

THE PUBLIC SECTOR

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American Federation of State, County and Municipal Employees AFL-CIO.

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Monday, August 25, 1986

LABOR DAY

September 1, 1986

↳ fate of each
destiny of all ↲

The pages of American labor history are filled with successes and failures in the struggle to achieve a better life for you, the employee.

Unionism has been the pulse of labor. But over these past few years that pulse beat has weakened. The ranks of organized labor has diminished. Thousands of jobs have been lost in industry. Many who had received wages that allowed a measure of security have been forced to accept jobs that pay the minimum wage, and others are being held hostage to their pay checks by accepting less and

giving up more.

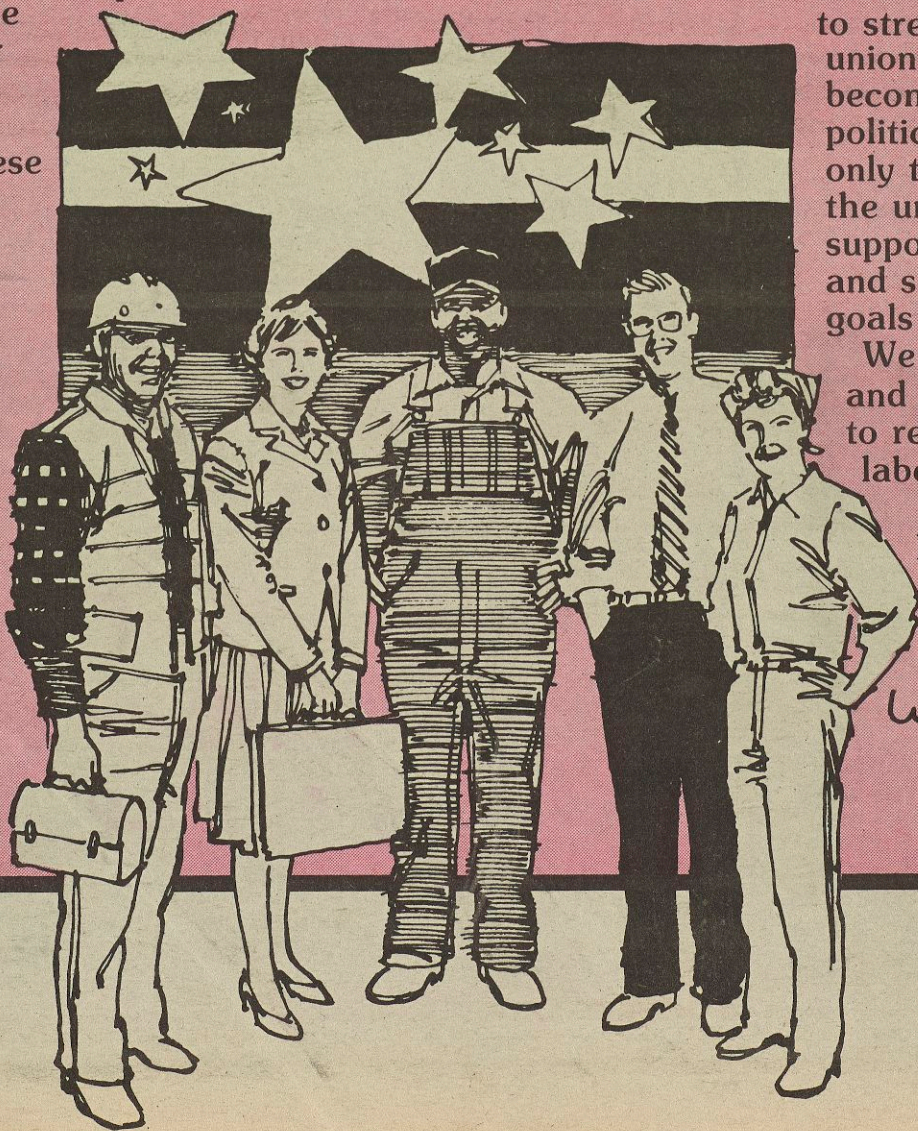
In the midst of this erosion we find ourselves blaming everyone; the politicians, the biased media, greedy

corporations, and of course the Reagan administration. On this labor day we should look to ourselves to strengthen the union movement by becoming involved in political action, purchasing only those items that carry the union label, and supporting your brothers and sisters to achieve their goals in the workplace.

We need solidarity and unity of purpose to restore the pulse of labor.

On this Labor Day let us remember that the fate of each is the destiny of all.

William L. McLowen
President CSEA



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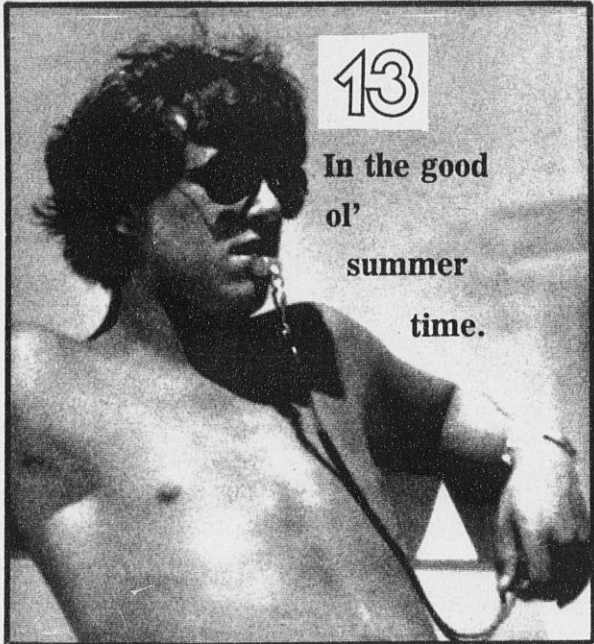
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18 THOUSANDS putting it away for retirement day through Deferred Compensation Plan.

Letters pour in for a very courageous teenager

Generosity, compassion of CSEA members touches hearts of Watkins family

By Charles McGeary
CSEA Communications Associate

DRYDEN — A story in the July 14 issue of The Public Sector ("WHEN TRAGEDY HITS HOME") about Sue Watkins, the courageous teenager who is fighting to overcome a tumorous cancer, has brought "overwhelming" response from CSEA members, Locals and Units statewide.

Sue's mother, Carol Watkins, says the number of letters offering messages of encouragement and financial help has climbed over the 100 mark. Sue's father, Wayne, is a member of SUNY Cortland CSEA Local 605, where fellow employees helped initiate a fund drive to help the family defray heavy medical expenses.

"We thought about trying to answer every letter personally," Mrs. Watkins said, "but soon realized it would take weeks, maybe months, to write and thank every individual. So, Sue asked me to extend her sincere appreciation through The Public Sector for their help, prayers and good wishes."

Mrs. Watkins also asked that friends be advised of Sue's current medical condition. Since the mid-July report, Sue has undergone the first phase of treatment and tests at Johns Hopkins Medical Center in Baltimore, and she is continuing weekly treatment and blood tests at SUNY Upstate Medical Center in Syracuse. Additional visits to Johns Hopkins are scheduled. In spite of the usual after effects of

chemotherapy, her mother said, Sue has managed to gain a few pounds also.

"With my husband, Wayne, off on summer training with the Army, and the weekly visits to Syracuse for tests, we have been



THIS PHOTO of Wayne and Carol Watkins with a photograph of their daughter, Sue, appeared on page 1 of the July 14 issue of The Public Sector.

very busy. But for Sue, and the entire Watkins family, we just want to say 'thank you, again' for all your letters and financial assistance. May God bless you all."

For CSEA members and the many Locals and Units who have requested we repeat the original appeal for assistance to help defray the heavy medical expenses of the Watkins family, contributions may be sent to:

Sue Watkins Fund
Box 2000
SUNY Cortland
Cortland, New York 13045

The Public Sector

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STAND UP and BE COUNTED!



EDITOR'S NOTE: CSEA will be participating, through its international affiliate AFSCME, in an innovative AFL-CIO credit card plan in which eligible union members will be able to apply for a major credit card at lower than normal interest rates. Preparation for participation in the credit card program are ongoing, with start-up anticipated sometime this fall. When arrangements are finalized, complete details will be published well in advance of the effective date. Judging by responses to this edition's "Camera Close-ups" question, there should be considerable interest in such a project.



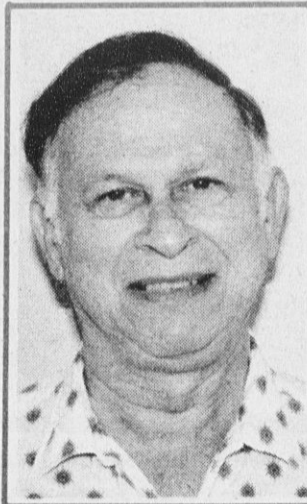
**Where asked:
Metropolitan
Region 2**

How do you feel about unions becoming involved in the credit card business?



MARALYNN ZIMMERMAN
Dept. of Motor Vehicles
Local 010

"I have every credit card and I'd get rid of them to use a union credit card. I feel the lower interest is a good idea. Why not have union members benefit from something that's going to be good for them?"



BERT DANIELS
New York State Insurance
Fund Local 351

"I think its excellent for the union and for the people. If members properly use the union credit card and do not spend more than they can reasonably afford, it will be a good benefit to take advantage of."



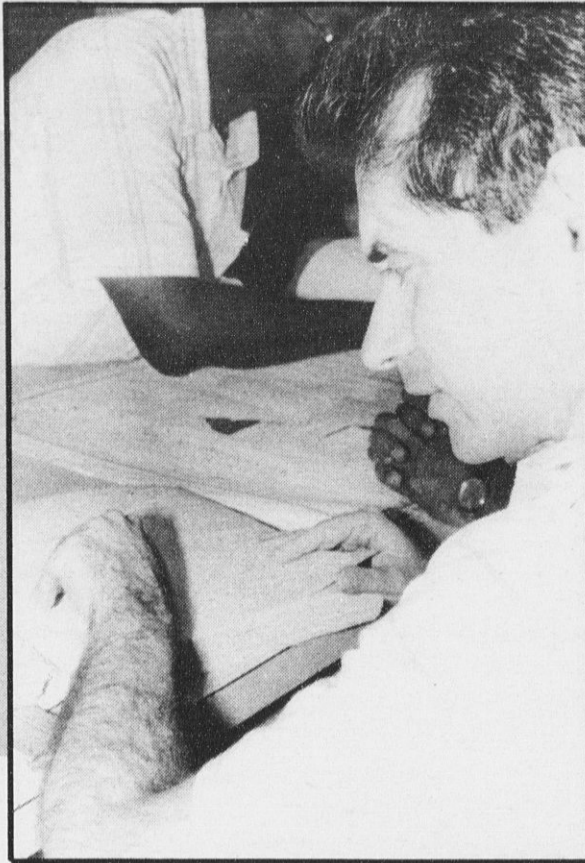
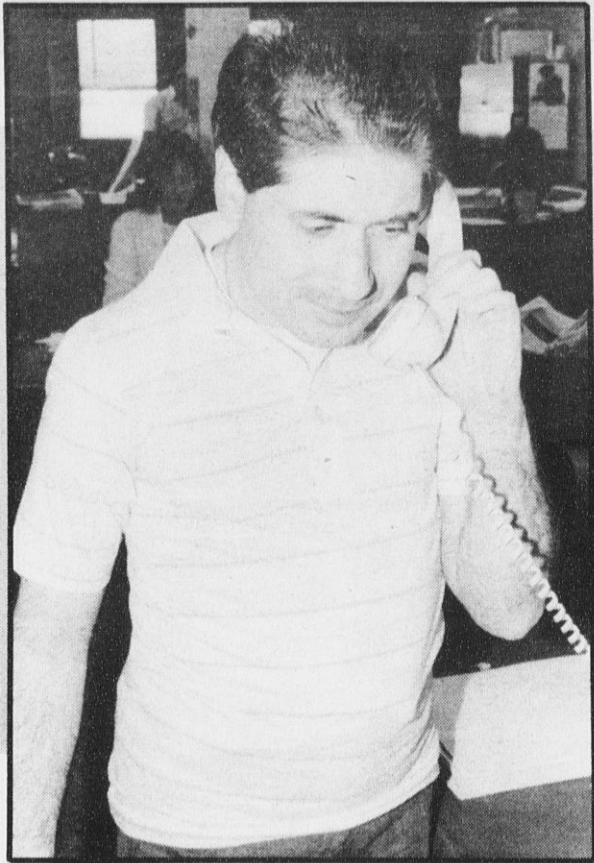
ANNA BRYCE-MCDONALD
Manhattan Developmental
Center Local 443

"I would prefer a union credit card if the interest rate is much lower. It looks as though this is for the employees' benefit rather than just purely making profits on high interest rates with other credit cards."



