

# THE PUBLIC SECTOR

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

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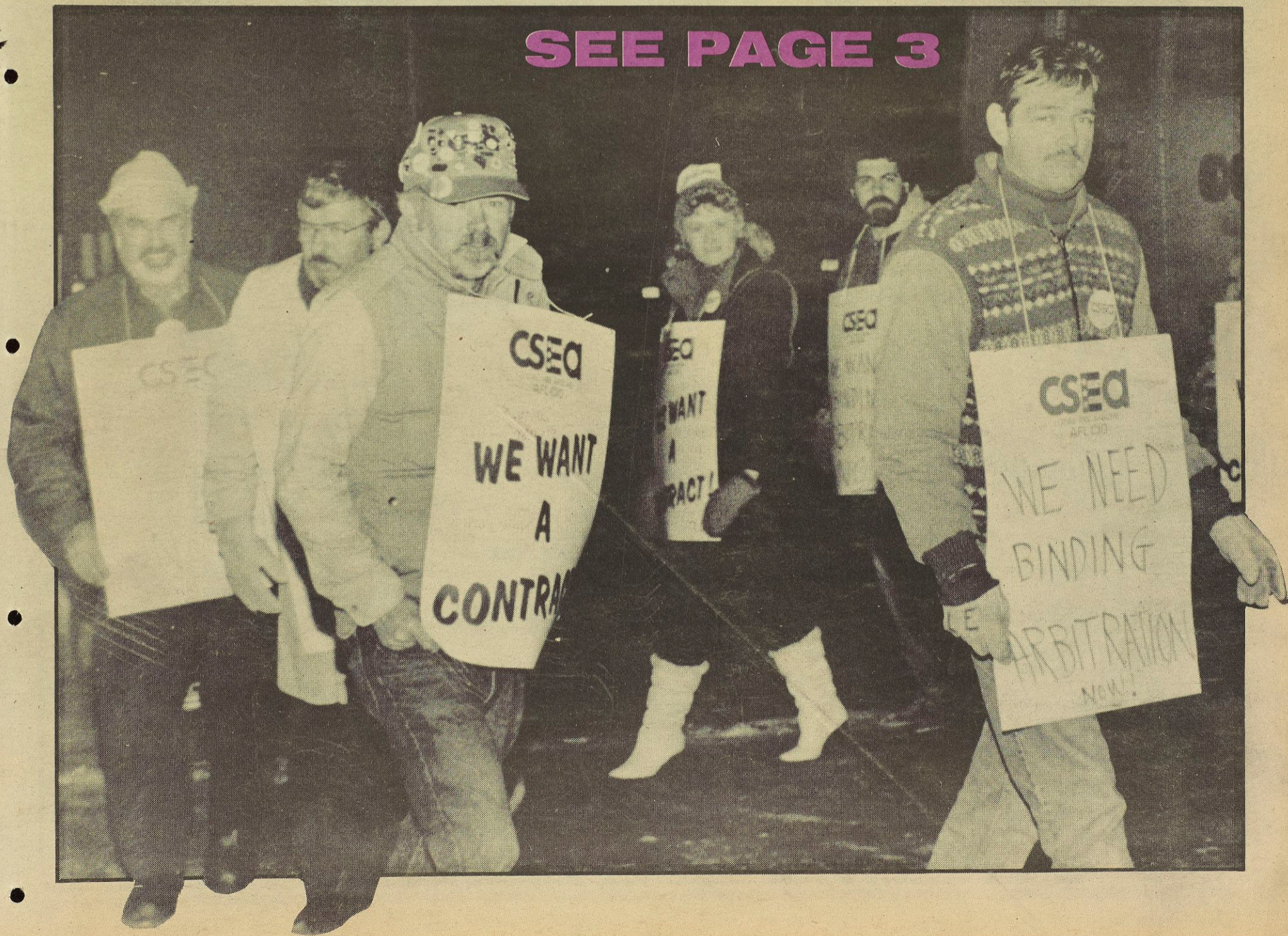
## Cold shoulder leaves 'em hot in Herkimer

