

Official publication of  
**CSEA**  
Local 1000, AFSCME, AFL-CIO

# Sector

THE PUBLIC

Vol. 16 No. 9 SEPTEMBER 1993

# CSEA

**"WORKS FOR YOU  
IN YATES  
COUNTY"**

Yates County Local 862 • Dundee School Unit  
Yates County Employees Unit  
Village Of Penn Yan • Penn Yan School Unit  
Judiciary Local 355 • State Employees Local 007



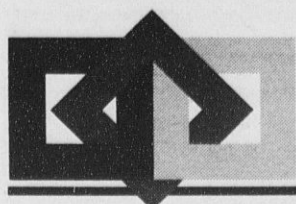
**YATES COUNTY:  
PROUD TO  
BE CSEA!**

-- see page 3

And in  
**RENSSELAER  
COUNTY:  
A NEW CONTRACT,  
SAFER  
WORKPLACES**  
-- see page 4

Photo by Ron Wofford





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Town, village and school district share achievement award in Wellsville. And activism hits high gear in Rondout Valley school district.

## CSEA gets cars restored in Nassau

MINEOLA - Thanks to a victorious CSEA legal action, Nassau County Local 830 Public Works employees whose County-owned vehicles were taken away in a cost-cutting move, will have all 100 of them returned.

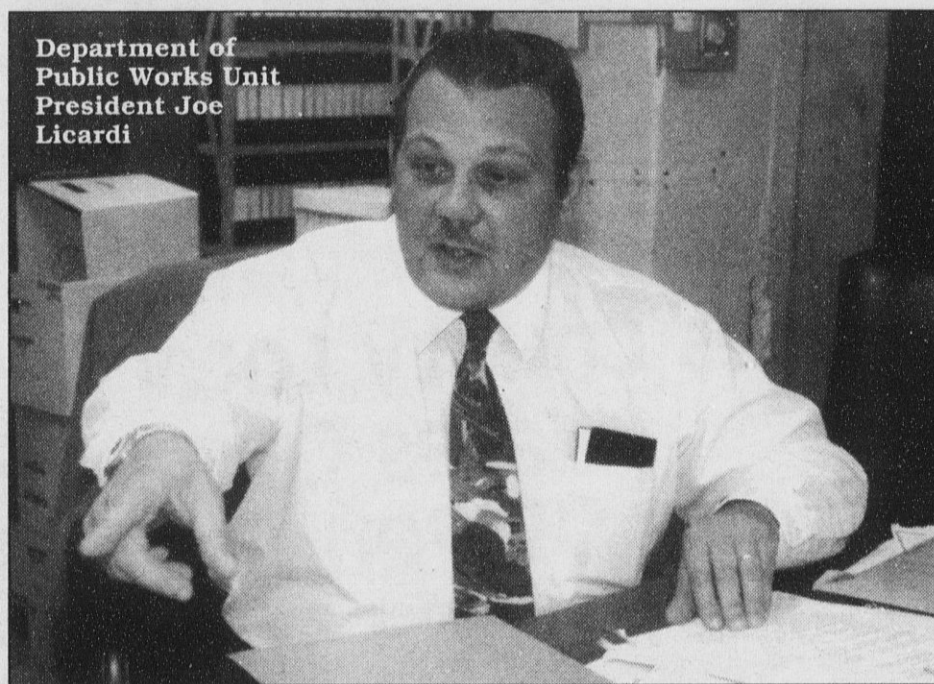
"Our crews are on 24-hour call, and use these cars to haul their tools to emergency calls," said Joseph Licardi, CSEA Public Works Unit president. He maintained that valuable time was being lost in responding to road and sewer emergencies when immediate transportation to the scene of a problem is hampered by the lack of a car.

Under the County's budget cutback, Public Works employees who received an emergency call in the middle of the night were forced to drive their own car to a County parking lot where they would then take a County vehicle with their tools to the scene of an emergency, wasting precious time.

"Nassau homeowners with sewer back-ups and taxpayers involved in auto accidents were the real victims of this misguided budget cutting fiasco," he said. "When Public Works employees are delayed from getting to the scene of an emergency quickly, it's the public safety that suffers," Licardi said.

In response to the CSEA

Department of Public Works Unit President Joe Licardi



Improper Labor Practice charges filed against Nassau County, the Public Employment Relations Board (PERB) ruled that once county employees have been assigned cars, the cars constitute a negotiable benefit which could not be "unilaterally withdrawn" by the County.

Licardi pointed out that County efforts to take cars away from CSEA members have failed three times since the 1970's. He called the County's actions "penny-wise and pound foolish. This is lost productivity and a waste of taxpayers' money

pursuing a case that has already failed three times," he said. In addition Licardi indicated that while parked in lots all over Nassau during the dispute, many of the vehicles had been vandalized and would require repairs.

Though Nassau County plans to appeal the PERB ruling, CSEA is confident they will not be successful. Licardi credited CSEA Counsel Pam Bruce for her excellent representation of Local 830 members before PERB.

-- Lilly Gioia

## CSEA endorses Nassau candidates

CSEA has endorsed candidates for Nassau County offices in the fall elections.

The endorsements are:

Thomas S. Gulotta for county executive; Doreen Banks for county clerk; and Frederick E. Parola for county comptroller.

"CSEA made the endorsements we felt would be most beneficial to our members based on the candidates' views on such important issues as privatization," said CSEA Nassau Local 830 President Rita Wallace.

"The people who hold these positions will effect the lives of our members who live and work in Nassau County," said CSEA Long Island Region President Nick LaMorte.

"We expect our members to be treated with fairness and respect," he said.

## CSEA is shooting for

# ONE UNION

HUNDRED PERCENT

See your local or unit president or membership committee members to join this important CSEA effort!

## THE PUBLIC Sector

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## Proud members get out the message in Yates County

PENN YAN - Pooling their resources has given CSEA members in Yates County the opportunity to let the public know, by way of two billboards, that "CSEA Works For You In Yates County."

The billboards proudly proclaim that Yates County Local 862, Judiciary Local 335 and State Employees Local 007, along with Village of Penn Yan, Dundee Schools, Penn Yan Schools and Yates County Employee Units, have CSEA members serving their communities.

"We came up with the idea after a particularly long and drawn out contract battle, that maybe we should let the community know how much a

positive part of the makeup of this area we are," Carol Thornton, Local 862 president, said. "We polled the other CSEA locals and units and they all agreed to share the expense, so it made a lot of sense to go ahead and do it because it was so cost-effective this way."

"This helps create a great sense of pride when you can look up and see your local represented this way," Bob Kubiak of Local 007 said. "I hope we can do this on a regular basis because it really brings the message to people who don't know otherwise that public employees make up a significant part of the working folks of this area."

"It also shows the important services provided, in addition to the county employees," according to Carol Conley, County Employee Unit president. "Because you can see by looking, that school workers and town and court employees are serving the community, just by the names."

The billboards are scheduled to stay in place until early September, but may stay up longer if not purchased by another advertiser.

-- Ron Wofford

## Union efforts help halt Albany County privatization

ALBANY - A move that could have led to privatization of some Albany County jobs has been stopped. County lawmakers decided not to consider replacing county janitorial and security employees with private contractor employees after hearing comments from employees and CSEA leaders at a legislative meeting.

"I know our county employees are doing a great job; I don't need a study to know that," Democratic Majority Leader John Stackrow said at the session. He said that replacing county workers with private workers would cost the county more money because some of the laid off county employees would end up on county welfare rolls.

A letter from former county Health Commissioner Dr. William Grattan was read stating that three private cleaners previously used by the county failed to provide satisfactory service and two of the companies were fired before their contracts expired.

Dominick Paratore, CSEA Social Services Unit president, questioned replacing experienced county security personnel with inexperienced private contract workers.

"Some of these people have been here for years and understand explosive situations," he stated. "With private guards, you would be getting people earning minimum pay who would not want to stick their neck out to protect the workers."

CSEA Political Action Coordinator Douglas Lundquist pointed out that most of the cleaners worked part-time and had gross weekly paychecks of \$160. He said any savings realized by the county would be from the contractor hiring fewer employees who are paid less with few or no benefits who would be required to clean a larger area in less time.

-- Daniel X. Campbell

Long Island Region President Nick LaMorte rallies Brookhaven members.



## Brookhaven members protest

MEDFORD - CSEA members made their presence known before and during a recent public hearing in the Town of Brookhaven.

Members of the CSEA Brookhaven Highway Department Unit were joined by other unit members from Suffolk County Local 852 to protest that Highway Unit members have been without a contract for 18 months. The town had rejected a factfinder's recommendation that would have given the employees a four percent increase annually.

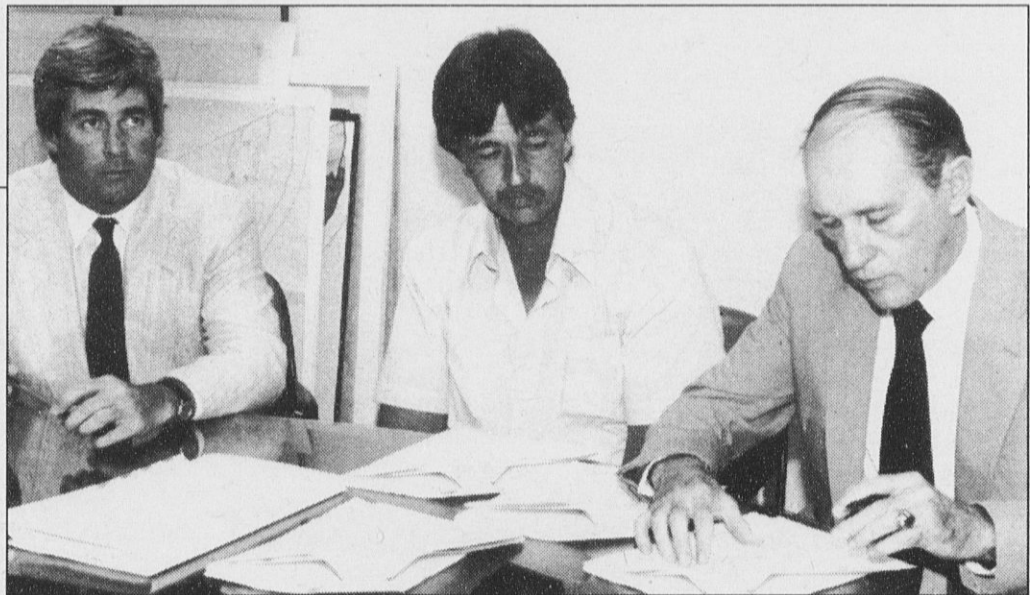
Members demonstrated along a main road while the town council set up for a public hearing and then nearly 500 CSEA members, carrying CSEA signs and banners, packed the room.

"All we ask for is to be treated with respect, to bargain in good faith and settle this contract," Brookhaven Highway Department Unit President Ray Santora told the council members.

CSEA Long Island Region President Nick LaMorte, who is a resident of the town, also addressed the council.

"We are here to vent our anger and frustration. Money has been handed out to administrators and private contractors. Big bucks have been spent on public relations campaigns ... well, these people are taxpayers too, and they deserve a fair settlement," LaMorte said.

-- Sheryl C. Jenks



## New 3-year contract for Newburgh town workers

CSEA Town of Newburgh Unit members have a new contract after 20 months of negotiations. CSEA Collective Bargaining Specialist Don Partrick, left, and Unit President Jim Fleischer, center, watch Town Supervisor Richard Hebert sign the pact. The three year contract covers 90 employees and is retroactive to Jan. 1, 1992. It includes annual raises, increases in dental and vision benefits and a tuition reimbursement provision.

## Clarkstown members contribute \$632 to aid midwest flood victims

Members of the CSEA Town of Clarkstown Unit of Rockland County Local 844 have donated \$632 in contributions to the American Red Cross Flood Disaster Fund to aid victims of the midwest floods.



**In Rensselaer County, security is a strong union, new contract, safer workplaces**



**'...one of the finest contracts negotiated for public employees anywhere...'**

**CSEA NEGOTIATING TEAM MEMBERS** are all smiles following the signing of a 1994-96 contract covering 1,000 Rensselaer County employees. CSEA negotiating teams members, from left, are Dale H. Goldston, Grace M. Safford, Joan Zayachek, Gail M. Sheffer, CSEA Unit President Vickie L. Halse and Marianne Herkenham. Rensselaer County Executive John L. Buono is second from right and CSEA Collective Bargaining Specialist Donald F. McCarthy Jr. is at right.

**CSEA negotiates 4%, 4%, 5% contract for Rensselaer members**

TROY -- "Rensselaer County employees can face the future secure in the knowledge they have the benefits and protection of one of the finest contracts negotiated for public employees anywhere in the country," according to CSEA Rensselaer County Unit President Vickie Halse.

CSEA and Rensselaer County officials recently signed a new 3-year contract for 1994 -1996 covering 1,000 employees represented by CSEA.

The new contract calls for salary increases of 4 percent on Jan. 1, 1994; 4 percent on Jan. 1, 1995 and 5 percent on Jan. 1, 1996. And there are no reductions in any benefits, no increase in health insurance costs to employees and no givebacks of any kind.

"This is a magnificent contract that will protect and provide for Rensselaer County employees and their families," Halse said.

**CSEA files federal lawsuit over due process issue**

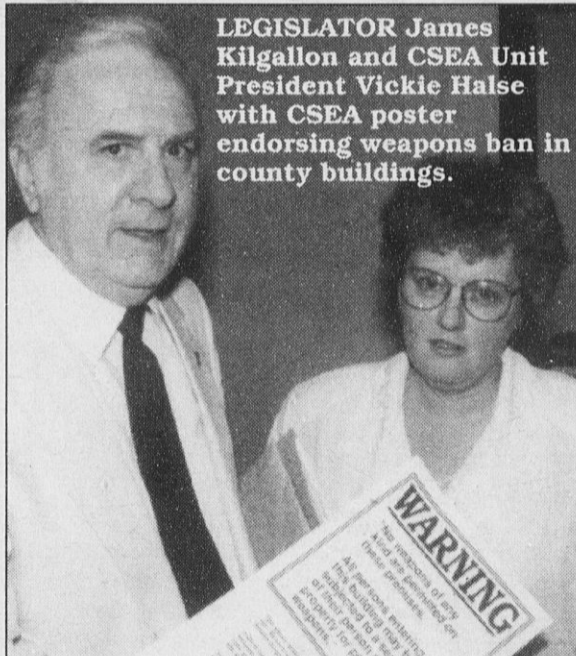
TROY - As this edition of *The Public Sector* went to press CSEA filed a lawsuit with the United States District Court on behalf of CSEA Rensselaer County Unit member Dave Marriner. Marriner is employed by the Rensselaer County highway department.

According to CSEA's federal lawsuit, Marriner was not provided his constitution-protected rights to due process during a recent disciplinary matter.

The union lawsuit requests that Marriner receive any lost wages sustained during a 30-day period of suspension and that the federal court order Rensselaer County to stop interfering with the rights of county employees to due process under the Fifth and Fourteenth Amendments of the US Constitution.

