

THE PUBLIC SECTOR

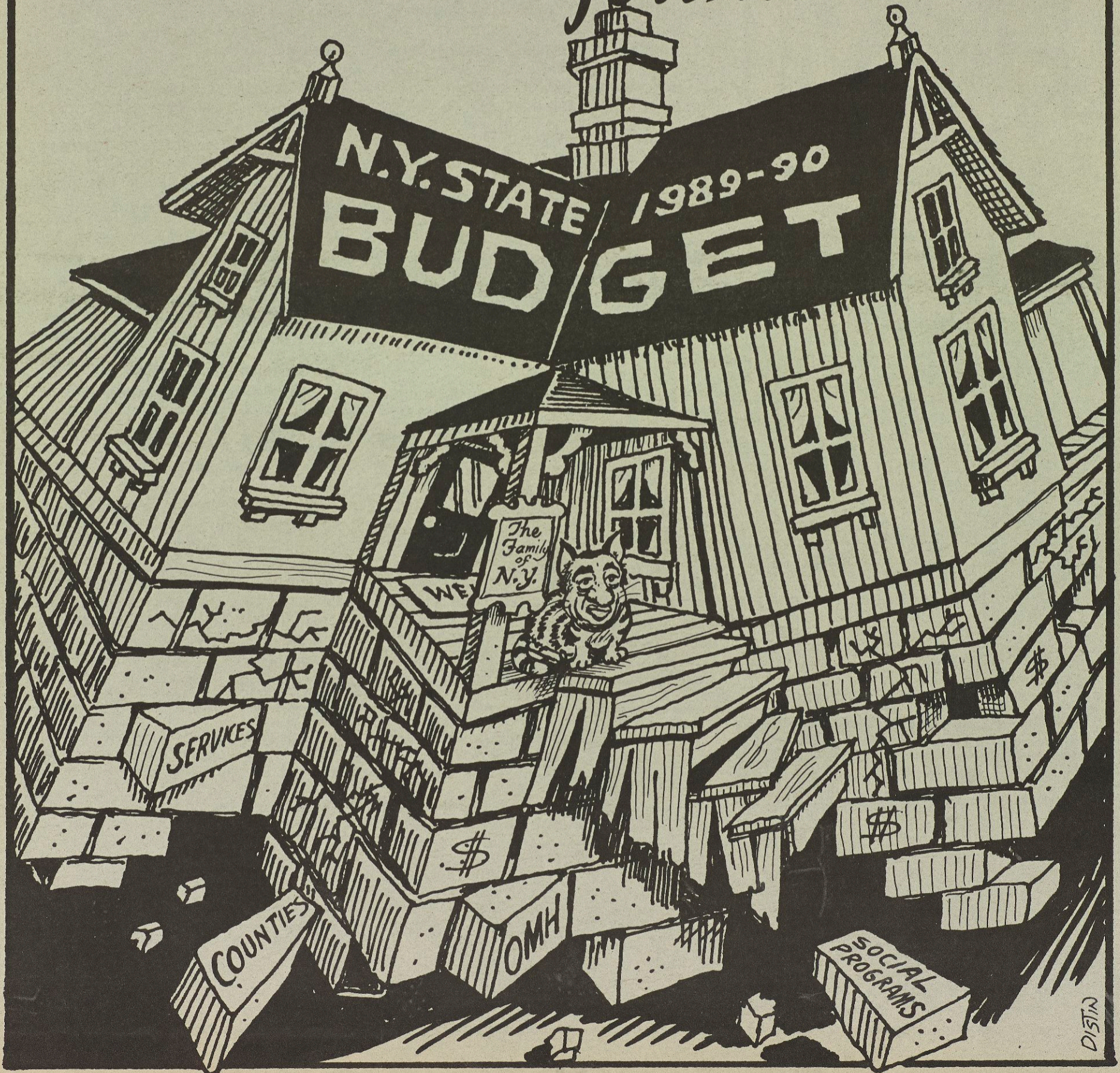
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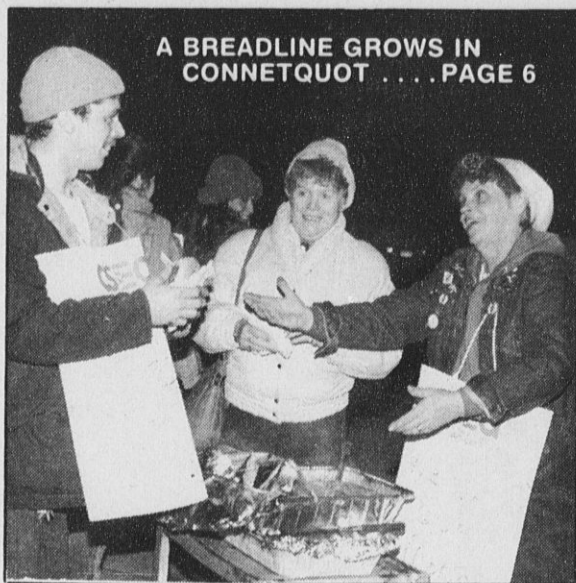
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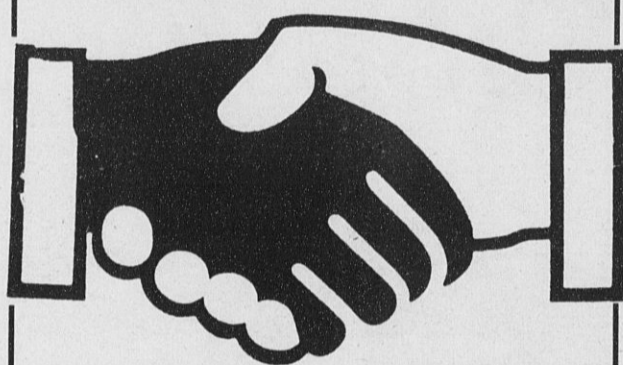
Built on a flawed foundation



INSIDE



A BREADLINE GROWS IN CONNETQUOT PAGE 6



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THE ETHICS LAW AND YOU PAGES 14-15

MOVED?

If you've moved recently, or plan to move in the near future, it's very important, to you and CSEA, that you notify the union of your new address immediately. Use this form for your convenience.

CHANGE OF ADDRESS

Name _____ Social Security No. _____

MY OLD ADDRESS WAS:

Street _____
City _____ State _____ ZIP _____

MY NEW ADDRESS IS:

Street _____
City _____ State _____ ZIP _____

My employer is: _____

My work location is: _____

I am a member of CSEA Local _____

MAIL TO: Civil Service Employees Association
Attn: Membership Department
143 Washington Avenue
Albany, New York 12210

An assault on merit, fitness

CSEA will sue the state Civil Service Commission in an effort to prevent a newly-created routine clerical state job from being designated as non-competitive.

"CSEA will immediately go to court against the commission's decision because it violates our state Constitution, which demands an objective system for appointments and promotions to civil service positions," said CSEA statewide President Joe McDermott moments after the commission exempted the newly-created grade 4 clerical assistant title from competitive examination.

"There is great potential for patronage abuse here. It's an assault on the principle of merit and fitness, and we intend to repel the attack," McDermott said.

Grade 4 clerical assistants will perform such tasks as alphabetization, date stamping, stapling, comparing information and sorting documents.

"It is practical to test for such routine clerical tasks," McDermott asserted. "Tests are administered in those areas for various beginning office worker positions such as typist, clerk, file clerk and account clerk, and this is not substantially different. There is no sound basis for the action taken by the commission."

McDermott said it's "a hoax" for the commission to attempt to justify non-competitive status on the grounds of affirmative action.

"The commission has created a dead-end job for which no promotional opportunities exist," he said.

Important reminder on NODs

CSEA officials and representatives who are involved in filing appeals of Notices of Discipline (NOD) with the state are reminded that the offices to which appeals must be sent have changed addresses. All NOD appeals must be sent to the appropriate office and address.

The address for Notices of Discipline is:
Disciplinary Panel Administrator
One Commerce Plaza
Suite 706
99 Washington Avenue
Albany, N.Y. 12210

The address for Time and Attendance Notices of Discipline is:
Time and Attendance Administrator
One Commerce Plaza
Suite 706
99 Washington Avenue
Albany, N.Y. 12210

Many appeal forms are still being mailed

incorrectly to the Governor's Office of Employee Relations (GOER) at Agency Building 2 at the Empire State Plaza in Albany.

"GOER has indicated they will no longer accept appeals of Notices of Discipline," said CSEA General Counsel Nancy E. Hoffman. "It is imperative that appeals are filed in a timely manner and mailed to the correct address."

Appeals sent to GOER are being returned to the sender and it is possible that the time limit for filing an appeal could expire before the appeal form is redirected to the proper address, Hoffman noted.

"Appeals should always be sent by certified mail," Hoffman reminded. Questions concerning the filing of appeals should be directed to Acting Deputy Director for Contract Administration Mark D. Lawrence at CSEA Headquarters in Albany, (518) 434-0191 or 1-800-342-4146.

Clarifying a confusing story

An article on the state Barge Canal system in the last edition of *The Public Sector* requires some clarification.

A report by the state Barge Canal Planning and Development Board, referred to in the article, recommends that officials study how the canal will be administered in the future. The canal is currently the responsibility of the state Department of Transportation, but the report does not recommend any specific

agency to administer the system in the future.

Cuts in the canal's hours, season and part-time staff are called for in the proposed state budget, not in the canal board report.

The report recommends a user fee for the canal, while the recommendation that half that fee go into the state general fund is in the state budget proposal.

The Barge Canal is the only state-operated canal system in the country.

THE PUBLIC SECTOR UNION YES

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

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	Region V (315) 451-6330		



Want to keep your job?

Do you want to keep your job working for the state, the school district, the county, city, town or village?

Do you want your fellow workers to keep their jobs?

Do you want to be sure that if you keep your job you can do it well, rather than have to struggle to meet minimum requirements because your workplace is so understaffed?

Do you want to be sure there are enough state troopers on the streets protecting you, rather than pushing paper behind a desk?

Do you want your local government services to be maintained without having to pay massive increases in property taxes or rent?

Do you want to know that the mentally ill are being cared for properly in institutions and in the community?

Then act now!

Then NOW is the time to act. Speak out against the proposed state budget that cuts jobs, vital programs and essential aid to local governments and school districts. Call and write your state senator and your state Assembly representative. Write a letter to the editor of your local newspaper.

When you do those things, make the following points about the budget proposal, so that everyone understands the immediate danger of the budget proposal.

- Part of the budget shortfall could be covered if the so-called tax cuts are eliminated.
- The so-called tax cuts will benefit the wealthy, not the low- and middle-income workers who will suffer most.
- Local property taxes will increase to maintain services and hundreds of local government workers will lose their jobs.
- If the tax cuts go into effect and the budget is not revised, 8,500 state jobs will be eliminated, and hundreds of workers will lose their jobs.

You can help!

You can influence the outcome of the state budget. Grassroots campaigns have historically been successful, and you are a member of one of the largest grassroots organizations in the state — CSEA.

We succeeded on the federal level last year, convincing Congress to end taxation of public employees' leave accruals.

Now it's time to work at the state level to fight Gov. Cuomo's budget plans that will mean higher local property taxes, layoffs and tax breaks for the wealthy. If you want to join the fight, send in the adjacent coupon. We'll tell you how you can help.

Mail this coupon to: CSEA Legislative and Political Action Dept. 143 Washington Ave., Albany, NY 12210

YES! I want to help fight the governor's budget! Let me know what I can do!

MY NAME IS _____

ADDRESS _____

SOCIAL SECURITY NO. _____

CSEA LOCAL _____

The BUDGET BLUES



N.Y. State Troopers Can't Chase Drug Pushers if They're Pencil Pushers.

Cuts in civilian staff at State Police stations around the state mean that highly-trained police officers will be relegated to answering phones and filling out forms.

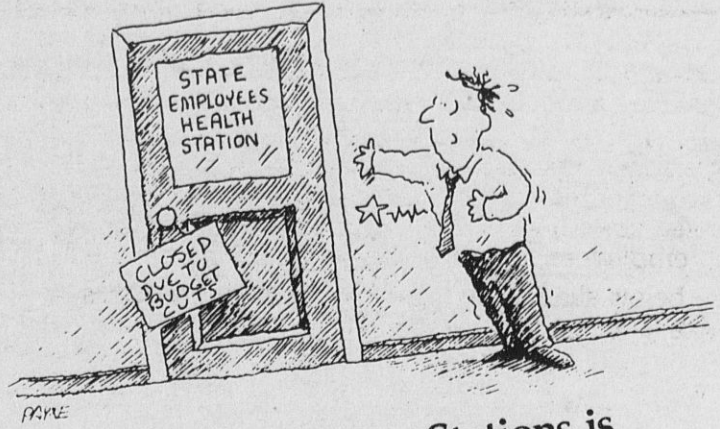
Drug runners and other criminal elements think it's a great idea.

