

YOUR 1989 CSEA CALENDAR ENCLOSED

THE PUBLIC SECTOR

Official Publication of The Civil Service Employees Association, Inc., Local 1000,
American Federation of State, County and Municipal Employees, AFL-CIO

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Happy Holidays

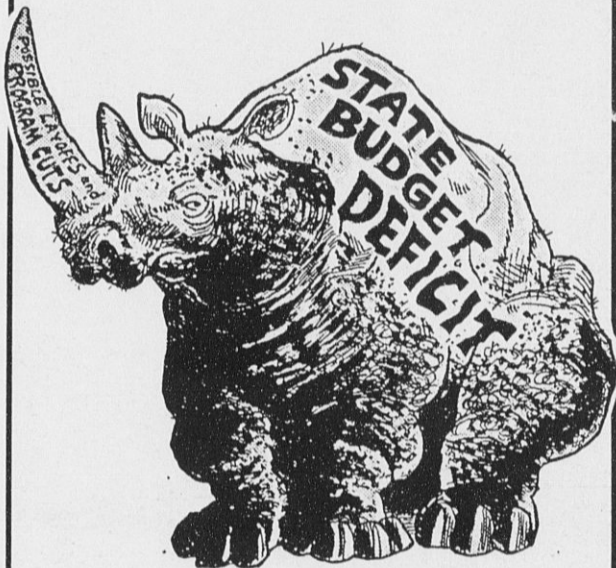
from the officers and staff

The Civil Service Employees Association



INSIDE

**HELPING
BECAUSE
HUNGER HURTS!**
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MOVED?

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

CHANGE OF ADDRESS

Name _____ Social Security No. _____

MY OLD ADDRESS WAS:

Street _____
City _____ State _____ ZIP _____

MY NEW ADDRESS IS:

Street _____
City _____ State _____ ZIP _____

My employer is: _____

My work location is: _____

I am a member of CSEA Local _____

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

1989 vacation schedule

If you're one of those people who plan well in advance, you'd probably like to know exactly what days you'll be having off as paid holidays during 1989.

As with any contractual matter, you should refer to your union contract for guidance. Specific paid holidays will be listed in your contract. CSEA negotiates several hundred contracts and holidays vary from bargaining unit to bargaining unit in the union's local government division.

About one-half of CSEA's total membership, however, consists of state division members covered under a handful of contracts where holidays are consistent.

Negotiated paid holidays are a significant union achievement and rules

and regulations governing their observance constitutes important portions of contract articles dealing with attendance, leave and compensation.

As a general rule, holidays which fall on Sunday are observed on the following Monday and the state may designate a day to be observed as a holiday in lieu of holidays which fall on Saturday. Compensatory time off may also be granted for Saturday holidays and employees scheduled or directed to work on Saturday holidays may receive additional pay in lieu of comp time.

Following is the calendar of legal holidays for state employees for 1989 as listed in the Attendance and Leave Manual of the state Department of Civil Service.

Monday, Jan. 2
Monday, Jan. 16
Monday, Feb. 13
Monday, Feb. 20
Monday, May 29
Tuesday, July 4
Monday, Sept. 4
Monday, Oct. 9
Tuesday, Nov. 7
Saturday, Nov. 11
Thursday, Nov. 23
Monday, Dec. 25

New Year's Day (observed)
Dr. Martin Luther King Jr. Day (observed)
*Lincoln's Birthday (observed)
Washington's Birthday (observed)
Memorial Day
Independence Day
Labor Day
Columbus Day
Election Day
**Veterans Day
Thanksgiving Day
Christmas Day

* The state has designated Lincoln's Birthday to be observed as a floating holiday in 1989 by state employees in certain negotiating units. State offices will be open on Monday, Feb. 13. Employees may select, on an individual basis, the dates upon which they will observe such floating holidays, consistent with the reasonable operating needs of the state.

** Veterans Day, Nov. 11, falls on a Saturday. Employees who are entitled to time off with pay on days observed as holidays shall be granted compensatory time off, or the state may designate another day to be observed as a holiday.

Be certain the name and number match

The Social Security Administration (SSA) is reminding employees to be sure their employer has printed the correct name and Social Security number on their pay stubs and Form W-2 (Wage and Tax Statement) at the end of the year. If the number or the name differs, the employee should advise the employer immediately so the employer can report the correction to SSA.

A correct name and number are important because the earnings serve as the basis for future eligibility, and the amount of monthly retirement, disability and survivors'

insurance benefits for the worker and his or her family.

The SSA advises employees to check their Social Security records every three years. SSA offers a Personalized Earnings and Benefit Estimate Statement, which will give employees of any age an estimate of their future benefit checks. You may call a toll-free number (1-800-937-2000) to request Form SSA-7004 (Request for Earnings and Benefit Estimate Statement). The form should be completed and mailed according to instructions. The personalized statement will be sent in two to three weeks.

THE 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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Erie County budget bashed

CSEA's Lattimer says "failed leadership" produces lousy budget

Editor's Note: Despite strong opposition from CSEA and numerous community groups and agencies, the Erie County Legislature has adopted a budget calling for the elimination of more than 400 positions, a severe reduction in services and a 15 percent property tax increase. Several CSEA officials testified at a budget hearing that jobs and services cuts were unnecessary based on a union analysis of the then proposed budget, but that evidence was ignored.

By Ron Wofford
CSEA Communications Associate

The Erie County Legislature's inability to adopt an alternative to the 1989 budget that means layoffs or elimination of about 400 jobs is an example of failed leadership, according to Robert L. Lattimer, CSEA Western Region president.

"The budget adoption by default," said Lattimer, "shows County Executive Gorski and the legislators are more interested in scapegoating loyal, hardworking county

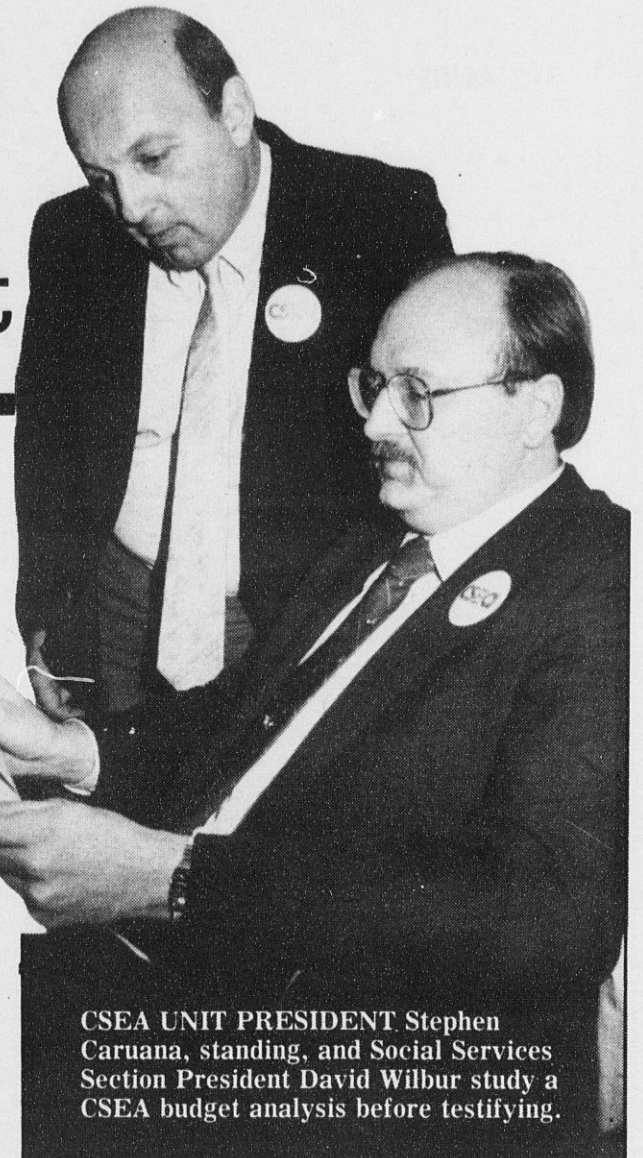
employees and hamstringing county services than they are in finding a viable, sensible way to avoid needlessly hurting people.

