

# THE WAR AGAINST WINTER

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# Local Government News

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Rabies is a dangerous disease and a real threat to public workers. Find out about the disease and how to avoid it.

## CSEA member works to bring EAP to Seneca County

WATERLOO - CSEA Seneca County Local 850 President Paulette Barrett likens her county co-workers and management to her second family. After all, she says, her office is like her home away from home.

That feeling, she says, means workers often bring problems from home to the workplace and vice versa. When not addressed, those problems can cause others, often disrupting families, affecting job performance and creating unnecessary stress.

Workplace and personal problems don't have to go untreated, though. Thanks to determination and cooperation from county management, CSEA and the county recently embarked on their first county-wide Employee Assistance Program (EAP).

The EAP program is a confidential referral service that matches employees with problems to local agencies and services that can help them to control and resolve their problems.

CSEA originally suggested establishing an EAP program to help build a working labor-management relationship with the county, where relations had previously been strained, Barrett says.

"I wanted to find some way to reconcile our differences, and make it easier for everyone to get along," she says.

#### She knows what it's like

Barrett knows herself how tough times and problems can affect job performance. She is a recovering alcoholic. Her struggle has helped her understand how easily problems grow, and how hard it can be to get proper help, she says.

"You have to have been there, in order to know what it's like," she says.

That's why Barrett fought to bring EAP to Seneca County. Working with CSEA EAP Program Director Jim Murphy, County Administrator Ray Demming and the

## PEOPLE IN THE NEWS



county Board of Supervisors, she fought to get a program in place that would be available to all county workers, management and their families, no matter what union they are in or what job title they hold.

"We wanted to help everyone to do their best. EAP will help you work through those tough times," she says. "I've seen a lot of good people coming apart at the seams, when it really wasn't necessary."

#### Open for business

Barrett proudly shows off the new office the county has provided for the EAP in the County Office Building. The program operates under the County's EAP Committee, comprised of the Board of Supervisors, Barrett and Demming.

Barrett and co-worker Jan Marquart serve as EAP coordinators, who are trained to counsel workers and direct them to the proper services. Her office is open on Tuesdays and Thursdays from 9 to 5, and already she says about 30 people each month have come in for referrals. She's glad that people are getting the help that they need, she says.

"We're all here for the same purpose. If you can't do that work then you've got a problem," Barrett says. "EAP can get you help."

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MICHAEL P. MORAN, Publisher  
ROGER A. COLE, Editor  
KATHLEEN DALY, Associate Editor  
STANLEY HORNAK, Assistant Director of Communications

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

#### COMMUNICATION ASSOCIATES

SHERYL C. JENKS Region I  
(516) 273-2280  
LILLY GIOIA Region II  
(212) 514-9200  
ANITA MANLEY Region III  
(914) 896-8180  
DAN CAMPBELL Region IV  
(518) 489-5424  
MARK M. KOTZIN Region V  
(315) 433-0050

RON WOFFORD Region VI  
(716) 886-0391  
STEPHEN MADARASZ Headquarters  
(518) 434-0191



# Fighting winter's fury with fewer workers, older trucks

An army of state and local government employees and equipment are in the midst of the annual battle against the ravages of Mother Nature as winter increases its strangle hold on the Northeast.

Only this year, victimized by severe budget problems, there are fewer men and women on the frontlines. And in many cases they are fighting the battle with inadequate, unsafe and outdated equipment municipalities cannot afford to replace.

On the state level the concerns center around fewer employees overall trying to wage the fight as one-person crews (see pages 18 and 19).

At the town, village, city and county level, where one-person plowing has been a dangerous fact of life for years, the issues often revolve around a reduced workforce fighting a losing battle with old, worn-out equipment. Local government highway employees often find themselves at risk in worn-out vehicles miles from civilization on deserted, sometimes unpaved, backroads. Here are some examples of problems facing local government workers:

## Jefferson County

The Jefferson County Highway Department lost almost \$2 million in their budget last year, according to CSEA County Unit President Dan Brady. As a result the county had to create a second shift to save money by cutting overtime.

## Madison County

The Madison County Department of Public Works has lost about 30 people that have not been replaced over the past 10 years, according to CSEA County DPW Unit President Richard Britton. Because of the smaller staff the county has had to combine sanding and plowing operations, which were previously done separately. Other measures may have to be taken as the county continues to lose positions through attrition.



**A CONFUSING ARRAY OF LEVERS** confronts a one-person snow plow operator. Drivers must use all of these levers in addition to driving the big truck, staying in contact by radio with dispatchers and controlling front and side wing plows. All of that is compounded by poor visibility and driving conditions during winter storms.

## "It's dangerous!"

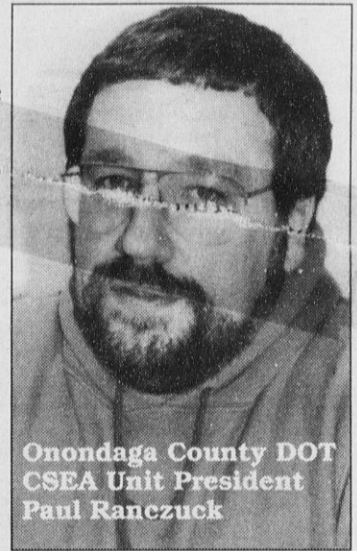
## Onondaga County

Staff levels are decreasing and the age of the equipment is increasing in Onondaga County, according to County DOT Unit President Paul Ranczuck. Because of the decrease in fulltime staff the county has used more seasonal workers to get the job done.

"We have not hired anybody in four or five years that I know of," Ranczuck said.

In the past the trucks were replaced after five or six years of service. Now, Ranczuck said, there are more than 10 trucks in the fleet more than five years old and the county plans to purchase only one new truck this year. Equipment maintenance is more difficult and there is more down-time.

"We do the best we can with what we've got, but sometimes the lack of equipment and personnel can hamper getting the roads done as quickly and efficiently as we'd like," Ranczuck said.

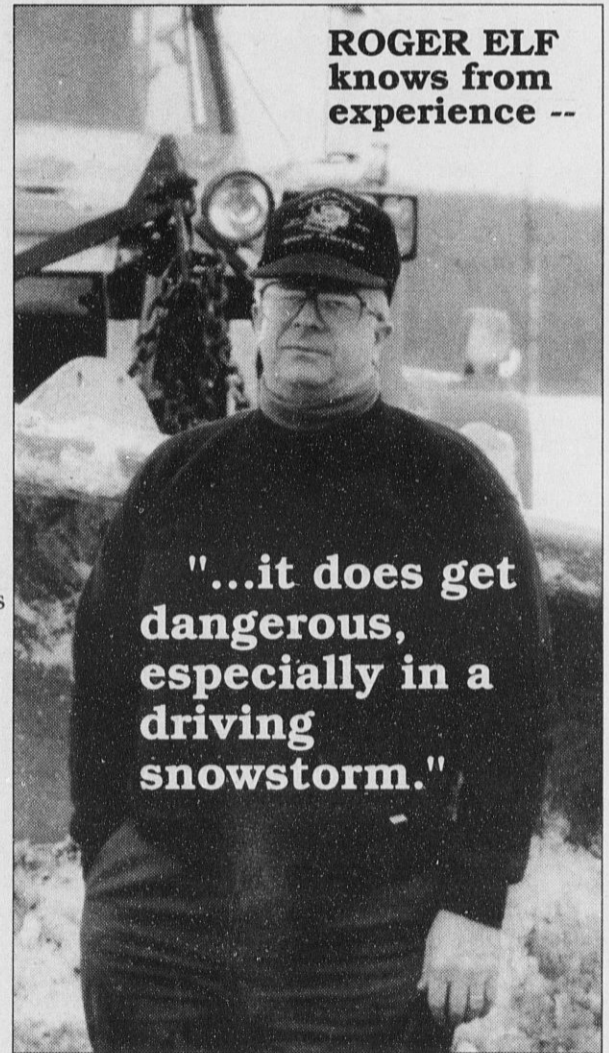


Onondaga County DOT CSEA Unit President Paul Ranczuck

## Chautauqua County

Roger Elf, a member of Chautauqua County CSEA Local 807, knows first-hand that there are risks associated with operating as a one-person crew — he's faced the danger for years.

"Driving as a one-person crew, as I have for 13 years, I can understand the concerns of state drivers. I'm not sure our equipment is the same, but it does get dangerous, especially in a driving snowstorm."



ROGER ELF knows from experience --

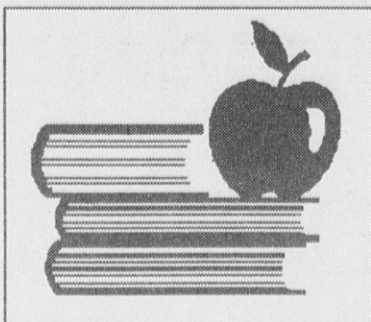
"...it does get dangerous, especially in a driving snowstorm."

## Rensselaer County

Delays by state crews caused by one-person plowing is causing additional work for county and city crews, according to Steve Scouller, a member of the Rensselaer County CSEA unit.

"State and county crews used to get out about the same time. Now by the time state crews get out things are real messy and traffic has to go slower because they're driving from a plowed county road onto an unplowed or semi-cleared state road," Scouller said. "And we have to go back when we're done doing our own plowing and clean up where the state one-person plow left piles of icy slush. Intersections, curves, bridge ramps, you name it and there's a pile of slush just waiting to cause an accident."

"We don't have one-man plows in our county. It's dangerous. And a one-man plow just can't do the job that has to be done on these roads."



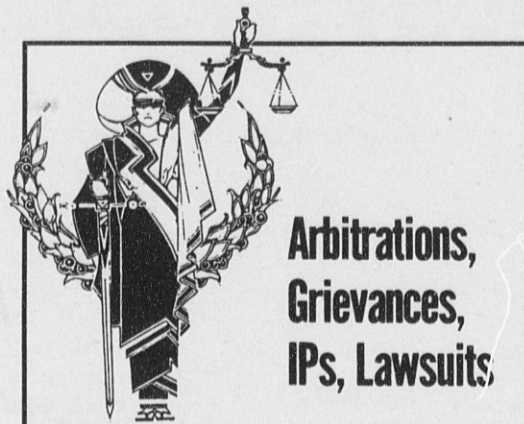
## SCHOOL DISTRICT AFFAIRS

### CSEA forces district to pay longevity award on time

RIVERHEAD - After you win a benefit, you still have to be prepared to fight for it.

That's the conclusion of Diane Klement, president of the Teacher Aides Unit, and Wendy Drumma, president of the General Unit, of the Riverhead School District. They had to go to arbitration to get longevity payments owed to four members.

The former superintendent refused to pay longevity awards in September as was



established practice. He wanted to wait until employees completed the following school year, claiming the money was an

incentive to keep employees on the job.

It didn't make sense to CSEA, and the arbitrator agreed.

"Such an interpretation is inconsistent with the very idea of longevity, namely, to pay for service already completed," he ruled.

The CSEA contract provides \$300 longevity is earned on completion of 15 years and \$600 on completion of 20 years, payable the following September.

The delay was frustrating, but the outcome was satisfying, Klement said.

"It made it look like we knew what we were talking about and they didn't," she said

## GENERAL NEWS

### Actions continue to stem TB crisis for public employees

In response to the tuberculosis crisis in the state corrections system, health officials were completing the screening of the system's 90,000 employees and inmates as this edition of *The Public Sector* went to press. The massive effort was undertaken with labor and management cooperation after disclosures that 13 inmates and a corrections officer had died from the deadly disease.

The diseased inmates were also responsible for a TB epidemic at Upstate Medical Center in which at least 52 people were infected.

Tuberculosis is a bacterial disease that can be spread through the air when a person who has the disease coughs, speaks or sneezes.

The disease is curable with a combination of isolation, drugs and treatment, but if left untreated it can be fatal. Complicating the current crisis is the discovery that some of the TB cases are

resistant to drugs.

Although the crisis is most immediate in Department of Corrections, CSEA is working with health officials to address the risk for members in other agencies. The state Department of Labor's Public Employee Safety and Health (PESH) division is also investigating the situation throughout public employment and is looking into the possible need for workplace standards to reduce risks.

CSEA is also pushing for better education and training to alleviate employee fears about the dangers of TB.

The TB outbreak has also sparked controversy over workers compensation claims for occupational disease. The state Insurance Fund is apparently challenging workers' claims that their TB exposure was occupational.

CSEA is advising its members to file and keep fighting for their claims in the workers compensation system.

### New workplace protections against disease

At long last, CSEA's involvement in efforts to establish protection for workers against the spread of blood-borne disease have succeeded. The Occupational Safety and Health Administration (OSHA) has finally issued the standard to protect health care and other workers from workplace exposure.

CSEA's international union, AFSCME, first petitioned OSHA for a standard in 1986. In 1989, three CSEA members provided first-hand testimony to an OSHA panel on the dangers of blood-borne disease for public employees. It was part of the union's concerted effort to have the standards adopted.

The standards apply for all workers based on potential exposure to infectious diseases; they are not applied based on job title.

The standards require that precautions be taken whenever handling blood, bodily fluids or other potentially contaminated materials such as soiled clothing, bed linens and the like.

In health care settings employers must make protective clothing, gloves, goggles, surgical masks and other protective equipment readily available for workers. The standard also requires that employers must offer, at their expense, hepatitis B vaccinations to all employees exposed to

blood or other potentially infectious materials.

The standard also emphasizes the importance of engineering in protections through the development of technology and procedures to reduce the risk of exposure. For example, safer, self-sheathing hypodermic needles are recommended to reduce the risk of workers accidentally getting needle sticks.

### TB Facts

\* Tuberculosis is a bacterial disease that usually affects the lungs; it can affect anyone of any age.

\* Tuberculosis is spread through the air when a person with active tuberculosis coughs, sneezes or talks; Infection generally results from prolonged exposure to the TB organisms in a confined space.

