


Who's kidding who?

CSEA President Joe McDermott has been telling Gov. Mario Cuomo that the state's new scheme to bleed off the public employee pension system simply puts off today's payment until tomorrow.

"It's sort of like a balloon payment for mortgages," McDermott said in a Long Island *Newsday* story. "It puts off the payments until later on and will cause serious problems with state and local governments' ability to pay down the road."

Cuomo denied that in a press conference even as his own staff was telling investors the real story — that the state's projected unit credit (PUC) plan on how employers contribute to the public employees retirement system will cost everyone in the long run.

**While his own staff
was saying "Yup!"
why was Gov. Cuomo
saying**



NOPE!

"We're confident that it's a good deal," Cuomo said in a press conference on April 23.

AP reporter: "Doesn't PUC, isn't it sort of a save now, pay more later . . .?"

Gov. Cuomo: "Nope!"

AP reporter: "So it wouldn't cause any problems . . .?"

Gov. Cuomo: "Nope!"

OK, Governor, so why does the state's own Prospectus for Revenue Anticipation Notes say this about PUC?

"Legislation has been proposed to require the systems to use a different actuarial funding method which generally defers more pension costs into the future for calculating employer contributions to the systems. After the transition period to the new method, *employer contributions are expected to be higher than under the current method.*"



See pages 3, 4 and 5

INSIDE NEWS YOU CAN USE

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Retirees sound off, and how, about government's blatant raid on the pension fund.

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They were paraded out in handcuffs and the glare of TV lights, so where was the media when they walked back in, exonerated and aglow with innocence?

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Your handy reference guide of CSEA member benefits and services.

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Despite the rainy, cool weather, one sure sign that spring is here is the opening of the State Barge Canal system.

Deadlines announced for submitting Constitution and By-Laws amendments

Proposed amendments to the CSEA Constitution and By-Laws must be submitted at least 90 days prior to the opening of CSEA's Annual Delegates Meeting, CSEA Statewide Secretary Irene Carr reminds. Resolutions must be submitted at least 60 days prior to the Annual Delegates Meeting.

Proposed amendments and resolutions

must be submitted to Secretary Carr's office at CSEA headquarters in Albany.

Amendments to the Constitution and By-Laws must be submitted by July 24, 1990, and resolutions must be submitted by Aug. 23, 1990. The 1990 Annual Delegates Meeting will be held Oct. 22 to 26 at the Concord Hotel, Kiamesha Lake.

Local, unit presidents reminded to return survey forms to CSEA

All CSEA local and unit presidents are reminded to complete and return as soon as possible a field services survey form mailed to them recently.

EBF gets new toll-free telephone number effective June 4

1-800-323-EBF-3732-CSEA

The CSEA Employee Benefit Fund (CSEA EBF) is changing its toll-free telephone number effective June 4. For questions and information on EBF's benefit plans, call the new toll-free number on or after June 4. **THE NEW TOLL-FREE NUMBER IS 1-800-EBF-CSEA (1-800-323-2732).** The local number remains unchanged — (518) 463-4555.

THE PUBLIC Sector

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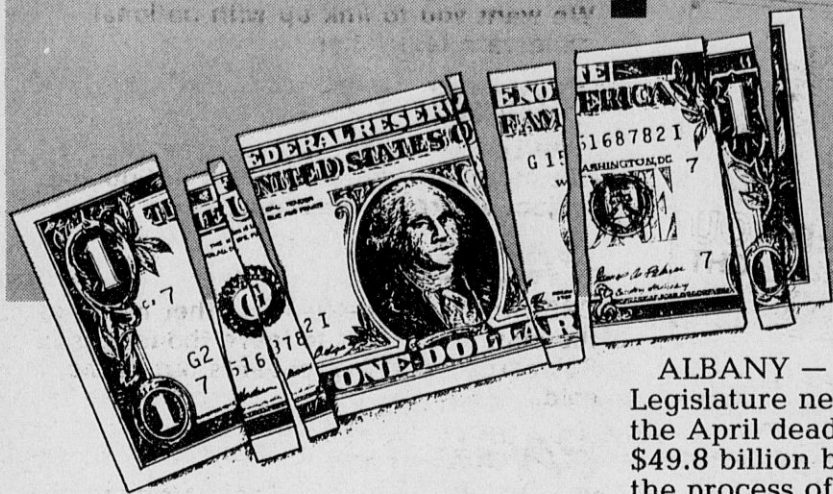
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The 1990-91 state budget:

More questions than answers



OCA pay lag a real problem

CSEA is opposed to the decision to lag Office of Court Administration employees' paychecks.

The plan to institute a lag payroll for non-judicial employees violated Public Employment Relations Board (PERB) decisions that make lag payroll a subject of mandatory negotiations.

The Taylor Law also guarantees employees their right to negotiate terms and conditions of employment. CSEA maintains that a lag payroll is a term and condition of employment.

DSS cap increased

Last year, the state budget capped reimbursement to local Social Services Departments for administrative costs at the previous year's level.

This year, the budget raises that cap by 5 percent and exempts some areas from the cap.

While the cap still exists, it is more reasonable than it was. This is also a big improvement over the governor's proposed budget. That would have required local offices to meet unrealistic goals before the cap would have been lifted.

ALBANY — It's taken the state Legislature nearly two months beyond the April deadline to come up with a \$49.8 billion budget. Now CSEA is in the process of analyzing its effect on union members.

"This budget has been put together with tape, glue and anything else they could find," said CSEA President Joe McDermott. "Now we have to study it and find out exactly how it affects us."

The budget restores more than 200 Office of Mental Health (OMH) jobs which would have been eliminated under Gov. Mario Cuomo's executive budget. While few of those jobs are occupied by CSEA members, the affected employees would have probably bumped some CSEA members from their jobs.

Local governments fair well under the budget, but at the expense of CSEA members through a raid on the pension fund (see page 4). The budget cuts aid to local governments but then through a new method of funding pensions, gives them a big break on their contributions to the pension fund.

Aid to school districts is higher this year than last, and higher even than the governor originally proposed. Lowered pension contributions to the teachers' retirement system also save school districts money.

While analysis of the budget's overall effects will take some time, the adjacent stories give brief summaries of some of the effects we already know about.

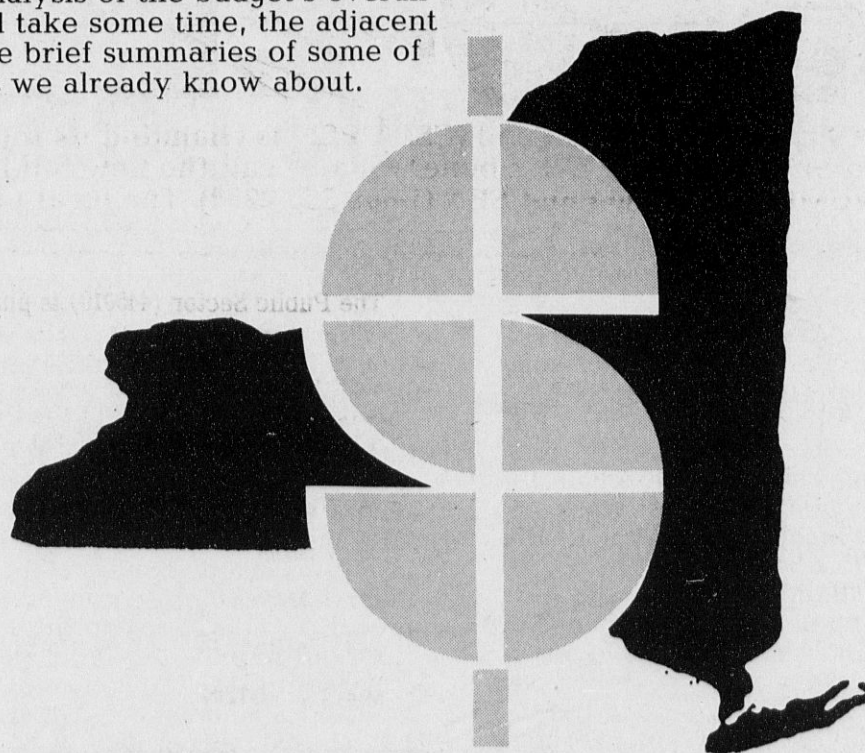
CSEA opposes retirement plan

CSEA has blasted the state's early retirement plan as unfair.

First, it targets only certain job titles in certain agencies. If more people in an agency are eligible to take early retirement than positions targeted, then employees will be allowed to retire based on seniority.

Under the delayed retirement option, eligible employees will continue to work for six months to two years. But while they work full time, the state will only pay them 60 percent of their salary. With that they collect their pension payments. That means they will essentially pay themselves for working 40 percent of the time.

CSEA is discouraging its members from taking the delayed early retirement option because it is so unfair.



PUC is robbery

A message from CSEA President Joe McDermott

Public employees have a serious problem brought on by the fiscal madness of New York's political leaders. It's called PUC and it threatens the integrity of the retirement system.

PUC, or projected unit credit, is the state's new way of determining how employers contribute to the public employee retirement system.

It's simple. By redesigning the contribution method, the state will bleed dry the retirement system's surplus — the investment income earned over the years by our pension funds.

We don't have to worry about our pensions. They are constitutionally guaranteed. That means the state must pay us the money it owes us at retirement, no matter what the status of the fund.

What it also means, however, is that the wise investment of our pensions which has reaped billions of dollars is now going to benefit not the employees, who agreed to defer wages to prepare for retirement, but the employers.

It's as if you invested \$1,000 in the stock market and earned 10 percent interest and your broker said, "Fine, keep your \$1,000. I'll take the interest."

Our money's investment income is going not to us, but to our employers.

Meanwhile, inflation is eating away at our retirement, before we even collect it. Higher property taxes, higher health care costs, higher fuel costs — everything is rising. Everything, that is, except our pensions.

With employers getting the benefits of our investment income, we have little hope of ever seeing supplementation to increase our pensions to help us face that inflation.

And while employers get a free ride for a while, thousands of public employees in New York state continue to contribute to our pension funds. That means the investment earnings on **our own money is going toward a contribution break for our employers.**

Is this fair? Is this rational?

The retirement system's sole trustee, Comptroller Ned Regan, has come out against this method. He realizes PUC will create a disaster for the fund, its members and beneficiaries and the employers. In a few years, the new PUC method will require employers to contribute even more than they have under the old method.

