

**DOL
LAYOFFS**

**A lot of questions remain!
— see pages 4 and 5 —**

THE PUBLIC SECTOR


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

 4
(ISSN 0164 9949)

Vol. 10, No. 3
Monday, February 8, 1987

Rockland, we luv ya!

SEE PAGE 3



CONGRATULATIONS! CSEA Region III President Pat Mascioli, right, rushes to congratulate Rockland County Unit President Vicki Burton. At right is CSEA activist Darlene Foust, one of many members of a huge volunteer army that worked on CSEA's behalf.

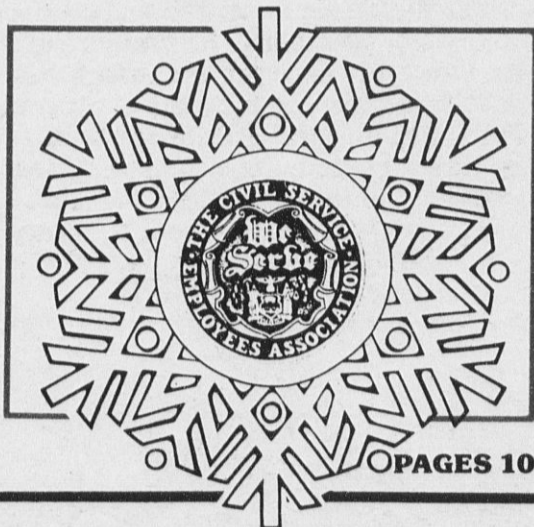
INSIDE



DOL LAYOFFS...they have a human side as well as a business side. Washington turned off the cash flow, we'll try to turn it on again...PAGES 4-5



Capturing the conscience of a community...PAGE 8



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Firing reflects HVCC anti-union attitude

Job or no job, he's still unit president

TROY—Mark Lansing may have been fired from his job with the Hudson Valley Community College's Faculty Student Association (FSA), but CSEA says HVCC FSA management can't fire him from his union office.

So, in a unique situation, Lansing will once again begin showing up on campus in his role as CSEA FSA Unit president to provide the day-to-day union representation needs of the 18 private sector members of the unit.

CSEA statewide President William L. McGowan, acting on a request from CSEA Capital Region President C. Allen Mead, has directed Lansing to continue to serve as unit president.

CSEA says Lansing's firing is nothing more than part of an overall anti-union campaign by the management of HVCC FSA. A grievance filed by CSEA over Lansing's firing will go to binding arbitration soon before an arbitrator from the American Arbitration Association.

Meanwhile the union is also preparing for an upcoming formal hearing before the state's Labor Board concerning a

series of unfair labor charges CSEA has filed against HVCC FSA alleging anti-union actions by FSA management against the union, its members and elected officials.



A "BRING MARK BACK" campaign has been launched by HVCC FSA members, who are wearing badges such as these on campus.

Agency Specific Program training in Region III



ABOUT 60 EMPLOYEES from state facilities throughout the Hudson Valley area recently participated in a Honeywell training seminar funded by a grant under the CSEA-State Agency Specific Training Program. Some of the maintenance assistants, stationary engineers and plumbers and steamfitters who participated are shown above. Standing at rear of room are, from left, CSEA Program Coordinator John Weidman, committee members Antoinette Yerkes, George Ballard and Darlene Foust, state Program Coordinator Dan Cunningham, and CSEA Region III President Pat Mascioli.

Public SECTOR

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

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The Public Sector (445010) is published every other Monday by The Civil Service Employees Association, 143 Washington Avenue, Albany, New York 12210. Publication Office: 143 Washington Avenue, Albany, New York 12210. Second Class Postage paid at Post Office, Albany, New York.

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Rockland County employees have given CSEA an overwhelming vote of confidence, continuing CSEA as their union by a nearly 2-to-1 landslide margin in a mail ballot representation election supervised by the state's Public Employment Relations Board (PERB).

Rockland County CSEA Unit President Vicki Burton hailed the outcome as a triumph for the rank-and-file members, and pledged to further strengthen the unit for the benefit of the membership.

The employees soundly rejected the challenge of an independent organization headed by a former unit president in giving CSEA its large margin of victory. CSEA has

represented the 2,600 Rockland County employees for the past 19 years, and Burton said it was the union's success record over many years, the heavy volunteer efforts of the rank-and-file during the election challenge, and the potential for even greater success in the future that accounted for the strong support for the union.

Burton and CSEA Region III President Pat Mascioli both credited rank-and-file volunteers and union activists with having a major role in the decisive outcome. Both noted the work of the Region III Political Action Committee (PAC) in conducting phone bank operations on behalf of CSEA during the campaign. The committee is chaired by Alex Hogg and the phone bank campaign was directed by PAC Specialist Doris Mason. "They and their volunteer group, which contacted employees over several weeks leading up to the election itself, deserve a tremendous amount of credit," said Mascioli.

Burton and Mascioli both said a team of union organizers who coordinated the successful campaign under the supervision of CSEA Director of Organizing Larry Scanlon were also instrumental in the union triumph. Mascioli pledged the continued commitment of the full resources of CSEA to work with the unit in every way possible.

The election win followed closely on the heels of a nearly unanimous ratification of a new three-year contract which CSEA hammered out on behalf of the membership over 18 months of intense negotiations.



KEEPING TABS on the Rockland County election totals is CSEA Director of Organizing Larry Scanlon, left. At right, CSEA statewide Secretary Irene Carr, right, congratulates Unit President Vicki Burton.

Rockland equity clause is unique

Compiled by Anita Manley
CSEA Communications Associate

NEW CITY — The recently ratified Rockland County contract is the first local government agreement in the state to contain a pay equity study clause and a specified negotiated dollar amount to cover wage adjustments.

CSEA Collective Bargaining Specialist Manny Vitale said the contract covering 2,600 Rockland County employees calls for a pay equity study and an allocation of \$100,000 per year for wage adjustments.

"This is the first time that we have negotiated for a study which will be paid for by the employer and has a dollar figure attached. I don't know of any employer, except the state, that's done this," Vitale said.

The Rockland County agreement drew strong praise from CSEA Statewide Women's Committee Chairperson Helen Zocco and CSEA Statewide Secretary Irene Carr.

Zocco said inclusion of the clause in the Rockland agreement, along with increased awareness of the pay equity/comparable worth issue statewide, will influence other contract negotiations also. She noted a number of members on her statewide committee were from Rockland County and had worked with that county's legislative task force on female-dominated jobs. "The new contract is proof positive that if you're

well informed, you can accomplish your goals," Zocco said.

"I'm ecstatic," exclaimed Carr, "because the people in Rockland have worked for this for a very long time." Carr, however, remained cautiously optimistic that the study will be completed on a timely basis. "I'd like to see it done in a year. New York State has dragged its feet implementing its pay equity study, and I don't want to see that happen in Rockland."

County Personnel Director John Leavy

has assured CSEA members that the county will carry out the project as soon as a decision is made as to who will conduct the study. One possibility, he said, is the Center for Women in Government, which was heavily involved in the state study and also conducted an AFSCME-funded local government study for neighboring Dutchess County. The Dutchess study has not proceeded further because that county has not committed funds to implement recommendations of its study.



THE EYES HAVE IT—and by a huge margin. Rockland County Unit President Vicki Burton, seated right, has her hand raised in a symbolic gesture of victory after Rockland employees approved a new contract by a tremendous margin. The pile of ballots on the table represent the "yes" and "no" stacks. Behind Burton stands CSEA Collective Bargaining Specialist Manny Vitale, who negotiated the agreement. Surrounding Burton and Vitale are some of the volunteers and organizers who worked on the successful campaign to gain ratification of the contract.

DOL LAYOFFS

Still too many ???

Second court action 2/3/87

Labor Department layoffs are stayed

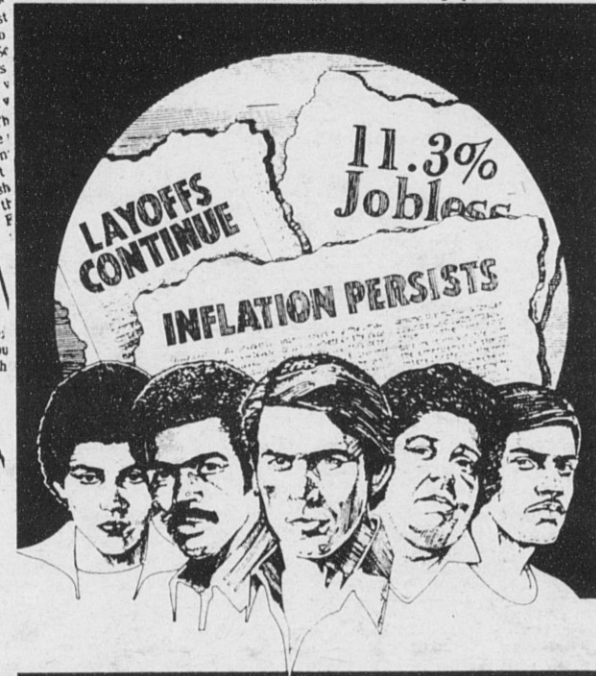
By Nancy Connell
Capitol bureau

The state Department of Labor has been stopped in its tracks by a court challenge to the way it is handling layoffs of about 1,000 employees by the department, faced with a short-fall of \$33.5 million in federal funding.

Labor Dept. plans to close 13 offices

By Nancy Connell

The state Department of Labor has been stopped in its tracks by a court challenge to the way it is handling layoffs of about 1,000 employees by the department, faced with a short-fall of \$33.5 million in federal funding.



Will they, or won't they? How many? How? When?

Those are just some of the many unanswered questions concerning the scheduled layoffs of several hundred state Department of Labor (DOL) employees in early March.

The situation apparently became a bit more clear, however, on Feb. 4 when a state Supreme Court justice withdrew temporary injunctions he had issued and dismissed a pair of lawsuits that had held up DOL's layoff procedure. The department immediately announced that layoff notices would go out as scheduled and the layoffs would take effect March 4.

But a whirlwind of activities and confusion still surrounds the situation as the March 4 layoff deadline approaches. DOL originally announced more than 1,000 employees would be laid off due to a \$33.5 million shortfall in federal funds to the department. That number was later reduced by more than 300 due to an \$8.7 million appropriation in Gov. Cuomo's proposed 1987-88 state budget, and plans to close several DOL offices further reduced the numbers. The state Legislature still must adopt the state budget, however, so the actual layoff numbers remain uncertain.

DOL began the extremely complex layoff process, identifying positions to be involved and triggering horizontal transfers and vertical bumping and retreating of employees that leads up to determining who actually receives layoff notices.

Those layoff notices were scheduled to go out to employees getting the ax about Feb. 11, but that timetable became questionable when lawsuit were filed over the manner in which DOL was handling the layoffs and the Supreme Court justice issued temporary restraining orders, which he lifted Feb. 4. The timetable is apparently back on track.

On Feb. 4 and 5, a team of CSEA officials and activists went to Washington, D.C., to personally lobby with U.S. senators and congressmen from New York State in an effort to restore the budget cuts in the upcoming federal supplemental budget. (A detailed report of that lobby effort will appear in the next edition of The Public Sector).

At the same time, in Albany, state DOL officials were meeting with state Senate and Assembly Labor Committee members to appeal for additional state funding to prevent the layoffs, and some legislators were quoted as saying they were optimistic state funding could be found.

About all that was clear as the shadow of March 4 loomed darker was that the situation remained unclear. It boiled down to this: federal funding will stop on March 4, but might be restored at a later date; some state funding is proposed in the tentative state budget and will probably be approved, and some lawmakers are optimistic other funding can be found; hundreds of employees are anticipating receipt of layoff notices which may arrive by mid-February; the layoff procedure was apparently at a standstill, but seems to be back on track now; and layoffs may or may not take place, and if they do, future funding could lead to a recall. Maybe.

Labor

CSEA seeks relief in Washington, Albany

By Stephen Madarasz
CSEA Communications Associate

ALBANY — CSEA is stepping up its efforts to minimize the impact of layoffs set to begin March 4 at the New York State Labor Department. Hundreds of employees and thousands of out-of-work New Yorkers will be directly and indirectly affected.

