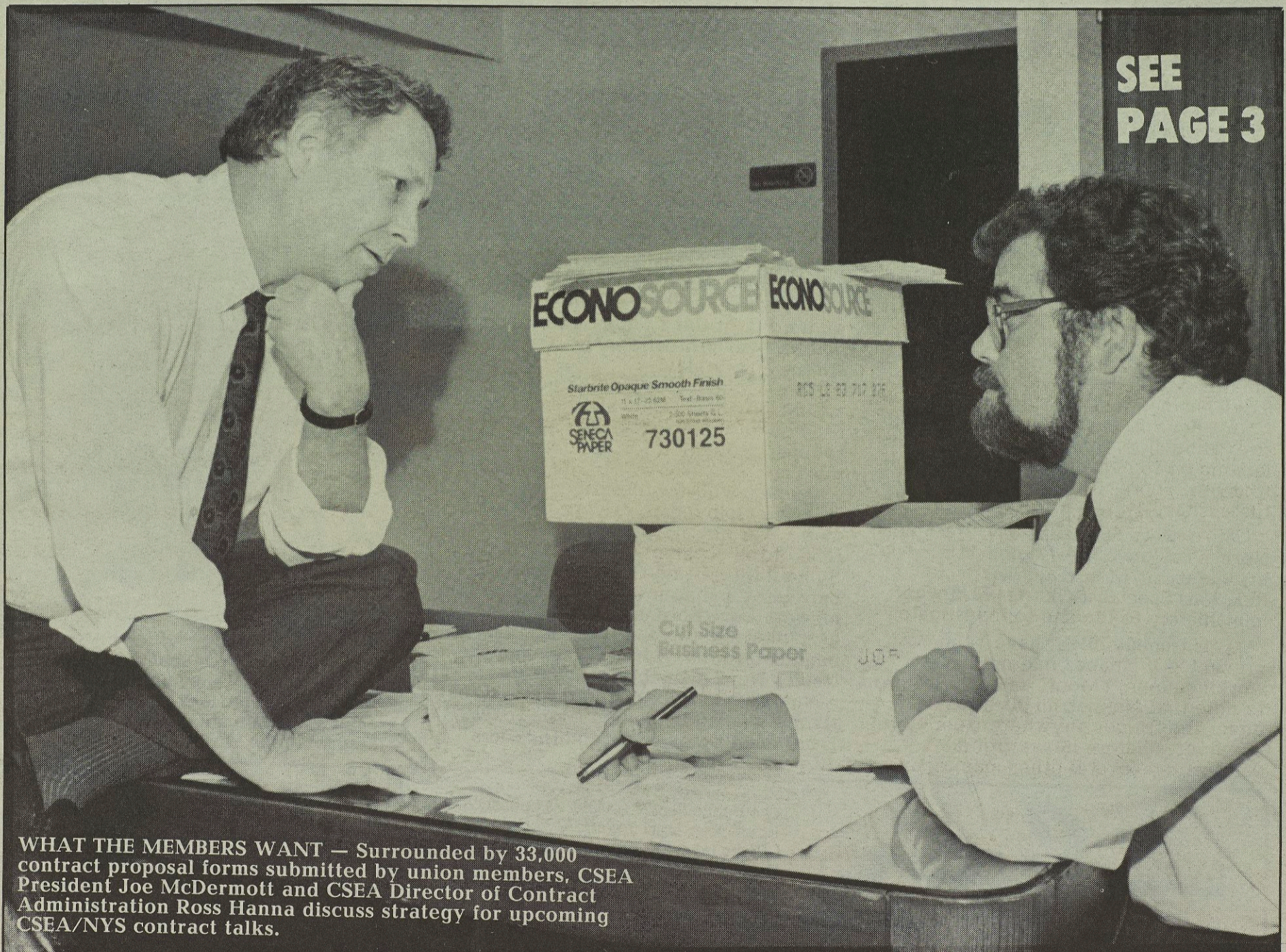


**State employees will find more interesting information than ever before inside this edition of The Public Sector**

# WHAT YOU WANT IN STATE NEGOTIATIONS



**WHAT THE MEMBERS WANT** — Surrounded by 33,000 contract proposal forms submitted by union members, CSEA President Joe McDermott and CSEA Director of Contract Administration Ross Hanna discuss strategy for upcoming CSEA/NYS contract talks.

**PROTECTING YOUR PENSION BENEFITS**

***CSEA sues; asks court to declare new funding method unconstitutional***

**See  
page 3**

# INSIDE NEWS YOU CAN USE

This is the second consecutive edition of The Public Sector tailored especially for you. CSEA local government and school district members are receiving an edition containing primarily information of interest to them, and CSEA state employee members are receiving an edition designed for them. There is also common information in both editions.

CSEA wants to provide you more information you should find interesting and useful in the edition you

receive.

CSEA wants to know your opinion. Do you prefer an edition such as this one designed primarily for you and your area of interests, or do you prefer to receive a regular edition containing a mix of coverage about CSEA members in general?

Take a few moments to complete and mail the coupon below.

I read the August 20 edition of *The Public Sector* and I have the following comments:

- I noticed more articles concerning my own area of interest and less coverage about other areas represented by CSEA.
- I prefer it that way.
- I prefer a mix of coverage about CSEA and our members, like I usually read in *The Public Sector*.
- (Other:)

Name: \_\_\_\_\_

Address: \_\_\_\_\_

I am a member of CSEA Local \_\_\_\_\_

MAIL TO:

Civil Service Employees Association  
Communications Department  
143 Washington Avenue  
Albany, New York 12210

## Member killed in lawnmowing incident while working alone

WANAKENA — Tragedy shattered the peaceful calm across this lakefront ranger school in early August when a CSEA member lost his life in an on-the-job incident that might have been prevented.

Victor Nuanez, a 44-year-old maintenance assistant, was found dead in front of the school at Wanakena, an extension of SUNY College of Environmental Science and Forestry (ESF). Nuanez was mowing the front lawn when his tractor apparently went over an incline, throwing him off, landing on top of him and crushing him to death. There were no witnesses to the mishap.

CSEA SUNY ESF Local 647 President Norma Taylor, CSEA Region V President Jim Moore and Labor Relations Specialist Charles Bird went immediately to the site to investigate.

"This tragedy might have been prevented if Nuanez had not been working alone," Moore said. He went on to note that Nuanez might have been under the tractor anywhere from 10 to 45 minutes before he was found. Apparently, several other maintenance

workers were in a different area of the campus.

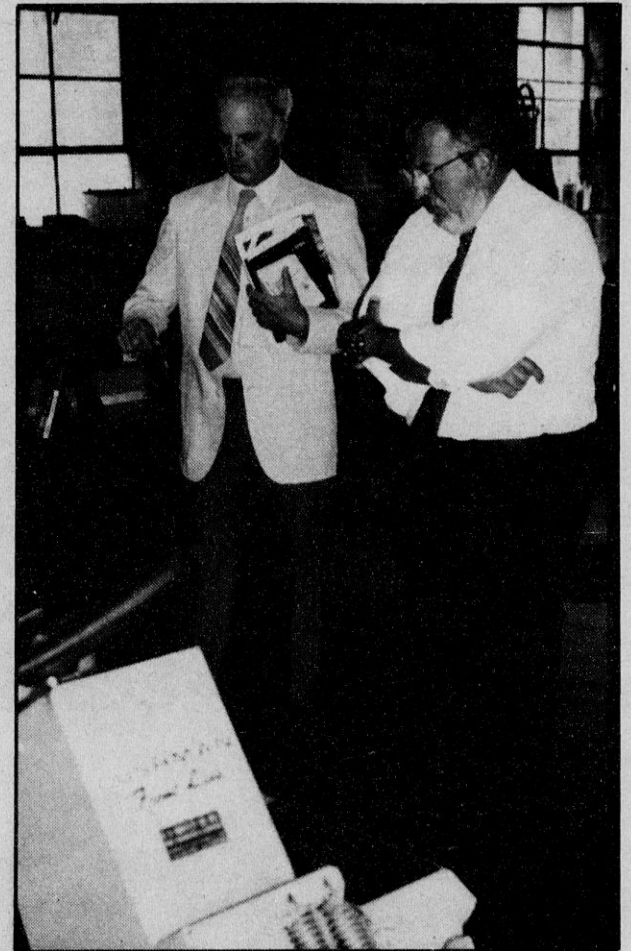
"When someone is working with power equipment, they shouldn't be alone," he said.

CSEA OSH Specialist John Bieger also reviewed the accident site and laid partial blame on the equipment used, saying that if the 1,000-pound tractor had rollover protection, Nuanez would still be alive today.

"Three wheel tractors are not real stable. Obviously they should not be used on an incline, but they should have rollover protection for accidents like this."

Nuanez, who was described by one college employee as "a very cautious man," was not mowing the incline at the time of the accident. Facility Director Richard Miller said that the incline is mowed by hand mowers, and that riding mowers were only used on the level ground at the top and bottom. It has not been determined why Nuanez and the tractor went over the incline.

Nuanez had only been on the job for six months, after moving from Texas. He is survived by his wife, Judith, and a 12-year-old son, Jason.



CSEA Region V President Jim Moore, right, and CSEA Labor Relations Specialist Charles Bird examine the tractor CSEA member Victor Nuanez was riding when he was killed.

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MICHAEL P. MORAN ..... Publisher  
ROGER A. COLE ..... Editor  
KATHLEEN DALY ..... Associate Editor

STANLEY HORNAK ..... Asst. Dir. of Communications

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COMMUNICATION ASSOCIATES	
SHERYL C. JENKS .....	Region I (516) 273-2280
LILLY GIOIA .....	Region II (212) 514-9200
ANITA MANLEY .....	Region III (914) 896-8180
DAN CAMPBELL .....	Region IV (518) 489-5424
MARK M. KOTZIN .....	Region V (315) 433-0050
RON WOFFORD .....	Region VI (716) 886-0391
STEPHEN MADARASZ .....	Headquarters (518) 434-0191



# Member concerns drive union strategy for upcoming CSEA/NYS negotiations



CSEA PRESIDENT JOE McDERMOTT, left, and CSEA Director of Contract Administration Ross Hanna compare a computer printout of contract proposal survey data with some of the 33,000 forms returned by CSEA members. The computerized information is being used to establish the union's negotiating strategy for upcoming contract talks with the state.

The issues CSEA members say are most important to them will be among demands CSEA puts on the table when CSEA/NYS contract talks begin later this year.

CSEA knows what the members want because the union has an unprecedented amount of input from the membership. Some 33,000 CSEA state employee members completed and returned contract proposal survey forms to the union over the past several weeks.

"We have our finger on the pulse of the membership," CSEA Director of Contract Administration Ross Hanna said. "We have a very good idea of what the members hope to see achieved in these contract talks. Our negotiating teams will take their priorities to the table."

Negotiations affecting more than 100,000 state employees in five CSEA bargaining units will begin this Fall. Contracts covering workers in the Administrative Services Unit, Institutional Services Unit, Operational Services Unit, Division of Military and Naval Affairs and Office of Court Administration all expire March 31, 1991.

"The deepening state fiscal crisis is expected to make the upcoming contract talks particularly prolonged and difficult. These will be tough talks and I'm sending tough teams to the tables," CSEA President Joe McDermott said. "By the time negotiations begin our teams will have undergone intensive education and training to prepare them for the rigorous sessions we expect."

"Our priorities will be a combination of what our individual members have told us are very important to them and demands that we feel are very important to the membership and the union as a whole," McDermott said.