We think it stinks.



Civil Service Employees Association
Local 1000, AFSCME, AFL-CIO • Joe McDermott, President

The BUDGET BLUES #2



Closing Nurses Stations is Cutting it Too Deep.

If the governor's budget is approved as is, 29 nursing stations located in high-density state employee locations will be closed.

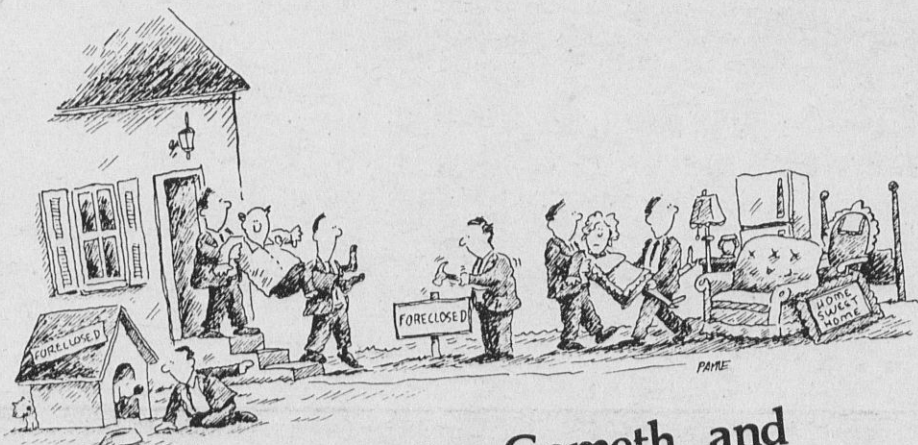
Thousands of state workers will be without emergency care, immediate evaluation and will have to seek care elsewhere. The implications are obvious. It could create life-threatening situations.

We think that's cutting it a little too deep.



Civil Service Employees Association
Local 1000, AFSCME, AFL-CIO • Joe McDermott, President

The BUDGET BLUES #3



The Tax Man Cometh, and Cometh, and Taketh

The governor's budget passes the buck from the state to already overburdened local governments. This can only result in higher property taxes for homeowners and higher rents for tenants.

Some people just won't be able to hack it.



Civil Service Employees Association
Local 1000, AFSCME, AFL-CIO • Joe McDermott, President

There's nothing funny about layoffs, reductions in services and increased local taxes. Which is why CSEA is using a touch of humor to get the attention of state legislators in a series of advertisements with a very serious message in the "Legislative Gazette" newspaper. CSEA's "The Budget Blues" ad series touches on specific damages that will be inflicted on state residents if the proposed state budget is passed in its present form.

The budget battle

CSEA writes on

CSEA members continue to write their legislators to protest the state budget proposal and the cuts in aid, services and jobs that will result on all levels of government. Here are some more examples.

If you haven't written your Assembly representative or state senator, do it today. It's not too late to be sure your legislators know what you think and what you need.

The proposed state budget will cause pain to everyone — state workers, local government and school district employees, property tax payers, tenants, the mentally ill.

The letters below show what your fellow CSEA members have said to their legislators. Now it's your turn. Write your legislators today!

It seems ironic that the Governor is proposing these drastic cuts in services while remaining steadfast in his promise to cut taxes. Isn't this the same ploy that he so staunchly criticized the federal administration for?

As a taxpayer, voter and state employee, I'd much rather pay a higher tax rate than run the risk of being laid off from work.

In a letter to another legislator:

It seems so ironic that in the so-called "decade of the child" the Governor sees fit to close the decade by cutting back on direct child care services for our most troubled, neglected youth. Empty promises and recanting rhetoric.

— David Burgos, employee of the state
Division for Youth.

I believe the hiring freeze the Governor has put in only hurts clients at Mohawk Valley Psychiatric Center and Central New York Psychiatric Center

We have already done a number on the homeless deinstitutionalization. It's a disaster that's getting worse.

— Bud Mulchy, president of
Mohawk Valley Psychiatric Center
CSEA Local 434

We are tired of being the ones hit with these problems and more when we don't even have anything to do with the Governor's budget whatsoever. If he cannot manage the state any better than this, we better take a good look at him.

— James R. Hank, president of
Attica Correctional Facility
CSEA Local 152

Cutting programs for state, local government and school districts or laying off employees in these areas would mean a reduction in the quality of life in New York state. Such reductions would have a devastating effect on all residents of the state and there is really no need for that to happen.

— Candy Saxon, CSEA Region VI secretary,
Niagara County employee

His budget proposes a large number of state employee layoffs, as well as major cuts in funding for local municipalities, which no doubt will lead to increases in property taxes. We all know that in past years this plan of action has not solved problems but created new ones.

— Tom Sutton of West Seneca, employee
of Attica Correctional Facility

Both my husband and myself are employees for the state of New York and will find it most difficult when our high school student enters college next September. This state needs services, not devastation.

— Elisa Bursor of Schenectady

Now it's your turn to write

When writing your legislators to urge that the proposed state budget be revised and income tax rates be frozen at the 1988 level, follow these hints.

1. Identify yourself.
2. State the problem as you see it.
3. Propose a solution — Strongly urge that the third and fourth years of the state income tax cut be eliminated.

4. Request action — Ask your legislator to call on Gov. Cuomo to freeze state taxes at 1988 levels.

5. Ask for a response from your legislator.

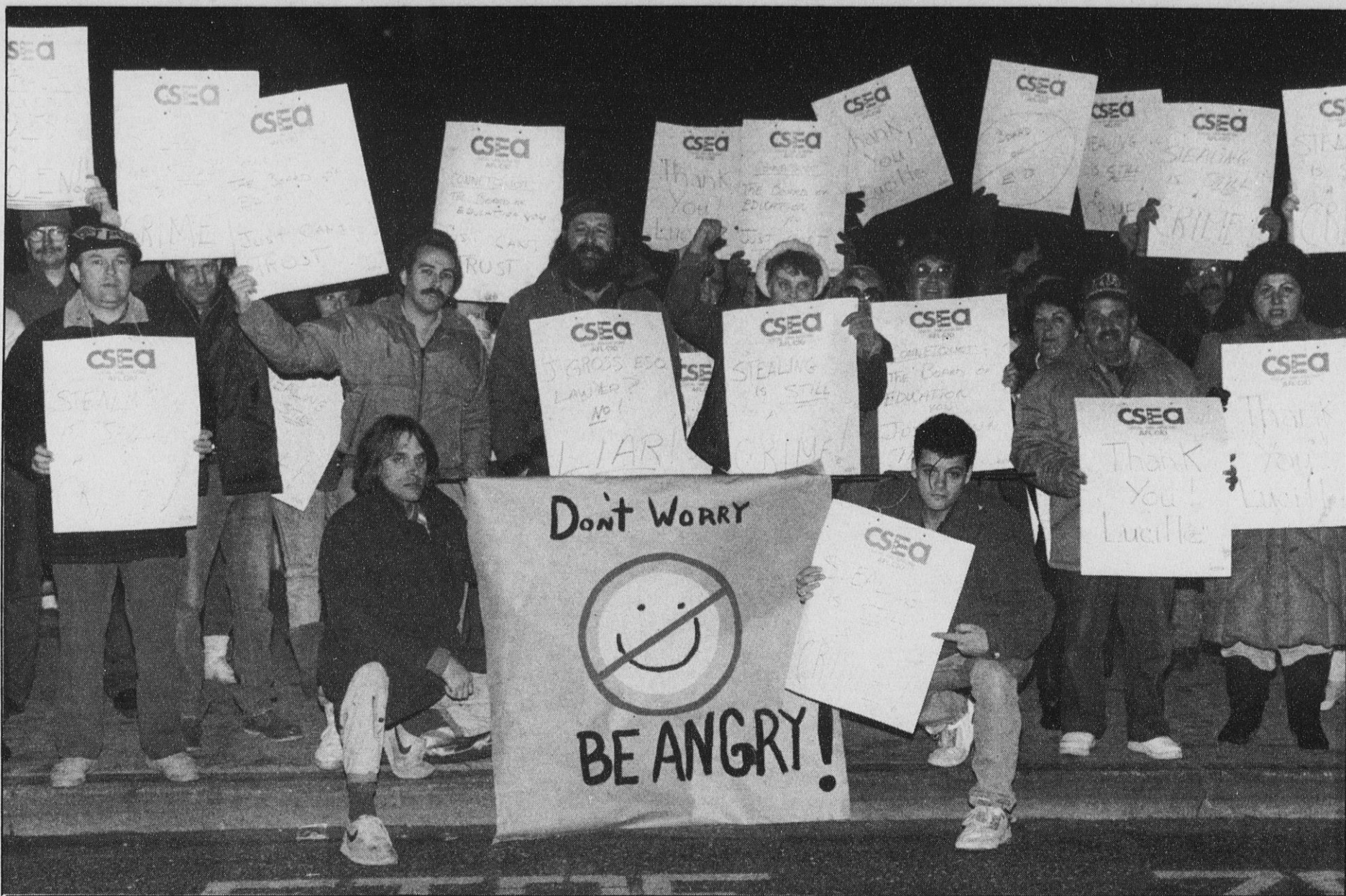
6. Send a copy of your letter to:

Joe McDermott
CSEA President
143 Washington Avenue
Albany, New York 12210

To be sure your letters about the state budget and other legislative issues get to your representatives, send them to the following addresses:

New York State Senate
Albany, New York 12247

New York State Assembly
Albany, New York 12248



"We want our money!"

Connetquot members protest against school board

Compiled by Sheryl Carlin
CSEA Communications Associate

OAKDALE — Angry CSEA members, charging the Connetquot School District reneged on a contract to pick the pockets of about 175 CSEA unit members to the tune of \$1,500 each, turned out in large numbers to picket a recent meeting of the district's Board of Education.

"We want our money! We want our money!" chanted more than 100 CSEA members from the Connetquot Unit of Suffolk County Educational CSEA Local 870 as they marched on a cold Long Island night.

A negotiated four-year contract covering the 400-member unit was ratified and became effective a year ago. But less than a month later, the district announced that it would begin garnishing paychecks of approximately 175 members because, the district claims, salary increases worked out to a double increment for those members.

The amount in dispute comes to about \$1,500 for each of the members affected, according to CSEA Labor Relations Specialist Jim Walters.

"The district had an attorney represent them at the table. They agreed to the contract language and now they want to renege. That's not what a contract is all about," Walters said.

CSEA filed an improper practice charge last April, but lost the case in advisory arbitration.

"The arbitrator said that although both parties left the table in agreement, they (the arbitrators) looked into the past practice of the district and said the district didn't usually give out the double increment," according to Unit President Joe Quinn.

Walters feels this is irrelevant.

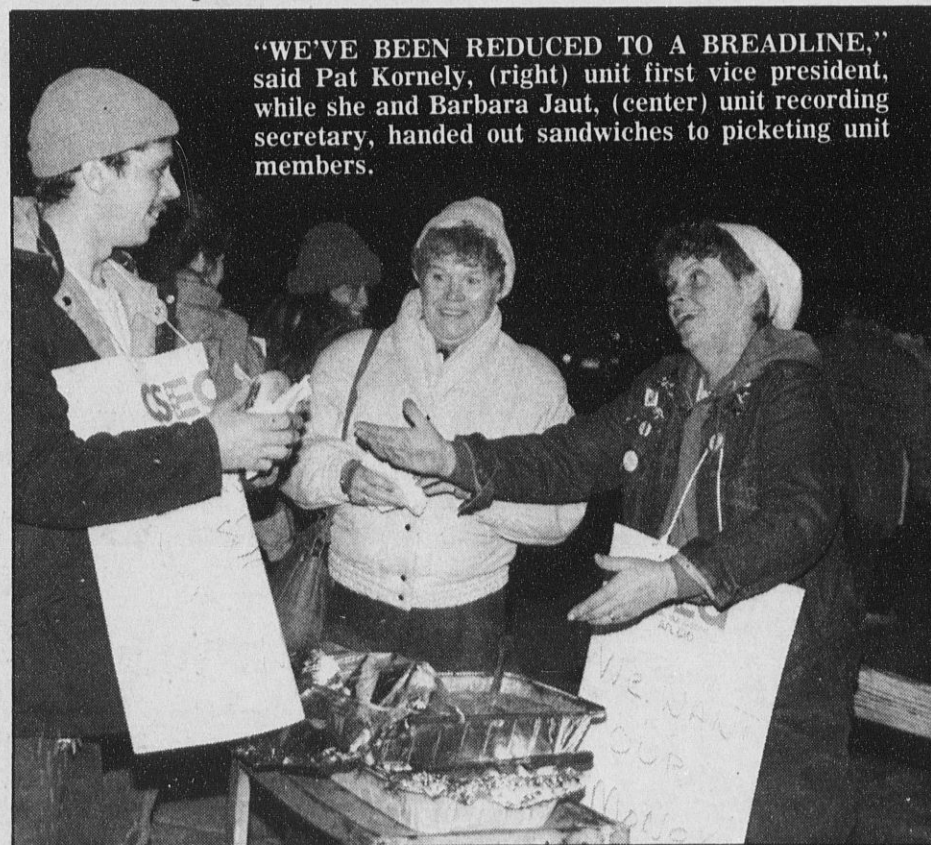
"The district does a lot of things they didn't do in the past," he said.

