

# THE PUBLIC SECTOR

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

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## WHEN TRAGEDY HITS HOME

*CSEA members rally*



Page 3

**HOPEFUL PARENTS** — SUNY Cortland Local 605 member Wayne Watkins and his wife Carol with high school graduation photograph of daughter Sue who is currently battling cancer.

# Plans progress for VDT policy



**NATIONALLY PROMINENT EXPERT ON VDT SAFETY — Dr. Robert Arndt of the University of Wisconsin will formulate recommendations for a comprehensive state policy over the next few months. Arndt is pictured here conferring with CSEA statewide Secretary Irene Carr during a recent meeting at CSEA headquarters in Albany.**

ALBANY — After some unexpected delay, CSEA and New York state are finally moving forward with plans for the development of a consistent health and safety policy for video display terminal operators. The project, called for in the Administrative Services Unit contract, is expected to be completed by mid-fall with implementation of recommendations to follow, agency by agency.

Dr. Robert Arndt of the Department of Preventative Medicine at the University of Wisconsin has been selected as special consultant on the project. He will be reviewing a previous study completed for the state and CSEA by the National Institute for Occupational Safety and Health last year. From those findings, Arndt will suggest policy guidelines.

"This is really long overdue," says CSEA statewide Secretary Irene Carr. "But even though the progress has been slow, I think in the long run everyone will benefit because we've taken the time to do a thorough job."

Carr adds that in working in coalitions with other unions on VDT safety, it is clear the CSEA efforts have sparked considerable interest: "Everyone else is looking at us and where this project is headed because when it's complete, no one else will have anything so detailed."

Carr's remarks are echoed by CSEA Director of Occupational Safety and Health James Corcoran: "There were problems in getting this project off the ground, but now that we have a nationally renowned expert on VDT safety working with us, there's no doubt that the policy that's developed will be the comprehensive in the nation."

Plans call for the VDT policy to be adaptable to changing

technology and work environment, so that it will be serviceable for years to come. NIOSH, which conducted the original study will continue to monitor and review VDT use by the state workforce to determine the effectiveness of the policy.

"Having a consistent policy will be the best thing that's ever happened to VDT operators," claims Carmine Bagnoli, a member of the joint CSEA-state VDT committee. "The sooner we get something into writing, the better-off we'll all be."

# Greenburgh gets contract — finally!



**SOLIDARITY PAYS OFF — Region 3 President Pat Mascioli marching with demonstrators last month.**

## Union solidarity clinches it

GREENBURGH — An 18-month-old contract dispute has ended with a three-year contract for 180 employees in the town of Greenburgh.

According to Unit President Sheila Tyler-Harrison, solidarity was the primary factor that convinced town officials that CSEA members were determined to settle the year-and-a-half-long impasse.

Harrison said she was grateful to co-workers who joined informational picket lines held every day before and after work hours and during lunch hours for the past month.

Demonstrators distributed handbills with information on substantial pay increases

granted to town officials and administrators in the past year.

A major bone of contention was a "lump sum" pay increase that the town negotiator offered to workers for the first year of the contract. "Such a bonus would not change our base pay for future raises or for your life-long pensions," said Harrison.

The new contract provides for pay increases of 5 percent, retroactive to Jan. 1, 1985; 3 percent effective Jan. 1 of this year, 3 percent effective July 1 of this year and 4 percent as of Jan. 1, 1987.

Harrison emphasized that health insurance will continue to be paid for by the town.

## Public SECTOR

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# Thinking of Sue

## Local shows concern, starts fund drive for daughter of member

By Charles McGearry  
CSEA Communications Associate

DRYDEN — For Sue Watkins, the attractive 18-year-old daughter of Wayne and Carol Watkins, 1986 held every promise of being a happy, prosperous new year. A recent honors graduate of Dryden Central School where she was active in sports, the school band and chorus, Sue had been accepted by three New York State universities and was looking ahead to college life and a possible career in anthropology or political science.

Then, last spring, misfortune struck. After a prolonged illness, Sue learned from doctors that she had a malignant tumor on her liver. Later, they found that the cancer had spread to other parts of her body. When they were told that neither surgery nor other available therapies held much hope, the Watkins' world turned upside down.

Now, Sue and her family battle daily against time and despair, soberly awaiting word on an experimental treatment that might steer her back on the road to health. Meanwhile, helping them in their fight are friends of the family and Wayne's fellow employees at SUNY Cortland Local 605 who have been busy promoting a fund drive to defray the teen's medical costs.

And despite her own ordeal, Sue has begun a campaign of her own: to get more people to donate organs upon their deaths to save the lives of others.

**'We've been overwhelmed by the encouragement and financial support we've received from CSEA members'**

Watkins, a Vietnam veteran who has been employed at SUNY Cortland for 14 years says he is moved by the gesture of concern on the part of his fellow CSEA members, especially Ray Roberts and Gary Goddard who began the effort.

"Carol and I have been overwhelmed by the encouragement and financial support we have received," said Watkins. "We are also grateful to the management at SUNY Cortland for allowing me time away from work on many occasions to be with my daughter."

To date, the drive has raised more than \$2,000 from SUNY employees and Carol's co-workers at Grand Union.

Interviewed at their home recently, Wayne and Carol somberly recalled the chain of events that led to the shock that their oldest child had a serious form of cancer.

Their story began last March when Sue visited her local family physician because of a lingering cold that had brought on some unusual after-effects. After initial tests discovered abnormal cholesterol, she was sent to Upstate Medical Center in Syracuse for further tests. A complete examination revealed a tumor of the liver that further tests determined was malignant.

In an attempt to pursue every avenue of treatment, the Watkins made arrangements to go to Presbyterian Hospital in Pittsburgh for an evaluation and possible treatment. After three weeks of evaluation and tests at the Pennsylvania health facility, a team of specialists informed Sue and her parents that a transplant could not be performed because the tumorous growth had spread outside the liver.

"We were told by the specialist that chemotherapy and radiation would have little effect. The team of doctors attempted to remove a portion of the tumor, but it was unsuccessful," said Watkins.

Despite mounting medical bills and other expenses, the Watkins family continues to hold onto hope. Now, they are looking into



AN ENDORSEMENT — CSEA President William L. McGowan throws his support to the fund drive to benefit Sue Watkins as he signs his name to a personal check.

experimental drug treatment being conducted at Johns-Hopkins Medical Center in Baltimore.

While Sue, Wayne, Carol and Sue's younger brothers, Wayne and Jason, await news from Maryland, hope, faith and prayers continue at the Watkins home.

As for Sue, she appears to be handling her personal crisis with a large share of inner strength.

"Her attitude is excellent," says her mother. "She's a strong-spirited and intelligent young lady, fully aware of her condition and prepared to accept whatever comes."

Wayne noted that his daughter's illness has heightened her awareness of the critical need for organ donors and spurred her on to do something about it.

"Sue has put out an appeal to people — especially the young — to become more acquainted with organ donor programs to give others the opportunity to live full and happy lives," he said.

Added Watkins: "She sincerely appreciates the help and prayers from hundreds of schoolmates, friends, neighbors and scores of strangers."

## How you can help

CSEA members at SUNY Cortland Local 605—as well as union members from other locals throughout the state—who wish to help defray the Watkins' mounting medical expenses may send contributions to:

**SUE WATKINS FUND**

**Box 2000**

**SUNY at Cortland**

**Cortland, New York 13045**

For complete information about organ donor programs, contact your local hospital or medical facility.

## Steps to safeguard your car

# Park your troubles

ALBANY — The controversial decision by the city of Albany to impose a residential permit parking plan, leaves CSEA members who work in the downtown area with few options for getting to work — shell out the money for paid parking in commercial lots, using mass transportation if possible, or parking in more outlying areas of the city.

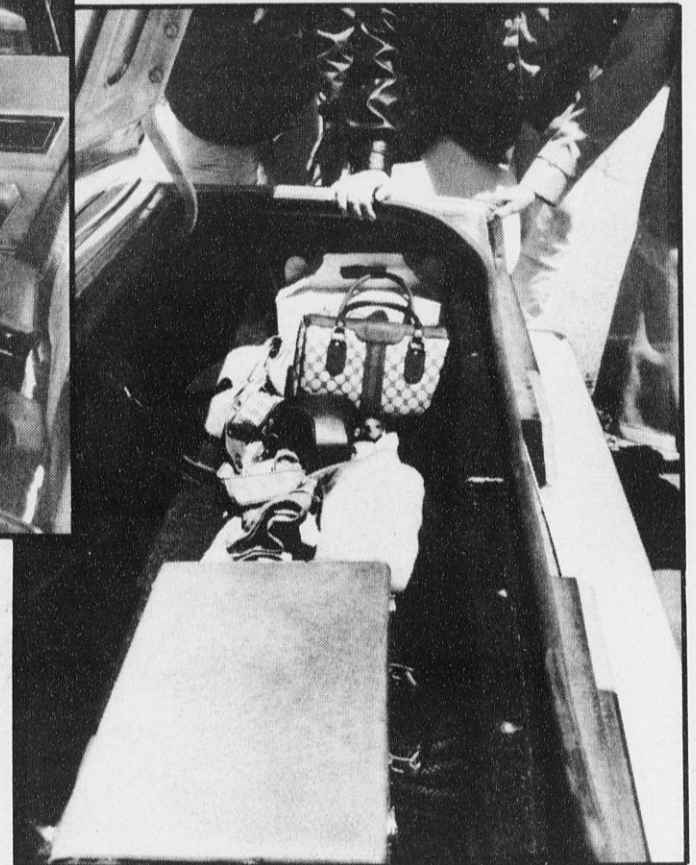
It's a problem that also plagues CSEA members in other parts of the state.

According to Gordon McLean of the Crime prevention unit of the Albany Police, as CSEA members end up in more outlying areas in search of free parking, they may also become more vulnerable to crime. But, there are some simple steps that can be taken to help lessen the risk of becoming a statistic.

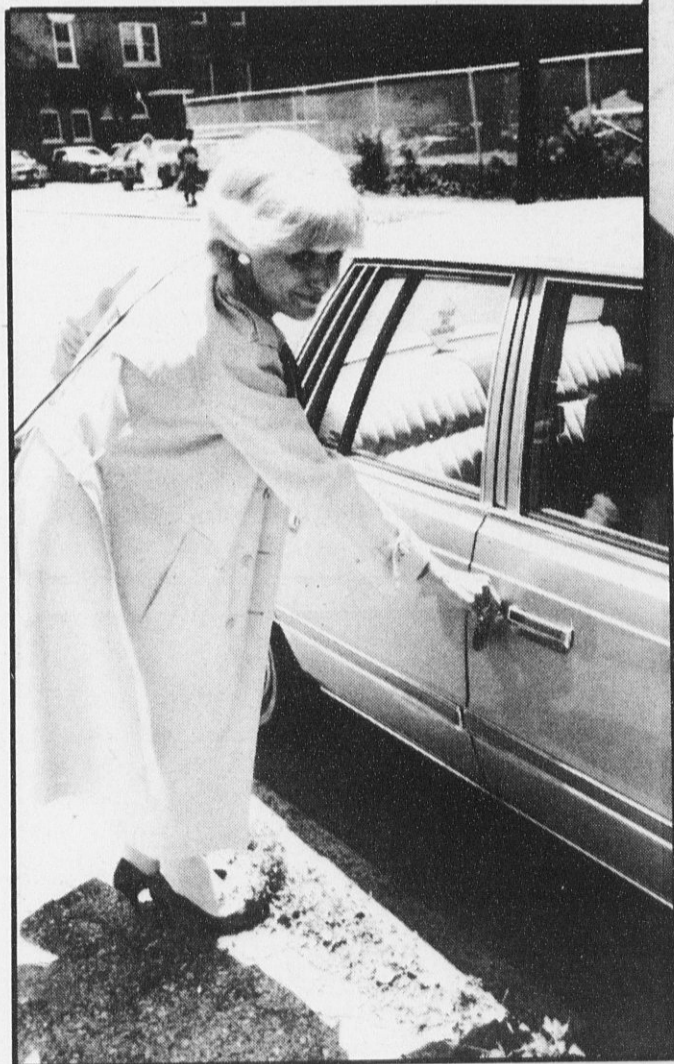
McLean says that most people don't even think about theft or assault when they're going to work — for this reason, he suggests that people recognize the risks where they park, particularly if the neighborhoods are unfamiliar.