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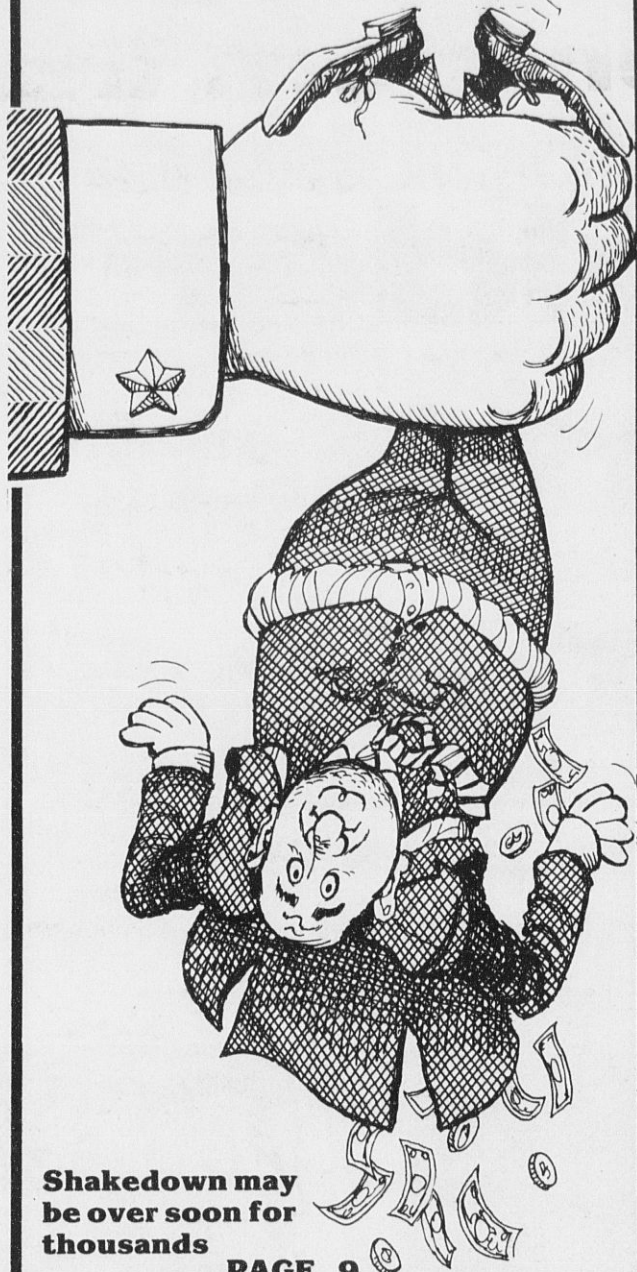
**School board's icy attitude puts a  
chill on labor-management relations**

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Shakedown may be over soon for thousands

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# IRA MADE EASY!

By **Patty Mack**  
Coordinator CSEA/Unity Mutual



Patty Mack

The number of requests for information that I've received since CSEA endorsed Unity's Individual Retirement Account Payroll Deduction Plan tells me that there's a great deal of interest in this benefit. The questions that you've sent along also tell me there's some confusion over how IRAs work, especially in light of recent tax law changes. With the help of the PUBLIC SECTOR, I'll try to answer some of the most commonly asked questions. I am also providing a coupon for more information or for your specific question, which I will answer in subsequent columns.\*

- Q: MUST I CONTRIBUTE THE FULL \$2,000 IN ORDER TO TAKE THE IRA DEDUCTION?**  
**A:** No. \$2,000 is the maximum contribution allowed by law. You may contribute any allowable amount up to that figure. Your tax deduction will be equal to your IRA contribution.
- Q: IF I CONTRIBUTE TO AN IRA ONE YEAR, MUST I DO SO THE NEXT?**  
**A:** IRA Contributions are not mandatory, it's up to you whether you contribute. You may make a full contribution the first year and make a smaller one the next year or not contribute at all. Your account will still be earning the current interest rate.
- Q: CAN I HAVE MORE THAN ONE IRA?**  
**A:** Yes, you can, as long as you don't take more than \$2,000 or the allowable amount of your contribution in tax deductions in one year. You can have an IRA with as many financial institutions as you want. You can also stop one IRA and start another at any time during the tax year.
- Q: WHAT IF I PUT MORE THAN \$2,000 IN MY IRA IN ONE YEAR?**  
**A:** Not only will you not be allowed to deduct the excess amount from your taxes, you will be required to pay a 6% excise tax on the excess amount for each year it remains in your IRA. This does not pertain to ROLLOVER FUNDS. Using payroll deduction plan, you'll be sure to contribute just the right amount for maximum tax benefits.

Dear Patty:

Please send more information about IRA

Please place my name on your IRA Mailing List

My IRA Question is: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Mail To: **Patty Mack**  
Unity Mutual Life Insurance Company  
One Unity Plaza  
Syracuse, NY 13215

or  
Call 1-800-448-5454

\* This column is not intended to give legal, tax or accounting advice. The information contained in this column is a summary of our understanding of the current tax laws effective in these areas and how they relate to our annuity contract.

