

THE
PUBLIC

Sector

Monday, October 15, 1990

Vol. 13, No. 19

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



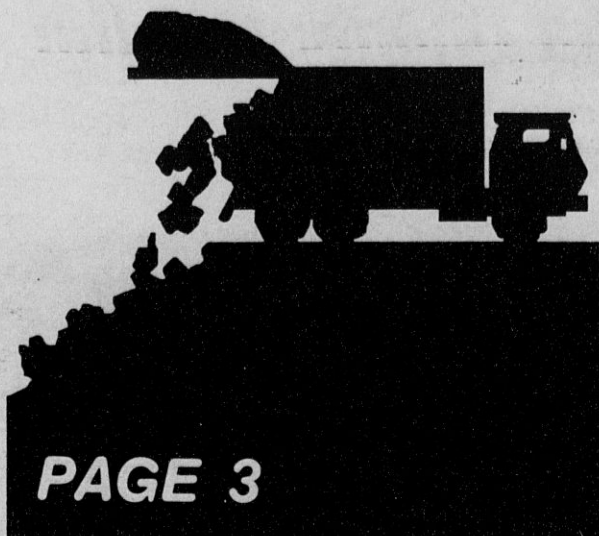
**DON'T
DUMP THE
LANDFILL!**

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1990 Annual Meeting issue

INSIDE NEWS YOU CAN USE



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CSEA has endorsed candidates for the state Legislature and statewide offices. Check the endorsements out and then VOTE!



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CSEA is celebrating its 80th convention — Ralph Distin gives us his perspective of "CSEA — Yesterday, Today and Tomorrow."



Region Director Joe Bakerian dies unexpectedly at age 48

ALBANY — Joseph "Joe" Bakerian Jr., 48, director of CSEA's Capital Region, died unexpectedly Oct. 6.

Mr. Bakerian was attending a Regional Safety and Health Workshop in Catskill at the time of his death.

He was a longtime employee of CSEA, starting as a labor relations specialist in 1973. He became acting regional director in July 1989 and was appointed director earlier this year.

"Joe has been an asset to CSEA for nearly 20 years," said CSEA President Joe McDermott. "In losing him, we lose a wealth of experience, a loyal unionist and a good friend."

Born in Troy, Mr. Bakerian lived in Albany at the time of his death. He was the son of Joseph Bakerian Sr. of

Troy and of the late Siran Karabashian Bakerian.

He was a graduate of Troy High School and attended Hudson Valley Community College and the State University at Albany. He was a graduate of Drake College in Florida.

Mr. Bakerian was a member of St. Peter Armenian Apostolic Church in Watervliet.

In addition to his father, he is survived by a brother, Nazar Bakerian of East Greenbush and several nieces and nephews.

His family has suggested that memorials may be made in the form of contributions to St. Peter Armenian Apostolic Church, 100 Troy-Schenectady Road, Watervliet, NY 12189.

THE PUBLIC Sector

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

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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.

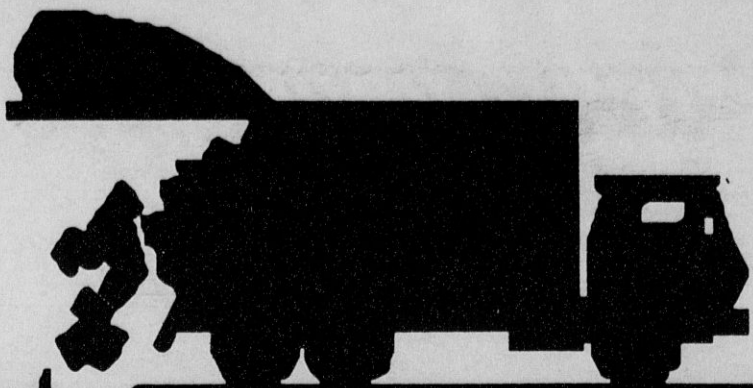
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CSEA opposes sale of Chautauqua County Landfill

Privatizing landfill same as TURNING HEN HOUSE OVER TO THE FOXES

By Ron Wofford
CSEA Communications Associate

MAYVILLE — Selling the Chautauqua County public landfill to a private corporation could have disastrous environmental effects in the future, and CSEA is making its opposition known through words and action.

The sale of the 800-acre county-owned landfill and three transfer stations to a subsidiary of Waste Management Inc. (WMI) for \$14 million has been promoted by Chautauqua County Executive Andrew Goodell as an answer to the county's fiscal problems.

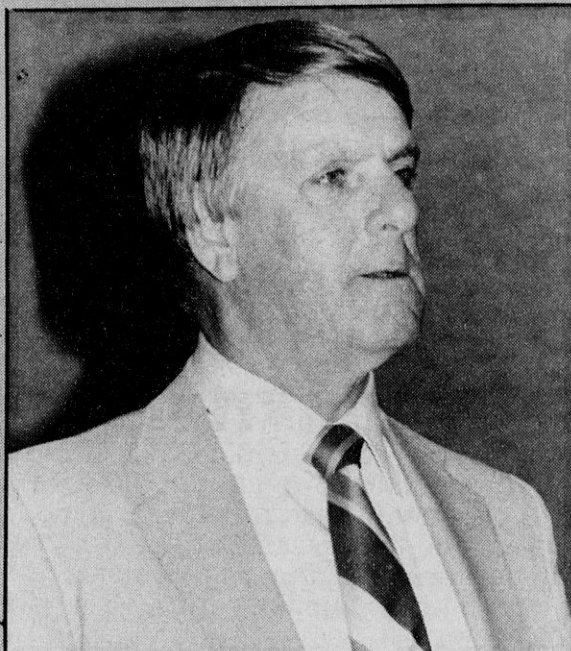
But CSEA activists and others, noting WMI's unsavory track record, have asserted that such a sale would be like "turning the chicken house over to the foxes."

"This landfill was thoughtfully and responsibly planned to serve the needs of Chautauqua County for many years to come," said Robert L. Lattimer, CSEA's Western Region president. "But all of that planning and the environmental future of the county could be jeopardized by selling it to a profiteer with a questionable record. The citizens of this county deserve more than a financial quick fix that could ultimately come back to haunt them in the wake of a potential environmental disaster.

"Any problems at the landfill can be corrected with more efficient management methods without turning it over to an entity whose sole purpose for existence is the almighty dollar," Lattimer said.

A CSEA investigation has substantiated charges that WMI's subsidiaries have a long record of violations, lawsuits and price-fixing convictions, he said.

A short review of that record shows million-dollar fines against WMI's subsidiaries: in Ohio for conspiracy to fix prices and divide markets among competitors; in Florida for price-fixing and anti-trust activities; and in California for the largest criminal anti-trust case in the state's history at the time, March 1989.



"All of that planning and the environmental future of the county could be jeopardized."

CSEA Western Region President
Robert L. Lattimer

"Our efforts go beyond protecting the jobs of our 50 members who work at the landfill because we could remain their union even if they went private," Lattimer said. "But this would be an unconscionable giveaway of valuable public property and an invitation to open up the landfill to all types of possibly toxic, illegal waste from outside the county, which I'm sure they would do to boost their profit margin.

"The most important point is that the function of providing waste disposal services, like other services provided by the Department of Public Works, should remain under the county's and the public's direction," he said. "Keep the landfill public."

CSEA fighting fire with fire

CSEA has been actively fighting privatization of the Chautauqua County landfill. Here's a list of the actions the union has taken to keep a profit-making firm with a questionable track record from buying the landfill.

- A CSEA County Employees Unit committee appointed by Unit President Jack Rudy has been monitoring county and town hearings and joining with community coalitions and individuals opposed to the sale. Committee members include Jim Smith, Jim Kurtz, Don Lind and Joe "Skeeter" Manizowski.
- CSEA has publicly endorsed a call for an independent management audit of landfill operations and urged that the union have input into the process.
- CSEA has called for an environmental impact study.
- CSEA has mounted an extensive advertising campaign to counter WMI's daily commercials touting the county's perceived benefits if the sale is made.
- CSEA is waging a political action campaign designed to have the public tell the county legislature, which would have final approval, to keep the landfill publicly owned and operated.
- CSEA has endorsed an internal audit by the county comptroller that calls for installation of scales with fees based on weight rather than volume, better petty cash management, sewer sludge and fly ash fees, exclusive use of cash register instead of fee tickets, daily deposit of cash receipts and daily monitoring controls.

Dependent Care Advantage Account

A reliable, pre-tax benefit for New York State Employees

The **Dependent Care Advantage Account**, a new pre-tax benefit for employees of New York State who need to pay for dependent care in order to work, will become effective Jan. 1, 1991.

Eligible state employees who elect to participate will have a pre-determined amount deducted from their salary for qualified dependent care **before** taxes are applied to the salary. Because taxes will be applied to the lower, adjusted, salary, the employee will pay lower taxes every pay period and have a higher spendable income.

The DCA Account program is sponsored by the New York State Labor-Management Child Care Advisory Committee, which is funded by the Governor's Office of Employee Relations, CSEA, PEF, Council 82, UUP and AFSCME DC 37.

A newsletter describing the program was sent to the homes of all eligible state employees last week. Also look for the informative newsletter where you work. **Contact your Agency Health Benefits Administrator for dates, times and locations of a series of employee information meetings to be held across the state. Call 1-800-543-0171 to register to attend any one of the information meetings.**

If you are unable to attend a meeting, ask your Agency Health Benefits Administrator for a highlighter brochure, read it carefully, and call the "Answers Hotline" (1-800-732-3777) if you have any questions.

USE YOUR DCA ACCOUNT TO PAY FOR:

- * Nursery school, kindergarten, day care center, before and after school programs, summer day camp;
- * Dependent care center that provides

day care (not residential care) for dependent adults; and

* A housekeeper or cook, if services are provide in part to a person who qualifies for dependent care.

WHO QUALIFIES AS A DEPENDENT?

The IRS approves using the DCA Account to pay for the care of your dependent children under age 13 or a disabled spouse, relative or household member who is incapable of caring for himself/herself and whom you claim as a dependent on your tax return (a dependent adult must regularly spend at least eight hours a day in your home).

HERE'S HOW IT WORKS

1. Each year you decide how much to contribute to your DCA Account.
2. Your DCA Account comes out of your salary (before taxes).
3. You pay your dependent care provider.
4. You fill out and submit a reimbursement form.
5. You receive your reimbursement from your DCA Account.

You must plan carefully and use up all the money in your account for the year — or under IRS regulations, you lose it. Before you sign up you will be given a worksheet to help you make your decision on how much to have deducted. As with the Federal Child Care Tax Credit, you must provide the IRS with your dependent care provider's name, address and taxpayer identification number (or Social Security number) when you file your tax return.

