

THE PUBLIC SECTOR

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WOWWW!

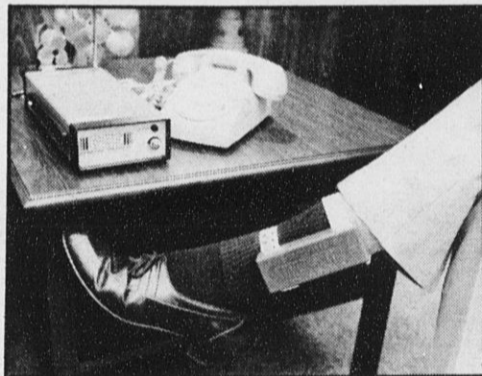


See Page 3



77th ANNUAL
LOCAL 1000
CSEA
AFSCME, AFL-CIO
ROCHESTER
SEPT. 27 -
OCT. 2, 1987
DELEGATE MEETING

Convention wrap-up pages 9-13

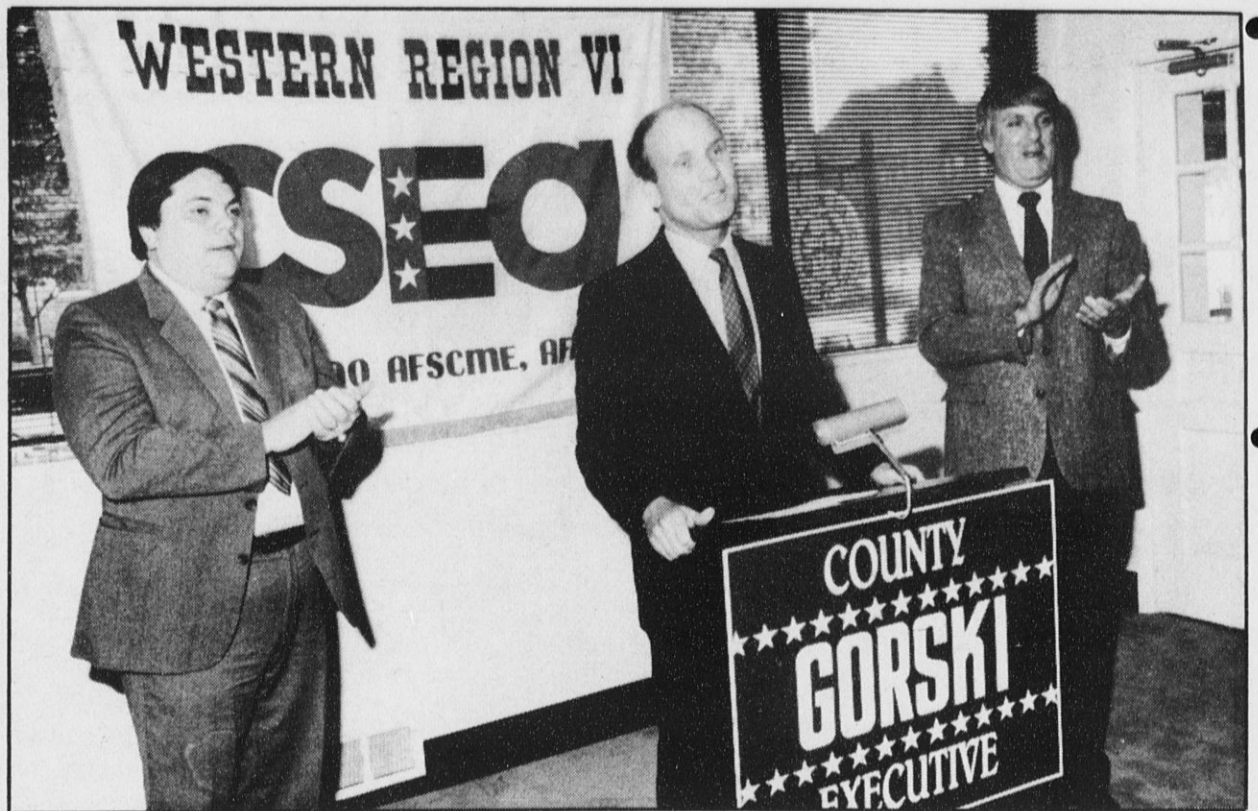


Probation's new role
Part 2 Page 7

Daily
danger
in OMH



Pages 4-5



Assemblyman Dennis Gorski, the CSEA-endorsed candidate for Erie County Executive, accepts the applause of members as CSEA Region VI President Robert Lattimer, right, and regional PAC co-chair Tom Warzel join in.

Region VI PAC picks

ERIE COUNTY LOCAL 815
County Executive — Dennis Gorski
County Legislature
Dist. 1 — Edward Kuwick
Dist. 2 — Michael Fitzpatrick
Dist. 3 — William Robinson
Dist. 4 — Joan Bozer
Dist. 5 — Henry Mazurek
Dist. 6 — David Manz
Dist. 7 — Roger Blackwell
Dist. 8 — Richard Slisz
Dist. 9 — G. Steven Pigeon
Dist. 10 — Charles Swanick
Dist. 11 — Leonard Lenihan
Dist. 12 — Karl Henry
Dist. 13 — Thomas Reynolds
Dist. 14 — William Pauly
Dist. 15 — Mary Lou Rath
Dist. 16 — Richard Anderson
Dist. 17 — Ralph Mohr

Buffalo Common Council
South Dist. — Brian Higgins

West Seneca
Treasurer — Ann Gannon
Councilman — Chris Walsh
Highway Supt. — Pat Finnegan

Hamburg
Town Supervisor — Jack Quinn

Evans
Town Supervisor — Paul Garvin

JUDICIARY LOCAL 335
Buffalo City Court
Chief Judge — Wilbur P. Trammell
Associate Judge — Barbara Howe

Family Court — John F. O'Donnell
Mary Ann Killeen
Supreme Court — Michael Dillion
Joseph Ricotta

NIAGARA COUNTY LOCAL 832
District Attorney — Peter Broderick
County Legislature
Dist. 1 — H. William Feder
Dist. 2 — Steven H. Brown
Dist. 3 — Frank N. Conde
Dist. 4 — Arthur V. Curcione
Dist. 5 — Doris Skivington
Dist. 6 — Sean J. O'Connor
Dist. 7 — William Ross
Dist. 8 — Anthony J. Manna
Dist. 9 — John S. Tylec
Dist. 10 — Mark A. Scott
Dist. 11 — Bronko Sedlacek
Dist. 15 — Richard M. Shanley
Dist. 16 — Michael J. McKernan
Dist. 17 — Laurence M. Haseley
Dist. 19 — Gerald E. Meal

MONROE COUNTY LOCAL 828
County Executive — Lucien A. Morin
District Attorney — Howard Relin
County Legislature
Dist. 4 — Peter Formicola
Dist. 5 — Fred Garwood
Dist. 6 — Frederick Amato
Dist. 7 — Thomas Brennan
Dist. 8 — William Polito
Dist. 9 — George Wiedemer
Dist. 10 — Joanne Van Zandt
Dist. 13 — John Kelly
Dist. 14 — Richard Dollinger
Dist. 16 — Joseph Morelle
Dist. 19 — John Auberger
Dist. 20 — Sam Columbo
Dist. 23 — Bill Benet
Dist. 26 — William Bastuk

VOTE

Greece
Town Supervisor — Donald J. Riley
Webster
Town Supervisor — Henry Kujawa

CATTARAUGUS COUNTY LOCAL 805
County Legislature
Dist. 1 — Joan Milligan
Dist. 2 — (Vote for two)
— James Crowell
— James A. Martin
Dist. 3 — Thornton A. Newhouse
Dist. 4 — William E. Sprague
Dist. 5 — (Vote for two)
— Deborah K. Lohr
— Gerald J. Fitzpatrick
Dist. 6 — Louis A. Frungillo
Dist. 7 — (Vote for three)
— James F. Andre
— James R. Elling
— Joseph M. Catalano
Dist. 8 — Benjamin Calabro
Dist. 9 — Joseph K. Eade
Dist. 10 — (Vote for three)
— Daniel J. McCarthy
— Mary E. Bernstein
— Robert M. Kent, Sr.

CHAUTAUGUS COUNTY LOCAL 807
County Legislature
Dist. 2 — Charles Porpiglia
Dist. 4 — Louis Piede
Dist. 5 — John Dillenburg
Dist. 6 — Frank Gugino
Dist. 7 — Roger Powell
Dist. 8 — Patricia Heath
Dist. 9 — Isadore Barlow
Dist. 10 — Robert Kroon Jr.
Dist. 12 — James Westman
Dist. 13 — Joseph Nalbone
Dist. 14 — Anthony Raffa
Dist. 15 — John Carlson
Dist. 18 — Thomas Hart
Dist. 19 — David Sturges
Dist. 20 — Michael Bollender
Dist. 23 — Richard Ardillo
Dist. 24 — Robert Kolodziej
Dist. 25 — Gustav Potkovich

Public SECTOR

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Public employees battle Mother Nature in knock-down, drag-out season opener

NOR'EASTER

● A vicious nor'easter snowstorm that swept through eastern New York on Sunday, Oct. 4, spread havoc in its wake and pushed public employees to their limits in an effort to restore services.

"Public employees performed heroically, in the highest tradition of public service," says CSEA President William L. McGowan. "I am so proud of the unselfish dedication to duty demonstrated by CSEA members under extremely adverse conditions."

The unseasonable storm dumped up to 20 inches of wet, heavy snow in parts of the area, bringing down tremendous numbers of trees, large limbs and power and communication lines. Roads were blocked and electric power was lost to more than 200,000 households. So devastating was the damage that tens of thousands of households were without electricity for days, some for more than a week.

Several storm-related deaths were reported, including a CSEA member from Long Island who was killed by a falling tree in Columbia County, south of Albany. Robert S. Lupski, deputy commissioner of purchasing for Hempstead and a member of Nassau County CSEA Local 830, had been spending the weekend with his family in upstate New York when he was struck by the tree toppled by heavy snow.

A virtual army of state, county and town and village employees worked shifts of 12 to 18 hours at a stretch, day after day,

attempting to clear the snow and storm debris from roads and streets and restore other public services.

CSEA members in the state Department of Transportation were brought in from throughout the state to aid in the clean-up effort. County, city, town and village highway departments found themselves exhausted from round-the-clock schedules and facing rapidly depleting budgets in the aftermath of the storm. As they cleared

roads, a second army of utility workers, many brought in from outside the area and state, moved in to untangle downed lines.

Hundreds upon hundreds of CSEA members, most without electricity in their own homes or at work, struggled for days to repair damage caused by the fury of nature. Hundreds more worked countless hours in the capacity of volunteer firefighters and other roles to assist in recovery from the storm.



A STATE DOT truck clears snow from a highway near Albany following freak snowstorm on Oct. 4. — Photo by Michael McMahon, Troy Times Record

'It's a big mess'

The aftermath of a fierce snowstorm that struck eastern New York surprised even veteran public employees who have battled the elements for years.

● "It's a big, big mess. We have problems getting equipment through the streets," commented Rick Hull, normally assigned to the Warren County area with the state Department of Transportation (DOT). He was one of hundreds of state DOT workers brought in to help with the clean-up. "We've been going non-stop — no lunch, no breaks — morning to night."

"This is going to take a lot longer to clean up than people think," observed Dan Healy a couple of days into the clean-up. He, too, came in from the Warren County DOT residency.

George Fuller is president of the Town of Hyde Park Highway Department CSEA Unit. The town was one of the hardest hit in the Hudson Valley area. "We had a majority of our town roads blocked with trees and wires," Fuller notes. He said his crew worked 15 hours the day of the storm and "we've been working 12-hour days all week."

"We're a tree crew and this is our type of work. We went to Long Island when they had their problem and now we're here. It's our job," Terry Williams said as he cut his way through fallen trees in the Albany area. Williams is a state DOT employee from the Watertown area.

Gene Brimmer from the far north country says he only got an hour's notice to leave for

the Albany area. "A little more advance warning would help, but the cooperation of the crews and the people is just great."

Not so the meal allowance, says Brimmer. "The meal money isn't enough," he said. "In Plattsburgh, \$15 might be OK, but you can't get a good breakfast here for less than \$5 or \$6. And forget a good dinner ... we don't have time for lunch. And we need food 'cause this work is not easy."

"All the DOT crews — maintenance, road, signal people — deserve to be wearing halos," according to Albany DOT residency employee Paula Kelly. "We were asking them to do the impossible and they never got upset, never lost their calm. They worked like dogs but were really angels."

CSEA pushes lawmakers to legislate an end to understaffing

Union hurls strong criticism at state's current staff policy

Compiled by Anita Manley
CSEA Communications Associate

ORANGEBURG — The message has never been clearer. The facts speak for themselves. A lone therapy aide working on a ward with 24 mental patients is murdered. Why must it take such a tragedy to convince state lawmakers there are severe staffing shortages in our state psychiatric facilities, shortages which are endangering the very lives of the employees?

Speaker after speaker recently hammered home the problems associated with understaffing at a public hearing at Rockland Psychiatric Center, the site where Therapy Aide Clara Taylor was murdered in July.



Sen. Nicholas Spano

State Sen. Nicholas Spano, chairman of the state Senate Standing Committee on Mental Hygiene, conducted the hearing. Sen. Eugene Levy from Rockland County also participated.

"I hope to gather your concerns and use them for ammunition against the Division of the Budget," Spano announced.

