

38 OFFICES AT STAKE IN REGIONAL ELECTIONS

ALBANY — More than 100 candidates are vying for CSEA Regional offices this Spring, including 20 members who qualified for candidacy by independent nominating petitions. Some 38 offices are at stake in the six Regional elections.

Statements by and photographs of most of the candidates are published inside this edition of The Public Sector.

Ballots will be mailed May 15 by the Independent Election Corporation of America

(IECA) of Lake Success, NY, the independent outside agency which is preparing and mailing the ballots, as well as conducting the final ballot count.

Replacement ballots will be available to eligible CSEA members beginning May 24. Members may obtain replacement ballots at that time by contacting RoseAnn Hildreth at CSEA Headquarters.

All ballots must be returned to IECA by 6 p.m., June 15. Ballots will be counted at that time and

the results announced. Notification of election results will be sent to all candidates. The protest period ends on June 25.

As usual, candidates for CSEA office will be afforded an opportunity to observe the various election procedures. Any candidates, or proxies with written authorization from candidates, who wish to observe the procedures at IECA may do so. To avoid unnecessary delays, it is recommended that observers notify IECA's Brenda Smith by phoning 516/437-4900.

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Charge Nassau County discriminates against thousands

UNION SUIT AGAINST NASSAU SETS NATIONWIDE PRECEDENT

By Joel Bruinooge
CSEA Communication Associate

WESTBURY — Nassau County is now looking down the barrel of a huge CSEA/AFSCME lawsuit charging that 5,500 workers in jobs traditionally held by women have been discriminated against and paid less than workers in traditionally male jobs requiring the same skills, effort and responsibility.

AFSCME International President Gerald W. McEntee came to this Long Island community last week to announce, along with CSEA officials, that the union and 10 Nassau County employees are suing the county for violating Title VII of the Civil Rights Act and the Equal Pay Act.

McEntee predicted, "The Nassau County action will set a precedent for more than 50,000 county governments across the country." The Long Island suit follows AFSCME's successful legal action against the State of Washington, which set a precedent for state government employees. In that case, the suit could result in \$800 million in back pay and future salary increases for some 15,000 employees in Washington.

CSEA represents 21,000 Nassau County employees, mostly members of Nassau County CSEA Local 830.

Danny Donohue is president of CSEA's Long Island Region, and he remarked that "Nassau County left us no choice but to sue. CSEA has tried to settle the injustices in Nassau County repeatedly. However, each attempt to negotiate a job study has been refused by the county. The time has come," Donohue said, "for the county to realize that this union will protest its Nassau County Local 830 members from discrimination."

Women comprise 56 percent of the county employees in the lowest 14 salary grades, according to a 1983 CSEA/AFSCME report on the Nassau County situation. Nine out of ten of those women are in the lowest three grades.

The suit demands back pay for the affected workers and a halt to the county's unlawful employment practices. The county would also be required to take affirmation action to comply with the law in the future.

Rita Wallace, Local 830 executive vice president and one of the 10 employees who joined in the suit, rattled off several examples of discrimination for reporters during the press conference held to announced filing of the charges.

Comparing a clerk-typist and a laborer, Wallace pointed out, "The clerk-typist must be a high school graduate with stenographic experience who has passed three civil service exams and has a year's experience. This job is traditionally held by women who were paid \$12,316 in 1982.

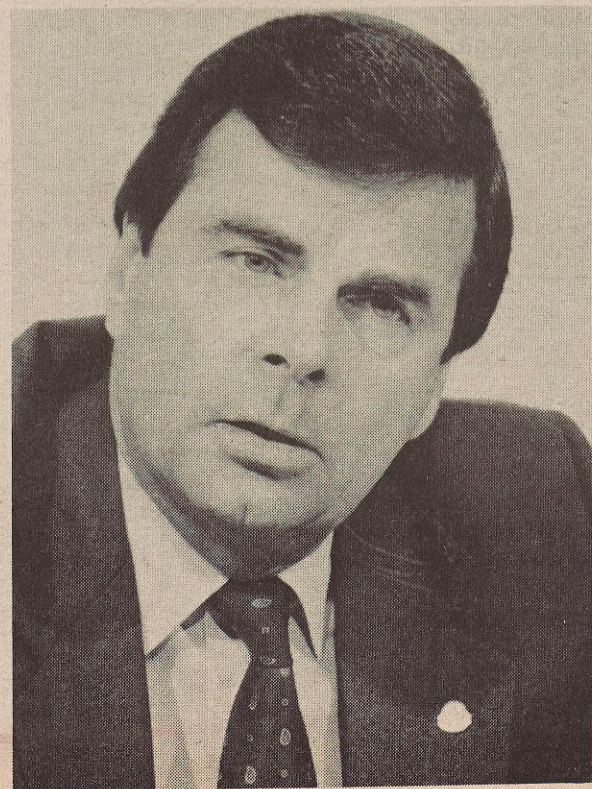
"The laborer is usually a man," Wallace said. "He doesn't have to have any education or

experience, or pass a test to earn a starting salary of \$12,881."

A veteran registered nurse herself, Wallace said an RN III with a bachelor's degree and three to four years of experience makes about one-fifth less than the traditionally male jobs of Sanitation III, Greenskeeper IV, Probation Officer II, and Landscape Architect II. All four traditionally male jobs require only equal or less skills, effort and responsibility than the predominantly female nursing position.

CSEA and AFSCME had filed discrimination charges against Nassau County with the Equal Employment Opportunity Commission (EEOC) and the New York state Division of Human Rights in May, 1983. The county attorney later recommended that a job evaluation study, as requested by the unions, be undertaken, but later reversed his position. Nassau County later refused to discuss a settlement. The EEOC took no action on the issue and the county reportedly refused to provide requested information to the Division of Human Rights.

The latest charge, which AFSCME President McEntee described as the second round of a national battle for pay equity, was filed in U.S. District Court on Long Island.



AFSCME PRESIDENT Gerald M. McEntee — "The Nassau County action will set a precedent for more than 50,000 county governments across the country."

RITA WALLACE, Nassau County CSEA Local 830 executive vice president and one of 10 county workers joining in the suit, details comparisons between predominantly female and male jobs in Nassau County.





BUSED TO ANOTHER JOB — At 65, Jack Murphy can no longer get behind the wheel of the bus he drove for years in the Lakeland School District. But with the help of unit president Pearl Griffiths, above, he was able to come out of a forced retirement and work for the school district again, this time as a custodian.

School bus driver: forced to retire now he's rehired

MOHEGAN LAKE — When Jack Murphy celebrated his 65th birthday recently he had mixed feelings. He had his health, he had his family, but he no longer had a job.

A parttime bus driver for the Lakeland School District in Westchester County, Murphy was told that according to New York state law, a school bus driver must retire at the age of 65.

While he was out of work, Murphy read in his copy of The Public Sector an article about another school district employee caught in a similar situation. He, too, was made to retire from his job as a bus driver at the age of 65, but decided to take the issue to court.

In the article, CSEA School District Affairs Coordinator Larry Scanlon pointed out that the employee won his case because he showed that as a member of the New York State Retirement System he did not have to retire until he turned 70 years old. While the Appellate Court ruled that the Commissioner of Education could require bus drivers to stop driving at the age of 65, the commissioner could not force the employee to leave school district employment until he was 70 years old.

Based on this information, Murphy was able to prevail before his lawsuit ever made it to court. According to CSEA Attorney Pauline Kinsella, the School District rehired Murphy when officials were notified of the intent to file suit.

Murphy is no longer driving a bus for the Lakeland School District, but he is still employed there, as a custodian. Better yet, he points out, the job is a 12-month position with benefits, and Murphy is happy to be back at work for at least another five years, if he wishes.

"We will try to encourage bus drivers to seek jobs in the school district," said Lakeland School District Unit President Pearl Griffiths. "Why should a person who is perfectly healthy and willing to work be made to retire?"

Scanlon noted that CSEA's efforts on behalf of Murphy were "another prime example of our commitment to non-instructional employees in school districts."

(Editor's note: At this time, there is a CSEA program bill before the state Assembly (A-2390) that would allow a bus driver to keep working past the age of 65 as long as he or she passes a physical examination each year. The Assembly is expected to vote on the bill in the near future.)

Time to file time-off waivers

ALBANY — Time is running out for state employees who wish to make changes in "waivers of holiday compensation."

Each year, workers have from April 1 to May 15 to file or revoke such waivers which allow them to take extra time off instead of receiving

overtime pay for working holidays.

New waivers need be submitted only if employees wish to change the option currently chosen.

Employees affected are in the Administrative, Institutional and Operational bargaining units.

Gains great in Mahopac pact

MAHOPAC — A number of Mahopac School District employees represented by CSEA could realize more than 34 percent in pay increases and a new dental plan as a result of a recently ratified three-year contract.

The agreement includes a 7 percent pay increase in each of the three years for all employees. It also provides for workers to move up one step in the second and third years, increasing some salaries by up to 34.3 percent over the three years.

Those employees who are off step will see their pay checks rise by 22.5 percent plus increased longevity.

Field Representative Diane Campion said the contract, which she noted is "far better than in any other bargaining unit," also includes a new family dental plan with increases each year and improvements in contract language which clarify posting of new positions and promotional step movement.

The negotiating team included Unit President and Chairperson Evelyn Smithie, Marie Fabrizio, Rose Marie Costa, Alice Hunt and Joyce Lutz.

Plaza hazard timetable 'totally unacceptable'

ALBANY — "Totally unacceptable" is how CSEA Attorney William Wallens describes a timetable proposed by the state Office of General Services (OGS) to correct fire hazards at the Empire State Plaza complex.

At issue is the lack of adequate access to fire exits in the huge office complex where thousands of state employees work.

CSEA had complained that the four Agency buildings provide only one way for employees to reach two fire exits.

Responding to the pressure, OGS said it would "expedite corrective measures." However, plans released April 26 indicate construction of new fire walls, corridors and exits would not be completed until March 1986, and Wallens calls that timetable "outrageous."

More details will be available in the next Public Sector.

Buffalo stenographer wins out-of-title pay

BUFFALO — A Buffalo Sewer Authority stenographer, who performed the duties of director of administration for four months while the job was vacant, has won an out-of-title grievance and back pay award.

Angela Macaluso will receive more than \$3100 in back pay, according to CSEA Attorney Ron Jaros, who handled the case before PERB Arbitrator Irving Markowitz.

Jaros said Macaluso, a member of the sewer authority unit of Erie County Local 815, was asked in writing to perform the higher job duties.

Macaluso performed the duties of a job seven pay grades higher than her own, in a highly satisfactory manner, according to Jaros.

When she failed to receive the higher salary, a grievance was filed, and eventually, led to the arbitration level.

The \$3100 award represents an additional \$4.48 an hour — the difference between her pay and the director's pay — for the time she had spent in the job.

"It would violate all principles of justice and equity to allow the authority to profit by its own error in its refusal to pay for the work performed when urgently needed by the authority and for which it promised her compensation," the arbitrator said in his ruling.

Decision favorable on Suffolk legal committee

HOLTSVILLE — Suffolk County local grievance reps don't like to take "no" for an answer. So they don't give up easily when they lose a grievance they think has merit. Instead, they turn to their Local 852 Legal Assistance Review Committee for help in defending the members' rights on the job.

The committee is the Suffolk local's link with CSEA's statewide Legal Assistance Program, one of the most comprehensive legal programs in organized labor. Each year, CSEA taps a network of attorneys throughout the state to defend members in hundreds of job-related cases. Grievance arbitrations, defenses of disciplinary charges and court cases which concern civil service issues are handled annually through the statewide Legal Assistance Program.

The job of the Suffolk Legal Assistance Review Committee, and similar committees in many other large CSEA locals, is to investigate and review cases and determine which merit further legal backing.

"About a third of our 101 grievances last year were recommended to CSEA Headquarters for arbitration," reported Kevin Mastridge, Local 852's first vice president and a member of the committee. Mastridge pointed out that cases are recommended based on the committee's belief that they have a meritorious case with a chance of winning.

Members of the Local 852 committee are experienced grievance representatives. In addition to Mastridge, the committee includes recording Secretary Sue Carbone and Fourth Vice President Jim Piersanti. Providing counsel and assistance are CSEA Field Representative Irwin Scharfeld and CSEA Regional Attorney Lester B. Lipkind.

"The high rate of success of the cases Local 852 recommends is due to the committee's thorough screening, investigation and research," Scharfeld points out.

"During our investigation," Carbone explains, "we interview the

grievant, the unit president, and the employer's personnel department. A clear picture of the facts emerges from the information we gather from the different sources."

Although contract grievances make up the majority of cases the committee recommends for CSEA legal assistance, they also examine cases of members brought up on disciplinary charges and potential court cases which involve civil service issues.

As Tony Campione, CSEA's legal program administrator, explains: "Unlike many other unions, CSEA goes to bat for an a wide variety of cases. Many unions only provide attorneys when members are threatened with job termination or where there are large sums of money involved.

Campione explained that all requests for legal assistance must be forwarded to CSEA Headquarters with the approval of the member's local president. In some smaller locals, the president personally reviews cases; in larger locals, review responsibility may be delegated to other officers, the full executive board, or a review committee such as the one serving the Suffolk local.

The Suffolk committee is proud of its recent record of legal wins in behalf of its members. For example, CSEA won a substantial victory for Suffolk County employees, who will now receive a minimum salary increase of 4.5 percent when promoted from step 11 of their salary grade. Another recent win resulted in a promotional appointment and substantial back pay for a maintenance mechanic who had been passed over by another with less seniority.

In fact, Mastridge points out, nearly three out of four of the local's grievances recommended for legal assistance are won at arbitration. The record of success is due, in large part, to the committee's legwork in preparing the cases and in its screening of cases which aren't backed up by necessary facts and documentation.

