

THE PUBLIC SECTOR

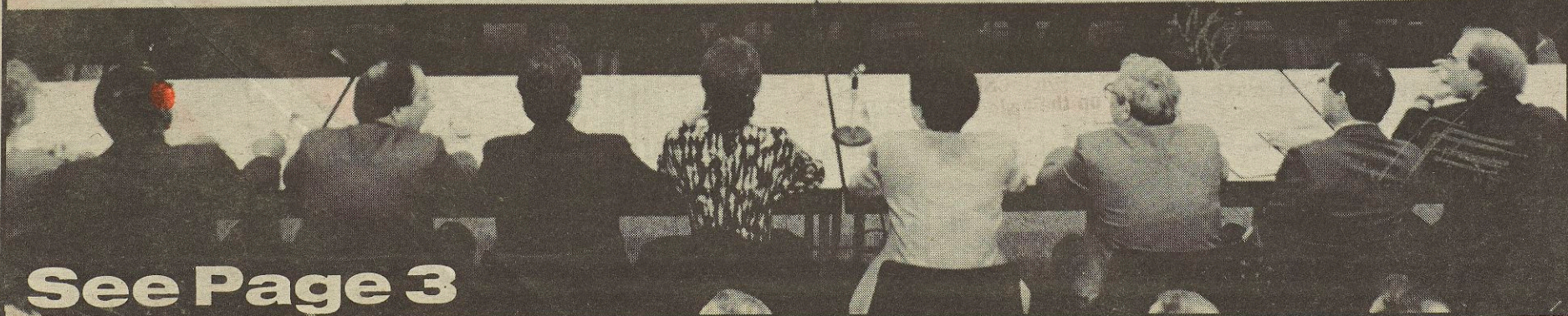
Official Publication of The Civil Service Employees Association, Inc., Local 1000,
American Federation of State, County and Municipal Employees, AFL-CIO

UNION LABEL 4
ISSN 0164 9949

Vol. 10, No. 24
Monday, November 30, 1987

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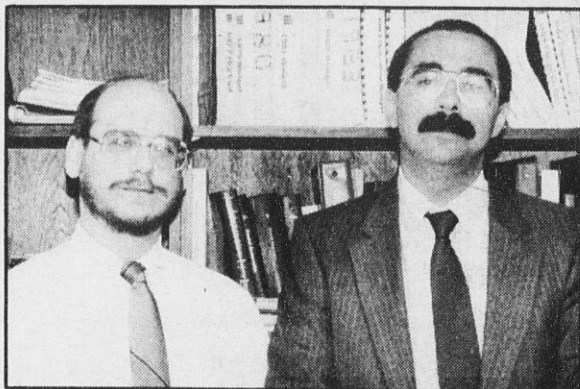
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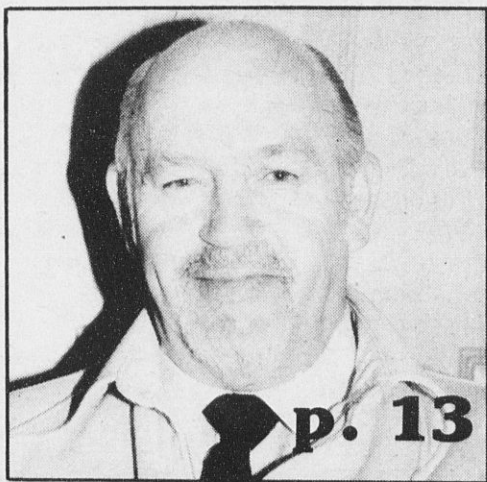


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COALITION OF BLACK TRADE UNIONISTS

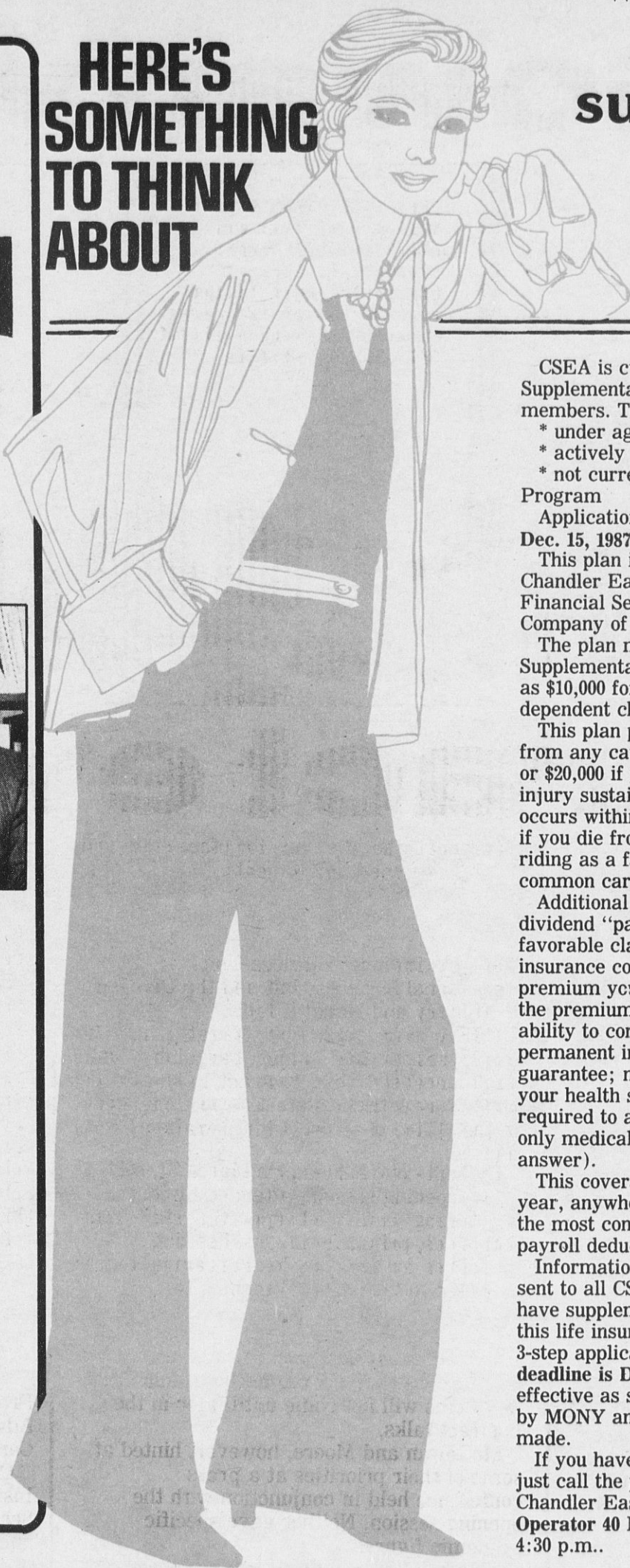


CSEA win see p. 8



p. 13 refusing to retire

HERE'S SOMETHING TO THINK ABOUT



supplemental life insurance

CSEA is currently offering a \$10,000 Supplemental Term Life Insurance Plan to its members. To be eligible, members must be:

- * under age 55
- * actively working at least 20 hours a week
- * not currently insured under the Supplemental Program

Applications for this plan must be submitted by Dec. 15, 1987, in order to be considered.

This plan is administered by Jardine Emmett & Chandler East Inc. and is underwritten by MONY Financial Services — The Mutual Life Insurance Company of New York.

The plan makes available \$10,000 of Supplemental Life coverage for members as well as \$10,000 for a spouse and \$4,000 for each dependent child.

This plan pays the following: \$10,000 if you die from any cause (except suicide the first year); or \$20,000 if you die from an accidental bodily injury sustained while insured, provided death occurs within 90 days of the accident; or \$30,000 if you die from a covered accident resulting from riding as a fare-paying passenger in any public common carrier (bus, train, etc.).

Additional benefits of this plan include: a dividend "pay-back" provision (if there is a favorable claims experience for the year, the insurance company will refund part of the premium you paid in for the year); a waiver of the premium benefit if you become disabled; the ability to convert this term insurance into permanent insurance; a 30-day full money back guarantee; no cancellation of the policy due to your health status; and no medical examination required to apply (the application contains the only medical history questions you will have to answer).

This coverage is full 24 hours a day, 365 days a year, anywhere you go. Payments are made in the most convenient way — directly through payroll deduction.

Information and application packets have been sent to all CSEA members who currently do not have supplemental life insurance. To apply for this life insurance plan, just complete the simple 3-step application and mail it in. The application deadline is Dec. 15, 1987. Your coverage becomes effective as soon as your application is approved by MONY and your first payroll deduction is made.

If you have any questions concerning this plan, just call the plan administrator, Jardine Emmett & Chandler East Inc.: **TOLL FREE 1-800-833-6220 Operator 40** Monday through Friday 8:30 a.m. to 4:30 p.m..

Public SECTOR

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

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The Public Sector (445010) is published every other Monday by The Civil Service Employees Association, 143 Washington Avenue, Albany, New York 12210. Publication Office: 143 Washington Avenue, Albany, New York 12210. Second Class Postage paid at Post Office, Albany, New York.

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McGowan vows he'll win best damn contract ever



CSEA PRESIDENT William L. McGowan, left, got a smile from Elizabeth D. Moore, director of the Governor's Office of Employee Relations, when they appeared at a news conference following opening of CSEA-State negotiations.

ALBANY — With CSEA President William L. McGowan vowing to get “the best damn contract for our people,” negotiations on behalf of 100,000 state employees represented by CSEA got under way in Albany on Nov. 17.

McGowan and the state's top negotiator, Elizabeth D. Moore, director of the Governor's Office of Employee Relations (GOER), squared off face-to-face for the first time in crucial contract talks that

traditionally set the pace for other state and local government agreements.

The negotiations affect approximately 100,000 state employees in four separate bargaining units: Administrative Services Unit, Institutional Services Unit, Operational Services Unit and the Division of Military and Naval Affairs.

CSEA will soon be negotiating for employees in five major bargaining units simultaneously when contract talks also get under way with the state for court employees in the Office of Court Administration (OCA) unit.

Current contracts expire March 31, 1988.

The opening session, attended by four negotiating teams and supporting staff from both sides, primarily involved setting guidelines for the complex bargaining that is expected to take several months to complete.

Both sides are not expected to exchange actual demands until early December and negotiations over economic issues and other key items will not come until later in the contract talks.

McGowan and Moore, however, hinted at some of their priorities at a press conference held in conjunction with the opening session. Neither gave specific economic figures.

“We're after a fair and equitable contract for the people who make government work so efficiently in this state,” McGowan said. “Public employees deserve a fair salary, safer working conditions, job security and a better life on and off the job.”

Moore said the state has established “productivity, accountability, time on-the-job and managerial flexibility” as top priorities.

The brief press conference was the last time either side is expected to speak publicly about the progress of negotiations. Contract talks moved behind closed doors, cloaking both sides under the traditional news blackout agreement. They will not

Experience, new ideas

CSEA is sending teams with a blend of experience and fresh approaches to the negotiating tables against the state.

CSEA President William L. McGowan carries a great deal of seniority and experience to the bargaining table. He is heading up CSEA's negotiating teams for the fourth time in contract talks held every three years with the state.

Joining McGowan on CSEA's depth chart are Deputy Director/Field Services John Conoby, Contract Administrators John Naughter and James Cooney and Director of Research William Blom, all veterans deeply involved in previous CSEA/state contract wars.

Chief Negotiator Ernest Rewolinski is representing CSEA for the first time. Playing lead roles in statewide negotiations for the first time also are Administrative Director/Field Operations Frank Martello and Contract Administrators Ross Hanna, Anthony Campione and Don Kelly.

CSEA's Administrative Services, Institutional Services and Operating Services negotiating teams each are anchored by one veteran member from previous negotiations with the remaining team members being new to this level of bargaining. Three members of the union's Division of Military and Naval Affairs team were involved in previous contract talks.

The state team has a new face at the top in the person of Elizabeth D. Moore, who was appointed director of the Governor's Office of Employee Relations (GOER) earlier this year.

emerge until a tentative agreement is reached and presented to CSEA members for ratification. That point in time may not be reached for several months.

Same old song, dance

Pleas of poverty — or pending poverty — came rolling from the lips of the Cuomo administration shortly after CSEA and the state opened new rounds of contract negotiations on behalf of about 100,000 state workers.

But CSEA President William L. McGowan countered, saying he wasn't buying the predictable posturing by the state associated with contract talks.

It was none other than Gov. Mario Cuomo himself who set the atmosphere. Cuomo warned, during a press conference the same day negotiations began, that state employees might have to “tighten their belts.”