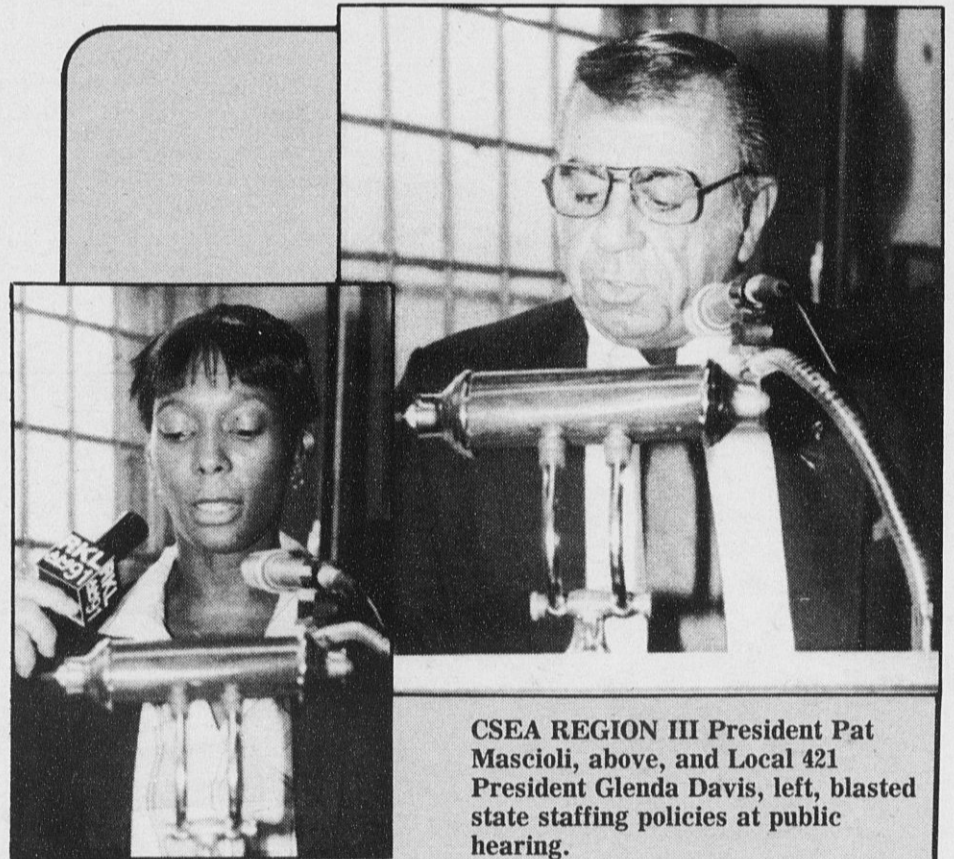
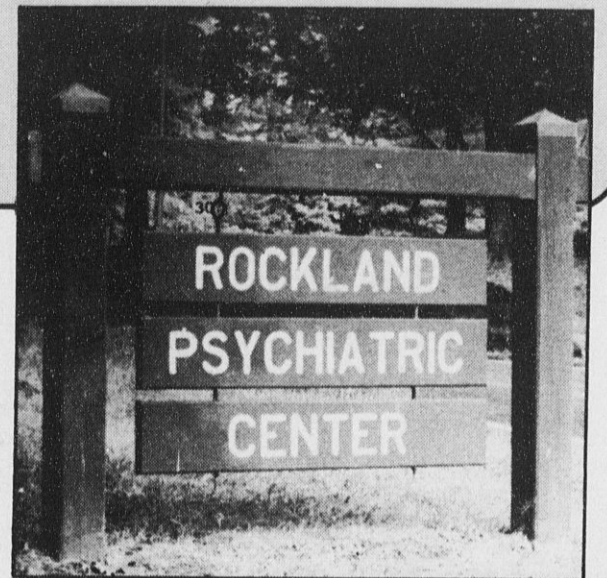
"Important decisions have to be made in our next (legislative) session. We are concerned how we will place our monies," Levy noted.

Speaker after speaker ripped into the current state policies on staffing ratios at psychiatric and developmental centers. Speakers included officials of unions representing employees within the mental health system and representatives of patient advocacy groups.

"Had a well-designed intermediate care facility concept been in existence six months ago, and if adequate staff had been provided at that time so that abhorrent behavior could have been properly handled and adequate reaction time could have been afforded, Mrs. Taylor might have been alive today," CSEA Region III President Pat Mascioli told the senators.

"We are almost obliged to remind the New York state Legislature that the Governor 10 years ago agreed to the ultimate attainment of a one-to-one staffing ratio," Mascioli emphasized. "He was not talking about staffing credits; he was not talking about anything other than direct care on a one-to-one basis. We have not yet achieved these goals," Mascioli testified.

"There should never be a situation when, in order to have as few as two people on a ward at all times, overtime on a mandated basis becomes an absolute necessity, but that is what current staffing credits create," he said. "There should never be a time when managers are compelled to resist the use of overtime in order to achieve minimum staffing, but that is what budgetary constraints create."



CSEA REGION III President Pat Mascioli, above, and Local 421 President Glenda Davis, left, blasted state staffing policies at public hearing.

Rockland Psychiatric Center CSEA Local 421 President Glenda Davis told Spano and Levy that her members are scared. The solutions to the problems of understaffing must come from the state Legislature, she said.

"We used to love to come to work," Davis told the legislators. "That love has been replaced by fear. You have the ability to remove this shroud and allow decent care accomplished with adequate staff to become the new marching order."

"We have been told for years that staffing ratios are not proper subjects for negotiations. But is life and death a subject worth discussing?" Davis asked the panel. "If this level of humanity cannot be negotiated, then perhaps it should be legislated."

'That love has been replaced by fear'

• 'People are scared'

• They used to love to come to work

ROCHESTER — Several hundred CSEA members attending the union's annual delegate meeting marched through the streets of downtown Rochester to attend a hearing of the Senate Committee on Mental Health. There they heard many speakers testify, including several CSEA members and officials.

CSEA statewide President William L. McGowan testified on behalf of all CSEA members, calling understaffing at mental hygiene facilities "a nightmare."

McGowan urged a one-to-one staff/client ratio and the guarantee that no employee ever be allowed to work alone again on any wards of the state psychiatric or developmental centers.

Geraldine Wiggins, president of Rochester Psychiatric Center CSEA Local 420, was another speaker.

"It is amazing how much we have learned to adjust and to accept," she said. "We have adjusted to working with inadequate numbers of staff and, almost unbelievably, we have almost learned to accept them as fact of life. What is terrifying to me, however, is that there are people who can accept murder as a simple fact of life," a reference to the death of CSEA member Clara Taylor in July at the Rockland Psychiatric Center.

"Our people are scared," Wiggins said. "They used to love to come to work, but now they're just scared. We have only one voice to use to deal with their terror which won't seem to go away — the voice of the Senate Please speak up on our behalf."

'I cry out not for me...'

A moving, emotional appeal to state legislators to resolve the problems of understaffing in mental hygiene facilities was delivered in the form of a letter as it might have been written by Clara Taylor. Mrs. Taylor, the mother of nine children, was brutally murdered in July while working alone on a night shift at Rockland Psychiatric Center. CSEA Western Region President Robert L. Lattimer read the following letter into the record of the State Senate Standing Committee on Mental Health hearing conducted by Sen. Nicholas Spano in Rochester.

Dear New York State Senators:

I cry out not for me because I can cry no longer. I cry out for those who work alongside of me or who did. I cry out for those patients who continue to not be well served in our centers and I cry out for the many relatives of both the employees and the patients who are either confined in or work in all

psychiatric centers.

I am quite sure that my nine children cry out nightly for their mother and I cannot be there. I am sure that the possibility still exists that any number of other children, mothers and fathers who have cried out in the past will cry out again in the future unless you do something to correct the problems that you see before you.

I am fairly sure that someone in a high office in the Capitol of the State of New York was convinced that I could work alone the night I died. As it turned out, I couldn't.

It is difficult to place specific blame for what occurred to me. Perhaps I can blame my murderer but that person was probably too sick to be held accountable. I could probably yell at the supervisors who may have resisted the use of overtime and caused me to work

that night alone, but their decision was not theirs alone. I could have cried out and hoped to have been heard but there was no alarm system and I was working alone. There was no one to hear me. I

could cry out and hold accountable the people in the Office of Mental Health and the New York State Division of the Budget and, for that matter, the New York State Legislature, but what point would it serve?

The only point to be served is that I should not have died in vain. I would rest more comfortably today if I at least knew that people such as yourselves cared enough so you would look as you are looking today into the causes of what puts people like me into situations of great jeopardy.

As a result of that look, I hope that you ensure that no employee ever works alone again. I hope that you ensure as well that policy as opposed to budgetary concerns ensures that my brothers and sisters will never work alone and that no supervising nurse will ever be told that they can't bring in additional help no matter how much may be required.

I hope that you'll look at the system and where it is going. I hope you look clearly at the type of patients who are in hospitals and the type of people that the state hopes to discharge from those hospitals. I would hope that you do not allow the errors of the past to go forward unchecked and that the lessons of the past go unlearned.

I realize more than anyone else that the answers to the problems that you seek are not easily found but I leave it in your good hands to find them. I can no longer be there to help.

I can only stand as a constant reminder that there has been a gigantic failure in the past, one which cannot be allowed to continue and one for which I have paid the price.

It is perhaps too late to help me but it is certainly not too late to help those who are left behind.

Thank you very much.

Sincerely,
CLARA TAYLOR



CSEA Western Region President Robert L. Lattimer reads a letter as it might have been written by the late Clara Taylor.



HUNDREDS of CSEA members marched through streets of Rochester enroute to attending a hearing conducted by the State Senate Standing Committee on Mental Health. Numerous union speakers called for an end to understaffing at psychiatric and developmental centers.



State contract talks

CSEA negotiators will sit down with the state soon to hammer out the next contract for more than 100,000 state employees represented by the union.



James Hyatt
Medicaid Claims Examiner 1
Social Services
Albany Local 688

"I would like them to incorporate a cost-of-living clause in the contract that calls for a 2 percent increase in the cost of living index from April 1 to March 30 of each year of the contract. They also should consolidate all medical plans into one plan with no deductible or co-payments."



Gwendolyn M. Upshaw
Therapy Aide
Mohawk Valley
Psychiatric Center
Local 434

"I would like to see hazardous pay for all employees who work any ward where they have highly agitated patients. I also would like to see everyone who is due longevity pay receive it, even if they just received a raise — especially our senior employees."



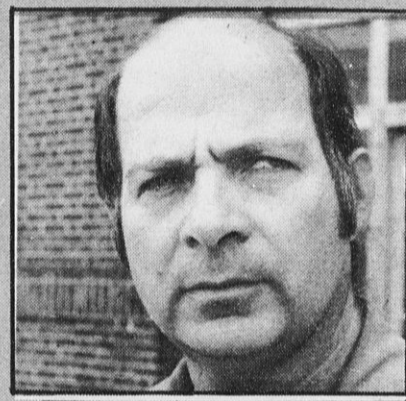
Karen Townsend
Senior Stenographer
Downstate Medical Center
Local 646

"With a four-year-old and a one-year-old son, day care at my downstate hospital worksite is most important to me. In the recent upgradings, grade 9 stenos were not upgraded, therefore a salary increase in the next negotiations is also very important."



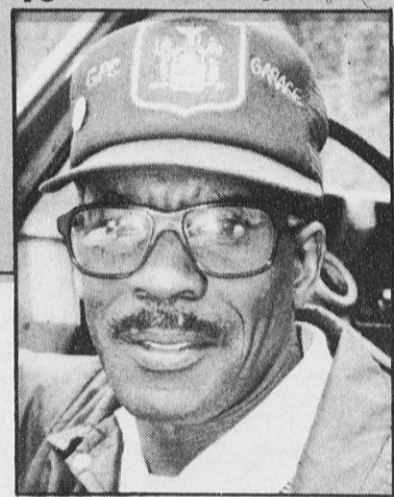
Judy Reynolds
Senior Typist
Mid Hudson State Employees
Local 009

"Reduce the deductible on medical insurance for non-participating doctors and bereavement leave."



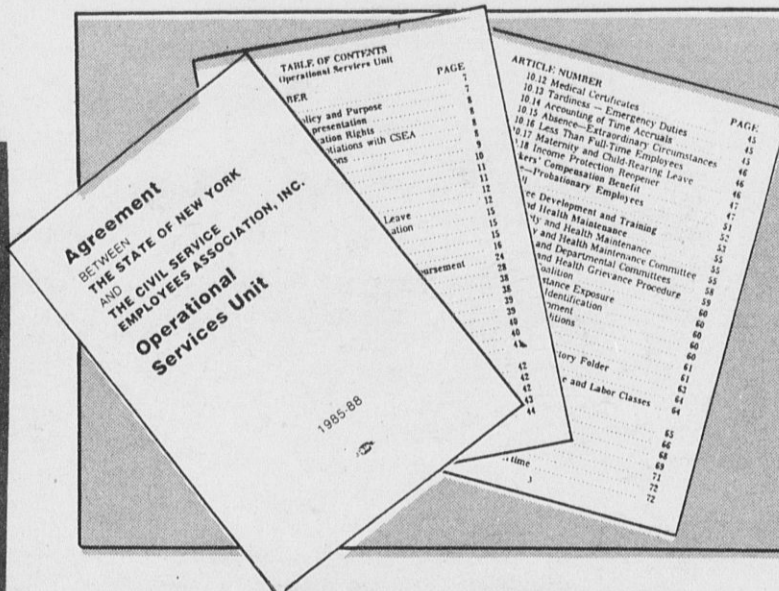
Nicholas Carbone
Maintenance
Pilgrim Psychiatric Center
Local 418

"I'd like to see us come back with the 55-year-old pension and I'd like to see us (maintenance titles) upgraded a few steps."



Herman Dorsey
Motor Vehicle Operator
Gowanda Psychiatric Center
Local 408

"They should include a substantial salary increase for all motor vehicle operators. They should also add benefits improvements, especially dental and eyeglass improvements so I can get my glasses every year instead of every other year."



"What two items would you most like see included in upcoming contract negotiations?"