Warren County workers protest impasse

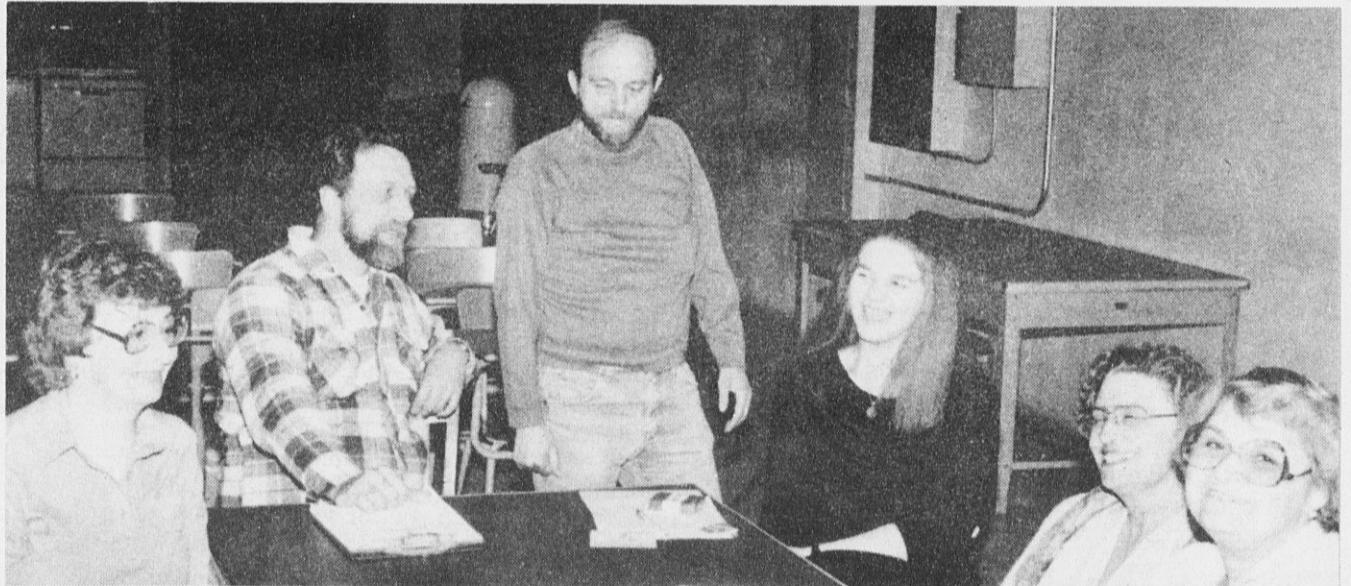
LAKE GEORGE — As the Public Sector goes to press, members of CSEA Warren County Local 857 are manning an informational picket line.

The county workers are protesting the lack of progress in contract negotiations which has led to an impasse situation.

"All we are seeking is enough money to provide food, clothing, shelter and a little dignity to our members," said Doug Persons, local president.

A fact-finding session is scheduled to be held while the employees are picketing outside of the county's municipal center. The county's deputy sheriffs unit is also at impasse and has a fact-finding session scheduled for next week.

"We hope to use communications to resolve this problem and avoid unnecessary confrontation," Persons said.



EXECUTIVE BOARD AUTHORIZES ACTION PLAN — help resolve the contract impasse problem. Others Warren County Local 857 President Douglas Persons, pictured, from left, are Doris Thornquist, Paul Roesch, standing, receives the support and smiles of the local's Lillian Hayes, Ula Drumm and Joann Mandigo. executive board to launch a membership action plan to

Kingsboro asbestos find sparks concern

NEW YORK CITY — The inadvertent discovery of high levels of asbestos at Kingsboro Psychiatric Center has prompted CSEA to take immediate action to ensure the health and safety of Local 402 members.

Engineers discovered the asbestos hazard while repairing the heating system in the sub-basements of several buildings.

CSEA Local 402 President Robert Nurse met recently with management and demanded protective gear for maintenance workers who may have to enter the contaminated areas. He has also demanded that chest X-rays be made available to all members.

"At present, it appears that the hazard is limited to the sub-basement locations," said Nurse. "There is no guarantee, however, that it stops there. What surprises me is that if the engineers hadn't been working on the heating system, no one would have known there is a problem and it would have continued. It's common knowledge that buildings such as this one, built around World War II, have asbestos in the piping, but someone's

got to take the initiative to do testing before there is a problem."

Nurse said he believes that other mental health facilities here should be tested to determine if asbestos problems exist.

"I don't see the asbestos hazard going away by itself. We have to direct our energies toward the eventual cleanup of this dangerous material rather than implementing temporary safety measures. And that goes for other facilities, not just this one. When you're talking about people's health, you can't afford to wait. You have to use aggressive action. The welfare of workers is not a negotiable issue at this stage," Nurse said.

Region II OSHA specialist Mitchell Brathwaite and a representative from the National Institute of Occupational Safety and Health are conducting an evaluation of the facility to determine the extent of the problem.

Correction

LEVITTOWN — It was incorrectly stated in the previous edition of The Public Sector that CSEA has endorsed candidates in the May 9 election of school board trustees in the Levittown School District on Long Island. Gary Coppola, president of the Levittown School District CSEA Unit of Nassau Educational Local 865, says the union had made no endorsements in the school board election and that the unit is not conducting any appeals on behalf of any candidates in the race. Additionally, Local 865 President Frank Fasano was incorrectly identified as Levittown School District Unit president.

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Cayuga Co. talks stymied, employees plan to picket

AUBURN — Contract talks between the Cayuga County Unit of CSEA Local 806 and the representative for Cayuga County now are deadlocked and both sides have requested a formal fact-finding hearing for May 9.

Collective Bargaining Specialist Tom Pomodoro, chief negotiator for the unit which represents more than 400 county employees, said the preliminary meeting with the fact finder brought no results.

"The county has steadfastly refused to move on its position. As a matter of fact, they have presented a list of 40 proposals, which must set some sort of record in the history of negotiation," Pomodoro said.

Most of those items, if accepted, would mean a serious loss of employee benefits earned over the years in the areas of vacation time, maternity leave, sick leave and other related language, he noted.

"The county negotiator has left us no recourse except to demonstrate to the legislature. We are determined to hold out for an equitable settlement, Pomodoro said.

Region V President Jim Moore, Regional Director Frank Martello and Pomodoro met with Unit President Mike Piscioti and unit members following the fact finder's preliminary hearing. They decided to call for a mass information picket prior to the formal hearing May 9 at the Cayuga County Office Building.

Moore also plans to ask for picket support from other CSEA members who live or work in the Cayuga County/city of Auburn area.



J. THOMAS GOING, left, executive director of the statewide Employee Assistance Program, accepts a certificate of recognition from state Department of Health Commissioner Dr. David Axelrod. Going was among those honored for "outstanding contributions to the advancement of equal employment opportunity and affirmative action in the New York State Department of Health."



DON'T BUY DESORMEAU!

PLEASE DON'T BUY PRODUCTS FROM DESORMEAU VENDING CORPORATION MACHINES AND/OR DESCO SERVICE.

Teamsters Local 669 is currently engaged in a labor dispute with Desormeau, even though:

- a majority of Desormeau employees have designated Local 669 as their representative, and
- Desormeau employees voted in favor of Local 669 as their bargaining agent in a National Labor Relations Board election held Jan. 27.

Nevertheless, Desormeau remains non-union.

CSEA President William L. McGowan urges union members and their families and friends to respond with a show of solidarity. You are urged to exercise your constitutional rights by refusing to buy products from Desormeau machines until the dispute is resolved.

Many Desormeau machines are located in government buildings in the Albany area. When you see the Desormeau sign — DON'T BUY.

(This is not a strike against any plant, store or government.)

CSEA member Shari Moody blazes a trail as Central Nyack's first female firefighter



SHARI MOODY

ORANGEBURG — When Shari Moody isn't working as a senior telephone operator at the Rockland Psychiatric Center, she's likely to be listening for the fire alarm in her hometown.

The CSEA Local 421 member is the first — and still the only — female firefighter with the Central Nyack Fire Department.

"I can't think of a better way to do something for my neighbors," she says.

Moody's awareness of and interest in fire protection was kindled at an early age. She grew up right behind the firehouse, her father was a firefighter for 10 years, and she joined the ladies auxiliary of the fire department with her mother.

But it was a recent fund-raising campaign by the department, which included a letter asking for volunteers, which sparked her to sign up for front-line duty.

"I got along real well with the guys," she reasoned, "so I figured, why not join? My mother was surprised. She couldn't imagine me fighting fires."

After her acceptance came seven weeks in intensive training at the Rockland County Fire Training Center, where she spent part of her time in a classroom and part in the field learning how to climb ladders, tie knots and use hoses and fire extinguishers, all of which she found challenging.

She put these new skills to the test recently when she faced her first blaze, a mountaintop brush fire.

"It was real hot and smoky," she said. "Our hoses would not reach and we had to carry the water up the mountain."

Moody says she's had a few false alarms, which, she notes in an amused tone, help her practice getting dressed in the middle of the night. "You'd be surprised how fast I can tie my shoes now," she adds.

Moody, whose other interests include playing softball, horseback riding and playing guitar, says she isn't sure if more women will follow in her footsteps in the Central Nyack Fire Department now that she's paved the way.

"There's something about getting up at 3 a.m. that doesn't appeal to them," she said.



REGION II EAP Coordinator Patrick Curtin speaks at retirement seminar as Director of Retirees Leo Hope, listens.



CORRESPONDING SECRETARY Ceil Malkin, of Retirees Local 910, is pictured with another member at recent retirement meeting.

Retirement: An ending and a beginning

Planning tips offered at Region II seminar



INSTALLATION: Attorney General Robert Abrams, center, swears in newly elected officers of Retirees Local 910. From left to right are Michael Napolitano, secretary; Irene Hillis, treasurer; Benjamin Lipkin, second vice president; Anthony Vericelli, third vice president; Solomon Bendet, president; and Ceil Malkin, corresponding secretary.

NEW YORK CITY — Retirement can be "a time of expansion and a new beginning" — if you plan for it.

"A big mistake has been to think of retirement solely in terms of financial planning," psychoanalyst Shafer Zysman told participants during a two-part Region II retirement seminar recently.

Zysman said that while financial planning is essential, preparing for a lifestyle of retirement must not be overlooked. The change, he said, can be "traumatic."

"You've been working for 40 years or more. Your life has been based on a pattern of getting up for work, producing on a daily basis and interacting with people. Suddenly, all of that ends. It's an unnatural point in life. You find yourself with a tremendous amount of time. If you know how you want to use it, however, retirement can be a time of expansion and a new beginning."

Parttime employment, volunteer work, community involvement and increased cultural activities are some of the avenues that should be explored to make the transition a positive one, Zysman said.

One way to use your time, suggested Region II EAP coordinator Patrick Curtin, is to get involved in CSEA Retirees Local 910. "Learn what your rights are as a CSEA retiree," said Curtin. "Find out what is available to you. And if you don't like something, fight for what you want. CSEA is your voice."

Also covered at the seminar were CSEA medical, dental plans and pension plan options, in a talk by Director of Retirees Leo Hope.

Budget, staffing inadequacies plague 'Beta,' innovative treatment program at Letchworth

THIELLS — A unique program begun some three years ago at Letchworth Village Developmental Center to treat some of the most severely retarded and developmentally disabled clients is having some severe problems of its own because of budget and related staffing difficulties.

Known as the Beta Project, the program has demonstrated the potential for success with its psycho-pharmacology (drug treatment), behavior modification techniques, and one-to-one staffing plan.

Specially trained therapy aides who work closely with the patients are another important element of the program's success. The intense individual attention and busy programs for clients showed results and seven of the patients were able to move on to higher level programs, some even to community homes.

But last year layoffs began to take a toll. And staff turnover increased along with injuries to staffers working on the Beta Project. Burnout came into the picture as therapy aides showed the effects of working closely for long hours with un-

predictable patients. Beta Project therapy aides were expected to monitor and record the daily actions of their clients, participate directly in the behavior modification program, and all the while be alert to the violent tempers and potential for physical attacks from the severely disabled clients.

Both labor and management showed signs of frustration with the developments. Robert Watkins is president of CSEA Local 412 at Letchworth Village Developmental Center, and he and Richard Wolfe, chief of services of the Mountainview Unit at Letchworth, which includes the Beta Project, have discussed the situation in depth.

Watkins insisted there must be additional staff for the project to cover employees injured or on vacation or leave. Wolfe agreed, saying, "staffing is the key to this project. There is a high correlation between staffing and injuries."

Watkins suggested that because of their unique working situations, Beta Project workers should be required to take time off from the job periodically to relieve stress and resulting burnout. Additionally, Watkins suggested, the employees

should have monetary and career ladder incentives.

Wolfe concurred again, noting that while the program was successful in terms of the clients, it was causing suffering to the staff. Wolfe told Watkins that while the Beta Project called for 56 therapy aides originally, this level of staffing has never been met.

Letchworth Village Associate Director Norman Szymanski is another who recognizes the unusual personnel needs for the unique project.

"There's no question that the situation is different in Beta. The state has got to recognize that the situation is different, that there is a need for additional training and higher salaries for the staff," said Szymanski. But, he says, "We are still bound by bottom line numbers."

Both labor and management are pleased by the success of the program but unhappy over the effects on staff, and both sides continue to hope those problems will soon be resolved.

Union probing complaints of work hour cuts

ALBANY — Is New York state purposely cutting the work hours of part-time state employees so they won't be eligible for benefits?

CSEA President William L. McGowan has been receiving a steady flow of letters complaining it's happening even though the Governor's Office of Employee Relations denies it.

(Parttime employees are eligible for benefits if they work at least halftime, that is 18.75 hours based on a 37.5-hour week or 20 hours during a 40-hour week for 19 consecutive pay periods.)

So, McGowan is asking parttime employees who have had their hours cut to fill out the coupon below.

Do not fill it out if you are working less than halftime of your own choice.

Fill out the coupon only if you believe your hours have been cut or limited to deprive you of benefits.

Name: _____ Job title: _____
 Work Location: _____ CSEA Local: _____
 When were your hours cut: _____
 Hours currently worked (weekly) _____
 Hours previously worked (weekly) _____
 Is fulltime for your position (circle one) 37.5 hours or 40 hours.
 Send to: President Bill McGowan, CSEA Headquarters, 33 Elk St.,
 Albany, N.Y. 12207

Lunchtime lecture series popular in Albany

ALBANY — The Capital Region's noontime training and information sessions for public employees in the Albany area are drawing a large response from members, Angela DeVito, CSEA safety and health representative, reports.

