and increase the amount of dues collected by CSEA will be considered at the Annual Delegates Meeting.

A proposal to amend Article IV of the CSEA By-laws will be made for your consideration.

The proposed amendments are as follows:

### ARTICLE IV Finance

Section 1. Remains the same.

Section 2. DUES AND AGENCY SHOP FEE.

(a)(1) Effective January 1, 1987, the annual membership dues and agency shop fee of the Association shall be eighty dollars (\$80.00) per year for annual earnings of seven thousand dollars (\$7,000) or less. One hundred thirty dollars (\$130) per year for annual earnings of at least seven thousand one dollars (\$7,001) but not more than eleven thousand dollars (\$11,000). One hundred seventy-seven dollars and twenty cents (\$177.20) per year for annual earnings of at least eleven thousand one dollar (\$11,001) but not more than fifteen thousand dollars (\$15,000). One hundred ninety dollars and twenty cents (\$190.20) per year for annual earnings of more than fifteen thousand dollars (\$15,000). On January 1st of each year after January 1, 1987 the amount of dues set forth above shall increase by the percentage used by the Association's International affiliate AFSCME to adjust its annual minimum dues. Membership dues and agency shop fees collected by bi-weekly payroll deduction shall be at the rate of 1/26th of the annual amount. Members who elect to pay dues by direct payment may do so by paying the annual amount of the dues to the Association on or before October 1st of the fiscal year for which such dues are paid. A member who elects to pay

dues by direct payment may pay such dues in two equal semi-annual installments on October 1st and April 1st of the year for which such dues are paid.

(a)(2) Delete.

(a)(3) Delete.

(a)(4) Renumber to (a)(2).

(a)(5) Renumber to (a)(3).

(b) Remains the same.

(c) RETIRED MEMBERS. The annual membership dues of retired members shall be twelve dollars (\$12) per year effective January 1, 1987.

(d) Remains the same.

(e) Remains the same.

(f) ASSOCIATE MEMBERS. The annual membership dues of an associate member shall be one half of the minimum dues provided for pursuant to Section 2(a) of this article.

Section 3. REFUND AND REIMBURSEMENT.

(a) REFUNDS TO LOCALS. Except for fiscal years ending September 30, 1987, September 30, 1988, and September 30, 1989, each duly organized Local of the Association which has complied with all of the provisions of the mandated Local Constitution and this Constitution and By-Laws shall receive from the Treasurer an annual payment of twenty-five percentum (25%) of the membership dues and twenty-five percentum (25%) of the agency shop fees collected from the employees in such Locals after the net per capita payment to AFSCME, and other affiliation payments to the State Federation of the AFL-CIO, if any, based on the June 1 audit, have been deducted. The expenses of the delegates to regular or special meetings of the Association shall be paid by the Local from such funds as hereinafter provided.

(i) For fiscal year ending September 30, 1987 the rebate to the Local shall include the rebate the Local received for fiscal year ending September 30, 1986 (assuming membership remains constant) plus 25% of the additional income generated by the dues increase effective January 1, 1987 to which the Local would ordinarily be entitled.

(ii) For fiscal year ending September 30, 1988 the rebate to the Local shall include the rebate the Local received for fiscal year ending September 30, 1986 (assuming membership remains constant) plus 50% of the additional income generated by the dues increase effective January 1, 1987 to which the Local would ordinarily be entitled.

(iii) For fiscal year ending September 30, 1989 the rebate to the Local shall include the rebate the Local received for fiscal year ending September 30, 1986 (assuming membership remains constant) plus 75% of the additional income generated by the dues increase effective January 1, 1987 to which the Local would ordinarily be entitled.

(b) Remains the same.

(c) Remains the same.

(d) REFUNDS TO REGIONS. Each Region of the Association shall receive from the Treasurer an annual payment of fifty cents (\$.50) of the membership dues and agency shop fees collected from each of the employees in such Region. In the event that a Region adopts a plan for assessing the Local within its Region, the State Treasurer may, upon notification by the Region Treasurer that a Local is delinquent in its Regional assessments, deduct that assessment from the Local's direct rebate from the Association and transmit, upon approval of the Board of Directors, the assessment to the Region Treasurer.

(e) Remains the same.



# CSEA: Free the captives

By Ron Wofford  
CSEA Communications Associate

BUFFALO—A busy weekend conference opening CSEA's new Region VI offices also saw the union extend its political organizing activities into the field of foreign affairs. The region kicked off a petition drive urging federal government action to bring all American hostages home.

The idea for the petition drive, for which Region President Robert L. Lattimer received overwhelming support from region delegates, developed when Lattimer heard a radio interview with Peggy Say of Batavia, sister of hostage Terry Anderson. Anderson is the Associated Press Correspondent held in Lebanon for over a year.

"I just felt we had a forum to help" says Lattimer, who discussed the issue with Say and then had petitions printed calling on President Reagan and the U. S. government to negotiate for the release of Terry Anderson...and all American hostages, whether they be held in the Soviet Union, Lebanon, or elsewhere. The petitions have been distributed to member volunteers.

The Region VI activists are gathering signatures at their worksites, at shopping malls, and wherever people pass through or congregate in large numbers.

The petition campaign has already attracted significant media attention locally and nationally. Lattimer has been interviewed by local television and radio as well as the national weekly newsmagazine, NEWSWEEK. Reports



**TAKING A STAND FOR FREEDOM...**Roswell Park Memorial Institute Local 303 member Brenda Hughes signs her name to a petition urging U.S. action to free American hostages held in Lebanon. Looking on is Local 303 President Art Cousineau, one of numerous CSEA activists powering the drive. The effort has attracted significant media attention including mention in NEWSWEEK, at right.

have called the CSEA drive the first grassroots support for the hostages.

Lattimer has invited other CSEA regions to join in the campaign and is awaiting a response from other area unions to an invitation to help gather signatures.

## Helping Hands for Hostages

Relatives of the American hostages in Beirut hope sympathetic unions can help free them. The Civil Service Employees Association of New York will gather petitions urging President Reagan and members of Congress to support negotiations for the captives' release—and will encourage other unions to do the same. "It just struck me we had the forum to help," said CSEA regional president Robert Lattimer, who contacted area resident Peggy Say, sister of hostage AP correspondent Terry Anderson. Say also will seek aid from the Teamsters, her father's union. The relatives fear that the hostages will remain overlooked "unless we become enough of an embarrassment in an election year," according to Say. Wendy's, the fast-food chain, is considering corporate endorsement of a separate campaign to solicit letters to the hostages and their families.

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See related

**"Camera Close-ups"**  
Page 5

## Region VI opens new doors, honors Fauser



**THANKS AND APPRECIATION FOR FAUSER...**CSEA Region VI Vice President Flo Trippi presents a badge of honor to retiring CSEA Treasurer Barbara Fauser, while CSEA Executive Vice President Joseph McDermott watches. Fauser, who served as Region VI Treasurer before being elected to statewide office, was praised for her years of dedicated service to CSEA members.

BUFFALO — In addition to the hostage petition drive getting off the ground, the Region VI conference also included an open house at the new region office, information tables presented by CSEA departments, and farewell honors for retiring CSEA Treasurer Barbara Fauser.

More than 400 CSEA members, officers, and friends of labor attended portions of the program.

The CSEA departments were represented at the conference to provide information to members on the services the union offers. Staff members were available to assist members with questions or problems needing attention. The program was coordinated by CSEA Education and Training Specialist Anne Rokeach.