He adds: "people don't break into cars looking for something to steal — unfortunately, too many people leave all kinds of items in plain sight in their cars causing a temptation to thieves. " Since most of the time theft occurs by smashing a window to get in, the cost and inconvenience of making repairs may be greater than the value of what is taken.

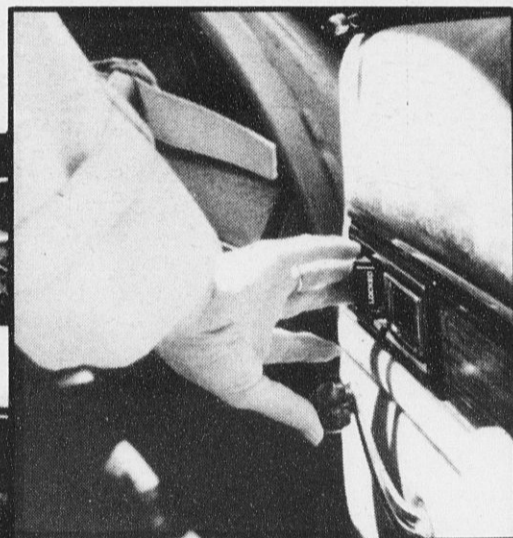
**OUT OF SIGHT, OUT OF MIND...**Albany Police Department's Gordon McLean explains some dos and don'ts to avoid auto break-in to CSEA Albany Parking Committee members Ellen Fontanelli and Georgianna Natali. Never leave items of value such as cameras, briefcases, radar detectors, typewriters, etc. in plain sight, no matter where you park your car. Instead, lock them safely away in your trunk where they won't be a temptation to would-be thieves.



**DON'T LOOK FOR TROUBLE...**Ellen Fontanelli shows how not to drive down the street. Even in residential neighborhoods, never drive with the passenger window down and a handbag within arm's length...put it on the floor for safekeeping.



**AVOID GIVING CRIMINALS A CHANCE...**Georgianna Natali demonstrates one of the easiest ways to stop a crime...when you park your car, be sure to lock the door and take the keys.



# Liability too great to be festive



Joseph Cosentino, inset, has been involved in CSEA activities for 23 years. While in state service as a therapy aide at St. Lawrence Psychiatric Center, he was elected to every office in CSEA Local 423, and is currently the president of St. Lawrence County Retirees Local 923. Cosentino has also been active in organizing the International Seaway Festival, pictured here, for 24 years. But this year's event may be the last unless liability insurance costs come under control.

Many events and activities run by local governments, schools, and community groups face uncertain futures due to skyrocketing liability insurance costs. This is the first in a

series of stories the Public Sector will be covering on how the crisis affects CSEA members on the job and at home.

OGDENSBURG — For 26 years, this city on the majestic St. Lawrence River has been the scene of the annual International Seaway Festival, an event that draws hundreds of thousands of spectators from the United States and Canada to 10 fun-packed days of parades and entertainment.

According to Joseph Cosentino, chairman of the 1986 Festival and a CSEA activist for 23 years, the huge jump in liability insurance costs, and the reluctance of insurance companies to become involved in coverage, presents a bleak picture for the future of the north country's biggest entertainment event.

"I've taken part in the Festival for more than 24 years," Cosentino said, "and I've seen it grow from a three-day event with a \$3,000 budget, to its present size involving 4,000 volunteer workers from the United States and Canada. Not only does the Festival provide activities and entertainment for people of all ages, it helps promote good fellowship with our friends and neighbors across the border."

This year, the international event will take place July 18-27, with committee members volunteering 10-30 hours of service a week since the conclusion of last year's event.

"We foresaw a problem in December 1985 when the city of Ogdensburg started negotiations for self-insurance. The city's plan went into effect in January, leaving the Festival with no insurance. We contacted scores of insurance brokers, made 23 long distance phone calls, and only one agency agreed to accept a coverage policy that will cost nearly \$8,000, almost three times the cost of our entire festival budget when we began over 26 years ago," Cosentino added.

In discussing the problem, Cosentino offered some thoughts for a remedy:

"It's not only an Ogdensburg problem, but seem to be effecting every city, town and village in the north country. Many communities are feeling the insurance pinch. They just can't afford to stage events without liability insurance, and coverage costs keep spiraling sky high. That means many communities may be forced to cancel traditional events they have held for years. We simply have to pull together and, through political action, community groups, service clubs and private citizens, work to put a 'cap' on escalating liability insurance. It's also very important to CSEA units and local state-wide because we may be forced to curtail our outings, rallies and other group activities through the year."

## Caseworker discovers timing is everything

WHITE PLAINS — A Department of Social Services case worker has been reinstated with full back pay and benefits thanks to action by CSEA.

Lacy Johnson, a 17-year-employee, was on Westchester County's senior case-worker list when he was placed in a temporary position in Child Protective Services in June of 1985.

Two months later, he was appointed from the permanent list and started a probationary period.

But in October, an evaluation indicated that the county intended to terminate him.

Johnson waited to receive notification that he would be terminated as a senior caseworker since according to the collective bargaining contract, an employee must

be given a week's notice of this action.

On Nov. 13, Johnson finally went to his district director and was given a copy of a letter — dated Nov. 6 — that he was to return to his old position of social case-worker.

Attorney Arthur Grae argued that Johnson did not receive sufficient notice of his termination. "The county sought to terminate his probationary period by giving him a two day notice prior to the expiration of the probationary period," said Grae. "The applicable county rule and regulation required a one week notification."

Following a negotiating session with county officials, Johnson was re-instated as a senior caseworker retroactive to August of 1985.

# ESSEX COUNTY:

By Daniel X. Campbell  
CSEA Communications Associate

ELIZABETHTOWN — This North Country county seat in rural Essex County has a pastoral look to it. "E-town," as the natives call their community, hardly looks like a battlefield.

But recently E-town was the scene of a multi-front war involving CSEA, the county administration, an irate political boss, a so-called "independent union," and what CSEA says is management's favorite puppet—the Teamsters. When the smoke had cleared, CSEA's Essex County Unit had beaten them all.

The major skirmish occurred at the bargaining table between CSEA's bargaining team and the county administration. The central issue of that battle was a controversial salary plan, unilaterally conceived and developed by management, which failed dismally to address the needs of the most senior employees. CSEA's team which stood tall against management included Unit President Vic Putnam, Vice President Arlene Pogan, Treasurer Scott McDonald, unit members Roberta Chandler, Janet Tyler and Carol Mends, and CSEA Collective Bargaining Specialist Harm Swits.

The next fight, which spawned all the following confrontations, was a blatant attempt to return employees in the county's Social Services Department to what the union says would have been a spoils system of salary increases rather one gained through collective bargaining.

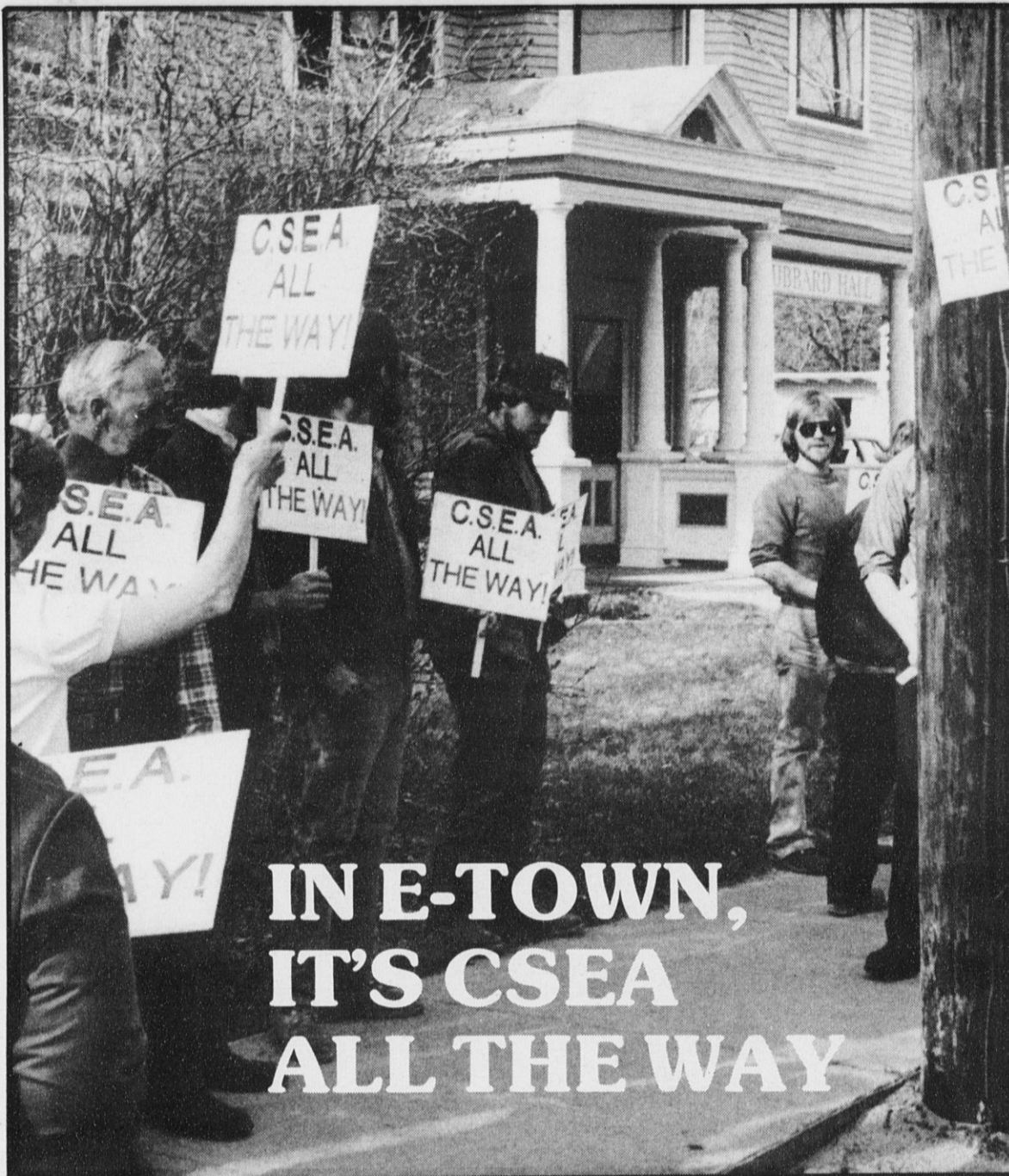
CSEA Field Representative Charlie Scott said Social Services Commissioner Wally Huchro, a local political boss, wanted to grant a "special" salary increase to 23 of his workers to the exclusion of other county employees. "Fair treatment for all county employees, special treatment for none," quickly became the union's call to battle.

Scott charged, "Huchro wanted to get this increase by using his political power. He did not want to go through the administration or the union... Wally wanted it his way no matter what the law said."

