

# THE PUBLIC SECTOR

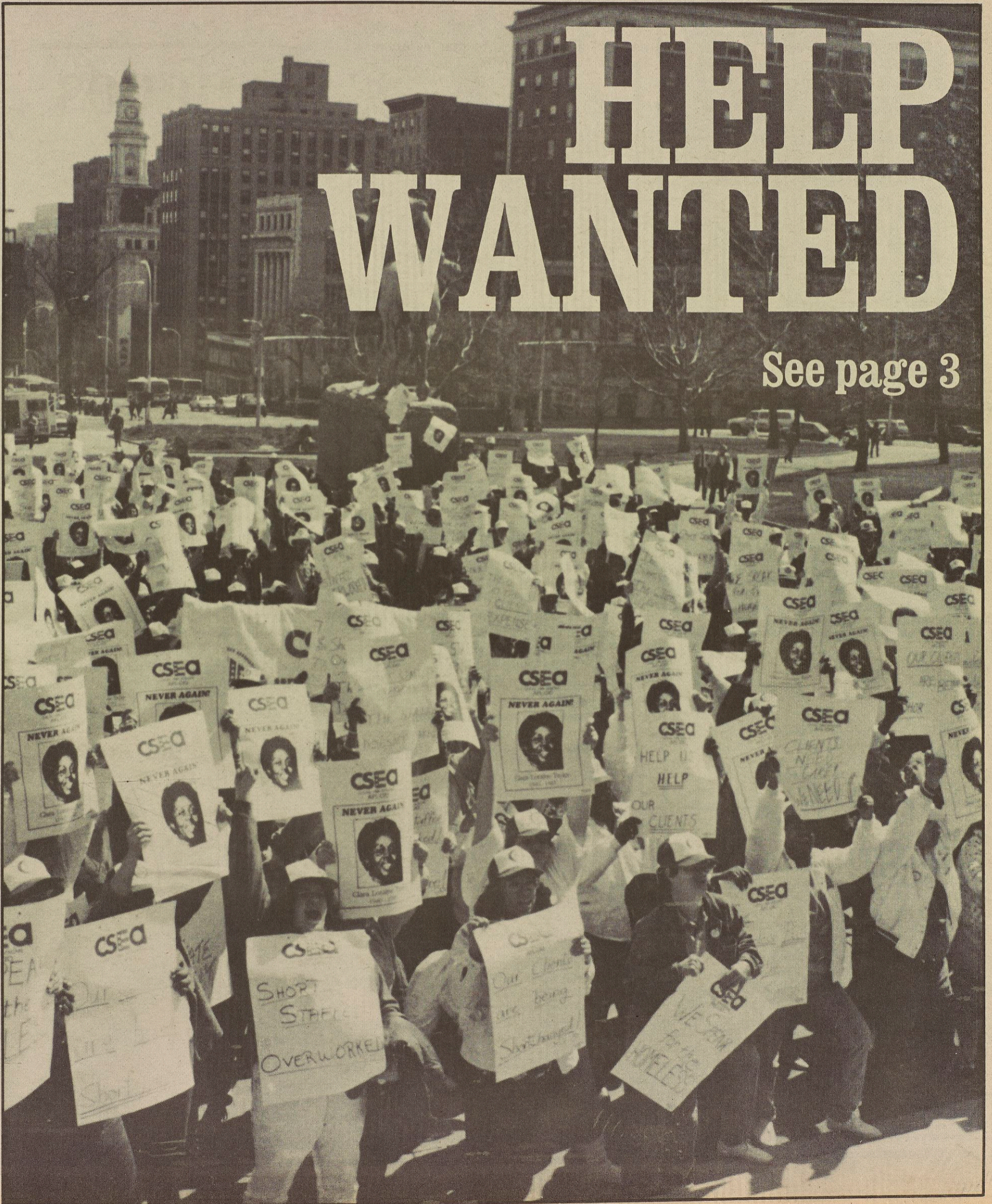
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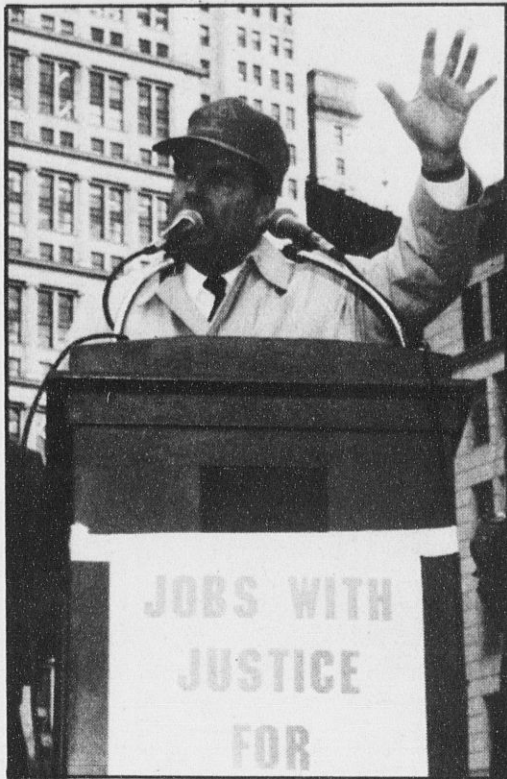
# HELP WANTED

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American labor movement fighting back.....page 4

## 1988



**AFSCME**  
in the public service

# Convention

June 19-24  
Los Angeles

See pages 12-17



## Nassau County Local OKs pact

MINEOLA — Members of Nassau County CSEA Local 830 ratified a two-year agreement retroactive to Jan. 1 which includes salary increases of 5.5 percent and 5.75 percent. The contract effects 14,000 members.

"I urged the membership to ratify," said Local 830 President Jerome Donahue. "It's a good contract."

Even with the increases in health insurance costs, the local was successful in negotiating that the county continue to pay employees' premiums in full.

Other highlights of the pact include:

- \* improvements in the dental and optical plans;
- \* higher differential pay;
- \* child care leave of up to two years, including leave entitlements;
- \* more meal money;
- \* increased uniform allowance;

- \* increased longevity payments;
- \* a compensatory day for every two pints of blood a member donates in a calendar year;
- \* an added holiday;
- \* L/M group to study VDT guidelines and AIDS policy;
- \* health insurance buybacks of up to \$2,000 per year;
- \* guaranteed four hours of overtime; and
- \* increases in sanitarium emergency rates, pediatric triage rates, social service employees rates and psychiatric ward personnel rates.

That team included CSEA Collective Bargaining Specialist Rigo Predonzan, Donahue, Rita Wallace, Ralph Spagnolo, Steve Goldberg, Jean Wichmann, Nancy Hernandez, Jack Geraghty, Pat Finno, Alice Grody and CSEA attorneys Dick Gaba and Lou Stober.

## Statewide officers petitions deadline April 11

A reminder — April 11 is the deadline to return nominating petitions to be a candidate for a CSEA statewide office.

Elections will be held to fill the positions of statewide president, executive vice president, secretary and treasurer.

Petitions must be received at CSEA headquarters, 143 Washington Avenue, Albany, by 5 p.m. on April 11.

## Public SECTOR

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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ROGER A. COLE.....Editor  
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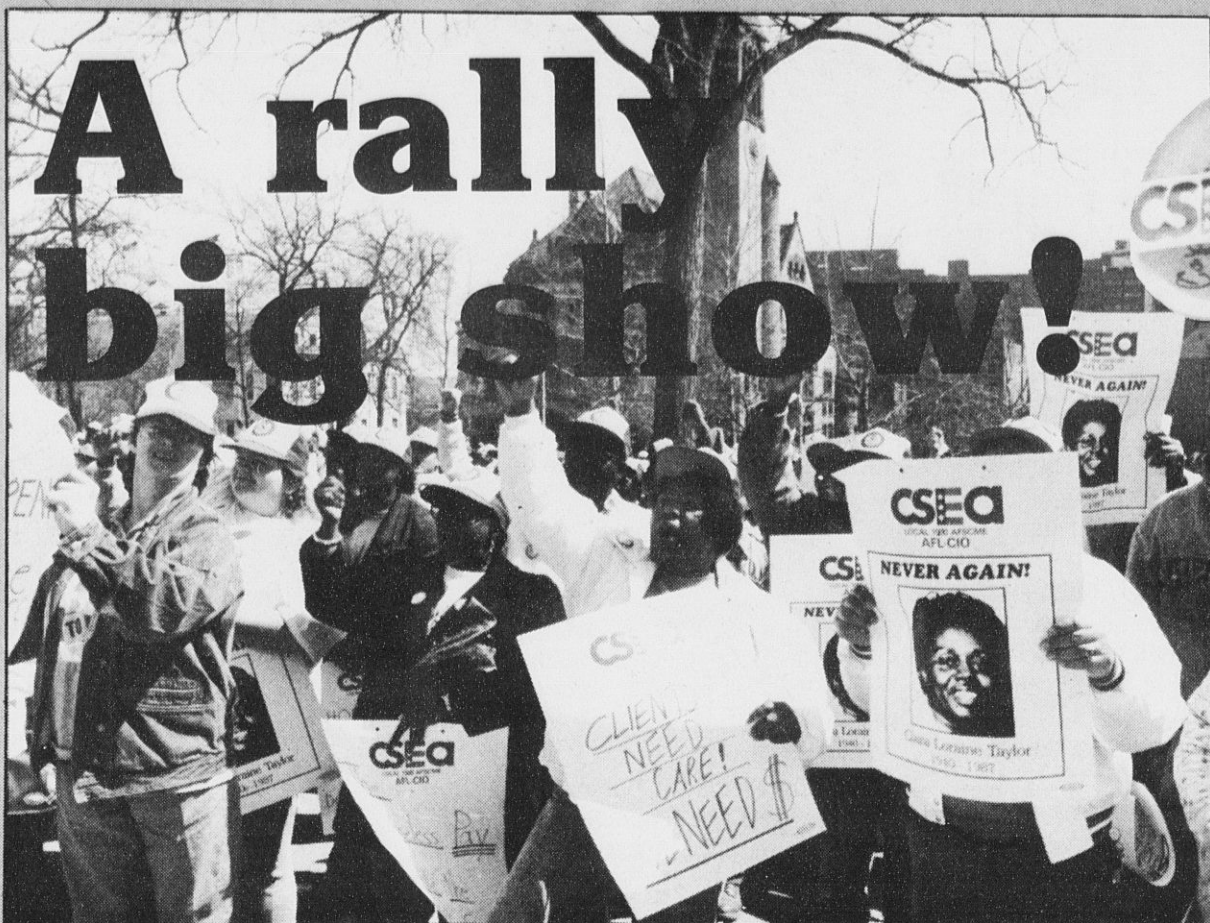
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	(315) 451-6330		







CSEA statewide Treasurer Mary Sullivan leads the chanting.

ALBANY — “We’re the family of New York” chanted hundreds of angry CSEA members representing thousands of mental hygiene workers from across the state. The crowd converged on the steps of the state Capitol for a recent rally to express outrage over understaffing in state mental health and mental retardation facilities.

Joined by CSEA’s statewide officers and a score of state legislators including Senate Mental Health Chairperson Nicholas Spano and Assembly Mental Hygiene Chairperson Elizabeth Connelly, the CSEA crowd made it clear they will no longer accept policies that put the mentally ill on the street and turn care of the retarded over to inferior private providers.

“The state of New York should hang its head in shame for creating these conditions,” said CSEA President William McGowan.

