

# in Public SECTOR

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

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(ISSN 0164 9949)

Vol. 8, No. 25  
Monday, December 16, 1985



**DO SOMETHING NICE FOR NEW YORK, WRITE YOUR SENATORS**

## 'It's about time for Washington to do something' for state barge canal

ALBANY—CSEA members are being urged to write U.S. Senators Daniel Patrick Moynihan and Alfonse D'Amato in support of a bill which authorizes the federal government to pay half the cost of maintaining, operating and reconstructing the State Barge Canal, the country's only state-owned waterway.

CSEA Barge Canal Local 502 President Frank Zammiello Jr. notes the 1985 Water Resources Act has already passed the House of Representatives and is awaiting action in the Senate.

New York's Department of Transportation estimates about \$200 million is needed for reconstruction work on the canal. The state currently spends \$21 million a year to maintain and operate the system.

Zammiello notes the waterway has not received any federal funds since 1932, and says "it's about time for Washington to do something."

"The canal is not only an historic achievement, it is also important today for both commercial and recreational navigation," he added. An estimated 109,000 pleasure boats use the canal each year.

Zammiello urges CSEA members to fill out the coupons and mail them before Dec. 31 to Senators Moynihan and D'Amato.

Sen. Daniel Patrick Moynihan  
Russell Senate Office Building  
Room 464  
Washington, D.C. 20510

Dear Senator Moynihan:

The New York State Barge Canal system is a valuable resource for our nation. I urge you to vote "YES" in support of the Water Resources Act—Bill No. S-1567.

Signed: \_\_\_\_\_

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

Sen. Alfonse D'Amato  
Hart Senate Office Building  
Room 520  
Washington, D.C. 20510

Dear Senator D'Amato:

The New York State Barge Canal System is a valuable resource for our nation. I urge you to vote "YES" in support of the Water Resources Act—Bill No. S-1567.

Signed: \_\_\_\_\_

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

CSEA's Board of Directors has adopted a new spending plan for the union's fiscal year which ends Sept. 30, 1986. The Board adopted a \$32.7 million budget which projects \$32.7 million in income, \$34.5 million in expenses, and a \$1.8 million deficit.

CSEA Comptroller Dave Stack noted that a \$3 million deficit was initially projected before CSEA instituted cost-cutting measures which have held the line on expenses.

**Season's greetings  
from officers and staff of  
the Civil Service Employees  
Association**



# 'Contracting out . . . we'll fight it,' Mead tells Region IV union leaders



"CSEA IS AGAINST contracting out," Region IV President C. Allen Mead tells attendees at recent meeting of region leaders.

## Committee studying methods to combat contracting out

By Daniel X. Campbell  
CSEA Communications Associate

WATERFORD — CSEA Capital Region President C. Allen Mead took a firm stand against the growing threat of contracting out, telling attendees at a recent CSEA Region IV monthly leaders meeting here, "Let me make it clear and simple. CSEA is against contracting out and will fight for our members' jobs and for bargaining unit positions."

Mead also said that Region Director John D. Corcoran has been appointed to a committee to investigate contracting out and how to combat it.

"We want management to understand our position of this topic. We know that contracting out doesn't work, and we're going to fight it," Mead said.



JÉAN MYERS, former CSEA member and activist, tells Region IV leaders about advantages of joining the State Employees Federal Credit Union.

## Area's best interest rates waiting for you at SEFCU

Although the State Employees Federal Credit Union (SEFCU) is paying higher interests rates to its members than all banks in the Capital District Region, many public employees may be losing out because they are not aware of SEFCU.

That was the basic message from representatives of SEFCU to attendees at a recent CSEA Region IV monthly leaders meeting here.

"Public employees should avail themselves of every opportunity to participate in their credit unions because the more they participate, the better their own borrowing power and interest-earning capabilities," said former CSEA member and long-time activist Jean Myers, who is a member of the SEFCU Board of Directors.

SEFCU Marketing Specialist Meg LeFrank noted, "Membership is open to New York state employees, retirees, and their entire families in Albany, Columbia, Greene, Rensselaer, Saratoga, Schenectady, Warren, Washington and Onondaga counties."

Both representatives emphasized SEFCU is currently paying 7 percent on SHARE savings accounts, 7 percent on SHARE checking accounts with balances of \$250 or more, and "The Mint," a money market account based on the Federal Treasury bill rate. SEFCU also offers car loans, home mortgages and a full line of consumer loans. Interested

individuals may contact SEFCU at (518) 869-9523.

In another financial-related presentation, Dime Savings Bank representatives Bob Myer and Mark McQuade spoke about the availability of IRA payroll deduction services through their organization.

## Rondout Valley Central cafeterial employees OK 23.5% in 3-year pact

RONDOUT VALLEY — CSEA-represented cafeteria workers in the Rondout Valley School District recently approved a contract which provides 23.5 per cent salary increases over the next three years, and improvements in uniform allowances, seniority and longevity.

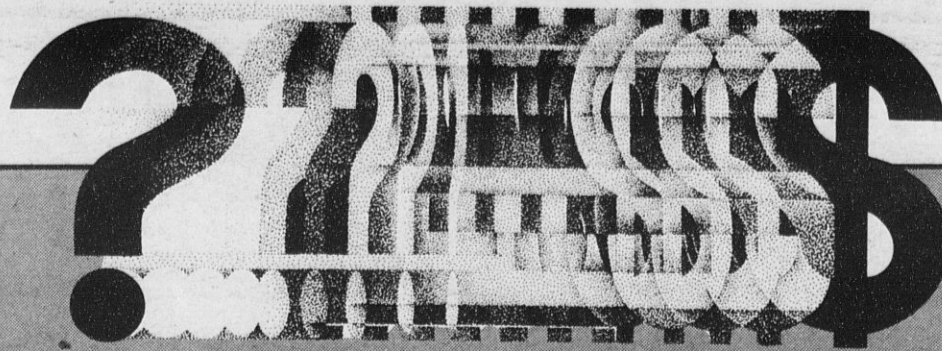
CSEA Field Representative Steve Chanowsky said the workers, members of Ulster County Local 856, received an 8.5 percent increase retroactive to last July 1, an 8 percent hike next July 1, and 7 percent on July 1, 1987.

Members of the negotiating team included Eileen Grajewski, Vera Kniffen, Unit President Doris Embree, Nancy Smith and Shirley Anderson.



RONDOUT VALLEY SCHOOL DISTRICT Board President Wayne Kelder signs 3-year pact covering cafeteria workers. Seated next to Kelder is Shirley Anderson and Unit President Doris Embree. Standing are CSEA Field Rep Steve Chanowsky; Ulster County Local 856 President Sean Egan, School Superintendent Ross O'Sullivan, and Unit members Eileen Grajewski, Vera Kniffen and Nancy Smith.





# HEALTH INSURANCE QUESTIONS AND ANSWERS

CSEA has received many questions from members concerning the lack of specific information in the "Guide to Health Insurance Options" prepared by the NYS Department of Civil Service. In particular, employees are asking for a comparison of services offered by The Empire Plan and specific HMOs. In the next issue, The Public Sector will publish brief descriptions of services comparing the coverage of The Empire Plan with the coverage of nineteen HMOs throughout New York state and neighboring New Jersey and Connecticut areas. You'll be able to judge for yourself how The Empire Plan compares with HMOs in your area on a service-by-service basis.

**Since the Insurance Option Transfer Period has been extended to January 31, 1986, what will happen if I don't change options before December 31, 1985?**

If you are in either the GHI or Statewide Option now and do not select an HMO before December 31, 1985, you will be automatically covered under The Empire Plan as of January 1, 1986. If you decide in January that you would rather be covered by an HMO, you can change to an HMO during January. Also, if you are in an HMO now and do not select to change to Empire before December 31, 1985, you will continue to be covered by your HMO; if you decide in January to change from your HMO to The Empire Plan, you may do so in January. Option changes made in January may result in slight delay in processing the proper health insurance payroll deduction amount, depending upon which option you select.

**I still have not received my Empire Question and Answer and Highlight booklets, how can I get copies?**

All Empire Plan informational literature should be available from your Personnel Office. If your Personnel Office needs additional copies they may request them from The Civil Service Department Health Insurance Section.

**When will I get my new Empire Plan Identification Card?**

Your new Empire Plan (Blue Cross/Metropolitan) Identification Card will be distributed to you by your agency/employer during December.

**The Empire Plan had to have at least as many participating providers as GHI has; how many participating providers has Metropolitan signed up so far?**

As of this date, Metropolitan has signed up 14,700 Doctors, Chiropractors and Podiatrists; also over 5,000 nurses have enrolled as Empire Plan participating providers.

**When will I get my directory of Participating Providers?**

Your directory will be distributed by your agency or employer in late December.

**Before I receive my directory, how can I determine if my physician or provider has chosen to participate in The Empire Plan?**

Until the directory is printed, you may wish to call your provider's office and ask if he or she has joined.

**My provider misplaced the Metropolitan request to join Empire; how can he/she get another contract or more information?**

Have your provider complete the coupon provided below and return it to Dr. Entmacher at Metropolitan. ✱

**My provider lives/practices outside of New York State; can an out of state provider become an Empire Plan Participating Provider?**

Yes. Have your provider return the coupon provided below to Metropolitan. ✱

**Can a provider join Empire at any time?**

Yes, although if he/she does not join before the first Directory is printed, he or she will have to wait until the next Directory is printed.

**If my provider doesn't join or if I see a non-participating provider, do I still have coverage if I'm enrolled in Empire?**

Yes. If you use a non-participating provider you are covered under The Empire Plan Major Medical portion.

**What is the advantage in using an Empire Plan Participating Provider?**

You can use any provider you want but if you use a Participating Provider, you will have **no deductibles or co-payment out of pocket expenses**. This means you will receive paid-in-full benefits by using a Participating Provider.

**Do I have to use any particular hospital if I'm covered by The Empire Plan?**

No. You can use any hospital you wish.

**I'm enrolled in an HMO. What happens if I visit a doctor or use a hospital that is not recognized or certified by my HMO?**

In almost all cases, failure to use an HMO physician or if a hospitalization is not arranged by the HMO, it will result in a denial of payment by your HMO.

**If I want to get a consultation with a specialist or to have surgery done by a surgeon or specialist that does not belong to my HMO, what will my HMO pay for?**

If you use a provider that does not belong to your HMO or if your HMO does not authorize you to see or receive care from such a provider, no payment will be made.

**If I join an HMO, will chiropractic care be a covered benefit?**

No. HMOs do not provide coverage for chiropractic care.

**Before I go to a hospital emergency room, do I have to receive approval from my HMO?**

With a few exceptions you must receive prior approval from your HMO to visit a hospital emergency room. Failure to do so could result in a denial of payments by your HMO.

**If my HMO allows me to go to the emergency room at the hospital they use, will I have an emergency room deductible?**

Some HMOs require a \$15 to \$25 emergency room deductible if you are not hospitalized; check with your local HMO to see if they impose this deductible.

**Is podiatry care provided by HMOs?**

Some HMOs do not provide podiatry care; check with your local HMO to see if they include or exclude podiatry care.

**Are doctor's office visits covered under the Empire Plan?**

Yes. Visits to an Empire Plan Participating Doctor are paid in full; visits to non-participating doctors are subject to deductible and co-payment requirements.

**Do HMOs provide coverage for physical therapy?**

Yes, although some HMOs will cover only short term physical therapy.

**How can I find out exactly what an HMO covers and what limitations may apply?**

Ask your HMO for a sample **policy or contract** that the HMO would give you or make you sign if you joined that HMO.

**What will Local Government employees currently covered by either GHI or Statewide Options have to pay for the Empire Plan?**

Employee premium contributions — if any — are subject to negotiations. Refer to your local government collective bargaining agreement to determine what, if any, premium contributions are required.

**If I met all or part of my GHI or Statewide annual deductible requirements during October, November or December of 1985, can I apply all or part of the deductibles against my 1986 Empire Plan deductibles if I use a non-participating provider?**

Yes. Any covered Medical Expenses the Employee incurs for an Enrollee in the Family during the last three months of a Calendar Year which are applied to the Annual Deductible for the Calendar Year for that Enrollee will also be applied to the Annual Deductible for the Enrollee for the next Calendar Year.

