

# THE PUBLIC SECTOR

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

UNION PUBLISHERS 4  
(ISSN 0164 9949)

Vol. 12, No. 10  
Monday, May 15, 1989



# ARRIVE ALIVE



SEE PAGE 3



# INSIDE



**REMEMBERING!**  
**Workers Memorial Day observances**  
**pages 10-11**

## Election certification forms are required for all local, unit results

All Local and Unit Election Committee chairpersons are reminded they **must** complete and file a "Local and Unit Election Results Certification — 1989 Elections" form with CSEA statewide Secretary Irene Carr. The form is required from every local and unit, even where local or union officers were elected or re-elected unopposed.



AN EAP AGENCY FAIR at the State Office Building in Syracuse generated lots of interest from state workers and provided widespread information on the Employees Assistance Program (EAP). In photo above, CSEA OGS Shop Steward Johnny Walker and Lillian Martinez of the Spanish Action League stop by a CSEA information table. Staffing the CSEA table are CSEA Shop Steward Nancy Morrison of the state Division of Parole; EAP Agency Fair chairperson Kitty Galloway of the state Banking Department and Syracuse State Employees Local 013 President Donna Murray.

## June 12 board ballot deadline; replacement ballots available

Ballots were mailed May 15 to eligible CSEA members for the election of members of CSEA's statewide Board of Directors.

Members who do not receive an original ballot may obtain an official replacement ballot beginning May 22 by contacting Lin Luchini at the Independent Election Corporation of America (IECA) at (516) 437-4900 Ext. 310 between 9 a.m. and 3 p.m. weekdays.

Ballots must be received by 8 a.m. Friday, June 12, to be considered valid. Ballots will be counted on June 12.

While terms for all 106 Board seats expire, many seats have only one qualified candidate and those candidates are elected automatically. No ballots will be sent out in

those instances. In addition, 10 Board seats will remain temporarily vacant because no candidates qualified for those positions. Ballots have been mailed to members eligible to vote in those elections where there are actual races for Board seats.

## Correction on name spelling

The name of Elisa Bursor, a candidate for the CSEA Board of Directors seat representing the state Law Department, was misspelled in the previous edition of *The Public Sector*. Bursor and Margaret Oxbrough are seeking the Law Department seat.

## THE PUBLIC SECTOR UNION YES

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

MICHAEL P. MORAN ..... Publisher  
 ROGER A. COLE ..... Editor  
 KATHLEEN DALY ..... Associate Editor

STANLEY HORNAK ..... Asst. Dir. of Communications

The Public Sector (445010) is published every other Monday 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.

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

### COMMUNICATION ASSOCIATES

SHERYL CARLIN ..... Region I  
 (516) 273-2280  
 LILLY GIOIA ..... Region II  
 (212) 514-9200  
 ANITA MANLEY ..... Region III  
 (914) 896-8180  
 DAN CAMPBELL ..... Region IV  
 (518) 489-5424  
 Region V  
 (315) 451-6330

RON WOFFORD ..... Region VI  
 (716) 886-0391  
 STEPHEN MADARASZ ..... Headquarters  
 (518) 434-0191

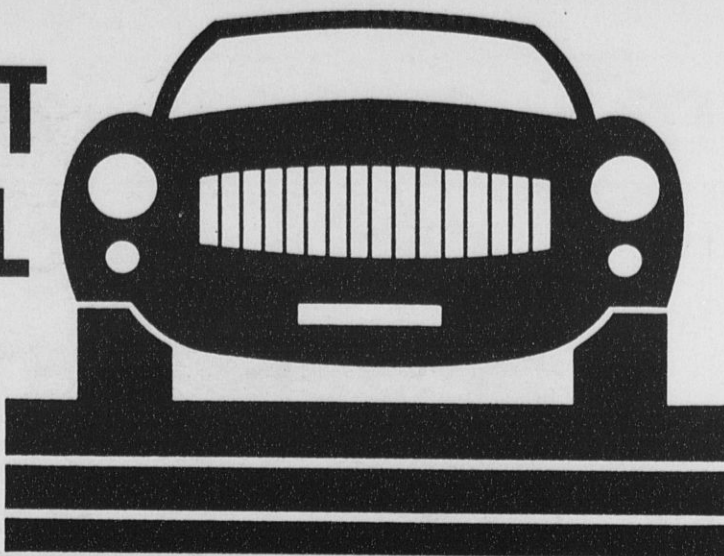


4



# THIS MAJOR NEW BENEFIT FOR CSEA MEMBERS WILL

**REDUCE YOUR AUTO INSURANCE COSTS;  
LOWER YOUR DRIVER RECORD POINTS;  
AND JUST MIGHT SAVE YOUR LIFE!**



**CSEA's newest major benefit for members will save you money, reduce your driver violation points on file with the state Department of Motor Vehicles — and could save your life!**

CSEA has arranged with the National Traffic Safety Institute (NTSI) to offer Traffic Survival Workshops for CSEA members and their immediate families on a voluntary, self-pay basis. NTSI traffic safety workshops are approved by the state Department of Motor Vehicles (DMV).

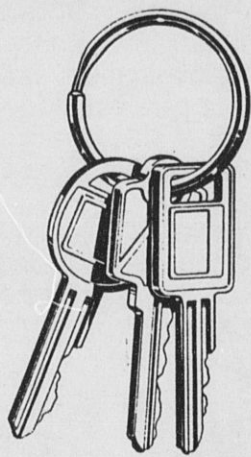
The workshops are arranged by CSEA and offered in cooperation with the state Department of Motor Vehicles and your insurance company as a way to lower your insurance premiums, reduce your driver record violation points and sharpen your driving skills.

Traffic Survival Workshop classes are being offered to CSEA members and their immediate families at the special discount cost of just \$20 (approximately one-half the regular full price of \$35 to \$45 for similar classes).

Classes will be offered at convenient locations throughout the state, including at CSEA regional and satellite offices. Each class is six hours long and may be taken in one Saturday session or two weekday evening sessions.

## WATCH FOR DETAILED INFORMATION IN THE MAIL

Complete information on this exciting, money-saving new benefit for you will be contained in a mailing to all CSEA members soon. Included will be details of the program and how it works. A brochure enclosed with the mailing will include program enrollment information, including a registration form.



## HERE'S HOW YOU BENEFIT

When you successfully complete the six-hour Traffic Survival Workshop:

(1) You are eligible for at least a 10 percent discount on your motor vehicle collision and liability insurance base rate premiums each year for three years!

(2) Four (4) violation points will be deducted from your DMV driving record if you have incurred point violations during the 18-month period prior to completing the course!

(3) By taking this refresher course on safe driving techniques and the latest in defensive driving practices you will be better prepared to survive the drive and arrive alive!

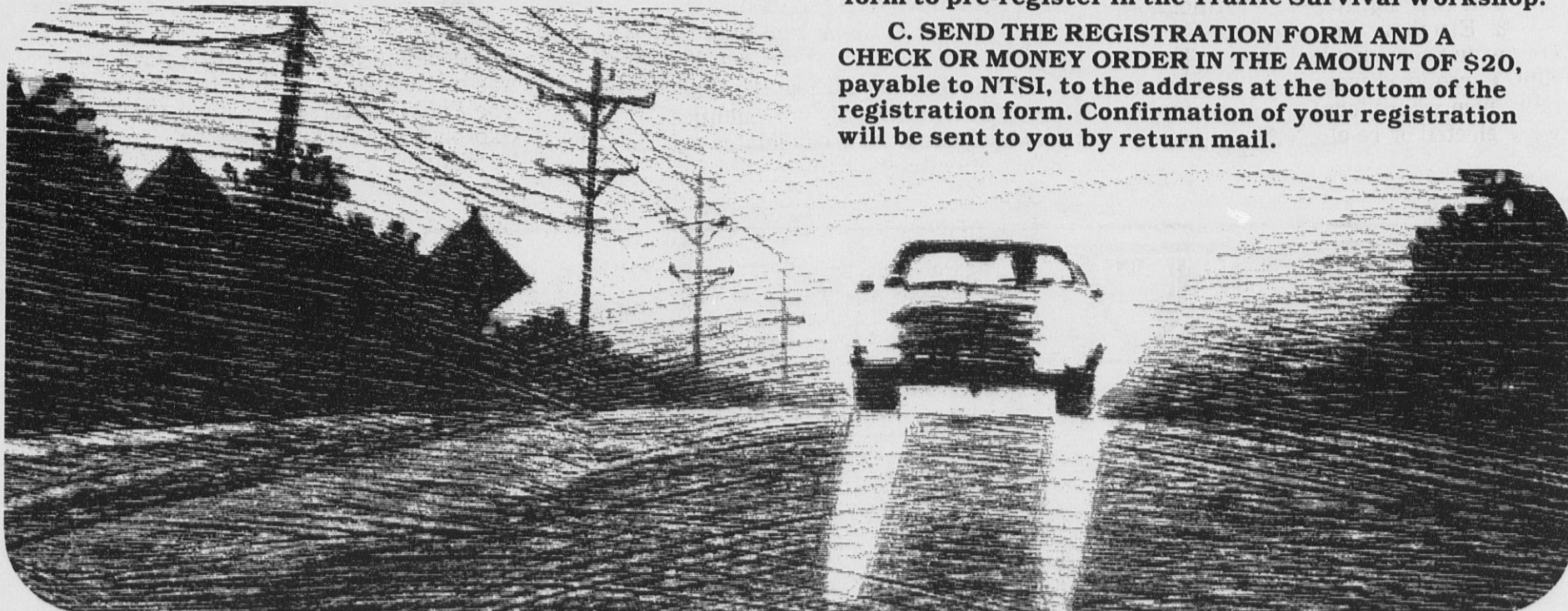
## ENROLLMENT IS AS SIMPLE AS A-B-C

Enrollment in the NTSI Traffic Survival Workshop program most convenient for you is easy.

**A. CALL THE NATIONAL TRAFFIC SAFETY INSTITUTE TOLL-FREE AT 1-800-541-5154 for the dates and locations of programs scheduled in your area. IDENTIFY YOURSELF AS A CSEA MEMBER.**

**B. COMPLETE THE REGISTRATION FORM** included in the NTSI brochure mailed to your home. Be sure to include the date and location of the workshop you prefer to attend. You must use the registration form to pre-register in the Traffic Survival Workshop.

**C. SEND THE REGISTRATION FORM AND A CHECK OR MONEY ORDER IN THE AMOUNT OF \$20,** payable to NTSI, to the address at the bottom of the registration form. Confirmation of your registration will be sent to you by return mail.



If you do not receive your Traffic Survival Workshop mailing by June 30, call the National Traffic Safety Institute toll-free at 1-800-541-5154 for program information.



# Ethics Commission mired in confusion, paperwork

## CSEA gets financial disclosure deadline extended until June 15

The deadline for state employees filing financial disclosure forms under the state's new Ethics in Government Law has been extended one month to June 15.

The state Ethics Commission moved the original May 15 deadline in the face of widespread confusion about the filing requirements and requests from CSEA and other public employee unions and organizations to waive the original deadline until the process can be straightened out.

CSEA requested the extension when it became clear there were still too many unanswered questions about who actually received exemptions from filing requirements.

"There's been some inevitable confusion about exemptions based on the sheer volume of people and job titles involved, which is why we asked the commission to extend the

deadline," said CSEA statewide President Joe McDermott.

CSEA won exemptions for members in more than 150 state job titles prior to the original deadline. But serious inconsistencies in the job titles, title codes and bargaining unit designations as received from the Ethics Commission created confusion as the original filing deadline neared.

