

THE PUBLIC SECTOR

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American Federation of State, County and Municipal Employees AFL-CIO.

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Monday, June 1, 1987

DUMPING DANGER

Landfill lunacy

see page 3



**William L.
BLOM**

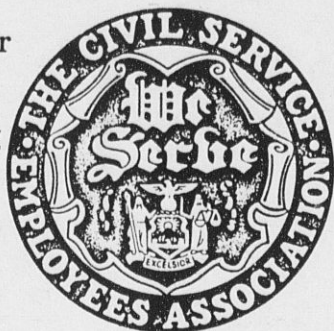
A long time at the helm

By Roger A. Cole
Editor, The Public Sector

"Changes? Oh, sure, I've seen my share of them."

Indeed, that's to be expected. After all, William L. Blom has been witness to and a participant in a quarter of a century of CSEA's greatest growth and its dramatic transformation into a powerful labor union.

He recently celebrated his silver anniversary as CSEA's director of research, becoming the first and only person to officially hold that title when he joined CSEA's staff on March 8, 1962.



In the ensuing 25 years, Blom has seen CSEA emerge from an informal, socially-oriented organization into a full-fledged labor union and eventually into the largest local of any international union in the AFL-CIO.

"In the early years we walked across the street (to the governor or Legislature) with hat in hand and literally begged for everything. Sometimes they gave us a scrap or a crumb, and sometimes they sent us packing. They didn't have to give us anything in those days, and one thing they never gave us was much respect," recalls Blom.

That all changed a little over five years after Blom came on board when the Taylor Law was adopted in 1967.

"We had a lot of gearing up to do," remembers Blom. "CSEA went out and won the right to represent 150,000 state workers. It was an awesome responsibility. I remember those first negotiations as never-ending days and nights of preparation and confrontation. Still, the initial process was pretty crude on both sides compared to how it's done today."

He should know; he's been an integral part of every state contract negotiation since. As director of research, Blom has prime responsibilities for compiling the mountains of data necessary to support the union's positions on hundreds of contract items. And he and his staff must analyze the mounds of data the state piles up on its side of the table as well.

"We weren't too sophisticated in the early '60s — an adding machine was about as technical as we got then. The state wasn't



CSEA PRESIDENT William L. McGowan, left, presents a plaque and clock to William L. Blom in recognition of Blom's 25 years of service as director of the union's research department.

much better off, but they did have some early computers to help.

"That's really one of the biggest changes of all. For the past few negotiations CSEA has had access to virtually every conceivable type of data and the technological equipment to use it properly. I think we come to the table at least as well prepared for negotiations as the state does, for all its manpower and equipment," Blom says. "Still, it gets down to human elements, it always has. Negotiations is a year-round job; it's hard work for everyone associated with it. If we're not actually at the bargaining table, then we're enforcing the current agreements and getting ready for the next negotiations at the same time.

"By sheer numbers alone, local and unit contracts keep us constantly busy. And of course my staff is very active in preparing for legislative proposals, analyzing hundreds of governmental budgets, responding to inquiries from members and officers and all the other odds and ends that are necessary to CSEA's delivery of services to the membership. A lot of this was non-existent 25 years ago. Now it's an everyday type of thing."

Blom says he isn't sure how he has managed to last so long in a business that burns up people quickly due to the intensity. "I guess it's because I've never lost my love of working with facts and figures and developing them into useful information," he said.

In fact, prior to joining CSEA 25 years ago, Blom spent nearly 14 years with the state providing statistical analysis and research-related services for the Labor Department, Health Department, Education

Department, Department of Mental Hygiene and Department of Motor Vehicles.

He says the Taylor Law and the development of the state's classification and compensation programs are among the things that have had great impact upon CSEA and its membership, but there have been many other historic milestones over the last quarter of a century as well.

CSEA's affiliation with AFSCME in 1978 was instrumental in bringing CSEA into the mainstream of the American labor movement, he notes. The recently instituted comparable worth program, when fully implemented, will rank among events that he believes are significant in the union's history.

"Still, I think my greatest thrills over the years have come from seeing so many CSEA staff members learn the ropes in the research department. A lot of our very best staff people throughout the organization started their careers here. I've always been lucky to have very capable people in my department," Blom said.

A native of Troy, N.Y., Blom holds a bachelor of arts (BA) degree and a masters degree (MA) in sociology, both from Siena College, and a master's degree (MPH) in public health statistics from the University of Michigan.

And while he admits to thinking about retirement in the not too distant future, Blom has entered his 26th year with CSEA with the same eagerness and intensity as he did in 1962.

"I still love it. I look forward to coming to work every day. That's a pretty good measure of how a person feels about his life's work."

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'Hot' trash gets a cold shoulder

Compiled by Sheryl Carlin
CSEA Communications Associate

BROOKHAVEN — "They said, 'It's hot, get everyone off the hill!'"

And somewhat like a scene out of the movie *Silkwood*, the worst fears of CSEA-represented employees at the town of Brookhaven landfill on Long Island were realized — they had been exposed to radioactive material!

"The load came in from Stony Brook (University complex)," said Billy Walsh, one of the employees who was exposed to radioactive iodine 125 recently. "Martin Connelly made the first push with the machine, and boxes broke open filled with vials which were marked radioactive."

That's when town of Brookhaven hazardous waste specialists were called in with Geiger counters and protected by special suits.

"They said, 'It's hot, get everyone off the hill!'" Walsh said. "Martin (Connelly) was also found to be hot."

At that point, claim CSEA officials, a possibly critical mistake was made. Instead of being stripped and showered, the men who were exposed were instead huddled into

the lunchroom along with the rest of the employees.

"As soon as they confirmed that there was radioactive waste, they should have closed the landfill and those exposed should have been taken care of immediately," exclaimed an angry Pat DeLuca, president of CSEA's Brookhaven Blue Collar Unit.

After the latest discovery, CSEA pressure forced the town to impose a ban, the third in four months, on all hospital waste from the Stony Brook University complex, which includes both a university and a hospital facility.

Employees at the landfill have been discovering hazardous waste since February, including an umbilical cord,

**What do they want?
For one of us to die of
exposure or some
infectious disease
before they ban this
waste?**

blood-filled tubes and bags, numerous used needles and a case of unused hypodermic needles.

Just one day after the most recent ban was imposed, Stony Brook went to court in an effort to have the ban lifted.

"The judge said that Stony Brook should be allowed to dump dormitory and cafeteria waste. But we've found hazardous waste in those loads, too," DeLuca said.

"What do they want? For one of us to die of exposure or some infectious disease before they ban this waste?"

"This situation is out of control," declared CSEA Long Island President Danny Ddonohue. "These men have a dangerous job as it is. They certainly should not have to worry about being exposed to hazardous and infectious waste!"

"This entire situation has been handled with total disregard to the well-being of our people," DeLuca added.

"If they're throwing a case of unused hypodermics in the garbage, you know they're not paying attention to what they're doing," said Suffolk County CSEA Local 852 President William Maccaro. "Our members are the ones suffering because of the negligence of the hospital staff and administration."

Workers demand safety plan

NORTH CASTLE — Fighting for a highway equipment maintenance program earned him the label "troublemaker," but North Castle Highway Unit President Jim Ross isn't fazed.

In fact, he's still unhappy because it will be months before all the vehicles and equipment in the Westchester County town

are made safe for the people that work with them.

The battle for safety began in December when unit members complained to him that their equipment was in dire need of repair.

"Some of the trucks hadn't been inspected since 1974," he said. "No one had ever pushed the issue and since there were no

complaints, the town didn't do anything."

Ross' former supervisor took no action, so he took his complaints to the town board. The board attorney warned the elected officials that the town would be liable if someone had an accident.

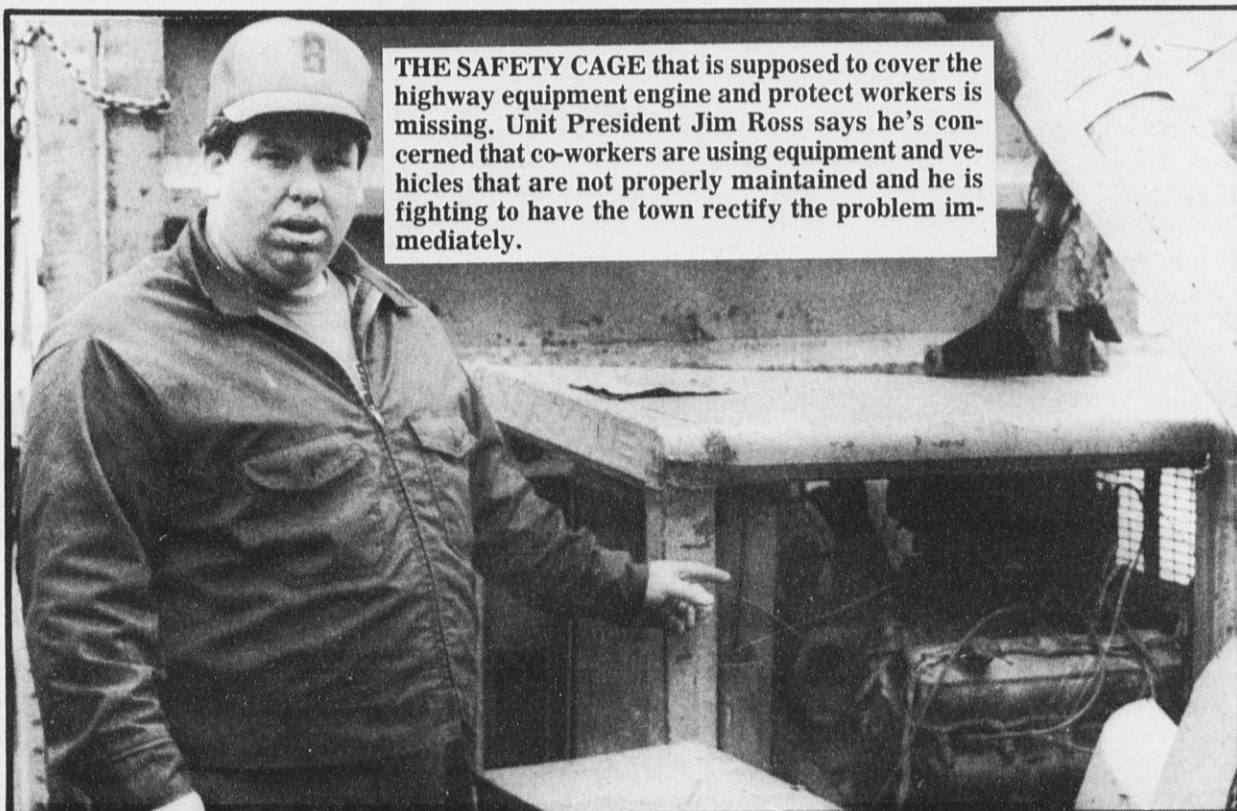
"The next morning there was a directive from the town board to each of the drivers to make a list of complaints," Ross said. "When we got through filling out the forms, we ended up with a very large pile of papers."

The workers heard nothing for some time, so Ross again prodded the board in April. A few days later, the board drew up a seven-year maintenance plan.

While Ross and CSEA Region III Field Representative Wendy Hord agree that the program is an important achievement, they say it does not address the problem of immediate repairs and inspections on most of the vehicles.

After an April meeting, the town supervisor informed them that he would ask the state to certify highway department employees so they can make the inspections and repairs on all town vehicles. But Ross and Hord say that could take months. Meanwhile, unsafe vehicles are still on North Castle roads.

"I don't want to wait for the inspection license," Ross emphasized. "We want someone to take care of those inspections now!"