"Our members are hungry for knowledge and they make special efforts to attend the sessions," DeVito said. "They realize the union is making a special effort to take care of their specific needs."

The Capital Region recently initiated the series of lunch hour lectures, which are open to all locals in the uptown and downtown areas. Members eat their lunch while being updated on everything from public safety developments to coping with job stress.

Those locals interested in participating in the program are responsible for securing lecture space, while the regional staff schedules speak-

ers and prepares materials.

DeVito is currently working with the Audit and Control and Employees Retirement System locals.

"CSEA is starting to use the workplace as a potential training area," she said, noting that locals are also sponsoring "wellness in the workplace" programs, which range from early morning worksite exercise programs to clinics aimed at helping individuals stop smoking.

Students urged to apply now for memorial scholarships

ALBANY — The children of deceased or totally and permanently disabled CSEA members may now apply for special scholarship awards if their parent/guardian was killed or totally and permanently disabled while on the job.

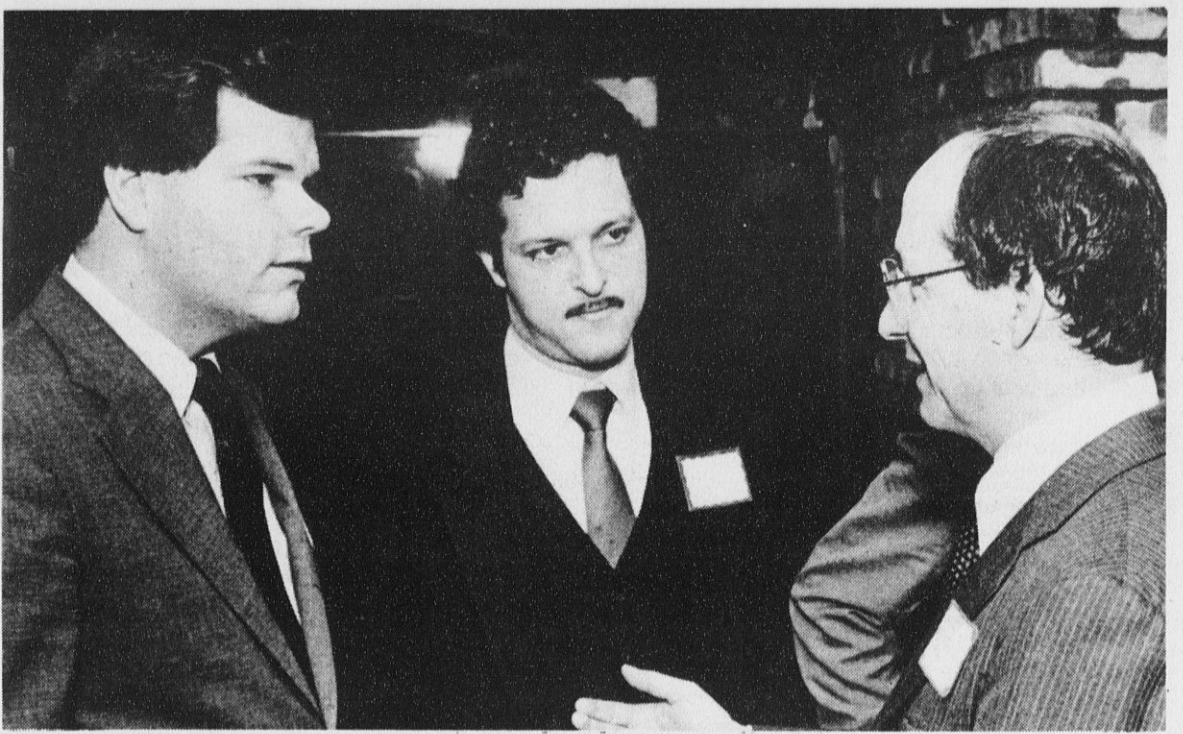
Tuition reimbursements for the Spring 1984 semester will be made, so an immediate response is urged.

Readers of the Public Sector knowing college students who may qualify, should have them fill out the coupon below.

Name _____ Address _____
 Telephone No. _____
 Name of parent/legal guardian
 killed/permanently disabled on the job _____
 Date of incident _____
 Send immediately to CSEA Memorial Scholarship Committee,
 33 Elk St., Albany, N.Y. 12224.



REGION II PRESIDENT Brenda Nichols welcomes legislators and union activists to annual legislative breakfast.



CSEA CHIEF LOBBYIST James Featherstonhaugh, right, talks with Assemblyman John F. Duane (D-Queens), and Daniel Lee Feldman (D-Brooklyn).



SHARING A LAUGH are Nevada Solano, left, political chairwoman of New York State Psychiatrist Institute CSEA Local 419, and Assemblywoman Rhoda S. Jacobs (D-Brooklyn).

Region II annual Legislative breakfast

NEW YORK CITY — Bacon, eggs and food for thought were served up at the annual Region II legislative breakfast held here recently as CSEA officers and state lawmakers from New York City met to discuss issues of mutual concern, especially shortstaffing in state agencies.

CSEA President William L. McGowan pointed out the critical need for increasing staff levels in mental hygiene facilities.

"We have to be concerned about our mental health facilities where clients cannot speak for themselves. We have to get involved and work together. We cannot afford to be complacent when jobs and working conditions are being threatened," McGowan told attendees at the meeting.

Region II Political Action Chairman Robert Nurse noted that staff shortages exist also in other state agencies, including the Division of Housing and Social Services Department, and urged legislators to work with CSEA to correct the problem.

"Severe shortage of staff can be found in practically every government agency here," said Nurse. "We have to have adequate staffing in order to effectively provide services."



CSEA STATEWIDE POLITICAL Action Chairman Joseph Conway was on hand for the breakfast meeting.



CSEA RETIREES LOCAL Third Vice President Anthony Vericelli, right, talks with CSEA statewide President William L. McGowan at Legislative Breakfast program.

Despite PERB rulings, talks in Saratoga still stalled

BALLSTON SPA — The state's Public Employment Relations Board has now twice ruled Saratoga County is guilty of failing to negotiate with the Saratoga County Deputy Sheriffs CSEA Unit, but bargaining continues to be stalled because the county plans to appeal those rulings in state courts.

The chairman of the county's negotiating team, Supervisor Frederick McNear, says he wants the county to appeal the most recent PERB ruling that the state's open meetings law does not apply to public sector contract negotiations. The issue arose late last year when the Saratoga County Board of Supervisors unilaterally decided to conduct open, public negotiations with the union.

Since then, CSEA has twice won rulings from PERB that bargaining sessions need not be public and that the county is guilty of failure to negotiate for not meeting with the union behind closed doors.

CSEA Field Representative William Lochner recently again informed the county that the union wishes to return to the bargaining table under provisions of the PERB rulings while the county appeals those rulings in court.

"There is no reason to have 85 deputies and their families held in economic hostage in this situation," Lochner said. "They have done nothing wrong and they don't deserve such inconsiderate treatment from their employer."

Laborer wins back pay for hazardous duty

KINGSTON — Approximately \$800 in back pay will be awarded to a maintenance laborer on the Kingston-Rhinecliff Bridge as a result of a recent arbitration decision.

Adrian Prendergast contended that he should have been assigned to hazardous duty last summer, instead of supervising a group of summer employees. Hazardous duty pay calls for a differential of \$3.40 per hour and consists of the painting of the underside structure of the bridge.

Prendergast pointed out that there was such work available during the summer.

But the bridge authority argued that the employee was out of work during part of the summer, and was therefore unavailable for hazardous duty assignment.

The arbitrator not only upheld the contention that Prendergast should have been assigned to the hazardous duty, but pointed out that when the employee was absent, he was on vacation and military leave, all proper according to the contract.

The bridge authority was therefore ordered to pay Prendergast what monies he would have earned had he been assigned to hazardous duty on the days he was present.

Jefferson unit okays new two-year contract

WATERTOWN — By an overwhelming margin of 148 to 21, members of the Jefferson County Unit of CSEA Local 823 have voted to accept a new two-year agreement calling for increased wages and other benefits.

Patricia Wilder, unit president and chairwoman of the negotiating committee, revealed the terms of the agreement following an informational meeting and ratification vote by the members. The new pact includes:

- an increase of 5 percent the first year, plus incremental step movement, retroactive to Jan. 1;
- an increase of 6 percent in the second year, plus step movement;
- two additional vacation days for employees with 10 years or more seniority;
- new shift differential and charge pay contract language;

- retained health insurance;
- an increased reimbursement allowance for uniforms;
- a new work shoe allowance for building maintenance personnel.

In praising the efforts of the negotiating committee during the more than seven months of talks, Wilder offered special thanks to Tom Dupee, CSEA field representative and chief negotiator for the unit.

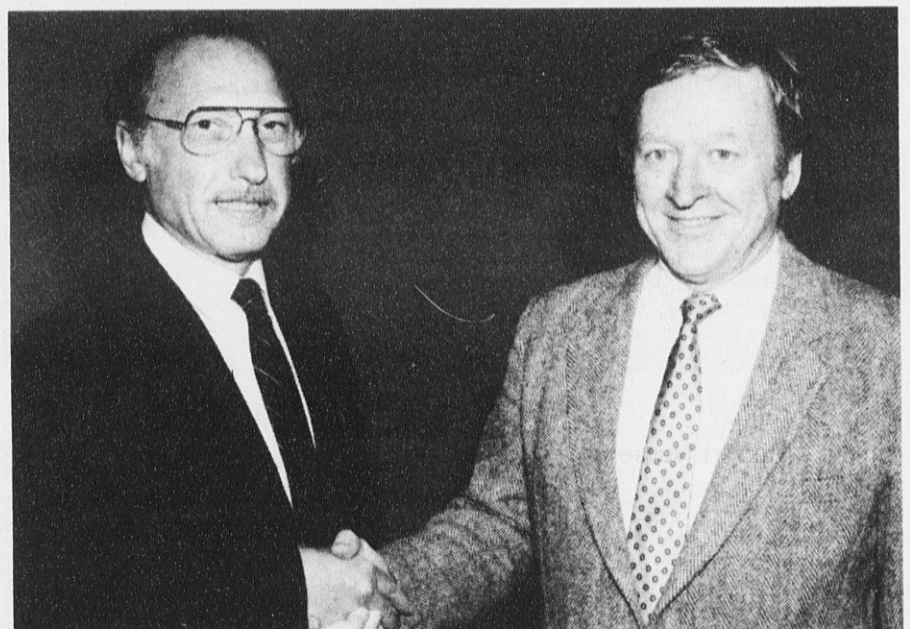
Other members of the negotiating team included: Kevin Wilder, unit vice-president; Adele Pickett, Kathy Smith, Jim MacFarland, Larry Goodwin, John Petrie, Fred Brand, Ken Bowers, Scott Gillette, Irene Baillargeon, Randy McIntyre, Kay Keegan and Karl Van Vorhees.

Both sides have ratified the agreement and an official contract signing is planned for the near future.

Getting backed



CSEA'S EFFORTS to obtain adequate staffing in the state's mental hygiene facilities have been endorsed by officials of the Mid-Hudson Chapter of the National Alliance for the Mentally Ill (NAMI). Discussing the situation with CSEA Associate Director of Research Bruce Wyngaard, center, are Chapter President Colette LaFuenta, left, and Chapter Co-founder Mildred Starin. Wyngaard was guest speaker at a recent NAMI meeting in Poughkeepsie.



CSEA EMPLOYEE BENEFIT FUND Director Thomas P. Collins, right, with Dr. Jesse Rosenthal, director of public health at the SUNY College of Optometry.

Union's vision plan subject of address by EBF director Collins

Thomas P. Collins, director of the CSEA Employee Benefit Fund, spoke recently about the union's new Vision Care Plan to fourth-year students at SUNY's College of Optometry.

Collins' presentation was part of the college's Visiting Lecture Series in Public Health and demonstrated the growing interest of health care practitioners in third party payment systems, including those sponsored by labor unions.

Collins emphasized the importance of achieving both cost containment and high quality in a vision plan such as CSEA's.

"The CSEA Vision Care Plan has proven that you can have both. Being selective when forming a practitioner panel and laboratory are the primary requirements for high quality, but an ongoing monitoring and review program is also essential," he said.



CSEA SENDING 217 TO AFSCME CONVENTION

CSEA members have elected 217 delegates to represent them at the 1984 AFSCME Convention scheduled for June 17-22 in San Francisco, Calif.

Delegates were elected on a regional basis with each CSEA

region electing a specific number of delegates based on membership strength in accordance with the AFSCME and CSEA constitutions.

Following are the delegates elected by region, in descending order based on number of votes received.