\* A positive reaction to a TB skin test does not indicate that you have the disease; it only means that you have been exposed to the disease.

\* 90 percent of people who are infected never actually develop the disease; TB may last for a lifetime as an infection without ever developing into the disease.

\* Tuberculosis disease is characterized by the appearance of TB symptoms such as fever, nightsweats, fatigue, weight loss and a persistent cough.

\* A person with TB disease may remain contagious until he/she has been on appropriate treatment for several weeks; however, a person with TB infection cannot spread the infection.

# Onondaga contracts its dirty laundry; union warns it's a costly mistake

SYRACUSE — Despite warnings from CSEA Onondaga County Local 834 officials that it would be a big and costly mistake, Onondaga County voted to contract out laundry service as this edition of *The Public Sector* went to press.

The union is worried that contracting out laundry services could mean jobs and services will be lost. That's why CSEA fought the proposal, even though the county has promised it will not cut any jobs, Local President Dale King said.

King and other union officials recently protested the plan at a public hearing.

Switching from the county-run laundry service at Van Duyn Nursing Home and Hospital to a private contractor would be a costly mistake, King testified.

"The public employees who currently run the laundry do a great job," he said. "They can continue to do the job better and cheaper than any private contractor."

The switch to a private contractor is subject to negotiations. CSEA and the county attempted to negotiate, but declared impasse and the matter wound up before the county legislature.

CSEA Van Duyn Unit President Tom Murphy also attended the hearing. He and King both said the move would cost

taxpayers more because of the private contractor's profit motive.

"The taxpayer would get hurt by this change," King said. "If the county gets rid of its responsibility and accountability for this operation, some private contractor could get rich while taxpayers foot the bill."

"Shouldn't the county be responsible for this service if it asks the residents to pay for it?"

The laundry also serves several other county operations which would lose that service and probably end up paying more for individual laundry service, Murphy said.

That would lessen any costs savings hoped for in the proposed contracting-out scheme.

King had urged the legislators to hold off making their decision until they studied the proposal's impact on the whole county.

## CSEA local president leads write-in votes

SYRACUSE — At least six voters in Onondaga County expressed their unhappiness with the status quo by casting write-in ballots for a CSEA elected official for county executive.

In fact, CSEA Onondaga County Local 834 President Dale King got more write-in votes than any of the 22 write-in candidates -- six.

The official candidates for county executive were incumbent Nicholas Pirro, the winner, and former state Assembly representative Mel Zimmer.

Some of King's stiffest write-in competition came from America's best-

loved rodent, Mickey Mouse, whom he beat by a margin of four votes. Also coming in behind the CSEA local president were law professor Anita Hill, tennis legend Jimmy Connors, Mad Magazine's Alfred E. Neuman and the Easter Bunny.

All joking aside, the election carried a serious message, King said. The 3,700 county employees in Local 834 have been without a contract for more than a year. Union members recently turned down a contract offer that had no raise for 1991.

The votes show that CSEA members are not happy with County Executive Pirro's contract proposals, King said.

# Peninsula Library workers protest contract delays

LAWRENCE - While the Peninsula Public Library celebrated its 40th anniversary recently, its employees were outside protesting stalled contract negotiations.

CSEA members demonstrated in front of the library to let patrons know how low their salaries are compared to other area libraries and school district libraries, CSEA Labor Relations Specialist John Labriel said.

"There are 15 people in the Peninsula Library Unit of CSEA Nassau County Local 830, yet there are 30 people here to support them," he said.

Unit President Marie Doran and her members were well organized. They sent letters to area politicians making them aware of the low salaries, and they handed out literature documenting the pay disparity between Peninsula and other libraries.

Since 1987, the Nassau County Library Association has recommended \$23,000 as a starting salary for new librarians. Peninsula pays \$18,000. Five Nassau County libraries offer \$25,294 to \$30,054 for the same librarian position.

"The low salaries cause us to lose valuable staff members who are good

**"We are extremely saddened that the board says what a great job we're doing, but refuses to pay us a fair salary for our work."**



**WE WANT A FAIR CONTRACT -- CSEA members picket at the Peninsula Library's 40th anniversary to let the public know that library workers are without a contract. The library's pay is substantially lower than that of other Nassau County libraries.**

employees and have positive public service attitudes," Doran said.

Austin Dridge is proof that low salaries make it tough to keep good employees. Dridge, who joined the demonstration, left the Peninsula Public Library after 10 years to work in the West Hempstead Library solely because the pay is much better.

Negotiations for a new contract are now

at impasse, CSEA Collective Bargaining Specialist Harold Krangle said.

Doran, who has remained with the library for 22 years, said the situation is frustrating.

"We are extremely saddened that the board says what a great job we're doing, but refuses to pay us a fair salary for our work."

# Nassau County budget socks CSEA members with layoffs, furloughs

MINEOLA—The howling of the wind as it whipped through the bitter cold was like the collective moans of CSEA members throughout Nassau County when the Board of Supervisors approved a budget calling for about 3,000 layoffs, 26 furlough days and a 9.7 percent property tax increase.

For many it is a "bad news budget" which raises taxes while cutting services, but for the CSEA members who will be hit from every angle, it is truly devastating.

CSEA members will pay higher taxes as well as suffering 26 unpaid furlough days and the threat of layoffs.

CSEA Nassau Local 830 President Rita Wallace said the union will do everything possible to minimize the blow to members.

"We have applied for a grant from the New York state Department of Labor asking for money for retraining programs for union members who lose their jobs," she said.

The union also is setting up various seminars on how to survive the layoffs.

Representatives from unemployment, the Department of Social Services and CSEA will speak on civil service law, insurance conversion, retirement and other pertinent issues.

Many county departments will close because of the layoffs, while the lack of funds for Nassau County Medical Center may mean it will become an emergency hospital only.

While the county has the legal right to lay off workers, CSEA is fighting the furloughs which may violate the Taylor Law.

CSEA is working to expedite the furlough hearings before the Public Employment Relations Board (PERB).

The union has not yet received a list of the titles targeted for layoff, although the county said some notices would be out before Christmas.

"Merry Christmas and Happy New Year from Nassau County," CSEA Region I President Gloria Moran said. "The county

has really proven its lack of compassion and empathy with this plan."

Despite demonstrations attended by more than 3,000 angry CSEA members and impassioned pleas to cut from the top and stop contracting out, the county chose to put the burden on the shoulders of the CSEA members.

Under civil service law, probational and provisional employees in targeted titles will be laid off first, followed by part-time and seasonal employees in targeted titles. Full-time employees in those titles will be the last to be let go.

With rumors rampant, and the real threat of 3,000 or more layoffs, union members are extremely nervous. For many lower-level employees, the furloughs and certainly the layoffs, will push them onto the welfare rolls.

"The county better open more soup kitchens — we're going to need them," Moran said.



## CSEA says no way to Westchester ultimatum

WHITE PLAINS - Despite frigid weather, 400 Westchester County workers showed their solidarity the week before Christmas by demonstrating in front of the County Office Building to protest the county executive's ultimatum that they give up contractual raises or face layoffs.

CSEA members, joined by county correction officers, county police and community college teachers, also attended a budget hearing following the demonstration.

Westchester County is threatening to lay off hundreds of county employees unless

CSEA agrees to give up raises due in 1992, something union officials refuse to consider.

"We will not give up our raises," Westchester County Unit President Cheryl Melton said. "We have a signed contract, approved by legislature."

"I believe there is money in the budget for those jobs," Melton told reporters. "We will continue to lobby lawmakers to act responsibly, to fulfill their obligations to the taxpayers to provide services and to stop frivolous spending at the expense of the county employees."

*'We've tried to talk, but they aren't willing to listen'*

# City of Fulton ignored union efforts to help solve problems

**EDITOR'S NOTE: Municipal budgets do not reach crisis levels all at once and labor-management relations do not turn sour overnight either. The City of Fulton is a perfect example of what can happen when conditions are allowed to get too far out of hand.**

**By Mark M. Kotzin  
Communications Associate**

FULTON — CSEA members in the City of Fulton are still reeling from the recent surprise layoffs that cut the city's workforce by nearly a third. CSEA officials say the city repeatedly ignored union offers to help solve budget problems.

Despite heated objections from CSEA members and leaders, the city's Common Council recently passed three surprise resolutions abolishing 29 titles from the city workforce. About 68 people working in those titles were laid off. Many were seasonal workers, and five were full-time CSEA-represented workers.

### Layoffs mean cuts in services

That, according to CSEA Fulton DPW Unit President Dave Ritchie, has meant cuts in service and a crushing blow to employee morale. The worst part, he said, is that the city totally ignored the union in the layoff decision and repeatedly ignored the union's offers of help.

"It's been impossible. They haven't worked with us at all," he said. "We've tried to talk, but they aren't willing to listen."

Ritchie works at the city's Parks and Recreation Department, where the city recently closed a skating rink because they couldn't staff it. If the layoffs are permanent, the city will also have to close a public pool and several public campgrounds, Ritchie said.

### City broke the law

City officials violated the state's Open Meetings Law when they made the layoff decision at a secret, closed-door meeting, CSEA Labor Relations Specialist Merwin Stevens said.

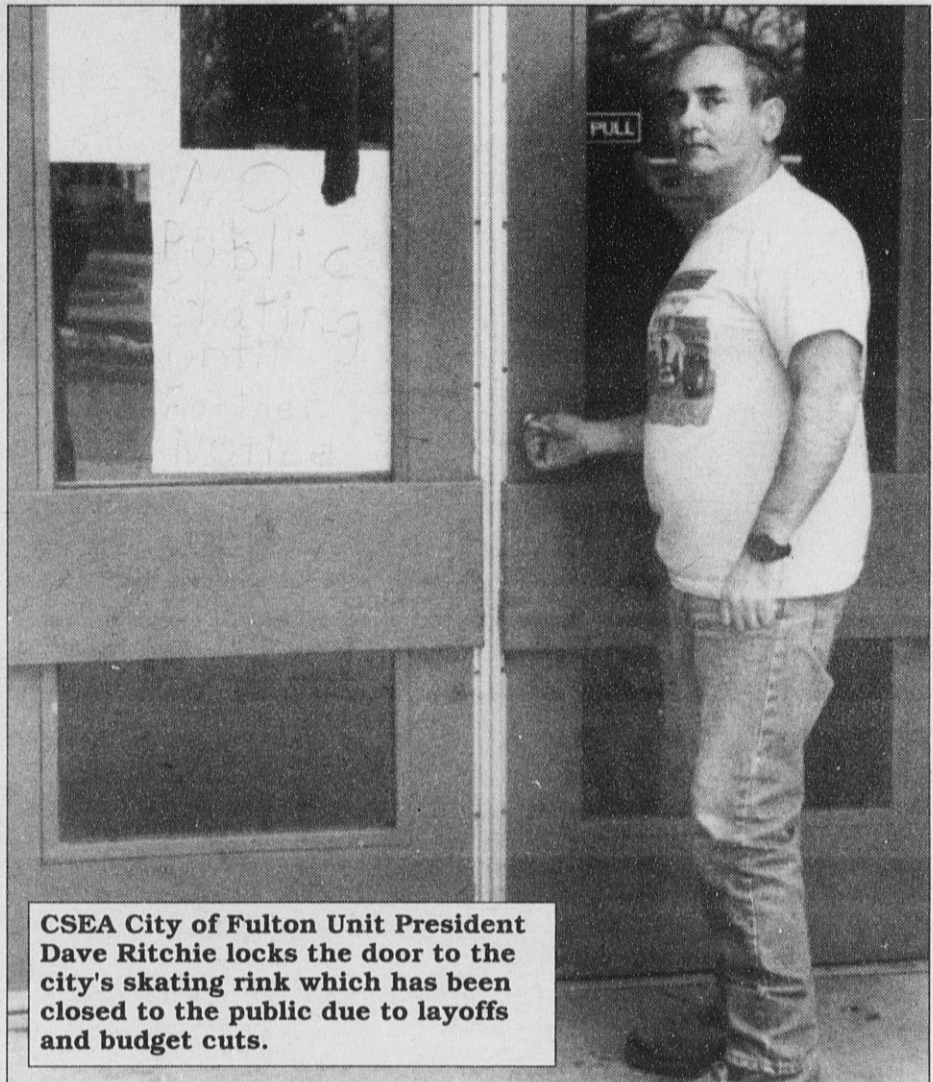
They also violated the contract layoff procedure by improperly notifying affected employees, he said. Under their contract, workers are supposed to get a week's notice of any layoff. Instead, the employees got less than 24 hours notice. Stevens and CSEA Region V President Jim Moore publicly blasted the Common Council for failing to follow proper procedures.

### Past problems with city administration

This isn't the first time that the city has ignored or violated the law. Many previous problems the union has fought in the city can be traced to the city's unwillingness to work with the union. Mayor Muriel Allerton, who left office this month, was against the union and had a lot to do with the administration's attitude, Stevens said.

In recent years, the union has fought repeatedly to force the city to comply with safety and health laws because of violations at the city's Water Pollution Control Center. After the city ignored repeated labor-management requests, CSEA called in the state Department of Labor (DOL) for several inspections. Over two years, DOL cited the city for more than 20 violations of the Public Employees Safety and Health (PESH) Act.

In a letter to the state labor commissioner, the city attorney complained that the DOL employees were wrong to show up unannounced for one of their inspections. He alleged that the DOL employees "conspired" with CSEA, and said he didn't care whether the PESH law allows DOL employees to show up unannounced.



**CSEA City of Fulton Unit President Dave Ritchie locks the door to the city's skating rink which has been closed to the public due to layoffs and budget cuts.**

"I personally do not care what 'The Law' says," he wrote.

The mayor attacked CSEA in early 1991, calling Ritchie and Stevens "a bunch of union vultures," in a letter about an accident that seriously injured a city worker.

