

77th annual CSEA delegates meeting issue

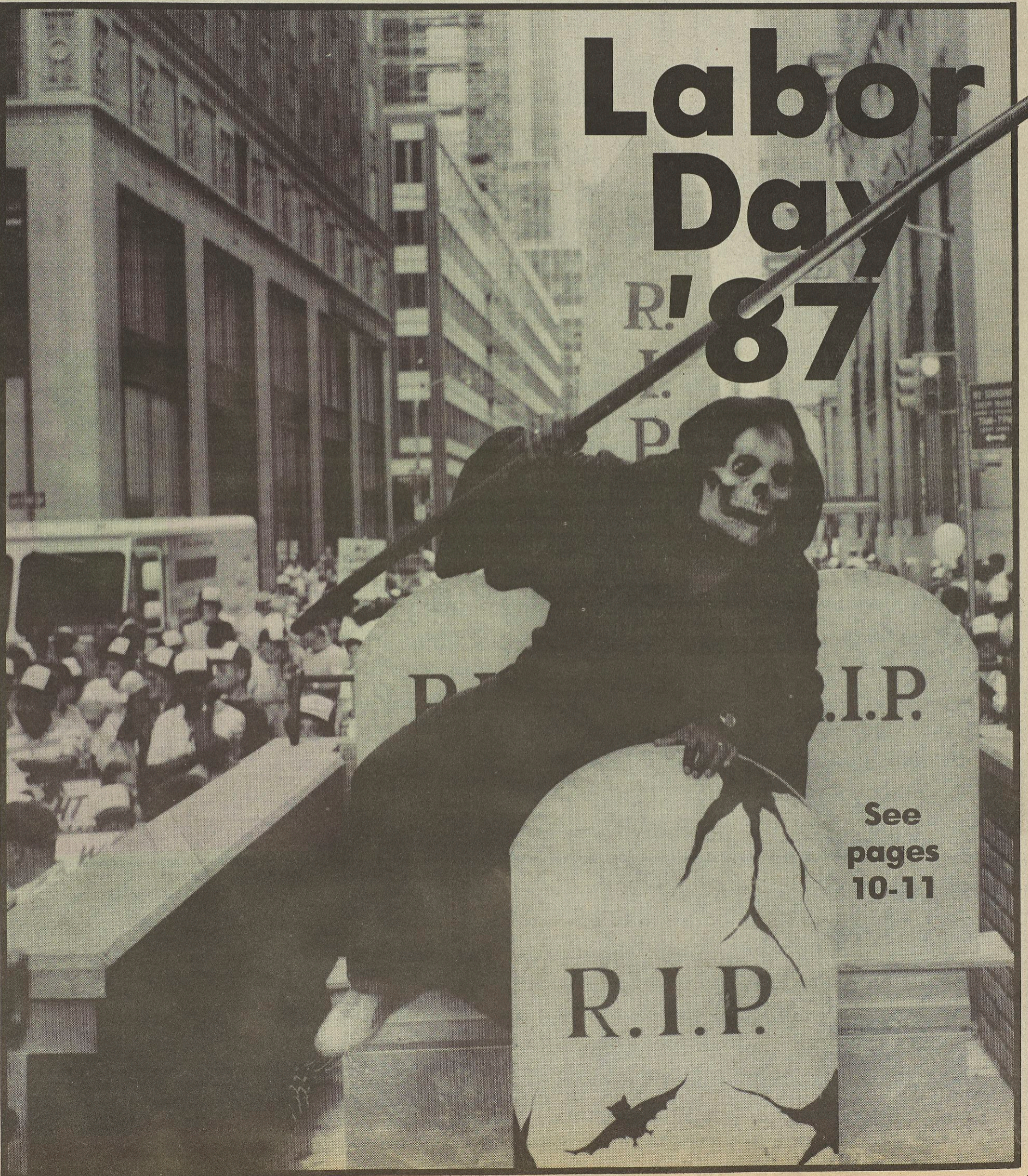
THE PUBLIC SECTOR

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American Federation of State, County and Municipal Employees AFL-CIO.

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Labor Day '87



See
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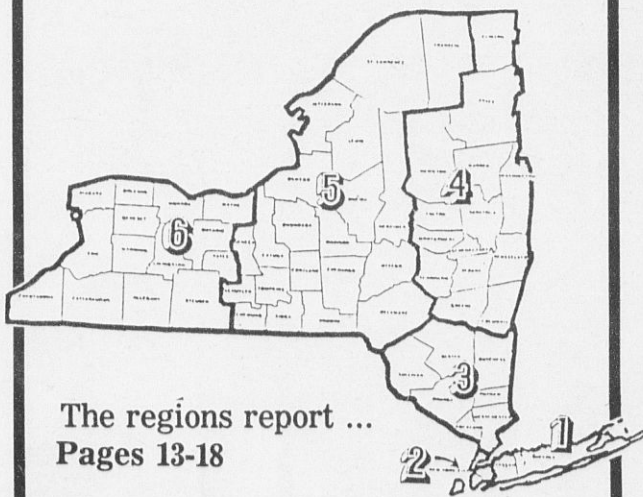
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AWARD WINNER — Dolores Iacobelli, left, a senior clerk at SUNY Albany, receives the 1987 University Award for Outstanding Support Service from University President Vincent O'Leary. Iacobelli is also executive vice president of SUNY Albany CSEA Local 691. At right is Local 691 Third Vice President Ellen Diange, who won the award in 1986.

Reaching out

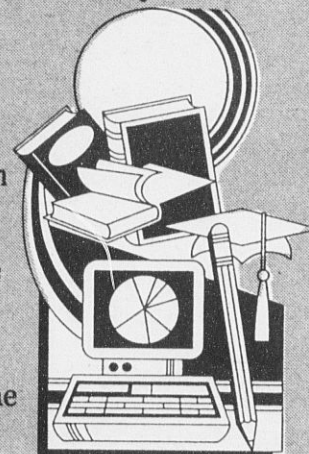


CSEA LOCAL 418 and other unions recently sponsored a three-day visit of the Women's Outreach Network, Inc. mobile mammography van on the grounds of Pilgrim Psychiatric Center. Shown outside the van are, from left, Local 418 President Patrick Hahn, Local 418 Grievance Representative Elvira Wallace, CSEA Long Island Region President Danny Donohue and PEF Shop Steward Terry Quigley. "This local and others that have done this should be commended," says Donohue. Local or unit presidents interested in scheduling the van at their work sites should call Women's Outreach Network at (516) 563-4745.

AFSCME offers college grant

AFSCME is announcing their new 1988 Family Scholarship Program for college-bound children of active members. Under the program, 10 scholarships of \$2,000 each will be awarded annually for a maximum of four years to the lucky winners.

Any graduating high school senior who is a child of an active AFSCME member, takes the Scholastic Aptitude Test (SAT) or American College Test (ACT) and enrolls in a full-time four-year college degree program is eligible for the award.



Interested CSEA members or their children may request an application form and additional requirements for the scholarship program by writing to:

AFSCME Family Scholarship Program
Attn: Education Department
1625 L Street, N.W.
Washington, D.C. 20036

Keep in mind that completed applications from high school seniors must be postmarked no later than Dec. 31, 1987. Applications postmarked after this date will not be accepted.

Public SECTOR

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Airing pension woes

Retirees Convention

SARATOGA SPRINGS — It was a lively session when 148 delegates and guests convened here for the annual CSEA Retirees Delegate Meeting Aug. 30 through Sept. 3.

The program included presentations on safety and crime prevention; protecting your life savings when illness strikes; and health insurance concerns.

But two issues dominated the proceedings — Gov. Mario Cuomo's veto of a pension supplementation bill and approval for the CSEA Retirees division to affiliate with AFSCME.

Still smarting from Cuomo's unexpected veto, Retirees' Chairperson Don Webster and CSEA President William McGowan both called for immediate and permanent action.

McGowan released letters he sent recently to Senate Majority Leader Warren Anderson and Assembly Speaker Mel Miller requesting that efforts to rectify the situation receive top priority.

But McGowan went further, telling the retirees that he will continue to push for a permanent cost of living adjustment on pensions. That could be done by returning some of the windfall interest the retirement system is making to the people who put up the money in the first place, he said.

Webster agreed. "This is an issue that is very important to CSEA active members as well as retirees."

AFSCME Affiliation

The virtually unanimous vote to affiliate with AFSCME for a four-year trial period wound up the convention activity. The resolution, put together by a committee of four retirees and four statewide officers, was approved with an amendment placing a moratorium on the retirees' dues during the trial period.

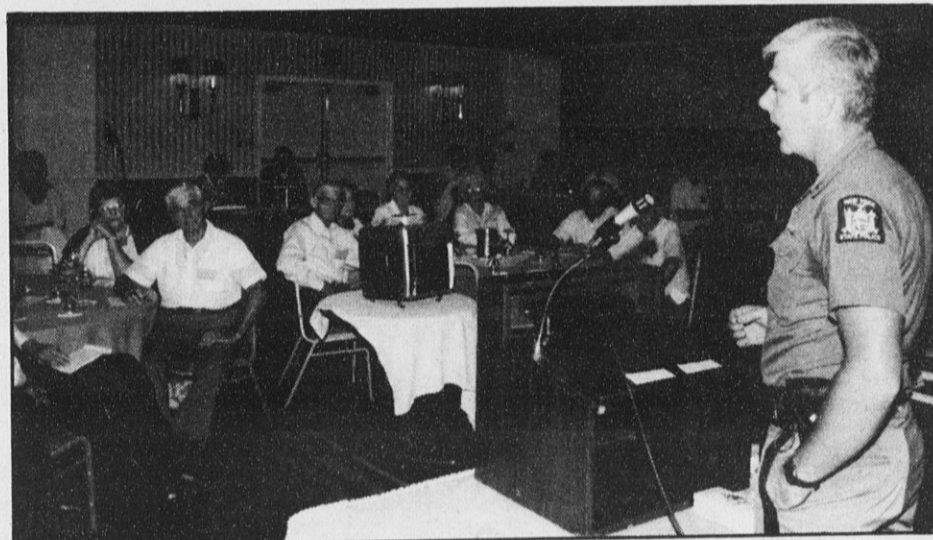
The affiliation also must be agreed on by the CSEA Board of Directors and delegate body.

If approved, CSEA retirees will have access to a whole new range of resources including increased political action clout at the federal level where key decisions on programs such as Medicare and Social Security are made.

"I know we have a lot to offer you," said AFSCME Retirees' Vice Chairperson John Slaven of Rhode Island, "and you certainly have a lot to offer us."



RETIREE ANDREW ANDERSON of CSEA Retiree Local 913 pauses near the AFSCME retiree sign at the annual Retirees Delegate Meeting.



STATE TROOPER Ed Dyer talks to retirees about crime prevention.



CSEA'S FLORIDA DELEGATION, Retiree Local 950, took part in the annual meeting. Local President Louis Colby is standing at right.



SIGNING WITH AFSCME — Retiree Chairperson Don Webster signs affiliation papers with AFSCME as others look on. They are, from left: Dorothy Kothen, Retirees Local 903; CSEA statewide Executive Vice President Joseph E. McDermott; Steve Fantauzzo of AFSCME; and Steve Regenstreif, director of the AFSCME retirees.

TAKING IT TO THE STREET

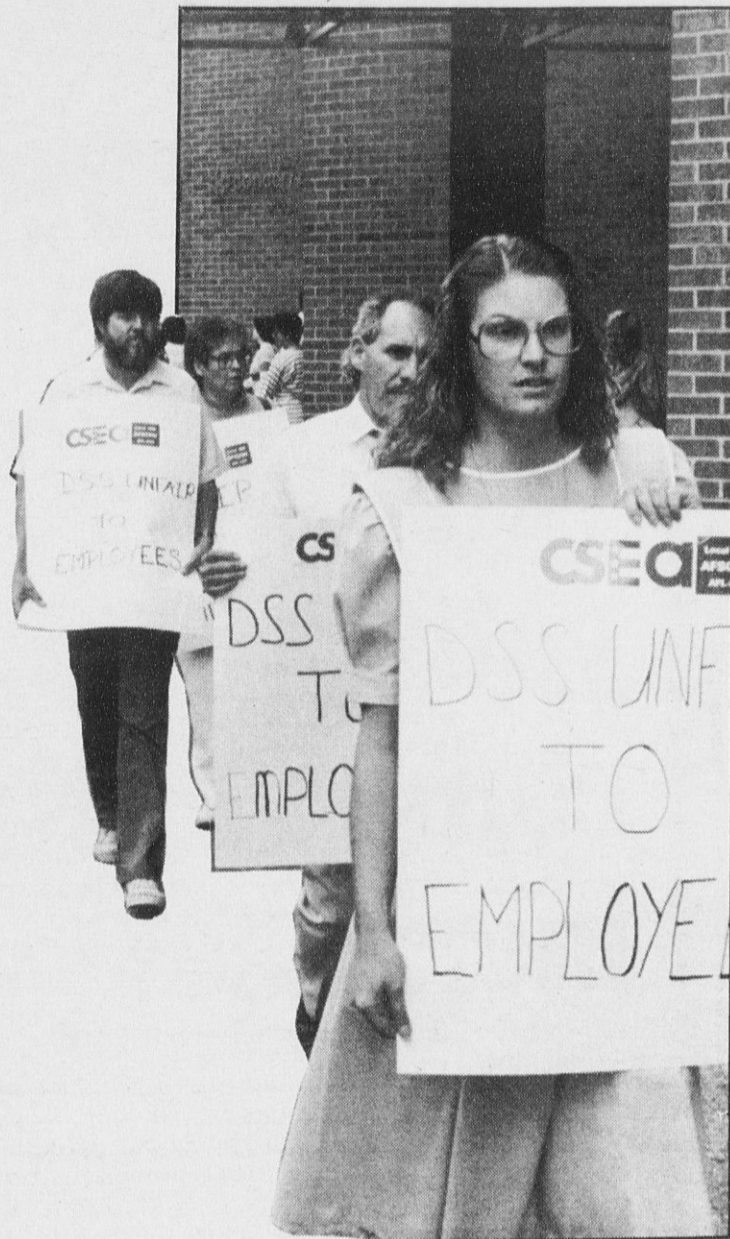


SYRACUSE — Protests from CSEA Local 834 members of understaffing and case overloads fell on deaf ears in Onondaga County for months with no response, so frustrated social service workers decided it was time to take the bull by the horns. Recently they took to the streets of downtown Syracuse for a noontime demonstration.

