

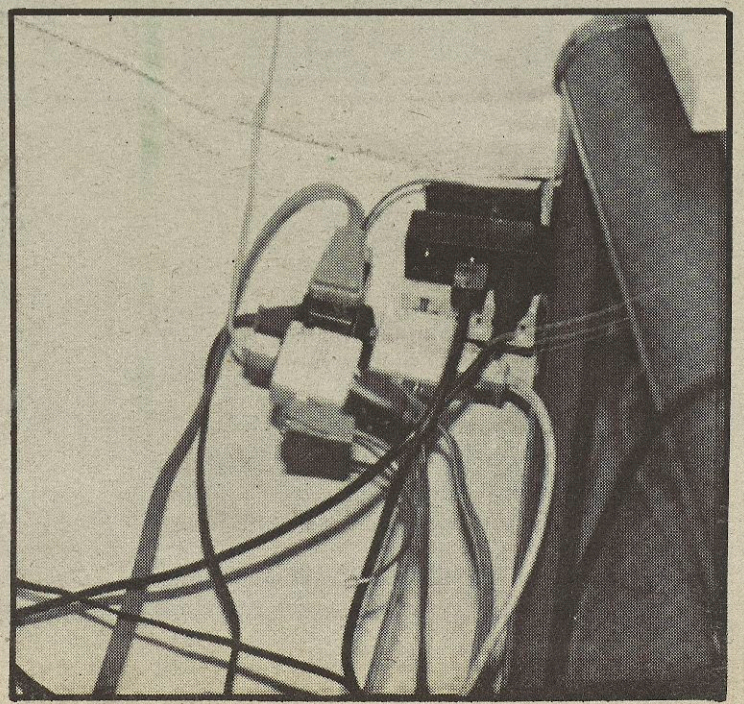
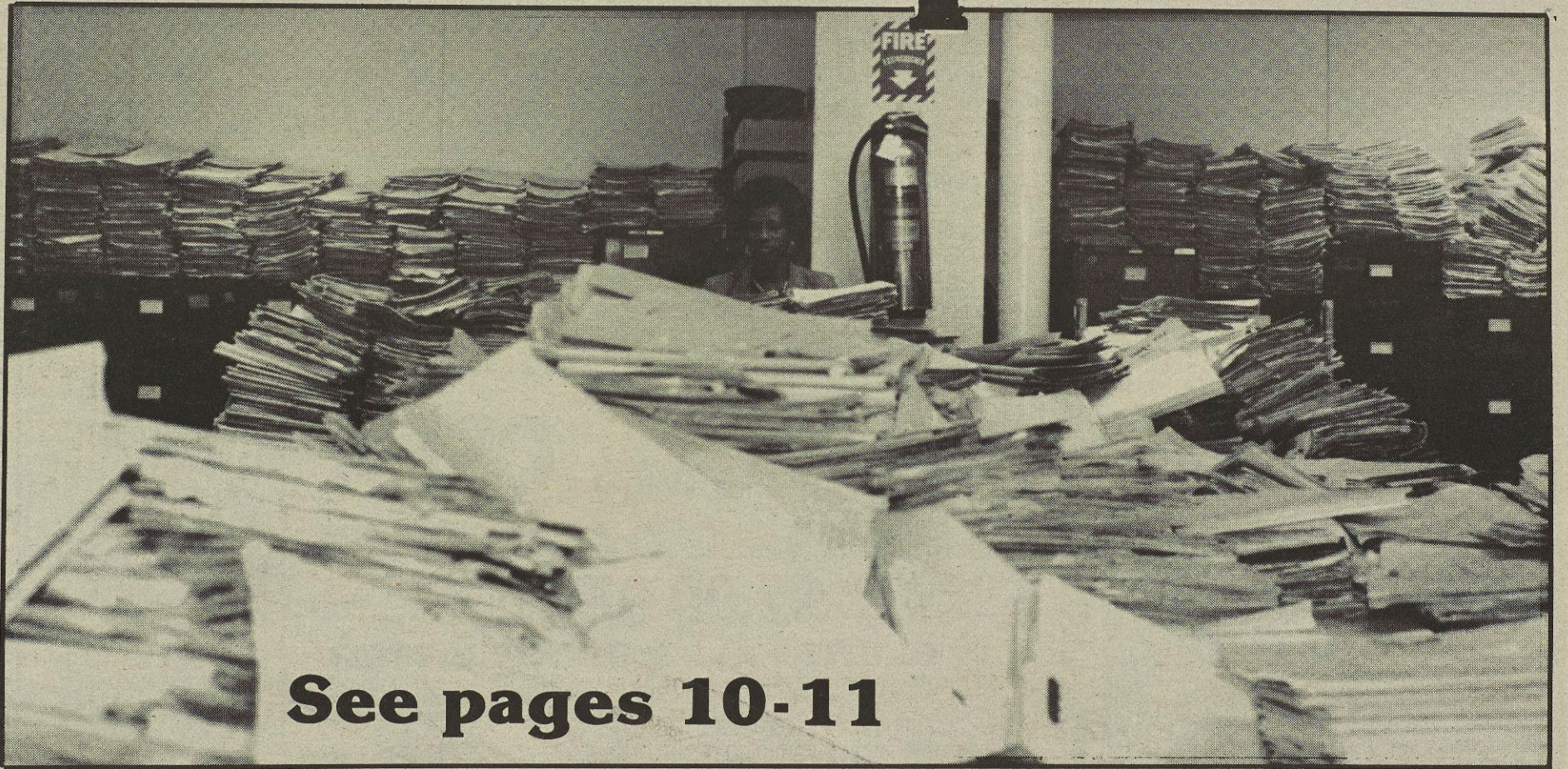
THE PUBLIC SECTOR

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

UNION LABEL 4
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Vol. 10, No. 9
Monday, May 4, 1987

So dangerous that it doesn't deserve parole



Counselors can help members plan for retirement options

CSEA-sponsored pre-retirement counseling is available at no cost to provide members with a better understanding of New York State retirement options and Basic Settlement Options. This understanding allows a member flexibility and control in planning his or her retirement pension.

Retirement counselors from CSEA Insurance Plan Administrator Jardine Emmett and Chadler Inc. will provide individual consultation by appointment, and counseling seminars for groups of at least 10 people can also be arranged.

Counselors can discuss retirement options and can provide retirement income estimates. They can also explain the Tier system.

For additional information, contact the retirement counselor in your region:

Regions I and II, Jay Soucie, (518) 542-0766
Regions III and IV, Jim Hoffman, (518) 381-1508
Regions V and VI, John Kaiser, (716) 886-0391

Correction

Due to technical problems, the votes for four CSEA locals were inadvertently placed in the wrong voting column when the roll call vote on a resolution adopted at the Special Delegates Meeting on April 6 at Kiamesha Lake was listed in the last edition of *The Public Sector*. On the resolution to terminate the union's relationship with the law firm of Roemer & Featherstonhaugh and create a Law Department within CSEA:

The vote of Local 060 Gore Mountain should have read 1 "no"; the vote of Local 066 Waterfront Commission of NY Harbor should have read 1 "yes"; the vote of Local 102 Long Island Inter-County State Park should have read 3 "yes" and the vote of Local 405 Craig Developmental Center should have read 6 "no".

Graveside service for Eleanor Percy

Graveside services are scheduled for 10 a.m. May 16 at Black River Cemetery, Black River, N.Y., for Eleanor S. Percy, who died earlier this year. Mrs. Percy was president of CSEA's Jefferson County Local from 1968 to 1977 and held many other offices within CSEA.

Funeral services are being arranged by the Cleveland Spink Funeral Home in Watertown.

Donations in her memory may be made to the Three Mile Bay Rescue Squad, Three Mile Bay, N.Y. 13693.

Candidates speak out

See their statements

pages 13-19



BOARD OF DIRECTORS

Summary of April meeting

EDITOR'S NOTE: *The Public Sector* regularly publishes a summary of actions taken by CSEA's Board of Directors at the Board's official meetings. The summary is prepared by Statewide Secretary Irene Carr for the information of union members.

By Irene Carr

CSEA Statewide Secretary

ALBANY — CSEA's statewide Board of Directors met here on April 9. Among its official actions, the Board:

- * Directed that CSEA pressure the state Civil Service Department to schedule exams in a more timely manner to ensure than new eligibility lists be established as older lists expire, eliminating the use of long-term provisional appointments;

- * Approved a unisex rating system under the union's Accident and Health Insurance Plan;

- * Recommended to the Trustees of the Employees Benefit Fund that a legal advisory position with the Fund be filled by a law firm with no prior business association with CSEA;

- * Directed that consultant Paula Lambert submit a progress report on a contracting out project at each Board meeting;

- * Recommended the inclusion in the union's legislative program of a proposed bill to prohibit the state Department of Motor Vehicles from releasing certain information concerning public employees who drive motor vehicles owned or operated by a public agency;

- * Approved, upon proper certification, the seating without formal elections of uncontested candidates George Kohler from Chautauqua County and Patricia Labrozzi from Herkimer County as members of the statewide Board of Directors;

- * Directed a special election be scheduled to fill the unexpired term of a vacant Board of Directors seat representing Wayne County;

- * Approved the 1988 Local Government Workshop for June 3-5, 1988, at the Westchester Marriott, Tarrytown;

- * Approved Lake Placid as the site of the union's 1988 Annual Delegates Meeting and Buffalo as the site of the 1989 Annual Delegates Meeting;

- * Approved the creating of an internship program in journalism within the union's Department of Communications. Candidates must be a son or daughter of a CSEA member and be enrolled in a college journalism program in addition to meeting other criteria;

- * Approved, subject to review of counsel, a 10-year renewal of the lease of CSEA Local 010's office in New York City;

- * Approved the union's participation in AUTOMATE, an emergency road assistance program;

- * Authorized payment of miscellaneous allowances to elected regional officers attending State and Local Government Workshops.

Questions from CSEA members concerning the union's Board of Directors should be directed to the member's Board representatives, local president or to the office of the Statewide Secretary. Copies of the minutes of Board meetings are sent to all Board representatives and local presidents.

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The Public Sector

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Thomas H. McDonough
Memorial
CSEA
STATE
WORKSHOP



Concord Hotel
Kiamesha Lake, N.Y.
April 24 - 26, 1987

Comp worth tops agenda

By Stanley P. Hornak
Assistant Communications Director

KIAMESHA LAKE — The "hurrahs" of 42,000 state workers sharing \$30 million in pay equity raises have been drowned out by other workers disappointed and confused by the belief that they were left out.

They voiced their disappointment at CSEA's state workshop and union Research Director William Blom took the issue head on, pledging "we will continue to represent you and the problems you relate to us."

Blom's candor with the apparent dissatisfaction was buttressed by the fact that CSEA had nothing to do with the final decisions that were announced.

"It is a management right to allocate or reallocate positions," he explained and even though CSEA was instrumental in negotiating pay equity, "all we could do was meet and confer... voice objections... and point out inequities."

Since the April 6 comparable worth announcement appeared in *Public Sector* the union has been deluged by questions. Blom says the ones most commonly asked include:

How did it happen?

Why didn't my title get upgraded?

How come my title isn't on the list?

How come some titles are going down?

How come this title is now in the same grade as mine?

In supplying answers, Blom reminded state delegates that CSEA has worked diligently over the years to get titles upgraded, "particularly titles in lower grades which generally tend to be predominantly female." Thus in 1982 the union negotiated a pay equity study which involved sending out 37,000 questionnaires to randomly selected state employees to survey job content and its relationship to wages.

Eight factors were used to measure job content. They are: knowledge and skills; managerial activities; supervision; written communications; work complexity; responsibility; oral communications; and job demands.

**More workshop
coverage
pages 4-5**

Approximately 26,000 questionnaires were returned.

Results contributed to a complex statistical analysis formula which was fed into a computer, producing recommendations for the first round of comparable worth pay hikes released in April. Final decisions were made by a special state Interagency Task Force.

So what can people do if:

***They feel that their position/title did not get adequately sampled; OR**

***Their duties and responsibilities have significantly changed since the survey was done two years ago?**

Blom suggests two avenues.

Talk with your co-workers holding the same title in your agency and if:

***You believe very few, if any, were sampled; OR**

***There have been significant changes in duties and responsibilities since the survey was done two years ago.**



Blom

Send the facts, in writing, to:

**Michael Roche
Classification and Compensation
Implementation Project Coordinator
Dept. of Civil Service
Building 1
State Campus
Albany, N.Y. 12239**

Blom personally believes the sampling used for mental hygiene therapy aides (MHTA) was "inadequate" and he urges MHTAs to "make their feelings known."

The other avenue is to use the appeals procedure available under state Civil Service Law.

Get "Form CC2E" from your personnel or human resources office. Fill it out in your own words describing how the duties and responsibilities of your job haven't been given adequate consideration in reallocating your position and then mail it to the Civil Service Department.