Barbara Fauser, retiring CSEA treasurer and former Region VI treasurer, received a plaque of appreciation, several gifts, and many accolades for her dedicated service to the region and local membership. The presentation was made during a luncheon in her honor.

Fauser was also called a trailblazer for her efforts to make statewide elections fairer. She was the first statewide officer to win election via the petition route. Today all candidates for statewide office must submit petition signatures rather than simply be certified by a nominating committee.

# ...the barriers confronting Social Services

most complex project of its kind ever attempted

CSEA is breaking through...

By Roger A. Cole  
Editor

There are about 10,000 of them throughout New York state, and virtually every one of them believes that, job-wise, they are caught somewhere between the proverbial rock and a hard place.

Many of them have been physically assaulted on-the-job, and most report intimidation and threats as a daily experience. Virtually all of them report their jobs expose them to constantly high levels of stress; almost to a person they see themselves as overworked. Health and safety issues are raised daily throughout the system, and most believe management is simply unresponsive and perhaps unconcerned.

"They" are the CSEA-represented employees toiling in often thankless and sometimes impossible jobs in county Social Services Departments and agencies throughout New York.

Working to improve their lot through conventional union means — contract negotiations, grievances, labor/management meetings, lawsuits — has been on-going by CSEA for decades. But because Social Services work situations are unique compared to most other local government employees, overall improvements have been too gradual to satisfy either the union's goals

for these members, or the members themselves.

CSEA has responded by initiating what is being described as the most complex project of its kind ever attempted by the union. Its name, the "Social Services Project," belies its complexity or its importance.

The project is under the direct supervision of CSEA Consultant Amy Doran, who conceived the concept and has thus far guided it through the initial phase, and well into the second of the project's three phases.

The first part, to identify the major problems areas faced by members working in county Social Services Departments, was completed earlier this year by surveying hundreds of members in 11 county Social Services Departments.

Four departments are involved in phase two, now nearing completion. The second step consists of developing strategies to correct situations identified in the earlier surveys, and trying out the corrective measures in the pilot counties.

Phase three will involve implementing strategies that prove successful and extending those activities to every Social Services Department in the state.

Education and training, Doran says, is an important part of the union's solution to many of the problems uncovered in the survey of members. To that end, CSEA's Education and Training department is experimenting with special workshops for Social Services employees in the pilot areas. Members are given information dealing with such topics as self assertiveness, how to recognize and neutralize difficult people, and behavior modification methods. Classes on self defense are being considered for members in areas where physical assault is

a problem. Stress management classes are teaching members how to control their tension-filled work environment. Assisting members to expand their education through special classes and providing career strategy sessions are being employed by the union.

"Humanizing the workplace is a major objective of the project," Doran says, noting most Social Services workers complain the worksite often consists of an almost intolerable combination of cramped and inadequate space filled with complaining clients.

Improving communications between the union and Social Services members is another prime objective to overcome some of the identified problem areas, notes Doran. To that end, some of the pilot programs involve field testing newsletters discussing general information and topics concerning

Although the pilot programs are still on-going, CSEA Consultant Amy Doran says some important lessons are already evident. Among them, she says, is:

- 1) Generally speaking, the membership is pleased that CSEA is doing something on their behalf;
- 2) Social Services members seek additional time from the union's professional staff. Doran says this is necessary, but should not be accomplished at the expense of other members of a unit. Instead, she suggests schedules be adjusted as needed to increase time field representatives spend with all members of locals and units, and additional staff hired as needed;
- 3) Although it does a decent job now,

professional development opportunities.

In addition to training and education programs for rank-and-file, specialized training for union professional staff members who work with Social Services units is also being recommended, Doran notes. A more aggressive representation on behalf of Social Services members will be evident when the project advances to the final phase, she predicts.

"It was very important for CSEA to give formal recognition to the special needs of Social Services members by authorizing a project of this scope," Doran says. "The members know we're concerned about their situation, now the next step will be to put the solutions into action on a statewide basis. That should begin very soon, since we are already evaluating the various pilot programs."

- the union should expand the assistance provided to help leaders manage their units effectively. Leaders at the local level want and need as much help as possible, Doran says surveys indicate.
- 4) Most Social Services members are suspicious of management, but many are also wary of the union's intentions. Improved communications and continued demonstrations of the union being aware of member problems and ability to resolve them should greatly improve the relationship with the union, Doran suggests.
- 5) Training and education must be an on-going program, not only for Social Services members but for staff professionals as well.

## A pilot program in action

MINEOLA — Members from the Social Services Department Unit of Nassau County CSEA Local 830 recently attended a workshop entitled "Career Satisfaction: Coping in the Workplace."

The workshop, which was presented by CSEA Education and Training Specialist Sean Turley, came about as part of CSEA's desire to address members problems and is included as part of a pilot program in Nassau County for Social Services employees.

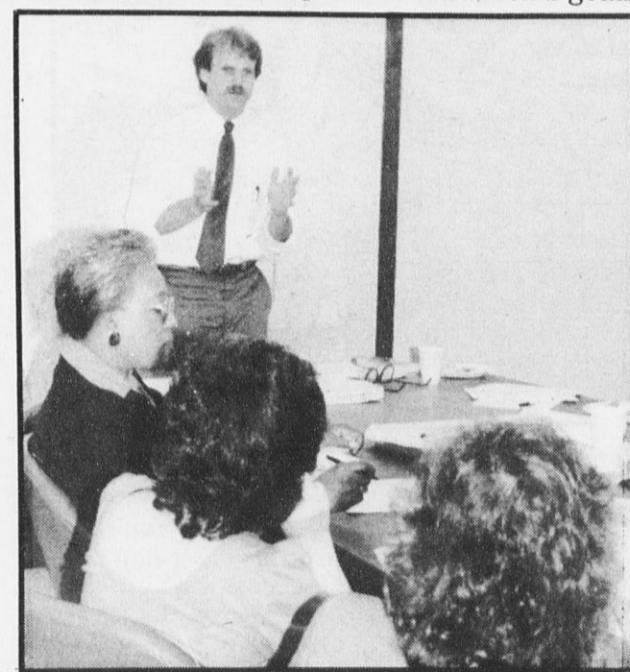
Turley gave credit to Amy Doran, a consultant for CSEA. "Amy started this pilot project because she believes it will provide the skills necessary to help you cope with difficult situations and difficult people."

As he rolled up his shirtsleeves, Turley told the members, "We're here to explore and explode the myths surrounding women in the work place."