Under the Ethics in Government Law, all state officials and employees who earn more than \$30,000 annually, and individuals involved in policy-making responsibilities regardless of salary, are required to file financial disclosure forms unless exemptions were granted.

The Commission has sent out financial disclosure forms to all individuals it says are required to file. However, CSEA says it is likely some members whose job titles

were listed as exempt will receive forms anyway. In those instances, the union advises employees to immediately contact their agency personnel office for filing confirmation and then contact the CSEA local president.

Local government employees and employees of the Office of Court Administration (OCA) are presently exempt from the financial disclosure requirements of the state's ethics law. Financial disclosure rules and regulations similar to those currently in effect for state employees must be in effect for local government and OCA employees on Jan. 1, 1991.

Local governments may establish their own ethics standards prior to 1991, but such regulations are mandatory subjects of negotiations and must be negotiated with the union.

## Model driver's manual can help CSEA members preparing for DMV commercial operators tests

Preparation is all-important in taking any test, and the 50,000 CSEA members who are commercial motor vehicle operators can get a leg up in preparing for future written and/or driving tests as New York comes into compliance with the federal Commercial Motor Vehicle Safety Act.

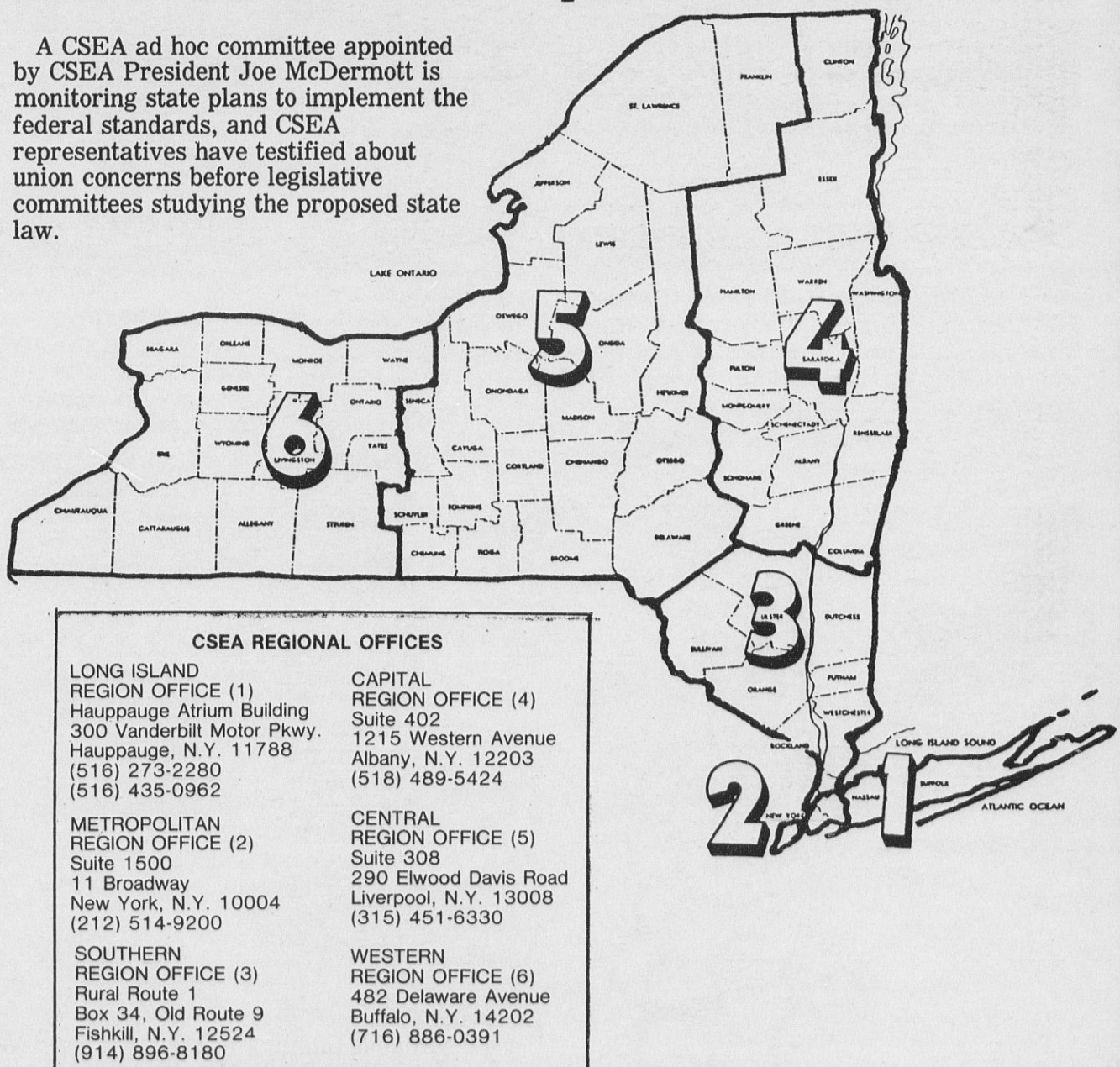
CSEA has supplied each of the union's six regional headquarters with model driver's manuals designed to prepare commercial motor vehicle operators for tests they will have to take. CSEA members who will be required to take the tests may contact the appropriate CSEA regional office to request a manual. See the adjacent map for regional office information.

The state is in the process of incorporating the federal standards into state law. The state Department of Motor Vehicles (DMV) expects to begin administering the tests in late Fall. DMV officials say they will eventually distribute manuals to each commercial motor vehicle operator, and that drivers must study the manual in order to pass the tests, especially the written exams.

All commercial operators must take the written test to maintain their license. Most licensed commercial drivers will not be required to take a road test.

The federal Commercial Motor Vehicle Safety Act is intended to improve driver quality, remove problem drivers and prevent driver's from having multiple licenses.

A CSEA ad hoc committee appointed by CSEA President Joe McDermott is monitoring state plans to implement the federal standards, and CSEA representatives have testified about union concerns before legislative committees studying the proposed state law.







**SPECIAL THANKS** — At left, UFW President Cesar Chavez thanks CSEA President Joe McDermott for his personal four day fast in support of the UFW's grape boycott; below, CSEA Executive Vice President Danny Donohue, CSEA statewide Secretary Irene Carr and CSEA Region II President George Boncoraglio speak with Kerry Kennedy, daughter of the late Sen. Robert F. Kennedy, during the kick-off of the UFW's 1989 offensive against California table grapes; at right, actress Kelly McGillis (Top Gun) was among the celebrities who turned out to express solidarity with the farm workers.



# BOYCOTT GRAPES!

NEW YORK — CSEA's statewide officers and other activists were among the leading labor, political and entertainment figures who joined together to help the United Farm Workers kick off their 1989 offensive against poison California table grapes.

UFW President Cesar Chavez detailed the horrible working conditions farm workers face in the California vineyards — especially the outrageously high cancer and birth defect rate experienced because of toxic pesticides used on the grapes.

Those same pesticides won't wash off the grapes that are sold to consumers. That's why the UFW is conducting a nationwide grape boycott and "Fast for Life" to create public awareness and pressure the grape industry for change.

CSEA fully supports the boycott and hundreds of members have volunteered to fast in support of it (see story below).



## CSEA members doing their part to help!

Dozens of CSEA members are continuing personal, one-day, water only fasts during May as part of a year-long CSEA project in support of the United Farm Worker's boycott of California table grapes.

The members joining in the fast are helping to continue the unbroken fast, started in late December with CSEA statewide President Joe McDermott's personal four-day fast.

CSEA members scheduled to fast during May are: Cathy Green, Babylon; Emma Gregory, Syracuse; Alice Groody, Hicksville; George Growney, Rochester; Carol Guardiano, Smithtown; Chet Gwara, Utica; Myrna Hallenbeck, Mayfield; Bruce

Hare, Wilmington; B. Harrington, Holbrook; Harriet Hart, Bronx; Anne Harvey, Canandaigua; Carol Harvin, Troy; Louise Hawkins, Rochester; Al Henneborn, E. Islip; Andrew Herbert, Buffalo; Shirley Heron, Eggertsville; Ralph Hesson, Buffalo; Diane Hewitt, Middletown; Diane Hoffay, Troy; Ken Hoffman, Scotia; Barbara Hogan, Hyde Park; Alex Hogg, Middletown; George Horan, Clarence Center; Dorothy Houston, New York; Arthur Howell, Painted Post; Annette Hurt, Valley Stream; Dorrie Hunter, Garnerville; Steve Hurley, Watkins Glen; Linda Hussey, North Collins; Dolores Iacobelli, Mechanicville; Edith Jackson, Buffalo.





## State budget battle continues

# Buffalo Secure: one budget victory

ALBANY — Throughout the long state budget process, CSEA had a range of goals, most of which have been met in some form. Jobs have been saved, aid to school districts has improved and threatened programs still exist.

While CSEA is still working for more progress in some areas, the union can claim a victory in the Division of Youth. The Buffalo Secure Center, a maximum security facility for youth was to be closed under Gov. Mario Cuomo's proposed budget.

Under the Legislature's budget, the facility will become a combination secure and limited secure facility, saving the jobs of about 160 CSEA members, said CSEA Political Action Coordinator Roger Sherrie.

"It's a good move," said Region VI President Robert Lattimer, who had worked to have the facility restored. "I think they agree it's going to be a better utilization of the facility."

While CSEA isn't certain how the facility's conversion will actually work, Sherrie said the move protects CSEA members' jobs, and he said thanks should go to two Western New York legislators.

"We won their jobs," Lattimer said. "Sen. Dale Volker and Assemblyman Arthur Eve spearheaded the campaign to keep the facility open."