Stevens and Ritchie called in the DOL to see if the city's tendency to ignore proper safety procedures might have contributed to the accident. DOL did not find the city to be at fault.

Mayor Allerton then called Ritchie a "constant nitpicker" in a newspaper article. CSEA Region V President Moore refuted her charges in a letter to the editor, blasting her administration for its past practices in safety and health matters and for using name-calling tactics rather than trying to work with the union to solve problems.

### Hope for the future

Despite all the problems, some of which continue, Stevens said there may be light at the end of the tunnel in the union's relationship with the city administration. As this issue of *The Public Sector* went to press, a new mayor and several new City Council members were preparing to take office. CSEA political action efforts helped to elect the new mayor.

"We're optimistic about the future in dealing with the City of Fulton," he said. "We hope that the new leaders will recognize the city's problems and be willing to sit down with us to work towards solutions that will benefit us all."

## **CSEA members: Here's how to report unsafe, unhealthy work conditions**

**If you believe unsafe or unhealthy conditions exist in your workplace, don't hesitate. Immediately contact your CSEA shop steward or local president or call your CSEA labor relations specialist at your CSEA region office. For occupational safety and health information, call CSEA headquarters at 1-800-342-4146 and ask for the CSEA Safety and Health Department.**

# Rabies 'a very real threat' to outdoor workers

GOSHEN — When Dave Score's sister-in-law and niece attempted to clean off their dog after he was attacked by a rabid raccoon, they did not realize they had put themselves at risk for rabies.

Score, president of the Orange County CSEA Unit and a senior public health sanitarian with the Orange County Health Department, said a person does not have to be bitten by the rabid animal to contract the disease.

Touching the animal's saliva is enough to risk catching it. Score's sister-in-law and niece had to have rabies vaccines at a cost of \$2,500 each.

Rabies has become a very real threat to highway and parks employees in the Hudson Valley and elsewhere in the state, Score said. Numerous confirmed cases have been found in raccoons, red foxes, and bats. Rabies has also been found in horses, otters, cats, dogs, skunks, gray foxes and woodchucks, but cases in raccoons have been most prevalent.

Outdoor workers have been warned that picking up road-killed animals can also be risky. Workers should use gloves and shovels to pick up dead animals. The shovel should then be cleaned with diluted bleach to disinfect it.

If a person or pet is bitten by a wild animal, the animal should be killed or confined for testing. Anyone bitten by an animal should inform his or her physician. Rabies is almost always fatal to humans, Score said. Symptoms develop within four months.

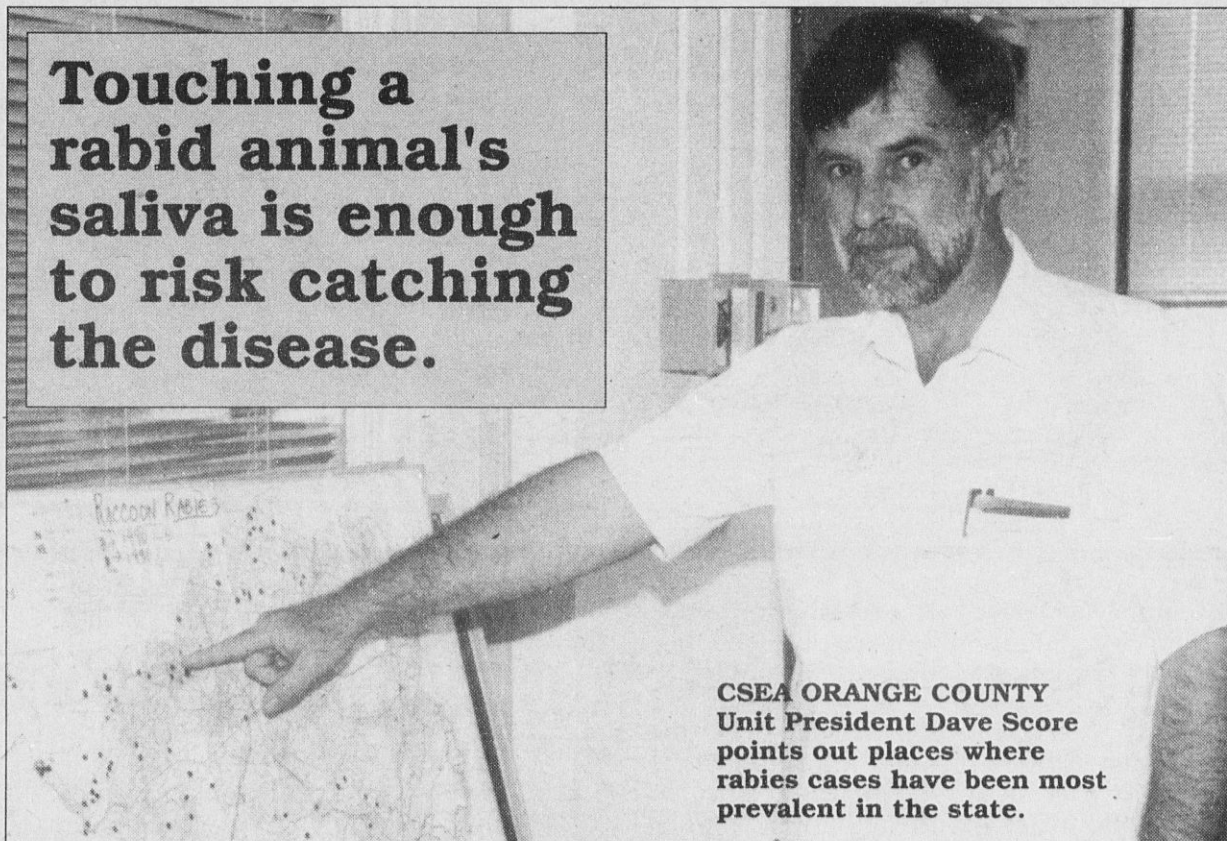
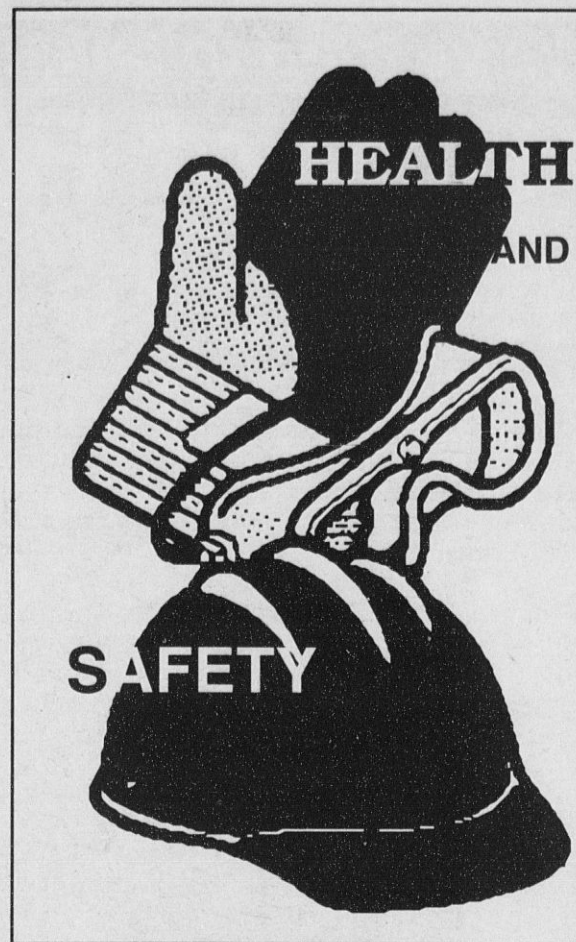
Household pets bitten by a rabid animal who are not inoculated against rabies must be confined for four months or destroyed. Pets which have been inoculated will need a booster shot if they are bitten. Any household pet that is allowed outside should be inoculated against rabies.

Rabid animals may display the following symptoms:

- Changes in behavior, especially extreme aggression or lethargy;
- Hind leg paralysis;
- Change in voice caused by throat paralysis, especially in affected pets; and
- Heavy salivation, foaming at the mouth.

While each of these symptoms can be caused by other illnesses, animals exhibiting these symptoms should be avoided.

More information may be obtained from your county health department.



**Touching a rabid animal's saliva is enough to risk catching the disease.**

CSEA ORANGE COUNTY Unit President Dave Score points out places where rabies cases have been most prevalent in the state.



## EAP awareness in Onondaga County

CSEA Onondaga County Local 824 Treasurer Gail Pederson, left, and President Dale King, second from left, join CSEA Employee Assistance Program (EAP) Director Jim Murphy and county representative Dorothy Marge, right, outside the civic center and county office building to hand out literature to promote the CSEA/Onondaga County EAP.





A message from CSEA President Joe McDermott

## National health care will save NY \$\$'s

The cost of providing health care for the uninsured and Medicaid recipients is putting enormous pressure on state and local governments as health care costs outstrip revenues to pay for them.

And it doesn't have to be that way.

A national single-payer health care program would have saved New York state and its localities \$3.1 billion to \$6.6 billion this year — the size of the state deficit legislators tried to fill before settling on a 1991-92 budget.

That's according to a report by AFSCME which shows that such a program could not only provide all Americans with health care coverage, but also stop the upward spiral of health care costs and save states and localities billions of dollars.

New York's \$6.6 billion budget gap took months to fill — the Legislature didn't approve the budget until 65 days after the the fiscal year began. Even then, the budget was grossly unfair to public employees and other working New Yorkers.

And now, that budget is falling short. The

newest gap, which could be as high as \$875 million, is being blamed in part on Medicaid spending that is higher than anticipated.

How will that gap be filled? Cuts in state programs, cuts in aid to local governments and school districts, higher taxes, more layoffs? Is that what we have to look forward to as the state's hard-working public employees?

In New York and across the country, health care cost increases for the state and local governments have outpaced revenue increases dramatically, 11 percent versus 6.2 percent. Since those governments must balance their budgets each year, the money has to come from somewhere and social programs, education, jobs and services all lose out.

We have long said the answers are out there, and one practical answer is a single-payer insurance program for all Americans. Sen. Bob Kerrey has presented a workable proposal for Congress to consider, "The Health USA Act of 1991."

The plan, which includes deductibles and

co-payments, would have reduced total health care spending by \$11 billion in 1991, and state and local governments could have saved \$27.5 billion. New York state and its localities could have saved billions under the Kerrey plan.

The tragedy of the uninsured whose lives can be destroyed by trying to recover from and pay for a catastrophic illness or accident is reason enough to have a national health insurance program that assures adequate health care for all.

The tragedy of governments struggling to provide vital services and programs only adds to the clear, desperate need for a comprehensive, sensible national health care plan that not only provides coverage but holds down health care costs.

We need a single-payer national health care plan, and we need it now. CSEA and AFSCME are already working to make sure it becomes a reality.



CSEA PRESIDENT  
JOE McDERMOTT

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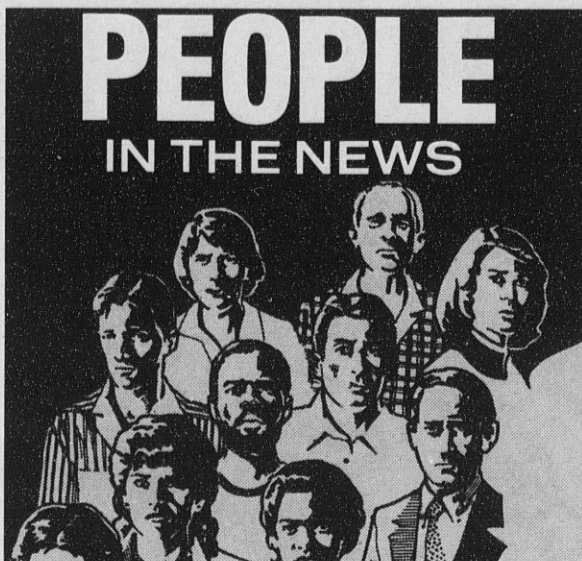
Retirement provides the chance to volunteer for many members. And not even a mugging could stop one dedicated retiree from participating in Solidarity Day

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Election schedules listed for statewide Board of Directors and AFSCME Convention.



## GENERAL NEWS



## Former Labor Commissioner Hartnett named new CSEA chief lobbyist

ALBANY — The CSEA Political Action Fund has hired Thomas Hartnett as the union's chief lobbyist.

Hartnett's labor background spans a wide spectrum, from a union representative for the Communication Workers of America early in his

career to Director of the Governor's Office of Employee Relations to state Commissioner of Labor, his most recent post.

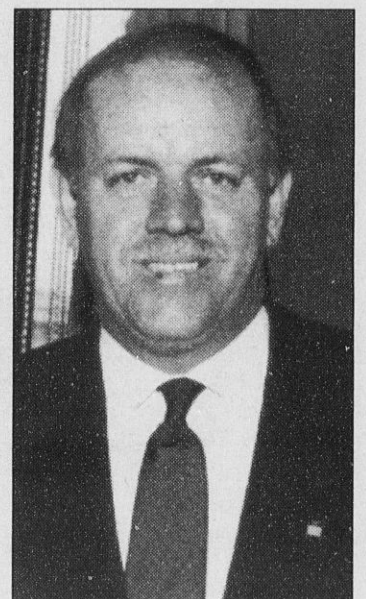
"Tom Hartnett brings to CSEA a wealth of experience in both public and private sector labor relations. He has a working knowledge of government operations and the legislative process," CSEA President Joe McDermott said.

"I'm sure he will be a very valuable asset to the CSEA membership."

Hartnett will lobby the state Legislature and executive branch agencies, as well as local governments. Hartnett will also take part in the development and implementation of the CSEA legislative program.

He will also be involved with CSEA's strategic planning and policy development relating to workforce planning, worker retraining and alternative service delivery models for the mental health, mental retardation and corrections systems.

Hartnett resigned as Commissioner of Labor in October.



