

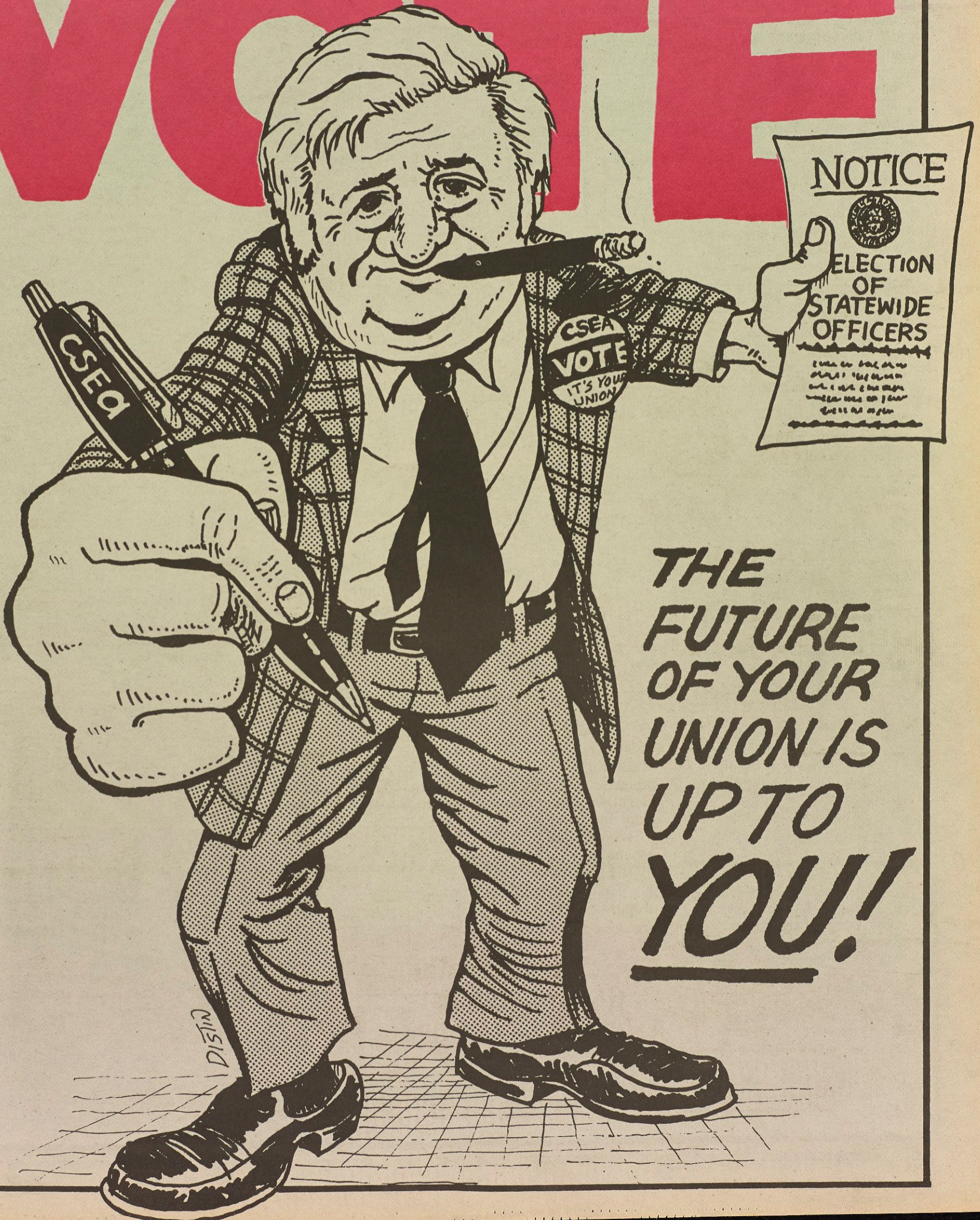
THE PUBLIC SECTOR

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

UNION PUBLICATION 4
(ISSN 0164 9949)

Vol. 11, No. 9
Monday, May 16, 1988

VOTE



**THE
FUTURE
OF YOUR
UNION IS
UP TO
YOU!**

Help PEOPLE Run at AFSCME LA convention

You don't have to be a delegate to the AFSCME Convention in Los Angeles to contribute to the PEOPLE fund-raising effort — you can support legislative action from home!

In 1986, CSEA won the prize for having the most participants in the AFSCME PEOPLE Fun Run. This year, the goal is for CSEA to win that award again and win the award for raising the most money for the Fourth Biennial PEOPLE Fun Run.

Please help to bring home the CSEA winners by tearing out the coupon below and mailing it with your contribution to PEOPLE.

CSEA Local 1000

I would like to help "our" team at the Fourth Biennial Race in Los Angeles, Ca. Attached is my check or money order made payable to PEOPLE.

NAME: _____

ADDRESS: _____

CITY: _____

STATE: _____ ZIP: _____

LOCAL: _____

Mail by June 10 to: CSEA — PEOPLE, 143 Washington Ave., Albany, NY 12210

In accordance with the Federal Election Law, PEOPLE will accept contributions only from AFSCME members and their families. Dues contributions or gifts to AFSCME PEOPLE are not deductible as charitable contributions for income tax purposes.

For your health



free blood pressure information

Know the score. Find out what your blood pressure measurement is and what it means. Learn the facts about high blood pressure and how it can be treated and controlled. Send for a free copy of the booklet "High blood pressure and what you can do about it."

one-day workshop on Stress Management for LPNs

Program sponsored by
The Governor's Office of Employee Relations
Elizabeth D. Moore, Director
Civil Service Employees Association
William L. McGowan, President
and
Rockefeller College of Public Affairs and Policy
University at Albany, State University of New York

Licensed Practical Nurses work in a stress-related environment. Left unchecked, stress can lead to ineffectiveness on the job and affect personal lives as well. In some cases it can even lead to physical illness. There are ways to combat it however.

The Governor's Office of Employee Relations and the Civil Service Employees Association are sponsoring a series of one-day workshops on "Stress Management" exclusively for LPNs throughout the State.

The workshops will provide information on the sources of stress and methods for reducing it in the nursing environment.

This program is being coordinated through the Rockefeller College of Public Affairs and Policy and will be conducted by college and university faculty from Adelphi, Molloy, Russell Sage, and several SUNY schools.

Course Dates and Locations

Course No.	Date	Host Sites	Course No.	Date	Host Sites
1	June 14	Bernard Fineson DDSO	16	September 14	Monroe DDSO
2	June 14	Helen Hayes Hospital	17	September 14	Elmira P.C.
3	June 14	Rochester P.C.	18	September 15	O.D. Heck DDSO
4	June 15	Broome DDSO	19	September 15	Hutchings P.C.
5	June 15	Buffalo P.C.	20	September 16	Hudson River P.C.
6	June 16	Hudson River P.C.	21	September 16	West Seneca DDSO
7	June 16	Wilton DDSO	22	September 26	Rochester P.C.
8	June 21	Central Islip P.C.	23	September 27	Buffalo P.C.
9	September 1	Mohawk P.C.	24	September 28	Willard DDSO
10	September 1	Rockland Valley P.C.	25	September 29	Pilgrim P.C.
11	September 1	J.N. Adam DDSO	26	October 4	Long Island DDSO
12	September 7	Pilgrim P.C.	27	October 4	Roswell Park
13	September 8	Kingsboro P.C.	28	October 6	Kings Park P.C.
14	September 8	St. Lawrence P.C.	29	October 6	Bernard Fineson DDSO
15	September 8	Kings Park P.C.	30	October 6	Rome DDSO

Registration Form

Workshop seats are limited; acceptance will be determined on a first come, first served basis.

Name _____

Agency: OMH _____ OMRDD _____ DFY _____ DOCS _____ DOH _____ SUNY _____

Facility _____ Address _____ City _____ State _____ Zip _____

First Preference Course No. _____ Second Preference Course No. _____ Third Preference Course No. _____

Please have your supervisor indicate approval below:

Supervisor Signature _____ Date _____

Applications should be returned to your Education and Training Office immediately for June workshops and by August 8 for September and October workshops.

SEND TO:

Name: _____

Address: _____

Zip: _____

Mail coupon to: Communications Department, CSEA Headquarters, 143 Washington Ave., Albany, N.Y. 12210

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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ROGER A. COLE Editor
KATHLEEN DALY Associate Editor

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VOTE

EMPLOYEES THE CIVIL SERVICE ASSOCIATION, INC.



Local 1000, American Federation of State, County and Municipal Employees, AFL-CIO
143 WASHINGTON AVE., BOX 7125, CAPITOL STATION, ALBANY, NEW YORK 12224 (516) 434-0191

May 16, 1988

Dear CSEA Members:

Ballots for the election of CSEA statewide officers were mailed to each of you today. Your ballot is not simply a piece of paper; rather it represents your voice in determining the future course of CSEA.

Your vote will decide how this union meets the challenge over the next three years of such things as contracts, working conditions, pensions, retirement, job security, career mobility and higher wages.

A union is only as strong as the members who support it. Before I retire I want to assure that this union remains strong. You can do that by taking the opportunity — no, the responsibility, to vote.

When you use your ballot you are exercising your right of membership.

Over the years there were those who said a Democracy doesn't work. I am telling you it isn't supposed to work. You are supposed to work it.

You can. Cast your vote. Do it today.

Fraternally yours,
William L. McGowan
President



AFSCME delegates elected

The 215 CSEA delegates to the AFSCME Convention in June have been elected.

The delegates were chosen by members through mail-in

ballots that were tabulated in Albany. Each region will be represented by its own elected delegates.

Following are the names of the members who will attend the convention in Los Angeles June 19-24.

Region I

Slate 1 (46 candidates)

"Regional Slate"

- 1. Danny Donohue
- 2. Jerome P. Donahue
- 3. Gloria Moran
- 4. Nancy Hernandez
- 5. Carol Guardiano
- 6. Dorothy Goetz
- 7. Barbara Allen
- 8. William Maccaro
- 9. Michael Curtin
- 10. Al Henneborn
- 11. Tony Bentivegna
- 12. Pat Hahn
- 13. Joe LaValle
- 14. Paul D'Aleo
- 15. Hank Jenny
- 16. Tom Byrne
- 17. Jeanne Angiulo
- 18. Ted Matthews
- 19. Anthony Ruggiero
- 20. Nick LaMorte
- 21. Nick Avella
- 22. Marilyn Mahler
- 23. Lucy Jackson
- 24. Marie Ardell
- 25. Ed Zurl
- 26. Joseph Sheridan
- 27. Ralph Spagnolo
- 28. Rita Wallace
- 29. Stephen Goldberg
- 30. Jean Wichmann
- 31. Eugene Cammarato
- 32. John Aloisio
- 33. Roosevelt Jackson
- 34. Robert Campbell
- 35. Dina Chrils
- 36. Patrick Finno
- 37. Robert Ford
- 38. Thomas Gargiulo
- 39. Jack Geraghty
- 40. Alice Groody
- 41. Frank Jaronczyk
- 42. James Martino
- 43. Paul Nehrich
- 44. Vivian Landstrom
- 45. James LaRock
- 46. Catherine Green

Region II

Slate 1 (19 candidates)

"Leadership Slate"

- 1. George Boncoraglio
- 2. Denise Berkley
- 3. Denis Tobin
- 4. Tony Bailous
- 5. Harriet Hart
- 6. Sharon Katz
- 7. Vincent Martusciello
- 8. George Austin
- 9. Bob Nurse
- 10. Mickey Cruz
- 11. Mohamed Hussain
- 12. Jessie Jones
- 13. Peter Antico
- 14. Robert Keeler
- 15. Willie Terry
- 16. Priscilla Bullock
- 17. John Jackson
- 18. Jean Jenkins
- 19. Roy Seabrook

