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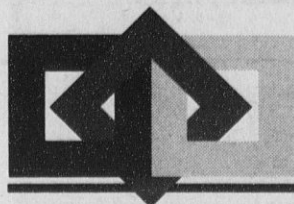
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The Joint Committee on Health Benefits wants you to keep your heart healthy.

CSEA member records country western album

STATEN ISLAND - Joe Greenidge is a CSEA member with a dream. He's hoping to pick his guitar all the way to Nashville and the Grand Ole Opry.

Greenidge, known as "Country Joe" to CSEA members and patients at South Beach Psychiatric Center, has just finished professionally recording his first tape of original country songs. He's been singing for 20 years.

"I think country music in general is appealing to more and more people now, especially when they have problems," he said.

Greenidge, a native of Grenada, plans to send his demo tapes to recording companies and radio stations. He's played his gospel-style country music at many New York/New Jersey area churches and has been entertaining South Beach patients since he was promoted to mental hygiene therapy aide. He is well known by DJs in the Caribbean.

"You've got to have dogged determination," he said. "I wasn't born in Texas or Nashville, Tennessee, but God knows I'll be a country singer into eternity!"

CSEA Local 446 South Beach members support him all the way.



CSEA MEMBER "Country Joe" Greenidge

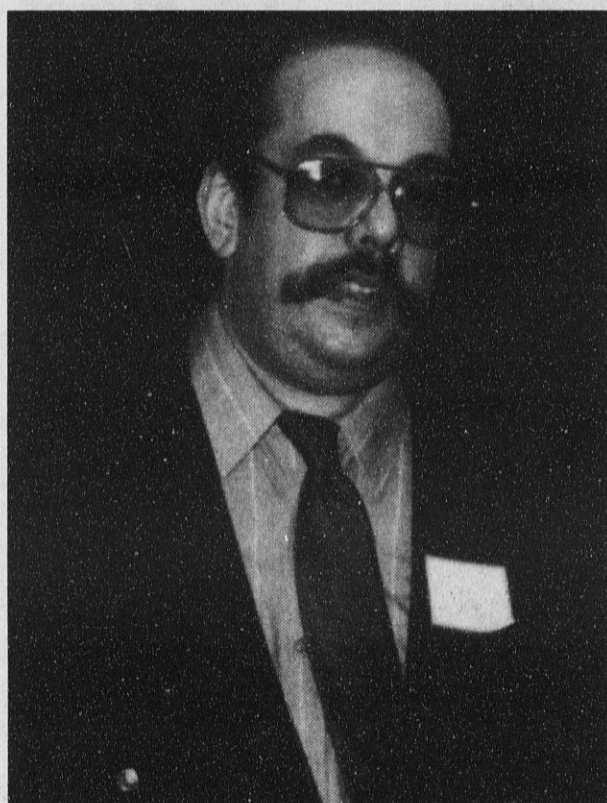
Frank Cosentino wins Metropolitan region's political action award

NEW YORK — CSEA's Metropolitan Region honored one of its hardest working activists recently.

Frank Cosentino, a member of CSEA New York City State Employees Local 010, received the region's Regina Maxwell Memorial Award for outstanding service in political action.

Cosentino, an employee of the state Liquor Authority, is chair of Local 010's Political Action Committee.

"Frank is someone we can always count on, whether it's fighting for health care reform or for CSEA-endorsed candidates," CSEA Metropolitan Region President George Boncoraglio said. "He is always there when needed and we are really proud of his dedication."



CSEA MEMBER FRANK COSENTINO

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When it comes to mentally ill, MH workers and their communities, top state decision makers again show

They just don't give a damn

Gov. Mario Cuomo's newly proposed state budget once again provides overwhelming proof that state mental health policy is the "shame of all New York."

Calling for the elimination of about 2,700 OMH jobs and the ruthless shutdown of two facilities, Harlem Valley and Central Islip Psychiatric Centers, the proposed budget means real pain.

"The mental health proposals are nothing short of a disgrace," said CSEA Executive Vice President Danny Donohue, who chairs the union's mental hygiene task force. "It's typical of the callous and cynical politics that dominate OMH decisions.

"The top state decision makers just don't give a damn about the mentally ill, the mental health workers or their communities," Donohue said.

If OMH succeeds in slamming shut the doors of the Harlem Valley and Central Islip Psychiatric Centers, it will deal a devastating one-two punch to the entire mental health system. The action, coupled with the proposed layoffs, will speed up the downsizing of other facilities while reducing the possibility of finding alternative employment for the workers or other uses for the facilities.

"We're fighting for our lives," said CSEA Harlem Valley Psychiatric Center Local 409 President Henry Walters. "There is no tomorrow for our members or this

community and we will not go down without a fight."

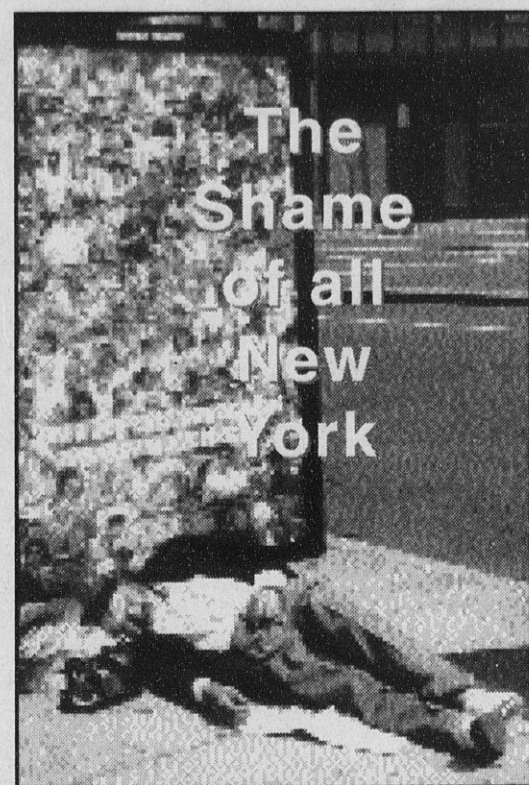
Harlem Valley was scheduled to close by March 31, 1994, and CSEA had been aggressively pursuing alternative uses for the campus and a commitment to continued employment for the workers. But the state's new timetable calls for shutdown over the next three months, effectively eliminating the chance for finding options before it's too late.

The immediate impact will be severe in Dutchess, Putnam and Westchester counties. They don't have the services or resources to fill the void for the mentally ill that the Harlem Valley Psychiatric Center shutdown will leave.

And with all those layoffs, the region's economy, already hard hit by private sector layoffs, will decline even further. OMH is ignoring the consequences of its action and who has to pay the price, union officials charge.

As for Central Islip, OMH intends to transfer operations onto the grounds of Pilgrim Psychiatric Center by this summer.

Central Islip cares primarily for the geriatric mentally ill. Years of CSEA lobbying and negotiations had produced a state commitment to maintaining those services, even with plans to relocate the facility. Central Islip was to move to Pilgrim in an orderly fashion and remain a distinct,



psycho-geriatric facility. But the new plans raise serious questions about that commitment.

"There's nothing humane or orderly about this transfer. It's upheaval of the worst kind," CSEA Central Islip Local 404 President Barbara Allen said. "The employees deserve better, and don't forget that the patients we care for are elderly and frail and don't adjust to changes very well."

CSEA also has reservations about whether the buildings that will house Central Islip patients at Pilgrim are up to the appropriate standards for a geriatric population. Renovations on the facility that originally was to house the Central Islip operations aren't scheduled to be complete until next year.

CSEA will demand answers about OMH's slapdash cutbacks and so should you. Contact your state legislators and ask what they intend to do about the OMH crisis.

Two slashed by razor-wielding patient

ORANGEBURG - It happened without warning, without any apparent provocation.

Elijah Brown is no novice, but he never expected the patient to attack him with a razor.

"He attacked another worker about six months ago," said Brown, who has worked as a secure care treatment aide at Rockland Psychiatric Center for 23 years. "That worker ended up with 100 stitches to close his wounds."

In the most recent incident, Brown was getting ready to leave for the day. As he talked with other workers, Brown was hardly aware that the patient came up behind him.

"He slashed me on the side of my face. He just missed my main artery," he said. When Brown's co-worker Rene Eanes tried to help, the patient slashed his hand.

That a patient would have a razor is in itself a serious problem in mental health facilities. Until state officials laid them off, barbers shaved patients. But since the layoffs, even patients in secure wards get disposable razors.

So state officials weren't saving money with those layoffs so much as putting more mental health workers at risk by putting potential weapons in patients' hands.

In a secure ward, Brown must keep a written record of who he issued the razors to and later collect them. The patient who slashed Brown had claimed that he had returned it. Brown said he

was sure the man had not. "I searched him, but I never found it."

Conditions at Rockland Psychiatric Center are still putting workers at serious risk. There is a hiring freeze and it is not unusual to work overtime every week, CSEA Local 421 President Jim Broadnax said. Adding to the understaffing are a new breed of patients, he said.

'He just missed my main artery.'

"They have beat the system. They belong in prison, but they convince the courts that they have mental problems and end up here, attacking other patients and workers," he said. "We aren't equipped to deal with them. The cops bring them in in handcuffs. Then they unlock the cuffs and turn them loose in the ward.

"They tell us not to restrain them, but they don't train us," Brown said.

Wards are still short-staffed, Broadnax said. Often therapy aides are sent to other wards to cover for employees who are out sick or injured, leaving just one or two therapy aides to care for 27 patients.

"You can't leave one male in charge of a co-ed ward, so they'll assign a nurse to cover two wards with the therapy aide."

"I don't want to be another Clara Taylor," Brown said pointing to a photo of the therapy aide who was murdered five years ago by a patient.

"Something has to be done. My picture on the wall won't do my family any good."

Budget pain -- again!

Governor calls for 4,100 layoffs

ALBANY -- CSEA President Joe McDermott pledged to fight Gov. Mario Cuomo's proposed 1993-94 budget that eliminates more than 6,000 public employee jobs, including 4,100 layoffs.

"If the Governor thinks he's getting his way with this budget, he's got another thought coming," McDermott said. "CSEA is already working to be sure the state Legislature passes a reasonable budget that is more fair and more responsible."

The governor proposed a \$59.1 billion budget that increases spending, but fails to provide any meaningful changes in the state's income and business taxes to make the tax system more fair.

Worse, it guts public services and guts the dedicated state workforce.

"Just when you think you've reached the bottom, the Governor manages to find another lower floor," McDermott said.

Hit hardest are the state's mentally ill. The budget proposal calls for the accelerated closing of Harlem Valley and Central Islip psychiatric centers and the elimination of 2,700 jobs (see page 3), including nearly 1,200 layoffs.

The budget proposal also calls for deep cuts in the Office of Mental Retardation and Developmental Disabilities, the Department of Motor Vehicles and Division of Parole.

"The Governor's budget proposal once again abdicates responsibility. With services faltering, more and more state employees out of work and the mentally ill suffering on city streets, New York is continuing a long, sad decline," McDermott said. "I pledge to fight this decline and this budget by urging the state Legislature to do the right thing."

Projected State Employee Layoffs

Mental Health.....	1,174	Probation	23
Mental Retardation	590	Military & Naval Affairs.....	12
Youth	109	Alcoholic Beverage Control	10
Motor Vehicles	102	Health	10
Parole	96	Equalization & Assessment	9
Education	94	Cable TV	7
Social Services	81	Economic Development.....	7
Environmental Conservation.....	64	Lobbying Commission	6
Transportation.....	41	Corrections Commission.....	5
General Services	40	Law Revision Commission.....	5
Housing.....	27	Organized Crime Task Force.....	5
Alcoholism & Substance Abuse.....	25	Parks & Recreation	5
State	24	Other.....	38
		TOTAL	2,607

Outline of Gov. Cuomo's proposals for STATE OPERATIONS (19 percent of budget or \$11.4 billion)

● An estimated 6,400 filled positions will be eliminated including approximately 2,700 OMH positions. Workforce changes would occur as follows: 3,300 positions eliminated through attrition; 500 positions eliminated through transfers to other funds; and 2,600 through layoffs.

● Harlem Valley Psychiatric Center will be shut down April 28. (OMH previously indicated the facility would not close until 1994.) This crash-landing shutdown will target 700 people for layoff overnight even though OMH previously indicated that such job losses could be done more humanely through attrition and transfers in the upcoming fiscal year.

● Central Islip Psychiatric Center will be ruthlessly relocated to the grounds of Pilgrim Psychiatric Center this summer. Frail and elderly geriatric patients will be moved into substandard housing on a "temporary" basis while permanent housing is rehabilitated at the Pilgrim site. The governor, as the driving force behind this heartless relocation, jumps the gun to rush the elimination of as many as 500 OMH jobs on Long Island.

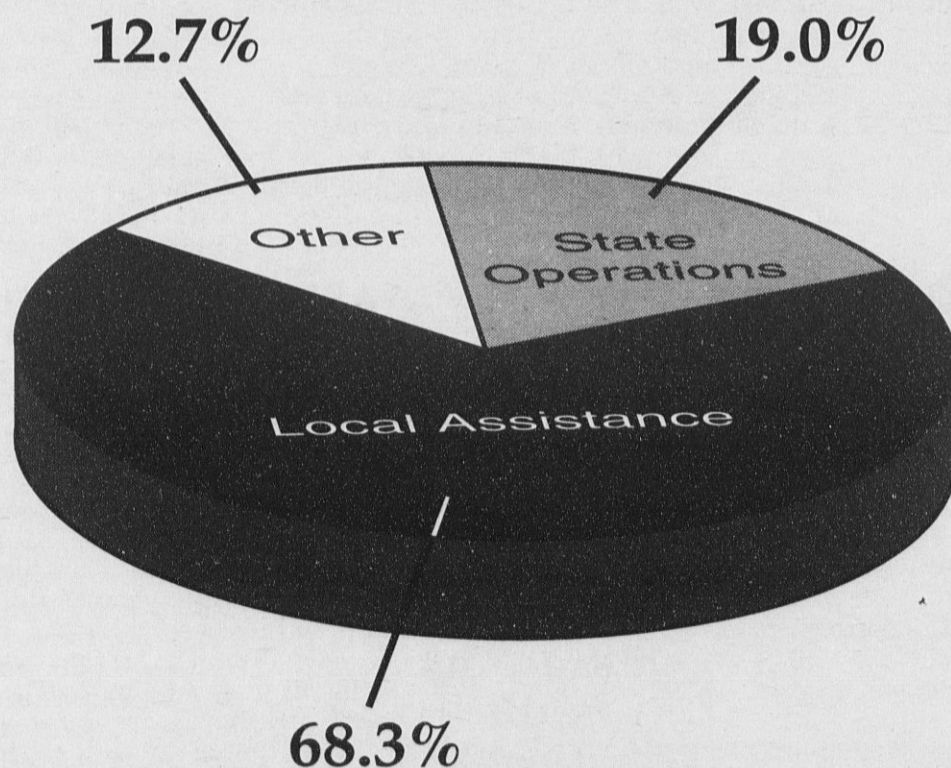
● DMV offices in Binghamton, Buffalo and Utica will be shut.

● Local Alcoholic Beverage Control Boards will be abolished.

● The Division of Probation and Correction Alternatives (DPCA) will be consolidated with the Division of Criminal Justice Services.

(See page 21 for information on local assistance proposals.)

Where the money goes...



Get the latest information:

Call CSEA's Current Issues Update: 1-800-342-4146 on a touchtone phone, then hit 5.

TB training helps CSEA members

By Lilly Gioia

CSEA Communications Associate

QUEENS - Deeply concerned that one in every eight New York City residents is infected with tuberculosis, licensed practical nurses (LPNs) at CSEA Bernard Fineson Developmental Center Local 406 took part in the NYS/CSEA Joint Labor/Management Committee's (LMC) "New Face of TB - Tuberculosis Update" program.

