

# THE PUBLIC SECTOR



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

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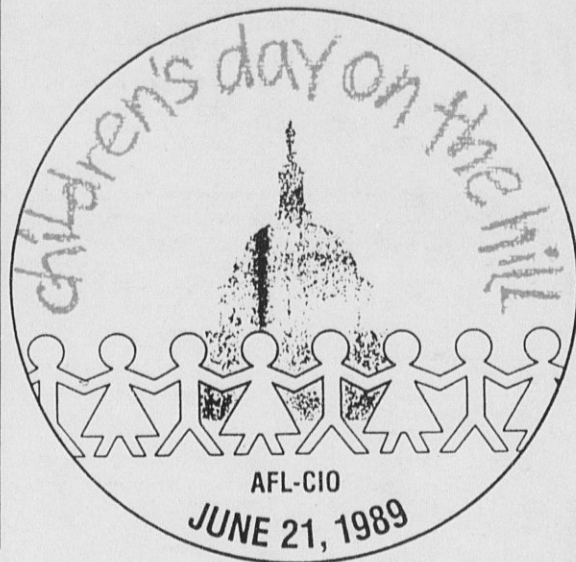
Vol. 12, No. 12  
Monday, June 12, 1989

## Have a nice trip!

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# INSIDE



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**Danger  
in the  
workplace  
See Pgs.  
9-12**

## Ethics update

ALBANY — The deadline for filing ethics forms to the state Ethics Commission is June 15.

However, as *The Public Sector* went to press, CSEA did not have an accurate list of the CSEA titles that are exempt from filing.

The Ethics Commission released a revised list, but after review, CSEA found a number of problems in the list and has asked for clarifications.

# Shopping service has special offers exclusively for CSEA!

**SPECIALS OF THE MONTH  
EXCLUSIVELY for CSEA**

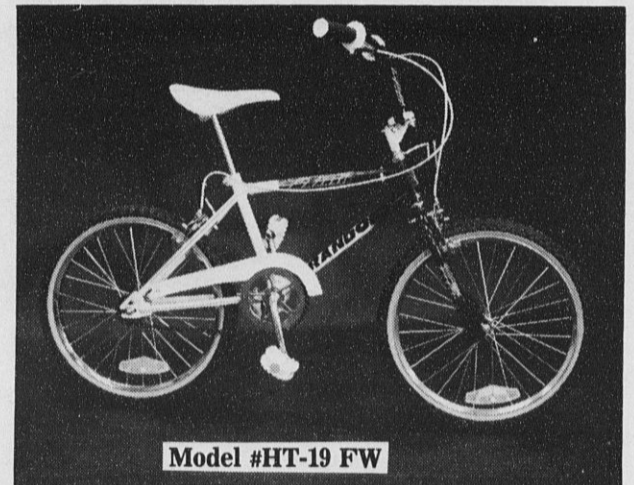


Arrangements have been made through UNITED BUYING SERVICE to bring our members everyday savings on everything from cars to home furnishings, video to appliances, and more. **ADDITIONALLY**, each month UBS will shop the world for SPECIALS that are often made available below original wholesale, **EXCLUSIVELY** for our members. These specials are usually available in limited quantities so, first come, first served. Each month we will try to bring you a variety of choices. Just another reason to read your Public Sector and another money saving benefit of CSEA Local 1000. Summer is here and you are probably thinking about a weekend away or outdoor activities. We have just negotiated exclusive prices on a five piece set of Bonjour luggage and for the kids, some of the hottest items on the market: bikes and scooters.

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## THE PUBLIC SECTOR

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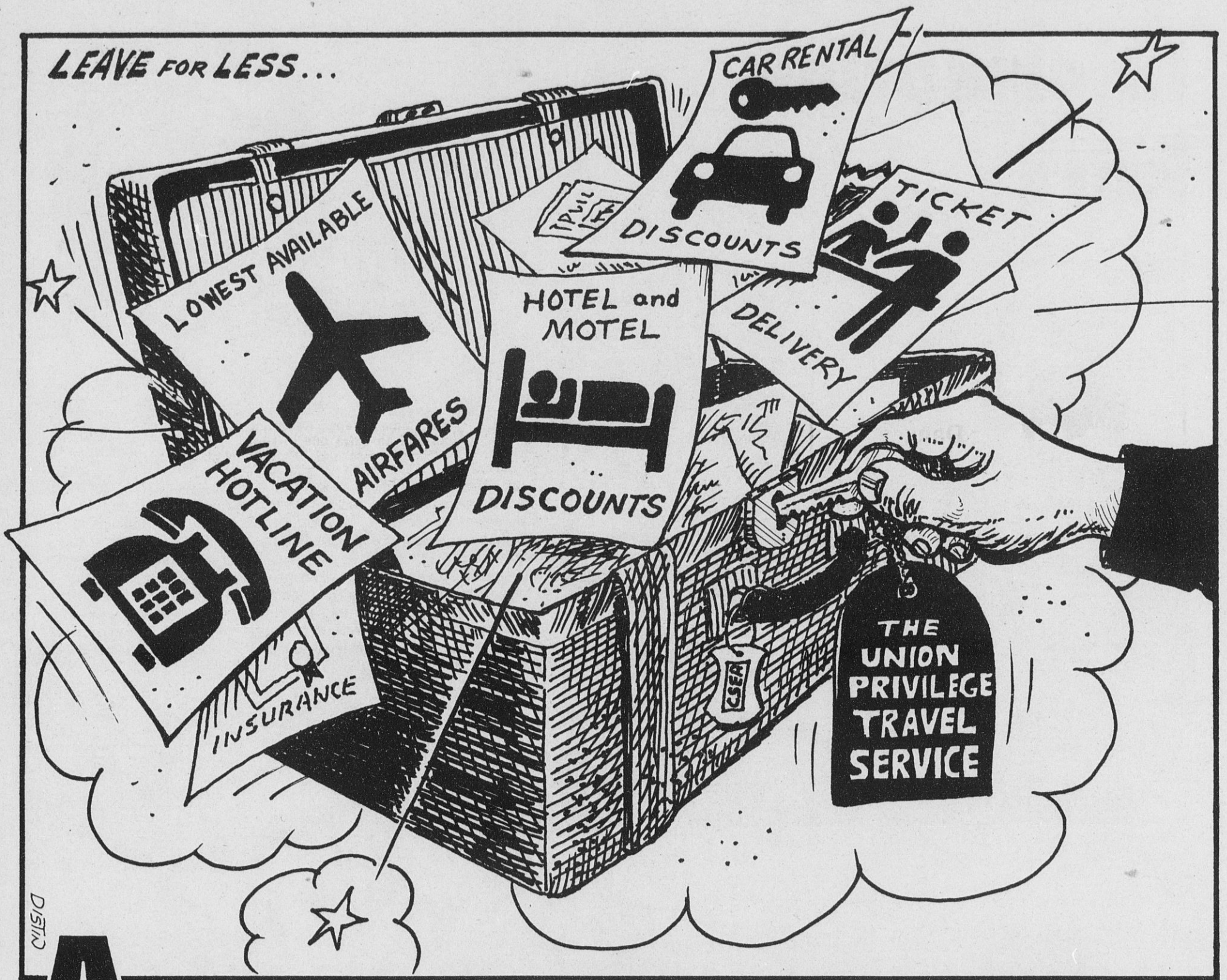
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# CSEA introduces The Union Privilege Travel Program



## A great new benefit for you!

We're always working to make membership in CSEA as valuable as possible. And we've just added plenty of real value by introducing a great new member benefit — The Union Privilege Travel Program.

"CSEA has joined the 13 million members of the AFL-CIO to create this new benefit for union members only. We created a full-service travel program, after consulting with travel specialists, that meets the travel needs of all our members," CSEA President Joe McDermott said.

### It's absolutely free!

And best of all — there is no cost to you or your union! It's one more way CSEA is working to provide excellent benefits that

help stretch your hard-earned dollars.

Your cost-free travel benefits under the Union Privilege Travel Program include guaranteed lowest available airfares, car rental discounts, hotel and motel discounts up to 20 percent, ticket delivery service, access to a short-notice vacation hotline for great travel bargains, a toll-free reservation number, travel insurance and a subscription to "Travel Privilege Magazine."

And if you need immediate reservation assistance, call 1-800-522-8727 toll-free now.

### It's in the mail

A brochure describing this new union benefit is being mailed to all CSEA members. When you receive your brochure,

complete and mail the "action form" included in the brochure. You will soon receive back a free travel service starter kit listing all the free services and the exclusive toll-free telephone reservation number that is the key to the travel service.

And remember — the Union Privilege Travel Service is absolutely free! And you assume no obligation when you send in your "action form" contained in the brochure you will be receiving.

The Union Privilege Travel Program — the latest in a long list of exciting, useful benefits brought to you by your union, CSEA. Watch for it—arriving soon at your home!

# CSEA conducts health and information fairs



NEW YORK STATE POLICE Sgt. Alfred Dorer of Troop F operates the seat belt "convincer" for Letchworth Local 412 President-elect Martin Sherow in the photo above. The "convincer" simulates the impact of an automobile crash at a speed of just five miles per hour. Dorer participated in the Letchworth annual EAP health fair, as did the members of the Letchworth Local 412 EAP committee who posed for the photo below. The fair attracted hundreds of employees and community residents who took advantage of the many booths and services provided. Local and statewide agencies made referrals for services and provided on-site blood pressure screening, cholesterol testing, children's fingerprinting and nutritional advice. From left are EAP Coordinators Pat Putnam and Ann Shannon, Dottie Butler, Larry Norfleet, Helen Eisdorfer, Sara Jackson, Ron Roberts, Patrice Del Vecchio, Lawrence Harris Jr. and Jimmy Schultz.



DIANE CAMPION, CSEA REGIONAL DIRECTOR, left, discusses union concerns with Local 409 member Marion Wheeler at the recent informational fair held on the grounds of the Harlem Valley Psychiatric Center.



WESTCHESTER COUNTY MEDICAL CENTER conducted a health fair which included a health screening computer that records blood pressure, weight and other factors, and advises the patient on his or her lifestyle. Sue Briggs, standing at left, demonstrates the machine for a medical center employee while CSEA Organizer Larry Natoli looks on.



## At highway worksites

# Legislature approves 35 MPH

ALBANY — CSEA can claim victory for its Department of Transportation workers. The state Legislature recently passed a law limiting the speed limit in highway construction or work areas to 35 miles per hour.

"This is a major victory for the safety of our members who repair and maintain our highways," said CSEA President Joe McDermott. "We fought hard for this, and we won."

The bill must go to Gov. Cuomo for his signature before it becomes law.



**Watch out for US**  
**We're working for YOU!**

★ CSEA MEMBERS MAINTAINING YOUR ROADS ★  
CIVIL SERVICE EMPLOYEES ASSOCIATION, Local 1000 AFSCME, AFL-CIO

In the past 20 years, 20 employees have died while rebuilding New York state's roads and bridges. As the state continues its "Rebuild New York" program, even more workers will put their lives on the line every day.

While much of the road repair these workers do is to ensure safer driving conditions, this law will ensure safer working conditions for them.

"Worker safety is a vital issue in any situation, but highway workers are particularly at risk from speeding vehicles," McDermott said. "The 35-mph speed limit will substantially reduce that risk."

## Legislative update

ALBANY — The state Assembly recently passed a package of bills called the 1989 Worker Protection Agenda.