County Board of Supervisors Chairman Gifford A. Cross became a casualty of the fighting, resigning as a personal political protest over Huchro's actions. CSEA, meanwhile, stepped up the fight through the local news media and won in a state Public Employment Relations Board (PERB) action where the union's position of "fair treatment for all" was upheld.

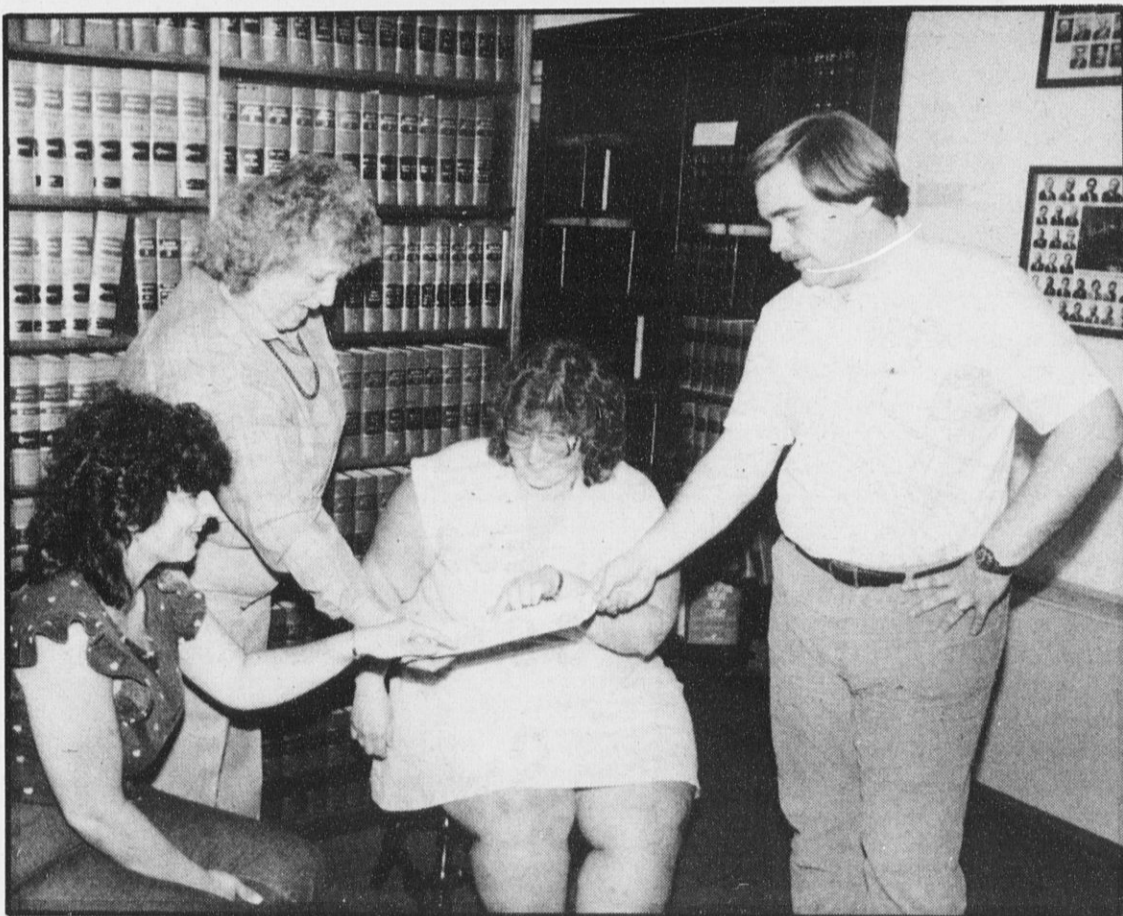
Two attempts to raid CSEA's right to represent the employees, one apparently financed by the county, followed.

"When Huchro discovered that he wasn't going to end up getting his way, he wanted to take over the union one way or the other," according to Arlene Pogan. "Our members were not surprised when the idea of forming an 'independent' county employees union headed by the former



**IN E-TOWN,  
IT'S CSEA  
ALL THE WAY**

CSEA LOYALISTS PICKETED information meeting sites of not one, but two, challenging organizations seeking to replace CSEA as union representative of Essex County workers. One of the challengers apparently was even funded by Essex County funds and would have been headed by the county's former negotiator. The second invader was the Teamsters. CSEA members sent both groups packing.



REVIEWING BEST CONTRACT ever won in Essex County are CSEA negotiating team members Carol Mends, Roberta Chandler, both seated, and Arlene Pogan and Scott McDonald, both standing. The new contract was ratified overwhelmingly.

# CSEA COUNTRY

county negotiator developed almost overnight."

The members quickly spurned that idea, and PERB again supported CSEA when the union charged the county with spending county funds to support the so-called "independent union."

"We were at peace for about three hours after winning that one," Scott McDonald recalls. Then the Teamsters appeared on the horizon.

That's when Highway Department employee Jeff Burres began turning out original cartoons depicting "Fort CSEA" under siege from all fronts by unsavory types. The cartoons became very popular among the members. Of the Teamsters, Burres notes, "We just picketed their information meetings and they got the message — we're CSEA all the way!"

Through it all, CSEA's negotiating team made progress at the bargaining table. "I was amazed at the atmosphere at the

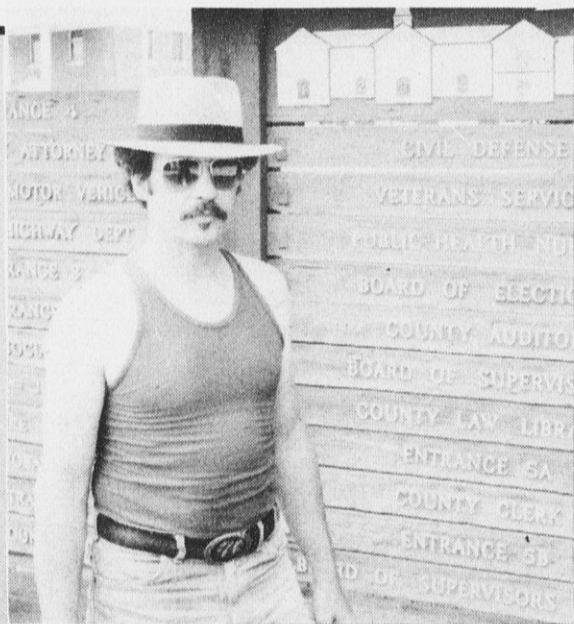
table," says Pogan. "It seemed to be another world. Each time we beat Wally we expected to get into a battle at the table. But that never happened. Actually, each time we defeated Huchro, we seemed to win more ground at the table."

Finally, a hard-fought-for contract offer came from the county, and it reflected the power of the union. In place of the unilaterally-developed salary plan which did not address the needs of most senior workers, CSEA negotiated an increase in the first year to include three increments, making the first year worth 9 percent. That was nearly double the original management proposal. CSEA was able to gain 6 percent in the second year, and topped that off with 7.5 percent in the third, adding up to a whopping 22.5 percent increase. It's the largest salary increase ever negotiated for Essex County employees. And many other benefit areas were expanded and improved as well.



**THE ONES CSEA REMEMBERED** but the county forgot! Veteran Essex County employees Helen Brown and Evelyn Hyde, above, really appreciate CSEA's efforts. "The longer you're here, the less the county seems to remember you," says Brown. "But CSEA took care of us," exclaimed Hyde.

County employees applauded the union achievement. "I'm one of the older county employees that the county salary plan forgot," noted Helen Brown. "I'm glad to see that my union won for me. I know management won't give me anything. The longer we work here, the more management seems to forget that we're here."



**JEFF BURRES**, a highway department employee and unofficial political cartoonist of the Essex County CSEA Unit, stands in front of the county office directory. "We all stood together in CSEA," he says.

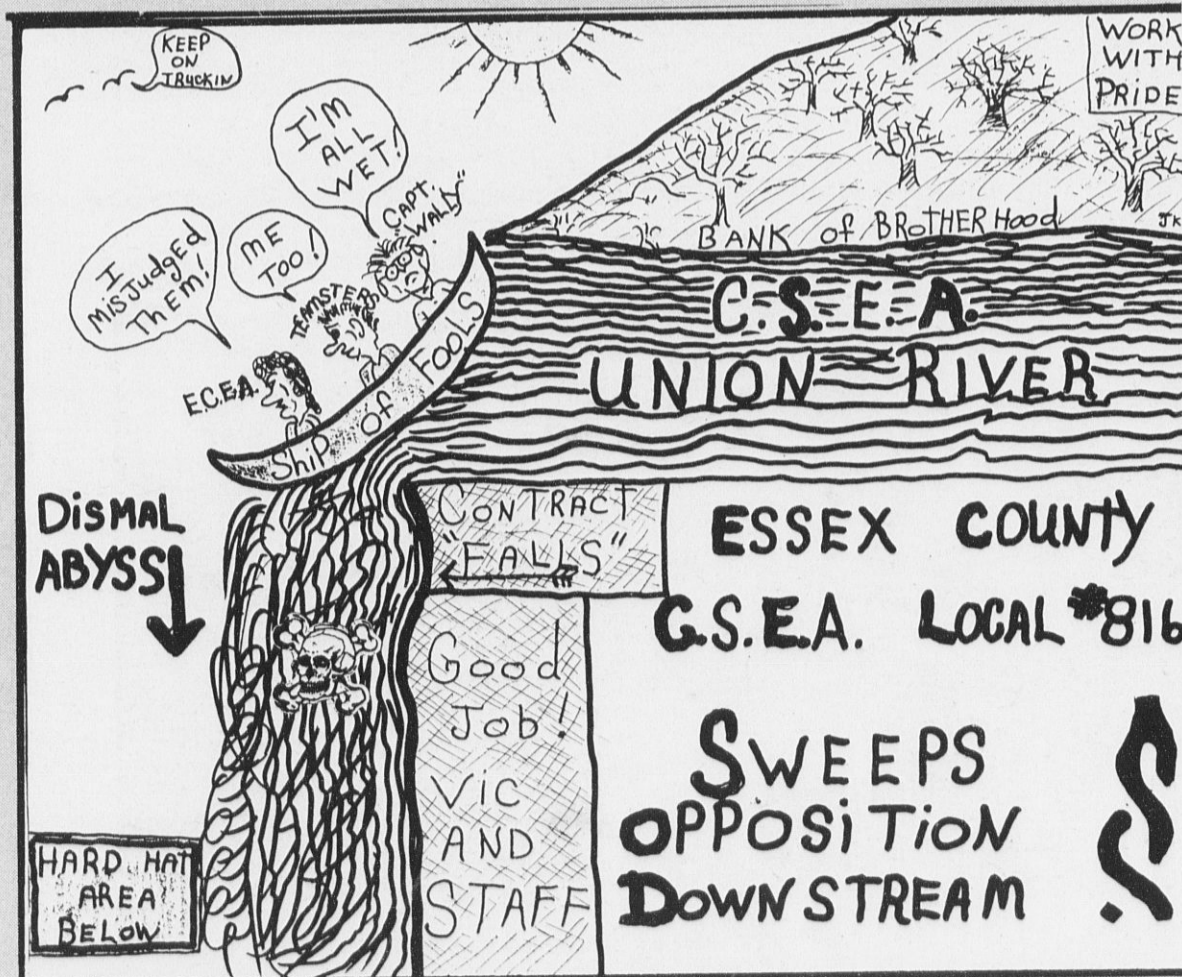
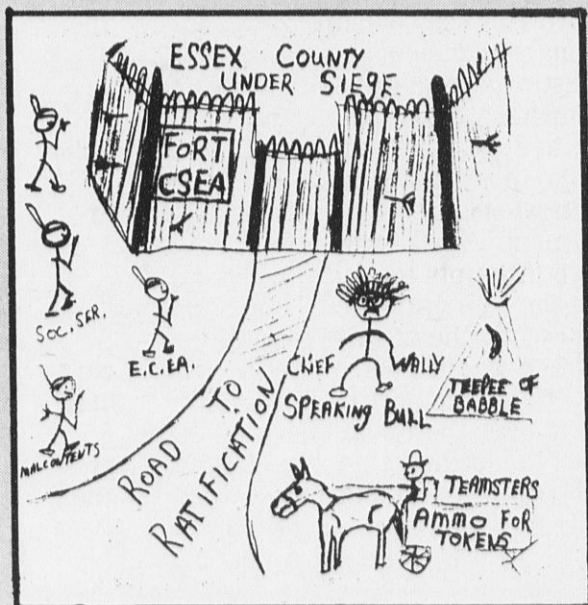
## Pen is mightier than . . .

