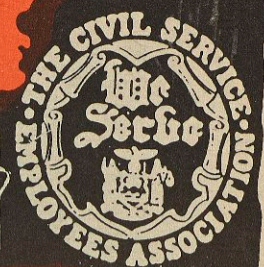


# THE PUBLIC SECTOR

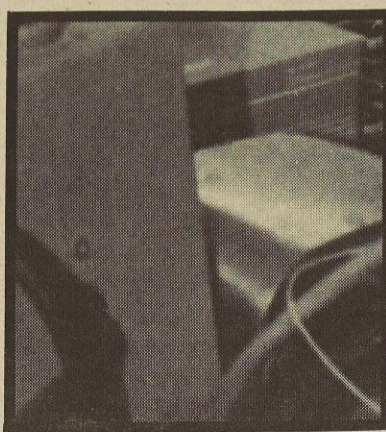
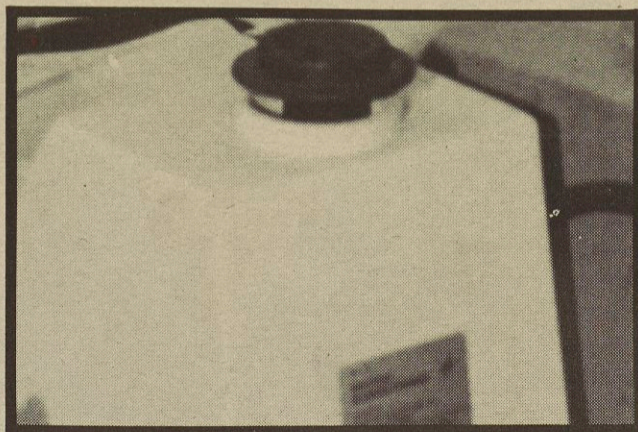
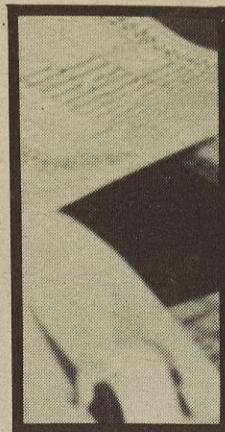
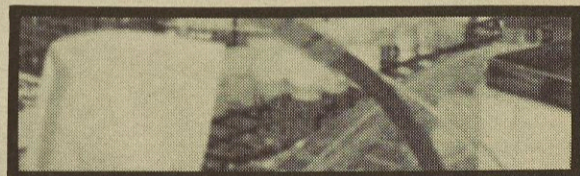
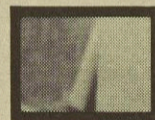
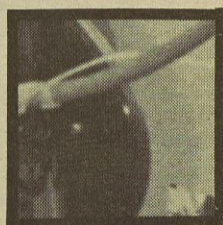
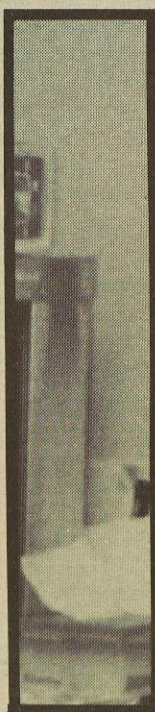
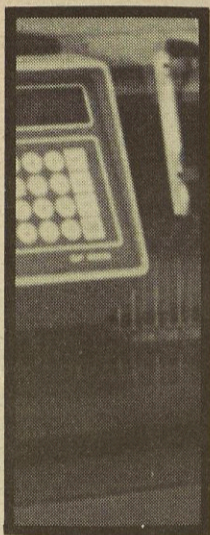
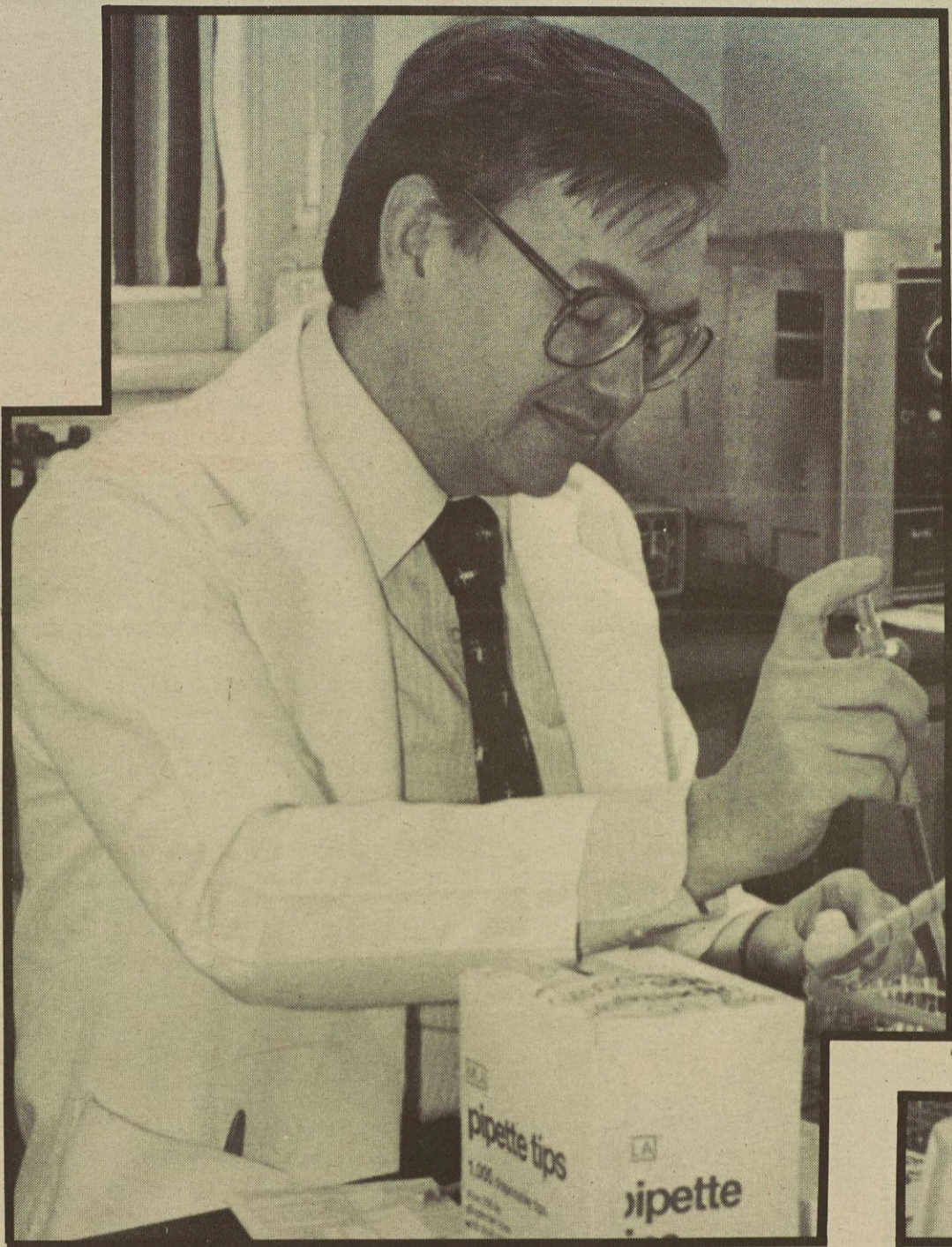
Official Publication of The Civil Service Employees Association, Inc., Local 1000,  
American Federation of State, County and Municipal Employees, AFL-CIO

PROGRESSIVE  
UNION LABEL 4  
(ISSN 0164 9949)



Vol. 11, No. 26

Monday, December 26, 1988



**Trying to keep the pieces together** —see page 3

# INSIDE



When the bucks go bad  
pages 4 & 5

## Agreement

BETWEEN  
**THE CIVIL SERVICE  
EMPLOYEES ASSOCIATION, INC.**  
AND  
**THE STATE OF NEW YORK**

Know your contract  
pages 6 & 7

### MOVED?

If you've moved recently, or plan to move in the near future, it's very important, to you and CSEA, that you notify the union of your new address immediately. Use this form for your convenience.

CHANGE OF ADDRESS

Name \_\_\_\_\_ Social Security No. \_\_\_\_\_

MY OLD ADDRESS WAS:

Street \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ ZIP \_\_\_\_\_

MY NEW ADDRESS IS:

Street \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ ZIP \_\_\_\_\_

My employer is: \_\_\_\_\_

My work location is: \_\_\_\_\_

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

MAIL TO: Civil Service Employees Association  
Attn: Membership Department  
143 Washington Avenue  
Albany, New York 12210

# 10 points to remember about CSEA/LEAP's spring semester

- 1) All eligible CSEA members who applied for a LEAP course for the Spring 1989 semester were sent a trans-o-gram at their home address informing them whether or not they have been accepted for a LEAP course. If you have not received your trans-o-gram please call the LEAP office at (518) 434-0191, Ext. 226 or 228.
- 2) If you are accepted by LEAP, you should immediately contact the college or BOCES where you have been accepted to verify registration requirements, the course location and the date of the first class. You are **REQUIRED** to formally register with the school. If you fail to properly register, the school is not required to hold a space for you and you may be responsible for the tuition for that course.
- 3) Certificates of residence are required by community colleges as proof of county and state residence. They are available at the appropriate county building. Students may not be allowed to enroll without a certificate of residence, or may be required to pay the higher out-of-county residence tuition themselves.
- 4) If you are accepted for a course you must purchase your books and other related course materials. CSEA/LEAP will pay for tuition only.
- 5) Schedule changes may only be authorized and made by LEAP. No changes may be made by the student or the school. Students enrolling in a course and/or section other than their LEAP approved course will be responsible for payment.
- 6) LEAP will pay full tuition for any student who attends two out of the first three class sessions of the course. If you miss two out of the first three class sessions, you must drop the course immediately or you will be responsible for the tuition. If the absences are due to emergencies or illness, it is **YOUR** responsibility to contact the LEAP office immediately after the third class session to arrange to continue in the course.
- 7) Regardless of the school's attendance policy, you must attend more than 50 percent of the total class time in order for LEAP to record you as completing a course.
- 8) If you wish to drop a course, you must complete a LEAP Course Drop Form which is available from your agency training or personnel office. If the form is received before the course begins, LEAP may be able to enroll another student from a waiting list. You must also follow the school's official drop procedures to avoid being charged partial or full tuition by the school.
- 9) If you attend two of the first three classes but fail to complete the course, you will be assessed a \$25 non-completion fee. Or you may file an appeal with the CSEA Appeals Board.
- 10) Questions concerning the LEAP program should be directed to the CSEA/LEAP office at (518) 434-0191, ext. 226 or 228.

## "And you can quote me on that..."

"I am very pleased he has a plan at least. That's very important to our many members out there both at the local government level and the state level. We clearly feel that the problem is not a question of overspending as it is a question of lack of needed revenues, so he needs to do more to address that end of it."