REGION I

Danny Donohue	Joseph LaValle
Dorothy Goetz	Arthur Loving
Nicholas Abbatiello	Tom Gargiulo
Shirley Germain	Jack Geraghty
Sue Carbone	Frances Bates
Rita M. Wallace	Michael Curtin
Jerome P. Donahue	Ken Darby
Sam Piscitelli	John Aloisio
Carol Craig	Thomas Byrne
Carol Guardiano	Frank Fasano
Doris Kasner	Eugene Cammarato
Catherine Green	Michael Turner
Barbara Harrington	Walter Weeks
Alice Bender	Louis Mannellino
Lynn Martins	Frances W. Celentano
Gloria Moran	Joseph Noya
Marie Fallon	Ted Matthews
Jeanne Angiulo	Stephen Goldberg
Jean Wichmann	Patrick Hahn
Nancy Hernandez	John Stein
Tony Bentivegna	Eugene Haynes
Ralph J. Spagnolo	Robert Ford
Alice Groody	Joseph Sheridan
Kevin Mastridge	Nicholas LaMorte
Charles Sclafani	Roosevelt Jackson
James Piersati	Al Henneborn

Fred Gropper

REGION II

Brenda Nichols	Ernest Punter
Jimmy Gripper	Rose Sutro
Willie Raye	Denise Berkley
Audley Batiste	James Wood
Tyrone Daniels	Denis Tobin
Floyd Payne	Harriet Hart
George Boncoraglio	Darlene Hess
Ann Worthy	Roy Seabrook
Micky Cruz	Roy Johnson
Robert Nurse	Margaret Meaders

REGION III

Pat Mascioli	Patricia Nealon
Eleanor McDonald	Richard Riley
Raymond J. O'Connor	Florence Kimmel
Jack Cassidy	James McNutt
Grace Woods	Rena Kobbe
Grace Ann Aloisi	Robert Watkins
Marie Romanelli	Carole Peets
Janice McGuinness	Anthony Cassulli
Cindy Wholey	C. Scott Daniels
Rose Marcinkowski	Sean Egan
Pat Taylor	William Harris
Glenda Davis	John Lowery
Harold Ryan	Trudy Dacres
Ed Carafa	Wade Willis
Marie Lewis	Alex Hogg
Rich Saluga	Gary Barney Eldridge
Frank Bosco	Ron Chomiw
Mary Naylor-Boyd	Ellis Adams
James Farina	

REGION IV

Joseph E. McDermott	Judy Remington
Joan M. Tobin	Gerald Toomey
Barbara Skelly	Bill McMahon
Cindy Egan	Dann Wood
Barbara Stack	Jeanne Kelso
C. Allen Mead	June Robak
Carmen Bagnoli	Marianne Herkenham
Jeanne Lyons	Doug Persons
Betty Nichols	Tom Jefferson
John Gully	Bill Sohl
Betty Collins	Corinne Daly
Betty Lennon	Fran Wilusz
Louis Altieri	Richard Canniff
Judy Salisbury	LeRoy Holmes
Barbara Charles	Bill Zippiere
John Francisco	Frank Tomecko
Tony Muscatiello	Milo Barlow
Dolores Farrell	John McAlonan
Susan Crawford	

REGION V

Jim Moore	Jon Premo
Irene Carr	Nancy Roark
Mary Sullivan	Richard Grieco
Pat Callahan	Joan Brower
Pat Crandall	Frank Peretta
Kathy Collins	Bruce T. Nolan
Dorothy Penner	Doris Pratz
Helen Hanlon	Mary Lauzon
Linda Fiorentino	Robert Allen
Claire McGrath	Dolores Herrig
Ralph L. Young	Richard Wise
Bud Mulchy	Chuck Whitney
Hugh McDonald	Carol Riggall
Ron Draper	Loretta Rodwell
Linda Crisifulli	Marge Coggeshall
Sharon Connor	Francis J. Mitchell
George McCarthy	Richard Reno
Don Zimmerman	Carlo Guardi

REGION VI

William L. McGowan	Joan Poisella
Robert L. Lattimer	Sharon Vidler
Barbara M. Fauser	John P. Eiss
Barbara J. Christy	James Kurtz
Florence Tripi	Kathy Pontillo-Button
Sheila A. Brogan	Brian J. Madden
Barbara Reese	Joe Polito
Penny Bush	Tim Anderson
Vic Marr	Salvatore A. Castro
Dominic Spacone Jr.	Jack Schlenker
Robert C. Smith	Jim Bourkney
Tom Messina	Skip Dunham
Mary Ann Bentham	James Jayes
Gerry Prince	George Growney
Elaine Mootry	Arthur E. Howell
Richard C. McIntyre	Herm Parson
Kathleen J. Berchou	Creaola Sheldon

Facing the future: New technologies in the workplace



HIGH TECH TETE A TETE — Sandy Florres, left, a trainer in the new Information Processing Training Center for ASU employees, gives Betty Lonczak of DOT, a senior stenographer, some pointers on the computer.

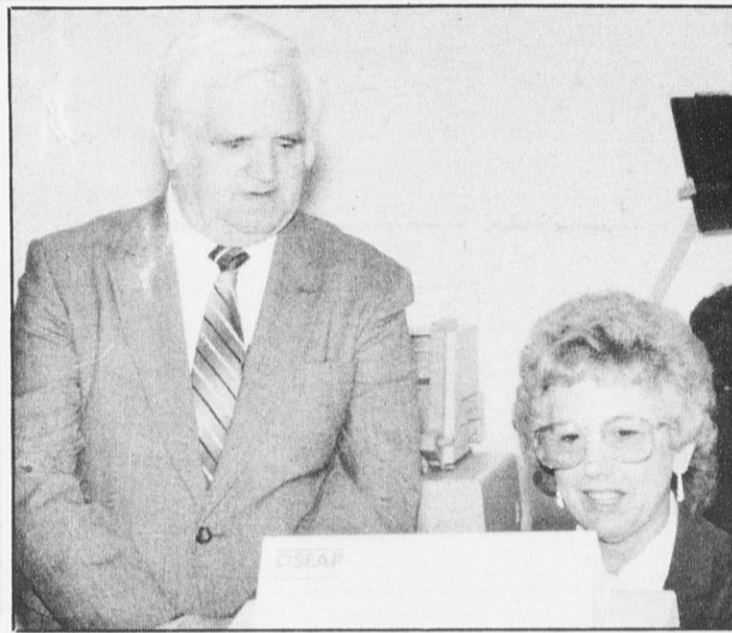


CONFERRING — John Conoby, left, CSEA collective bargaining specialist, talks with CSEA Executive Vice President Joseph McDermott at training center opening.



NEW TYPE OF PROGRAM — Cutting a typewriter ribbon to inaugurate the Information Processing Training Center are, from left, GOER Director Thomas Hartnett; Civil Service Commission President Karen Burstein; CSEA President William L. McGowan; and Civil Service Commissioner Josephine Gambino.

A FEW WORDS — CSEA President William L. McGowan meets with Genny Kelly, a word processor operator in Tax and Finance.



TO TRAIN ADMINISTRATIVE SERVICES WORKERS

Information processing center launched

ALBANY — A traditional ribbon-cutting ceremony — with a twist — was held recently to celebrate the official opening of the Information Processing Training Center here for state Administrative Services unit employees.

The twist was the cutting of a typewriter ribbon to symbolize, in the words of CSEA President William L. McGowan, "our response to new office technologies."

McGowan explained the center provides employees with "the skills to cope with new technologies and qualify for promotions and provide, as a result, greater service to the public." Each year it will offer training in new skills for 400 employees and advanced training for 1,200 others.

State-of-the-art equipment is used to provide basic skills training to clerical and secretarial employees newly assigned to word/information processing duties. Experienced operators will receive advanced training.

Also taking part in opening day ceremonies were Civil Service Commission President Karen

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

"This center will give these employees increased training and advancement opportunities in the growing field of information processing, while at the same time improving government's productivity," said Burstein.

Hartnett added: "The state's word processing capacity has experienced phenomenal growth. It's estimated there are 700 pieces of word processing equipment in state agencies in the Albany area alone. Administrative Services Unit employees from all agencies now have the opportunity to get consistent, quality training."

Hartnett also praised McGowan and CSEA Collective Bargaining Specialist John Conoby "for having the vision to help the state move in this direction."

The center is funded by the Clerical and Secretarial Employee Advancement Program (CSEAP) and administered by the state Civil Service Department.

Another big step for CSEAP

The opening of the Information Processing Training Center is another milestone for CSEAP — the Clerical and Secretarial Employee Advancement Program.

CSEA is a joint labor-management project for employees of the state's Administrative Services Unit. Its purpose, as described in the state/CSEA contract, is to "improve employee morale, mobility and productivity and to provide increased advancement opportunities for women, minorities and disadvantaged within state service."

Union representatives on the CSEAP Committee include Irene Carr, Dody D'Alberto, Elliot Bernstein, Betty Holt, Claire McGrath, Sarah Jackson and Debora Lang.

Betty Kurtik is the CSEAP liaison and Collective Bargaining Specialist John Conoby the CSEA staff advisor.

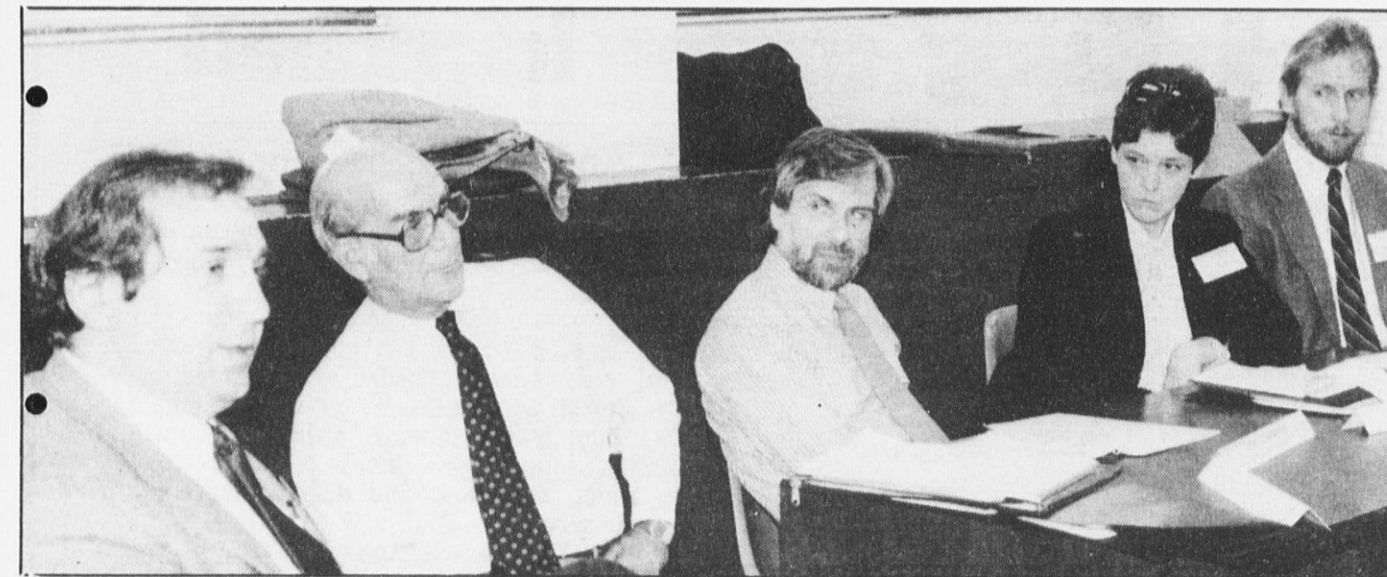
Workshop explores high tech's challenge to unions, employees



EXCHANGING VIEWS — New York State Department of Labor Commissioner Lillian Roberts, left, and Region II President Brenda Nichols discuss the impact technology is having on the state workforce.



ATTENTIVE TRIO — Region II Director Ron Mazzola, left, Region I Director Bill Griffith, center, and Region I President Danny Donohue listen to a presentation at the high tech conference at AFSCME Headquarters in New York City.



PANEL DISCUSSION — "Preparing for High Tech" was the topic of discussion among, from left, Robert Franco, labor co-chairman of the Jamestown Labor Council; Samuel Nalbhone, coordinator of the Jamestown Labor/Management Council; Peter Unterwedger, United Auto Workers research assistant; Gwen Wells, assistant director of research for the Office and Professional Employee International Union; and Bruce Wyngaard, CSEA research associate director.

Early involvement of unions essential

NEW YORK CITY — Representatives from CSEA, AFSCME and other major unions gathered here recently to discuss the role of organized labor in meeting the challenge of advancing technology in the workplace.

Sponsored by the AFL-CIO and the New York State Department of Labor, the one-day conference, "High Tech's Challenge to Unions and Workers," looked at how unions can emphasize the positive aspects of technology.

"The reason we are puzzled and fearful of new technology," said Jerome Rosow, president of the Work In America Institute, "is the unpredictability of the effect and the low level of participation in the decision planning... to emphasize the positive results and minimize the negative results."

While technology may allow for upgrading of skill and a less "hostile" work environment, he said, it may also mean the deskilling or elimination of some positions.

Early involvement of unions in the planning and design of new technology, said CSEA Associate Director of Research Bruce Wyngaard, can mean a smoother, more positive technological transition.

"The agency has to understand that technology is often inconsistent with the interests of employees. Working together, however, to design and implement a plan, labor and management have a better chance of arriving at a mutually satisfying arrangement."

Unions must also look closely at the implications for employees' health and safety, and should negotiate contracts that include clauses about advance notice to unions, job security, wage security, reclassification and training, said Wyngaard.

"CSEA wants to see technology used to benefit our members, and to expand their skills and roles, not to eliminate them," Wyngaard said.

BOXED IN

by bills?

Some advice on how to fight your way out

By Lorraine Calvacca
CSEA Communications Associate

NEW YORK CITY — If you've ever been hounded and harassed by bill collectors, you may have found yourself closing the curtains when the doorbell rang or answering the telephone in a foreign accent. And they probably had you convinced you were nothing less than a criminal.

"Don't you believe it!" says Luther R. Gatling. "There are no debtor's prisons. Collectors can't do half the things they threaten to do."

Gatling is founder and president of Budget and Credit Counseling Services (BuCCs), a non-profit consumer advocacy group here. Speaking recently at a Region II workshop on money management, he said that because of the constant media hype to buy, it's easy to overextend yourself financially.

"But by shopping around for the lowest priced credit, carefully examining all your options, scrutinizing the fine print of credit agreements, and perhaps most of all, devising a budget, you can avoid falling into the snakepit of debt," says Gatling.

People often get into serious financial difficulty and stay there, he said, because they are too proud to put themselves on a budget.

"It's pride that keeps people from taking the most important step toward keeping their finances in order and getting out of their financial difficulties — and that is preparing a budget."

People sometimes feel threatened by a budget or feel like they'll have to cut out their personal pleasures. This doesn't have to be the case, said Gatling.

"If your thing is gambling and your partner's thing is smoking, put it in the budget. People run into problems, not because they spend money on personal pleasures, but because they don't keep track of their expenses and end up overextending themselves. Suddenly, there are all these bills and no money."

People also resist budgeting, said Gatling, because it forces them to look at their actual earnings. "People are afraid to look at what they ac-

tually earn. If a person is earning \$30,000, he or she will act as though that is what is available to spend. In reality, that is a take-home salary of about \$22,000 or even less. When you start talking about net figures against how someone lives, that's a shocker. People don't want to see that."