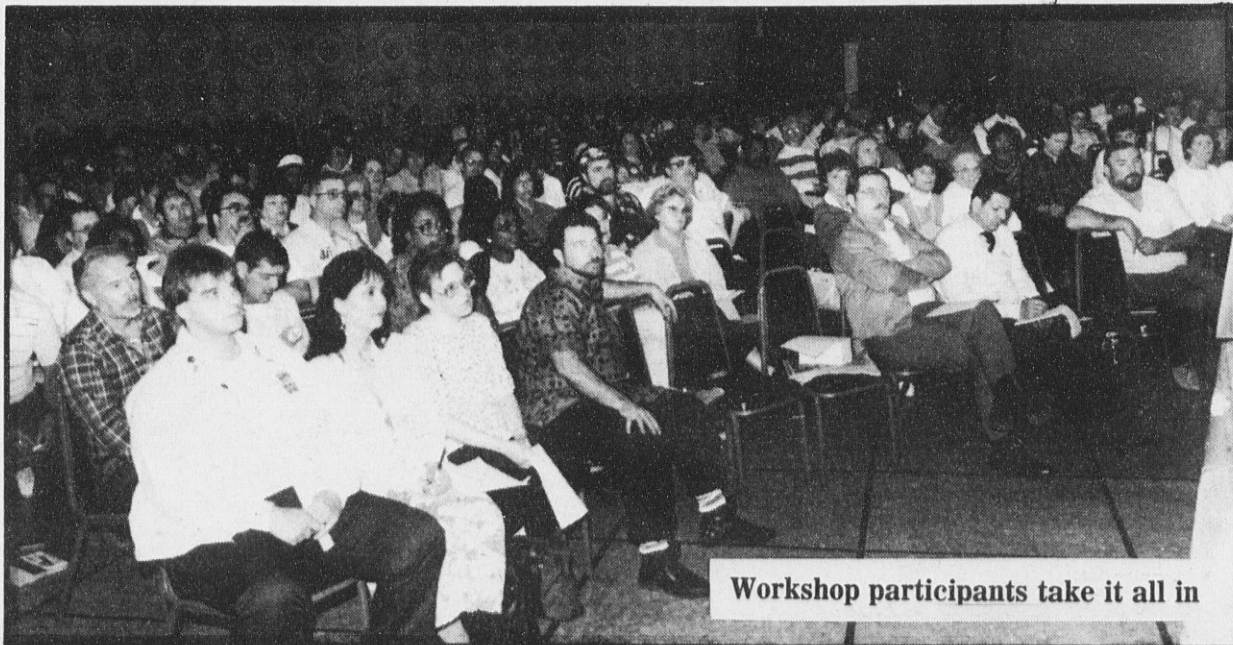
Blom also wants copies of all correspondence sent to: **CSEA Research Dept.
143 Washington Ave.
Albany, N.Y. 12224**

He stresses it will help make the union's case as he continues to meet with state officials over future pay equity raises for as many as 20,000 more CSEA-represented employees. The April 6 announcement was only the first round of the on-going pay equity project.

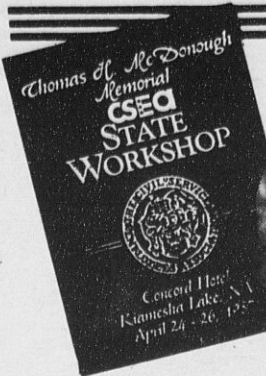
Meanwhile, the Research Director thinks CSEA pressure is already paying off.

He believes the state will "sometime this fall" look into a possible "title structure change" for senior stenographers and principal stenographers. He speculates there could be a new titles series such as office manager, assistant office manager, office assistant, etc.

Blom is also pleased that the union now has a special arrangement with the Governor's Office of Employee Relations regarding downgradings. Although the plan is subject to approval by the state Legislature, it would allow current employees in titles downgraded to be paid at the higher grade and continue to receive increments and longevity payments until they either retire or vacate the position.



Workshop participants take it all in



State solidarity



KIAMESHA LAKE — From a rousing opening night speech by AFSCME President Gerald McEntee to a Sunday morning session on preparing for state contract negotiations, a record 800 members packed a full schedule of programs at CSEA's annual Thomas McDonough Memorial State Workshop. The sessions ranged from employee

legal rights in investigations of patient abuse, to establishing day-care programs for members' children, to employment security, to stopping contracting out.

There were also individual bargaining unit meetings where members and CSEA officials exchanged information

PAULINE McDONOUGH . . . wife of CSEA's late Executive Vice President for whom the union's annual state workshop is named, and member of Audit and Control Local 651. She says her husband would have been proud to have his name symbolize a workshop aimed at improving union solidarity.



MANAGEMENT CAN'T COERCE YOU . . . according to CSEA General Counsel Marjorie Karowe, shown above responding to a question along with attorney Kevin O'Hare. Karowe's session outlined members' legal rights during investigations of patient abuse in state facilities. She said mental health workers have some of the toughest jobs in the state because they have to make decisions on the spur of the moment that can put them in jeopardy.



A UNION IS ONLY AS HEALTHY AS ITS MEMBERS . . . MHTA Jean Van Dunk of Middletown Psychiatric Center checks a workshop participant's blood pressure as part of CSEA's ongoing campaign promoting well-being.

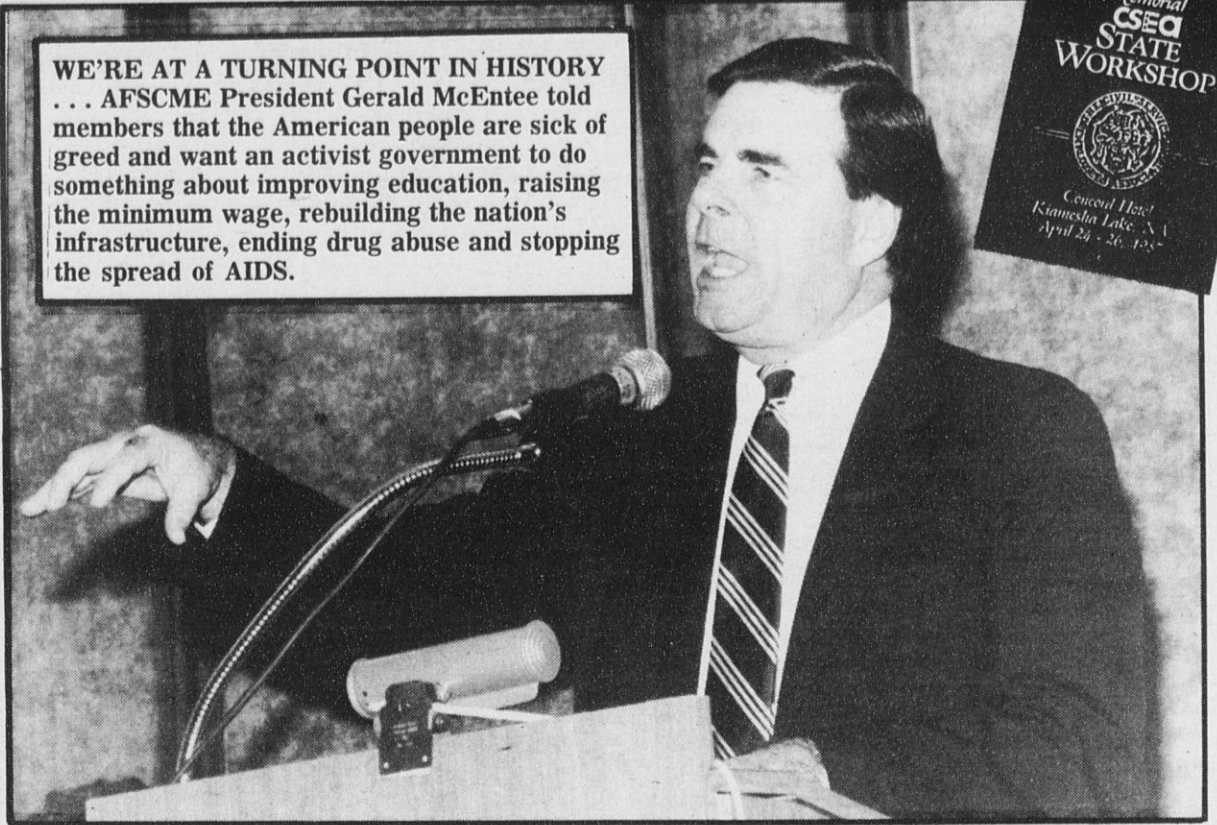


STATE EXECUTIVE COMMITTEE CHAIR BARBARA STACK welcomes participants to CSEA's annual workshop.

grows

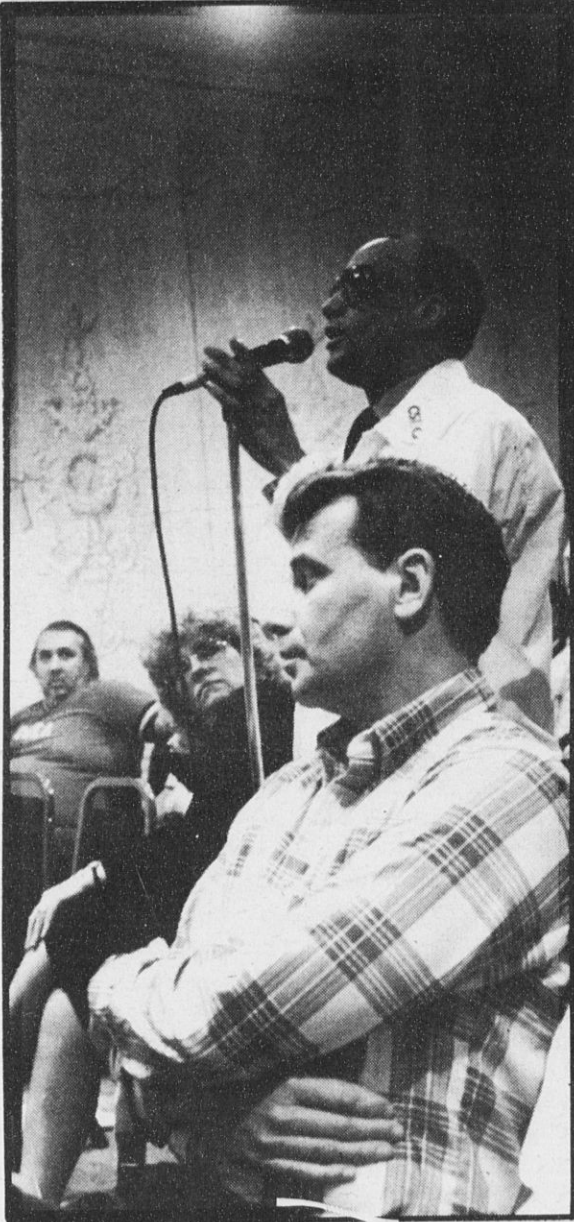
and discussed current activities.

All members received briefings on CSEA's legislative efforts, the anticipated impact of the state's tough new anti-smoking regulations, programs to keep up with changing office technology, and the implementation of the comparable worth adjustments for the workforce. (see story, page 3).

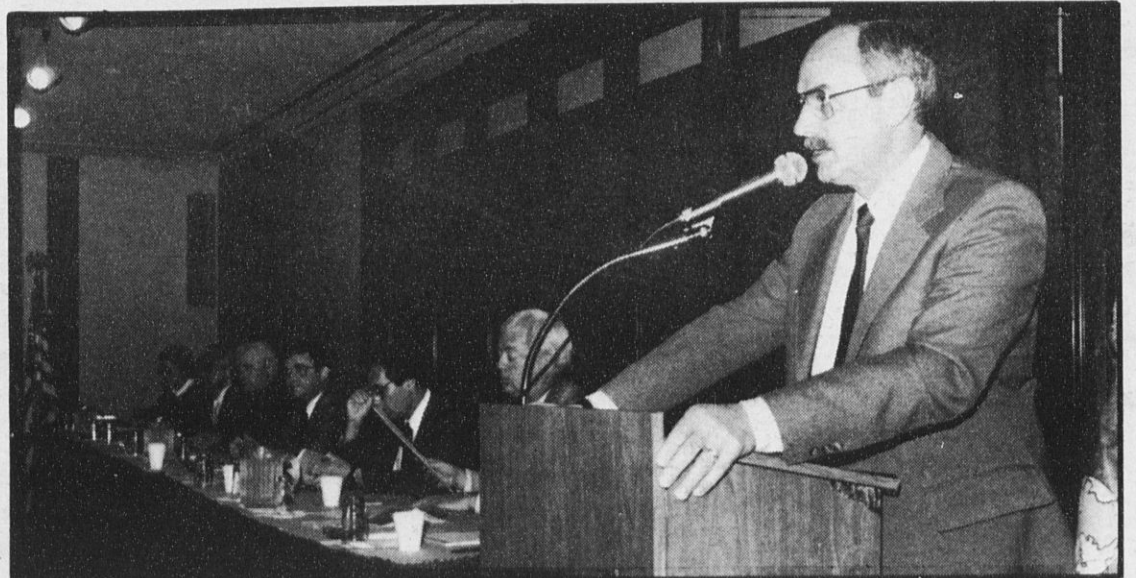


WE'RE AT A TURNING POINT IN HISTORY . . . AFSCME President Gerald McEntee told members that the American people are sick of greed and want an activist government to do something about improving education, raising the minimum wage, rebuilding the nation's infrastructure, ending drug abuse and stopping the spread of AIDS.

Thomas H. McDonough
Memorial
**CSEA
STATE
WORKSHOP**
Council Hall
Klamath Lake, N.J.
April 24 - 26, 1987



CSEA PEOPLE ARE WINNERS . . . CSEA President William McGowan cheers on runners above during the workshop's PEOPLE Run. Runners raised more than \$750. At right, Women's division winner Pam Caron of Local 640.