“Over the next six or seven months we have to look for a tightening of our economy, a reduction in growth,” Cuomo said. “Some needs are greater than other needs.”

“Baloney!” said McGowan. “It's always been the same — the state has no money. I'm not going to be taken in by the old argument the state has no money for employees. This is a rich state and we expect to get our fair share.”

Cuomo appeared to temper his position when he admitted “public employees do not get their due” and added they should be dealt with “fairly and as generous as is prudent” in negotiations.

CSEA scores big on VDT policy

New York leads the way

By Stephen Madarasz
CSEA Communications Associate

At long last New York has a comprehensive video display terminal (VDT) policy in effect for state employees. The policy, hammered out between CSEA and the state, has been formally implemented by the Office of State Operations.

"This is a great achievement not just for CSEA members, but all working people," stated CSEA President William McGowan. "New York is the first major employer to address the workplace technology issue and that should send an important message to other employers."

While it took a long time to work out all the details of the policy and get state approval, McGowan explained the result will be well worth the wait. "We're talking about long-term improvements in working conditions for people."

Through the policy, all state agencies and departments are expected to begin implementing the guidelines within two

years. These guidelines, based on the latest health and productivity information available, call for improved office and workspace design, proper lighting, adjustable VDT equipment, chairs and work tables, work scheduling and training. The policy also allows flexibility to implement new findings on VDT use as it becomes available.

But the key to making the policy work will be the workplace involvement of CSEA members, according to CSEA statewide Secretary Irene Carr.

"It's important that all VDT operators know what this policy is all about and take an

'We're talking about long-term improvements in working conditions'
— CSEA President William McGowan

active role in putting it into place at their office," she said.

"You can't just wait for management to make all the decisions — let them know what will work best for you!"

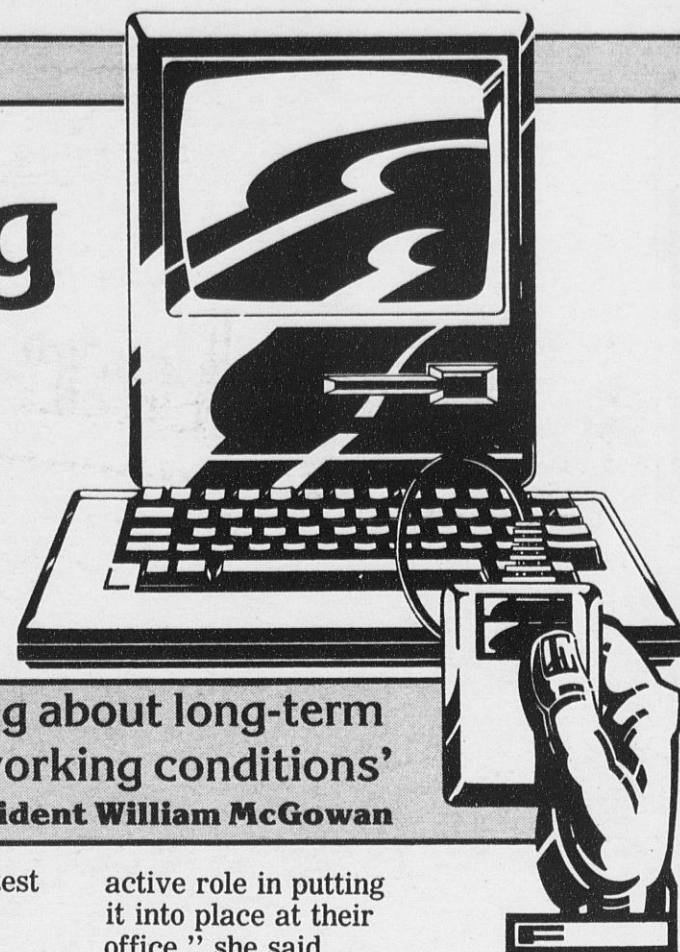
Carr also believes that workplace technology should be an ongoing part of labor/management discussions because it's an issue that continues to grow.

"The labor/management cooperation is the most significant part of this policy — we're working together to make the workplace safer and more productive," added CSEA Director of Occupational Safety and Health James Corcoran. "Before, the state was just plopping these terminals down on the desks without any concern for the worker or how they could get the best use out of the technology.

"Now there's recognition that there's a better way."



Carr



What the VDT policy means for you!

VDT POLICY STATEMENT HIGHLIGHTS

"It is the policy of the State of New York as an employer to provide a work environment for VDT operators that is free from hazard, and which provides a reasonable degree of worker comfort . . .

" . . . each State agency shall develop an appropriate plan to integrate this policy into their VDT operations."

POLICY GUIDELINES

Illumination

- * Maintain room lighting at levels that reduce eyestrain and glare; generally, light should be dimmer than ordinary office illumination.
- * Individual lamps should be made available at the operator's request where illumination levels are low enough to warrant local task lighting.
- * Frequent operator display cleaning and adjustment of contrast/brightness should be done to improve image clarity.

Control of Glare and Reflection

- * Use of recessed, indirect or baffled lighting.
- * Covering windows with proper shades or functional blinds.
- * Repositioning of work stations.
- * Repositioning (tilting or turning) VDT display screens.
- * Advising operators of the effect of jewelry and light colored clothing as a source of reflection which produce glare.

Work Station Design

- * Place display screens at height and distance appropriate for the operator. The top of the screen should be at about eye level.
- * Provide adequate space to allow the operator to place the display screen at a comfortable viewing distance.

- * Position the keyboard at or slightly above elbow height when the operator is seated comfortably.
- * Provide properly-designed chairs that are easily adjustable to maximize support.
- * Provide tables that are adjustable to ensure proper screen and keyboard height for individual operators while allowing adequate room for the placement of legs under the table.
- * Provide adjustable footrests as necessary, at operator request.
- * Provide proper document holders.
- * Assign operators, as much as possible, to specific work stations so that frequent adjustments will not be necessary and optimum comfort more readily achieved.
- * Provide wrist or arm rests as necessary, at operator request.

Office Environment/Design

- * Make efforts to keep office temperature between 73 and 79 degrees Fahrenheit in the summer and 68 to 74 degrees Fahrenheit in the winter.

Work Routine Interruptions

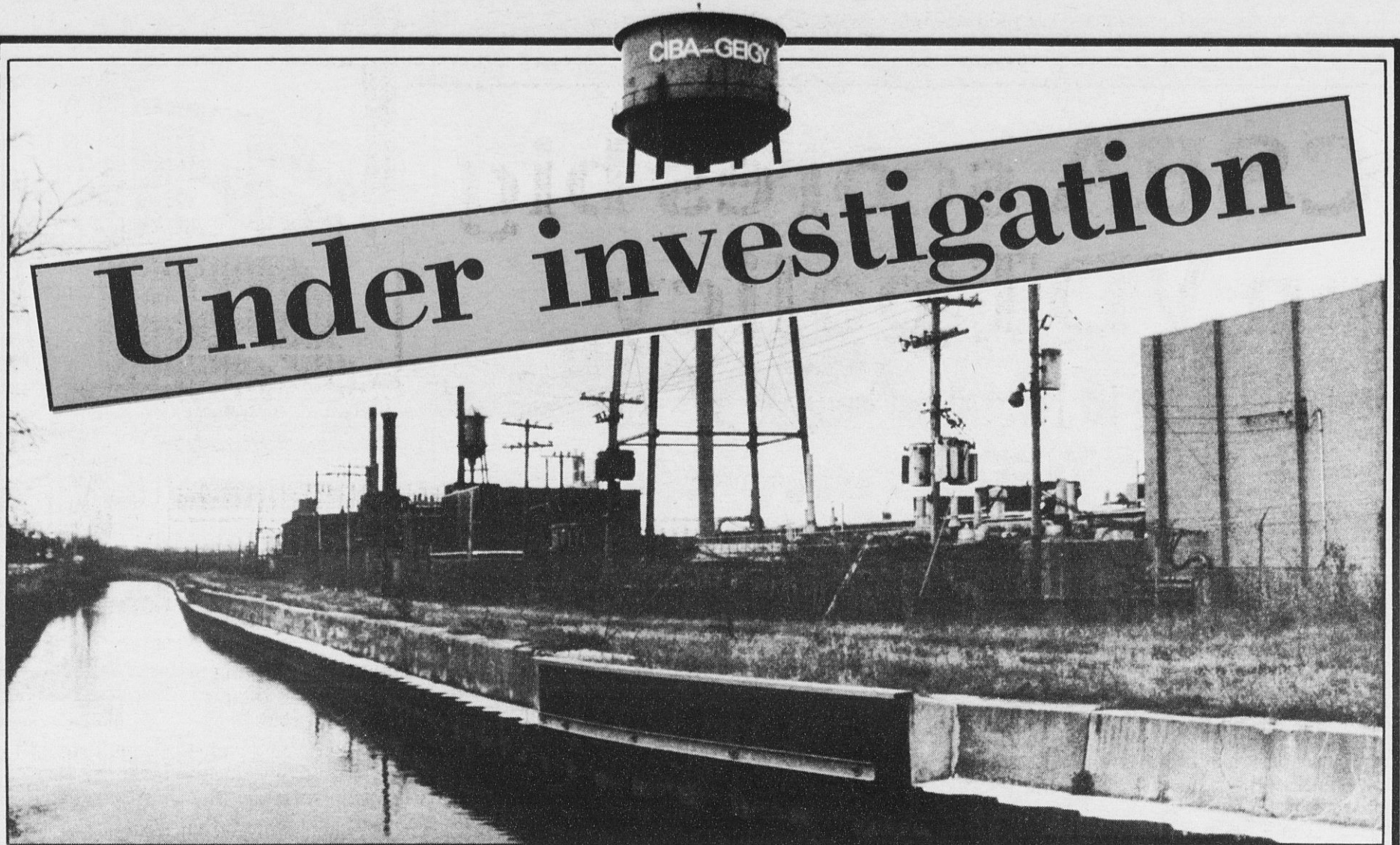
- * Consider implementing a work break schedule when possible involving alternate task assignments, particularly for those individuals in significant uninterrupted VDT use.

Training

- * Operators should know how to adjust their chairs, tables, displays and keyboards to suit their individual dimensions.

IMPLEMENTATION

"To the extent allowed by programmatic considerations and fiscal impact, implementation of this policy should be accomplished within two years of the issuance of this policy."



The feeder canal at Ciba-Geigy's Glens Falls plant is at the heart of the latest controversy over CSEA member exposure to toxic sludge.

By Stephen Madarasz
CSEA Communications Associate

ALBANY — Charges by CSEA President William McGowan that the state has ignored evidence of a serious health risk from toxic waste at Ciba-Geigy's Glens Falls plant has focused intense scrutiny on the situation.

CSEA uncovered the evidence last spring after concerns about a high cancer rate among Department of Transportation (DOT) employees who dredged, dried and sifted Hudson River sludge in projects dating back to the 1950s. CSEA's review of state documents showed that the Ciba-Geigy facility dumped 2,000 pounds per day of cancer-causing lead chromate into the river until the mid 1970s.

DOT and state Health Department officials did not act on CSEA's information.

But now, McGowan's comments, coupled with a new set of tests by state Wildlife Pathologist Ward Stone which support CSEA's findings, have sparked an explosion of media attention and some action by top-level state officials.

"It's an outrage that the only way we've made any progress on this issue is through the wildlife pathologist," McGowan said. "I guess the state must consider the risk to fish and birds greater than the risk to people."

Although CSEA initially entered the situation out of concern for its members, it quickly became apparent that many more people are potentially at risk.

Among the circumstances that need further attention:

- * Wildlife Pathologist Ward Stone's latest test results show dozens of dangerous chemicals around the Ciba-Geigy



facility, raising further concern about what substances workers may have handled

- * DOT and local government employees represented by CSEA were exposed to large amounts of dust-borne heavy metals while bulldozing, sifting and trucking dried river sludge in landfill and road sanding projects throughout the region
- * A new DOT facility south of Fort Edward is built on a large dredge spoils site, which is only partially paved over to contain the toxics
- * CSEA-represented workers at the Town of Queensbury landfill may have been exposed to toxic heavy metals dumped there by Ciba-Geigy/Hercules Inc.
- * New Department of Environmental Conservation documents show the Ciba-Geigy plant continues to leak toxics into the river
- * The feeder canal adjacent to the Ciba-Geigy plant drains into the Champlain Canal at Locks 8 and 9 and may be a major source of toxic exposure to CSEA DOT Canal workers.