Gov. Mario Cuomo denied this in a news conference, saying "Nope" when a reporter said "Isn't it a sort of 'save now, pay more later' . . . So it wouldn't cause any problems?"

Yet the Governor's own Division of the Budget admits the problem in a prospectus on municipal bonds: "After the transition period to the new method, employer contributions are expected to be higher than under the current method."

So the Governor is telling the press one thing publicly, as his staff tells the truth in a piece of paper few people will ever see.

If even the Governor can't get the story straight, how can we trust PUC?

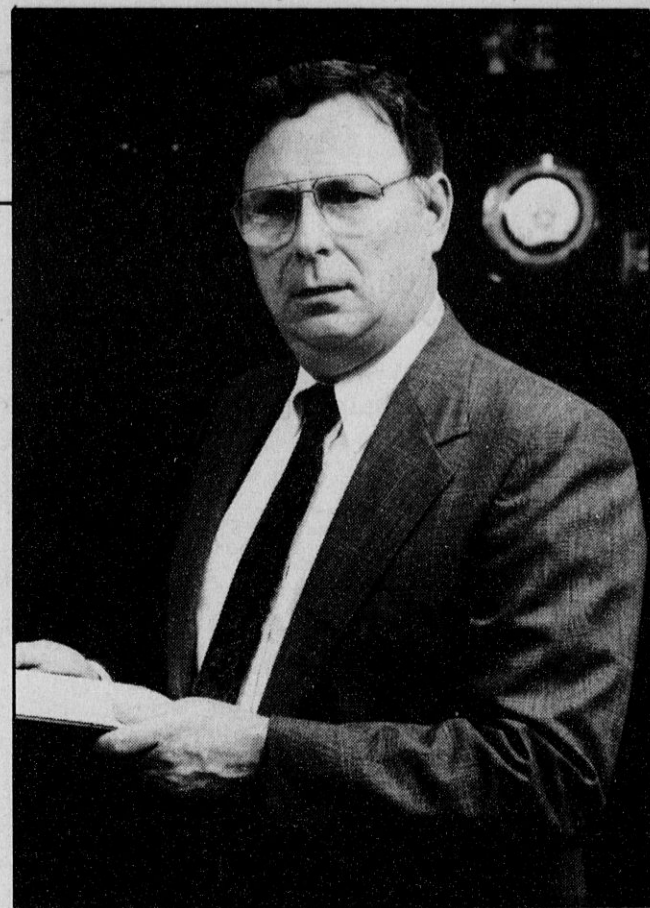
When the PUC bill comes due, do you think employers will foot the bill? Not likely.

We already have Tiers 3 and 4. Under PUC, we will face the threat of Tier 5 for new employees, while the employers continue to avoid their responsibilities to their employees.

For now, PUC is a fact of life. But the fight isn't over, and what was done can be undone. CSEA will fight PUC and fight for the integrity of our pension system.

It's our money, our future, our fight.

And CSEA never walks away from a fight.



Joe

Plan drains pension surplus

ALBANY — The state Legislature has passed legislation which plunders the public employee retirement system (ERS).

By changing the way employers pay contributions to the ERS, the state is allowing employers — including the state — to save millions of dollars while draining the pension system dry.

While the new method lowers or even eliminates employer contributions in the short run, it will require even larger payments than those required under the old method before long.

"It's like a balloon mortgage, and it's going to blow up in our faces," said CSEA President Joe McDermott. "Employers are paying less now, but in a few short years, that bill will grow far larger than they can afford. Once that happens, you can bet it

won't be the employers footing the bill, but the employees."

Gov. Mario Cuomo has denied publicly that the bill for PUC will increase in future years. Yet in a bond prospectus, information provided by the state admits the employers' cost will eventually rise.

Pension benefits for current ERS members and beneficiaries are guaranteed under the state Constitution. The PUC method will bleed dry the ERS surplus. But CSEA believes that the more than \$9 billion surplus in the ERS belongs to the employees, many of whom contribute 3 percent of their salary to the fund.

"It's our money, our deferred wages," McDermott said. "That surplus should benefit ERS members and beneficiaries. They should get permanent

supplementation and a reduction in their own contributions.

"PUC is an undeserved gift to management. It may be in effect now, but CSEA will fight to change it," McDermott said. "This 'pay later' plan is nonsense, and it punishes public employees. We will fight to correct this injustice."

The PUC plan is being used to give the state and local governments a break in contributions that they can use for other bills.

"Legislators have bragged that the current budget gives more money than ever to local governments and school districts," McDermott said, "but it does so at the expense of public employees. That is no great accomplishment."

Dear Governor:

A few weeks ago, CSEA sent out a call to its retiree members asking them to write Gov. Mario Cuomo to protest any plans to raid the pension fund. Many responded by writing both Gov. Cuomo and CSEA President Joe McDermott.

This page highlights only a few of the responses inspired by the Governor's remarks (see article below) and by threats to the pension fund.

While the Legislature has approved the plan to change the method of calculating employers' contributions to the public employee retirement system, CSEA has not given up the fight. (See article, President's Message on page 4).

"What has been done can be undone," McDermott said. "It's our money, our future, our fight. And CSEA doesn't run from a fight."

Retirees all not responsible for the ravages of inflation. We all just the sufferers of it.

We as retirees feel it is unfair to our group to consider using our money to balance the state budget.

Cuomo, however, said at a news conference yesterday that his sympathies lie with the taxpayer and poor, not with the retirees.

Boosting pensions is "very nice and generous," Cuomo said, "But what about the people who are homeless? What about the people who are hungry? Socially, do you think that maybe you should spend it on the whole budget?"

If you use our retirement money to feed the homeless you will have many retirees joining the homeless. Please do not use our retirement money. We need it desperately to pay our own bills.

I wrote to the Governor. A phone call is too expensive.

I have been legally blind for many years. I am 82. I have to hire someone to do all the things I used to do... it is not pensioners who cause people to suffer hunger. It is not pensioners who created homelessness... put the blame for these terrible conditions where it belongs, not on our plodding pensions.

Don't you DARE touch that money! It's not safe with you! I am grateful for the \$255.99 pension I receive each month and am dependent on that, plus the Social Security I receive.... There's nothing 'generous' about 'boosting' pensions.... When the money comes from earnings on money in the retirement fund which every retiree helped build, each retiree is entitled to his fair share.

Our pension remittances are suffering the ravages of inflation over the last 15 to 20 years... The state retirees have earned the money through deferred wages and interest earned in the pension fund to provide for a permanent pension supplementation

.... That money in the pension system belongs to me; it's deferred wages. The interest earned on the money should be used for permanent pension supplementation as proposed by CSEA President Joe McDermott. I am 94 years old. I need that. You take it away from me and what am I to do to keep going?

FAILED '87 DRUG STING "A HAIRBRAINED SCHEME" CSEA members fully exonerated

By Lilly Gioia
CSEA Communications Associate

BROOKLYN — "This has been more than a witch hunt; this has been a vendetta!" CSEA Kingsboro Psychiatric Center Local 402 President Bob Nurse said.

Nurse accused state officials of wasting hundreds of thousands of dollars prosecuting innocent Kingsboro employees on criminal wrong-doing charges that have not held up. The employees were arrested during a highly publicized 1987 drug-bust/sting operation at the Brooklyn facility. Nurse recalled how city news media had a "field day" filming police leading handcuffed state employees away from their jobs to jail.

A damn shame

"It's a damn shame there are no TV cameras or reporters here today to tell the stories of our CSEA-represented employees who have been fully exonerated and returned to their jobs," Nurse said.

He said not a single case was won by the state against union members who elected to use CSEA's legal assistance to fight the charges. Two cases were dropped because of mistaken identity and all other employees were totally exonerated and have returned to work, with one notable exception.

\$60,000 back pay

Isador Morrell is the most recent

employee to have his case settled. Arbitrator Bert Rose found Morrell not guilty of the charges and awarded him approximately \$60,000 in back pay and reinstatement to his job as head housekeeper at Kingsboro.

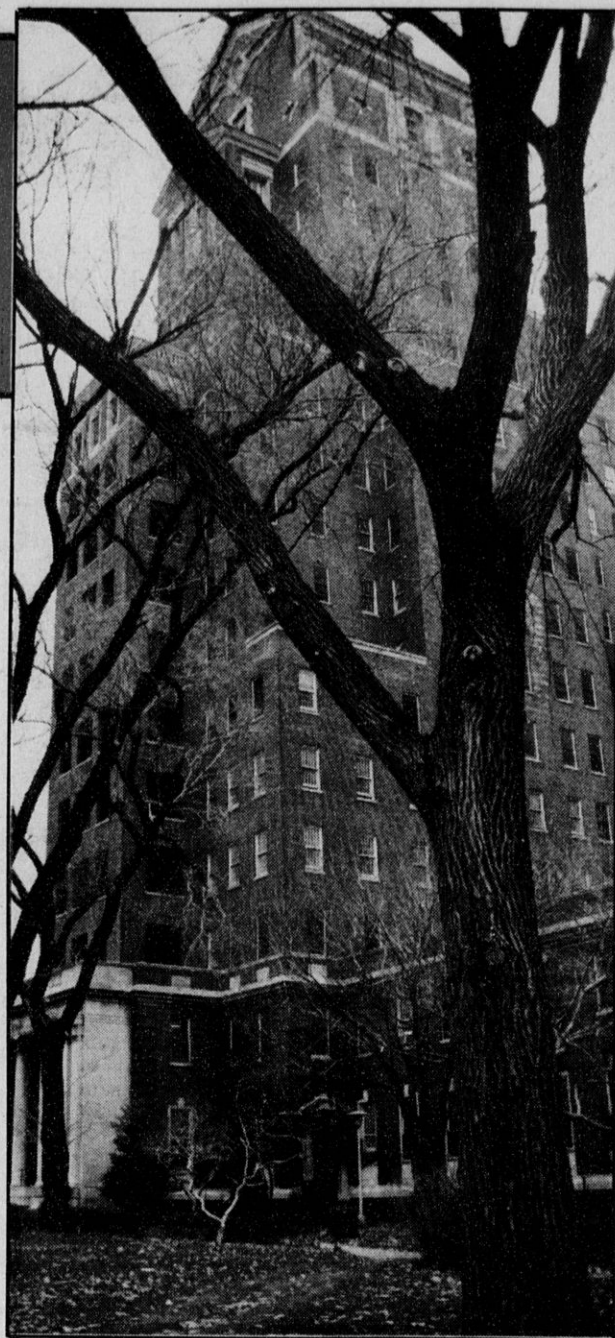
However Morrell, a 19-year employee with an unblemished record, is still awaiting implementation of the award after more than 31 months of immense financial and mental stress since charges were first filed against him.

