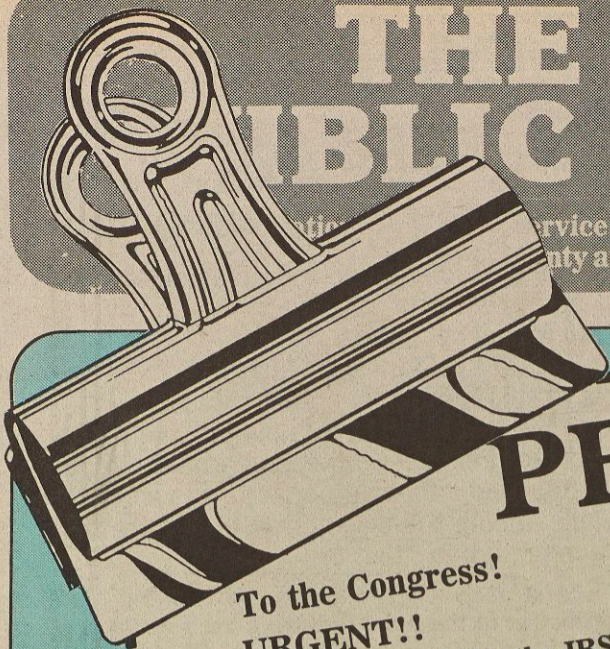


# THE PUBLIC SECTOR

Public Service Employees Association, Inc., Local 1000,  
County and Municipal Employees, AFL-CIO

UNION PUBLISHED 4  
ISSN 0184-9946

Vol. 11, No. 8  
Monday, May 2, 1988



## PETITION

To the Congress!  
**URGENT!!**

On January 1, 1988, the IRS received the regulatory authority to tax state and local government employees for their unused benefits, such as annual and sick leave. This means higher taxes for employees. Please support H.R. 4221 which restores the previous system of not taxing unused benefits.

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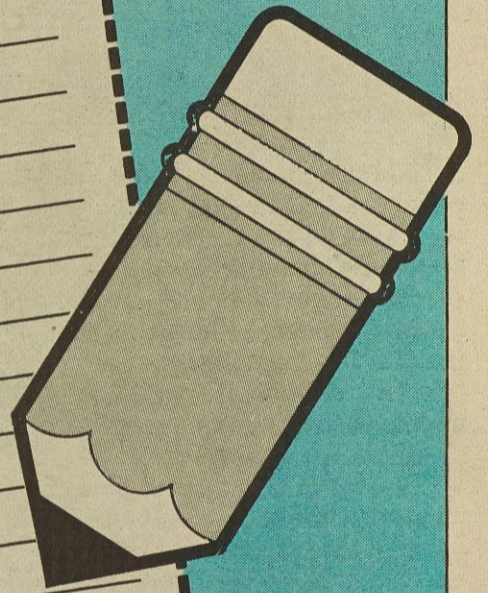
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**JUST  
SAY  
NO!**



(Clip, sign, circulate and send this petition today!)

See  
page 3

(RETURN PETITIONS TO: CSEA Legislative Office, 143 Washington Ave., Albany, N.Y. 12210)

# INSIDE

SMILEY  
FINE ARTS



The kind of place that makes you sick ..... See Page 20



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CIVIL SERVICE  
EMPLOYEES ASSOCIATION  
Local 1000, AFSCME, AFL-CIO

Thomas H. McDonough Memorial

## STATE WORKSHOP

CSEA - Developing Potential

See Pages 9-12

## Book Review: What's new in print?

# "Unfit To Manage!"

## What working people can do about mismanagement

Ever wonder why American industry has slipped so badly; why millions of industrial jobs have disappeared while foreign products flood the American marketplace? So did Ernest D. Lieberman, who has written a new book, "Unfit To Manage!" which traces America's industrial competitive decline to mismanagement.

"Unfit To Manage!" (McGraw-Hill, 302 pages, \$17.95) concludes that the widespread failure of management to effectively utilize available business resources, technological know-how and skilled labor stems from management's attitude that employees, especially unionized ones, are their enemy.

Lieberman argues that, in order to break up unions and thus cut wages, American corporations, government and educational institutions, after World War II, began subsidizing foreign business. As a result, the author writes in his book, the United States today faces rising production costs, superior

foreign products and a ballooning trade deficit that was a key factor in the recent stock market crash.

"Unfit To Manage!" suggests the way to turn this mismanagement around is to involve unions and employees to a much greater degree. Lieberman advises giving employees more authority to get work done and raising their wages as they raise their productivity.

Ernest D. Lieberman has worked for Western Electric in the manufacturing area and American Cyanamid in business administration and research and development. He holds a B.A. in physics from the University of Pennsylvania and an M.A. in engineering physics from Princeton University. "Unfit To Manage!" is available in some B. Dalton and Barnes & Noble stores. All bookstores can order it from McGraw-Hill. McGraw-Hill also offers special purchase plans. Contact Debbie Innis, Special Sales, General Book Division, McGraw-Hill Book Company, 11 W. 19 Street, 3rd Floor, New York, N.Y. 10011 (212) 337-5026.

## Long Island EAP rep position is available

The statewide Employee Assistance Program (EAP) is seeking an Employee Assistance Program Representative for the Hauppauge, Long Island, area.

Under the general supervision of the program director, the EAP representative promotes the development of EAP programs at agency and facility levels; works with EAP committees and coordinates program delivery at agencies and facilities. The representative also becomes involved in training programs.

The position offers a salary range of \$26,404 to \$32,881 and an annual location pay differential of \$602.

Candidates must have a Bachelor's Degree in human services. Frequent travel required.

Interested candidates should submit a letter of application and resume to:

James Sipe  
Statewide Employee  
Assistance Program  
Suite 706  
One Commerce Plaza  
Albany, N.Y. 12260

POISON · WARNING



WARNING: GRAPES ARE HAZARDOUS TO YOUR HEALTH

Grapes now being sold in the East are laced with toxic chemicals. As consumers learn this, they are refusing to buy them.

Cesar Chavez and the United Farm Workers (UFW) have documented cases of pesticide poisoning of farmworkers that have caused birth defects, cancer and untimely death. Many of these poisons can't be washed off and leave a residue that threatens your health.

In 1970, 17 million Americans joined the UFW in boycotting grapes and successfully banned DDT. Later, it was banned from all food products.

DO NOT BUY POISON GRAPES

UFW, c/o DC 1707, 75 Varick St.—14th fl, N.Y., 10013

# 212-219-0022

Send me a free copy of your video, "The Wrath of Grapes" on the use of toxic chemicals on grapes.

Name \_\_\_\_\_

Address \_\_\_\_\_

Phone: (work) # \_\_\_\_\_ (home) # \_\_\_\_\_

# Public SECTOR

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

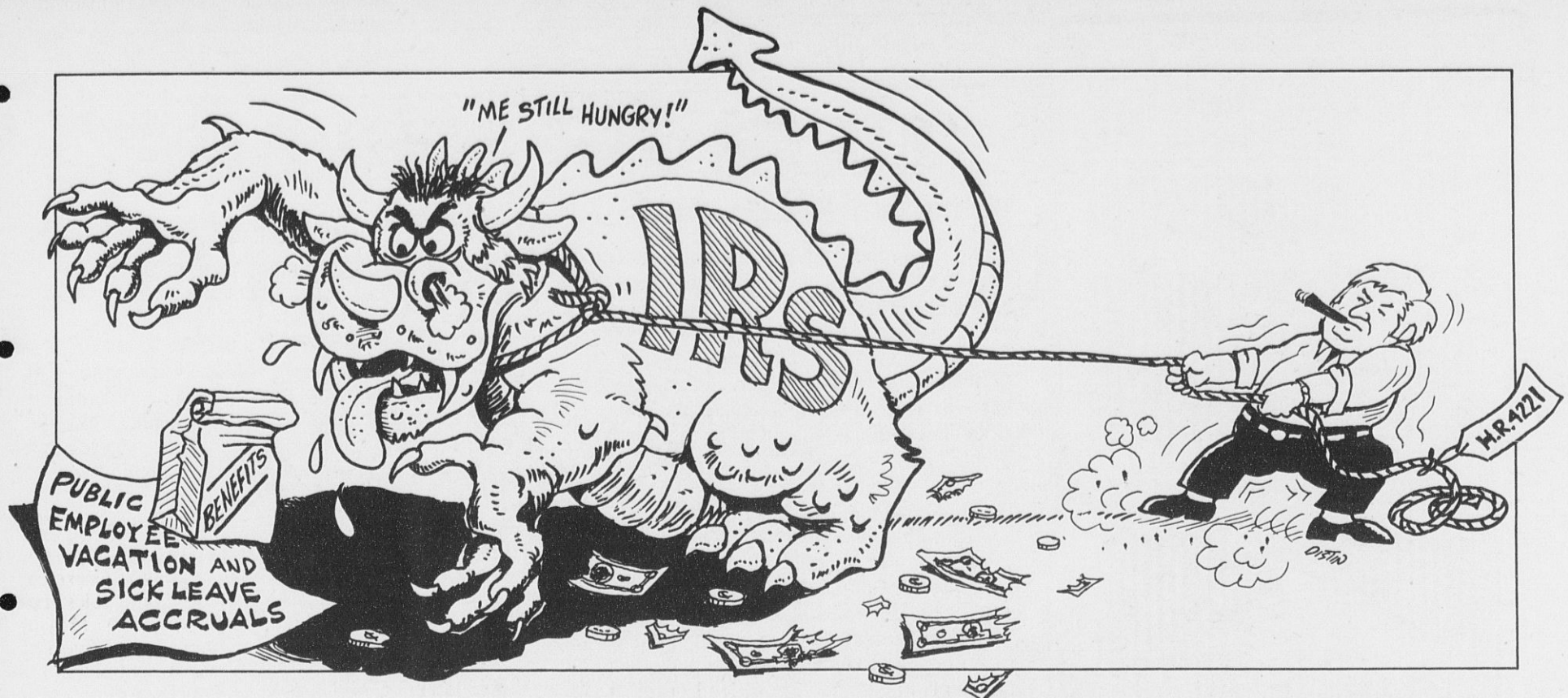
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	(315) 451-6330		



# THIS TAX WILL TICK YOU OFF!

How do CSEA members feel about this unfair tax? See "Camera Close-Ups" on page 18.

On Jan. 1, 1988, the Internal Revenue Service (IRS) received authority to tax unused benefits of public employees. The new regulation means that state and local government employees could be taxed on benefits they do not control, have not received and, in many cases, may never have the opportunity to use.

A large number of members have called CSEA headquarters asking for more information and what they can do to protest this unfair regulation which applies only to public sector employees.

Joseph Conway, chair of CSEA's statewide Political Action Committee, answers some of the most frequently asked questions.



CONWAY

**Q: How did this happen?**

**A:** The IRS received broad authority to change the tax code as part of the 1986 Tax Reform Act. In 1987, it quietly issued a regulation claiming the authority to tax public employees on unused benefits. IRS redefined "deferred compensation" to include benefits traditionally not subject to taxation until used.

**Q: Who would be taxed?**

**A:** State employees, local government employees and people who work for non-profit organizations would be subject to the tax.

**Q: What benefits would be taxed?**

**A:** Vacation leave, sick leave, compensatory time, severance pay, disability pay and death benefits would all be subject to taxation.

**Q: How would it be done?**

**A:** The IRS simply would count such benefits as earned income.

**Q: What would the new tax mean?**

**A:** It would mean significantly increased federal income taxes for public employees.

**Q: Is the tax currently in effect?**

**A:** Not yet, although the IRS indicates the matter is now under review and "guidance will be issued." We do know that original plans were to make the tax retroactive to 1987 but, thanks to public pressure, IRS now says it will not be retroactive. Generally, IRS officials have been non-committal and are very uncomfortable with all the publicity CSEA has generated about the subject.