"We have an unprecedented volume of input from our members, and their opinions are carefully considered in establishing our negotiating strategy," Hanna said.

"The impressive response by CSEA members enables us to accurately gauge the mood of the membership," Hanna said. "We'll be focused on what the members want and what's best for them."

"I think we'll be the best prepared we've ever been," McDermott said. "CSEA members have always been well-represented at the bargaining tables and this time will be no exception."

## ***CSEA files lawsuit to protect pensions; calls PUC funding method unconstitutional***

Charging that a controversial new method of funding the public employees retirement systems is unconstitutional, will deplete the retirement fund and could eventually bankrupt the retirement system, CSEA is suing to stop the raid on the fund.

CSEA filed suit in state Supreme Court in Albany seeking to have declared unconstitutional legislation that mandates a new funding system known as the Projected Unit Credit (PUC) method.

The state Legislature recently mandated that the state Comptroller switch from an aggregate cost method to the PUC method to fund the Public Employees Common Retirement Fund.

The switch allowed the state and local governments to defer more than

\$300 million in payments that would have been owed to the fund under the aggregate cost method.

"PUC is like a balloon mortgage that puts off today's payments until tomorrow," said CSEA President Joe McDermott, who is leading the campaign to repeal the legislation creating PUC. "When that payment comes due it will be a disaster. Taxpayers will face higher costs down the line and workers will face diminished pension benefits."

CSEA's lawsuit was filed as this edition of *The Public Sector* went to press. Named as defendants in the action are state Comptroller Edward Regan and the State and Local Government Retirement System and the Police and Fire Retirement

System.

CSEA is asking the court to declare legislation creating PUC unconstitutional on the grounds it preempts the Comptroller's independent fiduciary responsibility for the retirement system. CSEA also charges PUC will bankrupt the retirement fund and jeopardize retirement benefits guaranteed for workers by the state constitution.

The union also charges in its lawsuit that PUC jeopardizes the tax exempt status of the retirement fund and contends that PUC is actually a method to allow public employee pension monies to be used to fund the day-to-day operation of state and local government.

# Courses hold the key to career advancement

CSEA members in the Administrative Services Unit (ASU) or transition traineeships can get ahead through the new series of Transition Training Courses offered by the Clerical and Secretarial Employee Advancement Program (CSEAP).

The transition courses, held each fall and spring, cover subjects such as math, communication skills — both oral and written — technology, work management, career development and secretarial practices.

Their purpose is to help clerical and secretarial employees meet the challenges and demands of new career directions.

The free classes meet for one to three days during daytime work hours. They are held in 13 sites across the state — Albany, Binghamton, Buffalo, Hauppauge, Hornell, Middletown, New York City, Ogdensburg, Poughkeepsie, Ray Brook, Rochester, Syracuse and Utica.

You can review a catalog for course descriptions, schedules and application information at your agency personnel office, training office, affirmative action office or by contacting your CSEA Local president.

It's another benefit CSEA has negotiated for you.

TRANSITION TRAINING COURSES  
FALL 1990 CATALOG

**CSEAP**



## Employees of the year

NEW YORK — Several CSEA-represented Office of Mental Health (OMH) employees were praised for jobs well done during recent ceremonies at two New York City facilities.

Mary Jeter, above second from left, a mental health therapy aide (MHTA) for 17 years, was honored as "Employee of the Year" at Kingsboro Psychiatric Center.

"I was really surprised to be named, but my patients said I earned it," Jeter said.

Flanking her at the ceremony are other CSEA members: Stores Clerk Edward Baker, March Employee of the Month; Unit Coordinator Louise Williams, January Employee of the Month; and CSEA Local 402 President Robert Nurse. MHTA Mary Youngblood (not pictured) was also honored as February Employee of the Month.

Meanwhile, at Wards Island, Allene Drew, in photo at right, a MHTA for 15 years, was honored as Manhattan Children's Psychiatric Center Employee of the Year.

Drew came to work at the center intending to work there three months. She said she loves the night shift because she can "reach out to the children at the end of their day's activities."



## Deadlines near on NYS/CSEA labor-management seminars

# These career enhancement opportunities negotiated by CSEA for state workers

Career and skills enhancement opportunities that will help participants reach and perform at higher skill levels are being offered to CSEA-represented state employees through a series of seminars and workshops across the state this fall.

The career and skills enhancement seminars are sponsored by the joint NYS/CSEA Labor-Management Committees and are made possible through funding negotiated by CSEA in the current CSEA/NYS contracts. Many of the programs are being administered by the Continuing Education and Public Service Department of SUNY's Empire State College.

**Safety And Health Seminars** are designed for all CSEA-represented state employees, supervisors and members of agency and facility labor-management safety and health committees. **The registration deadline is Sept. 4.**

**Operations And Maintenance Seminars** are designed for CSEA employees who operate and maintain the state's physical plants and equipment. **The registration deadline is Sept. 4.**

**Career And Skills Enhancement Workshops** are designed for CSEA members in the Institutional and Administrative Services bargaining units. These workshops are for non-direct care institutional workers, employees charged with inventory control and staff who deal extensively with the public. **The registration deadline is Sept. 4.**

**Introduction To The Skilled Trades Seminars** will be available only to members in CSEA Regions I, II and III. The seminars are primarily for CSEA members in grades 3 through 9 in the Operational Services Unit and will be conducted only at SUNY Maritime College in the Bronx. **The registration deadline is three weeks prior to the seminar selected.**

Brochures describing each seminar and workshop program in detail, including times, dates, locations and course descriptions, are available from your CSEA Local president or your state agency personnel and/or training and education offices. Information is also available by contacting: NYS/CSEA Labor-Management Committees, One Commerce Plaza, Suite 1117, Albany, N.Y. 12260 or calling (518) 473-3416

### Safety and Health

Safety and Health Seminars will be held during September, October, November and December at several state facilities.

Seminars will be conducted on "The National Back Power Management Program," fire prevention and protection, implementing OSHA's electrical lock-out/tag-out standard and conducting a job hazard analysis.

**Registration deadline is Sept. 4.** For details and application forms, contact your CSEA Local president, your agency's personnel or training and education office or the joint NYS/CSEA Labor-Management Committees.

### Career and Skills Enhancement

Four workshops are designed for non-direct care institutional workers, employees with inventory control responsibilities and staff whose jobs require extensive dealing with the public.

Workshops will be conducted in "Inventory Control and Management," "Effective Public Contact Skills," "Applied Problem Solving for Non-Direct Care Supervisors" and "Advanced Food Production and Preparation."

**Registration deadline is Sept. 4.** For complete details and application forms, contact your CSEA Local president, your agency's personnel or training and education office or the joint NYS/CSEA Labor-Management Committees.

### Operations and Maintenance

Seminars covering 10 different topics will be offered at various state and SUNY facilities across the state during September, October, November and December. These seminars are continuing education opportunities for CSEA-represented state employees who operate and maintain the state's physical plants

and equipment.

**Registration deadline is Sept. 4.** For complete details and application forms, contact your CSEA Local president, your agency's personnel or training and education office or the joint NYS/CSEA Labor-Management Committees.

### Intro to Skilled Trades

Workshops providing training opportunities in the skilled trades will offer basic theory, safety procedures, practical applications and tangible skills in several skilled trade areas.

The workshops are primarily open to CSEA members in grades 3 through 9, regardless of background, to enhance skills and broaden career opportunities. Employees in higher grade levels with little practical experience in the subject matter may also participate.

Seminars are held at SUNY Maritime College in the Bronx and are offered to CSEA members in CSEA Regions I, II and III.

**Deadline for applying is three weeks prior to the specific seminar chosen.** Workshops will be held during September, October, November and December. For complete details and application forms, contact your CSEA Local president, your agency's personnel or training and education office or the joint NYS/CSEA Labor-Management Committees.

# DAY CARE AT WORK

## Orange County Unit members have on-the-job program

GOSHEN — For the children of Orange County employees, going to day care is a lot like going to work.

That's because they do go to work with their parents, who leave them at the day care center at the Orange County Infirmary. And they can thank CSEA because the union worked hard to convince the county of the need for the center.

Five-year-old Courtney DeGroat can wave to her mother as she plays at her day care center. Courtney's mother, Shelley DeGroat, is a medical records clerk and works in an office just across from the center.

"This is great," she said. "I'm very much at ease knowing Courtney's being taken care of and fed. This is definitely positive."

The day care center came about after the union attached a letter to the 1987-90 contract with the county on the need for day care, said Jim Farina, acting CSEA Region III director. CSEA represents more than 2,000 full- and part-time employees in the CSEA Orange County Unit.

In 1988 county officials did a feasibility study. CSEA statewide Secretary Irene Carr, long active in day care issues, provided material to help

with the study. The returned questionnaires indicated the dire need for accessible, affordable day care for county employees.

The county allocated \$400,000 to start the center.

The result? The only day care center operated by a county for its employees in New York state opened in 1989 with sliding scale fees. Open 365 days a year with a professional staff, the center takes children from eight weeks to five years.

Located at the county's infirmary, it is convenient for the employees of the infirmary, the county government building and the Department of Social Services.

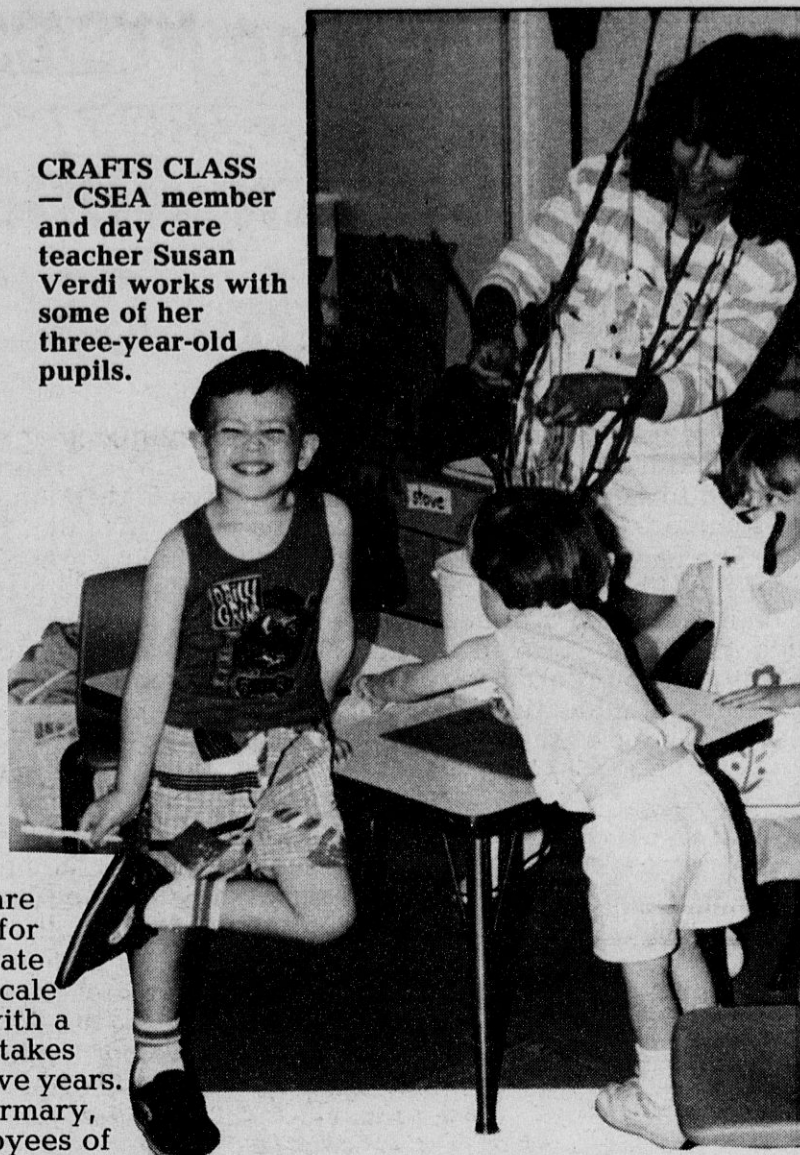
The center now is a recruiting tool and has curbed turnover at the home and infirmary, said David Score, Orange County CSEA Unit president.