**CSEA backs weapons ban**

TROY - Thanks to strong CSEA lobbying efforts and the response by Rensselaer County legislators, it may soon be a crime to bring dangerous weapons, concealed or unconcealed, into Rensselaer County public buildings.



**LEGISLATOR James Kilgallon and CSEA Unit President Vickie Halse with CSEA poster endorsing weapons ban in county buildings.**

The Rensselaer County Legislature will consider a resolution introduced by Legislator James Kilgallon (D-Troy), chair of the Law and Public Safety Committee, regulating possession of firearms and other dangerous weapons in Rensselaer County buildings. A person convicted under the legislation could be sentenced to three months in the county jail and fined a maximum of \$500.

CSEA Rensselaer County Unit President Vickie Halse said she expects the Legislature will take fast action on the measure.

-- Daniel X. Campbell

**Worksites tour leaves legislators displeased**

TROY - A trio of Rensselaer County legislators taken on an inspection tour of several county worksites by CSEA were not pleased by conditions they found in some locations, especially in the Social Services Department facilities in the Raddock Building, CSEA officials said.

Rensselaer County Legislators James Kilgallon, chair of the Law and Public Safety Committee; J. Willard Doran, vice chair; and committee member Conrad Lang Jr. recently toured the Raddock Building, the County Court House Annex and Van Rensselaer Manor with CSEA Rensselaer County Unit President Vickie Halse to review security precautions in county owned or leased properties.

The legislators said they will assist in improving security in the facilities and urged CSEA to contact county Legislator Jane Doughney, chair of the Social Services Committee, regarding several maintenance and health and safety issues pertaining to the Raddock Building.



CSEA readies statewide report after contact with every county

# Worksite security remains CSEA priority

ALBANY — Nearly a year after the tragic murders of four CSEA-represented Schuyler County social service workers in their office in Watkins Glen, CSEA's campaign for safer worksites has produced results in virtually every county in the state where the union has members.

"There's no question that CSEA's efforts have improved workplace security for our members all over the state but there is still a lot of work to be done," CSEA President Joe McDermott said.

Recently, with the strong urging of CSEA, Orleans County banned the possession of dangerous weapons anywhere in county buildings, and a similar law, being pushed vigorously by CSEA, is under consideration in Rensselaer County (see story on page 4).

"Any time public employees have to deal with angry, belligerent or confused individuals there is a potential for problems. If violence could erupt in a small community like Watkins Glen, it could happen anywhere," McDermott said.

Immediately following the Schuyler County murders, CSEA began meeting with county officials, assessing worksites and publicizing the problems among other activities. CSEA addresses safety and security issues for state employees at the

statewide level but in local government it must be addressed county by county. The coordinated effort has had a variety of positive results.

"CSEA is committed to workplace security as an ongoing priority," said CSEA Director of Local Government and School District Affairs Steve Alviene. "We've started a process of information gathering and labor-management dialogue on this issue that will continue."

had a chance to explain that this is a cooperative, statewide project and we're not singling them out."

"The counties have been particularly responsive to our message that a safer, more secure worksite for employees is also safer and more secure for the public."

CSEA is encouraging the formation of labor-management task forces to address security issues. (See story below)

CSEA believes this ongoing, direct

involvement is the best approach for achieving real improvements. That's because security often depends on the consistent, responsible action of the employer and employees in the worksite.

With or without the involvement of a

task force, CSEA's

Occupational Safety and Health specialists have conducted worksite security assessments and made recommendations in nearly all counties where CSEA represents employees. The recommendations range from simple procedural changes to structural improvements to improved

training.

"The recommendations vary from county to county and worksite to worksite," said CSEA Director of Occupational Safety and Health Jim Corcoran. "Every place is different and we're trying to address specific needs instead of just having a standard response."

To facilitate improvements and understanding of the issues, CSEA's Safety and Health Department developed a comprehensive booklet on worksite security which the union has shared with county officials across the state. CSEA also had scores of requests for the booklet from around the country and Canada after it was highlighted in a national publication. But CSEA is also compiling the results of its county by county activities into a "whitepaper" report which is expected to be released later this fall. The union intends to update this report on a regular basis to share new information and ideas and provide a way to measure progress.

-- Stephen Madarasz

## County Buildings, Employees Frequently Targeted By Angry Citizens

Associated Press  
RUFYALD — The killings of four county office workers show that government buildings can be

targets for anyone who wants to come down on

## County to hike security

Social services workers at risk

## Shooting still haunts workers

By MICHAEL CAPUTO  
Staff writer  
WATKINS GLEN — It takes only a metal chair banging against a wall to remind the surviving workers at the Schuyler County Department of Social Services about the Oct. 15 shooting.

have gotten passed the shooting, others have only just begun to deal with it, Brill said. "It varies," said Brill about the ten

to function well," as a unit, she said. Help available from coun

## Social services workers feel unsafe

By ROBYN PFORR  
Staff Writer  
When social services workers are at work, they are often afraid of being hurt by

"There is a constant fear that someone could snap. They come in here wanting money

## Business is booming at courthouse metal detector

Three days and 52 weapons later, union leaders say they've been vindicated in their concerns about safety

BY MARK H. JONES  
TROY — A metal detector installed at the Rensselaer County Court Annex entrance netted 52 concealed weapons on its first three days, which union officials said validated their concerns about worker safety.

... it's a tough environment up there," county Social Services Commissioner John Bonadon said Thursday. "Frankly I was surprised by the number."  
Many of confiscated items were carried for utilitarian or work purposes — but with a pair of scissors in a breadbox situation they could be used as weapons.  
"I'm glad we're taking more precautions," said Pat Beeler, Family Court deputy chief clerk. "A lot of people carry things like knives, scissors and razor blades. We will be able to prevent, hopefully, serious, egregious acts from happening."  
The state Civil Service Employees Association began a campaign last fall to increase workplace security, following the slaying of

four Schuyler County social services workers in their Watkins Glen office. The four were

gunned down by a man upset with the amount being deducted from his pay for child support. The father then killed himself.  
The Troy metal detector, with a price tag of about \$1,000, was purchased by the state Office of Court Administration, CSEA's office said. It was installed at the Third Street entrance to the annex.  
"It's well worth that to save a life," said Vickie Halse, a child support investigator and CSEA Rensselaer County unit president. "We had an idea that weapons must be coming in. We never had any idea it was these numbers."  
While workers were heartened by the effectiveness of the magnetometer, there was also

Among the changes will be the permanent addition of a Sheriff's Department in

CSEA's statewide program is outlined in a 22-page pamphlet, "Security in the Workplace" which lists the

"We've had excellent cooperation from most counties but there has been some initial resistance in other places, probably because the county managers don't understand how serious the problem really is," Alviene said. "In some cases we've turned around that resistance once we've

## Improvements slow but steady in Ontario County

In a number of counties, labor-management task forces have been established to ensure that security receives the attention it needs. One example is Ontario County, where a very active task force on employee safety and building security compiled extensive recommendations to improve safety and security.

The experience shows some of the positive benefits of such an approach and some of the difficulties. But it demonstrates the importance of an active and ongoing dialogue.

"Originally I thought it went very well with six union members taking part and receiving team training for the task force," said CSEA Ontario County Unit President Elaine McCaig. "But politics seemed to take over when the bidding began for a security consultant."

"Still, some very good things have been accomplished, although some employees

feel it is taking longer than necessary."

Those sentiments were echoed by CSEA task force member Mark Snyder: "The task force is taking a very serious look at the safety and security of all employees and it requires a cautious rather than a knee-jerk reaction."

"There have already been improvements and there is an ongoing effort to follow through on recommendations on hardware and progress," he said.

DSS does not yet have an assigned deputy and ID badges are moving slowly, but barriers have been put in place at certain locations and many employees have received training in dealing with hostile clients, Snyder said.

"Many employees have also received keys for an employees' entrance that is separate from public entrances," he said. "Progress has been made but it won't happen overnight."





CLENCHED FISTS RAISED, Town of Hempstead CSEA Local 880 members demonstrate their frustration over the lack of a contract.

## Hempstead members protest for new contract

HEMPSTEAD — Clenched fists were raised in anger and frustration when 500 CSEA Town of Hempstead Local 880 members demonstrated to protest working under an expired contract.

Their contract with the town expired in December.

The town has not been negotiating in good faith, Local 880 President Pete Ellison charged.

"The town has \$25 million, is

one of the richest towns in the country, and still they have not offered us a fair contract," Ellison said.

The local represents 2,400 employees, with titles ranging from clerical to laborer to sanitation to supervisor.

The union members, who

have seen more than 13 percent of their workforce lost through attrition, are enraged that the town spends \$2 million a year on service contracts and consultants.

"These union men and women are also taxpayers in the community,"

CSEA Long Island Region

President Nick LaMorte said. "They are simply expecting a fair contract."

The mass of employees circled the town hall during their lunch hour.

"We are one! We are one! We are one!" chanted Ellison as a thunder of voices chanted back.

"We will be back! We will show them we are unified!" Ellison shouted as the members thrust protest signs into the air.

--- Sheryl C. Jenks

**'WE  
ARE  
ONE!'**

## Disregarding contract costs Kingston mayor as CSEA racks up pair of back pay awards

KINGSTON - The Mayor of Kingston likes to ignore binding contracts.

But two CSEA grievance wins involving back pay awards prove he can't get away with it.

And this time, the city has had to pay for the mayor's insubordination, thanks to the union's success.

Former Kingston Lab employees lost their jobs a year ago when the lab was taken over by a private company. Rubbing salt in those wounds, the mayor refused to pay 70 employees for their leave accruals totaling \$431,993. He claimed the city was broke.

The contract was clear, said Arbitrator Carol Wittenberg, who ordered city officials to pay up.

"The city violated the agreement," she said "... and is directed to pay such accruals."

Former City Lab Unit President Jon Webb said the mayor was deferring payments he

knew he had to make.

"He knew he was going to lose," Webb said. "At the same time, the employees were the ones who were hurt."

In fact, Webb said, some former employees who owed the city taxes and could not afford to pay them when they were due were charged interest.

"They were told they were no better than anyone else," Webb said, "that they had to pay."

Another successful CSEA grievance involved Endel Ward and Pat Glass, two city public works employees who were laid off after the mayor contracted with the Ulster County Association of Retarded Citizens (UARC) to hire workers to perform duties at a waste transfer station. Although both employees were finally re-hired after an arbitrator ruled in their favor, they lost three months' pay. Arbitrator Joel M. Douglas directed city officials to restore

three months' pay to both totaling \$6,000.

When CSEA Labor Relations Specialist Bob O'Connor pointed out that the contract prohibited privatization which results in the replacement of workers, the mayor accused the union of objecting to the hiring of the mentally retarded.

The mayor's misrepresentation of CSEA opposing the right of disadvantaged people to work was a smokescreen he used to discredit the union, O'Connor said.

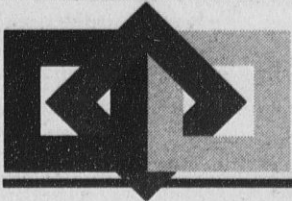
"It was his way of providing a cover for violating the contract," he said.

"It was clear during negotiations that the mayor preferred the option of laying employees off and paying lower wages to adult retarded citizens, rather than abiding by the collective bargaining agreement," O'Connor said.

Employees involved in both grievances were members of Ulster County Local 856.

--- Anita Manley





**THE TOWN, VILLAGE AND CENTRAL SCHOOL DISTRICT of Wellsville saved money while improving efficiency by building a single fueling station. School district Head Mechanic Arnold Hurd, left, and Pete Mulkin, district director of transportation, say the system works well.**

## Joint fueling station wins merit award for town, village, school

WELLSVILLE - An "Empire State Report" Magazine local achievement merit award has been conferred on the Town, Village and Central School District of Wellsville for combining resources to build a single fueling station to serve the needs of all three.

"This recognition is something we're all very proud to be a part of," said Sandy Dillie, president of the Wellsville School Unit of CSEA Allegany County Local 802. "It's efficient and up-to-date and years ahead of the 1996 requirements for fueling stations. And it saved money for all three entities as well."

More than \$300,000 was saved short-term by building a single station, according to Pete Mulkin, director of transportation for the school district.

"And there will be additional savings long-term," Mulkin said. "This has really helped with efficiency, avoiding waste, and improving record keeping through the computerized, automatic data bank that is part of it."

"After some initial questions, the drivers have really taken to it," said Arnold Hurd, head mechanic and unit member. "Everyone realized it's quite an improvement in several ways."

The idea for the joint fueling station arose because all three municipal units were under pressure to replace their fueling systems to bring them into compliance with state regulations. Rather than having each entity install its own fueling station in three different locations, officials decided to build a joint facility in a central area utilizing land already owned by the village.

Tremendous savings resulted from combining to pay for site development, environmental impact studies and an agreement to share future assessment costs to address environmental concerns.

The state-of-the-art facility features a full vapor recovery system, which will be required statewide in 1996, and leak detection and fire suppression systems.

- Ron Wofford

## Activism pays off in Rondout Valley

ACCORD — When the Rondout Valley School District was considering contracting out jobs at the same time its budget faced a second vote, Ray Schabot and Frank Fagan knew they had to do something.

CSEA unit president and vice president, respectively, Schabot and Fagan knew that to get the school budget approved and save jobs, they needed to get their members and the community involved.

They contacted CSEA Political Action Coordinator Stan Merritt. He coordinated the

efforts of several CSEA departments, including communications, to convince the public to approve the school budget while saving members' jobs from the threat of privatization.

"None of this would have had much impact without the active participation of unit members and leadership," Merritt said. "CSEA works when we all participate."

The result was the passage of the budget and no loss of jobs. And school district officials appreciated the members' impressive involvement.

It's the first time in years the unit has been so active.

"We're starting to pull together," Schabot said. "Members are showing an interest in what's going on."

"It used to be that members thought CSEA only existed for contracts," Fagan said. "Now they know it's a year-round involvement. It's about time we acted like a union."

To keep the activism going, Schabot and Fagan are starting a voter registration campaign.

"We may only have 37 members," Fagan

said, "but there are hundreds of union members who live and work throughout Ulster County, and we're going to get them all registered."

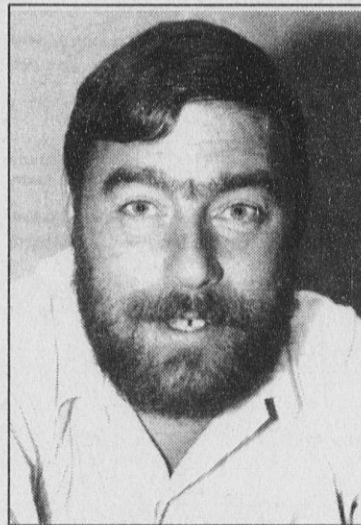
Schabot also credited the CSEA Southern Region's Major Weekend Workshop with the inspiration and know-how to get his members involved.

"We met a lot of people with problems like ours," he said. "It was so helpful. We learned that when something is wrong, you don't complain about it, you do something!"

-Anita Manley



**Unit President  
Ray Schabot**



**Unit Vice President  
Frank Fagan**



A message from CSEA President Joe McDermott

## Strength in numbers

Belong to be strong.