DOL, more than 90% funded by the federal government has been the victim of cutbacks systematically dismantling its programs since 1981.

"The waiting and uncertainty are the worst part," explains CSEA Local 670 President Jeanne Lyons. "We've already taken hard hits and this time people with years of service are on the line."

Lyons is part of the CSEA team lobbying for funds to be restored. Their visit to the New York congressional delegation in Washington (underway at press time) was preceded by more than 1,200 letters to the lawmakers initiated by the union.



Jeanne Lyons

Additionally, efforts are also taking place in Albany. The Assembly Labor Committee has gone on record supporting "whatever needs to be done" to stem the layoff plan, including coming up with state funds to make up the shortfall if necessary. No details are available however.

But even if CSEA's lobbying is successful, it is unlikely layoffs will be averted before March 4. In the meantime, CSEA is working to prevent people from getting hurt.

Employees are reminded that they must register with DOL's continuity of employment office to maintain their layoff rights.

CSEA President William McGowan has written all local presidents across the state asking them to look out for their sisters and brothers in DOL by bringing any vacancies in their worksite to CSEA's attention. Such positions should be identified to CSEA Director of Workforce Planning Paul Burch, Collective Bargaining Specialist Jack Conoby, or Lyons.

During the last round of layoffs, Lyons' extra effort helped ensure that virtually all DOL members were placed: "We called on a lot of presidents and were very successful...it's just a matter of using the network of CSEA people. We're not going to give up for our members," she insists.

Putting it in perspective Lyons notes: "The Department of Labor employees deserve better — the people of New York deserve better."

braces for layoff hit



Above, Bronx Assemblyman Larry Seabrook and CSEA Region II President George Boncoraglio encourage marchers, at right, during New York City demonstration against Labor Department layoffs.



N.Y.C. members take message to streets by storm

By Lilly Gioia
CSEA Communications Associate

NEW YORK — Pelted by wind-whipped sleet and snow, angry Department of Labor workers and CSEA leaders braved a ferocious New York City winter storm to protest hundreds of layoffs planned by the state for early March.

Shouting again and again, "no more layoffs," noontime World Trade Center demonstrators held on for dear life to their union signs and hats in gale-force wind gusts and swirling snow.

Megaphone in hand, CSEA Metropolitan Region II President George Boncoraglio stressed how important it is for union members, their family and friends to write Congress opposing cuts in Labor Department services. As a member of the union's lobbying team, he pledged to bring the "no layoff" message straight to Washington, demanding that federal funds be restored for state jobs programs.

Boncoraglio blasted the Reagan administration for turning a "cold shoulder" to the unemployed and homeless job seekers of New York by

laying off the very employees who help them find work.

After stints walking in the line of frost-bitten activists, Boncoraglio introduced Bronx Assemblyman Larry Seabrook who came forward to pledge vigorous opposition to the impending layoffs.

Union leaders applauded the tenacity and solidarity of rank-and-file members who didn't let the weather stand in the way of getting their message out to the public and the media. "We are tired of Reagan snow jobs, when what we need in New York are real jobs and a Labor Department staffed to meet the needs of our jobless people," Boncoraglio concluded as the demonstration drew to a close.

As menacing bursts of lightning and thunder began flashing across the lower Manhattan skyline, demonstration organizers called a halt to the protest earlier than was originally planned. Braced against the wind, the shadowy, snow-covered figures of union members could be seen hurrying towards subways and back indoors to warm offices, to jobs that in a few short weeks may no longer exist if the Reagan administration gets its way.

Anxiety turns lives upside-down

ALBANY — "There's a wide range of emotions showing around here" says Barbara Chiplock, a six-year veteran hearing reporter at DOL who faces a possible layoff. "There's anger, depression, disbelief... we also keep hearing lots of rumors, but nothing official."

For Chiplock, the scene is far too familiar. In June 1985 she lost her job and went without work for seven months until reinstated after winning a grievance filed by CSEA.

DOL's layoff notices have not yet been issued to employees, but the complicated process of horizontal reassignment and retreat rights — known as "bumping" — has sent a chill of apprehension through the workforce for weeks.

Not knowing if someone with a higher job title and seniority will displace you even if the layoff itself misses you, feeds the rumor mill. Says Chiplock: "If you don't get it in one direction, you might get it from another."

Unfortunately for Chiplock, the anxiety can't just be left at the office: "It really affects my family life because no matter how I try, I can't push it out of my mind, no matter what I'm doing at home. For my two daughters, I think the only hope is knowing that we got through this once before."

Adds Barbara Charles, a 13-year stack clerk and local officer: "It's horrible. Whenever the layoff story hits the news, all of my relatives call up to ask if it affects me."

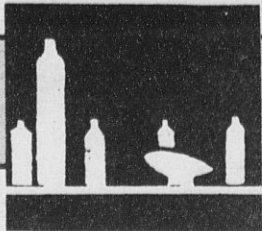
While Charles has been fortunate to



Barbara Charles

survive the cuts in previous years, she says that every time she feels the ax getting closer and closer. She is concerned about DOL's future, employees and services in light of the federal government's trend to cut more and more each year.

"The President slashes figures on paper, but he doesn't have to deal with the people face to face — people trying to feed their families" she points out.



Official tries to stop inspection

ALBANY- More concerns about working conditions in the Corning Tower of the Empire State Plaza have surfaced following an angry confrontation between a top Health Department official and Labor Department safety and health specialists seeking to conduct an on-site inspection.

The attempt to intimidate and prevent the Labor Department inspectors from carrying out their legal responsibility occurred in the presence of three CSEA safety and health representatives. It is just the latest round of difficulties as CSEA attempts to get answers to questions about the presence of dangerous materials and fumes at that workplace.

The main concern centers around the building's ventilation system which services Department of Health laboratory fume hoods. As previously reported in THE PUBLIC SECTOR, members of Office of General Services CSEA Local 660, who are responsible for the building's operations, have sought information under the state's right-to-know law for more than a year.

In fact, the Labor Department inspection resulted from CSEA concerns about immediate dangers at the site. Repeated requests to the Health Department and OGS for action have not received priority.

The situation has been complicated because it has been unclear whether OGS or Health has the ultimate responsibility for the system.

Following the most recent confrontation however, the Health Department insisted that it have the right to accompany Labor Department representatives on any inspection of the facility - even into areas under OGS responsibility.

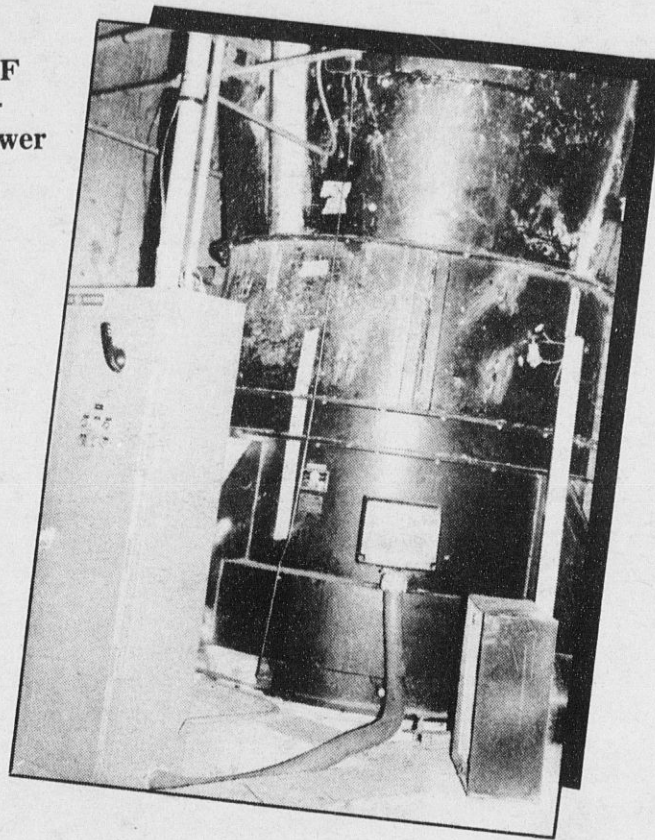
CSEA is protesting that arrangement, but in the meantime it may at least settle the question of responsibility.

Although the Health Department concedes there has never been a full evaluation of the system, it contends there is little danger. Plans for testing have been in the works since last summer, but a number of CSEA recommendations on how the tests should be conducted have been rejected by the Department.

"The most outrageous aspect of this whole situation" insists CSEA Occupational Safety and Health Director James Corcoran, "is that the Health Department administers the right-to-know law statewide - and they appear to be the offending party in this instance."

Under the law, an employer must provide information about

SOURCE OF CONCERN- Corning Tower joy fans



toxic substances in the workplace within 72 hours of when a request is made.

An agreement worked out last year allows the OGS workers to refuse assignments dealing with the ventilation system. However, members say there has been increasing pressure from management to take those assignments in recent weeks.

"We're concerned that the spirit of the right-to-know law is being violated here even if there is technically compliance" explains Corcoran.

"The fact of the matter is that they don't really know what's inside the ventilation system and they're just letting the situation slide...there's a simple solution, let an independent third party do a complete evaluation so we know once and for all what kind of protection our people need when they work on the system."

STATE OF NEW YORK - DEPARTMENT OF LABOR

For Calendar Year 19__ Page ___ of ___

Employer's Name (Employer)

Establishment Name

Establishment Address

Date of Injury or Illness	INJURIES				ILLNESSES																				
	Nonfatal Injuries		Injuries Without Lost Workdays		Type of Illness																				
Enter DATE of death	Injuries With Lost Workdays		Injuries Without Lost Workdays		CHECK Only One Column for Each Illness (See other side of form for limitations)																				
	Enter a CHECK if injury involved days away from work, or days of restricted work activity or both	Enter number of DAYS away from work	Enter number of DAYS of restricted work activity	Enter a CHECK if no entry was made in column 1 or 2 but the injury is recordable as defined above.	Occupational Illness or Infection	Occupational Poisoning	Occupational Dermatitis	Occupational Asthma	Occupational Cancer	Occupational Hearing Loss	Occupational Vision Loss	Occupational Lung Disease	Occupational Heart Disease	Occupational Kidney Disease	Occupational Nervous System Disease	Occupational Mental Disease	Occupational Reproductive System Disease	Occupational Other	Other	Other	Other	Other	Other	Other	Other
11		(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)	(22)	(23)	(24)	(25)	(26)

THIS PORTION OF THE LAST PAGE MUST BE POSTED NO LATER THAN FEBRUARY 1, AND REMAIN POSTED FOR THE ENTIRE MONTH.

DOSH-400 time

Does this form look familiar?

It should. It's called a "DOSH-400" and is a log of occupational injury and illness that took place in your worksite over the previous calendar year. State law requires it be posted this month in places where employee notices are usually put up.

An injury or illness is work-related if it occurs in the work environment, which is defined as the employer's premises.

If medical treatment was required, the injury or illness must be posted. If it only required first aid, it is not posted unless it involved loss of consciousness, restriction of work or motion, or transfer to another job.

The notice must be posted throughout February.

If there's no DOSH-400 posted at your worksite, or if it's incomplete or inaccurate, contact your CSEA regional safety and health specialist listed below:

- Region I — Ken Brotherton (516) 273-2280
- Region II — Hal Robertson (212) 514-9200
- Region III — Don Wood (914) 896-8180
- Region IV — Barbara Mitchell (518) 489-5424
- Region V — Chris Jamison (315) 451-6330
- Region VI — John Beiger (716) 886-0391

ASBESTOS

Law needs more force

By Ron Wofford
CSEA Communications Associate

BUFFALO — Continuing its long battle for tougher regulations on asbestos removal, handling and disposal, CSEA wants a proposed law made stronger to ensure enforcement.

While proposed state Industrial Code Rule 56 governing the installation and removal of asbestos is basically sound, it doesn't do enough for enforcement, said John Bieger, CSEA occupational safety and health specialist for Region VI.