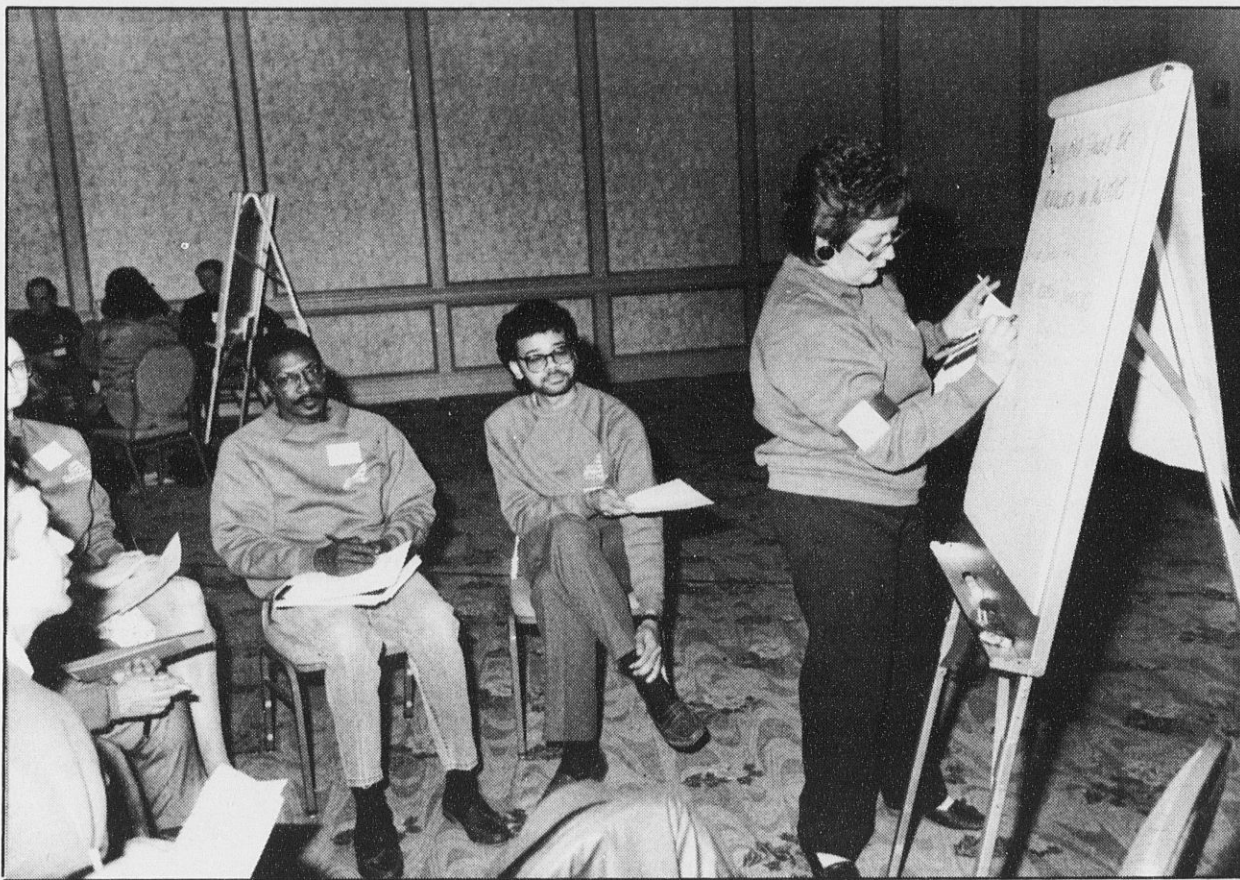
### The budget battle continues

CSEA President Joe McDermott said the efforts of CSEA members writing

letters and visiting legislators helped in this case, as it has during the entire budget battle.

However, McDermott noted that the budget battle is not over, and CSEA still has important goals in its pursuing, such as revenue sharing for county governments. Gov. Cuomo vetoed a bill that would have provided that aid. Increased aid for county Social Services and protecting jobs in SUNY and other state agencies are also priorities.

"Our members proved themselves real assets in making the gains we have had so far. Their letters, calls and visits showed legislators we are serious," McDermott said. "We are going to work hard and we will succeed."



## Political action shock troops train

**THE TRAINING CONTINUES —** CSEA's Political Action Committee training continued recently in Region VI. Region VI PAC member Candy Saxon outlines ideas during one exercise during the weekend workshop. The training is part of CSEA's overall plan to develop a team of knowledgeable "political shock troops" to help the union achieve its legislative goals.

# Family Leave Act deserves support

CSEA and AFSCME are working together to get the federal Family and Medical Leave Act passed into law this legislative session.

The bill would provide workers with job protection when they take up to 10 weeks of leave for the birth, adoption or serious illness of a child or the serious illness of a parent.

**"A family already devastated by a serious illness should not have to worry about whether the workers in the family will lose their jobs."**

According to CSEA Federal Issues Coordinator Joe Conway, the House of Representatives version of the bill is working its way through committees both in the House and the U.S. Senate.

"Now is the time to start contacting legislators to ask them to support the bill," Conway said. "It's a vital issue for workers across the country."

CSEA President Joe McDermott is encouraging CSEA members to write or call their Congressional Representatives and the U.S. Senators asking for their support for the Family and Medical Leave Act.

"A family already devastated by a serious illness should not have to worry about whether the workers in the family will lose their jobs," he said. "Equally, a family celebrating the joy of a new child should be

able to do so with confidence that they can support that child."

Any CSEA member who would like more information about the bill can call Conway at (518) 436-8622.

## Latest information

If you are looking for information on federal legislative issues, you can get it through the AFSCME Legislative Hotline.

The hotline, updated weekly, lets you know where bills that interest public employees stand in the legislative process.

The toll-free number for AFSCME's Legislative Hotline is 1-800-282-1553.



## Retirees fight for fairness

# Make Medicare fair

ALBANY — Fighting for fairness, a contingent of CSEA retiree members took to the state Capitol to lobby for the Mandatory Medicare Assignment bill before the state Legislature.

Under current law, a doctor may refuse to accept Medicare assignment rates, and charge more than those rates, which are established as "reasonable." Then patients must pay the difference, called balance billing, out of their own pockets.

"This is very difficult for senior citizens, who are already struggling on a fixed income," said CSEA Director of Retiree Affairs Kathleen Cahalan. "Medicare was designed to make health care affordable and accessible, but balance billing prevents that for many seniors."

The proposed Medicare Mandatory Assignment law would do away with balance billing. A doctor who accepted Medicare patients would be required to accept the Medicare reasonable rate as payment in full.

CSEA retiree members joined with other senior citizen groups to lobby state legislators on the legislation. CSEA Retiree Executive Board Chair Donald Webster said such action is necessary to keep health care costs down for older citizens.

"The New York state doctors are the greediest in the country," he said. "We have to have this. We get bills for \$1,200 and Medicare pays \$300. The insurance company pays 20 percent, based on what Medicare approves. We pay the rest."

The New York State Medical Society has been lobbying and advertising against the legislation, Webster noted, but that isn't deterring the retirees. (See adjacent story.)

Shirley Matluck of CSEA Nassau County Retiree Local 919 organized a group of 20 Long Island retirees to join in the event.

"Mandatory Medicare Assignment is of primary importance to the seniors today, and that goes for CSEA retirees," Matluck said. "We all live on a fixed income and it's an absolutely impossible situation... The doctors don't hesitate to charge more than what Medicare considers fair and



**MANDATORY MEDICARE ASSIGNMENT NOW!** That was the rallying cry of CSEA retirees lobbying their state legislators in Albany recently. CSEA Director of Retiree Programs Kathleen Cahalan, right, talks with three members of CSEA Nassau County Retiree Local 919.

equitable."

CSEA statewide President Joe McDermott has thrown his support behind the legislation as well. He recently sent a letter to the editors of several newspapers across the state explaining the importance of mandatory Medicare assignment.

"Senior citizens are paying more for

health care now than they did before Medicare existed," McDermott wrote. "That is unacceptable. Those of our society who live on fixed incomes, who have contributed to our communities, who are members of our families deserve protection against skyrocketing health care costs — especially when they need health care the most."

### Facts about Medicare in New York

The Medical Society of the State of New York is campaigning vigorously against the proposed Mandatory Medicare Assignment legislation that is to be considered by the state Legislature.

The act would require doctors who accept Medicare patients to accept the Medicare assigned rate as payment in full for their treatment. Currently, doctors can charge Medicare patients more than the assigned rate. The patients must pay the balance.

Donald Webster, chair of the CSEA Retiree Executive Committee, has studied many of the Medical Society's claims in its campaign and found them to be at least misleading.

Based on information from the U.S. Department of Health and Human Services, Webster discovered that:

- Only 28.4 percent of New York state doctors volunteer to accept Medicare assignment rates;
- New York state is 40th of the 50 states

and the District of Columbia in terms of voluntary participating physicians;

- The national average of participating physicians is 37 percent;
- In 1988 New York state Medicare beneficiaries paid more than \$292 million in excess charges to physicians who charge more than the Medicare assigned rate;
- New York's average excess charge in 1988 was \$53.47, the second highest of the 50 states and the District of Columbia;
- The national average excess charge was \$38.11.

CSEA retirees have launched their own campaign, including lobbying, to see that the mandatory Medicare assignment becomes law, said Kathleen Cahalan, CSEA director of Retiree Programs.

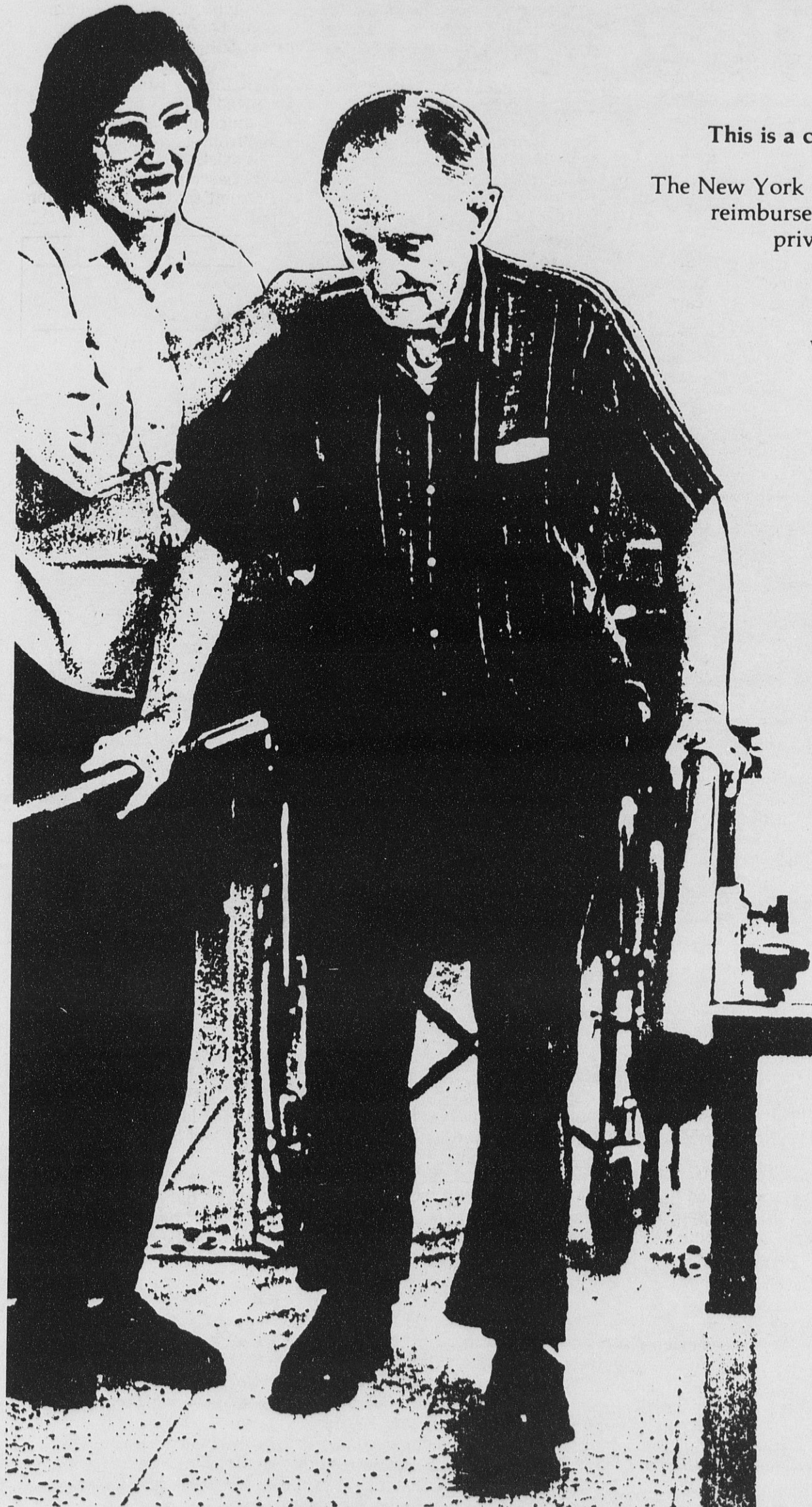
"Although the state Medical Society has launched an aggressive campaign to oppose mandatory Medicare assignment," Cahalan said, "this legislation has broad-based senior citizen support and has unleashed New York's 'gray power.'"