THE SAFETY CAGE that is supposed to cover the highway equipment engine and protect workers is missing. Unit President Jim Ross says he's concerned that co-workers are using equipment and vehicles that are not properly maintained and he is fighting to have the town rectify the problem immediately.



Compiled by Lilly Gioia
CSEA Communications Associate

Living longer has its price

members are among the 3.5 million women over the age of 45 in New York state.

Recent CSEA victories in the areas of comparable worth and pay equity for women may have come too late to impact on generations of mid-life and older women now dealing with the end result of life decisions they made decades ago. A majority of them married early, had limited education and little or no career preparation opportunities. As a result, 40 percent of women today live at or below the poverty level.

Today's older women are reaping a bitter harvest from the system of salary inequities for women that lead to lower pension and benefit levels as a result of sex-biased employment practices, CSEA representatives testified. A lifetime of sex discrimination in employment spawns sex

discrimination in retirement, with 71 percent of the elderly poor being women.

CSEA went on record endorsing the Task Force call for "substantial increases in supplementary benefits to current retirees" and "automatic cost of living adjustments similar to those in the majority of state systems."

"No one can argue that dignity and income are not highly related," observed CSEA's Cahalan.

The Task Force released 41 pages of recommendations co-sponsored by the state Department of Social Services, state Division for Women and the state Office for the Aging.

CSEA spokespersons also agreed with the report's conclusion that state practices "have not adequately guarded the purchasing power of public pensions."

(Continued on Page 18)

If there's one thing women have more of than men, it's life. Women live an average of eight years longer than men.

"But living longer in New York doesn't generally mean living better," says CSEA Coordinator of Retirees Kathleen Cahalan.

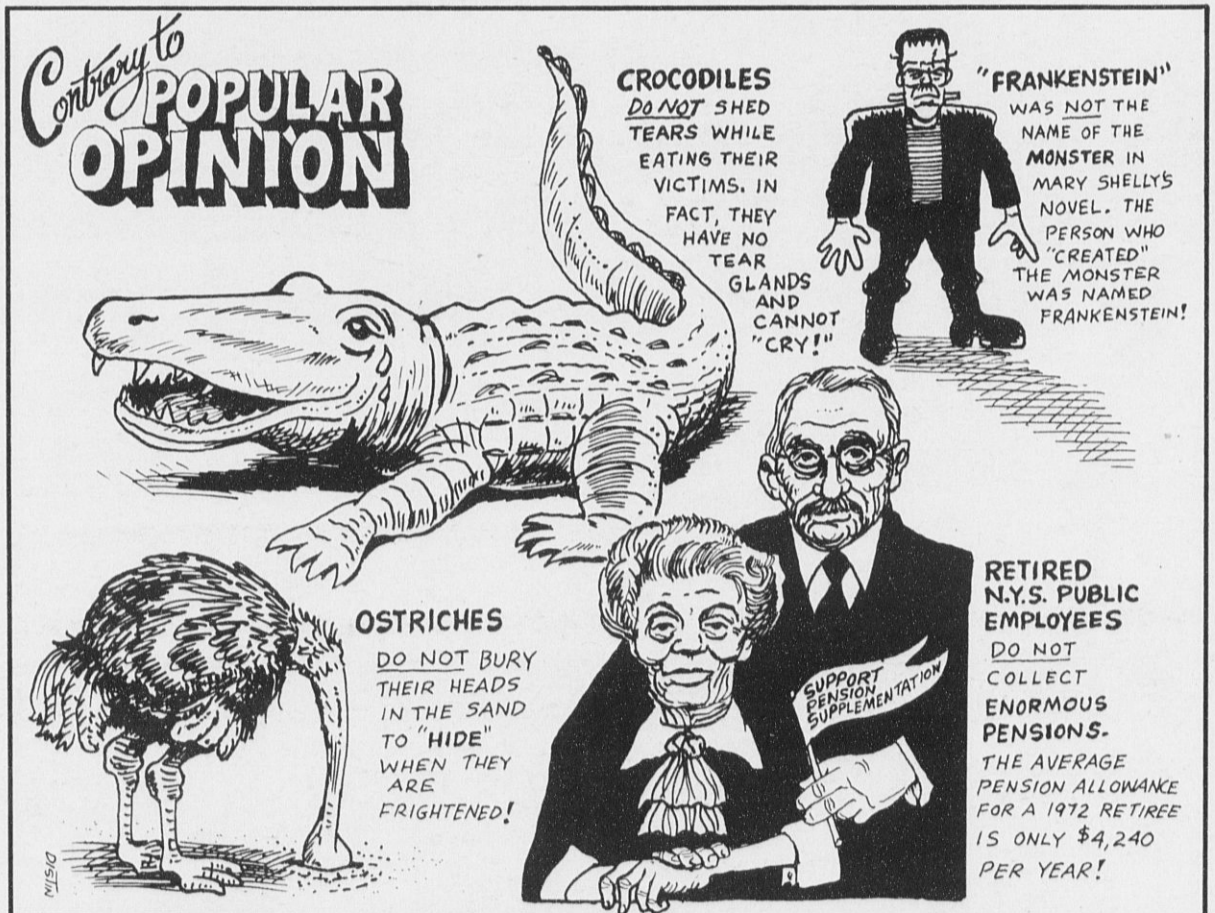
For many, part of the reason is that New York state pension benefits have declined significantly in value over the past 10 years. But that's only one portion of the cause.

CSEA representatives testified at public hearings in New York City and Buffalo recently that a great deal more action is needed immediately to deal with growing financial and health problems of older CSEA members. The hearings were conducted on "The Needs and Concerns of Older Women" by the New York State Task Force on Older Women. The union also endorsed several recommendations put forth by the Task Force.

CSEA representatives testified the union is attempting to address the problems at the state level through a package of legislative proposals presented to the state Legislature, but noted that the solution to many situations must come from the federal level.

"The overriding reason why women work is economic necessity, and major efforts must be launched if we are to stem the tide of female poverty," said CSEA statewide President William L. McGowan.

"Very few older women could plan for their older years while being denied equal opportunities for employment, training, job advancement and credit," McGowan stated. He noted that thousands of CSEA



CSEA pushing for legislative reform

CSEA's 1987 legislative program includes three proposals which are of special significance to older women. The three proposed bills have all been introduced in the state Legislature and are described below along with their state Senate and Assembly bill numbers.

PENSION SUPPLEMENTATION (S.3912/A.2522)

Unlike Social Security benefits, there is no automatic cost-of-living adjustment for New York State Employees Retirement System pension allowances. Instead, the state grants pension supplementation adjustments infrequently and inadequately.

CSEA is seeking supplementation for pensioners who retired prior to Jan. 1, 1983, and who are at least 62 years old or are disability pensioners. The union's proposal would include an additional 5 percent for pensioners who retired after Jan. 1, 1971, and additional increases for pre-1971 retirees. Under CSEA's plan, supplementation would be based on the first \$15,000 of the annual retirement benefit instead of the present \$10,500 cap.

The union notes that an employee who retired in 1976 has received only a 6 percent supplementation while inflation has risen 89 percent during the same period.

HEALTH INSURANCE — 25 PERCENT COST (S.647/A.1083)

This bill would allow the surviving spouse and/or dependents of a retiree who retired prior to 1979 and who had family coverage in the state health insurance plan to continue the coverage after the retiree's death at 25 percent of the full cost. At present survivors must pay the full cost of insurance.

HEALTH INSURANCE — NO REDUCTION (S.925/A.4997)

This bill would prohibit the state of New York and participating employers from reducing the level of benefits or increasing the percentage of costs of health insurance for retirees.

CSEA members and retirees are encouraged to contact their state legislators urging support for these important bills.

A drop in the bucket

Poor training drains prison

STORMVILLE — Thirty minutes of training does not a filter plant operator make.

That's why Region III Field Representative Richard Blair has filed grievances charging that Green Haven Correctional Facility officials have improperly assigned stationary engineers to operate the water filter plant.

"It's an accident waiting for a place to happen," Blair says.

The three stationary engineers have been assigned the work because of staff shortages, but Blair is concerned that they are neither properly trained nor certified to perform a filter plant operator's job.

He's afraid the practice of allowing certain employees to work outside their job titles could set a precedent.

"What's to stop them from using clerical workers as corrections officers if they're short of staff?" he asks.

Although prison officials contend that the stationary engineers have had adequate training, Blair says he's concerned that the training is not sufficient.

"These people were given approximately 15 to 30 minutes of training each and ordered to go into an environment that is completely unfamiliar," Blair says.

One worker forgot to shut off a valve on a

chlorine tank, Blair notes, and the resulting gas could have been deadly had the mistake not been caught.

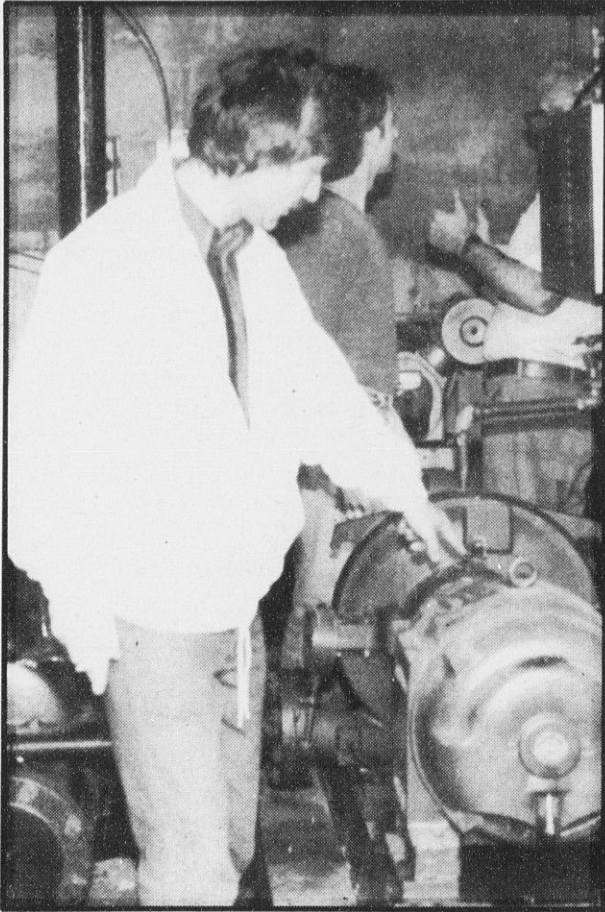
In addition, the transfer of stationary engineers to the filter plant leaves the power house understaffed.

Blair says there are a number of factors to consider, including:

- * the inadequate training and lack of certification to perform the duties of a filter plant operator;
- * filter plant meters have to be checked three times per shift per day;
- * the power plant and water plant are about 200 yards apart, creating difficulties for workers trying to work at both;
- * and the duties of a stationary engineer are significantly different from those of a filter plant operator and the jobs are not logically related.

"The ramifications speak for themselves," Blair says. "There have been no less than eight instances since Sept. 18, 1986, where the filter plant has lost almost all water capacity. Water valves have been left open and the senior filter plant operator has been called in on overtime to correct the problems.

"Can you imagine what's going to happen in a correctional facility when no water is available to employees and inmates?"