If you're receiving *The Public Sector* in the mail it means that you already "belong" since only CSEA members receive our award winning newspaper. But perhaps the person working next to you doesn't receive our newspaper and that should be a tip-off that he or she doesn't "belong to be strong."

So in this message I want to recruit all of you to participate in a very exciting organizing effort that we are launching called the One Hundred Percent Union campaign.

Our goal is to recruit each and every person currently paying the Agency Shop fee into a 100 percent member. Keep in

mind that they are already paying a "fee" in lieu of union dues so signing up does not change their take home pay.

Sounds impossible, you might say, BUT here's something to think about. Right now, in September of 1993, CSEA already has 444 bargaining units with full membership.

The campaign, which starts Oct. 1, runs for six months. It includes a special trophy for the region which has the most success. Locals and units in each region which sign up the highest percentage of Agency Shop fee payers will also be recognized.

The grand prize is a four-day trip to Disney World. Any

member who signs up a new member will be automatically entered into the raffle for the grand prize. And, the more Agency Shop people you sign up, the more chances you get of winning the trip.

Local and unit presidents have all been mailed entry forms to join the campaign. Make sure they enroll so that you can participate.

Members, members, members is what CSEA is all about. Alone you are powerless but together we are powerful.

Think about it. Just imagine how your employer would feel if he knew that when the union sits down at the bargaining table it has 100 percent



membership backing it up.

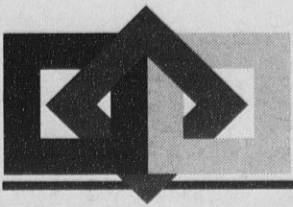
That's what we want.

That's why we're kicking off a One Hundred Percent Union campaign, because if there is one thing CSEA has learned in its 83 years of service, it is that you have to "belong to be strong."



The squeaky wheel gets the grease...





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Labor Day Parades

CSEA is expected to be well-represented at Labor Day-related parades in three cities.

The New York City Labor Day Parade will step off at 10:30 a.m. at W. 44th Street between 6th and 7th Avenues on Monday, Sept. 6. For more information, contact (212) 406-2156 (Metropolitan Region Office); (516) 273-2280 (Long Island Region Office); or (914) 831-1000 (Southern Region Office).

The Rochester Labor Day Parade will line up at 10 a.m. at East Avenue and Meigs Street. CSEA's float will lead one of the contingents before an estimated 75,000 spectators. For more information, call (716) 328-5250.

The 4th Annual Labor Solidarity Parade will be held in Utica on Saturday, Sept. 11. The parade, sponsored by the AFL-CIO Central New York Labor Council, will assemble at 9 a.m. and step off at 10 a.m. from Oneida Square to Union Station. For more information, contact CSEA Central Region Executive Secretary Robert Timpano at (315) 733-1435.

Member facing liver transplant

STATEN ISLAND - A dark cloud has hung over CSEA member Wayne Esposito ever since doctors discovered that he must have a liver transplant soon or die from liver disease.

Diagnosed with viral strains of Hepatitis A, B and C, the 41-year-old father of four hopes to celebrate his 42nd birthday Jan. 19 with a new liver and a new chance at life. To realize this hope, Esposito is praying for a compatible donor and financial support to see him and his family through the surgery.

"I really don't know how to deal with this, but this is what I have and we have to deal with it," Esposito said.

His daughters, six-year-old Samantha and seven-year-old Ashley, are too young to understand how sick their father is.

"They only know that Daddy is moody and tired and can sleep the whole day," Esposito said.

Looking weary and gaunt, Esposito pushes himself through each work day wondering how many more days he will be able to work as a general mechanic and master carpenter at the Institute for Basic Research (IBR), a branch of the NYS Office of Mental Retardation and Developmental Disabilities (OMRDD).

"For the last 11 years, Wayne's world has been his carpenter shop. His outstanding work has been admired by everyone at IBR, and we were all shocked to

learn that Wayne's health problems are so serious," CSEA IBR Local 438 President Mary Greenman said.

Under Greenman's leadership, the local launched an ambitious fund-raising campaign targeting local newspapers, television and union sources to raise money for transplant costs that may

exceed \$250,000.

"CSEA Local 438 is establishing the 'Wayne's World Fund' to help keep Wayne in our world," Greenman said. "We are urging Wayne's friends, neighbors, co-workers and fellow CSEA members to dig deep into their pockets and help out with the costs not covered

by insurance plus the costs of getting Wayne back and forth to Pittsburgh where the operation will be performed."

Local 438 is sponsoring a bus trip and dance to benefit the "Wayne's World Fund."

"Our goal is to keep Wayne Esposito in our world, and we will do whatever we can to accomplish that goal," Greenman said. "The rest is in the hands of God."

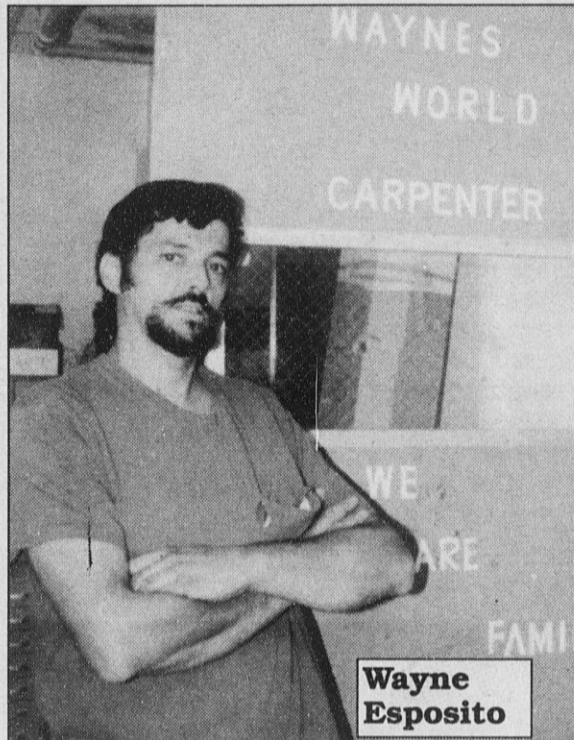
A quiet but well-liked employee, Esposito was reluctant to make his plight known, but the enormity of his health crisis looms larger each day. He finds a few moments of escape while fishing on his father's boat.

"My father tries to calm me down when I get crazy," Esposito said.

"When I first found out about this they said five years, maybe. But now they're telling me around a year or so. I thought I had a lot of time, but the doctor says no, you're a candidate for a transplant right now."

"I'm going to hang in there," he said. "I have to. Too much depends on it!"

-- Lilly Gioia



Wayne Esposito

**To make a contribution to help make Wayne Esposito's 42nd birthday wish come true, please send a check to:**  
**CSEA Local 438 Wayne's World Fund**  
**Post Office Box 120-009**  
**Eltingville Station**  
**Staten Island, New York**  
**10312**

4-year-old son of CSEA member murdered; members urged to help defray funeral costs

SAVONA - The murder of the 4-year-old son of a CSEA member has spurred fellow members to come to the aid of the family to help defray funeral and related expenses.

State Police say a 13-year-old boy has been charged with taking 4-year-old Derrick Robie into woods in this community of 1,000 about 60 miles southeast of Rochester and beating the youngster to death with a blunt instrument. Derrick's body was discovered Aug. 2 after he disappeared while on his way to a recreation program in a park. State police call it a senseless crime and say the motive is unclear.

Derrick was the son of Dale Robie, a print shop production assistant for Steuben County BOCES and a member of CSEA Local 851.

Unit President Vicki Biener and CSEA Western Region President Bob Lattimer have sent condolences to the family on behalf of the union membership and ask those who can to send contributions to the Dale Robie family at: 33 Church Street, P.O. Box 1194, Savona, NY 14879.

Dependent Student Eligibility info from



Dependent Student Eligibility letters were sent on Aug. 16, 1993 by the CSEA Employee Benefit Fund (EBF) to all members with dependent students. These letters must be completed and returned to EBF to insure continued benefit coverage.

If you have a dependent child over the age of 19, enrolled as a full time student and have not received this letter, please contact the EBF at 1-800-EBF CSEA.

This form is used only to update/validate the CSEA EBF student eligibility file. Your health insurance carrier may require different or additional evidence of dependent student enrollment. We suggest that you obtain a letter of student enrollment from the school registrar to avoid delays in processing health insurance claims for your child.



*CSEA Statewide secretary for 17 years*

# Irene Carr retires

Irene Carr, who helped pioneer many innovative improvements for public employees during a public service career spanning parts of four decades, has retired effective Sept. 1, 1993 as CSEA statewide secretary. She served 17 years in that leadership position, far longer than anyone else in the union's 83-year history.

Carr's retirement was effective well into the final year of the current three-year term which expires June 30, 1994. Her successor will be elected to fill out the remainder of the term by the statewide Board of Directors at the board's September meeting.

While Carr has relinquished her CSEA statewide secretary duties, she will continue to be deeply involved in union issues that have been the cornerstone of her union career.

She will continue "for the time being" serving as CSEA's representative on the executive board and as a vice president of

the New York State AFL-CIO Federation. Carr has also accepted a request by CSEA President Joe McDermott that she serve on a part-time basis to address his concerns on child care and other issues. And AFSCME President Gerald W. McEntee has asked Carr to continue to serve on AFSCME's National Women's Advisory Committee, which she has chaired for the past nine years. Child care and women's issues have been two primary concerns at the core of her agenda for years.

"Irene's accomplishments on behalf of the membership of CSEA are legendary," McDermott said. "She gave of herself tirelessly and with great enthusiasm in so many ways to help improve the lives, on and off the job, of hundreds of thousands of CSEA members over the years. I will miss her constant, everyday advice and energy but I am pleased that she has agreed to continue assisting CSEA, AFSCME and the state AFL-CIO in any way she can. Irene is an invaluable resource, a treasure of experience and expertise on nearly every aspect of organized labor."

Carr's popularity among the rank-and-file membership has continued to grow with each succeeding year. Since being elected by the Board of Directors in 1976 to fill an unexpired term as statewide secretary she has rung up very impressive re-election victories since 1977. Her popularity is reflected in the fact she generally was the leading vote getter in statewide elections, and was twice re-elected unopposed, including to her last term.

The Delaware County native calls Oneonta home, and her employment record goes back to jobs at Hartwick College and the Veterans Service Agency there before becoming secretary to the Chemistry Department at SUNY at Oneonta. There she launched her union career, serving as CSEA Local secretary and delegate for two years before a seven-year stint as CSEA Local



Irene with President Bill Clinton

president, which led to an eight-year period as recording secretary of CSEA's Central Region. Her election as CSEA statewide secretary in September, 1976 completed her rise to a position of unionwide leadership.

She says her experience in 1977 as CSEA representative at the National Women's Conference in Houston, Tex. intensified her interest in women's issues, which became the centerpiece, along with child care matters, of her long tenure in office.

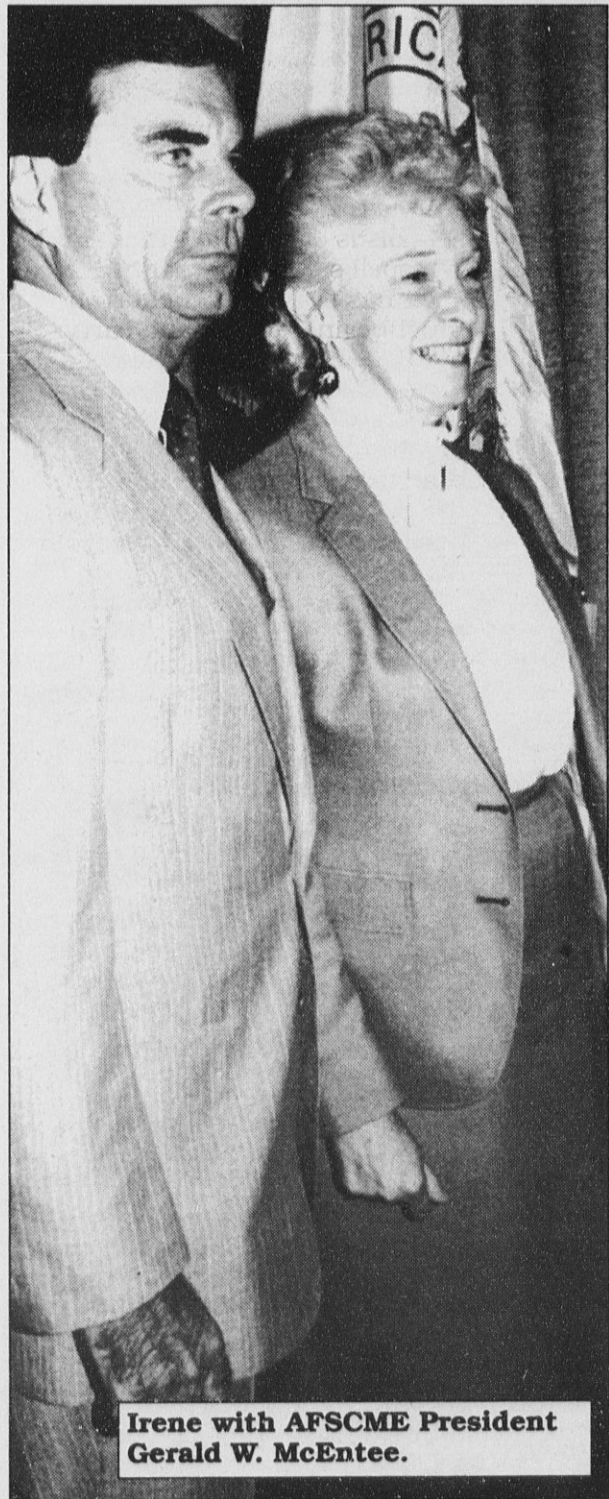
She pioneered the concept of child care centers for children of working members and she counts "my visits to our 54 on-site child care centers" among her fondest memories as she leaves office.

"Please, never forget the membership," Carr said immediately when asked what advice she would give to union officers and activists. "They demand and deserve honesty, respect and open communications. They need to have their concerns addressed. They want to be heard and want us to remember what they are saying in our deliberations about the future."