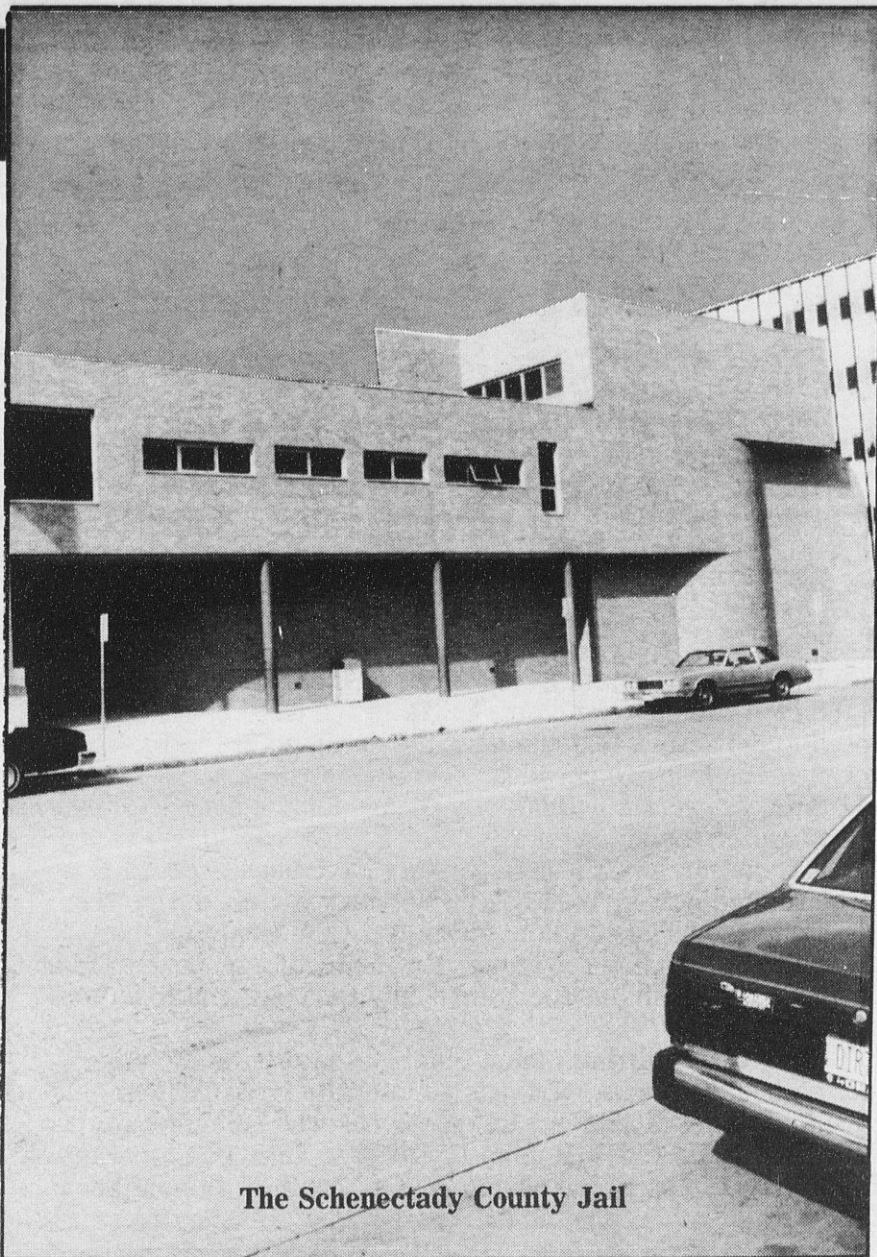
New role for probation

Fitting punishment to the crime

EDITOR'S NOTE — Because of the overcrowding crisis in New York's state prisons and county jails, probation departments across the state are today handling more and different cases than ever before.

Not surprisingly, there are mixed results as individual county departments redefine their scope of activities and many of the 1,500 CSEA-represented probation officers assume new responsibility.

In this, the second report in a two-part series, *The Public Sector* examines some of the challenges and rewards faced by probation officers in Nassau and Schenectady counties.

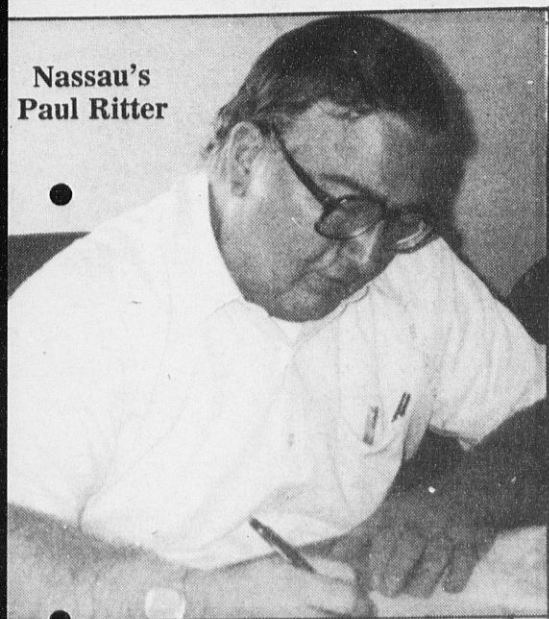


The Schenectady County Jail

By Stephen Madarasz
CSEA Communications Associate

Probation used to be assigned cases where there wasn't much chance for us to do good," explains Paul Ritter, Bureau Chief of Nassau County's Pretrial Release Services and member of CSEA Local 830. "But now we get in at the start and screen defendants to fit certain programs that do make a difference," he adds.

Although probation has long been a sentencing option for convicted criminals, Ritter's staff and others now administer non-traditional programs that put officers in much closer contact with their charges. At the same time, probation is picking up for individuals who not long ago could never have qualified for placement.



Nassau's
Paul Ritter

For Ritter, the expansion gives officers a chance to be more effective in their work.

But in some ways, Nassau is the exception to the rule.

Unlike many other counties, Nassau probation officers specialize in particular programs and, for the most part, handle manageable caseloads.

For example the county's Intensive Supervision Program has a maximum of 25 cases per officer. Other programs also stay within reasonable limits.

The result, says Ritter, is a "very good record" of success in keeping individuals out of jail and further trouble.

"We're reaching them in a crisis intervention stage when they're more willing to work with us," he comments.

But Ritter is under no illusion about the motivation of the probationers: the effectiveness stems from the "carrot and stick" principle.

"They know this is a reprieve of sorts and if they mess up, they're going to jail," he states.

Unfortunately, even the success of Nassau's programs has not relieved the overburdened county jail. Probation has only prevented a bad situation from getting worse.

Nassau is not alone in such frustration.

In Schenectady County, where probation programs have also grown, the county jail houses 88 prisoners, but police have more than 100 in custody at any given time, according to senior probation officer Steve Mathes, a member of CSEA Local 847.

That is not encouraging for probation. "Without incarceration as an alternative,

there are no alternatives to incarceration," comments Mathes.

While Mathes believes that the new programs are effective, he is wary of simply putting people on probation because "there's nowhere else to put them."

He explains that in a small county like Schenectady, staff and resources have not caught up with the expanded role that probation now plays.

Others warn that the tougher individuals now entering probation are harder to reach unless officers get the help to do the job.

"We're not alcoholism counselors or social workers, but we're being asked to do treatment in the absence of programs and facilities," states Mathes. "Unless you get at the root problems, probation's not going to work."

Ironically, the expansion of probation and other criminal justice services comes when figures show crime decreasing in New York.

A recent report on the corrections system conducted by SUNY Albany's Rockefeller Institute of Government explains that more convictions and longer sentences account for the strain.

As state and local governments come to grips with that reality, probation will continue to grow because it is the most workable and reasonable choice available.

Both Mathes and Ritter agree, however, that no matter how well probation succeeds, it has to be kept in perspective — as an option in criminal justice, not a substitute system.

They believe there is a simple fact to be remembered in doing their job — some people have to go to jail.

MORE of the SAME

CSEA fights DOT over blood tests

ALBANY — The state Department of Transportation (DOT) has reneged on a promise to involve CSEA in the testing of workers exposed to dangerous toxins during the dredging of the Hudson River over the last two decades.

DOT is also acting without any regard for the confidentiality of the test results, the union charges.

CSEA, concerned that DOT workers have been exposed to polychlorinated biphenyls (PCBs) and heavy metals during the dredging projects, asked for the tests, with the condition that CSEA be consulted. The union recommended the testing be done at Mount Sinai Hospital, which has the state's only Occupational Safety and Health Clinic.

"Rather than utilizing Mount Sinai Hospital to do the union-requested health checks, DOT has unilaterally hired another service to conduct blood tests on employees who volunteer for such testing," said CSEA Region IV Director John D. Corcoran Jr. "And the results, which should be kept confidential and be

known only to the individual and a medical doctor, are going to be shared within the department and delivered to DOT Director of Safety Dan Mencucci, who is not a licensed practitioner."

CSEA says that this blood test could have additional adverse impact on the workers.

"We have no understanding with DOT about its blood test findings or any limits of the scope of the testing," Corcoran said. "Our members could be checked for drugs, AIDS, et cetera, without our knowledge or their consent."

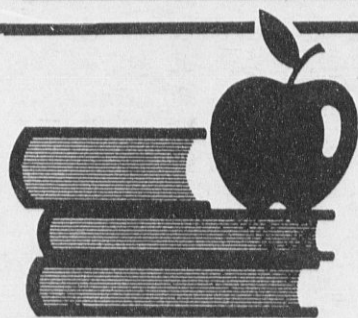
Corcoran said DOT's action, taken without notifying the employees or the union, indicates the state has decided to ignore an earlier promise to work closely with CSEA on short- and long-term testing of DOT workers exposed to PCBs and heavy metals on the job.

In an attempt to resolve the situation, CSEA brought the issue to DOT Commissioner Franklin E. White. The union is still waiting for a reply.



Cuomo hears staffing woes in Region III

WELCOME TO THE HUDSON VALLEY — Region III President Pat Mascioli greeted Gov. Mario Cuomo during his recent visit to Poughkeepsie. The governor appeared at a "Community Forum" in which residents were invited to raise issues they are concerned about. Mascioli submitted a statement about the staffing shortages in state mental health facilities. One tragic effect of understaffing was the murder of Therapy Aide Clara Taylor that occurred while she was working alone on a unit at Rockland Psychiatric Center.



CSEA/LEAP announces 1988 spring semester

Course announcements and application forms for CSEA's Labor Education Action Program (LEAP) 1988 spring semester with 1,332 courses at 77 schools and colleges throughout the state will be available Oct. 22.

The application deadline for the 1988 spring semester is Nov. 24. Completed applications must be in the LEAP office by then. Applications and course announcements are available from

your agency personnel or training officer. You must submit a properly completed LEAP 110 Tuition Free Course Application Form in order to be considered.

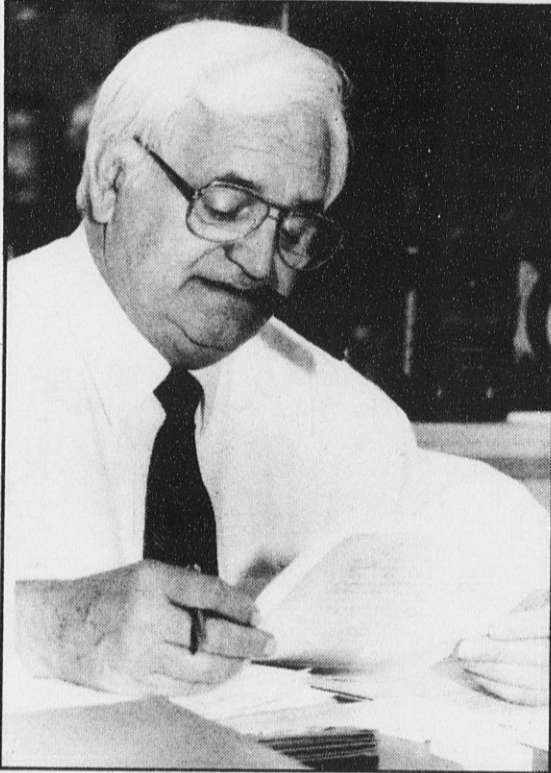
Spring semester applicants may apply for first and second choice courses, but only one course per semester can be approved. CSEA/LEAP will try to approve the first choice.

Applicants will be notified by mail at their home address whether their application has been accepted or rejected.

A message to the membership

from CSEA President William L. McGowan

Biting the bullet



The recent rejection by the delegates to the proposed 50-cent per week dues increase has forced me to closely examine the upcoming budget.

I must be frank with you. We are facing a \$5.4 million deficit!

I must also tell you that I am looking at various options to cut this deficit in order to put this union on a sound fiscal foundation, not only for today but for tomorrow.

Hopefully, the course that I choose will not detract from the services which you have all come to expect.

I have met and will continue to meet with your statewide officers to receive their suggestions and proposals on how we can meet our obligation to you, the members, and still remain united in our effort to keep CSEA the state's largest and best public employee union.

In the belief that a well-informed membership makes a strong union, I intend to update you periodically on our progress.

Fraternally,

William L. McGowan

77th ANNUAL
LOCAL 1000
CSEA
AFSCME, AFL-CIO
ROCHESTER
SEPT. 27 -
OCT. 2, 1987
DELEGATE MEETING

For the 77th consecutive year delegates elected by the membership to help determine the present and future course of their union recently participated in the democratic process known as the CSEA Annual Delegates Meeting. More than 1,200 delegates attended the 1987 annual meeting in Rochester. Delegates rejected a proposed dues increase; approved several changes in the union's constitution and by-laws; approved the affiliation of CSEA's Retirees Division with AFSCME and reaffirmed overall union policy. The message printed above from CSEA President William L. McGowan addresses the issue of the rejected dues increase and its impact upon the union. Additional coverage of the annual meeting is published on pages 10-13.

TREASURED TREASURER — Former CSEA statewide treasurer Barbara Fauser, center, was a special guest of honor at the union's annual delegates meeting in Rochester. Fauser, who served as elected statewide treasurer from 1982 until retiring in 1986, received an engraved silver plate on behalf of CSEA from President William L. McGowan, right. At left is current statewide Treasurer Mary E. Sullivan.



Delegates meetings are educational, informational

CSEA's Annual Delegates Meeting is a combination of democracy in action and an educational experience for the more than 1,200 elected delegates who participate.