## Public SECTOR

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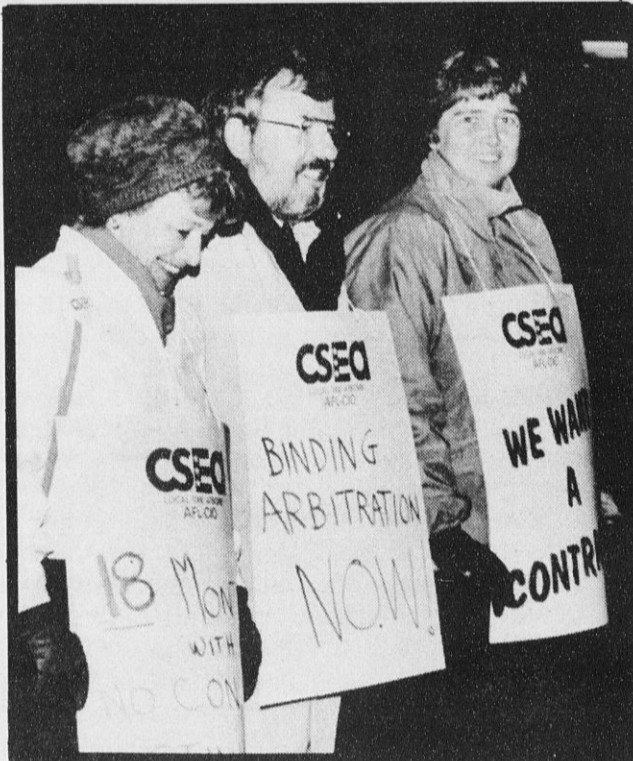
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# Lack of contract angers Herkimer members Protesters hot despite cold shoulder from the weather, school board

By Charles McGeary  
CSEA Communications Associate



**COLD BUT DETERMINED** union leaders, above, march in recent informational picket line in Herkimer. From left are Herkimer County CSEA Local 822 President Pat Labrozzi, CSEA Region V President Jim Moore, and CSEA statewide Treasurer Mary Sullivan.

**FROSTY SENTINELS**, right, on a bitterly cold night in Herkimer are, from left, Collective Bargaining Specialist Roger Kane and Unit President Sam Servadio.

HERKIMER — CSEA members from throughout the Mohawk Valley area recently braved sub-zero temperatures and a bone-chilling wind factor to join forces with members of the Herkimer School District Unit in protesting the lack of a contract for 18 months.

CSEA county, state and area school district members responded to a call for support from Herkimer School Unit President Sam Servadio for an informational picket prior to a recent school board meeting.

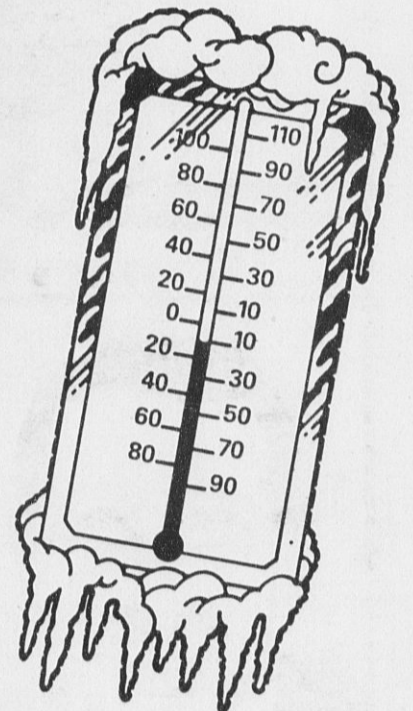
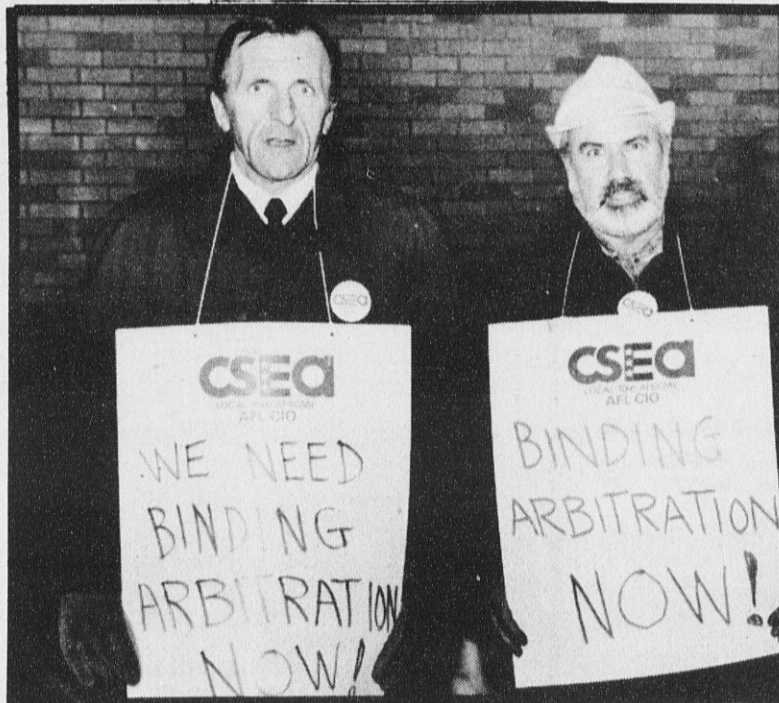
Included in the line of protesters were Central Region V President Jim Moore, statewide CSEA Treasurer Mary Sullivan, Region V Director Frank Martello and Collective Bargaining Specialist Roger Kane. They were joined by picketers from Herkimer County Local 822, Oneida County Local 833, NYSDOT Local 505 and school employees from Herkimer, West Canada Valley and Frankfort-Schuyler.