—CSEA President Joe McDermott responding to a statement by Gov. Mario Cuomo that the governor plans to close tax loopholes and make other adjustments to combat a state budget deficit.

## THE PUBLIC SECTOR UNION YES

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

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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.

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# Kingston City Lab in jeopardy; hospitals refusing to pay bills

**“It is obvious that the hospitals are trying to squeeze the city laboratory out of business”**

By Anita Manley  
CSEA Communications Associate

KINGSTON — About a year and a half after officials of two Kingston hospitals declared they had “made peace” with the Kingston City Laboratory, they have still not signed a binding contract with the lab for services.

And now, like the proverbial “bad dream,” lab workers find their jobs once again in jeopardy because hospital officials are refusing to pay their bills to the city lab. The lab employees are members of Ulster County CSEA Local 856.

And CSEA’s top leader says he has doubts about how sincere board members from the two hospitals really were in declaring “peace” with the laboratory several months ago. CSEA statewide President Joe McDermott recently said he thinks the hospitals are trying to drive the city-owned lab out of business.

Kingston City Lab employees believed their jobs were secure after months of trying to convince board members of the Benedictine and Kingston Hospitals they could continue to perform lab duties more efficiently and more cost-effectively than the Canadian-based laboratory the hospitals were planning to contract with in 1987.

Now, however, another crisis threatens the laboratory and employees, this time caused by the refusal of the hospitals to pay money owed to the lab for services rendered. Based on current estimates the lab is losing more than \$97,000 quarterly.

Hospital officials say they are paying a “per inpatient rate” of approximately \$190 per person to the lab, an amount that falls far short of the actual cost of the tests performed.

CSEA statewide President McDermott says the hospital administrations are being arrogant.

“Imagine paying only that portion of your



**PONDERING THE FUTURE** are Kingston City Lab employees and CSEA members Jim Macarille and Linda Palladino. CSEA says two area hospitals have reneged on an agreement and are also refusing to pay lab bills.

bills that you wish to pay? The arrogance by board members of these community hospitals is incredible!” McDermott said.

“It is obvious that the hospitals are trying to squeeze the city laboratory out of business. All that they will accomplish is to cheat city residents out of one of the most cost-effective and competent services they have here.”

Another bone of contention is a so-called “service charge” of 25 percent that the hospitals are deducting for “collection costs” since they, rather than the lab, bill for the testing.

Meanwhile an atmosphere of uncertainty pervades the laboratory, as it did nearly two years ago. City employees fear once again that their jobs are in jeopardy while hospital officials manipulate the financial stability of an institution that, not too long ago, could boast that it was self-supporting.

McDermott said the union is exploring all legal avenues in an effort to resolve the situation.

**“The arrogance by board members of these community hospitals is incredible!”**



KINGSTON CITY LAB CSEA UNIT President Jon Webb and Elizabeth Gordon, president of Ulster County CSEA Local 856, called a press conference to say a pair of Kingston hospitals have not lived up to an agreement with the lab and they fear the hospitals are plotting to put the facility out of business.



**EDITOR'S NOTE:** Public employees and the public in general are threatened by budget woes at every level of government. While the severity of the problem depends in each instance on which side you talk to — Democrat or Republican, management or union — there is no question that budget problems do exist all across the spectrum of governments. A budget crisis threatens the job security of public employees and harms the general public by resulting in reduced essential public services and increased property and user taxes. In many cases budget problems result in part from a trickle-down effect, but local conditions generally also contribute heavily. The state is wrestling with a major budget crisis but Democrats and Republicans

disagree on its proportions and how to deal with it. CSEA has a task force at work to protect the interests of union members and the public and has offered suggestions on how the state can best deal with the deficit. In turn, the state has said it will reduce aid to localities and school districts in 1989 because of the budget crisis, this cost shifting will create budget problems at the local levels. In the adjacent stories on pages 4 and 5, we discuss a just-adopted budget in Erie County that includes the loss of 400 positions, greatly reduced services and a property tax increase; and problems associated with a budget in the city of Schenectady that threatens layoffs, reduced services and a huge property tax increase.

# BUDGETS IN CRISIS

## CSEA charges Schenectady using coercion, intimidation tactics

Compiled by Daniel X. Campbell  
CSEA Communications Associate

SCHENECTADY — CSEA is boiling in anger over an option offered by the administration of Mayor Karen B. Johnson — that city employees either accept much higher health insurance premiums and deductibles or face layoffs.

The union says the city has not adequately looked at all the options available to help reduce a huge deficit in the city's 1989 budget. Asking city employees to pay higher health insurance premiums or face layoffs are not acceptable solutions, CSEA says.

A joint press conference was held by CSEA and AFSCME, two of several unions representing city workers, to reaffirm they will not agree to health insurance cost increases and to suggest areas the city should investigate in an effort to reduce the budget deficit. Following the press conference, union members hung copies of the suggestions on the Christmas tree decorating the lobby of city hall.

The city council has already voted to raise individual employee health insurance deductibles from \$50 to \$100 and family deductibles from \$150 to \$300 effective Jan. 1. Additionally, the city wants workers to pay 10 percent of their insurance premiums. Either that or face layoffs, threatens Mayor Johnson.

Johnson has said that any city union that accepts the changes in the insurance premiums will be exempt from future layoffs she claims will be necessary to cut the city budget deficit.

"It appears that the city administration is more interested in efforts of coercion and intimidation than aggressive, problem-solving, managerial efforts," says CSEA Field Representative Kate Luscombe.

CSEA has already filed an improper practice (IP) charge against the city because of the proposed unilateral changes in the health insurance costs. CSEA says it will not voluntarily accept the changes and

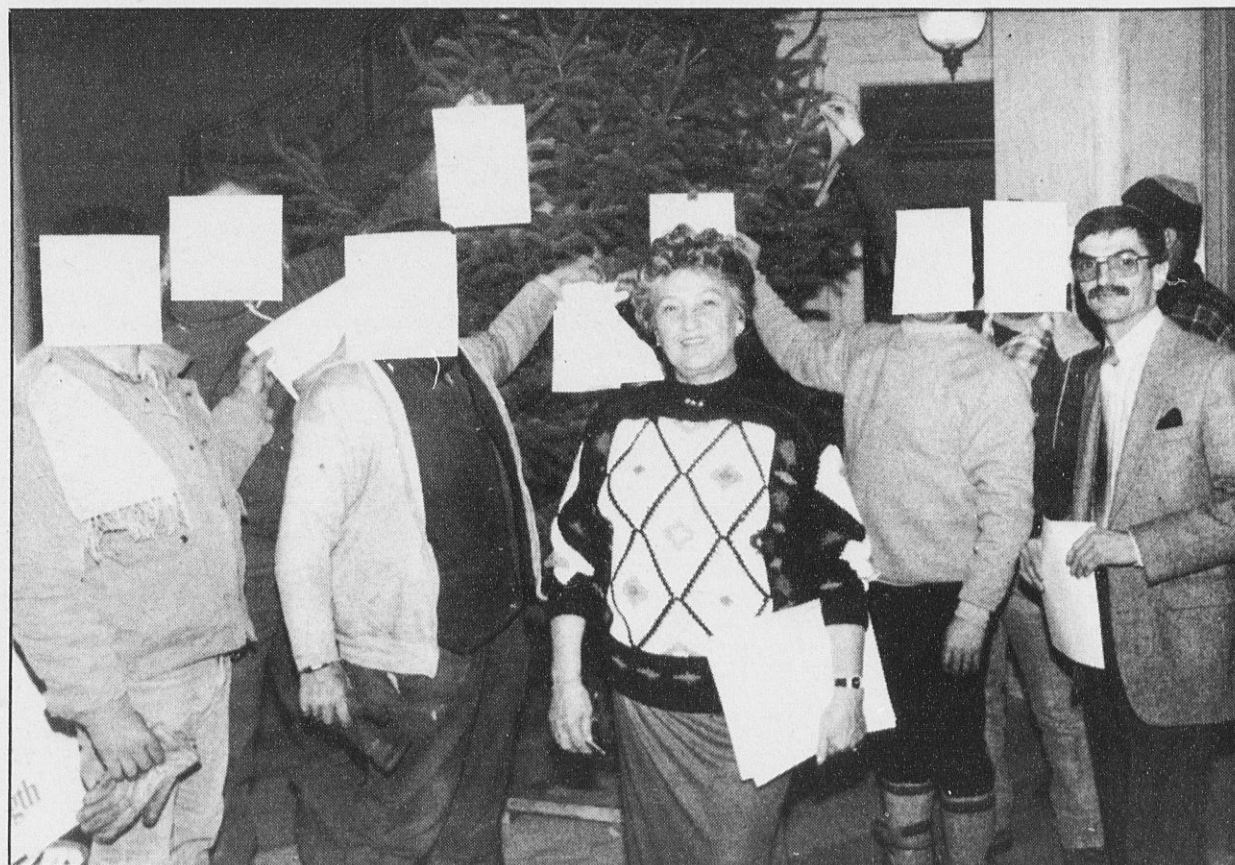
will fight any layoffs as well.

Schenectady has adopted a budget for 1989 that calls for a 26 percent property tax increase.

CSEA represents about 180 clerical workers in the city and has joined forces with AFSCME, which represents about 240 blue collar workers, to resist management's efforts to change terms and conditions of employment unilaterally. CSEA and AFSCME are seeking to form a coalition with several other smaller unions representing city workers to speak as a united workforce.

CSEA says that before attempting to force city workers to pay higher health insurance premiums or before deciding layoffs are necessary the city should undertake several steps. Among those are to collect delinquent taxes more aggressively, review whether various fund balances are available from the previous year, reduce budget overtime pay by hiring more full-time employees, and re-evaluate projected sales tax revenues.

CSEA says it and other unions are ready to discuss cost containment strategies with the city and suggested better management techniques can solve the fiscal crisis without shifting the costs to city workers.



SCHENECTADY CITY EMPLOYEES decorate a Christmas tree in city hall with copies of CSEA and AFSCME suggestions for helping resolve a serious budget deficit. The faces of employees are blocked out because, although they attended a press conference on their lunch time, the workers fear retaliation from management. At center is CSEA Unit President Vi Urbaitis and at right is AFSCME Unit President John Little.



ERIE COUNTY CSEA LOCAL 815 members recently took to the streets to demonstrate their opposition to a 1989 county budget that includes massive layoffs and reductions in public services. Unit President Stephen Caruana, above, tells a news reporter why the union objects to the budget as adopted. In photos at right and below, CSEA and AFSCME Erie County employees use their lunch hour to protest the budget outside the Erie County office building.



