

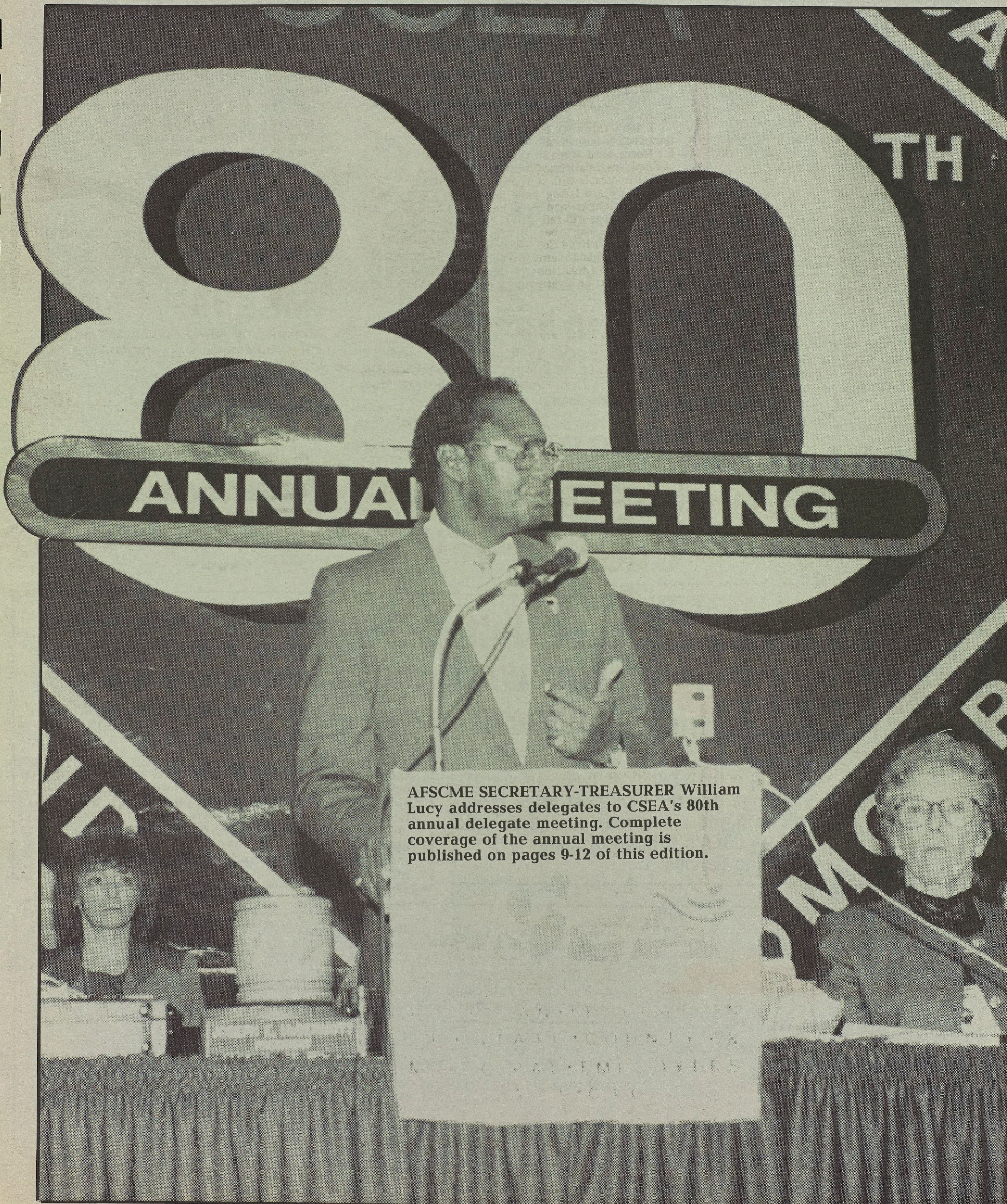
THE  
PUBLIC

# Sector

Monday, November 12, 1990

Vol. 13, No. 21

Official Publication of The Civil Service Employees Association, Local 1000, American Federation of State, County and Municipal Employees, AFL-CIO



**AFSCME SECRETARY-TREASURER William Lucy** addresses delegates to CSEA's 80th annual delegate meeting. Complete coverage of the annual meeting is published on pages 9-12 of this edition.

# INSIDE NEWS YOU CAN USE

## PAGE 3

A CSEA member who risked his life to save another's says he'd do it all over again. "It's what any decent person would do," Jerry Helfer said.

## PAGE 4

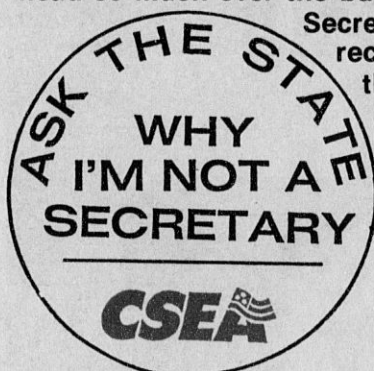
Employees at one Long Island school district hope this won't be their last Thanksgiving with health insurance. Meanwhile at another Long Island school kids are going without a hot lunch and employees are without jobs.

## PAGE 5

A pair of CSEA members who stayed cool while things got very hot are being credited with saving millions of dollars in equipment.

## PAGE 6

Looks like CSEA beat GOER over the head so much over the bungled



Secretary 1 and 2 reclassification that the union finally got GOER's attention.

## PAGE 7

OCA has lagged the payroll of its non-judicial court employees, but CSEA didn't lag in its efforts to halt the practice.

## PAGE 8

Madeline Horn is a switchboard operator at Freeport village hall. She is also directly responsible for the village receiving a large refund from the local telephone company and for a modest reduction in the village tax rate.

## PAGES 9-12

CSEA delegates attending the union's 80th Annual Delegates Meeting passed numerous proposals that alter the union's official policies.

## PAGE 13

CSEA charges Sullivan County is trying to balance its budget on the backs of the Sheriff's Department and at the expense of public safety.

## PAGE 14

In a series of recent legal actions, a financial disclosure plan opposed by CSEA has been thrown out, a MHTA has been cleared of misconduct charges and CSEA has slapped a grievance on Kings Park Psychiatric Center management.

## PAGE 15

If you don't like doing the laundry, try doing 9 million pounds of it a year!

## PAGE 16

A delay in approving renewal rates for the Empire Plan has caused an extension of the health insurance option transfer period beyond the month of November. And members are reminded that Nov. 26 is the deadline for enrolling in LEAP spring semester courses.

## PAGE 17

A trio of MHTAs who requested relief from forced overtime but were placed on involuntary leave instead have their jobs back, thanks to CSEA efforts.

## PAGE 18

An important new provision of the CSEA EBF maintenance drug program has gone into effect.

## PAGE 19

A handy reference guide to CSEA member benefits and services.

## PAGE 20

The atmosphere grows more tense as crucial state contract negotiations draw near.



## Let United Buying Service help you work miracles this holiday season!

Making a list? Check it twice to see if you're getting the very best price. You will be if you make your purchases with **UBS — CSEA's Official Discount Shopping Service.**

VISA and MasterCard accepted

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

## THE PUBLIC Sector

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

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

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

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

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

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



## Jerry Helfer risked his life to save accident victim

# "I'd do it again"

By Ron Wofford  
CSEA Communications Associate

SALAMANCA — "I'd do it again if I had to. I think it's what any decent person would do," Jerry Helfer said.

What Helfer did was risk his own life to plunge into the Cassadaga Creek near Salamanca to help rescue a man trapped in a wrecked tractor-trailer in about 10 feet of water.

Helfer, a supervisor in the Cattaraugus County Department of Social Services and member of CSEA Local 805, is being hailed for his heroic efforts.

Helfer was returning home from a dental appointment for his daughter when he witnessed the tractor-trailer plow through nearly 200 feet of guard-rail, explode and plunge over the bridge deck on Route 17 and into 10 feet of water. He immediately stopped his car, ran to the creek and swam out to assist the accident victims.

"To think somebody might still be alive seemed unbelievable," Helfer said, but he scrambled down a steep embankment to the water and swam about 20 feet to the vehicle. He was joined by a second rescuer, who turned out to be his neighbor, Jack McClune, a local fire chief.

"I managed to lift open the door, and it was a bloody mess," Helfer recalled. "The water was rising and both men were obviously hurt badly."

The driver of the vehicle was able to swim to shore while Helfer and McClune used Helfer's pocketknife to cut part-way through the seat belt holding the passenger in the wreck. The knife slipped from McClune's hand and was lost but another knife was provided by someone on shore and the passenger was cut free in the nick of time. He was unconscious and had to be floated to safety before being transferred to a hospital.

The accident victims were transporting a display race car for Ford Motor Sports professional driver Mark Martin enroute from Watkins Glen to Michigan.

The severely injured passenger, George Fair, is recuperating now at his home after being hospitalized. He has expressed his gratitude to Helfer and McClune for their dramatic rescue efforts. Fair also sent jackets, hats and tie tacks with the Ford Motor Sports logos to his rescuers.

Helfer and McClune have received numerous awards in recognition of their bravery, including plaques and citations from the Salamanca Fire and the Fire Chiefs Association.

JERRY HELFER points to spot in Cassadaga Creek where he was involved in the dramatic rescue of an accident victim.

# Anxious in East Meadow

EAST MEADOW — This Thanksgiving, CSEA-represented part-time employees in the East Meadow School District can give thanks for getting through the month with their health insurance intact.

But Ann Pernice and the other part-time employees must still worry about next month and the month after that.

Pernice, a widow with a teen-age son, worries about what will happen if she loses her health insurance.

"My son and I depend on those benefits," she said. It's frightening to think of suddenly being left with no coverage."

She's not alone: six employees would have lost their insurance on Nov. 1 and almost 25 more members could lose their benefits over the next two years if a district plan is phased in.

The plan stemmed from a provision in the East Meadow School District budget which called for cutting part-time employees' hours from four to three-and-a-half on Sept. 1, and discontinuing their health insurance Nov. 1.

However, CSEA filed an improper practice charge saying the action violates the Taylor Law.

According to CSEA Attorney Paul Bamberger, days before the scheduled end of health insurance, with CSEA considering a lawsuit, the district agreed to continue the benefits through November.

