



## AN UPDATE

While the state continues its tight-fisted grip on funds and seems unwilling to negotiate ...

CSEA's negotiating teams continue to work toward a negotiated fair settlement ...



and the members work and wait



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# State News

## PEOPLE IN THE NEWS



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#### Middletown Local 415 voter registration

MIDDLETOWN - CSEA Middletown Psychiatric Center Local 415 members registered 129 persons to vote during the recent Orange County Fair. Local President **Grace Ortiz** said the voter registration booth was fully staffed by members taking four-hour shifts throughout the fair week.



**SCHOLARSHIP WINNERS** - Shown here are **George and Marylou Murphy, Renee Murphy, CSEA Wassaic Developmental Center Local 426 President Tom LeJeune, Gabriel Deane and his mother Sondra Deane.**

#### Wassaic Local 426 presents two with scholarships

WASSAIC - Two children of Wassaic Developmental Center Local 426 members are winners of scholarships donated by the local this year.

Local President **Tom LeJeune** presented **Renee Murphy** and **Gabriel Deane** each with a check for \$1000 to help pay for their education. LeJeune said this is the first year of the local scholarship program.

Murphy, the daughter of **Marylou Murphy**, a three year Wassaic employee, is a 1991 graduate of Webatuck High School. Renee plans to attend Delhi College.

Deane, the son of **Sandra Deane**, a nine year employee, is a graduate of Pawling High School. He plans to attend Dean Junior Colloege in Franklin, Massachusetts.

## Ballots due Sept. 10 for CSEA Board's Universities seat

Ballots for a special CSEA Board of Directors Election for the Universities seat are due at 8 a.m. Sept. 10.

The ballots will be counted that day. Three candidates are seeking the vacant seat. They are, in the order they appear on the ballot: **Joseph McMullen** of Oneonta, **Jean I. Alverson** of Delhi and **Robert Vincent** of Liverpool.

Ballots were sent to eligible Universities members last month.

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Civil Service Employees Association, Inc.  
Local 1000, AFSCME, AFL-CIO

## THE PUBLIC *Sector*

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

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The Public Sector (445010) is published monthly by The Civil Service Employees Association. Publication Office: 143 Washington Avenue, Albany, New York 12210. Second Class Postage paid at Post Office, Albany, New York.

**Address changes should be sent to:** Civil Service Employees Association, Attn: Membership Department, 143 Washington Avenue, Albany, New York 12210.

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# CSEA keeps on negotiating, state seems unwilling to bargain

## Union's team works for tentative pact as mediation continues

CSEA negotiators blame the deadlock in state contract negotiations on management's unwillingness to bargain.

As this issue of *The Public Sector* went to press, the CSEA state negotiating team was in Albany working toward a negotiated settlement in mediation sessions.

"A negotiated settlement is best for everyone. It is best for our members and it is best for the people of New York state," said CSEA President Joe McDermott. "But to reach a negotiated settlement the state's management must be willing to bargain and make an offer that our members will ratify."

The state broke off negotiations and declared impasse in March. The Public Employment Relations Board (PERB) appointed a neutral mediator.

Since April the CSEA negotiating team has been meeting with mediator Tia

Dennenberg and state negotiators. The union's team is working to hammer out a tentative agreement that would go to members for a ratification vote. But the CSEA negotiators want to get to the bottom line soon.

"Our members need and want a

**"To reach a negotiated settlement, the state's management must be willing to bargain and offer what our members will ratify."**

**CSEA President Joe McDermott**

resolution to this process. If we don't see real movement on the state's part soon we will be forced to move this process to the next step," the union president added.

The next step under the Taylor Law, which governs public sector collective bargaining in New York, would be for PERB to appoint a fact-finding panel.

That panel listens to both the union and management's justification for their positions on unresolved issues. After listening to both sides the panel recommends a settlement. Both the union and management may reject part or all of the fact-finding report.

If all or part of the recommended settlement is rejected the dispute goes before the state legislature which may impose terms and conditions of employment for a one-year period.

# Federal Court decision invalidates first OCA lag

ALBANY — CSEA President Joe McDermott predicted that "time is running out on the lag payroll scam imposed on state employees."

He made the prediction after a federal court decision which ruled that a lag payroll imposed on state Unified Court System employees violates the U.S. Constitution.

CSEA currently has a similar lawsuit before federal court on behalf of 105,000 CSEA-represented executive branch employees who had a similar lag imposed on them.

The decision, handed down by the Second Circuit Court of Appeals, affects all court employees. It was brought by the Association of Surrogates in New York City.

CSEA appeared in the lawsuit as amicus curiae, or friend of the court, on behalf of the court employees it represents in other parts of the state. CSEA already has won a similar lawsuit in state Supreme Court.

The ruling included a stinging

denunciation of the lag payroll as a violation of Article 1, Section 10, of the Constitution which says "No state shall ... pass any law impairing ... the obligation of contracts."

The court noted: "The lag payroll has the effect of withholding 10 percent of each employee's expected wages over a period of 20 weeks and postponing their payment indefinitely. For instance, a 25-year-old employee would not be repaid her lagged wages until she leaves the state's employ — perhaps 45 years, should she devote her entire career to governmental service. The affected employees have surely relied on full paychecks to pay for such essentials as food and housing. Many have undoubtedly committed themselves to personal long-term obligations such as mortgages, credit cards, car payments, and the like — obligations which might go unpaid in the months that the lag payroll has its immediate impact."

The court added that "Were we to uphold this lag-payroll legislation, one wonders if the employees would ever receive their lagged wages, or whether another of the state's perennial 'fiscal crises' would justify deferring again, or even cancelling the lagged wages when they eventually become due. If a state government could so cavalierly disregard the obligations of its own contracts, of what value would its promises ever be?"

The court's action, which reversed a decision handed down previously by Judge Robert P. Patterson of the Southern District Court for the District of New York, concluded, "New York's lag payroll violates the contract clause of the United States Constitution" and orders "restitution of the lagged pay for all affected employees."

The judges referred back to the district court the issue of whether in making restitution the state should also pay interest on the restored wages.

## CSEA files grievance over longevity, increments

CSEA has filed a class action grievance on behalf of all its state members seeking the immediate payment of increments and longevity pay retroactive to April 1.

The grievance could not be filed until the state budget was adopted because until then the state had no legal authority to spend money.

Paychecks before the budget was adopted were issued under special emergency appropriations designed to simply keep the government functioning.

CSEA filed the grievance as soon as the

state budget became law. The issue is scheduled for arbitration.

"Withholding the increments and longevity from state employees is just another example of the state's penny-wise and dollar-foolish approach to dealing with its budget crisis," CSEA President Joe McDermott said. "People are demoralized enough — it's time the state stopped playing political games with its employees."

CSEA contends that under the law, all terms of an expired contract, including increment and longevity payments, must

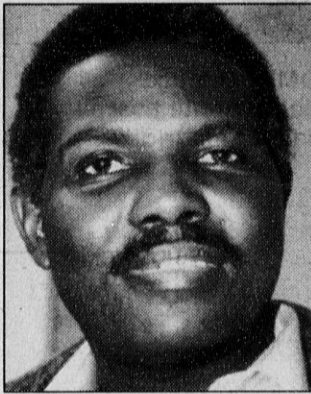
remain in effect until a new contract is reached.

There has been some confusion about payments made to PEF members. Those payments were not the same as CSEA's increments and longevity pay. They were payments due to PEF members for last year's work which the state failed to pay at the end of the fiscal year in March as required.

CSEA will continue to press for its members' rights as the state continues its irresponsible actions.

# MPC agreement means MHTAs don't have to dispense drugs

WARDS ISLAND — Calling an agreement with Manhattan Psychiatric Center management a "great victory for CSEA," Local 413 President Mohamed Hussain announced that mental hygiene therapy aides will no longer be assigned to pour medications for patients.



Carl Sirmon

"Hopefully, this decision will set a precedent and encourage other CSEA locals to negotiate similar agreements with their managements," Hussain said.

CSEA has fought to have only licensed professionals

charged with the responsibilities of taking blood pressure and vital signs like pulse and body temperature, and distribution of psychotropic drugs to clients, said Labor Relations Specialist Barton M. Brier.

"This is the work of licensed practical nurses and registered nurses," Brier said, "and work in their job descriptions should not have been assigned to employees without professional training."

Working closely with patient advocate and community groups, CSEA testified in 1987 as a friend of the court in a lawsuit, arguing that strictly medical duties should be performed only by licensed professionals. A federal consent decree later agreed with CSEA's position.

The accord reached with Manhattan Psychiatric Center management will take effect before the time mandated by the federal magistrate, thanks to diligent labor-management efforts.

CSEA Local 413 member Carl Sirmon, a secure care treatment aide with 23 years of

state service, was charged with insubordination and failure to comply with a direct order for refusing to pour medications.

"I was brought up on charges three different occasions and fined, but I still refused," Sirmon said. "I was not properly trained to pour out medications and believed management should send me to school to become a nurse if they wanted me to handle medications."

CSEA Local 413 member Melvin B. Gilbert, who also refused to pour medications as a therapy aide, agreed things had to change.

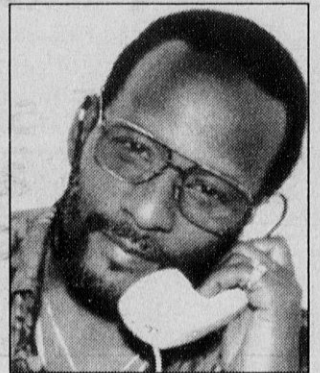
"They just lied to people all these years saying it was OK to pour medications," Gilbert said. "They said I had to go to medication class, but if something happened to a patient, that piece of paper

ain't worth a thing!"

Gilbert said he refused to go around "pretending to be a nurse," and instead enrolled in nursing school. He is now dispensing medications as a licensed practical nurse.

"I thought it was illegal all the time and I'm really happy to still be here to see this change," he added.

Region II President George Boncoraglio credited Hussain and the members of Local 413 for their perseverance to win this victory for quality patient care.



Melvin B. Gilbert.



CSEA LOCAL 413 and union officials after signing an agreement that therapy aides will not longer have to pour medications.

## State uses Lakeview shock incarceration facility for dangerous inmates

PORTLAND -- The state Department of Correctional Services (DOCS) sent dangerous criminals to the minimum-security Lakeview Shock Incarceration Correctional Facility despite pledges to send only minimum security risk inmates.

A "mistake" transferred 32 inmates convicted of violent crimes, including murder and rape, to the facility and it took several weeks to get them moved out.

Shock incarceration facilities are for first-time offenders of non-violent crimes. CSEA represents about 80 Lakeview workers.

But CSEA Labor Relations Specialist Dick Maggio said DOCS apparently tried to solve overcrowding problems elsewhere by moving prisoners to Lakevie without regard to their criminal records.

"We feel our members as well as the public were put into unnecessary jeopardy by putting these dangerous prisoners here," Maggio said.

DOCS administrators admitted to CSEA

Contract Administrator Jim Martin in Albany that the 32 worst-offender convicts were "mistakenly" transferred to Lakeview and promised to move them quickly. But it took several weeks to remove the convicts, said CSEA Local 189 President Pete Pinkowski.

"We had a couple of disturbances in the mess hall and the yard and a lot of weapons have turned up in a search," Pinkowski said. "Our members haven't been trained to work with worst-offender types, so we're very concerned about their safety."

The facility administration has no control over the transfers, Martin said.

"These transfers are controlled by the central DOCS administration," Martin said, "and we urge the state to live up to its promise to the community and our members to make a permanent rectification, so this problem does not balloon into a full-blown tragedy."

# Politics at its worst

## CSEA slams OMH, elected officials over disgraceful Gowanda actions



PREPARING FOR THE WORST -- CSEA OMH-OMRDD officers from CSEA Region VI meet in West Seneca to learn about the fall-out effects of the state's plan to close Gowanda Psychiatric Center.

CSEA is blasting state actions involving the closing of Gowanda Psychiatric Center by Oct. 31 as cynical politics at their worst. It's the latest salvo in the union's continuing campaign against the systematic destruction of the mental health system.

"CSEA said from the start that the Gowanda situation was purely political and a prime example of everything that's wrong with state Office of Mental Health policy," CSEA President Joe McDermott said. "The way the politicians played games with the lives of patients and staff stinks. Closing Gowanda is disgraceful and the state's elected officials and the Office of Mental Health share the responsibility."

"I'm overwhelmed by the reality that this is coming to pass — it's a crime, a political injustice," said CSEA Gowanda Psychiatric Center Local 408 President Wayne Jones.

According to Jones, the main building at Gowanda -- worth millions of dollars -- is scheduled to be padlocked and left to deteriorate.

"At the same time there's a desperate need in the community for the services we provide and those needs won't be met under the plan that OMH is following," he said. He called plans for maintaining a small admissions unit at Gowanda "a set-up."

"That unit is being set up to fail so that it will take the heat off the politicians when they eventually decide to close it," Jones said.

In his original budget proposal earlier this year, Gov. Cuomo proposed closing Gowanda by 1992. CSEA then mounted an urgent effort on behalf of Gowanda that included the release of *No Compassion, No Care: Abandoning the Mentally Ill*, a report that focused on serious deficiencies in state mental health practices and detailed a plan for utilizing the Gowanda campus and workforce for better delivery of mental health care.