WE'RE STRENGTHENING OUR POSITION FOR CONTRACT NEGOTIATIONS — CSEA Director of Field Operations Frank Martello tells members that now is the time to set our priorities for the upcoming contract talks with the state that begin later this year. Members were encouraged to begin submitting issues and areas of concern to CSEA so that negotiating strategies can be developed.

Reduce deadly chemical risk

CSEA computer project seeks right-to-know improvements

When a misunderstanding led to the spraying of dangerous amounts of a pesticide at the Silver Creek Schools near Fredonia last winter, CSEA's use of a new computer service helped prevent a bad situation from getting worse.

The service, tied in to a national data base, provides the most up-to-date health, safety and technical information on tens of thousands of chemical compounds and products. It is now in operation out of CSEA headquarters through a grant from the state Labor Department's Occupational Safety and Health Training and Education Program.

The purpose is to get complete information to those who need it quickly.

"The service really worked well in the Silver Creek situation," explains Region VI Safety and Health Specialist John Bieger. "I just called in the chemical name and by the next day I had all of the available information in my hands."

Bieger explains that it was only after providing the information to state Environmental Conservation officials that a decision was made to close down the school.

"The most important thing was being able to talk intelligently about the hazards and having the information to back it up," he adds.

Even the manufacturer had told school officials that they could just shampoo the rug to get rid of the pesticide without any risk. But the CSEA-obtained information showed otherwise and as a result, the school's rugs were replaced.

The computer service pilot project is an attempt to improve on the effectiveness of the state's right-to-know law.

Under the law, your employer must provide you with information and training about the chemical substances you may be in contact with, within 72 hours of when you make a request in writing.

Among the information your employer must release:

- The name or names of the substance including the chemical, generic and trade names
- The location of the substances in your workplace
- The properties of the substances
- The acute and chronic effects of the exposure at hazardous levels
- The potential for flammability, explosion and reactivity of the substances



Lisa Bartoli calls up information through the chemical data base system at CSEA headquarters. The computer service operates mornings, Mondays through Fridays and can be reached at 1-800-342-4146 Ext. 352.

- Proper conditions for safe use and exposure
- Procedures for clean-up of leaks and spills

But in the meantime, you must continue working with the substance until you receive the information. Experience has also shown that the information employers provide is often dated, incomplete or sometimes even inaccurate.

The CSEA computer service takes a giant step toward addressing these inadequacies. It works much faster and thoroughly than your employer.

It helps reduce your risk by indicating everything you need to know about safe handling procedures and precautions to be taken before management responds to your right-to-know request.

The computer information service should not take the place of filing a right-to-know request. You still have to tell your employer you want the information, particularly on where the chemicals are located and emergency procedures.

But the service offers the security of independent confirmation of what management passes on. If there is a discrepancy you can protect yourself until all questions are resolved.

Since management also receives a copy of the CSEA-obtained information, your position is strengthened because it will be difficult for them to challenge its validity.

Getting the info you need

If you have questions about chemical substances in your workplace, alert your local safety representative or regional occupational safety and health specialist. They can take the next step of requesting the information through the chemical information data base.

Cuomo veto jeopardizes Labor's future

ALBANY — Following Governor Mario Cuomo's veto of a \$3 million plan to stabilize the state Labor Department, the department's future is once again in doubt.

The action sent shock waves through the

workforce which has been operating under threat of imminent layoffs and stopgap reprieves since last fall.

Although targeted workers may remain in temporary assignments within the department through the end of June, the legislative plan would have allowed displaced employees to return to their permanent items.

"This sends a terrible message to Washington about New York's commitment to a strong Department of Labor," says

CSEA President William McGowan. The governor's action comes at a time when restoration funding for the department is under consideration by Congress.

If Congress doesn't act, layoffs will take place on June 30. Most affected CSEA members have already been placed, but union leaders have serious concerns about the effectiveness of the department with a drastically reduced workforce.

CSEA intends to continue its efforts emphasizing the department's importance.

Member's son needs gift of life

Leukemia victim seeks blood donors

By Sheryl Carlin
CSEA Communications Associate

CENTRAL ISLIP — Salvator Serra has helped save the lives of others, and now he needs your help for his own survival.

Serra, 23, suffers from acute lymphnode leukemia. Since his diagnosis in October 1984. He regularly receives chemotherapy, and just as regularly needs blood transfusions to replace the platelets destroyed during treatment.

This month he will undergo a bone marrow transplant from his 25-year-old sister, Judi.

"We are very lucky that they are a match for a transplant," said their mother, Carmela Arato-Serra, a clerk-typist in the Mulligan School in Central Islip and a member of a unit of CSEA Suffolk County Educational Local 870. She is hopeful that many union members will answer her plea for blood and platelet donations.

"After the transplant, Sal will need a lot of blood and platelets," Arato-Serra said. "We have to depend on donations."

Sal Serra has blood type O, which means he can accept blood donations of any type.

Serra is no stranger to life-threatening situations. One night last May, he took out the garbage and heard the squeal of brakes.

He ran next door and saw two people in a car that had crashed through a neighbor's fence and broken a gas main.

He quickly extinguished the cigarette the driver had been smoking and pulled the man and his wife from the car.

"Sal said he could hear the gas hissing," his mother said.

Then he went to the nearby house and woke the father and his two children who lived there while another neighbor called for help.

Quick to save the lives of others even while undergoing chemotherapy, Salvatore Serra needs your help now. Donate blood or platelets to help assure

his recovery.

He is in North Shore University Hospital in Manhasset. Call 562-4204 to make an appointment to donate the blood or platelets he so desperately needs.

To donate blood or platelets
for Salvatore Serra, call
562-4204



CARMELA ARATO-SERRA, a member of the Mulligan School Unit of CSEA Suffolk County Educational Local 870, looks at a photograph of her son, Salvatore.

Plowers show off snow skills

MAYVILLE — Proving you don't need snow to hold a snowplow competition, plow drivers and their wing men and women from several municipalities in Chautauqua County held their third annual contest under sunny skies, with nary a snowflake in sight.

After all, this is serious snow country, and most of them would be out plowing snow-drifted roads if they didn't wait until after winter was over to test their skills in competition.

"We do it to show the public how skillful our drivers are and to have a little fun after the winter is over," said Dave Davis of CSEA Department of Transportation Local 509.

The derby consisted of an obstacle course dotted with barrels and mailboxes to show how skillfully the drivers negotiate the big rigs with the assistance of the wing person, who watches the right side.



FINE LINE — a snowplow driver maneuvers the obstacle course during the Chautauqua County snow plow rodeo to show off his skill at avoiding roadside objects, with the help of his wing person.

The winners included Steve Arnold and Jack Clark of the Town of Ellery; Brian Tarnowski, Randy Barrett, Otto Graham and Marty Whetstone of Local 509; Ernie and Tracy Tewinkle of the Town of Clymer; and Barbara and Richard Wise of the Town of Villanova.

Prizes donated by the Chautauqua Mall, where the derby was held, included plaques, hats and a leather jacket to the first-place Town of Ellery entry.

Jim Oaks, Dave Sturges and Ron Trisket joined Davis on the planning committee.



CHECKING OUT one of the snowplows, a group of contestants wait above for their turn at the Chautauqua County snowplow rodeo held recently.



The strain can be sickening

Part two of three

"I would wake up in the middle of the night, thinking — I didn't do this, I didn't fill out that paperwork . . . I always felt I was responsible for the safety of a child," confesses Margaret Shuhala, who works in the Child Protective Services (CPS) area for Dutchess County Social Services.

Shuhala, transferred into the office after four years in the field that were "physically exhausting and emotionally draining."

Her experience is not unique. It is also not just field workers who burn out from unmanageable caseloads, mountains of paperwork, a constant stream of human misery and a very real fear of physical danger.

Walk into a social services office anywhere in New York; dozens of haggard people wait their turn to tell of suffering and provide evidence of their poverty. At their feet, children play, seemingly oblivious to their surroundings.

At most offices an imposing security guard stands watch — a reminder of the violence that erupts when clients get fed up with the system.

Behind a sterile partition, examiners work frantically to keep up with their work, although there is little expectation it will help clients through the system even a little faster.

Telephones ring constantly, interrupting the flow of work. On every desk, files upon files representing hundreds of individual claimants are piled high.

"We're drowning in the paperwork," exclaims Nassau County Social Services Unit President Beth Luttinger. "The caseload is too large to do a thorough job . . . but if it's not done thoroughly, Audit/Quality Control comes down on you."



Luttinger

Luttinger explains that in Nassau, like many other counties, examiners interview three new applicants each day — but workers "can't refuse to see people" if they need help.

That's just the start.

During the interview, the examiner will complete a four-page state application. That must then be reviewed using a 15-page workbook. Then all of the information must be documented, which may require additional visits to the office by the client, dozens of phone calls or letters by the examiner, or all three.

Examiners must check and document whether the applicant owns property and verify his or her address. They must check for unemployment insurance benefits, verify children's school records, review bank accounts and life insurance policies and find out if the applicant has also applied for



Shuhala

other social service programs such as food stamps and Medicaid.

The application is then registered using another form. Examiners must wait to get a clearance before continuing.

**It's always more . . .
the system never
gets better**

All of this happens before an applicant receives any help and for each examiner the work increases by three every day.

"The state requires that a case must be opened within 30 days of filing the application," offers Luttinger. "That's very nice but without sufficient staff you don't have the time and ability to meet that deadline."

"Of course all the time you know that these people who have great needs . . . they're waiting. . ."

The trail of paperwork doesn't end even for caseworkers, whose primary responsibility is to see that clients get the help they need. For example, a CPS caseworker must fill out 65 pages of forms per child for each family they work with.

"There are constant changes in the regulations and you have to keep up with it all," contends Albany County DSS President Steve Redler.

"It's always more . . . the system never gets better," he adds.

But the work takes another toll, according to Dutchess County's Shuhala: horrible stress from making quick decisions without clear-cut answers.

"In the beginning, I felt like I was making progress — actually stopping some child abuse . . . but then you see the consequence . . . the family is torn apart, the father goes to

jail . . . the mother blames the child . . . you just don't know . . ."

In nearly every county there are are nightmare stories of attacks by clients. Workers never know how anyone will react when they knock on a door in an investigation.

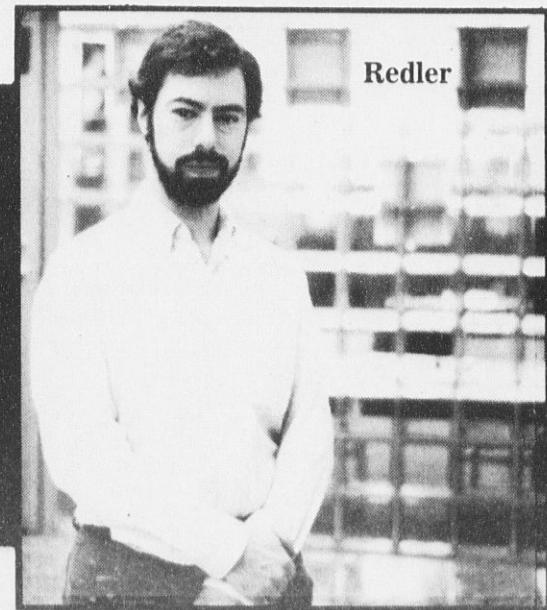
Police sometimes accompany caseworkers on home visits for that reason. But there are many times when caseworkers must enter unknown territory alone.

"Over the years I've seen so many workers get sick from their work . . . develop stomach problems, ulcers," says 20-year veteran Nassau County caseworker Fred Jordan. "Everything's become so damn complex since I began. Today it's almost an impossible job."

Not surprisingly, many social service workers leave after only a short time on the job — compounding the problems for those who stay on.

"I don't know what the answer is," says Jordan. "And I don't think the bigshots do, either."

Next edition- Finding answers to complex problems



Redler

'Sensible' playground

Batavia's sensory park designed to stimulate and delight the senses

By Ron Wofford
CSEA Communications Associate

BATAVIA — A unique sensory playground park, designed by nationally known architect Robert Leathers, is planned for construction during the last week in May at the State School for the Blind here.

But it's going to take an army of volunteers — up to 500 or more — to make it possible. And CSEA says it hopes to enlist that army of volunteers from CSEA locals and units throughout the area. CSEA Western Region VI President Robert L. Lattimer has called for CSEA members to donate about four hours of their time to assist in the project.

"Of course we can also use donations of money, materials, tools and equipment," says State School for the Blind CSEA Local 200 Secretary Shirley Hasenauer, who is serving as volunteer coordinator.



STATE SCHOOL FOR THE BLIND AT BATAVIA will be home to a unique sensory park that was designed by a nationally known architect, will be built by an army of volunteers and has been designated as the project of the year for New York State Lions Clubs.

CSEA members: Volunteer your time for a tremendous cause. If you can contribute time during the week of May 26 through May 31 to help build the sensory park at the State School for the Blind in Batavia, CALL (716) 343-5384. Also, please send all donations to A.S.A. Inc., Box 553, Batavia, New York 14020.

"But our greatest concern is enlisting the 400 to 500 volunteers who, under supervision, are needed to hammer, saw, sand and carry for about four hours during construction week, May 26 through May 31."

The unusual playground was designed by architect Leathers to meet the special needs of blind and multiply-handicapped children who are served by the facility. Leathers and his staff met with the school's children, parents, teachers, administrators and community leaders before completing the project.