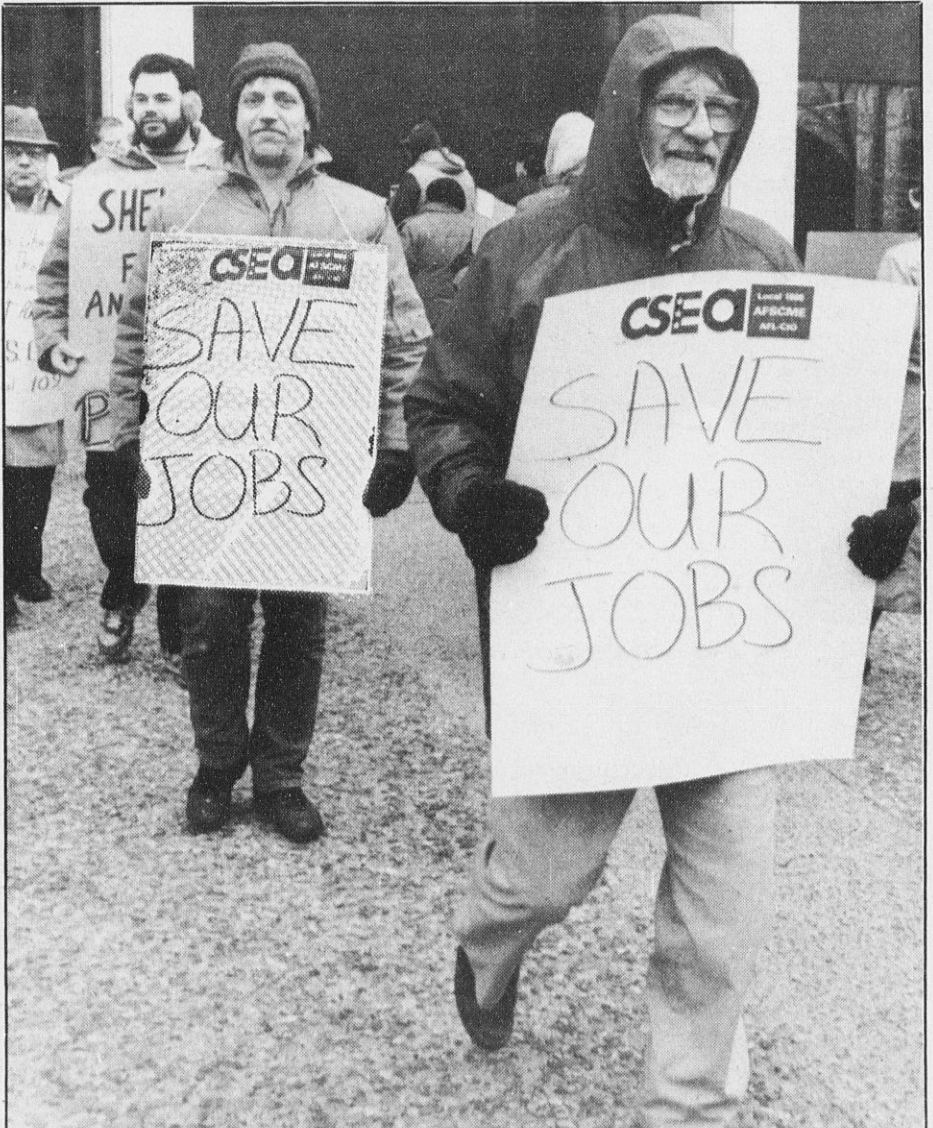
## Union members unite in opposition to Erie County budget

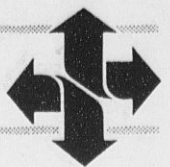


BEVERLY ADAMS, a CSEA member and employee of the county Social Services Department, tells members of the county Legislature's Social Services Committee the hardships a layoff would place on her, her family and the department's clients.



ERIE COUNTY LEGISLATURE CHAIRMAN Roger Blackwell (in hat) is surrounded by Local 815 members who confronted legislators about problems associated with layoffs expected under the 1989 county budget.





A page of information you can use as a union activist and an individual.

# Coalition changes in

Copies of the CSEA/state contracts for 1988-91 have been mailed to more than 100,000 state employees. If you are a CSEA-represented state employee, you should receive your contract by the end of the year.

To help you, we've extracted some of the significant changes negotiated in coalition that affect state employees in all four bargaining units represented by CSEA.

If you have any questions about your working conditions and benefits, consult your contract. If you still need answers, talk to your shop steward, your local president or your field representative.

CSEA members in the Administrative Services, Occupational Services, Institutional Services and Division of Military and Naval Affairs units should receive their contracts no later than Jan. 2. If that date passes and you haven't received yours, contact your regional headquarters for a copy. The phone numbers for the regional headquarters are listed on page 2 of *The Public Sector*.

**\* Article 4 — Employee Organization Rights**

**4.2:** Provides for continuing deductions from retiree checks of CSEA dues and other approved items.

**4.3:** Provides for locked bulletin boards as agreed to by local labor/management committees.

**\* Article 7 — Compensation**

Over the three-year contract, employees receive annual raises of 5 percent, 5 percent and 5.5 percent.

The article also includes a letter of understanding that longevity steps for employees in reallocated jobs will be studied.

**\* Article 8 — Travel/Reallocation Expense Reimbursement**

**8.1:** Allows the comptroller to adopt on an annual basis receipted expenses at the rate given federal government employees.

**8.2:** Allows 20.5 cents per mile for

all miles traveled by CSEA-represented employees.

**8.6:** For relocation expenses, allows in cases of hardship for the moving company to be paid directly.

**\* Article 9 — Health Insurance**

To reflect efforts to stem the spiraling costs of the state health insurance program, the article calls for \$5 co-payments for office visits and \$5 co-payments for laboratory tests.

**\* Article 11 — Workers Compensation Benefit**

**11.2(c):** Allows all previously authorized payroll deductions to be taken out if the supplement payment is large enough to do so.

**11.3(f):** If an employee misses a scheduled priority medical exam, the appointing authority may place the employee on unpaid leave for up to two days. If the employee returns to work or attends the medical exam within two days of the missed exam, this provision does not apply. The leave-without-pay provision will not apply unless the state Insurance Fund can prove it gave the employee timely notice for the medical exam.

**11.8(h):** Gives an employee one year to reduce vacation accruals to under 40 days if, once restored, they exceed 40 days.

**11.8(d):** This restates the present practice of restoring accruals for time charged after the nine months benefit has been used and the Workers Compensation Board still finds a disability.

This also allows an employee to use re-credited accruals again for the same injury.

**\* Article 14 — Employee Training and Development**

Increases funding for employee training and development to \$21 million for the four bargaining units.

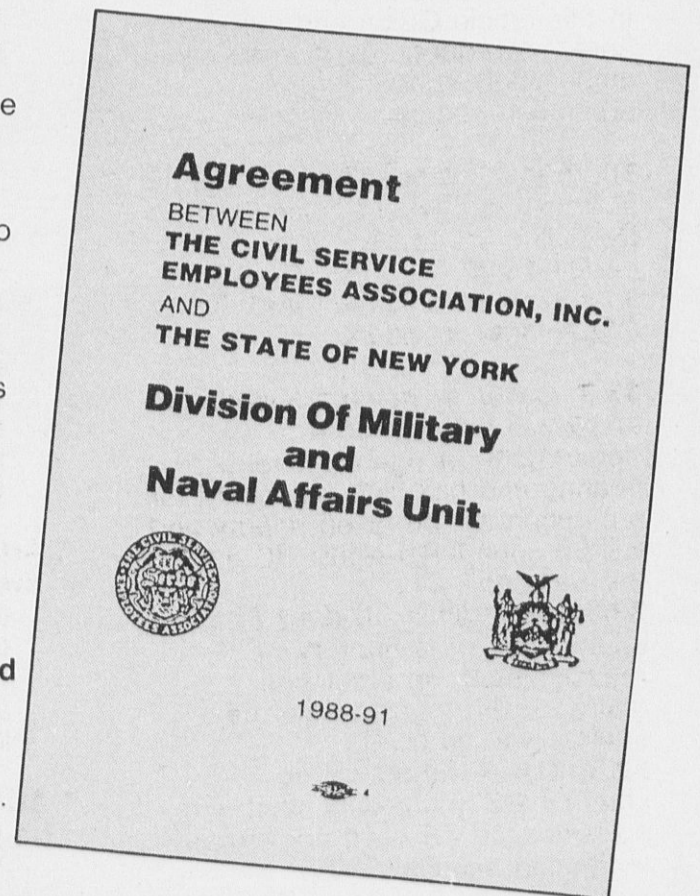
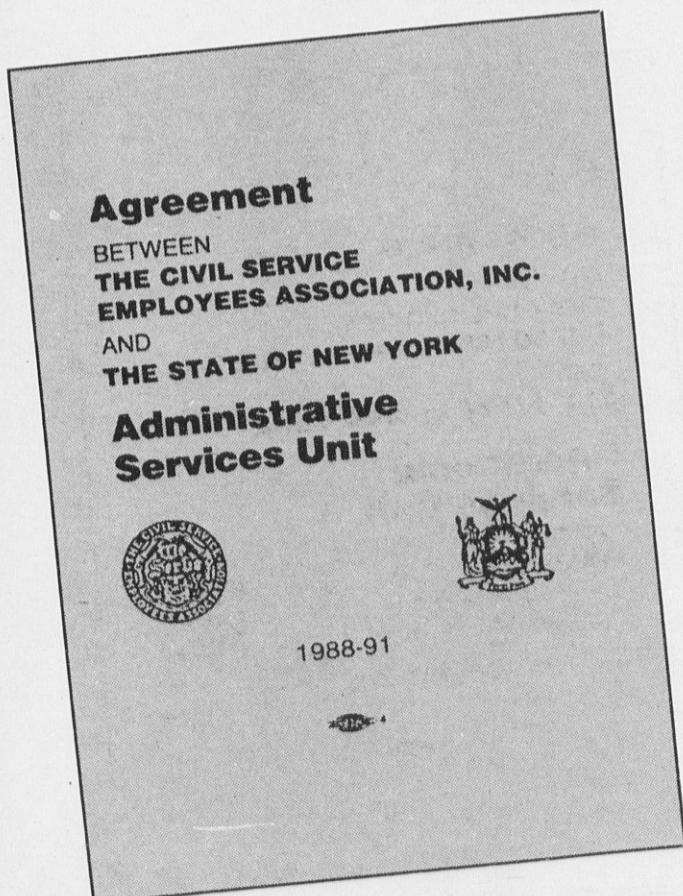
**\* Article 15 — Safety and Health Maintenance**

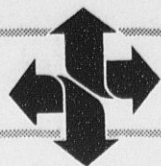
The Safety and Health Committee continues to have funding capacity. The committee is charged with working with appropriate state agencies on building air quality concerns. Personal protection equipment supplied by the state **must be used by employees.**

CSEA and the state reaffirm their commitment to a smoke-free work environment, to be discussed in the labor/management forum.

In the safety grievance section, language now provides for CSEA appeals of Step III review where a question of fact exists.

The article provides money for reimbursement to CSEA for glasses dispensed to employees in connection with the CSEA Employee Benefit Fund Occupational Vision Screening Program for VDT operators.