### Peace of mind

The center offers more than convenience; it gives peace of mind. Just ask Dawn Gambino, a nurse who is raising her three-year-old grandson, Jon.

"It's such a wonderful relief to know that the children are taken care of

CRAFTS CLASS — CSEA member and day care teacher Susan Verdi works with some of her three-year-old pupils.



where they are going to be safe," she said. "In my town, a guy came into a house and shot the sitter."

### The programs

The staff has a full schedule for the children, but it isn't all work.

"We try to make it like home," said Director Kay Roche. "We teach developmental skills such as toilet training, personal hygiene, cleaning up after themselves and socialization skills."

The children also play outdoors, sing and have arts and crafts programs.

A new, state-funded program takes advantage of the center's location by having the children mix with county home residents. The inter-generational program benefits the children and the residents.

### Convenience and care

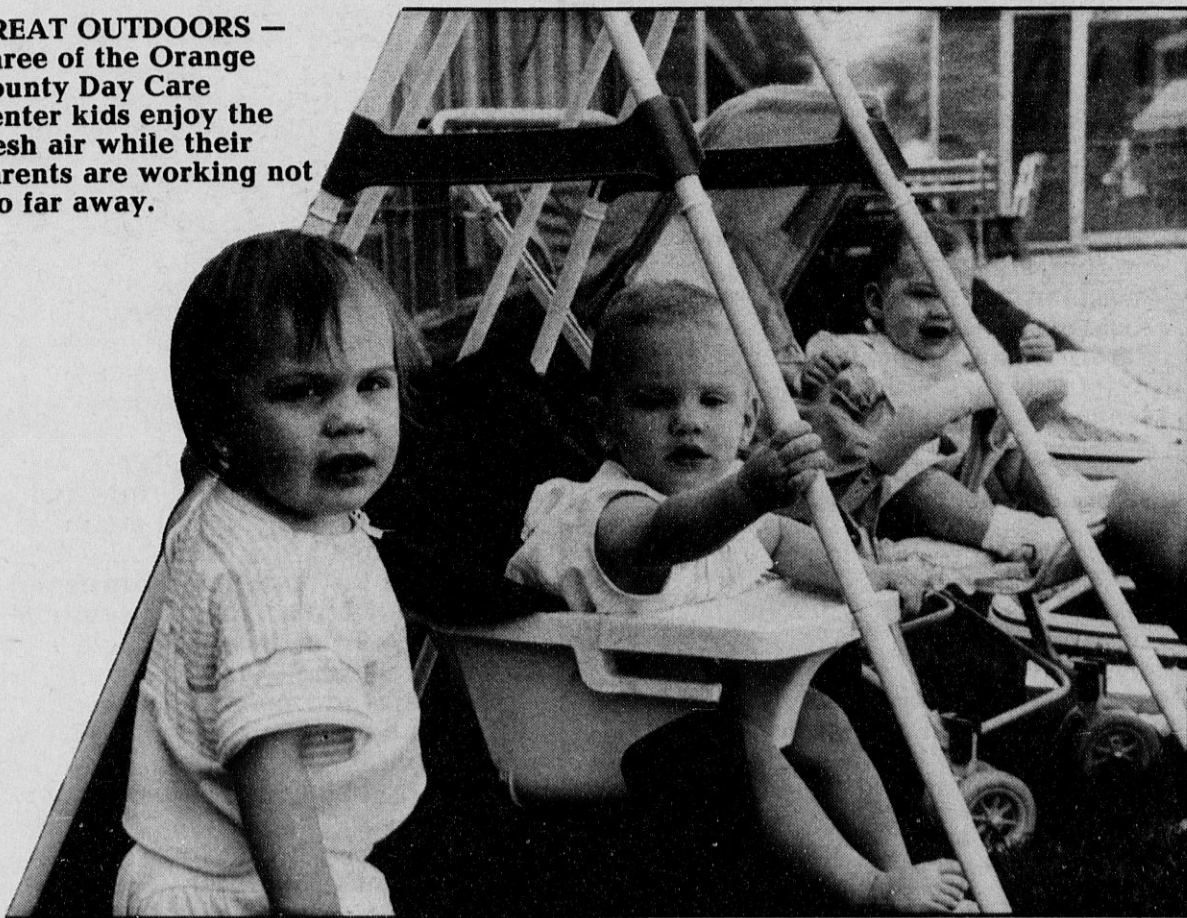
For Sue Ann Marshall, a single parent, the day care center is a great help. She used to depend on her sister to babysit her daughter, Jacki.

"My sister became pregnant and I had to get another babysitter. Then she quit and my daughter went back to my sister," Marshall said. "This is convenient. Now I just take my daughter to work with me."

For Susan Verdi, the Orange County center was perfect. She wanted to return to teaching, but she still had three-year-old Robert at home. Now a CSEA member hired by the county, she brings Robert to her job. She works as a teacher at the day care center.

"It gives me a warm feeling to go down to the center and see those kids so well taken care of," said Unit President Score.

GREAT OUTDOORS — Three of the Orange County Day Care Center kids enjoy the fresh air while their parents are working not too far away.

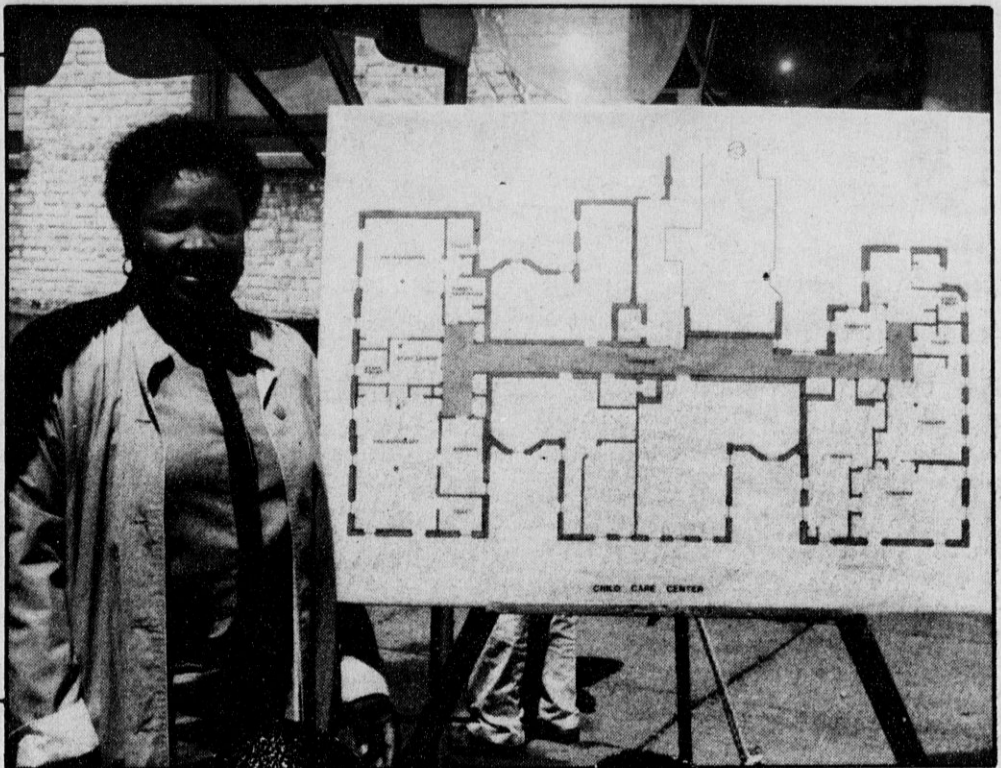


## Ground broken recently for new day care center

BROOKLYN — Ground was broken recently for the long-awaited day care center at the SUNY Brooklyn Health Science Center at 440 Lenox Avenue.

CSEA Downstate Medical Center Local 646 President Barbara Moore served on the facility day care planning committee and participated in ground-breaking ceremonies. In photo at right, Moore stands next to blueprints for the child care center.

The day care center will handle 65 children of employees, faculty members and students. The slots will be filled by a lottery system from a backlog of pre-registrations, Moore said. The center is scheduled to open early next year.



# DAY CARE

## Parents can work because it does



TOWN OF HEMPSTEAD employees could be enjoying a day care program in the future. CSEA Town of Hempstead Local 880's Day Care Committee is working closely with management to investigate the possibility of a day care program that would be available to town employees and management. "We're gathering information on cost factors and licensing," said CSEA Day Care Committee Co-chair Fran Ramsey. An outside consultant has also analyzed results of a day care survey. Meeting earlier this year to discuss day care were, from left, town Attorney Denise Sher; Edie Longo, secretary to town Supervisor Joseph Mondello; Deputy town Attorney Brad Regenbogen; town Commissioner Briding Newell; Supervisor Mondello; CSEA Local 880 President Pete Ellison; Local 880 officers Fran Ramsey, Joann Decolator, Charisse Chaplin and Richard Satre; and CSEA Collective Bargaining Specialist Rigo Predonzan.

## Small World Center opens new building to serve all shifts

The Small World Day Care Center located on the grounds of Pilgrim Psychiatric Center earlier this year opened an additional building to provide day care for evening and night shift employees.

Small World was originally created 14 years ago through collective bargaining between CSEA and the state. CSEA Local 418 has donated furniture and supplies and raised money for the center by conducting raffles and other fundraisers over the years.

"It's one of the most worthwhile programs ever made available to employees here," Local 418 President Pat Hahn said.

The Small World Day Care Center at Pilgrim serves about 260 children.