Chief Negotiator Kane said negotiations on a new contract have dragged on for 18

months, with disagreement over binding arbitration the key issue causing the delay. He said the Herkimer school board continues to refuse to accept a binding arbitration clause despite a recommendation from the state Public Employment Relations Board (PERB) that one be included in the contract.

"This unit is rock-solid behind the negotiating team. We've stuck to our guns for 18 months, and we will continue to fight for binding arbitration," Kane told the protest participants.

Region V President Moore praised members who braved the freezing weather to demonstrate their strength of purpose. "I think we sent a loud and clear message to the board that there is CSEA solidarity in the Mohawk Valley," he said. "We stand together with our brothers and sisters in the Herkimer School Unit for a fair contract with binding arbitration. Other bargaining units in the area have it, and we want it too!"



## BULLETIN . . . BULLETIN . . .

# Rockland members ratify new contract

POMONA — CSEA members in Rockland County have enthusiastically ratified a new contract for 2,600 county employees.

The accord ends 18-months of intense negotiations which were nearly derailed at the eleventh hour when the county unexpectedly demanded the right to change insurance carriers.

Unit President Vicki Burton, in return, pledged "we will not sell out our members" and after strong union pressure, coupled with informational picketing, the county agreed to new contract language. It guarantees any

alternative insurance plan maintains existing benefits, including prescription drug coverage, and has the same geographic acceptability as the existing plan. The county also affirms wherever and whenever possible to use the same participating providers.

The agreement, now subject to ratification by the county legislature, is retroactive to Jan. 1, 1986. It includes annual pay raises of 5, 5 and 5½ percent and features such milestones as an improved dental plan, \$100,000 annual allocation for a pay equity plan, and a new tuition assistance program for employees who want to continue their education.

# WTC members tested for health risk

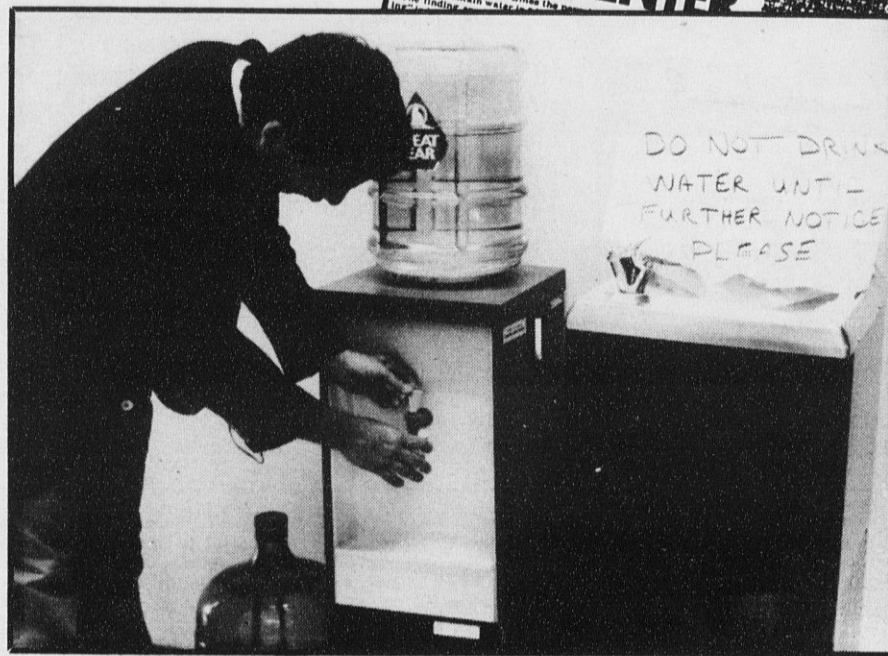
NEW YORK — Alarmed by the discovery of high lead levels in state office water fountains last June at World Trade Center Tower Two, CSEA launched a serious campaign to identify any possible health risks to employees who drank the tainted water. Subsequent union consultations with top level experts in the field of environmental and occupational medicine has culminated with CSEA making available free blood-lead level tests to any affected member.