CSEA regional attorney Elliott C. Olin petitioned King County Supreme Court to confirm the arbitrator's award after the facility management refused to allow Morrell to return to work. Olin stressed that an arbitrator's award is final and binding but further legal action by CSEA became necessary when, after three months of stalling, no effort was made to return Morrell to his job or make payment on his lost salary.

"CSEA will use whatever legal means are necessary to assure that the arbitrator's decision is carried out," Olin said.

"A man is supposed to be innocent until proven guilty in this country," Morrell said. "But I felt like I was handcuffed and then judged guilty on the TV news and in the newspapers, and I knew I was innocent." He said he never lost hope he would be proven innocent, and never lost faith in CSEA's ability to defend him.

"Had Mr. Morrell retained outside private counsel," Olin said, "the cost of his case would easily have exceeded \$50,000."



Kingsboro Psychiatric Center

Hairbrained scheme

Local 402 President Nurse condemned Kingsboro management for squandering more than \$300,000 alone to hire undercover agents who posed as Kingsboro employees during 1986 and 1987 to spy on the workforce.

"As a taxpayer, I personally resent that hundreds of thousands of dollars of tax money were wasted on hairbrained schemes like the infamous Kingsboro drug bust undercover operation, and I am outraged by the media circus this tragic situation was turned into," Nurse said.

"What's criminal to me is how the state's arbitration bill for subsequently prosecuting these innocent CSEA members exceeded \$40,000 during a budget crisis when everyone is screaming about money shortfalls," Nurse said.

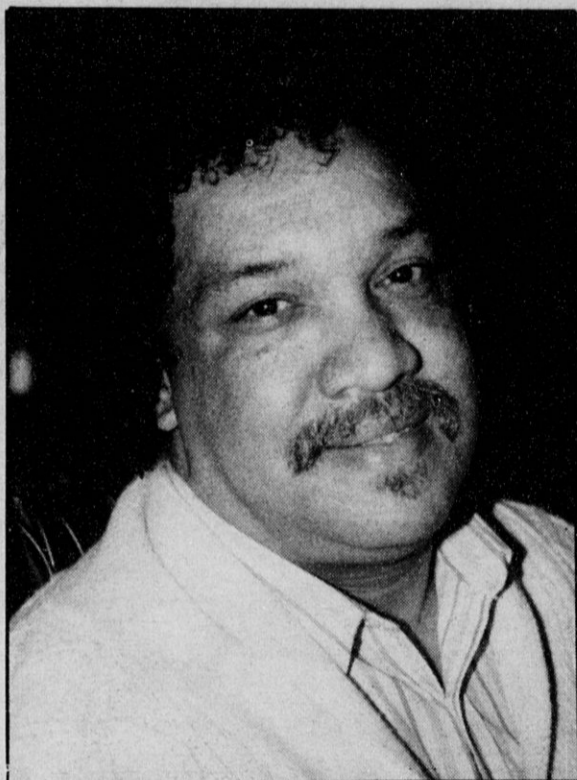
In case after case involving different arbitrators, Nurse noted, union-represented members were found innocent and returned to work. Arbitrators repeatedly found testimony of the undercover agents not credible or believable.

"It seems like public humiliation and suspension of employees wasn't harm enough for the state," Nurse said. "Somehow, these folks who were falsely accused are going to have to put the pieces of their lives and reputations back together," Nurse said.

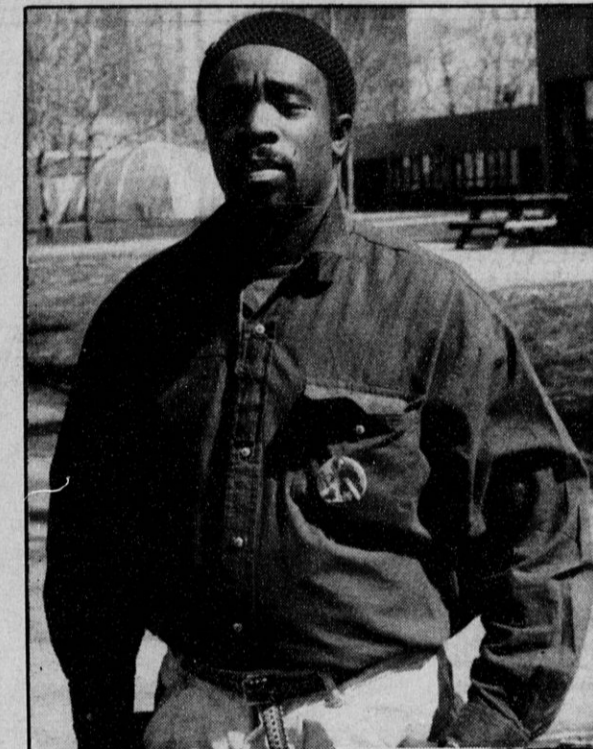


REVIEWING SOME OF THE 50 POUNDS of testimony and legal documents that accumulated in the case over three years are Local 402 President Bob Nurse, Local 402 member Isador Morrell and CSEA regional attorney Elliott C. Olin.

Work is never child's play at Manhattan Children's Psy Center



DAVE HOWELL — scars from head to ankle.



T.J. SIMMONS — battered by clients many times.

RICKY DAVIS points to injured ankle.

Editor's note — It is a harsh reality that understaffing and on-the-job injuries go hand-in-hand at mental hygiene facilities throughout New York state. Understaffing has been a fact of life for mental hygiene employees for a long time now, and it's getting worse. At the same time, employee injuries have reached alarming proportions. Last year workers in state psychiatric centers and mental retardation facilities were involved in more than 8,000 lost time incidents that resulted in 275,000 lost workdays. Manhattan Children's Psychiatric Center is just one of the facilities where employees are at high risk all the time, every day.

By Lilly Gioia
CSEA Communications Associate

NEW YORK — "We're working in a serious death trap. Somebody's going to get killed over there and I think it's going to be a staff member," Ricky Davis said.

Davis speaks from experience; he's one of many CSEA Local 433 members who have been injured on the job at Manhattan Children's Psychiatric Center.

Davis, a secure care treatment aide, recently returned to work after months on Workers Compensation. He is still suffering from a hairline fracture of the right ankle and torn ligament suffered while restraining a husky teenage client. A state doctor ordered Davis to return to work even though he still limps and experiences ankle swelling 10 months after the injury.

Davis is only one of the walking wounded on the frontlines. He said it's hard sometimes to think of some of his clients as "children" when they range up to 18 years of age.

"Some of the older, violence-prone boys could easily have been placed in correctional settings," Davis said.

Davis, a five-year employee on Ward's Island, worries a lot about staff shortages at Manhattan Children's Psychiatric Center.

"They are so short of staff that I think they make you come back to work before you're really healed up," he said.

And adding insult to injury, Davis complained that he has yet to be reimbursed by the facility for any of his lost time even though he has been back on the job for months.

Revise the whole system

Recreation Assistant T.J. Simmons condemned the "unsafe atmosphere" that leads to unnecessary injuries.

"I think the whole system needs to be revised," Simmons said. "This facility

was not designed for the type of kids we have here today. Many of these kids belong in a forensic (high security) facility geared to handle highly violent episodes."

In his 15 years at the facility, Simmons has been battered by clients many times. He agrees that too often employees are sent back to work before they're fully recovered from compensation injuries.

"It's impossible to think that things could get any worse for mentally ill kids and staff because of any further cutbacks in service," Simmons said. "It's heart-breaking enough now seeing these patients develop a ward mentality and feeling of hopelessness because the state fails to provide enough activities and care."

Scars from head to toe

"I've got scars from my ankle to the top of my head," CSEA Local 433 President Dave Howell said. He has been a therapy aide for 17 years. "I remember the time I went through a window while restraining a child."

Howell said there is a crying need for more health and safety training for direct care staff in the mental health facilities.

"Why should workers have to go to their jobs each day expecting there is a strong possibility they will wind up on compensation or worse?" Howell asked. "You begin to question yourself. Is it really worth going to work knowing you can be physically injured for the rest of your life?"

Member's daughter wins AFSCME scholarship award

Julie Montana is a winner.

Montana was recently named as one of only 10 national winners of the AFSCME College Scholarship. She is the daughter of Frank Montana, a mason with the state Office of General Services in Albany and member of CSEA Local 660.

The program, sponsored by CSEA's international union, provides each winner with \$2,000 a year for four years to pursue college studies.

Montana was selected from more than 600 applicants nationwide.

The AFSCME selection committee chose Montana based on her academic record, scholastic achievement test scores and her essay titled "What AFSCME has meant to our family."

"As a union, it has provided my father and my family with numerous securities and benefits such as health insurance, a paid prescription plan and job security. Yet, as an effective, caring organization which aims to fulfill the needs of its members and their families, it has

greatly influenced my college choice, intended field of study and my career objectives," she wrote.

"AFSCME is right on target for the next century and I want to be a part of this action when it comes about," she continued.

Montana, who will graduate from Guilderland High School, will study labor relations at Boston College in the fall.

CONGRATULATING A WINNER — CSEA President Joe McDermott, left, congratulates AFSCME Scholarship winner Julie Montana of Guilderland. Looking on is her father, Frank, a mason with the state Office of General Services in Albany and a member of CSEA Local 660.



Good news for PEOPLE, Retirees

There's good news for PEOPLE and good news for retirees.

PEOPLE — Public Employees Organized for Political and Legislative Equality — AFSCME's federal political action committee, has established a new \$15 retirees category. It will broaden participation and allow retirees to gain the benefits of membership while recognizing that many are limited by a fixed income.

CSEA Executive Vice President and AFSCME International Vice President Danny Donohue recently joined with CSEA retiree officials, to kick off the program. Pictured above with the PEOPLE premiums are Retiree Vice Chairperson Emil Spiak, Retiree Chairperson Charles Peritore, Secretary Dorothy Kothen and Shirley Matluck, representative to the statewide Political Action Coimmittee.

Thomas H. McDonough Memorial State Workshop

Hundreds of CSEA activists participated in a whirlwind of seminars and training sessions at a pair of three-day workshops recently.

