

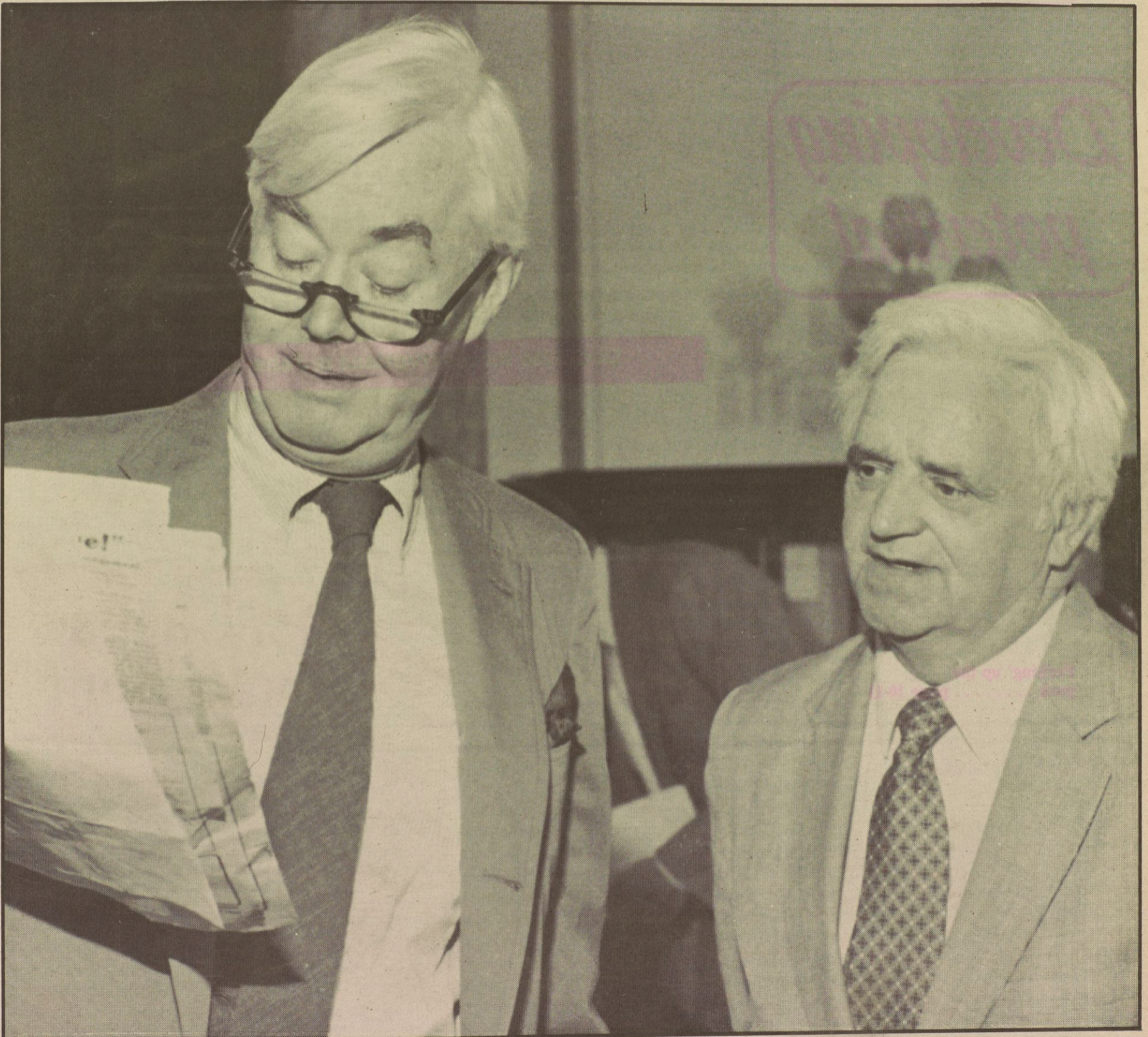
THE PUBLIC SECTOR

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

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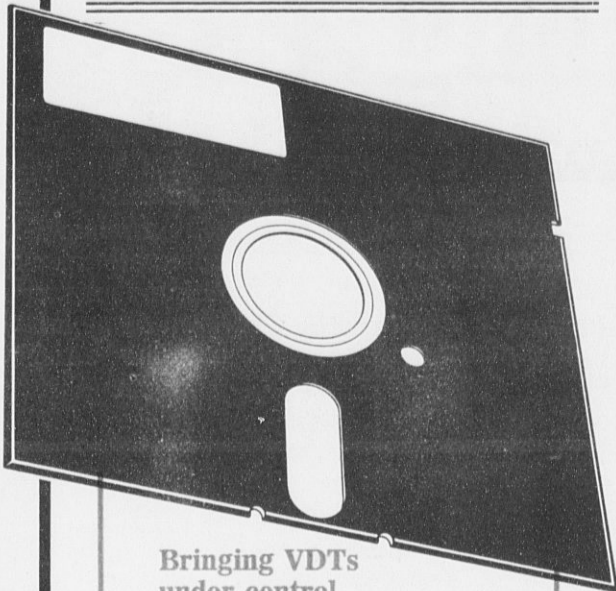
Vol. 11, No. 12
Monday, June 13, 1988

WE WIN! IRS axes tax



IMPRESSED! U.S. Sen. Daniel Patrick Moynihan, left, reads some of the more than 100,000 signatures on petitions opposing the taxing of public employee benefits and leave accruals. CSEA President William L. McGowan, right, headed a delegation which presented the petitions in Washington to federal lawmakers from New York. (See page 3)

INSIDE



Bringing VDTs
under control
.... page 4

Developing potential

... pages 6 and 7



Perking' up the
park page 10-11

Bill McGowan is retiring after more than a decade as statewide president of CSEA. We'd like you to join us in this special picnic tribute. Make reservations today!

Come and Say Good-Bye to Bill McGowan P I C N I C



THURSDAY, JULY 14, 1988

4:00 p.m. - 10:00 p.m.

LANTHIER'S GROVE

DUNSBACH FERRY and ALBANY-SARATOGA ROADS
Two miles north of Latham Circle

\$20.00 per person (including gift)

Food Served from 4 p.m. to 7 p.m.

BEER • SODA • COFFEE
HOT DOGS • HAMBURGERS • ITALIAN SAUSAGE
CHOWDER • CORN ON THE COB • SALADS
RAW CLAMS • CHICKEN WINGS

(Beer, Soda and Coffee Available 'til 10 p.m.)

**TO MAKE YOUR RESERVATIONS, COMPLETE & RETURN THE
RESPONSE FORM BELOW or CALL CSEA at (518) 434-0191
Extension 258 — ask for Kathy or Rhonda**

Deadline for reservations is June 30, 1988

RESPONSE FORM

Come and Say Good-Bye to Bill McGowan Picnic • July 14, 1988 • Lanthier's Grove

PLEASE SEND ME _____ TICKETS AT \$20.00 PER TICKET (includes gift)
ENCLOSED IS CHECK MADE PAYABLE TO "CSEA, Inc." IN THE AMOUNT OF

\$ _____

IF YOU CANNOT ATTEND THE PICNIC, BUT WOULD LIKE TO CONTRIBUTE TOWARD A GIFT,
PLEASE ENCLOSE CHECK AND INDICATE AMOUNT: \$ _____

NAME:

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MAIL TO: CSEA, Office of the President, 143 Washington Ave., Albany, NY 12210

REMEMBER: DEADLINE IS JUNE 30th!

Public SECTOR

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100,000 signatures; 20,000 letters, coupons

CSEA members bury Congress under tax protest petitions

"We did it," said a victorious CSEA President William McGowan after learning that the Internal Revenue Service will withdraw its plan to tax public employees' unused vacation and sick leave, severance and disability pay.

The action was inevitable after a letter and petition campaign spearheaded by CSEA snowballed into an avalanche. Some members of the New York

Congressional delegation reported getting so much mail from angry CSEA members that they had to put on temporary staff to handle the volume.

McGowan and CSEA lobbyist Demi McGuire also traveled to Washington D.C. on June 7 to present Sen. Daniel Patrick Moynihan and other New York representatives with the petitions signed by 100,000 state and local workers. The

signatures were gathered by CSEA members in just six short weeks.

During a press conference with McGowan, Moynihan announced that he was introducing the senate version of a bill to rescind the IRS plan. It was strong evidence of broad bipartisan support that CSEA helped build on the issue.

Earlier, Rep. Frank Horton (R-Rochester) announced that he was signing on to the House bill as a co-sponsor.

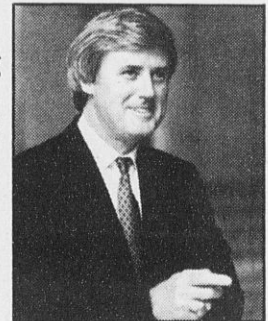
Other key New York representatives that CSEA called on for help were Rep. Tom Downey (D-Long Island), Rep. Charles Rangel (D-Manhattan) and Rep. Raymond McGrath (R-Long Island). But further action was soon unnecessary.

It was actually McGrath who first learned that the IRS was backing down within hours of McGowan's trip to Washington.

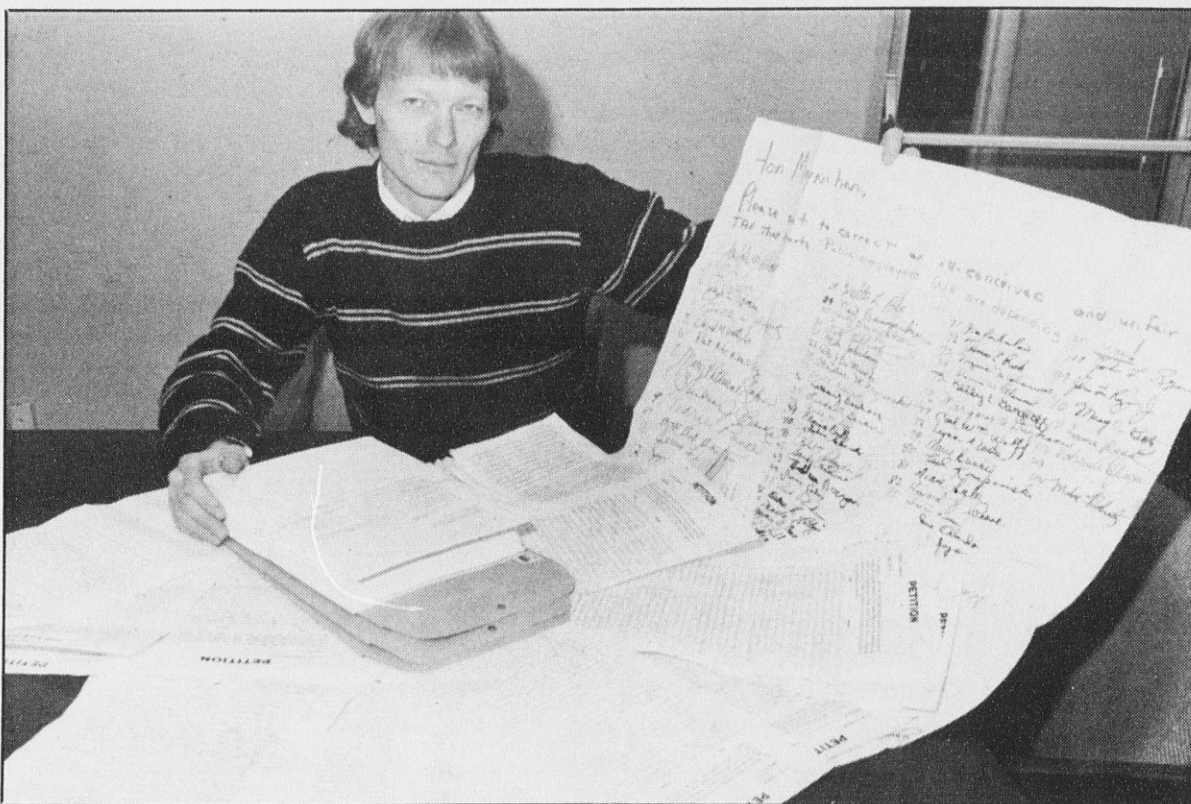
According to McGrath "common sense prevailed." "Taxing benefits before they are used is terribly unfair to working people," he said.