"CSEA is pleased the district has been able to see the way to do the right

thing," Bamberger said. "Now we hope they will continue to do the right thing by maintaining health insurance coverage for the long term — they certainly should keep it in effect while our IP charge is being decided."

The union is not relying on faith alone.

"We had two demonstrations and more than 300 employees took part in each one" said CSEA Labor Relations Specialist Jim Della Rocca. "This is a very serious issue."

The cut in hours would affect the East Meadow School District Custodial and Clerical Units of CSEA Nassau County Local 830.

"You don't just do this to people," said CSEA Custodial Unit President Doug Green. "Some of these employees have been here 15 to 20 years."

"I think it's despicable for the district to cut the hours of our members so they can strip them of their health care coverage," added Clerical Unit President Lynn Werle.

**"You just don't do this to people — some of these employees have been here 15 to 20 years"**

—Custodial Unit President Doug Green

**"It's despicable for the district to cut hours so they can strip health insurance"**

—Clerical Unit President Lynn Werle

## Budget blues in Bayport - Blue Point

BAYPORT-BLUE POINT — Deepening concerns about the nation's economy may be showing up as budget backlash at the local level.

The food services program provided by CSEA members at the Bayport-Blue Point School District in Suffolk County became a victim of budgetary woes when voters refused to restore the program to the district's budget.

Voters also rejected proposals that would have restored sports and transportation programs for the district.

CSEA members and staff conducted information campaigns in support of restoring the programs, including phone banks and door-to-door leafletting.

Doing away with food services has left 25 CSEA members of Suffolk Educational Local 870, unemployed.

Addie Walsh, who was the CSEA BBP Food Service Unit president for four years, said the members are disappointed: "The community made it clear that they don't want to pay the extra taxes for food service, sports or



PHONE BANKING FOR SCHOOL BUDGET VOTE — Members of the CSEA Bayport-Blue Point School District Unit try to get out the vote to save the school's food service program. The voters said no.

transportation."

"The employees are very upset about their jobs," said CSEA Labor Relations Specialist Toni Soucie, "They really loved working in the schools and being a part of the kids' lives."

In a letter to the Board of Education, Soucie recommended that the board

"treat these employees in a fair and just way" and pay them for the sick days they accrued prior to the end of June.

CSEA Suffolk Educational Local 870 President Tom Corridan said he is writing a letter to his unit presidents so they can keep their eyes open for any food service vacancies.

# Driven by courage

## CSEA members help save DOT worksite

By Daniel X. Campbell  
CSEA Communications Associate

WILTON — CSEA members who happen to be volunteer fire fighters saved most of the contents of a multi-million dollar state Department of Transportation (DOT) complex in Saratoga County during a raging fire.

CSEA members Mike Smith, a bridge repair supervisor II, and Bryan Chouinard, a bridge repair assistant, risked their lives to save state trucks and bridge repair vehicles in the Wilton bridge maintenance complex from the inferno. Temperatures were reported at more than 1,000 degrees.

Smith is a commissioner and Chouinard a captain in the Maple Avenue Volunteer Fire Company. They are members of CSEA DOT Region I Local 676.

The fire was reported by a passing state trooper. Smith heard the fire call on his scanner and raced to the scene with keys to the gates of the fence that encloses the state worksite. Chouinard arrived seconds later and the two went to work quickly.

"I used a loader to smash down doors," Smith said. "By venting the fire, we stopped it from engulfing the whole block-long structure."

Chouinard went into the burning building and began to back vehicles out.

"A lot of the doors were down and we didn't have the time to even try the electrical system," he said. "The fire was too hot."

The two tried unsuccessfully to drag out a \$500,000 bridge inspection truck.

"Tires were blowing, oxygen tanks were popping and we didn't have enough pulling power to get the big truck out," Smith said.

The fire's cause is still being investigated. Reports say temperatures of 1,300 degrees at the ceiling caused extensive damage. The quick action of Smith and Chouinard helped the responding fire fighters knock the fire down quickly and saved the rest of the multi-bay facility from the flames.

"DOT is doing its best to get us resupplied," Smith said as he passed out a bag full of orange safety helmets to the DOT crews already busy cleaning and repairing the structure. "This will put us behind about a week or two. But

together we'll overcome that."

The public employees are submitting some suggestions to state management about fire safety in similar DOT structures.

"The garage doors should have automatic heat sensors connected to their lifters and there should be a heat sensor alarm to the nearest fire department," Smith said. "That way the structures will be open when the fire fighters arrive and the alarm will be turned in automatically, not by sheer luck."



CHECKING THE DAMAGE — CSEA members Mike Smith, left, and Bryan Chouinard, right, join CSEA Local 676 President Milo Barlow in looking over the damage caused by a recent fire at the DOT Bridge Maintenance Complex in Wilton. Smith and Chouinard, both volunteer fire fighters, helped save equipment and the facility itself. At left is one of the vehicles damaged in the fire.

# Update

## CSEA wins out-of-title fight

### But other problems remain

By Stephen Madarasz  
CSEA Communications Associate

ALBANY — CSEA's persistence over at least one aspect of the state's mishandling of the Secretary 1 and 2 reclassification has finally gotten through to state officials.

After months of badgering, the Governor's Office of Employee Relations (GOER) has agreed to review out-of-title grievances for employees who may be performing the secretarial work but have not been upgraded.

The reconsideration came just as CSEA was about to file a lawsuit to force the action.

"The issue is simple," CSEA President Joe McDermott said. "If people are performing the secretarial work, they deserve to be paid for it.

"Too many of our members have had their rightfully-earned pay held hostage throughout this reclassification fiasco," McDermott said. "The out-of-title process was the only recourse they had while the state was sitting on their reclassification.

"I'm glad that common sense prevailed at GOER to resolve part of the problem without making our members have to wait for the outcome of a lengthy lawsuit," he said.

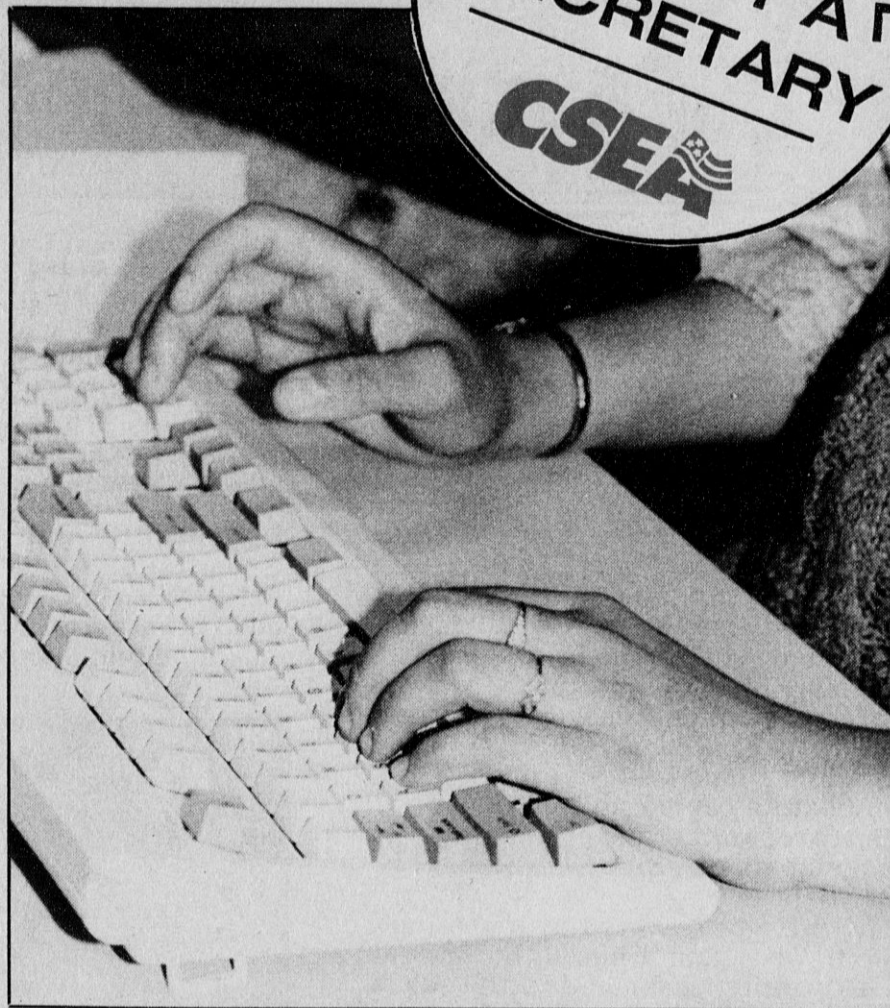
GOER will still review the validity of the out-of-title claims on a case-by-case basis. However, in many cases, the individuals were already approved for the secretarial titles by their agencies and the Civil Service Department and were simply languishing while waiting for final action from the Division of the Budget (DOB).

Although out-of-title pay is only retroactive for two weeks prior to filing the grievance, many of the CSEA members filed at the union's urging as early as last spring.

While the latest GOER action is a victory for CSEA members, the reclassification issue is still far from over.

Even though DOB has now acted on most of the reclassification applications, the numbers alone do not tell the whole story.

Many individuals who have been approved by DOB have yet to see their pay upgraded.



Additionally, there are a wide range of retroactive dates for the secretarial pay, depending on the agency. Some give no retroactive pay at all.

CSEA has expressed great concern about the haphazard procedure and a lawsuit challenging it is a distinct possibility.

Finally, there is a great deal of uncertainty about what impact the state's budget crisis will have on the situation.

"CSEA recognizes that the state has some serious money problems," McDermott said. "But that's no excuse to deny people the pay they've earned and were entitled to receive for more than a year."

**"Too many of our members have had their rightfully earned pay held hostage"**

—CSEA President Joe McDermott

## CSEA knows the score

### Total Secretarial upgrading.

Applications received by Civil Service .....	6,595
Applications pending at Civil Service .....	162
Applications rejected by Civil Service .....	1,941
Applications approved by Civil Service and sent to Division of the Budget .....	4,492
Applications approved by Division of the Budget ...	4,079

# CSEA battles court pay lag

ALBANY — CSEA recently began a court battle to stop the state Office of Court Administration (OCA) from picking the pockets of its employees.