Bieger and Edmund Catrine of CSEA's Occupational Safety and Health Office testified in Buffalo at a state Department of Labor (DOL) hearing on Rule 56, which sets down a comprehensive code of rules and regulations for the licensing of contractors and certification of workers involved in asbestos removal or installation.

Similar hearings were held in Albany and New York City to determine public opinion on the measure that seeks to prevent exposure to asbestos fibers, which are known to cause cancer.

Asbestos was used extensively in construction as a fire retardant until it was discovered to cause cancer.

CSEA is "mostly in favor of the measure," Bieger said, noting some points which need expansion or finetuning.

A spokesman for the Asbestos Workers Association joined CSEA in asking that the proposed law be given more power for strict enforcement, adding that the proposed law also inadequately addresses the issue of inspections.

It was suggested that DOL make licensing and certification fees expensive enough to finance strict enforcement. Proposed fees for licensing a contractor are \$100 and asbestos handler certification is set at \$25 under the proposed law. Handlers will be required to satisfactorily complete an asbestos safety program that has been approved by the state labor commissioner.

The spokesman for the asbestos workers called asbestos encapsulation a particularly dangerous undertaking which should be separated from the other areas of certification.



RAMONA GALLAGHER, center, assistant labor commissioner, listens to John Bieger, right, Region VI occupational safety and health specialist, during a break from the Department of Labor hearing on proposed regulations for the removal and disposal of asbestos in public buildings. At left is Edmund Catrine, administrative assistant in CSEA's Occupational Safety and Health Department. The two men testified at the hearing in Buffalo recently. The inset at right shows Bieger giving his testimony.



ASBESTOS

This bill requires the abatement of asbestos in all public buildings in the State of New York which is found to be an "imminent hazard to health" as defined in the legislation. The bill places the abatement program under the direction and control of the Department of Labor. The legislation provides that, upon inspection and determination of a violation, an owner of a public building is required to file an abatement plan with the Commissioner. Abatement does not necessarily require removal but a plan of monitoring and control in order to ensure employee and public safety is necessary. The definition of a public building is broad and encompasses not only buildings owned by public entities but also those leased to public entities. Perhaps the most important aspect is that a violation is not tied to any particular air standard vis-a-vis quantity of asbestos fibers but, rather, relates to the condition of the asbestos itself and its likelihood to become airborne.

CSEA HAS BEEN A LEADING PROPONENT of tougher regulations pertaining to the removal, handling and disposing of asbestos from all public buildings throughout the state. This very strong asbestos abatement bill is among proposed legislation CSEA is seeking to have adopted into law during the current session of the State Legislature.

"Encapsulation means the asbestos will be around for another 20 to 30 years," he warned. "For that reason, special attention must be given to this area."

Bieger cited a need to have a union representative of the asbestos site workers included on the site's "authorized visitor list."

The law should also include a strict list of qualifications for those who do the daily monitoring required at a worksite and the records should be available to the union and other public safety authorities, he suggested.

Other points addressed by the code include air sampling, contractor responsibility, required protective equipment, personal decontamination enclosure systems, notice and record keeping requirements, limits on installation of any material containing more than 0.01 fibers per cubic centimeter, as well as other engineering controls.

Widespread interest in the asbestos issue was evident in the hearing room, which was packed with union representatives, building contractors, safety groups and others who spoke on the proposal.

Most expressed support for the measure, with the exception of a building contractors group which objected to the measure in general. The builders specifically objected to the requirement that all workers on an asbestos site be certified by the labor commissioner as "asbestos handlers."

The designation would apply to any individual who installs, removes, applies, encapsulates or encloses asbestos or asbestos materials or who disturbs "friable" asbestos.

Friable is defined as "the condition of crumbled, pulverized, powdered, crushed or exposed asbestos which is capable of being released into the air by hand pressure." Friable asbestos presents the greatest health threat because the airborne fibers can be inhaled.

In addition to his testimony at the hearing, Bieger said, CSEA will file a written summary of its analysis of the code with the DOL Asbestos Control Program.

The entire proposed code may be obtained from the DOL by writing the DOL Division of Safety and Health, One Main St., Brooklyn, N.Y. 11201.

Ramona Gallagher, assistant labor commissioner, said the department will take into account the testimony heard at the hearings and consider incorporating items that will improve the public safety before issuing a final version of Industrial Code Rule 56.

Gallagher chaired the Buffalo hearing.



Don't pass stopped school buses!

When it was brought to her attention that automobile drivers were routinely violating state law and passing stopped school buses with flashing red lights operating in and around her community, Lorraine Breedveld did something about it. And the community responded in a huge way.

Breedveld, a bus driver herself and a member of the Warwick Valley School District Unit of Orange County CSEA Local 836, said she felt compelled to do something after learning during a meeting of district bus drivers that stopped school buses had

been passed illegally by automobiles more than 300 times during September and October.

She said she recalled that a 6-year-old child had been killed in neighboring Ulster County the previous year, and she feared that a Warwick child could meet a similar fate. Public awareness of the dangerous situation must be raised, she decided, and immediately volunteered to begin a campaign.

Initially Breedveld and several drivers addressed the members of the school board, relating incidents where passing cars could have caused serious or fatal accidents if drivers had not been alert enough to quickly close bus doors to prevent students from stepping from the bus. "We have to raise the awareness of the people in this community of this problem," Breedveld said after one driver told of a vehicle passing his bus on the right.

So she and a committee went into the community to raise the issue and the consciousness, flooding area radio and cable television stations with press releases. She contacted local groups and businesses for support, and her committee made a series of roadside signs. Next came a poster contest sponsored by the bus drivers, and today the posters made by school children can be seen in the windows of local

businesses and in public buildings all over town.

Breedveld said she was impressed by the willingness of local residents and businesses to help. A local printing company is donating bumper stickers. Fliers will be printed by print shop students from the Board of Cooperative Educational Services (BOCES), and local insurance companies and the telephone company have agreed to enclose the fliers in their billings to customers. And even inmates at the Mid-Orange Correctional Facility are donating materials and time to make roadside signs.

The campaign is working, and incidents of cars passing stopped school buses have decreased. But Breedveld and her group say they won't stop now.

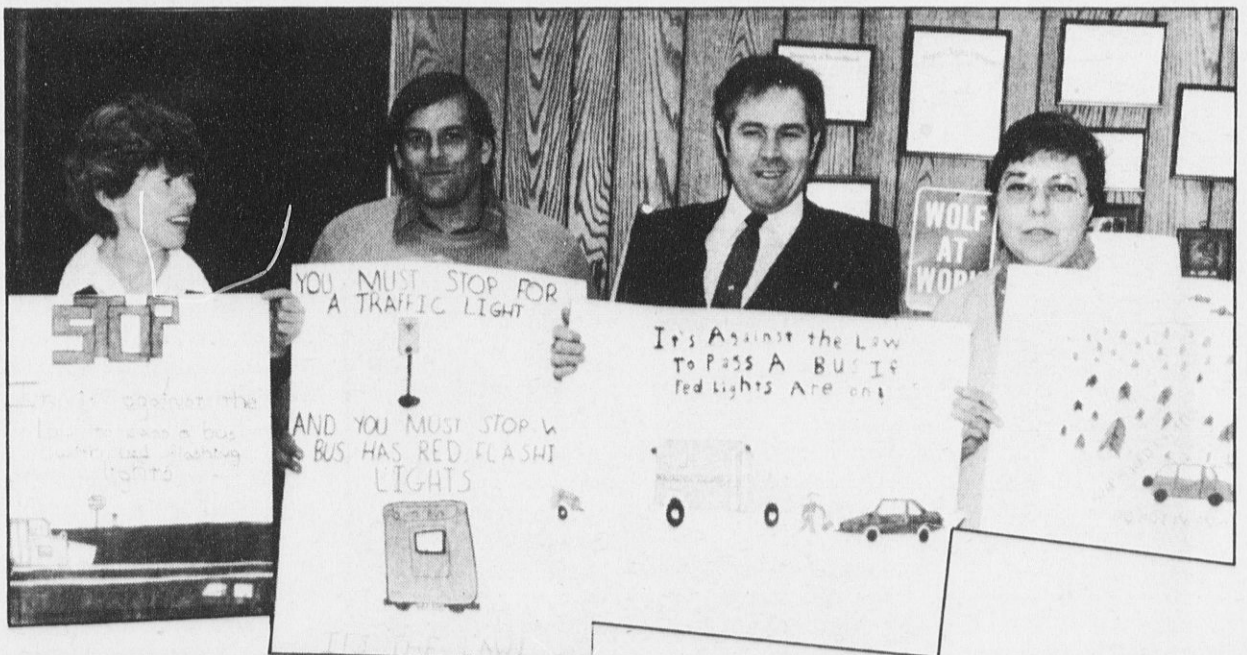
The bus drivers are concerned about state laws that require the bus driver to obtain not only the license plate number of an offending car, but be able to positively identify the driver. The group plans to meet with local and state law enforcement officials soon to discuss problems related to obtaining convictions in such cases.

School Business Administrator Ed Rhine says he's very impressed with the campaign. "I'm very thankful that the drivers raised this issue prior to a disaster. They took the initiative. They're the driving force and we're proud of them."



ONE OF MANY SIGNS, above, posted along the streets and highways of Warwick.

DISPLAYING SAMPLES of posters created by Warwick Valley School District children are bus drivers Lorraine Breedveld and William Lemin, School Business Administrator Ed Rhine and CSEA Unit President Naomi Kaplan.



VDT recommendations set two-year goal

ALBANY—Recommendations from a joint CSEA-state committee for a state policy on video display terminals (VDTs) call for worksite improvements within two years.

Once the state Office of Operations adopts a policy, New York will be the first state to have a VDT policy resulting from labor-management cooperation.

The joint CSEA-state Safety and Health Committee released seven pages of recommendations late last month. They are the culmination of months of work and concentrate on changes in the work site to improve the safety and health of state employees who work with VDTs.

"This is a major movement," said CSEA President William McGowan. "It's very significant because New York State, once it implements the policy, will be the first major employer to do something along these lines."

The labor-management cooperation in the VDT policy recommendations was established in the contract between CSEA's Administrative Services Unit and the state. The safety and health committee hired Dr. Robert Arndt of the University of Wisconsin's preventive medicine department to help write the recommendations.

CSEA statewide Secretary Irene Carr praised the recommendations, but said she is concerned about enforcement of a VDT policy.

"We want to see a true commitment to develop these kinds of plans. We have been assured by the Governor's Office of Employee Relations that this is a policy to be implemented," Carr said. "The worksite is changing and we must be prepared to adapt to those changes."

Before the recommendations can be implemented, however, the state must adopt a policy.

"The state will develop a policy from these recommendations and the point basically is to have each agency study their needs," said James L. Corcoran III, CSEA director of Occupational Safety and Health. "Two years

is a target for the agencies to put forth a good-faith effort to be in compliance with the policy."

The recommendations apply specifically to issues relating to the worksite, including worksite design, lighting, keyboards, operator chair and worktable, training, maintenance and policy implementation. They are intended to be guidelines used by state agencies in establishing worksites that reduce the amount of strain, stress and injury a VDT operator may encounter on the job.

"The recommendations are good. Considering that they come from labor and management, I think they're very good," Corcoran said. "It's a start."

Corcoran said that the recommendations are rooted in concern for the worker.

"The problem with the technology basically is they were just plopping these terminals on desks. The employer did this knowing full well he wanted to increase production at a low cost," he said. "There was no concern for the operator."

The VDT policy recommendations are fairly general so that they can be interpreted for the many different worksites, but they call for worker input in implementing the policy at each worksite.

"It's extremely important for the operators to be directly involved," Corcoran said. "Agency policy can't be developed in a vacuum. There has to be some dialogue."

Once the state adopts a policy, the next step will be implementation, and CSEA will be involved in that process, Corcoran said. Videotapes explaining the policy will be produced and CSEA's Occupational Safety and Health staff will be available to help agencies implement the policy.

"I know that my staff will be directly involved at the local level," Corcoran said. "We've got a large task in front of us, but it's achievable."