CSEA's new chief lobbyist Thomas Hartnett

## Are you interested in a home mortgage program benefit?

Owning your own home has been at the core of the American dream for a long time. But for many people that dream has turned into a nightmare.

Some people who may be able to afford the monthly mortgage payment are shut out of home ownership because they do not have the required downpayment and closing costs to qualify for a conventional home mortgage in the first place. High interest rates also make it impossible for many working families to afford a home mortgage. For many more their low to moderate income level makes it difficult or impossible to obtain conventional home mortgages.

CSEA wants to change that by making home ownership more accessible for our members. CSEA hopes to implement a special members-only home mortgage program especially tailored to your needs.

CSEA envisions a program that would give CSEA-member home buyers the ability to borrow up to 95 percent of the value of the home with a 30-year fixed rate loan at

market mortgage rates, requiring only a 5 percent downpayment instead of the minimum 10 percent required for a conventional mortgage. And eligible buyers could borrow the initial closing costs as part of the mortgage. Other benefits CSEA wants to make available to CSEA members would be an expanded debt-to-income ratio above that allowed for conventional mortgages; maximum loan amounts equal to that available through the Federal National Mortgage Association (Fannie Mae), and no pre-payment penalties.

What CSEA needs to know right now is how many union member families would be interested in such a benefit program. If you think you might be interested in a program that would offer more attractive mortgage options than available in conventional mortgage programs, please complete the survey form below and return as soon as possible. All material will be treated as confidential information to be used only to support continued development of the special member-only benefit program.

### CSEA Home Mortgage Program Survey

**YES, I am interested in the member-only home mortgage program being considered by CSEA. I would be interested in more details as they become available and would possibly be interested in participating in the program.**

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

Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ ZIP \_\_\_\_\_

Home telephone: \_\_\_\_\_ Annual household income is \$ \_\_\_\_\_

I am employed by \_\_\_\_\_

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

Signed: \_\_\_\_\_

Send completed survey form to: Civil Service Employees Association  
Attn: Donald Kelly, Research Department  
143 Washington Avenue, Albany, NY 12210



# Museum workers struggle with the budget blues

By Daniel X. Campbell  
CSEA Communications Associate

ALBANY - "Help keep these doors open," a new sign pleads in the foyer of one of the New York State Museum exhibit halls. A few crinkled bills and a handful of small change lie on the bottom of a glass donation container nearby.

"It would be nice if we could get the front entrance doors to open," says Joel Cornell, a museum service representative, pointing to the outside bay of glass doors criss-crossed with yellow tape warning, "Caution: Do Not Enter."

Of six doors, only two work, and one has to be blocked closed at night.

"We've done our job too well," a museum management spokesperson says. "We tripled our attendance from 500,000 to 1.5 million in just over five years while losing 15 percent of our staff and operating on less than our 1983-84 budget allocation."

The tell-tale signs of malevolent neglect are creeping out of the dark exhibit hall corners. Sign after sign giving the same distressing message — "Temporarily Out of Service" — block 45 percent of the museum's audio-visual exhibit equipment.

"The hardest thing we have to do is tell a visitor that we do not know when, if ever, a favorite exhibit is going to be repaired," says CSEA member and audio visual supervisor Edward W. Brown.

"We've done everything we can to extend the life of exhibit films and audio visual materials and equipment."

Brown points to one still-operating exhibit film print.

"We extended the life of that print supply by several years. But this is the last print and it's four and a half years old," he explains. "Once it goes, it's the last one. Another exhibit goes completely dark, silent and useless since the film is the exhibit, the story of New York City."

CSEA member Steve Shashok is busy cannibalizing equipment to keep the remaining units going a little longer.

"We're now responsible for cleaning the exhibits as well as repairing the A/V equipment. When the budget cuts took away our one remaining cleaner, management attempted to put one of the A/V staff into the position full time," Shashok says. "That would have cut our equipment repair ability, so the cleaning responsibility is rotated,

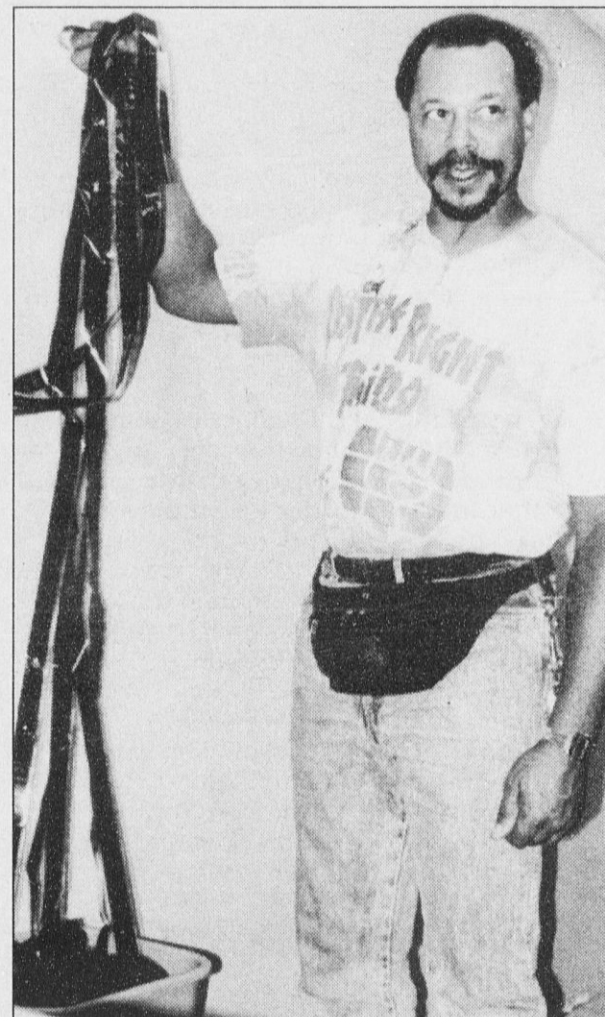
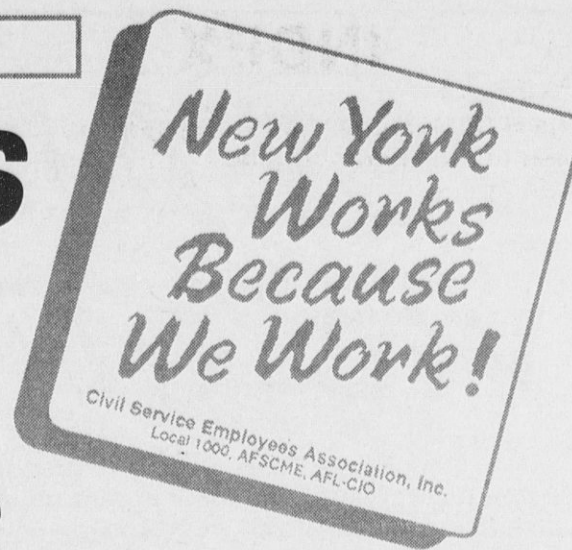
allowing us to continue to keep the museum limping along for a little longer."

"Ironically, we found out that state management has never included any money in our budget allocations for depreciation of equipment and replacement," Brown says. "It's as if museum equipment is supposed to last forever and never break down."

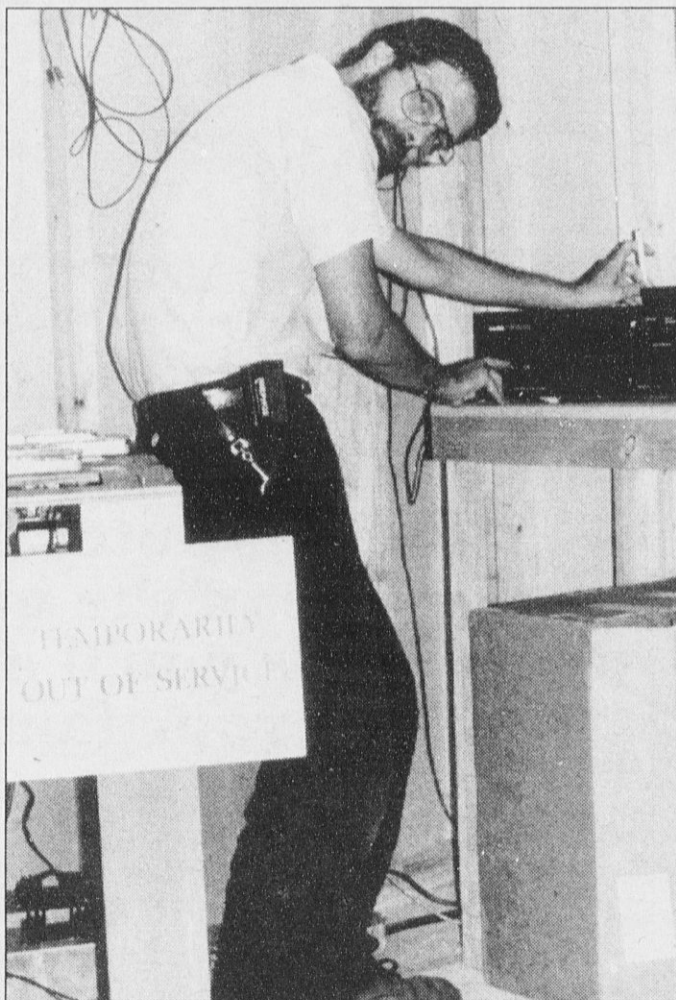
The commitment of the museum staff and leadership to find alternative funding has been very successful; in one part of the exhibit hall workers are building a new grant-funded display.

"Yes, we can find funding for new exhibits but there are no grants to clean or maintain what we have," the museum spokesperson says sadly. "That should be the responsibility of the state of New York."

"We can't do any more with any less any longer," a passing employee says, carrying another "Temporarily Out of Service" sign to another closed exhibit site.



CSEA MEMBER Edward W. Brown shows one worn-out copy of an exhibit, "The Story of New York City." Once the final copy goes, the exhibit will be "Temporarily Out of Service" for a long time.



CONSTANT REPAIR is the only thing that keeps the State Museum running, CSEA member Steve Shashok says, noting that once a unit is beyond repair, another exhibit loses its sound or pictures. He worries that "Temporarily Out of Order" will become permanent for many exhibits.

**"Once the film goes, it's the last one. Another exhibit goes completely dark, silent and useless since the film is the exhibit, the story of New York City."**

# CSEA/AFSCME scores victories in Congress

When Congress adjourned this session, it left CSEA/AFSCME with some important legislative victories at the federal level.

"We worked hard to convince Congress we were serious about a number of issues, and we were successful," CSEA President Joe McDermott said. "Our federal PALs (political action liaisons) and members worked hard to write, phone and even lobby in person. We worked as a team and we won."

Here's a round-up of the federal legislative victories.

▲ **Federal Highway Law:** The legislation earmarks 5.35 percent of the funding, or \$6.1 billion, for highway and infrastructure repairs in New York state. The money should mean jobs in the public sector as well as the private sector.

▲ **Civil Rights Act:** President Bush signed the civil rights law that overturns a number of Supreme Court decisions that made it harder for employees to sue their employers over discrimination; it also gives women and minorities the right to sue for monetary damages over an employer's intentional discrimination.

▲ **Emergency Unemployment Compensation Act:** This law extends unemployment benefits for 13 additional weeks for New Yorkers who have exhausted their benefits since March. The program ends July 1, 1992.

▲ **Unemployment Compensation for School Employees:** The law gives states the option of offering non-teaching school employees unemployment compensation. Now CSEA will have to

lobby the state Legislature to take advantage of this legislation and offer unemployment compensation to school employees.

## Looking ahead

A big goal for CSEA/AFSCME for the next session will be the Workplace Fairness Act which will prevent employers from hiring permanent replacement workers when their employees are on strike.

Employers have been hiring replacement workers over the last decade to destroy the right to strike and the ability for workers to stand up for their rights without fear of losing their livelihood.

"All working people have the right to strike, and whether we're in the private or public sector, we cannot allow management

to undermine that right through permanent replacements," McDermott said. "CSEA and AFSCME are committed to working for the passage of the Workplace Fairness Act."

The future looks bright for tax exemptions for employer-provided educational assistance and personal legal plans, CSEA Federal Issues Coordinator Joe Conway said.

House Ways and Means Chairman Dan Rostenkowski (D-IL) has voiced support for permanent exemptions for the benefits. In recent years, Congress has repeatedly passed temporary exemptions, which are now in effect.

CSEA strongly favors the exemptions which help working people improve their lives and their earning power in ways they might not otherwise be able to afford.

## CSEA helps pass NYS barge canal ammendment

CSEA's support has once more made an important difference for the state Barge Canal.

Voters in November passed two CSEA-endorsed constitutional amendments which allows the state to lease canal land; repeal a prohibition against charging fees for canal use; update competitive bidding language for capital projects; and requires that all canal-generated revenues be placed in a dedicated fund for canal uses only.

"CSEA endorsed these changes because we believe they will allow this valuable resource to remain open and will encourage increased usage in future years," CSEA President Joe McDermott said.

Leasing the land along the banks of the canal will generate commercial activity and tourism.

CSEA has promoted the Barge Canal as a great asset for the state and has lobbied extensively at both the state and federal level.



# Take Five\*

## FOR THE WORKPLACE FAIRNESS BILL

\* Five minutes is all it will take for one of the most important phone calls you'll ever make...for the future of your family and your job.

**Call your Senators today. Urge them to vote yes on S.55.** Then just to make sure, write them a short follow-up letter explaining how important the Workplace Fairness bill is to you and your family.

That's what we did in the U.S.

House of Representatives last July. And we won by an overwhelming vote!

On Solidarity Day, we marched 325,000 strong in the streets of Washington. Let's keep the march going back home with our calls and letters.

# 1991 *The year in review*

## CSEA was there for you

The new year began where the old one left off, with some hope and plenty of concerns for the welfare of public employees.