OCA has instituted a lag payroll for its non-judicial court employees hired after April 1, 1983. To do so, OCA is holding back one day's pay from each of 10 consecutive pay periods beginning this month. OCA claims it is merely implementing a law that calls for a lag payroll.

The plan means employees will work for 10 days but only be paid for nine during those pay periods. The resulting lag will be paid to the employees when they leave their jobs.

CSEA filed its lawsuit in state Supreme

Court in September and is scheduled to argue its case in court later this month.

The union claims the lag payroll violates the state law, which exempts employees who have alternate compensation procedures in their contracts from having a lag payroll imposed by law.

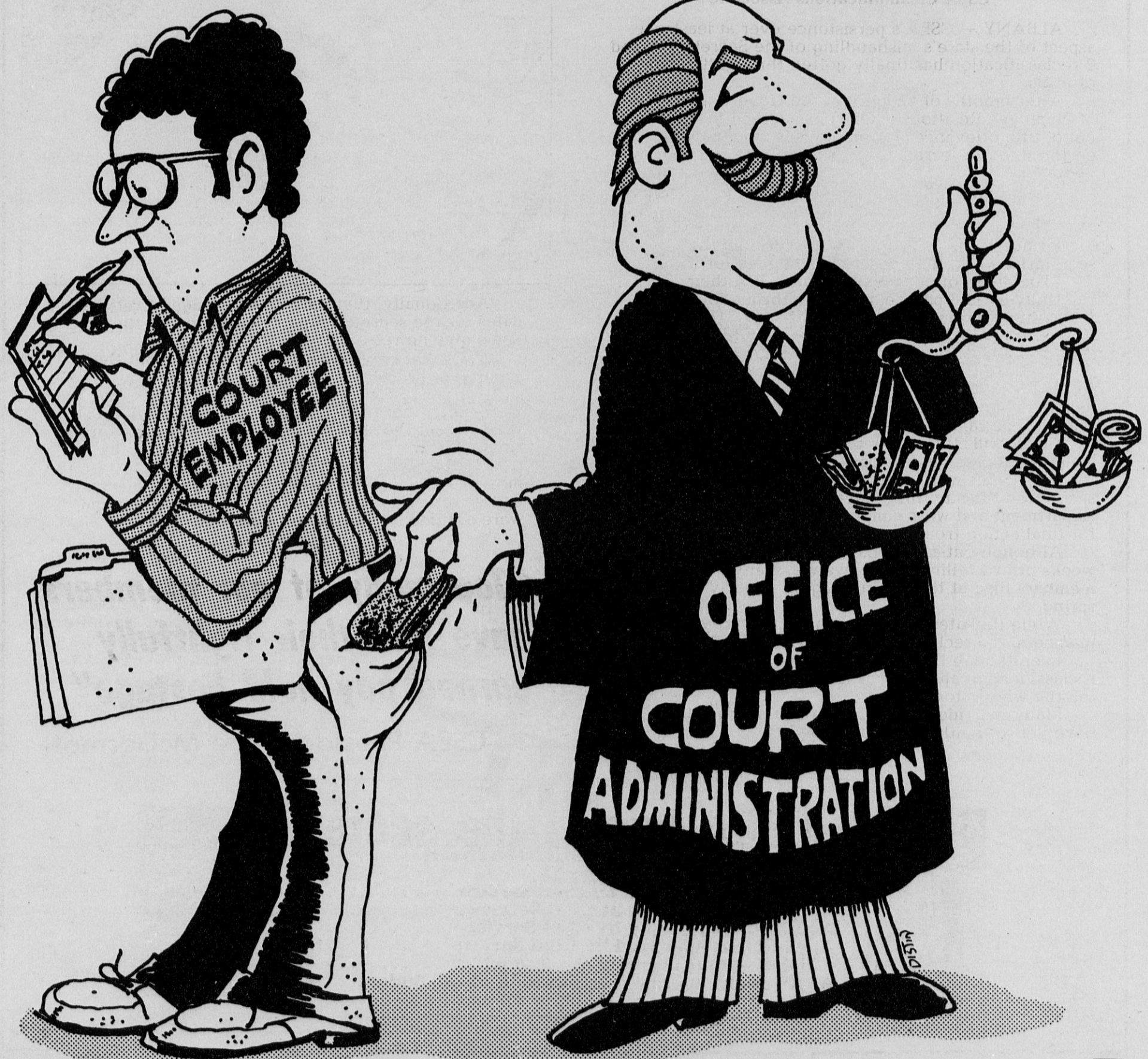
CSEA also maintains that the lag payroll violates the U.S. Constitution, which prohibits a state law from interfering with a valid contract.

"We can't allow this breach of contract," said CSEA President Joe McDermott. "They are asking our members to take a pay cut and we won't allow it. OCA negotiated those salaries

and is obligated to pay them. CSEA will fight to make sure they do."

A coalition of other unions representing OCA employees filed a lawsuit in federal court to stop the lag payroll. The judge in that case, however, rejected the challenge to the lag payroll legislation. While CSEA cooperated in that suit and will continue to during the appeal process, the union filed its own lawsuit in state Supreme Court. That case is not affected by the federal court decision.

"We based our lawsuit on other issues," said CSEA Deputy Counsel Jerome Lefkowitz. "While we support the other unions, we chose to take another path in state Supreme Court."



# Madeline's got their number: gets Freeport refund from phone company



**FREEPORT** — In a time of generally rising taxes and escalating fiscal problems for governments everywhere, Madeline Horn has made a difference in the village of Freeport.

Horn, a switchboard operator at village hall, became suspicious of charges by the local telephone company, so she decided to investigate. As a result, the village received a refund of \$65,274 for overcharges and a monthly reduction of \$2,244 for future telephone service.

The refund was enough to reduce the village tax rate by 7 cents per \$100 of assessed valuation and the future savings are the equivalent of an



**APPLAUSE, APPLAUSE** — Switchboard Operator Madeline Horn is applauded by CSEA Freeport Village Unit President Bob Ford and village Mayor Dorothy Storm for saving taxpayers more than \$65,000 in telephone billing overcharges.

additional reduction of almost 3 cents per \$100.

Horn, a member of the CSEA Village of Freeport Unit of Nassau County Local 830, wanted to know who would be responsible for paying for changes for the tie-line between the village police and county police headquarters when Nassau County changed to a new telephone system. The thrift-minded Horn was pleased to learn that the county would pay instead of the village.

But in checking that out, Horn secured a four-inch-thick computer printout from the phone company detailing charges to the village. She noticed charges on lines — lots of them — that had been

discontinued when the village went to its current telephone system in 1987.

Horn called the phone company, which sent a company representative to check out the complaint. The company quickly agreed that the village was owed a refund.

Freeport Mayor Dorothy Storm is extremely pleased with the heads-up detective work by Horn.

"She showed the zeal and dedication of a true and valued village employee," Mayor Storm said. And, the mayor informed Horn, her job title would be upgraded to reflect the appreciation of the village.

## **HRI members: Time to send your contract survey forms**

**ALBANY** — CSEA members employed by Health Research Inc. (HRI) in Buffalo and Albany have a chance to be sure their contract concerns are considered during negotiations.

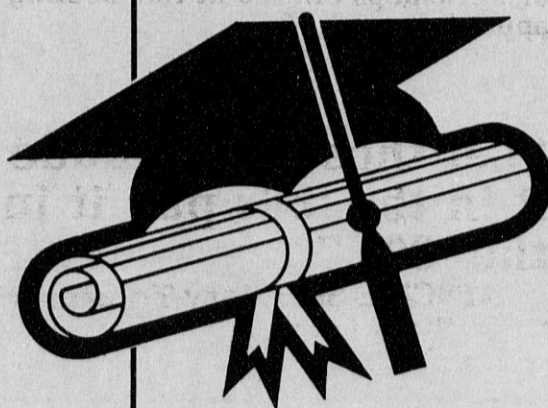
Members of HRI Local 315 and HRI Albany Division Local 316 have been mailed contract proposal surveys in which they can indicate the issues most important to them, said Lou DalPorto, assistant contract administrator.

If you are a member of Local 315 or 316 and didn't receive a survey, you should contact your local president immediately.

"We want to know what our members feel is most important," said CSEA President Joe McDermott. "I urge every HRI member to return their forms and be heard."

The HRI contract expires in March. CSEA represents 700 HRI employees.

HRI works closely with the state Department of Health on research projects.



**AFSCME scholarship  
deadline: Dec. 31**

CSEA's international union, AFSCME, is again preparing to screen applications for the AFSCME Family Scholarship Program.

Under the program, 10 scholarships of \$2,000 each are awarded annually and they can be renewed for \$2,000 a year for up to four years, provided the student remains enrolled full-time.

Any graduating high school senior who is the child of an AFSCME member and who intends to enroll in a full-time four-year degree program in any accredited college or university is eligible.

**Completed applications from high school seniors must be postmarked no later than Dec. 31.**

To get an application, any interested AFSCME member or his or her child should write:

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





# Delegates plan for the future

**KIAMESHA LAKE** — As CSEA heads into difficult state contract negotiations, the union and its members can count on their international union, AFSCME, said AFSCME Secretary-Treasurer William Lucy.

"Your job will be difficult," Lucy told the delegates to CSEA's 80th Annual Meeting. "Whatever it is you need from the national union, you can count on your national union to stand behind you."

CSEA will begin contract negotiations with the state later this year at a time when the state is facing an \$824 million budget deficit. The CSEA/NYS contract expires March 31.

Lucy also addressed budgetary problems at the federal level. With the rising deficit, growing costs for the savings and loan crisis and other major problems, the federal government seems unwilling to tax the wealthy. But, Lucy said, it's time for fairness in taxes.

"Let those who made it in the '80s pay it in the '90s," he said. "We didn't have the party, so don't bring us the bill."

The delegates, who applauded Lucy, also were busy making decisions during the meeting. A summary of delegate actions follows on pages 10 and 11. A brief summary of workshops offered at the meeting appear on page 12.

**"Let those who made it in the '80s pay it in the '90s."**

AFSCME Secretary-Treasurer William Lucy



## Summary of actions taken by CSEA statewide Board of Directors

**EDITOR'S NOTE:** The Public Sector regularly publishes a summary of actions taken by CSEA's Board of Directors at the Board's official meetings. The summary is prepared by CSEA Statewide Secretary Irene Carr for the information of union members.