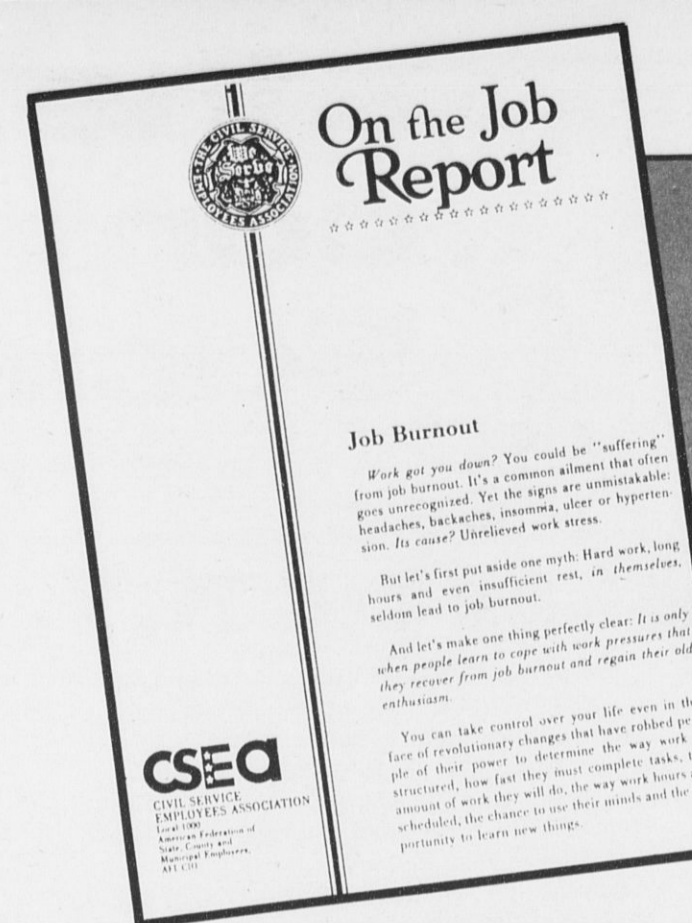
The members were given handouts on self assertion, working with difficult people, and characteristics of behavior.

Beth Luttinger, president of the Social Services Unit of Nassau County Local 830, said, "The workshop has been very good. I feel it gives the members a chance to ventilate, as well as to get ideas from each other."

Luttinger, who is on the Statewide Social Services Committee, explained that the committee tried to come up with relevant pilot projects for different areas in the state.



CSEA EDUCATION AND TRAINING SPECIALIST Sean Turley makes a point during the "Career Satisfaction" workshop.



Amy Doran, Consultant

**FOR INFORMATION**  
about the Social Services Project, contact:  
Amy Doran, Consultant  
Civil Service Employees Assn.  
143 Washington Avenue  
Albany, N.Y. 12210  
(518) 434-0191

NEWSLETTERS dealing with topics of professional interest, left, are being tried in pilot counties as a means of improving communications with the Social Services membership.

Two special booklets designed to assist county Social Services employees in preparing for career advancement through promotional examinations are available from CSEA's Education Department, reminds CSEA Consultant Amy Doran.

One booklet covers the "Social Welfare Examiner Series" and the other the "Caseworker Promotional Exam Series."

Each booklet costs \$1.50 and may be ordered by contacting The Civil Service Employees Association, Education Department, 143 Washington Avenue, Albany, N.Y. 12210. Checks or money orders should be made payable to: "CSEA Education Department." Please specify which booklet you are interested in purchasing.

Doran also notes that a number of civil service examinations in the Social Services field are scheduled over the next several months. Tests will be scheduled as staffing requirements dictate in county Social Services Departments, and members should contact their local personnel offices and Civil Service agencies to determine if exams will be held in their specific county.

Doran said exams for Social Services caseworkers are scheduled in November, 1986, and May, 1987. Caseworker supervisor A and B, and caseworker senior exams are all scheduled in January, 1987. Social welfare examiner senior and entry level social welfare examiner examinations are scheduled for December, 1986, and June, 1987.

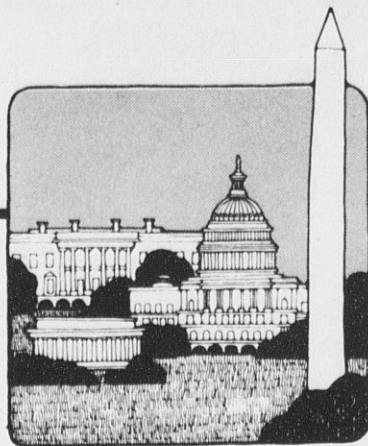


STEVE REDLER, President of the CSEA Social Services Unit in Albany County, gets a demonstration of how employees can protect themselves with proper self-defense techniques. Professional self-defense instructor Kate Willyard demonstrates the techniques, being considered as part of a pilot program in Albany County.

## Social Services committee's role

A seven-member statewide Social Services Committee oversees CSEA activities on behalf of Social Services members, and is playing an active advisory role in the "Social Services Project."

Committee members are Chairwoman Grace Vallee of Troy, Mary Hampton of Watertown, Beth Luttinger of Long Beach, Steve Redler of Albany, Mary Cannizzaro of Mahopac, Nancy Hall of Peck Slip Station, and David Wilbur of Williamsville. Associate Director of Research Kathryn Albowicz is staff advisor to the panel.



# CSEA-AFSCME's Watch on Washington

The CSEA-AFSCME connection keeps a watchful eye on events in the nation's capital, particularly as they affect New Yorkers, in this periodic column. Emphasis will be placed on New York lawmakers and on congressional activities that impact upon New York residents, taxpayers and public employees.

## Reagan slashes cut N.Y. deepest

New figures compiled by Fiscal Planning Services, Inc. for AFSCME leave no doubt about the impact of the "Reagan Revolution" on federal aid to state and local governments and individual Americans.

The biggest loser has been state and local governments which lost a total of \$76.4 billion. This represents a 14.9% decline, but federal grants to state and localities for such activities as employment and training for the unemployed, transportation, housing, and pollution control were especially hard hit. Among the state and local grant programs that suffered significant cuts were the Work Incentive Program (WIN)— 56%; Mass Transit — 32%; Revenue Sharing — 33%; Subsidized Housing — 41.7%; Waste Water — 62.5%; and job training — 71%.

New York's state and local governments lost \$8.3 billion which represents about the same percentage drop as the national cut. However, the state ranks first in the nation in per capita cuts. In other words, the state

lost more per resident than any other state.

Cuts in direct federal aid to individuals, such as food stamps, social security, and higher education, declined by much less — 3%. The total amount was \$38.4 billion. New York's citizens lost about the same percent or \$3.4 billion.

Assistance for young people to attend schools of higher education has been hit especially hard. It's down by 11.8% at a time when tuition increases are putting college beyond the reach of increasing numbers of young people.

New Yorkers sit on all of the Congressional Committees that make key decisions on federal spending and revenue policy. The House and Senate Appropriations Committees have throughout these past years been in the forefront of Congressional action on spending decisions.

Senator Alfonse D'Amato sits on the Senate Appropriations Committee and Representatives Matt McHugh, Jack Kemp,

and Bill Green sit on the House Appropriations Committee.

\*\*\*\*

During the recent Senate vote on the confirmation of William Rehnquist as Chief Justice of the U.S. Supreme Court, New York's two Senators split their votes along party lines: For confirmation — Alfonse D'Amato (R); Against confirmation — Daniel Patrick Moynihan (D). The Senate confirmed the nomination 65-33.

\*\*\*\*

Although Congress is now grappling with the Reagan administration's comprehensive drug legislation package, the House has already passed its own plan — the Omnibus Drug bill of 1986.

It includes an amendment by Congressman Charles Rangel (D-Manhattan) which increases the authorization for state and local drug enforcement to \$625 million per year from \$100 million.

That money can also be used for state and local prison construction.

## November elections just around the corner



# PEOPLE pledge push designed to increase funding for candidates

A full schedule of fund raising activities throughout CSEA's annual Delegates Meeting in Niagara Falls are expected to raise a substantial amount of funds for CSEA/AFSCME backed candidates for federal offices in the November general elections.

