

# THE PUBLIC SECTOR

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

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## GETTING UP FOR SCHOOL

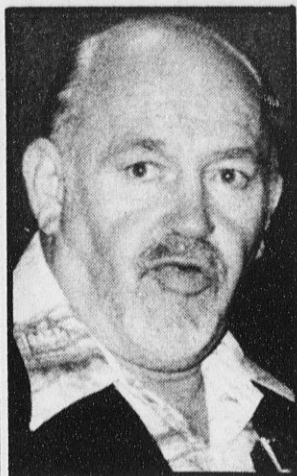
### No summer vacation for CSEAers

SEE PAGE 3

SHENENDEHOWA SCHOOL bus driver Judy Gardner and first grader Mike Dworakowski wave goodbye as they depart on the opening day of the new school year. Gardner is one of tens of thousands of CSEA members who keep the state's education system operating.



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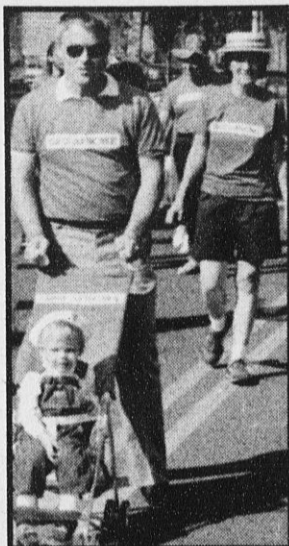


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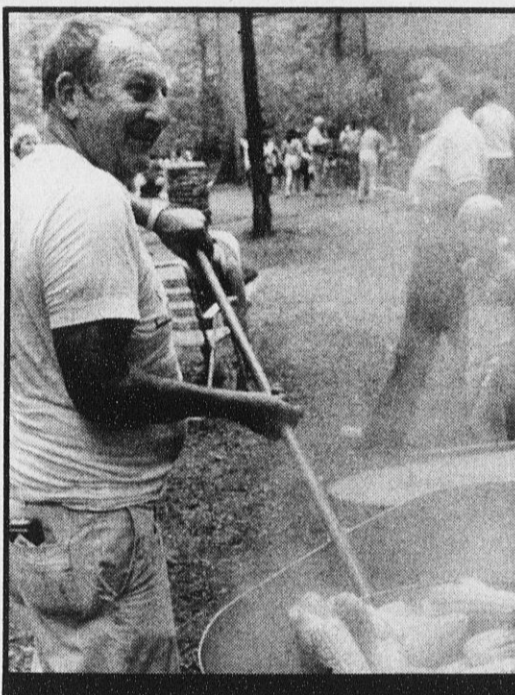
**CSEA's top "mint minder" calling it quits in September.**

## Picnics and ball games; the fun side of unionism

Summer, by its very nature, provides an abundance of opportunities for people to get together, to participate in a wide variety of activities, to get out and enjoy life.

Such was the case in CSEA's Western Region, for instance. In photo at right, CSEA Region VI President Robert L. Lattimer meets Buffalo Bisons mascot before throwing out the first ball at a "CSEA Appreciation Night" promotion that attracted more than 200 CSEA members, including, bottom right photo, Local 303's Brian Madden and his son, Brian Jr.

And Region VI's annual summer picnic is always well attended. In photo below, union activist Robert L. Smith cooks corn-on-the-cob served to more than 300 members and guests at the picnic at Letchworth State Park.



### Reminder for LEAP students

If you have been accepted into a CSEA/LEAP fall semester class but wish to drop the course, you **MUST** complete a LEAP Course Drop Form, which is available from your agency training or personnel office. You **MUST** also follow the school's official drop procedures to avoid being charged partial or full tuition by the school.

Also, remember if you miss two out of the first three class sessions you

must drop the course immediately or you will be responsible for the tuition. If you attend at least two of the first three classes but fail to complete the course, you will be assessed a \$25 non-completion fee, which is appealable.

Questions concerning the LEAP program should be directed to the CSEA/LEAP Office at (518) 434-0191, Ext. 226 or 228.

## Public SECTOR

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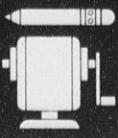
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# The year 'round school year already exists for thousands

Although students and teachers have just returned to classrooms throughout the state for the start of another school year, for tens of thousands of other school employees the school year is exactly that—a solid year unbroken by summer vacations enjoyed by others.

For custodial and maintenance employees especially, the summer months are spent working to prepare facilities for the start of the next school year in September. With many school districts participating in various summer programs, even cafeteria employees, and in some instances bus drivers, find their schedules too hectic to consider a vacation for themselves.

CSEA represents tens of thousands of non-teaching school district employees who have spent the past summer months busy at work getting school facilities in shape for the return of the hundreds of thousands of teachers and students who did enjoy a summer vacation. The efforts of employees of the Yonkers School District and the Waterford-Halfmoon School District, illustrated below, are examples of the work of school district employees in every district in the state. CSEA salutes them as unsung heroes who make it possible for the education process to begin anew each September.

## What vacation? School district employees work the year 'round

Text and photos by  
CSEA Communications Associate Anita Manley

**YONKERS**—If you thought it was rough having the kids home this summer, save a little pity for the hard-working custodial and cafeterial staff of the Yonkers School District. The situation is similar in virtually every other school district in the state.

Wait a minute...if the kids were out of school, why did school employees have it so tough, you ask?

"Because, the minute school gets out in June, the custodial staff has to get the buildings ready for September," explains Ray Moniz, president of the Yonkers



**LUNCH MANAGERS** Grace Grassi and Maureen Jablecki work throughout the summer, preparing meals for City of Yonkers youngsters who participate in a federal lunch program.

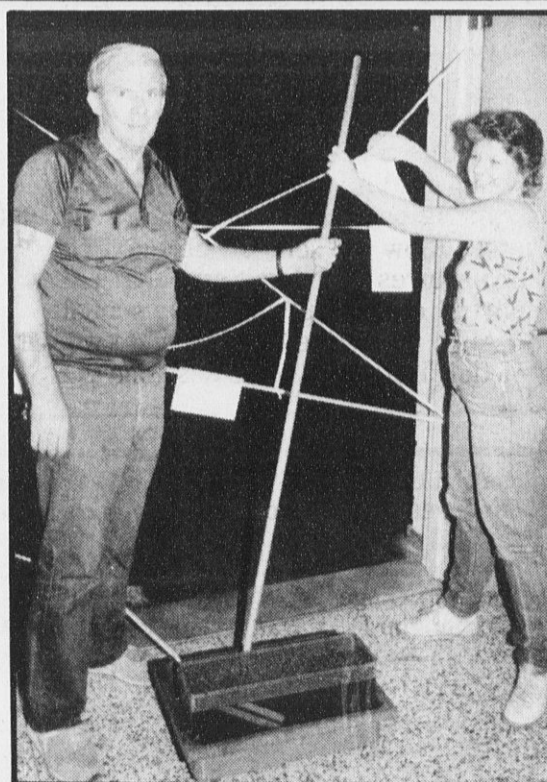
School District CSEA Unit of Westchester County Local 860.

And that means stripping and waxing thousands of feet of floors, scrubbing walls, lockers and desks, replacing light  
(Continued on Page 16)

## Waterford-Halfmoon School



**WATERFORD-HALFMOON** custodian Eugene Kosarovich has this hallway ready for pounding feet of students. He's been doing this every summer since 1974.

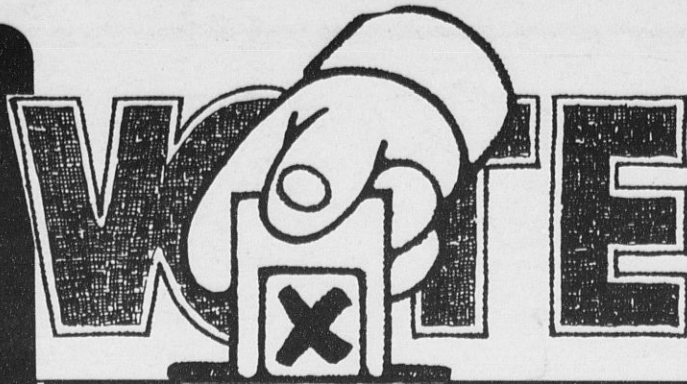


**SEALING OFF GYM** after waxing floor are Custodian John Fosmire and summer helper Jennifer Rosecrans.



**GROUNDSMEN** Don Maybee and Joe Fagan work on equipment that helps keep the grounds at the Saratoga County school in top shape.

(ADDITIONAL PHOTOS OF WATERFORD-HALFMOON SCHOOL DISTRICT EMPLOYEES ON PAGE 16)



## Special elections set to fill two Board of Directors seats

ALBANY — Ballots will be in the mail Sept. 22 for the special election to fill a pair of vacancies on CSEA's statewide Board of Directors.

Being contested are Board seats representing Tompkins County and Mental Hygiene Region 2.

Beginning Sept. 29, members eligible to vote in those two elections who have not received their ballot may obtain a replacement ballot by contacting Brenda Smith at the Independent Election Corporation of America (IECA). Call IECA collect at (516) 437-4900. CSEA's statewide Election Procedures Committee is overseeing the balloting, which is being conducted by IECA.

Ballots are scheduled to be counted on Tuesday, Oct. 7. The deadline for receiving ballots is noon that day.

Candidates will, as usual, be afforded an opportunity to observe all aspects of the tabulating process such as the picking up and opening of ballots, etc.

Candidates, or proxies with written authorizations from candidates, who wish to observe the tabulation may do so on Oct. 7 between the hours of 9 a.m. and 5 p.m. at IECA Headquarters, Lake Success, N.Y.

It is recommended that observers notify IECA in advance of their visits.

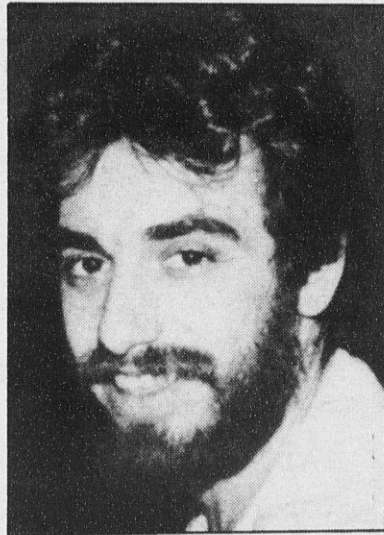
All candidates for contested board seats were given an opportunity to submit statements and photographs for publication in this edition of The Public Sector.

Here are their responses:

### MENTAL HYGIENE REGION 2



—ROBERT GRIPPER—  
"I ask you to reelect me to continue the Mental Hygiene fight for the following Locals: 401, 402, 406, 413, 419, 429, 433, 438, 443, 446, 447. Please check your membership card, support me, and I'll vote for your best interests in Albany. Vote Gripper. (718) 642-6348."



—JOEL SCHWARTZ—  
"As a MHTA for 12 years, I know the issues we face first hand. As a CSEA leader for 10 years, I've fought for Mental Hygiene workers on the last contract negotiating team, and as chairman of the OMH statewide labor/management committee. I've been in the forefront of CSEA in fighting against apartheid in South Africa."

### TOMPKINS COUNTY

—ARTHUR M. SANTORA—  
"I have been an active member of CSEA Inc. since 1963, serving as a unit president, negotiating team member, and proxy for the incumbent state director. As a member of the Board of Directors, I shall work toward the CSEA Inc. returning to the business of representing its members."

—TOM KEANE—  
Experience: 1) Familyman, employed by "The County" at TC3 12 years; 2) Served in several unit, local offices and past board rep; 3) Budget committees of our local, region and CSEA Inc.; 4) Attended Cornell "I.L.R. School." I understand the members problems and the structure of CSEA. The Board policies are important to you."