**KIAMESHA LAKE** — The CSEA Board of Directors took the following actions at its meeting during the Annual

Delegates Meeting:

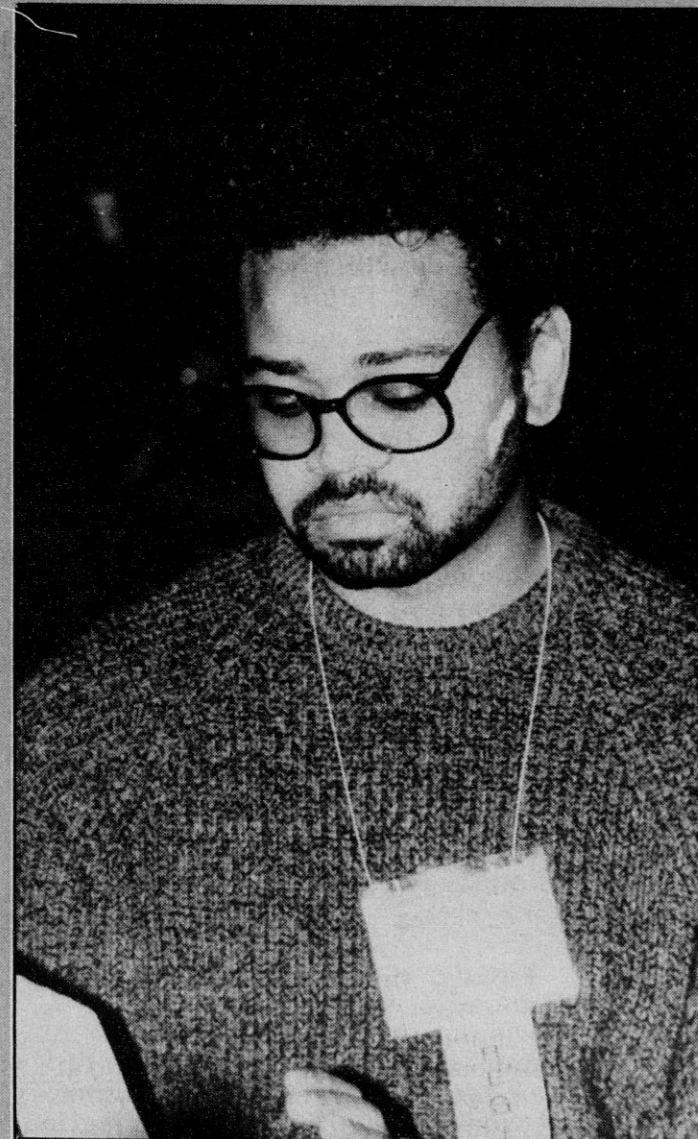
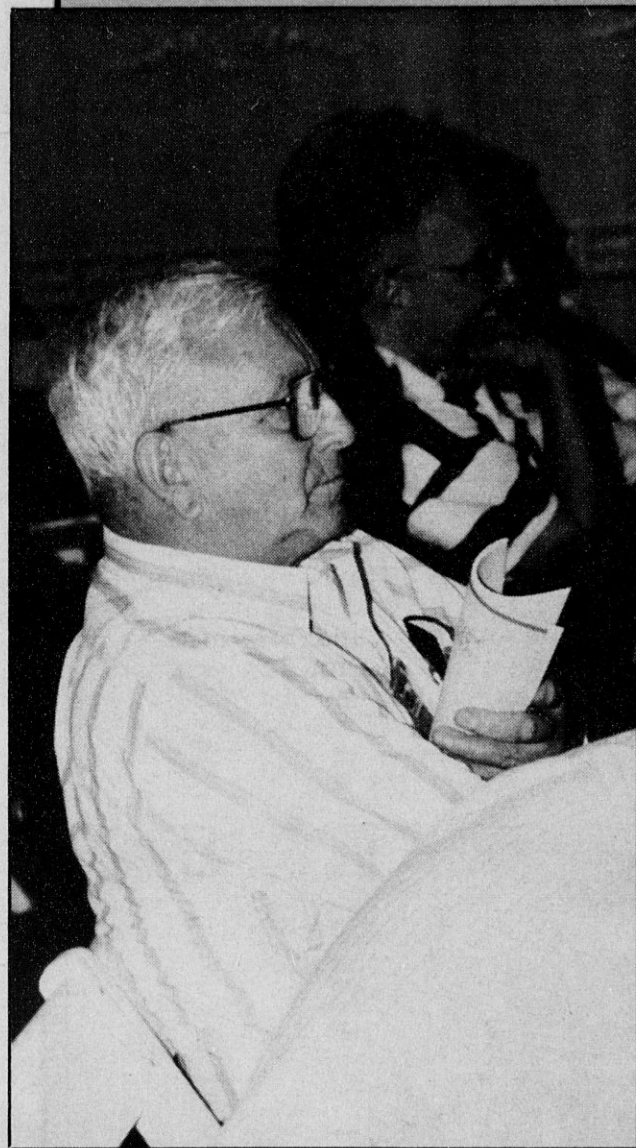
- \* Approved the Citizen Action Fuel Group proposal as a pilot project subject to a one-year review;
- \* Approved Suffolk County Local 852's request to enter into a lease for office space; and
- \* Approved making the option for

slate voting in all CSEA elections available to the extent possible by law.

Questions concerning this summary of actions taken by CSEA's statewide Board of Directors should be directed to CSEA Statewide Secretary Irene Carr, CSEA Headquarters, 143 Washington Avenue, Albany, NY 12210. 1-800-342-4146 or (518) 434-0191.



# The business of general session



Opening ceremonies included President Joe McDermott's annual message to the delegates as well as reports by Executive Vice President Danny Donohue, Secretary Irene C. Treasurer Mary Sullivan and CSEA Presidents Gloria E. Moran (Region I), George Boncoraglio (Region II), Pat Mascioli (Region III), C. Allen Mead (Region IV), James J. Moore (Region V) and Robert Lattimer (Region VI). Full texts were published in the Oct. 15 *Public Sector*.

## Constitution amendments

Delegates amended, after a second reading and publication in the Oct. 1 *Public Sector*, the CSEA Constitution as follows:

- \* Article III, Section 1 — so that it covers all members who are active employed and are not in negotiating units represented by other unions;
- \* Article IV, Section 1 — so that it includes the Retiree Division in the union's organizational structure;
- \* Article VII, Section 3 (c) — so that it deletes language inconsistent with the Model Unit Constitution that provides for the creation of sections of units by the unit's executive committee.

Delegates approved, after a first reading and publication in the Oct. 1 *Public Sector*, the proposed changes in the CSEA Constitution as follows:

- \* Article VIII, Sections 1 and 2 — so that it is consistent with the Retiree Division Constitution regarding participating in the annual delegate meeting; and
- \* Article IV, Section 2 — so that a Retiree Division representative will have a vote on the CSEA Board of Directors in matters affecting the Retiree Division.

Delegates rejected, after a first reading and publication in the Oct. 1 *Public Sector*, proposed changes in the CSEA Constitution as follows:

- \* Article VI, Section 2 — which would have lowered to 5 percent or not more than 250 signatures eligibility to run for statewide Board of Directors in the State Division;

- \* Article VII, Section 2 — which would have lowered to 5 percent or not more than 250 signatures eligibility to run for the statewide Board of Directors in the Local Government Division; and
- \* Section VIII, Section 2 — which would have redefined delegates' responsibilities.

## By-Law amendments

Delegates amended, effective immediately, and after publication in the Oct. 1 *Public Sector*, the CSEA By-Laws as follows:

- \* Article I, Section 7 — so that establishing or changing existing honorariums must be approved by the delegate body for all statewide officers and by the appropriate body for all other officers.

Delegates rejected, after publication in the Oct. 1 *Public Sector*, proposed changes in the CSEA By-Laws as follows:

- \* Article II, Section 2 — which would have made the requirement that the annual meeting last for five days discretionary;
- \* Article VI, Section 1 — which would have expanded the focus of the Women's Committee; and

- \* Article VI, Section 3 — which would have revised the system used to establish state negotiating committees.

## Resolutions

Delegates adopted the following resolutions which were printed in full in the Oct. 1 *Public Sector*:

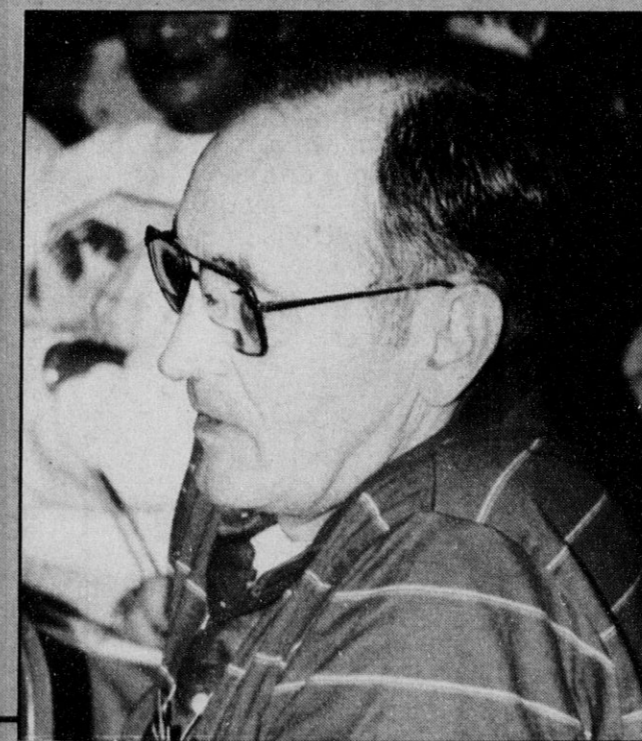
- \* **Retiree dues** — promoting unionism after retirement and urging locals to consider paying the first year of retiree dues for retiring members;
- \* **Recycling** — putting in place various in-house programs;
- \* **CSEA and the Environment** — putting the union on record in support of various legislative initiatives including those protecting workers displaced by environmental laws and regulations;
- \* **South Africa** — continuing the union's fight against apartheid and extending it, under amendment, to all other forces there fighting injustice;
- \* **American Labor History in Public Schools** — encouraging the AFL-CIO Education Department to promote labor history in school textbooks;
- \* **Lyme Disease** — educating members about hazards and symptoms, supporting federal and state legislation to that effect and seeking employer-paid testing;
- \* **Solid Waste Crisis** — promoting an integrated approach to resolving the situation while opposing state and local governments that use the crisis as a cover to privatize and urging locals and units to support recycling in their communities;
- \* **Labor Law** — protecting current unfairness and urging that reforms be a priority on labor's political agenda;
- \* **Right-to-Know Laws** — urging locals and units to work to include infectious disease training where it does not exist, promoting stricter enforcement of Right-to-Know laws and seeking standards to make it easier to understand Materials Safety data sheets;
- \* **Asbestos** — getting buildings inspected, employees trained and hazards abated;
- \* **Homelessness** — expressing solidarity under the theme "homeless, not helpless;" and
- \* **Sexual Harassment** — continuing

the union's commitment to fight sexual harassment and, under amendment, urging collective bargaining agreements to include effective mechanisms for doing so.