“Most of the public assistance intake workers have case loads that far exceed the workable number,” said Robert Morris, president of the Social Service Unit. “Employees feel the clients are being served inadequately.”

For more than a year, Morris and other Local officers have pressed county officials, without success, to hire additional employees and correct other problems, including security in county office buildings.

The county has chosen to ignore requests for more staff, Morris said. “We have tried to resolve the problems through the system, but employee complaints are not taken seriously. This demonstration may force them to sit up and take notice.”



Stick 'em up!



Watch out for US

We're working for YOU!

• CSEA MEMBERS MAINTAINING YOUR ROADS •
• CIVIL SERVICE EMPLOYEES ASSOCIATION LOCAL 1001 • FSCME AFL-CIO

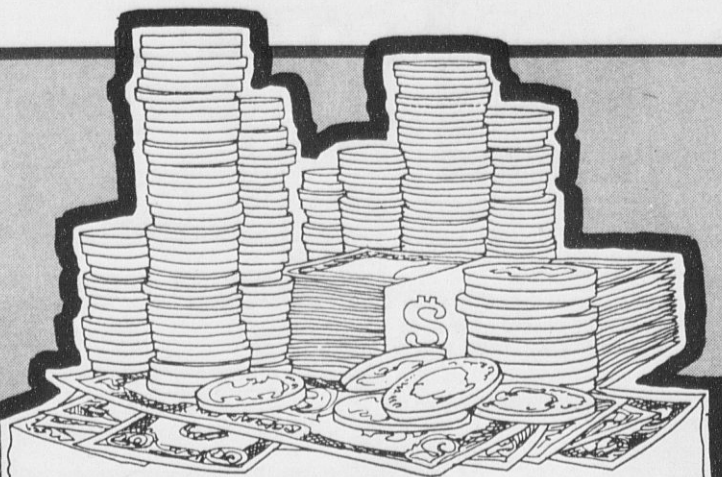
As a reminder that CSEA highway and construction employees are hard at work making roads safer for you, Clarkstown Highway Superintendent John O'Sullivan places a “Watch Out For Us” bumper sticker on a highway department vehicle.

These stickers are part of an ongoing safety campaign launched by CSEA to increase public awareness about the need for caution around highway maintenance and construction work zones.

O'Sullivan said he plans to do his part by putting the bumper stickers on all department vehicles. He has asked employees to put them on their personal vehicles as well.

Standing by the door of a department truck in the photograph at right are Lee Pound, Rockland County CSEA Local 844 president and Clarkstown unit president; and shop stewards John Dinnen and Steve Peters.





How will you spend your comp worth increase?



KAREN PALKOVIC
keyboard specialist
state Department of Labor Local 670

"I believe comparable worth was a long time in coming. It did benefit me greatly because I went from a grade three to a grade six. The extra money helped me pay off my bills."



CONNIE HYCNER
clerk
Buffalo State Employees Local 003

"I will use this money to help with home renovations, painting and such. Recently, I had a new window put in so this will come in handy!"



TINA BIELAK
senior clerk/typist
SUNY Upstate Medical and Science Center Local 615

"My husband and I are planning to take a well-deserved vacation. It will be the first real get-away since we were married three years ago."



MARY ANSBACH
keyboard specialist
Central Islip Psychiatric Center Local 404

"I've already spent it. It came at a perfect time because I'm moving so I used it towards the real estate fees."



RICK NOREAULT
telephone communications
SUNY Upstate Medical and Science Center Local 615

"It will really come in handy. My wife and I recently bought a home and we will probably use the extra money to do some work on the house."



LYNN HARRELL
calculations clerk
Central Islip Psychiatric Center Local 404

"I put it towards my vacation to North Carolina. \$101 isn't a lot of money towards a vacation but at least it gives me \$100 to spend while I'm there."



THERESA HYATT
calculations clerk
Eastern Correctional Facility Local 159

"I'm going to make a non-stop trip to Bloomingdales and buy a new sweater. Then, depending on what that costs, I'll buy lunch!"



TOM SPERDUTO
senior employment services clerk
state Department of Labor Local 670

"I am very pleased with the upgrading I received through comparable worth. My salary increase was more than I expected and it will come in handy now that I'm building a house."

VDT battle

CSEA continues safety fight

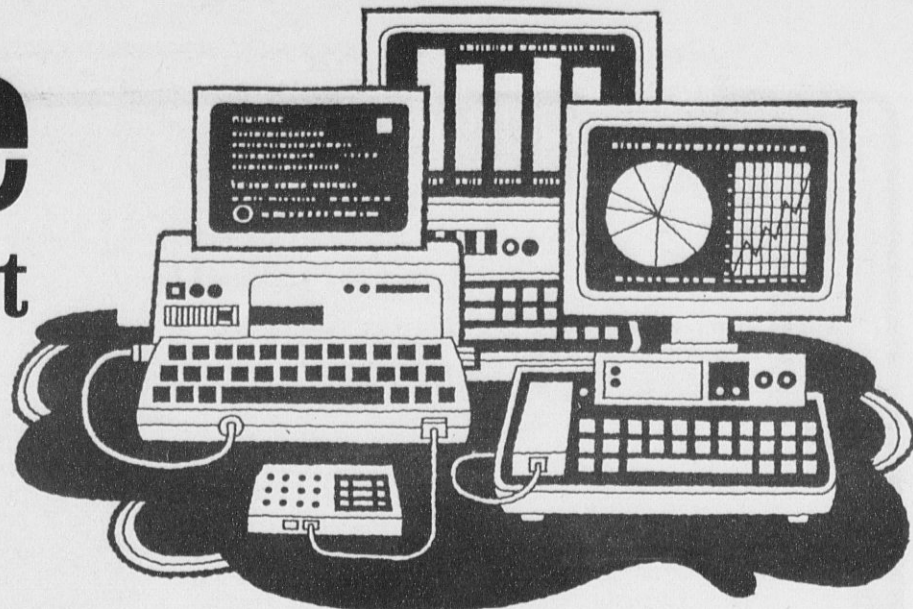
Compiled by Sheryl Carlin
CSEA Communications Associate

HAUPPAUGE — Despite CSEA's strong lobbying effort, the Suffolk County Legislature failed by one vote to overturn a veto of the first law in the nation that would have regulated work done on video display terminals (VDTs).

Acting County Executive Michael LoGrande vetoed the bill that was passed by the legislature earlier this summer.

The law would have required companies with 20 or more VDTs to pay for annual eye exams and new glasses for employees who work 20 hours or more a week at a terminal. Mandated work breaks and requirements for special equipment were also included in the bill.

LoGrande, who supported an alternate bill that will regulate a



control group of county employees, offered a proposed task force in an effort to convince legislators to support his veto.

Legislator John Foley, sponsor of the CSEA-supported bill, said LoGrande gave in to pressure from the business community and noted that the task force will repeat extensive research that has already been done.

"This issue has been studied to death," agreed CSEA statewide Secretary Irene Carr. "We have proof that VDTs are detrimental to the eyes and that operators suffer back and neck aches, dizziness, nausea and other discomforts due to the lack of regulation."

CSEA was able to convince LoGrande to appoint CSEA Region I President Danny Donohue to the 10-member task force.

"Although we feel we have enough proof of the physical harm caused by regular VDT use, we also want to have input and a voice in any further studies until we prove, without a doubt, that VDT use needs to be regulated," Donohue said.

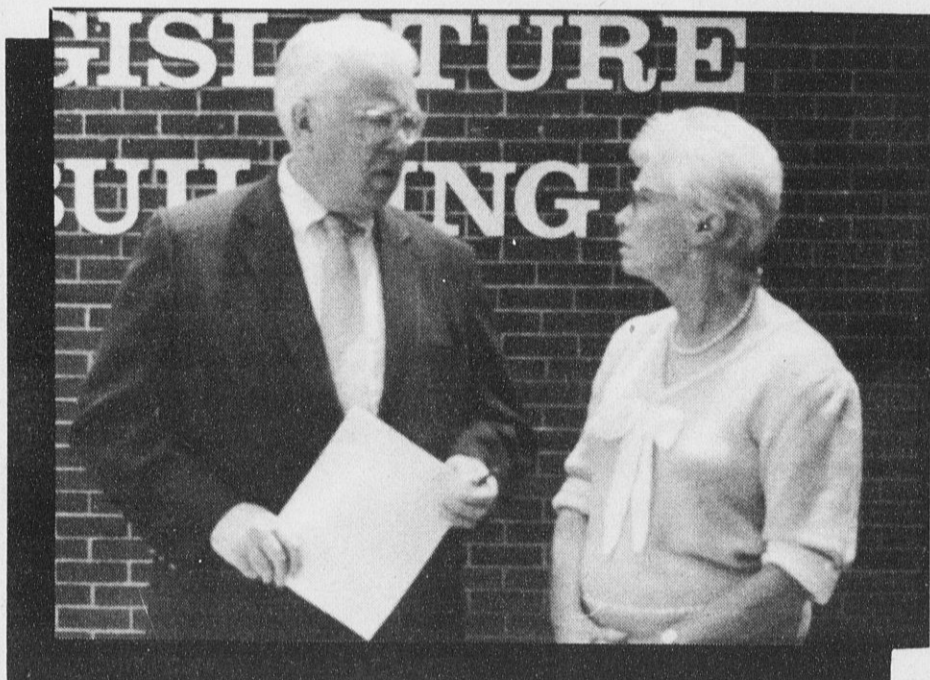
CSEA is also lobbying to have municipal employees included as part of the study, instead of 1,000 county employees.

Whatever the results of its efforts, CSEA has vowed not to forget the veto of the VDT bill in Suffolk County.

"This fall, more than 34,000 CSEA members in Suffolk County will be voting in general elections, and they will be reminded of this veto," Donohue said.

"This issue has been studied to death."

SUFFOLK COUNTY LEGISLATOR John Foley, sponsor of the VDT bill, with CSEA statewide Secretary Irene Carr.



Grievance class for corrections

NAPANOCH — CSEA correctional employees in Region III recently took advantage of a grievance representative training session designed especially for them.

Region III Corrections Committee Chairperson Jeff Howarth helped develop the program with Education and Training Department staff. He also coordinated the comprehensive session for about 30 shop stewards and grievance representatives.

Greenhaven Correctional Facility CSEA

Local 158 Shop Steward Mario Perri said he found the session "very informative." A newcomer to his local, Perri has 21 years experience on a negotiating team in private industry. Such sessions are important for members, he said.

"Management beats you if you're ignorant," Perri said.

SHOP STEWARD Mario Perri of Greenhaven Correctional Facility talks to Jeff Howarth about the advantages of the recent grievance representative training session.



How to obtain political action rebate on 1987 dues

CSEA members who object to the appropriation of a portion of their dues or fees for political or ideological purposes unrelated to collective bargaining can obtain a rebate. The CSEA political rebate amounts to \$4.95 for the fiscal year ending Sept. 30, 1987.

The union's procedures call for rebate requests to be submitted by certified or registered mail addressed to the statewide

treasurer. Requests will be accepted during the month of October.

Individual requests should be submitted; lists of members and fee payers are not acceptable. Each request for reimbursement must include the individual's Social Security number.

AFSCME's Constitution also includes a rebate procedure. The International secretary-treasurer calculates the portion

of per capita payment or service fee equivalent that had been used for partisan political or ideological purposes during the fiscal year and rebates that amount upon proper application.

Individuals asking CSEA for political action rebates are not required to file separate requests to the International. CSEA will forward requests it receives to the AFSCME secretary-treasurer.