CSEA supports these bills, which offer protection for worker rights and worker health and safety. Some of the bills which would affect public employees are listed below.

**A.1935** strengthens safety standards and gives the employee the right to refuse a work assignment that threatens his health and safety pending a Department of Labor review.

**A.4515/S.5219** gives employees the right to learn the contents of their personnel files and the right to offer corrections or place statements in their records. The Senate version of the bill is in the Senate Labor Committee.

**A.7427/S.5491** establishes a program of examination or laboratory testing to diagnose occupational diseases. The Senate version of the bill is the Senate Labor Committee.

**A.8084** prohibits the use of any type of lie detector by employers.

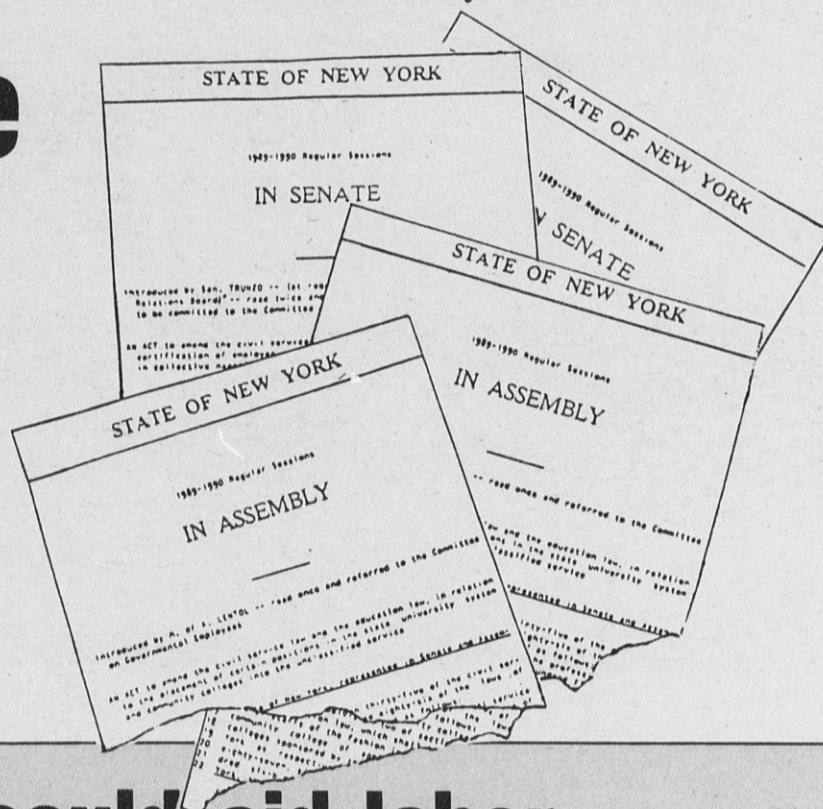
Other CSEA-supported bills moving through the Legislature include:

**A.308/S.216** provides volunteer firefighters who work for the state leave time when they are absent because of an emergency. The bill is on the third reading in the Senate and in the Assembly Government Employees Committee.

**A.3500/S.3818** would require doctors who accept Medicare patients to accept the Medicare reimbursement rate as payment in full, rather than bill excess charges to the patients. The bill has moved from the Assembly Aging Committee to Rules and is in the Senate Health Committee.

**A.1705A/S.4893** provides penalties of up to \$200 to public employers who fail to correct safety and health violations in the time allowed. The bill is in the Assembly Codes Committee and is on the second reading in the Senate. It will have one more reading there before the Senate votes on the bill.

**A.2911/S.927** provides safety guidelines for users of video display terminals (VDTs). The bill is in the Assembly Rules Committee and the Senate Labor Committee.



## Bills could aid labor, non-competitive classes

ALBANY — Two bills being considered in the state Legislature would make it possible for CSEA members who are labor class or non-competitive class state employees to take competitive exams.

**A.6490/S.4706** would allow labor class employees to take promotional exams when the test are held in conjunction with open competitive exams. CSEA represents more than 96 percent of the state's 9,210 labor class employees.

**A.8542/S.4392** would allow non-competitive employees with five years experience to take promotional exams. CSEA is working to have the bill amended to include labor class employees.

"We think these bills represent real progress for our members," said Larry Scanlon, CSEA's director of legislative and political action. "These workers are valuable members of the state team and deserve the opportunity to advance into competitive-level jobs."

Currently, labor and non-competitive class employees have restrictions on taking competitive exams.

"We're working hard to convince the Legislature these bills are in the state's best interest," Scanlon said. "Labor and non-competitive workers are local state employees who, given the opportunity, can make an even larger contribution to the state."

The Senate has passed S.4706 and A.6490 is in the Assembly Government Employees Committee.

S.4392 is in the Senate Rules Committee and A.8542 is in the Assembly Government Employees Committee.

# A children's campaign

The children of working parents will take their case for vital family-oriented legislation to the U.S. Congress on June 21.

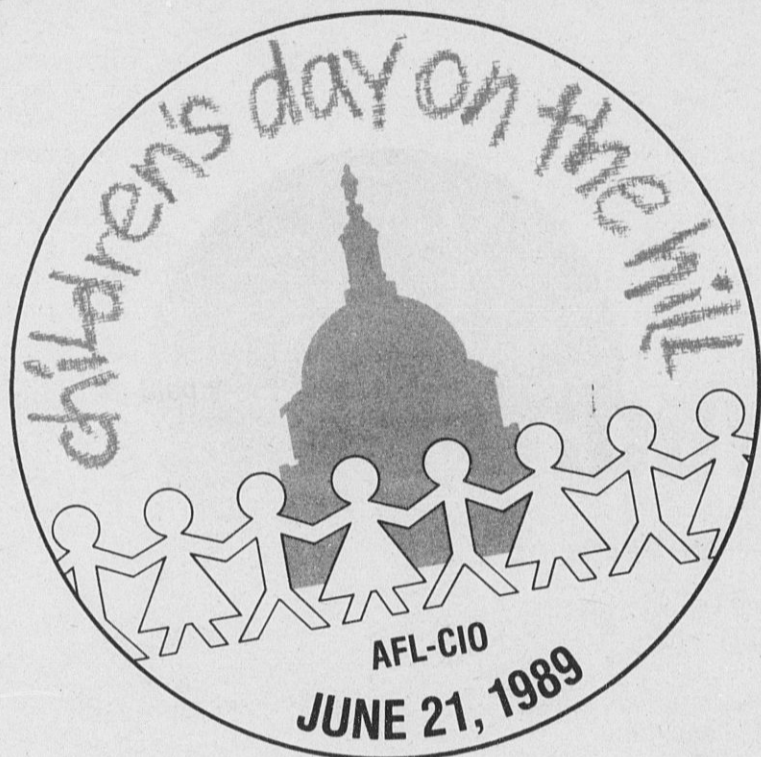
Children from all over the state will join in the effort to convince legislators of the importance of comprehensive child care and

parental leave legislation. The 2,000 children and parents will bring with them thousands of petitions signed by children from every state.

CSEA and AFSCME will participate in the effort. CSEA is circulating petitions and

AFSCME is sending one parent and child from each state to the rally.

Congress is currently studying the Family and Medical Leave Bill and the Act for Better Child Care.



## THE DEMANDS OF WORK AND HOME LIFE SOMETIMES GET TO BE TOO MUCH.

Your babysitter can't make it. . . . What do you do with your kids? Your daughter comes down with the flu. . . . Who's going to stay home with her? You've just had a baby. . . . But you've got to be back at work in four weeks.

## Problems every working parent has to face.

Our union is supporting the AFL-CIO's Children's Day on the Hill. Mothers, fathers and kids will go to Washington, D.C. from all over the United States to tell Congress it's time to pass the Family and Medical Leave Act and comprehensive child care legislation to improve the supply, quality and affordability of care in this country.

WE SHOULDN'T HAVE TO CHOOSE BETWEEN  
OUR FAMILIES AND OUR JOBS.  
IT'S TIME FOR CONGRESS TO HELP.

# Write again!

## Join letter campaign to aid school workers

CSEA and AFSCME are fighting for legislation that would allow New York the option of paying non-professional school employees unemployment compensation between academic years or terms.

You can help by writing or calling the members of the U.S. Senate Finance Committee asking them to support S.667. You can use the sample letter on this page or write your own. If you are a school employee, you can explain how this bill would affect you and how you and your family are hurt by the lack of unemployment compensation between school years.

The bill, introduced by Sen. Spark Matsunaga (D-Hawaii) restores the option of providing unemployment compensation to 10-month school employees. That option was eliminated in 1983 legislation.

Because the non-professional staff who keep schools running — the custodians, clerical staff, cafeteria workers and bus drivers — are some of the lowest paid workers in the country, unemployment compensation paid between school years can mean the difference between living above the poverty line or below it.

**“Even if you’re not affected, we’re asking you — the whole union — to write to the U.S. Senate Finance Committee.”**

Without that money, many must rely on public assistance to survive.

“Our school district workers are some of the most valuable. They are the backbone of the education system,” said CSEA President Joe McDermott. “We’re doing everything we can to be sure they are not discriminated against in unemployment compensation.”

All other seasonal employees — except professional athletes — are eligible for unemployment compensation. Even people who work in schools but are employed by other agencies or subcontractors can collect unemployment.

CSEA Federal Issues Coordinator Joe Conway said that while only a percentage of CSEA members are school employees, the whole union should make the effort for their union brothers and sisters.

“Even if you’re not affected, we’re asking you — the whole union — to write to the U.S. Senate Finance Committee,” Conway said. “That’s the true spirit of unionism.”

“CSEA can have tremendous impact on this issue, but we all have to act,” McDermott said. “The more letters we write, the more influence we have. And no matter how hard CSEA and AFSCME staff work in lobbying for S.667, it won’t have the effect that an avalanche of letters from CSEA members will have.”

Dear Senator \_\_\_\_\_:

As a member of the Civil Service Employees Association (CSEA) of New York state, an affiliate of the American Federation of State, County and Municipal Employees (AFSCME), I urge you to support S.667, a bill which directly affects the members of our union.

The bill, introduced by Senator Spark Matsunaga (D-HI), restores the state option to provide unemployment compensation to non-instructional school workers between academic years or terms. The House is expected to include a similar provision in its version of the budget reconciliation bill.

Right now, non-instructional school workers are the only seasonal workers who cannot receive unemployment compensation. And workers who perform the same duties but are paid by another agency are eligible for unemployment.

For example, a crossing guard employed by the police department can collect unemployment off season. Those who work in schools but are paid by subcontractors can also collect unemployment between school years or academic terms.

These workers — the custodians, cafeteria workers, bus drivers and secretaries who keep our schools running — are among the lowest paid in the nation. These jobs are predominately filled by women and minorities and often pay minimum wage or close to it. Because these workers are only employed during the school term, they are only paid for nine months of the calendar year. Unemployment compensation can mean the difference between living above or below the poverty line. Some school workers who once received unemployment benefits are now forced to seek various forms of public assistance during their seasons of unemployment.

S.667 mandates nothing. It simply allows each state to determine for itself whether to extend coverage to non-professional school workers.

In conclusion, I urge you to support S.667. I also urge you to accept the anticipated House provision to restore the state option to provide unemployment compensation to non-instructional school workers when it comes before you for consideration as part of a reconciliation conference.