"It's true that the previous administration put together a number of phony budgets for political purposes, but that's no reason for this one to blindly follow suit. Gorski passed the buck to the legislature, and they one-upped him by passing it back to him — like a hot potato. They all got out of this as easily as they could," Lattimer charged.

"Maybe," Lattimer mused, "we should try to package them along with the non-productive Buffalo Sabres (NHL hockey team), and make a trade with someone, from somewhere around the world, for some real leadership."

The Erie County public needs to find leaders "willing to deal openly and honestly and objectively in problem situations such as this," Lattimer said.

"The legislators earlier had said that there was no way that the budget would be passed by default. 'It's the worst thing that could



CSEA UNIT PRESIDENT Stephen Caruana, standing, and Social Services Section President David Wilbur study a CSEA budget analysis before testifying.



CSEA REGION VI President Robert L. Lattimer speaks into a bank of microphones as he testifies during a hearing concerning the proposed Erie County budget. Lattimer told county legislators funds are available that would eliminate any need for layoffs.

happen,' they said. But look at where we are now."

The regional president also criticized the too-short budget deliberation process, as well as the often-confusing budget layout method the county executive used.

"It is incomprehensible that an \$814 million budget plan is presented for public examination and response in only three weeks time. And our professional budget examiner, with seven years of budget analysis experience, called it one of the most difficult and purposely confusing documents she has ever tried to read. The County needlessly exaggerated the problem," Lattimer claimed.

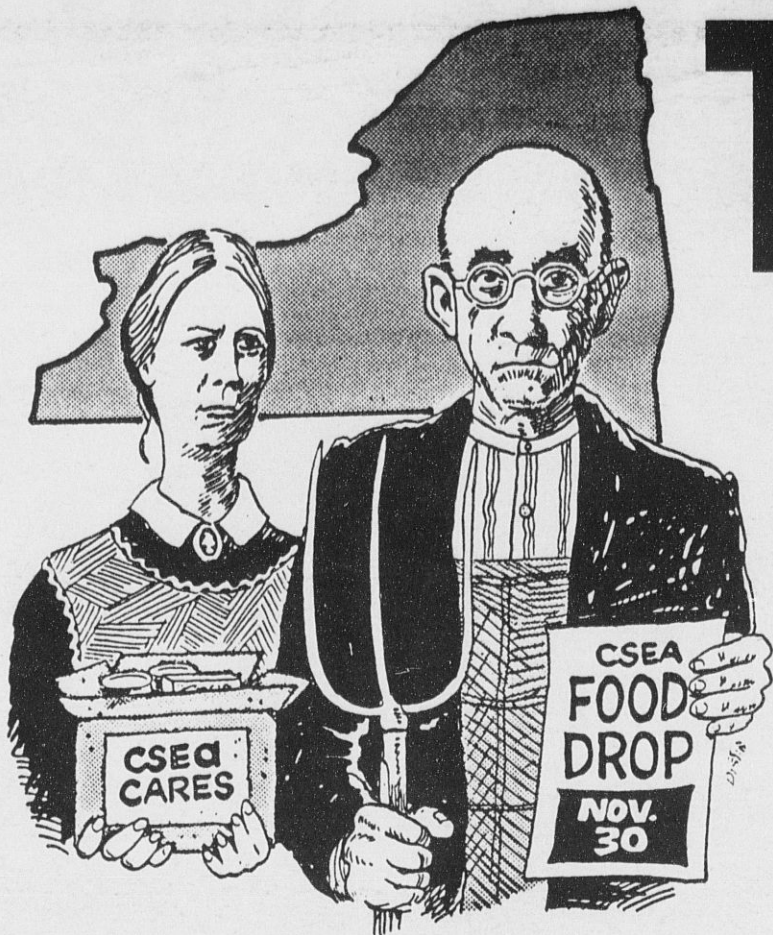
"We offered them a list of viable alternatives based on our professional analysis, but they ignored them," Lattimer said. "Dennis Gorski is directly responsible for cuts in county services, because of his actions or inactions."

Lattimer offered a prediction affecting county employee in the near future as a result of the impending layoffs resulting from the budget:

"The county will crack down on employees because the staff shortages the county created will lead to a decrease in delivery of county services."

The Region President said he is meeting with a steering committee of CSEA county employee activists to decide strategy for further reaction to the budget alternative failure.

THANKS!



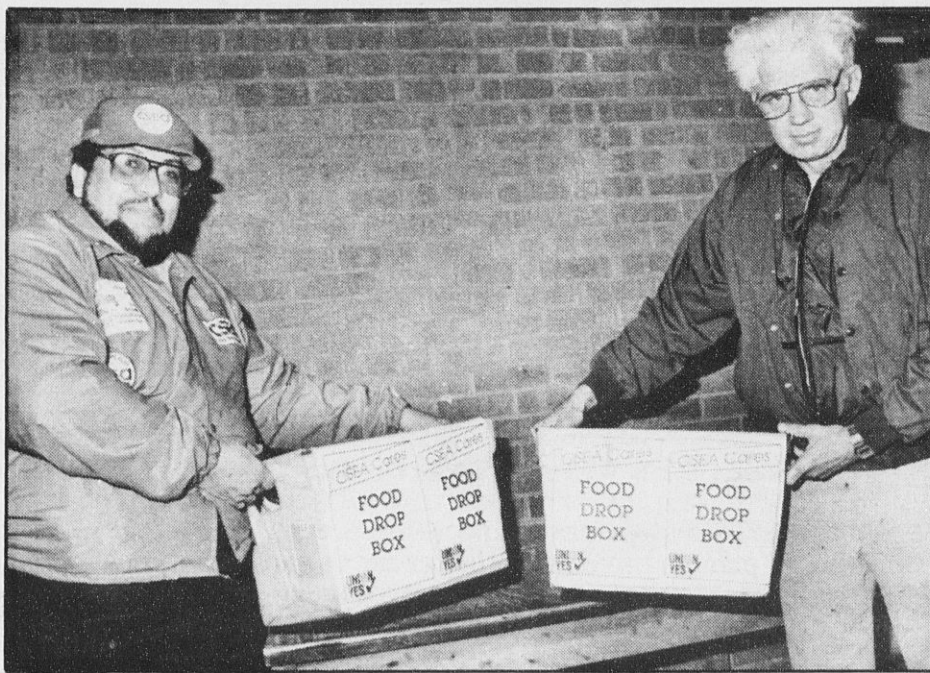
"American Ethic"

When there is a need, CSEA members respond. And members did themselves particularly proud this holiday season, donating tons of food products that are helping make life a little brighter for the hungry, the helpless and the homeless across the state.

In keeping with a strong union tradition of responding in time of need and in the spirit of the season, members in dozens of worksites contributed to a statewide "CSEA Cares Food Drive" that helped stock the shelves of community food pantries, with more help on the way.

"This was the first time we've made this kind of effort on a statewide basis," said CSEA President Joe McDermott. "It was our hope to raise awareness about the hunger problem in many of our communities and at the same time to make some impact. Even

(Continued on Page 5)



CSEA JUDICIAL LOCAL 335 President Ralph Hesson, left, presents food donations to Jamie Girls of the Buffalo City Mission.



BUFFALO STATE EMPLOYEES LOCAL 003 President Kathy Fetzer, center, and member Dick Ballard, right, make a large donation of food products to Major Alma Hewlett, director of the Buffalo Salvation Army Golden Age Center.



DOZENS OF CARTONS FILLED WITH FOOD are picked up by CSEA Capital Region Food Drive Coordinator Ed LaPlante at the New York State Teachers Retirement System CSEA Local 658 office. Assisting is Local 658 Vice President Linda Swietlicki.



TWO LARGE BINS OF FOOD prove Environmental Conservation Main Office Local 655 members care. Local 655 President Mary Mallgraf and Vice President Maria Mesiti prepare the bins to receive collections.

Your generosity feeds the hungry

(Continued from Page 4)

though we took on this project on short notice, I think we've done that."

McDermott said CSEA will coordinate similar projects in the future and not just at holidays.

While some individual CSEA locals and units have conducted food drives for many years, this marked the first coordinated statewide effort by the union.