(Photographs not submitted by either candidate)

## **VOTING: IT'S A RESPONSIBILITY**

**Exercising the privilege of voting is one of the responsibilities of being a dues-paying unionist**

## Three CSEA locals electing officers

Ballots will be going out on Sept. 22 to eligible voters in rerun elections for Local officers of J. N. Adam Developmental Center CSEA Local 400; Harlem Valley Psychiatric Center CSEA Local 409; and Columbia County CSEA Local 811.

The deadline for receipt of the ballots by CSEA's statewide

Election Procedures Committee is noon Tuesday, Oct. 14.

Eligible voters who have not received their original ballot may obtain a replacement ballot beginning Monday, Sept. 29 by contacting Marcel Gardner at CSEA Headquarters in Albany, (518) 434-0190 Ext. 312.

# CSEA host to British visit to Long Island facilities

By Sheryl Carlin

CSEA Communications Associate

HAUPPAUGE — The British were coming — and they actually did.

But this time the occasion wasn't a revolution or a rock tour but a much more civilized matter. On an invitation from CSEA/AFSCME, a delegation from the Confederation of Health Service Employees (COHSE) — which represents workers in the National Health Service of Great Britain — walked through mental health and developmental centers on Long Island and talked to union leaders here.

The delegation included COHSE National President Cyril "Sid" Ambler, National Executive Committee member George Nazer, COHSE National Officer Colm O' Kane, and Keith Miller, a lay member who won a special essay competition which earned him his trip with the delegation.

The first stop for the delegation was the CSEA Region 1 office where they met with CSEA Statewide President William McGowan, Region 1 President Danny Donohue, Region 1 Director Ross Hanna and Marty Langer, who is a special assistant to McGowan on mental health issues.

The delegation came to Long Island after a stop in New York City. Members wanted to tour the Long Island Developmental Center and the Kings Park Psychiatric Center in an effort to compare their employee-patient relationships, staffing, procedures and policies to their own.

According to Donohue, "These delegations are sent from one country to another to review the various procedures and policies used in each area in relation to unions and management. The theory here is that public employees have similar problems throughout the world."

The tour began at LIDC where Director Ivan Canuteson and CSEA Local 430 President Joe LaValle addressed the group and then took them through the facility. The tour included a trip through the pulmonary care wing which was set up in 1978 to handle the many cases of pulmonary problems. "Most of the clientele in this unit are profoundly and severely retarded," said Canuteson, "and almost all of their programming revolves around the excellent care they receive from the nurses and aides."

Both the director and the union members at LIDC impressed upon the delegation how important the patient-employee relationships are.

After the tour, there was a question and



answer period during which the delegates talked about similarities and differences between our facilities and their own.

One of the big differences noted was that in Great Britain the employees rotate their pass days and shifts, something which is requested by the employees there.

"We fought for years to standardize pass days and shifts," said Donohue, "because that's what our members wanted."

Like the facilities here, the delegation told of their staffing problems.

The next stop was at the Kings Park Psychiatric Center where the delegation was addressed by KPPC Local 411 President Tony Bentivegna and Director Stephen Goldstein.

In Great Britain, the largest facilities have a few hundred beds. Similar to Long Island, the facilities are placed in rural settings but they are more clustered, home-like settings in Great Britain, something the Long Island facilities are working towards.

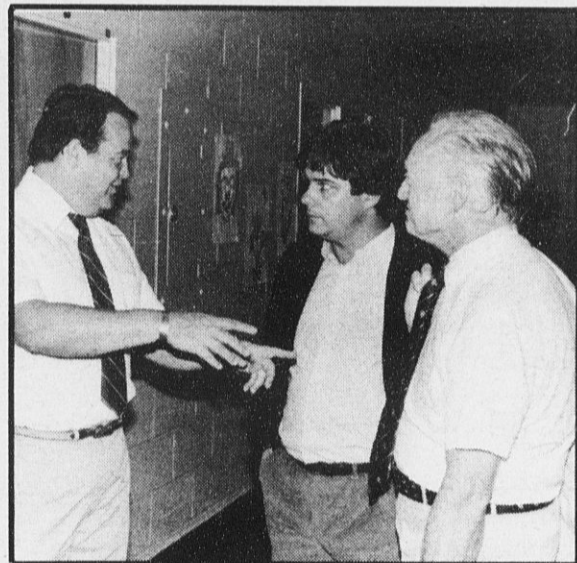
The delegation discussed the problems they encounter with outside contractors taking jobs from their members.



**ON TOUR** — Participants in the Long Island tour included, from left: Marty Langer, Joe LaValle, Colm O'Kane, Robert Guild, Sid Ambler, George Nazer, Jack Howard, Keith Miller, Steve Fantauzzo, William McGowan, Ross Hanna and Danny Donohue.

**TAKING NOTES** — Fantauzzo and McGowan with COHSE National President Ambler.

**MAKING POINTS** — Donohue with Miller and Howard from COHSE.



McGowan told the delegation that the unions must work with the state in order to get better working conditions for the employees and better care for clients. "We want our employees to be trained; we have a lot of inpatient care, but we desperately need to get a handle on outpatient care," he said.

After their visit on Long Island, the delegation was schedule to go to the AFSCME International Headquarters in Washington, DC to tour some facilities there.

Other CSEA/AFSCME representatives who accompanied the delegation on their tour were: Jack Howard, AFSCME assistant to Gerald McEntee; Robert Guild, CSEA assistant to McGowan; AFSCME International Area Director Stephen Fantauzzo; and CSEA Director of Communications Aaron Shepard.

# Member a winner in

By Stephen Madarasz  
CSEA Communications Associate

ALBANY — For a member of CSEA Department of Motor Vehicles Local 674, an article in the April 21 edition of The Public Sector has meant saving thousands of dollars. But she couldn't avoid a personal odyssey that had plenty of courtroom and medical drama along the way.

Linda Warren, a 17-year veteran of state service had been having trouble with her hands for some time: "I mostly noticed a problem at night — my hands would be aching or falling asleep — at first I thought it might just be arthritis or bad circulation."

When the pain got worse, Warren finally decided to see a doctor about it. It was diagnosed as Carpal Tunnel Syndrome — a disorder of the hand caused by injury of the median nerve inside the wrist.

Warren's condition was so bad that surgery was required for both of her hands.

But it wasn't until after the surgery was scheduled and Warren had taken time off from work that she saw the Sector feature detailing Carpal Tunnel Syndrome as an occupational hazard for many workers. For the first time Warren realized that her problems might be job-related.

"Every job I've had with the state has involved stress on my hands — I was a typist, a film library editor, and most recently I've worked as a typesetter — but it never even occurred to me that there was any connection. The doctor had never even brought it up."

When she approached her doctor and explained the kind of work she had been doing, he said there was no doubt that her condition resulted from occupational injury. He agreed to file the necessary Workers' Compensation forms.

Receiving further information and encouragement from CSEA Health and Safety Director James Corcoran, Warren set out to prepare her case for presentation to the Workers' Compensation Board.

She realized it would be an uphill fight: "Everyone I spoke with told me Workers' Comp hasn't paid out a lot of Carpal Tunnel awards and that my case would most likely be challenged."

Gathering together all of the evidence she could find, including the Public Sector article, Warren thought she was as ready as she could be to press her claim. But when her hearing arrived in mid-July, just weeks after her second operation, disaster nearly struck.

Through an oversight, Warren had failed to indicate her case number on her doctor's statements when sending them in to the Board. At the hearing, the judge said her file was incomplete.

By a remarkable stroke of good fortune, the State Insurance Fund representative, her opponent in the case, told the judge that he had copies of all the necessary documents and submitted them.

It was a finish that would have surprised even Perry Mason and Warren won her case.

In addition to receiving a restoration of her leave time used during the surgery and recuperation, Warren was also reimbursed for all medical expenses that weren't covered by her own health insurance, the travel expenses of her frequent trips to the hospital for therapy, and the cost of a home therapy unit.

All told, it amounted to several thousand dollars that would otherwise have come out of Warren's pocket.

She explains: "I ran into a lot of difficulty along the way, mostly because I didn't realize what I was dealing with at first — the Sector story really made a big impact — it's important that CSEA bring these issues to people's attention. I hope my story will help others who are starting to go through the same thing."

If Warren has any regrets about her experience, it is that she didn't go to her doctor about her problem sooner. She points out that there are Carpal Tunnel specialists participating in the Empire Plan and believes people should not delay check-ups if something is bothering them.



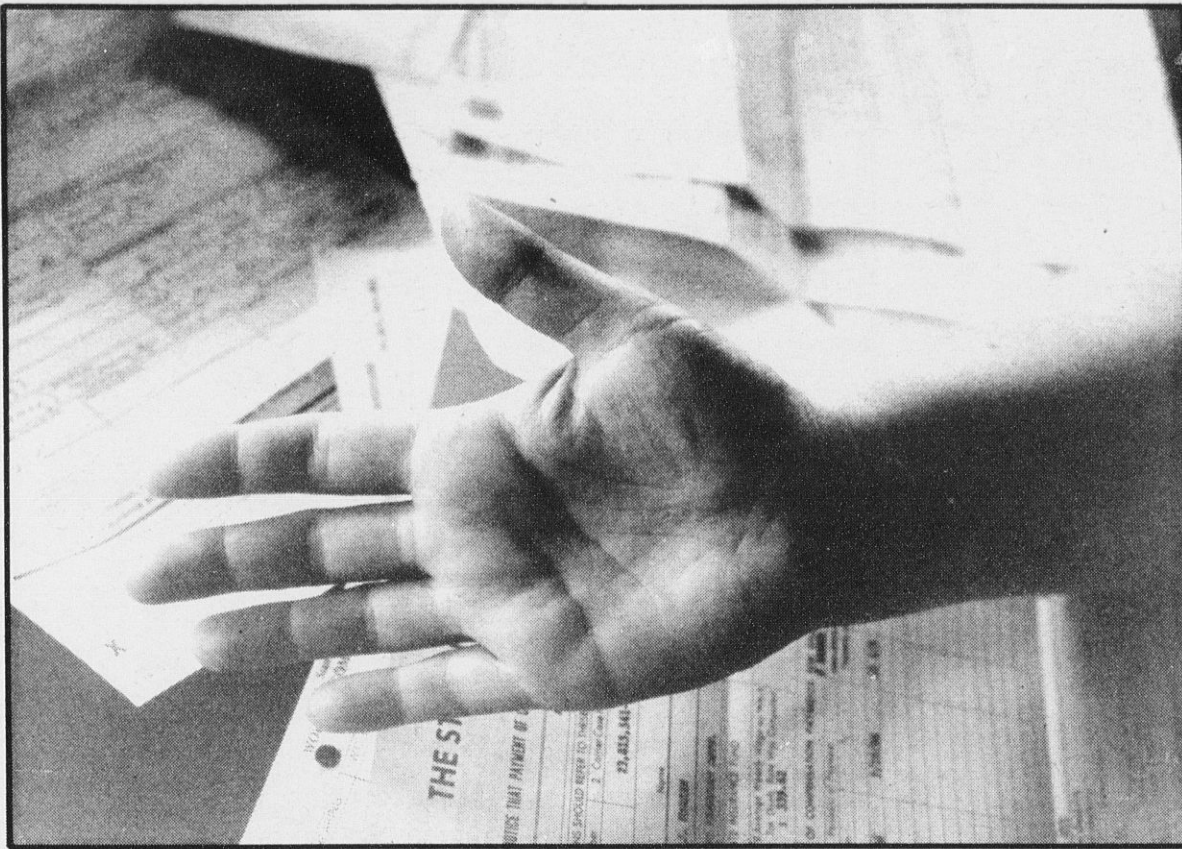
A smiling Linda Warren displays some of the paperwork she had to complete as part of her Workers' Compensation case proving that her Carpal Tunnel Syndrome stemmed from on-the-job injury over years of working with her hands. Ironically, Warren did not have use of her hands for some time after surgery, so someone else had to fill out all of those forms for her.