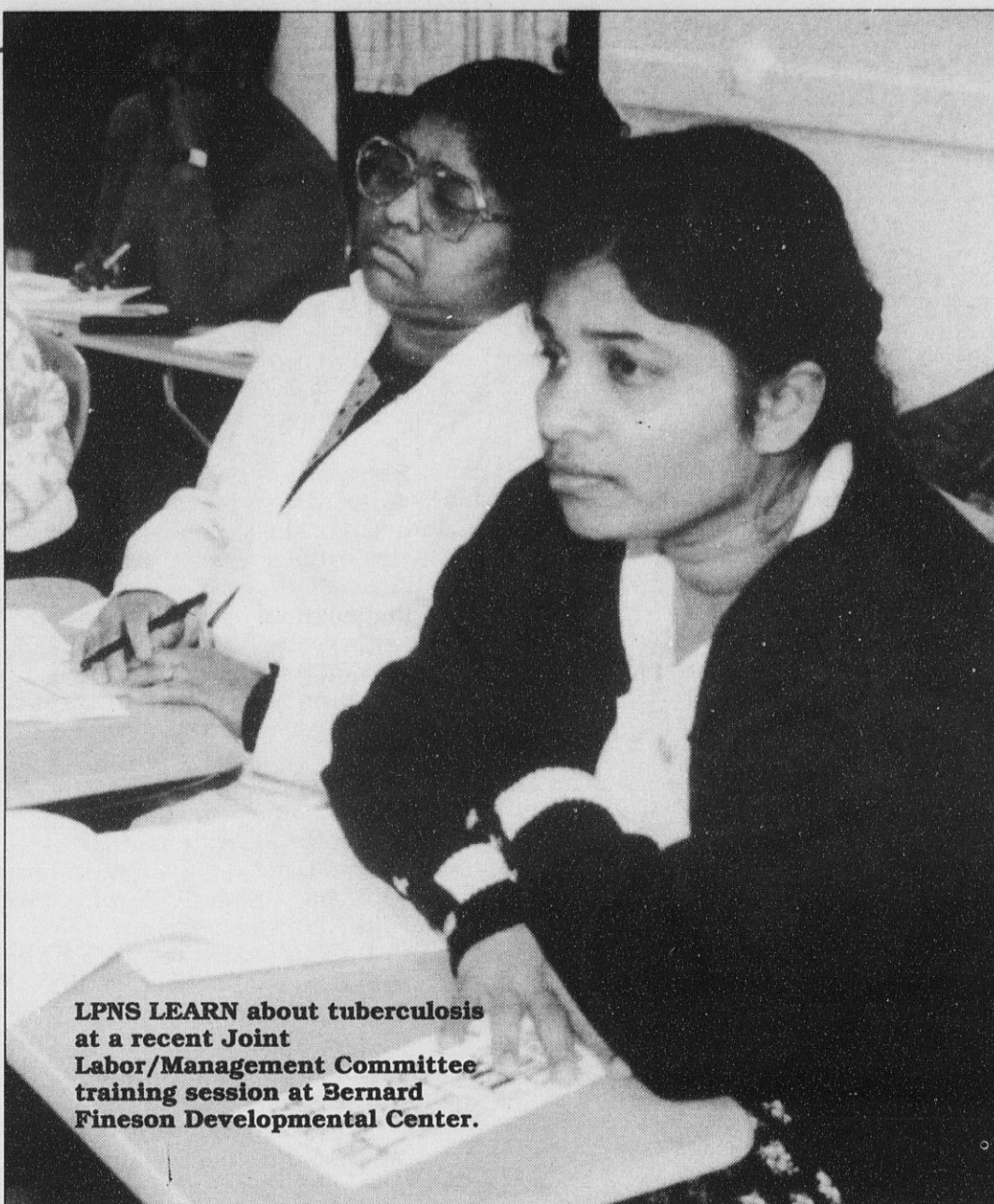
"It's important to know treatments and prevention techniques," said Angela Singh, who has been a Fineson LPN for more than six years. "This has been very educating and enlightening."

"We are worried because we have TB positive patients sometimes and LPNs are doing TB skin tests," LPN Lysa Mma Thomas said.

CSEA Local 406 President Mickey Cruz said all CSEA members in mental hygiene are to be screened for TB exposure, not only for their personal health but also in case they must file Workers' Compensation claims for a job-related TB infection. (See important TB update, page 14.)

"With New York City having over 1 million people infected with TB bacteria, we developed this program for public employees who provide many services to at-risk populations," said Dan Cunningham of the LMC.

Public employees facing the epidemic need to know the facts about how TB spreads, effective methods of controlling it, testing services, treatment and prevention, Cunningham said.



LPNS LEARN about tuberculosis at a recent Joint Labor/Management Committee training session at Bernard Fineson Developmental Center.

A panel of 34 scientists, ethicists and public health leaders recently called for stringent new measures to stem the resurgence of tuberculosis. They called for directly observed therapy for all TB patients as they take their daily medication.

"Had the Republican administration allocated the necessary \$36 million to public health TB prevention in 1985, this epidemic would not be rampaging through our schools, hospitals and prisons today. Now the cost of controlling it is over \$500 million," said CSEA Metropolitan Region President George Boncoraglio.

CSEA supports using state hospitals for TB patients who are dangers to themselves and the community. Many refuse to follow treatment regimens that may require swallowing up to a dozen pills daily for up to two years.

In December, the Nassau County Health Department had a TB-infected Hempstead woman arrested because she was refusing to take her medication. She was to be given mandatory TB treatment.

"While there are civil rights issues involved, these people who are irresponsible about their own health cannot be allowed to endanger the health of everyone else," Boncoraglio said. "As a union involved in public health and safety, we need to support the opening of TB facilities and continued education for our members."

The NYS/CSEA TB Update Program, presented by NYS Labor Department industrial hygienists and NYS Health Department representatives, has already been presented at several state facilities. Other state locals interested in having the TB Update presented at their worksites should contact Cunningham of LMC in Albany at (518) 473-3416.

CSEA wins job, back pay for member

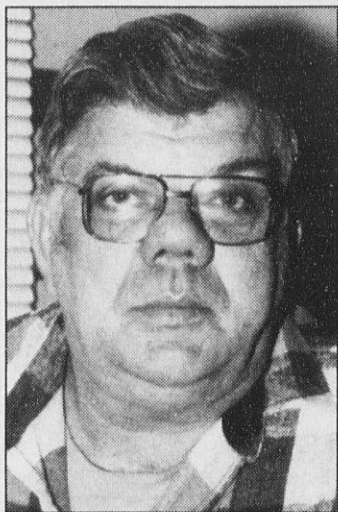
MIDDLETOWN - Thanks to CSEA, John Friedrichs has a new job and a back pay award.

CSEA filed a grievance after state Department of Transportation (DOT) officials didn't appoint Friedrichs, a member of CSEA DOT Local 515, to a maintenance assistant position in 1989.

Just before the job was posted, Friedrichs asked DOT officials to allow him to take a course in electric arc welding they offered to two co-workers, but they refused. Then the job opening was posted, and Friedrichs, a 23-year employee, applied. After a brief interview, he was told he did not qualify for the position.

CSEA then filed a grievance for him.

During the grievance hearing, officials testified that the DOT residency needed to appoint a person with electrical welding experience.



CSEA member John Friedrichs

But CSEA attorney Paul Bamberger pointed out that the previous maintenance assistant did no welding and, in fact, the duties of the job were changed prior to the posting of the vacancy.

The arbitrator said the timing of the new requirement was "suspect, because it appears designed to deprive potential applicants of the opportunity to meet the requirements."

She ruled that the state violated the CSEA/NYS contract by not appointing Friedrichs because it failed to show there was a new minimum requirement for the job.

The arbitrator ruled that Friedrichs should be appointed to the job and be given time to get the necessary welding training.

"The union did a good job for me," Friedrichs said.



CSEA member Clifford Saunders is**Sweeping the streets clean**

By Mark M. Kotzin
CSEA Communications Associate

BINGHAMTON — When CSEA member Clifford Saunders cleans up the streets, he really "cleans up" the streets.

Saunders, a laborer for the state Office of General Services and member of CSEA Binghamton State Employees Local 002, recently found a stash of more than 50 packets of cocaine while sweeping sidewalks outside the state office building annex in downtown Binghamton. He immediately turned it over to nearby law enforcement workers.

Saunders came across a brown paper bag lying next to the curb while sweeping during a regular cleanup, he said, and put the bag in his wheelbarrow. Later while emptying the wheelbarrow he glanced inside the bag and saw many little green packets with white powder in them. Suspicious, he immediately brought the paper bag to Senior Parole Officer Robert T. Kent, who was nearby.

"I had an idea that it might be drugs," Saunders said. "So I took it to Officer Kent because I figured he's be able to determine if it was and he'd know what to do with it. I asked 'Is this what I think it is?' and he said 'Yes.'"

Kent called Sgt. Alex Minor, head of the Binghamton Police Department's Special Investigations Unit, who sent investigators to confiscate the drugs, later identified as cocaine.

Police had followed and arrested three individuals in that area the previous night, Minor said. Two suspects had drugs packaged in the same manner as in the bag Saunders found, he said. Police suspect the

third individual was carrying the bag that Saunders found and dropped it during the pursuit.

Minor credited Saunders for the find and said any recognition he receives is "well deserved."

"Cliff has been very helpful to us on several occasions when he's seen suspicious activity in the area and alerted us," Minor said. "He's making the streets of Binghamton safer."

Kent agreed, saying Saunders displayed "excellent judgment" in his actions and echoed those thoughts in a letter of commendation to Saunders' OGS supervisor.

"If Cliff wasn't going above and beyond the call of duty by checking the area, the kids in the area could have gotten a hold of it," Kent said. "We live in an age where people don't want to get involved. It speaks very highly of Cliff that he is the kind of person who does get involved."

"I was just doing my job," Saunders said. Yet he realizes the importance of what he did.

"I'd hate to see my kids, or any kids, get a hold of it," he said. "I feel I did the right thing."

'We live in an age where people don't want to get involved. It speaks very highly of Cliff that he does get involved.'



CLIFFORD SAUNDERS points out where he found a brown paper bag containing a stash of cocaine.

Multi-agency EAP in Binghamton helps employees

BINGHAMTON — CSEA members in a number of state agencies in the Binghamton area now have a better place to turn to find help for personal problems that may affect them on and off the job.

The members of CSEA Binghamton State Employees Local 002 will come under the umbrella of a reinvigorated Multi-Agency Employee Assistance Program (EAP). A majority of the 22 agencies

represented by the local will participate in the program, which offers the workers a confidential referral service for personal problems.

EAPs are designed to give employees confidential access to a trained coordinator who listens to their personal problems and refers them to the proper programs or agencies that can help solve them.

After seeing the success of a Department of Transportation EAP about a year ago, Local 002 President Lyman Switzer said, he thought it could be expanded to encompass other agencies.

"I could see that it was valuable for both the state and the employees, as well as the union, to have an avenue that the employees could take to seek help," he said. "I wanted to see that opportunity made available to the rest of the members of this local."

Switzer, along with state EAP and DOT officials, decided to form a new multi-agency EAP based on a program at the state office building annex. The new coordinators are Cheryl McClain, CSEA's representative and a secretary for the state Comptroller's Office, and Joanna O'Neill, a tax auditor for the state Department of Taxation and Finance and PEF's representative.

The state Department of Motor Vehicles donated office space, and the Office of General Services has installed a phone line. McClain and O'Neill are publicizing the program with posters and encouraging members to take advantage of the EAP.

"We're out there," McClain said. "If they need us, we hope they'll take the opportunity to call."



NEW EAP COORDINATORS Joanna O'Neill, left, and Cheryl McClain.

How to develop a healthy heart

Each year, more than half a million Americans die as a result of heart disease.

This startling number includes many middle-aged men and women at the peak of their working years. The three most important contributors to heart disease are high blood cholesterol level, high blood pressure and cigarette smoking. Other important risk factors are diabetes, obesity, lack of exercise and a family history of early heart disease.

In recognition of February as "National Health Month," the Joint Committee on Health Benefits has compiled a list of tips for developing and maintaining a healthy heart.

- Reduce your fat intake to 30 percent or less of your total calories.
- Exercise at least three times a week for 20 to 30 minutes.
- Learn to manage your stress.
- Achieve and maintain a healthy but comfortable weight.

- Choose lean cuts of meat, trim all the fat you can see, and cook red meats until they are well-done (it burns away a higher percentage of fat).

- If you smoke, quit. Smoking not only increases your risk of having a heart attack, but it also reduces your chances of surviving a heart attack.

- Meet your daily needs of protein, minerals and other nutrients.

- If you're on medication for high or low blood pressure, take it regularly and only as prescribed.

- If you have high blood cholesterol, takes steps to lower it. For every 1 percent you lower your blood cholesterol, you reduce the risk of heart attack by 2 percent.

- Reduce sodium intake to one teaspoon or less (approximately 2,000 milligrams) of salt daily.

- Read food labels carefully to ensure that you are making healthy eating choices.

- Reduce your intake of alcohol to no more than one and a half ounces per day.

Since several risk factors of heart disease are lifestyle-related, your level of risk can be reduced by taking the necessary steps to live a healthier life. But remember, the unhealthy habits you have learned throughout your life take time to be unlearned. Make these change slowly and one at a time to ensure success with your new "healthy-heart" lifestyle.

**J O I N T
C O M M I T T E E
O N**

**HEALTH
BENEFITS**

JCHB provides important numbers, addresses

The Joint Committee on Health Benefits has compiled a list of important NYS Health Insurance Program (NYSHIP) contacts and

telephone numbers regarding health insurance and other CSEA-negotiated benefits for CSEA-represented state employees.

Please clip and save for future reference

QUESTIONS ABOUT:

Enrollment, Eligibility, Options, Employee Benefit Cards, Mailings

CONTACT/ADDRESS:

Check with your agency Health Benefits Administrator (Personnel Office)

PHONE NUMBERS:

CSEA Prescription Drug, Vision, and Dental Programs	CSEA Employee Benefit Fund, P.O. Box 11-156, Albany, NY 12211	(518) 463-4555 1-800-323-2732
OCA employees, effective Jan. 1, with questions regarding prescription drugs	CIGNA/Paid Prescriptions, Inc.	1-800-272-PAID (7243)
HMO providers, covered services, emergency care, cards	Call Your HMO directly	
EMPIRE PLAN Benefits Management Program: Hospital Pre-Admissions Certification, Prospective Procedure Review and Second Opinion	Empire Plan "Health Call" (Intracorp)	1-800-992-1213
Mental Health and Substance Abuse Services	American Psychmanagement (APM)	1-800-446-3995
Blue Cross (Hospital) claims	Contact the Blue Cross office serving the area where you live.	(518) 465-0171 (Within Albany and Alaska) 1-800-342-9815 (Within NY State) 1-800-428-4292 (Other states except Alaska)
Metropolitan (Medical/Basic Medical) Claims- Allow 30 days for processing; Pre-determination of Benefits	Metropolitan Life Insurance Company, C.P.O. Box 1600, Kingston, NY 12401-0600	1-800-942-4640 (Within NY State) 1-800-431-4312 (Outside NY State)
Whether your Physician is a Participating Provider	Check with your provider, or contact Metropolitan Life Insurance Company	1-800-537-0010
General health information and referrals	Metropolitan Health Care Call Line	1-800-336-3696 (Within NY State) 1-800-722-7789 (Outside NY State)

Correction: The list above, printed in the January Public Sector, had an error in the number for the CSEA Employee Benefit Fund. It is now correct.

A message from CSEA President Joe McDermott

Mother Nature reminds everyone why New Yorkers are served best by public services from public employees

The timing was coincidental but it certainly proves a point. Just as CSEA was about to launch a five-month statewide campaign promoting the value of public employees and warning about the dangers of privatization, the worst Nor'easter in decades ravaged Long Island and metropolitan New York City. Traditional snowbelt territories in western and northern New York were being hammered with tremendous storms, and the worst storm to hit other parts of New York in five years dumped a foot or more of snow.

In every case, it was public employees who came through under difficult conditions. It was public employees who bravely faced the ferocious power of nature in a valiant attempt to protect public and private property and lives. I hesitate to think of the chaos and delays that would have occurred if their jobs had been contracted out to privateers.

As stories and photos elsewhere in this edition attest, it is public employees who continue the herculean task of cleaning up the awesome storm damage and restoring order on Long Island and the metropolitan area. The first concern of private contractors most likely would have been cost overruns and whether to abandon the project now or later.

If you live where it snows, and that's anywhere in New York state, you value public employees for being out in the teeth of storms to provide you a clear road to the comfort and safety of home.