Tests performed at CSEA's Region II Manhattan Headquarters were administered by hospital technicians of the Dept. of Community Medicine under the direction of the Associate Professor of Environmental and Occupational Medicine at City University of New York's Mt. Sinai School of Medicine, Dr. Alf Fischbein, M.D.

All members taking part in the blood test program completed brief questionnaires to determine their occupational and environmental histories. Particular attention was focused on the duration of employment at 2 World Trade Center and the frequency of water intake from respective fountains. Blood specimens obtained by finger-prick are now being analyzed at Mt. Sinai for lead absorption.

Each worker tested will receive a confidential letter containing a report of their blood-lead zinc protoporphyrin levels and an explanation of the degree of lead exposure found, if any.

CSEA Region II President George Boncoraglio, working closely with the union's Director of Safety and Health, James Corcoran, pressed hard to assure that concerned employees had ample opportunity to be tested. "Cutting through red tape presented some problems," Boncoraglio said. "But this is what you have a union for. It's not realistic to expect



**SIGN OF DANGER...** CSEA Local 010 member Brian Sokoloff helps himself to some bottled water on the 49th floor of World Trade Center last June while a sign on water fountain understates the contamination problem. Above, one of numerous newspaper headlines focusing attention on the issue.

management to voluntarily provide you with any information that could eventually be used against them in a compensation case."

Employees of the NYS Dept. of Law located on the 49th floor of the 110 story tall tower said they were eager to take advantage of the free blood test. One fountain on their floor showed a lead level of 0.22 milligrams per liter of water which is four-and-a-half times the 0.05 level considered acceptable by Federal standards.

Authorities finally turned off the water pipes supplying a sixteen floor section of Tower Two primarily occupied by state agencies. "Don't

Drink The Water" signs were placed over the fountains by workers and bottled water was supplied to each floor while the NYS Health Dept. tested samples of the discolored water. The tainted fountains have been in the building since 1973, the year the World Trade Center's twin towers were completed.

When the problem was discovered last summer, Grade 5 Dept. of Law stenographer Patrice Lewis said, "I really never drank the water because it always had a funny taste. I've been working here over 2 years and right now I feel more concerned, not just about what could happen to me, but what about people here who have been drinking this water for 10 or 12 years?"

A Health Dept. spokesman indicated that exposure at the levels tested seemed unlikely to cause immediate health problems, but that long-term continuous exposure to lead over the limits can result in neurological damage.

Dept. of Law clerk Mary Grant asked her family physician what his recommendation was about taking the free blood test at union headquarters. He encouraged her to follow through and "by all means let him know what the results are," she said.

Joan Acquatta, also a Dept. of Law clerk whose blood was tested at CSEA, expressed appreciation and relief that the union was following through with blood testing of employees. "I think that its a good idea to have something like this checked out because it could be very serious," she acknowledged.

NYS Tax and Finance Dept. CSEA Local 460 President Willie Terry, who works on the 62nd floor of Tower 2, was among the union members tested. "I encouraged all our members to come down and take advantage of this free test because ignorance isn't bliss and I have a right to know, for my family's sake, if my health was jeopardized in any way because I drank water here," Terry said.



**TESTING FOR THE UNKNOWN...** Department of Law clerk Mary Grant, right, has her blood tested at CSEA Region II office. CSEA arranged with Mt. Sinai Hospital to conduct the free tests for members who worked in the World Trade Center. Unsafe lead levels were discovered in the Center's drinking water fountains last spring.

