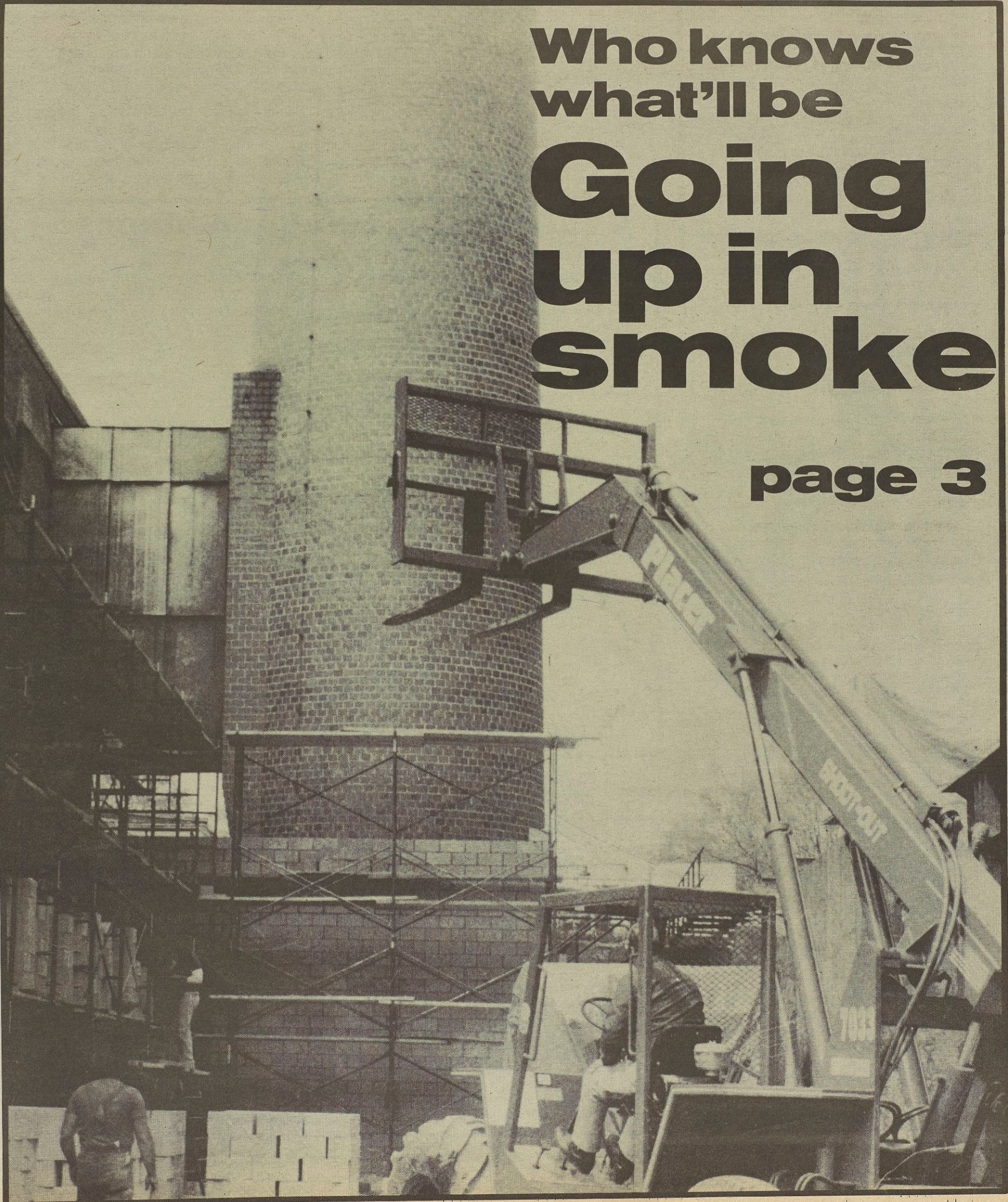


THE PUBLIC SECTOR

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

UNION LABEL 4
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Vol. 10, No. 10
Monday, May 18, 1987



Who knows
what'll be
**Going
up in
smoke**

page 3

INSIDE



INJURED WORKER being removed from State Office Building in Hauppauge yesterday.

3 workers hurt in blaze Fire erupts at Hauppauge office building

By MICHAEL HARRAHAN
Daily News Staff Writer

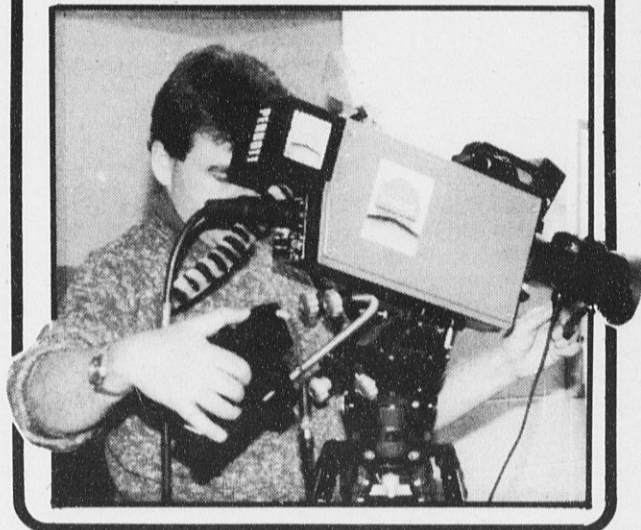
An electrical flash fire injured three workers at the State Office Building in Hauppauge yesterday morning. The fire forced several state offices, including motor vehicles, unemployment and the tax office, to shut for the day. Officials evacuated several hundred people, including state employees, from the building. The three injured workers, electricians, were

Community Hospital in Smithtown after the fire broke out about 10:20 a.m. Peter Romagna, 32, of Holbrook was the most seriously injured, suffering second-degree burns over 20% of his body. Romagna was later admitted for treatment at the burn unit of University Hospital in Stony Brook. Richard Donnelly, 42, also of Holbrook suffered second degree burns over just 9% of his

the control room and was quickly extinguished by the Hauppauge Fire Department. Damage to the electrical system affected offices throughout the building. Building managers are uncertain how any or all state agencies would

... SEE PAGE 12

CSEAs star in their own video
... SEE PAGE 17



Correcting the count

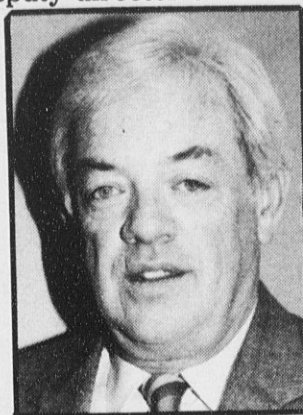
The votes of four additional locals were incorrectly listed in the April 20 issue of *The Public Sector* concerning a roll call vote on a resolution adopted at the Special Delegates Meeting on April 6 at Kiamesha Lake.

On the resolution to terminate the union's relationship with the law firm of Roemer & Featherstonhaugh and create a Law Department within CSEA:

Local 151 Albion Correctional Facility should have read one "no"; Local 352 Department of Labor Buffalo should have read two "no"; Local 418 Pilgrim Psychiatric Center should have read 10 4/5 votes "yes", 14 2/5 votes "no" and 1 4/5 votes "abstained"; and Local 646 Downstate Medical Center should have read 10 "yes" and one "abstained."

Conoby new deputy director of CSEA's field services

John A. Conoby, a 20-year staff veteran, has been appointed deputy director of field services for CSEA. Conoby joined CSEA in 1967 as an organizer and served as a field representative from 1968 to 1970. He was promoted to collective bargaining specialist in 1970 and for the past 15 years has been chief negotiator for CSEA's 38,000-member Administrative Services Unit of state employees. During that time he has also been a member of the CSEA coalition



John A. Conoby

team which was responsible for negotiating salary, health insurance, grievance and discipline and other major issues for 110,000 state employees in three major bargaining units represented by CSEA.

In his new position, Conoby reports directly to Administrative Director of Field Operations Francis A. Martello. The field operations department is responsible for delivery of union services to CSEA's quarter of a million members and involves a staff of more than 200 professional union employees statewide.

Conoby holds a bachelor's degree from Siena College. He is a 3-year Army veteran where he rose to the rank of sergeant.

He, his wife, Connie, and daughter, Susan, reside in the Albany suburb of Latham.

CSEA staff openings announced

CSEA is currently accepting applications for the following positions:

Collective Bargaining Specialist (Region V) — Minimum qualifications include a bachelor's degree in labor relations or public administration and three years related work experience. A driver's license and a car for business use are required.

Field Representative (Region III) — Minimum qualifications include a bachelor's degree or three years responsible work experience in personnel, labor relations or related field. A driver's license and car for

business use is required.

Organizer (Region II) — Minimum qualifications include a bachelor's degree in labor relations or three years responsible work experience in a union environment which includes organizing activities.

Candidates should submit resumes immediately to:

Personnel Director
P.O. Box 7125, Capitol Station
Albany, New York 12224
CSEA is an equal opportunity employer.



WOMEN ON THE MOVE — CSEA statewide Secretary Irene Carr, center, talks with two members at the Capital District Chapter of the American Society for Public Administration's second annual Career Development Conference for Women. Carr addressed the conference on CSEA's educational opportunities for its members. With her is Delores Iacobelli, right, who is a senior clerk at SUNY Albany and executive vice president of CSEA Local 691. At left is Patricia Colongione, a senior account clerk at SUNY Albany and chairman of women's education for Local 691.

The Public Sector

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• Circumventing regulations creates controversy **Union, legislators incensed over Letchworth incinerator**

Compiled by Anita Manley
 CSEA Communications Associate

• CSEA has asked a state legislator for assistance and may turn to a lawsuit if necessary in an effort to remove a virtual shroud of secrecy surrounding the state's construction of a controversial incinerator facility on the grounds of Letchworth Village Developmental Center in Rockland County.

CSEA charges the state circumvented many of its own regulations regarding construction and operation of such a facility.

• Union Health and Safety Specialist Donald Wood says the state failed to conduct an environmental impact study, failed to obtain permits to construct, install or operate the incinerator facility and did not conduct any public meetings or hearings before starting construction.

Rockland County state Assemblyman Robert J. Connor (D-92nd District) met with union officials recently and expressed concern about the manner in which the state went about constructing the facility and about possible environmental problems that might result from operation of the incinerator.

• Connor said he would attempt to arrange a meeting with officials of the state Office of General Services (OGS) and the Office of Mental Retardation and Developmental Disabilities (OMRDD) to delve into the matter.

He also said he would discuss the matter with Ulster County Assemblyman Maurice D. Hinchey (D-L-101st District), chairman of the Assembly Environmental Conservation Committee. Hinchey was recently notified of the Letchworth situation by CSEA and the lawmaker said he was dissatisfied with the state's handling of the matter.



LETCWORTH VILLAGE Local 412 President Brian Cox and Region III Health and Safety Specialist Don Wood discuss union objections to construction of a resource recovery incinerator plant, shown in background.

“We knew nothing about it until actual construction began,” according to CSEA Region III President Pat Mascioli. “Even the Department of Environmental Conservation claimed they had no knowledge of the project. How can OMRDD bypass state regulations and not even give employees and local residents the courtesy of informing them of what was going on?”

CSEA Policy and Planning Specialist Dr. Paula Lambert expressed concern over both the type of refuse to be burned and the ability of the existing smokestacks to operate safely.

A building that housed a former boiler and coal-burning incinerator and the old smokestacks will be used for the new incinerator operation. “The old smokestacks will absorb the waste and manufacture their own carcinogenic gases,” Lambert claimed.

The “resource recovery” incinerator is designed to burn garbage and other refuse to produce steam for the Letchworth power plant.

CSEA said it is concerned about who will oversee the type and amount of refuse the facility will burn. The union noted that a private company, Rem-Tech, plans to operate the plant with private sector workers and that the state has given Rem-Tech an option to burn outside refuse in addition to that generated by Letchworth.

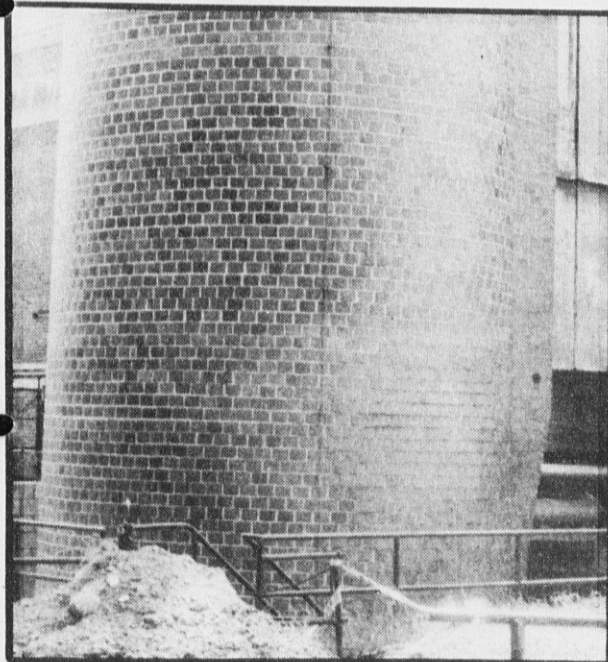
Lambert also expressed reservations about private sector workers operating the facility instead of public employees assigned to the Letchworth facility.