## New business

Delegates, under new business, also took the following actions:

- \* Rejected a proposal to restudy proposed sites for 1992 and 1993 delegate meetings;
- \* Declared that CSEA will do everything in its power to fight the OMH attack on mental hygiene;
- \* Voted that hereafter all actions taken at delegate meetings be summarized in *The Public Sector*; and
- \* Requested availability of a special meeting room for unspecified group or individual caucus purposes at future annual delegates meetings and spring workshops.





# Delegates learn at workshops



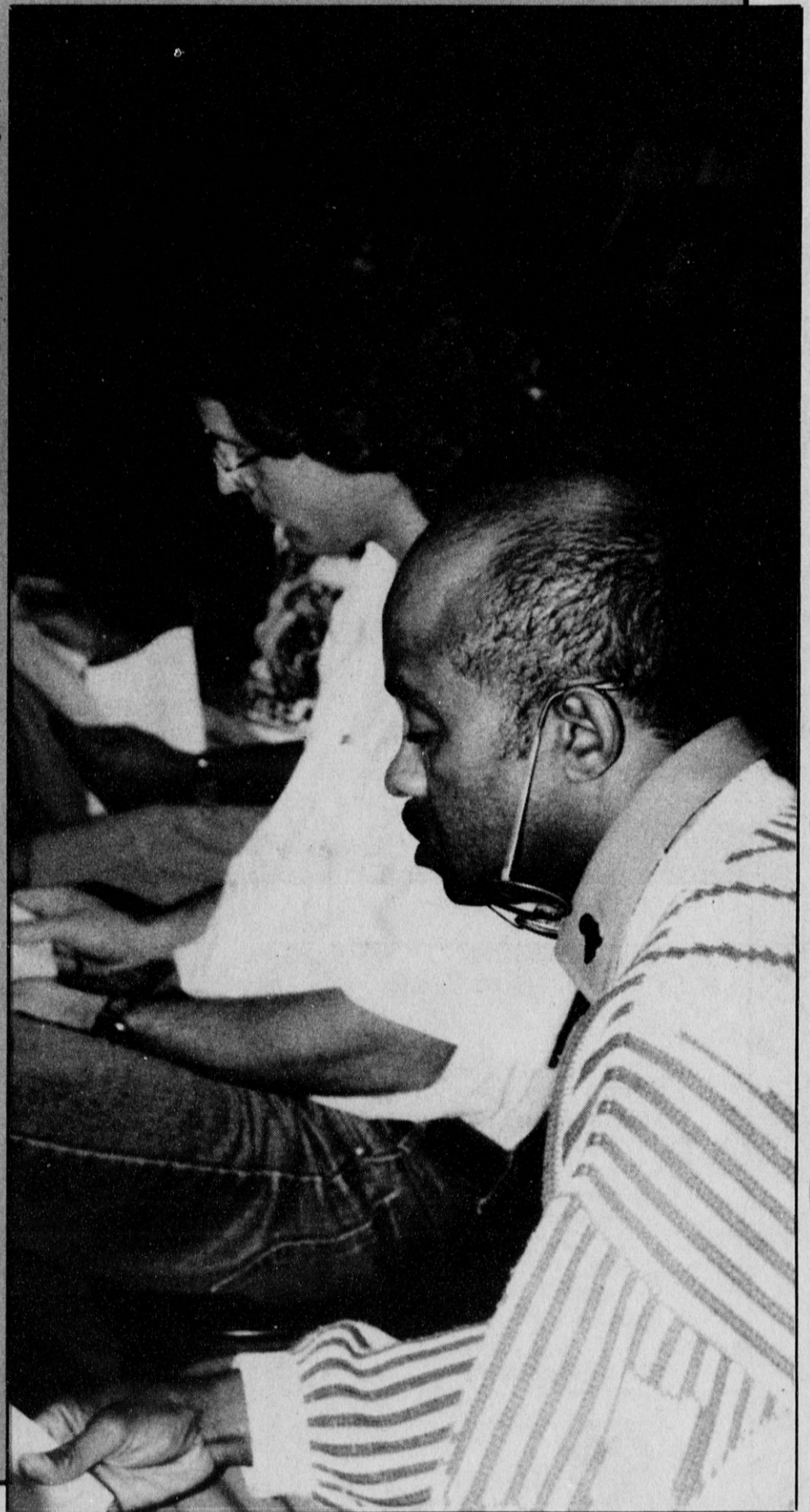
KIAMESHA LAKE — When the delegates to CSEA's Annual Delegates Meeting weren't busy in meetings and general session, they had the opportunity to attend workshops designed to help them as union activists.

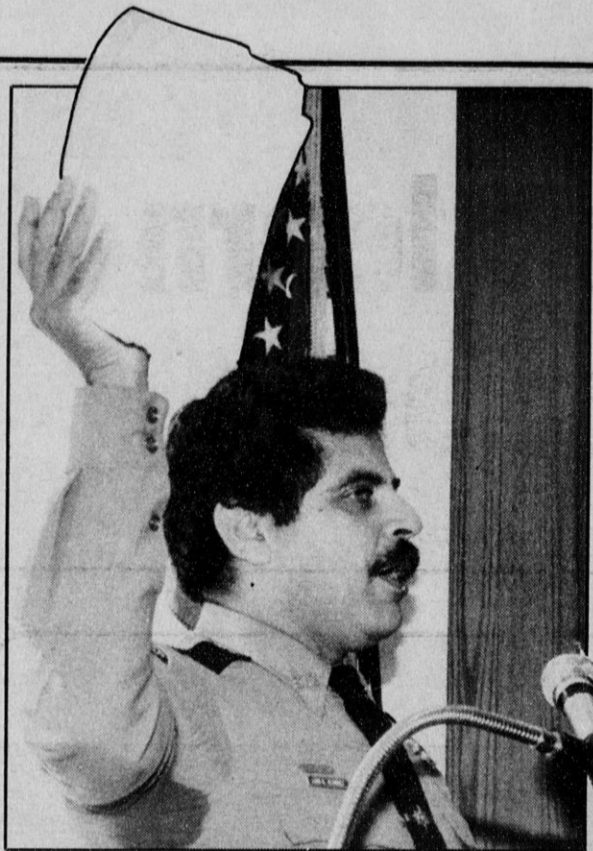
They will also be able to bring back much of the knowledge and information they gained to their locals and units to benefit others.

The workshops were:

- Creating a Political Action Plan for the 1990s;
- Discrimination in the Workplace: The Legal Issues;
- Family Crisis in America: Keeping Our Kids Drug Free;
- Fighting for the Rights of the Disabled.

- More than Surviving as a Union Officer;
- Negotiations: A New Look at the Basic Skills;
- New Delegate Orientation;
- Parliamentary Procedures;
- Organizing Our Locals/Units From the Inside Out; and
- Workplace Issues in Drug Testing, Smoking and Alcohol.





# Short-sighted plan in Sullivan County

## CSEA opposes Sheriff's Patrol cutbacks

By Anita Manley  
CSEA Communications Associate

MONTICELLO — CSEA is strongly opposing a proposal by the Sullivan County Board of Supervisors to cut essential law enforcement services in the Sheriff's Department to balance the county budget.

"CSEA is greatly concerned with the consequences of such a move," CSEA Unit President Dave Heller said.

Lawmakers have suggested eliminating the 32-person road patrol which supplements state and local police department coverage of the 1,200 square mile county, much of which is rural.

Reminding lawmakers that the original purpose of government is to protect life and liberty, County Sheriff Joseph Wasser testified at a public hearing that cutting the department would be a failure of its ultimate responsibility.

"Everything government gives us is meaningless without protection," he emphasized.

State Police Lt. James Rand added that troopers will not be able to fill the gap left if the Sheriff's Patrol is eliminated.

"The cooperation between the Sheriff's Department and the State Police has been excellent," he told lawmakers. "Many times, the only back up we have is the Sheriff's Department."

"It has been suggested that we will replace the Sheriff's Patrol," he added. "This is not true. We have no plans to increase our numbers."

"Without the Sheriff's Patrol, the only people who would get any coverage would be those in the congested areas," Unit President Heller said. "People who live in the outlying areas would be out of luck."