DIANE O'REGAN
Dept. of Motor Vehicles
Local 010

"I think its a good idea any time people can save a dollar. I would definitely use it. Everybody's getting into the business, so why shouldn't union members get the benefit? A lower interest card is good, and I should know. I have every credit card you can imagine."



ON THE TELEPHONE — Anthony Desgro, community relations assistant for the Brookhaven Town Planning Department, spends a large part of his work time answering questions from local residents about the zoning code.

AT HIS BOOKS—Desgro reads from a Braille zoning code book. Blind since birth, he has had all the volumes of the zoning code printed in Braille.

CSEA helped him make the grade

Not blind to his own merits

By Sheryl Carlin
CSEA Communications Associate

PATCHOGUE — Do you feel you're underpaid for the work you do?

That's the way Anthony Desgro felt about his job as a community relations assistant for the Brookhaven Town Planning Department. But with some legal assistance from CSEA—and despite a handicap that most of us have never had to deal with—Desgro proved he was worth more money.

A lot more, in fact: his long fight resulted in an upgrading from grade 13 to grade 18, step 3.

Desgro began his job with the town as a grade 13 in 1979. In November of 1983, he wrote and submitted to Deputy Commissioner Larry Callahan a mini comparable worth study, hoping to justify his request for a pay increase. Two years later, he was moved up one grade.

Still dissatisfied, Desgro contacted CSEA for legal assistance. According to CSEA Attorney Lester Lipkind, Desgro grieved under a clause which states that "where there are grave inequities, the individual has the right to grieve."

Blind since birth, Desgro has learned to work hard and stand strong for his beliefs. The articulate young man obtained his bachelor's degree in meteorology and oceanography at New York University.

"I went to school in the Bronx and I lived on campus," Desgro explained. "It was an excellent experience for me."

But even then, his handicap sometimes made his life difficult. "Like when I missed a year because the Braille books couldn't be ready in time," he remembers.

At the Planning Department, Desgro's job consists mainly of supplying zoning code information to the public. "I also get involved with suggesting amendments to the code," he said.

Desgro has had all the volumes of the zoning code printed in Braille and he deletes outdated information, adding new info as the need arises.

"Oftentimes, people put limitations on you because of a handicap. You just have to work that much harder but you can do the job," he says.

Says Lipkind: "Tony really impressed me as being a hard worker and a unique individual. He truly believed he deserved more and he was willing to go the extra mile to prove it."

Desgro said that he would advise other members to try to work out their problems from within before filing a grievance. "But it's really nice to know that the union is there for you if you really need their help."

"I personally am grateful to CSEA for supplying the funds for legal representation. The union served me well and I appreciate it," he added.

PERB upholds CSEA's right to represent DMNA staff

ALBANY — A ruling by a Public Employment Relations Board officer has upheld CSEA's right to represent 75 Armory Superintendents and Maintenance Supervisors in the state Division of Military and Naval Affairs.

CSEA previously represented the superintendents and supervisors until challenges from the DMNA administration and other

unions tied the matter up in the courts for several years.

The PERB officer placed the employees in CSEA's state Operational Services Unit after rejecting bids for representation from the Teamsters and PEF.

CSEA also represents about 700 other civilian employees of DMNA.

THIS MONTH IN LABOR HISTORY

The PATCO legacy

"This Month in Labor History" is prepared by the New York State Labor History Association.

By Michael M. Hirsch

Five years ago this month, the Professional Air Traffic Controllers Organization (PATCO) went out on strike. A feisty, independent-minded union squared off against a newly-elected conservative administration in Washington. The Reaganites wanted to recreate a strong executive, limit trade union power, and reorganize the national economy. Five years later, the labor movement still reels from the conflict.

The PATCO walkout was really two strikes in one. The first concerned the union's understanding of its members' needs — higher wages, reduced hours, better equipment, improved working conditions, and an industry-related retirement plan. Almost 90 percent of all air traffic controllers became medically disqualified before even reaching retirement age because of job-induced high blood pressure and other stress-related ailments.

But there was also the second PATCO strike — the symbol of a combative, rank-and-file-dominated union taking on the federal government. This symbol and the Reagan administration's manipulation of its own symbols into a union-busting crusade — is the real legacy of the walkout.

The PATCO strike became the key incident which conditioned labor relations for the next five years. Employers who sought concessions now went after them with a vengeance. Even in industries where profits were high, the issue for labor became not whether to take concessions, but which ones. PATCO became a symbol for union busting and resistance to union busting.

After rejecting a final contract offer from their employer, the Federal Aviation Administration, air traffic controllers struck across the country, but not in sufficient numbers to stop all air traffic. While over 11,500 PATCO members walked off the job, 3,500 controllers crossed the picket lines and were joined by retired, military, and supervisory personnel. These scabs kept the airports open and airplanes flying.

Coming in early August during a lull in the tourist season, the strike

did not draw the support of key labor allies in the industry. These unions were still smarting from what they considered to be PATCO's snubs of their own earlier strikes, and from the air controller's public endorsement of Ronald Reagan's candidacy for president.

Organized labor began to mobilize when it became clear that the issue was no longer simply support for PATCO but sympathy for the plight of the strikes and opposition to the Reagan administration's "scorched earth policy."

Acting for the administration, Transportation Secretary Drew Lewis ordered the summary firing of all strikers and their permanent black-balling from the industry. Jerry Wurf, the late president of AFSCME, said of the firings, "We can't stand still and watch these decent people being thrown out of their jobs and blacklisted from federal employment with less due process than would be accorded a person with a record of 80 arrests accused of raping a 93-year old woman." The AFL-CIO's Lane Kirkland likened the Reagan response to a "massive, brutal carpet bombing."

Before the PATCO walkout, national strikes were routinely mediated. The Postal Strike in 1971 is a good example. President Reagan's response to the striking air controllers offered no room for maneuver. Either the strikers capitulated or they would be replaced. There would be no fact-finding, no negotiations, and no independent study of stress, understaffing, or equipment dysfunction. John Dunlop, Secretary of Labor under Gerald Ford, called the Reagan response "unprecedented" in modern times. "The administration has decided to leave no avenue of escape for the union. You just don't do that," he added.

In late October, the Federal Aviation Administration decertified PATCO as the bargaining agent for the air controllers. Without its legal standing to collect dues from the remaining working controllers, PATCO disappeared.

There are lessons here in the need for planning and solidarity. But there is also a lesson in courage.

Ill-fated strike leaves labor with label it doesn't deserve

By Roger A. Cole
Editor

"Labor got a bad rap" with the misconception that it did too little too late in coming to the support of PATCO during the 1981 strike, according to CSEA Director of Personnel and Employee Relations Dennis Battle.

In fact, says Battle, AFL-CIO President Lane Kirkland and a host of international union leaders rallied behind PATCO before, during and after the strike.

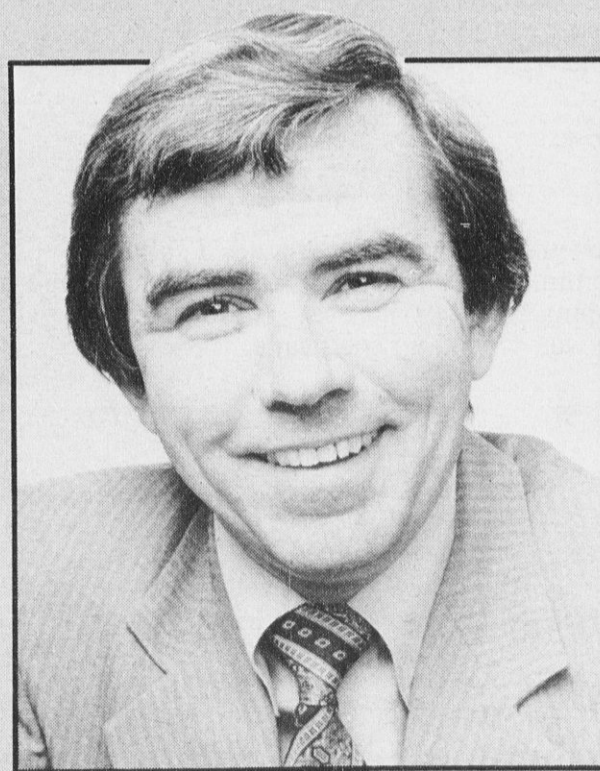
Battle was deeply active in PATCO during the years leading up to the ill-fated 1981 strike, serving in a variety of union positions, including shop steward and PATCO Local president, from 1971 to 1977. From 1977 through 1980, Battle was a member of PATCO's professional staff, serving as regional representative for Upstate New York and New England. He helped establish PATCO's nationwide Political Action Committee.

Battle joined the Federal Aviation Administration in 1969 as a personnel specialist, but in 1971 became an air traffic controller in Chicago. In 1973 he transferred to Syracuse, where he served as a PATCO Local president, and in 1977 transferred to Albany. He joined CSEA in his present

position in October, 1980, just nine months before the PATCO strike began.

Battle remembers that terrible, stressful working conditions were at the core of the discontent of controllers, turning PATCO into what he called one of the most militant unions in the nation from the mid to late 1970's. But as a hardcore militant bloc led PATCO toward the 1981 strike, they abandoned plans that included a public relations campaign to educate the public to the plight and problems of controllers and a companion political action program to gain pre-negotiations support in Congress. And that, feels Battle, eventually doomed the union. For while organized labor did in fact largely back PATCO, the general public and most members of Congress did not.

CSEA staff and members strongly supported the air traffic controllers throughout the 1981 strike, notes Battle. Many CSEAs walked the PATCO picket lines across the state, and contributed funds and food to strikers. PATCO representatives were warmly welcomed to CSEA's 1981 annual convention, where they address the delegates who later took up a large collection to aid the strikers.



DENNIS BATTLE... he remembers.

Illiterates: the numbers are shocking; and growing

One in every five adult Americans is functionally illiterate. Their basic skills are so lacking they cannot function effectively, often being unable to read or write a letter, fill out a job application form, read a job notice or a simple manual, or follow instructions on a medicine bottle. And nearly twice that many adults are classified as only marginally literate, with the numbers increasing by an alarming 2.3 million persons annually due primarily to school dropouts, immigrants and refugees.

President Reagan has proclaimed September as Adult Literacy Awareness Month to launch Project Literacy U.S. (PLUS), a television campaign sponsored jointly by ABC and PBS. ABC will air a documentary narrated by Peter Jennings on Sept. 3 dealing with the plight of illiterate Americans. PBS will present a documentary on Sept. 17 to give visibility to a

variety of local programs successfully teaching basic skills to functionally illiterate adults.

In conjunction with this effort, many Public Broadcasting System affiliates across the state will be airing the highly-acclaimed high school equivalency series in late October and CSEA is encouraging members to take advantage of this opportunity. Designed to prepare people to take high school equivalency exams, the contents will also be very useful to workers interested in improving their ability to pass civil service exams, covering such areas as arithmetic reasoning, arithmetic computation, tabular reasoning, Algebra, understanding and interpreting written material, grammar and usage, and preparing written material. CSEA members who wish to use the information as a refresher course leading to improved job efficiency will also find the series useful.

CSEA has an IDEA to help

CSEA is making available to CSEA members and agency shop fee payers a program of services to supplement the PBS broadcasting in order to encourage participation.

To find the series useful, participants must be capable of reading at an eighth grade level, and three workbooks to accompany the programming are necessary. Each of the 43 half-hour programs has previewing and post-viewing activities and exercises associated with them for maximum effectiveness.

Available through CSEA's Institute for Development, Education and Advancement (IDEA) at the union's statewide headquarters in Albany will be:

- Pre-assessment, determining readiness to participate in the series
- The three workbooks needed to follow the program
- Access to a toll free number for tutoring when needed
- Post assessment, determining readiness to pass the high school equivalency exam, civil service tests and college-level courses
- Scheduling assistance to take the GED examination if applicable

Because part of the program cost is covered by the CSEA State contracts, cost of these services for state workers covered

by the ASU, ISU and OSU contracts is \$15.00, all of which is refunded when the program, including the post assessment test, is completed and materials returned to IDEA. For all other workers represented by CSEA, the cost is \$24.50, of

which \$15.00 is refunded when the program is complete and materials returned. To receive the study packet, fill in the coupon below and return it with a check or money order to: CSEA/IDEA, 143 Washington Avenue, Albany, NY 12210.