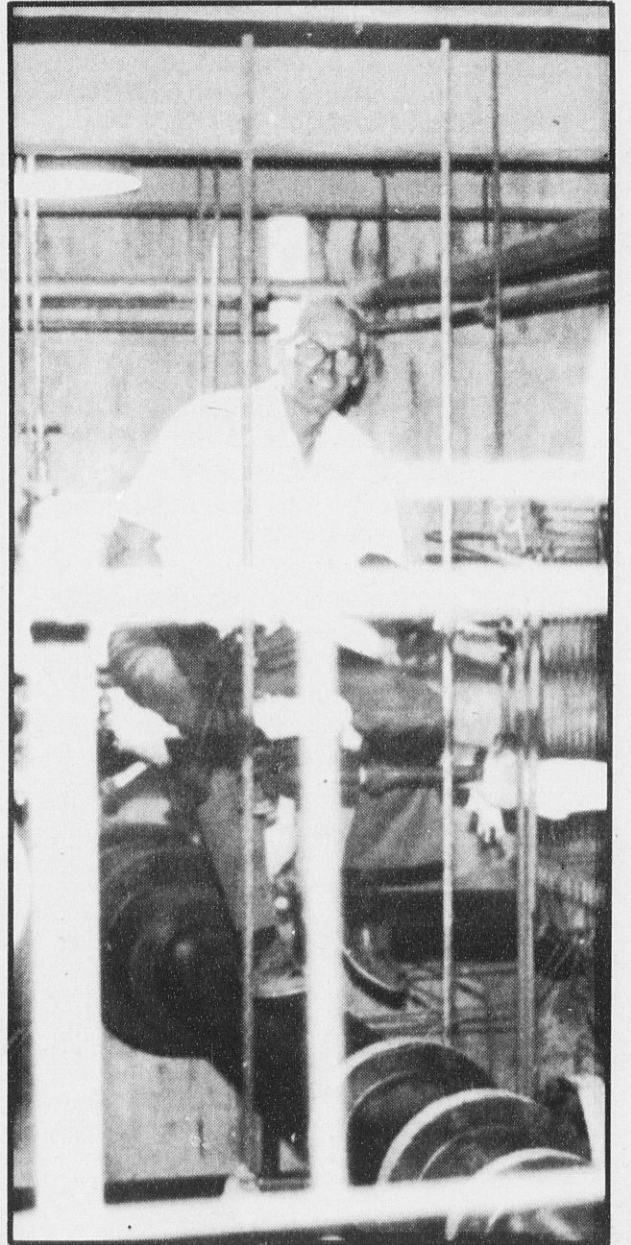


GREEN HAVEN LOCAL Vice President Paul Shutowich points out a pump that will have to be replaced at a cost of \$5,300 because it was operated improperly. The filter plant is sometimes operated by stationary engineers who are not properly trained for the job.

“These people were given approximately 15 to 30 minutes of training each and ordered to go into an environment that is completely unfamiliar.”



FILTER PLANT OPERATOR Robert Drosdowich shows Region III Field Representative Richard Blair one of the many meters that must be read accurately by filter plant employees in order to regulate the prison's water supply.



SENIOR STATIONARY ENGINEER Roland Capabalo replaces a valve on the heating system in the filter plant. The job should be performed by maintenance department workers.

No secrets!

Assemblyman, CSEA seek answers about Letchworth incinerator

By Anita Manley
CSEA Communications Associate

Following CSEA's disclosure that a "shroud of secrecy" surrounds the contracting-out of a controversial incinerator at Letchworth Village Developmental Center, the project is getting a closer examination by state officials.

As reported in *The Public Sector*, the Office of Mental Retardation and Developmental Disabilities (OMRDD) has contracted with Rem-Tech, a Manhattan-based firm, to construct a resource recovery plant where trash would be converted to steam. This would save the cost of hauling and dumping tons of garbage each day and cut power costs.

But details of the plan, including the environmental impact, have been kept a dark secret from CSEA, the surrounding Rockland County communities, local lawmakers and even other state regulatory agencies.

To get answers, Assemblyman Robert Connor, whose district includes Letchworth, recently called a meeting with CSEA, OMRDD Deputy Counsel Hal Patrick, Rem-Tech officials Dan Politi and Ron Klempler and Vernon Benjamin, assistant to Assembly Environmental Conservation Chairman Maurice Hinchey.

During the session, CSEA Industrial Hygienist Joanne Curtis blasted OMRDD officials for "evading legal avenues." "You have bypassed the procedures to ramrod this thing through," she stated.

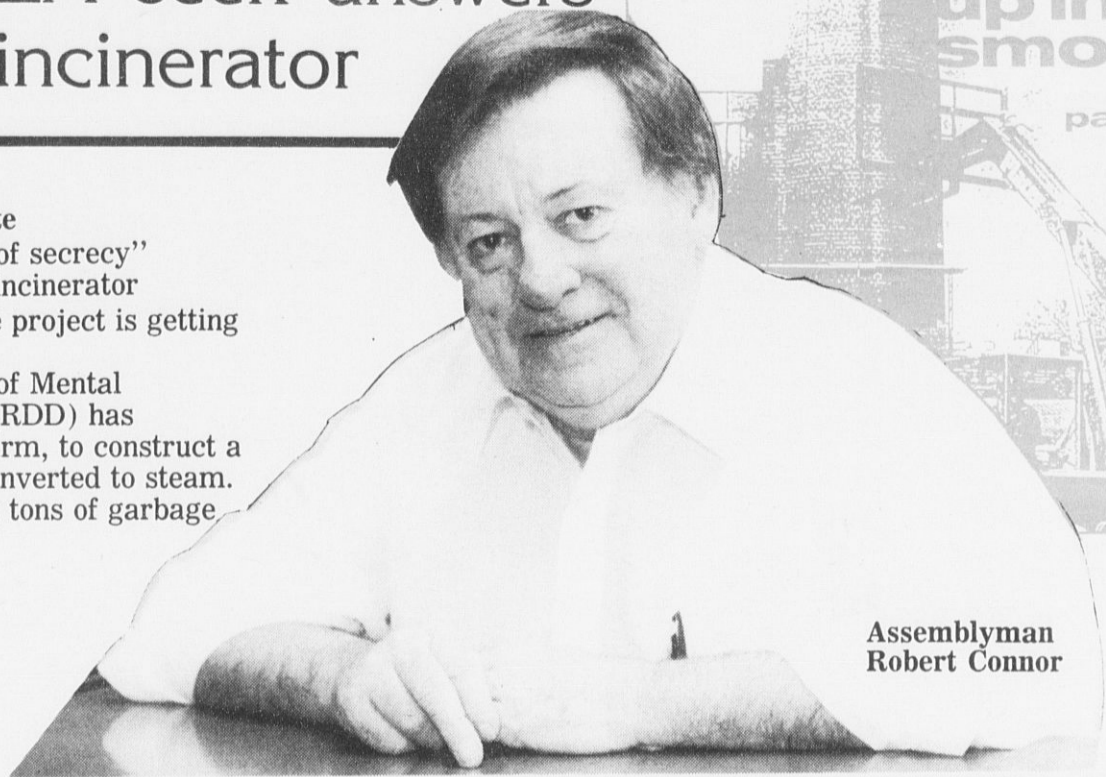
Connor also noted that Rem-Tech is not obligated to file an environmental impact statement because the plant is being constructed on state-owned land.

But acknowledging garbage disposal is a major problem, Connor has still asked for assurances from Rem-Tech and OMRDD that all procedures be followed.

Connor's questions and the answers he received at the meeting are as follows:

Connor: What environmental review has been done in regard to the building of the incinerator?

Patrick replied the contract provides that Rem-Tech obtain all necessary permits. Emissions testing will be done regularly and results will be available.



Assemblyman
Robert Connor

Connor: What type of outside trash can be expected, how much and how will it be transported?

Patrick said since the plant burns up to 48 tons a day and Letchworth only produces up to 10 tons per day, approximately 38 tons of trash will be brought in each day.

Rem-Tech will charge outside haulers to truck in the nontoxic, non-explosive, non-hazardous trash, which will be monitored, he explained.

Connor: How will pollutants be controlled?

Rem-Tech representative Klempler said emissions will be monitored carefully for pollution.

Connor: Will smokestacks be certified?

Klempler answered that the smokestack, which is about 50 years old, will be suitable for the plant and the height is appropriate to assure the surrounding communities not be affected by emissions.

(At this point Connor sourly noted that the state of Connecticut would instead be affected since the emissions would travel through the air and eventually cause problems there!)

Connor: Is Letchworth being re-imbursed for the value of the reduced costs to the contractor?

Patrick noted the contractor takes all risks by constructing the plant and sees profit in dumping fees and the selling of steam to Letchworth.

Patrick pointed out that Letchworth will save about \$90,000 per year. "Whatever we save will go back to the facility to care for our clients," he said.

Connor: Why can't Letchworth run the process?

Rem-Tech said it was not aware of policies of using state employees to run the plant and had intended to employ approximately 15 private sector workers. This will be further discussed.

Connor assured CSEA that he would continue to see that proper procedures are followed from here on out and has requested reports and test results from the plant operators.

Region III Political Action Coordinator Doris Mason praised Connor for his concern, noting: "He is making it his business to stay on top of this project."

At press time, CSEA was investigating additional reports that a similar secretive incinerator project is planned for Wassaic Developmental Center.



GOING TO COURT — TOMPKINS STYLE, More than 200 members of CSEA Local 855 Tompkins County rally at the county courthouse to again protest the lack of contract for the county unit. The two-hour picket, led by Region V President Jim Moore, Local 855 Pres. "Doc" Livingstone, Unit Pres. Steve Ballan and Rally Coordinator Mike Loehr, proceeded a Board of Representatives meeting. CSEA members over-flowed the courtroom to hear unit officers urge county representatives to reach a contract agreement.

Unit objects to forced resignation

SOUTH DAYTON — Pine Valley Central Schools Unit members in this southwestern New York community are up in arms over the treatment of a fellow member who was not given the benefit of counsel or union representation before being given a "resign or be fired" edict.

Gerald Fancher, a custodian and bus driver with the school district, was told he must resign or be fired, but was never allowed to confront his accusers over their alleged charges.

Penny Bush, CSEA field representative for the unit, said the unit's present contract does not contain the standard discipline protections that should be in the next pact. The unit and district are currently negotiating a new contract.

Armed with more than 400 petition signatures from their community, more than 40 employees — virtually the entire unit — turned out at a school board meeting to demand the members

reinstate Fancher and allow him to face his accusers to defend himself. A union spokesperson said legal action is being considered.

Since the manner in which Fancher was approached about alleged charges was "unfair, unprofessional and undemocratic," charged the unit, the union must address the issue now so more members do not suffer from the same unjust treatment in the future.

Bush and Unit President Emory Rose said the members are grateful for the support they have received from Chautauqua County CSEA Local 807 and the labor councils from the neighboring areas of Dunkirk, Jamestown, Cattaraugus and Allegany.

The support has helped make the unit's members determined to do all they can to make sure that no other member is ever subjected to such harrassment, Bush said.

CSEA files IP for tug captain

ALBANY — CSEA has filed an Improper Practice (IP) charge against the state Department of Transportation (DOT) Division of Canals, claiming that a local president is being harassed by his supervisor because of his union activity.

The union contends that Canal Local 500 President Thomas Doin has suffered discrimination and harassment from his supervisor, LeRoy Portwine, since 1985. Portwine has singled out Doin on several

occasions and has caused him unnecessary problems in carrying out his union work, the union alleges.

Most recently, Portwine reduced Doin's evaluation to "effective" from his normal rating of "outstanding," an act CSEA says is in retaliation for Doin's union activity.

But that is only the last in a series of Portwine's efforts to harass Doin. For example, he reprimanded Doin in writing

for borrowing a seldom-used boat trailer, although Doin had permission from his foreman. Only after going through grievance procedures did Doin get the letter removed.

In another incident, the IP alleges, Portwine excluded Doin from a meeting of all boat captains held to investigate a grievance. He should have been allowed to attend the meeting as CSEA Local 500 president and as boat captain, according to the union.

Region III PAC studies political action clout

FISHKILL — Dutchess County Executive Lucille Pattison was the keynote speaker at a recent Region III Political Action Committee (PAC) workshop.