**If I have an Empire Plan family policy and I'm the only one to receive medical care, do I have to meet the \$390 family deductible or the \$130 single deductible?**

If a non-participating provider is used, care for one person would require only a \$130 deductible; if two persons under a family policy received care from non-participating providers, each one would have to meet \$130 annual deductible for a total of \$260. If three or more persons covered under a family policy received care from a non-participating provider, the maximum family deductible would be \$390.

**If I use an Empire Plan participating provider, what will my out of pocket expenses be?**

None; the use of an Empire Participating provider will result in paid in full benefits to you.

**If I use a participating doctor for routine pediatric care, is the cost of the vaccine or immunization covered?**

The cost of vaccines or injectable substances are not covered but the cost of the office visit is covered in full.

**How long do I have to submit claims incurred in 1985 to GHI or to Metropolitan after The Empire Plan goes into effect?**

Any claims you incurred while covered by either the GHI or Statewide Options must be submitted to the appropriate carrier (GHI or Metropolitan) before March 31, 1986.

✱ Paul S. Entmacher, M.D.  
Vice President and Chief Medical Director  
Medical Division Area 16X  
Metropolitan Life Insurance Company  
One Madison Avenue New York, New York 10010

Dear Dr. Entmacher:

I am interested in becoming an Empire Plan Participating Provider. Please send me a Participating Provider Schedule of Allowances, A Fact Sheet, copies of the agreement form and a Physician Information Sheet.

Physician/Provider's:

Name \_\_\_\_\_

Address \_\_\_\_\_

Telephone \_\_\_\_\_

Specialty \_\_\_\_\_



# Public SECTOR

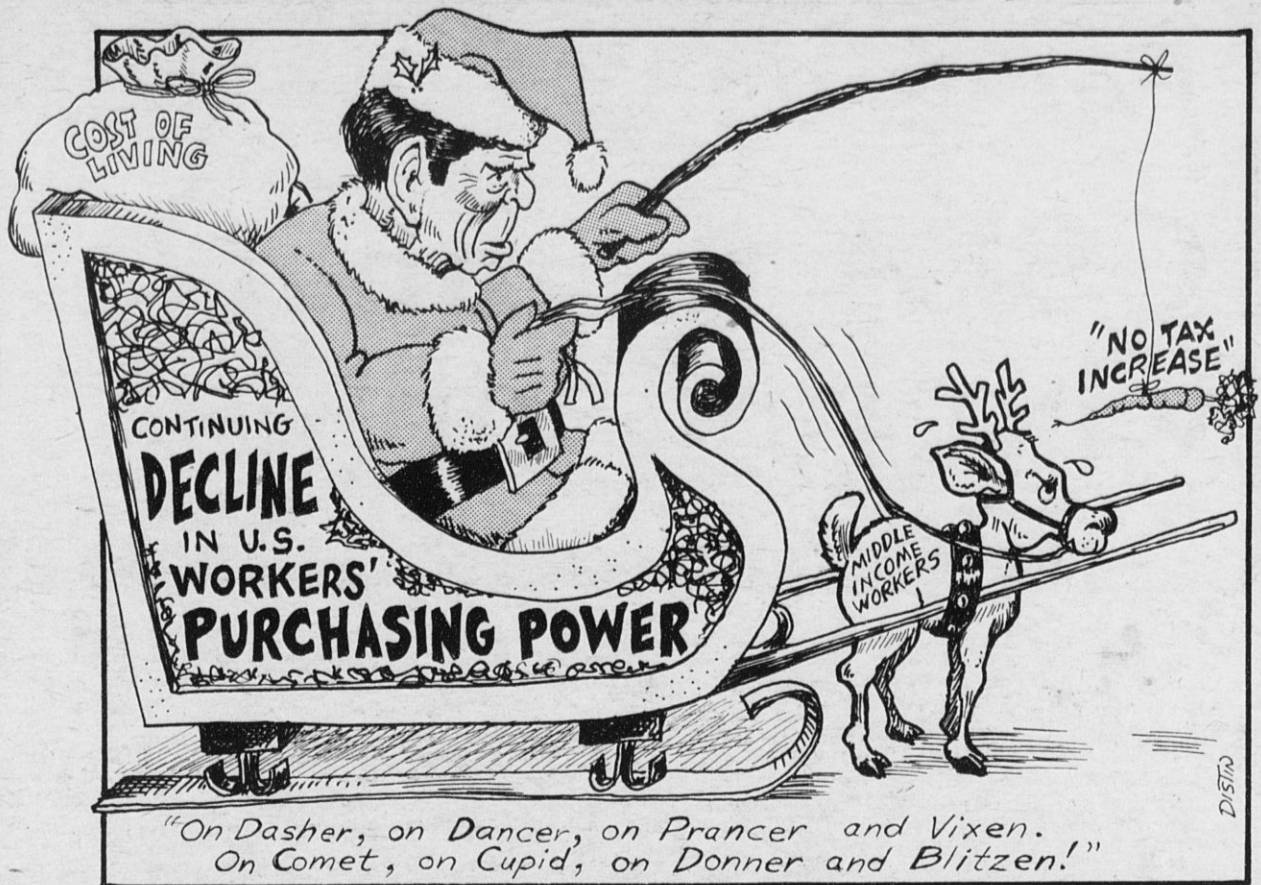
Official publication of The Civil Service Employees Association Local 1000, AFSCME, AFL-CIO 143 Washington Avenue, Albany, New York 12210

The Public Sector (445010) is published every other Friday by The Civil Service Employees Association, 143 Washington Avenue, Albany, New York, 12210.

Publication Office: 143 Washington Avenue, Albany, New York, 12210. Second Class Postage paid at Post Office, Albany, New York.

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Address changes should be sent to: Civil Service Employees Association, The Public Sector, P.O. Box 7125, Capitol Station, Albany, New York 12224.



## CSEA Info Day conducted at Empire State College

SARATOGA SPRINGS—A CSEA Information Day was held recently for CSEA members who work for the Empire State College system throughout the state. The program was held in conjunction with the college's 2-day annual meeting here.

Empire State College CSEA Local 641 President Judy Remington said, "This meeting provided us with an opportunity not to just communicate but also to educate our members about changes in benefits and services available to them. Being a statewide organization, it is very difficult to communicate with all our members at one time." Members also participated in various seminars and workshops held as part of the annual meeting.



C. ALLEN MEAD, president of CSEA Region IV, reviews the activities agenda at the recent Empire State College Information Day with Local 641 President Judy Remington, who also is secretary of Region IV.



EMPIRE PLAN EXPLAINED—CSEA Director of Insurance Tim Mullins explains the new state employee health program, The Empire Plan, to Empire State College employees.

## Program doesn't work

AMY DORAN, left, a Social Services consultant to CSEA, appears on the Albany television interview program "Face to Face" recently. Doran discussed in depth the failure of the Public Works Program in New York state, a conclusion based on her recent report, "A Public Disservice." This was the latest of several media interviews conducted by Doran across the state on the subject of the failure of the workfare project. Seated at right is "Face to Face" host Beth Nichols.



## Membership dues go up

CSEA's annual membership dues and agency shop fees will increase from \$143.40 to \$151.20 effective Jan. 1, 1986, an increase mandated by AFSCME, CSEA's international affiliate.

The new rate will be the minimum dues for local unions as established by AFSCME. CSEA is obligated to raise its dues coincidental with AFSCME's raising of its minimal dues to \$151.20 effective Jan. 1.



*Focus on:*

# CSEA member who remembers role in Today Show of yesterday

By Anita Manley  
CSEA Communications Associate

POMONA — TV trivia anyone???

1. What was the name of the first host of NBC's Today Show?
2. Who was J. Fred Muggs?
3. What famous author was the producer of the Today Show?

If you answered: 1. Dave Garroway, 2. a chimpanzee that was a regular guest on the show, and 3. Gerald Green, author of "The Holocaust," then you have a good memory for 1950s TV!

Florence Kimmel remembers the old Today Show better than most of us. An executive secretary to Green for four years beginning in 1955, Kimmel, current president of the Rockland County CSEA unit, says she has many memories of one of the most famous and longest running shows in the history of television.

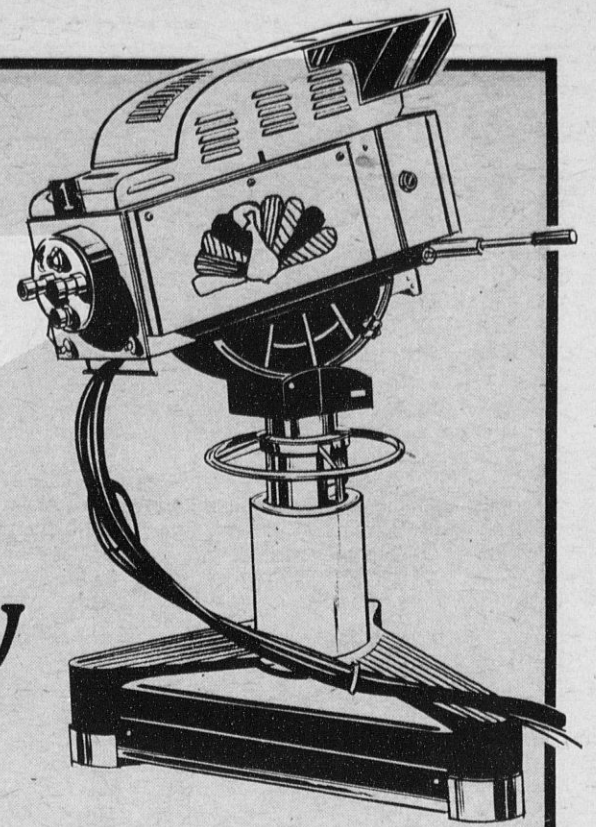
The early morning program featured some of the most "rich and famous" personalities of their day. "Anybody who was anybody wanted to be on the Today Show," Kimmel recalls. "I met all the greats—politicians and stars."

Among them, said Kimmel, were John F. Kennedy, Sir Lawrence Olivier, Robert Taylor, Helen O'Connell, Gregory Peck, Betsy Palmer, Lee Merriwether and the Doctors Mayo.

As secretary to the producer, Kimmel was able to travel all over the U.S. when the show was broadcast from such locations as Florida, California and Minnesota.

Other fringe benefits of the job included going to the opening performance of plays and movies and attending press conferences.

News coverage of the elections was exciting, although a long drawn-out process in the '50s. Kimmel remembers "Those were the days of hand-counts. We didn't have computers to tally the votes then."



One of the most popular segments of the Today Show was when the camera operators would scan the giant ground floor windows that looked out to the busy Manhattan streets. Tourists would wait for the cameras to focus on them so they could wave to their families at home. Kimmel says that one passerby who always stopped for a morning greeting when he was in New York was Harry Truman.

Kimmel also recalls her first meeting with J. Fred Muggs.

"Dave Garroway walked into my office with him," she said. "The chimp sat down at the desk, put his feet up, began to dial the phone, mumbled something into it and then looked up at me and smiled. I just sat there with my mouth hanging open! Gerry Green and Garroway were roaring at my shocked expression."

Kimmel said she admired Garroway and was glad she was able to get to know him as well as she did. "He was one of the best known TV personalities of his time," she remarked.

Kimmel left NBC in 1959 to start her family. Later she moved north

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*John F. Kennedy, Sir Lawrence Olivier and Gregory Peck were among the 'greats' she met.*

---

to Rockland County where she came to work for the county in 1970. In 1980, she became active in CSEA by being elected chief shop steward and in 1983 she took over the helm as president of the unit.

Kimmel said she is proud of the accomplishments of her active membership and points out that she has a hardworking grievance committee that has helped win a number of cases involving such issues as out-of-title work, work hours, overtime, education, reinstatement of benefits, and health insurance.

In addition, the unit has active committees for women's issues, safety, memberships, and political action. It also boasts a social committee and a choral group.

Also, a unit newsletter is mailed to the members every six weeks. Numerous workshops have been sponsored by the unit on such topics as preparing for the civil service exam, VDTs, drivers training and shop steward training.