77th ANNUAL

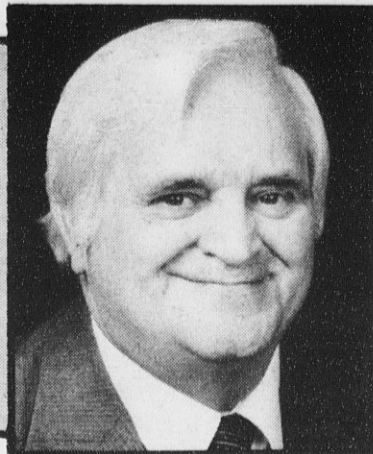
LOCAL 1000
CSEA
AFSCME, AFL-CIO

ROCHESTER
SEPT. 27 -
OCT. 2, 1987

DELEGATE MEETING

Statewide President

WILLIAM L. MCGOWAN
CSEA Statewide Headquarters
143 Washington Avenue
Albany, N.Y. 12210
(518) 434-0191



Last year's Annual Delegates Meeting was a departure from business as usual. We spent much of our time and effort reaffirming the very fabric of our constitution. Those issues are settled and it is time to re-dedicate ourselves to our fundamental purpose — protecting the rights of our membership.

In the early years, CSEA's main goals were job security and a living wage. Today, our goals have expanded to include safety in the workplace, decent benefits, pay equity and numerous other issues to improve and protect the interests of working people.

The recent murder of Sister Clara Taylor is a tragedy resulting from working conditions that we cannot and will not accept. Thousands of our members are subjected to dangerous working conditions every day, whether it be in an understaffed mental hygiene ward or an asbestos-insulated office building. Our

commitment to ending these conditions is top priority.

CSEA remains a union that belongs to the membership. The lifeblood of CSEA is the rank and file. It is crucial that new members take up the challenge and involve themselves in every level of this union. We are a democratic organization and, as such, welcome new ideas, open debate and constructive criticism. It is important that you encourage your fellow members to take an active role in CSEA. Our future depends on it.

In response to the needs of the membership, services have improved and expanded over the years. But we still have much to do. The expense of providing those services has reached a financial crisis that we, the delegates, must address at this meeting. For the last six years, the cost of operating this union has steadily increased, not only because of inflation, but even more so by the expense of services to the membership. Our

income, limited to less than half of the AFSCME minimum increases, has not kept pace. This naturally has created an operating deficit which, up to now, we have attempted to cover by spending our reserves. This band-aid approach cannot continue. Using our reserves for day-to-day operations is financially unsound.

A dues increase is never popular, but it is a reality we must now face. To maintain the quality of services that we've built over these last 77 years, and which our members have come to expect, we must provide the resources. The alternative is to cut services and then we all lose. It's as simple as that, I ask you to approve the proposed increase of \$1.00 biweekly.

*William L.
McGowan*

CSEA members aid rescue

BROOKHAVEN — Three CSEA members who work at the Brookhaven Landfill were honored recently for their quick and courageous performance after a tragic accident occurred at the landfill entrance last month.

The town board hailed Bob Dono, Bill Latopolski and Joe Lapienski, who helped in the rescue attempt after a truck tipped over and crushed a car. The woman driving the car was fatally injured.

Dono, a construction equipment operator for the landfill, was the first person on the scene.

"I was leaving for home when I heard the crash. I saw the truck tipped over on top of the car, and I ran back in because I figured time was important," he said.

"The woman trapped inside the car was dying. I wish she would have made it," he added. "It turns out I went to school with her son. It's just a shame."

Latopolski, a heavy equipment operator, said that when he arrived, he saw the truck tipped over but didn't realize the car was underneath.

"Then I saw police and fire personnel were trying to lift the truck with airbags while the woman was being treated," he said. "Bobby and I used the payloaders and took directions from the fire department to get the truck stabilized."

Lapienski, landfill director, explained that the men picked up the truck with the heavy equipment to allow the emergency services people access to the woman in the car. Then



MEMBERS HAILED — CSEA Local 852 President William Maccaro, left, and Brookhaven Blue Collar Unit President Pat DeLuca, right, congratulate three CSEA members who assisted in a rescue attempt at the Brookhaven Landfill. They are, from left, Landfill Director Joe Lapienski, Construction Equipment Operator Bob Dono and Heavy Equipment Operator Bill Latopolski.

they righted the trailer and cleared the road, he said.

"I'm a little uncomfortable with the recognition because the woman died," he said.

In addition to receiving citations from Town Supervisor Henrietta Acampora, the three men also received meritorious service award pins from Public Service Commissioner Tom Liguori.

"They did a hell of a job that day. They should be proud," Liguori said. "There's

only a handful of people in town with these awards."

CSEA Blue Collar Unit President Pat DeLuca and Suffolk County CSEA Local 852 President William Maccaro commended the men.

"We are extremely proud of these guys," DeLuca said. "They are excellent and caring citizens. They saw someone in trouble and did everything they could to help."

GOING THAT EXTRA MILE



Executive Vice President

JOSEPH E. McDERMOTT
 CSEA Statewide Headquarters
 143 Washington Avenue
 Albany, New York 12210
 (518) 434-0191



The calendar says that I'm soon to have been a CSEA member for 30 years. When I joined CSEA, the dues were 10 cents per pay day and we were debating and soon voted to raise them to 25 cents every two weeks.

In that first decade of my involvement, the membership was growing by leaps and bounds; in this last ten years, CSEA has lost about 60,000 of its members.

This year our Delegates are being asked in this convention to raise our dues by at least \$26.00 per year. In my opinion, this amount will again soon require a second action to increase them further. Do we need more money to operate this union? Yes, of course we do! Are we spending what the members entrust us with in a manner to provide them with the best Union Service? I don't believe so!

Delivery of a **mandatory** agency shop bill in either of the past two State legislative sessions — an objective which effective leadership could and should have achieved — alone could have produced new dues revenues of up to three million new dollars per year. But CSEA didn't deliver. This new revenue item alone would have forestalled asking our hard-pressed

membership to dig deeper into their already stretched pockets for more money.

We are being asked to accept an ill-planned, ill-conceived, and totally inadequate proposal for more dues money to support a lackadaisical and a part-time managed union operation.

The membership's perception that their Union "just plain doesn't care" about dealing with their individual or work force problems, such as short staffing, forced overtime, shifting, on-call rosters and lack of promotional opportunities is well founded!

Unions work on issues and solve problems. CSEA, of late, uses media hype and PR gimmicks to falsely hide the truth of its inaction. The members are going to demand more service and better direction if they are expected to pay more dues. And rightfully so!

We are not delivering quality service, or prompt grievance handling, or effective legislative initiatives, or political action which reciprocally benefits the union member, or timely contracts, or enhanced job benefits, or, most importantly, **EFFECTIVE LEADERSHIP** needed to address their concerns of the future for their jobs and their families.

We need to create a free-flowing dialogue on timely issues without the fear of reprisals for exercising free speech. We need to expose to

the harsh sunlight of open criticism or democratic discussion the upsetting business reports that are buried in the bottomless briefcase of the President's office.

We will hear promises of better attention to the small details, promises to save small amounts of money, promises to "look" more concerned once the members' pockets are picked. We will be reminded that attempts have been made to cut costs, yet no one will remind you of the lost members and their lost agency fee dollars.

As they say, "it's all smoke and mirrors" and we need results, not illusion, to survive and grow!

More dues money might achieve some of our members' goals, needs, desires, but money isn't everything and the means we use to acquire it should be given careful study. Full time, vigorous leadership, caring and well thought-out solutions to problems, and careful financial management count for a hell of a lot more than dues money in our ability to run this Union.

Joseph E. McDermott

Members honored . . . again

BROOKHAVEN — Animal shelter employees Manuel Narvaez and Carol Neppell took their third bow this year for helping apprehend a dangerously drunk driver who had been involved in a hit-and-

run accident. Dog Control Officer Narvaez and Dispatcher Neppel, members of the voluntary Radio Motor Patrol Program, used two-way radios to get an ambulance

for a driver seriously injured in the accident and to alert police to the accident's location. Narvaez, who was on patrol when he saw the drunk driver, chased the man and, after jumping fences in pursuit, caught him and tied his hands with a leash until the police arrived.



BROOKHAVEN ANIMAL SHELTER Director Steve Ramsland, left, CSEA Local 852 Executive Vice President Elizabeth Puttre, second from left, and Public Safety Commissioner Tom Liguori, right, flank the four shelter employees who have won recognition from the National Animal Control Association. This year's winners, Dog Control Officer Manuel Narvaez and Dispatcher Carol Neppel, holding their NACA plaques. In 1986, the winners were dog control officers Linda Pew and Charles Bratisax, third and fourth from left.

The two members of Suffolk County CSEA Local 852 have been awarded certificates of appreciation from Brookhaven Town Supervisor Henrietta Acampora; meritorious service bars from Public Safety Commissioner Tom Liguori; and, most recently, plaques from the National Animal Control Association (NACA) in a small ceremony at the shelter.

According to Animal Shelter Director Stephen Ramsland, NACA selects each year four employees who performed deeds above and beyond the normal scope of duty.

"Last year, two of the four selected were our employees, Linda Pew and Charlie Bratisax, and this year Narvaez and Neppel were honored," Ramsland said. "I'm very proud of my people, really I am."

"We're going to do it again next year, too," he added.

CSEA Local 852 Executive Vice President Elizabeth Puttre added her praise.

"On behalf of CSEA Suffolk Local 852, I'd like to congratulate you both," she said.

77th ANNUAL

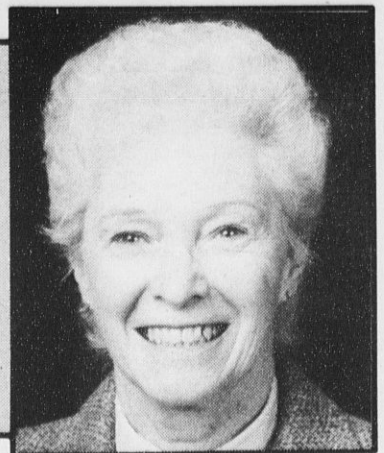
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ROCHESTER
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DELEGATE MEETING

Statewide Secretary

IRENE CARR
 CSEA Statewide Headquarters
 143 Washington Avenue
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The elected delegates have faced crucial decisions about CSEA's future on many occasions since the local and unit elections in 1986. Prior to this year's meeting, I urge all to once again study the issues, attend regional meetings and come to the Annual Delegates' Meeting ready to meet the challenge of setting our course.

With that in mind, let me offer a few observations on some key areas that can help make us a stronger Union.

Communication with you, the membership, is an essential responsibility of my Office.

Keeping you informed contributes to greater participation and responsiveness to issues of concern at all levels within CSEA.

Keeping open those lines of communication becomes difficult when we do not know how to reach you. It is especially disturbing that only recently was the list of local officers completed and, as of this writing, we are still missing 150+ unit officers' names and addresses.

Please help us stay in contact with you. Check to make sure we have your information. Forms for changing and updating the information can be obtained from your local or regional office.

In keeping with the importance of communication within CSEA, I am pleased to note that the CSEA policy book has been completed. It includes policy directives by President McGowan, the Board of Directors, and Delegate action and will be updated on an annual basis. It provides a much clearer understanding of CSEA's positions, actions, and directions than has ever been available before.

Aside from working to better our members' on-the-job conditions, there are also other important reasons for CSEA to become a more effective Union.

In 1988 we face another presidential campaign and CSEA must be prepared to provide leadership on the issues. While many have written off the importance of the Labor Movement, this is a time to prove them wrong by coming together as a force for progress and a better life for all.

One of the most important items that we must push during the campaign is the changing relationship between work and family life. We are at a critical stage in the history of this country and our actions will affect the lives of many generations to come. For this reason alone we must take this responsibility seriously.

History tells us that unions have always been the collective voice of the workers and we must be louder than ever.

Remember in your labor history, the great message of Eugene Debs: "I would rather vote for what I want and not get it, than vote for what I don't want and get it."

He further spoke of the labor movement as "the most vital and potential power this planet has ever known and its historic mission of emancipating the workers of the world from the thrashdom of the ages is as certain as the ultimate realization of the setting of the sun."

That goal is within our reach.

Irene Carr



CSEA Committee profile

Planning a unique experience every year

When delegates arrive in Rochester for the start of CSEA's annual convention, the site and schedule will be quite familiar to at least one group.

CSEA's Standing Convention Committee has been working on the event for some time.

"We do the best we can to make sure everyone has a pleasant and productive meeting," says Chairperson Judy Remington. "We visit the possible locations to see the accommodations, facilities and then put together a plan of action."

But Remington is quick to point out that all final decisions are made by CSEA's Board of Directors, not the committee itself.

"I think there's a misconception that we pick the sites and make all the arrangements. We work closely with CSEA's Meeting Coordinator, Lenore Barnard, to gather all of the necessary



**The CSEA
 Convention
 Committee**

information and bids," she explained. "Then we make a proposal to the Board."

Remington also credits Barnard for a "tremendous effort" in following up dozens of details.

The committee's aims include varying the location of the convention throughout CSEA's six regions and making each year's event unique.

To meet that objective, Remington explains, the committee tries to review as

many delegate suggestions as possible and investigate many different locations. Because of the size of CSEA's convention, plans for each year are sometimes in the works two to three years in advance.

"We have a good group working on the planning and we've all learned from experience," Remington states.

"In fact I've learned so much from this experience that I think I should go into the catering business," she concludes.