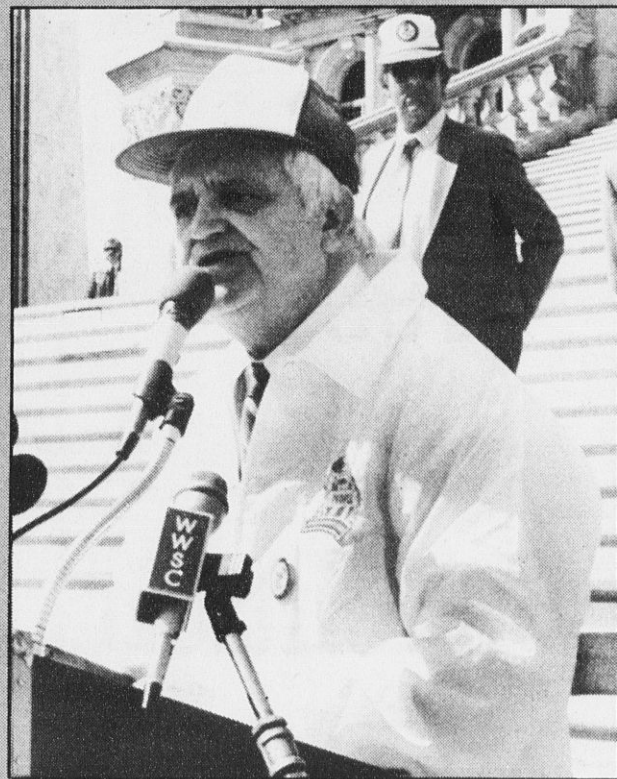
Last January, CSEA’s report, *Working in Fear*, showed that mental hygiene employees lost an incredible 160,000 workdays due to on-the-job injuries in 1986. The report was prompted by the brutal murder of Rockland Psychiatric Center therapy aide Clara Taylor who was left alone on a ward of 24 patients last summer. A patient has been charged in her killing.

“Clara Taylor died because the state didn’t want to pay someone overtime,” McGowan told the crowd. “I don’t know how the people who made that decision can sleep at night.”

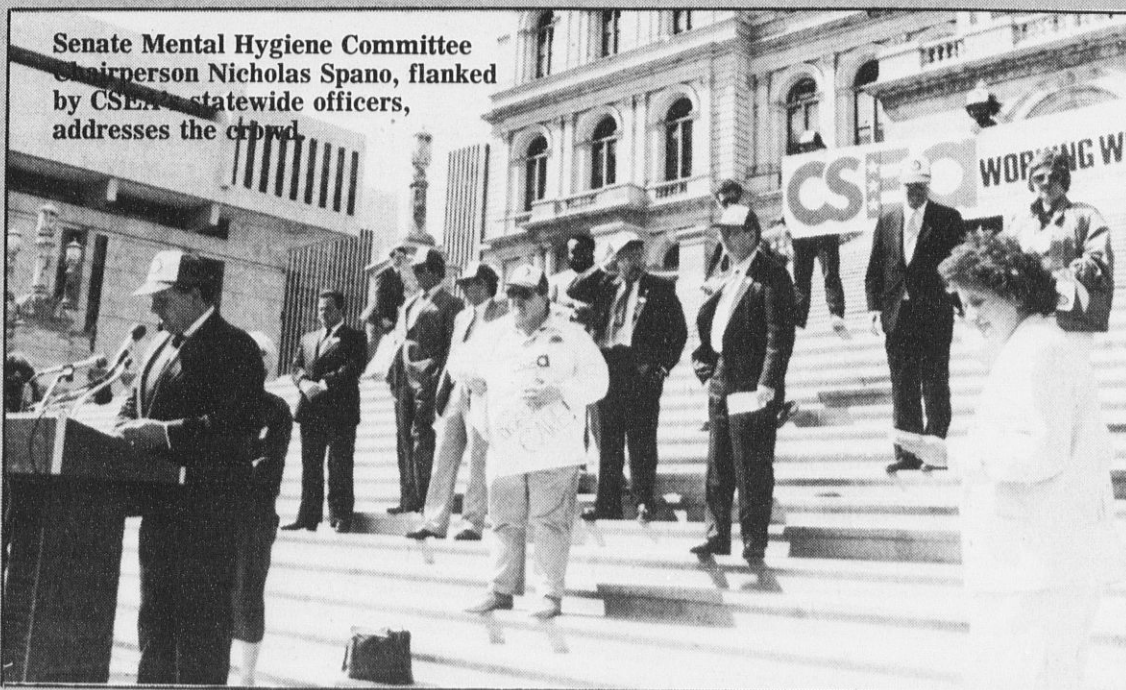
But McGowan also noted that, unbelievably, there has been no change in staffing patterns since Taylor’s death.

McGowan vowed CSEA will repeat these concerns over and over again until the governor and his mental hygiene commissioners “get the message.”

And on this blustery spring day in Albany, CSEA members made sure they were heard where it counts.



CSEA President William L. McGowan.



Senate Mental Hygiene Committee Chairperson Nicholas Spano, flanked by CSEA statewide officers, addresses the crowd.



# CSEA calls for JOBS WITH JUSTICE

By Lilly Gioia  
CSEA Communications Associate

NEW YORK — Chanting "I am somebody, I am somebody," workers from all over New York City massed at City Hall Park recently to kick off the AFL-CIO-endorsed "Jobs With Justice" campaign in the metro area, and CSEA members were in the forefront.

AFSCME President Gerald McEntee and CSEA Region II President George Boncoraglio were among labor leaders on hand hailing the nationwide "Jobs With Justice" goals, which include employment security, a decent standard of living and the right to organize on the job.

Braced against the biting March winds, workers gathered to hear politicians, labor leaders and retiree leaders condemn the loss of job security in America. McEntee and other speakers, including state Assembly Labor Committee Chairman Frank Barbaro and City Council President Andrew Stein, fiercely attacked Mayor Edward Koch for withholding urgently needed pay increases and health benefits for home health care workers.

Through the 1980s, attacks on the rights of workers, both public and private, have pushed working people to the wall, McEntee said. The mood among workers is, "enough is enough."



CSEA SPEAKS OUT during the "Jobs With Justice" demonstration at New York City Hall recently. Region I President George Boncoraglio holds one end of the CSEA banner.

"'Jobs With Justice' is the American labor movement's campaign to fight back," McEntee said.

Denis Tobin, president of New York City Department of Labor CSEA Local 350, agreed.

It is time "all New York City unions show their solidarity and join the 'Jobs with Justice' campaign," Tobin said. "Too many decent-paying jobs are being destroyed and replaced by low-paid temporary workers with no benefits. That's why I'm proud that CSEA is involved with the demonstration and others planned for the coming months."

The key to the success of "Jobs with Justice" is its blue and white pledge card. Thousands of workers across the country have already signed and pledged to join in at least five "Jobs With Justice" events in the coming year.

The campaign has mobilized community, religious and labor groups around local issues in Florida, South Dakota, Maine, Connecticut, New Mexico, Iowa, Tennessee, New Jersey, Texas and New York.

According to CSEA's Boncoraglio, "Jobs With Justice" is an important and on-going program with new activities springing up across the country every day.

"'Jobs With Justice' is a vehicle to build a stronger labor movement and to support specific labor struggles," he said. "It will help us unite behind candidates in 1988 who are responsive to workers' rights."

"You don't have to be a union member to believe in this cause or sign the pledge card," said Region II First Vice President Denise Berkley. "Anyone who cares about the values and issues of working people is welcome to join."

CSEA members who sign the pledge card should return it to Metro Region II Headquarters, c/o Jobs With Justice, 11 Broadway, 15th floor, New York, N.Y. 10004. They will then be notified by phone of the date, time and location of the next "Jobs With Justice" action.



SPEAKING AT THE "JOBS WITH JUSTICE" demonstration in New York is AFSCME President Gerald McEntee. To his left is City Council President Andrew Stein.

## JOBS WITH JUSTICE PLEDGE

*I'll Be There...*

... supporting our right to a decent standard of living and when necessary walking the picket line with my union brothers and sisters.

... supporting the right of workers to organize and bargain collectively.

... fighting for employment security and against efforts by management to close offices or factories in the name of competition.

... voting for candidates who support workers' rights.

... organizing the unorganized.

... mobilizing the organized to preserve the rights that our parents and grandparents have already won.

During the next year, I'LL BE THERE at least five times for someone else's fight, as well as my own. If enough of us are there, we'll all start winning.

Signature

Name (please print)

Union/Organization

Home Street Address

City

State

Zip

Phone (day and evening)

Date



## OCA Files Charge Against CSEA

The Office of Court Administration has filed a charge of improper practice with the Public Employment Relations Board charging the Civil Service Employees Association acted in bad faith by refusing to negotiate with the state at a pre-scheduled negotiating session last week in Schenectady.

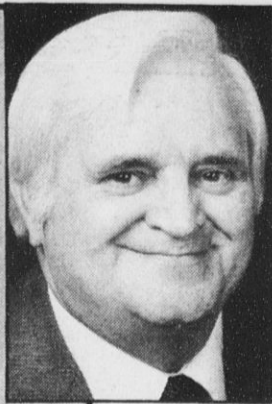
The charge stems from a dispute that arose over a guarantee of the attendance of Vincent F. Martusciello, president of a CSEA local and a senior appellate court clerk in Brooklyn, at a negotiating session last Thursday and at all future sessions.

### Basis for Charge

According to Howard Rubenstein, director of OCA's Employee Relations Unit, CSEA representatives refused to negotiate because Mr. Martusciello, one of three members of an important court unit in Brooklyn's Appellate Term of Supreme Court could not be granted leave from his assignment to attend the session, and the state was unable to guarantee that leave could be granted to him at all times in the future.

Mr. Rubenstein said that the three-person unit to which Mr. Martusciello is assigned, currently lacks one person, who is in a hospital, and it can not function without at least two persons present. Therefore, Mr. Martusciello's absence from work would interfere with the operational needs of the Appellate Term.

Mr. Rubenstein said that "as is required under the current CSEA contract, the Appellate Term has made its best efforts to accommodate Mr. Martusciello and the CSEA. In fact, Mr. Martusciello has been granted leave to attend two prior negotiating sessions this year. However, given the size of the workload in the Appellate Term and the unpredictability of the staffing situation in Mr. Martusciello's unit, it is impossible to guarantee that he can be granted leave for every future session."



# CSEA protests slanted story

**EDITOR'S NOTE:** An article in the March 22 edition of the *New York Law Journal* has drawn the fire of CSEA statewide President William L. McGowan. The newspaper, under headlines which read "OCA files charges against CSEA," gave a one-sided account of a dispute created by the Office of Court

Administration's refusal to allow CSEA negotiating team member Vincent Martusciello to attend contract talks. In order to set the record straight, McGowan immediately sent out the following "Letter to the Editor." It is printed in its entirety here.

To The Editor:

I must take exception to your recent coverage of a dispute between the Civil Service Employees Association and the Office of Court Administration.

Allow me to set the record straight. The Improper Practice OCA filed against the union was strictly in retaliation for an IP we previously filed.

The CSEA IP charge accused the court system of "bad faith bargaining" that is "inherently destructive of the employees' Taylor Law rights." Specifically, we protested OCA's sudden refusal on March 15th to allow Local 010 President Vincent Martusciello leave time to participate in contract negotiations scheduled for March 16 through 18.

OCA had sufficient notice of Mr. Martusciello's schedule. Its contention that the illness of a co-worker precluded his absence belies the fact that under similar previous circumstances he was granted leave time. Indeed, one must question supervisory practices that are apparently unable to cope with the absence of two out of 3,600 employees.

OCA's action is a naked attempt to influence contract negotiations. No employee organization can permit an employer to dictate the makeup of its negotiating team.

We have a duty and an obligation to make sure all our membership is represented at the bargaining table. Denying Mr. Martusciello's leave time, in effect, denies representation to the 700 OCA employees of his Local.

It is, finally, gratifying to hear OCA contend that the absence of one court clerk brings the whole judicial system to a grinding halt. It is a contention we won't ignore at the bargaining table.