“Past experience shows that private sector employees have no investment in the facility, in the workers or in the surrounding community,” she said. “When the bottom

line is profit, concern for people is often abandoned.”

Region President Mascioli, in addition to his concern about the secrecy surrounding the construction and the circumventing of important regulations, said he also wants to know how operation of the incinerator will impact upon public employees who work in the Letchworth power plant.

He said there are too many serious questions concerning the incinerator construction and CSEA will continue to apply political action, and if necessary, legal, pressure to get some answers.



“The old smokestacks will absorb the waste and manufacture their own carcinogenic gases.”



BOILERS which will be used in the incinerator process are covered by tarps while construction of the controversial system is progressing.



CSEA again!

By Daniel X. Campbell
CSEA Communications Associate

CATSKILL — More than 300 employees of the Greene County Memorial Hospital and Nursing Home are once again members of CSEA, electing to rejoin the union as private sector members in an important election supervised by the National Labor Relations Board (NLRB).

The hospital employees were part of Greene County CSEA Local 820 until earlier this year when the county turned the facility over to a private company, stripping the employees of their union representation.

But the employees came full circle on May 7 when they voted 151 to 94 to again be represented by CSEA, this time as private sector employees.

“The employees can think for themselves, and the majority clearly wanted union representation,” says Flossie Edwards, an employee at the facility and an activist in the union’s organizing committee.

“I told the people to do what was right for them and not let management influence their decision,” notes Sally Collins, another employee-activist at the health care facility.

“This has been an uphill fight every step of the way,” said CSEA Organizer Michael Sheldon.

CSEA at one point filed an Improper Practice charge against the county in an effort to enable the employees to retain their union membership. The county had originally agreed to allow the employees a six-month transition period between public and private employment, but later reneged on that agreement.

When the former county facility switched to private management, CSEA quickly began its intensive organizing drive which culminated in the successful election to restore CSEA as the hospital employees union.

The situation developed when state Commissioner of Health Dr. David Axelrod



BACK WITH CSEA AND HAPPY ABOUT IT — Union activists Sally Collins, left, and Flossie Edwards flash victory signs after employees at the Greene County Memorial Hospital and Nursing Home voted to rejoin CSEA as private sector members.

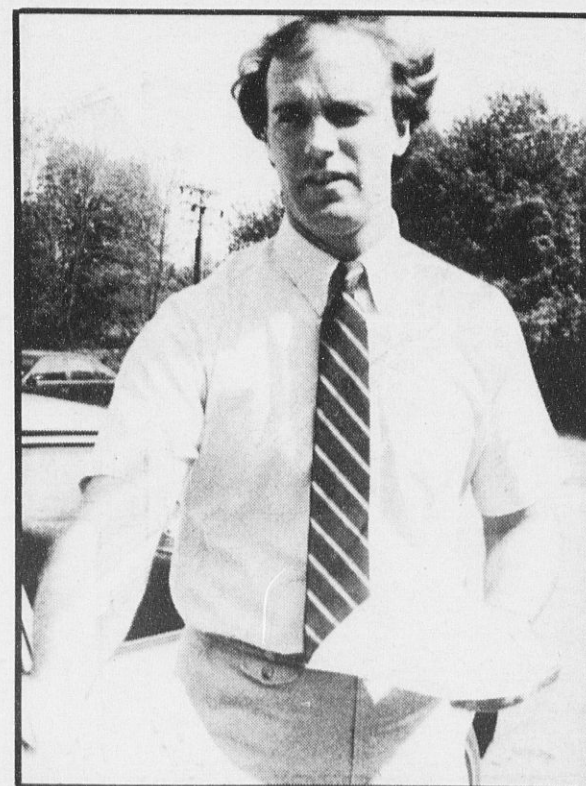
ordered the county to either close the facility or merge it with another health care facility approved by the state.

The county turned the operation of the hospital and nursing home over to Columbia Memorial Hospital in nearby Hudson, and that meant the employees were no longer public sector employees.

While primarily a public sector union, CSEA also organizes private sector employees who have jobs similar to public sector workers.

The new private sector organization will be a completely separate local, Sheldon said, and the members will spend the next few weeks electing officers and conducting their own union business.

CSEA ORGANIZER Michael Sheldon distributes union literature during organizing drive at Greene County health care facility. CSEA won the right to represent employees in an election Sheldon describes as “an uphill fight every step of the way.”



Recognition for a job well-

done



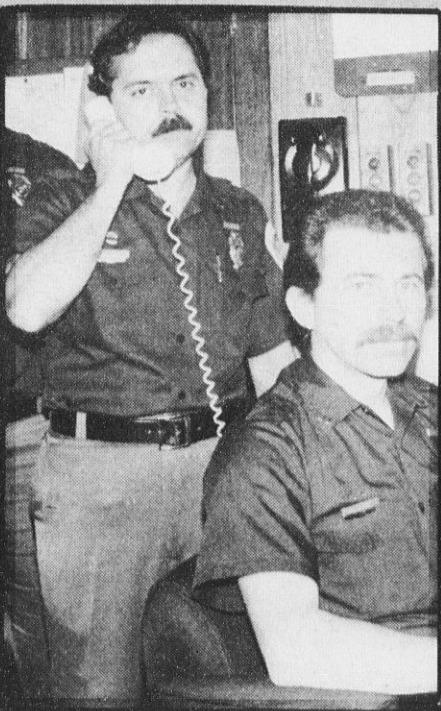
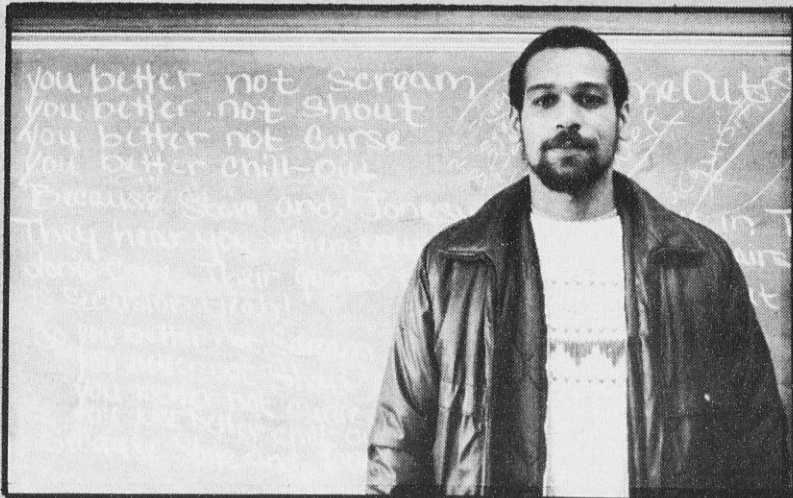
ALBANY — "CSEA people work hard for New York every day," says CSEA President William McGowan. "Most of them still don't get the credit or reward they deserve, but public appreciation of the job we do is a good step."

McGowan was commenting on the state's recognition of May 12th as Public Employee Day. The designation was made by legislative resolution last year.

In his annual proclamation, Governor Mario Cuomo stated: "The efforts and services provided by the state's hundreds of thousands of public employees, who often labor throughout an entire career with patience, integrity and professionalism, often go unrecognized."

The Governor also noted the date's importance: "May 12th has special significance . . . because on that day in 1883, Governor Cleveland signed the first Civil Service Law for New York."

"This anniversary provides the opportunity to comment those efforts and services which are critical to every function the state provides on behalf of its citizens," he concluded.



CSEA- people serving New York

CSEA — working & winning

Worker wins weekends

POUGHKEEPSIE — A Dutchess Community College employee will receive nearly \$1,200 in back pay after an arbitrator decided he should not have been scheduled to work weekends after being hired to work Monday through Friday.

Paul Carcaramo was awarded the overtime pay for the Sundays he worked.

Dutchess County Unit Shop Steward Carol Crimi said college officials could not justify changing Carcaramo's schedule to include Sundays.

"I asked them what was so important that Paul had to work Sundays," she said. "They told me they needed him to set mouse traps."

Unit President Carl Mathison said he advised Carcaramo's supervisor that if he needed a worker for Sundays, he would have to hire someone for the day, according to the contract.

Instead, the arbitrator pointed out, Carcaramo's supervisor unilaterally re-scheduled a Monday-through-Friday employee to work Sunday through Thursday to avoid paying overtime, a clear violation of the contract.

"It is clear that the grievant must be returned to his Monday-to-Friday work schedule" and he must be reimbursed for his losses because of the contract violation, the arbitrator said.

Fights for new test date

WHITE PLAINS — Thanks to the persistence of CSEA Regional Attorney Arthur Grae and City of White Plains employee Howard Pinchbeck, a Civil Service test has been re-scheduled and Pinchbeck will have a chance to seek a promotion.

In fact, Grae said, the Supreme Court Judge was so impressed by the case that he handwrote the order to reschedule the test at the conclusion of the argument.

Justice John C. Marbach ruled that Civil Service law was violated when the city failed to post notices of a test of assistant superintendent for maintenance.

Pinchbeck, a 15-year employee, heard rumors that a test was scheduled, Grae said. When he asked the administrator, he was told there was no test scheduled.

He learned the test was scheduled only

after Region III Field Representative Al Sundmark called the state Civil Service office.

"By the time Pinchbeck found out about the examination, it was too late to sign up," Grae said. "The city kept it so quiet that only two people were scheduled to take the test."

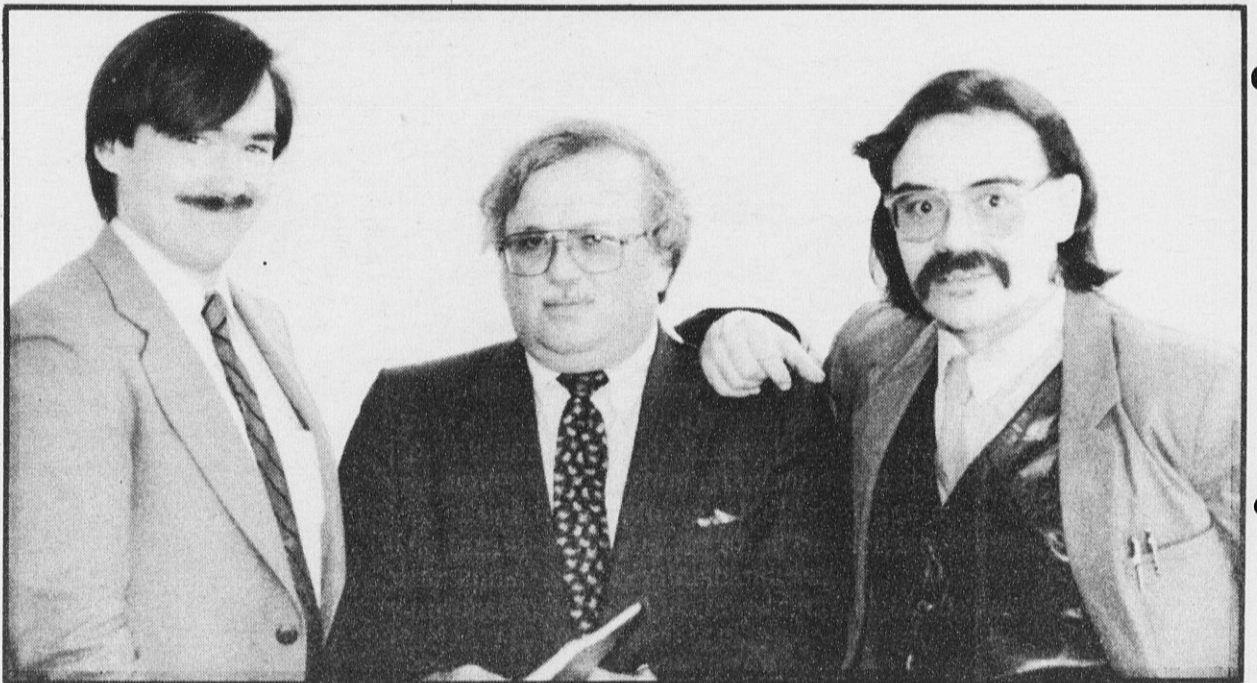
Pinchbeck filed a grievance against the city, which was settled when city officials promised to post future exam announcements.

But Grae was not satisfied.

"The test was still scheduled and my client couldn't take it," he said.

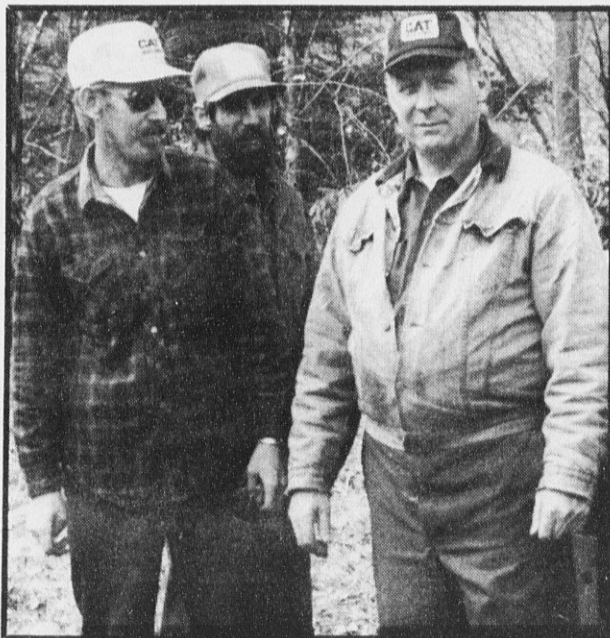
So he gathered the necessary paperwork and filed for a temporary restraining order which was granted just one day before the test was to be given.