# state contracts

**\* Article 24 — Out-of-Title Work**

**24.3(d)(3):** New language provides that the state make every effort to pay employees their award within three bi-weekly pay periods after the award is made.

**\* Article 29 — Child Care**

The article provides \$9.45 million for child care.

During the first year of the contract, at least three evening-shift pilot programs will be established for child care service.

The contract also allows for operating grants to centers to determine the affordability and quality of services.

Payroll deductions for child care are available as of January.

By 1990 a Flexible Benefits Spending Account for certain child care expenses will be developed to enable employees to use pre-tax dollars for child care.

**\* Article 30 — Employee Benefit Fund**

Money for the EBF has been increased.

**\* Article 33 — Discipline**

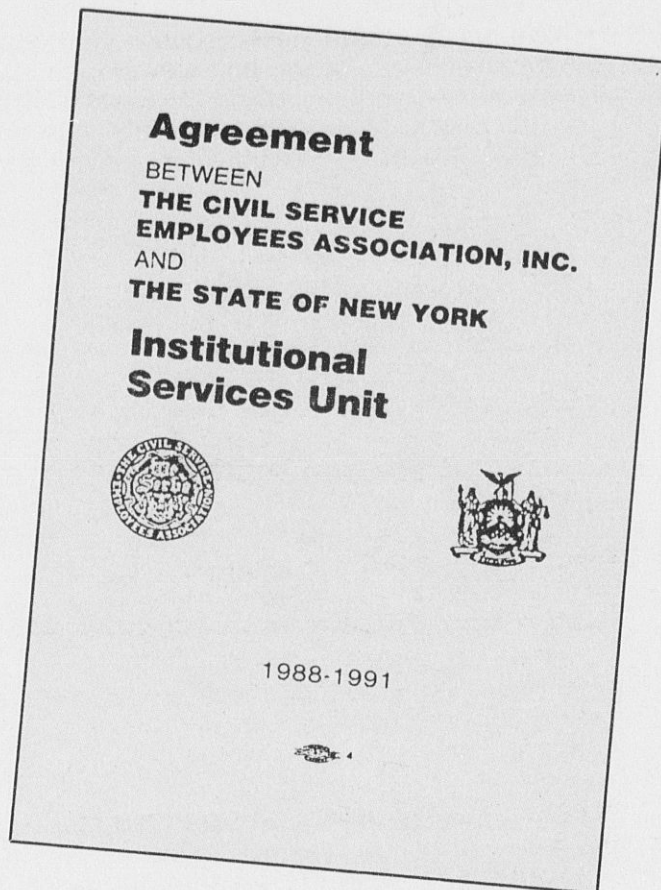
In this article CSEA and the state agree to procedures that will allow more timely scheduling of arbitration hearings.

There is more specific language as to whom and where Notices of Discipline are to be mailed by certified mail — to the CSEA arbitration administrator and the CSEA local president.

**33.3:** Cases in which a suspended employee has waived a department- or agency-level hearing and has filed a demand for arbitration will be given priority and will be scheduled within 30 days of the demand.

**33.3(g)(2):** Within 30 days of a suspension or temporary reassignment, an employee charged with a crime must be served with an NOD.

**33.3(f)(1):** A withdrawal or amendment of an NOD must occur no later than 15 days prior to an arbitration hearing.



*The information on coalition changes in the 1988-91 CSEA/state contracts that appears on these pages was provided by CSEA Assistant Contract Administrators Linda Sage and Chuck Enyon.*

**33.5(b):** The entire record of an employee served with a time and attendance NOD may be considered by the time and attendance umpire to determine the appropriateness of the penalty.

**33.5(q):** This section provides an exception to the rule that all NODs dealing only with time and attendance will go before the time and attendance umpire. This applies where an employee has been found guilty or settled two prior NODs within the past three years.

**\* Article 40 — Performance Evaluation**

Sets new time limits for hearings on "unsatisfactory" ratings as follows: 60-day time limit for agency hearings and 90-day time limit for holding statewide hearings.

**\* Article 41 — Departmental Negotiations**

Allows for departmental meetings

during the first year to discuss or modify any unsuperceded provisions.

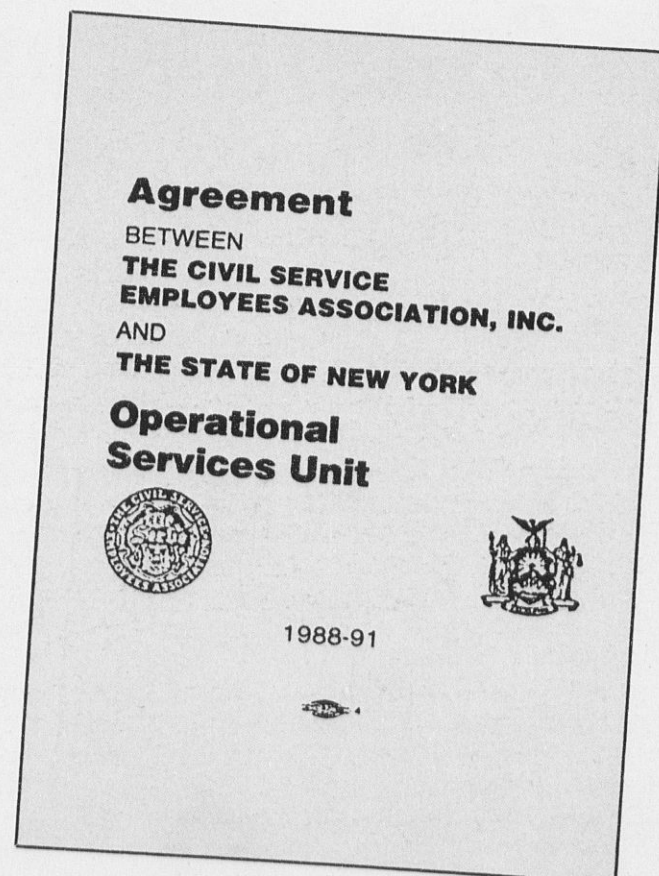
**ASU, ISU, OSU Units Only**

**\* Appendix IV — Seasonal Employees**

Seasonal employees appointed to permanent positions within one year of completing at least three years of continuous service of 19 consecutive pay periods in each of those three years and who complete their probationary periods will receive seniority credit for actual time worked as a seasonal employee for job bidding.

A seasonal employee who earns eligibility for health insurance coverage but leaves the payroll can retain the eligibility without a six-month waiting period if he or she was not off the payroll more than six months. The employee may continue the health insurance coverage on a full-pay basis for the time he or she is off the payroll.

Employees with less than three years with 19 consecutive pay periods cumulative yearly relinquish the three days allowed for on-the-job injury and get instead the ability to observe three holidays worked in a season without restrictions on working the day before and the day after the holiday.



## CSEA testifies:

# County nursing homes at risk

NEW YORK — CSEA's campaign for the reform of the state's reimbursement system to county nursing homes continued at a hearing before the joint Senate and Assembly Committees on Health recently.

CSEA Retiree Shirley Matluck testified on the difficulties posed by the Resource Utilization Groups (RUGs) system that determines what reimbursement nursing homes get for Medicaid patients.

Matluck spoke from personal knowledge about the care and quality provided by county-owned and -operated nursing homes. She worked as a ward clerk at Holly Patterson Nursing Home in Nassau County for 15 years.

"The county homes have always shared the tradition of providing quality care to those residents least able, physically and financially, to care for themselves," Matluck said. "Now, primarily due to RUGs, the county homes may be forced to close."

CSEA President Joe McDermott has appointed a RUGs Task Force to lead the statewide fight for reform of the RUGs system. The task force is gearing up for a massive petition drive to kick off the battle.

"What's at stake here is more than simply the jobs of our members," McDermott said. "This is a community issue — it affects the residents of the nursing homes, their families and the county property taxpayers who have been shouldering more than their fair share because of the state's unfair system."

The RUGs system fails to recognize that county nursing homes are unique. Not only do they have a high percentage of Medicaid patients, but they also have a stable workforce with union

representation and, often, an older and larger physical plant.

To maintain a stable workforce, county nursing homes often pay higher wages than other types of nursing homes. RUGs reimbursements are based on average salaries and benefits. Because county nursing homes are on the higher end of the scale, the RUGs system doesn't adequately reimburse county homes for the services they provide. But those higher county salaries are far from fat, Matluck said.

"CSEA will not apologize for the wages and benefits paid to the nursing home employees we represent. The wages are not excessive," she said. "We ask the Legislature to take a hard look at the salary levels the state has labeled excessive and ask if they would do the same jobs for that pay."

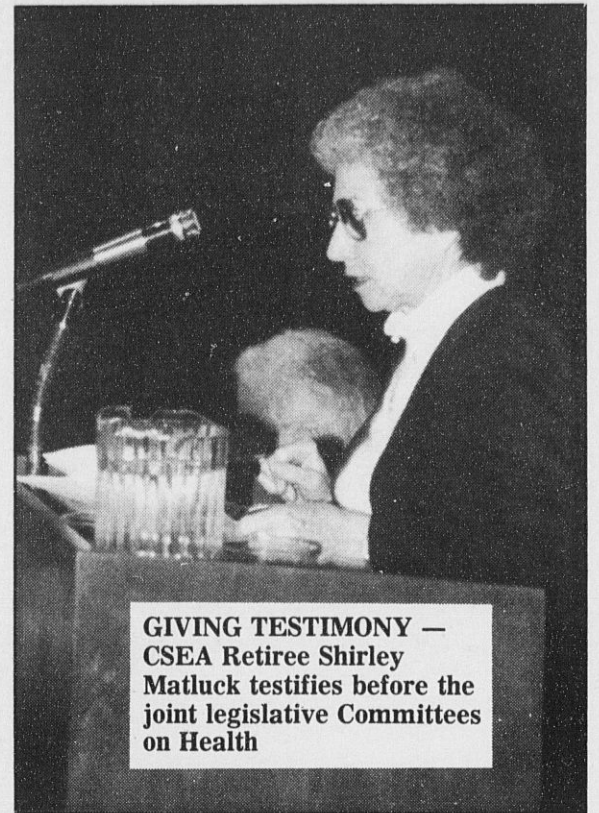
She cited a study by AFSCME, the AFL-CIO and the Older Women's League called "Chronic Care Workers: Crisis among Paid Caregivers of the Elderly." It reports that the median income for nurses aides nationally is between \$5.01 per hour (certified) and \$4.32 per hour (non-certified).

"Many nursing home employees' earnings in voluntary and proprietary homes are at or near the minimum wage," Matluck said. "In 1987, a full-time

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**"This is a community issue. It affects the residents, their families and the county taxpayers."**

—Joe McDermott



GIVING TESTIMONY — CSEA Retiree Shirley Matluck testifies before the joint legislative Committees on Health

aide working to support her family and earning the minimum wage was at 80 percent of the poverty rate. We cannot allow this to become the standard payment to health care workers."

Such low wages can result not only in high staff turnover, but also a drop in the quality of care at nursing homes, she pointed out.

