

# OUT OF WHACK



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offends everyone**

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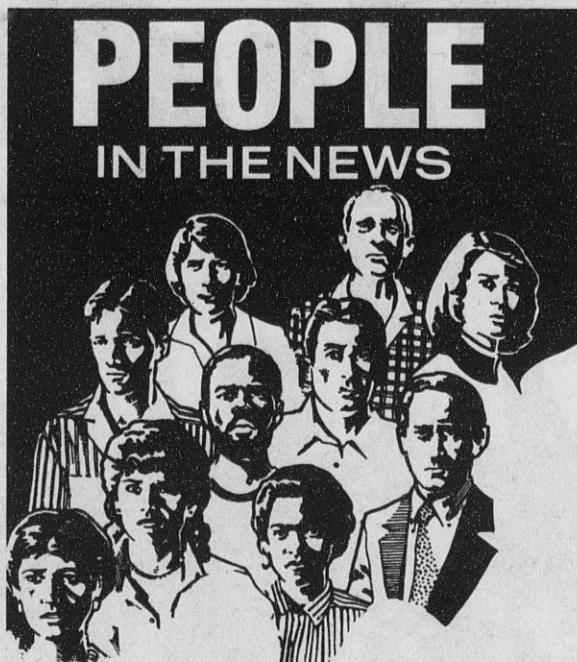
The battle over one-person snowplow safety continues.

## Reese elected to Board

ALBANY — **Barbara Reese** has been elected to the CSEA statewide Board of Directors as its newest member.

She will represent the state Health Department.

Reese was elected in a special election to fill the vacant seat.



## Boncoraglio on council board

NEW YORK — **CSEA Region II President George Boncoraglio** was recently elected to a three-year term on the New York City Central Labor Council's 28 member Executive Board.

Region II's Executive Board voted to join the Central Labor Council to raise CSEA's visibility and participation in New York City labor actions. The Council represents 1.5 million unionized workers in 500 unions.

"While this holiday season looked bleak for so many unemployed and union families alike, it's more important than ever for CSEA to stand united with other workers in fighting back against government policies that favor the wealthy and abandon the working class," Boncoraglio said.

"Involvement in the Central Labor Council strengthens the labor movement where we live and work."

## Tax Hotline worker helps caller

ALBANY - A state Tax and Finance Department employee who works on the agency's information hot line was instrumental recently in saving a taxpayer's life by telephone.

During an average year the department's 50 employees answer three million hot line telephone inquiries. After awhile the calls blur and very few stand out.

**Kay Keefe, a member of CSEA Tax and Finance Local 690**, will always remember one inquiry that began as a normal call for tax information. But the caller said she was going to have a seizure. Keefe heard the phone drop and seconds passed before the voice, disoriented, returned to the line.

"She had told me she was alone. I wondered if she had hurt herself in the fall," Keefe said. "I kept the caller on the line and got her name, phone number and, finally, her address." The caller was a Rochester resident and suffers from epilepsy.

The Tax and Finance switchboard made a call to Rochester and an ambulance reached the caller, who was treated but did

not require hospitalization. She did appreciate the long distance help and later called Keefe to thank her.

"Most people don't like having to call Tax and Finance," Keefe said. "But we really are here to help people."

"Most people don't understand seizures," Keefe said, relating what the caller said. "Most people would ignore a person having a seizure, walk right past them thinking they're on drugs or something. People have to understand more about epileptic seizures."

Helping the woman was not an individual effort, Keefe said.

"**Maria Childs** contacted the telephone operator in Rochester, and my supervisor, **Lois Collins**, was involved, as was **Jeanne Brady**," Keefe said. "We all worked together on this one. I think anyone in the phone bank would handle in the same way. Everyone would have done it."

**CSEA Local 690 President Carm Bagnoli** praised the efforts of Kay Keefe and her coworkers. "We do have good workers at Tax and Finance, real heroic ones."

## THE PUBLIC Sector

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

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

Address changes should be sent to: Civil Service Employees Association, Attn: Membership Department, 143 Washington Avenue, Albany, New York 12210.

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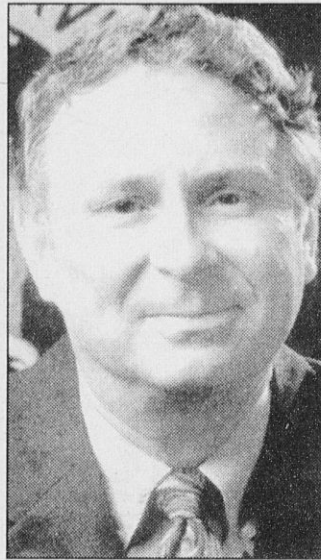


## Gov. Cuomo's budget proposal:

# It offends everyone

ALBANY — If Gov. Cuomo's proposed budget stands, New York might as well hang a "going out of business" sign, CSEA President Joe McDermott said.

"The Governor's proposed budget offends everyone," McDermott said. "If New York were a business, the proposed budget is the equivalent of putting up a sign that says, 'Going out of business.'"



CSEA President Joe McDermott

The \$56.4 billion proposal would eliminate 6,200 state jobs, including 3,900 layoffs. It freezes wages for the second year for remaining employees. (See page 22 for cuts affecting local government and school district

employees).

"The state workforce has endured more than enough destructive layoffs," McDermott said. "We cannot be expected to perform properly when we are working

forced overtime and understaffed shifts which are leading to increased injuries and devastated morale.

"Buildings are deteriorating, the mentally ill and the mentally disabled are suffering from less care, and no care for those dumped on the streets," he continued. (See page 5 for cuts affecting Mental Hygiene).

"Local governments and school districts face more cuts and more responsibilities, which will mean they have to raise regressive property taxes," he noted.

"This is worse than a no-win budget," McDermott said, "It's a budget of complete despair. It shows not leadership but cowardice as the state faces problems with an axe rather than with long-term solutions."

In all his cutting, the Governor did not include \$125 million in lagged pay CSEA believes the state will have to repay. A series of court decisions have decided in CSEA's favor, agreeing that the lag payroll imposed on employees last year was illegal. The state is still appealing, but CSEA is confident it will win the employees' money for them.

The proposed 1992-93 budget for the fiscal year beginning April 1 comes on the heels of a \$938 million deficit in the current fiscal year and

predictions of a \$4.8 billion hole for 1992-93.

"We are already hard at work fighting this unrealistic proposal," McDermott said. "It is going to be very difficult, but CSEA is working harder than ever to protect our members."

**'This is a budget of complete despair'**

CSEA President Joe McDermott

# Court throws out OCA lag

ALBANY — The state Court of Appeals awarded CSEA a significant victory that offers important protections to the contracts of public employees.

The court ruled that a lag payroll imposed on the state's court employees in 1991 is unconstitutional because it violates the workers' contract with the state — even though the contract has expired and a new contract has not been signed.

"This ruling offers us vitally important contract protection," CSEA President Joe McDermott said. "It reinforces the law which says the terms and conditions of employment cannot be diminished even after a contract expires and before a new contract is in place.

"The state virtually stonewalled contract negotiations, and then had the Legislature pass a law that diminished salary through a lag payroll," he explained. "This court decision means the state can't get around the rules for contracts and negotiations by playing word games. Our rights must be taken seriously."

The employees' pay was never actually lagged, thanks to an earlier ruling which prevented the state from taking five days'

pay until the suit was concluded.

CSEA argued that the law which lagged employees' pay violated the state's contract with its employees. Although that contract had expired, state civil service law protects employees' contractual terms and conditions of employment even when a contract has expired.

CSEA therefore argued that the law violated the federal Constitution, which prevents legislatures from passing laws which violate contracts.

In the decision, Court of Appeals Judge Richard Simons said the civil service law provides that the "terms and conditions of the 'expired agreement' shall continue.

"We conclude that the provision extended the contract, thereby affording the plaintiffs protection under the contract clause of the Federal Constitution. To hold otherwise would mean that the State would be bound by the terms of an expired collective bargaining agreement only so long as it wished to be bound."

The court's decision bolsters the union's case now in court over the lag payroll imposed on executive branch employees.

"We're very, very pleased with this decision," McDermott said. "It does far more than stop a lag payroll; it strengthens our legal and contractual rights and gives us solid legal ground for the future."

## Court agreement saves jobs

ALBANY — CSEA members laid off from the state court system last year will be going back to work sometime after April 1.

Gov. Cuomo and Chief Judge Sol Wachtler, with legislative help, settled a long feud over court funding last month.

The two leaders agreed the system's

budget would remain at \$874 million for this fiscal year and next; another \$19 million would be added to cover unique costs beyond the court's control.

Wachtler said the agreement would allow the courts to rehire 471 employees laid off in September.

## SUNY New Paltz handles

# PCB crisis on campus

NEW PALTZ - CSEA members at SUNY New Paltz responded to a PCB emergency during winter break.

An automobile accident triggered a transformer fire on campus, and part of the campus had to be closed because of PCB contamination.

The incident occurred during the December holiday break when the campus was practically empty, which was a blessing, College President Alice Chandler said.

About 25 college employees, many of them members of CSEA Local 610, responded to the emergency. All had to be decontaminated by local fire departments before being transported to hospitals to be examined. Workers showed no evidence of exposure to PCBs when tested.

Local 610 President Diane Lucchesi praised college officials for the quick action taken the day of the fire.

"They did all the right things," she said. "I'm very satisfied with the college's response to this emergency."

Following the fire, the state's Office of General Services immediately contacted appropriate agencies to aid in the clean-up.

The affected buildings are being tested. Many buildings have already re-opened, although class scheduling for the semester was pushed back two weeks.

Of 50 transformers on the SUNY New Paltz campus, 20 have PCBs, Chandler said. Five are being removed and others are being reviewed, she said. All transformers with PCBs are examined quarterly, she said.

The university system has about 600 PCB transformers statewide.

The SUNY incident cannot be compared with the Binghamton state office building, Chandler said. That has been closed for more than 10 years because of PCB contamination. Smoke contaminated the entire Binghamton building because vents were open. At SUNY, vents were closed for the winter break. Contamination, considered minimal by experts, was confined.

Employees involved in the PCB incident have been advised by college officials to file workers' compensation papers in case of any health problems later in their lives.



## He was just 'doing his job'

NEW PALTZ - Joe Braun saved the power house! That's the consensus after the transformer explosion at SUNY New Paltz.

Braun, a stationary engineer and member of CSEA Local 610, said the power went out in the plant when a car hit a power pole in New Paltz. He immediately switched off the power to prevent a damaging power surge when power was restored.

"It's like second nature," Braun said, insisting he was just doing his job.

Explosions rocked the campus as transformers blew because of a power surge, spewing dangerous PCBs. Braun then shut down power in the affected buildings.

"The stationary engineer has to make the decision to shut down the plant," Braun explained. "You have to keep a cool head. You just do your job."

Local 610 President Diane Lucchesi said Braun does not ordinarily work in the plant, but was covering for a sick co-worker. Braun had worked in the plant when he was hired at the college more than eight years ago.

"If it wasn't for Joe, it could have been a lot worse," Lucchesi said. "It could have cost the college a lot more and done much more damage."

### At Brooklyn Developmental Center:

## Working together to save certification

BROOKLYN - Struggling against long odds, Brooklyn Developmental Center (BDC) CSEA Local 447 members are helping new management retain \$25 million in federal funding.

Two recent audits found BDC management so deficient the facility could lose vital federal funds if problems are not immediately corrected.

The audits credited direct care CSEA workers with very good job performance,

often under the most stressful conditions. But they cited BDC management with ineptitude and negligence, CSEA Local 447 President Denise Berkley said. The state replaced BDC management with a new team headed by Jan Wheeler, acting director.

Berkley stressed CSEA's commitment to working closely with the new management to save BDC's accreditation.

"Prior to this new team coming in and showing real dedication to our clients, we had

six different directors in the last 10 years. This caused a lack of consistent direction and poor communications with the union," Berkley said. "It's no wonder our accreditation was jeopardized and the clients were underserved."

The local hopes the high visibility of the new management combined with regular, substantive meetings with CSEA will improve client services greatly, and save BDC's federal funding.

# CSEA's fight for a better mental hygiene system

CSEA is mounting an all-out campaign to improve the state's mental health and mental retardation systems.

It's a fight that affects people in every community in the state. CSEA's campaign calls the state's mental hygiene policies "The Shame of All New York" and details what the state's irresponsibility costs in dollars and human terms.

The CSEA offensive is aimed at mobilizing CSEA's mental hygiene workers and the general public to work for improvements.

It opened as OMH and OMRDD got more bad news in Gov. Cuomo's new budget proposal (see accompanying story).

The centerpiece of CSEA's campaign is a brochure that details the state's deficient policies and urges support for a more responsible approach. It is being mailed to all CSEA mental hygiene members and key public policy decision-makers.

CSEA is urging its locals to publicize the deplorable situation in facilities and the inadequacy of community services. The union is providing materials and assistance in this effort. But locals are encouraged to involve their members and communities in activities to draw attention to the problems.

CSEA's campaign also includes a series of radio advertisements airing statewide. "Everyone should be furious about what

is happening in the mental hygiene system in this state," said CSEA President Joe McDermott. "What we're seeing is government without a heart or a head, and the situation is getting worse."