Preparing for the workplace of the future



CSEAP: More room to grow



ELLEN DIANGE, chairwoman of the Region IV Women's Committee, at left, tries one of the video display terminals during the opening of the newly-expanded CSEAP training center. Below, CSEA President William McGowan and statewide Secretary Irene Carr talk with Joanne Jones, a member of Adirondack Correctional Facility Local 170 in Raybrook. Jones attended the opening to find out about training programs that could be used by her local.

ALBANY—Calling it the "workplace of the future," CSEA President William McGowan praised the newly-expanded training center for the Clerical and Secretarial Employee Advancement Program (CSEAP) at the center's opening.

"This is an example of what can result when labor and management work together," McGowan said.

The new facility, expanded to meet increasing demand, offers training in office technology to the 37,000 clerical and secretarial workers in CSEA's Administrative Services Unit (ASU). There they have a chance to work under ideal conditions, since the center uses equipment designed not only to improve productivity but also to safeguard the worker from job-related injury and stress.

CSEAP and the center are part of an agreement negotiated between ASU and the Governor's Office of Employee Relations.

Even with the excellent working conditions and extensive training offered by CSEAP, McGowan emphasized that the expanded center is a beginning, not an end in itself.

"We can't just pat ourselves on the back," he said. "This should be the starting place for even more improvements."

During his remarks at the opening, he called for better salaries for the newly-trained and highly-skilled office workers and continued improvements in the workplace to ensure worker health and safety.

McGowan also called for an expansion of training to include a way to get the equipment and programs out to workers across the state, rather than requiring them to travel to Albany for training.

"We're ready to negotiate for whatever special needs are necessary," he said. "We want our people to have every opportunity. We need this center in other locations."

Crystal Hamelink, CSEAP coordinator, said the new facility is important because it will help workers maintain an understanding of the rapidly changing office technology.

"Keeping pace with technology is like trying to change a tire while the car is moving," Hamelink said. "The center is trying to help workers become more comfortable with the work they're doing."

Joanne Jones and Karla Dumas, members of CSEA Local 170 in Raybrook, attended the CSEAP center to see what training could be used for workers at the Adirondack Correctional Facility.

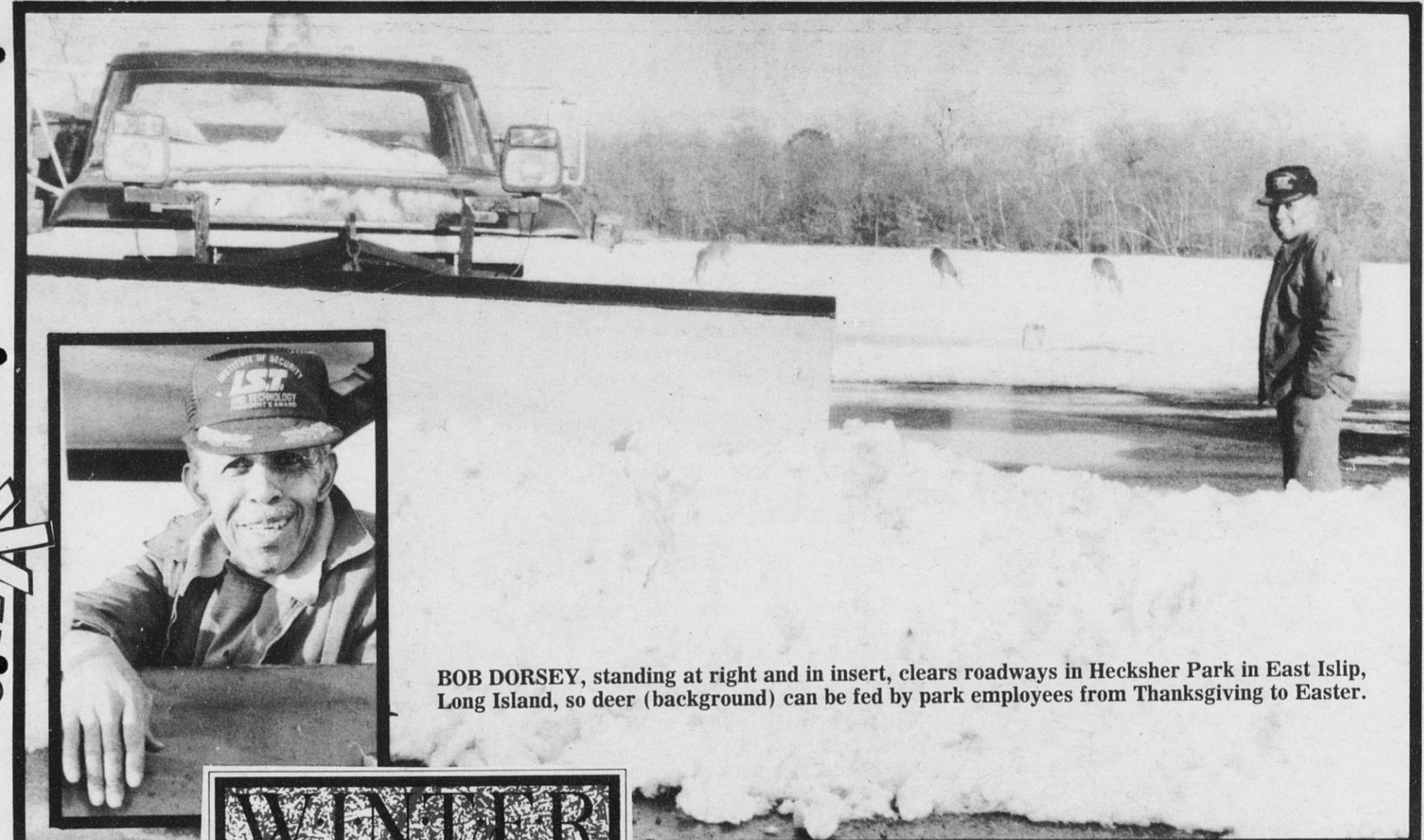
"Our computer people are leaving and we need training," Jones said. "This center is a great opportunity for us."



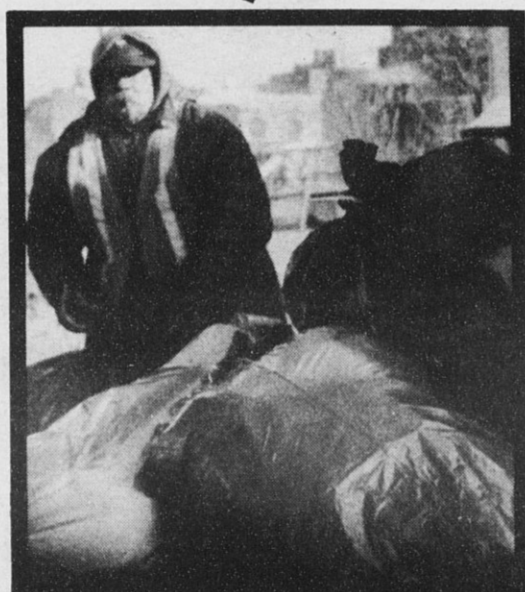
SNOW JOBS



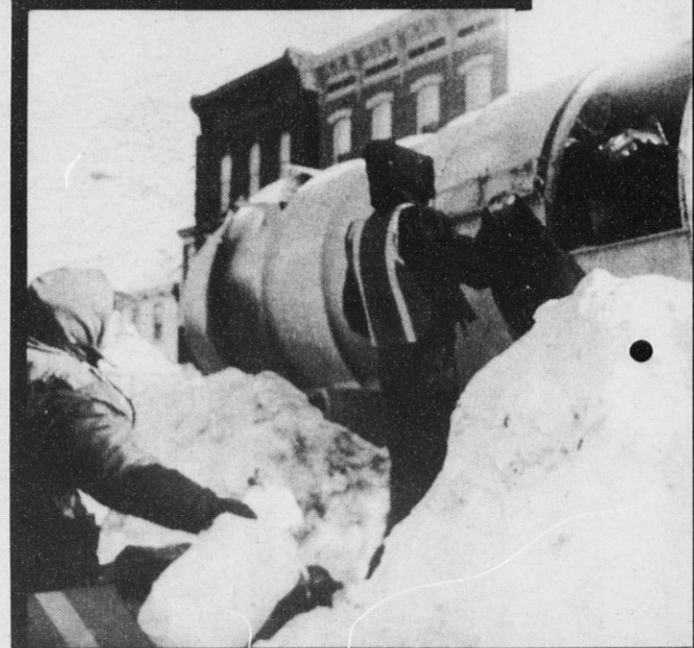
REBBA WYNN, a park recreation aide, uses skis to patrol trails in the Clay Pit Ponds Park Preserve on Staten Island after a recent heavy snowfall hit the area.



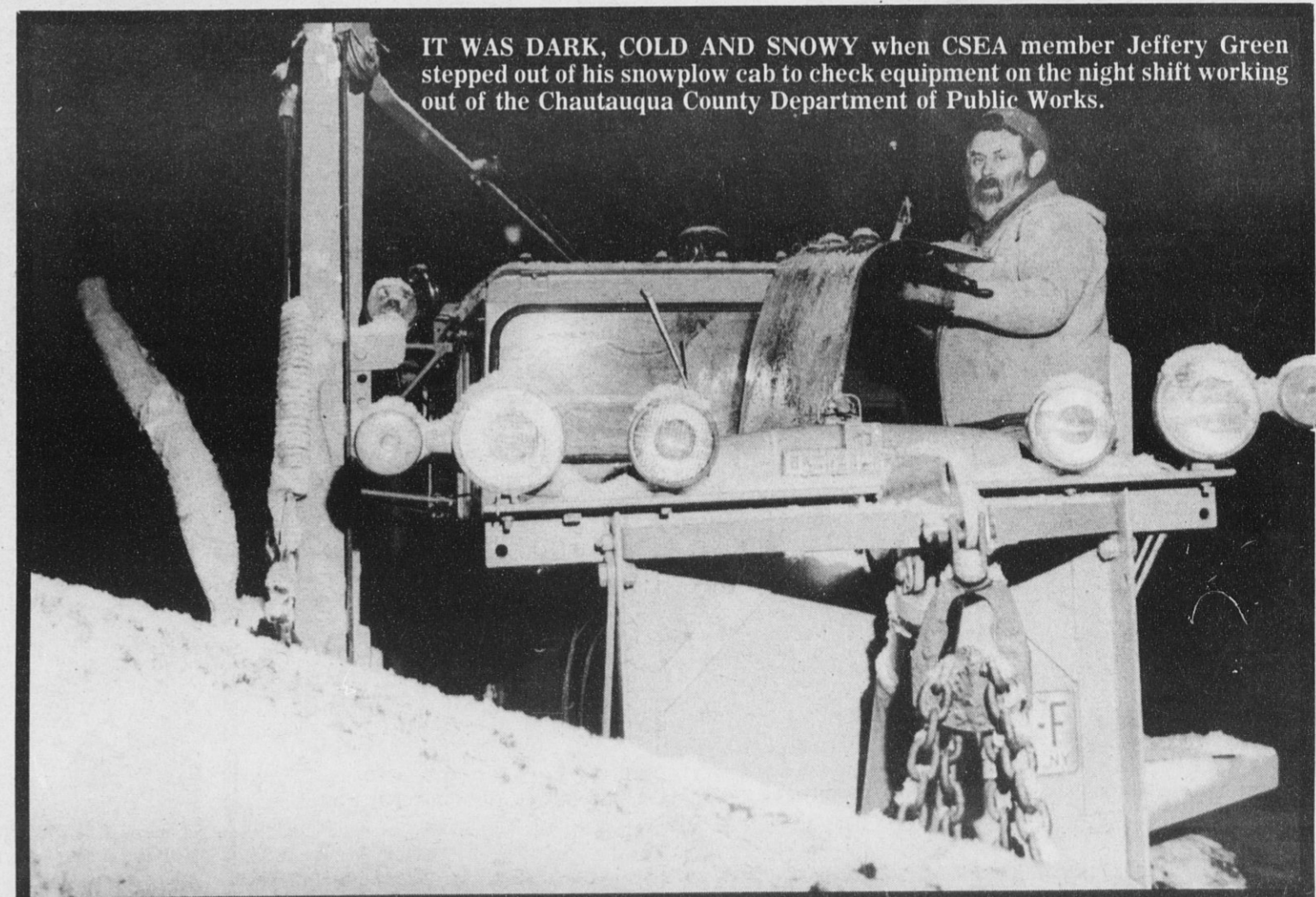
BOB DORSEY, standing at right and in insert, clears roadways in Hecksher Park in East Islip, Long Island, so deer (background) can be fed by park employees from Thanksgiving to Easter.