The park will include activities designed to promote muscle development and coordination as well as develop and stimulate the senses of sound, touch and smell.

The school's students will be able to play miniature golf using sound cues; splash in a sloped fountain where the bottom doesn't gather water (to avoid a danger of drowning); drive an imaginary car with realistic sound effects; or walk through a garden and nature space and smell a pungent, fragrant mixture of various spices, plants and flowers, and feel the indentifiable bark of various species of trees.

The project will be built entirely by voluntary effort and will be valued at \$175,000 when completed. The state has spent about \$10,000 on the effort, and the New York State Lions Clubs have made it their project of the year.

Local 200 Acting President Sharon Armstrong is working on one of the main committees, and Local 200 member Joe McGuire is heading the Materials Committee.



SENSORY PARK PLAYGROUND PLANS are reviewed by, from left, State School for the Blind CSEA Local 200 officers Shirley Hasenauer and Sharon Armstrong and Dean of Students Florence Condidorio.

DANGER ZONE

Parole Division employees battle fire hazards, roaches, rodents, dangerous fumes and poor plumbing in mid-Manhattan office building

By Lilly Gioia
CSEA Communications Associate

NEW YORK — They work among boxes of rat poison, rodents, roaches, mountains of boxes, stacks of papers and, frequently, noxious fumes.

Their workplace is not a landfill, but a state Division of Parole office in midtown Manhattan.

"I think we're bordering on criminal negligence when you look at how Parole management here has allowed this place to so dangerously deteriorate," said Region II President George Boncoraglio. "CSEA means business about getting this mess cleaned up fast. Nobody should have to work in filth like this."

Boncoraglio recently escorted state legislators on an unannounced inspection through the 40th Street building, denouncing it as "squalor defying description." He emphasized, however, that "seeing is believing."

The union has filed a barrage of Occupational Safety and Health complaints in recent months, citing Parole officials' failure to eliminate obvious fire hazards and rodent and roach infestation. Because management has refused to meet with union officials about these problems, CSEA has filed Improper Practice (IP) charges with the state Public Employment Relations Board.

The dingy Parole office, leased from Majestic Realty Company, has a long-standing history of grossly inadequate ventilation, along

with a list of health and safety violations management has chosen to ignore. Causing greatest concern to CSEA members are repeated episodes of noxious fumes escaping into the air, sending scores of employees home sick or to local hospitals for treatment.

As recently as March, unidentified fumes infiltrated several floors of the building and employees suffered from dizziness, blurred vision and nausea. Several workers fainted by the time Department of Health investigators arrived. Suffering from dizziness and nausea herself, senior typist Farconeris Perez accompanied co-worker Miriam Caraballo to St. Clare's Hospital for treatment after Caraballo fainted.

"It's amazing to think I had to pass a civil service test to work in a place like this," Perez said.

According to CSEA Local 259 President Jean Jenkins, clerical employees' work areas are surrounded by containers of rat poison, rodent droppings and trails of roach powder throughout the building. "A lot of people complain of headaches," she added.

Fifth floor Parole Violations Unit employees complain of mouse droppings found on desks and dead rodents being left on the floors for up to two hours before custodial employees arrive to remove them.

"It's a horrible feeling when you are typing and you feel something run by your foot or you open the desk and find papers inside chewed up," said Caraballo, a dictaphone machine operator and typist. She once had a mouse

jump across her typewriter while she was typing.

"I screamed, stood on my chair and thought I'd have a heart attack," Caraballo recalled in an aggravated and disgusted tone. After four years of working in Parole, she said conditions are going from bad to worse with water bugs, huge roaches and fearless rats and mice. "You can see them running down the hall in the afternoon because the smell of food at lunch brings more of them out."

Mountains of back parolee files and huge piles of stacked cartons are a firefighter's nightmare in a building where the interior is arranged like a jigsaw puzzle with countless mazes of narrow internal passageways. Fire doors are always open because air circulation is almost non-existent in most of the building. Electrical wiring is routinely exposed and overloaded outlets are a fact of life.

Though CSEA has bitterly complained about making, filthy and broken bathroom facilities on every floor, little or no effort to improve sanitation can be seen. It is not uncommon for all toilets on the fifth floor to be out of order, frequently forcing workers to travel three floors down to facilities that are working. CSEA's safety and health department conducted several inspections prior to the legislators' visit to be able to provide state Assembly Corrections Committee Chairperson Daniel Feldman with evidence of violations. Accompanying Feldman on the tour were Assembly Corrections Committee member Larry Seabrook and Senate Corrections Committee member Andrew Jenkins.



IT'S EVERYWHERE — Miriam Caraballo points to rodent poison in the corner behind her desk at the Division of Parole. Rodent infestation means not only packages of poisons and piles of droppings, but also dead rodents like the mouse shown above.



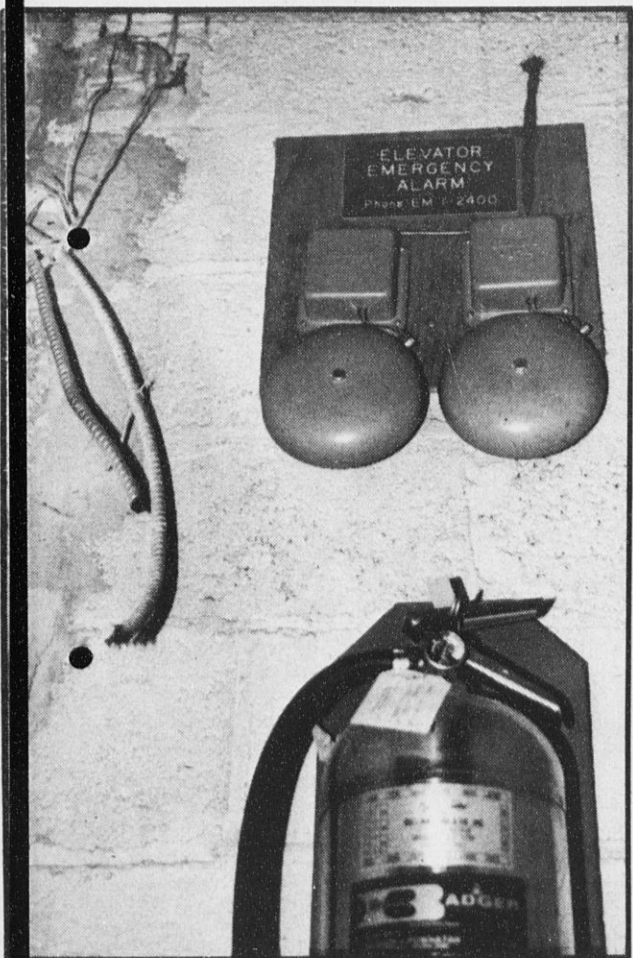
CLUTTER AND TRASH are piled in this custodians' area at the 40th Street Division of Parole building in Manhattan.



POOR VENTILATION means occasional bouts with sickening fumes and open fire doors as workers try to fight stale air in the dreary building. This ceiling vent, stuffed with newspapers, contributes to the problem.



FIRE SAFETY falls short when stacks and stacks of back files block access to a fire extinguisher. Region II Safety Specialist Hal Robertson, left, and Local 259 President Jean Jenkins survey the mess.



ACCESS TO THE ALARM for the elevator are covered in the basement of the 40th Street Division Parole building, rendering it useless.



REVIEWING SAFETY COMPLAINTS are, from left, Region II President George Boncoraglio, Assemblyman Larry Seabrook, Assembly Corrections Committee Chairperson Daniel Feldman and state Sen. Andrew Jenkins. Boncoraglio and the legislators recently made an unannounced inspection of the 40th Street Division of Parole building that is plagued with rodent infestation and deteriorating conditions.



BACK PAROLE FILES in boxes stacked chest high litter the basement of the Parole building.

SUMMERSCAPE AT SUNY

SUMMERSCAPE, a unique vacation program, offers CSEA members inexpensive accommodations and food and access to dozens of attractions.

SUMMERSCAPE operates between July 18 and Aug. 9 at five SUNY campuses for CSEA members and retirees. It is sponsored by the joint CSEA/State Committee on Work Environment and Productivity, in cooperation with the State University of New York.

Following are the complete details for each campus, including a coupon to be used in registering for your vacation with SUMMERSCAPE at the participating SUNY campuses: Cortland, Fredonia, Oswego, Plattsburgh and Potsdam. The coupons will also go into a drawing for five free SUMMERSCAPE vacations.



SUNY College at Oswego

Located on the shores of Lake Ontario 34 miles from Syracuse, Oswego offers athletic facilities and access to fishing, boating, state parks, golf, historical sites and the Oswego Speedway.

Single room rates range from \$24 per night to \$92 per person for seven nights; double rooms range from \$17 per person per night to \$57 per person for seven nights. All linens are provided.

A \$50 deposit is required two weeks prior to arrival, and the maximum stay is seven days.

Meal prices at campus dining facilities range from \$2.75 for breakfast to \$5.25 for dinner.

For more information, contact:
Conference Office, SUNY College at Oswego, Oswego, N.Y. 13126 (315) 341-4138

SUNY College at Fredonia

Located on Lake Erie less than 70 miles from Niagara Falls, Fredonia offers athletic facilities including a pool and tennis courts and easy access to state parks, Niagara Falls, Toronto, wineries and historical attractions. The college has developed an itinerary to nearby points of interest.

Single room rates range from \$18 per night to \$90 for seven nights; double rooms range from \$14 per person per night to \$58 per person for seven nights. All linens are provided.

Meal prices at campus dining facilities range from \$3.30 for breakfast to \$6.70 for dinner. Reduced prices are available for children.

For more information, contact:
Ms. Patricia Feraldi, Housing Office, Gregory Hall, SUNY College at Fredonia, Fredonia, N.Y. 14063 (716) 673-3341

SUNY College at Potsdam

Located 20 miles from the St. Lawrence River, Potsdam offers easy access to Lake Placid, the Thousand Islands, Montreal, Ottawa and swimming, golf and theater.

The college will offer a variety of non-credit courses at a nominal fee, including gymnastics for children, aerobics for adults, pottery and conversational Spanish.

Single room rates range from \$22 per night to \$60 for seven nights; double rooms range from \$15 per person per night to \$45 per person for seven nights.

Linens are provided at a cost of \$5 per linen change.

Meal prices at campus facilities range from \$2.80 for breakfast to \$6.10 for dinner, with reduced rates for children under 12.

For more information, contact:
Office of Residence Life, Sisson Hall, SUNY College at Potsdam, Potsdam, N.Y. 13676 (315) 276-2350

SUNY College at Cortland

Located in the Finger Lakes region 35 miles from Syracuse, Cortland offers athletic facilities, including tennis and squash courts and fitness centers and easy access to lakes, state parks, wine country and the Baseball Hall of Fame.

Single room rates range from \$15.50 per night to \$92.50 for seven nights; double rooms are from \$12.50 per person per night to \$61.50 per person for seven nights. Special rates are available for children under 12, and all linens are provided.

Meal prices at campus dining facilities range from \$2.50 for breakfast to \$5 for dinner.

For more information, contact:
Office of Residence Life, SUNY College at Cortland, P.O. Box 2000, Cortland, N.Y. 13045 (607) 753-4724

SUNY College at Plattsburgh

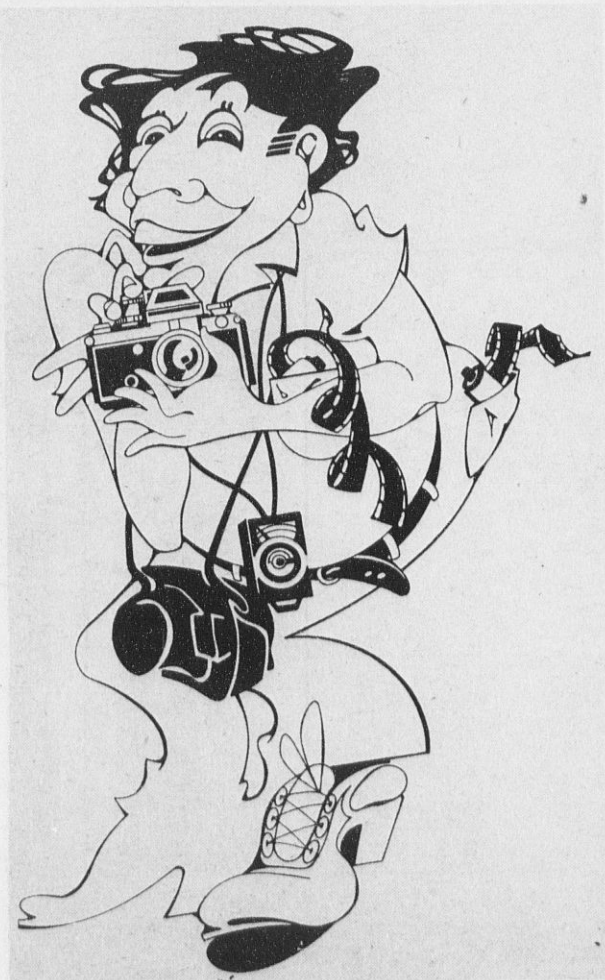
Located 170 miles north of Albany on Lake Champlain, Plattsburgh offers a gymnasium and easy access to beaches, boating, fishing, Montreal and Lake Placid.