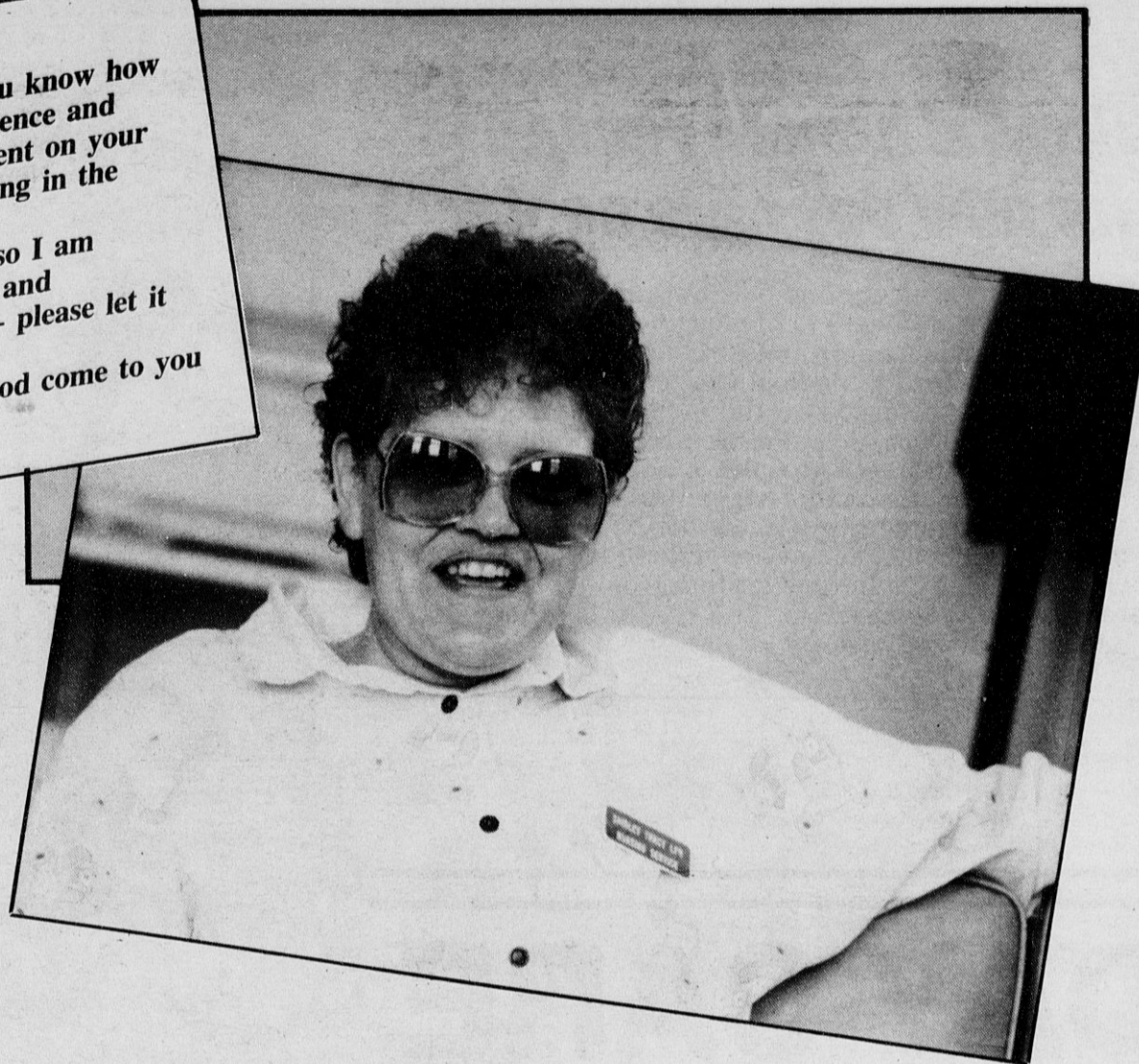
Dear Shirley,

My sister asked me to write to you to let you know how very much she appreciated your help, your patience and kindness in caring for her while she was a patient on your ward. As you know, she was very unhappy being in the psychiatric center.

I know my sister is difficult as a patient, so I am grateful to you for giving her competent care and compassion — you rate high in that regard — please let it be a part of you always.

Our wishes are that "may everything good come to you and your loved ones always."

# She likes the thought



OGDENSBURG — It's nice to feel appreciated for the work you do, especially when it comes from someone who really matters.

Just ask Shirley Tracy, an licensed practical nurse (LPN) and member of CSEA St. Lawrence Psychiatric Center Local 423 .

She recently received a letter from a patient's sister, thanking her for her "patience and kindness in caring."

Along with the letter was a check enclosed as a token of her patient's gratitude. While Tracy returned the check because of state regulations, she said the thought was much more

valuable than any money.

In a return letter she wrote "your letter with its kind words and kind thoughts were enough."

Tracy received the letter a week after the client was moved into a private nursing home. When it arrived, Tracy said she was "shocked and so pleased."

Tracy, who works in a geriatric ward, was the primary therapist for this particular client and was responsible for most of her daily care, while caring for five other patients as well.

Married and the mother of three sons, Tracy has worked at the psychiatric center for nearly 18 years. About half

of those years were spent working in the center's child and adolescent ward. But for the past nine years she has worked on the geriatric ward where, she said, she has a special way with the patients.

Small things like the letter help to keep direct care workers going even though their facilities often get the short end of state priorities, Tracy said.

"The letter made me feel wonderful. I hope it inspires others," she said. "Even when things aren't going great, you get a letter like this and it makes you feel like it's all worthwhile."



CAPE VINCENT CORRECTIONAL FACILITY HEALTH AND INFORMATION DAY — Members of one of CSEA's newest locals recently had the opportunity to find out about their well-being and CSEA benefits. At left, CSEA Local 187 President Lee Sjosten and CSEA Executive Vice President Dan Donohue talk with CSEA Employee Benefit Fund Marketing Representative Marissa Parillo. Above, Keyboard Specialist Martalydee Mason has her blood pressure checked by Beverly Shepard from the Mercy Hospital Cape Vincent Extension Clinic.





"CSEA Today" is a collection of news briefs concerning CSEA members, units and locals around the state. CSEA locals and units are listed geographically by county to assist in locating items of interest by area. News briefs for the "CSEA Today" column should be submitted to your CSEA unit or local president for consideration.

# TODAY

## CAYUGA COUNTY

Cayuga County Local 806 has awarded three \$500 scholarships to children of CSEA members. Winners are Christopher Yorkie, son of Kathy Yorkie, a Department of Social Services (DSS) social welfare examiner; Sara Johnson, daughter of Kathy Johnson, a DSS caseworker and Teresa Weller, daughter of Robert Weller, a truck driver with the Highway Department. Yorkie will attend Cayuga County Community College, Johnson will attend SUNY at Geneseo and Weller will attend Genesee Community College.

## CHAUTAUQUA COUNTY

Chautauqua County Local 807 President James V. Kurtz recently was named winner of the annual Irwin Cross Memorial Leadership Award by the Jamestown District Credit Unions Council. Kurtz has served as manager of the Chautauqua Employees Associations Credit Union for five years and treasurer of the credit union for 12 years.

## CLINTON COUNTY

The CSEA Clinton County Unit of Local 810 recently contributed more than \$250 to the Arthritis Foundation on behalf of Clinton County Nursing Home residents. The CSEA unit also donated and delivered carnations to all nursing home residents.

## FRANKLIN COUNTY

CSEA Sunmount DDSO Local 431 presented \$1,500 in scholarships to children of three local members. Kurt Thompson, son of Al Thompson, who works in the engineering department, received \$600 and will study engineering at Clarkson College. Brigit Gale, daughter of Mental Hygiene Therapy Aide Nancy Gale, received \$500 and will study art at North Country Community College. A \$400 scholarship went to Matthew Arsenault, son of Cheryl Arsenault, a senior clerk in the personnel office. Matthew will study criminal justice at North Country Community College.

## FULTON COUNTY

Several members of CSEA Fulton County Retirees Local 925 are active in community affairs. Lucius Talarico, co-chair of the Local's political action committee, serves as elected alderman-at-large in the city of Johnstown. Local President Jack Tassiello and members Grace Bevington, Betty Jean Conroy and Helen Stoddard all serve on the board of directors of the Fulmont Development Facility and as members of the Fulmont Advisory Council.

## LEWIS COUNTY

CSEA Lewis County Local 825 has awarded \$500 scholarships to seven area students heading off to college this fall. Winners from Lowville Central School are Vanessa Barniak, daughter of Mr. and Mrs. Richard Barniak of Turin; Jonathan Kraeger, son of Mr. and Mrs. Dennis Kraeger of Lowville; Catherine Sweet, daughter of Mr. and Mrs. Thomas Sweet of Lowville and Julia Steria, daughter of Mr. and Mrs. Keith Steria of Glenfield. Winners from Beaver River Central School are Brian Turck, son of Mr. and Mrs. Gary T. Turck of Castorland and Khrista Merry, daughter of Mr. and Mrs. Clarence Merry of Lowville RD. Lora Dunn, daughter of Mr. and Mrs. Gordon Dunn of Glenfield RD, is a scholarship winner from South Lewis Central School.

## MADISON COUNTY

CSEA Madison County Local 827 awarded the second annual Robert Suits Memorial Scholarship to Stephanie K. Smith, daughter of Susan Smith, a licensed practical nurse at Gerrit-Smith Infirmary. Stephanie will attend Hamilton College. The \$100 scholarship was established in memory of Robert Suits, a former Gerrit-Smith Infirmary employee, local officer and strong union activist.

## NASSAU COUNTY

The village of Hempstead CSEA unit approved a new contract before the old one expired for the first time in 20 years. The three-year pact became effective June 1 and includes pay increases of 6, 6 and 5.5 percent. There were substantial gains in most areas of the contract and no give-backs of any kind. Unit President John C. Shepherd said the excellent contract is a direct result of CSEA political action which helped defeat the previous mayor and replace him with a new mayor and board.

The Lynbrook School District Custodial Unit, a part of CSEA Nassau County Educational Local 865, has a new three-year contract effective July 1 which includes pay hikes of 6, 7 and 7.5 percent. Improvements were won in several areas of the contract.

Members of the Supervisory Lunchroom Employees Unit of the Sewanhaka Central School District, a part of CSEA Local 865, recently approved a new three-year contract providing wage increases of \$1,100 per employee each year. Non-Supervisory Lunchroom Unit employees will receive \$900 each year; members of the Head Custodial and Maintenance Supervisors Unit will receive 6 percent plus increments each year and members of the Part-time Cafeteria Unit get 75 cents per hour across the board each year.

Beatrice Arnold, a member of the Nassau County BOCES Unit of Nassau County Local 830, is helping organize a high school reunion of 1956 graduates of W. C. Bryant High School to be held Oct. 6, 1990. For information, contact Barbara Malfese at (516) 484-9666 or (516) 767-0531.

## ONTARIO COUNTY

Malcolm White, a 15-year county employee, will receive a pension when he does retire, thanks to CSEA efforts. CSEA Ontario County Employees Unit President Dave Bloom said the union pushed a legislative bill which has been signed by Gov. Cuomo retroactively enrolling White in the public employees retirement system. Due to an administrative error White was not enrolled in the retirement system previously.

## OSWEGO COUNTY

More than 230 employees at SUNY Oswego, including many CSEA Local 611 members, were honored recently for years of services ranging from 10 to more than 30 years.

## OTSEGO COUNTY

Otsego County Local 839 President George R. Smith and other union officials and members used the opportunity to discuss union-backed federal legislation and other issues when they met with U.S. Sen. Daniel Patrick Moynihan following a parade and services in Oneonta in which Local 839 and Moynihan participated.

## PUTNAM COUNTY

Putnam County employees represented by CSEA Local 840 are in the first year of a new retroactive three-year agreement providing 5.5 percent salary increases each year, increased health insurance coverage and a new vision plan.

Putnam Valley Central School District unit members, a part of Local 840, will receive 6.7 percent salary hikes each year after the union negotiated a rollover of the contract through June 1992. Unit President Lori Stahl reports a new salary schedule for head custodians is included in the agreement which was won without any givebacks.

## ROCKLAND COUNTY

About 300 CSEA Town of Clarkstown Unit employees are now receiving the first of three 5 percent salary hikes contained in a new retroactive three-year contract. The unit is a part of Rockland County Local 844.

## SENECA COUNTY

CSEA Seneca County Local 850 is now publishing a monthly newsletter to expand the line of communications between the union membership and leadership. Local 850 President Paulette Barrett also reports the union negotiating team is gearing up for negotiations about to begin on a new contract.

## SUFFOLK COUNTY

New contracts became effective recently for some units of Suffolk County Educational Local 870. The Middle Country School District Transportation Unit three-year contract calls for improvements in several contract areas and pay hikes of 6.75, 6.5 and 6.5 percent each year. A new four-year pact for members of the Longwood School District Unit improves many contract articles and provides salary increases of 7 percent plus increments for employees on step and 8 percent for members off step or at top step each of the first three years and 8 percent plus increments across the board the fourth year.