CSEA's PEOPLE Committee members and volunteers will staff a PEOPLE information booth from 9 a.m. to 4 p.m. Oct. 27-30 in the Niagara Falls Convention Center, where various items will be available for sale as part of the fund raising effort and where 50-50 raffle tickets to benefit the PEOPLE program will be available.

PEOPLE (Public Employees Organized to Promote Legislative Equality) is AFSCME's special fund established for political contributions to be used in support of candidates for federal elected offices.

On Tuesday, Oct. 28, a workshop on "Political Action and PEOPLE" will be offered for CSEA delegates to further acquaint union activists with the union's involvement in political action.

On Wednesday, Oct. 29, a "Women's Legislative Breakfast" will be held at the Niagara Hilton Ballroom under the sponsorship of CSEA's Women's Committee and PEOPLE Committee. Atty. Carol Bellamy, former president of the New York City Council, will be keynote speaker. Tickets will be available at the PEOPLE table.

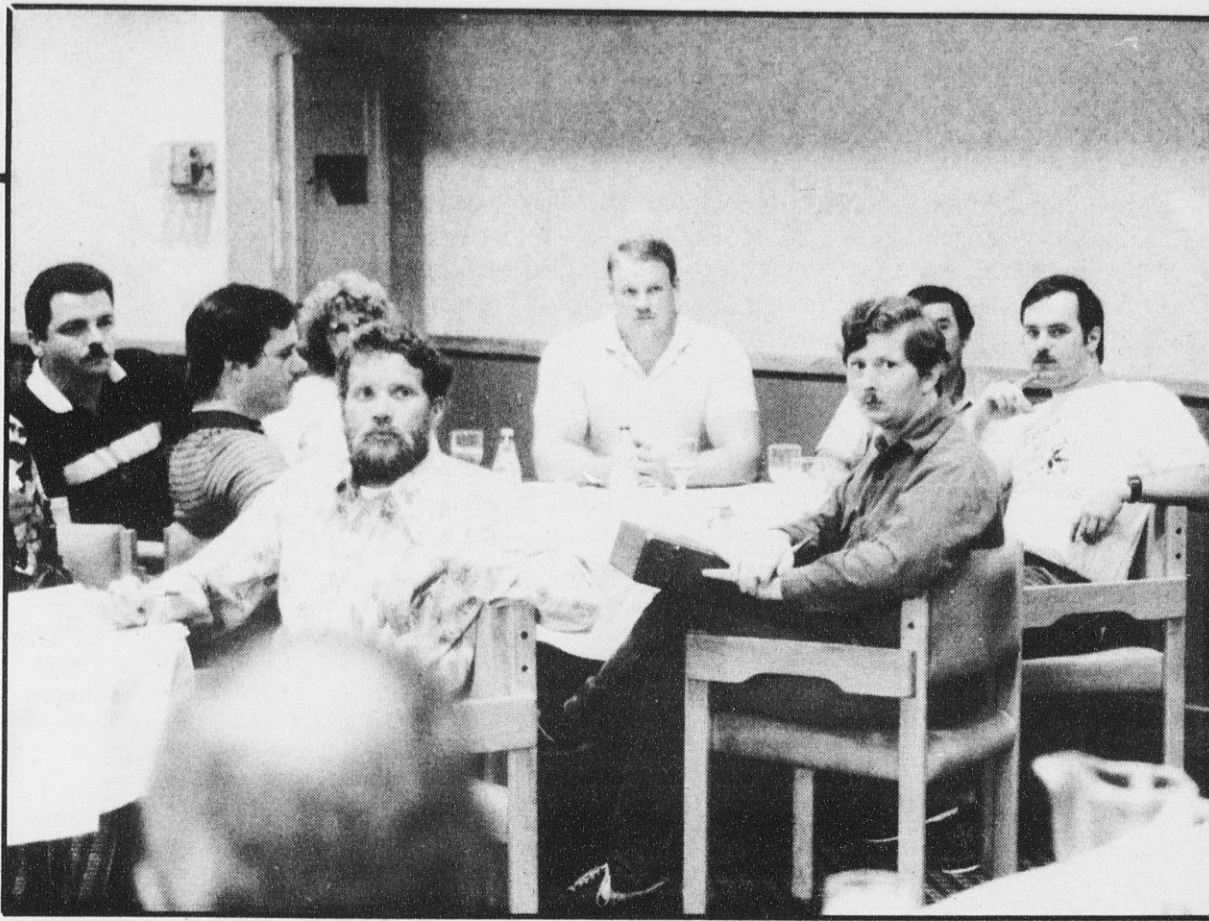
On Thursday, Oct. 30, the PEOPLE Run will be held at 7:30 a.m. on Goat Island near Niagara Falls. Contributions raised by

participants in the PEOPLE Run are expected to constitute a substantial portion of funds raised throughout the week. Participants must register by 5 p.m. the previous day at the PEOPLE table. Awards will be presented to participants in several categories.

Thursday evening, from 7-11 p.m., a PEOPLE costume party will be staged in the Convention Center ballroom, featuring guest appearances by "Huddle's and the Buffalo Jills" from the Buffalo Bills NFL football team. The 50-50 raffle and other drawings will be conducted during the program.

Also, the drawing for the first prize of a trip for two to St. Thomas in the Caribbean for participants in PEOPLE's Political Checkoff Incentive Program contest will be made at that time. Additionally, "The PEOPLE Cup" will be awarded during the week to the CSEA region with the highest average contribution per member under the checkoff incentive program. The winning region will display the cup in its regional office during the following year.

In anticipation of heavy participation in the various PEOPLE fund raising events during the annual meeting, according to CSEA Statewide PEOPLE Coordinator Cheryl Sheller, PEOPLE Run and general PEOPLE pledge forms have been mailed to Local presidents for distribution prior to the annual meeting.



**STEP BY STEP** — Negotiating team members from CSEA units in Cortland and Tompkins County get a lesson in collective bargaining from CBS Roger Kane, right. All phases of the process — from selecting the team to final contract signing — were discussed at the meeting.

# Getting what you bargain for

## *Region V pilot project offers negotiating tips*

By Charles McGeary  
CSEA Communications Associate

**CORTLAND** — A CSEA Region V pilot workshop for negotiating committee members has drawn favorable response from bargaining teams and participating staff members who conducted the project here.

The pilot program, a three-hour evening session, moderated by Collective Bargaining Specialist Roger Kane, was attended by more than 20 negotiating team members from the County Unit and Police Officers Unit of Cortland County Local 812 and the Tompkins County Unit of Local 855.

In his opening remarks, Kane stressed the importance of selecting a dependable negotiating committee that represents a good cross section of CSEA rank-and-file members from different departments within the unit.

"While maintaining confidentiality, the negotiating team must be dedicated and willing to sacrifice a lot of time for their fellow members. They must be able to evaluate proposals, target priorities and decide what benefits and contract language will best serve the majority of members in the bargaining unit," Kane said.

To explain the important supportive roles offered by other CSEA staff members, Kane introduced Kathy Albowicz, Don Kelly and Kim McHale, members of the CSEA Research Department at Albany Headquarters.

Albowicz explained the budget analysis process; Kelly and McHale followed with the role CSEA research plays.

Field Representatives Jim Hennerty and Terry Moxley also contributed to the discussion by drawing from background experience. Hennerty touched on the importance of trouble areas in past contracts; Moxley stressed how the negotiating team must be cohesive, patient and not be swayed by management pressure.