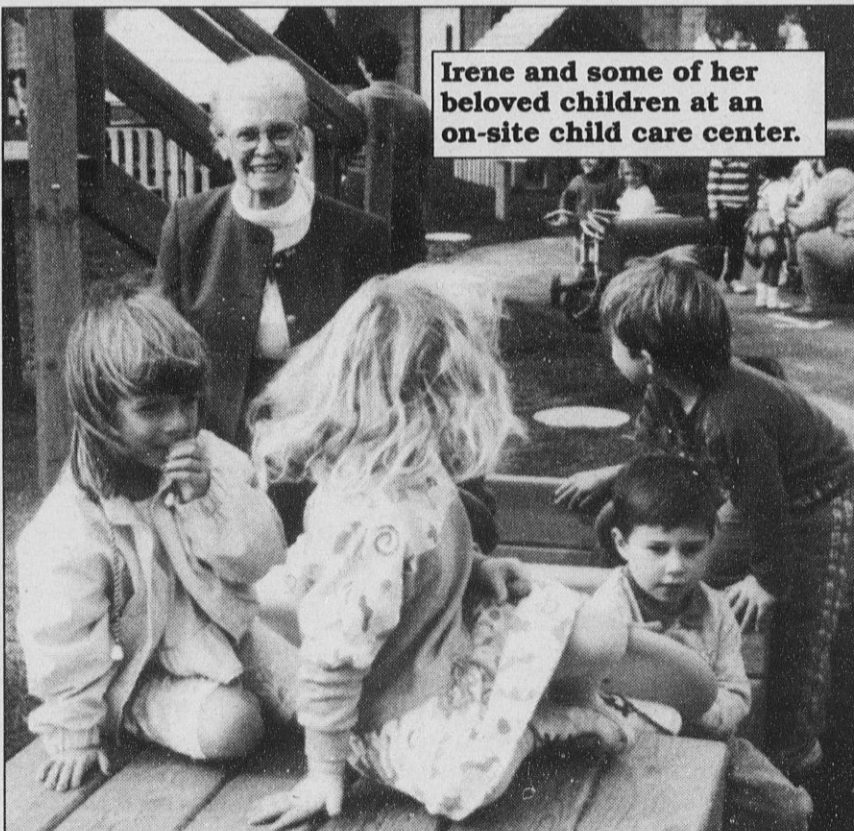
"There will always be a need for unions because there will always be exploitation of the worker," she said. "We see the push for privatizing, for part-time work, for temporary work. This means a lack of concern for benefits, for a decent salary, for a decent quality way of life. Yes, there will always be a need for unions to protect working people."

Carr said she looks forward to being able to spend more time with her family, putting together scrapbooks of memories of her CSEA career, renewing friendships with many, many people she met over the years and taking some courses she encouraged others to take but could not find the time to take herself.

-- Roger A. Cole



Irene with AFSCME President Gerald W. McEntee.



Irene and some of her beloved children at an on-site child care center.



# Working for the future

If our children are the future, then New York is in good shape.

CSEA members across the state are entrusted with the care of children in school districts, state facilities and state agencies.

They are teacher aides, school bus drivers, therapy aides, youth aides, school district clerical workers and youth counselors. Their work may be staffing a guidance

counseling office or teaching children about the dangers of drug and alcohol abuse.

They may spend their day with young people accused of crimes or of truancy, or they may work to teach a troubled child the basic coping skills to help them survive and succeed in the world.

CSEA members hold the future in their hands as they guide, assist and care — deeply — for the children of

this state. They see the worst — troubled, disturbed and ill children — and the best — the children who overcome obstacles to succeed and contribute to their communities.

The following pages include the stories of a few of those dedicated, hard-working and caring people — the CSEA members who are working for New York's future by helping our children every day.



A PUBLIC SECTOR SPECIAL PROJECT

## Christy Whispell believes in putting children first

AFTON — "Children are the most important assets and resources that we have. Sometimes we have to change our priorities and put them first."

That's the philosophy of CSEA Chenango County Local 809

member Christy Whispell, who works every day educating children about the dangers of alcoholism and drug addiction.

A school-based chemical addiction counselor for the county's Alcohol and Drug Abuse Services agency for two years,

Whispell and her co-workers try to reach thousands of school-age children with the message that there are alternatives to drugs and alcohol. The main focus is building self esteem, Whispell said.

"We have to find new ways to help kids feel better about themselves. That's where it all starts," she said. "We have to start even younger to help them build self esteem because by the time they get to middle or high school, they can already have a lot of problems."

That's why Whispell goes from school to school in the county talking to children of all ages, from kindergartners to high school seniors. During the school year, she and her co-workers make classroom presentations and hold events to teach awareness and self esteem. Over the summer, the agency runs "Safe Summer Kids Club," a program which gives kids a chance to learn fun activities.

"We're basically giving the kids a chance to do something that's an alternative to alcohol and drugs. Even though they're young, it gives them a chance to develop ideas of fun things to do besides getting involved in alcohol or drugs," Whispell said. "Especially in rural areas like this, it's hard for the kids to have something to do. There's just not a lot of opportunities for them."

Among the many activities Whispell uses in the summer program are button making, coloring, board games, water balloon and Frisbee tosses. Another game, called feelings cube, is designed to help kids recognize and deal with their emotions, which, Whispell said, is very important.

"We work on getting out their

feelings, to identify and express them, versus locking them up and using defense mechanisms like violence, overeating or drug and alcohol abuse," she said. "When we show them what can happen, they're usually pretty amazed by how powerful their emotions can be and how important their feelings are."

Teaching prevention in the schools is only part of the battle, Whispell said.

"It has to be a joint effort. It must begin at home and carry over to the schools," Whispell said. "Everyone has to unite together because kids are the future. It's important for everyone to do what they can, the community, the parents, the teachers, the schools, the counselors, everyone."

The education must start early, she said. She has seen children experimenting with alcohol as early as in the fourth grade, she said.

"I think that's a sign that they're really hurting inside," Whispell said. "Hopefully, by reaching some of the kids, we'll enable them to make healthy choices and give them the information to help them to see the dangers."

The education of prevention is an ongoing process, she said, but there are always small signs of success.

"We see little successes along the way, like when a child realizes that a parent's alcoholism isn't their fault. We also see results through the smiles we see, the cards and pictures that the kids draw for us or through the hugs we get," she said. "Then I feel like they're connecting and what we're doing has meaning."

- Mark M. Kotzin



CSEA Local 809 member Christy Whispell, center, along with the kids enrolled at the "Safe Summer Kids Club" at Afton High School.





# If one succeeds, that's enough to keep you going

STATEN ISLAND — Tucked away in a wooded area off the main road stand a few red, single-story dormitory buildings, the home away from home for 25 troubled New York City teenage girls and staffed by the NYS Division For Youth (DFY). While the new state budget includes \$4.7 million to replace these worn facilities with a new building, which will include for the first time a gym and library, CSEA Local 010 DFY members don't see their jobs getting any easier.

"Our next generation is in a terrible state," DFY Aide Juanita Jones said. Judges send 13- to 17-year-old girls to DFY as either juvenile delinquents who have committed crimes of auto theft, assault or criminal possession of controlled substances, or as persons in need of supervision (PINS). PINS are usually truants who can't be controlled by family or schools.

The facility's plan is simple and ambitious, but far from easy: to turn a young girl's life around within roughly 10 months of intensive education, counseling and positive experiences.

"They learn new social skills, anger control, independent living, moral reasoning

and alternatives to aggression," Jones said. But to work with these girls, she cautions, "you must be a special caring individual. Otherwise, you have no place here."

"People are doing this for more than the money," CSEA member Regina Shaw said. "Most of the people here care. I work four to 12, but a lot of times I come up to do certain things with the kids on my own time."

Shaw's goal is to become a child and adolescent psychologist, so she attends college while working full time. "I hear from the first kid I ever counseled 10 years ago. She still calls me once a week," Shaw said. "It's really rewarding. I have worked with kids that are dead now, but if you see one that succeeds, that's enough to keep you going."

CSEA Youth Division Aide Delroy Lowe, who has two young daughters, believes parents need to learn to listen to children more,

to "care a little more and get involved with kids' lives."

His job of teaching girls different ways to deal with problems other than resorting to violence and aggression is important, he said.

Facility Director Faye Lewis praised the staff, particularly for volunteering to accompany the girls on wilderness camping trips. For many of the girls, it is the first time they sleep in a tent, swim in a lake or ride horses.

"This is a very special staff, and this facility has some great people in it," Lewis said.

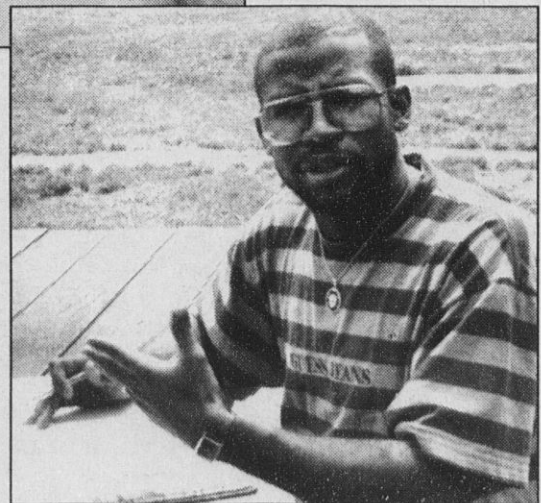
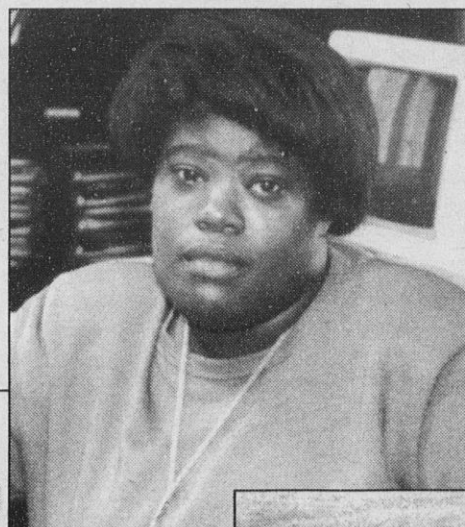
The Staten Island DFY staff rejoices when a girl makes the honor roll or proudly shows off a good report card.

Right now a lot of the kids on the street think there is nothing to look forward to other than the street. They have to be introduced to different worlds, Shaw said.

"A lot of the girls are so damaged they don't see that we are not the enemy," she said. "Sometimes it takes months for them to see we are not the enemy."

-- Lilly Gioia

DFY aide Juanita Jones, left. CSEA member Regina Shaw, bottom left. CSEA Youth Division Aide Delroy Lowe, below.



# Our children are in good hands

## Patience, patience, patience

ISLIP — "You have to have a lot of patience to deal with kids," said Carol Almborg. "It's getting tougher to handle them and we get less respect from them."

Almborg speaks from experience. She has long worked as a guidance department secretary in the Islip School District and also serves as president of CSEA's 30-member clerical unit. Last year she worked as secretary in the vice principal's office, where students with discipline problems always ended up.

"There are a lot of good kids, but every problem from a teacher or a student or a parent walked through that door," she said. "I didn't have to deal directly with

the problems but the students with difficulties. You might see three times a day so you get a pretty good idea of who the troublemakers are and what disruption they cause.

"It's a never-ending job," she said. "It's especially difficult on the teachers. I don't know how they teach with some of the distractions."

In an effort to deal with students' problems more effectively, the district is changing its whole procedure for discipline for the coming school year. That means Almborg will return to the guidance department.

"I'm looking forward to the change, but no matter where I go my job seems to follow me," she

said.

Almborg also thinks school district clerical employees don't get enough recognition for the work they perform to keep schools operating smoothly.

"We work full time all summer and do a lot of work to prepare for the new year, ordering supplies, preparing files, putting together communication to go home for the new years," she said.

"The school couldn't open up in September if it wasn't for the work we do during the summer," Almborg said. "The teachers and students wouldn't know where to go."

-- Sheryl C. Jenks



CSEA Unit President Carol Almborg

## Helping kids, on and off the job

BUFFALO - Local 562 member Norm Bineyard is working for the future both on the job and off. As a youth aide for the state Division For Youth (DFY), Bineyard has 14 years of working with and counseling young people that have a history of problems.

But off the job, he is helping young people as well, mostly as a coach of football or basketball, as well as working to help raise funds to support the community youth activities.

"I just love kids," said Bineyard, who was elected this year to the presidency of the Buffalo Vets Little League program, a well-run league that has four separate weight divisions for young football players.

"It's a lot of fun," Bineyard said. "And we have a lot of input from the parents. Right now we're working on a fish-fry and chicken dinner fundraiser to help underwrite a trip to Cleveland, where we'll be playing four teams there. We plan on taking six bus loads, including parents."

The Buffalo Vets also run a concession stand at the field where the teams, including cheerleaders, practice. The concession stand is an ongoing fundraiser for the teams, who play at a community center across the city.

"We take extra care to see that all players have the right safety equipment," Bineyard said. "In fact, they cannot even practice without the proper equipment."

Bineyard has a long history of working with youngsters, beginning with a lighted schoolhouse athletic program he began in 1978. He has since coached in little league basketball league for three different age groups.

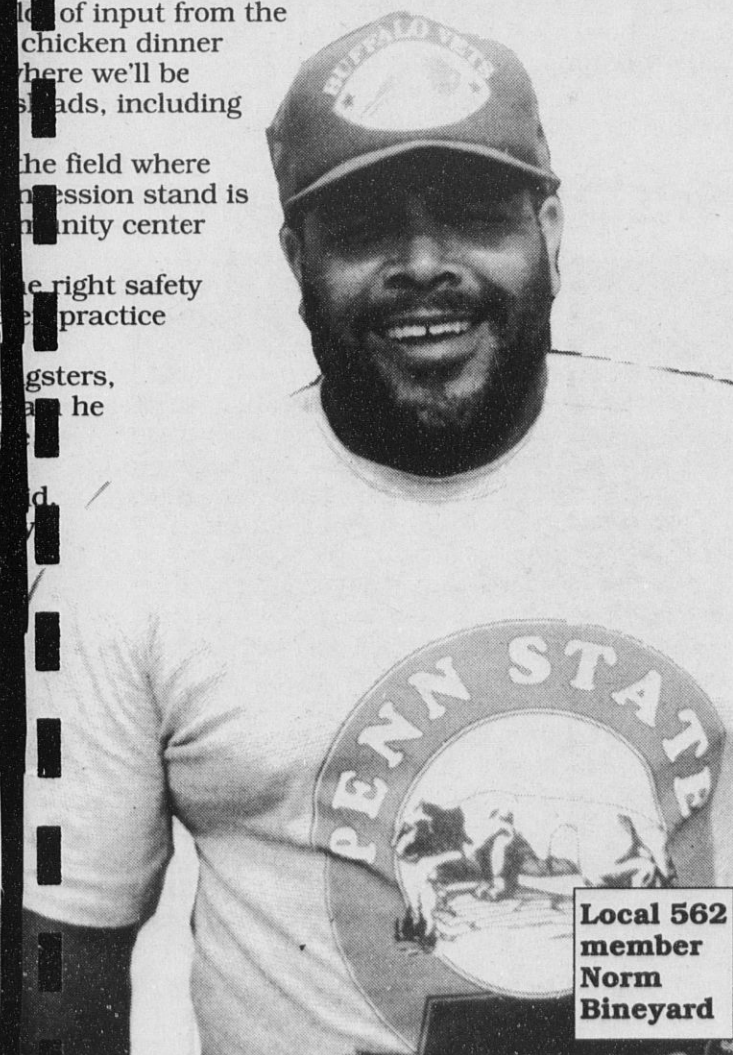
"Every sports season I'm doing something," he said. "Everybody here loves working with kids. That's why we're here."

Before every practice the young players' equipment is checked to make sure they are outfitted safely and properly, especially before any drills that require hitting.

Bineyard has been coaching long enough that now he has young adults approach him periodically to thank him for his guidance in their younger days.