To: Civil Service Employees Association
Attn.: IDEA
143 Washington Avenue
Albany, N.Y. 12210

I wish to register for the series, including pre and post assessments, accompanying workbooks, access to a toll-free number for tutoring, and scheduling assistance for the GED if desired. Enclosed is my check for (circle one) \$24.50, or \$15.00 if in ASU, ISU or OSU. I understand that if I complete the course and post assessment and return the books in usable condition with no marks on the inside, that I will receive a \$15.00 rebate. If I keep the books and return only the pre and post assessment, I will receive a \$3.00 rebate. If my pretest indicates the program is not appropriate for my needs, I will receive a full refund and be referred to an appropriate educational provider.

Name _____

Address _____ City _____ State _____ ZIP _____

Agency/Employer _____

CSEA Local No. _____ Job Title _____

Work Phone _____ Ext. _____

Home Phone _____ Social Security No. _____

Check Interest:

Promotional Exam High School Equivalency

College Preparation General Refresher

Tune in to improvement

Programming to prepare for the high school equivalency examination will be aired on many PBS affiliates across the state. The highly-acclaimed high school equivalency series is scheduled for broadcasting as follows:

High School Equivalency Broadcast Schedule

Station	City	Start	Days	Time	Repeat
WCFE	Plattsburgh	10/28	T/F	2:00	Sat. 8:00 a.m. 8:30 a.m. (11/1-4/18)
WCNY	Syracuse	10/28	T/F	2:00	Sat. 7:30 a.m. 8:00 a.m. (11/1 Start)
WMHT	Schenectady	10/30	Th	3:00 3:30	Sat. 7:00 a.m. 7:30 a.m. (11/1-4/30)
WNED	Buffalo	10/28	T/F	11:00	Possible Repeat Sat. a.m. (TBA)
WNPE WSKG	Watertown Binghamton	10/28 Will Carry.	T/F	2:00	Dates TBA in August Contact Educational Services Department.
WXXI	Rochester	10/28	T/F	2:00	

The program will skip the weeks of Thanksgiving, Christmas and January 1.

CSEA is pleased to have been able to negotiate the underwriting of much of the cost of employee participation in this educational opportunity. I encourage members to participate in this program to increase general knowledge, obtain high school equivalency diplomas if needed, and improve test taking abilities.

—CSEA President
William L. McGowan

THE GLOBAL ASSEMBLY LINE

PBS Labor Special

Plant closings at home, sweatshops abroad: Lorraine Gray's award-winning documentary shows the link with dramatic footage shot on location in Mexico, the Philippines, and the U.S. The trade crisis humanized.

Tues., Sept. 2, on PBS

Check local listings for station and airtime.



"Broadcasts made possible with support from The Labor Institute of Public Affairs for the Unions of the AFL-CIO"

CSEA, as a public service, will underwrite the showing of "The Global Assembly Line" on two local PBS affiliates on Tuesday, Sept. 2. The tv special is a hard-hitting examination of the human toll of current international labor patterns.

CSEA WILL UNDERWRITE SHOWINGS AT 10 P.M., TUESDAY, SEPT. 2 ON PBS AFFILIATES WMHT IN THE ALBANY, SCHENECTADY AND TROY AREA AND ON WNPE IN THE WATERTOWN AREA. Check you local tv listings for times of both labor specials on other PBS affiliates.

Mental Patient drug abuse forum planned

Alcohol and drug use among psychiatric patients will be the focus of a statewide conference on September 17, 1986 at the Ramada Inn in Binghamton. Entitled "The Mentally Ill Chemical Abuser: Charting New Territory," this will include public policy analysis and clinical training.

It is estimated that as many as 50 percent of those receiving services from the public mental health system are chemical abusers. Treatment models are urgently needed, as are policies that recognize the emergence of this new population.

These concerns will be the focus of the keynote, Marc Galanter, M.D., professor at the Albert Einstein College of Medicine, who specializes in research, training, and clinical intervention for mental illness and chemical abuse.

Also speaking will be Clarence J. Sundram, Chairman of the Commission on Quality of Care for the Mentally Disabled. He has already indicated to Governor Cuomo the need for better coordinated programs that address the needs of the MICA population.

Panelists responding to Dr. Galanter will be Johanna Ferman, M.D., Deputy Commissioner for Clinical Programs at the Office of Mental Health; William Panepinto, CSW, Assistant Director, Division of Alcoholism and Alcohol Abuse; and Paul Woodard, Deputy for Program Services, Division of Substance Abuse Services.

A series of workshops will offer treatment models now functioning around the State. The workshops are being selected by a panel of mental health, alcohol and substance abuse experts from abstracts submitted in response to a statewide call for papers.

Co-sponsors of the conference are: Mental Hygiene Departments of the Counties of Broome, Chenango, Delaware, Otsego and Tioga; Binghamton Psychiatric Center; Central New York Regional Office of OMH; Central New York Directors Planning Group; and State Communities Aid Association.

Programs and registration materials will be circulated later in the summer. Any questions may be directed to Evelyn R. Frankford, telephone (518) 463-1896.

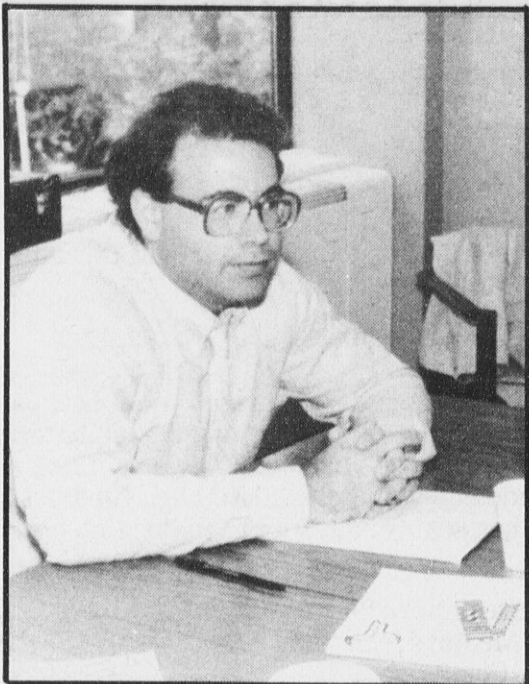


A silver satellite shines

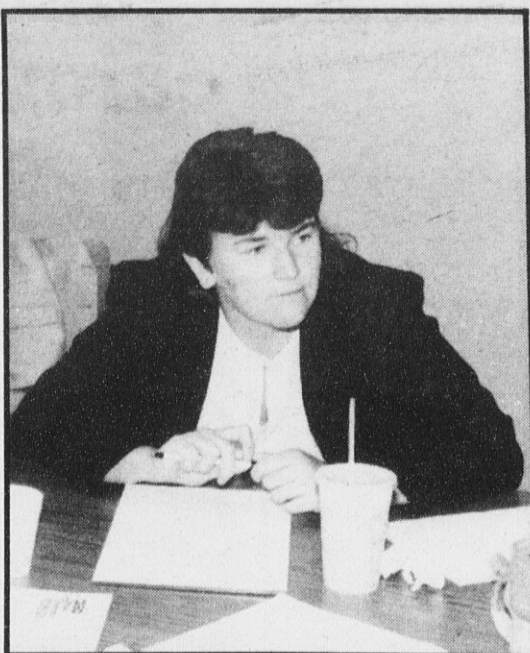
Dutchess County Clerk William Steinhaus, center, recently held a reception for Department of Motor Vehicle CSEA employees and the community to celebrate 25 years in the City of Beacon. Steinhaus reported that in its first year in 1961, employees of the new satellite office processed nearly 12,000 transactions. With Steinhaus is former Dutchess County CSEA Unit President Mary Rich and Unit Secretary Colleen Bleimeister.

Employees of the Dutchess County Department of Motor Vehicle office in Beacon helped celebrate 25 years in their satellite office. From left is Naomi Calabro, Maureen Gage, Donna Horton, Ruth Hedrick, Joan Turenchalk, Lynne Harbison, Barbara Hall, Lee Russo, former Unit President Mary Rich and Unit Secretary Colleen Bleimeister.

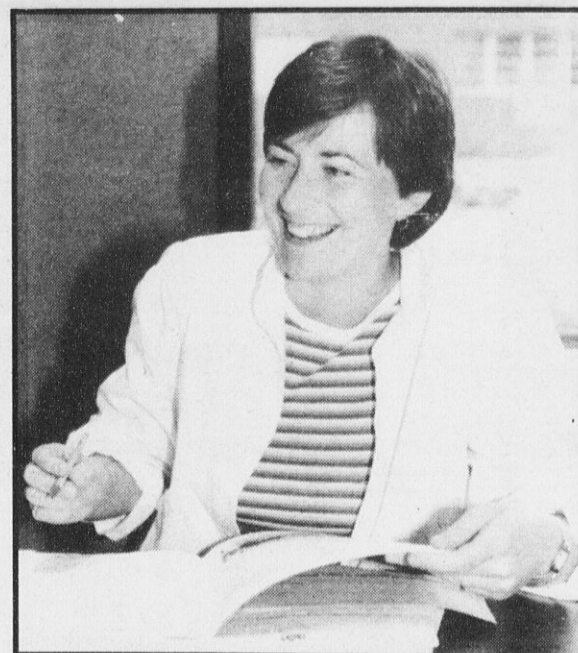




Don Wood, who holds a Master's degree from Michigan State University says: "Labor relations are becoming more sophisticated...this program shows that CSEA is aware of the change and is taking steps to keep up with the times."



Kate Lacombe, a graduate of Cornell University says she became interested in working for a union because she was a member in the wholesale and retail trade. She adds: "I'm impressed that CSEA takes such an active role on behalf of its members."



Wendy Hord holds a Master's degree from Michigan State. She says: "This program is unique to the Labor movement...CSEA is ahead of most unions...It's really an excellent opportunity to improve the quality of services to members, which is what unions are all about.."

Top talent

Innovative program helps CSEA to head of the class

By Stephen Madarasz
CSEA Communications Associate

ALBANY — Management's been doing it for years, often to their gain and labor's loss. But through an innovative program that is believed to be the first of its kind run by a labor union, CSEA is tapping into the talent of the nation's top labor relations schools.

Over the next six months, five recent graduates (pictured above and at right) will be serving an intensive internship with CSEA designed to expose them to every facet of union activity.

Says CSEA President William McGowan: "It's about time that Labor realized that it's losing good people by not actively recruiting them...if we don't do it, chances are, down the road, these

Through both approaches, Battle indicates that CSEA is in a strong position to draw on the most qualified applicants for staff openings. The result will be even better service for the membership.

It's time Labor realized it's losing good people by not actively recruiting!
—President McGowan

same people will be staring at us from the other side of the table."

CSEA has been recruiting out of the best colleges for a number of years, but this is the first time a comprehensive, "hands-on" training program has been developed.

In addition to formal training sessions, each of the individuals will work with CSEA staff in negotiations, grievance resolution, research, organizing, and safety and health activities.

"This program makes sense for a number of reasons" explains CSEA Personnel Director Dennis Battle: "These participants have outstanding educational background- of course in any job success depends on getting to know your responsibilities and the people involved. Over six months they can get that kind of experience and we can see how they handle themselves."

No one is guaranteed a job at the end of the six months. Depending on how their work progresses however, they will be encouraged to apply for staff positions that may develop.

Battle notes that while this internship will likely become an ongoing process, it will not necessarily limit staff opportunities for qualified members: "The Personnel Committee is looking at that issue right now and expects to develop standard job qualifications that take into account union activities by the fall."



Pat Domaratz is a graduate of Lemoyne College, who also studied in the Cornell Labor studies program at Onondaga Community College. He says coming into the Labor movement was a natural path since his father was a UAW member. "I've also been politically active for a number of years and had the opportunity to work with people from Labor."



Pete Dominick, a graduate of Cornell comments: "I've always been interested in people having more input in the workplace...Unions give people the chance to have a say and develop better feelings about their work."

Special election campaign mailings

ALBANY — CSEA will comply with all reasonable requests of candidates in the special election to fill two vacancies on CSEA's statewide Board of Directors to distribute campaign literature to the membership at the candidates' expense.

The two Board seats being contested are from Mental Hygiene Region 2 and Tompkins County. They are the only two seats out of an original 18 vacant seats in which more than one candidate qualified by filing the required number of signatures on petitions. A dozen other vacancies have been declared filled (see accompanying story) since only one candidate each filed petitions for those seats. Four other seats remain vacant since no one filed petitions in those areas.

The following procedures apply for candidates seeking the Mental Hygiene Region 2 and Tompkins County seats:

Candidates must pay in advance by either certified check or money order made payable to CSEA Inc. Cost is 30 cents per letter which includes printing (one-side only), handling and mailing via first class postage.