Kimmel and her board also attend county legislative sessions where they recently successfully lobbied for the Early Retirement Incentive Option and where Kimmel serves on the legislative Insurance Committee.

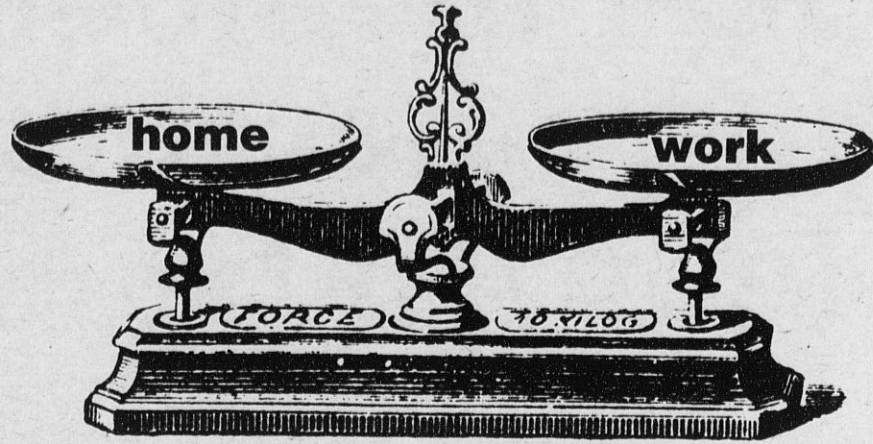
Currently, unit members are in the midst of contract negotiations with the county.

"I get a great deal of satisfactions out of being able to accomplish things that I set out to do," said Kimmel. "We have been fortunate to have pulled together a marvelous board. We work well as a team."

**THE TODAY FLO — Florence Kimmel keeps busy today as president of CSEA's Rockland County Unit.**



# The balancing act



## Some tips for working women

KERHONKSEN — Look! There she goes—dressed for success in her two piece suit, carrying a baby in one arm and hauling a briefcase in the other.

She juggles homework, housework, board room meetings, her check-book and even manages to bake cookies!

In her spare time, she referees her children's bickering, counsels her teenagers, takes her mother shopping, caters to her husband and remembers to pay the bills on the first of each month.

She's a nurse, a chauffer, cook, babysitter, wife, lover, daughter and mother, and she works fulltime outside her home.

"She" is the myth of the '80s, everything to everyone. Is it any wonder that she has high blood pressure, headaches, stomach problems and just as many health problems as her male co-worker who has type-A behavior?

How does this superwoman keep this three-ring circus under control? According to Marcia Callichia and Ellen Sadowski of Cornell University, the password is "prioritize."

"There are ways to manage your time," Callichia assured CSEA members who attended the recent Statewide Women's Conference.

"Answer only the most important mail. Set realistic goals. Make a choice and live with it. Set up a calendar. Look at your expectations," she advised.

"Your diet is important, too," said Sadowski. "Sugar and carbohydrates give you a quick lift, but they can let you down."

Other tips that participants contributed included the following:

- \* Don't set yourself up for stress. Getting out of bed just 10 minutes earlier can eliminate that hectic morning rush.

- \* Don't take your work home with you. Don't be afraid to set limits to employers.

- \* Don't over commit yourself. Learn to say no.

- \* Pick your battles. There are times to keep your mouth shut and time to fight.

- \* Shopping can be stressful so make it as painless as possible. Don't procrastinate. Use catalogues. When standing in that long supermarket check-out line, use your time wisely. Read a book, balance your check-book. Try shopping once a month.

- \* Don't waste your time dreading the inevitable. Face it and deal with it.

- \* A positive attitude can be contagious. So can a negative attitude. Negative people are downers.

- \* For those who hate housework. (And who doesn't?) One member said she piles her ironing or laundry in front of the TV. That way it has to be done before the kids can watch it!

- \* Get rid of guilt. Don't promise things beyond your time and ability.

- \* Delegate, delegate, delegate. Point out responsibilities to your family. Hold a family meeting and discuss how everyone must contribute to the family.

- \* Above all...BE PATIENT!

## Getting good day care not child's play today

KERHONKSEN — Did you know that the fastest growing segment of the labor force is mothers of preschool children? Did you know that two-thirds of the women who work are single, widowed, or divorced mothers of children?

If you happen to be one of those mothers, you might also know that funds for day care are being cut from the federal budget—and you wouldn't like it a bit.

But there are alternatives, says Cathy Collette of AFSCME. One of the best examples of a cooperative effort is right here in New York where seed money is available through the state for daycare centers on the campuses of state institutions. Day care centers have been most successful when two or more unions have joined together to open them.

Addressing women at the recent Statewide Women's Conference, Collette suggested that employees look into community resources. Local churches and organizations that operate daycare centers may be willing to cooperate with an employer who would subsidize a specified number of openings in the center.

Flex-work schedules, babysitter referral services,

latch-key programs and family day care are other alternatives.

Once a group of employees decides to establish a daycare center, a number of steps must be taken.

Collette recommends starting with a needs assessment to find out how many employees would use such a center, how much they would be willing to pay, if there are any special needs, what age children would be using the center, and what kind of services would be offered.

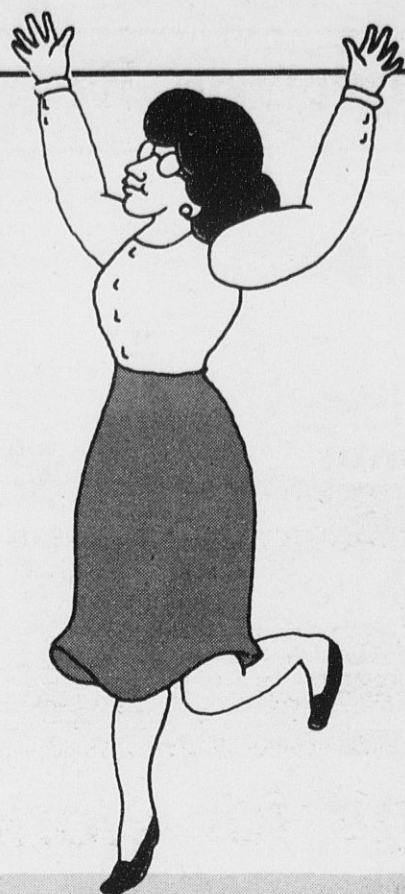
Most important is how the center would be funded. Here, community resources must be looked at as well as the employer. Would he be willing to subsidize?

State and local requirements must be studied. All states require a license to operate a daycare facility and come with numerous regulations that must be complied with.

Collette suggested that much valuable information is available in a booklet published by AFSCME entitled "Negotiating about Day Care: Issues and Options." The booklet can be obtained through the AFSCME Washington office, 1625 L Street, N.W., Washington, D.C. 20036.







responsible  
 household  
 death problems  
 mid-life crisis  
 (or spouses)

ELLEN SADOWSKI of Cornell University lists some weighty matters that can throw women off balance.

# Pix mix

*A selection of candid photos from Statewide Women's Conference*



AFSCME'S STEVE FANTAZZO, Sue Bucrzinski of Region V, and Region II President George Boncoraglio take a break at the recent Women's Conference at the Pine Grove Resort Ranch.



CONFERENCE ATTENDANTS enjoy a workshop session, above. At right, Joyce Dimitri, CSEA Political Action administrative associate, and Doris Pratz and Margaret Campoli, both of Region V, look over some of the shirts that were worn by women at the recent conference.





# 'Dress for success' more than a slogan at Cohoes city hall

By Daniel X. Campbell  
CSEA Communications Associate

COHOES—Clerical uniforms. Now, who would ever think to negotiate uniforms as a benefit for clerical employees?

The Cohoes City Hall Clerical Unit of CSEA, for one. And their initial success may prove to be the start of a new bargaining benefit.

"Clerical employees perform various work activities that incur wear and tear on our clothing," CSEA Cohoes Clerical Unit President Nicki Moryl said. "Now city management has recognized its responsibility in providing work clothing for our 21 members."

"I really didn't think that the idea would work," City Comptroller Steve Niedbalec said. "But the ladies all seem very pleased with the concept, and while everyone is in uniform, there doesn't seem to be a sense of military or parochial school regimentation. Everyone still appears individualistic."

The innovative uniform clause provides the workers with a \$150 annual uniform allowance. The city uses the funds to purchase navy dresses and slacks and two specific types of white blouses for the employees according to their personal preferences. The city's only requirement is that the clerical employees wear the provided uniforms in some type of combination during the majority of the workweek, with certain blouse styles being worn on designated days.

"It's really working out quite well," one senior employee said. "I don't have to be thinking about switching styles and staying in vogue."

"It's a lot less of a headache and pain in the pocketbook when you know that you have a professional type of clothing provided by the employer so that you don't have to be constantly out looking for bargains. It's a dress for success look and I like it," another employee said.

Eventually the unit hopes that a small ensemble of coordinated uniforms will be provided by the city which will allow them to be in uniform and yet not be stereotyped.

The concept of a clerical uniform has sparked not just local media interest but also calls from other small CSEA Locals throughout the state. "They asked how we negotiated this idea into our contracts," Moryl said. "I told them that basically we made a sound case for the idea. After all, it is saving us money and yet helping the city project a more professional image. Both labor and management is benefiting from this concept and that's what negotiating is all about."



DRESS FOR SUCCESS — CSEA Cohoes City Hall Clerical Unit President Nicki Moryl and members Dot Lambombard, Anne Weir and Judy Sober model the possible variations available in the uniform provided by the city administration.

# Reagan administration is 'ruthless and hostile' toward working class, AFSCME's Lucy charges

By Chuck McGeary  
CSEA Communications Associate

BINGHAMTON—Speaking to a recent gathering of the Labor Coalition of Broome County, AFSCME Secretary-Treasurer William Lucy fired a critical salvo toward the Reagan administration, calling it ruthless and hostile in its dealings with America's working class.

To combat the problem, the union leader urges the creation of alliances between unions and concerned community groups such as the Labor Coalition of Broome County, an organization of 30 groups and labor organizations, including many CSEA Locals and Units in the Southern Tier area of New York.

In his address to union members and representatives from other community groups at an American Legion Post in Binghamton, Lucy strongly criticized the federal administration for consciously creating an economy that has resulted in more than eight million unemployed, a \$200 million budget deficit and a tax system that encourages disinvestment and plant closings.

Lucy described the current state of the economy as the "moral and political equivalent of a wholesale disaster."

Lucy also urged a new beginning for labor organizations. He said changes are needed if unions are to succeed in organizing the unorganized, particularly those in new industries.



WELCOME TO BINGHAMTON — CSEA Central Region and Local officers were on hand to officially welcome William Lucy, center, AFSCME international secretary-treasurer, before his recent speech to a gathering sponsored by the Labor Coalition of Broome County. The CSEA greeters, left to right, included Bob Shaller, vice president of Broome County Unit Local 804; Carlo Guardi, president of Broome Educational Local 866 and president of the Binghamton School Unit; Lucy: CSEA Region V Executive Vice President Pat Crandall, and Mary Lou Regulski, treasurer of the Binghamton School Unit of Local 866.