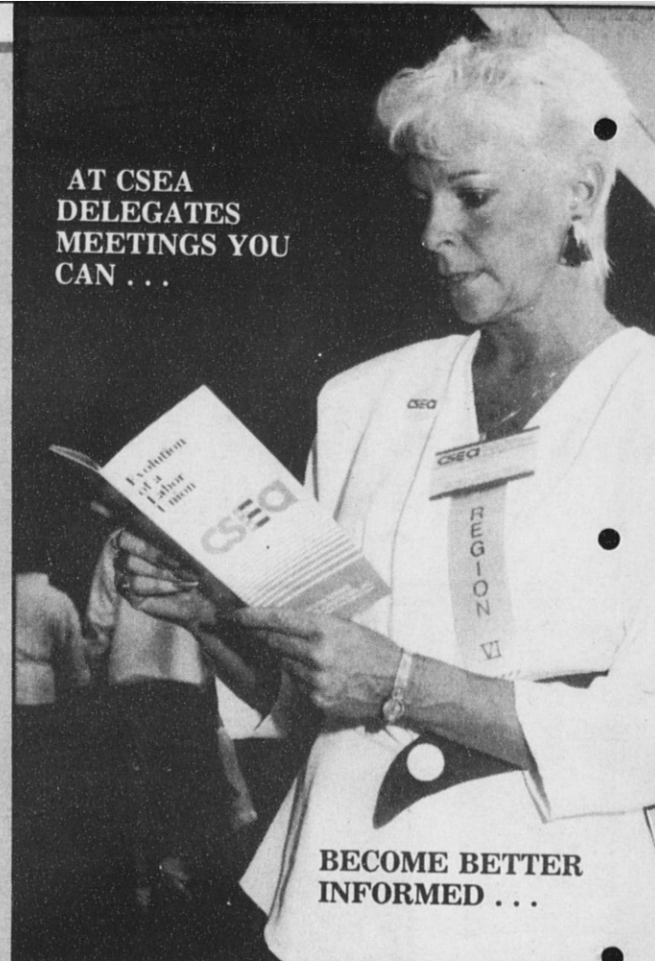
For while delegates debate and vote on important matters that reshape the union's official policies and direction, they also are afforded the opportunity to gain new information on issues outside the political arena.

A wide range of seminars and workshops are offered delegates attending annual sessions such as the recently concluded meeting in Rochester. Participants had the following seminars and workshops to select from:

- * "Drug Testing in the Workplace"
- * "Participating in Meetings: Public Speaking"
- * "Labor's History: A Story in Action"
- * "Delegate Orientation"
- * "Political Myths & Mystique"
- * "Affirmative Action"
- * "PEOPLE — Invest in Your Future"
- * "Understanding the Constitution"

- * "Human Factors in Automation: How to Cope"
- * "Future of Work"
- * "You, Your Family and CSEA"
- * "Parliamentary Procedure: Make it Work for You"
- * "Make Your Life Your Education: Open Forum"
- * "School District Employees: Open Forum"
- * "Working in Community Residences"
- * "Judicial Board: Process and Procedure"
- * "The Taylor Law"
- * "Getting the Most from Your Personal Computer"
- * "Breaking Barriers: Issues of Sensitivity"
- * "Boycott Update"
- * "Civil Service Administration at the Local Level"

Additionally, delegates attended departmental and divisional informational meetings and forums conducted by about a dozen standing convention committees.



AT CSEA DELEGATES MEETINGS YOU CAN ...

BECOME BETTER INFORMED ...



77th ANNUAL LOCAL 1000 CSEA AFS-CME, AFL-CIO ROCHESTER SEPT. 27 - OCT. 2, 1987 DELEGATE MEETING

DISCUSS ISSUES ONE-TO-ONE WITH TOP UNION OFFICIALS (STATEWIDE SECRETARY IRENE CARR, ABOVE LEFT) AND ...



DEBATE AND RESOLVE A VARIETY OF ISSUES.

Results of a roll call vote by delegates on a proposal to increase union dues

A proposed CSEA dues increase that would have hiked union dues by \$26 per year was rejected by delegates attending the union's annual meeting in Rochester recently. The proposal was turned away by a vote of 1,296 1/4 to 698 3/4. Five delegates abstained. CSEA dues have not increased in six years. Following is a roll call vote tally on the dues increase proposal.

LOCAL	YES	NO	LOCAL	YES	NO	LOCAL	YES	NO	LOCAL	YES	NO	LOCAL	YES	NO	LOCAL	YES	NO
066 Waterfront Commission of NY Harbor		1	180 Sullivan Correctional Facility			352 Department of Labor Buffalo District		1	43 Manhattan Developmental Center	5		550 Division for Youth Facilities at Highland	2		654 Commerce Department, Albany		47
102 Long Island Inter-County State Park	3		181 Mid-State Correctional Facility			400 J.N. Adam Developmental Center		6	44 Upstate Supply & Support Distribution Center	2		551 Brookwood Center		2	655 Environmental Conservation, Albany	1	5
104 Niagara Frontier Parks & Recreation			182 Shawangunk Correctional Facility	1		401 Bronx Psychiatric Center		13	45 O.D. Heck Developmental Center	8	1	553 Harlem Valley Secure Center	1		656 Correctional Services, Albany	1	8
105 Palisades Interstate Park Commission		3	183 Washington Correctional Facility		1	402 Brooklyn Psychiatric Center	10		46 South Beach Psychiatric Center	6		554 Goshen Center for Boys	1		657 Education, Albany	1	10
106 Saratoga Spa A. L. Dunckel		2	184 Franklin Correctional Facility		1	403 Buffalo Psychiatric Center	7	1	47 Brooklyn Developmental Center	12		559 Tryon School for Boys		3	658 NYS Teachers Retirement System		9
107 Allegany State Parks & Recreation Commission		1	200 NYS School for the Blind			404 Central Islip Psychiatric Center	12	1	48 Mid-Hudson Psychiatric Center			562 Division for Youth Buffalo Area	3		823 Jefferson County	4	
108 Taconic State Park Commission			201 School for the Deaf			405 Craig Developmental Center		6	49 Broome Developmental Center 2 abstained	4	3	600 SUNY Ag & Tech at Alfred	3		825 Lewis County	5	
110 Genesee State Park Commission			250 Capital District Armory Employees			406 Creedmoor Psychiatric Center	25		601 SUNY College at Brockport			602 SUNY at Buffalo	4		826 Livingston County	5	
112 Finger Lakes State Park Commission			251 Genesee Valley Armory Employees			408 Gowanda Psychiatric Center	6		603 SUNY Ag & Tech College at Canton	1		602 State University Construction Fund	17		827 Madison County	5	
116 Environmental Conservation Region 4 Field		2	252 Southern Region Armory Employees			409 Harlem Valley Psychiatric Center	7	2	603 SUNY Ag & Tech College at Cortland	3		661 State Liquor Authority			828 Monroe County	21	
117 Environmental Conservation Region 5 Field	3		253 Long Island Armory Employees	1		410 Hudson River Psychiatric Center	10		605 SUNY College at Cortland Farmingdale	3		662 State University Construction Fund	2		829 Montgomery County	5	
118 Environmental Conservation Region 6 Field			254 Army Employees Metropolitan Area			411 Kings Park Psychiatric Center	22		606 SUNY Ag & Tech College at Fredonia	4		663 Division for Youth, Albany	3		830 Nassau County	200	
120 Hudson River-Black River Regulating District			255 Mid-State Armory Employees	1		412 Letchworth Village Developmental Center	22		607 SUNY College at Genesee	4		664 James E. Christian Memorial Health Department	8		832 Niagara County	13	
151 Albion Correctional Facility		1	256 Central Region Armory Employees			413 Manhattan Psychiatric Center	12		608 SUNY College at Potsdam	3		833 Oneida County	48		834 Onondaga County	16	
152 Attica Correctional Facility		3	257 Western New York Armory Employees			415 Middletown Psychiatric Center	8	5	609 SUNY Ag & Tech College at Morrisville	2		835 Ontario County	1		836 Orange County	6	
153 Auburn Correctional Facility		2	258 Division of Housing and Community Renewal	2		416 Wilton Developmental Center	4		610 SUNY College at New Paltz	5		837 Orleans County	3		838 Oswego County	13	
154 Clinton Correctional Facility		4	259 New York Parole District	3		417 Newark Developmental Center	11		611 SUNY College at Oswego	4		839 Otsego County	5		840 Putnam County	6	
155 Downstate Separation Center		2	261 Troop A — NYS Police (Batavia)		1	418 Pilgrim Psychiatric Center	10	7	612 SUNY College at Plattsburgh	4		665 Laboratories and Research	3		842 Rensselaer County	12	
156 Elmira Correctional Facility		1	262 Troop B — NYS Police (Ray Brook)		1	419 NYS Psychiatric Institute	2		613 SUNY College at Stony Brook	7	17 1/4	666 Insurance, Albany	1		843 Rockland County	32	
157 Great Meadow Correctional Facility		2	263 Troop C — NYS Police (Sidney)	1		420 Rochester Psychiatric Center	3	6	614 SUNY at Syracuse (Upstate Medical Center)	5	5 1/4	667 NYS Higher Education Services Corporation	7		844 Saratoga County	7	
158 Green Haven Corr. Facility		2	264 Troop D — NYS Police (Oneida)	1		421 Rockland Psychiatric Center	17		615 SUNY at Stony Brook	6		668 Division of Probation	2		845 St. Lawrence County	1	
159 Eastern New York Correctional Facility		2	265 Troop E — NYS Police (Loudonville)			422 Fort Stanwix (Rome Developmental Center)	3	10	616 SUNY Ag & Tech College at Cobleskill	2		669 Division of Parole	2		846 Saratoga County	7	
160 Fishkill Correctional Facility		2	266 Troop F — NYS Police (Middletown)	1		423 St. Lawrence Psychiatric Center	7		617 Workers Compensation Board	1		670 Department of Labor, Albany	1	9	847 Schenectady County	13	
161 Ossining Correctional Facility			267 Troop G — NYS Police (Poughkeepsie)			424 Syracuse Developmental Center	6	3	671 SUNY College at Fredonia	4		672 Law Department, Albany	3		848 Schoharie County	2	
162 Cossack Correctional Facility		2	268 Troop H — NYS Police (Canandaigua)	1		425 West Seneca Developmental Center	18		673 Mental Hygiene Central Office, Albany	3		673 Mental Hygiene Central Office, Albany	5		849 Schuyler County	1	
163 Walkkill Correctional Facility		1	269 Troop I — NYS Police (Middletown)			426 Wassaic Developmental Center	6	3	674 Motor Vehicle, Albany	14		675 Public Service Commission, Albany	2		850 Seneca County	2	
164 Bedford Hills Correctional Facility		1	270 Troop J — NYS Police (Middletown)			427 West Seneca Developmental Center	17		676 Transportation, Region I	7		676 Transportation, Region I	7		851 Steuben County	8	
165 Woodbourne Correctional Facility		1	271 Capital District DMNA			428 Willard Psychiatric Center	7		677 Transportation, Main Office, Albany	6		677 Transportation, Main Office, Albany	6		852 Suffolk County	22 1/2	4 1/2
166 Mid-Orange Correctional Facility		1	302 Helen Hayes Hospital	4		429 Staten Island Developmental Center	6		678 Social Services, Albany	1		678 Social Services, Albany	1		853 Sullivan County	3	
167 Hudson Correctional Facility		1	303 Roswell Park Memorial Institute			430 Suffolk Developmental Center	20		679 State Department, Albany			679 State Department, Albany			854 Tioga County		
168 Mt. McGregor Correctional Facility		1	305 Oxford — NYS Veterans Home	3		431 Sunmount Developmental Center	7		680 Taxation and Finance, Albany	39		680 Taxation and Finance, Albany	39		855 Tompkins County	2	
169 Otisville Correctional Facility		1	315 Health Research Buffalo Division 1 abstained		3	432 Westchester Developmental Center	5		625 Potsdam College Food Service			681 SUNY at Albany	8		856 Ulster County	2	
170 Adirondack Correctional Facility		1	316 Health Research Albany Division		2	433 Manhattan Children's Psychiatric Center	2		626 Oswego Faculty Student Association			682 Capital District Psychiatric Center	1	2	857 Warren County	6	
172 North Country Correctional Local		2	330 Judiciary Region I			434 Mohawk Valley Psychiatric Center	9	6	627 Fredonia Faculty Student Association			683 SUNY Central Administration			858 Washington County	2	
173 Groveland Correctional Facility		2	332 Judiciary Region III	2		435 R.J. Hutchings Psychiatric Center	4		628 Delhi Faculty Student Association			684 Capital Region Judiciary	4		859 Wayne County	6	
174 Collins Correctional Facility		1	333 Judiciary Region IV	3		436 NYS Inst. for Research in Mental Retardation	1		629 Oswego Faculty Student Association			685 Tompkins County	1		860 Westchester County	105	
175 Alden (Wende) Correctional Facility			334 Judiciary Region V	6		437 Lockport State Employees DOT	9	4	630 St. Lawrence University			686 Broome County Educational Employees			861 Wyoming County	2	
176 Taconic Correctional Facility		1	335 Judiciary Region VI	8		438 NYS Inst. for Research in Mental Retardation	1		631 SUNY College at Oneonta	1		687 Broome County Educational Employees			862 Yates County	2	
177 Orleans Correctional Facility		1	336 Westchester State Judiciary Employees			439 Monroe Developmental Center			632 SUNY College at Purchase	1		688 Dormitory Authority			863 Saratoga County Educational Employees		10
178 Wyoming Correctional Facility		1	350 New York City Department of Labor	2	4	441 Binghamton Psychiatric Center	7		633 SUNY College at Buffalo	1		689 Office of Parks and Recreation, Albany	2		864 Nassau County Educational Employees		20
179 Greene Correctional Facility		1	351 State Insurance Fund	8	4				634 SUNY College at Buffalo	1		690 Office of Parks and Recreation, Albany	1		865 Broome County Educational Employees		4
									635 SUNY College at Buffalo	1		691 SUNY at Albany	3		866 Dutchess County Educational Employees		2
									636 SUNY College at Buffalo	1		692 Capital District Psychiatric Center	1		867 Dutchess County Educational Employees		5
									637 SUNY College at Purchase	1		693 SUNY Central Administration			868 Erie County Educational Employees		14
									638 SUNY at Delhi	2		694 Capital Region Judiciary			869 Oneida County Educational Employees		3
									639 SUNY College at Purchase	1		695 Division of Criminal Justice Services			870 Suffolk County Educational Employees		51
									640 SUNY College at Purchase	1		696 Office of Alcoholism & Substance Abuse, Albany			871 Rensselaer County Educational Employees		7
									641 Empire State College	2		697 NYS State Police Headquarters			872 Niagara County Educational Employees		8
									642 Downstate Medical Center	10		698 Dormitory Authority			873 St. Lawrence County Educational Employees		
									643 SUNY College of Environmental Science, Forestry	2		699 Office of Parks and Recreation, Albany					
									644 State University at Binghamton	6		801 Albany County	12				
									645 SUNY College at Buffalo	1		802 Allegany County	3				
									646 Western Barge Canal	5		803 Broome County	6				
												804 Broome County	3				
												805 Cattaraugus County	8				
												806 Cayuga County	9				
												807 Chautauqua County	16				
												808 Chemung County	10				
												809 Chenango County					
												810 Clinton County	11				
												811 Columbia County	1				
												812 Cortland County	3				
												813 Delaware County	5				
												814 Dutchess County	4				