Maximum size for printed materials is 8½" by 11 inches and the limit is one enclosure per mailing.

Candidates may have campaign materials printed and envelopes stuffed elsewhere and then deliver sealed envelopes to CSEA Headquarters for mailing. Or CSEA will print campaign materials if provided with a master copy.

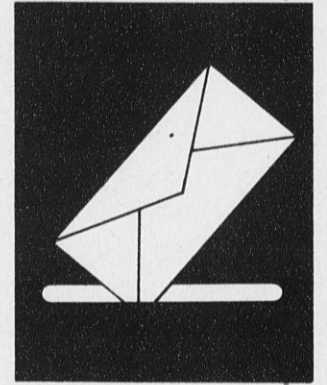
Mailings will be done on a first-come first-served basis. Candidates should submit materials for distribution as soon as possible but no later than 5:00 p.m. on Sept. 17.

Questions should be directed to the CSEA Elections Processing Unit by calling (518) 434-0191, ext. 343.

Candidates may also purchase mailing labels and mailing lists at cost.

Meanwhile, statewide board candidates, or proxies with written authorization, may observe all aspects of the literature distribution on weekdays between 8:30 a.m. and 5:00 p.m. at CSEA Headquarters, 143 Washington Ave., Albany. In addition, they may observe the elections process (printing and mailing of ballots, picking up and opening of ballots, etc.) which is being handled by the Independent Election Corporation of America (IECA), Lake Success, N.Y.

It is recommended that observers notify IECA in advance of their visits by phoning (516) 437-4900.



20 new Board members confirmed; 4 seats still open

Twenty additional members have been officially confirmed as members of CSEA's statewide Board of Directors. They are in addition to 81 members whose election to the Board was official in a June election.

Eight of the newest 20 Board members were elected in the June contests but the results were unofficial pending recent resolution of a situation where write-in votes might have affected the outcome of those eight races. Declared official winners are June Robak, representing Education; Anthony Muscatiello, Health; Denis Tobin, Labor; Carol Guardiano, Mental Hygiene Region 1; Henry Walters and Robert Watkins, both Mental Hygiene Region 3; Edward (Bud) Mulchy, Mental Hygiene Region 5; and Kathy Berchou, SUNY.

Confirmed as official Board members as the sole candidates to file petitions to fill a number of Board seat vacancies are Robert W. Smith, State Department; Charlean W. Foster, Chenango County; George Lawson, Delaware County; Mary Hanna, Franklin County; Mary Hampton, Jefferson County; Mary Buckingham, Lewis County; Lynda Standish-Fritz, Livingston County.

Also, Francis X. Dunham, Ontario county; Sabina Shapiro, Orange County; Brion Black, Schoharie County; Bruce Damalt, Seneca County; and Arthur E. Howell, Steuben County.

Board seats in Genesee, Tioga, Wayne and Wyoming Counties remain vacant at the present time.

Sullivan, Stack to chair executive committees

Members of CSEA's statewide Board of Directors have elected chairpersons of the Board's State Executive and Local Government Executive Committees at the Board's reorganization meeting on Aug. 14.

Mary Sullivan, president of Herkimer County CSEA Local 822 and Board representative from that county, was reelected to another term as chairwoman of the Local Government Executive Committee. Dominic Spacone, president of Niagara County Educational Employees Local 872, was elected vice chairman of the committee.

Barbara Stack, longtime Board member representing the state Department of Motor Vehicles and a member of CSEA DMV Local 674, was elected chairwoman of the State Executive Committee, succeeding Judicial Board representative Thomas F. Jefferson, who did not seek reelection. Susan Crawford, president of Department of Corrections Local 656, was elected vice chairwoman.

In other action, the Board members voted to extend for another year the contract retaining the law firm of Roemer and Featherstonhaugh as the union's legal counsel.



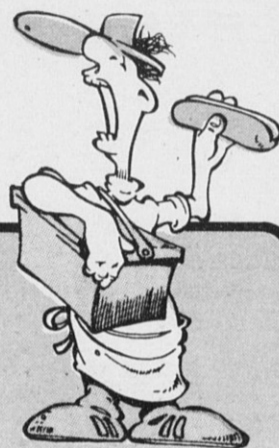
BARBARA STACK



MARY SULLIVAN



PLEASED AS PUNCH over the resounding reception to the CWEP program bringing food vendors to the State Office Building Campus are CSEA President William L. McGowan, left, and Thomas Hartnett, right, director of the Governor's Office of Employee Relations. Marie Carey, center, stood in for her husband, CWEP Director Jack Carey, who is recovering from an accident and was unable to attend opening ceremonies.



VENDING VARIETY

employees eat it up

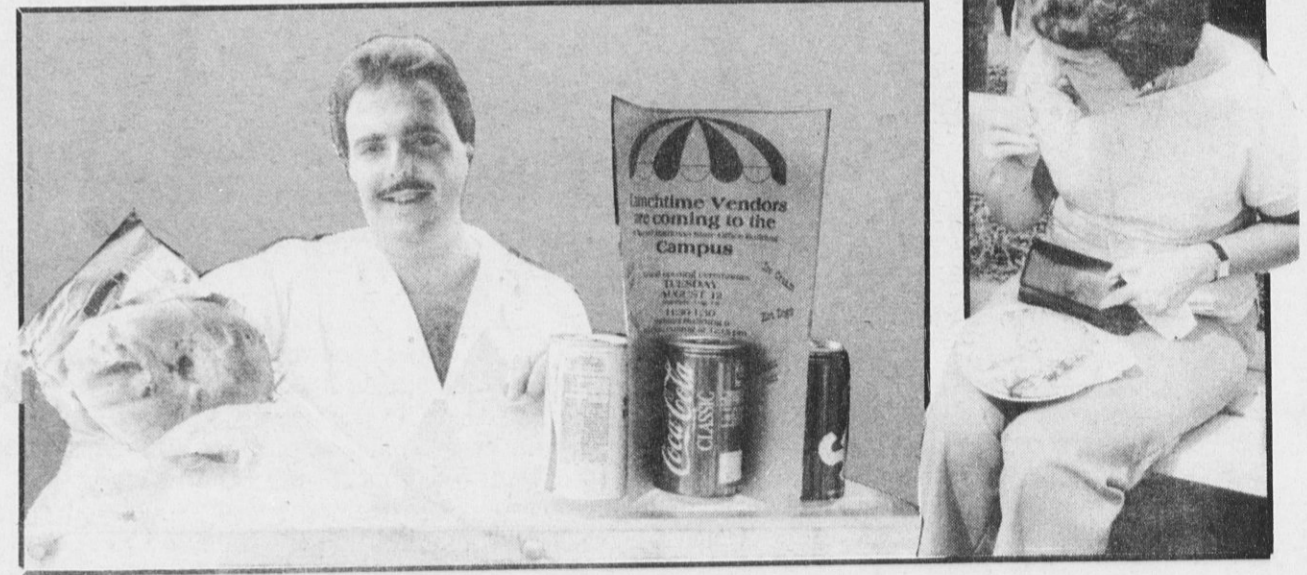
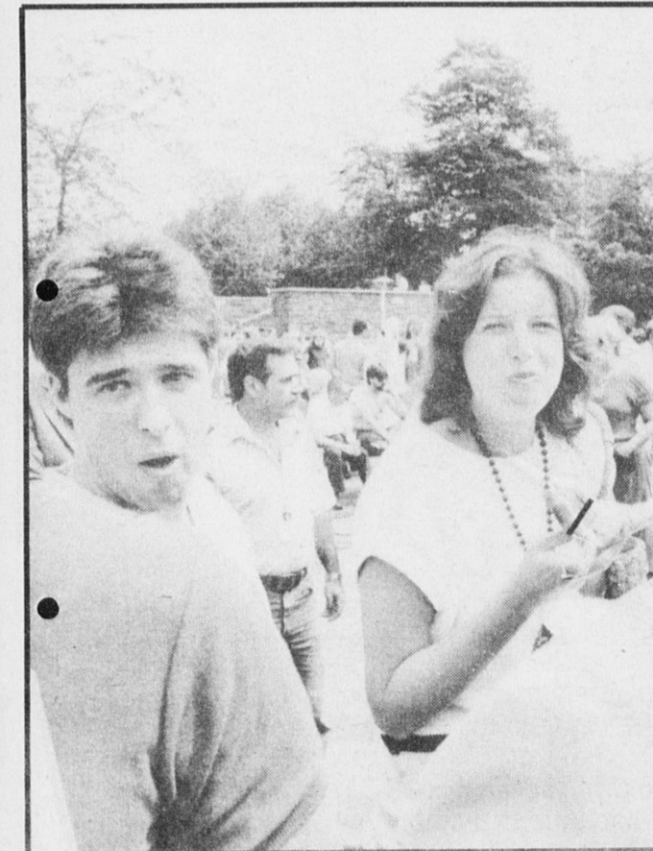
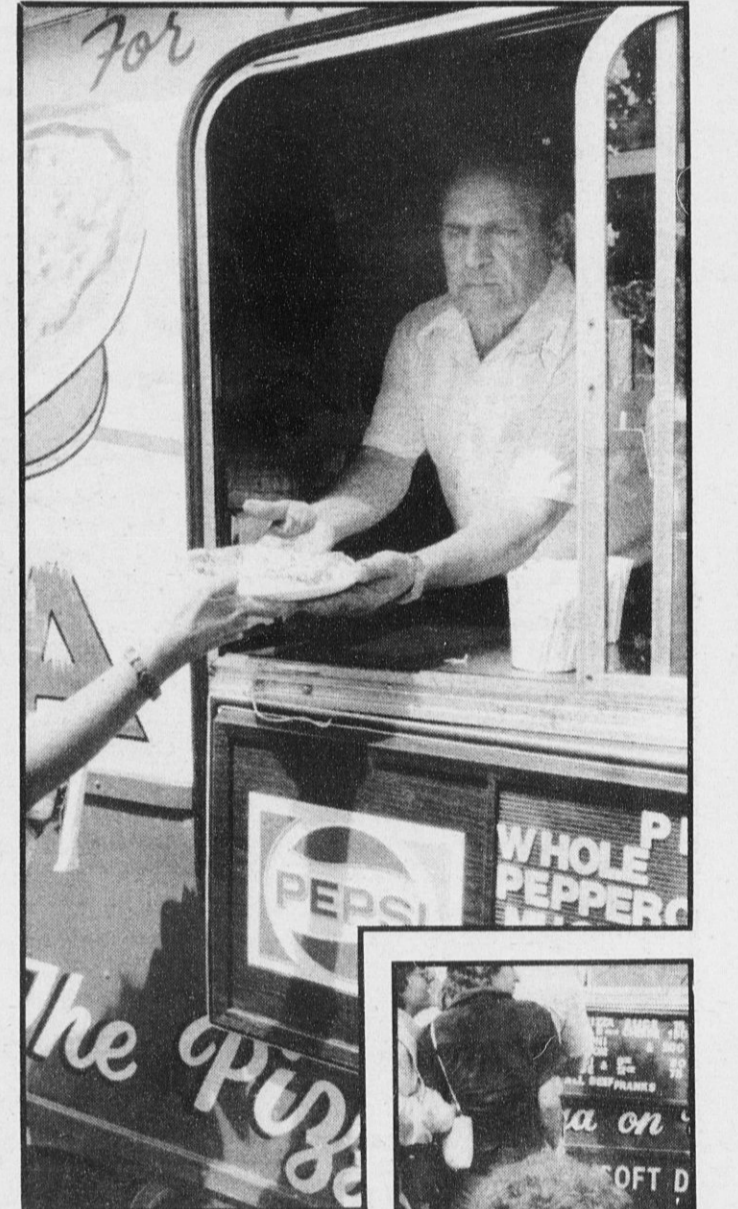
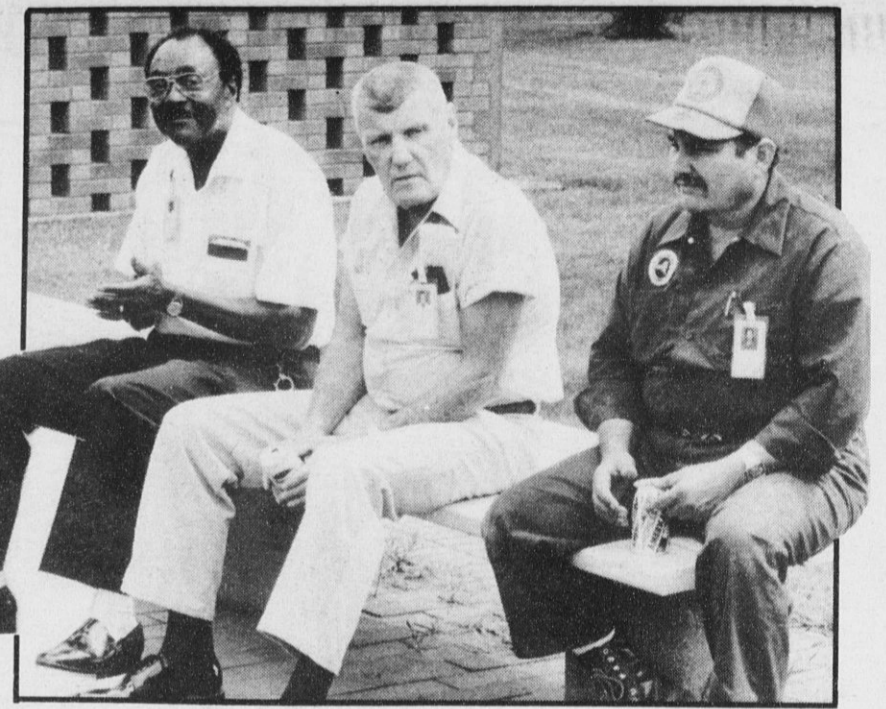
Text compiled and photos by Daniel X. Campbell, CSEA Communications Associate