"When things seemed the darkest, Jeff just kept coming through," says CSEA Unit Vice President Arlene Pogan of Jeff Burres and his original "stick character" cartoons that kept spirits high among the membership. "It seemed that every time the opposition tried to divide and conquer the union, a stick cartoon suddenly

appeared making fun of the situation," Pogan noted.

"I like to draw," Burres responded, "and these sketches made a lot of people see what was really going on."

A couple of his cartoons are reproduced here.





## Retirees' Lobbying Day

# An effort to enact equity



ALBANY — Dozens of CSEA retirees took to the offices and hallways of the Capitol in the closing weeks of the legislative session to press lawmakers on the importance of three specific bills. The activity coordinated by CSEA's Political Action department sought to "enact equity" through the legislation.

The three measures targeted pension supplementation, providing reduced cost health insurance to the surviving family of retirees, and establishing a mandatory generic drug substitution law.

In a message to the participants, CSEA President William McGowan stated: "We ask for nothing more than fairness and we will settle for nothing less."

BRINGING THE MESSAGE TO THE CAPITOL...was what CSEA retirees did during lobbying day activities in Albany. Clockwise from top- CSEA's new coordinator of Retirees Kathy Cahalen listens to the concerns of John and Lee Crowley of Local 913; Local 923 President Joseph Cosentino confers with Assemblyman John O'Neil; Participants receive briefing on their day's assignment.

## Nothing retiring about new staffer

ALBANY — As CSEA's new Coordinator of Retirees, Kathy Cahalen is well prepared for the challenges that the position involves. In fact, it is a natural step that combines important aspects of her prior experience into one role.

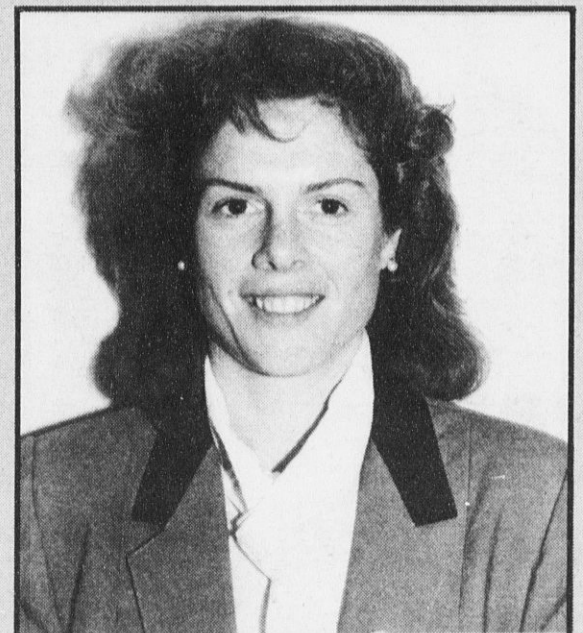
Before joining CSEA, Cahalen served as a research analyst for for the New York State Council on Health Care Financing. In that capacity, she became quite familiar with the health care needs of all New Yorkers and what services are available to them.

Previously, she worked as an aging

services specialist for the Senior Service Centers of Albany.

Cahalen, who holds a Master's degree in Social Work from SUNY at Albany, says one of her first priorities is to help CSEA retirees strengthen their political action network. "We have close to 40,000 retirees and that's a tremendous resource. I think there's a potential to be very effective as a lobbying force."

Cahalen points out that many retirees played a significant part in building CSEA into a strong union and still have a crucial role to play in keeping it strong.



CAHALEN



**50 YEARS**  
**CARING**  
**FOR AMERICA**

# CSEA in Chicago

## The AFSCME Convention



CHICAGO, CHICAGO — Pictures here capture various moods at the recent AFSCME International Convention in Chicago (skyline above) attended by some 200 CSEA delegates. Clockwise from right: Delegate June Robak studies resolutions; members become shutterbugs for guest speaker Sen. Edward Kennedy; the convention floor; and Sergeant at Arms Barbara Skelly.



**MORE** Pgs. 10-12



# Kennedy blasts Reagan



SEN. EDWARD KENNEDY

Sen. Edward M. Kennedy, who declared himself a candidate for chair of the Senate Labor Committee, blasted the Reagan administration and Republicans that "have become the party of debt and division."

The Reagan administration has built a false prosperity on the backs of workers and the needy, the Massachusetts Democrat told AFSCME delegates. "Their policy accepts a farm depression, the loss of jobs, homes, and hopes in energy-producing states."

"It's time for the Republicans to move over," he said.

## Convention Report

# 50 YEARS CARING FOR AMERICA



CSEA EXECUTIVE VICE PRESIDENT Joseph E. McDermott during a convention speech.

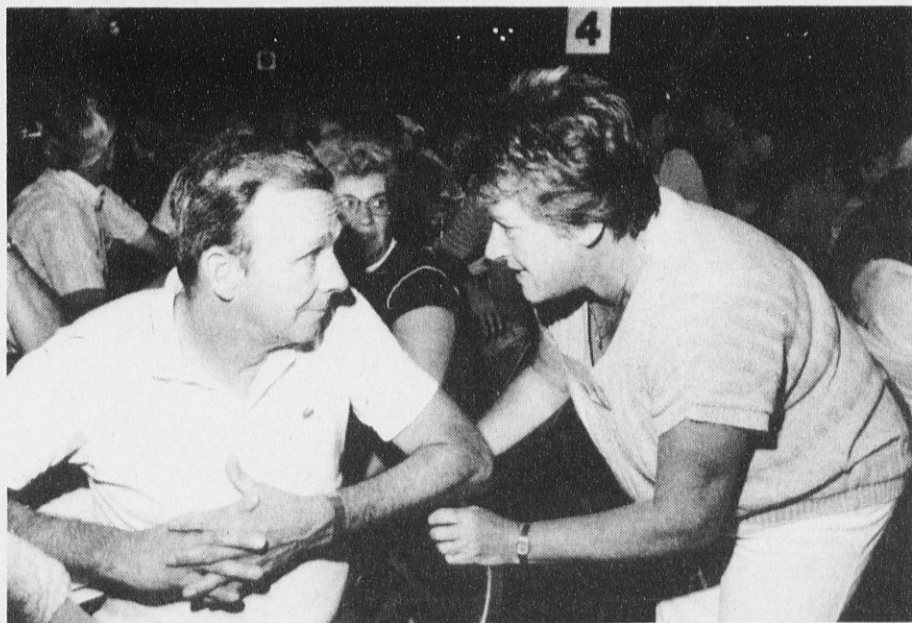


CSEA STATEWIDE SECRETARY Irene Carr with Colleen Dewhurst after receiving an AFSCME plaque of recognition.

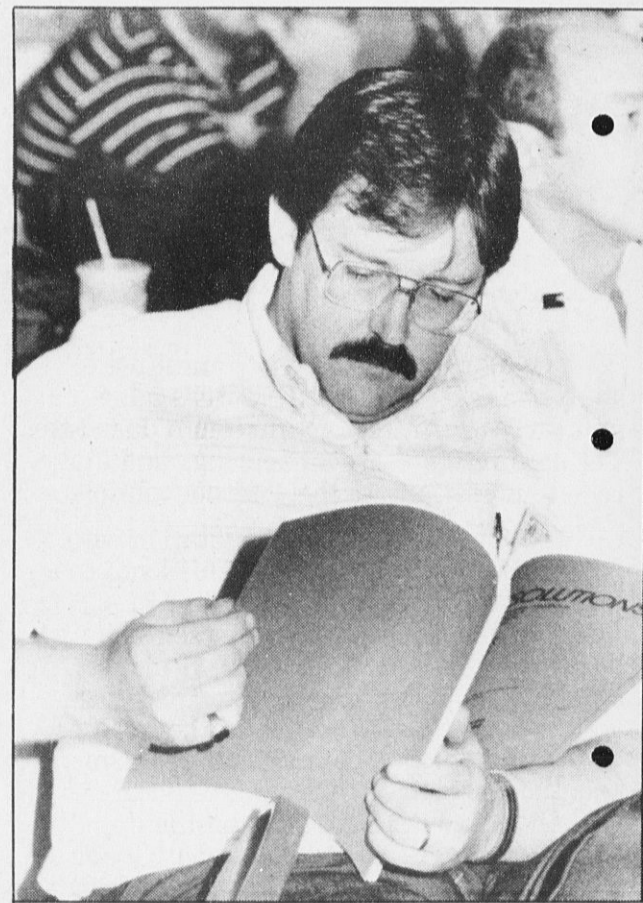


Colleen Dewhurst, president, Actors Equity

*It is the union movement that speaks for every segment of our society. It is the union movement that keeps us together as a nation and as workers.*



DISCUSSING AN ISSUE at a convention meeting are Michael Curtin and Kathy Green, both from CSEA Region 1.



REGION 4 PRESIDENT C. Allen Mead looks over resolutions.

# McEntee: Time to 'rearm'

**A** FSCME International President Gerald McEntee drew sharp parallels between AFSCME's founding Convention and this year's meeting. And he called on the delegates to "rearm and rededicate" themselves to the battles ahead: the fight against privatization, the struggle to organize in the West and in the Deep South,

the need to breathe new life and militancy into state federations and central labor bodies.

He called for "new directions and bold initiatives" to revive the fortunes of organized labor.

"It won't be easy. It won't be cheap. And it won't happen overnight. But our day will come," the AFSCME leader predicted.

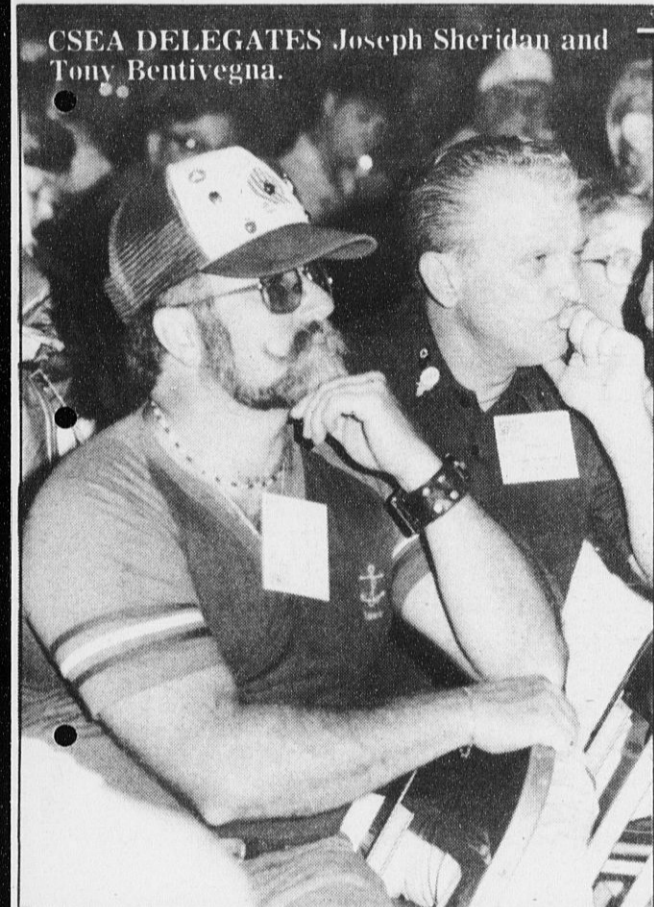
CSEA DELEGATE Glenda Jackson.