CSEA's Constitution and By-Laws

Delegates approve some recommendations

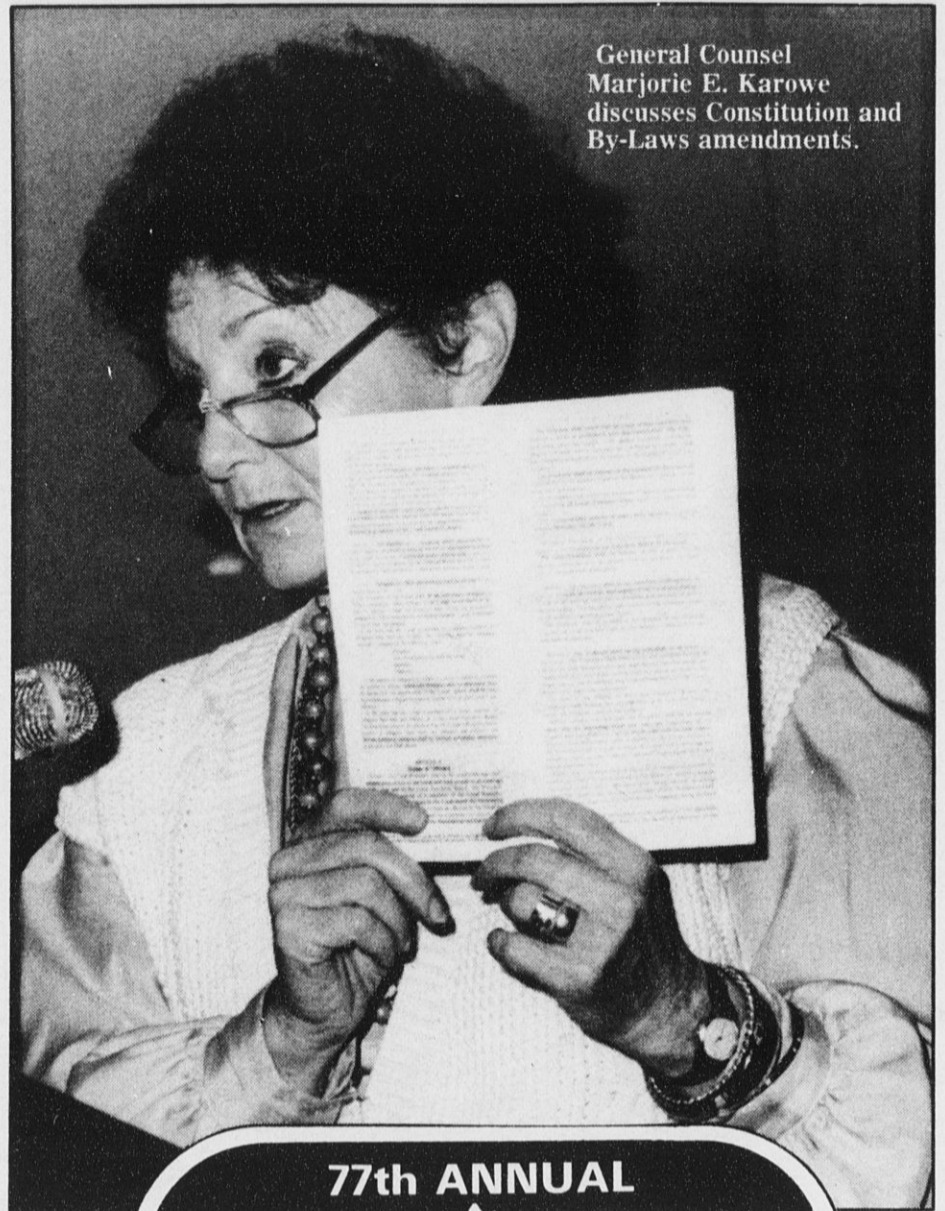
ROCHESTER — The delegates at CSEA's 77th annual meeting considered several changes in the union's constitution and by-laws, as presented by the Constitution and By-Laws Committee.

The following amendments were approved:

- * A change precluding appointed public officials who are members of CSEA from holding elected or appointed office in the union.
- * The listing of the titles of the four statewide officers under Article IV, Organization of the Association, Section 5, Officers.
- * Changes in the nomination procedure and eligibility for the statewide officers, members of the state executive committee and local government executive committee, providing for nomination by petition in order to comply with federal regulations.
- * Deletion of obsolete language from Article VIII, Delegates.
- * A formal change in the name of the union to The Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO, in order to reflect the union's affiliation with AFSCME.
- * Change eliminating new associate memberships as of Jan. 1, 1989.
- * Changes making the chairperson of the Statewide Election Committee or a designated employee responsible for providing copies of official petitions at a member's written request.
- * Changes to meet federal requirements for political refunds to members and agency shop fee payers.
- * A change in the number of required meetings for standing committees from four to three times a year.

The delegates defeated two amendments that would have given the treasurer of state and local division locals the authority to inspect the locals' records.

In addition, the delegates referred back to committee an amendment which would have designated the statewide officers as voting delegates to all AFSCME conventions.



General Counsel Marjorie E. Karowe discusses Constitution and By-Laws amendments.

77th ANNUAL

LOCAL 1000
CSEA
AFSCME, AFL-CIO



ROCHESTER

SEPT. 27 -
OCT. 2, 1987

DELEGATE MEETING



DELEGATES DISCUSS an issue during the convention.



TWO DELEGATES register for the convention.

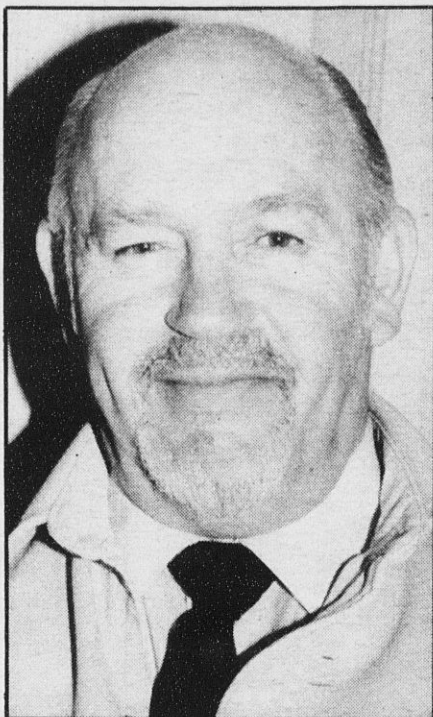
CSEA retirees' affiliation with AFSCME creates a powerful new organization

"We're excited about the benefits of affiliating with AFSCME," says Don Webster, chairman of CSEA's Retiree Division.

Webster says the more than 40,000 CSEA retiree members will enjoy a number of benefits following authorization for the division to affiliate with the American Federation of State, County and Municipal Employees (AFSCME), CSEA's international AFL-CIO union affiliate.

The affiliation becomes effective Jan. 1, 1988, following approval this month by delegates attending CSEA's annual meeting in Rochester. Representatives at the Retirees Annual Delegate Meeting earlier this year had approved the action as well.

"CSEA retirees will immediately gain more lobbying clout in Washington, D.C., as a direct result of our greater size and national connection," Webster



DON WEBSTER — "We're excited about the benefits of affiliating with AFSCME."

says. "We will be better heard on crucial concerns like Social Security and Medicare."

The new CSEA retiree membership in AFSCME will raise the total membership of the national retiree organization to more than 110,000, making it the largest affiliation in the history of AFSCME's retiree program. The AFSCME retiree membership has more than quadrupled since 1984.

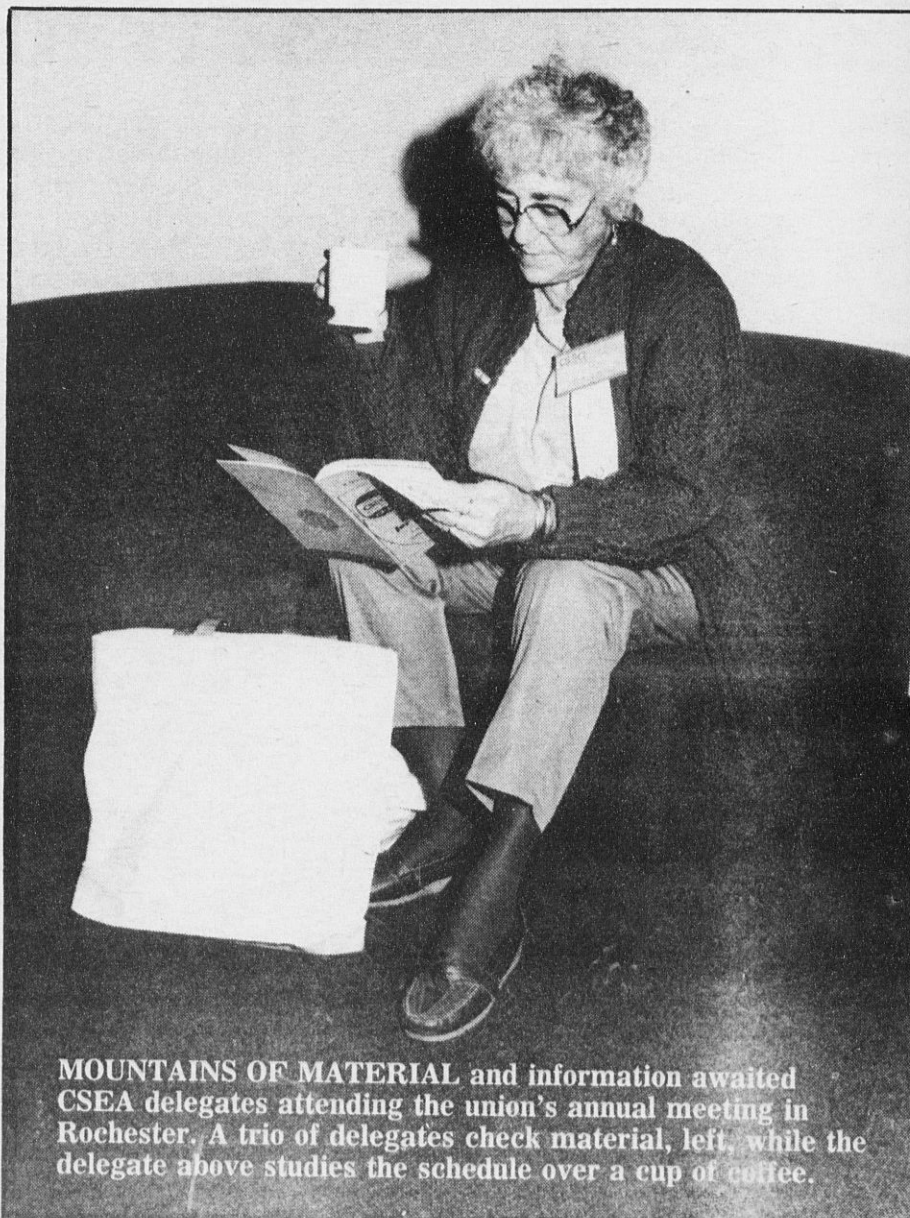
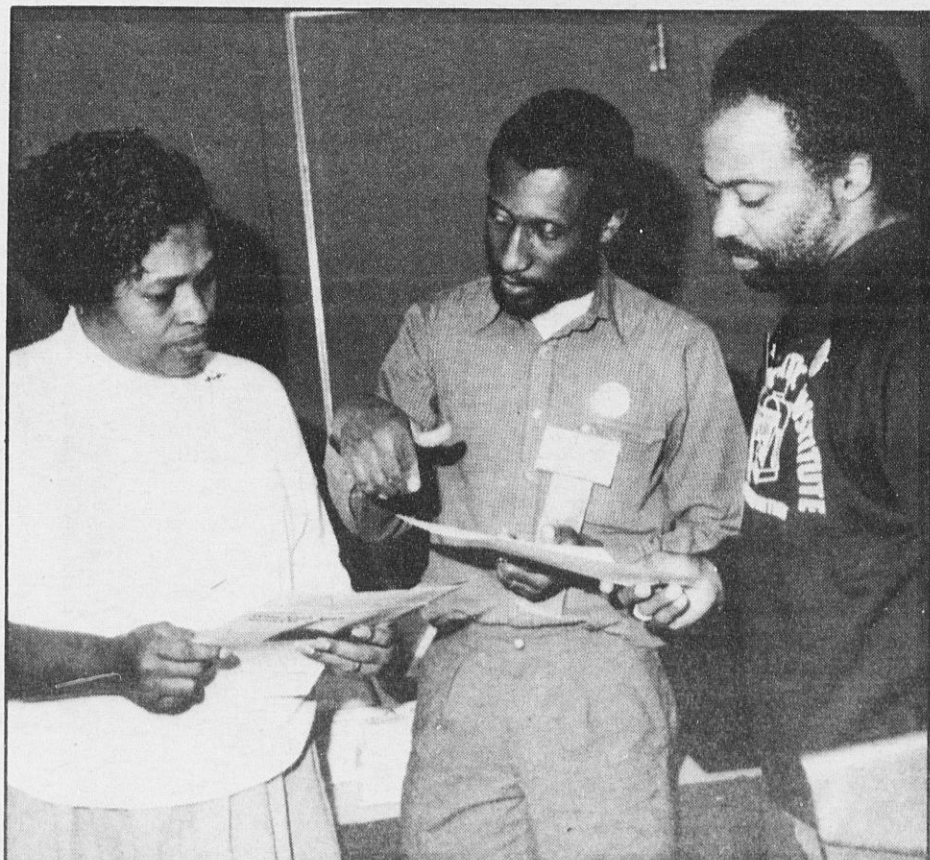
Webster pointed out that in addition to important lobbying representation by AFSCME in Washington, CSEA retirees will gain other affiliation benefits such as access to the low-cost Public Service Employees MasterCard.