"The inadequate response of the state to evidence of these environmental problems uncovered by CSEA should send a chill through workers and communities across New York," stated McGowan.

He vowed not to let the situation be swept under the rug. "CSEA will continue to push for a full study on the extent of the danger as well as independent medical screening for our members who may be at risk," he said.

At the same time, McGowan believes the public has a right to know why Ciba-Geigy has never been held accountable for the dumping of known cancer-causing agents.

CSEA will get that answer.

SUNY Oswego slapped for asbestos atrocities

The Federal Environmental Protection Agency (EPA) has fined SUNY at Oswego \$20,000 for violations of the federal Clean Air Act.

Actions stemmed from complaints

filed by CSEA and other campus groups after it was learned the college administration purposely concealed severe asbestos problems in campus buildings. Asbestos, once widely used as insulation, has been found to cause cancer

from even the slightest exposure.

As *The Public Sector* went to press, reaction to the EPA action was still coming in. We'll provide detailed coverage in the next edition.

THE PUBLIC SECTOR

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

ISSN 0161-9949

Vol. 9, No. 16
Monday, August 11, 1986

ORANGE CRUSH!

CSEA SQUEEZES Teamsters in Orange County rout



RALPH DISTIN



THE PUBLIC SECTOR

March 10, 1986

Public Sector wins awards



The Public Sector has earned a pair of awards for journalism excellence in the 1987 Journalistic Awards Contest sponsored by the International Labor Communications Association (ILCA).

CSEA Graphics Artist Ralph Distin continued his remarkable string of ILCA awards, taking first place honors for an editorial cartoon published in *The Public Sector* on March 10, 1986. CSEA's official publication was also honored in the "best front page" category for the edition of Aug. 11, 1986. The contest was for publications issued during calendar year 1986.

Distin has won the top honor in editorial cartooning and *The Public Sector* has been a multiple-awards winner for the past several years. The annual competition draws entries from hundreds of labor publications in the United States and Canada.

Distin's cartoon dealt with the loss of federal revenue by state and local governments as a result of the Gramm-Rudman Act.

"Ralph Distin, with his characteristic distinction, gets the essence of the Reagan philosophy into this drawing," the judges wrote.

The winning page one entry concerned a CSEA win over the Teamsters in Orange County.

"Bold is the word for this front page," the judges said. "Art and type are paired to express emotions appropriate to a big organizing win over the Teamsters in Orange County."

The *Public Sector* winning entries are reproduced on this page.

Two heros

Members put out school fire

RYE — Two custodians in the Rye School District averted what could have been a disaster recently when a fire broke out in an elementary school full of children.

Bob Fortunata, a custodian with the district for 18 years, was in the boiler room of Milton Elementary School when the school's fire alarm sounded.

"I ran upstairs and saw one of the teachers. She was yelling that there was a fire," he recalled. "I saw smoke and I told Lou DiGiorgio (another custodian) to check the bathrooms for kids."

Fortunata discovered smoke was coming from a burning bookcase and grabbed a nearby fire extinguisher to put it out. He needed a second extinguisher to completely smother the blaze. A volunteer fireman in his hometown of Greenwich, Ct., Fortunata had the fire out before the local fire department arrived at the school.

Dr. Paul Burg, school principal, said he and his students are fortunate.

"The students and staff acted exactly as they should," he said. "Reporting the fire and exiting procedures were carried out as



RYE SCHOOL DISTRICT Custodian Bob Fortunata is congratulated by Region III Field Representative Wendy Hord for his quick thinking when a fire broke out in the school where he works. He and coworker Lou DiGiorgio earned praise for their responsiveness in what could have been a disaster.

practiced during fire drills.

"What had not been practiced," he added, "was the role of the custodians in case of an actual fire. Bob Fortunata and Lou DiGiorgio responded immediately in a highly professional manner.

"Thanks to their quick thinking — Bob's training as a volunteer fireman was certainly an asset — the fire was extinguished and damage was kept to a minimum."



SIGNING A TWO-YEAR CONTRACT for Yonkers School District employees is Unit President Ray Moniz. Seated next to him are school Superintendent Donald Batista, School Board President Martin Farreri and Westchester County CSEA Local 860 President Janice McGuiness. Standing are Executive Director for Personnel Joe Guerney, negotiating team member Lucy Russo, Assistant Director for Personnel Ellie Zimmerman, team members Priscilla Royman, Irene Bruno and Barbara Rosengaft, Region III President Pat Mascioli, team members Vivian Apuzzo and Richard Fitzsimmons, Director of Employee Relations Devorah Heller and Region III Field Representative Larry Sparber. Absent from the photo is negotiating team member Mike Moravsky.

New contract for school workers in Yonkers unit

YONKERS — A new two-year contract for 900 Yonkers School District employees has been signed, sealed and delivered, thanks to CSEA.

The new contract, retroactive to July 1, provides for:

- * 4.5 percent increases each year
- * increased union leave
- * new longevity for 15-year employees in the second year
- * out-of-title pay
- * a sick leave bank
- * an upgrading of at least one title per year as submitted by the union.

Unit wins increases

NASSAU COUNTY — The Sewanhaka School District Unit of Nassau County Educational CSEA Local 865 recently agreed on a new three-year contract that offers salary increases and improved contract language.

The contract for part-time cafeteria and lunchroom employees includes:

- * salary increases of 85 cents per hour in the first two years and 80 cents in the third year
- * improvements in district contributions to retiree health insurance premiums
- * improved language on longevity, making all employees with 10 years of service

- eligible for longevity payments
- * reduction in the work year by four days
- * in-service programs for unit members

Unit President Rose Rooney said she is pleased with the salary increases. The in-service program is a particularly good addition to the contract.

"I think it's a wonderful opportunity that the members should take advantage of," she said.

In addition to Rooney, who chaired the negotiating committee, members were Kathy DeFrancesco, Veronica Mehak, Mary DeLisi, Helen Gialanze and Hazel Hales.



CSEA AT WORK IN THE SCHOOLS



Workers win \$10,000.

Arbitrator awards out-of-title pay

By Anita Manley
CSEA Communications Associate

WHITE PLAINS — Two Westchester County employees have received more than \$10,000 in out-of-title pay after an arbitrator ruled they should have been paid as senior sanitarians for work they had performed for the county Department of Health.

Richard A. Lidsky and Anthony Conti were working as sanitarians when they took the examination for senior sanitarian in 1978. Although they both scored near the top of the Civil Service list for the four provisional appointments available, neither was interviewed.

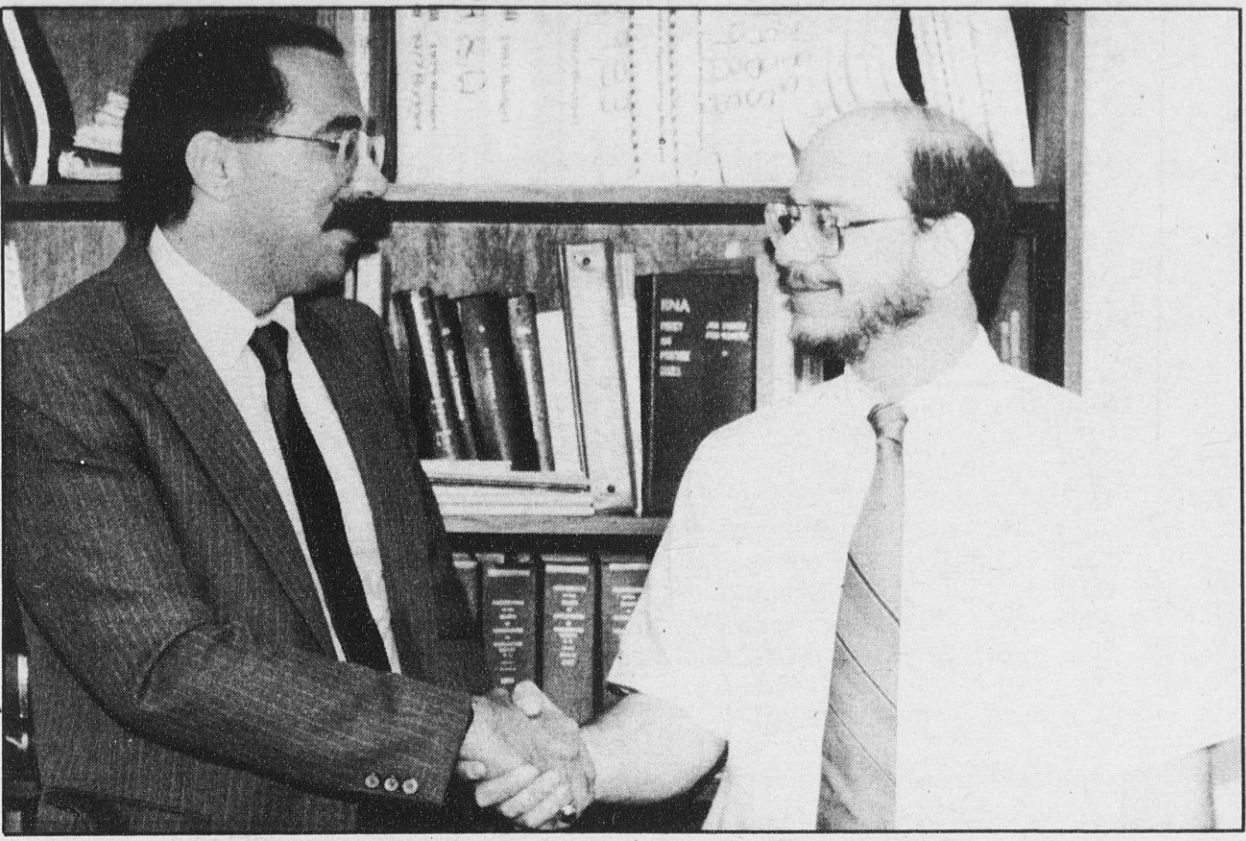
On their second shot at the exam, they placed second and third on the list. There were seven slots open, but neither was appointed.

Meanwhile, both were performing complex duties, many of them more applicable to the senior sanitarian job. Their work involved inspecting radiation levels in equipment such as X-ray machines. They were specially trained in using test instruments and gauges.

In their testimony before the arbitrator, they noted that "improper testing can result in significant damage to the equipment being tested, which includes state-of-the-art diagnostic apparatus."

CSEA Attorney Arthur Grae also said the two had highly specialized training in order to participate in the direction of the county's emergency evacuation programs in the event of an accident at either of the two nuclear power plants located in northern Westchester County.

"This training," he emphasized, "had to be in compliance with federal as well as state standards and aspects of the training were two and a half years in duration."



GRIEVANCE VICTORY — Anthony Conti, left, and Richard Lidsky won \$10,000 in back pay through an out-of-title grievance in the Westchester County Health Department.

Arbitrator Martin Ellenberg agreed that Lidsky and Conti had a case.

"The work assigned to the grievants was clearly distinguishable and was a job classification unlike that of the work performed by other sanitarians who testified as to their duties," he said.

Retroactivity, however, was limited to 60 days prior to the filing of the grievance.

"The arbitrator's award clearly proved that we, as sanitarians in the radiological health unit, met the criteria for the current job specifications for senior sanitarians; but more importantly, it was a victory for unionism and public service," said Conti. A law student at the time, he is now a Westchester County assistant district attorney.

"Our case resulted from a reorganization of the Bureau of Public Health Protection of the Westchester County Health Department,

a reorganization that resulted in an undisclosed change in the job specifications for the sanitarian line titles," Conti emphasized. "It is my opinion that although the purpose behind the restructuring was to benefit both the department and the public health needs of the community, the result was a series of civil service abuses in the filling of promotional positions.

"It was apparent that the criteria being used to fill the new positions was not 'merit and fitness' as dictated by Civil Service. Instead," he charged, "the appointments seemed to smack of cronyism.

"Without the union and a collective bargaining agreement which provided for an independent arbitrator to quell such discretionary abuses of the purpose and intent of Civil Service Law on the part of a few management personnel, a return to the days of 'Boss Tweed' could resurge."



Parole gets EAP

It was a proud day for the state Division of Parole when a labor/management committee sat down to sign the guidelines for an Employee Assistance Program recently. Seated from left are: Council 82 Charles Riccio, committee Chairperson Ramon Rodriguez, CSEA Local 669 President Harnetha DeGross and PEF representative Edward Powers. Standing from left are New York City EAP Representative Carmen Quinones, Mid-Hudson EAP Representative Jim Riley, Parole Area Supervisor Juan Ledoux, Parole Director of Administrative Management Pat Fizmaurice; CSEA EAP committee member Carole Peets; and Clemency Bureau Director Leo Levy.