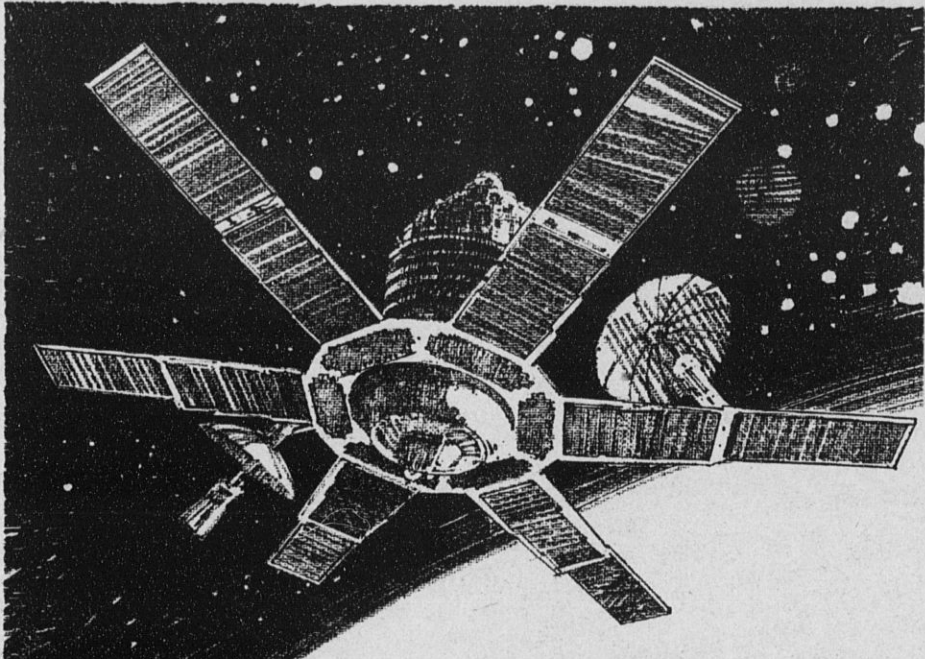
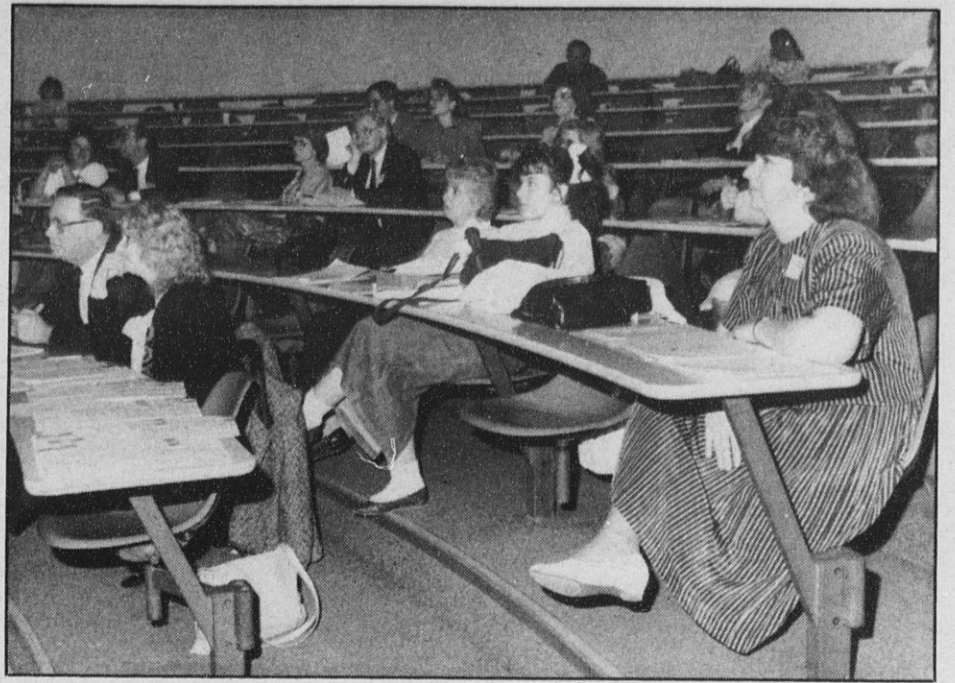
Thank you in advance for your anticipated support.

Address your letter to:  
The Honorable (Senator's name)  
U.S. Senate  
Washington, D.C. 20510

### SENATE FINANCE COMMITTEE MEMBERS

Lloyd Bentsen (D-Texas), chairman  
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Daniel Patrick Moynihan (D-N.Y.)  
Max Baucus, (D-Mont.)  
David L. Boren (D-Okla.)  
Bill Bradley (D-N.J.)  
George J. Mitchell (D-Maine)  
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John Heinz (R-Pa.)  
Dave Durenberger (R-Minn.)  
William L. Armstrong (R-Colo.)  
Steve Symms (R-Idaho)



By Ron Wofford  
CSEA Communications Associate

**BUFFALO** — Nearly 40 members of SUNY College at Buffalo CSEA Local 640 participated recently in a nationwide satellite teleconference that simultaneously linked groups of secretaries around the country.

"Thanks to a CWEP grant that I applied for and received, and the cooperation of the college administration," said Pam Caron, Local 640 vice president, "we were part of an exciting and stimulating event. Although it was accomplished through hi-tech facilities, the information received was very helpful, basic and easy to understand."

The grant from CWEP, the Committee on Work Environment and Productivity, is one of the many given by the joint CSEA/state labor management committee.

The two-hour broadcast emphasized open communications and

# Secretaries linked by satellites

practical ways to develop a team spirit that enhances positive, constructive work relationships.

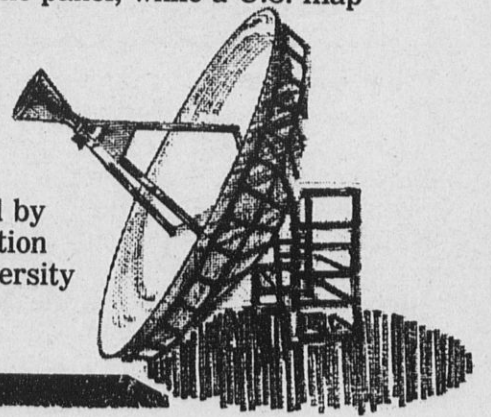
Visible on a large television screen in each location, broadcast conference facilitators and panelists based in Washington, D.C., explored ways to develop or enhance self-esteem, self-confidence or organizational and basic work skills and behavioral traits.

Managers were encouraged to perceive the secretary's role as that of a positive, integral team member, important in reaching any management goals.

An audience interactive segment of the program allowed participants to call in questions to the panel, while a U.S. map on the TV screen pinpointed the national location of the call.

Calls were received from such wide-ranging locations as St. Louis, Mo.; Travis City, Mich.; Fresno, Ca., and Racine, Wis.

The teleconference was sponsored by the American Management Association and broadcast by the National University Teleconference Network.



## The spirit of unionism — Helping members in need

**HAUPPAUGE** — Two Long Island units have shown the spirit of unionism by helping members affected by critical illnesses.

The Syosset School District Unit negotiated with management a special provision allowing members to donate unused sick time to a "sick bank" for the use of Richard Caminiti, who became too ill last February to continue working. According to Unit President Ben Gumin, members have already donated more than 300 days.

The action not only keeps Caminiti on the payroll, but continues his eligibility for medical insurance. Gumin said the family

would have been impoverished without the help of the insurance.

Meanwhile, the Hicksville School District Unit was raising funds for Anna Christie, a teacher's aide, whose son is undergoing several bone marrow transplant operations in a Seattle, Wash., hospital. Both Christie and her husband were forced to take leaves of absence from their jobs to be with him during his treatment. The treatments started in February and will continue through the end of this month.

CSEA co-workers were joined by a community fund and co-workers of Christie's husband in raising money to

continue his medical insurance, carry the monthly mortgage payment on their home and help to pay their living expenses in Seattle.

Linda Hild, president of the CSEA Unit in Hicksville, said Mrs. Christie has written that the first financial aid had arrived "when we felt we couldn't go on."

Both units were congratulated by Long Island Region President Gloria Moran, who said the membership's response was inspiring.

"Union membership is brotherhood," she said. "It is inspiring to see that we take care of each other."



# SAFETY . . .

## First, last and always!

### A MESSAGE FROM CSEA PRESIDENT JOE McDERMOTT

**C**reating a safe workplace is one of CSEA's top priorities. And a report by the Civil Service Department on accidents and injuries in the state workforce shows why safety must remain at the top of our agenda.

The report documents more than 30,000 on the job injuries in the state's 1987-1988 fiscal year.

Security hospital treatment assistants, secure care treatment aides, youth division aides, plumbers and steamfitters and mental hygiene therapy aides are at the top of the list of jobs with the greatest risk of injury. (See story on pages 10-11 for details.)

As appalling as these numbers are, they may only be the tip of the iceberg. The report does not document cases of illness that may be caused by working conditions. Also, people who are injured but choose to simply call in sick and see their own doctor rather than going through the Workers' Compensation process are not counted in this report.

Still, the report proves CSEA's case on several points.

First, it demonstrates that understaffing in the state's institutions is dangerous. The institutional unit has an extremely high accident rate. Many of these are the results of chronic understaffing.

The state is being penny wise and pound foolish. These injuries not only cause great pain to the workers, they cost the state money in medical costs and lost productivity. Think about it: 989 workyears were lost in one year due to accidents!

The message is clear: better staffing in the facilities will reduce the number of accidents.

Second, the report shows that an increased emphasis on safety by management does pay off.

Consider these odds in this Russian Roulette in the workplace. The chances of a DOT employee being injured, according to the report, are one in 10. A worker in OMH is twice as likely to be hurt on the job; the chances are one in five.

**“This is a ridiculous situation. No worker should have to use his or her accruals while out of work because of an on-the-job injury, no matter how long they are out.”**

**“As appalling as these numbers are, they may be only the tip of the iceberg. The report does not document cases of illness that may be caused by working conditions. Also, people**

**who are injured but choose to simply call in sick and see their own doctor rather than going through the Workers' Compensation process are not counted in this report.”**

OMRDD is even worse, with employees facing a one in four chance of being hurt.

Clearly, DOT workers perform dangerous jobs. But DOT has paid more attention to the union's call for a higher standard of safety and the accident rate numbers are better. DOT has professional safety officers in its structure; OMH and OMRDD do not.

Still, DOT is not safe enough. One injury is too many. And as understaffing in DOT grows worse and crews are forced to work in extreme heat and violent weather, the number of accidents will surely go up.

Third, the amount of lost worktime proves that the state should accept CSEA's call for a reform of the Worker's Compensation leave system.

Right now, if a worker is out more than 14 calendar days as the result of an on-the-job injury there is no charge to the person's sick leave accruals.

But, if the worker returns to work on day 13 or before, they are forced to use a portion of their leave accruals.

This is a ridiculous situation. No worker should have to use his or her accruals while out of work because of an on-the-job injury, no matter how long they are out.

“All of us in state government are concerned with reducing the number of on-the-job accidents in state agencies. This report should help administrators direct our occupational safety programs to those employees who are affected most,” Civil Service Commissioner Walter D. Broadnax is quoted as saying about the report.

I hope state managers do read the report and realize the need for an increased emphasis on safety.

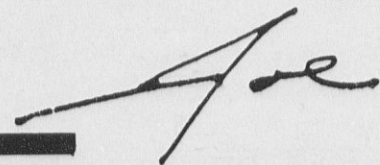
CSEA stands ready to work in cooperation

with management to improve workplace safety in the state, local governments and school districts.