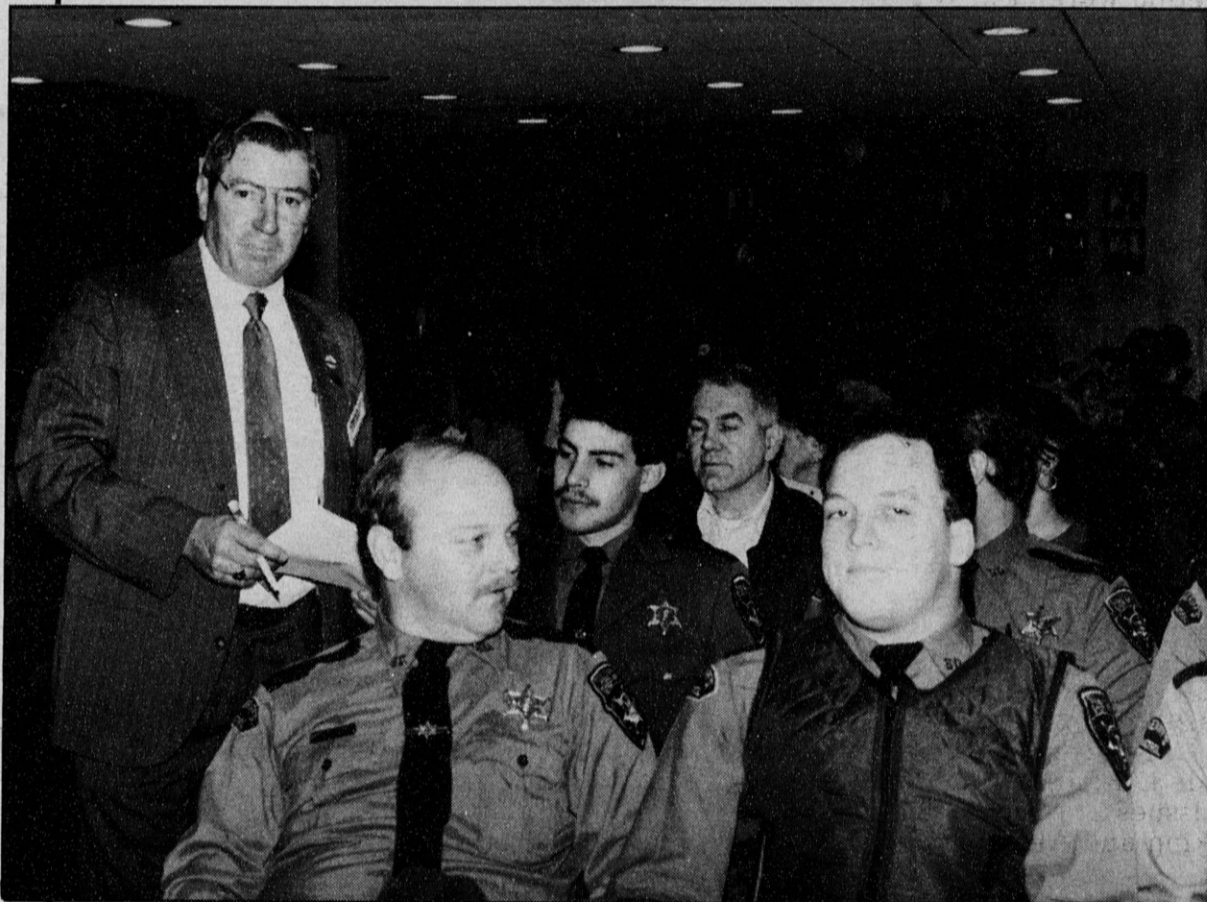
Many of the outlying areas do not have their own law enforcement departments and the sheriff's patrol covers these areas, too.

Heller noted that tourists swell the summertime population in Sullivan County by more than half a million people. In addition, the Sheriff's Department provides a boat patrol and divers on the many lakes in the mountain area.

Unit Vice President Lou Alvarez presented petitions with hundreds of signatures protesting the cuts.

CSEA Labor Relations Specialist Michael Hogg told supervisors that the union would work with them to find the answers to revenue shortfall.

"We are a resource for you," he said. "Let us help you find the solutions."



**CSEA SULLIVAN COUNTY SHERIFF'S DEPUTY UNIT MEMBERS** turned out in force during a public meeting over a plan to cut back the Sheriff's road patrols. From top; Unit Vice President Lou Alvarez presents petitions in opposition to the plan; CSEA Sullivan County Local 853 President Tom Schmidt discusses the county budget with unit members; Unit President Dave Heller with his troops.



# CSEA arbitrations, disciplinaries, etc.



## PERB throws out Auburn financial disclosure plan that unions had opposed

AUBURN — The state Public Employment Relations Board has thrown out a two-year-old plan which requires employees of the city of Auburn to file financial disclosure statements.

The financial disclosure plan was challenged by CSEA, AFSCME Council 82, New York Finger Lakes Region Police Officers and the International Association of Firefighters.

PERB upheld an administrative law judge's (ALJ) decision that the city violated the Public Employees' Fair Employment Act when it unilaterally adopted the plan requiring city employees to file annual financial

disclosure statements. The city appealed the ALJ's decision to PERB.

PERB agreed with the ALJ's ruling that the financial disclosure requirements and disciplinary procedures contained in the Auburn ordinance constituted terms and conditions of employment that must be negotiated with the unions.

PERB ordered the city to stop enforcement or implementation of the financial disclosure requirements, to immediately remove and destroy all reports or other documents submitted by the employees and to negotiate in good faith with the unions on terms and conditions of employment.

## CSEA slaps a grievance on Kings Park; early reveille disguises understaffing

KINGS PARK — Frail, elderly patients at Kings Park Psychiatric Center are being roused at 5 a.m. as a money-saving gimmick.

CSEA says that's unnecessary, unhealthy and unsafe for all concerned. The union has slapped Kings Park management with a grievance, and CSEA Local 411 President Mike Montanino raised the issue at a labor-management conference Nov. 2.

Wake-up was moved from 6 a.m. to 5 a.m. after management reduced staffing by one-third on the evening and night shifts for the 34-bed geriatric ward. Management reduced from three to two the number of mental hygiene therapy aides (MHTAs) assigned to those shifts.

Montanino said management makes it appear that required staffing levels are being met by counting a Licensed Practical Nurse as a direct-care staffer on those shifts. The union president said staffing levels are not being met because the nurse is actually busy

dispensing medication and is not available to give assistance to the MHTAs.

"It's a paperwork gimmick," Montanino said. "Management is trying to make it appear there is adequate staffing when actually there is not. Paperwork gimmicks do not give care."

Montanino and union grievance representative Joe Denaro toured the ward recently at 5 a.m.

"It's an impossible situation," Montanino said. "One MHTA was cleaning a soiled floor when she had to stop to take care of a fight between two patients. Meanwhile, at the other end of the ward, another fight broke out."

MHTAs have only two hours, from 5 a.m. to 7 a.m., to clean and dress the 34 patients, make the beds and clean up the ward, all the while trying to maintain order.

The union's grievance will be heard shortly.

## Arbitrator clears Wilton MHTA of misconduct charges

WILTON — Mental Hygiene Therapy Aide Dale Edwards has compiled an unblemished record for almost a quarter of a century at Wilton Developmental Center, so it came as a shock to him when he found himself charged with misconduct earlier this year.

Edwards, who maintained his innocence throughout and who was backed by two witnesses, said he's grateful CSEA came to his assistance to help prove he was wrongly charged.

CSEA filed a grievance on behalf of Edwards after management charged him with misconduct and attempted to place him on eight weeks suspension without pay. An arbitrator has found Edwards innocent of the charges and ordered all references to the notice of discipline removed from his record. CSEA attorney Paul Bamberger handled the case.

Another employee working as officer on duty one evening claimed she saw

Edwards use what she described as too much force to place a client in an upholstered recliner chair. Edwards' supervisor and another MHTA working in the area both later testified that Edwards never abused nor picked up nor lifted the client.

The arbitrator noted that the officer on duty who brought the charge against Edwards did not report her version of the incident until the next day and did not make a complete report until four days after the alleged incident.



Hazel Sheriff

**At Rockland Psychiatric Center:**

# Washday blues!

ORANGEBURG — They've got the washday blues at Rockland Psychiatric Center.

The 106 employees in the laundry there wash 9 million pounds of laundry a year — all the laundry for five different state facilities.

They clean linens and clothing in giant washers and dryers for patients at Rockland, Hudson River Psychiatric Center, Letchworth Developmental Center, Harlem Valley Psychiatric Center and Wassaic Developmental Center.

"It's heavy, dirty and hot work," said CSEA Rockland Psychiatric Center Local 421 President Vernon Cason. "You really have to give them credit."



Robert Salecker



Louis Demostheme



Rosa Barnes



Local 421 President Vernon Cason, left, with Maurice Saturnin

# Option transfer period extended for health insurance changes

## Employees should obtain as soon as possible benefit choices guides

A delay in approving the renewal rates for the Empire Plan has resulted in an extension of the health insurance Option Transfer Period.

"Benefit Choices Guides," which provide important information in three benefit areas, are being shipped to agency personnel offices for distribution to employees. Excerpts from the "Benefit Choices Guide" will be highlighted in the next edition of *The Public Sector*, but employees are urged to obtain a guide from their personnel office as soon as possible. These guides will provide important information in three benefit areas:

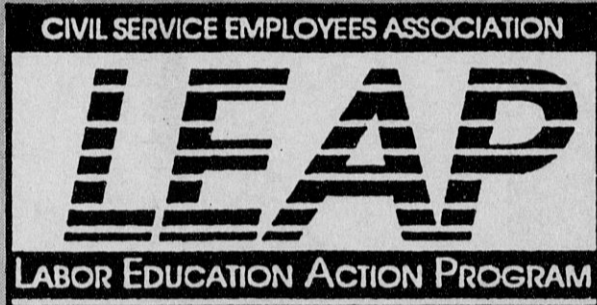
**Health Insurance** — change of option must be made no later than Dec. 14, 1990.