Single room rates range from \$20 per night for one night to \$65 for seven nights; double rooms range from \$13 per person per night to \$45 per person for seven nights. Linens are provided.

Meal prices at campus dining facilities range from \$2 for breakfast to \$4.25 for dinner.

Children must be at least six years old to participate.

For more information, contact:
Ms. Lillian Cassidy, Office of Lifelong Learning, SUNY College at Plattsburgh, Plattsburgh, N.Y. 12901 (518) 564-2050



Send the coupon below to the campus you are interested in visiting through SUNY SUMMERSCAPE.

I'm interested in visiting your campus this summer as a participant in the SUMMERSCAPE Program. Please send me information regarding reservations, campus activities and local attractions. (PLEASE PRINT)

NAME _____

ADDRESS _____

PHONE _____

• Mail ballots on the way soon for region officers, board elections

Ballots will be in the mail May 15 to CSEA members eligible to vote in elections for officers in CSEA's six regions and to fill three vacant seats on the union's statewide Board of Directors.

Beginning May 22, replacement ballots may be obtained by contacting Brenda Smith at the Independent Election Corporation of America (IECA) Call IECA collect at (516) 437-4900.

Candidates will, as usual, be afforded the

opportunity to observe all aspects of the election process, including the mailing of ballots, the picking up and opening of ballots and the tabulation of ballots.

Candidates, or proxies with written authorization from candidates, who wish to observe the election process may do so at IECA Headquarters, Lake Success, N.Y. by contacting IECA in advance of their visits.

The deadline for IECA to receive ballots to be considered valid is noon, Friday, June

10. Ballots will be counted beginning that date.

All candidates were given an opportunity to submit statements and/or photographs for publication in this edition of **The Public Sector**. In some instances material was deleted from statements in order to comply with a length limit. Here are the responses. The names are printed in the order they were selected by random drawing to appear on the ballots.

Statements of regional officer candidates

LONG ISLAND REGION I

PRESIDENT



DANNY DONOHUE

As your President and with your help over the past 3 years I have:

- 1) had more informational meetings
 - 2) had over 3,000 members receive training
 - 3) helped negotiate the best contracts in this Region's history
 - 4) led the fight for Comparable Worth in Nassau County in a Federal lawsuit
 - 5) been endorsed by the majority of the Locals and Units
- Vote for the Original DonOhue



H.A. TONY BENTIVEGNA

I think the Regional President should support the Local Presidents, and not some special interest groups. We have lost members in Suffolk County and psychiatric centers are being closed without a formidable challenge.

The Region is in need of being united! I have the support and the experience to do what is necessary.

1st VICE PRESIDENT



JERRY DONAHUE

Public employees today are facing strong infringements on their constitutional rights. Drug testing, lie detectors and diminution of benefits. CSEA needs strong and educated leadership to combat these inroads.

We must strive to abolish Tiers 3 and 4 to make it equitable. New employees shouldn't be the brunt of tiered benefit packages.

Photo Not Submitted

CAROL CRAIG

*(no photograph submitted)

Having served Region I as an officer for eight years has given me the experience needed to be 1st Vice President.

My goal, if elected, would be to see all regional committees working together to provide more educational and informational programs for the membership, to increase knowledge and overcome apathy.



GLORIA E. MORAN

Secretary Local 830 — 1985; President Nassau County School Crossing Guards — 1980; Local 830 Political Action Committee — 1985; AFSCME Leadership Training Course Instructor — 1982.

Education: Nassau Community College; Cornell School of Industrial and Labor Relations.

Goal: To fulfill the duties, obligations and responsibilities of this office. I will be supportive of the policies of the union.

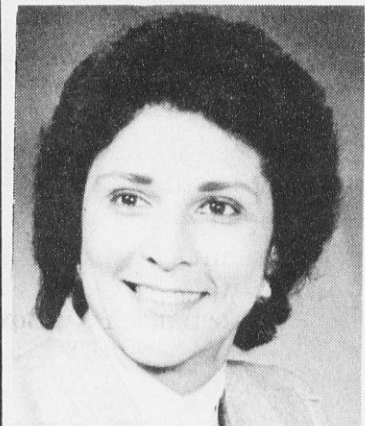
2nd VICE PRESIDENT



JACK GERAGHTY

I am seeking your support for re-election to office of 2nd Vice President of Region I. I have always supported the membership in the past. I submitted a proposal to the Statewide Political Action Committee to protect non-competitives. It was signed into law by the Governor in 1986.

3rd VICE PRESIDENT



NANCY HERNANDEZ

All who know me realize that I am a Union Activist; and committed to our Union members, whether County or State. As a Clerical, I have felt the effects of sex based wage discrimination, and as a Tier III member I abhor the inequities that permit persons to receive different benefits while completing the same job.

Photo Not Submitted

Photo Not Submitted



RALPH J. SPAGNOLO

The position of Regional President should be one of leadership and the voice of the membership.

The office of Regional President should be visible, accessible, and representative of the needs of the members.

When elected, I pledge myself to these principals.

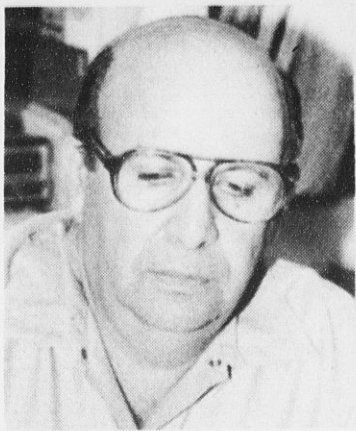
Please vote — your vote does count!!!

CHARLOTTE A. CORNELL
*(no statement or photograph submitted)

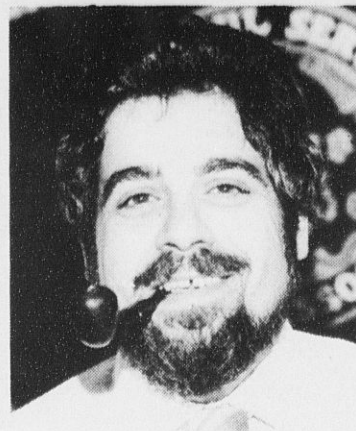
DANNY DONAHUE

*(no photograph submitted)

I am the only candidate for Region I President that is in Tier 4 of the Retirement System. All new members hired after 7/1/76 pay contributions to our pension. If the members that are under this system don't aspire to leadership roles in our union our voices will not be heard.



WILLIAM MACCARO SR.
I am currently President of CSEA Suffolk Local 852, and have been a union activist for ten years.
I have served as EAP of Local 852, President of Smithtown Unit, shop steward and a member of many committees and Third Vice President of Region I.
I want to represent you.



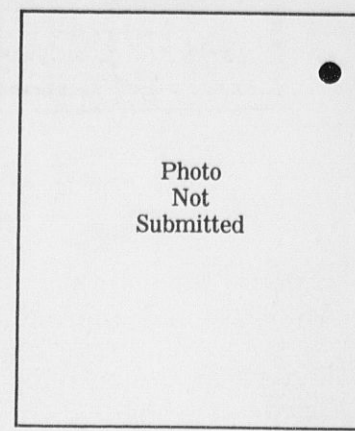
TONY RUGGIERO
I feel that the function of a region officer should be one of a liason, someone who will carry the members concerns to the Region President, the Statewide President, and the International Union. If you give me the chance I will maintain those lines of communication for you the member.



PATRICK HAHN
I ask for your support to elect me 4th Vice President of Region I.
Experience: Local President, State Board of Directors, AFSCME Delegate, Regional Executive Board, Local, Regional and State Committees.
Education: Suffolk County Community College, St. Joseph's College. Studied labor and business administration.
Let my experience and dedication work for you.

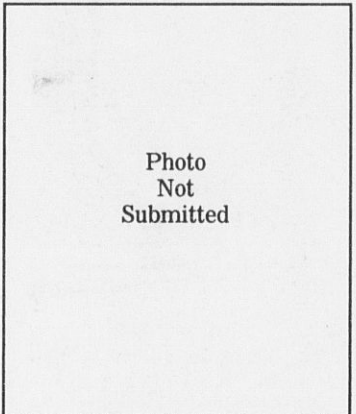


SECRETARY
DOROTHY GOETZ
*(unopposed)
FOCUS ON — DOROTHY GOETZ.
Dorothy, a CSEA active participant, is currently a full-time Unit President, a position held for 17 years. She was the first elected secretary for Region I, serving the membership for 15 years.
Dorothy is unopposed in this election and wishes to thank the members for their support.

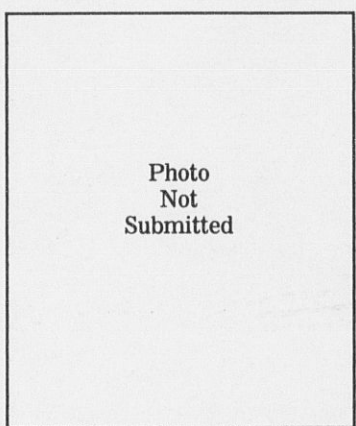


STEPHEN GOLDBERG
*(no photograph submitted)
Married, 35 year old Probation Officer from Nassau Local 830. Second VP of Local 830, President Probation Unit, CSEA/AFSCME delegate. Past President DSS Unit, where I instigated the pay equity lawsuit. BA Sociology, MS Criminal Justice. Opposed to progressive dues or dues increase of any kind.

4th VICE PRESIDENT



ROBERT WILLIAMS
*(no statement or photograph submitted)

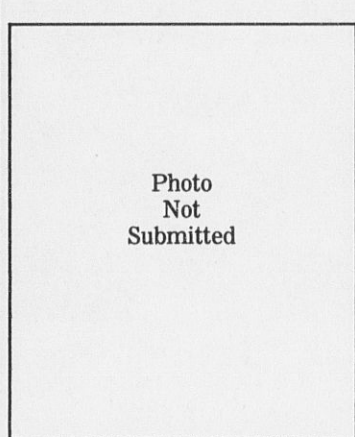


JOHN ALOISIO JR.
*(no statement or photograph submitted)



THOMAS GARGIULO
There is no substitute for experience. If WE do not fight to retain health insurance benefits, We have failed. We must stop contracting out, demand equal pay for equal work, and use political action to eliminate Tier 3. Seniority must be respected. Let's keep the union belonging to the members. Together we can make it happen.

TREASURER



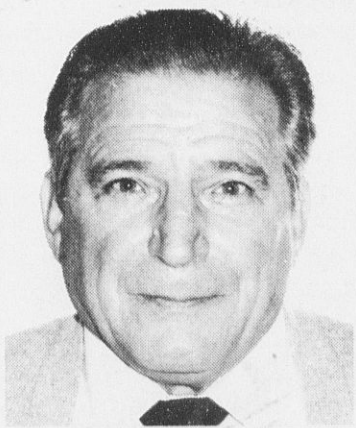
TANYA A. LOWE
*(no statement or photograph submitted)



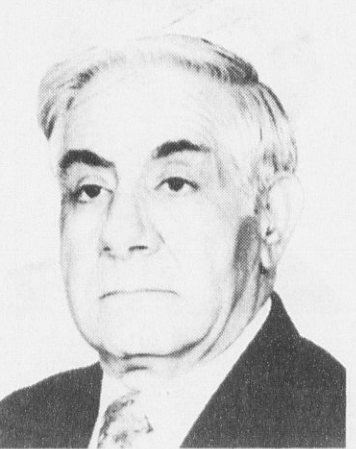
BARBARA ALLEN
I am the Treasurer of Local 404 -Central Islip Psychiatric Center, a position I have held for the past 4 years. Working as a Senior Account Clerk, I have the knowledge of General Accounting and Bookkeeping principles, which will be helpful in executing the duties of this office, if elected.



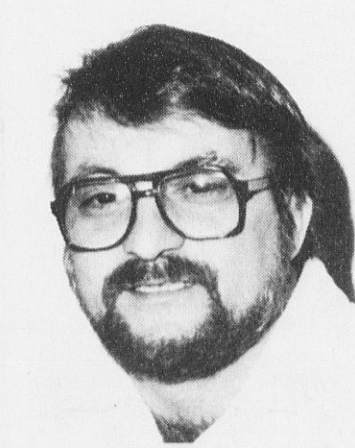
CAROL GUARDIANO
Member in good standing 15 years. DEDICATION, LOYALTY AND HONESTY are my first concerns to the members.
EXPERIENCE: 1st VP Local and Delegate; Statewide Board of Directors; Statewide Budget Committee; Statewide Membership Committee; Statewide PEOPLE Committee; Sites Committee; Chair Regional Membership and PEOPLE Membership; Member—regional Women's and Education Committee.



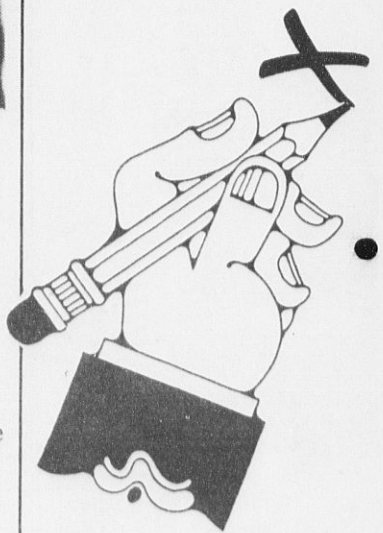
JOSEPH CIAVARELLI
Serving Second Term as Second Vice-President, Local 614 Stony Brook, through two different administrations. LUTI Trained Steward Instructor. Served on Local Committees and Boards. Has 41 years Combined Union Experience, CSEA and Building Trades. Recently appointed to Regional Minorities Committee. A Man of the People, who'll represent You.