The Civil Service Department report only covers the state workforce, but we know from sad experience that local government and school district employees face many of the same risks.

That is why the union is beefing up its ability to deal with health and safety problems. All of CSEA's labor relations specialists have received training in occupational health and safety. These staff members are available to help you in your workplace.

Nothing is more important than a safe and healthy workplace for all of our members. CSEA will always work toward making that goal a reality.



## Latest occupational accidents report confirms

# Public employment

"All of us in state government are concerned with reducing the number of on-the-job accidents in state agencies. This report should help administrators direct our occupational safety programs to those employees who are affected most."

— Civil Service Commissioner Walter D. Broadnax.

"In a sense, there's a general ignorance about safety. Managers look at the dollars and say 'we can't afford to do something to make the workplace safer. Just be careful.' But really, we can't afford not to afford it."

— CSEA Director of Occupational Safety and Health Jim Corcoran

## CSEA emphasizes safety on the job because of accident rates like these

You don't have to search very hard to find the reasons for CSEA's great emphasis on health and safety issues.

Many public employees, depending on their job titles, can look around their work areas and see that one-third or more of their fellow employees suffer accidents on the job every year.

And the reasons can be seen on the bottom line of the just-released second annual occupational accidents report covering state employees — 30,121 work-related accidents during the fiscal year ending March 31, 1988! And that astonishing total only includes those who bothered to go through the Workers Compensation process. The actual total of accidents was much, much higher!

In more than half of the reported accidents, employees suffered sprains, bruises, contusions and lacerations. Many accidents caused serious injuries resulting in lost workdays.

And while the report does not cover them, certainly thousands of local government public employees were injured during the same time frame.

All of which reinforces CSEA concerns that public employment is a high-risk occupation.

**Report documents trauma cases only; excludes cases of job-related illness**

"Basically this report is the tip of the iceberg," CSEA Director of Occupational Safety and Health Jim Corcoran said of the latest report issued by the state Department of Civil Service.

"This report documents trauma cases in the workplace, but not really illnesses like cancer, nervous disorders and other diseases caused or exacerbated by the conditions people work under," Corcoran said.

## DANGEROUS JOBS

The report supports CSEA's contention that public employment can be risky.

By their very nature, some jobs are inherently dangerous. For example, jobs in psychiatric centers and developmental centers, where, CSEA says, understaffing and forced overtime contribute to the risks of the jobs.

The accident report concludes that mental hygiene therapy aides (MHTAs) have the fifth highest accident rate in state service. An average of one out of every three MHTAs had an accident during fiscal year 1988, accounting for more than 6,000 of the total accidents in the state workforce. Mental hygiene therapy assistant I workers ranked seventh with a rate of 29.8 percent, and mental hygiene therapy assistant II employees ranked in the highest 20 job titles with an accident rate of 23.9 percent.

Security hospital treatment assistants, who provide basic safety and custodial services to patients in secure psychiatric forensic facilities, reported the highest number of accidents. The 500 employees in that title had 292 accidents during the fiscal year, a rate of 58.4 percent. Secure care treatment aides had an accident rate of 44.6 percent, followed by youth division aide IV (38.4 percent) and plumber & steamfitter (34.6 percent).

Completing the top 20 list of job titles with the highest accident rates were youth division aide III, mental hygiene therapy assistant I, correction officer, cook, maintenance assistant, carpenter, electrician, licensed practical nurse. Also, general mechanic, grounds worker, food service worker I, state police trooper, mental hygiene therapy assistant II, housekeeper and community residence aide.

# can be very

## DANGEROUS LOCATIONS

In terms of employee accident rates, the Great Meadow Correctional Facility in Washington County was the most dangerous work location in the state. The 759 employees there were involved in 508 accidents, a 67 percent accident rate. Department of Correctional Services facilities combined had an accident rate of 23.4 percent.

Employees at psychiatric centers had a one-in-five risk of being involved in an accident during the year. Psychiatric facilities registered an overall 19.2 percent accident rate. Among the most dangerous of those facilities were Rockland Children's Psychiatric Center (57.6 percent), Elmira Psychiatric Center (49.1 percent), Central New York Psychiatric Center (43.6 percent) and Hutchings Psychiatric Center (42.8 percent).

Employees at Office of Mental Retardation and Developmental Disabilities (OMRDD) facilities were injured at a rate

of 21.2 percent. Individual facilities with the highest accident rates included Craig Developmental Center (39.4 percent), Broome Developmental Center (35.7 percent) and Oswald D. Heck Developmental Center (33.3 percent). Wassau Developmental Center, Syracuse Developmental Center, Seneca Developmental Center and Mark Developmental Center all recorded accident rates at or above 25 percent.

State employees had an overall accident rate of 21.3 percent. Among the campuses reporting highest incidents of mishaps during the year were Agricultural and Mechanical College at Alfred (28.3 percent), Health Science Center at Syracuse (26.6 percent) and the College of Environmental Science and Forestry (23.6 percent).

State Department of Transportation (DOT) employees were involved in accidents at a rate of 10.4 percent. The 1,325 DOT workers reported 1,325 accidents during the year.

## AVERAGE AGE, SERVICE

On average, younger employees with less than average length of service were most likely to have an accident, according to the report.

The average age of all employees who had a reportable accident last fiscal year was 38, while the average age of the state workforce as a whole was 41.

The average length of service for all employees involved in accidents was 8 years, while the average length of service for the workforce as a whole was 11 years.

## OUT FOR WEEKS

When state workers are injured, they are likely to remain off the job for several weeks on average.

OMRDD employees, for instance, lost 93,729 work days as a result of 2,299 lost-time accidents, an average of 40.77 days per accident.

Office of Mental Health (psychiatric centers) employees were off the job an average of 39.25 days, losing 86,753 work days in 2,210 lost time accidents.

DOT workers lost an average of 37.54 days for each lost-time accident. DOT employees

lost 10,887 work days in 290 lost-time accidents.

Division for Youth workers had 216 lost-time accidents and were off-the-job 8,667 days, an average of 40.12 days per accident.

SUNY employees were involved in 533 lost-time accidents and were laid-up an average of 46.29 days for each accident.

State Education Department workers were out an average of 52.17 days for each lost-time mishap. Tax and Finance Department workers, when injured, averaged 35.96 days off the job.

## WORST DAYS, SEASONS

State employees are most likely to be involved in accidents in the first half of the workweek. The report shows most accidents occur on Mondays, Tuesdays and Wednesdays, in equal numbers of about 17 percent each day.

There are more accidents in the spring and summer months (April through September) than in the fall and winter months. More accidents occur in July (10.5 percent) than any other month, followed by June (9.8 percent) and August (9.1 percent). March and November had the lowest accident rate (7.0 percent), followed by February (7.4 percent).

## TYPES OF INJURIES

When state workers are injured on-the-job they are most likely to receive sprains or contusions (very deep bruises). Last year 34.9 percent of injuries involved sprains and 18.6 percent resulted in contusions. Other injuries included bruises (4.1 percent), lacerations (3.9 percent), punctures (2.5 percent) and fractures (2.4 percent). Overall there were 26,617 injuries reported during the year, including 642 fractures.

Nearly one in every four injuries involved more than one part of the body. Back injuries were the most prevalent, involving 16.8 percent of injuries reported last fiscal year. Other leading injuries were to the fingers (6.4 percent), knees (5.9 percent), head (2.9 percent) and face (2.4 percent).

## EXPENSIVE ACCIDENTS

Accidents are not only a painful hardship for the employees injured. When injured employees lose time, their work must be picked up by their fellow workers.

In the previous fiscal year, according to the report, employees in the major bargaining units of state workers, including CSEA units, lost the equivalent of nearly 1,000 workyears due to on-the-job accidents. The actual lost time is even greater, since the report does not include employees who were out fewer than five days, which is the waiting period for lost-time payments from the State Insurance Fund.

And accidents are costly. Medical expenses for accidents that occurred in the 1987-88 fiscal year cost the state more than

\$6 million — \$6,085,906 to be exact. That was 23.2 percent higher than the previous year's bill of \$4,940,646.

Among CSEA bargaining units, Institutional Services Unit employees reported 10,957 accidents during the year, of which 7,206 were serious enough to require medical payments. Operational Services Unit workers had 5,428 accidents, 3,681 of which required medical attention. For Administrative Services Unit employees, the totals were 1,679 accidents, 900 of which resulted in medical payments. Thirty-seven people were injured severely enough for medical attention in 69 accidents reported among Division of Military and Naval Affairs workers during the year.

# and dangerous to your health!

# Risk reduced

## AFSCME gains blood-borne disease standards

Thousands of CSEA members will now have an extra measure of protection against blood-borne disease, thanks to new safety and health guidelines proposed by the Occupational Safety and Health Administration (OSHA).

The guidelines were issued in response to a petition for tougher standards initiated by CSEA's international union AFSCME, more than two-and-a-half years ago.

AFSCME President Gerald McEntee called the OSHA action "a major first step in addressing the serious hazards faced by millions of health care workers and others exposed to blood-borne disease."

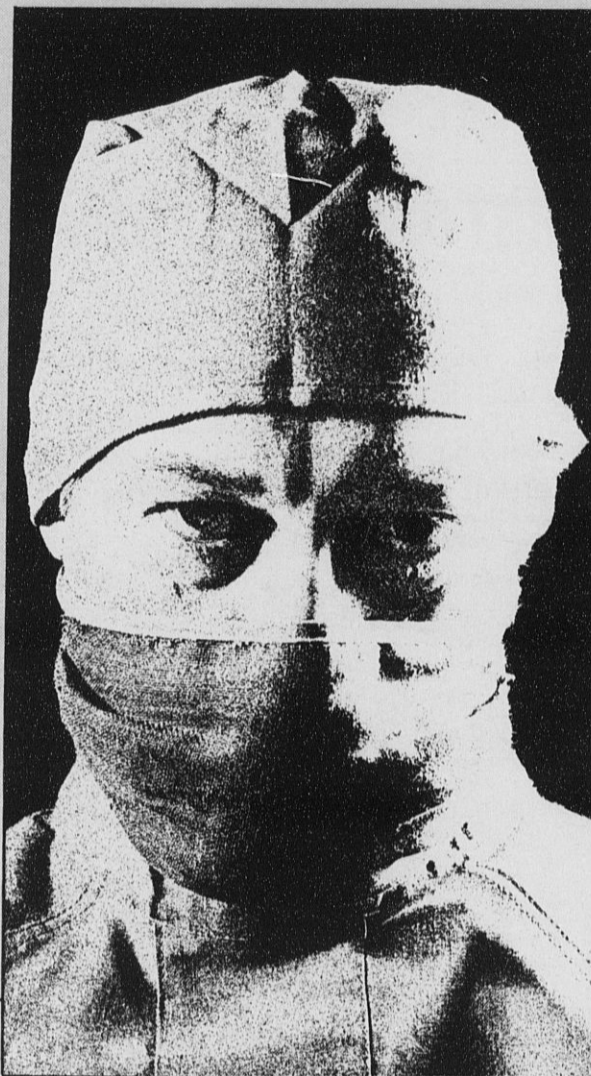
But McEntee expressed some alarm that parts of the standard have been seriously weakened since OSHA issued a draft proposal in January that AFSCME found satisfactory.

On the positive side, McEntee said he is pleased that coverage is determined according to exposure to potentially infectious body fluids, rather than job title.

