

**Interview with Cindy DerGuarian**

**FV:** Tell us what positions you held in the union or wherever and any remembrances you're ready to tell us about and then we'll follow up with more questions.

**CD:** Cindy DerGuarian. I started my career working for the State in 1965 and the day I started work with the State, my mother says "When you go into work," because she worked for the State "don't forget and join the union." So I went in and I'm probably one of the few that goes in and says "Anybody got an application? I have to join the union because my mother told me so." And because of that, people in, at that time Motor Vehicles was where I worked at the time. Tom McDonough was president of Motor Vehicles and at that time in the off sites, there was a main office for Motor Vehicles but they had agencies in buildings all over Albany. And the people that worked in a particular unit would elect a representative within their little workspace to represent them at the meetings. We weren't officers or anything. It was just because the agency was so diverse as far as where they were logistically, from the little group. People elected me to go down so I took that and I was on probation. And in those days, when you first started working, probation was six months. Today it's up to a year. And the first thing that we were asked to do was go to a demonstration at Senator Anderson's office in Albany to get an upgrade for keypunch operators. So I went down and I did my thing and when I came back we had a little gathering of the keypunch operators who wanted to know what happened and so forth. Today, I would have been fired; I hadn't passed my probation. But that was how much CSEA has changed. From what it was as an organization in those days to what it is today. In those days it was just coming into more of, they always had grievances and everything but as far as the teeth and really doing battle with politicians and getting things for the lower grade levels, cause it was mostly women at that time. There were a few men that were keypunch operators and supervisors. But in my agency at Motor Vehicles, that was the beginning of my career, was working for Tom McDonough.

**FV:** So you started as an activist.

**CD:** I started as an activist before I was even a permanent employee.

**FV:** That's great. So what do you think was the reason CSEA was changing at that time?

**CD:** I don't know because it was all new to me. That could have been, it's just hindsight that makes me think that that's what was going on, I just thought that this is what you do. There was a cause; there was keypunch operators in my agency; I'm going. Because I was supposed to go and I just told my bosses I'm going down to this discussion they were having to try to get an upgrade for keypunch operators. Which they don't even have keypunch operators anymore. But the bosses I had were Grade 7 and I wanted them to come to the front of the room for this little meeting so I could tell them what was going on but they thought that they were management and they couldn't and I says OK. And they wanted me to tell them but I says "No, if you think you're management then you don't want to know what I have to say. I'm gonna talk to these folks up here." And they were a little upset with me but they got over it.

**FV:** So it worked the way it worked because you believed that's the way it was supposed to work. Basically, right.

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**CD:** Exactly. I'm supposed to represent these people, well let's go represent them and we went down and it was the first time I had ever done anything like that. And like I said, I was still on probation from my job. And I don't think it was as sophisticated an organization in those days as it is today. And I don't think that anybody gave it a second thought that "she shouldn't be doing this. She's not even...We're letting her go" Today they'd think about it. More than once, I think.

**FV:** Now, how did you get onto the board of directors? Am I thinking too far ahead or when did that happen? Was there a progression?

**CD:** Um, yeah, I ran for delegate in Motor Vehicles and I became a delegate and then shortly after that, I went to a couple of conventions but then I left Motor Vehicles and I went to Criminal Justice. And somebody said "When you go up there, go and see so and so. They're the president and maybe you can get involved up there." OK, so somebody told me what to do and I always did what I was told to do. And I went into the uh, when I started my job I found out who the local officers were and told them I was interested in being an activist and from then on I held all the positions up there from delegate, vice president president. And while I was an officer there, someone had mentioned that there was a board seat that came from that local. It was funny when I used to go to the convention; the board of directors were UP THERE. That was something unattainable. That's where you wanted to be, on the board of directors, and I had never considered it. And, I said "All right. I'll give it a shot." And I did and I ran and I won. And I was on except for one terra when I was defeated in one election. I was on for a long time, thirty years.

**FV:** Who were some of the other people on the board with you?

**CD:** On the board of directors then, when I started?

**FV:** Yeah.

**CD:** Mary Sullivan. Jimmy Moore. Bob Lattimer. Let me see. Ed Malone from the uh, where did he work?

**FV:** Who, Malone? Docks and things.

**CD:** Canal! He worked for the canals, which at that time it wasn't with DOT. And, let me see, DOT people. Joe McDermott, Tim McInerney, who has retired recently from DOT but he ended up in PEF. This is way before PEF. Bill Sole.

**FV:** You must have some stories about these people.

**CD:** Well, it wasn't so much that. I'll tell you one thing, though, we used to meet at Elk Street. And if you know anything about the size of the board of directors of the CSEA, well in the basement of Elk Street there's a print shop today. In the print shop used to be where we used to meet. Seventy people maybe. And no windows and in those days you could smoke. And at that time I was a member of AOH, Ancient Order of Hibernians? And at those meetings, you weren't allowed to drink or smoke during the meetings and I thought, "If they're not smoking during these meetings, I'm gonna try that at the board of directors because you can't breathe in that room." So I went in and I made a motion that we not allow smoking in that room because we had a guy from Corrections

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Department from up north who used to smoke, I used to call them tree trunks, big cigars. And the room was just too small for all the smoking that was going on. And at that time, Joe McDermott was smoking and he ruled me out of order. So that put that on the back burner for a good long time. And then after, he subsequently quit smoking.

**FV:** Then your motion was approved?

**CD:** Well, no we started meeting at the Hyatt out on Western Avenue, Washington Avenue or the Thruway? The Thruway, yeah. And it was a bigger room and at that point smoking was still allowed. And then eventually we started having all of our meetings between the Desmond and down at the Hyatt in Albany. And then we stayed more at the Desmond and then the beginning of the smoking laws and regulations, they used to divide the room. Well, God help you if you had to have a seat which was on the border of the smoking and non-smoking. But now they're not allowed and that worked out fine. But that was a horrific place to have a meeting, it was downstairs. And we used to go in the morning and we'd meet all morning and we'd go to lunch and come back and then we'd meet sometimes until sometimes seven, eight o'clock. This was before we split the meetings. We used to have the state and local government meetings, counties they were called then, in the morning and then the full board in the afternoon and we'd be going until seven, eight o'clock at night. So it was an all-day affair. And then when they started doing the Wednesday night, Thursday meetings, it became a lot more doable.

**FV:** Yeah. Yeah. So tell me about some of those personalities back then. What were they like, the McDermott's and, I don't know, Wenzl?

**CD:** Ted Wenzl was president of the organization. And Tom McDonough was the executive vice president and at one time Ted Wenzl was in an automobile accident and he was out of commission for awhile and Tom McDonough was running the meetings and doing a very good job. In fact, Jack Rice was one of our attorneys and then...

**FV:** I talked to Jack.

**CD:** Did you? And then we get Jim Roemer and Featherstonhaugh come in and became our attorneys.

**FV:** Yeah. That was quite a to-do with them, later on.

**CD:** Oh yes, it was. I was there. I was there. I was at the board meeting when that vote came down.

**FV:** Give me your recollection of it.

**CD:** My recollection was, we were down at the Concord and there was just a lot going on that day. There were a lot of things, I'm sure, going on that I didn't know about. Being a member of the board of directors at a particular time and not being a local officer, you don't even have a vote in this organization. And at the Concord at that meeting, I was a board rep but I wasn't a local officer and I was up in the back. And I was sitting at tables with staff and other board members that weren't local officers and it was just a very trying convention. Because, you knew something was going on, um, there was always a plan afoot. You

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might not have been on the inside track all the time but you knew there was something was going on. And whether you knew exactly what the reasons behind things were or whose ambition was driving it, we didn't know but it was a tough convention. Because usually, if we weren't going to keep a vendor any more, we just didn't have the vendor and they were a vendor that we hired and we were going through all this turmoil to get rid of a vendor, which I thought was unusual. But that's what happened.

**FV:** Well, the vendor had power, though, right?

**CD:** Well, the vendor had a lot of power and one of the other vendors that we have is Jardine Insurance and they're still with us and they need us and we need them. And I never just remembered anything like this going on at that time.

**FV:** So you really didn't get involved, you just sort of observed?

**CD:** Well, we were involved because we were members of the board and we knew that, the story as I recall it was that we were going to have in-house counsel and we were going to get rid of the outside counsel and bring in in-house counsel, which could have been cut and dried as far as I'm concerned. They could have, "You're out and you're in" but um...

**FV:** But it wasn't that easy.

**CD:** No, it wasn't. And then eventually the in-house counsel was, uh, she's gone too.

**FV:** So, anything else you want to say about any of that?

**CD:** Let's see. Not of that.

**FV:** We can get on to other things if you like?

**CD:** Yeah, let's.

**FV:** But if there's something you know, we want it.

**CD:** No, there's not anything I know. There's just things I observed that day that kind of threw me for a loop.

**FV:** Yeah, what's that?

**CD:** Uh, somebody from the floor wanted a copy of the charter that established CSEA. And, um, one of the statewide officers, Jimmy Moore, got up from the table and got, from what I recollect, I could have been all wet on what I thought I saw, but I thought he went to Marge Carow and she took it out of her briefcase. And I thought "What is she doing with our charter?"

**FV:** And who was she?

**CD:** She became in-house counsel.

**FV:** Ohhhhhh. Hmmmram. HMMMMMM.

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**CD:** So as I said in the beginning, there were a lot of things going on, I'm sure, behind the scenes that we didn't know about. And, which is, that happens in every organization for whatever the reasons may be. And that just kind of, I remember saying that to somebody. He went off the stage, walked the whole length of the convention hall, came back to where I was, 'cause I told you, I was with staff and it came out of Marge Carowl's briefcase and he went back down and handed it to somebody. She was not counsel but she had a copy of our charter.

**FV:** What was she at that point in time?

**CD:** Well, she was an attorney for one. She was an attorney. And she was the one that was brought in when R and F left. So.

**FV:** Some more investigative work for that one, huh? HmMMMM. That's the first time I've heard that story. I didn't know that little detail.

**CD:** Well, like I said, it's an observation. I could have been reading between my own lines for all I know.

**FV:** But you saw what you saw.

**CD:** But that was just what I happened to observe, when somebody went on the floor to a microphone and asked for a copy of the charter. Now he could have got off the stage and come down and gotten a menu out of her luggage and went up to the stage for all I know but that was my own observation.

**FV:** OK. Well, that's good. We'll look into that. Let's get on to the employee benefit fund. You were in on the beginning of that, weren't you?

**CD:** Uh, no. You mean a trustee?

**FV:** Yeah.

**CD:** No. Not in the beginning. No. That will be twenty-five years old in two years. I became a trustee in 1988.

**FV:** And when did it start? When did the employee benefit fund start?

**CD:** Uh, two thousand five minus twenty-five.

**FV:** 1980. Eight years before you were a trustee. But once you were a trustee, you knew how it got there. How it came into being.