Other representatives credit CSEA's strong response as a prime factor in turning the issue around.

"This is not just a victory for CSEA, but for all public employees," said McGowan. "It shows what our members can do when called to action to work together."



McGrath



PETITIONS containing 100,000 signatures of state and local government employees have poured into CSEA to protest IRS authority to tax unused benefits of public employees. Western Region Political Action Coordinator Roger Sherrie shows some of the petitions gathered in western New York area.



NICE GOING, DAWN! — Dawn Gambino shows Orange County CSEA Unit President Dave Score petitions she collected containing more than 500 signatures of Orange County employees.



U.S. Rep. Tom Downey (D-Long Island) speaks during a Washington press conference on the IRS' ill-fated plan to tax public employees' unused benefits. At right are U.S. Sen. Daniel Patrick Moynihan and CSEA President William McGowan.

VDT victory?

Suffolk Co. Legislature approves safety bill

Compiled by Sheryl Carlin
CSEA Communications Associate

HAUPPAUGE — As The Public Sector went to press there was uncertainty over whether Suffolk County Executive Patrick Halpin would sign into effect first of its kind legislation regulating the use of video display terminals (VDTs).

The county legislature recently passed the controversial measure which would be the first law in the nation to prescribe guidelines for VDT work. The legislation faced unprecedented opposition from the business community.

The county legislature approved VDT safety legislation last year, but the acting county executive vetoed the bill. He was defeated by Halpin in November. Halpin helped draft VDT safety legislation that is pending in the state Assembly.

CSEA testified strongly in favor of the bill both last year and this, and endorsed Halpin

in the general election because he favored the legislation.

The law would require training and safety measures for businesses and organizations that have 20 or more VDT terminals.

CSEA Deputy Director for Local Government Ron King stressed that the legislation was not anti-business but rather "prohealth, pro-employee, and yes, pro-labor."

Business leaders have protested that the law will inhibit business growth on Long Island by driving businesses out of the county and discouraging others from moving in.

"These threats are just scare tactics to keep the bill from passing," said CSEA Region I President Danny Donohue. "Businesses that don't want to protect their employees are businesses we may not want to do business with."

Prolonged use of VDTs has resulted in carpal tunnel syndrome, tendonitis, eye and back strain and stress.

CSEA statewide Secretary Irene Carr and Region I Political Action Coordinator Stephanie Teff also gave testimony in support of the VDT bill.

"A combination of proper equipment and



Stephanie Teff

appropriate work practices can eliminate or at least reduce VDT health hazards," Teff said. "CSEA's recommendations are neither utopian nor extreme, but reflect what is currently known and easily achievable in the field of ergonomic design and office equipment."



Danny Donohue

"A combination of proper equipment and appropriate work practices can eliminate or at least reduce VDT health hazards."

Law would mean changes

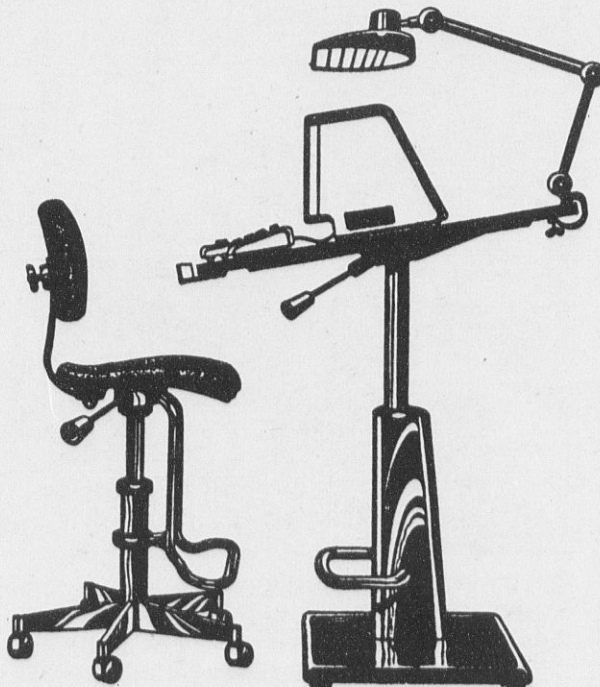
If enacted, the new Suffolk County VDT law will provide protection for employees who work more than 26 hours a week at firms with 20 or more VDTs.

The law requires:

- *15-minute breaks or alternative assignments every three hours;
- *annual eye exams, with employers paying 80 percent of the cost; that new equipment meet ergonomic standards, including five-legged chairs, adjustable seats, glare-resistant screens;
- *training programs to inform workers of potential hazards of working at VDTs and of the proper ways to use them to minimize those hazards.

Enforcement of the law will come through the county health commissioner, who will investigate complaints. Employers will be required to correct problems within 60 days. A written notice of violation will be posted in the workplace. If an employer does not correct a violation, the health commissioner can seek a court order for enforcement.

The provisions of the bill calling for eye exams, glasses and work breaks take effect immediately. Education programs will be required within six months. Only equipment purchased, leased or rented after Jan. 1, 1990, will be required to meet the standards set by the law.



For 1,500 members and guests

Day at the zoo more fun than a barrel of monkeys



SYRACUSE — What's more fun than a barrel of monkeys? How about a zoo full of CSEA members with hundreds of happy, laughing children.

That was the fun-filled situation recently when Onondaga County CSEA Local 834 decided it was time for an event that members in each of the 26 units of the local could enjoy with their children at little or no expense.

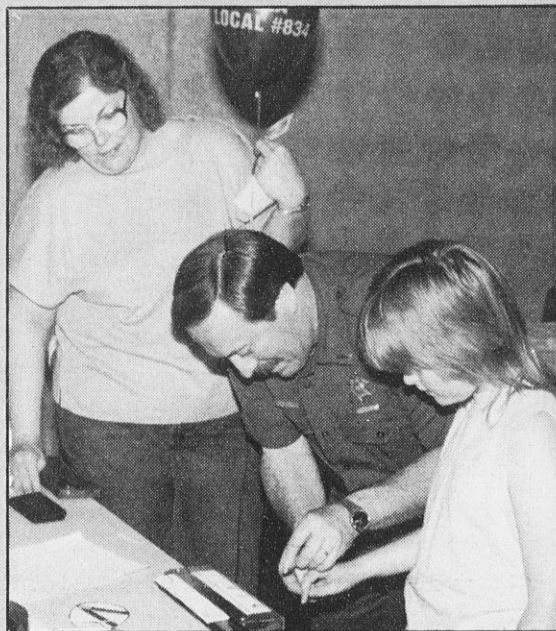
The result was a Family Day program at the Burnet Park Zoo attended by more than 1,500 CSEA members and their families.

"We wanted to make it an attractive, inexpensive fun package," said Carol Garnsey, who co-chaired the program along with Linda Hagger. "They loved it."

"All in all it turned out to be a great day," said Local 834 President Dale King. "We also made sure the members were provided with CSEA literature and information. I think everyone enjoyed the day. The price was right — it was free to anyone who presented a valid CSEA ID card or paystub."

In addition to music and special shows for the youngsters, an Onondaga County sheriff deputy conducted fingerprint identification for more than 255 children of members.

By Charles McGear
CSEA Communications Associate



PAT THOMAS, an employee of the county planning and research department, watches as daughter Dawn, 7, is fingerprinted by Special Deputy Sheriff Ed Tracy. More than 250 children received the fingerprinting ID protection throughout the day.



JACOB SHELBY, 5, breaks into a big smile for the camera. With him is his father, Skip Shelby of the county highway department. In the background is a band hired to provide musical entertainment for the day.



PAUL FERNANDES of CSEA's Drainage and Sanitation Unit holds 17-month-old daughter Natalie as she receives a CSEA balloon from Marcia Hatherill, a sheriff's department employee and Zoo Day volunteer.



ENJOYING FAMILY DAY at the zoo are Erin Price, 3, getting a "piggy back" ride from father, Jim Price, of the county probation department. Sharing the fun is Linda Hagger, left, co-chair of the Local 834 Women's Committee, who offers another balloon to Natalie Radford of the county social services department and her daughter, Alysha, 3.

Developing potential

CSEA's annual Irving Flaumenbaum Memorial Local Government Workshop

June 3-5, 1988 Tarrytown

TARRYTOWN — The land of New York's Sleepy Hollow legend came alive the weekend of June 3-5 as over 300 CSEA activists gathered here for the annual Irving Flaumenbaum Memorial Local Government Workshop.

"CSEA — Developing Potential" was the theme for the three-day session that offered something for everyone.

The workshop kicked off Friday evening on a note of nostalgia. Retiring Statewide President William L. McGowan was toasted as "Mr. CSEA."

AFSCME Secretary-Treasurer William Lucy led the honors by praising McGowan as "a trade unionist who leaves a legacy that we will all benefit from." But it was Local Government Executive Committee Chairman Dominic Spacone who best captured the mood present by simply stating: "Remember us, Bill. We're going to miss you."

The evening ended on an inspirational note with a special showing of the movie "Matewan" as a reminder of the many obstacles workers had to overcome to organize unions.

Saturday's agenda included sessions on wellness worksite programs (see accompanying story), labor law and the threat of privatization.

The weekend's theme was highlighted by special sessions on "Communication for Respect," "Dealing with Conflict," and "Rights of the Union Activist."

The second day ended with an entertaining Lip-Sync contest that raised over \$2,000 for PEOPLE.



LOCAL GOVERNMENT EXECUTIVE COMMITTEE Chairman Dominic Spacone, left, presents gifts to retiring CSEA statewide President William L. McGowan on behalf of local government officials and members.

The workshop concluded Sunday morning with a general session of local government delegates moderated by Spacone. They heard from Art Wilcox, director of the state AFL-CIO public employee division (see accompanying

story); Ben Falcigno of the Public Employment Relations Board; Willie Terry, chair of the union's Ad Hoc Committee Against Apartheid in South Africa; and PEOPLE Coordinator Cheryl Sheller.

CSEA, state AFL-CIO partnership paying dividends for all of labor

TARRYTOWN — Last year when CSEA affiliated with the New York state AFL-CIO, everyone wanted to know what it meant for them. Art Wilcox, director of the labor federation's newly created public employee division, was here to explain.

The former City of Newburgh firefighter noted that "for years private sector unions controlled labor . . . but now the times are changing." He attributes the change to labor's success in organizing public employees and adds that today they make up 1 million of the state AFL-CIO's 2.3 million members.

The payoff, he says, is "concentrated clout" that results in doing more by "working together."

He gave several examples.

*Legislation to spread out The Empire

Plan deficit over four years. The benefit? An 11 percent decrease in anticipated rate hikes!

*Lobbying for funds to hire six auditors to monitor The Empire Plan. The benefit? Better control of administrative costs!

*A recent PERB decision that helps retirees by making their health insurance a non-mandatory subject of negotiations. The benefit? Their health insurance can't be raised as an issue at the bargaining table unless both labor and management agree to do so!

Wilcox also listed future priorities that include winning better pension benefits, opposing too much public disclosure by public employees, resisting workplace drug testing and halting the privatization of public services.

He concluded his remarks by describing



ART WILCOX, director of state AFL-CIO Public Employee Division.

the various services the state AFL-CIO has available and reminding delegates that they are now "only a phone call away."