"This means that the standard will cover not only direct care hospital and emergency workers, but also corrections, mental health, custodial, fire-fighting, housekeeping, law enforcement and any other workers who have exposure to blood," he said.

"Safety and health standards have to

reflect workplace realities," added CSEA president Joe McDermott. "These standards recognize that there are different types of risk depending on the kind of work that people do."



Among other things, the standard requires that hepatitis B vaccinations be offered to any employee exposed to blood one or more times a month — at the employer's expense.

The proposal also contains requirements for an infection control program, work practices to reduce the hazards, personal protective equipment, medical surveillance for exposed employees, safer housekeeping practices, controls on infectious waste disposal and record-keeping.

The union leaders criticized the parts of the standard that put higher priority on the use of personal protective equipment instead of on engineering controls. This is seen as a radical departure from previous OSHA standards and accepted industrial hygiene practices.

For example, there is increasing evidence that poorly designed needles and other equipment leads to needlesticks and other employee exposure. Eliminating the emphasis on engineering controls removes the incentive for manufacturers to develop equipment such as self-sheathing needles that "engineer" or build in safeguards for workers — without making the employee constantly take protective action.

"This aspect of the proposal goes off in the wrong direction," said McDermott. "The emphasis should always be on making the workplace safer, not just learning to live with the dangers."

## CSEA addresses Empire Plan concerns

Concerns about the number and availability of Empire Plan participating doctors in some geographic areas has prompted CSEA to raise the issue with the Joint Committee on Health Benefits.

CSEA acted after union activists collected 1,800 signatures on a petition expressing concern.

While the problem of access to participating Empire Plan providers is more serious in some locations than in others, overall the plan has lost fewer than 1 percent of its doctors since Jan. 1, 1989. There are still 19,382 doctors and another 8,476 providers (chiropractors, podiatrists, nurses and labs) available statewide, which means that the Empire Plan remains the most comprehensive health insurance program of its kind.

CSEA feels, however, that more needs to be done to attract and retain providers in certain areas and medical specialties. That effort will receive high priority in the months ahead.



SHOW OF CONCERN — Harlem Valley Psychiatric Center's Henry Walters and Wassaic Developmental Center's Steve Pellicciotti present a petition with 1,800 signatures expressing concern about the availability of Empire Plan providers in some locations to Tim Mullens, CSEA staff director of the Joint Committee on Health Benefits.

# Officers training scheduled for July, August, September

Orientation and advanced training programs for CSEA unit and local officers, plus additional specialized training classes for unit and local secretaries and treasurers, will be held throughout CSEA's six regions.

Training programs will be conducted during July, August and September for all recently elected or re-elected CSEA unit and local officers.

"Officers Orientation" and "Officers Training: Advanced Leadership" training programs will be conducted by staff

education and training specialists from CSEA's Education and Training Department. All unit and local officers are encouraged to participate in the appropriate program.

"Secretary Training" programs will be conducted for unit and local secretaries by CSEA statewide Secretary Irene Carr.

"Treasurer Training" programs will be conducted for unit and local treasurers by CSEA statewide Treasurer Mary E. Sullivan and CSEA Director of Finance Cathy Bruno.

Information on the date, time, location and registration deadline for training programs in your region is available by contacting your CSEA regional headquarters. A list of regional offices and telephone numbers can be found on page 19 of this issue of *The Public Sector*. Registration forms are also available from regional offices and should be completed and returned according to instructions on the forms.

## Officers training dates, locations

NOTE: "Officers Orientation" and "Officers Training: Advanced Leadership" seminars will be presented on the same date in each region according to the schedule below. The exception will be in Region 2, where "Officers Orientation" will be presented on July 19 and "Officers Training: Advanced Leadership" will be presented on July 20.

"Secretary Training" and "Treasurer Training" will be conducted on the same dates in each region according to the schedule below. The schedule below is tentative and additional dates may be added.

<u>Date</u>	<u>Training</u>	<u>Location</u>	<u>Region</u>
July 11 (T)	Secretary/Treasurer	Albany	4
July 12 (W)	Secretary/Treasurer	Suffolk	1
July 13 (Th)	Secretary/Treasurer	New York City	2
July 15 (Sat)	Secretary/Treasurer	To be announced	3
July 19 (T)	Officer (Orientation)	New York City	2
July 20 (W)	Officer (Advanced)	New York City	2
July 22 (Sat)	Secretary/Treasurer	Syracuse	5
Aug. 1 (T)	Officer	Suffolk	1
Aug. 2 (W)	Officer	Nassau	1
Aug. 3 (Th)	Officer	Fishkill	3
Aug. 3 (Th)	Secretary/Treasurer	Buffalo	6
Aug. 8 (T)	Officer	Potsdam	5
Aug. 9 (W)	Officer	Watertown	5
Aug. 10 (Th)	Officer	Syracuse	5
Aug. 12 (Sat)	Secretary/Treasurer	Glens Falls	4
Aug. 15 (T)	Officer	Buffalo	6
Aug. 16 (W)	Officer	Rochester	6
Aug. 19 (Sat)	Officer	Glens Falls	4
Aug. 22 (T)	Officer	Fredonia	6
Aug. 23 (W)	Officer	Hornell	6
Aug. 24 (Th)	Officer	Binghamton	5
Aug. 29 (T)	Officer	White Plains	3
Aug. 30 (W)	Officer	New Paltz	3
Aug. 31 (Th)	Officer	Albany	4
Sept. 7 (Th)	Officer	Albany	4
Sept. 9 (Sat)	Officer	Plattsburg	4
Sept. 12 (T)	Officer	Nassau	1
Sept. 13 (W)	Officer	Suffolk	1
Sept. 14 (Th)	Officer	Utica	5
Sept. 19 (T)	Officer	Middletown	3

**OFFICERS ORIENTATION** training is designed for *new* unit and local officers, or for incumbent officers who did not previously attend an orientation training program.

Officers will learn about resources available to help them do their jobs and receive instructions in such areas as laws affecting union activities and labor history.

**OFFICERS TRAINING: ADVANCED LEADERSHIP** programs are designed for re-elected officers who wish to fine tune leadership skills.

**SECRETARY TRAINING** programs are intended for *first-time elected secretaries*. Instructions will be given in fundamental elements of parliamentary procedure. The training will emphasize the major roles secretaries play on union executive boards, and is an important supplement to "Officers Orientation" and/or "Officers Training: Advanced Leadership" programs.

**TREASURER TRAINING**, mandated by the CSEA Board of Directors, is designed for *first-time elected treasurers*. Training will include an overview of the Financial Standards Codes, accounting forms, reporting requirements and the Treasurer Manual. The seminar will teach treasurers where to look for answers to common financial questions.

# CONTINUING SUPPORT

## CSEA members continue grape boycott

As part of CSEA's effort to support the United Farm Worker's boycott of California table grapes, dozens of members are continuing in their personal, one-day, water only fasts during the month of June.

The members joining in the fast are helping to continue the unbroken fast, started in late December with CSEA statewide President Joe McDermott's personal four-day fast.

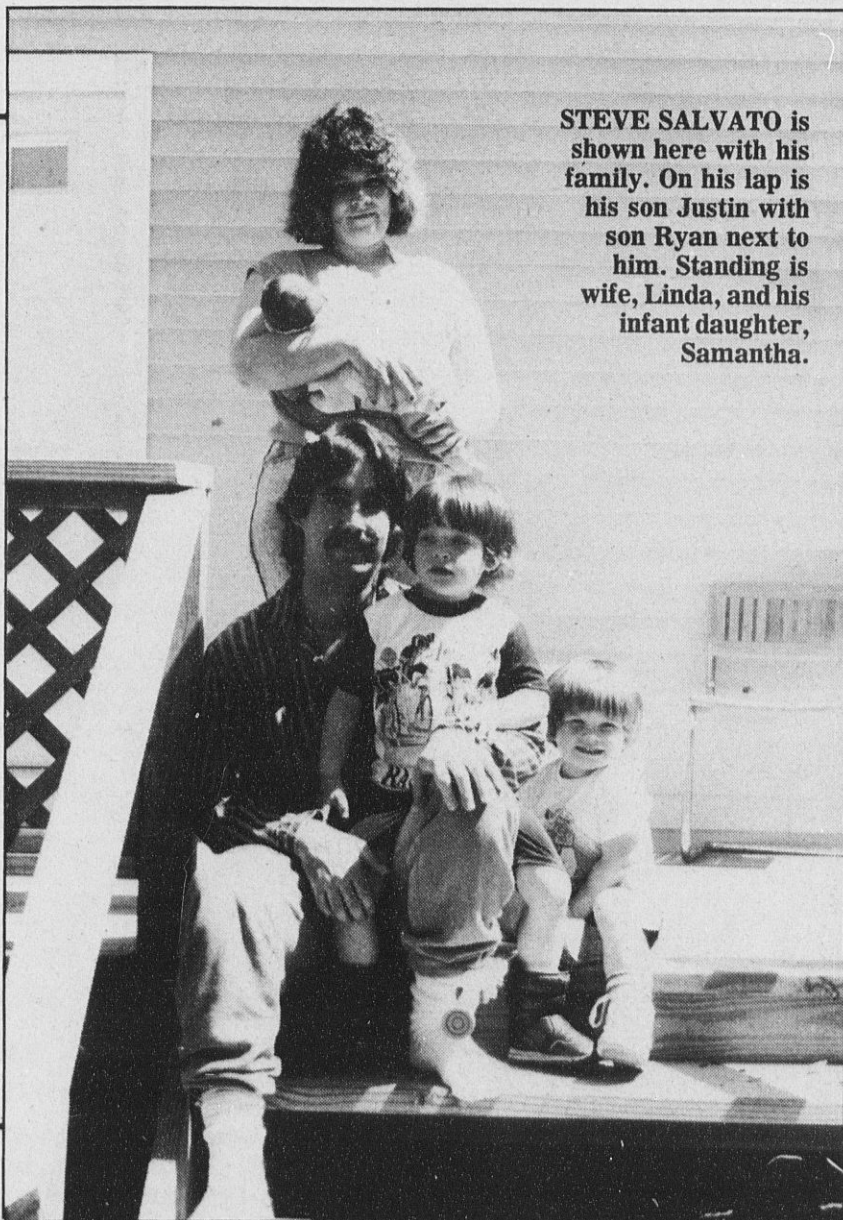
CSEA members scheduled to fast during June are: Wesley Jennings, Tupper Lake; Phyllis Nardone, Rochester; Hank Jenny, Bay Shore; Clem Altibello, Rochester; Joan Johnson, Medford; Robert Shults, Henrietta; Jesse Jones, New York City; J.L. Garrick, Rochester; Ron Jordan, New Russia; Kevin Cox, Holcomb; Frankie Joyner, Brooklyn; Pamela Burrows, Rochester; Lynn Kaplan, Scotia; Anne Boone, Pittsford; E.A. Kearney, Saugerties; Bertha King, Rochester; Bea Kee, Haverstraw; Margaret Daly, Rochester; Donna Keefer, Troy; Dan Wright, Darby; Robert Keeler, Rosedale; Bill Ericson, Angola; George Kelly, Monticello; Bob Mooney, Angola; Fran Kennedy, Schenectady; Ronald Wiskey, Angola; Terry Kennedy, Gowanda; Robert Salansky Jr., Angola; Mary Ellen Papke, Rock City Falls; and J. Scott Keeper, W. Haverstraw.