Region V Safety and Health Representative Chris Jamison and Political Action Coordinator Tim Burns also explained how their departments can assist the unit or local in reaching a contract.

In evaluating the pilot project Kane said the program was productive and well received.

"When we wrapped up the evening, team members from all three Units were enthusiastic and said they 'learned quite a bit' in a few hours," Kane said.

Region V director Frank Martello was also pleased.

"Judging from the favorable comments we heard from team members and staff, we will probably recommend the project be expanded to other areas in the region and possibly statewide. Potentially, I think we can provide a sound package of advice for helping any unit or local improve their performance during negotiations," Martello said.

## Contracting out

The Civil Service Employees Association, Inc., has experienced a loss of public employee membership jobs through the contracting out of local government and state employee positions to the private sector.

This movement towards the so called privatization of the government sector jobs in the name of cost effectiveness and good government is in effect fostering lack of stable public service, inordinate workloads on retained public employees and financial

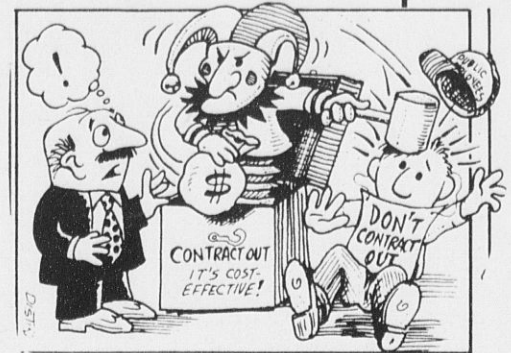
waste of public tax revenues as well as loss of quality and efficient public service.

### THEREFORE BE IT RESOLVED:

That CSEA take all steps to effectuate action to stop and cause a reversal of this contracting out movement.

Such steps should include a serious and planned organizing effort in all areas where contracting out occurs; and

The implementation of legislative and political action programs.



## Human rights

### WHEREAS:

More than 1,500 people, most of whom are black, have died as a result of unrest and violence in South Africa since August of 1984 and;

### WHEREAS:

Government violence, repression and unlawfulness is being directed toward the union movement and its leaders who have been jailed without cause of hope of survival and;



### WHEREAS:

CSEA has already gone on record as being opposed to the apartheid system which is being unjustly forced upon the majority of citizens of South Africa and;

### WHEREAS:

CSEA has several times gone on record as supporting a divestiture of public employee pension funds as a means of pressure to effectuate change within South Africa and;

### WHEREAS:

CSEA abhors the continued unnecessary violence and human rights repression;

### THEREFORE BE IT RESOLVED:

That we, the delegates, on behalf of the nearly 250,000 public employees and former public employees we represent call upon the Union to publicly support sanctions against the government of South Africa and;

### FURTHER BE IT RESOLVED:

That CSEA insist that the comptroller of the State of New York, who is the sole custodian of the common pension fund of New York retirees, be admonished for his continued delay and lack of support for total planned divestiture of our pension monies.

**EDITOR'S NOTE:** In addition to proposed changes in the Constitution and By-Laws printed in the last edition of *The Public Sector*, delegates at CSEA's 76th Annual Delegates Meeting will also be considering resolutions submitted to the union's Resolutions Committee. The Annual Delegates Meeting is scheduled for Oct. 26-31 in Niagara Falls. Printed on these two pages are resolutions to be considered.

# Resolutions

...

**COMMITTEE MEMBERS:** Susan Crawford (chairwoman), Carol Craig, Allan Teitler, Glenda Davis, Richard Galbally, Candy Saxon, Dorothy Goetz, Sharon Katz, Colleen Bleimester, Maryann Herkenham, James Wood, Sal Castro.

## American labor history

### WHEREAS:

The American labor union movement has made a substantial and significant contribution to the growth and prosperity of our nation; and

### WHEREAS:

The labor movement was instrumental in passage of many laws effecting the general welfare as well as the youth of our nation such as: child labor laws, the minimum wage and civil rights; and

### WHEREAS:

CSEA on a limited basis has begun and piloted a program to foster teaching and

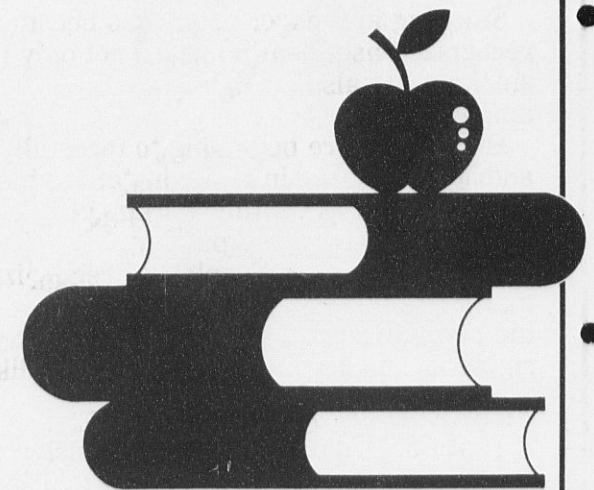
bring to the attention of school youth the meaning and history of the labor movement;

### THEREFORE BE IT RESOLVED:

That the delegates go on record that CSEA plan a statewide program to promote and support a continuation and expansion of the voluntary labor history awareness program and;

### BE IT FURTHER RESOLVED:

That CSEA begin to network with other unions to foster the requirement that labor history become a mandated part of the curriculum in all New York State American History courses.



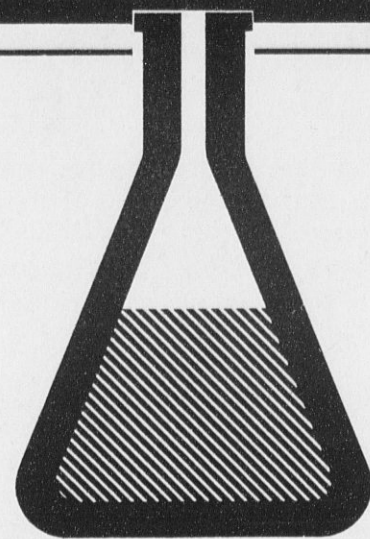
## Mandatory drug testing

All public employees are concerned citizens; as such, the enormity of the drug problem within the United States is also a concern of ours.

This problem should not become a vehicle to deprive citizens, including public employees, of rights to due process, privacy, freedom from unreasonable searches and seizures or from self-incrimination through the mandatory establishment of drug testing programs.

### THEREFORE BE IT RESOLVED:

That The Civil Service Employees Association, Inc., goes on record that it will actively oppose through legislative lobbying efforts, as well as through the labor management process and collective bargaining negotiations, attempts to mandate indiscriminate employer mandated drug testing of all citizens, but particularly public employees.



## New technology



### WHEREAS:

New technology is essential to improving the effectiveness of public services and the working conditions of those in public and non-profit organizations who deliver these services. Properly implemented, new technology offers potential benefits to workers and the public, such as safer and more comfortable working conditions; the opportunity to learn new skills and perform more skilled work; more efficient delivery of services; and the freeing of resources to expand and improve services. In spite of the potential, experience shows that jobs are often made more routine, more unskilled, more unhealthy, lower-paid and more dead-end with the introduction of new technology; and

### WHEREAS:

As more functions adapt to advancements, we must look at the implications. Electronic homework has a huge potential for growth. Homework has historically been associated with worker exploitation because it is virtually impossible to enforce health and safety; wage and hour; and child labor laws in the home.