30 years of dedication and . . .

# The book's still being written



(L to R) Aileen Ronayne, Ed Madocks, CSEA Region I President Danny Donohue, Fred Gallagher and Cathy Green flank 30-year employee Agnes DiVeto at her surprise party.

By Sheryl Carlin  
CSEA Communications Associate

**BABYLON** — After working for the Town of Babylon for 30 years, Agnes DiVeto says she's experienced enough interesting situations that she "could write a book" about her career spent mostly as an assistant tax assessor.

Included among her collection of "thank you" cards from satisfied taxpayers and pleasant memories of many happy occasions are less pleasant recollections such as being chased by a pack of dogs and having an irate taxpayer visit her with a gun in hand.

DiVeto was honored recently by the town and CSEA for reaching three decades of services to the public. Still, she isn't ready to retire yet and before she does finally call it quits, it's a good bet she encounters more situations to add to the book she could write if she chose to.

"This job certainly has its moments," said DiVeto. "I'll never forget when that man came in here with the gun." DiVeto explained that at the time, there were police stationed in the lower level of the building.

"I stayed calm and talked to the man and one of my co-workers slipped out and got the police. Thank God they were in the building,"

DiVeto related.

DiVeto, who is a Lindenhurst resident, began with the town as a clerk, soon becoming an assessor's assistant. She has seen many supervisors come and go during her career.

In appreciation of her three decades of dedicated service, CSEA and the Town of Babylon presented DiVeto with commemorative plaques at a recent town board meeting.

Town Supervisor Anthony Noto said, "We are proud and grateful to have an employee like Agnes; she's a wonderful woman and a hard worker."

CSEA Region I President Danny Donohue congratulated DiVeto, "It's members like you who give CSEA a good name!"

DiVeto's direct supervisor, Ed Madocks, said, "I'm glad Agnes isn't retiring. It will take three people to replace her. She's an excellent employee."

As CSEA Unit President Cathy Green gave DiVeto a bouquet of roses with helium balloons, she asked DiVeto when she planned on retiring.

"I have no intentions on leaving now," DiVeto answered, "but don't count on me staying another 30 years, either!" she added with a warm smile.

## Achieving "more and better" in Garden City contract



Bob Schoelle, Jr., Garden City Village Administrator, passes new contract to CSEA Nassau County Local 830 President Jerry Donahue while Unit President Frank Jaroneczyk and Collective Bargaining Specialist Irwin Scharfeld look on.

**GARDEN CITY** — The Garden City Unit of Nassau County CSEA Local 830 recently ratified a three-year agreement which included increases of six percent, plus steps, each year.

Other highlights of the pact included money for work shoes for recreation and DPW employees, an increase in meal allowances, an agency shop clause, an increase in the tool allowance and a shift differential.

CSEA Collective Bargaining Specialist Irwin Scharfeld assisted the unit's negotiating team and commended them on a job well done.

The team included Unit President Frank Jaroneczyk, Kay Williams, Edris Jackowski, Betty DeMilta, Pat Luongo, Mike Kelly, Larry Laboda, Robert Baulsir and Robert Ebert.

"We feel fine about the contract," said Jaroneczyk, "and the negotiating team was excellent."

# More exam preparation booklets to help you improve test scores

Additional assistance is on the way for CSEA members planning on taking promotional examinations. Five additional exam preparation booklets have been added to the 12 self-study booklets previously available, bringing to 17 the number of exam preparation booklets now available to choose from to help improve your test scores in a wide range of state civil service exam areas.

The newest booklets should be very helpful to CSEA members taking the upcoming Public Administration Traineeship training exam.

The newest booklets, like the previously available ones, are funded by the NYS-CSEA Committee on the Work Environment and Productivity (CWEP) and written by Cornell University's School of Industrial and Labor Relations.

The booklets can be ordered by CSEA members for \$1.50 EACH through the CSEA Education and Training Department, using the order forms below. Non-CSEA members may order them through Cornell's School of Industrial and Labor Relations, 146 State Street, Albany, N.Y. 12207 at the same price.

Eight additional booklets relative to state examinations are expected to become available during February and March, and work is underway on expanding the number of local government preparation booklets available as well, according to Sally Engelhardt, director of education and training. As the future state and local government exam preparation booklets become available, they will be added to the order forms published in The Public Sector. Engelhardt reminded that stress management "relaxation tapes" are also available, at \$2.50 each, on the order form also printed below. The relaxation tapes are available only through CSEA's Education and Training Department.