The new test date is May 20, and Pinchbeck will be there.



A TRIUMPHANT HOWARD PINCHBECK, left, will have a chance to take the Civil Service test he needs to win a promotion in the City of White Plains. With him are CSEA Attorney Arthur Grae and Region III Field Representative Al Sundmark.

Union action pays off



TOWN OF FALLSBURG employees, from left, Albert Brown, William Curry and Unit President Don Dlugatch are three town workers who will share a \$10,000 bonus for maintaining town vehicles under an agreement with a former town supervisor.

TOWN OF FALLSBURG — Thirty Town of Fallsburg employees will share \$10,000 in bonus money promised to them by a former town supervisor as an incentive to maintain town vehicles.

CSEA filed a grievance to get the bonus after the town reneged on the promise. The town later made good on the agreement.

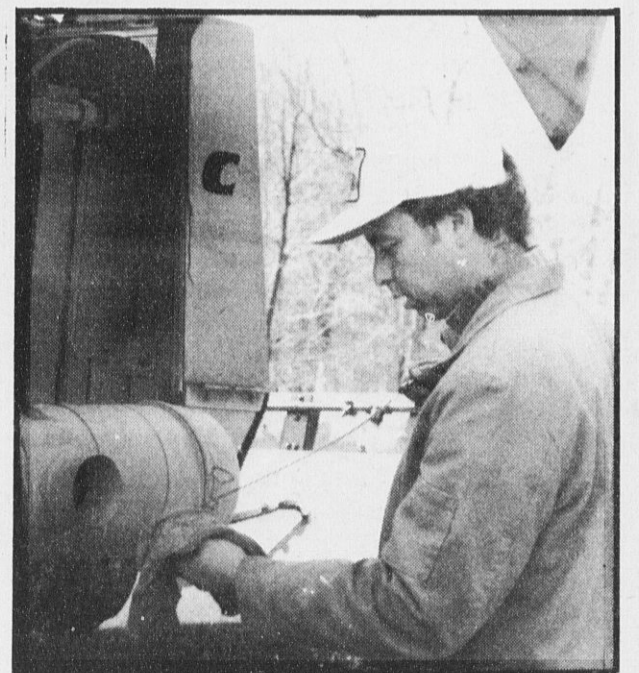
According to Region III Field Representative Michael Hogg, an expired contract provided for a maximum of \$10,000 to be paid to employees who kept their vehicles in working order.

But when the time came to reward the workers, the new town supervisor contended that since he did not agree to the bonus system, the town was not obligated to pay.

"We argued for three months and filed a grievance," said Unit President Don Dlugatch.

Seven months later, the supervisor reconsidered and allocated the money for the deserving members.

"The contract was still binding," Hogg said, "whether it was signed by the old supervisor or the new supervisor."



GARY STUBER, a Town of Fallsburg employee, checks the oil in a roller during a recent project to repair town roads. The oil check is part of a maintenance system to keep town vehicles in top condition.

Conferences in Regions I and II discuss women's issues, concerns

The Women's Committees in CSEA Regions I and II recently held workshops to educate and inform their activists about issues affecting women.

In Region I about 60 women took part in the program called "Presenting Yourself — First Impressions are Important," held at the Plainview Holiday Inn.

The workshop discussed how body language, clothing and attitude affect the



FIRST IMPRESSIONS — Participants in the Region I Women's Conference review information offered during the conference, called "Presenting Yourself — First Impressions are Important."

way people are viewed when meeting someone for the first time.

For example, the importance of good posture and eye contact were discussed, as were the significance of dressing well in complimentary colors and classic styles for business purposes.

In Region II, the 150 activists gathered for a three-day meeting to grapple with issues including family violence, financial planning to avoid debts and establishing a good credit rating.

None of the workshops lacked sobering

statistics. YMCA Public Affairs Director Linda Nessel told the participants that every 18 seconds, a woman somewhere in the United States is assaulted by the man she lives with.

Luther Gatling, president of the New York Budget and Credit Counseling Service, told participants in his financial planning workshop that American debt is reaching the \$300 trillion mark. He warned about the dangers of frivolously applying for home equity loans, noting that while there were 750,000 home mortgage foreclosures in 1986, there will likely be more in 1987.



IN THIS TOGETHER — The members of the Region II Women's Committee gather for a group photo during their three-day Women's Conference.

Apprentices complete training

ALBANY — After three years of intensive work, including on-the-job training, 10 more graduates of the Joint Apprenticeship program are now qualified to work as stationary engineers for the Office of General Services.

At the April 14 ceremony, six of the 10 graduates received their certificates from CSEA statewide President William E. McGowan and state Commissioner of the Office of General Services John Egan. Four graduates were not able to attend the ceremonies.

The Joint Apprenticeship Program offers employees on-the-job training and formal instruction during a three-year apprenticeship. Nine state agencies are involved in the program, which trains stationary engineers, electricians, motor equipment mechanics and lab mechanics. It is the result of a negotiated agreement between the state and CSEA.

"This program should never have any horizons," McGowan said during the ceremonies. "The horizons should be wide open."

"The future of New York state is going to need it and the people of New York

state should have the opportunity to better themselves and their families."

McGowan urged expansion of the growing program. This was the second graduation of stationary engineer apprentices, and other programs are in progress in other trades and departments.

He congratulated the graduates on their achievements and reminded them to help the apprentices who follow them, just as they were helped by others during training.

Thomas Hartnett, director of the Governor's Office of Employee Relations,

said the program proves that when labor and management work together, the results can be better than either could achieve alone. But, he said, the program could not succeed without the employees who are committed to it.

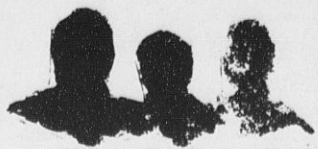
"The real heroes in this program are the people who make it happen," he said, "and that's the graduates."

The graduates are: Frank Aunado, Wayne Biasini, Darryl Clifford, Steven Helm, Grady Ingram, Thomas Keyoskey, Henry Leduc, John Lennon, Michael Mannarino and Kevin O'Connor.



THE GRADUATES OF THE JOINT APPRENTICESHIP Program pose for a photo after receiving their certificates identifying them as stationary engineers. With them are Thomas Hartnett, director of the Governor's Office of Employee Relations, left, Office of General Services Commissioner John C. Egan, center, and CSEA statewide President William L. McGowan. The graduates are, from left, Grady Ingram, Darryl Clifford, Michael Mannarino, Steven Helm, Henry Leduc and Thomas Keyoskey. Missing from the photo are John Lennon, Kevin O'Connor, Frank Aunado and Wayne Biasini.

**⚡ The horizons
should be
wide open ⚡
—William McGowan**



Answers tough, not impossible

Third of three parts

Shortly after the workday has ended at the Rensselaer County Social Services, a group of employees huddle around a tape recorder.

Listening back to songs and poetry they recorded at lunch, they shriek with embarrassed laughter.

"You have to find ways to combat stress," explains supervisor Grace Vallee, who also serves as chair of CSEA's Social Services Committee. "You think of things to relieve tension."

That tension can practically be cut with a knife on entering nearly any social services office. It is the result of monstrous and never-ending caseloads, often dangerous working conditions, and spiralling paperwork.

For workers it is being caught up in a thankless job— but one that must be done. Everywhere you turn in social services there are people in need.

It may be 4:20 on a Friday afternoon, but there are three families in your office who have been burned out of their homes and need shelter.

Or it may be a phone call in the middle of the night calling you to get a child who is the victim of abuse into a foster home.

The problems are complex, the answers not simple. Many are best resolved locally, others require state and federal action.

Along the way to long-term improvements, CSEA is trying to help members cope.

Through special consultant Amy Doran, CSEA has been concentrating on three major areas:

- 1) Case overload
- 2) Indifferent or unresponsive management
- 3) Poor health and safety conditions

Although Doran's project is at a close, CSEA will continue its efforts on a number of fronts.

Progress is slow because social services are administered county by county. Although there are state mandates and regulations, there is no strong central administration.

Still, there are statewide steps that CSEA is taking.

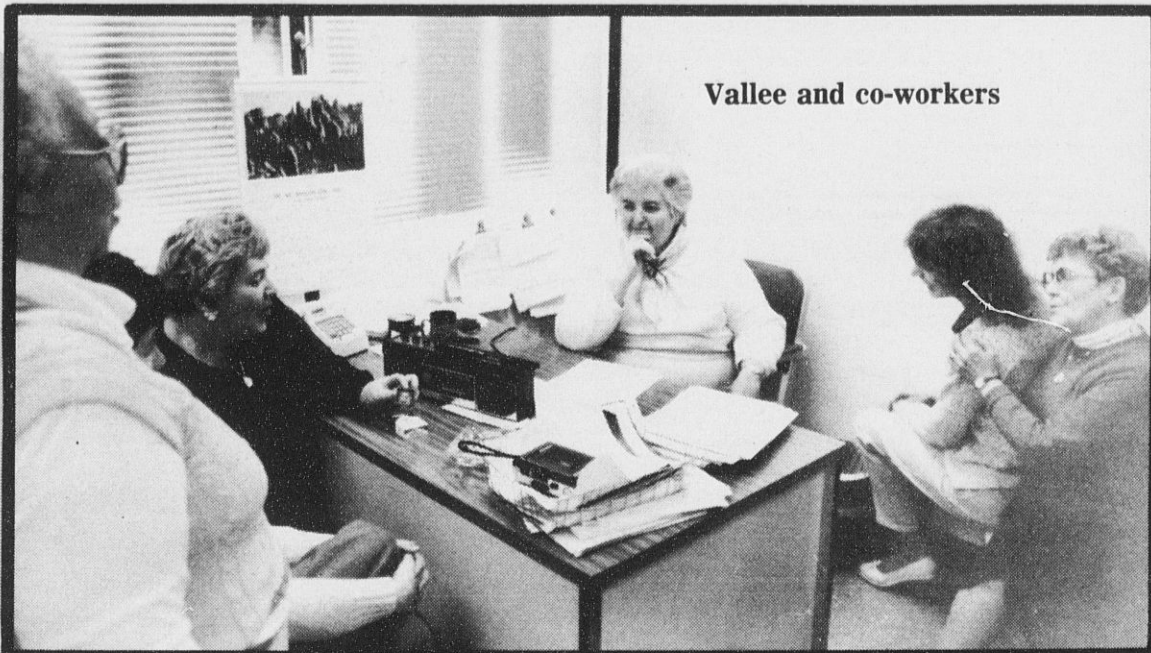
The union is pushing legislation to mandate caseload levels across New York.

CSEA is also taking a coordinated approach to the bargaining table to limit overload through contract agreements.

Through the union's Social Services Committee, a new statewide newsletter is opening lines of communication, focusing attention on common difficulties and promoting ideas for improvement.

In the meantime, CSEA has a program to help deal with day to day work demands. Training sessions are available on areas including stress management and self-defense.

More important, there is a program specifically for social services on job satisfaction and strategies for working with difficult people and management.



Vallee and co-workers

"Our people don't have enough input. There is a better way to manage— less paperwork, more casework support. They want to do a good job but they're frustrated and the situation is getting worse every day," says Doran.

Where management is supportive, progress has been made on long-standing problems.

"My administration always tries to give me positive feedback and that helps, even though there are a lot of things that are not in their control," notes Dutchess County child protective services worker Margaret Shuhala. "They've put me through training to alleviate stress and helped me to rotate out of fieldwork when I was burning out."

A number of workers interviewed for this series recently moved to new assignments. Even though all said their new positions also had stress, each claimed the change was like a fresh start.

Unfortunately, the opportunities and management support are not the same everywhere.

Others contend inadequate training is the system's most basic problem, contributing to unbelievable turnover.

"The state should be more involved in the training," offers Herkimer County senior examiner Irv Bunce. "One of the biggest problems we face is not getting clear, concise answers from Albany."

According to state DSS officials who are working with CSEA, they are trying to address these inadequacies.

In some places intensive programs developed at the local level now prepare new workers for what they will face on the job.

"We have a new training plan where people spend time with each unit to learn each others' jobs— we're even sending longtime employees through a similar rotation," explains Rensselaer County's Vallee. "You can't even begin to measure the positive value," she adds.

CSEA believes however, there are glaring deficiencies in working conditions. All public employees have health and safety rights and

unsafe situations should be brought to the attention of local safety committees or the regional OSH specialist for action.

Unfortunately, it is often only crisis that brings about change.

"We have interview booths— a cage with partitions because we've had some severe problems with assaults, slashings," says Nassau County Social Service Unit President Beth Luttinger.

It is a too familiar story that CSEA will harp on until it gets results.

In a way the protective partitions symbolize the barriers between workers and those they serve. Many say it is sad such precautions have to be taken in a program to help people.

But far from the idealism with which many workers enter social services, the lesson learned over time is that survival requires a good hard look at reality.



Doran

CSEA can help

If you face overwhelming on-the-job difficulties, contact your local president, CSEA field representative or regional OSH specialist about setting up a strategy for improvements at your worksite.