**Q: What can public employees do?**

**A:** The only way to change the IRS regulation is through federal legislation. CSEA, under the direction of President Bill McGowan, has launched a massive petition drive in support of House Resolution 4221 which would rescind the IRS regulation.

**Q: What does the petition say?**

**A:** It reads: "On Jan. 1, 1988, the IRS received the regulatory authority to tax state and local government employees for their unused benefits, such as annual and sick leave. This means higher taxes for employees. Please support H.R. 4221 which restores the previous system of not taxing unused benefits."

**Q: How can I get a copy of the petition?**

**A:** The petition drive is being coordinated by CSEA's Legislative Office. Copies are available by contacting political action coordinators assigned to each of the six CSEA regional offices. Copies of the petition are also available at CSEA headquarters.

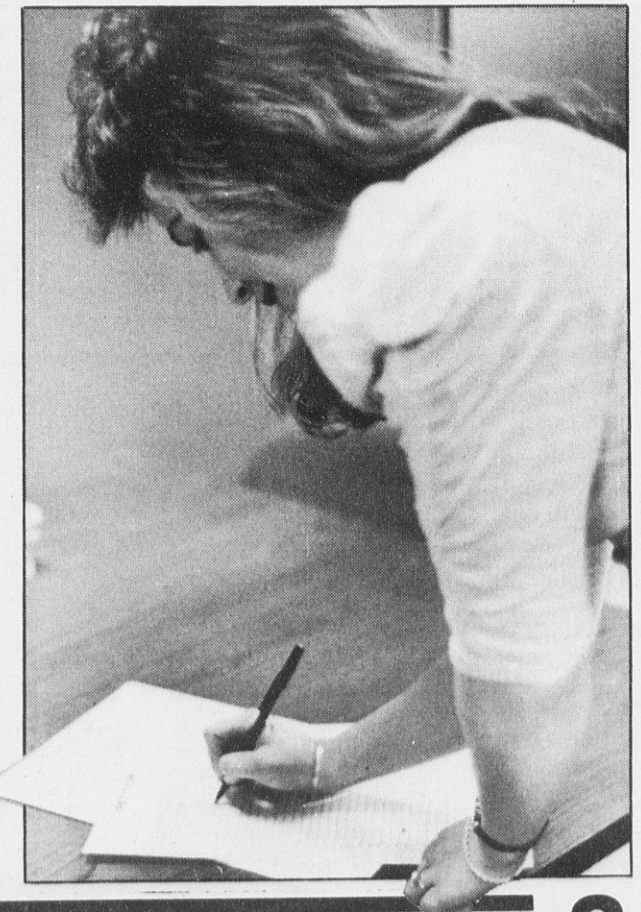
**Q: Who are the regional political action coordinators, and how can they be reached?**

**A:** They are as follows:

Region I	Stephanie Teff	(516) 273-2280
Region II	Dom Masters	(212) 514-9200
Region III	Doris Mason	(914) 896-8180
Region IV	Ed LaPlante	(518) 489-5424
Region V	Dwight Evans	(315) 451-6330
Region VI	Roger Sherrie	(716) 886-0391

**Q: Where should signed petitions be sent?**

**A:** Forward them to: CSEA Legislative Office, 143 Washington Avenue, Albany, N.Y. 12210.





# A ESSOB: Shedding some weight

ALBANY — While state officials say there was no imminent danger, the 2,000 state employees who work in 34-story Gov. Alfred E. Smith State Office Building in downtown Albany are wondering just how close they were to a disaster.

State Office of General Services spokesperson Tom Tubbs told the news media his agency is conducting a structural inspection of the 58-year-old building to be sure no permanent damage occurred when the 13th floor was found to be heavily overloaded, an estimated 15 percent beyond safe capacity.

Tons upon tons of state retirement system records stored on the 13th floor were moved to a records warehouse after it was discovered that the floor was dangerously overloaded. Tubbs said the 13th floor had been turned into a records warehouse over the years, and the heavy file cabinets and their contents apparently exceeded the capacity some time ago.

In some instances, according to the state, the overload may have reached double the 60-pound per square foot safety standard for the floor. Overall, because of aisles and small open spaces, the overload was about 15 percent above capacity when discovered.

The potentially dangerous situation was discovered by a consulting engineer hired by the state comptroller's office to check the floor's ability to carry the weight.

## CSEA steps up pressure on Red Cross management

ALBANY — CSEA has stepped up pressure in an effort to win a fair contract for employees of the Albany chapter of the American Red Cross.

"We will picket Red Cross management at their homes, at their board meetings, at their fund raising events and anywhere else we find them," pledged CSEA Capital Region President C. Allen Mead. "CSEA is committed to forcing management to negotiate a fair contract for their employees."

Albany Red Cross Chapter employees have now gone well over a year without a contract since electing CSEA as their collective bargaining representative, and union officials blame Red Cross management for failing to negotiate in good faith.

"We have waited patiently for more than 400 days while management has avoided the issue of negotiating a fair contract," Mead said. "The time for waiting is over, the time to act is here."

"The Red Cross has eagerly accepted the generosity and support from the entire labor movement for many years," said Mead, "yet now they apparently assume they can show a blatant disregard for the dignity of organized workers."

"If the Red Cross doesn't need the support of the labor community, then the labor community can and will find community charities that will honestly accept union contributions with true appreciation of the



CSEA OFFICIALS AND MEMBERS FROM THE ALBANY CHAPTER of the Red Cross picket a recent function sponsored by the Red Cross. CSEA Capital Region President C. Allen Mead, right, leads the protest. CSEA collective Bargaining Specialist Don McCarthy, on crutches, lends support as well.

sources of those funds—hard-won union negotiated wages from hard-working union members," Mead said.

In a show of solidarity with the embattled employees in the Albany chapter of the Red

Cross, CSEA's statewide Board of Directors in April endorsed a resolution to withhold support of all Red Cross activities or functions statewide until a fair contract has been accepted in Albany.

# Ratification under way

ALBANY — The CSEA/state contracts ratification process began April 25 when a series of membership informational meetings kicked off in CSEA's six regions. Members had an opportunity to ask questions of both staff members and team members who were involved in six months of negotiations leading up to tentative agreements on new contracts.

The tentative agreements call for CSEA-represented state employees to receive wage hikes totaling 16.3 percent over the next three years.

Only CSEA members in good standing are eligible to vote on

the tentative contract; agency shop fee payers may not participate in the vote.

The current contracts expired March 31 but remain in effect until the tentative accords are formally ratified by CSEA members and the state Legislature.

The timetable for the ratification vote is as follows:

**Week of May 9** — Text of contracts mailed to members;

**ratification ballots and contract highlights mailed to members.**

**June 1, 5 p.m.**—Deadline for return of ballots.

**June 2** —Ballots counted; results announced.

## Additional education and training courses

More and better education and training opportunities will be available under the terms of the new CSEA-state contract.

Additional funding will increase the number and variety of Labor Education Action Program (LEAP) courses. The tuition for LEAP courses will continue to be paid in full, said acting LEAP Director Debbie Baum.

LEAP course options will also expand under a pilot program which opens some Professional, Scientific and Technical (PS&T) and Management/Confidential (M/C) course offerings to CSEA members.

Enrollees in non-LEAP courses can still qualify for tuition reimbursement. For the first year of the new contract, they will continue to receive 50 percent of tuition costs up to a maximum of \$500 per year. Recognizing that tuition costs are on the rise, the maximum reimbursement will increase to \$600 per year for the second and third years of the contract.

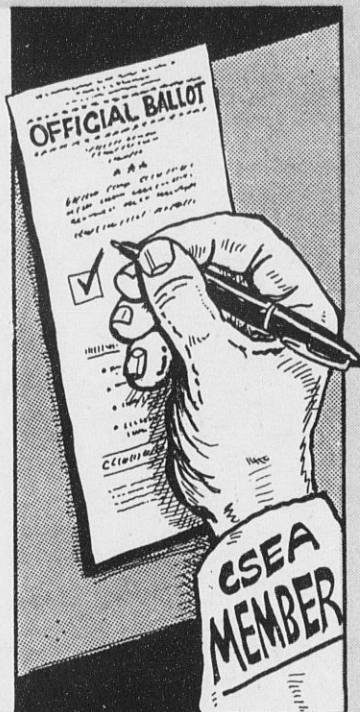
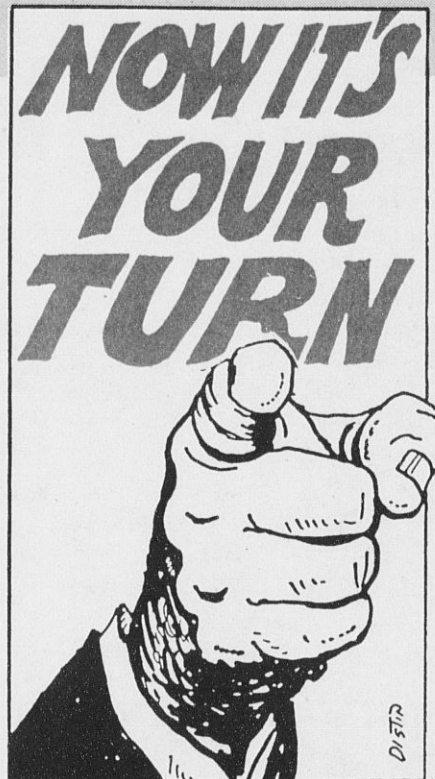
CSEA will also expand skills development and job-related training programs for all bargaining units. This effort is separate and distinct from the Agency Specific Training Grant Program, which will also receive more funding to build on its established program.

Working with the Governor's Office of Employee Relations (GOER), CSEA will be involved in the development and implementation of the Reading, Education and Achievement (REACH) program designed to help low-level readers improve their ability.

## Employee assistance expansion continues

The CSEA/state Employee Assistance Program (EAP), which helps people deal with personal problems through confidential counseling and referrals, will continue to grow under the new contract.

Recognizing that employees and their employer benefit from the availability of this service, a 27 percent increase in funding over the next three years will enable EAP to continue expanding into additional worksites in the state.



## More funding for health and safety

If provisions in the tentative CSEA-state contract are any indication, rank and file CSEA members should see a much greater emphasis on workplace safety and health issues over the next three years.

Funding for the joint CSEA-state safety and health committee will be more than double what it has been under the previous contract. At the same time, the purpose of the committee has been clarified and some procedural changes will make it more effective.

"One of the big changes is that we're eliminating the 'neutral' chair of the committee," explained CSEA Director of Occupational Safety and Health James Corcoran. "The chair will alternate between CSEA and the state every six months and put greater responsibility on the committee to work together on resolving problems."

Corcoran added that the committee will continue to address worker health and safety issues as they develop, but will also have a clear set of priorities.

For example, several areas of concern are at the top of the committee's list:

- \*Monitoring the implementation of the state's new video display terminal (VDT) policy and recommending changes as the project progresses;
- \*Keeping tabs on the policies and procedures involving the provision and use of personal protective equipment;

- \*Working with state agencies to assure building air quality control; and
- \*Assisting in efforts to promote improvements in unsafe working conditions.

"The committee will also put a lot of effort into encouraging local labor-management safety committees to apply for funding on joint projects to improve working conditions," Corcoran commented.

The new contract agreement also calls for CSEA and the state to work toward a smoke-free work environment through discussions that will include local workplace input.

Negotiations also led to agreement on funding an occupational eyeglass program to benefit VDT operators and other workers at high risk of on-the-job vision problems. The contract provides \$600,000 each year for the purchase of special glasses, if necessary.

There are changes in the safety and health grievance procedure that benefit CSEA members. Although safety and health grievances are still not arbitrable, new provisions allow for a joint CSEA-Governor's Office of Employee Relations on-site inspection when factual disputes arise over grievance decisions.