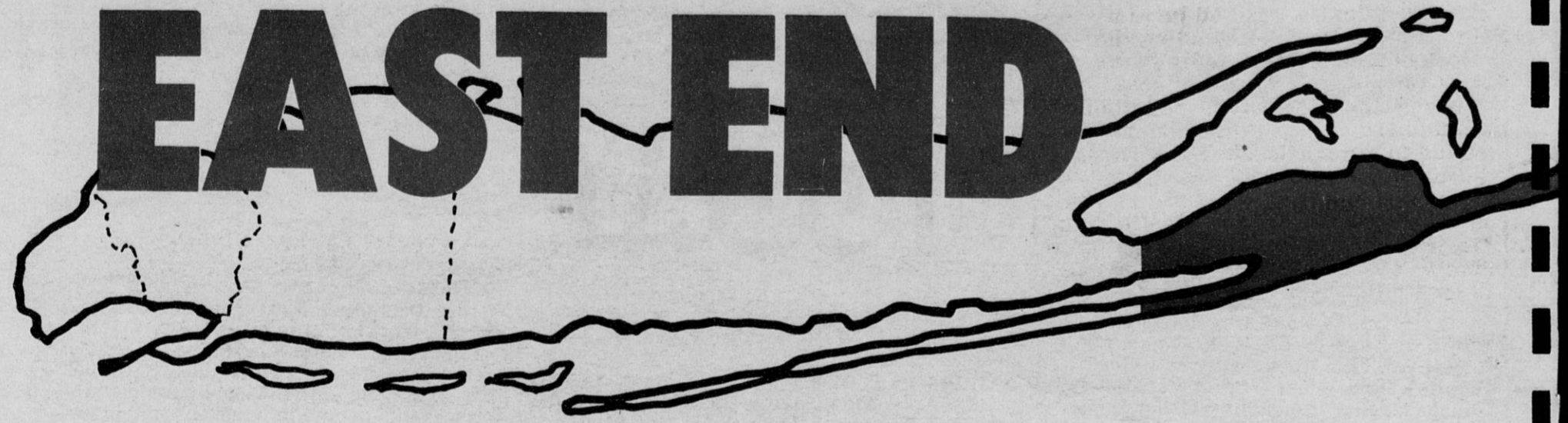
The CSEA Sachem Public Library Unit, a part of Suffolk County Local 852, has a new three-year contract calling for pay hikes of 7, 6 and 5.5 percent plus increments.

## WESTCHESTER COUNTY

Westchester County Local 860 officers invite union members from the area to help celebrate Labor Day at a county-sponsored "Songs of the Working Class" program to be held on Labor Day, Sept. 3, from 1 to 4 p.m. at Muscoot Farm, a turn-of-the-century working farm operated by Westchester County. Muscoot Farm is located on Route 100 in Somers, one mile south of Whitehall Corners.

# LONG ISLAND'S

# EAST END



By Sheryl C. Jenks  
CSEA Communications Associate

The "East End" begins somewhere shortly after the Long Island Expressway ends, out past Hampton Bays before you come to Southampton.

The East End is famous for its white sandy beaches, ocean views, historic windmills, potato fields, beachfront estates, wildlife preserves, golden-tanned celebrities and magnificent state and county parks. The East End is synonymous with natural beauty and a relaxed lifestyle, especially compared to the hectic pace on the opposite end of the island.

It is no wonder so many CSEA members choose to live and work on the East End.

CSEA Long Island Inter-County State Park Local 102 member Estelle Maestri, for example. She's a Montauk resident who has worked as a park aide since 1974.

"I love living out here and I love working here," Maestri said as she handed out parking passes at Montauk State Park. "I'm out in the air, I like the people and the bosses are really good."

The historic East End was one of the first areas settled in what is now New York state. Indians prospered here because of all the natural resources offered by an environment that combines miles of ocean running parallel to pockets of fresh water ponds, harbors and inlets.

Traveling out on Route 27, the only main road east after the Hampton Bays area, you'll discover the greatest concentration of windmills found anywhere in the United States in the town of East Hampton. Hook Mill, one of the best known windmills, is on the National Register of Historic Places. Out here you'll find many quaint antique shops, lovely boutiques and garden centers.

And you'll see CSEA members almost everywhere you look.

Steven Rivera, for instance. Rivera, an employee with the Southampton village police, was doing foot patrol as a traffic cop on a recent warm summer day.

"I enjoy working out here. I was in ordinance enforcement for a year and this is my first year in blue," Rivera said as he proudly pointed to the blue uniform he

now wears.

A little farther out Route 27, Tom Burchell and Richard Lewis, members of CSEA State Department of Transportation Local 508, were at work keeping the well-traveled road in good condition.

Out beyond Amagansett, with its national wildlife refuge, Hither Hills State Park spreads across the entire sliver of land.

Hal Daly, the lifeguard lieutenant at the state park, oversees and assigns 10 guards there.

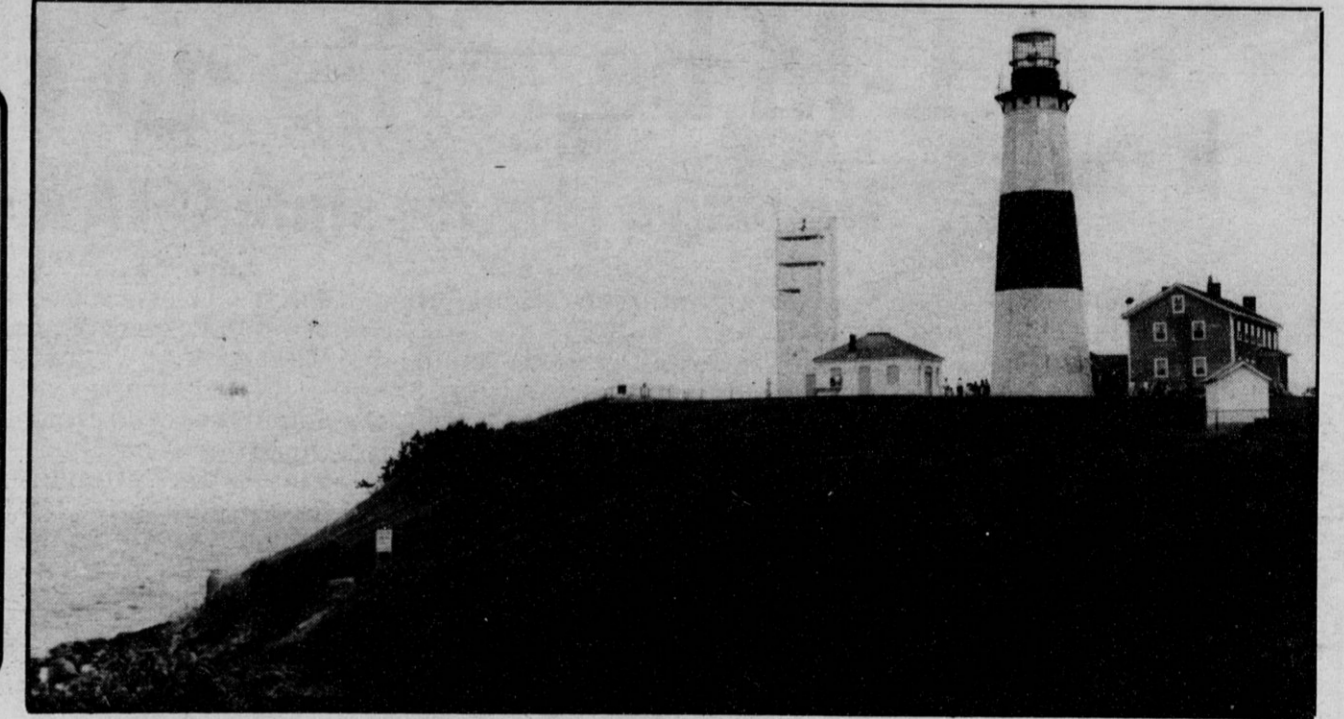
"I've been working at this for 34 years, you've got to love it," Daly said.

Park Manager George Larsen, who handles five parks out of the Parks and Recreation office, is quick to praise the public employees who maintain the parks areas for the use of the general public.

"These people are the greatest," Larsen said. "We're always busy here; we have the campgrounds, parks and golf courses to maintain through November and then we're busy rebuilding for the next season."

"I've got a guy, Richard Mullady; he's one of my best workers and although he

Editor's note: Long Island juts far into the Atlantic Ocean, extending the width of New York state by more than 100 miles to a point almost reaching the Connecticut and Rhode Island border across Block Island Sound to the north. The western two-thirds of Long Island is heavily populated and congested. But as you drive east the crowds and traffic thin, the island splits into two main fingers of land, the distance between communities lengthens and the Long Island Expressway ends. You have reached what many consider paradise; you are nearing the easternmost point of New York state. Welcome to "The East End."



THE WORLD FAMOUS MONTAUK LIGHTHOUSE is located at the very end of Long Island at Montauk Point.

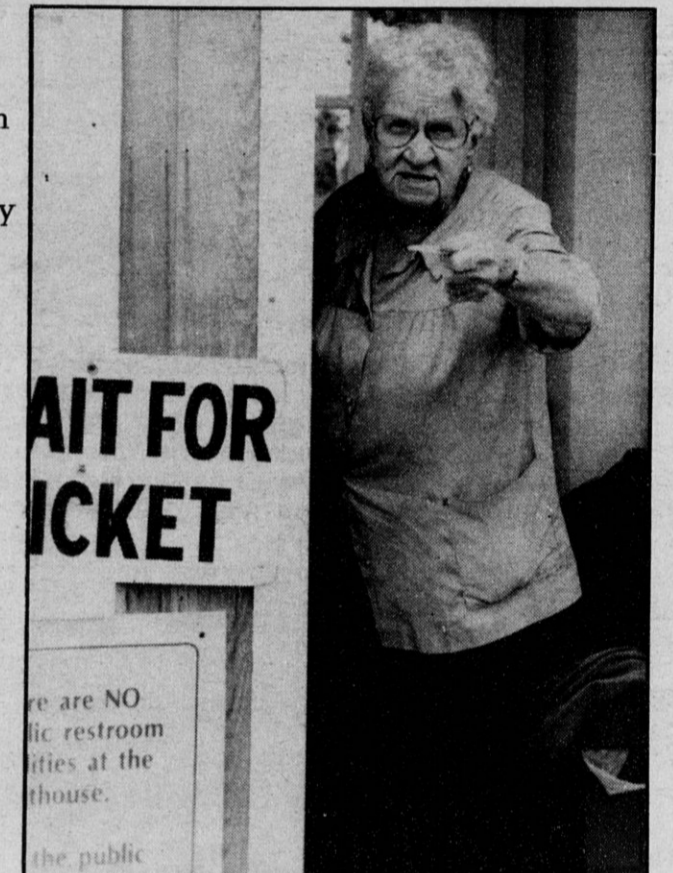
has a handicap in one of his arms, there is nothing this man does not do," Larsen said. "I really admire him."

Lisa Cosgrove, a park worker II who does secretarial and administrative duties in the small, one-story office facility, gave a response typical of CSEA members interviewed on the East End. She said she loves her job and the location.

Long Island comes to an abrupt end at Montauk Point, guarded by the famous Montauk Lighthouse on Turtle Hill. The

lighthouse, commissioned by George Washington in 1790, stood 297 feet from shore when it was built. Now, due to erosion, the structure is only 50 feet from the cliff's edge.