But as 1991 wore on hope gave way to no chance that acceptable state contracts could be reached by the time the old ones expired on March 31. Last January there was hope against hope that the fiscal bleeding in local governments could be stopped in time to prevent large scale layoffs and program slashings. But as the year drew to a close, county after county, citing serious reductions in state aid, proposed budgets leading to mass layoffs and severe program cuts.

Throughout a year of great turmoil for public employees at every level, CSEA was there to fight for employee rights. And the union recorded many, many success stories throughout the year. Here's a look back at just a few of the events affecting CSEA-represented public employees during 1991.

### JANUARY

CSEA files a federal lawsuit, a contract grievance and an improper practice charge against the state for a state-imposed lag payroll extension. CSEA members picket and propose alternatives as Madison County becomes one of the first local governments to lay off workers in response to reduced state aid. Within the month CSEA members are on the picket lines protesting threatened layoffs and the lag payroll scheme all across the state.

### FEBRUARY

20,000 public employees march on Albany to protest budget cuts. CSEA joins coalition of labor, religious, community and social activists groups concerned about the state's tax policy to form the Fiscal Policy Institute to promote tax fairness. CSEA flatly rejects state's OMH five-year plan as irresponsible to patients and staff. CSEA Ichabod Crane School Unit President Lucretia "Bunny" Altomer wins National Association for Pupil Transportation's Heroism Award. CSEA wins \$19,000 back pay and promotion for St. Lawrence County highway department employee.

### MARCH

State declares impasse in contract talks, setting in motion a procedure that results in deadlocked negotiations throughout the remainder of 1991. CSEA white paper slams OMH indifference in its determination to close facilities while failing to provide community care. Proving again that it's a tough union for tough times, CSEA gains exemptions from financial disclosure requirements for many OCA titles. CSEA part of cooperative effort creating pre-apprenticeship training programs for school district employees. CSEA wins civil service status for Sullivan County deputy sheriffs.

### APRIL

State budget adoption late again, huge deficit creates fiscal nightmare at all levels of government. CSEA files grievance, calls Nassau County Medical Center "a supermarket for contracting out." CSEA lawsuit wipes out a "good ol' boy system" that flourished for years in Schoharie County. CSEA unveils Workers Memorial Day bronze plaque in memory of the thousands of workers permanently disabled or killed each year in the US.

### MAY

Report by CSEA shows injuries are up as staffing goes down in the state mental hygiene system. Hundreds march in budget protests in Rockland County, Onondaga County, Cayuga County and Elmira, among others. Last Offer Binding Arbitration works in Syracuse where CSEA succeeds in lowering parking fee increases at SUNY Upstate Medical Center. Caseworker Sabina Kulakowski brutally murdered in Cayuga County after murder suspect made death threats against social service workers.

### JUNE

CSEA files lawsuit objecting to Nassau County hiring private contractors for public work. CSEA nails five municipalities for illegally imposing financial disclosure requirements on union-represented employees. CSEA fights plans to cut school retirees' health insurance. Union concerns force management to remove hazardous chemicals from Patchworth Developmental Center. CSEA negotiates \$6.1 million measure to keep EBF prescription drug benefit stable.



**CSEA HAMBURG SHOP DOT LOCAL 514 members set up this sign wherever they did roadwork to express their sentiment about state contract impasse.**

### JULY

State Supreme Court orders state court system to return 10 days of lag pay to CSEA-represented court workers; state appeals but will lose appeal later in year. Outrage grows among mental hygiene workers over job and program cuts; protests conducted at facilities across state. Joe McDermott, Danny Donohue, Mary Sullivan and Irene Carr re-elected CSEA statewide officers. Employees in state Department of Labor unemployment offices across state facing heaviest workloads in memory as more New Yorkers lose jobs.

### AUGUST

CSEA successfully lobbies for early retirement incentive program for local government employees. Rockland County members Helen Zinza, Frankel Joseph and Bob Leibowitz lauded for response to an emergency situation at area nursing home. CSEA pressure forces removal of asbestos at Bronx Psychiatric Center. CSEA announces strong opposition to state DOT plan to use one-person snowplows this coming winter; union opposition campaign continued throughout rest of year. More than 5,000 CSEA members among 325,000 people marching in Solidarity Day II in Washington, D.C.

### SEPTEMBER

CSEA files grievance over state withholding increments and longevity pay since April 1. CSEA negotiates to relieve MHTAs of responsibility for dispensing medication at Manhattan Psychiatric Center. CSEA Binghamton Psychiatric Center Local 441 achieves 100 percent membership. Union salvages several essential budget restorations and a number of legislative items during past legislative session.

### OCTOBER

CSEA-state contract dispute goes to fact finding after state refusal to compromise dooms mediation efforts. Union launches "Stop Employee Abuse" program to draw attention to public employees' plight under budget crisis situations. CSEA statewide Secretary Irene Carr elected a vice president of NYS AFL-CIO. Union wins arbitration restoring job and \$6,000 back pay to falsely accused member at Kingsboro Psychiatric Center. Noxious fumes force evacuation of state Taxation and Finance building in Albany for fifth time this year; CSEA labels facility "sick".

### NOVEMBER

CSEA hammers Nassau County with IPs for tactics seeking contract concessions. Members continue to protest contract disputes in several places, including Cattaraugus County, Schoharie County, Onondaga County and Riverhead. Meanwhile Judiciary Local employees march in Buffalo and Orange County to protest job cuts. Union wins arbitration award granting reinstatement and back pay of nearly \$14,000 for Bronx Psychiatric Center member.

### DECEMBER

Deadly strain of TB poses threat to public employees. Gov. Cuomo calls for still deeper cuts in school, local government aid; threatens thousands of more layoffs as state budget crisis deepens. CSEA in state Supreme Court trying to overturn a furlough scheme by Nassau County. CSEA wins job back for Village of New Paltz member fired because of union activities.

## Six named winners of McDonough Memorial Scholarships

Six sons and daughters of CSEA members, one from each of the union's six regions, have been named recipients of \$500 CSEA Thomas H. McDonough Memorial Scholarships for Continuing Studies.

The scholarship is named in memory of the late Thomas H. McDonough, a past CSEA executive vice president and union activist. The scholarships are designed to help with the continuing higher education of previous CSEA scholarship winners.

The winners were announced by CSEA President Joe McDermott and Diane Lucchesi, chairperson of the union's Memorial Scholarship Committee. Other committee members are Willie Allen, Nevada Solano, E. "Sam" Rockefeller, Helen Fishedick and Sandra Delia. Scholarship winners are:

### Region I

**Robert Milazzo** of Mattituck, a student at Duke University. His mother, **Marie Milazzo**, is a guidance secretary in the Mattituck-Cutchogue School District and member of CSEA Local 870.

### Region II

**Jennifer Hikelin** of Brooklyn, a student at Brooklyn College. She is the daughter of **Laura Hikelin**, a clerk with the State Insurance Fund and member of Local 351.

### Region III

**Michael Malarski** of Slate Hill, who is attending the University of Delaware. His mother, **Mae Malarski**, is a teacher's aide with the Minisink Valley Schools and a member of Local 836.

### Region IV

**Barbara Russell** of Mechanicville, a student at Cornell University. She is the daughter of **Judith Russell**, a school bus driver for Stillwater Central School and member of Local 864.

### Region V

**Kelly Garrett** of Liverpool, who is attending SUNY Buffalo. Her mother is **Sally Garrett**, an Onondaga County clerk and member of Local 834.

### Region VI

**Robert J. Falgiano** of North Tonawanda, also a student at SUNY Buffalo. His mother is **Carol Falgiano**, a special education teacher aide and member of Local 872.



## \$20,000 scholarship

**AFSCME JERRY CLARK MEMORIAL SCHOLARSHIP** winner David Holland, right, accepts his award from CSEA Nassau County Local 830 President Rita Wallace. Holland will receive \$10,000 a year for his junior and senior years studying political science at SUNY Binghamton. The award, named after the late director of AFSCME's political action program, also includes an internship at AFSCME International Headquarters in Washington. Nassau County Corrections Officer Daniel Holland, a member of Local 830, stands next to his son. At left is CSEA Region I President Gloria Moran.

## Four Local 652 members win scholarships

CSEA Employee Retirement System Local 652 recently established a scholarship program for local members who are continuing their education.

Initial awards were presented to **Barbara Johnson, Jim Henchey, Joyce Williams** and **Kevin Mack** by Local 652 President Karen Jazvinski and members of the local's Scholarship Committee.

Johnson is a second-year student in the

Cornell University woman's studies program. Henchey is studying computer operations at Hudson Valley Community College and working toward a degree in business administration. Williams is working toward a degree in psychology and business administration at the College of St. Rose. Mack is studying economics of labor and precalculus math and working toward a degree at SUNY Albany.

## CSEA JARDINE SCHOLARSHIP



**JOHN BESEMER**, second from right, accepts a \$2,500 CSEA Jardine Charles Foster Scholarship from CSEA President Joe McDermott, third from left, and Jardine Chief Operation Officer Thomas McDonough. Looking on at right is John Besemer's father, Richard Besemer, a CSEA member in the Copiaque School District. At left are CSEA Suffolk Educational Local 870 President Tom Corridan and CSEA Region I President Gloria Moran. The scholarship is sponsored by Jardine Group Services Corporation and Travelers Insurance Company and is given in memory of Charles Foster, a longtime CSEA activist who served as the first business officer of the SUNY system.



## Region III scholarships awarded

TWO SULLIVAN COUNTY high school graduates have won \$500 scholarships sponsored by CSEA Region III. Teresa Rowdycz, center, daughter of Eldred School District custodian Jerry Rowdycz, received the James Lennon Scholarship named for the late CSEA Region III president. Matthew Smith, second from left, son of Village of Woodridge wastewater treatment plant operator Thomas Smith, won the Pat Mascioli Scholarship, named for the current Region III president, second from right. At left is CSEA Sullivan County Local 853 President Tom Schmidt and at right is Region III Scholarship Committee Chairperson Diane Lucchesi.



## RETIREEES AND RETIREMENT

# Volunteering: a way of life and a way to live

MIDDLETOWN - Otti Brewer may have retired from her job at Middletown Psychiatric Center, but she can still be found at the facility at least a few days a week.

The recipient of a number of community volunteer awards and president of Orange-Ulster-Sullivan County Retiree Local 917, Brewer spends much of her time taking psychiatric center clients shopping, to church, to play bingo and out for dinner. She even opened a boutique for patients where for small change they can buy clothing and accessories donated by the local community.

Retired after 23 years, Brewer began volunteering more than 20 years ago.

"I decided that my patients needed an outside life," she said. "I would take them shopping, take them home for dinner. I saw how much good it did.

"It not only helps them, it helps me!" she said. "I have fun with them. They appreciate me and they laugh at my jokes."

Brewer said more retirees should volunteer their services to needy people.

"A lot of retirees are glad to be out of their jobs and don't want to go back," she said. "I can't abandon these people.

"They just need someone to listen to

**"There's so much to do in this world. It's a shame more people don't volunteer."**

them, to give them a hug."

Brewer's schedule is full and varied. While she might spend one day driving patients to events in a van, she could spend another dressed in a clown outfit entertaining patients in a nursing home.

She has also served as a member of the Orange County Mental Health Association, sings with the Sweet Adelines, a barbershop group that has won numerous awards in contests all over the country, belongs to a German American Club, writes to penpals in Ohio and Chicago, sings for a group of nuns in a local convent, works for animal rights, brings her extensive doll collection to nursing homes, volunteers for the American Cancer Society, sews and babysits. She has even played Santa Claus.

Brewer said she constantly urges her penpals to volunteer.

"There's so much to do in this world," she said. "It's a shame more people don't volunteer."



**VOLUNTEER EXTRAORDINAIRE -- Otti Brewer, president of Orange-Ulster-Sullivan Retiree Local 917, has received many awards for her volunteer work. She urges everyone, especially retirees, to volunteer.**

## Mugging didn't keep this retiree from Solidarity Day

NEW PALTZ - Nothing was going to keep Florence Schoenherr from attending Solidarity Day in Washington, D.C., not even a robbery.

The SUNY at New Paltz retiree arrived in the parking lot of a Kingston shopping center early on Aug. 31 to wait for the bus to Washington, she said. She stopped at a 24-hour supermarket.

"When I went to my car, a man came over to me and asked me for directions to Howard Johnson's," she said. "He was very soft-spoken and I was not frightened. I told him I didn't know where it was and suggested he go into the store to ask directions."

As Schoenherr opened the door to her car to get in and wait for the bus, the man saw her pocketbook on the seat, leapt around her and into the car to grab it. Schoenherr was angry.

"I yelled, 'Oh, no you don't' and grabbed him by the back of the shirt and I wouldn't let go," she said.

The man, who was much larger than Schoenherr, was able to shake loose and ran away with her pocketbook containing \$300, credit cards and keys to her house and car.

Schoenherr went into the store where employees called the police.

After giving her report to the police, Schoenherr told them she had to catch her bus to Washington.

"You're not going now, are you?" they said. "You have no money."

"I told them 'Don't worry, I have a buck in my pocket. I won't get arrested for vagrancy! Besides, I made a commitment to go and I'm going!'"

Asked if she was upset or shaken, she replied, "I wasn't upset, I was just plain mad. I couldn't believe this had happened to me. I felt deceived."

But Schoenherr said she was determined to join the Solidarity March anyway.

"I was obliged to go," she said. "The robbery didn't faze me. I wanted to fight for our rights."

Retired from her 18-year job as a cleaner with SUNY at New Paltz, Schoenherr keeps busy with volunteer work, shopping for senior citizens and transporting them to doctor appointments.



**CSEA Retiree Florence Schoenherr**

## Locals help new retirees

Following a recommendation made by CSEA's delegates in 1990, a number of locals have offered to pay the first year's dues for local members who retire.

Many locals have already been acknowledged for their efforts in previous editions of *The Public Sector*. The most recent additions are:

Rochester State Employees Local 012, President Doris B. Cota.