"This is very positive," said Corcoran. "It gives us an important option and puts facilities on notice that their response is subject to up-close review."

# Nursemaid, confidante and keeper

## A day in the life of a Youth Division Aide

**EDITOR'S NOTE** — Major restructuring is in the works at the state Division for Youth (DFY) and is already happening at several facilities. But CSEA has been unable to get straight answers on the changes. And that's cause for concern for CSEA and its 2,200 members employed by the division.

The restructuring is CSEA's top agenda priority for an upcoming DFY statewide labor-management meeting.

DFY runs a system of facilities across the state ranging from group homes for troubled youth to secure, correctional-type facilities incarcerating underage serious offenders.

As this story shows, CSEA-represented Youth Division Aides (YDAs) make up the backbone of the system. Since they regularly pick up the slack and the flak throughout the program, it is particularly disturbing that they are being left in the dark about where the system is heading.

By Anita Manley  
CSEA Communications Associate

GOSHEN — Nursemaid, confidante and keeper are just three of the many roles played by a Youth Division Aide.

Region III Third Vice President John Lowery, who works in the special services area of the Goshen Annex, a secure center for boys in Orange County, has worked for DFY for 12 years — 10 of them at Goshen.

His job is to handle any problems that occur in the facility. And he explained there are problems every day.

Although the residents are young in age, they're not in a secure facility like Goshen "because they cut Sunday school class," offered Lowery. "We have 16 lifers here (serving life sentences) — some are double murderers."

Lowery begins his workday by reading the log book. "You can expect your day to be based on problems that have occurred on the previous shift. If there was a fight or verbal threats made to a staff person, you have to resolve this."

The YDAs serve as the front-line counselors who hear out problems that the youngsters are experiencing.

"If the resident has a serious problem, we'll send him to a higher level supervisor," said Lowery. "If he's suicidal, we have to take the responsibility of direct supervision." And, of course, every counseling session must be detailed in a written report.

Lowery's department must also carry out reception duties for the center. "We process new residents," he said. "We have to search

them, itemize all personal belongings, supervise his shower and send him to the medical department for screening."

When residents leave the facility for a court appearance or medical appointment, the YDAs must see that they are properly secured in handcuffs and leg irons.

Visits from families are also supervised by YDAs. "We have to be well-versed in contraband concealment," said Lowery. "Did you ever try to search through a box of cereal or cooked chicken for drugs?"

In the course of a normal day, Lowery and co-workers are responsible for maintaining an accurate count of the 75 young men who are incarcerated at the center and knowing where they are at all times.

It's not unusual for staff to receive the brunt of verbal and sometimes physical abuse from residents. But instead of responding in kind, Lowery explained that the key to keeping control is to maintain a professional approach no matter what.

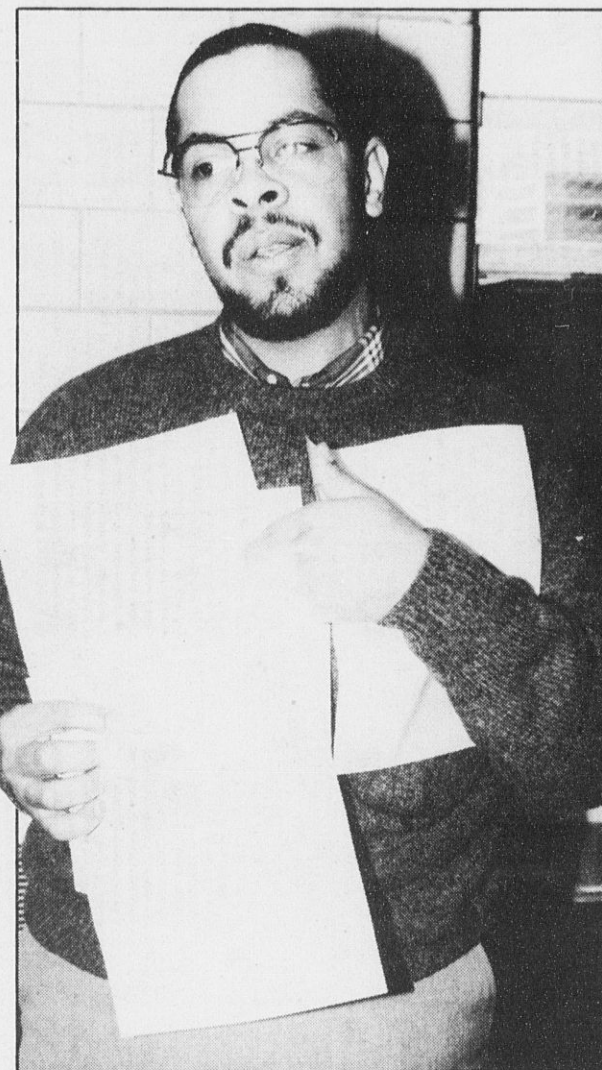
"We try to see that no resident has any authority," commented Lowery. "Otherwise the stronger ones would overpower the weaker ones."

In addition, center policies forbid residents from visiting one another's rooms. "There's always a staff member around, we keep the lines clearly defined," Lowery remarked.

Needless to say all of this can be extremely stressful for the staff. And unlike adult correctional facilities, disciplinary policies in DFY do not always support the staff.

"If a resident assaults a staff member, nothing is done to him unless the staff member files a criminal charge," explained Lowery. Staff does not receive any release time to file those charges. "You practically have to be killed before DFY takes any action."

As an example, Lowery explained that he broke his ankle doing a restraint last year. He was out of work for 10 months and estimates his absence cost the state about



JOHN LOWERY

\$25,000. But no action was ever taken against the resident.

"In an adult correctional facility, an inmate would be immediately confined. Here, the most the agency would do is punish him by taking away some of his 'good time' — time that would be taken off his sentence for good behavior."

Lowery credits his facility administrator for keeping employee morale high.

"Most DFY employees experience burn-out because they feel there's no support from management," he commented. "Here in Goshen, we have support from a facility director who came up through the ranks, so he understands the problems."

Support from state officials does not come so easily. Lowery contends that when 10 YDAs were out of work because of job-related injuries, "We got no relief from Albany."

Inevitably, understaffing is always a problem.

"As it is," he pointed out, "we have no lunch hour and breaks are few and far between."

"We have enough staff if you're into warehousing the residents, but not if you're into providing therapeutic service."

**"If a resident assaults a staff member, nothing is done . . . you practically have to be killed before DFY takes action."**



Moses Mayekiso

# Set him free!

## CSEA joins rally for So. African

By Lilly Gioia  
CSEA Communications Associate

NEW YORK — Jolted by the South African treason trial of auto worker Moses Mayekiso, CSEA Region II members rallied recently in downtown Manhattan to press for the immediate release of the jailed labor leader.

Joining activists from other major city unions and singing protest songs, CSEA members signed postcards demanding that the South African government free Mayekiso.

The 38-year-old labor leader has been accused of treason for organizing consumer and rent boycotts in his home township outside Johannesburg.

Since his arrest in 1986, Mayekiso has been involved in a long, drawn-out trial, said Willie Terry, chairperson of the CSEA Anti-Apartheid Committee. Trade unionists and human rights groups around the world are concerned because "he is being persecuted and made an example," Terry said.

The real issue is the South African government's attempt to "crush all forms of independent organizing and self-government in black townships," said CSEA Region II First Vice President Denise Berkley. "They want to make a legal precedent in Moses' case because he is a powerful example of militant trade unionism."

"Moses Mayekiso and I both have young families, are active community leaders as well as labor leaders," Region II President George Boncoraglio told rally participants. "The difference is Moses is jailed for actions that anyone could do in a democracy. But South Africa labels rent strikes as treason punishable by death."

The New York Anti-Apartheid Labor Coalition is sending a delegation of 10 distinguished American jurists to observe Mayekiso's trial in Pretoria. To continue the pressure, more rallies are planned.

Jailed several times, Mayekiso has been tortured, placed in solitary confinement and held for 10 months before charges were brought against him. But this time, through visits from his wife, he knows of the worldwide efforts of unionists on his behalf.

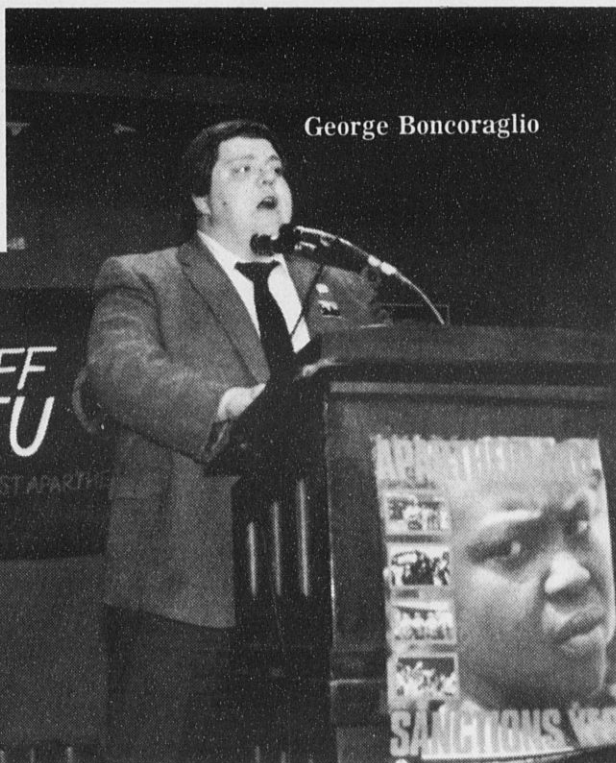
Mayekiso is the secretary general of the 130,000-member National Union of Metal Workers of South Africa (NUMSA) and was a founder of the leading South Africa labor federation, the Congress of South African Trade Unions (COSATU).

To send your own protest, mail a postcard using the one at right as a model to the South African Embassy in Washington, D.C.



Willie Terry

**"... Moses is jailed for actions that anyone could do in a democracy. But South Africa labels rent strikes as treason punishable by death."  
— George Boncoraglio**



George Boncoraglio



I am writing to demand the release of Moses Mayekiso, general secretary of the National Union of Metal Workers of South Africa (NUMSA), as well as all the trade unionists and other political prisoners in South Africa.

Signed: \_\_\_\_\_

Name (printed): \_\_\_\_\_

CSEA Local #: \_\_\_\_\_  
(where employed)

City and State: \_\_\_\_\_

AMBASSADOR  
Dr. Pieter G.J. Koornhof  
Embassy of the Republic of South Africa  
3051 Massachusetts Avenue  
NW Washington, D.C. 20008

**"They want to make a legal precedent in Moses' case because he is a powerful example of militant trade unionism."  
— Denise Berkley**

# First statewide graduates of Apprenticeship Training honored 'The lifeblood of state operations'

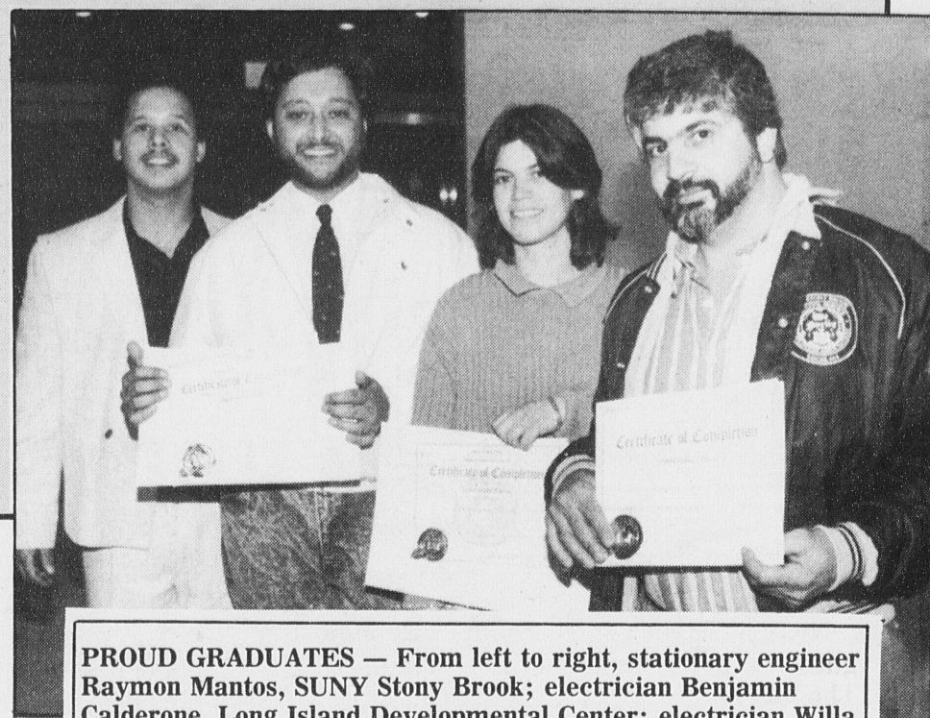
Three years of hitting the books, classroom instruction and on-the-job training has paid off in a big way for 99 CSEA members from eight different state agencies. They are the first statewide graduating class in the CSEA-state Joint Apprenticeship Training Program.