"The Legislature must realize that the RUGs system actually encourages the provision of care by the least number of staff members possible," Matluck testified. "Our nursing home residents deserve better."

## Cattaraugus heads for fact-finding

By Ron Wofford

CSEA Communications Associate

OLEAN — After a full year of working without a contract, members of Cattaraugus County Local 805 are hoping a fact finder can break a negotiating logjam.

"Contrary to local newspaper reports, we are not resuming talks with the county," said Tim Anderson, local president. "We feel the fact finder will uphold our position and recommend that the county make us a more realistic and fair offer."

A major sticking point in the drawn-out contract talks has been health insurance, according to John Ostergard, general unit vice president and Local Political Action Committee chairman.

"More than half the county's financial offer packages was for increased health insurance costs," said Ostergard. "They're trying to make us pay for their mistake in 1979 of choosing to go from a community-based insurance cost rating to a group-rated plan.

"We even found several health plans that are more cost-effective than the one they offered," said Ostergard. "But they won't concede the facts."

He said three insurers presented lower-costing plans, one of which would save the county \$42 per month over the current family coverage cost of \$284.55.

"If they'd look at it clearly," said Anderson, "they would see that most of that \$42 could go into a better wage package."

Members rejected the county's final offer which included wage increases of 3 percent and 2 percent, with a reopener on wages in July 1989, as part of a three-year agreement.

The unit's energetic members have waged a multi-faceted attack since talks broke down, sparking a public-information campaign, picketing the legislators' homes and offices and making phone calls to the legislators, urging fairness for county workers.

Of two other units negotiating contracts with the county, the sheriff's rank-and-file unit accepted the county offer, which included a "me-too" clause, while the supervisory unit has yet to vote on a similar pact. The "me-too" clause would give the two units any other improvements the general unit may gain in their contract.

"We will be filing an improper practice charge on that point," said Ostergard. "We think it's illegal, and pits employees against each other unfairly."

Struggling to maintain member morale, the union officers urged their fellow members to "hang in there, and remember the just cause we are fighting for. We took a 0 percent raise in 1985, when the county claimed they were broke."

"The reason these negotiations have dragged on for more than a year," reminded Anderson, "is that the employees have refused to give in to the county's unreasonable demands."





1989 • LEAVE RECORD FOR NEW YORK STATE DEPARTMENTAL EMPLOYEES • 1989

TO RECORD LEAVE USED,  
ENTER THESE LETTERS:  
V (VACATION)  
S (SICK LEAVE)  
H (HOLIDAY)  
M (MILITARY LEAVE)  
P (PERSONAL LEAVE)  
C (COMPENSATORY)  
LWOP (LEAVE WITHOUT PAY)  
WC (WORKMEN'S COMP.)  
SPEC (SPECIAL)

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<b>JULY</b> S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	<b>AUGUST</b> S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	<b>SEPTEMBER</b> S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30	<b>OCTOBER</b> S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	<b>NOVEMBER</b> S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30	<b>DECEMBER</b> S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31

PAID HOLIDAYS \*  
New Year's Day Labor Day  
Martin Luther King Day Columbus Day  
Lincoln's Birthday Election Day  
Washington's Birthday Veterans Day  
Memorial Day Thanksgiving Day  
Independence Day Christmas Day  
  
\*Consult contract or personnel office for holiday observance schedule

PAY PERIOD	EXAMPLES: IF YOU ARE SICK 4 HOURS, ENTER S-4 UNDER THE APPROPRIATE DAY. IF YOU TAKE 2 HOURS OF PERSONAL, ENTER P-2, ETC.												ANNUAL LEAVE			SICK LEAVE			PERSONAL LEAVE							
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Nov 23 - Dec 6																										
Dec 7 - Dec 20																										
Dec 21 - Jan 3																										

Your leave benefits were negotiated for you by The Civil Service Employees Association — Your Union!

Leave accruals are an important contractual benefit negotiated for you by CSEA. You can help guarantee the accuracy of your individual accruals by tracking your leave activities throughout document your claim by producing your personal leave record form. Clip and use the appropriate leave record. State employees

paid on the institutional payroll should use the "Institutional employees" form, state workers paid on the administrative payroll should use the "Departmental Employees" form and local government employees should use the "Local Government" form and fill in the appropriate pay periods information.

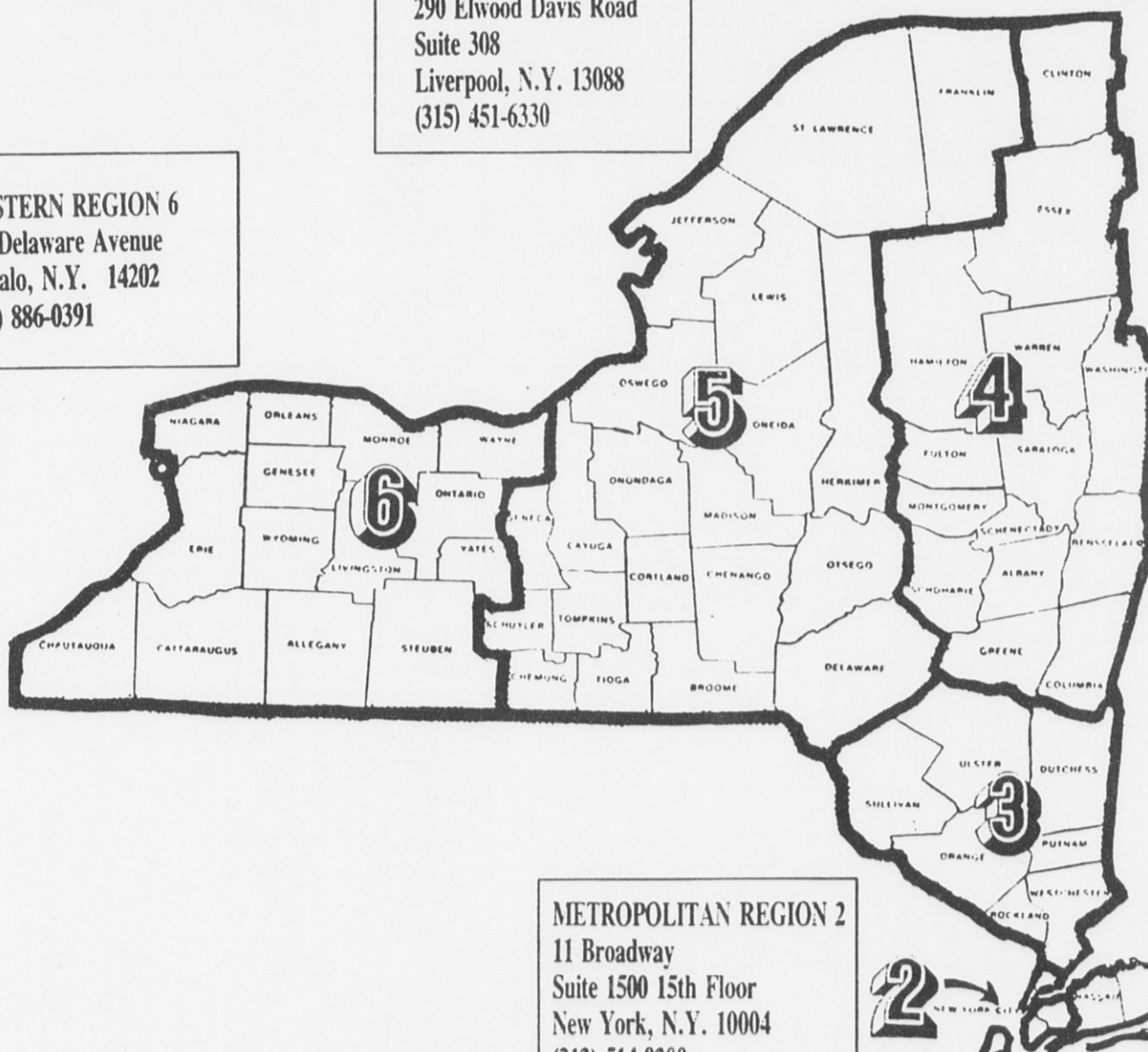


STATEWIDE HEADQUARTERS  
143 Washington Avenue  
Albany, N.Y. 12210  
Toll Free (All Departments) 1-800-342-4146

CENTRAL REGION 5  
290 Elwood Davis Road  
Suite 308  
Liverpool, N.Y. 13088  
(315) 451-6330

CAPITAL REGION 4  
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Albany, N.Y. 12203  
(518) 489-5424

WESTERN REGION 6  
482 Delaware Avenue  
Buffalo, N.Y. 14202  
(716) 886-0391

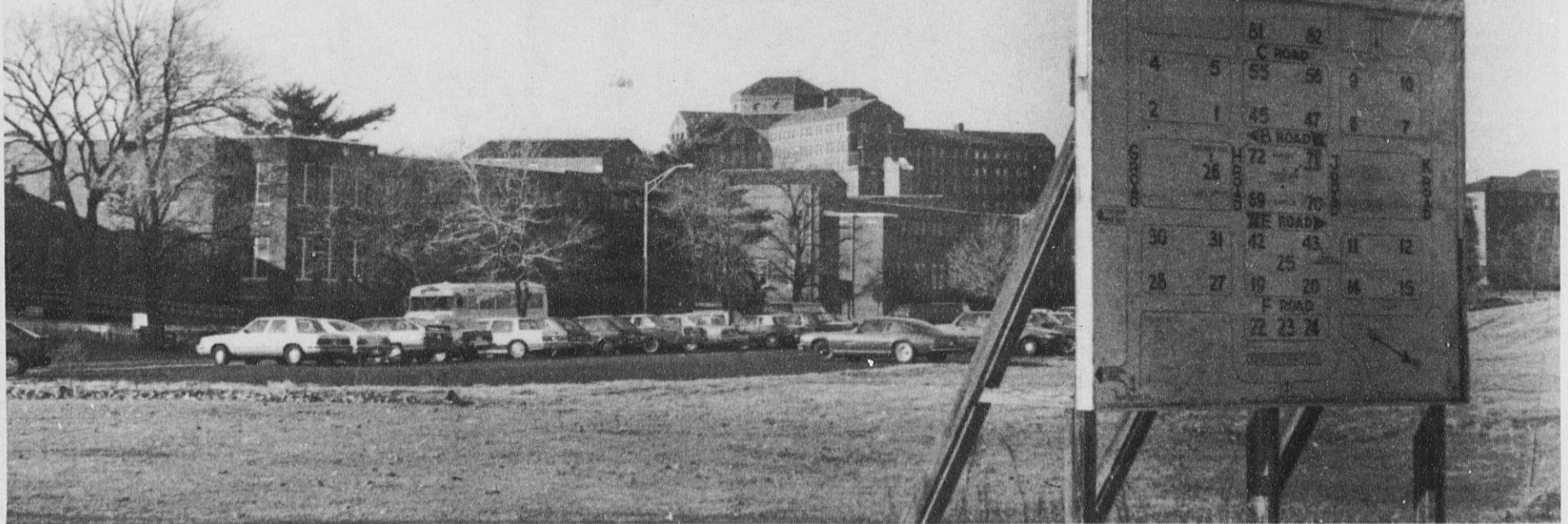


SOUTHERN REGION 3  
Rural Route 1, Box 34  
Old Route 9  
Fishkill, N.Y. 12524  
(914) 896-8180

METROPOLITAN REGION 2  
11 Broadway  
Suite 1500 15th Floor  
New York, N.Y. 10004  
(212) 514-9200

LONG ISLAND REGION 1  
Hauppauge Atrium Building  
300 Vanderbilt Motor Parkway  
Hauppauge, N.Y. 11787  
(516) 273-2280

# CSEA successfully defends wrongly accused at



## Discredits undercover investigations

By Sheryl Carlin  
CSEA Communications Associate  
WEST BRENTWOOD — CSEA has successfully defended a mental hygiene therapy aide (MHTA) at Pilgrim Psychiatric Center against misconduct charges.