Region III

Slate 1 (38 candidates)

"Unity Slate — Region III"

- 1. Pat Mascioli
- 2. Jack Cassidy
- 3. Rose Marcinkowski
- 4. John Lowery
- 5. Madeline Gallagher
- 6. Claire Rubenstein
- 7. Jeff Howarth
- 8. Sean Egan
- 9. Norma Condon
- 10. Diane Lucchesi
- 11. Raymond O'Connor
- 12. Helen Zocco
- 13. Thomas LeJeune
- 14. Glenda Davis
- 15. Grace Ann Aloisi
- 16. Flo Kimmel
- 17. Irena Kobbe
- 18. Lee Pound
- 19. George Ballard
- 20. Edward Carafa
- 21. Carl Mathison
- 22. Irene Amaral
- 23. Gary Eldridge
- 24. Paul Shutowich
- 25. Alex Hogg
- 26. Marie Lewis
- 27. Naomi Kaplan
- 28. Henry Walters
- 29. Tony Blasie
- 30. Martin Sherow
- 31. Maryjane MacNair
- 32. Alice May
- 33. Bea Kee
- 34. Pat Nealon
- 35. Michael Torres
- 36. Andrea Christensen
- 37. J. Dave Score
- 38. Rossie Smith



Region IV

Slate 1 (39 candidates)

"United Slate"

- 1. Joe McDermott
- 2. C. Allen Mead
- 3. Joan Tobin
- 4. Carmen Bagnoli
- 5. Louis Altieri
- 6. Betty Lennon
- 7. Jeanne Lyons
- 8. Doug Persons
- 9. Milo Barlow
- 10. Jeanne Kelso
- 11. Georgianna Natale
- 12. Lester Cole Jr.
- 13. Anita Walther
- 14. Rose DeSorbo
- 15. Charles Staats
- 16. Thomas Connell
- 17. Susan Matan
- 18. Frances Jeffress
- 19. Glennen Woodward
- 20. Grace Vallee
- 21. Ellen Fontanelli
- 22. Tony W. Muscatiello
- 23. Shirley Ponkos
- 24. Gerald Brewster
- 25. Richard Canniff
- 26. Delores Farrell
- 27. Elizabeth Habiniak
- 28. William Sohl
- 29. Richard Plumadore
- 30. Nunzio (Nick) Russo
- 31. Suzanne Waltz
- 32. Victor Putman
- 33. Leroy Holmes
- 34. Ellen Diange
- 35. Ida Barlow
- 36. Corinne B. Daly
- 37. William McMahan
- 38. John Gully
- 39. Cindy Egan

Region VI

Slate 1 (36 candidates)

"Region VI Slate"

- 1. Robert L. Lattimer
- 2. Florence Tripi
- 3. Marie Prince
- 4. Thomas J. Warzel
- 5. Candy Saxon
- 6. James V. Kurtz
- 7. Sal Castro
- 8. George Growney
- 9. Tim Anderson
- 10. Mary Ann Bentham
- 11. Kathleen Berchou
- 12. Kathy Button
- 13. Pamela C. Caron
- 14. Mary Cartwright
- 15. Richard Clack
- 16. H. Art Cousineau
- 17. Francis (Skip) Dunham
- 18. Ralph Hesson
- 19. Arthur Howell
- 20. Wayne Jones
- 21. Terry Kennedy
- 22. Mary H. Lettieri
- 23. David Mayo
- 24. William L. McGowan
- 25. Richard McIntyre
- 26. Terrence Melvin
- 27. Elaine Mootry
- 28. Richard Parker
- 29. Thomas Patterson
- 30. Sara Sievert
- 31. Creola Shelton
- 32. Robert Smith
- 33. Lynda Standish-Fritz
- 34. John E. Wallenbeck
- 35. Geraldine Wiggins
- 36. Edward Williams

Region V

Slate 1 (37 candidates)

"Leadership Slate"

- 1. Jim Moore
- 2. Kathy Collins
- 3. Dolores Herrig
- 4. Mark Smacher
- 5. Dale King
- 6. Dorothy Penner-Breen
- 7. Maureen Malone
- 8. Pat Crandall
- 9. Helen Hanlon
- 10. Frank Perretta
- 11. Irene Carr
- 12. Mary Lauzon
- 13. Ron Draper
- 14. Charles Whitney
- 15. Joan Brower
- 16. Sharon Connor
- 17. Bruce Nolan
- 18. Doris Pratz
- 19. Frank Zammiello
- 20. Dan Spring
- 21. Roslie Tallman
- 22. Dave Berry
- 23. David Livingstone
- 24. Anne Cooke
- 25. Mary Sullivan
- 26. Bud Mulchy
- 27. Dale Dusharm
- 28. Linda Fiorentino
- 29. Jack Wood
- 30. Rick Galbally
- 31. Jean Alverson
- 32. Mary Hanna
- 33. Tim Henehan
- 34. Bruce Dickinson
- 35. Richard Reno
- 36. Ken Bailey
- 37. Linda Crisafulli

System overloaded!

Tough job gets tougher for probation officers

By Stephen Madarasz
CSEA Communications Associate

In 1980, Nassau County probation officers supervised fewer than 5,000 criminal offenders. Last year, they supervised nearly 10,000!

Between 1980 and 1987, the number of pre-sentence investigations reported by the officers increased 51 percent.

But during that time period, staff — including clerical workers — barely increased.

"The figures are ridiculous and they're getting worse," explained Nassau County CSEA Probation Unit President Steve Goldberg.

The overload is symptomatic of what has happened in the criminal justice system in the 1980s — tougher sentences and a crackdown on crime have filled prisons and county jails to the breaking point. With no place to put offenders, probation has become the logical alternative.

Although probation has long been a sentencing option, recent years have seen a dramatic expansion into pre-trial and conditional release programs, drug and alcohol therapy programs and even home-arrest projects.

Still, the reality is that probation's staff and budget has not kept pace with its expanded role — even though the effectiveness of the probation programs has produced dramatic results for the taxpayers.

"The probation officers have some legitimate concerns about keeping up the quality of their work under the present conditions," said Nassau County CSEA Local 830 President Jerome Donahue. "We would like to see the county hire more probation officers to help handle the workload," he said.

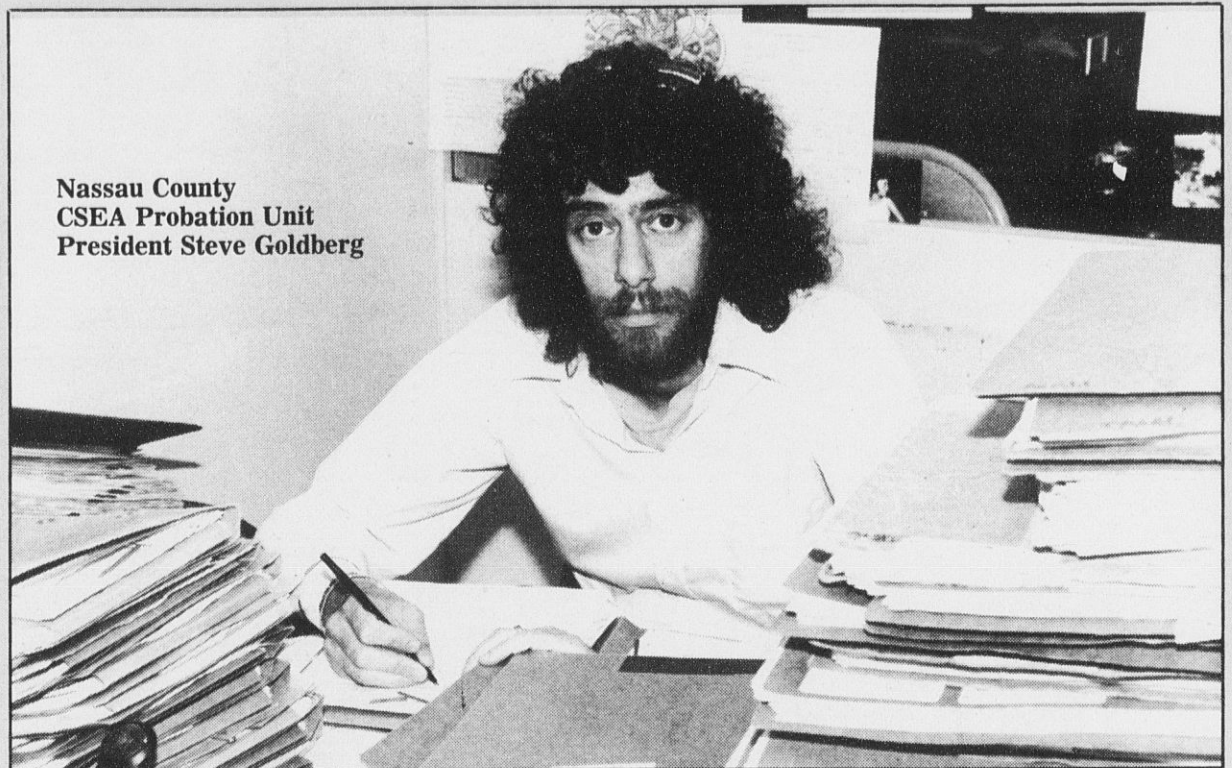
In Nassau, probation costs about \$1,200 per year per offender. Housing a single offender in the county jail for just one day costs \$75 — if room can even be found in the jail.

"We're bailing the jail out, but it's almost as if the county doesn't understand the value of what we do," Goldberg stated.

At the same time, probation programs produce other beneficial results by helping offenders come to terms with their problems through counseling and therapy, job placement that enables them to make restitution to their victims and other efforts that reinforce the importance of staying out of further trouble.

There is tremendous irony that probation is not getting the help it needs when it is one of the most effective areas of a criminal justice system in crisis.

Goldberg contends that on the proven record alone, probation should receive additional resources to do an even better job. Instead, programs are losing ground



Nassau County
CSEA Probation Unit
President Steve Goldberg

and that poses a serious threat to probation's cost-effectiveness.

"The whole concept of probation is based on credibility. The courts are releasing criminals into the community with the understanding that their activities will be supervised," said Goldberg. "But how much supervision can you give when you have to keep up with 97 cases?"

As an example of how the caseload increase reaches a point of diminishing returns, Goldberg points to Nassau's Probation Alcohol Screening Service (PASS) program, which supervises offenders in alcohol/drug treatment. When officers' caseloads reached 200, the county had to suspend any further intake. Caseloads are now down to about 150 per officer and the program will open up again soon.

"This is a good, innovative program — it looks great on paper — but it had to be suspended because we couldn't keep up with it," he said.

'We still do a good job. But that doesn't mean we're not headed toward crisis'

Keeping up with all of their cases is a growing challenge for officers, who in the past would personally meet with their charges every week. Now there is much greater reliance on telephone contact with personal visits fewer and farther between.

Beyond the difficulty of handling the dramatically increased caseload however, is the added stress of dealing with more serious offenders. Because of the jail crisis, probation is handling fewer misdemeanor offenders and more felons and violent offenders.

These tougher offenders are more inclined to take advantage of the system — especially when officers are already struggling to keep tabs on all their cases — leading to a rise in probation violations.

Goldberg says the fact that the system hasn't broken down is a tribute to the dedication and professionalism of probation officers.

"There's a bunker mentality here. Everyone comes in and gets at the work," he observed.

But he is concerned about the trend because probation's first responsibility is to public safety and how much longer officers can continue to get the job done under such adverse conditions is a critical question.

According to Goldberg, the signs are not good for the future. There are serious recruitment problems developing that pose long-term troubles.