Walters addressed the school board at the meeting after the

demonstration to voice employee complaints and to urge the board to reconsider.

"Morale is at the lowest ebb ever," he said. "The union disagrees with the decisions made by the board, and we will fight them all the way."

Walters said the CSEA Legal Department is currently reviewing the case and plans to file suit.



"WE'VE BEEN REDUCED TO A BREADLINE," said Pat Kornely, (right) unit first vice president, while she and Barbara Jaut, (center) unit recording secretary, handed out sandwiches to picketing unit members.

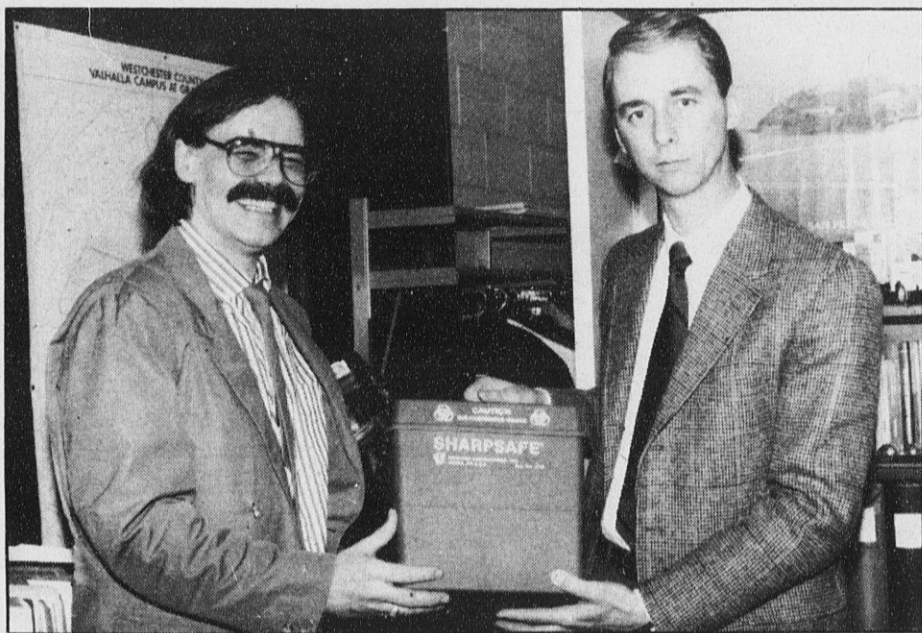
Westchester Medical Center CLEANS UP ITS ACT

Compiled by Anita Manley
CSEA Communications Associate

VALHALLA — Concerns stemming from health and safety violations at the Westchester County Medical Center were quelled recently during a meeting between CSEA officials and hospital administrators.

CSEA Collective Bargaining Specialist Al Sundmark and CSEA Health and Safety Specialist Bob O'Connor met with the administrators in a meeting that Sundmark described as "productive."

The meeting was a follow-up of complaints by employees who had concerns about the proper usage and monitoring of ethylene



COLLECTIVE BARGAINING SPECIALIST Al Sundmark and CSEA Health and Safety Specialist Bob O'Connor are shown here with the new containers that will be placed in every hospital room at the Westchester County Medical Center. The containers are to be used for dangerous instruments such as scalpel blades and needles.

Union cites many violations

Prestigious Westchester County Medical Center unhealthy place



to work, CSEA charges

VALHALLA — The Westchester County Medical Center is renowned as a prestigious health care facility, but it is not necessarily a healthy place to work.

A recent inspection of the hospital by CSEA officials turned up several health and safety violations. The union says it is prepared to file formal complaints with the state Department of Labor if hospital officials do not agree to correct the problems immediately.

CSEA Field Representative Al Sundmark said hospital officials had not yet responded to a request to discuss and resolve the situation as this issue of *The Public Sector* went to press. If the conditions cannot be rectified through labor/management efforts, Sundmark said, the union will file complaints to get improvements.

CSEA REGION III Health and Safety Specialist Bob O'Connor, left, and Field Representative Al Sundmark inspect the central supply area of the Westchester Medical Center. Sterilizing machines which use ethylene oxide are located there.

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February 6, 1989

oxide, a toxic gas used to sterilize instruments, and to a previous inspection by Sundmark and O'Connor which turned up a number of health code violations. At the meeting, administrators reassured CSEA employees that safety is a major concern of the hospital's officials.

Sundmark was assured by the officials that levels of exposure to the gas are well below occupational safety and health standards. Copies of reports indicating the levels were given to O'Connor, who noted that the monitoring of the chemical levels in the central supply area of the hospital is more than adequate.

In-service training on the proper usage of ethylene oxide will continue to be offered twice a year to employees, said hospital officials. Workers are encouraged to participate.

Another major complaint stemming from the previous investigation was the presence of dangerous instruments such as scalpel blades and needles that must be removed from hospital rooms by CSEA employees.

"Special containers are going to be placed in every hospital room in the next couple of months," said Sundmark, "These containers are especially for such potentially dangerous instruments." Sundmark said the hospital promised to undertake an awareness campaign for all hospital workers to encourage their use.

Hospital officials also agreed to remove any cardboard cartons which might be improperly disposed of in hallways, and to monitor these hallways for future cleanliness and safety.

Sundmark says he plans to visit other sites in Westchester County in response to employee complaints.

Freeport PAC announces endorsements

FREEPORT — The Village of Freeport's Unit of Nassau County CSEA Local 830 Political Action Committee recently made their endorsements for mayor and village trustee.

"We have chosen Dorothy Storm for mayor and Victor Cohen and Ralph Smith for trustees," said PAC Chairperson John Kilkenny.

CSEA Unit President Bob Ford said this was the unit's first political action committee.

"We're proud to be in a union which has political clout and we feel we have chosen candidates who will do the best for our members," he said.

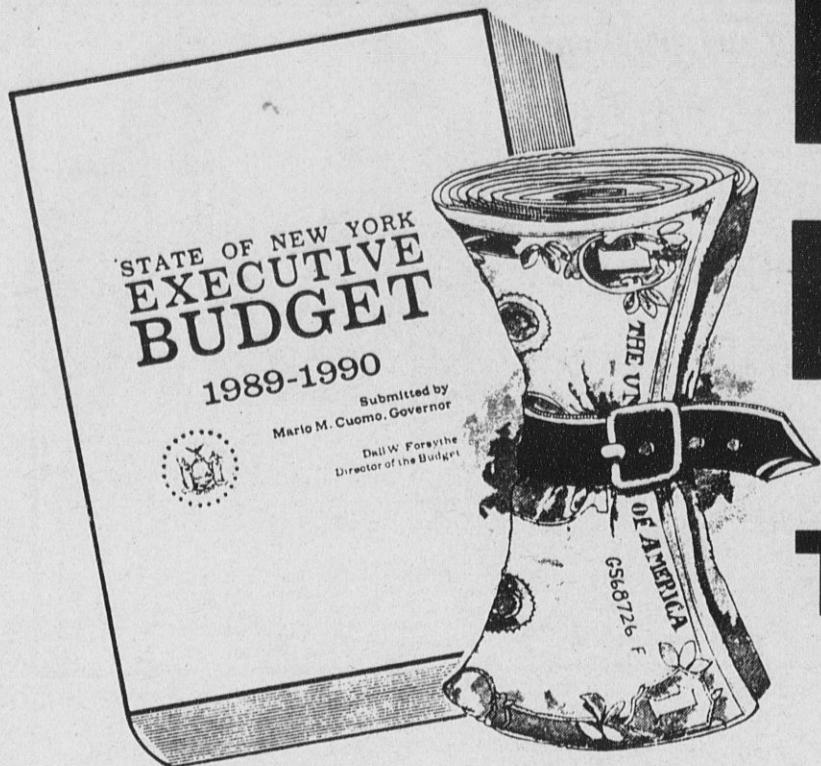
"By voting for our endorsed candidates March 21, you will be voting for a stronger union and a better quality of life for workers," said CSEA Region I President Gloria Moran, in a letter to the members of the village of Freeport.



THE FREEPORT UNIT of Nassau County CSEA Local 830 Political Action Committee. (left to right, back row) Unit President Bob Ford, Rita Furlain and CSEA Political Action Coordinator Stephanie Teff. (left to right, front row) Lou DiGrazia, Mary Muldowney, Anthony Furnari, Virginia DePasquale, Evette Sanchez and John Kilkenny.

VOTE

for your
union-
endorsed
candidates



Budget hits home

Tax 'cut' a fraud

The so-called tax cut that Gov. Mario Cuomo and Senate Majority leader Ralph Marino insist on maintaining is a fraud.

The proposed state budget is shifting the tax burden to local governments, whose only recourse to maintain services will be to raise property taxes.

That means the increases you will pay in property taxes or rent will exceed any small savings that you would get from the tax cut. And because the income tax cut primarily benefits the wealthy, people like you will end up paying the freight.

Research by AFSCME shows that most people will end up paying more in taxes overall. A worker with a home valued at \$48,000 will face an average property tax increase of \$99 per year. And that's only to maintain services.

That worker, with an annual salary of \$24,000, will actually pay more in income

taxes. The combined increase in income and property taxes could total \$161.

A worker earning \$36,000 with a home valued at \$72,000 would get a modest income tax cut, but because of property tax increases, could end up paying \$58 more.

Contrast that with a person with an income of \$260,000 and home who will get a \$2,308 cut in income taxes. While that resident's property taxes will also increase, the wealthier resident faces a net decrease in taxes of \$1,273.

Most people in New York face a double hit with the "tax cuts" — higher income taxes and higher property taxes that translate to higher rent.

No matter what the Governor and the state Senate say, the tax cuts are nothing but another burden on low- and middle-income wage earners, who can least afford it.

Counties to bear tax burden

In the struggle against the proposed state budget, CSEA has made aid to local governments a priority. The budget proposal threatens not only the jobs of CSEA members but also the economic health of local governments across the state.

CSEA is leading the battle to eliminate the so-called tax cuts that benefit the wealthy while local governments go begging.

Assembly Speaker Mel Miller has been the only state leader to call for common sense and responsibility. He alone has stated publicly that when state revenues are below necessary levels, the response should be to increase revenues, not cut them.

The income tax cuts mean a loss of \$4 billion in state revenues over the course of the next few years — dollars that simply cannot be shifted to the counties; their residents cannot bear the property tax burden that would be required to make up losses in state aid and increases in state mandates.

According to research by the state Association of Counties (NYSAC), counties across the state face substantial losses over the next two years.

For example, Erie County can expect a loss of more than \$22.6 million. A smaller county like Broome will lose \$3.3 million. Monroe County could lose \$12.8 million and Nassau \$18.8 million. Ulster County can expect nearly \$2.6 million in losses. Westchester faces a loss of nearly \$17 million.

CSEA continues the fight to freeze income tax rates at the 1988 level as a first step in solving the state's budget crisis. You can be a valuable part of that fight. See pages 3 and 5 for more information.



CSEA IS FIGHTING TO RESTORE AID to local governments that would be cut under the proposed state budget. Every county in the state would be adversely affected by funding cuts. In the photo above, Nassau County CSEA Local 830 President Rita Wallace congratulates three new Local 830 officials who have pledged to work tirelessly to restore state funding. From left are Wallace, Local Treasurer Beth Luttinger, Local Corresponding Secretary Alice Groody and Police Civilians CSEA Unit President Eileen Crescenzi.

CSEA Speaks out

Union calls for pension reform

By Stephen Madarasz
CSEA Communications Associate

ALBANY — When state retirement system funds are invested in companies that do business in South Africa, CSEA members have no direct control.

When the governor and state comptroller decide to reduce employer contributions into the pension system, CSEA members do not participate in the decision.

Needless to say, reform of the retirement system that gives CSEA members direct representation is long overdue.

And that's the message that CSEA President Joe McDermott delivered to the state Pension Investment Task Force at a recent hearing.

"The people, like myself, who own the plan should have some say about how our money, our deferred wages and our annuity income should be invested," McDermott testified. "We should have some say in whether our money is used to support apartheid in South Africa, religious discrimination in Northern Ireland or the destruction of American companies by corporate raiders."

McDermott said CSEA would push for legislation creating a seven-member board of trustees to replace the state comptroller as the sole trustee of the fund. The board would include at least three public employee and retiree

representatives. Any investment decisions would have to be supported by at least two of the public employee representatives.

The issue is not only about protecting the interests of CSEA members in the retirement system, it's also about socially responsible investments.