# SAVE OUR CARING COUNTY NURSING HOMES

## NYS Medicaid Reimbursement Formula Unrealistic



This is a complex problem, but it boils down to this:

The New York State Health Department sets the Medicaid reimbursement rates for all nursing homes, public or private, on a regional basis with a flat average cost of care payment.

Private nursing homes paying minimum wages and no benefits are lumped together with the county homes that provide decent wages and benefits. County homes are staffed by long-time caring employees who live in the community and contribute to the quality of life around them both on and off the job.

Most county nursing homes have few, if any, private pay patients. Their revenue consists solely of Medicaid reimbursements and county property taxes.

The result? Counties may be forced to shut down and leave the elderly floundering for a place to go because of unfair reimbursement rates.

The RUGS (Resource Utilization Groups) method of reimbursing nursing homes *must be revised*. We need to keep county homes alive and well so they can care for those most in need.



Civil Service Employees Association  
Local 1000, AFSCME, AFL-CIO  
Joe McDermott, President

CSEA is continuing its campaign to revise the method for Medicaid reimbursement to nursing homes. This advertisement appears in the May issue of *The Empire State Report*, a publication aimed at legislators and state policy decision-makers.



# CSEA presses for right-to-refuse bill

By Mark M. Kotzin  
CSEA Communications Assistant

ALBANY — On any given day, public employees are forced to put their lives and limbs on the line. Every day, someone somewhere is given a work assignment that may range from potentially harmful to extremely dangerous.

Many times the assignment proves deadly.

Each year an average of five CSEA members are killed in job related accidents. Last year eight died. Thousands have been injured; many are permanently disabled.

Even when faced with obviously dangerous conditions, public workers have very few options to defend their lives. Under current state practices, refusing a work assignment can result in disciplinary actions.

For thousands of public workers, the policy of "work now, grieve later" has been translated to "work now, grief later." The 31 CSEA members killed in on-the-job accidents in just the past six years never had the opportunity to grieve their assignment.

Because of statistics like that, CSEA has given a high priority to passage of a bill now under consideration by the state Legislature that would allow public employees to "just say no" to dangerous assignments.

Assembly bill A.1935, if passed into law, would make major improvements in the state Public Employees Safety and Health (PESH) Act, giving public employees the right to refuse an assignment if they believe they could suffer serious injury or death in performing the task. The law would allow the employee to refuse pending a state Labor Department inspection.

"In the past year, eight CSEA members died on the job. Over the past six years, 31 CSEA members lost their lives in the line of duty. Thousands of others have been injured," said CSEA President Joe McDermott. "I say, enough. One injury is too many; one death is too much."

McDermott made these comments at a press conference held to reinforce the union's position to the public. The conference coincided with many activities scheduled as part of the observance of Worker Memorial Day, established by the AFL-CIO to honor those workers who died on the job.

The bill also gives the state Labor Department more flexibility in setting workplace standards based on the type of facilities where public employees work. Standards are now based on industrial standards set by the federal Occupational Safety and Health Administration (OSHA).

That leaves thousands of office workers, facility workers and other public employees virtually unprotected in the workplace. For example, office air pollution and temperature problems are the most frequent complaints CSEA receives from its members, but no standards for safety and health in offices exist.

"The PESH law should protect workers based on their worksites, not by some unrelated standard," McDermott said. "We'll fight for that protection."



CSEA PRESIDENT JOE McDERMOTT sits in front of the names of some of the more than 30 CSEA members killed on the job, as he holds a press conference supporting the right-to-refuse bill.

## Onondaga right-to-know CSEA victory

By Stephen Madarasz  
CSEA Communications Associate

SYRACUSE — A recent order by the state Attorney General requiring Onondaga County to comply with the provisions of the state's Right-to-Know Law is the result of years of work by CSEA.

The successful union effort provides a textbook example of the often frustrating lengths CSEA must go to in order to protect the safety and health of its members on the job.

It's the second of three different CSEA-initiated actions against the county finally acted upon by regulatory agencies in recent months. The state Labor Department has cited the county for violations of the Public Employee Safety and Health Act at the county civic center. A grievance concerning employees being exposed to excessive amounts of asbestos is currently pending before an arbitrator.

The Right-to-Know Law took effect in the early 1980's. Under its provisions, employers must provide complete information, on request, about any toxic substances an employee may be exposed to on the job. The information must be supplied in writing within 72 working day hours of receipt of the request. The employee may refuse to work with a toxic substance until he or she has received the information.

The information must include the following:

- \* the name or names of the substance, including the generic or chemical name;
- \* the trade name of the chemical;
- \* the level at which exposure is hazardous;
- \* the effects of exposure at hazardous levels;
- \* the symptoms of such effects;
- \* the potential for flammability, explosion and reactivity;
- \* appropriate emergency treatment;
- \* proper conditions for safe use and exposure to the substance;
- \* procedures for cleanup of leaks and spills.

From the start, Onondaga County failed to comply with the law's requirements and even discouraged CSEA attempts to develop cooperative labor/management safety and health training.

"There was a total unwillingness to deal with the issue," said CSEA Labor Relations Specialist Chris Jamison.

In the meantime, county employees were regularly required to handle toxic materials without adequate instruction or equipment.

CSEA undertook a campaign to let employees know about their rights.

"We let people know that they should be asking for this information and they did ask, but the county didn't respond," said Onondaga County CSEA Local President Dale King.

"You can have the best laws possible, but if employers don't follow them and workers don't know how the law works to protect them, what good is it?" said CSEA Director of Safety and Health James Corcoran.

"People have to know that they can refuse a work assignment if they've formally requested a material safety data sheet on the chemicals, and management doesn't respond," he said. Corcoran pointed out that when people work with toxics they may not get sick immediately, but could be cutting short their lives because of their long term effects.

In Onondaga County, making people aware of the Right-to-Know Law was not enough. In 1987, CSEA Occupational Safety and Health Specialist Stubby Stevens filed a complaint with the Attorney General's office over the county's failure to comply.

It took time to get a decision, but the result is a victory for CSEA members that sends a strong message to employers about the importance of safety and health.

"Onondaga County ought to be ashamed that the Attorney General had to compel them to observe a law that protects their employees," said Corcoran. "I hope the strength of the Attorney General's response makes it clear anything less than a full commitment to safety and health won't be tolerated."



# A day to remember

WORKER MEMORIAL DAY

April 28, 1989

IN MEMORIAM

William Bucktooth  
Michael Holmes  
Joseph Ingrassia  
William Kramer  
Arthur Mayotte  
John Risley  
Edward Thorngren  
John Graves

CSEA  
members killed in the line of duty  
during the past 12 months

Thousands of CSEA members from Long Island to Buffalo used April 28 to "mourn for the dead and fight for the living."

It was the observance of the AFL-CIO's first Workers Memorial Day — a date to honor workers killed or injured on the job and to raise awareness of the need for greater priority on workplace safety and health.

CSEA members participated by wearing black armbands, conducting memorial services, observing moments of silence, planting trees in honor of departed brothers and sisters, dedicating plaques and participating in rallies.

Despite the protections of the Public Safety and Health (PSH) Act, 31 CSEA members have been killed on the job in the past six years. Thousands more are seriously injured in workplace incidents every year.

In comments delivered at a memorial service at Bronx Psychiatric Center, CSEA President Joe McDermott said: "It's

time to end the lip service paid to worker safety and health and make it a reality."

"Public employees are entitled to a safe and healthy workplace by law," McDermott continued. "But the law alone is not enough. Safety and health has to be a labor/management priority that both sides work to achieve."

AFSCME President Gerald McEntee used the Workers Memorial Day as an opportunity to put the danger that public employees face on the job every day into perspective.

"More than 10,000 Americans are killed each year by on-the-job traumatic injuries; more than a thousand of them are public

employees," he said.

"Almost 250,000 public employees suffer disabling workplace injuries every year and more than 70,000 workers are permanently disabled each year as a result of workplace injuries."

The AFSCME president also said that public employees suffer 25 percent more injuries than private sector workers and these injuries are almost always more severe.

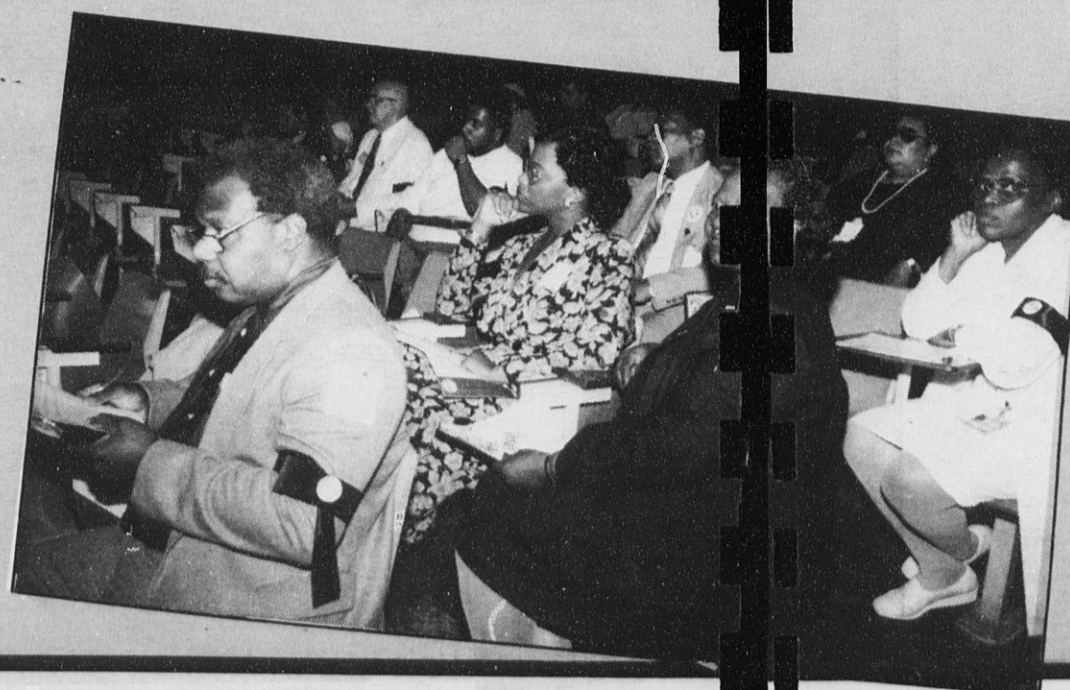
"We will no longer sit around and accept the choice between our jobs and our lives: we demand both," he concluded.



CSEA OBSERVES WORKERS MEMORIAL DAY — Above, CSEA staff and activists turned out to make a statement during the rally at the Empire State Plaza in Albany and, right, CSEA members wear black armbands during a memorial service at Bronx Psychiatric Center.



PUTNAM COUNTY LOCAL 844 employees of who display in the lobby of the highway department building. Standing from left are Local President Alice May and Steve Kass. Seated from left are Jill Moroney and Sandy Mers.



MEMORIAL CEREMONY — CSEA Local 427 members Barb Biniecki and her daughter Judy Connor display a memorial wreath during a ceremony at West Seneca Developmental Center.



# Grant allows new Jack and Jill to climb further up the hill

By Mark M. Kotzin  
CSEA Communications Assistant

OGDENSBURG — The burden of raising money to build a new expanded day care center in Ogdensburg just got easier, thanks to a grant from the New York State Labor/Management Child Care Advisory Committee.

The committee, made up of representatives of staff, management and several labor unions, recently approved a \$111,000 grant for the building of the new Jack and Jill Day Care Center, according to Irene Carr, CSEA statewide secretary.

More money is needed, however, and one

of the main efforts that organizers are focusing on is a capital fund drive, targeted to raising \$200,000 from local individuals and businesses.