CSEA celebrates labor, mourns the loss

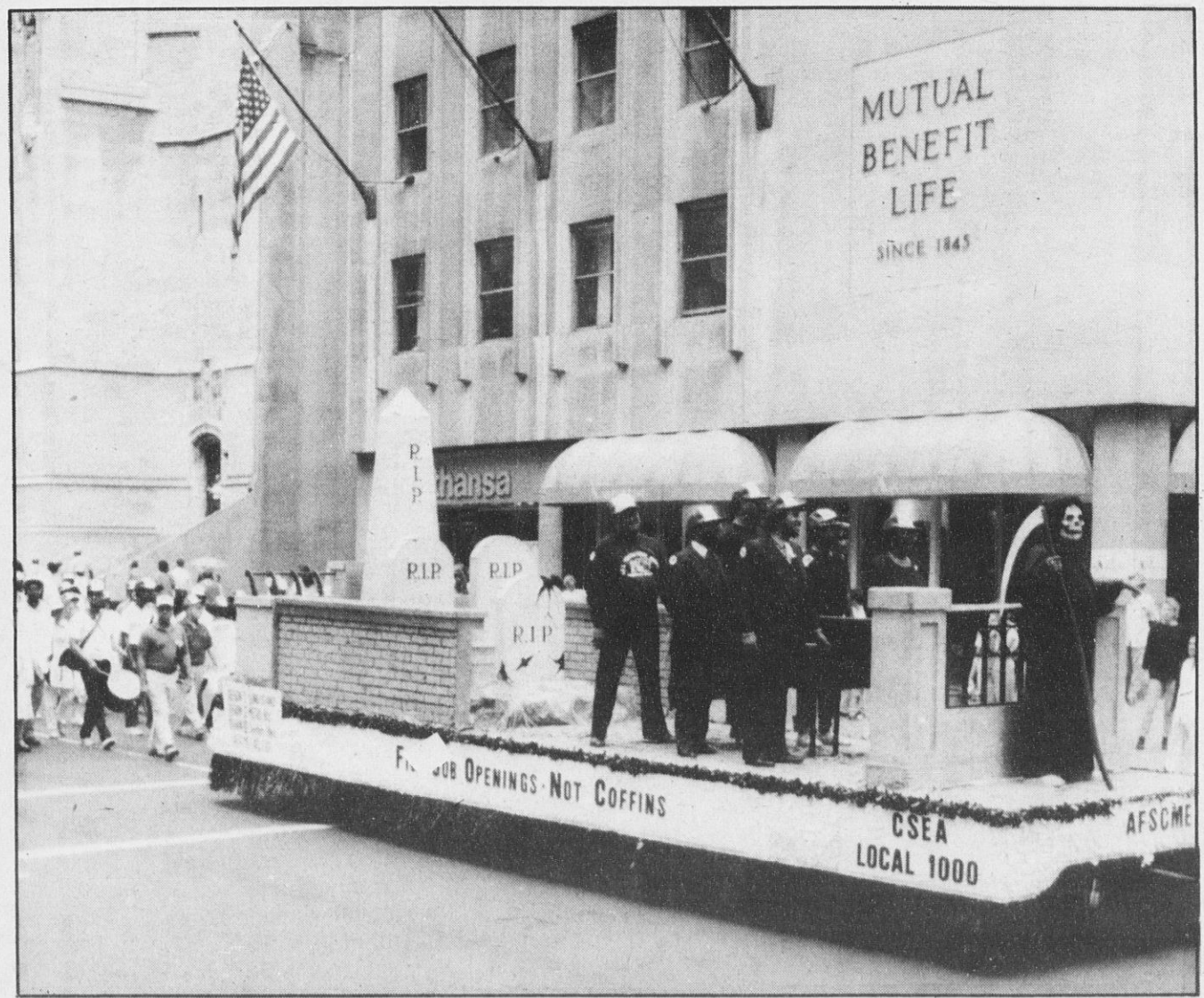


A CHILD'S CRY — The son of a CSEA member protests understanding at the New York City Labor Day Parade.

Hundreds of CSEA members and officials paraded the cause of organized labor in general and their own special demands down the streets of New York City, Albany and Rochester on Labor Day. Wearing black armbands in memory of Clara Taylor, a mental hygiene therapy aide murdered at Rockland Psychiatric Center in July, the CSEA contingents drew attention to the dangers of understaffing in many areas of public employment. CSEA was well represented at Labor Day celebrations in Albany and Rochester. The biggest turnout, drawing participants from three CSEA regions, was for the New York City parade, the largest Labor Day parade in the nation. The photos on these pages illustrate CSEA's participation in all three parades.

By Lilly Gioia
CSEA Communications Associate

NEW YORK — Hundreds of angrily chanting CSEA members wearing black armbands braved a pelting downpour at the end of New York City's Labor Day Parade to drive home the grim warning: "Fill job openings — not coffins!" Reacting to the recent tragic murder of Rockland Psychiatric Center therapy aide Clara Taylor, CSEA members loudly shouted, "More jobs, no more deaths!" as their graveyard theme float rolled past Fifth Avenue crowds.



LIFE MEETS DEATH ON FIFTH AVENUE as the CSEA float passes the Mutual Benefit Life building in New York City.

Patently coping with the crush of marchers in Manhattan's sticky midday heat, Bronx Children's Psychiatric Center therapy aide Pat Slack said she came to march in the Labor Day parade because of Taylor's murder. "It's my first parade, but I'm really here because it could happen to any of us," she said. Somber-faced CSEA marchers with a life and death message emblazoned on their float stood out in sharp contrast to 150,000 other members of organized labor who joined in the nation's largest Labor Day event. Most other unions featured balloon-laden floats and marching bands to highlight labor's achievements and 1987-88 agenda of increased minimum wage, day care, health insurance and opposition to the Bork Supreme Court nomination.

But according to Psychiatric Institute CSEA Local 419 President Tony Bailous, robed in black as the float's Grim Reaper, "Sister Taylor's murder is a heartbreaking outrage to us all and CSEA just cannot go on with business as usual." Passing out hundreds of educational leaflets along the parade route, children of CSEA members wore placards reading, "Understaffing kills my parents," and "I want my mother to come home after work." On the steps of St. Patrick's Cathedral, CSEA children presented Cardinal John O'Connor with their leaflet calling for an end to state policies and budget cuts that jeopardize the lives and safety of civil service workers.

"This union is unshakably determined to halt murder by neglect resulting from policies that cheat the mentally ill of proper care and don't provide safety for staff," said a drenched George Boncoraglio, president of host CSEA Region II, at the parade's conclusion. "Here in New York City the mayor had just launched plans to round up homeless mental patients wandering our streets and force the state to accept its proper responsibility toward the mentally ill." The crunch of new patients into an already overloaded, dangerously understaffed system can only lead to "more disasters if staffing levels aren't increased sharply," he added.

Leading a contingent of Long Island members, Region I President Danny Donohue saluted marchers who came by bus



CSEA REGION PRESIDENTS meet the Grim Reaper in New York City. They are, from left, Region II President George Boncoraglio, Region V President Jim Moore, Region I President Danny Donohue and Region III President Pat Mascioli.

from state facilities accompanied by county and school district members to support the union's Labor Day demonstration. "We are here to support our brothers and sisters in mental hygiene," said Suffolk County CSEA Local President Bill Maccaro. "County members are marching here today to show the governor CSEA is a united union and we will not tolerate loss of lives in mental facilities forced by understaffing." CSEA Local 870 Suffolk County Educational President Michael Curtin emphasized. When four state legislators joined marchers at the CSEA assembly point, Region III President Pat Mascioli introduced them to Pearl Coleman and Iola Morpe, 30-year veteran Rockland County Psychiatric Center employees who knew Clara Taylor.

Waiting for the parade to begin, Coleman and Morpe painted a grim picture for assemblymen Brain Murtaugh, Denny Farrell and Franz Leichter and assemblywoman Barbara Clark. They told of deteriorating working conditions in mental institutions that left Taylor, the mother of nine children, working the night shift alone when she became the victim of a brutal murder. Reinforcing CSEA's full statewide determination to prevent future maiming and deaths, Region V President Jim Moore came from Syracuse to help lead the union's parade contingent. "Looking down the road, how can we tell Clara Taylor's three-year-old, who now keeps asking when Mommy will be coming home from work, that CSEA stood by and failed to stop tragedies like this from ever happening again anywhere in our state?" Moore asked emphatically. Because of staff shortages, many CSEA members who wanted to join the parade march had to work instead. And those who did march had the choice of staying home, comfortably relaxing at a traditional and well-deserved Labor Day barbecue. But the tears of the Taylor children so moved dedicated CSEA activists that they

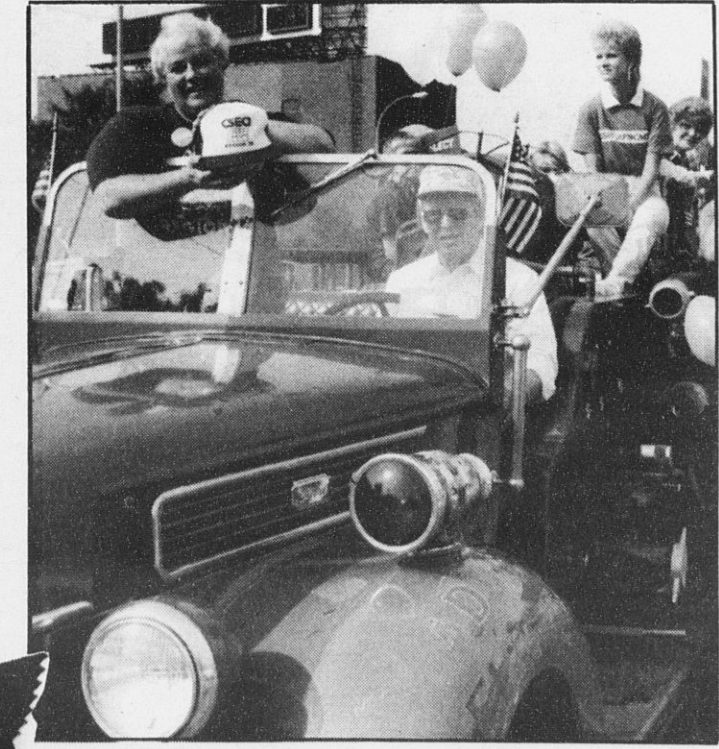
had to hit the steamy streets of New York City instead. Soaked to the bone by the late summer torrent, weary demonstrators made the soggy trek back home after a long, hot day. Knowing full well that the fight has only begun and they'll be back again and again until changes are made, they are willing to do whatever it takes to see that the state "fills job openings — not coffins!" "Pulling together, fighting together, caring about what happens to the other guy is why we are a union," Boncoraglio said. "After all, isn't that what Labor Day is all about anyway?"

Clara Taylor fund

Clara Loraine Taylor died while working — alone — at the Rockland Psychiatric Center, the victim of a brutal murder. But she was not the only victim. Taylor left behind a husband and nine children, and CSEA wants to help her survivors. Rockland Psychiatric Center CSEA Local 421 has established The Clara Loraine Taylor Memorial Fund. Local 421 President Glenda Davis said the fund will be delivered to Taylor's husband, the Rev. Elvey Taylor, for use by the Taylor family. "Quite frankly, we would hope that everyone of her union brothers and sisters could find a way to assist in this effort," Davis said. "Any contributions which we receive will be greatly appreciated." To help the Taylor family, you can send contributions to the fund in care of:
Glenda Davis, president,
CSEA Local 421
Rockland Psychiatric Center,
Orangeburg, N.Y. 10962.



LEADING THE ROCHESTER Labor Day Parade in Region VI are, from left, Diane and Catherine Gaffney, daughters of Rachel Gaffney, a member of Monroe County CSEA Local 828.



RIDING IN A RED fire engine in the Rochester parade is Region VI Executive Vice President Flo Trippi. Truck owner Art Howell, president of Steuben County CSEA Local 851, drives the antique truck.



LEADING A MOMENT OF SILENCE — Cora Bass, a mental health therapy aide, spoke at the Albany Labor Day Parade in Region IV. Having worked alone on a unit with 24 patients, she talked about understaffing from personal experience. Then she asked for a moment of silence for fellow MHTA Clara L. Taylor, murdered while on the job in Rockland County.



LEADING THE WAY — CSEA's contingent remembers Clara Taylor in the Albany Labor Day Parade.

77th ANNUAL

LOCAL 1000
CSEA
AFSCME, AFL-CIO

ROCHESTER
SEPT. 27 -
OCT. 2, 1987

DELEGATE MEETING

Statewide Treasurer

MARY E. SULLIVAN
CSEA Statewide Headquarters
143 Washington Avenue
Albany, New York 12210
(518) 434-0191



Since we last met, there has been considerable progress made on a project initiated during Past Treasurer Fauser's term. Computerized Grievance and Notice of Discipline (NOD) Tracking Systems are a reality. We are now able to monitor the progress of a Grievance or NOD through the various steps to final disposition. The ability to track a Grievance or NOD provides instant information on its status and should minimize the delays in settling these matters that we have experienced in the past. A similar tracking system has also been developed for our Legal Assistance Program.

We have initiated a tracking system for our Law Department. Once fully implemented, this system will not only provide us with the ability to monitor case progress but also allow for the development of a historical data base which will be an invaluable resource when researching future cases of a similar nature.

Renovations of the second floor of CSEA Headquarters to accommodate the Law Department have been completed and renovations of the third floor necessary to house new staff in the Office of Field Operations are currently in progress.