For example, McDermott stated that there should be a firm stand against investing in leveraged buyouts and hostile corporate takeovers because they're bad for workers and bad for the economy.

"These transactions are usually highly speculative takeovers arranged by financial manipulators for their own immense personal profit.

"The AFL-CIO estimates 90,000 jobs have been lost over the past decade due to leveraged buyouts and hostile takeovers," McDermott said. "Rarely do they increase America's competitiveness or create job opportunities. 'Merge and purge' is synonymous with lack of real economic growth."

But social responsibility goes further. McDermott called the retirement system's large holdings in Chemical Bank questionable; the bank played a leading role in financing Minorco, a South African-controlled company's takeover of Consolidated Goldfields.

But, without direct involvement in the investment decision, the best CSEA can do is urge the comptroller to review the investment and create outside pressure



against the move, which the union has done.

The union leader suggested that there are much better investments to be made by the pension system right here in New York, such as reasonable rate residential mortgages for plan members that would make decent housing affordable and still pay the system a good rate of return.

"That would be one of the best investments the system could make," McDermott said.

"Encouraging families to stay in New York and remain part of the trained, experienced workforce that is so necessary to economic development."

Tougher regs on infectious waste

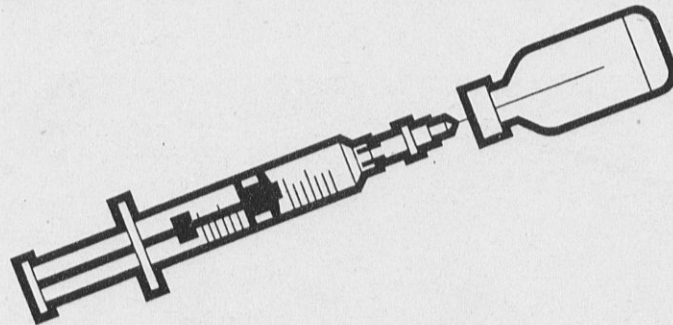
ALBANY — Loopholes large enough to drive truckloads of infectious waste through have caused CSEA to strongly object to proposed state Department of Environmental Conservation regulations on the transport of infectious waste.

In written comments submitted to DEC Chief Administrative Law Judge Robert S. Drew, CSEA President Joe McDermott said the regulations leave too much potential risk to workers and the general public.

McDermott pointed out that CSEA members have horror stories from Long Island to Buffalo about encounters with improperly disposed waste that put their health and safety in jeopardy.

"While it is difficult to document," McDermott wrote, "CSEA's experience is that the transport of infectious materials has been largely unregulated in many areas."

The CSEA leader had little confidence the new regulations will make much of an



INFECTIOUS WASTE — Who handles it?
Where does it go?

improvement because of their many shortcomings.

Among the loopholes and ambiguity that CSEA found in the regulations:

- Failure to use the U.S. Centers for Disease Control definitions for medical waste — as other government agencies do — to avoid confusion and misinterpretation;
- Exempting from permit requirements the transport of under 50 pounds of

medical waste per month — CSEA pointed out that this could mean the disposal of up to 5,000 contaminated syringes at a time without requiring they be rendered non-infectious;

- * Exempting from permit requirements large interstate transporters if they own and operate 500 vehicles or more, transport the infectious waste on an irregular basis and meet other similar requirements. This means a freight line could pick up an occasional tractor trailer load of medical waste and be exempt;
- * Exempting vehicles carrying 200 pounds of infectious waste from being conspicuously marked; and
- * Inadequate requirement of emergency plans

The proposed DEC regulations are currently in effect on an emergency basis. The department has been accepting comment prior to establishing them on a permanent basis.

CSEA works to get the message across



All over the state, CSEA political activists have been getting the word out to state legislators on CSEA's concerns about the state budget.

In mid March, the CSEA political action liaisons (PALs) visited their legislators in their home districts. Photographs of just a few of those meetings are on these two pages.

CSEA SUNY members have already come to Albany to make their case to legislators at the Capitol.

On March 28 and 29, CSEA members from local governments, state Departments of Corrections and State and state Offices of Mental Health and Mental Retardation and Developmental Disabilities will visit Albany.

The CSEA regional political action committees (PACs) have also begun their legislative breakfasts and luncheons.

IN REGION V, several PALs met with legislators. Seated from left are: Assemblyman John McCann, Dorothy Penner Breen of Region V PAC, Assemblyman William Sears and Bud Mulchy, a CSEA PAL. Standing from left are CSEA PALs Tony Scalise, Art Collins and Ralph Young.



REGION VI PAL Pam Caron, in photo at left, of Buffalo State College meets with Assembly Deputy Speaker Arthur O. Eve. In right photo, Region III, Assemblyman Terrence Zaleski, left, talks with Ray Moniz, a member of the PAC and president of the Yonkers School District CSEA Unit.



REGION I PALs Al Henneborn, left, and Barbara Allan meet with Assemblyman Paul Harenberg.

REGION II PALs Nevada Salano, left, and Robin Walker, center, share information with Assemblyman Angelo DeToro, right, in his Manhattan office.

Region VI PAC luncheon



REGION VI President Robert L. Lattimer talks with Assemblywoman Pinny Cooke at the Region VI PAC luncheon in photo at left. Above, Assemblyman Gary Proud talks with Region VI PAC Chair Flo Tripi, center, and PAC member Judy Knight.

Region IV PAC breakfast



ASSEMBLYMAN Arnold Proskin meets with Region IV activists, from left, Joan Tobin, Cindy Egan and Sue Waltz.



STATEWIDE PAC chair Sean Egan, left, and Region IV PAC chair William Burdick talk to Assemblyman John Faso at the Region IV PAC breakfast.

PALs get a refresher

ALBANY — CSEA political action liaisons (PALs) got a refresher course in successfully lobbying legislators at a three-day training session recently.

They were briefed on the budget, how the Legislature works and how to lobby effectively.

CSEA statewide President Joe McDermott encouraged the PALs to take advantage of the training, meet with their legislators and "give them hell" on the state budget.

Assemblyman Jose Serrano was guest luncheon speaker and outlined what he faces when his constituents visit him. He offered his suggestions on what is and is not effective.



STATEWIDE EXECUTIVE VICE PRESIDENT Danny Donohue talks with CSEA PALs during their training in Albany.



PRACTICING THEIR SKILLS — CSEA PALs Cathy Green and John Aloisio work on lobbying on the state budget proposal.



ASSEMBLYMAN JOSE SERRANO speaks to the CSEA PALs on what it's like to be on the receiving end of lobbying.

Working together

NEW YORK — "CSEA is deeply concerned about human rights and equality for all. We are concerned about the disenfranchised members of society, with whom many state workers deal on a daily basis," said CSEA Region II President George Boncoraglio.

Boncoraglio's comments came in a speech at the annual State Employees Brotherhood luncheon recently. The event was established 36 years ago by a group of state employees dedicated to promoting freedom, dignity and respect for all men and women.

Last year, Boncoraglio was the recipient of the group's prestigious Bertram G. Harris Award for outstanding contribution toward improving interracial and interfaith understanding.

This year's recipient was Ed Garvey, director of special employment services for the state Labor Department. New York State Workers Compensation Board Chairperson Barbara Patton received the organization's Benjamin Potoker Award.

"Brotherhood is the opposite of discrimination," said Boncoraglio. "It has to be more than just a word. Brotherhood means actions that speak louder than words. Brotherhood must be the antidote for the



racism and bigotry that is seeping through this nation like a poison."

The CSEA leader pointed out that there is evidence all around us that brotherhood receives little more than lip service.

"Our state cannot afford to turn its back on the mentally ill here in New York City and elsewhere, and yet, it is doing just that. There has been a systematic and deliberate decrease of more than 1,500 psychiatric hospital beds in the New York City area

over the past two years and more are planned," he said.

"When a deaf ear is turned to the cries of the powerless, the homeless mentally ill, what kind of ethics can we say we have?"

In the face of this adversity, Boncoraglio said that it is ridiculous to keep talking about continuing tax cuts for the wealthiest taxpayers. But money alone will not solve all these problems unless there is a sincere effort to make people care.

Boncoraglio cited last year's *Jobs and Education Expo* sponsored by the state Labor Department as a prime example of the kind of positive programming that's needed to help change attitudes.

"This exposition had a marvelous impact on students, teachers, business people, college representatives, volunteer state workers and unionists," he explained. "Everyone involved had a good feeling, seeing the power that happens when people reach out with no barriers to hold them back."

"Because we deal with a rainbow mix of society, which includes every ethnic, religious and cultural backgrounds, we as state workers have a unique opportunity to spread the message of brotherhood."

CSEA shows solidarity with S. African Labor

NEW YORK — A meeting between CSEA and other unionists and several South African activists was just one of several recent events that reinforced CSEA's commitment to anti-apartheid activities.

The exchange was particularly significant because it gave unionists the chance to hear first-hand accounts of the struggle against the brutal South African regime and its stubborn resistance to reform.

"People just aren't getting any real information about what's going on in South Africa since the government instituted a news blackout," said Brooklyn Developmental Center Local 447 President Denise Berkley, who co-chairs the CSEA Region II Africa Committee. "Everything's become too low-key since the blackout but the crisis is even more severe. We need to be more out-front on this issue."

In keeping with that approach, CSEA statewide Anti-Apartheid Committee Chairperson Willie Terry attended a conference establishing a northeast network of anti-apartheid groups which will share information and work together. Among the priorities of the network and CSEA:

- Expanding the boycott of Shell Oil because of its extensive South African investments and ties;
- Providing aid to anti-apartheid groups and people in South Africa; and
- Continuing public calls for the release of South African political prisoners.

Terry said that CSEA will work in coalition with other groups and encourage greater CSEA member involvement. For example, he recently spoke about CSEA's efforts during the annual Black and Puerto Rican Legislative Caucus weekend in Albany.



SHOWING SOLIDARITY — CSEA activists Willie Terry, left, chairperson of the CSEA Anti-Apartheid Committee, Denise Berkley, second from left, and Lineta Wilson, second from right, met with South African activists Murphy Morobe, center, and Mohammed Moosa, right, during a recent conference in New York.

She's one of a kind

CSEA member breaks barriers on the job

VALHALLA — The one and only female member of the Westchester Medical Center Engineering Department says she finds her work "most satisfying."

Adele Helen Cartey, a grandmother and social worker who once organized anti-poverty and consumer programs in Brooklyn, left her native New York City to care for her ailing mother in Westchester County.

Later, when the county began to recruit women for non-traditional jobs, Cartey was interested, and her mother encouraged her.

"Mother felt I was physically and mentally capable of performing this type of work and she blessed me," Cartey recalled. She has been working for the county since 1983.

Cartey is the only female painter in the hospital complex. Asked if she found any disadvantages to being the only woman among her co-workers, Cartey replied that she "gets along with everyone."

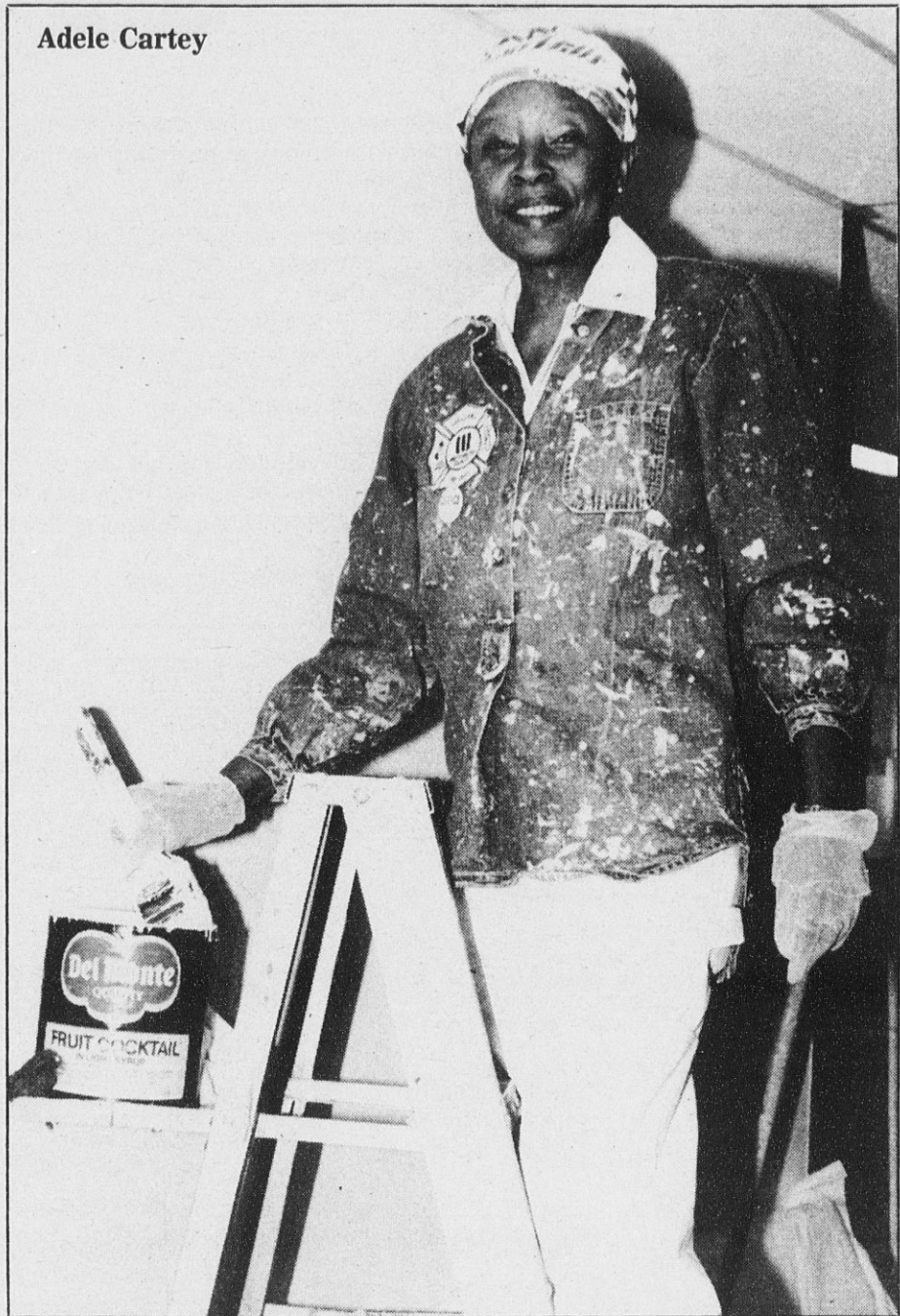
"My supervisors are helpful," she added.