**CD:** Oh yeah. Well, that was done from what I recall through negotiations with the State and the CSEA took on the prescriptions and the dental and the glasses portion for the employees and their families. If you carried insurance, you were eligible to have these benefits. And when it first started, Tom Collins was the director, Bill McGowan was president and some of the trustees were Elaine Moody and Jimmy Moore. Probably McDermott. Irene Carr. When I came on, there was myself and Bill McCarroll. When they established the trustees, half of the trustees are elected from the board of directors and the others are appointed by the chairman. Who is also the president of the organization. And when Joe McDermott became president, he came to my house, in fact it was the day that and I got engaged, I happened to call him and it was the first of August of

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1988. Joe's secretary said "He wanted to talk to you but he can't talk to you now but he said held stop by your house on his way home." I said "Fine." Which was unusual. And when he came to the house, he asked if I'd be interested in being a trustee and I said "Sure." Now there's a lot of travel involved, a lot of nice travel involved. I didn't know that. I guess there are certain niceties that go along with some of the things in this organization that I either don't pay attention to or it doesn't faze me. If you're lucky enough or fortunate enough to get into a position that you get to travel or whatever, good for you. I didn't know anything about it. And I can remember when Joe asked me he says I might have to do a few more things because he was, you know, politically if he can appoint. o I can remember him walking out of our yard and I says "Well, if you have to do something else politically, it's OK, whatever, just let me know." And then he turned around and he says "By the way, our first trip is in October and we're going to New Orleans." I says "Come back here and talk to me." I says "What do you mean?" Because CSEA was a member of this international foundation and they meet annually to see what's going on in other organizations and learn about how to be a trustee. It's an important job, to take care of your membership. And it said "Oh, really?" And, anyway, I was appointed and I did go. That was my first meeting, in New Orleans. It was a nice way to start. So I was a trustee until I retired in 2000.

**FV:** So, what was it all about? I mean, what is being a trustee? What kind of things do you do?

**CD:** Well, I'll tell you one thing I was thinking about over the last couple of days. There were several directors during my tenure and each one, in his own way, was an asset, And each one in his own way did better things for the benefit fund. Tim Owens did a lot of things, bringing things in-house that we used to use vendors for. Saved a lot of money, a lot of money. And now, Carmen Bagnoli is up there and he is doing a wonderful job and they just added, to my benefit, a dental plan for retirees. And the retirees have nothing from the benefit fund after they retire. So now the retirees are brought into this dental plan. Dental plans are not inexpensive. But this is something that, I just joined this one myself. But that's something that came under Carmen's reign. The different directors that have come in have truly benefited the members and their families. They don't even know the impact of what the changes have done for them. Even when I was working and there were some drugs we had to take off lists and then put back lists, smoking cessation programs that PEF was doing we weren't doing because people were getting, what they were doing were having heart attacks from the patches because some people would go to a movie and put a patch on because they wanted to get through the movie and then they would to outside with the patch on and have a cigarette and traveling and they would forget they had it on and we didn't want the responsibility of adding to any problems. So a few of my members were really upset because we did it and one girl came up to me and she says "I can't afford it." And I said to her "Use your cigarette money." She didn't like the answer but you know eventually, she used her cigarette money and she got her patches and she came off of it. But anything that we did it was to their benefit whether they liked it or not. And then certain things we had to take off, if we could do it, eventually we would put them back on. And that happened too. But a lot of things we used to farm out were brought in-house to great savings. And I'm talking millions of dollars that were saved by the Tim Mullins and the Carmen Bagnolis of the organization that there was more money that they could add things on for the membership and the people that used the benefit fund and it's been great.

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**FV:** But I'm sure it wasn't all the directors. I mean, some of this had to be driven by the trustees bringing the news back from the rank and file.

**CD:** Yeah, a lot of it, if something affected an individual that we didn't think about, we would consider it at a meeting and eventually we might be able to change it to include certain things or exclude certain things. But the trustees were not on the day to day. Not that we weren't made aware of everything that was going on but we weren't there for the day to day. The president, the chairman and director I'm sure is much more involved in the day to day at that level. Through phone calls and we would come in quarterly for meetings and we would be made aware of things. Or a proposal would be made to the board for our approval. As far as anything that was driven by members, they would get that information and then they may come up with a suggestion and they would present it to us. As a direct line, members, they would call me because I sat right there, people that I worked with, if they ran into a problem they would call me and I would take care of it. With like Empire Vision Lionel Gilells was terrific to deal with if I had a member that had a problem with glasses if they broke or whatever, I'd call him. Some people would say "Why are you bothering him?" I'd say if I owned a business, I'd want to know that I had a problem so I could fix it. And he always said to me. "Cindy, don't be afraid to call. If there's a problem, I want to know about it." And they always did right by me. I have a lot of respect for he and Larry Davis and how they treated people, how they treated me, treated my members. But being right there, they were lucky in my agency that I was there because if they had a problem I took care of it right away. Right away. They didn't have to write a letter, make a phone call or whatever. I could do it and get right back to them and they were glad I was there.

**FV:** Now, these great trips that you took as part of the board of directors and trustees, you've got to have stories.

**CD:** Well, my first trip to Hawaii, I fell and ended up in bed for four months.

**FV:** No, I meant about the people, you know, the names we know and what they were like. We want to get a picture of CSEA and the personalities of CSEA, you know, the people who ran things and you're one of those people. So you were there. You were in Hawaii, you were in New Orleans, I don't know where else you went.

**CD:** Oh, we were all over the place.

**FV:** Yeah, there must be some things that you remember that stand out. Give us an idea of what certain people were like by the way they acted when they were offstage, let's say. Nothing? There's got to be stories.

**CD:** Casper? Shall we talk about Casper? No, Casper knows he's Casper 'cause we tell Casper to his face.

**FV:** Who is Casper?

**CD:** Jimmy Moore. And the reason he was called Casper, it goes back to the smoking. When we would go to conferences, you could not smoke in the meetings. So he'd be sitting there and you'd turn a head and you'd turn back and he's gone! He was out having a cigarette and then held come back in. I named him Casper. And it's a joke today. But I tell him right to his face. I mean it was just out of fun, it was nothing malicious. He would just do his thing and

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**FV:** He'd disappear.

**CD:** Exactly! He'd be gone up in a puff of smoke and then he'd be back.

**FV:** That's good, that's great. A picture of somebody, you know, what their personality is like. Something a little off the...

**CD:** And then Elaine Moody came from a big family and I don't care where we would go, if we went to the moon, I SWEAR she'd have family there. And she would be there for our meetings and then she would plan on meeting up with nephews or nieces or cousins or aunts or uncles or whatever. She had people all over the country and she would go and she always lucked out and was able to meet up with family. She'd spend time with us too but she was just very fortunate that she had the opportunity to visit friends and family while we were traveling. We have friends on California and we would do the same thing. We would meet up with my girlfriend and then we'd stay on a couple of days and go to her home in San Francisco and take off from there. And Carmen and Lucile Bagnoli would come with us and they've met our friends and we would take off together. I can remember once going to see Dream Girls in New York City. We were down there for a convention and I was talking to Joe McDermott and he says "I got a couple of tickets. Do you want to go and see Dream Girls?" And I says "Sure." Joe loved to go to the theater and he says "You get the cab and I'll take care of the tickets." I says "Fine." And we were sitting in one of the back rows of the theater and he was talking about as an international vice president of AFSCME some of the traveling he is done. Europe or wherever they've been, Ireland. And I know that Joe was from Mechanicville, went to LaSalle. In fact a local officer right now today is a twin and when he was a little baby, Joe McDermott just to baby-sit him.

**FV:** Who's that?

**CD:** Bob Overocker. And Bob is from my local and Joe McDermott used to baby-sit when he was a little kid. And I can remember sitting in the back of the theater and he was telling me and I says "Joe, stop and think of what you're saying. What's coming out of your mouth. You're a kid from a small town and look at where you've been because of this organization." And myself included. I don't think I would have been to the Catskills if it wasn't for this organization. Or Buffalo or New York or Syracuse or just different places in New York State. And I've been to Atlantic City and I've been to San Francisco and I've been to Los Angeles because of our affiliation with AFSCME and Hawaii and Chicago and there's been a lot of places that I was able to go to and that my husband has come along with me because of this organization.

**FV:** Vegas and Tahoe?

**CD:** Yeah. And Las Vegas and Tahoe, right. And just that part of it, to think back. Not that we didn't do a job and not that we didn't stand out in the rain and stand in the snow and picket... When my husband and I broke up at one time years ago, because we dated a long, long, long, long time before we got married. We dated for twenty-one years before we got married.

**FV:** You didn't want to rush into things.



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**CD:** Anyway, in that time, I was dating another fellow who was a delegate at Motor Vehicles and we walked a picket line together. CSEA had a strike and it was over an Easter weekend, April 1st, which happens to be when WE got married. Sunday night was the end of March, Monday was April 1st. We were walking pickets all weekend and Pat and I started dating after that, we got engaged after that and we broke up after that. But we're good friends today. But a lot of people's social life is involved with- this organization. A lot of people's travels. Their close friends. Some of them marry. There's a lot of social things that go along with the organization. But, like I said, there was always walking in the rain and picket signs and...

**FV:** Well, you fight for your people. I mean, you work for them, you fight for them. Naturally, you're going to be part of an organization that...

**CD:** And you worry about them and they don't think you worry about them. When they had a big layoff years ago, there was a woman that worked for our agency that eventually retired but she retired with like forty-five, fifty years of service. And there was even discussions in our agency that she might get bumped to another shift. And people were so concerned about her and I said "Don't you worry about her. I'm going to worry about her. And we're going to take care of her. Don't give her a though." Yet, I didn't have a little office as a CSEA president. I had to sit at my desk and do my job. Meanwhile, I have people that worked in my office that resented the fact that I was out of the office trying to save their jobs. And I would come back in and I would get sarcastic remarks. And "You think you're this" and "You think you're that" and "You don't do this" and "You don't do that" and "we have all this work." You want to worry about all these people, go ahead and work. And that's what people said to me when I was going to retire: "You sure you want to retire?" I said "I'm going to start worrying about ME. I'm done worrying about you."

**FV:** You've done a pretty good job of defining a union. I mean a good union that fights

**CD:** Well, if you get into the organization for the right reasons, you will be with the organization for a long time. As an activist.

**FV:** Well, you took your mother's advice.

**CD:** Well, actually, yes. Some people will run for office in this organization to prove a point or because they're ticked off at somebody ("I'll show them!"). They don't last. But in the meantime, they wreak a lot of havoc.

**FV:** Yeah. They're against something rather than for something.

**CD:** Exactly. They're against you. They don't care about the guy in back of them that needs you, they're just against you. So they go out and they're very destructive. And they're anti just to be anti. But when the chips are down, you're the first one they're running to if you don't give them the answer they want, uh, you know?