AN EXAMPLE

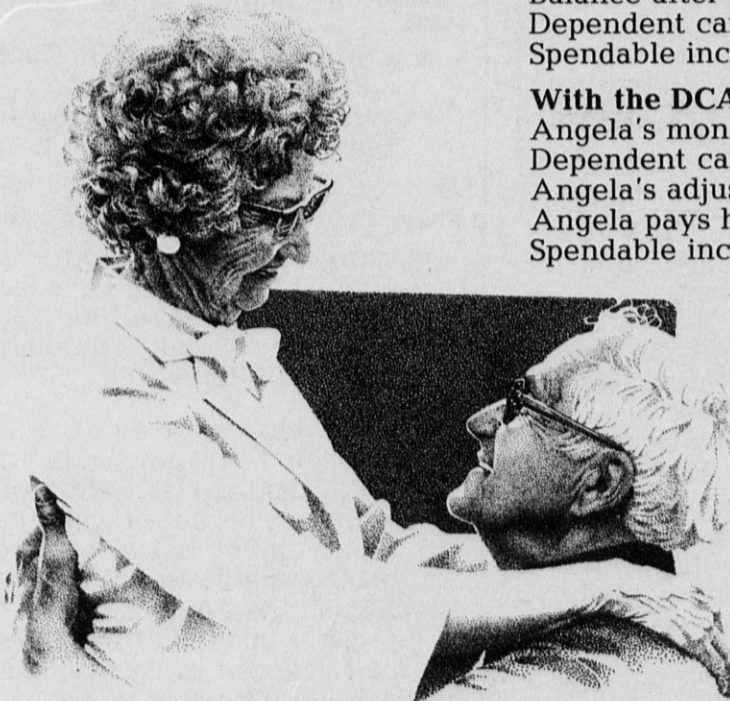
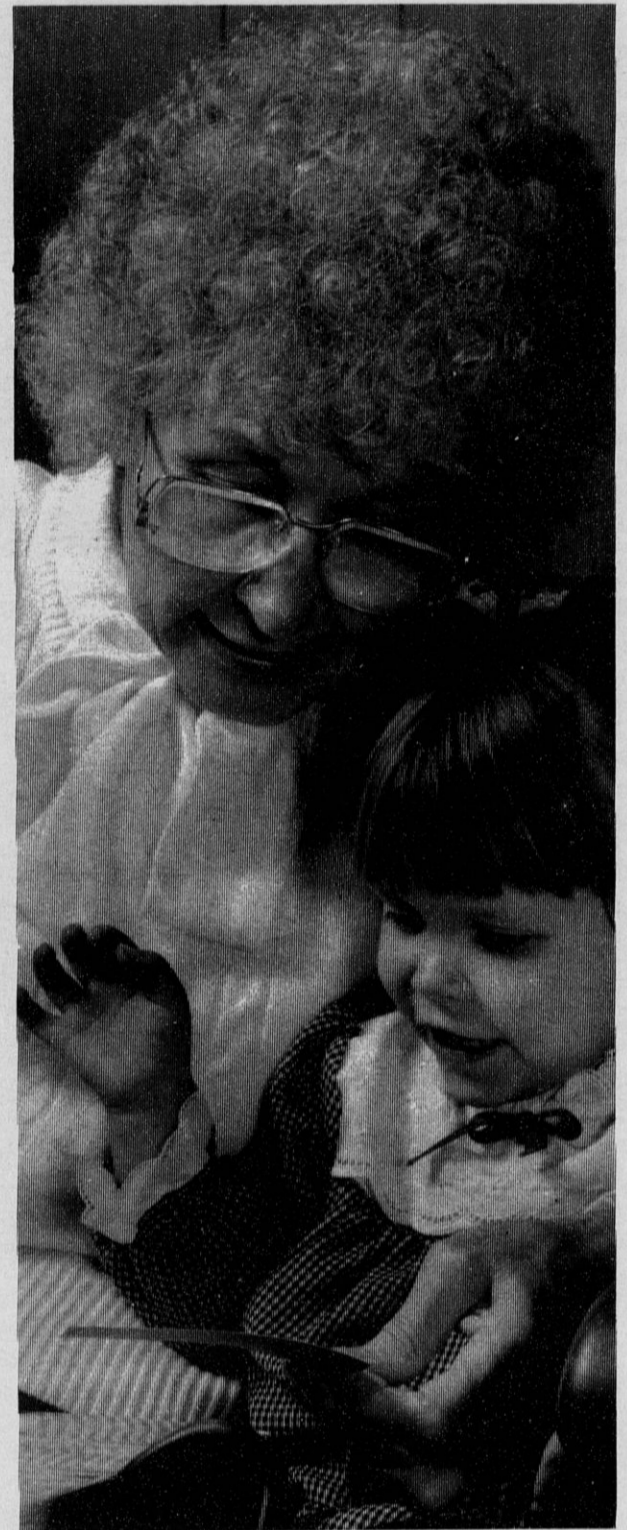
Angela is a single parent with one child. She earns \$2,200 per month and pays \$400 per month for day care.

Without the DCA Account:

Angela's monthly earnings	.....	\$2,200
Angela pays her taxes	.....	470
Balance after taxes	.....	1,730
Dependent care expenses	.....	400
Spendable income	.....	\$1,330

With the DCA Account:

Angela's monthly earnings	.....	\$2,200
Dependent care expenses	.....	400
Angela's adjusted earnings	.....	1,800
Angela pays her taxes	.....	350
Spendable income	.....	\$1,450



MEETINGS, HOTLINE

Employee information meetings will be held between Nov. 5 and Dec. 7 throughout the state. **Contact your Agency Health Benefits Administrator for information meeting details.**

A "meeting hotline" has been set-up for employees to call to register to attend an employee meeting in your area. **THE MEETING HOTLINE NUMBER IS 1-800-543-0171.**

CALL THE ANSWERS HOTLINE ALSO

Between Oct. 15 and Jan. 11, 1991, you can call **1-800732-3777** between 8 a.m. and 5 p.m. and speak with an experienced tax professional who is thoroughly familiar with the DCA Account program.

Danger in DFY

Deliberate and dangerous policy

By Ron Wofford
CSEA Communications Associate

BUFFALO — Tougher clients and minimal staffing policies are a dangerous mix according to CSEA-represented youth division aides who work in Division for Youth community group homes.

The group homes were originally intended to provide minimal supervision for youths re-entering the community. But the influx of violent youthful offenders entering the DFY system have changed the type of clients the group homes handle for the worse.

"There are many young and rough 'Mike Tyson' types in here and any worker is subject to being physically challenged by one or more at any time," said Bill Jordan, president of CSEA DFY Local 562. "We feel this is potentially life-threatening and we definitely don't concur with DFY's assessment of the staffing needs in community residences."

Jordan and other activists say the staffing pattern at DFY group homes — having only one YDA on duty for 7 a.m. to 3 p.m. shift — puts not only the staffer at risk but also some of the youths in their care.

"It's dangerous and ridiculous to expect one person to handle all of this responsibility safely," said John Melvin, an eight-year DFY worker. "You'd have to have eyes in the back of your head and X-ray vision as well."

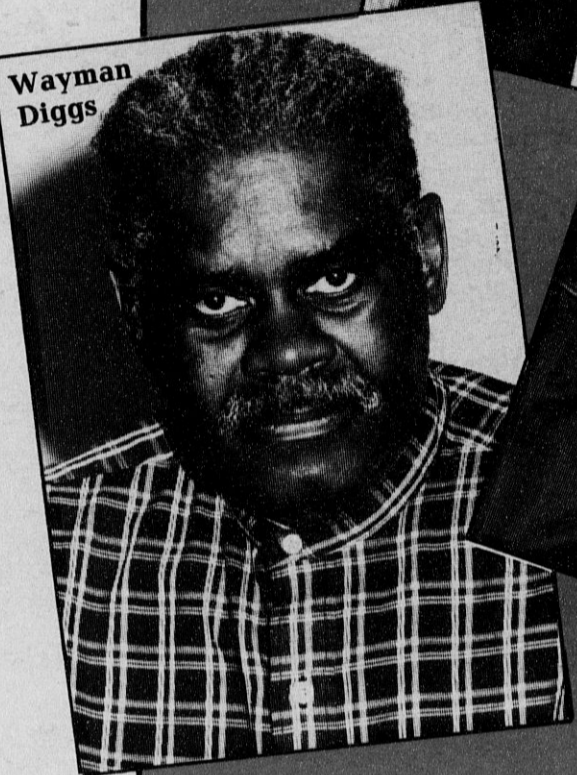
The physical layout of the homes — comparable to many residences, with one or two floors and numerous rooms — leaves too much chance for unsupervised activity for the youths.

A recent series in the Buffalo News backed up many of the workers' concerns. The series detailed the risk posed by many of the DFY clients to staff, other clients and in some cases, the surrounding community because of inadequate control.

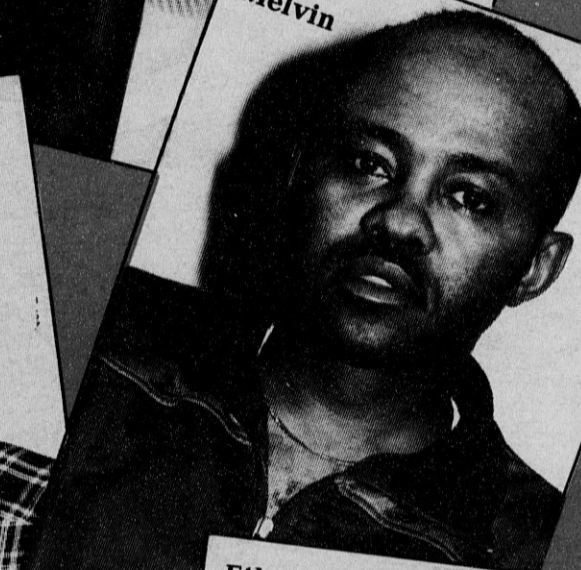
Armed with the latest report from the state Civil Service Department which shows YDAs with some of the highest injury rates in the state workforce, Jordan is pushing the staffing issue with management. It has always been a tough issue because determining staffing patterns is a management right.

It's even harder according to Jordan

Wayman Diggs



John Melvin



Ethel Cole



Bill Jordan



"Management's attitude is totally non-supportive"

—CSEA Local 562 President Bill Jordan

because "management's attitude is totally non-supportive."

Adding to the problem is management's abuse of the dependable people: "There's no management consideration for workers who faithfully come to work every day as scheduled and rarely call in sick," Jordan said.

"These people are often denied earned vacation time, or have their requested time brutally split," said Wayman Diggs, a 13-year employee. "They're hassled about sick time and generally treated with suspicion for a time-off request.

"They use all kinds of delaying tactics

before approving vacation, which causes more problems if they are denied after travel plans have already been made."

Ethel Cole, a 13-year employee, said she "can't remember the last time I've had a whole weekend off. Many people are forced to come in for the morning shift after having worked the previous evening."

The activists said management tries to intimidate the employees instead of treating them straightforwardly.

"Tension and stress are high and morale is low," said Jordan. "I hope this can be turned around before tragedy strikes."

Overtime award breaks new ground



MINEOLA — Kenneth Ryland needed help when he was unfairly put on suspension last winter, so he went to the best source he knew — CSEA.

And when CSEA won his arbitration, it also broke important ground: the award included pay for the regularly scheduled overtime Ryland lost during the suspension.

The overtime pay was important to Ryland, a member of CSEA Nassau County Local 830.

"I worked regularly scheduled overtime every week," he said. "I felt it was part of my loss when I was suspended."

The arbitrator awarded Ryland 30 days' back pay, a vacation day, sick day and holiday and 63.5 hours of overtime pay to cover the regularly scheduled overtime he lost.

The overtime issue is a breakthrough, said Claude Ferrera, CSEA labor relations specialist.

"The arbitrator took fully into account the projected overtime," Ferrera said. "This was quite a victory and we will continue to seek projected overtime as part of the remedy in our other cases

where there is regularly scheduled overtime."

Ryland, a Nassau County corrections officer, was accused of being away from his post one winter night and suspended for 30 days without pay.

But he never left his post. One of the county's own witnesses testified that he saw Ryland on patrol.