Pattison emphasized the importance of continued communication with elected officials.

"Two kinds of calls have top priority in my office," she said, "calls from other elected officials and calls from CSEA."

Communication with elected officials helps keep her aware of the issues and concerns of county employees, she said.



GREETING CSEA MEMBERS at a recent PAC seminar in Fishkill were, from left, Region III PAC Specialist Doris Mason, Region III President Pat Mascioli, Regional Director Diane Campion and Region III PAC Chairman Alex Hogg.



DUTCHESS COUNTY EXECUTIVE Lucille Pattison enjoys lunch with Region III PAC members. Seated next to her is Dutchess County Unit President Carl Mathison.



REGION III PAC members Madeline Gallagher and Helen Zocco attended the recent PAC seminar held in Fishkill.

CSEA AUTOMATE: new travel insurance plan offers extensive protection

CSEA members can now join a new emergency road service program designed especially for them.

CSEA and Jardine, Emett & Chandler Inc. are offering the CSEA AUTOMATE Emergency Road Assistance Program for \$19.95 a year.

CSEA AUTOMATE provides its members with emergency car services, help in trip planning, participation in a discount travel program, access to 24-hour medical and legal services and 24-hour accident insurance.

Members requiring emergency towing, a locksmith's services, gas delivery or flat tire replacement will be reimbursed up to \$35 for the services.

Unlike many other road service plans, a member's spouse and children are covered while driving a car registered to the member at no extra cost. (A child must be a dependent, unmarried, under age 19 and living in the same residence as the member.)

The CSEA AUTOMATE program will also reimburse members for up to \$1,000 for emergency transportation expenses resulting from an accident occurring more than 200 miles from home. The costs of a rental car or commercial transportation and food and lodging are included in the reimbursement.

If your car is reported stolen, CSEA AUTOMATE will pay a \$1,000 reward to the person who provides the information which leads to the arrest and conviction of the thief.

When planning an automobile trip, either for business or pleasure, members may request maps specifically marked with the preferred route — scenic or direct. Members will also receive car preparation tips, packing ideas and other materials.

Enrollment in CSEA AUTOMATE also means enrollment in Discount Travel International, a leader in the "short notice" travel industry. By booking with Discount Travel International from one to six weeks prior to departure, CSEA AUTOMATE members can participate in first-rate tour packages at up to 60 percent less than what others might pay for the same accommodations and services. These membership benefits extend to all family members living at the same address as the member. All trips booked through Discount Travel International are 100 percent guaranteed and confirmed.



CSEA PRESIDENT William L. McGowan, the first CSEA AUTOMATE applicant, receives his membership kit from Nels Carlson, a senior vice president of Jardine Emett & Chandler.

While traveling, CSEA AUTOMATE also provides members with three other very important benefits. Traveling members faced with medical emergency and requiring local care may dial the Access America 24-hour toll-free hotline for a referral to an appropriate physician, dentist or medical facility.

Members needing legal assistance may call Access America's 24-hour toll-free legal hotline for a referral to a local legal adviser. Access America will also help arrange for an advance of money through a major credit card to be used for the legal fees and posting of bail, if necessary.

The program also offers \$25,000 in travel accident insurance for 24 hours a day for members.

All these benefits are available to CSEA members for an annual membership fee of \$19.95. There are two ways to enroll: simply call CSEA AUTOMATE at 1-800-833-6220, Operator 40, and charge the membership fee to your Visa or Mastercard; or fill out the application on this page and return it to CSEA AUTOMATE, P.O. Box 774, Schenectady, N.Y. 12301-9980.

Enroll in the CSEA AUTOMATE® program by phone

1-800-833-6220

(OPERATOR 40)

and charge it to your Visa or Mastercard
Or, simply complete the form below and return it to CSEA AUTOMATE® P.O. Box 774 Schenectady, NY 12301.

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IMPORTANT BILLING INFORMATION

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Annual membership dues for the CSEA AUTOMATE Emergency Road Assistance Program® can be made in any one of the following ways: (Check one)

- Check or Money order enclosed
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Acct. No. _____

Expiration Date _____

Bill me later

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Please provide the following information:

Beneficiary Name _____

I understand my membership will begin on the first day of the month immediately following receipt of my application and annual membership dues. I understand that the benefits and services are subject to the terms and conditions of the "Members Only Benefit Guide"

Signature _____

Date _____

SUMMERSCAPE programs open on campuses soon

Time is running out to register for SUMMERSCAPE, the unique vacation opportunity for CSEA members.

The program offers low-cost housing and meals for members and their families from July 18 to Aug. 9 at five SUNY campuses, each with recreation facilities and with access to tourist and historic attractions. The campuses are at Oswego, Fredonia, Cortland, Plattsburgh and Potsdam.

For more information, write to the campus you would like to visit:

Conference Office, SUNY College at Oswego, Oswego, N.Y. 13126;

Patricia Feraldi, Housing Office, Gregory Hall, SUNY College at Fredonia, Fredonia, N.Y. 14063;

Office of Residence Life, SUNY College at Cortland, P.O. Box 2000, Cortland, N.Y. 13045;

Lillian Cassidy, Office of Lifelong Learning, SUNY College at Plattsburgh, Plattsburgh, N.Y. 12901;

Office of Residence Life, Sisson Hall, SUNY College at Potsdam, Potsdam, N.Y. 13676.

Union opposes court merger

Plan ignores CSEA members

By Kathleen Daly
Associate Editor, The Public Sector

CSEA is mobilizing a lobbying campaign to defeat a proposed court merger in New York state.

The proposal, now before the state Assembly, would amend the state constitution and merge all courts in the state at the Supreme Court level. CSEA opposes the legislation because it doesn't address the concerns of its 3,600 members in the Office of Court Administration.

"Our principal objection to the bill is that it does not safeguard the employees that we represent," said Thomas Haley, director of CSEA Legislative and Political Action Department. "There is no guarantee of job security."

The bill refers to non-judicial employees only briefly and does not give any plan for job classification, collective bargaining representation or job security, Haley said. Instead of detailing such plans, the bill leaves them open to be addressed later.

"What the legislature is suggesting is that they pass the legislation, submit it to the voters and if they vote to accept it, work out the implementation legislation later," Haley said. "There are questions that aren't answered yet and it's irresponsible to pass legislation that will dramatically alter our court system without addressing these nuts and bolts questions."

Passed late in the last legislative session, the bill must be approved again by both the state Senate and Assembly in order to earn a place on the November ballot.

But CSEA is trying to stop the bill at the

Legislature. Recently 25 CSEA lobbyists joined those of several other organizations to meet with legislators about the bill and discuss its drawbacks.

CSEA President William L. McGowan urged the lobbyists to keep track of who supports CSEA and who supports the bill. He said he will write to the bill supporters and offer to give them the information they need to convince them the bill will be costly, ineffective and unfair to non-judicial employees.

If the bill is passed and then approved by voters, the workers will lose, he said.

"They are trying to take your rights away from you. If the bill passes, I'm telling you, none of you will have a job if a judge doesn't like you," McGowan said. "They want to change the system so they can do anything they want whenever they feel like it. Why would that make the court system better?"

CSEA is not alone in protesting the court merger. Organizations including AFSCME,

the Association of Justices of the Supreme Court, Association of Surrogates and Supreme Court Reporters with the City of New York, the New York State Court Clerks Association and New York Supreme Court Officers Association have also come out against the proposal.



LOOKING OVER their lobby packets, Ralph Hesson, left, president of CSEA Judiciary Local 335, and Frank Dendanto, first vice president of CSEA Local 332, prepare to talk to legislators about defeating the proposed court merger bill.



TALKING WITH ASSEMBLYMAN George Winner Jr. are Ken Bailey, left, president of CSEA Judicial Local 334, and Robert W. Allen, right of the statewide Political Action Committee. Winner is the ranking minority member of the Judiciary Committee, and the three men were discussing the union's opposition to the proposed court merger.

CSEA Law Department hires staff

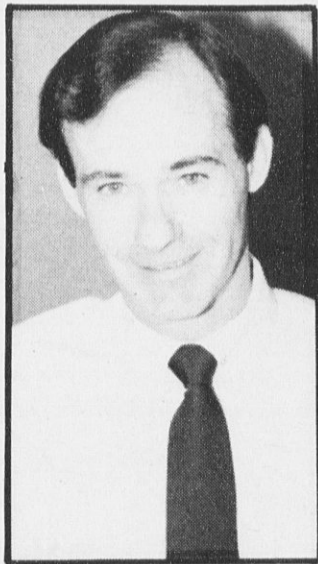
John Cushing attorney

John Cushing has practiced law with the Brooklyn law firm of Lippman, Lippman and Hashmall, which represents the Newspaper and Mail Deliverers union.

A 1982 graduate of New York Law School, Cushing earned a bachelor's degree in 1970 from Berry College, and a master's degree from New York University. He also served in the U.S. Army.

A supporter of labor, Cushing said labor law was a natural choice for him because of his family's union history.

"I really think the employees need the protection and security that comes with being organized," he said.



Pam Norrix-Turner attorney

Pam Norrix-Turner graduated from Albany Law School in May 1986 and has worked with the firm of Bernard, Overton and Russell in general practice.

A former teacher, she earned her bachelor's degree from Tufts University and has a master's degree in English education. She graduated from Tufts and Albany Law School with honors. She was also associate editor of the Albany Law Review and a law clerk for the New York United Teachers for two years.

"I have always been a union member and have always worked for unions," she said.

"I think workers need concerted representation because employers have an unfair advantage."



Tom Spring legal assistant

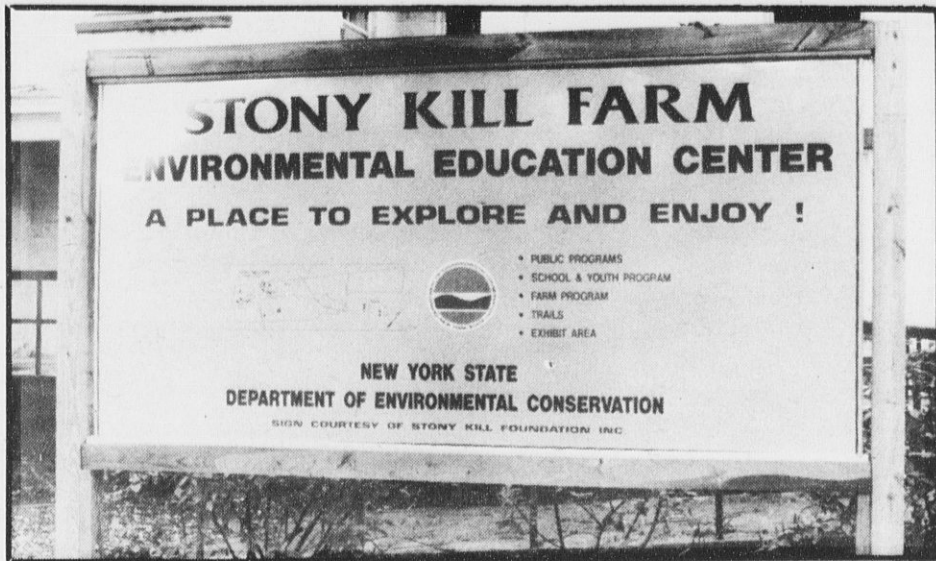
Tom Spring earned a bachelor's degree in history and Canadian studies at SUNY at Plattsburgh and did graduate work at the University of Maine before deciding to become a paralegal.

He attended a program at Adelphi University, worked in a general legal practice and was a substitute teacher before joining CSEA.

His job in the union's Law Department includes research, case preparation and maintaining schedules and the law library.

Labor law is a new field for him, he said, "but the more I get into it, the more interesting it is."