*William L. McGowan*

William L. McGowan  
Albany



SURROUNDED BY THREE-TON channel buoys, members of District Three Central Barge Canal CSEA Local 503 take a break after sandblasting the giant markers. Crew members of the Ward's Island derrick boat, are, from left: Capt. Pete Parker, marine engineer Ron Saleski, Dennis Ganley, James Richardson, Desmond Dixie and Pete Porter. The next step for the buoys is a coat of special marine paint. Then they will be taken to their channel locations for the final rite of spring: opening day of the 524-mile New York state waterway.



## Joe Cannone: A different drummer

# MARCHING TO HIS OWN BEAT



By Sheryl Carlin

CSEA Communications Associate

SMITHTOWN — By day he wears a blue workshirt and works as a heavy equipment operator.

But by night he dons his black tuxedo and works as a drummer in an eight-piece band

called "Naked Truth."

It all began, Joe Cannone says, when his father, a drummer in the Army, "showed me a rap tap on the drum." Cannone was 12 years old at the time, and he's been hooked on drums ever since.

"I started taking lessons right after that

and I got my first drum set when I was 15," he recalls.

Cannone, now 32, has been a member of the Smithtown CSEA Unit of Suffolk County Local 852 for 11 years. And he's been a member of "Naked Truth" since 1974, the year after the group was formed.

Music's a busy second career for Cannone. The band performs at about 125 weddings, parties and bar mitzvahs each year. The band also rehearses faithfully each week.

"It takes up a lot of my time because I have a professional attitude about our music," he admits, "but it's still a hobby to me and I love it."

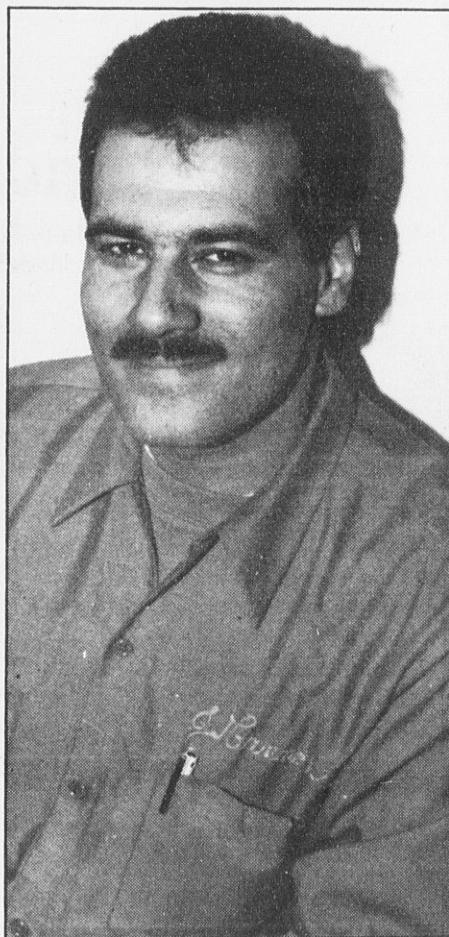
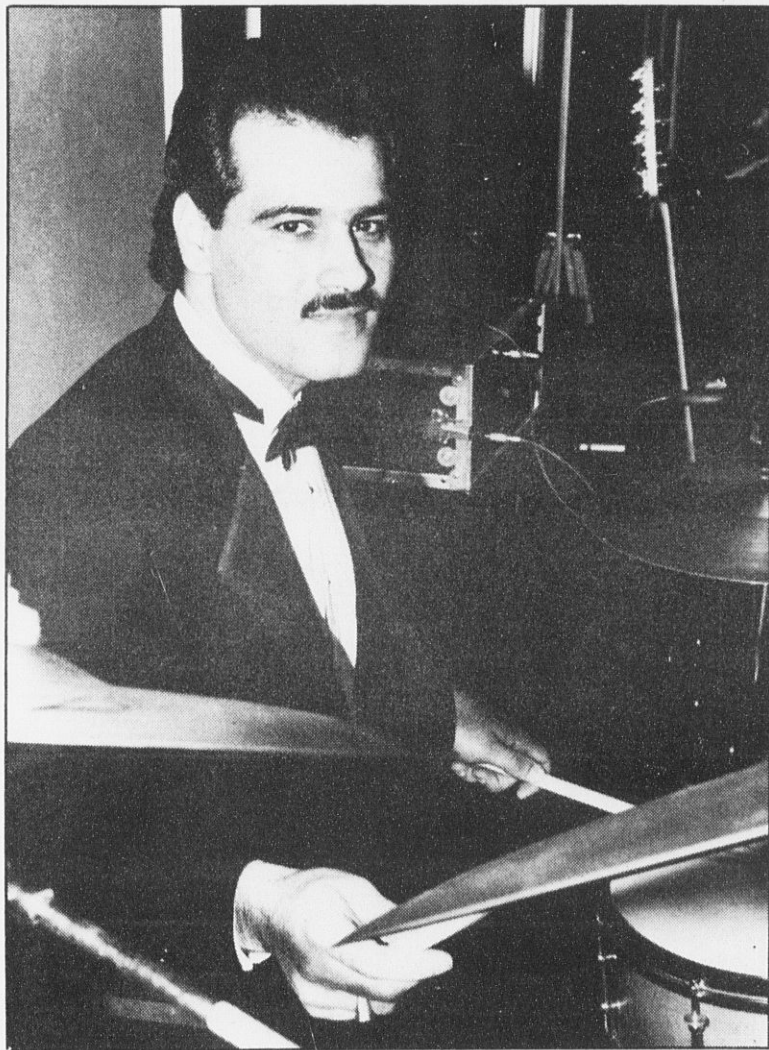
Cannone, who earned a degree in music performance at Suffolk Community College, says the band's music is diverse, from big band and swing sound to top 40 and some rock and roll. They have a road crew to set up and break down the sound system and a 12-foot box van to transport the equipment.

"Understanding" is the way Cannone describes his wife, whom he married last June. "She's not demanding. We met while I was involved in the band and she knows it takes a lot of my time. She also knows that whatever I make is for both of us."

He says he personally enjoys the music of such bands and performers as Kansas, Steely Dan, Robert Palmer, the Police and Whitesnake.

"To be honest with you, Michael Jackson and Madonna do nothing for me."

Cannone promises to give a substantial discount to any CSEA members who book "Naked Truth." You can call Joe Cannone at (516) 732-2101 for details.



JOE CANNONE, above, a heavy equipment operator by day, and Joe Cannone, left, a drummer by night.

## CSEA education program attracts 800 school employees in Yonkers

YONKERS — More than 800 Yonkers School District employees participated in a CSEA-sponsored Education Day program recently.

CSEA Unit President Ray Moniz said the turnout showed a great deal of interest on the part of school district employees in the many workshops CSEA offered during the program.

"A majority of the employees, for instance, signed up for the workshop on child abuse, which shows me they care about children," Moniz said.

"A lot of employees do the job of two people. They don't do it for the money, they do it out of devotion," he said.

Several information booths were staffed and workshops were offered on such subjects as civil service regulations, communications skills, health benefits, time management, job advancement, preparing for civil service examinations, retirement planning, stress management, recognizing signs of child abuse, family financial management, Social Security and tax reform.



RAY MONIZ



# SUMMERSCAPE AT SUNY

Right now is the time to start planning that special vacation for you and your family this summer. And for an unusual, affordable vacation and learning experience, you should consider SUMMERSCAPE.

SUMMERSCAPE is a unique and inexpensive vacation and education program offered this summer exclusively for CSEA members or retirees and their families.

SUMMERSCAPE will operate from July 16 to Aug. 6 at three State University of New York (SUNY) college campuses. Interested members or retirees may select the campus of their choice and reserve inexpensive accommodations on campus from a single night to a week.

The program will be conducted at SUNY at Buffalo, SUNY at

Plattsburgh and SUNY Maritime College.

Each campus offers comfortable, affordable accommodations, the use of campus dining and many other facilities, educational courses and seminars for participants at modest fees and nearby points of interest.

SUMMERSCAPE is sponsored by the joint CSEA/State Labor/Management Committees in cooperation with SUNY.

Following are details about each campus, including courses to be offered, cost of accommodations, area points of interest and name and address of person to send the coupon, printed at bottom of this page, for information, including reservation forms.

The completed coupon should be sent to the appropriate person at the campus at which you wish to stay.

## SUNY AT BUFFALO

A new light-rail rapid transit subway puts recently invigorated downtown Buffalo just 15 minutes away from the campus. Niagara Falls is a featured attraction within easy driving distance. Toronto, one of the most exciting cities in Canada, is a 90-minute drive.

### COURSES

Arts and crafts programs will be offered with instructions in pottery, jewelry, weaving, photography, stained glass, paper making, air brush, silk screen and calligraphy. (Participants will be charged an average of \$5 for supplies and instructions).

### COST OF ACCOMMODATIONS

A single room is \$22 per person, per night or \$90 per person, per week.

A double room is \$16.50 per person, per night or \$82.50 per person, per week.

Children under 12 in same room will be \$3.50 per night.

Triple and four person rooms also available. Linens are provided at no additional cost. Lounges equipped with TV.

### MEALS

Meals are available at campus dining facilities and range from \$2.50 for breakfast to \$7 for dinner.

### FACILITIES/ATTRACTIONS

Facilities include basketball, tennis and racquetball courts, swimming pool, gym, weight room and track.

Local attractions include botanical and zoological gardens, amusement parks, theater and concerts, museums, Niagara Falls and Buffalo Bison professional baseball.

### FOR INFORMATION AND RESERVATION FORMS, CONTACT:

Office of Housing/Residence Life  
479 Red Jacket Quad  
Buffalo, N.Y. 14261  
(716) 636-2171

## SUNY AT PLATTSBURGH

Located in the Lake Champlain/Adirondack Region near the Vermont and Canadian borders.

### COURSES

Courses will be offered on History of the Adirondacks, Space Exploration, Nutrition and Well-Being, Financing a Child's Education and Aerobics. (Except for the one-hour aerobics course, courses are two hours and will cost \$5).

### COST OF ACCOMMODATIONS

Single rooms are \$28 per person, per night or \$75 per person, per week.

Double rooms are \$21 per person, per night or \$55 per person, per week.

Children six years and over accepted. Children under 12 must occupy a room with their parents. Linens are provided at no cost.

### MEALS

Meals are available at campus dining facilities and range from \$2.75 for breakfast to \$4.75 for dinner.

### FACILITIES/LOCAL ATTRACTIONS

Campus facilities available include gymnasium, handball and racquetball courts and bowling lanes.

Nearby attractions include Lake Champlain beaches, ferry trips to Vermont, boat tours of Lake Champlain, La Ronde Amusement Park in Montreal, Lake Placid Olympic sites tours, Ausable Chasm, fishing, SUNY Plattsburgh summer theatre.

### FOR INFORMATION AND RESERVATION FORMS, CONTACT

Kate Chilton  
106 Hawkins Hall  
Plattsburgh, N.Y. 12901  
(518) 564-2050

To request a brochure describing the SUMMERSCAPE program in general, call or write:

NYS/CSEA Labor Management Committees  
1 Commerce Plaza  
Suite 1930  
Albany, N.Y. 12260  
(518) 473-3417

## SUNY MARITIME COLLEGE

Located on Long Island Sound, 15 minutes from beaches, only 45 minutes from Atlantic Ocean beaches, and a 30-minute bus ride to Manhattan.

### COURSES

Courses to be offered include The Story of Navigation, Personal Finance, Introduction to Personal Computers, Nutrition and Health and The World Today (the story of various nations of the world as told by their representatives in the United Nations). Athletic instruction will also be available in swimming, tennis and racquetball.

Each course is one to two hours and will cost less than \$10.

### COST OF ACCOMMODATIONS

Single rooms are \$25 per night per person and double rooms are \$17 per person per night. Linens are provided at no cost.

### MEALS

Meals are available at campus dining facilities for \$3.50 for breakfast, \$4.20 for lunch and \$4.85 for dinner.