DETAILS OF A Public Employment Relations Board (PERB) project to speed up grievance arbitration procedures were described by Ben Falcigno, PERB's special project coordinator. He explained the new system is being "developed as we go along" and is designed to "get you an answer, quickly . . . (to grievances) . . . which might be settled before a huge war."

Labor/management agree on this: health programs benefit everyone

Wellness programs are gaining in popularity throughout the state, according to CSEA Education and Training Specialist Joan Dunham-Card.

Dunham-Card told CSEA members at the recent Local Government Workshop that one very obvious reason that the programs are popular is that stress and its accompanying diseases are taking their toll on the work force, making wellness programs smart investments for employers.

While Dunham-Card emphasized that certain factors such as heredity and environment can make a person more susceptible to disease, there are other factors that the worker can control in order to prevent illness.

"Your lifestyle is the key to wellness," she stated.

One wellness program which has already enjoyed success is in the Binghamton School District where members have participated in workshops and a walking program.

Members are charged \$1 each per year and the school district foots the remainder of the bill for the program.

Schenectady County is presently embarking on a program in conjunction with St. Clare's Hospital, and the county will pick up the entire cost.

"The union also benefits from wellness programs," says Sally Englehardt, CSEA's Marketing Director for the Employee Benefit Fund. "It answers the question 'what's the union doing for me?' as well as showing that the employer cares."

Englehardt advised union activists to conduct evaluations in order to plan programs that will benefit the membership.

Just as important is continuity. "Don't plan a program and then wait three years to repeat it," she said.

CSEA's annual Irving Flaumenbaum Memorial Local Government Workshop

Time to put the lid on contracting out

The passage of a bill that would restrict and monitor the contracting out of public services is a priority on CSEA's Legislative and Political action agenda.

State and local governments "use all kinds of excuses to justify privatization such as lack of expertise, costs and lack of equipment," said CSEA Public Policy Specialist Paula Lambert at the recent Local Government Workshop.

The problem, noted CSEA Attorney Jerome Lefkowitz, is that the attitude today is "the less government, the better — that the private sector is more efficient."

"In the private sector, contracting out can be done," said Lefkowitz, "but in the public sector, the issue is not so clear." Lefkowitz pointed out that contracting out is a way of "getting around the merit and fitness principles of Civil Service."

"Our Washington administration has promoted privatization," said CSEA Deputy Director for Local Government Ron King. "It might be an idea whose time has come," said King, "but ideas have consequences." King pointed out that a number of services have been contracted out, among them, snow plowing, road paving, custodial, cafeteria, bus driving, trash collection and waste management.

New York State is contracting for services with companies as far away as Utah, said Lambert. "While absolute prohibition would be desirable," she said, "it is impossible."

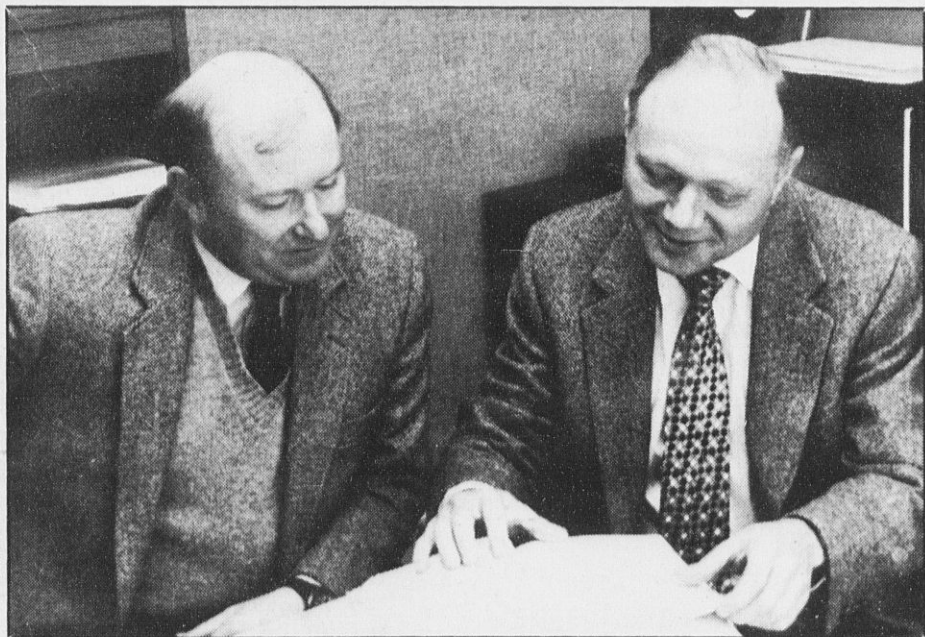
Lambert said she has recommended legislation that would restrict and monitor the contracting out of public services.

"The approach to contracting-out legislation is to make the process so restrictive that contracting-out becomes neither practical for the state or counties nor profitable for the contractors," she said.

Ideally, said Lambert, such legislation would require the establishment of a permanent unit in government that would monitor all contracts over a specified dollar amount. Its responsibility would include issuing compliance guidelines on hiring, monitoring, evaluating and recordkeeping on all private contractors; assuring that contracting out is appropriate only when there is cost effectiveness, expertise is not available, services are not needed on a long term basis, there is a need to complete work within a limited period of time and there is no conflict of interest.

Lambert's legislation would also require a comparison of true costs of private services versus public-provided services, an assessment of the feasibility of improving in-house operations as an alternative, determination of whether public policies would be adversely affected, assessment of whether the contractor will provide sufficient quality of services, whether the work or product will integrate with other governmental functions and require that the dollar amount of the contract is not increased unless the contract is put out to bid again.

According to CSEA Lobbyist Damaris McGuire, there are two bills that have been submitted to state lawmakers this year. One would require that all plans for contracting out of services that have previously been performed by employees be submitted to the employee organization six months before the work is to be performed. The other bill would require that the prevailing wages be paid to those employees who will perform the work of the contractor so that the level of wages is not a determining factor in the competition for the bidding for such contracts.



DEPUTY COUNSEL JEROME LEFKOWITZ, right, and Ron King, CSEA deputy director for local government.

One "maybe," one "no"



CSEA renews attack upon zone scoring

The state Civil Service Department hasn't seen the last of legal challenges from CSEA to the state's practice of using zone scoring on civil service examinations, promises CSEA statewide President William L. McGowan.

The state's highest court ruled last week the practice doesn't necessarily violate constitutional requirements that civil service exams be competitive and that merit and fitness be compelling reasons for appointment and promotion.

In ruling on a suit brought by CSEA seeking to force a halt to the practice of lumping a wide range of test results into a single score zone, the state Court of Appeals said the union could bring later suits involving specific test cases.

CSEA immediately announced it will file lawsuits in cases where zone scoring was used in specific exams and where the zone scoring system resulted in higher scoring test takers being passed over in favor of people with lower scores.

"We're going to take the guidelines set by the courts and pursue zone scoring on a case-by-case basis," promised McGowan. "If this is what we have to do to prove that some are hired by who they know instead of what they know, we will continue the legal battle to assure that all public employees are treated fairly and equitably."

CSEA won an earlier ruling in the state Appellate Division that zone scoring violated the state's constitution by threatening competitive hiring requirements. The Appellate Division had said Civil Service must seek court permission to use zone scoring but the Court of Appeals said the union will have to attack zone scoring exams individually. The Court of Appeals said the constitution did not provide a blanket prohibition on zone scoring but held there must be standards set for its limited

use. The highest court said CSEA can pursue the issue on a case-by-case basis.

The Court of Appeals did not endorse zone scoring but noted there might be examinations for which it would be appropriate. It has long been used in the Federal arena to support affirmative action plans.

CSEA Chief Counsel Marjorie Karowe said CSEA will soon file lawsuits seeking to

overturn results of specific exams where zone scoring factors determined who was hired or promoted.

Karowe said the first test case probably will be the exam for beginning office worker. She said the union will pursue the issue in that and other cases because "zone scoring can lead to the wholesale erosion of the merit and fitness requirements in the state constitution" if left unchecked.

8,000 who joined last half of 1976 affected

High court rules workers must remain in Tier III

The state Court of Appeals delivered some bad news to the more than 8,000 state and local government employees who joined the state retirement system during the last half of 1976 — they'll have to remain in Tier III of the pension plan.

The decision by the state's highest court means those employees will continue to contribute 3 percent into the pension plan and will receive lower pensions than if they had been allowed to be enrolled in the Tier II level.

CSEA had brought the lawsuit on behalf of public workers who joined the retirement system between July 27 and Dec. 31, 1976. A Supreme court justice earlier ruled the state violated the constitution by placing those people in Tier III instead of Tier II, but that was later overturned by an Appellate Division ruling. CSEA appealed that decision to the high court.

Employees who joined the system between July 27 and Dec. 31, 1976 were temporarily enrolled in Tier II pending being placed in Tier III, a new pension level which was

signed into law July 27. CSEA had argued the action was unconstitutional in that it diminished and impaired their retirement status and benefits.

The high court, however, ruled the employees "rights were fully established by the laws and conditions in effect when their membership (in the system) commenced" and no constitutional violations occurred because no subsequent law diminished their benefits.

The court determined that it was the "contract" at the time of entrance into the retirement system, and not the actual benefits conferred, that was entitled to constitutional protection and that the "contract" for these members was a "complimentary" entitlement to Tier II benefits for a period of six months and then permanent Tier III benefits.

CSEA President William L. McGowan, noting the union has exhausted legal avenues in the case, expressed disappointment with the Court of Appeals decision.

Operating room employees cut out of upgrade plan

By Lilly Gioia
CSEA Communications Associate

BROOKLYN — While so many of their co-workers celebrated long awaited title changes and upgradings at Brooklyn's SUNY Health Science Center, CSEA Hospital Attendants Bertha Talley, Rosynell Henry and Loreen Beckford are among others baffled as to why they were overlooked.

Of the 150 Hospital Attendant I's whose jobs were audited for upgradings to Hospital Clinical Assistant II's (from salary grade 5 to 8), 96 employees actually were found by the state Civil Service Department to be performing duties far beyond the scope of a Hospital Attendant I title. After working for over two years on the reclassification project, the Downstate Hospital Department of Human Resources upgraded employees, with increases of up to 6 percent for long term workers, effective April 1, 1988.

According to CSEA Local 646 President Bob Keeler, this long, drawn-out state process finally acknowledged what the union had been saying for over 10 years, that Hospital Attendants in state service are being grossly underpaid for what they do.

He said it's both puzzling and very distressing, however, that some of the workers appear to have "fallen through the cracks" and been overlooked while doing exactly the same responsible work as employees who were upgraded.

"CSEA is deeply concerned that this be corrected at once," Keeler emphasized.

Henry, Beckford and Talley all work in the Operating/Recovery Room areas of the huge medical school/teaching hospital complex.

"I think it's very unfair that we were left out," said Bertha Talley, employed for 20 years in the general surgery operating room department. "I think they should find out exactly what the person is doing first before they give out the increases."