IT WAS 20 DEGREES BELOW ZERO and the snow piles were higher than the garbage piles on a recent winter day when we caught up with Joe Ashley above, a CSEA member in the City of Troy Department of Public Works on his rounds.



SNOW BANKS and cold weather are a constant challenge to Joe Ashley, left, and Willis Bergerson as they go about their refuse collection chores during winter months.



IT WAS DARK, COLD AND SNOWY when CSEA member Jeffery Green stepped out of his snowplow cab to check equipment on the night shift working out of the Chautauqua County Department of Public Works.

Irate union leaders step up protests of Rome center closing

"We're going to oppose every single move they (State) make until we get a commitment about job security . . ."

— Jim Moore,
Region V President

By Charles McGear
CSEA Communications Associate

ROME — Taking direct aim at the state decision to close Rome Developmental Center, CSEA Region V President Jim Moore vowed the union fight for job security for 1300 facility employees would dog Gov. Mario Cuomo on the presidential campaign trail if he runs for national office.

Rome Developmental is one of seven facilities scheduled to be shut down between 1987 and 1991 under a "Developmental Center Closure Plan" recently announced by Gov. Cuomo and Commissioner Arthur Y. Webb of the state Office of Mental Retardation and Developmental Disabilities (OMRDD). Other sites are Staten Island, Westchester, Craig, Bronx, Manhattan and Newark.

In hard-hitting language delivered at a press conference, Moore and Jon Premo, president of Local 422, said the job security the union seeks would involve guaranteeing

"We are not going to stand by while our members are forced to sell their homes and suffer the hardship of leaving their communities."

— Jim Moore

that employees would be able to have the same jobs they presently hold, or assurances that the state would pay for training to prepare them for new jobs.

Moore added that the jobs should be in the same area.

"We are not going to stand by while our members are forced to sell their homes, and suffer the hardships of leaving their communities," he said.

Premo underscored Moore's statements and added CSEA's primary concern is for supportive services employees, who make up a third of Local 422 membership.

"The direct care employees, who deal directly with the clients, will have work even if the clients are relocated to community residence facilities," Premo said. "But if buildings are closed, what happens to maintenance, trades and clerical people? Where will they go?"

The announcement of the proposed closing of Rome D.C. by 1991 also brought a statement from Jim Martin, vice president of Local 422.

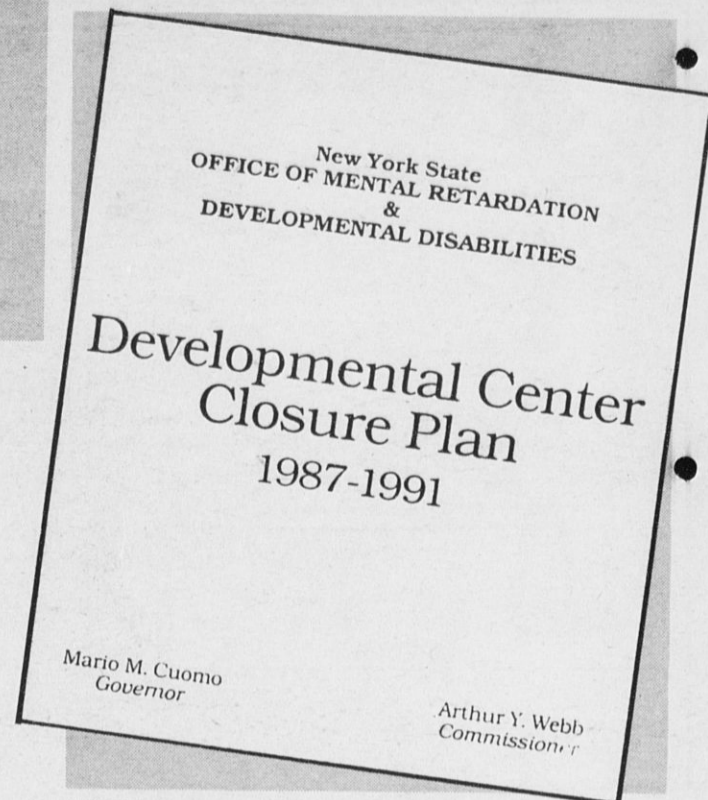
"This entire episode was the perfect example of poor — make that very poor — employee relations. Instead of explaining the long-range plan to the employees, they sock it to us through the media from some carpeted room in Albany," Martin said. "I think, as dedicated employees, we deserved better treatment."

Moore added the union plans to oppose every single move that they make ". . . until we get a commitment about job security.

"I want a commitment from higher up than the director of the facility. That commitment should come directly from the governor," he said.

"We are not going to panic. We are confident we can get job security."

Moore also noted that CSEA endorsed



THE REPORT shown above calls for the closing of seven developmental centers statewide, including Rome. The job security of 1,300 people is at stake.

Cuomo's run for governor on both occasions, and said the governor can return the favor by assuring job security for those employees. "That's the purpose of political endorsements!"

To underscore his statements, Moore said the union will be prepared to send bus loads of CSEA members around the country to demonstrate where the governor may make campaign speeches, if he decides to launch a bid for the Democratic nomination for president.

"We intend to take this fight to our local representatives in the state Legislature, and all the way to the governor's office," Moore added.

A series of informational meetings has been scheduled to keep employees fully aware of any new developments.

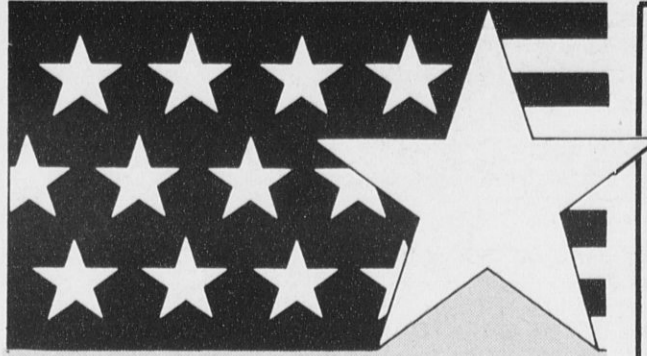
"We plan to update every employee on all shifts by open letters of explanation and general membership meetings," Premo said. "We are well-organized and will do everything in our power to keep the members well informed."



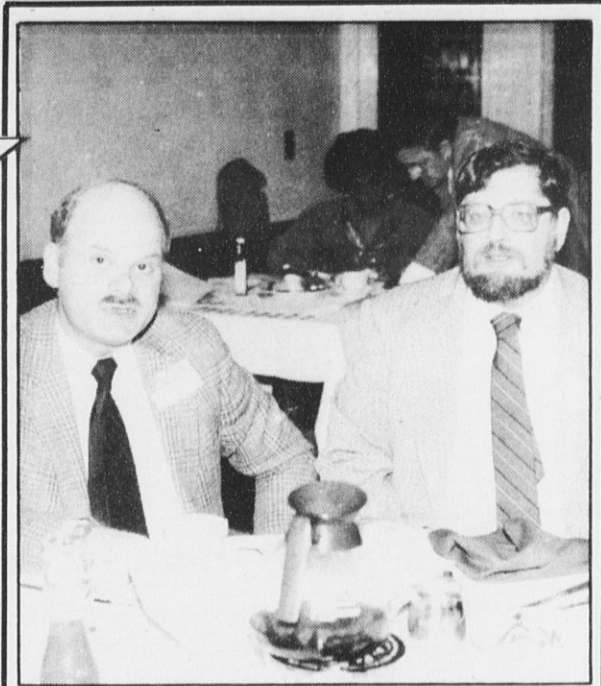
FIGHTING FOR JOBS — Region V President Jim Moore, standing left, emphasizes union's prime concern for employees' job security following the state-announced plan to close Rome Developmental Center. Also covering the range of closing issues were: seated, from left, Jon Premo, Local 422 Rome D.C. president; Jim Martin, Local 442 vice president; and Rick Fiorini, Local 442 board representative.



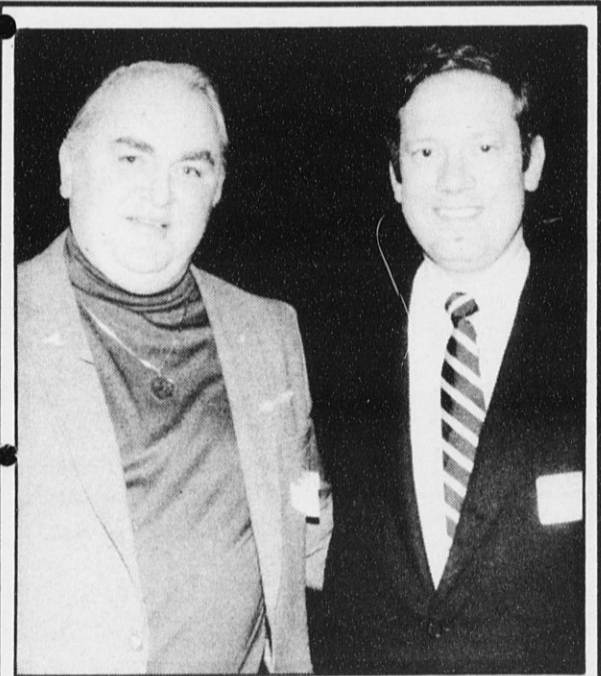
JEAN VAN DUNK, an employee of Middletown Psychiatric Center, talks with Assemblywoman Mary McPhillips, right.



Breakfast of champions



ASSEMBLYMAN STEPHEN SALAND of Poughkeepsie talks with Dutchess County Unit President Carl Mathison.



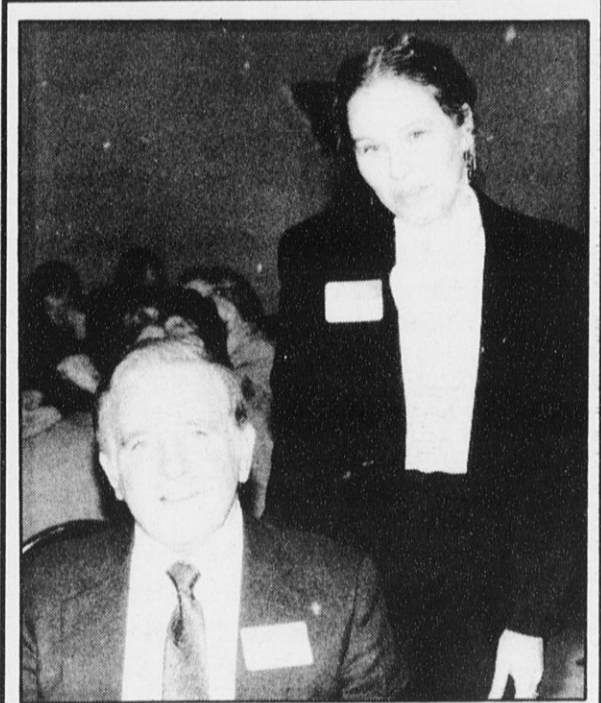
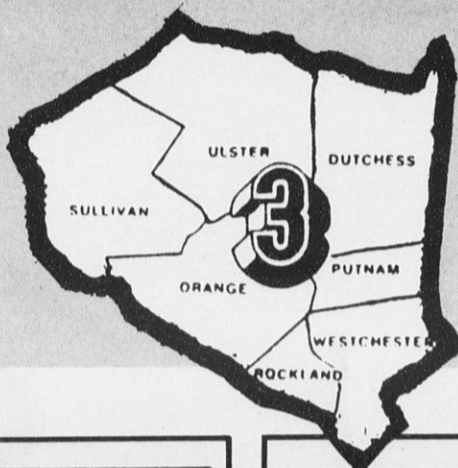
WESTCHESTER COUNTY Assemblyman George Pataki, right, is shown with Peekskill Housing Authority Unit President Bob Blaich.