Since July 1, 1986, 516 Treasurers have been trained, including the six Region Treasurers. Twenty-four audits have been completed since October 1, 1986.

Overall, our financial picture is not a good one. In June, it was necessary to liquidate all of our CD's in the amount of \$1,640,588 to partially fund the rebate advances to our Locals. As of July 31, 1987, our year to date deficit is \$2,037,804.00.

CSEA dues have not increased in six years beyond that required to meet the AFSCME minimum dues structure. We have relied upon our reserves to add the Safety and Health Department and the Organizing Department; to hire additional staff for the Education & Training Department and the Office of Field Operations.

The demand continues for additional positions and services but, quite frankly, we have reached the limit of our ability to continue this practice.

CSEA takes great pride in the level of services that is provided to our members. Unfortunately, as those needs have increased so too have the costs. We have reached the point where we can no longer rely upon our accumulated savings to maintain and improve the services to our membership.

Serious consideration must be given to

generating new income; we must decide whether to continue to provide the same level of services and resources our members require or to take a step backwards to less than the status quo.

It is a serious problem which we must face

together and resolve together. The future of our Union depends upon our decision.

Mary E. Sullivan

CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.
GENERAL FUND STATEMENT OF INCOME AND EXPENSES
FOR THE MONTH ENDING JULY 31, 1987

	JULY ACTUAL	1987 BUDGET	YR.-TO-DATE ACTUAL	BUDGET 1987	BALANCE
INCOME					
Membership Dues	\$2,752,379	\$2,408,167	\$24,817,317	\$28,898,000	\$4,080,683
Agency Shop Fees	245,330	217,167	1,977,080	2,606,000	628,920
AFSCME Grant	64,167	59,167	696,670	710,000	13,330
Group Life Reimb.	46,167	46,167	461,670	554,000	92,330
Investment Income	65,507	104,167	1,028,411	1,250,000	221,589
Exam Books	2,472	2,083	27,122	25,000	(2,122)
Rent	8,723	8,583	100,135	103,000	2,865
Miscellaneous	806	3,333	83,514	40,000	(43,514)
TOTAL	\$3,185,551	\$2,848,834	\$29,191,919	\$34,186,000	\$4,994,081
EXPENSES					
Political Action	\$83,034	\$79,417	\$811,616	\$953,000	\$141,384
Per Capita Tax	935,068	891,667	9,082,711	10,700,000	1,617,289
Dues Rebate	518,303	438,417	4,419,625	5,261,000	862,371
Personal Services, Sal.	532,080	569,825	5,875,729	6,837,900	942,171
Personal Services, Ben.	148,135	196,750	1,771,985	2,361,000	589,015
Region & Satellite Offices	83,473	81,825	831,269	981,905	150,636
Legal	234,493	185,375	1,893,219	2,224,500	331,281
Professional Services	26,139	25,917	333,159	311,000	(22,159)
Travel	74,722	87,500	864,145	1,050,000	185,855
General Operating	26,900	27,500	294,609	330,000	35,391
Data Processing	52,395	50,583	519,329	607,000	87,671
Computer Committee Projects	0	41,667	0	500,000	500,000
Printing	15,474	7,458	73,834	89,500	15,666
Telephone & Postage	46,925	36,583	366,667	439,000	72,333
Equipment	2,396	4,750	79,864	57,000	(22,864)
Building Maintenance	28,733	31,833	334,719	382,000	47,281
Officers, Dir., Comm.	152,694	120,925	1,312,219	1,451,100	138,881
Publication	95,016	73,417	756,671	881,000	124,329
Delegate Meetings	341	25,000	293,968	300,000	6,032
Workshops	18,580	14,079	129,189	168,950	39,761
Region Refunds	4,333	4,333	43,330	52,000	8,670
Education - Regions	3,033	2,500	19,132	30,000	10,868
Communications	4,492	14,167	42,119	170,000	127,881
Membership/Organizing	0	4,167	37,349	50,000	12,651
Organizational	6,034	8,333	102,736	100,000	(2,736)
Representation/Challenges	0	8,333	35,138	100,000	64,862
Internal Elections	94,982	9,167	140,102	110,000	(30,102)
AFSCME Convention	12,500	12,500	125,000	150,000	25,000
Negotiations	4,328	10,417	64,632	125,000	60,368
Exam Books	0	2,917	34,246	35,000	754
Miscellaneous	212	1,250	17,423	15,000	(2,423)
Trans./Plant Fund	36,666	36,667	366,660	440,000	73,340
Trans./Contingency Fund	15,733	15,733	157,330	188,800	31,470
TOTAL	\$3,257,214	\$3,120,972	\$31,229,724	\$37,451,655	\$6,221,931
CONTRIBUTION (CHARGE) TO SURPLUS					
	(\$71,663)	(\$272,138)	(\$2,037,805)	(\$3,265,655)	(\$1,227,850)

Big boosts in Bellmore school pact

A new three-year contract will pay off handsomely for CSEA members in the Bellmore School District on Long Island.

The newly-negotiated contract provides annual salary increases of 7.5 percent, 7.25 percent and 7 percent. In addition, a comparable worth settlement ranging from \$200 to \$500 was reached for all full-time nurses and clericals; comp days were improved for custodial

staff; and longevity and an increase in accumulation of sick days were granted to per diem employees.

The union negotiating team included Bellmore Educational Unit President Kathleen Bartone, Arlene Bingham and CSEA Collective Bargaining Specialist Rigo Predonzan.

77th ANNUAL

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CSEA
AFSCME, AFL-CIO

ROCHESTER

SEPT. 27 -
OCT. 2, 1987

DELEGATE MEETING

Long Island Region

DANNY DONOHUE, President
CSEA Long Island Region
Hauppauge Atrium Building
300 Vanderbilt Motor Parkway
Hauppauge, New York 11787
(516) 273-2280



I'd like to start out by thanking all of you who voted. Especially those of you who voted for Danny DonOhue! I appreciate the confidence you have in me and I assure you I will continue to work with your best interests in mind.

For those members who didn't vote, I feel you should realize how important it is for you to be involved and participate in the union. CSEA is strong because of its members.

Without you, there is no union.

This year has seen many internal struggles. Now is the time for us to pull together. We are entering into an extremely busy year which will include a new contract for 110,000 state workers, a statewide election for CSEA officers, as well as an international election for AFSCME.

As members, you should demand the best representation we can give you. We are facing a dues crisis and the membership should think about the services those dues pay for.

We provide staff services which range from public relations and communications to political action, to occupational safety and health, to collective bargaining. Make use of these services. These people work together to get you what you need, whether that be a good contract or protection of your rights. CSEA also has the ability to draw support from our international union, AFSCME.

On Long Island, CSEA is playing political hardball. We are making many endorsements, including those for Nassau and Suffolk County Executives. In Suffolk, we are working to unseat the incumbent and replace him with a more pro-union candidate by the name of Pat Halpin. With almost 55,000 members on Long Island, you should all see the importance of your vote and be sure to get to the polls.

Our devoted field staff is preparing to enter into contract negotiations for 18,000 Nassau Local 830 members, as well as for the 3,000 members in the Town of Hempstead and many school districts in educational locals.

Again, your input is emphasized. Get involved and make suggestions! This is especially important during negotiations.

Management may try to separate you and make you believe your Union is selling you out. If you're involved, you will know exactly what's going on. Take an interest in your future.

I am pleased to say that Region I has trained more members and held more workshops than any other Region in the state. We are currently scheduling workshops on grievance handling, pre-retirement counseling, political action, civil services test-taking and assertiveness training.

Two years ago, Region I held a CSEA membership fair which boasted almost 3,000 members, the majority of whom had never attended a CSEA function before. Plans are currently underway to hold another fair this October. Look on your CSEA bulletin boards for more information and come out and learn about the many CSEA services available to you.

CSEA has been gaining strength in the ongoing fight for Nassau County members' comparable worth suit. At this point, the court has granted us access to more of the county's records which will help us prove our case and rectify the inequities that have existed far too long already.

With assistance from CSEA Statewide Secretary Irene Carr and Treasurer Mary Sullivan, we've been able to open more day care centers at various state facilities and are beginning the process in some local government areas. CSEA is aware of how important proper day care is for our members' children.

Carr and Suffolk Legislator John Foley have brought the need for VDT regulations to the forefront. Although Foley's bill to regulate the use of the terminals was vetoed by the acting county executive, CSEA will continue to fight for regulations and hope that the legislature will help us move this issue so that our VDT users will be protected.

With the hiring of Political Action Coordinator Stephanie Teff, CSEA has been able to bring its political clout to the highest level. We have shown our ability to unseat incumbents in many of the school districts where the members felt these people were not responsive to the needs of our membership. Again, CSEA proves that we support our friends and retire our enemies.

Our political action committee and its

chairman, Michael Curtin, are currently working with Stephanie to gear up for the November general elections and then the school district elections which will take place in Spring. With their hard work we expect to maintain our 98 percent success rate with endorsements.

Occupational Safety and Health has been an extremely important issue on Long Island this year. There have been six fires in offices where CSEA members work, one of which caused the release of dioxins into the building where the fire occurred, reminding us of the horror story in Binghamton. CSEA has intervened to see our members' rights and health are protected in these areas and that the members will not be forced to work in these buildings until they are properly cleaned and declared not only fire safe, but also environmentally safe. We are also working hard to ensure proper evacuation procedures are planned and implemented.

Safety violations at our Brookhaven Landfill included the dumping of hazardous materials, including radioactive waste by area hospitals. CSEA has been on top of the situation and has convinced the town to impose bans on hospital dumping any time hazardous waste is spotted.

With the retirements of Nick Pollicino, Nat Zummo, John Cuneo and Jose Sanchez; and the move of Ross Hanna and Ron King to posts in Albany, the Region has undergone a transition period. We congratulate John O'Sullivan on his promotion from Field Representative to Regional Director and we welcome our new field reps: Gus Nielsen, previously the Region I Political Action Coordinator; Patrick Curtin, Larry Borst, who came to us from Region II; and Claude Ferrara.

We also congratulate Irwin Scharfeld and Rigo Predonzan on their promotions from Field Reps to Collective Bargaining Specialists. Special thanks goes to our clerical staff; without them the Region I office could not function.

CSEA is working for you. Get involved and become an active participant in the union. Be proud to be a member of the largest and best union on Long Island!

Danny Donohue

CSEA keeps roof overhead

OYSTER BAY — Thanks to CSEA, a town employee has received a reprieve in leaving his town-owned home.

When Donald Calemno took the job as caretaker for the Bruce Estates in the Town of Oyster Bay in 1979, it was with the stipulation that he would live on the property and pay a fixed rent.

But the town informed him that he and his family would have to leave their home of eight years by June 30 because the property is being converted to a golf course.

CSEA filed an improper practice charge because the

agreement had to do with the terms and conditions of Calemno's employment. That meant that any change, including requiring the Calemno family to move, must be negotiated, the union said.

After the pre-trial hearing, both the union and the town hammered out a new agreement that gives Calemno until Oct. 31 to move from the Bruce Estates. He will keep his job at his current salary, although his title will become labor supervisor.

"The town failed to negotiate the matter in good faith," said CSEA Field Representative Harold Krangle. "I'm glad the matter has been settled fairly."

77th ANNUAL

LOCAL 1000
CSEA
AFSCME, AFL-CIO

ROCHESTER
SEPT. 27 -
OCT. 2, 1987

DELEGATE MEETING

Metropolitan Region

GEORGE BONCORAGLIO, President
CSEA Metropolitan Region
Suite 1500 15th Floor
11 Broadway
New York, New York 10004
(212) 514-9200



There's no easy walk to freedom . . . never was easy for working people; never will be easy for working people. That's why its been no surprise to Region II members that this year we've had to do a lot of walking:

- WALKING — through a New York City blizzard last winter to protest Labor Department layoffs;
- WALKING — in the blazing sun demonstrating against apartheid in South Africa;
- WALKING — beside legislators to show them filth and vermin infested state worksites like Parnia Division's 40th Street offices, where our members' health and safety were in jeopardy. With this year's Labor Day Parade up Fifth Avenue, Region II was out walking once again to protest cutbacks and working conditions in civil service. The days of passively accepting what's being dished out to us must end. The grim theme of CSEA's parade float this year said loud and clear — we've had enough!

Many of us came to public service trading off higher salaries in private industry in hopes of having job security as a career civil service worker. But watching the determination and erosion of public service in New York makes us wonder whatever became of job security, safe working conditions and pride in a job well done. Are they now only pipe dreams from the past?

Public services are dwindling all around us, what with understaffed mental hospitals, overloaded social service workers, interminable waiting at unemployment offices and endless

lines at the Motor Vehicles Department. Bureaucrats in their private offices, busy cutting staffs and services, don't bear the brunt of a frustrated public; we do.

There is no alternative but action and more action. In too many places civil service employment has become nothing more than an experiment in chaos. We say, this is unacceptable. While politicians can vote themselves fat raises for their part-time jobs, why should dedicated civil service workers suffer grim prospects of unsafe working conditions and worry continually whether their jobs are the next ones to fall under the budget axe? This is unacceptable.