KEEPING 'EM DOWN ON THE FARM



BRENDA BUBENICEK holds a poster sent to schools to publicize DEC's wildlife preservation program. She says working at Stony Kill Farm is a real pleasure.

By Anita Manley
CSEA Communications Associate

BEACON — "It sure beats the tall office buildings that most state employees work in!"

If you've ever seen the face of a child the first time he or she sees a calf or a piglet, then you can understand why Brenda Bubenicsek enjoys where she works.

Bubenicsek is a senior stenographer with the state Department of Environmental Conservation (DEC) and a member of CSEA's Mid-Hudson Local 009. But she doesn't work in those "tall office buildings" that so many of her fellow state employees do.

Instead, she goes to work every day at Stony Kill Farm, an actual working farm in southern Dutchess County operated by DEC as an environmental educational center.

DEC maintains just three environmental educational centers in the state and Stony Kill Farm is the only one to teach farming.

The farm was originally purchased from local Indians in 1683. Today it offers educational programs for school children and other interested groups.

While most of the programs are conducted by volunteers, Bubenicsek helps develop follow-up activities for children such as crossword puzzles with a farm or animal theme.

She is also a certified emergency medical technician and is qualified to assist with any emergencies that arise during the workweek at Stony Kill.

On one recent day, a group of New York City school children

Election reminder: Deadline is June 10

Time is running out for eligible CSEA members to cast their ballots in the elections of CSEA regional officers and three members of the union's statewide Board of Directors.

Ballots must be received by noon, Wednesday, June 10, by The Independent Election Corporation of America (IECA), Lake Success, N.Y., to be valid.

Officers are being elected for each of CSEA's six regions and a special election is being conducted to fill three vacant seats on the statewide Board of Directors.

were participating in a program called "Operation Explore" at the farm. Children were learning that eggs and milk do not originate on a supermarket shelf. They were also given lessons dealing with soil erosion, how plants grow and how farm equipment is used. They also were shown how to make corn bread and churn fresh butter.

"All the programs here — farming and ecology — reflect DEC's stewardship role in managing our state's natural resources," according to Stony Kill Director Herb Eschbach.

"The agricultural industry uses most of our natural resources. A farmer has to be concerned with soil conservation and water quality and that's what we're teaching the children."

Bubenicek says that seeing the sense of discovery in the eyes of the children is one of the best fringe benefits of her job.

"The happiness seen on a child's face when he or she has discovered a salamander under a rock, or how you make butter from cream, is a great pleasure . . . like the wonderment on a child's face at Christmas."



FOR INFORMATION ON STONY KILL PROGRAMS:

Stony Kill Farm
Environmental Education Center
Rte. 9D
Wappingers Falls, New York 12590
(914) 831-8780



SUSAN ASHWORTH, a DEC employee, teaches children about plants in the Stony Kill greenhouse.



"THIS IS HOW we shuck corn," says volunteer naturalist Ed Chasins.



JOHN HICKEY, a volunteer, gestures as he talks with New York City school children about soil erosion and conservation. "Can anyone give an example of any food that doesn't grow?" he asked. "Macaroni," came back the reply.

LEAP courses registration opens June 17

CSEA's Labor Education Action Program (LEAP) is nearing completion of its schedule of tuition-free courses for the 1987 fall semester.

Registration is slated to open June 17 for eligible state employees (Administrative Services Unit, Institutional Services Unit, Operational Services Unit, Division of Military and Naval Affairs, Health Research Institute and SUNY Construction Fund).

Application blanks will be available from your training office or your CSEA local president.

LEAP is also planning a career development certification program. Look for further information in the next issue of 'The Public Sector.'

Toxic sludge claims provoke PCB panel

FORT EDWARD — Evidence that cancer-causing heavy metals were contained in sludge handled by state Department of Transportation employees has not moved the state Health Department to expand its health surveys of the workers.

And a panel which monitors work with polychlorinated biphenyls (PCBs) is resisting CSEA on the issue; CSEA says the reason is obvious — several of the members of the PCB Advisory Board have or had connections with the industry dumping the

contaminants or with the Hudson River dredging project in the mid 1970s.

CSEA Industrial Hygiene Specialist Joanne Curtis battled her way through a recent advisory board meeting to try to convince the members that dredging workers were exposed to contaminants that are known to cause cancer.

The current Health Department study of workers, initiated after at least two died of cancer, addresses only exposure to PCBs. While considered dangerous, PCBs have not been identified as cancer-causing.

“We are concerned because the health department’s representative, Dr. Alice Stark, informed the committee only about the possible exposure of workers to PCBs and did not tell the committee about the possible exposure to other heavy metals found in the sediment.

“That was, to say the least, misleading. But the committee seemed determined to ignore our concerns, trying to put the blame for any exposure on the workers and not on management,” Curtis said.

After her presentation, committee members tried to discount her report as a union attempt to distort the situation. However, after some raucous questioning by the committee, several citizens in the community, including DOT workers, thanked Curtis and CSEA.

Despite the belligerence of some committee members, Chairman Dr. John Sanders invited Region IV officials to the next board meeting to discuss the health survey and see if the committee can be of any assistance, Curtis said.

The community is also concerned because the state wants to do more dredging and put the sludge in a landfill in Fort Edward.

“There is too much pressure on this community to allow another dredging,” Curtis said. “If it wasn’t done right the first time and it took nearly 15 years to find that out, why should the community trust the state this time?”



CSEA Industrial Hygiene Specialist Joanne Curtis answers questions about sludge contamination.

MHTA is innocent, wins back pay

MELVILLE — Michael Mojica is back to work as a mental hygiene therapy aide (MHTA) at Pilgrim Psychiatric Center after an arbitrator acquitted him of patient abuse charges and awarded him about \$9,800 in back pay.

CSEA Region I President Danny Donohue applauded the decision vindicating Mojica.

“The MHTAs have such a difficult job to begin with and with the understaffed conditions, it should be the state who is accused of patient abuse, not the dedicated employees who struggle to function in the facilities,” he said.

CSEA Regional Attorney Lester Lipkind represented Mojica at the hearings.

The charges arose after an administrator asked Mojica and three other therapy aides to take a client from the dining room and search him for silverware. The client banged his head against the bathroom door before they entered for the search, which revealed nothing.

Later, Mojica told the patients who gathered in the area to leave; all did except the client he had searched. Mojica escorted him by the arm to the day room.

Moments later, the unruly client returned to the corridor yelling and when Mojica turned to face him, the client threw a punch which Mojica partially blocked. While the two men struggled, the client grabbed Mojica’s hair and they fell onto a sofa.

Another therapy aide witnessed the incident and helped Mojica restrain the client.

In his testimony at the hearings, the client admitted that Mojica had never punched him back. The arbitrator weighed several factors, including the client’s lack of injury and that his testimony was uncorroborated.

The arbitrator found Mojica innocent of patient abuse and said he should be reinstated with full back pay.

“The MHTAs have such a difficult job to begin with and with the understaffed conditions, it should be the state who is accused of patient abuse, not the dedicated employees who struggle to function in the facilities.”

“What does emerge from the testimony of the staff who appeared on behalf of the union . . . is a picture of a therapy aide doing his job in a not unreasonable manner under the circumstances,” the arbitrator said.

Pilgrim Psychiatric Center CSEA Local 418 President Patrick Hahn attributed Mojica’s reinstatement to union efforts.

“Thanks to CSEA legal assistance, Mojica was found innocent,” Hahn said. “It’s just another case where the union has saved someone his job as well as won him his back pay.”



MHTA MICHAEL MOJICA, left, with CSEA Local 418 Treasurer Jim LaRock and Local 418 President Patrick Hahn admire a check for \$9,800 that represents full back pay for Mojica. He was recently cleared of patient abuse charges and awarded his pay.

Region V

Triple header workshops pack in the information

Compiled by Charles McGeary
CSEA Communications Associate

SYRACUSE — Region V CSEA members who attended the recent triple header workshop could choose between political action, women's issues or treasurer training.

All had a chance to hear Syracuse Mayor Thomas Young speak about the importance of public employees.

"People that work for the government are very hard-working and for that, I say thank you," Young said. "Going back to my service as director of the New York State Fair, I am well aware of the importance of a solid and dedicated work force."

Keynote speaker state Sen. Nancy Lorraine Hoffmann, D-Syracuse, discussed her involvement in public employee issues, including the proposed closing of the Rome Developmental Center. She committed herself to work with the community task force concerned with the possible loss of jobs at the facility.

"I will do everything in my power to assure job security at Rome D.C.," Hoffmann said. "Working together — elected officials, CSEA political action and others — we can have an impact in Albany where final decisions are made. Keep in mind, as long as you demonstrate political action clout, your power is limitless."

Hoffmann also thanked CSEA for its support in her recent re-election campaign. The CSEA officers and guests gave her a standing ovation.

The day consisted of more than



SYRACUSE MAYOR THOMAS YOUNG, left, meets with Region V President James Moore and CSEA statewide PAC Coordinator Tom Haley. Ryan spoke during lunch for the region's triple header workshops.

politicians' speeches, however. While the Region V Women's Committee workshop discussed self-improvement and the problems of aging parents, a group of local and unit treasurers were training for CSEA certification or recertification.

The political action committee (PAC) workshop drew the largest crowds. More than 100 CSEA officers and PAC members listened as CSEA statewide and regional PAC representatives discussed federal legislation, proposed Department of Labor layoffs and court merger legislation.

CSEA statewide Coordinator for Legislative and Political Action Tom Haley, Region V PAC chair Dorothy Penner-Breen and Region V PAC Coordinator Tim Burns provided a fast-paced overview of how local and unit PACs can best use political action in their areas.

Haley stressed the key to success is motivating the PAC force.

"If you start by nurturing and encouraging the basic unit or local PAC while taking advantage of our state-of-the-art computers and other services, good things can happen at every level," he explained.

Onondaga County Commissioner of Elections Richard Romeo described the structure and functions of the Election Board for the participants.

U.S. Rep. Louise Slaughter, D-Rochester, addressed the participants in the Women's committee workshop.

Region V President James Moore noted that the day-long program attracted more participants than any had before. In his closing remarks, he expressed his appreciation to the program committee for its efforts.

"The committee members apparently have discovered the perfect formula for a successful workshop," Moore said. "Mix important and interesting topics and serve with dynamic speakers. My only suggestion to those who helped make this workshop so successful is, let's do it again — soon!"



SIGNED AND SUITED TO A T — Harold Reinhardt, second from left, a grievance representative for DOT Barge Canal Local 502, gets a personal fitting from statewide PEOPLE Coordinator Cheryl Sheller, while Region V PEOPLE Chair Doris Pratz watches Chuck Whitney, DOT Local 505 president, sign up for a prize drawing at the Region V triple header workshops.

Working together — elected officials, CSEA and others — we can have an impact in Albany where final decisions are made As long as you show political action clout, your power is limitless.

—State Sen. Nancy Lorraine Hoffmann

Riled up in Rensselaer

Compiled by Daniel X. Campbell
CSEA Communications Associate

RENSSELAER — City of Rensselaer employees have taken to the streets twice in recent weeks for informational picketing in an effort to break an impasse in contract negotiations that has now stretched to about 11 months.

And the situation is beginning to get desperate for many of the 35 workers, who, CSEA Unit President Michael Sheffer says, "are the lowest paid group of municipal employees in the Capital District."

The supervisor of Social Service eligibility for Rensselaer County, Grace Vallee, herself a CSEA member and union activist, says she has surveyed the 35 city employees and found that about 10 percent of them may qualify for various forms of welfare payments. She said that estimate is based on their financial situations and whether they should experience a change in their lifestyle such as a rent increase, birth or other added expenditure.