## Apartheid rally

**N**early 1,000 AFSCME convention delegates, led by Pres. Jerry McEntee and Sec.-Treas. Bill Lucy, massed at the South African consulate in Chicago June 26 to protest apartheid. The previous week the U.S. House of Representatives passed a bill calling for an all-but-total embargo of South African products and complete divestiture within 180 days of South African subsidiaries by U.S. companies.

CSEA DELEGATES Joseph Sheridan and Tony Bentivegna.



## Dues amended

**F**inances topped the amendment agenda at AFSCME's 27th convention in Chicago. The June 23-27 gathering made constitutional changes setting minimum dues for permanent part-time members at 50 percent of full minimums for those working 12 hours a week or less, and 75 percent for those regularly working 13 to 20 hours. A second amendment allows locals where a majority of members have not gotten a pay raise for at least two years immediately preceding a dues increase to apply for a one-year exemption from a minimum dues increase.



# Resolution highlights

**D**elegates to AFSCME's Chicago convention considered over 200 resolutions. Highlights included:

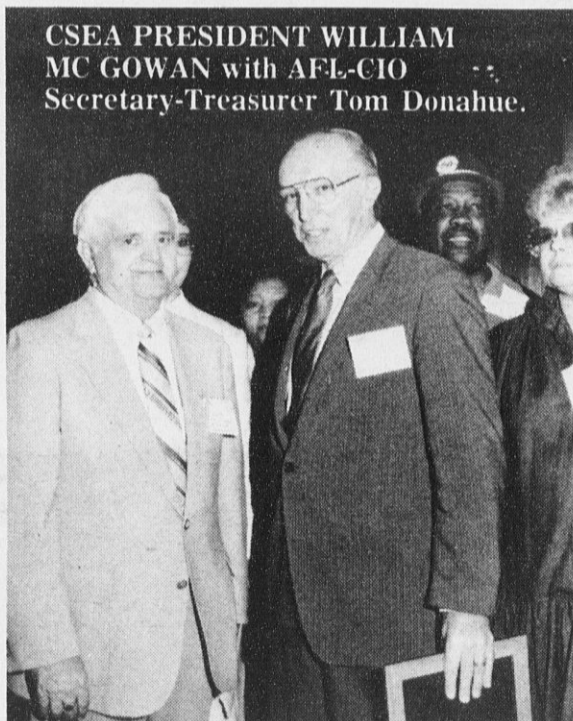
- Setting up a blue-ribbon committee to study the feasibility of AFSCME's adopting an hourly or percentage minimum dues rate. The committee will hold hearings and make recommendations to the 1988 convention.
- Call for pre-primary consultation with AFSCME members and continued support for AFSCME participation in the AFL-CIO 1988 presidential primary endorsement, and backing for a PEOPLE goal of \$1 per member per year between now and 1988.
- Support for continuation of the AFSCME Women's Advisory Committee, Local Union Training Instructor Program, regional women's conferences, rank-and-file education programs, members-only union benefits, pre-retirement planning, and institutional and issues advertising campaigns.
- Backing for public hospitals and nursing homes, career development programs, on-

site child care, increased training for corrections officers, tougher job safety and health standards.

- Support for hospital cost containment, national health insurance, an independent Social Security agency, American, union-made products, affirmative action (including each affiliate's designating and training an individual to pursue equal rights protections for all members), the Civil Rights Restoration Act, added AIDS research and education, pay equity, the ERA, deductibility of all state and local taxes, a fair tax system, state and local tax reform, a reduced defense budget, and full employment and price stability.

- Opposition to age discrimination, mandatory drug, lie detector, and psychological testing of workers, a subminimum wage for youth, tests for the AIDS antibody for employment or insurance reasons, tax caps and spending limits, the Balanced Budget amendment, Gramm-Rudman, discrimination against gays, aid to the contras in Nicaragua, the dictatorship in Chile, and apartheid in South Africa.

CSEA PRESIDENT WILLIAM MC GOWAN with AFL-CIO Secretary-Treasurer Tom Donahue.



Tom Donahue, secretary-treasurer, AFL-CIO

*Agitate, legislate, litigate, negotiate. Do the job we've always done — change our society for the better.*

## Convention Report

**50 YEARS**  
**CARING**  
**FOR AMERICA**

The 18-member "TEAM CSEA" entry in the PEOPLE Fun Run held in conjunction with the AFSCME convention raised \$1,752 in pledges and direct contributions to PEOPLE, the International's legislative and political action arm. Overall, the Fun Run added \$9,000 to the PEOPLE coffer.

CSEA was presented with a special plaque in recognition of having the most participants in the PEOPLE Fun Run event.

Overall, delegates and guests contributed a whopping \$107,000 during the convention, primarily through sales of PEOPLE items and the Fun Run.

Darlene Hess, president of Division of Housing and Community Renewal CSEA Local 258, raised \$173 in pledges to lead the "TEAM CSEA" effort. She was followed by Sherice Hart, a family member of state insurance fund Local 351's Harriet Hart, who raised \$122 in pledges, and by Oswego County Local 838's Judy Naioti, who raised \$103.

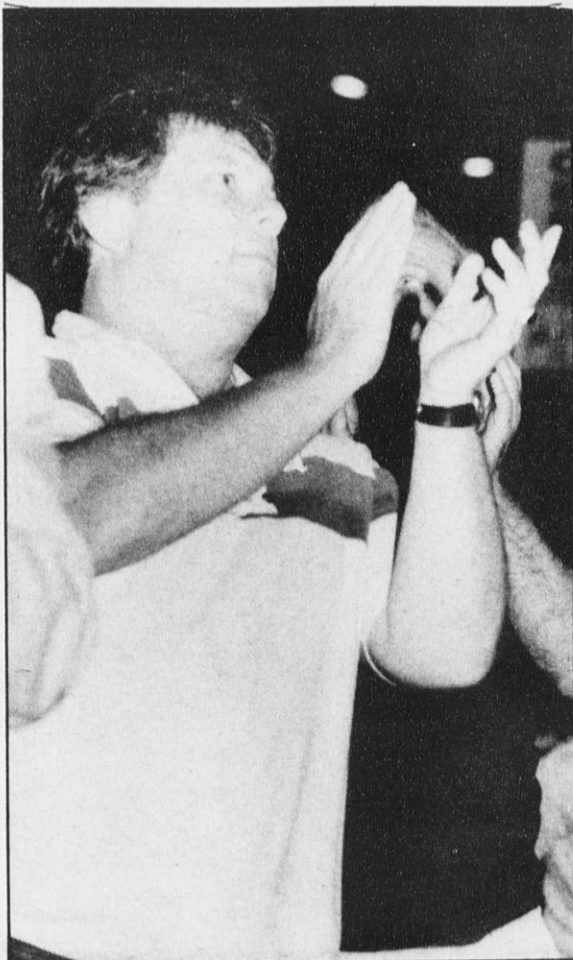
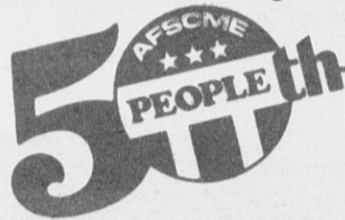
It was announced during the convention

# A PEOPLE record



that more than 11,000 members have joined the PEOPLE President's Club. To become a Club member and receive a diamond lapel pin and a PEOPLE jacket, CSEA state division members can simply complete a pledge card for \$2 per payperiod to PEOPLE, and local government members

can complete an application form and donate \$50 directly. Forms for both are available from CSEA regional PEOPLE Committee members or from Cheryl Sheller in the PEOPLE Department of CSEA headquarters in Albany, (518) 434-0191.



## Applause as the curtain comes down on AFSCME's 50th anniversary convention



CSEA delegates from left to right, John Gulley; Frances Bates; Carol Craig; and Carol Guardiano.



**N.Y.C. CSEA activists demonstrate support**

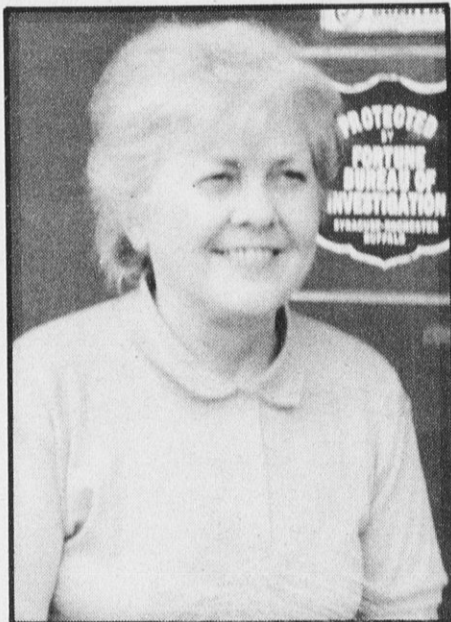
**Sending a clear message to Pretoria**





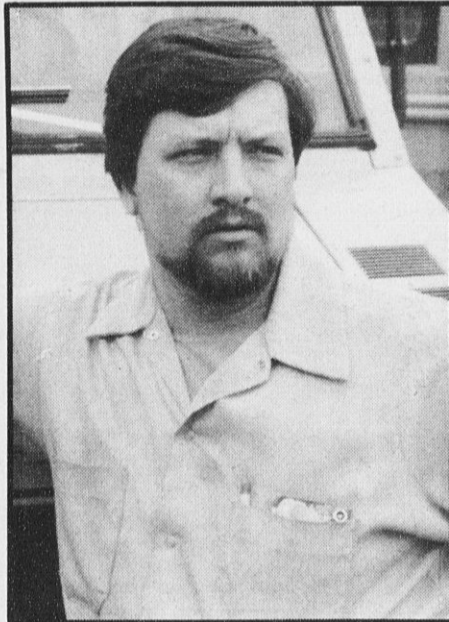
**"Does serving on your unit's negotiating committee hold any special meaning for you?"**

**Where asked: Central Region 5**



**MARY BAKER**  
Typist II

"Very definitely! I've served on two negotiating teams and both were very informative and rewarding. They let me express ways to improve salary and other benefits in the contract, and they brought me into closer, more personal relationship with my co-workers. I learned firsthand how unity can achieve goals."



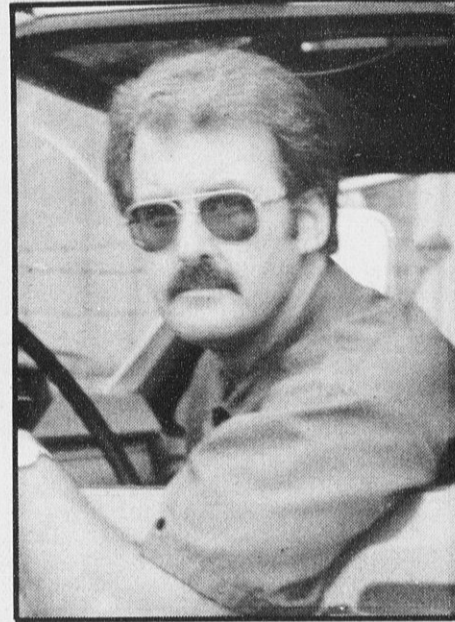
**JOE MORAN**  
Bus Garage Crew Leader

"I'm proud to say I've worked with five negotiating teams. They have all been different, but they also had one main purpose; to hammer out the best contract package. Years from now I can look back with a sense of accomplishment and know I helped to improve salaries and other benefits."