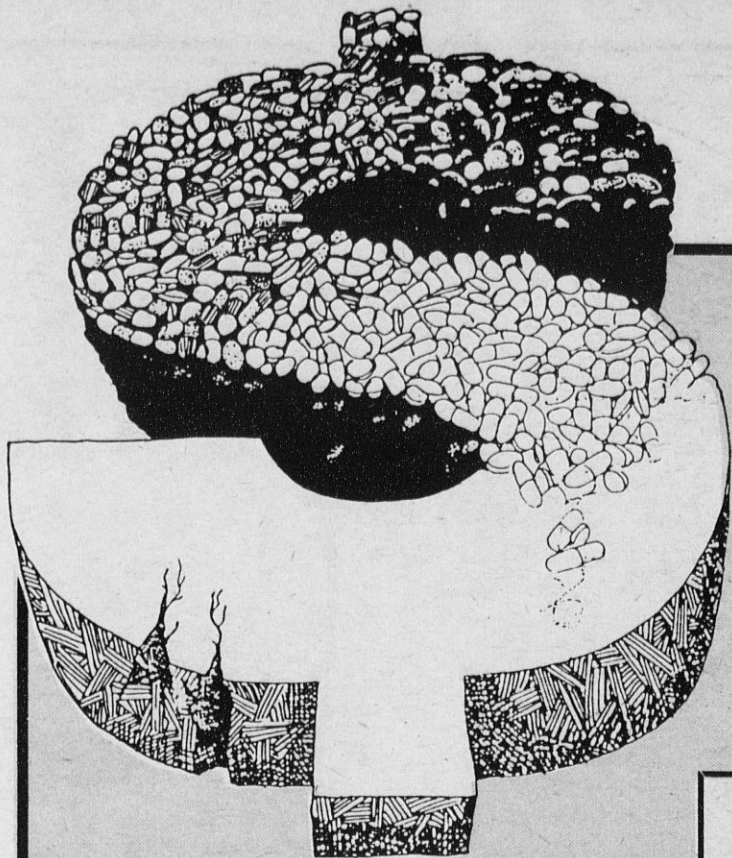


# GENERIC DRUG INCENTIVE PROGRAM ENCOURAGES GENERIC SELECTION OVER COSTLY BRAND NAMES

## NO CO-PAY INCREASE FOR GENERIC DRUGS

## No co-pay for mail order drugs

## Brand name drugs co-pay increases to \$3 January 1



**F**

aced with escalating drug costs that are rising at a phenomenal 20 percent annually, CSEA's Employee Benefit Fund (EBF) has announced a new schedule of drug prescription payments that will offer employees and their eligible dependents the opportunity to keep their own personal costs at the current low \$1 co-pay while helping stabilize the financial burden of the EBF drug program.

EBF Director Thomas P. Collins announced that effective Jan. 1, 1986, the co-pay (the amount the member pays to the pharmacy for each prescription or refill) will increase from the current \$1 to \$3 if the prescription is filled with a brand name medicine, **BUT WILL REMAIN AT \$1 FOR PRESCRIPTIONS FILLED WITH GENERIC DRUGS.** And for participants in EBF's maintenance drug program (under which participants purchase prescription drugs by mail for use over a longer period of time), there will be **NO** co-pay for each prescription filled.

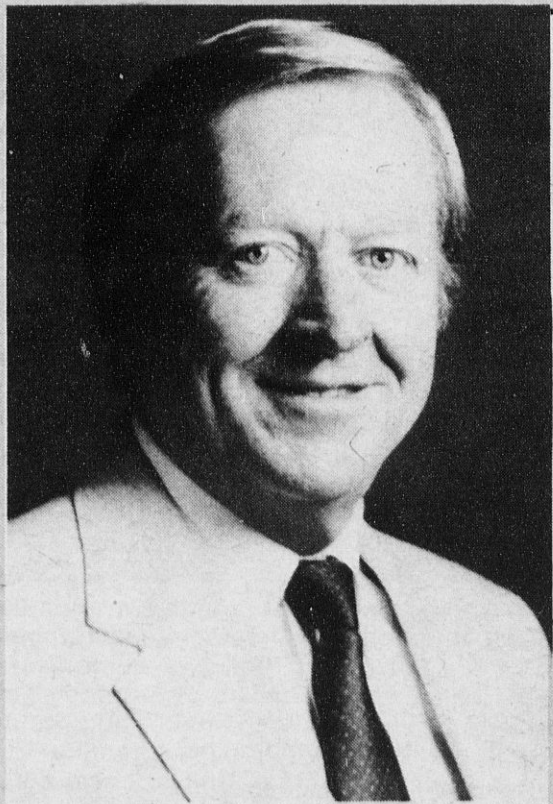
Members and their eligible dependents who prefer to use brand name drugs may still do so, but as of Jan. 1 they will be required to pay the new \$3 co-pay charge. If there is no generic drug available, the co-pay will also be \$3 under the new fee schedule. **MEMBERS AND THEIR ELIGIBLE DEPENDENTS WHO WISH TO CONTINUE THE \$1 CO-PAY SIMPLY HAVE TO REQUEST THEIR DOCTOR TO PRESCRIBE THE GENERIC DRUG INSTEAD OF BRAND NAME DRUGS.**

Collins noted this will be the first change in the co-pay schedule since EBF began the drug program six years ago. During that time, however, the cost of drugs paid for by the Fund has risen alarmingly. In fiscal year 1980, for instance, EBF paid \$5.5 million in drug benefit costs, but by fiscal year 1985 the costs had risen to a staggering \$15.5 million and now is the most expensive benefit paid under EBF. During the present fiscal year it is estimated that prescription drug will cost the Employee Benefit Fund in

excess of \$20 million!

Encouraging members and eligible dependents to use generic drugs in place of brand name drugs can result in a substantial reduction in the amount EBF pays for drugs for members. The arithmetic is clear—**GENERIC DRUGS COST CONSIDERABLY LESS THAN BRAND NAME DRUGS, AS MUCH AS 70 PERCENT LESS IN SOME CASES.**

*Generic drugs  
cost as much  
as 70% less  
than brand  
name drugs*



"We believe that a generic drug incentive program will be effective in holding down the runaway costs of drug coverage. The present crisis in prescription benefit plans over the past few years has been caused by skyrocketing prices of newly-developed wonder drugs—the research, packaging and high-priced advertising. The use of generic drugs is a good way to contain the costs of our drug program."

—EBF DIRECTOR  
THOMAS P. COLLINS

**FOR MORE INFORMATION ABOUT GENERIC DRUGS VS. BRAND NAME DRUGS, AND ABOUT THE EMPLOYEE BENEFIT FUND'S GENERIC DRUG INCENTIVE PROGRAM, SEE PAGES 10 AND 11.**



"WHAT IS A GENERIC DRUG?"

"A generic drug is a drug identified by its chemical name rather than a well-known brand name. Generic drugs are usually less expensive than brand name drugs. It is important to remember that all drugs, generic or brand name, must meet the same FDA standards for safety, purity, strength and effectiveness."



# New co-pay schedule retains lowest cost

CSEA's Employee Benefit Fund is fighting back at rapidly rising drug costs with a Generic Drug Incentive Program that will continue to provide members and their eligible dependents with the medication they require at the lowest possible cost to the individual while lowering the staggering amount the Fund pays for drugs used by members.

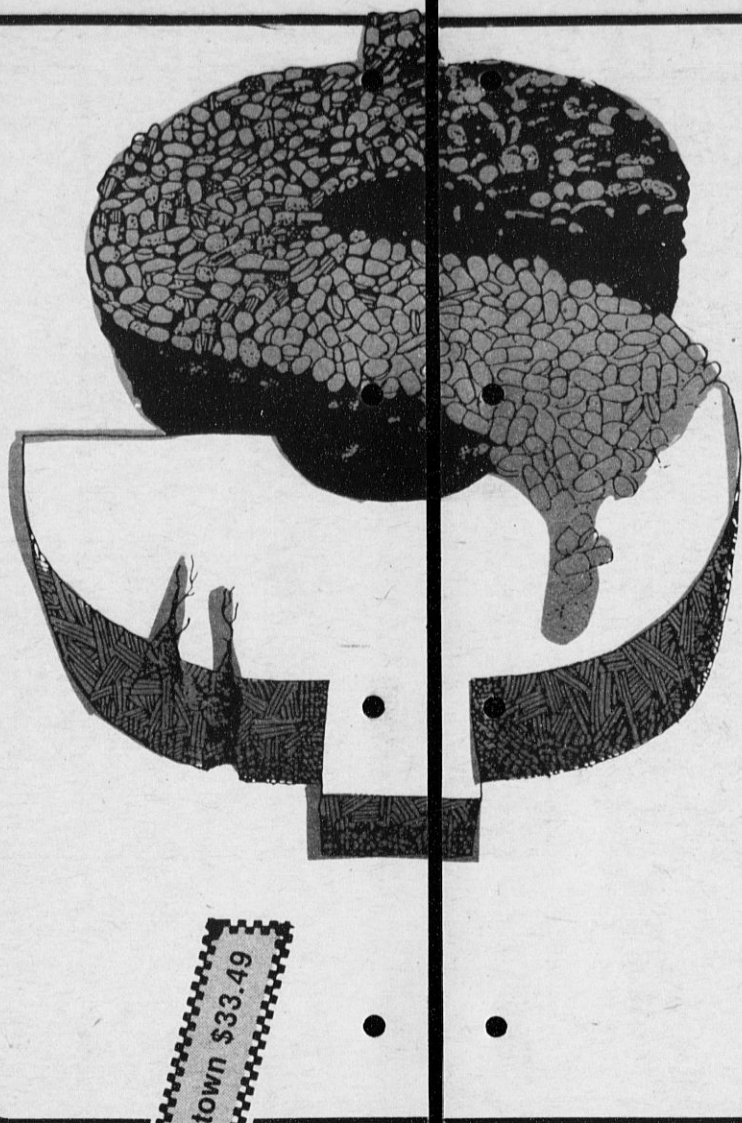
The emphasis is convincing members and their dependents to use generic equivalent drugs rather than brand name drugs when filling prescriptions. This benefits the member by keeping the co-pay at only \$1 when a generic drug is used. Prescriptions filled with brand name drugs, which are usually much more expensive but no more effective than generic drugs, will have a co-pay

charge of \$3 effective Jan. 1, 1986. And members in the Maintenance Drug Program, who order up to a six-month supply of regularly used medications, can receive their medication FREE under the new incentive program.

This will be the first time since the EBF drug program began in 1979 that there has been a change in the co-pay schedule. BUT, if your prescription is filled with a generic equivalent drug, your co-pay will stay at the present \$1 and there will NO increase. The co-pay will increase to \$3 only if you request a brand name drug or there is no generic equivalent drug available. Even this increase is very small compared to the actual increasing costs of brand name drugs to the Fund.

All members of the Employee Benefit Funds' drug program will be receiving a pamphlet explaining the new Generic Drug Incentive Program, the new co-pay schedule and why it was necessary, and information on generic drugs in general.

REMEMBER — the new variable co-pay schedule becomes effective Jan. 1, 1986. You can continue to pay the current low \$1 co-pay amount after that date IF you order generic equivalent drugs; the co-pay increases that date to \$3 for all brand name drug prescriptions; and members using the maintenance drug program will have no co-pay at all after that date.



## S-T-R-E-T-C-H your drug dollar

Use generic drugs,  
keep your co-pay at  
\$1 instead of \$3

## Generic drugs have same effectiveness

All generic equivalent drugs are as thoroughly tested as any popular name medicine you can buy. The Federal Food and Drug Administration, which is the watchdog for medicines and drugs, makes sure that any generic drugs you get will have the SAME chemical ingredients, the SAME strength and effectiveness, and give the SAME results as their brand name equivalents.

Many generic drugs are made by the SAME large drug companies that produce the brand name drugs. All medicine companies are closely monitored and all medicines are constantly inspected for quality, safety and effectiveness.

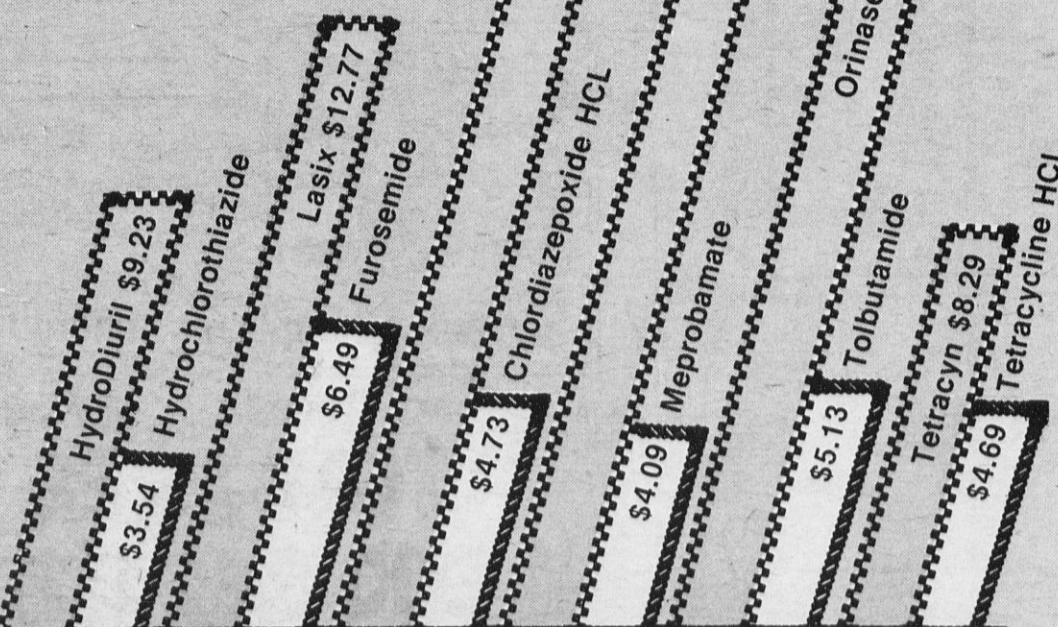
## Ask the doctor to prescribe generic

It is easy and simple for you to save on your drug prescription costs. Simply ask your doctor to indicate on the prescription form that a generic equivalent can be used.