State members attended the Thomas H. McDonough Memorial State Workshop May 4 to 6 at Lake Placid. CSEA local government members

participated in the Irving Flaumenbaum Memorial Local Government Workshop May 11 to 13 at Niagara Falls.

The first CSEA Mission Achievement Awards were presented during the workshops to two CSEA activists whose leadership

Irving Flaumenbaum Memorial Local Government Workshop

contributions reflect the message of the "CSEA Mission Statement."

Winners of the 1990 CSEA Mission Achievement Awards are Creola Shelton of CSEA Monroe Developmental Center Local 439 and Mary Hanna of CSEA Franklin County Local 817.

1990 CSEA Mission Achievement Award winners



CREOLA SHELTON'S 1990 CSEA Mission Achievement Award is accepted from CSEA President Joe McDermott by Shelton's friend and union activist Elaine Mootry. Shelton was unable to attend the presentation.

Creola Shelton

Creola Shelton, a member of CSEA Monroe Developmental Center Local 439, wins the 1990 award because she exemplifies the CSEA Mission Statement spirit "to represent our members as best we can in any way we can; and to continue our role as a leader among labor unions."

As a leader, Creola Shelton has held many posts: local president; local vice president; chair of statewide labor/management committee; member, EAP committee.

She believes in CSEA. She is caring and kind, and holds others to the same high standards she demands of herself.

Creola Shelton represents excellence in CSEA.



MARY HANNA accepts her 1990 CSEA Mission Achievement Award from CSEA President Joe McDermott.

Mary Hanna

Mary Hanna, a member of CSEA Franklin County Local 817, wins the 1990 award because she exemplifies the CSEA Mission Statement spirit "to represent our members as best we can in any way we can; and to continue our role as a leader among labor unions."

As a leader, Mary wears many hats: statewide Board member; Franklin County local president; Malone School District unit president; political action activist and member of PEOPLE President's Club.

She knows how to get things done. And she does it, in her own words, "for the betterment of our membership."

Mary Hanna represents excellence in CSEA.

CSEA Mission Statement

Our mission is simple: to represent our members as best we can in any way we can; and to continue our role as a leader among labor unions.

To accomplish these goals, we will promote and protect union democracy. We will defend workers' rights. We will improve the quality of our members' work life. We will organize workers and represent them in the best, most effective manner possible.

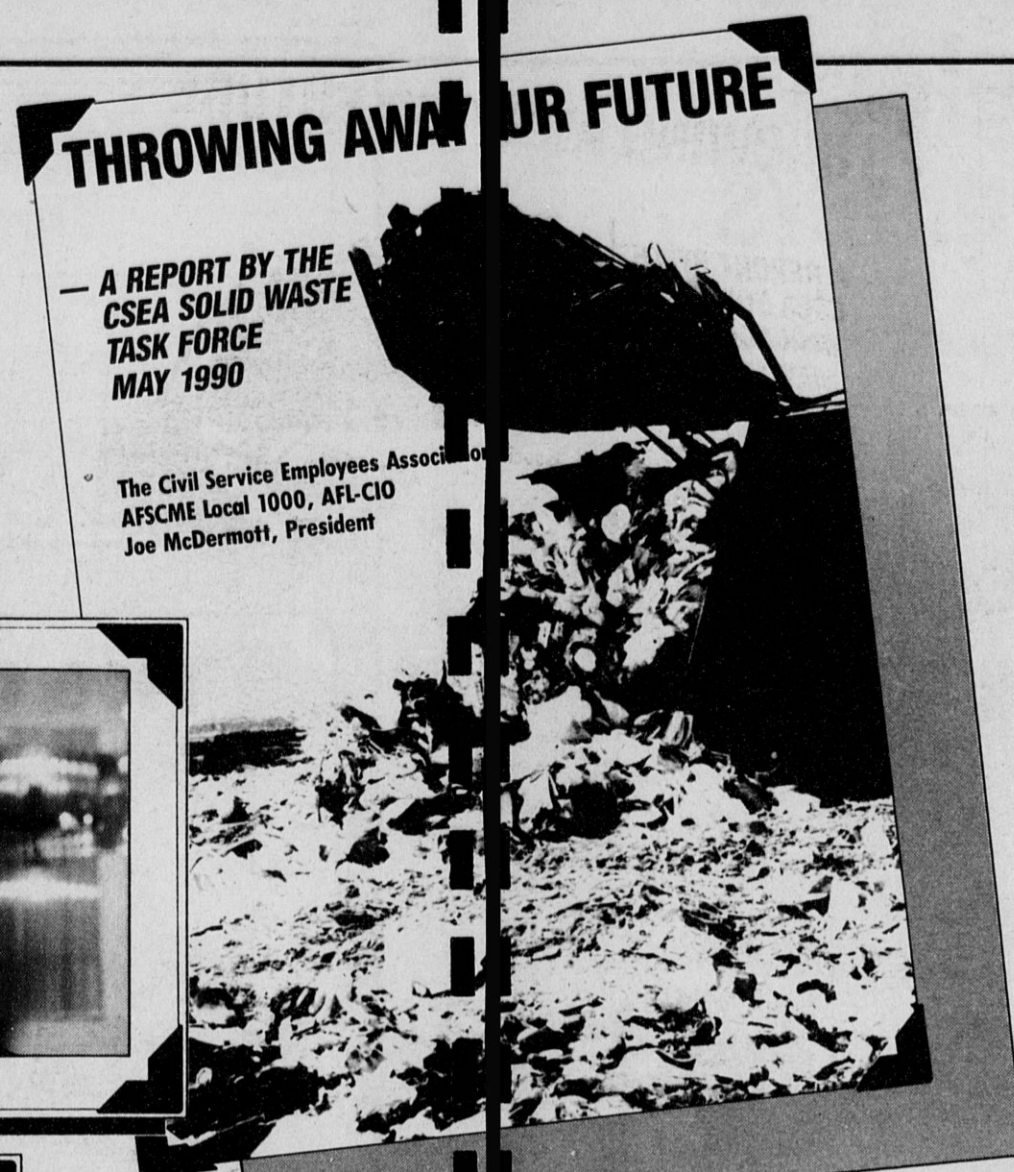
As a labor union, we are committed to excellence in this work. We are committed to treating our members as our most

important asset. Because the union is the sum of its members, we will promote member participation in the union. We will efficiently use our members' dues money. We will negotiate the best contracts we can and then enforce those contracts. We will effectively use legislative and political action to improve contracts, work life and laws affecting our members. We will train our members, leaders and staff. We will communicate and process information important to our members and the union. We will strive to secure a safe work environment for all our members.

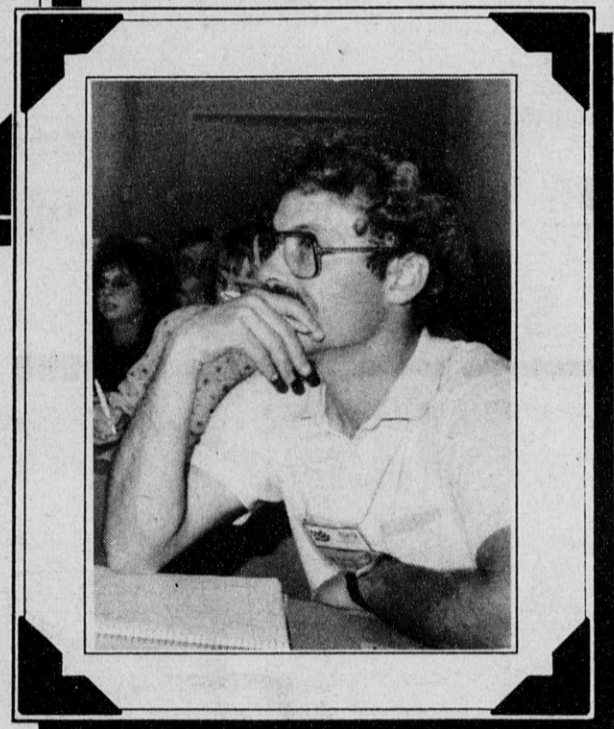
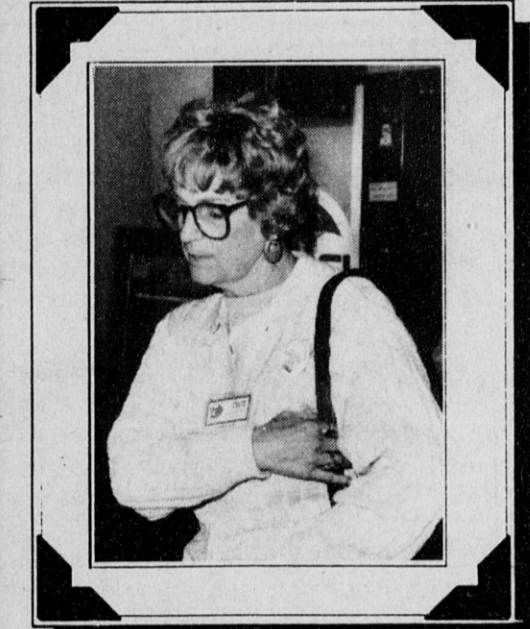
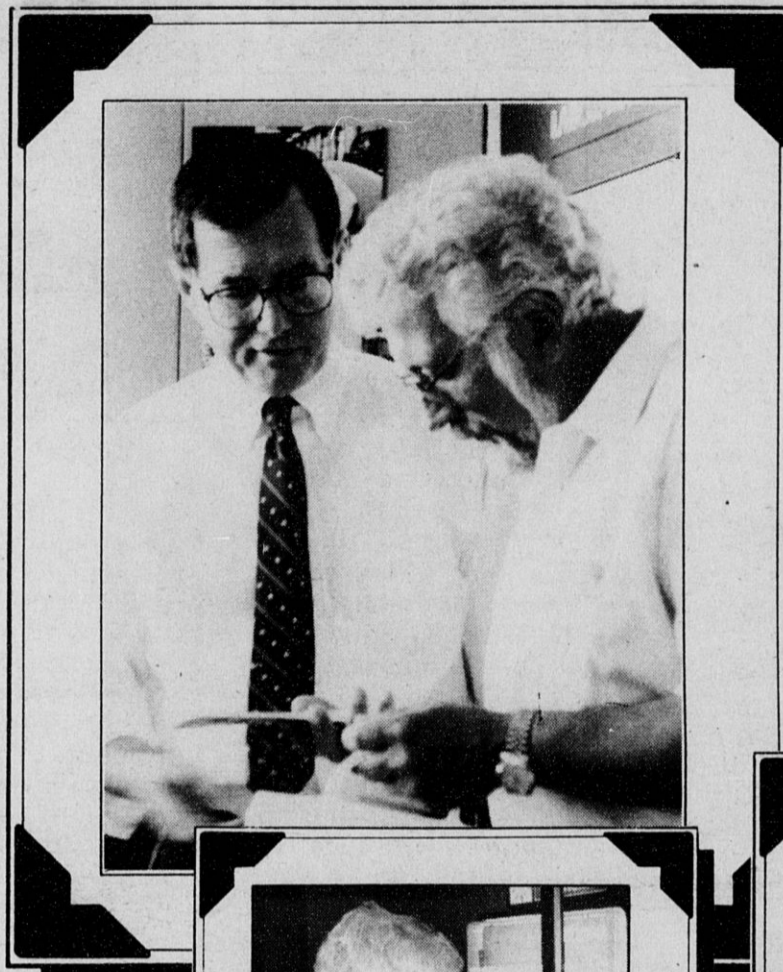
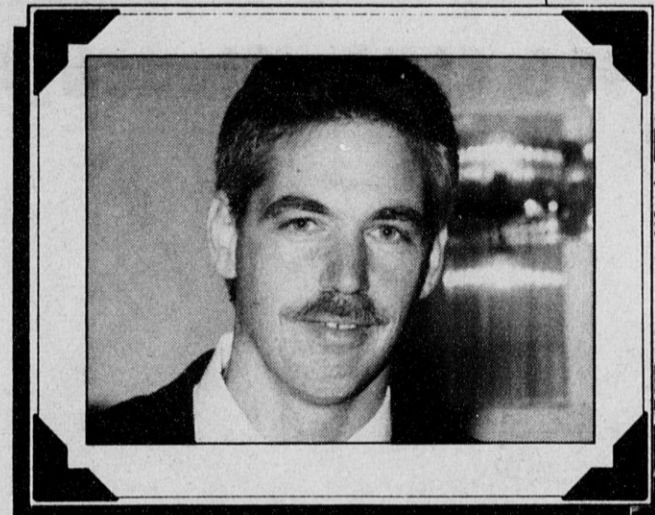
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**THOMAS H. McDONOUGH MEMORIAL
STATE WORKSHOP**