Their last contract expired nearly 11 months ago and negotiations moved through mediation, fact-finding, conciliation and super-conciliation steps without any

agreement being reached.

"We've been through every avenue of the Taylor Law trying to negotiate an agreement," notes Sheffer. "The city has money to raise the mayor's salary 100 percent for a part-time job, but they can't find four cents an hour more for us!"

At one point the city rubbed salt in the employees' wounds by cancelling workers compensation benefits, but later restored the benefits after public protests by the CSEA-represented employees.

The employees have thus far picketed twice to urge the city council to either negotiate a settlement or impose a contract. So far the city has sat on its hands and done nothing.

A fact-finder recommended a three-year contract with wage hikes of 35 cents per hour the first year, 40 cents the second year and 50 cents the third year. The city offered 31 cents an hour.

Sheffer said the workers will not roll over and play dead for management.

"CSEA and the members of this unit are going to take care of our families and our children one way or the other," he promised.

BOB EMERY and daughter Vicky joined with fellow city of Rensselaer workers and their families to conduct a recent informational picket line to show their displeasure over lack of a contract settlement.



A tough question for
Onondaga County Legislators...
from 10,000 CSEA members
and voters in the county:

**WITH THE LARGEST
COUNTY SURPLUS
IN EIGHT YEARS...
WHY ARE 4,000
COUNTY WORKERS
STILL
WITHOUT A CONTRACT?**

Onondaga County ended 1986 with a surplus of over \$13 million. This is on top of a big surplus in '85. And another surplus in '84.

That's good news. And yet, the county won't sit down and negotiate a contract with 4,000 county workers... who have been working without one since December of last year!

This isn't right. The 10,000 members of the CSEA locals listed below strongly support their fellow members in their struggle for fair treatment, reasonable wages, and a contract.

We strongly urge you, our County Legislators, to take action and get a contract signed!

Syracuse State Employees, Local 013
Army Employees of Syracuse and Vicinity, Local 256
Region V Judicial, Local 334
Syracuse Developmental Center, Local 421
Hutchings Psychiatric Center, Local 435
Barge Canal District III - Central, Local 501
SUNY Health Science Center, Local 615
SUNY College of Forestry, Local 617
Syracuse Retirees, Local 913

Dale E. King
President
CSEA Local 834

William L. McGowan
President
CSEA, Inc.

James J. Moore
President, CSEA
Central Region V

CSEA

Civil Service Employees Association, Inc.
Local 1000 AFSCME/AFL-CIO

Unity key in Onondaga

Compiled By Charles McGeary
CSEA Communications Associate

SYRACUSE — The more than 4,000 Onondaga County employees who have been working without a contract since Dec. 31 had their spirits boosted with the recently pledged support by officials of nine area CSEA state locals with a combined membership of 11,000.

And that collective support translates into political action power aimed directly at Onondaga County legislators in an effort to settle the long-simmering contract impasse. A huge half-page advertisement (reproduced at left) appeared recently in Syracuse area newspapers.

"We are sending a strong message to Onondaga County legislators," admits CSEA Central Region V President Jim Moore. Moore said the pledge of support from the nine area state CSEA locals definitely puts added pressure on the legislators to take action to resolve the impasse.

"Although the county, by its own admission, has a budget surplus of more than \$13 million, Onondaga County employees continue to work without a contract. It's not fair and we are stepping up our action.

"We want every county legislator to know he has a potential block of 50,000 voters to reckon with in November," Moore said.

Contract talks began last August and are currently in fact-finding. Union members have conducted several informational pickets so far and may start picketing individual county legislators soon.

Anniversary brings out CSEA pride at Letchworth Village

W. HAVERSTRAW — Members of Letchworth Village Developmental Center Local 412 are proud to be associated with CSEA, and proved it recently when they turned out in large numbers for a special 37th anniversary party.

It all started in January when Local 412 officers discovered that their local's charter had been granted on April 15, 1950.

Determined to celebrate a 37th anniversary in real style, Local 412 Newsletter Editor Karen Gleason began a three-month long "archeological dig" for records, memorabilia and members and retirees with good memories.

The result was an evening of nostalgia and memories for many present and former state employees who attended.

Gleason emphasized that she will continue to research the history of the local in order to compile a complete record for future officers.

While memories of former members live in the minds of many, a few have been permanently memorialized.

John M. Harris, who died while serving as the first president in 1950, is remembered on a memorial plaque which was unveiled at CSEA Headquarters in 1952 in Albany.

While serving as president, Harris also served as vice chairman of the then Southern Conference, Mental Hygiene Employees representative, a member of the Board of Directors and editor of the local newsletter, "Village Views."

The power plant at Letchworth is named for the late John T. Clark, who served as local president for 14 years. He, too, is on a memorial plaque at the Albany headquarters. Clark was also a member of the statewide negotiating committee, vice chairman of the Operational Unit, a member of the Mental Hygiene Negotiating Committee, chairman of the Statewide Political Action Committee and chairman of the Credentials Committee. Clark also served as third vice president of the Southern Region and a member of the State Board of directors for over six years.

Other Local 412 presidents who were saluted during the festivities included Hiram Phillips, Ray Schultz, Anthony VanZetta, John Weber, Joseph June, Pat Casey, Earl Collins, John Kresl, Vince Covati, Robert Watkins and present President Brian Cox.



PROUD OF CSEA'S LETCHWORTH LOCAL . . . Past and present CSEA officials turned out for Letchworth Local 412's 37th Anniversary. Top photo, from left, CSEA Executive Vice President Joseph McDermott; former local President Vince Covati; CSEA Secretary Irene Carr; Local President Brian Cox; Micki Clark, wife of former President John Clark; Region III President Pat Mascioli; and former local President Anthony Van Zetta. Bottom photo, members show their pride.



Esther Pearl
Senior Social
Welfare Examiner
Rockland County

"We are motivated by a sincere desire to relieve financial stress resulting from unpaid medical and hospital bills. Our assets are skills and speed plus patience and perseverance."



Heike Morelli
Social Welfare
Examiner
Putnam County

"I take each individually. Some are more difficult than others, but somehow you deal with it."



Esther McGuire
Caseworker
Ulster County

"You have to be highly organized to keep up with the demands of your clients and your paperwork. You have to be able to set limits and priorities."



Janet Nelson
Senior Caseworker
Orange County

"The only way to keep your sanity is to laugh. You have to have a sense of humor."

Question: (Asked of Region III Social Services Employees) How do you cope with your caseload?

Ed Holland: six decades with CSEA

By Sheryl Carlin
CSEA Communications Associate

EAST ISLIP — Ed Holland remembers CSEA when it had little power and no retiree members. When he looks back on nearly 60 years as a member, he can appreciate the union's maturity, because he helped it happen.

"I joined CSEA back in 1929. Believe it or not, CSEA had about 8,000 members statewide at that time," Holland, 78, recalled, peering from behind his wire-rimmed glasses. Today the largest public employees union in New York state, CSEA represents 250,000 people and continues to grow.

He retired from his job with the Social Services Department in Central Islip in 1967. Back then, retirement meant the end of CSEA membership.

That was also prior to the Taylor Law, and the union was very different.

"We had no recourse against the employer, no grievance mechanism. . . . The employer was sole judge, prosecutor and jury," Holland recalled. "In short, CSEA had no clout; it was considered a paper tiger."

Since then, CSEA has gained tremendous clout and huge membership, including the retirees.

That change came in 1971, when the union began forming retiree locals throughout the state. Holland worked with seven people to form a retiree local, led by Michael J. Murphy, previously a long-time local president.

Holland credits the late Irving Flaumenbaum, then Region I president, for

granting the retirees a CSEA charter, establishing the Suffolk County Retirees Local 920.

"It began with about 50 members and steadily grew to 3,500 by the time I retired as president in July of 1986," he said.

But CSEA has only been one chapter in his life. Holland met his wife of 40 years after volunteering to serve in the U.S. Navy during World War II.

"I had no intentions of marriage when I met her," he remembered with a smile. "But she corresponded with me and sent me tons of cakes and goodies."

When he returned home to Long Island, he married his "dearly beloved Betty." They built a home in Islip and raised two sons, Edward and Robert.

While in his early 20s, Holland played semi-professional baseball with the Bayshore Braves, but his career was cut short when he injured his leg sliding into second base. He also played golf and tennis.

Edward, 38, followed in his father's footsteps, earning a baseball scholarship at Clemson University, where he was scouted by the big leagues. Robert, 34, was an athlete, too, playing lacrosse at Rutgers University. Both sons are married and each has a child.

Retirement didn't slow Holland. He and his wife started their own insurance company.

"For a while I was doing both jobs," he said. "Then we ran our insurance company full time until I retired and sold the business in 1978."

Holland served on a number of CSEA



committees, including the original statewide Retirees Committee from 1975 through 1983.

"When this committee was renamed the statewide Retirees Executive Committee, I was elected to serve as president until 1986," he said.

He also served as vice president of the local for two terms before being elected president for three terms.

In March 1986, Holland announced he would not seek a fourth term.

"I felt it was time for the younger generation of retirees to carry on and expand on the work we older retirees had started," he explained.

He certainly has not gone into hibernation. Holland serves on the retirees Board of Directors and actively voices the needs of retirees.

Retired, still working



Region III retirees

More than 200 CSEA retirees from Orange-Ulster-Sullivan Retirees Local 917 attended the local's annual spring luncheon. From left are First Vice President Vic Kelty, Secretary Mel Woolheater, Region III Political Action Chairman Alex Hogg, Second Vice President Marion Reeder, Region III President Pat Mascioli and Treasurer Catherine Hobbs. Local President Gordon Hobbs was ill and unable to attend.

Florida retirees meet

NEW PORT RICHEY, Fla. — CSEA retirees in Florida heard about health insurance and received support from union and New York state leadership at the ninth annual Statewide Convention of CSEA Florida Retirees Local 950.

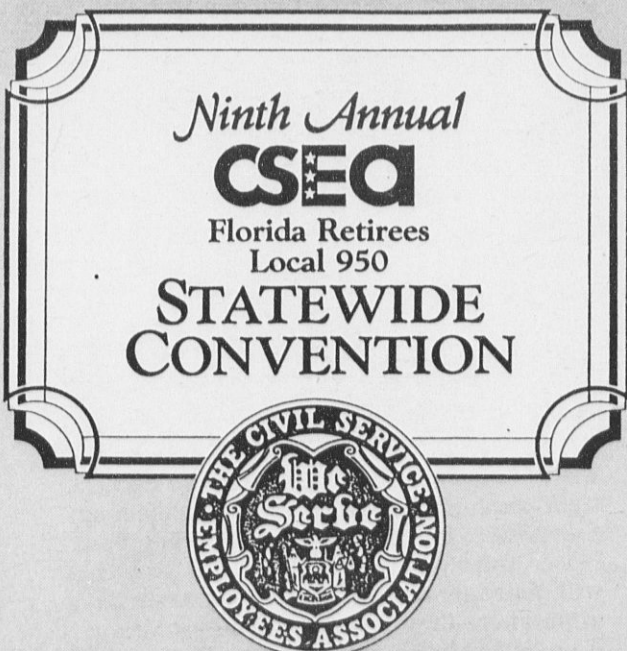
The convention, held in New Port Richey, attracted nearly 425 retiree members and guests from 62 Florida communities. Local 950 President Lou Colby and the local's officers organized the convention. CSEA's largest retiree local is comprised of retired members now living in Florida.

CSEA President William L. McGowan and Thomas Hartnett, then director of the New York state Governor's Office of Employee Relations (GOER), were keynote speakers. Both speakers

expressed their continued support of retiree members and pledged their assistance in enhancing the quality of life for retirees.