A trip to Long Island's East End is worthwhile and refreshing. Along the way it would be appropriate to wave "thanks" to all the CSEA members you see. They play such a large role in maintaining the East End's reputation as a beautiful, relaxing place to visit, work and live.



ESTELLE MAESTRI, a parks aide at Montauk State Park, hands a ticket to a motorist. "I love living out here and I love working here," she said.



GEORGE LARSEN, parks manager out in the East End, points to a structure at Hither Hills State Park which was entirely built by members of CSEA Local 102.



CSEA LOCAL 102 MEMBERS Richard Mullady and Howard Hodgeon are among many CSEA members who live and work in the East End.



STEVEN RIVERA, a member of the Village of Southampton Police Department, enjoys his job patrolling on foot. The Village of Southampton Unit is part of CSEA Suffolk County Local 852.



GENERAL MECHANIC AL CAMPBELL works on a sign at the entrance to Hither Hills State Park in Montauk.



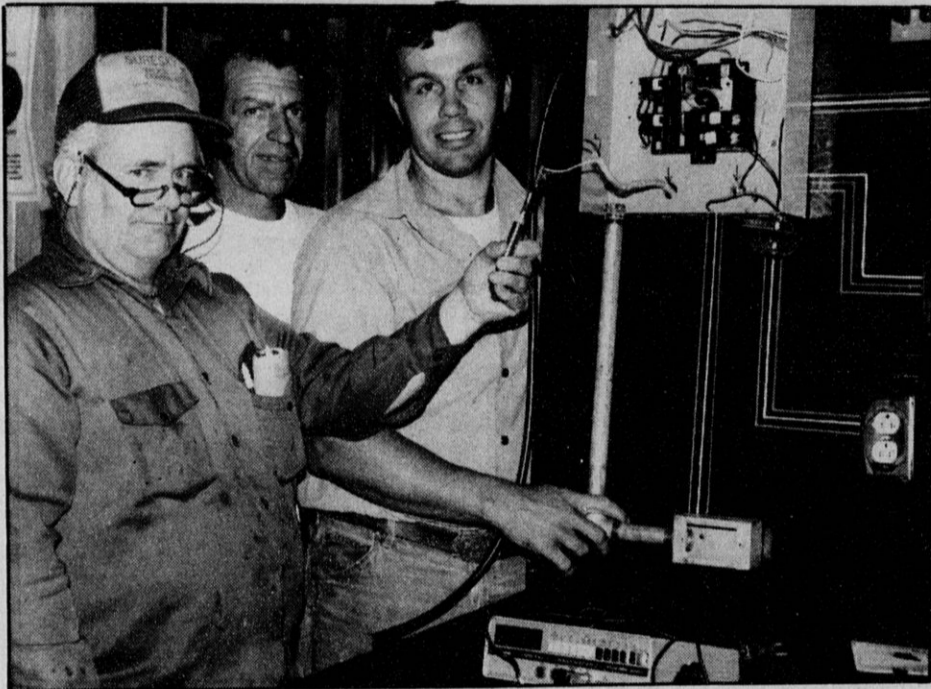
CSEA DOT LOCAL 508 members Richard Lewis, left, and Tom Burchell work on a highway in Hampton Bays.

# L-M benefits no shock

## Training a plus for state CSEA members

HIGHMOUNT — When you work around electricity, you have to understand it and respect it.

A group of CSEA-represented state workers have gained a lot more knowledge about and a great deal of respect for



**NO SHOCKS HERE** — Electrician Don Bush Sr., left, shows his Belleayre Ski Center co-workers some of the things he learned at training provided through the CSEA/NYS Labor-Management Committees. With him are George Spielman, center, and Jim Cowan. Shown below are all Belleayre and state Department of Transportation employees who attended the electricians' training.

electricity after recently attending a two-day electrician training course sponsored by the CSEA/NYS Labor-Management Committee.

State Department of Environmental Conservation employees who work at the Belleayre Ski Center and state Department of Transportation workers from the Ulster County area attended the course.

Arranging for his work crew to spend the time taking the course was a worthwhile investment, said Belleayre Superintendent Dick Clark.

"We have one of the largest electrical installations in the state right here on this mountain," Clark said, referring to the snow-making machines and ski lifts.

"It's difficult to find qualified repair people. I'd rather teach them in-house. I'm an electrician myself," he said. "If you don't know the theory, you can't fix anything."

Clark appreciates the need for training since, he said, he came up through the ranks himself.

John Lehmann, a park and recreation aide, signed up for the course because of his work in the purchasing department.

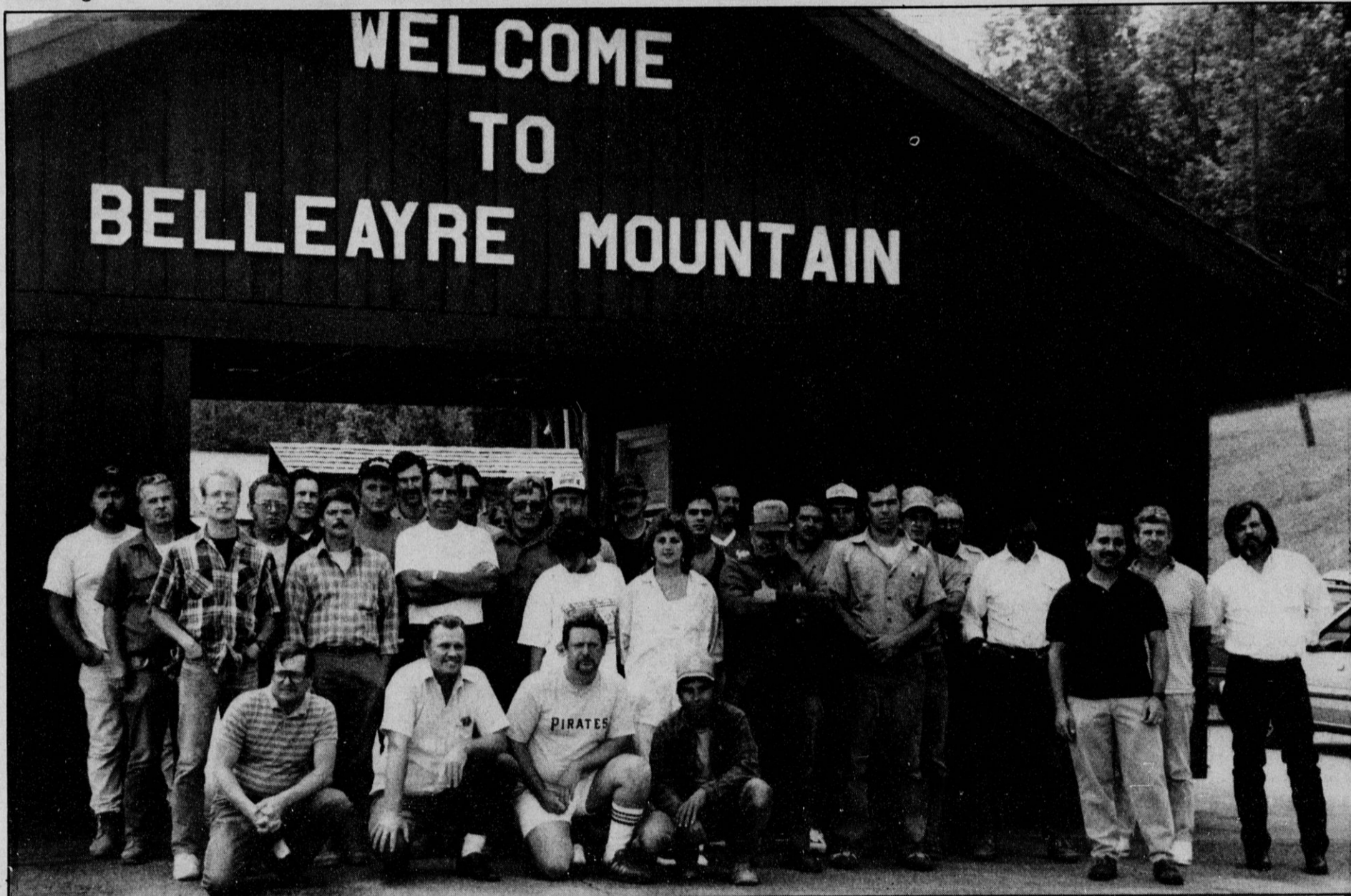
"When we get electrical parts for the electricians, it helps to know what the items are for," said Lehman, an 11-year employee. "The course gave me some good, basic knowledge and it was a good opportunity for me. I always like to learn."

Shawn Spanhake, a general mechanic, said he wanted to learn more about his job.

"I learned quite a bit," he said. "It's already helped me. I have to do electrical work now and then."

A nine-year employee, Spanhake said he intends to pursue more training when it's available.

"The employees are getting the education that allows them to do their jobs better, safer and happier," said CSEA Mid Hudson Local 009 President Vinnie Lord. "They're getting something valuable from their union."



That old-fashioned spirit of helping fellow union members in need is alive and well in CSEA as evidenced by the efforts of several different locals and units:

## Member's son hurt in diving accident

In Livingston County, employees are going all out to help Marianne Hilderbrandt, whose 14-year-old son, Chris, was seriously injured at a school swim meet.

Chris, a member of the Dansville Junior High School Swim team, suffered a paralyzing spinal injury while diving.

To help the family meet the mounting medical costs and subsequent home modification expenses for wheelchair access, the unit members have mounted several fundraisers.

"We've had several rallies," said Local 826 President Tammi Macomber. "We've had a euchre tournament, auctioned a handmade afghan and we're planning a yard sale. We're doing all we can to help."

Donations may be mailed to:  
**Chris Hilderbrandt Fund**  
c/o CSEA Livingston County Local 826  
Campus #3  
Mount Morris, New York 14510



Sandi Boyd, left, and Joan Kibler smile at Joan's son Mitchell, who was born two months prematurely, but is doing well now. The local recently held fundraising activities to help Kibler and others with medical bills.

## Local helps three with medical bills

In Wyoming County, activists have mounted a raffle drive to help three families.

Joan Kibler, a county hospital employee, whose son Mitchell was born two months prematurely with a birth weight of three pounds, was one beneficiary of a unit raffle.

Jane Munro, a county social services worker, whose son Kyle was born with a hole in his heart, will also receive funds from the raffle proceeds. Kyle underwent open-heart surgery at five days old in Boston's Children's Hospital. He is now back home and reported doing well.

The raffle funds also helped the family of Kim Sescil, a nurse at Wyoming County Hospital. Her five-year-old son, Ryan, suffered extensive injuries, including two broken legs, in a lawn-mowing accident.

He will probably remain in Buffalo Children's Hospital for quite a while.

"We're thankful to all our members who purchased enough tickets so that we could give \$200 to each of these families," activist Barbara Mitchell said. "And we're especially thankful and proud of 10-year-old Kimberly Boyd who donated part of her raffle winnings."

Donations may be sent to:

**Wyoming County CSEA Local 861**  
c/o Roy Upright, president  
184 W. Buffalo Street  
Warsaw, New York 14569

## Helping member's family cope with a tragedy

West Seneca Developmental Center members have started a fund drive to help the family of Bill Secrest, a 10-year employee at the center.

Two of his grandchildren died in a fast-moving fire at their home in

March.

Bill's son Robert and his wife, Kathleen, were able to save their one-year-old son but suffered injuries themselves and lost their entire household.

Donations may be sent to:  
**Bill Secrest Grandchildren Fund**  
c/o CSEA Region VI  
482 Delaware Avenue  
Buffalo, New York 14202

## NCMC members reach out to co-workers in need

According to CSEA Nassau County Medical Center Unit President George Walsh, the unit held a 50/50 raffle to benefit two employees at the center.