Rest stop ruination!

Understaffed sites plagued by vandals

By Anita Manley
CSEA Communications Associate

If you happen to be traveling through our beautiful state this summer, you might feel you have to apologize to the tourist for the mess in our highway rest stops.

But the truth is, it's those tourists and travelers who are responsible for creating the eyesore in the first place, and the state doesn't have enough workers either to supervise or clean the sites.

It seems that some people find the darnedest ways to entertain themselves when they're on the road. They write on walls, they flush wine bottles and garbage bags down the toilets. They steal mirrors off bathroom walls and faucets off sinks. They destroy phone booths and signs.

Department of Transportation (DOT) CSEA Local 507 President George Ballard says he hears complaints all the time as he patrols the Catskill Mountain area, but there is little he can do.

"The rest stops were built with federal money and were turned over to the state, but the state doesn't spend the money to take care of them," he explains.

Although the rest stops need 24-hour supervision, they are staffed only eight hours a day.

"From 4 p.m. to 8 a.m., anything can happen," Ballard says, "and it does!"

But vandalism is only part of the problem. The rest stops become beer party hangouts, temporary automotive repair shops and garbage dumps. Recently, a woman was mugged late at night when returning to her car at a rest stop.

"I'd like to see the state police stop here, especially at night," says Gus Conrad, supervisor at a rest stop near Brewster.

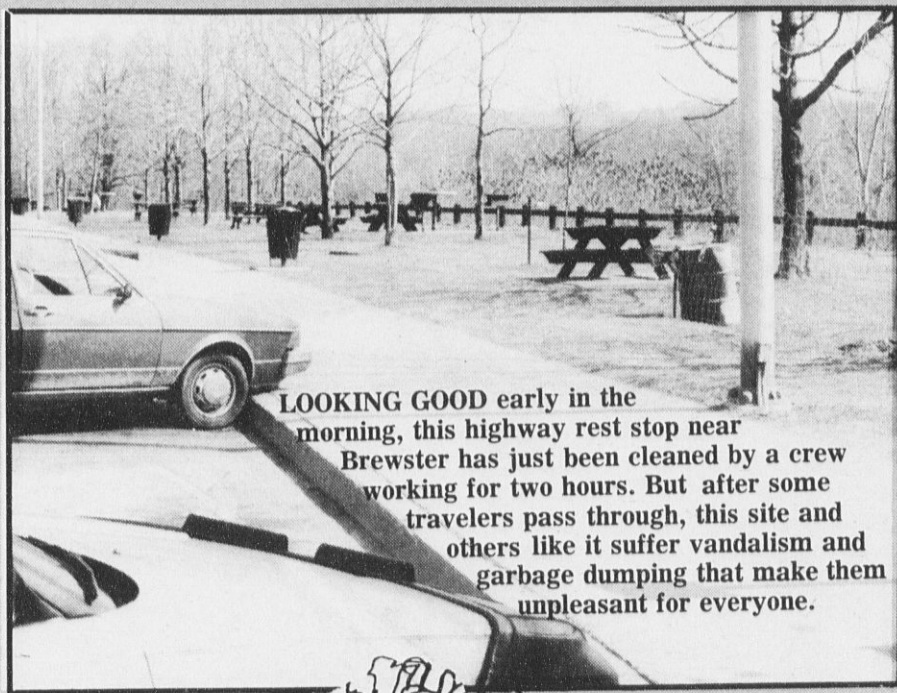
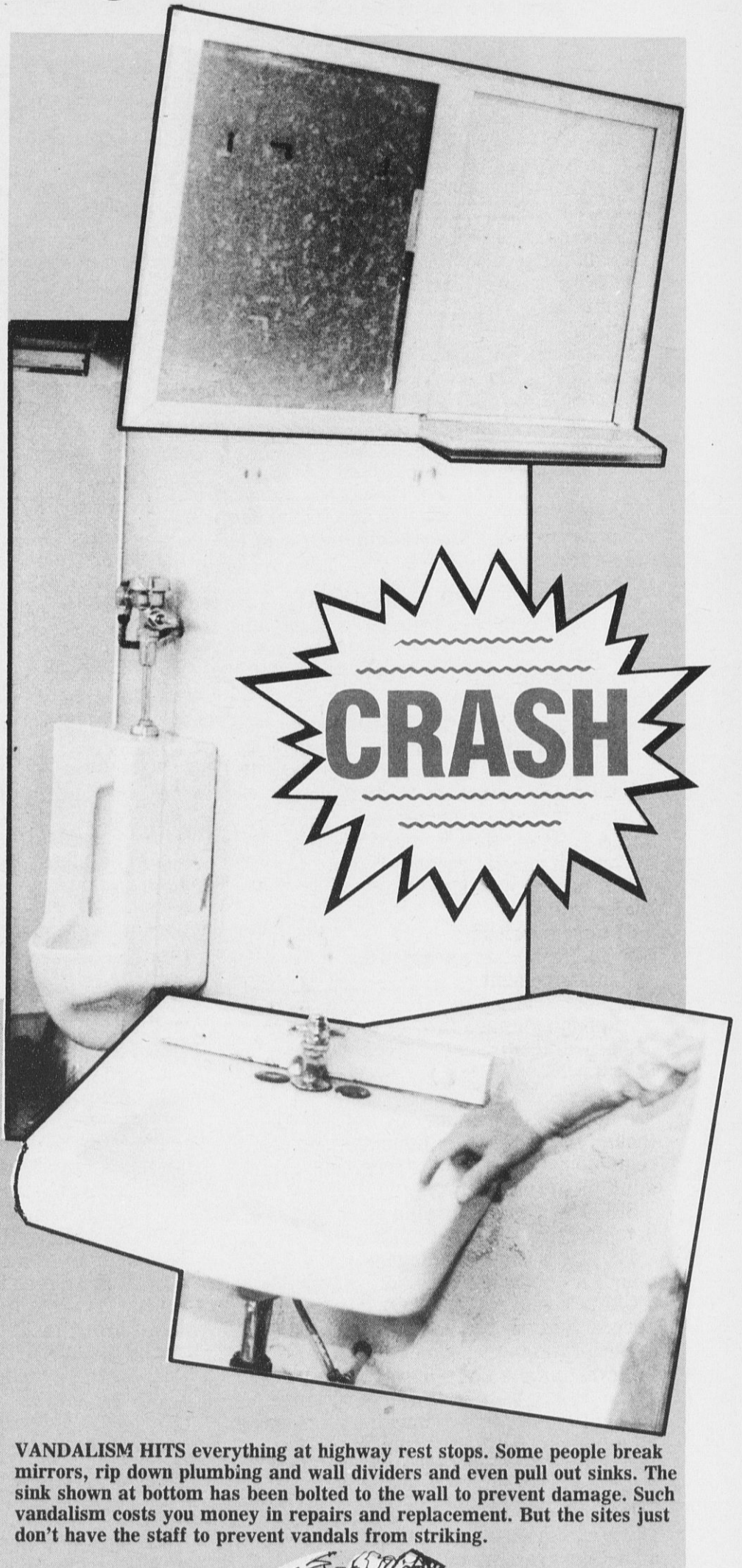
The state is planning to refurbish some of the areas with better lighting and "vandal-proof" fixtures, Conrad says. But the refurbishing is futile without proper staffing, according to Ballard.

"Hospitals and prisons have to have certain staffing levels," he says. "There must be problems if the DOT hires so many temporaries every winter and then lets them go on March 31."

Those temporary employees help with ice and snow in the winter, but they could clean and monitor the rest stops year round, he said.

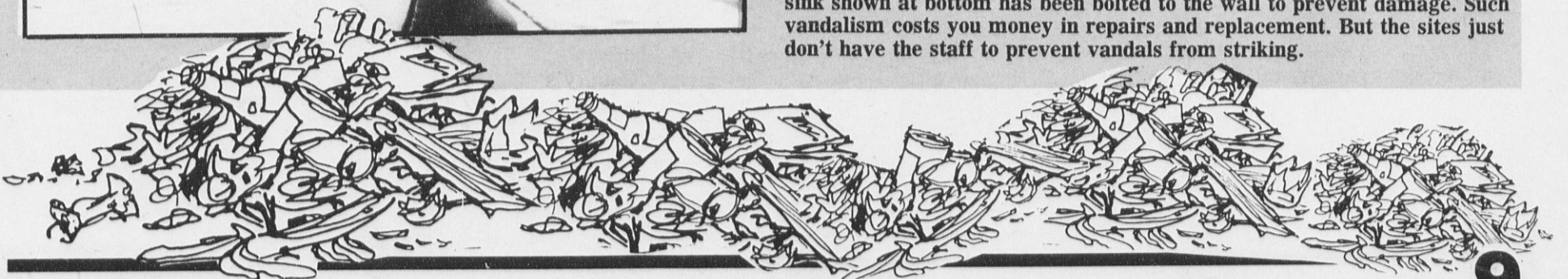
Another concern is trash and garbage on the highways.

"If we did have enough employees to clean it up, we have no place to dump it," Ballard says. "We purchased dumpsters and they were filled up in half an hour. Everyone wants the garbage picked up, but no one wants it dumped."



LOOKING GOOD early in the morning, this highway rest stop near Brewster has just been cleaned by a crew working for two hours. But after some travelers pass through, this site and others like it suffer vandalism and garbage dumping that make them unpleasant for everyone.

VANDALISM HITS everything at highway rest stops. Some people break mirrors, rip down plumbing and wall dividers and even pull out sinks. The sink shown at bottom has been bolted to the wall to prevent damage. Such vandalism costs you money in repairs and replacement. But the sites just don't have the staff to prevent vandals from striking.



Preserving health of those who preserve wood

CAMP GEORGETOWN
FIELD OPERATIONS
TREATING PLANT
STATE OF NEW YORK
DEPARTMENT OF
ENVIRONMENTAL CONSERVATION

Persistence results in vastly safer conditions

Conservation Supervisor I Tom Hart oversees the plant operation, holding a one-of-a-kind position as the only supervisor of a wood treatment plant operated by ENCON in the state.

SUSPICIONS AROUSED

In early 1985 Hart began to suspect he and his fellow employees might be working with a variety of toxic substances. He wanted to get some answers about the chemical preservatives used in the pressurized wood treatment process at the plant. He called in CSEA for help.

"Under the provisions of the New York state 'Right-to-Know' Law I knew we had a right to know whether the chemicals used here were hazardous. In the best interest of the work crew and our families, we deserve to be fully informed and protected," Hart said. In early 1985, Hart filed an out-of-title work grievance with the Governor's Office of Employee Relations (GOER).

His complaint moved through the grievance steps unusually fast and was quickly denied.

"... the chemicals involved are not highly toxic, as claimed by the grievant, are not exceptionally dangerous and ... the process poses no major health risk," the state ruled.

Neither Hart nor CSEA were satisfied with that response, so CSEA Field Representative Ted Modrzejewski called in then CSEA Region V Occupational Safety and Health Representative Chris Jamison, who has since been promoted to a field representative himself.

PUTTING GEORGETOWN UNDER A MICROSCOPE

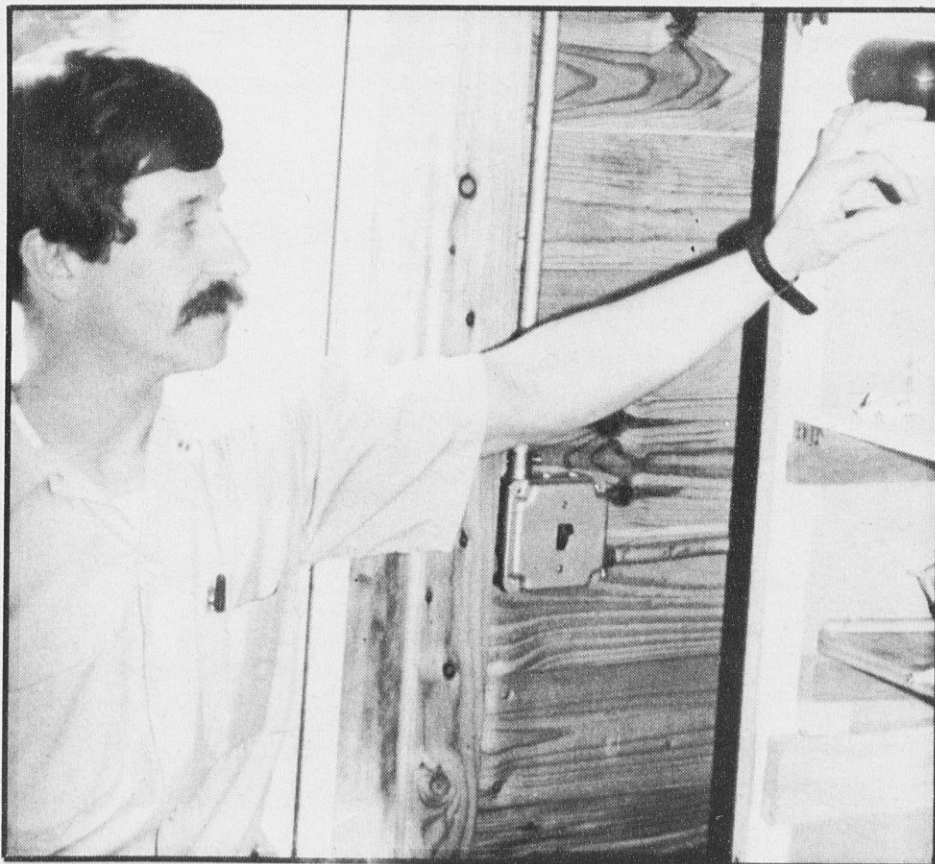
Jamison toured the Georgetown facility, collected data on chemicals being used there, and interviewed Hart. He then turned