Carr, a member of the state committee, said that the committee is glad to see such enthusiastic support from the community of Ogdensburg.

"The community has been very involved — we in the committee and at CSEA want to keep that involvement going strong," Carr said.

She was also very impressed with the effort put forth by the center's board of directors, who undertook a tremendous amount of research and work to obtain

grants to finance the center. The center has already received several hundred thousand dollars in grants alone, but more money is needed before the project can get underway.

The proposed center will replace the current facility which now operates out of the basement of the Curtis Hall building on the campus of the St. Lawrence Psychiatric Center. The current center, opened in 1983 and certified under the Empire State Day care Program, serves up to 38 children. The center serves the general public, as well as employees of several state facilities in the Ogdensburg area. The new facility, located near the old location, will have a capacity for about 150 children.

## CSEA benefits; they keep multiplying!



" I DON'T REALLY KNOW WHAT HAPPENED... ALL I KNOW FOR SURE IS THAT THEY STARTED APPEARING AFTER I GOT THIS CARD! "

DISTIN





**WINNING TEAM** — Claude Andrews and Lynn Ossont representing Schuyler Yates County Region 6 won the overall competition.

# Plowing down the competition

SYRACUSE — The top 10 Department of Transportation (DOT) Region snowplow teams faced off in the first statewide snowplow competition.

When the dust settled and the points were tallied, all the competitors felt like winners.

The Schuyler Yates County team of Claude Andrews and Lynn Ossont won first

place overall. The Herkimer County team of Kevin Cumm and Mark Steenburg and the Orleans County team of James Dragon and David Eibl tied for second. Lynn Bellow and Gerald Darling of Oswego County won the wing competition.

Held at the snowless Syracuse Fair Grounds, the snowplow competition was divided into four events: wing removal and installation; pre-op checks; knowledge test; and a truck rodeo obstacle course. Safety, skill and knowledge were the primary considerations.

Competitor Cindy Brown of Cobleskill viewed the contest as "a great thing, a tight course that's a challenge."

Both labor and management want to see the event grow.

Tom Patterson of Genesee-Orleans-Wyoming state DOT CSEA Local 513 was also enthusiastic.

"This is an opportunity for the state DOT management and staff to show the public the skills the workers have to possess to get the job done safely and efficiently every time they're called out," he said. "It's quite a difficult job."

CSEA President Joe McDermott was there for the competition and praised the competitors. He said it was unfortunate that the state doesn't have enough money to send the winning team on to the national competition in Ohio.

"We need to show the nation and our own residents just how highly skilled public employees are," McDermott said. "This would have been a great opportunity."



## CSEA members behind awards

BALDWINSVILLE — The CSEA members who staff the Onondaga County Department of Drainage and Sanitation's Baldwinsville-

Seneca Knolls Treatment Plant have plenty to be proud of these days. The plant has earned the Northeast

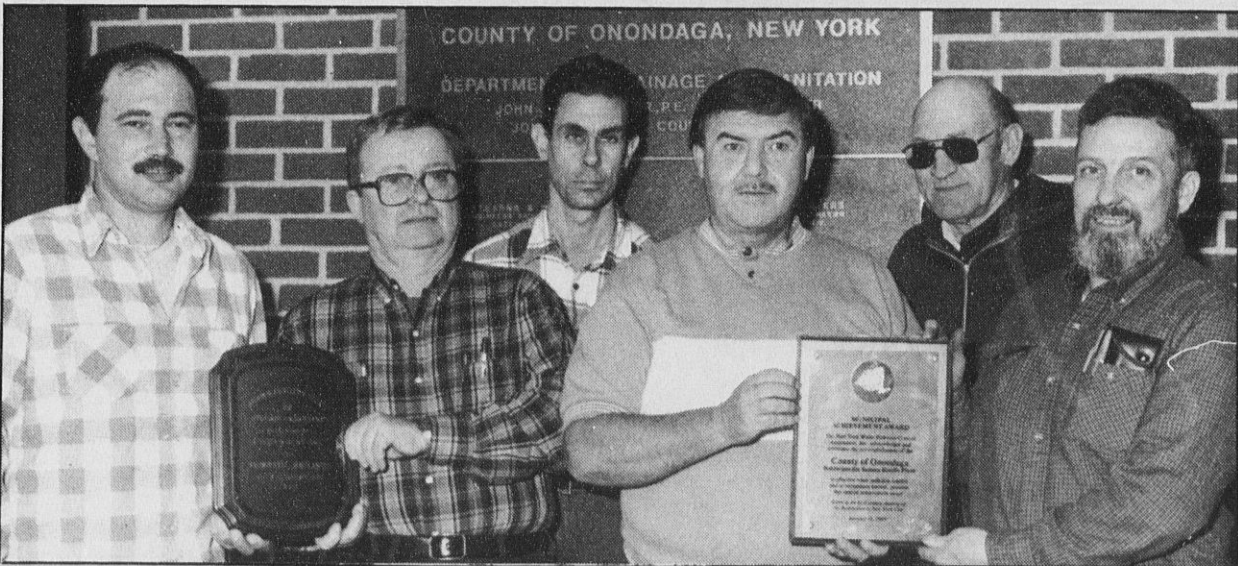
Regional Award for Excellence of Operation from the U.S. Environmental Protection Agency (EPA) and the state Department of Environmental Conservation (DEC). EPA is also considering the plant for its national award.

The New York Water Pollution Control Association also chose the plant as winner of its Municipal Achievement Award. This award recognizes municipalities that have made a major commitment to pollution control through professional management and by providing properly designed, operated and maintained equipment.

The people who operate the facility are all members of Onondaga CSEA Local 834.

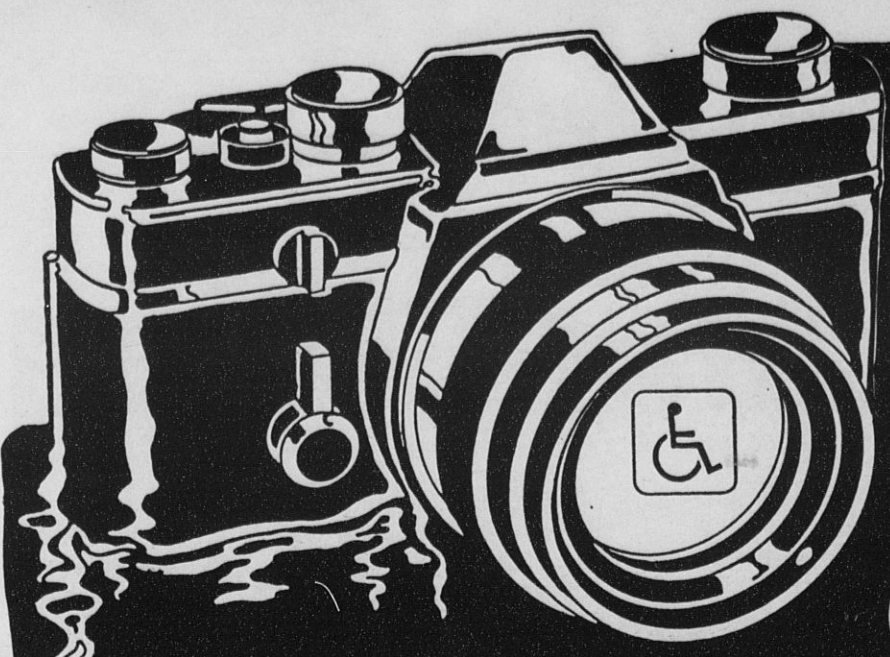
County Executive Nicholas J. Pirro congratulated the plant staff on its achievements.

"Sewage treatment is vital to the health and well-being of the community," he said. "I am proud that the personnel at this facility have been recognized for their excellence."



**THE WINNERS ARE** — Members of CSEA Local 834 who were honored by two major awards are, from left: Jim Bowles, Don Zimmerman, Ray Barker, Harold Beardsley, Stan Derby and Leon Woodward.





# CAUGHT BY THE CANDID CAMERA

**BRENTWOOD** — It's been said that a picture is worth a thousand words. For the people that get caught by one of Bob Specht's pictures, it can be worth a \$50 fine.

Specht, who is president of Suffolk Area Retirees Local 920, can often be found in parking lots, snapping photos of cars illegally parked in parking spots designated for handicapped drivers. He is one of 10 volunteers in the new enforcement program sponsored by Suffolk County. He and the other volunteers submit their Polaroid photos of the licence plates of the illegally parked cars to the county police, who then trace the owners of the vehicles, and mail them a summons with a \$50 dollar fine attached.

Specht — with more than 100 violators nailed so far — is believed to be the leading enforcement agent in the program. He says that he spends five to 20 hours a week on patrols.

Specht, retired after 12 years with Central Islip Psychiatric Center and 15 years with Suffolk County, holds a handicapped parking permit, and is angered when he cannot find an open handicapped parking space because people without permits are parking in them.

At first, he was appalled by how inconsiderate the violators were.

"They come up with every excuse," he said. "I'll only be a minute," or "I just had an operation," or "I've got all the kids with me," are some of the excuses he hears most frequently.

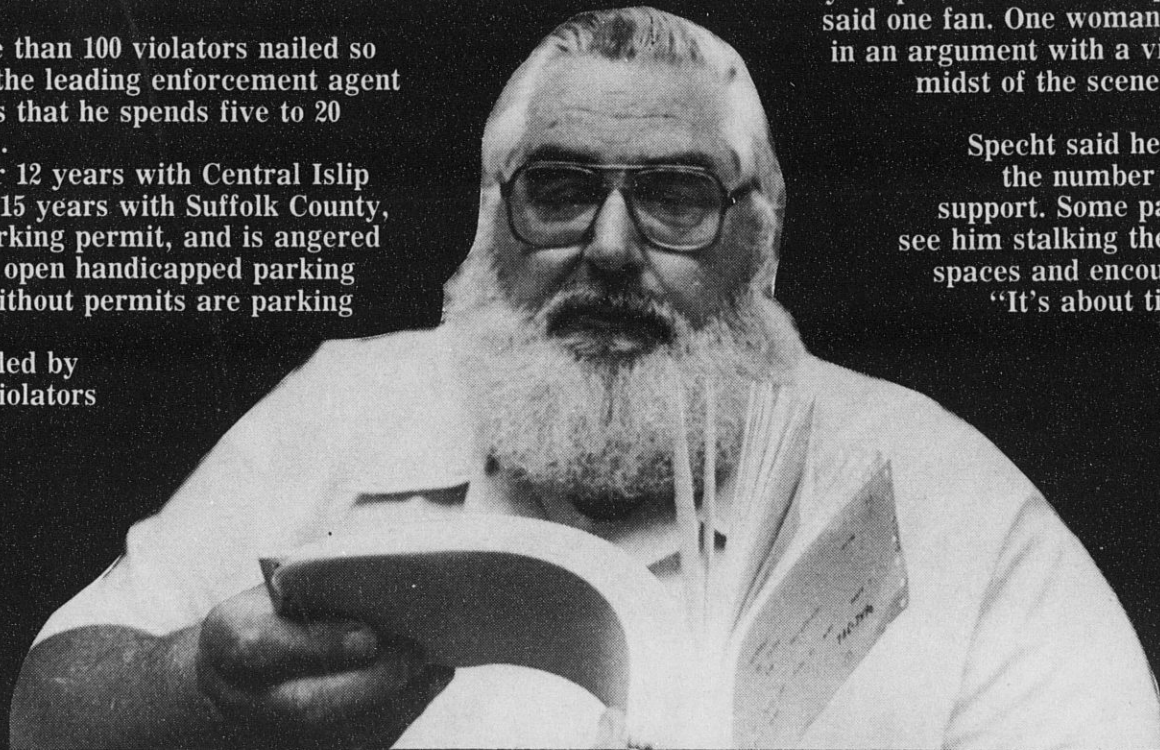
He said that he often gets "yelled and hollered at," when people return to see him photographing their cars.