**FV:** Yeah. I'm sure you've seen some of those people too.

**CD:** Sure have. Even in my own local, I had people that were never involved in the organization and I would come in the morning and they would start yipping at

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me. And they worked nights and I'd come in and they'd say "You know what happened?" and I'd say "Fine, thank you. And you?" And "I'm good. Did you have a good day? Now I'm ready." Now you can talk to me about, and I would get them involved. And turn around and then they would run against you. And I had a lot of that. Well, sometimes there's just anti personalities. As a member of the board of directors from the executive department, it's different than being a member of the organization if you're from like Motor Vehicles or Tax and Finance. That's one agency. The executive department is made up of anything that comes under, well I worked for Criminal Justice but you have the State Police and you have like Cable and all these little agencies that come under one pot. It's like a mini board of directors, one department. We were agencies within a department. So when we ran for the board, if I ran from Criminal Justice only, I probably would have had to get three signatures and I'd be done. But we had to get them from across the state because we represented people across the state because we represented people in the State Police and so on and so forth. So in my own local, if I wanted to go anywhere that was other than the board of directors, I had to go to my own board. And they would give me trouble like "Well, you represent these other agencies. Go get money from them." I said "But my dues money is here. My dues money isn't in Buffalo." And they didn't get it. So I tried to get a motion passed that if there was a meeting that a board member from that local wanted to go to, that the local would send that board member. And they gave me a lot of grief and they didn't pass it. And I said to the current president at that time, "You are a member of the board of directors, you are president of this local. Someday I will not be here. You may be in the position I am and this will come back to bite you, mark my words." And it did and it bit hard. And I said "I hate to say 'I told you so but it's my pleasure to say it to you now. You have to start doing things for the organization and stop with the personality because you're only hurting the members. You're not hurting me because if I want to go anywhere, I can go."

**FV:** Well, we have to name names here. Who were you talking to?

**CD:** No. I'm not going to do that. In this position I'm in right now, I'm not going to do that.

**FV:** OK. But it's not going outside of this organization.

**CD:** Well, I know it's not going outside of the organization but there are people within the organization that I ...uh, Danny knows who I'm talking about because we've had this conversation before. Danny knows.

**FV:** All right. 'Cause he'll be looking at this.

**CD:** Exactly. But he knows.

**FV:** All right as long as he knows.

**CD:** He knows what I'm talking about. Because this particular individual had his own agenda to the detriment of his own members. Danny was told that but Danny deals with things the way Danny deals with things and that's the end of that. But my point is that sometimes in this organization if people, like Al Gore said the other day when he said he wasn't going to run, "If I ran again, it'd be a mish mash of the last election. It's not good for the country." Well, it's the

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same thing in a local. If you run for an office in a local just to be the thorn in somebody's side, you're only going to be a thorn in that person's side. Now you've got three hundred, five hundred, fifteen hundred, three thousand, five thousand, thirty thousand people that you've got to deal with. Now what are you going to do about them? I'm out of the picture, now what are you going to do about them? Now it's time to put your money where your mouth was. And they can't do it. They cannot do it because they don't get involved for the right reasons. And they don't last. As I said before, they wreak havoc they turn things. When Carmen was president of Region 4 I was his secretary. Carmen was 150 percent behind Danny. I was right there with Carmen. I was 150 percent behind Danny. There was a whole thing going on with the contract and with the negotiating team and Danny making a deal without the negotiating team. The negotiating team went out and badmouthed Danny all across the state. Then there was an election and we got thrown out of office in Region 4 because we're in Region 4. We're here, headquarters is here, politicians are here and the newspapers are here. And we got thrown with the bath water because we supported Danny and what Danny and what Danny was going to do and we always supported Danny. Carmen and I and the rest of our board did too. But we worked hard in this region to get this region back to the Capital Region the way it was for years and years and years. We were a very strong region here. But it didn't count. Hard work doesn't always count. It's whose has the newspaper and who's got the ear that will go out. And we lost the election. Danny won his election, which was good for the organization. We got tossed out. And the person that won had no union background. We went to a meeting and people were signing in and my husband was standing there and one of the newly elected people was asked what their local number was and did not know what their local number was. These are the people that were elected when Carmen and myself and Georgiana and the rest of our slate was tossed out. We worked very hard, not just to get elected or re-elected; we worked very hard over those few years. We were out of the house every night. We went to locals, we got people active in locals in Washington County that never went to a meeting, never were involved. We did our job and it didn't pay off, it did not pay us off at all. So now there's people running the region that half of the slate has already resigned. And I think at this point they're even running one short, I could be wrong. And all of the people that are being appointed by the current president are people that have been around the organization for many, many years, which is a good thing, which is the good part of that. But, God help us when you get involved for whatever reasons.

**FV:** What year was that, that this happened? That you lost?

**CD:** Uh, 1999? 2000? Three years ago?

**FV:** We just want to get a perspective for...

**CD:** Well, I'd still be working. It was the last election and I retired two years ago this month. But I wouldn't have retired. I would have stayed on because I liked what I was doing being the secretary, which is funny. Carmen and I talked in Lake Placid a long time ago before he ran. He was a region officer at the time but he was going to run for president. So we sat up at Lake Placid and I said "Carmen, if you're going to run, let me know. I think maybe it's time I do run." Now I was an activist for 30 years, I thought "Now I'm ready." I said "I'll run for one of the vice presidents. I don't want to be secretary and I don't want to be treasurer but I'll run for one of the vice presidents." I said "If you don't want me to run with you for the betterment of the slate and the

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organization just tell me, my nose will not be out of joint. Don't worry about it but I'm just telling you what I'm thinking about today." He said "OK" Well, the current secretary at that time, Judy Ramington, quit. She resigned in Region 4. So I was at a meeting, I always went to the meetings, it was a Region 4 meeting and there was a lot of hubbub going on. Well, before the night was over, I was elected secretary and I was at the head table taking notes. I didn't know what was going on. Carmen pulled it off. Whatever he was going to pull off, he pulled off. But years and years ago, Tom McDermott was president of Motor Vehicles and he wanted me, he called me in the office, on the phone he called me and he wanted me to run for an office in the region. And I don't know if it was lack of confidence or whatever. "Me? You want ME to run? I've only been active for ten years." I just didn't think about it and I was flattered but I turned him down. I said no. Now we have people running the show who don't know what a grievance is so I guess it's all where you sit and how you look at the organization. I guess you revere people and you have a lot of respect for them and you know they've come a long way and there's a time. There's a time to do certain things. You just, don't walk in off the street and go for the whole pie, Because you can get there but what are you going to do with it? If you don't even know the language of the organization. I remember telling one of my members when she became president of my local. I said "You might want to start going to the conventions and stuff. Just so you know the language of the union. So you can talk union to other people that are involved." And she didn't understand what I meant until she went to one. It's just a whole other...

**FV:** Culture.

**CD:** Exactly. Exactly. You just don't know how to talk to them about the same things unless you're on the same wavelength.

**FV:** You knows it's hard to describe an animal like this because it's a big creature, a big culture. But how would you do it, I mean, if you were explaining CSEA to somebody who had no idea what a union was? How would you explain what CSEA is and what it means to people?

**CD:** I got on the elevator once and one of the commissioners said to me "Here comes trouble." And I said "If you didn't make it, I wouldn't have to clean it up." And that's just about what it is. Somebody has to look out for the little guy. Because the little guy sometimes doesn't think that they have the right to open their mouth or the wherewithal or they're just too shy and they take it. They take a beating. And they don't know why they're taking it, they don't know why they're unhappy, they don't know why they have headaches all the time. And I think that's what this organization is. Just trying to keep up. Just keep up. If you can get ahead of the game once in awhile, that's good too. Even the benefits people think they were born with, they don't get it. They don't get it. They don't get that thirty years ago, they didn't have dental plans and they didn't have free eyeglasses and they didn't get them for their computers and they didn't get their prescriptions. Now it's through the insurance plan; they don't handle that at the fund anymore. But, especially if their young and they're right off the street, that's part of their package. "This is what I'm owed" and they don't realize that...After I retired and I was shopping around for a dentist, I went to this one near my house, he just bought a dentist out, he retired and this kid is from our neighborhood. I didn't know him before but he went to St. Pius School and, nice kid. And we were talking about insurance and he said "Well, I still have the rates that the other guy had so they haven't

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increased." I said "I'm going from zero. So if you're going to charge me a dollar, I'm paying more than I did a month ago. This is a big change for me."

**FV:** OK. We've got a couple of questions and then we'll, if we have time, we'll take a look at the pictures. What are you most proud of in your CSEA career?

**CD:** Hanging in. Truthfully, just hanging in there and, um, you take a lot of beatings. But you have one person say "Cindy, you saved my life." and it was all worth it. I had a girl that was paying out of pocket, and she's barely alive today. She was very, very sick and paying out of pocket for drugs. And going to the drugstore and she wasn't even thinking. See, there's a lot of things that CSEA has but until you need them, you don't really know that they're there so you forget that they have them and she wasn't mailing her scripts and she was not doing anything and I was able to get a lot of money back for her. And to this day, I mean, I can still see the expression on her face. She said "You don't know what you did for me" and that's what makes it all worthwhile. Like I said, you take a lot of beatings. Some people, because you've got to go to New York or you've got to go to Buffalo or, you've got to go wherever. Very jealous. Very, very jealous.

**FV:** They don't see the work part.

**CD:** They don't see the work part. They don't see the work part. They don't see that you're away from your family every weekend. They don't see that you're traveling. You get to go places but you've got to go catch a plane or stand in line for a bus or you just have to drive halfway across the state and spend a weekend. You're in meetings morning, noon and night. So they feed you, big deal. But you're not at home and they don't understand that "Well, you chose to do that." Like the malice at the Palace. Getting ready for that big meeting down at the Palace Theater in Albany. Buses came from all over the state and we were going to go out on a picket and I had people in the office say that to me. "You go, I have to pay rent." I says "What do you think I'm on, a free ride? I don't even get an honorarium for my job." We didn't have honorariums at Criminal Justice. They still don't have honorariums. Some people make some nice money. I'm not talking about they could quit their job and go out but I mean,, they make a little bit extra. I never got an honorarium until I became secretary of the region. But they weren't very gracious.

**FV:** So what are you most disappointed about?

**CD:** Disappointed. I think losing the last election was really what I was most disappointed about because we had a good thing going because we were getting a lot accomplished and working as hard as we worked and being out and on the road a lot. I was in burgs around this region that I didn't even know existed. And between Georgiana Natale, who was the vice president, and Carmen and myself, of all the officers, we did the most traveling at night and we didn't have kids and stuff to worry about. We really worked hard and it just didn't pay off. I mean, I've lost elections before but this one really hurt the most because we worked so hard.

**FV:** What do you see as the most important event during your time of involvement with CSEA?

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**CD:** Important. I think when we affiliated with AFSCME was important. The benefit fund I think was important. Some of the things that have happened, shared items that have happened that have come along during my time working flex time that helped a lot of working women. I think over my career, 'cause I even benefited with the flex time. My last few years I worked seven to three. It got me off that Northway at eight o'clock in the morning and going home at four, it's, like a parking lot near our house. When we go out at four o'clock, I forget and I say "Oh, my God! There must have been an accident." There was no accident; it's just traffic.

**FV:** What's your part of the world? Where do you live?

**CD:** Off of Shaker Road. I'm just in Colonie.

**FV:** Oh, yeah. Yeah I live in Latham myself and I.

**CD:** Then you know what I'm talking about.

**FV:** I know exactly what you're talking about.

**CD:** If we leave the house at a quarter to four to go anywhere to like towards Wolf Road, you go down almost to the library on Albany-Shaker Road and the traffic is right there, backed off from the Northway.