PAC honors winners

The CSEA Region III Political Action Committee backed some winners in November — 26 to be exact.

The committee recently honored the 18 Assembly candidates and the eight state Senate candidates who received CSEA endorsement and were winners in the November elections.

The accompanying photographs were taken at the breakfast the committee hosted to congratulate the winners.



ORANGE COUNTY UNIT Political Action Chairwoman Mary Starr greets Assemblyman Lawrence Bennett.



REGION III SECOND Vice President Rose Marcinkowski, center, congratulates State Senator Richard Schermerhorn and Assemblyman William Larkin.



POLITICAL ACTION COORDINATOR Doris Mason, second from left, and PAC Chairman Alex Hogg, second from right, talk with Westchester Assemblyman Henry Barnett and Westchester Unit Political Action Committee member Ed Carafa, right.



Regional, Board elections set

Regional officers

ALBANY — Regional officers will be elected in each of CSEA's six regions in an election process that begins in early March and ends in late June.

Under the union's open election procedures, any member in good standing can have his or her name placed on a ballot by obtaining a minimum of 500 CSEA member signatures on an official petition form.

The union's statewide Election Committee will oversee the balloting. CSEA's Board of Directors recently

adopted the following election schedule:
 March 2 — Nominations open. Petitions available from CSEA regional offices and CSEA Headquarters.

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

April 30 — Drawing for ballot position.

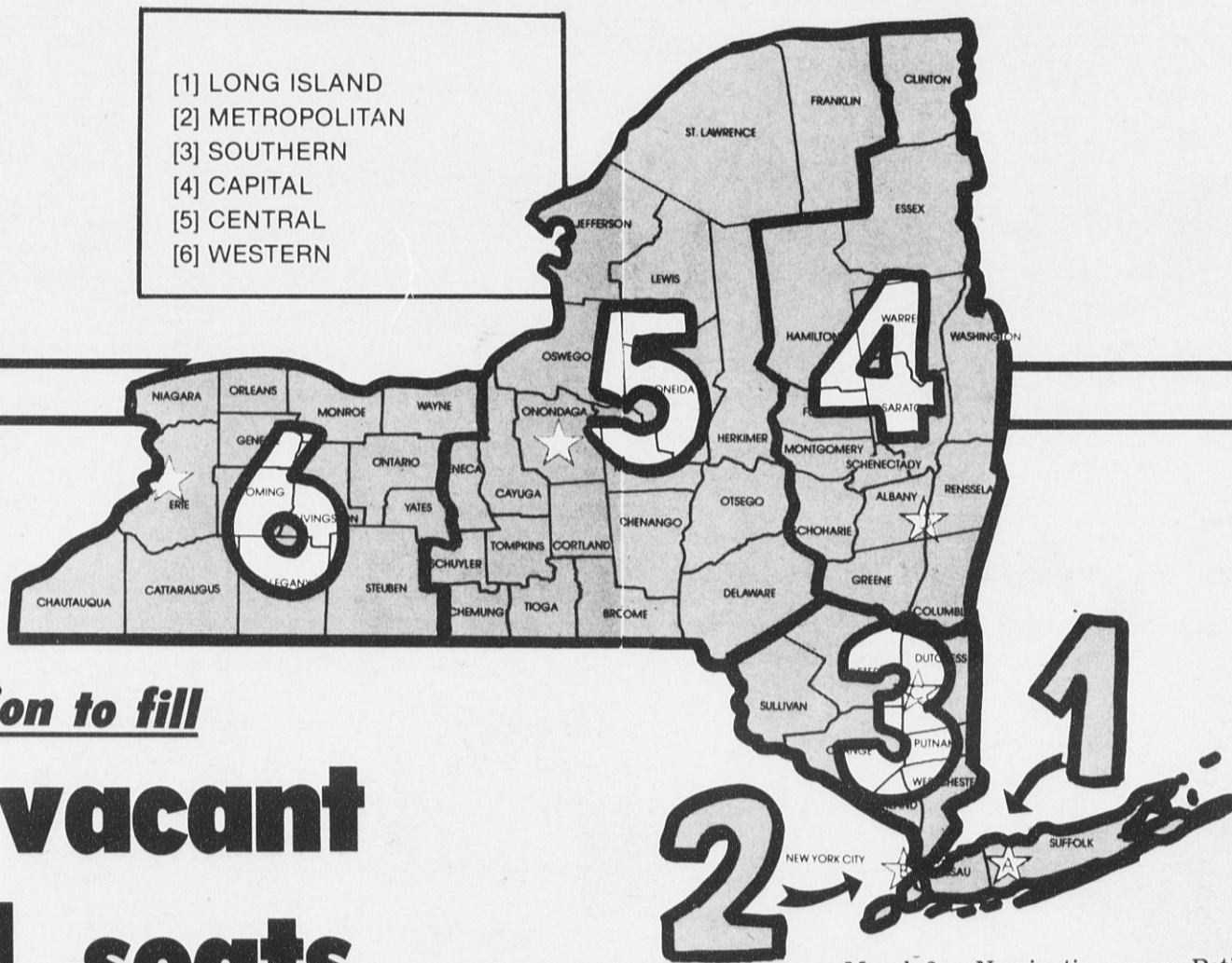
May 4 — Names, photos and candidate statements printed in The Public Sector.

May 15 — Official ballots mailed.

May 22 — Replacement ballots available.

June 10 — Ballots must be returned by noon. Ballot count begins. Results announced when final. Protest period ends ten days after official results announced.

In order to be eligible, a candidate must have been a member in good standing of CSEA since June 1, 1986 and continuously paid membership dues since then. In addition, he or she cannot be a member of a competing labor organization and must not be prohibited from holding office under a penalty imposed by the CSEA statewide Judicial Board.



- [1] LONG ISLAND
- [2] METROPOLITAN
- [3] SOUTHERN
- [4] CAPITAL
- [5] CENTRAL
- [6] WESTERN

Special election to fill

Four vacant Board seats

ALBANY — A special election to fill vacancies on CSEA's statewide Board of Directors will begin on March 2.

Listed below are the open seats, as well as the number of member signatures required to qualify as a candidate:

STATE EXECUTIVE COMMITTEE

Board Seat	Number of Signatures Required.
Mental Hygiene (Region I)	450
Executive Department	450

LOCAL GOVERNMENT EXECUTIVE COMMITTEE

Dutchess County	135
Herkimer County	32

Under the union's open election procedures, any qualified member in good standing can

have his or her name placed on a ballot by obtaining the required number of CSEA member signatures on an official petition form.

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

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

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

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What are your feelings about the importance of Black History Month?

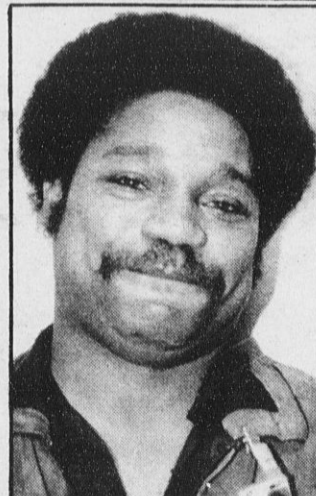
BLACK History MONTH

Where asked: Region II



DAISY KENNEDY
Brooklyn
Developmental Center
Local 447

"I feel glad that my children today have the opportunity to study about the history of black people, especially Martin Luther King and Harriet Tubman, even though I didn't have this kind of teaching when I was in school."



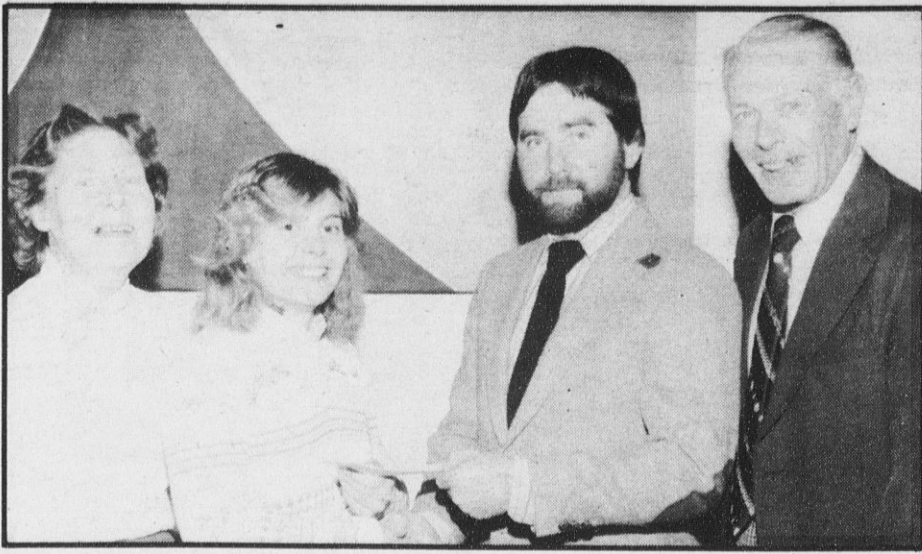
THOMAS WATSON
Kingsboro Psychiatric
Center Local 402

"I believe there should be more emphasis on black history, especially to the younger generation."



JULIA STANLEY
Institute for Basic
Research
Local 438

"Black History Month gives everyone, including myself, an opportunity to understand the problems that black people have had. I do hope that we could all join together and erase these problems to a greater extent."



REGION V — Joe McMullen, right, president of CSEA Local 635, SUNY at Oneonta, presents Lorraine Opramolla with her scholarship. Looking on are her parents, Robert and Joyce Opramolla. Lorraine attends Webb Institute of Naval Architecture. Her mother, a member of Local 635, is a senior stenographer at SUNY Oneonta.



REGION II — Andre Walker, center, is congratulated by Region II President George Boncoraglio and Lamonte Wade, Region II member of the statewide CSEA scholarship committee. Walker, who attends Pennsylvania State University, is the son of Marlene Walker, a mental hygiene therapy aide and member of CSEA Local 447, Brooklyn Developmental Center.

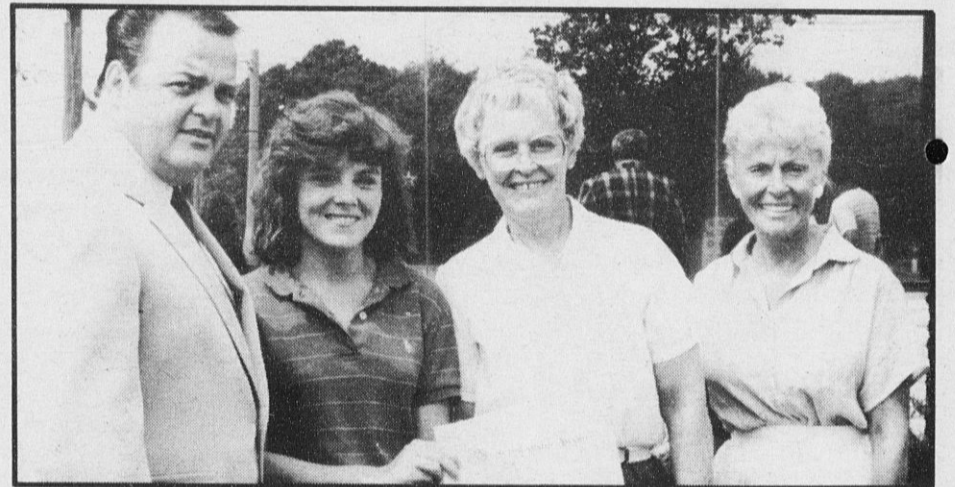
McDonough Scholars

Six sons and daughters of CSEA members have been announced as winners of Thomas McDonough Memorial Scholarships for Continuing Studies from CSEA for the 1986-87 college school year.