Compiled by Charles McGeary
CSEA Communications Associate

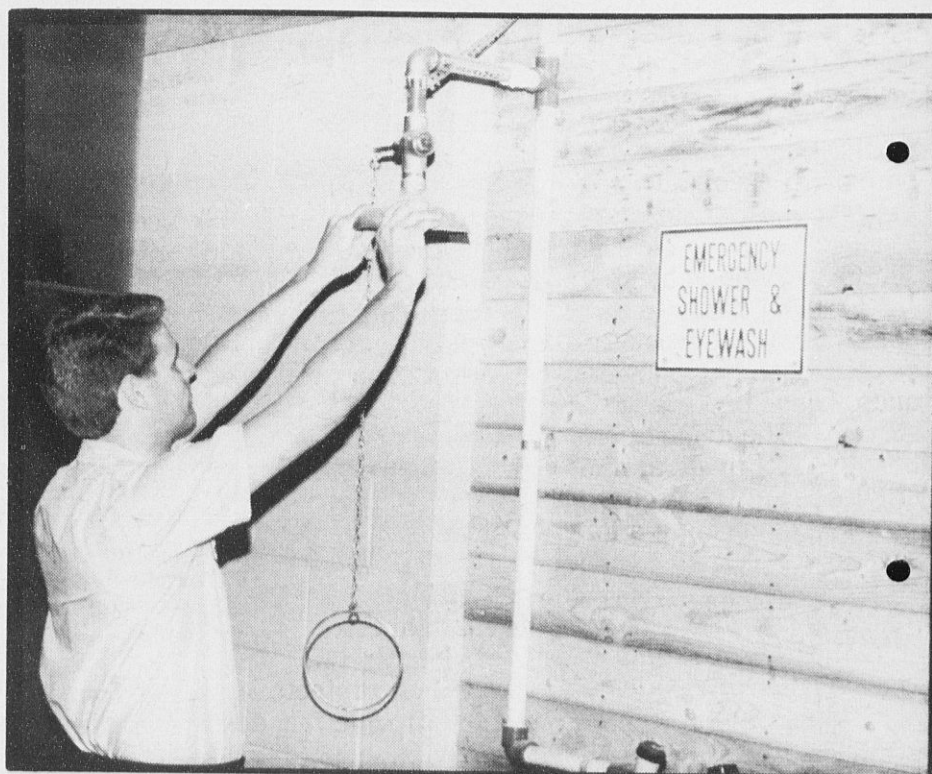
GEORGETOWN — Camp Georgetown is one of those places that can only be reached over miles of winding country roads weaving through some of the most beautiful pastoral scenery in New York state. There is no easy way to reach the camp located in Madison County, south of Hamilton and north of the Cortland-Homer area. One way is to be convicted of a crime, for Camp Georgetown is a minimum security state correctional facility.

It is also the site of a wood treatment plant which uses supervised inmate labor and is operated by the State Department of Environmental Conservation (ENCON).

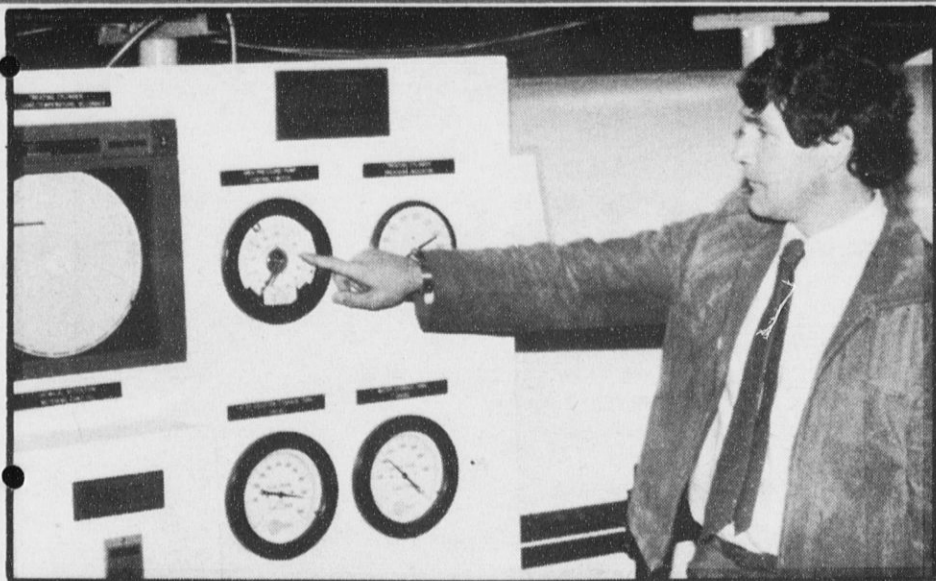
There are inherent dangers in working with toxic chemicals used in the wood treatment process. But today it's a lot safer and more closely regulated than it once was, thanks to an inquisitive employee who refused to accept a rejection of his grievance as the final answer — and to CSEA, which provided the personnel and technical assistance to help prove the employee was right.



OPERATIONS SUPERVISOR TOM HART checks locker area where employees change clothes before entering closed wood treating area.



MAINTENANCE ASSISTANT Phil Morse checks emergency shower and eyewash (lower right) mechanisms to be sure they are functioning properly. They are part of many improvements at Camp Georgetown since CSEA pursued health and safety issues at the facility. Morse and Operations Supervisor Tom Hart, who first raised the issues, completed much of the renovations.



A PANEL OF monitoring guages and graphs in the closed treatment room is checked by Regional Operations Supervisor Dick Stocking.

over his data to Industrial Hygienist JoAnne Curtis in CSEA's Occupational Safety and Health Department for further analysis.

By mid 1985 Curtis had completed an extensive scientific report spelling out the dangers of working with a wood preservative called CCA, which contains arsenic pentoxide, chromic acid and cupric oxide. Curtis warned that it was highly dangerous to work with CCA without proper equipment, clothing and appropriate safety training and measures.

The report was further substantiated by Dr. Robert Stone, an expert on toxic materials at the state Health Department's Bureau of Toxic Assessment. Stone said the preservative is extremely toxic and poses a danger through exposure to the skin and contaminated clothing.

Jamison shared the report contents with Hart and Richard Stocking, regional operations supervisor for ENCON, and requested a labor-management meeting to discuss the union's findings and consider corrective measures.

PROPOSALS PRESENTED

CSEA proposals included an employee medical surveillance program, sampling for surface contamination, establishing and complementing a respiratory program and establishing a noise monitoring abatement program as prescribed by Occupational Safety and Health Administration laws. The union also wanted the installation of a scrub sink, provisions for disposing of protective clothing and ongoing employee education and training programs on health hazards and operating procedures.

The labor-management meeting proved very productive, with ENCON officials expressing appreciation for the Curtis report and other data supplied by CSEA.

"At that meeting I found ENCON management to be very cooperative and willing to take steps to correct the Georgetown problems," Jamison recalls.

MEDICAL SCREENINGS, TESTS

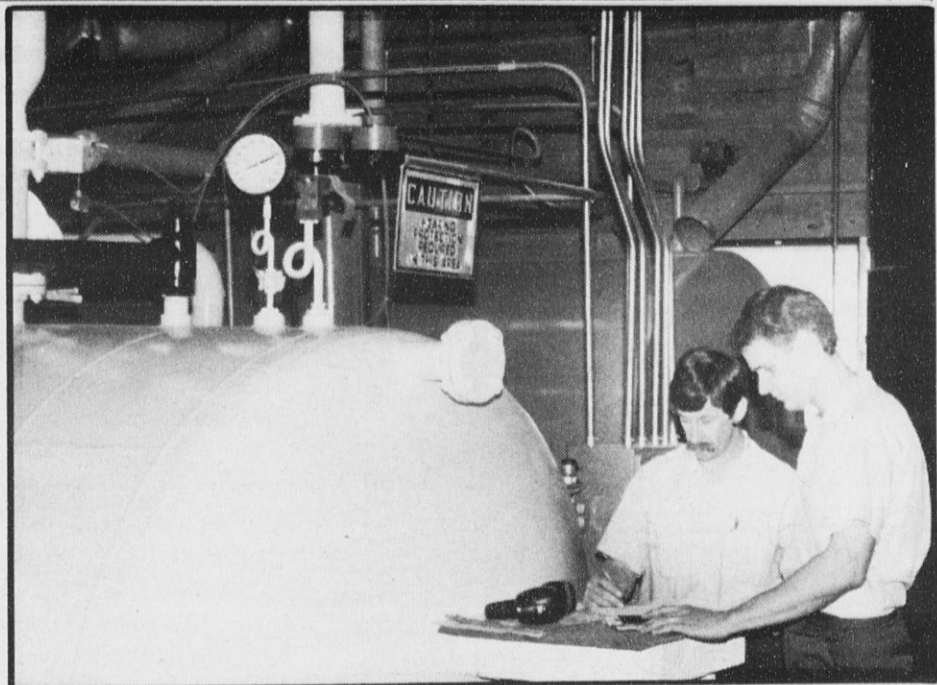
ENCON, shortly after that meeting, sent Hart and other employees who had worked at Georgetown, including new hires, to the Mount Sinai Hospital Division of Environmental & Occupational Medicine in New York City, where they were given complete medical screenings and subjected to a gamut of tests.

ENCON followed up with a complete revision of the protective operation at the wood treatment plant, upgraded the ventilation system, installed showers, eye washers and decontamination rooms, and provided specialized respirators and work clothing and laundry services. The department also verbally committed to an ongoing training and medical monitoring program for present and future employees at the facility.

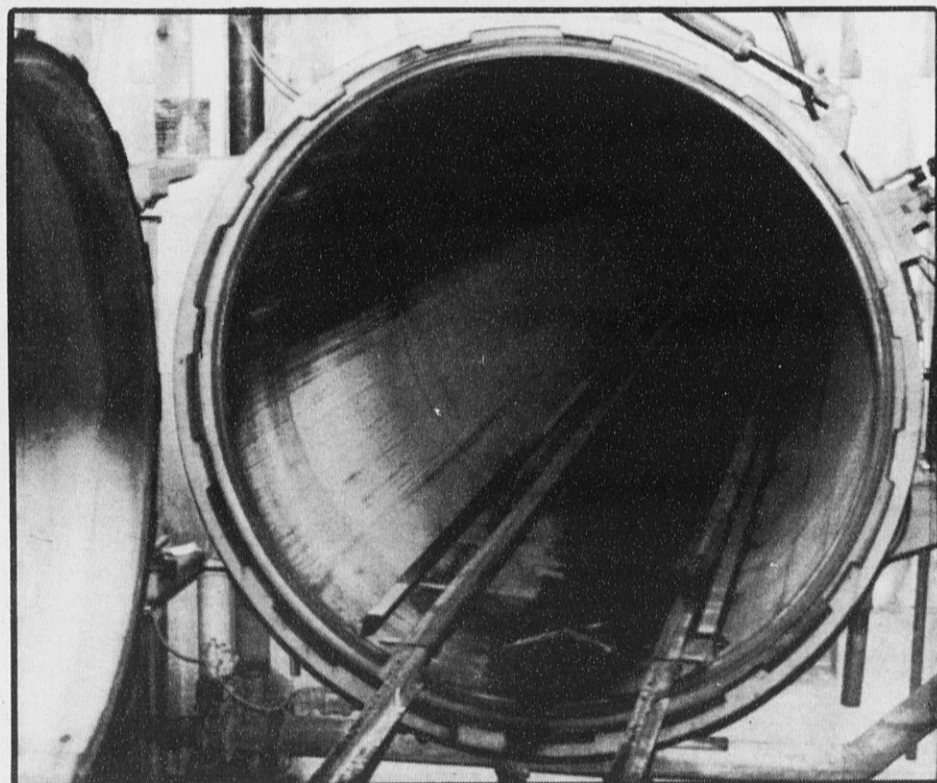
"We have come a long way since the grievances was filed," Hart says today.

"Looking around we can see many improvements have been made. But we must continue to maintain high safety standards with equipment and monitor employees health," he added. "It is absolutely vital that employees be provided with a protected work environment. Their futures, and the families they provide for, deserve maximum protection from any toxic hazards."