Through the program, individuals learn skilled trades — stationary engineering, electrical engineering, motor equipment mechanics, refrigeration mechanics, laboratory mechanics, carpentry and plumbing/steamfitting — which can open up new career opportunities for them.

"You are the lifeblood of state operations," Lt. Governor Stanley Lundine told the graduates at a recent Albany ceremony honoring their efforts.

Lundine also praised the program as an outstanding example of labor-management cooperations that benefits everyone.

"There's a lot to handle on the job and this program gives you



**PROUD GRADUATES** — From left to right, stationary engineer Raymon Mantos, SUNY Stony Brook; electrician Benjamin Calderone, Long Island Developmental Center; electrician Willa Schultz, SUNY Stony Brook; and electrician Tony Bosco, SUNY Stony Brook.

the experience to tackle it," explained newly graduated SUNY Stony Brook stationary engineer Amos Sherald. "I was already an assistant engineer when I got into the program and it really made me a better engineer."

Under the terms of CSEA's new contract with the state, the Apprenticeship Training Program will expand to include additional job titles and offer more individuals a chance to participate.

#### • Mid-Hudson Region

Kevin Northrup	Cornwall-on-the-Hudson
Donald Muntz	Garnerville
Christian Nielsen	Highland Falls
Harry Laventure	Middletown
Thomas Kerrigan	Middletown
John Bendlin	Middletown
Stephen Ostrom	Orangeburg
Carl Gioio	Ossining
Deborah Gibson	Pine Bush
Anna Daniels	Poughkeepsie
Richard Timberger	Poughkeepsie
Donald Turner	Salt Point
Jeffrey Clark	Wappinger Falls

#### • Metropolitan New York Region

Donald Hunter	Bronx
Edwin Haynes	Brooklyn
Ramon Graham	Brooklyn
Earl Utley	Far Rockaway
Marva Jones	New York
Larry Tillman	New York
Charles Jean-Paul	Queens
Ernest Thomas	Staten Island
Robert Selle	Staten Island
Lawrence Coleman	Staten Island

#### • Western New York Region

Diane Scharping	Albion
Paul Houseknecht	Attica
Paul Langebartel	Bemus Point
Meliz Mitchell	Brockport
Thomas Chalupka	Buffalo
James McCabe	Buffalo
John Hartsock	Buffalo
Peter Simon	Buffalo
David Bajer	Buffalo
Gregory Louth	Cheektowaga
James Goodell	Dansville
Michael O'Brien	E. Aurora
Charles Parsons	Fairport
Harry Myers	Killbuck
James Schneckenger	Geneseo
Michael Rathburn	Groveland
Michael Fuller	N. Collins
Roland Beck	Niagara Falls
David Sweet	Rochester
Theodore Thompson	W. Seneca

#### • Long Island Region

Thomas Ambrosio	Bethpage
Jerry Anthony	Bohemia
John Seon	Brentwood
Hubert Nixon	Central Islip
Amos Sherald	Coram
Benjamin Calderone	Deer Park
Willa Schultz	E. Setauket
Gary Mankuski	Kings Park
Anthony Bosco	Lake Pananoka
Stephen Armstrong	Levittown
Edward Braun	N. Babylon
Felix Ramos	N. Bayshore
Raymon Mantos	Port Jefferson Station
William Danielson	Ronkonkoma

#### • Capital District Region

Howard McCray	Albany
Erio Colon	Albany
Christopher Gil	Albany
Patricia Allison	Albany
Richard Daley	Albany
Edson Smith	Albany
Andrew Papale	Albany
Robert Cahalan	Albany
Richard Groff	Ballston Spa
Ladislav Skilba	Climax
Robert Beaudoin	East Nassau
Marie Yole	Fort Ann
Arthur Erickson	Fort Plain
John Sexton	Gansevoort
Jeff Dodge	Greenfield
Thomas Bombard	Guilderland
Michael Morency	Hudson Falls
Barry Petteys	Lake Luzerne
Barry Guild	Latham
Randy Capasso	Porter Corners
Henry Welden	Saratoga Springs
Bruce Cerniglia	Schenectady
Richard Patton	Troy
Michael Balfe	Troy
James Anderson	Troy
Michael Pranchak	Troy
David Clayton	Valley Falls
Joseph Dolan	West Sand Lake

#### • Central New York and Finger Lakes Region

Kevin Eggleston	Binghamton
Frederick Wood	Central Square
Kenneth Brown	Clay
Phillip Nuffer	Clayton
Thomas St. Pierre	Elmira
Ronald Holt	New Hartford
Michael Hillman	Newport
Harold Dawley	Oswego
Ken Hammond	Oswego
Kevin Young	Pennellville
Paul Williams	Rome
Joseph Keeler	Willard
Robin Smith	Willard



Electrician Marva Jones  
Manhattan Developmental Center

"I'm proud I got through it and I'm ready to climb another mountain now. Through this experience I know I have the ability to go after other things. I feel honored to have been part of this program and I thank my instructors, my facility director and co-workers for helping me achieve this."







DEVELOPING  
POTENTIAL

# A huge turnout for the annual state workshop

NEW YORK CITY — Nearly 700 people gathered here April 15-17 for the annual Thomas H. McDonough Memorial State Workshop.

“CSEA — Developing Potential” was the theme for the 1988 three-day workshop for CSEA state employee activists.

The workshop kicked off Friday evening with a detailed report and discussion on the tentative CSEA/state contracts presented by chief negotiator Ernie Rewolinski. Members of the union’s negotiating teams attended the briefing.

A question-and-answer period was punctuated by praise of the negotiating teams for their accomplishments after months of negotiations.

Saturday’s agenda included sessions on substance abuse, health and safety, parliamentary procedures and pre-retirement counseling.

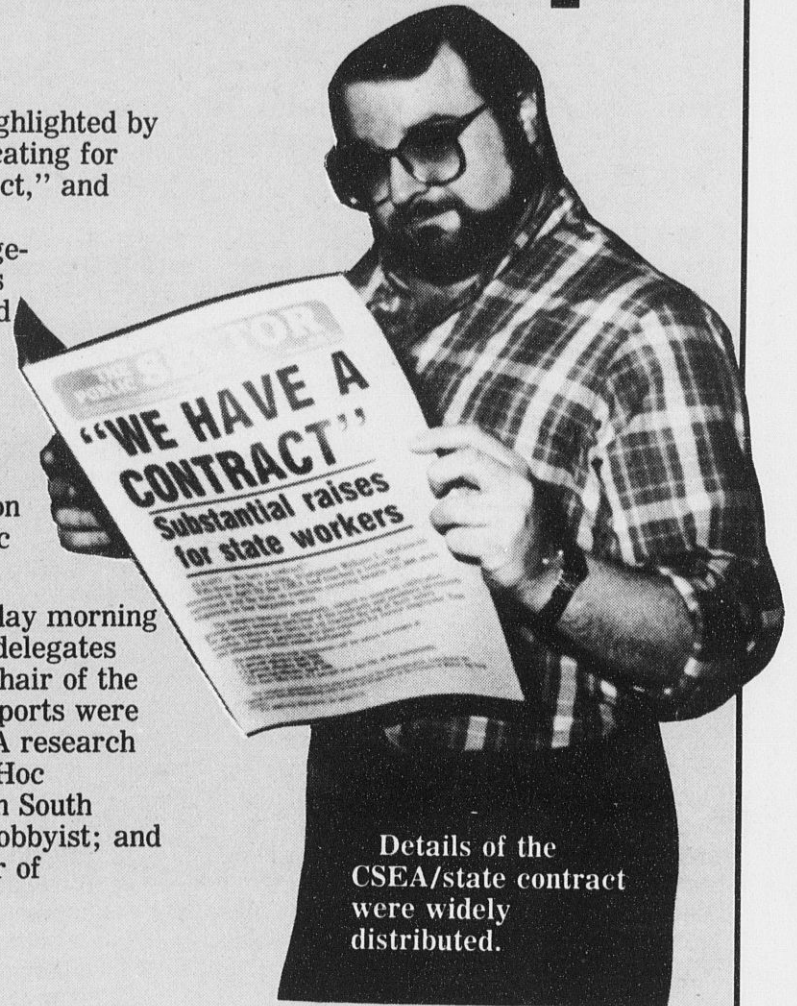
At a session on “The Interrogation Process,” participants used a novel approach. They did role-playing to gain a better perspective on how to prepare for and conduct oneself in an interrogation.

The weekend’s theme was highlighted by special sessions on “Communicating for Respect,” “Dealing with Conflict,” and “Inspiring Others.”

Members learned about image-building, having disagreements without being disagreeable, and teaching others to see themselves as instrumental in accomplishing union goals.

Long Island Congressman George Hochbrueckner was honored at a PEOPLE reception for “his partnership with public employees.”

The workshop concluded Sunday morning with a general session of state delegates moderated by Barbara Stack, chair of the State Executive Committee. Reports were given by Cindy Chovanec, CSEA research analyst; Willy Terry of the Ad Hoc Committee Against Apartheid in South Africa; Demi McGuire, CSEA lobbyist; and James Corcoran, CSEA director of occupational safety and health.



Details of the CSEA/state contract were widely distributed.

## Union’s chief negotiator credits team members with pact success

It is usually the top negotiator who receives the accolades when excellent contracts are won at the bargaining table. So it was a case of applause in reverse when the chief negotiator in CSEA’s state contract talks told members of the union’s negotiating teams he couldn’t have done it without them.



REWOLINSKI

“I applaud you,” Ernie Rewolinski told members of CSEA’s negotiating teams in front of nearly 700 members who had gathered to hear details of the tentative agreements at the union’s annual State Workshop.

“In my 26 years as a union negotiator I have never been more proud to have worked with such a professional team,” Rewolinski said.

“We didn’t give in,” he told the team members and workshop delegates. The teams, he noted, successfully fought off attempts by the state to reduce sick leave, vacation time and personal leave.

Rejected by the union too, he revealed, was a state proposal to combine a 4 percent salary increase with a 1 percent bonus—“something we could not live with.” A 1 percent bonus for the average CSEA member “would amount to \$197 and change, which was unacceptable,” Rewolinski said.

He called the tentative agreements, now in the process of ratification, “good, fair and decent.”

Comparing the 5, 5 and 5.5 percent salary increases in the three-year agreements with other contracts around the country, Rewolinski noted that Louisiana state employees have not received any raises in six years. Florida state employees recently got 3 percent and Wisconsin state workers received 2 percent, he said. As for the private sector, “the average increase was 1.2 percent in 1986 and 2.1 percent in 1987.”