But the state Legislature slashed mental health funding even deeper than the Governor proposed. As a result, OMH accelerated its timetable for the Gowanda shutdown. Initially plans were also developed for the shutdown of Elmira Psychiatric Center, too. But a restoration of some funds and a change in plans has apparently protected Elmira for the time-being. OMH is however, proceeding with the Gowanda closing.

"OMH is wringing its hands about how terrible it is that they're being forced to do this, but they created the monster," McDermott said. "They've been running the system into the ground for years and now the governor and the Legislature are simply making them do it faster."

Although the legislature insisted on a written plan from OMH explaining how mental health needs will be met in the wake of the Gowanda action, CSEA has dismissed that plan as nothing more than "window-dressing."

"It's not much consolation for the people at Gowanda but this fight is far from over," McDermott said. "We're not giving up on a fight that's about basic human dignity."

## Keeping pressure on OMH

CSEA is urging its locals to help in the fight against the systematic destruction of the state mental health system by documenting and challenging actions that cost members' jobs.

As one of many tactics the union is employing in the fight, locals have been contacted about the contracting out of mental health services at state employees expense.

"If the state is discharging geriatric patients to nursing homes, downsizing admissions units and diverting admissions to community hospitals at the same time they're laying off employees, there's a strong case to be made that they're violating the contracting-out provision in our contract," said CSEA Deputy Director for Contract Administration Mark Lawrence.

Locals should keep close tabs on these and similar actions at their centers, identify the staff who get hurt by these actions and pursue grievances.

"We have to keep the pressure on using every tactic we can," Lawrence said.



CSEA MEMBERS continue to confront OMH Commissioner Richard Surles wherever he appears across the state. At right, Anne Maywalt, right, a retiree from Binghamton Psychiatric Center and member of CSEA Retiree Local 902, joins CSEA Binghamton Psychiatric Center Local 441 members in demonstrations when Surles visited the facility recently.

# A full roster for Local 441

## Hard work, education give local 100 % membership

BINGHAMTON — The phrase “strength in numbers” has new meaning for CSEA-represented employees working at the Binghamton Psychiatric Center — CSEA Local 441, representing nearly 600 employees, has achieved 100 percent membership.

The local reached the important milestone through a combination of perseverance and outreach, said Local 441 President Keith Zulko. When he took office two years ago, the local was about 30 people short of 100 percent. Zulko and the executive board made contact with the non-members and by the beginning of the year, only seven eligible employees had not joined the union.

He contacted each of those non-members personally.

“It didn’t take much to convince most of them,” Zulko said. “By letting them know that they weren’t members, and by showing them the benefits of belonging to CSEA, we signed them all up pretty quickly.”

Zulko attributed part of the stronger membership support to the negative impacts of the state fiscal crisis on state employees, especially in the mental health system.

“With all the layoffs, people have been coming out of the woodwork to seek the union’s assistance and protection,” he said.

Therapy aide Brian Standish said he never joined union in his 10 years at Binghamton Psychiatric Center because he thought it was ineffective. Then the union won an out-of-title back pay award for his wife, another BPC employee, and he realized the union did work. He wanted the chance to vote in union elections, too.

“When I tried to vote, I found I couldn’t as a non-member,” he said. “Since I was paying an agency shop fee anyway, I felt I

should be able to vote.”

Some people aren’t aware they don’t belong to the union, while others accidentally let their memberships expire, Zulko said.

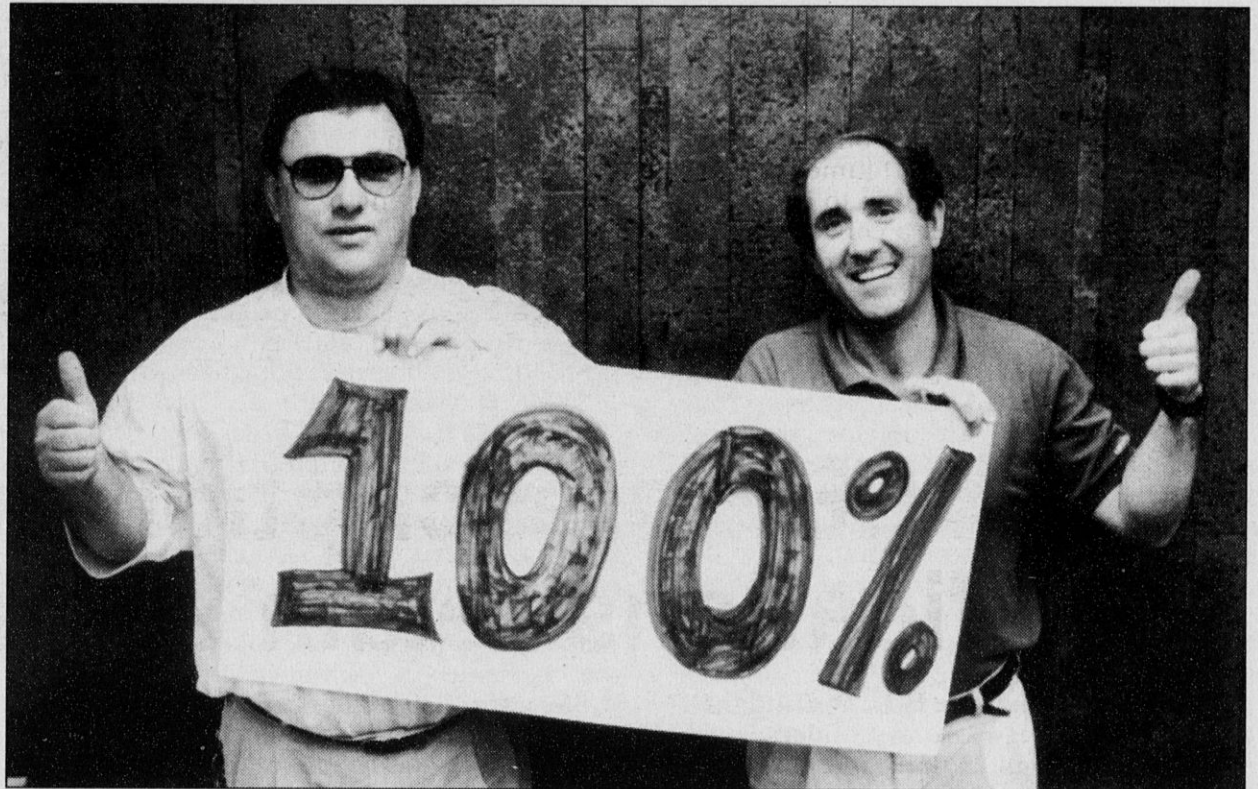
Stores Clerk Joan Dunlop wasn’t aware her membership had expired during her maternity leave. When employees are off the payroll for four weeks, they are removed from CSEA membership as well. Dunlop, who represents the union at the facility’s day care center, signed back up as soon as she could.

“I value the benefits the union provides, so I immediately wanted to sign back up,”

she said. “In the long run, being a union member helps me with my job.”

Zulko said the active membership and top enrollment should send a message to management.

“This should show our administrators and the state that we have the numbers behind our voice and that we are together,” he said. “The days of apathy here are over. Our members won’t sit idly by and watch as the state’s fiscal crisis continues to get worse — we’re going to get stronger and fight back.”



IT DOESN'T GET ANY BETTER -- CSEA Local 441 President Keith Zulko, left, and Local Vice President Mark Mandyck advertise their local's success: 100 percent membership in a local representing nearly 600 Binghamton Psychiatric Center employees.

# Annual SEFA campaign begins

The annual State Employees Federated Appeal (SEFA) drive is under way, and it’s more important than ever.

“When you give to SEFA, you’re helping your community, your neighbors and even your own family,” said CSEA Executive Vice President Danny Donohue, CSEA’s labor representative to the SEFA campaign.

“Times are tough for everyone, and that makes SEFA even more important — more people than ever need help.”

CSEA President Joe McDermott also urged CSEA members to give to their favorite charities in their own communities.

“When you designate specific charities or agencies, you know where your contributions are going and that they are being used for in your community or area,” he said. “In this way, we are all working together to help our communities.”

All state employees will receive their SEFA pledge form from their agencies.

SEFA is a statewide fundraising associated with the United Way.

“Please give to SEFA,” Donohue said. “It’s a convenient way to help your community.”

sefa

*Yes!! I want to help those who need my support.*

Please deduct the amount checked below from each of my paychecks during 1992.

\$20.00  \$10.00  \$5.00  \$3.00  Other \$ \_\_\_\_\_

I understand I may revoke or modify this authorization at any time by written notice to the State Comptroller.

or I have attached cash or check, payable to SEFA, in the amount of \$ \_\_\_\_\_

SIGNATURE \_\_\_\_\_ DATE \_\_\_\_\_

NO KEY PUNCH BELOW THIS LINE

YOUR SEFA DESIGNATION OPTIONS			
You may wish to direct your gift to one or more SEFA agencies. Please write the SEFA agency number and amount per paycheck in the space provided. A brochure listing the SEFA agency numbers is available from your SEFA Coordinator.	SEFA AGENCY NUMBER	CONTRIBUTION PER PAYCHECK	<b>IMPORTANT NOTE</b> No matter what county you work in, contribution to SEFA organizations in of your choice by placing the appropriate number in the box below for the Area. Please consult the "List of SEFA on the back of this form.
To receive an acknowledgement letter from the SEFA recipient agency, complete the address information on the back of this form.			ALTERNATE CHARITABLE AREA FID. FUND NO.

ADM 393.1 (3/91) Part One—Audit & Control Copy

THE WAY TO GIVE -- Above is part of the SEFA form state employees will receive from their agencies as a way to give to the fund drive. It shows the portion where you can designate your favorite local charities that you want to receive your donation.

# Bronx Children's mandatory overtime policy angers MHTAs

By Lilly Gioia  
CSEA Communications Associate

BRONX — Simmering humidity and heat-wave temperatures did not discourage infuriated CSEA Local 401 members from picketing the main gate at Bronx Children's Psychiatric Center. Tempers of mental hygiene therapy aides reached the boiling point over constant and flagrant contract violations by Nursing Director Karen Herman.

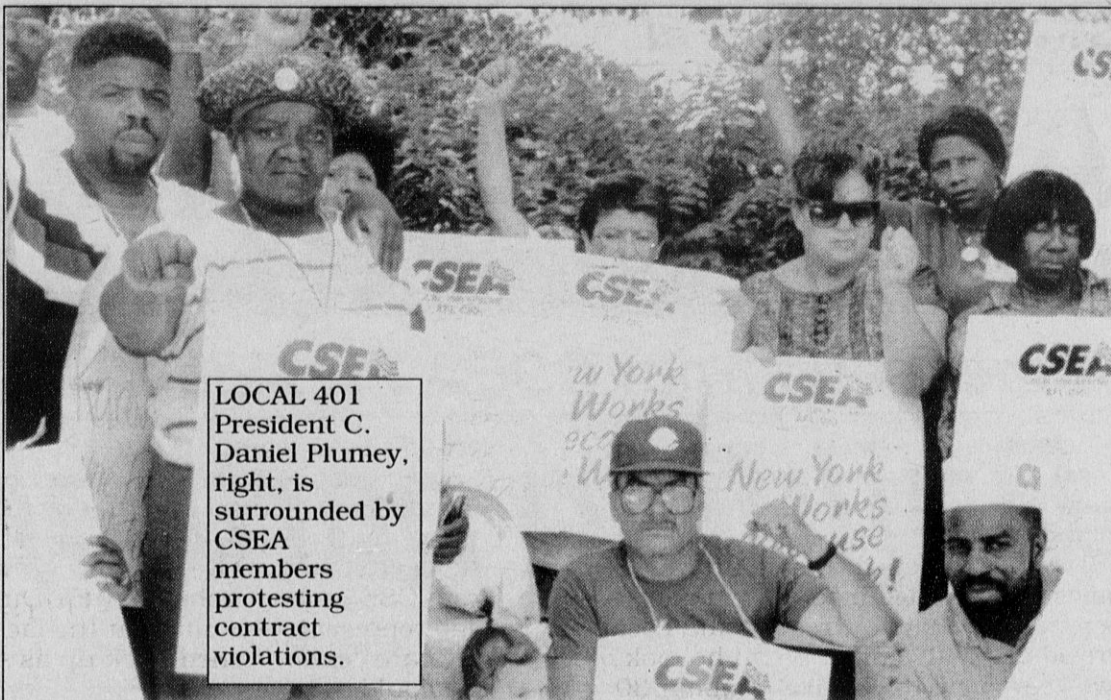
"Karen Herman is a tyrant who has broken every regulation in our contract since she became nursing director last October," said Evelyn Foxworth, a therapy aide at Bronx Children's P.C. for 12 years. "She's not dealing with the union in good faith."

CSEA Local 401 President C. Daniel Plumey accused Herman of gross and inexcusable disregard for the employees and of their rights under the union contract in assigning mandatory overtime, lunch periods and vacations.

The local filed a class action grievance as a results of "glaring mismanagement of staff," Plumey said.

"In order for an institution to run right, labor and management are supposed to work in a cohesive manner, but Ms. Herman refused to work with labor from the very beginning," Plumey added.