**FV:** I once tried to get out and I realized there were cars within the library. I backed off and went the back roads back down to my home.

**CD:** Yeah, I says to him "What is going on; there must have been an awful accident." And then I says "No, I don't think so, I think it's traffic."

**FV:** The rush hour.

**CD:** Yeah, you've got that right. Going up to Clifton Park, it's awful, awful.

**FV:** You know, we didn't talk about joining AFSCME; CSEA being part of AFSCME. You have some recollections of

**CD:** Yes, I do. I remember when we had the vote. The day we had the vote was at a board meeting and the first thing that was done is that the doors were locked. We were locked in.

**FV:** Ah. Not getting out until you vote.

**CD:** We were locked in. I mean literally, they were locked, which was a fire hazard, actually. But they didn't want anybody on the phone to a newspaper, as I recall, was the reasoning.

**FV:** That was before cell phones.

**CD:** There were no cell phones but at that point, I think that was the reasoning that Bill McGowan didn't want anybody putting anything in a newspaper or making a phone call before a vote was taken and it was done. One of our member's son is an actor. One of the members of the board of directors. You know who Richard Greico is?

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**FV:** That name is familiar.

**CD:** An actor. Handsome, handsome. Well his father's picture is on that tape, on that CD, Richard Greico, same name. He was on the board of directors with us and he went to Washington. There's a picture of him in Washington at headquarters. I found out later that that was his son. But he has been on TV and I forget some of the shows he's been in. He might have been on that Jump Street when it was on years ago.

**FV:** Oh, yeah.

**CD:** If you saw him. The father is handsome, the kid is more handsome, I think. But a lot of interesting characters over the years on the board of directors. Sol Bendette, out of New York. Irv Flannenbaum. There's a workshop named after him.

**FV:** ???

**CD:** Not Irv Flannenbaum. Irv died years ago.

**FV:** You still hear people talk about him. Everybody talks about him.

**CD:** Talk about him, sure. The statewide officers, Irv was a statewide officer. There're some pictures on that. Tom McDonough, Irv, Jimmy Lennon. Jimmy Moore at the time? McDermott?

**FV:** These were all locked in that day?

**CD:** Oh, um, I'm not sure about Sol. He might have even been retired by them. But Jimmy certainly was there..McDermott, Greico, myself, Bill Sole, Kelso.

**FV:** How was it presented? What happened that day while you were locked in?

**CD:** Well, that was the day of the vote. So people got up to the microphone. There was some concern as to whether we were going to keep our autonomy and do our own thing and our own constitution and all of that. And that was all the stuff that had to be ironed out or presented and let us know that we weren't going to be just Local 1000 AFSCME that we were going to be CSEA and so forth. There was a lot of concern. I mean we were fending off challenges all over and throwing good money after bad so it was either join AFSCME or you know, or keep fighting. And spending our money that way. It was a good ride for me all those years.

**FV:** Well, that's sort of what my windup question is before we look at the pictures. What lessons CSEA's history hold for its future?

**CD:** Lessons hold for its future. It's communication, communication, communication. People have to be made aware and it's tough because it's a big organization. Because I had to do a job, I had people telling me "You don't tell me anything." I said "I put everything on the bulletin boards. I have a job to do. I can't go to your desk and read your contract to you", I says "That is your responsibility. Read it every once in awhile so you know what's in there." I used to compare it to insurance. I says "When you buy auto insurance and you put money down for a policy, does your policy holder come to your house every six months and read you your policy? Or if you have an accident, you call the

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agent and say 'I had an accident. What do I do?'" I says "It's no different. That's your policy. That tells you what you can and you cannot do. And I cannot go to your home and read it to you. I have a job to do and when I leave at four o'clock, so do you. So when would you like me to discuss this with you? That's when you come to a meeting. And if you can't come to a meeting, just read your contract. And if you read it and you know it, if something is strange, then you're aware and then you know. Or you pick up the phone and call one of us and say 'Is this right or wrong, what do you think?'" But people are lazy sometimes. Because you have been elected to this free, nonpaying job, people...My girlfriend retired out in California and she was a nurse. She and her husband got involved doing mission work-out of their church for the sick. And they go and read to them and they do all these wonderful things. And she says "Do you do any volunteer work?" I says "My volunteer days are over. I did two jobs for thirty- five years. One I got paid for and one I didn't." And I said "I'm done." And I wasn't going to feel guilty about not running to the local hospitals and whatnot, if I get bored, eventually, maybe I'll do something like that but for now I says "I was doing two jobs for all those years. I was never off the hook for one." So those were my feelings on volunteerism. It'd be nice if all the region officers could get paid. And it'd be nice if the region officers, if they had to go to the region office, they wouldn't have to charge their time. Or if they could get some relief time during the week to go and help out the president do his job. Because I know there was times when I would have to go in Carmen's place and Carmen, I shouldn't say just Carmen, they got nice money and the car and everything and the other officers of the region worked at their own desk, did the same job and they don't have the same freedom. I mean, not that I was looking for a car, but it was looking for some time. Just to be able to go instead of-charging my time to go and help out, go to a meeting. Because some of the people that worked nights had meetings during the day and I would like to see something like that in the future for region officers.

**FV:** OK?

**CD:** Well, yeah. Because the people at the top and the people at the bottom, there's a lot of people in some locals that have a local office and they all, a lot of them, I shouldn't say 'all" because a lot of them don't, some have released time. They have things that the middle officers don't. And if you are a region officer and you're not a local officer, you don't have a vote in this organization either. Which used to catch me right here; that I couldn't vote.

**FV:** Well, maybe there'll be some changes, who knows. There's always room for change. Well, thank you, this has been great.



Interview with Cindy DerGuarian

FV: All right, why don't you identify yourself?

CD: I'm Cindy DerGuarian...

FV: And we're going to be going through your collection of historic CSEA photos.

CD: Yes.

FV: All right.

CD: This first fellow here is John Valley who was local government and John Gulley who was from Tax and Finance and myself. John Valley has passed away. John Gulley is a retiree living in, I think, out in Wynantskill. And John Valley was the first local government region officer in this region, in region four. This was a workshop. I remember it was a beautiful Saturday morning in Glens Falls and I thought, "Oh why are we here on this beautiful day?" And then I went to some conventions and this one happened to be in Rochester and Mary Moore worked with me at Criminal Justice and Don Hinkley, I'm not sure where he worked. Gloria was a friend of mine that worked for Commerce in Albany. It was called Commerce at the time and she, too, has passed away. And she was, she was just a good friend. She was president, I think, of Commerce at the time. Jean Gray was from this region. Jean and I, this is her husband, Jean and I were one of the few who, there were a few groups of women that were on the board of directors and this was taken, this particular photograph was in 1992.

FV: So that's number 99, right? Right there? Is that the right number?

CD: That's the page.

FV: Oh, that's page 99?

CD: Page number 99.

FV: Okay.

CD: Because the first group of pages is the index.

FV: Okay, good. All right.

CD: So all right, then we go page 99, right. And this is Don Hinkley again. This was in Rochester. This was one of my first conventions. This was 1972. That's Gloria again. Gloria was not shy.

FV: Number 102. Okay, now we're going to 103.

CD: Uhh..this is the group from Motor Vehicle. I worked at Motor Vehicle at the time and Pat Rutledge was a delegate and Mary Toomey was a delegate and Muriel Millstreet. Mary has passed away. And Mary was married to Jerry Toomey who was back here in this photograph. Jerry at one time was a region treasurer. And he is retired and lives in Albany. Ronnie O'Dell is retired from Criminal Justice. He was the president of my local.

FV: Now we're up to 105.

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CD: Right. And that's myself and Pat Rutledge. We were engaged at one time. And then Tom, Tom McDonough who was president of the region. He was my mentor and he was president of Motor Vehicle. And, in fact, he wasn't president of the region. He was never a president of the region. He was president of Motor Vehicle and then he became a statewide officer and this is his wife, Pauline. Pauline just passed away a few months ago. Tom passed away some time ago.

FV: Page 107.

CD: Myself and Connie Rush. Connie was a corrections officer from Greenhaven back in the days when we represented correction officers; we no longer do that, but he was one of the few correction officers that was around at the time. Jack Corcoran came to our installation. I was an officer at Criminal Justice and Jack became director. He was director of Albany, our region here. He has since retired and myself and this is the wife of Ronnie Lundell who was the president of my local at the installation. Ann and Mike Urban. I believe they were out of Commerce too. I don't know where Mike worked but Ann was another delegate. And this was a group from, Ronnie Lundell from Criminal Justice and Carol Ferguson from Criminal Justice, Bob Douglas who was a friend of theirs and John Weidman who passed away recently. He was also a mayor of Menands and he was a, he came from Ag and Markets years ago and he was on the board of directors and he was on the board when I was on the board. I was on the board a long time ago.

FV: Now this is 73?

CD: 73, yup.

FV: Very good.

CD: Yup.

FV: Okay, number 111.

CD: Gloria Fleming and then Bernie Ryan. Bernie Ryan was a staffer down in...

FV: You got them all autographed!

CD: No, I was...

FV: Oh, you, oh you captioned them..

CD: I wrote those on there. This was in 1973 at the convention. This is Gloria and this is people from Commerce Department. There was another activist here in the region. He's a retiree these days. Motor Vehicle people. Jean Brook and Margaret Dietrich. Margaret was a delegate. She may have been secretary. I know Jean was the treasurer. And this was when Tom McDonough was president of Motor Vehicle. This is Joe McDermott who eventually became president of CSEA and Jean Gray who was, she was ... Jean worked at the department of State, I believe. And um..Tim McNary who is also a retiree from DOT. But uh, he was in PST, eventually he was in PST, when we lost...

FV: I think we're up to number 115.

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CD: Margaret Dietrich from Motor Vehicle. Pat Miller, another delegate. Social Services, I think but I'm not quite sure what local she came from. This a convention at the Concord.

FV: 117.

CD: Pat Rutledge from Motor Vehicle. Jimmy Gambel who died recently. Lost a lot of them, we've lost an awful lot of them.

FV: There's a lot of that going around, yeah.

CD: Jimmy retired from,, in fact, I don't even know if he did retire but I know he passed away recently. And he was at Encon on Wolf Road and he was one of the first affirmative action officers and then he, you know, went up the line and he was from that local when we knew him.

FV: 119.

CD: 119, Ann Urban and Mike and then this is Koz Lembo, retiree from OGS. As a board rep I represented OGS and Criminal Justice in a few things. This is Bob and Carol Canfield. They were delegates from Rensselaer County.

FV: And now 121.

CD: Right, from Criminal Justice. Kathy Grandy. I don't know who this gal is but Kathy was another Motor Vehicle girl. I was at Criminal Justice for a lot of these now. These, Carmen, I can't remember his last name, but I know he worked at I think Coxsackie Correctional. He might have been a teacher or a barber or a tradesman that was employed down there. I don't know if there's anybody at headquarters that would even remember him. And myself and my local. Carol Riley.

FV: Okay. 125.

CD: Rita Madden. Margaret Dietrich. Bea McCoy. These were gals that hung around together when we went to the conventions. They were all delegates of locals. Retirees.