"A lot of people need help and we're happy to try to help them," said Niagara County CSEA Local 832 President Dick McIntyre, whose local conducted its first drive this year.

"We're making a big push at the grassroots level —our aim is tons and tons of food," agreed Oneida County Local 833 President Dorothy Penner-Breen, whose local is also participating for the first time. "The union should be more involved in projects of this kind."

Most regions have completed their food drives but collections are continuing in 19 counties in the Central Region.



DUTCHESS COUNTY HIGHWAY DEPARTMENT employees Keith Longbard and Bill DiNapoli help unload groceries for a trip to the Dutchess County Outreach Agency in Poughkeepsie.



FOR A GOOD CAUSE — CSEA Tax and Finance Local Teddy Bear Committee members pose with some Teddy Bears. From left are Jayne Gibson, Ed Risenburg, Andrea Notar, Ron VanArnum, Donna Perone, Kit Barbour and Local 690 President Carm Bagnoli.

Bearing down on hunger

Tax and Finance Local 690 members again this year conducted a contest involving dressing teddy bears. Members dressed several hundred teddy bears, 475 of which were eventually donated to the Toys for Tots program. Another 25 teddy bears were auctioned off to department employees, raising \$500 which the local donated to the "CSEA Cares Food Drive."

Through the cooperation of the Food Bank in Albany, that contribution was used to purchase nearly 300 cases — \$6,000 worth — of food for the needy.

"We're planning to do even better next year," said Local 690 Teddy Bear Committee Chair Donna Perone.



ON LONG ISLAND, CSEA members donated food items to the Pronto Community Pantry in Bayshore, the Interfaith Nutritional Network in Hempstead and the Long Island Council of Churches Community Pantry program. Here Pronto volunteer Charley McCafferty, CSEA Region I President Jerry Donahue, CSEA Political Action Coordinator Stephanie Teff and Sister Mary unload cartons of food contributed by union members.



HELEN ZOCCO, left, president of Dutchess County CSEA Local 814 talks with Beverly Closs of the county Outreach Agency about distribution of food to the needy. The organization also refers families in need of financial aid to state and local agencies.

Taking political action

Sean Egan: CSEA's new PAC chair

ALBANY — When Sean Egan accepted the appointment as full-time chair of the CSEA statewide Political Action Committee (PAC), he had 10 years of union activism behind him and a strong belief in the political clout of the state's largest public employee union.

"One of the things we need to do is educate our members on the legislative and political process, union issues and the potential that exists in CSEA to make things happen," Egan said in a recent interview. "We need to develop a rapport between CSEA headquarters and the state Senate and Assembly. We need to show them that we're willing to work with them, but also willing to stand up when we need to and get our members to stand with us when we do."

Egan, who was appointed PAC chair in September, joined CSEA in 1978 when he became an Ulster County social services case worker. After two years of attending union meetings and voicing his opinion, Egan was asked to run for unit president. He won, and in 1983 was elected Ulster County CSEA Local 856 president.

"Political action has always been something I've been very big on," Egan said. "Our members have to realize that, like it or not, as public employees, we work for politicians."

One of his first concerns as local president was political action. Usually, the local endorsed Democrats for each of the 33 seats in the Republican-controlled county legislature. He started examining candidates' qualifications and records and the local began to endorse candidates based on their qualifications, not their party affiliation. That helped build working relationships with the legislators, he explained.

"Since then, and I think it's due to the political process, we've had three successful contracts," he said. The last contract he helped negotiate was the first to be settled before the previous contract expired.

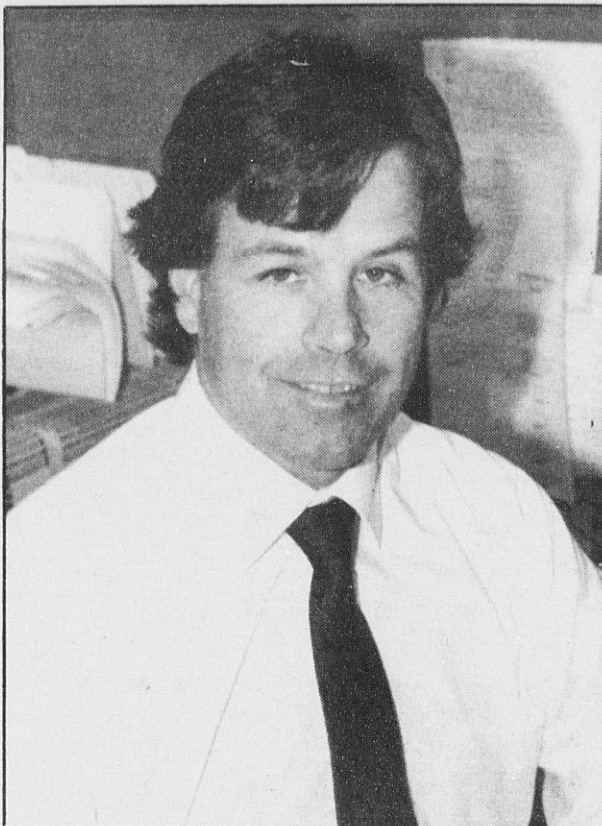
"We also developed through the political process one of the strongest labor/management committees in the state," he added. The Ulster County Labor/Management Committee has won national recognition for its success.

"I think between political action and labor/management, we have the key to unionism."

In his new role as statewide PAC chair, Egan plans to reach out to as many members as possible. He has already begun meeting with the regional PACs and will also meet with local PACS.

"From my point of view, the statewide PAC chair need to be more visible to the state Legislature and to our members," Egan said. "We need to keep in touch with what the members want. If they feel they are left out of the process, they're not going to unite."

Even if members vote in opposition to



Sean Egan

CSEA goals on occasion, Egan explained, at least they are part of the process.

"The bottom line is that it is our obligation to get the members to realize that political action is the vehicle we have and the vehicle that will give us the best contracts and the best working conditions," he said. "I think if you can show them that and show them some success, they'll rally behind the union and vote."

That is particularly important and challenging with local governments, Egan said, because there are so many local governments and elected officials.

"Local government is an area we need to concentrate on. However, it's a monumental task. Rather than just one government, you have many," he said. "It's a lot harder to organize. You need a lot more people and many more resources."

CSEA is also working to offer resources — in-kind services such as mailings — other than just financial aid to candidates so that they can see a clear connection between CSEA and a

"We need to keep in touch with what the members want."



"Our members have to realize that, like it or not . . . we work for politicians."

victory, Egan said. For example, providing phone banks, volunteers and mailings is a more visible sign of CSEA's clout than a check, he said.

But even when CSEA's side doesn't win, political action serves a purpose.

"You don't have to win every single race," Egan noted. "You just have to show whoever is in power that you can make a difference in someone getting elected or not."