McDermott emphasized that CSEA is doing all that it can on the statewide level to protect jobs and maintain services but it will not be easy.

"We cannot succeed without the grassroots efforts of all our locals and members," McDermott said. "New York is abandoning the mentally ill and the state mental health workforce. That puts every one of our OMH members at risk."

CSEA also has serious concerns about commitments to the workforce in OMRDD, he said.

While OMRDD has to date closed developmental centers while successfully transitioning clients and staff into community-based facilities, McDermott said, this approach may become a victim of budget politics.

State mental hygiene policies are

The Shame of all New York

**CSEA OMH and OMRDD members:**  
**The latest information is just a phone call away.**  
**Call the CSEA Mental Hygiene Hotline**  
**1-800-342-4146**  
**(press 51 on a touchtone phone)**

## Don't work alone without getting it in writing

CSEA is reminding mental health direct care workers to take steps to protect yourself when working alone. CSEA developed a form and procedure for members to use when given an assignment without back-up help.

The working alone form is available from your CSEA local office. If you are assigned to work alone, complete the form and have your supervisor sign it. It puts management on notice that you cannot be held accountable for the lack of security. If your supervisor refuses to sign it, note that and sign it yourself.

The procedure also recommends that you call your facility security office and ask them to log in that you are working alone.

After completing your shift, be sure to return a copy of your working alone form to your CSEA local office.

CSEA locals should send the forms to the office of Contract Administration at CSEA Headquarters.

STEPS TO PROTECT YOURSELF WHEN WORKING ALONE	
<i>I am working alone and am notifying management that I cannot be held accountable for the lack of security.</i>	
Name:	_____
Date:	_____
Shift:	_____
Facility:	_____
Work Location:	_____
Number of patients in my charge:	_____
SUPERVISOR'S SIGNATURE: _____	
<ul style="list-style-type: none"> <li>• If you are required to work alone, have your supervisor sign this form. If your supervisor refuses, note this fact and sign it yourself.</li> <li>• Give one copy to your supervisor, return one copy to your CSEA local office and keep one copy.</li> <li>• Call your facility security office at the start of your shift and ask them to log in that you are working alone.</li> <li>• If you or any of the patients in your charge get hurt during the shift, note that also.</li> </ul>	

CIVIL SERVICE EMPLOYEES ASSOCIATION, INC. **CSEA** LOCAL 1000, AFSCME, AFL-CIO

## OMH budget plan bashed

In what has become an all-too-familiar routine, OMH and OMRDD take the brunt of state cutbacks once again in Gov. Cuomo's proposed budget.

Although the numbers are very sketchy, OMRDD apparently faces 1,600 layoffs. OMH may face up to 360 layoffs.

And in recent years, the Legislature had made even deeper cuts than the Governor had proposed.

Direct care service to patients, already strained by earlier cuts, cannot stand any further slashing. Services will deteriorate more rapidly and undermine the future of the entire system.

The budget does not call for closing any psychiatric centers this year, but the prospects don't look good for the future.

There are clear signs that several facilities may be closed before long, with Willard, Harlem Valley and Middletown apparently most at risk. Some state lawmakers have proposed converting Willard into a prison, but plans for the alternative use of the other facilities are unclear and CSEA is not taking anything for granted in OMH.

CSEA is also concerned about proposed cuts in funding for new state-operated community-based facilities for the mentally retarded. Delays in their development will limit the availability of needed services and could increase the state's temptation to privatize services.

# Empire Plan's new Mental Health, Substance Abuse Program

Introducing APM & the Empire Plan's new Mental Health & Substance Abuse Program  
**1-800-446-3995**  
**BETTER BENEFITS BEGIN FEBRUARY 1, 1992**

Beginning **February 1, 1992**, your benefits for mental health and substance abuse services are changing. This describes the new benefits, your responsibilities and the ways American PsychManagement (APM), the benefit manager, and MetLife, the program insurer, can help you and your family.

Program benefits and responsibilities apply to you, your enrolled spouse and other enrolled dependents. You and your family **must** follow the requirements for the mental health or substance abuse program whenever you will be seeking Empire Plan coverage for these services.

Program requirements apply nationwide, regardless of where you or your family seeks mental health and substance abuse services.

### You Must Make the Call

Before seeking care for mental health and substance abuse problems, call APM. **If you do not call, you will receive a significantly lower level of benefits.**

When you call, a mental health professional helps you decide on the best steps to take for treatment.

### APM Gives You & Your Family:

- Reduced out-of-pocket expenses - you can get the recommended care without worrying about the bill. Except for any copayments, the bill is paid when you use the network, and there are no claim forms.
- Confidential help - no one needs to know you're making the call.
- 24-hour help, 365 days a year. APM is always open.
- Better mental health and substance abuse benefits when you call APM and obtain care from a recommended provider.
- Up to three outpatient visits without a copayment for intervention following a significant life crisis, when you use APM.
- Access to an extensive network of quality practitioners in your area carefully chosen for their training and experience. Many providers who have been helping Empire Plan enrollees and their families for years are in APM's network.
- Help in choosing the right provider. You don't have to guess which professional can help you.

### Better Benefits When You Use APM

Your new Empire Plan mental health and substance abuse program has two levels of benefits: **Network Coverage** and **Non-Network Coverage**. By making the call before you receive services, and then obtaining care from a provider you were referred to by APM, you will qualify for Network Coverage, the highest level of benefits.

Under Network Coverage, you do not have to meet an annual deductible. You have modest copayments for outpatient treatment. And, there is no limit on the number of covered visits for medically necessary treatments.

### You qualify for Network Coverage when:

- You call APM before your treatment begins, and
- You are treated by a provider APM recommends.

Usually, you will be referred to a network provider or facility. However, you will still qualify for Network Coverage if APM refers you to a non-network provider or facility.

### Network Providers

APM's network gives you access to a wide range of specialists and facilities when you need mental health or substance abuse care.

Whenever possible, you will be referred to a provider who is no more than 30 minutes from your home. These providers are in your community and many of them have been caring for Empire Plan enrollees and their families for years.

Providers in the network were selected for their training and experience to meet the needs of Empire Plan enrollees and their families. These providers have been carefully screened and their performance will be continually monitored by APM.

APM's providers are available nationwide. At this time, there are over 14,000 providers, 3,500 located in New York State. The network is growing daily to meet the needs of Empire Plan enrollees and family members.

The network is made up of health care providers who, as independent contractors, sign agreements with APM and agree to provide their services at preferred rates, called the network allowance. These providers are not employees or agents of MetLife or American PsychManagement.

**Who's in the network?** Psychiatrists, clinical psychologists, psychiatric nurses/clinical specialists and certified social workers. All of these providers must be licensed to practice independently.

**What type of facilities?** Hospitals, rehabilitation centers and alternative inpatient facilities such as day/night centers, halfway houses and treatment centers for dually diagnosed individuals. APM developed and continues to develop its network based on a comprehensive analysis of practitioners and facilities that currently provide care to Empire Plan enrollees.

**What if there isn't a network provided to meet my needs?** Although the APM network is extensive, you may be in an area where a network provider is not available to you. APM will recommend a provider within 48 hours in most cases and within 30 minutes in an emergency.

As long as you call APM and follow the recommendations, you will receive the network level of benefits.

**What if a provider wants to join the network?** APM invites you and your provider to request information about how to join the network by writing to:

American PsychManagement, Inc.  
 Provider Relations  
 Suite 200, 433 River Street  
 Troy, NY 12180

APM will send your provider the materials needed to join the network and follow-up once these materials are returned.

### Lower Benefits When You Don't Call APM, You Don't Use A Recommended Provider

**There are limited benefits available for medically necessary care when you don't use APM.** These benefits are substantially lower than those available when you call APM and seek care from a recommended provider.

### You will receive Non-Network Coverage when:

- You do not call APM, and/or
- You choose a provider or facility outside the network unless APM makes the arrangements for you.

If APM determines that the care you have received outside the APM network is

medically necessary, you will receive non-network coverage. **YOU WILL PAY FOR A SIGNIFICANT PORTION OF THIS CARE.** You will be responsible for a large deductible, and you will pay a major part of the provider's or facility's charges. Before you choose a non-network provider, consider the high cost of treatment.

**If your inpatient or outpatient treatment is not found to be medically necessary, you will not receive any Empire Plan benefits, and you will be responsible for the full cost of care.**

**To be certain that your care is medically necessary, when you choose to use a non-network provider, you must call APM as follows:**

**For inpatient admission to non-network facilities:** You must precertify your inpatient treatment by calling APM **before** the admission.

**For outpatient treatment by non-network providers:** For all outpatient care beyond 10 visits, you must call APM before the sixth visit for authorization.

### Confidentiality

Throughout treatment, APM professionals review and approve care to make sure it is consistent with your medical needs. At all times, APM holds information in strictest confidence.

### Copayments, Claims and Appeals

When you or a family member goes to a network provider, you will pay for your share of the cost when you receive the service. You do not have to complete any claim forms. Your provider will complete and submit the claims directly to MetLife.

If your visit to a network provider qualifies as a crisis intervention visit, there is no copayment. The provider will be paid in full by MetLife for up to three visits.

If you see a non-network provider, you will pay charges in full and seek reimbursement from MetLife for those services that are covered and determined to be medically necessary.

For non-network outpatient services incurred on or after February 1, 1992, you should continue to use MetLife non-participating provider claim forms. Call MetLife customer service at 1-800-942-4640 (Outside New York State call 1-800-431-4312) for claim forms. Send all mental health and substance abuse claims to: MetLife, P.O. Box 1007, Kingston, New York 12401

Either you or your provider can appeal denial of treatment. To request an appeal, call APM at 1-800-446-3995. There are two levels of appeal. If your first appeal is denied, you may request a second appeal.

### If You Are Currently in Treatment

If you or a member of your family currently receives mental health or substance abuse care, during the February 1, 1992-April 30, 1992, transition period you may complete your treatment with providers and facilities who are not currently in APM's network. (Ask your provider if he/she is in APM's network.) After April 30, 1992, you must call APM and seek care from a recommended provider to receive Network Coverage.

**Inpatient treatment:** If you or a covered family member is hospitalized for mental health or substance abuse on January 31, 1992, and continue to be hospitalized on February 1, 1992, you will continue to receive benefits under the previous Empire Plan provisions (in effect prior to February 1, 1992) until discharged from the hospital or until Benefits After Termination are exhausted as explained in your Empire Plan certificate. All treatment rendered after discharge from the hospital or after Benefits After Termination are exhausted, will be provided through the APM program described in this report.

**Outpatient treatment:** If you or a covered family member has received outpatient mental health or substance abuse treatment from a non-network provider at any time between November 1, 1991, and January 31, 1992, you may continue treatment and receive benefits from APM at the previous Empire Plan level (in effect prior to February 1, 1992) until April 30, 1992. If you need more than 10 visits between February 1 and April 30, 1992, you must call APM for prior authorization after your fifth visit, or as soon thereafter as possible. No benefits will be paid for more than 10 visits without prior authorization.

If at any time during the transition period your provider joins the APM network, the more comprehensive network benefits will replace the prior plan benefits at that time.

**File your outpatient claims quickly - this will tell APM you're eligible for transition benefits:** If you receive mental health or substance abuse care between November 1, 1991 and January 31, 1992, file your claim for benefits before February 1, 1992. If you cannot file, call APM on or after February 1, 1992.

### When You Must Make the Call

1. Call APM at 1-800-446-3995 at **any time you or covered family members need help** for a mental health or substance abuse problem, 24 hours a day. Your call will be answered by a mental health professional who will ask you some questions in order to direct you to an appropriate provider. Be sure to call APM before treatment begins.

2. For **non-emergency inpatient or outpatient treatment**, call APM. APM will give you the name, address and phone number of a provider near you who is a member of APM's network of providers. If you live in an area where APM does not have a network provider, you can still receive full benefits if you call APM. APM will recommend a provider for you, in most cases, within 48 hours.

3. In an **emergency**, APM will either arrange for a network psychiatrist to call you back within 30 minutes or direct you to an appropriate facility for immediate treatment.

In a life threatening situation proceed to the nearest emergency room. Then, you must call APM within 48 hours.

4. If someone such as your physician or Statewide Employee Assistance Program (EAP) representative suggests that you or a covered family member **consult** a mental health or substance abuse treatment specialist, call APM.

5. If you or a family member is admitted to a facility for medical treatment and then **transferred** to a mental health/substance abuse unit or facility, call APM.

### Who Calls?

You, a member of your family or household, your doctor, a member of your doctor's staff, or your EAP representative may place the call. In the case of an emergency or urgent admission, the hospital admitting office may place the call for you. Where this article refers to "you" making the call, keep in mind that the other people listed may also call. **But it is your responsibility to see that a call is made.**

**CSEA files PESH charges over one-person plowing**

# Snowplow safety battle heats up

CSEA has formally charged the state Department of Transportation (DOT) with violating a series of safety standards in implementing its dangerous one-person snow plowing program.

CSEA filed a Public Employee Safety and Health (PESH) complaint that DOT's one-person plow plan violates safety standards for safe operation of equipment.

While there are no specific safety and health standards for snow plowing, CSEA's PESH complaint cites standards for the safe operation of equipment which the union believes should apply to the plows.