FV: 127.

CD: Joe Sabo and...They might have been correction officers also at the time. Mr. and Mrs. David Caplan. David is, he was from Commerce Department.

FV: 129.

CD: Ron Lacey was an employee of Jardine. Ter, Bush and Powell, actually it was back then in those days, and they, the salesmen used to come to our convention. And this is Karen White who was a delegate, I believe, with Social Services at the time. Harold Ryan was from Troy. He was a region officer at one time and a member of the board of directors.

FV: 131.

CD: This is another installation of region officers in 1973 and Joe McDermott was installed then.

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FV: We talked about him, yeah.

CD: Yeah, sure. Well, here, Tom McDonough was an executive vice president, statewide at the time and Joe McDermott. All of these people were all, these are all region four. There was a region four installation. And Jean Gray. Floyd Campbell is this fellow's name. And John Valley. And Tom was an officer locally. I ... that was still ... I know they were married but I don't know where they worked. Hugh Carey came to speak, I don't even know if he was governor yet, but he came to speak at our convention...

FV: 1975?

CD: 1974. 1974 Tom McDonough, Irv Flamenbaum and Jimmy Lennon and Joe McDermott and, God, Joe McDermott is the only one alive in that picture. In fact, this guy here, his name was McAlly. He ran for president one time.

FV: 135.

CD: Myself and Mary Moore down at the DOT delegates.

FV: Okay, 137.

CD: Hugh Carey and back when Ted Wenzl was president of CSFA.

FV: Good shot.

CD: And Hugh Carey again. This was prior to his election, I believe.

FV: Yeah. Now who's he shaking hands with here? Do you know?

CD: I don't know his name. I don't know his name and I can't remember his and I don't know anybody else in the picture.

FV: You got a good shot though. Okay, 139.

CD: Jean Gray and Tim McInerney. And these are delegates from my local. Pat and Carol.

FV: 141.

CD: This is the other end of that same table.

FV: Yeah.

CD: Jimmy and Joe. And then Bill McGowan eventually became president and Jack Gallagher was treasurer of CSEA for a long time. It was a long time. He was prior to...

FV: Okay, now we're on 143 and 144.

CD: (inaudible) head table meeting. Back in 174. These are delegates from my local. Tim Proctor and Tim..

FV: 145.

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CD: Carl Tooley, I believe was a legislator in Albany at the time and Jack Dougherty, his wife, Eileen. The two of them were activists in CSEA and Eileen just passed away. I think they might have been in early January. Sweet lady. And Jack Corcoran here. Jack was from my local and Floyd Campbell, region officer. Jack was director of the region at that time.

FV: 147.

CD: Don McCarthy. He is a retiree. He was a field rep in these days and Don's a retired field rep and he was just back working and he has recently, he's not there anymore. I guess Danny didn't, he's trying to eliminate some of the temporary people that they brought back due to illnesses and whatnot. And this is Mike Carroll who ended up ... he worked in the insurance department in CSEA and he ended up at JLT services, Jardine as a big vice president up there. This is Greg Davis here. Now at this particular photograph, he was a delegate from a local. He went on to become a field rep for CSEA.

FV: You don't know these other people, do you?

CD: No. I know they were delegates. I do remember them in those days, but I didn't know their names.

FV: The one in the middle is dressed like a jockey.

CD: Yeah, yeah he is!

FV: I guess that's the clothes of the era, right?

CD: Yeah, that was 174. It sure was.

FV: Yeah. Yeah, okay 149.

CD: Same group. Greg Davis up here and his co-workers. Over here you have Jack Rice from CSEA and Walter Langley and Joe Lockner was director of CSEA in those days.

FV: All familiar names.

CD: Yeah, and his son, Billy, is a field rep here in the region.

FV: Cool. 151.

CD: Jim Roemer, a young attorney at the time and Vic Pesce was from, I think, the Law Department and he came out of New York City. I can't remember this galls name here and this is Marie and Jack Carey. Have you heard the name Jack Carey?

FV: Yeah, sure.

CD: Jack was CSEA staff and he had an accident in the home and ended up with a stroke. The stroke caused the accident or the accident caused the stroke. He just lived a couple streets over here and he passed away a couple of years ago and his wife Marie was representative. She's a nurse. And she still lives in the area. Their son is a Colonie police officer. And their daughter works for benefit fund, region, Carey her name is. Roy Dingle and Carol Trefiletti and Roy

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and myself. Carol worked at Encon on Wolf Road, a retiree. Very active in the town of Colonie Senior Citizens today and right now she's traveling.

FV: What do we know about...

CD: I don't know what local these are.

FV: Okay, we'll find out. 155.

CD: This is Gloria again and at the Concord. We went to the Concord a lot in those days. Mary Ann Terrell was from my local. She now works at Encon.

FV: 157.

CD: Mary Moore and Aaron Wagner. Jimmy Gandel. Aaron was a field rep who lives two streets over right now and he's not with CSEA any more. And Jimmy.

FV: 159.

CD: Bob Overocker from my local. This was a meeting in Westport, New York. And Sunday morning coming down from there, Bob was in the car with me. We were going like a bat out of hell and his wife was overdue for their baby and we had to get home and I got a speeding ticket. I was f lying. A wonder I didn't lose my license. And now she's married. His daughter is married now. She got married a year ago. And this was at the meeting. The head table.

FV: All right. Now we're up to 161.

CD: And down here will also give you the dates, see 04/27?

FV: Oh, great. Yeah.

CD: And that's Jimmy and Rita Madden, who was from, I believe he was from OGS. OGS or Labor apartment, maybe labor department. And Noni Johnson. And Noni, who was another activist as a retiree. And she was very active in CSEA and she was secretary to Joe McDermott was president in the region. And then again, we lost her when we lost the PEF group. And this is Joe and Bob from my local and the funny thing about this is they were both from the and Joe used to baby-sit him.

FV: Oh, wow! That's a great one!

CD: Yes! And he's a twin. Bobby's a twin.

FV: Oh, wow. All right...

CD: Same meeting. Same meeting region.

FV: 165.

CD: Secretary's Week. Joe was getting married.

FV: 167.

Interview with Cindy DerGuarian

CD: Timmy and Harold Ryan. Ernie Wagner. Now, when I first became active in CSEA we didn't have regions, per se. There was the Capital Region and other regions but they weren't organized the way they are today. There wasn't a region officer. Ernie Wagner was president of the region prior to Joe McDermott.

FV: Oh, okay.

CD: And that's...

FV: You've got that right there, yeah...

CD: Region four. And then Rita Madden Ernie was president.

FV: 169.

CD: And this is Naomi Henderson from my local and Bob Overocker. Now this one I mentioned before, Jack and EEileen.

FV: Yeah.

CD: This is EEileen who just passed away. This was up at Lake Placid, or at the Lake Placid Inn.

FV: 171.

CD: Dick Merkle was an insurance rep from someplace. And Jimmy Gamble. This is Jean Gray's husband, Tom, up at Lake Placid.

FV: 173.

CD: A meeting at one of the gatherings prior to the meetings. Ron Townsend. He was from Tax. And John Schermerhorn. Mary Moore and this is Jack Gallagher who was statewide treasurer at the time. And a gathering of locals from Jardine. He's been around as long as I was around. He's still, he's still with JLK. And this is Nick Fiscarelli in the background here. I'd add it but I can't...

FV: That's what I thought.

CD: This is John Weidman here. This was John Weidman's father. He was an activist at one time and a retiree and Nick Fiscarelli and Vic Pesce. John Weidman, who I told you became the mayor of Menands. And Howard Proxy was from Colonie school district.

FV: Now we're at 177.

CD: Me. This is Jack Carey here and Jack Gallagher and Nick Fiscarelli.

FV: All right.

CD: Tom and Jean Gray. And this is Joe McDermott and his wife, Laura. And Susie... Susie Passenback, I think her name is.

FV: Do you know who she was?

CD: She was an activist in Rensselaer County, Rensselaer County.

Interview with Cindy DerGuarian

FV: Oh. Good. All right. 183.

CD: There was a demonstration in Albany. OSHA had a really big demonstration down there. DOT guys were involved and this was that demonstration. This is Ken Cadu and his wife Gerry Cadu. They were out of Long Island and they both worked for local government down there. And at one time, he ran...This was that meeting...

FV: 185.

CD: And this is the only face that I recognize. Tommy Giapunto he worked with Division for Youth. And then Karen Dubenek was her name. I don't know where she was from. And she was a spokesperson. She might have been from DOT at the time. I'm not sure. This was that same demonstration.

FV: 187.

CD: Now, I showed you Jack Dougherty before with his wife, Eileen. Well, this is his cohort. Jack Daley from Mechanicville and Jack Dougherty. They were both DOT guys and they palled around together. They were on the board of directors when I was on the board of directors. And I think Jack Daley has passed away too. And here we have John Wagman again, and Doug Schermerhorn again. And these two fellows were from Ag and Markets. They worked together and so there was John and John L. That's how they, you know, differentiation between the two. And Karen White. And this was on the Capitol steps at that same demonstration.

FV: 189.

CD: And, yeah, they all spoke.

FV: 191.

CD: John Schermerhorn at the microphone. Joe and Vic Costa. Now, Vic Costa was the one ... when they wrote ... there was a plan to change CSEA's structure. And Vic Costa was on that ... chairman of that committee where the regions were broken down and when all of those changes were made. And he had A. Victor Costa, A.V. Costa, the store in Troy..

FV: Oh.

CD: ... for, uh, they sell cards, weddings, stationary and he does the printing and everything...

FV: Yes, yes, yes, okay.

CD: Well, that's him.

FV: Oh, okay.

CD: He's a state worker retiree. He worked for...who did he work for? Oh, shoot, uh, I don't know where he worked right now. Audit and Control? No, I don't know. Maybe Audit and Control. But that's his store up in Troy and when I talked to Steve Madarasz he said, "I would like to get in touch with him." He said, "If you can find him." I says, "He' s in the phone book. He's



Interview with Cindy DerGuarian

on the television all the time with his ads for the store, so, sure, A.V. Costa is the name of the store." So, he's A. Victor Costa.

FV: 193.

CD: This is Larry Meghan, who happened to be a high school friend of mine. He worked for DOT at the time, so he was part of this demonstration. Heiser. He was a member of CSEA. This was a gathering that they had one summer at a picnic and Eddie was there; he and his girlfriend.

FV: 195.

CD: Joe former acting region four director, region four workshop, is named for him. He passed away. And that's how old he was when he passed away. He was a young man. He was a young man when he passed way. He was at a meeting. He was at a meeting and died at that meeting. Nice guy. I moved from Troy, from Sherman Avenue in Troy and the day I moved from Sherman Avenue he moved to Sherman Avenue.

FV: Did he take your space?

CD: No there was new housing. They were putting some new houses up at the top of our hill and that's where he went with his family.

FV: Were you born in Troy?

CD: Yes.

FV: So was I. I was born on Liberty Street.

CD: I'm from off of Sherman Avenue?

FV: Yeah.

CD: Mill Street.

FV: Oh yeah, sure. Not far.

CD: Off Campbell?

FV: Yeah.