## Know what you're entitled to receive

What's the difference between Workers' Compensation and Disability Insurance? How do you know if you're covered by either of these? In filing a claim do you need a lawyer's help?

These are just some of the many questions CSEA members face when sickness or injury keeps them out of work. Of course it's much better to know the answers in advance. To help sort through all of the confusion, the Public Sector will examine a number of these concerns in an upcoming issue.

# court, medical drama



Hardly a scar remains from Warren's surgery. She says the actual procedure

was painless — but the road to recovery was rockier than expected.

Although Linda Warren's Carpal Tunnel Syndrome was particularly severe, her therapy and recuperation were a more intense experience than she had expected.

"It's wishful thinking that you're going to recover completely in three weeks" claims Warren. Even with all of the therapy, she says it took about ten weeks for each hand to return to normal.

The surgery itself, undertaken with only local anesthesia took a half-hour and was virtually painless. But there was pain during the recovery.

Adds Warren: "During the therapy, any excess movement of the hand led to pain-lifting the phone was a problem and someone had to cut up my food for me."

In the early stages after surgery, a brace on the hand completely restricted movement.

Even when Warren got to the point where she could undertake therapy on her own at home, it was much more time-consuming than she thought. She was supposed to follow the exercise routine using a wax therapy unit, three times a day for twenty minutes at a time, for each hand.

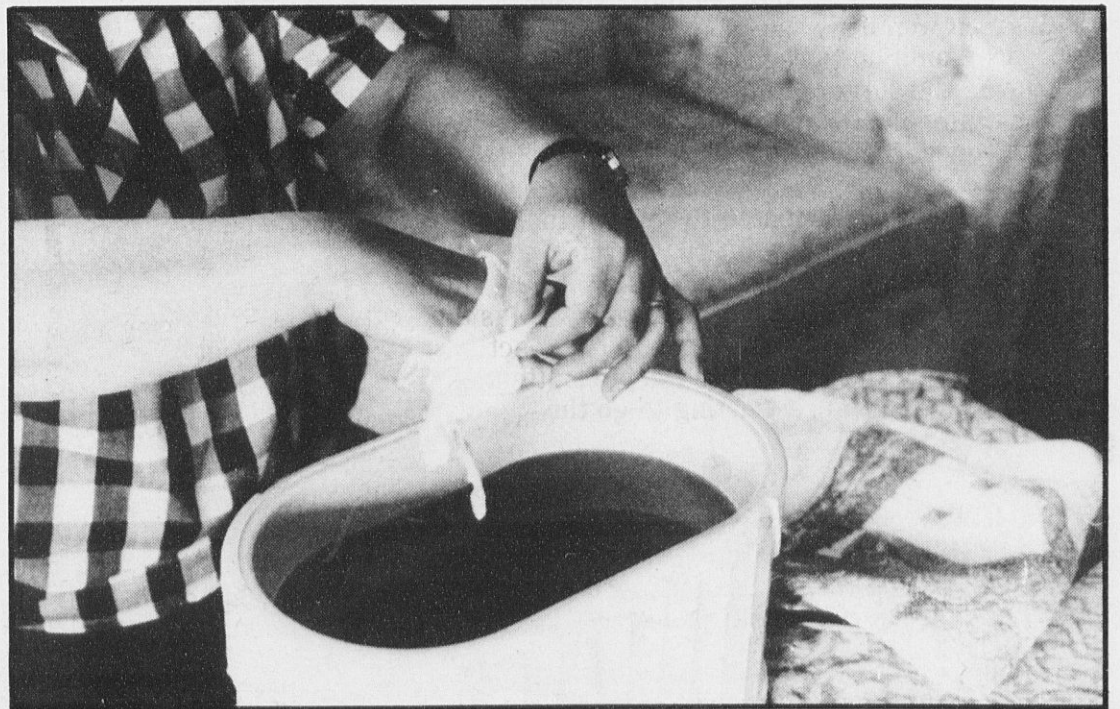
Warren's hands have returned to normal and she is now back at work at the Department of Motor Vehicles. Even though it is possible that Carpal Tunnel Syndrome could return, she isn't concerned for several reasons: First, new, better designed equipment has been installed in her work area, which she believes will reduce the amount of stress on her hands.

Additionally, she knows that as a result of her case DMV has been alerted to the potential problems of Carpal Tunnel Syndrome for many workers.

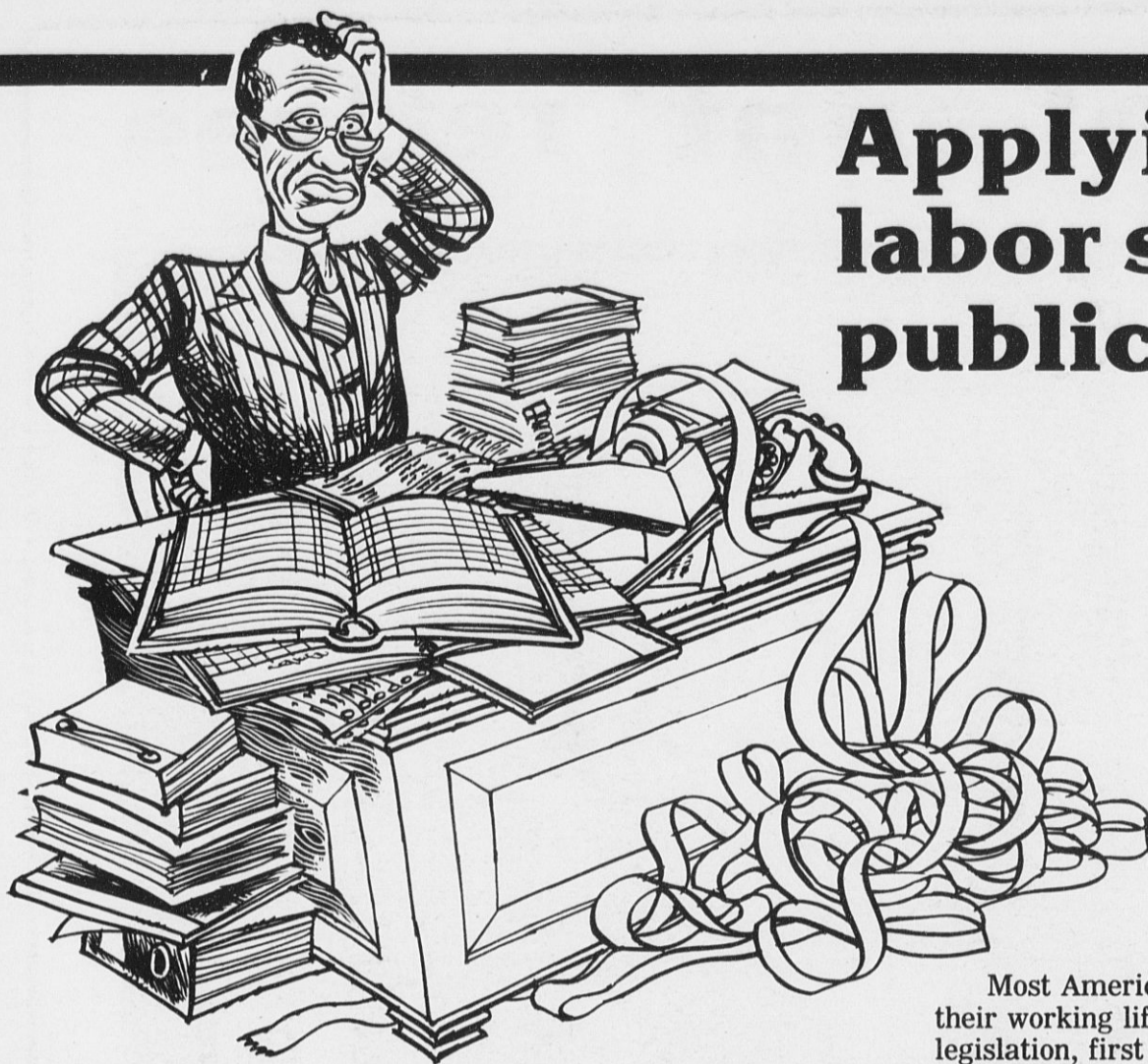
Says Warren: "We used to do a lot of overtime on the machines and work all day without taking breaks. Now in addition to having better working conditions, I think we'll all be a lot more careful in how we work."



Warren demonstrates the procedure for waxing her hands for therapy. After coating her hands with hot paraffin to relax the muscles, she would have to undertake a twenty minute exercise routine — three times a day. Overall, she says total recovery took about ten weeks for each hand.



# Applying a fair labor standard to public employees



## New rules set for OT pay/comp time

Most American workers may not know it by name, but much of their working life is regulated by the Fair Labor Standards Act. The legislation, first enacted in 1938 established guidelines for minimum wage, overtime pay, the standard workweek, and child labor, among other things.

Although the act has been amended over the years, it did not even apply to most public employees until just recently.

By April 15 of this year, state and local governments were required to extend coverage to the vast majority of their employees — including most of those represented by CSEA. They were however given a grace period until August 1 to be in full compliance.

The compliance requirements were mandated by congressional amendments to the act following a landmark Supreme Court decision — *Garcia vs. San Antonio Metropolitan Transit Authority*.

That decision reversed ten years of legal battles and settled the question of whether the FLSA applied to public employees by ruling that it did.

Of particular interest to CSEA members, the Garcia decision clarified the circumstances under which compensatory time off could be provided instead of overtime pay.

The subsequent congressional amendments moderated that ruling by setting guidelines allowing for comp time to be carried on the books — but the amendments also set a cap on the number of hours that could be accrued before employees would have to be paid in cash for their overtime.

Although the act is clear in providing for the coverage of most CSEA-represented job titles, the union is now in the process of clarifying with the state and local governments any positions that might be questionable. CSEA wants uniform compliance with the act across the state.

Any members with questions about whether their employer is following the proper guidelines — particularly as far as overtime/comp time are concerned, are urged to contact their CSEA Field Representative.

## Workers protected beyond 40 hr. week

Public employee coverage under the Fair Labor Standards Act provides for certain minimum guidelines on overtime pay and comp time. However, it should be noted that accrual of comp time is not automatic under the act — the practice must be based on the terms of formal or informal labor management agreement — otherwise employees must be paid directly for overtime worked.

Other provisions include:

- Comp time is accrued (according to terms of agreement with local management) at the rate of time and one half for all hours worked over 40 in one workweek
- Maximum accrual is 240 hours for regular employees and 480 hours for emergency response and seasonal employees
- Cash payment at time and one-half must be made for all overtime worked once the employee reaches the maximum accrual level
- Comp time is an employer liability and must be liquidated in cash when the employee resigns, retires, dies, or otherwise separates from service
- Any comp time earned prior to April 15, 1986 will not be required to conform to FLSA guidelines
- Comp time hours earned between hours 35 and 40 of the workweek will not be added to the amount of comp time accrued because the FLSA does not apply to workweeks with less than 40 hours

### A helpful tip

CSEA members who accrue comp time might want to keep track of their hours worked through copies of their worksheets just in case any questions arise over management's accounting of their overtime earned.



# 'Minder of mint' retires

ALBANY — "To give you an idea of how much I hate waste" says CSEA statewide Treasurer Barbara Fauser, "when I ran for office in 1982, I used the same flyers I had done up in 1979 — I just updated them by hand."

Fauser's approach to her responsibilities as CSEA's top financial officer has been the same: "I'm very conservative when it comes to handling other people's money — much more than with my own. I really enjoy being a watchdog and making sure that we get the best possible return for members' dues."