CSEA retirees will also have access to AFSCME research and technical assistance on state retiree issues such as pension supplementation and health care benefits.

Webster said arrangements are already being made for a series of retiree seminars around the state next year sponsored by AFSCME and CSEA's Retiree Division. A seminar will also be held in Florida, where more than 4,000 CSEA retirees are permanent residents and belong to Florida State Retirees CSEA Local 950.

Affiliation of CSEA's more than 40,000 retirees as AFSCME Retiree Chapter 1000 will create one of the largest and most powerful senior citizen organizations in New York. CSEA's membership in conjunction with AFSCME's other New York retiree chapters will bring the AFSCME retiree membership in New York to nearly 65,000.

CSEA itself affiliated with AFSCME in 1978, boosting AFSCME's membership over the one million mark. AFSCME is the largest public-sector union in the nation.



MOUNTAINS OF MATERIAL and information awaited CSEA delegates attending the union's annual meeting in Rochester. A trio of delegates check material, left, while the delegate above studies the schedule over a cup of coffee.

Injury spurs repairs

MELVILLE — It took two years of requests and the serious injury of an employee, but the administration at Pilgrim Psychiatric Center finally had a new catwalk built above the oil tanks at the

center's power house.

Last year, CSEA member Pete Walker, an employee at the center for 21 years, was taking an oil reading when the catwalk railing broke. Walker plunged

approximately two stories to the ground. He suffered broken ribs and a sprained neck and was unable to work for six months.

"I leaned over the railing and put the stick into the tank to check the oil," Walker recalled. "The railing busted and down I went."

Co-worker Tommy Connors had noticed Walker going to check the oil. "He didn't come back past me, so I walked over and found him on the ground."

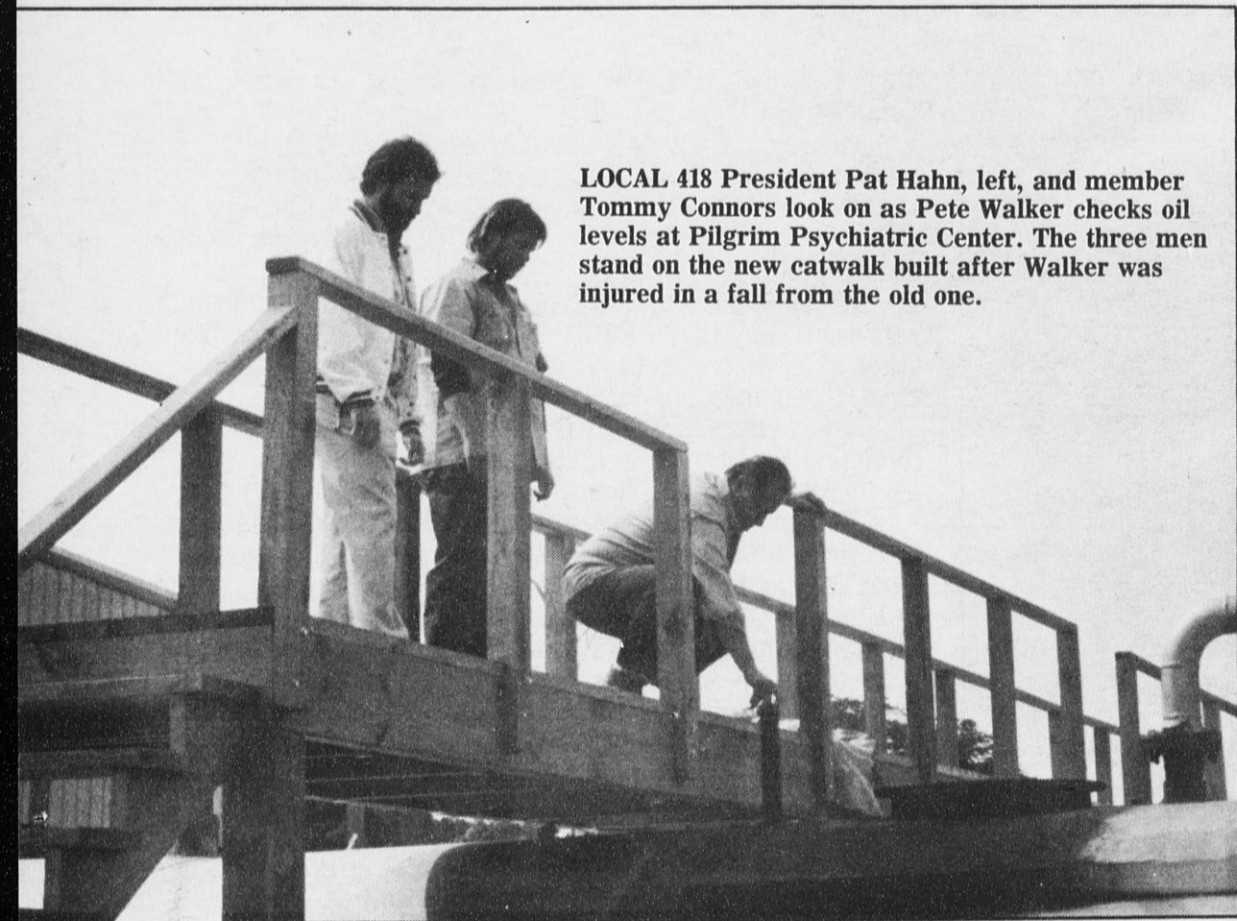
Connors and engineer Bob Hanson then took Walker to get medical attention.

Pilgrim Psychiatric Center CSEA Local 418 President Pat Hahn noted that the union had asked for a new catwalk before the accident.

"I'm really pleased about the new catwalk, but it is really upsetting that someone had to get seriously injured before management would even consider requests for a new walk," Hahn said.

"Luckily, Pete's feeling OK now," Hahn added. "He's a hard worker."

LOCAL 418 President Pat Hahn, left, and member Tommy Connors look on as Pete Walker checks oil levels at Pilgrim Psychiatric Center. The three men stand on the new catwalk built after Walker was injured in a fall from the old one.



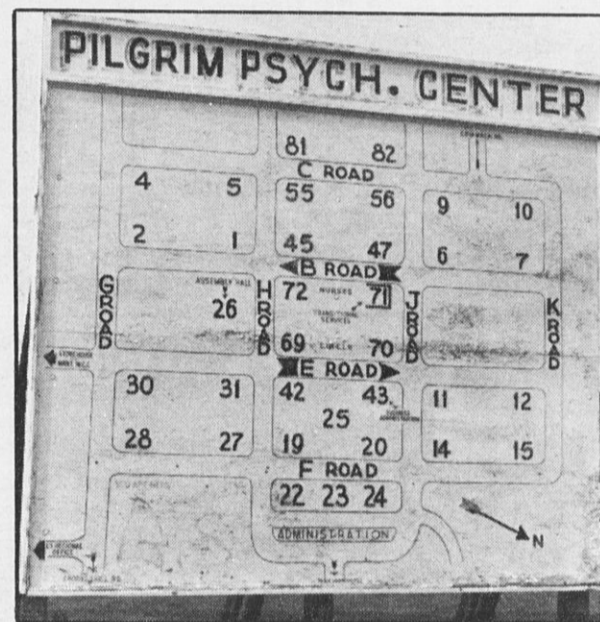
CSEA asks for training

MELVILLE — Complaints from CSEA have led to Department of Labor (DOL) citations against Pilgrim Psychiatric Center over the presence and handling of asbestos. Pilgrim Psychiatric Center CSEA Local 418 President Pat Hahn filed a complaint with DOL after the center management ordered employees to remove the asbestos. "They had my members removing asbestos without proper training or equipment," Hahn said. "Now the superintendent must conform to the rules and regulations concerning asbestos."

Asbestos has been found in several areas, including the steam tunnel, three kitchens, Building 94 and the power house.

During asbestos removal, the area must be completely sealed off. Proper equipment and training must be provided, records must be kept and the contaminated area should be closed off and marked to prevent anyone who is not equipped for asbestos removal from entering the area.

"We want intensive training for our members," Hahn said. "Asbestos is a frightening substance and I want my people



educated on the safe way to remove it or I don't want them involved in the removal at all."

So far, the affected areas have not been marked and training has not been completed.

Women's conference Nov. 13-15

CSEA's seventh annual Women's Conference is set for Nov. 13 to 15 in Tarrytown.

"Women Affecting Change" will cover a wide variety of topics of concern to women in CSEA. Workshops include "Life Skills for Empowerment," "Sexual Harassment and Discrimination" and "Handling Stress."

The women's conferences have been attracting more and more people each year, and Helen Zocco, chairperson of the statewide Women's Committee, is looking for that trend to continue.

"I hope that the attendance exceeds the 350 we had last year," she said. "That was a fantastic turnout."

In fact, last year's conference influenced "Women Affecting Change."

"A lot of the topics on the program are based on people's input from last year's program," said Peg Wilson, CSEA director of education and women's committee adviser. "The conference is responding to people's requests."

The program begins with registration from 3 to 6 p.m. Friday, Nov. 13, at the Westchester Marriott, followed by dinner and a film, "Still Killing Us Softly." The workshops begin at 9 a.m. Saturday and wind up on Sunday.

Those attending who plan to stay at the Westchester Marriott must make their own reservations. Reservations must be made by Oct. 30. The telephone number is (914) 631-2200. Those who do not stay overnight can attend the workshops for free and purchase meal tickets at the conference.

For more complete information, contact your local presidents.

Elect these CSEA-endorsed candidates on November 3rd



The following candidates have been endorsed by the Region III Political Action Committee:

- Orange County**
TOWN OF NEW WINDSOR
 SUPERVISOR — George Green (D)
 COUNCIL — Paul Cuomo (D)
 — Carolyn Siano (D)
 TOWN CLERK — Pauline Townsend

Support these in Rockland

NEW CITY — The following candidates have been endorsed by the Rockland County Local 844 Political Action Committee:

- Town of Clarkstown**
 SUPERVISOR — Charles Holbrook (D)
 COUNCIL — Ann Marie Smith (D)
 — James Farkas (R)
COUNTY
 LEGISLATURE — Harriet Cornell (D)
 — Alex Gromack (D)
 — Kenneth Zebrowski (D)

- Town of Orangetown**
 SUPERVISOR — Charles McLiverty (Ind.)
 COUNCIL — Grace Radin (D)
 — Roger Pelligrini (D)
COUNTY
 LEGISLATURE — Edward Clark (D)
 — Frank Fornario (R)

- Town of Ramapo**
 SUPERVISOR — Herbert Reisman (D)
 COUNCIL — Frances Hunter (D)
COUNTY
 LEGISLATURE — Herbert Reisman (D)
 — Sanford Rubenstein (D)
 — Emanuel Weldler (R)

- Town of Stony Point**
 SUPERVISOR — Myles Lavelle (R)

- Westchester County**
 LEGISLATURE — Timothy S. Carey (R)
 — Ursula G. LaMotte (R)
 — Edward J. Brady (R)
 — John E. Hand (R)
 — John W. DeMarco (D)
 — Dominick D. Pierro (R)
 — Diane A. Keane (R)
 — Audrey G. Hochberg (D)
 — Sandra R. Galef (D)
 — Andrew A. Albanese (R)
 — Stephen Tenore (R)
 — Paul J. Feiner (D)
 — Ernest Davis (D)
 — Leonard N. Spano (R)
 — Robert Crisfield (D)
 — Herman Keith (D)
 — Katherine S. Carsky (R)

- CITY OF NEW ROCHELLE**
 MAYOR — Leonard C. Paduano (R)
 COUNCIL — Francis X. Judge (R)
 — Michael P. Amodio (R)

- Westchester, Rockland, Putnam, Dutchess and Orange Counties**
 SUPREME COURT JUDGES — Peter P. Rosato (R)
 — Thomas A. Facelle (R)
 — James R. Cowhey (R)
 — George M. Bergerman (R)
 — Theodore A. Kelly (R)
 — Nicholas Colabella (R)

- CITY OF YONKERS**
 MAYOR — Angelo Martinelli (R)
 CITY JUDGE — Gilbert Rabin (D)
 — John R. LaCava (R)
 — Bruce E. Tolbert (R)

- FAMILY COURT JUDGE COUNCIL**
 — Harry Oxman (D)
 — Peter Chema (R)
 — Kathleen B. Walsh (R)
 — Henry Spalone (D)
 — Nicholas V. Longo (R)
 — Edward J. Fagan, Jr. (R)

- Ulster County**
 LEGISLATURE — Ron Irwin (R)
 — Marion Umhey (R,C)
 — Ludwig Baumgarten (R,C)
 — Vernon Benjamin (D,C)
 — Richard Matthews (R)
 — William Paulus (R)
 — Frank Cardinale (D)
 — Kevin Cahill (D,L)
 — Frank Ambrose (D)
 — Al Higley (R)
 — Marilyn Coffey (R)
 — Rosco Pecora (R,C)
 — David McGraw (D)
 — Vincent Dunn (R)
 — Ed Whalen (R)
 — Gerald Benjamin (R)
 — Janice Williams-Myers (D)
 — Sandra Avantato (D,C)

Rensselaer endorsements

The CSEA Capital Region IV Political Action Committee announces the endorsement of the following candidates for this November's election in Rensselaer County:

- RENSSELAER COUNTY SHERIFF**
 — Robert Schneeman

- TROY CITY COUNCIL (at large)**
 — Louis Anthony, Jr.
 — Robert Conway
 — Eugene Eaton

- TROY CITY COUNCIL (district)**
 District #1 — Brian Sanvidge
 District #2 — Michael Horan
 District #3 — Edward "Ned" Abbott
 District #4 — William "Toby" Lyons
 District #5 — Frank W. Lamiano, Jr.

Law Department attorneys

Debra Feinberg

Debra B. Feinberg practiced litigation law with the firm of Maynard, O'Connor and Smith for two years before joining CSEA's Law Department.

Feinberg, a 1984 graduate of Albany Law School, clerked for the general practice law firm of Tate, Bishko and Ruthman and worked as a pharmacist while going to law school.

Originally from Binghamton, Feinberg attended Albany College of Pharmacy, where she earned a bachelor's degree in pharmacy.

About her position at CSEA, Feinberg said, "I find it very stimulating and enjoy working for the individual members of the union."

Feinberg lives in Albany with her husband Edward and six-month-old daughter Samantha.