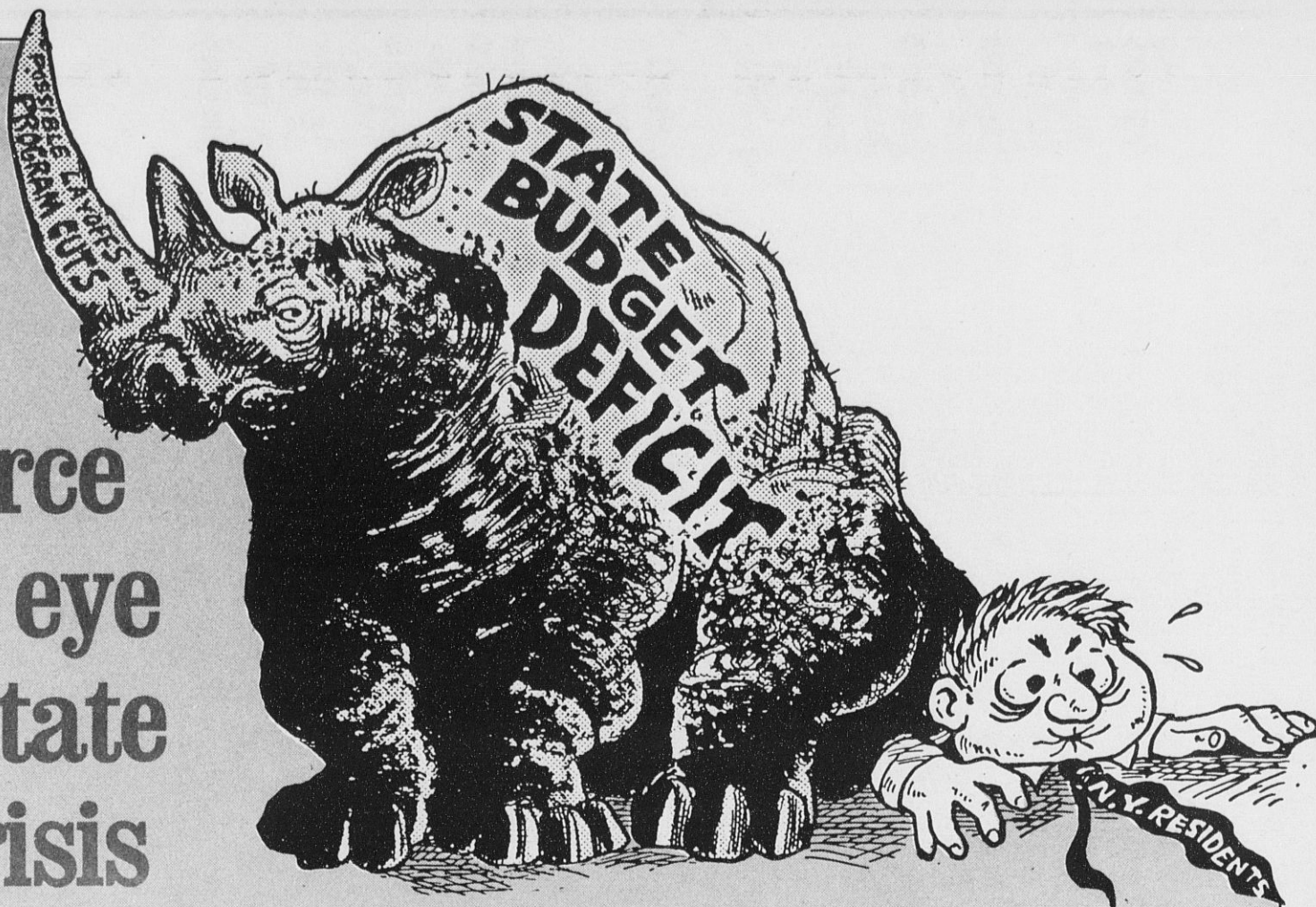
To help strengthen CSEA's political clout, the Legislative and Political Action Department is working with AFSCME to develop a political action training program for activists in addition to working on long-term strategies and goals for the union, Egan said.

The 1989 CSEA Legislative Package is in the process of being developed, but already, Egan said, three key issues have emerged: the staggering state budget deficit; agency shop for local government employees; and the reform of Resource Utilization Groups (RUGs), the reimbursement system that threatens the survival of county nursing homes.

While the budget crisis is going to be a tremendous problem, Egan said that it has provided some political pluses.

"My experience is that when you have a crisis in the political arena, good politicians and good unions realize you either sink or swim together," he said. "We realize we're going to have to work together (on the state budget crisis). They need our help, we need theirs."

CSEA Budget Task Force keeping eye on the state fiscal crisis



ALBANY — While Democrats and Republicans continue a partisan argument over the extent of a state budget deficit, CSEA is taking the budget crisis seriously. CSEA's Budget Task Force has been meeting for weeks to determine the best approach to the deficit.

Acting on recommendations from the union's Budget Task Force, CSEA President Joe McDermott recently urged the state to take a course of action that includes eliminating all planned income tax cuts until the state's financial picture improves. The Budget Task Force also recommended closing several costly tax loopholes available to big businesses.

Democrats, led by Gov. Cuomo, insist the state budget deficit is at least \$1.9 billion. The chairman of the State Senate Finance Committee, Republican Sen. John

J. Marchi, claims the threat is overstated and in actuality is an "easily manageable" cash flow problem.

CSEA's task force's goal is "to minimize the negative effect of the projected budget deficit on CSEA members in both state and local governments." The task force is charged with coming up with ideas to prevent the need for layoffs. The committee is also concerned that cuts in aid to local governments and school districts could hurt CSEA members by increasing local budget woes.

McDermott recently said state employee layoffs and reductions in state aid to localities and school districts are unacceptable responses to the deficit crisis.

CSEA's Legislative and Political Action

Department (see related story, page 6) is deeply involved in the task force efforts because the state Legislature will play a major role in the handling of the deficit.

Members of the CSEA State Budget Task Force are: Donald J. Kelly, assistant director of research; Larry Scanlon, director of political action; Demi McGuire, lobbyist; Ron King, deputy director for local government affairs; Mark Lawrence, deputy director for contract administration; Stanley Hornak, assistant director of communications; and Kathy Albowicz, budget analyst.

While politicians continue to argue over the size of the deficit, who's to blame for it and what effect it will ultimately have on state residents and taxpayers, CSEA's task force meets regularly in an effort to find solutions and minimize the impact.



CSEA PRESIDENT JOE McDERMOTT, left, reaches for a copy of *The Public Sector* to hand it to State Budget Director Dall Forsythe, center. *The Public Sector* issue contains McDermott's commitment to CSEA members that the union will not reopen contract negotiations with the state, as had been suggested by Gov. Cuomo. To Forsythe's left is Elizabeth Moore, director of the Governor's Office of Employee Relations, who served as the

state's chief negotiator in recent rounds of negotiations with CSEA and other public employee labor unions. McDermott met with Forsythe, Moore and other state officials recently to discuss ways the state might come to terms with its budget crisis other than by reopening contracts or cutting the workforce or services.

DOWN IN THE

DUMPS



Landfill workers wade through tons of garbage, sludge, hazardous materials

By Anita Manley
CSEA Communications Associate

MIDDLETOWN — Orange County employees who work in the county's landfill say they risk their lives every day that they go to work.

Hypodermic needles and radioactive waste are among the hazardous substances in the refuse they must handle — and the situation gets worse instead of better, workers say.

"Between the human sludge, dead animals and hospital waste, you don't know what you're going to find," said CSEA Unit Shop Steward Joe Benish.

When workers find hypodermic needles, they turn them over to the Sheriff's Department for investigation, but that doesn't stop the illegal dumping.

One worker who repairs the giant garbage compactors used in the landfill said he often has to clean out refuse that blocks them. The refuse he handles often contains needles and other dangerous waste.

"I've asked for hazardous duty pay," he said, "but the county doesn't think my job warrants it."

"One guy actually had a bag of garbage drop on his head," said another employee. "He broke out in this terrible rash and no one knew what it was."

CSEA Region III Safety and Health Specialist Bob O'Connor pointed out that infectious waste that is incinerated can be dumped legally in a landfill, but infectious "red bag" waste that comes directly from a hospital or medical facility is not allowed, yet it turns up there anyway.

The landfill is also short-staffed and employees are expected to work extra hours.

"Sure, we get paid overtime," said one worker, "but that doesn't make up for the time away from our families."

Because starting pay is so low, the county has trouble hiring more workers.

"You can make better money working at Burger King," Benish said, "and you don't

"One guy actually had a bag of garbage drop on his head. He broke out in this terrible rash and no one knew what it was."

have to worry about getting stuck with needles."

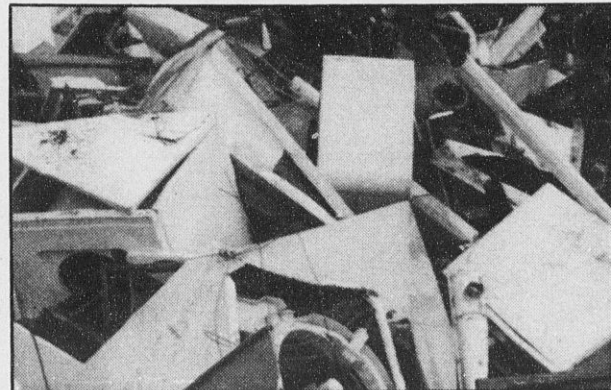
County officials have been told about the problems, and three legislators have visited the landfill, Benish said.