"It makes it all worthwhile when you see one of your young athletes has grown up and made something of himself," he said. "It's really a great feeling to know that even one has made it. Young people have such a rough road ahead of them these days."

-- Ron Wofford



Local 562 member Norm Bineyard

## 'If you care, you don't turn it off at the end of the day'

ORANGEBURG — Restoring self esteem and emotional well being to a mentally disturbed client is tough enough, but when that patient is just 10 years old, it can be a heartbreaking task.

Therapy Aide Mary Hall is up to the challenge, so much so that she was named Employee of the Year for her work with the young clients at Rockland Children's Psychiatric Center.

A 24-year employee and member of CSEA Local 421, Hall admits that she often finds it difficult to leave her work at the facility.

"A lot of times kids have asked, 'will you adopt me?'" Hall said. "If you care, you don't turn it off at the end of the day."

Depression and suicidal feelings are common among the young patients who have often been abused sexually and physically.

"They don't feel good about themselves," Hall said. "They're too young to know how to get out of a bad situation. Some of

them don't even know what the problem is. Most of them think it's their fault."

If the problem lies with the family, therapy is offered to the entire family before the child is returned to the home. If this is not possible, the child is placed in a community residence.

The most important role Hall fills is that of role model, she said.

"Just being there for them, being the family they don't have and seeing to it that they can return home with a positive attitude, independence and a recognition of their potential," Hall said.

Even the best treatment may not work for a disturbed child, Hall admitted.

"If it works, it's good," she said. "If not, you start all over. You never know how a kid will do, but it's gratifying to know you



Therapy Aide Mary Hall

might have helped along the way."

Often, Hall and some of her co-workers have taken a child shopping for new clothes or to a hairdresser. During the holiday season, Hall has taken patients to local shopping malls or for an outing.

"It helps build a child's self esteem," she said.

Receiving the Employee of the Year Award was an honor, Hall said.

"They said it was for working 'above and beyond the call of duty,'" she said. "I was just doing my job, as far as I was concerned. I was reaching out."

-- Anita Manley



## EAP: a decade of helping people

ALBANY — While New York's Employee Assistance Program (EAP) celebrates its 10th anniversary this year, CSEA can celebrate an even longer tradition.

EAP gives public employees a resource to turn to in times of personal difficulty. If there are financial troubles, family difficulties, substance abuse, employees can go to a co-worker who is the EAP coordinator.

That coordinator is trained to offer confidential help and guide the employees to agencies and organizations that can help them with their problems.

Since 1976, CSEA has worked with the state and local governments setting up EAPs so employees can get help and remain productive. A decade ago, New York state involved other public employee unions.

When Jim Murphy became CSEA EAP director in 1979, CSEA had 12 EAP committees. Now there are 400.

"CSEA is proud of the lead it took more than a decade ago to develop and promote EAPs across the state," CSEA President Joe McDermott said. "The real credit for the EAPs success, though, goes to the coordinators, who are the lifeline for their co-workers. They make EAP work."

New York state has 350 trained EAP coordinators, and about half are CSEA members. CSEA has another 100 in local government bargaining units. The union pays for local government coordinators to go through the state training program, Murphy said.

"This just shows how committed CSEA is to EAPs for local government employees as well as state employees," he said. "The union has shown its faith in the system because it helps people handle their problems and remain productive public employees."

## CSEA EAP coordinators help co-workers on the job

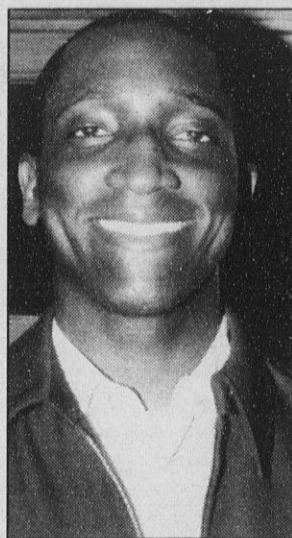
What makes a good Employee Assistance Program Coordinator, and what makes a person want to take on the serious responsibilities of helping their co-workers help themselves while providing complete confidentiality?

Jim Murphy, CSEA's EAP director, has seen hundreds of coordinators; he knows what it takes.

"I compare coordinators to emergency medical technicians. They're people who really want to help their neighbors," he said.

"Some are truck drivers, some are secretaries," he said. "They're at the worksite and they're trained to listen. Their job is to help people get the best help for their problems."

Two new CSEA EAP coordinators are Jonathan Wharton of CSEA's Long Island Region and Jean Long of CSEA's Western Region. While they come from different



Jonathan Wharton



Jean Long

backgrounds, their motivation for becoming coordinators is identical: They both want to help their co-workers.

Long, a member of CSEA Erie County Local 815, is an intake receptionist at the East Side Health Center in Buffalo. She spends much of her time interpreting for Polish patients.

"My parents spoke to me in Polish all my life," she said. "I love it. I make phone calls for them and arrange rides."

Local President Mike Bogulski asked her about becoming EAP coordinator, and she said yes.

"I'm a good listener, I

love people and I'm low profile," she said. "Now I can help my co-workers in the Health Department."

Wharton, a member of CSEA Nassau County Local 830, already has a full plate: he is a corrections officer, is studying to be a minister, is in the Air National Guard and with his wife, Gail, is raising nine children.

Last year, while he worked nights at the Nassau County Jail, he spent his days interning as a chaplain at the county medical center.

Wharton's supervisor got him involved in EAP, and he sees the work as an opportunity to help other corrections officers.

"Corrections officers work in an environment which is dysfunctional and with the population we have to deal with, well, we do need support," Wharton said. "I hope as an EAP coordinator I can establish a sound referral system where people can get professional help confidentially."

## Family EAP workshop helps members and their children

PAINTED POST - Family problems can often effect an employee's job performance.

Recognizing this, many CSEA members and their children from the union's Central and Western regions participated in an Employee Assistance Program (EAP) workshop designed to address family problems.

More than 300 parents and children attended the "Be Aware and Care" workshop, sponsored jointly by the statewide Employee Assistance Programs and Joint Labor-Management Committees and hosted by the management and unions at Craig Developmental Disabilities Services Office. CSEA Craig DDSO Local 405 President Kathleen Button helped organize the event with EAP Coordinator Brad

Lowell.

Debbie Evans, a CSEA Local 405 member and developmental assistant at Watkins Glen State Operated Community Residence, brought along her son Cody, 11. He said he learned about the dangers of drinking and driving. She said they both learned a lot.

"I learned that in order to help your children become healthy, you have to be healthy yourself," she said.

Tim Russell, a general mechanic at Elmira Psychiatric Center and member of CSEA Local 437, brought his son Rob, age 13. Working in OMH causes stress that can spark family tensions, he said.

"We have to worry about the closings and layoffs all the time," he said. "It

creates a lot of stress and you try not to take it home, but sometimes it seems like it never stops."

Rob thought the program was a good one.

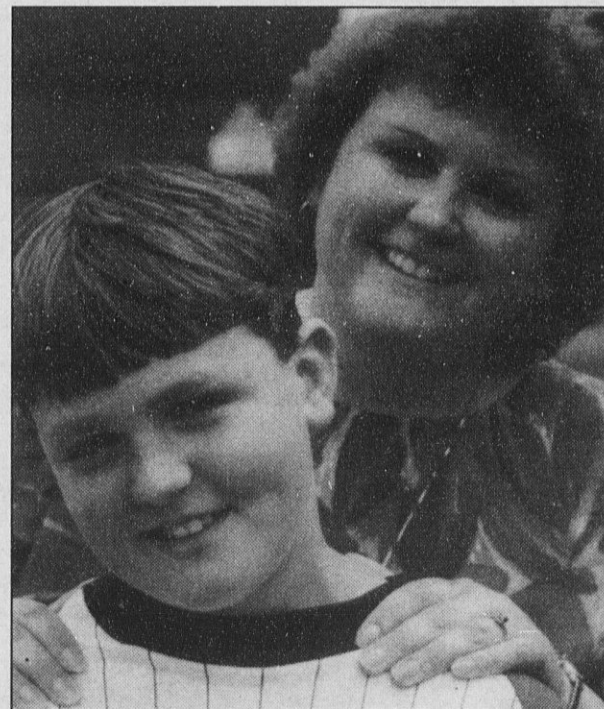
"I learned how to better get along with members of my family," he said.

The CSEA members were welcomed by CSEA Secretary Irene Carr and CSEA Central Region President Jim Moore.

Carr said the program was valuable and was pleased with the labor-management cooperation that made it possible.

"It was definitely very, very valuable to see the kids with the parents," she said. "It was really all about families, which we're all concerned with."

- Mark M. Kotzin



CSEA Member Debbie Evans and her son, Cody



## GENERAL NEWS

### Legislative session update:

# Governor signs several CSEA-backed bills passed by Legislature

ALBANY — Gov. Mario Cuomo has acted on a number of CSEA-supported bills, in addition to those reported in the previous edition of *The Public Sector*, since the state Legislature wrapped up its business.

As this issue of *The Public Sector* went to press, Gov. Cuomo had signed into law the following bills supported by CSEA:

**Industrial Development Agency Reform:** requires IDAs to standardize procedures and allow state and local taxing jurisdictions to oversee IDA activities. The law will remain focused on their original objectives of creating and retaining jobs and advancing the economic well being of the state.

**Pension Review Process:** sets up an administrative review process for active public employees seeking credit in the pension system for previous service or retroactive dates of membership.

**Greene County Sheriffs Retirement:** provides for a 25-year retirement plan for sheriffs and correction officers employed by Greene County.

Proposed legislation vetoed by the Governor included the following:

**Alternate Use Study:** would have required certain state agencies to study the feasibility of using state mental health facilities that have been or are to be closed as state-operated in-patient facilities for alcohol and substance abuse services.

**Health Insurance Task Force/Freeze:** would have created a temporary task force on health insurance programs for retirees of school districts and other educational units to explore the long standing public policy of providing health insurance coverage for retirees. It also would have prohibited until July 1, 1994, school districts, board of cooperative educational services, vocational and extension boards from diminishing health insurance benefits for retirees below levels set as of June 30.

**Independent Hearing Officers:** would have ensured independent hearing officers be appointed for disciplinary proceedings pursuant to Section 75 of the Civil Service Law.

### NEW BOOKLET AVAILABLE

A new booklet of special interest to CSEA members who are required to operate vehicles for state and local governments is now available.

The booklet "**Motor Vehicle Safety**" deals extensively with motor vehicle safety and health issues and clarifies the requirements of motor vehicle laws as they relate to the operation of state and municipal government owned vehicles. The booklet was produced by CSEA's Occupational Safety and Health Department through a grant from the New York State Occupational Safety and Health Training and Education Program.

To obtain a copy of the booklet "**Motor Vehicle Safety**," complete and mail the coupon today.



Complete and send coupon to:

**Civil Service Employees Association, Inc.**  
Attn: Ronald P. Nielsen  
Occupational Safety and Health Department  
143 Washington Avenue, Albany, NY 12210

Please send me a copy of the "Motor Vehicle Safety" booklet.

NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_

CITY \_\_\_\_\_

STATE \_\_\_\_\_

ZIP \_\_\_\_\_

SS# \_\_\_\_\_

PHONE \_\_\_\_\_

I AM A MEMBER OF CSEA LOCAL \_\_\_\_\_

# Learning a new way to fight pests



CSEA MEMBER WAYNE DICKINSON of Orleans County uses some of the techniques he learned at the Integrated Pest Management teleconference.

BUFFALO —CSEA members learned how to fight bugs with less pesticide at a recent training program co-sponsored by the union.

The program is designed to help members do their job and protect the environment.

CSEA members from the state and local government work locations took part in a statewide teleconference over three weekends. The program was designed to inform those who work with pesticides as well as those who inspect for infestation.

Wayne Dickinson, a public health sanitarian and member of the CSEA Orleans County Unit of Local 837, said the Integrated Pest Management (IPM) program will help him in identifying problems and advising operators of the facilities he inspects, including restaurants and migrant labor camps.

"This program is good environmentally because it seeks to reduce the use of pesticides," said Dickinson, a 16-year Orleans County

employee. "The preventative approach is cleaner because there are no toxins from pesticides to poison groundwater or create toxic accidents."

CSEA was well represented at the IPM program in Buffalo, held at Erie County Community College, with members from several worksites attending.

They included Dawn Smith, Bruce Lounsbury and David Franz from West Seneca Developmental Center, Joe Torrito from Buffalo Psychiatric Center, Jim Masters, Pam Graham, Jan Allen and Jim Stimson from Niagara County Department of Health and Bonnie Caton from the NYS School for the Blind.

The IPM program was created after the state Office of General Services banned the use of pesticides in its buildings in 1991. A task force developed the IPM program with the goals of making it an integrated, pragmatic, methodical approach to all forms of infestation.

-- Ron Wofford



**George "Frenchy" Gaillard**

# 'Still enjoying it after 15 years'

ROCHESTER - When George Gaillard was growing up in Puerto Rico, he had no idea he would one day be a mechanic for Monroe County.

But things worked out that way because one day in Puerto Rico, a family friend that was visiting from Rochester began talking about life in the states and young George was intrigued.

"The next thing I knew, I was here on a visit, and I looked around for a job because I wanted to be on my own," said Gaillard, a member of Monroe County Local 828. "I had taken automotive mechanics in high school and I was pretty good, so I was able to start working for the county in that capacity, and I am still enjoying it after 15 years."

He is also a heavy equipment operator, operating bulldozers, backhoes and setting up and moving and repairing other heavy equipment.

He helps young people in his community who have a gift for mechanical tinkering.

"With mechanics you have to have the gift, the aptitude for it first," he said.

"Everybody has a gift of some kind, this is mine even though I continue to study and stay aware of new advances. But you have to have that desire."

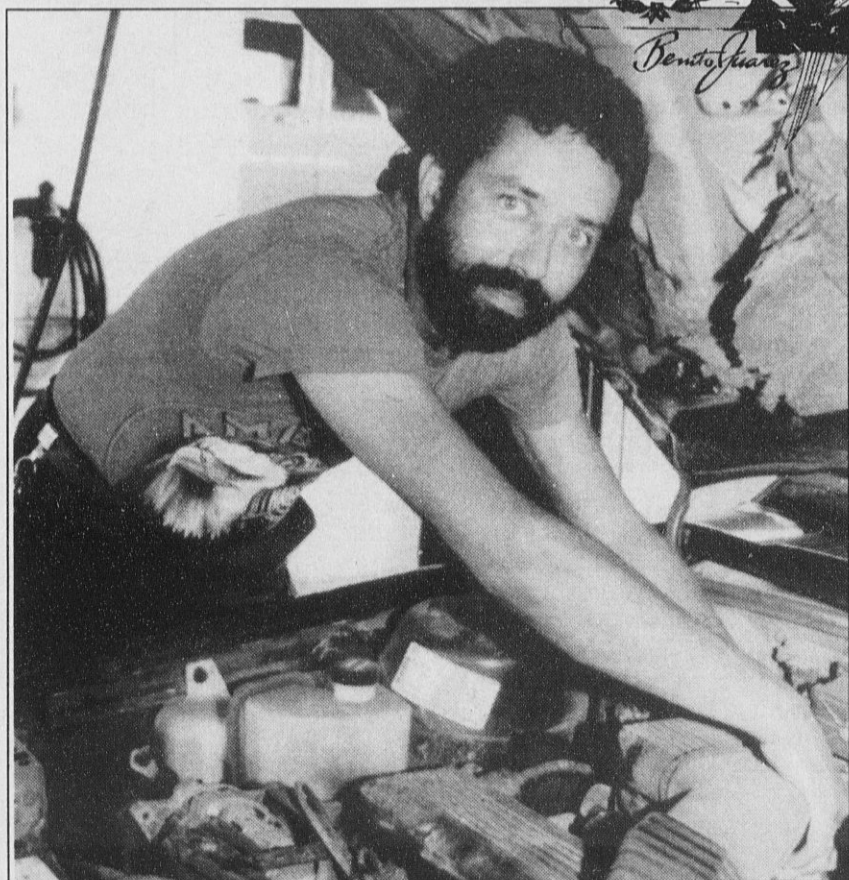
He advises youngsters who are interested to tinker with small jobs before trying to tackle some big mechanical job.