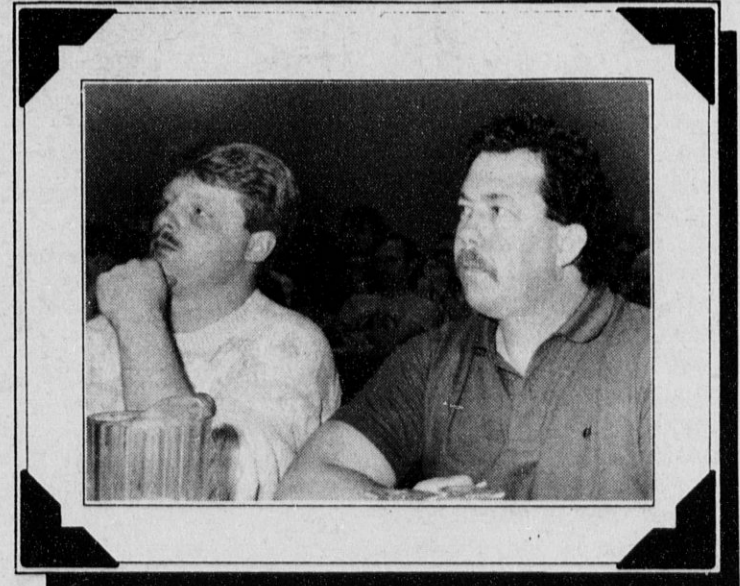
**IRVING FLAUMENBAUM MEMORIAL
LOCAL GOVERNMENT WORKSHOP**



Scrapbook



**I NEED YOU
TO HELP FIGHT
THE GARBAGE CRISIS
NOW!**



Ballots in mail June 4 to elect two Board of Directors members

Ballots will be in the mail on June 4 to members eligible to vote in elections for two vacant seats on CSEA's statewide Board of Directors. Being contested are Board seats representing the state Executive Department and Mental Hygiene-Region 5.

Replacement ballots for eligible members who did not receive an original ballot will be available on and after June 11. Replacement ballots are available by contacting Marcel Gardner at CSEA headquarters, 1-800-342-4146 or (518) 434-0191. **Deadline for return of ballots to be considered valid is 8 a.m. July 9. Ballots will be counted that day.**

A third vacant Board seat was filled automatically when Anna DellaRocco of Albany was named Motor Vehicle Department Board rep. DellaRocco was the only person to qualify as a candidate for the Motor Vehicle seat.

All candidates for the Executive and Mental Hygiene-Region 5 seats were given the opportunity to submit a brief statement and photograph for publication in this issue of *The Public Sector*. Their responses are printed on this page. **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.**

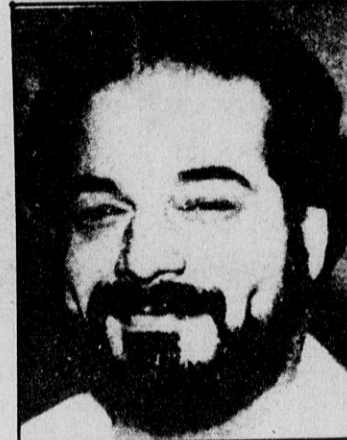
Executive Department



Gloria J. (Dixon) Wakewood

26 years in OGS and CSEA. Past 1st Vice President, Grievance Chair and delegate for the local. Training for Officer, Treasurer and OSHA Level I. Attending Labor/Management courses through L.M.I.

Presently serving on Region IV and local Safety and Health and Chairperson of Membership Committee. Recertified for shop steward this year.



Paul D'Aleo

I'm Paul D'Aleo, and I am a region one local president. I have been a CSEA activist for the last twelve years, and am now seeking a seat on the Board of Directors. I feel confident, that if elected, I'll be beneficial to the membership in all of CSEA's six regions.



Netha DeGroff

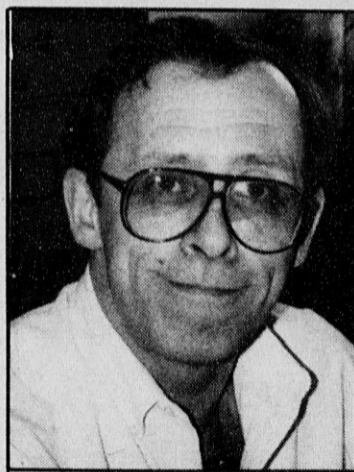
As a past Board of Directors Representative I feel the continued need and dedication to the membership is a sincere priority. If you agree VOTE FOR ME. My experience includes Local President 3 terms, Chair Statewide L/M Committee (Parole), Chair Region 4 Anti-Apartheid Committee, Parole EAP Chair.

Mental Hygiene — Region 5



Maureen Malone

I am seeking your vote for the Region 5 Mental Hygiene Board of Directors position. Ward staff, support staff, community residence and day treatment are under constant threat of consolidation and layoff. I promise to vocalize your needs and concerns about all the issues facing us as OMH/OMRDD employees at the statewide level.



James Schaub

Jim Schaub — Experience/Knowledge/Dedication. Loyal Activist! I'll always be there for you! Second term V.P. Mohawk Valley Psychiatric Center. I know the system! Please let me show you! I am qualified! AND willing to serve you!



Lori Nilsson

CSEA involvement for seven years in Local 424—Syracuse Developmental Center. I have worked in the direct care series at SDC for twelve years. Help keep the voice of direct care workers and OMR/OMH on the Board of Directors. Your vote is appreciated.

ARTICLE IV

Organization of the Association

Section 1. DIVISIONS. The Association shall be organized in two divisions to be known as the State Division and the Local Government Division. Members who are employees of the State shall be in the State Division, and members who are employees of the political subdivisions of the State shall be in the Local Government Division. Members who are employees of any public authority, public benefit corporation or similar autonomous public agency may, with the approval of the Board of Directors, elect as a unit to affiliate with a State Department or a State or Local Government Local with the consent of such State Department or Local and shall thereupon become members of the division with which they have affiliated.

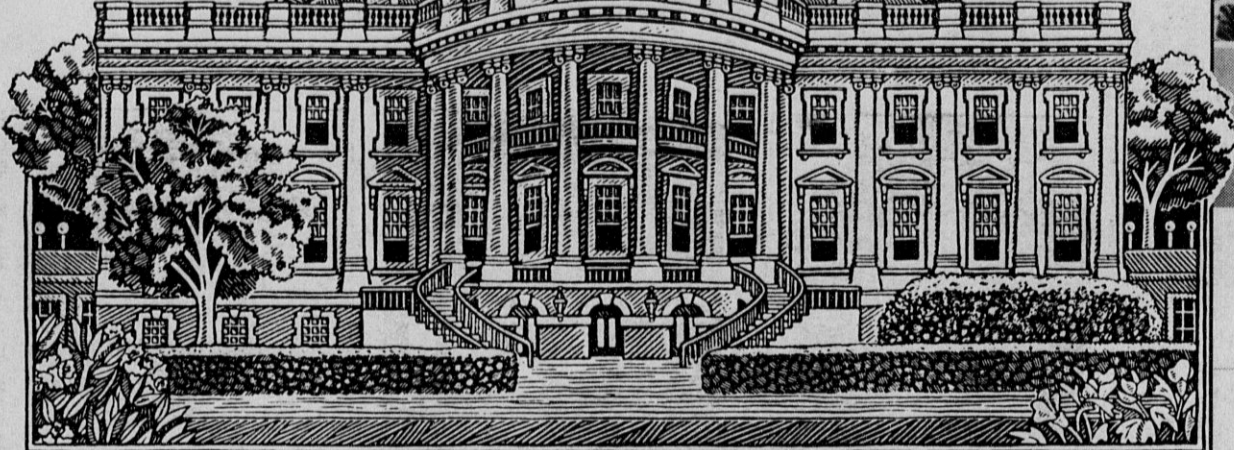
Section 2. BOARD OF DIRECTORS. The power and authority to transact all business of the Association shall, subject to the power and authority of the Delegates at meetings of the Association, be vested in a Board of Directors which shall consist of the following:

(a) Voting Members — The voting members of the Board of Directors shall be the Officers of the Association, members of the Executive Committee of the State Division, and members of the Executive Committee of the Local Government Division.