He's still appalled, but glad that he is doing something about the problem, while raising public awareness. He has been spotlighted in a feature article in his local daily newspaper and on a local television station. He is often recognized by people when on patrol.

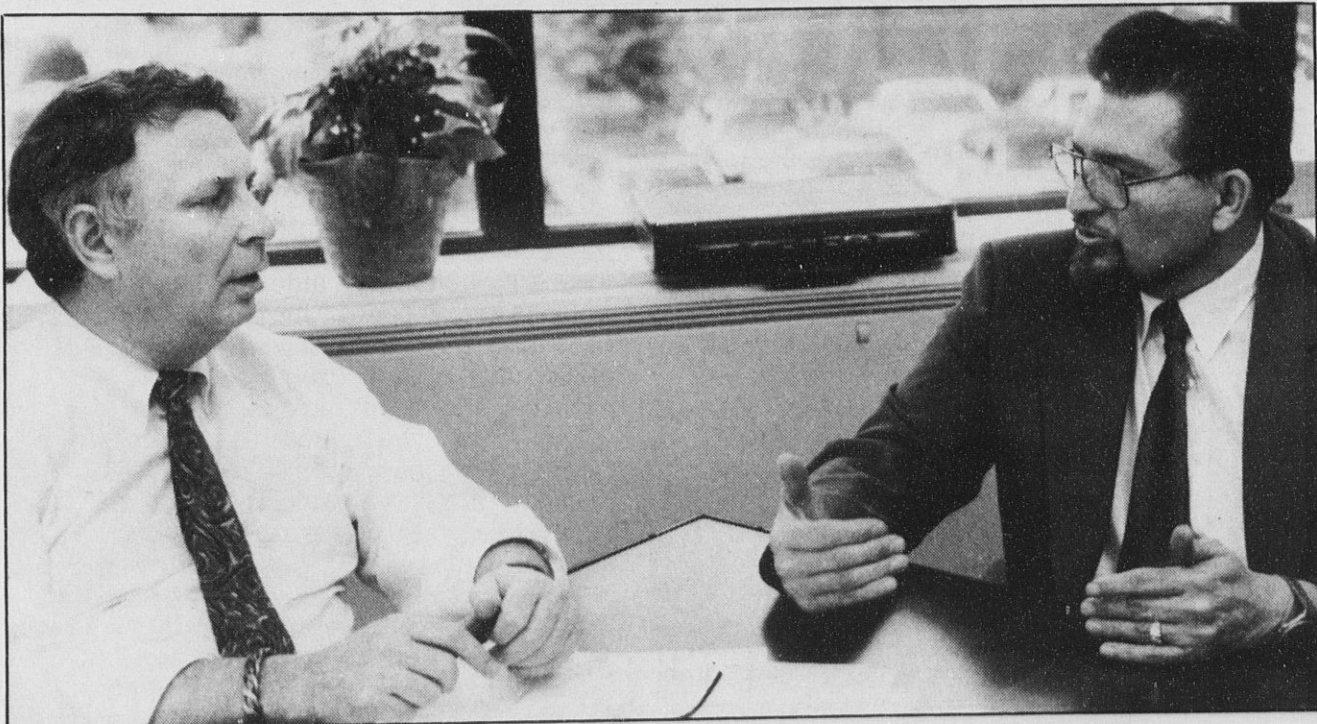
"I saw your picture in the newspaper; give it to 'em," said one fan. One woman passer-by saw Specht in an argument with a violator, waded into the midst of the scene and started "chewing out" the violator.

Specht said he has been surprised at the number of people who express support. Some passers-by, Specht said, see him stalking the handicapped parking spaces and encourage him, telling him;

"It's about time that somebody did something about it."



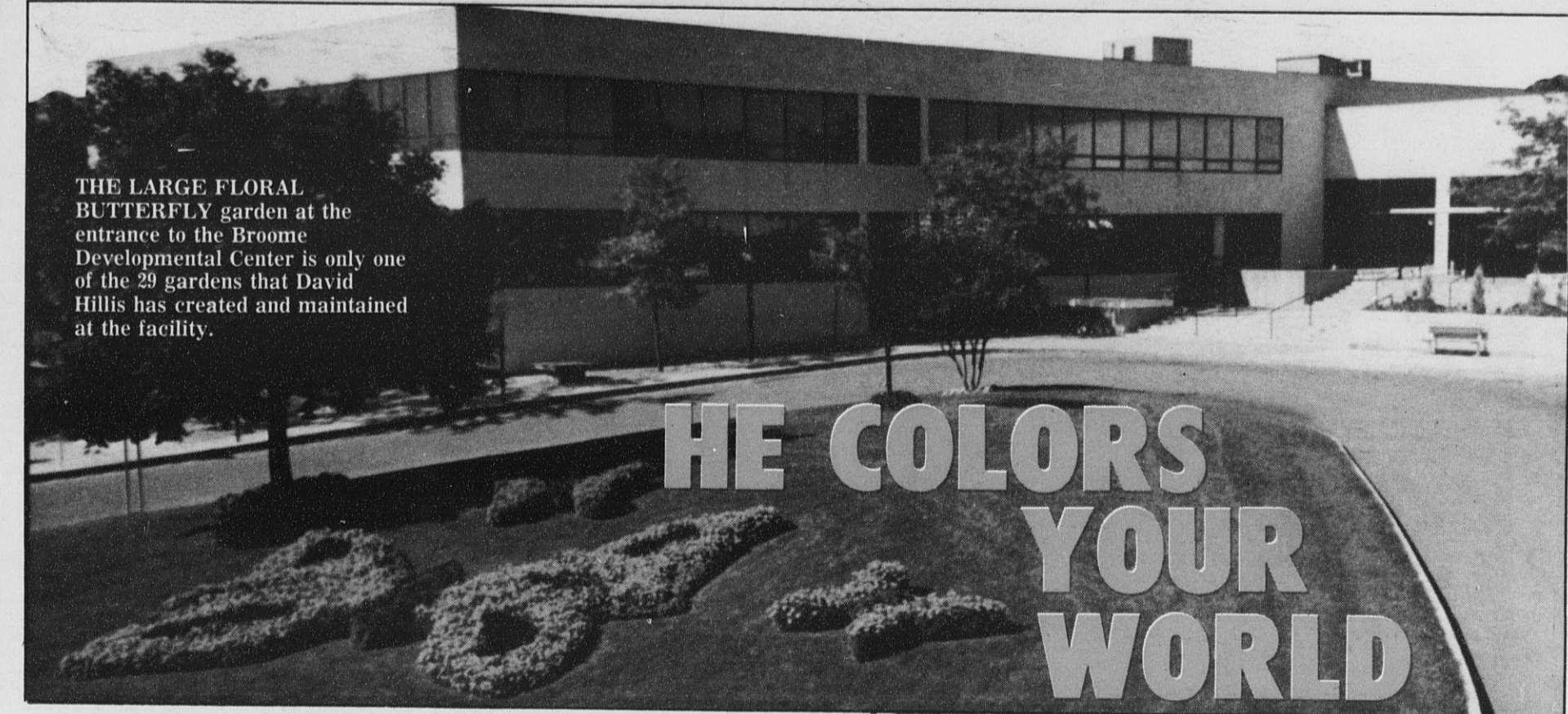
**BOB SPECHT** flips through a stack of computer reports detailing the drivers who he has caught illegally parking in handicapped parking spaces.



## Protecting Human Rights

**CONCERNS OF HISPANIC AND MINORITY** union members are discussed by CSEA President Joe McDermott, left, and Jaime LaBoy, a member of Sunmount Developmental Center CSEA Local 431 and CSEA's Human Rights Committee. CSEA has long been in the forefront of efforts to expand protection and respect for human rights.





THE LARGE FLORAL BUTTERFLY garden at the entrance to the Broome Developmental Center is only one of the 29 gardens that David Hillis has created and maintained at the facility.

## HE COLORS YOUR WORLD

BINGHAMTON — When some facilities try to brighten the decor or put a little color into their buildings, they usually open paint cans and apply new layers of paint. Not so at the Broome Developmental Center, where senior grounds worker David Hillis colors his world with flowers.

Hillis, a shop steward and member of CSEA Local 449, has been senior grounds worker since the center opened in 1974. He is well known for his inventive floral creations, and for his skill in keeping the landscape beautiful.

One of these creations can be seen on the front lawn at the entrance to the center, in the form of a giant floral butterfly. It is comprised of more than six hundred brightly colored flowers. The idea for the butterfly came from a fellow worker, Hillis said. It took about 50 hours to produce the unusual eye-catching display.

"One of my goals is for there to be constant color in the gardens from April to November each year," Hillis said. To accomplish this, he uses his creativity, his extensive horticultural knowledge, a lot of dedication and hard work, and many thousands of plants and flowers. This season alone, he plans to plant more than 5,000 flowers and plants in special arrangements on the developmental center's grounds.

He also relies heavily on his grounds crew, in his words, "the four best guys in the world." Hillis takes seriously his responsibility for training his crew. With his guidance and instruction, they are able to develop the knowledge and skills to get superior results. It is these results that receive continual notice and praise from the employees, administrative staff, the Board of Visitors and the clients and their families.

"The community at large is really impressed," said Richard Thamasett, the facility's director. "We're very proud of Dave, and we try to foster his creativity and be flexible in giving him the freedom to do what he thinks is best with the grounds."

This support from management has not gone unnoticed by Hillis or Mark Smacher, president of CSEA Local 449. Smacher cited the administration's open door policy as setting Broome Developmental apart as a very satisfying place to work.

"You get a lot of positive reinforcement," he said, noting that management has made it a point to participate fully in the many employee enhancement projects developed and implemented by the facility's joint labor/management committee.

One of these projects was aimed at solving the problem that the center's cafeteria was not being used by the employees, Smacher

said. Once it was determined that the problem was the decor, or lack of it, Hillis made a change by hanging plants throughout the area, adding wall decorations, and landscaping a new outdoor eating space. Since then, employees have enjoyed many breaks and meals in the attractive setting.

After 15 years on the job, Hillis said his enthusiasm is as strong as ever. He often stays beyond his normal work hours or appears on weekends, watering new plantings and checking on the condition of some of the 29 gardens on his own time. Where does he get his motivation?

"The administration lets me do what I want here," Hillis said. Personal satisfaction is high on his list of why he likes his job. He derives much of that satisfaction from his interaction with the clients and their families.

As a parent himself, Hillis said, he understands what visiting a sick child can be like, and has tried to relieve some of that stress through his creativity. He recalls how, when visiting his own child in a hospital, there was a pool with live ducks, and that this simple diversion was often the only bright spot in his day. He has provided a similar attraction in the entrance of the Developmental Center, with a garden designed around the figure of a little girl fishing in a small pool where live goldfish can be seen darting through the water.

It is this same concern for the clients which motivated him to have a small fruit orchard where the Center's seniors and the home living unit residents each year make a project out of picking apples, pears and peaches, and making pies out of them. "The reason I put them there is for the residents," he said.

It is very evident that the staff at Broome D.C. appreciates Hillis' contribution to their environment.

"It gives you a peaceful feeling and a sense of pride. You walk in the building in the morning and it's very relaxing," said Stan Wanglund, chief of service at the Center.