The audience joined Rewolinski in applauding the union’s negotiating teams, which in turn applauded the work of Rewolinski.

Accolades all around.

Coverage of the Thomas H. McDonough Memorial State Workshop continues on pages 10-11.

### “We didn’t give in”



**UNIONISTS  
BUILDING  
A GREAT  
UNION ON  
A GREAT  
TRADITION**



**PAULINE McDONOUGH**, widow of Thomas H. McDonough, in whose memory the annual State Workshop is named, attended the recent program.



## Workaholic, procrastinator not so different



AMONG DELEGATES attending the State Workshop were CSEA Region II President George Boncoraglio, left, and Manhattan Psychiatric Center CSEA Local 413 President Mohammed Hussain.

By Lilly Gioia  
CSEA Communications Associate

NEW YORK — What could an ultra perfectionist workaholic employee possibly have in common with an irresponsible procrastinating co-worker who drives everyone else nuts with incomplete projects and continual lateness?

Solving this riddle during a seminar at the CSEA State Workshop, union members learned that perfectionism and irresponsibility are both traits of adult children who grew up in alcoholic or other impaired family environments. Long after they have moved out of their alcoholic or otherwise impaired family homes, millions of Americans are troubled by their own behaviors, according to alcoholism counselor Patricia Piniero, who conducted the workshop.

The National Council on Alcoholism estimates that there are between 28 and 34 million children of alcoholics living in the United States and that figure does not include children who grew up under other kinds of troubled circumstances.

Delegates attending the program learned children can be deprived of the stability and love they need to develop healthy personalities growing up in families where one or both parents suffered from alcoholism, drug addiction (legal or otherwise), compulsive gambling, compulsive overeating or workaholism.

In a life and death struggle to keep the family from disintegrating and to hide the family's "secret" from the world, children of impaired parents grow up in an atmosphere of fear and fighting and are often abused, according to Piniero. "As adults these people usually have low self esteem, are approval seekers and are apt to get involved in troubled relationships."

Experts in the field say these adults just never had an opportunity to learn what "normal" behavior looked like as children and as a result they guess at

what "normal" is.

Discussing the impossibly high tension levels inside impaired families, CSEA members looked at the health problems of adult children who do not receive treatment. Common ailments are migraine headaches, gastrointestinal disturbances, colitis, ulcers, high blood pressure and many other physical symptoms. Emotionally, they are known to suffer with depressions, anxiety, insomnia and hyperactivity. Their condition is sometimes labeled as an illness called co-dependency by health professionals.

Statistics indicate that between 50 and 60 percent of all alcoholics are also children of alcoholics. One out of every six families in a typical community is affected by alcoholism. Typical personality disorders suffered by adult children include: perfectionism, workaholism, procrastination, compulsive overeating or dieting, compulsive gambling/sex, compulsive buying, compulsive lying/talking, dependent relationships or overpossessiveness in relationships.

Adult children who are workaholics are ideal candidates for burn-out on the job, Piniero warned. Many businesses, through ignorance, promote and reward workaholics, encouraging still more of the same behavior in adult children whose jobs have become their home away from home. At work they seek the approval they never got while growing up.

Employers and union members who identify adult children of impaired families in the workplace can be supportive by providing information and assistance to help prevent the burn-out of valued employees from mental exhaustion or stress-related physical illnesses. CSEA sponsors a statewide network of Employee Assistance Programs (EAP) to assist troubled employees.

As delegates attending the workshop learned, there is hope to make peace with your past.

## Indiscriminate lie detector use opposed



**WILLARD TIBBETTS**, one of nearly 700 CSEA members attending the annual State Workshop, asks a question during one of the seminars.

NEW YORK — Examining court decisions about lie detector tests, mandatory workplace drug tests and defining the union's duty to fairly represent all its members, CSEA activists sparked off lively question and answer sessions at the 1988 State Workshop.

CSEA Law Department attorneys Pam Turner and Paul Clayton informed members that new federal anti-lie detector legislation will protect only private sector workers, leaving public employees out in the cold and very vulnerable.

"I would like to see us get irate about this," said Clayton. "Go back to your worksites and tell the members this bill is pending in Congress and will not help public employees."

CSEA's Clayton said members should be discouraged from volunteering to take lie detector tests to prove their innocence.

"The machine is just not reliable. I would never advise a member to take a lie detector test. Even though they are innocent, they might fail because of improper application by the test giver or nervousness. It could then be used against them," he said.

Should an employee be forced to take a lie detector test under threat of insubordination charges, they may take the test. However, CSEA should immediately file Improper Practice charges, both attorneys asserted.

CSEA activists applauded last year's Court of Appeals decision that public employees cannot be subjected to drug testing in the workplace unless there is a "reasonable suspicion" that the employee actually has a drug use problem. The decision outlawed random testing.

Other workshops dealt with "The Interrogation Process," "The Art of Handling Conflict" and meetings highlighting the new tentative state contract.



**JOSEPH E. McDERMOTT**, center, CSEA statewide executive vice president, chats with Harold Lawson, left, president of Environmental Conservation CSEA Local 116 and Milo Barlow, right, Transportation CSEA Local 676 president.

**JAMES MOORE**, left, CSEA Central Region president, talks with a delegate during the recent annual CSEA State Workshop in New York City.



## Presidential politics

All three candidates for the position of CSEA president, being vacated by the retirement of CSEA President William L. McGowan, attended the recent State Workshop. Candidates for the top elected position in the upcoming statewide elections are Joseph E. McDermott, James Moore and Jean Wichmann.

**JEAN WICHMANN**, left, third vice president of Nassau County CSEA Local 830, talks with Long Island Region President Danny Donohue.



# Victory!

## Law Department helps member win job back

Compiled by Daniel X. Campbell  
CSEA Communications Associate

William Knapp isn't exactly sure why management "is out to get him," he's just sure they are.

Knapp, head farmer at the Washington Correctional Facility in Washington County, thinks it probably has something to do with his ability to get correctional officers and civilian employees at the 700-inmate medium security prison to communicate and cooperate with each other.

"Management wants the officers to hate the civilians and the civilians to hate the officers — that's the way management likes it," Knapp says. "Because if we hate each other, we'll never support each other; imagine if we did. Things would really change."

Knapp, a member of Washington Correctional Facility CSEA Local 183, is a small, muscular man who easily fits the role of head farmer. He takes pride in his work with the dairy animals at the facility, and his job is important to him.

"I have a large family, a sick wife. I recently had brain surgery," he emphasizes. "I've got five kids, three still at home. I need this job, I really need it."

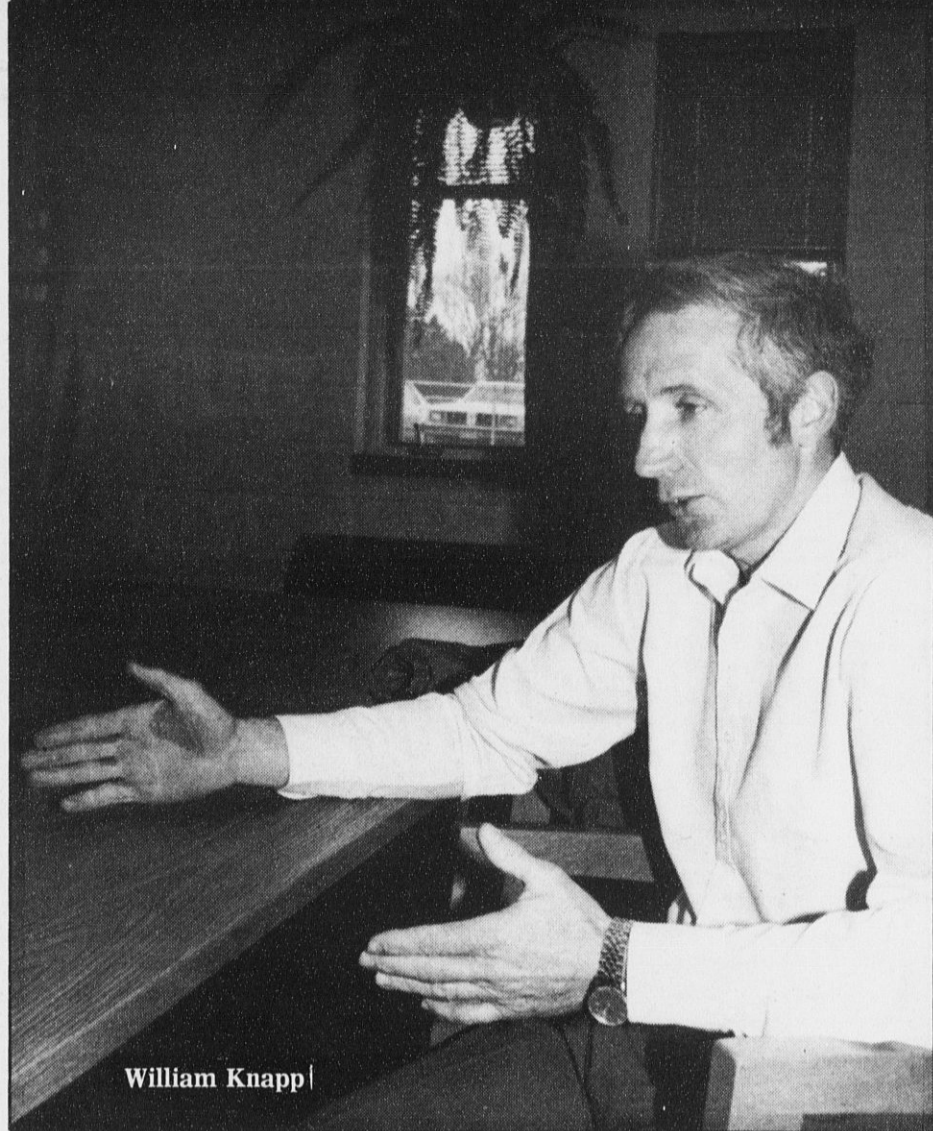
Despite 10 years of service earning evaluations of "effective" to "outstanding," Knapp says, management went all out to get rid of him last year when they charged him with 17 counts of misconduct, incompetence and insubordination in two separate notices of discipline which called for his suspension and dismissal.

CSEA's legal services came to his assistance. Attorney Joseph O'Donnell of the union's Law Department represented Knapp through a lengthy arbitration proceeding that resulted in every charge being dismissed. The facility was ordered to reinstate Knapp with full back pay.

Knapp says the union's legal services were great, proving he was innocent of any of the serious charges the state had stacked up against him.

He'd like to see what he says is a vendetta against him by management end with the arbitration ruling, but Knapp says he doesn't believe it will.

"On my first day back (to work), my supervisor told me he was hired to fire me and that's still his main job," Knapp says. "When



William Knapp

my supervisor told me he was still out to fire me, I told him that if he couldn't fire me before with all of those trumped-up charges, they'll never get another chance. I document everything they tell me to do now. I go by the book, and they know it."

While Knapp is going by the book, he says management apparently is not.

"Oh, they have been slow in making me whole," Knapp says. "They had some type of problem in getting me my check and my book-time vacation ... wasn't restored until I asked about it," Knapp says. "But I can wait. And that's driving them crazy."

But Knapp is optimistic about his future at the correctional facility.

"I know that John Maloy, the deputy superintendent, is out to get me. I had a good relationship with him before, and he did say that I'd have my day in court," Knapp recalls. "Well, since that day, he hasn't talked to me. I won, it's over. I plan to stay. He can move on."

## Lawyers join CSEA department

### Richard Wendling

ALBANY — Richard E. Wendling, one of the newest attorneys in the CSEA Law Department, brings to the union a variety of experience.

He has been assistant district attorney in Saratoga County and in Rensselaer County he also served as chief assistant district attorney.