(b) Non-Voting Members — The non-voting members of the Board of Directors shall be the Chairpersons of all Standing Committees as established in Article VI, Section 1 of the By-Laws and the Chairperson or Vice Chairperson of the Retirees Division Executive Committee.

CSEA CONSTITUTION AND BY-LAWS

INTERNING AT THE

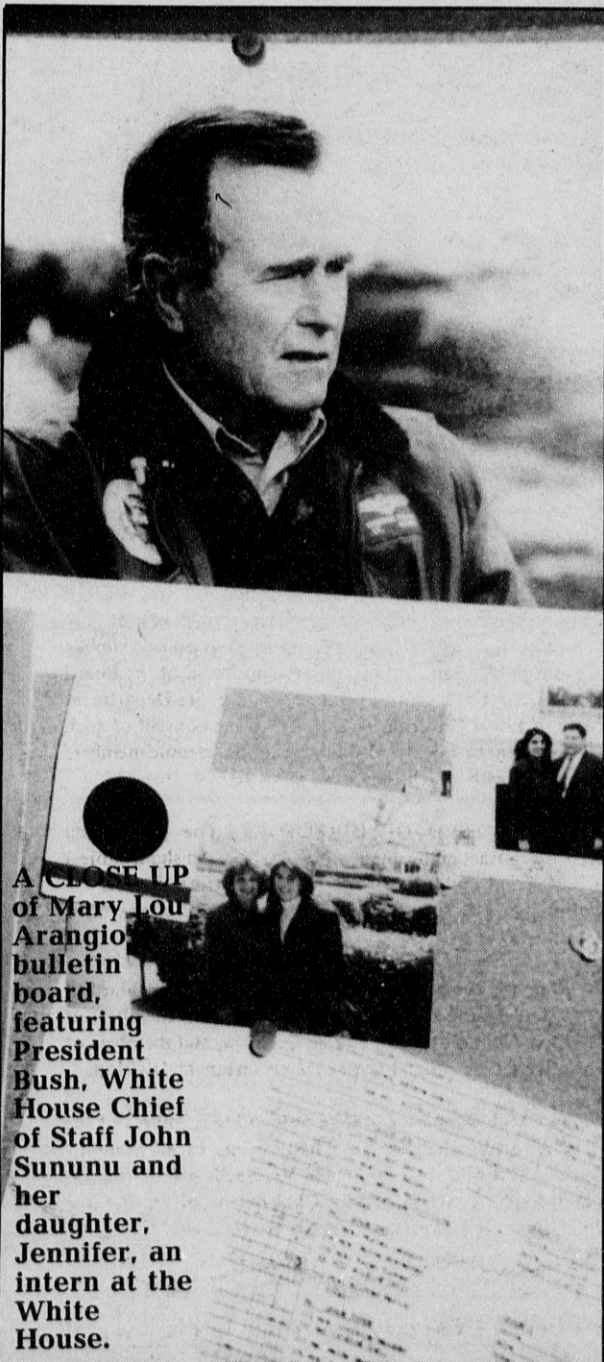


WHITE HOUSE

By Sheryl C. Jenks
CSEA Communications Associate

FARMINGDALE — CSEA member Mary Lou Arangio's bulletin board at Farmingdale Elementary School is covered with photos — but not just any photos.

Next to the photograph of her with



A CLOSE UP of Mary Lou Arangio's bulletin board, featuring President Bush, White House Chief of Staff John Sununu and her daughter, Jennifer, an intern at the White House.

her daughter Jennifer is the autographed photo of President Bush. And next to that, a photo of Jennifer with White House Chief of Staff John Sununu is also autographed. Then there is the book of White House matches.

Jennifer Arangio is the only undergraduate student chosen for an internship at the White House this year. The mementos on her mother's bulletin board are a reminder of the significance of that achievement.

"We're so proud of her. She's really doing well. It's all so exciting," Mary Lou said. "I called a little while ago and was told she was in a briefing with the President."

A sophomore at the Elliot School of International Studies at George Washington University with a concentration in Russian and East European studies, Jennifer was well prepared for her entrance into the world of government and politics.

Mary Lou Arangio, a member of CSEA Nassau County Educational Local 865, raised her family with a strong belief in the importance of education and culture. The family spent many weekends exploring the cultural offerings of New York City, including trips to the stock exchange, the opera and museums.

That background will become even more valuable as Jennifer moves on to her next challenge — she has been accepted to do her summer session at Kalinin University outside Moscow.

"Jennifer has received a \$2,000 scholarship. She will have six weeks in Moscow and two weeks to travel in

"We're so proud of her . . . I just called and was told she was in a briefing with the President."

— Mary Lou Arangio



Mary Lou Arangio

Leningrad, Kiev and Moscow," her mother said.

"Jennifer has always been a hard worker, the kind of person who makes things happen."

And she keeps making them happen. Jennifer has already been accepted for another White House internship in the fall, this one in Vice President Daniel Quayle's press office.

"Then next spring, she will be studying at the American University in Paris," Mary Lou said. "It just doesn't seem real."

During her current internship, Jennifer's responsibilities have included monitoring gubernatorial campaigns and the presidential campaign, briefing the presidential staff on the status of campaigns, working as the personal assistant to the Special Assistant to the President and Deputy Director of Political Affairs, David Carney, doing research on financing for the presidential legal counsel and providing briefing notes for President Bush.

Jennifer's accomplishments don't seem so surprising when you consider her role models — her parents, Mary Lou and Thomas Arangio. A senior stenographer in the Farmingdale School District and CSEA member for five years, Mary Lou has also been president of the junior high school and high school Parent Teacher Associations (PTA) over the past 12 years.

"I think the PTA is a great organization," she said. "It's not at all self-seeking. The whole purpose is to do the best for the kids."

Mary Lou also spends time giving talks on the school budget. Her husband is also involved in the community, as a trustee of the Farmingdale Library.

Their second daughter, Christina, is also a source of pride for her parents. She is a freshman studying communications at Ithaca College.

"She also works as a reporter for a local television station there," Mary Lou Arangio said. "Christina recently made the Dean's List and just received a \$2,000 scholarship."

For Mary Lou Arangio, it must be like Mother's Day every day.



Her win helps others



Toni Beringer at the wheel of her school bus

CARMEL — It was only 15 minutes, but for Toni Beringer, it was the principle involved that led her to file a grievance against the Carmel School District.

A member of CSEA Putnam County Local 840 and a seven-year employee, Beringer was driving an extra bus run after her regularly scheduled run.

But her supervisor told her that because she was on a volunteer roster and accepted the extra run, she wasn't entitled to the two-hours call-in pay provided in the contract.

Beringer decided to file a grievance.

"It's not like me to do something like this," she said, "but I knew I was right."

The Board of Education denied her grievance at the first, second and third steps. But Beringer and CSEA were not about to give up and they followed through to arbitration.

The arbitrator ruled that the district violated the contract by denying Beringer the call-in pay and ordered she be paid. But he went beyond her case.

"Bus drivers whose mid-day shifts are similar to Ms. Beringer's who are called in to do a mid-day bus assignment are entitled to minimum compensation . . . as provided in the contract," the arbitrator said.

Unit President Pat Lombardi said the bus drivers were delighted with the victory.

"When I came to work the day Pat got the decision, all the bus drivers applauded," Beringer said.

The win had a ripple effect, Lombardi said. One driver who was not a union member joined CSEA when he heard about it.

"I'm always glad to hear about anybody winning a grievance," Local 840 President Alice May said. She added that members must pursue grievances when their rights are violated.

"If the member refuses to file the grievance, you can't win," she said. "You have to be willing to get involved."

Member gets justice: her job

MINEOLA — A CSEA arbitration victory has saved a CSEA member's job and strengthened the rights of all employees.

A patient care assistant at the Nassau County Medical Center got her job back after the arbitrator ruled that the CSEA member didn't get a fair hearing before she was fired.

The arbitrator also criticized hospital officials for failing to investigate the allegations of a lower-level supervisor against the employee and firing her before hearing her side of the story.

"This action clearly shows that the

grievant was not afforded an impartial investigation before a decision was rendered," the arbitrator said.

The employee had been accused of refusing to perform assigned tasks, striking the lower-level supervisor and failing to report as ordered to the director of nursing.

The arbitrator ruled that the testimony showed the employee had been on a legitimate work break at the time and the dispute that erupted was "not considered an attack but mutual combat." However, the arbitrator faulted the employee for failing to

report to the nursing director.

He reduced the termination to a 30-day suspension and ordered the employee restored to her job with back pay and seniority.

The arbitrator also ruled that officials should have impartially investigated the actions of the supervisor.

"Supervisors should display a mode of conduct and behavior higher than that of the employees they supervise," he said. "The fact that the supervisor was not disciplined for his part in this altercation shows that the grievant was the subject of unfair treatment."

CSEA fights for benefit

GLEN COVE — CSEA members in the City of Glen Cove have won a battle over the scope of their health care insurance.

CSEA filed a grievance when the mayor unilaterally eliminated psychiatric coverage, which was included in the 1986 through 1989 unit contract, said CSEA Glen Cove Unit President Robert Blumhagen.

"Taking away this benefit was a direct violation of our contract," Blumhagen said. "Removal of the psychiatric enhancement benefit caused a hardship for many of our colleagues with families requiring treatment."

CSEA attorneys Dick Gaba and Lou Stober worked with regional staff on the arbitration.

The arbitrator ruled that the mayor's action violated the city's contract with CSEA and ordered the benefit's restoration.

He also ordered the city to reimburse in full any employee who incurred expenses covered by the benefit.

"The union worked well on our behalf," Blumhagen said.

The arbitrator also said the city and CSEA should establish procedures to protect the confidentiality of all employees' medical and psychiatric records.

'Mr. Mom'

CSEA dad 'flexes' his time

By Ron Wofford
CSEA Communications Associate

OLEAN — When CSEA Local 805 President Gerry Zimmerman became a father for the first time, he was able to switch his probation officer duties for a little diaper changing and bottle washing by working out some temporary changes in his work hours.

Zimmerman, a Cattaraugus County employee, and his wife, Linda Edstrom, are the proud parents of six-month-old Martha, born two weeks early but healthy.