State Insurance Fund Local 351, President Harriet Hart.

Syracuse Developmental Center Local 424, President David Berry.

SUNY at Old Westbury Local 618, President Donna B. Smith.

Empire State College Local 641, President Judy Remington

Motor Vehicles Local 674, President Anna S. Dellarocco.

Division of Criminal Justice Local 965, President Lyle A. Hartog.

Fulton County Department of Social Services Unit, President Thomas Reccio.

Rensselaer County Local 842, President Marianne Herkenham.

Hyde Park School Unit, President Lillian Gilmore.

BOCES Rockland County Unit, President Robert E. Smith.

Westchester County Local 860, President Edward F. Carafa.

Saratoga County Education Employees Local 864, President Lester Cole.

Rensselaer County Educational Employees Local 871, President Richard Sheffer.

## Elections announcements

### **CSEA to begin AFSCME delegates election process at region meetings set for February**

CSEA delegates to the 1992 AFSCME Convention, to be held June 15 to 19 in Las Vegas, Nev., will be nominated at meetings to be conducted in each of CSEA's six regions on Saturday Feb. 29.

Delegates will be elected on a regional basis. Each CSEA region will elect the number of delegates to which it is entitled on the basis of membership strength in accordance with AFSCME and CSEA Constitutions.

Expenses for delegates for transportation, room and board at the AFSCME Convention will be paid by CSEA. The delegate election schedule is below.

More information on nominating procedures will be published in the February issue of *The Public Sector*.

#### **AFSCME DELEGATES ELECTION SCHEDULE**

**Feb. 29** — Nominating Meeting in all regions.

**April 1** — Ballots mailed.

**April 9** — Replacement ballots may be requested if original is not received.

**April 22** — Deadline for receipt of ballots (8 a.m.).

**May** — Publication of election results in *The Public Sector*.

**May 2** — End of protest period.

### **Schedule set for statewide Board of Directors election**

ALBANY — Nominations open Feb. 10 for all seats on CSEA's statewide Board of Directors.

Under the union's open election procedures, any member in good standing can have his or her name placed on a ballot by obtaining the required number of CSEA member signatures on an official petition form.

In order to be eligible, a candidate must have been a member in good standing of CSEA since June 1, 1991, and have continuously paid membership dues since then. In addition, he or she cannot be a member of a competing labor organization and cannot be serving a penalty imposed by the CSEA Judicial Board.

In the State Division, a candidate needs petitions signed by at least 10 percent of eligible voters in the department or agency he or she wishes to represent. Not more than 450 signatures are required.

In the Local Government Division, a candidate needs petitions signed by at least

10 percent of eligible voters in the local he or she wishes to represent. Not more than 450 signatures are required.

Educational locals which share a representative require valid signatures calculated on the combined number of eligible voters in all educational locals in their particular CSEA region. Not more than 450 signatures are required.

CSEA's Board of Directors has adopted the following election schedule:

**Jan. 27** — Nominating petition request forms available from Local and Unit Election Committees, CSEA region offices and CSEA headquarters.

**Feb. 10** — Start of Petitioning Period: nominating petitions available from CSEA region offices and CSEA headquarters.

**March 13** — Deadline for nominating petitions to be received at CSEA headquarters (5 p.m.).

**April 7** — Deadline for declinations (8 a.m.); deadline for confirmation of name

as it will appear on the ballot (8 a.m.); drawing for positions on the ballot (noon), CSEA headquarters. Candidates or proxies may attend as observers; address labels available for mailing campaign literature.

**April 20** — Deadline for receipt of campaign articles for *The Public Sector*; deadline for campaign literature to be submitted to CSEA headquarters for distribution (5 p.m.).

**May** — Publication of campaign articles in *The Public Sector*.

**May 18** — Ballots delivered to post office for mailing.

**May 26** — Replacement ballot may be requested if original is not received.

**June 8** — Deadline for return of ballots (8 a.m.)

Election results will be announced after the count. Candidates will be notified by mail.

**July** — Publication of election results in *The Public Sector*.

## **Important changes in Empire Plan mental health benefits**

The Empire Plan's new mental health and substance abuse program will change beginning Feb. 10.

It's very important for all enrollees who use the program to be aware of the changes and their responsibilities before they use the program. **More information is being mailed to enrollees, but if you haven't received it, check with your personnel office for the January 1992 Certificate Addendum Empire Plan Report.**

The American PsychManagement (APM) benefits and responsibilities apply to you, your enrolled spouse and other enrolled dependents. You and your family must follow the requirements for the mental health or substance abuse program whenever you seek Empire Plan coverage for these services.

Before you seek care for mental health and substance abuse programs, you must call APM. **If you do not call, you will receive a significantly lower level of benefits.**

**Any time you or covered family members need help for a mental health or substance abuse problem, 24 hours a day, call APM at 1-800-466-3995.**

When you call, a mental health professional will help you decide on the best steps to take for treatment.

In an emergency situation, APM will arrange for a network provider to call you within 30 minutes or direct you to an appropriate facility. In a life-threatening situation, go to the nearest

emergency room. **You must call APM within 48 hours.**

You, a member of your family or household, your doctor, a member of your doctor's staff or your Employee Assistance Program (EAP) representative may place the call to APM. In an emergency or urgent admission, the hospital admitting office may call for you. But it is **your responsibility** to see that the call is made.

#### **What APM offers**

APM gives you and your family: reduced out-of-pocket expenses; confidential help; 24-hour help 365 days a year; better mental health and substance abuse benefits when you call APM; up to three outpatient visits without a co-payment for intervention following a significant life crisis when you use APM; access to an extensive network of practitioners in your area; and help in choosing the right provider.

Your new Empire Plan mental health and substance abuse programs has two levels of benefits: network coverage and non-network coverage. By calling APM before you receive services and by going to a provider to whom APM has referred you, you will qualify for the network coverage, the highest level of benefits.

APM's network of providers gives you access to a wide range of specialists and facilities. Whenever possible, you will be referred to a provider close to your home.

The providers are available nationwide, and there are more than 3,500 in New York state,

including psychiatrists, clinical psychologists, psychiatric nurses/clinical specialists and certified social workers. Facilities include hospitals, rehabilitation centers and alternative inpatient facilities.

#### **Lower benefits if you don't use APM**

If you don't call APM or use an APM recommended provider for medically necessary care, you will receive non-network benefits, a lower level of benefits.

If the APM decides the care you receive outside the APM network is medically necessary, you will receive non-network coverage. You will be responsible for a large deductible and you will pay a major part of the provider's charges.

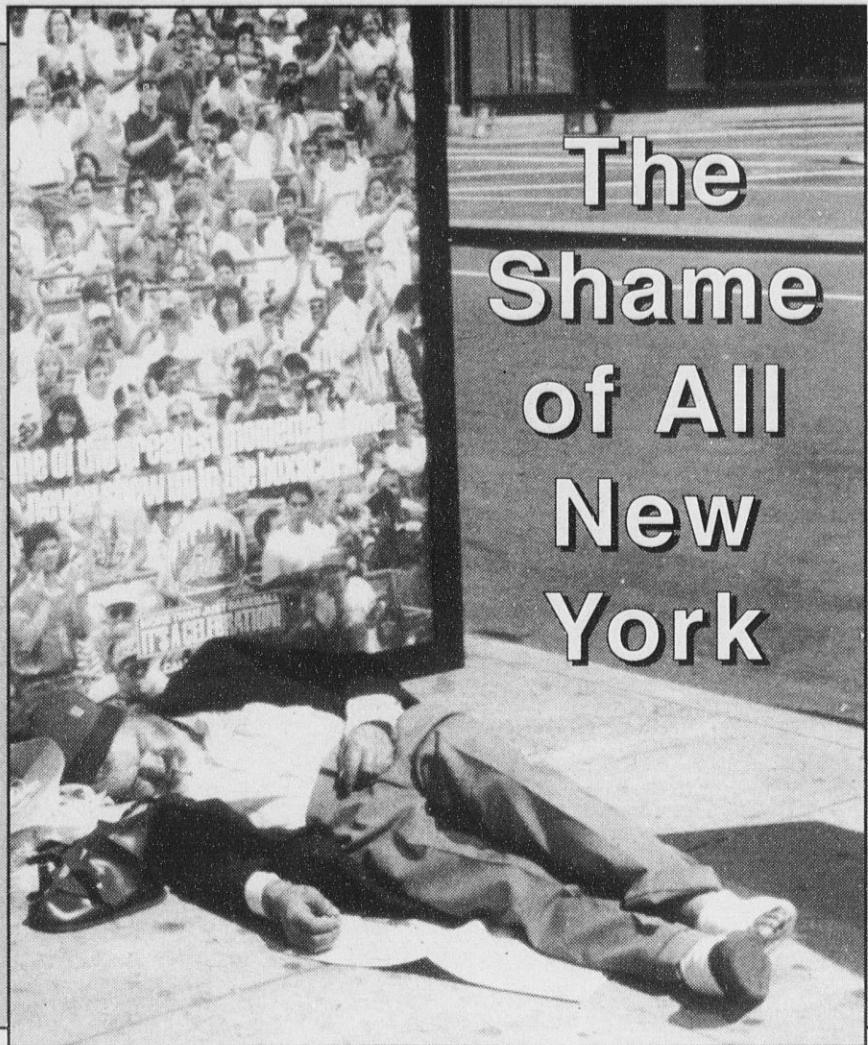
If your inpatient or outpatient care is not found to be medically necessary, you will not receive any Empire Plan benefits, and you will be responsible for the full cost of care. To be sure the care is medically necessary, when you choose a non-network provider, you must call APM before inpatient admission; or for outpatient care beyond 10 visits, you must call APM before the sixth visit.

**If you are currently in treatment**, during the Feb. 1 to April 30 transition period you may complete your treatment with providers who are not in the APM network. After April 30, you must call APM and seek care from a recommended provider to receive network coverage.



# CSEA slams state's shameful indifference

## Cuomo's mental hygiene policies are government without a heart or a head



# The Shame of All New York

CSEA is acting immediately and forcefully to persistent reports that state mental hygiene services will continue to take the brunt of the state's mindless budget cutting.

The continuing crisis in the mental hygiene system has sparked a renewed CSEA effort to focus public attention on the situation.

CSEA's public awareness campaign, centered on the theme that state mental hygiene policy is *The Shame of All New York*,

begins amid growing reports that the Office of Mental Health (OMH) may close another three psychiatric centers in the near future, while the Office of Mental Retardation and Developmental Disabilities (OMRDD) is considering privatizing more state services.

"It's an outrage — once again the governor and his minions are moving to close facilities, destroy lives and devastate whole communities without any public input, let alone debate. They're even shutting the legislature out of the process," said CSEA President Joe McDermott. "The

situation is worse than ever and that puts every one of our members in OMH and OMRDD at risk."

There has been no official word, but reportedly Willard, Harlem Valley and Middletown Psychiatric Centers have been targeted to be closed, possibly within the year. OMH's continued patient dumping, coupled with more potential cutbacks also put other facilities at risk.

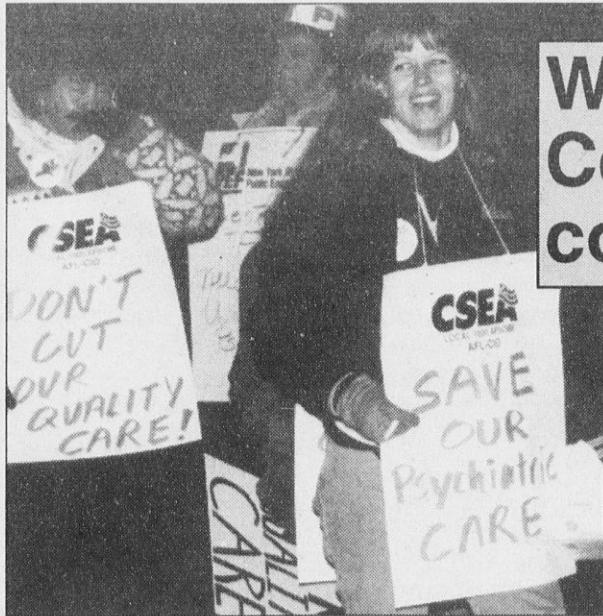
"We need to build up as much community resistance as we can, as quickly as we can, and it still won't be easy to stop OMH," McDermott said. "The closing of Gowanda Psychiatric Center within a matter of months last year demonstrated what we're up against. OMH is moving forward with their plans before anyone can question them and saying let everyone be damned with the consequences."

CSEA is also acting to head off dangerous uncertainty in OMRDD. While far from perfect, OMRDD has, until now, closed developmental centers and moved to the development of community based facilities while preserving the jobs of the state workforce. But state commitments to the continuation of this approach are now unclear.

CSEA's campaign which includes print and radio advertising across the state, began with the distribution of a brochure alerting the taxpaying public about the negative impact the state's mental hygiene policies have on them and their communities. The brochure also includes a coupon supporting CSEA's efforts for change. People are urged to complete the coupon and return it to CSEA headquarters.

As this edition of *The Public Sector* went to press, supplies of the brochure and other materials were being prepared for distribution to CSEA locals.


## Willard Psychiatric Center employees confront Cuomo



Willard Psychiatric Center CSEA Local 428 members recently picketed Gov. Cuomo during a trip to Central New York. Cuomo promised he would return and visit the facility to see first-hand the effect state budget cuts have had on patients, staff and services. Shortly afterward, employees learned the facility is being targeted for closure.

"The danger potential is tremendous. I advise my wife and mother to stay home when it's snowing."

-Archie Galloway,  
President  
CSEA DOT Local 514



**IF YOU SEE  
ME COMING,  
BETTER STEP  
ASIDE**

## ***Storm experiences justify union concerns***

CSEA's campaign against the state Department of Transportation's (DOT) reckless and irresponsible one-person snow plow plan continues to generate an avalanche of public attention and controversy. And now the first early winter storms have proved the union's concern is justified.