"We can't attract anyone out of college or law enforcement — we just can't compete — most people with the inclination for background goes to the police or corrections:

"We still do a good job," he stated. "But that doesn't mean we're not heading toward crisis.

Civil Service Employees Assn. ANNUAL REPORT

The financial statements of CSEA Inc. for the year ending Sept. 30, 1987, are published in this issue of *The Public Sector* along with comparative figures from the previous year. The report of Coopers and Lybrand, our independent certified public accountants, is also published in this issue.

The combined statements of Fund Balance and Expenses indicate that expenditures exceeded revenues by \$2 million compared to a loss of \$1,194,103 for the prior year. At Sept. 30, 1987, the net worth of CSEA, including restricted plant and contingency funds, was \$10,500,000.

Mary E. Sullivan
CSEA Statewide Treasurer

William L. McGowan
CSEA Statewide President

REPORT OF INDEPENDENT ACCOUNTANTS

To the Officers and Directors
THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

We have examined the balance sheet of THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC. as of September 30, 1987, and the related statements of revenues, expenses and changes in fund balances and changes in financial position for the year then ended. Our examination was made in accordance with generally accepted auditing standards and, accordingly, included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

In our opinion, the financial statements referred to above present fairly the financial position of THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC. as of September 30, 1987, and the results of its operations and changes in its financial position for the year then ended, in conformity with generally accepted accounting principles applied on a basis consistent with that of the preceding year.

Albany, New York January 15, 1988

Coopers & Lybrand

THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

BALANCE SHEET
September 30, 1987
(With Comparative Totals for September 30, 1986)

ASSETS	General Fund (Undesignated)	Contingency Fund (Designated)	Plant Fund (Designated)	Insurance Fund (Restricted)	1987 Total	1986 Total
CURRENT ASSETS						
Cash and cash equivalents (Note 2)	\$ 2,812,741	\$ 1,283,337	\$ 80,605	\$	\$ 4,176,683	\$ 6,927,886
Short-term investments (Note 3)	1,896,928	169,160	740,261		2,806,349	4,557,896
Membership dues and agency fees receivable	989,397				989,397	965,200
Miscellaneous receivables	369,924	113,733		477,201	960,858	760,735
Prepaid expenses	201,992				201,992	118,089
Due from (to) other funds, net	762,559	(227,303)	(124,397)	(410,859)		
Total current assets	<u>7,033,541</u>	<u>1,338,927</u>	<u>696,469</u>	<u>66,342</u>	<u>9,135,279</u>	<u>13,329,806</u>
PROPERTY, PLANT AND EQUIPMENT						
Land			1,096,000		1,096,000	1,096,000
Office buildings and improvements			3,821,263		3,821,263	3,745,529
Furniture and equipment			1,451,412		1,451,412	1,297,944
			6,368,675		6,368,675	6,139,473
Less accumulated depreciation			(1,057,524)		(1,057,524)	(723,507)
			<u>5,311,151</u>		<u>5,311,151</u>	<u>5,415,966</u>
OTHER ASSETS						
Long-term investments (Note 3)	3,821,297	2,650,697			6,471,994	4,088,949
Deposits (Note 10)			170,250		170,250	
Cash surrender value - officers' life insurance	171,485				171,485	95,370
	<u>3,992,782</u>	<u>2,650,697</u>	<u>170,250</u>		<u>6,813,729</u>	<u>4,184,319</u>
	<u>\$11,026,323</u>	<u>\$ 3,989,624</u>	<u>\$ 6,177,870</u>	<u>\$ 66,342</u>	<u>\$21,260,159</u>	<u>\$22,930,091</u>
LIABILITIES AND FUND BALANCES						
CURRENT LIABILITIES						
Accounts payable	\$ 868,336	\$	\$	\$	\$ 868,336	\$ 778,018
Compensated absences	511,233				511,233	476,612
AFSCME per capita dues	940,046				940,046	894,591
Due to locals for share of dues	3,446,196				3,446,196	3,154,922
Advances due to Labor Education Action Program	716,011				716,011	786,062
Current maturities of long-term debt (Note 9)			96,873		96,873	88,343
Deferred revenue (Note 1)	322,018				322,018	
Total current liabilities	<u>6,803,840</u>		<u>96,873</u>		<u>6,900,713</u>	<u>6,178,548</u>
LONG-TERM DEBT (Note 9)			<u>3,652,114</u>		<u>3,652,114</u>	<u>3,748,990</u>
DEFERRED COMPENSATION LIABILITY (Note 7)	<u>186,720</u>				<u>186,720</u>	<u>142,000</u>
COMMITMENTS AND CONTINGENT LIABILITIES (Notes 5, 8 and 10)						
FUND BALANCES	<u>4,035,763</u>	<u>3,989,624</u>	<u>2,428,883</u>	<u>66,342</u>	<u>10,520,612</u>	<u>12,860,553</u>
	<u>\$11,026,323</u>	<u>\$ 3,989,624</u>	<u>\$ 6,177,870</u>	<u>\$ 66,342</u>	<u>\$21,260,159</u>	<u>\$22,930,091</u>

THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

NOTES TO FINANCIAL STATEMENTS

1. Significant Accounting Policies

The Civil Service Employees Association, Inc. (the Association) adheres to generally accepted accounting principles as described in the Industry Audit Guide, "Audits of Certain Nonprofit Organizations," of the American Institute of Certified Public Accountants.

Fund accounting:

To ensure the observance of limitations and restrictions placed on the use of available resources, the accounts are maintained in accordance with the principles of "fund accounting." This is the procedure by which resources for various purposes are classified for accounting and reporting purposes into funds that are in accordance with activities or objectives specified. Separate accounts are maintained for each fund. Accordingly, all financial transactions have been recorded and reported by fund group.

General fund:

This fund accounts for economic resources which are expendable for any purpose in performing the primary objectives of the Association.

Designated funds:

These funds include resources which have been designated by management for internal purposes.

Restricted fund:

The Insurance Fund is restricted to use for insured members only, but is controlled by and considered part of one legal entity, THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC. Based upon an estimate of the cost of handling the group life insurance program, made at the beginning of each fiscal year, expense is recorded in the Insurance Fund, with the offsetting income reflected in the General Fund. After the close of the fiscal year, a study is done to determine the actual cost of operating the program, with the adjustment, if any, for a particular year reflected in the subsequent year (see Note 4).

The Association maintains underwritten with respect to members who participate in the Group Life Plan underwritten by the Travelers Life Insurance Company. Premiums collected through the State Comptroller's office and many municipalities are forwarded to the Association to be processed and thereafter transmitted to the underwriter's agent in original form. The financial statements of the Association do not reflect the insurance plan activity.

(Continued on Page 7)

THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

STATEMENT OF REVENUES, EXPENSES AND CHANGES IN FUND BALANCES
Year Ended September 30, 1987
(With Comparative Totals for September 30, 1986)

	General Fund (Undesignated)	Contingency Fund (Designated)	Plant Fund (Designated)	Insurance Fund (Restricted)	1987 Total	1986 Total
Revenues:						
Membership dues and agency shop fees:						
State	\$17,591,910	\$	\$	\$	\$17,591,910	\$16,720,422
Local government	14,794,697				14,794,697	13,732,238
	<u>32,386,607</u>				<u>32,386,607</u>	<u>30,452,660</u>
Less:						
Dues refundable to locals and regions	5,439,203				5,439,203	5,039,050
Political Action provisions (Note 6)	979,024				979,024	925,221
Affiliation dues (Note 5)	10,958,913				10,958,913	10,421,950
	<u>17,377,140</u>				<u>17,377,140</u>	<u>16,386,221</u>
	<u>15,009,467</u>				<u>15,009,467</u>	<u>14,066,439</u>
Insurance:						
Reimbursement of expenses (Note 4)	568,031				568,031	553,479
AFSCME grants (Note 5)	860,002				860,002	650,005
State negotiated program funds (Notes 1 and 11)	1,538,227				1,538,227	1,676,919
Other:						
Investment income (loss) (Note 3)	509,473	571,070	(39,438)		1,041,105	1,308,144
Gain (loss) on sale of assets			(8,832)		(8,832)	194,923
Refund from insurance company				590,128	590,128	544,179
Miscellaneous	236,857				236,857	130,598
	<u>746,330</u>	<u>571,070</u>	<u>(48,270)</u>	<u>590,128</u>	<u>1,859,258</u>	<u>2,177,844</u>
	<u>18,722,057</u>	<u>571,070</u>	<u>(48,270)</u>	<u>590,128</u>	<u>19,834,985</u>	<u>19,124,686</u>
Expenses:						
Salaries, payroll taxes and other employee benefits	8,948,599				8,948,599	8,057,373
Employees' pension and group life insurance	978,361				978,361	876,070
Administrative travel, lodging and meals	1,046,859				1,046,859	1,124,410
Officers', directors' and committees' expenses	854,813				854,813	776,604
Regional offices, conferences, state and local government workshop costs, other than payroll	1,214,452				1,214,452	1,095,491
State negotiated program funds	1,538,227				1,538,227	1,676,919
Delegate meetings, election and members' representation expenses	503,631				503,631	746,161
Official publication	914,378				914,378	841,979
Printing and communications	508,765				508,765	399,541
Public relations programs	38,374				38,374	52,011
Legal services	2,252,180				2,252,180	2,218,647
Professional services	360,967			5,654	366,621	79,033
Data processing services and equipment rental	641,578				641,578	538,798
General expense	441,327				441,327	281,295
Depreciation			350,094		350,094	307,410
Interest expense			351,271		351,271	329,046
Building maintenance	374,450				374,450	270,100
Administrative fee				568,031	568,031	553,479
Miscellaneous expenses	130,552				133,872	105,522
	<u>20,747,513</u>	<u>3,320</u>	<u>701,365</u>	<u>573,685</u>	<u>22,025,883</u>	<u>20,329,889</u>
	<u>2,025,456</u>	<u>567,750</u>	<u>(749,635)</u>	<u>16,443</u>	<u>(2,190,898)</u>	<u>(1,205,203)</u>
Excess of revenues over expenses (expenses over revenues)						
Fund balance, beginning of year	6,324,746	3,880,456	2,605,452	49,899	12,860,553	14,065,756
Appropriation between funds	(190,826)	(382,240)	573,066			
Net unrealized loss on long-term investments	(72,701)	(76,342)			(149,043)	
Fund balance, end of year	<u>\$ 4,035,763</u>	<u>\$ 3,989,624</u>	<u>\$ 2,428,883</u>	<u>\$ 66,342</u>	<u>\$10,520,612</u>	<u>\$12,860,553</u>

(Continued from Page 6)

Income taxes:

The Association is a labor union exempt from income taxes under Section 501 (c)(5) of The Internal Revenue Code. Accordingly, no provision for income taxes has been made.

Investments:

Investments are carried at the lower of amortized cost or market value by fund. Premiums paid or discounts received are amortized on a straight-line basis over the remaining period of maturity of the security.

Property, plant, equipment and depreciation:

Property, plant, equipment are recorded at cost and depreciated on a straight-line basis over the estimated useful lives of the assets ranging from 5 to 35 years.

State negotiated program funds:

State negotiated program funds received by the Association are deemed to be earned and reported as revenues of operating funds when the Association has incurred expenditures in compliance with the programs' specifications. Funds received in advance of expenditures are restricted.

Retirement plan:

The Association has a retirement plan covering most of its employees. Pension expense is determined in accordance with an actuarial cost method, and it is the Association's policy to fund pension costs accrued. Past service costs under the plan are being funded over a 27-year period. (See Note 7.)

Deferred revenue:

Deferred revenue consists of dues received in advance of the fiscal year to which they relate.