Her birth filled Zimmerman with pride and a desire to spend as much time as possible with her during her first formative months.

As a result, Zimmerman arranged a temporary flex-time agreement with his employer. That allowed him to spend five weeks of Martha's early life at home while he worked nights and weekends to keep up with the rigorous demands of his job.

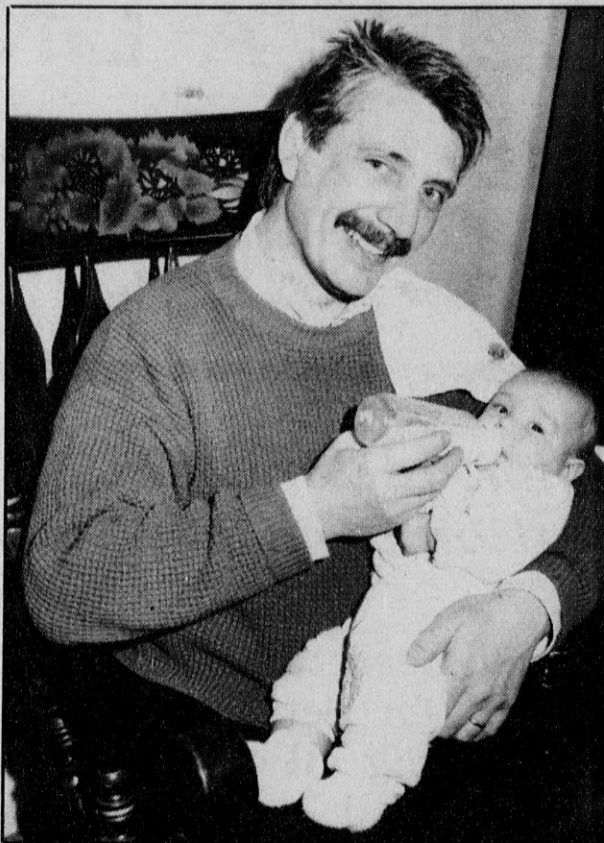
He kept up with his responsibilities as CSEA Cattaraugus County Local president, too, with the help of his telephone.

During his days at home with Martha, he kept busy making formula, feeding, bathing, changing diapers, cleaning bottles and doing laundry.

"I feel this has definitely brought us closer together as father and daughter," Zimmerman said. "She responds to me. She knows who I am, and I've learned so much about her. I would have really missed a lot if I hadn't been able to work out a flex-time arrangement."

His wife, Linda, is a special education teacher at Olean High School and is now

ON THE JOB — When he's not busy with his family or his duties as CSEA Local 805 president, Gerry Zimmerman is working as a Cattaraugus County probation officer.



Gerry Zimmerman and his daughter, Martha

working on her master's degree in school administration at night.

Martha now spends her day with a baby sitter who also has a young baby. Zimmerman drops her off and picks her up on his way to and from work.

His parenting duties are quite different from those he has as a probation officer. Zimmerman conducts pre-sentencing investigations for the courts. This involves background checks that are used in determining a defendant's willingness to conform to treatment, he explained.

Zimmerman supervised 70 probationers throughout the county, which often keeps him on the road traveling between Olean, Gowanda and Little Valley.

He meets with his probationers twice a month and does follow-up work with

Union supports family leave act

ALBANY — CSEA believes laws should be passed allowing workers time off to care for newborns, critically ill family members and elderly parents.

CSEA recently submitted testimony to the state Assembly Committees on Health and Labor in support of the Family and Medical Leave Act which would provide just that.

"The American family is no longer a bread-winning father, a housewife and two children. That scenario is the exception, not the rule. Because of today's economy, both husband and wife have to work. . . . The plight of the single parent is even worse," the union said in support of the act.

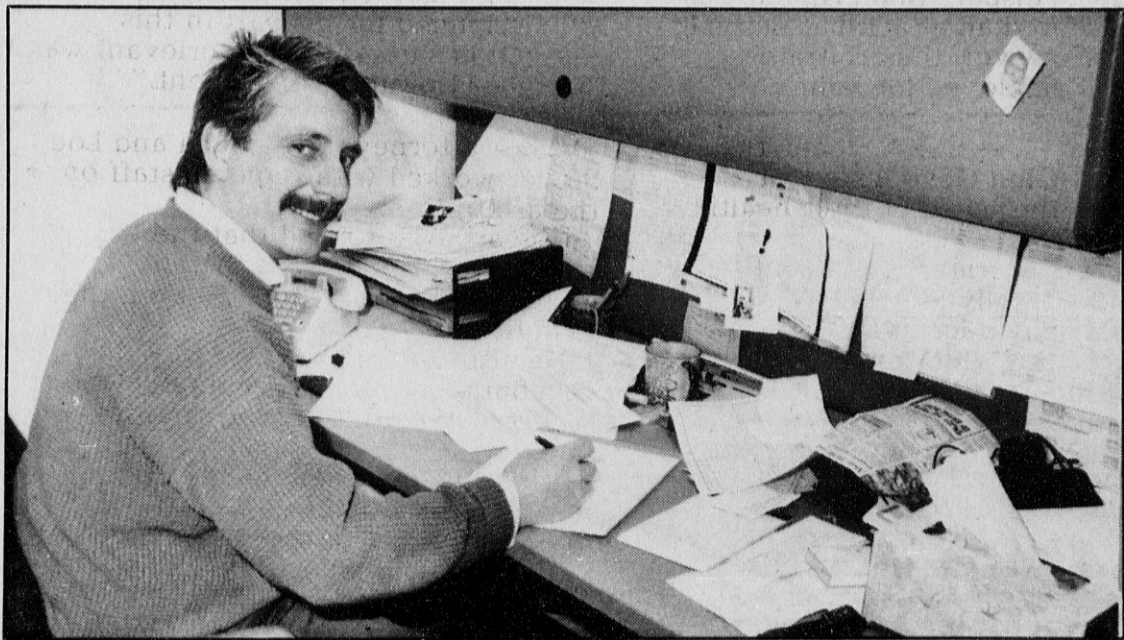
"Offering family and medical leave will create a secure, confident and more productive employee. It will create an employee who is more likely to stay in a particular position and return the investment the employer has made."

CSEA is also pressing for more day care and child care facilities in the state.

counselors, employers and family to ensure probation guidelines are being followed.

The CSEA/Cattaraugus County contract provides for child-rearing leave and for flex-time, providing the employee can work it out with his or her supervisor. Zimmerman hopes to improve the benefits in the negotiations for the next contract. He'd like to see employees able to use sick leave and to maintain insurance coverage during child-rearing leave.

"Once you become a parent, you have a much clearer view of all the needs of a working mother or father," Zimmerman said. "I was really lucky to have an understanding supervisor to work out my arrangement and a job that lends itself to some schedule variations. But flex-time should be one of the options that any new parent has to choose from at an important juncture at family life."



"Once you become a parent, you have a much clearer view of all the needs of a working mother or father."



BECOME A LINK IN THE NATIONAL CHILD CARE CHAIN

*Support for national Child Care
legislation is needed NOW!*

CSEA Statewide Secretary Irene Carr urges everyone to join the "Alliance for Better Child Care" in creating a paper chain representing all citizens who care. Chains from all across America will be linked together in Washington, D.C. on **JUNE 24**.

Here's what to do:

- Start a chain at your worksite!
- Use heavy paper and staples!
- Have each co-worker sign a link!
- Attach a tag indicating the chain's origin!
- Send the chain, with a list of participants, to:

Irene Carr, Statewide Secretary
CSEA Headquarters
143 Washington Ave.
Albany, NY 12210

- Mail it by June 22!



Local 1000, AFSCME, AFL-CIO



Honoring Jack Gallagher

The name of Jack Gallagher, CSEA's longtime statewide Treasurer during the 1970s and early 1980s, was recently added to CSEA's Honor Roll of deceased activists. Gallagher died after a brief illness last year.

CSEA Executive Vice President Danny Donohue, center, was flanked by Gallagher's widow, Arlene, right, and daughter, Janet, left, during the ceremony at CSEA Headquarters in Albany.

Gallagher retired in 1982 after 27 years with the state Thruway Authority. He was a union activist who held several offices with CSEA for more than two decades.

Westchester member honored for special insight

PEEKSKILL — A Peekskill Housing Authority member who grew up in the housing project where he now works is the first winner of the Authority's "Employee of the Quarter" award.

John Love, a maintenance laborer, received a plaque and dinner in recognition of his seven-and-a-half years of employment as an "exemplary employee."

Love is a member of CSEA Westchester County Local 860.

Originally hired as a temporary summer employee after he graduated from high school, Love was appointed to a full-time position which he's held ever since.

"John is very aggressive," said his boss, William Shands. "He's thoughtful in suggesting ways to help tenants in public housing."

Shands said that Love's experiences as a resident of public housing has given him a special insight to the problems of the tenants.

"A lot of tenants don't report that work is needed because they're afraid they'll be charged," Love explained. "I let them know that this isn't so."

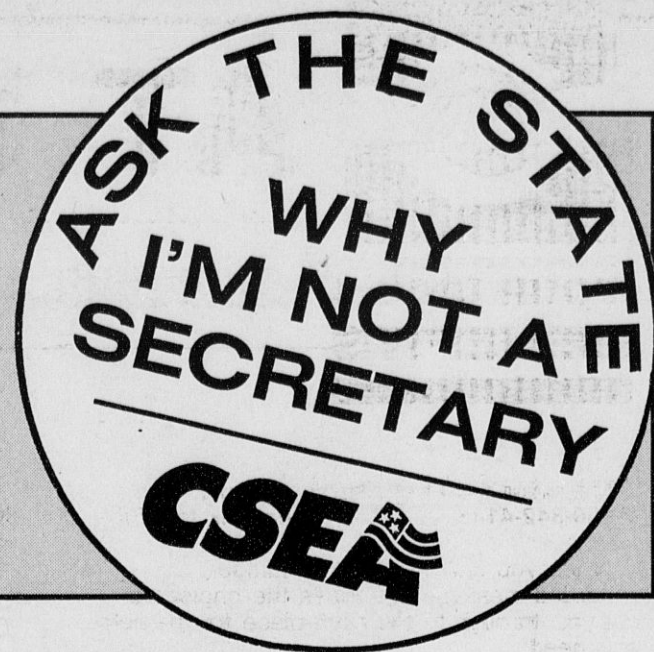
"He sets priorities and gets things done without having to be told," Shands said.