"This guy was called as a witness for the county, but he told the truth. He said he saw me at my post," Ryland said. "I was lucky he was an honest guy."

Ryland recalled that cold night clearly. "They completely forgot about me," he said. "It was one of the coldest nights of the year and there I was, waiting to be relieved and no one came.

"Finally, when they were tallying up the equipment, they found my radio and keys were missing and they realized I was still on my post," Ryland said. "I don't know why they said I left my post, all I knew was that they took my shield and told me I was on 30-day suspension with no pay."

Ryland knows how important CSEA was in his victory.

"I like to give credit where it's due," he said. "(CSEA attorney) Lou Stober really did a great job for me."

They had a right to speak

AMSTERDAM — Three Montgomery County Infirmiry nurse aides were not insubordinate when they continued to participate in a chaotic meeting called by management even though their breaks were over.

That's the decision of a hearing officer who ruled that the three should be reinstated with back pay for the 13 weeks they were suspended.

Aides Donna Giardona, Bertha Garrasi and Joan Kiaunis are back at work, grateful that CSEA represented them so well in disciplinary hearings after the county tried to fire them.

"I think the union is just great," Giardona said. "Our lawyer, Mike Ortiz, was just great. I feel good because I'm back to work, where I should be."

"I'm happy the union stuck behind us. I'm glad we won the way we did," Kiaunis said. "I'm glad I'm back to work."

The three aides were at an open forum with other employees, management officials and clients' relatives. Previous meetings had been used to clear up a variety of issues.

On-duty employees were to speak early in the meeting while on break and unaware of the change, showed up late.

The meeting chair accepted their



THE TRIO RETURNS — Bertha Garrasi, Donna Giardona and Joan Kiaunis return to work as nurse aides at the Montgomery County Infirmiry after being wrongly suspended by the administration.

questions, at the same time telling them they should return to work.

The meeting collapsed into chaos as employees complained about a shortage of washclothes and diapers, which apparently embarrassed management. The meeting was brought under control and employees returned to work as ordered.

Infirmiry officials then filed a series of insubordination charges against four workers and attempted to fire them — including one who wasn't at the meeting.

CSEA represented employees in disciplinary hearings. The hearing officer added some comments to his decision ordering the back pay awards.

"I further note that all the concerns which they raised (in the meeting) were related to better care for the patients," the hearing officer noted. "If they became impassioned, it was clearly not for selfish motives."

CSEA is now attempting to resolve the problems of the last worker who was temporary at the time and may not have recourse to a disciplinary hearing.

New information

Driver's test packets mailed

CSEA commercial motor vehicle operators should be prepared — the Department of Motor Vehicles (DMV) has mailed its new commercial driver's licensing packet and it includes the actual written test you must take.

DMV has changed procedure from what had initially been indicated. Instead of taking the test at a central location with other drivers, you must take the test on your own, at home and mail it in to DMV.

You may use the enclosed driver's manual to find answers. But, in an effort to discourage "shared" answers, there are more than 100 different versions of the test.

According to DMV instructions, you should complete and return the test within 30 days of receiving the packet.

The open book home test is a one-time only opportunity for experienced drivers. Anyone who does not return the test or fails it will then have to take a closed-book examination in a mass testing setting, beginning in January.

The new testing requirements are the result of federal legislation to improve road safety by ensuring the qualifications of all commercial motor vehicle operators.



Under the procedure established by New York to comply with the federal requirements, drivers with clean driving records do not have to take new road tests.

All school bus drivers and commercial drivers who operate vehicles with a gross weight of more than 26,000 pounds must take the written test.

Full instructions are included in the DMV packet.

If you have questions about the packet or the test, call DMV's toll-free number, 1-800-CDL-INFO (1-800-235-4636) for assistance. Any class 1, 2 or 3 driver who fails to receive the packet by Nov. 1, should also call the 800 number.

Worksite preparation set for state employees

CSEA members should not take the open-book commercial driver's license test for granted. You should still use all opportunities for test preparation.

For CSEA state employees, a worksite preparation program offered by CSEA and New York State through Empire State College, is moving forward.

More than 400 trainers in worksites across the state are setting up field training sessions on short notice to

assure that members are ready for the exam.

You may even want to review the exam before attending a preparation session so you have a good idea of what areas need special attention.

If you are not aware of any training sessions at your worksite, contact your agency education and training office for details about sessions in your area.

You can also contact Empire State College directly at (518) 587-2100 for additional information.



THE NEW COMMERCIAL DRIVER'S LICENSE TEST — affects about 35,000 CSEA members in numerous job titles who operate commercial vehicles. Top of page, a heavy equipment operator at the Town of Oyster Bay's Bethpage landfill; Above, Bus Driver Lyndell Olbrys, Susquehanna Valley School District; At left, Airport Maintenance Worker Roy White, Chemung County Airport.



CSEA's 1990 endorsements

Get out and vote!

Let CSEA's voice be heard on election day

ALBANY — CSEA has endorsed candidates for statewide and legislative offices, and CSEA President Joe McDermott is urging all members to exercise their right to vote.

"We believe the candidates we have endorsed will best represent public employees in New York State," said CSEA President Joe McDermott. "Now we have to get out there and vote for those candidates. It's our right and our responsibility as citizens and union members."

CSEA is endorsing Democrats Mario Cuomo for governor and Stanley Lundine for lieutenant governor.

"Of the four candidates for governor, Mario Cuomo is the best candidate," McDermott said. "The other candidates have called for massive cuts in public employment and public service.

"We are committed to preserving the quality of public service in this state," he said.

Republican candidate Pierre Rinfret has called for a year-long wage freeze, a spending freeze and a 20 percent cut in the state workforce over five years.

"The state cannot tolerate such a ridiculous plan. Rinfret would drive us into disaster," McDermott said.

Both Rinfret and Conservative candidate Herb London have made proposals for privatization of state responsibilities that would damage the quality of services and the standing of

public employees.

"While we have our disagreements, Mr. Cuomo has made himself available to hear our concerns and our recommendations. Other candidates have made it clear they will not open their minds to our concerns," McDermott added. "This makes our choice all the more clear."

CSEA has also endorsed Carol Bellamy, Democratic candidate for comptroller.

"Carol Bellamy has the experience, the knowledge and the wisdom to be an innovative comptroller," McDermott said. "She knows and supports our stand on the state pension system, its security, its management and its responsibility to its members.

"Carol Bellamy supports board of trustee management; she supports securing the system's assets against raids in a budget crisis; she supports a responsible formula for permanent pension supplementation," he continued. "In short, Carol Bellamy is right on the money."

CSEA is also endorsing Robert Abrams, Democratic candidate for attorney general.

"Bob Abrams has proven himself a forceful advocate for the people of New York," McDermott said.

Below and on page 9 are CSEA's endorsements in races for the state Legislature.

VOTE



"Now we have to get out there and vote. It's our right and our responsibility."

CSEA President Joe McDermott

State Senate endorsements

SD	CSEA-endorsed candidate	Party						
			19	Martin M. Solomon	D	40	Charles D. Cook	R-C
			20	Ada L. Smith	D	41	Stephen Saland	R
1	Kenneth P. LaValle	R-C	22	Velmanette Montgomery	D	42	Howard C. Nolan, Jr.	D
2	James J. Lack	R-C	23	Christopher Mega	R-C-RTL	43	Joseph L. Bruno	R-C
3	Caesar Trunzo	R-C	25	Martin Connor	D-L	44	Hugh T. Farley	R-C
4	Owen H. Johnson	R-C	26	Roy M. Goodman	R	45	Ronald B. Stafford	R-C
5	Ralph J. Marino	R-C	27	Manfred Ohrenstein	D-L	46	John M. McHugh	R-C
6	Kemp Hannon	R	28	Franz S. Leichter	D-L	47	William Sears	R
7	Michael J. Tully, Jr.	R-C	29	David Paterson	D-L	49	Tarky J. Lombardi	R-C
8	Norman J. Levy	R-C	30	Olga Mendez	D-L	50	James L. Seward	R-C
9	Dean G. Skelos	R	31	Joseph L. Galiber	D-L	51	Thomas Libous	R-C
10	Alton Waldon	D-L	32	Efrain Gonzalez	D	52	John R. Kuhl, Jr.	R-C
11	Frank Padavan	R	33	Jeff Korman	D-L	54	John D. Perry	D
12	Leonard P. Stavisky	D-L	34	Guy J. Veleva	R	55	Ralph Quattrociocchi	D-C
13	Emanuel R. Gold	D-L	35	Nicholas A. Spano	R-C	56	Jess J. Present	R
14	George Onorato	D	36	Suzi Oppenheimer	D-L	57	William T. Stachowski	D-C
16	Jeremy S. Weinstein	D-L	37	Mary B. Goodhue	R-C	58	Anthony M. Masiello	D-L
17	Howard E. Babbush	D	38	Harriet Cornell	D	59	Dale M. Volker	R-C
18	Donald M. Halperin	D	39	Arthur Gray	D	60	John Sheffer	R

CSEA's 1990 endorsements

State Assembly endorsements

AD	CSEA-endorsed candidate	Party						
1	Joseph Sawicki	R-C	59	Eric Vitaliano	D-C	104	Richard Conners	D
2	John Behan	R-C	61	Deborah Glick	D	105	Paul Tonko	D-L
3	William Bianchi	D	62	Sheldon Silver	D-L	106	Ronald Canestrari	D-L
4	Robert Gaffney	R-C-RTL	63	Steven Sanders	D-L	107	James Tedisco	R
5	Paul Harenberg	D	64	Richard Gottfried	D-L	109	James King	R
6	Robert Wertz	R-C-RTL	65	Alexander Grannis	D-L	110	Chris Ortloff	R-C
8	John Cochrane	R-C	67	Jerrold Nadler	D-L	111	John McCann	R-C
9	John Flanagan	R-C-RTL	68	Angelo DelToro	D-L	112	John O'Neil	R
10	James Conte	R-C	69	Edward Sullivan	D-L	113	Anthony Casale	R-C
11	Robert Sweeney	D	70	Geraldine Daniels	D-L	114	Robert Nortz	R-C
12	Philip Healey	R-C	71	Herman Farrell	D-L	115	Roann Destito	D
13	Lewis Yevoli	D	72	John Brian Murtaugh	D-L	116	Ralph Eannace	R-C
14	Frederick Parola	R-C	73	David Rosado	D	117	Frances Sullivan	R
15	Daniel Frisa	R-C	74	Hector Diaz	D-L	118	Michael Bragman	D
16	Thomas DiNapoli	D-L	75	John Dearie	D-L	119	William Bush	R-C
17	Michael Balboni	R-C	76	Aureila Greene	D-L	120	Melvin Zimmer	D
18	Earlene Hill	D	77	Roberto Ramirez	D	122	Clarence Rappleyea	R
19	Charles O'Shea	R-C	78	Gloria Davis	D-L	123	James Moran	D
20	Harvey Weisenberg	D-L	79	George Friedman	D-L	124	James Tallon	D
21	Gregory Becker	R-C	80	G. Oliver Koppell	D-L	125	Martin Luster	D
22	George Madison	R-C	81	Stephen Kaufman	D	126	George Winner	R-C
23	Audrey Pheffer	D-L	82	Larry Seabrook	D-L	128	Michael Nozzolio	R-C
24	Saul Weprin	D-L	83	Terrence Zaleski	D-L	129	Frank Talomie	R-C
25	Douglas Prescott	R-C	84	Cecile Singer	R	132	Joseph Morelle	D
26	Morton Hillman	D-L	85	Ronald Tocci	D	133	David Gantt	D
27	Nettie Mayersohn	D-L	86	Richard Brodsky	D	134	Roger Robach	D-C
28	Alan Hevesi	D-L	87	Peter Sullivan	R-C	135	James Nagle	R-C
29	Cynthia Jenkins	D-L	88	Gregory Young	D	136	John Hasper	R
30	Joseph Crowley	D	89	Henry Barnett	R-C	137	R. Stephen Hawley	R-C
31	Anthony Seminerio	D-C	90	Vincent Leibell	R-C	138	Joseph Pillittere	D-L
33	Barbara Clark	D-L	91	George Pataki	R-C	139	Matthew Murphy	D-L
34	Ivan Lafayette	D-L	92	Alex Gromack	D	141	Arthur Eve	D-L
35	Helen Marshall	D-L	93	Samuel Colman	D	142	Richard Anderson	R-C
36	Denis Butler	D	94	John Bonacic	R	143	Paul Tokasz	D
37	Catherine Nolan	D	95	Richard Randazzo	D	144	William Hoyt	D-L
38	Frederick Schmidt	D-RTL	96	Lawrence Bennett	D	145	Richard Keane	D-C
39	Anthony Genovesi	D	97	Frederica Goodman	D	146	Francis Pordum	D
40	Edward Griffith	D-L	98	Richard Coombe	R-C	147	Thomas Reynolds	R
41	Helene Weinstein	D	100	Neil Kelleher	R-C	148	Vincent Graber	D-C
42	Rhoda Jacobs	D-L	101	Maurice Hinchey	D-L	149	Patricia McGee	R-C
43	Clarence Norman	D-L	103	Arnold Proskin	R-C	150	William Parment	D
44	Melvin Miller	D-L						
45	Daniel Feldman	D						
46	Howard Lasher	D-L						
47	Frank Barbaro	D-L						
48	Dov Hikind	D						
49	Peter Abbate	D						
50	Joseph Lentol	D						
51	James Brennan	D-L						
52	Eileen Dugan	D-L						
54	Thomas Catapano	D-L						
55	William Boyland	D-L						
56	Albert Vann	D-L						
57	Roger Green	D-L						
58	Elizabeth Connelly	D						