When it comes to credit, Gatling advises limiting yourself to one credit card. "Credit cards can be very dangerous. It's hard to think of them as money. They're what I call 'funny money.' But we live in a credit society — and credit as such, is not a bad thing. It has made the quality of life better for many Americans. But consumer education has not kept pace with the growth of credit."

If you need a loan, avoid finance companies

Gatling warned, many of whom charge as much as 30 percent interest. "Most finance companies are thieves with a license to steal," said Gatling.

Reasonable alternatives to finance companies include passbook loans, employee credit unions and loans borrowed against your life insurance policy. These options generally involve much lower interest rates.

"A passbook loan is a bargain," Gatling said. "If you have a savings, you can borrow against it for about a 10 percent interest rate. Meanwhile the money in your account continues to collect interest. Borrowing against your life insurance policy, too, means lower interest rates. Essentially, you are borrowing your own money. If worse comes to worst and you die, your beneficiary gets that much less."

Gatling also cautions against pay-later plans. "Although the come-on may declare 'Don't pay until March!' the interest charges most likely start on the day of purchase."

If you do decide to take out a loan from a finance company, watch out for the signature space that waives your rights to later due process. "If you default on this type of loan, the company can walk into your house and carry off everything."

Gatling urged those who are overwhelmed by serious financial problems to seek help from their local Employee Assistance Program (EAP).

"Financial difficulties can be at the root of other problems such as alcoholism, drug abuse and marital difficulties. EAP can help you with these and put you in touch with experienced financial counselors.

"You may feel that there's no way out, but once you've started to clear up your debts — however slowly — you'll be standing a lot taller," Gatling said.

And if you ever do get harassed by a creditor, you've got protection, Gatling noted.

"Don't fall for collectors' threats or intimidation tactics. Harassment is illegal according to the Federal Fair Debt Collection Act (1978)," he said.

A free copy of the law is available from the U.S. Federal Reserve Board.



EAP signing

THE STATE DEPARTMENT of Environmental Conservation recently signed an agreement to make the Employee Assistance Program (EAP) available to its workers. EAP is a free confidential referral system which links employees with personal problems to agencies that can help them. Pictured at the agreement signing are, from left: (sitting) C. Allen Mead, Region IV president; Hank Williams, EnCon commissioner; Don Johnson, EAP committee chairman; (middle row) Niels Hansen, PEF, alternate committee member; Rose Coppola, CSEA, committee recording secretary; Liz Hession, statewide EAP representative; Judy Salisbury, president of CSEA Local 655, alternate committee member; (back row) Roy Torkelson, EnCon deputy commissioner; Lynn Day, Council 82, committee member; Max Rodriguez, management committee member; and Thomas Rider, director for Division of Human Resources Management.

CANDIDATES FOR REGIONAL OFFICES REGION I

Official ballots are scheduled to be mailed to eligible voters on May 15 for the election of regional CSEA officers in each of the union's six regions. The Public Sector offered each candidate for regional office the opportunity to submit a 75

word statement and a photograph for publication. Following is a list of candidates by office in the order they will appear on the ballot, plus a statement and or photo, if submitted, by each candidate.

The candidates for office in Region I, and the order in which they will appear on the ballot, are as follows:

PRESIDENT — Danny Donohue, Nicholas Marrano
FIRST VICE PRESIDENT — Nicholas Abbatiello, Joseph Noya, Ralph J. Spagnolo, Michael Curtin, Kevin F. Mastridge

SECOND VICE PRESIDENT — Therese Ribaudo, Joseph Whatmough, Arthur Loving, Charles J. Sclafani, Nancy Hernandez
THIRD VICE PRESIDENT — James Martino, Carol Craig
FOURTH VICE PRESIDENT — Haward S. Quann, Stephen Goldberg, Aileen Ronayne, Jack Geraghty
SECRETARY — Lynn P. Martins, Dorothy Goetz
TREASURER — Jim LaRock, Jean Wichmann, Sam Piscitelli

PRESIDENT



DANNY DONOHUE

We're fighters. We've beaten tough problems in the three years I have served as Region I president.

- After 11 months of negotiations with Suffolk County, we won a just and fair contract.

- We protected thousands of jobs in mental hygiene institutions and in Nassau County.

- We are fighting for pay equity.
- Budget analysis has become our lever with towns, villages and school districts.

Working together, we can forge CSEA's future on Long Island. I need your support.

NICHOLAS MARRANO
(no statement, photo)

FIRST VICE PRESIDENT



NICHOLAS ABBATELLO

Experience — Knowledge — Ability — Leadership

Current First Vice President, two term President Nassau County — eight year member State Board of Directors, CSEA / AFSCME delegate, served on State, Region and Local committees. Running on record and accomplishments — not campaign promises and inexperience. Work professions may be different but work issues are the same. I will continue to speak out and fight for:

- Equal pay — Equal work
- Comparable worth — sex segregated jobs
- Contracting Out
- Short Staffing
- Job Security



JOSEPH NOYA

I am running for 1st Vice President in the Region because I feel I can do a good job. My experience is varied and have been actively involved in Local, State and Regional Union activities for some time. I have served in many capacities including Local 1st Vice-President, Board of Directors, Shop Steward, Grievance Chairperson, Labor/Management Chairperson, and Statewide delegate for 11 years. I was a member of the last Negotiating Team. I serve on Regional Mental Hygiene Task Force.



RALPH J. SPAGNOLO

As a full time union representative, I have been afforded the opportunity to act upon the needs of the membership on a daily basis. My promise is to continue working for comparable worth, fair and equitable promotions, justice in the face of management's callousness and recognition for the public employee. Management must be taught to recognize the rights and dignity of workers. Our economical survival depends on us working together. I need your support.



MICHAEL CURTIN

Statewide CSEA Board of Directors — 6 years elected by the board to the following committees:

- Political Action Trustee — 3 years
 - Group Life Insurance — Chairman — 4 years
 - Local Government Task Force — Chairman
- STATEWIDE COMMITTEE**
- Political Action — Vice Chairman — 5 years, member — 7 years
- REGIONAL COMMITTEES**
- Political Action — Chairman — 6 years, member — 8 years
 - Continuing Action — Chairman

- LOCAL 870 ACTIVITIES**
- Executive Board — Member — 8 years
 - Executive Vice President — 5 years
 - Vice President — 3 years
 - Political Action Committee — Chairman
- UNIT ACTIVITIES**
- Executive Board — Member — 9 years
 - President — 5 years
 - Vice President — 4 years



KEVIN F. MASTRIDGE

I currently serve as First Vice President of Suffolk Local 852. My duties as a full time officer include Grievance Chairman, handling all Health and Safety problems. While serving in this capacity, we have had a 70% Arbitration success rate. As Region One First Vice President, I would work to make the function of Region more available to Locals, Units and Members, and to increase communication to members, which needs improvement.

SECOND VICE PRESIDENT



THERESE RIBAUDO

Registered Nurse, President of Suffolk County Health Department and active in C.S.E.A. fourteen years. Completed extra credits in psychology, sociology, management, labor relations and also courses in time management, labor law and P.E.R.B. and other related subjects. Am currently a L.U.T.I. member in region I and also serve on Region I Constitution and By Laws and Membership Committees.

I strive to maintain responsible, accountable and responsive assistance to our union members.



NANCY M. HERNANDEZ

As a clerical, employed by Nassau County, I am, and have always been, a strong believer and advocate of "Unionism." Strong persistent Union leadership can make the difference in our constant struggles with management. With your aid and support I look forward with anticipation and determination to the opportunity of better serving you, the membership of Region I, as an outspoken, stand-up-and-be-counted, spokeswoman. Help me to help you!!! Your Vote is your Voice!!!

THIRD VICE PRESIDENT

JAMES MARTINO
(no statement, photo)

CAROL CRAIG

In eighteen years of membership I have always taken an active role in CSEA. Currently 3rd Vice President of Region I, I have also held office on unit and local levels, and served on numerous committees. As 3rd Vice President, I chair the regional Education Committee, and would like to continue in this role, in order to broaden the education program. Only through knowledgeable members can the union retain its strength.

FOURTH VICE PRESIDENT

HAWARD S. QUANN
(no statement, photo)

STEPHEN GOLDBERG

If our union is to survive in the anti-labour climate of the 1980's we must elect aggressive, energetic leadership that is not afraid to stand up and fight. As a former unit president and current local V.P. and delegate I have led the fight for comparative worth and strict contract enforcement. By organizing, educating and effective political action we can stem the tide of give backs and layoffs.

AILEEN RONAYNE
(no statement, photo)

JACK GERAGHTY
(no statement, photo)



JOSEPH WHATMOUGH

During my petition campaign I met and spoke individually with many CSEA members. Many members are dissatisfied with their union. Some members believe that the CSEA is not a real union and that union officers are directed by management. I would like to change this. I believe in a distinct line between labor and management and the proper exclusion of management entities from our union. I want to work for a strong responsive union.

ARTHUR LOVING
(no statement, photo)

CHARLES J. SCLAFANI

As a 2nd Vice Presidential candidate, I am asking you to vote for Charles J. Sclafani so that your voice will be heard. I will be available on a daily basis to all Regional members. Vote for a 2nd Vice President who does not stand in corners doing and saying nothing. Elect Charles J. Sclafani who says what has to be said.

SECRETARY



LYNN P. MARTINS

As regional officer I hope to open up communications between the region and the locals. There are many problems facing the CSEA membership, such as "comparable worth," which is important both to women and men. Thru education of the membership, I feel we can solve the problems. I currently hold offices at both the local and unit levels. I have the experience to do the job. Elect me secretary and help me help you.



DOROTHY GOETZ

Dorothy Goetz, veteran president of the Town of Huntington unit of Suffolk Local 852, is the first and only secretary of the Long Island Region. She was secretary of the former Long Island Conference organization when CSEA adopted the Regional structure, and was elected Regional secretary in 1973 and reelected four times since. She "Goetz things done."

TREASURER



JIM LAROCK

I am actively involved in CSEA activities and a member in good standing for 21 years. My major efforts include: member of the Grievance Committee, the Labor/Management team and Co-chairperson of Constitution and Bylaws Committee. Currently, I am acting Treasurer of Local 418. Active in Boy Scouts. I am Treasurer of Council 4126, Knights of Columbus. My motivation, interest and dedication to Unionism and CSEA is unquestioned. I need your support.



JEAN WICHMANN

I believe the treasurer's obligation is a sacred trust. With it goes the duty and responsibility to safeguard membership dues against inappropriate expenditures and fiscal abuses as set forth in the Financial Standards Code. As the incumbent I stand on my record. I ask for your support and vote in my bid for re-election.

SAM PISCITELLI
(no statement, photo)

CANDIDATES FOR REGIONAL OFFICES REGION 2

Official ballots are scheduled to be mailed to eligible voters on May 15 for the election of regional CSEA officers in each of the union's six regions. The Public Sector offered each candidate for regional office the opportunity to submit a 75

word statement and a photograph for publication. Following is a list of candidates by office in the order they will appear on the ballot, plus a statement and/or photo, if submitted, by each candidate.

The candidates for office in Region II, and the order in which they will appear on the ballot, are as follows:

PRESIDENT — Denise Berkley, Jimmy Gripper, Willie J. Raye, Brenda Nichols, Roy Johnson, Ernest Punter, George Boncoraglio, Robert Nurse
FIRST VICE PRESIDENT — Harold Robertson Jr., Floyd Payne, Jeraldine McMillian-Cherry

SECOND VICE PRESIDENT — Constance Girard, James C. Neely, Helen Boyd
THIRD VICE PRESIDENT — Denis Tobin, Joel Schwartz, Peter Antico, Warren Albright
SECRETARY — Ann Worthy, Alexander S. Glatt
TREASURER — Rose Feuerman Sutro, Sharon Katz

PRESIDENT

DENISE BERKLEY
(no statement, photo)



JIMMY GRIPPER

Sisters and Brethren; I need your support. Who is best qualified to serve you for the next three years as your Region President? I believe I am. Check the records.

- President-Brooklyn Dev. Center — 8 yrs.
- President-Region II — 2 yrs.
- Board of Directors — 7 yrs.
- Region II Executive Committee — 11 yrs.
- N.A.A.C.P.
- Concord Baptist Church of Christ
- M.W. Hiram Grand Lodge
- St. James Lodge No. 10

"Fight for our jobs? Damn right I will," because our dream shall never die.



WILLIE J. RAYE

We must take immediate action to stop:

1. The "explosion" of provisional and "acting" appointments and out-of-title work based on patronage and nepotism.
2. Elimination of tenure or the unreasonable lengthening of the probationary period, which permits coercion and pressure to the detriment of public interest.
3. The "preferential hiring" of favorites by misapplying rules — such as the 1-out-of-3 rules — and engaging in "declination" game so that eligibles are denied appointment.



BRENDA NICHOLS

Organized labor is a vital force, giving men and women the opportunity to work in dignity and prosperity. An integral part of organized labor is freedom of choice; you, being one of 23,000 members within Region II, have the task of choosing from a crowded field. In eleven years, I have served as: shop steward, first and second vice president. Experience, concern, and dedication speak for itself. As your president, and your support, we will achieve.

ROY JOHNSON
(no statement, photo)



ERNEST PUNTER

Long time union activist Ernest Punter president of CSEA Local 401 has been actively involved in CSEA on the local, regional and statewide level. He has served as chairperson of the Membership and Education Committee at his local. Mr. Punter was appointed second vice president of Region II by the late Frances Dubose Batiste. He currently serves on the statewide labor and management committee. He is presently serving his second term as president of local 401. He is co-chairperson of the mental health task force of Region II.



GEORGE BONCORAGLIO

It's time to rebuild! Region II needs an aggressive leader to truly represent the concerns of the membership, and not bow to selective groups or political pressures. I know I can be that leader. I have the experience and ability to do the job. May I have your vote of confidence and the opportunity to serve as your Regional President. I make no unrealistic promises. All I vow is my best effort and sincerity.

ROBERT NURSE
(no statement, photo)

FIRST VICE PRESIDENT



HAROLD ROBERTSON, JR.