"None of the others have come," he said. "They don't really care until something happens. As long as everything is running

smoothly, they don't want to know what's going on."

In fact, Benish said, lawmakers are more concerned with a plan to expand the landfill.

"These guys are out here in the rain and the snow," he said. "The highway workers can seek shelter when it rains, but we can't shut the landfill down."



County takes some action

MIDDLETOWN — All the news from the Orange County Landfill isn't bad.

After an inspection revealed serious problems at the maintenance garage at the landfill, a report went to Louis Cascino, the county commissioner of public works.

The problems included: poor drainage around the building, causing mud to wash inside the building where workers must lie while repairing vehicles; improperly stored flammable liquids; lack of emergency eye wash and fire extinguishers; inadequate housekeeping; and various electrical hazards.

Since that report, conditions have been improved with the installation of a concrete floor, said John Parnell, deputy commissioner of environmental facilities.

"In addition, fire extinguishers have

been mounted and marked, emergency eye wash has been installed, on/off switches for engine heaters and emergency fuel switches have been installed and, most importantly, ground fault circuit interrupters have been installed on electrical outlets," he said.

More work is being planned, Parnell said, and construction of a new facility anticipated next year will resolve the problems.

"Until then, we will continue to improve all deficiencies that are found at the existing facilities."

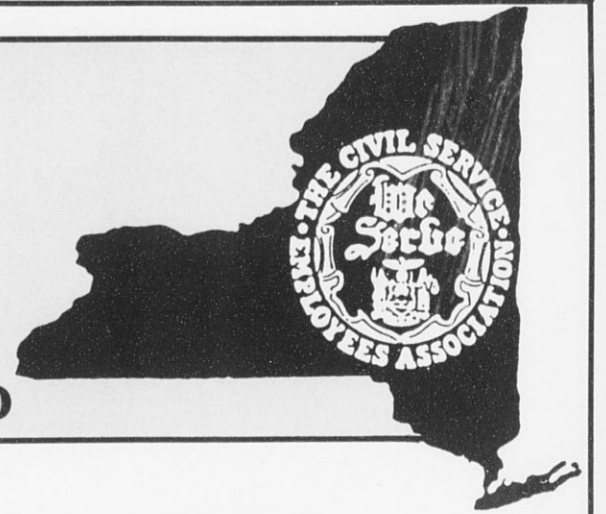
Bob O'Connor, CSEA Region III safety and health specialist, agreed that the new garage is the answer.

"The new facility should greatly improve working conditions for the landfill maintenance garage employees," he said.



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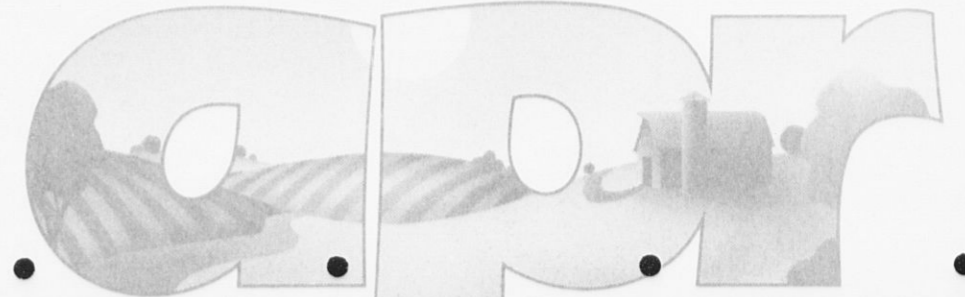
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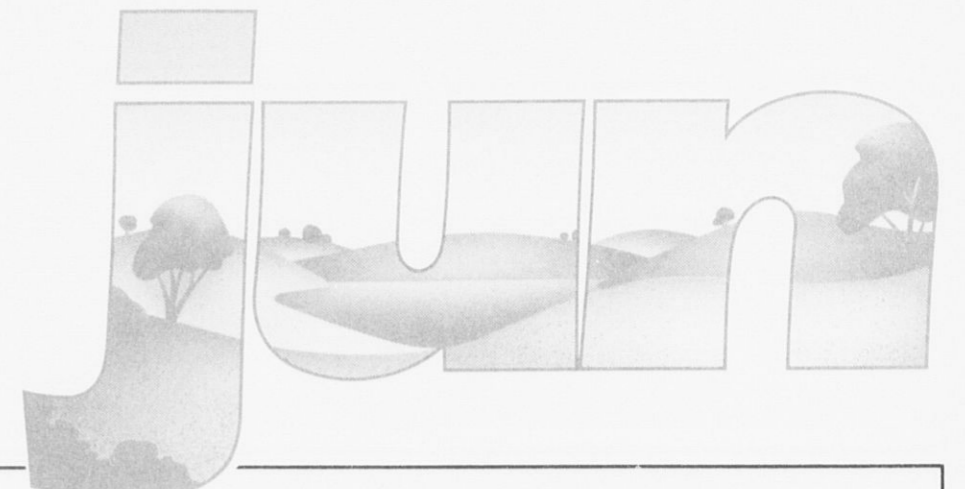
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The Civil Service Employees Association

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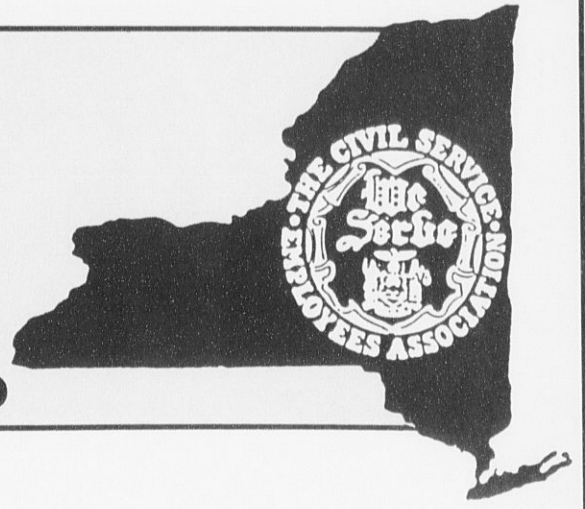
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Local 1000 AFSCME, AFL-CIO



July

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The Civil Service Employees Association

JOE McDERMOTT, President

DANNY DONOHUE, Executive Vice President

IRENE CARR, Secretary

MARY E. SULLIVAN, Treasurer

CSEA people there in all kinds of weather



"The weather outside is miserable, but we have a job to do and you depend on us. We're the men and women of CSEA — New York's largest public employee union."

That's the message you're likely to hear a number of times this winter. It's the opening line of a radio spot that will air in conjunction with "snow closing" announcements across the state whenever inclement weather hits.

CSEA began sponsoring "snow closing" announcements two years ago as a way to

reach the general public with important information and a positive message about the vital work that public employees do, 365 days a year.

The radio message states: *"We're out clearing the roads, staffing the hospitals and maintaining the vital services in every emergency."*

"When the weather's clear, we're out doing the work that makes New York a better place."

"CSEA — people on the job for your

community!"

Radio stations carrying the CSEA message across the state are:

WALK — Patchogue
WHUD — Peekskill
WGY — Capital District
WROW — Capital District
WIBX — Utica
WSYR — Syracuse
WHAM — Rochester
WWKB — Buffalo

State's fully paid health plan deadlines near

Are you eligible to have the state pay fully for your health insurance premium?

If you and your spouse meet certain criteria, the state will pay 100 percent of your 1989 health insurance premium for family coverage in the Empire Plan or in a participating health maintenance organization (HMO). This feature of the plan is called dual eligibility family coverage.

The state Department of Civil Service has issued a reminder that enrollees who are interested in dual eligibility family coverage and who are enrolled in the Pre-Tax Contribution Program must apply by Jan. 4 (Administrative payroll) or by Jan. 11 (Institutional payroll) in order to have no health insurance deduction. If you apply for the dual eligibility family coverage after these dates when there is no qualifying event, you will continue to have the health insurance deduction taken throughout 1989.