All across the broad range of public services provided residents of this state, public employees do the work from start to finish in a more efficient, less costly and more effective manner than

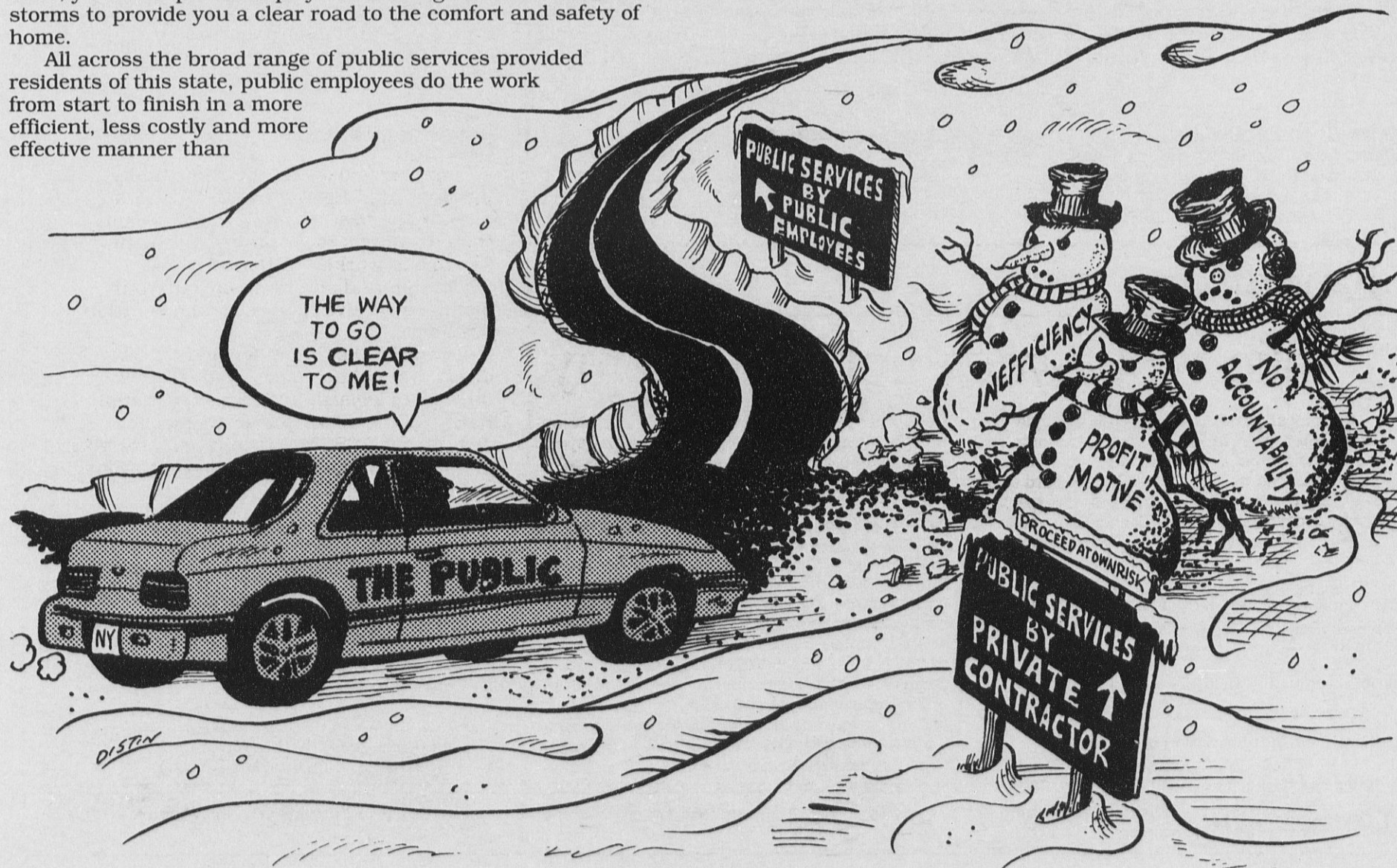
private contractors driven by profit motives.

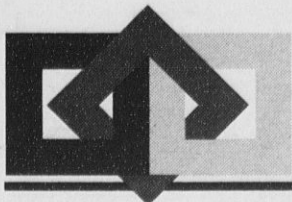
Public service provided by public employees is the most efficient and at the same time most cost-effective system ever devised for delivering services the public wants and needs. It has stood the test of time.

While the system can be modified and refined, it is unlikely that a better method will ever be found.

Privatization is a dumb idea. At best it is a short-term solution with costly, long-term implications. The raw fact is this: politicians can sell the services but they cannot sell the responsibility. When a private contractor cuts and runs, politicians are left holding the bag and facing a demanding public.

At CSEA we are committed to preserving the concept of public services provided by public employees. We will continue to work with governments to help them deliver public services at the highest level for the lowest cost, something that privateers, driven by profits, can never achieve.





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CSEA members clean up after storm disaster.

Lawrence Scanlon appointed CSEA executive director

ALBANY — CSEA President Joe McDermott has announced the appointment of Lawrence R. Scanlon Jr. as executive director for the union.

Scanlon has worked for CSEA for 18 years, most recently as director of legislative and political action.

"Larry has broad-based experience as a CSEA employee that gives him excellent preparation for this job," McDermott said. "He is a talented administrator who knows how to get things done, and in this position he will be able to streamline and improve services to our members."

As executive director, he will oversee all programs and staff with the exception of the executive offices.

Scanlon has worked his way through the ranks of CSEA, starting out as a field representative in the union's Southern Region, negotiating and



Lawrence Scanlon, CSEA's new executive director

administering contracts, handling grievance arbitration proceedings and coordinating representation elections, among many other duties.

He has also served as acting director of education, coordinator of school district affairs, acting regional director and director of organizing.

As director of organizing, he oversaw membership recruitment efforts, conducted representation elections and co-authored and taught a workshop for CSEA members on internal organizing.

In 1988, he became director of legislative and political action, and was responsible for

development and implementation of CSEA's legislative program at local, state and federal levels. He oversaw a staff of 20 and designed political action programs, including endorsements, campaign services and a membership education program.

Scanlon was at the helm of CSEA's legislative and political action department when the local government agency shop legislation, a major CSEA legislative goal, passed in 1992.

"I am excited about the opportunity this job presents," Scanlon said. "CSEA is already the best union in the state, but there is always room for improvement. I look forward to working with our union leadership and staff to make sure our members receive the best representation possible."

Edward J. LaPlante, formerly CSEA director of political operations, is now director of legislative and political action. Kathy McCormick, former legislative director for AFSCME Council 82, has been appointed director of political operations.

AFSCME Women's Conference scheduled March 26-28 in Boston

The AFSCME Regional Women's Conference will be held March 26 through 28 at the Sheraton Boston Hotel and Towers, Boston, MA.

Information concerning the conference will be sent soon to CSEA local presidents. CSEA members interested in attending should contact their CSEA local president for details.

THE DAILY GAZETTE

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EDITORIALS

Public employees not the enemy

As local government officials struggle year after year to balance budgets, some find themselves tempted to blame their woes on the people who work for them. It's not hard to see why, since most of their budgets are spent on meeting payroll. But in the long run, no one will benefit by turning public employees into scapegoats.

The average taxpayer may not want to believe it, but we are usually served well by government employees at all levels. Just look at the much higher rates of graft and incompetence in many other countries. And in cities such as Schenectady, employees are struggling to maintain services despite the reductions in the work force over the past dozen years.

That's not to say that the city should roll over for municipal unions. It makes sense, for example, to try to renegotiate some work rules in the police contract. But the city should also grasp opportuni-

ties to cooperate with unions, for example by accepting the offer of the Civil Service Employees Association to help cut costs in the Water Department.

In Albany County, a CSEA leader proposed a cost-saving idea in return for saving jobs, only to be rebuked by a county official for publicly discussing negotiations. It is hard for cooperation to proceed in an atmosphere of mistrust and mutual recrimination. It is essential that both sides are confident that neither is being taken advantage of. Beyond that, each side needs to be genuinely committed to upholding the legitimate interests of both taxpayers and workers.

The causes of tight municipal budgets include the malfunctioning national and state economies, declines in federal and state aid, and, in the cases of cities such as Schenectady, long-term trends such as the growth of suburbs and shopping malls. Municipal workers didn't cause the fiscal problems, but they may be able to help solve them.

ALTHOUGH CSEA ALWAYS attempts to have its positions and actions well understood by its members, taxpayers and the news media, the union's efforts are rarely recognized with the type of editorial comment contained in the Jan. 6 edition of *The Daily Gazette* of Schenectady. From the headline to the contents and final conclusion, this is a well-stated editorial that would be appropriate for public employees everywhere.

NOTICE OF NOMINATION AND ELECTION

Schedule of elections of officers for CSEA's six regions

Elections will be conducted this year for officers of CSEA's six regions.

Under the union's open election procedures, any member in good standing can have his or her name placed on a ballot by obtaining signatures of a minimum of 500 CSEA members on official petition forms. All signatures must be from the region where the person is seeking office. Members who sign the petition must be eligible to vote in the the election.

CSEA's statewide Election Committee will oversee the election which will be conducted jointly by WM Applications, Inc. and Federal Business Forms, Inc.

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

MARCH 1 — Start of petitioning period. Nominations open. Nominating petitions available from CSEA regional offices, satellite offices and CSEA Headquarters.

APRIL 1 — Deadline for nominating petitions to be received at CSEA Headquarters. Deadline is 5 p.m.

APRIL 14 — Deadline for declination of nomination. Deadline is 8 a.m. Drawing for positions on the ballot, CSEA Headquarters conference room. Candidates or proxies may attend as observers. Deadline for receipt of campaign material by *The Public Sector*.

MAY — Names, photos and candidate statements printed in the May edition of *The Public Sector*.

MAY 17 — Official ballots mailed to members eligible to vote.

MAY 24 — Replacement ballots available.

JUNE 7 — Deadline for return of ballots. Deadline is 8 a.m. Ballots tabulated and results announced.

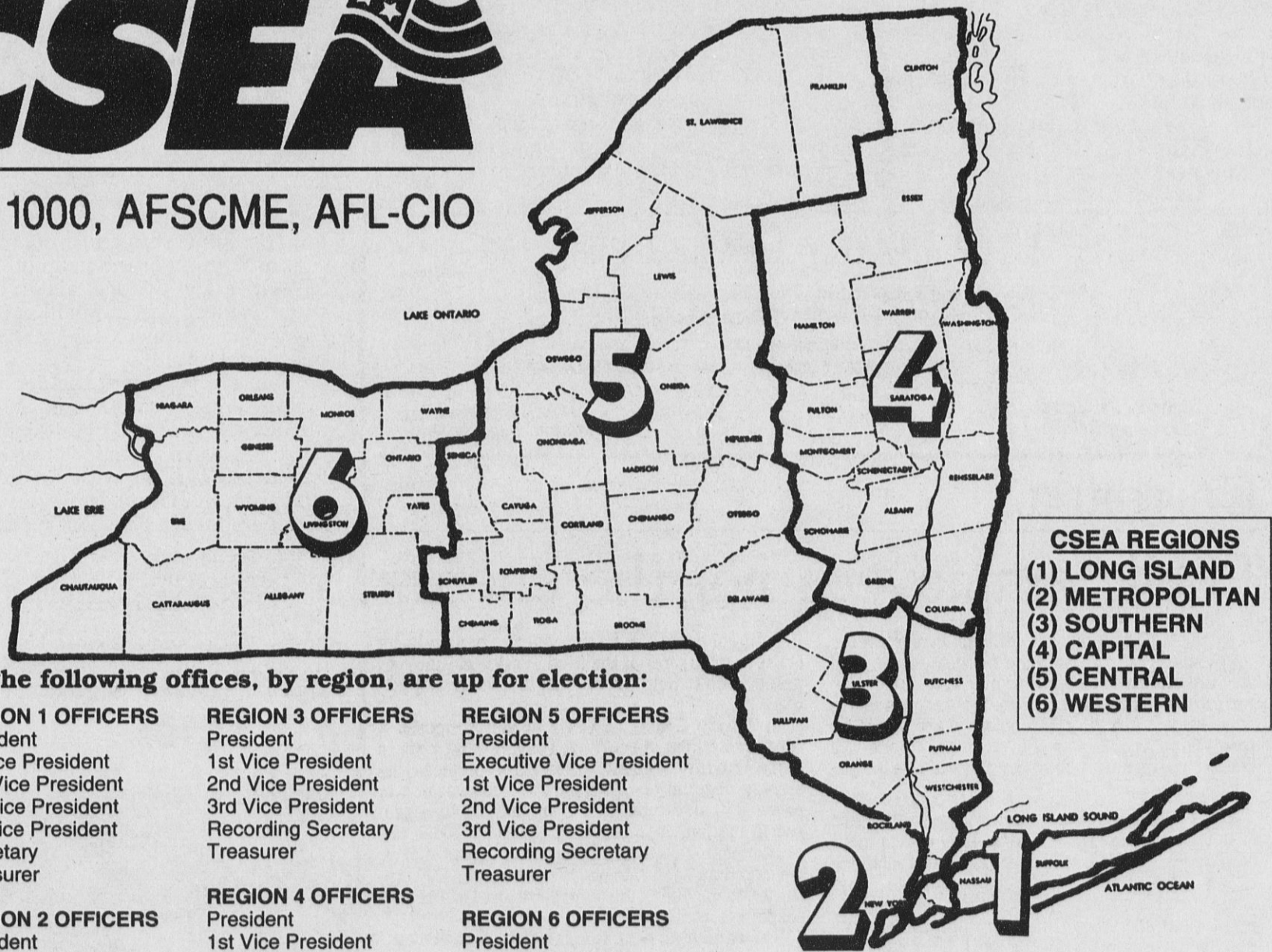
JUNE 17 — Protest period ends (10 days after official results announced).

JULY — Election results published in the July edition of *The Public Sector*.

In order to be eligible to seek office, a candidate must be at least 18 years of age; a member in good standing of the region since June 1, 1992; shall not have been a member of a competing labor association or union since June 1992; and shall not currently be serving a disciplinary penalty imposed by the Judicial Board of CSEA. To be eligible to vote in the election a member must have been in good standing as of April 1, 1993.



Local 1000, AFSCME, AFL-CIO



CSEA REGIONS
 (1) LONG ISLAND
 (2) METROPOLITAN
 (3) SOUTHERN
 (4) CAPITAL
 (5) CENTRAL
 (6) WESTERN

The following offices, by region, are up for election:

- REGION 1 OFFICERS**
 President
 1st Vice President
 2nd Vice President
 3rd Vice President
 4th Vice President
 Secretary
 Treasurer

- REGION 2 OFFICERS**
 President
 1st Vice President
 2nd Vice President
 3rd Vice President
 Secretary
 Treasurer

- REGION 3 OFFICERS**
 President
 1st Vice President
 2nd Vice President
 3rd Vice President
 Recording Secretary
 Treasurer

- REGION 4 OFFICERS**
 President
 1st Vice President
 2nd Vice President
 3rd Vice President
 Secretary
 Treasurer

- REGION 5 OFFICERS**
 President
 Executive Vice President
 1st Vice President
 2nd Vice President
 3rd Vice President
 Recording Secretary
 Treasurer

- REGION 6 OFFICERS**
 President
 1st Vice President
 2nd Vice President
 3rd Vice President
 Secretary
 Treasurer

Black History Month

February is Black History Month, and *The Public Sector* offers the inspirations to a

number of CSEA activists who are African American.

In New York, 1993 is Black History Year, celebrating the centennial of the Emancipation Proclamation.

Rebecca Lawson admires her grandfather

ALBANY -- CSEA's Rebecca Lawson learned of her roots from her 101-year-old grandfather, John R. Grimes.



"Our family has a heritage of Cherokee Indian and Negro roots. Poppy, as everyone calls him, was brought up shortly after slavery ended," she said. "He could easily recall how our family history was related to him by my Cherokee great-great-grandmother right down five generations."