Buffalo Psychiatric Center, right, is one of several mental health facilities targeted for investigation by the federal government.



Feds target

NY psych centers

Pilgrim, Kings Park and Central Islip psychiatric centers are the latest state mental health facilities targeted for investigation by the federal government. Earlier investigations at Buffalo, Hudson River and Harlem Valley psychiatric centers have led to attempts at cutting off all federal funds to those operations.

In a letter to Gov. Mario Cuomo, the U.S. Justice Department has indicated it will review the psychiatric center operations for possible violations of patients' civil rights. Without going into any detail, the letter stated that the investigation "will focus on allegations related to abuse of patients; staffing; medical care; use of medications; environmental conditions; and the provision of minimally adequate treatment."

After the Justice Department reviewed conditions at Buffalo, Hudson River and Harlem Valley, the facilities were next visited by the Health Care Financing Administration (HCFA), which certifies facilities for medicaid and medicare funds. HCFA's findings reportedly will call for a cut off of funds for those facilities. Before that happens, however, state officials usually try to reach agreement to correct the deficiencies.

"There's no question that the feds have some valid points about things like staffing problems that CSEA has been stonewalled on by the state," says CSEA mental hygiene consultant Martin Langer. "This should make the state sit up and take notice that improvements have to happen."

"But on the other hand, the federal government is going through these facilities with a fine-toothed comb and there has to

be some question about whether they have a political motivation."

State officials have suggested that the investigations may have been prompted by a desire to save money as part of a federal budget-cutting drive. Federal officials have denied any such motive.

CSEA points out that the nitpicking by the feds may be missing some important points.

"The investigations seem to be picking up on some problems for the wrong reasons," comments Langer. For example, he explains that the federal reports have been highly critical of nursing shortages and the impact that has on direct-care staffing. "That fails to recognize that adequate staffing of therapy aides can make a significant improvement in direct-care services as well."

"We're going to continue to make that case and work on bettering conditions for staff and patients — but at the same time, we have to be careful that these federal investigations don't lead to 'throwing out the baby with the bathwater,'" he concluded.

Nitpicking may be missing some important points

More LPN in-service training offered

Two additional in-service training sessions for Licensed Practical Nurses (LPNs) are being offered in early December.

The training was established through a CSEA-negotiated program in the state Institutional Services Unit (ISU) contract.

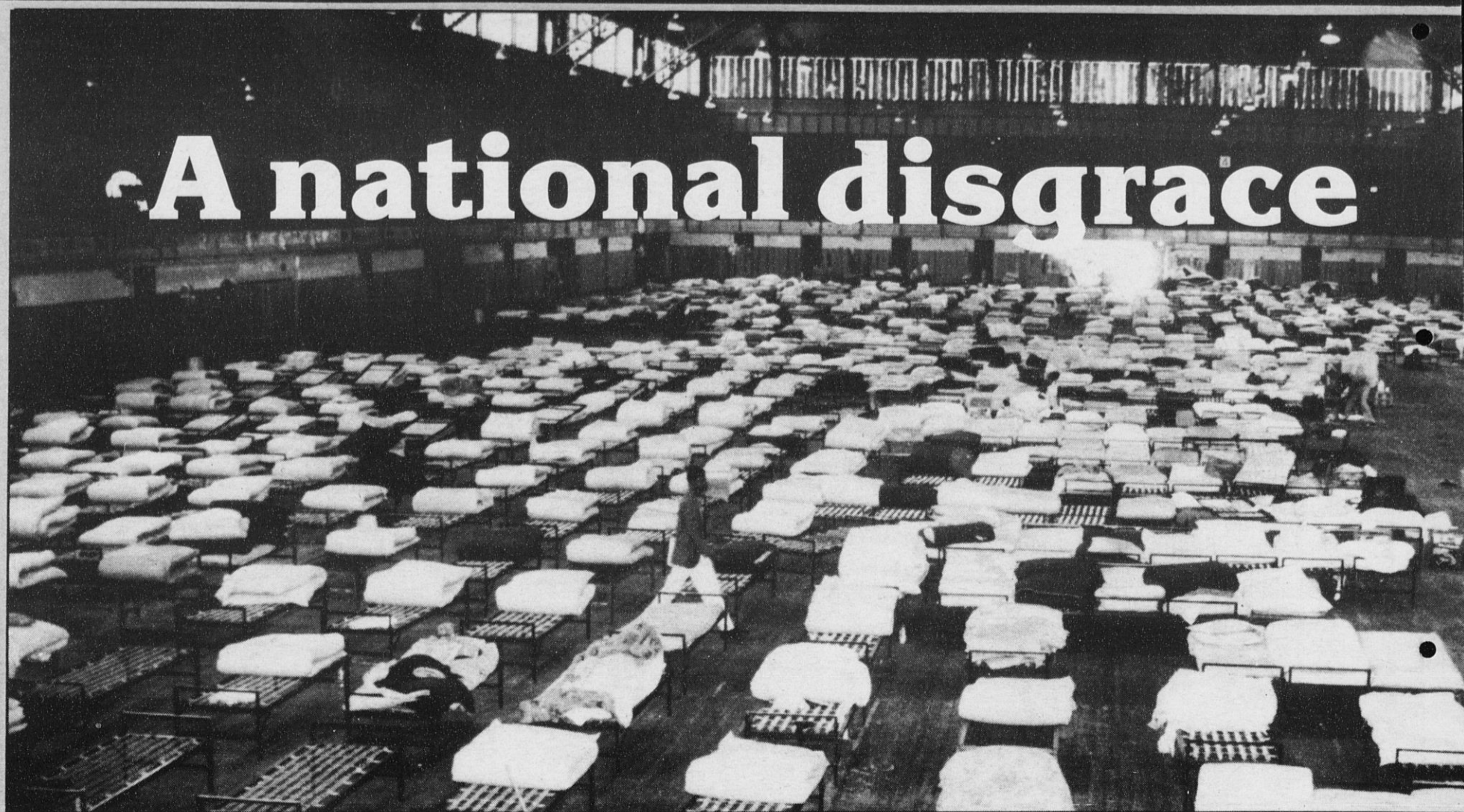
The new sessions will be:

- * Mon. Dec. 7 — Capital District Psychiatric Center, Albany
- * Tues. Dec. 8 — Best Western-University Inn, Canton

For further information about registration procedure, contact the education/training director at your facility.



A national disgrace



By Lilly Gioia
CSEA Communications Associate

NEW YORK — Flag duty at the 168th Street Fort Washington NYS Armory doesn't sound like hazardous work, but CSEA DMNA members know better. "You're constantly on your toes because you don't know if there's a psycho coming up behind you," said Sunny Hayes, a 22-year employee.

"You always have to watch your back in the morning when you put the flag out," agreed day-shift maintenance employee Gilbert Serrano.

Under the Reagan administration, DMNA workers at Manhattan's 102nd Engineers National Guard Battalion saw the military headquarters completely transformed into a cavernous insane asylum and poorhouse for more than a thousand desperate, sick homeless men.

Pointing to the American flag, CSEA Local 254 President Roy Seabrook remarked that raising the symbol of freedom and hope over the deplorable homeless problems hidden behind armory walls is "an American tragedy."



The sword-wielding mental patient who killed Staten Island Ferry passengers last year was a well-known client at the Fort Washington Armory. For months before the murders, CSEA members saw him wandering around the facility menacing clients and staff.

"The ferry killer used to scream at people all the time and they would just

send him across the street to Columbia Presbyterian Hospital. Then he would come back here again," Hayes recalled. "I think 80 percent of these people are former mental patients."

Despite installation of mental detectors, clients smuggle weapons into the armory at will. Last winter, while attempting to steal another's belongings, a thief died of stab wounds in the ensuing brawl.

New York City Human Resources Administration (HRA) peace officers no longer carry night sticks or self defense weapons. Hopelessly outnumbered, the security and CSEA members are not equipped to deal with volatile, spontaneous outbreaks of violence among clients.

"Neighborhood people are afraid to walk on the Armory side of the block," commented Gilbert Serrano in describing the epidemic of purse-snatchings, chain-pullings and muggings.

Infectious disease rampant

According to Shop Steward Forest Timmons, all employees fear daily exposure to clients in the highest risk groups for AIDS, tuberculosis and many other communicable diseases.

Sunny Hayes' doctor said the month-long eye infection he had, "could only have come from this place," he said.

CSEA members are repulsed and "disgusted watching clients spitting all over the place, urinating on the walls and defecating in the halls," Hayes continued. Workers constantly observe clients with skin rashes and bumps who adamantly refuse to shower or care for themselves.

Homosexual clients and intravenous drug addicts are routinely removed when diagnosed with active AIDS disease. With signs warning about AIDS plastered all over the walls, CSEA members complain

of physical and emotional exhaustion working under such stressful conditions.

While NYC HRA employees at the facility are routinely screened for tuberculosis, DMNA management has yet to provide health screening or protective gear for state workers.

Timmons says he caught head lice on two occasions at work and his family became infected as a result.

Keeping the place clean is impossible — clients intentionally toss garbage everywhere, attracting maggots. Hostile clients ridicule cleaners in their disinfecting and maintenance duties and CSEA members are enraged by sexual harassment from clients.



Berkley



Timmons at the slop sink

Lavatory facilities for the 22 DMNA armory employees and the remaining National Guard Unit are abominable. All toilets but one were allocated to clients. CSEA members have only two basement slop sinks to wash up in.

Supporting Mayor Koch's recent efforts to force mentally ill homeless into psychiatric care, President Seabrook praised the efforts of CSEA members to do their jobs in spite of incredible obstacles.

"They are a forgotten battalion of state workers on a battlefield nobody wants to talk about, flying the American flag over a national disgrace.

A workplace under seige

NEW YORK — CSEA member 23-year-old Elias Sanchez serves as a National Guardsman at the Fort Washington Avenue Manhattan Headquarters Company in supply and weapons for the 102nd Engineers Battalion. With six years in the Guard and three years as a DMNA armory worker, Sanchez spends plenty of days, nights and weekends at the 168th Street Armory.

Often at the switchboard alone, he tells it like it is.

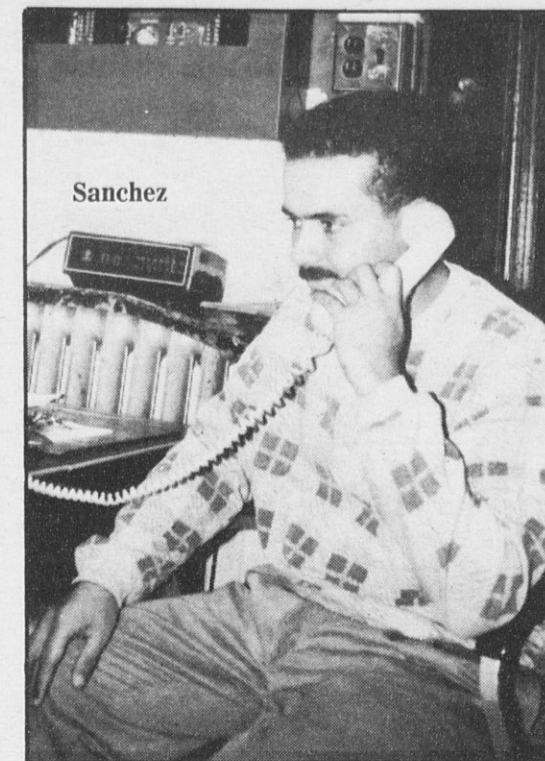
"One night I was doing a double shift. After 10 p.m. they don't let people in and clients get upset. They start fighting. They were pushing the doors and finally broke it in.

"They've got bats and knives, so the Human Resources Administration (HRA) security just backs off. There were about 70 guys and they think nothing of throwing bottles. If you get injured, it's like you're on your own. I am afraid to confront these guys. For what? For this old dump of a building?"

"You call the police and you know how long it's going to take for them to come. I reported to my non-duty officer by phone and he could hear all the racket. I said, 'We have a riot here, sir!' He said, 'don't stay in that building; don't get yourself hurt. Leave the building and call me from a pay phone!'"

"All my clothes got full of blood from the homeless men who were bleeding from the fighting. My main concern was AIDS and not to get bitten or cut up myself. HRA security are afraid of these people. When there's fighting and arguing, they don't do anything about it."

Sanchez feels fortunate to have gotten



Sanchez

out alive that night, but every day he worries about bringing some communicable disease home. As a newlywed father-to-be, his health concerns are serious.