That personal commitment has helped Fauser live up to her campaign promise to "Mind the Mint" over the past four years. But now she will turn over that responsibility.

Due to family commitments Fauser retires from CSEA service on September 10.

## Series of firsts

The Buffalo native's involvement with CSEA, which began as a member in 1947, has been a long series of firsts—she is the union's first woman treasurer, the first full-time treasurer, and the first to establish local treasurer's training which she did as a Region VI officer, six years before CSEA mandated it statewide.

A personal approach has been a high priority as Fauser has worked to provide information to members and officers about CSEA financial procedures. Last year alone she estimated that her office sent out over 11,000 pieces of mail.

Fauser believes that correspondence is important because members need to know where and how the union spends their money. Throughout her CSEA career she has aimed at taking the mystery out of financial reporting. She adds however, that no matter what she's done to make the facts and figures understandable, individuals still have to take the time to read them to know what they mean.

## Saving money

It's attention to detail that Fauser considers one of her own strengths: "When I first arrived at CSEA headquarters, I really had to create my own job because we had never had a full-time treasurer before. What I discovered though was that there were areas where I could make a big impact."

"Staff just didn't have a lot of time to do a lot of statistical reports so I took on the responsibility myself."

Fauser explains that she began looking for more efficient ways to operate. In this area alone, small changes have led to some big savings.

She is quick to praise the CSEA staff, particularly in the Comptroller's office, Finance office, and the print shop for being so cooperative with her efforts.

"When I first got here, they really didn't



know what to make of me because there had never been a treasurer in here all the time—but they all worked with me and were always willing to look at better ways to do things."

Fauser also believes that her work with CSEA has helped her to grow as a person: "I've always been for the underdog, but this union has taught me a lot about self-confidence — that you can fight back for what you know is right."

## Election reform achieved

In fact, it was her own perseverance that got her elected as a statewide officer. After being denied nomination by the statewide nominating committee in 1982, Fauser went the petition route to get on the ballot and then won the election.

But she wasn't through.

"I was so determined after being denied the nomination that I set out to change the whole election process. As a result of court action and board consideration, nominating committees were eliminated at all levels. Fauser believes the current

system of running for office by gathering petition signatures is much more open than in the past: "It means that if people want the job, they have to fight and work for it."

Still, Fauser thinks her most important contribution to CSEA has been in helping establish much more accountability for the handling of union monies at all levels.

"I always hear from local presidents 'my treasurer won't let me do this or that'. That means we've come a long way. Years ago people just didn't know what they could and couldn't do with union funds.

"I'd like to believe also that by working with treasurers, I've been able to instill more respect for their job and responsibility within the union."

In retirement Fauser plans to settle in Florida, where she will take up her needlework again—a hobby that she says she hasn't practiced in years because of her CSEA commitments.

"This union has been my life for the past 15 years—now I want to spend some time with my family."

# REPORT CARD

## on

# scholarships

More awards to members' kids



Education: it's an important value to CSEA and its members.

That's why the union recently gave away \$9,000 in scholarships to members' kids through its annual Irving Flaumenbaum awards. (See last issue of The Public Sector).

But it doesn't stop there. CSEA locals, especially in Region 5, have taken upon themselves the cause of higher education and a better life for their children and awarded additional thousands in scholarship dollars.

Here are some of their stories. Getting an idea for a project your local or unit could get into?

## Three students winners of Oneida County s'ships

### LOCAL 833 ONEIDA COUNTY SCHOLARSHIP WINNERS —

On hand for the informal ceremony and presentation of scholarships were from left: Marge Maxson, scholarship committee chairwoman; Robert Warmuth, parent; Eric Warmuth, winner; Region 5 President Jim Moore; Denise Crego, winner; Dee Crego, parent; and Dorothy Penner-Breen, pres. Oneida County Local 833. Cheryl Gaetano, a third winner, was not present for the awards ceremony.



UTICA — For the 15th consecutive year, Oneida County Local 833 has awarded three scholarships to sons and daughters of its members.

The 1986 winners were recently announced at a Local 833 outing and each received a \$500 check for further education.

Marge Maxson, Scholarship Committee chairwoman, said the three winners were selected on the basis of academic achievement, community service and financial need.

The 1986 winners include:

Cheryl Gaetano, daughter of Frank Gaetano, an employee of the Oneida County Office Building print shop. Cheryl Gaetano is a recent graduate of John F. Kennedy High School in Utica, and plans to attend Siena College in Loudonville.

Eric Warmuth, son of Robert Warmuth, an employee of the Oneida County Department of Social Services. Eric is a 1986 graduate of Whitesboro Central School and has enrolled for the fall term at Mohawk Valley Community College.

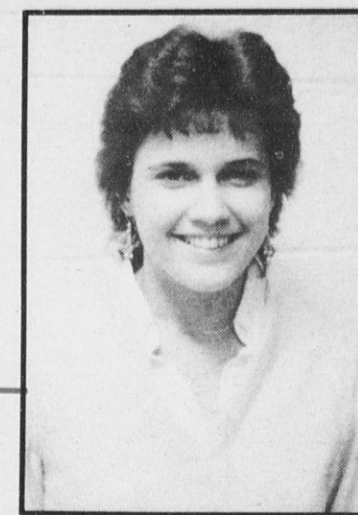
Denise Crego, daughter of Dee Crego, an examiner in the Rome office of the Oneida County Department of Social Services. Denise is a recent graduate of Holland-Patent Central School and will continue her education at Mohawk Valley Community College.

Local 833 President Dorothy Penner-Breen, along with CSEA Region 5 President Jim Moore, congratulated the winners and extended best wishes in their pursuit of higher education.

"It's always a pleasure to see young people excel, and it is particularly gratifying when a CSEA local in Region 5 offers to help students reach their goals," said Moore.



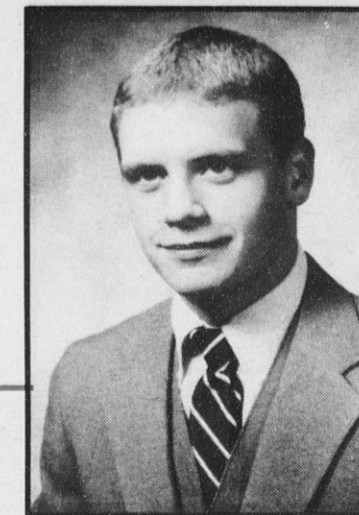
GORDON



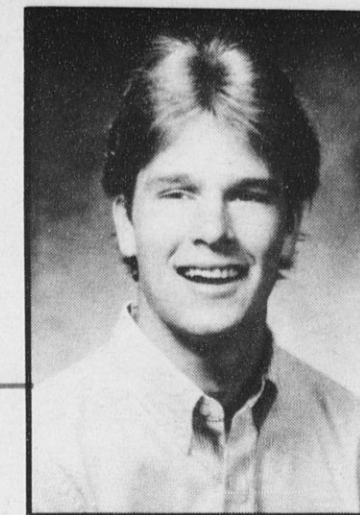
TUTTLE



YAUNEY



JONES



SWEET

## Lewis County awards top \$18,000

LOWVILLE — For the 10th consecutive year, Lewis County Local 825 has awarded scholarships to outstanding sons and daughters of its members. The 1986 announcement of the five student winners raises the grand total for financial awards to \$18,200, a remarkable achievement for a CSEA local of any size.

According to Mary Buckingham, 1986 Scholarship Committee chairwoman, the decisions were made after careful screening of all candidates. Winners were selected on the basis of academic achievement, school and community achievements and financial need. Each received a check for \$500 at graduation.

Cynthia Gordon, daughter of Ronald and Mary Gordon of Lowville, is a graduate of Lowville Academy and plans to attend Bryant and Stratton School in Syracuse to pursue a career in fashion merchandising/management. Ronald Gordon is employed by the village of Lowville.

Rebecca Tuttle, daughter of William

Tuttle, of Lowville, is also a 1986 graduate of Lowville Academy. She will attend Russell Sage College to begin study toward a science degree in physical-therapy. Her father is also employed by the village of Lowville.

Amy Yaune, daughter of Frederick Yaune and the late Helena Yaune of Croghan, is a 1986 graduate of Beaver River Central School. In addition to winning a Lewis County Local 825 Scholarship, the honors graduate is the first Lewis County student to win a CSEA statewide scholarship. Amy has been accepted at State University of New York (SUNY) Albany and will major in political science. Frederick is employed at Lewis County General Hospital.

Tyler Jones, son of Larry and Virginia Jones of Lowville, is a graduate of Lowville Academy. He plans to continue his education in the field of electrical technology at State University of New York (SUNY) Morrisville. Virginia Jones

formerly worked at Lewis County General Hospital.

Thomas Sweet, son of Thomas and Wendy Sweet of Lowville, is a 1986 graduate of Lowville Academy. Tom has been accepted at Caton ATC and plans to study engineering. His mother is a nurse at Lewis County General Hospital.

James Freeman, president of Lewis County Local 825, noted that the five 1986 winners join the ranks of other outstanding students the local has selected to help with financial assistance.

"We are extremely proud that we have contributed more than \$18,000 toward the further education of the children of CSEA members who live and work in Lewis County," said Freeman.

Freeman extended congratulations to the 1986 winners and expressed thanks to Buckingham (scholarship chairwoman) for her dedicated efforts.

"I am sure Mary and her committee are already looking forward to 1987 and the next group of candidates," he said.

## NYSDOT award for Glens Falls girl

UTICA — A four-member scholarship committee for NYSDOT Local 505 has named Carmen Gonzalez of Glens Falls as its \$500 scholarship winner for 1986. The award is made at the rate of \$250 per school year for a two-year period.

Carmen, a recent graduate of Glens Falls High School, is the daughter of Ozzie Gonzalez, a heavy equipment operator

(HEO) with the Oneida County Ea. Residency of NYSDOT. She has enrolled for the fall term at Adirondack Community College in Glens Falls, and plans to major in journalism.

Charles Whitney, president of Local 505, said the 1986 winner was selected by an impartial committee which included Rev. Felix Colosimo, Francis Roberts, Barbara Paperella, and Anthony

Scalise.

"Last year, our first scholarship award drew only three applicants. This year, six applied," Whitney noted.

The 1985 winner, Blane Eagles of Dolgeville, a sophomore at SUNY ATC Cobleskill, also received \$250, the second half of his scholarship award.

## Director's daughter gets SUNY s'ship

UTICA — Mary F. Martello, daughter of CSEA Region 5 Director Frank Martello and his wife Kathleen of Utica, was recently awarded one of 312 statewide undergraduate scholarships for 1986 by the New York State Education Department/SUNY. The awards are named in honor of the astronauts who perished in the space shuttle Challenger.

Award winners will receive up

to \$3,000 a year for payment of tuition and fees for up to four years of full-time undergraduate study. Recipients must agree to teach the equivalent of one academic year for every two years of awards received.

The only award winner from the Utica area, Mary will begin her third year of studies at State University of New York (SUNY) at Cortland. She is majoring in mathematics, minoring in

education, and plans to teach mathematics after graduation. In addition, she is involved in several church and community service activities.

Martello says he and his wife are "delighted and extremely proud of Mary's award."

"She is a dedicated student who really enjoys the study of mathematics. As parents, it's a wonderful experience to see that study be rewarded in the form of a prestigious scholarship."

## Secretary's savvy nets donations

WAPPINGER FALLS — Thanks to clerical workers in the Wappinger Central School District, more than 50 awards were presented to members of Roy C. Ketcham High School's Class of 1986.

This year, it was Guidance Office Secretary Phylliss Heusinger who solicited hundreds of dollars in prize money for deserving students.