Cartey is also quite involved in a New York City-based cultural organization which is in the midst of renovating their building. She lends her expertise to that project.

Right now, Cartey wants to continue to polish her painting skills and learn more about masonry, carpentry and electrical work.

In addition to being a CSEA member, Cartey is affiliated with the International Brotherhood of Painters and Allied Trades.

Adele Cartey



CSEA salutes women's progress

March is Women's History Month and offers all of us a chance to celebrate the achievements and contributions women have made to our society.

The labor movement owes a great deal to women who walked picket lines and marched for quality of life as well as for wages.

More than half of CSEA's members are women, and the union has made great strides in the workplace for those members and with the strength of those members. Powered by their energy and concern, CSEA has broken ground on national issues as well as statewide concerns.

CSEA members contribute every day to women's history just by working, being active in their communities, supporting their families and taking an active role in their union.

As part of CSEA's celebration of Women's History Month, the photo display "CSEA Women on the Job" is on display at the Empire State Plaza in Albany, and then it will travel to the union's six regions.

CSEA files for 229 job title ethics law exemptions

EDITOR'S NOTE — As previously reported, Jan. 1, 1989, marked the start of the state's new ethics in government law, which requires that all state employees earning more than \$30,000 a year and all employees in policy-making positions file financial disclosure statements.

CSEA has been critical of the law as it relates to the people we represent and has filed for exemptions of all job titles of CSEA members who might be affected. Included in the exemption requests are all job titles with members currently earning more than \$30,000 or who will earn more in the near future.

In all, CSEA filed for exemptions on behalf of 2,031 members in 229 different job titles. But, more than a quarter of those members are in just five job titles:

- Highway Maintenance Supervisor II (OSU) — 168 members
- Principal Clerk (ASU) — 114 members
- Residential Unit Supervisor (ISU) — 97 members
- Principal Account Clerk (ASU) — 95 members
- Community Residence Aide (ISU) — 92 members
- On this page you will find the list of all job titles for which CSEA has filed under a procedure set up by the State Ethics Commission.

If any appropriate job titles were inadvertently not included on CSEA's exemption list, members should contact CSEA Assistant Director of Research Don Kelly, (518) 434-0191 or 1-800-342-4146, to obtain exemption application forms and information about filing individual exemption requests.

The response on the exemption requests is still pending.

ASU

ADMINISTRATIVE AIDE
 APPRENTICESHIP TRAINING PROGRAM SPECIALIST L/M COMM.
 ASSISTANT TO DIRECTOR OF SAFETY
 CALCULATIONS CLERK I
 COLLECTION & CIVIL PROSECUTION SPECIALIST II
 COMP CLAIMS EXAMINER
 COMPENSATION INVESTIGATOR II
 COMPENSATION CLAIMS INVESTIGATOR II
 CONF. RACING AIDE
 CONSUMER SERVICES SPECIALIST I
 COORDINATOR OF MUSEUM VISITOR SERVICES
 COORDINATOR OF VISITOR ASSISTANCE
 CORRECTIONAL INDUSTRIES SALES REP.
 CORRECTIONAL SERV. TRANSP. COORD.
 DATA PROCESSING CLERK II
 DATA PROCESSING CLERK III
 EMPLOYEE INSURANCE REVIEWING CLERK III
 EMPLOYEE PROGRAM ASSISTANT
 EXCISE TAX INVESTIGATOR
 GAMES CHANCE INSPECTOR II
 GRAND JURY STENO
 HEARING REPORTER
 HEARING REPORTER COMP. ATP
 HEARING REPORTER 55B
 HIGHWAY PERMIT AGENT
 INSPECTOR
 INVESTIGATOR
 LABOR MANAGEMENT COMMITTEE FACILITATOR
 LIBRARY CLERK III
 LICENSE INVESTIGATOR I
 LOTTERY MARKETING REP. I
 MEDICAID CLAIMS EXAMINER II
 MOTOR CARRIER INVESTIGATOR
 OFFICE ASSISTANT
 PARK REGION BUSINESS ASSISTANT
 PAYROLL AUDIT CLERK III
 PAYROLL CLERK II
 PAYROLL CLERK III
 PRINCIPAL ACCOUNT CLERK
 PRINCIPAL ACCOUNT CLERK 55B
 PRINCIPAL ACTUARIAL CLERK
 PRINCIPAL AUDIT CLERK
 PRINCIPAL CLERK
 PRINCIPAL CLERK CORPORATION
 PRINCIPAL CLERK CORPORATION SEARCH
 PRINCIPAL CLERK MEDICAL
 PRINCIPAL CLERK PERSONNEL
 PRINCIPAL CLERK PROPERTY CONTROL
 PRINCIPAL CLERK SURROGATE
 PRINCIPAL DATA ENTRY MACHINE OPERATOR
 PRINCIPAL EMPLOYMENT SECURITY CLERK
 PRINCIPAL FILE CLERK
 PRINCIPAL STATISTICS CLERK
 PRINTING AUDIT ASSISTANT
 PROJECT ASSISTANT
 PURCHASING ASSISTANT II
 RECORDING JUDGE
 SECRETARIAL ASSISTANT
 SENIOR ACCOUNT CLERK
 SENIOR COMPUTER OPERATOR
 SENIOR UNEMPLOYMENT INSURANCE ACCOUNT EXAMINER
 SPECIAL INVESTIGATOR
 STUDENT LOAN CONTROL REP. III
 SUPERVISING DRIVER IMPROVEMENT EXAMINER
 SUPERVISOR OF PARKWAY SERVICES

SUPERVISOR OF PAROLE VIOLATORS CONTROL CENTER
 SUPGR. MOTOR VEHICLE REP. I
 SUPVG. TRANSP. PLANNING AIDE
 TAX COMPLIANCE AGENT I
 TAX COMPLIANCE AGENT II
 TELEPHONE INSPECTOR
 TRAINING PROJECT ASST. CSEA
 UPHOLSTERY & BEDDING INSPECTOR II
 VISITING PROGRAM ASSISTANT
 WORKERS COMP EXAMINER

ISU

ASST. SUPT. EXEC. MANSION
 CHIEF RADIOLOGIC TECHNOLOGIST
 COMMUNITY RESIDENCE AIDE
 COMMUNITY RESIDENCE ASSISTANT DIRECTOR
 COMMUNITY RESIDENCE DIRECTOR
 COOK
 CORRECTIONAL FACILITY ASST. FOOD MANAGER
 CORRECTIONAL FACILITY FOOD ADM. I
 FARM MANAGER
 FOOD SERVICE MANAGER
 GENERAL INDUSTRIAL TRAINING SUPER. CONS.
 GENERAL INDUSTRIAL TRAINING SUPER. GARMENT MFG.
 GENERAL INDUSTRIAL TRAINING SUPER. METAL PRODUCTS MFG.
 GENERAL INDUSTRIAL TRAINING SUPER. SOAP MFG.
 GENERAL INDUSTRIAL TRAINING SUPER. WOOD PRODUCTS MFG.
 GENERAL INDUSTRIAL TRAINING SUPERVISOR
 HEAD COOK
 HEAD COOK & HOUSEKEEPER
 HEAD HOUSEKEEPER
 HEAD STORES CLERK
 HEALTH FACILITY FOOD MGR. II
 INDUSTRIAL TRAINING SUPER. II AUTO BODY REPAIR
 INDUSTRIAL TRAINING SUPER. II AUTO MECH. REPR.
 INDUSTRIAL TRAINING SUPER. II BUSINESS MACH. REPR.
 INDUSTRIAL TRAINING SUPER. II CONSTRUCTION
 INDUSTRIAL TRAINING SUPER. II DRAFTING
 INDUSTRIAL TRAINING SUPER. II FOUNDRY
 INDUSTRIAL TRAINING SUPER. II GARMENT MFG.
 INDUSTRIAL TRAINING SUPER. II MAINT. MACHINERY
 INDUSTRIAL TRAINING SUPER. II METAL PRODUCTS MFG.
 INDUSTRIAL TRAINING SUPER. II PLASTIC PROD. MFG.
 INDUSTRIAL TRAINING SUPER. II PRINTING
 INDUSTRIAL TRAINING SUPER. II SIGN MFG.
 INDUSTRIAL TRAINING SUPER. II SOAP MFG.
 INDUSTRIAL TRAINING SUPER. II UPHOLSTERY
 INDUSTRIAL TRAINING SUPER. II WOOD PROD. MFG.
 INDUSTRIAL TRAINING SUPER. III OPTICAL MFG.
 INDUSTRIAL TRAINING SUPER. III TOOL & DIE
 LAUNDRY MANAGER I
 LAUNDRY MANAGER II
 LICENSED PRACTICAL NURSE
 MENTAL HYGIENE THERAPY AIDE
 MENTAL HYGIENE THERAPY ASSISTANT II
 PRINCIPAL CHILD CARE WORKER
 PRINCIPAL RADIOLOGIC TECHNOLOGIST
 PRODUCTION CONTROL SUPERVISOR
 QUALITY CONTROL SUPERVISOR
 RESIDENTIAL PROGRAM AIDE
 RESIDENTIAL UNIT SUPERVISOR
 RESPIRATORY THERAPIST II
 SECURE CARE TREATMENT AIDE II
 SUPERV. OF LAB ANIMAL SERV.
 YOUTH DIVISION AIDE IV