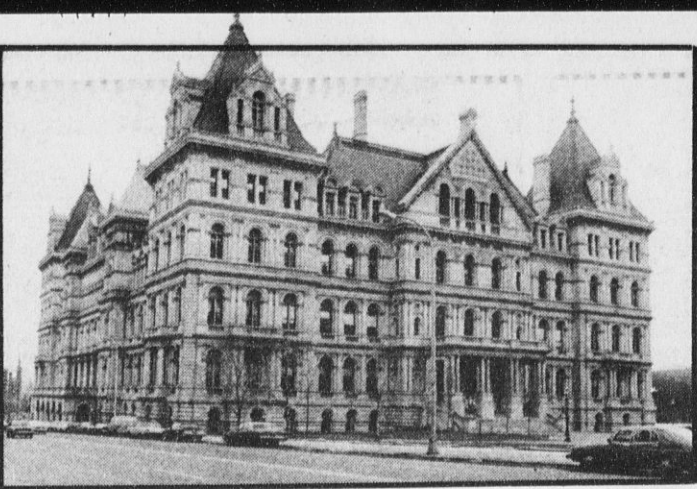
ALBANY — Lunch served up by a sidewalk vendor has long been a noon time tradition in and around Capitol Park in downtown Albany for thousands of state employees and the general public. On a typical warm summer workday, thousands are served by dozens of vendors offering a wide variety of items.

Until recently, thousands of other state employees located a few miles uptown at the W. Averell Harriman State Office Building Campus relied on building cafeterias, brownbag lunches or a hurried off-campus trip to the closest fast food outlet for lunch.

That changed in mid-August when, under a program coordinated by the Joint CSEA/OER Committee on the Work Environment and Productivity (CWEP), sidewalk vendors were invited to set up shop at the State Office Building Campus to serve state employees there. The response has been overwhelming, both from vendors and employees.

CSEA statewide President William L. McGowan, who was on hand along with state officials to officially cut the ribbon inaugurating the vendor program at the campus, noted that the idea originated with members and said it is an excellent example of how the CWEP program can respond to employee needs.





ALBANY ACTION A CSEA update

More time to buy CETA retirement credit

Stiffer bill on toxins signed

ALBANY — Calling it “long overdue”, CSEA President William McGowan has praised Gov. Mario Cuomo’s recent signing of the long sought “toxic torts” bill. The new law, which gives victims of exposure to toxic substances significantly more legal rights to sue for damages, is a major victory for workplace health and safety.

Until the law was enacted on July 30, victims of exposure had to file lawsuits within three years of exposure to toxic substances. But often illnesses resulting from exposure do not develop until years later.

Under the new law, victims now have up to

three years after they discover an illness to file a suit for damages.

In a first of its kind provision, the law also allows persons exposed to asbestos, chlor-dane, polyvinyl chloride, tungsten carbide, and DES to file retroactive lawsuits over the next year for personal injury, property damage, or death claims.

“This is a giant advance” adds McGowan. “Not only does it provide victims of toxic exposure with some recourse, but it also sends a message that someone is accountable if people wrongfully suffer.”

ALBANY — In a significant CSEA achievement during the recent state Legislature session, Gov. Mario Cuomo has signed legislation which reopens the time frame in which former Comprehensive Employment and Training Act (CETA) employees may apply to purchase retirement credit for CETA service.

Former CETA employees who meet certain requirements now have until March 31, 1987 to apply to the state comptroller to purchase their CETA time for retirement credit. Previously, in addition to meeting the necessary other requirements, applications had to be made within one year of completion of five years of creditable service in the Retirement System. Among eligibility requirements is that the employee must have transitioned directly from CETA service into regular public employment also.

Many CSEA members and other public employees have been denied the opportunity to receive credit for prior CETA service due to failure to apply within the statutory time limit of one year. Under the new bill, strongly supported by CSEA, those employees who failed to make application within the one year time frame for reasons not of their own negligence can now do so until March 31, 1987.

Whistle blower law ‘louder’

ALBANY — Public employees can breathe a little easier about “blowing the whistle” on government wrong-doing under a new bill signed into law by Gov. Mario Cuomo.

The new law sponsored by Senate and Assembly Labor Committee Chairmen James Lack and Frank Barbaro, broadens the provisions of a similar 1984 law. Under that legislation, employees were only protected from management retaliation if their complaint concerned health and safety.

Now employees can report any action they believe to be a violation of federal, state, or local law, rule or regulation, without fear of reprisal.

CSEA backed both the original bill and the present stronger provisions. President William McGowan commenting on the new law said that he hoped the Governor would place the full force of his office and administration behind the law and not just pay it lip service.



THE HARD QUESTIONS — Querying candidates during recent PAC interviews were Carol Craig, PAC Chairman Mike Curtin and Tom Stapleton.



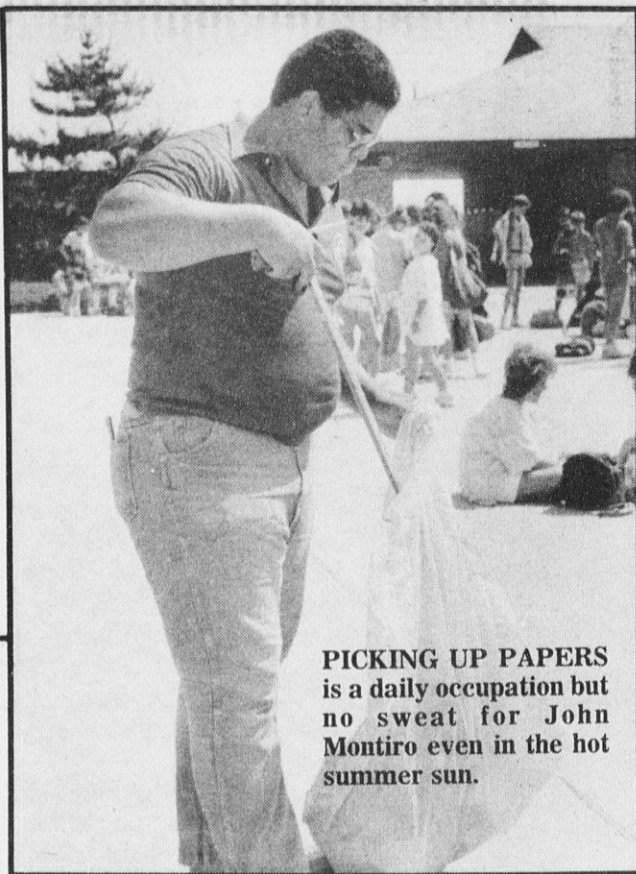
On the hot seat

THE COMMITTEE — From left, Al Henneborn, Aileen Ronayne, Cathy Green, Bob Specht, Carol Craig, PAC Chairman Mike Curtin, Tom Stapleton, Jeanne Angiulo, Rita Wallace and Eugene Cammarato.

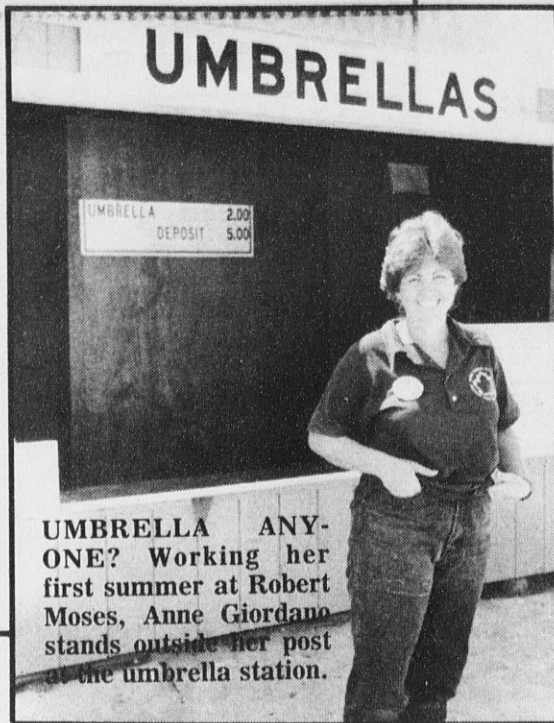
Region 1 PAC grills candidates

Candidates seeking CSEA’s endorsement during election years usually find themselves on the hot seat when they appear before the union’s political action committees. As part of the union’s effort to find candidates throughout the state who would best represent public employees, members of Region 1’s PAC recently put their political hopefuls through the wringer.

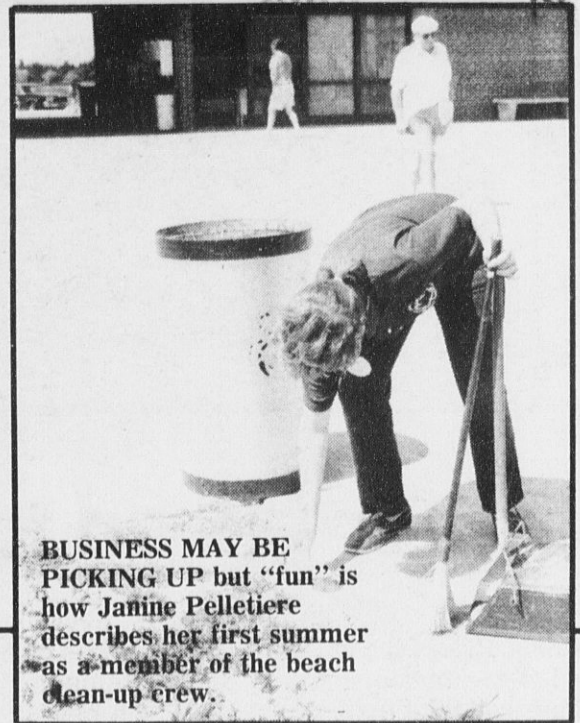
Members in Region 1 will know what comes out in the wash well before Nov. 4, and selected candidates will receive CSEA backing, including contributions.



PICKING UP PAPERS is a daily occupation but no sweat for John Montiro even in the hot summer sun.



UMBRELLA ANY-ONE? Working her first summer at Robert Moses, Anne Giordano stands outside her post at the umbrella station.