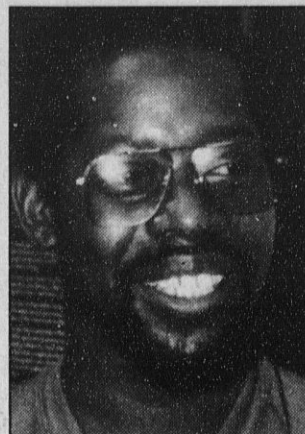
Lawson is a data entry machine operator with the state Education Department.

"I have read Martin Luther King Jr. and recall how his march on Washington was patterned on the efforts on Ghandi. Few people realize that," she said. "And I believed that both Martin and Malcolm X influenced each other. Martin expressed an ideal that we are all one people, one humanity. Malcolm X grew in his ideas of isolationism to reach a similar conclusion."

"If this were really a country of equal rights for all no one would need a Civil Rights Act," Lawson said.

"Maybe my great-great-grandchildren will see that nation which treats all people based on their common humanity and not on the color of their skin."

Donaldoa Oliver admires Clara Hale



UNIONDALE - Donaldoa Oliver, chair of Nassau County Medical Center Unit's Activist Committee, finds inspiration in Mother Clara Hale "because she was in a situation where she was the only one. Mother Hale

wanted to prove that anybody could make a difference."

Oliver, a patient care assistant at NCMC's Psychiatric Department, sees Clara Hale as a hero.

"Her formidability inspires me," Oliver said. "Every time someone told her she couldn't do something, she ended up doing it and exceeding her own expectations."

A staunch believer that there is strength in numbers, Oliver's philosophy is simple.

"If you have a group of people who believe in something and stand for it, it gets done!"

Ella DuBois admires Charles Bell, LRS

BRONX - NYS Labor Department Keyboard Specialist Ella DuBois ranks CSEA Labor Relations Specialist

Charles Bell as tops when it comes to people who inspire her.

DuBois is chair of both CSEA Local 350's Safety and Health Committee and Women's Committee. She credits Bell for his example of professionalism and caring.

"He was always there for me and is just a fantastic person," DuBois said. "Charles Bell was the one that taught me what I needed to know about safety and health work at a time when CSEA provided no trainings like we have today."

DuBois became her local's Safety and Health chair eight years ago. She praises Bell for giving her the confidence to handle safety and health issues.

"Charlie always did know what he was talking about," DuBois said. "I couldn't think of a better person to use as an example than Charles Bell."

DuBois also looks to former CSEA Local 350 Vice President Tina Packer as an inspiration. DuBois recalls being inspired by Packer's enthusiasm for causes that led to involvement in CSEA's anti-apartheid activities and boycotting California grapes.

"Tina was a great teacher," DuBois said. "She was a real asset to me because she was always there for everybody and very verbal."



Arthur Mann admires his father

KINGSTON - Arthur Mann is passing on his father's legacy to children who have no father.

A Child Protective Services caseworker with Ulster County, Mann also works part time for the Astor Home for Children, where he works with 9-to-14-year-old emotionally disturbed boys. Most are minority children.

"There are a lot of minority kids in institutions," Mann said. "To have a minority person in their life, especially if they come from a home without a positive male model, is so important. I see myself as a caring person and a role model."

Mann's role model was his father, a man who held the family together despite poverty.

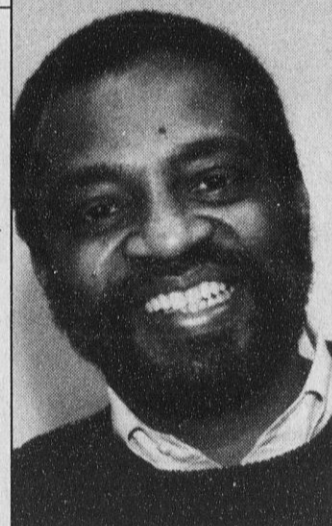
"We struggled," he said. "My dad worked three jobs to send seven kids to Catholic school."

"As an individual from the black community, I realize it takes a lot to be successful in any endeavor," Mann said. "I teach that to the kids I work with."

Mann's father died in 1971.

"I saw him as a provider disregarding all odds," he said. "There's no way I could be half the man he was."

In addition to his father, Mann said, his role models include Dr. Martin Luther King Jr., Malcolm X, John Coultrane, Willie Mays and Jim Brown.

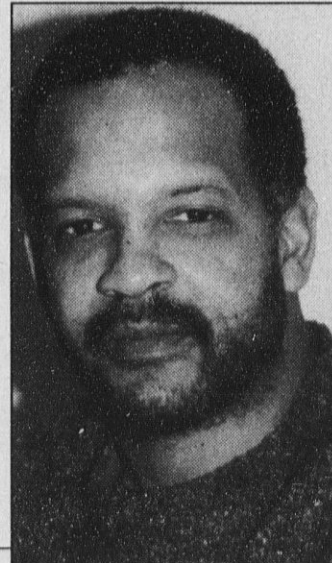


Walter Smith admires Dr. King and his mother

Walter Smith, a construction equipment operator for the state Department of Transportation and first vice-president of CSEA Binghamton State Employees Local 002, is inspired by Dr. Martin Luther King Jr.

"The role model that I really stand behind is Dr. Martin Luther King Jr. because of all the things he stood for, like equal rights. His example influenced me to strive for more and not just settle for less," Smith said.

"My mother Marie was also a real inspiration. She raised me as a single parent with eight children, and taught all of us to try and do good, lead a good life and always try to do better," he said. "She also taught me to show respect for everyone, regardless of race or color."



Layoffs much more than just a financial move; they involve

Real people, *real pain!*

EDITOR'S NOTE: Recently, Onondaga County made good on its threat to cut its budget by cutting employees. Despite an intense union effort to avoid any cuts, 346 CSEA Local 834 members lost their jobs Jan. 1. The following case studies detail the pain and hardship the layoffs are causing four CSEA families affected by the cuts, and those they provided service to. These stories are proof that "layoffs don't work - people do."

By Mark M. Kotzin
CSEA Communications Associate

Bookmobile no more Bruce Dickinson's story

After 21 years with Onondaga County, CSEA activist Bruce Dickinson has been forced to park his van for good. For all those years, Dickinson has operated a bookmobile for the county library. For him, it was more than a job, it was a passion and a way of life. In his own words, "I am the bookmobile."

For Dickinson and his family, the job loss is going to be tough to take. He says the reality of the layoff itself was hard enough to face.

"Dealing with it was like losing a loved one, like the death of a child or a spouse," he said. "The people that I serviced over the 21 years were my extended family — my bookmobile family."

Dickinson said that the bookmobile brought library services to those who couldn't easily access them. His clientele included day care centers, nursing homes, senior citizen apartment complexes and outlying small towns and villages with no library of their own.

Their books were their lives...

Without him, the program is destined to end. A few part-time helpers and a full-time librarian made up the only other bookmobile staff. Dickinson says he's worried the most about the senior citizens he came to know over the years. For many, the books he brought were their only connection to the real world.

"This was their medicine — their sleeping pills," Dickinson said. "They've told me that they will curl up and their lives will be over without their books. They're totally devastated by it."

The Dickinson family

Dickinson and his patrons aren't the only ones who will suffer from the layoff. He has a wife, Fran, and two daughters Donna, 26, and Carrie, 21. The layoff means a "major change in our (family) life," he said, and it will definitely be a financial hardship.

Most difficult, he said, will be the expense of continuing a monthly family health insurance premium of about \$400. His wife has a chronic condition which requires regular medical care and drug treatments, he said. Unable to find a job, he says he will go on unemployment, earning about \$800 a month. Minus the insurance premium, he will be left with about \$100 a week to live on, plus his wife's income from her job at a local nursing home. Add to that his credit debts, college loans and his mortgage payments and Dickinson is worried about being able to keep his home.



THE DICKINSON FAMILY -- Bruce, his wife, Fran, left, and daughter Carrie. Another daughter, Donna, is missing from the photograph.

"Down the road, if I can't get a job, we may have to sell the house or drop the health coverage. Hopefully it won't come to that," Dickinson said.

"It was my pleasure being employed as the bookmobile operator for this county," he concluded in a voice choked with emotion.

"Cavity" in Onondaga County Jean Golden's story

Children in Onondaga County will lose vital dental care because of layoffs that have decimated the county Dental Health Bureau. The bureau will go from a staff of 17 to a staff of two. Public Health Dental Hygienist Jean Golden is one of those who lost her job.

Golden, who worked

as a county hygienist for more than 18 years, worries most about the school children the bureau serviced.

"I just feel bad for the children. They're not voters, they don't have a say in this, but they're the ones who will be hurt the most," she said.

Toward better hygiene

The county's school children are only one of the groups that the bureau used to serve. As a hygienist, Golden was often in the field, doing both clinical and educational preventative dentistry for 161 schools county-wide, senior citizen groups, children in local Headstart Programs and county residents who couldn't afford dentist visits.

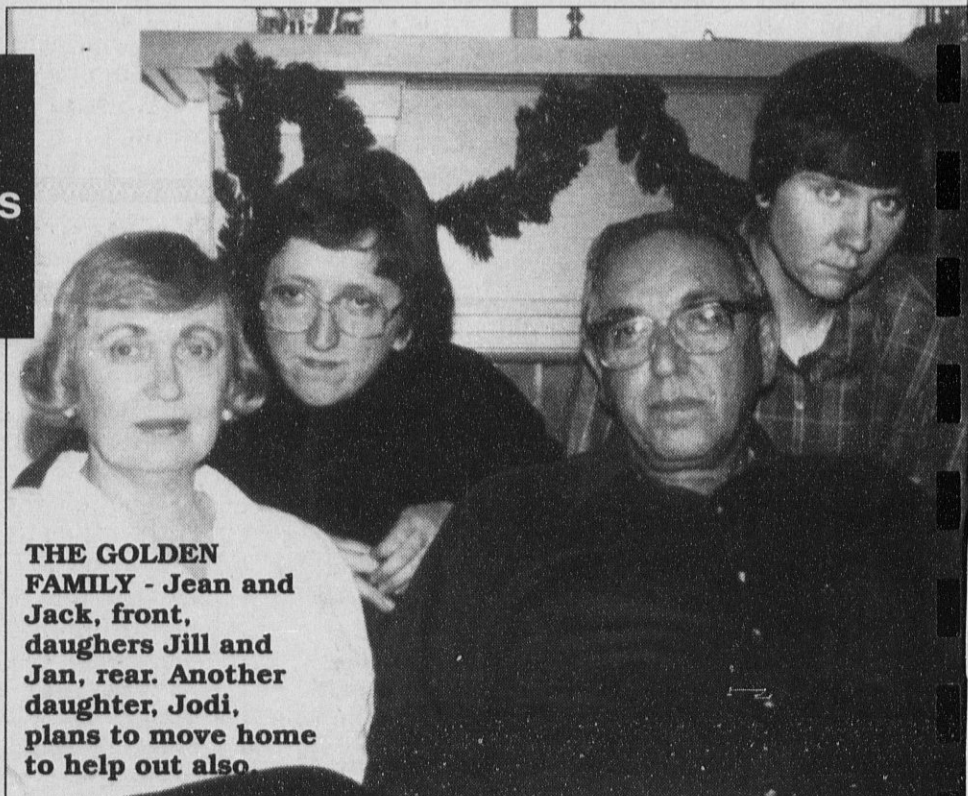
Last year, the hygienists examined 30,000 school children and gave educational presentations to 50,000 more. They also provided oral cancer screening to senior citizens (the only program in the state to do so), applied decay-preventing sealants to the teeth of low-income children and offered cleaning and fluoride treatments to 3- to 5-year-olds in a summer program.

The Golden Family

Golden is not the only one affected by her job loss. Her family, husband Jack, and daughters Jan, 30, Jill, 27 and Jodi, 24, will be facing hard times. Both Jan and Jill live at home and Jodi plans to move back home to help out.

Like the Dickinsons, the Golden family's biggest problem will be paying for health insurance. Jack, 64 and recently retired, has a host of health problems for which he takes prescription medication, at the staggering cost of about \$500 to \$700 a month. Under Jean's county coverage, 80 percent of that cost was covered, and Jack had the security of hospitalization coverage if needed.

Now, to continue her health and dental coverage, Jean will have to pay more than \$300 a month plus an additional supplement for Jack, which will not provide as much coverage as her prior policy. Because of this, Jack



THE GOLDEN FAMILY - Jean and Jack, front, daughters Jill and Jan, rear. Another daughter, Jodi, plans to move home to help out also.

has been forced to pay for a Medicare insurance program, which doesn't guarantee full coverage, and after 47 years in the job market, he is again looking for work.

"Trying like hell" to find work

Both Jean and Jack are now looking for work to enable them to pay for health coverage and the mortgage on their home, a beautifully restored 1800s farmhouse. "I really would prefer to have a job," she said, but will seek unemployment to pay the bills until she finds one.

As for Jack, he's "trying like hell" to find a job, but that it's "nearly impossible" for someone his age to get hired. After only a year of retirement, he's frustrated by the situation and seems angry that he's being forced back into the job market. He blames the county for its unwillingness to work with the union and avoid layoffs.

"It's not good. Here we were doing quite well and now we're getting less than we ever had," he said. "I'm completely disillusioned with our county form of government."

"It's never been just a job for me — it was something I enjoyed doing," Jean said sadly.

**Danger in the parks
Dave Latzkowski's story**

According to CSEA member Dave Latzkowski, who is being laid off after working for Onondaga County for 11 years — three as a deputy sheriff and the past eight as a ranger for the Parks Department — public safety in the county's parks will decrease as a result of his layoff.

Latzkowski is one of five department workers being laid off, leaving only one chief ranger as the entire police force for the county's 13 parks, including the county-operated zoo and baseball stadium. He worries that park patrons will be more at risk.

"The general taxpaying population won't be able to use (the parks) because they'll run rampant with problems," he said. "There will be an increase in drug use, violent crimes and rapes."

Parks like a "mini-city"

According to Latzkowski, the county parks are like miniature cities, with similar crime rates. During the summertime, there can be anywhere from 10,000 to 50,000 people using one park. The park ranger force existed to maintain a structure so that everyone could enjoy the parks, he said.

"We kept the parks safe for the general community," he said. "Our mere presence acted as a deterrent to criminals who would go to parks to prey on our patrons."

A highly-skilled police force

The rangers were a fully-trained police force. Although officially classified as "peace officers" under civil service law, Latzkowski said the rangers had the same training as police officers, had the power of arrest in the county and carried guns.

"There was no difference in our job duties from police officers," he said.

The five full-time rangers were responsible for patrolling more than 500 acres and 80 miles of roadway in the 13 county parks. They wore uniforms, used radars and breathalyzers and were trained in the use of deadly physical force. They also used snowmobiles, bicycles, horses, cars and their own feet to patrol the parks. Latzkowski said that the park patrons appreciated the rangers' presence, and were

outraged over the layoffs.

"They knew that the parks were patrolled and safe. They would see us all the time and feel safer. Other parks outside the county system were not as well patrolled," he said. "People are amazed that they're doing away with the entire force."

The Latzkowski Family

He also worries about the effect the layoff will have on his family — his wife Liberty, and three kids Elizabeth, 10, David, eight, and Jeremy, five. Jeremy was in tears when his father lost his job, and the kids offered them their Christmas gift money to help pay the bills, Latzkowski said.

The layoff will be "an extreme hardship," as he is the family's sole income-earner, he said. He and Liberty had an agreement that while the children were young, only one of them would work. To support the family he worked two part-time jobs as a security officer for a local mall and as a police officer for a local town. Now he's forced to give up those jobs as well, in order to collect unemployment, something he's not very proud of having to do.

"It's like a double whammy. I'm losing my job, they're raising my taxes, and I'll be making \$20,000 a year less on unemployment," he said. "I'm not a person who can't or won't work."

Latzkowski has been looking for a job since October, but he's found that none will pay as much as unemployment. He will also use food stamps to afford food for the kids, he said.

"Unfortunately, I need it," he said ashamedly.

The pain doesn't stop there. The family will be forced to give up his family health insurance because he won't be able to afford the \$453 monthly payment. Bill collectors are already calling, and he expects to have his car repossessed, he said. Car payments aren't as important as the mortgage and utility payments that he'll still have to make, he said.