The DOT program has sparked controversy and criticism across the state. CSEA first detailed its objections in a brochure, *A Real Snow Job*, which has received widespread media coverage.

CSEA points out that DOT uses equipment that is designed for two operators and no amount of modification can make it safe for one person to operate alone, especially in storm conditions.

DOT originally claimed it would save about \$2.5 million from the change, but

CSEA questions whether it will save any money at all. DOT originally projected using one-person plows on 90 percent of the roads they cover, but have since scaled back to 50 percent. DOT is also offering premium pay to buy the silence of drivers assigned to solo on the trucks.

When the cost of modifying the trucks and employee training is added, DOT's claim of savings is ludicrous, especially with an increased likelihood of damage to property, equipment and people.

"Common sense should be enough to apply in a situation like this," said Jim Corcoran, CSEA director of occupational safety and health. "It's simply nonsense to make the kinds of changes DOT has made in the way that DOT has made them and then turn around and say they have no adverse effect on safety."

CSEA charges in its PESH complaint that:

**\* DOT's modification of the plow equipment does not conform to regulations that modification of vehicles and related equipment should be designed or approved by**

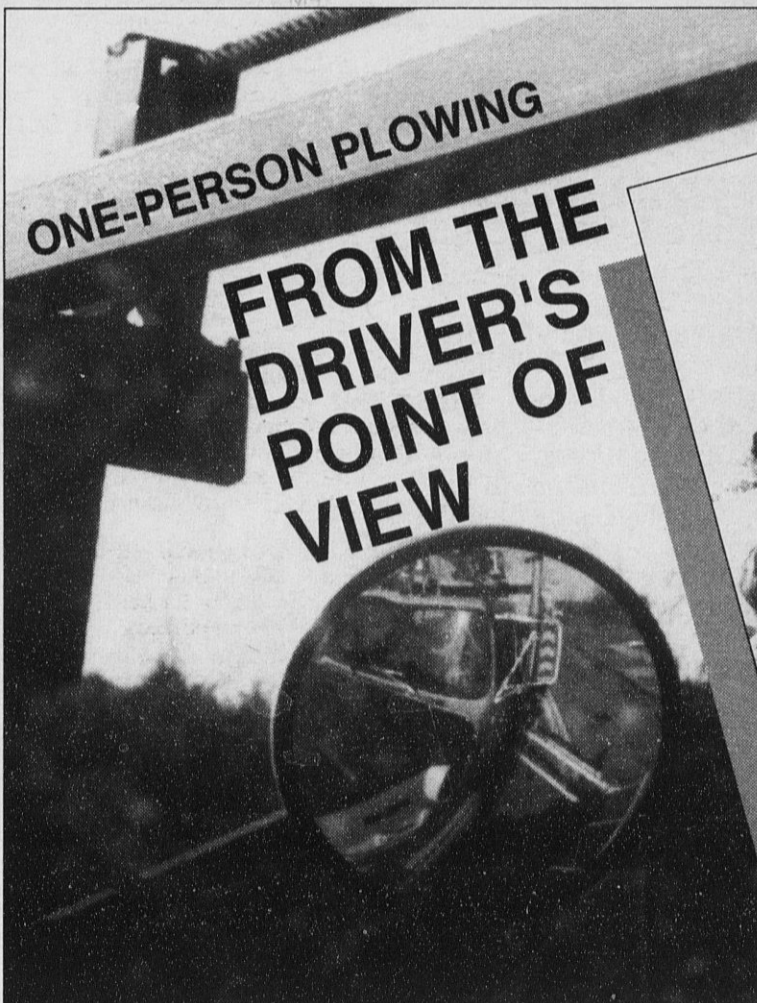
**the manufacturer of either the vehicle or plow equipment;**

**\* The diminished visibility and increased operating requirements that single drivers have in operating the two-person plow equipment violates federal motor carrier safety regulations. Under those regulations, vehicles are not to be operated when the driver's view is obscured or if the operator cannot handle the vehicle safely, including easy access to accessories required for emergencies; and**

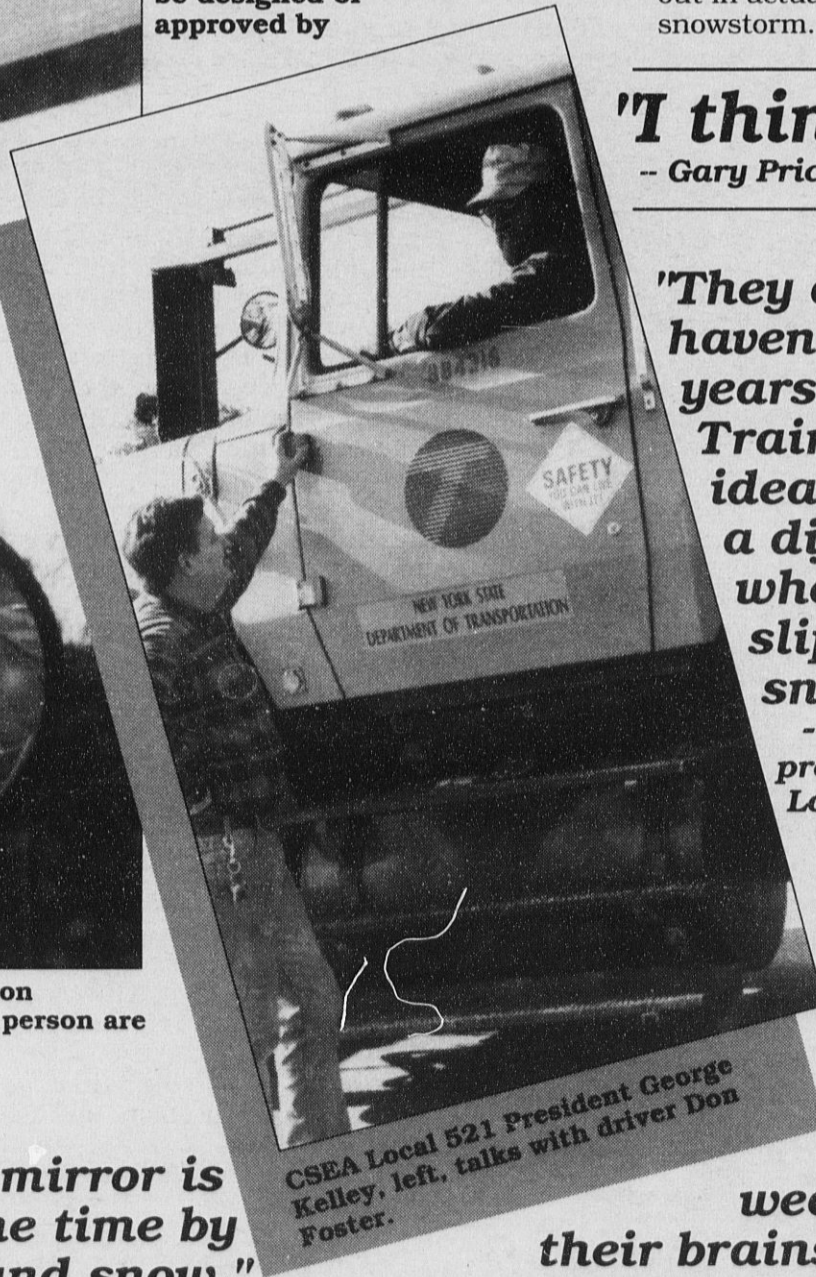
**\* DOT's change from an operating policy that had prohibited operators from backing up without warning devices or a spotter to this plan violates safety standards.**

CSEA has also charged that DOT's training procedures for one-person plowing are inadequate and fail to meet appropriate safety and health requirements.

CSEA, which filed its charges in the state Department of Labor's Syracuse PESH office, has asked that inspections be carried out in actual working conditions during a snowstorm.



Passenger-side mirrors installed on one-person snowplows to compensate for lack of a wing person are not much help, drivers say.



CSEA Local 521 President George Kelley, left, talks with driver Don Foster.

**"My view of the mirror is obstructed most of the time by dirt, ice and snow."**

-- Don Foster, CSEA State DOT Local 521 member

**"I think it stinks!"**

-- Gary Price, CSEA Local 521 member

**"They asked people who haven't driven in 15 years to drive.**

**Training was held in ideal weather but it's a different story when it's dark, slippery and snowing heavily."**

-- George Kelley, president, CSEA State DOT Local 521

**"It's hairy out there. The problem is with the public.**

**When the weather gets bad, their brains get soggy and they try to crowd you."**

-- DOT driver, anonymous

## Another despicable attack on civil service

### Workers' futures uncertain

By Dan Janison

Capitol bureau

ALBANY — Last month, a private lobbying group called for the state to alter — or even abolish — the civil service system that rules its personnel practices.

The proposal, from the state Business Council, drew little notice. But the fact that it came from a group with political clout added more uncertainty to what bodes to be a difficult time for the state work force, which began 1992 without new labor contracts and faces the prospect of more budget cutbacks and more layoffs.

The idea of shrinking the payroll — and to a degree, making it more "flexible" for its managers — has gained currency among top elected officials, who nowadays discuss not if to cut, but how many, where and when.

The state's civil service system is being assaulted once again by a familiar group — high-level management executives of the state's private sector business and industry.

"It's an appalling, thinly disguised plot to strip away the rights and dignity of workers and give management dictatorial powers," CSEA President Joe McDermott said. "They would bring back the same evils that the civil service system was created to protect workers against in the first place."

The business executives claim the civil service system makes it too difficult for management to run governments the way they want to and that there is no longer any need for public employees to be protected by a civil service system anyway.

The proposal to radically change or abolish the state's civil service system is contained in a report prepared by the Business Council of New York State, the lobbying organization for executives.

"It all boils down to this," McDermott said. "Private sector management wants to remove civil service protection from public sector workers, thereby creating a huge patronage cesspool."

"Public sector management could then do anything it wants to the workers, including firing them without cause and with impunity. That would create a huge pool of highly-skilled workers that private industry could exploit with low pay and poor benefits. That would help boost profits, at the expense of the

workers. And that's how the Business Council proposes to end the recession. Ridiculous!"

### Warmed-over hash

The Business Council's proposal to "reform" or abolish the civil service system is a warmed-over rehash of a civil service "deform" plan pushed by then-New York City Mayor Ed Koch in the 1970's.

CSEA geared up to counter and defeat that attack by one of the nation's most powerful politicians.

Now CSEA is gearing up to defeat this latest assault against public employees from one of the state's most powerful lobbying groups.

### A message from CSEA President Joe McDermott

I don't know who the hell the Business Council of New York State thinks it is, but I'll tell you what I think it is.

It's one of the most anti-union groups around and one of the best reasons I've ever seen why workers should be unionized.

The Business Council is mostly concerned about corporations and profit margins as reflected by the business moguls and management executives it represents. It's no coincidence that many Business Council members operate non-union businesses and exploit their employees by paying low wages and inadequate benefits.

The Business Council's proposal to radically change or even abolish the state's civil service system is absurd and dangerous.

The purpose for CSEA's existence is clearly spelled out in the union's Constitution:

"This Association is organized and exists to promote the organization of workers in general and public employees in particular, to represent its members with respect to all terms and conditions of employment, to uphold and extend the principles of merit and fitness in public employment, to maintain and promote efficiency in public service..."

I intend to do whatever is necessary to meet our constitutional objectives. When then-New York City Mayor Ed Koch, one of the most powerful politicians in America, tried to eliminate the civil service system to suit his political agenda, we met the challenge and defeated his proposal. I promise you we will do the same to the Business Council's latest assault on civil service.

The Business Council fat cats have this terribly misguided concept that private industry driven by profit motives can solve all the fiscal ills of the world. If they had their way, they would turn everything over to the likes of Frank Lorenzo, Carl Icahn and all the other discredited captains of industry. We must never let anything like that happen.

The Business Council is clearly driven by its greed to create a huge patronage pool of unprotected, highly-skilled workers that they could exploit with low wages and little or no benefits.

But labor unions and civil service law stand in the way. The Business Council's latest plan is nothing more than a brazen attempt to weaken or eliminate both. It will not succeed.







## GENERAL NEWS

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CSEA comes out for Clinton in the Presidential race., and CSEA members are running as Clinton delegates.

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### Time to apply for Flaumenbaum scholarships

Applications for the **Irving Flaumenbaum Memorial Scholarship** for the children of CSEA members are now available.

CSEA awards 18 Flaumenbaum scholarships annually, with three awarded in each of CSEA's six regions, to graduating high school seniors who are children of CSEA members.

Applications, including official high school transcripts and proof of SAT or ACT scores, are due April 15.

Application forms are available from CSEA Local presidents, region offices and headquarters. The winners will be selected in May and the awards presented in June.

Irving Flaumenbaum was a CSEA activist for more than three decades and served in many positions, including Region I president, statewide vice president and AFSCME International vice president.

For more information, contact Denise Futia at CSEA headquarters by calling 1-800-342-4146 or 518-434-0191.