## State Examinations prep booklets

CIVIL SERVICE EMPLOYEES ASSN.  
ATTN: EDUCATION DEPARTMENT  
P.O. BOX 7125  
CAPITOL STATION  
ALBANY, NEW YORK 12224

Please send me the booklet(s) indicated. I understand the price is \$ 1.50 (which includes postage) for EACH booklet ordered. I have enclosed a check or money order, payable to CSEA, for \$ \_\_\_\_\_ to cover the cost of this order.

- \_\_\_\_\_ 1. Basic Math
- \_\_\_\_\_ 2. Arithmetic Reasoning
- \_\_\_\_\_ 3. Understanding and Interpreting Tabular Material
- \_\_\_\_\_ 4. Understanding and Interpreting Written Material
- \_\_\_\_\_ 5. Preparing Written Material
- \_\_\_\_\_ 6. Supervision
- \_\_\_\_\_ 7. Purchasing and Payroll Practices
- \_\_\_\_\_ 8. Basic Algebra
- \_\_\_\_\_ 9. Concepts and Principles of Normalization for the Mentally Retarded/Developmentally Disabled; Therapeutic Approaches
- \_\_\_\_\_ 10. Principles and Practices in the Treatment of the Mentally Ill/Emotionally Disturbed
- \_\_\_\_\_ 11. How to take an Oral Exam
- \_\_\_\_\_ 12. Evaluating Conclusions in the Lights of Known Facts
- \_\_\_\_\_ 13. Understanding and Interpreting Written Material II
- \_\_\_\_\_ 14. Verbal Analysis / Evaluating Conclusions in The Light of Known Facts II
- \_\_\_\_\_ 15. Quantative Analysis/Understanding and Interpreting Tabular Material II
- \_\_\_\_\_ 16. Contemporary Government and Social Problems
- \_\_\_\_\_ 17. Written English/Preparing Written Material II

Please send booklet(s) to:

NAME \_\_\_\_\_  
ADDRESS \_\_\_\_\_  
CITY \_\_\_\_\_ STATE/ZIP \_\_\_\_\_  
Social Security # \_\_\_\_\_  
CSEA Local \_\_\_\_\_  
Employer \_\_\_\_\_

## Local Government prep booklets

CIVIL SERVICE EMPLOYEES ASSN.  
ATTN: EDUCATION DEPARTMENT  
P.O. BOX 7125  
CAPITOL STATION  
ALBANY, NEW YORK 12224

Please send me the booklet(s) indicated. I understand the price is \$ 1.50 (which includes postage) for EACH booklet ordered. I have enclosed a check or money order, payable to CSEA, for \$ \_\_\_\_\_ to cover the cost of this order.

- \_\_\_\_\_ 1. Secretarial and Typing Series for Counties, Municipalities and Non-Teaching School District Personnel
- \_\_\_\_\_ 2. Custodial Series for Counties, Municipalities and Non-Teaching School District Personnel
- \_\_\_\_\_ 3. Social Welfare Examiner Series
- \_\_\_\_\_ 4. Caseworker Promotional Exam Series

Please send booklet(s) to:

NAME \_\_\_\_\_  
ADDRESS \_\_\_\_\_  
CITY \_\_\_\_\_ STATE/ZIP \_\_\_\_\_  
SOCIAL SECURITY # \_\_\_\_\_  
CSEA LOCAL \_\_\_\_\_  
EMPLOYER \_\_\_\_\_