An arbitrator ruled that full back pay and benefits be restored to MHTA Mark Selesnick for the 20 days he was suspended

**“The entire case was based on one guy’s accusation, and he couldn’t come through with a credible story.”**

—CSEA Field Rep  
Jim DellaRocca

by the Pilgrim Psychiatric Center administration.

Selesnick was accused of making a lewd comment to a female client. The administration claimed the comment was overheard by a private investigator during a comprehensive undercover investigation then in progress at the facility.

The state claimed the incident occurred in May 1987 but did not charge Selesnick until the middle of December 1987. He was suspended without pay for 20 days.

CSEA regional attorney Lester Lipkind, acting on behalf of CSEA Local 418 and Selesnick, challenged the reliability of the paid private investigator, who was on his first case with only one week of training. CSEA also questioned why an incident report, required by the facility, was never filed.

CSEA Field Representative Jim DellaRocca said undercover investigations regularly result in violation of an employee’s right to a fair and speedy hearing.

CSEA Local 418 President Pat Hahn agreed.

“That supposed investigation and the time period that passed before charges were made was really ridiculous,” Hahn said.

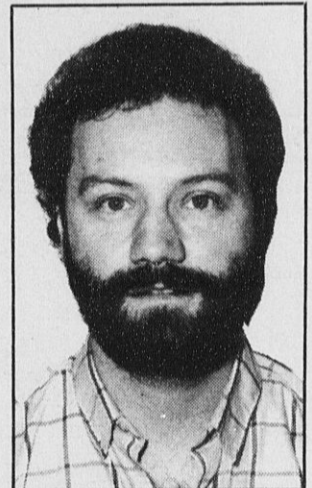
“This case helps to discredit the state’s undercover investigations,” DellaRocca said.

“The entire case was based on one guy’s accusation, and he couldn’t come through with a credible story.”

Selesnick said he believes the administration was attempting to “get back” at him for a letter he wrote to the editor of a local newspaper in which he described the difficulties faced by mental hygiene therapy aides employed at the facility.

Selesnick has an unblemished record since he began working at Pilgrim in 1981. He has regularly earned a “highly effective” rating in performance evaluations.

“I knew I was innocent from the beginning,” he said. “The union did a good job representing me. I don’t think it should have even gone as far as it did.”



Local 418 President Pat Hahn . . . “Charges really ridiculous”

### New criteria reduces ward size

An article in the Oct. 3 edition of *The Public Sector* concerning the upgrading and awarding of back pay to more than 180 mental hygiene therapy aides at Kings Park Psychiatric Center has raised questions from other MTHAs across the state.

In the Kings Park situation, CSEA had filed nearly 400 out-of-title grievances since 1985 on behalf of therapy aides who had been assigned ward charge duties at the facility. By stipulation earlier this year, the state agreed to upgrade more than 180 aides

from grade 9 to grade 12 with appropriate back pay.

As part of the stipulation the state adopted new ward charge criteria that states therapy aides and licensed practical nurses may not be regularly assigned ward charge duty on wards of 18 or more beds. Previously the assignments were allowed on wards of up to 24 beds.

The ruling has statewide application but rights to back pay under any grievances filed are limited from the date of filing of the grievance.



1988

# Kudos & Wh-ohs

As in years past, the people and events that shaped the news in 1988 ranged from the sublime to the ridiculous — Iran and Iraq stopped fighting; the U.S. and the PLO started talking; an Iranian jetliner was mistaken for a military aircraft and shot down; Moslem Pakistan elected a woman prime minister; drugs were the big story of the Olympics; a group of rockers played for human rights; an earthquake in Armenia was felt around the world; and White House events were written in the stars. Closer to home the Tawana Brawley controversy, the Bess Meyerson trial and Joel Steinberg court proceedings riveted New Yorkers' attention for months on end.

But there were other things that helped make the year memorable. Here are just a few that make us cheer or jeer:

## TROIKA ALL THE WAY



Soviet leader Mikhail Gorbachev stunned the world throughout the year with social and political reforms he undertook at home. But his December visit to New York — where he not only pledged a massive troop withdrawal from eastern Europe but also took in the sights as a tourist from Moscow — was a real dose of glasnost.

The downside for New Yorkers was the "Gorby gridlock" that gripped the city's roads during his stay.

## A DAY THAT WILL LIVE IN INFAMY

Throwing historical fact to the wind, President-elect George Bush's most surprising gaffe of the campaign trail came while addressing a veterans group on Sept. 7 and repeatedly referring to the day as the anniversary of the Japanese bombing of Pearl Harbor.

Bush later corrected his error. The correct anniversary date is Dec. 7.

## BUT SERIOUSLY FOLKS . . .

Controversy about the qualifications and performance of Vice President-elect Dan Quayle spawned more punchlines than any political figure since, uh, Gary Hart last year.

Of course it's only natural to expect a Quayle to lay an egg now and then.



## JUST A BILLION OR SO OFF . . .

The state Division of the Budget — the scourge of state government under the best of circumstances — was once again at the heart of controversy when it was disclosed that miscalculations put the state in a \$1.9 billion deficit.

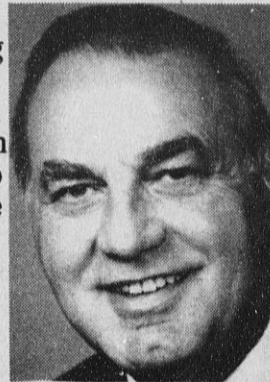
Since the deficit was being revised daily and no one seemed to have a handle on the extent of the problem, CSEA President Joe McDermott suggested the governor might save some money by laying off the budget forecasters and replacing them with Nancy Reagan's astrologer.



## NEW LEADERSHIP

There was a changing of the guard in Albany in more ways than one.

Besides Joe McDermott succeeding William McGowan as president of CSEA, Long Island Sen. Ralph Marino was selected to replace retiring Senate Majority Leader Warren Anderson as the state's top Republican lawmaker



## CSEA SENDS A MESSAGE

CSEA members sent the Internal Revenue Service a message they won't soon forget. When the IRS tried to "backdoor" a plan to tax public employee unused vacation and sick time, CSEA buried Congress under an avalanche of letters and petitions containing 100,000 signatures.

The result: The IRS backed down and Congress took action to prohibit the idea, just for good measure.

## PUBLIC SECTOR STORY OF THE YEAR

Albany's Corning Tower's exploding urinals, which would erupt without notice, would spray everyone within five feet. With CSEA pressure, the state finally flushed out the problem.

## WORST PERFORMANCE BY A CSEA-SUPPORTED COUNTY EXECUTIVE

Erie County Executive Dennis Gorski, elected with substantial CSEA help in 1987, turned his back on public employees nearly as soon as he was sworn in. His current budget plans could cost more than 400 CSEA members their jobs.



Suffolk County Executive Pat Halpin didn't exactly endear himself to CSEA, either, when he voted landmark VDT legislation that he supported as a candidate. With CSEA help, the county legislature overrode his veto.

## BIAGGI OUT

Bronx U.S. Rep. Mario Biaggi resigned from Congress after being convicted on racketeering and bribery charges in the Wedtech scandal.



Ironically, Biaggi's name still appeared on the congressional primary ballot because of a quirk in the election law.

## IRON MIKE THROWS FURIOUS FLURRY AT ROBIN

### TKO

Unfortunately for heavyweight boxing champion Mike Tyson, his biggest fight of the year wasn't in the ring. It was a knock-down, dragged-out affair with estranged wife Robin Givens that dominated the media for much of the year in all its sordid detail.

## BEST HEADLINE BY A SENSATIONALIST TABLOID

Capitalizing on the after life of Elvis Presley, the *New York Post* ran the headline: NATIONAL ENQUIRER OWNER GOES TO MEET WITH ELVIS.



The story was National Enquirer owner Generoso Pope's obituary.



# What will you remember most about

## 1988

JANUARY							JULY						
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31							31						

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29							29	30	31				

MARCH							SEPTEMBER						
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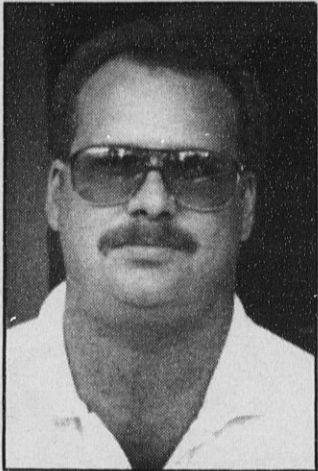
APRIL							OCTOBER						
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MAY							NOVEMBER						
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29	30	31											

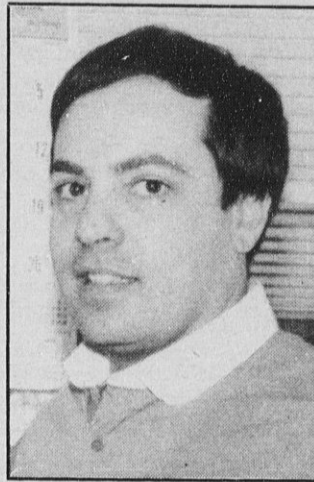
  

JUNE							DECEMBER						
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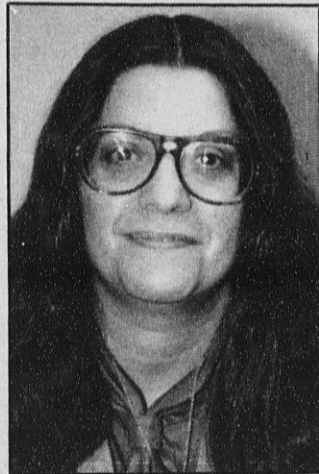
**FRED DURFEE**  
Broome County  
Local 804

"My vacation — I spent it on Lake Ontario with the president of our local (Ernie Mago). He has a boat and we went fishing."