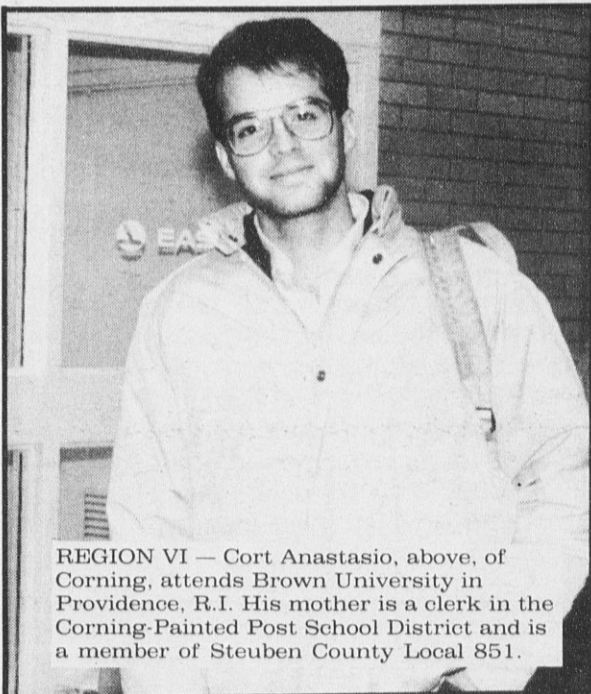
The awards are named in memory of the late Thomas McDonough, a long-time union activist who served as statewide executive vice president of CSEA. The one-time grants are designed to aid upperclass college students complete their college studies.

The McDonough scholarship winners, one from each of CSEA's six regions, are all previous winners of Irving Flaumenbaum Memorial Scholarships awarded by CSEA to deserving high school graduates entering their freshman year of college. One of the six, Dawn Marie Albano, is also a previous winner of a McDonough scholarship as well.

Following is a brief profile of the McDonough scholarship winners for 1986-87.



REGION I — Region I President Danny Donohue, left, and Helen Noonan, right, look on as Kathleen G. Noonan receives her scholarship from Dorothy Goetz, Long Island Scholarship Committee Chairperson. Mrs. Noonan is a stenographer at Kings Park Psychiatric Center. Her daughter is studying political science at Barnard College.



REGION VI — Cort Anastasio, above, of Corning, attends Brown University in Providence, R.I. His mother is a clerk in the Corning-Painted Post School District and is a member of Steuben County Local 851.



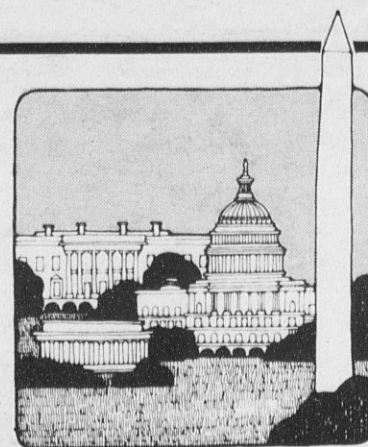
REGION IV — Brian Mormile, third from left, accepts his scholarship from Pauline McDonough, widow of Thomas McDonough. Looking on are from left: Region IV President C. Allen Mead; Brian's mother, Kathryn Mormile, a health aide and a member of Montgomery County Local 829; Bill Fetterling, a member of the scholarship committee; and William Zippiere, Local 829 president. Mormile attends the University of Miami.



REGION III — Dawn Marie Albano, third from left, accepts her scholarship from Westchester County Local 860 President Janice McGuiness. To her left are Region III Field Representative Glenn Blackman and Region III President Pat Mascioli. Her father, Richard Albano, right, works for the Town of Eastchester. Dawn attends Hofstra University.

Watch on Washington

Reagan budget counts on uncertain economic hope



President Reagan has apparently met the requirements of the Gramm-Rudman law in preparing his budget for Fiscal Year 1988 (FY '88), but at issue is how he did it.

While the budget technically meets the Gramm-Rudman deficit goal of \$108 billion for FY '88, it does so by relying on questionable economic assumptions and by continuing the Administration's policies of big defense increases, big domestic spending cuts and no significant tax increases.

The domestic budget would be cut an actual \$18.7 billion in FY '88 through terminations and reductions in programs assisting primarily the poor and middle class. Of this amount, one-third would come from low-income programs which constitute only one-ninth of the federal budget. Virtually, all non-defense spending would be cut below the amount needed to maintain their current level of services, which would be \$36 billion more than proposed.

The biggest cuts would come in Medicare, other health programs, post-secondary aid and loans to low- and moderate-income students, low-income housing and mass transit, including operating subsidies. Vocational education, WIN, housing for the handicapped, and state and local drug enforcement grants would be eliminated. Major cuts are proposed in Medicaid, Aid to Families with Dependent Children and Food Stamp administration, public housing subsidies, and employment services. Moderate-income students would be cut out of the school lunch program and VA and FHA mortgages would be more costly to obtain.

The defense budget in contrast would rise by \$22 billion, pushing it to \$168 billion over the FY '80 level. This would mean a 117% increase in defense dollars over the six-year period. When inflation is taken into account, the annual real growth since 1980 would be 5.2%, well above the 3% post-inflation growth target of the NATO countries.

The emphasis in the President's defense budget is on weapons development at the expense of military readiness. No major weapons systems would be cancelled, and research and development (on such items as Star Wars, which would get a 66% increase from \$3.6 billion to \$5.2 billion) is the biggest growth area, thereby forecasting continued future escalation of defense costs. Should the President's pending plans for the rest of the 1980s be accepted, the nation would have devoted \$2.8 trillion for defense, the highest decade of defense spending in peacetime American history.

As revenue raisers, the President proposes to improve tax collections, bring all state and local government employees under Medicare, sell off major federal assets such as AMTRAK and the petroleum oil reserves, and levy user fees, some of which really are program cuts such as increased Medicare premiums. The

asset sales would bring in revenue for only one year and would actually cost the government lost revenue in future years.

Most political observers in Washington have characterized the President's budget plan as "dead-on-arrival" because of its substantive flaws and its political unpopularity. The budget assumes a healthier economy generating more federal revenues than do most economists, and it depends heavily on the Congress approving spending cuts that it has consistently rejected.

In addition, President Reagan's budget goes against an emerging trend in American public opinion that leans toward a more activist role for governments. This view was reflected in a recent survey by the Advisory Committee on Intergovernmental

HOW YOUR TAX DOLLARS ARE SPENT

This year, the average household in the United States will pay \$5,767 in federal taxes.*



\$3,103 will go for military spending.



\$126 will go for education.



\$115 will go for housing.



\$138 will go for food and nutrition.

*excludes additional taxes paid to trust funds, such as Social Security.
Sources: U.S. Budget Documents, Office of Management and Budget.

Relations (ACIR), a quasi-independent government commission, presently dominated by Republican appointees. The survey is the 15th annual public opinion study done by the ACIR, and it shows a slow but steady decline in those favoring cutbacks in government services and taxes since 1979.

An overwhelming majority in the poll favor cutbacks in defense over Social Security and Medicare as a way to cut the federal deficit. A solid majority opposes cuts in federal aid for highways, local public schools, low-income programs, nursing home care, sewage treatment and community development, precisely the areas hit hardest by the Reagan budget.

Even so, President Reagan's budget cannot be disregarded entirely because Congressional Democrats will be concerned that they not be perceived as big spenders and taxers or soft on defense. And in that political dynamic the President's budget becomes the political standard against which other ideas are measured.

CETA alert: Deadline near on retirement credit buy back

ALBANY — If you're a former Comprehensive Employment and Training Act (CETA) worker now in regular public employment, you still have until March 31st to apply for retirement system credit for your CETA service.

To be eligible, you must have transitioned into your regular public employment directly from your CETA position. You must also have completed at least five years of public employment with standing in the NYS Retirement System. If you complete the five years of public employment after the March 31 deadline, you have up to one year after the time of the completion to file for the credit.

The cost of the additional contribution to the retirement system will be borne by the employer you worked for as a CETA worker, except for the amount you would normally pay into the system for the time of service. The credit buyback does not affect your retirement tier standing.

The reopened "window of opportunity" to apply for service credits is the direct result of a CSEA-backed bill passed during last year's legislative session. It was needed because the rigid terms of the previous requirements shut out many former CETA workers who through no negligence of their own failed to make the appropriate application.

To take advantage of the service credit buyback, you must send a letter to the New York State Comptroller specifically stating that you wish to buy back CETA service credit for retirement purposes. You must include your name, address, social security number, retirement registration number, the date of your CETA employment, and the name and address of your CETA employer.

Send it to:

NYS Employees Retirement System
ATTN: Arrears Unit (14th floor)
Alfred E. Smith State Office Building
Albany, New York 12244

Auto insurance rates now just phone call away

A new telephone service which will enable CSEA members to obtain auto insurance rates with a single phone call will go into effect Feb. 11.

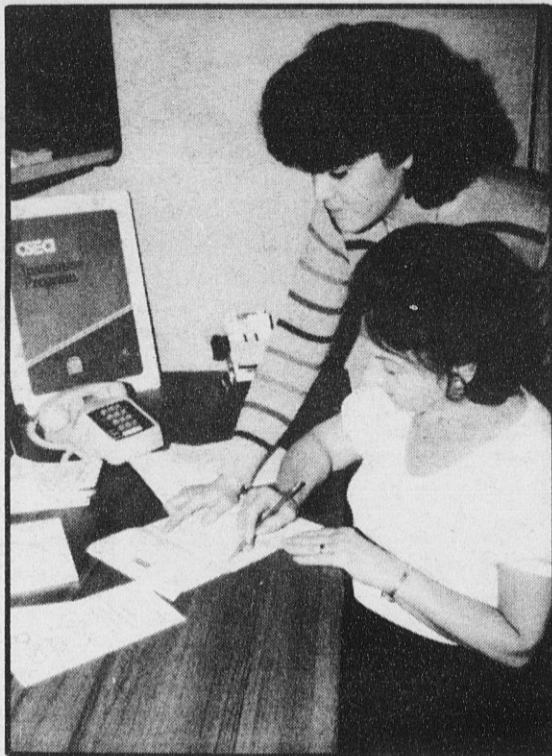
When a member dials a toll-free number (1-800-833-6220, ask for Operator 40), they will be in direct contact with an insurance counselor from Jardine Emmett & Chandler Inc. Members will be asked to provide information such as make, model and year of car, and the individual's data will be entered into a computer within the hour.

Once the information is given over the phone, an insurance quote and computer printout will arrive in the mail at the member's home within 48 hours.

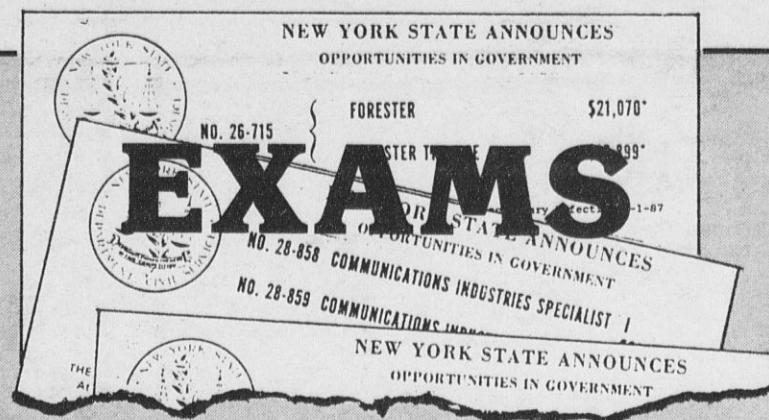
The program was conducted briefly on an experimental basis in 1985, and as of Feb. 11 will become a permanent service offered exclusively to CSEA members.

Members may call the toll-free number (1-800-833-6220, ask for Operator 40) between 8:30 a.m. and 4 p.m. Monday through Friday.

A spokesperson from Jardine Emmett & Chandler Inc. said the telemarketing department is exploring expanding the service to other insurance areas for the benefit of CSEA members.