OUTSTANDING EFFORT FOR THE STATE EMPLOYEES FEDERATED APPEAL — CSEA Tax and Finance Local 690 activist Barbara Bissel is joined by CSEA President Joe McDermott and former Civil Service Commissioner Walter Broadnax during a recent SEFA award ceremony in Albany. Bissel was honored as last year's outstanding CSEA SEFA volunteer. McDermott also received a SEFA leadership award. CSEA rejoined the SEFA campaign last year after an absence of several years. SEFA, which is part of the United Way, will open its annual appeal later this year with CSEA actively involved.



Pressing the question and pushing for action



The weather is warming up, the state finally has a budget, but thousands of CSEA members have still been left out in the cold by the state's nightmarish secretarial reclassification.

According to the state's own figures, more than 6,000 applications for upgrading to the new Secretary 1 and 2 positions have been filed with the Civil Service Department. But only about 1,000 applications have been approved by the Division of the Budget.

Of the thousand, nearly three out of four have been in the SUNY system.

Even more remarkable is that the state's figures do not show any upgradings in major state agencies such as Education, Tax and Finance, Labor, Civil Service, Office of Mental Health, Office of Mental Retardation and Developmental Disabilities, Corrections, State Police and Environmental Conservation, to name a few. Audit and Control showed a total of one upgrading.

"The whole process is a disgrace," said CSEA President Joe McDermott. "Do these figures mean that no one in these major state agencies is doing the secretary work? That's hard to believe.

"If people are doing the work, they should be paid the salary they deserve," he added.

"The state budget is settled and there's no more excuse for the Division of the Budget to hold up the reclassifications."

In the meantime, CSEA is urging its members who are bogged down in the reclassification procedure to file for out-of-title pay.

WHAT YOU SHOULD DO

As CSEA previously suggested, individuals waiting on reclassification should file an out-of-title grievance.

Here are some points to keep in mind:

- **If your reclassification application is still pending, let that process take its course, but file for the out-of-title pay in the meantime. The two procedures are separate and distinct;**
- **To qualify for out-of-title pay, you must be performing the duties of the higher paying job at least 40 percent of the time. Compare your job duties to the Secretary 1 and 2 job specifications;**
- **You probably stand a better chance of qualifying for the out-of-title pay if your agency supported your reclassification application;**
- **In filing your out-of-title grievance, DO NOT list "reclassification" as the remedy sought. It's a different procedure. In the out-of-title grievance you are seeking to have the state end the out-of-title work or pay you accordingly.**
- **Out-of-title pay is only retroactive for 15 calendar days prior to the filing of your grievance. So the sooner you file, the better.**



L/M FUNDS BREAKROOM EQUIPMENT — Thanks to funds negotiated by CSEA and administered by the joint Labor/Management Committees, worksites throughout the Palisades Park system now have newly renovated breakrooms with microwave ovens and furniture. CSEA Palisades Park Local 105 President Joe Willis, right, shows CSEA Labor Relations Specialist Glenn Blackman one of the new microwave ovens at Bear Mountain Park garage. With the nearest store miles away, the workers greatly appreciate the ovens, said Willis, who heard about the availability of CWEP funds at a CSEA workshop.

Boycott grapes

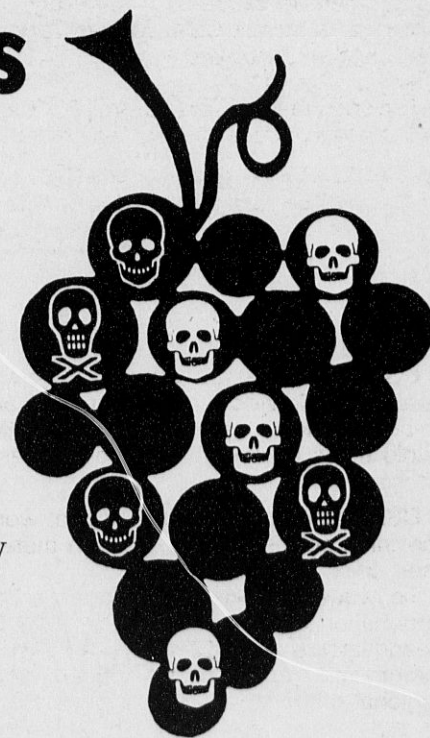
When you see grapes on the produce shelves of your supermarket this summer, don't buy them. The United Farm Workers' (UFW) nationwide grape boycott continues and CSEA is solidly behind it.

Last year, at least one CSEA member fasted every day throughout the year as part of the UFW's Fast for Life. The purpose was to draw attention to the slave wages and intolerable working conditions the farm workers face every day.

The effort was a tremendous success, but there's more work to be done and you can help by supporting the boycott.

The cancer rate among the farmworkers is staggering and is believed to be caused by deadly pesticides the growers use on the grapes. Many of these chemicals do not even wash off the grapes you buy at the store.

Keep that in mind and don't buy grapes.





AT YOUR SERVICE

YOUR UNION BENEFITS

A 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 "O" plus the extension number 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 negotiations, call:

1-800-323-2732 or (518) 463-4555 or write:
CSEA Employee Benefit Fund
14 Corporate Woods Boulevard
Albany, NY 12211

Education and Training

CSEA can help you prepare for civil service exams with low-cost study booklets and free-to-borrow video tapes. A small selection of audio tapes are available to the visually impaired.

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 union workshops, call CSEA headquarters at **1-800-342-4146**. For information on videotapes, contact your CSEA regional office.

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**.

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.

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**.

AFSCME Advantage Legal Services Program

The AFSCME Advantage Union Privilege Legal Service Program makes it possible for you to easily obtain high quality, affordable legal services for many personal legal matters. For more details and a list of the participating lawyers in your area, call the CSEA office in your region.

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.**

Health Insurance

For health insurance questions concerning Empire Plan coverage, call the appropriate following telephone number:

| EMPIRE PLAN | |
|--|-------------------------------------|
| Blue Cross Claims | 1-800-342-9815 or (518) 465-0171 |
| Metropolitan Claims | 1-800-942-4640 |
| Participating Providers | 1-800-537-0010 |
| Empire Plan Health Call (Hospital admission approval/surgical review) | 1-800-992-1213 |

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.

General retirement information and retiree membership information are available by contacting **CSEA's Retiree Department at CSEA Headquarters 1-800-342-4146 or (518) 434-0191.**

Technical retirement benefit questions (i.e., eligibility for service buy-back, transfer of membership), requests for retirement allowance applications, and requests for retirement estimate applications should be directed to the New York State and Local Retirement Systems at **(518) 474-7736.**

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 discount products. Everything from automobiles to major appliances, video to home furnishings and more. The program is free to CSEA members and carries no service charges. **To place an order or for pricing information, call 1-800-336-4UBS or 1-800-877-4UBS.** UBS has also set up a hotline for information on limited special monthly offers available only to CSEA members. **For a listing of specials, call the hotline at 1-203-967-2980.**

Grievances, Disciplines

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. Do not delay if you believe you have a problem; grievances must be filed on a timely basis.

CSEA REGIONAL OFFICES

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

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

CENTRAL REGION 5 OFFICE
6595 Kirkville Road
East Syracuse, NY 13057
(315) 433-0050

METROPOLITAN REGION 2 OFFICE
Suite 1500
11 Broadway
New York, NY 10004
(212) 514-9200

CAPITAL REGION 4 OFFICE
Suite 402
1215 Western Avenue
Albany, NY 12203
(518) 489-5424

WESTERN REGION 6 OFFICE
482 Delaware Avenue
Buffalo, NY 14202
(716) 886-0391

CSEA STATEWIDE HEADQUARTERS

143 Washington Avenue, Albany, N.Y. 12210
1-800-342-4146 (toll-free) (518) 434-0191

State's canal system barges into its 165th season

The opening of the New York State Barge Canal has been a rite of spring ever since Gov. DeWitt Clinton opened the legendary Erie Canal in 1826.

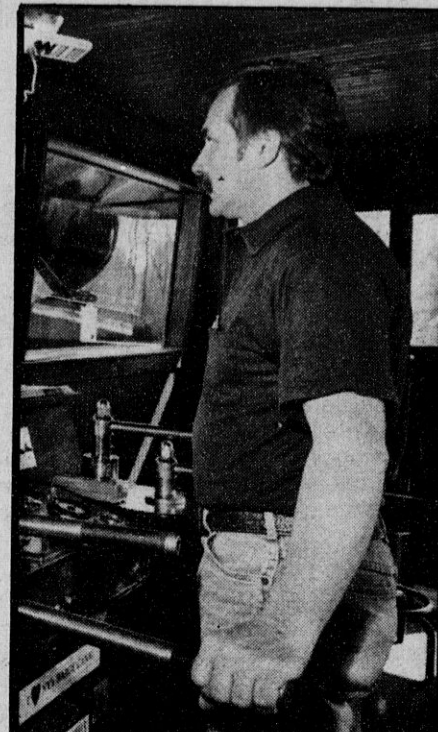
Today's State Barge Canal system includes the Erie Canal, the Champlain Canal, the Oswego Canal and the Cayuga-Seneca Canal. The canal, the responsibility of the state Department of Transportation (DOT), is the only state-operated canal system in the country.

Red and green buoys mark the safe channels for navigating the system's 524 miles and 57 locks during the canal season. Early each spring CSEA-represented barge canal employees carefully place the buoys for the season, and late each fall they remove them before winter locks the system in ice for several months.

Buoys, which weigh as much as three tons for some main channels, must be placed with precision. It takes several DOT employees and a small flotilla of vessels to accomplish the task.

A surveying team, moving from point to point by speed boat, shoots a line from shore to establish exactly where each buoy will be located. On a hand signal from the surveying crew on shore, the crew of a buoy boat drops a marker in the river. A large self-propelled scow following closely behind drops the proper buoy attached to huge concrete anchor blocks at the marker. A tug pushing a barge with additional buoys and anchor blocks brings up the rear.

The New York State Barge Canal, a part of the nation's heritage, recently opened for its 165th season.



BARGE CAPTAIN Thomas Doin, president of CSEA's Eastern Barge Canal Local 500, helps place buoys in a section of the State Barge Canal system.

KER-SPLASH — A 1,200-pound anchor block attached to a buoy creates a huge splash as it's dumped overboard to mark a safe channel in the Champlain Canal.