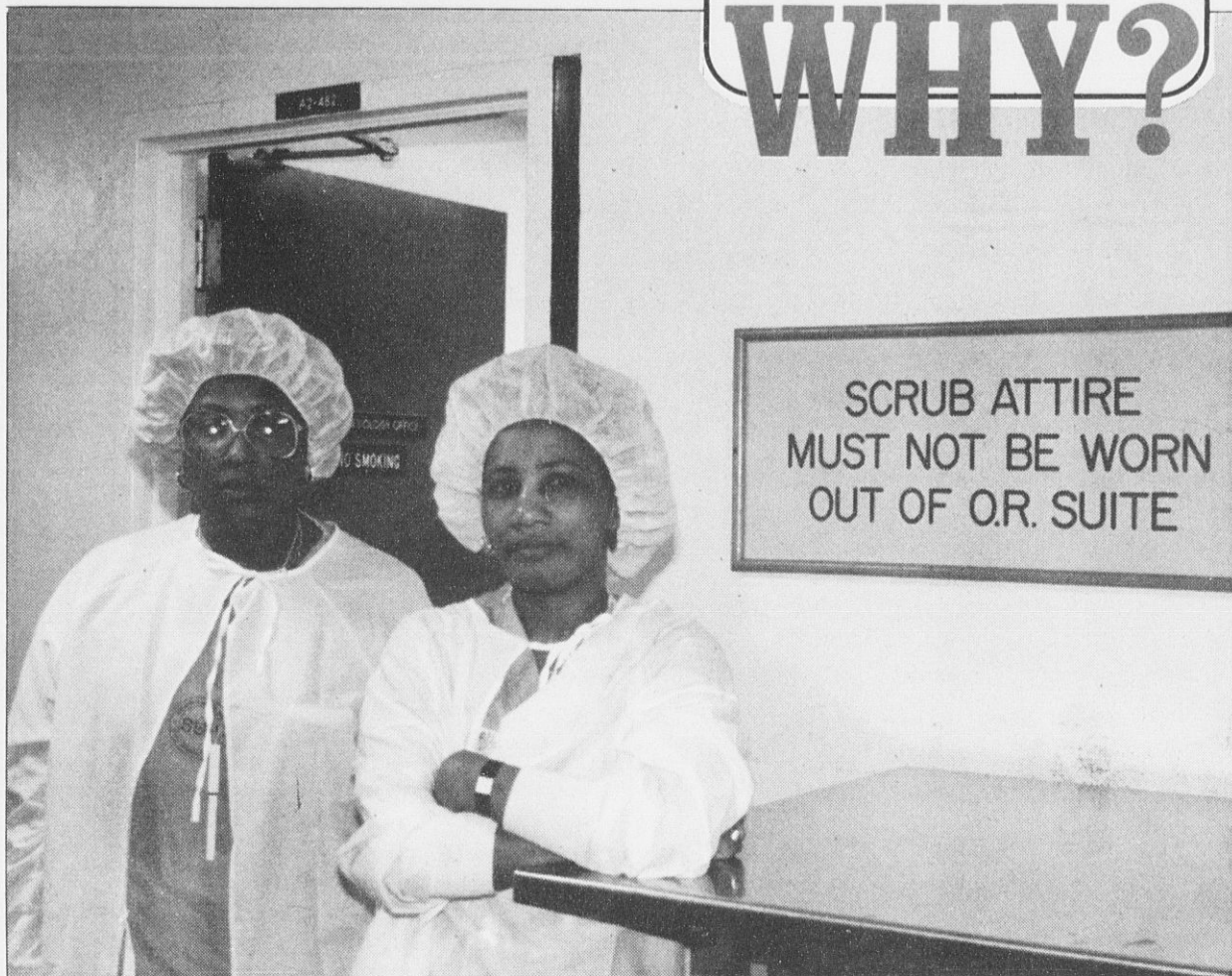
"I was very upset also and I called the union and asked what is really going on," added Rosynell Henry. According to Keeler the operating room employees were on the original package of employees to be upgraded, but when the list came down from civil service, their names had been omitted.

I think it's very unfair that we were left out. I think they should find out exactly what the person is doing before they give out the increases.

— BERTHA TALLEY

CSEA wants
to know

WHY?



DISAPPOINTMENT AND DISBELIEF are etched on the faces of Bertha Talley and Rosynell Henry.

In a meeting with Personnel Director David Pappalardo and Classification and Compensation Manager Grace Callendar, the union was advised that between 1986 and April 1987, when Downstate forwarded documentation to the Civil Service Department outlining job duties, some jobs did change and positions evolved into other positions. To the disappointment of those whose jobs changed between then and now, there are CSEA members left out in the cold, feeling they are doomed to be bridesmaids and never brides when it comes to getting upgradings through the red tape of the state Civil Service Department.

Steve Greenblatt, SUNY Director of Labor Relations at Downstate, indicated the hospital's intentions to continue pursuing upgradings for those Hospital Attendants "involved in direct patient care."

He said a good faith effort was put

forward by the hospital documenting the upgrading project and believes "the significance of the Hospital Attendants to the institution is recognized by this upgrading." Hospital Administrator Paul Rosenfeld wrote each upgraded employee advising them of the change and when the increase would be effective.

Both union and management expressed approval that at long last a career ladder is established in a department where none ever existed before. After one year of hospital service, promotional opportunities will now be available for Hospital Attendants, Keeler stated.

All of this long overdue good news dampened spirits around the operating room, though, as a mystified Loreen Beckford speculated about why she was overlooked.

"I can't understand why we were left out. I've worked here nine years and this job is extremely technical. We got extra training when we came here to do this job. It has to be a specialized area," she maintained.

With tuition expenses for three of her five children in New York City colleges, Rosynell reiterated her disappointment in being passed over for salary upgradings. On her way to sterilize surgical instruments she said, "working in the O.R. anesthesia department you respond to all the doctors and order supplies. We have to know everything that is in the operating room and provide it to doctors on request. I just don't understand or think this whole thing is fair at all."



Sprucing up for summer

By Sheryl Carlin
CSEA Communications Associate

LONG ISLAND — Spring has sprung and millions of people have begun their exodus to the 19 state parks and beaches in Nassau and Suffolk counties.

Most people think the parks were deserted all winter with the exception of sea gulls and a few adventurous souls daring enough to face the chill for the thrill of making footprints in the blankets of snow on the wide-open beaches and parks.

But 470 full-time staffers kept those gulls and chillseekers company. The employees, members of Long Island Interstate Park CSEA Local 102, spent the winter months repairing the previous year's damages to the beaches, golf courses, picnic tables, boardwalks and bathrooms.

The parks, which cover 26,000 acres, will welcome as many as 20 million visitors this year.

According to Ron Foley, regional director of the state Office of Parks, Recreation and Historic Preservation, plumbers inspect and repair 300 water fountains, 950 sinks, 500 urinals and 1,200 toilets each year. Carpenters build at least 300 new picnic tables and benches, as well as refurbishing boardwalks.

Other laborers mend beach umbrellas, sharpen mower blades and burn 500 tons of driftwood which is collected from the beaches.

Another chore to be complete before summer is the recruitment of seasonal employees.

"In the summertime we need about 2,300 employees to keep the parks and beaches going," Foley said. "The recruiters work hard to

get us seasonal employees who will work as landscapers, ticket-takers, beach cleaners and security guards."

Ann Marie Mercer, a CSEA member and public relations aide at Long Island State Park Headquarters, was one of the recruiters who went to high schools and colleges throughout New York.

"We went out in groups and set up information tables with displays and folders and we told them the benefits of working for the parks," she said.

The parks have everything to offer. Some are located on the ocean, others on the bay and some on rivers. There are golf courses — including the nationally-acclaimed "Black Course" in Bethpage — forests, dunes, deer and peacocks.

The membership is as varied as the places they work. Take a look in the sign shop at Belmont Lake State Park and you might see Victoria Kirkup, Steve Lubniewski and Pat Melito sharing some



HORTICULTURIST Bill Sawtello helps raise and tend the many plants on the thousands of acres of the state parks.

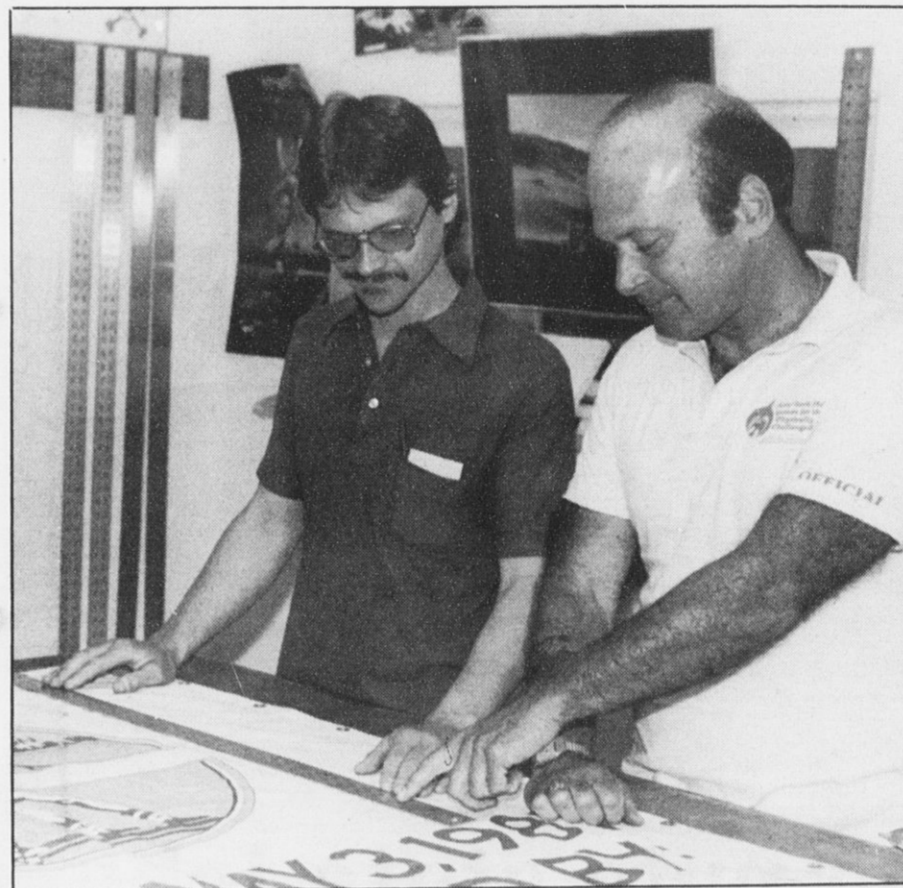
paint as they work on the 5,000 to 6,000 signs and banners needed each year.

"We're busiest all through the winter, but I like the summer months best," Lubniewski said.

In the greenhouse at Hecksher State Park you'll find 19-year veteran Bill Sawtella, the horticulturist; he's one of the people responsible for growing and caring for the 128,000 plants which will be distributed across the island.

Take a drive north to Caumsett Park and you could see laborer John DiMartini digging post holes on the ridge overlooking the Long Island Sound.

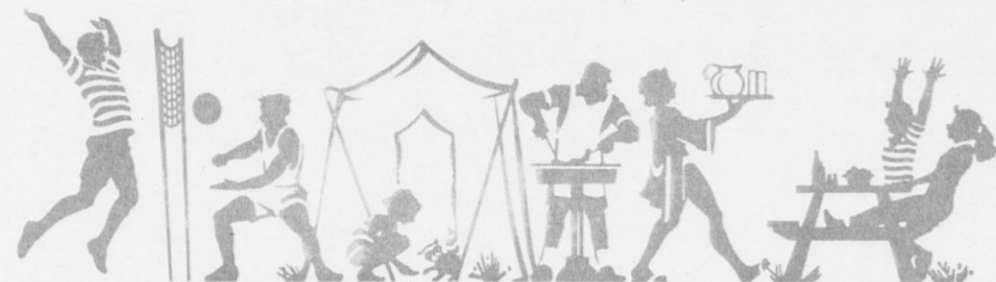
By the time you read this, their "quiet" season will be over and the parks of Long Island will be overflowing with people enjoying the fruits of the labor of CSEA members in Local 102.



MAKING BANNERS for the parks are Steve Lubniewski and Pat Melito.



PLUMBERS Jay Skidmore, left, and Guy Knoblauch helped repair hundreds of water fountains and pipes at the parks all winter.