**DENISE GRAMMATICO**  
Stock Clerk

"I saw that our membership, unified, could achieve a common goal. I learned that our strength depends on unity and with this strength and unity, we can achieve anything we set our minds to."



**DAVID RUSSELL**  
Motor Equipment Operator

"I've worked with eight negotiating committees. Each of those contracts provided additional salary increases and benefits that we now enjoy. Looking back on those months of two-a-week bargaining sessions that sometimes dragged into the morning hours, I can say they were worth it."

**NOW... 20% BRIGHTER!**



## CSEA staff opening

CSEA is seeking a field representative in the Long Island area. Position requires a working knowledge of labor-related issues, grievance handling, contract negotiations and general assistance to members.

Qualifications include a bachelor's degree or three years responsible work experience in personnel, labor relations or related field.

Submit resume by Aug. 1 to: Personnel Director, P.O. Box 7125, Albany, N.Y., 12224.

CSEA is an equal opportunity employer.

...

The Employee Assistance Advisory Board is currently seeking candidates to fill Employee Assistance Program (EAP) field representative vacancies in CSEA's Metropolitan and Capital regions.

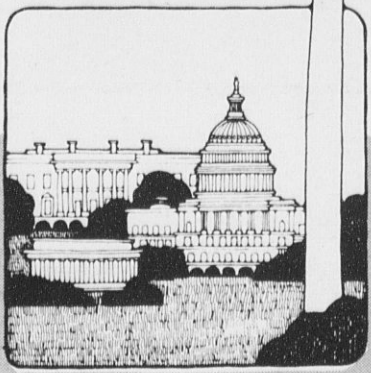
EAP is basically a support and referral service. EAP field representatives have such varied duties as:

- \*helping establish EAP programs;
- \*maintaining existing programs;
- \*developing educational programs; and
- \*making emergency referrals.

Candidates need a high school education plus three years experience, as above, or in union activities.

Resumes should be submitted by July 25 to Personnel Director Dennis Battle, CSEA, 143 Washington Ave., Albany, N.Y. 12210.

CSEA is an equal opportunity employer.



# CSEA-AFSCME's Watch on Washington

The CSEA-AFSCME connection keeps a watchful eye on events in the nation's capital, particularly as they affect New Yorkers, in this periodic column. Emphasis will be placed on New York lawmakers and on congressional activities that impact upon New York residents, taxpayers and public employees.

## Making a case against "workfare"

On June 17, 1986 AFSCME blasted workfare in testimony before a congressional committee. Testifying before the House Subcommittee on Public Assistance and Unemployment Compensation, the International opposed stronger work requirements for welfare recipients without an increase in funds for training, education and support services.

Ideas for work and training activities for welfare recipients have been the subject of hearings by the Public Assistance Subcommittee all spring in preparation for what is expected to be a major welfare reform initiative from the administration early next year. The Reagan Administration is likely to want stronger work requirements but is likely to oppose making additional resources available.

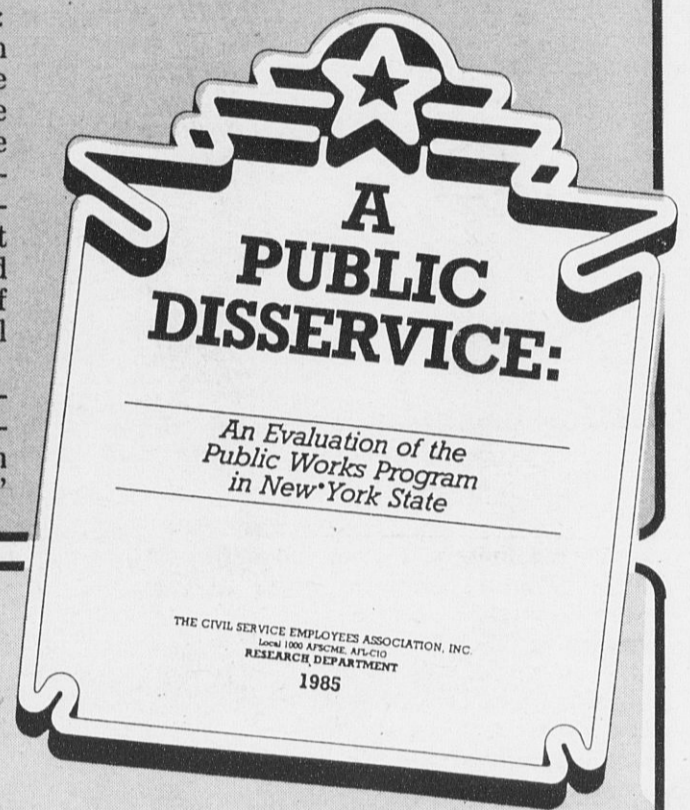
Tighter work rules without additional resources will produce a heavy emphasis on lower cost activities, such as job search and workfare. An expansion of workfare, warned the union, would create a subclass of em-

ployee, further erode decent paying jobs through the displacement of civil servants by unpaid workers, and reduce the quality of public services through the cycling of people in and out of public work.

To demonstrate this point, the testimony drew heavily on New York's experience with the Public Works Project (PWP). It cited CSEA's 1985 report, "A Public Disservice: An Evaluation of the Public Works Program in New York State," to show how workfare can actually impede movement off of welfare when supervisors try to block good welfare workers from finding paid jobs. The statement also described how over a ten period, PWP workers came to be a permanent feature of New York City's workforce and how the city clearly used large numbers of PWP workers in low or unskilled entry-level functions instead of hiring civil servants.

The union urged the Subcommittee to withdraw federal support for workfare and to create a voluntary program which builds on individual assessments of the recipients'

needs and interests and offers a wide variety of services, including job search, remedial, vocational, and higher education, job training, wage subsidies at equal pay and benefits and transitional day care and health care.



## ...before it's too late for real alternatives

WASHINGTON, D.C. — 37 states now impose "workfare" rules, forcing welfare clients receiving AFDC, general assistance, or food stamps to "work off their grants" as a condition of eligibility in one or more of these programs, according to a recent AFSCME report.

"This increasing prevalence of so-called 'workfare' deeply disturbs me, as it should the nation," declared Gerald W. McEntee, President of the 1.1 million-member public employees union. "This is 1986, not 1586 when in Elizabethan England paupers were sentenced to earn their subsistence keep in work houses."

"Welfare recipients need real jobs," McEntee continued. "They need support services and bona fide training to qualify for these jobs. But workfare provides neither."

**'... quick fixes  
won't end  
welfare dependence'**

Major findings of the AFSCME report indicate:

- 28 states require participation in a workfare component (community work experience, public works projects, pre-employment assignments) either in traditional or demonstration Work Incentive (WIN) programs for AFDC recipients.

In most of these states, workfare is limited to selected counties or to designated categories of recipients, such as unemployed parents.

Ten of the states have a statewide mandatory requirement in their AFDC programs. (California, Idaho, Illinois, Michigan, Oklahoma, Pennsylvania, South Dakota, Utah, Virginia, and West Virginia).

- 19 states assign employable general assistance, or home relief, recipients to workfare programs. 8 or these states also include workfare in their AFDC programs (Illinois, Iowa, Kansas, Michigan, Ohio, Pennsylvania, Utah, and Virginia).

- 8 states have workfare requirements in the Food Stamp program (Arkansas, Florida, Illinois, North Carolina, South Carolina, Virginia, Washington, and Wisconsin).

McEntee pointed to successful job training, educational, job development, job placement, and support services for AFDC recipients in Maine, Massachusetts, Connecticut, and Maryland. "These programs reject workfare," said McEntee, "and they work."

"We should know by now that quick fixes won't end welfare dependency. What would be a genuine commitment at the federal, state and local level to invest in the worth of our dependent people by developing, and qualifying them for, decent jobs."

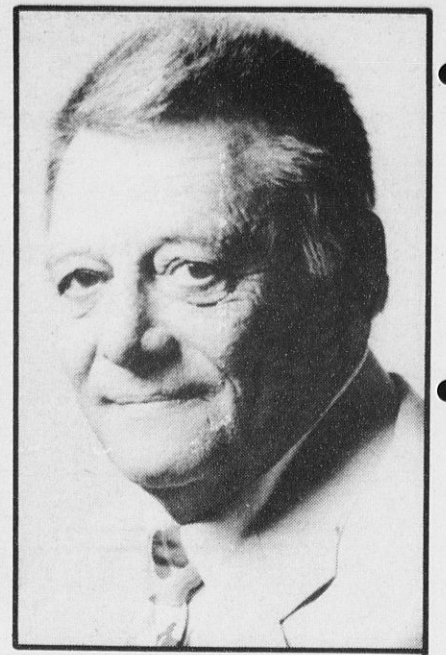
# CSEA

Civil Service Employees Association  
Local 1000, AFSCME, AFL-CIO

CENTRAL REGION V  
Thomas H.  
McDonough  
**SUMMER  
CONFERENCE**



## Camaraderie prevails at Region 5 summer meet



Thomas H. McDonough. Annual Region 5 Summer Conference is named in honor of the late CSEA executive vice president.

By Charles McGeary  
CSEA Communications Associate

## An ideal mix of training, workshops and seminars for the activists

ALEXANDRIA BAY — Tom McDonough would have really enjoyed the recent 3-day Region 5 Summer Conference here. Named in honor of the late Thomas H. McDonough, former CSEA executive vice president and union activist, it offered an ideal mix of seminars, workshops, committee reports, educational sessions and a political action update, all served up in a perfect setting for union camaraderie.

Region 5 President James Moore opened the weekend program with his customary recognition of Mr. McDonough for his achievements over many years on behalf of all CSEA members.

An educational training program conducted by CSEA Education Specialist Peg Wilson concluded the first day of the conference.

Saturday sessions were highlighted by a two-part seminar on "Harassment in the Workplace," conducted by CSEA Attorneys Michael Smith and Claudia McKenna. They cited major gains CSEA has made during the last decade in dealing with various forms of harassment in the workplace.

Smith and McKenna both stressed the importance of negotiating anti-harassment language into labor contracts, and responding to complaints or requests for information regarding harassment.

"The topic of harassment in the workplace holds a very high priority in the CSEA Legal Department," Smith stated. "And with the help of the CSEA Education Department, we will do everything we can to make CSEA members aware of their rights under the law, and suggest what steps should be taken if they feel their rights have been violated."

A political action update was offered by Regional President



CONGRATULATIONS JOE — Regional President Jim Moore, second from left, congratulates former Frankfort-Schuyler School CSEA Unit president Joe Torchia upon Torchia's recent election to the F-S school board. At left is Region V Political Action Chairperson Dorothy Penner, and at right is Regional Political Action Coordinator Tim Burns.



CSEA ATTORNEY Claudia McKenna, at podium, and Attorney Mike Smith, seated, conducted seminar dealing with harassment in the workplace.





REGION 5 PRESIDENT JIM MOORE, standing, looks on as Agency Specific Labor-Management Chairperson Mary Lauzon reviews notes with committee members Mike Matthews, left, of Upstate Medical Center Local 615, and Rick Galbally, right, president of Auburn Correctional CSEA Local 153.