## Donohue named chair of AFSCME committee to study Northern Ireland



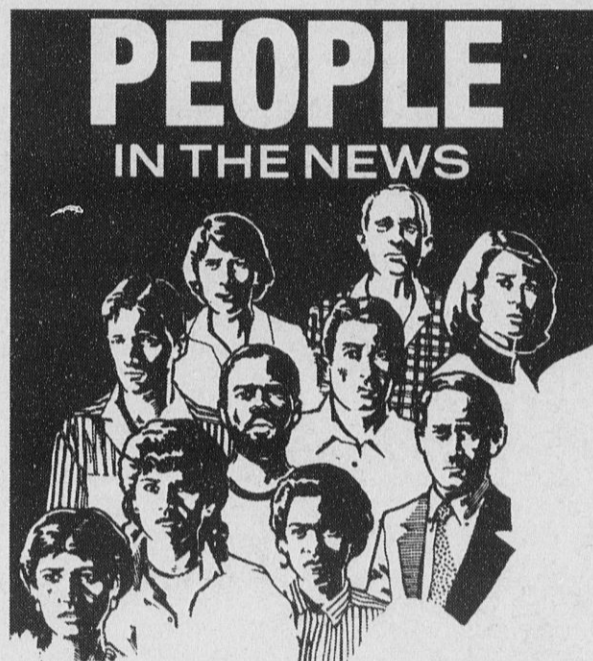
Danny Donohue

**CSEA Executive Vice President Danny Donohue** has been appointed chair of an AFSCME committee to study the political, economic, religious and labor situation in Northern Ireland.

Donohue was named committee chair by AFSCME President Gerald W. McEntee. The AFSCME International Executive Board approved formation of the committee so union members can be better

informed and educated about the situation in Northern Ireland. The committee will also recommend ways in which organized labor can contribute to resolving the Northern Ireland crisis.

Donohue is one of three CSEA officers on AFSCME's International Executive Board. Others are CSEA President Joe McDermott and CSEA Metropolitan Region President George Boncoraglio.



### CSEA staffer shares joys of reading with local children

LOCKPORT — CSEA Political Action Coordinator **Roger Sherrie** joined the Community Reader program at his public library recently, and spent an evening reading children's stories at the Lockport Public Library.

Sherrie, who lives in Lockport with his wife and three children, read selections from Shel Silverstein, Bill Peete, Tomie DePaola and Dr. Seuss.

"I had a great time. I'm going to do this every year," he said. "Reading to children is very important. And it was fun."

### Keep up with Current Issues

Call 1-800-342-4146 and hit 5 on a touch-tone phone for the latest.

### Local 615 sets up fund to help member's family

SYRACUSE — CSEA Local 615 members working at the SUNY Health Science in Syracuse have reached out to help one of their own, and could use help from other CSEA members.

The local recently established a fund to help member **Larry Smith**, a painter at the center for 27 years, and his wife, **Beverly**, a former center employee, who recently had her second liver transplant.

While Beverly Smith is doing well since her surgery in November, her husband said her recovery is taking longer than before and he doesn't know when she will be able to come home.

The local established the fund to help support the Smiths, who have drained most of their savings to pay for Beverly Smith's medical care and transportation back and forth to the hospital in Boston,

**Local 615 President Bob Vincent** said. Although insurance is paying for most of Beverly Smith's care, Larry Smith said, they have had to pay many extra expenses. They are very grateful to the local for its efforts to help, he said.

"It's tough. We've used all our savings and everything," Smith said. "It costs at least \$50 for gas and tolls for each trip to Boston. I've made more than 20 trips so far and put more than 40,000 miles on the car since last March."

The local has raised more than \$300 for the fund. CSEA members who want to help can send contributions made payable to the fund to:

**Larry Smith Liver Fund**  
c/o Ed Owens  
4674 Beef Street  
Syracuse, NY 13215

*Organized labor lining up behind*

# Clinton for President

The bandwagon that many labor leaders hope will carry Arkansas Gov. Bill Clinton to the Democratic nomination for President and ultimately to the White House in the November general election gained a huge burst of momentum recently.

AFSCME, CSEA's 1.2 million-member international union, announced that Clinton will get the bulk of the union's support in his quest for the Democratic presidential nomination. The same day, according to the Associated Press, the 660,000-member American Federation of Teachers also announced it is backing Clinton's candidacy.

**Impressive**

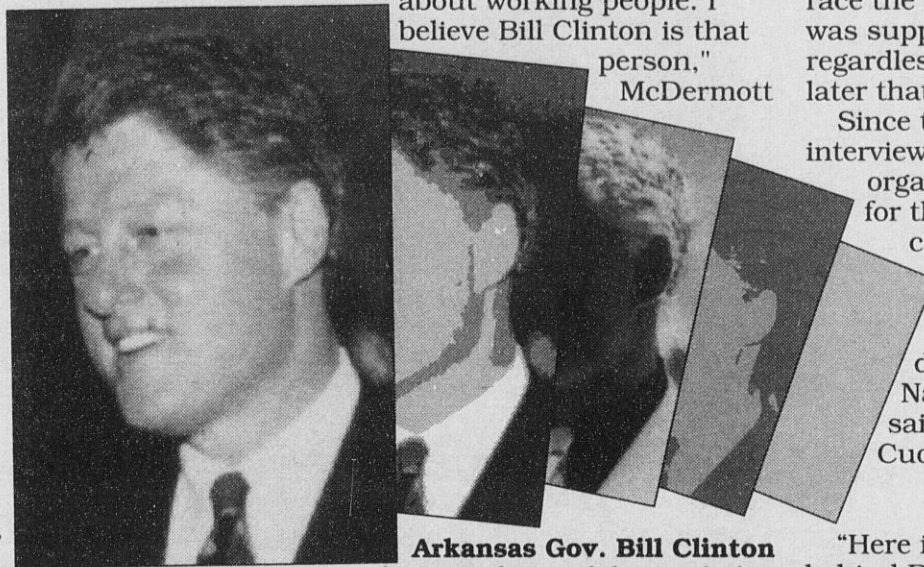
AFSCME President Gerald W. McEntee said Clinton emerged as the leading Democratic candidate following a meeting of the AFSCME Executive Board in January. Although AFSCME did not make a formal endorsement, McEntee said the Executive Board members were "impressed" by Clinton's qualifications and that he has the support of the majority of them.

"Electability really did come through loud and clear," McEntee said.

"Bill Clinton has that quality and the AFSCME Executive Board members recognized it," said CSEA President Joe McDermott, one of three CSEA officials on AFSCME's Executive Board.

"There is widespread support for Bill Clinton on the Executive Board and I am sure that when the time comes for AFSCME to formally endorse a candidate, Bill Clinton will be our official candidate," McDermott said.

"All working Americans have suffered in George Bush's recession. We need to elect a President in November who truly cares about working people. I believe Bill Clinton is that person," McDermott



**Arkansas Gov. Bill Clinton is emerging as labor's choice for Democratic candidate for President.**

added. The backing by AFSCME and AFT provides a big surge for Clinton in his quest to win the support of the AFL-CIO, which has a complex endorsement procedure which prevents it from considering an endorsement until a majority of member unions unite behind a candidate.

McDermott, CSEA Executive Vice President Danny Donohue and CSEA Metropolitan Region President George Boncoraglio all backed Clinton when the AFSCME Executive Board discussed the Democratic candidates in Washington.

McDermott made front-page headlines when he announced, on the morning before Gov. Mario Cuomo took himself out of the race the week before Christmas, that he was supporting Clinton's candidacy regardless of what Cuomo would decide later that day.

Since then McDermott has been interviewed by several national news media organizations for his views on the race for the Democratic presidential candidacy.

McDermott said he is pleased many CSEA members are seeking election as Clinton delegates to the Democratic National Convention (see below) and said CSEA would not support any Cuomo effort to gain the candidacy.

**New York primary April 7**

"Here in New York we need to rally behind Bill Clinton and help him win the New York Democratic primary on April 7," McDermott said. "A big win in New York would follow what I think will be a series of Clinton victories in earlier primaries and caucuses and propel Bill Clinton to the nomination."

**CLINTON FOR PRESIDENT**

**Many seeking to become Clinton delegates**

## CSEA members in primaries

Petitions are being circulated for at least 18 CSEA members seeking to become delegates (or alternates) to the Democratic National Convention pledged to support presidential candidate Arkansas Gov. Bill Clinton.

Once their petitions have the required number of signatures, the delegates will be on Clinton slates on ballots in the April 7 New York primary.

CSEA/AFSCME hopes to have about 35 members as Clinton delegates at the convention in New York City, which would be about one-quarter the state's delegates. In fact, The union has more delegates on Clinton slates than any other organization in the state.

One CSEA member, **Gerry Prince of Williamsville in the 31st Congressional District**, is running as a delegate pledged to support Iowa Sen. Tom Harkin.

In order to vote for CSEA/AFSCME delegates in the primary, voters must first select Clinton, then vote for the number of delegates allowed. A formula that allows for distribution of delegates among the highest vote-getting male and female delegates will

determine who attends the convention.

The full list of CSEA/AFSCME Clinton delegates will appear in March's *The Public Sector*. Below is a list of CSEA members now circulating petitions to be Clinton delegates to the Democratic National Convention as they have been announced so far.

1st Congressional District:  
**Kenneth F. Cavanaugh of Coram, alternate**

4th Congressional District:  
**Marie Ardell of Bethpage**

5th Congressional District:  
**Leslie V. Eason of Uniondale (alternate)**

12th Congressional District:  
**Marietta Small of Brooklyn**

22nd Congressional District:  
**Robert Leibowitz of Monsey**

23rd Congressional District:  
**Mary E. Sullivan of Albany**  
**Rebecca A. Lawson of Albany**

24th Congressional District:  
**Daniel F. Donohue of Clifton Park**

25th Congressional District:  
**Betty Jo Johnson of Oneida**

27th Congressional District:  
**Francine A. Turner of Skaneateles (alternate)**  
**Ricky D. Noreault of Syracuse**

28th Congressional District:  
**Theron Joseph VanDyke of Port Ewen (alternate)**  
**Ann M. Gorman of Vestal**  
**Keith D. Zulko of Harpursville**

29th Congressional District:  
**Thomas D. McNabb of Auburn**

30th Congressional District:  
**John Anthony Paeno of Oswego**

31st Congressional District:  
**Robert L. Leonard of Springwater**

32nd Congressional District:  
**Mary K. Saxon of North Tonawanda**

# 1992 CSEA Legislative Package

*Fighting for budget fairness,  
against contracting out and  
for the members*



CSEA's biggest priority of the 1992 legislative session will be fighting for adequate spending and revenue in the 1992-93 budget.

"We're in our third year of disastrous state budget cuts that have seriously damaged state services and placed unfair burdens on local governments and school districts," CSEA President Joe McDermott said. "CSEA is already fighting for a fair tax system that will raise the revenues New York needs to provide vital services and funding."

CSEA, along with the Fiscal Policy Institute (FPI) will continue to press the state Legislature to raise taxes on the wealthiest New Yorkers and close loopholes that allow large corporations to escape paying taxes.

The union will also work to see a wide-range of laws passed that will affect CSEA members.

With new Lobbyist Tom Hartnett leading the effort, McDermott said, CSEA will work to put important restrictions on privatization and contracting out, secure important protections for retirees and school employees and succeed in other areas important to CSEA members.

**Privatization and Contracting Out:** CSEA wrote this bill to ensure that all levels of government in the state follow strict standards before they can contract out or privatize service. The law would require governments to prove the privatization/contracting out would save money; the state would also establish a Privatization Advisory Board, including public employee representation, to ensure compliance with the law.

#### Retiree Issues

**Pension Supplementation and Permanent Cost of Living Adjustments:** To help retired public employees who are struggling with inflation on fixed incomes, this bill would extend pension supplementation benefits to former employees who retired before 1985, increase the percentages and increase the base pension amount and provide an annual cost-of-living adjustment to pensions of retired public employees.

**Board of Trustees:** This bill would allow public employees to have some say in how their Employee Retirement System Fund is invested and administered by creating a Board of Trustees that includes public employee representation.

**Health Insurance for Retirees:** This bill would prohibit the state and municipalities from reducing retiree health benefits.

#### Workplace Issues

**Agency Shop:** The state Legislature must periodically renew agency shop for state employees, and in localities and school districts, agency shop is optional. This law would make agency shop permanent for state and local governments and school districts.

**VDT Safety:** This bill would required public employers to provide minimum safeguards and protections for all video display terminal (VDT) operators.

**Family and Medical Leave:** This bill would offer unpaid, job-guaranteed time off for births and adoptions and to deal with serious medical problems of family members.

#### School District Issues

**Unemployment Insurance for School Employees:** CSEA/AFSCME worked hard in Congress for a law which allows states the option of offering non-teaching school employees to receive unemployment insurance between academic years. Now CSEA is working to get New York to allow those employees to receive unemployment insurance.

**Contingency Budgets:** This bill would allow districts to adopt contingency budgets without voter approval and clarifies the responsibilities of the school boards and district voters.

CSEA's Political Action Department is hard at work pushing for legislation that will help CSEA members.

But CSEA members themselves, on the job every day plowing roads, caring for the mentally ill, serving school lunches, working in county office buildings can have a more direct idea of what laws are needed to make their jobs and communities safer, happier and more productive.

That's why CSEA wants to listen to what laws you think need to be written to make your job safer, your service better and your life a little easier.