My concerns are: safety and health in the work place, we must make this message a continuous priority in the minds of management: improve communications between the CSEA members of Region II and the local; enhance your comprehension of our union. Committees: Chair, Labor Management, Grievance, Membership, Election, Nominating, Safety and Health Maintenance. Active member: Affirmative action, Human rights, Political action. I believe I can do the job, with your help and VOTE of confidence, I know the job will be done.



FLOYD PAYNE

Long time union activist Mr. Floyd Payne, President of CSEA Local 413, is running for the position of 1st Vice-President of Region II on the Coalition Slate with Misters Ernest Punter, and Denis Tobin. He has been a shop steward, Grievance Chairman, 1st and 2nd Vice-President. He has proven himself to be an outspoken advocate for employee's rights on the Local, Regional and State levels. Mr. Payne served on the Affirmative Action, Labor Management and currently Chairman of Mental Task Force in Region II.

JERALDINE McMILLAN-CHERRY

Vote for honesty and integrity.

- Union activist
- Dedicated to regional programs and issues
- Education chairperson, Statewide Education Committee
- Trouble-shooter on behalf of rank and file membership
- Chief Grievance Representative (steward) for the Department of Social Services
- One of ten chosen from among over 900 members of many unions to participate in Cornell University's union-sponsored program training minority women to be labor educators
- Cornell University graduate — Associate Degree in accounting
- Delegate to conventions since 1979

SECOND VICE PRESIDENT

CONSTANCE GIRARD

(no statement, photo)

JAMES C. NEELY

(no statement, photo)



HELEN BOYD

"In this age of union-busting, give-backs, cutbacks and layoffs, you need union leaders who care about your interests: job security, decent wages and benefits; leaders who inform you of what's going on so you can make intelligent choices; leaders in the same boat as you, who won't sell you down the river, or leave you without a paddle. Do you want to sink? Or swim? The choice is yours! — Helen Boyd."

THIRD VICE PRESIDENT



DENIS TOBIN

Denis J. Tobin — president Local 350 New York City Department of Labor. Member of CSEA for the last fourteen years. Worked up the ranks as elected vice president and is currently serving a second term as president of his local. Mr. Tobin is a member of the statewide Labor Management Committee, ad hoc committee on (BOLTS) Benefit on Line Terminals Committee, Political Action, Grievance Committee, EAP Committee. Mr. Tobin is running for third vice president Region II on the coalition slate.

JOEL SCHWARTZ

(no statement, photo)

PETER ANTICO

My name is Peter Antico, Executive Vice President of 446, South Beach Psychiatric Center, currently running for 3rd Vice President of Region II. Because of my previous ten years experience with CSEA as Shop Steward, Operational Rep, Treasurer, and member of the Regional Safety and Grievance Committees, I feel I am qualified as an officer and an asset to Region II. Your support will be deeply appreciated.

WARREN ALBRIGHT

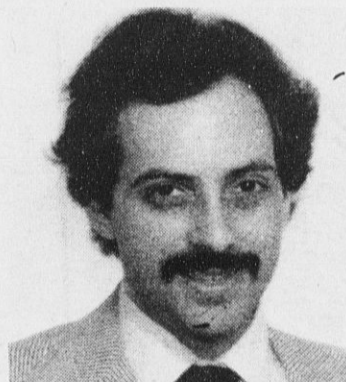
(no statement, photo)

SECRETARY



ANN WORTHY

Ann Worthy—feels, "It is my belief as a union leader you are motivated by an ideal of service rather than self-gain or prestige." While dealing with others you must assume an impersonal, objective attitude while your actions show considerations, free from bias, idiosyncracies, prejudice or personal conflicts. My objective, to serve you.



ALEXANDER S. GLATT

Ladies and gentlemen, I'm happy to have this opportunity to meet you. I started service in January 1976 with Mental Hygiene as a MHATA at MDC, then transferred to Willowbrook. In March 1977 I transferred to Taxation and Finance. In 1980 I grieved out of title assignments and won! The entire department was upgraded as a result! It's time for a change in leadership. I'm running to improve the quality of life for all of us.

TREASURER



ROSE FEUERMAN SUTRO

As a CSEA member for 27 years, I believe the following offices that I have held more than qualify me to run as the incumbent Treasurer of Metropolitan Region II:

- Membership Chairperson 1969-1978
- Statewide Evaluation Committee
- Statewide Nominating Committee
- Labor/Mgt. Committee Workers Comp. 1971 —
- Regional Chairperson Education Committee 1983 —
- 1st Vice-President Local 010 1979 —
- Acting President Local 010 1983 —
- Treasurer Metropolitan Region II 1983 —

SHARON KATZ

(no statement, photo)

CANDIDATES FOR REGIONAL OFFICES REGION 3

Official ballots are scheduled to be mailed to eligible voters on May 15 for the election of regional CSEA officers in each of the union's six regions. The Public Sector offered each candidate for regional office the opportunity to submit a 75

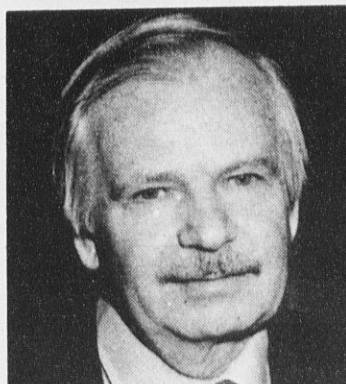
word statement and a photograph for publication. Following is a list of candidates by office in the order they will appear on the ballot, plus a statement and/or photo, if submitted, by each candidate.

The candidates for office in Region III, and the order in which they will appear on the ballot, are as follows:

PRESIDENT — Raymond J. O'Connor, Pat Mascioli, Carmine DiBattista
FIRST VICE PRESIDENT — John Cassidy, Gary "Barney" Eldridge, Sal Trabakino

SECOND VICE PRESIDENT — Alexander M. Hogg, Harold F. Ryan
THIRD VICE PRESIDENT — John E. Lowery, Rose Marcinkowski, Henry W. Walters, Francis J. De Lauri
SECRETARY — Grace Woods
TREASURER — Salvatore Greco, Eleanor McDonald, Doris A. Mikus

PRESIDENT



RAYMOND J. O'CONNOR

Re-elect Southern Region President Raymond J. O'Connor. He is the most qualified and experienced candidate who has done the job well for more than three years. President O'Connor has a reputation for honesty and integrity and he stands up for the little man in CSEA. The O'Connor slate of Gary Eldridge, Alex Hogg, John Lowery, Grace Woods, Sal Greco and O'Connor is the outstanding team which represents the interests and backgrounds of our entire region.



PAT MASCIOLI

A Union can be compared to a precision watch. For it to work properly, all of its parts must be in unison. Components necessary for a well functioning organization which I espouse are: availability, representation, strength and establishing a priority of needs. All are necessary in order that our Region can begin to work together effectively and with precision. Without State Division, County Division and Retirees working together for common goals, we have no strength!

CARMINE DIBATTISTA

(no statement, photo)

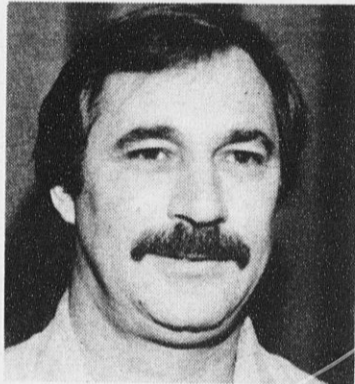
FIRST VICE PRESIDENT



JOHN CASSIDY

I would like to take this opportunity to publish a few statements about myself as a candidate for office in CSEA's Statewide Election. I am currently the president of Local 507 and I have served on the following committees:

- Department of Trans. Labor Management Committee — 11 yrs
- Board of Directors — 3 terms
- Director's Committee for Group Life Insurance — Presently
- Committee to study honorariums — Presently
- Employees Assistance Program
- Active Union Officer — 14 years



GARY "BARNEY" ELDRIDGE

As Westchester DC Local 432 President and a CSEA Board of Directors Member, I would appreciate your support and vote in my bid for Election as First Vice President in Region III. Listed committees below will express some of my experience as a working representative and why I feel I am the best qualified candidate. Statewide Legal Comm., Statewide Insurance Comm., Statewide Labor/Management Comm., Statewide Executive Comm., Regional Political Action Comm., Regional Executive Comm., Regional Labor/Management Comm. Chairperson.

SAL TRABAKINO

(no statement, photo)

SECOND VICE PRESIDENT



ALEXANDER M. HOGG

Leadership — Experience — Independence

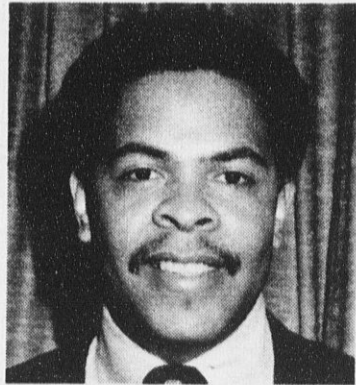
- 2 years local 1st vice president
 - 11 years local president
 - 9 years state negotiations
 - 9 years state Legislative & Political Action Committee
 - 9 years region Legislative & Political Action Committee
 - 2 years state Labor-Management Committee
 - 11 years region Mental Hygiene Presidents Committee
 - 10 years chairman Region Sites Committee
 - 11 years region Executive Committee
- Give Mental Health a voice in Region III



HAROLD F. RYAN

A strong Region is one that has good communication between its members and its leaders. We can make Region III strong if we go out and get input from the people who we're elected to represent. We must turn Region III around — turn it around so it faces its members!

THIRD VICE PRESIDENT



JOHN E. LOWERY

(no statement)



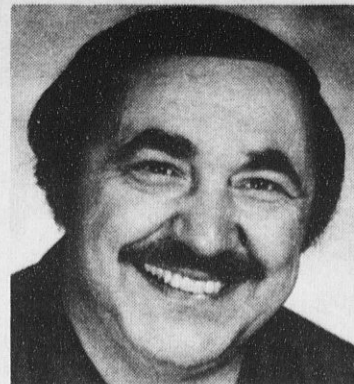
ROSE MARCINKOWSKI

We must remember that what we vote for is what we get. I have been a member in good standing for 22½ years. Have held the offices of delegate, vice-president and president within my locals. Was treasurer of The Southern Conference for 6 years, three terms as vice president and on state negotiations for 2 terms. Presently I am on the Corrections Committee as co-coordinator, PAC and Women's Committees. I will continue to work for the membership whenever called upon.



HENRY W. WALTERS

Over 24 years of state service and dependability in C.S.E.A., as an Executive Officer. Presently Secretary of Harlem Valley P.C. Local 409, I'm also secretary to Region III OSHA Committee and appointed Representative of Region III to NYS Safety and Health Maintenance Committee by Statewide C.S.E.A. President William McGowan. My beliefs are that elected officers should first listen to the voice of their Union membership, with understanding, and secondly, relate assertive strength in representing Labor with the employer.



FRANCIS J. DE LAURI

I am running for office because I feel we need a stronger link between the locals and Albany. I could make all kinds of promises to try to persuade you to vote for me but the only one I will make is that I will work hard to bring our locals and unit problems closer to Albany's attention. I am presently President of Unit 7910 and interim President of Local 836. I am also chairman of Local 836 Political Action Committee and have served as secretary and vice-president of my unit.

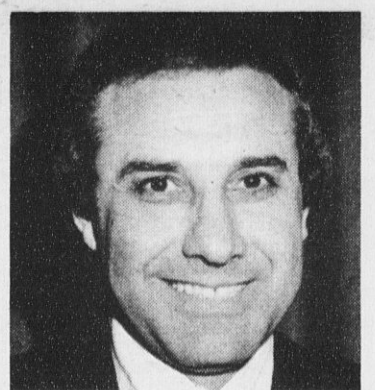
SECRETARY



GRACE WOODS

(no statement)

TREASURER



SALVATORE GRECO

Region 3 needs a reliable and dependable Treasurer which is something I believe we have lacked for a number of years. As your Regional Treasurer I will, for a change, pay all bills on time and thus avoid the possibility of law suits. I am treasurer of Letchworth Village Developmental Center Local 412, one of the largest locals in our region. I am Region 3 President Raymond J. O'Connor's choice to be your Regional Treasurer.



ELEANOR McDONALD

CSEA Treasurers at all levels are charged with the responsibility to see that funds are expended only as authorized by an approved Budget and in accordance with the Financial Standards Code. As the incumbent Treasurer of Region III, I have done everything in my power to comply with those requirements. It is members' funds with which we are working and, if re-elected, I will continue practicing fiscal responsibility and adherence to the mandated Region Constitution.

DORIS A. MIKUS

(no statement, photo)



CANDIDATES FOR REGIONAL OFFICES REGION 4

Official ballots are scheduled to be mailed to eligible voters on May 15 for the election of regional CSEA officers in each of the union's six regions. The Public Sector offered each candidate for regional office the opportunity to submit a 75

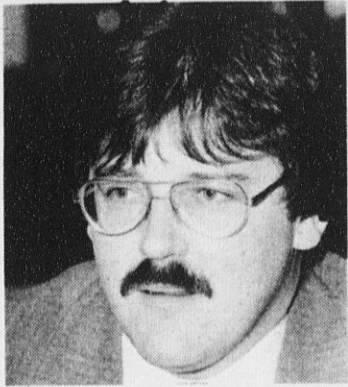
word statement and a photograph for publication. Following is a list of candidates by office in the order they will appear on the ballot, plus a statement and/or photo, if submitted, by each candidate.

The candidates for office in Region IV, and the order in which they will appear on the ballot, are as follows:

PRESIDENT — C. Allen Mead
FIRST VICE PRESIDENT — Carmen Bagnoli, Joan M. Tobin

SECOND VICE PRESIDENT — Barbara L. Skelly, Fran Wilusz, June Robak
THIRD VICE PRESIDENT — Louis J. Altieri
SECRETARY — Judy Remington
TREASURER — Barbara A. Stack, Gerald R. Toomey, Frances E. Jeffress

PRESIDENT



C. ALLEN MEAD

We have continued to build upon a strong and responsive organization in the Capital Region. Our education, health and safety, communications and political action programs have developed as an effective compliment to our collective bargaining efforts. Our message has been clearly stated — we are going to protect and represent our members. Our jobs will not be furloughed; our hospitals won't be sold; and our villages will not be dissolved. We welcome and appreciate your support.