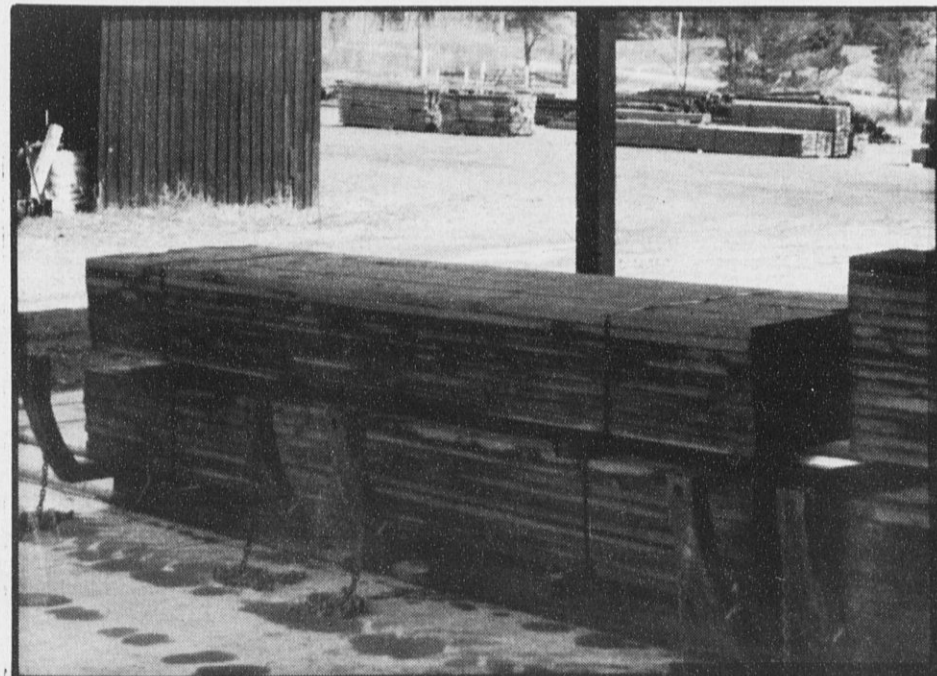
"As far as I am concerned, this cooperative effort between CSEA and ENCON can be considered a model for correcting safety and health problems," says CSEA's Jamison. He acknowledged the efforts of Hart and Curtis, noting "both were extremely helpful in identifying the problems and providing background information and research to correct them."



OPERATIONS CHECK OFF LIST is reviewed by Operations Supervisor Tom Hart, left, and Maintenance Assistant Phil Morse in the wood treating area. The room contains huge holding tanks for chemical concentrate, water and mixing before being transferred to a pressure and treatment retort vessel.



THE OPEN HATCH of this pressurized retort tank reveals tracks on which pallets of lumber are moved into and out of the treatment tank.



THESE PALLETS OF TREATED LUMBER are stacked after removal from pressurized tank, and will later be transferred to a storage yard area for further outdoor drying. Chemicals used in the wood treatment process were found to be highly toxic after an employee raised the question of what chemicals was he working with and their effects on his health and well-being.

An open letter on Comp Worth

I want to take this opportunity to speak to those members who feel that they were disenfranchised by the implementation of the comparable worth/pay equity study.

The results of today started five years ago, when CSEA was convinced that there was inequality in the work being performed by state workers, and moved to correct the situation by negotiating these studies.

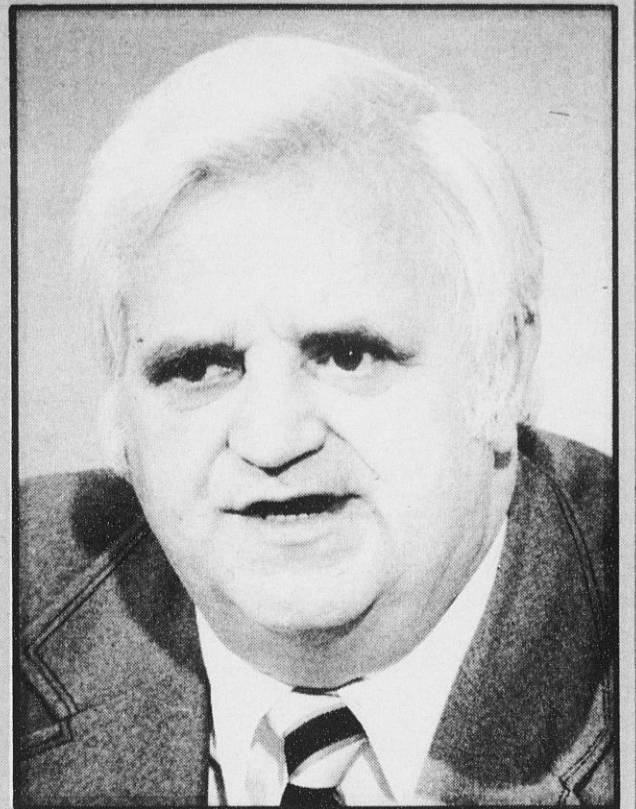
Because of our efforts, 42,000 members are benefitting from our belief that something had to be done.

It is just the beginning, not the last chapter.

I am, as many of you are, unhappy that certain titles were overlooked. As such, I have directed our staff to continue to meet and confer with the state to voice our collective concerns over those grades ignored.

I pledge to each of you that I will continue to work with you, and for you, to correct any inequity of pay wherever it exists.

Fraternally,
William L. McGowan
CSEA President



CSEA lambasts state over inadequate plan to evacuate workers

Compiled by Sheryl Carlin
CSEA Communications Associate

HAUPPAUGE — CSEA says the state endangered the lives of more than 1,100 state employees and the general public by failing to properly evacuate the State Office Building here May 5 after a flash electrical fire injured two CSEA members and a private contractor.

Maintenance Mechanics Peter Romagna and Richard Donnelly and New Jersey contractor Philip Lasker suffered burns when a metal cover accidentally touched two 480 volt buss bars and produced an arc of electricity in the basement control room of the six-story building. Both Romagna and Donnelly were hospitalized with their injuries.

An angry CSEA Region President Danny Donohue said people were milling around in the lobby, directly above where the explosion occurred, an hour and one-half after the initial explosion. Donohue said the building was finally evacuated almost three hours after the mishap only after he insisted that the state close the building and determine whether any further danger from fire or fumes existed.

CSEA later held meetings with high-level state officials to demand a complete safety inspection be conducted on the building, and that a fire safety plan, including evacuation procedures, be implemented. CSEA said that in addition to the May 5 incident, it took 30 minutes to evacuate the building last month after a fire broke out in an elevator shaft.

"If there's any type of safety plan for this building it's the world's best kept secret," according to CSEA Occupational Safety and Health Specialist John Bieger.

"We want to give them a fair chance to rectify this horrendous situation," Donohue said, "but let's not wait until there's a death to get a safety and evacuation plan in place!"



INJURED WORKER being removed from State Office Building in Hauppauge yesterday.

3 workers hurt in blaze Fire erupts at Hauppauge office building

By MICHAEL HANRAHAN
Daily News Staff Writer

An electrical flash fire injured three workers at the State Office Building in Hauppauge yesterday morning.

The fire forced several state offices, including motor vehicles, unemployment and the tax office, to shut for the day.

Officials evacuated several hundred people, including state employees.

Community Hospital in Smithtown after the fire broke out about 10:20 a.m.

Peter Romagna, 32, of Holbrook was the most seriously injured, suffering second-degree burns over 20% of his body. Romagna was later admitted for treatment at the burn unit of University Hospital in Stony Brook.

Richard Donnelly, 42, also of Holbrook suffered second degree burns over just 5% of his

the control room and was quickly extinguished by the Hauppauge Fire Department.

Damage to the electrical system affected offices throughout the building.

Building managers said they were uncertain whether any or all state agencies would



CSEA REGION I PRESIDENT Danny Donohue, seated center, is surrounded by interested participants in a meeting with state officials concerning an evacuation procedure at the Hauppauge State Office Building. Seated left is CSEA Field Representative Pat Curtin and seated right is Kyle Hart, an aide to state Sen. Caesar Trunzo. Standing from left are State Employees CSEA Local 016 President Tom Byrne, and CSEA Field Representatives Jim Walters and Ken Brotherton.

Workers blast SUNY u-grades

Is the State University of New York a "private patronage network" whose personnel practices "perpetuate a caste system," as charged by CSEA Board of Directors member Pat Crandall during a recent public hearing?

"Yes!" say two CSEA members who wrote to *The Public Sector* describing their personal experiences within the SUNY system after a story on Crandall's testimony appeared in a recent edition of the union's official publication.

Crandall told SUNY trustees conducting the public hearing that it is wrong to allow the SUNY chancellor the power to move positions from classified to unclassified status. She warned that the system allows management to hire and promote unclassified employees at will and creates vastly different salaries for classified workers and unclassified workers doing the same job.

The two employees who responded in writing said, based on their own situations and experiences, Crandall's complaints were right on target. Both said they have been fighting for their rights against the system for a decade and praised Crandall for bringing the issue into the open at the public hearing.

One of the workers said she earns approximately \$6,000 less than an unclassified co-worker doing the same job who has less experience. On top of that, the CSEA member has worked four years longer than the unclassified worker. The other CSEA member earns about \$10,000 less, has more education and two years more experience.

"The morale is horrible," one woman said, noting that she is aware of yet another co-worker in a similar situation. "It's totally unreal."

"It's very common in SUNY," Crandall said when she heard about the letter from the two workers. "This is our big problem."

The two workers said the issue is more than just wages. Because they have been vocal in their complaints about the

Personnel practices at SUNY slammed

ALBANY — "A private patronage network" is how CSEA board member Pat Crandall describes the State University of New York's personnel practices.

Crandall recently testified at a SUNY public hearing where she blasted "unenlightened" practices that "perpetuate a caste system."

She said the SUNY Chancellor currently has the power to remove positions from the classified to the unclassified service, which means he can hire or promote at will.

For example: Two employees, working side-by-side, doing the same job can be earning vastly



PAT CRANDALL

different salaries. The better-connected employee, enjoying unclassified service, will earn more money.

She cited the case of a grade 7 typist in the classified service with a \$14,303 starting salary compared to "another typist in the unclassified service and enjoying the exalted title of assistant to the vice president for student affairs" with a \$20,025 starting salary.

Crandall also told SUNY trustees that a 1986 study of the state's classification system backs her up.

She noted that the independent consulting firm of Arthur Young found that four open-ended SUNY job titles covered 63 percent of employees participating in the study. The consultant also suggested that if the study were expanded, even more abuses would be found.

Crandall concluded that existing personnel practices are "out of control" and is demanding:

1. All promotions be based strictly on merit, fitness and seniority;
2. Positions currently unclassified be returned to the classified service; and
3. The patronage system be ended.

unfair system, they said, their work has been devalued. Often, they are required to do work that is below their skill levels, and are not allowed to use some equipment that student interns can use, one woman complained.

"We do not begrudge the woman who is in this position," said the CSEA members of the unclassified employee. But, they added, "We would really like to see this change."

In her testimony, Crandall demanded:

1. All positions be based strictly on merit, fitness and seniority;
2. Positions currently unclassified be returned to the classified system; and
3. The patronage system be ended.

A first!

Lindenhurst contract is first local government to win PEOPLE deduction

LINDENHURST — A reopener clause in the CSEA contract with the Village of Lindenhurst has paid big dividends for the union's 72 members here.

And the unit, part of Suffolk County CSEA Local 852, in the process became the first local government unit to negotiate payroll deductions for contributions to the CSEA/AFSCME Public Employees Organized to Promote Legislative Equality (PEOPLE) campaign.

As a result of CSEA's request to reopen negotiations, employees making less than \$16,000 a year received a \$2,000 increase; employees making between \$16,000 and \$19,000 received a \$1,500 increase and those making more than \$19,000 got a \$1,000 hike.

The village also agreed to purchase some new equipment asked for by the union and to offer employees a payroll deduction Individual Retirement Account program.

The PEOPLE payroll deduction

agreement is an important breakthrough. While state employees have been allowed to contribute to the PEOPLE political action program via payroll deduction, local government contracts must be negotiated individually and the Lindenhurst contract became the first of CSEA's several hundred local contracts to provide for PEOPLE payroll deductions.

CSEA statewide PEOPLE Coordinator Cheryl Sheller praised the action and said efforts will be made to provide similar clauses in as many local government contracts as possible through negotiations.

PEOPLE funds are used to support selected union-backed candidates in federal elections, and Sheller noted local government employees have a vested interest in federal elections since federal funds are used to administer numerous state and local programs and jobs. Likewise, she said, cutbacks in federal funding can have devastating effects upon local governments.

"We must get involved in government and

elections. We must see that the people elected to public office believe in the services we provide to the public," adds CSEA Long Region Region I President Danny Donohue.

Lindenhurst Unit President Tony Poldino said he was very pleased with the outcome of reopened negotiations. "The village really did a lot."

Mayor Thomas Kost said he felt the CSEA members deserved more money. "We have feelings for the people who work for us," he said.

"Mayor Kost is progressive in his thinking," according to Region President Donohue. "These employees are also taxpayers and the mayor is aware that it's to everyone's advantage to have a good relationship."

That wasn't always the case, according to Unit President Poldino.

"The relationship has had problems. But we got together, labor and management. We gave realistic proposals and the village agreed."

Members of the unit negotiating committee included Tony Poldino, Ed Poldino, John Krug, Connie Gaddis, Willy Hughes, Bob Murphy, Sean Matthews, Rosaleen Walters, William Maccaro and CSEA Field Representative James DellaRocca.

CSEA



PEOPLE

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CSEA LOCAL _____
EMPLOYER _____

From activist to CSEA lawyer

Former Region VI member joins new Law Department

By Kathleen Daly
Associate Editor, The Public Sector

"For me, it's the utopian dream to be an attorney for CSEA."

Annette Harding smiled and shook her head at her good fortune. In early May, just months after completing her lifelong goal of earning a law degree, the former union activist joined CSEA's new Law Department.