**More deadbeat moms & dads
Cheryl Scarantino's story**

In her five years with the Pre-Court Unit of Onondaga County's Department of Social Services Child Support Enforcement Division, Cheryl Scarantino has saved county taxpayers untold amounts of money by going after so-called "deadbeat" parents — those who don't pay child support. Until her layoff, she alone handled incoming and outgoing out-of-state cases. Now, she wonders who will go after the deadbeats.

As a social services examiner in the unit, Scarantino's job was to locate absent parents for welfare and Medicaid recipients, as well as the general public. She also filed support and paternity petitions on their behalf in family court. Her unit was hit hard by the layoffs, losing eight of 12 full-time workers.

Cuts will cost more than they save

Scarantino can't understand the reasons for the cuts, which don't make financial sense for the county. The county is reimbursed by the state and federal government for 83 percent of the salaries for the unit positions, and they save taxpayers more than they cost, she said. In 1991 alone, they collected about \$15 million in unpaid support. Out of that amount, \$11 million went directly to the parents caring for the children, who, she noted, are taxpayers, too.

"We do all this work and generate all this money. It just doesn't make sense," Scarantino said.

The county could also see an increase in fines for not meeting state goals, which could be very

costly, she said. In 1989, the county was fined more than \$10,000 for not tracking down enough "deadbeats." In the past two years, however, they have exceeded the goals, avoiding fines. Now, Scarantino says it's "highly probable" those goals will not be met and fines will be charged.

The children will suffer the most

"The clients depend on you a lot. You deal with courts and absent parents all over the country — you have to be there for them. I try to help them as much as I can," she said.

Parents who can no longer get the help in collecting their child support will be forced to go on public assistance which will cost county taxpayers money, she said. Many will also lose their homes and be forced to file bankruptcy as a result, she said, and she feels the worst for the children involved.

"The bottom line is that the children in the community will suffer the most. They deserve financial support from both parents and are entitled to it," she said. "Now, I'm not sure how many will get it."

The Scarantino Family

Ironically enough, Cheryl herself is a single parent and relies on child support payments from her children's father. She has two girls, Jolie, eight, and Dominique, six.

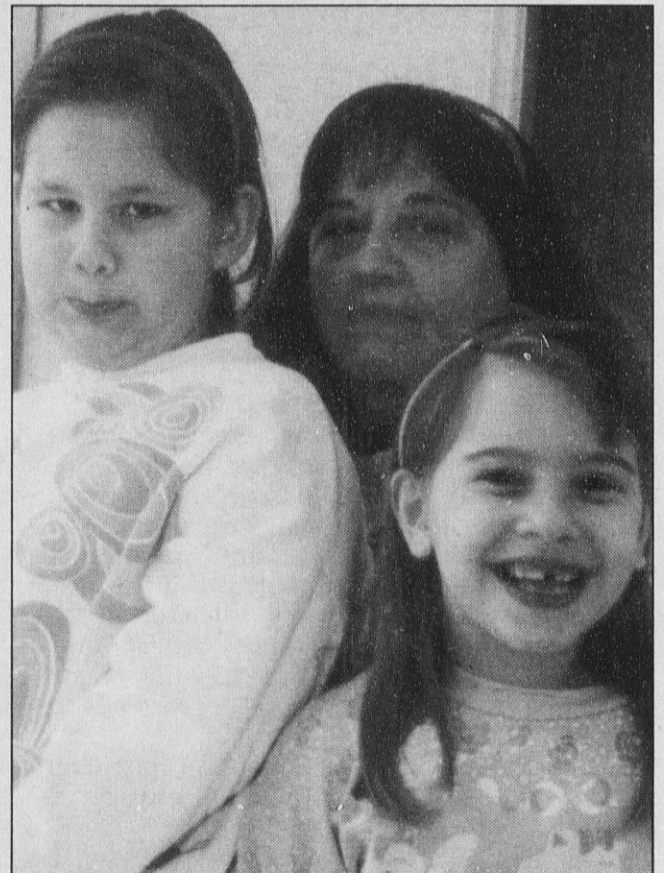
"The big factor here is the stress. It's hard enough as a single parent," she said. "Unless they're in the situation, nobody knows what it's like having to be the only one responsible."

The job loss will mean cutting back a lot on family expenses, she said. No more going out to eat, more coupon-clipping for groceries, and no more new clothes for the girls. She will pay to continue her family health insurance, which will cost nearly \$200 a month, she said. She will also go on unemployment to support the family.

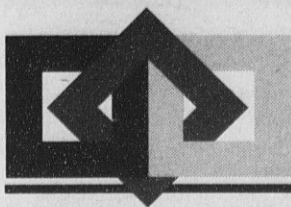
"If I don't find a job when my unemployment runs out, that's when we'll be in big trouble," she added.

The absolute worst part of losing her job is having to deny the girls things they want, Scarantino said.

"It breaks my heart to have to keep saying 'no' to my children," she said. "It's the worst feeling in the world."



THE SCARANTINO FAMILY -- Cheryl with her two daughters, Jolie, 8, and Dominique, 6.



CSEA represented at Inauguration

After more than a year of strong support for Bill Clinton in his campaign for the U.S. presidency, CSEA members were proud on Jan. 20 when he takes office.

"Many of our members worked very hard to make sure Bill Clinton became President," CSEA President Joe McDermott said. "I'm very proud of everyone's individual effort."

The Clinton Administration also recognized CSEA's contribution to his victory in both the New York primary and the general election. The Inaugural Committee has invited a number of CSEA activists, elected officials and staff members to the Inauguration.

Director of CSEA's Legislative and Political Action Department Ed LaPlante said a number of those invited have said they will attend.

CSEA officials attending as AFSCME International Vice Presidents were CSEA President Joe McDermott, Executive Vice President Danny Donohue and Metropolitan Region President George Boncoraglio.

Western Region President Robert Lattimer attended as a member of the Democratic National Committee. Elaine Mootry attended as a New York State Electoral College member. CSEA Central Region President Jim Moore, a delegate to the Republican National Convention, also

attended, as did statewide Secretary Irene Carr and Long Island Region President Gloria Moran.

Other Inaugural participants include Clinton delegates/alternates Leslie Eason, Barbara Moore, Candy Saxon, Fran Turner and Joe Van Dyke.

CSEA activist says event tops convention

KINGSTON - When CSEA's Political Action Committee (PAC) needed committed activists to attend the Democratic National Convention as delegates, Joe Van Dyke got involved.

He attended the convention as an alternate. Now he can add an inauguration to his resume.

The son of the first African-American alderman in Kingston, the Ulster County Local 856 vice president, local political action committee chair and member of the CSEA statewide PAC has deep roots in the local



Joe Van Dyke

political scene.

Van Dyke would like to see every union member be politically active.

"You have to remember, politics governs our everyday life," he said. "Members should get involved as much as possible to enhance their working conditions, to push for child care and health care. Clout begins from the bottom up. We are the power source."

While participating in the convention was exciting, Van Dyke said the inaugural festivities surpass that. "This is the icing on the cake," he said.



Deadline near for filing 1992 major medical claims

All 1992 Empire Plan basic medical claims must be submitted by March 31, 1993, to Metropolitan Life Insurance Company, CPO Box 1600, Kingston, NY 12401-0600.

Basic medical claim forms may be obtained from your agency's personnel/business office or from Metropolitan Life Insurance Company.

Please be certain to have your doctor or other provider fill in all the information asked for on the claim form and sign it. If the claim form is not filled out by the provider, all bills submitted must include all the information asked for on the claim form. Missing information will delay the processing of your claim.

Should you have any questions concerning your claim, you may call the following toll-free number at Metropolitan:

Within New York state
1-800-942-4640
Outside New York state
1-800-431-4312

Employers must post worksite injury, illness logs in February

All public employees should be aware that February is the month to find out just how safe your worksite really is.

Your employer must post the DOSH-900 log of all work-related injury, illness and lost workdays due to occupational injury or illness throughout the month.

Under New York's new tuberculosis safety and health standard adopted last year, the

DOSH-900 log must now also include information on any positive tuberculosis exposure tests among employees.

The DOSH-900 must be posted by law.

If your employer does not post the log, request that it be done.

If your employer still doesn't post the DOSH-900, contact your CSEA representative to file a Public Employee Safety and Health (PESH) complaint with the state

Labor Department.



TB standards protect workers

New York's safety and health standards to reduce the risk of tuberculosis exposure for public employees require employers to pay for treatment for employees who test positive in TB worksite screening.

That means those employees must not use their health insurance or money for any TB treatment. Employers must bear the cost directly.

Employees are responsible for the cost if they choose care or evaluation other than what the employer provides.

If a case involves a workers compensation claim, the employer should not challenge the claim, since the positive test results from the worksite screening.

Employers who refuse to pay should be reported to the state Labor Department's Public Employee Safety and Health office.

New York has the nation's most comprehensive public employee safety and health standards on TB, including required regular testing for employees in certain worksites.

The standards cover public employees in health care facilities, correctional facilities, homeless shelters, long-term care facilities, drug treatment centers and agencies which have a TB policy.

They require education and training; isolation and other protective measures for dealing with infectious patients; and removing infectious employees from the workplace.

Under the standards, all employees in these settings must be tested annually; those with frequent clinical exposure to patients with TB must be tested every six months.

Fighting the privateers

CSEA takes message to the public

CSEA is taking its message about the value of public employees to the public in a series of advertisements in newspapers and on television and radio.

"Stopping the Privateers" is an ad campaign designed to make sure the people who pay for public services know the value of public employees.

"Privatizing public service is not only dumb, it's irresponsible," CSEA President Joe McDermott said. "We want every taxpayer in New York state to know public employees provide the best, most efficient public services possible."

"Politicians who claim for-profit vendors do better for less are wrong. They want to abdicate responsibility for providing services and think selling out to the lowest bidder is the way to do it. Only with privateers, the lowest bidder is low only until he's got the job. Then watch services fall and prices skyrocket!"

CSEA's campaign asks the audience to "Join CSEA in the drive to keep public services public."

The television and radio commercials will run during local news shows on Feb. 22 and 23, March 1, 2, 8 and 9, April 19, 20, 26 and 27, May 3, 4, 17, 18, 24 and 25. Newspaper ads will run on the same dates.

You and your union dues

Every penny works for you, one way or another

When it comes to union dues, a little bit goes a long way. The union dues deduction that appears as only a small fraction of your earnings on your pay stub enables CSEA to obtain wages, benefits and terms and conditions of employment for the 250,000 active and retired members of CSEA that are far superior to non-unionized workers. You are living proof that "America works best when we say 'Union, Yes!'"

Your union dues, among the very lowest in the country, combine with those of your fellow CSEA members to help fund and fuel one of the most successful and respected labor unions in the entire AFL-CIO.

CSEA negotiates the best contract provisions and protections obtainable through good economic times and bad, because effective management of union dues make it possible for the union to maintain an experienced, qualified professional staff.

From negotiating your contract to enforcing its terms and conditions, from providing the wide range of benefits you and your family need to cope in today's society to protecting your health and safety on the job; it's all made possible because you and your fellow members pay union dues.

In addition, your dues also support CSEA's legislative and political action program, making it possible for your union to promote and support legislation that is in your best interest while working to defeat legislation that would be harmful. CSEA supports issues that help you throughout your working career and issues that assist you after you retire, such as pension supplementation, permanent cost-of-living adjustments, health insurance for retirees and

preservation of the retirement system itself.

Every penny of your union dues work for you in one way or another. Your dues dollar goes toward negotiating and enforcing union contracts, improving and protecting terms and conditions of employment, organizing new members and working on a wide range of issues and projects that directly affect you. About three cents of every dues dollar is used for promoting political or ideological programs and projects important to CSEA members and labor in general.

CSEA members who object to the appropriation of a portion of their dues for political or ideological purposes unrelated to collective bargaining can obtain a rebate.

How to request a refund from CSEA

The CSEA political refund amounts to 3 percent of the dues collected in 1992.

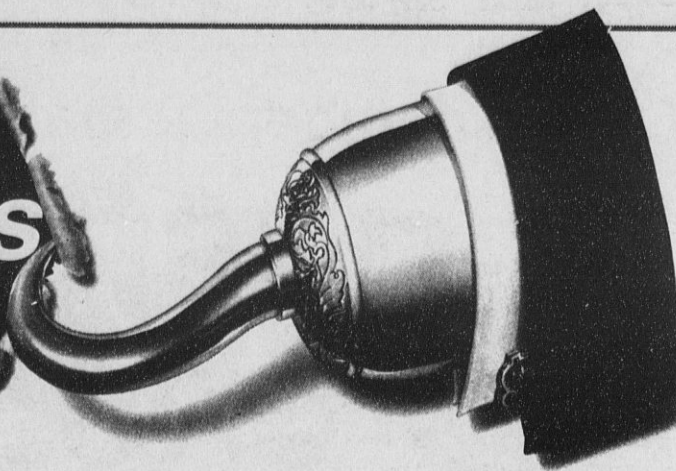
Under the union's rebate procedure, individual refund request must be submitted in writing by **certified or registered mail** addressed to:

**CSEA Treasurer
Civil Service Employees Association
143 Washington Avenue
Albany, NY 12210**

CSEA refund requests will only be accepted during the month of March. Requests must be received by March 31, 1993.

Individual requests only must be submitted; lists of members are not acceptable.

Each request for reimbursement must be typed or legibly printed and include the individual's name, home address, Social Security number and CSEA local number. The request must be signed by the member.



DON'T LET THE PRIVATEERS' FLAG FLY!



Privatizing public services is not a simple matter. Any radical change in the way things are done includes dangers — so there are important questions that you should ask before you allow any of your services to be privatized. For example:

Why charge the taxpayers to build a facility that will be a private company to make a profit?

Who is to do the job if private companies move on to more profitable customers when the economy is healthier?

What happens to services that don't return a profit?

Here's what happened when Los Angeles County signed a contract with a private firm to manage and maintain county vehicles. Their

need to show a profit resulted in cost overruns, repair order errors, billing irregularities, unsatisfactory quality maintenance programs. The Board of Supervisors voted unanimously to cancel the contract.

The ultimate question: What is really the best way to serve the public?

Capitalize on the experience that's already in place.

At our last more experience than neighborhoods and our employees, maintaining our parks and roads, by caring for our sick and mentally ill.

Keep that experience. Join CSEA in the drive to keep public services public. For a free copy of "265 OF REASONS WHY NEW YORK SHOULD BE 'REPUBLICAN' call toll-free: 1-800-436-CSEA.

CSEA

Civil Service Employees Association

143 Washington Avenue

Albany, NY 12210

1-800-436-CSEA

CSEA fights tax on education aid

A veto last year by former President Bush means workers who received educational aid from their employers last year may be taxed on that aid.

CSEA is already working for federal legislation that would retroactively exempt all employer-provided educational assistance from income taxes.

Currently, any aid for education that was not directly job related that was paid after July 1, 1992, is taxable. To qualify as job-related, a course must be specifically required in order for employees to keep their jobs and salaries, or it must directly support or improve skills required for current job responsibilities.

CSEA has made the exemption of education aid from income taxes a legislative priority in Washington, DC.

"Employees should not be discouraged from improving their status through education. Many may not even be able to accept the aid because they can't afford the tax," CSEA President McDermott said. "We will do everything we can to be sure the new Administration in Washington understands just how important education is to improving not only the individual lives of our members, but to improving the economy as a whole."

CSEA members a match for

A nasty Nor'easter

On Dec. 11, 1992, an unexpected Nor'easter storm pummeled Long Island and Metropolitan New York City with a strange and terrifying mix of torrential rain, snow and hurricane force winds. The fury of the storm, coupled with unusually high tides, wreaked havoc on thousands of lives.

With millions of dollars in damage, the downstate region has been declared a federal disaster area.