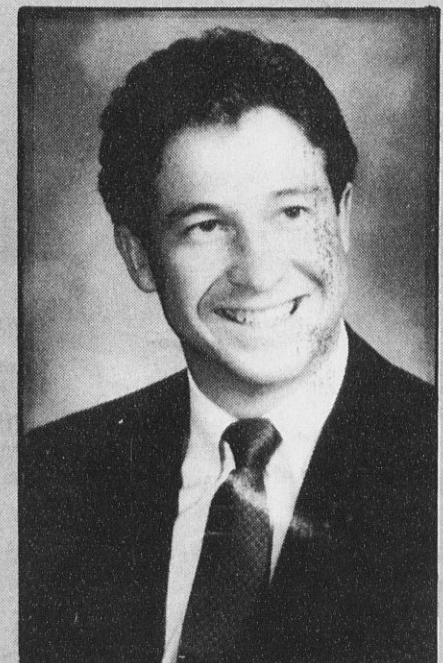
Joseph O'Donnell

Joseph E. O'Donnell, formerly a management-labor relations representative at General Motors (GM), has joined the CSEA Law Department.

A 1984 graduate of California Western School of Law in San Diego, O'Donnell gained substantial experience with GM in grievance settlement, contract interpretation, administration and negotiation.

A native of Buffalo, O'Donnell earned a bachelor of science degree in industrial administration from the General Motors Institute in Flint, Mich.

"My prior experience with GM has allowed me to understand management's perspective in dealing with labor issues," he said. "I will get a more complete view of labor-management relationships here at CSEA."



Region VI

Members get 'motivated'

ROCHESTER — It takes intestinal fortitude to do the right things when you want to move an organization along the path to progress, Region VI activists were told during a recent region conference.

And unionists face a particularly difficult time because of the current anti-labor attitude being fostered in some circles, said Gordon Graham of the Seattle Pacific Institute.

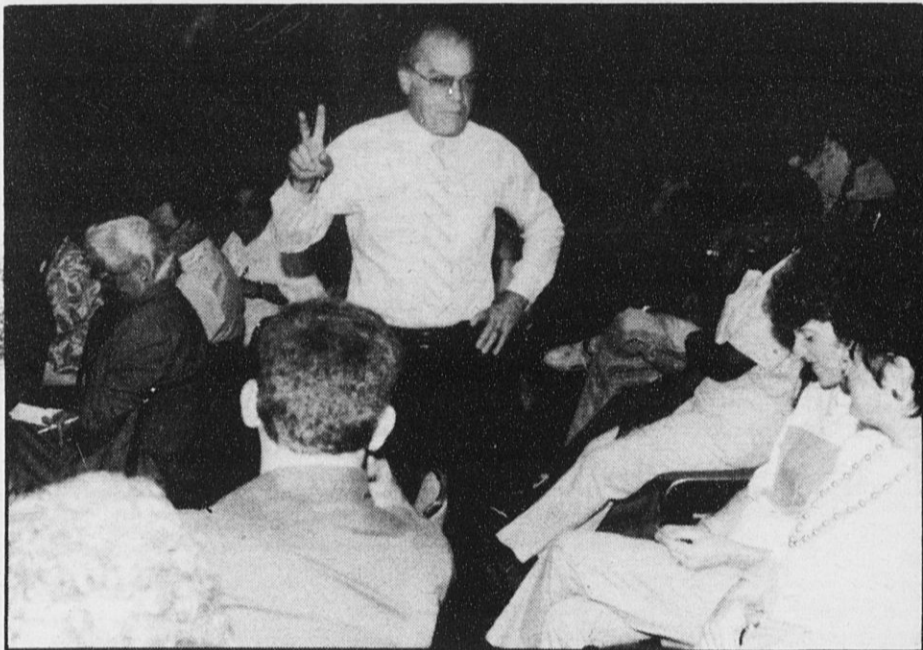
"You must be a vehicle to change that attitude among the uninitiated if your ideal of unionism is to grow and prosper with new members," he said. "Your difficult task includes dispelling the negative myths."

Graham earned the rapt attention of the union audience for more than two hours as he provided a number of self-motivational tools for positive change.

Region VI President Robert Lattimer said he would like Graham to address CSEA staff, statewide officers and board members.

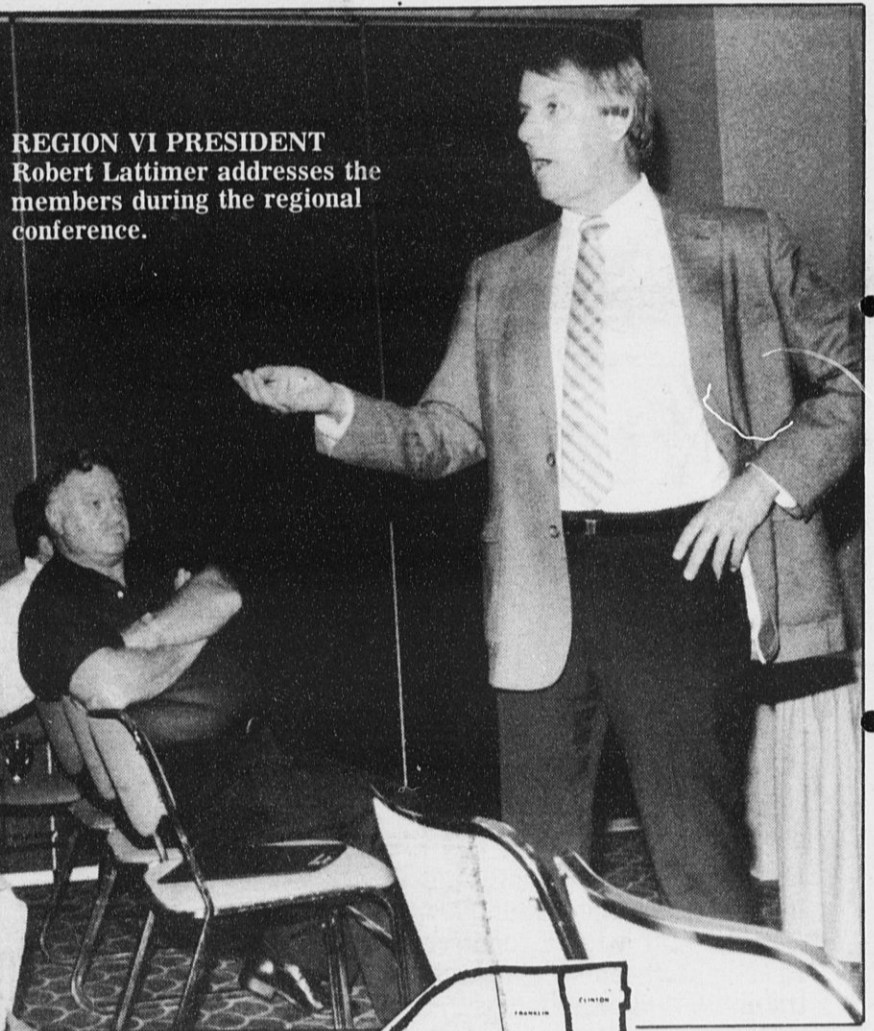


MONROE COUNTY CSEA LOCAL 828 President George Growney displays the local's new banner at the Region VI workshop.

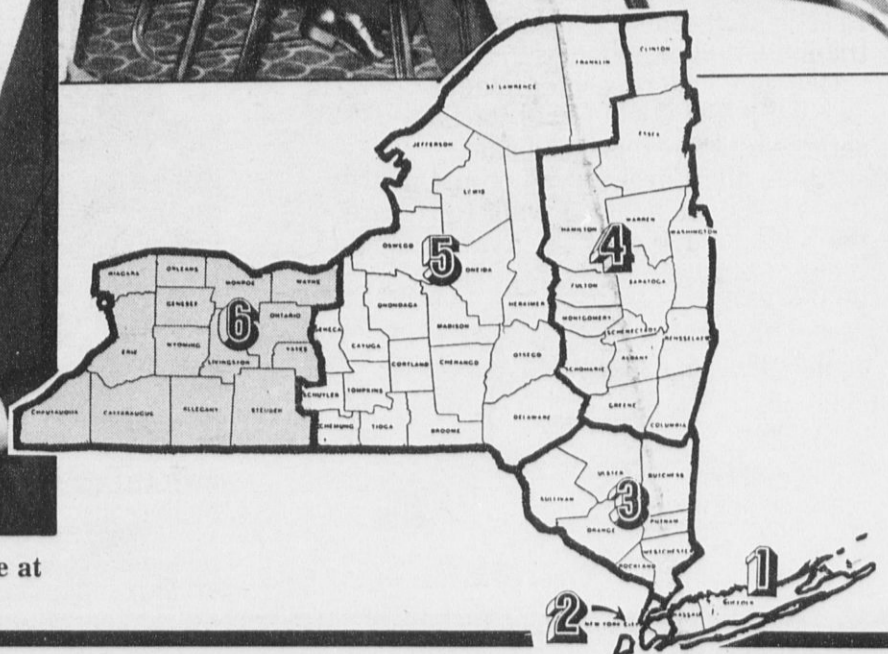


MOTIVATIONAL SPEAKER Gordon Graham addresses the Region VI conference.

REGION VI PRESIDENT Robert Lattimer addresses the members during the regional conference.

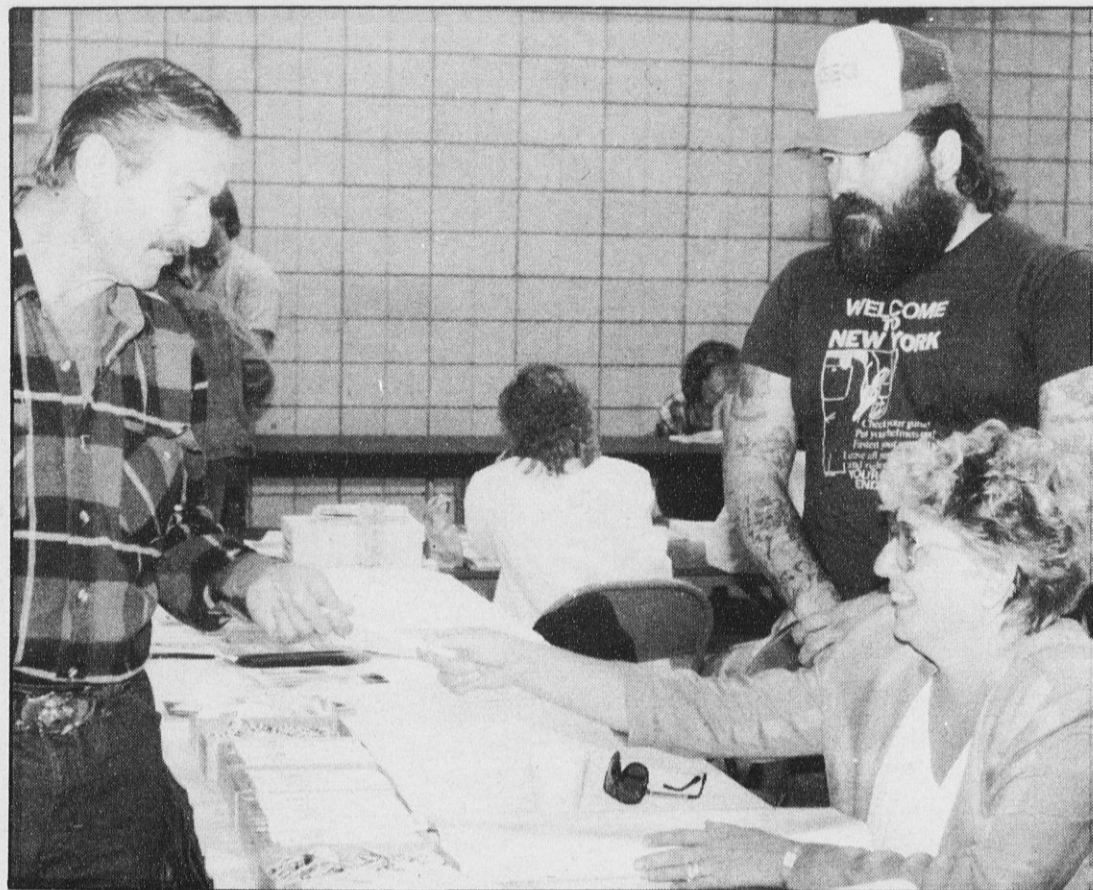
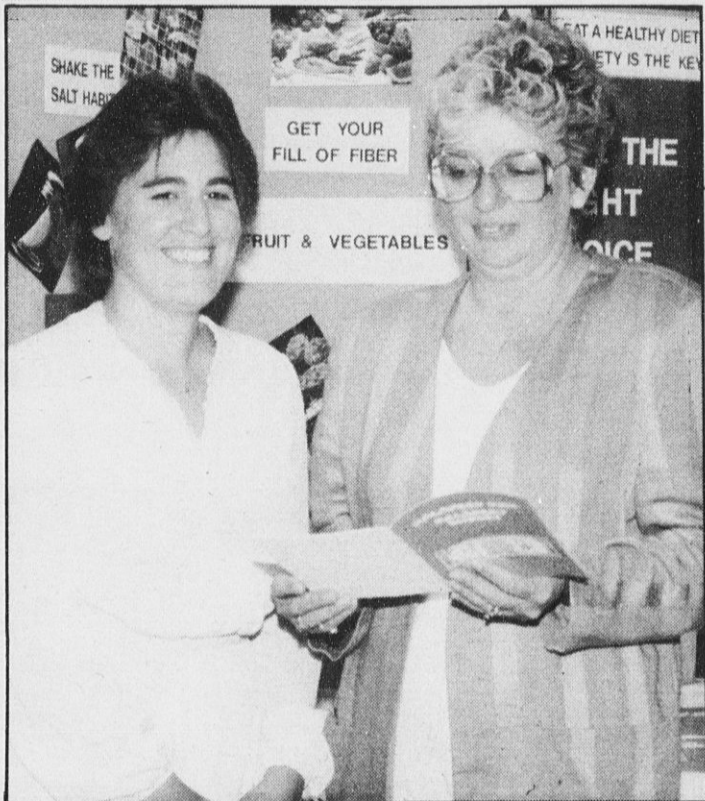


DISCUSSING THE ISSUES — Pam Caron, first vice president of SUNY College at Buffalo CSEA Local 640, talks with Region VI Director Bob Massey.