(1-800-833-6220)



Open Competitive Examinations

APPLICATIONS DEADLINE FEBRUARY 16, 1987

Exam No.	Title	Beginning Salary
26-692	Air Pollution Meteorologist I	\$21,070
26-693	Air Pollution Meteorologist II	26,354
26-694	Air Pollution Meteorologist III	32,515

APPLICATIONS DEADLINE FEBRUARY 17, 1987

26-763	Building Maintenance Supervisor I	19,845
26-764	Building Maintenance Supervisor II	23,465
26-587	Habilitation Specialist I	21,070
26-753	Superintendent of Construction, Asst.	22,289
26-754	Superintendent of Construction, Senior	27,806
28-861	Medical Laboratory Technician I	16,070
28-879	Youth Division Management Specialist I	26,354

APPLICATIONS DEADLINE FEBRUARY 23, 1987

26-755	Building Construction Engineer, Asst.	29,256
26-756	Building Construction Engineer, Senior	36,111
26-589	Developmental Specialist I	21,070
26-590	Developmental Specialist II	24,916
26-591	Developmental Specialist III	27,806
26-765	Facilities Management Assistant	21,070
26-628	Maintenance Supervisor II	22,289
26-629	Maintenance Supervisor III	24,916
26-630	Maintenance Supervisor IV	27,806
26-651	Photographer I	15,709
26-652	Photographer II	18,636
28-885	Teaching Assistant	15,842

APPLICATION FORMS—You may obtain application forms by mail or in person at the following offices of the State Department of Civil Services:

ALBANY—W. Averell Harriman NYS Office Building Campus 12239.

BUFFALO—Room 303, 65 Court Street 14202.

NEW YORK—55th Floor, 2 World Trade Center 10047, or 6th Floor, Adam Clayton Powell State Office Building, 163 West 125th Street, 10027.

LOCAL OFFICES, NYS Employment Service (no mail requests). When you request an application, specify the examination number and title. Mail completed application to: NYS Department of Civil Service, W. Averell Harriman NYS Office Building Campus, Albany, N.Y. 12239.

CSEA lawsuit upheld in Supreme Court

Financial disclosure is thrown out in Syracuse

... statements are hard on employees ... I found the disclosure of political affiliations particularly offensive.

SYRACUSE — A state Supreme Court justice has thrown out a financial disclosure policy which would have affected many Syracuse City employees. CSEA had brought the lawsuit, which challenged the legality of a financial disclosure policy initiated by Syracuse Mayor Thomas Young.

Supreme Court Justice Thomas Murphy has ruled that Young did not have the authority to issue such a policy without the approval of the Syracuse Council. Justice Murphy also declared the policy illegal because it failed to provide sufficient confidentiality and protection against publicity.

CSEA filed the lawsuit last May shortly after the mayor announced plans to

institute the policy. It would have required about 100 city employees, cabinet members and members of some boards and their spouses to disclose their assets, indebtedness, sources of income and political affiliations. About half the employees affected are CSEA members.

Attorney Michael Smith of CSEA's lawfirm of Roemer and Featherstonhaugh said, "I found the disclosure of political affiliations particularly offensive. Disclosure statements are hard on employees and generally do not expose corruption."

CSEA has also filed an Improper Practice charge against the city with the Public Employment Relations Board (PERB) over the matter.

This, that

AND THE OTHER THING

That's life

Variations of the following free verse poem have appeared in many union publications. It was read into the minutes of the January CSEA Board of Directors meeting by statewide Secretary Irene Carr.

LIVES OF UNION OFFICIALS

If they talk on a subject, they are trying to run things. If they are silent, they have lost interest in the organization. If they are seen at the office, why don't they get out. If they can't be found, why don't they come around more often. If they do not agree that the boss is a skunk, they are company people. If they call the boss a skunk, they are ignorant. If they are not at home at night, they must be out drinking. If they are at home, they are shirking their duty. If they don't beat their chest and yell strike, they are conservative. If they do, they are radicals. If they don't stop to talk, their job has gone to their heads. If they do, that's all they have to do anyway. If they can't put a member to work who got into trouble, they are a poor agent. If they do, that is what they are paid for. If they should give someone a short answer, we'll get them in the next election. If they try to explain something, they are playing politics. If they get a good contract, why didn't they ask for more. If their suit is pressed, they think they're big shots. If it isn't, they are unfit for job. If they take a vacation, they have had one all year anyway. If they are on the job a short time, they are inexperienced. If they have been on it a long time, there should be a change.

— author unknown

Empire Plan claims

A REMINDER — All 1986 Empire Plan Major Medical claims must be submitted before April 1, 1987, to Metropolitan Life Insurance Company, CPO Box 1600, Kingston, N.Y. 12402-0600.

Major Medical claim forms may be obtained from state agency personnel/business offices or from the Metropolitan Life Insurance Company. Be certain your doctor or other provider fills in all the information asked for on the claim form, and be sure to sign the form. If the form is not filled in by the provider, all bills submitted must include all information asked for.

Questions concerning claims should be directed to Metropolitan at the following toll-free telephone numbers:

Within NYS: 1-800-942-4640

Outside NYS: 1-800-431-4312

A real humanitarian



HUMANITARIAN OF THE YEAR — Dorothy Haden, a CSEA shop steward for Local 432 at Westchester Developmental Center, was named winner of the 1987 Martin Luther King Humanitarian Award during ceremonies held recently in Tarrytown. A beaming Haden accepts the award from Andrew Farley, left, vice chairman of the Human Relations Committee and a member of Local 432. Others present for the ceremony included her daughter, Cecelia Hall; her son, Stuart; her husband, Lloyd, and CSEA Local 432 Vice President Richard Colson. Haden, a therapy aide who works at Adams House, a community residence in White Plains, was cited for her community involvement and union activities.

Now that's a great idea



A GOOD IDEA — Kay Perfetti, center, a member of Department of Law CSEA Local 672, holds a check for \$260 and a certificate of merit in recognition of an award-winning suggestion she submitted. Senior Attorney Frank Tedeschi presents the check and Local 672 official Elisa Bursor delivers the certificate. Perfetti suggested changing a "satisfaction of judgment" from a two-sided document to one side which makes it usable on display writer equipment.

Davis, Percy, Pesci: remembered

We regret to announce that three well-known former CSEA activists died recently.

NELLIE DAVIS, past president of CSEA's Hudson River Psychiatric Center Local and a founder of CSEA's retirees organization, died last month in Poughkeepsie. She joined CSEA in 1929 and retired in 1972.

ELEANOR S. PERCY, who was president of CSEA's Jefferson County Local from 1968 to 1977 and who held many union offices, died recently in Albany.

VICTOR V. PESCI, a CSEA activist in the 1960s and '70s until named deputy superintendent of banks for the state Banking Department, died in late January in Hackensack, N.J.

Oswego City School Unit fights district's delays

By Charles McGeary
CSEA Communications Associate

"They're holding 330 employees hostage because of the arbitrator's decision!"

And that, according to CSEA Collective Bargaining Specialist Roger Kane, is why CSEA plans to file an unfair labor practice against the Oswego Board of Education.

Kane says the board has refused to ratify a contract that was agreed upon well over a month ago. The agreement covers the approximately 330 non-instructional employees represented by CSEA in the Oswego City School District.

He charged the district is holding up the contract, which is retroactive to July 1, 1986, because the district lost an arbitration ruling to the union over the hiring of a maintenance worker.

"They lost the arbitration and now they want to reopen negotiations," Kane said.

School officials have publicly agreed that the arbitration ruling is why they are balking at ratifying the contract. CSEA disagrees with the district claims that the ruling changed the terms of the contract regarding promotions and the union refuses to renegotiate that provision.

The arbitration concerned the hiring of a maintenance worker in March 1985. Four district employees applied for the \$14,000-a-year job, but it was given to a person who was not a school employee. That person, the union charges, is a "friend of a board member."

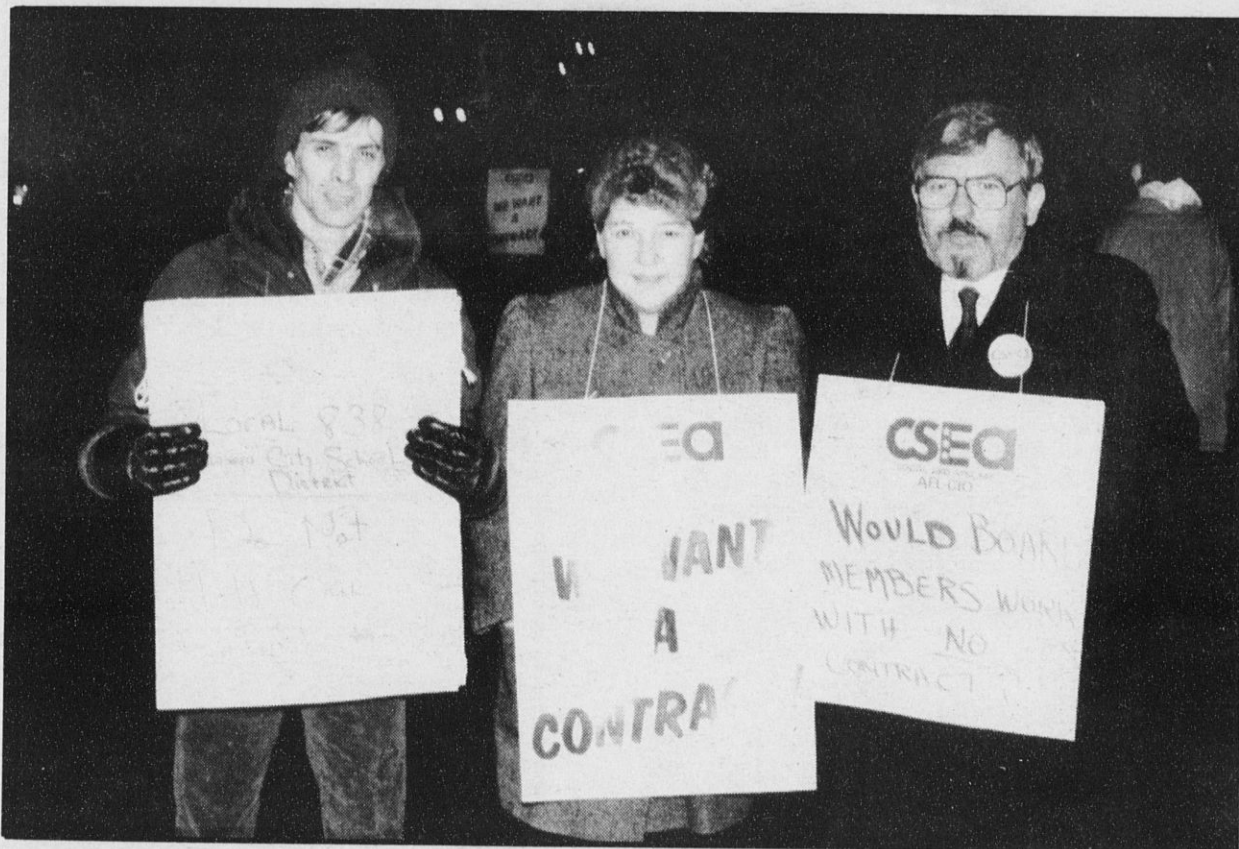
Union members picketed the the latest

Board of Education meeting, and, Kane said, if the board does not ratify the contract quickly, the union will file an unfair labor practice charge against the school district with the Public Employment Relations Board (PERB).

The contract, which covers bus drivers, mechanics, food service workers, custodial staff and clerical personnel, calls for pay

increases of 9.75 percent, 9.25 percent and 8.75 percent in each of three years.

Kane also charged that the school district is "attempting union busting" because some clerical employees have been approached and told to form a separate bargaining unit. In addition, the district has granted some raises to "a couple" of people who are covered by the CSEA contract, he said.



BR-R-R, IT'S COLD on the informational picket line in Oswego. Protesting in the cold are, from left, Oswego City Schools Unit President Bob Marino, Oswego County Local 838 President Linda Crisafulli and Region V President Jim Moore. The demonstration by 100 school district employees at a Board of Education meeting protested the district's failure to ratify a contract after both sides had reached a tentative agreement.



"They're holding 330 employees hostage ... " Collective Bargaining Specialist Roger Kane.

BRAVING WINTRY ELEMENTS, left, three school district employees among scores of marchers protest the Oswego Board of Education's failure to ratify a tentative contract agreement.