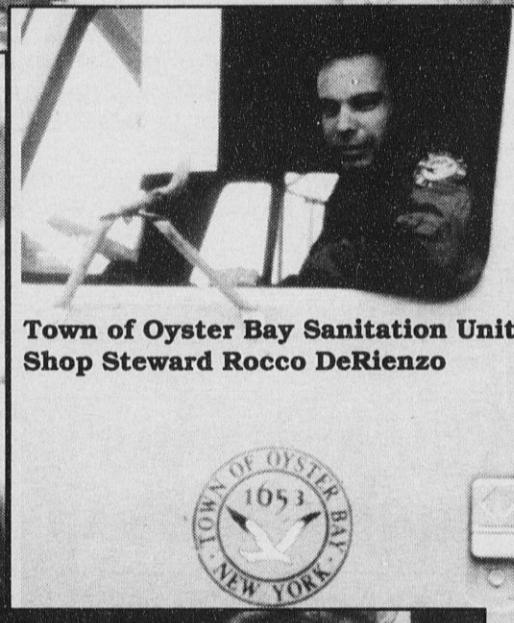
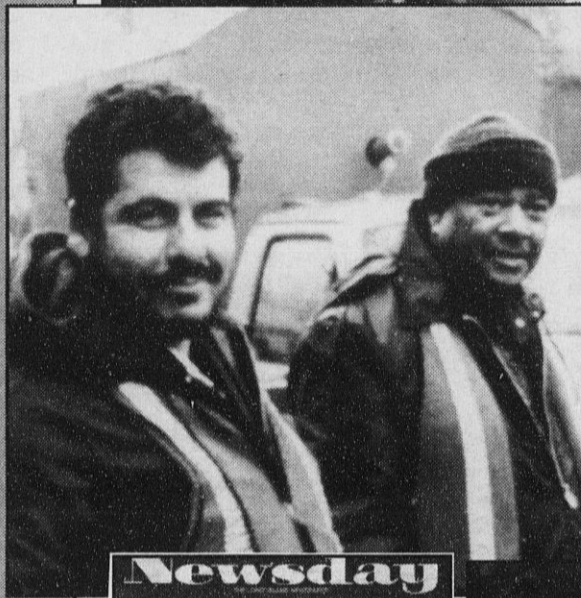
As brutal as the Nor'easter was, CSEA-represented employees responding to the emergency were clearly up to the challenge. It is a testament to the value and dedication of the frontline public employees that there was no direct loss of life in the storm and essential public services were quickly restored.

Much of the work to repair damage, rebuild lives and return the region to normalcy will take months and even years. Some parts of the region and the lives of people who live there will never again be the same.

The pictures and stories on these pages tell only a part of the dramatic and inspiring work carried on by thousands of CSEA members in state, county, town and village locals and units throughout the downstate area.



Nassau County DPW crews pump out flooded streets in Bayville.



Town of Oyster Bay Sanitation Unit Shop Steward Rocco DeRienzo



Nassau County 911 operator Charlene Keenan

County, town team up on Bayville relief, clean-up

Bayville offered one of the best examples of the effective coordination of county and local government response to the storm emergency.

Located on a narrow stretch of land between Long Island Sound and Oyster Bay on Nassau County's north shore, Bayville was the scene of dramatic rescue and relief efforts when the tide surged and put the village under water.

Nassau County 911 operators, members of CSEA Nassau County Local 830, took the frantic calls for help.

"The calls just kept coming in, people were trapped in basements, on top of cars, wind was tearing homes apart," said Police

Communication Specialist Kathleen Hinphy.

On an average day, the 911 operators and dispatchers handle about 2,500 calls. On the day of the storm they handled 6,000, including 3,000 in one eight-hour shift.

Dispatchers worked urgently to put them in order of priority and help coordinate the response by dispatching police, fire and ambulance crews as needed, and contact other help such as the county Department of Public Works and Town of Oyster Bay Highway Department.

The road crews played a crucial role in enabling the rescue effort to proceed by clearing fallen trees and debris blocking the roads leading into Bayville. Access was further limited by flood tides rising over key area roads.

There were also downed power lines throughout the area and public employees worked

side by side with utility crews to address the danger and restore service.

Once on the scene, the county and town workers assisted in the evacuation of residents by whatever means necessary, including using their cherry pickers to lift people to safety.

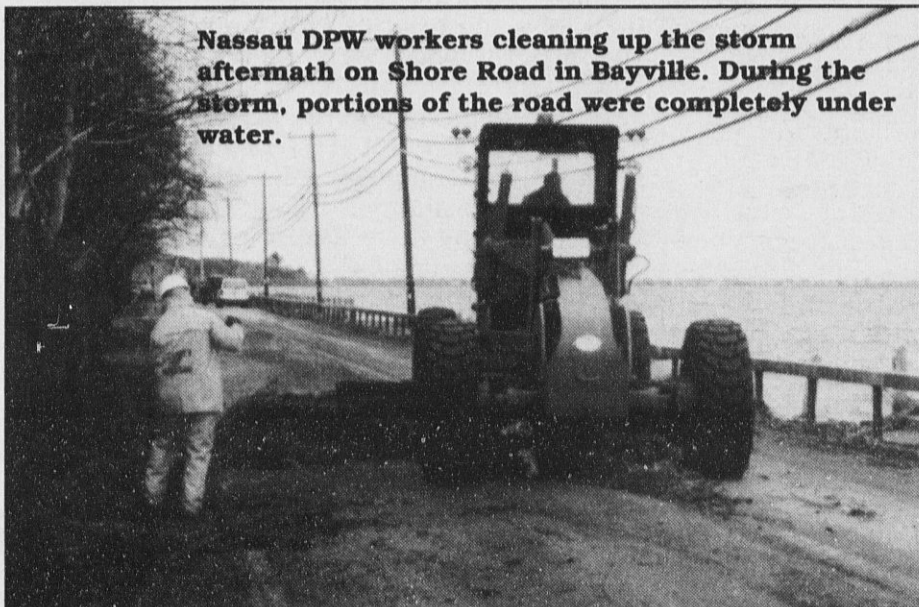
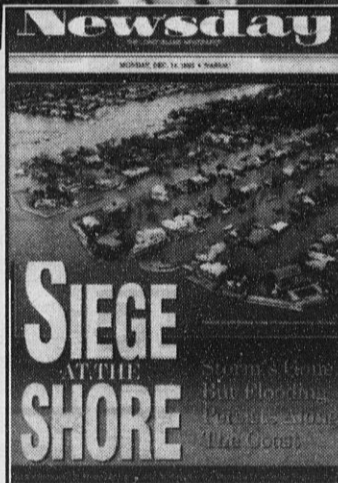
"Don't forget that all of this work was going on during the height of the storm with furious high winds and rising water," said Richie Niznik, a highway maintenance assistant and member of the DPW unit of CSEA Local 830. Niznik himself barely escaped injury when he was able to stop just short of a falling tree which clipped his vehicle and shattered.

The emergency response was further complicated when the storm turned to snow and some of the highway and DPW crews had to shift to plowing and sanding operations.

(Continued on Page 17)



Richie Niznik



Nassau DPW workers cleaning up the storm aftermath on Shore Road in Bayville. During the storm, portions of the road were completely under water.

Picking up the pieces at Long Island state parks

The Nor'easter's damage was extensive at Long Island's magnificent coastal state parks and that means members of CSEA Long Island State Parks Local 102 have been busy, literally picking up the pieces.

We've had to deal with some emergency situations right away, like the traffic circle and tower at Robert Moses State Park on Fire Island nearly washing into the ocean," Local 102 President Paul D'Aleo said. "But for the most part the crews have had steady clean-up work for weeks."

"It's like watching people's lives wash up on the beach," said Bob Nelson, part of a crew cleaning up the mess at Robert Moses

State Park. "We've picked up enough lumber to build a dozen houses. There are appliances — stoves, refrigerators — clothes. We even had a dead whale wash up."

A lot of the stuff even looks like new construction," D'Aleo added. "There was a 50-foot deck that looked like someone just picked up and put here intact."

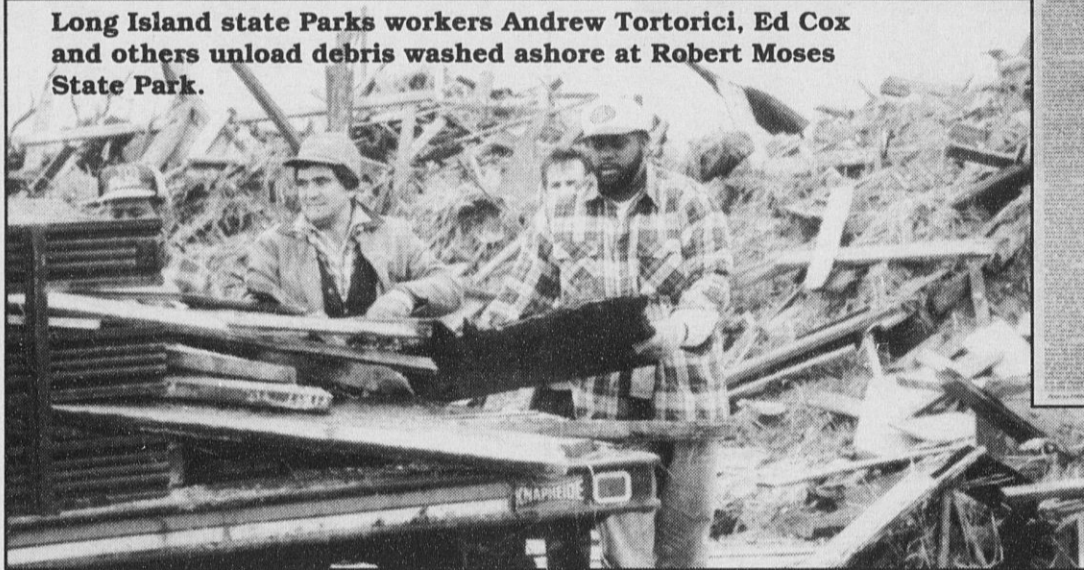
In fact, whole houses did wash into the ocean in parts of Long Island.

While crews continue their clean up and repair work at all of the region's parks, some of the erosion and other damage

may not be correctable and further damage is likely before the winter is over.

For that reason, Robert Moses and Orient Point State Parks are closed indefinitely. That situation could have significant impact. Three million people use Robert Moses State Park alone each summer.

Long Island state Parks workers Andrew Tortorici, Ed Cox and others unload debris washed ashore at Robert Moses State Park.



Long Island State Parks worker Hank Leggio at Robert Moses State Park.



Damage severe in Rockland, Westchester counties

Bayville Response

(Continued from Page 16)

By a stroke of good fortune, the Nassau County DPW had recently hired back about 100 employees who had been laid off by budget cuts earlier in the year.

"The rehires came just in time — if we didn't have the crews available when the storm hit it would have been an even bigger disaster," Niznik said.

The work continued around the clock. As soon as the flood tide began to recede, the crews began pumping operations that continued for a week. The county and town workers then turned their attention to removing tons and tons of sand and debris that covered everywhere the flood had been. The clean-up and recovery effort has been going on ever since.

County DPW crews have been flushing storm drains and assessing and correcting other damage to county-maintained roads and infrastructure.

Town of Oyster Bay workers have been just as busy

removing debris and determining how best to address the extensive damage at the three town beaches in Bayville, among other responsibilities.

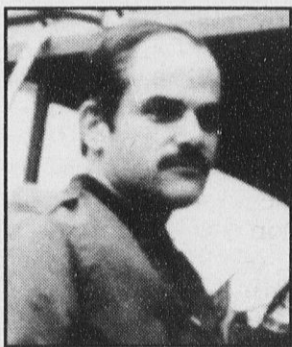
Town sanitation workers have also been involved in the clean up, conducting special pickups in Bayville to help residents get rid of debris.

"It's not very glamorous work, but people sure are happy to see us," said Town of Oyster Bay Sanitation Shop Steward Rocco DiRienzo.

"It was sad to see some people losing everything, especially at holiday time," added Town of Oyster Bay Highway Department Shop

Steward Joe Desmonie. "We even had some of our members affected and we've had a relief drive underway to help them out.

"But you'll never see a finer display of teamwork than during the storm," Desmonie said. "Being ready to go and do whatever needs to be done in an emergency is just part of the job of being a public employee."



Joe Desmonie

Chester Perrone points out boardwalk damage at Rye Playland to CSEA Westchester County Local 860 President Carmine DiBattista.



The Rockland County Town of Stony Point was just one of many Hudson River towns that suffered severe damage.

Residents of low-lying area along the river front were forced to evacuate their flooded homes. In addition to plowing snow, town employees were charged with cleaning streets and a park left with mud and debris after waters receded, according to Unit President Dale Wilson.

Many commuters who use Metro North Railroad to travel south into New York City found their automobiles in 4 to 5 feet of water when they returned from the city. Parking lots in many of the train stations are located next to the river where the water is normally level with the pavement.

Property on Long Island Sound suffered severe damage also. Westchester County Unit CSEA members watched in horror as boardwalks and piers at Rye Playland and Rye Beach got tossed like toys in the rolling surf during the storm.

"It looked like something out of a movie," said Unit Grievance Representative Chester Perrone who works at Playland. "The pier was rocking and waving in the water."

Inspection after the storm has revealed approximately \$2 million in damage.

Repairs to the pier and boardwalk could take months.

CSEA Local 102 members at Robert Moses State Park are also depicted on the front cover of The Public Sector.

Poor air quality plagues Nassau 911 employees

MINEOLA — Responding to the public's call for help is a daily routine for CSEA-represented police communications specialists who handle the Nassau County 911 phone lines and dispatch police and ambulance help.

But recently, calls for help have come from within their own office. Several employees were hospitalized after they were overcome by fumes and smoke in two separate incidents.

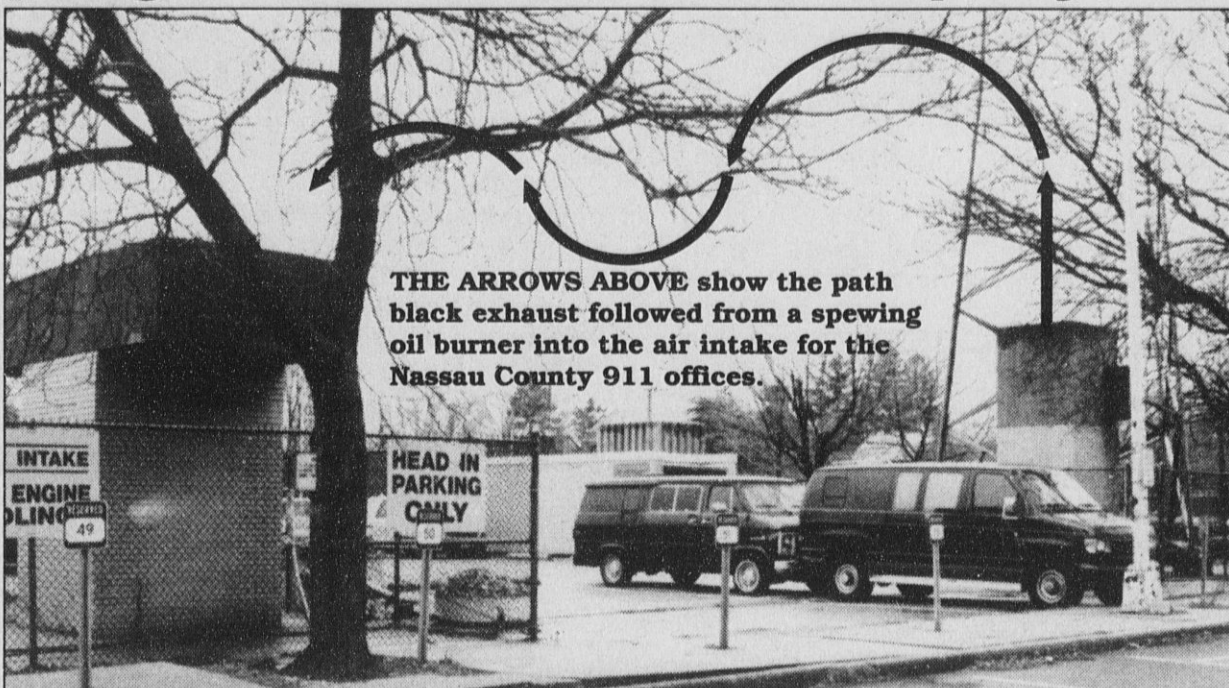
Long-standing office air quality problems have plagued the employees who work in a concrete bunker 30 feet below the ground. The environmental deficiencies are compounded by the ventilation system's air intake, located just above ground level in the middle of a parking lot.

The first incident occurred when chemical fumes from a construction project circulated through the system made the employees sick.

Then a broken oil burner spewed thick black exhaust that was then sucked into the air intake and circulated throughout the offices.