2. Cash and Cash Equivalents

Cash and cash equivalents as of September 30, 1987 and 1986 include:

	1987	1986
Cash in banks, unrestricted	\$2,748,878	\$4,875,062
Cash in banks, restricted	726,274	786,062
Certificates of deposit	701,531	1,266,762
	<u>\$4,176,683</u>	<u>\$6,927,886</u>

3. Investments

Aggregate amortized cost and market value of short and long-term investments as of September 30, 1987 and 1986 are as follows:

	1987	1986
Amortized cost	\$9,693,890	\$8,862,445
Market	\$9,278,244	\$8,646,845
Carrying value (lower of amortized cost or market by fund)	<u>\$9,278,343</u>	<u>\$8,646,845</u>

At September 30, 1987, short-term and long-term investments reflect unrealized losses of \$266,502 and \$149,043, respectively.

Investment income of \$1,041,105 for the year ended September 30, 1987 includes \$1,162,952 in interest income, \$144,655 of realized gains and \$266,502 of unrealized losses. Investment income of \$1,308,144 for the year ended September 30, 1986 includes \$1,433,004 in interest income, \$90,740 of realized gains and \$215,600 of unrealized losses.

4. Group Life Insurance Reimbursement of Expenses

The Board of Directors approved that separate studies be conducted to determine the cost of handling the group life insurance program for the years ended September 30, 1985 and 1984. The effect of these studies was to decrease fund income and the insurance fund balance by \$14,027 and \$103,479 for the years ended September 30, 1987 and 1986, respectively. General fund income and the fund balance for general operations were conversely increased by similar amounts for the respective years.

A cost study for the year ended September 30, 1987 has not yet been initiated.

5. Affiliation Agreement

The Association is an affiliate of the American Federation of State, County and Municipal Employees, AFL-CIO (AFSCME). As an affiliate, the Association must pay the prevailing AFSCME per capita tax per member per month (\$4.50, 1/1-12/31/87; \$4.30, 1/1-12/31/86). AFSCME also provides the Association with organizational grants for various Association activities. The grants amounted to \$860,002 and \$650,005 for the years ended September 30, 1987 and 1986, respectively.

6. Political Action Provisions

To advance the political goals and interests of the Association employees of the State of New York and its political subdivisions, a Civil Service Employees Political Action Fund was organized. This fund is maintained independently of the Association and, accordingly, is not included in the accompanying financial statements. The provisions of \$979,024 and \$925,221 recorded in the fund for general operations and working capital represent the amounts appropriated to the political action fund for the years ended September 30, 1987 and 1986, respectively.

7. Employee Benefit Plans

Pension plan:

The Association has a noncontributory pension plan covering substantially all its employees. Total pension expense was \$903,918 and \$788,343 for the years ended September 30, 1987 and 1986, respectively. The unfunded actuarial liability at December 15, 1986, according to the latest actuarial valuation, was \$1,049,898 and is to be funded over a remaining period of 10 years. The Association's policy is to fund pension costs accrued. The assumed rate of return used in determining the present value of accumulated benefits was 7% for both years. The accumulating plan benefits and plan assets for the Association's defined benefit plan as of December 15, 1986 and 1985 are presented below:

(Continued on Page 8)

THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

STATEMENT OF CHANGES IN FINANCIAL POSITION
Year Ended September 30, 1987
(With Comparative Totals for September 30, 1986)

	General Fund (Undesignated)	Contingency Fund (Designated)	Plant Fund (Designated)	Insurance Fund (Restricted)	1987 Total	1986 Total
FINANCIAL RESOURCES PROVIDED (USED) BY OPERATIONS						
Excess of revenues (expenses) over expenses (revenues)	(\$ 2,025,456)	\$ 567,750	(\$ 749,635)	\$ 16,443	(\$ 2,190,898)	(\$ 1,205,203)
Item which did not require outlay of working capital during the year:						
Depreciation			350,094		350,094	307,410
Total working capital provided (used) by operations	(2,025,456)	567,750	(399,541)	16,443	(1,840,804)	(897,793)
Long-term investments transferred to current						400,000
Decrease in long-term investments						2,439,811
Increase in deferred compensation liability	44,720				44,720	40,000
Disposition of property, plant and equipment			48,146		48,146	1,000,033
Decrease in deposits						21,000
	(1,980,736)	567,750	(351,395)	16,443	(1,747,938)	3,003,051
FINANCIAL RESOURCES APPLIED TO						
Purchase of property, plant and equipment			293,425		293,425	858,792
Increase in long-term investments	1,383,463	999,582			2,383,045	
Reduction of long-term debt			96,876		96,876	88,346
Increase in cash surrender value - officers' life insurance	76,115				76,115	67,370
Increase in deposits			170,250		170,250	
Unrealized loss on long-term investments	72,701	76,342			149,043	
Appropriations between funds	190,826	382,240	(573,066)			
	1,723,105	1,458,164	(12,515)		3,168,754	1,014,508
Increase (decrease) in working capital	(\$ 3,703,841)	(\$ 890,414)	(\$ 338,880)	\$ 16,443	(\$ 4,916,692)	\$ 1,988,543
SUMMARY OF CHANGES IN WORKING CAPITAL COMPONENTS						
Increase (decrease) in:						
Cash and cash equivalents	(\$ 2,903,163)	\$ 931,657	(\$ 779,697)	\$	(\$ 2,751,203)	\$ 180,603
Short-term investments	(811,011)	(1,680,797)	740,261		(1,751,547)	2,770,376
Membership dues and agency fees receivable	24,197				24,197	65,404
Miscellaneous receivables	45,558	(11,457)		166,022	200,123	449
Prepaid expenses	83,903				83,903	19,922
Due from (to) other funds, net	570,310	(129,817)	(290,914)	(149,579)		
Decrease (increase) in:						
Accounts payable	(90,318)				(90,318)	194,868
Compensated absences	(34,621)				(34,621)	(14,391)
AFSCME per capita dues	(45,455)				(45,455)	(50,658)
Due to locals for share of dues	(291,274)				(291,274)	(384,194)
Advances due to Labor Education Action Program	70,051				70,051	(786,062)
Current maturities of long-term debt			(8,530)		(8,530)	(7,774)
Deferred revenue	(322,018)				(322,018)	
Increase (decrease) in working capital	(\$ 3,703,841)	(\$ 890,414)	(\$ 338,880)	\$ 16,443	(\$ 4,916,692)	\$ 1,988,543

(Continued from Page 7)

	1986	1985
Actuarial present value of accumulated plan benefits:		
Vested	\$ 5,785,239	\$ 5,521,026
Nonvested	769,395	614,194
	\$ 6,554,634	\$ 6,135,220
Net assets available for benefits	\$10,121,286	\$ 9,107,339

Interest expense for the years ended September 30, 1987 and 1986 was \$351,271 and \$329,046, respectively.

10. Commitments

The Association is committed to various noncancelable leases for rental of office space for satellite and regional offices, vehicles and equipment expiring at various dates. Minimum rental payments under such leases are as follows:

Fiscal Year	Offices	Vehicles and Equipment	Total Amount
1988	\$ 428,730	\$ 579,345	\$1,008,075
1989	333,373	253,595	586,968
1990	243,559	186,129	429,688
1991	244,438	51,758	296,196
1992	224,568		224,568
Later years	1,474,668	1,070,827	2,545,495
	187,000		187,000
Total minimum payments required	\$1,661,668	\$1,070,827	\$2,732,495

Rental expense for the years ended September 30, 1987 and 1986 was as follows:

	1987	1986
Satellite and regional offices	\$ 448,891	\$ 581,586
Vehicles and equipment	548,624	547,177
	\$ 997,515	\$1,128,763

The Association has entered into two contracts for the purchase of real property and construction of an office building, subject to certain conditions being met by the contractor. The purchase price of the property and building is \$1,702,500, of which \$170,250 has been deposited in escrow. The deposit is refundable if the contract is canceled as a result of the conditions not being met.

11. State Negotiated Program Funds

Funds expended in 1987 and 1986 were for the following programs:

	1987	1986
Labor Education Action Program	\$1,319,835	\$1,493,894
Joint Committee on Health Program	202,483	183,025
Chemical Data Program	15,909	
	\$1,538,227	\$1,676,919

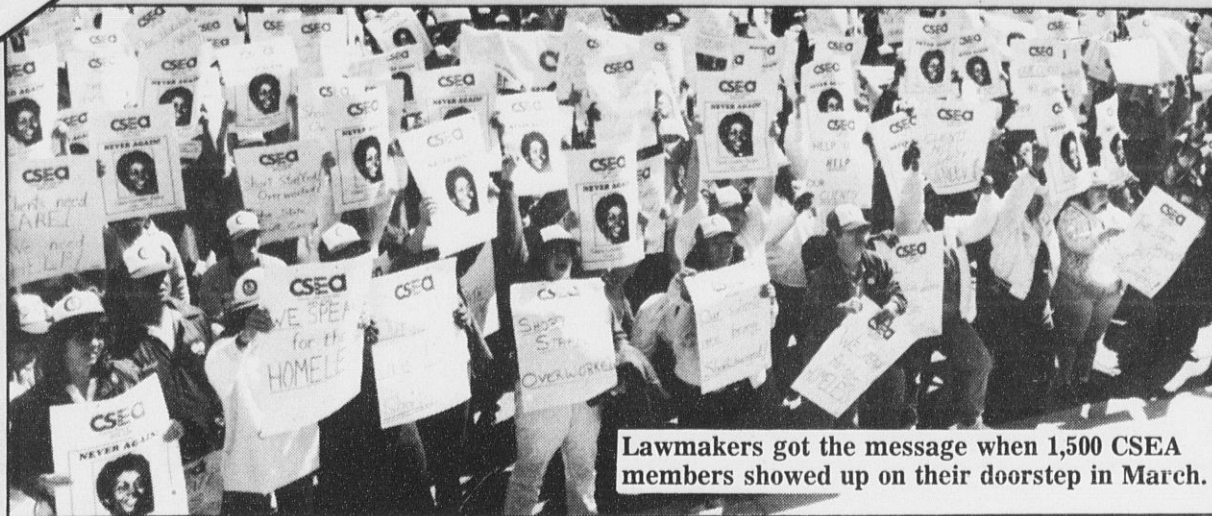
8. Litigation

The Association is a defendant in a number of actions in several jurisdictions. The amounts of liability in these actions were not determinable at September 30, 1987, but in the opinion of management any ultimate settlement will not materially affect the Association's financial position.

9. Long-term Debt

Mortgage payable in monthly installments of \$36,600 plus interest payable at 9.25%, maturing November 2004, collateralized by land, building and equipment.

Current	\$ 96,873
Long-term	3,652,114
	\$3,748,987
Debt principal payments required are as follows:	
1988	\$ 96,873
1989	106,224
1990	116,477
1991	127,720
1992	140,048
Thereafter	3,161,645
	\$3,748,987



Lawmakers got the message when 1,500 CSEA members showed up on their doorstep in March.

CSEA rally pays off

ALBANY — When 1,500 CSEA members showed up on the steps of the Capitol earlier this year to protest serious understaffing at state mental hygiene facilities, they did much more than make a lot of noise.

Now that the smoke has cleared from this year's budget battle between the governor and the legislature, it's apparent that the CSEA demonstration had a significant impact.

All 343 Office of Mental Health (OMH) jobs targeted to be cut in Gov. Mario Cuomo's original budget proposal were restored and another 45 positions added. The legislature's action also stipulates that these restored positions be used to improve staffing and services, even if patient populations decrease as OMH projects.

At the same time, the legislature passed a measure setting standards for more active patient programming instead of custodial care.