"I asked my private doctor who said to wear gloves and protective masks at times at work. Do not touch anything on your body or your family with your hands unless you wash very well. Do not touch your eyes or eat food in that building because it is not healthy, he told me.

"I never wash my clothes in the machine with laundry at home. The doctor said if I couldn't throw my work clothes away, to use Lysol disinfectant in the wash and wash them separately, never in with the family wash.

"I hate to come to work here in the morning because you don't know what you've got on yourself and then your wife and your baby can get sick because of what you brought home from work."

CSEA hits 'failed' homeless policies

NEW YORK — "We are told there are over 20,000 homeless people on the streets of this city who show signs of mental illness and half of those have at some time been in New York State Psychiatric Centers. Is it possible that these people were released before they were ready?" asked CSEA Metropolitan Region II Vice President Denise Berkley in recent testimony before the Assembly Mental Hygiene committee. Berkley's comments were just part of a new CSEA is taking on the problems of the homeless.

"It's a total outrage that government officials have let this situation come to this point," says CSEA President William McGowan. "Failed deinstitutionalization of the mentally ill and inadequate housing policies created a monster and, for years, the creators have tried to pretend it doesn't exist. Well CSEA has news for them — it's not going away," he adds.

Deinstitutionalization has put thousands in need of serious psychiatric help out on the streets with no hope of recovery. Shelters have bred crime and disease and turned worksites into daily hell for CSEA members who staff them.

There is no easy answer but there are steps that can be taken toward improvement. CSEA believes the most important step is to acknowledge that mistakes were made in the past that should not be repeated.

In her testimony before the Assembly committee, CSEA's Berkley stated: "The most embarrassing part of the homeless situation is that we consciously created it . . . and in many ways there is still a belief that care and treatment can be delivered better in the streets of our city than by mental health care providers in residential facilities."

As an example of how misguided the

policies toward the homeless mentally ill really are, CSEA cites a recent attempt to turn a former laundry building at Manhattan Psychiatric Center into a shelter. Berkley noted: "Using this space to merely shelter the homeless, when treatment and rehabilitation services for those who need them are literally inches away on the grounds of the center, seems to make little or no sense."

CSEA has proposed converting the building into a state operated Residential Care Center for Adults (RCCA). CSEA further believes that this should be part of an overall policy of helping the homeless.

There is particular concern for addressing the situation now. State 5- and 10-year projections call for reducing the mental health facility population by another 7,000 patients. CSEA knows that will only create a new generation of homeless to haunt our streets.

Dump!

CSEA: No more 2nd hand trash

By Sheryl Carlin

CSEA Communications Associate

STONY BROOK — There's no more of the same old garbage for CSEA workers at SUNY Stony Brook after the union hammered out an agreement with management over waste handling.

Maintenance staff was being required to move waste from the university's Health Science Center to storage trailers and, later, take the same, now rancid waste — including waste from animal laboratories — to trash compactors for a private contractor.

CSEA insisted that the transfer of garbage was both dangerous and out-of-title. Management, while insisting the garbage is not a threat, has agreed that CSEA maintenance workers will not be required to handle the waste once it has been deposited in the trailers. About 60 members, including maintenance staff and supervisors, are affected by the agreement.

"One cleaner was ordered to go into the trailer and she threw up," said CSEA Local 614 President Tony Ruggiero. "It was truly ridiculous."

"The first time we (removed the garbage from the trailers) we had people vomiting and everything," said Cleaner Rita Solomito. "Now, because of the union, we don't have to handle it again."

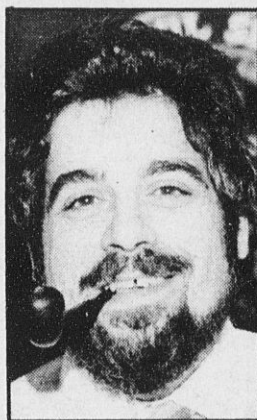
Ruggiero, CSEA Field Representative Jim Walters and CSEA Occupational Safety and Health Specialist Dan Morra investigated



PILES OF GARBAGE at SUNY Stony Brook get stored for weeks before cleaners have to move it a second time. Thanks to a new labor/management agreement, workers only have to handle the garbage once.

the situation and determined that the stored garbage should be treated as hazardous waste because it was left sitting for so long.

University President John Marburger said the garbage isn't dangerous and has nothing more than "an unpleasant odor," but CSEA Region I Director John O'Sullivan disagreed.



"It was truly ridiculous."
— Tony Ruggiero

"It's the same as if it were on the garbage barge," O'Sullivan said. "No one was expected to just reach in and start pulling that mess apart."

The problem with the garbage developed after the university could no longer dump the waste at the Brookhaven Landfill because it has been found to contain hazardous waste. Delays by the contractors hired to handle the garbage required the storage.

The university had been contacted in April about the problem but, despite promises, nothing was ever done, Ruggiero said. He commended Walters and Morra as well as shop steward Rita Solomito for working to solve the problem.

"Morra really zapped them with his technical knowledge," Ruggiero said. "He had the university's health and safety people on our side by the end of the meeting."

CSEA Human Rights Committee

Report on CBTU meeting

ST. LOUIS — Doris Williams, chairperson of CSEA's special Human Rights Committee, and committee member Denise Berkley recently attended the Coalition of Black Trade Unionists 16th annual meeting.

They joined 1,210 other delegates from the United States and the Caribbean in a weekend session which Williams described as "so full of life it is difficult to convey the mood generated there."

The coalition is headed by AFSCME Secretary-Treasurer William Lucy who says it is "a movement of rank-and-file folks, ordinary people who over the years have defied extraordinary odds in organizing themselves into a strong, independent force."

Its objectives are to work within organized labor to:

- * improve economic development and employment opportunities for black workers
- * organize unorganized workers
- * increase voter registration and participation
- * seek passage of legislation that benefits black people
- * support activities of civil rights and civic

groups working to improve living and working conditions in the black community

Convention highlights included speeches by U.S. presidential candidates Rev. Jesse Jackson and Congressman Richard Gephardt.

"We have a coalition of labor people because we need one, not because we want one," Jackson said. Gephardt spoke about the basic needs of the homeless and unemployed.

Delegates also attended special workshops on "State of the Economy: Impact on the Black Community" and "Making Black Political Action Effective."

Williams left the convention "encouraged and ambitious to do my best in helping the organization achieve its goals." She also urges CSEA members to form coalition chapters.

A minimum of 10 people from various unions are required to set up a chapter.

For additional information, write to:

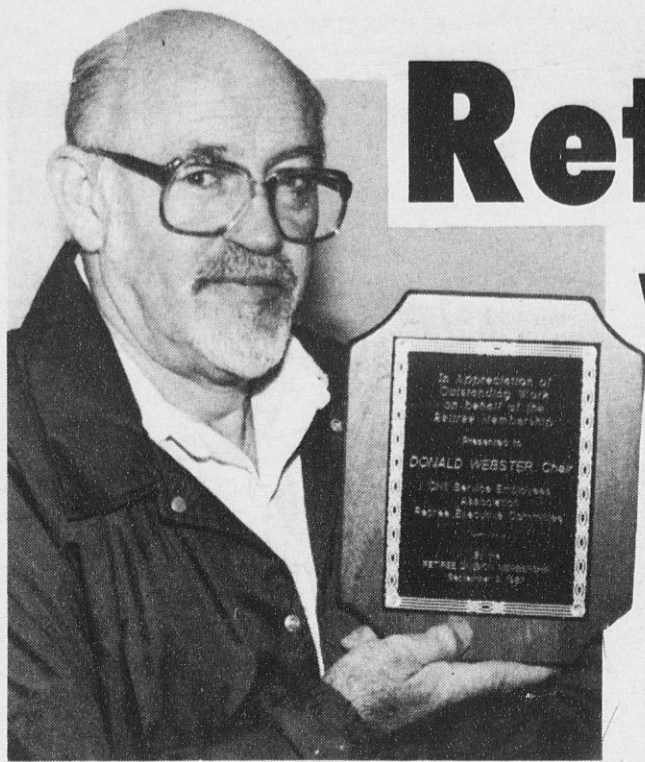
Coalition of Black Trade Unionists
P.O. Box 73055
Washington, D.C. 20056-3055

CBTU

COALITION OF BLACK TRADE UNIONISTS



COALITION OF BLACK TRADE UNIONISTS



Retiree Executive Committee Chairperson Don Webster

Retired? No way!

Webster lauded for his retiree work

By Anita Manley
CSEA Communications Associate

WHITE PLAINS — Don Webster may have retired from his civil service job in the City of Mt. Vernon after 28 years, but he's still among the most active activists of CSEA!

Chairman of the Retirees Executive Committee and president of Westchester Retiree Local 921, Webster is the recent recipient of an award "in appreciation of outstanding work on behalf of the retiree membership."

When he first joined the retiree local, Webster realized that the entire executive committee was made up of former state employees.

"I raised the issue of restructuring the committee to include local government retirees," he said. "We got nine new people to run and I was elected chairman in July of 1986. We've been going strong since then."

One of Webster's primary concerns is

political clout for retirees. State and local politicians have already been put on notice that the retiree Political Action Committee will be pushing hard for pension supplementation and health and hospital coverage in the next session.

"I've got a great committee and they've got big voices and they're strong," he warned.

A major goal for the retirees is to reach out to members who are about to retire.

"We want them to know what we have to offer," said Webster.

In fact, he added, an organizing campaign is underway to bring aboard approximately 165,000 retirees who are not now affiliated with CSEA.

"We're the biggest group and we'll be the premiere organization," he said. "We've proven we can get things done."

Webster also emphasized that CSEA retirees are an asset to the organization.

"When CSEA needs someone to staff phone banks, we do it," he said. "When they want to fill buses to go to Albany, we fill them. Who's got the time to lobby? We do! All I have to do is make one phone call. We had our first legislative breakfast this year in Albany and the legislators were quite impressed with our turnout."

But Webster is not one to rest on his accomplishments. He's always planning. Right now, a future goal is "a cohesive retiree local," Webster asserted. "We will stop New York state from depriving retirees from their basic rights."

"When CSEA needs someone to staff phone banks, we do it. When they want to fill buses to go to Albany, we fill them. Who's got the time to lobby? We do!"

CSEA trains grievance reps

By Pamela Gorton
CSEA Communications Intern

CSEA's Education and Training Department is currently hard at work to see that grievance handling representatives are ready to serve CSEA members even better than before.

The department has launched the second phase of a training blitz begun in February to help grievance representatives fulfill their duty of fair representation more efficiently.

This is an important issue, said CSEA Director of Education and Training Peg Wilson. "These are the people who save other people's jobs. Jobs hang in the balance if representation is not accomplished in an accurate way."

All CSEA grievance representatives have been or will be invited to participate in six-hour advanced grievance handling sessions led by education and training specialists Joan Dunham-Card, Bob Knowler, Sean Turley and Connie Wunderlich.

The program requires a commitment on the part of the participants because they get no money or leave time to attend.

But Wilson said, "It's a commitment that we feel is worth the time. Participants will be better qualified to do their jobs."

The grievance representatives seem to agree with Wilson. The turnout so far has been very good, thanks in part to the organization of the regional social and education committees and office staff. Effort has also been made to hold sessions in many cities to reach the greatest number of people.

The effort paid off. The first phase grievance representative orientation program boasted 36 sessions and reached 1,500 representatives. That phase consisted mostly of lectures.

Phase two is limited to 40 people in each seminar so that participation can be encouraged. Wilson recommends that interested grievance handling representatives register early because of the limited number allowed in each session.

Some sessions have already been held in Regions I, III, V and VI for both state and local government representatives. For dates and locations of the remaining 1987 advanced grievance handling sessions, see the schedule below.

To get more detailed information about the program and in order to register, representatives should call their regional office.

ADVANCED GRIEVANCE HANDLING SCHEDULE

DATE	REGION	STATE/LOC. GOV'T	LOCATION
12/01 & 12/2	2	State	NYC, Regional Office
12/5	4	Loc. Gov't	Glens Falls, Queensbury
12/07 & 12/8	1	Loc. Gov't	Happauge, Regional Off.
12/09 & 12/10	3	Loc. Gov't	Fishkill, Holiday Inn
12/09	2	State	NYC, Regional Office

NOTE: The Education and Training Department is planning to schedule another date for Region IV state representatives to make up for a cancelled session in November.

Glen Cove custodians sign new pact

GLEN COVE — Approximately 60 CSEA members in the Custodial Unit of Glen Cove School District will enjoy a new two-year pact retroactive to July 1.