Your pharmacist then will be able to make the proper substitution, at a fraction of the cost compared to a brand name drug. You'll be maintaining your co-pay at the current low \$1 per prescription filled or refilled while helping your CSEA Employee Benefit Fund reduce expenses and keep your out-of-pocket costs as low as possible.

Generic equivalent drugs generally are far less expensive than brand name drugs, as much as 70% less in some instances. The chart below compares the costs of some well known brand names to their generic equivalent.

GREEN: BRAND NAME  
WHITE: GENERIC



Drug costs are rising 20% each year

Use generic drugs to keep co-pay at \$1

## No co-pay for mail order maintenance program drugs

Long-term maintenance prescription drug users will realize a fantastic bargain when the new Generic Drug Incentive Plan becomes effective Jan. 1, 1986. THEIR MEDICINE WILL BE ABSOLUTELY FREE!

That's right! There will be NO co-pay at all for qualified participants in the maintenance drug program who use their mail-order identification card and order their medicines by mail. And remember, doctors can prescribe up to a six-month supply of regularly used prescription

drugs. Drugs are mailed directly to the member's home AT NO COST, with a 72-hour turn around time.

So, while many other employee drug plans are being forced to make substantial increases in co-pay (the amount the member pays the pharmacy for each prescription), CSEA's Employee Benefit Fund is holding the line by increasing only brand name drugs co-pay, and by eliminating any co-pay for long-term maintenance program members.

**CSEA**  
**BF** employee benefit fund

14 CORPORATE WOODS BLVD., ALBANY, N.Y. 12211

**TOLL-FREE**  
**1-800-342-4274**





# Pay equity study gives union edge in pact talks

By Sheryl Carlin  
CSEA Communications Associate

SETAUKET—As a result of the recent pay equity study released by CSEA, the Three Village School District Clerical Unit has ratified a three-year contract which includes a 29.6 percent salary increase over the life of the pact.

"This was a very important contract," said Field Representative Jim Walters. "We used the results of the recently completed Pay Equity Profile, done by the Center for Women in Government, as a basis for our negotiations.

The study, which was funded by CSEA with an AFSCME grant, reported that women in the Three Village School District were paid an average of \$2.84 an hour less than men in all classifications. (See related story.) As a result of the data provided in the report, the negotiating team agreed that the lowest two grades in the salary schedule would be dropped and that the top salary would be increased by three steps.

"This is a fantastic contract," said Edith Woods, president of the unit. "The negotiating team worked extremely hard and came out with a terrific package. This contract is unique in that it's taken a bite out of the comparable worth issue. It's certainly a step in the right direction to rectify pay inequities."

The contract, which is effective July 1, 1985, was agreed upon just hours before a mediator was scheduled to arrive.

Other highlights of the pact, which affects 85 members, follow:

\*The comparable worth committee will meet with the district to study the Pay Equity Profile and make suggestions.

\*Employees retiring after 10 years of service will receive half of their accrued sick leave at \$20 per day.

\*The district will pay an extra \$50 per employee, per year, for dental and life insurance.

\*The classification has been adjusted for the account clerk and senior account clerk titles and the district will pick up the cost of these increases.

\*The language regarding promotions has been standardized.

Members of the negotiating committee were: Joyce Bonitch, Mary Comunale, Audrey Prentice, Zelda Siegel, Walters, and Woods, chairwoman.

Walter Weeks, president of Suffolk Educational Local 870, said he was encouraged by the fact that the pay equity issue was addressed in negotiations.

"I hope this report will be useful in many other areas as well," said Weeks.

**“This is a fantastic contract. It's certainly a step in the right direction to rectify pay inequities.”**

## What study found at Three Village

A pay equity study funded by CSEA reported that women in the Three Village School District were being paid an average of \$2.84 an hour less than men in all classifications.

The analysis of the Three Village School District occupational employment patterns and pay levels was based on all of the school district's employees, with the exception of seasonal workers and teachers.

Out of 46 teachers aides, there is one male; and out of 61 custodial workers, there are five women. This reveals an enormous degree of occupational segregation of men and women into different job titles in the Three Village work force.

The study also found that 92 percent of the employees would have to change their jobs in order for both sexes to be equally distributed throughout the labor force. Nationwide, this percentage is 60.

At Three Village, the average non-teaching working woman makes 50 cents for every dollar made by the average working man. Nationally, women make 64 cents for every dollar made by men.

Even more disturbing is that more than 95 percent of female non-teaching employees make less than nine dollars an hour while only 82 percent of male non-teaching employees make less than that amount.

The distribution of men and women into different job titles in the Three Village School District results in the concentration of women into a few generally low paid jobs. This concentration produces an overall wage disparity between men and women, with women making an average of only 59 percent of what men make.

Each of the Suffolk County job descriptions used by Three Village is dated to indicate the last time the description was reviewed for accuracy. The five oldest job descriptions all involve traditionally female fields. These are: cook, assistant cook, registered nurse, food service worker and



DANNY DONOHUE: "Full support"

school monitor. These positions were last reviewed in 1964, 1965, 1966, 1977 and 1978 respectively.

New technology in nursing and food preparation makes these out-dated descriptions especially problematic.

Of the clerical titles, only the account clerk has been reviewed in the last two years. The use of computers and word processors has required new skills which have not been added to the clerical job descriptions.

The existing salaries at Three Village are directly descended from salaries assigned to positions when the district first began. This was a time when the value of women's work, the cultural assumptions of why women worked, and the number and proportion of women in the work force were very different.

For example, in an anecdote told by one of the management representatives at Three Village, it was reported that 30 years ago,

one of the school administrators, in setting the salary for his secretary, considered the fact that "her husband had a good job."

Market rates were set at a time when it was deemed acceptable to pay less for women's work, even if she did the same job as a man.

Based on a survey of job incumbents, it was discovered that the fit between the description and the actual job content was better for male dominated jobs. In the clerical series, for instance, each description seemed one title lower than the actual job duties.

In order to achieve pay equity at the Three Village School District, the report stated that the hourly salaries of traditionally female jobs must be raised, the job descriptions of female positions updated, and the fit between the county job description and the actual skills required in the traditionally female positions improved.

The study at the Three Village School District was the first of four studies completed. The other studies are taking place in Dutchess County, Erie County and the city of Schenectady.

Edith Woods, president of the Three Village School District Unit of Suffolk Educational Local 870 said "We're not trying to pull the men down. We're just trying to pull ourselves up to where we should have been years ago."

One of the main objectives of the study is to put together a manual based on the findings in all four pilot sites. This manual would then be used by AFSCME nationwide.

"It certainly helped to have that report as ammunition in negotiations," said Field Representative Jim Walters. "It's one thing to say there are inequities, it's another to prove it."

Region I President Danny Donohue has put his full support behind the project, calling it an "important step toward rectifying longtime pay inequities."



# Local 405 honors own as "backbone of state's mental health system"

By Ron Wofford

CSEA Communications Associate

SONYEA — "Day after day, you perform extremely trying tasks with heartfelt dedication . . . you are the backbone of the state's Mental Health system. And this employee recognition day is just a small token of the high esteem in which you are held, not only by us, but by the administration as well."

With those words, Craig Developmental Center CSEA Local 405 President Kathy Button expressed how proud CSEA felt about the Local's 570 members. The union held a reception and dinner and passed out corsages as part of a special employee recognition program recently.

"Our members have been under an extreme amount of stress," Button said, explaining her motivation for honoring the Local's members. "It's been very trying around here since the closing of the facility was announced a couple of years ago. So many people have been affected by the phase-out of much of the developmental center, and the start-up of the (Groveland) correctional facility right on the grounds." (See pages 18 and 19 for a related story on how Craig employees coped with the sudden arrival of clients from Staten Island Developmental Center at Thanksgiving time).

The developmental center's future is still unclear, Button said, but she is hopeful an April, 1986 state review of the center's status will call for at least maintaining the present reduced level of the center.

Craig Developmental Center now houses about 117 clients, down from more than 1,000 clients a few years ago, according to Button. "But we were one of the first to get into community residence homes," she pointed out, "and we now have about 33 homes. This,

of course, makes the local officers' and staff members' jobs more difficult, but we've got good people who are dedicated, and that's what it takes."

Button said that with 33 homes and a steward assigned in each, Local 405 has a large and experienced cadre of CSEA activists who care about their co-workers as well as the people they care for professionally. "Our 570 members represent a large extended family," she said, adding the recent recognition day was a "pat on the back" for them.



LOCAL 405 PRESIDENT Kathy Button, left, pins a corsage on member Carolyn Coffey during the Local's employee appreciation day program.



CRAIG DEVELOPMENTAL CENTER employee recognition day participants included, from left, Local 405 Steward Peter Cilano, President Kathy Button, Craig Personnel Director Nancy Morrissey, and Local 405 Treasurer Debbie Dennison.

## A vote of confidence from Lockport Hospital employees

LOCKPORT—Lockport Memorial Hospital employees have voted to retain CSEA as their collective bargaining representative in an NLRB-supervised election, and union members immediately began mapping strategy for next year's contract talks.

"I was certain our members would have little difficulty in deciding which union was best for their interests, and this vote of confidence proves it," said Stephene Sanmarco, president of the 180-member unit of Niagara County CSEA Local 832.

The protracted representation election was prolonged through several NLRB hearings that saw job titles separated into three units initially, then into two units prior to balloting.

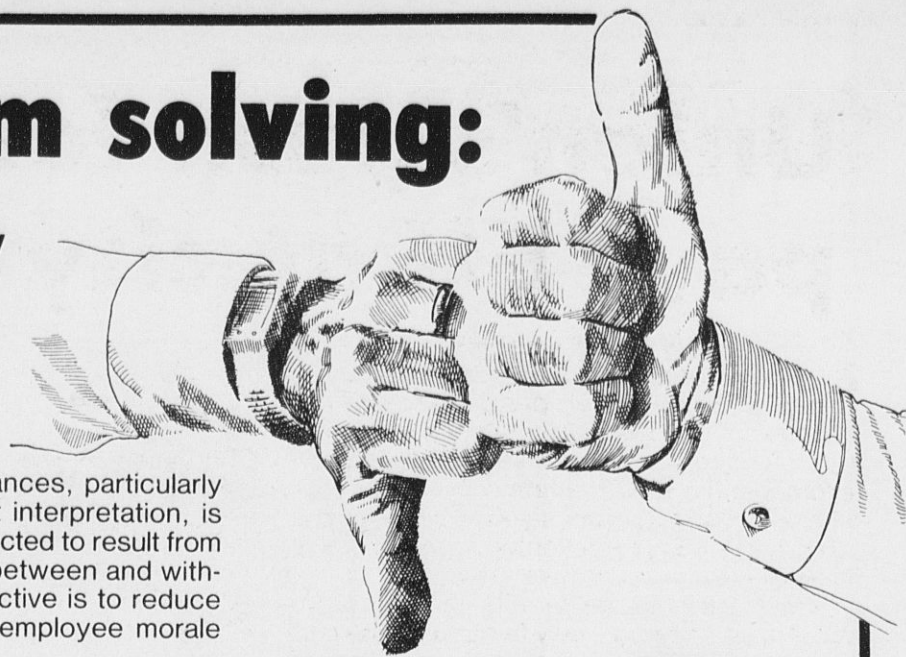
The new CSEA unit includes all fulltime, parttime and per diem service and maintenance employees who hold the following job titles: dietary assistant, laundry assistant, housekeeping attendant, dietary clerk, operator, cook, stationary engineer and housekeeping assistant. Also, nursing assistant, nursing attendant, maintenance helper, unit secretary, maintenance person, and skilled maintenance person.