Catch the Spirit!

The spirit of democracy is ablaze from Central America to Eastern Europe, the Soviet Union, and Asia.

Brave and determined people around the world are challenging tanks and armies to win their democratic rights.

The right to speak out, to dissent, to have a voice in government is precious.

How about it? We too can make our government responsive to the needs of working families.

**STAND UP.
SPEAK OUT.
BE COUNTED.**

VOTE!
November 6.



Statewide President

JOSEPH E. McDERMOTT
CSEA Statewide Headquarters
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(518) 434-0191
1-800-342-4146

To say it's been a tough year for CSEA is an understatement. That's nothing new. We've come through adversity before.

It hasn't been easy but the past year's record of accomplishment shows that CSEA has been as tough as the times have demanded.

Let me outline some key areas of CSEA action:

STATE BUDGET

The originally proposed state budget would have been a disaster for local governments and school districts, devastated state services and led to massive layoffs at all levels. CSEA fought tooth and nail for a more acceptable plan. While far from perfect, the final spending plan reflects CSEA's efforts to protect our members' interests.

There's no question, however, that state finances are in serious trouble. CSEA is already gearing up for next year's budget fight. We're looking at areas of irresponsible public policy that hurt our members and waste taxpayer money.

For example, it makes no sense that the state Office of Mental Health spends upwards of \$45 million a year on overtime because staffing levels are so woefully inadequate. CSEA also has serious concerns about some of the methods that were used to balance the state budget, most notable the raid on the Common Retirement System. We are taking appropriate action to rectify that.

PUC LAWSUIT

The change in the method of funding the state Retirement System is serious and complex. The Projected Unit Credit (PUC) method mandated in the state budget threatens the integrity of the Retirement System.

The Retirement System was established as an independent fund to secure the financial future of retired public employees by investing and protecting our deferred wages. The money belongs to all of us who are participants in the system. But PUC turns the system into a political slush fund that can be used to fund the day-to-day operations of the state and local governments.

There are several points to keep in mind:

* PUC saves the employers money in the short run but may require even higher contributions in the long run.

* Draining the system's surplus makes it very sensitive to downturns in the economy.

CSEA has filed a lawsuit in the state Supreme Court to address these concerns. CSEA has other concerns about the pension system that we are addressing in other ways.

RETIREMENT SYSTEM REFORM

The PUC situation is the perfect example of the need for reform of the state Retirement System. While state and local governments have benefitted from the performance of the fund, the system participants have not seen any regular improvements in benefits.

CSEA has long sought reform and this year we took a major step toward achieving our goals through the AFL-CIO Task Force Report on Public Employee Pensions. The Task Force, which I chaired, called for permanent cost-of-living adjustments for beneficiaries, establishment of a seven-member board of trustees with public employee representation and elimination of the 3 percent contributions required of Tier III and IV members, to cite just a few areas.

The Task Force report received significant positive media attention and sparked considerable debate. CSEA will build on that momentum.

LEGISLATIVE GAINS

Despite a very tough budget year, CSEA did register several important legislative gains.

A long sought legislative priority,

mandatory Medicare assignment, was enacted. It limits the amount that doctors can charge patients above the Medicare rate. CSEA was also involved in passing legislation that makes a significant improvement in Workers Compensation benefits. And CSEA successfully lobbied for legislation that toughens the penalties for employers who ignore the Public Employee Safety and Health Act.

NASSAU AND WESTCHESTER

Faced with tough challenges in Nassau and Westchester counties, CSEA stood up to the opposition and won. We then turned around and negotiated strong contracts for our members. Our activists in both places deserve a lot of credit for their hard work that demonstrates what we can achieve as a union when we work together.

STATE NEGOTIATIONS

The solidarity of our Nassau and Westchester members should provide a good example for our state members who begin contract negotiations next month. CSEA has been hard at work over the past year developing contract proposals submitted by our members and working out negotiating strategy.

SECRETARIAL RECLASSIFICATION

To put it bluntly, the state's procedure for reclassifying employees into the new Secretary 1 and 2 titles has been a fiasco from the start.

While the state has the right to establish the procedure, CSEA has used all means available to protect the interests of our members who deserve to get paid for the work they perform. CSEA has aggressively publicized the deficiencies in an attempt to prod the state. We have also taken legal steps over the state actions. Unfortunately, the state has compounded the problem at each step of the procedure.

LOCAL GOVERNMENT INITIATIVE

As part of the broad range of efforts

to improve the delivery of CSEA services to our local government members, which include adding staff and specializing their responsibility, there are two local government initiatives from the past year that should be noted.

CSEA held a "Big Ten" conference among our largest county units and top level staff to improve the dialogue on how CSEA can better meet their needs. The discussion focused on the issues affecting those counties and their employees and the resources that CSEA has available. We intend to build on this initial effort.

CSEA has also begun a program to develop local government apprenticeship training programs in conjunction with the state Labor Department.

The purpose is to establish programs that give employees the opportunity to develop skills through on-the-job experience that allows them to move into new careers. For the governments it improves the ability to fill specific

jobs with capable employees. While still in its fledgling stages, the concept has been positively received in a number of locations. The first program is just underway in Syracuse.

SOLID WASTE TASK FORCE REPORT

New York's solid waste crisis is a concern for all CSEA members, but especially for local government units. The CSEA Solid Waste Task Force issued a report earlier this year entitled "Throwing Away Our Future." It detailed the impact of the problem on CSEA members and outlined a CSEA strategy for dealing with it.

COMMERCIAL MOTOR VEHICLES LICENSING REQUIREMENTS

Long awaited new requirements for commercial motor vehicle operators are now a reality. CSEA input into the state legislation secured exemptions for operators of vehicles under 26,000 pounds; exempting employees with clean driving records from road test requirements; and distribution of preparation materials for the written examination to all affected drivers.

PERSONAL LEGAL PLAN

As part of CSEA's continuing effort to improve benefits for our members, we were pleased to establish a personal legal plan for our members in conjunction with our international

union, AFSCME. The program offers discounted legal services for our members through a network of attorneys across the state.

STANDING UP FOR HUMAN RIGHTS

CSEA has long supported the cause of human rights wherever there is oppression in the world. The importance of speaking out was reinforced not only by the dramatic events in eastern Europe and South Africa, but by two specific moments here at home.

They were the appearance of Polish Trade Union Solidarity leader Lech Walesa at the AFL-CIO Convention in Washington last fall and Nelson Mandela's unforgettable arrival in New York and at the AFSCME Convention in Miami last summer. Their testimony made it clear that CSEA's work for human rights does make a difference.

MAKING A DIFFERENCE

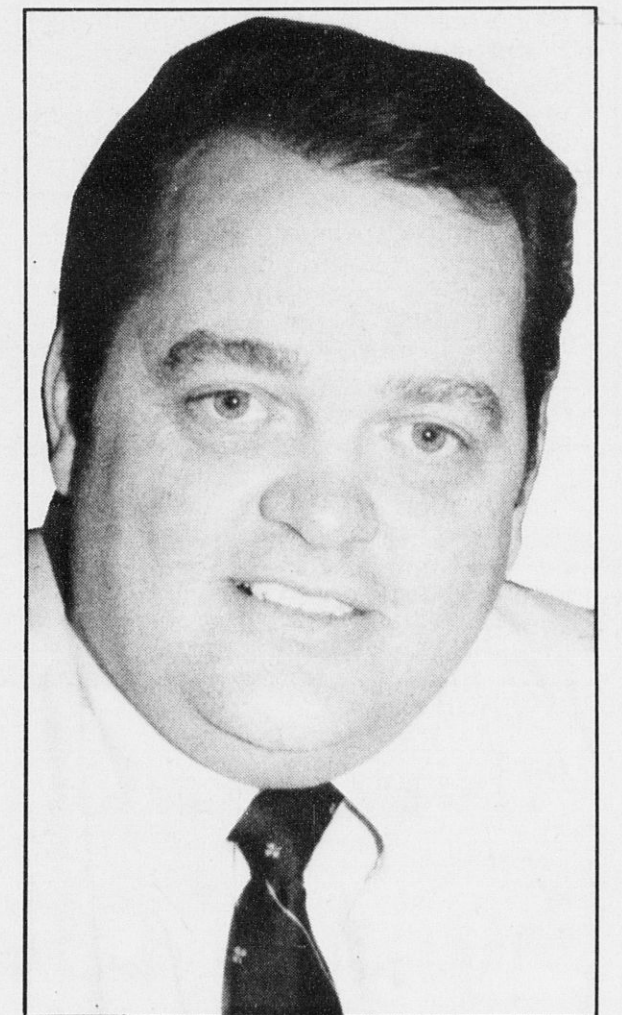
This much I also know. In the past 80 years CSEA, too, has made a difference for working men and women.

As we gather together for our annual meeting, let us celebrate what we were YESTERDAY, what we are TODAY and what we want to become TOMORROW.

Joe McDermott

Executive Vice President

DANNY DONOHUE
CSEA Statewide Headquarters
143 Washington Avenue
Albany, N.Y. 12210
(518) 434-0191 1-800-342-4146



Danny Donohue

As we swing into the '90s, it appears that the old saying "the more things change the more they stay the same" still rings true.