An additional \$6 million has been added to the Office of Mental Retardation and Developmental Disabilities (OMRDD) budget to enhance staffing in institutional programs. Four hundred jobs slated for elimination have been saved.

"This is a good step along the way toward providing better care and much-needed relief for our members who put themselves on the line every day," said CSEA President William McGowan. "But much more needs to be done."

McGowan pointed out that staff-to-patient ratios still need drastic improvement as evidenced by continuing assaults on CSEA members.

"As long as our people keep getting hurt on the job, we'll continue to fight for improvements. We'll just keep coming at them," he added.

"But the CSEA members who gave up their time to come to Albany made sure our message was heard — and I want to extend my personal thanks for the effort."

Empire Plan savings

Thanks to CSEA efforts and the state legislature, you're going to see a reduction in Empire Plan premiums.

As part of the state budget, lawmakers adopted a measure that requires Empire Plan deficit costs be spread out over four years instead of one year as the insurance carriers had requested.

This will mean more money in your pocket.

How the reduction will be put into effect and how much money you will actually save is still being worked out. But it is expected that there will be approximately 11 percent reduction in premiums.

The state budget also funds six auditors to maintain constant watch on the plan's cost and management and assure greater accountability.

CSEA efforts protect parole jobs

ALBANY — In a triumph of people over machines, CSEA has successfully fought back a state budget proposal that could have cost 12 hearing reporters their jobs at the Division of Parole.

After it first came to light that the division's proposed budget called for the purchase of electronic recording equipment and the elimination of the jobs, CSEA took action.

CSEA contacted all state legislators, urging their support on the issue. The union also questioned the effectiveness of the machines over people — citing a state court Appellate Division study that found the electronic equipment actually required more staff and a longer turnaround time for a transcript.

In the end, lawmakers were convinced and denied the funding for the equipment while restoring it for the hearing reporters' positions.



Someplace to turn if job makes you sick

More good news for you — union efforts have helped secure a big boost in funds to continue the development of occupational safety and health clinics across the state.

Two million dollars has been

appropriated in the state budget — that's double last year's funding — to get programs off the ground in Albany, Rochester and Syracuse, which will coordinate with existing programs at Mt. Sinai Hospital in New York City, SUNY Stony Brook and Buffalo.

"These programs are critically important to all working people," explained CSEA Director of Occupational Safety and Health James Corcoran, who served on the advisory panel that recommended the establishment of the regional clinics.

"It's clear that thousands of people are getting sick from their jobs and workplaces every year, but their illness

is not being diagnosed as occupationally related — very often because their doctors just don't ask them about their work," Corcoran added.

The occupational clinics are a start toward improvements in record keeping, diagnosis and treatment of occupational illness.

"This should not only get people the medical attention they need but also give us some real facts and figures to support our efforts at making people safer on the job," Corcoran stated.

"Because unless sickness is properly diagnosed and the cause pinpointed, many workplace dangers won't be corrected."

Election of top CSEA officers now in progress

Ballots are in the mail today (May 15) for the election of CSEA statewide officers.

Beginning May 23, replacement ballots will be available between 9 a.m. and 3 p.m. by contacting Bernadette Ford at the Independent Election Corporation of America (IECA). Call IECA collect at (516) 437-4900, Extension 310.

Candidates will, as usual, be afforded an opportunity to observe all aspects of the election process. Candidates may do so between the hours of 9 a.m. and 5 p.m. at IECA Headquarters, 2335 New Hyde Park Rd., Lake Success, N.Y.

Observers must notify IECA 24 hours in advance of their visits.

Ballots will be counted on Wednesday, June 15, following the noon deadline for ballot returns in P.O. Box 8007, Lake Success, N.Y. 11043-9907.

Any candidate, or a proxy with written authorization from the candidate, may be present on June 15 to hear the results of the count. Written proxy forms must first be obtained by contacting Marcel Gardner at CSEA Headquarters, 143 Washington Ave., Albany, N.Y. 12210. Call toll-free 1-800-342-4146.

The election protest period ends June 27.

Fifteen in races for statewide leadership posts

Fifteen CSEA members are competing for the top four elected CSEA statewide offices in elections now being conducted.

Three candidates are seeking the office of statewide president, being vacated this year by the retirement of longtime CSEA President William L. McGowan.

Candidates for president, in the order they appear on official ballots, are Joe McDermott, Jim Moore and Jean Wichmann. Statements and photographs of the candidates for president appear on pages 10 and 11 of this issue of *The Public Sector*.

Five members are seeking the position of executive vice president.

Candidates for executive vice president, in the order they appear on official ballots, are Bud Mulchy, Danny Donohue, Pat Mascioli, Salvatore A. Castro and Robert Lattimer. Statements and photographs of the candidates for executive vice president appear on pages 12, 13 and 14 of this issue.

There are three members seeking the position of statewide secretary.

Candidates for statewide secretary, in the order they appear on official ballots, are Sylvia A. Thomas, Irene Carr and Judy Remington. Statements and photographs of the candidates for statewide secretary appear on pages 14 and 15 of this issue.

Four members are seeking the position of statewide treasurer.

Candidates for statewide treasurer, in the order they appear on official ballots, are Mary E. Sullivan, Patricia G. Crandall, Edwin W. Urbat and Raymond J. O'Connor. Statements and photographs of the candidates for statewide treasurer appear on pages 16 and 17 of this issue.

Statements of candidates for CSEA STATEWIDE PRESIDENT

All candidates were given an opportunity to submit statements and photographs for publication in this edition of *The Public Sector*. Remarks are the personal statement of the candidate and are not to be construed as reflecting the opinions or beliefs of *The Public Sector* or CSEA, Inc.

Joe McDermott

You pay your dues, you work hard to make your family's life better. Shouldn't your union help? You bet it should! It



should work as hard as you do, maybe even harder. But does it?

Well, now and then it does, but what about the issues that concern us most today: The rising cost of health insurance; shrinking pay increases, IRS Taxes on accruals we don't even use; upgrades; pay equity; fairness in the workplace. Is our union winning these battles for us, or is it losing them?

Our members tell me that we are losing these battles and that, in fact, we may already have lost more of our sense of

direction, of dedication, of purpose. I believe we don't have to lose any of these battles and that we can recapture a spirit of unionism and a sense of dedication and commitment to our members.

We certainly face real problems but these problems give us the opportunity for solutions. For example, we send 11 million dollars in dues a year to our international union. We should demand and expect that, with the assistance of our own political activity, they stop the IRS proposal to tax our accruals. The IRS proposal is so unfair, so preposterous, and so dangerous to our members, it must be made clear that we will accept nothing less than total victory on this issue!

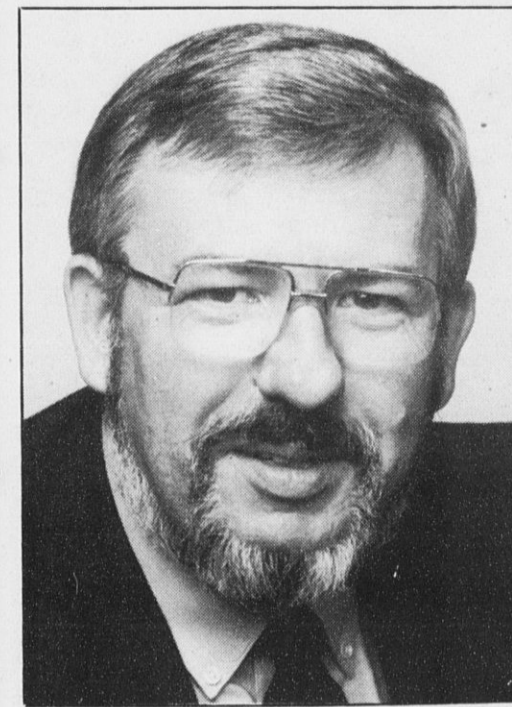
We must work harder to use the awesome power that comes from 225,000 members united behind one idea, one leader, one union. We must step into the future by using new technology and skills to enhance our power, to improve our communication with one another, with the public and with our employers, so that a strong unified voice is heard.

Your union's job is to help you rise as high as your talent, ambition and luck will allow. But it must also protect those whom luck has deserted, provide fairness for those who are discriminated against, encourage those who need help getting started and provide security upon retirement. This is what unionism is all about, and when your leaders believe that these are achievable goals and not just words, the union movement will be on the way back I believe! I can provide the energy to do this job. I can use the experience gained over 30 years as a CSEA member, Local President, Regional President, delegate, International Vice President, negotiating team member, and Executive Vice President, on your behalf. I can make CSEA a harder working union, a better union. I can do this if I have your help. We can build a better union and a better tomorrow for all our families.

On, or shortly after, May 16, you will receive your ballot to vote for a new President for CSEA. I want your vote. I've worked hard to earn your trust in the past, and I'll work hard to keep it in our future.

Jim Moore

CSEA CAN BE A UNION OF STRENGTH — CSEA CAN BE A UNION OF POWER — CSEA CAN BE THE MOST



FORCEFUL LABOR UNION IN NYS!

To accomplish this, CSEA must have a strong, forceful, honest and independent president. The only candidate who fits this need is Jim Moore.

I have been a CSEA member since 1965, beginning my state employment as a ward attendant at Utica State Hospital. My CSEA involvement began as a grievance rep, and I have worked my way up the leadership ranks by serving the members, not management. Most recently, I was re-elected to my 5th term

as president of Central Region V. I am very proud of this because it shows my ability to work with all divisions of our membership.

As many of you know, about 18 months ago a major split developed in the top leadership of our union. The executive vice president, my opponent, tried to undermine the authority of the president by manipulating the statewide Board of Directors, creating a system of CSEA staff reporting that left out the president. In addition to this tactic, the legal firm providing our services was taking several million dollars of membership money. At that time, many of us joined with the president to fight this greedy takeover and keep the control of the union in our — the members' — hands. We won! This battle still goes on today. We cannot let the control of our union go back to those who tried to control our futures by themselves.

That is what this campaign is all about. CSEA must be run by and for the members. My campaign has been financed by your contributions. The only people I will owe when this election is over is you, the membership.

CSEA is a union of public employees with many problems and needs. When elected your president, better contracts, job security and a chance to advance in public employment will be the priorities. Working together, we can unite state, local government, city, town, village and school district employees to fight our employers, not fight each other. Contracting-out of public employee jobs must become a thing of the past. Comparable worth studies must be equitable for all job titles. Political endorsements and monies must be monitored more closely. Region V began the fight to block the unfair taxation of unused benefits by the IRS. It is time for CSEA to call upon our endorsed politicians to aid us in support of HR 4221 to block this taxation without representation. The needs and concerns of any minority group represented by this union cannot be ignored.

In short, what am I saying? I am saying that a vote for Moore is a vote for our future. To succeed and unite this union, I need your vote. When your ballot arrives, don't throw away our chance to make CSEA the best it can be.

Jean Wichmann

"TIME FOR A CHANGE" — Elect JEAN WICHMANN CSEA PRESIDENT



I believe the time has come when the entire leadership of the Union should be changed. Not change for the sake of change but change because it's needed. A new challenge exists for your leader — ONE that focuses on the needs of the members as opposed to self-serving purposes.

ONE that unites both state and local government workers and provides equal representation.

ONE that will eliminate the apathy and cynicism of the membership.

ONE that addresses the needs of women and

minorities, as well as the bulk of the membership.

ONE that will stop frivolous expenditures which undermine our union and alienate the membership.

ONE that will not spend money on duplicating services thus negating the need of a dues increase.

ONE that will be accountable to all members.

ONE that will bring back the respect this union previously enjoyed.

I know I am that ONE.