OSU

AIRCRAFT MECHANIC
 ARMORY SUPT. I
 ARMORY SUPT. II
 ARMORY SUPT. III
 ASSISTANT DRILL RIG OPERATOR
 ASSISTANT SUPERVISOR OF PARK OPERATIONS
 AUTOMOTIVE MAINTANCE INSPECTOR
 BRIDGE REPAIR ASSISTANT
 BRIDGE REPAIR ASSISTANT TI
 BRIDGE REPAIR MECHANIC
 BRIDGE REPAIR SUPERVISOR I
 BRIDGE REPAIR SUPERVISOR II
 BUILDING RESTORATION SPECIALIST
 CANAL ELECTRICAL SUPERVISOR
 CANAL MAINTENANCE SHOP SUPERVISOR
 CANAL MAINTENANCE SUPERVISOR I
 CLEANER
 CONSERVATION OPERATIONS SUPERVISOR II
 CONSTRUCTION EQUIPMENT MECHANIC
 CORE DRILL OPERATOR
 DERRICK BOAT CAPTAIN
 DERRICK BOAT MASTER
 DREDGE CAPTAIN
 DRILL RIG OPERATOR
 DRILL SUPERVISOR
 ENERGY SYSTEMS COORD. II
 FLOOD CONTROL MAINTENANCE SUPERVISOR II
 FORESTRY MANAGEMENT ASSISTANT
 GENERAL MECHANIC
 GENERAL SERVICES AIDE
 HEAD JANITOR
 HIGHWAY EQUIPMENT OPERATOR
 HIGHWAY MAINTENANCE SUPERVISOR II
 HISTORIC SITES EXHIBIT ASSISTANT
 LABORER
 MAINTENANCE ASSISTANT
 MAINTENANCE SUPERVISOR I
 MOTOR EQUIPMENT MAINTENANCE COORDINATOR
 MOTOR EQUIPMENT MAINTENANCE SUPERVISOR I
 MOTOR EQUIPMENT MAINTENANCE SUPERVISOR II
 MOTOR EQUIPMENT STOREKEEPER
 MUSEUM EXHIBIT SPECIALIST DIORAMA ACCESSORIES
 MUSEUM EXHIBIT SPECIALIST FILM PROD.
 MUSEUM EXHIBIT SPECIALIST PHOTOGRAPHY
 MUSEUM EXHIBIT SPECIALIST PRODUCTION ART
 MUSEUM EXHIBIT SPECIALIST RESTORATION
 MUSEUM EXHIBIT SPECIALIST SPECIAL EFFECTS
 MUSEUM EXHIBIT TECH. AUDIO VISUAL FAB.
 MUSEUM EXHIBIT TECH. INSTALLATION
 MUSEUM EXHIBIT TECH. METAL FABRICATION
 MUSEUM EXHIBIT TECH. WOOD CONSTRUCT
 PARK MAINTENANCE SUPERVISOR II
 PARK SANITATION SUPERINTENDENT
 PRINCIPAL FISH AND WILDLIFE TECHNICIAN
 PRINCIPAL FORESTRY TECHNICIAN
 PRINCIPAL STATIONARY ENGINEER
 PRINTER
 PRINT SHOP SUPERVISOR I
 REFUSE DERIVED FUEL PLANT ELECTRONICS SPEC.
 REGENTS PRINTER
 SENIOR MUSEUM EXHIBIT SPEC. INSTALLATION
 SENIOR MUSICAL INSTRUMENT MECHANIC
 SR. MUSEUM EXHIBIT SPECIALIST FABRICATED PLASTICS
 SR. MUSEUM EXHIBIT SPECIALIST MODEL MAKING
 SR. MUSEUM EXHIBIT SPECIALIST PHOTOGRAPHY
 SR. MUSEUM EXHIBIT SPECIALIST RESTORATION
 SR. MUSEUM EXHIBIT SPECIALIST TAXIDERMY
 SR. MUSEUM EXHIBIT TECH. METAL FAB.
 SENIOR STATIONARY ENGINEER
 SUPERVISING CARPENTER
 SUPERVISING ELECTRICIAN
 SUPERVISING MASON PLASTERER
 SUPERVISING PAINTER
 SUPERVISING PLUMBER & STEAMFITTER
 SUPERVISOR OF ELECTRONIC EQUIPMENT MAINTENANCE
 SUPERVISOR OF MECHANICAL EQUIPMENT MAINT.
 SUPVG. MUSEUM EXHIBIT TECH. AUDIO VISUAL DESIGN
 SUPVG. TRAFFIC SIGNAL MECHANIC
 TREE PRUNER
 TUG CAPTAIN

DMNA

ADMINISTRATIVE ASSISTANT
 AIRPORT FIREFIGHTER II
 ASSISTANT ARCHITECT
 CIVIL ENGINEER I
 ENERGY CONS. ANALYST III
 HEAD CLERK (ASU)
 MAINTENANCE SUPERVISOR
 PAYROLL CLERK III (ASU)
 PLANNING COMMUNICATIONS OFFICER
 PRINCIPAL ACCOUNT CLERK (ASU)
 PRINCIPAL CLERK (ASU)
 RADIOLOGIC OFFICER
 SENIOR ARCHITECT
 SENIOR COMPUTER PROGRAMMER
 SENIOR SPECIFICATION PRCHG. W.
 SENIOR TRAINING TECHNICIAN
 TRAINING OFFICER



New ethics law keeps tabs on you

Jan. 1 marked more than just the start of 1989 for thousands of New York state employees. It marked the day when a new ethics law went into effect — a law that requires all employees in policy-making positions and those earning more than \$30,000 a year to file financial disclosure statements.

CSEA has been critical of the law as it relates to the people we represent. Union President Joe McDermott argues that a vast majority of CSEA members should not be required to file financial disclosures.

The State Ethics Commission, which is enforcing the new law, now agrees. It has set up a process to exempt thousands of workers.

However, while most members will more than likely be exempted, some may be required to comply with the law's provisions.

In the meantime, here's some important information that you should know about the Ethics in Government Act:

WHO IS AFFECTED BY THE NEW ETHICS IN GOVERNMENT ACT?

All state officers and employees who earn annual compensation in excess of \$30,000 are required to file a financial disclosure statement unless exempted by the State Ethics Commission.

Individuals who serve in policy-making positions must file a financial disclosure statement regardless of salary and cannot be exempted from filing.

WHAT IS A POLICY-MAKING POSITION?

For the purposes of this Act, policy-making positions are those which include all or some of the following responsibilities: negotiation, authorization or approval of contracts, leases, licenses, the purchase of goods or services, the obtaining of grants of money or loans or the adoption or repeal of rules and regulations.

WHEN MUST I COMPLY WITH THE TERMS OF THE ACT?

Exemptions must be requested before April 1; however, CSEA is requesting exemptions for all of its members who might be affected.

Persons not exempted must file their financial disclosure statement on or before May 15 each year.

WHAT HAPPENS IF I DO NOT FILE A FINANCIAL DISCLOSURE STATEMENT AS REQUIRED?

Anyone who knowingly and willfully does not file or makes a false statement may be fined up to \$10,000. Alternatively, the individual may be charged with a violation that may be punished as a Class A misdemeanor.

WHAT IS INVOLVED IN FILING A FINANCIAL DISCLOSURE STATEMENT?

Detailing the status of your finances and outside business and political interests of yourself and in certain instances, spouse and/or children.

WHAT HAPPENS TO THIS ANNUAL FINANCIAL DISCLOSURE STATEMENT?

Most of the material contained in the form becomes a matter of public record unless you receive a full or partial exemption.

WHO IS EXEMPTED FROM FILING A FINANCIAL DISCLOSURE STATEMENT?

The State Ethics Commission may exempt individual

employees or groups of employees, such as specific job titles, if it determines the exemption to be in the public interest.

CSEA is filing for exemptions for the job titles of every one of its members who earns more than \$30,000 a year or will earn more than \$30,000 a year in the near future. So far CSEA has filed on behalf of members in 229 different job titles. Exemptions for several hundred more titles will be requested.

IS THE EXEMPTION AUTOMATIC WHEN CSEA REQUESTS IT?

No. But there is a reasonable expectation that it will be granted.

HOW DO I KNOW IF MY EXEMPTION HAS BEEN GRANTED?

If you are not exempted, you will receive a financial disclosure reporting form from the Commission requiring you to file.

IF I RECEIVE THE FORM, DO I HAVE ANY ALTERNATIVES?

You, as an individual may apply for an exemption from:

- (1) the requirement to file the entire financial disclosure form
- (2) the requirement to report any one or more items which pertain to your spouse or unemancipated children; or
- (3) you may also request that one or more items you have reported be deleted from the copy that is available for public viewing.

IS THERE ANY APPEALS PROCESS FOR EXEMPTION REQUESTS?

The State Ethics Commission must still establish one. Ultimately, you may challenge a denial through a court proceeding.

DOES THE ACT AFFECT ME IF MY SALARY IS MORE THAN \$30,000 A YEAR WHEN YOU ADD IN OVERTIME, TUITION REIMBURSEMENT, WORK CLOTHING OR OTHER BENEFITS?

No. The Act applies to employees whose base salary is more than \$30,000.

WHAT IF MY BASE SALARY GOES OVER \$30,000 NEXT YEAR?

CSEA is filing for exemptions for all job titles with members whose salaries are anticipated to go over \$30,000 in the next few years.

Once an exemption has been granted for a job title, no further exemption requests have to be made, either now or in the future.

IF I AM IN AN EXEMPTED JOB TITLE BUT TAKE A PROMOTION OR TRANSFER TO A NON-EXEMPTED JOB TITLE, DOES MY EXEMPTION STILL APPLY?

No. The exemption applies to the job title. If you move to another position that has not been exempted, you will have to file a financial disclosure statement.

DOES INCOME FROM ANOTHER JOB APPLY FOR THE PURPOSES OF THE ACT?

Outside income is not considered as part of the \$30,000 threshold, but if you hold another job, be aware of the following:

Under the Act, outside employment is prohibited where it could require appearance or services in relation

APPLICATION REQUESTING AN EXEMPTION FROM FILING A FINANCIAL DISCLOSURE STATEMENT
EMPLOYEE ORGANIZATION OR STATE AGENCY

State of New York
STATE ETHICS COMMISSION
P.O. Box 2207, Albany, NY 12201-2007

1. Name of employee organization or state agency requesting exemption.

2. Name of individual authorized to file on behalf of the employee organization or state agency and work address.

NAME _____
STREET _____
CITY _____ STATE _____ ZIP _____

3. Title(s) of the positions or job classification(s) for which an exemption is requested, title code if known, and annual compensation.

TITLE	TITLE CODE	ANNUAL COMPENSATION
_____	_____	_____
_____	_____	_____
_____	_____	_____

4. List each state agency where such title(s) or job classification(s) is located.

5. Do any of the duties of the title(s) or job classification(s) involve the negotiation, authorization or approval of: (Check either Yes or No for each)

(i) contracts, leases, franchises, revocable consents, concessions, variances, special permits, licenses, permits or other forms of permission to engage in a profession, trade, or occupation, or to engage in any business activity which is regulated by a regulatory agency, which in the absence of such license, permit or other form of permission would be prohibited. Yes No

(ii) the purchase, sale, rental or lease of real property, goods or services, or a contract therefor. Yes No

(iii) the obtaining of grants of money or loans. Yes No

(iv) the adoption or repeal of any rule or regulation having the force and effect of law. Yes No

6. State the reasons which support the position that the duties of the title(s) or job classification(s) do not involve any of the duties set forth in (i) above. (Use additional sheets if necessary.)

7. Attach a copy of the duties and specifications of the title(s) or job classification(s) for which an exemption is requested.

Signed: _____
On behalf of: _____ (Employee Organization) (State Agency)
Dated: _____

NOTE: An employee organization which requests an exemption from filing a financial disclosure statement with the State Ethics Commission, must also file a copy of its request with the appointing authority of the state agency or agencies where the title(s) or job classification(s) are located.

to any matter before a state agency in connection with purchasing, renting property, providing goods or services, rule-making, licensing or obtaining grants of money or loans.

While this is a tightening of conflict of interest restrictions, there is no blanket prohibition on outside employment when there is no conflict of interest.

Additionally, employees must still follow any rules on outside employment that their appointing agency may already have. However, any attempt to change these rules would be a mandatory subject of negotiation. Agencies cannot unilaterally impose new restrictions in this area under the guise of "new ethics legislation."

DOES THE ETHICS IN GOVERNMENT ACT HAVE ANY IMPACT ON LOCAL GOVERNMENT EMPLOYEES?

Yes. On Jan. 1, 1991, the rules and regulations currently in effect for state employees will also apply to them if no other rules have been adopted by the local government.

Before then, local governments are free to establish their own standards, but only with the union's consent since it is a mandatory subject of negotiations.

If standards are enforced without consent, an improper practice charge should be immediately filed against the employer.

ARE THERE ANY OTHER ASPECTS OF THE ACT THAT I SHOULD KNOW?

Yes. There are two prohibitions that apply to all individuals who leave state employment.

- (1) For a period of two years after leaving state employment an individual may not appear before his former state agency or receive money for any services rendered on behalf of anyone else that relate to any matter before his former agency.
- (2) There is a lifetime prohibition against rendering any service before any state agency or being paid for any service that relates to any case, application or transaction that the individual was directly concerned with while employed by the state. Note: A recent court decision has held that these two prohibitions cannot be applied retroactively to state employees who left their positions prior to the Act taking effect. An appeal is expected.

Trying to right RUGs

By Ron Wofford
CSEA Communications Associate

MAYVILLE — Petition signatures of more than 13,000 residents presented to the Chautauqua County Legislature have helped in the battle to convince the state to revise its Resource Utilization Groups (RUGs) allocations and save embattled county-owned nursing homes.

Following presentation of the petitions, which were collected by CSEA activists, the county legislature passed a resolution calling on the state to change its Medicaid formula of reimbursement to public nursing homes to a fairer rate.

After debate, the legislators also voted to call on the federal government to reform its payments to the state.

CSEA, in cooperation with other counties, civic groups and organizations, has launched a statewide campaign to have RUGs reformed, because traditionally, public nursing homes have been the last resort for the needy.

"We appreciate the non-partisan effort you have shown," Region VI President Robert Lattimer told Chautauqua legislators as he and County Unit President Jim Smith and Political Action Coordinator Roger Sherrie presented the petitions. "This county is logically the starting point for what will hopefully become a statewide groundswell of support," Lattimer said. "We hope these united efforts will change the minds of those in Albany who can effectuate the change we seek."

Lattimer said public nursing homes in the state have lost \$100 million in funding in the three years that RUGs has been in effect.

The Chautauqua County Home and Infirmary was faced with closure and sale to private interests last year because of the reimbursement crunch.