"He works extraordinarily hard. He's one of a kind," said Betty Webster, a senior telephone operator who has worked at the center for 10 years.

Jo Ann Staats, a mental hygiene therapy aide, summed it up when she said, "It always looks pretty around here. It makes it look like a happy place to work, and it makes a difference to the clients. This is their home; we all like our homes to look nice, and so do they."

## CWEP grant allows center to build fitness trail

The latest project that David Hillis worked on was the result of a joint effort on the part of labor and management. This past fall, Hillis completed the planting of hundreds of bulbs, lining the half-mile path of the new fitness trail at the Broome Developmental facility.

The fitness trail was the direct result of an idea proposed to the

labor/management Committee on Work Environment and Productivity (CWEP), which offers grants to worthy projects to improve work environments at public facilities.

According to Mark Smacher, president of CSEA Local 449, the trail is currently "covered with daffodils in bloom," and he said that the employees are using the trail almost every day.



# 1989 CSEA McDonough scholarship winners

Six sons and daughters of CSEA members have just concluded a year of college as 1988-89 winners of Thomas H. McDonough Memorial Scholarships.

The \$200, one-time, continuing education scholarships are named in memory of the former executive vice president of CSEA. One McDonough Scholarship is awarded to an eligible student from each of CSEA's six regions. The six 1988-89 winners are:

## REGION I

**MICHAEL C. BOND**, son of Claudia Nischo, a keyboard specialist with the State Education Department and member of Long Island State Employees CSEA Local 016. Michael attends SUNY Buffalo.

## REGION II

**ANDRE GARFIELD WALKER**, son of Marlene Walker, a therapy aide at Brooklyn Developmental Center and member of CSEA Local 447. Andre attends Bridgewater State College in Massachusetts.

## REGION III

**CHRISTINE BARTOLOZZI**, daughter of Eileen Bartolozzi, a transcriber for Rockland County and member of CSEA Local 844. Christine attends Boston University.

## REGION IV

**JEANNETTE MARIE GREEN**, daughter of Angela Green, a secretary for the Saratoga Springs City School District and member of CSEA Local 864. Jeannette attends Colgate University.

## REGION V

**CHRISTINA LOUISE STANCHI** attends Cedarville College in Ohio. Her mother, Inge Stanchi, is a school bus driver with the Spencer Van Etten School District and a member of Chemung County Local 808.

## REGION VI

**PETER KLIMCZYK**, son of Margaret Klimczyk, a hall monitor with the Cheektowaga Central School District and member of Erie County Educational Employees Local 868. Peter attends Rensselaer Polytechnic Institute.

## State lawmakers honor Carafa

ALBANY — Westchester County CSEA Local 860 President Ed Carafa was recently honored on the floor of the state Assembly with an official proclamation and a standing ovation.

The legislative proclamation sponsored by Assemblyman Ron Tocci and Sen. Suzi Oppenheimer and others, honored Carafa for saving the life of U.S. Sen. Robert Dole during World War II.

Carafa was stationed in Italy when his platoon was assigned to Lt. Robert Dole. Carafa was covering his commanding officer when Dole was hit by gunfire. Though frightened for his own life, Carafa crawled to Dole and pulled him to safety.

In February 1986, Carafa had the opportunity to see Dole for the first time in 40 years when the 10th Mountain Division (Light Infantry) was reactivated at Fort Drum.

"He came over to me and hugged me and thanked me for saving his life," Carafa recalled.



STATE ASSEMBLY HONORS CARAFA — Westchester CSEA Local 860 President Ed Carafa, center, displays a copy of the official proclamation presented to him on the floor of the state Assembly in Albany. Pictured with Carafa are from left, Assemblyman Terence Zaleski, Assemblyman Richard Conners, chair of the Veterans Affairs Committee; Assemblywoman Cecile Singer; and Assemblyman Ron Tocci.

Peggy Murphy



## Her patience pays off in out-of-title victory

NEW YORK — "When you work for the state, you're supposed to feel like you're part of the team — you fill in for people when they're sick, do their work when they're out — but I was being taken advantage of," said Peggy Murphy, a member of New York City State Employees CSEA Local 010.

But Murphy stood up for her rights and with CSEA help, filed the first grievance of her 15-year career in state service and won.

It all began when Murphy's supervisor at Arthur Kill Correctional Facility retired. Murphy, a grade 6 calculations clerk at the time, assumed the supervisor's grade 9 senior account clerk responsibilities. She even trained her replacement in the grade 6 position.

The only catch was that the facility had no intention of putting her in the grade 9 position. They told her the work wasn't worth a grade 9 position, even though it had been classified as grade 9 for years.

"I was hurt," Murphy recalled. "Here I was doing the job and they were telling me that it wasn't worth what my predecessor was paid."

That was when CSEA got involved — because whether or not the facility felt the job was worth a grade 9, that was its classification and Murphy was doing the job. CSEA Labor Relations Specialist Charles Bell helped Murphy file an out-of-title grievance.

The grievance was first denied by the facility and then by the Department of Correctional Services. But when the issue went to the Governor's Office of Employee Relations, Murphy's patience paid off. She was awarded all the back pay equivalent to the grade 9 salary for the time she handled the responsibility.

Murphy has since transferred to a new position with the state Lottery.

"I didn't think it would take as long to get a decision as it did," she said. "But I'm glad that CSEA pushed it."





## Fired worker reinstated following investigation



TROY — Quick, thorough action by CSEA Rensselaer County Unit Second Vice President Steve Scouller and Shop Steward Don Heaphy saved Richard Yerke's job.

The trio are all employees of the Rensselaer County Highway Department and are used to working together to get the job done in any type of situation.

This kinship recently helped resolve a very difficult problem. First, Yerke was hospitalized for a five-week period with blood poisoning, which made working impossible. Then, when he was ready to return to work he received a letter from the county telling him that since he had not reported the reason for his lengthy absence, it was assumed that he had decided to quit. Yerke called Scouller and told him that, in fact, he had asked a relative to call him in sick just before he went into the hospital and he was sure that the call had been made.

Scouller informed worksite shop steward Don Heaphy about Yerke's situation, and both began an intensive investigation into the situation. Scouller was checking on the administrative end while Heaphy investigated the highway barn and office procedures. Heaphy's investigation paid off handsomely.

"On weekends and holidays a watchman provides security for the highway department," Heaphy reported. "He takes calls and logs them into a log book. He does not issue any type of report to the highway department management because it's

procedure for management to read through all of the log book entries on Monday morning."

According to Heaphy, "the Monday after Yerke went into the hospital was a holiday and apparently there were so many messages that the log book page was turned over, or maybe the entry was so small that it was overlooked. In any case," said Heaphy, "Yerke did indeed have a relative call him in as being sick and going to the hospital. Apparently the message never got to management."

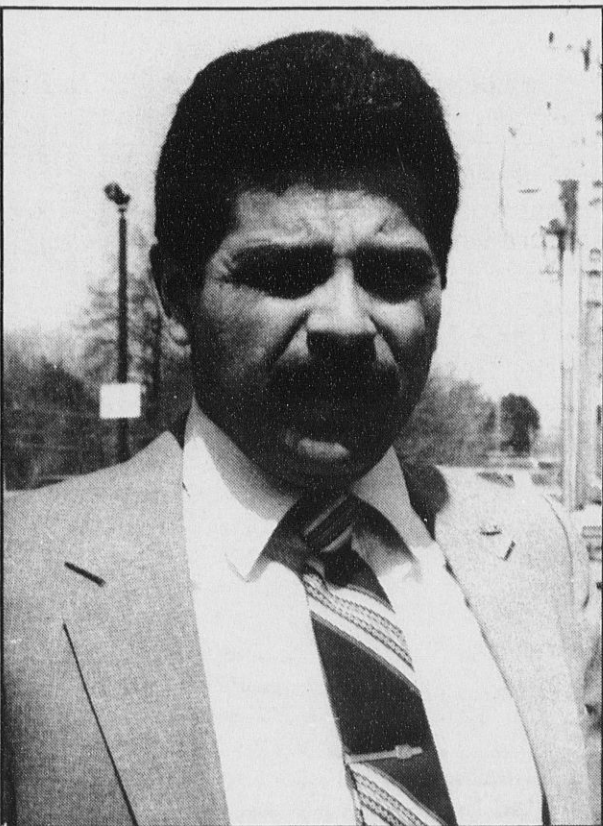
When Scouller and Heaphy reported their discovery to the county personnel office, many good things followed.

"Within minutes the county was calling Yerke and offering him his job back. They followed that up with a letter of apology about the whole situation," Scouller said. "They knew that they had made a mistake and they wanted to correct it as soon as possible."

"I feel that the union did its job," Yerke said. "Steve and Don did their jobs and I feel very grateful."



RICHARD YERKE, left, along with Unit Second Vice President Steve Scouller, right, and Shop Steward Don Heaphy points to the phone log where his name appears when he called in sick.



Luis Alvarez

## Above and beyond the call of duty

By Anita Manley  
CSEA Communications Associate

CALLICOON — When Sullivan County Deputy Sheriff Luis Alvarez responded to a recent call from his dispatcher, he acted with extreme kindness, courtesy, and professionalism, exemplifying the ideal qualities of a law enforcement professional. At the time, he had no idea that this routine call would involve fellow CSEA members.

The call was in response to the unexpected death of New York City Labor Department CSEA Local 350 activist Luz Trinidad, who was a participant in a recent CSEA Region II Workshop at the Villa Roma resort hotel in Callicoon.

Alvarez, a member of Sullivan County CSEA Local 853, said he expected a routine call, but when he arrived at the hotel, he was met by a large group of grief-stricken union brothers and sisters.

Region II President George Boncoraglio said that Alvarez "extended himself above and beyond the call of duty."

Alvarez said that notifying and making arrangements for the family of the deceased are part of the job.

"He was really nice and very sensitive," said Boncoraglio. "He comforted the members and helped make arrangements for the family. He really stood by us."

Alvarez returned the compliment. "They were a wonderful group of people," he said.

In addition to his job as Deputy Sheriff, Alvarez serves on the Town of Liberty Volunteer Ambulance Corps, is a member of the Mason Lodge and a board member of Sullivan County CACHE (Community Action Agency to Help the Economy). He is also running unopposed for the position of secretary of the Deputy Sheriff CSEA Unit.



# LEAP Student of the Month

Mimie Harbison

By Sheryl Carlin  
CSEA Communications Associate  
CENTRAL ISLIP — Mimie Harbison started working at Central Islip Psychiatric Center 21 years ago as a licensed practical nurse. About three years ago, she picked up a pamphlet on the Labor



**“There are a lot of courses offered through the program, and I think it’s great.”**

Education Action Program (LEAP) and decided to go back to school. Since then, she’s completed more than 10 LEAP courses and expects to earn her associate’s degree in nursing within two years.

Her educational accomplishments have earned her the title of LEAP student of the month.

“I always knew I wanted to go back to school when the kids were a little older. One day I picked up the pamphlet and decided it was time,” she said.

“When I first started taking courses, I wasn’t sure what I wanted to do. As it turns out, I can apply all my courses towards my nursing degree.”

Harbison supplements her LEAP courses with classes she takes using tuition reimbursement.

“I take as many courses as possible through LEAP and I get reimbursed for 60 percent of the cost of the rest of my classes through tuition reimbursement,” she said.

Harbison has three children and is married to a therapy aide who also works at Central Islip Psychiatric Center. She manages to fit her classes in either during the day or in the evening after work.

“Once I get home from school, I have to study for two or three hours,” she said.