Also: Kay Dragon, Stillwater; Mary Kilinski, Schenectady; Joseph P. Connors, Mechanicville; Fran King, Attica; JoAnn Kenny, Dansville; Iris Kliszak, W. Seneca; Karen Pagano, Mt. Morris; Bertha Koronas, Donnemora; Karen A. Babcock, Dansville; Carol Kozlowski, Tonawanda; Doris Bourdon, Rochester; Pat Kornely, W. Sayville; Gordon Duprey, Peru; William Korones, Perry; Janet Frisch, Brentwood; Mary Jane Kruszka, Lake View;

Paul Nehrich, Bayville; Michelle LaBarge, Alden; Iris Dennis, New York City; Patricia Labrozzi, Herkimer; Karen Gilmore, Albany; Ernestine Lafayette, Selkirk; Marilee Lalonde, Tupper Lake; Nick LaMorte, Miller Place; and James L. LaRocco, Brentwood.



# BOYCOTT GRAPES!



STEVE SALVATO is shown here with his family. On his lap is his son Justin with son Ryan next to him. Standing is his wife, Linda, and his infant daughter, Samantha.

## Friends band together to help injured fellow worker in time of need

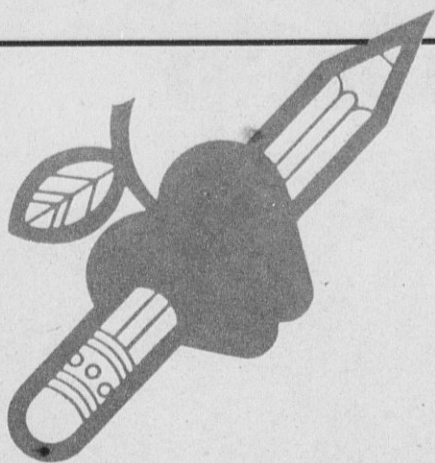
By Anita Manley  
CSEA Communications Associate

WARWICK — Co-workers from the Warwick Valley School District knew that Maintenance Mechanic Steve Salvato needed more than get well wishes after he and his family were involved in a head-on collision.

Fortunately, Salvato, who has worked for the district for 18 months, will eventually recover from his injuries. However, he had only 15 accrued sick days and could have been facing months without a paycheck if his co-workers had not come to his aid.

Thanks to co-workers and school district officials, arrangements were made to have employees donate sick leave to Salvato. Sixty employees donated leave accruals and with the cooperation of the district, Salvato now has enough sick leave to collect a paycheck for a while. In addition, CSEA Unit President Naomi Kaplan collected more than \$1,000 for the Salvato family from teaching and non-teaching staff.

"I'm so grateful for the sick leave time," said Salvato. "It was a wonderful thought. I didn't know you could make that many friends in one-and-a-half years."



## Geneseo local presents award

GENESEO — CSEA SUNY at Geneseo Local 608 members recently presented the first labor relations award to a student at the college.

According to Local 608 President Arlie Bennett, the selection committee, made up of Geneseo College faculty and Local 608 representatives, selected Craig Sullivan of Northport as the 1989 award recipient.

The award, only recently established, is available to a graduating college student who excels in labor-relations studies at SUNY Geneseo.

"We wanted to do this because we think it's important that students learn about and point their careers toward positive labor/management relations," Bennett said. He said that Sullivan won the award because he was "an outstanding senior in the study of labor relations."



PAT HARTER, TREASURER, left, and Arlie Bennett, president of SUNY at Geneseo CSEA Local 608, present the award check to the college's Director of Corporate and Special Gifts, Debbie Hill, Center. The award was later given to graduating senior Craig Sullivan.



CSEA LOCAL 805 PRESIDENT Tim Anderson, center, stands with award recipients Jennifer Zink, left, and Julie Nichols, right.

## Award Recipients Honored with Dinner

OLEAN — Cattaraugus County CSEA Local 805 recently established a scholarship for graduating high school seniors, and held a dinner to honor the first recipients of the award.

"We hope to put this into our by-laws and make it an annual event," Local 805 President Tim Anderson said at the dinner honoring Jennifer Zink and Julie Nichols.

Zink, graduating from Pioneer Central High School, is the daughter of George and Mary Zink of Freedom. Mary Zink is a nurse's aide at the Machias Nursing Home. Jennifer plans to attend Hartwick College in Oneonta.

Nichols is the daughter of Larry and Bonnie Nichols of Olean. She will graduate from Hinsdale High School and attend the University of Pittsburg. Her mother is a typist for the county Social Services Department.

## Farmingdale scholarships awarded

FARMINGDALE — Two scholarship awards, each in the amount of \$324, were recently awarded in honor of a former Local 606 member.

The winners of the awards were Laura Lynn Coty and Carol Balewski. The scholarship was established in the memory of Marie Ackley, who died of a sudden heart attack in November of 1987.

According to SUNY Farmingdale CSEA Local 606 President Jeanne Angiulo, the scholarship qualifications were that

applicants must be a member or a child or spouse of a member of the local, with a grade average of 2.5 or above, attending SUNY Farmingdale and entering the sophomore year.

Laura Lynn Coty is the daughter of CSEA member Lynn Hansen; Carol Balewski is the treasurer of Local 606 who juggles going to school full-time, and working full-time. Angiulo said that Mrs. Ackley, in whose memory the scholarship was established, was a "tireless CSEA worker who never said 'no' to a union request for help."



AT THE AWARDS CEREMONY, from left to right are: Local 606 President Jeanne Angiulo, SUNY Farmingdale President Frank Cipriani, award winner Laura Lynn Coty, award winner Local 606 Treasurer Carol Balewski, Local 606 First Vice President Lila Stein and award committee members Peggy Boltja, Sue O'Donnell and Florence Kauderer.

# Getting through the education maze — the LEAPLINE can help

By Mark M. Kotzin

CSEA Communications Assistant

ALBANY — Do you wonder how you can best use college courses to gain a promotion? How furthering your education can translate into a degree? Does talk of financial aid confuse you? If so, the LEAPLINE has the answers for you!

The LEAPLINE, a new service offered by CSEA's Labor Education Action Program (LEAP), is designed to help CSEA members by answering their questions about educational matters.

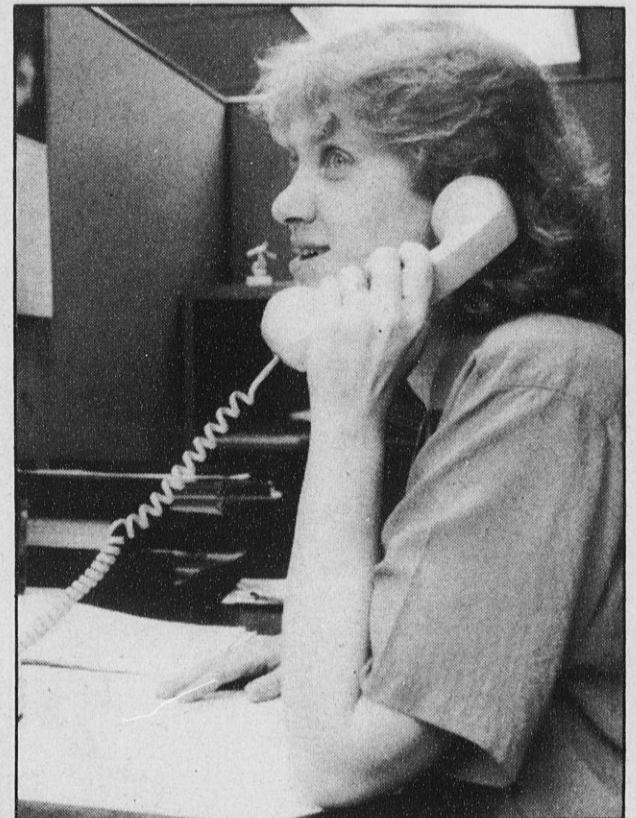
The toll-free number (1-800-253-4332) will connect callers with a professional LEAP adviser who can answer questions about LEAP programs and courses, financial aid,

degree programs, career advancement and college placement. The number will be in service from 9 a.m. to 3:30 p.m., operating on Tuesdays, Wednesdays and Thursdays from June 15 until October 29.

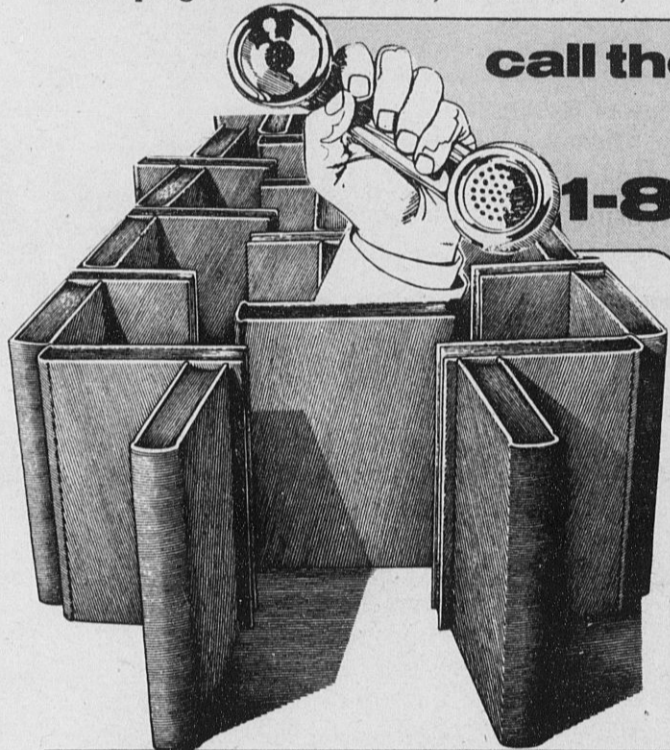
CSEA/LEAP Coordinator of Support Services Joan Johnsen will be handling the incoming calls for the fall 1989 semester.

According to Johnsen, keeping the service in operation until a month after classes start will enable students to call with questions about specific class situations and problems.

"We are here to help the students. One focus of the program is to help those trying to obtain degrees, another is to help those CSEA members who don't know how and where to start with their education,"



CSEA/LEAP COORDINATOR of Support Services Joan Johnsen



**call the new CSEA/LEAP  
LEAPLINE  
1-800-253-4332**

**On Tuesday, Wednesday or Thursday  
between 9 a.m. and 3:30 p.m.**

Johnsen said. "Before, many of the students were just taking courses without direction. We're trying to help them to plan their coursework so that they can reach their goals, be it a specific promotion or a specific degree."

Johnsen hopes to continue the service in the future.

"If the program seems to be useful for the students, we even hope to expand it for the spring semester."

LEAP is the Labor Education Action Program of CSEA. It offers tuition-free courses at two- and four-year public and private colleges, BOCES and various state facilities across New York state. LEAP is available only to CSEA-represented state employees in the Operational Services, Administrative Services, Institutional Services and Division of Naval and Military Affairs units, Health Research Institute and SUNY Construction Fund. CSEA/LEAP courses are designed to increase upward career mobility in state service, and to improve the quality of life on and off the job.

## SUNY Oswego members "make the grade"



EVERYONE IS SMILING within this group of Local 611 members. Recently, these employees of the SUNY College at Oswego graduated from a five-day Human Resources Development Program jointly sponsored by CSEA and the Governor's Office of Employee Relations. The facilitator for the program was Senior Computer Operator and Local 611 member Susan Perry, and parts of the course were taught by Sylvia Hall from SUNY Cortland and Bernard Kaplan of the SUNY Health Science Center at Syracuse.