"We never had this type of problem with prior nursing directors," said Local 401 First Vice President Iris Ayala. "Ms. Herman's predecessors were all willing to work with the union."



LOCAL 401 President C. Daniel Plumey, right, is surrounded by CSEA members protesting contract violations.

"If you have an emergency at home and leave after eight hours, you are considered insubordinate," Therapy Aide Robert Hill said. "Mandatory overtime is supposed to be only for emergencies, but we are regularly scheduled for 16-hour shifts here all the time."

CSEA Region II President George Boncoraglio and Local 401 President Plumey called for an extensive labor-management meeting following the informational picketing and petition drive.

As a result of this meeting, a six-month pilot project is being initiated to determine if the mandatory overtime situation can be eased.

"We expect to have another follow-up meeting with management in September to assess what progress is being made," Plumey said. "But given the anti-labor environment in the Nursing Department, we will continue to be very vigilant."

# CSEA EBF prescription drug program modifications retain same low co-pay

The CSEA Employee Benefit Fund (EBF) Prescription Drug Plan will undergo cost-containment modifications soon to offset escalating costs in the prescription drug industry.

Participating CSEA members will continue to enjoy the same low co-pay cost for the popular benefit, however.

The changes will reduce operational expenses in the face of rising prescription drug costs to enable CSEA EBF to continue to provide a sound health care program at no increase in cost to CSEA members, EBF Chairman Joe McDermott said.

The changes will: reduce the quantity of pills available per prescription under the EBF mail service program from a six-month supply to a three-month supply; exclude several classes of drugs readily available without prescription over-the-counter; and require that prescriptions be written generically when a generic substitution is available.

"These changes will allow CSEA EBF to continue a high quality drug prescription program with no increase in cost to our eligible members by containing the operating costs of the program itself," McDermott said.

Drug program expenditures to CSEA EBF rose dramatically from \$32 million in fiscal year 1990 to \$41 million in fiscal year 1991.

Despite cost-containment adjustments last fall it is projected that expenditures

will exceed \$39 million in the current fiscal year.

EBF officials estimate requiring generic prescriptions where available will save about \$3.5 million annually. Nearly all prescriptions will be required to be generic but seven therapeutic drug categories will be excluded from the generic requirement. Members who insist on brand name drugs must pay the difference between the cost of the brand name and the generic equivalent. An appeals process will be available in those cases where the physician insists on prescribing a brand name rather than a generic drug.

Excluding certain classes of drugs readily available over-the-counter should save an additional \$500,000 annually. The following classes of drugs will no longer be included under the CSEA EBF Prescription Drug Program: multivitamins; smoking deterrents, Rx; anti-obesity and other preps; other ethical vitamins; anti-dandruff preparations, anti-obesity, schedule II; B-complex vitamins; oral cold preparations, OTC; and vitamin-K and related.

Reducing to three months the quantity of pills available per prescription by mail order is expected to save \$200,000 per year while reducing waste, ensuring freshness of drugs and making it more economical and efficient for long-term prescriptions to be changed if needed.

The modifications will become effective Nov. 1, 1991. Additional reminders of the

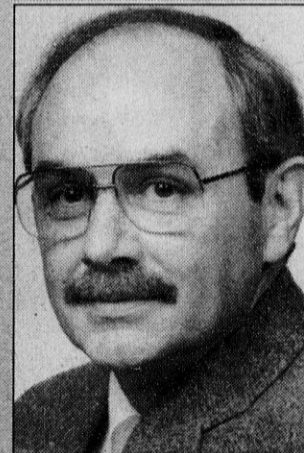
pending changes will be published in future edition of *The Public Sector*.

## Frank Martello retires after 25-year career serving CSEA members

Frank Martello, who held several top staff administrative positions within the union, has retired after a quarter of a century with CSEA.

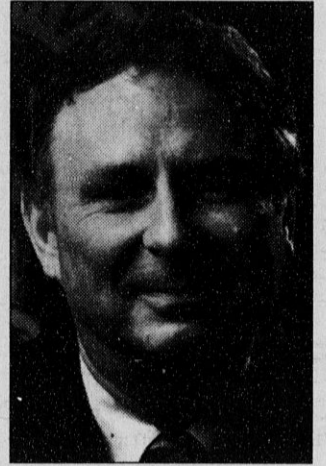
"Frank served the members of his union faithfully for 25 years in several key positions," CSEA President Joe McDermott said. "We wish him a long, happy retirement; he earned it."

Martello joined CSEA as a field representative and in 1971 was appointed regional director of the union's Central Region, headquartered in Syracuse. Martello was appointed administrative director of the union's field operations in Albany in 1987 and was named director of the CSEA Employee Benefit Fund in 1990.



A message from CSEA President Joe McDermott

## Building partnerships



A recent article in the *Harvard Business Review* of all places provides encouraging news for American Labor as we celebrate Labor Day 1991.

The article offered impressive evidence that, far from impeding competitiveness and productivity, unions can and should play a key role promoting it. It's no surprise for labor activists, but flies in the face of anti-unionism that's all too common among business and the general public.

The article, titled *What Should Unions Do?*, pointed out that America's major economic competitors have much higher levels of unionized workers. Additionally, unionization is on the rise in those countries fueled in large measure by the unions' effectiveness. The article linked the trend to the forging of labor-management partnerships to involved workers in workplace decisions. The result: more dignity for the workers, better productivity and profit.

Of course none of this just happens — it requires both labor and management to redefine their roles and work together to meet specific needs without the traditional adversity.

All of this is particularly relevant against the backdrop of the anti-union animus now rearing its ugly head among public employers beset by fiscal crisis. Public employees and their unions have become the scapegoats for short-sighted political decisions and excesses. Blaming public employees — particularly those on the frontlines providing essential services such as the care of the mentally ill and retarded, ensuring the safety of our roads and taking care of our schoolchildren — for the state and local government budget shortfalls is ludicrous.

What makes it even more

ironic is that public employee unions like CSEA have long been in the forefront of developing cooperative labor-management relations to improve the quality of worklife and the delivery of services. For years CSEA has worked with state and local government on labor-management initiatives aimed at ensuring a stable and involved workforce for competitive excellence. The importance of this approach was underscored in a 1989 report on *The New York State Workforce in the Year 2000* prepared by the Governor's Task Force, comprised largely by private sector business leaders.

That report emphasized that government faces increasing challenges in attracting and retaining qualified and capable employees. It stressed the value of working closely with the public employee unions for cooperative problem-solving. Yet, in the face of fiscal crisis, state and local government management have reverted to a counterproductive, top-down, authoritarian approach.

Public employers have demanded concessions from their employees, but the employees have not been asked for constructive ideas to save money and better ways to get the job done.

Employees have been fired even though workforce reductions could have been achieved through attrition without wreaking havoc on people's lives and disrupting the workplace.

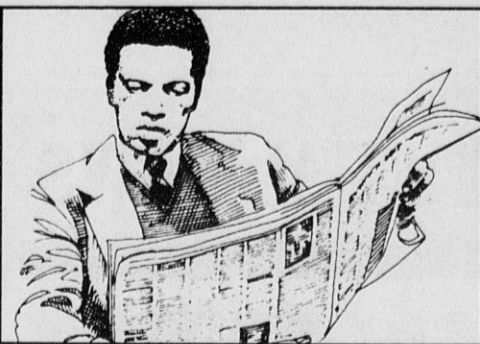
Slash and burn budget balancing also has its price by demoralizing and overburdening the remaining workforce and often leaving them without the ability and resources to adequately perform. At the same time cutbacks do not make needs go away; they just make them harder to meet and at a higher cost.

Certainly labor-management problem-solving yields better results in the long-term than in an immediate crisis. But spurning this approach except when there is no external pressure undermines the credibility of the commitment to the process.

As America's economic competitors are discovering, effective labor-management partnerships must be based on trust and shared responsibility. CSEA is one public employee union prepared to work with government to address the challenges it faces. But a true labor-management partnership requires ongoing substantive dialogue and real involvement in the decision-making. It cannot succeed if it is constantly subject to the uncertainties of political expediency.







# General News

News stories, articles and items of interest to all CSEA members

## INDEX

### Page 10

CSEA members risk their lives for a stranger. Plus important scholarship news.

### Pages 12 & 13

CSEA celebrates Labor Day with an ad to honor public employees.

### Page 14

AFSCME stands up for public employees in the national press.

### Page 15

Important workshops on Long Island and in Central New York.

### Page 16

New York Works Because We Work! And CSEA's legislative round-up.

### Page 17

CSEA's benefits for you!

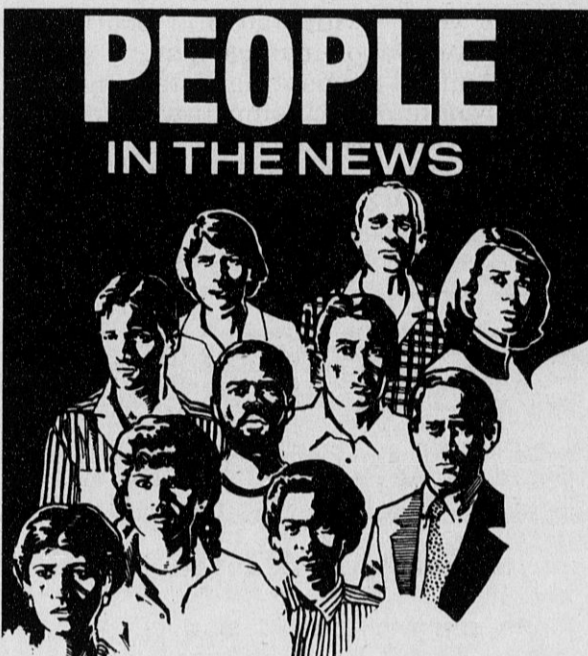
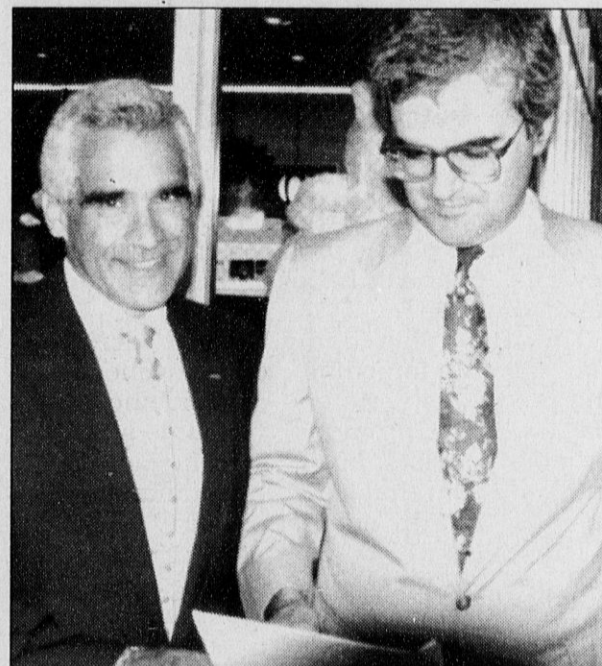
State government news is on pages 1 to 9.

Local government news is on pages 18 to 24.

## Columbia Greene Medical Center signs EAP program

CSEA was instrumental in developing an Employee Assistance Program for all unionized and management employees at the Catskill and Hudson divisions of the Columbia Greene Medical Center.

In photo at right, CSEA Labor Relations Specialist **Aaron Wagner** and Columbia Greene Medical Center President **Ramon Rodriguez** review the program. Rodriguez praised CSEA's efforts in helping implement the program.



## CSEA Calendar

### September 7

Central New York Labor Solidarity Parade, Utica. Assemble at CSEA Utica Satellite Office, 9 a.m. Locals who want to march should call Region V Executive Secretary Bob Timpano, (315) 724-6372.

### September 13

Region II Safety and Health Committee meeting, 1 p.m., Region II office.

### September 19

Town meeting on Universal Health Care, 7:30 p.m., Albany High School, 700 Washington Ave.

### September 24

New York City Retirees Local 910 meeting, noon, Region II office.

### September 25

Local 010 Department of Transportation, Long Island City, Lunch and Learn, noon. Call Chris Rodriguez, (718) 482-4631.

### September 28

Region II Delegates Meeting, 10 a.m., Region II office.

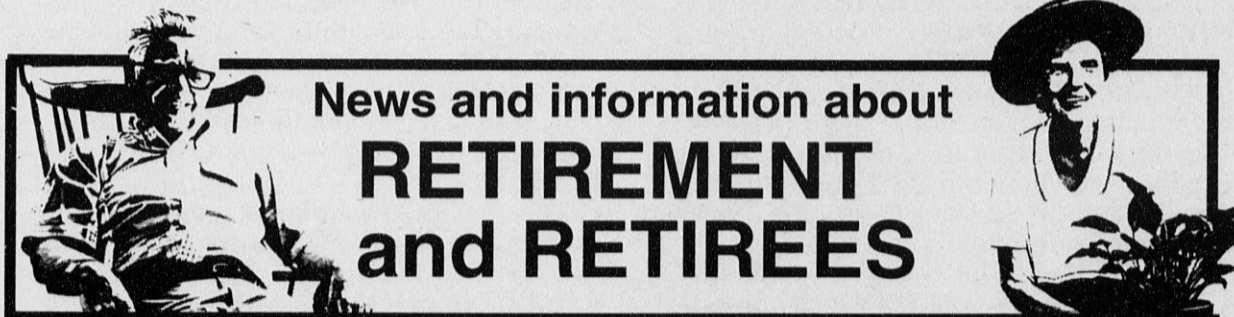
### October 1, 2, 3

CSEAP Training, full day, Region II office. Pre-registration required for ASU employees.