CD: Well, I lived at the bottom of Sherman and Joe lived at the top of Sherman.

FV: I think I went out with somebody from Sherman, I don't know. It was in that neighborhood, though.

CD: My mother was raised on that same street.

FV: Yeah, all my family's from Troy.

CD: In fact, my sister still lives on Sherman.

FV: My father's from South Troy, Liberty Street and my mother was from 101st Street, the that they just sold, that was my grandmother's.

Interview with Cindy DerGuarian

CD: Oh, okay.

FV: Yeah. It hasn't been outside the family for three generations.

CD: Oh, really?

FV: Yeah. Frank Lacosta who's going to be running for mayor of Troy, he was ... young Frank...

CD: Oh, okay.

FV: He worked at, he worked for Social Security in Troy.

CD: Oh, okay.

FV: Anyway, okay, 197-.

CD: Grace Fitzmaurice who was a delegate in the region and Tom McDonough and Pauline. Don Rugeber, another retiree and I think he worked part time at the Times Union. Don, I haven't seen him in years. I've tried to reach him by phone but I haven't been able to. And Pauline again. This was at the same gathering.

FV: To you.

CD: Yeah, well I tried but he just wasn't there.

FV: Oh, yeah. 199.

CD: This is Maloney. He's a retiree now. John. I don't know Doug's last name. And Mary Juracki. They were from SUNY. And Mary was also a treasurer in the region at one time. Now we're moving up to Niagara Falls.

CD: Mary Ann from Olean. That's all I remember about her.

FV: We're all the way up to 1976, look at that.

CD: And this is Connie Rush again and I don't, this is another correction officer that I didn't know.

FV: Trying to get you to not take his picture.

CD: I don't know, that or waving, but I don't, I don't pay attention to those things anyway.

FV: Okay, 203.

CD: Ed O'Donnell was a representative from psych center. He's also retired. And Rita Johnson. She was president of my local at one time. And this is Akullian who was a friend of my mother's actually that, he worked at Labor with her, but Rita worked for my local. Ronnie 01. Dell. Niagara Falls. Ronnie O'Dell. Tom and Pauline McDonough. Carol Trefiletti. Nick Fiscarelli, Loretta Morelli. They're all retirees.

FV: All the Italians stuck together, huh?

Interview with Cindy DerGuarian

CD: Yeah, they all did. They all did.

FV: 209.

CD. This is Dolores Farrell and Connie Buckley, retirees now from Social Services. Howard was ... Howard Proxy who's passed away, he was in Colonie Education. Noni and Mary are very good friends. They've been friends for 40 years.

FV: Oh, wonderful.

CD: So, you'll see a lot of Mary and Noni. This is Norma and Jane. This is another duo...

FV: Yeah, yeah.

CD: And this was at I believe.

FV: 213.

CD: Wayne from Labor. And Carol Trefiletti.

FV: 215.

CD: Wayne and myself and Ken, I forget his name. This fellow I ran into recently. He works at Sears. He remembered me and until he started talking, I didn't remember him. And Joe McDermott. And then you got Margie, him and John and Maloney.

FV: That's 217.

CD: 217 and Mary. What happened here, this was a fundraiser for Mary. Her house was flooded out...

FV: We're all set now. All right, we're on 219.

CD: 219. 1976. This is another meeting I'm not sure

FV: All right, now we're on page 241.

CD: Roger Boyce. This is the fellow I told you I ran into him in Sears and he was working over there. And Lake Placid Club. Noni and...

FV: 223.

CD: Same place, same picture. Jean Gray and Tom. This is Joe McDermott and his family.

FV: Is that the Christmas tree ... in Hawaii?

CD: No, this was, they had a luau kind of a theme at one of the meetings and, yeah. That was only part of it.

FV: Oh really.

Interview with Cindy DerGuarian

CD: Yeah. And he's got now and his one son works as a...

FV: Oh.

CD: One of them does, yeah. Uhh..

FV: 227.

CD: This is Arvis Chalmers and his wife and Jack and Marie Carey. Margaret Dietrich over here.

FV: 229.

CD: Margaret Dietrich. Ken and Wayne in 1977. These are clippings of things Joe McDermott had sent me of some folks. And this is Jerry Purcell who was from OGS. DOT. Bill Sowell.

FV: He was from The Public Sector or whatever it was called then?

CD: Back then it was called The Leader.

FV: The Leader. Yeah. But that's where they were from, right?

CD: Yeah. And this is Bill Sowell. And over here we had a meeting at Glens Falls and they put the picture in the paper. Wayne and Roger and myself and Carol Trefiletti and Noni and Grace Fitzmaurice and the other gal there in the back.

FV: 223.

CD: And this is... He was a legislator.

FV: Fred Field?

CD: No. Fred Field here. But that was...No. This is the fellow, uh, oh I do forget. Anyway..

FV: Thank you, sir.

CD: Oh," thanks. Let me see.

FV: Thank you. Okay, where were we? 236.

CD: Okay. 236 is Julia Duffy, Joe McDermott, Mary Juracki, John Valley and, let's see ... it says Eileen down there but that's not Eileen. That's Jean Gray.

FV: Ah.

CD: Uhh..this was just another gathering of folks.

FV: We are at 237.

CD: See, this is the other end of that same picture..

FV: Oh yeah.

Interview with Cindy DerGuarian

CD: Okay, there's Jean Gray but there's Eileen.

FV: Right.

CD: She works at Home Depot in Latham.

FV: Oh, no kidding. My wife goes there all the time.

CD: She's a retiree. If you ever run into that woman, she's always there.

FV: Okay, I'll ... yeah. Okay. My wife...

CD: And Dan Crowley. He was a DOT guy.

FV: Okay, 239.

CD: Jim Nuttal, Jack Dougherty, DOT. Jim might be retiring soon. I'm not sure. I ran into him in the market not too long ago. And if he didn't work at DOT he might be at Tax. I'm not sure. And Joe Blair was the Warren County DOT and Tim McInerney.

FV: (Laughter) 241.

CD: Bob Relyea. He left my agency when I was at Motor Vehicle and he went over to um..Civil Service and that's...

FV: 243.

CD: We've got Bernie Ryan, staffer from headquarters. Ernie Strobel, who was Health Department and he lives just down the road here a piece. And Jim Featherstonhaugh. Who you know of.

FV: Sure do. I won't forget his name.

CD: Yes. Joan Tovin and Jean Myers. Jean is pretty active in the retirees today. She was a Colonie...

FV: 245.

CD: Betty Collins, a retiree now from Waterford. And this is at one of the conventions, 1978. And this is um..McGowan was president then. Carolyn Briere who I have been talking to lately, lives in North Carolina, and I talk to her on the Internet. I haven't seen her in years. I haven't seen her in years. And Connie Buckley. This is all conventions. I don't remember who this fellow was.

FV: 251.

CD: Same meeting. This is Jimmy Moore. Dates back. Joe Dolan, Tom Collins.

FV: Tom Collins, yeah.

CD: Okay.

FV: Tom...(Laughter) 253.

Interview with Cindy DerGuarian

CD: Dolores Farrell. Betty Collins. This is Jim Featherstonhaugh, Tim Moore, Jerry Worth. You know the name Jerry Worth?

FV: Oh yeah.

CD: This is Ken Cadu. I showed you a picture of Ken and Gerri, husband and wife from Long Island. He was chairman of constitution and bylaws. And I think that's a picture of Bob Lattimer there.

FV: Ah. (Laughter).

CD: Yeah.

FV: 257.

CD: Mary, Joe and Noni. Noni was the secretary.

FV: 261.

CD: Tom Lacy and...

FV: I wish everybody had taken pictures like you did.

CD: Tom McDonough. He was executive vice ... he was acting president at one time too.

FV: Yeah.

CD: Back when Wenzl was normal guy.

FV: 261.

CD: And this is Bob Relyea, attorney.

FV: 263.

CD: Mary Toomey and Eileen.

FV: What are those ... what up there?

CD: Posters? These are posters up on the ... probably Labor. Labor posters.

FV: Oh.

CD: See, if this was just on my computer...

FV: You could just pull it up, yeah.

CD: Well, even ... even in this program. Once I put it on a CD, I can't do all the...anymore.

FV: Yeah. Right.

CD: But this is Eileen. This is that same woman I told you...from Home Depot in Latham.

Interview with Cindy DerGuarian

FV: Oh yeah, right. Yeah, if I see her I'll say hi. 265.

CD: Jerry Worth and Mary Toomey. Barbara Stack here from Motor ... this is the Motor Vehicle group here. And she was a region treasurer for a while out of New York City.

FV: 267, I've got to keep track of those...

CD: Yeah.

FV:...posters.

CD: Well, yeah, yeah.

FV: Yeah.

CD: They uh ... you know who Vic is?

FV: I've heard the name.

CD: He was I forget, Council 82 maybe, down in New York.

FV: Oh, okay. Yeah.

CD: This was after ... it must have been after AFSCME. Let's see 1978?

FV: 188.

CD: 189, 190, 191, 192, 193. This was when they .. because this is the year. Their twenty-fifth anniversary. For AFSCME.

FV: Oh yeah. Sure. Huh. How many pictures do you have on here?

CD: I have two CDs.

FV: Two CDs? And we're over halfway through one?

CD: Yeah.

FV: Well, good thing I brought...All right 269.

CD: Joe McDermott and Eileen who was statewide secretary.

FV: Right.

CD: This is Gerry Cadu again.

FV: 271.

CD: This is at a convention. This is Bill here. I never knew where Bill lived. Last year I worked primary day. It was the one that they changed after 9/11?

FV: Yeah.

Interview with Cindy DerGuarian

CD: And I worked at the school around the corner and who comes in to vote but Bill he lives about a spit from here.

Interview with Cindy DerGurahian

CD: And this is Carol Briere again. Jimmy Moore and his baby picture. Jimmy Lennon. Jimmy has passed away.

FV: 273.

CD: 273. Denise Mattia, Kathy... and I understand she's back at headquarters again.

FV: Oh, yes. Yeah, I just talked to her.

CD: I haven't seen her in years.

FV: When I talked to you I think you talked to her. She came in for a...

CD: She's working.

FV: Oh, she's working.

CD: She's back in Albany. She needed some time toward her retirement. And she's ... and she's been back there. She must have been working there when I was down there. And Jack Corcoran, region four director. Jimmy Gambel.

FV: 275.

CD: Joan Tobin who has also passed away and she was our region executive vice president when Al was president.

FV: 277.

CD: Joe McDermott and this is Joe Peck, he was a delegate from my local.

FV: 279.

CD: Joe Peck. Buckley again. I don't know this guy's name. This is June Boyle. I think she might have been from the Rochester or Buffalo area. She was on the board of directors. Loretta. Ronnie and Mary from my local. Okay, here I don't know this fellow's name, but this was the ... I called the AFSCME lobby lunch. This was the first tour that we had in 1978 when we went down for a tour of AFSCME.

FV: Oh.

CD: And they had a box lunch for us and a lot of us were sitting in the hall like you see. This is Joe McDermott up here.

FV: Oh yeah.