I have a broad range of experience at the Unit, Local, Regional, State and National Levels. I am employed by the Nassau County Department of Social Services. My involvement with CSEA began about 35 years ago. In 1952 a few Nassau County employees banded together to increase a dormant CSEA enrollment of eleven. We did this in spite of the fact that we were warned if we joined the union our jobs were in jeopardy. I was part of that nucleus and I am proud to say that Local 830 is now 20,000 strong. During my years of activity I was elected Vice President of the DSS Unit (1,200 members) and served on various committees. I have served on almost every committee at the Local level, Chairing most of them. Some of these committees are: Women's, Auditing and Political Action. I am a member of Local 830's Negotiating Team. I am past Treasurer of Region I (46,000 members). I have also served on Regional and State committees. I am an elected CSEA and AFSCME delegate.

Being President of CSEA is an awesome responsibility. I have the ability, experience and dedication needed to unite our "divided house." I believe I can do the job best. Vote for JEAN WICHMANN and help save our union.

Statements of candidates for CSEA EXECUTIVE VICE PRESIDENT

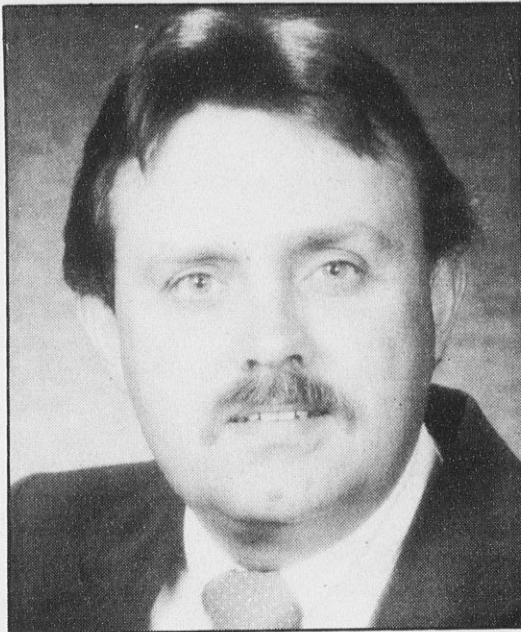
All candidates were given an opportunity to submit statements and photographs for publication in this edition of *The Public Sector*. Remarks are the personal statement of the candidate and are not to be construed as reflecting the opinions or beliefs of *The Public Sector* or CSEA, Inc.

Bud Mulchy

The position of Executive Vice President of CSEA is an important one to all members. Whoever is elected must be prepared for a

dual role: a close working relationship with the president and a proven ability to listen to and represent the needs of the full membership to both the union president and management.

I am prepared for this job. I have the experience. In addition to serving as president of Local 434 (Mohawk Valley Psychiatric Center, 1,800 members) for over a decade, I have also been active on a number of statewide boards



that represent our membership. I am or have been on the board of directors of the Board of Mental Hygiene and the Junior Junction Child Care Center, and committees for mental hygiene labor management, safety and health, apprenticeship training, uniform maintenance, mental health, and political action.

I have been a delegate to the AFSCME National Convention for two terms.

I know the issues. As a mental hygiene president who faces our members every day in the wards, in the kitchens, and in the shops, I have first-hand knowledge of OMH and OMRDD.

And as an active leader statewide, I am sensitive to the needs of our members in D.O.T.

This union must address and lead on pressing issues like contracting out, short-staffing, job security, retirement benefits, inappropriate discharges (dumping), increased uniform allowances, readable contract language, career ladders, and evening and night shift needs.

And CSEA has to expand its role in providing more staff services to its locals, increasing political activities, and developing stronger ties with trade unions. **CSEA must be a leader, not simply a reactor, to the vital issues of our union and society.**

You need to know that your next Executive Vice President is hardworking, knowledgeable, and dedicated.

Above all, you need to know that whoever serves as vice-president understands you and your needs. I am a rank-and-file member with the same needs as you. It's about time someone addressed our needs.

In my years of service, I am proud that I was available to deal with the individual as well as unionwide concerns.

Be assured that upon election I will always be there when you need me.

I would appreciate your support. Please vote for me on ballot position 1.

Danny Donohue

Now it is up to you, the members, to vote. I want you to remember that you are voting for a group of officers, not just

a President, who must all work together as a team. We must put aside the differences and work for all the members of our Union to find solutions to our problems in Mental Hygiene, SUNY, local governments and school districts.

Why should you vote for Danny Donohue?

Experienced — For the last 8 years President of Region I which has the largest membership in CSEA; 4 years as



International Vice President of AFSCME; Vice President AFL/CIO of Long Island.

Involved — Since 1975, when I won a write-in election for President of Local 404; Elected Chairman of Mental Hygiene Presidents; Director of United Way Long Island; member of AFSCME International Affairs Committee.

Dedicated — Have led the fight for Comparable Worth in the Region within the school districts and with our federal law suit; believes that the Union should always work for the benefit of the members by developing new programs and expanding current ones.

When I am elected Executive Vice President, my goal will be to continue to develop membership involvement, as I have done in Region I, by developing new programs and opening communications at all levels in our Union.

I believe that "Together we can make a difference", but that can only happen if you vote.

Thank you for your help.

Statements of candidates for CSEA EXECUTIVE VICE PRESIDENT

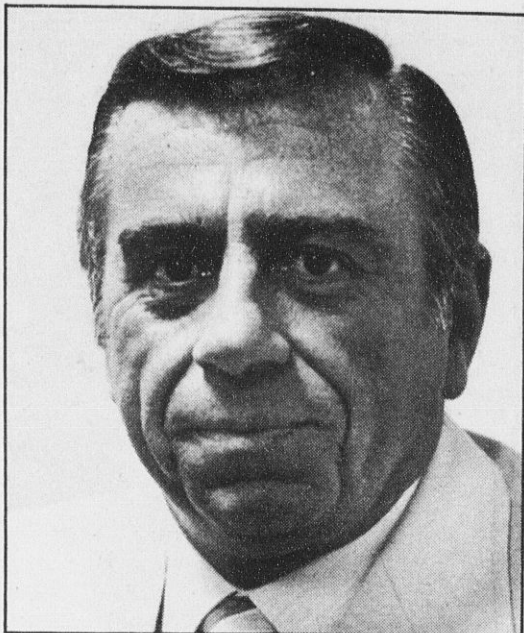
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Pat Mascioli

To express all of my accomplishments, goals, and ideas would certainly take more than the 500 words allotted.

However, I will attempt to relate to you some of these and the role I perceive of the Executive Vice President.

CSEA has experienced many changes over the last several years; some meeting with great resistance. It is time to put aside our differences, build the morale of our CSEA members and employees and work for our common goal: the betterment of the plight of Public Employees, those members we are all charged to represent. In doing so, we will be bringing together all minds and people.



Region III has been, in the past, a Region divided by many factions and often the center of controversy and turmoil. As its President, I have strived to unite these factions and feel we are now a Region on the move. We have put aside our differences and work together to provide the membership with the representation they deserve.

History shows that CSEA has not had an elected Statewide Officer from the Local Government Division. Being from Local Government, I can bring to CSEA statewide the ideas and concerns of our Local Government members. Also, my experience as a Region President has given me further insight and knowledge of the ideas and concerns of our State Division brothers and sisters as well.

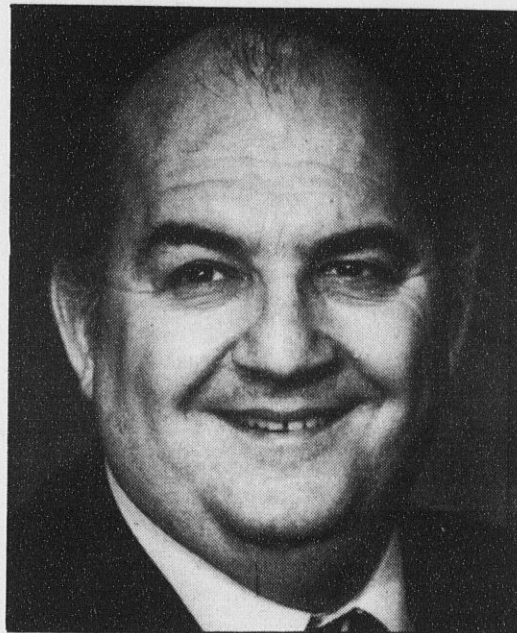
Further, our Statewide Officers traditionally come from the northern and western Regions of the State, whereby they may be unfamiliar with the differences which exist between our upstate and downstate members. Being from Region III, which has Units and Locals bordering on Regions II, IV and V, I recognize not only the problems and issues concerning our members in lower New York State, but also those affecting our upstate areas. My Local Government affiliation, coupled with my geographic location, allows me to provide CSEA with a balance needed for a well-rounded slate of Officers.

I have served as a Unit, Local and Region President and, during my terms in the Local and Region, have made it my policy to have contact with the Units and Locals. I would like to see this policy extended to the Executive Vice President and would do so if elected. The Executive Vice President should be the eyes and ears of the President and can be utilized to become aware of any problems which may develop, informing the President and other Statewide Officers of their occurrences. This role of troubleshooter can only be made possible through the use of Unit and Local contacts. The utilization of the Executive Vice President is also important as it permits the President and the Executive Vice President to visit two different areas in the State at the same time thereby making CSEA's presence more widely known.

In conclusion, I plan to give to the Statewide Organization the same as I have given to my Units, Locals and Region: Accessibility, Availability, and Dedication.

Salvatore A. Castro

I have been a member of CSEA for over thirty (30) years and have served as local and/or unit officer for more than two decades.



In 1986, I was reelected to a second term as President of Erie County Local 815, representing over five thousand (5,000) employees.

In addition, I currently serve as Chair of Region VI, Local Government Workshop, encompassing fourteen (14) counties.

As President of the Buffalo Sewer Authority Unit of Erie County Local 815, I serve as trustee of the Employee Benefit

Fund, which was established in 1979 and currently providing medical, optical and dental benefits for Buffalo Sewer Authority employees.

In addition, I have had the honor of serving on the following statewide committees: Committee to Study Service, Civil Service Committee, and Nominating Committee.

My past experience has afforded me the opportunity to better understand the wants and needs of our members.

When elected, I will exert every effort to eliminate the inequities of the Taylor Law and the current retirement "caste" system, (Tiers 1, 2, 3 & 4), which divides our membership and if allowed to continue, will eventually destroy the effectiveness of OUR union.

The current makeup of our membership is approximately fifty percent state employees and fifty percent local government employees.

When elected, I will be the first Local Government Representative, elected by the membership, to serve in a statewide office, a gap which should have been bridged long ago.

When elected, I will work closely with the President of CSEA to end any internal strife and to direct the physical and financial resources of CSEA to improving the lifestyle of our membership.

All this can only happen with your vote now, and your support later.

REMINDER:

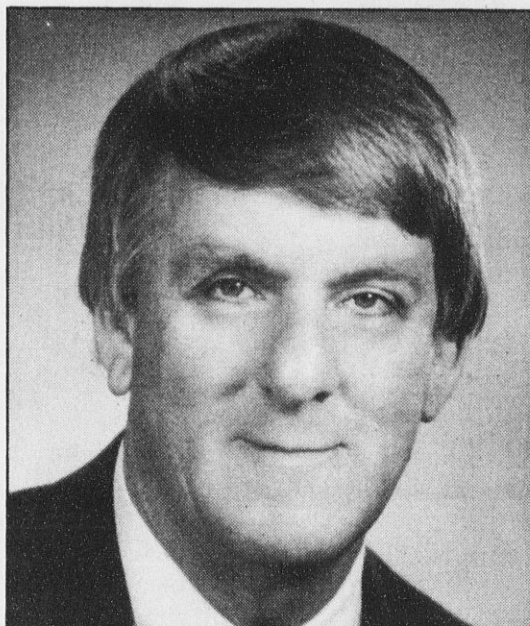
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Robert Lattimer

Leadership is not easily defined, but you know it when you see it. It's taking on the tough issues, driving a hard bargain to



benefit the membership, listening to members and staff, taking the heat for seemingly unpopular stances, motivating members, developing ideas, and most importantly, FOLLOWING THROUGH to put those ideas into action. Leadership is not making empty promises! I'm committed to CSEA being the BEST it can be! In reality, the union is truly the ONLY advocate for the working man and woman today.