### FACILITIES/LOCAL ATTRACTIONS

Training ship Empire State, Fort Schuyler Maritime Museum, R.J. Reynolds Planetarium, Yankees and Mets baseball, South Street Seaport, Broadway shows, Bronx Zoo, Bronx Botanical Gardens, golf courses and Northwind Maritime Museum are nearby.

### FOR INFORMATION AND RESERVATION FORMS, CONTACT

Richard Bizar  
Vice President for Administration  
Fort Schuyler  
Bronx, New York 10465  
(212) 409-7200

Send the coupon below to the campus you are interested in visiting through SUNY SUMMERSCAPE.

I'm interested in visiting your campus this summer as a participant in the SUMMERSCAPE Program. Please send me information regarding reservations, seminars, campus activities and local attractions. (PLEASE PRINT)

NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_

PHONE \_\_\_\_\_



# Region V workshop

SYRACUSE — More than 150 CSEA officers and special guests turned out for a recent three-program workshop.

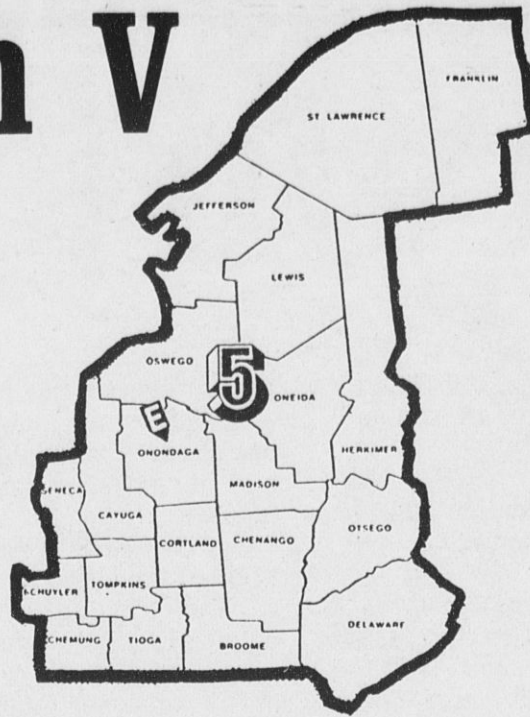
The full-day workshop included sessions conducted by statewide and regional legislative and political action committees and safety and health committees. It also included a segment on issues of special significance to women CSEA members.

Speakers during the political action program included Joyce Dimitri, director of CSEA Political Action Committee (PAC) operations; CSEA Lobbyist Damaris "Demi" McGuire; Region V PAC Chairperson Dorothy Penner-Breen; and Regional PAC Coordinator Dwight Evans.

Those attending the safety and health session heard Mike Messina of the Central New York Council of Occupational Safety and Health and James Valenti, project director for the United Steelworkers.

Chris Carletta, Region V Women's Committee chairperson, presented a two-part program that included a film on respect in the workplace.

The keynote luncheon address was delivered by U.S. Rep. Sherwood Boehlert of



Utica. Describing himself as a moderate, the Republican stressed the need for raising the minimum wage, day care legislation for working parents and an adequate family leave program.

Region V President James J. Moore also introduced Syracuse Mayor Tom Young and Onondaga County Executive Nicholas Pirro.



BETTY HEWITT, Jordan-Elbridge School Unit president, receives an award from Onondaga County Local 834 President Dale King for her leadership and courage while suffering suspension and management pressure during negotiations.



A WARM WELCOME — U.S. Rep. Sherwood Boehlert is greeted at the Region V Workshop, along with other participants. They are, from left, Syracuse Mayor Tom Young, CSEA Lobbyist Demi McGuire, Region V PAC Chairperson Dorothy Penner-Breen, Boehlert, Region V President James Moore and Onondaga County Executive Nicholas Pirro.



AT THE RECENT Region V Workshop are region Women's Committee members, from left: Alberta Bardoscini, Syracuse State Employees Local 013; Committee Chairperson Chris Carletta, Rome Developmental Center Local 422; Margaret Bunn, Willard Psychiatric Center Local 428; and Regional First Vice President Doris Herrig, committee adviser.

## Rescue earns member honors

ELLENVILLE — A Palisades Interstate Park Commission employee has been commended by state lawmakers for saving the life of a three-year-old child last summer.

State Assemblyman William Larkin recently presented a legislative resolution to Tim Adams, a member of Palisades Interstate Park Commission CSEA Local 105.

Adams, a park maintenance worker, heard screams coming from Lake Minnewaska one day last summer.

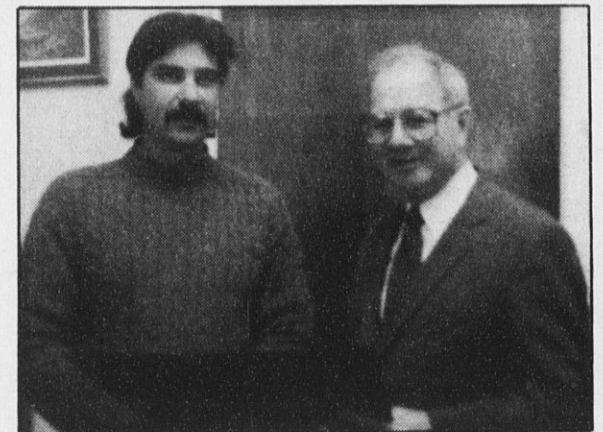
**"All I saw was a foot coming out of the water."**

—Rescuer Tim Adams

"All I saw was a foot coming out of the water," he recalled.

The foot belonged to three-year-old Donna Pierce of Brooklyn, who had fallen into the water. Adams dove off a 25-foot cliff into the 60-foot deep water and pulled the frightened child from the lake and put her into the arms of her parents.

In addition to his legislative commendation, Adams received the New York Valor Award in December from the park commission.



A HERO — Tim Adams, left, receives a legislative commendation from Assemblyman William Larkin for saving the life of a three-year-old last summer.

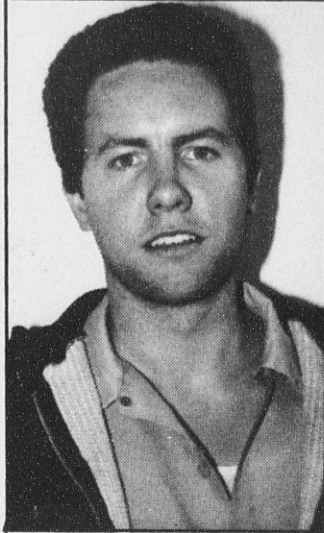


# Should your employer have the right to eavesdrop?



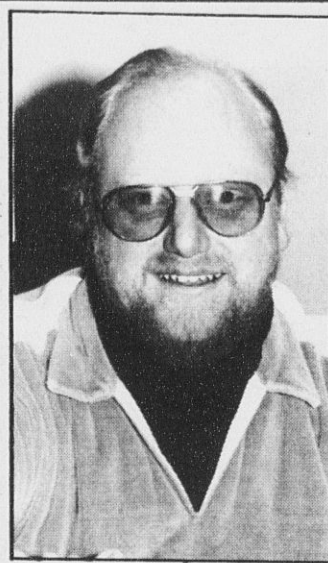
**JANET GESHEIDLE**  
Dutchess County  
Education Local 867  
Region III

"No, you're entitled to privacy and if the end result of your work is good quality, there's no reason to invade your privacy. If your work is not up to par there are other ways to investigate the circumstances."



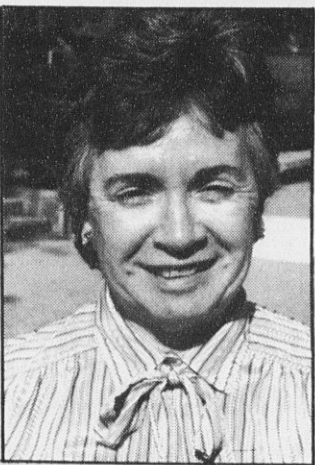
**ROBERT SELLE**  
South Beach  
Psychiatric Center  
Local 413  
Region II

"No! I don't think it's constitutional. They have no right to and I don't think it's fair. I wouldn't want that to happen to me."



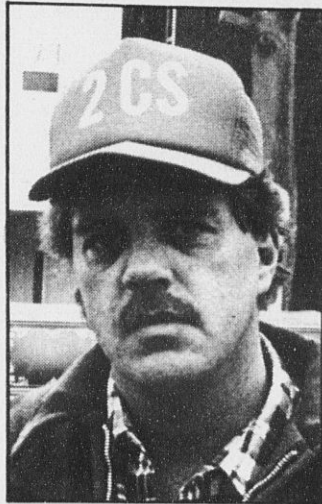
**TOM FINGER**  
SUNY Buffalo  
Local 602  
Region VI

"No. Everyone has the right to privacy, and employers should not eavesdrop on private conversations."



**SHIRLEY HOLZMACHER**  
Nassau County  
Local 830  
Region I

"No, I don't think it's right to eavesdrop on anyone, anytime."



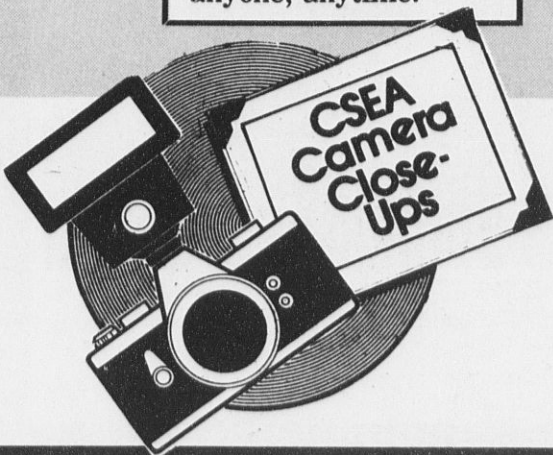
**JOHN PAUL**  
Albany County  
Local 801  
Region IV

"No. I don't think it's fair for management to eavesdrop or listen in on the conversations of their workers at the worksite. The conversations are private, and they should remain that way."



**KAY WALTON**  
St. Lawrence County  
Local 845 Region V

"Being a welfare examiner, it's a different situation. Sometimes I do share case consultations with my supervisor to get as much pertinent information as possible."





# Most committed to Dukakis

Many CSEA members are on the ballots in state's primary election April 19

Many CSEA members who go to the polls to vote in New York state's presidential primary election on April 19 will find the names of CSEA members on their ballots.

Twenty CSEA members are seeking to become elected delegates to the Democratic national convention. CSEA activists have qualified to appear on Democratic ballots in 16 of the state's 34 congressional districts. Most CSEA activists are running as candidates committed to Massachusetts Gov. Michael Dukakis. Two members are running as uncommitted delegates; Kathryn Schneider in the 2nd District, Dorothy Goetz in the 3rd District. Barbara Epstein in the 4th District is a candidate committed to Sen. Albert Gore. An additional CSEA member qualified to appear as a delegate candidate committed to Rep. Richard Gephardt who has since formally dropped out of the primary.

CSEA has NOT endorsed any candidates in the state primary election. The union urges members to freely vote for the candidate and delegates of their choice.

The sample ballots on this page list those Dukakis slates containing CSEA members as delegate candidates. The names of CSEA members are tinted with color here to make it more convenient to locate their position on the ballot. This color tinting is for identification in this issue of *The Public Sector* only and will not appear on actual ballots on April 19.