## • Camaraderie prevails

(Continued from Page 16)

Moore, who stressed the need for political action committees in every unit and local. Regional Political Action Chairperson Dorothy Penner and Coordinator Tim Burns offered insight into the political process before turning the program over to CSEA Legislative and Political Action Director Tom Haley.

"We have the equipment, information and know how to win elections," Haley said, "but we can be much more successful when every unit and local in the state plugs into the system. Get involved and you will be surprised by what we can do working together," Haley added.

A series of regional committee and retiree locals meetings rounded out the program, along with general business sessions.

During the program, Moore announced the resignation of regional Third Vice President George McCarthy, who was applauded for his many years of service to the union membership. Broome Developmental Center Local 449 President Mark Smacher was unanimously elected to fill the vacancy.

The next Region 5 conference was scheduled for Oct. 10-12 in Syracuse.



FRANKLIN COUNTY LOCAL 817 representatives included, from left, First Vice President Mary Hanna, Recording Secretary Joan Marshall, and delegate Jean Kelley.



TOWN OF RYE Supervisor Don Gioffre congratulates City of Rye Unit President Glen Steele for a job well done restoring a Civil War cemetery. The graveyard, a burial ground for black veterans, had fallen into disrepair and was restored thanks for the efforts of CSEA members from the City of Rye. Third and fourth from right are Collective Bargaining Specialist Larry Sparber and Region 3 President Pat Mascioli, respectively.

## CSEA members restore Rye Civil War cemetery

By Anita Manley  
CSEA Communications Associate

CITY OF RYE — A cemetery with gravestones dating back to the Civil War has been restored, thanks to the efforts of CSEA members who work here.

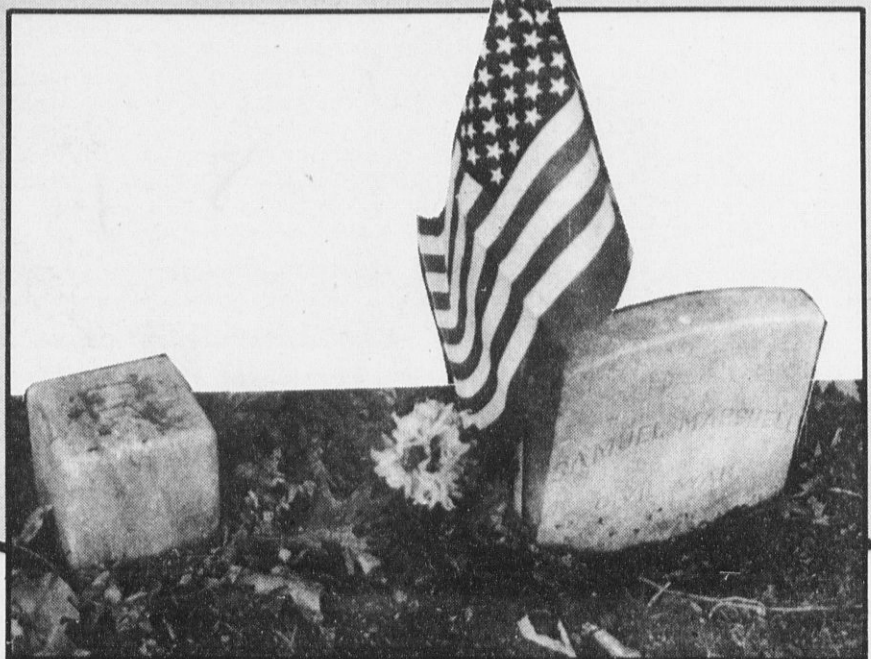
CSEA members were concerned with a cemetery that was overgrown with weeds and had fallen into disrepair. Unit President Glen Stelle told Region 3's President Pat Mascioli that he wanted to help to clean up the historical burial ground, but there was a problem . . . no one knew who owned the cemetery, the city or the town of Rye.

Mascioli and Steele met with city and town officials and it was determined that the land had been deeded to the town in 1860. But when part of the town became the city, no governmental body was specifically named to take responsibility for the property.

Town Councilman Don Gioffre brought the issue before the public and it was agreed that repair and perpetual care of the cemetery would be taken care of by the city once it was cleaned up by a group of volunteers led by CSEA members.

Gioffre, who now serves as the Supervisor of the town, led the dedication of the cemetery in a recent ceremony at which he thanked the volunteers for their many hours of work, all on their own time.

City of Rye employees who participated in the weekend clean up sessions included Glen Steele, Bruce Fornander, Vito Calo, Pat Moroney, Glenn Stroeze, John Atkinson, Caesar Santonastaso, Gerarno Molinaro, Dominick Cerosoli, Craig Cansterella, Mildred Nandel and Patricia Conway.



# CHARLES HUGHES

## LEAP helps get his BS

ELMIRA—The phrase “better late than never” was never more appropriate than for Mental Hygiene Therapy Aide Charles Hughes, a CSEA member at the Elmira Psychiatric Center.

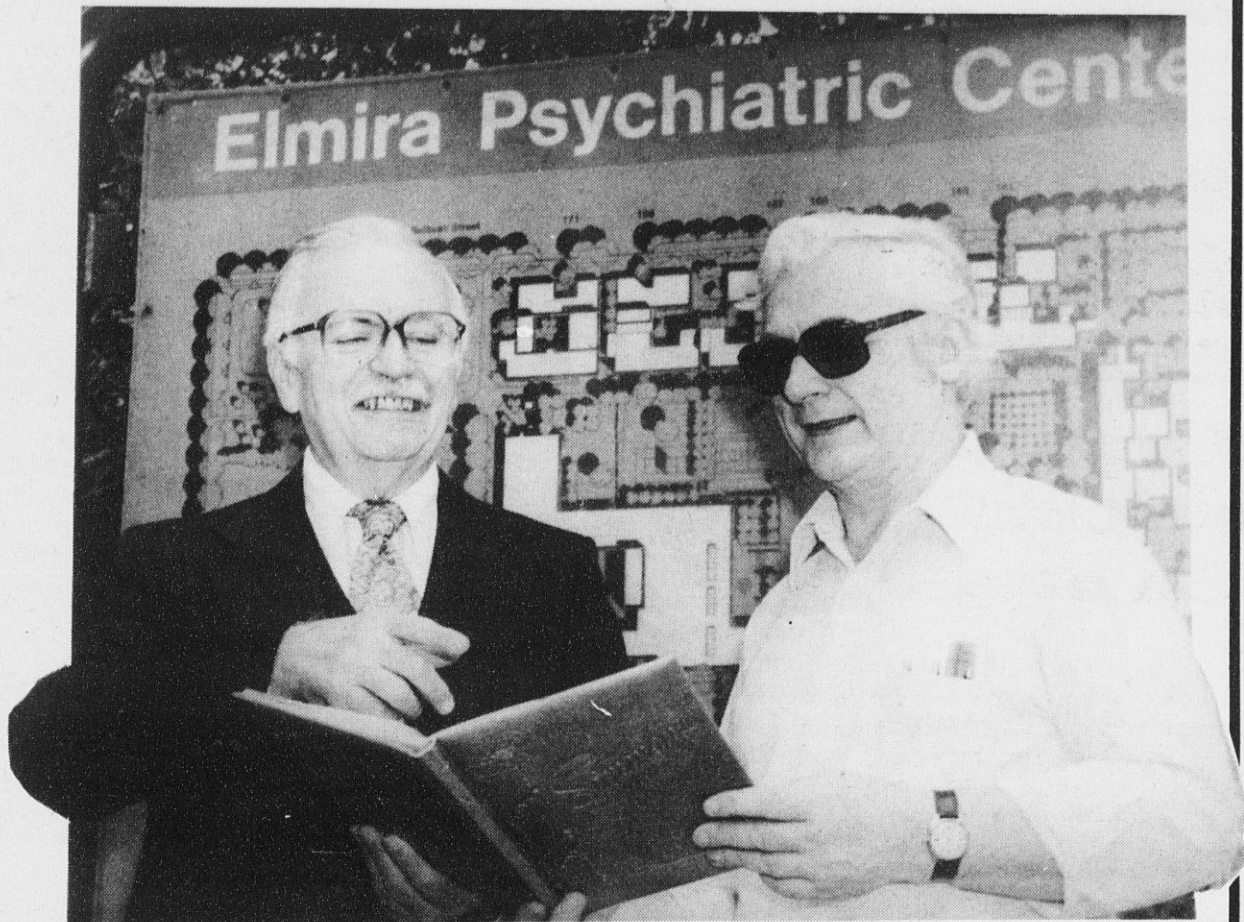
And CSEA’s Labor Education Action Program (LEAP) couldn’t have come along at a more opportune time, because LEAP is a part of Hughes’ personal success story.

The 54-year-old Hughes, a member of CSEA Local 437, recently completed four and one-half years of part-time evening studies at Elmira College in order to earn a Bachelor of Science Degree in Human Services. It completed the cycle he began back in 1950 when he attended Niagara University and earned 59 credits toward a degree. “I then changed career directions and decided to become a mortician. I have been a licensed New York State funeral director since 1955,” Hughes notes.

“During all those years I never lost sight of my goal to earn a four-year Bachelor’s Degree. I finally made it, but it took me nearly 40 years to accomplish,” he said with a smile.

“Naturally, I’m pleased to have reached another important plateau in my life, but I’ll never forget the struggles to get there, and the friends and fellow employees who supplied the encouragement, incentive and financial assistance. If anyone wants to know what unionism is all about, he or she can call me. The CSEA Labor Education Action Program financed 20

# A success story



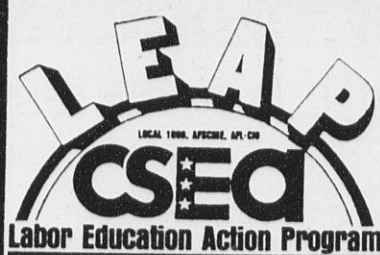
**A GLAD GRAD** — Charles Hughes, left, shows highlights in the Class of '86 school yearbook to CSEA Local 437 President Tom Ward. The 54-year-old Hughes recently completed four and one-half years of night studies toward his Bachelor of Science Degree from Elmira College. He credits CSEA’s LEAP program with making it possible to reach his educational goals.

hours of my required courses. I’m not sure I could have managed without partial sponsorship from CSEA,” Hughes stated.

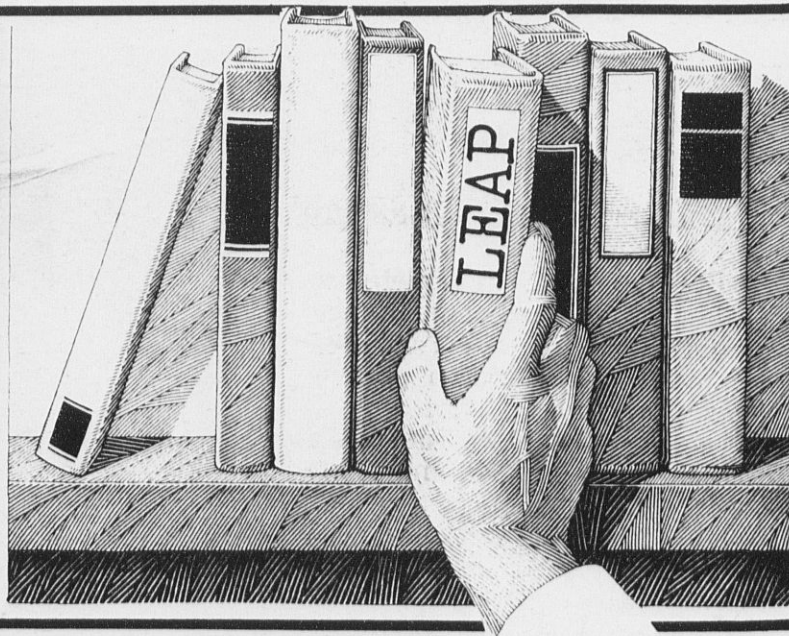
A state Mental Hygiene Department employee since 1979, Hughes said his new degree is important to him. “Absolutely. That prize ‘sheepskin’ makes me eligible to take examinations for jobs at higher state grade levels. And like the young movers and shakers say today, ‘I’m going for it.’”