The union distributed thousands of copies of its informational brochure, *A Real Snow Job*, to the media, elected officials and the general public to get the message across that the state needs a safer approach than DOT's plan.

### **DOT officials red-faced**

The union's campaign generated dozens of news stories and many irate letters to DOT. Red-faced DOT officials have been forced on the defensive and have been hard-pressed to refute CSEA's claims that one-person plowing is dangerous and not economical in the long haul.

DOT unilaterally instituted the one-person plowing program in August despite strenuous objections of CSEA. The snow plowing equipment is difficult and cumbersome to operate in the best circumstances, but operators work in the worst conditions, working long shifts in the middle of blizzards.

### **Long-standing practice ignored**

The long-standing practice is to have two operators. The second operator helps operate the equipment and provides an

extra set of eyes to look out for cars and other hazards.

"It's a joke that DOT is saying this plan poses no additional safety risk. Now that they have the experience of winter storms, DOT operators are telling us how dangerous it really is out there," CSEA President Joe McDermott said. "We also question whether they'll save any money at all."

DOT officials initially said they expected to save \$2.4 million from the change. However, that estimate was based on using one-person plowing on 90 percent of the state roads. DOT has since scaled that coverage back to 50 percent.

### **CSEA proposed money saver**

CSEA had offered DOT a proposal to eliminate the winter shift differential to save an immediate \$1.2 million. The union also made other suggestions on workforce deployment and boosting productivity that could save more money. DOT rejected the ideas.

Meanwhile, DOT has offered a pay boost to one-person plow operators in a scheme that CSEA says is a cheap attempt to buy the operators' silence. The difference in pay means a few extra bucks for grade 6 or 7 employees and even less for grade 8 employees.

### **Blood money doesn't make it safer**

"Paying operators a few extra bucks is not going to save DOT money, nor is it

going to make the job any safer," McDermott said. "CSEA believes the lives of our members and the lives of others are worth more than DOT's blood money."

### **Why it's so dangerous**

One-person plowing is very dangerous in part because the plows are designed for two people and CSEA questions whether they can be safely operated by one person, even with the modifications that DOT has made.

DOT claims that other snow-belt states have one-person plowing without problems. But what DOT doesn't say is that many of these other places have different equipment especially designed for one-person operation. Other states also use hydraulic equipment, which DOT operators say is safer and easier to use than the cable system used on state DOT trucks.

CSEA also points out that the minimal training and testing in ideal conditions was totally inadequate and no indicator of operators' ability to plow alone in blizzard conditions. Results from early winter storms show the one-person system is much slower, far less efficient and tremendously dangerous to DOT operators and the motoring public.

**What do the people who drive the plows say about DOT's one-person plowing scheme? SEE PAGE 19**

# THE PEOPLE WHO DRIVE THE PLOWS AGREE... 'It's dangerous, it's stupid'



"I don't approve of it. There's more stress and pressure on the drivers. I don't think safetywise that it's a good way to plow snow. A lot of the time you can't move the levers fast enough because you don't have enough hands."

--Don Jerrett, Heavy Equipment Operator, CSEA Local 516 member, top driver in 1990 DOT statewide snowplow competition

"It's no good out there alone. You can't plow the way you're supposed to; you end up leaving thick piles of snow and slush. You're really making it more of a mess and more dangerous to the average driver."

--Ken Bailey, CSEA member with a dozen years of experience plowing in snow country north of Albany

"It was hard the first storm. You can't really see the wing in the mirror, which covers over with snow, and the extra light they added for the wing doesn't work -- you can't see five feet in front of you. It used to be 'safety first'; it's not safety anything anymore, it's just saving money."

--Anonymous, Heavy Equipment Operator, Camillus Residency, fears retaliation if name used

"It's tense and dangerous out there, even for the veterans with a lot more years under their belts than me. It's confusing in the cab, especially after dark. And those tractor-trailers, they don't slow down, they don't give you an inch."

--Anonymous Heavy Equipment Operator who plows the I-87 Northway in the Chestertown area



"Without that extra pair of eyes that the wingman provides, we just can't see. It's not difficult to imagine the accident potential during a driving snowstorm, when the driver is trying to handle the steering wheel, the lever for the main plow, the handle for the wing, adjusting the salt spreader, shifting through nine gears and maintaining radio contact with a dispatcher. The danger potential is tremendous."

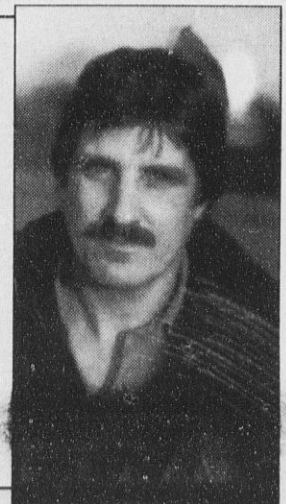
--Archie Galloway, Heavy Equipment Operator, President of CSEA Local 514

"It's stupid, totally stupid!"

--Anonymous long-time DOT snowplowing veteran who works the northern snowbelt territory

"If we end up with more damaged property and equipment, not to mention personal injury lawsuits, where are the savings they're talking about. Morale is low because of the policy."

--Duane Wilcox, President of CSEA Local 506



# CSEA stops SUNY contracting out

ALBANY — Even when members are laid off, CSEA is watching out for their rights.

Recently, SUNY at Albany was hiring contract workers to do routine jobs on campus even as it was planning to lay off its own employees who were qualified to do the work. Worse, the state had preferred lists of laid-off painters, carpenters and other workers also equally qualified to do the work they contracted out.

When CSEA learned about it, the union went to work. Now laid-off state employees will have the option of accepting temporary work at SUNY at Albany without affecting their status on preferred lists, which will save the state money. And the SUNY employees who were to be laid off Dec. 31 still have their jobs.

CSEA members at SUNY at Albany first brought the issue to the union's attention, CSEA Local 691 Shop Steward Nancy McFadden said.

Some of those contract workers had been

at SUNY at Albany for years doing work state employees could do, and do for less money. The whole maintenance staff got involved in the issue, she said, since they had to dig just to find out who the contract workers were.

"The entire staff worked on this," McFadden said. "We were fighting for our jobs and for our rights."

"We have workers from OGS (Office of General Services) who have been laid off who could easily have done the work," CSEA Assistant Contract Administrator Robert Dillon said. "Why should SUNY Albany spend more money on outside workers when the state has capable employees on preferred lists who would love to come back to work?"

SUNY at Albany was able to hire the contract workers under Special Fund Estimates (SFE), which allows SUNY campuses to temporarily hire workers for capital projects when its own employees

don't have the expertise.

However, the university had been using SFE to hire carpenters and painters because it didn't have the staff to complete certain jobs. Contract people were hired at prevailing wages to do work laid-off CSEA members could easily have done, and at lower pay scales, Dillon said.

Dillon went to officials at SUNY at Albany, SUNY Central and the Governor's Office of Employee Relations and received assurances that SUNY at Albany will now go to preferred hiring lists of laid-off state employees. They will have the option of accepting the temporary jobs; even if they refuse temporary work, their status on the preferred list for permanent re-hiring will not be affected, Dillon said.

The contract workers have been let go, and the SUNY layoffs have been halted, but so far none of the OGS workers have been offered temporary work. CSEA is also pursuing a grievance over the issue.

## GENERAL NEWS

# CSEA Board of Directors summary report

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

The CSEA Board of Directors met on December 12. In official actions, the board:

- \*Initiated plans for a Steward Recognition Day;
- \*Entered into settlement discussions regarding agency shop fees;
- \*Changed the name of Craig Developmental Center Local 405 to Craig DDSO Local 405;
- \*Changed the name of State University Ag & Tech College at Farmingdale Local 606 to SUNY College of Technology at Farmingdale Local 606.
- \*Deleted the phrase "or retired employee of" from any state, local government or private sector local charter membership clause;
- \*Transferred membership of Mid-Hudson State Employees Local 009 as follows:

<u>Employed By</u>	<u>Employed At</u>	<u>Transferred to</u>
NYS Dept. of Law	Helen Hayes Hospital	Helen Hayes Hospital Local 302
Office of Mental Retardation	Hudson River Psyc. Center	Hudson River Psyc. Center Local 410
Office of Mental Retardation	Letchworth Village D.C.	Letchworth Village D.C. Local 412
Office of General Services	NYS DOT Poughkeepsie	DOT, Region 8 Local 507

- \*Granted a CSEA local charter to Annsville Residential Center;
- \*Created 16 separate locals for those private sector bargaining units currently assigned to local government locals such as Suffolk Cooperative Library, Mid-Hudson Library System, Ramapo-Catskill Library System, Metcalf & Eddy Services, Inc. (Newburgh Sewage Treatment Plant), Metcalf & Eddy Services, Inc. (Chadwick Lake Water Filtration Plant), Peekskill Cafeteria Unit-ARA Services Inc., Hudson Valley Community College Faculty Student Association, Mohawk Valley Library Association, Watkins Glen Transportation Laidlaw Transit, Inc., Zoological Society of Buffalo, Inc., Hopevale, Inc., Geneva B. Scruggs Health Care Facility; Helmuth Day Care, Inc., Niagara County Head Start, Lockport Memorial Hospital and Nioga Library System;

\*Amended Article V, Section 5 of the region/local/unit constitutions to provide that "no member or group of members or other person or persons shall have the power to act on or behalf of or otherwise bind the Association except to the extent specifically authorized in writing by the Association President or by the CSEA Board of Directors";

\*Amended Article VIII, Section 3 (Region Constitution), Article IX, Section 3 (Local Constitution) and Article VIII, Section 3 (Unit Constitution) to provide that auditing committees "shall consist of not less than three (3) members, none of whom shall be officers of the Region/Local/Unit or Executive Board members of the Region/Local/Unit";

\*Amended Article VI, Section 2 (Region Constitution), Article VI, Section 2 (Local Constitution) and Article VI, Section 2 (Unit Constitution) to clarify that the authority to transact business rests with voting members of the respective executive board whose members "must be present at the Executive Board meeting to exercise their vote";

**\*Amended Article IV and Article V (Local Constitution) and Article IV and Article V (Unit Constitution) to allow locals/units with 75 or less members to combine the position of Secretary and Treasurer into that of Secretary-Treasurer upon recommendation of the appropriate executive board, by amendment of the local or unit By-laws by Feb. 1 in the year of the election of officers and by vote of the membership;**

\*Amended Article IX, Section 14 (Region Constitution), Article X Section 15 (Local Constitution) and Article IX, Section 15 (Unit Constitution) to read that "all leases, contracts or other agreements shall be submitted in advance of signing for review by the Statewide Counsel";

\*Amended Article IV, Section 7 of the Local Constitution so that when a new local is created the acting president of that local shall serve as a non-voting delegate to the CSEA Convention until such time as an election is held for local officers;

\*Amended Article IV of the Local Constitution to provide that vacant delegate positions be filled by appointment of the local president upon approval of the local executive board,

\*Amended Article IV of the Local Constitution to specify that persons elected as delegates should serve in that position for the same period of time as persons elected as officers who also serve as delegates,

\*Amended Article IV of the Retiree Division Constitution to include a succession policy that "if the office of Chairperson becomes vacant, the Vice-Chairperson shall succeed to the office of Chairperson. A new Vice-Chairperson will be elected by the retiree Executive Committee at its next scheduled meeting. Failure to assume the higher office as outlined in this article will result in the automatic removal from the office currently held";

\*Amended Article V of the Retiree Division Constitution so that responsibility for amendments rests with the Constitution and By-Laws Committee;

\*Amended Article IV of the Retiree Local Constitution to specify a succession policy that states "failure to assume the higher office as outlined in the article will result in automatic removal from the office currently held";

\*Approved election schedules for the CSEA Board of Directors and AFSCME Delegates;

\*Reconsidered then let stand a vote made at the previous meeting regarding slate voting procedures;

\*Authorized the president to enter into negotiations with Beltrone Construction Company to acquire a site to house a new Region IV office;

\*Authorized a new three-year lease for the Plattsburgh Satellite Office; and

\*Concurred with a request from the Standing Women's Committee to allow the 1993 Annual Women's Conference to be held in either September or early October.

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

**CSEA blasts state for dangerous conditions in White Plains**

# City closes crumbling Motor Vehicles office

WHITE PLAINS - The White Plains Department of Motor Vehicle Office could literally have crumbled around the ears of the people who work there.

That's according to Local 009 President Vinny Lord, who made the observation after a city building inspector recently closed the office indefinitely.

The city inspector was called after the landlord hired a water-proofing company to repair leaks in the building. When workers began to look for the source of the leaks, they discovered the walls of the building were literally crumbling away.

"The building inspector closed it, saying it was structurally unsound," Lord said. "It's amazing that the building didn't literally fall on top of the employees."

Lord is even more concerned that no one from the state Office of General Services had ever inspected the building.

"They apparently are not concerned about the safety of the buildings they rent," he said. "This building has been deteriorating for a long time."

While most of the 62 employees were temporarily transferred to other DMV offices, some were assigned to work in a trailer set up in front of the property for informational purposes. On a recent chilly afternoon, employees bundled up in winter coats were distributing fliers and maps to frustrated city residents who had come to the office to do business.

The employees, who have now been transferred, spent a month working in the trailer with no heat or electricity and workers were directed to a portable toilet in front of the building if necessary.