"The county keeps putting Band-Aids on this problem but we want out," CSEA 911 Unit President Joan Kleila said. The unit is part of CSEA Nassau County Local 830. "People are getting sick in this working environment and even when we have crises like these that send people to the hospital, we still get only lip service."

CSEA has tried for years to get the problems solved, but the lack of safety and health standards covering office environments makes it difficult. However, there are some efforts at the state and federal



THE ARROWS ABOVE show the path black exhaust followed from a spewing oil burner into the air intake for the Nassau County 911 offices.

levels to establish appropriate guidelines.

Employees are concerned about the cumulative effect of the air quality problems, Kleila said.

"Some people are more sensitive to the air contaminants than others," she said. "Even if it's not life-threatening, the dirty filters, mildew and other deficiencies with the ventilation system can be sickening. This is a very stressful, 24-hour a day operation, and the current working conditions are making a difficult job even harder."

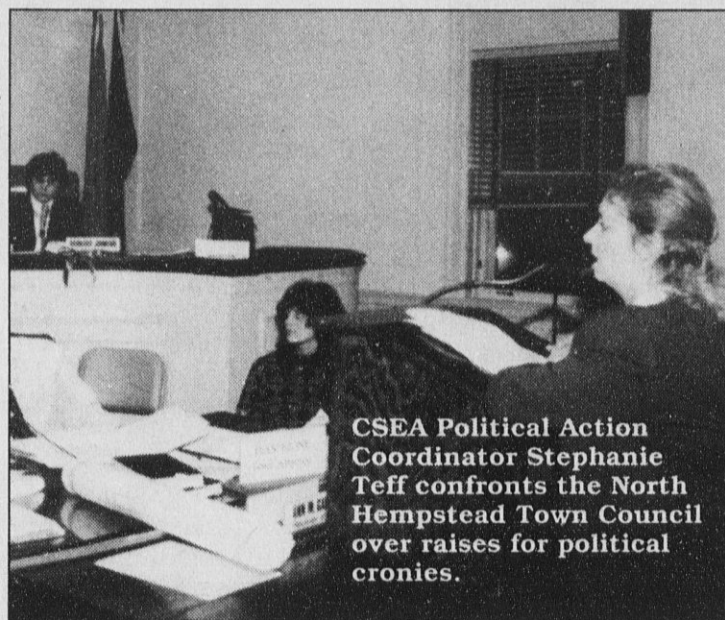
CSEA protests N. Hempstead's political raises

NORTH HEMPSTEAD - When the North Hempstead Town Board made a late-night decision to give huge raises to political cronies after laying off more than 150 CSEA members, CSEA Nassau County Local 830 President Rita Wallace condemned it as "midnight madness."

"The North Hempstead budget crisis was a catastrophe for the CSEA town members who lost their jobs and for the town residents whose services were drastically cut," Wallace said. "What kind of

priorities exist when money can be conjured up at midnight to provide for the chosen few political appointees during a fiscal crisis?"

Union members have had no increases for nearly two years, but the town allocated \$54,000 in



CSEA Political Action Coordinator Stephanie Teff confronts the North Hempstead Town Council over raises for political cronies.

pay raises of 8 to 29 percent to six favored employees, CSEA Collective Bargaining Specialist Larry Borst said.

CSEA Political Action Coordinator Stephanie Teff bitterly criticized Town Supervisor Ben Zwirn for waiting until the last minute to release information on the pay hikes to avoid public scrutiny. Teff also attacked Council Representative May Newburger's callous attitude toward dedicated employees.

Teff applauded Council Representative Barbara Johnson's lone objection to the raises because of the "negative perception" it sends.

"How Ben Zwirn can pull a stunt like this after crucifying Nassau County for the same outrageous behavior is mind-

boggling," said CSEA Long Island Region President Gloria Moran. "Zwirn's failure to vote against the raises sends a terrible message which will not be forgotten by CSEA or town taxpayers."

Ulster County employee fights contracting out

KINGSTON - CSEA Ulster County Local 856 member Jack Rinaldi is fighting privatization in his own agency.

Rinaldi, a 13-year Ulster County probation officer, is concerned that county officials have recently asked for permission to contract out probation supervision.

"I don't want to see these services go to an outside agency," Rinaldi said. "You won't get the level of supervision you need. We don't even know how well trained these people are."

"We are equipped to handle these cases," Rinaldi said. "I don't think the job should be done by someone other than a probation officer."

The state mandates that probation officers receive each year 21 hours of in-service training that deals with a broad spectrum of issues such as alcohol and drug rehabilitation and suicide prevention, he emphasized.

Client supervision includes not only monitoring activities, but also referral for necessary services. For this, a probation officer must know his client.

"I can't see a non-probation officer handling this responsibility," Rinaldi said.

CSEA President Joe McDermott is vehemently opposed to the county's proposal and has appealed to the state Division of Probation to refuse the request to contract out this service.

"Clearly," he said, "no contract agency can deliver the level of service to probationers and protection to the community that Ulster County Probation Officers have been able to provide."

"The contracting out of public services is rarely successful," McDermott pointed out. "The county and the state will still be paying for the provision of probation supervision, with less control over and accountability for the results of the expenditures."



CSEA hammers Clinton County highway department with a series of charges

PLATTSBURGH - CSEA has filed the third in a series of improper practice (IP) charges against Clinton County over problems in the county's highway department.

"First, we had an illegal reduction in premium pay for highway department supervisors, then we had a unilateral change in the workers' reporting sites and now the county is terminating an employee and violating his contractual rights because they don't like him and his support of his union," CSEA Labor Specialist Ken Lushia said.

CSEA filed the latest IP charge with the Public Employment Relations Board for Kenneth J. Rabideau, an automotive mechanics in the highway department and a member of CSEA Local 810.

In 1989 Rabideau filed an out-of-title grievance and won. Then his position was reclassified, which put him in a position he did not qualify for and caused him to lose the use of a county car. CSEA filed charges on his behalf and the county agreed to withdraw the changes.

In 1992, based on Rabideau's auto mechanic duties, CSEA asked the county to comply with the contract and pay him one-half hour of overtime a day. The county refused.

Then the county abolished Rabideau's position, even though the mechanics supervisor and Lushia pointed out at a county legislature meeting that the department had plenty of work for all three mechanics.

Lushia now believes that the job of the mechanics supervisor has also been threatened for his willingness to tell the legislature the true work load situation.

"CSEA is battling the county right now on the first two issues," he said. "We adjourned one hearing with hopes of reaching an agreeable settlement, but now we're returning to the hearing procedure. We haven't given up any of our rights before PERB on the first two issues and this action against a union member makes our position stronger," Lushia said. "Clinton County will learn that it is not above the Taylor Law."

CSEA wins job back for Albany County employee/activist fired for union involvement

By Daniel X. Campbell
CSEA Communications Associate

An arbitrator has ordered Albany County to reinstate with full back pay and benefits a veteran highway department employee and union activist CSEA says was fired because of his union activities.

The county will have to pay Walt Smith, a 17-year department employee and vice president of his CSEA unit, nearly \$7,000 in back pay and reimburse him for \$1,300 in insurance premiums. Smith paid to continue his insurance coverage. He suffered a heart attack shortly after he was fired last August.

The arbitrator said the county improperly fired Smith without bothering to ask him his version of an incident that allegedly occurred after Smith had filed an out-of-title grievance. That means the county "thus deprived itself of the ability to assess if sufficient proof existed to support the charges," the arbitrator said. He also found that the county's only witness, Smith's supervisor, was not credible.

CSEA Attorney William Herbert had argued that the county improperly fired Smith in retaliation for his union activities; that the county's own shoddy investigation violated Smith's right to due process and that there was no proof that Smith engaged in any of the behavior he was accused of. The union also said the testimony of Smith's supervisor, Tom Conover, was biased, inaccurate and reflected ongoing personality

clashes and disagreements between the two.

The arbitrator found particular fault with Abel Palma, deputy commissioner of the county Department of Public Works, for failing to get Smith's version and investigate the alleged incident.

Palma said he approved of Conover's sending Smith home without pay immediately for alleged verbal and physical insubordination and later issued suspension and termination letters without ever speaking to Smith because he "wanted to support my supervisor." The arbitrator said Palma in effect closed his mind to any information that might have proved Smith was innocent.

The county had alleged that an altercation occurred between Smith and Conover after Smith, in his role as CSEA unit vice president, filed an out-of-title grievance. The arbitrator found no proof that Smith had failed to follow an order or physically confronted his supervisor.

"This unfortunate incident is just another example of an anti-union attitude causing workers personal stress

"This unfortunate incident is just another example of an anti-union attitude causing workers personal stress and, in a most uncaring manner, wasting supposedly very thin Albany County taxpayer resources."

- C. Allen Mead

and, in a most uncaring manner, wasting supposedly very thin Albany County taxpayer resources," said C. Allen Mead, president of CSEA's Capital Region. "CSEA has once again demonstrated our support of our members. We will continue to reaffirm our commitment to aggressively defend the rights of our union workers and to expose the expense of irresponsible management to individual dignity and taxpayer dollars."

Glen Cove workers want contract

GLEN COVE - Angry Glen Cove School District custodians and maintenance employees working without a contract since last June picketed a school board meeting at Glen Cove High School to protest stalled contract negotiations.

"This is a raw deal," CSEA Unit President Joe Solomito said.

"It's unconscionable that the school board would play games with these peoples' lives and livelihoods when they served the district in a manner which is over and above the call of duty," CSEA Collective Bargaining Specialist Larry Borst said.

Besides regular summer duty this year, the workers had to do extra heavy duty to help in the consolidation of two schools, Borst said.

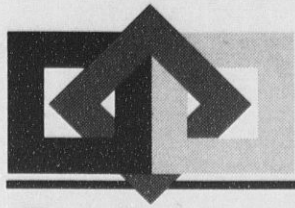
"They did a fantastic job and this is the thanks they get for the great job they did?"

The district gave fair settlements to other workers, Solomito said, but told custodians to accept the equivalent of a 1 percent increase.

CSEA Nassau County Educational Employees Local 865 President Nick LaMorte has begun a letter-writing campaign to area newspapers alerting Nassau taxpayers that Long Island's school custodians do not get any of the fancy perks recently publicized for New York City schools.

"Our hard working Nassau employees keep our schools clean, well-lit and safe for our Long Island children," LaMorte said. "They are all too often taken for granted and offered crumbs for their efforts."

After an unsuccessful mediation meeting, a meeting with a factfinder was set for this month.



School nurses face changing responsibilities

By Anita Manley

CSEA Communications Associate

YORKTOWN — They still bandage skinned knees and take temperatures, but the focus and the concerns of school nurses are changing with the times.

Just ask the school nurses in Yorktown, represented by CSEA Westchester County Local 860.

"We're not just here for emergencies," Nursing Coordinator Marsha Henderson said. "A lot of our time is spent counseling parents on medications," she said. "Because of the increase of parents without health insurance, they ask us for advice that doctors should be asked."

Social conditions also have broadened their responsibilities.

"We are a surrogate parent," Eileen Vangorder said. "There are so many working parents today and they don't always make arrangements in case their kids get sick."

Working parents are usually easier to contact, Unit President Ann Fitzell said, but bosses aren't always sympathetic.

The school nurses must know about drug and alcohol abuse and sexual and physical abuse; they have contacted Child Protective Services more than once.

Nurses were on the committee that wrote the district's AIDS curriculum, and they must take precautions

"We wear gloves for everything we do," Fitzell said. "It's so unnatural to reach for gloves before reaching for a child."

And illnesses are changing. For example,



YORKTOWN SCHOOL NURSES, seated from left: Linda Legg, Ann Fitzell, and Mary Sammel; standing from left: Eileen Vangorder, Toni Finn, Marsha Henderson and Heidi Terralavoro.

she said, more children have asthma.

While pupils must have immunizations, Linda Legg said, some parents claim a religious exemption. This year three children would have been sent

home in a measles outbreak.

For all its responsibilities, the job has its humor. Fitzell helped a child who came to school with handcuffs on.

"He didn't have a key," she said. "The shop teacher cut them off."

Helen Terralavoro had a student who came to school smelling like a skunk. "He trapped animals," she said.

At the Montessori school, Mary Sammel said, the children as young as 18 months.

"One parent wanted to know when we were going to take her 18-month-old on a field trip," she said.

Toni Finn said her most frightening experience was when a student became a paraplegic after fracturing his vertebrae.

School nurses' responsibilities are underestimated and underappreciated, Henderson said. They are also underpaid,

earning considerably less than their peers who work in hospitals.

"Even other nurses don't understand. State Board nurses are surprised at the responsibilities we have," she said. "We're well respected here, but it's not reflected in our salaries."

CSEA member walks New York marathon

WAPPINGERS FALLS — When Lee Prevatel's son challenged her and her husband to run the New York Marathon, she couldn't disappoint him.

"He kept telling us that he knew we could do it," she said.

Prevatel, a senior library clerk in the Wappingers Central School District, a member of CSEA Dutchess County Educational Employees Local 867, and her husband, William, broke in their walking shoes last summer backpacking through Europe. After returning home they walked two miles a day.

The day before the marathon, they attended the traditional pasta party. Then the Prevatels joined more than 26,000 runners for the 26.2 mile run. They finished in 6 hours 23 minutes.

"We weren't going for time," Prevatel said. "We just wanted to finish."

The real winners compete against all odds, she said.

"You have to be there to see people in wheelchairs, people who can hardly walk, and they're so determined to finish," she said.

Prevatel said the experience was terrific. "While we were walking, we kept saying never again," she said. "But already we're talking about how we'll do better next year."



Lee Prevatel

CSEA wins member \$7000

SARATOGA SPRINGS — CSEA member Dawn Baker is \$7,000 richer because CSEA fought the Saratoga Springs City School District over its failure to appoint her to a job.

"I was shocked at the \$7,000 settlement. I never figured on that," Barker said. "I just wanted to protect my rights to apply for a CSEA position I believe I was qualified for."

When the school district posted a job opening for motor vehicle operator in the CSEA bargaining unit, Baker, a food service worker with nine years seniority, applied.

But the district hired another person who had worked as a substitute but was not a member of the bargaining unit.

CSEA filed a grievance and pursued it before an arbitrator. He ruled that the district found Baker qualified but didn't consider seniority when filling the job. He ordered the district to give Baker the job and award her back pay.

Ironically, Baker has refused the job. During the grievance process, she applied for and accepted another higher paying position in the CSEA bargaining unit.

"CSEA's representation was just great. Everybody in the union gave me support," Baker said. "The CSEA attorney, Marilyn Dymond, was the one who suggested seeking the back pay. She put together a solid case for me. I'm so glad we won."



CSEA MEMBER Dawn Baker

Local, school aid suffer

Everyone hurt in 1993-94 budget proposal

ALBANY -- CSEA President Joe McDermott pledged to fight Gov. Mario Cuomo's proposed 1993-94 budget that calls for \$130 million in school aid cuts and fails to increase spending for important local aid programs.

"Just when you think you've reached the bottom, the Governor manages to find another lower floor," McDermott said.

The budget proposal keeps funding for general revenue sharing and the Consolidated Highway Improvement Program (CHIPs) at last year's level, and fails to take inflation into account.

Another troubling proposal for local governments is to move responsibilities for handling parole violations to local governments. Despite promises that costs won't increase, CSEA remains skeptical.

"If the Governor thinks he's getting his way with this budget,

he's got another thought coming," McDermott said. "CSEA is already working to be sure the state Legislature passes a reasonable budget that is more fair and more responsible."