### October 7-11

CSEA Annual Delegates Meeting, Niagara Falls.

CSEA Locals or Units should send calendar items to *The Public Sector*, CSEA Headquarters, 143 Washington Avenue, Albany, NY 12210. Include date, location, time and contact person with phone number. Allow at least 60 days to ensure timely publication.



## News and information about RETIREMENT and RETIREES

## Still more CSEA locals paying retiree dues

The list of CSEA locals helping their retirees join CSEA retiree locals continues to grow.

A resolution passed at last year's CSEA annual delegates meeting encourages locals to pay the first year's retirees dues for local members who retire.

The following CSEA locals are the latest to offer to pay retiree dues for their members:

**Syracuse State Employees Local 013**

**Donna Murray, president**

**Allegany State Park Local 107**

**Joseph C. Milbrandt, president**

**Rome Developmental Center Local 422**

**Jon J. Premo, president**

**SUNY College at New Paltz Local 610**

**Diane Y. Lucchesi, president**

**Livingston County Local 826**

**Tammy Macomber, president**

**Onondaga City-Baldwinsville Academy**

**and School District Unit**

**Phil Doucette, president**

**Seneca County Local 850**

**Paulette Barrett, president**

**Yates City Employees Unit**

**Carol Thornton, president**

**Erie County Educational Local 868**

**Mary Lettieri, president**

**Suffolk County Educational Local 870**

**Tom Corridan, president**

**Chautauqua County Local 807** is

continuing a practice it began long before the delegates' resolution by paying for its retirees to join a CSEA retirees local.

Local 807 **President Jim Kurtz** notes that the local was one of the first CSEA locals to encourage its retiring members to stay active in the union by offering a retirees dues incentive.

## Florida Retirees Local 950 loses two pioneer activists

Florida State CSEA Retirees Local 950 lost two of its pioneer activists with the deaths of **Douglas E. Werley** on May 5 and **Salvatore Cossentino** in late May.

Werley, who retired from the state Office of Mental Hygiene in Rockland County, died from a heart attack in LaFargeville.

Werley was founder and organizer of CSEA Unit 1 Citrus County in Inverness, Florida.

Cossentino, who retired from the Town of Hempstead on Long Island, was the first unit president of Unit 1 Citrus County.

# Hereros on the highway

## CSEA members chase down car with disabled driver on busy expressway

PLAINVIEW — Out of scores of motorists who passed the scene, it was two civil service employees who risked their own safety to rescue an unconscious motorist whose car was idling along in the fast lane of a high-speed expressway.

Keith Gurlides, a member of Nassau Local 830, and Mike Padilla, a member of state Department of Transportation (DOT) Local 508, teamed up to stop the car, administer emergency first aid and call for police and an ambulance.

The two chased the victim's car on foot to catch and stop it. Padilla reached inside to steer while Gurlides got in the passenger door and hit the brakes.

During their efforts, traffic whizzed past them at high speed on State Route 135, the Seaford-Oyster Bay Expressway.

Gurlides, who is an ambulance medical technician with the Nassau County Police Department ambulance corps and a lieutenant with the Plainview Fire Department rescue squad, revived the victim with first aid.

Meanwhile, Padilla, a laborer with the state Department of Transportation, returned to his state truck and used its

two-way radio to call for an ambulance.

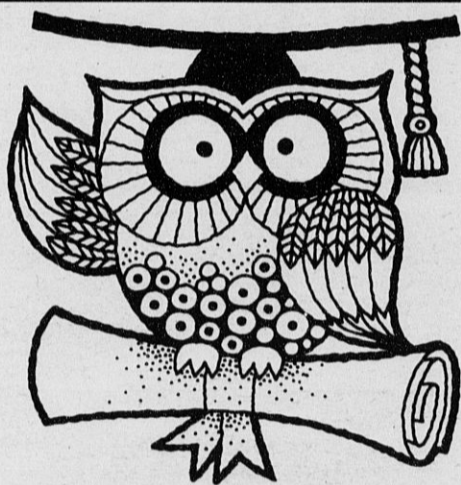
The motorist apparently had suffered an attack of epilepsy. He was treated and released at a nearby hospital.

Padilla, who is 22 and has been with DOT for two years, said he sprang into action without a second thought.

Gurlides, a veteran of many rescues with the police ambulance corps and fire department, received a departmental Life-Saving Award last year after doctors reported that a heart-attack victim would have died except for the expert medical attention Gurlides provided on the way to a hospital.

Both were awarded citations by the Town of Oyster Bay for "acting quickly and courageously when a fellow citizen was in need."

**They chased the car on foot -- Padilla reached inside to steer and Gurlides got in the passenger door and hit the brakes.**



### Send now for applications for AFSCME's annual Family Scholarships: Deadline Dec. 31

Applications for the 1992 AFSCME Family Scholarship Program for the children of AFSCME members are now available.

The program awards scholarships of \$2,000 each to 10 college students whose parents are AFSCME members. The scholarships will be renewed for \$2,000 for up to four years, providing the student remains enrolled in a full-time degree program at an accredited institution.

The application deadline is Dec. 1, 1991. For information and applications, write to:

AFSCME Family Scholarship Program  
Education Department  
1625 L Street NW  
Washington, DC 20036

**Completed applications for the 1992 scholarship must be postmarked no later than Dec. 31, 1991.**

The scholarship winners will be announced by March 31, 1992.

## Scholarships through CSEA: Your union helping you and your family

### New scholarships through CSEA, Jardine and Travelers

The first CSEA Jardine/Travelers Scholarships have been awarded to the children of two CSEA members.

The \$2,500 scholarships have been established as part of a 10-year program created in recognition of the longstanding business relationship CSEA has with Jardine Group Services Corp. and Travelers Insurance Company.

The Jardine scholarship for students who attend SUNY colleges was awarded to Deborah Upton, daughter of Diane Upton, a

member of CSEA Nassau County Educational Local 865. Deborah will attend SUNY at Binghamton.

The scholarship is given in memory of Charles Foster, a longtime CSEA activist who served as the first business officer of the SUNY system.

The Travelers scholarship has been awarded to John Besemer, son of Richard Besemer, a member of CSEA Suffolk County Educational Local 870. John will attend Villanova University.

### New Flaumenbaum scholarship awarded in Region I

CSEA is awarding an Irving Flaumenbaum Memorial Scholarship to Jonathan Weiss, son of CSEA Suffolk County Local 852 member Marsha Weiss.

Weiss is a graduate of Half Hollow Hills High School.

The union awards the \$500 scholarships to 18 graduating high school students whose parents are CSEA members.

CSEA Special Memorial Scholarship Committee Chair Diane Lucchesi announced Weiss's award. Weiss is replacing a student who received one of the 1991 CSEA Jardine/Travelers Scholarships.

The other scholarship winners were announced in the July issue of *The Public Sector*.

### CSEA member's son wins AFSCME's first Clark scholarship

The son of a CSEA member has won the first Jerry Clark Memorial Scholarship from AFSCME.

David Holland, son of CSEA Nassau County Local 830 member Daniel Holland, will receive \$10,000 per year for his junior and senior years of undergraduate study in political science. He attended Nassau County Community College and is enrolled

at SUNY at Binghamton. The award also includes an internship at AFSCME International Headquarters in Washington.

Clark is the late director of AFSCME political action; the scholarship is a tribute to his outstanding contribution to AFSCME's political action program and to his deep and abiding commitment to the labor movement.

# Labor '91 Day

At CSEA we have always taken our responsibility seriously because we know that at any given moment more than 265,000 members and their families are counting on us. This Labor Day finds public employees under attack on many fronts, but CSEA is there fighting for you with the intensity that has always been our hallmark. Even after 81 years, the last 24 under the jurisdiction of the Taylor Law, our battle to protect your rights is not over - it never will be. The full-page advertisement below appears in the current edition of *The Legislative Gazette* newspaper in Albany as a clear message to management and state legislators alike that CSEA will never let its members down.

# The battle isn't over.



1967 was a landmark for public employees, and for CSEA.

That year, public workers in this state won the right to bargain collectively and negotiate contracts.

This finally gave them the fundamental right private employees have long had ... and enabled CSEA to represent them as a true labor union, and enforce the provisions of those contracts.

But today, that right is challenged as it hasn't been in 24 years. Budget problems and cost-cutting severely threaten to undermine their contract rights ... witness the lag pay for public employees, and layoffs and rollbacks across the board.

Clearly, negotiating binding contracts, and seeing that they are honored, is essential to fair labor relations.

We will not see that right eroded as a way out of a budget squeeze. Our members are counting on us to fight for all they've won over the years. We will not let them down.



Local 1000, AFSCME, AFL-CIO

Joe McDermott, President

# When governments try to balance budgets by cutting public employees.... *everyone loses!!*

State and local governments and school districts engaged in a frenzy of budget cuts this year as a slash and burn solution to fiscal difficulties. Experience has shown that when governments try to balance budgets by cutting public employees, valuable public services are also lost. CSEA launched a Labor Day advertising campaign to remind management and the public that....

## Getting the message out

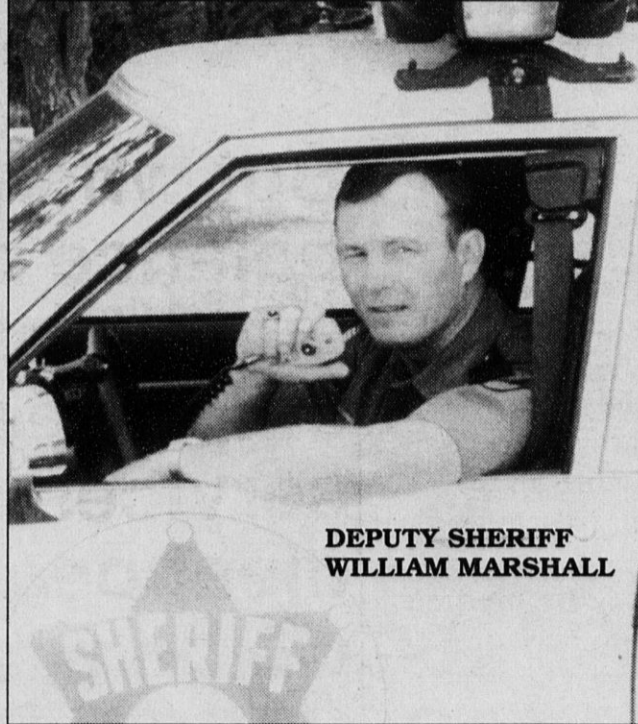
CSEA is getting out the message that "New York Works Because We Work!" over the Labor Day weekend by using advertising on cable television and radio and in newspapers. The thrust of the advertising campaign is that public employees provide vital services that New Yorkers cannot afford to be without. CSEA members are featured in the campaign. About a dozen CSEA members from Rensselaer and Saratoga counties appear in the television commercial, for instance. Following is the script of the television commercial and photographs of some of the employees taken as the commercial was being shot.



JOHN SICKLES takes water samples at the City of Troy water filtration plant, helping protect the public and the environment. A film crew member provides reflected light.

**"They protect the environment.**

**And ... they protect your neighborhood.**



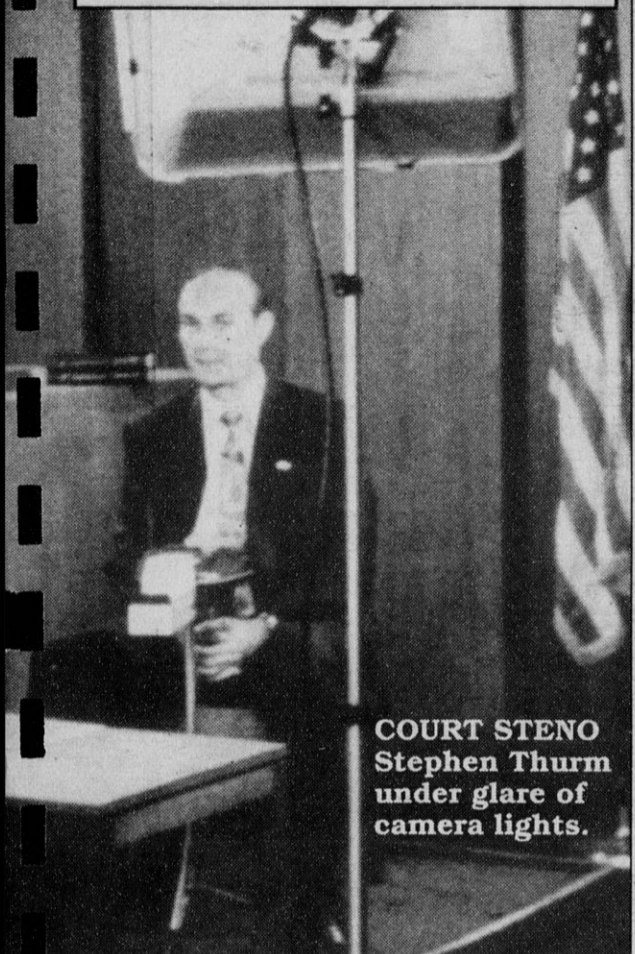
DEPUTY SHERIFF WILLIAM MARSHALL



**They care for your children...**

-- SCHOOL CROSSING GUARD Theresa O'Clair of the Stillwater School District.