Heusinger explained that local businesses, organizations and citizens of the community often donate money to certain graduates. The funds are usually used for books for college or to

(Continued on Page 17)



HEUSINGER dialing for dollars.



CSEA PRESIDENT WILLIAM L. MCGOWAN, right, listens as Sol Bendet of Retirees Local 910 makes a point. Listening in are Sally Bendet, left, and Donald Webster, center, chairman of the CSEA Retirees Executive Committee and president of Retirees Local 921.



WESTERN REGION PRESIDENT Robert L. Lattimer, left, chats with Erie County Executive Edward Rutkowski.

# Pensions issue at Retirees meet

By Ron Wofford  
CSEA Communications Associate

**BUFFALO** — The second annual CSEA Retiree Delegates Convention concluded three days of meetings recently that saw a long list of amendments to the retiree constitution, debate on their legislative priority list, and plans to lobby for passage of their number one priority — passage of a pension supplementation bill.

CSEA President William L. McGowan promised his support to the delegates in attendance, and called for a special session of the state Legislature to consider and pass a pension supplementation bill.

"We owe you a lot," said McGowan. "And I'm speaking of the whole state, in addition to your fellow union brothers and sisters. You are the ones who gave so much time and effort to build CSEA, your union, up to what it is today. We owe you interest on the investment you made of time and effort, and I'll help you in any way possible, to see that you get the decent treatment you deserve."

Among the amendments to the retiree constitution, the delegates passed a measure that will bring regionalization, officers for each region, to the retiree division, similar to the active membership set-up.

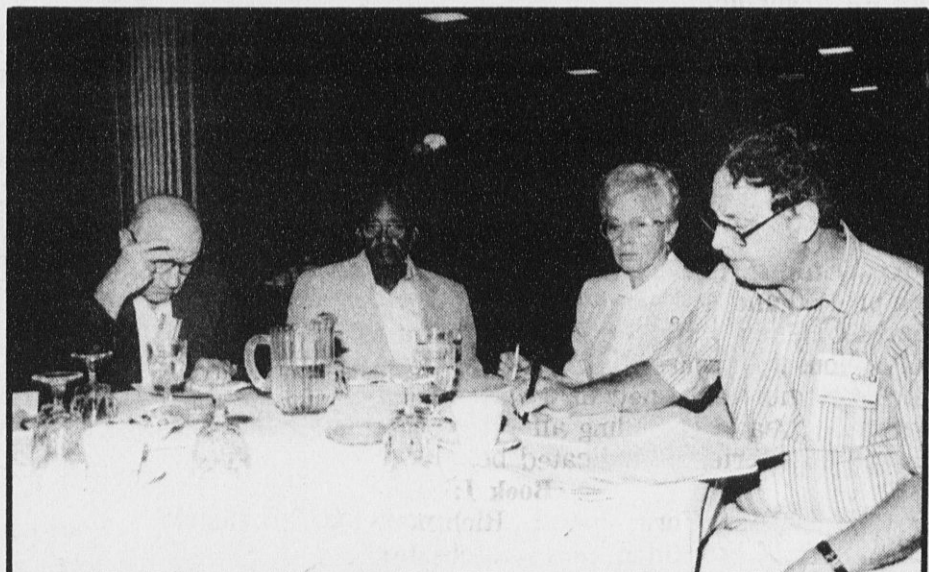
The retirees also were addressed by Erie County Executive Edward Rutkowski, state Comptroller Edward Regan, CSEA Executive Vice President Joseph McDermott, Region 6 President Robert L. Lattimer and Don Webster, chairman of the Retirees Executive Committee.



LONGTIME CSEA ACTIVIST Genevieve Clark, from Local 903, is surrounded by, from left, Metropolitan Region President George Boncoraglio, Local 903 President Victor Marr, Southern Region President Pat Mascioli, and Central Region President James J. Moore.



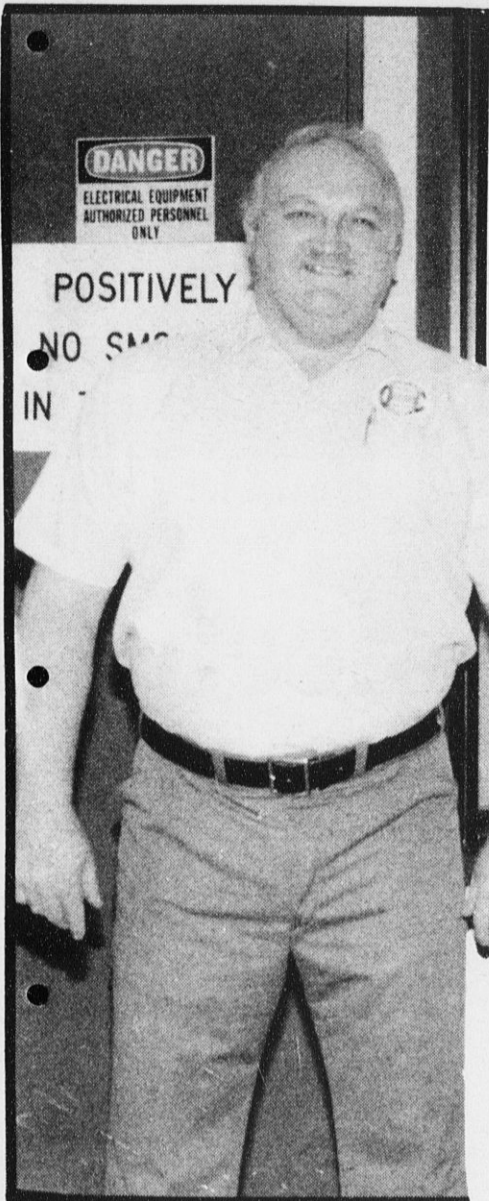
INSPECTING THE AGENDA are, from left, CSEA Coordinator of Retirees Kathy Cahalan, Retirees Local 914 President Lila Larrabee, Local 914 delegate Betty Jane DeNigro, and Local 923 President Joseph Consentino.



MAKING NOTES are, from left, Local 913 delegates John Tanzi and Andrew Anderson, CSEA statewide Secretary Irene Carr and CSEA statewide Executive Vice President Joseph E. McDermott.

## Guards disarm knife-wielding madman

# Members risk lives in Rockland County ruckus



Bill Smith

Rockland County employees Bill Smith (above) and Tony Rosado (right) won't soon forget the client who greeted them with two knives recently. Smith and Rosado helped police apprehend the man who became violent after reportedly smoking "crack" and drinking cough syrup with codeine.

By Anita Manley  
CSEA Communications Associate

POMONA — Public employment can, indeed, be dangerous to your health, as a pair of Rockland County security guards discovered recently when they were confronted with a client armed with two knives and calling himself "Rambo."

Guard Bill Smith said the incident began after Nyack police delivered a client to the Rockland County Mental Health Department for an evaluation. Smith said police picked up the individual after a woman had called them to complain her boyfriend became violent after reportedly smoking "crack" and drinking codeine cough syrup.

Smith said he aided police upon arrival when he saw the man, well over six feet tall and weighing about 260 pounds, was "ranting, raving and screaming."

"He walked inside and down the hall, and then stopped and yelled, 'You're not going to hurt me!'" Smith related.

All of a sudden, he pulled an 11-inch carving knife out of his pocket and began threatening the police and Smith. At this point, Smith called co-worker Tony Rosado. Meanwhile, police from departments from all over the area joined the melee.

But the client was not about to be calmed down. Instead he became more violent and pulled a second knife — a 15-inch kitchen knife — out of another pocket. He also donned a mask and a cape and waved the knife in Smith's face.

"We kept talking to him," said Smith. "I kept saying that no one wanted to hurt him. He backed himself up against a wall and said he wanted to fight me. I told him to drop the knives."

Just then, one of the policemen was able to grab one of the knives. A few seconds later, Smith thought that another policeman got the other knife, "so I grabbed the guy and the police rushed him."

Smith found out later that the man still had the other knife when he tackled him and that Rosado was able to get it away from the client after he was apprehended.



Tony Rosado

A few days later, Smith and Rosado received a letter from the county Sheriff's Department commending them for "cool professionalism and courage under very dangerous circumstances."

Jim O'Dell, head of security for the county, says there have been other incidents but thankfully, they are few and far between.

He says the county is planning to install closed circuit security cameras but he would like to see a formal training program instituted for guards.

O'Dell emphasized that there are 13 buildings and 2,000 employees in the Rockland County complex in Pomona which includes a substance abuse clinic, a methadone clinic, mental health offices, a detoxification ward and a department of social services office in addition to an infirmary, health department and office for the aging. He has a staff of 28 security guards who work around the clock.

"It could happen again — any time of the day," he noted.

# Empire Plan doctor list updated

New Empire Plan "Directories of Participating Providers" are being printed and will be available through Agency personnel offices in early October.

Previously, Empire Plan directories were broken down into nine different Regions. The new directories will cover a much broader geographic area by including all of New York state into four separate directories as indicated below:

#### Book I:

Bronx, Kings, New York, Queens, Richmond (Staten Island), Nassau, Suffolk, Rockland, and Westchester.

#### Book II:

Albany, Columbia, Fulton, Greene, Montgomery, Rensselaer, Saratoga, Schenectady, Schoharie, Herkimer, Madison, Oneida, Onondaga, Oswego, Dutchess, Orange, Putnam, Sullivan, Ulster,

Clinton, Essex, Franklin, Hamilton, Warren, Washington, Jefferson, Lewis, St. Lawrence, Rockland.

#### Book III:

Livingston, Monroe, Ontario, Seneca, Steuben, Wayne, Yates, Allegany, Cattaraugus, Chataqua, Erie, Genesee, Niagara, Orleans, Wyoming, Broome, Chemung, Cortland, Schuyler, Tioga, Tompkins, Cayuga, Oswego, and Onondaga.

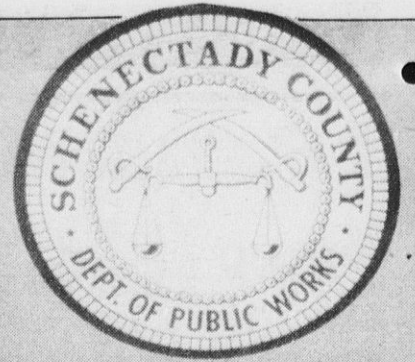
#### Book IV:

Out of State.

Recruitment of Empire Plan providers is an ongoing process which has attracted over 25,000 providers as of June, 1986. Always verify your doctor's participation when making an appointment or by calling The Empire Plan Participating Provider Unit at 1-800-537-0010.

**"WE HAVE A TEAM" IN SCHENECTADY COUNTY...**

# **JOB ENRICHMENT: In Schenectady they spell it Success**



COUNTY OF SCHENECTADY  
SEAL on door of a Department of  
Public Works vehicle.

Text and photos by  
Daniel X. Campbell  
CSEA Communications Associate

**"We** believe in job enrichment," Schenectady County Manager Robert McEvoy states matter-of-factly.

That's a very refreshing approach to positive labor-management relationships at a time when many other governmental managements in the state are attempting to contract out work to private, profit-seeking corporations work that can be done more effectively and efficiently by public employees. For in Schenectady County, "job enrichment" means involving in, not contracting out.

"You have your own people doing the job from the idea stage to completion. They do the work, they see the joint effort of labor and management to get a project going and done, and hopefully both sides appreciate the effort," McEvoy said.

McEvoy's outlook has the benefit of seeing the situation from both sides, as Schenectady County manager today and as a former CSEA member in the city of Yonkers years ago. "If I learned anything from being a CSEA member, it was that a public employee, on any level, is entrusted to do an excellent job by his employer—the public. In order to do that job you have to be willing to listen and you can't be afraid to tell people what you're trying to do."