CSEA Local 437 President Tom Ward calls Hughes a very conscientious employee. “He is used to giving extra effort to reach his goals, and it carries over into his work and extra curricular activities. In addition to being a full-time state employee, he helped raise and educate four children,” noted Ward. Hughes is also active in the Knights of Columbus, Hibernians, Eagles, Elks and several other fraternal and religious groups.

## A great way to quench a thirst for knowledge



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



# CSEA/LEAP Fall Semester

CSEA/LEAP is now accepting applications for the 1986 Fall Semester of more than 1,200 courses at 88 colleges throughout the state. LEAP 107 application forms are available to eligible state employees through your agency personnel or training officer.

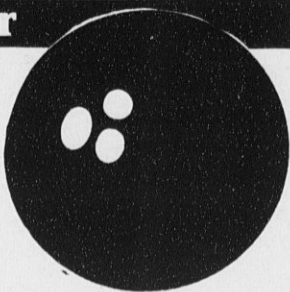
APPLICATIONS MUST BE RECEIVED IN THE LEAP OFFICE BY JULY 22, 1986.

# This, that

## AND THE OTHER THING

### Bowled over

## Keep on knockin' 'em over



ALBANY — A team from the Public Service Commission in Albany, comprised of two CSEA and three PEF members, won the top prize of \$820 in the fifth annual public employees bowling tournament held in Albany recently. Team members were Jeff Stockholm, Doratia Garneau, Ann Marie Long, Hank Finn and Edwin Badillo.

Law Department CSEA Local 672 member Margaret Fox won the \$150 prize in the singles event, while Department of Motor Vehicles CSEA members Ray Ernst and Gary Cooper took home \$160 for winning the doubles competition.

Tom Luther, a former CSEA shop steward and now project assistant in the New York State Retirees System, organized and directed the event, which attracted 114 teams and hundreds of bowlers from across the state this year, since its inception five years ago.

## Out-of-title pay dating to 1982 won for CSEA member

PORT CHESTER — The meter expired quite some time ago that was clocking Dominick Cervi's out-of-title work here. Cervi, a parking meter maintenance repairman, was performing some of the duties of a foreman ever since his immediate supervisor retired way back in November, 1982. Only problem was, he didn't get paid for the extra responsibilities.

So CSEA took his case to arbitration, and won. The Village of Port Chester was ordered to pay Cervi approximately \$1,800 in back pay for the time he worked out-of-title performing some duties normally assigned to a foreman.

## Real PEOPLE

## A slight detour past cash register

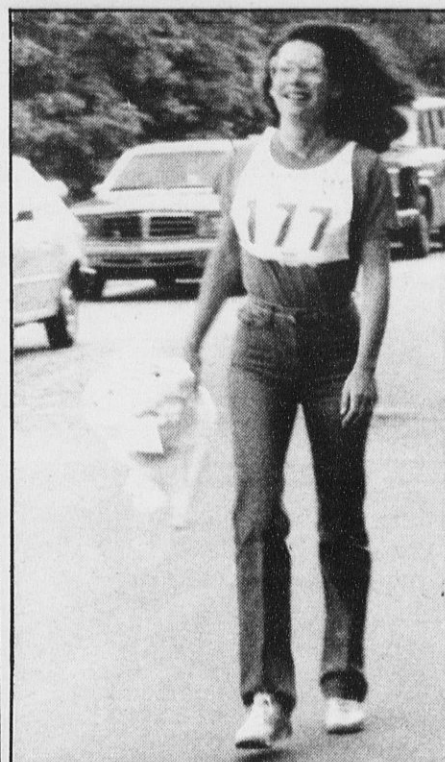
Some people enter PEOPLE races to win and raise money for AFSCME's legislative and political action arm. Others enter to raise the money, but not always necessarily to win.

During CSEA's County Workshop in Lake Placid, Suffolk Local 852 Treasurer Barbara Harrington and Local 852 Vice President Dorothy Goetz both set out together on the 2.7 mile walking event as part of the PEOPLE Fun Run.

Harrington wound up winning the walking event in a little under 33 minutes, but Goetz didn't cross the finish line for "quite some time."

"She stopped to shop," laughed Harrington. Dorothy "came back, much later, describing this beautiful

pocketbook she saw in one of the store windows." Added Local 852 President William Maccaro, "Dorothy Goetz? I think she's still walking somewhere in Lake Placid."



BARBARA HARRINGTON — coming home first.

DOROTHY GOETZ — "still walking somewhere in Lake Placid?"

## Running for fund



## Dollar signs

Speaking of PEOPLE, Judy Naioti of Oswego County Local 838 is building up quite a record in raising money through PEOPLE Fun Run pledges. Judy won the women's division of the PEOPLE Fun Run at Lake Placid and raised \$309 in pledges for her efforts. And as a CSEA delegate to the AFSCME Convention in Chicago, she raised another \$103 for the PEOPLE Fun Run there.



JUDY NAIOTI — running up the PEOPLE total.



JAN HARRIS — bringing some cohesiveness into the picture along with some new members.

## One big family

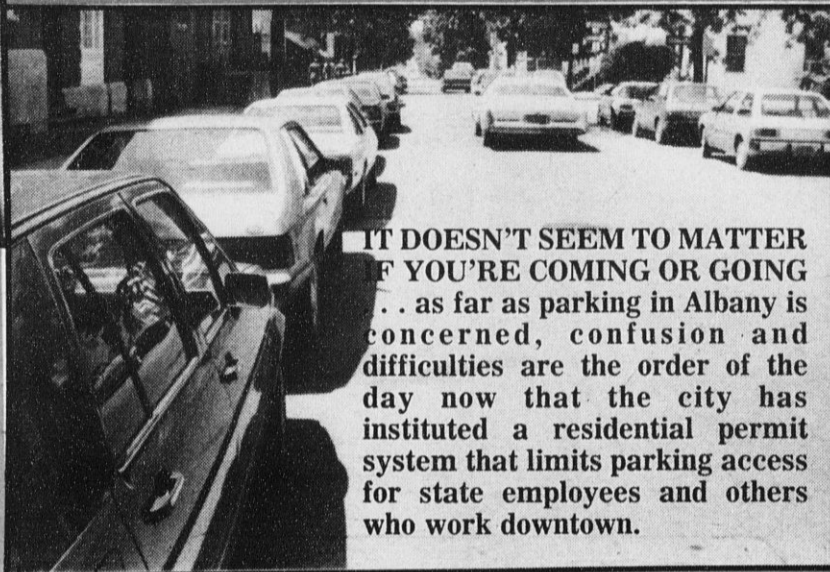
DUNKIRK — Dunkirk Schools Unit President Jan Harris has drawn special praise for her internal organizing effort that has greatly strengthened the unit that is a part of Chautauqua county CSEA Local 807.

Harris' efforts resulted in 22 teacher aides being incorporated into the non-instructional unit, strengthening the bargaining power and cohesiveness of the employees.

CSEA Field Representative Penny Bush noted, "Jan's efforts show there are opportunities for further CSEA membership growth in existing bargaining units. Jan's role as unit president has not been an easy one, as there were divergent groups in her unit. However," says Bush, "she worked diligently to unionize her group while tending to the day-to-day problems that crop for any unit president." Harris is, according to Bush, "an example of the commitment that typifies CSEA leaders."

## A discriminating dilemma

# The Capital crunch begins



IT DOESN'T SEEM TO MATTER IF YOU'RE COMING OR GOING . . . as far as parking in Albany is concerned, confusion and difficulties are the order of the day now that the city has instituted a residential permit system that limits parking access for state employees and others who work downtown.

See related feature page 4

ALBANY — Ruth Madigan and Mary LeClair are two New York State Lottery employees who work at the Empire State Plaza and are upset about the controversial Albany parking permit plan.



MADIGAN

LECLAIR

"I feel as though we've been discriminated against by the city of Albany," Madigan says pointing out that state employees do support the various

businesses in the Albany area. "We should have been considered in their discussions and allowed more time to find alternative parking arrangements."

LeClair pointed out that the parking plan did not take into consideration the possibilities of family emergencies. "I have three children. I had an emergency a few days before this plan went into effect. My daughter needed stitches. I was lucky I had my car nearby. What would have happened if I had to depend on the shuttle bus system that only runs once an hour during most of the day. What if I had to ask a fellow employee for a ride. Would management understand?"

Both Madigan and LeClair hope that CSEA continues to fight for the workers and get the decision of Judge Conway overturned.

ALBANY — Ruling that the City of Albany "may discriminate between residents and non-residents for on-street parking," state Supreme Court Justice Edward S. Conway undermined an attempt by CSEA to obtain a preliminary injunction to halt that city's controversial parking permit plan.

Attorney Michael Smith, of CSEA's law firm Roemer and Featherstonhaugh, indicated that the union will decide whether to appeal the denial of the preliminary injunction to the Appellate Division or ask Justice Conway for a summary judgment on the merits of the case and then appeal that decision.

The city's permit parking plan limits all-day street parking during weekdays in the neighborhoods located around the Empire State Plaza to city residents. The residents, about 3,000 so far, have paid \$17.50 for permit parking stickers for their cars. This allows them to park all day while non-residents must comply with a 90 minute parking limit or face fines of \$15.00 and possible towing, if the non-permit vehicles are not moved. The program is enforced from 7 a.m. to 6 p.m.

During the first week of the enforcement of the resident parking permit program numerous state employees have been utilizing other forms of transportation to and from their worksites. But CSEA has been meeting with the state in an effort to develop parking alternatives.

## A two-tier victory

ALBANY — Thousands of public employees have taken a judicial step down the ladder in the state Retirement System. But that descent could mean money in their pockets. A state Supreme Court justice has ruled that those who entered the retirement system between July 1, and December 31, 1976, should be in Tier II rather than Tier III.

Tier III provided that participants contribute 3 percent of their gross salaries toward retirement, while Tier II is noncontributory.

The decision by Judge Edward Conway said the action by the State Comptroller was "unconstitutional as it diminishes and impairs the rights and benefits" of Retirement System members who entered the program during that six month period. Judge Conway also ordered that those affected be placed in Tier II with the stipulation that a refund, plus interest, be returned to those members.

"This decision means that a long overdue injustice will be finally corrected," said CSEA President William McGowan. CSEA initiated the law suit on behalf of two members. Bernard E. Nogas of Oneida County, and William C. Waterhouse a State University worker at Oneonta.

The case hinged on the fact that although the state enacted the Tier III system in July 1976, it did not go into effect until January 1, 1977.

The case is being pursued by Attorney John Mineaux of CSEA's law firm of Roemer and Featherstonhaugh.

Mineaux indicates that there's a possibility that the state may appeal the decision, and as such any refunds will have to wait until the state makes the next move. "I am confident that in the end we will win."

### Empire Plan Notice

Empire Plan participants who are eligible for prescription drug benefits through the New York State Prescription Drug Program (Equitable Paid Prescriptions) may learn where nearby participating pharmacies are located by calling:

Albany area — (518) 869-0400  
or — 1-800-272-PAID  
Toll Free — 1-800-445-9707

The telephone numbers should only be used by beneficiaries not covered by the CSEA Employee Benefit Fund.