So if you have an idea for a law that might help you, fill out this coupon and send it to:

**CSEA Political Action Department  
143 Washington Avenue  
Albany, NY 12210**

## 'There ought to be a law ...'

Name: \_\_\_\_\_

Address: \_\_\_\_\_

CSEA Local: \_\_\_\_\_

"There ought to be a law \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

# Emma Johnston a force for human dignity in Syracuse

SYRACUSE - When CSEA Onondaga County Local 834 member Emma Johnston came to Syracuse in 1959, she was immediately thrust into the local civil rights movement when she looked for a home in the city she calls "one of the most prejudiced areas" she had ever seen.



Emma Johnston

When she and her family tried to move from their rooming house, several landlords said they didn't rent to "colored" people. Instead of moving into strictly "black neighborhoods," Johnston fought back. She went to the state Housing Discrimination Board and got an apartment in the area she wanted.

Since then, Johnston, a home economist assistant with the county's Adult and Family Services Department for 12 years, has been actively involved in Syracuse's black community, and through her volunteer work has helped to reduce prejudices she first

encountered years ago.

"I enjoy working with people," she said. "I think if I had to do something else, I wouldn't be happy. I like to face problems and do things for people, but I'm also doing it for myself."

Many of the problems she has faced for others through her volunteer work have their roots in discrimination. She has long fought against housing and job discrimination and worked on other minority issues such as police brutality and educational and social opportunities for minority youths and adults.

She is proud of being involved in the Crusade for Opportunity, a local organization setup with money from the federal Office of Economic Opportunity in the 1960s. One project she worked on helped establish the first Head Start program in Syracuse, providing school breakfasts for area students.

Her proudest accomplishment, however, came in 1988, when she single-handedly organized a protest march to convince Onondaga County management to officially recognize the birthday of Dr. Martin Luther King Jr. as a paid holiday.

She is a former vice-president and treasurer

of the local chapter of the National Association for the Advancement of Colored People (NAACP) and is now chair of community development. She is a former president and current board member of the People's Equal Action Community Effort (PEACE) Inc. and is chair of and Onondaga County's liaison with the Southeast Community PEACE Center.

Johnston is also secretary for the executive board of the Syracuse Community Health Center, president of the Modern Neighborhood Facility (Southwest Community) Center, a member of the National Council of Negro Women, the American Businesswomen's Association, the Onondaga County Urban League and the City of Syracuse's Task Force on Community and Police Relations. She is also active in local politics, having run for the county legislature twice.

In 1982, she received a community service award from PEACE Inc.; in 1985 she was named "Woman of the Year" by the local American Businesswomen's Association; and in 1986, she received a community service award from the Syracuse Community Health Center and the NAACP's Freedom Award.

## FEBRUARY IS

CSEA SALUTES ITS THOUSANDS OF MEN AND WOMEN ACTIVISTS

### Helen Valentine: A tradition of giving

STATEN ISLAND —Creating her own tradition of giving, CSEA retiree Helen Valentine has become a fixture as a visitor to Staten Island nursing homes.

Two nights a week for more than 30 years, Valentine has visited the sick and elderly like clockwork, donating thousands of hours to the forgotten and lonely.

Her tradition of giving didn't stop with her retirement in December after 35 years with the state Department of Motor Vehicles (DMV). She keeps the same visiting schedule she did when she worked in DMV.

But Valentine doesn't expect praise for her volunteer work.

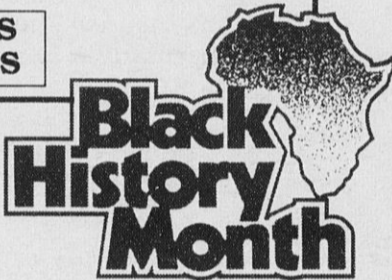
"They miss you and ask where you've been if you don't go on the day they expect you," she said. "I don't count the hours. You get more out of it than they get from you," she said, even from those who are so sick she can only say a prayer with them.

For three years, Valentine has served as a eucharistic minister for Our Lady of Mt. Carmel-St. Benedict's Church, where she has been active in the Legion of Mary since the 1950s.

"It is more than appropriate that Valentine's Day and Black History Month fall in February," CSEA Local 010 President Vincent Martusciello said. "Helen has been a valentine to all of us for 35 years, and we know she'll continue to be one in a well-deserved retirement."



Helen Valentine



### Thelma Wilson: A positive influence

SPRING VALLEY - If the village of Spring Valley published its own thesaurus, the synonym for "dynamo" would be "Thelma Wilson".

A 24-year Rockland County employee and member of CSEA Local 844, Wilson is a supervisor with the county's Alcohol and Substance Abuse Outpatient Clinic. She does outreach work at the county's pre-natal clinics and supervises interns and residents from New York and Columbia universities.

The mother of five, Wilson became involved in community service through the schools and her church. Later, she served as president of the local branch of the NAACP. She also served on the county's Cooperative Extension, with the Boy Scouts, the local anti-poverty agency and on school committees. At the same time, she was earning her bachelor's degree and two masters degrees.

Recently, she helped obtain a grant to start a family counseling program in her church and is raising money for a local day care center. She also serves on the Community Outreach Board and on a Maternal-Infant Services



Thelma Wilson

#### Black and Puerto Rican Conference; CBTU Convention

CSEA will send delegations to the 21st Annual Weekend Conference of the New York State Association of Black and Puerto Rican Legislators in February in Albany and to the Annual Convention of the Coalition of Black Trade Unionists (CBTU) in May in Los Angeles, California.

The Black and Puerto Rican Legislators Weekend Conference will be Feb. 14-17 at the Empire State Plaza Convention Center in Albany. For additional details contact CSEA's Legislative and Political Action Department at CSEA headquarters (1-800-342-4146).

The Annual Convention of the Coalition of Black Trade Unionists will be held May 22-25 at the Los Angeles Hilton, Los Angeles. For additional information contact Portia Givens at CSEA headquarters (1-800-342-4146)

Committee in the Hudson Valley.

"I was always involved in the community because I wanted to work close to home to be near my children," she explained.

In 1981, Wilson was elected chairperson of the Spring Valley Republican Committee.

"I felt we needed a two-party system here in Spring Valley," Wilson said, pointing out that the village's administration had been in power since 1968.

Wilson was drafted by her party to run for mayor and last November she garnered more than 900 votes to the incumbent's 1,500. While she was not elected, Wilson claims a victory nonetheless.

"This was the first time the black community split their vote," she said. "This was a victory for itself. I won seven districts out of 17. Usually the Republicans win one or two districts."

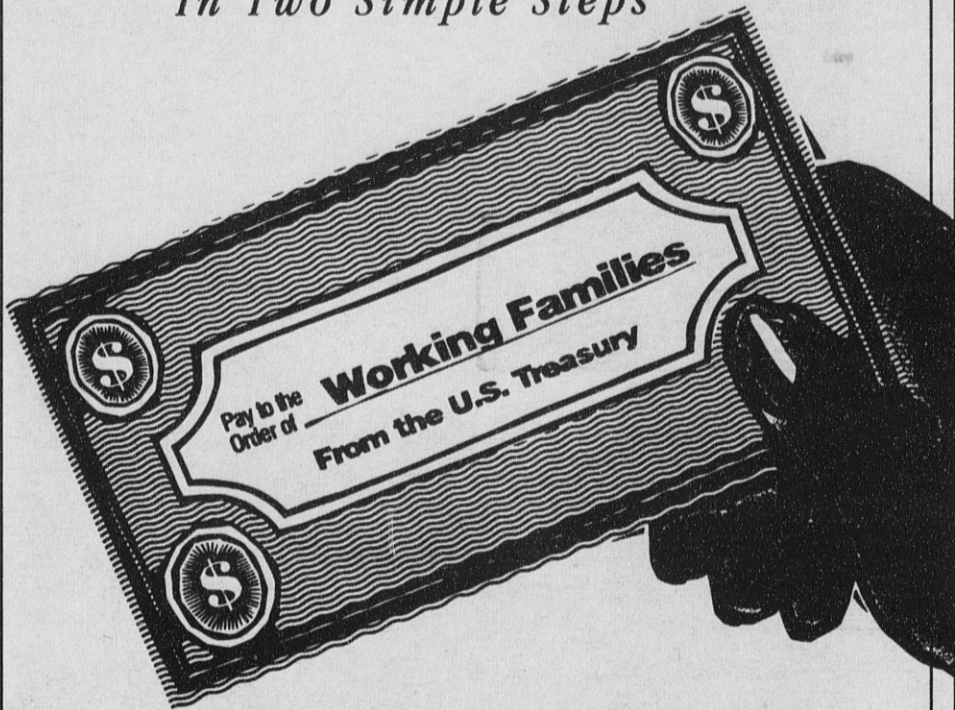
She intends to remain in the public eye, attending board meetings and keeping village residents informed on issues and how they are affected by them.

She is also concerned with ongoing problems such as drug use among the young people, prostitution, increasing crime and the loss of businesses.

"I'm going to hang in as long as I can," Wilson said. "I like to keep busy. If I see a need, I don't sit back. I do my part. That's just the type of person I am."

# Get Up to \$2,000

*In Two Simple Steps*



**Did you work during 1991—and did your family earn less than \$21,250?  
Did a child live with you for at least half the year?**

If so, you may be eligible for up to \$2,000 from the Earned Income Credit. It's a federal benefit for both married and single parents.

Getting your Earned Income Credit takes just two simple steps:

- 1** file a federal income tax return (Form 1040A or 1040)
- 2** fill out "Schedule EIC" and attach it to your tax return

If you're eligible, you'll either owe less in taxes—or the government will mail you a check! You can get the Earned Income Credit even if you don't owe income tax.

There's another way to get your Earned Income Credit: your employer can add it to your paychecks during the year.

**For more information, call the IRS toll free at 1-800-829-1040.**

THE  
**EARNED  
INCOME  
CREDIT  
CAMPAIGN**

CAMPANA  
PARA EL CREDITO  
POR INGRESO  
DE TRABAJO

# Obtenga hasta \$2,000

*en dos pasos sencillos*



**¿Trabajó durante 1991—y ganó su familia menos de \$21,250?**

**¿Tiene un hijo que vivió con Ud. por lo menos medio año?**

Si fue así, puede tener derecho hasta \$2,000 del Crédito por Ingreso de Trabajo (*Earned Income Credit* o Crédito EIC). Es un beneficio federal para padres casados y solteros.

Para obtener el Crédito por Ingreso de Trabajo solamente tiene que seguir dos pasos sencillos:

- 1** llene la planilla de declaración de impuestos federales (el formulario 1040A o 1040)
- 2** llene el formulario EIC (Schedule EIC) y adjúntelo a su declaración de impuestos

Si Ud. tiene derecho a este Crédito, deberá menos impuestos—¡o el gobierno le enviará un cheque! Puede obtener el Crédito por Ingreso de Trabajo aunque no deba impuestos de renta.

Hay otra forma de obtener su Crédito por Ingreso de Trabajo: su empleador puede añadirse a su cheque de sueldo durante el año.

**Para más información, llame gratuitamente al Servicio de Recaudación de Impuestos (IRS) al teléfono 1-800-829-1040.**

## Deadline near for submitting Empire Plan major medical claims

All 1991 Empire Plan Major Medical claims must be submitted before April 1, 1992, to:

**Metropolitan Life Insurance Company  
CPO Box 1600  
Kingston, N.Y. 12402-0600.**

Major Medical claim forms may be obtained from your agency's personnel/business office or from Metropolitan Life Insurance Company. Please be certain to have your doctor or other provider

fill in all the information asked for on the claim form and sign it. If the claim form is not filled out by the provider, all bills submitted must include all the information asked for on the claim form. Missing information will delay the processing of your claim.

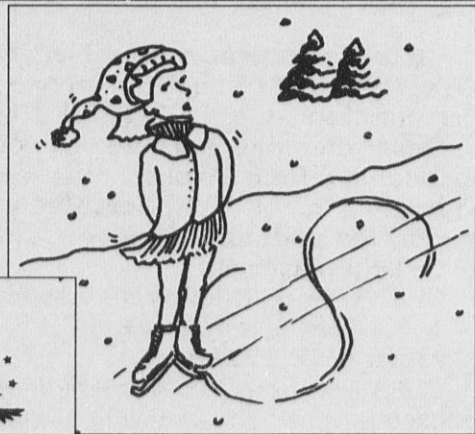
Should you have any questions concerning your claim, you may call the following toll-free number at Metropolitan:

**(Within New York state) - 1-800-942-4640  
(Outside New York state) - 1-800-431-4312**

### Don't put your finances on thin ice...

Buy U.S. Savings Bonds. They are safe, backed by the full faith and credit of the U.S. Government. Bonds earn a guaranteed minimum rate or better in any economic climate and can be replaced if lost, stolen or destroyed. Ask about them where you bank or work.