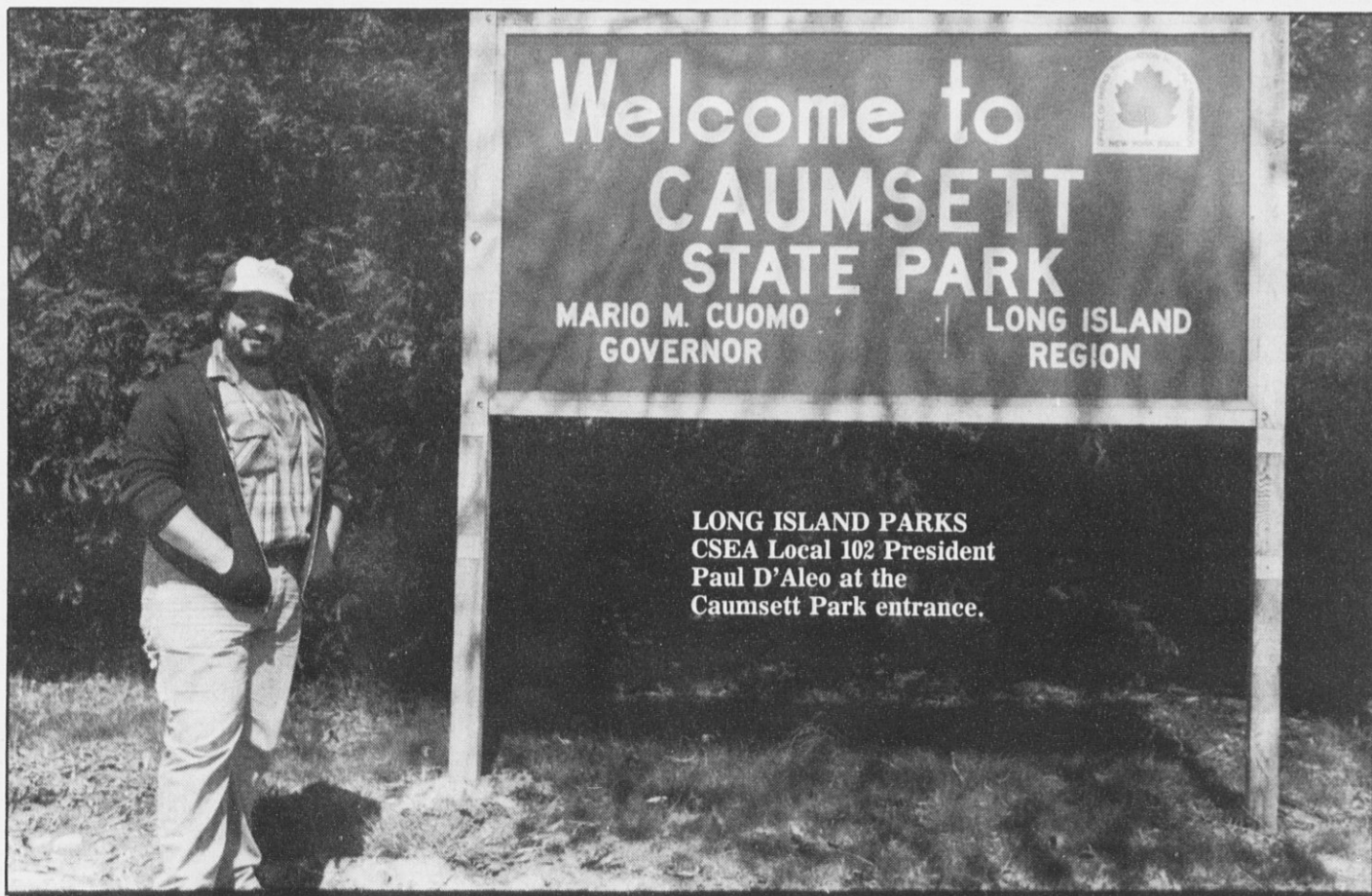
PUBLIC RELATIONS AIDE Ann Marie Mercer spent the winter recruiting summer help for the parks.



SIGN PAINTER Victoria Kirkup kept busy all winter working on signs for Long Island Parks.



JOHN DIMARTINI rebuilds fences at Caumsett Park in Huntington.



Welcome to
**CAUMSETT
STATE PARK**
MARIO M. CUOMO
GOVERNOR | LONG ISLAND
REGION

LONG ISLAND PARKS
CSEA Local 102 President
Paul D'Aleo at the
Caumsett Park entrance.

Regan tells Cuomo state work force too big, too costly

By Kyle Hughes J.V. 5/29/88
Capitol bureau

ALBANY — Since Gov. Mario M. Cuomo took office in 1983, the size of the state government work force has increased by 14 percent despite almost no population growth in the state, according to Comptroller Edward Regan.

Calling for a review of staffing and salary levels, Regan said state workers are paid an average of 14 percent more than private-sector employees, a 17 percent jump since 1981.

In a sometimes pointed letter to Cuomo that was released today, Regan said the staff of his own Department of Audit and Control has shrunk by 81 workers since he took office in 1979. During the same time period, he said, the state's population has grown by 30 percent.

The letter was the latest broadside fired by Regan, who has called for state spending reductions to cope with a projected \$900 million budget shortfall this year.

Before the budget for the next fiscal year was adopted last month, Regan certified the spending plan as balanced, something he would not have done if he had believed a shortfall was inevitable. In projections released in March, Regan said the budget could either end up with a \$300 million surplus or as much as an \$800 million shortfall.

It remains unclear what effect the shortfall will have on the state, but Cuomo has said he opposes raising taxes. Still, state services may be cut back, and the start-up of new programs postponed.

which he said was caused by lower-than-expected tax collections. A report on alternatives is expected to be given out this week.

Regan sent the letter to Cuomo, Senate Majority Leader Warren Anderson and Assembly Speaker Mel Miller to outline his suggestions of places where the state could save money. Initially, Regan said he would not make spending cut suggestions because it was not his responsibility.

In a letter to Regan, dated Friday, Cuomo pressed the comptroller to join him and legislative leaders in making "the hard choices to preserve the fiscal integrity of our state."

"While we appreciate your concern for the limited

suspect that your decade of service as New York's 'fiscal

Cuomo orders cuts to close budget gap

By Kyle Hughes

ALBANY — Gov. Mario M. Cuomo ordered a hiring freeze for most state agencies Monday, outlining a program of spending cuts and work force reductions to close a \$900 million budget gap.

Cuomo also proposed raising State University tuition for non-residents and boosting some smaller state fees, but he ruled out higher income, business or consumption taxes. In-

- California's budget crisis (B-5)
- Nothing's sacred (B-5)

stead, Cuomo recommended tapping a \$446 million fund originally set aside for public works projects.

The spending cuts — totaling \$406 million — included eliminating 600 state jobs, abolishing several state agencies, reducing legislative "member item" pork barrel spending by 20 percent and ending cash payments to non-union state workers for unused vacation time.

In a message to the Legislature, Cuomo declared, "If we shrink our duty now or seek to delay the hard decisions, we will fail our responsibility and damage the state."

He urged immediate action, but his plan was greeted coolly by Senate Republicans, a sign that all the governor's wishes may not be granted before the Legislature adjourns in July.

The response also signals the growing possibility of a confrontation between Cuomo and the Legislature over spending. That could spell trouble for the state's fiscal health, and for a continuation of a huge tax cut that has already begun.

Monday, Senate Finance Committee Chairman John Marchi, R-Staten Island, said the GOP still doubts that a \$900 million deficit exists. He derided Cuomo's plan as an "instant solution."



Deficit reduction plan

Here is a breakdown of Gov. Mario Cuomo's plan to close the state's projected \$900 million budget deficit.

- Save approximately \$406 million by imposing a temporary hiring freeze, delaying or eliminating planned programs and cutting existing ones. The plan, which calls for cuts in every department and branch of government, will allow the state to meet all its essential programs, or "needs," but hold off on many non-essential programs, or "wants."
- Transfer \$300 million now from the state's Infrastructure Trust Fund, a \$647 million cash reserve established by the Legislature with last year's tax windfall, to the general fund.
- Take some money from the Infrastructure Trust Fund to pay for the first year of new transportation and housing programs.
- Transfer the remaining money in the Infrastructure Trust Fund to the state's Tax Stabilization Reserve Fund. At the end of the fiscal year, when the exact deficit is known, use the fund for stabilization.



CSEA says state employees sacrificial lambs in budget shortfall

Bungled bookkeeping puts state jobs in the freezer and on chopping block

A "temporary" hiring freeze for most state agencies has been ordered by Gov. Mario Cuomo. A proposal to further reduce the state workforce by some 600 jobs through attrition and possibly layoffs drew an immediate pledge from CSEA President William L. McGowan to fight the governor's suggestions.

"Why should our members, through no fault of their own, be made to pay the price of bad bookkeeping?" asked an angry McGowan after Cuomo proposed a number of drastic measures to close what he says is a projected \$900 million state budget gap caused by lower-than-expected tax collections.

The estimated \$900 million shortfall was discovered by Cuomo fiscal aides only a month after the Legislature adopted a \$44.3 billion budget for fiscal year 1988-89.

State Budget Director Dall W. Forsythe said Cuomo's plan calls for reducing the state workforce by 600 full-time positions,

mostly through attrition but possibly also through layoffs, by the end of this year.

"We're going to work very hard to keep that from happening," promised CSEA President McGowan.

"I can't understand why the governor offers up this annual sacrificial lamb of state employees as part of his fiscal theology," McGowan added. "If he really wants to save money, let him begin with his own executive budget of \$8.5 million."

The CSEA leader warned that a reduced workforce, either by attrition or layoffs, results in reduced services.

McGowan was particularly angry that the governor's proposed cuts, while projected to affect virtually all state agencies, would hit hardest in agencies already severely understaffed. Cuomo proposes cutting 350 jobs in the Office of Mental Health, 30 in the Office of Mental Retardation and Developmental Disabilities and 85 positions in the Department of Transportation.

Among other things, Cuomo is also proposing a \$24 million cut in the state Education Department budget and told SUNY to reduce spending this year by \$15.6 million for equipment, building repairs and other operations. He also called for the temporary curtailment of using outside contractors on many projects.

Leaders in the state Senate and Assembly were studying the governor's plan as this issue of *The Public Sector* went to press. Many of the governor's budget cuts would require legislative approval.

McGowan's frosty reception was not reserved solely for Cuomo. The union chief was still upset with state Comptroller Edward Regan who, a week earlier, told Cuomo state employees were paid too much and there are too many of them. Regan told Cuomo he should review both staffing and salary levels of state employees while reducing overall state spending in anticipation of a budget deficit.

Region III talks politics

ALBANY — The Region III Political Action Committee's (PAC) annual legislative dinner was a success, according to Doris Mason.

"Of the 26 legislators we invited, 22 are here," she said. That's good news, because it means the legislators are listening to the concerns of CSEA members in the region."

The annual event gives the PAC members and other activists the opportunity to meet with legislators and discuss those concerns, an effort that can pay off in terms of positive legislation.



REGION III PRESIDENT Pat Mascioli, left, and Vincent Panetta, right, talk with Assemblyman Peter M. Sullivan.



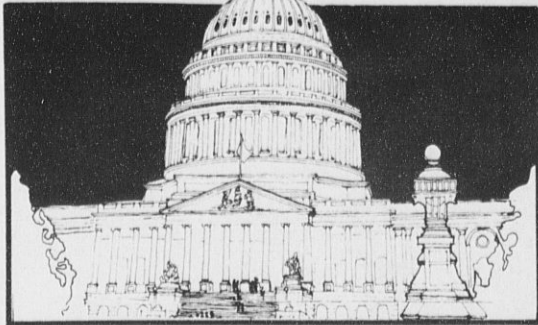
TALKING OVER THE ISSUES with Assemblyman Larry Bennett, center, are, from left, Frank DeLaurie, Joe VanDyke, PAC Chairperson Alex Hogg and Henry Walters.