### DELEGATES TO NATIONAL CONVENTION (1st Congressional District)

	1C Michael S. Dukakis	2C Mark J. Grossman	3C Francis J. Murphy	4C Joan M. Farrell	5C Denise Outlaw
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### ALTERNATE DELEGATES

14C Christopher Kelley		
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### DELEGATES TO NATIONAL CONVENTION (2nd Congressional District)

	1C Michael S. Dukakis	2C Terrence G. Pearsall	3C Michael Curtin	4C Jeanne M. Newcomer	5C Katherine M. Castro
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### ALTERNATE DELEGATES

14C Michael J. Giampetro		
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### DELEGATES TO NATIONAL CONVENTION (3rd Congressional District)

	1C Michael S. Dukakis	2C May W. Newburger	3C Thomas P. DiNapoli	4C Martin L. Mellman	5C David H. Norman	6C Mary B. Meenaghan
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### ALTERNATE DELEGATES

14C Winifred S. Freund	15C Joseph A. Laria	
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### DELEGATES TO NATIONAL CONVENTION (4th Congressional District)

	1C Michael S. Dukakis	2C Stephen M. Lebowitz	3C Patricia Sullivan	4C John Ruggiero	5C Jeanne Angiulo	6C Elaine Horowitz
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### ALTERNATE DELEGATES

14C Barbara Amster	15C Kevin Langberg	
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### DELEGATES TO NATIONAL CONVENTION (5th Congressional District)

	1C Michael S. Dukakis	2C Arthur J. Kremer	3C Elizabeth Langialli	4C Kevin A. Braddish	5C Thelma Sardene	6C George Israel
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### ALTERNATE DELEGATES

14C Esther Bressler	15C Eugene C. Cammarato	
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### DELEGATES TO NATIONAL CONVENTION (20th Congressional District)

	1C Michael S. Dukakis	2C Oren J. Teicher	3C Doris F. Blank	4C Marleen Y. Dandridge	5C Elias Tsekerides	6C Robert A. Fertik
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### ALTERNATE DELEGATES

17C Naomi C. Matusow	18C Jay Greenfield	
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### DELEGATES TO NATIONAL CONVENTION (22nd Congressional District)

	1C Michael S. Dukakis	2C Harriet D. Cornell	3C John F. McAlevy	4C Daniel F. Johnson	5C Beatrice Kee	6C Joy G. Dryfoos
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### ALTERNATE DELEGATES

14C Isobel M. Hesse	15C Thomas J. Abinanti	
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### DELEGATES TO NATIONAL CONVENTION (23rd Congressional District)

	1C Michael S. Dukakis	2C Harold L. Joyce	3C Paul D. Tonko	4C Karen B. Johnson	5C Joseph E. McDermott	6C Elizabeth F. Momrow	7C Patricia M. King
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### ALTERNATE DELEGATES

14C Helen S. Isabella	15C Christos N. Apostle	
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### DELEGATES TO NATIONAL CONVENTION (24th Congressional District)

	1C Michael S. Dukakis	2C Richard R. Juckett	3C Romeo J. Naples	4C Virginia O'Brien	5C Margaret E. Drewecki	6C Keith A. Lawrence
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### ALTERNATE DELEGATES

14C Edward J. LaPlante		
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### DELEGATES TO NATIONAL CONVENTION (25th Congressional District)

	1C Michael S. Dukakis	2C William H. Schebaum	3C Patricia G. Crandall	4C Kim K. Muller	5C Fred R. Miller	6C Kathryn King
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### ALTERNATE DELEGATES

14C Ann E. Bonker		
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### DELEGATES TO NATIONAL CONVENTION (26th Congressional District)

	1C Michael S. Dukakis	2C James J. St. Germain	3C Joanne Hannon	4C Elizabeth M. Lennon	5C Penelope D. Clute	6C Elwood John Lyndaker
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### ALTERNATE DELEGATES

14C Robert A. Bouchard		
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### DELEGATES TO NATIONAL CONVENTION (27th Congressional District)

	1C Michael S. Dukakis	2C Mary M. Salibrici	3C Dale E. King	4C Doris Chertow	5C John W. Young	6C Michael O'Brien Lawless
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### ALTERNATE DELEGATES

14C Thomas L. Warzecha	15C Amelia Nigro Oppedisano	
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### DELEGATES TO NATIONAL CONVENTION (28th Congressional District)

	1C Michael S. Dukakis	2C Maurice D. Hinchey	3C Theron J. Van Dyke	4C Stuart W. Stein	5C Esther M. Aswad	6C Ann G. Gorman
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### ALTERNATE DELEGATES

14C James P. Testani	15C Deborah F. Dietrich	
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### DELEGATES TO NATIONAL CONVENTION (29th Congressional District)

	1C Michael S. Dukakis	2C John D. Perry	3C Irene L. Gossin	4C Thomas D. McNabb	5C Elizabeth Susan Gerling	6C William C. Dedes
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### ALTERNATE DELEGATES

14C Samuel J. Colombo	15C Karen Kingrey	
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### DELEGATES TO NATIONAL CONVENTION (32nd Congressional District)

	1C Michael S. Dukakis	2C Thomas Y. Hobart Jr.	3C James A. Sacco	4C Robert L. Lattimer	5C Nancy Padilla	6C Marina Chianello
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### ALTERNATE CANDIDATES

14C Barbara J. Smith	15C Donald J. McWherter	
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# ELECT YOUR DELEGATES

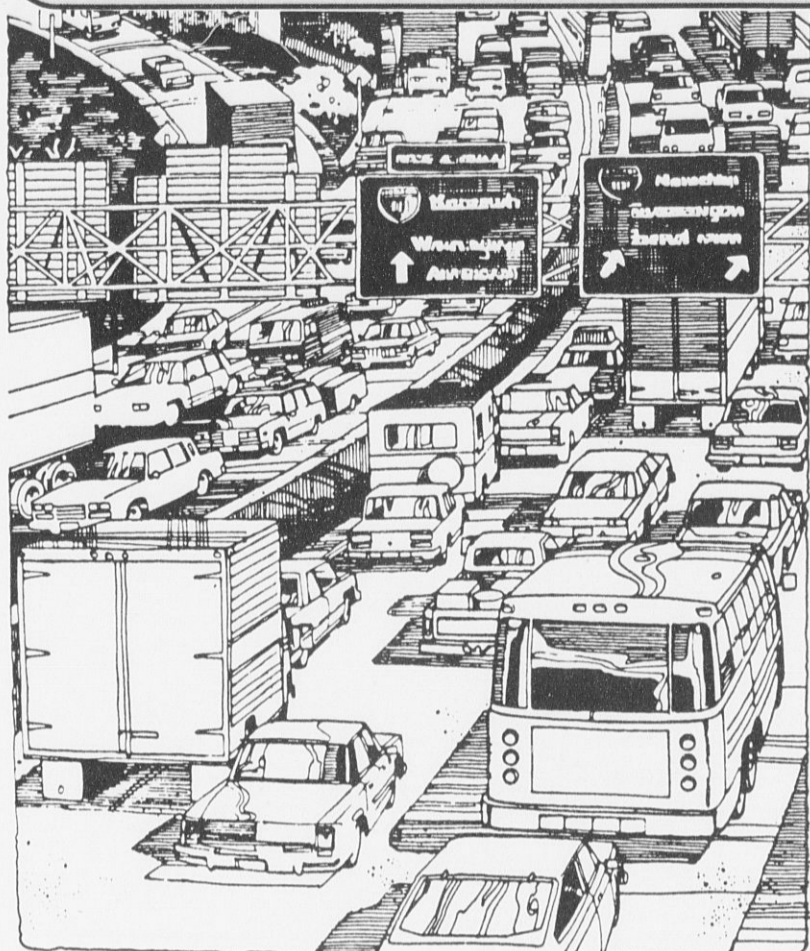
# 1988



## AFSCME<sup>®</sup> in the public service

# Convention

## June 19-24 Los Angeles



### Region I

#### Slate 1 (46 candidates)

##### "Regional Slate"

- 1 Danny Donohue
- 2 Jerome P. Donahue
- 3 Gloria Moran
- 4 Nancy Hernandez
- 5 Carol Guardiano
- 6 Dorothy Goetz
- 7 Barbara Allen
- 8 William Maccaro
- 9 Michael Curtin
- 10 Al Henneborn
- 11 Tony Bentivegna
- 12 Pat Hahn
- 13 Joe LaValle
- 14 Paul D'Aleo
- 15 Hank Jenny
- 16 Tom Byrne
- 17 Jeanne Angiulo
- 18 Ted Matthews
- 19 Anthony Ruggiero
- 20 Nick LaMorte
- 21 Nick Avella
- 22 Marilyn Mahler
- 23 Lucy Jackson
- 24 Marie Ardell
- 25 Ed Zurl
- 26 Joseph Sheridan
- 27 Ralph Spagnolo
- 28 Rita Wallace
- 29 Stephen Goldberg
- 30 Jean Wichmann
- 31 Eugene Cammarato
- 32 John Aloisio
- 33 Roosevelt Jackson
- 34 Robert Campbell
- 35 Dina Chrils
- 36 Patrick Finno
- 37 Robert Ford
- 38 Thomas Gargiulo
- 39 Jack Geraghty
- 40 Alice Groody
- 41 Frank Jaronczyk
- 42 James Martino
- 43 Paul Nehrich
- 44 Vivian Landstrom
- 45 James LaRock
- 46 Catherine Green

- 60 Ann McCann
- 61 Marie Fallon
- 62 Mike Turner
- 63 Kenneth Zwerling
- 64 Dorothy Garage
- 65 Tony Hernandez
- 66 Tim Courtney
- 67 James Moran
- 68 Dorothy Boxley
- 69 Robert Vorel
- 70 Ben Gumin
- 71 Aileen Ronayne
- 72 Marge Higgins
- 73 Bud Dieckman
- 74 Frances Moglia
- 75 James Madison
- 76 Elizabeth Puttre
- 77 Richard J. Pankowski
- 78 Geraldine Esposito
- 79 Phil Santella
- 80 Kathy Griesbeck
- 81 Jean Kendrick
- 82 James Donlon
- 83 Rolland A. Anderson
- 84 Joseph Harbison
- 85 Joseph Ciavarelli
- 86 Paulette Barbera
- 87 Eugene Haynes
- 88 Bob Tarsitano
- 89 Dolores Gabay
- 90 Bessie Lo Balbo
- 91 Gene Townsend
- 92 A.J. Wade
- 93 William H. Oram
- 94 Robert Williams
- 95 Mike Stekardis
- 96 Mani Chaterpaul

#### Slate 2 (14 candidates)

##### "Long Island Coalition for Union Awareness"

- 97 Edwin Urvat
- 98 Pat Doyle
- 99 Marie A. Ciavarelli
- 100 Frank M. Laudonio
- 101 Walter Doroski
- 102 Joe Boland
- 103 Paul Berniak
- 104 John Anderson
- 105 Edgar August
- 106 Donald Mallon
- 107 Tom Shepard
- 108 Clark Nungesser
- 109 Betty Puntarich
- 110 Charles Montalbano

111  Frank Celentano

Ballots will be in the mail by April 8 for the election of CSEA delegates to the 1988 AFSCME Convention scheduled June 19-24 in Los Angeles.

CSEA will be sending 215 delegates to the AFSCME Convention. Delegates will be elected on a regional basis with each CSEA Region electing a specific number of delegates based on membership strength.

Ballots must be marked in accordance with instructions printed on the reverse side of the ballot. Ballots must be returned by noon, May 2. Ballots returned later will not be counted.

Ballots may be cast for individual candidates, an entire slate of candidates or combinations of both. But the total votes cast cannot exceed the number of delegates assigned for that particular region. Voting for more than the allowed number of delegates will void the entire ballot. Members may, however, vote for less than the region's designated delegates total. No write ins will be allowed when casting ballots.

Ballots should be placed inside the "secret ballot envelope" provided, sealed and then the "secret ballot envelope" should be placed in the enclosed self-addressed, postage-paid return envelope for mailing. Voters must sign the outside of the return envelope and write their Social Security number where indicated.

Social Security numbers are required to validate voter eligibility.

Candidates will, as usual, be afforded an opportunity to observe all aspects of the election process. Contact Marcel Gardner at CSEA Headquarters for details. Toll-free telephone number is 1-800-342-4146, or (518) 434-0191. Ballots will be counted Monday, May 2, at the Teletheatre, 711 Central Ave., Albany.