To qualify for dual eligibility family coverage, you must be in the executive, judicial or legislative branch of state government. Your spouse must be eligible for — but not enrolled in — the New York state Health Insurance Program in his or her own name. If already enrolled, your spouse must cancel that enrollment.

In addition, your spouse must work in the

executive, judicial or legislative branch of state government or be on a preferred list or retired from one of these branches.

Included in the executive branch are state agencies and departments such as the Office of Mental Health and the Department of Correctional Service. See your health benefits administrator if you are in doubt about your eligibility.

A qualifying event that would make it possible to change your pre-tax contribution after the January deadline includes a change in family status, such as marriage, birth, death, divorce or attainment of the maximum age for coverage by a dependent child. There are other qualifying events. See your health benefits administrator for complete information and forms.

DMNA training program set

ALBANY — A strong commitment to employee education and training programs is at the heart of a recently-signed labor/management agreement between CSEA and the Division of Military and Naval Affairs (DMNA).

The CSEA-DMNA contract negotiated last spring increased Article 14 funds for skill-development programs by nearly 50 percent. Labor and management are working together to establish a comprehensive plan to provide needed training and make good use of the money.

"This gives a lot of workers a chance for upward movement in their jobs and means the division won't have to hire people from the outside," said Gary Mackey of Capital Region Armory

Employees CSEA Local 250 and chair of the CSEA-DMNA statewide Labor/Management Committee.

"The program is just starting out, but people are encouraged and motivated by it," he said. "We're just trying to get the word out so that they can take advantage of the opportunity."

Because of the lack of a specific training program, the education and training fund set aside in the previous contract was under-utilized.

The CSEA-State Joint Apprenticeship Training Program is coordinating the new training effort.

Nearly 60 labor-class employees have participated in training sessions already, and organizers have a program for the spring in the works.

Celebrating a decade of achievements.

BUFFALO — CSEA Buffalo-area members recently welcomed their fellow union members to the union's 1989 Women's Conference celebrating the 10th anniversary of the CSEA statewide Women's Committee.

Nearly 300 activists heard CSEA statewide President Joe McDermott salute the union's leadership on women's issues.

"CSEA's accomplishments far exceed those of private sector employees in the 10 short years since the formation of the statewide Women's Committee," McDermott said.

To kick off the weekend, McDermott presented CSEA Education Director Peg Wilson with the first Irene Carr Leadership Award, named for CSEA's statewide secretary.

"This is a real honor for me," said a surprised Wilson, "especially because Irene Carr has always been a source of inspiration to me."

Wilson's will be the first name inscribed in the plaque that will be displayed in union headquarters. The award will be presented annually.

Carr addressed the conference participants, emphasizing the importance of building on the foundation of 10 years of effort and

progress. Chair of the union's Committee on the 21st Century, she outlined urgent health and child care issues that "challenge our best creativity as women and trade unionists."

The conference kept its participants busy with workshops including "Coping With Life on the Run," "Myths and Realities of AIDS" and "Taking Charge of Your Future."

Mid-Hudson State Employees CSEA Local 009 sent an enthusiastic 15-member delegation to the annual women's conference for the first time.

"It's an eye-opener for our local activists who have traveled a long way to Buffalo to see what resources our union has to offer and to see how vigorously involved other members are in these issues," said Carol Peets, a Local 009 officer.

Statewide Treasurer Mary Sullivan, Carr, Wilson and Election Committee Assistant Marcel Gardner took part in a panel discussion, "So You Want to Run for Office." After the discussion, State Tax and Finance Local 690 member Jackie Goldsmith stressed the importance of more women running for union leadership positions.

"Nothing bars you from moving ahead in this union," she said.

(Continued on Page 15)



CSEA EXECUTIVE Vice President Danny Donohue talks with participants at the CSEA Women's Conference.



STAR OF THE SHOW
CSEA Director of Education Peg Wilson shows off her pride and joy, her four-month-old daughter, Leah, to an appreciative audience, CSEA statewide President Joe McDermott.



MID-HUDSON State Employees CSEA Local 009 sent an impressive contingent to the CSEA Women's Conference to bring back to local members as much valuable information as possible.



LISTENING CAREFULLY — A group of CSEA members are attentive as one asks a question during the "NEWtrition FUNDamentals" workshop.

— CSEA women

(Continued from Page 14)

"The opportunities are there for women who want them."

After a seminar called "Powerful Communications for Women," Suffolk County CSEA Local 852 member Elizabeth Puttre said that women's problems were the similar whether they work on Long Island or in Syracuse.

"You will need to deal effectively with management and with men no matter where you live," she said.

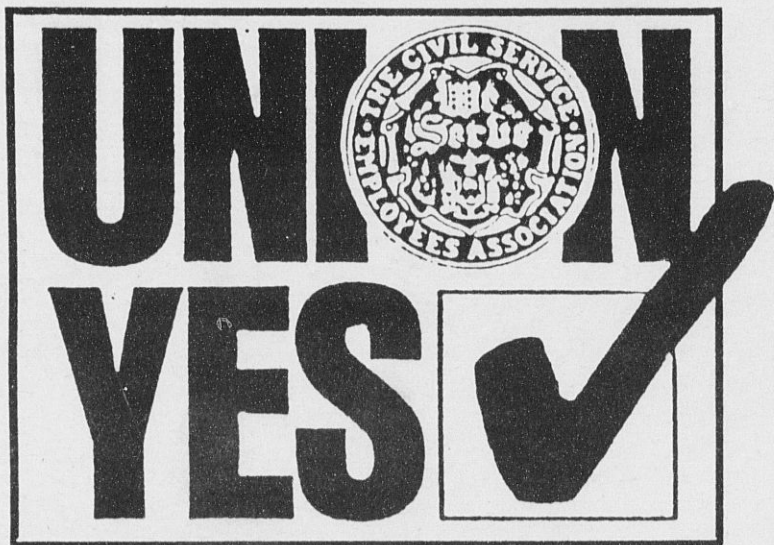
In the "Taking Charge of Your Future" workshop presented by CSEA Communications Associate Lilly Gioia, participants looked at the tough financial, health and social issues faced by mid-life and older women. Gioia challenged CSEA women to get serious about planning for their financial security.

"Taking charge of our future is what being women union activists is all about," said Carol Garnsey, a CSEA member employed at Onondaga Community College.

Though it was great to slice up a 10th anniversary cake in Buffalo, Garnsey said the 21st century is just around the corner.

"If it's going to be a better century for older women and all women," she said, "it's up to us to dream it and to do it."

A Woman's Place is in Her Union



RUNNING FOR OFFICE — Three experts at CSEA elections give a workshop on running for union office. Statewide Treasurer Mary Sullivan gives her pointers as Election Committee Assistant Marcel Gardner, center, and statewide Secretary Irene Carr look on.



TIME TO CELEBRATE — Cutting the cake to celebrate the 10th anniversary of the CSEA Women's Committee are, from left: CSEA statewide Secretary Irene Carr; Women's Committee Chair Helen Zocco; Women's Committee member from Region I Barbara Harrington; Women's Committee member from Region IV Ellen Diange; and Pat Taylor, former Women's Committee chair.



INFORMATION GALORE — Three CSEA members, above, take a hard look at their information packets as they prepare to participate in the Women's Conference, while below, a long line of interested people stream past the Information Tables.



A model of cooperation

By Anita Manley
CSEA Communications Associate



WAPPINGER — Town of Wappinger Supervisor Irene Paino ran into a snag when she wanted to implement a fall refuse pickup project. But she felt CSEA members would come through to make the project a success, and she was right. In fact, it turned out to be a model of cooperation between labor and management.

Paino said town residents complained there was no place to dump old furniture and appliances. Scheduling such a pick-up project, however, would mean CSEA employees in the town's highway department would have to work on Saturdays and perhaps even Sundays to complete the program before winter weather set in.

But when town board members asked CSEA Unit President Terry Glass if he and his co-workers would be willing to take on such a project, the workers quickly agreed. Glass said the program was a good one for the community, and residents were advised of weekend pick-up schedules for their neighborhoods.

"We were all glad to help with the pick-up program," Glass said. "The town residents were really grateful. A couple of people even took the time to come out and thank us personally. We're looking forward to doing it again next year."