JOSEPH T. LAVALLE
Let my experience speak for you! As President of LIDC Local 430 (a local I began 22 years ago), I have also served as a contract negotiator and as a member of the State Board of Directors. I have the knowledge, experience and skills to serve you as no other person can.



JAMES LAROCK
I have 24 years service with the State and CSEA. I have a BBA Degree from Dowling College and I'm presently the Treasurer and Delegate from Pilgrim Local 418. I am also the Treasurer of the Knights of Columbus, Council 4126. I feel I am highly qualified for this position.



METROPOLITAN REGION II

PRESIDENT



JIMMY GRIPPER

Dear CSEA Members Region 2:
I am honored to be on your ballot for Region 2 President. I seek this office so that I can serve you. I am the Democratic Candidate, and by far the most Experienced and Knowledgeable. I thank you for your vote, and support.
ELECT — GRIPPER.



GEORGE BONCORAGLIO

By working together we've achieved unprecedented results in Region II. The pride IS back. It's no secret that we are a force to be reckoned with.

We've accomplished a lot in building a strong foundation these last three years. More must be done. I appreciate the confidence you have placed in me.

1st VICE PRESIDENT

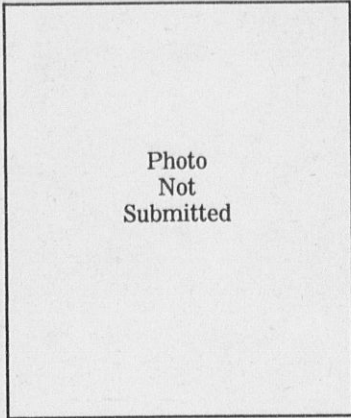


Photo Not Submitted

DENISE BERKLEY

*(unopposed, no statement or photograph submitted)

3rd VICE PRESIDENT

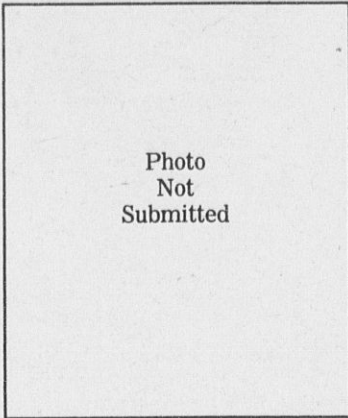
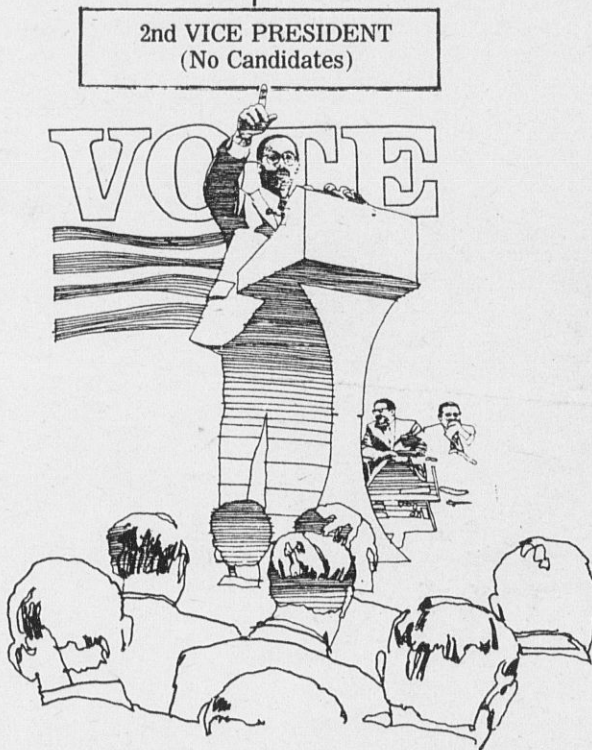


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DENIS TOBIN

*(unopposed, no statement or photograph submitted)

2nd VICE PRESIDENT
(No Candidates)



SECRETARY

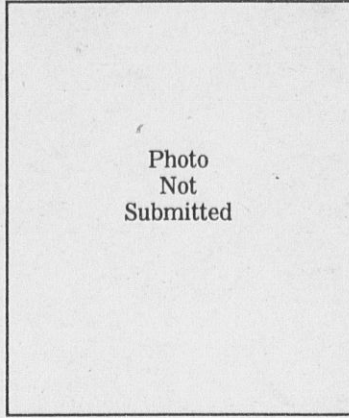


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HARRIET HART

*(no statement or photograph submitted)

TREASURER

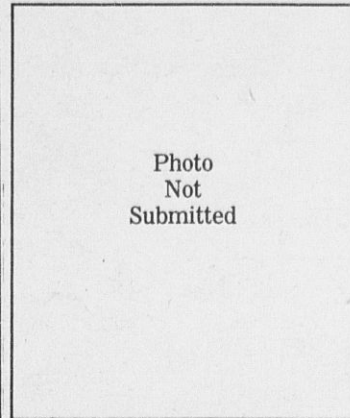


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SHARON KATZ

*(no statement or photograph submitted)



ANITA SCHIOWITZ

I have been a secretary for eighteen years and am proud of it. Times have changed since I began working to support my family, and there is need in our region now for a strong articulate secretarial representative. I plan to be that voice and urge you vote for me.

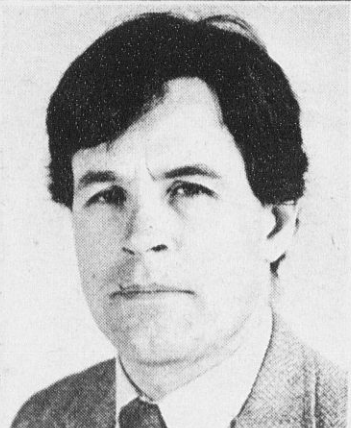


ELLIOT BERNSTEIN

I ask for your support in my candidacy for Regional Treasurer. I have been a local treasurer for five years and have cleared up the many problems my predecessors left. Having been a member of the Regional Audit and Budget Committee, I realized that our Region needs a strong and able treasurer.

SOUTHERN REGION III

PRESIDENT



SEAN EGAN

I consider the job of Regional President a position in which I am your tool. There to serve you.

You will determine our agenda.

When elected Region III President I will seek justice for the membership not only from management but from the union when necessary.

Exercise your privilege. Vote.



MARIANNE SHIPLEY

The Public Sector has refused to print in this statement my comments concerning union funds.

Fed up with the union snow job called comparable worth, nonexistent county representation, female pay discrimination, management Gestapo tactics at OMH/OMRDD? Vote for a tough woman President who will fight management, not internal wars.



PAT MASCIOLI

As the incumbent for Region 3 President, I will continue to work on your behalf towards labor management and union successes.

Working together the past three years has been very rewarding for all of us.

Let us together, continue to achieve the goals set for ourselves and this great union.

Thank you.



RAYMOND J. O'CONNOR

Extensive CSEA experience: Regional President, EBF Trustee, Unit President.

Led fight against outside interests to return union to membership.

Region III needs a fighter for a decent state contract, improved medical plans, binding arbitration and equal benefits for equal dues.

Elect RAY O'CONNOR, a proven leader, who will fight for you.



1st VICE PRESIDENT



SARAH L. JACKSON
I thank you for signing my petitions and my name will be on the ballot for 1st Vice President. I am qualified for the position, and can do the job. Thank you in advance for your support and vote. I will dedicate my time and energy in your behalf.

VOTE SARAH L. JACKSON.

2nd VICE PRESIDENT



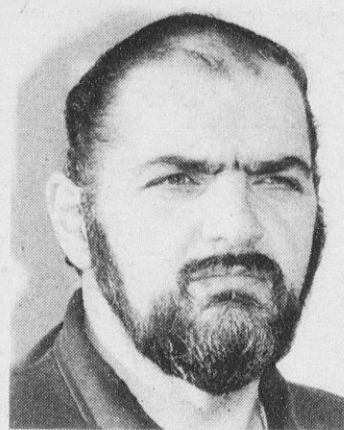
ROSE MARCINKOWSKI
*(unopposed)
Having been an active CSEA member for 25 and one-half years and having held office in the Local and Region capacity, I wish to continue to work for the membership. Representing people is my priority. I need your help to reach my goals. Let's be united and help one another.

SECRETARY



MADELIENE GALLAGHER
The office of regional secretary is the heart of communications. Properly developed the results are:
* Accurate, detailed accounting of regional meetings.
* Scheduled training for Local CSEA secretaries.
* Development of regional network system.
* Develop and maintain regional resource library.
I am committed to accomplishing this. Your vote can make this happen.

TREASURER

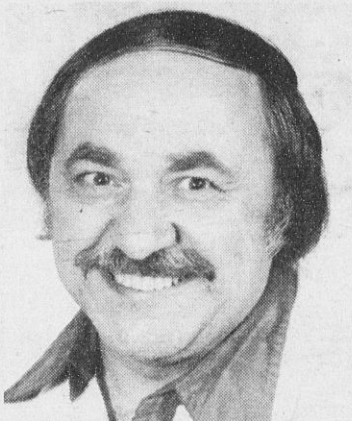


FREDERICK NERO
As Treasurer of Local 814, I, Frederick Nero, have been authorized to train Unit Treasurers. As a member of Region III Activist Team and co-chair of the Regional Education Committee, I understand the problems confronting our Region. We need an experienced Treasurer who will work hard for our members.



CLAIRE RUBENSTEIN
Treasurer, Rockland County Unit and Rockland County Local 844, 1983 to present. Other positions held: in Rockland County Unit—Secretary, 1979 to 1981, contract negotiations (2 times) Labor-Management Committee, Women's Committee, Health Insurance Committee; in Region III — Women's Committee, Chair of Budget Committee; author CSEA 1980 Pay Equity Resolution.

3rd VICE PRESIDENT



FRANK DELAURI
I am running for Third Vice-President of Region III because we need a stronger link between the State Locals and the subdivisions; such as schools, towns, counties, city, etc. I will work hard to bring these units together, because I feel in Unity there is strength.

Photo Not Submitted

JACK CASSIDY
*(no statement or photograph submitted)

CAPITAL REGION IV

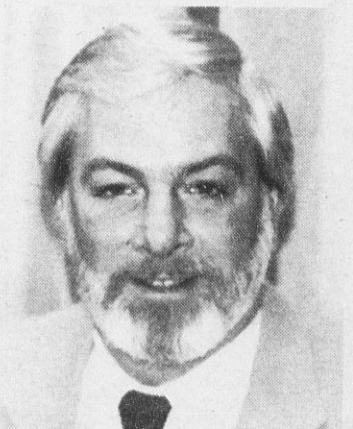
PRESIDENT



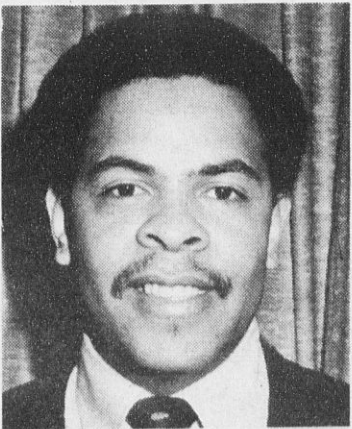
JUNE ROBAK
Make your vote count. Allow me an opportunity to represent you the membership in state/local governments. Elect an experienced 28-year union activist and a knowledgeable leader. My qualifications are: Board of Directors member, region Health and Safety, local president, vice-president, treasurer, delegate. I pledge to work for you.



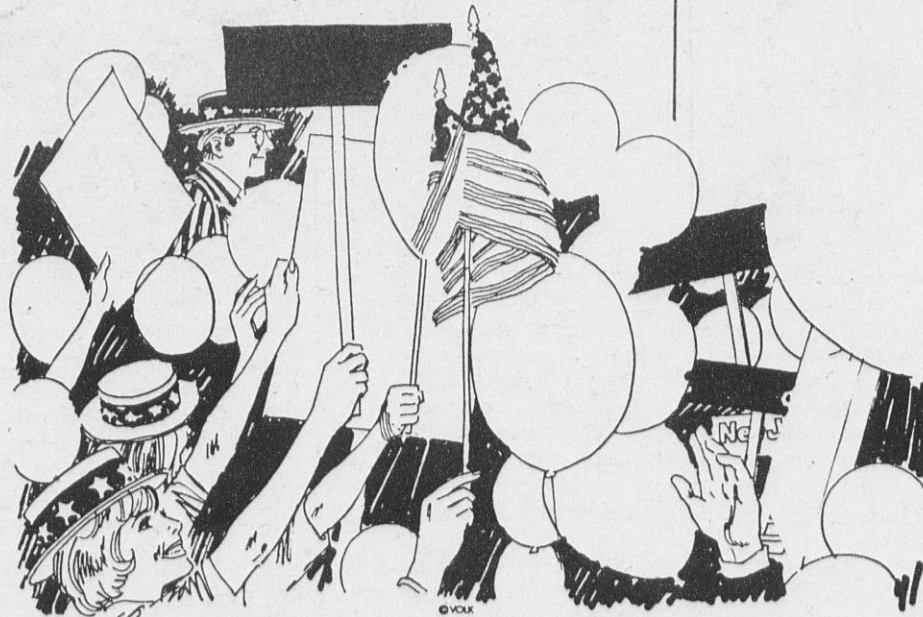
C. ALLEN MEAD
The region is a key ingredient in the delivery of quality CSEA representation to the 40,000+ workers we represent. During our term, quality representation and service has been a constant. Your support made it possible. Your continued support will make us even better. A union needs a team working together.