ASSEMBLYMAN WILLIAM Larkin meets CSEA member Janelle Cleary at the Region III PAC dinner.



CSEA MEMBER BILL HUGHES meets with state Sen. Nicholas A. Spano, center, and Assemblyman Gregory P. Young.



CSEA lines up for better child care

New York Governor Mario Cuomo has designated the next ten years as the "Decade of the Child" but major legislation now before congress could be even more significant for children and families.

And, with your help, it could become a reality.

The Act for Better Child Care — a top legislative priority of CSEA and AFSCME — is expected to come before the House of Representatives for a vote in early July. It Act for Better Child Care is about caring care services throughout the nation, but its passage is by no means certain.

That's where you can play an important part. Please write to your representative, particularly if he is not yet supporting the bill. At the same time write to Sen. Alfonse D'Amato who has also not yet indicated his position. A sample letter and a list of where the New York Congressional delegation stands on the issue is printed below.

Just to make sure your representative gets the message on what this legislation is all about, you might want to attach a picture of your child or any other child you know who will benefit.

"This is an issue that everyone should be involved in because it affects all of us," explained CSEA Secretary Irene Carr, who also chairs AFSCME's national Women's Committee.

Here's what you can do!

Send a letter like the sample at right to your U.S. representative, especially if he is not yet a sponsor of the Act for Better Child Care (see list below). Attach a photograph of your child to the letter to make sure congress gets the message about who benefits from this legislation.



Representatives of the coalition of organizations working for the passage of the Act for Better Child Care met in Albany recently to discuss strategy; from left, AFSCME Women's Rights Director Joyce Long; New York Child Care Coordinating Council Director Barbara Reisman; New York Day Care Council Ex. Director Louise Stoney; CSEA Secretary Irene Carr; and AFSCME New York Legislative Director Ed Draves.

"Lack of quality affordable child care takes its toll on parents, children and employers," she added. "Men and women have enough stress on the job without having to worry about their kids every time they go to work — that can really hurt productivity.

"But what's more important is that the Act for Better Child Care is about caring for our children — providing supervision and a healthy environment for them while their parents have to work," she commented.

The Act for better Child Care provides a national approach to the issue through a number of benefits:

- *Significantly more federal funding for subsidized child care
- *Funding for child care resources and referral services, including training for child care workers
- *Better pay for child care workers
- *Requiring states to develop long range day care plans
- *Assuring better enforcement of licensing standards



SAMPLE LETTER TO NEW YORK MEMBERS OF CONGRESS
ASKING FOR THEIR SUPPORT OF
THE ACT FOR BETTER CHILD CARE SERVICES
(H.R. 3660, S. 1885)

December 19, 1987

Honorable _____
U.S. Senate
Washington D.C. 20510

Honorable _____
U.S. House of Representatives
Washington, D.C. 20515

Dear _____:

We are writing to urge you to support the Act For Better Child Care Services [H.R. 3660, S. 1885]. This bill would help to solve the number one problem facing America's families -- the lack of adequate, affordable child care. Families at all income levels have difficulty finding the kind of child care their children need; many families have difficulty paying for such care.

We are putting our future at risk by continuing to make policy as if the entry of mothers into the labor force were a temporary phenomenon. The U.S. Department of Labor predicts that, between now and 1995, two out of every three new jobs will need to be filled by women, most of whom will have a child during their working lives. Already, more than half of all mothers of one-year olds are in the labor force.

Not only do we jeopardize our children's future by failing to provide adequate child care, we threaten to undermine the competitiveness of our country's economy -- both now and in the future. Parents who are unable to find child care are unable to work. Even those who are able to make some type of arrangement often worry about these arrangements while they are at work. Companies pay a price for this distraction.

The Act for Better Child Care Services will provide funds to improve the child care delivery system, and to help families pay for care. It will invest federal dollars where they are very badly needed. The investment will pay off by improving the quality of life for families, by providing a decent start for millions of children, and by enabling parents to be fully productive at work and in their communities.

We would appreciate hearing your thoughts on this matter, and hope that you will sign on as a co-sponsor of this vital legislation.

Sincerely,

name
organization

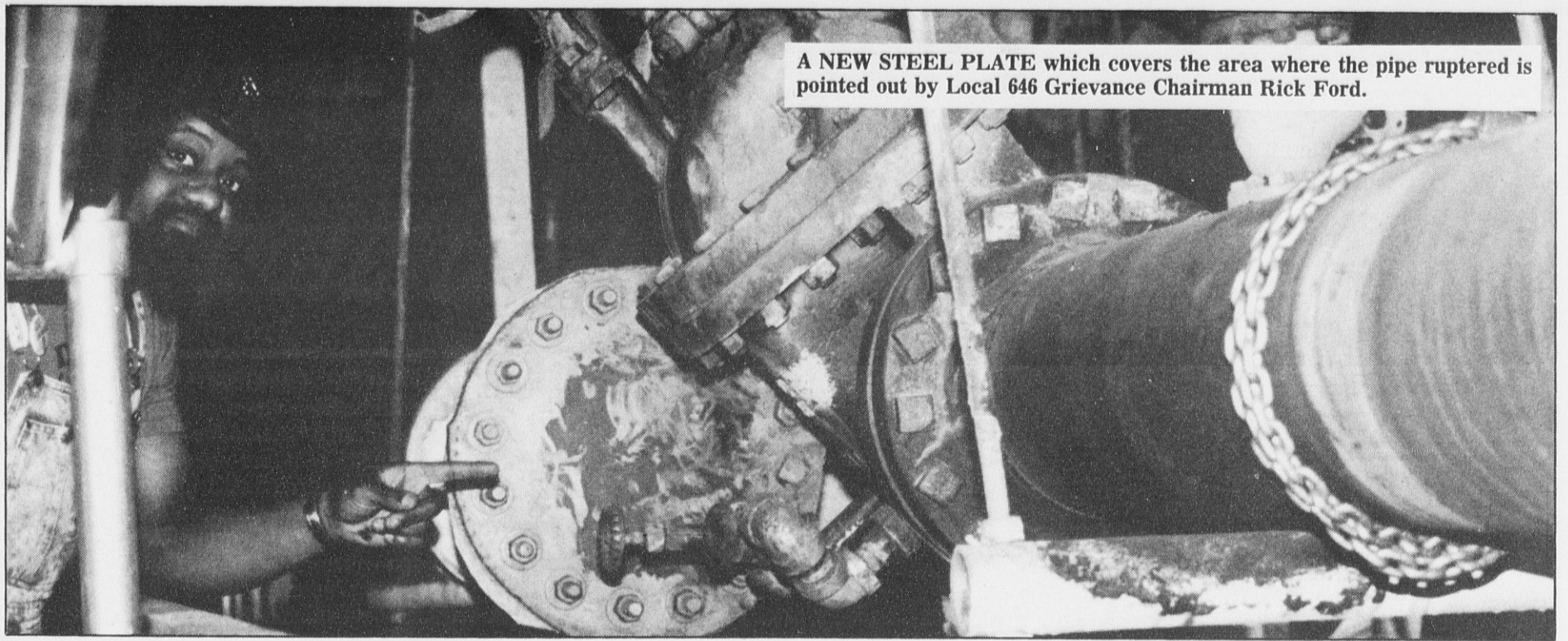
Where the New York delegation stands on the Act for Better Child Care

Co-sponsors

- Rep. Gary Ackerman (D-Queens)
- Rep. Mario Biaggi (D-Bronx)
- Rep. Tom Downey (D-Long Island)
- Rep. Floyd Flake (D-Queens)
- Rep. Robert Garcia (D-Bronx)
- Rep. Benjamin Gilman (R-Middletown)
- Rep. Frank Horton (R-Rochester)
- Rep. Matt McHugh (D-Ithaca)
- Rep. Robert Mrazek (D-Long Island)
- Rep. Louise Slaughter (D-Rochester)
- Rep. Major Owens (D-Brooklyn)
- Rep. Charles Rangel (D-Manhattan)
- Rep. James Scheuer (D-Queens)
- Rep. Stephen Solarz (D-Brooklyn)
- Rep. Ed Towns (D-Brooklyn)
- Rep. Ted Weiss (D-Manhattan)
- Rep. Tom Manton (D-Queens)
- Rep. Sherwood Boehlert (R-Utica)
- Rep. George Hochbreuckner (D-Long Island)
- Sen. Daniel Patrick Moynihan (D)

Not yet supporters

- Rep. Norman Lent (R-Long Island)
- Rep. Charles Schumer (D-Brooklyn)
- Rep. Bill Green (R-Manhattan)
- Rep. Joseph DioGuardi (R-Westchester)
- Rep. Samuel Stratton (D-Schenectady)
- Rep. David Martin (R-Canton)
- Rep. Jack Kemp (R-Buffalo)
- Rep. Henry Nowak (D-Buffalo)
- Rep. Raymond McGrath (R-Long Island)
- Rep. Guy Molinari (R-Staten Island)
- Rep. Amory Houghton (R-Jamestown)
- Rep. Hamilton Fish, Jr. (R-Poughkeepsie)
- Rep. Gerald Solomon (R-Queensbury)
- Rep. George Wortley (R-Syracuse)
- Rep. John LaFalce (D-Buffalo)
- Sen. Alfonse D'Amato (R)



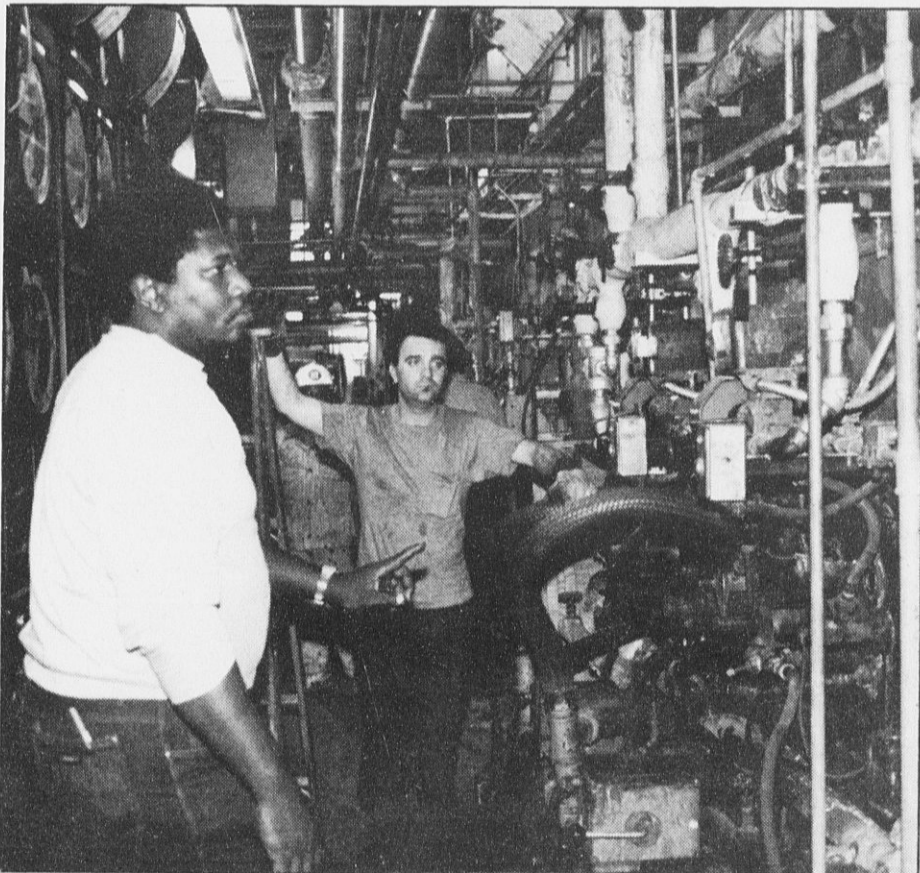
A NEW STEEL PLATE which covers the area where the pipe ruptured is pointed out by Local 646 Grievance Chairman Rick Ford.