The new contract includes:

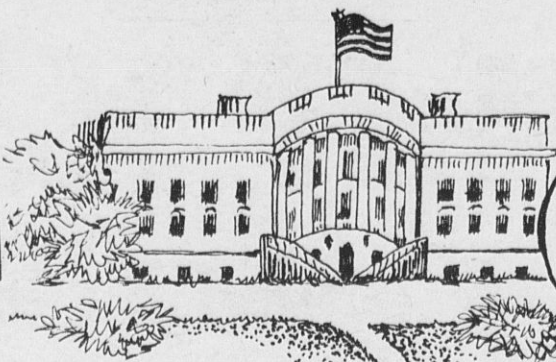
- * salary increases of 8 percent each year; bus drivers will receive an additional 50 cents per hour prior to the 8 percent
- * increased longevity payments; those with 25 years of service will now receive \$400
- * increased night differential

Unit President Tino Stango chaired the negotiations committee. Committee members were: Lou Valea, Reinaldo Molerio, Ed Domaradzski and Field Representative Harold Krangle.

"This was a nice settlement for the CSEA members," Stango said, "and a good job by CSEA."



**CSEA
Camera
Close-
Ups**



I'M NOT RUNNING!
I AM **NOT** RUNNING!
HOW MANY TIMES DO I
HAVE TO TELL YOU?
I'M NOT RUNNING!

Do you think Mario Cuomo is running for President?



Dan Herlihy
Onondaga Co., Local 834
Region V

"I believe Governor Cuomo will not run on his own, but at convention time will consent to have his name placed in nomination and be elected as our next President."



SHEESH!
HAVEN'T THEY
EVER SEEN
A **JOGGER**
BEFORE?



Dolores Hietala
IBR Local 438
Region II

"If he gets pushed into it and is drafted by his party, then I think he will run. I think the Republicans would be afraid of him if he did."



Sandra Boyd
Wyoming Co. Local 861
Region VI

"I hope not! Speaking as an employee of the welfare system, I don't think he has done the taxpayer any favors. He has picked up the federal welfare cutbacks of the Reagan administration and placed them in our state and county budgets."



Joan Muir
Rensselaer Co. Local 842
Region IV

"I'm going to take him at his word — he is not running. His job is governor of New York state. If he does run, due to party and media pressure, however, I won't be surprised."



Deborah Adsit
Wassaic DC Local 426
Region III

"I think he hopes he's going to be asked because of what he said recently — that if he was asked he would not decline."

CSEA member taken HOSTAGE



Photo courtesy of *The Poughkeepsie Journal*

Ann Logan escapes from captor

Compiled by Anita Manley
CSEA Communications Associate

STORMVILLE — A woman civilian employee at the Green Haven Correctional Facility managed to escape after being held hostage for about 15 minutes on Nov. 16 by an armed inmate convicted of two murders.

Ann Logan, a Grade 9 senior store clerk, was grabbed by the inmate on the second floor of the storehouse building at the facility in Dutchess County. Logan said she had taken an elevator to the second floor and was in the household supplies room to inventory supplies when the inmate grabbed her.

The inmate, identified as Eugene Williams, pulled Logan into another room, pulled her to the floor and attempted to tape her mouth shut after she screamed, Logan said. She thought others would hear her screams, but Williams told her he had cut the wires to an intercom system. She and the inmate were the only persons on the second floor at the time.

Logan said Williams told her he didn't want to hurt her but wanted to draw attention to his case. The inmate, according to Logan, said he felt he was wrongly accused of murder. Logan said Williams showed her a homemade knife he had in his possession and told her he would commit suicide if no one listened to him. She said

Williams appeared depressed, cried at one point and told her he felt he couldn't stay in prison.

Logan said she talked to Williams and told him he was only hurting his situation. She said she realized someone would soon come to the second floor to get supplies and decided to keep talking and not aggravate the situation.

Logan managed to escape when the elevator, empty, came to the second floor and Williams, apparently frightened by the noise, backed away. She ran to the elevator and pressed the alarm button, but the elevator didn't work and she had to open and close the door again before descending to the first floor.

Logan immediately reported the incident to the correctional officer on duty on the first floor.

She was treated at the prison hospital clinic for scratches on her face and later given a tetanus shot. Williams, according to prison officials, was treated for self-inflicted cuts on his wrists and has been charged with unlawful imprisonment and felony possession of prison contraband.

Logan, a member of Green Haven Correctional Facility CSEA Local 158, is one of three civilians who work in the storehouse, where 10 inmates also work. A nearby butcher shop is staffed by six

inmates and one civilian. One correctional officer is assigned to the area.

Facility Superintendent Charles Scully later said he feels there is adequate protection for civilian employees in that area.

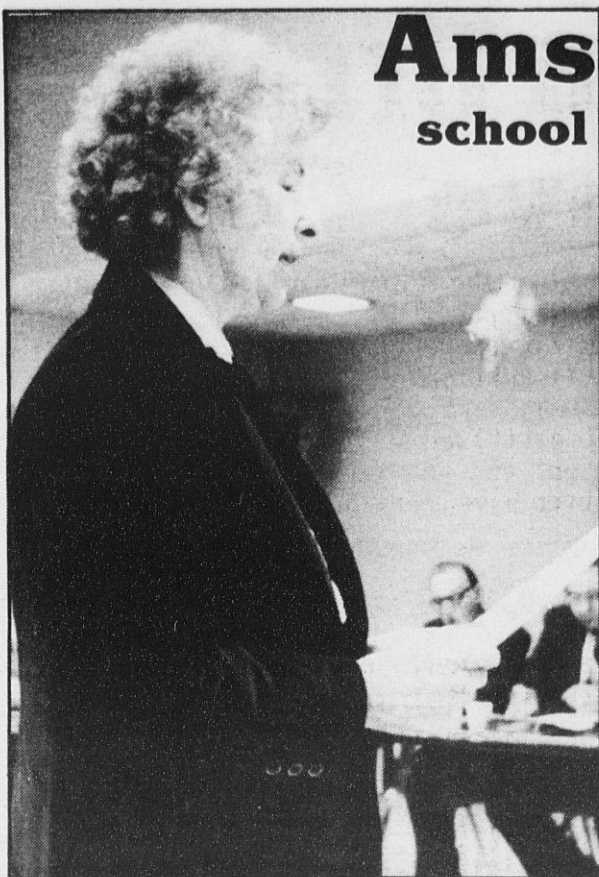
CSEA officials disagree. If staffing were adequate, Logan would not have been endangered.

Logan was given counselling by Employee Assistance Program (EAP) Coordinator Bob Strang following the incident and is now seeing a counselor in Beacon to help her overcome the trauma. She reports still being "a little shaken" several days after the incident but said she is able to sleep better. She was still out of work nearly a week after the incident but is expected to return to work.

Logan said that prior to the incident she had no fear about working with the inmates. Now, she says, she would rather not go back to the same location and would prefer a job in the office. However, Logan, previously a Grade 5 clerical employee, said she does not want to lose her Grade 9 position.

Local 158 President Charles Cipriani said he was not notified of Logan's situation by prison officials and found out about it from a correctional officer. He said prison officials refused to provide him a copy of the statement Logan gave to officials after the hostage situation.

Amsterdam retirees protest; school district caps its insurance contributions



Retiree Mildred Kaselow

By Daniel X. Campbell
CSEA Communications Associate

AMSTERDAM — Bah, humbug! The spirit of Scrooge is alive and well in the heart of the Greater Amsterdam School District's administration.

For 20 years, the district had increased its premium share of Medicare cost payments as the cost rose so it would not adversely impact the finances of its many retirees.

But without telling anyone — the school board, the three CSEA bargaining units or the NYSUT affiliate — the administration unilaterally capped the district's share at \$12.20 per month in 1985.

Now, as the adverse impact of accelerated use of sick leave accruals is being noticed by retirees, the district's administration is taking a "So what, who cares" attitude about the problem.

According to Mildred Kaselow, a CSEA retiree who worked extensively in the district's finance office and who knows the

district's various insurance programs from years of day-to-day monitoring, 227 retirees are being financially hurt by the cap.

"Not all retirees are being affected to the same degree," Kaselow explained. "Some have retirement plans in which the district covers half of the premiums, others have plans that go 95-5, 75-25 and even 65-35. While every retiree is being adversely affected, the retirees with the 50-50 plan are being hurt the most."

In an effort to bring this problem to the attention of the public and the school board, about 20 retirees, both non-instructional and teachers, staged an informational picket before a school board meeting. Kaselow, with the assistance of a union spokesman, addressed the school board and asked that the board rescind the policy.

"They think if they wait long enough we'll just forget about this," Kaselow said. "If we do, then no retiree benefits in this state or nation will be safe."

Attorney joins law dept.

ALBANY — CSEA's Law Department continues to expand in size and expertise. The latest lawyer to join the department, Andrew Schulz, has extensive labor law experience, including more than a year overseeing the state attorney general's Albany Labor Bureau.

Schulz has been an assistant attorney general since 1985. In that time he has concentrated on labor law issues, including enforcement of the toxic substances Right-to-Know Law and criminal prosecution of health and safety violations under the labor laws.

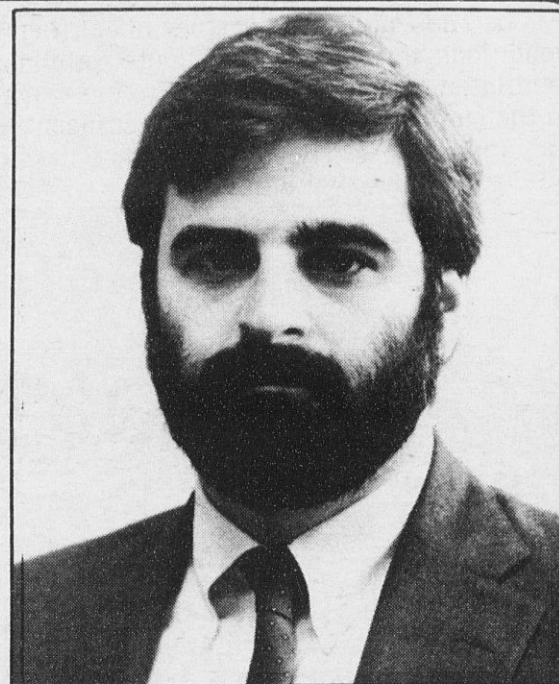
Prior to joining the state, Schulz worked for two New York City law firms — Vladeck, Waldman, Elias and Englehard from 1980 to 1983 and Schulman and Altman from 1983 to 1985 — as a litigation associate.

In both firms he was involved in labor law, representing unions before state and federal courts and the National Labor Relations Board.

Schulz also served as adjunct professor of labor law at SUNY at Old Westbury for two years.

A graduate of Brown University and New York University School of Law, Schulz earned several honors while a student, including the American Jurisprudence Award in Administrative Law and the Moot Court Advocacy Award.

He is a member of the Labor and Employment Section of the American Bar Association, the Association of the Bar of the City of New York Committee on Labor and Employment Law and the International Society for Labor Law and Social Change.



Andrew Schulz



Region V readies education programs

LOOKING GREAT FOR '88 — Members of the Region V Education Committee discuss upcoming programs for next year at a recent meeting in Syracuse. Seated from left are: Jim Monroe, Jefferson County CSEA Local 823; Mel Losito, Elmira Psychiatric Center Local 437; Committee Chairperson Mary Lauzon, SUNY Potsdam Local 613; and Dan Herlihy, Onondaga County Local 834. Standing from left are: Region V President James Moore; Larry Casertano, Syracuse Development Center Local 424; and Region V Executive Vice President Kathy Collins, committee adviser. Other committee members are Cynthia Hammond of Local 434, Betty Browell of Oneida County Local 869 and Gary Brown of Syracuse State Employees Local 013.

Moving?

Let us know!

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

Name _____ Social Security No. _____

PASTE MAILING LABEL HERE

MY NEW ADDRESS IS:

Street _____

City _____ State _____ ZIP _____

I am a member of CSEA Local _____
MAIL TO:

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

Bad press about bad office prompts state to move OVR

MIDDLETOWN—It's amazing what a little publicity — especially the adverse kind — can do.

Case in point: after months of foot-dragging, management quickly arranged to relocate employees to new office facilities following a story in *The Public Sector* that was highly critical of working conditions in their previous office.