CSEA and its activists fought off the move, and have joined the crusade to remove the threat to some 7,500 members statewide working in public nursing homes.



WE CARE FOR OUR OWN — SAVE COUNTY NURSING HOMES

County nursing homes in New York have a history of providing quality care to many people who could afford none; the system of county-run homes has provided shelter, comfort and care to many elderly residents who had no where else to turn.

Since 1986, New York State, through Resource Utilization Groups (RUGs) has penalized county-operated nursing homes by unfairly reimbursing them for the care they provide to the sick and the elderly. In three years, RUGs have become a threat to the existence of county homes. The counties can no longer afford to operate them without fair reimbursement.

We cannot risk losing public nursing homes or the deterioration of care. We therefore ask the state to reform its reimbursement to treat county homes fairly.

NAME	ADDRESS
1. _____	_____
2. _____	_____
3. _____	_____
4. _____	_____
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24. _____	_____
25. _____	_____

"This county is logically the starting point for what will hopefully become a statewide groundswell of support."



RUGS TALK — Meeting to discuss the RUGs problem are, from left, Chautauqua County Unit President Jim Smith, County Executive John Glenzer and Region VI Political Action Coordinator Roger Sherrie.

Nominations being accepted for statewide board of directors

ALBANY — The deadline for submitting nominating petition forms by candidates for CSEA's statewide Board of Directors is approaching quickly.

Nominating petitions must be received at CSEA Headquarters in Albany not later than 5 p.m. Friday, April 7. Nominations opened March 3 for all 106 seats on the union's statewide Board of Directors.

Under the union's open election procedures, any member in good standing can have his or her name placed on a ballot by obtaining the required number of CSEA member signatures on an official petition form.

In order to be eligible, a candidate must have been a member in good standing of CSEA since June 1, 1988, and continuously paid membership dues since then. In addition, he or she cannot be a member of a competing labor organization and must not be serving a penalty imposed by the CSEA statewide Judicial Board.

In the State division, a candidate needs

petitions signed by not less than 10 percent of eligible voters in the department or agency he or she wishes to represent. Not more than 450 signatures are required.

In the Local Government division, a candidate needs petitions signed by not less than 10 percent of eligible voters in the local he or she wishes to represent. Not more than 450 signatures are required.

Educational locals which share a representative require valid signatures calculated on the combined number of eligible voters in all educational locals in their particular CSEA region. Not more than 450 signatures are required.

The union's statewide Election Committee will oversee the balloting which will be conducted by the Independent Election Corp. of America, Lake Success, N.Y.

CSEA's Board of Directors has adopted the following election schedule:

April 7 —Final date for nominating petitions to be received at CSEA Headquarters. Deadline is 5 p.m.

April 24

—Drawing for ballot position, 11 a.m., at CSEA headquarters, Albany. Candidates (or proxies) may attend as observers. Address labels available to candidates for mailing campaign literature.

May 1

—Campaign articles printed in *The Public Sector*. Remarks are the personal statement of the candidate and are not to be construed as reflecting the opinions or beliefs of *The Public Sector* or CSEA Inc.

May 15

—Ballots mailed.

May 22

—Replacement ballots available from the Independent Election Corp. of America.

June 12

—8 a.m. deadline for return of ballots. Ballots will be counted and results announced.

June 22

—Protest period ends (10 days after official results are announced).



You can do your part to support

UNITED FARM WORKERS OF AMERICA, AFL-CIO

Nearly three dozen CSEA members are continuing personal one-day, water-only, fasts during March as part of a year-long CSEA project in support of a national boycott of California table grapes.

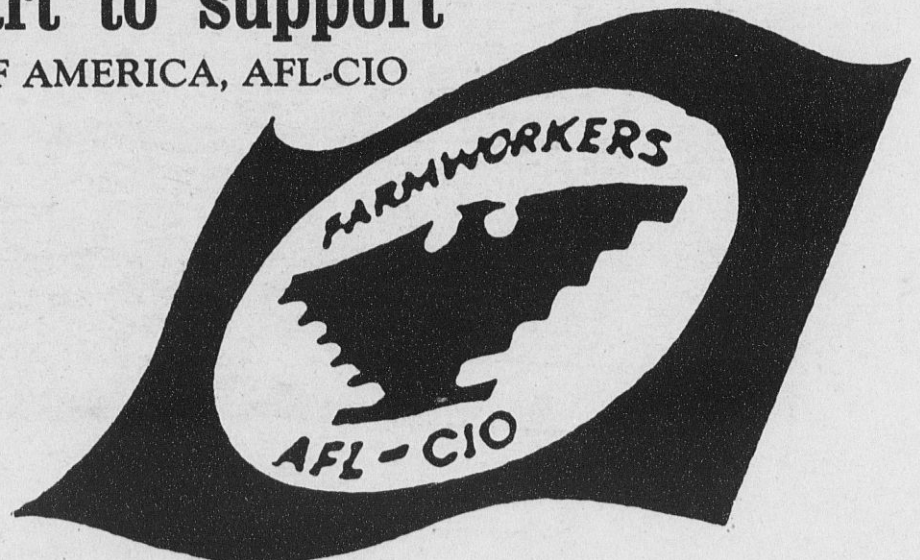
The members joining in the fast are helping to continue the unbroken fast, started in late December with CSEA statewide President Joe McDermott's personal four-day fast.

The volunteers participating in the "Fast for Life" project are protesting horrible working conditions in California vineyards, the delivery of poisoned grapes to consumers and the refusal of grape growers to negotiate collective bargaining agreements with the United Farm Workers union.

CSEA fully supports the boycott, and hundreds of members have volunteered to fast in support of it. One or more CSEA member will be fasting each day during 1989.

"Please respect your fellow union members who are fasting to draw attention to the plight of the farmworkers by refusing to buy California table grapes," urged McDermott.

CSEA members scheduled to fast during the month of March are: Linda Cote, Clarence; Rebecca Counsel, Rochester; John Covell, Utica; Christine Covell, Albion; H. Art Cousineau, E. Amherst; Brian Cox, Garnerville; Pat Crandall, Cortland; Paul D'Aleo, Lindenhurst; Corinne Daly, Ballston Spa; Bruce Damalt, Auburn; Glenda Davis, W. Haverstraw; Jeanette Divonis, Troy; Gary DeTrain, Newark; Netha DeGraw, E. Nassau; Rose Dellarosa, W. Babylon; Anita Dennis, New York; Ellen Diange,



BOYCOTT GRAPES!

Albany; Ana Diaz, Brooklyn; Carol DeVelder, Newark; Bud Dyckman, Levittown; George Dietz, Mannerville; Elmer DiLodovico, Albion; Anthony DeRosa, Hyde Park; Judith DeRosa, Hyde Park; Martin DeSanto, Clyde; Sandra Dahl, Forestville; Robert Dorsey, Brentwood; Perry Douglas, Sherman; Francis Dunham, Geneva; and Dorothy Dutton, Selkirk.

An important notice regarding Empire Plan Major Medical claims

'88 Empire Plan Major Medical claims are due before March 31

All 1988 Empire Plan Major Medical claims must be submitted before March 31, 1989, to:

Metropolitan Life Insurance Company
CPO Box 1600
Kingston, N.Y. 12402-0600

Major medical claim forms may be obtained from your agency's personnel or business office or from Metropolitan Life Insurance Company.

Please be certain to have your doctor or other provider fill in all information asked

for on the claim form, and sign it. If the claim form is not filled out by the provider, all bills submitted must include all information asked for on the claim form. Missing information will delay the processing of your claim.

If you have any questions concerning your claim, you may call Metropolitan Life Insurance Company at the following toll-free telephone numbers:

Within New York state — 1-800-942-4640
Outside New York state — 1-800-431-4312

LEAP Student of the Month

— Jeanne Nice —

By Mark M. Kotzin
CSEA Communications Intern

Did you ever feel that you wanted more education, think about going back to school? Are you unsure? If so, listen to Jeanne Nice, LEAP student of the month. She can set you straight.

"Working full time plus attending school is difficult. You have to have a real desire to keep going. I will be graduating this fall with a BA in Psychology. I have already received an associate's in business in 1987," Nice said. "I find college to be very rewarding and it makes me feel more secure."

Nice is the March CSEA Labor Education Action Program (LEAP) "Student of the Month," and was chosen because of her outstanding dedication to learning and to bettering herself, no matter what the obstacles. She is a senior typist in the Education Department at the Roswell Park Institute and a member of CSEA Local 303.

Nice, a mother of two and a step-mother of five, returned to college in 1982, 13 years after graduating from high school. She has taken four LEAP courses, and taken 20 courses using CSEA's Tuition Reimbursement Program to make her studies affordable. This all boils down to more than 100 semester hours, with a respectable 2.9 grade point average. She never thought she would get so far.

"I would encourage everyone to give night school a try. Just start with one course, and soon you'll find yourself going for a degree. I never thought I'd have an associate's degree. Now I have one plus I almost have a BA," Nice said. "You just have to take the first few steps, and if college is for you, you'll get hooked on it."

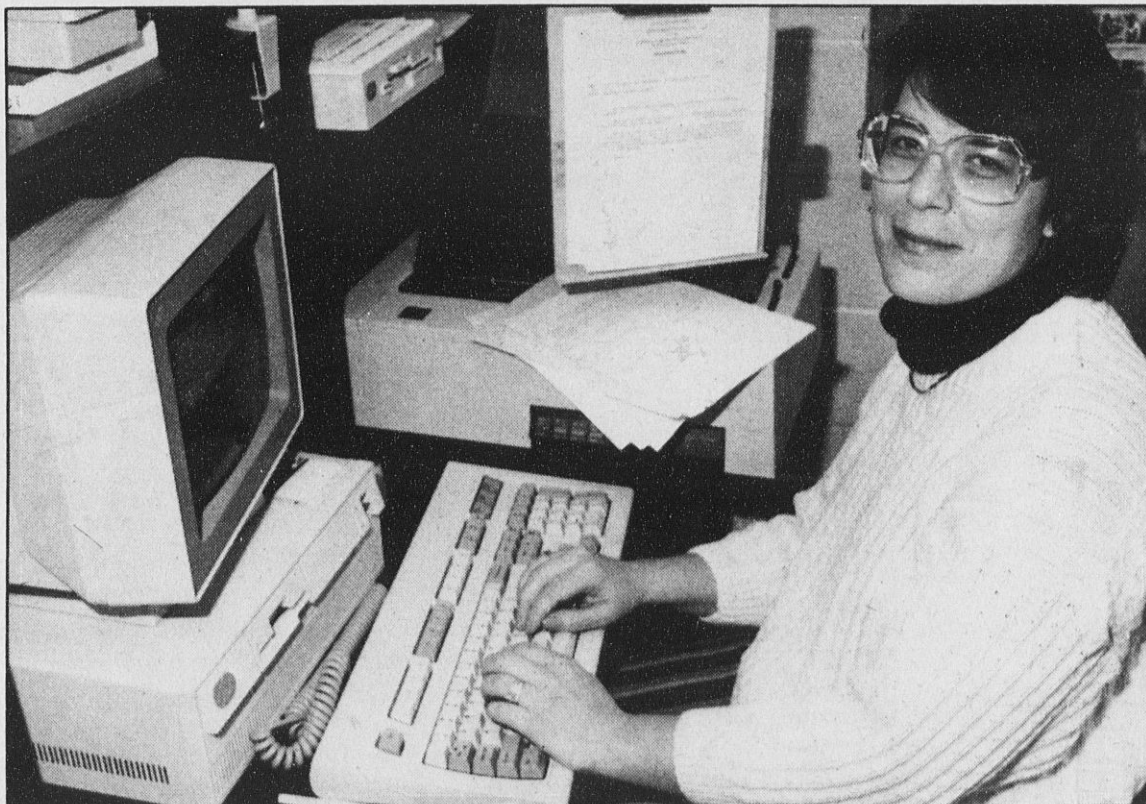
And hooked on it she is. She states that her final goal is to graduate, and then she hopes to be able to get another promotion or to make a career change, possibly to the health field.

Nice has been involved with CSEA's Tuition Reimbursement Program and LEAP's continuing education courses since the start of her employment and is thrilled that she received this honor.

LEAP gives this honor to students who participate in the courses it provides. LEAP offers tuition-free courses at two- and four-year public and private colleges, BOCES and various state facilities across the state. The courses are available to CSEA-represented state employees in the Operational Services, Administrative Services and Institutional Services units, Health Research Inc., SUNY Construction Fund, Division of Military and Naval Affairs and the Teacher's Retirement System. The courses are designed to improve the quality of life on and off the job.

Through her experience, Nice has been able to pull herself up the ladder of success, rung by rung, course by course. She credits her coursework with helping her earn promotions, and with increasing her self confidence and broadening her knowledge and skills. She never would have gotten this far, if she had not been determined, she said.