**Pre-Tax Contribution Program** — change in status must be made no later than Nov. 30, 1990.

**Dependent Care Advantage Account Program** — enrollment must be made no later than Dec. 21, 1990.

Bi-weekly health insurance premium deductions for employees are as follows:

OPTION	INDIVIDUAL	FAMILY
Empire Plan . . . . .	\$6.18	\$29.00
HIP . . . . .	\$5.31	\$26.82
Genesee Valley Group Health . . . . .	\$4.70	\$22.88
Kaiser Foundation HP of the NE . . . . .	\$6.05	\$27.97
Capital Area CHP . . . . .	\$5.60	\$28.11
Prepaid Health Plan . . . . .	\$5.85	\$29.61
Health Care Plan, Inc. . . . .	\$4.17	\$21.36
Preferred Care . . . . .	\$4.59	\$22.37
Independent Health Assoc.- West . . . . .	\$4.05	\$22.24
Mohawk Valley PHP—Eastern . . . . .	\$6.82	\$33.80
Healthshield, Inc. . . . .	\$5.85	\$29.54
HIP Rutgers . . . . .	\$6.01	\$28.37
Capital District PHP . . . . .	\$5.81	\$31.18
Foundation Health Plan . . . . .	\$6.89	\$33.78
Mid-Hudson Health Plan . . . . .	\$6.11	\$30.55
Blue Choice . . . . .	\$4.68	\$23.13
Community Blue . . . . .	\$4.89	\$25.68
Healthways, Inc. . . . .	\$7.48	\$37.42
ChoiceCare . . . . .	\$6.45	\$33.01
Independent Prepaid HP . . . . .	\$6.88	\$34.07
Mohawk Valley PHP—Central . . . . .	\$5.46	\$26.93
IHA—Hudson Valley . . . . .	\$6.35	\$32.49
BlueCare Plus . . . . .	\$6.09	\$29.41
US Health Care . . . . .	\$5.67	\$26.33
WellCare . . . . .	\$6.31	\$31.58
Sanus Health Plan . . . . .	\$4.45	\$27.28
PHP/Slocum Dickson . . . . .	\$5.63	\$27.63



## SPRING 1991 SEMESTER TUITION-FREE COURSES

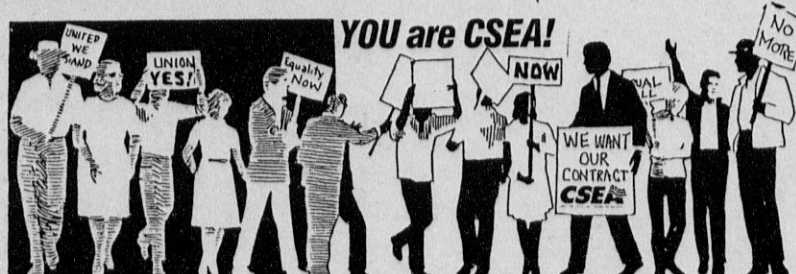
for ASU, ISU, OSU, DMNA, HRI, SUNY Construction Fund and Teachers Retirement System

**You must apply by Nov. 26!**

- **LEAPLINE.** As a service to our members, an advisor will be available to help applicants select courses, find out about degree programs, or offer help as they reach for their educational goals. The advisor will be available (at 1-800-253-4332) on Tuesdays, Wednesdays and Thursdays, from 9:00 a.m. until 3:30 p.m.
- **Application Filing Deadline.** Mail your completed application directly to CSEA/LEAP before November 26. Applications received by CSEA/LEAP after November 26 cannot be considered.
- **Need Further Information?** Please consult your agency training/personnel office or CSEA Local President if you have any questions, or call the CSEA/LEAP office at (518) 434-0191, ext. 226 or 228.



**DUTCHESS COUNTY IMPASSE** — Dutchess County employees protest an impasse in contract negotiations affecting nearly 2,000 county workers who have been without a contract since Jan. 1. Mediation efforts began this month in an effort to resolve the situation. In photo above, CSEA Collective Bargaining Specialist Steve Chanowsky, left, is joined by CSEA Dutchess County Unit President Helen Zocco and her daughter, Tina Baker, also a Dutchess County employee.



# CSEA wins jobs back

By Sheryl C. Jenks  
CSEA Communications Associate

CENTRAL ISLIP — CSEA members Janet Sullivan, Lorraine McVay and Thomasina Razor have their union to thank for getting them what they deserve — their jobs back.

All three women, mental hygiene therapy aides (MHTAS) at Central Islip Psychiatric Center, had been placed on involuntary leave after they requested exemptions from mandatory overtime for health reasons.

In an unprecedented move, the administration ousted the employees by placing them on involuntary leave and telling them they had been deemed permanently disabled. The administration advised them to apply for disability retirement.

That's when CSEA picked up the fight. The union filed an improper practice charge and a lawsuit on behalf of the members.

Once the Central Islip administration agreed to return the employees to work

and restore all of their accrual time, benefits and payment for time not used, the legal actions were dropped.

Sullivan and McVay have returned to work, while Razor remains out on compensation.

"I had never been involved with the union before," said Sullivan, a 23-year CIPC employee. "But I'll certainly be spreading the word about how great it is when you need it."

"I don't know where I would have been if I hadn't picked up the phone and called the union that morning," McVay, a 12-year employee, said.

"I can't tell you how grateful I am to the union. Local 404 President Barbara Allen, Jimmy Wall, Jim Henck and CSEA Labor Relations Specialist Ken

Brotherton, all worked hard to save our jobs," McVay said.

"It was like a nightmare and I kept wondering when I was going to wake up," she added.

A fourth employee, who requested a medical exemption from mandatory overtime because she was undergoing chemotherapy treatments was also part of the original complaint but was returned to her job when CSEA began to publicize the situation.

As part of the settlement, the union signed off on a one-year pilot project on overtime.

"The project spells out what is expected from the employees when they request exemptions from mandatory overtime," Allen said.

"CSEA will be keeping a close watch on how our members are treated when they request exemptions," Brotherton added.

Allen also credited former CSEA Local 404 President Al Henneborn for initiating the successful union response.

*"I had never been involved with the union before, but I'll certainly be spreading the word about how great it is when you need it"*

— MHTA Janet Sullivan



**Janet Sullivan**

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

"I just can't believe they could do this to me after 23 years," Sullivan said. "I'm so upset about the whole thing."

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

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

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



**Thomasina Razor**

Thomasina Razor's case may be the most ironic.

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

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



**Lorraine McVay**

Lorraine McVay is extremely concerned about getting her job back.

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

"I'm a good employee and no one ever has to replace me because I don't come in."

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

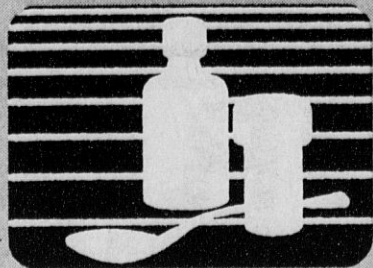
Instead, when McVay reported to work the next day she was given a letter from personnel stating she was being put on leave because the state doctor ruled her "permanently disabled."

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

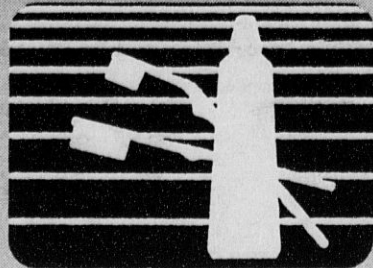


# CSEA

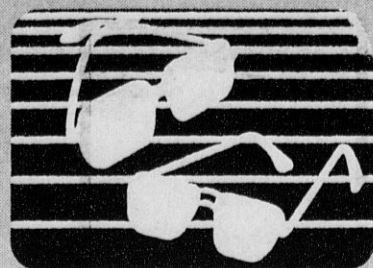
## EMPLOYEE BENEFIT FUND



PRESCRIPTION  
DRUG



DENTAL  
CARE



VISION  
CARE

# 1-800-3-EBF-3-2-7-CSEA

The CSEA Employee Benefit Fund (CSEA EBF) is a negotiated program providing prescription drug, dental and vision care benefits for more than 125,000 CSEA-represented employees in six statewide and more than 260 local government bargaining units. For the benefit of the membership, *The Public Sector* will periodically publish information concerning the CSEA EBF.

The new provisions of the CSEA Employee Benefit Fund (EBF) Maintenance Drug program are now in effect. Under the revised procedure only one prescription and one refill can be obtained for a medication used on a daily basis.

Medications for a longer period, up to 180-days supply, must be obtained through the EBF Maintenance Drug Program. The doctor should write the prescription for the number of tablets (or doses) needed for up to a six-month supply. The doctor's prescription and the patient profile questionnaire are then sent in using the order envelope. Medication will be mailed to the employee's home address in two weeks or less. There is NO MONEY to send.

The information on the new procedures of the drug program were included with the mailing of the plastic drug cards last month. Prior to Nov. 1, when the new plan went into effect, there were two general informational mailings sent to all eligible members explaining the new drug provisions.

Some of the questions most frequently asked of the staff at the Fund are:

**Q. Can I send in prescription for more than one medication in the same envelope?**

A. Yes, as long as each is for a different medicine and on a separate prescription form from your doctor.

**Q. If my doctor writes my**

**prescription for a one-year supply, how many units will I get?**

A. You will receive a six-month supply. Before the six months is up, you will be contacted to see if you still want the additional supply. If so, the remaining six-month supply will be sent at the proper time.

**Q. What shall I do if the doctor prescribes a medication that I need immediately?**

A. You can still use your plastic drug card at your local pharmacy for an immediate supply plus one refill. If there is a further need for this medication your doctor can write a maintenance drug prescription.

**Q. I am running out of my medication and have sent in the Maintenance Drug prescription but it has not arrived yet.**

A. Call your doctor, explain the problem, and have him call your local pharmacy for an emergency prescription. You will need your plastic drug card to get this emergency supply from the pharmacy.