CD: Joe and this is uh ... uh..this is Gloria. She works for AFSCME. She is in charge of their travel and she plans the conventions. This is Dolores Farrell here. And that was Joe Blair in the middle. This is the same group sitting on the floor and there's CSEA people here and there's AFSCME staff. This guy, Richard Grieco.

Interview with Cindy DerGurahian

FV: 289.

CD: Did you ever hear of an actor ... a young fellow, Richard Grieco?

FV: Yeah.

CD: Well, this is his dad.

FV: Oh, no kidding. Well, I'll be darned. Around here?

CD: In Buffalo.

FV: Oh, Buffalo. Okay. Yeah, I have heard of him. Sure.

CD: The father was handsome, just like the son. But the son, whenever they cast him, they always cast him in these weird things, I don't know. But, he's handsome.

FV: Yeah but the character actors always so...

CD: Yeah. But I think um-..

FV: He could break the mold.

CD: He could break another mold or do something light.

FV: Yeah. That would be...

CD: But, that's his dad.

FV: That's cool. 291.

CD: Yeah. We're still at AFSCME. This is Jimmy Lennon, Kenny Cadu, I can't think of his name or his either. Joe.

FV: Now, 293.

CD: And this is Joe Lazzarone who was in Rensselaer County and he was on the board of directors with me. Vic Costa, author of the reorganization plan and he officers as I told you before. And this is Dick Grieco.

FV: Yeah. 295.

CD:...and Carolyn. We've got several pictures of them but these are all the CSEA people here for this tour at AFSCME.

FV: 297.

CD: AFSCME staff. AFSCHE.

FV: 299.

CD: AFSCME. And this is Jim Welsh, McCoy. He was State Police, Civil Service and Audit and Control, I believe. Or... But they were on the board with me.

Interview with Cindy DerGuarian

FV: Okay. 301.

CD: Somebody from staff. AFSCME staff. AFSCME again. AFSCME. AFSCME. Joe, Judy Boyle at the same meeting and that would be me, and Senator Javits.

FV: Uh-huh.

CD: And that would be me. Patrick Moynihan. (Laughing).

FV: Okay. Not too shabby. (Laughing).

CD: (Laughing). Not too shabby. Uhh..Gloria and Leonard Ball. They were AFSCME staff. There's a picture. And that's the two of them. (Laughs).

FV: Yeah. (Laughs).

CD: Kathy Saddlemyer. That's the girl that was having her lunch and I couldn't think of her name. That was Kathy. She was Social Services from Schoharie. And I think she ended up working for Social Services, state.

FV: Oh.

CD: Myself and...

FV: 317.

CD: ...Leonard Ball, Mary and Mrs. Lattimer. And AFSCME staff.

FV: 319.

CD: Mike Greer, John Wakewood, Jerry Purcell, um..OGS and he's a retiree. He may be retired now, I'm not sure. And he passed away a long time ago, Jerry did. He passed away young. Ronnie Smith. The story with Ronnie Smith was that there's cement on his shoes and he's down in...

FV: Ooh.

CD: I don't know. That was the rumor.

FV: Ooh. There's a story.

CD: That was the rumor but you'd have to...

FV: How'd that come about?

CD: I don't know anything more than what I said. That's all I ever heard. Uh..I don't know anything about him. I really don't. I remember him on the board of directors, Ronnie Smith. And this is Moynihan, of course.

FV: 323.

CD: Staffers.

FV: 325.

Interview with Cindy DerGuarian

CD: Jimmy Moore. John Weidman and staff of AFSCME. Now, Valkill is the home of Eleanor Roosevelt.

FV: Oh, yes.

CD: And they opened it up finally for tours and things. And we had a meeting down there. It was the first time they opened it. We had a meeting there and it was a women's committee meeting back when they first established...

FV: Very appropriate.

CD: The women's committee. They went down there purposely.

FV: Yeah.

CD: And this was on the property. Yup. I took ... that's a picture of a picture on the wall...

FV: Yes.

CD: With no flash because, you can't take flashes with oil.

FV: One of my favorite trivia's is...

CD: Roosevelt.

FV: Yeah. But a lot of people don't know that. People our age know it. (Laughs). 329.

CD: This is in front of that Valkill, down there. Yeah. I'll tell you, I have a picture. I don't think I put it in here, but it's one of my favorite pictures and it's just the grounds and one of them, there's a cement swimming pool that's all grown in and dirt and everything and yet you ... and then inside you see photographs of the people from the heads of state around the world that sat around this pool.

FV: Wow, that's great. 331.

CD: This is the gals going to the meeting.

FV: That will be, I think that will make the history books, whatever they do with it.

CD: Yeah.

FV: 335.

CD: Same meeting. This gal was from AFSCME. And Val Smith here was from my local and Bea ... Bea McCoy.

FV: 339, 401.

CD: Flo Trippi. This is me.

FV: Oh, your shadow in there. (Laughs).

Interview with Cindy DerGuarian

CD: Laura Maloney, Sue Crawford, um..shel's a retiree. She is still working. She worked for corrections. Corrections and Warren retired from SUNY. This is Jerry that passed away. Joan Tobin. Julia Braden was Motor Vehicle. Joan, Kilmartin, Dolores. This was at the beginning of...

FV: Uh-huh...too.

CD: Oh yeah.

FV: 347.

CD: This is Joe Blair again and Tim MacInerney. This is 1979. And this is Carolyn Briere and her husband. They're the ones that live down in North Carolina that I've been talking to. I just got their e-mail address and I sent her these pictures.

FV: Oh,

CD: She didn't know I had them.

FV: (Laughs) 349.

CD: Ted Wenzl, Gideon, Joe.

FV: Were these for the paper, black and white?

CD: I did black and white and whether they put them in the paper and whether they put them in the paper or not, I don't recall but that's why I did them because um..

FV: They're nice, yeah. They're

CD: Yeah. They, they didn't have a photographer. Danny wasn't ... yeah, Danny Campbell wasn't available or something.

FV: 351.

CD: Paul St. John here and this is Orsino.

FV: 353. How many pictures does this CD hold?

CD: Many.

FV: (Laughs). That's a good thing because you've got many.

CD: Yeah. Well, I had them all on one.

FV: Oh, you did.

CD: I thought I'd split them up because it was too much. Joe.

F.V: 357.

Interview with Cindy DerGuarian

CD: Aaron Wagner here, walking towards the camera. This was at a gathering they had out at Crouse's.

FV: Oh, okay, yeah.

CD: Okay, so, it was just...anybody was invited but, of course, activists tend to be the ones that show up. But, um..other folks were invited.

FV: 359.

CD: And then because a lot of things happened at Crouse's, Joe presented Mr. Crouse a plaque at that time. Yeah.

FV:

CD: This is Billy Lockner, Joe Lockner's son, and Don McCarthy. Ron. I can't think of his name and I just joined the Elks, the Colonie Elks.

FV: Oh yeah?

CD: Women can join the Elks now, not just the auxiliary.

FV: Oh, good. It's about time. It only took 100 years!

CD: And I couldn't think of his name doing these pictures and isn't he active in the Colonie Elks.

FV:

CD: Yeah. And at this meeting, Joe ran into Jack Carey. Jack Carey and my husband joined the navy together.

FV: Oh yeah?

CD: And he hadn't seen him in all those years.

FV: What a

CD: Yeah, and then the next time he saw him he was walking around here, you know, after his stroke.

FV: Yeah.

CD: This is Betty Lennon getting the president's award. She was always...

FV:

CD: 379. Oh, that's a duplicate, isn't it? And here's Jack Carey. Ronnie. This up at the Sagamore, they had a pool at that time out on the grounds. Now it's down underneath, inside.

FV: Oh.

Interview with Cindy DerGuarian

CD: and Carol, Betty Lennon, Paul St. John.

FV: 383.

CD: And here's Tim and Joe, or from DOT. Danny Campbell. He and his wife.

FV:

CD: I guess I've got to do something in the... Do some kind of a plaque that has his features on it or something.

FV: Oh, good...so much.

CD: Now, this picture, Joe has a copy of. And I always called them, those two, wink and wave. And they posed for that.

FV: (Laughing).

CD: Because I says, there was never a question that he asks that they didn't already have set up that they already knew the answer.

FV: (Laughing). Wink and wave. That's great.

CD: Yeah. Wink and wave. Joe ended up putting that on the wall in his office, I think. Tim MacImerney again.

FV: Yes. 377.

CD: And this is...of Montgomery County. Fran Willis. And this is...oh this is A Night At The Races.

FV:

CD: Joe took a group up to the harness track and this is his wife. This is Tom McMann's wife, Maisie.

FV: ?

CD: Yeah. And this is...and his first wife.

FV: 382.

CD: And Richard

FV: 383.

CD: Same day, different view, that's all. The Meads. Jane Brook. Betty Collins. And this is, as I said, our second tour of AFSCME. We went down in 1980. This is Bill Perry and Bill

FV: 385.

CD: And the tour down there again.

FV:  
Interview with Cindy DerGuarian

CD: This is I don't think ... he wasn't president

FV:

CD: This is Jen Clark out of Buffalo and Elaine Mootry.

FV: I tried to get her to tell me some stories but she doesn't  
talk much.

CD: No.

FV: I...She wouldn't tell any stories on anybody. 389.

CD: And this was the crew for our tour and this is Bill Sowell. Jean Kelso.  
Bill and ...

FV: 391.

CD: Okay. This is the crew from my local. Joe Lazzarone.

FV: 393.

CD: And this is, what's her name? She worked down at Cheryl. Can't think of her  
name right now.

FV: That' s okay.

CD: Tom McDonough and Joe Dolan.

FV: 395.

CD: Tom and Gerri Worth.

FV: Tom and Gerri. She's 97. (Laughing).

CD: That's right, Tom and Gerri. And this is the Mental Hygiene demonstration  
that happened in 1980. And this is Joe Blair and over here. And this is  
Gallagher.

FV:

CD: And Joe ... Joe retired a couple years ago. And he's dead.

FV: Oh, oh, okay.

CD: Yeah, somebody I want to say Torino or Florino...or something like that.  
Nice guy. He lost his vision. But that was years ago, but he stayed ... we  
worked...Jack, he was a staffer.

FV: 403.

CD: Staff. More staff. Bernie...Now, I wrote on here, Jim Moore. This is Jim. Ray Romanelli. Felton King, I believe is this fella up in the back here.

Interview with Cindy DerGuarian

Yeah, these are all the Mental Hygiene Felton King, he's been gone a long time from..

FV: 405.

CD: And here's Danny speaking here and here's Joe and Joe. Joe McDermott and Joe Dolan.

FV: 407.

CD: And this is Betty Collins. And this must be Betty here. And then over here we've got Lattimer. Joe Dolan. Lattimer. I think this is Jim Featherstonhaugh. This is Conway. His name is Conway. And Bob Guile. And Marie Romanelli. And this is Dan Campbell up here.

FV: 409.

CD: Yup. That one's Felton King. Dan, Bob, Joe... members.

FV: 411.

CD: Romanelli Wojo, Bob Foley who's a retiree now. Maloney. Jim Cooney who has passed away also and...

FV: All right, tape two. We're on page 415 of the first CD.