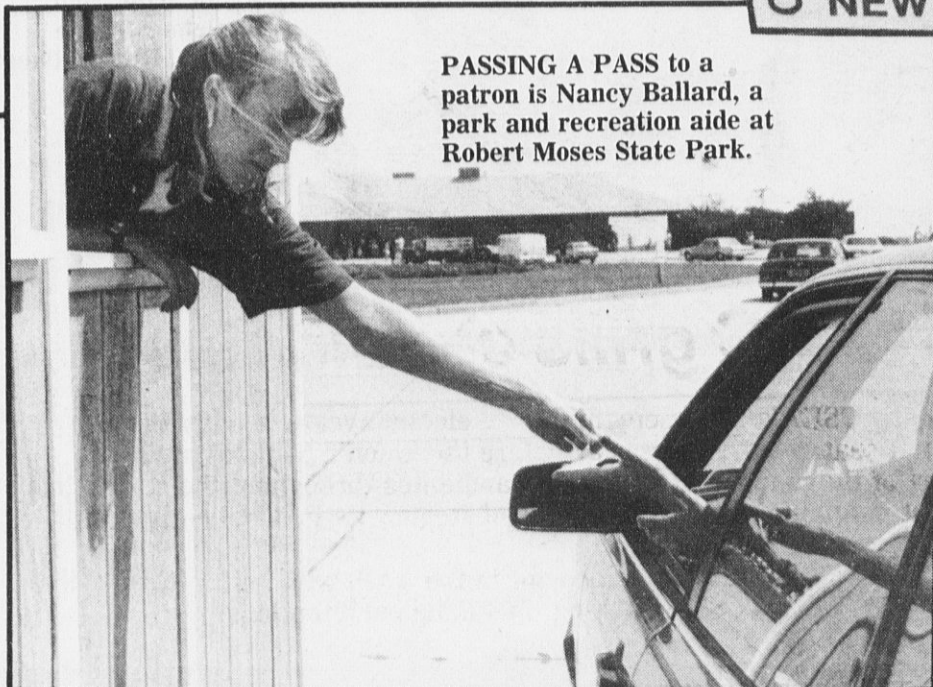
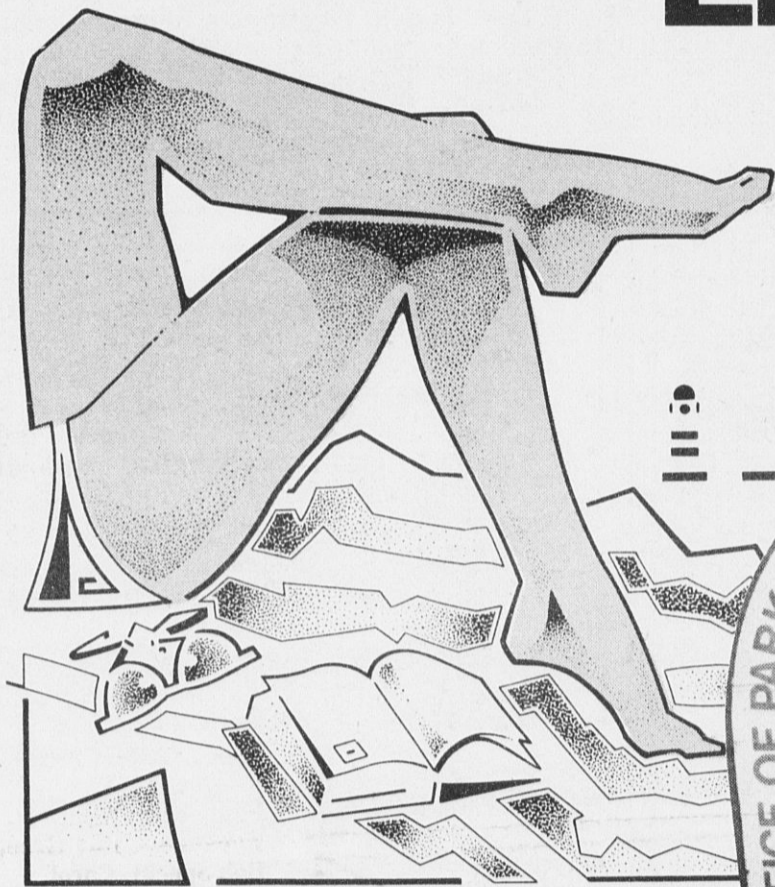
BUSINESS MAY BE PICKING UP but "fun" is how Janine Pelletiere describes her first summer as a member of the beach clean-up crew.

For some in summer Life's a beach

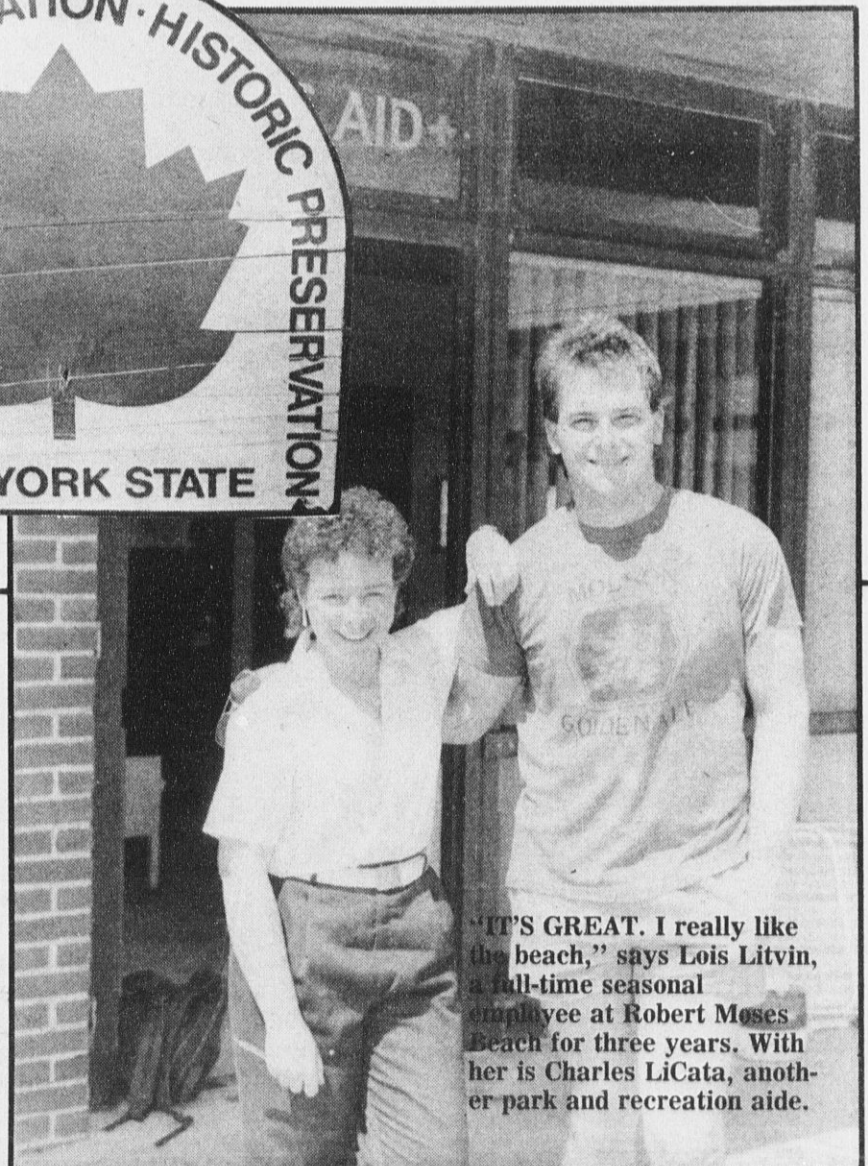
Blue skies, water, sand and concession stands. There certainly are worse places to eke out a living and the hundreds of public employees who work around the state at parks like Robert Moses on Long Island don't do much complaining.

Robert Moses State Park on Fire Island boasts the second largest beach in Nassau and Suffolk counties. Most of the positions there are seasonal and part-time and are filled by recent high school grads and college students represented in their first jobs by CSEA.

In the good ol' summertime, maybe life's not so bad after all.



PASSING A PASS to a patron is Nancy Ballard, a park and recreation aide at Robert Moses State Park.



"IT'S GREAT. I really like the beach," says Lois Litvin, a full-time seasonal employee at Robert Moses Beach for three years. With her is Charles LiCata, another park and recreation aide.



FLAUMENBAUM

\$9,000 in scholarships awarded to members' kids

It's good news for another group of students and their parents who are members of CSEA.

CSEA scholarship awards named in honor of the late Irving Flaumenbaum — former president of the Long Island Region — recently were presented to 18 college-bound children of CSEA members.

The scholarship winners, three from each of the union's six regions, received their awards at presentation ceremonies conducted in recent weeks. Winners were selected on the basis of such factors as financial need, academic performance,

class rank, scores on standardized tests, and involvement in school and extracurricular activities.

The Irving Flaumenbaum Scholarships are one-time \$500 awards presented annually to members' children graduating from high school and going on to higher education. This year, nearly 700 applications were received for scholarship awards totaling \$9,000.

Winners are shown in pictures on this page and pages 15 and 16. (Identifications in captions read from left unless otherwise indicated.)



Clare and Sheila Logan; Region I President Danny Donohue; Mary and Jennifer Gergen; Region I Scholarship Committee Chairwoman Dorothy Goetz; and Karen and John Sullivan.

HAUPPAUGE — Recipients of the Irving Flaumenbaum Scholarships, and their parents, were honored recently at a luncheon at the CSEA Region 1 office.

John L. Sullivan, whose mother Karen is a senior account clerk in the North Merrick School District, CSEA Local 865, will be majoring in medicine at Rensselaer Polytechnic Institute in Troy, New York.

Sheila Logan has chosen to attend St. Joseph's College in Patchogue, New York, where she will major in business

management. Logan's mother Clare is a senior secretary at SUNY Stony Brook, CSEA Local 614.

Jennifer Gergen, whose mother Mary is a teaching assistant in the Amityville School District, CSEA Local 870, will major in international relations at Georgetown University in Virginia.

Region 1 President Danny Donohue and Region 1 Scholarship Committee Chairwoman Dorothy Goetz awarded the winners with their \$500 checks and certificates.



Tina Lauricella of Rockland County could not be present for the scholarship ceremony, but she is pictured here with her mother Ann.

ALBANY — In the Capital Region of CSEA, Brian C. Flavell, Stacy Lynn Laurin and Tina Marie Patterson won 1986 Irving Flaumenbaum Memorial Scholarship awards.

Brian Flavell is the son of Maria I. Flavell, a typist in the Saratoga Springs City School District. She is a member of CSEA Saratoga Springs City School District Unit, which is part of the CSEA Saratoga County Educational Local 864.

Stacy Lynn Laurin is the daughter of Marcel John Laurin, a school bus driver in the Chazy Central School District where he is a member of the CSEA Central School District Unit,



Former New York City Local 010 President Rose Sutro, Claudette and Melissa Thomas, and Region 2 President George Boncoraglio.

NEW YORK — Region 2 President George Boncoraglio recently presented Irving Flaumenbaum Scholarships to winners in the New York Metropolitan area.

Melissa Thomas is 17 years old and has been accepted into the Fashion Buying and Merchandising program at New York City's Fashion Institute of Technology. Her mother, Claudette Thomas, has been a CSEA member for five years and is employed as a clerk at the Jamaica Office of Disability Determinations, New York State Department of Social Services.

Tavia Dunn is 18 years old and has been accepted into the program for Office Administration Technology at Baruch College in



Region 2 Scholarship Committee member LaMonte "Dutch" Wade, Manhattan Developmental Center Local 443 President Margaret Meaders, Lucille and Tavia Dunn, Region 2 President George Boncoraglio.

New York City. Her mother, Lucille Dunn, has been a member of CSEA for seven years and is employed as an administrative aide at Manhattan Developmental Center's satellite program located at Mt. Sinai Medical Center.

A third winner, Deirdre R. Small, recently graduated from Erasmus Hall High School, Brooklyn and has been accepted at the Pre-Dentistry Program at Brooklyn College. Her mother, Marietta Johnson-Small, is employed as a clerk at the New York State Insurance Fund. (Deirdre could not be on hand for the scholarship presentation.)



Region 3 President Pat Mascioli presented Irving Flaumenbaum Scholarship awards to two of the three southern region winners. Above are Ulster County Local 856 President Sean Egan, Sharon and Robert Villiellm Jr., Mascioli, Chanie and Rachel Elewitz, and Region 3 Scholarship Committee Chairwoman Diane Lucchessi.

FISHKILL — Two high school graduates from Rockland County and one from Ulster County are winners of this year's Irving Flaumenbaum Scholarship awards in Region 3.

Chanie Elewitz of Monsey, a graduate of Bas Torah Academy, plans to attend school in Israel where she will major in political science. Her mother, Rachel, is a member of Rockland County Local 844 and is employed as a caseworker with the Rockland County Department of Social Services.

Tina Lauricella, a graduate of Clarkstown North High School will attend the University of Maryland where she will major in business. Her mother, Ann is employed by the Rockland County Veterans Affairs office and is a member of Rockland County Local 844.

Robert Villiellm Jr. of Rifton is a 1986 graduate of Kingston High School who plans to attend SUNY at New Paltz where he will major in computer science and Spanish. His mother, Sharon is a nurses aide employed by the Ulster County Infirmary. She is a member of Ulster County Local 856.

which is part of the CSEA Clinton County Local 810.

Tina Marie Patterson is the daughter of Paul A. Patterson, a heavy equipment operator in the Town of Catskill Highway Department. Patterson is president of the Town of Catskill Unit of CSEA, which is part of the CSEA Greene County Local 820.

The CSEA scholarships recently were presented to the winners and their parents by Region 4 President C. Allen Mead.

Greene County Local 820 President Richard Canniff, Stacy Lynn Laurin, Region 4 President C. Allen Mead, Tina Marie Patterson, and Scholarship Committee member Bill Fetterling.