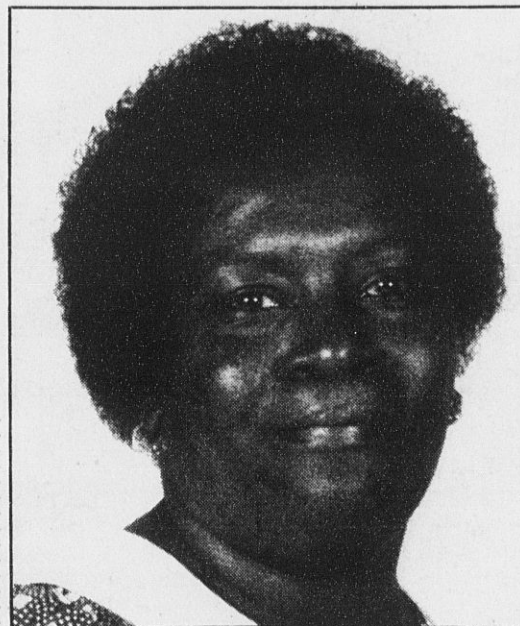
I could make a laundry list of the various committees and projects I've served on in CSEA during my past fifteen years involvement. But what counts is where CSEA is headed in the 21st Century. I want to bring my skills and talents to the job of Executive Vice President to address the numerous problems which confront us. We need strong teamwork to work on such issues as more and affordable child care, contracting out in both local and state government entities as well as the school districts, cutbacks in funding for D.O.T. and our mental health and retardation programs, which are critical. We know the problems — we need to solve them together.

As a Region President, I know that locals, units, and regions cannot operate in a vacuum. They need and depend on the competence, cooperation, and action of CSEA, Inc. at the Albany level. I'd like to be your voice in Albany. With your help, I can! Thank you for your support!

Statements of candidates for CSEA STATEWIDE SECRETARY

Sylvia A. Thomas

LACK OF COMMUNICATION CAUSES MISTAKES
It has become apparent that the one thing that hurts us



all is the lack of communication. I will do my best to bridge that path that is so long from state, to region, to local, to unit and to section.

It isn't such a long journey ... only a puzzling, confusing trip — one not traveled frequently nor smoothly.

Employee of the Erie County Department of Social Services for over 20 years; Graduate of Summer School of Labor Studies for Union Women at Cornell;

Social Services Section Treasurer;
Social Services Membership Chairperson;
Social Services Womens' Committee Chairperson;
Member Labor-Management Committee of Social Services.

EDUCATION:

East High School, Buffalo
Business Secretarial Course
Erie Community College—City Campus
AAS Degree
Secretarial Science/Office Technology

COURSES & SKILLS:

Shorthand, Legal Sect'P, Typing, Legal T/T, Office Communications, Business communications, Secretarial Procedures, Word Processing Concepts, Word Processing Applications, Advanced Word Processing, Secretarial Accounting, Oral Communications, Human Interactions.

OFFICE MACHINES:

ES 95 Olympia
Silver Reed 225 Ex 50
DRS 20 Computer
CPT Wordprocessor
Printing Display Calculator
CPT 8510 Computer
IBM Personal Computer
Photocopier

REMINDER: Replacement ballots will be available after May 23 for CSEA members who lose, misplace or did not receive an original ballot.

Statements of candidates for CSEA STATEWIDE SECRETARY

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Irene Carr

Dear Friends,

My record as Statewide Secretary of CSEA over the past 11 years reflects my leadership on the issues that concern YOU the most.

For example, when I chaired the first CSEA Women's committee in 1978, critics said that day care — a top priority of our Committee — was something "only women" were concerned about, and, therefore, was unimportant. Today, day care is recognized as one of the most crucial issues facing American workers.



It is NOT a women's issue; it is a FAMILY issue and I am proud that we have just negotiated a contract that provides a substantial amount of funding for day care for State employees' children. I am sure that more meaningful day care funding will now be included in local government contracts, as well.

Of course, there are many other matters, such as pay equity and the occupational hazards of VDT's, which I have brought to the attention of CSEA officers and staff. I think I have been able to "lead the charge" on these issues for a very simple reason: I get out there and listen to YOU, the members of both the Local Government Division and the State Division of CSEA.

For example, YOU told me that getting timely information on Board actions was a major concern, so I made sure that these actions are published in *The Public Sector* for all to read.

Communicating with YOU — giving you information, listening to your concerns, and then initiating action based on those concerns has been a key activity for me.

If you agree that my experience, priorities, and leadership qualify me to remain Statewide Secretary of CSEA, then I would appreciate your vote.

We can be proud to be members of a democratic union, and I urge you to cast your ballot early.

Thank you.
Yours in Unionism,
IRENE CARR
Statewide Secretary of CSEA

Judy Remington

As a candidate for Statewide Secretary I have many of the same concerns as the grassroots — namely, more day care, elimination of contracting out, comparable worth for all members, and reduction of staff shortages.

While some of these issues are ones we have been trying to improve for the betterment of our members since our last contract, there has continuously been some barriers we must overcome. Whether these barriers were caused by the state or this union, I will do all I can to continue working toward the

improvement of these issues and to have our members benefit in the end. This union is a union of the members and the members' needs — not a union of top heavy administration that comes to a halt when hurdles must be jumped.

YOU, THE GRASSROOTS, ARE THIS UNION!

Just recently a mental hygiene facility had a fellow sister killed because of short-staffing. We can't continue this practice. I walked the demonstration line in Rochester because I believe we must do all that is possible to let our legislators hear our cries for help. I will continue to do just that — communicate on a daily basis to let our needs be heard.

Day care has been limited for our members in state agencies. While CSEA and other unions negotiate with the state for equal vacancies, our members cannot afford the sliding pay scale to utilize day care services. This must be adjusted and we must push our leaders on the joint committee to do all they can to bargain in our best interests. I will do that for you if elected!

Finally, contracting out has hurt many of our members. Not only are outside contractors taking our jobs, they are earning more money than our members. We can't allow this to continue. A campaign against contracting out should be initiated, and we as everyday leaders must be the ones to initiate it. Let's work together to stop contracting out!

Being an employee of SUNY-Empire State College, which is a statewide local covering members from the Canadian border to Long Island, I have acquired a most broadening knowledge of the needs of our membership.

I have served CSEA in many capacities: local president for 15 years, SUNY Labor Management Committee Member, Convention Chairperson, Region 4 Secretary 3 terms, Region 4 Coordinator for the Constitution & By-Laws Committee and Women's Committee, and CSEAP Committee Member.

I firmly believe the GRASSROOTS of this organization are our backbone — not just the elected statewide officers. Without the grassroots there would not be any statewide leaders. We must keep our union in the hands of the activists and further strengthen our power to unite and become more effective politically.

When elected I promise to continue an open line of communication with the grassroots in carrying out their needs to make a better work environment.

VOTE LINE 3 — JUDY REMINGTON, STATEWIDE SECRETARY ON MAY 16th



Statements of candidates for CSEA STATEWIDE TREASURER

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Mary E. Sullivan

I've been your CSEA Statewide Treasurer for the past 18 months. During the time I've held office, I've been making



changes to improve our services to you, working with Locals and Units to enhance their financial recordkeeping, training scores of treasurers and other Local and Unit officers, responding to hundreds of questions and assisting with countless numbers of problems, not all of which concerned financial matters.

When you've called to speak with the Statewide Treasurer, I've talked with you; when you've asked the Statewide Treasurer to meet with you, I've

been there. And I'll continue to provide that same kind of response for the next three years.

As Herkimer County Local President and Board of Directors Representative, Chairperson of the Statewide Local Government Executive Committee, Region V Treasurer, and Region V 1st Vice President, I have had the opportunity to gain 14 years of union leadership experience.

I've also negotiated contracts, filed grievances, fought contracting out services, walked picket lines, served on Unit, Local, Region and Statewide Committees, worked against the Teamster challenges in Orange and Suffolk Counties and the SCAME challenge in Suffolk County. When there's been a job that CSEA needed doing, I've been there to help.

As your Statewide Treasurer for the next three years, I'll continue to utilize my experience and energy to resolve the issues that concern all of us.

Together, we'll put CSEA back on a sound financial basis — not just for today, but for our future. We'll utilize our political action clout to pass permanent and mandatory agency shop legislation for State and Local Government; press for more comparable worth funding for State workers and the inclusion of comparable worth studies and funding in our counties, school districts, town and villages; demand adequate staffing levels in our OMH and OMRDD facilities so our members can continue to provide quality care without fear of physical harm; secure appropriate training and safety standards for those members who care for the growing number of AIDS clients in our facilities; negotiate higher wages for our lowest paid members, many of whom are employed by school districts across the State.

When your ballot arrives, use it to vote for the candidate who has the qualifications and experience to do the job and the record to prove it.

STICK WITH CSEA TREASURER SULLIVAN!

Patricia G. Crandall

I have been active in CSEA since 1968 and have held many local and regional offices. I have been a member of the



Board of Directors as a State University representative since 1974 and served as Chairperson of the State Executive Committee.

I now feel it is time for me to run for a Statewide Office and have filed petitions for Treasurer. My educational background is in the field of accounting as I have completed two years (4 semesters) of accounting in my studies at our Community College.

We belong to a democratic union run by the delegates

with input from our members and I would like to see this continue. We have had enough internal fighting and it is time to elect Statewide Officers of this Union that can work together and represent all our members to the best of their ability. The members need leadership to guarantee them fair contracts, improved working conditions and the best support staff possible.

REMINDER:

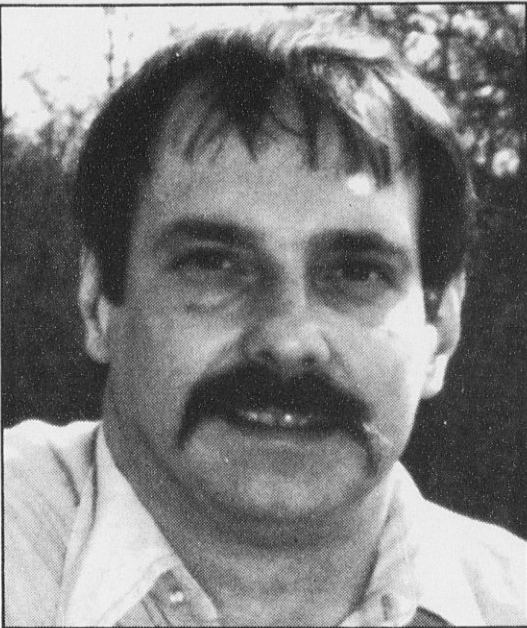
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Edwin W. Urbat

I have been a state employee for twelve years and a union activist for ten years. After being Nominating Committee



Chairman at Local 614 at Stony Brook, I moved on to Treasurer for 1,800 SUNY CSEA members. Having served on the Training, Information and Education Committee for Region I and as a labor union training instructor my goal is to make the members aware of their union's responsibilities to them. "Union awareness" is my primary concern. I will attempt to meet with as many locals as possible to educate the members about their

union. I urge all members to vote in this election and show their strength the American way. Be aware and vote now!