Kevin Gleason, a long-time supervisor at NCMC was vacationing in Florida when he suddenly lost feeling in his legs. Gleason wound up a patient at the Rusk Institute in New York City where he remains.

Gleason, 35, is married and has two children. He has been very active in

his community as a volunteer fire fighter and fire safety spokesperson.

The local fire department is also raising money for Gleason and his family. Anyone who would like to contribute can send a check to:

**Friends of Kevin and Mary Gleason**  
P.O. Box 491  
Rockville Center, New York 11570

The unit is also attempting to raise money to help Shirley Feret make her

12-year-old daughter's dream come true.

Feret's daughter Sonya has osteogenic sarcoma and has been undergoing chemotherapy treatments for months.

If Sonya's health will allow, Feret would like to take her to Disneyworld during a break in her treatment.

Donations can be sent to:

**Sonya Feret**  
Nassau County Medical Center  
Box 13  
East Meadow, New York 11554

# "It's unspeakable"

By Sheryl C. Jenks  
CSEA Communications Associate

CENTRAL ISLIP — Chronic understaffing has created such a desperate need for mandatory overtime at Central Islip Psychiatric Center (CIPC) that employees medically unable to work overtime are being labeled "permanently disabled" and put on involuntary leave.

That, CSEA charges, only creates the need for yet more overtime to cover employees on leave.

CSEA filed improper practice charges against CIPC management for placing mental health therapy aides (MHTAs) on involuntary leave.

MHTAs Janet Sullivan, Lorraine McVay and Thomasina Razor were placed on involuntary leave and told to apply for disability retirement after submitting requests from their doctors to be exempted from mandatory

overtime for a variety of medical reasons.

Although each had been led to believe that their exemption request would be honored, instead they received letters from personnel saying the Employee Health Department had classified them "permanently disabled and unable to



Susan Baxter . . . she returned to work after CSEA complained about MHTAs being placed on involuntary leave.

perform mandatory overtime."

A fourth employee, Susan Baxter, was also placed on leave after requesting a medical exemption because she was undergoing chemotherapy.

Baxter recently was allowed to return to her position after CSEA began a campaign seeking reinstatement of the four MHTAs.

CSEA has charged Central Islip management is violating civil service law by failing to provide prior notice and failing to conduct hearings before placing the employees on leave. The union is demanding that Sullivan, McVay and Razor be restored to full-time status with no loss of pay, accruals or other benefits.

CSEA Local 404 President Al Henneborn said he is angry and frustrated with the actions of the administration.

"We asked them to hold the matter in abeyance until we could get a meeting with the Governor's Office of Employee Relations, but obviously management doesn't want to try to make this right," he said.

"It's costing the facility a lot of money to put these people out and it is totally unnecessary," Henneborn said. He said the union calculates it costs more than \$67,000 annually to cover an employee placed on leave.



Janet Sullivan

Janet Sullivan is an exemplary employee with many excellent and outstanding evaluations during her 23 years at Central Islip Psychiatric Center.

"I just can't believe they could do this to me after 23 years," Sullivan said. "I'm so upset about the whole thing. I can do my job and I do it well, I have never been out on comp. I want to do my job, it's just the mandated overtime I have trouble with."

Sullivan began experiencing numbness, especially through her right arm and hand, about five years ago. Although her doctor said the problem was work-related because of all the lifting she did on the job, Sullivan used her own time to get the operation her doctor recommended.

When she put in her doctor's note requesting exemption from mandatory overtime, Sullivan said she was told she would get the exemption.

Instead, when she reported to work after her pass day, her supervisor gave Sullivan the letter from personnel, placing her on involuntary leave.



Lorraine McVay

Lorraine McVay is extremely concerned about getting her job back.

"We need the benefits," said McVay, who also cares for an adult retarded son at home.

"I'm a good employee and no one ever has to replace me because I don't come in. I just can't understand why the administration is doing this to me. I've been here for 12 years."

McVay suffers from colitis and an ulcer. After her own doctor submitted a request for an exemption from mandatory overtime, she was examined by a state physician who led McVay to believe the exemption would be granted.

Instead, when McVay reported to work the next day she was given a letter from personnel stating she was being put on leave because the state doctor ruled her "permanently disabled."

Her own doctor sent a letter explaining McVay was not permanently disabled and could fulfill the responsibilities of her job. "The administration wouldn't even accept the letter," she said.

"Caring for the mentally ill is stressful enough, but being treated like this, that's really hard to handle," McVay said.



Thomasina Razor

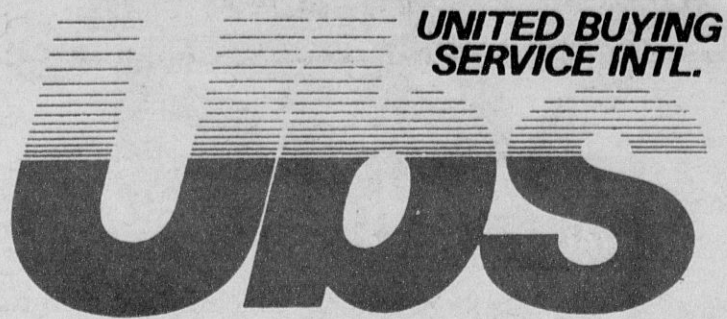
Thomasina Razor's case may be the most ironic.

Razor was out on compensation due to injuries she sustained in an on-the-job accident when she got her letter telling her she was being placed on leave for requesting an exemption from mandatory overtime.

"This woman was not even working when she got her letter," said CSEA Local 404 President Al Henneborn. "The facility didn't even realize she was out on compensation due to an on-the-job injury."

Henneborn said that after management was informed that Razor was already out on compensation, the administration said she should stay out on compensation.

"The administration is really playing games with these people's lives, and we will not tolerate it," the union president said.



## Save with CSEA's official discount shopping service

### Don't buy or lease without checking the UBS deal

September marks the opening of the 1991 automobile season. If you are even thinking of buying or leasing an automobile in the coming year, do not miss the Sept. 17 issue of *The Public Sector*. UBS will be presenting vital information regarding buying and leasing automobiles, as well as introducing two new automotive services to CSEA members. Beginning in September, CSEA members will be able to get

new and used car prices right over the phone, so look for the Sept. 17 issue of *The Public Sector* for details.

UBS has contracted with an extensive network of hundreds of car dealers throughout the state that offer CSEA members a reduction on the price of a new car. Shop around, and when you know what make and model automobile you want, call UBS toll-free for the best deal.

### Get in on these bargains from UBS while inventory lasts

**INTERPLAK** — The latest instrument in fighting tooth decay. Comes with charger and 2 color-coded heads.

Suggested retail price: \$99.95  
**CSEA member price: \$59.95 plus shipping!**

**AMERICAN TOURISTER LUGGAGE**

—Five-piece set including: 16" shoulder tote, 21" carry on, 25" suitcase with wheels, 27" pullman with wheels and garment bag, chrome hardware to enforce durability, coil zippers with lockable tabs. Colors: blue or raspberry.

Suggested retail price: \$540  
**CSEA member price: \$219.50 including shipping!**

**GENERAL ELECTRIC MICROWAVE**

— Featuring .9 cubic foot capacity, electric touch controls, 10 power levels, electronic digital clock/timer, under cabinet hanging kit included.

Suggested retail price: \$289 CSEA member price: **\$209 plus shipping!**

**JVC CAR STEREO** — AM/FM cassette, anti-theft removable chassis, digital tuner, 20 station preset, auto reverse, auto loudness, separate bass and treble.

Suggested retail price: \$299 CSEA member price: **\$159 plus shipping!**

**SHARP TV** — 13" color TV, remote control, cable compatible.

Suggested retail price: \$279 CSEA member price: **\$198 plus shipping!**

**SHARP VCR** — Two head VCR with remote control.

Suggested retail price: \$259 CSEA member price: **\$199.95 plus shipping!**

**PANASONIC CAMCORDER** —

Featuring 10 watt color enhancement light, 8 x 1 power zoom with macro, flying erase head, free hard case.

Suggested retail price: \$1,299 CSEA member price: **\$829 plus shipping!**

**CALL 1-800-336-4UBS**

VISA and MasterCard accepted

UBS is CSEA's official discount shopping service, offering the lowest prices on automobiles, major appliances, video, stereo, furniture, carpeting, jewelry, china, crystal, flatware, luggage and a host of consumer electronics. Shop around on any of the above items, and then call UBS for their price. You'll be glad you did.

## Study aids available for commercial drivers testing

It's not too soon for CSEA members with commercial drivers licenses to start preparing for the new written examination.

The testing, part of the requirements of the federal Commercial Motor Vehicle Safety Act, is scheduled to begin this fall. You should receive a preparation book in the mail from the Department of Motor Vehicles.

You can get even more help from a study packet prepared by CSEA's international union, AFSCME. The packet, which includes booklets, video and audio tapes, costs \$16 plus postage and handling. The order form is below.



CSEA Commercial Motor Vehicle Study kit order form

Name \_\_\_\_\_

Local \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

Phone ( ) \_\_\_\_\_

Kits are \$16 each plus \$3 shipping and handling. Payment must be included with order. Checks should be made payable to AFSCME.

Return to:

AFSCME Education Department  
 1625 L Street, N.W.  
 Washington, D.C. 20036

\* Locals wishing to order multiple study kits can save on the shipping and handling cost. Information has been sent to local presidents.

# CSEA

and

# sefa

STATE EMPLOYEES FEDERATED APPEAL

## WE'RE WORKING WITH YOU TO HELP MAKE YOUR COMMUNITY A BETTER PLACE TO LIVE

State Employees Federated Appeal pledge and payroll deduction forms will be distributed to state workers soon.

CSEA is encouraging its members to give generously. CSEA is endorsing and participating in the 1990 SEFA campaign.

"I urge CSEA members to contribute to their own favorite charities in their own communities through SEFA," said CSEA President Joe McDermott.

"When you designate specific charities or agencies you know where your contribution is going and that it's used in your home area.

"This way we're all working together to help our communities," he said.

You specify where your contribution goes by designating it in box number 10 on the SEFA pledge or payroll deduction form.



Dan Donohue

"The people who rely on help from charitable organizations and agencies are counting on us for the funds that make that help available," said CSEA Executive

Vice President Dan Donohue who is serving as labor co-chair for the statewide 1990 SEFA campaign.

"The poor, the less fortunate, the needy all benefit when we give generously through SEFA," Donohue said. "CSEA members have always reached out to help those in need. I know they will again."

"A lot of people are depending on us," McDermott added. "Give generously to your favorite charities in your home area through SEFA."

## CSEA helps host Taiwan labor official

By Ron Wofford  
CSEA Communications Associate

BUFFALO — CSEA participated in a labor-management exchange of international proportions recently.

Joining other area labor leaders and officers, Robert L. Lattimer, CSEA Region VI president, outlined for a labor-management official of the Taiwan government the general workings of public employee unions in America, and specifically New York state.

Hong Ruey-Ching, of Tapei, Taiwan, is traveling throughout the country, garnering labor-management perspectives for use in his duties as chief of the labor affairs section of the Republic of China Labor-Management Council.

His trip is sponsored by the Coordinating Council for North American Affairs (CCNAA) of Washington, D.C., and arranged by the U.S. Department of Agriculture's



**INTERNATIONAL EXCHANGE — CSEA Region VI President Robert Lattimer recently joined with other labor officials to greet Hong Ruey-Ching, chief of the labor affairs section of the Republic of China Labor-Management Council. From left, Lattimer; New York State Assistant Commissioner of Labor Ramona Gallagher; Hong; Mary Helenbrook, mediator, New York State Mediation Services; and Richard Ahearn, regional director, National Labor Relations Board.**

Graduate School of International Programs.