LIVERPOOL — CSEA Region 5 scholarship winners for 1986 were recently honored at an informal ceremony at regional offices.

Region 5 President Jim Moore congratulated the outstanding students who were accompanied by parents and union officials for the occasion.

Amy Yauney, daughter of Frederick Yauney and the late Helena Yauney of Croghan, is an honors graduate of Beaver River Central School and the first applicant to ever win a CSEA regional scholarship from Lewis County. Amy has been accepted at the State University of New York (SUNY) Albany and plans to major in political science. Frederick is employed by Lewis County General Hospital and is a member of Lewis County Local 825.

Kathleen Rusnak, daughter of Paul and Mary Rusnak of Binghamton, graduated from Binghamton High School in 1986.

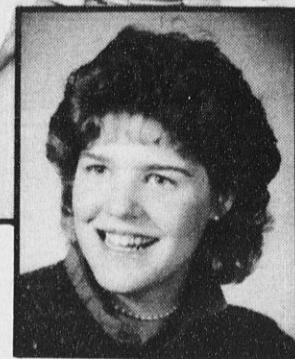
Kathleen has been accepted at Penn State University for the fall semester. The National Honor Society member was active in the school art club and student teaching, but is undecided on a particular field of study. Mary Rusnak is employed by Broome County Office of the Aging and is a member of Broome County Local 804.

Wendy Roblyer, daughter of Shirley Roblyer, is a 1986 graduate of Odessa-Montour Central School. Wendy, a member of the National Honor Society, has also garnered several other scholarships and is planning a medical career in physical therapy. She has been

5



Region 5 President Jim Moore, Paul, Kathleen and Mark Rusnak, Wendy and Shirley Roblyer, and Odessa-Montour School Unit Vice President Sue Collins, representing Schuyler County Local 849.

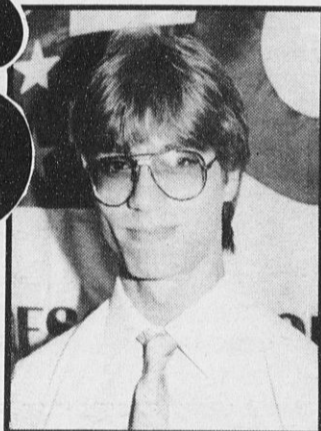


YAUNEY

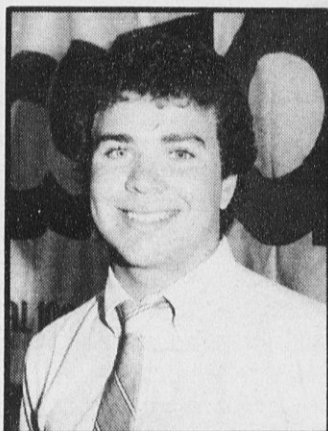
accepted at the University of Maryland-Baltimore Campus for the fall term.

Shirley Roblyer is employed by the Odessa-Montour Central School system and is a member of Schuyler County Local 849.

6



RODAK



GRANGER



STACHOWIAK

BUFFALO — Region 6 winners of the Irving Flaumenbaum Scholarship awards picked up their checks and certificates in ceremonies at the region offices, accompanied by their parents and local officers.

Nicholas J. Rodak, of Warsaw, is a graduate of Attica Senior High School and will attend Cornell University, majoring in veterinary sciences. He is the son of Wanda Rodak, a typist at the Wyoming Correctional Facility, and a member of

Local 178.

Jeffrey Granger, of Canandaigua, is a graduate of Canandaigua Academy and plans to attend Syracuse University, majoring in chemistry education. He is the son of Janet C. Brown, employed by the Ontario County Social Services department and a member of Local 835.

Michelle Stachowiak, of Buffalo, is a graduate of Villa Maria Academy and plans to attend St. Bonaventure University, majoring in biology. She is the daughter of Lorraine Stachowiak, a MHTA at the West Seneca Developmental Center and a member of Local 427.

The presentations were made by Region 6 President Robert L. Lattimer and Scholarship Committee member Art Howell, with local officers Michelle LaBarge, Richard Marks and Skip Dunham also in attendance.

Help and high water

WANTAGH — In the right place at the right time?

CSEA member Jim Martino figures he was when a torrential storm flooded an office building with about six feet of water, trapping 150 employees inside. At the time, Martino, a member of the East Meadow Fire Department, was just down the block at the union office and rushed over to help rescue the workers.

"I was at the local when the call came in over the radio, said Martino, who works in Nassau Local 830 as an administrative assistant to Local President Jerome Donahue. When he arrived at the scene of the flooding, most of the cars in the parking lot were completely submerged.

"I saw two of them floating by," he said. "It was really unbelievable. The water was about seven feet high in the lobby."

The firemen used the trucks to pump out some of the water and then they entered the building with

four rowboats which were provided by the Parks and Recreation Department and the Nassau County Police Department.

As computer terminals and refrigerators floated by, the fireman set up guideropes to begin the rescue.

"The Parks and Recreation commissioner sent some CSEA members to help us and they really deserve a lot of credit. They got involved and did an excellent job," Martino said.

After two hours, the water was down to about three feet high and the firemen began walking the employees out of the building. One woman was eight months pregnant and Martino carried her to safety, an act which was photographed and the picture placed on the front page of a major Long Island newspaper.

"Luckily no one was hurt," Martino said, "but there are certainly a lot of people who are without cars."

Teamwork works, secretaries note

COPIAGUE — It was a yearlong battle, but the CSEA members in the Copiague Secretarial Unit, armed with strong will and solidarity, finally got their contract.

On Secretaries Day, while most secretaries were being reminded they were appreciated, the secretarial unit was walking a picket line in the rain, protesting in particular against 11-month clerical positions.

Effective July 1, 1986, the new, three-year pact converts the 11-month jobs into 12-month positions, with increases of 7.5 percent, plus increment, for 1985-1986; and for steps one through eight, 6 percent, plus increment, plus \$400, in both 1986-1987 and 1987-1988.

Step nine will get 6 percent, plus \$500, in each of the last two years.

The mail clerk, part-time clerk-typist, and clerical aide will have their hourly rates increased by 7 percent in each year of the agreement.

Vacation time has been increased, with the converted 12-month employees becoming eligible for four weeks of paid vacation.

Martin Luther King Day has been added as a paid holiday, and the number of sick days has been increased.

According to Unit President Marie Capone, "It's really a good contract and it was ratified overwhelmingly. I don't think the board realized how much pull we had, but after the demonstrations they started to move on the negotiations," she explained. "We had been without a contract for over a year," she added.

CSEA Field Representative John Cuneo said, "The unit really stood strong and united and they got a lot of help from the other CSEA units and locals, and from the CSEA staff."

Members of the negotiating team included: Cuneo, Capone, Connie Wunderlich, Nancy O'Connor and Barbara Aiello.



School unit contract the apple of their eye

LEVITTOWN — The Levittown Unit of CSEa Nassau County Educational Local 865 recently ratified a two-year contract which includes salary increases of 8 percent in each of the years.

Unit President Gary Coppola said he was satisfied with the agreement. "There were

no givebacks at all and the early retirement incentive has been carried over from the last contract."

In addition, it was agreed upon that a



committee will be established with representatives from labor and management for the purpose of reviewing inequities which may exist in the salary schedules, so that such inequities can be corrected in a successor agreement.

CSEA Field Representative Mike Aiello explained that the unit includes over 200 members who are nurses, custodians, teacher aides, bus drivers and food service workers.

Members of the negotiating committee included: Aiello, Coppola, Joan DuBritz, Ken Whalen and Natalie Schneider.

City workers find new raises 'grand'

WATERTOWN — Members of the Watertown City Unit of Jefferson County Local 823 have voted an overwhelming approval of a new one-year contract calling for a significant salary increase, plus other improved benefits effective July 1.

According to Roger Kane, CSEA collective bargaining specialist and chief negotiator for the 210 members in the unit, the new agreement was ratified in late June.

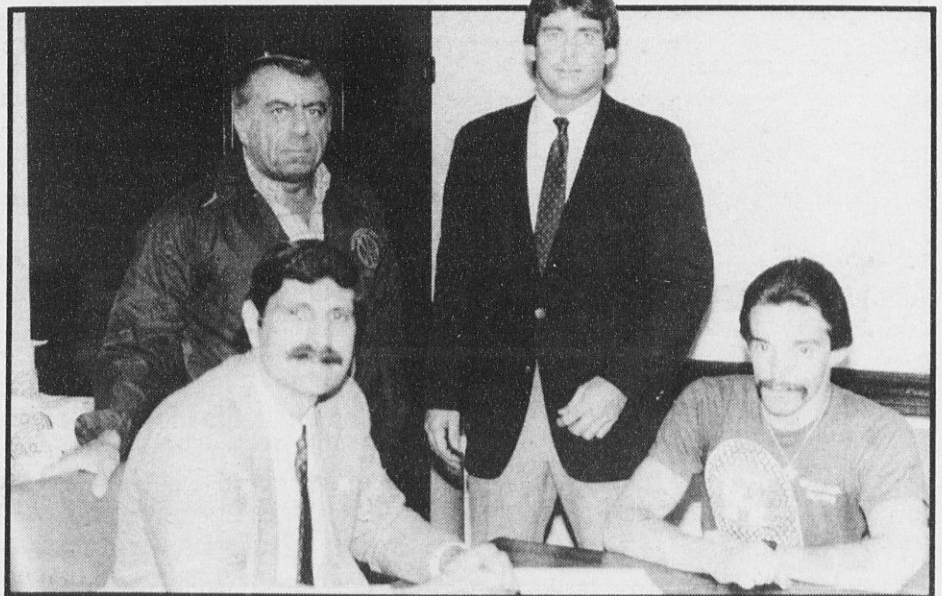
Terms of the contract include:

- An annual increase in salary of \$1,000 for all employees, plus any earned step.
- Improved contract language concerning overtime and time off.
- Employees now have the option to receive cash payment in lieu of hospitalization coverage.
- Change in contract language regarding Election Day off.
- No increase of insurance premiums for employee dependents.

The new agreement concluded several months of negotiations. City Council members have also ratified the one-year pact.

The Watertown City Unit Negotiations Committee, in addition to Roger Kane, included: Don Knight, Arthur Roshia, Bruce Wilkins, Richard Oaks and Michael Blair.

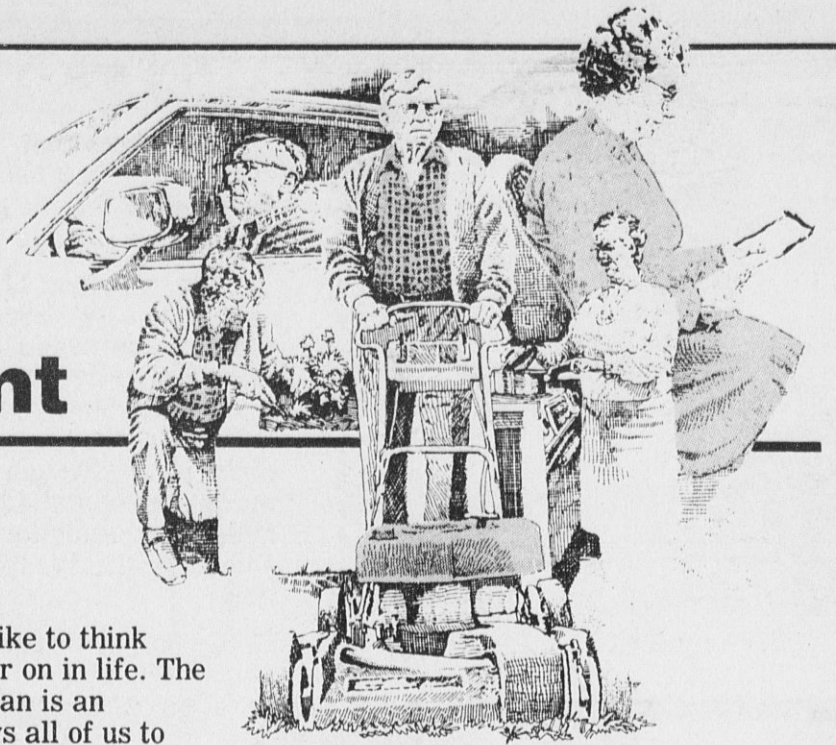
Irvington pact gains



VILLAGE OF IRVINGTON WORKERS will receive pay raises of 12 percent over the next two years following ratification of a contract. The agreement also provides for a new holiday for Martin Luther King's Birthday, seniority language, a sick leave buyout plan and an increase in life insurance. Seated above are Mayor Reginald F. Marra and Unit President Steve Caporal. Standing are Region 3 President Pat Mascioli and Collective Bargaining Specialist Don Partrick.