Harbison plans to continue her education beyond her associate’s degree and work toward a bachelor’s degree in nursing.

LEAP courses are “a wonderful opportunity,” Harbison said. “There are a lot of courses offered through the program and I think it’s just great. It’s certainly helped me a lot.”

Central Islip Psychiatric Center CSEA Local 404 President Al Henneborn will present Harbison with her LEAP plaque on Nurses Recognition Day. She was one of three Local 404 members nominated for LEAP student of the month.

The other two nominees, Lorraine Selgrad and Ida Paredes, will receive letters of commendation from the LEAP office in Albany.

“All the nominees are to be commended,” said Carol Burton, the CIPC education and training specialist who nominated the women. “They all work very hard toward bettering themselves and their lives through LEAP courses.”

Even when she completes her nursing courses, Harbison wants to work with patients.

“I’ll still want direct-patient care. I know that I’ll always want to work closely with the patients,” Harbison said. “I never want to become too involved with a lot of paperwork.”

For information on LEAP courses and Tuition Reimbursement, or any educational programs available to CSEA members, see your training or personnel office or call the LEAP office at (518) 434-0191 or at 1-800-342-4146. The LEAP fall course announcement will be available at the end of June. Details will be published in *The Public Sector*.



# DON'T FLY AND DON'T BUY!

## Boycott Eastern & Continental Airlines and the companies listed below

Eastern and Continental Airlines have recently been placed on the national AFL-CIO "Don't Buy" list at the request of the International Association of Machinists, the Air Line Pilots Association and the Transport Workers Union.

CSEA officially went on record last month in support of the striking International Association of Machinists and Aerospace Workers (IAM) in their bitter struggle for dignity and survival against the greedy owner of the two airlines, Frank Lorenzo.

CSEA's statewide Board of Directors unanimously endorsed a resolution introduced by CSEA President Joe McDermott, calling on

CSEA members and staff employees to respect IAM picket lines to demonstrate their solidarity with the striking workers.

Printed below is the latest list of national boycotts currently sanctioned by the AFL-CIO Executive Council. CSEA urges its members to clip out this list and post it in prominent places in their workplaces, and to support the boycotts by not purchasing goods or services from the organizations listed, and to always look for the union label when making a purchase.

## DON'T BUY

### National Boycotts Sanctioned by the AFL-CIO Executive Council



#### ACE DRILL CORPORATION

Wire, jobber & letter drills, routers and steel bars  
United Automobile, Aerospace & Agricultural Implement Workers of America International Union

#### BASF A.G. CORP., Geismar, Louisiana

Video, audio and computer tapes and discs, Zerex and other brands of anti-freeze advertising Alugard 340-2 protectant.  
Oil, Chemical & Atomic Workers International Union

#### BLUE CROSS/BLUE SHIELD OF MEMPHIS, TN

Carrier of union health plans  
AFL-CIO

#### BROWN & SHARPE MFG. CO.

Measuring, cutting and machine tools and pumps  
International Association of Machinists & Aerospace Workers

#### BRUCE CHURCH, INC.

Iceberg Lettuce: Red Coach, Friendly, Green Valley Farms, Lucky  
United Farm Workers of America

#### CALIFORNIA TABLE GRAPES

Table grapes that do not bear the UFW union label on the carton or crate  
United Farm Workers of America

#### CITY OF HOPE

National medical research facility  
Office & Professional Employees International Union

#### CLARK GRAVE VAULT COMPANY

Copper and steel burial vaults  
United Automobile, Aerospace & Agricultural Implement Workers of America International Union

#### COLT FIREARMS COMPANY

Manufacturers of handguns and rifles  
United Automobile, Aerospace & Agricultural Implement Workers of America International Union

#### CONTINENTAL AIRLINES

Commercial airline carrier  
International Association of Machinists & Aerospace Workers  
Transport Workers Union of America

#### EASTERN AIRLINES

Commercial airline carrier  
International Association of Machinists & Aerospace Workers  
Transport Workers Union of America

#### FORT HOWARD PAPER CO.

Green Bay, Wisconsin and Muskogee, Oklahoma  
Mardi-Gras, Page, Sof-Knit tissues and napkins, Antique towels, Pom-etts, Edon and Dolly  
Madison tissues  
United Paperworkers International Union

#### HARVEY INDUSTRIES

Television and audio equipment manufacturing and assembly; Curtis Mathes, Pioneer, Color-tyme, Funia, and Walton TV-Stereo Combo  
International Union of Electronic, Electrical, Salaried, Machine & Furniture Workers

#### HOLIDAY PAPER CUPS, Div. of Imperial Cup Corporation

Holiday Paper Cups brand name  
United Paperworkers International Union

#### INTERNATIONAL PAPER COMPANY

Producer International and Hammermill bond, offset and writing paper and related products  
United Paperworkers International Union

#### JOHN MORRELL & COMPANY

Meat products: John Morrell, Rath Blackhawk, Nathan's Famous, Tobins First Prize, Hunter, Tom Sawyer, Krey, Partridge, Rodeo, Scott Petersen, Bob Ostrow, E-Z Cut, Table Trim, Golden Smoked, Carson Ribs  
United Food & Commercial Workers International Union

#### JOHN PORTMAN COMPANIES

Shopping malls, hotels, property management companies, real estate development investment.  
Service Employees International Union

#### KRUEGER INTERNATIONAL, INCORPORATED

Brand name chairs: Matrix, Poly, Dorsal, Vertebra, Stax, Afka, Modular, Auditorium and University Seating (for airports and auditoriums)  
International Association of Machinists & Aerospace workers

#### LOUISIANA-PACIFIC CORP.

Brand name wood products: L-P Wolmanized, Cedartone, Waterwood, Fibrepine, Oro-Bord, Redex, Sidex, Ketchikan, Pabco, Xonolite  
United Brotherhood of Carpenters and Joiners of America and International Woodworkers of America

#### MARSHALLTOWN TROWEL COMPANY

Brand name trowels  
Int'l Union, United Automobile, Aerospace & Agricultural Implement Workers of America

#### MOHAWK LIQUEUR CORPORATION

Mohawk labeled gin, rum, peppermint schnapps, and cordials  
Distillery, Wine and Allied Workers International Union

#### NAPA VALLEY CO-OP

Bergfeld 1885 (Sauvignon Blanc) wine  
Distillery, Wine and Allied Workers International Union

#### PATRICK CUDAHY

Processed meat products: Patrick Cudahy, Dell-Fresh, Gwaltney, Milano's, Smithfield, Taneda, Deli Fresh; Canned hams: Agar, Apple Blossom, A&P, Circle A, Country Club, DAK, IGA, Jewel, Lancaster, Pathmark, Plymouth Rock, Safeway, Shur-Fine, Smoke-A-Roama, Windmill  
United Food & Commercial Workers International Union

#### PLYMOUTH RUBBER COMPANY

Insulating material, rubber bands and vinyl products  
United Rubber, Cork, Linoleum and Plastic Workers of America

#### R. J. REYNOLDS TOBACCO CO.

Cigarettes: Camel, Winston, Salem, Doral, Vantage, More, Now, Real, Bright, Century, Sterling, YSL/Ritz; Smoking Tobaccos: Prince Albert, George Washington, Carter Hall, Apple, Madeira Mixture, Royal Comfort, Top, Our Advertiser; Little Cigars: Winchester  
Bakery, Confectionery & Tobacco Workers International Union

#### ROME CABLE CORPORATION

Cables used in mining and construction industry  
International Association of Machinists & Aerospace Workers

#### SEATTLE-FIRST NATIONAL BANK

Withdraw funds  
United Food & Commercial Workers International Union

#### SHELL OIL COMPANY

Subsidiary of Royal Dutch Shell (parent company of Shell South Africa); Gasoline, petroleum and natural gas products  
AFL-CIO

#### STERLING RADIATOR

Baseboard heaters for the home  
United Automobile, Aerospace & Agricultural Implement Workers of America International Union

#### UNITED STATES PLAYING CARD CO.

Brand names: Bee, Bicycle, Tally Ho, Aviator and Congress  
Retail, Wholesale and Department Store Union

Union Label and Service Trades Department, AFL-CIO



# ON THE MARCH IN HERKIMER COUNTY

## CSEA members, angry, determined and united, pounding pavement daily to win new contract

A mediation session on May 25 will signal the start of another formal effort to resolve a contract impasse that has left more than 300 Herkimer County employees angry, without a contract for months and pounding the streets in protest each noon hour around the Herkimer County Office Building.

Herkimer County employees have been without a contract since Jan. 1 after management declared an impasse in bargaining last winter. Initial mediation efforts failed to resolve the impasse, as did three recent face-to-face bargaining sessions without a mediator present. Formal mediation will resume with the May 25 session.

CSEA members, led by Herkimer County CSEA Unit President Sherri Morris, have conducted two large protest demonstrations, one at the Herkimer County Community College campus and another more recently outside the Herkimer County Office Building while county legislators held their regular meeting inside.

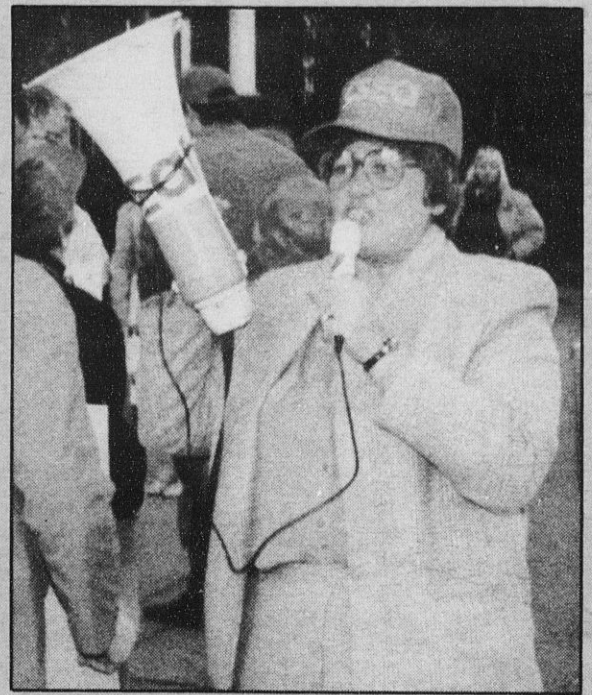
CSEA members have not marched alone. Their protests have drawn support from other area CSEA members and the participation of top union leaders. CSEA statewide President Joe McDermott, statewide Treasurer Mary E. Sullivan and CSEA Regional President Jim Moore have all marched the lines and addressed the membership.

CSEA members stepped up their activities on May 8 when they began using their lunch time to demonstrate each noon hour outside the county office building. The daily informational picketing draws attention to the plight of the county workers and their goal of achieving a fair and equitable contract.

Unit President Morris and Herkimer County Local 822 President Pat Labrozzi said morale has suffered because the county has failed to recognize the needs and contributions of employees during contract talks. They said the county only recently made an initial salary offer, and that it was "ludicrous, embarrassing."

Several items have been agreed to, but going into the May 25 mediation session, both sides are reportedly still far apart on such major issues as salary, increments, longevity and agency shop.

But as they have shown on the line each day, often in bitter late spring weather conditions, the employees are determined to stand their ground and see this dispute through to a successful conclusion.



CSEA STATEWIDE TREASURER Mary E. Sullivan used bullhorn to shout encouragement to Herkimer County employees during recent protest. Until becoming statewide treasurer, Sullivan was president of Herkimer County Local 822 and a representative from Herkimer County on CSEA's statewide Board of Directors.



HERKIMER COUNTY UNIT PRESIDENT Sherri Morris.