LOCKPORT MEMORIAL HOSPITAL UNIT officers and stewards met to map out strategy for upcoming negotiations and discuss problems and possible grievances after guiding CSEA to a big win in a union representation election at the hospital recently. Seated from left are Rita Chase, Unit Secretary Pat Alltop, President Stephene Sanmarco, Vice President Mary Baldwin-Porth and Mary Dominick. Standing from left are Donna McDonough, CSEA Field Representative Vince Sicari, John Peracciny, Todd Zimmerman, and Jim Meahl. Not shown are Treasurer Jeff Wright and Stewards Ken Tate, Kelly Campbell and Bill Green.



# Adversarial problem solving: Unique project may render it extinct



KINGSTON—CSEA President William L. McGowan calls it "a perfect example of a labor union responding to problems identified by its members" and says it may change the way labor and management problems are resolved in the future.

State Public Employment Relations Board Executive Director Ralph Vatalaro says "this project could become a national model for local governments and public sector unions."

Ulster County Labor-Management Committee Chairperson Andrea Dougherty said, "I'm very optimistic. We hope to be a committee that will solve problems in a non-adversarial atmosphere."

At the center of all this enthusiasm is a new Labor-Management Demonstration Project in Ulster County, the first of its kind in New York State.

The unique project is funded in part by contributions from CSEA, PERB and Ulster County, with a major federal grant from the Federal Mediation and Conciliation Service. The grant, made under provisions of the U.S. Labor-Management Cooperation Act, is the first given to a local municipality in New York State and the first grant made in response to a three-party application.

One of the primary objectives under the project is the creation of better lines of communication between labor and management, and within each group as well. A significant reduc-

tion in the number of grievances, particularly in connection with contract interpretation, is one major improvement expected to result from improved communications between and within the parties. Another objective is to reduce absenteeism by improving employee morale and work attitudes.

McGowan said the project represents "a new dawn for improved labor-management relations in Ulster County and a big step toward a more efficient and effective relationship between labor and management throughout the state at every level."

Labor-management relationship in Ulster County has often been strained and ineffective, and help was needed to improve problem resolution skills. In response to member concerns, CSEA's Research Department began looking into seeking a solution in the form of grants and possible new concepts to handle complaints. Meanwhile, the union and the county began working together on the problems, and some collaborative efforts proved successful, ultimately leading to a decision to seek joint funding for the special project.

CSEA Executive Vice President Joseph E. McDermott, who had been involved in efforts to solve the problems and who participated in a press conference announcing the project, said, "This demonstration project will set the stage for the entire labor-management process of the future. It is only natural that a union

like CSEA should play a major role in a model program such as this."

A project coordinator provided by PERB and members of the Labor-Management Committee have targeted three major goals under the year-long project. These include 1) to develop a labor-management structure responsive to the needs of a political sub-division and capable of implementing decisions formulated at the committee level; 2) to increase the effectiveness of communication and cooperation between the union and management; and 3) to investigate and define the role of a neutral third party facilitator in labor-management operations.

Ulster County Legislative Chairman William West said he is "pleased that Ulster County has the opportunity to participate in this pilot project," and that he is "looking forward to ... further improving labor-management relations between Ulster County and CSEA."

PERB Chairman Harold Newman said the venture "demonstrates the notion that labor and management in the public sector have a community of interest that surpasses the adversarial role each plays in bargaining."

## CSEA headquarters personnel changes announced

ALBANY—A number of personnel changes recently took place at CSEA headquarters.

Paul Burch, director of field services, was promoted; funds were ended for the position of director of organizing; and the job of executive director was abolished.

Burch, a 17-year employee, was a long-time collective bargaining specialist before assuming the field services directorship. He is now "spe-

cial executive assistant to the president." He will serve as the union's representative on the newly established joint New York State/CSEA Employment Security Committee.

The committee, funded under Article 22 of the State/CSEA contracts, is a mutual attempt to plan now for the impact of future changes in staffing levels. Burch describes his duties as "making sure our members are protected."

In other personnel changes, Lee Frank vacated the position he held for just over a year as director of organizing. He was previously Western Region VI director, and served as a field representative, collective bargaining specialist and statewide organizer prior to that. And Bernard Zwinak, who came to CSEA two years ago from the American Federation of Government Employees, ended his tenure as executive director on Nov. 30.

### CSEA Kelly scholarships

Scholarship funds are available to currently-enrolled college students who are sons or daughters of present or former CSEA members and who meet specific conditions. Brian Ruff, chairman of CSEA's statewide scholarship committee, has announced.

CSEA's Thomas J. Kelly Memorial Scholarship Fund provides scholarships to qualified college students who are children of CSEA members who became permanently disabled due to an on-the-job accident or illness, and to college students who are children of members who were killed on the job.

Information and application forms may be obtained by contacting Ruff at CSEA's Capital Region office, (518) 489-5424.

### Study skills project deadline is among reminders from LEAP

December 30 is the deadline for members of CSEA Local 667 and Local 670 interested in participating in a special college study skills seminar pilot project announced in the previous issue of The Public Sector.

And members accepted in LEAP's tuition-free Spring 1986 program, LEAP reminds, are expected to attend all classes and complete required assignments. Those who drop out of courses, or do not attend courses for which they have been accepted, without informing the LEAP office, may become ineligible for future program participation. If you must drop a course for which you were accepted, complete a course drop form available from your training/personnel office and mail the form to the LEAP office as soon as possible.

For information concerning LEAP, call (518) 434-0191 Ext. 228.

### Project REAP: (518) 474-8865

People who have been trying to telephone Project REAP — Realizing Employee Achievement and Productivity — using the phone number listed in the previous issue of The Public Sector probably have not had much success. That's because we inadvertently transposed a portion of the number. The correct telephone number for Project REAP, a voluntary program to help improve career opportunities for disabled state employees, is (518) 474-8865.



# Union's push for safety measures pays off at city pumping station

By Dan Campbell

CSEA Communications Associate

AMSTERDAM—Union persistence and determination have paid off for some city workers in Amsterdam. The city is finally complying with an order of the state Department of Labor concerning providing proper safety equipment and training to CSEA-represented workers in the municipal sewer treatment facility.

"We began this battle with the city eight months ago and now—only because of the persistence of the union—the city is finally obeying the orders of the Labor Department," says Field Representative Joseph Bakerian. "If CSEA had not followed through the city would have moved at its own pace to comply with OSHA orders and our members would have been facing constant danger."

The situation began unfolding last March when two union members were overcome by then unknown gases at the city's West Side Pumping Station. Following the incident, Bakerian requested a meeting with the city to discuss the accident and ways of preventing similar mishaps in the future. Meanwhile, CSEA Health and Safety Representative Barbara Mitchell followed up on the accident report and on the results of the state Labor Department's OSHA inspection.

However, the city, while responding to the union's request for a meeting, did not move to address the union's health and safety concerns until the state Labor Department issued its report which cited several safety violations.

That report required the city to provide the sewage treatment facility employees with the proper equipment and training to do the job as well as make physical changes in the pumping station.

Rather than immediately responding to the OSHA orders, the city tried to apply for a variance so that it could possibly wait for hazard abatement board funds to do the required physical improvements.

The untimely response of the city and its reluctance to take steps to protect the safety of workers led Local President Michael Cantiello to seek assistance from CSEA's Legal Department.

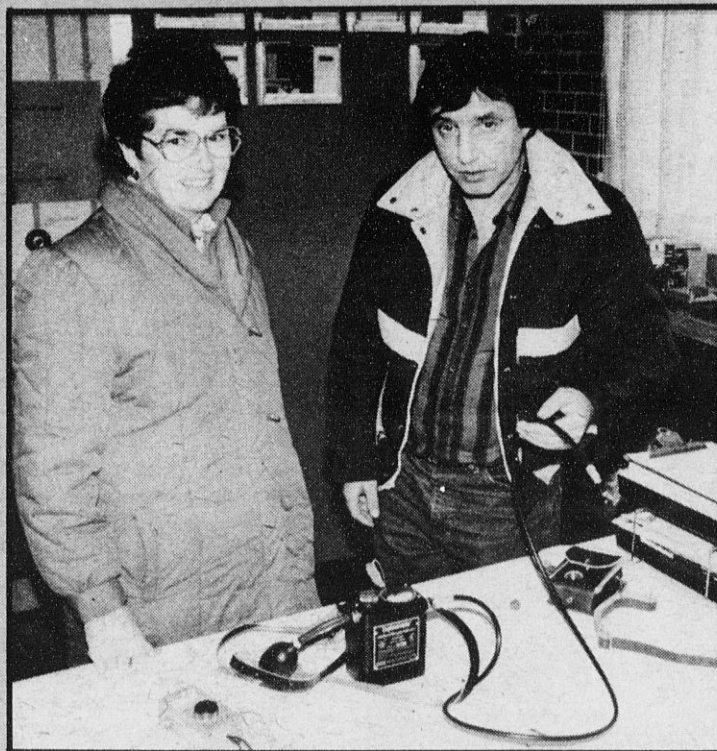
In order to move the matter to a resolution, CSEA Attorney John Mineaux contacted Department of Labor Commissioner Lillian Roberts. He told her the union was prepared to seek a court injunction if the city continued to ignore OSHA orders.

The city soon after responded with a willingness to comply with the original order as quickly as possible.

"We met with the city administration on a



**CLEAN-UP TIME**—Above is the West Side Pumping Station in Amsterdam where last March two CSEA-represented city employees were overcome by unknown gases. The threat of legal action by CSEA has caused the city to follow orders from OSHA to make the facility safer.



**PLAYING IT SAFE**—Unit President Michael Cantiello and CSEA Health and Safety Representative Barbara Mitchell check over the new safety equipment provided by the city to sewer workers following CSEA demands.

Monday and we verified their sudden compliance with the orders within a week," CSEA Health and Safety Representative Mitchell said.

"The city must have the proper equipment at the worksite, not several miles away. The city has a contractor working on the pumping station's ventilation problem and our members are receiving professional training on the proper use of the atmosphere monitors, respirators and other safeguards which have been provided

by the city," she reports.

Cantiello said that the city employees were really impressed with the union's success.

"They know now that CSEA can provide them with the necessary support to help them change a situation around. They know that CSEA can be persistent in dealing with the city administration until the city realizes its responsibility to provide a safe worksite for its employees."

## Members mourn passing of SUNY local president

FREDONIA—Christine Rhodes-Palmer, a strong and active local president of SUNY Fredonia FSA Local 627, died Nov. 25 after a brief illness.

The local president's passing is a "great loss and a shock to all who knew and loved her dearly," said Loretta Smith, Local 627 vice president. "She will be deeply missed for her untiring leadership and concern for her fellow union members. We will try to carry on in the fine example she

left for us."