Someone's getting the short end of the stick in New York, and in Region II it's obvious who it is. With over 10,000 homeless and mentally ill wandering our neighborhoods, the horrors of AIDS, and addiction at an all time high, too many of our members are being forced to cope with crisis on a daily basis. Here our New York City armory worksites have turned into disease-ridden poorhouses, the insane asylums of the dark ages reborn in the 1980s, courtesy of Ronald Reagan. This is no solution to our massive housing problems and has utterly failed.

This year's shocking attempt to close SUNY Health Science Center (Downstate Hospital) in Brooklyn, while the Health Systems Agency wanted a 50,000 hospital bed cut throughout the city, added to proposals to close Bronx and Manhattan Developmental Centers, provided an avalanche of work for our regional political action committee and our PALS network. Public hearing after public hearing, CSEA was there to speak out before city and state officials for quality health care and saving jobs of CSEA members. That Downstate will

remain a viable teaching hospital in one of Brooklyn's neediest areas is an achievement the community and the union can well celebrate.

Region II is committed to moving forward on every front to meet head-on the many challenges we face. Over 350 stewards and grievance reps were certified this year, more than any previous time since the region was established. Education is power and we are pursuing it vigorously on every level of the union, from advanced officers' training to safety training to self-defense classes.

Our long awaited hands-on computer/word processing training through CSEAP was greeted by over 800 members applying to attend in the metro area. This training, long available only to upstate members, is at last a reality in New York City where we have pushed tirelessly for reclassifications and upgradings under all our contracts.

Region II is mobilized, concerned and vitally participating in our union-sponsored activities. Whether boycotting California grapes or supporting efforts in our own communities to improve the quality of life in New York City, we are out there. We are gearing up for the tough issues in the coming negotiations with the state and we stand united with our brothers and sisters all around New York State.

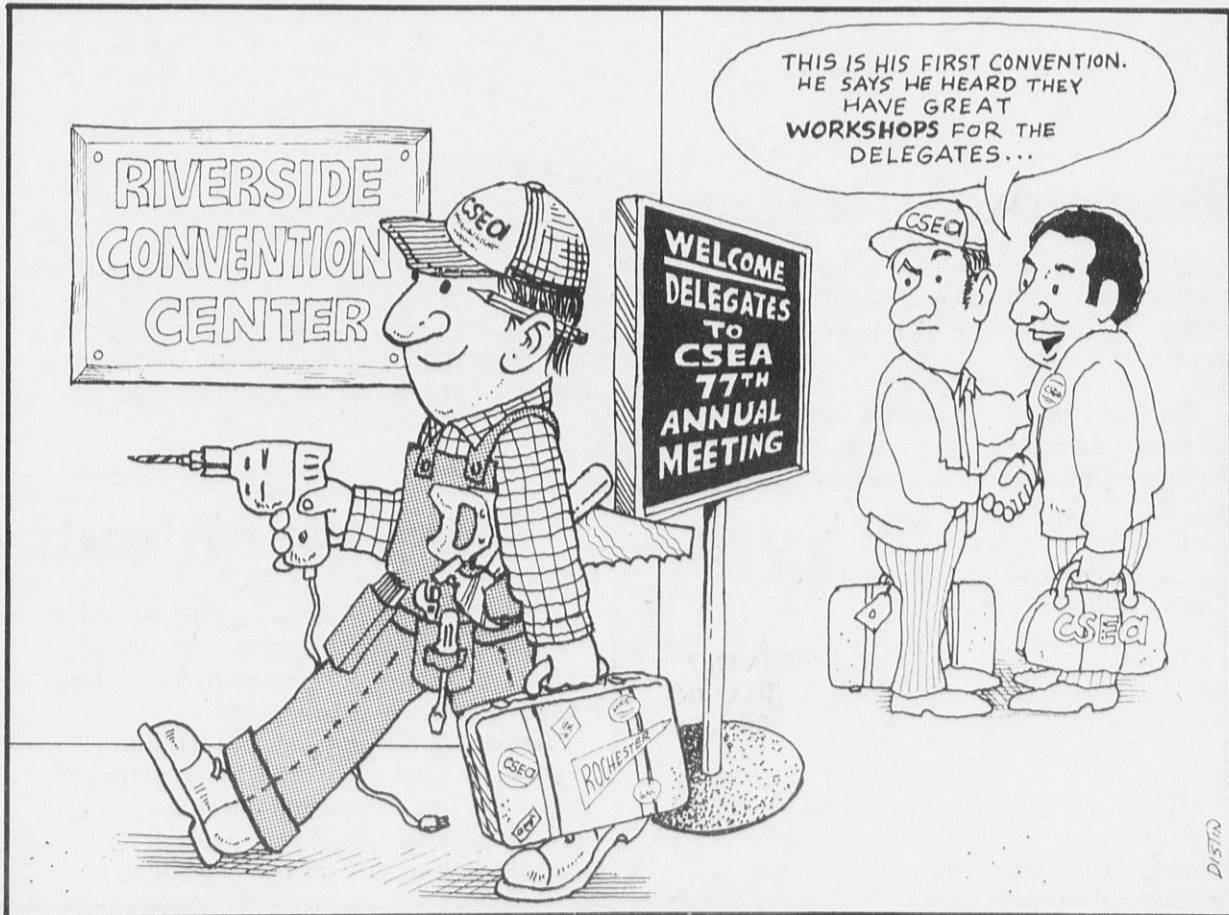
We are united and we are walking tall.

We have learned the hard lessons of the past. It's not how smug we can be about how far we've already come that counts, but rather how hopeful we can be about how much further we still have to go.

George Boncoraglio



A HELPING HAND — CSEA Metropolitan Region President George Boncoraglio, right, presents a check for \$1,000 to United Farm Workers (UFW) union representative Irv Hirschenbaum on behalf of CSEA. A video produced by UFW, "Wrath of Grapes," is available free for use by CSEA locals. To obtain a copy, write UFW, c/o DC 1707, 75 Varick Street, 14th Floor, New York, New York 10013 or call (212) 219-0027.



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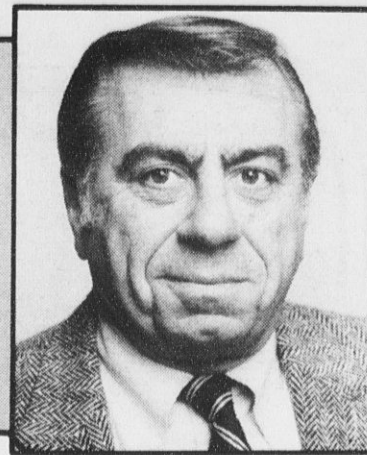


ROCHESTER
SEPT. 27 -
OCT. 2, 1987

DELEGATE MEETING

Southern Region

PAT MASCIOLI, President
CSEA Southern Region
Rural Route 1, Box 34, Old Route 9
Fishkill, New York 12524
(914) 896-8180



As CSEA moves forward to meet the challenges of the nineties, it is important that we pause and ask ourselves that time honored question, "Where do we now stand and where are we going?"

Most of our Brothers and Sisters in CSEA are aware of the decline in union membership nationally; of the huge layoffs in both the public and the private sector; of a great deal of internal strife and the question raised by these situations of "What can I do about it?"

CSEA has felt the effects of the Reagan policies throughout its membership. Cutbacks in the Labor Department and the ultra-conservative tide that has attempted to undermine the very role of government itself has created a real fear and uncertainty about our jobs and our future.

In facing up to these threats which confront our families and ourselves, CSEA has learned how important it is to develop as a political and economic force and how to utilize the power that we have. It is with your voices that CSEA speaks.

You are the conscience of CSEA: your vote is the only one that the politician looks to when your quality of life needs to be improved through good public employee legislation.

We have restructured our organization in an attempt to recognize the importance of our services to both state and local governments. We have evaluated and improved our benefit fund services and will continue to work on this. Improvements have been made in the vision care programs, dental care and prescription

drug programs and these can be made available to all CSEA members through appropriate negotiations. These concerns were non-existent just a few short years ago.

Just as all other CSEA members you rightly ask, "What are you doing for me now?" Well, as a CSEA member, **you are CSEA**. We desperately need your involvement to serve on committees, function as a Shop Steward, become a Local or Unit Officer. We need your input and participation at all levels of CSEA: Unit, Local, Region and Statewide. If you are unable to actively participate yourself, do you support your Brothers and Sisters who do get involved, who do accept the time-consuming and often thankless job of representing you and other CSEA members in grievance administration or in contract negotiations or any of the numerous tasks that are essential to your well being? As a CSEA member, this is the very least that we ask of you.

CSEA has come a long way. We have been more fortunate than most and our quality of life has steadily improved. Our contracts have been better than the national average and our legal services offer you protection such as no other union in the country provides. We spend over two million dollars annually to protect your rights in local and state government employment.

Success, unlike failure, doesn't just happen. Failure is a product of a **lack** of planning; a breakdown of membership communications. Success is the result of meeting clearly defined goals, of listening to what you, our members, have to say and then establishing

priorities to meet the challenges of today's public service employees.

Now is the time for all of us to set aside our differences in regard to favorite candidates and to join together behind those who were elected so that all may gain. Oftentimes a staunch opponent can make an even better ally, particularly when our goals are basically the same. CSEA cannot afford to lose the contributions that can be made by active members who may have lost an election to another member. Unfortunately, most of us no longer benefit from knowledge gained from parents or grandparents raised in other countries who really valued the role of unions in their lives. What was once considered an essential part of our grandparents lives, their membership and participation in their unions, is now considered relatively unimportant by many. This attitude is prevalent and has resulted in the decline in union membership nationally, but it is a tragic error. It will take our combined efforts to win the fight for comparable worth and make equal opportunity a reality and not just a popular slogan. Public service employment constitutes a worthy contribution for the well-being of all.

Let's face our future as public employees with confidence in each other; let's appreciate what we have won at the bargaining table and in the Legislature. Let's look to each other with faith in our ability to continue to improve the quality of life for all public employees and the CSEA family.

Pat Mascioli

Big wins in Reg. III

Back pay victory

LARCHMONT — Three village employees will receive thousands of dollars in retroactive wages and benefits thanks to CSEA.

The three employees were being paid on an hourly basis rather than according to the wages in the CSEA contract, said Region III Collective Bargaining Specialist Larry Sparber. He discovered the discrepancy during recent contract negotiations.

Not only had they been paid the hourly rate for years, but they had been given no benefits and no agency shop fees had been paid for them.

All the workers had passed civil service examinations and were on record with the Westchester County personnel office as permanent employees.

Meanwhile, one employee was fired because of "a lack of work."

An arbitrator ordered the village to pay the three workers retroactive wages for all holidays and vacation time during their employment. One worker who was paid at a rate below the salary scale was

to receive a wage adjustment as well.

He also ruled that two employees were entitled to wages lost due to illness and the third will be credited with one sick day for each month she has been employed by the village.

In addition, the village must pay retroactive agency shop fees to CSEA.

Newburgh unit gets contract

NEWBURGH — Newburgh city CSEA employees have ratified a contract which will increase wages by more than 17 percent over three years.

According to Collective Bargaining Specialist Don Patrick, the agreement provides for 5.5 percent increases retroactive to Jan. 1; 5.5 percent as of January 1988; a 4 percent increase

effective January 1989; and 2 percent effective July 1989.

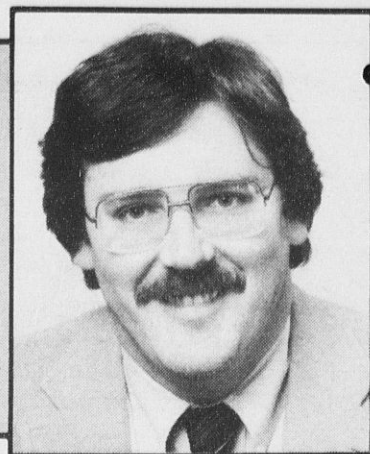
The contract also calls for increased longevity, an additional step, a 20-year retirement plan and payment for unused sick leave.

The estimated 105 employees are members of Orange County CSEA Local 836.



Capital Region

C. ALLEN MEAD, President
CSEA Capital Region
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Ten thousand times has the labor movement stumbled and bruised itself. We have been assaulted by thugs, charged by the militia, traduced by the press, frowned upon in public opinion and deceived by politicians."

We, in CSEA, have more than once stumbled and bruised ourselves. Likewise, we have endured treatment similar to all those acts referred to. Let us not concede, however, that we in CSEA, or anywhere in the labor movement, are doomed to a sole existence of perpetual abuse. Wherever there are women and men of initiative, wisdom and determination, turbulence is inherently inevitable. Those who seek to move ahead toward new goals and higher achievements fully realize the difficulty with attaining their objectives. The qualities that make this Union successful are rooted in the fact that no matter how turbulent the atmosphere, no matter how distressful the critique, and no matter how difficult the obstacles may become, the will to endure prevails.

The opening remark of this report concludes as follows: "But notwithstanding all this and these, labor is today the most vital and potential power this planet has ever known, and its historic mission is as certain of ultimate realization as is the setting of the sun." This quote is as applicable today as when first rendered by Eugene V. Debs in 1894. Nearly a full century has passed and we women and men of initiative, wisdom, and determination remain willing to withstand whatever pressure and barriers we must encounter in order to preserve the commitment of our ancestors. Labor will forever stumble and bruise itself. We have no apologies to render each other for whatever disagreements we have engaged ourselves in. We must only be secure in the knowledge that however vehemently we may disagree our objective is as simple now as that of Brother Debs and so many others. We commit ourselves to provide for the enrichment of both the working and personal lives of workers.