JEFF HOWARTH
My primary goal is to close the gap between County and State agencies. All members of the union have to be united to make the Region strong. The officer you elect should work with the President and other officers as a team—as I intend to do. Thank you.



JOHN E. LOWERY
Over the last 6 years, I have been fully involved in CSEA, at one level or another.
1981 to present—elected President, DFY Local 554;
1983—Elected to CSEA Board of Directors:
1986—Appointed 3rd Vice President, CSEA Region 3;
1986—Sargeant at Arms, CSEA Board of Directors;
1982 to present—Statewide Methods and Procedures Committee.



1st VICE PRESIDENT



BARBARA L. SKELLY
As a union member you are facing an important decision. Electing your leaders. When you receive your ballot think! What do you want in an officer? Strong beliefs. Independent thinking. And action so that your voice — you the member — will be heard and fairly represented.



KENNETH KLEMP
Vote for a candidate who will not disappear after Election Day!
As a Local President, member Board of Directors and Statewide Labor Management Committees, my first concern has always been to serve the members. I hope you will give me this opportunity to serve more of you by electing me to this office.

SECRETARY

Photo Not Submitted

PEG BUKO-FARBER
*(no photograph submitted)
As of 1983, I have been serving as Local President of the Department of Mental Hygiene as well as Secretary to both the OMH and OMRDD Statewide L/M Committees. I am running for Regional Secretary as I feel the Region needs a change. I would appreciate your support.



BARBARA A. STACK
As Treasurer, I have consistently demonstrated genuine concern for welfare of the membership and my commitment to responsible, conscientious, management and expenditure of Union funds.
With your support of my reelection, I shall continue through effective leadership and performance of Office to assist the leaders and members of this Region.



3rd VICE PRESIDENT



JOAN TOBIN
I ask your support and vote for First Vice President of the Capital Region.
As the incumbent, I have had the opportunity to work with many of you. I would like to continue to assist in the efforts to improve the lives of our members.
Thank you for your past confidence.



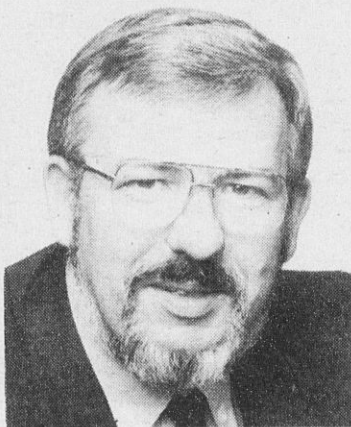
LOUIS J. ALTIERI
I, Lou Altieri, a candidate for re-election as Region IV 3rd Vice President, would appreciate your support. As a member of the Board of Directors, Coordinator of County and School Committees and a 29 year member of CSEA, I am no stranger to union activity. Yours in unionism.



JUDY REMINGTON
As the incumbent for Region 4 Secretary, I thank each of you for your continued support during my term. I will continue to keep you informed, work with everyone, and be available to discuss issues. You and I need to work together towards making our union a better union!

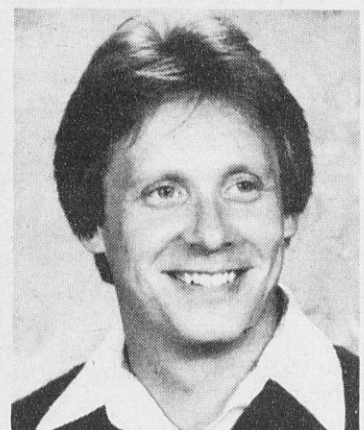
CENTRAL REGION V

PRESIDENT



JAMES J. MOORE
You have shown your confidence in me by electing me to a variety of union offices for 16 years, the last 11 years as Region President and Statewide Vice President. I want to demonstrate my commitment to you by continuing to work for your best interests as your Region President. I appreciate your vote.

EXECUTIVE VICE PRESIDENT



JON PREMO
Get the "dead wood" out of CSEA. Today, management wants it all; it appears that CSEA lays back and lets them have it. New blood, new ideas and a shake up ... that's what's needed. You want the crap to continue—then vote for the same people. You want something better ... vote for JON PREMO.

2nd VICE PRESIDENT



CARMEN BAGNOLI
During my many years of leadership in CSEA my jobs have demanded dedication and initiative.
Currently serving as Chairman of the Statewide Constitution and Bylaws Committee and my 4th term as President of Region IV largest Local provides me with the administrative skills necessary to serve as 2nd Vice-President of Region IV.



FRAN WILUSZ
It's time for you to be heard. If elected I will be there to voice your needs.
My experiences includes: multi-term President, Wilton Developmental Center, and Region Executive Committee both statewide and region PAC and Directors Budget Committee.
A vote for me will bring new ideas and a change.

TREASURER



FRAN JEFFRESS
As current President and former two term Treasurer of the Education Department, I am familiar with the fiduciary responsibilities of this position. Service on Region IV Budget and Audit Committees have given me an insight into regional financial accountability and I am ready to assume these obligations as Treasurer.



MARK L. HOUCK
When elected, I will work for lower dues, better contracts, and improved services to assure our union a strong voice in your community and statewide.
I pledge to work with you; providing knowledgeable, forceful and more democratic union leadership.
MARK YOUR BALLOT FOR HOUCK



KATHY COLLINS
As President and activist of my Local, I have dedicated my time by helping members for 11 years. As Executive Vice President, I will bring new energy, enthusiasm, knowledge, experience and responsibility to the position.
My goal is to work for all members and stand up for what you believe.



PAT CRANDALL

I am running for re-election to keep the good working relationship of Officers in the Region. With my involvement with both local government and state I understand the problems of all members. Communication to locals and members is the key to success and we have worked hard for this achievement.

3rd VICE PRESIDENT



DALE KING

My qualifications for this position are clear.

I am currently serving as appointed 3rd Vice President of Region V and President and Board Member from Onondaga Local 834, 4,700 members strong. I am committed to providing the service our members need. I have proven I can do it.

TREASURER



MAUREEN MALONE
*(unopposed)

As the Treasurer Elect, I would like to thank all the members throughout Region V. The Re-election of Jim Moore, President, Patricia Crandall, Executive Vice-President and Dale King, Third Vice-President will enable an experienced "team" of officers to lead Region V members for the next three years and keep us #1.

WESTERN REGION VI

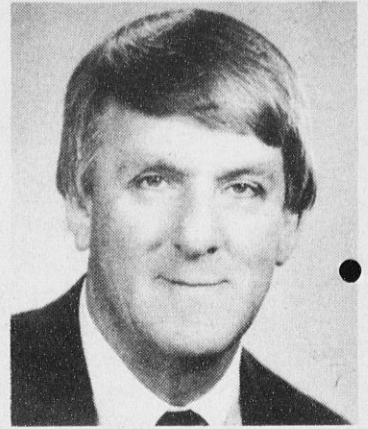
PRESIDENT



DOMINIC SPACONE

I have served OUR UNION in many capacities for more than twenty years and feel totally confident in my ability to deal with problems in the State and Local Government Divisions of OUR UNION.

I urge you to VOTE for accessible Leadership that will function FIRST AND FOREMOST for all the membership.



ROBERT L. LATTIMER

My involvement in CSEA has been both exciting and frustrating. But I'm most proud of our progress in Region 6. The key to our success is knowledgeable, articulate, and effective leadership. I need your help and vote, so that together we can meet tomorrow's challenges. Thank you!

1st VICE PRESIDENT

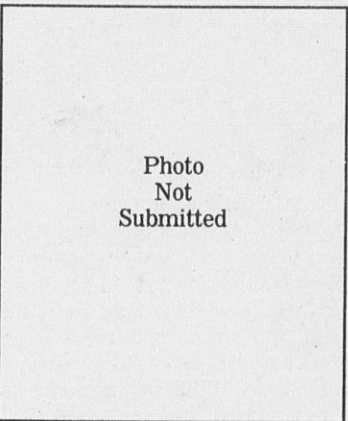
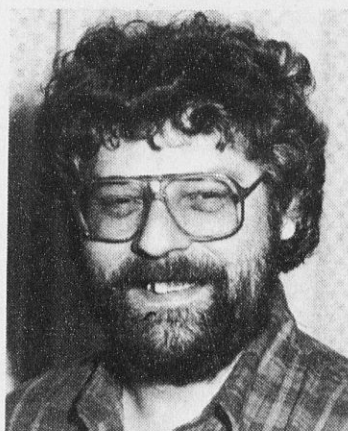


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DOLORES HERRIG
*(unopposed, no statement or photograph submitted)

2nd VICE PRESIDENT



MARK SMACHER
*(unopposed)

A union needs a innovative and progressive leadership. Not only does a union need to aggressively work for the present rights of its membership, a union needs to prepare for the future.

I know that I can be a contributor to CSEA's cause and I thank you for considering me.



CHRIS CARLETTA
"EXPERIENCE, DEDICATION AND COMMITMENT" ... Qualities that I offer you, when elected Third Vice-President.

- * Officer Rome Developmental Center 8 years.
- * Co-Chair Regional Women's Committee.
- * Statewide Member Joint Committee Health Benefits.
- * Member 1985-1988 Contract Negotiating Team.

My experience, sincere dedication, strong commitment will be YOUR VOICE as Third Vice President, Region V.

1st VICE PRESIDENT



FLORENCE TRIPI
*(unopposed)

I am a candidate for the First Vice President of Region VI. I have made a total commitment of time and energy to all Region VI membership. I ask for your continued support. Thank you.

2nd VICE PRESIDENT



MARIE A. PRINCE
A STRONG UNITED UNION has officers whose commitment to all of the MEMBERS is unquestionable. If elected, I will give more of what I have already given; diligent service directed toward all of our MEMBERS.

SECRETARY

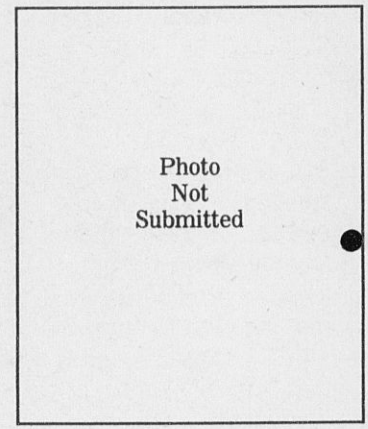


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CANDY SAXON
*(unopposed, no statement or photograph submitted)

RECORDING SECRETARY



DOROTHY PENNER-BREEN
*(unopposed)

I am seeking the office of Recording Secretary for Region V. I feel that I have the qualities and experience to execute the duties of this office and to maintain the high standard of performance that was established by the out going Recording Secretary, Helen Hanlon.

3rd VICE PRESIDENT

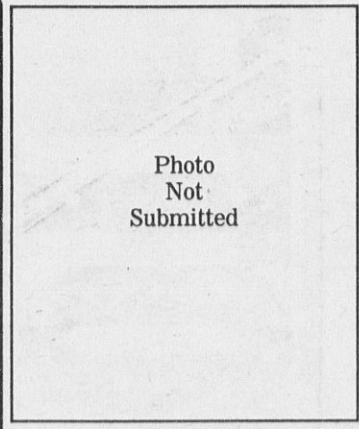


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THOMAS J. WARZEL
*(unopposed, no photograph submitted)

The last three years have been very challenging for me. I have met that challenge though, by being acquainted with all facets of an issue, and making a sound decision, based on the facts.

Although running unopposed I hope that I could still count of your support with your vote.



SARA SIEVERT

As incumbent Second Vice President of Region VI I ask your support in my re-election bid. I have been a CSEA activist since 1965 and held many positions on the Local, Region, and Statewide level. As an Officer of Region VI, I have always been available and willing to assist all members.

TREASURER



JAMES V. KURTZ
*(unopposed)

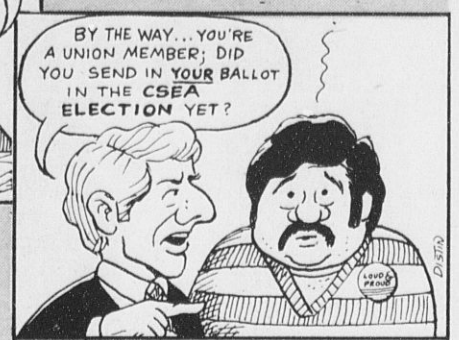
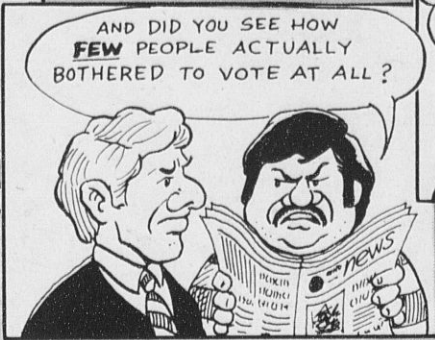
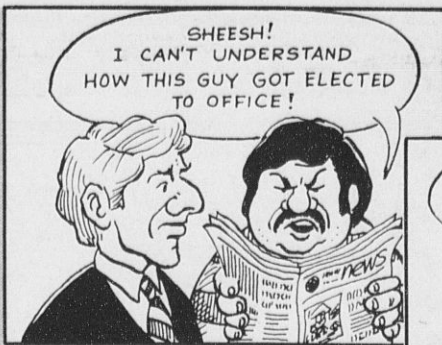
As the incumbent Region VI Treasurer, I wish to thank everyone who signed my nominating petitions. It has been my pleasure to serve the Region and assist the Locals and Unit Treasurers for the past three (3) years. I appreciate your support and pledge to continue efforts on your behalf.