CSEA member's courageous actions limit injuries, damage

Standing up to scalding steam

By Lilly Gioia
CSEA Communications Associate

BROOKLYN — An ear-shattering "boom" exploded through the cavernous Downstate Medical Center boiler room one afternoon



LUGARD SAGAN, left, a CSEA member and stationary engineer at SUNY Downstate Medical Center, was back on the job shortly after his heroic deeds following a steam pipe eruption.

recently, sending workers ducking for cover and Stationary Engineer Lugard Sagan looking for the source of the problem.

Sagan is credited with preventing additional injuries and damage as he felt his way through choking steam belching from a ruptured pipe to locate a shutoff valve to close down the damaged pipe.

"There was so much hot steam you couldn't really see or breathe," Sagan recalled later. "You had to go by instinct to find the location of the break and work from there." He remembers keeping low, feeling his way around a maze of boilers, pipes and gauges until finding the rupture and then the shutoff valve.

Two CSEA members working near where the pipe shattered were burned by the escaping steam. General mechanic Floyd Salley and machinist Oswald Lawrence suffered serious steam burns and both remain off the job recuperating. Lawrence, in fact, returned to the boiler room after receiving emergency treatment to fabricate a new steel plate used to seal off the rupture before going home on sick leave.

Sagan recalled he first thought one of the safety valves was the problem causing the explosion. He had no way of knowing that bulldozing equipment excavating the foundation for Downstate's new \$37 million addition adjacent to the boiler room apparently undermined earth that supported the steam pipes.

CSEA Local 646 President Bob Keeler said it appears "excessive stress on the exterior steam pipe must have caused it to snap at the nearest joint," which unfortunately happened to be inside the huge, three-story deep hospital boiler room.

Sagan has come in for high praise from management and union officials for his quick thinking, courage and professional expertise that halted the onslaught of gushing steam before other workers were injured or additional damage occurred.

Sagan entered state service only six months ago but is a veteran of 18 years as a stationary engineer working with and around boilers.

"I think his performance should get him through probation with flying colors," commented Local 646 Grievance Chairman Rick Ford, noting Sagan is half way through his probation period.

CSEA seeking political action coordinator in White Plains area

CSEA's Legislative and Political Action Department has an opening in the White Plains area for a full-time Political Action Coordinator.

The Political Action Coordinator will promote political awareness among CSEA's membership, coordinate political campaigns, conduct on-going voter registration programs and develop political action and legislative action training programs. Gathering of statistical, demographic and political data is also

involved. The coordinator should be able to sustain several projects simultaneously.

Interested candidates should send resume and writing sample immediately to:

CSEA Legislative & Political Action Office
Attn: Joyce Dimitri, Director of Operations
143 Washington Avenue, Albany, N.Y. 12210

Are you under surveillance?



When you pick up the telephone at work, is your conversation monitored by a supervisor?

When you sit down in front of your video display terminal (VDT) on the job, is your workspeed, accuracy and frequency of breaks measured electronically?

Is the security system at your worksite used to keep track of your on-the-job movement in the course of the workday?

Unfortunately, most workers don't really know the answers to these questions. And more and more employers are starting to put a bug in their employees' ears, literally.

The frightening reality is today's technology makes these practices simple. At the same time, there are few legal restraints to stop employers from using electronic surveillance to keep tabs on their workforce.

So instead of technology freeing up workers from mundane tasks and creating challenging new opportunities, in many cases workers are confined to the nightmare of an electronic sweatshop.

Although abuses have been primarily reported in the private sector, there is mounting evidence that public employers are taking advantage of technological capabilities at the expense of workers. And that concerns CSEA.

As a start toward addressing some of these

circumstances, CSEA is supporting an anti-bugging bill now making its way through the state Legislature.

The bill (S.1776/A.2640), first introduced by the Communication Workers of America (CWA), would require employers to put a beep on the line whenever a call is being monitored.

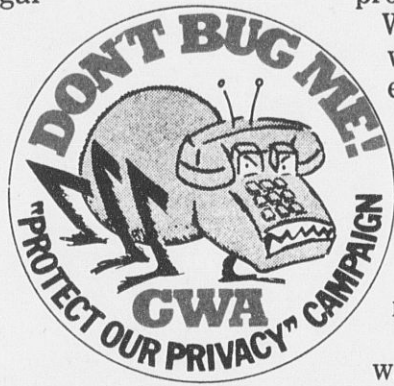
The bill has already received overwhelming approval in the state Assembly, but a tougher fight is expected in the Senate.

Despite employer claims that secret monitoring is needed to maintain service quality and productivity, such claims have never been proven. In fact, there is ample evidence to suggest the opposite is true — a number of case studies show service and productivity actually improved after bugging was stopped.

While CSEA believes that secret bugging is an invasion of workers' privacy and places enormous stress on employees, there is another concern, too.

Someone may be listening in on you or any other member of the general public without your knowledge anytime you conduct business on the telephone — including calling telephone directory assistance, making an airline reservation, calling your bank or stockbroker, or ordering items using your credit card numbers.

Without restraining measures like this bill, you have no way of knowing if your confidentiality is being violated.



"Swiping" your rights

Compiled by Anita Manley
CSEA Communications Associate

If you need an example of how technology can be a two-edged sword in the workplace, just ask Dutchess County CSEA Local President Helen Zocco.

When she and co-workers moved into a brand new office building in Poughkeepsie, it was agreed that one of the best features of the facility was the security system — no more worries about



Zocco "swipes" her way into the office.

angry, volatile clients brandishing weapons and wandering freely through the offices to take revenge on unsuspecting caseworkers.

Not only is a full-time security guard able to watch each hallway on a television screen, but clients can't get into offices unless the employee lets them in.

But as Shakespeare said: "therein lies the rub . . ."

According to Zocco, the employees can't move freely through the building either. They must "swipe" their way into another office or the elevator or even the bathroom with a computerized card that must be worn around the neck.

The card is "swiped" or passed through an electronic switching device which checks with the computer to see if the person is authorized to enter — all well and good for security purposes, but if management desires, one push of the button tells how long it takes an employee to go to the bathroom or which office they were in at any given time.

While there is a stipulation in the CSEA contract that prohibits management from using the security system to "spy" on employees, Zocco was recently informed that computer printouts will be used to check sign-in sheets for discrepancies.

Zocco and other case workers have another concern as well — telephone monitoring. Supervisors of workers who use the phone as part of their investigatory work now get a printout of each phone call made and how long the call lasted.

Social Services workers aren't the only ones taken to task over their phone activities. The state of New York recently announced that under its new CAPNET

telephone system, it is also using computer printouts of all phone calls and will step up efforts to hold employees accountable.

This raises several red flags for CSEA. First, it may step over the bounds of supervision and lead to arbitrary harassment of employees. Second, it may actually limit employees effectiveness by forcing them to cut short telephone work under the knowledge they will be called into question for their time on the phone. And third, it may violate the confidentiality of the person who was called — something that is an essential part of the client-worker relationship in places like social services.

Unfortunately, there are other examples of this disturbing trend — actual monitoring of telephone workers' conversations by supervisors in a number of state and local government areas, timing of telephone switchboard operators and electronic measurement of keystrokes by video display terminal (VDT) operators in many places.

What is especially disturbing about the keyboard monitoring is that the standards are often arbitrary and have nothing to do with civil service specifications. In many places they are continually on the rise and employees may be evaluated against the "standard" without even being told what is expected of them.

Although CSEA has successfully negotiated a VDT policy with the state for health and safety reasons, the fine line between supervision and surveillance presents a whole new challenge.

But CSEA is taking it on because, as a whole, the creeping abuse of technology could seriously erode union gains.

Should employees get 60 days notice prior to layoffs?

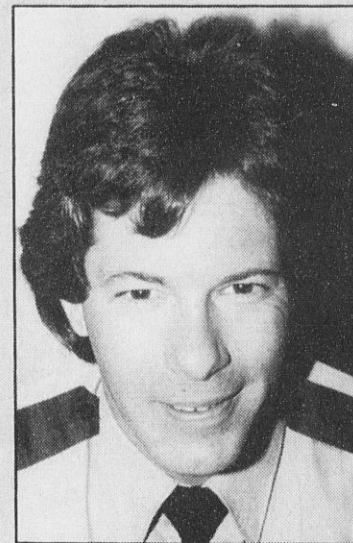
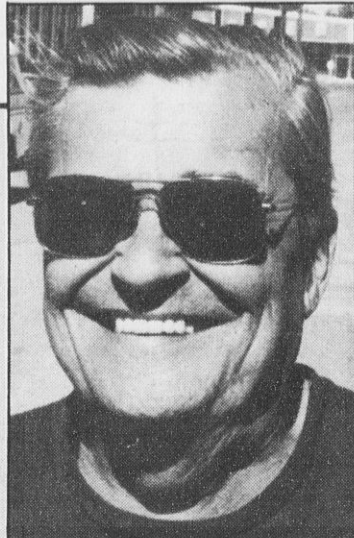


Norma Kwasnik
Horseheads Central
School Unit
CSEA Local 808
Region V

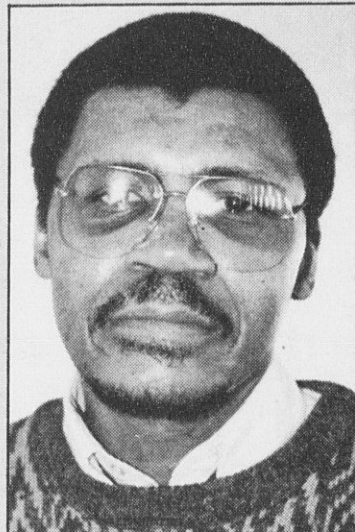
"Based on past experience in my family, job layoff can be traumatic. If not 60 days, at least a minimum notice of two weeks to make adjustments."

Ronald Barnard
City of Rensselaer Unit
CSEA Local 842
Region IV

"That and more notice of layoffs should be given to the workers. That would give the workers time to take care of the home budget problems, expenses, etc. And the worker would have some money coming in from his current job while he's looking for a new one."



Richard Green
Nassau County
CSEA Local 830
"Yes. They should give everyone notice so they can look for other jobs."



Thomas McCoy
Bronx Psychiatric Center
CSEA Local 401
Region II

"Most definitely! I wouldn't want to be laid-off without any notice. I think we've had enough of Reagan's policies that favor what's OK for rich entrepreneurs looking for secretive business investments."



Pat Young
Dutchess Education
CSEA Local 867

"Sure they should. That way they can look for another job, they can be prepared."

Ken Dart
Genesee Community
College
CSEA Local 819

"No. I wouldn't mind having the 60 days, but I don't think it should be required. I look at it both ways. If it was required, then the employee might be required to give that much time if he or she wanted to quit to go to another job."



Four out of five Americans favor the plant closing notification provision of the trade bill, according to a Washington Post-ABC News poll. The national poll was conducted in the five days before President Reagan vetoed the trade bill—primarily because it would require employers to notify workers 60 days before a plant shutdown or major layoff. The poll showed 82 percent of the sample favoring the notification rule and only 15 percent opposing it. Other polls on the plant closing issue have found similar large majorities supporting the notice requirement and opposing the Reagan-Bush position.

Insurance check is in the mail

CSEA President William McGowan has announced that \$1.7 million in refund of contribution checks have been mailed to eligible participants in the Basic Group Life Insurance Plan.

To be eligible, a member must have participated in this plan for the entire distribution period of November 1, 1986 to November 1, 1987.

Again this year, CSEA is conducting a special increase offer to qualifying insured members to increase their Basic Group Life Insurance coverage to \$25,000—the maximum benefit available

under the program.