Although throughout the last year there have been distractions, bruises included, the mission and objective of the Capital Region has prevailed. We have succeeded in bringing the honor of the labor movement to many new workers. While CSEA has been under a literal attack in many areas from competing interests, we have managed (literally) to avoid such encounters. During our last Delegate Meeting, we engaged in the first of what was to become seemingly endless efforts to protect our membership at the Greene County Hospital and Nursing Home. An effort to dispose of the facility to private ownership placed hundreds of our workers' benefits in jeopardy. The tenacity of many in our leadership, membership and staff resulted in CSEA reclaiming our members in a prolonged, hard fought election victory. Additionally, we have succeeded in gaining representational rights for the Red Cross and Eden Park workers among others. While we may have stumbled, been traduced, frowned upon and deceived, the message and mission

of labor endures and has succeeded in the Capital Region.

We have, likewise, continued to add new members in areas where we are already present. Several of our local government units have been successful in their internal recruitment programs adding strength to their numbers. Our Annual Capital Region Local Government/School Employees Workshop was designed to fortify our leaders with the tools they can utilize in servicing our membership and was very favorably commented on. In the State Division, we have appointed an Ad Hoc Pay Equity Committee which is working with our local leadership to assist our members who wish to have a further review performed relating to their positions. It remains our opinion that the responsibility to direct attention to problems on pay equity adjustments, first and foremost, rests with us as the collective bargaining agent. Writing letters and sending petitions is, in our opinion, an exercise in futility.

A significant effort has also been undertaken in the Capital Region to deal effectively with the potential effects of toxic substances which many of our members in both State and Local Governments may have been exposed to. As is to be expected when the ramifications of any matter are as significant as may be the case here, there are numerous obstacles to be dealt with. Capital Region members' health and safety have not only been jeopardized by toxic substances. Little, if any, attention was being given to the concerns our members in downtown Albany expressed for their personal safety. As may be expected, our local leaders were not dissuaded by the patronizing responses of some government representatives. When a weeded area used by potential muggers was finally cleared, newscasters witnessed, first hand, the discovery of a fair amount of personal items reported missing through encounters in the exact area. Unfortunate, but apparently some must be publicly embarrassed before appropriate action is even contemplated.

Safety has long been of paramount concern to our highway and bridge maintenance

workers. However, someone is not listening. The message is relatively simple — if there is safety in numbers, we don't number enough for our own safety. While these crews are a visible reminder to the public, they are not the only examples of tragically low staffing patterns. We began an effort in the Capital Region some months ago to convince our decision makers that life on the highway isn't just a "do more with less" proposition. Not unlike the protections New York affords itself in many ways, it has somehow exempted itself from the safety regulations enforced on the highways to protect the "general public" but not the employee. We, in the Capital Region, will continue to strive for the protection of the highway and bridge maintenance crews before they, too, are added to an endangered species list.

Our Region Committees have been very active in promoting involvement for not just activists but reaching out to more members. Perhaps the "Showcase" Committee in the Region could be identified as our Women's Committee. The efforts and accomplishments of this Committee deserve some additional recognition. They have conceived and developed program models for use by both our Statewide activities and offerings in conjunction with Cornell. We are very proud that the slogan to be promoted for this year's programs originated from our Region: "Women Affecting Issues."

As always, we must not, and will not, remain content to relive past accomplishments. With a new term for our Region Officers comes new ideas, new challenges and renewed ambition. Our primary emphasis will appear simple — to enrich the lives of our fellow workers, yet we know that in our efforts to achieve these goals we may well stumble and bruise ourselves. We won't be surprised nor will we surrender to those who may malign us in our tasks because, as Brother Debs assured us "... (our) historic mission is as certain of ultimate realization as is the setting of the sun."

C. Allen Mead

CSEA lists Schenectady endorsements

SCHENECTADY — CSEA has announced the following endorsements of candidates in November local elections in Schenectady County:

For Schenectady City Council: Gordon C. Light, Sullivan J. Alois, H. Lois Bradt and Mari N. DiLeva.

For Schenectady County Representatives: Nicholas C. Barber and David P. Tessitore, District -1; Rudy Chase and B. Donald Ackerman, District

-2; Margaret B. Buhrmaster and Albert H. deAprix Jr., District -3; Gustave C. Leschen Jr. and John J. Macejka, District -4.

For County Clerk: Merit C. Willey. The endorsements were granted by CSEA's Capital Region Political Action Committee (PAC) following interviews of candidates by and recommendations from Schenectady County CSEA Local 847, according to PAC Chairman William Burdick.

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LOCAL 1000
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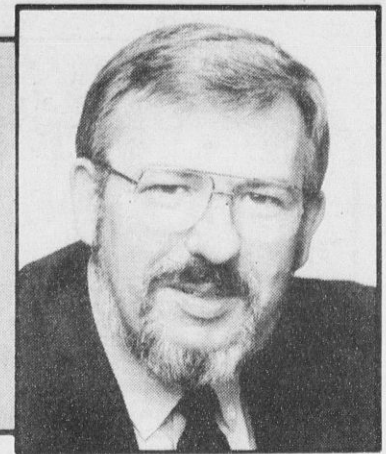
ROCHESTER

SEPT. 27 -
OCT. 2, 1987

DELEGATE MEETING

Central Region

JAMES J. MOORE, President
CSEA Central Region
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290 Elwood Davis Road
Liverpool, New York 13088
(315) 451-6330



To waste valuable space in the union newspaper to rehash the past year would be an injustice. I will only say that I am proud of my commitment to the incumbent President and to the delegates that supported the in-house law department and I appeal to those members of the Board of Directors and our Executive Vice President Joe McDermott to get about the business of working for the members and give up their opposition to the delegates' action.

As the chairperson of the Committee to Study Services, I have heard from many of our elected leaders as to what they see as our outstanding problems. The way I see it, better contracts are a must for our union.

I offer the following for your consideration:

1) Prior to the commencement of negotiations, a complete review of the current contract must be done by the negotiating team and our professional negotiator. We must rid ourselves of language that is detrimental to our members. Rank and file members must be asked for any suggestions or demands they might have.

2) Training must be made available to all CSEA negotiating teams. Whether you are representing a school group, or a city, village, town or county, or thousands of state employees, you should receive training from your union on the procedures to be used in serving on a team trying to negotiate a contract. Up-to-date information regarding the cost of health care and other relevant information must be made available to all team members. An educated, highly motivated negotiating team will secure a better contract to bring back to the members.

3) The rank and file membership must become more involved in the process. In addition to helping to formulate demands, the members must be kept informed of the status of negotiations throughout the entire process. If the unit leadership or the team feels that an informational picket line is needed, then the members must be prepared to give up their lunch time or an hour before work or after. If attendance at a legislative session is needed, then the membership must be willing to go. A handful of people sitting across from management cannot work miracles. The support and backing from the entire membership will help to bring about a better contract.

4) All of the staff working for CSEA must be committed to working with the negotiating team to secure the very best contract possible. From the secretary who types the demands, to the negotiator who sits at the table, all staff must work hard to assist the members on the team. The Regional Political Action Coordinator, and an effective local committee, can bring pressure on the employer to make them realize that CSEA members can effect the outcomes of their elections. The organizer can assist in getting non-members to join prior to negotiations. Management must respect a unit with a high percent of members as

opposed to a group that comes in with 25 percent or 40 percent membership. The Communications Specialist will help coordinate press releases and any special communication to the members or the media. The Research Department should review each contract to pick up on any language that should be removed during negotiations. All grievances and arbitrations that resulted from the contract should be reviewed for possible changes in the content of language. All contracts should be checked to see that they have a section that refers to safety and health issues. In conclusion, all staff available should be used on every contract we negotiate.

5) When a proposed contract is agreed to by management and union representatives, then a meeting should be called to discuss all items and facts concerning the contract with the members. Where on-site meetings are not possible, then a fact sheet should be provided to the members giving all information available. Whether an on-site vote is used, or a mail ballot, all members should have an opportunity to vote on the contract and each and every member should vote.

6) The conclusion of the negotiations should end with a copy of the approved contract being provided to every member of the unit on a timely basis. There is nothing more frustrating than waiting 6-8 months for a copy of a contract. An adequate amount of copies should be set aside for new employees hired.

Negotiating a contract is not an easy task. There are no shortcuts. Working together, the staff, the leadership, and the members can help to bring about a successful contract. The next priority as I see it is the establishment of a statewide steward system to handle grievances. We currently have over 200,000 members working in thousands of worksites throughout New York State. Every member, a janitor in a school in Long Island, a M.H.T.A. in Utica, a secretary in Buffalo, a caseworker in Syracuse, or a motor vehicle operator in New York City — every single member deserves to be represented by a trained, confident, union steward. Stewards must be able to have access to the employees and they must have received the proper training to enable them to handle the questions of the members and be confident enough to deal with management as equals. Stewards should be easily recognizable (perhaps a tattoo on the left ear — don't mind me, I am just trying to find out if anyone ever reads these things). A special pin that designates them a CSEA steward could be awarded after completion of the training program. There must be consistency throughout our entire system. A stewards' newsletter should be distributed to all those trained to handle grievances with updates on new rules or suggestions on how to handle issues that are common to all. Other areas that must be given a priority are pay equity, safety in the worksite, and we must begin to formulate a plan on amending Tier III and Tier IV.

It seems as though every time you mention to someone that we must change Tier III, they say that pension systems cannot be

negotiated. This is true; however, that should not prevent all public employee unions from grouping together to improve the benefits that many of our members have now under Tier III. A joint lobbying effort just might be beneficial. We will never know until we try. It is time to try.

Five years ago, pay equity was an issue that was foreign to most of our members. This year over 40,000 State employees will receive money after their job has been upgraded due to increased responsibilities. For years, we have heard from our neighbors and ill-informed politicians that public employees are over paid and underworked. We know that is not true. Tell the mental hygiene worker who can't take vacation accruals because of understaffing. Explain to a SUNY employee cleaning a dorm alone how over paid he or she is. How about the school bus driver that is charged with taking care of 30 or 40 or 60 kids? See how underworked they feel.

Our responsibilities as public employees have increased. This union should settle for nothing less than having every job we represent studied for possible upgrading.

The final issue I want to address is safety in the worksite. The recent death of an M.H.T.A. has hit home in full force. Many psychiatric centers throughout the State are dangerously understaffed. I recently visited the accident scene of a 21-year-old Onondaga County worker who was killed while operating a 9-ton roller. There is serious doubt in my mind that young man had ever received proper training on how to handle that deadly equipment.

Probably the worst situation I have seen is the case of a DOT worker who was crushed when the bulldozer he was operating crushed him to death under a culvert. What created a nightmare was the fact that his supervisor had told him to remove the roll bar because it was preventing him from getting under the culvert.

Every day, public employees are dying on our roads and in our hospitals. Employees are being exposed to lethal chemicals and dangerous asbestos. Clerical workers are sitting in front of video display terminals without proper safeguards. We must organize a safety committee in every worksite. We must join with management (or do it alone where they will not cooperate) to prevent future deaths. Good contracts, an effective steward system, pension reform, comparable worth, and safety in the workplace are just five issues that this union must address in the months ahead.

Dr. Martin Luther King once said, "Human progress is neither automatic nor inevitable. Every step toward the goal of justice requires sacrifice, suffering and struggle; the tireless exertions and passionate concern of dedicated individuals . . . This is a time for vigorous and positive action."

Let us attempt to do it together. Not just the Board of Directors, not just the local presidents, but all 200,000 of us from Buffalo to Long Island. I think we can be successful. Let us know how you are willing to help.

James J. Moore

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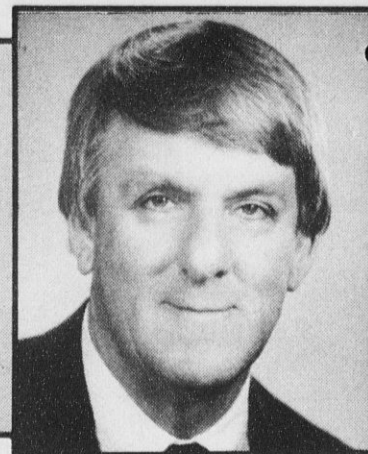
LOCAL 1000
CSEA
AFSCME, AFL-CIO

ROCHESTER
SEPT. 27 -
OCT. 2, 1987

DELEGATE MEETING

Western Region

ROBERT L. LATTIMER, President
CSEA Western Region
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Buffalo, New York
(716) 886-0391



At the start of a new term, I want to take this opportunity to assure CSEA members in

Region VI that they will continue to receive the highest level of service possible.

I also wish to thank and commend the Region VI Staff, led by Bob Massey, for

carrying out their assignments in their usual professional, diligent manner.

Robert L. Lattimer

Unit aids hospital



JAMESTOWN UNIT PRESIDENT Frank Kaluza, right, presents a food processor to Food Services Director Paul Pellegrino at Jamestown General Hospital.

JAMESTOWN — A pediatric wheelchair, a food processor for the kitchen, ice buckets for patient rooms, a vacuum cleaner for the housekeeping department — they're the kinds of things that help make hospitals more comfortable and convenient for patients and employees.