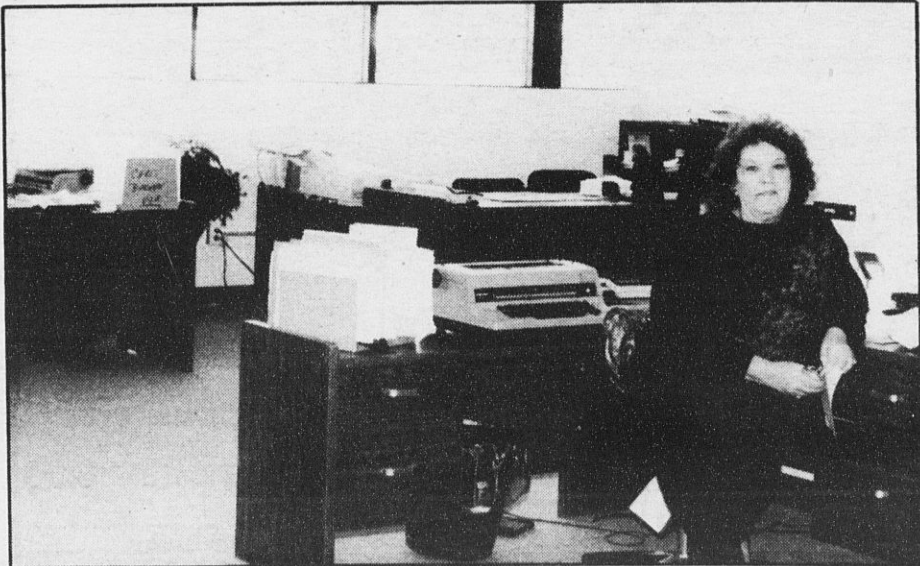
And officials of Mid-Hudson State Employees CSEA Local 009 say it was more than mere coincidence the move so closely followed the publication of the story, noting relocation efforts accelerated only after the negative publicity.

Employees of the state Office of Vocational Rehabilitation (OVR) are now working in bright, comfortable facilities in this Orange County community. The new offices are much more convenient for both the employees and the handicapped clients they serve.

The new offices are a far cry from the "temporary" facilities the employees complained so bitterly about in *The Public Sector*.

OVR employees were originally moved into what had been a hospital operating room. It was supposed to be a "temporary" relocation lasting about three months. But, despite complaints from employees and clients, the "temporary" relocation turned into a two-year stay in completely unsuitable offices.

In *The Public Sector* story about their intolerable working conditions, employees and clients complained of cramped, poorly ventilated offices with no heat in the winter and no air conditioning in the summer. Fumes from an adjacent paint shop permeated the air, and there were no restrooms on the floor of the building the offices were located in.



JEANETTE SCOZZARI says the new OVR offices are "bright, airy and conveniently located for our clients."

As the months dragged on the state continued to show little interest in finding new office space.

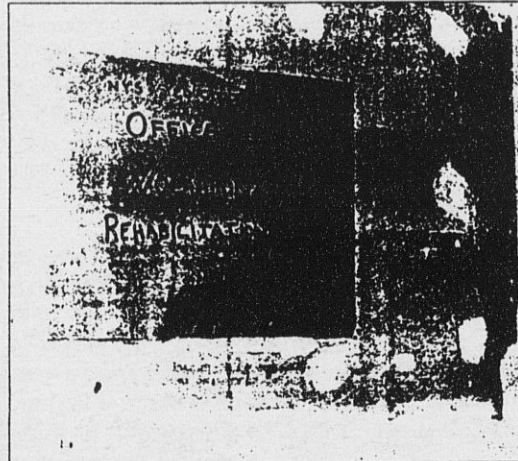
"I even lined up a few prospects myself, just to show that there was plenty of space available in Middletown," CSEA Field Representative Michael Hogg said.

"We love it here," Local 009 member Jeanette Scozzari says of the new offices. "It's bright, airy and conveniently located for our clients. This year we'll even have room for the Christmas tree!"

It's 'inoperable'

Vocational rehab workers struggle with poor conditions in 'temporary' offices

By Anita Manley
CSEA Communications Associate



MIDDLETOWN — Not only have they endured temporary office space for well over a year, but the state employees who work for the Office of Vocational Rehabilitation have to tolerate offices in what are designed to be hospital operating rooms.

Extension cords create electrical hazards and obstacles, desks are plopped under rows of X-ray viewing panels and air circulation is virtually non-existent. Then there's the lack of air conditioning in summer and the lack of heat in winter.

And the members of CSEA Local 009 have been enduring these "temporary" conditions for a year and a half.

"They have to go to the third floor or the first floor just to go to the bathroom," said Region III Field Representative Michael Hogg. "And if there is ever a fire, they could be trapped."

The vocational rehabilitation workers had been using space at Middletown Psychiatric Center when state officials moved them to their present fourth-floor offices in Horton Hospital. But the newest quarters are anything but hospitable.

Hogg noted that one office is located next to the hospital's paint department and the fumes there are overwhelming at times.

"This has been a storage area," he said. "It's not suitable for offices."

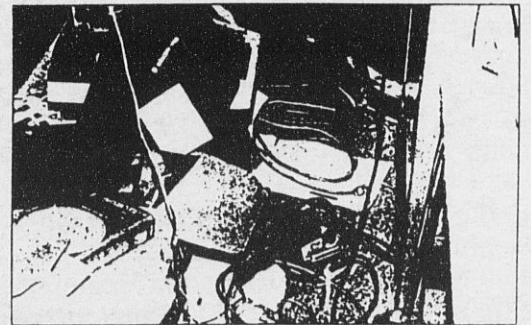
State officials say they are looking for appropriate office space, Hogg said, adding that he even lined up prospective sites.

"But they're dragging their feet and meanwhile, these employees are using their accruals when they're forced to leave the office because of unbearable working conditions," he said. "It's not fair."

THE TEMPORARY HEADQUARTERS of the Office of Vocational Rehabilitation in Middletown has a "temporary" sign to show visitors where they are located in Horton Hospital.



STATE EMPLOYEE Dawn Penighetti works under X-ray viewing lights in an old operating room at Horton Hospital in Middletown.



THE FORMER OPERATING ROOM at Horton Hospital is not suitable for office space, evidenced by the tangle of extension cords needed for the office equipment. "It looks like an obstacle course," said Field Representative Michael Hogg.

"This has been a storage area . . . It's not suitable for offices."

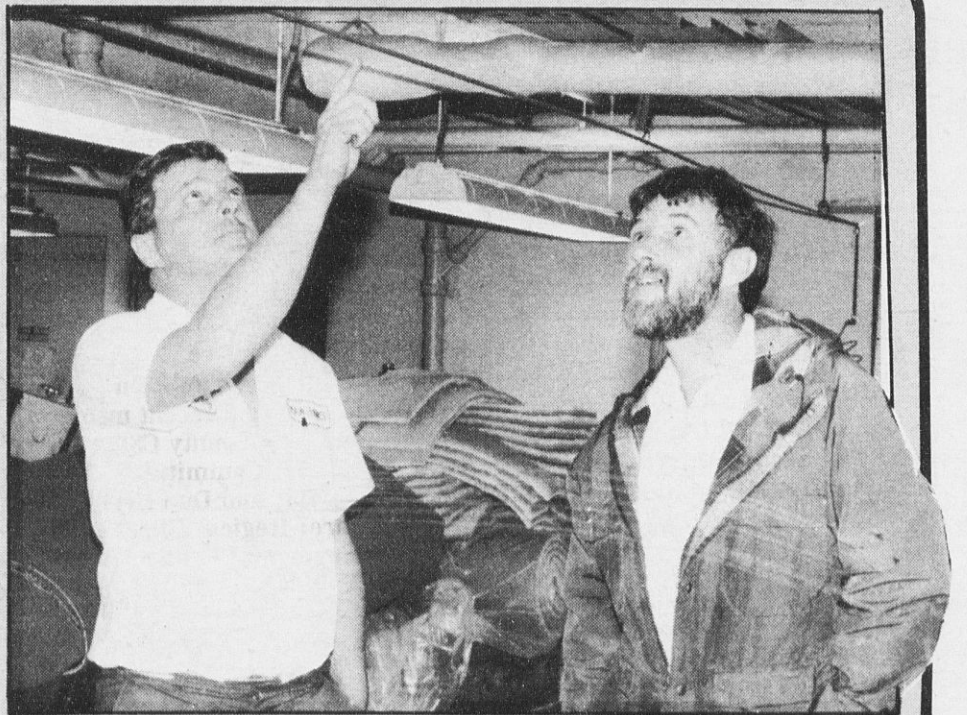
July 27, 1987

THE PUBLIC SECTOR 9

THIS ARTICLE in *The Public Sector* prompted the state to move quickly to relocate OVR employees in Middletown.

Orange County will remove asbestos from its infirmary

Asbestos in the Orange County Infirmary, which was first called to the county's attention by CSEA in 1984, will be removed next year. Orange County CSEA Unit President Dave Score says the county has appropriated \$120,000 to cover the cost of having the asbestos removed. In the photo at right, Maintenance Supervisor Ray Hink, left, points out to Score where some of the asbestos is located. Hink said the county will soon advertise for bids to have the asbestos removed by a qualified contractor.



It works!

Activism aids contract

STILLWATER — After 10 months of waiting, one informational picket and one flier distribution, the Stillwater Central School District Unit has a new contract approved unanimously by its 40 members.

The package includes:

- * salary increases of 7.5 percent per year for two years
- * \$15,000 available in the second year for salary adjustments

* \$100 differential payment for night workers each year

"I think the ratification vote indicates the satisfaction of the members with the efforts of their bargaining team," said Unit President Kay Dragon. "However, we would not have been able to achieve our goal without the support of the members in both the informational picket and flier distributions."



STILLWATER SCHOOL EMPLOYEES picketed a school board meeting earlier this fall.

CSEA contract accomplishments

Rensselaer County

Unit gets contract, EAP

TROY — Within one short week, the Rensselaer County CSEA Unit achieved two long-pursued goals.

The unit's bargaining team and County Executive John Buono recently signed a new contract providing the nearly 1,500 county workers with raises of 5.5 percent, 6 percent and 5 percent over three years.

Exactly a week later, Buono and CSEA Unit President Tom Connell signed an Employee Assistance Program agreement, capping a six-year effort.

County employees have expressed their satisfaction with the new contract.

"The contract is the best we've had in a long time. EAP is something to look to if you have a problem," said Betty Martone, a senior clerk. "I'm a 20-year county employee

and I like the new atmosphere between the administration and CSEA. It's quite a change."

"Our employees are truly our greatest resource," Buono said. "The recently negotiated labor contract and this EAP pact established a new dimension to our growing relationship — mutual concern and mutual trust."

In addition to salary increases, the new contract offers:

- * \$700 stipends to Social Services employees for certain on-call duties
- * increases in highway clothing allowances



Betty Martone

School unit signs pact in C. Islip

CENTRAL ISLIP — The 225-member CSEA Central Islip School District Unit recently approved a new contract which increases wages by more than 22 percent over three years.

The contract provides:

- * salary increases of 7.5 percent plus step for each of the first two years and 7.75 percent plus step for the final year
- * improvements in the dental plan
- * longevity increases
- * addition of an optical plan
- * addition of an agency shop clause
- * increases in terminal leave pay

The negotiating team, headed by Thomas Rubrecht, included Unit President Ralph Delgado, Mike McMasters, Tony Pagnatta, Frank Marshall, Lucille Davy, Candy Miller, Marge Furio, Robert Ney, Arlene Phillips and Betty Turnbull.

CSEA Collective Bargaining Specialist Irwin M. Scharfeld said the contract was one of the better ones negotiated in Suffolk County this year.

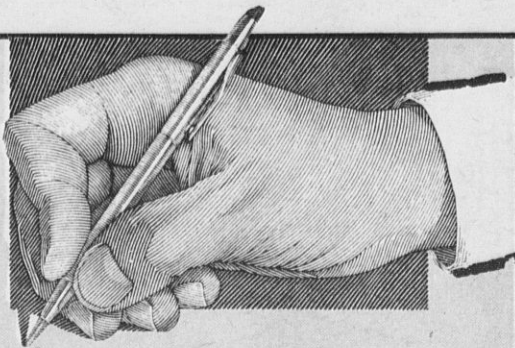
Unit President Delgado said the contract was a winner.

"I'm pleased about the contract and the membership voted overwhelmingly in favor of it," he said.

The unit is part of Suffolk County Educational Local 870.