We still face continuing fiscal troubles in our state and local governments, troubles that, though not caused by us, will impact us. These troubles created by bad management and poor planning translate into tough negotiations at the bargaining table. We have been there before and by pulling together we WILL take care of our members. But it will be tough going . . . and it may be tough to keep what we have already won.

So it is going to take all of us:
* Working together as a team;
* Putting aside personal differences; and
* Recognizing that we need each

other — school district members, local government members, state members!

Otherwise those who try to destroy us will pit brothers and sisters against each other.

The way to keep our union strong is to get involved. Vote in union elections even though we may not always agree on various issues. The Berlin Wall fell. The Iron Curtain is no more. People power did that. We need more people power in CSEA.

Our union is 80 years "young" this year. The past 20 years have seen us become a major force in the American Labor Movement. Be proud of those years and always remember that when we work together, there's nothing we can't do.

Here's to another 80 years for the best public employee union in the U.S.A.



Statewide Secretary

IRENE CARR
CSEA Statewide Headquarters
143 Washington Avenue
Albany, N.Y. 12210
(518) 434-0191 1-800-342-4146

The past year has been a busy and productive one for CSEA. Some of the concerns which I have devoted myself to over the years came to fruition or entered new phases of their evolution. They were either changed or re-defined to better address the needs of working women and men in public service in New York State.

1990 IS OUR 80th BIRTHDAY!

CSEA has a rich and proud history, a history that deserves to be preserved for those who have not lived through the struggles of our earlier days. SUNY Albany has established archives of New York State Labor Union History and, through the support of CSEA, legislation was adopted to fund the project. Many of you donated valuable pieces of CSEA history and I am proud to report that, at this time, CSEA has the most extensive file in the project. We continue to work toward documenting our history and urge you to contribute to the project any items of historical value you might wish to donate.

The national move away from a strict child care mandate toward the more wide-reaching dependent care concept has moved into New York State. I serve as a member of New York State's Interagency Task Force on Dependent Care designed to study the issue, educate state workers and review the proposals of organizations seeking to administer our dependent care plan which will be funded from negotiated child care monies. It would be well for Local Government members to become knowledgeable about the Dependent Care Program for future negotiations.



Local Government members will also be benefitting from a two-year extension for funding provided through the Office of the Aging as a result of CSEA legislative efforts. These funds are accessible to municipalities upon submission of a grant proposal to the Office of the Aging. The proposal provides for intergenerational projects.

Our efforts toward affordable child care for New York State workers continue to lead the nation with 44 on-site centers in operation. I was proud to represent CSEA at the New York State Department of Labor's annual conference on

labor-management cooperation in the public and private sectors to talk about our successes in day care, and to represent CSEA again on the national level at an annual conference sponsored by the Bureau of Labor-Management Relations and Cooperative Programs. Additionally, a pilot project has been established through the Department of Mental Hygiene to create a resource and referral center in New York City to help the employees at 17 worksites find child care, to train new providers of child care and to do parenting workshops.

Labor unions have historically shaped the social issues of the day and once again CSEA took the lead on a critical social issue with its Solid Waste Management Task Force. I urge each of you to do your part toward cleaning up our environment and to support my motion on recycling and waste control.

On an issue near and dear to me . . . I have received an encouraging response to my request for copies of your By-Laws for our Headquarters records. Please continue with the re-drafting and filing of your By-Laws, but remember . . . keep them simple. Addressing issues already covered by the Local Constitution is not necessary.

Finally, as we make progress on issues critical to society and dignity in the workplace, keep in mind organized labor's pivotal role as a shaper and maker of social reform. Take a moment to look back over CSEA's own rich heritage as documented in SUNY Albany's archives and reflect upon the role you have played as a union member in making New York State a better place to work in public service.

Irene Carr

A New Decade: A New Agenda for Working Families

Support CSEA-Endorsed Candidates
Vote On Tuesday, November 6!



Statewide Treasurer

MARY E. SULLIVAN
CSEA Statewide Headquarters
143 Washington Avenue
Albany, N.Y. 12210
(518) 434-0191 1-800-342-4146

In my 1989 annual report, I reminded you that "CSEA is not **your union or my union** — it's **our union!**"

The office of Treasurer has been greatly expanded under President Joe McDermott's leadership. I have been more involved in the day-to-day business of CSEA than any previous Treasurer.

Nowhere was that involvement more challenging — or more rewarding — than my appointment to the Westchester Team. In that role, I was able to work with our members and our staff to combat an attempted decertification.

Fortunately, President McDermott knew that "business as usual" wouldn't work. He gave us a free hand to develop a winning strategy and we did. It was based on the politics of inclusion — on opening doors so that all of our members could get involved. This "open door" worked, and, in Westchester, **their union** became **our union**.

While Westchester responsibilities took much of my time (and it was time well spent), I also paid close attention to the details of the office you entrust to me.

As Chair of CSEA's Computer Services Steering Committee, I have worked to enhance the delivery of services in two areas that directly affect you. A system has been developed and implemented which allows the Membership Records, Finance and Insurance Departments to process information directly to the mainframe of our new computer service bureau. This means that

information can be expedited more efficiently resulting in a more rapid turn-around time for Local and Unit rebate checks, personal expense vouchers, workshop and convention reimbursements for **our union**.

Additionally, for the first time ever, our Legislative and Political Action Department's computer system has been improved to allow for direct access with CSEA's mainframe. This means that we can now retrieve voter registration lists, do direct mail marketing and gather various demographic information relating to **our union**.

I have worked as liaison to the Statewide Convention, Education, Insurance, PEOPLE and Human Rights Committees to help foster wider member participation in **our union**.

President McDermott and I have worked together to ensure that CSEA, unlike New York State, had a budget **BEFORE** our fiscal year ended. In doing so, we were tightfisted to make sure our members got their money's worth from **our union**.

The 1990-91 budget does have an operating deficit because we begin negotiations shortly on behalf of our State Division members; and because both the 80th and 81st Annual Delegate Meetings occur in the same fiscal year.

Overall, however, I believe that **our union** is on a firm foundation.

I am confident that next year I will be able to report that, thanks to you, **our union** is moving ahead ever farther and faster.

We will need that momentum to confront the 1990's. It will be an era when public employees face daunting challenges: budget deficits, service cutbacks, inflation, contracting-out, . . . a time when many will argue unions are no longer "relevant." But you and I know better.



We know that for every problem there IS a solution. We know that we got where we are today not through "gifts" from benevolent employers but from the solidarity of people working together for **our union**.

We did it in the past. We can — and will — do it again in the future because CSEA — **our union** — makes us strong!

Mary E. Sullivan

Betty Browell named to CSEA statewide Board of Directors

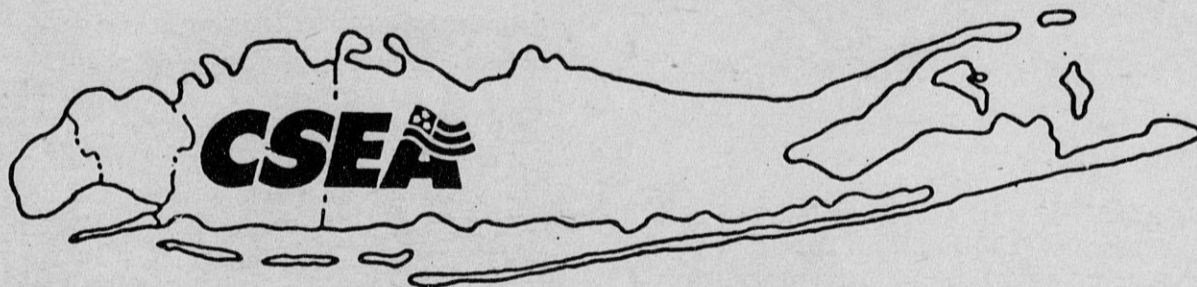
The vacant position of Region V Local Government Educational Representative on CSEA's statewide Board of Directors has been filled by Betty Browell, president of CSEA Oneida County

Educational Employees Local 869. Browell was named to the Board seat automatically when she became the only candidate to qualify for the vacant position.



Long Island Region I

GLORIA MORAN
Hauppauge Atrium Building
300 Vanderbilt Motor Parkway
Hauppauge, N.Y. 11788
(516) 273-2280



The regional elections are over and it is time to put any differences we may have had aside and work together to make this union strong. It is only with our brothers and sisters working side by side that we can accomplish our goals. We have taken on many challenges — and won them — because we are survivors. And, survive we must! But survival is only the beginning!

We are about to embark on a very difficult time in CSEA's history. All over the state mental health facilities are closing, leaving our members without jobs and forcing many unfortunate clients into a homeless existence. Some, more "fortunate," will be housed in community homes which will be understaffed. The cutbacks are going to hurt all of us.

School district revenues have been cut, job classifications have been changed, jobs have been eliminated! Statewide, negotiations look anything but encouraging.

Nassau Local 830 and Town of Hempstead Local 880 were, even in these harsh times, able to sign off on

a lucrative contract. We have been through times of crisis before. We will continue to fight for our rights as union members, we will continue to make progress.

Whether the fight is for state, county or municipal workers, we are all one union — and it is our numbers that make us strong. In the dark days ahead, do not lose your faith. We can do it because we will do it together. If our brother or sister falls, we will be there to help him or her get back up.

Since the election, Region I has gotten many new union activists from the east end of Long Island involved in all phases of CSEA. Throughout Nassau and Suffolk counties, committees have been formed with many new members wanting to give of their time; the members want to bring back to their fellow sisters and brothers answers to the question "what does this union do for them?" It is that one-on-one that works with the

members; knowing that someone cares motivates them.

I see a productive year ahead. After this convention, the Women's Conference will be held for the first time on our fabulous Long Island. It will be my pleasure to welcome our sisters and brothers from all over the state to our Region. I invite you to come and share a wonderful and productive weekend with us.

We don't know what the future holds for our union members — but we will go through the '90's with dignity, strength, solidarity and confidence. Unionism is very often a blood sport. We must be committed to win any battle. I am committed. Region I is committed. We will succeed.

Gloria E. Moran

1-800-EBF-3-C7SEA-2

The CSEA Employee Benefit Fund (CSEA EBF) is a negotiated program providing drug prescription, dental and vision care benefits for more than 125,000 CSEA-represented employees in six statewide and more than 260 local government bargaining units. For the benefit of the membership, *The Public Sector* will periodically publish information concerning the CSEA EBF.

An important change in the CSEA Employee Benefit Fund Prescription Drug Plan becomes effective Nov. 1. The change concerns increased use of the Maintenance Drug Program, affording a savings to the employees and to the Benefit Fund which, in turn, helps to maintain a low cost to the Union.