"The pick-up program was a success," Paino said. "It was a prime example of the cooperation between CSEA and my office."

"The winners, of course, were the taxpayers. Without the CSEA workers, the town wouldn't have had the program. We're looking forward to repeating it next year," she said.

CSEA Field Representative Richard Blair said such a high level of cooperation exists when labor and management have mutual respect for each other.

"Irene has been fair with these employees," said Blair, "She's always there when we need her."



WAPPINGER DEPUTY TOWN SUPERVISOR David Reis and Supervisor Irene Paino gather with town employees Steve Churchill (in the truck), CSEA Unit President Terry Glass, Doug Hirsch and Bob Newhall. Employees who participated but not present for photo include John DeCarlo, John Buckley, Tom Heady, Lee Cornell, Lloyd Anderson, George Silvestri, Dave Croshier, Mike Hirsch, Michael Krisko and Charles Silvestri.

EAP

Alcoholism a problem, no matter what ideology

By Anita Manley

CSEA Communications Associate RYE — A mansion on Long Island Sound was the site recently of an historic meeting between New York State Employee Assistance Program (EAP) administrators and Soviet officials.

Organized by Department of Social Services EAP Coordinator Jim Coates, the meeting highlighted the purpose and the accomplishments of the EAP in the workplace. More importantly it pointed out to Soviet officials the value of compassionate peer involvement in bringing help to co-workers who have problems with alcoholism.

Coates, who is a member of the American-Soviet Conference on Alcoholism, first became involved with the international committee when he attended Rutgers University.

Guest speakers at the meeting included CSEA statewide EAP Coordinator Jim Murphy and Pat Hobson, a CSEA member and EAP coordinator at SUNY, Brockport.

The afternoon meeting was part of a weeklong program that the Russians participated in. Much of the week was spent touring alcoholism treatment facilities and discussing alternative programs. Two more conferences are planned for next year, one in March in Moscow and another in the fall in Rye.

"We wanted to see the American system for treatment of alcoholism," said Dr. Levon Badalian, a professor and chief of the chair of child neurology in the First Moscow Institute. "We understand the AA (Alcoholics Anonymous) fellowship. It is a humanistic system. Our problem is to adapt this system in the USSR."

Badalian said his countrymen have their "way of thinking" about drinking.

"We talk about how good it is to drink," he said. "For young people it is very prestigious to drink, but it is difficult and shameful to be an alcoholic. Our nickname for alcoholics



CSEA EAP Coordinator Jim Murphy makes a point about the effectiveness of Employee Assistance Programs during the American Soviet Conference on Alcoholism. Pictured to his left is CSEA member Patricia Hobson, who serves as EAP Coordinator at SUNY, Brockport.

is 'second rate citizen.'

"We should find ways to cope with these problems," he said. "We are two great powers. If we unite our efforts and include in our system your experiences, we can make the system work."

CSEA's Jim Murphy explained that it is the union's duty to protect its members. Part of that protection includes the Employee Assistance Program.

"When I was hired," he said, "there were 12 EAP coordinators. Now there are more than 300. The success of the program is that co-workers help co-workers."

Responding to questions from the Soviets, Murphy emphasized that treatment is not provided at the worksite, but workers are referred for treatment.

"We have people in the worksites who are trained to know what problems to look for and how to help," Murphy said.

"A truck driver may be able to hide

his problem from his boss, but a co-worker knows," said Murphy. "The program is effective in detecting alcoholism before it becomes serious. A co-worker can pick up on the absenteeism and on poor job performance. If we can get the person to admit that he has a problem, then we can let the experts take care of the rest."

Approximately 20 percent of EAP referrals are for alcohol-related problems, said Jim Sipes, director of the New York State Employee Assistance Program. Sipes, who represents the Governors Office of Employee Relations, said that more than \$1 million is contributed by labor unions and the governors office to fund the EAP.

"We work together. It is more costly to fire an employee. It's better to keep him. The employee who comes back from treatment is more productive and grateful," he said. "Often co-workers and friends are so impressed by the recovered employee that they will refer themselves for treatment if it is needed."

A group photo of the participants of the historic American-Soviet Conference on Alcoholism includes: (seated from left) Dr. Yuri Korkin, Galena Makeyeva, Monica Getz (Chairman of the Board of the National Council on Alcoholism in Westchester County), Dr. Levon Badalian, Dr. Eugene Zenchenko, Mario Dolan, and Dr. Edward Drozdov. Standing are Jim Murphy, Vladimir Shustikov, PhD, Jim Sipes, The Rev. Luis Dolan, Phyllis Mullaney of the Division of Alcoholism and Substance Abuse, Ed Carter, Pat Hobson, Betsy Doran, Jim Cotes, Gloria Scott, Marguerite LaValle-McDonald, Elizabeth Hession and Arlene Murphy.



Ponkos takes reins of Local Govt. Committee

By Daniel X. Campbell
CSEA Communications Associate

KINDERHOOK — The new chair of the Local Government Executive Committee of CSEA's statewide Board of Directors says she's anxious to make an impact.

"I'm interested in opening up the various CSEA programs on education, career ladder development and individual improvement programs to all local government members," said Shirley E. Ponkos. "I think local government members could use such programs and benefit from them."



SHIRLEY E. PONKOS, newly appointed chair of CSEA's Local Government Executive Committee.

Longtime union activist Ponkos is president of Columbia County CSEA Local 811 and doubles as elected representative from Columbia County to CSEA's statewide Board of Directors. A resident of the community of Stuyvesant, she is an employee of the Martin Van Buren School.

Ponkos recently moved up to chair the 63-person committee of local government representatives on CSEA's statewide Board of Directors. She had served as vice chair under Dominic Spacone, who stepped down from the committee leadership for personal reasons. Spacone continues in his dual roles of president of Niagara County Educational Employees Local 872 and local government educational Board of Directors representative from CSEA's Region VI.

"The average CSEA member doesn't really know how helpful CSEA could be to the worker, his or her career and even to family life," Ponkos said. "So by opening up the existing CSEA programs and making local government members aware of them, I think both CSEA and the local government members will benefit."

"I want to be accessible to the members and work closely with the union's professional staff. My main concern will be follow through. I want to be able to tell people what CSEA is doing and where such and such a project is so that they can see the union making progress in addressing their concerns and problems."

Ponkos said she is actively involved in CSEA's court brief filed in support of the Suffolk County Legislature on a lawsuit brought by the Long Island Association of Businessmen, which seeks to halt VDT regulations passed by the Legislature and endorsed by CSEA.

"And I'm looking for current information on the maximum case load for Social Service case workers and where CSEA is on that situation. All of these are important issues to local government members as well as state members," she said.

"I want to be working with the different parts of CSEA but constantly trying to share information and problem solutions with all of CSEA. That's the major challenge of the position."

Ponkos' counterpart on CSEA's statewide Board is Barbara Stack. A state Department of Motor Vehicles representative, Stack has headed up the 44-member State Executive Committee of the statewide Board of Directors since 1986.

Joan Brower dies; local president, board member

S. Joan Brower, a well-known union activist, long-time president of Broome County CSEA Local 804 and Broome County representative on CSEA's statewide Board of Directors, died recently after a long illness.



S. Joan Brower

Despite her serious illness, she remained actively involved in all her union responsibilities and rarely missed a meeting. When illness once kept her away from a meeting of the statewide Board of Directors several months ago, she sent the Board a card expressing the course of action she would have taken on matters before the Board if she could have attended that meeting.

"I'm saying I'm still fighting for the union, for what is right for the members," she wrote in explaining why she felt it was important to have her positions discussed at the meeting despite her rare absence.

"Joan worked hard and fought hard for her beliefs," said CSEA President Joe McDermott. "She did her best at all times for the membership. She will be missed by all who knew her."

A memorial scholarship in her name was announced by CSEA Central Region President Jim Moore. The S. Joan Brower Memorial Scholarship will provide an annual \$500 scholarship to either a member or the son or daughter of a member of Broome County CSEA Local 804. Contributions to help fund the memorial scholarship should be made payable to the "S. Joan Brower Memorial Scholarship Fund" and sent to CSEA Central Region Headquarters, 290 Elwood Davis Road, Suite 308, Liverpool, N.Y. 13088. CSEA will provide the Brower family with a list of all who contribute to the fund.