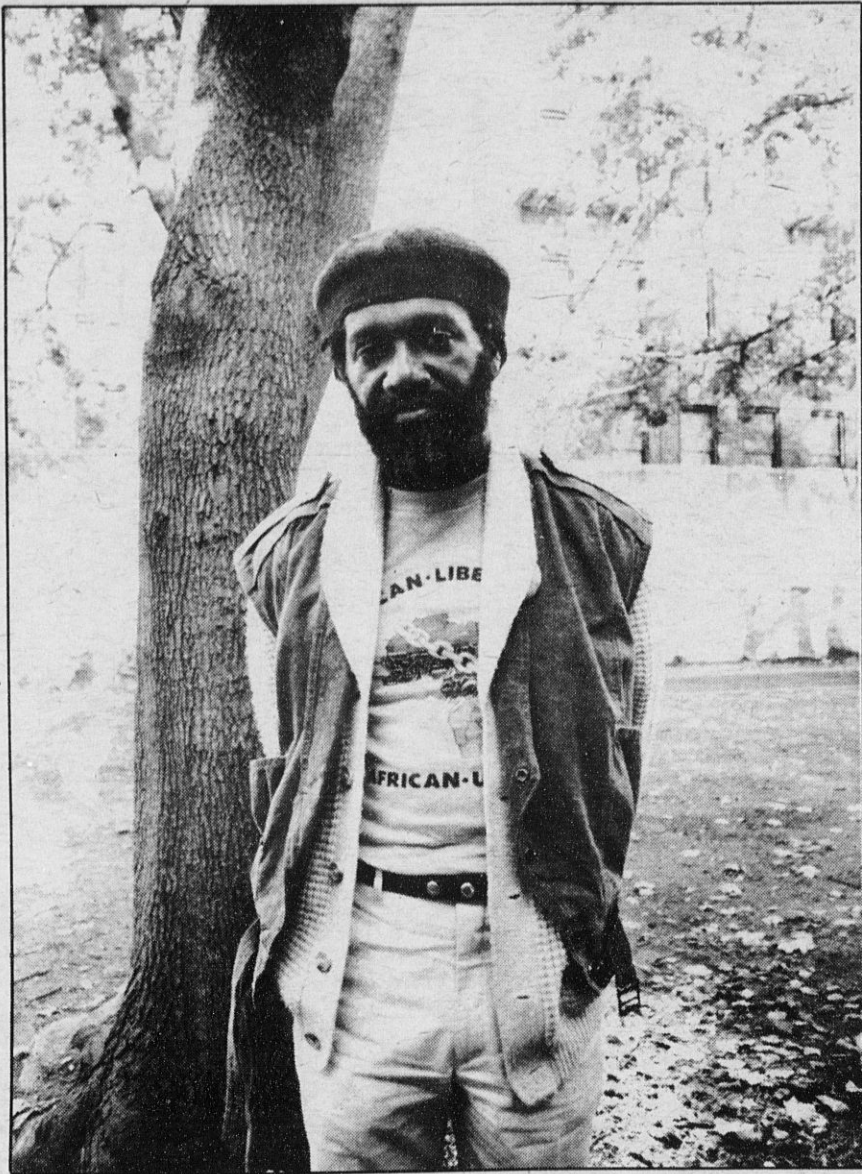
The late Mrs. Palmer, who served in the capacity of local president for seven years was a "true force in behalf of her members," said Local Secretary Phylliss Knight. "Without her, there would not have been such a strong, active Local 627 today. I will always be inspired by her untiring efforts and assistance to all who needed it."

"Christine Palmer leaves a legacy of devoted

service to her fellow employees and union members," said Region VI President Robert L. Latimer, "and she will be sorely missed."

Condolence messages may be sent to Mrs. Palmer's husband, Guy Palmer, and her children, Damian and Bryce Rhodes, at 2306 Mezzio Road, Forestville, N.Y. 14062. Donations may also be made in the name of Christine Palmer to the American Cancer Society.





FITZGERALD TAYLOR



ALEX MILLER

# The young and the restless

A story of  
the unending  
fight to save  
New York City's  
troubled youths

By Steve Madarasz  
CSEA Communications Associate

**Y**outhful offenders and juvenile delinquents in New York City are some of the toughest kids in the world. Working to straighten them out is the difficult and challenging task that CSEA Local 010 members in Division for Youth facilities take on every day.

"We're working with youths that society says are no good," says Fitzgerald Taylor, a 12-year DFY employee who works out of group homes in Brooklyn's Bedford-Stuyvesant and Crown Heights sections. "But these kids weren't born criminals and when you get on a one-to-one basis with them, you just see a frightened kid.

"You work with them to redirect their lives," Taylor went on. "What's scary is that if you don't do it, who will?"

Taylor's concerns are echoed by Alex Miller, another counselor at a DFY group home on Staten Island. "These young people don't want anyone to get personal with them, so you really have to work hard to build up trust and get them to open up. A lot of times you discover they're putting up a tough facade to cover up problems like illiteracy."

Adds James Rencher, a counselor at a semi-secure facility in the Bronx known as Pyramid House: "The Division for Youth program is workable, but there's also a lot working against us."

All agree for instance that because of changes in the law, DFY is seeing tougher and more difficult young people entering into its programs. This makes it harder to make progress with the individuals who are deeper into trouble than they might have been in the past.

"Disciplining and counseling go hand in hand, Rencher points out. "The problem is that I'm spending more and more time disciplining and not enough time on counseling."

Although the circumstances vary from facility to facility, Taylor, Miller and Rencher each indicate that the distractions of inner-city New York—such as drugs, sex, and the seemingly easy route of crime—pose significant obstacles as they try to get through to the young people.

"The secure facilities upstate have more control," claims Miller, noting there isn't really anywhere the young people can run away to. In New York, it's a different ballgame: "There are street kids who go back to the streets and there's really no way to keep them off." The old neighborhood or any type of diversion—and possibly more trouble—is only a subway ride away.

Miller contends that there are particular strains on the young people in the group homes on Staten Island and in Queens where the settings are suburban. "We've got mostly inner-city kids and they come into a middle class community with a certain degree of freedom. They can't deal with the different environment. They just don't feel comfortable with the neighborhood kids so they often will take off to go where they will feel comfortable."

The problems are different but no less severe at Pyramid House. "It's tough to socialize them in this area, when you've got urban blight all around you" comments Rencher. He also emphasizes that it can be hard to express the importance of education to young people who look around them and see relatives and neighbors who've completed their education and still can't find work.

All three believe that efforts to help troubled youth are a never-ending





**JAMES RENCHER**

● battle unless progress is made against the paralysis of poverty and social breakdown in the ghetto. In the meantime, they do the best they can.

"You have to spend a lot of time getting to know the person, what makes him tick," says Taylor. "They're hostile because no one's ever given them a chance. People tell them to do things but no one ever listens to what they have to say. You have to let them know that they can change themselves and their circumstances."

"We try to work on specific goals," adds Miller. We get them to ask what they want out of life and work with them on how to get there." It's not always easy to solve the problems, though.

● "One of the main reasons these young people are here in the first place is that they didn't have any structure at home. Unfortunately, often when they finish the program and go back home, the structure's still not there," Miller said.

"It's sad," says Rencher, "because these kids sometimes receive more care and concern from the facilities than they do from their families." Rencher believes there should be more interaction and counseling between DFY and the parents of clients while they are still in the program.

Beyond that, all agree on the need for more after-care follow-up work in the community. It is an area that has traditionally felt the sharp end of the state's budget-cutting axe.

● The lack of follow-up coupled with inner-city and home environment problems unfortunately leads to a disturbingly high failure rate for the young people leaving the DFY program.

Says Miller: "It kills you to see your effort go right down the drain and it's most frustrating in the group home because we're the last chance for many of these kids and we want them to succeed. If they don't make it after coming out of here, the next time they get into trouble, they usually end up in prison."

For all three counselors, the frustrations can be offset by every time they do get through to a client who makes the effort to learn and turn his or her life around. "Success has to be measured by quality not quantity in this work," insists Taylor.

● "What's frustrating is that some kids never let you help them. But sometimes you never really know what impact you might have had." Taylor relates a recent experience where he ran into a former client who told him, "Man, you told me the things I'd have to do to straighten out, but I didn't listen." The client then asked to come to the group home and talk with the residents about his mistake.

On another occasion, Taylor met a former client who was proud of how he had made something of his life and introduced Taylor to his wife and child as "the man who helped me."

● For the DFY counselors in New York City, their work is like sowing seeds in barren land, carefully cultivating through great difficulties, and hoping for the best possible harvest.

**↳ The distractions of inner-city New York — drugs, sex and crime — pose significant obstacles as counselors try to get through to the youths. ↲**



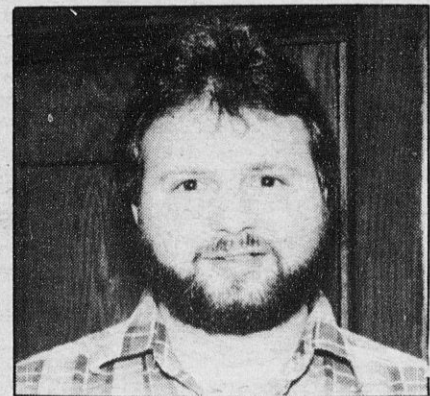
**QUESTION: WHAT WOULD YOU LIKE FOR CHRISTMAS THIS YEAR?**

Where asked: Southern Region III



**JOHANNA SCRIVO**, Purchasing Agent, Tuckahoe School District, Westchester County Local 860

"A planned trip for my entire family anywhere in the world."



**BILL TROETTI**, Electrician, Mamaroneck School District, Westchester County Local 860

"A six-month trip around the world and the time off to enjoy it."



**FRANK GRANATA**, Park Worker, Palisades Park Local 105

"A recurring starring role on TV's 'Falcon Crest' as the illegitimate son of Richard Channing."



**PAT NEALON**, Court Clerk, Judiciary Local 332

"Peace on earth, all my family from all over the country together for the holidays, and management to acknowledge that they have some pretty nice people working for them."

**CSEA staff opening**

CSEA has an opening for a field representative in the Rochester area. The 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 of responsible work experience in personnel, labor relations or a related field.

Qualified candidates should submit a resume no later than Dec. 29 to: Personnel Director, P.O. Box 7125, Albany, N.Y. 12224. CSEA is an equal opportunity employer.



# SIDC master plan

## Understaffing still a problem

By Steve Madarasz  
CSEA Communications Associate

STATEN ISLAND — For the first time in a long while, there are some encouraging signs for CSEA members at Staten Island Developmental Center. While problems still plague the facility as it moves toward shut-down, the state Office of Mental Retardation and Developmental Disabilities has finally outlined plans for future programming for the retarded here.

The plans — which include opening new group homes and other state-run residences, and providing day programming and recreational services on the SIDC grounds — could keep about 800 OMRDD jobs on Staten Island.

Among the projects to which OMRDD has made a commitment are:

- ★ **New 72 bed group home complex at Corson's Wood on the SIDC grounds** — Although this project is opposed by environmentalists, an impact statement is due this month and if approved by the Governor, OMRDD expects to open the operation by winter 1987.
- ★ **70 bed community residences at Executive Way on the SIDC grounds** — Construction is already underway. Six beds are already open at the location.
- ★ **New 72 bed unit for clients with multiple disabilities** — It will probably be situated on the grounds of South Beach Psychiatric Center but will be run by OMRDD. Any alternative site will be on Staten Island.
- ★ **New 24 bed secure unit to house difficult clients** — Sites are under review. State land will be used if other suitable locations cannot be found.
- ★ **Expansion of Staten Island community residences** — Ninety clients in state-run community residences on Staten Island will stay where they are. Efforts will be made to open similar facilities in the borough with emphasis on programs for geriatric patients and young adults.
- ★ **State-run day services on the SIDC grounds** — SIDC's Warner complex will remain open as a state-operated day programming/recreational and administrative center that will serve the Island's retarded population and require support services such as maintenance and food preparation.

According to CSEA Field Representative Bart Briar, the outline of specific projects is the result of a long process of negotiations between CSEA and OMRDD begun nearly a year ago: "OMRDD Commissioner Arthur Webb made a promise to CSEA last February that he would try to save as many jobs as possible on Staten Island. So far he's followed through on just about everything he said he would do."

While the long-range plans provide some much needed relief for SIDC employees, immediate problems continue at the facility. Although it sounds ridiculous, SIDC is serious-

*New plan could keep about 800 OMRDD jobs on Staten Island.*

ly understaffed even as the state prepares to lay off another 250 employees in February. Recent figures showed understaffing in almost every building in the facility for the day and evening shifts. Staffing levels were adequate for the smaller night crews.

Overall, the facility was down about 40 employees from where it should have been under the terms of the 1975 Willowbrook Consent Decree signed by the state. The decree, which obligated the state to close SIDC as an institution, also established a strict patient-to-staff ratio that is now being violated.

CSEA Local 429 President Tyrone Daniels says the situation is now worse than it was in September and he is concerned that the next round of layoffs will compound the difficulties.

The shortage developed because so many employees are transferring to other facilities or leaving state service to avoid the layoff ax. SIDC employees are leaving the facility faster than the clients, leaving unanticipated gaps in the staff.