FIRST VICE PRESIDENT



CARMEN BAGNOLI

During my many years of Leadership in C.S.E.A. I have had many jobs that have demanded not only dedication but initiative. I feel this diversification of jobs and responsibilities make me well qualified to fulfill the position of 1st Vice-President of Region 4.

Currently I am serving as Chairman of the Statewide Constitution and Bylaws Committee, one of the most vital committees in C.S.E.A. This Chairmanship and my 3 terms as President of one of Region IV's largest locals has provided me with the administrative skills necessary to function as 1st Vice-President of Region IV.



JOAN M. TOBIN

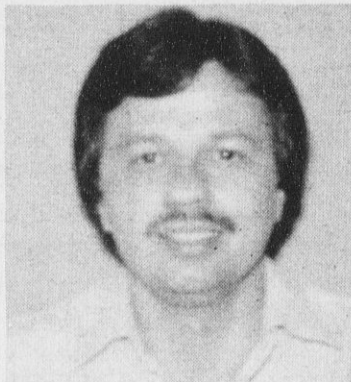
Each year the problems facing public employees become more formidable. Ability, leadership and experience are necessary qualifications for Regional Officers. I have developed and demonstrated these qualities during my tenure. With your support of my reelection, as 1st Vice President, I will continue assisting the leaders and members of this Region.

SECOND VICE PRESIDENT



BARBARA L. SKELLY

As Incumbent for the position of 2nd Vice President of Region IV, I feel it is important and necessary to support all of our members at all times. In the past years of my term as a Vice President, I have sought to keep informed on issues important to the members of this Region and will continue to do so. C.S.E.A. Unionists need Officers who are active at all times, not just during an election year.



FRAN WILUSZ

As a local President and Member of the Statewide Board of Directors, I have always tried to get the most from CSEA for the members I represent by knowing and understanding their problems and making their problems my problems. From my first involvement in CSEA I've always been visible, available, accountable, and a good listener because I firmly believe that is what the membership deserves from their leadership. If elected I will use this philosophy in representing you.



JUNE ROBAK

Education Department employee 26 years. Incumbent, Education Board of Directors Representative 1979-Present. Incumbent, Local President. Have served as Treasurer, Delegate, Steward, and on various Local, Regional, and State Committees. I believe that my many years of experience in a leadership role will enable me to continue to represent the interests and concerns of all CSEA members. Your vote will be appreciated!

THIRD VICE PRESIDENT



LOUIS J. ALTIERI

I've been active in C.S.E.A. since 1958. My experience in C.S.E.A. includes the following:

- Region IV Third Vice President
 - Member of State Wide Board of Directors
 - Region IV Political Action Committee
 - President, Department of Engineering & Public Works
 - Member of Local 847 Negotiating Team
 - Chair Local 847 OSHA Committee
 - Elected AFSCME Delegate
- Your Vote and Support Will be Appreciated.

SECRETARY



JUDY REMINGTON

As the present Region 4 Secretary and a Local President, I have worked for CSEA members for many years in a variety of ways; i.e., Statewide Insurance Committee, Employee Assistance Program, Memorial Scholarship Committee. I know the operations of CSEA and bring to the office of Capital Region Secretary expertise, enthusiasm and sincerity in serving its members. I will continue fighting for fair and effective representation for all our members.

TREASURER



BARBARA A. STACK

As a Local Officer & Delegate, I have always encouraged communication between myself and those I represent. A genuine concern for the welfare of our membership has been consistently demonstrated by informed, dedicated leadership, and determined commitment to responsible and conscientious management and expenditure of Union funds for the greatest benefit of the Rank and File. 10 years Local, Region, and Statewide Political Action experience has provided a thorough understanding of the concerns in Political Sub-Division, County & State.

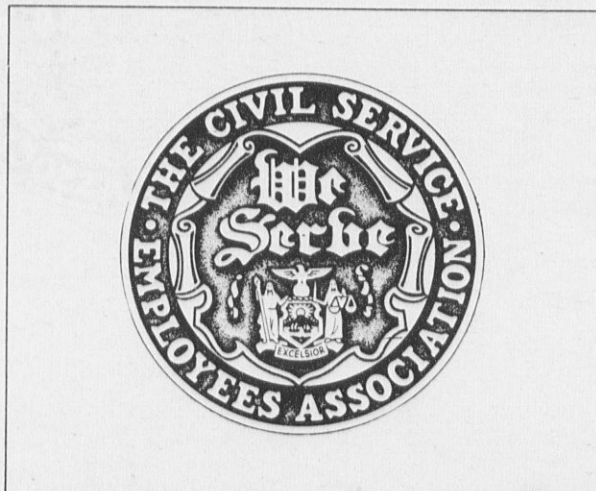
GERALD R. TOOMEY

(no statement, photo)



FRANCES E. JEFFRESS

I am serving my second term as Treasurer, Education Department, and although a lot of time is spent keeping and maintaining the financial records, I enjoy the work has prepared me for a bigger challenge and being regional treasurer is that challenge. A Treasurer is responsible for keeping accurate and accountable reports, issuing these reports in a timely manner and whenever requested, and being able to explain the reported figures. I have fulfilled these responsibilities, and as regional treasurer, will do the same.



CANDIDATES FOR REGIONAL OFFICES REGION 5

Official ballots are scheduled to be mailed to eligible voters on May 15 for the election of regional CSEA officers in each of the union's six regions. The Public Sector offered each candidate for regional office the opportunity to submit a 75

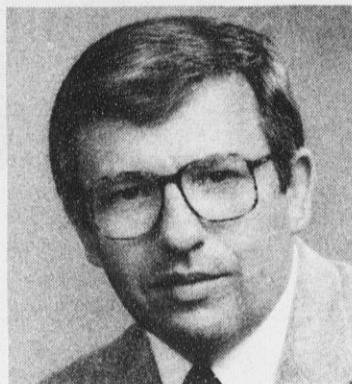
word statement and a photograph for publication. Following is a list of candidates by office in the order they will appear on the ballot, plus a statement and/or photo, if submitted, by each candidate.

The candidates for office in Region V, and the order in which they will appear on the ballot, are as follows:

PRESIDENT — Jim Moore, Irene Carr
EXECUTIVE VICE PRESIDENT — Edward (Bud) Mulchy, Jon J. Premo, Patricia Crandall

FIRST VICE PRESIDENT — Mary E. Sullivan, Ralph L. Young
SECOND VICE PRESIDENT — Chris Carletta, Dolores Herrig, Bruce T. Nolan, Stephen M. Arbes, Robert W. Allen
THIRD VICE PRESIDENT — Thomas B. Keane Jr., George McCarthy
SECRETARY — Helen Hanlon
TREASURER — Dale E. King, Linda Fiorentino, Alberta K. Bardascini

PRESIDENT



JIM MOORE

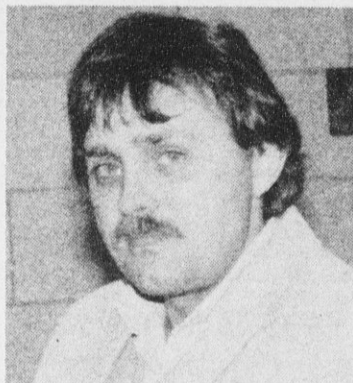
Since 1972, the members of this Association have advanced my position from that of Steward to Local President, to Member of the Board of Directors, to three terms as Regional President. The support has been due to my dedication to finding solutions to the problems facing our members. The job has been personally rewarding, but also very frustrating. Frustrating because of the many obstacles, yet rewarding when solutions are found, only to be replaced by a new challenge. Your continued support would be appreciated.



IRENE CARR

Having served CSEA Inc. in many elected positions, delegate, President of a Local, Region Officer and now Statewide Secretary for seven years, I seek your vote to move up to a Vice President position — the President of Region V. I would like to put all my experience together to represent the rank and file of Region V. Make your vote count. You will do better by far if you vote for CARR.

EXECUTIVE VICE PRESIDENT

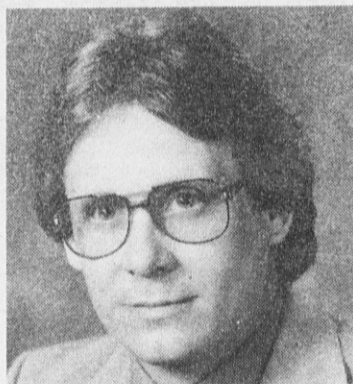


EDWARD (Bud) MULCHY

One of my major objectives will be to communicate with the rank and file. A monthly newsletter will be helpful to all members. I would like to bring the Union to the people for a change, such as moving the monthly meetings from county to county.

I would also like to change the image of the Union by having the Union more active in community activities.

I know communications must be kept open to the grass roots level, and that is why, "This Bud's for You."



JON J. PREMO

WHAT'S IN IT FOR YOU . . .
Desire: If you work in the middle section of NYS then I'm seeking YOUR vote for Executive Vice President. **Experience:** As Union Leader of Rome Developmental Center Local 422 (one of Central NY's Largest State Locals) I've been involved in numerous "Battles" with management. **Planning:** I'll continue to fight for you in a careful, well thought manner. **SAVE THIS PUBLIC SECTOR,** ballots will soon arrive. Look . . . Vote . . . for Jon Premo.



PATRICIA CRANDALL

I am running for re-election because I feel Public Employees will be facing some very difficult decisions in the future. With my experience and background I can help make the decisions for all our members. A state employee for 19 years and a member of Region V for 14 years. As a Regional Officer worked with both county and state locals on problems and feel with this knowledge I can represent all the members of Region V.

FIRST VICE PRESIDENT



MARY E. SULLIVAN

As 1st Vice President of Region V, I'll work for fair and equitable contracts, job security, adequate staffing at our facilities, and an effective communications network so you can be heard. Those will be my priorities when elected. I have the experience — as a Local President, Board of Directors Representative, and Region office — and the abilities needed to provide the committed and aggressive leadership that you deserve.

RALPH L. YOUNG

"If It Works, Don't Fix it." I am seeking re-election for the office of First Vice-President of C.S.E.A., Region V. For the past seven years, it has been my privilege to serve in this capacity. During this time, the membership needs and wants have been my main priority. I am asking you to recognize my experience, loyalty and dedication. progressive times call for progressive leadership. I will continue to bring and retain to this office.

SECOND VICE PRESIDENT



CHRIS CARLETTA

"EXPERIENCE AND DEDICATION" . . . Are the qualities I offer you, when elected Second Vice-President of Region V. As an officer at Rome Developmental Center Local for 5 years, I have insight and experience on union issues. From a Local negotiator to President of our Day Care Board of Directors, I have always fought for the rights and benefits due our members. With your support **I will make sure your voice is heard!!**



DOLORES HERRIG

Secretary at V.V.S. Central School, 19 years; C.S.E.A. member, 15 years; Local President; Graduate of Cornell Labor Studies; Certified Steward Instructor; Member of numerous Regional and State Committees; Board of Director. If elected, I will make a concerted effort to involve the "grass roots" members in bringing credibility back to the region.



BRUCE T. NOLAN

Bruce T. Nolan is the incumbent 2nd vice president of Region V. Mr. Nolan is married and has four children and two grandchildren. He is an employee of the City of Auburn for 30 years and a member of C.S.E.A. for 28 years. His experience is:

- President City of Auburn Unit 1969 to 1971
- President Local #806 1971 to present
- State Board Member 1972 to 1973
- State Convention Committee 1979 to present
- 3rd Vice President Region V 1980 to 1983



STEPHEN M. ARBES

Being a member of CSEA for 10 years I've seen many changes, some good and some not so good. We've scored significant victories and have much to be proud of. On a regional basis we must strive to do more; improve life on the job, pay equity for municipal and female workforce, Barge Canal employees, and oppose contracting out of public service jobs. I welcome the opportunity to serve and your vote will be appreciated.



ROBERT W. ALLEN

I intend to work with officers and members of CSEA to improve communication and representation on the Regional Executive Committee. I see our job as adapting existing practices to accommodate the every changing status of public employees. As a firm believer in the democratic concepts of CSEA, I have served the men and women of this union. As region V second vice president I will continue to do so with a strong voice.

THIRD VICE PRESIDENT

THOMAS B. KEANE JR.

Experience: 15 years in trade unions (4 in officers) + 9 years in CSEA offices. Membership and interest badly need building. We need active regional officers who communicate with each other and the locals regardless of size. Also needed are "organizers" covering every unit on a rotating basis. Regional officers should pass a resolution and follow up on two "Biggies": 1) Education of bargaining teams and supplying them with costs, analysis. 2) Education of members and management about "comparable worth."

GEORGE MCCARTHY

I wish to announce my candidacy for 3rd Vice President of Region V. I am presently holding this office. Previous to this I was Executive Secretary of Region V. I am also President of Local 423, St. Lawrence Psychiatric Center, Chapter of CSEA. I have held this position for the past 9 years. I have also served on the Board of Directors and am presently Chairperson for M & MHR Presidents.

HELEN HANLON
(no statement, photo)

DALE E. KING
(no statement, photo)

LINDA FIORENTINO
Having been a local treasurer for seven years made me very familiar with the fiduciary responsibilities and the record-keeping procedures involved in being a treasurer. While I am currently employed by the State of New York, I worked for 10 years in local government. I am presently a Regional Officer; was a Local Officer for 10 years; was a Unit President for 9 years; and have participated on various committees at statewide, regional, and local levels.

ALBERTA K. BARDASCINI
Alberta Bardascini, Candidate for the office of Treasurer, Region V, has been a CSEA member for 9 years, and has served as Unit Treasurer, Unit 2nd Vice President, Local Financial Secretary, Local Delegate and Chairperson of the Local Membership Committee. She has worked on Unit Budget, Audit, Grievance, Election, and By-laws Committees and presently is Steward for Motor Vehicles at Syracuse Civic Center in Local 013. A dedicated, hard worker for the Union.