The advantages to employers harbors potential disadvantages to the worker.

### AND WHEREAS:

CSEA, Inc. realizes the need for the education of its membership in the use of any technology and further realizes the inherent dangers and problems related thereto, such as:

- Higher Utility Bills
- Day Care Arrangements
- Irregular Income
- Role Overload
- Social Isolation
- Lack of Fringe Benefits
- Health and Safety Factors
- Workers Compensation Coverage
- Career Advancement

### THEREFORE BE IT RESOLVED:

That negotiating committees be directed to address the growing utilization of computer technology and to oppose use of computer technology in anything other than the normal job worksites as constituted by the end of the current contract.

### AND BE IT FURTHER RESOLVED:

That any move by the employer (state or political subdivision) to allow implementation of computer technology in the home be vehemently opposed.

## Workplace smoking policy

Smoking in the workplace has become recognized as a health hazard not only for smokers but also for non-smoking employees.

Employers are beginning to forcefully address this issue in many instances by unilaterally effectuating workplace smoking/non-smoking policies.

The Civil Service Employees recognizes that it has a responsibility to all its members and must protect the workplace rights of smokers and non-smokers alike.

### THEREFORE BE IT RESOLVED:

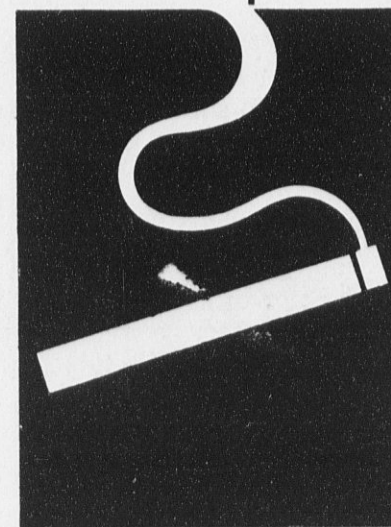
That CSEA develop a comprehensive workplace smoking policy for its entire membership.

That CSEA take administrative steps to

notify both its staff and elected leaderships of its concern that employer smoking policies are a subject of mandatory negotiations.

That CSEA encourages that workplace smoking policies not be developed that disenfranchise our smoking members or unduly forces their discrimination within their established work environment or also continues to require our non-smoking members to be unwillingly subjected to unwanted health hazards.

That, where possible, these standard policies be locally effectuated at labor management settings with the participation of membership fairly representing both constituencies.





## CSEA Committee profile

# Trials not new for probation officers

ALBANY — For 1500 CSEA-represented probation officers across the state, just keeping their own identity is a constant challenge. "People always confuse us with parole officers, but we really do very different work" says James Mattei, acting Chairman of the CSEA Probation Committee. Mattei has served on the special statewide committee since 1972.

Parole handles criminal offenders after release from jail or prison. Probation is an alternative to serving time. "We're much more involved with the individual and family in trying to straighten them out" he adds.

In fact, Mattei comments that providing clear information on the type of work probation officers perform is one of the purposes of the committee. However, it also carries out other unique and necessary roles.

Although the activities of probation officers are overseen by New York state through the Department of Probation and Correctional Alternatives, the officers themselves are local government employees. There is no central local — most officers are part of individual county locals.

For this reason, the statewide committee serves a labor/management role.

"Our main function is to unify the Probation Department — to monitor complaints and make sure everyone is treated fairly across the state" explains Mattei. The State Director of Probation regularly meets with the committee to hear concerns and address questions and difficulties from the field.

Among the issues the committee has tackled recently are efforts to develop a career ladder and fighting the growing trend toward contracting-out correctional services, including probation responsibilities.

According to Mattei, CSEA efforts have so far kept the lid on contracting-out in New York, but he notes cause for concern since the problem is running rampant in other states.



**LABOR AND MANAGEMENT WORKING TOGETHER...**Members of the CSEA statewide Probation Committee pictured with state officials during a recent meeting in Albany. Seated from left, Region V representative Francine Perretta; Acting Chairman and Region I representative James Mattei; State Director Edmund Wutzer; Department Counsel Linda Valenti; Standing, Probation Program Analyst Diane MacNamara; Region IV representative Bernard Blew; Conference Coordinator Sandra Layton; Region VI representative Eulis Cathey; CSEA staff liaison Mark Lawrence.

Currently the committee is involved in plans for a state-sponsored conference of officers scheduled for November 16-19 in Albany. The main focus of the program will be on cocaine and other substance abuse, but will also offer 33 different workshop sessions including addresses by Governor Mario Cuomo and U.S. Senator Alfonse D'Amato. CSEA will have an information table open throughout the event.

Mattei adds that the committee is anxious for the program as an opportunity to meet and talk with members from around the state. "This will really be the first time we've had members from more than 5-6 counties together in one place, at one time. It should be an excellent chance to hear what's on people's minds."

## Authority keeps own hands clean, workers left in office cesspool

PEEKSKILL — Employees of the Peekskill Housing Authority should be moved out of their basement offices immediately and given complete medical examinations courtesy of the Housing Authority, according to Region III Field Representative Al Sundmark.

Sundmark says he fears that the 15 employees might have been exposed to serious diseases because of raw sewage back-ups that have occurred a number of times in the past few months, flooding the offices with human waste.

Calls to the Housing Authority, the Department of Health and other agencies have resulted in buck-passing and political football games, said Sundmark.

In July a Department of Labor inspector appeared and submitted recommendations that the Housing Authority "keep the premises clean," but never recommended a permanent remedy to the situation.

"There's no question of hazard," said Sundmark, "but there are no standards to enforce."

More recently, an engineer was hired to determine the cause of the problem and digging up of the property has begun.

Meanwhile, says Sundmark, employees should not be expected to work in the offices until the problem is resolved permanently and there is no further danger of another sewage back-up.

Further, Sundmark says he is recommending that the basement offices be sealed off and professionally decontaminated and that all employees be given medical examinations.

**Raw sewage back-ups have occurred... flooding the offices with human waste**



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## Union assists member in reversing an unfair rating

FISHKILL — Follow-up was the key to a successful appeal for a member who felt she was evaluated unfairly.

Kathleen Danforth, a 42-year employee, has been a principal account clerk at Fishkill Correctional Facility since 1967.

According to CSEA Local 161 President Pat Mullan, a recent evaluation stated that Danforth was performing work that was "unsatisfactory."

"This evaluation would have meant that Kathleen would not get her longevity, which would affect her retirement," said Mullan. "I felt she was being treated unfairly."

Mullan pointed out that Danforth was rated on work she performed in the

purchasing department, a task she volunteered for while the person who is usually assigned was on vacation. "I hadn't worked in purchasing in 20 years," she explained. "I was never updated on new procedures."

Danforth was encouraged by Mullan and former Local President Lucy Rau to pursue an appeal, and after an investigation of Danforth's records, administrators upgraded her evaluation.

Asked if she had any advice for other members in similar situations, Danforth emphasized "Don't ever feel that there's no one to help you. CSEA will be there when you need them."

## Hyde Park must pay bus drivers

HYDE PARK — When bus drivers in the Hyde Park School District were not paid overtime for transporting students on a weekend trip, they discovered that their contract had no provisions for overtime pay for weekend work for 10-month employees. As a result, they were paid less than what they were entitled to, and CSEA filed a grievance.