**They serve in the courts ...**



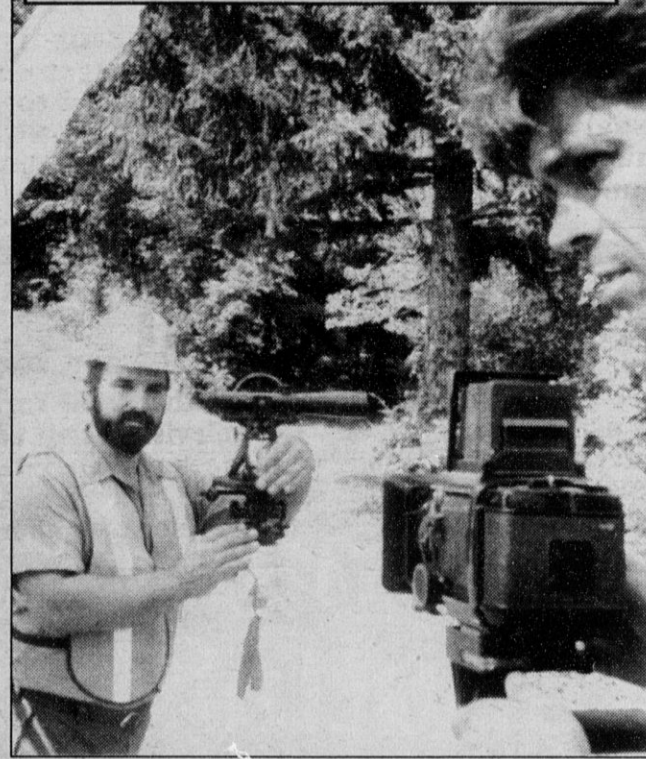
COURT STENO Stephen Thurm under glare of camera lights.

**maintain the parks...**



PARKS WORKER Michael Callahan poses for the photographer.

**repair the roads.**



TOWN OF BRUNSWICK employee Randy Southwick gets ready for the camera.

**Public employees. They do the jobs we take for granted ... days, nights, weekends, even holidays.**

**But when we try to balance budgets by cutting public employees ... these vital services could simply disappear. Where would we be without them?**



NURSE Ruth Connors helps a county nursing home patient.

**and for the mentally ill.**

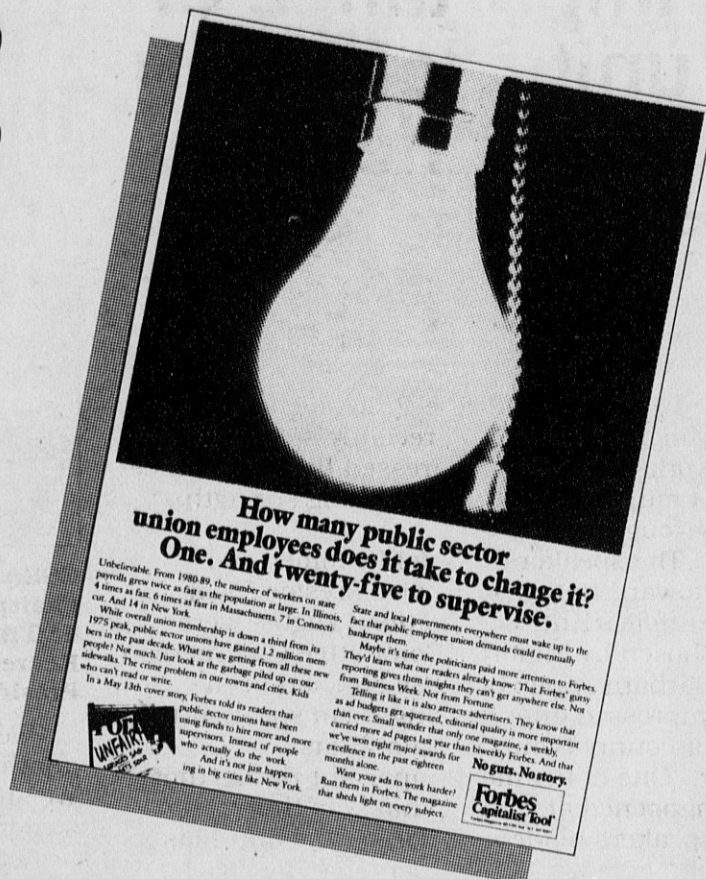
-- MHTA John K. Adams



# "Something we all should think about!"

**When Forbes magazine ran this ad insulting to public employees ...**

**CSEA/AFSCME responded with this hard-hitting rebuttal in the New York Times!**



**FORBES THINKS OUR JOBS ARE A JOKE. DALE AND HER 15 AIDS PATIENTS AREN'T LAUGHING.**



At New York's Nassau County Medical Center Dale Considine runs from room to room changing the bedclothes of 15 AIDS patients. With her medication duties, taking vital signs every two hours and four hours of daily charts and paperwork, there is too little time to provide emotional support to those on her wing.

Dale works on the AIDS floor from 7pm to 7am. In a 12-hour shift she can ease physical pain but not all of the mental anguish.

Dale is an RN. A supervisor by county definition, a nurse by profession and sole care-giver by necessity.



**AFSCME**  
in the public service

Gerald W. McEntee, President • William Lucy, Secretary-Treasurer

Forbes magazine recently ran an ad saying that there are too many public employees. Tell that to Dale. Tell that to corrections officers who face risk and abuse in our prisons. Or, to social workers whose case loads have doubled or tripled.

The American Federation of State, County and Municipal Employees represents 1.25 million workers who nurse, nurture and tend to the needs of all who require public services. They have tough and demanding jobs. They are often over-worked and underpaid.

Forbes thinks public service is a joke.

Dale's patients and America's public employees don't.

**How the AFSCME/CSEA ad evolved**

When CSEA President Joe McDermott saw the outrageous *Forbes* ad in a national publication, he immediately conferred with AFSCME President Gerald W. McEntee to plan a CSEA/AFSCME response. CSEA Nassau County Local 830 member Dale Considine, R.N., who works at the bustling Nassau County Medical Center, was ultimately selected to represent all CSEA/AFSCME members in the union ad as an example of all public employees and the invaluable services they provide.

In addition to RN Dale Considine, two other CSEA Local 830 members were also considered for the union ad. All three were ideal examples. Also considered were RN Deborah Bailey, right, and RN Patrice McKenna, far right.



## Importance of unity, lobbying for minorities stressed during LI workshop

HAUPPAUGE—The CSEA Region I Minority Committee recently sponsored a workshop which addressed the importance of minority unity and gaining strength through lobbying.

The speakers, Daniel Krimmer and Howard Batzar, both vice presidents of Suffolk's Anti-Defamation League, were chosen by Minority Committee Chairperson Barbara Jones because she had been impressed after hearing them speak at the Bi-county Symposium on Bias.

"One of the most important things that happened at the seminar was that the speakers made us aware of the anti-bias bill" which was then pending, Jones said.

"They encouraged us to write and call our legislators," she added.

Jones agreed with CSEA Region I President Gloria Moran and CSEA Statewide Secretary Irene Carr that the seminar stressed the need for minorities to join together and realize their strength.



**CSEA REGION 1 MINORITY COMMITTEE** members are, from left, Barbara Jones, chairperson; Long Island Developmental Center Local 430 President Gene Haynes, Local 430 Activist Cheryl Keels, Stony Brook Local 614 Activist Alfredo Carlo, Parks and Recreation Local 012 activist Bob Dorsey and A. Holly Patterson Geriatric Center Unit President Helen Dupree.

"We learned we should all help one another, Black, Hispanic, Jewish, whatever. We should pull together and have the strength of a large group," Jones said.

Moran said that similar to the union's view, the speakers discussed the positive impact of lobbying, demonstrating and boycotting as ways to force change.

Jones said another seminar is planned for September which will discuss bias in the workplace and how to deal with it.

CSEA Labor Relations Specialists Cynthia

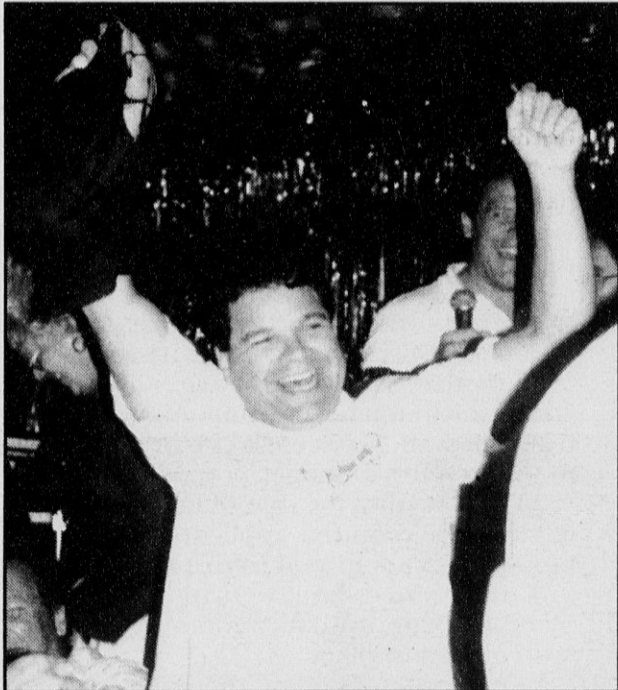
Browning and John Labriell attended the seminar and said it was "a good learning experience."

**"We learned we should all help one another... We should pull together and have the strength of a large group."**

**Don't rely on rumors. Keep yourself informed by calling CSEA's toll-free current issues update 1-800-342-4146**

## Central Region summer conference

CSEA activists from throughout central New York were updated recently on the status of local and state government and school district union affairs during the annual CSEA Central Region summer conference. Region President Jim Moore said the conference highlighted CSEA's emphasis on safety, health awareness and political action.

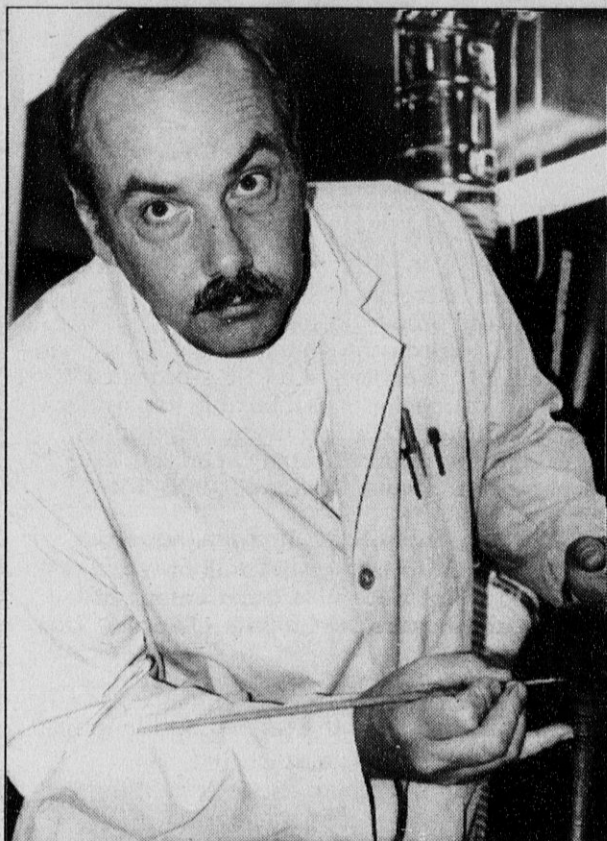


ONONDAGA COUNTY CSEA Local 834 activist and unit president Joe Alcaro celebrates his team winning CSEA t-shirts during a political action program.



CSEA STATEWIDE TREASURER MARY SULLIVAN, left, talks with Oneida County Local 833 President Dorothy Breen, center, and recently retired regional first vice president Patricia Crandall during Region 5 summer conference.

# He saves history a piece at a time



CSEA MEMBER Ron DuCharme

By Daniel X. Campbell  
CSEA Communications Associate

WATERFORD — CSEA member Ron DuCharme literally keeps history from falling apart.

As a conservation technician in the furniture lab of the state Parks, Recreation and Historic Preservation's facility at Peebles Island, Ron has spent the last 15 years of his 20 years of state service stabilizing the history of New York.

"There are 34 state historic sites," DuCharme explains.

"We are responsible for maintaining those sites and the furniture and articles within them."

For the past several days, DuCharme has been cleaning a munitions wagon from the War of 1812, slowly bringing out the hidden beauty of the coffin-like container.

"We don't do anything to an article that is not reversible," he said. "We stabilize articles so that no further damage is done to them and we maintain them in that conditions so that at a future date, if the need exists, conservation may continue."

The state budget crisis has been felt in the busy hallways of the quiet state

worksite. DuCharme has just learned that his boss, the former furniture conservator, has resigned, and while that means a little extra job security for DuCharme, it also doubles his normal workload.

"We pick up and deliver items from all of the state sites to insure their proper transportation, etc." DuCharme said.