Here's to your health

Hudson River PC hosts info fair



KEEPING THEM HEALTHY AT HUDSON — The members of Hudson River Psychiatric Center CSEA Local 410 hosted a health fair at the facility recently. At left, Local 410 member Cheryl Prochera and Local 410 President Marge Harrison review nutrition information. In the photo above, Local 410 Vice President Pete Delaney, and Harrison staff the local's information table. PEF and AFSCME Council 82 also hosted the health fair.

Officers take oath in Reg. I

ROSLYN HARBOR — Recently re-elected CSEA Region I President Danny Donohue and his executive board were installed at a recent luncheon.

CSEA statewide Executive Vice President Joseph McDermott conducted the induction ceremonies.

Donohue also presented plaques to Jack Geraghty and Carol Craig for their service on the executive board.

"Jack and Carol served on my board for the last six years. I want to reward them for their loyalty and dedication and make it clear they will still be active in their capacities as officers in their respective units or locals and as members of the vendors committee," Donohue said.

IN GRATITUDE for their service on the Region I Executive Board, Jack Geraghty, left, and Carol Craig receive plaques from Region I President Danny Donohue.



SWEARING IN the Region I officers is statewide Executive Vice President Joseph McDermott, right. The new officers are, from right to left, President Danny Donohue, First Vice President Jerome Donahue, Second Vice President Gloria Moran, Third Vice President Nancy Hernandez, Fourth Vice President Carol Guardiano, Secretary Dorothy Goetz and Treasurer Barbara Allen.



for these CSEA-endorsed candidates in Region V

The following candidates have been endorsed by the Region V Political Action Committee in the Nov. 3 general election:

Onondaga County LEGISLATURE

- Sandra Phillips (D)
- John Garland (D)
- John Mitchell (R)
- James Salanger (D)
- Patricia Piperno (D)
- David Lasda (D)
- Kevin Walsh (D)
- Ronald Stott (D)
- Alex DeLucia (R)
- Edward Ryan (D)
- Timothy Rice (D)
- Doris Chertow (D)
- Kathleen O'Hara Campolito (D)
- Mark Stanczyk (D)
- John Bateman-Ferry (D)
- Clarence Dunham (D)
- John Blasi (D)

CITY OF SYRACUSE

- CITY COUNCIL — Joe Nicoletti (D)
- Sue Paneck (R)
- CITY COURT JUDGE — Jim Tormey (R)

Jefferson County COUNTY SUPERVISOR

- DISTRICT ATTORNEY — Dr. Thomas Maxon (D)
- Gary Miles (D)

Franklin County TOWN OF MALONE

- SUPT. OF HIGHWAYS — William Dustin (R)
- TOWN COUNCIL — Robert Gravel (R)

Herkimer County LEGISLATURE

- James Garnsey (D)
- John Breszinski (D)
- Dennis Korce (R)
- Frederick Rockwood (R)

Cayuga County LEGISLATURE

- Donald Streeter (R)
- Herbert Marshall (R)
- Earl Lamphere (R)
- George Steigerwald (D)
- Francis McGarry (R)
- Francis Bennett
- Linda Townsend (D)
- Chester Palega (R)
- Elizabeth Graney (D)
- Robert Hunter (D)
- Charles Savage (D)
- Chris DeAnglis (R)



COUNTY CLERK

- Dale Cunningham (D)

CITY OF AUBURN

- CITY JUDGE — Thomas Shamon (D)
- MAYOR — William McKeon (D)
- COUNCIL — Donald Poole (D)

Oneida County

- COUNTY EXECUTIVE — John Plumley (R)
- COMPTROLLER — Blake Ford (R)
- LEGISLATURE — Elden (Bill) Shaut (R)
- Michael D. Damsky (R)
- William Hendricks (D)
- Rosemary Adolphi (R)

CITY OF UTICA

- MAYOR — Louis LaPolla (R)
- PRESIDENT COMMON COUNCIL — Robert Spatuzzi (R)
- COMPTROLLER — Thomas Nelson (R)

CITY OF ROME

- MAYOR — Carl J. Eilenberg (R)

PRESIDENT COMMON COUNCIL ALDERMEN

- John Mazzafino (R)
- Richard Fiorini (R)
- Tim Merchant (R)
- Anthony Sorbello (R)
- Jeanette Denton (R)
- James DiBello (R)

Herkimer County LEGISLATURE

- James Garnsey (D)
- John Breszinski (D)
- Denis Korce (R)
- Frederick Rockwood (R)

Otsego County LEGISLATURE

- Karl Schoonover (R)
- Frances Waddington (D)
- Kim Muller (D)
- John Nader (D-I)

CITY OF ONEONTA CITY COUNCIL

- Richard Ellegate (D)
- Ed Griesmer (D)
- John Carney (D)
- Kathryn King (D)
- Frank Scarzofava (D)
- Winifred Wandersee (D)

CSEA-backed Hempstead Supervisor offers test prep

HEMPSTEAD — Thanks to an agreement between CSEA and Hempstead Town Presiding Supervisor Joseph Mondello, members in the town can now attend civil service test preparation courses during work hours.

The agreement is unprecedented, said Hempstead Town Unit President Peter Ellison. The program includes two hours of instruction every Wednesday for 12 weeks.

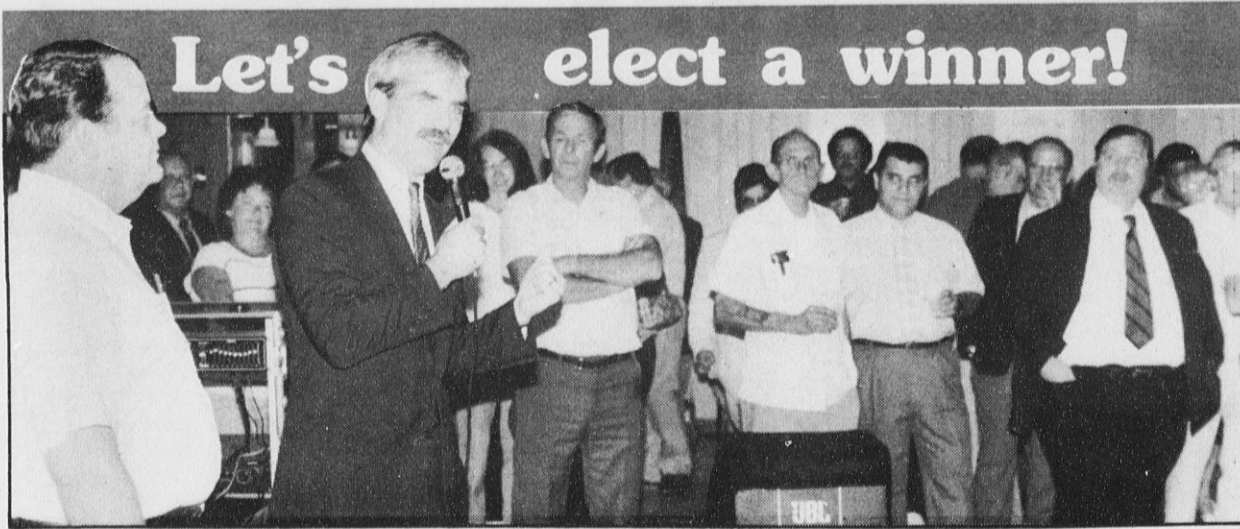
"I think Mondello is a progressive thinker who will benefit CSEA members in many ways," said Region I President Danny Donohue. "That's why we've chosen to endorse him."

"We want our members to have career advancement and this test preparation should help them immeasurably," Ellison added.

The instruction will cover reading comprehension, mathematics, reading charts and data management. John Morrison, Hempstead CSEA office executive assistant, and CSEA Shop Steward Richard Prusmack are presenting the courses.

The program began Oct. 14 and will run through Jan. 6. For more information, contact the CSEA office in the Hempstead Town Hall, (516) 483-1048.

"Mondello cares about the welfare of our members and this agreement to use town time proves that," Ellison said. "CSEA endorses him and the members should be sure to get out to the polls and show their support for him."



This, that

AND THE OTHER THING

CSEA Region I President Danny Donohue listens, above left, as Assemblyman Patrick Halpin addresses CSEA members at a recent meeting in Brentwood.

"Halpin is our choice for Suffolk County Executive," exclaimed Donohue. "He can do the job for us!"

CSEA Region I Political Action Committee Chairperson Michael Curtin and Political Action Coordinator Stephanie Teff set up a series of events so that members could meet and talk with Halpin.

If you're interested in helping out with the Halpin campaign, contact Teff at the Region I office — (516) 273-2280.



Style points

They might not make Vogue's annual list, but Region II and VI delegates share honors as "Best Dressed" at CSEA's recent convention. Both groups wore uniquely designed T-shirts that let them stand out in the crowd. Kudos to their fashion consultants!

Cook's night out

Lorraine Rodriguez is always cooking for others but at least for one night she'll be catered to as recipient of Letchworth Developmental Center's "Employee of the Month" award.

Along with the award, Rodriguez received a gift certificate for dinner at a local restaurant.

A 25-year state employee, Rodriguez began her career in Letchworth's food service department. Last October, she transferred to a community

home with 18 residents.

"We had 500 clients to care for at Letchworth," she comments. "But here, these people are my family."

Obviously that special kind of care and concern is reflected in her work.



The grass is greener dept.



It seems that John Liburdi and the ground maintenance crew at Albany-Colonie's Heritage Park fared better than the hometown A-C Yankees this season.

The crew, members of CSEA Town of Colonie "C" unit, received several awards for their outstanding work.

The recognition includes: the WTEN-TV Good Sport Award; the New York State Turf Grass Association Award; and the Baseball Diamond of the Year Award for public and private stadiums from the Sports Turf Managers Association.

You don't get that kind of distinction without touching all the bases.

Home Run Trot-tier

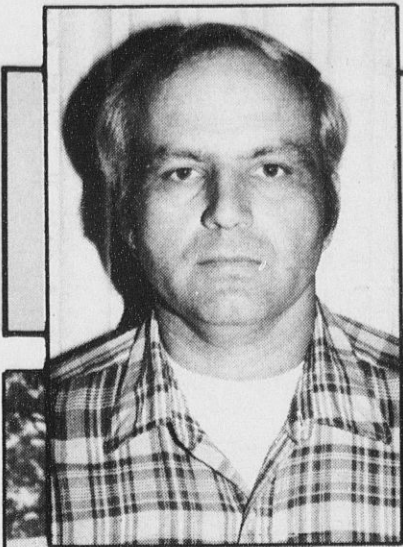


When the numbers were added up to the bottom line, the final score didn't matter.

Even though the CSEA Brookhaven "blue collar" unit soundly thumped WABC Radio 20-5 in a softball game earlier this year, the real winner was Hope House, a home for underprivileged kids in Port Jefferson.

According to Unit President Bill Theis (pictured above with New York Islanders hockey star Bryan Trottier, center, and Brookhaven Superintendent of Highways Harold Malkmes), plans are in the works to turn the charity game into an annual event.

By the way, the game raised \$3,100.



CRASH!

CSEA members aid rescue efforts



RESCUE EFFORT — Workers from several volunteer rescue squads work with volunteers to free several children trapped in a bus accident in Ogdensburg. Among the volunteers were members of CSEA Local 518,

including its president, Frank Peretta. He is pictured in the inset and is also shown in the upper left corner of the accident photo. *Photo courtesy of the Ogdensburg Journal.*

By Charles McGeary
CSEA Communications Associate

OGDENSBURG — Tragedy hit the Ogdensburg community on the first day of school when a tractor trailer slammed into the rear of an Ogdensburg Free Academy school bus, killing one child and severely injuring three others.

Frank Peretta, a supervisor for the state Department of Transportation (DOT) and president of St. Lawrence County DOT CSEA Local 518, was in a state truck with three other state employees several car lengths behind the tractor trailer that day.

"The four of us were returning to Ogdensburg from our work location in Canton when the tractor trailer car carrier passed us as we were about to pull onto the road," Peretta said.

"We ... were nearing the crest of the hill when a car passed me. After we crested the hill, I looked ahead, saw braking and a cloud of black smoke rose in the air.

"All we could see was the bus shooting across the field." Peretta used his truck radio to report the accident.

"While Gary LaLonde and Ben Duprey, two of my fellow state employees, took care of oncoming traffic, I went to the bus and some of the kids were getting off the bus bleeding, some were screaming and many appeared to be in shock," Peretta recalled.

He found the bus driver, Gail Bouchard, in the back of the bus with one of the injured riders.

"Five kids were still in the vehicle when I got there and someone else had wisely disconnected the battery cables. Gail Bouchard was deciding who should go. One girl wanted to get off the bus; we told her to stay. We didn't want them to move," he continued.

"Someone went to a nearby house and put in another call for the jaws of life (a special device to open crushed metal). When it

arrived, we couldn't find a place to use them; the whole back of the bus was collapsed," Peretta said.

Peretta used the DOT truck and a chain wrapped around the bus frame where the emergency door had been to pull away some of the wreckage; the emergency door had been broken off with the help from New York Telephone crewmen who had a chain cutter, Peretta said. Then the rescue team was able to maneuver the jaws of life into place so the remaining students could be freed from the wreckage.

"It was a tragic accident that might have cost additional lives if it were not for the outstanding team effort by the rescue squads and scores of other volunteers, including my fellow employees Gary LaLonde, Ben Duprey and Obed Risley," Peretta said. "I also want to give plenty of credit to the crewmen from the New York Telephone Company. We all worked as an on-the-spot team to assist the rescue squads."

According to state Bureau of Criminal Investigation (BCI) Investigator Joseph Lightfoot, the tractor trailer driver was charged with reckless driving and with failing to update his logbook.

CSEA Region V President James Moore commended Peretta and his crew for their work at the accident scene.

"I want to offer special tribute to Peretta, LaLonde, Duprey and Risley for the part they played in the rescue.... Although Frank was quick to credit the efforts of scores of rescue volunteers, we want to acknowledge their efforts by saying CSEA is proud of him and his fellow employees," Moore said. "This is the second time Frank has offered helping hands at an accident. He was also on the scene when a DOT equipment operator was fatally injured at a work site in Lewis County."