Under the new provisions, medication for a 30-day supply can be obtained from the local pharmacy with only one refill. Medications for a longer period, up to 180-days supply, must be obtained through the EBF Maintenance Drug Program. Eligible members and their enrolled dependents are all covered under the new provisions. The doctor should write the prescription for the

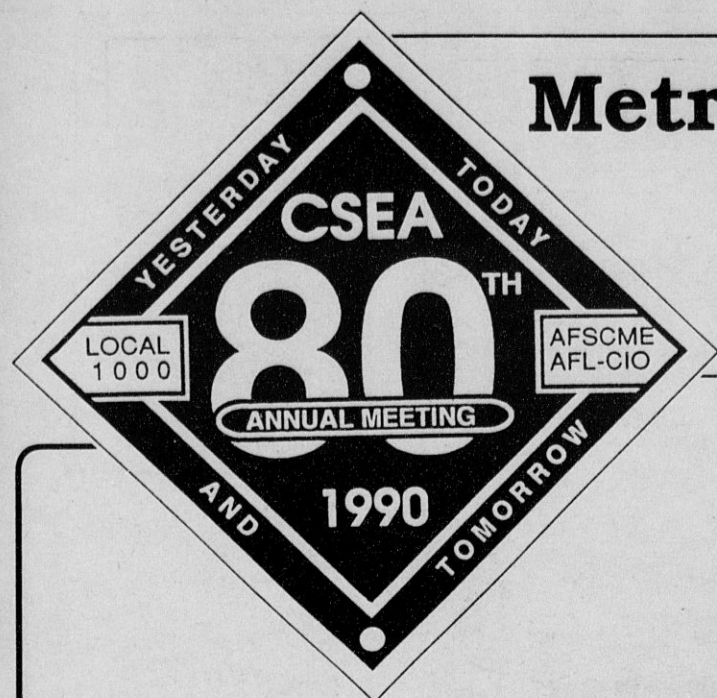
number of tablets (or doses) needed for up to a six-month supply. For instance: 1-a-day, 180 doses for a six-month supply; 2-a-day, 360 doses for the six months.

The plastic Prescription Drug cards are renewable every six months. The current cards expire October 31 and new cards will be in the mail soon. This mailing will also include the Maintenance Drug information which must be sent in with the doctor's prescription, and the patient profile questionnaire. Medication will be mailed to the employee's home address in two weeks or less. There is NO MONEY to send. The only cost to the member is the 25¢ stamp to mail it.

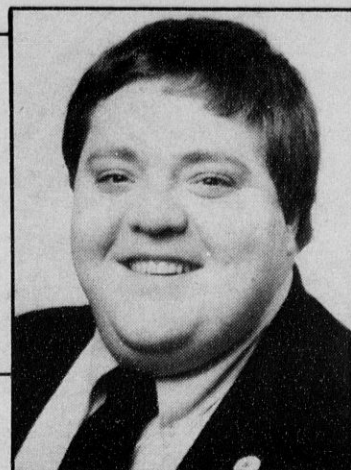
In the past three years, the cost of the EBF Prescription Drug Plan has increased more than 80%. Cost of medicines is increasing drastically, and the development of new drugs has generated an increased utilization of prescription medicines. These factors contribute to the increased cost of the Prescription Drug Program.

Health care of its members is a constant concern of the CSEA and in these days of escalating costs, the Employee Benefit Fund is exploring every means of containing these costs to its members. The new Maintenance Drug provision does not reduce benefits or diminish quality. It simply makes prescription drugs more affordable and more convenient.

Metropolitan Region II



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KEEP THE PRESSURE ON!

Those four words of Nelson Mandela as he spoke before an enthralled Yankee Stadium crowd, held power, meant business and inspired not only the CSEA Region II members there, but the whole world. The outpouring of admiration and support for Mandela by CSEA New York City members at his historic ticker tape parade past our Manhattan Region headquarters, had to be one of the proudest moments in the history of our great union.

CSEA's presence at Mandela appearances in New York City spoke volumes as our members were interviewed by reporters and seen on media news coverages. CSEA's banner welcoming Nelson Mandela hung proudly in Yankee Stadium seen by 50,000 onlookers. It was an emblem of how far our union has come in nearly 80 years, from a handful of civil service workers meeting after work in each others' houses in hopes of improving intolerable pay and working conditions.

Now in 1990 CSEA is AFSCME's largest affiliate, a huge union whose 250,000 members serve the Empire State 24 hours a day, 365 days a year, as the *Public Sector* Labor Day issue photographically underscored.

From a small nucleus of people focused on important local problems to a large, powerful labor organization with international interests, CSEA long ago learned the secret of successful negotiations, productive labor-management meetings, steward toughness on the shop floor — and that is to *Keep the pressure on!* Region II is well known for this approach and proud of it because it works.

Keeping the pressure on no matter how long it takes has seen several new child care facilities get off the drawing board and into operation in New York City this year, meeting critical needs of working parents.

Keeping the pressure on has seen our first state facility where *all* secretaries were upgraded at Staten Island's Institute For Basic Research. We now have more and better trained stewards, grievance reps and local officers than ever in our region's

history. More Region II members are involved in political action activities than ever in our region's history and they are the backbone of our effectiveness.

CSEA PALs and political action volunteers put forth outstanding efforts at both our 1990 Washington, D.C., annual workshop and at our highly successful Manhattan legislative reception. Most importantly, their commitment to manning our phone banks and distributing flyers had a crucial impact on electing Mayor Dinkins last year and electing a good CSEA friend to Congress from the Bronx this year, Democrat Jose Serrano.

That's what keeping the pressure on is all about. Producing results! Region II continues to lead all of state CSEA in contributions to the PEOPLE dues-check off campaign, which is vivid proof that when you really mean business, you are willing to put your money where your mouth is. When Region II CSEA members are using personal and vacation time to support their union's goals as we saw so frequently this year, it's obvious they grasp the power they have, not as individual players, but as a group dedicated to the ideals of labor. I salute them — they are the key to the future of CSEA.

They put the spirit and fire into our loud and raucous demonstration against state budget cuts at the lower Manhattan state office building, demanding no tax cuts for the rich at the cost of our jobs. It was the largest CSEA demonstration in the state against budget cuts.



To keep the pressure on, we must press on with our agenda, keeping power in the hands of our membership where it belongs. In these treacherous waters of fiscal uncertainty, CSEA must remain strong. The destiny of our great union must be shaped by our members, not by politics or internal power plays. Let us use our strength and knowledge wisely for the benefit of every dues-paying member.

We each have something to contribute that our union needs to keep the pressure on. None of us alone is as smart as all of us together.

This year Region II welcomed a delegation of Swedish trade unionists to tour our regional office and New York City CSEA worksites. Their presence among us and their commitment to the ideals of unionism was a dramatic and personal example to us.

CSEA has grown to be a part of the world's labor movement. Sharing our experiences with those in other countries. We also took the Swedish labor leaders to the United Nations where we stood together as brothers and sisters with a common purpose, justice for working people everywhere.

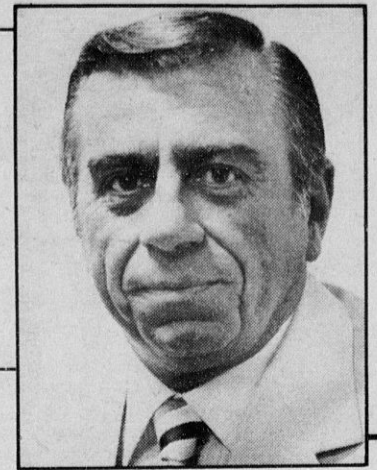
We already knew how to achieve this — as Nelson Mandela boiled it down to only four words: KEEP THE PRESSURE ON! That's all there is to it. . . . Now just do it!

George Boncoraglio



Southern Region III

PAT MASCIOLI
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 Old Route 9
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 (914) 896-8180



INFORM, MOBILIZE, EMPOWER OUR MEMBERSHIP

Those are the goals we in Region III set as our agenda for the 1990's. As President of the 35,000-member region, I am proud to say that we met many of these objectives in 1990.

Our regional leadership decided that the old ways of doing business were hurting us. CSEA could no longer withhold information, negotiate contracts behind closed doors, publish pollyannish press releases. Our rank-and-file membership, and certainly management, knew better. The result was membership cynicism, which quickly led to apathy. Opponents of CSEA tried to take advantage of this atmosphere.

When CSEA was confronted with a decertification effort, Region III leadership fought in a new way. We told our membership the **truth**, admitting mistakes we made in the past. Our members in Westchester County listened to us, worked with us to correct mistakes and as a result we **won** the decertification election.

Fortified by a winning election and the renewed confidence of the rank and file members, we began negotiations with Westchester County for a new contract. We not only kept in touch, we publicly **MOBILIZED** them. Our members told all the elected officials in Westchester that CSEA expected a good contract **or else!!** Guess what happened? Despite difficult economic conditions in the County, we successfully negotiated one of the best AFSCME contracts anywhere in the U.S.A.

EMPOWER THE MEMBERS

That is the primary job of a union leader. My recent overwhelming re-election as Region III president is the best indication that I am doing my job. The Westchester contract is the **best** indication that an empowered membership is the key to union success.

Our strategy in Region III will link the membership in each Unit and Local to their legislators. Whether a school district, a town or a county —



the elected officials will know that their re-election depends on good CSEA contracts. CSEA's political action effort is not just lobbying in Albany. We must and will use our political muscle to guarantee good contracts for our bargaining units.

Our **State members** have been taking it on the chin. The litany of broken promises is truly mindboggling.

Where are the thousands of promotions to Secretary I's and II's that were promised for December 1989? Where are the promotions for the maintenance workers? Why are our members being hit with \$12,000 fines for calling in sick? Why are our mental hygiene workers threatened with massive layoffs? Has Clara Taylor's death at Rockland Psychiatric Center been forgotten? Instead of massive layoffs, we need more staff to ensure the safety of our mental hygiene workers!!! We must mobilize and empower our State workers. As we know, 1991 will be the year for a new State contract. CSEA must not only tell the Governor, but each and every State Senator and each and every Assemblyperson that our members demand a living wage.

Within Region III, I will insure that the elected officials support a good contract for the state workforce.

I pledge to work for these specific goals in 1991:

1. Mandatory agency shop in local government. That must be our major legislative priority.

2. Continuing political action with elected officials to gain their support for good contracts for state and local government members.

3. Development of state-run community facilities so that our mental hygiene workers will keep their jobs.

4. Communication with our members so that they know their rights and benefits.

While some fear that 1991 will be a difficult year, I am confident that an informed and empowered membership will turn CSEA around. The members are the vital ingredient that will make CSEA the best union in the Country. Together we can do it!

Pat Mascioli

Capital Region IV

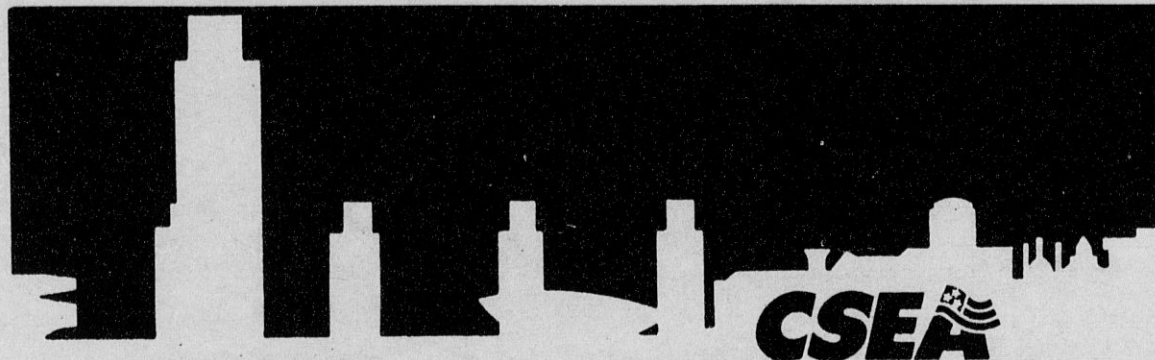
C. ALLEN MEAD
1215 Western Avenue, Suite 402
Albany, N.Y. 12203
(518) 489-5424



I appreciate the opportunity this report to the Eightieth Annual Meeting provides to extend a most sincere thank you for the support that you generated in our June election to grant us the privilege to, once again, serve the Capital Region membership for the 1990-1993 term as your President.