"It's really a great job to see an item go from poor condition where it could not be displayed to a stabilized item that can not only be shown but also can convey the history of the state to interested tourists, historians, scholars, etc."

If his position were to be cut, the thousands of items of historical value currently at the historic sites would continue to be displayed and maintained.

"That means dusted," DuCharme noted. "If items were damaged they would be put into storage and the state would lose another piece of its history one item at a time."

*New York Works Because We Work!*

Civil Service Employees Association, Inc.  
Local 1000, AFSCME, AFL-CIO

## CSEA progresses in legislative session

ALBANY — CSEA weathered a very difficult legislative session this year, but its determination and hard work paid off in several areas.

The union successfully salvaged several essential budget restorations and a number of significant legislative items.

"Our success this year despite the seemingly insurmountable difficulties is a tribute to our members who actively wrote and talked to legislators to let them know where CSEA stood," said CSEA President Joe McDermott. "When we work together as a union, CSEA is a force to be reckoned with, even under the toughest circumstances. We proved it this year."

A summary of legislation and budget items follows.

### BUDGET

#### State restorations

- \* \$21 million for Department of Transportation;
- \* more than \$7 million for Office of Mental Health (OMH);
- \* \$9.5 million for Office of Mental Retardation and Developmental Disabilities;
- \* \$3.3 million for Department of Parks and Recreation;
- \* \$15.3 million for Department of Tax and Finance;
- \* \$2.6 million for Division for Youth
- \* \$582,300 for Department of Environmental Conservation;
- \* \$3 million for Department of Health;
- \* \$16 million for SUNY; and
- \* \$7 million for Department of Motor Vehicles.

#### Local Government restorations:

- \* \$1.9 million for Office for the Aging;
- \* \$18.2 million for services to the mentally retarded and developmentally disabled;
- \* \$10.6 million for youth services;
- \* \$10.8 million for probation and

correctional services alternatives;

\* \$31.8 million for social services Title XX

\* \$6.7 million for community colleges; and

\* \$92.1 million for aid to cities, towns and villages.

#### Education restorations:

- \* \$442 million for public schools;
- \* \$18.3 million for BOCES transportation; and
- \* \$30 million for handicapped aid.

### LEGISLATION

**CSEA supported the following legislation that has been signed into law.**

#### Retirement benefits:

- \* Pension supplementation: continues benefits for two years;
- \* Local government early retirement incentive: allows local governments and school districts to offer employees incentives to retire early;
- \* Retiree earnings: raises maximum earnings for retirees employed in public sector to \$9,720 without decrease in public pensions;
- \* Loanability: removes age limit for borrowing on pensions by Tier I and II members. (Tier IV has no age limit.); and
- \* Active duty contributions: provides that state and local government employees called to active military duty on or after Aug. 1, 1990, receive non-contributory retirement service credit.

#### Office of Mental Health:

\* Gowanda closure language: requires the OMH commissioner to outline the closure procedure in a detailed report, including alternative service programs and measures to help plan for the future of the state workforce.

#### Workforce legislation:

- \* Agency shop: extends agency shop for state employees for two years; and

\* Lag Pay: guarantees that a state employee whose pay has been lagged will receive no less than the amount lagged when leaving state service;

#### Health and related issues:

- \* Replacement of assistive devices: provides that the state will repair or replace any assistive device at no cost to the employee if the device is needed to do the job; and
- \* Rights of cancer victims: prohibits a person from being disqualified for public employment based on a history of cancer.

**CSEA opposed the following legislation and successfully stopped it from becoming law.**

- \* Mechanical recording devices: would have authorized mechanical recording of testimony in city courts in cities with populations of 50,000 or less. This would have been the first step to adding those devices to other areas in the judicial system, jeopardizing more than 400 court reporters' jobs.
- \* Court reporters: would have made transcripts the property of the state and not that of CSEA-represented court reporters.
- \* Privatization: would have required Governor to make recommendations to transfer state services to the private sector in the executive budget proposal.
- \* Drug testing for school bus drivers: would have required applicants for school bus drivers to submit to drug tests and bus drivers to submit to drug testing in biennial exam until a random testing system was in place.
- \* Optional method of appointment for deputy sheriffs: would have allowed for local civil service requirements to be set up for each county sheriffs department and would have caused inequity among deputy sheriffs based on the county they work in and jeopardize their employment status.



**YOUR UNION  
BENEFITS**

# AT YOUR SERVICE

A REFERENCE GUIDE TO CSEA MEMBER SERVICES AND BENEFITS

## CSEA Toll-Free

The union's toll-free telephone number—**1-800-342-4146**—is your direct link to CSEA Headquarters.

When you call the toll-free number, a recorded message describes the choices to put you through to the right place for the help you need.

You need a touch-tone telephone to complete your call without operator assistance. If you aren't calling from a touchtone telephone, an operator will pick up and complete your call at the end of the message.

If you know the extension number of the individual that you're trying to reach, you can press "0" plus the extension number on your touch-tone telephone at any point during the recorded message and be connected.

If you don't know the extension, the message will give you the following choices:

\* For Field Operations or the Empire Plan/Health Benefits Committee, press number 1.

\* For disciplinaries, grievances and other legal matters, press number 2.

\* For Communications, the Executive Offices or Political Action, press number 3.

\* If you have a question concerning dues membership or agency shop, CSEA group insurance other than health or need to talk to the Finance Department, press number 4.

\* To hear CSEA's Current Issues Update for news of interest to CSEA members, press 5.

## Employee Benefit Fund

The CSEA Employee Benefit Fund is a CSEA-administered trust fund which provides certain supplemental negotiated benefits for state employees and participating local government employees. It currently administers Dental Care, Vision Care, Prescription Drug, and Package 7 Benefits Plans.

For questions regarding any of the benefits or for assistance with negotiations, call:

**1-800-323-2732 or (518) 463-4555 or write:  
CSEA Employee Benefit Fund  
14 Corporate Woods Boulevard  
Albany, NY 12210**

## Education and Training

CSEA can help you prepare for civil service exams with low-cost study booklets and free-to-borrow video tapes.

CSEA also provides educational workshops for union activists eager to learn more about their union responsibilities.

To request booklet order forms or to obtain information on union workshops, call CSEA headquarters at **1-800-342-4146**. For information on videotapes, contact your CSEA regional office.

**Clip and save this  
page for future  
reference**

## Safety

To report unsafe or unhealthy working conditions or serious accidents, call your CSEA labor relations specialist. For occupational safety and health information, call CSEA headquarters at **1-800-342-4146**.

## AFSCME Advantage Credit Card

The AFSCME MasterCard has one of the lowest interest rates around - 5 percent about the prime lending rate. There is no annual fee.

To obtain an application form, call your CSEA regional office.

The card is issued by the Bank of New York. If you apply for a card and there is no response within four weeks, call the bank toll-free at **1-800-942-1977**.

## AFSCME Advantage Legal Services Program

The AFSCME Advantage Union Privilege Legal Service Program makes it possible for you to easily obtain high quality, affordable legal services for many personal legal matters. For more details and a list of the participating lawyers in your area, call the CSEA office in your region.

## Insurance

CSEA offers several insurance programs at low group rates and provides the convenience of automatic payroll deduction.

These voluntary group plans include: Basic Group Life, Supplemental Life, Income Protection Program, Hospital Indemnity Plan, Family Protection Plan, Auto Insurance and Homeowners Insurance. **For more details, call 1-800-366-5273 or (518) 381-1600.**

## Health Insurance

For health insurance questions concerning Empire Plan coverage, call the appropriate following telephone number:

### EMPIRE PLAN

**Blue Cross Claims-1-800-342-9815 or (518) 465-0171**

**Metropolitan Claims-1-800-942-4640**

**Participating Providers-1-800-537-0010**

**Empire Plan Health Call-1-800-992-1213**

**(Hospital admission approval/surgical review)**

## Retirement

If you are retiring soon, it's important that you select the proper option from the Employees' Retirement system.

By using the services of a CSEA-provided retirement counselor, you'll be able to plan for a lifestyle in your retirement years that takes into account your anticipated expenses.

**For more information, call 1-800-366-5273.**

General retirement information and retiree membership information are available by contacting **CSEA's Retiree Department at CSEA Headquarters 1-800-342-4146 or (518) 434-0191.**

Technical retirement benefit questions (i.e., eligibility for service buy-back, transfer of membership), requests for retirement allowance applications, and requests for retirement estimate applications should be directed to the New York State and Local Retirement Systems at **(518) 474-7736.**

State employees over the age of 55 and their spouses can attend DIRECTIONS, a two and one-half day pre-retirement planning seminar sponsored by CSEA. **For information call (518)486-1918.**

## United Buying Service

Get big savings on consumer products through the union's official discount buying service. UBS combines the power of millions of members to negotiate discounts on a whole range of major name discount products. Everything from automobiles to major appliances, video to home furnishing and more. The program is free to CSEA members and carries no service charges. **To place an order or for pricing information, call 1-800-336-4UBS or 1-800-877-4UBS.** UBS has also set up a hotline for information on limited special monthly offers available only to CSEA members. **For a listing of specials, call the hotline at 1-203-967-2980.**

## Grievances, Disciplines

If you believe you have a grievance, immediately contact your local grievance representative or shop steward. If they are unavailable, contact your CSEA Unit or Local President, or your CSEA Labor Relations Specialist at the appropriated regional office. Do not delay if you believe you have a problem; grievances must be filed on a timely basis.

## CSEA REGIONAL OFFICES

### LONG ISLAND REGION I OFFICE

Hauppauge Atrium Building  
300 Vanderbilt Motor Pkwy.  
Hauppauge, NY 11788  
(516)273-2280  
(516)435-0962

### SOUTHERN REGION III OFFICE

Rural Route 1  
Box 34, Old Route 9  
Fishkill, NY 12524  
(914)896-8180

### CENTRAL REGION V OFFICE

6595 Kirkville Road  
East Syracuse, NY 13057  
(315) 433-0050

### METROPOLITAN REGION II OFFICE

Suite 1500  
11 Broadway  
New York, NY 10004  
(212) 514-9200

### CAPITAL REGION IV OFFICE

Suite 402  
1215 Western Avenue  
Albany, NY 12203  
(518) 489-5424

### WESTERN REGION VI OFFICE

482 Delaware Avenue  
Buffalo, NY 14202  
(716) 886-0391

### CSEA STATEWIDE HEADQUARTERS

143 Washington Avenue, Albany, N.Y. 12210

1-800-342-4146 (toll-free) (518) 434-0191

Press 5 for Current Issues Update



# Hempstead DPW Unit work is right on the target

VILLAGE OF HEMPSTEAD—CSEA members in the Village of Hempstead Department of Public Works (DPW) Unit of CSEA Nassau Local 830 hit the bullseye recently when they worked with the village police department to create a firing range for law enforcement officials.

CSEA Village of Hempstead Unit Executive Vice President Gary Kornova said approximately 25 employees worked on getting the pistol range up and running.

"Our men did this work on top of their regular DPW assignments," said Kornova, "They definitely deserve the praise they've been getting."

The range, which opened on April 1, was built for use by Village of Hempstead law enforcement personnel but is also rented out for FBI training and the Nassau County Police Department.

According to Village Police Officer Craig Copius, the village asked for the help of the DPW unit because "they couldn't afford to contract out the whole job."

The Nassau County Firing Range, where the Nassau County Police Department used to train, was built by outside contractors. It was closed down recently due to problems with stray bullets.

CSEA Local 830 President Rita Wallace cited the in-house work at the range as another example of how public employees can do the job "better and cheaper than outside contractors."

"CSEA is extremely proud of the work the DPW Unit provided to make this firing range become a reality. Another perfect example of contracting out is not the answer," she said.

The pistol range includes a brand new building with restrooms,



**DESERVING CREDIT --** Danny Simone, Barry Dummit, Gary Kornova, Davy O'Brien, Tony Simone and Jack Grella stand in front of the new pistol range building they helped create. The facility has hit the target with the law enforcement officers who use it and the village which saved considerable money by using the DPW workers to complete the project. Kornova said other employees who worked hard at the range but were unavailable for the photo include Bob Clark, Robert Salvati and Ed Conroy.

conference rooms and a training center, in addition to the firing range and backstop which is used to stop the bullets.

The DPW Unit provided the block concrete work, the backstop, the sprinkler system and the landscaping at the range.

"Davy O'Brien and his crew were instrumental in the creation of this range," said Kornova, "Without their work this range would never have been completed."

According to Copius, approximately 1,500 people have used the firing range for training already this year.

## CSEA wins agreement to save Islip lunch program

ISLIP— Despite a multimillion-dollar reduction in state aid and a deficit in the cafeteria service in the Islip School District, CSEA has won agreement to continue the lunch program for at least one year while a joint labor-management committee monitors reforms in an effort to whittle down losses.

The agreement not only saved the jobs of members of the Cafeteria Unit, but included a contract renewal giving them a pay increase of 15 cents an hour and a labor-management review next March to see if a further increase is possible.

The agreement was based on a plan to reorganize cafeteria operations and services in order to increase patronage and reduce losses. The cafeteria reportedly showed a loss of \$80,000 last year. In addition, the district suffered a loss of state aid estimated at \$6.5 million over the next three years.

Despite the district's setback, CSEA negotiators were also successful in securing a contract for the Clerical Unit providing annual pay increases of over the next three years and improving the dental insurance plan.