Hong said his aims included "gaining an understanding of the organization and operation of labor unions in America. This includes labor relations, employee protections and dispute settlements."

He also has studied labor law and

collective bargaining during a semester at Stanford University in California.

Lattimer will send Hong CSEA materials, including the constitution and by-laws.

Hong was hosted at the session by Ramona Gallagher, Assistant Commissioner, state Department of Labor

## Billy Jacobs:

# Battling the odds

WAPPINGERS FALLS — Billy Jacobs was a typical teenager in the autumn of 1986, "a real good kid," the oldest of three sons of Bill and Arlene Jacobs.

But on Oct. 26, 1986, the family's lives changed forever. A drunk driver slammed into a car carrying Billy, his brother Chris and three friends. Chris and two of the friends died. Billy was horribly injured. There would never be anything typical about Billy and his family again.

Now, led by Billy's own remarkable battle back from the brink of death, the Jacobs stand out as exceptional examples of determination overcoming great odds.

"By all rights, Billy should have died in that accident. He's my miracle," said his mother, a library helper in Wappingers Falls and a member of CSEA Dutchess County Educational Local 867.

Billy underwent extensive surgery and was in a coma for nine months. He is blind, crippled and severely brain damaged. He is in a wheelchair and needs help eating, dressing and performing many other tasks. Doctors said he would never walk, talk or live anything approaching a "normal" life.

But Billy fooled the experts. They can't understand his progress. Family friends call it faith and love. Bill, Arlene and Kevin, Billy's youngest brother, call it a miracle.

### A winning attitude

One reason Billy has made such progress is a special program he attends at BOCES in Yorktown. He did so well that a few weeks ago he received the Principal's Award.

"This is an award presented to underdogs, those students whose prognosis in both intellectual and socio-behavioral areas was guarded and whose accomplishments have been abundant," said Principal Howard Muscott.

"Billy has the determination, perseverance and willingness to succeed against the odds.

Billy walked, with help from his father and a therapist, to the podium to accept the award.

### Overcoming a new setback

But Billy's triumphs seemed overshadowed when the Jacobs learned Billy would no longer be eligible for the program because he turned 21 last month.

Continuing would have cost the Jacobs \$80,000 a year. They rejected a program for mentally retarded adults because they feared it might set Billy back rather than help him.

Finally, after months of research, letter-writing and meetings, BOCES officials agreed to allow Billy to remain in the program for a year.

Now the only glitch is getting him there, Bill Jacobs said. Billy needs a



**BILLY JACOBS'S** grandmother, Theresa Fusco, and his parents, Billy and Arlene Jacobs, are shown here with Billy's high school graduation picture taken just weeks before the accident that crippled him and took the lives of his brother and two friends.

specialty-equipped van for the 45-minute trip, and Medicaid will not pay for his transportation.

To complicate matters, Billy's parents have had their own health problems. Bill Sr. has been out of work because of a car accident. Arlene is recovering from surgery.

Friends and neighbors have been wonderful, the Jacobs said. The community rallied when they asked for help in building an addition to their house to accommodate Billy and all the special equipment he needs. Donations came in from all over.

Now the Jacobs worry about what will happen to Billy if he can't get to the BOCES program. Because of his age, Billy falls through the cracks, the Jacobs said.

"Billy's come such a long way," Arlene Jacobs said. "Cutting off this program is cutting off his potential."

Mark Costello, BOCES director for special education, said BOCES is looking for ways to pay for Billy's transportation. But the problem is

larger. The system doesn't provide for brain-injured young adults.

Billy will spend the coming year in the program; after that, the battle could begin again.

Costello said there are two ways to address the needs of people like Billy: legislation and litigation. Lawmakers or the courts must decide just who is responsible for brain-injured young adults like Billy.

## You can help

Donations, moral support and letters to legislators could help Billy and his family. Anyone wishing to contact the Jacobs can mail their correspondence to:

The Committee to Assist Billy Jacobs  
Overland Road  
Hillside Lake  
Wappingers Falls, NY 12590



## Governor takes action

# CSEA bills become law

ALBANY — Gov. Mario Cuomo has signed into law several pieces of legislation important to CSEA.

**Mandatory Medicare Assignment:** This law limits for the first time what doctors can charge Medicare patients for treatment. While it isn't perfect, it is the first state law setting those limits.

**Loanability:** This law allows Tier III and Tier IV employees to borrow against

their contributions to the Employee Retirement System.

**Workers Compensation:** This law raises workers compensation payments for the first time in a decade and maintains the important Dole. vs. Dow principle which keeps employers responsible for health and safety on the job.

**PESH:** This law strengthens the Public Employee Safety and Health Act,

allowing state standards stronger than those of the federal Occupational Safety and Health Act, and standards for worksites not covered by the federal law.

Gov. Cuomo vetoed another bill CSEA had supported which would have assured retired school district employees of increasing levels of health insurance coverage until eventually their coverage would have been the same as that of active employees.

## Help fight for exemptions

WASHINGTON, D.C. — Two important tax exemptions for working people are in danger of disappearing.

CSEA and its international union, AFSCME, have successfully fought to keep employer-provided education assistance and health insurance benefits exempt from income taxes.

However, the temporary exemption ends in September and is in danger of disappearing completely.

CSEA President Joe McDermott said the tax on such benefits hurts those who are struggling to improve their careers through education.

"It's unfair to tax hard-working people on the benefits that will help them improve their lives," he said. "The government should encourage them, not tax them."

Union officials in Washington are urging all members to write to the particular congressional representatives and senators who have yet to go on record in support of continuing the exemption.

"We've got to be sure our elected representatives know how important these exemptions are," said Joe Conway, CSEA's federal issues coordinator. "We shouldn't be taxing people who are trying through education to become even bigger contributors to society. And under no circumstances can they justify taxing health benefits."

The New York legislators who need to be contacted are listed below. Be sure to make yourself heard on this important issue.

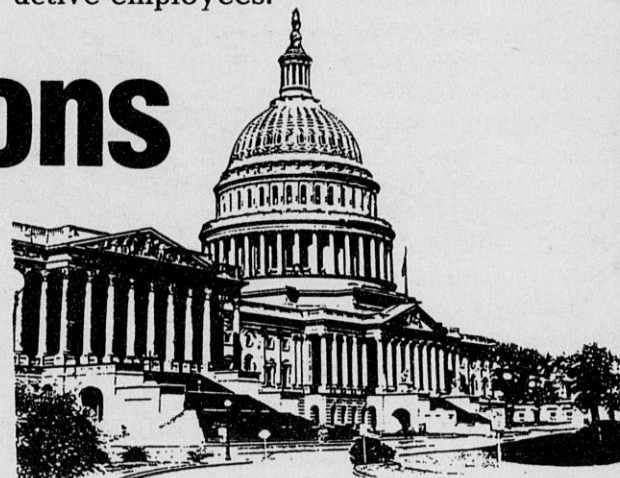
**Floyd H. Flake (D-6)**  
1427 Longworth House Office Building  
Independence & New Jersey Avenue SE  
Washington, D.C. 20515

**Edolphus Towns (D-11)**  
1726 Longworth House Office Building  
Independence & New Jersey Avenue SE  
Washington, D.C. 20515

**Major D. Owens (D-12)**  
114 Cannon House Office Building  
1st & Independence Avenue SE  
Washington, D.C. 20515

**Stephen J. Solarz (D-13)**  
1536 Longworth House Office Building  
Independence & New Jersey Avenue SE  
Washington, D.C. 20515

**Charles B. Rangel (D-16)**  
2252 Rayburn House Office Building  
Independence & S. Capitol Street SE  
Washington, D.C. 20515



**James T. Walsh (R-27)**  
1238 Longworth House Office Building  
Independence & New Jersey Avenue SE  
Washington, D.C. 20515

**Bill Paxon (R-31)**  
1723 Longworth House Office Building  
Independence & New Jersey Avenue SE  
Washington, D.C. 20515

**John J. LaFalce (D-32)**  
2367 Rayburn House Office Building  
Independence & S. Capitol Street SE  
Washington, D.C. 20515

## Nursing homes have more time to apply for exemptions

The state Department of Health has extended the deadline for nursing homes to apply to have certification requirements waived for nurse aides.

The new deadline gives nursing homes until Sept. 30 to file their applications. Applications received between Sept. 2 and Oct. 1 will be processed in the order they are received. The health department does not guarantee they will all be processed by the Oct. 1 deadline, however.

Nurse aides hired before July 1, 1989, may be exempted from certification and testing requirements if they meet certain criteria.

For more information, contact your personnel office or the CSEA Research Department.



# AT YOUR SERVICE

## YOUR UNION BENEFITS

## 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 touch-tone 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 "O" 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 disciplinarys, 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.

### 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 12211**

### 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.

### 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 above 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.**

### 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 furnishings 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 appropriate 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 1 OFFICE  
Hauppauge Atrium Building  
300 Vanderbilt Motor Pkwy.  
Hauppauge, NY 11788  
(516) 273-2280  
(516) 435-0962

SOUTHERN REGION 3 OFFICE  
Rural Route 1  
Box 34, Old Route 9  
Fishkill, NY 12524  
(914) 896-8180

CENTRAL REGION 5 OFFICE  
6595 Kirkville Road  
East Syracuse, NY 13057  
(315) 433-0050

METROPOLITAN REGION 2 OFFICE  
Suite 1500  
11 Broadway  
New York, NY 10004  
(212) 514-9200

CAPITAL REGION 4 OFFICE  
Suite 402  
1215 Western Avenue  
Albany, NY 12203  
(518) 489-5424

WESTERN REGION 6 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**



CAROL BELLAMY is surrounded by several CSEA officers at a press conference announcing the union's endorsement of Bellamy for state comptroller. From left are CSEA Capital Region President C. Allen Mead, Bellamy, CSEA Western Region President Robert Lattimer, CSEA President Joe McDermott, CSEA Secretary Irene Carr and CSEA Treasurer Mary E. Sullivan.

## CSEA PROUDLY ENDORSES Carol Bellamy FOR STATE COMPTROLLER

Carol Bellamy, the right candidate with the right ideas at the right time, has received CSEA's "enthusiastic support and endorsement" for state comptroller.

Bellamy will face fellow Democrat Andrew Spano, the Westchester County clerk, in the party primary on Sept. 11 and the winner of that race will face incumbent Comptroller Edward Regan, a Republican, in the Nov. 6 general election.

CSEA President Joe McDermott said Bellamy won CSEA's endorsement for, among other things, her opposition to the Projected Unit Credit method of funding public employee pensions; supporting cost-of-living increases for retirees and supporting a Board of Trustees to administer the state's common retirement fund.

"Carol Bellamy makes sense for the 1990s," McDermott said. "She's right on the money!"



GREETING THE BACKERS — Carol Bellamy, CSEA's endorsed candidate for state comptroller, shakes hands with some of the union activists who accompanied her during a visit to the annual Albany County Democratic picnic. From left are CSEA Director of Legislative and Political Action Larry Scanlon; Bellamy; CSEA Director of Political Operations Ed LaPlante; CSEA Capital Region President C. Allen Mead; Sean Egan, chairman of CSEA's Statewide Legislative and Political Action Committee; and CSEA Local 688 activist William McMahon.

**Primary Day Sept. 11 Election Day Nov. 6**

**"She's right on the money!"**