Wendling was program coordinator of statewide legal services for the New York Association for the Learning Disabled. With the Francis E. Lehner offices of Albany, he was counsel to the Hartford Insurance Co. He was also an associate for the Albany general practice firms of John P. MacArthur and Richard V. D'Alessandro.

Wendling said he looks on his employment with CSEA as a new opportunity "to apply my litigation background to this area of the law."

Wendling has a bachelor's degree in psychology from Bowling Green University and a law degree from Albany Law School. He and his wife, Kathy, live in Halfmoon.



### Marilyn Dymond

ALBANY — Marilyn Dymond joins the CSEA Law Department with a broad base of experience, including labor law.

Fomerly an attorney with the Public Employees Federation she has studied labor law through the Cornell University Graduate School of Industrial and Labor Relations.

Dymond had considered specializing in labor law for some time. "I had worked on employment law, particularly an equal pay case, that got me interested," she said.

Dymond has worked in general civil law, including employment law, with the firm of Herzog, Engstrom of Albany. She also worked with the Albany firm of Carter, Conboy, and the Syracuse law office of Robert Schuh.

Dymond has a bachelor's degree in English from Union College and a law degree from Syracuse University. At Syracuse, she earned the Am Jur Award in Evidence. She was also an instructor in legal research and writing. She and her husband, Ken, live in Loudonville.



# CSEA Law Department marks first year

ALBANY — A year ago, CSEA's newly created Law Department consisted of a handful of people, desks scattered through what had been a second-floor conference room at the union's statewide headquarters in Albany, box upon box of legal files and dozens of lawsuits in various stages.

Today the department is a neat block of offices created from the former conference room, a book-lined law library, more than half a dozen attorneys and a full support staff.

The transition of CSEA's legal services



ATTORNEY ANNETTE HARDING discusses a case with a CSEA member in the union's Law Department.

from a contracted law firm to an in-house law department last year has brought with it a variety of advantages for the members.

In its first year, the department has handled hundreds of grievances, improper practice charges, arbitrations and lawsuits. In fact, said CSEA General Counsel Marjorie E. Karowe, the department has handled almost 100 more cases than its predecessor firm handled in the previous year.

A computerized law monitor helps the department track not only individual cases but also types of cases. While helpful in preparing similar types of cases, it has a broader purpose.

"We can see patterns of litigation developing," Karowe said. "I think in terms of planning, that kind of information is essential."

For example, if a certain section of the state contract is repeatedly brought up in grievance procedures, that could indicate that the section should be reviewed in negotiations, she explained.

Or if an issue — for example, drug testing of local government employees — shows up in different areas of the state, the union can prepare to fight the problem from a statewide perspective. The information can also be passed on to local and unit leaders so they can learn how to handle it if the issue comes up.

That kind of work takes cooperation between the Law Department and other CSEA departments, and Karowe has made that a priority. Having the union's lawyers in the same building with other

service staff makes that cooperation easier, she said.

"We're so accessible," she said. "I think the closeness fosters good communication between field services in the building and the attorneys. And that means the members get better service."

Attorneys are frequently meeting with deputy directors for contract administration or Ron King, deputy director for local government, she said.

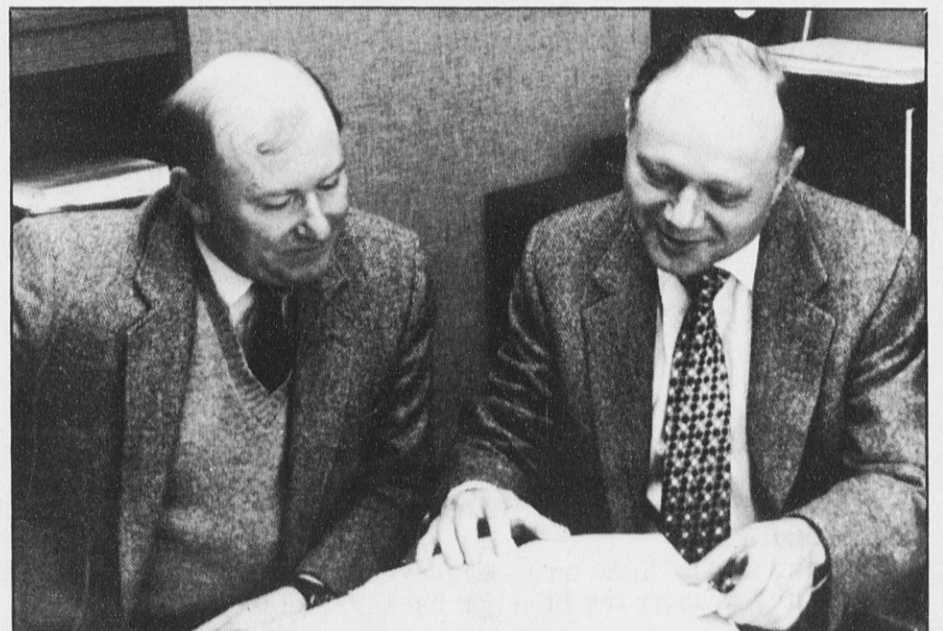
Now that the department is established in headquarters, Karowe said, she is planning to reach out into the regions. She plans to attend regional meetings, and the attorneys are traveling throughout the state to do training and meet with members in the field, she explained.

"I'm pleased with the way things have worked out," Karowe said. "We had an extremely busy and successful year representing the interests of CSEA members. At the same time we were able to establish our offices, attract very capable attorneys and create important liaisons with the union's staff. Our plans for reaching into the regions are going well. It's been a very good year."



GENERAL COUNSEL MARJORIE E. KAROWE and Director of Field Services Frank Martello review a recent legal decision in CSEA's favor.

ATTORNEY PAMELA NORRIS-TURNER, seated, meets with paralegal Mary Masterson and Jim Martin, assistant deputy director for contract administration, to talk about a contract grievance.



DEPUTY COUNSEL JEROME LEFKOWITZ, right, and Ron King, CSEA deputy director for local government, discuss a legal issue affecting local government workers.

# Thomas McDonough Scholars

Six sons and daughters of CSEA members are continuing their college educations with the help of Thomas McDonough Memorial Scholarships.

The awards are named to honor the late Thomas McDonough, a long-time union activist who served as statewide executive vice president of CSEA. The one-time grants are designed to help college students complete their education.

One McDonough Scholarship is awarded in each of CSEA's six regions. Several of this year's winners have also won Irving Flaumenbaum Memorial Scholarships, granted by CSEA to graduating high school seniors.



**JACOB TABB**, second from right, receives his scholarship from Region II President **George Boncoraglio**. Tabb, a mathematical sciences major at SUNY Binghamton, is the son of **Maida Tabb**, a member of CSEA Local 351. Pictured with him are, from left: **Dutch Wade**, statewide Scholarship Committee representative; **Harriet Hart**, president of Local 351; and **Maida Tabb**.



**TINA LAURICELLA**, center, of New City, is the Region III winner. She is a sophomore studying marketing and finance at the University of Maryland. Her mother, **Anna**, far right, is a member of CSEA Local 844. Also shown, from left, are Local 844 President **Vicki Lee Pound**, Region III President **Pat Mascioli** and Rockland County Unit President **Vicki Burton**.



**STACY LAURIN**, second from right, receives her scholarship from Region IV President **C. Allen Mead**. The daughter of **Marcel and Beulah Laurin**, she is completing her nursing studies at Clinton County Community College. She has won four CSEA scholarships, including an Irving Flaumenbaum award. Her parents are also shown in the photograph. Her father works for Chazy Central School District.



**MICHAEL J. ABBOTT**, center, won the Region V scholarship. He is an engineering student at SUNY Stony Brook. The son of **Mr. and Mrs. Roy Abbott** of Fulton, he also received an Irving Flaumenbaum scholarship. With him are **Dale Dusharm**, left, president of Local 611 and his father, **Roy Abbott**, a member of Local 611.



**NICK RODAK**, left, is the Region VI winner. With him are, from left: his mother, **Wendy Reger**; **Art Howell** of the Region VI Scholarship Committee; **Bruce Paul**, president of CSEA Local 178; and Region VI President **Robert L. Lattimer**. Nick is studying pre-veterinarian science at Cornell University.



**CHRISTINE D'ADDARIO** is the Region I McDonough scholarship winner. Her mother, **Barbara**, is a member of CSEA Local 870. A student at Pace University in Pleasantville, Christine was a 1985 winner of the Flaumenbaum scholarship.

# At Suffolk County hearing CSEA discusses women's issues

By Sheryl Carlin

**CSEA Communications Associate BRENTWOOD** — Tackling tough issues, CSEA Region I Fourth Vice President Carol Guardiano recently gave testimony at a public hearing on issues affecting women in Suffolk County.

The hearing, sponsored by Suffolk County Executive Patrick Halpin, covered topics including sex-based discrimination, the need for VDT regulations, day care, the nursing shortage and sexual harassment.

"CSEA has been a vocal participant in the discussions about sex-based wage discrimination," Guardiano told the Advisory Board of the Suffolk County Office For Women in front of a standing-room-only crowd.

She referred to the CSEA/AFSCME pay equity suit against Nassau County which asks the federal court to eliminate

discriminatory pay practices and for prospective relief and back pay.

"A study by CSEA Local 830 found a high degree of sexual segregation in job titles and determined that one-third of all women workers, but only five percent of all male workers, were concentrated in the three lowest salary grades, with women accounting for almost 90% of employees in these grades," Guardiano said.

CSEA strongly advocates passage of VDT legislation which will protect the health and well being of all public employees who work on computers, she said.

Issues including alternative work schedules, protection for pregnant employees and ergonomically correct work stations should be addressed, she said.

Guardiano used the day care system at Pilgrim Psychiatric Center as an example of a successful program.



Carol Guardiano

"This program was started four years ago as part of a bargaining agreement. The state provided \$10,000 in seed money," she said.

"At the state level, CSEA endorses legislation that requires state agencies with more than 250 employees to provide day care services to employees with children under the age of six," she added.

The serious nursing shortage must be addressed, Guardiano said, and key issues are working conditions, salary, flex time, child care and improved health and salary protections.

Finally, Guardiano spoke about sexual harassment.

"Unwanted sexual advances that are a condition of employment should not be tolerated, but often are out of fear of retribution," she stated.

"We must deal with the problem collectively. The sooner we make it clear that we will not tolerate this behavior, the better off we'll be."

Guardiano closed by telling the panel that within its ranks, CSEA has a wealth of information and a storehouse of innovative ideas and creative solutions.

"CSEA stands ready and able to help," she said.

Region I Political Action Coordinator Stephanie Teff assisted Guardiano in developing testimony for the hearing.

**"Unwanted sexual advances that are a condition of employment should not be tolerated, but often are out of fear of retribution."**

—Carol Guardiano

## CSEA wins trio of decisions on behalf of Onondaga County public service dispatchers

SYRACUSE — Do good things come in threes?

Dan Herlihy, president of the Combined Services Unit of CSEA Onondaga County Local 834, and Marcia Hatherill, a unit steward, say "yes" and cite three recent union victories.

"These wins are particularly significant because they all deal with public service dispatchers, civilian employees of the Sheriff's Department," Herlihy said.

"Although it's not unusual to win a decision, we feel three awards in the same department in a short span of time is rather unique. I'm pleased with the awards and want to acknowledge the special efforts of Local 834 President Dale King and Steward Marcia Hatherill, as well as the professional assistance of CSEA Attorney Jeff Armstrong and staff field representatives Ron Smith and Chris Jamison."

In reviewing the victories, Herlihy and Hatherill asked that employee names not be used.

### DUTY MANUAL ISSUES

Two of the decisions centered on the issuance of a Sheriff's Department Duty Manual June 10, 1986. CSEA claimed the manual itself was a violation of the terms and conditions of the contract and should not

apply to civilian employees. In a related matter, a dispatcher was given a written reprimand for not shaving off his beard according to manual rules. CSEA filed an improper practice (IP) charge.