SIGNING THE CONTRACT — Rensselaer County Executive John Buono, seated center, watches County Unit President Tom Connell sign a new three-year pact. Watching are Marty Gawoski, seated right, and, standing from left, Gail Scheffer, Rensselaer County CSEA Local 842 President Maryann Herkenham and Pat Cunningham. Other negotiating team members were Dan Crawley, Barbara Trombley and Steve Schouller.



A special thank-you

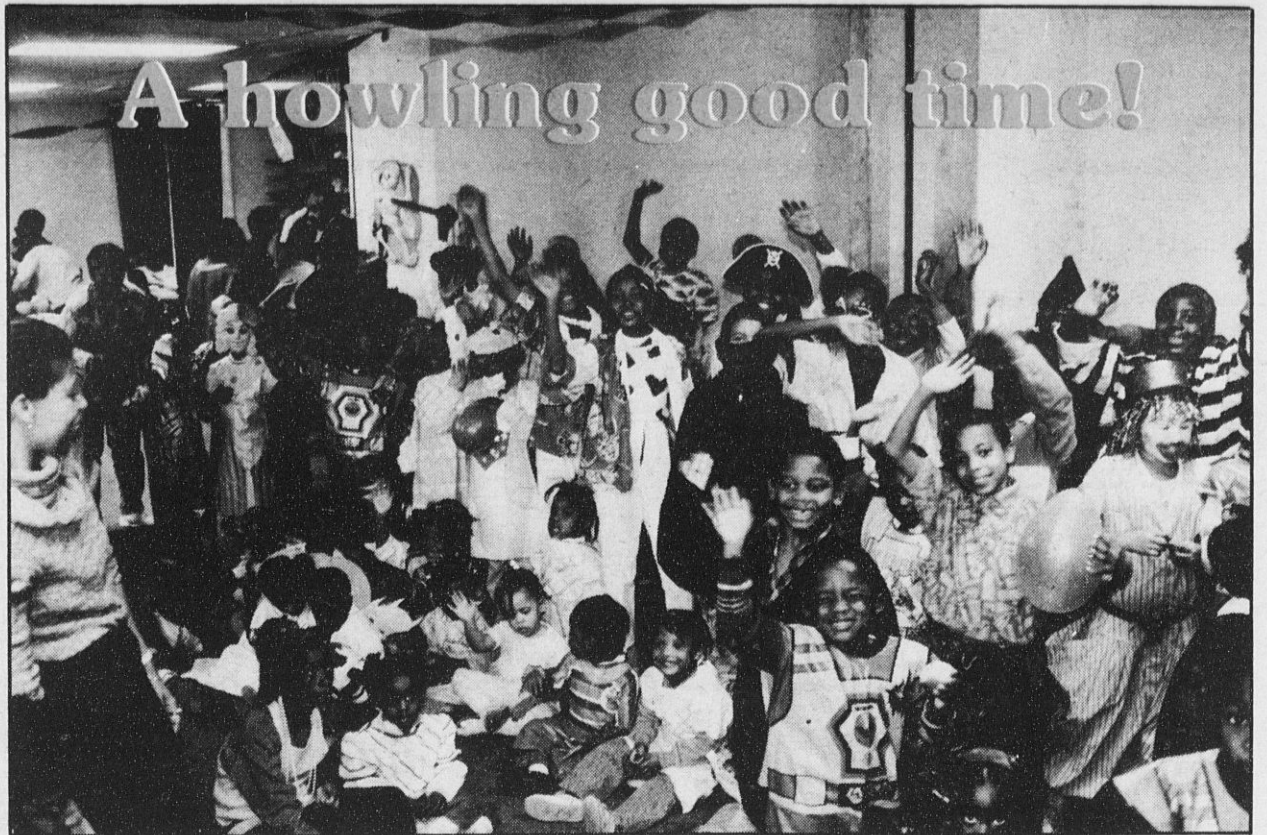
If CSEA gave an award for caring, SUNY Upstate Medical Center Local 615 Executive Vice President Gladys Smith would certainly be a top contender for the honor.

At the very least, she deserves a great big thank-you according to Jefferson County CSEA Local 823 President Mary Hampton.

It seems that Local 823's Dan Brady, a social welfare examiner, was scheduled for serious surgery in Syracuse in October. Since Brady would be away from home and alone during the hospital stay, Hampton mentioned the situation to Smith during CSEA's annual delegates meeting. Smith promised to look in on him, even though he would not be where she works.

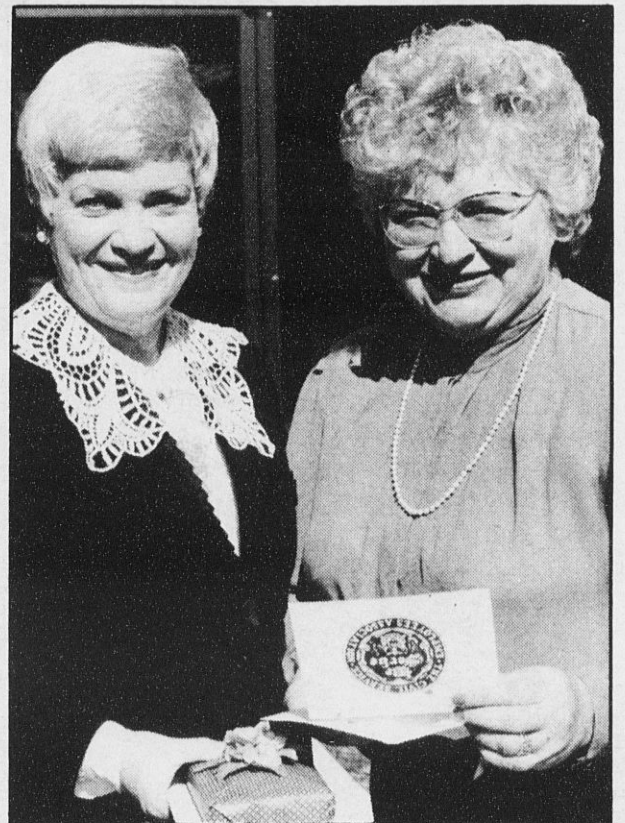
To say Smith kept her promise is an understatement. She went out of her way to visit Brady every day during his recuperation and make sure he was well cared for. It surely helped — Brady's recovery was complete and he's even back to work now.

But it wouldn't be fair to let Smith's good deed pass without a show of appreciation for her kindness and compassion — Gladys Smith, you're a very special person!



Fun and safety were the order of the day for these "little devils" as the CSEA Region II Women's Committee hosted a Halloween party at the regional office. The kids all showed some real spirit.

**This,
that**
AND THE OTHER THING



Membership Roll-over

When Fay Bogan retired after 14 years as a clerk in the Brookhaven Town Building department, she received a special distinction as well as a party.

Bogan is the first CSEA member to be automatically enrolled in the CSEA retirees local as part of a gift from her unit, the Brookhaven White Collar Unit of CSEA Suffolk County Local 852.

The enrollment is part of a new program implemented by CSEA Suffolk Retirees Local 920 President Bob Specht.

Says Bogan, pictured above with CSEA Brookhaven White Collar Unit President Liz Puttre, "My husband and I certainly don't intend to become rocking chair addicts. We'll take college courses, golf — and I will learn how to ride a bike!"

Africa Committee "cries freedom"

Some critics have called it "the film of this year ... even this generation" and the CSEA Region II Africa Committee says it's not to be missed. Cry Freedom, now playing at theatres across the state, is the story of murdered South African black activist Steve Biko.

Committee Chairman Willie Terry says the movie is a powerful statement about Apartheid and first-rate entertainment too!



CSEA city hall unit president elected Amsterdam comptroller

AMSTERDAM — Amsterdam City Hall CSEA Unit President Agnes Rodd, with the support and endorsement of her union, has become one of the few women elected to a high office in this Montgomery County city.

Rodd was elected Amsterdam city comptroller earlier this month and will be stepping down from her union presidency.

"I'll have to resign my union position soon," she said. "I want to give the new officers enough time to get ready for upcoming negotiations with the city."

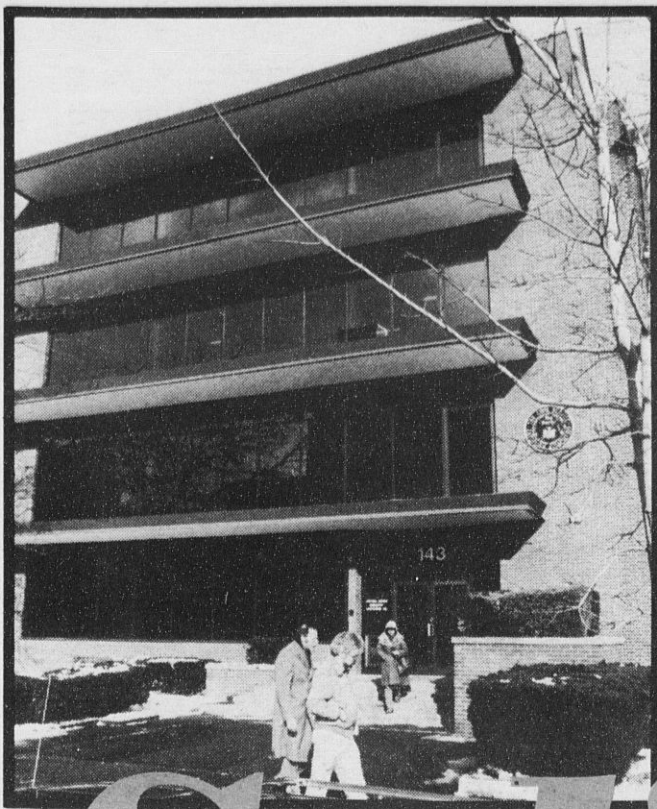
She said the CSEA endorsement and an

ad by the union helped her campaign.

"The CSEA endorsement generated a lot of good public comments. People saw the CSEA ad and they told me about it."

She noted that while she will not be directly involved in negotiations between CSEA and the city she believes the new city mayor and city council members will have a better understanding of the needs of public sector workers than before.

"I'm proud of my union and proud of my city and I hope to be able to win the CSEA endorsement the next time around too," Rodd said.



Solidarity

By Roger A. Cole
Editor, The Public Sector

It's not much more than a stone's throw between Washington Avenue and South Swan Street in downtown Albany.

But the distance between CSEA statewide headquarters at 143 Washington Avenue and the New York State AFL-CIO offices at 100 South Swan Street has always seemed a lot wider. Philosophical differences concerning public sector and private sector labor issues had created a communications gap between the two.

On Dec. 1 the gap will still be a stone's throw physically but will disappear entirely philosophically.

On that date CSEA will officially join the New York State AFL-CIO, according to a joint announcement by CSEA President William L. McGowan and State AFL-CIO President Edward J. Cleary.

Gone will be the days when officials of either organization could look out their office windows and watch the other conduct rallies and protests on the steps of the state Capitol but not join in. Now future labor rallies promise to be even larger, more boisterous and more effective: labor speaking in a single, strong voice.

CSEA has been a member of the national AFL-CIO since affiliating with AFSCME in 1978, but for a number of reasons, mostly philosophical, the state's largest public employee union has not associated itself with the state organization.

Both CSEA and the state AFL-CIO figure to gain from the new relationship. After reigning for decades as the largest

independent (non-AFL-CIO) union in the state, CSEA has been steadily moving to the mainstream of organized labor ever since the affiliation with AFSCME.

"The 250,000 members of CSEA have been welcomed home," is the way State AFL-CIO President Cleary announced the new affiliation to cheering delegates attending the first annual conference of the newly established Public Employee Division of the state AFL-CIO.



Edward J. Cleary announced the new affiliation to cheering delegates attending the first annual conference of the newly established Public Employee Division of the state AFL-CIO.

"This newly forged alliance will produce many positive things for the men and women who dedicate their lives to the state of New York," says CSEA President McGowan.

For one thing, the alliance will add tremendous political muscle to both CSEA and the state AFL-CIO. CSEA now adds the voices and votes of the unionists of the state organization to its causes in the halls of the state Legislature. The state AFL-CIO, in turn, gains tremendously with the addition of CSEA, probably the most effective and highly respected of the state's labor unions when it comes to political expertise. And CSEA's quarter of a million members adds a knockout punch to the AFL-CIO's arsenal.

"The public employees in this state will now have the strength of a truly unified body behind them," McGowan said.

"We each have been working for many years on behalf of public employees in this state," added Cleary, "and now, as a unified force, we'll call for change where change is due."



ORGANIZED LABOR in New York state will have plenty of muscle when CSEA and the State AFL-CIO roll up their sleeves to work together.



William L. McGowan