CSEA members under age 70 may apply for the increase by completing the application which is included with the refund of contribution check.

Any questions about the refund or the special increase offer should be directed to the CSEA Insurance Department, Capitol Station Box 7125, Albany, New York 12224. Please be sure to include your name, social security number and current address. If you have had a name or address change in the past year, please note these changes as well.

CSEA activism instrumental in

Turning a wreck around

EASTCHESTER — Maybe it was the embarrassment of a feature story in a recent issue of *The Public Sector*. Certainly constant pressure by CSEA officials to do



SUPERVISOR JAMES DOODY, center, conducts a tour of the town garage with, from left, Highway Superintendent Rocco DeLeo, CSEA Region III President Pat Mascioli, Region III Field Representative Glenn Blackman and Eastchester Unit President Dennis Mariani.

something had a lot to do with forcing management to respond.

The end result is that a crumbling, dangerous wreck of a town public works garage in one of America's most affluent communities is now a much safer place for the town employees to work in and the building is less of an eyesore.

The Town of Eastchester public works garage in Westchester County was literally falling apart at the seams while union officials fought with town officials to correct the problems. CSEA Unit President Dennis Mariani says those efforts have paid off.

Town Supervisor James Doody finally agreed the problems were serious and authorized the time, the manpower and the equipment needed to make repairs, which included removal of loose concrete, improved ventilation and repair of electrical outlets.

The old incinerator, taken over by pigeons whose dropping created an undesirable environment for town employees, has been cleaned and is now used to store town vehicles.

"We made a concentrated effort to take care of the building," Doody said. "We showed we wanted to make the improvements."

"It was a matter of union and management finally agreeing on what was

A wreck
Crumbling garage threatens workers

EASTCHESTER — It's one of the most affluent communities in Westchester County. Millions-dollar homes, upscale stores, fancy restaurants and high-priced automobiles are here on tree-lined streets — the American Dream.

But take a short trip to the town public works garage and it's easy to forget where you are.

The melting snow reveals a quagmire on one side and a river-size puddle on the other.

Inside there is no ventilation and the smell of chemicals and diesel exhaust fill the air. A visitor must leave quickly because of the fumes.

Steel beams are rusted and corroded. Cracked ceilings and walls are crumbling and falling in dangerous-size chunks to the floor. One piece just missed a worker by a fraction of an inch recently.

"This is a disgrace," said Region III President Pat Mascioli. "Our members can't continue to work under these conditions."

CSEA Unit President Dennis Mariani tells how he, instead of town officials, had to provide hard hats to employees who were ordered to take down the loosened cement.

Mariani says the town's building inspector advised town officials in writing to close the town garage because he considered it unsafe for workers. Four years later, employees are still expected to work there and to perform renovations without safety equipment or adequate ventilation.

Why doesn't the inspector order it closed? Mariani answers: "Because he's not going to fight the town that pays him."

REGION III President Pat Mascioli, left, looks at a 1984 letter in which the Eastchester Town Building Inspector recommended the town garage be closed because of unsafe conditions. With him are Unit President Dennis Mariani, center, and Field Representative Glenn Blackman.

"This is a disgrace. Our members can't continue to work under these conditions."

4 THE PUBLIC SECTOR March 7, 1988

THE HEADLINE said it all in the March 7 issue of *The Public Sector*.

right for everyone," says CSEA Region III president Pat Mascioli.

FOR THE EDUCATIONAL VACATION EXPERIENCE OF YOUR LIFE

SUMMERSCAPE AT SUNY

REGISTER TODAY OR YOU'LL MISS THE EXCITEMENT!

SUMMERSCAPE, a unique and inexpensive vacation and education program, is again being offered exclusively for CSEA members or retirees and their families at three State University of New York (SUNY) college campuses.

SUMMERSCAPE will operate from July 16 to Aug. 6 at SUNY at Buffalo, SUNY at Plattsburgh and SUNY Maritime College. You may participate in SUMMERSCAPE for a single night or for up to a week or longer. For details, complete the coupon below and send to the appropriate campus at which you are interested in staying.

SUNY MARITIME COLLEGE

FOR INFORMATION AND RESERVATION FORMS, CONTACT
Richard Bizar
Vice President for Administration
Fort Schuyler
Bronx, New York 10465
(212) 409-7200

SUNY AT BUFFALO

FOR INFORMATION AND RESERVATION FORMS, CONTACT:
Office of Housing/Residence Life
479 Red Jacket Quad
Buffalo, N.Y. 14261
(716) 636-2171

SUNY AT PLATTSBURGH

FOR INFORMATION AND RESERVATION FORMS, CONTACT
Kate Chilton
106 Hawkins Hall
Plattsburgh, N.Y. 12901
(518) 564-2050

Send the coupon below to the campus you are interested in visiting through SUNY SUMMERSCAPE.

I'm interested in visiting your campus this summer as a participant in the SUMMERSCAPE Program. Please send me information regarding reservations, seminars, campus activities and local attractions. (PLEASE PRINT)

NAME _____

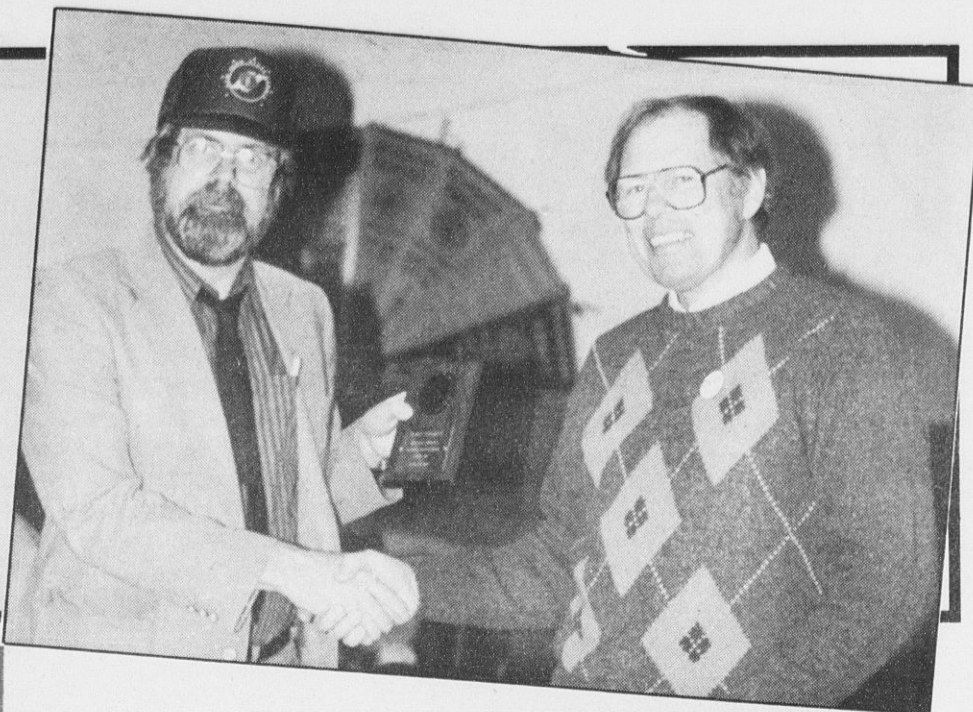
ADDRESS _____

PHONE _____

Canalers call columnist cap'n

Syracuse newspaper columnist Bob Haggart, left, receives an "honorary" tug boat captaincy from the members of CSEA NYSDOT Barge Canal Employees Local 503.

Haggart, who writes a popular daily column for the Syracuse Post-Standard, was presented an "official" canaler's cap, pin and a surprise plaque for his series of stories on the work routines of canal employees aboard state dredge boats, tugs and buoy tenders along the 524-mile waterway. Making the presentation at a recent local 503 meeting is local president Homer Porter.



This, that

AND THE OTHER THING

If you have an item of interest for *This, That & the other thing*, bring it to the attention of your CSEA regional communications associate. Their phone numbers are listed on page 2.

Information under the big top



It was a carnival-like atmosphere for hundreds of state employees at the state office building campus in Albany recently. But the main attraction was useful information about the many programs and services offered by CSEA.

The two day event, sponsored by CSEA Region IV brought in the crowds despite some unseasonable weather. Apparently when you set up a giant yellow tent it attracts a lot of attention!

They know a winner

CSEA retirees have long known what an outstanding individual CSEA Retiree Director Kathy Cahalen is. But now the York State Office for the Aging has acknowledged it too.

Cahalen was recently presented with a certificate of appreciation from the office in recognition for her tireless efforts on behalf of older New Yorkers.



THE CSEA LOCAL GOVERNMENT EXECUTIVE COMMITTEE SAYS THANKS TO LONGTIME ACTIVIST JANICE MCGUINNESS — Committee chairperson Dominic Spacone and CSEA Region III President Pat Mascioli present a plaque to McGuinness in recognition of her years of contributions. McGuinness, who was recently promoted out of the CSEA bargaining unit, is a former Westchester CSEA Local 860 president who has also served as Yonkers School Unit President, CSEA board member and Public Sector Committee member.



What is a schoolbus driver?

Ann Landers recently ran this piece, which was given as a gift to a bus driver from one of the children on her route. So for all the CSEA bus drivers who get the kids to school safely each day, this one's for you.

What is a school bus driver

What is a schoolbus driver? A schoolbus driver is a person who smiles in the morning and in the evening and eats Roloids in between.

A schoolbus driver gets there when

nobody else can, finds houses that don't exist and children with no names.

Schoolbus drivers have eyes in the back of their heads and hear every word, even in sign language.

Schoolbus drivers are immune to noise.

Schoolbus driver's favorite words (besides "good morning" and good night") are "sit down".

Sometimes a school bus driver gets tired, but seldom gets mad and always, most faithfully, gets there.

CSEA says yes!



Governor Mario Cuomo, seated center, joins hands with CSEA President William McGowan, right, and GOER Director Elizabeth Moore, left, during the formal signing of the new CSEA-state contracts. Looking on are, from left, Joseph Reedy, assistant to McGowan; GOER Deputy Director Jerry Dudek; CSEA chief negotiator Ernest Rewolinski; and GOER Executive Deputy Director Nancy Hodes.

ALBANY — It's official! Members of CSEA's four state bargaining units — Administrative Services (ASU), Institutional Services (ISU), Operational Services (OSU) and Division of Military and Naval Affairs (DMNA) — have overwhelmingly okayed their new three-year contract with New York State.

The total vote was 27,409 yes and 4,497 no — an approval ratio of better than six to one!

The contract, covering about 107,000 state employees includes salary hikes of 5, 5 and 5½ percent over three years for a 16.3 percent compounded increase; continuation of medical insurance coverage under the Empire Plan and major increases in funding for labor-management programs such as

day care, education and training, employee assistance and safety and health.

But although the contract is signed and sealed, it still has to be delivered. And that could take several more weeks.

The state legislature must still approve the pact, which it is expected to do before the end of its session in early July.

Then the state Comptroller's office must make all of the necessary salary and benefit adjustments, which also takes some time. However, once all of that red tape is out of the way, you will receive your full pay raise retroactive to the first payroll period in June.

The Public Sector will provide full details on when exactly you will see the raise in your paycheck.



Contract scholarships named for McGowan

ALBANY — A CSEA-state contract provision that assures free tuition at the State University of New York for children of CSEA members killed on the job, has been named for retiring CSEA President William L. McGowan.

New York State Governor's Office of Employee Relations Director Elizabeth Moore formally announced the naming of the program during state contract signing ceremonies with McGowan and Governor Mario Cuomo in the governor's office.

"We believe this is a small but appropriate tribute to Bill McGowan and his commitment to his members and their families," Moore said.

But the naming of the scholarship wasn't the only tribute McGowan received during the ceremonies. Governor Cuomo also presented him with a commendation for his years of outstanding service on behalf of public employees and all New Yorkers.