"I owe a lot to Marge (Karowe, CSEA's new general counsel) and to Bill McGowan (CSEA statewide president) for giving me this chance," she said.

But it's more than good fortune that put Harding in the Law Department. McGowan recognized her abilities when he appointed her chairperson of the union's standing committee on the Comprehensive Employment and Training Act, giving her non-voting status on the Board of Directors.

That was in the mid 1970s, when she was president of the SUNY Alfred CSEA Local 600 in Region VI. She also served as Region VI third vice president and was involved in the region's Political Action Committee.

"When I was defending CSEA members as a local president, well, it was and still is very difficult for me to feel that a CSEA member doesn't have a good case," she said. "I just saw so much injustice and so many situations where I always felt the member had his side of the story, and it was usually a viable defense."

Harding's union activism made her an excellent candidate for the Law Department, Karowe said.

"I think Annette personifies what a union lawyer should be," Karowe said. "She is dedicated to the union and has demonstrated that through her activism before law school and in her interest in labor law. I think she personifies the kind of union law department we're trying to build."

Harding has also demonstrated the determination to achieve her goals. As a

'I just saw so much injustice . . . where I always felt the member had his side of the story . . .'

— Annette Harding

young woman she abandoned her dream of becoming a lawyer because her farm family could not afford that kind of education. She married and settled in her hometown of Belmont, about 70 miles south of Rochester, where she and her husband raised four children.

While working as a grade seven senior typist at SUNY Alfred she became interested in continuing her education. During her 20 years there, she completed a semester's worth of work, including



Annette Harding, CSEA attorney

labor studies courses through Cornell University.

"That's when I really started wondering whether I could do this, go back to school and earn my bachelor's degree," she said. "I wasn't even thinking of law school then."

She took a leave of absence from her job and earned her BA in political science from SUNY Geneseo, cramming nearly four years of work into two and a half years. She was named outstanding political science senior at her graduation.

"I would arrange all my courses on Mondays, Wednesdays and Fridays, leave the house at 6 a.m. and get home at 11 at

'We know what a case may mean to a contract; she knows what it means to the member.'

—Marjorie Karowe

night. It was a 100-mile round trip," she recalled. "I don't know how I did it. It was with a lot of cooperation from my family, my husband, my friends and my co-workers The hardest part for me was to be able to keep over a 3.5 grade point average so I could get into law school."

Harding returned to her job for a year, and then began another two-year leave — before eventually resigning — to attend the law school at the State University at Buffalo. She took an accelerated course, earning a three-year degree in two and a half years. She managed that by staying with her sister, attending classes Monday through Thursday and traveling home on weekends.

Harding will continue to live a commuter's life for a while. Until she finds a home in the Albany area, she will rent an apartment and travel to Belmont weekends to be with her husband and the two of her four children who live at home. The family will relocate after the school year ends. Then her husband will commute weekly to his construction job in Rochester, Harding said.

For now, though, she is concentrating on her new work. Labor law appealed to Harding from the start because of her union background.

"I felt that I could be of most help to members as an attorney," she said, "never expecting to be able to work for CSEA." said.

Harding's experience as a union member will bring an added element to the CSEA Law Department, Karowe said.

"Her union background is as important as her legal knowledge. I think it's a valuable perspective because most attorneys have not ever been union members," Karowe explained. "I think her understanding is a valuable component to the assessment of a case. We know what a case may mean to a contract; she knows what it means to the member."

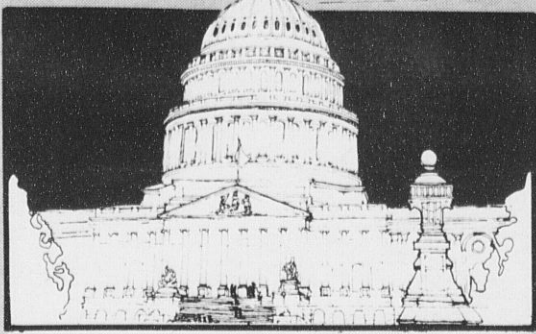
Pay day: CSEA wins Orangetown fight over non-negotiated pay lag

ORANGETOWN — A temporary restraining order obtained by CSEA that barred Orangetown officials from instituting a pay lag has become permanent.

Employees received a memo Dec. 26, 1986, informing them that a one-week pay lag would be instituted on Jan. 1, according to Region III Field Representative Chris Lindsay.

In January, Lindsay and CSEA Attorney J. Martin Cornell obtained a temporary restraining order, which became later permanent.

Lindsay said that a pay lag cannot be implemented unless the employer negotiates it with the union.



House considers hi-risk worker protection plan

Legislation requiring that workers at high risk of occupational disease be notified has been reintroduced in Congress.

The bill would not only establish a warning system for current and former employees in danger of hazardous on-the-job exposures, but would also expand federal efforts to identify workers at risk and designate occupational health centers.

It comes at a time when there is mounting evidence that many workers in the public and private sectors are at greater health risk because of their jobs than had previously been thought.

The New Yorkers co-sponsoring the measure in the House are: Rep. Gary Ackerman (D-Queens); Rep. Mario Biaggi (D-Bronx); Rep. Hamilton Fish (R-Poughkeepsie); Rep. Benjamin Gilman (R-Middletown); Rep. George Hochbreuckner (D-Long Island); Rep. John LaFalce (D-Tonowanda); Rep. Thomas Manton (D-Queens); Rep. Robert Mrazek (D-Long Island); Rep. Major Owens (D-Brooklyn); Rep. Stephen Solarz (D-Brooklyn); Rep. Ed Towns (D-Brooklyn); and Rep. Ted Weiss (D-Manhattan).

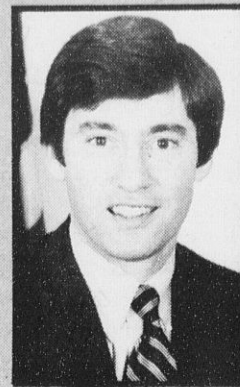
Claiming that changes in the medicare program are crippling the nation's rural health care system, Rep. Sherwood Boehlert (R-Utica) has proposed legislation to correct the imbalance.

Boehlert's plan would require rural hospitals receive medicare reimbursements within 30 days, establish a watchdog Office of Rural Health Care to review the impact of new regulations, and set aside 10% of research funds for rural facilities to attract top professionals.



Boehlert

Rep. Tom Downey (D-Long Island) has taken over as Chair of the Public Assistance subcommittee. In that position, he will play a key role in the continuing efforts toward welfare reform.



Downey

Meanwhile AFSCME keeps making its position clear that welfare training programs should provide meaningful work experience but not at the expense of public employees.

Downey will also join with AFSCME in sponsoring Alfred Carlsen, a member of Suffolk Retirees Local 920, as a participant in the 1987 Congressional Senior Citizen Internship Program.

AFSCME and Rep. Frank Horton (R-Rochester) will sponsor Rochester Retirees Local 912 member Helen Curtis in the same program.

Carlsen worked in the grounds department at Pilgrim Psychiatric Center for 12 years, while Curtis served in the State Labor Department for 20 years.

The Internship program brings seniors to Washington to learn about the legislative process and how it relates to issues affecting retirees.

Families get top priority

WASHINGTON, D.C. — "I think the connection between work and family issues is finally getting the attention it deserves," says CSEA statewide Secretary Irene Carr.

Carr's belief stems in part from the consensus of a recent national conference on **Work and Family: Seeking a new balance**, which she attended with CSEA Board members Barbara Reeves and Bud Mulchy.

That program brought together traditional adversaries, the AFL-CIO, National Association of Manufacturers and U.S. Department of Labor, with all sides actually agreeing more needs to be done in the area.

Carr says it was clear at the meeting that something unusual was taking place: "The program really set the tone for a mini-revolution in these groups cooperating on this agenda."

For a long time family and work issues were dismissed as "women wanting babysitting service," explains Carr. But she contends there is more involved and much of it affects men too.

Among the issues discussed during the program:

- Need for quality child care programs that help children learn and grow

- Affordable and convenient child care that helps working parents be as productive as possible
- The growing demand on working people to provide elder care for aging parents or relatives
- The lack of any national policy on work and family issues at the same time there is so much concern about keeping America competitive in the world marketplace
- The need for flex time work schedules and other alternative work patterns
- The growth of Employee Assistance programs to help workers cope with the growing demands on them

"Even unions like CSEA have always accepted that members' personal lives were very private," says Carr.

"But that's changing because we're beginning to see that life at home affects life at work. We have to work to improve the quality of life in both places."

According to Carr, a number of follow-up activities are developing out of the conference. But most important, a new coalition of labor, business, and government may be emerging to make these concerns a top priority.



NYC computer training

If you're a member of CSEA's Administrative Services Unit (ASU), you have a unique opportunity to improve your job skills and keep up with office technology.

Through the joint labor/management Clerical and Secretarial Employee Advancement Program (CSEAP), a series of beginning and advanced computer training courses will be offered in New York City this summer.

There is no cost for the program which was negotiated as part of the ASU contract. The sessions will be at SUNY Maritime College in the Bronx.

Contact your local president or personnel office for further information.

Lights, camera, action!

Members make training tape

FISHKILL — It may never be nominated for an Academy Award, but a new training video produced by CSEA and AFSCME is a real winner for union activists and shop stewards.

The video, which focuses on the duty of fair representation, was video-taped in Region III and features Region III members.

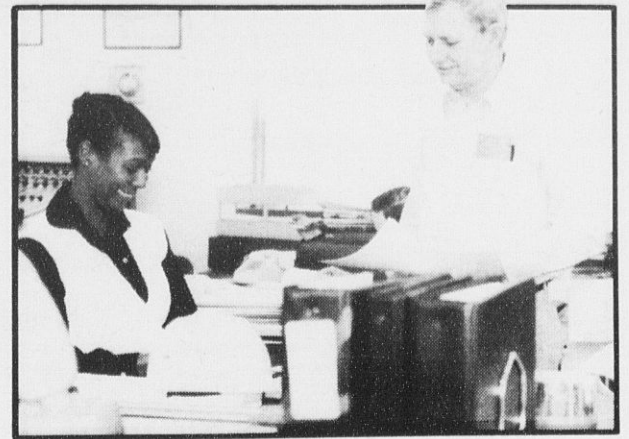
AFSCME Training Specialist Donald Craig, who is developing a companion study guide, said the video will be adapted for use by AFSCME locals all over the country. The video was funded through an AFSCME grant.

CSEA Education Director Sally Engelhardt said the video will be integrated into several different CSEA training programs.

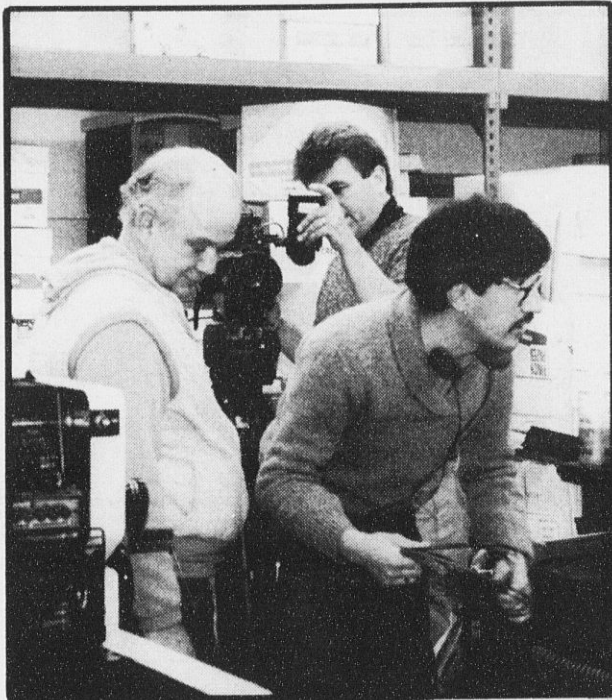
"I'm really excited that our Region III members are the stars of the program," said Anita Manley, CSEA Region III communications associate. She coordinated the casting and sites for production.

"Although the video taping took place in Dutchess County because of weather and time constraints, we managed to include members from all over the region."