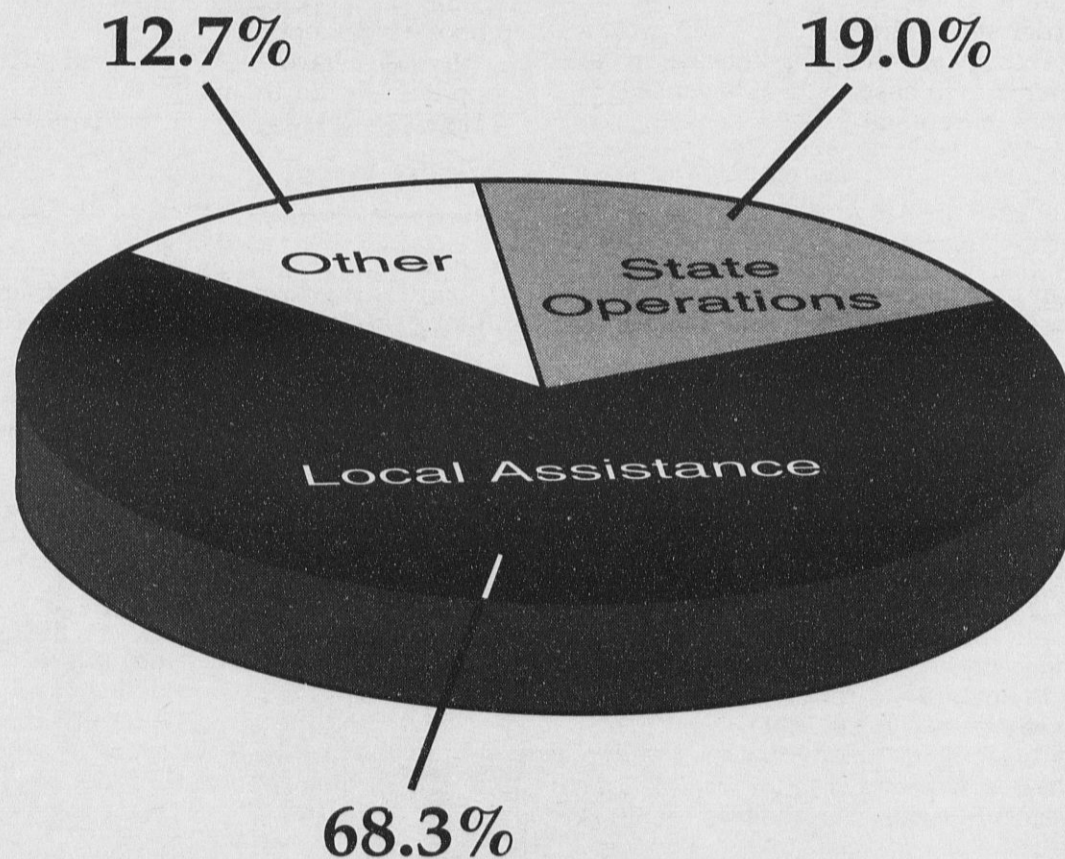
Outline of Governor's proposals for AID TO LOCALITIES (68 percent of budget or \$40.2 billion)

- School aid will be cut \$130 million.
 - Financial incentives are proposed to encourage school districts to merge or share services, which could result in job losses.
 - CHIPs (Consolidated Highway Improvement Program) funds are kept at last year's level which doesn't keep up with inflation.
 - State Revenue Sharing funds are kept at last year's level which doesn't keep up with inflation.
 - Probation funding would be changed to increase reliance on money generated locally by fees paid for services. CSEA believes such a change could actually diminish funds.
- (See page 4 for information on state funding).

'Just when you think you've reached the bottom, the Governor manages to find another lower floor.'

-- CSEA President Joe McDermott

Where the money goes...



Get the latest information:

Call CSEA's Current Issues Update: 1-800-342-4146 on a touchtone phone, then hit 5.

Hijacked!

'He had a knife in my side all the time...'

By Ron Wofford

CSEA Communications Associate

WEST SENECA — A hijacking of her school bus by a runaway criminal has left West Seneca School District driver Betty Retorek shaken and robbed of her wallet and jewelry, but also thankful that no one was hurt in the bizarre incident.

"He had a knife in my side all the time and I could have been gone just like that," said Retorek, a 20-year member of the CSEA West Seneca Schools Unit of Erie County Educational Local 868.

Culprit still at large

The criminal escaped and remained at large as this edition of *The Public Sector* went to press, even though Retorek and the nearly dozen students on the bus helped police develop a composite sketch that has been distributed throughout the community.

The hijacker was a burglar running away from an off-duty Buffalo police officer who discovered the intruder in his house. The officer had chased the intruder and the two were tussling in the middle of the street when Retorek happened upon them. She had just dropped off seven of her 18 high school passengers.

"I stopped (the bus) because they were in the middle of the street, fighting," Retorek said. "He knocked the other guy to the ground, and in two seconds he was pounding on the bus door, then burst through and was in my face."

'Drive lady!'

"At the time I didn't know the other guy was a cop. He held the knife at my side and said 'drive lady!' He put his foot on mine over the accelerator and was practically sitting on me." She said the off-duty officer was nearly run over but managed to roll

out of the way as the ordeal began.

The frightened students retreated to the rear of the bus as the fugitive warned them not to look at him, Retorek said.

"He would often look back at the kids and ask them is there was a cop following, and they would answer in unison, 'no,'" Retorek said.

"First he jerked out the two-way radio cord so we were out of communication with dispatch," she said, "and he kept saying 'drive lady' while I kept telling him to get off. I'm sure he knew where he wanted to get to."

"When he spotted my purse, he dumped it out on the console and took my wallet, which still contained some Christmas cash my kids had given me. Then he made me take off all of my rings," Retorek said.

'I know where you live'

"After he finally had me stop so he could get off, he looked back and said, 'remember, I know where you live,'" she recalled.

About 20 minutes and five miles after it began, the incident was over. It seemed like an eternity for Retorek and her students, she said.

Crisis counseling was provided by the school district for the students and

'I'm just so grateful that none of those kids were hurt.'

Retorek, who said she has taken extensive steps to beef up security at her home as a result of the incident.

"I'm just so grateful that none of those kids were hurt," she said. "That would have been hard to

live with."

A bond has grown between bus driver and students since the incident.

"I was really touched when, the next day, the students gave me a box of chocolates and a very warm note," Retorek said.

A \$500 contribution from the CSEA unit's split club has been combined with \$500 from the Erie County Police Chiefs Association for a \$1,000 reward for information leading to the capture of the suspect, according to CSEA West Seneca Schools Unit President Jim Meyer.

"We're all quite proud of how bravely Betty dealt with the crisis," Meyer said. "She used good common sense and the children came through it safely."

Syracuse members ratify new contract after bitter battle

SYRACUSE -- CSEA members who work for the city of Syracuse have ratified a new contract, ending a bitter two-year contract stalemate.

CSEA white collar unit workers voted by a 3 to 1 ratio to accept the contract, which contains a pay raise for 1993 but no raise for the previous two years. The CSEA Onondaga County Local 834 members had been without a contract since Dec. 31, 1990.

Negotiations were very difficult, Unit President Rick Rogala said. He said the city administration was unwilling to budge on retroactive raises despite a factfinder's report urging a raise for 1992.

Rogala said he's glad the employees will finally be getting a raise.

"I'm glad this battle is over and that our members will finally get a well-deserved raise after more than two years of sacrifice," Rogala said.

Riverhead is still CSEA country!

RIVERHEAD - Riverhead town employees voted to remain members of CSEA in a recent representation election, rejecting a competing labor organization.

"Riverhead employees voted in favor of CSEA, a union that offers service and democracy, and rejected the intimidation tactics of Local 424, a renegade union that was tossed out of the AFL-CIO" said CSEA Long Island Region President Gloria Moran. "CSEA is clearly the best labor organization around, and Riverhead employees recognize that."

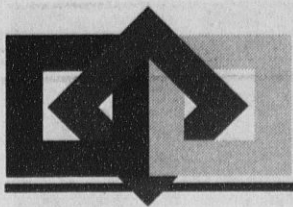
CSEA Organizer Stephanie Bonfante and AFSCME staffer Michael Curtin said the victory is for the members, who in CSEA will continue to be represented by a union with a truly democratic process of electing union leaders. CSEA is New York's oldest and largest public employee union.

CSEA Riverhead Unit President Jim Divan and the unit's Executive Board were key players in the victory.

CSEA Collective Bargaining Specialist Larry Borst is set to begin negotiations for a new contract with Riverhead town officials.



RIVERHEAD CSEA UNIT representation election victory is noted by, from left front, CSEA Organizer Stephanie Bonfante, Unit Secretary Pamela Cartwright, Unit First Vice President Vicky Vourakis, Town Supervisor Joe Janowski and CSEA Long Island Region President Gloria Moran. Left to right, rear row, are Unit Treasurer Nancy Morrow, Unit President Jim Divan and AFSCME staffer Michael Curtin.



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CSEA members in the Nassau County 911 offices face their own emergencies in the workplace.

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CSEA fights unfairness with improper practice charges in Clinton County, and wins a member's job back in Albany County.

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CSEA school news includes a story on the changing roles of school nurses.

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CSEA President Joe McDermott blasts the Governor's proposed budget, which includes cuts in school aid.

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A CSEA member survives a hijacking, and the union scores a big win in Riverhead. Also, CSEA members celebrate a contract settlement in the City of Syracuse.

Member is a folk singer

CORNWALL - Andy Masten is a folk singer who delivers his message through his music.

Masten, president of the CSEA Town of Cornwall Unit in Orange County, has been playing his original material in local clubs for nearly 15 years.

"I tried to put together bands, but we kept breaking up," Masten said, "so I started on my own, writing and playing at 'open mike' nights in local clubs. People started telling me I was good."

Masten writes about things that bother him.

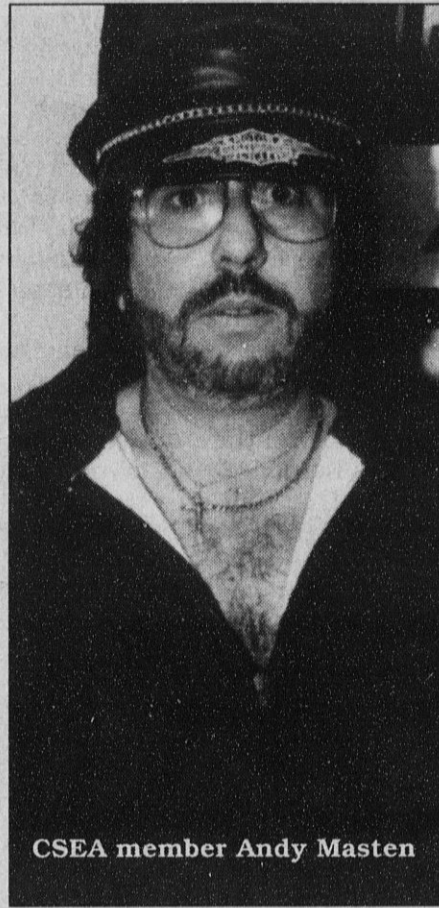
"If it wasn't for government and women, I wouldn't have any material," he said. "Folk music gives me an outlet."

Masten wants success. He recently dropped tapes off to producers in Nashville and is looking for a music publisher.

When he's not writing, Masten records his music in his own studio. He's spent thousands of dollars on his equipment and instruments.

"If you want to make a good tape, you have to have good equipment," he said. "I record each track myself. It takes two to three months to get a song done."

During the summer, Masten tries out



CSEA member Andy Masten

his music in such folk music hot spots as the Tinker Street Cafe in Woodstock. He said he enjoys playing to Woodstock customers because "when you mess up, they know you messed up!"

While Masten said he appreciates the recognition that his music brings, he plays his music just for the enjoyment of playing.

"If I never made any money at it, I'd love it just as much," he said. "You do it for the love of it."

Fame and big money are not always in the stars for talented performers, Masten said.

"Willie Nelson played for 25 years before he made it," he said. "It's not a matter of how talented you are: It's being in the right place at the right time. There

are a lot of excellent musicians that you'll never hear about."

Masten also writes poetry .

A 14-year town employee, Masten became unit president last year.

As an environmentalist, Masten feels he's doing his part for the environment as a senior operator of the town's sewage treatment plant.

"It makes me feel good to keep my part of the Hudson River clean," he said.



CSEA MEMBER CHRIS ELIA, also known as Kris Kringle, dropped by the North Syracuse School District's Smith Road Elementary School to make the holidays brighter by giving candy canes to hundreds of pupils. Elia is a motor equipment operator with the school district.

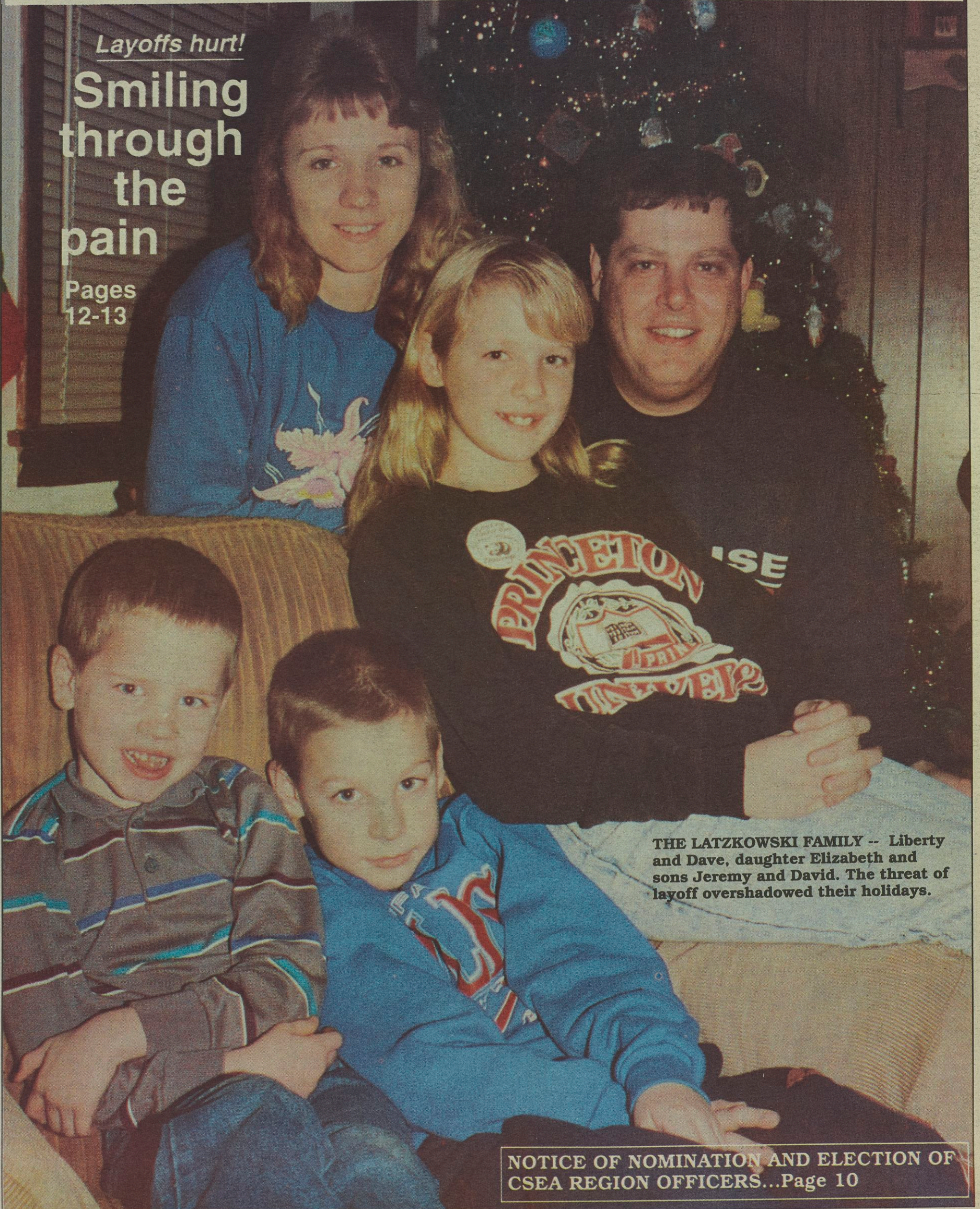


THE TRADITION CONTINUES -- CSEA Erie County Local President Sal Castro, Erie Unit President Mike Bogulski, Unit Treasurer Wally Sienkiewicz, Local Treasurer Joyce Baldi, Local Executive Vice President MariJean Nichols deliver food donated by workers from throughout the county to the Buffalo City Mission for the holidays.

Layoffs hurt!

Smiling through the pain

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THE LATZKOWSKI FAMILY -- Liberty and Dave, daughter Elizabeth and sons Jeremy and David. The threat of layoff overshadowed their holidays.

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CSEA REGION OFFICERS...Page 10**