CELEBRATE AN AMERICAN TRADITION  
50 YEARS OF U.S. SAVINGS BONDS



# CSEA over the airwaves

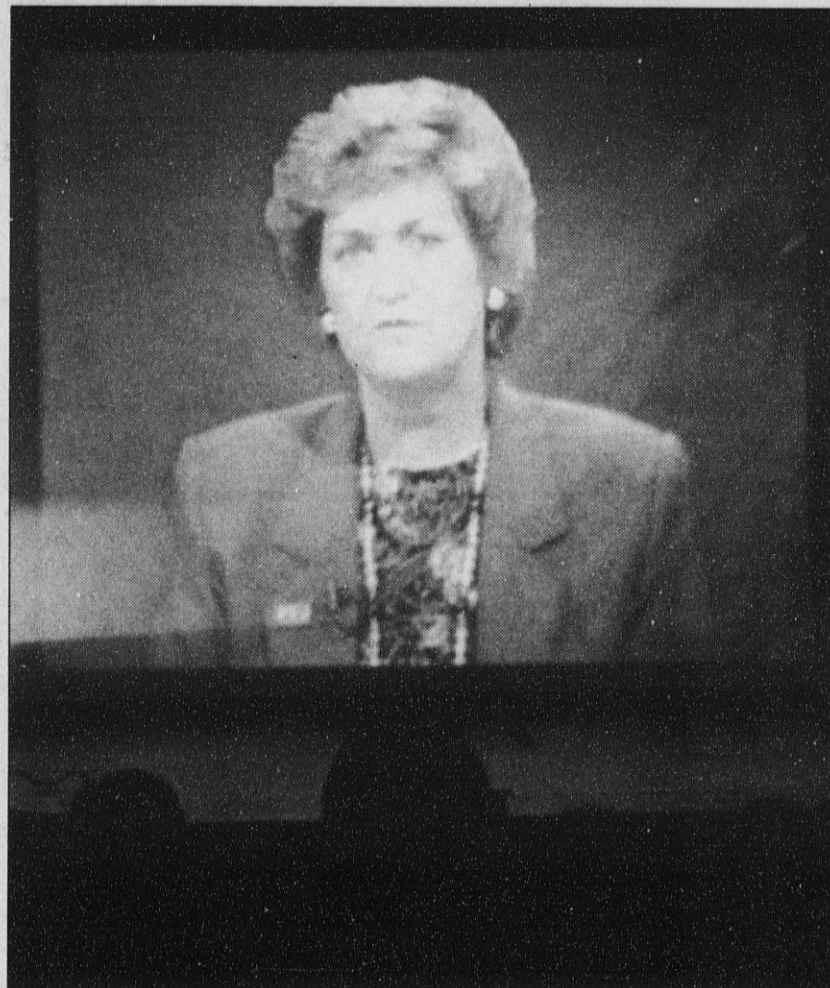
Hundreds of CSEA local and unit election committee members across the state took advantage of CSEA's teleconference training last month.

To help locals and units prepare for elections this spring, CSEA set up training sites across the state, connected via huge television screens and toll-free numbers with a central panel of trainers in Albany.

"Everyone got their training at the same time and had the chance to get questions answered," statewide Secretary Irene Carr said. "Now they're ready for the very important job of elections."



CSEA STATEWIDE SECRETARY IRENE CARR talks with Beverly Hamecher of Local 811 during the teleconference training.



ON THE BIG SCREEN, CSEA Education and Training Specialist Connie Wunderlich conducts part of the teleconference training.



THE PANEL which conducted the teleconference training included, from left, Standing Election Committee chair Delores Iacobelli, CSEA Education and Training Specialist Connie Wunderlich, CSEA Attorney Robert DeCataldo, CSEA Communications Associate Ron Wofford and Elections Committee Coordinator Marcel Gardner.

## How to request political, ideological refund on dues

CSEA members who object to the appropriation of a portion of their dues for political or ideological purposes unrelated to collective bargaining can obtain a rebate.

### How to request refund from CSEA

The CSEA political refund amounts to 3 percent of the dues collected in 1991.

Under the union's rebate procedure, individual refund requests must be submitted in writing by **certified or registered mail** addressed to:

**CSEA Treasurer  
Civil Service Employees Association  
143 Washington Avenue  
Albany, NY 12210**

*CSEA refund requests will only be accepted during the month of March.*

Individual requests only must be submitted; lists of members are not acceptable.

Each request for reimbursement must be typed or legibly printed and include the individual's name, home address, Social Security number and CSEA local number. The request must be signed by the member.

### How to request refund from AFSCME

Members who object to AFSCME, CSEA's international union, expending a portion of their dues for partisan political or ideological purposes may also request a refund from AFSCME.

Under AFSCME's rebate procedure, reimbursement requests must be made individually in writing *between April 1 and*

*April 16.* Requests must be typed or legibly printed and include the member's name, Social Security number, home address, AFSCME local and council number.

The individual request must be signed by the member and sent by **registered or certified mail** by the member to:

**International Secretary-Treasurer  
AFSCME International Headquarters  
1625 L Street NW  
Washington, DC 20036**

The International secretary-treasurer calculates the per capita payment equivalent that was used for partisan political or ideological purposes during the fiscal year and refunds that amount.

Requests to CSEA and /or AFSCME must be renewed in writing every year.

**Check your safety records:****It's DOSH-900 time again**

It's February and that means it's time for working people to find out just how safe their workplace is.

By law, all employers are required to post the DOSH-900 form in a conspicuous place throughout the month.

The DOSH-900 form is the annual log of all occupational injury and illness sustained in the workplace during the previous year. It is an invaluable source of information about safety and health

for CSEA members.

If your employer does not post the DOSH-900, ask for it. If your employer still fails to post the form, file a safety and health complaint with the state Department of Labor.

While the DOSH-900 form must be posted throughout February, it must also be made available on request at any time.

CSEA will once again use the DOSH-900 information to compile a

devastatingly accurate perspective on occupational injuries and lost workdays in the mental hygiene system.

In years past CSEA has taken the state to task over the problem and its costs in human terms and real dollars for OMH and OMRDD workers.

CSEA OMH and OMRDD locals should get copies of the DOSH-900 form for their facility and send it to the CSEA Office of Contract Administration at CSEA headquarters as soon as possible.

**Nominating sites listed for AFSCME Delegates**

Region meetings to nominate CSEA delegates to the 1992 AFSCME Convention will take place Feb. 29.

CSEA members will meet beginning at 11 a.m. at the sites listed below. The AFSCME Convention will be June 15 to 19 in Las Vegas, Nev.

Delegates will be elected on a regional basis. Each CSEA region will elect the number of delegates to which it is entitled on the basis of membership strength in accordance with AFSCME and CSEA Constitutions.

**Nominating procedures**

Any member in good standing as of Feb. 1, 1992, is entitled to be nominated as a delegate to the AFSCME Convention. Any member in good standing as of Feb. 29, 1992, is eligible to nominate delegates to the convention.

Nominations will be made at the region meetings beginning at 11 a.m. The meetings will continue until all those present who want to make nominations have been given the opportunity to do so.

Those nominated to serve as delegates from a region must be members of that region and be nominated by region members.

Nominees do not have to be at the

nominating meetings.

Any qualified CSEA member may nominate as many candidates for delegates as he or she desires, not to exceed the total number of delegates to be elected from that region.

The nominator must provide the candidate's name, address, work telephone number, home telephone number, Social Security number and CSEA local number.

Nominations may be made by slates; that is, a number of individuals may appear on the ballot as running together or under a particular designation. Candidates nominated by slate will appear on the ballot in the order in which they are nominated. Those who make multiple nominations must state whether the nominations are made individually or by slate.

The ballot will allow candidates who are on a slate to be elected individually, separate from the slate.

Expenses for delegates for transportation, room and board at the AFSCME Convention will be paid by CSEA.

**Region meetings****Region I**

Region I office, 300 Vanderbilt Motor Pkwy., Happaugue

**Region II**

New Region II office, 40 Fulton St., 21st Floor conference room, New York.

**Region III**

Region III office, RR 1, Box 34, Old Rte. 9, Fishkill.

**Region IV**

Holiday Inn, Route 9, Latham

**Region V**

Region V office, 6595 Kirkville Road, East Syracuse.

**Region VI**

Days Inn, 200 Oak St., Batavia

**AFSCME delegates election schedule**

**Feb. 29** — Nominating Meeting in all regions (see above).

**April 1** — Ballots mailed.

**April 9** — Replacement ballots may be requested if original is not received.

**April 22** — Deadline for receipt of ballots (8 a.m.).

**May** — Publication of election results in *The Public Sector*.

**May 2** — End of protest period.

**Schedule set for CSEA's Board of Directors' election**

ALBANY — Nominations open Feb. 10 for all seats on CSEA's statewide Board of Directors.

Under the union's open election procedures, any member in good standing can have his or her name placed on a ballot by obtaining the required number of CSEA member signatures on an official petition form.

In order to be eligible, a candidate must have been a member in good standing of CSEA since June 1, 1991, and have continuously paid membership dues since then. In addition, he or she cannot be a member of a competing labor organization and cannot be serving a penalty imposed by the CSEA Judicial Board.

In the State Division, a candidate needs petitions signed by at least 10 percent of eligible voters in the department or agency he or she wishes to represent. Not more than 450 signatures are required.

In the Local Government Division, a candidate needs petitions signed by at least 10 percent of eligible voters in the local he or she wishes to represent. Not more than 450 signatures are required.

Educational locals which share a representative require valid signatures calculated on the combined number of eligible voters in all educational locals in their particular CSEA region. Not more than 450 signatures are required.

CSEA's Board of Directors has adopted the following election schedule:

**Feb. 10** — Start of Petitioning Period: nominating petitions available from CSEA region offices and CSEA headquarters.

**March 13** — Deadline for nominating petitions to be received at CSEA headquarters (5 p.m.).

**April 7** — Deadline for declinations (8 a.m.); deadline for confirmation of name as it will appear on the ballot (8 a.m.); drawing

for positions on the ballot (noon), CSEA headquarters. Candidates or proxies may attend as observers; address labels available for mailing campaign literature.

**April 20** — Deadline for receipt of campaign articles for *The Public Sector*; deadline for campaign literature to be submitted to CSEA headquarters for distribution (5 p.m.).

**May** — Publication of campaign articles in *The Public Sector*.

**May 18** — Ballots delivered to post office for mailing.

**May 26** — Replacement ballot may be requested if original is not received.

**June 8** — Deadline for return of ballots (8 a.m.).

Election results will be announced after the count. Candidates will be notified by mail.

**July** — Publication of election results in *The Public Sector*.

**CSEA Women's Conference discusses**

# Issues facing working women

BOLTON LANDING — Determined to grapple with working women's toughest issues, more than 500 union activists met in Bolton Landing to take part in CSEA's 1991 annual Women's Conference, the largest yet held.

Before a packed hall, recently-retired Region III activist Lee Pound accepted the Irene Carr Leadership Award from CSEA President Joseph McDermott. Saluting her outstanding efforts in working for national health care, McDermott described Pound as "a lady who gets the best out of everyone

and is someone you just can't say no to when it comes to fighting for causes she believes in."

"Lee has been an inspiration to so many others because of the dedication she has shown to our great union," said CSEA Secretary Irene Carr. Pound is also a former member of the CSEA Women's Committee.

Conference workshops focused on a variety of topics, including how women can become more sophisticated health care consumers.

Television reporter Benita

Zahn discussed what patients should look for when choosing or changing physicians, stressing the importance of feeling comfortable with one's physician.

CSEA Regional Attorney Elliott C. Olin and CSEA safety and health expert Janet Foley discussed occupational injuries, highlighting changes in New York's workers compensation law and new benefits now available.



**A FAMILY AFFAIR** -- CSEA Local 010 President Vincent Martusciello, left, attends the conference with his wife, Jody, and son, Paolo Vincenzo.



**CSEA MEMBERS** participate in a workshop on sexual harassment.



**SHE'S A WINNER** -- CSEA Retiree member Lee Pound, second from right, receives the Irene Carr Leadership Award from CSEA President Joe McDermott, right. With them are her husband, Howard Pound, left, and CSEA Women's Committee Chair Helen Zocco. Pound, long active in CSEA, formerly served on the Women's Committee and lobbies for national health care. She continues her activism as a CSEA retiree member.





# 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 touchtone 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 "0" 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 disciplinaries, 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.

\* To hear CSEA's Current Issues Update for news of interest to CSEA members, press 5.

#### 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 12210**

#### Education and Training

CSEA can help you prepare for civil service exams with low-cost study booklets and free-to-borrow video 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 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 about 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 and Family Protection Plan. **For details, call 1-800-366-5273**. Also offers Auto Insurance and Homeowners/Renters Insurance. **For details, call 1-800-366-7315**.

#### 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-1-800-992-1213**

**(Hospital admission approval/surgical review)**

#### 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**.

State employees over the age of 50 and their spouses can attend DIRECTIONS, a two and one-half day pre-retirement planning seminar sponsored by CSEA. **For information call (518)486-1918**.

#### 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 furnishing 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 appropriated regional office. Do not delay if you believe you have a problem;

### CSEA REGIONAL OFFICES

#### LONG ISLAND REGION I OFFICE

Hauppauge Atrium Building  
300 Vanderbilt Motor Pkwy.  
Hauppauge, NY 11788  
(516)273-2280  
(516)435-0962

#### SOUTHERN REGION III OFFICE

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

#### CENTRAL REGION V OFFICE

6595 Kirkville Road  
East Syracuse, NY 13057  
(315) 433-0050

#### METROPOLITAN REGION II OFFICE

Suite 1500  
11 Broadway  
New York, NY 10004  
(212) 514-9200

#### CAPITAL REGION IV OFFICE

Suite 402  
1215 Western Avenue  
Albany, NY 12203  
(518) 489-5424

#### WESTERN REGION VI 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

Press 5 for Current Issues Update

Clip and save this page for future reference

# Grievance win restores wage equity

TOWN OF NEWBURGH - When Town of Newburgh officials hired a typist at a salary higher than usual for an entry level employee, CSEA made sure it also meant comparable raises for three long-time employees, thanks to a clause in their contract and a class action grievance filed on their behalf.