Results will be published in *The Public Sector*.

Samples of the ballots by regions are printed on pages 12-17 in this issue of *The Public Sector*. These are sample ballots and cannot be used for actual voting. Voting will be by official ballots only. The names and spellings as they appear on these sample ballots are as requested by the individual candidate.

**VOTE FOR NO MORE THAN 46 CANDIDATES**





**Region II**

**Slate 1** (19 candidates)

*"Leadership Slate"*

- 1 George Boncoraglio
- 2 Denise Berkley
- 3 Denis Tobin
- 4 Tony Bailous
- 5 Harriet Hart
- 6 Sharon Katz
- 7 Vincent Martusciello
- 8 George Austin
- 9 Bob Nurse
- 10 Mickey Cruz
- 11 Mohamed Hussain
- 12 Jessie Jones
- 13 Peter Antico
- 14 Robert Keeler
- 15 Willie Terry
- 16 Priscilla Bullock
- 17 John Jackson
- 18 Jean Jenkins
- 19 Roy Seabrook

**Slate 2** (10 candidates)

*"The Membership Slate"*

- 20 Jimmy Gripper
- 21 Jeri McMillan-Cherry
- 22 Ernest Richardson
- 23 Brenda Nichols
- 24 Shirley Baron
- 25 Yvon Destine
- 26 James White
- 27 Kim Carter
- 28 Felix D. Rodriguez
- 29 Robert Gripper

**Slate 3** (3 candidates)

*"Rank and File Slate"*

- 30 Joel Schwartz
- 31 Mary Greenman
- 32 Julia Stanley
  
- 33 Charles Perry

SAMPLE  
BALLOT

**VOTE FOR NO MORE THAN  
19 CANDIDATES**

**Rockland targets  
language barrier**

NEW CITY — Rockland County CSEA Unit President Vicki Burton has been appointed to serve on a county committee to develop a job-related course on English as a second language. It will be offered to county employees at the county's health complex in Pomona.

The appointment was announced recently by the Rockland County Executive John Grant.

Grant noted that approximately 150 county employees would benefit from the planned course.

A report prepared by the county's Affirmative Action coordinator suggests that the majority of those 150 are in the housekeeping, kitchen, laundry and other aide positions.

Also serving on the committee are Dr. Thomas Clark, president of Rockland Community College and Affirmative Action Coordinator Luis del Pilar.

"I want to congratulate County Executive Grant for his initiative in this area," said Burton. "CSEA officials in Rockland as well as the state have been strong supporters of similar programs.

"I know many members will be looking forward to the opportunity to participate in this program. CSEA's involvement from the start will ensure that the program will meet our members' needs."

**Members' generosity  
is overwhelming**

EAST MEADOW — CSEA members at Nassau County Medical Center (NMC) showed support and caring when a member's home was destroyed by fire recently.

Grace Benfari, a hospital aide at NMC received cash, pots and pans, china, a toaster, a television set, blankets, clothing and a coffee maker.

Benfari wrote to CSEA Unit President Jack Geraghty, "The membership contributed substantially to our cause. They embraced us with their kindness and love. Without their help, we could never have been able to resume our lives as normally as possible after a major disaster. To all of the members, we are eternally grateful for your kindness."

The Benfari's Elmont home was destroyed last month. None of the family members were hurt. The family is currently living in a trailer on their lot and plan to rebuild their house.

Phillip Benfari, Grace's husband, said he has called the hotlines of the Nassau County executive and the town supervisor to praise the kindness of the NMC staff.



**WARWICK CONTRACT** — A three-year contract has been signed that will provide 200 Warwick Valley School district employees represented by CSEA with pay hikes of 24 percent over the life of the agreement. Shown at contract signing are, from left seated, Terry Sinsabough, CSEA Unit President Naomi Kaplan, Acting Schools Superintendent Dr. Norman Schwartz and CSEA Field Representative Jim Farina. Standing are Mary McConville, Business Administrator Mary Lou Donnelly and CSEA negotiating team members John Gorzynski and Rick Daubert. Team members Virginia Carr, Regina Foley and Dave Cooper were unable to attend the signing.





**Region III**

**Slate 1 (38 candidates)**

"Unity Slate — Region III"

- 1 Pat Mascioli
- 2 Jack Cassidy
- 3 Rose Marcinkowski
- 4 John Lowery
- 5 Madeline Gallagher
- 6 Claire Rubenstein
- 7 Jeff Howarth
- 8 Sean Egan
- 9 Norma Condon
- 10 Diane Lucchesi
- 11 Raymond O'Connor
- 12 Helen Zocco
- 13 Thomas LeJeune
- 14 Glenda Davis
- 15 Grace Ann Aloisi
- 16 Flo Kimmel
- 17 Irena Kobbe
- 18 Lee Pound
- 19 George Ballard
- 20 Edward Carafa
- 21 Carl Mathison
- 22 Irene Amaral
- 23 Gary Eldridge
- 24 Paul Shutowich
- 25 Alex Hogg
- 26 Marie Lewis
- 27 Naomi Kaplan
- 28 Henry Walters
- 29 Tony Blasie
- 30 Martin Sherow
- 31 Maryjane MacNair
- 32 Alice May
- 33 Bea Kee
- 34 Pat Nealon
- 35 Michael Torres
- 36 Andrea Christensen
- 37 J. Dave Score
- 38 Rossie Smith

**Slate 2 (3 candidates)**

"Westchester Schools Slate"

- 39 William (Bill) Hughes
- 40 Vincent Bonelli
- 41 John Catoe
  
- 42 Carol Peets
- 43 Marge Harrison
- 44 Raymond Moniz

**Slate 4 (25 candidates)**

"Membership Slate—Region III"

- 55 Jerry Barbour
- 56 Lillie Benson
- 57 Dorothy Bernacki
- 58 Joanne Castaldo
- 59 Bill Cerrato
- 60 Ron Chomiw
- 61 Tony Dipillo
- 62 Willie Fielder
- 63 Ronnye Futrell
- 64 Ted Giordano
- 65 Betty Green
- 66 Mary Grosso
- 67 Emil Iorio
- 68 Jacolyn Levin
- 69 Jeff Main
- 70 Eunice Phillips
- 71 Peter Piazza
- 72 Bill Pratley
- 73 Elizabeth Raymonde
- 74 Rich Saluga
- 75 Bill Stallings
- 76 Helen Thomas
- 77 Mary Williams
- 78 Roger Williams
- 79 Tobey Zuckerman

**Slate 3 (10 candidates)**

"School, County, City, State Unity Slate"

- 45 Francis J. DeLauri
- 46 Barbara J. Hogan
- 47 Sabina Shapiro
- 48 Sally Bauer
- 49 Steve Bardin
- 50 Marianna Nelson
- 51 Doug Jefferies
- 52 Vincent Panetta
- 53 Colleen Manning
- 54 Michael Moravsky

**Slate 5 (4 candidates)**

"Alternate Slate"

- 80 George Kelley
- 81 Elizabeth Kearney
- 82 Cecile Ayres
- 83 Mary M. Moore
  
- 84 Vicki Burton
- 85 Peggy Maas
- 86 Douglas Mayette

**VOTE FOR NO MORE THAN 38 CANDIDATES**

# Mamaroneck makes gains

MAMARONECK — A three-year contract for 65 village of Mamaroneck employees will result in wage increases of six percent retroactive to June 1, 1987; 7 percent effective June 1 of this year and 7 percent in 1989.

According to CSEA Collective Bargaining Specialist Donald Partrick, the new agreement also provides:

- \* \$50 increase in longevity payments
- \* Double time for snow-related work on Sundays & holidays
- \* 20-year retirement plan
- \* Increase in health insurance coverage for retirees

In addition, any employee out of work because of a disability will have 100 percent of his or her insurance premiums paid for a three-month period.

Village employees are members of Westchester County CSEA Local 860.



**CONTRACT SIGNED** — Village of Mamaroneck CSEA Unit President Jack Yannuzzi and Village Manager Joe Fraioli sign a three-year contract for 65 village employees. Seated next to them is Mary Santoro, a member of the negotiating team. Standing are Unit Treasurer Joan Flynn; team member John Gianunzio; Collective Bargaining Specialist Don Partrick and team member Lind Anderson. Missing from the picture — Unit Vice President Robert Germani and Region III Field Representative Wendy Hord.




**Region IV**
**Slate 1 (39 candidates)**
**"United Slate"**

- 
- 1  Joe McDermott
  - 2  C. Allen Mead
  - 3  Joan Tobin
  - 4  Carmen Bagnoli
  - 5  Louis Altieri
  - 6  Betty Lennon
  - 7  Jeanne Lyons
  - 8  Doug Persons
  - 9  Milo Barlow
  - 10  Jeanne Kelso
  - 11  Georgianna Natale
  - 12  Lester Cole Jr.
  - 13  Anita Walther
  - 14  Rose DeSorbo
  - 15  Charles Staats
  - 16  Thomas Connell
  - 17  Susan Matan
  - 18  Frances Jeffress
  - 19  Glennen Woodward
  - 20  Grace Vallee
  - 21  Ellen Fontanelli
  - 22  Tony W. Muscatiello
  - 23  Shirley Ponkos
  - 24  Gerald Brewster
  - 25  Richard Canniff
  - 26  Delores Farrell
  - 27  Elizabeth Habiniak
  - 28  William Sohl
  - 29  Richard Plumadore
  - 30  Nunzio (Nick) Russo
  - 31  Suzanne Waltz
  - 32  Victor Putman
  - 33  Leroy Holmes
  - 34  Ellen Diange
  - 35  Ida Barlow
  - 36  Corinne B. Daly
  - 37  William McMahon
  - 38  John Gully
  - 39  Cindy Egan

- 40  Marge Oxbrough
- 41  Judy Remington

**Slate 2 (22 candidates)**
**"Team IV Better Services Slate"**

- 
- 42  Barbara A. Stack
  - 43  John Francisco
  - 44  Susan Crawford
  - 45  June Robak
  - 46  Thomas Jefferson
  - 47  John D. Wakewood
  - 48  Marianne Herkenham
  - 49  David Biddle
  - 50  Kenneth Klemp
  - 51  Carol Strokes
  - 52  Peg Buko-Farber
  - 53  John V. Loveday Jr.
  - 54  Mary Mallgraf
  - 55  Netha DeGross
  - 56  Polly Kimmey
  - 57  Gloria J. Rutkey
  - 58  Kathy Fitzpatrick
  - 59  Catherine E. Wilkie
  - 60  Marta Tuthill
  - 61  Louise McGlaufflin
  - 62  Kathy Wojnarowski
  - 63  Fran Wilusz

**Slate 3 (6 candidates)**
**"United A-1 Slate"**

- 
- 64  George La Plante
  - 65  Cheryl Abbott
  - 66  Robyn L. Brown
  - 67  Kathleen Hoodack
  - 68  Karen Jazvinski
  - 69  Kevin Kosiba

- 70  Ernestine Lafayette

SAMPLE BALLOT

**VOTE FOR NO MORE THAN 39 CANDIDATES**

## Self-help guide to retirement planning soon to be available to state employees

If you're age 50 or older, now is the time to do some serious planning for your retirement.

Pre-retirement planning is the key to a successful retirement. Studies show those who do advance planning reduce their own anxiety about retirement and increase their personal satisfaction about being retired.

The key is to start thinking, and doing something about it well before reaching actual retirement age. The New York State Office for the Aging hopes to stimulate the 46,000 state employees who are 50 years of age or older to think about and begin planning for their eventual retirement.

A comprehensive workbook for pre-retirement planning, titled *Directions: A Self-Help Guide*, has been developed and will soon be made available to all state employees 50 years old or older who are

## State employees 50 and older should watch for posters in the workplace for information on how to obtain workbook

represented by CSEA, PEF, AFSCME Council 82 and GOER's Division of Management/Confidential Affairs.