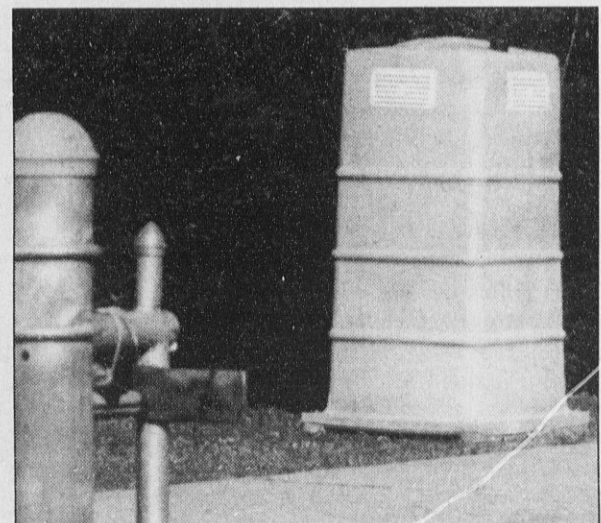
"Supposedly, the trailer is just a short-term, temporary measure," Lord said. He was told that the OGS was searching for a new building. "They're looking for something on a bus line with parking that's inexpensive. Good luck finding something that fills those qualifications in the City of White Plains."

"One consolation is I don't think it can get any worse than this."

"This has all been so disruptive," Region III Labor Relations Specialist Annette Raetz pointed out, "not just for the White Plains employees, but for all the other DMV offices that are now handling the people who would normally use the White Plains office."



**IT'S A WRECK --** The White Plains Department of Motor Vehicles Office is literally falling apart. The walls are crumbling in the photo at left. Above, DMV employee Rose Ruscitti stands outside the trailer some employees worked in for a month in without heat or electricity. Below is the "restroom" those employees had to use. Other DMV employees have been transferred to other offices until a new office can be found.



# Fact-finding process in motion

Arrangements were underway as this edition of *The Public Sector* went to press to bring both parties together with the neutral three-member fact-finding panel appointed in an effort to resolve the contract dispute between CSEA and the state.

"CSEA is prepared to present the union's case to the fact-finding panel for a fair and equitable settlement," CSEA President Joe McDermott said. "We respect the process and hope that it is successful in resolving this dispute."

"But," McDermott added, "based on the state's unwillingness to compromise and negotiate in any meaningful way over the past year, I am not too optimistic the state can bring the proper attitude to the process."

The neutral fact-finding panel, appointed by the state Public Employment Relations Board, is comprised of veteran mediators and arbitrators. The panel consists of Eva Robins of New York City, chair, Susan T. Mackenzie of New York City and Martin F. Scheinman of Manhasset.

The earliest the panel is expected to get together with both sides is some time next month. The complex fact-finding process is compounded by the busy schedules of three professional mediators and arbitrators that comprise the panel.

The panel will conduct a series of hearings to determine the causes and circumstances of the contract dispute and arrive at a recommendation for settling the impasse. The panel's recommendations are

non-binding and can be rejected in whole or part by either party.

Should the fact-finding process fail, the dispute will go to the state Legislature. Under the state's Taylor Law, the Legislature may impose a one-year settlement.

At impasse are contracts involving CSEA state employee members in the Operational Services, Institutional Services, Administrative Services and Division of Military and Naval Affairs bargaining units. Those contracts expired March 31, 1991.

The impasse was declared after months of unsuccessful negotiations between CSEA and the state. A subsequent mediation process broke down, leading to appointment of the fact-finding panel.

## CSEA OCA members voting on no layoff agreement

ALBANY — CSEA has negotiated an agreement with the state court system to prevent layoffs for the rest of the fiscal year.

The agreement is contingent on the court system's current budget surviving without any further cuts by March 31, the end of the fiscal year.

The 3,650 court employees represented by CSEA were voting on the negotiated agreement as this edition of *The Public Sector* went to press. A majority of the affected members must approve the negotiated agreement before it takes effect.

Under the negotiated agreement, Office of Court Administration (OCA) employees hired after April 1, 1983, would defer two weeks' pay by March 31, 1992. The deferral would take effect over the course of several pay periods at a rate of no more than two work days a pay period.

The deferred pay will be returned to the employees when they leave state service.

"This agreement is a model of cooperation," CSEA President Joe McDermott said. "It took a lot of work, but CSEA and the court system sat down and negotiated some significant cost savings for the court system in return for job security."

CSEA has taken the state to court over imposed lag payrolls. The union has already won two cases involving pay lags imposed on court employees. The suit over the lag imposed on executive branch employees is still in court.

"We have told the state over and over we are willing to work with them to save money as long as we are assured of job security," McDermott said. "This proves our willingness to work with the state, if the state will work with us."

## GENERAL NEWS

# CSEA backs Bill Clinton candidacy

ALBANY- This city seemed frozen the week before Christmas. Not by the frigid weather, but by Gov. Cuomo's indecision about running for the presidency.

News media from around the world crowded the state Capitol ... and waited. Democratic and Republican political professionals around the country speculated ... and waited.

But one man did not wait. CSEA President Joe McDermott made news around the state on the morning before Cuomo's decision not to run for President by announcing that CSEA would push for Arkansas Gov. Bill Clinton's candidacy.

The executive board of CSEA's international union, AFSCME, was scheduled to meet on Jan. 6 to finalize an endorsement in the presidential race.

McDermott told the press that CSEA's three vice presidents who sit on AFSCME board would be backing Clinton.

"The AFSCME board has had the opportunity to meet with the three leading Democratic candidates, Bill Clinton, Tom Harkin and Bob Kerrey," McDermott said. "All three are quality candidates, but I believe that Clinton has the most comprehensive message and the best chance to beat George Bush."

The CSEA President was asked why he came out for Clinton before Gov. Cuomo made his announcement.

"That was important for two reasons," McDermott said. "First, we need to find CSEA activists willing to run as Clinton delegates by mid-January. So it was important to get that process going.

"Second, our members have made it very clear that they would not support a Cuomo candidacy. It was important to make clear that we would be with Bill Clinton no matter what Gov. Cuomo did."

"CSEA members and all working Americans are suffering under George Bush's recession. It is important that we elect a President in November who cares about working Americans. I believe that Bill Clinton is that candidate." McDermott said.

THE TIMES UNION Albany, N.Y., Friday, Dec. 20, 1991

## CSEA leader backs Clinton, not Cuomo

By Tom Precious  
Capitol Bureau

ALBANY — On the day before the deadline for Gov. Mario M. Cuomo to enter the New Hampshire primary, the president of New York's largest public employees union said his group would not support the governor in a White House run.

Instead, Civil Service Employees Association President Joseph McDermott said Thursday he is backing Arkansas Gov. Bill Clinton, who would be one of Cuomo's rivals in a campaign for the Democratic nomination. The backing comes one day after Clinton aides came to Albany to meet with several unions, including CSEA.

For Cuomo, who has a nationwide reputation as a friend of organized labor, the CSEA move is potentially embarrassing. It would provide Clinton with the needed foot soldiers to get his name on the ballot in the New York primary in April — a requirement Clinton aides were afraid Cuomo's power could block.

"Our members in every manner, shape or form made me aware of their attitude toward this whole thing," said McDermott, whose union represents 265,000 state and local government workers. "They are very, very vocal that we had better not be on any bandwagon (for) the governor."

McDermott said he will push for

■ Budget talks break off. B-10.

**"It is important that we elect a President in November who cares about working Americans"**



## STATE NEWS

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CSEA is launching a public information campaign to save for the state's mental health system.

**Pages 18 & 19**

CSEA was right -- the one-person snowplow plan is dangerous. And just listen to what the snowplow operators have to say!

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CSEA fights contracting work at SUNY at Albany, and a CSEA Board of Directors report.

**Page 21**

DMV employees in White Plains could have had the walls tumbling down around them at work.

**Page 22**

Clinton for president! Plus an update on the CSEA/NYS contract fact-finding.

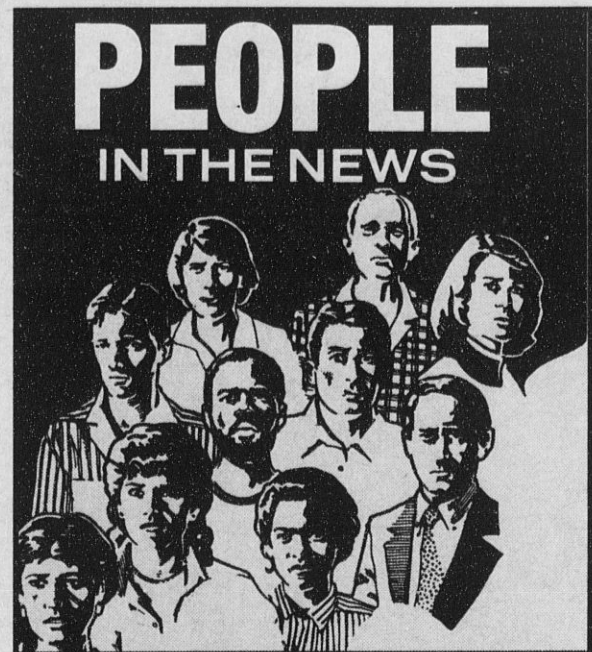
## Direct care staff working alone should file special form

CSEA reminds all direct care staff members who work without back up to complete and file a special "When working alone" form available from CSEA.

The form acknowledges the direct care staff member works alone and informs management the employee is not responsible for the lack of security. The form is available from CSEA local offices.

Employees should obtain the form, complete the requested information as completely as possible and ask the supervisor to sign the form. One copy should be given to the supervisor, one copy should be given to the CSEA local office and one copy should be retained by the employee.

Employees should also call the facility security office and have them log that the employee is working alone, where the employee is working and how many patients are involved.

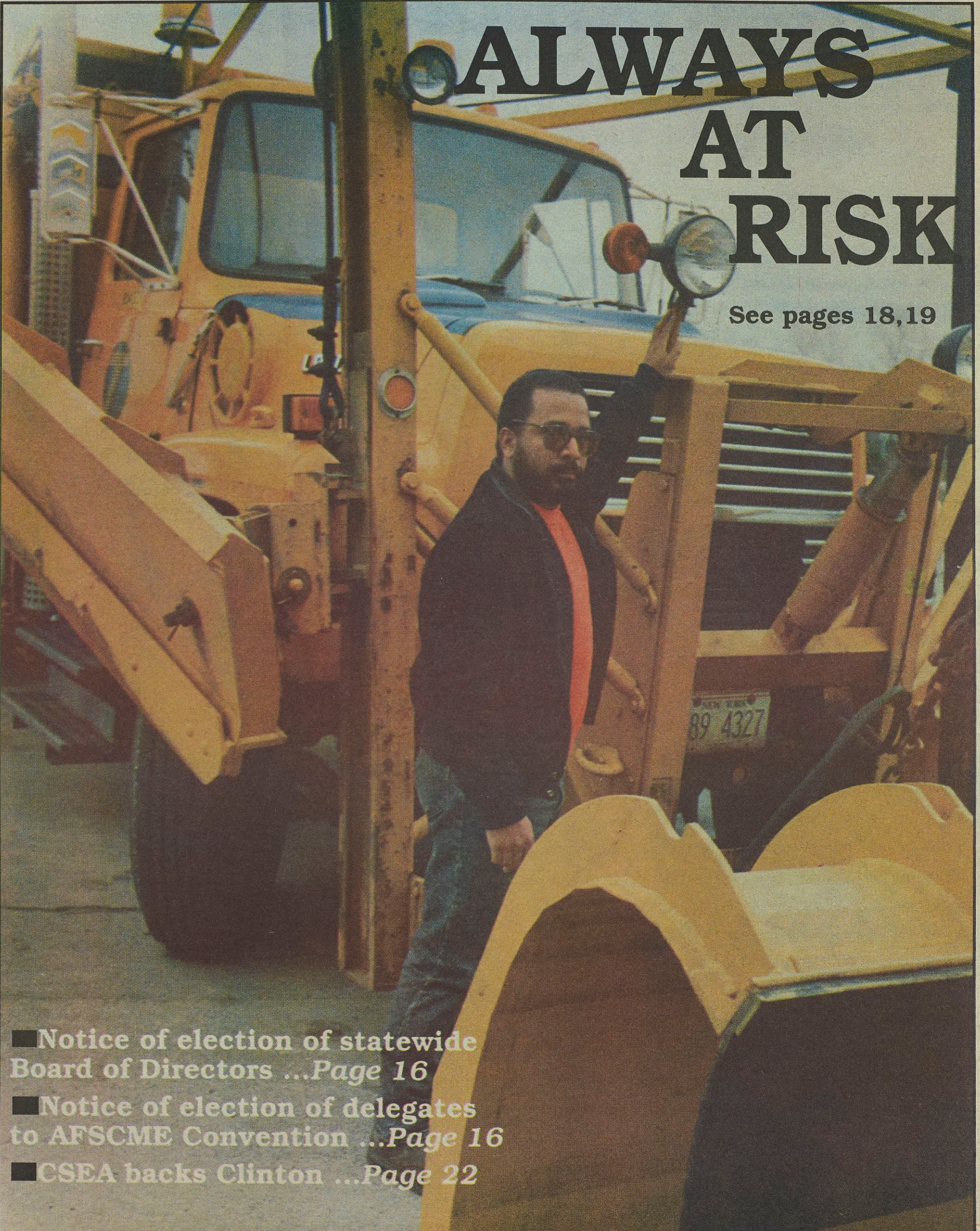


**KEEP INFORMED!**  
Call CSEA's  
**Current Issues Update**  
for the latest news.  
**1-800-342-4146**  
(Then hit 5 on your touch-tone phone)

## Two day care centers open in Binghamton



CSEA STATEWIDE SECRETARY Irene Carr, in photo above, visits with children following the dedication of the new day care center at SUNY Binghamton. Carr is CSEA's representative to the CSEA/NYS Labor-Management Child Care Advisory Committee. In the photo at left, Jim Hennerty, CSEA deputy director for contract administration and CSEA Broome County Developmental Center Local 449 Executive Vice President Kathy Roma and her son Adam attend the opening of the Great Beginnings II center in downtown Binghamton. The center was a joint project of the Broome County Urban League, the CSEA/NYS Child Care Advisory Committee and Broome County Developmental Center. Roma is a member of the center's board of directors.



# ALWAYS AT RISK

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