Rose Marie Moffa, a seven-year employee, said it wasn't the first time a new worker was hired at a higher rate.

"I was earning \$5 an hour at the time and they hired this person to do the same job as I did," Moffa said. "When we went into negotiations three years ago, I asked what we could do to keep this from happening again."

Region Director Jim Farina, who was then a collective bargaining specialist, suggested the clause that would grant anyone in the same position as a new hire the same salary if it is higher.

CSEA filed a class action grievance on behalf of three typists after a typist was hired in November 1990 at a higher salary.

The arbitrator ruled that they should be paid the higher salary retroactive to November 1990.

"The unit was pleased that we were able to secure a victory for them," CSEA Labor Relations Specialist Carl Rasmussen said. "This type of violation was a sore spot for many years."



TOWN OF NEWBURGH Unit President Jim Fleischer congratulates Rose Marie Moffa on CSEA's recent grievance win which increases her salary by \$1.13 an hour. Norma Jacobsen, lower left, and Kay Blasini, right, also received retroactive pay raises as a result of the grievance.

## Worker gets promotion, pay

# 'Without the union, this never would have worked'

GLEN COVE - Thanks to the persistence of CSEA Glen Cove Unit President Bob Blumhagen, Thomas Jiles received the promotion he deserved.

When another employee, Joe Cunningham (see adjacent story) was injured on the job, the mayor appointed someone to fill Cunningham's traffic monitor position, Blumhagen said.

When Cunningham retired because his injuries made it impossible for him to return to work, the mayor neglected to properly post the job opening.

"I work with CSEA Labor Relations Specialist Pat Curtin to grieve the fact the position was not properly posted and that the senior man was not given the opportunity to apply. That man was senior laborer Thomas Jiles," said Blumhagen.

The grievance led to an agreement between CSEA and the city. That made Jiles a permanent grade 10 and awarded him \$1,200 back pay.

Jiles is extremely pleased to have CSEA on his side.

"CSEA's been great. They really helped me. I'm going to use the money to travel to North Carolina to visit my father who's 83 years old," Jiles said.

"Without the union this never would have worked out," Jiles emphasized.

CSEA CITY OF GLEN COVE Unit President Bob Blumhagen, center, with Thomas Jiles, left, and Joe Cunningham, right.



# 'CSEA went all the way for me and I appreciate it'

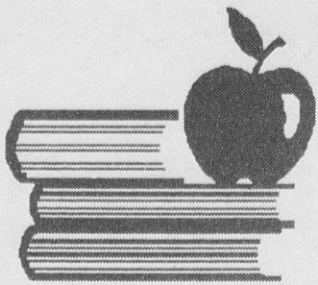
GLEN COVE - CSEA City of Glen Cove Unit member Joe Cunningham suffered serious injuries when he was hit by a car while on official city business painting green lines in the road for the 1990 St. Patrick's Day parade.

Cunningham's injuries forced him to retire, and he was shocked to learn the city planned to pay him for only 250 of the 800 vacation and sick days he had accrued during his 36 years of service.

CSEA took the case to arbitration and recently won a settlement that gave Cunningham \$20,000 and 148 compensation days.

"Joe was an exemplary employee," said CSEA City of Glen Cove Unit President Bob Blumhagen. "It was a damn shame we had to fight to get what was absolutely and rightfully his."

"CSEA went all the way for me and I really appreciate it," Cunningham said. "The union did a terrific job for me."



## SCHOOL DISTRICT AFFAIRS

**CSEA filed charges after member was injured**

# Hicksville must provide proper training

HICKSVILLE — CSEA won a round for worker safety recently when the state Department of Labor ruled that Hicksville School District must provide its employees with proper training before they can use sandblasting equipment.

CSEA filed an occupational safety and health charge after member William Hiskey was hospitalized in the intensive care unit for carbon monoxide poisoning. He had collapsed after using sandblasting equipment without training.

Other district employees were also ordered to use the equipment without training, said co-worker Earl Hurley.

When the workers initially complained to district officials that they were experiencing

serious headaches, the workers were allowed to borrow self-contained air hoods from another district.

Hiskey was wearing one of the hoods and operating the sandblaster when he started to waver and then collapsed, Hurley said. Hurley removed Hiskey's hood and found him unconscious. Hiskey was sent to the hospital for treatment.

The substance used with the sandblasting equipment was clearly marked with warnings that prolonged exposure could cause cancer, said CSEA Hicksville School District Unit President Rich Bachteler.

"This equipment should not be operated when the school is open and filled with

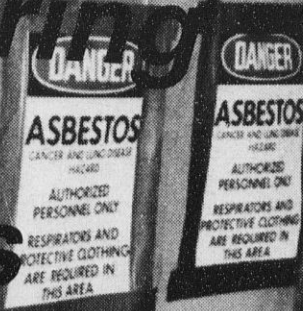
children and employees," said Bachteler, whose two children attend the school.

"I don't want my members using equipment without training, and I don't want my children or anyone else breathing in these deadly fumes."

**If you believe unsafe or unhealthy conditions exist in your workplace, immediately contact your CSEA shop steward or local president or call your CSEA labor relations specialist at your CSEA region office. For occupational safety and health information, call CSEA headquarters at 1-800-342-4146 and ask for the CSEA Safety and Health Department.**



**Peru District recovering from a serious asbestos problem**



**THESE DOORS SEAL off an area at one of the Peru schools where asbestos removal was taking place. Serious problems with one contractor caused the district's three schools to be closed for several weeks.**

PERU - Things are returning to "almost normal" at the Peru Central School District after one of the worst asbestos

contamination problems in the history of public schools.

The largest district in Clinton County had to shift operations for several weeks to Plattsburgh City School District buildings and run an evening program for high school students, while elementary and secondary pupils attended class at the nearby military base. The schools have since reopened.

Teachers, bus drivers and other Peru School District staff, assisted by their Plattsburgh counterparts, put in a tremendous effort to continue the school year under these difficult circumstances.

The problems began when the state Department of Labor, responding to complaints CSEA filed, ordered the district's three schools closed because of a contractor's improper asbestos abatement procedures and actions of the district administration which put the students, and staff in danger of asbestos exposure.

The abatement project cost ballooned from \$300,000 to nearly \$5 million as the district hired new contractors and other qualified help to get the schools reopened.

"We have been informed by the state Department of Labor that all of our charges against the district have been upheld," CSEA Peru School Unit President Wanda Mason said. "Our chief concern now is to get base line medical reports done for our building and maintenance and custodial staff members who had the most potential exposure."

"This whole multi-million dollar mess could have been easily avoided if the district had simply paid attention to the legitimate complaints of the non-instructional and instructional staff members," CSEA Labor Relations Specialist Ken Lushia said.

"CSEA originally presented the district its concerns about asbestos five years ago," he said. "The administration never replied to our members' legitimate health concerns."

**Mass layoff threat demoralized Westchester County employees**

# O'Rourke's tactics challenged

WHITE PLAINS - CSEA officials are blaming Westchester County officials for causing employees unnecessary stress by threatening hundreds of layoffs.

CSEA Westchester County Unit President Cheryl Melton questioned why County Executive Andrew O'Rourke told county employees they would have to forego their contractual raises or face 500 layoffs.

"After all was said and done, 65 employees received their pink slips," Melton said. While any layoffs are too many, she said, salaries for 65 positions hardly equals pay increases for 6,500 county employees and did not warrant the demoralizing layoff warning notices.

"It served only to further deteriorate morale," Melton said, "and cause many

county employees to wonder about job security here in Westchester County."

Sending out layoff warning notices distracted workers during the holidays and considerably lowered productivity and morale during December, Melton said.

Most of the threatened layoffs were avoided because many employees took advantage of early retirement incentives. County officials could have waited to see how many would retire before threatening workers with layoffs, Melton said.

The union is also questioning county administrators because of the disproportionate number of Probation Department employees being laid off.

"Considering the increase in crime here in Westchester County, I wonder how the county can expect those remaining in the Probation Department to share the increased caseload," Melton said. "At some point in the near future it will become physically impossible to serve this many clients."

Melton has expressed her outrage in a letter sent to Josephine Gambino, president of the state Civil Service Commission, objecting to "the insensitive and callous method in which Westchester County has chosen to administer the initial phase of their reduction in workforce procedures."

She specifically objected to phone calls made to 20 employees to notify them Dec. 30 that they would be laid off the next day.

"We find the treatment of these dedicated Westchester County workers insulting and unfeeling," she emphasized.

"I ask you to intervene in order to assist in securing at least three weeks notice, to allow these employees who are targeted for layoff time to make employment or other plans in adjusting to this situation."



**FOUR HUNDRED WESTCHESTER COUNTY CSEA MEMBERS picketed last month to protest county leaders' threats of hundreds of layoffs if union members didn't give up their raises. So far, 65 members face losing their jobs.**

## CSEA wins raise for worker at Jefferson Community College

Thanks to CSEA efforts, Jefferson Community College employee Donna Loadwick will finally get the raise she deserves - one she expected more than six months ago.

Last June, when college employees received their scheduled salary increases, Loadwick, a typist in the college's science department, noticed that her salary step did not increase as expected. Although she was a part-time worker, her salary and her hours qualified her for some full-time benefits under the contract, including annual step increments.

When she realized the error, she went to her supervisor to correct the problem. After meeting with administration officials, her supervisor said he could do nothing. Loadwick said she was sorely disappointed.

"I felt like I deserved it," she said. "But I wasn't getting anywhere on my own, and

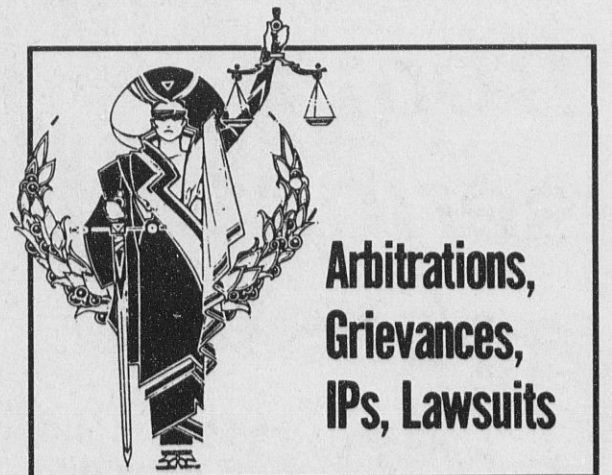
my boss wasn't getting anywhere either."

Loadwick then turned to CSEA for help. She contacted Jefferson County Unit President Dan Brady, who told her it was worth pursuing.

Fortunately, Loadwick had documentation to back up her claims, including pay stubs from the past year to prove that she worked enough.

Brady used the documentation in an informal labor-management session. Because he proved that Loadwick worked more than half of a full-time employee's schedule, the county agreed Loadwick should get the increase.

Now waiting for her raise to take effect, Loadwick says she is thrilled with the result of the union's effort on her behalf. Because of the decision, Loadwick will not only get last year's step increase retroactive to January 1990, but will also go up



another salary step this year.

"I'm absolutely delighted with the union and what they did for me," she said. "I had my doubts at first, but then I got the call that it went through. I was thrilled."

Brady said that he was pleased he could work out the problem without having to file a grievance, and that he hoped that this case would encourage employees to turn to the union if they needed help. After her victory, Loadwick says that she would urge her co-workers to follow her lead.

# Nassau Nightmare

## Cuts cripple services, devastate workers

MINEOLA - There was seating for 2,000, but still the crowd flooded into the aisles in the auditorium where CSEA held a seminar on how to survive layoffs.

The seminar, one of many the union has sponsored around the county, was put together quickly to answer questions on bumping rights, unemployment, social service benefits and deferred compensation.

The crowd listened intently and asked questions of the panel, which included CSEA Region I President Gloria Moran, CSEA Nassau County Local 830 President Rita Wallace, CSEA Research Specialist Ed Molitor, CSEA Region I Director Ron King and representatives from the departments of unemployment, social services and deferred compensation.

When asked for a show of hands for those who received their pink slips, most of the crowd answered "not yet," conveying the sense of doom spreading through the county workforce at an alarming rate.

Those who raised their hands were dealing with what the others were dreading - having no job when unemployment on Long Island is at an all-time high.

According to planned budget cuts, the axe is poised over 4,000 to 6,000 Nassau county employees, predominantly CSEA members.

Thomas Halligan, a 30-year employee in the county's public health department, recently got his walking papers.

"It's devastating. I only have enough money in the bank to last us three months," he said. "I'm the sole supporter."

Halligan said he thanks God he is 55 years old and can apply for his pension.

Looking over at his wife, Rebecca, Halligan's voice was full of pride when he said his four children, all in college, are also contributing to the bills.

Another health department employee, Dr. Samuel Cytryn, a clinical physician, was also cut loose.