You'll find those items at the Jamestown General Hospital in Cattaraugus County, of course. The difference is, these were donated by the City of Jamestown CSEA Unit members.

"We really care about our hospital, and we wanted to do something to help," said Unit President Frank Kaluza. "We plan to make this an annual event, doing things to assist our hospital."

This year unit members donated equipment valued at \$1,400. The equipment was purchased with the proceeds of a fundraiser the unit conducted.



THIS WHEELCHAIR for the emergency room at the hospital was among items donated by the Jamestown City CSEA Unit. From left are Nurse Kay Roberts, Dorothy Thompson, Mary Spaulding, Virginia Allette and CSEA Field Representative Penny Bush.

CSEA sues to win workers vacation rights

By Ron Wofford

CSEA Communications Associate

TOWN OF EVANS — A CSEA victory in state Supreme Court has reaffirmed the vacation rights of Town of Evans Highway Unit members.

"It's sad that we had to go to court on this," said Unit President Dan Wright, "but the highway superintendent left us no choice."

At issue was the highway superintendent's refusal to allow more than one worker off for vacation per month during July and August, a contract violation.

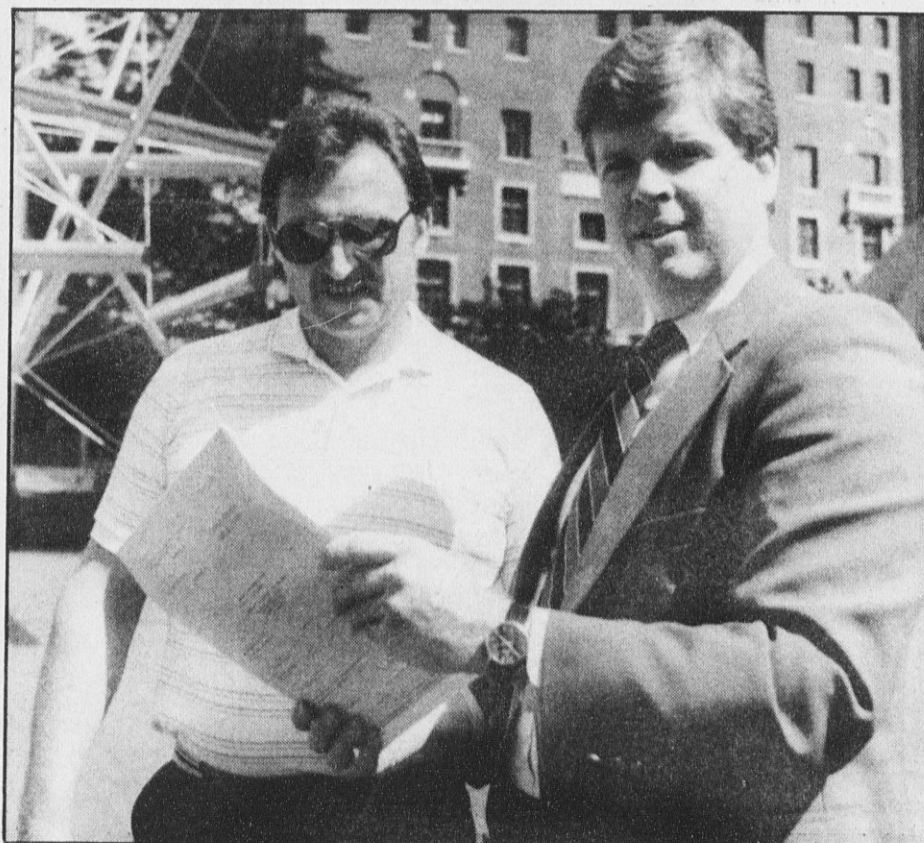
The matter reached state Supreme Court when the superintendent ignored an arbitrator's directive to post vacation schedules according to the contract, said CSEA Attorney Michael Munley.

"He even refused to comply with the initial order of Judge Norman Joslin to post a vacation schedule," Munley said. "So we had to have the judge call him in again under the threat of a contempt of court citation, which could have landed him in jail."

The contempt threat obviously worked, because the superintendent showed up and, through the town attorney, argued that he was not bound by the contract because it was negotiated by the town board.

But Joslin rejected that argument and ordered the superintendent to post a vacation schedule so the 17 workers, whose unit is part of Erie County CSEA Local 815, could schedule time off under the contract provisions.

Wright said he felt "great" after the drawn-out court victory. "I'm glad we went through the whole process and it finally came out in our favor."



TOWN OF EVANS Unit President Dan Wright and CSEA Attorney Michael Munley discuss the unit's recent court victory outside of state Supreme Court.

Resolutions

When the delegates at CSEA's 77th Annual Delegates Meeting gather later this month, they will consider three resolutions submitted to the union's Resolutions Committee.

Along with the resolutions, published below, the delegates will also consider changes in the CSEA Constitution and By-Laws, printed in the Sept. 7 issue of *The Public Sector*.

The Annual Delegates Meeting is scheduled for Sept. 27 through Oct. 2 in Rochester.

The members of the Resolutions Committee are: Chairperson Sue Crawford, Donna O'Hara, Barry Deane, Dorothy Goetz, Allan Tietler, Beth Luttinger, Kenrick Lewis, Lorrie Maus, Jack Wood, Salvatore Castro and Richard Galbally.

PROBATION PROBATION PROBATION

The following resolution was submitted by Carl A. Mathison III and Fred Nero of Dutchess County CSEA Local 814.

"WHEREAS probation is the original alternative to incarceration, and the probation professionals are the persons best qualified to address the issues and problems posed by community-based correctional programs, including House Arrest, Electronic Surveillance, Community Service Work and pre-trial/ pre-sentence release programs,

"IT IS HEREBY RESOLVED that CSEA strongly recommends that any and all alternative criminal justice programs should be REVIEWED BY, ADMINISTERED BY, AND SUPERVISED BY State and Local probation professionals in the appropriate probation departments."

EXPLANATION: As prison populations keep growing and costs keep soaring, the field of alternatives to incarceration is rapidly expanding. In some areas, we are finding that client advocacy groups and other non-professional, non-government groups are attempting to intrude and perform jobs best done by probation professionals. This insidious contracting-out, which often undermines the criminal justice system and endangers the community, is often funded by State grant moneys which should go to probation departments. The CSEA Special Probation Committee concurs with this resolution.



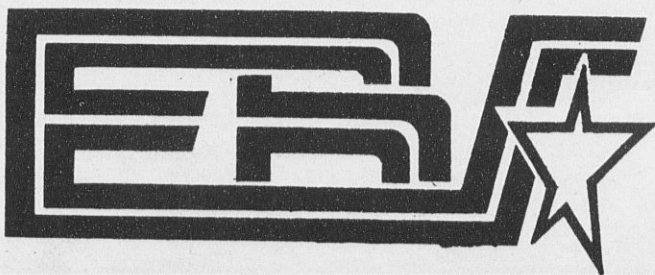
EBF EMPLOYEE BENEFIT FUND EBF

The following resolution was submitted by Jean Angiulo of SUNY Farmingdale CSEA Local 505.

"Any member of CSEA serving as an appointed or elected

trustee to the Employee Benefit Fund must be a member of the Employee Benefit Fund and employed by a participating employer."

EXPLANATION: This resolution is justified by the logic that a person serving as an Employee Benefit Fund Trustee will be motivated not only by accepting the fiduciary responsibility of guaranteeing that the fund is administered and the benefits derived therefrom, to the best of his/her ability, but also by the self-interest of being a participating employee. A trustee who is not a member of the Employee Benefit Fund does not have to answer to his/her fellow members to prove that his/her stewardship of this responsibility was carried out exclusively for the benefit of the entire membership.



UNITS UNITS UNITS

The following resolution was submitted by E. Sands Frost, Carl A. Mathison III and Fred Nero, all of Dutchess County CSEA Local 814.

"WHEREAS the December 1986 policy of the Board of Directors regarding the relationship of a Unit to a Local violates the letter and spirit of Article VII, Section 2(b) of the Constitution providing that "Each Unit shall be free to elect its own Unit Officers and determine its own progress," and

"WHEREAS the policy of the Board of Directors represents an unwarranted intrusion into issues best addressed between and by Unit and Local bodies,

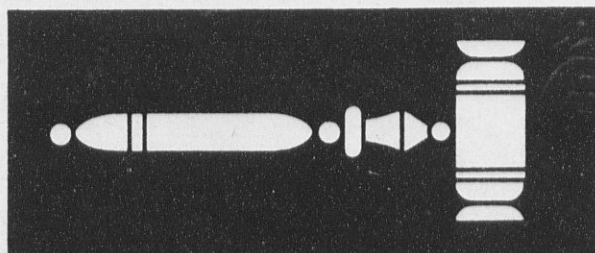
"BE IT RESOLVED that the policy of the Board of Directors is hereby rescinded by the Delegate Body of the Association."

EXPLANATION: The policy in question requires that Local Presidents be invited to all Unit Executive Board, Committee and Membership meetings, that Local Presidents receive copies of all Unit meeting notices, Unit meeting minutes, including committee meeting minutes, and recommends that Local Presidents be made ex officio (voting) members of all unit committees except negotiations and elections committees. In contrast, the last

sentence of Article VII, Section 2(b) of the Statewide Constitution provides that "Each Unit shall be free to elect its own Unit Officers and determine its own progress."

This is specifically a Local Government Division issue. In Local Government, Units are created to deal with each local employer and to represent each group of employees covered by a given contract. Employers do not in most cases negotiate with the Local, nor is the Local the best place to resolve most labor-management issues.

The policy of the Board of Directors does not solve any problem which it may have intended to address. Rather, it increases the probability of conflict and friction between Unit and Local Officers. Most clearly, the policy does not leave Units "free to determine their own progress."



READY FOR ANY



EMERGENCY

The tail section of a DC-8 was torn off in a collision with a DC-9 at Stewart Airport. (Photo courtesy of the *Newburgh-Beacon Evening News*)

By Anita Manley
CSEA Communications Associate

NEWBURGH — "It looked like someone took a meat cleaver and just sliced it in half!"

That's the description of a DC-8 airplane after its tail was sheered off in a collision with a DC-9 at Stewart Airport in August. It was provided by one of the Division of Military and Naval Affairs employees at the airport represented by CSEA.

Those CSEA members were the ones who helped prevent the dramatic accident from turning into a full-fledged catastrophe. No one was injured.

The incident made the front pages of newspapers across the state. It easily could have been a lot worse, but catastrophes — and near-catastrophes — are just what CSEA members at Stewart are trained to handle.

The accident occurred at about 6 a.m. Aug. 20, when a taxiing DC-8 collided with a

DC-9 attempting to land.

"The first call came through as an engine fire," said Firefighter Richard Sherman. "It was foggy and still dark out and when we got down to the runway, we saw the tail ripped off. The first thing we did was secure the area in case there was an explosion."

The firefighters sprayed foam on the DC-8 to prevent a fire, Sherman added. They stayed on the scene until mid afternoon.

"This is a very professional group which did what they were trained to do and did it very well," said Fire Chief John Cinquemanni.

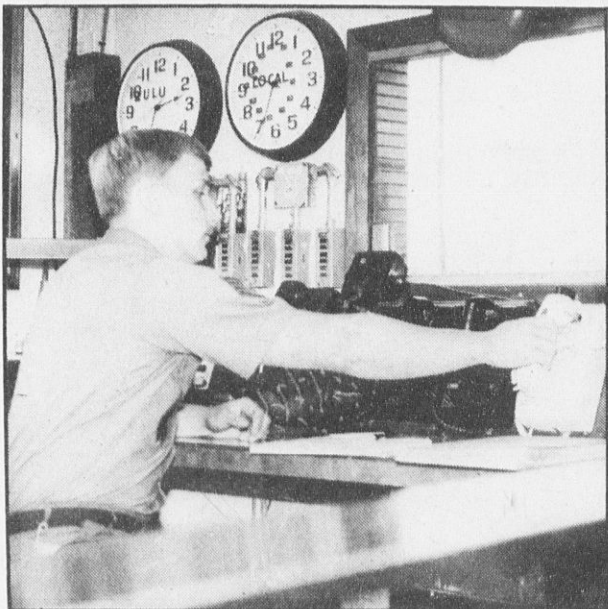
As Stewart Airport is growing, their work becomes more complicated. Thanks to the development of industrial parks, new businesses are moving onto land that once was a U.S. Air Force base.

The main attraction for the companies is the airport and the newly constructed jet runway. Also based here are U.S. Army troop carriers, the giant C-5As that can carry buses, tanks and hundreds of soldiers at the same time.

In addition the DMNA firefighters are responsible for fighting structural fires on the base, Perez said. Stewart also has base housing for military personnel who serve at the U.S. Military Academy at Westpoint, a few miles away.

But Base Commander Col. John Perez said the primary function of the firefighting crew is aircraft fire rescue.

"These people are trained in case of a plane crash to cut fuel systems in a plane to prevent explosions and to rescue a crew in case they're incapacitated," he said.



DMNA MEMBER Mike Geissler staffs the communications center of the Air National Guard Firefighter Unit at Stewart Airport.



FIRE CHIEF John Cinquemanni, standing at right, is shown with his crew of firefighters who handle accidents at Stewart Airport.