"There is a lot of Hispanic community pride here in Rochester," said Gaillard who is nicknamed "Frenchy" because he speaks a little French.

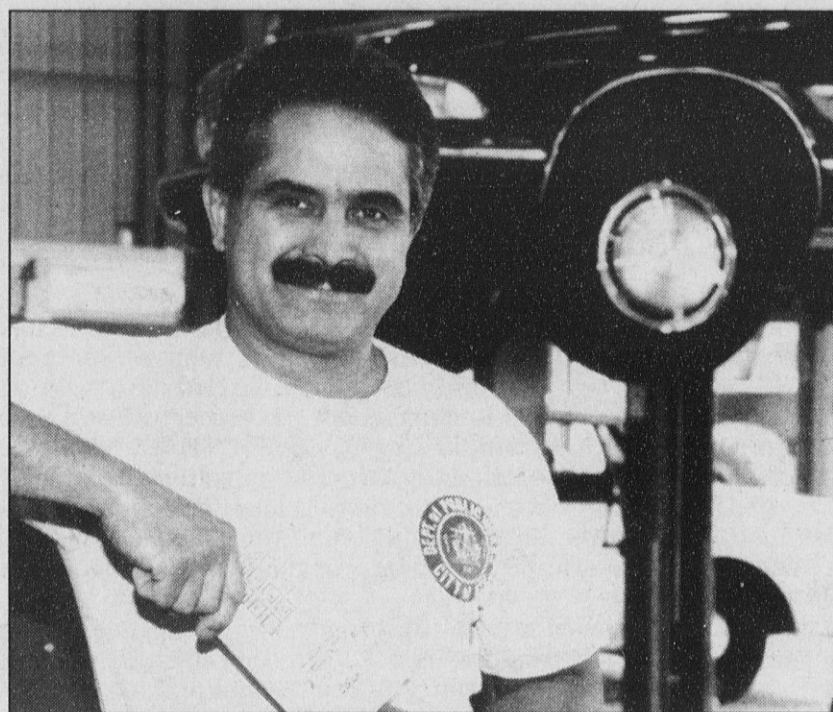
Unit President Florence Tripi speaks highly of Gaillard, calling him a fine example of a good county worker.

"We wish we had more members like Frenchy, who has always come through whenever we ask for help with any union projects," Tripi said.

-- Ron Wofford



Senior mechanic George Gaillard of Monroe County Employees Unit, Local 828.



City of Rye Unit President Arcadio Ocasio

**Arcadio Ocasio**

# Making a difference

SEPTEMBER IS NATIONAL HISPANIC HERITAGE MONTH



RYE - Thirty lucky City of Rye kids have attended a three day camp organized by a group of community-minded neighbors who wanted to make a difference in a child's life.

One of those neighbors, City of Rye Unit President Arcadio

Ocasio, said the project "was something I always wanted to do."

Although the kids' activities centered around sports, the youngsters also heard from residents of the area who spoke to them about what it was like to struggle to attain their goals.

"People think of Rye as a wealthy community," Ocasio said. "Not everyone that lives here is rich."

Ocasio, who is an Assistant Foreman in the city's Public Works Department, said the objective of the project was "to let the kids know that just because they don't come from an elite background, there's a good future for them, a hopeful future."

Ocasio remembers what it was like to struggle.

"I remember not having a television," he recalled. "I can remember not getting any

toys for Christmas. I feel for these kids and I want to make a difference."

The kids represented various nationalities, Ocasio said.

"I wanted them to know that just because they're from different ethnic backgrounds," he said, "they don't have to take second rate jobs."

The highlight of the program was the matching up of each of the kids with a mentor who took the youngsters to work with them for a day and talked to them about achieving goals by staying in school and not getting involved with drugs.

On the final day, the parents attended with their kids to discuss the program.

Funding for the program came from local merchants and adult participants in the program.

Ocasio hopes to expand next summers' program to a full week.

"I always said if I could hit the lotto, I'd do this for every kid in the neighborhood."

A CSEA Unit President for the third year, Ocasio has worked for the City of Rye for more than eight years. He has also volunteered with the local Little League and Babe Ruth League and is an active member of the Vietnam Veterans of America.

"You can always find the time if you want," he said.

-- Anita Manley



**Irving Flaumenbaum Scholarships**

**Eighteen \$500 college grants awarded**

Eighteen sons and daughters of CSEA members have been named winners of \$500 Irving Flaumenbaum Scholarship Awards for 1993. The scholarships are awarded annually to three graduating high school seniors in each of the union's six regions. Children of CSEA members are eligible for the scholarships.

The annual awards are given by CSEA in memory of the late Irving Flaumenbaum, a well-known union activist who spearheaded CSEA's presence on Long Island and who was president of the union's Long Island region at the time of his death.

CSEA Special Memorial Scholarship Committee Chairperson Diane Lucchesi said winners have been notified and arrangements made for CSEA to present awards to winners in their region.

Members of the Special Memorial Scholarship Committee in addition to Diane Lucchesi are Willie Allen, Region I; Nevada Solano, Region 2; Helen Fishedick, Region 4; Sandra Delia, Region 5; and Janice Mazurek, Region 6.

Following are 1993 winners of \$500 Irving Flaumenbaum scholarships:

**Region I**

**ADAM BRODER**, of Massapequa, a graduate of Massapequa High School. His mother, Myra Broder, is a clerk typist with the Nassau BOCES and a member of Local 865.

**MICHAEL GOLLER**, of Mt. Sinai is a graduate of Mt. Sinai High School. His mother, Maria Goller, is a district aide with the Mt. Sinai School District and a member of Local 870.

**DAVID J. CRESCI** of Mt. Sinai is a graduate of Mt. Sinai High School. His mother Eileen Cresci is a special education aide with the Mt. Sinai School District and a member of Local 870.

**Region II**

**ERIKA REGALADO**, of Jamaica, is a graduate of the Mary Louis Academy. Her father, Julio Regalado, is a laborer with the DHCR Rent Administration and a member of Local 258.

**JENNIFER GOLUB**, of Brooklyn, is a graduate of Edward R. Murrow High School. Her mother, Joanne Golub, is a keyboard specialist with the Division of Parole and a member of Local 259.

**RANDI GOTTLIEB**, of Staten Island, is a graduate of Tottenville High School. The winner's mother, Sara Gottlieb, is a clerk II with the Staten Island Developmental Disabilities Services and a member of Local 429.

**Region III**

**JEANETTE M. VIGGIANO**, of Purdys, is a graduate of North Salem High School where her mother, Valerie Viggiano, is an audio visual assistant and a member of Westchester County Local 860.

**LISA ACKERMAN**, of New City, is a graduate of Clarkstown High School North. Her mother, Jane Ackerman, is a clerk typist with the Pearl River Public Library and a member of Local 844.

**RICHARD CHANG**, of Wappingers Falls, is a graduate of John Jay High School. His mother, Lichen Chang, is an account clerk I with the Dutchess County Department of Social Services and a member of Local 814.

**Region IV**

**JENNIFER GAMACHE**, of Berlin, is a graduate of Berlin Central High School where her mother, Deborah M. Gamache, is a class II driver and a member of Local 871.

**DAWN MARIE LANDRY**, of Plattsburgh, is a graduate of Plattsburgh High School. Her mother, Barbara Ann Landry, is a social welfare examiner with Clinton County SSD and a member of Local 810.

**JASON PORTER**, of Saratoga Springs, is a graduate of Saratoga Springs High School. His mother, Debra Lynn Porter, is a secretary with the Saratoga Springs CSD and member of Local 864.

**Region V**

**NANCY MARIE ORAM**, of Taberg, is a graduate of Camden High School. Her mother, Mollie Oram, is a school bus driver with Camden Central School and member of Local 869.

**TRACY SAYLES**, of East Pharsalia, is a graduate of Norwich High School. Her mother, Lora Sayles, is a typist with the Chenango County Alcohol & Drug Abuse Services and member of Local 809. Her father, Jerry Sayles, is in Auto Parts/Purchasing with the Chenango County Highway Department and is the president of Local 809.

**JAMIE KEMBREY**, of Rome, is a graduate of Rome Free Academy. The winner's mother, Barbara Kembrey, is a teacher's assistant with Stokes School and a member of Local 869.

**Region VI**

**KRISTEN A. FORD**, of Eden, is a graduate of Eden High School. Her mother, Mary J. Ford, is a teacher's aide with Eden Central Schools and member of Local 868.

**KRISTOFER GIGANTE**, of West Seneca, is a graduate of W. Seneca East High School. His mother, Ursula Gigante, is a part-time library aide with W. Seneca Central School and member of Local 868.

**MATTHEW S. STONE**, of Newfane, is a graduate of Newfane Central High School. His mother, Elinor C. Stone, is a clerk with Niagara County and member of Local 832.

**Two awarded \$2,500 memorial scholarships**

Two scholarships sponsored by the Jardine Group Services Corp. and the Travelers Insurance Company have been awarded in memory of Joseph Lochner and Charles Foster. These awards are \$2,500 each.

The Jardine Group Services Award, in memory of Charles Foster, is awarded to **CARRIE SECOR** of Middleport, who will be attending the State University of New York at Geneseo. Her mother, Pamela Culp, is a principal accounting clerk at the Niagara County Department of Public Works and a member of Local 832.

The Travelers Insurance Company Award, in memory of Joseph D. Lochner, is awarded to **DANIELLE BURGER** of Washingtonville, who will be attending the State University of New York at Binghamton or New York University. Her mother, Phyllis Burger, is a social welfare examiner with the Orange County Department of Social Services and member of Local 836.

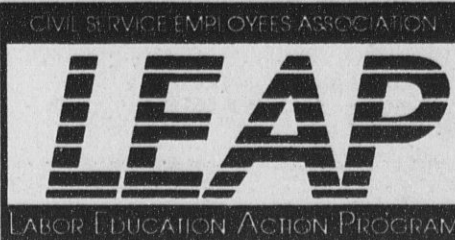
**Danielle Burger, second from right, with her mother, Phyllis Burger, second from left, receives the Travelers Insurance Company Scholarship Award from Statewide Scholarship Committee Chair Diane Lucchesi and Region III President Pat Mascioli.**



**Carrie Secor, left, receives the CSEA Jardine Group Services Award from Janice Mazurek.**







# Applications being accepted for Spring, 1994 semester

The Labor Education Action Program (LEAP) is now accepting applications for the Spring, 1994 semester. Supplies of new catalogs and applications were sent to agency and facility Training Offices or Personnel Departments during the first week of September. Local Presidents and LEAP Liaisons also have copies and are prepared to assist workers in obtaining and completing application materials.

Applications for the Spring, 1994 semester must be received by LEAP no later than Oct. 15, 1993.

Several new participating schools have been added to the program for next Spring.

In addition, LEAP will continue to conduct a Graduate Study Pilot Program. Workers who have completed an undergraduate college degree and wish to pursue graduate study will continue

to be able to do so during the Spring, 1994 semester. The dollar value of vouchers for graduate study will be at the same level as for undergraduate study.

**The deadline for submitting applications for the Spring, 1994 semester is Oct. 15, 1993**

Workers on approved, documented, leave without pay for non-disciplinary reasons will now be able to apply for a LEAP voucher. Refer to the LEAP catalog for specific information on requirements. Questions about the LEAP tuition voucher program can be answered by calling (518) 785-4669 or 1-800-253-4332.

## Watch cholesterol levels for your health

### September is National Cholesterol Education Month

Cholesterol is essential for life. The body needs cholesterol to make cell membranes, steroids and other hormones and to ensure proper functioning of the nervous system.

But too much cholesterol in the blood has been linked to the build-up of fatty plaque on the blood vessel walls, including those that supply the heart muscle itself. Most people call this clogging "hardening of the arteries," but scientists refer to it as atherosclerosis. Whatever the term you use, it is a dangerous condition that, left unchecked, can lead to heart attack and death.

You can help prevent atherosclerosis in four important ways. First, understand just what cholesterol is and how it works in your body. Then, support your health by eating foods that do not increase your blood cholesterol level, getting plenty of aerobic exercise and watching your weight.

#### The Cholesterol Story

Do you know that your body produces all the cholesterol you need? In fact, nearly 75 percent of the cholesterol in your body is produced by your liver. But cholesterol is a waxy substance — it can't mix with water (or blood). Your liver wraps it in soluble protein packages called lipoproteins. In these protein packages, cholesterol can be transported by the blood to the tissues, where it will be used.

However, since we get a considerable amount of extra cholesterol through our diets,

**INFORMATION YOU CAN USE**

Compiled by the

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**HEALTH BENEFITS**

our blood often becomes crowded with excess cholesterol. This excess can attach itself to the blood vessel walls where they build up to form what is known as plaque. Over time, so much plaque can build up that it clogs the blood vessels. That's atherosclerosis. The result of this can be a fatal heart attack.

The good news is that you can take charge of your cholesterol level. The first step is having a cholesterol test. When you know what your cholesterol level is, you can influence the amount of cholesterol level in your blood by making wise choices in the foods you eat, exercise regularly, watching your weight and having regular checkups.

#### What If My Cholesterol Is High?

The primary treatment for high cholesterol is a diet that is low in saturated fat and low in cholesterol, and participation in a regular exercise program. In many cases, dietary changes and increased exercise is all that's needed to bring the cholesterol level below 200. For

some people, cholesterol-lowering medication is also prescribed.

#### The Diet Solution

Saturated fats raise your cholesterol level more than anything else in your diet. Eating foods that contain cholesterol also raises blood cholesterol levels. Most saturated fat and dietary cholesterol are found in animal products — meat (including poultry and fish), dairy products and eggs. Some vegetable fats such as coconut oil, palm kernel oil and palm oil are also very saturated. Eating less of these foods is an important step in reducing cholesterol.

A vegetarian diet, one that contains no animal food or dairy products, is naturally low in saturated fats and cholesterol. Once or twice a week, try basing meals on starches such as rice, pasta, or potatoes. Rice with vegetables, pasta with oil-free marinara sauce, or baked potatoes with nonfat toppings such as salsa or barbecue sauce are delicious alternatives to traditional main dishes.