**Q. If my prescription is on a "as needed" basis can I get more than one refill?**

A. No. After one refill it must be obtained through the Maintenance Drug program.

**Q. Can I get a brand name drug through the Maintenance program?**

A. Yes, but your doctor will have to indicate on the prescription that a brand name drug must be used.

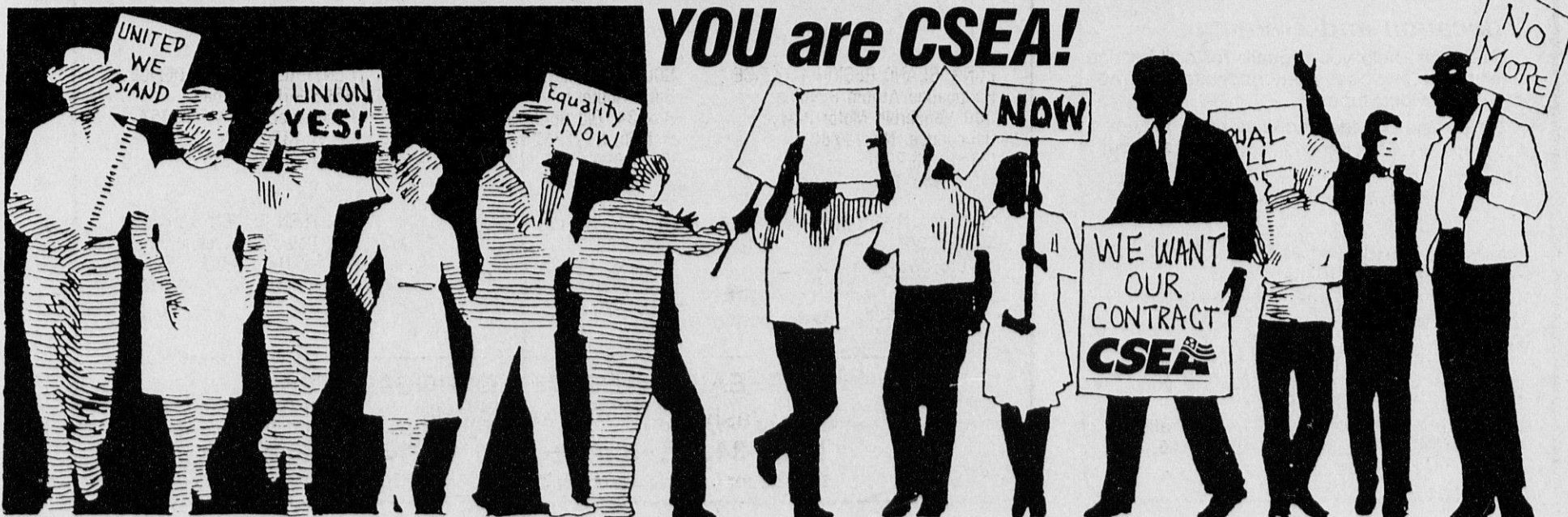
**Q. My medication is considered a "controlled substance" and must be signed for when it is delivered but there is no one at home during the day who can sign for it.**

A. Only certain controlled substances need to be signed for. If your medication comes under this rule, put special mailing instructions in with your prescription.

Do you have any questions about your services under the Maintenance Drug program? Call the drug staff at the Fund office for help.

This plan covers members (and their enrolled dependents) in the four State bargaining units and in those political subdivisions that have negotiated for the Prescription Drug Plan. The Maintenance Drug program saves you even more money than the regular Drug Plan, which gives you a brand name prescription for \$3 or a generic equivalent medicine for \$1 for each prescription and each refill. Under the Maintenance Drug program there is no co-pay and NO COST to the employee except the 25-cent stamp for mailing in the prescription. When your medication is received there will be another envelope included ready for you to use on your next maintenance prescription.

This is another way the CSEA Employee Benefit Fund is helping you to save money and to afford valuable health care.



## YOU are CSEA!



# AT YOUR SERVICE

## YOUR UNION BENEFITS

## A REFERENCE GUIDE TO CSEA MEMBER SERVICES AND BENEFITS

### CSEA Toll-Free

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

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

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

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

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

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

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

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

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

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

### Employee Benefit Fund

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

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

**1-800-323-2732 or (518) 463-4555 or write:  
CSEA Employee Benefit Fund  
14 Corporate Woods Boulevard  
Albany, NY 12211**

### Education and Training

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

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

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

### Safety

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

### AFSCME Advantage Credit Card

THE AFSCME MasterCard has one of the lowest interest rates around — 5 percent above the prime lending rate. There is no annual fee.

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

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

### AFSCME Advantage Legal Services Program

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

### Insurance

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

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

### Health Insurance

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

#### EMPIRE PLAN

**Blue Cross Claims** 1-800-342-9815  
or (518) 465-0171  
**Metropolitan Claims** 1-800-942-4640  
**Participating Providers** 1-800-537-0010  
**Empire Plan Health Call** 1-800-992-1213  
(Hospital admission approval/surgical review)

### Retirement

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

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

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

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

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

### United Buying Service

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

### Grievances, Disciplines

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

### CSEA REGIONAL OFFICES

**LONG ISLAND REGION 1 OFFICE**  
Hauppauge Atrium Building  
300 Vanderbilt Motor Pkwy.  
Hauppauge, NY 11788  
(516) 273-2280  
(516) 435-0962

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

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

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

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

**WESTERN REGION 6 OFFICE**  
482 Delaware Avenue  
Buffalo, NY 14202  
(716) 886-0391

### CSEA STATEWIDE HEADQUARTERS

143 Washington Avenue, Albany, N.Y. 12210

**1-800-342-4146 (toll-free)**

**(518) 434-0191**

Press 5 for Current Issues Update.

# Smooth sailing unlikely when state, unions talk

By CATHY WOODRUFF  
Gazette Reporter

ALBANY — Dark clouds have appeared on New York's economic horizon, and they are threatening to overshadow upcoming contract negotiations with the state's employee unions.

"I don't think we can say that things will be business as usual," said Liz Moore, head of the state's Office of Employee Relations, which negotiates all contracts with state worker unions. "We are facing some tough fiscal challenges, and the tone of the negotiations will reflect that."

"I think it's going to be particularly rough," agreed Rand Condell, president of the 58,500-member Public Employees Federation. "I think we're going to be fighting on a lot more fronts."

Three-year contracts for most of the state's employees expire March 31. State university workers' contracts run through June 30. Preliminary negotiations are expected to start in late November or early December.

The state has an estimated 255,800 employees, including those who work in the Legislature and for the unified court system. About 39,000 state workers live in Albany, Schenectady and Rensselaer counties; the greater Capital District, including those three counties and more, is home to 51,000 state employees, said Mardi Massaroni, spokesman for the state Office of Employee Relations.

There is mounting concern among state workers that they will be caught in the state's fiscal crunch and that, if the financial forecast becomes especially bleak, the unions will be forced to trade off pay raises to avoid layoffs.

"It seems to me unlikely we will be able to give the kind of raise we gave last time," Gov. Mario Cuomo conceded during a televised debate with his opponents this month. "It's going to be difficult. There are going to be a lot of unhappy people, but the realities intrude."

The contract packages negotiated by the state three years ago carried annual wage increases of 5 percent, 5.5 percent and 5 percent.

Comptroller Edward Regan already has estimated a \$246.8 million revenue shortfall for the first half of the current fiscal year and a potential deficit of \$2 billion to \$3 billion for the next fiscal year, which begins April 1.

### Layoffs are possible

Cuomo has hinted that layoffs could be in the offing — perhaps even before the end of this fiscal year — but has said he does not yet know whether they will be necessary.

The governor is awaiting an evaluation of this year's revenue and revised extended economic forecast from state budget director Dall Forsythe, due out Tuesday. The Forsythe report will go further in predicting the state's future financial circumstances based on the nation's unexpected economic downturn, said Budget Division spokesman Claudia Hutton.

That report "will set the stage for what we're going to have to accomplish," said Moore.



"It seems to me unlikely we will be able to give the kind of raise we gave last time. . . . There are going to be a lot of unhappy people, but the realities intrude."

Gov. Mario Cuomo  
Syracuse debate remarks

more than 1,500 mental health positions and 1,800 mental retardation jobs.

But because of steep declines in the number of mentally ill living in large state institutions, the staff-to-client ratio in those facilities actually has increased in the past three years, according to OMH statistics.

Layoffs are a short-sighted cure for long-term fiscal problems in difficult economic times, Condell argued. "When times are tough, all our needs for services are greater. . . . That's only kicking the people of the state when they're already down."

Layoffs before the end of this fiscal year could inject further tension into the atmosphere surrounding the negotiations. But neither Moore nor union leaders would speculate too specifically about what choices ultimately will confront the negotiators.

Republican gubernatorial candidate Pierre Rinfret has gone so far as to suggest a freeze on state labor spending. Asked whether a salary freeze could be an option, Moore said, "Anything and everything at this point in time has to be considered an option."

### Exploring other options

Both Condell and Larry Scanlon, director of legislative and political action for the 103,500-member Civil Service Employees Association, suggested the state needs to look not only at cuts but also at its "tax policy" to close budget gaps.

"We predict that the national econo-

## Cuomo predicts budget deficit will hit \$824M; orders freezes

By ROBERT BELLAFFIORE  
The Associated Press

ALBANY — Gov. Mario Cuomo yesterday predicted New York's budget deficit would reach \$824 million this year and he ordered an immediate freeze on state agency hiring and travel.

Cuomo budget director Dall Forsythe said cost-cutting by the administration could save \$250 million. State agencies were also ordered to prepare plans to cut their budgets between 3 percent and 7 percent for the rest of the fiscal year.

Forsythe said legislative action would be required to enact the agency cuts. In all, the Legislature will be asked to approve \$574 million in spending cuts, Forsythe said.

Those cuts could mean reductions in services from the state or perhaps even cuts in aid to local governments such as school districts.

"Closing a potential gap that will require sacrifice from every sector of state and local government," Forsythe said.

The report released last night by Cuomo contained no details of what would be presented to the Legislature. Those plans might not be ready to be given to the Legislature for several weeks.

While state jobs overall increased by more than 21,000 since 1982, according to the state Division of Budget, there were reductions of

"Closing a potential gap that size will require sacrifice from every sector of state and local government."

Dall Forsythe  
Budget Director

Regan, who also faces re-election next week, and one independent fiscal group said Cuomo and the Legislature should look for permanent spending cuts instead of temporary solutions.

"Across-the-board agency spending reductions and other actions contemplated to close the \$574 million have been tried before," Regan said.

Albany, N.Y., Wednesday, October 31, 1990

## Cuomo imposes freeze on hiring

□ Governor fears \$824M deficit, asks legislators to return.

By Tom Precious

ALBANY — Just a week before elections, Gov. Mario M. Cuomo said Tuesday night that the state budget could wind up \$824 million in the red, and he imposed an immediate hiring freeze and asked the Legislature to return to deal with the crisis.

The governor's Budget Division sidestepped any public decision on layoffs until Tuesday's

drug-treatment programs to prisons to local school aid, and administration officials are not even attempting to predict how bad the situation could be next year.

The Cuomo administration, after three consecutive years of budget deficits, also is intent on bringing the Legislature into the process before its scheduled return to Albany in January. Of the \$824 million budget gap, Cuomo said cutting \$574 million will need approval from lawmakers. Budget Director Dall Forsythe, however, provided no precise locations for



Contract negotiations on behalf of more than 100,000 CSEA-represented state employees will begin soon in an atmosphere that grows more tense as the state's financial condition worsens.

But as tensions increase, so, too, does the resolve of the union.

"Governments are under real financial pressures, but so are working people," CSEA President Joe McDermott said.

**"We will fight like hell!"**