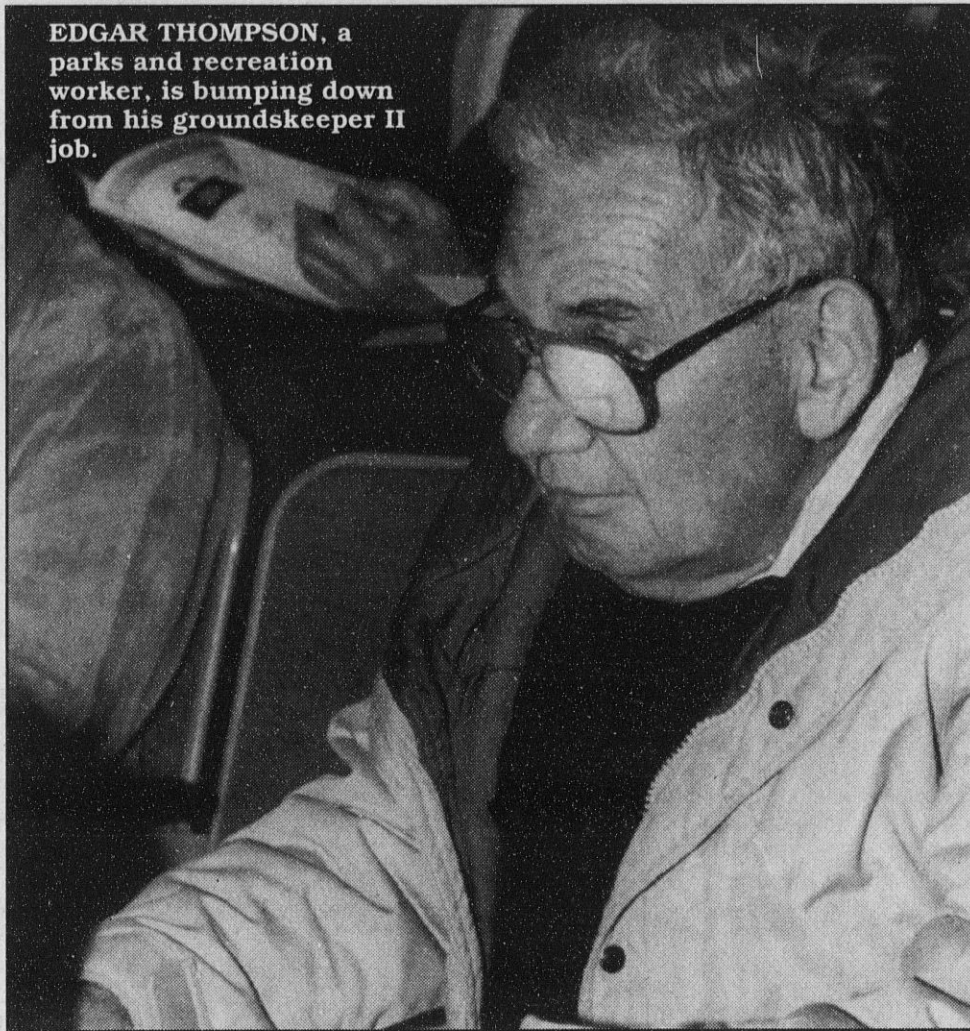
"This is all new to me," Cytryn said, as he leafed through the CSEA booklet, *What to do When the Paycheck Stops*. "Now I'm looking for another job."

Edgar Thompson has been working in parks and recreation for 18 years. He is bumping down from his groundskeeper II position and says it is a matter of time before he bumps out completely.

Many members agree the fear of the axe is almost as bad as feeling it cut.

"Each day these people report to work, unsure that they will make it through the day without getting the axe," Wallace said. "It is absolutely reprehensible."

EDGAR THOMPSON, a parks and recreation worker, is bumping down from his groundskeeper II job.



## The cuts in probation

Drastic cuts in the 1992 Nassau County budget mean a lot more felons will walk the streets unsupervised.

The Probation Department saves the county money because a person in jail costs the county \$34,000 a year, compared to \$1,000 for probation.

If not properly supervised, probationers often land back in an expensive cell.

The department will be severely crippled by 22 percent cuts and 90 layoffs. It supervises 11,000 probationers.

"Public safety will be threatened," said Probation Unit President Jane D'Amico. "These are people convicted of serious crimes like rape. Many drug-addicted and violent people will be on the streets."

"The planned cuts in our department will affect all Nassau County residents in a real and direct way," she said.

The department has not hired a new officer in three years while staff has been reduced 20 percent, D'Amico said.

If the planned \$3.7 million cut is implemented, the probation officer's law-enforcement mission will cease, D'Amico said.

The Pre-trial Services Bureau won't be able to properly analyze release requests, which means a growing Correctional Center population. Incomplete investigations will cause expensive sentence appeals. The family division which deals with juveniles and families in trouble, child abuse and neglect and custody will suffer.

Probation will also have a hard time disbursing \$1.35 million a year in restitution payments to crime victims.

## CSEA battles budget axe

MINEOLA — Paranoia and fear abound in Nassau County where the budget axe is expected to cut 4,000 to 6,000 county employees out of a job.

Projected layoffs have continued to rise since the county Board of Supervisors announced their budget plans in December.

While CSEA, county department heads and residents plead with the county to carefully evaluate the effects of downsizing, the county's only concern is to keep taxes down.

"I truly don't believe that residents and tax groups really had these drastic service cuts in mind when they cried for tax relief," CSEA Nassau County Local 830 President Rita Wallace said. "And I'm speaking as a local president and a taxpayer here in Nassau County."

CSEA has gotten the county's cooperation in applying for a state Department of Labor retraining grant

which would help sharpen laid off workers' interview skills, resumes and overall marketable abilities.

The union hopes the grant will be approved within three months.

So far 350 CSEA members have been laid off, with another 75 workers possibly bumping CSEA members out of their current jobs, said Ed Fritz, Local 830 administrative assistant.

"It is vital that our members realize it is the county who is laying them off," Wallace said. "CSEA is doing everything possible to help ease the burden, but ultimately the county has a legal right to lay off employees."

"It's a heartbreaking situation," CSEA Region I President Gloria Moran said. "I hope all our members, their families and their neighbors call (County Executive) Thomas Gulotta and the entire Board of Supervisors to make them aware of the terrible effects of these layoffs."



Private sector just a quick fix that will cost plenty in the long run, CSEA warns; Creative solutions are what's needed

# still a mess

ALBANY - The chair of CSEA's Solid Waste Task Force, stressing that localities should use their existing workforces more effectively before considering privatizing solid waste and recycling services, recently urged state lawmakers to stop passing the buck and address the state's growing landfill crisis.

The state faces a deadline later this year to implement a recycling system statewide.

"New York state is dumping the cost and responsibility for dealing with its garbage problems onto localities and now the localities are trying to dump the responsibilities onto the private sector," said William Walsh, president of CSEA

Town of Brookhaven Blue Collar Unit. "The private sector is a quick fix that in the long run will cost taxpayers plenty."

Walsh made his comments before the state Legislative Commission on Solid Waste Management, which is considering legislation that would make it easier for localities to privatize solid waste and recycling services.

Walsh urged state and local governments to work together to find creative solutions that address the garbage problem instead of shifting responsibility. Among CSEA's ideas: re-working the state bottle bill to encourage recycling; limiting the volume of garbage; and providing better economic incentives

for local governments.

CSEA released a report, *Throwing Away Our Future*, more than a year and a half ago urging responsible action.

"Little positive action has happened since then," Walsh testified. "The time for action has come."

CSEA represents nearly 2,000 landfill/sanitation employees at about 60 different locations across New York state.

The CSEA Solid Waste Task Force was appointed by CSEA President Joe McDermott in 1989 in response to the state's solid waste crisis. Since then the Task Force has assessed the impact of the crisis and continues to recommend constructive actions to resolve the issue.

## State budget calls for more cuts

ALBANY — Gov. Cuomo's proposed 1992-93 budget spares no one, warned CSEA President Joe McDermott.

"The Governor's proposal offends everyone," McDermott said. "It offends local governments and school districts because it spells higher property taxes."

Gov. Cuomo proposes slashing \$168 million in school aid during the state fiscal year, which costs schools about \$248 million during the school year.

Local governments, still reeling from previous cuts in highway aid, revenue sharing and social services, get no relief this year as they take on more responsibilities and get less money from the state to provide services. (See page 3 for more state budget information.)

"If New York were a business, the Governor's proposed budget is the equivalent of putting up a sign that says 'Going out of business,'" McDermott said. "Local governments and school districts are facing once again the dismal prospect of raising regressive property taxes to provide services to their citizens."

The budget hits local governments in a variety of ways. While the budget proposes Medicaid savings for local governments, CSEA is skeptical those savings will materialize.

Worse, in counties which provide hospital and nursing home services, those Medicaid savings will come from the counties' own facilities. That means finding

more money to operate them from somewhere else. (See adjacent story.)

The Governor also proposes cutting probation aid, which could wind up costing local governments money (see page 21).

The budget proposal also includes cuts in mental health community services aid. So as the state puts its mental health patients out on the streets, it is cutting aid to the communities which must cope with the mentally ill on their streets with few resources to help them.

The proposal also retains the cap on administrative reimbursement for social services. While the need for social services is growing in the recession, counties are

being forced to keep costs for administering those services at last year's levels.

"This budget sets CSEA up for a fierce battle," McDermott said. "We're already in the trenches to protect CSEA members in school districts and local governments."

**'The Governor's proposal offends everyone'**

CSEA President Joe McDermott

## Massena hospital faces layoffs

MASSENA — State budget cuts have CSEA members at the Town of Massena Memorial Hospital worrying about job security and the quality of care they provide.

Officials recently said they will cut 26 positions from the 40-bed facility's budget, CSEA Unit President Hazel Hayes said.

Hayes was told the cuts are being made because of a \$1 million decrease in the hospital's Medicaid reimbursement budget from the state for 1992.

The layoffs will not affect direct-care workers, only support staff, she said. But

Hayes is worried any layoffs will affect patient care and staff morale, she said. CSEA represents both medical and clerical support staff.

The cuts follow a long fight to keep the hospital open since the state tried to close it five years ago. It's unfortunate, Hayes said, that after the hospital has worked to improve services, this kind of cut had to happen.

"It's not going to be good for us," she said. "We battled back against closing and improved our services. Now we just want to maintain what we fought for."

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### In Seneca County's Office Building,

## He caught the vandals

WATERLOO - Vandals beware! Seneca County has a new law enforcer in town. They call him "Deputy Dale."

That's the new nickname of CSEA Seneca County Local 850 Vice President Dale Wagner, a counselor in the county's Employment and Training Department. He earned it recently for catching two teenagers vandalizing the county office building.

It all started with a routine trip down the hall. As Wagner walked through a corridor, he noticed a teenager loitering outside a restroom.

The boy saw Wagner, quickly ducked into the restroom, came out seconds later with a friend and headed quickly to a stairway.

Suspicious, Wagner looked into the men's room, immediately smelled fresh paint, and saw spraypaint on the wall. Without thinking, Wagner went after the teenagers.

He caught up with the two suspects downstairs at the end of a hall, very close to an exit. Afraid he wouldn't catch them if they got out, Wagner yelled to them to stop where they were and freeze.

"I thought to myself, 'Oh my God, they froze,'" he said rather sheepishly. "I must have taken them by surprise. That's what gave me the upper hand."

Wagner took them to a nearby office, where the county administrator was called. Later, the police arrived. Both teenagers confessed to the crime, and to a similar

incident a month earlier, in which another bathroom sustained several thousand dollars' worth of damage. The two were charged with criminal mischief.

The police complimented Wagner on his bravery. County Administrator Ray Demming thanked him, saying Wagner's action went above and beyond the call of duty. The local's monthly newsletter **Local 850 President Dale Wagner** also noted his good work. Although he appreciates the recognition, Wagner said, he didn't do it for the praise.

"I didn't do it for glory or anything," he said. "I just felt it was something I needed to do. I was running on instinct."

The two teenagers, ages 16 and 17, said they vandalized the county building because they were bored. Wagner found that a very sad excuse.

"They could have come up to my office and gotten a job if they were bored," he said. "There's no need for youths to be doing this type of behavior. They could be getting jobs or an education."



**Local 850 President Dale Wagner**

## Newburgh CSEA members save child's life

NEWBURGH - Two city employees are credited with saving the life of an 18-month old child.

"We were in the right place at the right time," public works employee Jim Rose said.

While driving, Rose saw a young woman frantically flagging him down. As he slowed, he saw another woman sitting in a van, holding a young child upside down, smacking her on the back.

While Rose called for an ambulance, co-worker Dave Baxter jumped out of the truck. An eight-year volunteer fireman, he could see the child was not breathing.

"I did a finger sweep of the child's mouth," he said, "and her tongue was swollen, blocking her airway. She had been running a high fever and had been having convulsions."

Baxter kept her breathing until the ambulance arrived. The child, who was hospitalized, is okay now. Her rescuers later learned the child's father is also a city employee.

"They saved my kid's life," Reynoldo Santiago said. "I'll be forever grateful."

"We're proud of them," said Public Works Superintendent Bill Mott. "Some people are afraid to get involved, but it came naturally to these guys."



**NEWBURGH HEROES Jim Rose and Dave Baxter, who saved the life of a co-worker's daughter.**