#### What About Exercise?

A little exercise goes a long way in keeping your cholesterol at a desirable level. Exercise can raise the level of "good cholesterol" in your blood and tends to lower the level of triglycerides in the blood. Both of these characteristics are associated with lower risk of heart disease.

Exercise also improves cardiovascular fitness. Because the heart is a muscle, it becomes bigger and stronger through exercise that progressively increases the body's demand for oxygen. This type of exercise is called "aerobic," which means "with oxygen." Aerobic exercise also burns calories and helps reduce body fat and weight. Lower body fat is associated with lower levels of cholesterol.

#### You're In Control

Whether you already have high blood cholesterol or want to maintain a desirable level, you're in control. Take charge of your cholesterol by eating the right foods, getting plenty of aerobic exercise, watching your weight and having regular checkups. You'll be doing more than reducing your risk of heart disease; you'll be enhancing your health.

#### Additional Information

For additional literature about cholesterol, write or phone in your request to:

**Joint Committee on Health Benefits,  
1 Lear Jet Lane,  
Suite Four  
Latham, NY 12110.  
1-800-286-JCHB  
(1-800-286-5242).**





**CSEA MEMBERS** who have won back pay and training leading to promotions are, from left, Andrea Frank, Stephanie Cigna and Marilyn Schelyer.

## Members win back pay, training

ROCHESTER — CSEA had won out-of-title back pay and training leading to upgrades for three grade 3 keyboard specialists who have been doing grade 9 document specialist work in the state Attorney General's office.

The third step grievance award could set a precedent in the state Law Department, which was exempt from certain provisions of the state Civil Service Commission's occupational study and reclassification of the 1980s.

The commission accepted the department's contention that typing legal documents is different and more difficult than typing other kinds of documents and requires program knowledge.

But when keyboard specialists Andrea Frank, Stephanie Cigna and Marilyn Schelyer saw a posting in their department for document specialist that contained job duties identical to what they were doing, they were curious.

"I didn't think anything of it at first," Frank said. "But the more we talked about it, the more we felt we should pursue it. And CSEA backed us 100 percent. Our labor relations specialist, Karen Spies, helped us re-file for the back pay after we were initially unsuccessful."

The department was ordered to put the three through 18 months of training and begin paying them at grade 8 after one year. They will be promoted to grade 9 after the training is successfully completed.

"This is really great, because we thought we were in a dead-end job," Frank said. "There were no promotions available in the region office. The highest position was a grade 9, which seemed out of reach."

But that promotion is now within sight for Frank, a steward for her section of Rochester State Employees Local 012, her fellow grievants and possibly others in similar situations across the state.

-- Ron Wofford

## Registration deadlines near on seminars to enhance career, skills development

Training and career development opportunities to help CSEA-represented state employees perform at higher skill levels are being offered statewide to CSEA-represented state employees this fall.

The seminar series are sponsored by the NYS/CSEA Labor-Management Committees and are made possible through funding in the negotiated NYS/CSEA contracts. Seminars will be held during October, November and December.

Brochures detailing course descriptions, schedules and locations are available from your CSEA Local president, personnel and training offices. **Registration deadline for both Safety and Health seminars and Applied Skilled Trades seminars is September 8.**

You can also contact:  
**NYS/CSEA Labor-Management Committees**  
 One Commerce Plaza, Suite 1117  
 Albany, NY 12260  
 or call (518) 473-3428.

## CSEA overcomes many obstacles to obtain justice for member

NEW YORK - Is it harassment, discrimination or just down right meanspiritedness when your boss moves your work location from a clerical area to an unheated basement in the bowels of a 19 story office building? CSEA New York City Local 010 Steward Reva Magazine, a 19-year employee at New York State's Office of General Services (OGS) in Harlem, answered yes to all three.

"I think it's a vindictive thing against me," Magazine said.

An experienced Stores Clerk responsible for inventory control, Magazine found her work environment changed radically with the arrival of a new supervisor three years ago. He ordered her desk be moved from a second floor OGS office to an unheated cellar carpenter shop in the winter of 1991. For two winters Magazine has shivered alone doing her clerical work, surrounded by power tools in the building maintenance area.

But according to CSEA Labor Relations Specialist Jackie Vandergrift, the Harlem State Office Building basement and sub-basement are not only cold in winter, but hazardous. Vandergrift called in CSEA Safety and Health Specialist Dan Morra to survey the worksite for safety violations.

His inspection of the cellar revealed vats of unlabeled, unknown chemicals stored in stacks, some for as long as 15 years. CSEA's safety complaints filed in April 1993 asked the New York State Labor

Department to cite building management for failure to remove toxic substances, failure to train employees in safety procedures and failure to provide an emergency response plan.

Reva Magazine felt compelled to file complaints against her supervisor at the NYS Human Rights Division, claiming blatant discrimination based on gender, race and age.

Deprived of a telephone line and a computer, Magazine filed a grievance questioning why Harlem OGS was being discriminated against as the only OGS facility in New York State that lacked computers. According to CSEA Local 010 President Vincent Martusciello, the grievance filed in the morning had a response that afternoon saying computers had been ordered.

With undaunted determination, Vandergrift and Magazine teamed up to pressure OGS management to provide an enclosed "office" in the basement location where Magazine would not be exposed to operating power tools while using her new computer. "With two safety windows and a door, I'm not out in the open any more," Magazine said.

"CSEA has taught me well how to stand up for my rights," she emphasizes.

-- Lilly Gioia



**CSEA New York City Local 010 Steward Reva Magazine, right, and CSEA Labor Relations Specialist Jackie Vandergrift.**



# Member's thrifty idea pays off



CSEA member Bitsy Brown, whose idea is saving the state money.

MORAVIA — "If you have an idea, you should submit it. For the time and effort you put into it, it can be very rewarding."

That's advice you can bank on, coming from CSEA Cayuga Correctional Facility Local 191 Vice President Bitsy Brown. Her recent award-winning suggestion to the state will save the Department of Correctional Services (DOCS) more than \$100,000 over 10 years.

In recognition of the senior medical clerk's money-saving idea, Brown received a certificate signed by the Governor, a desk set and \$900 from the state Department of Civil Service's (DCS) "Suggest" program.

It all started over

Brown's frustration with the procedure for filing inmate health records. Each inmate has a medical file with index tab dividers. When the inmate leaves the prison system, the folder with dividers was buried in storage. Inmates who came back got a new file with a new set of index tab dividers.

"I could see the bulk that it created in my filing and the uselessness of having the dividers stored," she said. "They were being wasted."

Brown submitted a suggestion to the DCS's "Suggest" program to remove the index tab dividers from the files before storage and re-use

them.

But first, Brown did some research. From the DOCS Bureau of Records and Statistics, she learned that 26,776 inmates were released in 1991. At a cost of 38 cents for each set of dividers, she calculated that the state could save more than \$10,000 in a year, more than \$100,000 over 10 years.

"In our time of fiscal constraints and high taxation, this would not only provide departmental savings, but would encourage re-use of materials in a cost-effective manner," she wrote in her suggestion.

Months after submitting the idea, Brown learned her idea would be implemented and she would win an award.

"It was fun doing it," she said. "I didn't expect anything from it."

She said she was pleased to be recognized and hopes her

experience will encourage other CSEA members to submit their ideas on creative ways to save money.

"Sometimes the simplest suggestion, which may seem very trivial, could end up saving a lot of money," she said. "I think the suggestion program works. It's a great idea. It encourages teamwork between the administration and employees."

-- Mark M. Kotzin

**'The simplest suggestion, which may seem very trivial, could end up saving a lot of money'**

## J.N. Adams DDSO members protest understaffing

GOWANDA - An increasing tendency by management at J.N. Adams DDSO to leave one group home worker to manage five or more clients overnight when scheduled workers call in sick is dangerous. So Local 400 members recently took to the streets to demonstrate their displeasure and inform the public of the dangers this practice creates.

"Staff working alone are at increased risk of accidental injury," Local President Tom Sonnenberger said. "Management says these are acceptable risks, but they don't have to take the risks, we do. And we want this practice stopped before someone is seriously injured or killed."

Since the facility decentralized in the last few years, the 750-member local's direct care workers are spread out over four counties in 42 group homes.

"Fights break out among clients sometimes," according to a female worker who works nights and didn't want her name used. "And it is very dangerous to try and intervene if you are alone, because you might be ganged up on, and be seriously hurt, and no one is around to even call for help."

"And male staff working along with women

clients run the risk of being falsely accused of sexual abuse," Sonnenberger said. "And mistakes can happen. Such as when you are carefully trying to prepare and administer medications, and a fight or some other behavior problem occurs."

And behavioral intervention policy in fights calls for at least two people to safely restrain the combatants.

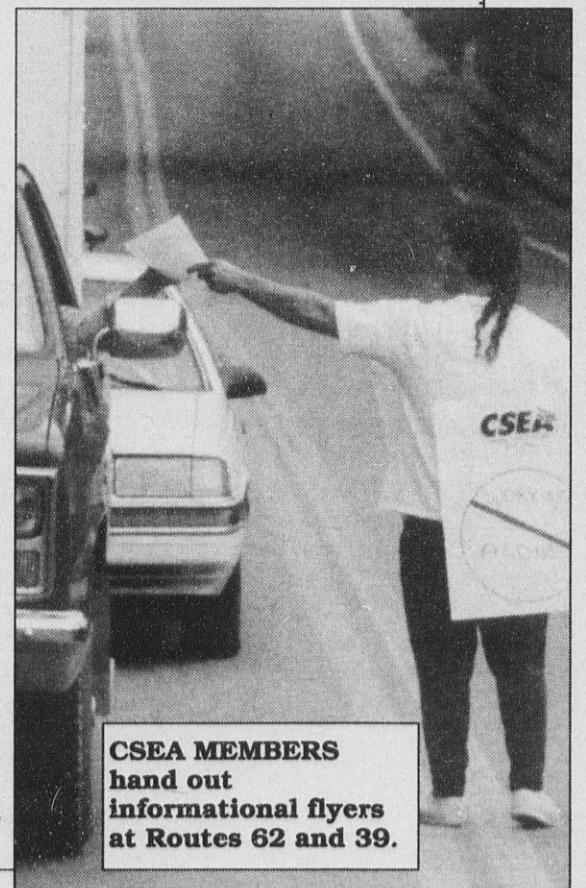
The activists say the problem for potential disasters is built in, because management, when making plans for group home staffing, did not factor in staff absences due to vacation, sick leave, injuries, etc.

Injuries from unsafe lifting are also rising.

"It is a violation of established agency policy," Sonnenberger said, "to lift clients from wheelchairs or use a mechanical lift alone. We are now forced to perform procedures alone simply because there is no one scheduled on duty."

Sonnenberger said the local will continue to bring the matter to a labor-management forum to attempt to reach an acceptable arrangement before someone is seriously hurt or worse.

-- Ron Wofford



CSEA MEMBERS hand out informational flyers at Routes 62 and 39.



## CSEA members gain in Harlem Valley lawsuit settlement

ALBANY — CSEA has reached settlement with the New York State Office of Mental Health (OMH) to make the best of a bad situation at the Harlem Valley Psychiatric Center.

The settlement stems from a lawsuit that CSEA joined to require responsible state action in its effort to close the center.

"From the start of this crisis, CSEA's priorities were to protect the experienced state workforce, assure access to services for mentally ill individuals and lessen the economic impact on

the community, and for the most part, we have achieved those objectives," CSEA President Joe McDermott said. "The lawsuit established an important precedent that the state must provide adequate notice before reducing mental health services."

Under the agreement, Harlem Valley will begin transferring patients Nov. 1 and will end its medical services on or after Feb. 1, 1994, with the bulk of responsibilities transferred to Hudson River Psychiatric

Center in Poughkeepsie.

However, the agreement projects a maximum of 40 layoffs from the consolidation compared to an estimated 350 layoffs that were likely when the state attempted an immediate shutdown earlier this year.

The agreement also includes a commitment from the state to actively place more than 100 individuals in other state positions in mental health or other agencies in the Hudson River region. This commitment comes in addition to

transferring most Harlem Valley employees to Hudson River Psychiatric Center.

CSEA also considers it significant that the state will place most Harlem Valley employees in mental health positions and not waste their talent and experience.

"The situation isn't perfect but it's significantly better than last January when the state proposed closing Harlem Valley by April 1993," McDermott said.

## CSEA wins long fight over promotional pay for transitional titles

ROCHESTER — When Rochester Psychiatric Center Food Service Worker Leslie Reese qualified and was appointed to a MHTA traineeship title, he thought he would be getting a promotion and a raise.

Even though Reese was already earning more than the hiring rate of his new position, he thought the promotion clause in the CSEA contract should apply. That clause requires percentage increases for promotions if the employee is already above the hiring rate. No one in management said otherwise.

But when Reese began work in the new title there was no change in his paycheck. When he asked about it in the payroll office he was informed that he would get whatever he had coming to him. After pursuing the issue for several weeks he was eventually told he was not entitled to any increase.

CSEA then got involved filing a grievance on his behalf and successfully pursuing it through arbitration.

The state tried to argue a number of different points. First they tried to claim the grievance had not been filed on time. Then they argued that the promotion clause did not apply because the traineeship position was technically an ungraded title and therefore not really a

promotion. But CSEA successfully made the case that the position was the equivalent of a grade 7 and included advancement to grade 9 on successful completion of the 12 month service. CSEA also pointed out that there was nothing in the contract language that would prevent the money from being paid even if the position was ungraded.

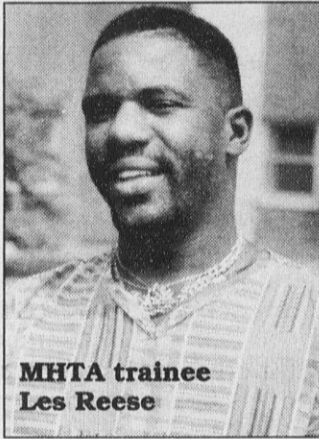
Finally, the state tried to argue that CSEA had never grieved the issue before.

But the arbitrator sided with CSEA's points on each of the arguments and ordered the state to award Reese the back pay he

deserved.

"This is an important decision to protect the CSEA contract rights of our members," said Mark Lawrence, CSEA Deputy Director of Contract Administration for the Institutional Services Unit. "There is a lot of change taking place in the mental hygiene field and more and more of our members are transitioning to new titles through traineeships. This arbitrator's ruling will help make sure they receive the appropriate pay when they receive promotions."

--Stephen Madarasz



MHTA trainee  
Les Reese

## Court rules on MHTA bumping rights

ALBANY — CSEA's legal battle to protect the seniority and bumping rights of direct care workers in the Office of Mental Health (OMH) and the Office of Mental Retardation and Developmental Disabilities (OMRDD) has suffered a severe setback.

The Appellate Division of State Supreme Court has unanimously overturned CSEA's lower court victory in a lawsuit contending that mental hygiene therapy aides (MHTAs), community residence aides and residential program assistants should have the same bumping rights in layoffs.