Nelson Carpenter, director of health benefits management for GOER, moderated a seminar on health insurance. Representatives from Medicare, the Empire Plan (Empire Blue Cross and Blue Shield, Metropolitan Life Insurance) and the Equitable Prescription Drug Program were panelists.

Jonathan Tunney of Forestville, N.Y., received the first Anita DiSanti Memorial Scholarship. The grandson of Genevieve Luce of New Port Richey, Fla., Tunney plans to attend the University of Notre Dame to study engineering and computer science. The \$300 scholarship is named after a charter member of Local 950.



First-ever LPN program

offers medical/career

advancement training

Licensed Practical Nurses (LPNs) now have an opportunity to keep up with medical advancements and at the same time advance their own careers.

Even better, there is no cost and the training program is offered during work hours.

It's all part of a contract article negotiated with New York State after numerous LPN requests for service

training. The sessions will be offered in all of CSEA's six regions over the next few months.

The program agenda will focus on the latest research and treatment procedures for substance abuse. Also included: information on making the most of your career opportunities.

All CSEA-represented LPNs are encouraged to attend a session. Additional

ARTICLE 14 Employee Development and Training

§14.1 Statement
The State and CSEA hereby reaffirm their commitment to increased productivity, upward career mobility and training opportunities.

§14.2 Institutional Services Unit
(a) The State agrees to recommend the appropriation of funds by the Legislature in the following amounts for the purpose of providing educational, developmental and training opportunities for employees in the Institutional Services Unit: 1985-86: \$2,100,000; 1986-87: \$2,150,000; 1987-88: \$2,193,250.

(b) The State and CSEA shall review existing educational, developmental and training programs and make recommendations for program changes based upon the needs and desires of both the State and employees.

§14.3 Unit Specific Training
Of the amounts identified in Section 14.2 (a) above, during the term of this Agreement, \$450,000 shall be available to support educational, developmental and training programs approved for Unit Specific Training as allocated below:

(a) Licensed Practical Nurses Professional Training and Development — \$150,000;

sessions will be added by region if needed.

For further information, contact your local president.

Schedule

DATE	LOCATION	REGION	SITE	DATE	LOCATION	REGION	SITE
06/11/87 THURSDAY	ALBANY	4	HILTON HOTEL STATE & LODGE ALBANY, NY	09/17/87 THURSDAY	SYRACUSE	5	SHERATON UNIVERSITY INN AND CONFERENCE CENTER 801 UNIVERSITY AVENUE SYRACUSE, NY 13210
06/12/87 FRIDAY	SUFFERN	3	HOLIDOME 3 EXECUTIVE BLVD. SUFFERN, NY	09/18/87 FRIDAY	BINGHAMTON	5	QUALITY INN ROUTE 11, BOX 69 Binghamton, NY 13904
06/19/87 THURSDAY	ROCHESTER	6	MARIOTT THRUWAY HOTEL 5257 W. HENRIETTA ROAD ROCHESTER, NY 14623	10/13/87 TUESDAY	LONG ISLAND	1	MARIOTT HOTEL GARDEN CITY, NY 11530
06/18/87 FRIDAY	BUFFALO	6	HYATT REGENCY MAIN STREET BUFFALO, NY 14202	10/14/87 WEDNESDAY	LONG ISLAND	1	HOLIDAY INN HAUPPAUGE 1740 EXPRESS DRIVE SOUTH HAUPPAUGE, NY
07/24/87 FRIDAY	LONG ISLAND	1	HOLIDAY INN HAUPPAUGE 1740 EXPRESS DRIVE SOUTH HAUPPAUGE, NY 11788	11/04/87 WEDNESDAY	SUFFERN	3	HOLIDOME 3 EXECUTIVE BOULEVARD SUFFERN, NY
08/14/87 FRIDAY	UTICA	5	SHERATON INN 200 GENESEE STREET UTICA, NY 13502	11/05/87 THURSDAY	TBA		
09/11/87 THURSDAY	ROCHESTER	6	MARIOTT THRUWAY HOTEL 5257 WEST HENRIETTA ROAD ROCHESTER, NY 14623	11/24/87 TUESDAY	LONG ISLAND	1	HOLIDAY INN HAUPPAUGE 1740 EXPRESS DRIVE SOUTH HAUPPAUGE, NY 11788
09/10/87 FRIDAY	BUFFALO	6	HYATT REGENCY MAIN STREET BUFFALO, NY 14202	11/25/87 WEDNESDAY	NEW YORK CITY	2	PENTA HOTEL 7th AVENUE & 33rd ST. NEW YORK, NY

PERB helps Ulster protect the table

KINGSTON — Ulster County Unit President Sean Egan says he used to "pound the table a lot."

But all that has changed thanks to a \$20,000 grant awarded in 1985 by the Federal Mediation and Conciliation Service for the purpose of implementing a Labor/Management Committee in Ulster County.

Egan emphasized that the very roots of the project are cooperation and commitment. "Until 1984, we had an adversarial relationship with the county," he explained. "It was difficult in making decisions. We were giving mixed messages to the county."

"The grant was the catalyst," said Egan. "It gives us the opportunity to focus in on what we want to do."

In addition to the federal grant, money was contributed by CSEA, the Public

Employment Relations Board and Ulster County. The funds were used to pay a committee coordinator and to underwrite special training for members of the committee.

Kevin Flanagan, a staff mediator with PERB, said PERB has resources available for training labor/management committees.

"We are presently working with 40 jurisdictions," he said. "Several deal with just one issue. Some, like Ulster County, are on-going."

Some of the issues that the Ulster County Labor/Management Committee have dealt with include the creation of a vacation schedule, compensatory time, parking at the county office building, an Employee Assistance Program, a newsletter for employees, job sharing, day care and an employee evaluation form.



Ulster County Local President Sean Egan, right, explains how the Labor/Management Committee, funded by a federal grant, has helped county employees work out problems with management without the adversarial atmosphere that existed for many years. With Egan is Kevin Flanagan, of the Public Employment Relations Board.

No longer required to spray chemicals

BUFFALO — Cleaners and janitors at SUNY Buffalo are no longer required to also work as insect exterminators after CSEA won an out-of-title grievance on their behalf.

CSEA Local 602 won the class action out-of-title grievance at the third step. The union had claimed extermination work should be performed by grade 8 exterminators, who are specifically hired for such duties and earn more than cleaners and janitors.

"The workers were concerned not only about working out-of-title, but also the possible safety hazards of the chemicals," said Local 602 President Barbara Christy. She noted that winning an important grievance of this type at the third step, before the grievance procedure reached higher levels, was also unusual and indicated how strong the union's case was.

When the issue first arose early this year, CSEA organized informational picketing by the employees to publicly protest the situation.

"We're proud of our people who stood so strong on this issue," said Christy, noting that virtually the entire workforce turned out for picketing duties.

SUNY CLEANERS, JANITORS

Bugged in Buffalo

By Ron Wofford
CSEA Communications Associate
BUFFALO — "Bugged" by safety concerns and out-of-title work demands, cleaners and janitors at SUNY Buffalo have served dramatic notice that exterminating is not part of their job description, and they don't intend to do it anymore.

The members of CSEA Local 602 took their anger to the streets recently with a two-hour informational picketing march that grabbed heavy news media attention and extracted a promise from management that major spraying of campus dorms would be halted pending the outcome of safety and out-of-title grievances filed by CSEA.

Those concerns "have united the cleaners like no other issue has in the past," according to Local President Barbara Christy.

But, according to Christy, Local 602 Vice Chairman Tom Finger and Local Grievance Committee Chairman Barry Kobrin, employees are skeptical of management's promise because of the long history of spraying cleaners and janitors to exterminate roaches in dorms without, until recently, protective clothing or equipment.

"It is justified," Kobrin said. "The workers have had to wear breathing apparatus when, in the past, they had to see if they were safe."

Rep. John B. Berman, D-Alb., said he will state on the floor that he will insist on the use of protective clothing and equipment by workers who are required to perform out-of-title work.

THIS ARTICLE in a February edition of 'The Public Sector' helped draw widespread attention to SUNY Buffalo cleaners and janitors who were being forced to perform potentially dangerous insect extermination work out-of-title.



LINDA REILLER, a 13-year employee, walks informational picket line. She has often used pesticide to spray dorms. Until recently management sent employees into such situations without protective clothing and equipment. Spraying has been halted pending the outcome of grievances filed by CSEA over the matter.



LOCAL 602 member Susie Barker protests insecticide use policy at SUNY Buffalo.

breathing apparatus and a minimum of four hours of special training before being used.

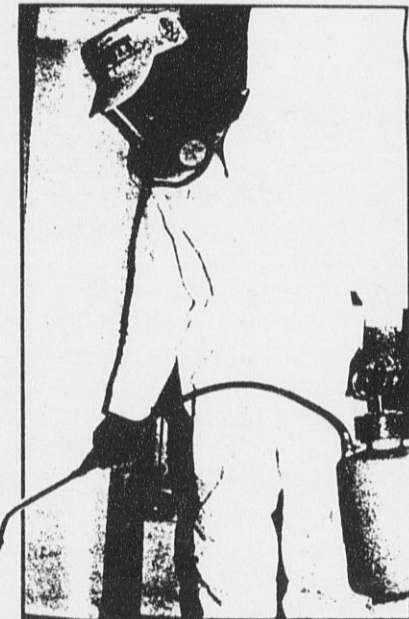
He said management tried to "get away with the minimum amount of training, instead of erring on the side of safety," pointing out a private company using the same chemical requires a year of apprenticeship before a worker can work alone with the chemical. Bieger also said the university's director of environmental health and safety was not properly registered to provide safety training necessary under DEC regulations when the spraying was first ordered.

The bottom line concern among workers is that they are not certain they feel surrounded by the use of insecticides.

Health problems on the line that can be fatal," said Rose. "I was out that a former portion of roach exterminator the past died."

that a job title grade 8 level, of cleaners.

they will insist on the use of protective clothing and equipment by workers who are required to perform out-of-title work.



CHRIS BOROWIAK sprays a SUNY Buffalo dorm with insecticide. Employees say they received inadequate training and, for a long time, were without protective clothing and equipment for the dangerous job, which CSEA has charged is out-of-title work as well.

CSEA lists job openings

ALBANY — CSEA is currently accepting applications for the following positions:

***Legal Program Administrator (Albany headquarters)** — Minimum qualifications include bachelor's degree or high school diploma and three years experience of a paralegal, legal, grievance handling or contract administration nature.

***Organizer (Region I)** — Minimum qualifications include bachelor's degree in labor relations or three years experience in a union environment which includes organizing drives. A driver's license and car for business use is required.

***Research Analyst (Albany headquarters)** — Minimum qualifications include bachelor's degree with specialization in mathematics, statistics or economics. A driver's license and car for business use is required.

Submit resumes immediately to:

Personnel Director
P.O. Box 7125, Capitol Station
Albany, N.Y. 12224

CSEA is an equal opportunity employer.

Special needs of older women

(Continued from Page 4)

Whereas New York was once a leader, the state has now fallen well behind New Jersey, Connecticut and other states in its supplement for Social Security Insurance beneficiaries, who now receive only 88 percent of the national poverty income level.

The Task Force concluded that the burden of impoverishment falls heaviest on older women because they live an average of eight years more than men. The average age of widowhood in America is 56, and 85 percent of married women outlive their husbands. Census statistics show that 70 percent of women over the age of 55 in New York live alone.

Testimony by CSEA and other parties confirmed that older women on fixed incomes, as a group, are underserved by the medical and mental health communities and are in dire need of access to safe, affordable housing and home health care.

While a rising divorce rate, lowered age of widowhood, declining birth rates and longer life expectancy have combined to bring more women into the workforce, they have fewer financial resources that

must be stretched over a longer lifespan than is the case for men, on average.