Personally, and on behalf of all the Capital Region Officers; Joan Tobin, 1st Vice President; Carmen Bagnoli, 2nd Vice President; Lou Altieri, 3rd Vice President; Judy Remington, Secretary, and Barbara Stack, Treasurer, we remain grateful for your confidence. We offer our reassurance to commit our complete efforts, individually and collectively, to assist the membership and the Capital Region's leadership in the pursuit of our mutual ideals.

In a time when it has become increasingly more popular to engage in the practice of "incumbent-bashing," no grant of immunity has been extended to those who hold union offices. The Shop Steward, the Unit Negotiating Committee member, the Local President and certainly right on through the Regions to the Statewide President are too often unpopular because "they're all alike anyway, they don't do anything for me!" I am still staggered by a comment, at this point, to the effect "what difference does it make?" There are, without argument, numerable causes for the attitude of apathy that



permeates any election, CSEA included. I maintain that we are fortunate to retain the number of high quality individuals that we have currently holding CSEA offices through our organization. I, and perhaps you as well, have witnessed hardworking and talented individuals defeated in elections because, for no other reason, the electorate simply believed it was time for a change. There may inevitably, in any structure, come a need for change. Need will determine the time for change.

There is a proposal in the Constitution and By-Laws Committee Report that, to me, should be unanimously adopted by the Delegates to this Annual Meeting. The proposed new language under Article VIII (for Delegates, Page 7 of the Report), clearly enunciates the responsibility of each Delegate to participate in the business of this Union and, further, to responsibly report that business back to the Local level. In hopes that this proposal is successful, a large step would be taken to alleviate our bashing. I can see no reason for not informing our membership of the

business of this Union. A few extra minutes, if necessary, to explain what has been done for their benefit and what difference has been made should be invaluable. For those of us who currently hold an office, perhaps we would, once again, be viewed to have made some difference.

Be proud to make a difference and distinguish yourself as someone who may not be as alike as everyone else. If, by chance, as a CSEA representative it has escaped your attention, you are already someone different who is doing something extra, even for those who haven't yet understood the importance of your involvement. Yet the task is not complete if the membership isn't informed of the difference you helped to create. Let us, as leaders, place the confidence in the membership who have chosen us to determine if they need to make change.

That, in summary, is the privilege we cherish as re-elected officers of your Capital Region.

C. Allen Mead

How to file dues waiver forms for reservists

As approved by the CSEA Board of Directors on Aug. 30, 1990, any CSEA member in good standing who is a military reservist called to active duty during the current Middle East crisis, which began on Aug. 2, 1990, shall have their membership dues waived while on active military duty.

Local and unit presidents should complete an application for waiver of CSEA membership dues, mailed to them recently, for any member called to active military duty during the current Middle East crisis. This application should be mailed directly to:

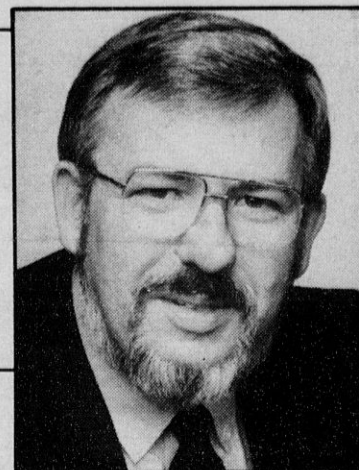
Membership Records Department
CSEA, Inc.
143 Washington Avenue
Capitol Station Box 7125
Albany, NY 12224

Any member who is participating in any CSEA-sponsored insurance plans will be placed on a quarterly direct bill basis for the Basic Group Life, Supplemental Life, Accident and Disability, Family Protection, Personal Lines and Masterplan insurances. CSEA will alert the proper carrier to arrange for the direct billing of these insurance coverages upon receipt of the application for Membership Dues waiver.



Central Region V

JAMES J. MOORE
6596 Kirkville Road
East Syracuse, N.Y. 13057
(315) 433-0050



Dear Fellow Members:

Going to work should not be tantamount to "risking your life." Every day hundreds of public employees, CSEA members and other workers are seriously injured while performing duties related to their employment.

Hospital workers have been beaten to death by disturbed patients. Public Works employees have been killed by using outdated and faulty equipment — outdated as a result of elected officials' failure to increase taxes to offset the cost of purchasing needed equipment that will keep pace with safety standards and practices.

One of the principles that I have seen reinforced throughout each of my six terms as President of our region is that "CSEA cannot be **all** things to **all** people at **all** times. One thing we can and must be to all people is a watch guard over our members' health and safety.

Without fanfare or public announcement, our Region is declaring war on our region's employers who place CSEA members' lives in jeopardy.

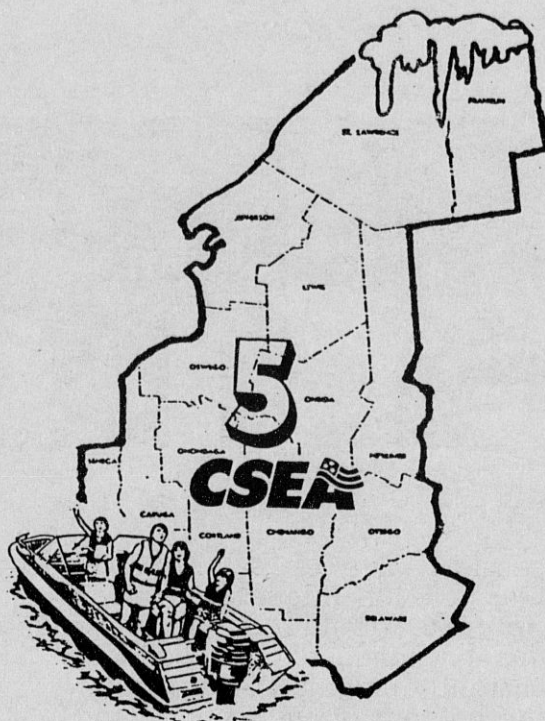
Our Region Safety and Health Committee was recently reappointed and have held their first meeting. At our Region Conference in September the co-chairs, Len Foster and Carol Ann Fish, announced our primary goal of having Safety and Health Committees in each of our three hundred Locals and Units within our Region.

We will be hosting preliminary sessions throughout the Region to assist Local union leaders in establishing committees where they are not now in place, as follows:

- * Potsdam — November 13
- * Syracuse — November 14
- * Binghamton — November 27
- * Utica — November 28

Locations will be announced in *The Public Sector*.

Regrettably, some do not share our goal to provide a safe and healthy work site. A major commitment, from our Statewide President to the newest Unit President, will be needed to help



us in our goal. We are seeking your involvement as rank-and-file members at our over 2,000 work sites. No segment of our union can be overlooked:

- * Social Services members are being beaten upon by disgruntled clients.

- * Health Care workers and Lab Technicians are being exposed to communicable diseases and death-causing bodily fluids.

- * Heavy Equipment Operators are being forced to work with unsafe and outdated equipment.

- * School Bus Drivers, entrusted with our nation's most prized assets, our children, are instructed to "make do" with buses and vans that are inadequate.

- * Housekeeping employees are told to work with cleaning supplies and chemicals without proper training or precaution.

- * Clerical workers are shut up in office buildings with windows that will not open and ventilation systems that are inadequate.

All of us have been exposed to asbestos, some more seriously than others.

Fire exits are not usually observed until after a need occurs and then it is too often too late to be adequate.

Who is to be held accountable? Who is **more** guilty? A Governor that forces short staffing on mental hygiene workers or a town supervisor that makes their workers use inadequate and unsafe equipment?

Our union will be exposing public officials and employers that do not share our commitment to provide a safe work environment.

I recently attended a local union meeting where the Local President was informing his members about a recent threat he had to make to his management. They were supervising a digging situation and were not shoring up a very large hole where employees were entering to mend a steam pipe. Management was told to shore properly; they said they did not have the proper equipment to do so. The Local President had told them to get the workers out of the hole and he was calling in the Department of Labor. Management halted the job and the hole was shored.

I have no tolerance for employers or line supervisors that will allow unsafe situations to develop because of a lack of equipment or supplies.

I am literally sick of visiting work sites where our members have been killed or seriously injured.

Your involvement is needed for us to meet our goals. Training courses, preventative seminars on work time, safety manuals, on site labor-management committees, employer and employee commitment, worker awareness, incentive programs where improvements occur and many more actions are needed.

If you see an unsafe or unhealthy situation call one of our region's offices:

East Syracuse Regional Office
 (315) 433-0050

Utica Satellite Office (315) 735-9272

Canton Satellite Office (315) 386-8131

Binghamton Satellite Office
 (607) 772-1750

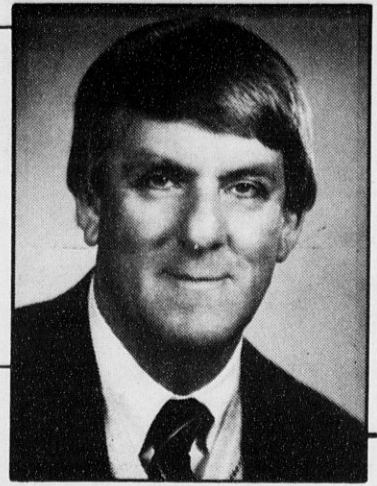
If you would like to serve on a Local or Unit committee, contact your Local union officials, or write our East Syracuse Office and your name will be given to the appropriate union official.

As I stated at the beginning of this article, "your union cannot be all things to all people." We will be a partner to every worker in attempting to decrease the odds of a serious accident or the development of an unsafe situation.

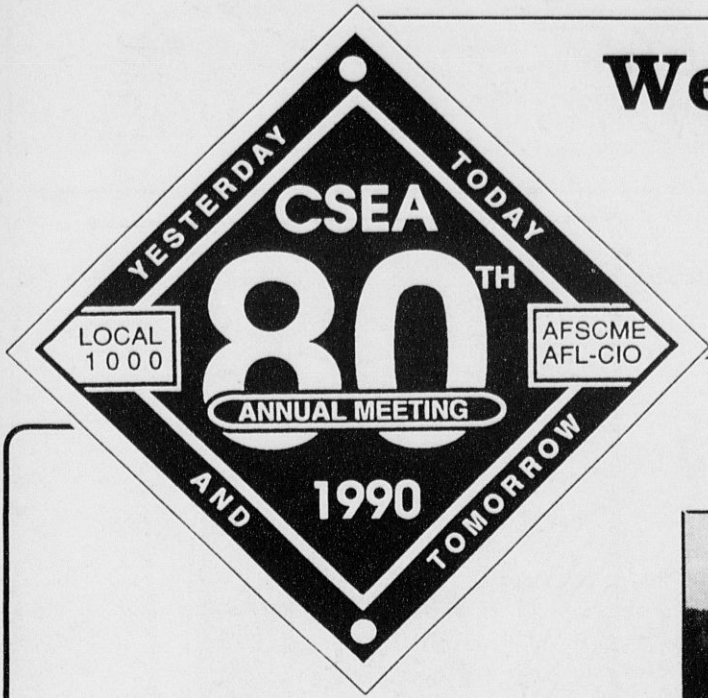
Fraternally,

James J. Moore

Western Region VI



ROBERT LATTIMER
 482 Delaware Avenue
 Buffalo, N.Y. 14202
 (716) 886-0391



At the September Region VI Meeting in Canandaigua, the Saturday morning program was a joint education workshop for County, State and School District Local and Unit leaders. Director of Education Maureen Rizzi led the lively discussions and exercises geared to assisting leaders in improving their skills in working with others, especially co-workers and fellow union members.