CSEA had sued, claiming that under the 1972 CSEA-NYS layoff unit agreement OMH and OMRDD are considered a single layoff unit. That meant that OMH and OMRDD employees could bump one another depending on their seniority.

But as facilities closed and patients, primarily in OMRDD were moved into the community, the state decided the community based titles were different from institution-based direct care titles. As a result, MHTAs with seniority were effectively blocked from bumping less senior employees in the community-based titles.

The Appellate Division overturned the lower court ruling based on its recognition of "the Department of Civil Service's long-standing interpretation of 'the phrase same or similar positions to mean posts with the same title.'"

The court also noted its agreement with the state's contention that the job descriptions of each of the titles at issue are different.

## A golden achievement

ROCHESTER - A golden anniversary as a CSEA Local is being celebrated at the Rochester Psychiatric Center this year.

"We'll be celebrating all year long," Local 420 President Gerry Wiggins said. "We have already had a joint picnic for employee recognition, and we have passed out a tote bag with our current slogan, 'fifty years of service - 1943 to 1993' to each member."

She said the local will also have on display its original petition to become part of CSEA, signed by 50 workers to the executive committee of the association to approve formation of a chapter, as locals were called then. It was provided by CSEA Secretary Irene Carr.

The local now has 579 members, down from a high of 800 a few years ago, according to Wiggins.

"In the next 50 years, we hope we can stabilize the workforce so that our members can continue serving the public without the constant shadow of layoffs over their heads," Wiggins said.



HELPING CELEBRATE THE GOLDEN ANNIVERSARY OF LOCAL 420 are, from left front row, Local 420 President Gerry Wiggins, Lentory Johnson, Kimberly Liptrot, Robert Tyner, and back row from left, Torrence Arterberry and Billy McMurty.



*Long Island DEC employees' work has*

# Environmental IMPACT

LONG ISLAND — The backhoe bucket lifts out of the slime and a tidal surge flows into the brackish water in the marsh.

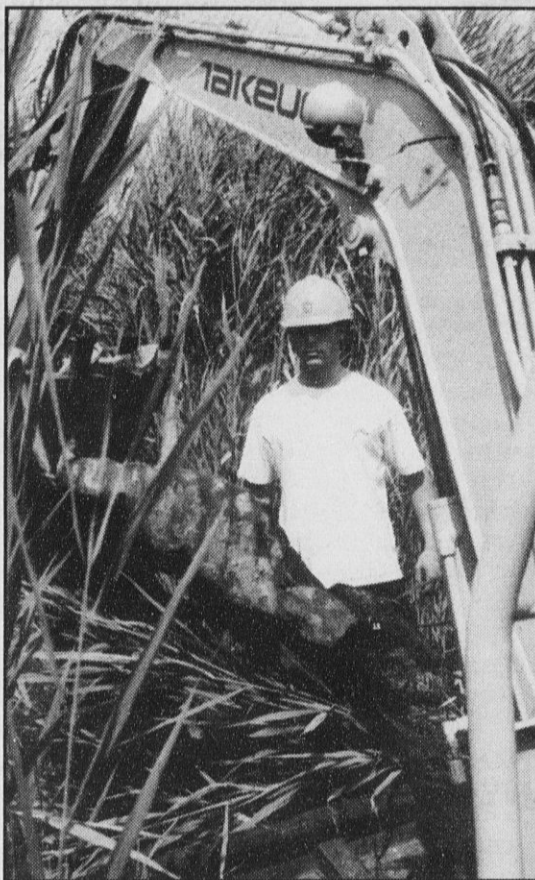
Senior Marine Resources Technician Clay Colefield wipes the sweat from his brow and eases the tractor to another spot. There he dredges another dammed up portion of this man-made creek in a protected wetland on the Great South Bay.

Colefield, who is also the president of the CSEA Department of Environmental Conservation (DEC) Unit of Local 614, and seasonal employee John Maletta, soon to be a junior biology major at Providence College, spend this day working in the marsh as part of a project aimed at natural mosquito control and wetlands preservation.

The site is being closely studied to determine the effectiveness of DEC's efforts. The trenches were cut in the marsh to improve the tidal saltwater flow from the bay. Saltwater helps to limit mosquito breeding and also promotes killifish which feed on mosquito larvae.

Another beneficial result is that the saltwater allows for the growth of natural vegetation, which helps preserve the wetland. DEC employees visit the site at least once a week, checking the saltwater levels, taking other tests, and making adjustments to help nature along.

"This project seems to be working — we've been out here all day without a single mosquito bite," said Colefield, whose



background is in marine biology. "You can also notice the regeneration of the natural vegetation."

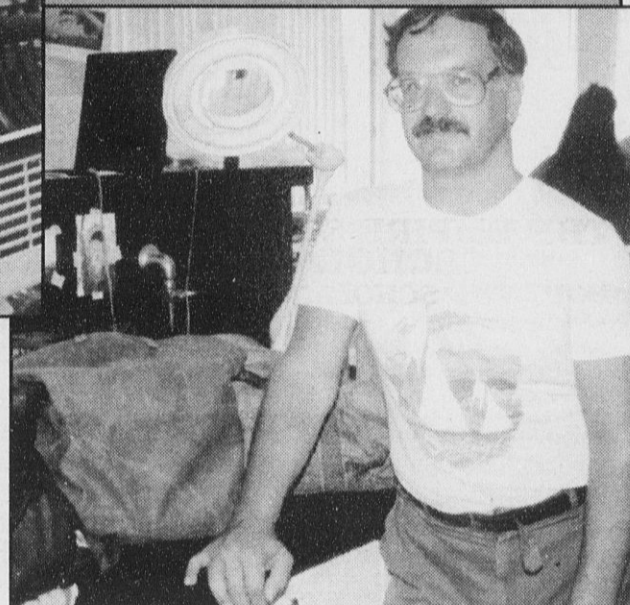
This is just one of dozens of projects and assignments that CSEA-represented DEC employees handle every day.

"The diversity in this region is amazing," Colefield said.

DEC's Long Island office deals extensively with a whole range of environmental areas including marine, fresh water and wetlands management,



**DEPARTMENT OF ENVIRONMENTAL Conservation Lab Technicians Joe Gerbino and Christine Drumm prepare specimens for processing, above. Below, Marine Resource Technician Michael Sundheimer prepares for field work. At left, seasonal worker John Maletta helps remove an old pipe in a protected wetland.**



hunting, fishing and wildlife activities, and landfill and pesticide monitoring to list just a few responsibilities.

Colefield works primarily in wetlands mapping, often photographing the coastline by helicopter and then updating maps and surveys.

Others, like Marine Resources Technician Michael Sundheimer work year round collecting and testing water samples they collect by boat from locations all around the island.

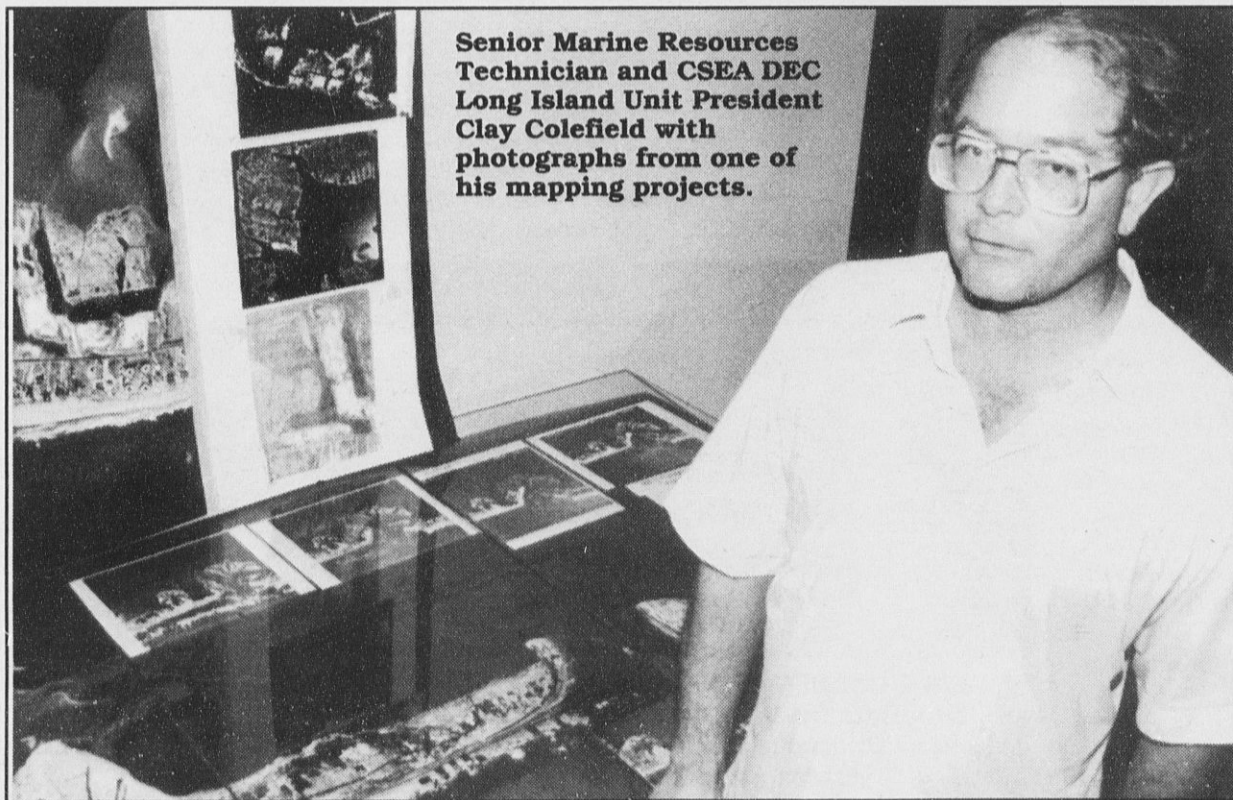
"My unit is primarily responsible for checking water quality to see if it's legally harvestable for shellfish," Sundheimer said. "We try to check areas after rainfall because that's when we'll find the worst possible conditions due to wastewater runoff."

Sundheimer and others then work with the collected samples to test them and establish a data base for further study.

"In the course of the work I also conduct shoreline surveys to help identify pollution sources," he said.

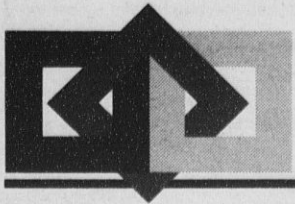
"It's hard to say what people's motivation is, but everyone is very dedicated here because they know they're doing something important," Colefield said.

-- Stephen Madarasz



**Senior Marine Resources Technician and CSEA DEC Long Island Unit President Clay Colefield with photographs from one of his mapping projects.**





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Members are protecting wetlands while controlling insects on Long Island.

# Leave donations are life savers

ALBION — Faced with serious illness, Jimmy Owens knows he can count on his co-workers. Owens is on extended sick leave for treatment of diabetes and kidney disease.

Co-workers in CSEA Genesee-Orleans Department of Transportation (DOT) Local 513 have donated more than 200 hours of their unused vacation leave so he can continue to receive the very expensive drugs and treatment for his illnesses.

"It's unbelievable, fantastic," Owens said. "I expected maybe a few hours from the guys I work with, but I've gotten time from workers at residencies where I don't know anybody."

Under a pilot program negotiated by CSEA, state employees can donate unused annual leave to others who work in the same agency or

institution. Owens is one of many CSEA members who is benefiting from the CSEA-negotiated program.

A five-year DOT employee, Owens has been unable to work since November and had to begin dialysis treatment while he awaits a possible kidney transplant.

"I've been through all the

preliminary tests," he said. "But we're experiencing some difficulties with (insurance coverage) over where the treatment will take place, if and when the treatment takes place, if they approve it."

Owens, who has an eight-year-old daughter, is also awaiting re-

assignment so that he can work a desk job at DOT, since he will be unable to drive, one of his former duties as an equipment operator.

"I really would like to thank all who have donated their earned time to help me through this," Owens said. "There's no way I could have afforded the medical costs, which came to \$7,000 in prescription drugs last year, and is at \$1,000 a week now. Without that CSEA insurance and drug card, things would really be much worse."

Owens, whose condition has affected the sight in one eye, was lucky that CSEA negotiated the leave donation program just as his own accruals ran out.

"CSEA is great for negotiating something that is literally keeping me alive," he said.

Local 513 President Pat Sauer and activist Tom Heck said the donations show what big hearts the members have.

"Our members are always ready to help a fellow worker in need," Sauer said. "And we're looking forward to the day Jimmy is healthy and back to work."

-- Ron Wofford

**'CSEA is great for negotiating something that is literally keeping me alive'**



CSEA member Jimmy Owens

## THE EMPIRE STATE PUBLIC EMPLOYEES SCHOLARSHIP PROGRAM

### ABOUT THE SCHOLARSHIP

The Empire State Public Employees Scholarship Program is available to the children of represented and Management/Confidential State employees in Executive Branch agencies and offices. Up to 12 scholarships will be awarded for the 1993-94 school year based on the academic excellence demonstrated by eligible students.

The scholarships may be used at any approved degree-granting, post-secondary institution in New York State. The total monetary value of each scholarship will be equivalent to the average cost for a full-time, resident undergraduate student at a State University of New York University Center - currently \$8,785 - but may not exceed the actual costs incurred by the recipient.

### WHO IS ELIGIBLE?

Each applicant MUST:

- ✓ Be a child of a New York State Executive Branch employee;
- ✓ Have graduated from high school on or after April 1, 1993;
- ✓ Be enrolled at a college or university in New York State as a full-time first-year student in the fall of 1993; **and**

### Meet ONE OR MORE of the following criteria:

- ✓ Top 10 percent of high school class or comparable GED score
- ✓ High school grade point average at or above 3.0
- ✓ High school average at or above 90 percent
- ✓ High school average at or above B+
- ✓ SAT score at or above 1250
- ✓ ACT score at or above 28.

### HOW DO I FIND OUT MORE?

To receive an application packet, or additional information, call 1-800-836-6731.

Application packets will be mailed beginning September 1, 1993.

### WHEN IS THE APPLICATION DEADLINE?

**Completed applications must be postmarked no later than OCTOBER 18, 1993.**

This program is administered by the New York State Governor's Office of Employee Relations in cooperation with the Civil Service Employees Association; the Public Employees Federation; Council 82; the United University Professions; the Police Benevolent Association of the NYS Troopers; District Council 37; and the Graduate Student Employees Association/CWA

**This is a new scholarship available to eligible children of union-represented and M/C state employees of Executive Branch agencies and offices.**

CSEA activist Diane Lucchesi of New Paltz has been appointed by CSEA President Joe McDermott as the union's representative on The Empire State Public Employees Scholarship Program Scholarship Committee. Lucchesi also serves as chair of CSEA's Special Memorial Scholarship Committee.



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**THE PUBLIC**

# Sector

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Photo by Stephen Madarasz

## Getting the bugs out!

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**BELONG  
to be  
STRONG!**

**ONE** UNION  
HUNDRED PERCENT

See your local or unit president or membership committee members for details