Supporting CSEA's call for immediate action to address the situation, testimony indicated women must cope with more acute and chronic diseases and require broader ranges of health and social services than men.

Other testimony showed that retirement income has been drastically eroded by increases in the cost-of-living and increases in out-of-pocket health expenses. With Medicare providing much less comprehensive coverage at higher cost, retirees must spend more for health care than ever before. Medicaid/Medicare laws that fail to provide long-term care and catastrophic illness coverages are forcing older men and women to make a choice between bankruptcy or death in their so-called "golden years."

Union activists interested in reviewing the 60 recommendations contained in the Older Women's Task Force report may obtain a copy by writing to the New York State Department of Social Services, Two World Trade Center, New York, New York 10047.

ACCIDENT CLAIMS MEMBER'S LIFE

An on-the-job accident has claimed the life of **William Gieb, 39**, a sanitation worker for the Village of East Aurora.

Gieb, a member of **Erie County CSEA Local 815**, was picking up trash for the village when he was discovered pinned beneath the wheels of the garbage truck by the driver. Circumstances of the accident are still being investigated, according to CSEA Region VI Safety

Representative **John Bieger**.

Gieb is survived by his wife, Jan, and two small children.

A donation for the family was collected at the recent Region VI conference. Local 815 has also made a donation.

Other contributions may be sent to:

Jan Gieb
654 Oakwood Avenue
East Aurora, N. Y. 14052

This, that

AND THE OTHER THING



A FREE
SCHOLARSHIP
FROM

REGION V

CSEA's Central Region is again offering two fully-paid scholarships to the annual **Summer Institute for Union Women**, being held July 26-31 at the New York State School for Industrial Labor Relations at Cornell University

CSEA Region V members interested in attending should write to CSEA Region V President **Jim Moore, Suite 308, 290 Elwood Davis Road, Liverpool, New York 13088**, no later than **June 26, 1987**.

For additional information, call CSEA Office Manager **Catie Caranti** at (315) 451-6330.

TAKING A HIKE FOR A GOOD CAUSE



CSEA members from Long Island Region I turned out in large numbers to join thousands of other people from Suffolk and Nassau Counties who participated in a recent **WalkAmerica** fund-raising event. Participants raised more than \$500,000 for the **March of Dimes**. CSEA participants were provided caps and t-shirts proclaiming "I'm proud to be a member of the CSEA." Among them were, from left, **Suffolk County Local 852 Treasurer Barbara Harrington**, **CSEA Suffolk Retirees Local 920 member Joe Aiello**, **CSEA Region I President Danny Donohue** and **Suffolk County Local 852 President William Maccaro**.

FRANKLIN COUNTY OFFICE

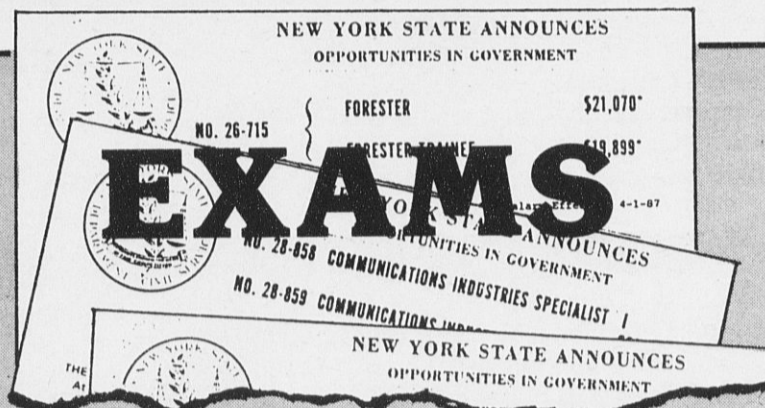


Franklin County CSEA Local 817 has opened a new office in the **Flanagan Hotel in Malone**, according to Local 817 President **Shirley Treptow**. The local recently held a two-day open house for members and other public employees in the area. Newly-appointed CSEA Field Representative **Charles Bird**, who will live and work in the area, was introduced. Bird is currently negotiating contracts for three of the 14 bargaining units represented by the local.

The office will be the central point for offering union services to the area membership.

"We are going all out to increase CSEA membership, offer additional training and education for officers and stewards and make some dynamic improvements in the expansion of union services in the Franklin County area," said Local 817 Vice President **Mary Hanna**.

In the above photo, Treptow answers a call at the new office while Hanna, left, and Senior Patrolman **Jim Phillips**, president of the Malone Police Unit of Local 817, look on.



Open Competitive Examinations

APPLICATIONS DEADLINE JUNE 8, 1987

Exam No.	Title	Beginning Salary
28-887	Oncology Nursing Staff Dev. Specialist	\$27,806
APPLICATIONS DEADLINE JULY 6, 1987		
28-899	Respiratory Therapist III	23,482
28-901	Respiratory Therapist I	16,611
APPLICATIONS ACCEPTED CONTINUOUSLY		
20-300	Senior Stenographer (NYC, Long Island area)	
20-170	Histology Technician	
20-891	Typist	
20-890	Stenographer	
20-106	Licensed Practical Nurse	
20-213	Vocational Rehabilitation Counselor Trainee	
20-140	Vocational Rehabilitation Counselor	
20-394	Mental Hygiene Therapy Aide Trainee	

APPLICATION FORMS—You may obtain application forms by mail or in person at the following offices of the State Department of Civil Services:

ALBANY—W. Averell Harriman NYS Office Building Campus 12239.

BUFFALO—Room 303, 65 Court Street 14202.

NEW YORK—55th Floor, 2 World Trade Center 10047, or 6th Floor, Adam Clayton Powell State Office Building, 163 West 125th Street, 10027.

LOCAL OFFICES, NYS Employment Service (no mail requests). When you request an application, specify the examination number and title. Mail completed application to: NYS Department of Civil Service, W. Averell Harriman NYS Office Building Campus, Albany, N.Y. 12239.



Overcrowding puts prisons "under the gun"

Heading towards another Attica?

By Stephen Madarasz
CSEA Communications Associate

While Gov. Mario Cuomo and other state officials are suddenly focusing attention on an overcrowding "crisis" in the state prisons, the situation is not news to the 4,350 CSEA members who work in Corrections.

The inmate population, now at 109% of the system's capacity and getting worse, has been on the rise for years.

With the strain, employees face rising workloads, shrinking workspace and a more tense work environment.

"We accept as a fact of life that we have a problem," offers Eastern Correctional Facility Local 159 President Jeff Howarth, who also chairs the CSEA Region III Corrections Committee. That committee, the only one of its kind in the union, meets regularly to discuss how to handle common problems and set priorities for the statewide labor/management agenda.

Howarth points out that every state prison from minimum to maximum security is at least at full capacity and every time a new facility opens, it fills right up with the overflow.

"The problems are just going to get worse because we're getting bigger without making improvements," he claims.

Throughout Corrections, conditions are so tight that in some places even offices are being turned into bed space.

"We're always pushing the limit with population," says Woodbourne Correctional Facility Local 165 President Lois Edwards. "They keep making more bed space wherever they can — We had a large chapel area that was converted — even hallways they thought were wasted space."

"It's so overcrowded here that even when an inmate goes to the hospital sick they put someone else in his bed," comments Clinton Correctional Facility Local 154 President Richard Plumadore. With over 2,700 inmates, Clinton is the state's largest maximum security prison.

Danger on the rise

Although all Corrections employees expect on-the-job tension because of where they work, Plumadore contends the overcrowding is increasing the danger. Assaults on both staff and inmates are on the rise system-wide.

"Monday there were three fights in the mess hall. It's become an everyday occurrence," he explains.

In fact, as Plumadore was speaking with **The Public Sector**, sirens could be heard. It was later learned there had been a stabbing in the prison yard.

"We had a stabbing the other day in one of the shops," observes Elmira Correctional

Facility Local 156 President Jack Rathbun matter-of-factly. "There are also a lot of fights in the kitchen since they slapped more inmates in there to help out."

For many CSEA Corrections employees, even incidents between inmates present a serious physical threat because they must step in to help break them up.

"You try not to think about the risk because it's just part of the job," comments Orleans Correctional Facility Local 177 President Frank Sidari.

"Many of us are always around inmates and we're in charge of their security in some circumstances." Sidari goes on to say that kitchen workers may be responsible for supervising 20-30 inmates, while maintenance and shop employees may be surrounded by inmates handling potential weapons such as hammers and screwdrivers.

"When I take an inmate work crew out, I never know if one of them is going to 'go off,'" adds Clinton's Plumadore.

More inmates, more work

Beyond the security concerns, the overcrowding takes its toll in other ways.

For example, more inmates mean more work for all staff. Maintenance crews are usually involved in converting space for living areas; kitchen staffs must prepare larger quantities of food; and office workers have to handle significantly more paperwork.

Because of the space shortage, prisoners are constantly being moved — not just within a facility, but from prison to prison. All of the movement requires additional staff effort to keep track of it all.

At the same time, CSEA officials contend that vacant items are being left unfilled across the system, even though there is a severe need for staff.

"We used to have 500 inmates and four staff in the fiscal office," explains Woodbourne's Edwards. "Now we have 800 inmates and only three staff people."

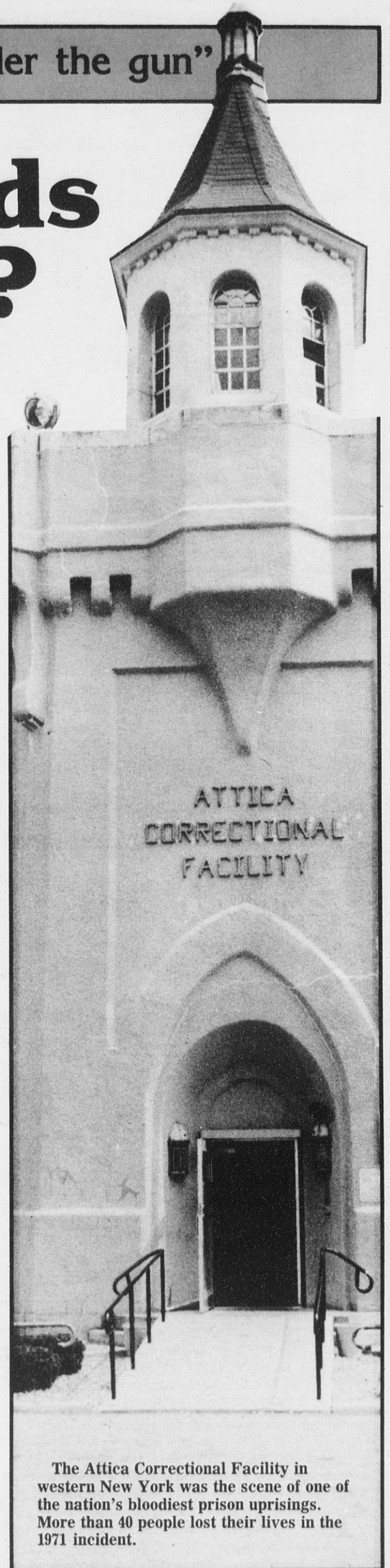
"If you run facilities at full capacity, then you must also have staff at full capacity," insists Eastern's Howarth.

But, with a system bursting at its seams and no relief in sight, the greatest concern for employees in some facilities is that they may already be straining toward the explosive stage.

Others are not as concerned.

Still for workers in direct contact with inmates, the daily reality is watching over their shoulder with increasing frequency.

And with the arrival of June, everyone in Corrections is hoping it won't be a long, hot summer.



The Attica Correctional Facility in western New York was the scene of one of the nation's bloodiest prison uprisings. More than 40 people lost their lives in the 1971 incident.