According to Region III Field Representative John Deyo, CSEA demonstrated that there was a procedure that had been used for paying overtime for layover trips in the past.

Arbitrator Rodney Dennis agreed and said that a clear past practice was supported by the record. He ordered that the school district pay the 10-month drivers according to a set schedule.

## LPNs working out-of-title

BRENTWOOD — CSEA Pilgrim Psychiatric Center Local 418 President Pat Hahn said 68 grievances he has submitted regarding LPNs working out-of-title are currently under investigation by the Governor's Office of Employee Relations (GOER).

The LPNs from Pilgrim P.C. are grade 9 but are often mandated to work as charge nurses, which is a grade 14 position.

"If these people are doing a grade 14 job, then they should certainly get grade 14 pay," Hahn said.

Hahn claimed that many of these grievances had been submitted under the last contract and turned down. "The administration was always getting through a loophole," Hahn said. "They would claim that the LPNs were on temporary reassignment."

Under the current contract, the grievance goes to the agency level and then on to the governor's office.

"I feel we have a better chance now," said Hahn.

## Insurance issue resolved

POUGHKEEPSIE — An arbitrator has agreed with a CSEA contention that health insurance for Dutchess County employees should have been in effect on Jan. 1, 1985, not Feb. 1 as claimed by the county.

The difference is important because it means that a medical expense claim of \$160, incurred by Jill Gruber on Jan. 9, 1985, is reimbursable.

Gruber began work for Dutchess County on Nov. 19, 1984 and applied for health insurance on Dec. 18. The county claimed that her coverage began on Feb. 1, 1985 and that, therefore, her claim of Jan. 9 was not covered. CSEA strongly disagreed and filed a grievance on her behalf.

"All employees appointed to permanent positions working 17½ hours per week or more shall be eligible for health insurance

coverage the month following the commencement of their employment by the county," the contract stated, CSEA pointed out.

In addition, the same clause was included in the county's "Policies and Procedure Manual."

A third document from the New York State Health Insurance Plan also spelled out the same condition.

"This is exactly what Gruber did, said Region III Field Representative John Deyo. "She applied within one month of her employment and should have had coverage extended to her on the first day of January."

Arbitrator Joel Douglas agreed and ruled that Gruber's health insurance was to be made effective retroactively to Jan. 1 with reimbursement of the \$160.

## Cortland reallocation won

CORTLAND — When Cortland County substantially increased the workload and responsibilities of two employees but refused to increase their salaries or update their job descriptions, CSEA filed grievances over the matter.

An arbitrator supported CSEA's case on behalf of Judy Davison and Peter Zajaceskowski, both members of Cortland County CSEA Local 812. Both were originally hired to oversee certain aspects of the Comprehensive Employment and Training Act (CETA) program, which later was replaced by the Job Training and Partnership Act (JTPA). At that time, Cortland County became administrator of a service area covering Cortland, Tompkins and Cayuga Counties, which increased the workload of Davison and Zajaceskowski.

CSEA filed grievances for both after

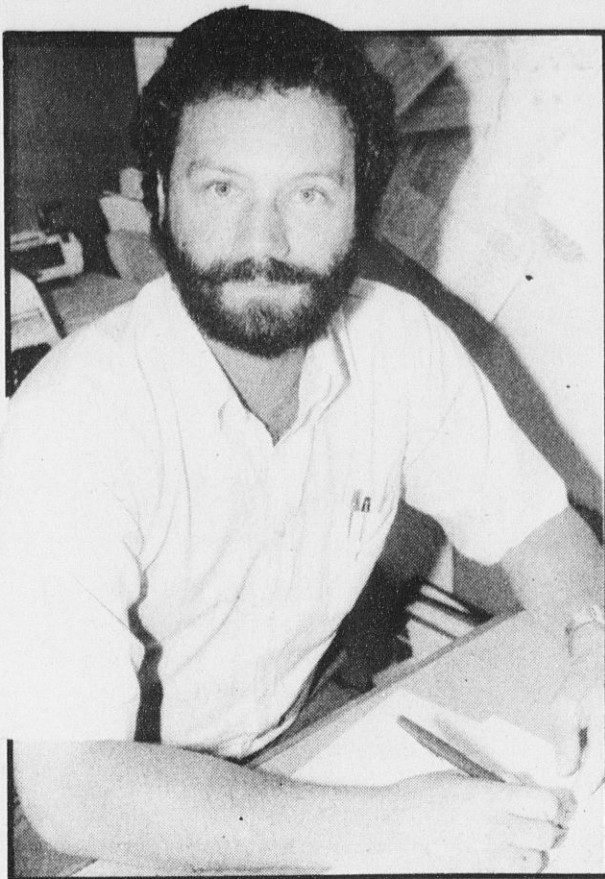
requests for salary increases were denied by the county.

The union's position during the arbitration maintained the grievants' increased workload clearly constituted out-of-title work assignments under provisions of the contract, and documented the argument. The county, in its presentation, admitted the grievants' workload had increased after the JTPA legislation changes and should be redistributed to other staff members. However, CSEA pointed out, no attempt was made to redistribute the workload.

In his decision, the arbitrator stated the county's own work director, as well as CSEA testimony, have demonstrated the grievants' workload and responsibilities have permanently and substantially increased, and he ordered the County to reallocate the grievants' salaries

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HAHN

# Pilgrim PC Local sues over mandatory overtime

NELVILLE — Pilgrim State Psychiatric Center Local 418 President Pat Hahn has filed a class action against the administration at the center for imposing continuous, mandatory overtime and for repeated denial of requested leave.

According to Hahn, because of overcrowding in the city psychiatric centers, Pilgrim is receiving more and more clients.

"The burnout syndrome is unbelievable," said Hahn. "My members are constantly working mandatory overtime and close to 100 members have

been denied requested time off because of insufficient staff."

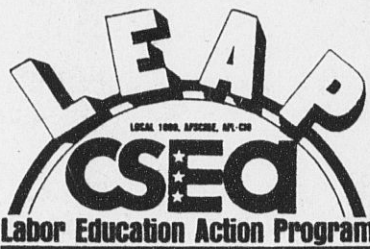
Hahn continued, explaining that seven to 10 people are forced to work overtime on each shift.

"I feel that there have been increased problems with time abuse because the employees can't get time off when they request it, so they end up calling in. They need a break," Hahn said.

"I also see more compensation cases. There are a lot of assaults on the employees and when we're understaffed, there's that many more," he added.

## LEAP

## Educationally speaking, Spring is just around corner



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

With the Fall Semester currently in progress, plans are moving forward for the Spring Semester of CSEA's Labor Education Action Program (LEAP).

LEAP catalogues and course announcements for the Spring Semester will be available on or about Oct. 22.

Interested eligible CSEA-represented employees may obtain catalogues and announcements from either the Training or Personnel office of their agency, or from their CSEA Local president. Information is also available by contacting the CSEA/LEAP office at (518) 434-0191, Ext. 226 or 228.

# Another way to save • IRAs

CSEA has approved Unity Mutual Life Insurance Company of Syracuse to participate in a payroll deduction Individual Retirement Account (IRA) program for the union's members.

The program, open to CSEA's 210,000 members statewide, enables participants to contribute \$2,000 annually on a gradual basis. CSEA members may opt to have as little as \$10 per CSEA pay period deducted from their paychecks and deposited automatically in their IRA.