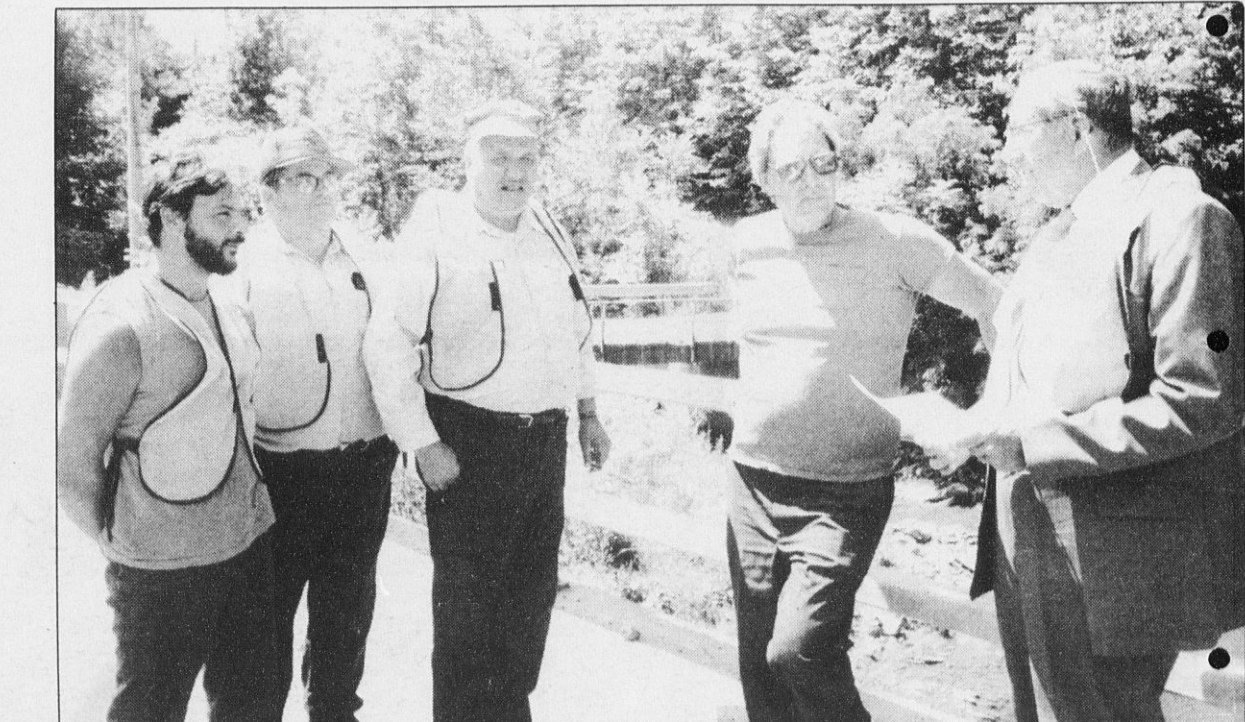
In Schenectady County, he says, "we have a team, we are all pulling together, and CSEA is part of that team." And at an informal team meeting recently, McEvoy discussed job enrichment with Schenectady County CSEA Local 847 President Frank Tomecko, CSEA Region IV Third Vice President Lou Altieri, and Acting Commissioner of Engineering and Public Works Richard Bliss.



**TEAM MEETING**—Schenectady County Manager Robert McEvoy conducts a discussion on public work plans with CSEA Board Representative and regional officer Lou Altieri; CSEA Local President Frank Tomecko, and Acting Commissioner of Engineering and Public Works Richard Bliss.

Tomecko points out that McEvoy is always ready to listen to ideas on how to better utilize the public employee workforce. "The new budget has some money is it for new equipment - a grader and new roller—that's equipment the men can use to do a better job," Tomecko noted.

(Continued on Page 15)



**WORK PLANS REVIEW**—Acting Commissioner Richard Bliss meets with a Schenectady County work crew to discuss with them how their day's effort fits into the overall project. Employees from left are Dennis Severino, Art Rose, Peter Sharp and Louis DeSorbo.

**DONALD MORRETTE**, left, checks out the lawn area near the Social Services Building, which he helped transform into a neighborhood showcase.

"give us the opportunity



and we can do the job."

**"If I learned anything from being a CSEA member, it was that a public employee, on any level, is entrusted to do an excellent job by his employer — the public."**

(Continued from Page 14)

"Top equipment means top work, and modern equipment is part of being cost efficient," adds Bliss. "We have to maintain a certain presence in the public eye. In the winter, we have snow and ice removal, and in the spring and summer we have maintenance, repair and rebuilding work. We try to have stable employment all year long, a need for work in all seasons."

McEvoy noted that the six-story Schenectady County Office building was renovated, for the most part, by county employees over a period of years. "Our employees did the majority of the work on the night shift. We're very proud of the building and the workers."

Altieri pointed out a prime benefit of contracting in such projects. "If we have a problem on a job, we can control the solution by seeing that everything is done right the first time, so that the taxpayer doesn't end up paying twice, once for the job and once again for the unnecessary repair."

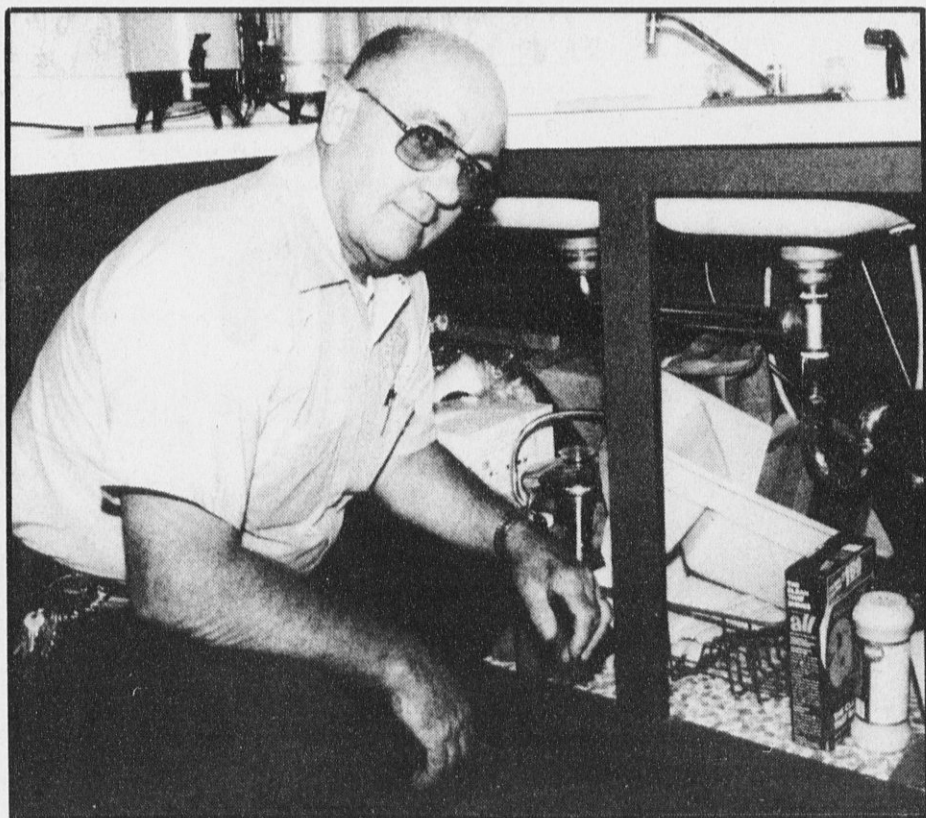
According to Tomecko, both McEvoy and Bliss listen and explain well in their contacts with employees. "Dick (Bliss) often goes to the work crews with plans in hand to show the guys what the work assignment for the day means to the overall project or plan. The crews can understand their role in the project because they can see how much their effort means to the progress of the job."

Ken Eckler, an electrician, interprets job enrichment to also mean keeping busy. "When we're out doing, say, a renovation job, we still have to see that our regular responsibilities are taken care of, repairs, maintenance, etc. That keeps us moving from one job to another."

Head Utilityman Jim Grant agrees. "We're capable of doing a lot." Of the recent renovation of a building into the county's Cooperative Extension Office, Grant noted, "We gutted the place from the front door to the back door, and turned it into a functioning office. That's quite a change."

A cluster of county employees, working on a road in a rural section of the county, liked the idea of job enrichment. "I think it's a good idea to keep public employees busy," said Dennis Severino.

Across town, the Department of Social Services building was once an eye sore. "People use to complain about how the building looked. Now we get compliments," says Social Services Commissioner Richard Staszak, who credits Donald Morrette as the public employee most responsible for transforming the building into a showcase. Morrette says what he accomplished can be done by other public workers too. "For the most part, give us the opportunity, the support and the materials, and we can do the job." And that's what job enrichment is doing in Schenectady County; giving public employees the opportunity to prove their real worth.



ELECTRICIAN KEN ECKLER inspects plumbing work in recently renovated Cooperative Extension Office facilities.



COUNTY EMPLOYEES Frank Foote and Jim Grant move a table into a classroom area in the Cooperative Extension Office facility.

# YONKERS

## No summer vacation for these employees

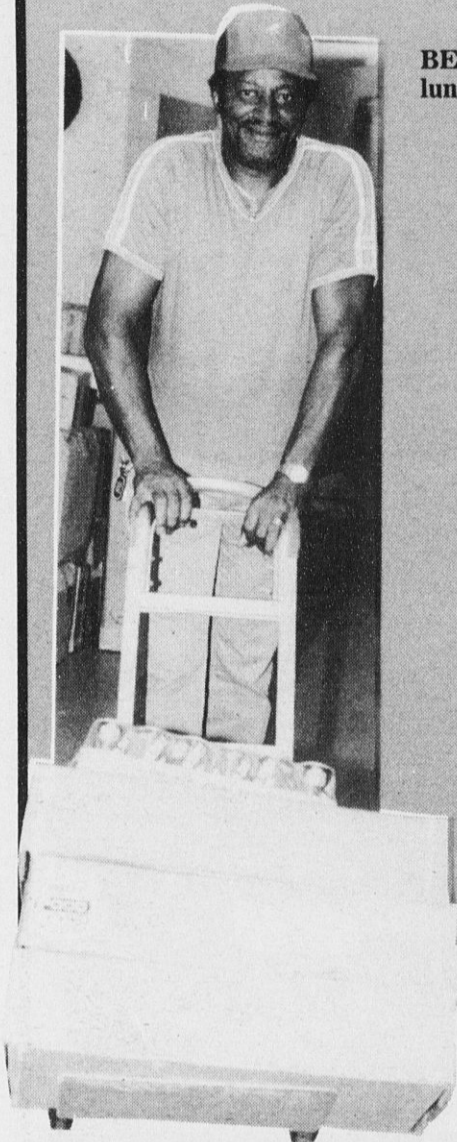
(Continued from Page 3)

fixtures, washing windows, painting and laying in supplies. And you're not talking just classrooms either, reminds Moniz. Don't forget auditoriums, gymnasiums, hallways, cafeterias and offices too!

And the cafeteria staff? There's no rest for the weary here either! Federal funding of a lunch program provides food for about 1,600 children who attend camps and parks programs. Those lunches are

prepared in the school cafeteria in one of the buildings.