Benefits of savings plan add up:

Tax break + retirement investment brighter future



More than 16,000 public employees — including a host of CSEA members — have enrolled in the New York State Deferred Compensation Plan since its introduction last year. Created by the State to encourage workers to save for retirement, the program offers a unique before-tax savings alternative.

As the benefit program began its second year, with more than \$50 million in plan assets, new features were added and a new slogan — “The Benefit That Lasts A Lifetime” — has been adopted.

The new New York State Deferred Compensation Plan allows for further savings and tax reduction. In addition to deferring federal income tax, state and local taxes are also deferred. Contribution charges have been reduced and all fees assessed on the distribution of funds have been eliminated.

“If you are already saving on an after-tax basis, this is a great way to reduce your tax liability,” Lillian Roberts, Commission of New York State Department of Labor, said.

“Unfortunately, we don’t like to think about retirement until later on in life. The Deferred Compensation Plan is an important tool which allows all of us to prepare for a secure financial future, during our productive years.”

Since money is deducted from each paycheck, employees save on an automatic and regular basis. As little as \$10 per pay period may be saved or up to \$7,500 per year so long as the total amount does not exceed 25% of one’s annual salary. Employees may now enroll on a monthly basis.

Contributions may be invested in any combination of the available investment alternatives — the Guaranteed Interest Contract, the Equity Option or the Money Market Option. Participants may now reallocate funds between these options on a monthly basis.

Unlike an IRA, which reduces income tax liability only upon filing your tax return, deferred compensation creates an immediate tax savings every pay period. In addition, state employees can contribute significantly more than they

can to an IRA. Participants are also eligible to receive funds at retirement or termination of employment, or if the requirements for an unforeseen qualified emergency are met (all without penalty).

Most important, before tax savings, such as Deferred Compensation, grow nearly twice as fast as savings in an after-tax plan. This is due to the compounding of a larger amount of money for a long period of time.

Copeland, the State’s Plan Administrator for the Deferred Compensation Plan, has seven offices statewide. For more information about The New York State Deferred Compensation Plan, call the toll-free HELPLINE — 1-800-422-8463 or any one of Copeland’s regional offices to arrange a counseling interview with a Copeland Account Executive.

The Copeland Companies (District Offices)

ALBANY
14 Corporate Woods Blvd.
Albany, N.Y. 12211-2385
(518) 445-1231

BUFFALO
4201 North Buffalo Street
Orchard Park, N.Y. 14127
(716) 662-0916

LONG ISLAND
275 Broad Hollow Road
— Suite 439
Melville, N.Y. 11747
(516) 293-6300

NEW YORK CITY
80 John Street (First Floor)
New York, N.Y. 10038
(212) 662-9010

ROCHESTER
625 Panorama Trail
Rochester, N.Y. 14625
(716) 586-6450

SYRACUSE
P.O. Box 500-2507 Route 11
LaFayette, N.Y. 13084
(315) 677-3384

WESTCHESTER
355 Main Street
Armonk, N.Y. 10504
(914) 273-3544

In their memory

BATAVIA — The memory of deceased CSEA members at the Batavia School for the Blind of New York will have a place of honor following the dedication of a memorial plaque by Local 200 members.

“This is something we wanted to do for quite a while,” said past president Joseph McGuire, “especially with the passing of our longtime president Helen Tolejko.”

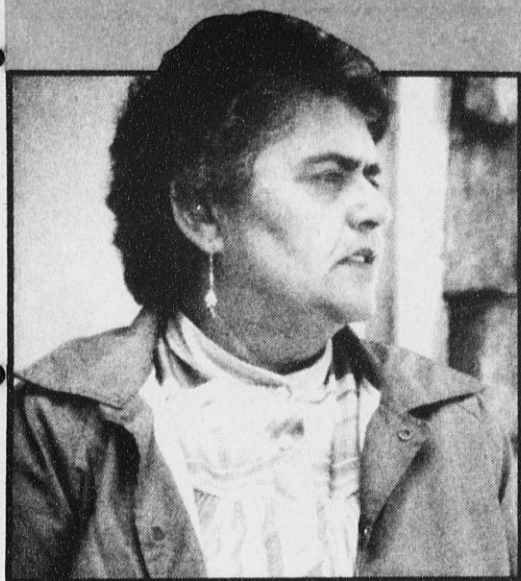
The plaque, denoting the names of five other deceased members, was unveiled by Local President Jeff Wilbur before a gathering that included relatives and friends, as well as co-workers and school administration officials.

In addition to Helen Tolejko, the plaque honors the memory of Harriet Lewis Denet, Roger MacArthur, Ruth Shepard, Millie Miller and Cal Totten.



AT PLAQUE DEDICATION — From left, past Local 200 President Joseph McGuire, with new officers Treasurer Roland Fitch, Vice President Sharon Armstrong, Secretary Shirley Hasenauer and President Jeff Wilbur. On hand to swear in new officers was Region 6 President Robert T. Lattimer.

BUSY, BUSY, BUSY . . .



Pat Dempsey . . . a dynamo.

If it's true that "if you want something done, give it to a busy person," then Pat Dempsey is the one person you should look for. Dempsey is, by any standard, a dynamo.

Consider this: She is president of CSEA St. Lawrence Educational Local 873, working endlessly for non-instructional members in seven North Country school districts; president of the Heuvelton Central School District CSEA Unit; a driver/clerk in the transportation office of the Heuvelton school district; secretary of the North Country Chapter of the New York State Association for People in Transportation, and a homemaker for her husband and two sons.

By her own estimate, she expends 20 hours

a week on union business alone. "I just keep busy until I finish the job I'm working on," she says. "In an area the size of St. Lawrence County, I try to get around to as many meetings as possible, but I also use the phone a lot. In the north country you have to." One person she calls a lot, says Dempsey, is CSEA Field Rep Steve Ragan. "I've been known to call him at any hour of the day . . . Steve and I have an excellent working relationship."

Part of her drive comes from the satisfaction she gets from helping her fellow union members, she says. "I really enjoy talking to them about activities at their school. I am always ready to help if they have a problem. If I don't have the answer, I call Steve Ragan."

TO YOUR GOOD HEALTH

CSEA's Joint Committee on Health Benefits wishes you and your family continued good health, and reminds that an annual physical examination can determine the state of your health as well as detect disease in its' early stages.

The Empire Plan Participating Provider Program entitles all enrollees and their covered dependents to an annual physical FREE of charge. For those enrollees who choose not to use Empire

Plan Participating Providers, the Major Medical Expense Program allows for routine health examinations for you, the employee, if you are age 50 or older up to a maximum reimbursement of \$100 in a calendar year; for covered spouses age 50 or older a maximum reimbursement of up to \$50 is provided. These benefits are not subject to deductible or coinsurance.

Continue your good health by knowing your benefits and using them wisely!

This, that

AND THE OTHER THING

BAM, POW!



The setting was a church hall in Albany, but the subject was definitely not religion as black belt karate master Coleen Gragen recently instructed a group of children and spouses of Albany area union members in the fine art of self defense.

It was all part of a program on self defense sponsored jointly by the CSEA Regin IV Women's Committee, the Coalition of Labor Union Women, and Cornell University's School of Industrial and Labor Relations.

In photo at left, Gragen strikes a fighting pose as a child attempts to duplicate the move. In photo at right, Alice Brady and Marcia Caliacchia of Cornell and CSEA Region 4 Women's Committee member Ellen Diange seem pleased as punch over results of the class.

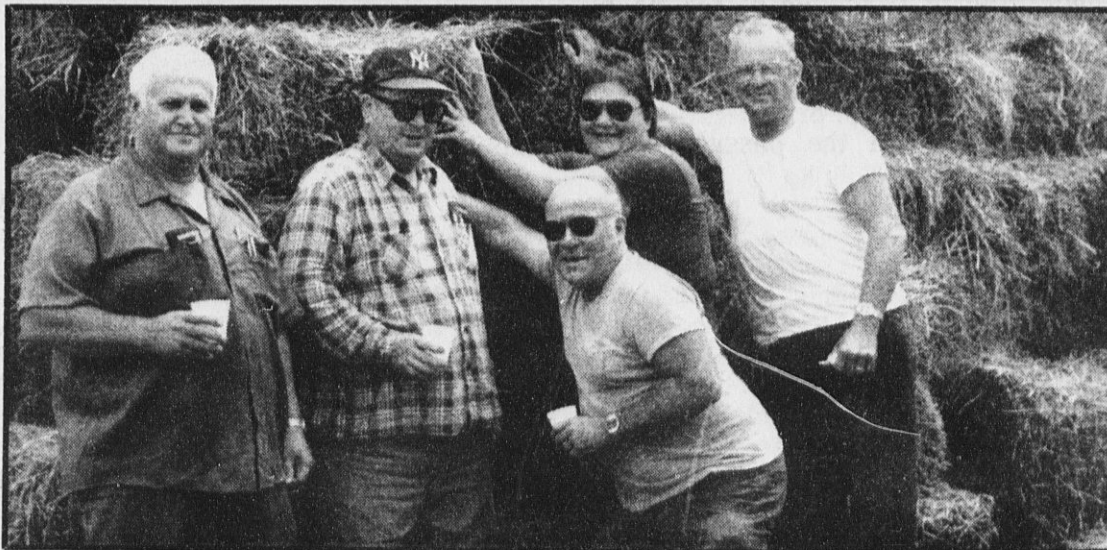


HEY, HEY, HAY!

CSEA North Country members pitched in a big way along with area farmers and other civilians to assist Army personnel in transporting thousands of tons of hay as part of "Operation Haylift" to aid drought-stricken southern farmers.

Thousands of tons of hay were transported by state Department of Transportation trucks driven by CSEA members to Fort Drum, near Watertown, for transporting by rail and air to several southern states. Several CSEA members from various area Locals volunteered to handle the hay.

In photo at right are Harry Sillis, Bernie Raferty and Robert Smith, all of Black River State Employees Local 015; Jefferson County CSEA Local 823 President Mary Hampton, and Clarence Mitchell of Local 015.



Women build solidarity



CSEA's WOMEN'S INSTITUTE GRADUATES...From left, Donna Murray, Region 5; Carol Garnsey, Region 5; CSEA Secretary Irene Carr; CSEA Education Specialist Peg Wilson;

Carol Sandford, Region 5; Bette Lawrenz, Region 6; Betty Humphrey, Region 6; and Gloria Scott, Region 2.

UNIVERSITY PARK, Pa.— Building stronger ties between members of different unions is the goal of the Summer Institute for Union Women. It is a lesson that CSEA's eight participants in this year's program say they will take with them far beyond their weeklong session and put into practice through their activism.

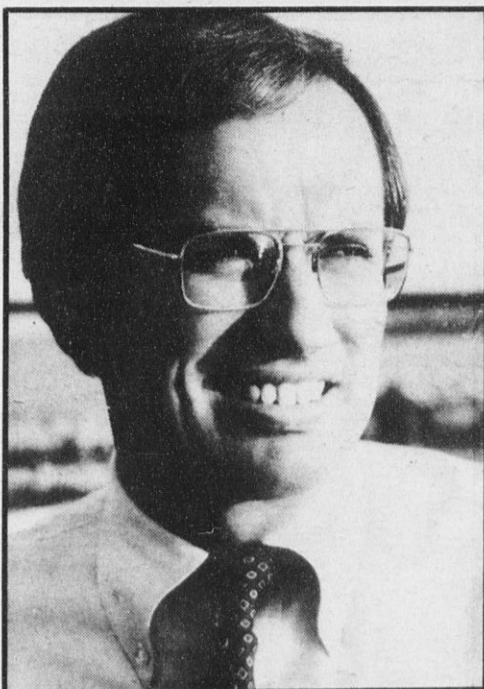
The CSEA activists joined with labor women from throughout the Northeast during the recent session held at Pennsylvania State University.

CSEA Secretary Irene Carr also served on the Institute staff, presenting a workshop on "Union response to new technology,"

which detailed how labor can prepare for the changing job site and the future of work.

Other workshop topics included: Legal issues for working women; Preparing to negotiate for child care; Creative politicking; and Self-defense. The program also sponsored a field trip to the nearby Rushton coal mines, the site of the nation's first female mineworker fatality.

"We learned a lot in the workshop sessions" says CSEA Education and Training Specialist Peg Wilson. "But we learned even more from each other."



Vote for CSEA-endorsed candidate

**STAN
LUNDINE**

for Lieutenant Governor

Democratic Primary - September 9