## LEAP announces fall '89 semester courses

Course announcements and application forms for CSEA's Labor Education Action Program (LEAP) fall 1989 semester will be available by June 16 at your agency training or personnel office.

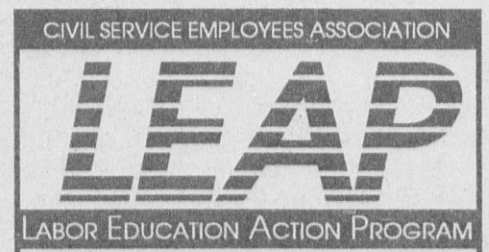
The deadline for applying for the fall 1989 semester is July 24. Completed applications must be received in the LEAP office by that date. **LATE APPLICATIONS CANNOT BE ACCEPTED.**

See the Bulletin Page in the beginning of the Course Announcement for the latest developments in the LEAP program, including:

- The LEAPLINE toll-free education advisement service (see article above)
- The cross-registration pilot program with M/C & PSTP training courses
- The "Empowered Learning" courses (see story on page 17)
- The new cooperative effort between LEAP and the Joint Apprenticeship Committee (JAC)
- Lots of courses on weekends and during the day

Be sure to mail your LEAP Course application yourself and mail it early.

Remember, the fall 1989 deadline is July 24! Call (518) 434-0191 ext. 226/228 or the toll-free LEAPLINE number 1-(800)-253-4332 for more information about LEAP.



# Labor/management cooperation brings innovative program to Newark DDSO



MARTY DISANTO, CSEA Local 417 president, left, talks with Joe Boudreau of the Empire State College, center, and Russell Siraguse, Director of Newark DDSO, about the "Empowered Learning" workshop.

Compiled By Mark M. Kotzin  
CSEA Communications Assistant

NEWARK — What do you do when you know your facility is closing in three years and your employees have to make some difficult education and career choices?

That was the problem facing Maryanne Lettis, project director of the Employee Services Office at the Newark Developmental Disabilities Service Office (DDSO).

The solution to the problem came when Lettis met with Debbie Baum, director of CSEA's Labor Education Action Program (LEAP), to discuss bringing LEAP's "Empowered Learning" workshop to the facility.

The eight-session "Empowered Learning: Unleashing your Career and College Potential" workshop was developed by Empire State College and gives employees the chance to explore career options, to assess basic skills and learning from life and work experiences, to get college information and to develop action plans for future goals.

But because the LEAP program is not designed to deliver courses to individual state agencies, the next problem was how to get funding to bring the workshop to Newark.

Lettis then went to a joint labor/management grant program for help, the state/CSEA Agency Specific Training Grant Program. Program coordinators Bill LaFleur, associate director of Program Planning and Employee Development at the Governor's Office of Employee Relations, and John Weidman, CSEA's program coordinator, were very supportive in funding and setting up the program, because closing of the facility will leave these workers in need of this type of service.

In addition to the cooperative efforts of Lettis, the Agency Specific Grant Program and LEAP, Facility Director Russell Siraguse was helpful in bringing the workshop to Newark DDSO, providing release time for the employees to attend the workshop as well as classroom space at the facility.

The employees at the facility were very pleased with the program, and celebrated at the last class with a "graduation ceremony," where each received a certificate of completion.

Also pleased were the CSEA/LEAP staff. Baum emphasized that this was not only a stepping stone for the facility's employees, but that it also shows how management and labor can cooperate to find creative solutions to help CSEA members.

## Decade-old SUNY Thanksgiving case settled

In a case brought several years ago by CSEA, the Public Employment Relations Board (PERB) found that SUNY at Albany had committed an improper practice in 1977 and 1978 when it closed the facility on the day after Thanksgiving and required employees to either charge their time to leave credits or be placed on leave without pay.

A number of similar cases subsequently filed by CSEA involving other SUNY campuses were held in abeyance pending the outcome of that case. In light of PERB's decision concerning SUNY at Albany, an agreement was reached with CSEA in 1986 to resolve outstanding cases.

The process of identifying the affected members has been complicated and taken a long time but has now been completed. Employees affected by the closing of SUNY facilities on the day after Thanksgiving, Christmas or New Year's who are still employed at SUNY facilities had their leave accruals restored to them as of December 1988. Eligible employees who transferred from SUNY but are still in state service had their leave accruals restored to them this spring.

Through an agreement reached by CSEA and the state, former employees, including retirees, who are eligible under the PERB directed settlement will be reimbursed for

the time they charged to accrued leave credits. Eligible former employees should receive their check by July 1.

Any former employee who is entitled to payment under the provisions of the PERB-directed settlement but has not received a check before July 1 must contact the Personnel Department at their former SUNY facility by Sept. 1, 1989. Those individuals who come forward after Sept. 1, 1989, cannot be guaranteed payment.

For more information about this matter, please contact the Personnel Department or the CSEA Local president at your former SUNY facility.

## Rockland County workers: Taking the first step...

POMONA — Almost two dozen Rockland County employees have taken the first step in improving their job skills and promotional opportunities. These workers have signed up for an English as a Second Language (ESL) class being offered at no charge by the county during work hours.

"We've talked about the need for this for three years," said Unit President Vicki Burton. "I spoke to the (county) Affirmative Action officer and we both presented the idea to the county executive. He not only immediately said yes, but he arranged for

release time during work hours for the employees."

County Executive John Grant said the program was an investment in the employees, helping them perform their jobs more competently and giving them a better chance at promotions.

"The purpose of the program is to help those county employees who have difficulty understanding and using English," he said. "By providing them with help, we are making those employees more effective and more productive.

"At the same time," Grant said, "we

increase their opportunity to seek promotions, to advance their careers in county government and we help them adjust to our community to improve their communications skills. I hope the program will be successful and that it will demonstrate our commitment to helping those who are struggling to be contributing members of our county."

Burton served on the committee to develop the job-related course which is offered at the county health complex two days a week.



# CSEAP

## L/M achievement marks 10 years

ALBANY — "CSEAP is a living monument to labor/management cooperation. I'm very proud that it incorporates the initials of CSEA and the spirit of this union in it," CSEA President

Joe McDermott said at the 10th anniversary of the Clerical Secretarial Employees Advancement Program.

"CSEAP is best described by words like innovative, imaginative and creative,"

McDermott said. "But the true story of CSEAP is best told by its numbers."

More than 30,000 state employees have received training through CSEAP and 8,000 — nearly 25 percent of the Administrative Services Unit (ASU) — have won promotions as a result.

Joining McDermott in his praise was Henrik Dullea, director of State Operations, who said CSEAP was a tremendous step forward in dealing with the changing demands of the public sector workplace.

Civil Service Commissioner Walter Broadnax praised the program for its unique challenge to management and labor — to look at public sector jobs in new and innovative ways, to open doors and increase opportunities for training, re-training and career development.

Elizabeth Moore, director of the Governor's Office of Employee Relations, echoed McDermott and said she looked forward to working with CSEA on other projects.

"Ten years is a wonderful accomplishment," McDermott said. "And let me suggest that you haven't seen anything yet. The best 10 years are yet to come."



CSEA PRESIDENT JOE McDERMOTT praises CSEAP at the program's 10th anniversary celebration.

## Teacher aides fight for jobs

AMSTERDAM — By taking their case to the Board of Education, members of the CSEA Greater Amsterdam Teacher Aide Unit have saved six of 10 jobs slated to be

eliminated in the 1989-90 budget.

They expect to save the remaining four by the end of June.

Armed with statements of support from

teachers, school principals and district administrators, Unit President Carol Jordon presented the unit's case during a packed board meeting. "Our members received the least in salaries and benefits but provide the most in personal services and dedication," Jordon said.

"We provide support to the teachers and support to the students .... To cut 10 positions from our unit of 60 would be a step backward and would endanger the educational process as well as the health and safety of the whole student population."



**“To cut 10 positions would endanger the educational process.”**



# AT YOUR SERVICE

*A handy reference guide to CSEA member services and benefits*

## CSEA Toll-Free

The union's toll-free telephone number — **1-800-342-4146** — is your direct link to CSEA Headquarters.

When you call the toll-free number, a recorded message describes the choices to put you through to the right place for the help you need.

You need a touch-tone telephone to complete your call without operator assistance. If you aren't calling from a touch-tone telephone, an operator will pick up and complete your call at the end of the message.

If you know the extension number of the individual that you're trying to reach, you can press it on your touch-tone telephone at any point during the recorded message and be connected.

If you don't know the extension, the message will give you the following choices:

- \* For Field Operations or the Empire Plan/Health Benefits Committee, press number 1.
- \* For disciplinarys, grievances and other legal matters, press number 2.
- \* For Communications, the Executive Offices or Political Action, press number 3.
- \* If you have a question concerning dues, membership or agency shop, CSEA group insurance other than health or need to talk to the Finance Department, press number 4.

## Employee Benefit Fund

The CSEA Employee Benefit Fund is a CSEA-administered trust fund which provides certain supplemental negotiated benefits for state employees and participating local government employees. It currently administers Dental Care, Vision Care, Prescription Drug, and Package 7 Benefits Plans.

For questions regarding any of the benefits or for assistance with negotiating any plan(s), call: **1-800-342-4274 or (518) 463-4555 or write:**

**CSEA Employee Benefit Fund**  
14 Corporate Woods Boulevard  
Albany, NY 12211

## Retirement

If you are retiring soon, it's important that you select the proper option from the Employees' Retirement system.

By using the services of a CSEA-provided retirement counselor, you'll be able to plan for a lifestyle in your retirement years that takes into account your anticipated expenses.

For more information, call **1-800-366-5273**.

## United Buying Service

Get big savings on consumer products through the union's official discount buying service. UBS combines the power of millions of members to negotiate discounts on a whole range of major name brand products. The program is free to CSEA members and carries no service charges. Watch for information on special monthly offers available only to CSEA members. For details on UBS, call **1-800-877-1UBS or 1-800-877-4UBS**.

## AFSCME Advantage Credit Card

The AFSCME MasterCard has one of the lowest interest rates around — 5 percent above the prime lending rate. There is no annual fee.

To obtain an application form, call your CSEA regional office (see adjacent map).

The card is issued by the Bank of New York. If you apply for a card and there is no response within four weeks, call the bank toll-free at **1-800-942-1977**.

## Traffic Survival Workshops

CSEA has a special arrangement with the National Traffic Safety Institute to offer the workshops for union members and their immediate families on a voluntary, self-pay basis.

The workshops are offered in cooperation with the state Department of Motor Vehicles and your insurance company as a way to lower your insurance premiums, reduce your driver record violation points and sharpen your driving skills.

Classes are offered at the special discount cost of \$20 (approximately one-half the regular full price for similar classes).

Each class is six hours long and may be taken in one Saturday session or two weekday evening sessions.

Call **1-800-541-5154** for more information.

## Insurance

CSEA offers several insurance programs at low group rates and provides the convenience of automatic payroll deduction.

These voluntary group plans include: Basic Group Life, Supplemental Life, Income Protection Program, Hospital Indemnity Plan, Family Protection Plan, Auto Insurance and Homeowners Insurance. For more details, call **1-800-366-5273 or (518) 381-1600**.

## AFSCME Advantage Travel Services

Helps you get where you're going, fast. And saves you money in the process!

You can stretch your dollars with the cost-free travel benefits that include guaranteed lowest available airfare, car rental discounts, hotel and motel discounts and a vacation hotline.

For a free starter kit call **1-800-522-8727**.