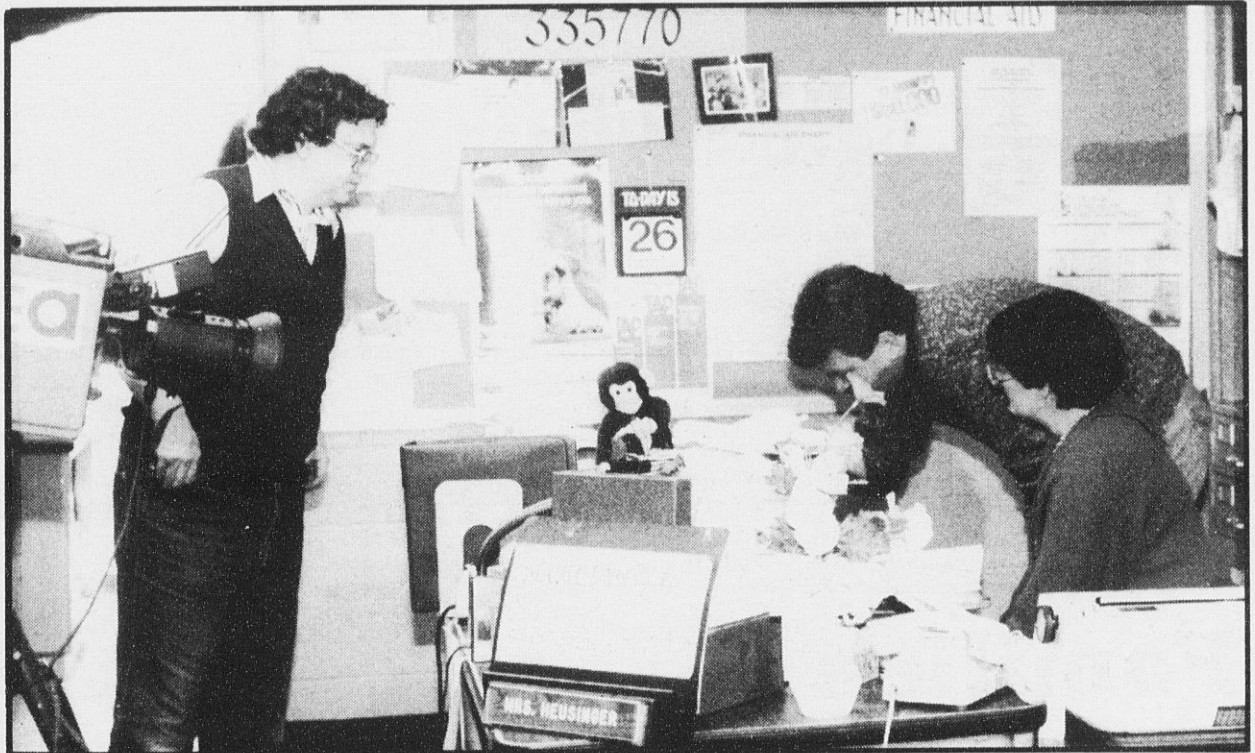
The video should be available for use later this year.



ROCKLAND COUNTY LOCAL 421 President Glenda Davis portrays a shop steward and Sandy Frost, president of the City of Beacon Unit, an angry employee in the AFSCME training program. The video was taped in Dutchess County, and this segment was done in the Department of Public Works in Poughkeepsie.



MIKE TORRES, president of Highland Division for Youth Local 550 is ready for his big scene as cameraman Skip Prior and soundman Vic Romero get up for the shot.



WAPPINGER SCHOOL DISTRICT Secretary Phyllis Heusinger is ready for her video debut. With her is cameraman Skip Prior. AFSCME Education and Training Specialist Don Craig looks on at left.



AFSCME CREW MEMBERS shoot a scene in the grease pit of the Arlington School District bus garage.



CEIL ANDERSON, President of the Arlington School District Unit is shown preparing for her scene in the shop steward training tape.



ANN DANIELS, is ready for her part at the Hudson River Psychiatric Center. Daniels is a member of Local 410 at the center.

Say No! Unions start anti-drug program to reach Long Island children

LEVITTOWN — When Jets star defensive tackle Joe Klecko visited the Michael Stokes School, it wasn't to discuss football.

Instead, Klecko talked about drugs, part of a special program to reach young children with an anti-drug message before they start using them.

"Be smart. Don't start. Say no to drugs," Klecko urged the children in kindergarten



through grade 5. "No matter what your friends may try to tell you, drugs are no good. They can kill you."

The visit was the kick off of an anti-drug program launched by two union groups, the Ambulance Medical Technicians of the CSEA Nassau County Police Department Unit and Paramedics and Emergency Medical Technicians of AFSCME District Council (DC) 37. The ongoing program will include visits to other Long Island schools.

"In our work we see the effects drugs can have and we care about these kids," said CSEA Unit President Richard Bedell. "You have to educate them young."

After Klecko answered questions from the group, CSEA Region I President Danny Donohue and CSEA Nassau Local 830 President Jerome Donahue handed out pamphlets and pins. The pins showed Kermit the Frog and the phrase: "Be Smart. Don't Start. Say No To Drugs."

Klecko and officials from both unions later went to New York City, where they were joined by other prominent participants in the program. They include: Jets Assistant Coach Larry Pasquale, Gene Upshaw and Marvin Powell from the NFL Players Association, DC 37 Executive Director Stanley Hill and WABC's Bill Beutel.



SAY NO TO DRUGS — Two union groups are asking prominent people to help in an anti-drug campaign aimed at Long Island children. Involved are: CSEA Ambulance Medical Technician Unit President Richard Bedell, School Superintendent Rich Segerdahl, CSEA Ambulance Medical Technician Unit Vice President Rich Messina, CSEA Region I President Danny Donohue, CSEA Local 830 President Jerome Donahue, Jets defensive tackle Joe Klecko, Principal Eugene Cuomo, DC 37 Local President George Engstrom and Rich Borzine, Anti-drug Program coordinator for Local 2507 of DC 37.

County local wants pact in Syracuse

Sunny skies and the lack of a contract brought out hundreds of picketers in Syracuse recently. The members of Onondaga County CSEA Local 834 marched during the noontime informational picket. Nearly 4,000 county employees have been without a contract since Dec. 31, and negotiations have gone to fact finding.



Learn more about retirement now

You may not be ready for retirement, but it isn't too soon to start planning.

Jardine Emett and Chandler Inc., CSEA's insurance plan administrator, is offering pre-retirement counseling, sponsored by the union and free of charge.

The counseling program will provide members with a better understanding of state retirement benefits and basic settlement options. That understanding allows members flexibility and control in planning his or her retirement.

Retirement counselors will not only discuss an individual's pre-selected retirement options from the state, but will also provide members with printed estimates of income at retirement, based on

the various alternatives available.

The counselors can also provide explanations of Tiers I through IV and contracts 75c to 75 and information on how members may retain their CSEA life insurance after retirement.

An individual consultation with a counselor can be arranged by appointment. Retirement counseling seminars for groups of at least 10 may also be arranged.

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

Regions I and II, Jay Soucie (516) 542-0766
Regions III and IV, Jim Hoffman (518) 381-1508
Regions V and VI, John Kaiser (716) 886-0391

This, that

AND THE OTHER THING

Townsend honored

Art Townsend, a 28-year state employee and veteran union activist, has been selected Employee of the Year at Middletown Psychiatric Center.

Townsend is currently secretary of CSEA Local 415 and served as local vice president for 10 years. He has also served on the local labor-management committee and on CSEA's regional Political Action Committee.

Townsend began at Middletown as a kitchen helper, worked his way up to cook, and a year ago decided to shift careers and passed an examination for mental hygiene therapy aide.

Bowled over

The CSEA Thursday Night Bowling League sponsored by Nassau County CSEA Local 830 is wrapping up its 25th year of operation.

This year's championship team represented CSEA in a number of union bowling tournaments in the Long Island area.

Team members included Eileen Whittendale of General Services, Donna Schrimpe from Nassau County Community College, Gloria Blackwell and Maria McNamara from the Assessment Department and Ellen Nesbitt from the Department of Social Services.

Claims extension

This year only, Empire Plan enrollees who used a non-participating provider during 1986 are being given extra time to submit claims. The one-time extension of the program's regular 90-day deadline allows enrollees until June 30, 1987 to submit claims.



"Although the state's smoking ban is still in the courts, what's your opinion about it?"

Where asked: Region II



LETTIE RIDDICK
Cleaner—Local 010

"...smoke wrinkles the skin and pollutes the air. I am happy for people who have asthma who I hope now can have much cleaner air to breathe."



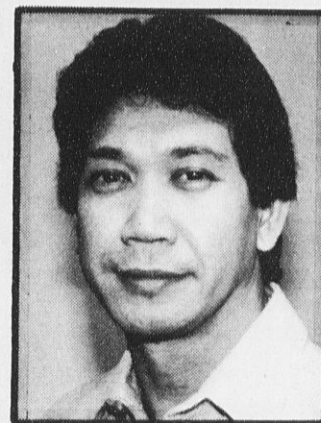
DOROTHY MORRISON
Tax Account Clerk—
Local 460

"I think someone that doesn't smoke shouldn't have to smell our smoke, but now non-smokers are going a little far..."



THELMA R. EDWARDS
MHTA II—Local 429

"...I think it is really great that some consideration has been given to people who do not smoke. Smokers aren't bad people; they just have a bad habit."



ZARI ZAM Senior
Employment Security
Clerk — Local 350

"I am happy with the rule. I don't mind if someone smokes, but I do mind cigarettes squashed on the floor and dirty ash trays and ashes left behind..."

United Way honors the union way



Schenectady County CSEA Local 847 and CSEA's Capital Region have been presented contributor's awards by the Schenectady County United Way. On hand to accept the awards were, from left front row; Region Third Vice President Lou Altieri, United Way's Beth Kershenhout, CSEA Capital Region President C. Allen Mead, United Way Executive Director William Gustin and CSEA members Ursula Altieri and Michele Tabbano. From left, second row, are Local 847 members Joseph Ciani, Barbara Kushnick, Violet Urbaitis, Jeffery Zabielski, Mike Barbarulo and William Sherman.

Deadline set for journalism intern

A deadline of June 1 has been set for qualified candidates interested in applying for an internship in journalism in CSEA's Communication Department in Albany.

The internship is restricted to children of CSEA members and candidates must be an enrolled college student majoring in journalism.

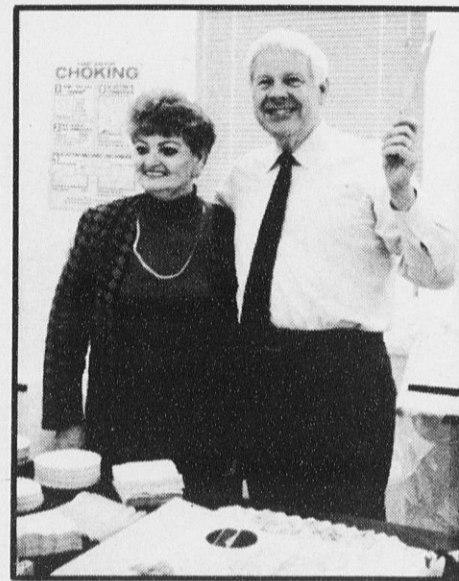
The intership will last up to 12 weeks, or one school semester, and the position will pay \$6 per hour up to a maximum of \$2,880 annually.

Interested qualified candidates must complete an application form and submit it along with an essay of 100 words or less explaining why the candidate is interested in serving the internship with CSEA.

Requests for applications should immediately be made by writing or calling:

Aaron Shepard, Director of Communications
Civil Service Employees Association
143 Washington Avenue
Albany, New York 12210
(518) 434-0191

Out to lunch



A NEW EMPLOYEE LUNCHROOM for workers at the state Department of Environmental Conservation (ENCON) building in Albany was dedicated recently to departing ENCON Commissioner Henry Williams. Joining with Williams, right, at cake-cutting ceremony was CSEA ENCON Local 655 President Mary Mallgraf.



Latham

Walsh

Molitor

Nicholson

Photo by Tom Killips

Hollywood
comes to
Capitaland

Making a film 'extra' special



Streep

ALBANY — Jack Nicholson and Meryl Streep have top billing but for a number of Capital District residents, including several CSEA people, many important performances in an upcoming movie won't even be listed in the credits.

Albany County Social Services day care worker Michele Walsh and CSEA headquarters staffers Ray Latham and Ed Molitor are among those who shared scenes with the headliners and admit "there's no business like show business".

The three had their moment at center stage as "extras" in the filming of "Ironweed" now in production in the Albany area. The film, based on Albany author William Kennedy's Pulitzer Prize-winning novel, is set in the city in the 1930s.

"I've always dreamed of being in a motion picture and hopefully my dream will come true for all of 30 seconds," says Walsh enthusiastically.

The opportunity to experience Hollywood in Capitaland came by answering a "cattle call" open audition notice that attracted some 3,000.

"You had to fill out a form and then you were looked at by talent scouts," explains Walsh. "You could submit an 8x10 black and white photo of yourself or an instant picture was taken. Then if you were lucky you got called back."

Latham and Molitor's participation also included just a bit of method acting - they both had to get their hair cut to 1930s styles.

"We got \$50 a day," says Latham, "But I would have done it for nothing- I had a ball."

"There was a lot of waiting around, but

the time really went fast," adds Molitor, who worked three days in several different scenes.

All commented that they were surprised how many people are involved behind the scenes during production. They point out the experience gives them a whole new perspective on seeing the finished product.

"Going to the movies will never be the same for me after seeing what goes into it," says Molitor.

"We did our scene 30 times and each time we did it, the camera seemed to be focusing on a slightly different angle, a different character. But every take had to be perfect," noted Walsh.

"It's a glamor profession, but it takes a lot of effort, a lot of high tech expertise and a lot of talent".

The highlight of the experience though was the chance to *schmooze* with the stars on the set.

"I was in the holding tank where all the background people were standing around waiting to go before the camera," explains Walsh. "I kept looking at this one guy who I thought was Jack Nicholson's stand-in."

In fact, it was Nicholson.

"When I finally realized it, he gave me one of those looks that seemed to say 'yeah it's me, so what- it sure took you long enough'. Was I embarrassed."

But there will be no embarrassment when Ironweed finally makes it to the screen later this year.

In the meantime the three keep their fingers crossed that their film debut doesn't end up on the editing room floor. No matter, each would do it again just for the fun of it.