To deal with it, the state has frozen all transfers at SIDC for the present and has implemented so much forced overtime that employees say it has practically become part of the regular schedule.

Claims Daniels: "The staff is demoralized enough by what's going on here, but now people are being asked to do more than their fair share under these circumstances — try doing that when they know it's just a matter of time before their job gets chopped."



*"We'll proceed in the spirit of cooperation and hope our clients and staff won't be subjected to these hardships in the future."*

KATHY BUTTON

## SIDC workers honored for saving big bucks on center's energy bills

STATEN ISLAND — "We keep getting kicked in the head out here, so it's nice when something good happens to us," says Tom Burrows, the operations representative for CSEA Local 429 at Staten Island Developmental Center.

The "good" is that SIDC was recently honored with a special award from New York state for its successful efforts at energy conservation. In fact the SIDC operations staff was so successful that they practically broke the scale of measurement. Their effort over the past year resulted in an energy savings of about 45 percent. The next closest OMRDD facility registered a reduction of about 15 percent.

Those SIDC numbers translate into nearly \$2 million savings in heating costs for SIDC since March of last year. Although SIDC is in the process of closing down, the figures reflect real conservation achievement and physical plant improvements, not savings based on closing buildings.

The improvements were undertaken because of serious deterioration of the boiler room facility and the entire heating system. "The whole system was on the verge of collapse," says CSEA Principal Engineer Don Willis. "If that happened, we'd just have to move

everyone out all at once."

Willis adds that systematic inspection of all heating pipes throughout the entire complex was carried out by the boiler room and other operational staff in addition to their normal work. New temperature regulators were installed and an education program was begun to stress the importance of energy conservation.

It all came together with the improvements and a new awareness. "Before, the building temperatures were regulated by opening and closing windows, even in winter," comments Burrows. "That was a big waste. But now we have more control over it."

The overall project was developed and overseen by Plant Supervisor Neil Parker. However, they say the real credit goes to the staff who enthusiastically carried out all the work.

The most impressive aspect, according to Burrows, is that the staff pitched right in at a time when morale is so low at SIDC.

"This place is closing down, these guys don't know where they'll be working or even if they'll have a job in the near future," and they still gave the project their best shot," he said.

By the results, their best was pretty good, indeed.



# Craig called to pick up slack in transfer of clients from SIDC

By Ron Wofford  
CSEA Communications Associate

SONYEA — The ripple-effect of the closing down of Staten Island Developmental Center has reached the Craig Developmental Center in a not-too-pleasant manner, according to loca 405 President Kathy Button.

"We had an agreement, or thought we did, that they wouldn't bring in large groups of clients before a holiday," said Button. "But, the day before Thanksgiving, with very little advance notice, OMRDD flew in about eight severely-retarded clients that were placed in one unit at our facility. All were from SIDC.

"This creates a very real hardship for the clients, both the new ones and the older ones," Button continued. "There's always a lot of confusion going on during the holidays, anyway. So, moving people around only adds to it for the clients. They should be in surroundings where they are familiar."

Button said the clients usually need about two weeks to become acclimated to a new environment and begin to be familiar with a different staff.

"They have to be oriented to a new day ward, a new sleeping arrangement and other details. That, in their condition, is a real hardship," said Button. "And the influx of a group this size into one unit only multiplies the situation."

The move of such a large group also created problems for at least four members of Local 405, whose holiday schedule was "drastically altered" by the patient transfer into their unit. Last-minute rescheduling reduced the number from six.

"Our people work very hard, and this was totally unexpected because of the verbal commitment that we had from OMRDD the last time something like this happened," recalled Button. "And we want to make sure this doesn't happen again during the upcoming Christmas holidays."

Action on several CSEA fronts, initiated by Button and Region VI President Robert L. Lattimer, appears to have resulted in an agreement on the principal that clients should not be transferred immediately before a holiday.

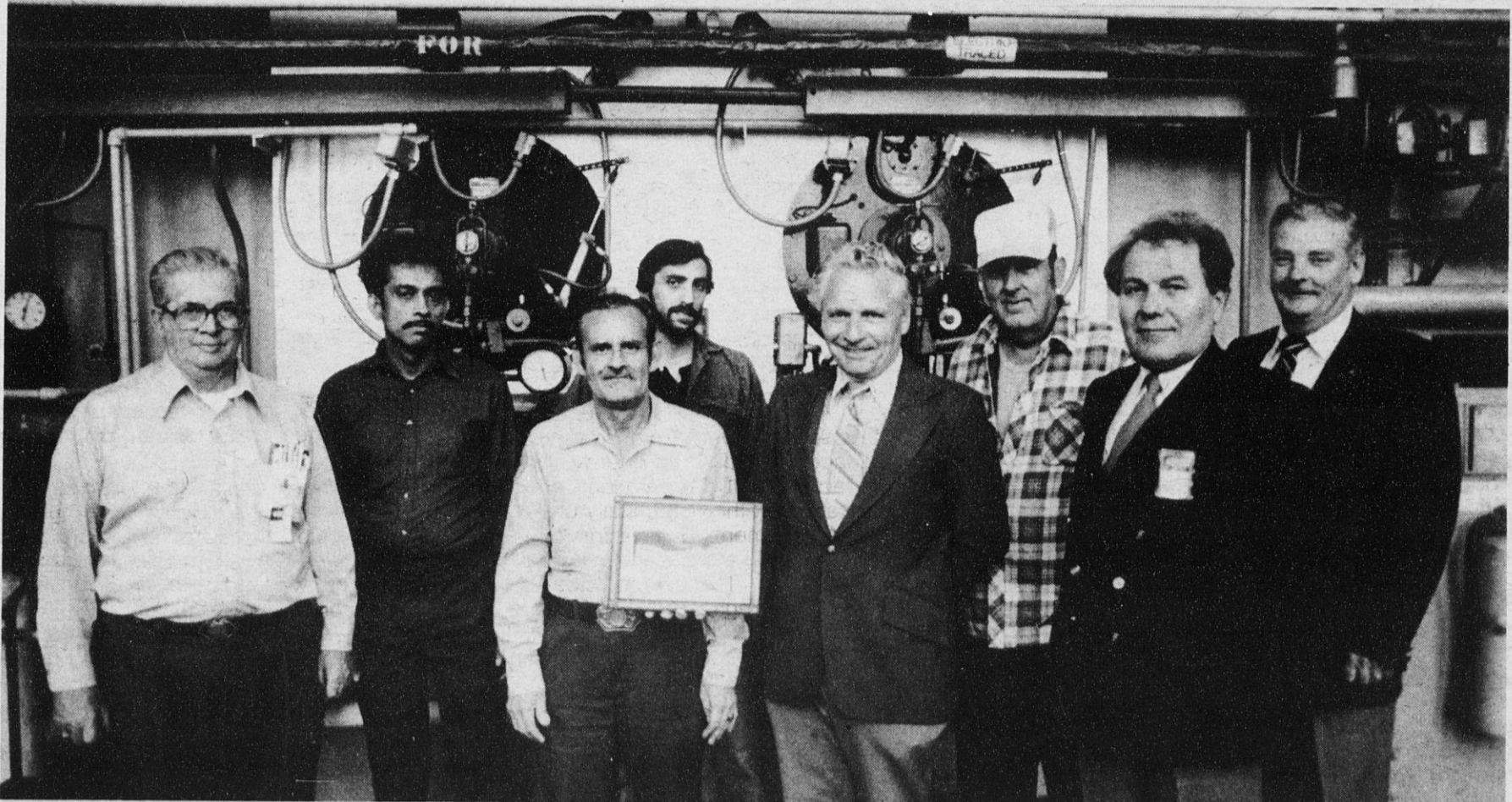
Marty Langer, CSEA mental hygiene consultant, said an OMRDD agency spokesman has "assured us that those in charge of client transfers have been directed to refrain from moving clients immediately before a holiday. In fact, they have agreed not to make any client transfers that will adversely impact on staff and staffing schedules."

The assurances struck a "wait-and-see" attitude with Button, who felt that such an agreement was already in place with the department.

"But, because some of the characters have changed since the last agreement," said Button, "we'll proceed in the spirit of cooperation, and the hope that our clients and staff won't be subjected to unnecessary hardships such as these in the future."

The local's 580 members care for about 200 clients on the developmental center's main campus, and about twice that many in community residence facilities. Button said the recently-transferred SIDC clients will be placed in a newly-built community home in nearby Dansville in the spring.

*Actions by CSEA appear to have resulted in an agreement that clients should not be transferred before a holiday.*



CSEA MEMBERS OF THE OPERATIONAL STAFF and representatives of the SIDC management display the award they recently received for achieving the greatest energy savings in the state among OMH and OMRDD facilities. A conservation education program coupled with a heating system overhaul resulted in a 45 percent decrease in energy use, saving the state about \$2

million. Pictured, from left, are, CSEA members Don Willis, Mathew Rajan, Harold Nouvertne, and Dan Rivoli. Also joining in the honor: Project Supervisor Neil Parker, CSEA Local 429 Grievance Representative Tom Burrows, SIDC Business Manager Attanas Kobryn, and Plant Supervisor Ed Van Tine.



# Who takes care of New York during the holidays?

## WE DO!

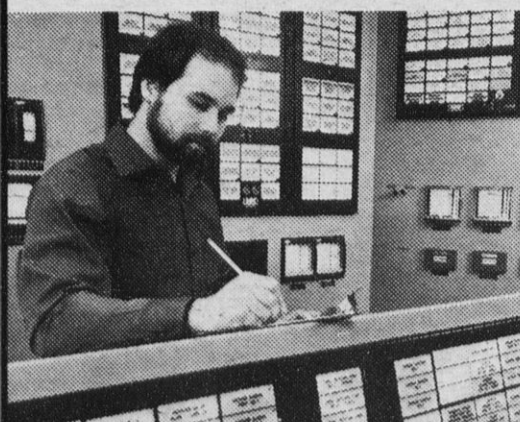
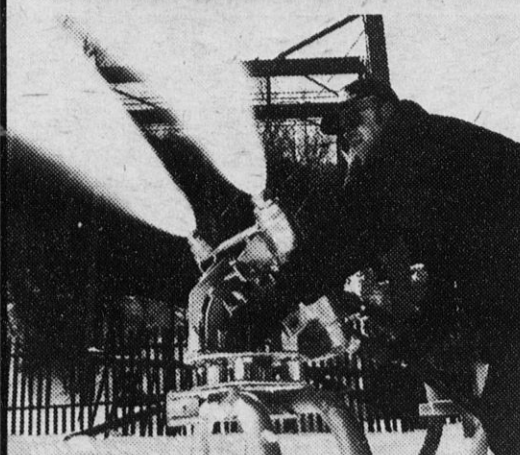
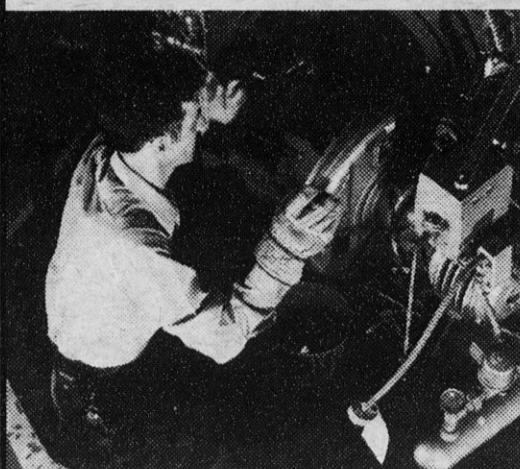
We're the people of CSEA—New York State's largest public employee union.

You know the streets will be plowed. You know that those in mental institutions and nursing home facilities will have someone to care for them. You know the streets will be safe. And all the normal maintenance of water systems and public buildings that cannot stop for a holiday will continue.

That's because public employees do the work that needs to get done, even during the holidays. And in many cases, public employees are the family that spends holidays with those who have little—such as the sick and the handicapped.

The Civil Service Employees Association is proud of the work our people do, especially at times when they could be at home with their families.

When you're enjoying the holidays, remember that public employees are out there working for you.



**CSEA** 75  
YEARS OF PRIDE

Civil Service Employees Association  
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William L. McGowan, President