*Directions: A Self-Help Guide* is funded by joint labor/management committees of the state and the unions.

The workbook is designed to provide retirement information and resources, help individuals identify what questions they must start asking and motivate personal retirement planning.

The workbook contains information about state pensions, retiree health insurance, Social Security and financial planning. Also included is information about leisure time, housing concerns, health, legal affairs and work options. The workbook format allows all retirement information to be kept in one place.

Each state agency will be responsible for distribution of the workbook to eligible state employees 50 years of age or older. The workbooks will be available this spring, and posters will go up in the workplaces soon informing employees of their agency's distribution system.

## Improving reading and writing skills objective of unique literacy program

BRENTWOOD — Dozens of CSEA members at several state psychiatric and developmental centers around the state are participating in a literacy program jointly sponsored by CSEA and the Governor's Office of Employee Relations.

One of those facilities is the Pilgrim Psychiatric Center, where nearly two dozen members of CSEA Local 418 are participating.

The program, known as Principal of the Alphabet Literacy System (PALS), is geared toward CSEA members whose reading ability falls below the equivalent of a sixth-grade level. The program teaches reading and writing by using IBM interactive computers.

The course, lasting about 20 weeks, is designed to develop reading and writing

skills as well as enabling the individual to become familiar with computers and touch typing. Sessions are about 90 minutes long, and members attend on state time under the program.

Local 418 President Pat Hahn applauded the program and the cooperation between CSEA and the state.

"I think this program is very important to our members. Being literate is a key to being able to advance in the workplace and in one's personal life," Hahn said.

CSEA Long Island Region President Danny Donohue called the program "a phenomenal benefit to the members who use it" and said he hopes similar programs will be implemented in other facilities on Long Island soon.



**Region V**

**Slate 1 (37 candidates)**

*"Leadership Slate"*

- 1 Jim Moore
- 2 Kathy Collins
- 3 Dolores Herrig
- 4 Mark Smacher
- 5 Dale King
- 6 Dorothy Penner-Breen
- 7 Maureen Malone
- 8 Pat Crandall
- 9 Helen Hanlon
- 10 Frank Perretta
- 11 Irene Carr
- 12 Mary Lauzon
- 13 Ron Draper
- 14 Charles Whitney
- 15 Joan Brower
- 16 Sharon Connor
- 17 Bruce Nolan
- 18 Doris Pratz
- 19 Frank Zammiello
- 20 Dan Spring
- 21 Roslie Tallman
- 22 Dave Berry
- 23 David Livingstone
- 24 Anne Cooke
- 25 Mary Sullivan
- 26 Bud Mulchy
- 27 Dale Dusharm
- 28 Linda Fiorentino
- 29 Jack Wood
- 30 Rick Galbally
- 31 Jean Alverson
- 32 Mary Hanna
- 33 Tim Henehan
- 34 Bruce Dickinson
- 35 Richard Reno
- 36 Ken Bailey
- 37 Linda Crisafulli

**Slate 2 (7 candidates)**

*"Alternates Slate"*

- 38 Tom Ward
- 39 Barbara Reeves
- 40 Robert Goeckel
- 41 George Lawson
- 42 Ginger Sheffey
- 43 Patricia Labrozzi
- 44 Alice Steckiewicz

**Slate 3 (3 candidates)**

*"Big Three Slate"*

- 45 Rosemary N. Baker
- 46 Louise Smith
- 47 Joe Chiarello

- 48 Sandra Delia
- 49 Kay Walton

**Slate 4 (3 candidates)**

*"Upstaters Slate"*

- 50 Gladys Smith
- 51 Ellen Price
- 52 Emma J. Gregory

- 53 Berton H. Porter
- 54 Nathan "Nate" Giromini
- 55 Randy Hall
- 56 M. Elizabeth Twing

SAMPLE BALLOT

**VOTE FOR NO MORE THAN 37 CANDIDATES**

## CSEA wins uniform rate

GOSHEN — Orange County employees who received a uniform allowance last year will share an award of \$6,700 thanks to a recent grievance filed by CSEA.

The 268 Infirmary and Health Department employees who are covered by the uniform allowance clause each received \$125 in 1987.

On Aug. 21, 1987, county officials and CSEA signed a new contract, retroactive to Jan. 1, 1987, which increased the uniform allowance to \$150 for 1987, \$175 in 1988 and \$200 in 1989.

But the county balked at paying the additional \$25 for employees in 1987, if they had already received their allowance.

"In CSEA's view the contract required the full payment provided the employee had completed a full year of service," said CSEA Attorney Barton Bloom.

Arbitrator Martin Sheinman reasoned that the intention of the uniform allowance increase was in recognition of the increased costs related to wearing the uniform. "The parties agreed to improve the allowance from \$125 to \$150 in 1987," he noted.

Sheinman pointed out "the allowance is a yearly one, reflecting the wearing of a uniform for a year. As such, the allowance is not divisible and is not subject to part payment."

Orange County CSEA Unit President Dave Score said the winning of the grievance was a result of union teamwork and the good memory of infirmary nurse Mary Lempkin who remembered how the uniform payment situation was handled in 1981.

## Time clock punched out in Newburgh schools

NEWBURGH — The Newburgh City School District violated the collective bargaining contract with CSEA when employees were unilaterally required to record their time of arrival and departure as well as meal breaks on a newly installed time clock.

According to Region III Field Representative Jim Farina, full-time employees were required to sign in on an attendance sheet. But in July 1986, a time clock was installed, and a memo was issued ordering all library employees to record not only their arrival, but their departure and their lunch breaks as well. CSEA filed an Improper Practice charge.

Although school district officials insisted that they had not changed any time and attendance requirements, Administrative Law Judge David P. Quinn disagreed and ordered the district to rescind the memo because it was never negotiated with the union.



AN ADMINISTRATIVE LAW JUDGE ruled the Newburgh School District could not unilaterally require employees to record arrival, departure and meal break times on a newly installed time clock. Shop Steward Maria Rubino, right, is shown destroying a time card as a symbol of the union's victory. Also pictured are, from left, Region III Field Representative Jim Farina; Newburgh City School District Unit President Frank DeLauri, who also serves as Orange County Local president, and Shop Steward Joanne Lugo.





**Region VI**

**Slate 1** (36 candidates)

*"Region VI Slate"*

- 1 Robert L. Lattimer
- 2 Florence Tripi
- 3 Marie Prince
- 4 Thomas J. Warzel
- 5 Candy Saxon
- 6 James V. Kurtz
- 7 Sal Castro
- 8 George Growney
- 9 Tim Anderson
- 10 Mary Ann Bentham
- 11 Kathleen Berchou
- 12 Kathy Button
- 13 Pamela C. Caron
- 14 Mary Cartwright
- 15 Richard Clack
- 16 H. Art Cousineau
- 17 Francis (Skip) Dunham
- 18 Ralph Hesson
- 19 Arthur Howell
- 20 Wayne Jones
- 21 Terry Kennedy
- 22 Mary H. Lettieri
- 23 David Mayo
- 24 William L. McGowan
- 25 Richard McIntyre
- 26 Terrence Melvin
- 27 Elaine Mootry
- 28 Richard Parker
- 29 Thomas Patterson
- 30 Sara Sievert
- 31 Creaola Shelton
- 32 Robert Smith
- 33 Lynda Standish-Fritz
- 34 John E. Wallenbeck
- 35 Geraldine Wiggins
- 36 Edward Williams

**Slate 2** (35 candidates)

*"Western Region VI  
CSEA/AFSCME Slate"*

- 37 Dominic Spacone Jr.
- 38 Sam Notaro
- 39 Stephen Caruana
- 40 Kathleen Fetzer
- 41 Russell Bettis
- 42 John P. Eiss
- 43 Ernie LaWare
- 44 Linda Cote
- 45 James Jayes
- 46 Louis Costrino
- 47 Elizabeth Szczepanik
- 48 William Johnson
- 49 David Wilbur
- 50 Joseph Polito
- 51 Jessie Singleton
- 52 Richard Warmus
- 53 Mary Crugnale
- 54 James Hank
- 55 Patricia Del Cotto
- 56 Margaret Wilson
- 57 Michael McGee
- 58 Jean Bailey
- 59 Richard Ballard
- 60 Earla Shred
- 61 William S. Jordan
- 62 Lorraine Ciavatta
- 63 William Ferro
- 64 Sara N. Forgione
- 65 Elaine Timm
- 66 Dave Maziarz
- 67 Joanne M. Lindell
- 68 Conrad G. Miles
- 69 Dawn Lukasiewicz
- 70 Charles F. Carpenter
- 71 Marie C. Villari

72 Herman L. Dorsey

**Slate 3** (3 candidates)

*"Judiciary Region VI  
Slate"*

- 73 Angeline Close
- 74 Rita M. Jarnot
- 75 Betty Farrell

**Slate 4** (3 candidates)

*"D.O.T. Slate"*

- 76 Duane H. Wilcox
- 77 June E. Parlato
- 78 Liz Mitchell

- 79 Barbara Reese
- 80 Pat Chance McNally
- 81 Ruby Mims
- 82 Wilma Hasser
- 83 George A. Phelps

**Slate 5** (2 candidates)

*"The Probation  
Alternative Slate"*

- 84 Jeane I. Kennedy
- 85 James Volpone

**VOTE FOR NO MORE THAN 36 CANDIDATES**

## Hefty pay hikes for Eastchester members

EASTCHESTER — CSEA-represented school district employees in this Westchester County community will receive pay increases of more than 18 percent over three years as the result of a recently-ratified contract.

CSEA Collective Bargaining Specialist Don Partrick said employees have received a 6 percent increase retroactive to last July 1 and will receive 6 percent this coming July 1 and 6.5 percent in 1989.

The new contract also provides:

- \* a 20 year retirement plan;
- \* the CSEA Employee Benefit Fund dental plan;
- \* increases in longevity pay and bereavement leave;
- \* bonus pay for "superior" evaluations.

In photo at right, Eastchester School District Unit President Arlene Bonime signs a three-year contract. To her left is Vincent Forte, president of the Board of Education. Standing, from left, are Assistant School Superintendent Stephen Leiber, unit member Anthony Gizzo, CSEA Collective Bargaining Specialist Don Partrick and CSEA Field Representative Glenn Blackman.





# For public employees in Albany

The Empire State Plaza in downtown Albany is the worksite for thousands of public employees. CSEA and AFSCME say they are not properly protected because of drastic cuts in Capital Police security.

## Security is spread thin

Compiled by Daniel X. Campbell  
CSEA Communications Associate

ALBANY — Security for the tens of thousands of public employees and the general public who work in or visit the huge state government complexes here is being stretched so thin as to be virtually non-existent.

CSEA, which represents most of the thousands of public workers in the Albany area, and District Council 82, which represents the Capital Police employees, are jointly accusing the state of reducing security to a dangerous level. Both CSEA and Council 82 are major affiliates of the American Federation of State, County and Municipal Employees (AFSCME), AFL-CIO.

"Management has allowed the security force to be cut so thin that it has reached an unsafe level, yet management continues to schedule even more cuts," says an angry John D. Corcoran Jr., regional director of CSEA's Capital Region.

And the executive director of Council 82 and the president of Capital Police Local 1870 charge the state is misleading the public about security at the various facilities.

Council 82 Executive Director Richard J. Bischert and Local 1870 President Roland Martin both claim the state's recent public comment that the 72-member security force is adequate was wrong. Bischert and Martin note that 35 of the 72 positions are

management or special assignment ones, leaving a virtual skeleton force for actual patrol work spread over three shifts.

Martin said there may be as few as seven officers and one sergeant per shift to cover the vast Empire State Plaza complex, the huge State Office Building Campus area, all state parking lots and the many other large state office facilities scattered throughout the area. That meager force is often further reduced by illnesses or other reasons, he said.

As few as four officers often comprise the midnight shift.