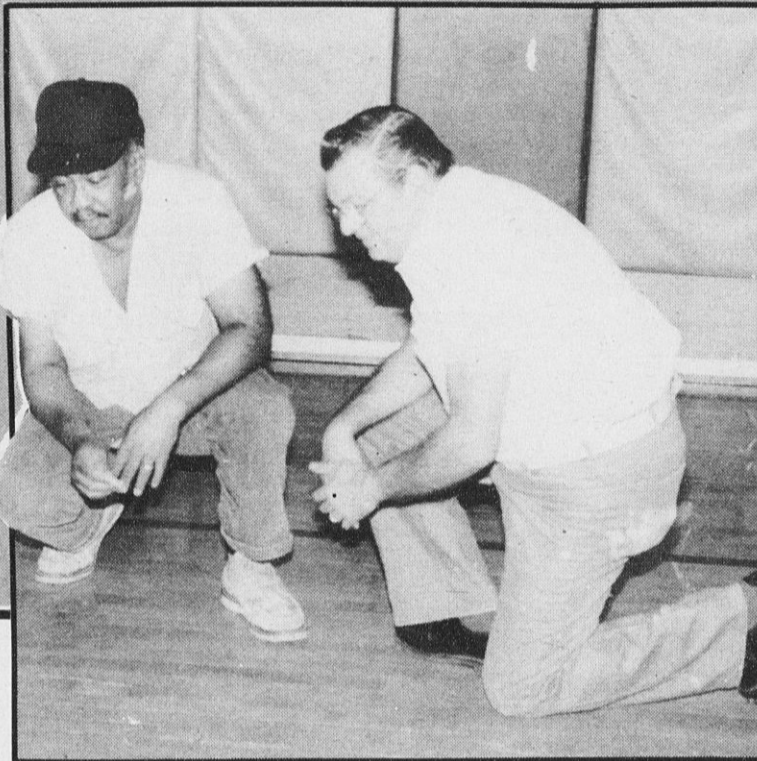
Couldn't wait for September, moms and dads? Well, neither could these hard-working CSEA members!



BENTLEY SUMMERS, in photo at left, brings supplies for the lunch program from a loading dock.

IN PHOTO AT RIGHT, Dave Oakley strips a floor of built-up wax.

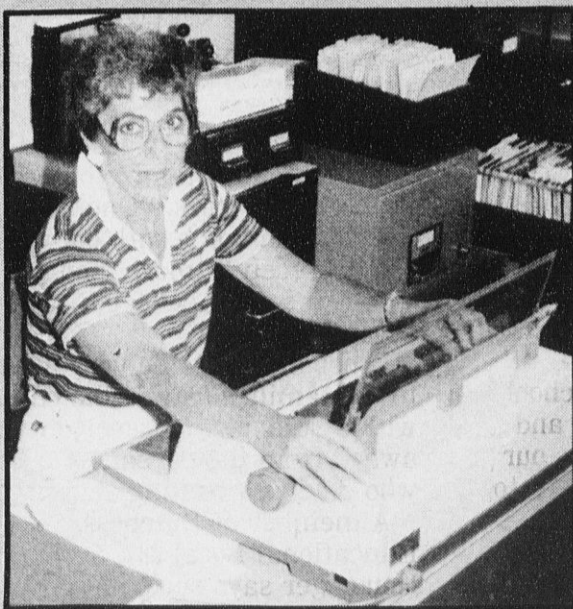
IN PHOTO BELOW, Dave Oakley, left, and Yonkers School District CSEA Unit President Ray Moniz inspect a gymnasium floor that must be stripped and recoated with an acrylic finish before students return to school.



# WATERFORD-HALFMOON

(Continued from Page 3)

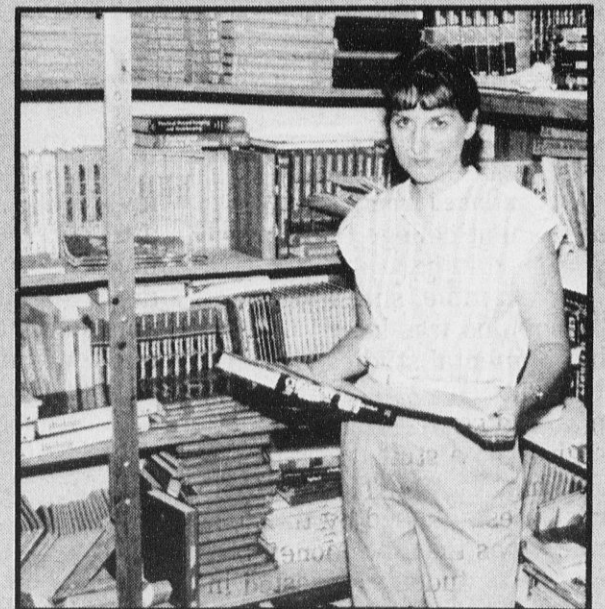
## Busy summer precedes new school year



PLENTY OF TYPING must be done over summer months too. Here Rita Boudreau, a secretary in the guidance office, tries to whittle down the paperwork.



CAFETERIA CHAIR gets a good cleaning from Freda Butler in anticipation of opening day.



CSEA UNIT TREASURER Gwen Piacenta, secretary to the school principal, sorts out new text books for the coming school year.

# Rochester Labor Day parade

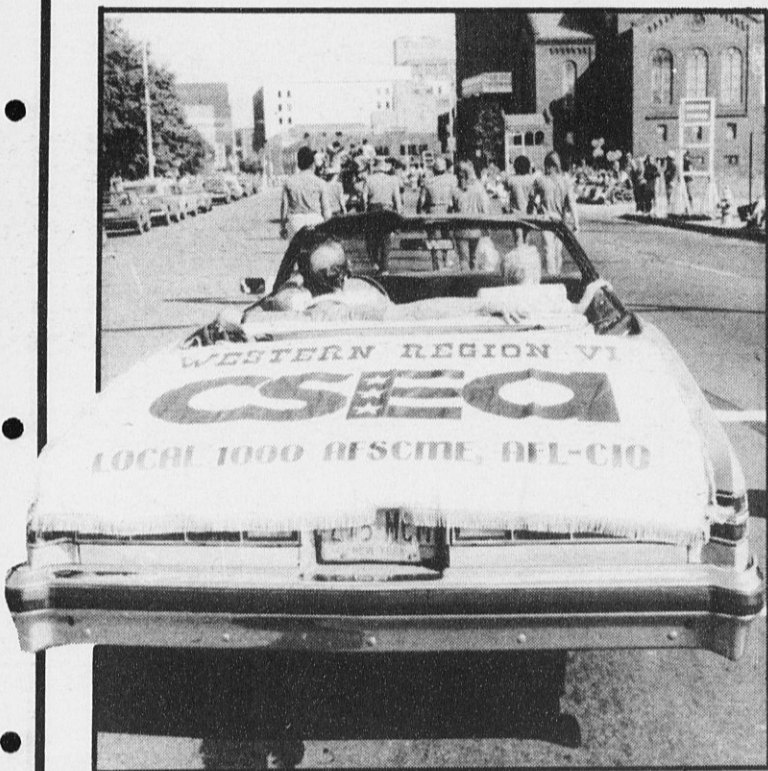
ROCHESTER — CSEA members made a spectacular showing at the state's largest Labor Day parade of 1986 — the first one to wind its way down the streets of this city in 60 years.

More than 2,000 participants from 22 unions took part in the display of labor solidarity that included marchers in t-shirts, cars from the past, music and balloons.

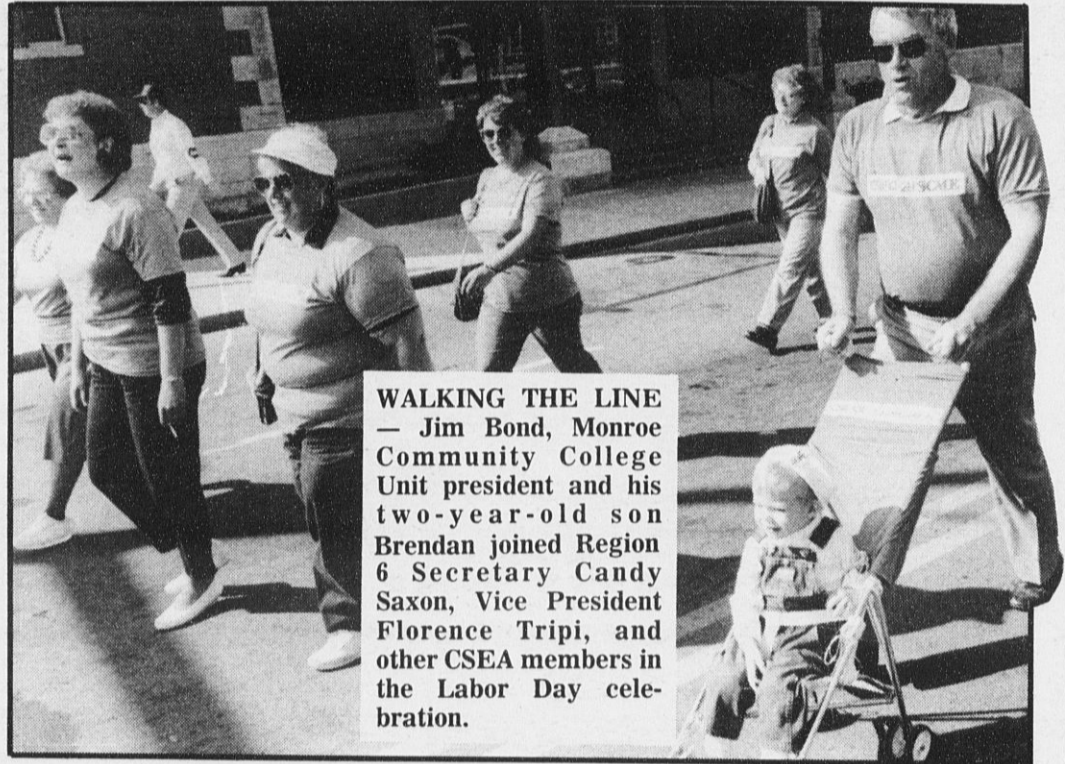
Another Labor Day parade took place in the state's capital, but the traditional parade in New York's Big Apple never hit city streets this year, passing honors for the biggest celebration to Rochester.



SO THEY LOADED UP THEIR TRUCK — Art Howell, president of Steuben County Local 851, drove his vintage 1941 fire engine in the Rochester parade.



UP FROM BEHIND — A rear view of Monroe County Local 828 President George Growney's convertible which sported Western Region 6's banner of the day.



WALKING THE LINE — Jim Bond, Monroe Community College Unit president and his two-year-old son Brendan joined Region 6 Secretary Candy Saxon, Vice President Florence Tripi, and other CSEA members in the Labor Day celebration.

## Secretary

(Continued from Page 11) supplement college tuition or further training.

For example, she said, a student who was interested in environmental studies passed away suddenly. His family set up a fund so that money could be given to a student from the son's high school. The only criteria established by the family was that the money be given to a student interested in the environment.

Another family donates money to be given to a student who plans to pursue a career in nursing. One woman donates money in the name of her deceased brother who was a bus

driver in the district.

Other awards go to youngsters involved in certain sports, attending certain colleges or involved in local volunteer fire departments. Sometimes there is no criteria and the guidance office will determine who will receive the award.

Heusinger says that each year, she calls the previous year's benefactors and asks them if they would like to repeat the donations. In addition, she solicits new ones. This year, three local driving schools donated money and free driving lessons. A local bank donated a savings bond.

It takes a resourceful person to convince certain people to donate money. Heusinger said

she happened to call one driving school after she saw the driving school car using the school parking lot for a lesson. After a quick sales-talk, the owner donated a check.

She decided to call a second driving school in the area. "I told him that 'Driving School X' had made a donation and that his name would be in our program and didn't he want to be in our program also? He really gave me a hard time. He said 'What do I care?'"

Heusinger said it took some convincing, but he finally decided to donate three hours of driving lessons. A third local driving school also donated lessons after another call from Heusinger.

Heusinger encourages the winners to send thank you notes to the benefactors. "One boy who kept in touch with one family received more money while he was in college," she said.