After a long series of postponements and delays, the IP hearing was finally scheduled. Days before the hearing the county offered a settlement. In the agreement, the county acknowledged the manual does not apply to CSEA members. In regard to the beard issue, the arbitrator ruled the Sheriff's Department did not have "just cause" for the reprimand and ordered the employee's record cleared.

### THE THIRD WIN

In November 1986 an employee requested two months paid sick leave to be used in January and February 1987 for disability due to pregnancy.

She also requested six months of unpaid maternity leave between March and September 1987. The county responded by allowing only six months leave of absence; with January-February as paid sick leave, and the following four months as unpaid childbirth leave. CSEA filed a grievance.

The issue: whether or not usage of paid sick leave accruals by a pregnant employee is counted as part of the contractual right to



**WINNING SMILES** are the order of the day as Marcia Hatherill, steward, and Dan Herlihy, president of Combined Services Unit of Onondaga County Local 834, review three recent grievance wins affecting public service dispatchers in the Sheriff's Department.

a six-month leave of absence for childbirth.

The arbitrator agreed with CSEA that under the contract "sick leave and childbirth leave are two distinct and separate leaves."

In sustaining the grievance, the arbitrator awarded the employee a two-month childbirth leave, providing four weeks advance notice is given.

# More work to be done



ATLANTA, GA. — CSEA was well represented by more than 90 activists at AFSCME's recent national Women's Conference.

"There was great enthusiasm and it was encouraging to see so many new faces, not just from CSEA but from all across the country," said CSEA statewide Secretary Irene Carr, who also serves as the chairperson of AFSCME's national Women's Committee.

"CSEA has made progress on issues such as pay equity and day care in recent years and I think many of our people came away from this conference realizing that while we still have a way to go in New York, we're miles ahead of other

states."

"We have to strengthen our own gains, but we also have a responsibility to help raise the standards for our sisters and brothers in other places," Carr commented.

"We really shouldn't take anything for granted," added CSEA statewide Women's Committee Chairperson Helen Zocco. She said that point came home when talking to a social worker from Louisiana who hasn't received a raise in seven years.

The AFSCME program included a workshop on women's legal rights and an open question-and-answer session with AFSCME President Gerald McEntee and Secretary/Treasurer William Lucy.

## Men's Committee? Yes, Men's Committee

BROOKLYN — It sounds unusual at first, but if members of the Brooklyn Developmental Center CSEA Local 447 continue the success they've had so far, organizing men's committees may become commonplace throughout the union.

"Women's committees do a fine job of providing education, information and mutual support around their issues," said Men's Committee Chairperson Leverne Johnson. "But men have some different issues and we believe we're the first local in CSEA to establish this type of resource for CSEA men."

Because of their unique approach, this trail-blazing group will be kicking-off the May 13-15 Region II Spring Workshop planned for Pinegrove Ranch. They will describe the videotaping of their initial project, an all-male stress workshop conducted recently.

According to Dr. Irwin Mansdorf of the Behavioral Stress Center who conducted the program, it's important for men to recognize signs of stress, where it comes from and that it is a "controllable phenomenon." Mansdorf endorses the notion of all-male stress workshops, emphasizing that when the sexes are "mixed together," participants "tend to get more defensive."

Reinforcing the importance of men identifying and coping with stress, the latest issue of the New England Journal of Medicine details a study linking mental stress in daily life to catastrophic cardiac events including heart attacks and sudden death.

"Sometimes you have an upbringing that makes you hold everything inside; it's like a macho thing where men are not supposed to be whining," said men's committee member Bow Draper, a BDC therapy aide for 11 years. "But everybody needs somebody to talk to and it's just easier for men to communicate with other men."

Local 447 President Denise Berkeley enthusiastically endorses the efforts of the men's committee to provide educational,



recreational and support programs for CSEA men.

"This committee is important because it addresses a minority in the mental health system. Men are in the minority here and suffer tremendous pressure caused by understaffing," she said.

The committee is planning a salute to CSEA fathers with a special Father's Day program in June. They attended the AFSCME International Women's Committee program in Atlanta recently to learn how CSEA men can lead the way in establishing networking among men's committees they hope will form throughout the union. (See story, above)

Committee member Douglas Donald thinks his participation in the Men's Committee is making him a better parent. In raising two teenage sons he says, "I stress for them to be more open than the way I was raised. I think I'm more flexible, open-minded and outgoing than my parents."

Committee member Larry Hickson, father of an 11-year-old daughter, added with pride "we are trying to make our children's lives better, learning how to deal with problems at home differently. I think this is a strong foundation whereby we can serve as role models to other men in the facility. Together, we can do much more!"

# 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

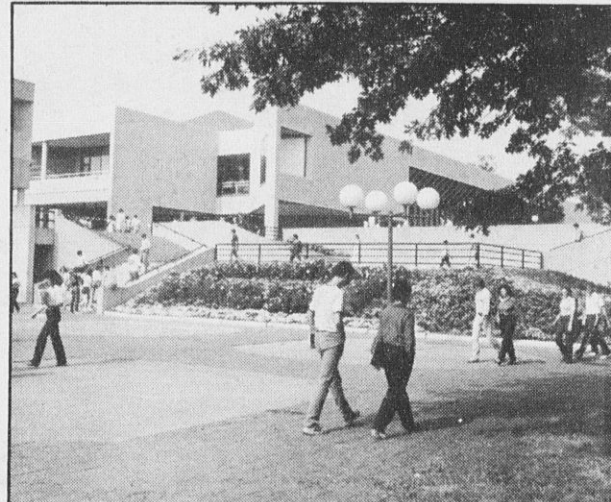
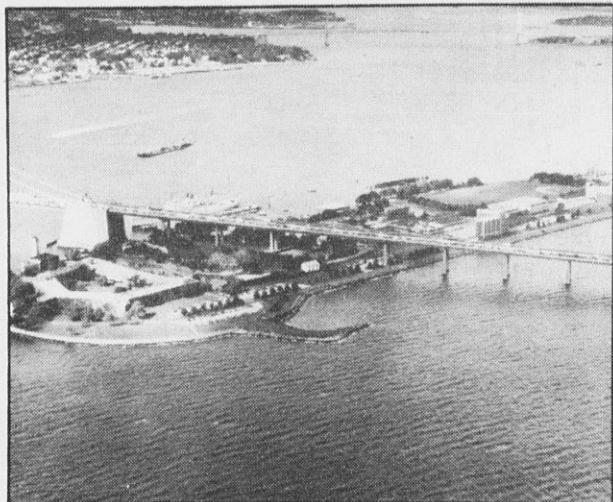
Plattsburgh and SUNY Maritime College.

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 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.

### FOR INFORMATION AND RESERVATION FORMS, CONTACT

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

## SUNY AT BUFFALO

A new light-rail rapid transit subway puts recently invigorated downtown Buffalo just 15 minutes away from the campus.

### 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.

### 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.

### 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

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)

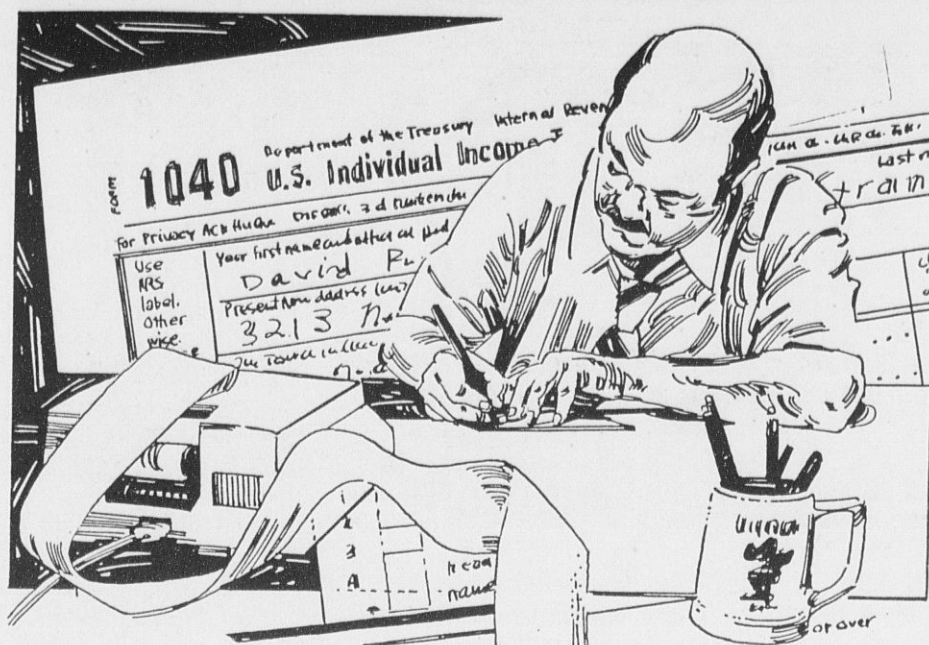
NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_

PHONE \_\_\_\_\_



# The IRS wants



to tax your vacation and sick leave accruals.

What do you think?



**BARBARA BIENICKI**  
West Seneca  
Developmental Center  
Local 427  
Region VI

"I think it is extremely wrong because we gained accruals in place of more money. It will encourage people to take time off."



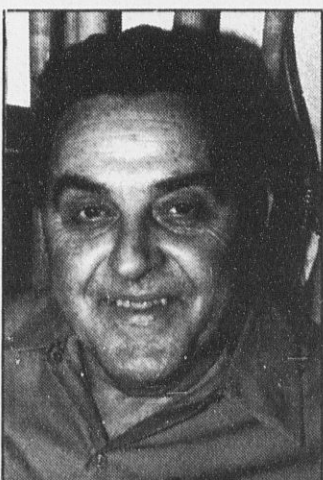
**DENISE BOYD**  
New York City  
Dept. of Labor  
Local 350  
Region II

"I really oppose this because it's not fair to tax our accruals. What will happen to those who have saved up a lot of time in years of state service? Will it encourage people to start using up all their time?"



**SHARON KEESLER**  
Broome County  
Local 804  
Region V

"To tax people on unused sick time is disgusting. If people accrue time, that's commendable. They're not abusing it as public employees are accused of. If people are taxed, I think they'll see a turnaround and people will use sick time more."



**WALTER SLATIST**  
Suffolk County  
Educational  
Local 870  
Region I

"I don't think that's a very good plan. I think it's unfair to somebody who saved up that time to utilize later."



**BERGIT PALTRIDGE**  
SUNY, New Paltz  
Local 610  
Region III

"I feel rotten about it. We're being taxed to death!"

**LORI ANN BAKER**  
James E. Christian  
Health Center Dept.  
Local 664  
Region IV

"From an operational point of view, you'll see greater absenteeism in the workplace. From a fairness point of view, why should the IRS see us differently than the private sector."



**CSEA  
Camera  
Close-Ups**



## Kudos to Carr

Accepting an award for her service as chairperson of the AFSCME International Women's Committee, a smiling CSEA statewide Secretary Irene Carr was greeted by more than 500 women activists from CSEA's sister union District Council 37. The award was made during Women's History month celebration at DC 37's Manhattan offices.

After thanking DC 37's Women's Committee Chairperson Louise DeBow, (pictured with Carr at left), Carr joined with AFSCME Assistant Women's Rights Director Cathy Collette and DC 37 Executive Director Stanley Hill in saluting the spirit and enthusiasm of AFSCME women and their contribution to the union movement.

# 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.

## Visions of sugarplums all blurry for Amber

By Daniel A. Campbell  
CSEA Communications Associate

ALBANY — No one starts earlier than when he or she stops to help a child. The holiday season transforms public employees in the Capital Region into busy elves helping out on numerous holiday projects. Some may be involved with Toys for Tots, others may collect food for restock fast-food restaurants, others work with holiday meal programs.