While observing Ms. Rizzi and the enthusiastic participants, a number of things were quite evident. First, Ms. Rizzi was able to capture the audience's attention, those present joined in willingly. There were thought-provoking ideas and comments exchanged, and everyone had fun throughout. The atmosphere was positive, not tense and not negative. Those present had an obvious thirst for knowledge — meaningful information which would help them become better CSEA leaders. It was an exciting session!

Since then, I have thought a lot about this thing called education — especially education for our own CSEA leaders, now and in the future. Are we doing enough? I think not.

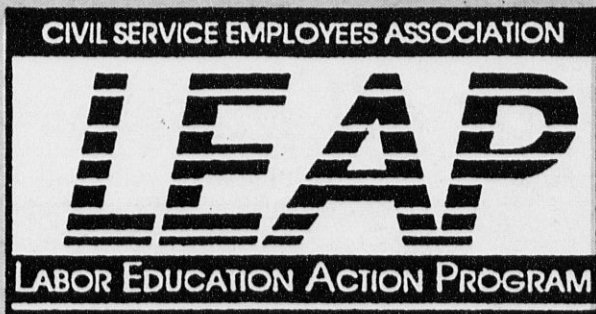
Certainly, we've had classes in grievance handling, labor management, political action, officers training, public speaking, etc. And we've provided in-service training programs for our professional staff — critically important and still insufficient. But the subject of training our leaders and members in **unionism** — history, its meaning and necessity in today's "real world" — the new methods and ideas in working with members and in appealing to their needs — this is a major challenge and should be a top priority as CSEA moves into the 1990's.

Winning a union election does not mean a leader or officer becomes an instant expert. Granted that person may be knowledgeable in certain ideas and have sufficient skill to appeal to his/her colleagues to win

votes. But we need to reach out and insure the training resources of CSEA be made available to these new leaders. And we need to continue retraining and more in-depth or advanced sessions for our experienced officers and activists so they can enhance their skills.

Education is not static — it's dynamic. No one can do it alone. I hope you'll join with me in urging CSEA to make Education and Training a top priority for our members, officers and staff. We cannot afford not to! I look forward, as always, to your ideas and suggestions in improving our services.

Robert Lattimer



SPRING 1991 SEMESTER TUITION-FREE COURSES

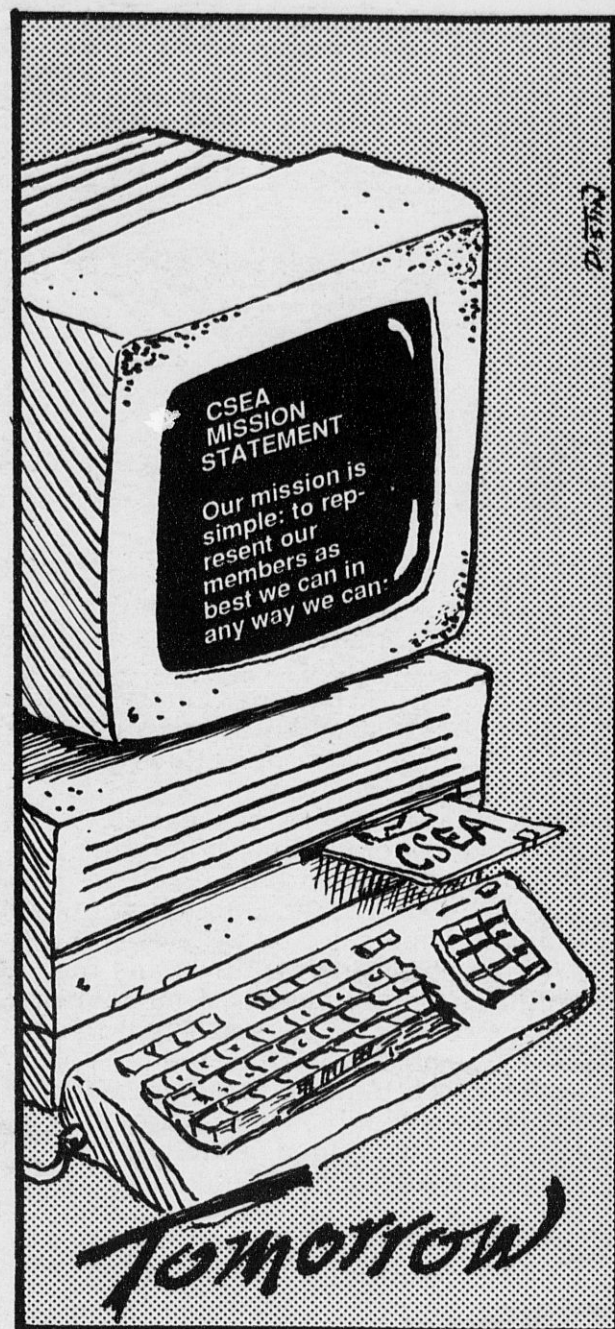
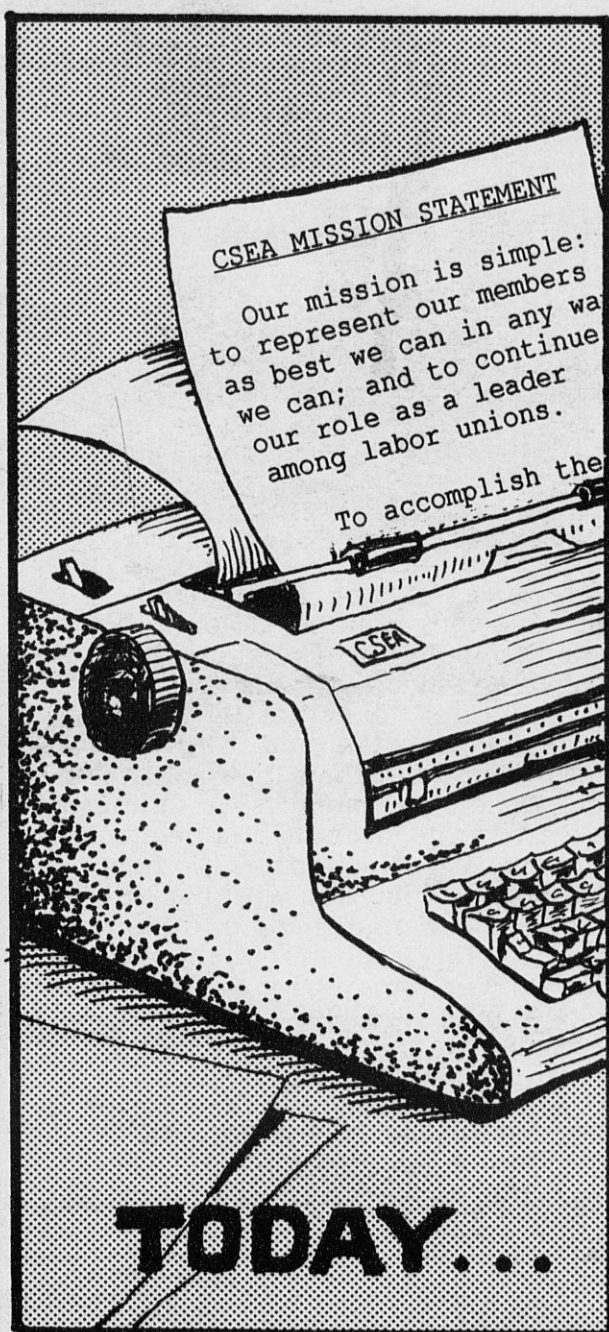
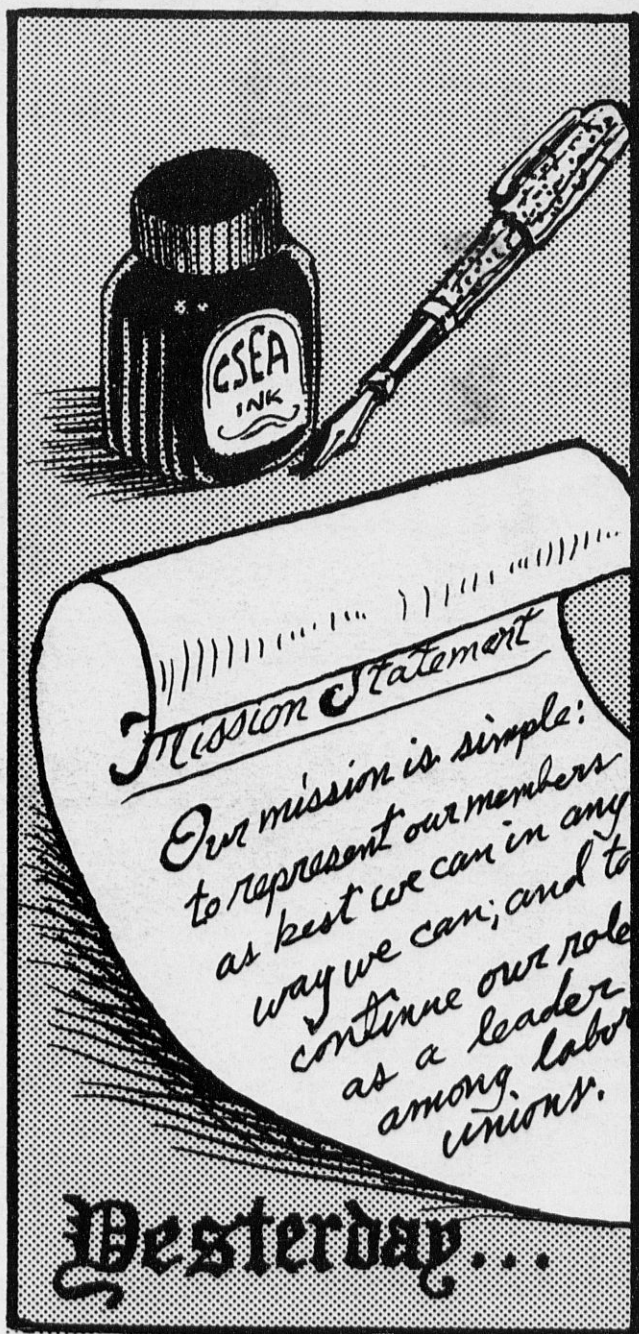
for ASU, ISU, OSU, DMNA, HRI, SUNY Construction Fund
 and Teachers Retirement System

- **Course Announcements and Application Blanks.** Your training/personnel office and your CSEA Local President will receive copies by October 19.
- **LEAPLINE.** As a service to our members, an advisor will be available to help applicants select courses, find out about degree programs, or offer help as they reach for their educational goals. The advisor will be available (at 1-800-253-4332) on Tuesdays, Wednesdays and Thursdays, from 9:00 a.m. until 3:30 p.m.
- **Application Filing Deadline.** Mail your completed application directly to CSEA/LEAP before November 26. Applications received by CSEA/LEAP after November 26 cannot be considered.
- **Need Further Information?** Please consult your agency training/personnel office or CSEA Local President if you have any questions, or call the CSEA/LEAP office at (518) 434-0191, ext. 226 or 228.



BUILDING ON THE PAST...
LOOKING FORWARD TO THE FUTURE.

Our mission is simple: to represent our members as best we can in any way we can; and to continue our role as a leader among labor unions...



... we will strive to secure a safe work environment for all our members.]

**WE'RE MEETING
OUR MISSION!**