Unity offers CSEA members a flexible premium retirement annuity, a type of account that can guarantee the purchaser an income for as long as he or she lives. Purchasers are not charged administration or service fees under Unity's plan; statements mailed quarterly list contributions, interest earnings and total account accumulations.

Edmund G. Sullivan, Unity senior vice president / marketing, said those CSEA members who deposited money in a Prudential / Bache IRA through the payroll deduction program have the option of transferring those funds to a Unity account.

"Though the 1985 tax preparation season is coming to a close, now is an appropriate time to start thinking about 1986 tax-deferred investments. Joining the CSEA payroll deduction program now means members won't have to withdraw \$2,000 in a lump sum from a savings account come next spring," Sullivan said.

Unity joins The Dime Savings Bank and Oppenheimer Investment Services in the program, replacing Prudential / Bache. Prudential / Bache withdrew from the payroll deduction program voluntarily on Jan. 1, 1986.

Those CSEA members interested in obtaining more information about Unity's IRA program should complete form below.

To: Unity Mutual Life Insurance Company

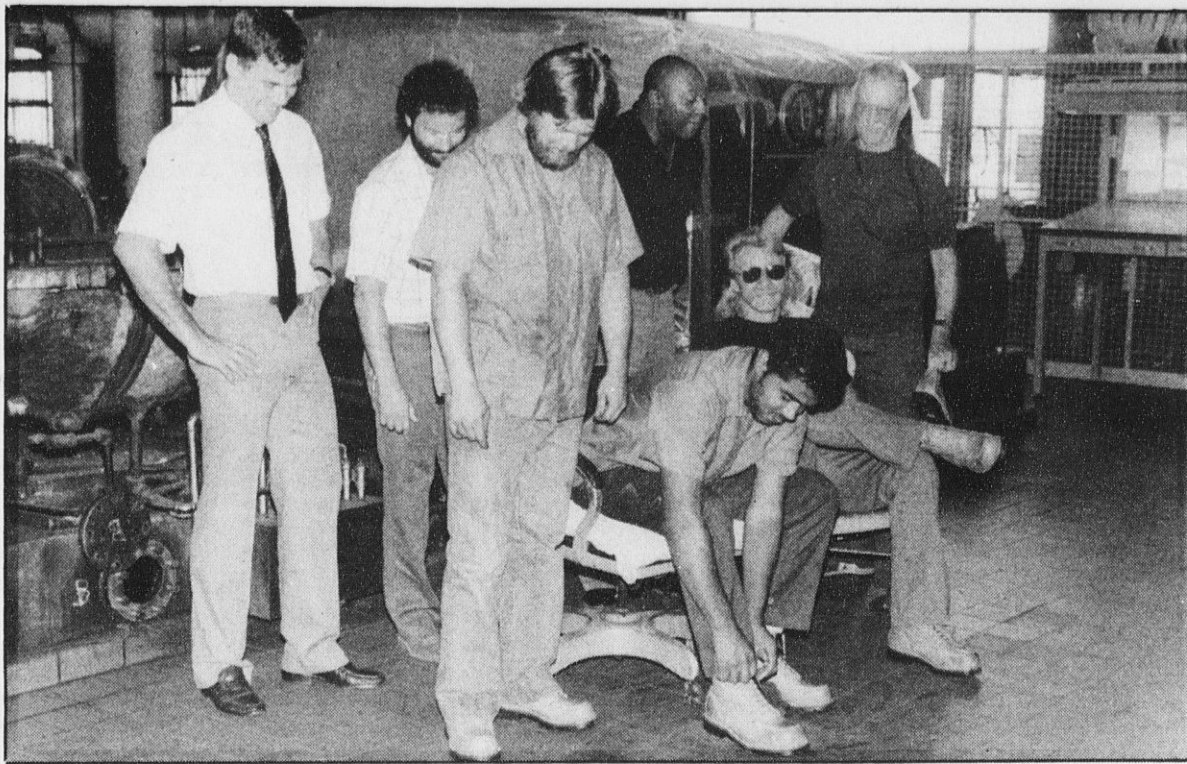
Yes, I am interested in receiving more information about Unity's IRA.

Name \_\_\_\_\_

Address \_\_\_\_\_

Phone \_\_\_\_\_

Send to: Carol Conklin  
Unity Mutual Life Insurance Company  
One Unity Plaza  
Syracuse, N.Y. 13215



# This, that

## AND THE OTHER THING

CSEA Field Representative **Jim Della Rocca** and Local 418 Representative **Pat Hahn** stand by as powerhouse employees try on their new safety shoes. From left, **Thomas Connors**, **Nelson Gonzalez**, **A.J. Wade**, **Howard L. Brown, Jr.**, and **Joe Ward**.

## New boots for putting best foot forward

MELVILLE — CSEA members in the powerhouse at the Pilgrim State Psychiatric Center are stepping out in safety, thanks to their new work shoes.

According to Water Treatment Operator and CSEA delegate **Joe Ward**, a safety violation spurred the arrival of shoes.

“The State Insurance Fund wrote up the violation and the administration had to comply. Last year, the administration told us

there was no money for shoes. We thought that was ludicrous,” he said.

Head Stationary Engineer **Frank Sheridan** wrote the specifications for the type of shoes the department wanted and chose a vendor who could supply them.

Pilgrim P.C. Local 418 President **Pat Hahn** said, “Now the shoes will be replaced each year. We won’t have to fight for them like we did this time.”

## Tip o' the hat



Tom McNabb, CSEA Region V Political Action Committee member and longtime union activist in Auburn and Cayuga County Local 806, was recently re-elected to the post of national secretary of the Ancient Order of Hibernians. In past years, McNabb also served as the organization’s national president, vice-president and statewide president.

## Information, please

More than 60 CSEA members of Ogdensburg Correctional Facility Local 172 will take part in Employee Awareness Week scheduled for Oct. 6-10 at the facility.

Highlight of the week-long event, according to **Susan Wilson**, vice president of Local 172, will be an information day, Oct. 8, when more than 40 agencies and organizations from St. Lawrence County, in addition to the three public employee unions, will offer information booths from 1-7 p.m.

“The event is being co-sponsored by the Employee Assistance Program (EAP) and Affirmative Action group, with the complete cooperation of facility management,” Wilson said.

## Choose life insurance before it's too late

Time is running out for those wanting to take advantage of the Max 25 Basic Group Life Insurance open enrollment period. Because of its uniqueness, this offer can only be extended until midnight, Oct. 31.

CSEA members age 55 or under cannot be turned down, regardless of their physical condition. Only those members over age 55 need to answer a short health statement.

Members can choose from four coverage amounts: \$25,000, \$20,000, \$15,000 or \$10,000. This insurance can be continued even if a member terminates employment and/or membership in CSEA, as well as at retirement.

If members are interested in receiving application information on this program, they should call the CSEA plan administrator, **Jardine Insurance Brokers Inc.**, at 1-800-833-6220 and ask for operator 30.



## Up and coming

CSEA Field Representative **Joseph Bakerian** and CSEA Fulton County Local 818 President **William Sohl** recently presented a certificate of appreciation and a plaque honoring former unit activist **Edith “Bunny” Pashley** for service to the members of the Fulton County CSEA members. Pashley was recently promoted to the position of county personnel director. While Sohl and Bakerian both noted the loss of an effective union leader both anticipated a better working relationship with the county due to the effort of the well trained and well versed new county personnel director.

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