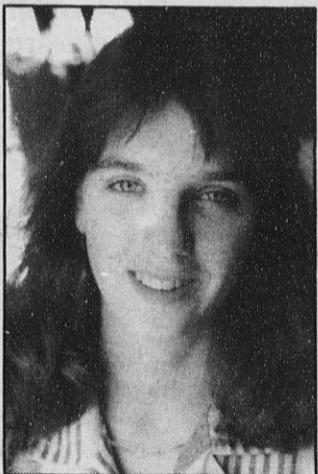
**BILL DiNAPOLI**  
Dutchess County  
Local 814

"The presidential campaign. It was a dirty affair with the candidates doing anything to win votes."



**PAULINE DeVITA**  
New York City State  
Employees Local 010

"Our community group sponsored a clothing drive for the needy. The outpouring of not only clothing, but canned goods and donations was so overwhelming. I will never forget the generosity exhibited."



**ANN MARIE MERCER**  
Long Island  
Inter-County Parks  
Local 102

"Buying my new car. It's the first one I bought that's really mine."



**CHRIS HEIM**  
Albany County  
Local 801

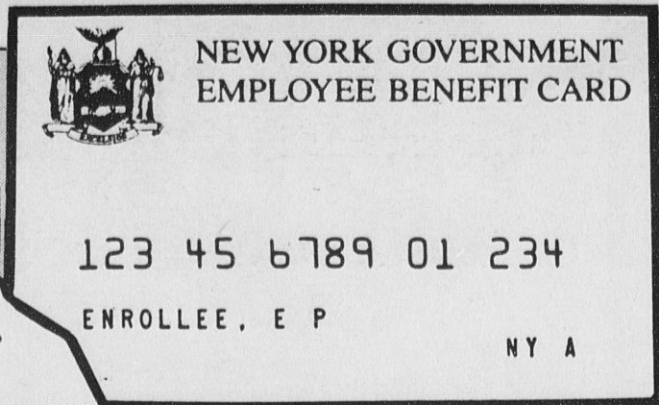
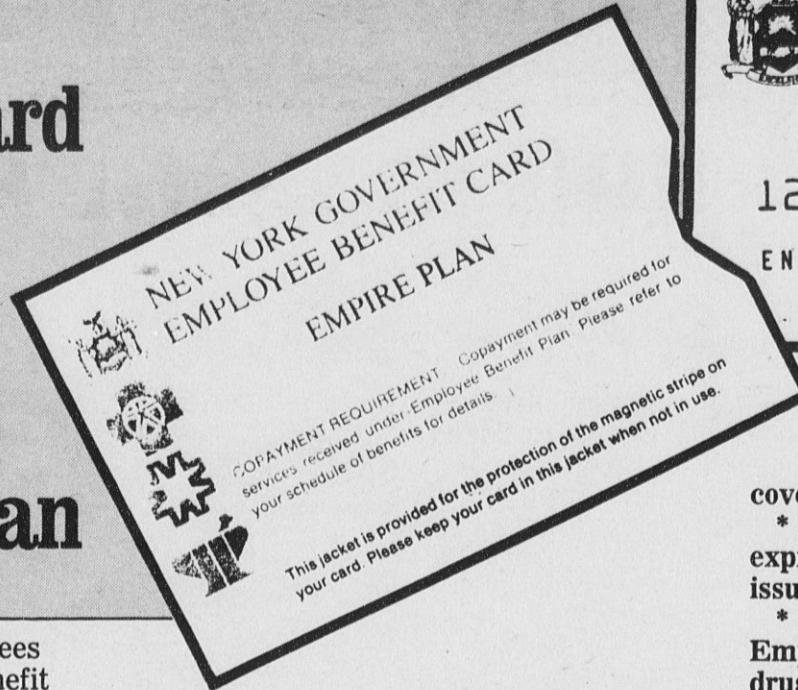
"The negotiations for a new contract. The rallies in the park, attending the meetings of the Albany County Legislature, and finally, the ability of the union and the county to negotiate a reasonable contract."



**DONNA DOBBLER**  
Ontario County  
Local 835

"Our unit achieved partial agency shop when we re-opened our contract, marking a first. Now new employees will be more likely to join the union right away. We also have a union office now, in the old health facility building."

# New style card effective Jan. 1 for enrollees in Empire Plan



Empire Plan health insurance enrollees will have a completely new type of benefit card, as depicted above, effective Jan. 1, 1989.

The card has a magnetic stripe on the back which will enable participating providers to verify enrollment status and co-payment amounts.

A protective jacket accompanies each new benefit card. In addition to containing

important information, the jacket protects the magnetic stripe on the card. It is very important that each card be kept in its own protective jacket.

\* Enrollees with family coverage will receive a separate card and jacket for each covered dependent, as well as for the

covered employee.

\* The new card does not have an expiration date so it will not be necessary to issue a new card every year.

\* Employees covered by the CSEA Employee Benefit Fund for prescription drug coverage will continue to use their EBF drug card.

\* Empire Plan enrollees in local government units will use the same new benefit card for both prescription drugs and for medical care.

\* Questions concerning the new benefit card should be directed to your agency's health benefits administrator.

## CSEA stakes a claim for Court of Claims reporters seeking transcript fees

ALBANY — A dispute involving the state attorney general's refusal to pay Court of Claims reporters for legal transcripts is a good example of the two-pronged approach that CSEA uses to protect its members' rights.

The union has filed a lawsuit over the matter and at the same time has drafted legislation for state lawmakers to act on.

At the heart of the controversy are conflicting state laws and an inequity directed at the Court of Claims reporters represented by CSEA.

The Court of Claims is a special state court set up specifically to handle cases involving lawsuits against the state of New York. Under the provisions of an 1897 act establishing the court, it is stated that court clerks shall provide transcripts requested by the attorney general at no charge.

But a 1941 judiciary law, which does not exclude the Court of Claims, states that court reporters shall be paid for transcripts provided to the attorney general.

"We just want the same fairness that other court reporters receive under the law," said Stephen Thurm, a member of Capital Region Judiciary CSEA Local 694, who along with New York City-based court reporter and CSEA member Augustine Perillo, brought the situation to CSEA's attention.

The court reporters point out that providing the transcripts to the attorney general requires considerable effort and often must be undertaken off the job and at their own expense.

Prior to filing the lawsuit, CSEA's Legal Department requested that the attorney general reconsider the situation in light of the conflicting laws. But his office refused to change its position, arguing instead that although there is inconsistency between the laws, it was not the legislature's intent for the later judiciary law to supercede the earlier Court of Claims Act.

"The attorney general is relying in part on court decisions that have upheld the non-payment to Court of Claims reporters," explained CSEA attorney Mike Ortiz, who is handling the lawsuit. "But the Courts have never addressed the issue of the conflicting



LOBBYING FOR ACTION — CSEA attorney Mike Ortiz, left, Capital Region Judiciary CSEA Local 694 member Stephen Thurm and CSEA Lobbyist Demi McGuire recently began visiting state lawmakers to push legislation aimed at correcting inequities over the payment to Court of Claims reporters for legal transcripts.

laws and that's what our case is all about."

Since the legal battle over the issue could take years to resolve, CSEA will push the issue through the state Legislature. Legislative action would be a much more direct and effective way to get relief for the affected members.

# PAN

## CSEA members bring nutrition to Rockland

By Anita Manley  
CSEA Communications Associate

POMONA — Three CSEA members have won national attention as well as local praise for their work teaching low-income Rockland County residents how to get the most nutrition for their money.

The county's Program of Assistance for Nutrition (PAN) Project uses workshops, presentations and cooking demonstrations to reach county residents. Clients learn how to shop on a tight budget by using coupons, reading labels and comparing food contents.

Rhoda Appel, PAN Project coordinator, has been in on the program from the start. She began as volunteer coordinator with the Rockland County Department of Social Services, then took on the PAN Project coordinator job three years ago.

"To be able to coordinate the effort to provide low-income residents with good nutrition information, shopping tips and information on the availability of all the state, federal and local food programs and to network with all the various agencies in the county to provide a healthier life for those nutritionally at risk has brought me a tremendous amount of personal satisfaction."

But her work, along with the efforts of Marie Pizzutello and Renie Hirsch, have satisfied much more than those three individuals. They have developed one of the most successful nutrition programs in the state.

Appel, a former nursery school teacher, is studying at Long Island University toward a master's degree in public administration, with the help of CSEA tuition reimbursement, she said. She is also a member of the Consumer Protection Board for the town of Ramapo.

Pizzutello, a 10-year employee of Rockland County, formerly worked for the Cooperative Extension in St. Lawrence and was a teacher.

Hirsch has worked for Rockland County for 15 years. She began as a caseworker in 1974 and became a home economist in 1979. She was also a public school teacher.

The PAN Project staff has presented more than 475 workshops for senior citizens groups, Headstart programs, home health agencies, an emergency shelter for battered women, a shelter for homeless families, local soup kitchens, foster grandparent programs, local poverty agencies, public and private schools and town and village offices in Rockland County.

Last May, the staff used a van to reach more than 1,000 residents to tell them about county, state and federal programs available to them. The "PAN Van" was staffed by nutritionists and



RHODA APPEL shows how to compare labels and prices to get the best nutrition for your money.

home economists from local agencies and volunteers. Local merchants helped, too, by providing gift certificates.

Appel, Pizzutello and Hirsch are completing a directory of nutrition services available throughout the county.

Pizzutello and Hirsch compose "food flashes," recipes and tips on economical and nutritional shopping that are distributed to food stamp recipients and local poverty agencies regularly. A one-minute public service announcement throughout the day on a local radio station also carries a nutrition message to listeners.

Appel has also been busy fund raising with local corporations who have donated money and services to the project. Orange and Rockland County utilities published a coloring book on nutrition called Orthodox Jewish recipes.

The women have also compiled a collection of recipes for various ethnic groups, including Hispanic, Haitian and Hasidic and Orthodox Jewish recipes.

The PAN Project will also offer sensitivity training in supermarkets to help cashiers and residents understand the needs of low-income citizens who use food stamps.

"The need to convince senior citizens that food stamps are not something to be ashamed of and to use them in supermarkets is an important objective of the program," she said.

Calls come in constantly from people asking about food give-aways, advice on healthy snacks and special diets. One favorite project has been field trips to supermarkets where she and her co-workers show clients how to shop and compare food prices.

"We emphasize that you can eat nutritionally without spending a lot of money," Appel said. "We have people who complain that they can't afford to buy nutritious food. This just isn't true."

Feedback on the program has been excellent, Hirsch said.

"We had one client who didn't want to go on a field trip to a supermarket. She ended up going and was so grateful and interested," she said. "We've even gotten letters from people thanking us for workshops and advice."

In short, the three-person staff has achieved a public relations miracle — just about anyone who can benefit from the PAN Project has, can or will hear about it.

One of the program's finest hours came in June at a meeting of the National Association of Counties, at which the PAN project received an award.

"As you know," said Rockland County Executive John Grant in a letter to Appel, "the criteria for the award require the program to be innovative and effective. Certainly the PAN Project, through the effective use of the media, has helped every resident understand more about their nutrition and become better consumers."