CD. And that's Jack Cassidy when we moved to 1980 convention down at the Concord and these are just delegates.

FV: Uh-huh. 419.

CD: 419. Tony Muscatello and John Funicello.

FV: Oh, I know John. Sure. He just retired, didn't he?

CD: Who, John? Did he? I don't know.

FV: Yeah, but I think they forced him to. That's why he skipped

CD: Skipped?

FV: Skipped prior to AFSCME.

CD: Oh, okay.

EV: He was a videographer there.

CD: Oh, oh, okay. okay.



FV: With the camera and the lighting. Yeah, we went to see John after we were finished, I guess. He retired. He's outside the area somewhere.

CD: Oh.

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FV: His son owns the Rock Hill Bakery. You know their bread?

CD: Oh yeah? Mechanicville there, or wherever?

FV: Yeah. OK. Back to business.

CD: Ah, let's see, this is Dick Merckel.

FV: Okay, back to this. 421.

CD:...convention. Bill Soberi, Bill Sowell.

FV: Great layout he's got.

CD: Yes, he does. They used to have a group and they called themselves The Tailgaters and we all hung around together.

FV: See, that's the kind of old stuff we want. That's the background, yeah.

CD: Yeah. And it was Bill Sowell, Bill Soberi, you know, this crowd here. Kathy Saddlemeier was part of that crowd. Myself, Jean Kelso, Betty Lennon...

FV: The Tailgaters. I like it. That could be a chapter.

CD: You want to...

FV: Sure. Running.

CD: More convention folks.

FV: Yeah, that was 425.

CD: Yeah, and these are insurance people Dick and this gal here was in insurance. Jean, she left CSEA. Pierce. Pierce works out of...he works out of the region.

FV: Oh.

CD: He's from Ireland.

FV: Oh.

CD: But he's a field rep. This is um..Jimmy Moore, convention 1980. This is more of The Tailgaters. Dominick and this is Jean Kelso. This is a convention in Syracuse.

FV: 430.

CD: Somebody I don't know. Don't know her. Sugar Ray Leonard? He was in the lobby. And you know who else was in the lobby that day, the ballet being there.

FV: Mikhail Baryshnikov?

CD: Baryshniyov. Ah, Misha, didn't they call him?

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FV: Yeah.

CD: He was in the lobby. I mean you talk about from the sublime to the ridiculous? I mean you went from there to there.

FV: Both athletes.

CD: I think this gal's name is Mary but I can't think of it. It might be, I'm not sure.

FV: 432.

CD: And Wojo again. Elaine Todd. Carla Briere, another e-mail buddy of mine. She's in Buffalo.

FV: Yeah.

CD: And then Margaret Dietrich. This is a gathering again of the region areas.

FV: 435.

CD: These are folks in my local. Mike. John Gulley retiree of Tax. Shirley Brown from the Labor Department. Ended up in PEF.

FV: 437.

CD: Ken and Gerri Cadu. Joe Dolan, executive director. And this is our first AFSCME convention. And Denise Futia.

FV: Yeah.

CD: Her son. He works out at headquarters now and she goes with John Cummings who is a retiree of the region. But he's got kids of his own now.

FV: Yep. Yep. Uh-huh.

CD: Yeah. Nice boys. Nice boys. And my husband and John...we ran into them up in Lake George, that's all. And that's the day I took these pictures.

FV: Yeah.

CD: Bill and Lil in 1981. And here's Betty Collins, John Rose DeSorbo. This is another convention.

FV:

CD: Bill McGowan. Elaine's in the background. John Valley. Al Mead. 1981. The Concord. Dominick, Bill, Bill, This is The Tailgaters.

FV: Right, right. 447.

CD: And uh, Joe and Karen Murray, Brian Ralph, the delegates. Larry Meghan. He' s a DOT...pictures earlier. This was at the Concord. This was their wedding anniversary and they gave Mrs.... the flowers. Dick worked, I don't know if he

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worked on staff or if he was a delegate. I just remember him always being around. And they started doing the AFSCME runs and this is Roemer.

FV: Oh, okay.

CD: Roemer. And Bob Whitney worked for CSEA and he ended up directing CSEA, not QSEA, but Vermont Employees Association...

FV: Oh.

CD: And that's, that's ... Tom Whitney right here. And here' s the two of them. Tom Whitney and Jim Roemer. Nice guy, Tom. And we went to Washington. The last time we were down in Washington he happened to be there and I ran into him. Yeah. Because, I think he works ... he might work for AFSCME now. I'm not sure. But I always liked Tom. A nice guy. And this was the solidarity march to Washington.

FV: What number are we at? 454. Okay.

CD: This is 454. And these folks here all worked with me. (Sneezing).

FV: Bless you.

CD: They're all retirees except for this one now...this day. This is Morph and the bus. This is Wanda. She's active now. Wanda Lubinski?

FV:

CD: This is from my local and this is Edgar Cotton. He's from Health Department. Today he still works there. Dinene married and lives in Maryland now. And here's Danny. And Joe. Jack Gallagher.

FV: 459.

CD: And that's Jack and myself and Edgar Cotton. Some of the region folks that are down there. There's Danny. This is all at the solidarity march. Edgar. This is at the bus stop on, the way down. This is Doris Borden, I think her name is Cota now.

FV: Oh.

CD: She's out in Rochester now. She worked in Albany at the time. Fran Willis.

FV: 465.

CD: John Tolvin. Jack, Jack, Joe.

FV: 467.

CD: Uh ... you never know what goes on behind people's eyes, do you? Joe McDermott. And the bus people.

FV: 469.

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CD: This is Meghan who went to school with me and I think his wife, I'm not sure, but he was there for a convention.

FV: 471.

CD: More convention. And these are Tailgaters. John Macalone is here.

FV: If you ever need to stop and take a break, just let me know.

CD: Okay.

FV: I don't want you to keep going if you're exhausted and want to take a break.

CD: You see the sign up here, Tailgaters?

FV: 474. Yeah, I did!

CD: See, Tailgaters. And they had a mascot. It was a stuffed monkey and they called him Dawg. D-A-W-G, Dawg!

FV: (Laughing). Oh, funny.

CD: Yup.

FV: 475.

CD: Sol Bindette and his wife. Do you know the name, Sol Bindette?

FV: Iyve never heard that name.

CD. Sol Bindette was um..out of New York City and he had been around CSEA for many, many, many,, many,, many, many years. There'll be people at headquarters that can tell you about Sol Bindette.

FV: Okay.

CD: In fact, when we first established the retirees, it was either just after or just prior to his retirement.

FV: Uh-huh.

CD: And he was around for a long, long time. Danny could tell you about Sol. Some of the old-timers down there would know Sol. Tom McDonough. Roger Cole?

FV: Oh yeah. We talked about him. Sure. CD: And uh...Overocker retired.

CD: Oh, probably. Yeah. Syracuse. Al Mead. He was president of the region then.

FV: 478. 479.

CD: Tim Mullen with me. And this is Danny and Jim Gifford. Jim Moore. Joe McDermott.

FV: Yeah.

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CD: Same ones, looking in a different direction.

FV: Right.

CD: Dennis Battle. Tim Mullins. Both of them were at the benefit fund at one point in time.

FV: 483.

CD: Ed O'Donnell from mental hygiene Mid-Hudson psych center.

FV: 485.

CD: Shirley Folks at one of the conventions.

FV: Shirley? Excellent speaker.

CD: Yeah. Shirley, Jim, the gripper, the Jim-boy there.

FV: 487.

CD: Joe McDermott and uh ... what's her name? She was an attorney we had down at CSEA for a while. I can't think of her name right now. This is Barbara. She became treasurer. And Al Mead. That's Edgar Totten.

FV: What's his name?

CD: Edgar Totten.

FV: Totten.

CD: He's in other pictures.

FV: Oh, okay.

CD: With his name underneath.

FV: Good.

CD: Sue Walls.

FV: 490.

CD: 490 is Sue Walls and she was president of Motor Vehicle at one time and then she went to another agency and she became, she went through with the Labor Department and she got a lot to do with PESH and NYOSH, the New York State, you know all that the health.

FV: Yeah.

CD: And Mary Ann Terigian.

FV: Yeah.

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CD: Yeah. Mary Ann Terigian out of Motor Vehicle and Julia Braden, Motor Vehicle. I think she was president then.

FV: Who's that?

CD: Uhh..Walls. Sue Walls.

FV: Okay. 491.

CD: And this is Richard Cannon and Kathy Saddlemeyer. They were Columbia County and...and then these are some, I can't think of their names.

FV:: Want more water? She's the one who needs liquid.

CD: I need more to drink.

FV: You're doing all the talking. I'm just ... just making sure were rolling here.

CD: Shirley Brown is in this picture. She's another one that, I think, PEF got hold of.

FV: There's 492, there's 493 and 494.

CD: Yeah, she was getting a... here. Lake Placid.

FV: Someone you know down there.

CD: Oh, God, yeah. But I mean, I should know it.

FV: Well those things, they slip away 495.

CD: Barbara Prowswer, treasurer, Al Mead. Janet, Doug Percy. Shirley Brown. Shirley Brown, Barbara Prowser, Al Mead.

FV: 497.

CD: This was up at Lake Placid, I think. Kathy Bond, Pat Comisky, benefit fund. Thank you, Dear. Uhh..Richard Caniff,

FV: Oh, wow.

CD: And this is Kelso and Joe McDermott and that attorney.

FV: (Laughing). Figure it out someday.

CD: Geez, I know her name. I know her name. I just can't think of it.

FV: 499.

CD: Same group. This is The Tailgaters. (Laughing).

FV: 501.

CD: This is Cuomo.  
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FV: Oh yeah.

CD: And I think this is Ernie Tetreault. For some reason I think Ernie Tetreault was at one of our meetings but I can't remember when or why, but there's his picture with Tom McDermott.

FV: 503.

CD: McGowan. Lattimer. Cuomo. And I can't think of this guy's name.

FV: 505.

CD:

FV: That one should be on the wall.

CD: I have one downstairs with me and Hillary. And I sent it to her and asked her to autograph....

FV: That's really great.

CD: Right. And I had her autograph it and she sent it back to me.

FV: That's a good one to have.

CD: Oh yeah.

FV: 507.

CD: Tommy...He's out of New York. He's a retiree now.  
And John Macalone is up here. AFSCME convention, Atlantic City.

FV: 508.

CD: Here we go. George

FV: Oh yeah. Looks like a baby there.

CD: Yes he does. Marie Romanelli. This is 20 years ago.

FV: Yeah. I believe it.

CD: --- . John Weidman. John Carey.

FV: When you think about 182, it doesn't seem that far away...

CD: No.

FV: But it was 21 years ago.

CD: Yeah.

FV: Kids have been born and grown up and moved out.

CD: Yeah.

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FV: 513.

CD: This is at the AFSCME convention in Atlantic City and then this crowd, myself included, we rented a bus, a van. And we drove it down to Atlantic City.

FV: That's a good way to do it.

CD: Right. They all stayed here. Betty Lennon and Kathy Saddlemeyer. Betty Collins. Jean Kelso and Hyck. This is on the boardwalk in Atlantic City.