Raymond J. O'Connor

I am seeking the office of Treasurer of CSEA because I believe that our union needs strong leadership during this

period of fiscal crisis. I have been a CSEA activist for 18 years serving as Westchester County Probation section vice-president, Westchester county unit president, 6,000 members, Region III vice-president and Region III president. I have been a trustee of the CSEA Employee Benefit Fund and have fought to protect our members' money in that capacity.

The Treasurer is an officer of CSEA and should function as a leader. Issues such as improved day care facilities for all CSEA members, improved Comparable Worth benefits and a benefit fund open to local government employees on an equal basis with state government employees have been goals I have worked for over the years. I support open democratic elections for officers, more participation in the union processes by our retirees and more authority for local officers. I believe the locals are the backbone of CSEA and should be recognized as the strength of CSEA. Finally, I have supported and still support the proposition that the membership, through the delegates in convention, are the highest authority in CSEA. I will pledge to you to support these ideals so your membership will get what they deserve for their dues, a strong, democratic CSEA.



**"ONE OF THE BEST FILMS
OF THE YEAR."**

—Joel Siegel, WABC-TV

MATEWAN

A FILM WRITTEN & DIRECTED BY JOHN SAYLES



PG-13 PARENTS STRONGLY CAUTIONED
Some Material May Be Inappropriate for Children Under 13

Cinecom

In case you missed it at the theaters, CSEA will present the movie "Matewan" on the opening night of the Irving Flaumenbaum Memorial Local Government Workshop June 3.

"Matewan," a moving chronicle of the labor movement in a small Southern mining town, will be shown at 8 p.m. at the Westchester Marriott Hotel in Tarrytown.

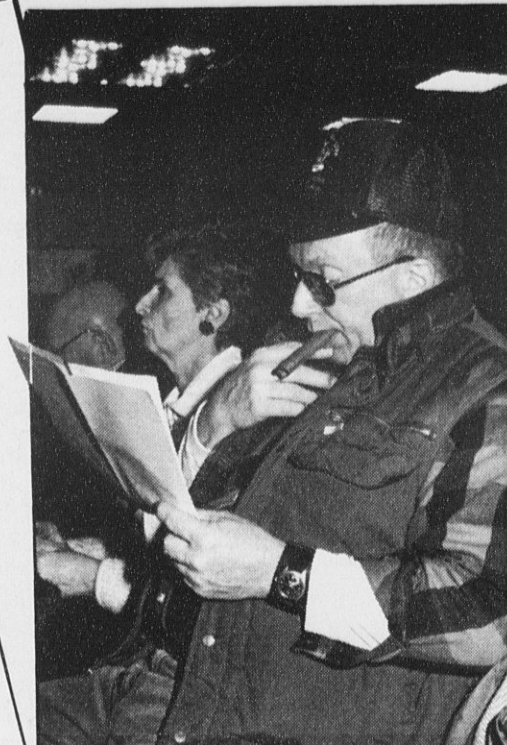
CSEA NOTICE

STATE CONTRACT RATIFICATION

BALLOTS FOR THE CSEA—STATE CONTRACT RATIFICATION WERE MAILED TO ALL ELIGIBLE MEMBERS THE WEEK OF MAY 9, 1988.
DEADLINE FOR THE RETURN OF COMPLETED BALLOTS IS 5:00 P.M., WEDNESDAY, JUNE 1, 1988, at the address on the return envelope.
Ballots will be counted on June 2.

**IF YOU HAVE NOT RECEIVED YOUR BALLOT
BY MAY 23, 1988, Contact:**

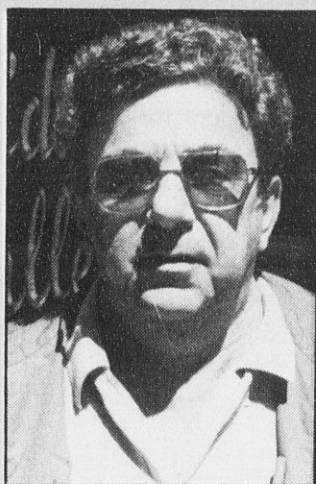
THE OFFICE OF FIELD OPERATIONS
CSEA HEADQUARTERS
(518) 434-0191 / Extensions 279, 280, or 281
for a REPLACEMENT BALLOT



The photos on this page were taken at contract information meetings that have been held across the state so that members can learn everything they need to know about the tentative state contract.

LOOKING AHEAD:

When you retire would you prefer a lump sum payment or monthly retirement payments?



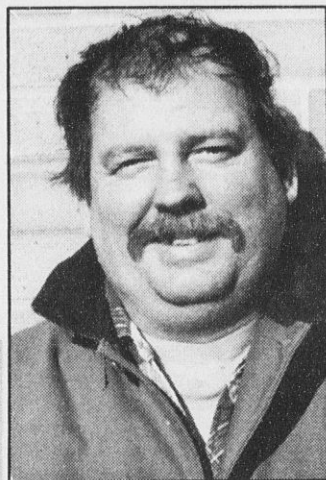
ART D'AMELLO
Schenectady County
Local 847
Region IV
"Lump sum, definitely."



TOM SMITH
Sullivan County
Local 853
Region III
"I'd rather stretch it out in payments. If something should happen to me, I'd want my family to be protected."



ASTURIA TORRES
State Taxation and Finance Local 460
Region II
"Knowing myself the way I am, I would take it monthly. I love spending money and if I had a lump sum, I'd probably spend it all at once."



DAN HAASE
Onondaga County
Local 834
Region V
"I'll take my retirement in a lump sum because there is no union representation in the pension fund. I'd like to invest my pension money in my own way."



CHARLOTTE RANKIN
Groveland Correctional Facility Local 173
Region VI
"I would like a lump sum payment. This way I can invest the money and gain interest, and if something happens to me, someone in my family will be able to get the money instead of it reverting back to the state."



MARYLOU MAAS
Nassau County
Educational Local 865
Region I
"It would depend on the tax laws in effect at that time. If I were retiring right now, I'd probably opt for regular, monthly payments."



Going for the gold

By Daniel X. Campbell
CSEA Communications Associate

PLATTSBURGH — She may have been an unknown in the world of marathon runners, but Kathy Brandell-Champagne made her mark recently as she reached for her dream — to run in the women's marathon at the Summer Olympics in Seoul, Korea.

Brandell-Champagne, a foster child care worker in the Clinton County Social Services Department and a CSEA member, came in 40th of 207 women in the U.S. Olympic Marathon Trials in Pittsburgh. Although the top three runners make the team, Brandell-Champagne was pleased with her time of 2 hours, 43 minutes and 33 seconds.

She had hoped to finish in the top 30 and run the 26.2-mile race in under 2:40, but side cramps slowed her at the 23-mile mark for nearly a mile.

The goal of running in the Olympics is a consuming one, but Brandell-Champagne has attacked her dream with a knowledge of the challenge and a willingness to meet it. She had taken a leave of absence from her job to train rigorously for the Olympic trials.

"In a marathon, it's you against the race, not just the competition, so a lot of little things can happen" she said.

"You have to run a marathon — a 26-mile, 385-yard race — in under two hours and 50 minutes to qualify for the Olympic trials," she explained. "I did that in November of 1986, in the Marine Corps Marathon in Washington, D.C. In another marathon, I ran two hours, 47 minutes, but I ended up walking in that one with a muscle spasm."

Brandell-Champagne began her running career as a sprinter in the 200- and 400-yard races in high school. When a cross country team was added during her senior year, she was hooked. While she was a good sprinter, she said, "I was a much better cross country runner."

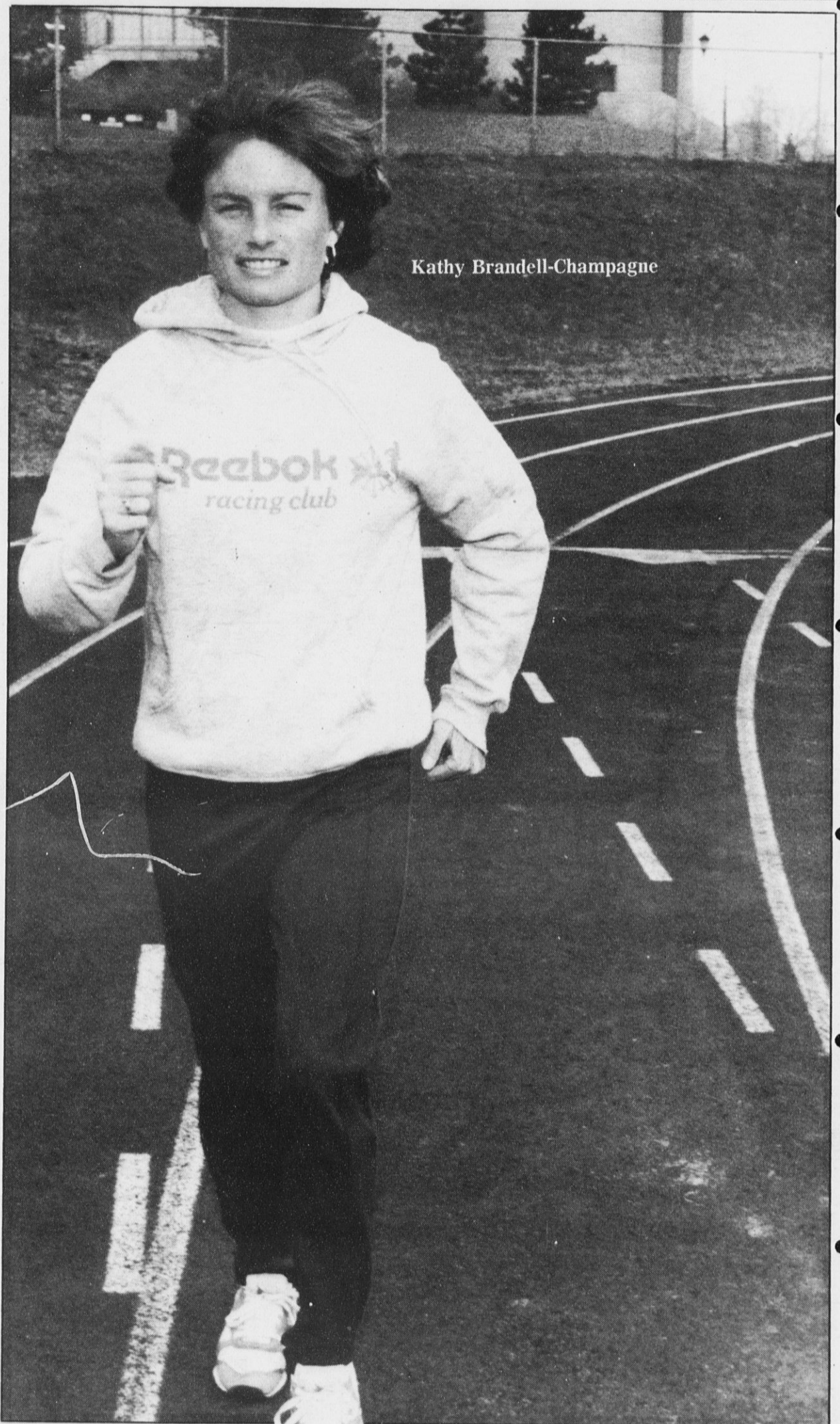
She was undefeated in her high school section and she came out first in intersection competition.

Over the years, Brandell-Champagne became addicted to running longer and longer distances and winning races in the process. That love developed into her marathon running, something she has no plans to abandon.

"I would like to run a marathon a year, depending on what I am doing," she told a Plattsburgh newspaper after the race. "This is a good experience. It will help me prepare for the future."

**"In a marathon,
it's you against
the race, not just
the competition."**

CSEA member takes a run at Olympics



Kathy Brandell-Champagne