MARIE PIZZUTELLO and Renie Hirsch display some of the materials they use in their nutrition workshops.

An important reminder to all CSEA local, unit executive boards

# Locals, units must appoint election committees immediately; training sessions scheduled to begin

CSEA locals and units which have not yet appointed election committee members are being urged to do so immediately.

"Dozens of locals and units have failed to notify CSEA headquarters of the names of their election committee members," said CSEA statewide Secretary Irene Carr. "Training for local and unit election committee members will be conducted during January and February by CSEA's Education and Training Department. Failure to provide those names in time for the appointees to attend the required training classes could jeopardize the election process."

Local and unit executive boards were directed to select their election committees and the local or unit presidents were expected to submit the committee names on forms provided to CSEA headquarters by early November.

The local and unit election committee members will conduct local and unit officer elections for a three-year period beginning July 1, 1989. Elections must take place in all locals and units.

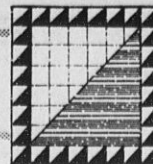
"It's important to the election process that every CSEA local and unit have properly appointed and trained election committee people to oversee the upcoming elections," Carr said. "I urge any local or unit president who has not done so to immediately send the committee listing to the membership records department at CSEA headquarters. It's imperative that these people receive proper training."

Following is the schedule for election committee training classes being conducted by CSEA's Education and Training Department:

DATE	LOCATION	REGION
January 11, 1989	New York City	2
January 18, 1989	Suffolk County	1
January 18, 1989	White Plains	3
January 19, 1989	Nassau County	1
January 19, 1989	Liberty	3
January 25, 1989	Utica	5
January 26, 1989	Syracuse	5
January 26, 1989	Binghamton	5
January 28, 1989	Westport	4
January 28, 1989	Rochester	6
February 1, 1989	Buffalo	6
February 2, 1989	Batavia	6
February 7, 1989	Albany	4
February 8, 1989	Peekskill	3
February 9, 1989	Middletown	3
February 15, 1989	Watertown	5
February 15, 1989	Amsterdam	4
February 16, 1989	Potsdam	5
February 16, 1989	Saratoga	4
February 21, 1989	Nassau County	1
February 21, 1989	Jamestown	6
February 22, 1989	Suffolk County	1
February 23, 1989	Bath	6
February 23, 1989	Kingston	3
February 28, 1989	Albany	4







## Helping quake victims

ALBANY — The CSEA Board of Directors has approved a \$500 contribution to the Armenian earthquake relief fund. Locals are encouraged to make efforts of their own to assist the victims of this disaster.

The earthquake, which struck several weeks ago, has claimed the lives of tens of thousands and devastated an entire region.

## The legacy of Milford Hunt

NEW YORK — A living tribute to CSEA Local 413 member **Milford Hunt's** memory showed in the faces of hundreds of co-workers and Manhattan Psychiatric Center staff who paid final respects to their deceased union brother. Hunt died on Oct. 28, succumbing to cancer at age 52.

A housekeeper at Manhattan Psychiatric Center for the past 15 years, Hunt served as Operational Rep and was well known for his feisty perseverance on behalf of fellow workers. Both CSEA Local 413 President **Mohamed Hussain** and Hospital Director **Dr. Michael Ford** eulogized Hunt as someone who represented union members "vigorously." Hunt's funeral service won't soon be forgotten by the hundreds who jammed the Protestant Chapel on facility grounds.

The unprecedented outpouring of tribute and emotion during the service moved the minister, the Rev. N. C. Brathwaite, to urge other union members present to "take a page from the book of Mr. Hunt's life and get involved."

"What we see here is the legacy of Milford Hunt, the legacy of a guy who put his whole heart into this union," said CSEA Field Representative **Barton M. Brier** as the funeral service concluded.

## 25 years and counting



Local and state officials participated in recent ceremonies commemorating the 25th anniversary of the opening of the Newburgh-Beacon Bridge. Shown here are former Bridge Authority CSEA Local 050 president **Joseph Seeley**; Bridge Authority Executive Director **Harry Stanton**; current Local 050 President **Rossie Smith**; Bridge Manager **Ron Reed**; and CSEA member **Ernie Davis**, who marched with the color guard when the bridge opened 25 years ago.

## Broome D.C. scholarship awarded

Broome Developmental Center CSEA Local 449 is proud to announce its 1988 scholarship award winner. She is **Susan Suppon**, daughter of **Alecia Suppon**, a member of the local and therapy aid at the facility.

The scholarship program was established two years ago and provides assistance to students in their first year of college.



No it's not a coffee klatch — it's the officers of **Utica State Employees Local 014** showing off the commemorative mugs celebrating the local's 40th anniversary!

The mugs were recently distributed to every member of the local as a souvenir of the event.

Pictured from left, **Chris Fedor**, first vice president; **Sheila Sears**, president; **Dan Young**, second vice president; **Marguerite Curcio**, third vice president; **Cathy Barretta**, treasurer; and **Carol Alexander**, secretary.

## CSEA involved at Eastern Correctional Facility



CSEA Statewide Executive Vice President **Danny Donahue** right, received an award on behalf of the state's largest public employees union for its participation in the annual **Eastern Correctional Facility Employee Involvement Day** held recently in the facility in Napanoch, Ulster County. Admiring the plaque is **Eastern Correctional Facility CSEA Local 159 President Jeff Howarth**. Workshops on home finance, health and job-related issues were offered throughout the day.

# SUPPORT



## BOYCOTT GRAPES!



WITH A SHAKE OF THE HAND, UFW official Arturo Rodriguez, left, passes the "Fast for Life" effort to CSEA President Joe McDermott. McDermott kicked off a year-long CSEA fast project involving more than 450 members by fasting for four days.

## CSEA members will fast throughout 1989

CSEA has launched a massive "Fast for Life" project in which CSEA members will be fasting every day during 1989 in support of a national boycott of California table grapes.

One week before Christmas, with several invitations to holiday dinners and programs in hand, CSEA statewide President Joe McDermott took a final bite of solid food and for the next four days survived on water only.

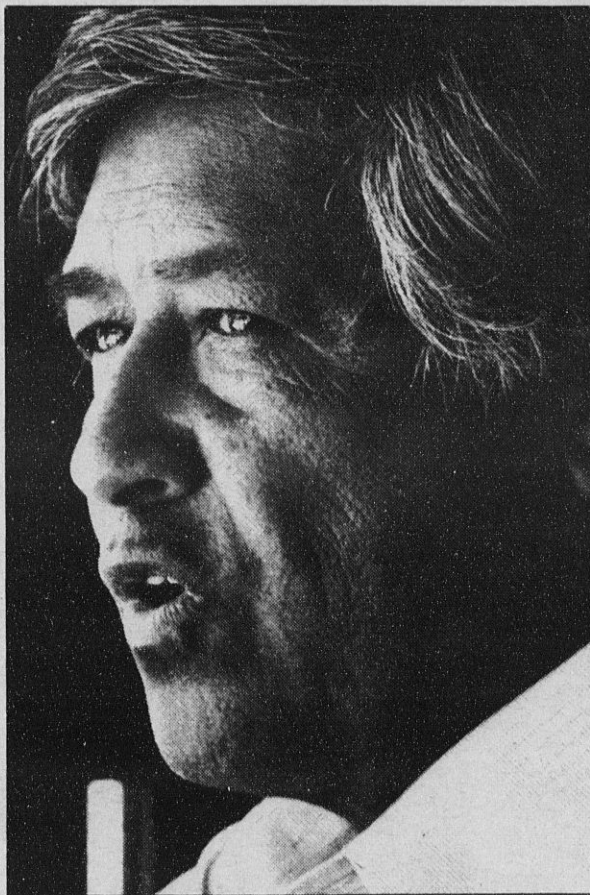
McDermott's four-day fast kicked off CSEA's "Fast for Life" project which involves more than 450 CSEA members who have volunteered to fast for one or more days each. Kicking off with the New Year, two or more CSEA members will be fasting every day during 1989.

The fast is in support of United Farm Workers of America (UFW), AFL-CIO, efforts to bring grape growers to the bargaining table and gain collective bargaining agreements for farmworkers in California.

The UFW is sponsoring a nationwide boycott of California table grapes, which have become the symbol of the plight of farmworkers. California table grapes are laced with dangerous pesticides that make farmworkers and their families sick and which are passed on to consumers.

From Dec. 18 to 21, McDermott continued the unbroken chain of prominent entertainers, sports and political figures and labor leaders who have fasted since UFW President Cesar Chavez endured the anguish and pain of his 36-day, water-only fast in July and August. Rev. Jesse Jackson began a fast the day after Chavez ended his and the "Fast for Life" has been carried on ever since.

McDermott became the first person to fast for as long as four days as part of the chain,



UFW President Cesar Chavez — his fast is carried on.

and throughout the four days he wore a hand-made wooden cross that has passed from Chavez to Rev. Jackson to each person on the "Fast for Life" chain.

"I take on this fast with pride, as do more than 450 CSEA members," McDermott said as UFW official Arturo Rodriguez, a son-in-law of Chavez and a leading boycott activist, placed the wooden cross around McDermott's neck.

"It is not important that I, one person, am fasting. What is important is that hundreds

of CSEA members have joined, and that the strength of our union is behind this effort," McDermott said. "Every day throughout 1989 CSEA members will be making a commitment to this cause by fasting, and I am proud of this union's support. On behalf of each of us who are participating in the 'Fast for Life,' I urge CSEA members, their families and friends to boycott California table grapes until growers give dignity and respect to the farmworkers and stop shipping poisoned produce to consumers."

The more than 450 CSEA members who have volunteered to participate will be assigned specific fast days during 1989. The following CSEA members will be fasting during January:

Mike Allen, Willard; Louis Altieri, Schenectady; Judy Brownlee, West Seneca; Sue Bucrzinski, Remsen; Pricilla Bullock, Brooklyn; Franklin Bumpass, Orangeburg; Rita Burrell, Holley; Jeanne Angiulo, Massapequa; Joanne Busse, West Seneca; Marie Ardell, Bethpage.

Kathy Button, Sonyea; Nick Avella, East Northport; Cecile Ayres, Goshen; Jean Bailey, Alfred Station; Tony Bailous, New York City; Joyce Baldi, West Seneca; Mary Baldwin, Buffalo; Richard Ballard, Eden; Ida and Milo Barlow, Bolton Landing; Sharon Coleman, Saratoga Springs.

Don Calkins, Lisbon; Ed Callahan, Waterloo; Frankie Bell, Brooklyn; Tony Bentivegna, Kings Park; Mary A. Benthon, Silver Creek; Denise Berkley, Brooklyn; Sylvia Berman, Rochester; Elliot Bernstein, Brooklyn.

Susan Bieniek, Albany; Debra Blair, Kenmore; Charlie Bower, White Plains; Jimmy Broadnax, Orangeburg; Gary Brown, Mattydale; and Juanita Brown, Buffalo.