CANDIDATES FOR REGIONAL OFFICES REGION 6

Official ballots are scheduled to be mailed to eligible voters on May 15 for the election of regional CSEA officers in each of the union's six regions. The Public Sector offered each candidate for regional office the opportunity to submit a 75

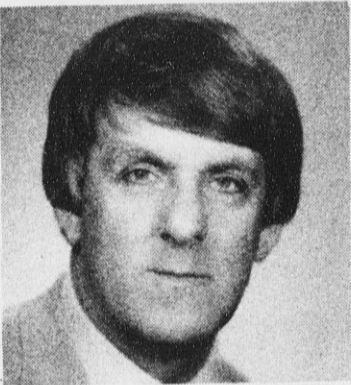
word statement and a photograph for publication. Following is a list of candidates by office in the order they will appear on the ballot, plus a statement and/or photo, if submitted, by each candidate.

The candidates for office in Region VI, and the order in which they will appear on the ballot, are as follows:

PRESIDENT — Robert L. Lattimer, Dominic Spacone, Jr.
FIRST VICE PRESIDENT — Donald A. VanEvery, Florence Tripi, Robert Smith

SECOND VICE PRESIDENT — Sara Sievert, Gerald M. Prince
THIRD VICE PRESIDENT — Thomas J. Warzel, John P. Eiss
SECRETARY — Sheila Brogan
TREASURER — James V. Kurtz, Linda M. Cote, Joan Poisella

PRESIDENT



ROBERT L. LATTIMER

"As the incumbent Region President, my track record of accomplishment is open to your review. Our region is respected throughout the state. I believe that is due in large part to the rational and responsible leadership you have had. My constant goal has been to serve the membership fully. I have been both candid and forceful in promoting CSEA's interests and in addressing individual problems. I trust you will support me again with your vote in this critical election.

FIRST VICE PRESIDENT



DONALD A. VANEVERY

There are two strong reasons for you to vote for me in Region VI:
EXPERIENCE
COMMITMENT
I am Grievance Co-Chair for 1500 members.
I understand grievances; contract issues.
I know government — legislative aide (State), administrative assistant (City), social services worker (County).
I understand our issues.
I volunteer — charitable work, political campaigns, my kid's school, my Union — I work hard for things important to me.
I advocate change in CSEA.
Let me work hard for you.

SECOND VICE PRESIDENT



SARA SIEVERT

I have been an employee at SUNY Fredonia and a member of CSEA since 1965. I served as local president 1973-79; one term SUNY Board Representative; was member of CSEA/SUNY Labor/management and CSEA Legal committees. Currently chairman of CSEA Education committee and active member of Region 6 PAC; and 1st VP Local 607. As an officer of Region 6 I will use my experience and knowledge on behalf of the members.

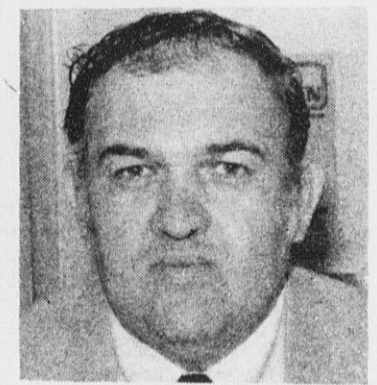
THIRD VICE PRESIDENT



THOMAS J. WARZEL

Brothers and Sisters — These are crucial times for our members. There are many challenges and battles that face us at the present and in the future. My involvement with the Regional Political Action Committee and Statewide contract negotiations have given me the experience to help fight these battles. If elected to this office, I will serve with the same knowledge and ability that I have exhibited on the local, regional and statewide levels.

TREASURER



JAMES V. KURTZ

It is an honor to have been selected by the Nominating Committee for the Position of Region VI Treasurer. My nine (9) years of experience as Chautauqua Local 807 Treasurer, President and State Board of Directors will provide the background to meet the responsibilities of the Region Treasurers office. If elected, I will do my best to serve the Region and assist all Local and Unit Treasurers. Your vote of confidence will be appreciated.



DOMINIC SPACONE JR.

My experience in serving the needs of C.S.E.A. members encompasses over 18 years as a Steward, Unit Officer, Unit President, Grievance and Negotiations Chairman, Local President, Vice-Chairman County Executive Committee and Statewide Board of Directors Representative.
As Region VI President, I pledge to continue in my efforts to serve the many needs of all the members of Region VI and C.S.E.A.
Your vote for me is a vote for concerned and dedicated leadership in Region VI.



FLORENCE TRIPI

Brothers and sisters. I am a candidate for the office of first vice president of Region VI. I have been a member of CSEA since 1968 and have served the membership in several capacities since 1973. I am deeply committed to the concept of unionism and to CSEA. I recognize our potential. I take pride in what we have done, but there is so much more to do. I'd like the opportunity to continue our work as your first vice president.



GERALD M. PRINCE

As incumbent Second Vice President of Region 6 CSEA, I ask your help in my re-election bid. My theme is a simple one: Union requires unity. Whether we are State, or County, or municipal employees, we must realize our need to act together for the benefit of all. I think Region 6 continues to move in that direction and I hereby solicit your support in my effort to continue helping to do so.



JOHN EISS

I am seeking re-election to the 3rd Vice Presidency of Western Region 6 and ask for your support and vote in this endeavor. As an officer in our union for over ten years, I have steadfastly adhered to two objectives. Improving service and communications with the membership and second, promoting harmony between the state and Political Subdivision sectors of C.S.E.A. I believe serving the membership is a union's sole reason for existence.



LINDA M. COTE

I am currently serving my second term as Buffalo Psychiatric Center Local #403 Treasurer. As a dedicated Region Six member, I would like this opportunity to further serve the Region as Treasurer. As Treasurer, I would enjoy the challenge of working with other Local and Unit Treasurers. I am motivated by fiduciary responsibility and possess the sense of organization, the knowledge of the Financial Standards Code and the experience that a Region Treasurer must have!

JOAN POISELLA

As a member of CSEA for twenty-three years, I have been active in Buffalo Local 003 and Region VI. The past two years as Treasurer of the Region have afforded me the opportunity to assist many Treasurers and realize the importance of continuing education in fiscal matters. There is still much to accomplish and I look forward to serving Region VI members in the next three years. I appreciate your support.

SECRETARY

SHEILA BROGAN
(no statement, photo)

ROBERT SMITH
(no statement, photo)

AIDS:

Dispelling the myths

Researcher urges common sense approach to employees who come in contact with AIDS patients

FISHKILL — The more you know the less there is to fear from AIDS.

That was the message an AIDS researcher brought to CSEA members attending a workshop on the disease here recently.

"The word AIDS has caused hysteria. That hysteria is causing people to do things that are not logical," Dr. Gary Wormser, of the Westchester County Medical Center, told the group.

Wormser said common sense and simple precautions will keep workers who come in contact with AIDS patients safe. He urged those workers to learn all they can about the disease, to be cautious — and not to panic.

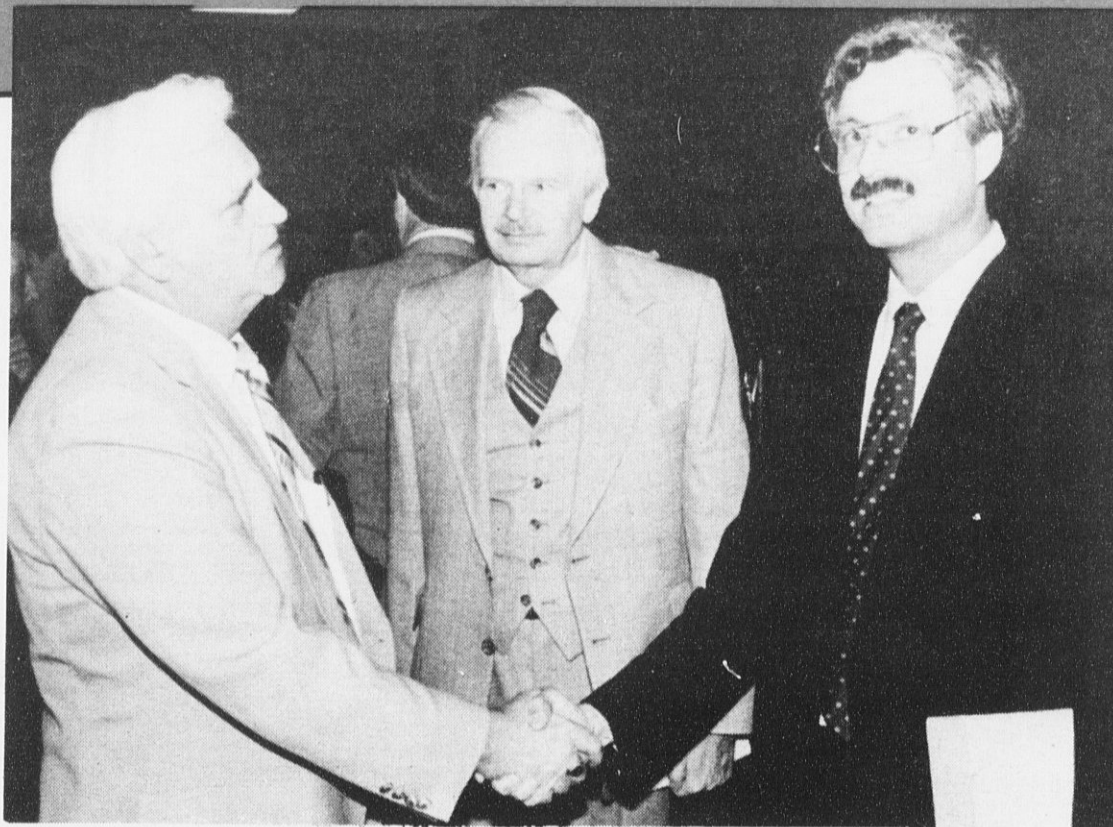
AIDS — Acquired Immune Deficiency Syndrome — is a puzzling disease that has become a major public health issue. It almost exclusively affects a select "risk group" of potential victims by damaging the body's natural immune system, diminishing the victim's resistance to rare forms of cancer and infections.

About 75 percent of AIDS cases in this country have involved homosexual or bisexual males. The rest have involved intravenous drug users, Haitians and hemophiliacs. More than half of all cases have been reported from New York state, and nearly all of those from New York City.

CSEA has been working to dispel the myths associated with AIDS, and to allay the fears and concerns of the members in general, many of whom work in prisons, institutions and health facilities where cases of AIDS have been identified.

CSEA President William L. McGowan said the union will make sure members get the information, training and protective gear needed to keep them safe from any possible risks.

At the workshop, Dr. Wormser explained that scientists now believe AIDS is caused by a "retro-virus,"



CSEA PRESIDENT William L. McGowan, left, shakes hands with Dr. Gary Wormser of the Westchester County Medical Center, who spoke on AIDS recently at a seminar for CSEA members. Standing with them is Region III President Raymond J. O'Connor.

and that all evidence indicates that it cannot be passed by casual contact. Intimate sexual contact and direct blood-to-blood contact are the most likely means of transmission, he pointed out.

Some of the simple precautions Dr. Wormser recommends are that workers who come in contact with bodily fluids of AIDS patients wear gloves and protective gowns. This includes workers who contact soiled linens. Plumbers who may come in contact with sewage should wear protective garments. But, Dr. Wormser adds, "Sewage, blood and excrement can always carry infectious agents and care should be taken even if AIDS patients are not present."

Dr. Wormser says bleach is an effective cleanser that kills most viruses, including the type suspected of causing AIDS.

There is no evidence that AIDS is spread through coughing, sneezing, food or inanimate objects such as drinking vessels and toilets, he said.

SOME SIMPLE PRECAUTIONS

If your work brings you in contact with AIDS (or suspected AIDS) victims, you should know and follow these simple procedures, which are recommended by the state Health Department.

Note: These are the same precautions to be taken with Hepatitis B patients.

1. Avoid accidental wounds from sharp instruments that may have been in contact with potentially infectious materials. Be careful not to expose open skin lesions to potentially infectious materials.
2. Wear gloves when handling blood specimens, blood-soiled items, body fluids, excretions and secretions or when touching surfaces, materials and objects exposed to them.
3. Wear gowns if street clothing may become soiled with body fluids, blood, secretions or excretions.
4. Wash hands after removing gowns and gloves and before leaving rooms of known or suspected AIDS patients. Wash hands immediately and thoroughly if they become contaminated.
5. Label with a special warning, "Biohazard — Hepatitis B Precautions," blood and other specimens. If the outside of the specimen container is contaminated with blood, it should be cleaned with a disinfectant such as a 1:10 dilution of 5.25 percent sodium hypochlorite (household bleach with water). Blood specimens should be placed in a second container such as an

impervious bag for transport. Carefully examine all containers for leaks or cracks.

6. Blood spills should be cleaned up promptly with a disinfectant solution such as described in No. 5.

7. Blood-soiled articles should be placed in an impervious bag prominently labeled "Biohazard — Hepatitis B Precautions" before being sent for reprocessing or disposal. Alternatively, such contaminated items may be placed in plastic bags of a particular color designated solely for disposal of infectious wastes. Items should be disposed of or incinerated in accordance with policies for disposal of infectious wastes. Reusable items should be reprocessed in accordance with policies for Hepatitis B virus-contaminated items. Lensed instruments should be sterilized.

8. Do not bend needles after use, but promptly place in puncture-resistant container for disposal. Do not reinsert needles into original sheaths before discarding.

9. Disposable syringes and needles are preferred. Only needle-locking syringes or one-piece needle/syringe units should be used to take fluids from patients so that (if desired) collected fluid can be safely discharged through the needle. Reusable syringes should be decontaminated before reprocessing.

10. A private room is indicated for patients who are too ill to use good hygiene, such as those with profuse diarrhea, fecal incontinence, or altered behavior secondary to central nervous system infections.

CSEA local or unit presidents should be notified if the procedures are not being followed.



**AIDS
HOTLINE
1-800-462-1884**

TOLL FREE &
CONFIDENTIAL
8 a.m. - Midnight

Call for facts -
Call for help!
New York State
Department of Health