Other kids become very close to the families as was the case with a student who received an award from the parents of a boy who died in a boating accident.

A member of Dutchess Educational Local 867, Heusinger says she's already looking forward to next year's fund raising campaign. "I want to meet them face to face next year," she said. "That way I can look them right in the eye. It's too easy to say no on the telephone!"



# Stinking garbage at Stony Brook draws rodents and a grievance

STONY BROOK — Something definitely stinks around the loading docks at Stony Brook University Hospital. And it has been that way for a long time despite long-standing complaints by CSEA and a meeting with management in June that was supposed to rectify the problems.

What stinks, according to CSEA Local 614 President Tony Ruggiero, is an accumulation of old, rotting garbage, stagnant water, and a growing infestation of rodents. That, and the fact that management is not carrying out agreements reached at the June meeting to the union's satisfaction.

Ruggiero says the health and safety of Local 614 members who work on buses in the bus garage near the docks is in jeopardy, which is why the union submitted a grievance earlier that led to the meeting with management in June.

All of which has led Ruggiero to submit a new grievance over conditions around the docks "because conditions are worse than ever." So bad, in fact, Ruggiero added, "I wish we could take a picture of the smell to let people know how bad it is!"

Ruggiero said it was determined in June that garbage that accumulates under and around garbage bins near the docks will be cleaned up and water swept away so as not to become stagnant; a concrete platform would be poured under the bins

to alleviate the water buildup; an exterminator would be contracted to eliminate rodents; and the dock overhead area damaged when contractors pick up or drop off garbage bins would be repaired. A 90-day limit was agreed upon to resolve the situation.

But, the union president says, while concrete platforms have been poured, no one cleans around them and garbage once again collects on the floor. "The water is still stagnant, and buses drive through it into the garage. And we've found more rodents." The dumpsters were moved a short distance, and now the overhead has been damaged there as well, he says.

"I couldn't wait 90 days, this is ridiculous. Everyone is pointing the finger at everyone else. My members can't be expected to work under these conditions," Ruggiero said.

**"I couldn't wait 90 days, this is ridiculous."**

## MAX 25 Enrollment open until October 31

The Max 25 Basic Group Life Insurance programs sponsored by CSEA is now available on an open enrollment basis for a limited time only.

This Open Enrollment period means members can take advantage of a special consideration not normally offered: no health questions are asked for those age 55 or under. Members over age 55 need only answer a short health statement.

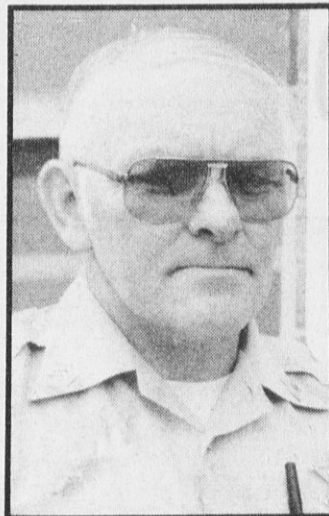
According to CSEA President William L. McGowan, the Max 25 program provides actively employed union members with an inexpensive way to protect their families' financial security in the event of an untimely death.

Four coverage amounts are available from which to choose: \$25,000, \$20,000, \$15,000 and \$10,000. Under certain conditions, two to three times the amount chosen will be paid in the event of an accidental injury or death. Also, members are able to continue this insurance even if they terminate employment or membership in CSEA, as well as when they retire.

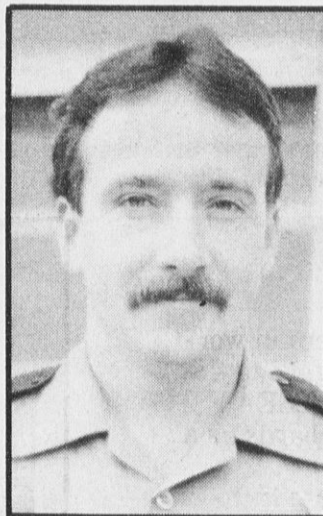
If members are interested in receiving application information on this program, they should call the CSEA Plan Administrator, Jardine Insurance Brokers Inc., at 1-800-833-6220 and ask for Operator 30. The application deadline for this Max 25 Open Enrollment period is Oct. 31.



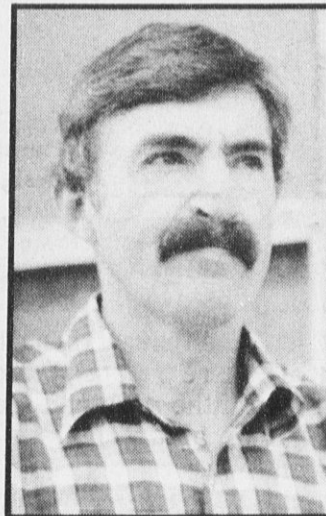
WHERE ASKED: Cortland County Police Officers and Staff Unit, Cortland County CSEA Local 812



SGT. J. L. VAN CISE  
Correction Officer



WILLIAM J. BRACKEN  
County Police Officer



R. J. BRADFORD  
Police Investigator



SHERRY E. BOONE  
County Police Officer

**"As a law officer, what important steps should be taken to fight the growing drug problems?"**

"Start with stiffer penalties for drug peddlers and drug users. Concentrate on better drug control in the school systems with improved education concerning drugs and cooperation between parents and teaching staff."

"A high priority should be more money for needed manpower and updated training. Although the problem is growing, our staff is smaller today than it was six years ago. Drug abuse is constantly changing...we need training to keep up with the changes."

"Our system is overburdened from the time of arrest to day of sentencing. There is a definite need for more manpower, informational films, and equipment... Law enforcement must adapt to changing drug problems and that takes money and professional training."

"More support is needed for the President's policy on drugs. The courts should be standardized through legislation to achieve equality in drug-related sentencing. No plea bargains. Better drug education for our youth and their parents. More police manpower..."

## NEW AIDE-DE-CAMP APPOINTED

### Reedy new executive assistant

A familiar CSEA staff employee with almost two decades of service with the union has announced his retirement, and has been succeeded as top aide to the union's statewide president by another very familiar staff member with almost as much service.

Robert Guild, Executive Assistant to CSEA President William L. McGowan, will retire effective Sept. 30 and is currently on leave status until that date.

Joseph P. Reedy has been

temporarily appointed as his new Executive Assistant by President McGowan.

Guild joined CSEA in May, 1967 as a field representative, became a collective bargaining specialist two years later, and in February, 1984, was appointed executive assistant to the president.

Reedy has been a collective bargaining specialist since joining CSEA in February, 1968.



ROBERT GUILD  
...retired

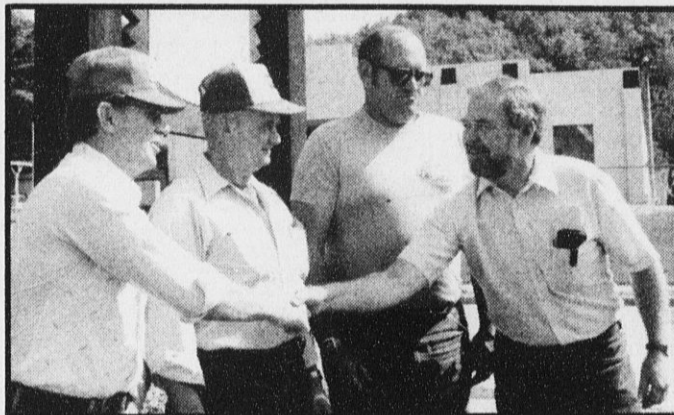


JOSEPH REEDY  
...promoted

# This, that

## AND THE OTHER THING

## PROVING AGAIN, SAFETY PAYS



DOT CSEA Local 676 President Milo Barlow, right, congratulates, from left, Mike Billow, Roger Bolton and Ray Wells. Bolton won \$500 in the department's Region One Safety Award drawing, while Billow earned a \$100 bond for going one year without an accident and Wells received \$100 for remaining accident-free for three years. They work out of the Warren County DOT Residency.

## BY DESIGN, HE COMES UP A WINNER

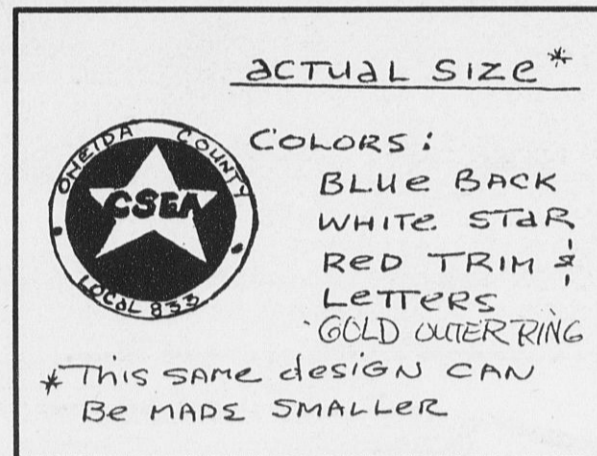


"Guess this just goes to show that good things happen when you get involved in union activities," says Ron Farchette. In his case, he earned a \$100 U.S. Savings Bond for designing the winning entry in a "Design a new logo" contest sponsored by Oneida County CSEA Local 833.

His design will adorn Local 833 stationery and other official material. His entry won out over more than 40 designs suggested by local members.

Farchette is employed in the Child Protective Division of the Oneida County Department of Social Services, and is an active member of Local 833.

ONEIDA COUNTY LOCAL 833 President Dorothy Penner-Breen congratulates logo designer Ron Farchette.



WINNING LOGO DESIGN submitted by Ron Farchette contained details such as color coordination, etc. He said he enjoys art as a hobby but was surprised to win the design contest.

## BULLETIN... BULLETIN...

CSEA bulletin boards. There are thousands of them in work areas across the state. They are there because, recognizing the importance of communicating with the rank-and-file, CSEA negotiated the right to put up and maintain bulletin boards as a central source of union information.

Problem is, they can't serve their intended purpose if they are not properly maintained. Dull, unimaginative displays; outdated information; or, in some instances, blank space, doesn't do the member any good. Fortunately, most union bulletin boards are well maintained.

CSEA members in the Staten Island Department of Motor Vehicles office don't have any problems locating their CSEA bulletin board in the cafeteria. CSEA Shop Steward Thea Lieberman makes it a point to create a board guaranteed to grab your attention, and keeps the information current.

Lieberman stands beside her bulletin board in photo at right, a smiling example of the union activists who help maintain the chain of communication between the union and the membership.





## Campaign '86 CSEA endorsements

# Re-elect Senator D'Amato

Saying he is always available to hear the union's concerns, CSEA President William McGowan has announced the endorsement of Republican U.S. Senator Alfonse D'Amato for re-election.

During a news conference at CSEA headquarters, McGowan added: "We'll feel a lot more secure that New York will get a fair shake in Washington knowing he's going back to look after all of our interests."

D'Amato was elected to the Senate in 1980 after serving as Supervisor of the Town of Hempstead on Long Island. His endorsement is CSEA's first-ever in a U.S. Senate race.

Pictured with McGowan and D'Amato at right is CSEA legislative counsel James Featherstonhaugh.



## Badillo for Comptroller



Calling him an individual with superior experience and ability, CSEA Executive Vice President Joseph McDermott recently announced union support for Democrat Herman Badillo's bid for State Comptroller.

At an Albany news conference, McDermott also said that Badillo has an outstanding record as a public official and "has shown time and again that he is a man of integrity and conscience."

Badillo is both a lawyer and Certified Public Accountant, who has served as a U.S. Congressman and New York City Deputy Mayor.

Flanking McDermott and Badillo at left, are CSEA Secretary Irene Carr and Albany County Executive James Coyne, Badillo's upstate campaign coordinator.