Board seats

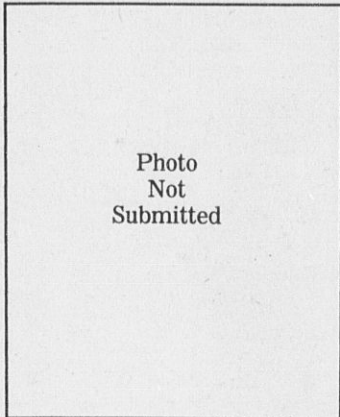
A special election to fill three vacancies on CSEA's statewide Board of Directors involves vacant Board seats representing the state Executive Department, Mental Hygiene Region I and Dutchess County.

In addition to races for those three vacant Board of Directors seats, unopposed candidates for two other Board vacancies have been declared winners without necessity of an election. Uncontested newly named members of the Board are George Kohler of Chautauqua County and Patricia Labrozzi of Herkimer County.

Candidates for the challenged seats were invited to submit 50-word statements and/or photos for publishing in this edition of *The Public Sector*. Statements and/or photos submitted are printed below. In some cases material was deleted from statements to comply with the length restriction.



MENTAL HYGIENE REGION I



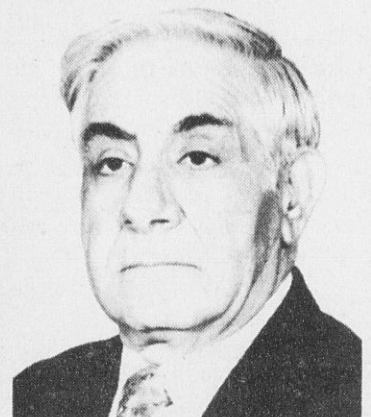
Robert Williams
(no statement submitted)



Pat Hahn
As your Mental Hygiene Representative, I know the issues and problems that are facing OMH and OMRDD and have initiated efforts to help resolve some of them. I have three years experience as your representative in Albany. I am President of Local 418 at Pilgrim Psychiatric Center. I ask for your support to continue the fight.



Al Henneborn
I am Local CSEA President at Central Islip Psychiatric Center. I serve on the Statewide Labor/Management and Safety & Health Maintenance Committees. I am aware OMH has many problems and if elected, will work to rectify them. My main objective is to see that ALL members of OMH -Region I are represented.



Joseph T. Lavalle
Let my experience speak for you! I offer 31 years of State Service experience to serve you. I have also served as a contract negotiator and as a member of the State Board of Directors. If elected I WILL be concerned as to how our dues are spent. I WILL regularly report to you as to what has transpired at the board meeting and I WILL actively seek your opinions and suggestions on issues.

EXECUTIVE DEPARTMENT



Netha DeGross
Parole Local President since 1983, member of Statewide L/M Committee.

Due to the complexity of the Executive Department, regular communication has been lax.

When elected, I promise to work with the other Executive Representatives to establish a more effective line of communication between you and your Statewide Representatives.



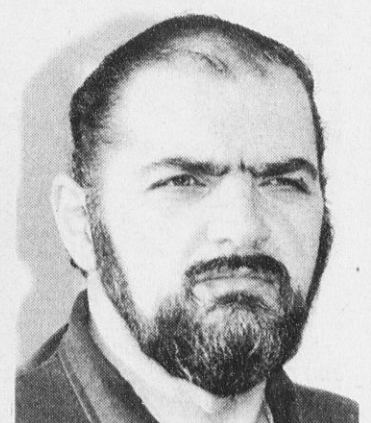
Leroy Holmes
LEROY HOLMES: Twenty two years of experience as a Representative, Vice-President and President of Local 660. Attended courses in Labor Relations, Parliamentary Procedures and OSHA. Has served on several Statewide committees. A man of Record, Knowledge and Dedication. Always ready to serve.



DUTCHESS COUNTY



Barbara J. Hogan
As a Union member and officer for nearly 20 year, I am looking forward to giving the best representation possible on the Statewide Board of Directors to ALL the Units that make-up our Dutchess County Local.



Frederick Nero
I, Frederick Nero, am running for Local 814's Board seat for the same reason I became a Unit President; Local 814's 2nd VP; Treasurer; member of Local's PAC and Regional Activist Team. The business of the union is serious and Local 814 needs a serious voice in Albany.

FIRED UP IN AUBURN

This is probably the largest, most significant decision ever rendered for CSEA members in Cayuga County.

AUBURN — An arbitrator has struck down as illegal a hiring-layoff cycle used by the City of Auburn and awarded six employees more than \$32,000 in back pay. His decision was later confirmed by a state Supreme Court judge.

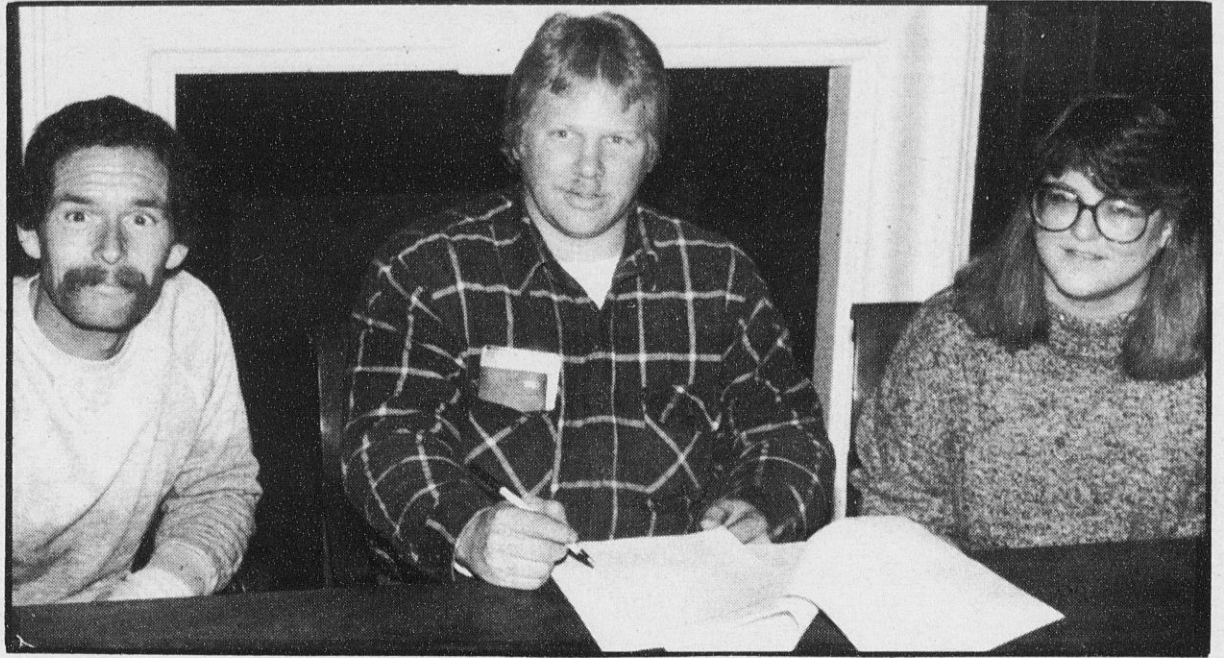
The part-time, seasonal and temporary employees who won the decision had been subject to short-term hirings, layoffs without explanation and then re-hiring. Because they worked for less than six months consecutively, they were not able to become members of the Auburn City Unit of Cayuga County CSEA Local 806 and benefit from contract protection.

Auburn City Unit President Jack Leonard applauded the decision.

"This is probably the largest, most significant decision ever rendered for CSEA members in Cayuga County," he said. "It was a fair and just decision, and certainly points out the value of union representation when contract terms are violated."

The union became involved in October 1985, when Patricia Lupien, then unit president, filed a grievance alleging the city was violating the contract. After the three-step grievance process failed to resolve the situation, the union asked that it go to arbitration, according to Leonard.

The union said the employees were not temporary, seasonal or part-time employees as defined by the contract and therefore



SHARING THE GOOD NEWS of an arbitrator's decision awarding more than \$32,000 in back pay to six City of Auburn employees are, from left: Ed Pines, named in the award; Unit President Jack Leonard; and Sharon Franceschelli, who also shared in the award.

they should become union members.

Each employee went through variations of the hire-layoff-rehire cycle. They also worked in different departments.

For example, one employee was hired as a part-time worker, but worked full time and was transferred to a new department after two and a half months. A year later he was ordered to take a week off without pay

and was given no explanation. His civil service record shows he was "terminated," then "rehired" a week later. In another year, he took some personal time, but his record shows he was "laid off" and "reinstated" two weeks later. He was again told to take a vacation, but his record showed he "resigned" and was reinstated a week later. He was eventually made a permanent employee.

CSEA Region V Counsel Earl Boyle argued in arbitration that the city repeated its pattern of hire, layoff and rehire to avoid the terms of its contract with the unit.

Arbitrator Norman Brand said in his summary that the question was over the definition of temporary, part-time and seasonal employees; the union used the definition in the contract, while the city was using civil service definitions.

"My sole authority is to interpret the contract," he said. "I can only determine whether they are 'employees' covered by the contract and therefore entitled to contract benefits."

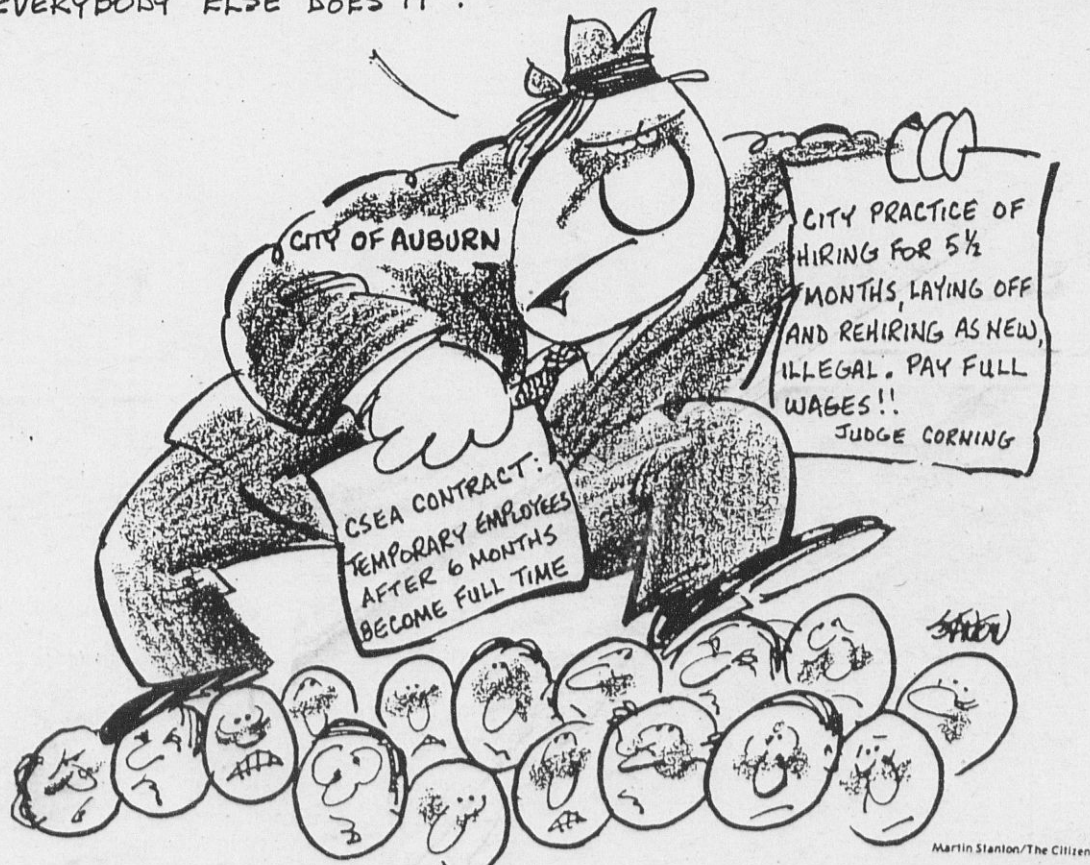
Calling the city's practice in the case of one employee "essentially sham transactions," the arbitrator said the workers had been wronged.

"The city breached the contract by failing to accord workers full-time status," he said. "All are entitled to all back pay and contractual benefits for 60 working days before Oct. 24, 1985."

The city lost its appeal of the October 1986 decision in state Supreme Court.

"The six employees asked that we acknowledge the efforts of former Unit President Pat Lupien," Leonard said. "She went to bat for them, filed the initial grievance and 180 city employees should be thankful to her."

EVERYBODY ELSE DOES IT!



The above cartoon appeared in the Auburn Citizen newspaper and is reprinted here with permission.