## Safety

To report unsafe or unhealthy working conditions or serious accidents, call your CSEA labor relations specialist. For occupational safety and health information, call CSEA headquarters at **1-800-342-4146**.

## Education and Training

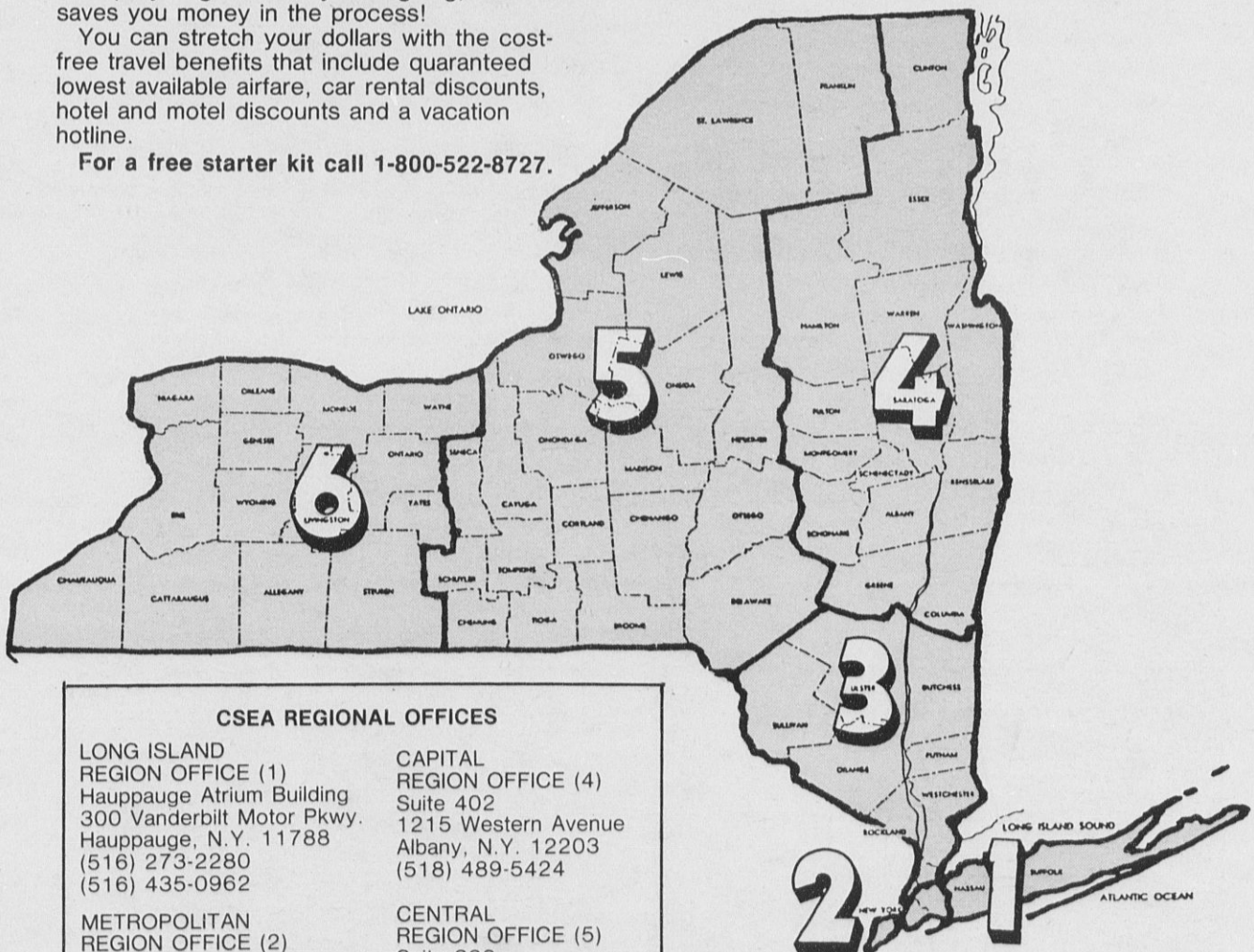
CSEA can help you prepare for civil service exams with low-cost study booklets and free-to-borrow video tapes and audio tapes.

CSEA also provides educational workshops for union activists eager to learn more about their union responsibilities.

To request booklet order forms or to obtain information on the video/audio tapes or union workshops, call CSEA headquarters at **1-800-342-4146**.

## Grievances, Disciplinarys

If you believe you have a grievance, immediately contact your Local grievance representative or shop steward. If they are unavailable, contact your CSEA Unit or Local President, or your CSEA Labor Relations Specialist at the appropriate regional office (see adjacent map). Do not delay if you believe you have a problem; grievances must be filed on a timely basis.



### CSEA REGIONAL OFFICES

**LONG ISLAND REGION OFFICE (1)**  
Hauppauge Atrium Building  
300 Vanderbilt Motor Pkwy.  
Hauppauge, N.Y. 11788  
(516) 273-2280  
(516) 435-0962

**METROPOLITAN REGION OFFICE (2)**  
Suite 1500  
11 Broadway  
New York, N.Y. 10004  
(212) 514-9200

**SOUTHERN REGION OFFICE (3)**  
Rural Route 1  
Box 34, Old Route 9  
Fishkill, N.Y. 12524  
(914) 896-8180

**CAPITAL REGION OFFICE (4)**  
Suite 402  
1215 Western Avenue  
Albany, N.Y. 12203  
(518) 489-5424

**CENTRAL REGION OFFICE (5)**  
Suite 308  
290 Elwood Davis Road  
Liverpool, N.Y. 13008  
(315) 451-6330

**WESTERN REGION OFFICE (6)**  
482 Delaware Avenue  
Buffalo, N.Y. 14202  
(716) 886-0391

## Current Issues Update

To find out what's new and to get information about items of general interest to CSEA members, call toll-free **1-800-342-4146** and press number 5.

# Oswego County employees campaign to

Keep the

# PUBLIC in our nursing home!

OSWEGO COUNTY LOCAL 838, CIVIL SERVICE EMPLOYEES ASSOCIATION

Compiled by Daniel X. Campbell  
CSEA Communications Associate

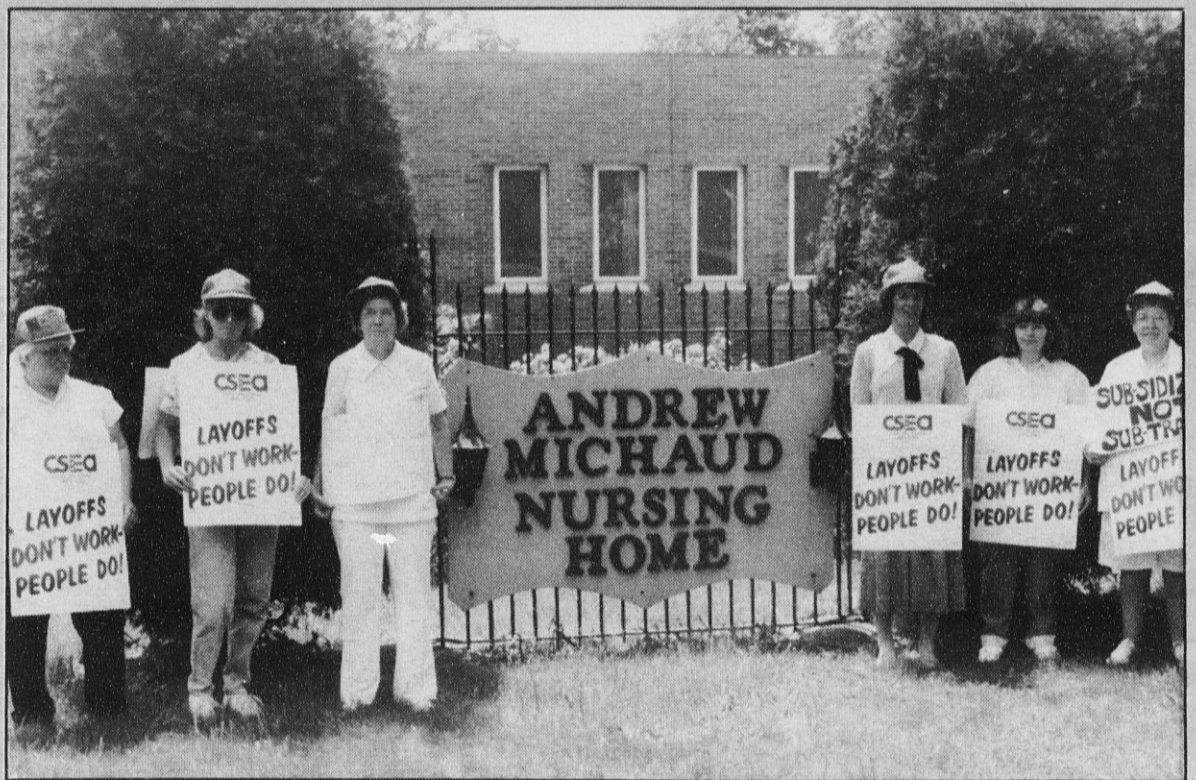
FULTON — CSEA members at Oswego County's Andrew Michaud Nursing Home who have been demonstrating daily against planned layoffs, forced weekend assignments and reduced services will be joined by other area CSEA members, area labor unions and community organizations on June 15 if issues are not resolved by then.

"We believe the county has misled the employees and the community about the nursing home situation," said CSEA Unit President Judy Naioti. "We're generating community-wide support for retaining adequate staffing levels and maintaining a high level of service for the patients."

CSEA unit members, part of Oswego County CSEA Local 838, have been conducting daily demonstrations and lobbying local legislators to reverse plans to reduce staff and services at the county nursing home. At the same time union representatives have been meeting with community organizations to explain the situation and request support.

At the core of the trouble is what the county claimed is a \$200,000 to \$300,000 deficit in the facility's budget but which CSEA says is not a deficit at all, but rather a financial transaction problem involving the county's surplus fund.

The county, citing what it said was a deficit, threatened to lay off up to 10



CSEA UNIT PRESIDENT Judy Naioti, third from right, leads employees of the Andrew Michaud Nursing Home in a daily demonstration by employees against plans by Oswego County to lay off employees and reduce services to clients at the county nursing home.

employees and force the remaining employees to work three consecutive weekend shifts each month as part of their schedule.

Naioti said the county has not been able to document its claim that the withdrawal of \$300,000 from the county's surplus fund created a deficit in the nursing home budget.

"When CSEA Budget Examiner Kathy Albowicz asked the county to provide information on the deficit claim, the county was at a loss for words," Naioti said.

She said the transaction did not represent a revenue shortfall nor require any increase in taxes, and that layoffs and lowering of service levels are not called for.

CSEA members who work at the Michaud Nursing Home recently began conducting daily demonstrations on their own time to raise public awareness of the situation at the facility. Union officials say they're hopeful they have convinced many county legislators that alternative solutions to the home's current economic problems should be pursued

and that layoffs and reduced services are not the answer.

"Hopefully the county will recognize the true nature of the home's financial picture and act in a responsible manner by working with CSEA and the nursing home administration to find acceptable ways of cutting costs and reducing the need to use surplus funds in the future," Naioti said.

**CUT  
WASTE...**

**Not the  
Workers!**

ANDREW MICHAUD NURSING HOME  
CSEA OSWEGO LOCAL

**One weekend  
for you,  
One weekend  
for me...**

**THAT'S THE  
BALANCED WAY  
TO BE.**

CSEA OSWEGO COUNTY LOCAL 838