Suffolk Educational Local 870 President Tom Corridan cited the leadership of Marge

Marsh, president of the Cafeteria Unit; Carol Almberg, president of the Clerical

Unit, and CSEA Collective Bargaining Specialist Jim Walters.

*See Page 20 for additional school districts news*

### CSEA activist Vicki Burton loses battle with cancer

CSEA officers, members and staff are mourning the loss of CSEA Rockland County Local 844 President Vicki Burton, who passed away on Aug. 6 following a two-year battle with cancer.

"The entire CSEA family is deeply saddened by the loss of Vicki Burton. She was a tireless, dedicated union activist who continued to work for her co-workers to the very end," CSEA President Joe McDermott said. "She was an inspiration to all who knew her."

"There are other labor leaders in Rockland County," County Executive John Grant said, "but no one will measure up to Vicki Burton."

Burton was a county employee for 15 years. She began her union career as a CSEA shop steward at Rockland Community College and later served as chairperson of the local grievance

committee. She was elected unit vice president in 1986 and became unit president shortly after. She then was elected Local 844 president and was re-elected unit and local president in 1989. She also served on the CSEA statewide Board of Directors and the Constitution and By-Laws Committee.

Burton spent countless hours lobbying local politicians for improved pay, working conditions, benefits and pay equity for CSEA members. Despite her illness, she attended numerous meetings and demonstrations in recent months in support of county employees.

Burton is survived by her husband Murray, a daughter and two sons.

**Donations can be made to the Vicki Burton Memorial Fund, PO Box 569, Monsey, NY 10952.** The fund will further the labor education of CSEA members.



## CSEA activists play big roles in the world-class VICTORY GAMES

By Sheryl C. Jenks  
CSEA Communications Associate

NASSAU COUNTY—For the first time disabled athletes from 49 states and five countries merged together on Long Island, overcoming disabilities ranging from amputation to blindness to compete in six days of sports events appropriately called The Victory Games.

Over 2,000 world-class athletes

converged in Uniondale to compete in the events, which ranged from wheelchair races to wrestling. Many CSEA members volunteered their time and effort to help make it happen.

CSEA Nassau County Local 830 Administrative Assistant Tony Giustino headed up games management under Games Director Dennis Burden.

"The experience was unbelievable. The games gave people with a variety of disabilities the opportunity to strive for physical and personal excellence through sports," Giustino said.

CSEA Nassau Local 830 President Rita Wallace, who sat with the dignitaries on opening day, commended Giustino and credited the CSEA members and staff who took time to get involved.

Giustino gave special credit to CSEA Labor Relations Specialist John Clahane and to the CSEA Parks and Recreation Unit for their commitment to the games and the athletes.

"Unit President Tom Garguilo and his members did so much for the games," Giustino said.

People like Mary Schroeder, who assisted the secret service in checking passes on opening day and was also instrumental in getting and distributing the equipment.

And Gordon Steele, who coordinated transportation, including the pickup of almost 900 athletes from area airports.

Then there was Town of Oyster Bay CSEA member Mike Gambia, who acted as sports coordinator for the the weight lifting competition.

Clahane, a CSEA staff member, volunteered his time as head of the social committee, arranging events to keep the athletes entertained in the evenings and daytrips to shopping malls and cultural sights so they could take a part of New York with them.

The Victory Games, conducted by the United States Organization for Disabled Athletes (USODA),

determined which United States competitors will represent this country in the 1992 International Paralympic Games in Barcelona, Spain.

USODA brought five organizations for disabled athletes

together to compete in the Victory Games. Those organizations were: The Dwarf Athletic Association of America, The National Wheelchair Athletic Association, The United States Association for Blind Athletes, The United States Cerebral Palsy Athletic Association and The United Les Autres Sports Association.

Hofstra University was the main site for the games with some events being held at Nassau Community College and the Nassau County Department of Recreation and Parks.

"CSEA members contributed a lot to the success of these games," Giustino said. "But we did not work alone. There were other unions who worked especially hard, like Peter Dempsey, president of the Transportation Workers Local and his members."

There was no monetary payment for all the hard work. But watching the athletes, many of whom spoke little or no English; socializing, assisting each other, exchanging team pins and bits of their culture, was payment enough for the volunteers.

Although only some of the athletes wore bronze, silver or gold medals around their necks, every athlete left a true winner.

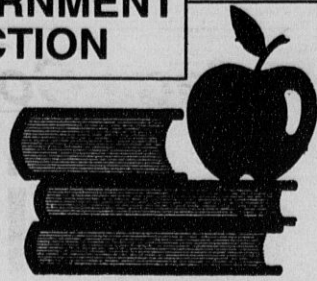
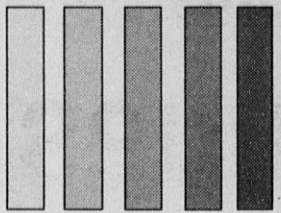
As Soviet athletes waved goodbye and headed home sporting American flag pins, Soviet athletic pins could be seen gleaming on the shirts of their American friends. The Victory Games clearly lived up to its name.



**UNITED STATES Vice President Dan Quayle opened the games and took time to greet the athletes.**



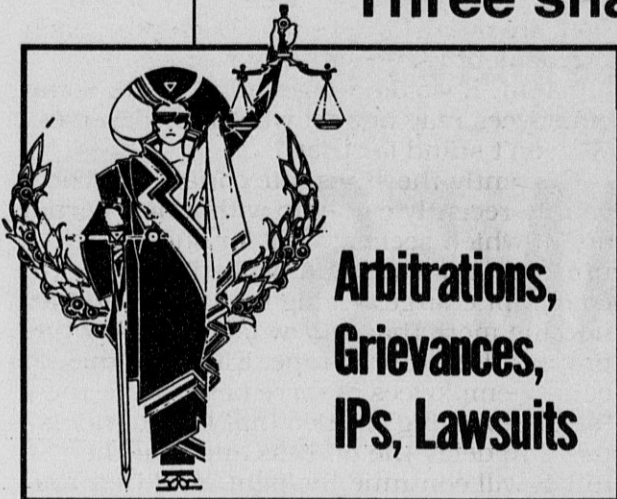
**CSEA NASSAU COUNTY LOCAL 830 President Rita Wallace is flanked by Local 830 Parks and Recreation Unit President Tom Garguilo and unit member Ellen Michaels. Back row, from left, are CSEA Nassau Local 830 Administrative Assistant Tony Giustino, Recreation and Parks members Paul Giordano and Edward Hillman, CSEA Labor Relations Specialist John Clahane, USODA Games Director Dennis Burden and USODA Executive Director George Navarro. The photo was taken at the Victory Games grand opening ceremonies.**



# School District News

News stories, articles and items of information  
about school district employees

## Three share \$2,000 Newburgh grievance settlement



**Arbitrations,  
Grievances,  
IPs, Lawsuits**

NEWBURGH — Three Senior Account Clerks with the Newburgh City School District who were shut out of consideration for a provisional appointment will split a \$2,000 grievance settlement.

CSEA unit shop steward Marianna Nelson and co-workers Mary Kalfas and Roxie Benedict protested the hiring of an office manager in the local high school, contending they should have been considered for the appointment.

Although all three were qualified for the position, another applicant with less seniority was appointed provisionally to the job until a test could be given. No Civil Service list existed for the position at

the time of the appointment.

Arbitrator John Sands recommended that the school district settle the case by paying the amount to Nelson, Kalfas and Benedict.

"The thing that bothered us was that it is a highly paid position and we had as much right to the job as anyone in the district," Benedict said.

"We wanted to send a message to the administration to follow the contract," Nelson said. "It's one of those games they (management) plays."

Nelson is also treasurer of CSEA Orange County Local 836 and Orange County representative on CSEA's statewide Board of Directors.

## Baldwin Unit members protest contract impasse

BALDWIN — After nearly a year without a contract, CSEA members of the Baldwin School District Monitors and Health Aides Unit simply want to be treated fairly, according to Unit President Betty Anderson.

"We want a fair and equitable contract. We're out here in the rain to show the district we are united," Anderson said during a demonstration attended by more than 100 members in foul weather.

The unit has been without a contract since last August and negotiations are in the superconciliation stage.

Members of the unit had accepted a factfinder's report but the district rejected it.

"These people are not asking for much," CSEA Collective Bargaining Specialist Larry Borst said. Borst and CSEA Labor Relations Specialist Pat Curtin have been working closely with the unit in an effort to win a contract settlement.

"The district doesn't even want to approve agency shop, a clause which would cost them nothing," Borst said.



CSEA ACTIVISTS protest lengthy Baldwin contract impasse.

**Schools could not open or operate without these employees**

## CSEA salutes the men and women who grease the gears of the educational process

Doors swung open at schools all across New York state this month, welcoming hundreds of thousands of pupils to another school year.

CSEA takes this opportunity to recognize the unsung heroes and heroines who are as responsible as anyone for keeping the gears of the educational process meshing smoothly — the non-teaching school district employees.

While teachers and administrators may have taken the summer off, there was no vacation for thousands of CSEA-represented school workers who spent the dog-days of summer preparing the school facilities for another school year. And once school begins, these same men and women are the first there early in the morning and the last to leave at night.

The first school employee most pupils see every morning, and the last at the end of the day, is their school bus driver. CSEA-represented bus drivers safely carry their precious cargo millions of miles.

Teacher aides work hand-in-hand with teachers to help students reach their potentials.

Food service workers provide the nutritional products that growing minds and bodies need.

This September, at most schools, things are different from a year ago. State and local budget problems have taken a toll. School employees, teaching and non-teaching alike, are under extreme pressures. Some districts were far-sighted enough to adopt sensible early retirement programs endorsed by CSEA to help ease budgetary problems; others simply resorted to harsh layoffs and reduced services and programs.

This school year there are fewer teachers, fewer courses and programs. There are fewer people working to maintain school district buildings and grounds. Bus service is severely curtailed in some districts forced to operate under austerity budgets. In some schools food services have been contracted out or eliminated entirely.

But the educational process itself continues. And thousands of CSEA-represented non-teaching school employees, working harder than ever under difficult conditions, make it possible.

CSEA salutes you — well done.

## CSEA still fighting for overtime pay in Onondaga County

# Five -year legal battle continues

By Mark M. Kotzin  
CSEA Communications Associate

SYRACUSE - There was no celebration as members of CSEA Onondaga County Local 834 recently observed a grim anniversary. Instead, there was anger, frustration and a tiny speck of hope for the union members who continue to fight a five-year legal battle against the county, which for half a decade has not paid overtime correctly.

The battle started in May 1986 when the county changed its payment methods to comply with federal Fair Labor Standards Act (FLSA) regulations. In doing so, they changed the contractually-agreed upon method for computing overtime — to include paid leave and holiday time. CSEA filed a grievance at that time, but the county has been incorrectly paying workers ever since, said Local 834 President Keith Zulko.

When the case was brought before the Public Employment Relations Board (PERB), an arbitrator agreed and ordered the county to correct their formula for computing overtime, and to retroactively compensate the workers who had not received the correct pay. The county "flat-out ignored" that order, King said.

After several time-consuming attempts to get the county to pay, CSEA took it to court. Since 1989, the case has been in the State Supreme Court under the jurisdiction of Judge Bernard Regan.

The union is still seeking a contempt of court order, but the county continues to drag its feet. Still, King says, there is reason to be optimistic.

Recently, the county sent out a directive to start paying the workers the correct overtime, in accordance with FLSA and the previous contract agreement. While King said he was pleased that the employees will now be paid correctly, he says the battle is not yet over. The union must still pursue the retroactive money that the county owes the workers, an amount which the union estimates could be in the six-figure range.

The problem now, as it has been for some time, is to get the county to audit payroll records for the several thousand employees affected. The county has argued the feasibility of doing a full-blown audit over the five-year period, but CSEA says it is the only way to figure out what the employees are owed.

"We need a full and complete audit of the

records for each employee over the past five years to be able to determine how much they are owed," King said. "Each year, each department and each employee will be different. If we do not get a full audit, some employees may not get what they deserve. We won't stand for that."

Currently the stalemate continues. The county recently came up with a new partial audit, which seems to fall far short of the union estimates. CSEA will still pursue the contempt charge, seeing the latest audit as nothing more than a new tactic to slow the process down in red tape. King said the county employees deserve better than the "smoke-blowing" tactics that the county is using to delay the process and that the union will continue the fight until they are paid.

## Ulster County members rally in support of stroke victim Deborah Smith

KINGSTON - Deborah Smith needs your help. A claims examiner and two-year employee of the Ulster County Department of Social Services (DSS), 30-year-old Smith recently suffered a stroke. She cannot move, hear or swallow and will need extensive therapy.

Adding to her problems, Smith's leave accruals have been exhausted and she will have to pay for her own health insurance family plan, a cost of about \$400 per month for herself, her husband and child.

Smith's co-workers have already begun pitching in to help the family. Sandra

Reynolds, a CSEA unit shop steward in DSS, said Smith needs help not only to pay for her health insurance, but to help with the everyday living cost that she contributed to when she was working. To that end, employees have started a weekly 50/50 club.