BOARD OF DIRECTORS Summary of meeting

EDITOR'S NOTE: *The Public Sector* regularly publishes a summary of actions taken by CSEA's Board of Directors at the Board's official meetings. The summary is prepared by statewide Secretary Irene Carr for the information of union members.

LAKE PLACID — CSEA's statewide Board of Directors met here on Oct. 30. In official actions, the Board:

*Approved a new three-year contract with the in-house Headquarters Staff Union;

*Referred the following motion to the Budget committee:

"CSEA Legal Fee Schedule with regard to pre-hearing preparation for disciplinary procedures and contract grievance matters be equalized;" and

*Approved the following policy statement:

"Endorsement and promotion of any vendor, service or provider by a Region, Local, Unit or Section or by any officers of a subordinate body constitutes a potential liability to CSEA.

"Any endorsement or promotion of any vendor, service or provider must be

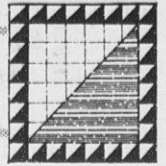
approved in advance by the CSEA Board of Directors in order to be considered officially authorized and permit the use of the CSEA name or logo in any form.

"All mailings to CSEA members on behalf of any authorized vendor, service or provider shall be done by CSEA, upon approval of the President.

"No Region, Local, Unit or Section, or officer(s) of the subordinate body shall permit the use of his/her name, title, and/or the CSEA logo for endorsement or promotional purposes.

"No Region, Local, Unit or Section or officer(s) of the subordinate body shall provide membership listings to any vendor, service or provider."

Questions from CSEA members concerning the union's Board of Directors should be directed to the member's Board representatives, local president or to the office of the statewide Secretary. Copies of the minutes of Board meetings are sent to all Board representatives and local presidents.



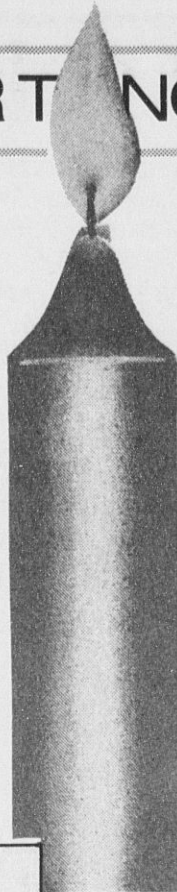
Candelight march for the homeless

CSEA Region II members are urged to join more than 50 other unions, religious and civic groups at Columbus Circle on Dec. 18, at 3 p.m. for a demonstration demanding housing justice and an end to the homelessness crisis in New York City.

Demonstrators will gather with candles and march along 57th Street to the Plaza Hotel for a rally that will be the culmination of a week-long food collection drive, lobbying efforts and petition gathering.

According to Regional President George Boncoraglio, "What better way could we share in the spirit of this holiday season than by voicing our support for these poor homeless souls in our city, who in 1988 can find no room at the inn?"

For more information call Communications Associate Lilly Gioia at 212-514-9200 or your CSEA Local President.



When six-year-old Walter Scheirer won a pumpkin-carving contest near his hometown of Allentown, Pa., it wasn't just any-old winning entry — it was a Jack-o-Lantern sporting a CSEA baseball cap.

It all began in Smithtown when CSEA Suffolk Local 852 President Bill Maccaro gave a cap to Marie Ciullo, a senior clerk for the Town of Smithtown.

"Bill gave me the hat and my grandson loved it so much when he came to visit that he took it home with him," explained Ciulla, a CSEA member for 18 years.

"It's funny how things turn out," she said.



Even before the "CSEA Cares Food Drive" (see pages 4-5) got into gear, CSEA members at Middletown Psychiatric Center helped put food on the Thanksgiving tables of 23 needy families. The local's drive is an annual event. Shown here, from left: EAP coordinator Art Townsend, CSEA Local 415 Vice President Grace Ortiz and the Rev. David Monroe.



Members of the New York State Veterans Home at Oxford CSEA Local 305 who work in the facility's food service department were honored recently with a special award from New York state Health Commissioner David Axelrod.

The members, pictured here, were cited "For extraordinary efforts in cheerfully preparing food for all special events, parties, picnics thereby increasing and maintaining an extremely high level of quality of life for the residents of the New York State Veteran's Home at Oxford."

Robert Kistler of the state Health Department presented the award.



Honored at Oxford

NO WAY! CSEA fights reorganization of Monroe County Probation Dept.

By Ron Wofford
CSEA Communications Associate

ROCHESTER — Last minute negotiations between CSEA and Monroe County succeeded in winning a six-month delay in the demotions of nine supervising and senior probation officers.

The demotions may not happen if enough retirements or resignations occur before July 1, said Probation Unit President Jim Valpone.

The county also agreed to consult with the union and probation employees about future

changes within the department. County officials announced the move after five hours of meetings with CSEA activists, officers and staff.

"We listened to legitimate concerns that were raised," said the county personnel director. "They were able to make an accurate and compelling case to delay the reorganization because under civil service rules, some of the best people in the department stood to be demoted."

CSEA closed ranks and launched a major battle, including filing an Improper Practice charge, to oppose the proposed Probation

Department reorganization that would have resulted in demotions and salary cuts for nine employees and a series of downward "bumps" that would affect many more employees.

CSEA also protested that the move would endanger the public because of watered-down supervision of probationers.

While CSEA praised one objective of the plan — to increase the number of minority probation officers by creating "associate" probation officer positions — the method proposed would have created more problems than it solved, the union said.

For example:

*Associate probation officers will need "intensive supervision," as noted in the posting, but the proposed cuts in supervising and senior probation officer positions would make that supervision difficult or impossible to provide;

*The reduction of supervisory positions would mean the current and new minority staff would have less chance for advancement.

As part of its battle to preserve the positions, CSEA filed the IP with the Public Employment Relations Board (PERB). The IP is based on the county's failure to negotiate with the union on the proposal. The union also presented a five-page position paper to a courtroom packed with reporters.

Appearing at the press conference were Region VI President Robert Lattimer, Region Vice President Florence Tripi, Monroe County Local 828 President George Growney, Valpone and Field Representative Debbie Lee. Political Action Coordinator Roger Sherrie has also been active in the campaign.



TALKING TO THE PRESS, CSEA officers make their case against a proposed reorganization of the Monroe County Probation Department. Present at a packed press conference were, from left: Local 828 President George Growney; Probation Unit President Jim Valpone; Region VI President Robert Lattimer; and Region VI Vice President Florence Tripi.

70 fall ill

Pesticide sickens Oswego DSS workers

MEXICO — When 70 employees at the Oswego County Department of Social Services got sick on the job with symptoms ranging from headaches, nausea, dizziness and rashes, county officials knew something was wrong.

At CSEA's urging the county confronted the emergency head on in an effort to get to the bottom of the problem. The result: some answers, a commitment to improving the building's ventilation system, a promise to establish a workplace safety and health program and greater respect between labor and management.

According to CSEA Unit President Frank Casella, it all began prior to Thanksgiving when the Du Right Pest Control company sprayed the pesticide Dursban Low Odor throughout the building during a routine extermination. The pesticide had been used in the

building before without incident.

Even though the spraying was carried out on a Friday afternoon, a combination of poor ventilation and low humidity conditions in the building caused employees to start getting sick when they came into work on the following Monday.

"A lot of our people were upset because they had complained about the building's ventilation system since it was built six years ago and it took a crisis like this before the county acted," said Casella.

But he points out that CSEA has no quarrel with the county's handling of the situation once it was clear that a serious health crisis was happening.

"The county jumped," he explained. "County Social Services Commissioner Steve Rose closed the building and immediately brought in the health commissioner. They kept us informed at every step."

The county also paid for medical treatment for all employees through its workers' compensation program and has banned the use of Dursban along with deciding to conduct exterminations on an "as needed" basis only.

Additionally, the county has admitted shortcomings in the building air quality and in its safety and health preparedness, and will make improvements in both areas.

The 225 people who work in the building are now back on the job and have experienced no further problems, said Casella.