"Dedication is what it takes. You have to give up lunches, summer vacations, nights at home with your family. The rewards and the degree will balance out the scale, however, and you will become a very fulfilled person," Nice said. "You can't expect others to respect you if you don't respect yourself. So get out there and do something that makes you feel good about yourself!"



JEANNE NICE, CSEA/LEAP student of the month.

For information on LEAP courses and Tuition Reimbursement, or any educational programs available to CSEA members, see your training or personnel office or call the LEAP office at (518) 434-0191 or at 1-800-342-4146. The LEAP fall course announcement will be available at the end of June. Details will be published in *The Public Sector*.

COPING WITH LAYOFFS

**Useful information to help if
you are facing job uncertainty**

Layoff notices were scheduled to be given to hundreds of state employees as this edition of *The Public Sector* went to press. Under the state's timetable in the proposed state budget, layoffs will become effective April 12.

Due to the complexity of the civil service layoff procedure, in some cases people who receive layoff notices will not, in fact, be the people who are eventually laid off. The number of people who are actually laid off will depend in part

upon the number of employees receiving layoff notices who are eligible to participate in a proposed \$12 million re-training program.

For anyone facing the prospect of layoff, the status of insurance coverage and benefits are among many concerns to consider. The following information should be beneficial to everyone facing job uncertainty during the budget crisis.

Laid-off members may retain insurance by making direct payment of premiums

CSEA members who are laid off may continue to participate in CSEA-sponsored insurance programs by arranging to pay premiums directly to the insurance carrier.

CSEA-sponsored Basic Group Life Insurance (Code 305), Supplemental Life Insurance (Code 306), Accident and Sickness Insurance (Code 307), Family Protection Plan (Code 358) and Home and Auto Insurance (Code 324 or 390) programs may all be continued after layoff by arranging for direct payment of premiums. CSEA sponsors the insurance programs through Jardine Group Services Inc.

A member who is laid off must first apply to CSEA for dues-free membership in the union (see adjacent article regarding dues-free membership status) before arrangements can be made for direct payment of insurance premiums.

Members who are laid off may continue their Basic Group Life Insurance policy for up to one year from the date of layoff by arranging to pay insurance premiums directly. **Questions concerning continuation of Basic Group Life Insurance should be directed to CSEA's insurance department at 1-800-342-4146 or (518) 434-0191.**

For information concerning direct payment of premiums for

Supplemental Life Insurance, Accident and Sickness Insurance, Family Protection Plan and Home and Auto Insurance, members should call Jardine Group Services Inc. on their toll-free telephone number — 1-800-366-5273 — or (518) 381-1600

Ext. 459 Supplemental Life Insurance
Ext. 563 Accident and Sickness Insurance
Ext. 329 Family Protection Plan
Ext. 356 Home and Auto Insurance

An informational two-part videotape, "What Happens Now - Information on Layoffs for New York State Employees," is now available for viewing at all CSEA regional offices, along with copies of the CSEA Layoff Information Booklet.

The videos deal with layoff procedure and provide detailed information on bumping and retreat as well as necessary definitions to understand the complex layoff process.

In the Albany area, NYSCAN — the New York State and Community Affairs Network — will air the video at 6:25 p.m. on Monday March 20; 11 p.m. Tuesday March 21; and noon Wed. March 22.

How to get info on your health insurance

Civil Service Law and regulations, along with provisions of contracts negotiated by CSEA with the state, provide certain laid-off employees the right to continue health insurance coverage under specific circumstances.

If you are laid off and eligible to continue your health insurance coverage under one of those circumstances, you may do so by

paying the required employee contribution, if any.

Questions concerning continuation of health insurance coverage should be directed to your agency personnel officer or the Department of Civil Service, Employee Insurance Section, Division of Employee Benefits, State Office Building Campus, Albany, N.Y. 12239.

May continue EBF benefits after layoff

State employees who currently receive benefits under the CSEA Employee Benefit Fund (EBF) may continue coverage if they are laid off.

According to the new federal law known as COBRA, employees have a legal right to continue benefits for up to 18 months on a direct pay basis if they are laid off. Once your termination date is given to the EBF by the state, you will automatically be sent COBRA information and an application.

It is no longer necessary to apply for continuation of coverage before you leave the payroll. The COBRA mailing will contain full details, including filing deadlines and the cost of coverage.

If there is any chance that the EBF does not have your current address, please contact EBF at 1-800-342-4274 to be certain you will receive the COBRA mailing.

Note: CSEA dues-free membership does not entitle a person to EBF benefits. Only the COBRA option offers you the protection you need after leaving the payroll.

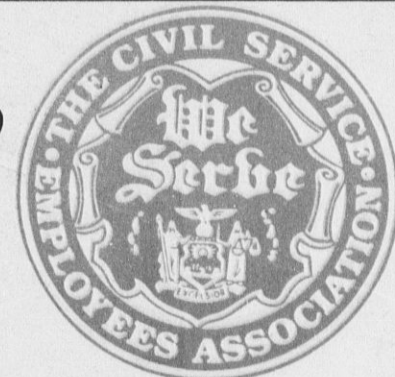
Important info about dues-free membership

If you are a CSEA member in good standing and are laid off and placed on a preferred list for rehire, you will be eligible for free union membership for one year.

Dues-free membership status, if approved, does NOT entitle a person to benefits under the CSEA Employee Benefit Fund (EBF). Individuals must arrange for direct payments to continue participation in dental, optical and prescription drug programs for up to one year while off the payroll (see adjacent article on how to maintain EBF coverage).

You must notify CSEA of your situation by completing an application form to become eligible for dues-free membership.

Applications forms and additional



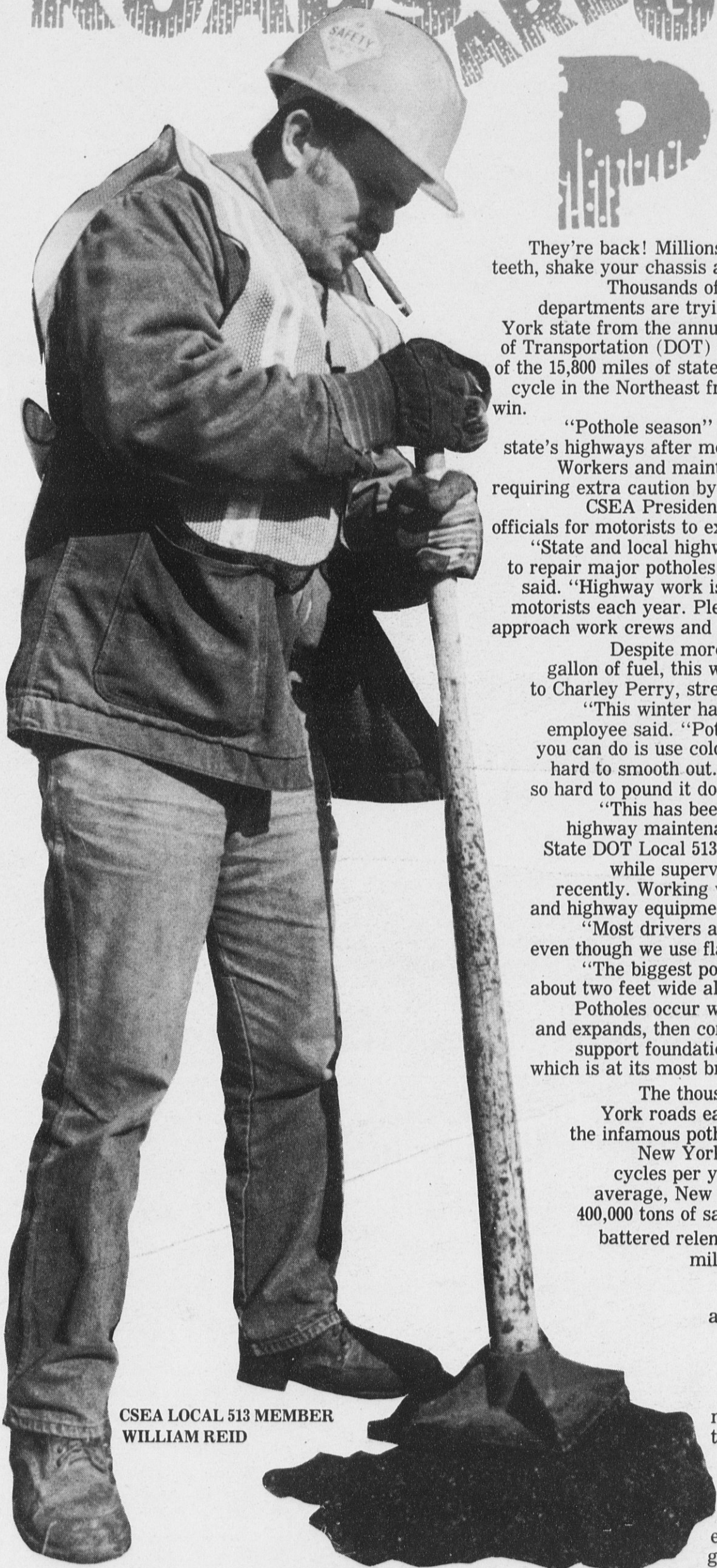
information about dues-free membership are available by contacting:

Civil Service Employees Association
Membership Records Department
143 Washington Avenue
Albany, N.Y. 12210
(518) 434-0191
1-800-342-4146

The application must be signed by the CSEA local president or the employee's personnel officer to verify layoff status.

Dues-free membership expires if the employee returns to the payroll.

ROADS ARE GOING TO POTHOLE!



CSEA LOCAL 513 MEMBER
WILLIAM REID

They're back! Millions of 'em. Those unwanted highway hazards that rattle your teeth, shake your chassis and shimmy your front end. Potholes! Millions of 'em!

Thousands of CSEA members in county, city, town and village highway departments are trying to reclaim the 100,000 miles of roads and streets in New York state from the annual late-winter invasion. An army of 4,500 state Department of Transportation (DOT) members is fighting along a front that stretches the length of the 15,800 miles of state-maintained highways. And the freeze-thaw-freeze weather cycle in the Northeast from February through April makes it a war that's tough to win.

"Pothole season" signals a large-scale return of maintenance workers to the state's highways after months of primarily plowing, salting and sanding operations.

Workers and maintenance equipment along the highways are added elements requiring extra caution by motorists.

CSEA President Joe McDermott added his plea to a request by state DOT officials for motorists to exercise extreme caution this time of year.

"State and local highway crews are out in force now, weather permitting, trying to repair major potholes and make our roadways smoother and safer," McDermott said. "Highway work is risky and many workers are killed or injured by careless motorists each year. Please be alert for road crews at all times. Slow down as you approach work crews and pass work areas cautiously."

Despite more potholes per mile than the average car gets in miles-per-gallon of fuel, this winter has been easier than usual on most roads, according to Charley Perry, street foreman in the Wyoming County village of Perry.

"This winter hasn't been too bad at all on our streets," the 20-year village employee said. "Potholes are potholes. When it's below freezing the only thing you can do is use cold patch, which I don't like too well because it's so stiff and hard to smooth out. You usually are making a bump out of a hole because it's so hard to pound it down to level ground."

"This has been an average winter for potholes," agreed William Reid, a highway maintenance supervisor and member of Genesee-Orleans-Wyoming State DOT Local 513. "It gets pretty cold here doing the patching job," he said while supervising pothole patching work on Route 18 in Orleans County recently. Working with Reid were DOT laborers R.C. Bailey and Ron Riemer and highway equipment operator Dondel Knight.

"Most drivers are pretty good about slowing down, but some people fly by even though we use flag-people," Reid observed.

"The biggest pothole I've seen? I remember one not too long ago that was about two feet wide all the way around and about a foot deep!" Reid said.

Potholes occur when water seeps through and under roadways, turns to ice and expands, then contracts into liquid again. The heaving process weakens the support foundation for the pavement and crumbles the concrete or asphalt, which is at its most brittle condition because of frigid temperatures.

The thousands of cars and trucks that typically travel on most New York roads each day pound a pavement break into a large, deep hole — the infamous pothole.

New York suffers from the greatest average number of freeze-thaw cycles per year of any of the 50 states, according to the state DOT. On average, New York roads are hit by about 100 inches of snow a year and 400,000 tons of salt are poured on the highways statewide. The pavement is battered relentlessly by traffic — a record more than 100 billion vehicle miles last year alone.

The fight against potholes actually goes on year-round, with crack-and-joint resealing and roadway resurfacing and rebuilding projects.

But in late winter and early spring, "pothole patching" is the only available weapon until warmer weather finally arrives. Depending upon weather conditions, patching is either by a hot or cold patch method. A special fiber-filled cold mixture works best as a temporary band-aid in very cold weather but a hot asphalt mix packed into a hole freshly lined with a liquid asphalt "tack coat" is preferred under most conditions. The state DOT uses more than 100,000 tons of that mix a year and spends about \$7 million annually in materials, labor and equipment trying to wrestle control of the highways. Local governments spend additional millions in a nasty little war that erupts every year.