In addition, Reynolds said that anyone wishing to help the family may send donations to Smith, in care of:

**Sandra Reynolds**  
Box 1800  
268R Clinton Avenue  
Kingston, NY 12401

## Niagara County Local 832 INFO DAY



CSEA NIAGARA COUNTY LOCAL 832 welcomed hundreds of county employees to a recent union-sponsored Info Day program. CSEA staff employees, union activists and program providers discussed the wide range of benefits available to Niagara County employees through CSEA representation.



THESE NIAGARA COUNTY EMPLOYEES enjoy refreshments while attending one of four Info Days held recently by CSEA Niagara County Local 832.

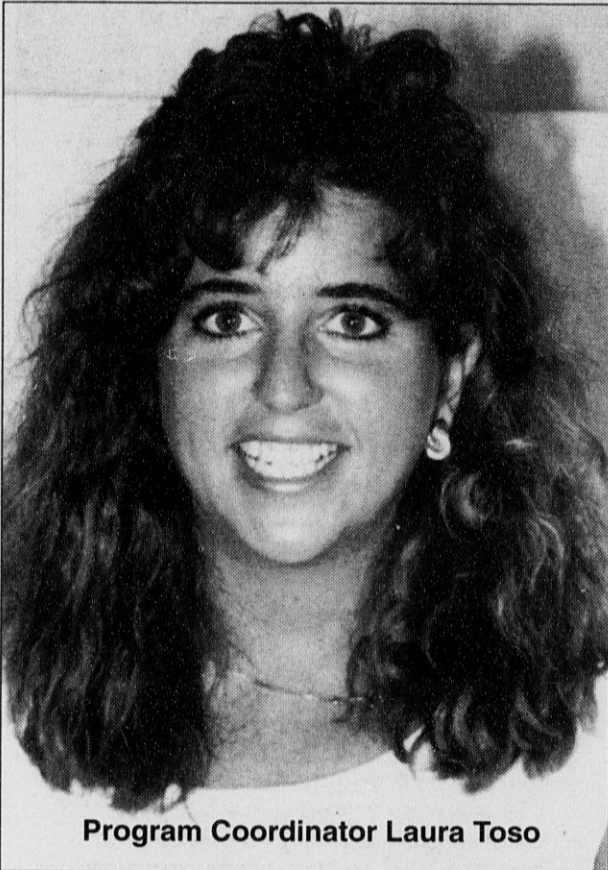
# Help just steps away

By Anita Manley

CSEA Communications Associate

WHITE PLAINS - A co-worker suddenly collapses. A laboratory technician is splashed with a toxic chemical. A sewer treatment plant worker is electrocuted. Minutes count. An ambulance could take precious time to arrive.

Recognizing the need for an immediate first responder in such situations, Westchester County has implemented "CERT," a County Emergency Response



Program Coordinator Laura Toso

Team, consisting of employees who have been trained to respond to emergencies in the workplace.

Program Coordinator Laura Toso, a member of CSEA Westchester County Local 860, said 25 employees "graduated" from the first 40-hour class which trains individuals on how to handle and administer care before an ambulance arrives at the scene of an emergency. Another class will be scheduled for the fall. The workers are from various worksites in the county.

All county worksites will eventually receive instructions to call a phone number that connects them with the county's fire Control Center when an emergency occurs, Toso said.

From the Fire Control Center, each CERT member in or near the worksite will be immediately contacted by pager to respond to the accident or illness. An ambulance is called immediately also, but with a first responder, those crucial first few minutes are tended to by someone who is trained in CPR and other skills that could save a life.

"We hope to eventually train people in every worksite in the county," Toso said. She noted that many employees have shown an interest in the program.

Donna Popp, a senior environmental chemist who works in the county's Environmental Laboratory in Valhalla, graduated from the program.

"When I heard about the program, I didn't want to pass up a chance to learn," Popp said. "It's knowledge you can always use."

While Popp emphasized that lab officials are "very strict" about occupational safety

laws, there is always a greater danger of an accident there.

"We treat the chemicals here with a lot of respect," she said.

One of the most enthusiastic supporters of the program is County Executive Andrew O'Rourke.

"In life-threatening situations, every minute is precious, any assistance given is invaluable," O'Rourke said. "With these specially trained individuals literally down the hall, help is just seconds away."

The county's First Responder Course is part of the state certification program which requires 40 class hours.

O'Rourke encouraged other governments to institute a similar program. Anyone wishing to obtain information should contact the county's Emergency Medical Services office at (914) 285-8251.

**"In life-threatening situations, every minute is precious, any assistance given is invaluable. With these specially trained individuals literally down the hall, help is just seconds away."**

## Federal court finds White Plains mayor violated civil rights of CSEA unit leader

WHITE PLAINS — A federal court has found White Plains Mayor Alfred Del Vecchio guilty of violating the civil rights of CSEA White Plains Unit President Joe Roche and awarded Roche \$25,000 in punitive damages.

CSEA brought federal civil rights violation charges against the mayor on behalf of Roche after Del Vecchio barred the union leader from any contact with CSEA members on city property.

The mayor had brought Roche up on disciplinary charges stemming from a physical confrontation between Del Vecchio and Roche during a contract negotiating session last November. The mayor suspended Roche from his job as an assistant engineer with the city and barred Roche from any contact with CSEA members on city property.

CSEA attorney Arthur Grae, who represented Roche, said the restriction deprived the union president of his right of free speech and illegally restricted his

ability to function as union leader during his suspension.

It is believed to be the first time in New York state that a municipal official has been convicted in a federal court of illegally restricting a union leader's free speech rights.

"It was a great privilege to have been involved in this historic decision when a federal court determines that a city mayor cannot deprive a union president of his right of free speech," attorney Grae said.

"It is most gratifying that a jury of fellow citizens saw fit to award Joe Roche \$25,000 and it is a classic example that you can fight city hall. It's a momentous decision."

The federal court victory, which the city is expected to appeal, was bittersweet for Roche. The decision came a few days after the city terminated Roche under the disciplinary proceedings growing out of charges from the negotiating session incident last fall. CSEA said it expects to

appeal the termination.

"Joe would have received a fairer trial in Kuwait," Grae said of the disciplinary proceeding. Grae noted the hearing officer for the city was appointed by the mayor over the objections of CSEA, which sought a neutral hearing officer.

Roche and Del Vecchio got into a shoving match during a negotiating session. The mayor brought Roche up on disciplinary charges, while Roche said the mayor provoked the incident.

Just days before that incident the mayor, a Republican, chastised Roche for campaigning for a Democratic city council candidate.

CSEA also has an improper practice charge pending against the city based on the mayor's actions during contract negotiations and the effort to terminate Roche.

Counties

Cities

# Local Government News

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Hempstead highway workers were right on target as far as the village police department is concerned.

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CSEA members help make the Victory Games a success.

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A roundup of CSEA school district news.

### Page 21

CSEA continues its battle to force Onondaga County to obey the law and the courts.

### Page 22

Help is just steps away for employees in Westchester County, thanks to their co-workers on the County Emergency Response Team.

*State news is on pages 1 to 7.  
General news is on pages 8 to 17.*



**CSEA RETIREMENT COUNSELOR Jay Soucie, right, at the Jardine Insurance table at Local 830 health and benefit fair.**

### Local 830 health, benefit fair

**EAST MEADOW** - CSEA Nassau Local 830 held their annual Health and Benefit Fair recently to give union members an opportunity to learn more about the many benefits available to them.

The fair provided information as well as a full picnic lunch, soda and ice cream.

There were professional CSEA staff representatives as well as various CSEA-endorsed providers.

CSEA Retirement Counselor **Jay Soucie** was also there making appointments with members considering retirement.

## PEOPLE IN THE NEWS



## Chemical mishap injures Hudson School Unit members

**HUDSON**—Improperly mixed swimming pool chemicals caused five CSEA Hudson City School District employees to become ill when exposed to the deadly mixture.

Richard June, who called for help even while under the influence of the toxic combination of chemicals, is being credited with being a hero. He called the fire department and the ambulance after brief exposure to the fumes, said Unit President Claudia Teator.

The fumes were created when two chemicals, Aquanoxtain and chlorine bleach were improperly mixed together. The workers were cleaning the pool.

CSEA member Bruce Meicht was the most seriously exposed worker and has been hospitalized twice due to his exposure.

"People assume that working in a drained swimming pool is safe. However, it's really a confined space situation. Chlorine gas is heavier than air. It settles to the bottom of the pool. A drained pool can be a death trap," he said.

"Our members were lucky this time and management should see that rules and regulations are put into effect that will prevent this situation from happening in the future," Meicht said.

"This is a perfect example of where a lack of hazardous communications training and improper work practices created a potentially deadly situation."

A safety investigation also found that improper respirators were being used during the pool cleaning process.

### Two Rockland County Local nurses win statewide honors

**CLARKSTOWN** - Two CSEA Rockland County Local 844 members were among 56 nurses statewide to be honored as the recipients of the 1991 Northern Metropolitan Regional Nurses of Distinction Award, Sponsored by the New York State

Legislature, the award is given in recognition of nurses who make outstanding contributions to the nursing profession and the field of health care.

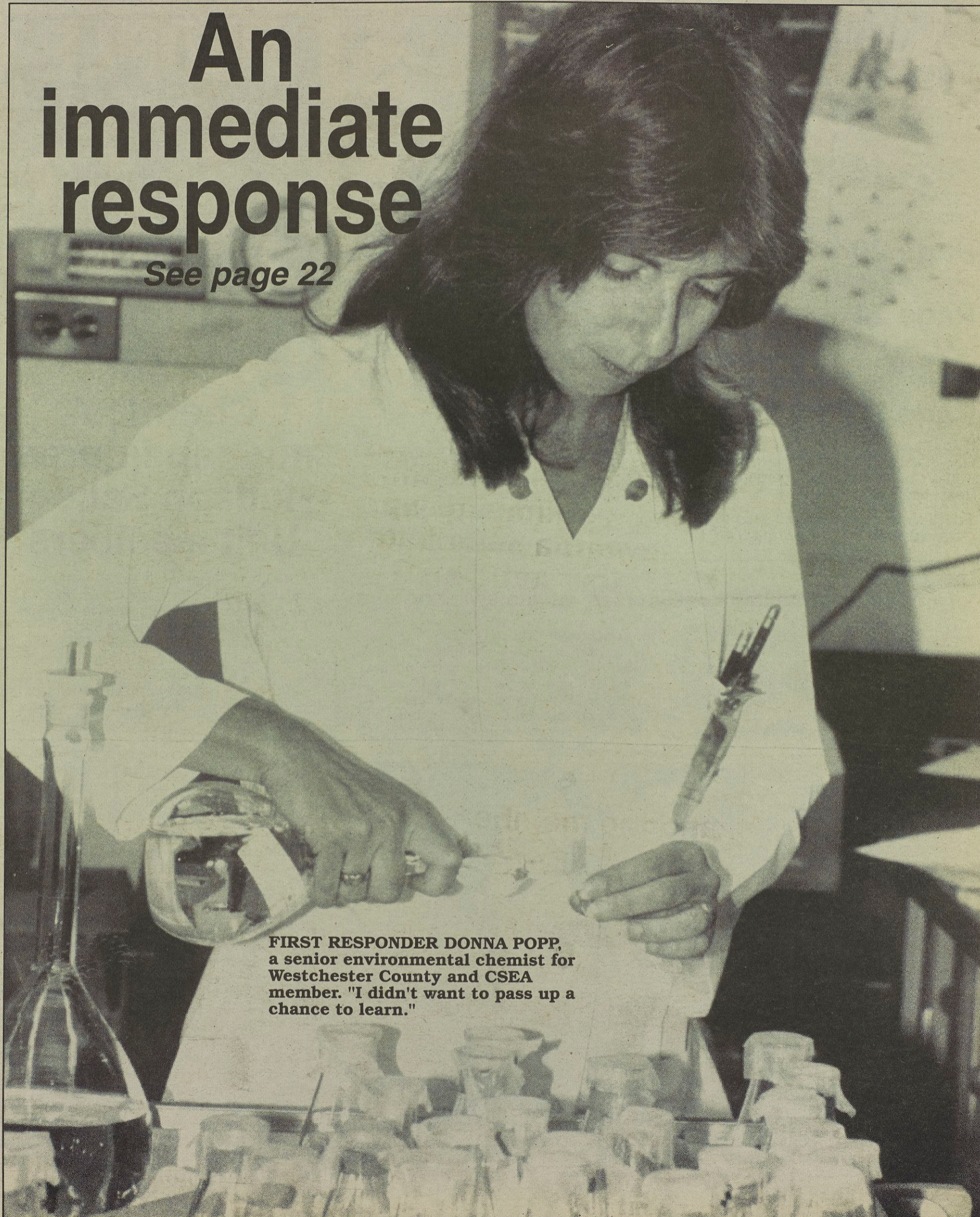
The two CSEA members, **Yolanda Carroll and Eileen Greis**, are employees of the Clarkstown School District.



**SHOW YOU BELONG** -- CSEA activist Jeannette Pitts hands out CSEA T-shirts to members of the CSEA Nassau County Parks Unit, from left, Louise Shinick, Ellie Camp and Eileen Maney.

# An immediate response

*See page 22*



**FIRST RESPONDER DONNA POPP,**  
a senior environmental chemist for  
Westchester County and CSEA  
member. "I didn't want to pass up a  
chance to learn."