"How," challenges CSEA's Corcoran, "can the state tell the news media there are 72 officers available when less than 10 percent of that figure is actually on patrol at any time?"

Both CSEA and AFSCME claim the Capital Police force was more than 100 strong in 1981 but has been reduced to 72 total personnel now because of attrition without any replacements. CSEA and AFSCME say that more surveillance equipment installed over the recent years is of help but cannot replace the human security element.

CSEA says its members as well as the general public are subject to large numbers of incidents in and around the government facilities. Last year CSEA especially complained about a rash of muggings and car break-ins near state parking lots.

"So far this spring we had another member mugged, and recently a Capital Police officer was assaulted as well," notes CSEA's Corcoran. He says many incidents occur simply because security is spread so thin.

"It's getting closer and closer that one of my men is going to get seriously hurt or, God forbid, get killed," says Martin in reference to the officer assaulted. In mid-March a man suspected of breaking into cars in an underground state parking area assaulted a security officer and tried to wrestle his gun away. The suspect was apprehended after three civilians came to help the officer. "He (the officer) might have been shot to death with his own weapon" if the trio of passersby had not come to his aid, Martin believes.

"That incident shows how dangerous it can be for employees and the public," says Corcoran. "The situation is very serious when even security officers are being assaulted. But a more constant danger is how few officers there are to respond to any incident."

CSEA and AFSCME say they plan to work together in an effort to convince the state to increase security in the various government facilities. Martin, for instance, says he would like to see an additional two patrolmen added to each eight-hour shift.

"That would be a good start," agrees CSEA's Corcoran.

## City plays politics with Mt. Vernon unit

MT. VERNON — Mt. Vernon employees who are members of CSEA have charged city officials with using a lawsuit against the city as a bargaining chip in contract negotiations.

"We had the makings of a good contract," said Collective Bargaining Specialist Don Partrick, "and now the politicians are holding our contract hostage."

CSEA has declared an impasse in negotiations and has requested a mediator, Partrick said.

The class action lawsuit, filed recently in Westchester County Supreme Court, would require the city to give approximately 25 crossing guards permanent job status which would allow them benefits and Social Security deductions. The guards, all female employees, are currently paid on a per diem

basis and are considered temporary employees.

According to state civil service law, an employee who has worked in a temporary position for six months must be given a permanent appointment. In Mt. Vernon, the appointment must be made after just one month of temporary service, according to the city's own civil service law.

Despite these laws, some Mt. Vernon crossing guards have been working in temporary positions for as long as 16 years.

"We finally became so frustrated that a class action lawsuit was our only option," said Paul Sousa, Mt. Vernon CSEA Unit president.

City officials involved in the collective bargaining process with the union, have now thrown a wrench into negotiations.

"We were nearly home with a satisfactory package," said Sousa, "and now they tell us that they'll wind up negotiations and settle the lawsuit if we pay for part of our health insurance which will help to pay for the cost of health benefits for the crossing guards. Then they'll give them permanent status."

"Why should we have to pay for benefits that the city should have given the crossing guards years ago?" Sousa asked.

CSEA Region III President Pat Mascioli said he was "tired of the games management is playing," and he warned "we will use all means to have the public employees of Mt. Vernon respected for the services they deliver to the citizens of the city."

The 149 employees are members of Westchester County Local 860.



# This, that

## AND THE OTHER THING

If you have an item of interest for *This, That & the other thing*, bring it to the attention of your CSEA regional communications associate. Their phone numbers are listed on page 2.

### CLEANING UP THE CHEMICALS AT GENESEE CC

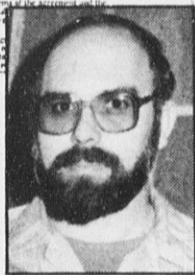


CSEA enforces its right to know

By Ron Walford  
CSEA Communications Associate

Employees in addition to cleaning laboratories and classrooms were other elements of the work. They were warned about a lack of training to work with such hazardous and almost invisible exposure to toxic substances.

The college agreed to take the information of the state's Right-To-Know Law.



## Case won by Merrit

CSEA Local 819 Genesee Community College Unit Shop Steward Karl Merrit has won removal of a disciplinary letter from his personnel file — a letter that should never have been there in the first place!

The letter was written following a CSEA right-to-know complaint against the college that was upheld by the state Attorney General. The situation was covered in depth in a recent edition of *The Public Sector*.

The removal of the unjustified letter from Merrit's file was part of the settlement.

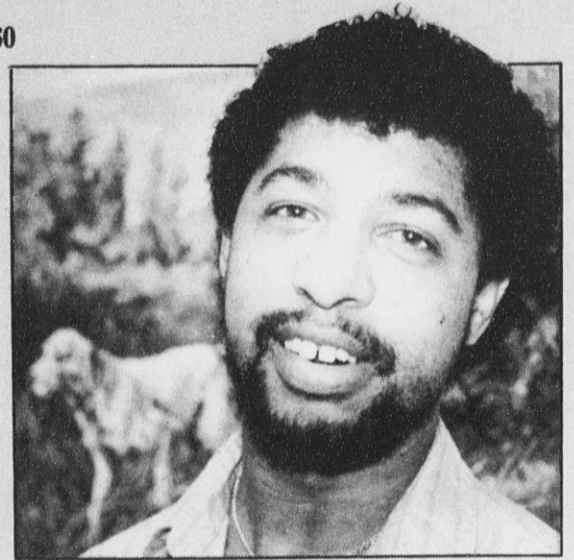
## A purr-fect hero

CSEA Racing and Wagering Board Local 460 member Louis Tucker is the *cat's meow* at the 400 Broome Street office in Manhattan, where he works as a supply and mailroom clerk.

Rescuing five healthy kittens abandoned in a brown paper bag left in the building's dumpster, Tucker and co-workers plied the newborns with milk until adoptive homes were arranged for all of them with state agency employees in the building.

"We were just about to dump heavy boxes on them, when I saw papers moving," said Tucker, who is a composer and musical arranger when not at his state post.

For his acts of kindness, we nominate him for the 1988 A-CAT-EMY Award!

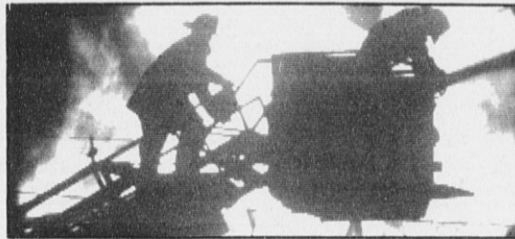


## Fire destroyed their home

CSEA Downstate Correctional Facility Local 155 member Pat Libretti and his family lost all of their possessions in a recent fire.

Libretti was home with his wife and three children on the night of March 4 when a neighbor warned them that her apartment was in flames as a result of careless smoking.

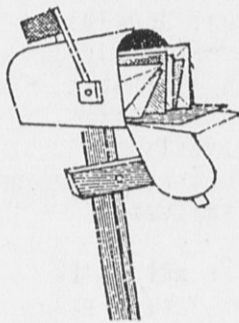
"Thank God, we all got out in time," said Libretti.



"They lost everything but the clothes on their backs," added Local 155 President Bob Anderson, who is spearheading a drive for clothing, blankets and money to help the family.

Anyone wishing to make a donation should send it to Libretti's parents' home. The address is:

Mr. and Mrs. Vincent Libretti  
16 Kingston Avenue  
Poughkeepsie, New York 12603



## Freudian mailbag

*The Public Sector* receives a lot of mail each day and every once in a while an item slips in that's worth a chuckle. For example, Editor Roger Cole recently received a letter addressed to Roger College — from the State University of all places!

Then there was a letter from a state legislator who carried the idea of contracting-out to ridiculous lengths, addressing us as *The Private Sector*!



**GRIEVANCE WON** — Newburgh Schools custodian Brad Clausen, left, won \$400 in back pay and advanced two schedules after CSEA filed an out-of-title work grievance for him. Although classified a cleaner, Clausen was operating equipment and performing mechanical work, too. Pictured with him are Unit President Frank DeLauri and CSEA Region III Field Representative Jim Farina.

## Can't hide those lion eyes

Toll collector Cindy Teator thought it was strange that automobiles approaching the Rip Van Winkle Bridge were stopping to look up the hill. The bridge is in CATskill, but Teator couldn't believe that drivers had spotted a real live lion!

Teator called the state police — "They thought I was kidding!" — who found out the kitty cat belonged to a local resident who was not at home.

To the rescue, a true hero — the cat-handler from the nearby Catskill Game Farm, fearlessly armed with his trusty tranquilizer gun. Ready, aim, FIRE and bullseye! The giant cat was off to dreamland.

But how to get it to the game farm to await the owner? Teator suggested calling the local ambulance service to get a stretcher to bring it back alive.

You can imagine the reaction of the ambulance personnel when they were told why they were called.



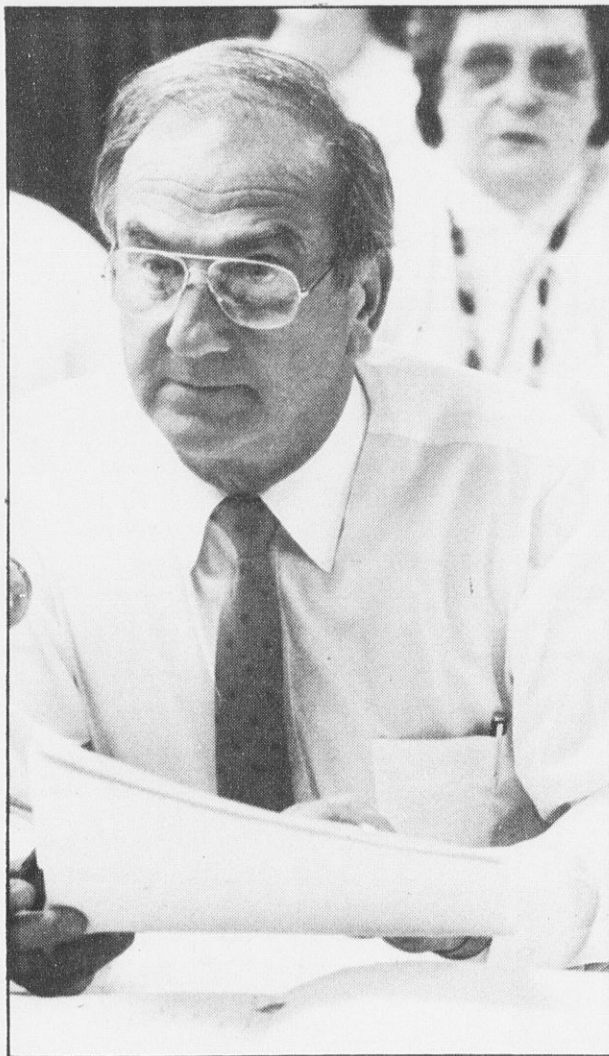


# State contracts miss deadline

## Intense bargaining continues



**NEGOTIATIONS**—In above photo, Mary Pat Fox, chairman of CSEA's Administrative Services bargaining team, is deep in concentration. In center photo above, CSEA chief negotiator Ernest Rewolinski goes eyeball to eyeball with a state negotiator across the table. In photo at lower right, CSEA's Director of Research William Blom, in shirt sleeves, confers with CSEA statewide President William L. McGowan about a bargaining proposal.



ALBANY — Despite late night, sometimes nearly around-the-clock bargaining as the deadline drew near, CSEA and state negotiators failed to reach agreement on new contracts covering 105,000 state workers as old contracts expired April 1.

As this issue of *The Public Sector* went to press, negotiators continued to meet long and tiring hours in an effort to reach a tentative agreement on new contracts as the deadline came and went.

Contract talks between CSEA and the state have been on-going since late last year. Affected are about 105,000 state employees in the Administrative, Operational and Institutional Services units and the Division of Military and Naval Affairs.

Provisions of the expired contracts remained in effect while negotiators worked feverishly to hammer out new agreements.