This year, there is one special child who needs a lot of love from everyone. Her name is Amber and she is the two-and-a-half-year-old niece of a CSEA member.

While others will wake on Christmas morning wide-eyed to see what Santa has left under the tree, Amber will only be able to see out of one eye. Retinoblastoma, a rare form of cancer affecting the eye, strikes every 20,000 children, claiming her right eye in October. Her Christmas morning will be bleak indeed.

It would be nice to say that Amber's illness was covered by Medicaid or some other type of insurance, but before Amber's illness was diagnosed, her family was unemployed.



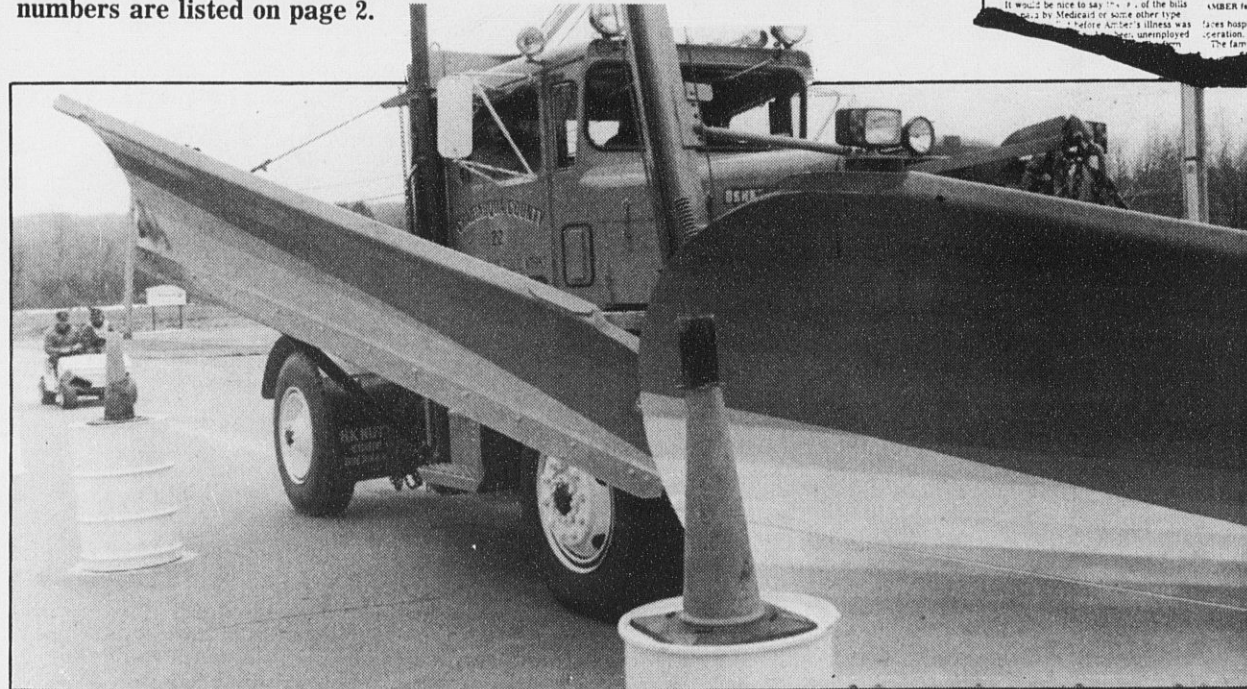
AMBER faces a bleak Christmas. She faces hospitalization for a third knee operation. The family has not become self-absorbed.

## Thank You!

Remember that little girl who needed your help at Christmas time?

Well, you did help her and her family.

Now Amber wants to say thanks CSEA — you have a big heart!



**FOURTH ANNUAL SNOW PLOW COMPETITION** — CSEA members from Chautauqua County, state Department of Transportation locals and various town units from throughout the region recently had a chance to show off their driving, plowing and maneuvering skills once again. The Chautauqua competition is an annual event that affords participants a shot at fun and prizes. The event consists of an obstacle course to show how skillfully drivers can handle their big rigs. It's usually held after the snows have melted — otherwise all the competitors would be out on the job.

## Mother's Day message

"Motherhood is a two-way street," said CSEA Region II Women's Committee member Marilyn Coote as she signed a Mother's Day card to her U.S. representative.

At their April meeting the regional Women's Committee decided to support the Older Women's League 1988 campaign to blitz members of Congress with Mother's Day greetings that say: "This is Mother's Day — and all through the year — older women need your vote!"

According to committee Chairperson Harriet Hart, "the problems of mid-life and older women need to receive much more attention. That's one reason our upcoming July 29-31 regional Women's Conference is focusing on 'Growing Older: Getting Better.'"

There are still slots open to members wishing to attend the regional Women's Conference. For reservation and cost information, please call Fran Inglima at Monte Travel (718) 987-6900.



## Heroes under fire



Two Mt. Vernon School District CSEA members have been commended by that city's fire chief.

In a recent letter to the superintendent of schools, Chief Henry Campbell said that on the afternoon of April 13, Gene Lewis and Carmine Mangano spotted a fire in a house located at 325 Hussey Avenue.

"One of the men went to a nearby fire alarm box to summon this department while the other entered the house to alert the occupants who were totally unaware of what was going on.

"Had it not been for the swift and decisive actions, surely the damage to the house would have been much more extensive," said Campbell. "I therefore wish to commend them for their actions and that a copy of this letter be placed in their personnel files," he concluded.

## Help!

Region III Secretary Madeleine Gallagher will never forget Easter Sunday 1988 — it was the day her house burned down.

Gallagher was visiting her husband in the hospital — he recently suffered a stroke — when she received a call from her daughter that there had been a fire at home.

"Everything is gone, furniture, clothing, everything, Thank God everyone got out of the house in time," she said.

Although the house is insured, the money that Gallagher will receive will not cover half of her necessary expenses.

CSEA members and friends who wish to help Gallagher can send donations to her care of the Region III office, R.R. 1, Box 34, Old Route 9, Fishkill, N.Y. 12524.

# NOTHING MUCH TO SMILE(Y) ABOUT AT SUNY NEW PALTZ

By Anita Manley  
CSEA Communications Associate

NEW PALTZ — Warning: Working at SUNY New Paltz can be hazardous to your health — and to your job security.

Just ask Gayle Weisberg. Weisberg is a SUNY employee who splits her workday as a secretary in two departments in different buildings. One of those buildings is the Smiley Arts Building, which she says is the hazardous part of her job.

Or at least Weisberg used to work in the Smiley Arts Building. Since encountering serious health problems she has refused to enter the building on the advice of her doctor. She has recently been served with a notice of discipline by administrators for refusing to work there.

"My doctor told me to stay out of the art building," said Weisberg, who is but one of a number of employees in the building to experience health problems.

Weisberg's health problems began with a rash that wouldn't go away, headaches and sinus problems. A severe eye infection followed, which her doctor said was caused by ceramic dust in the air in her work area. It was at this point the doctor advised her to stay out of the Smiley Arts Building.

"There were times that I felt so sleepy that I could hardly keep my eyes open" while working in the building, Weisberg said.

She wasn't the only one — other employees had the same problems with varying severity. CSEA officials said three professors who work in the building are under treatment with an allergist due to irritants in the building. Three secretaries, complaining of health problems, have requested transfers out of that building in the past 10 years.

SUNY New Paltz CSEA Local 610 President Diane Lucchesi said the sources of many of the problems are evident. They include a serious lack of ventilation and the presence of numerous toxic and hazardous chemicals.

College officials have been aware of environmental dangers in the Smiley Arts Building for some time, Lucchesi said. A health and safety committee commissioned by college President Dr. Alice Chandler presented a report in 1984 which identified major problems.

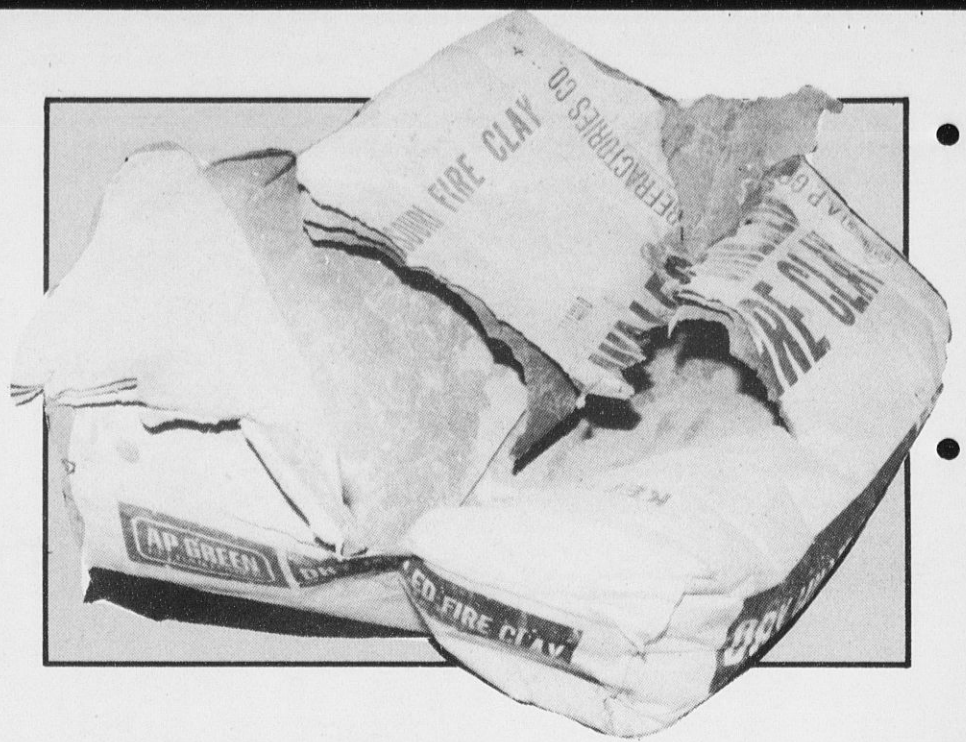
Only a few of the many recommendations by that committee were ever carried out, Lucchesi said, mostly because the state has not made funding available for necessary repairs and renovations. The study was commissioned by Chandler to justify a request for state funding for a new building. That request was denied, as were requests for funds to carry out renovations recommended in a second study by an architectural/engineering firm last December.

Meanwhile, students and college personnel alike continue to

KILNS RAISE TEMPERATURES of classrooms and offices up to 110 degrees during warm weather. Lack of ventilation keeps heat and dust inside the building.



GAYLE WEISBERG suffered several health problems after working in the Smiley Arts Building.



CLAY DUST is everywhere in many rooms in the Smiley Arts Building. Open bays of clay mixture, above, are common.

work and study in the Smiley Building.

Lucchesi says she's determined to have the Smiley Building cleaned up.

"Close it down and clean it up or build another building," she said. "Something has to be done."

Staff shortages contribute to the problem as well, according to the CSEA president.

"The custodial staff can't tackle this alone. It's a physical impossibility," she stated.

Still, less than 24 hours after CSEA issued a press release recently describing conditions at the building, the college administration reacted by having the custodial staff work 19 hours straight on a weekend to clean up the building.

CSEA officials called the weekend clean up "cosmetic" and an inadequate solution to the overall health problems. Union officials noted the clean up effort was coincidental with CSEA's release of information to the news media and a visit of state budget representatives to inspect the building.

"I don't know what the 'powers that be' think they're accomplishing by painting lockers and waxing floors," said Lucchesi. "The fact is, this building is still a dangerous place to work and it's going to take more than a cleaning crew to resolve the serious problems here."

For her part, Lucchesi has filed a health and safety complaint with the Department of Labor and has requested that air samples be taken in the building.

As for Gayle Weisberg, she has been temporarily assigned fulltime to another building. The notice of discipline, however, has not been withdrawn.