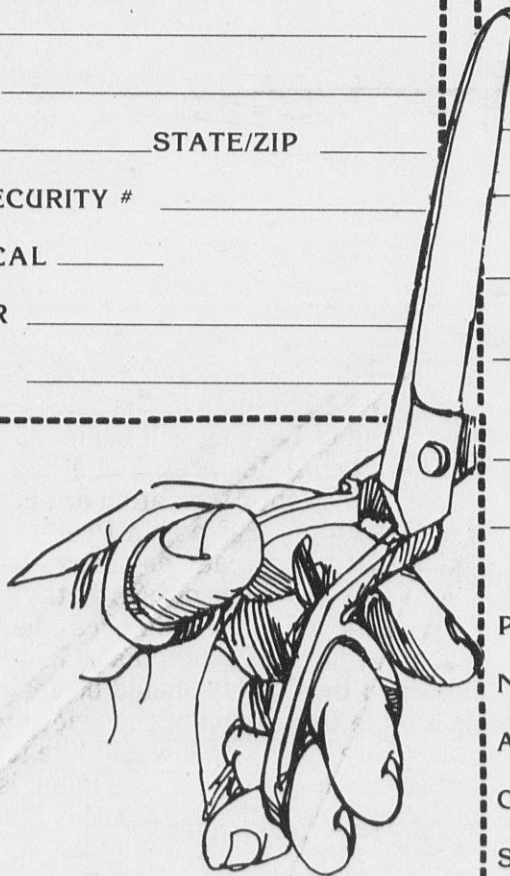
## Relaxation Tape cassette offer

CIVIL SERVICE EMPLOYEES ASSN.  
ATTN: EDUCATION DEPARTMENT  
P.O. BOX 7125  
CAPITOL STATION  
ALBANY, NEW YORK 12224

Please send me \_\_\_\_\_ relaxation program(s) on cassette tape at the price of \$2.50 EACH. I have enclosed a check or money order, payable to CSEA, for \$ \_\_\_\_\_ to cover the cost of this order.

Please send tape(s) to:

NAME \_\_\_\_\_  
ADDRESS \_\_\_\_\_  
CITY \_\_\_\_\_ STATE/ZIP \_\_\_\_\_  
SOCIAL SECURITY # \_\_\_\_\_  
CSEA LOCAL \_\_\_\_\_  
EMPLOYER \_\_\_\_\_

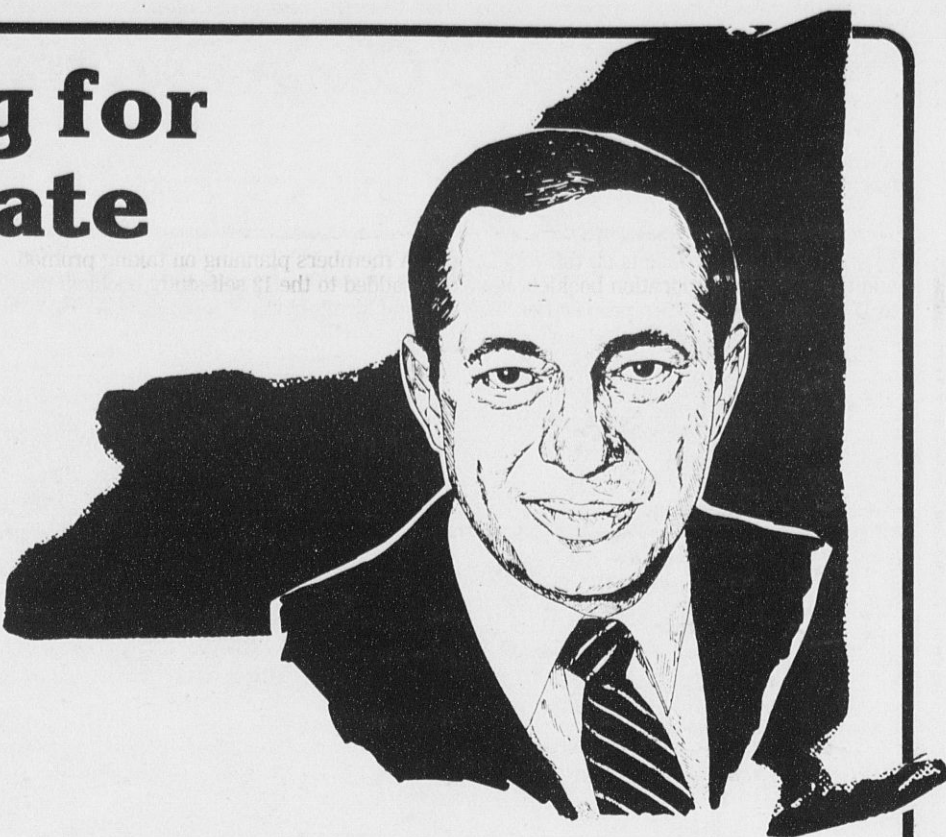


**Make checks or money orders payable to: CSEA Education Department**

Video tapes and related material are available in association with SOME of the exam preparation booklets. CSEA Local presidents may obtain the video and material for use in helping members prepare for exams by contacting the CSEA communications associate in the respective regional CSEA headquarters.

# There's something for everyone in the state of Cuomo's state

—But CSEA questions OMRDD suggestion



ALBANY — “The Governor made sure he had something for everyone” said CSEA President William McGowan of Governor Mario Cuomo’s fifth annual state of the state address. “He had programs for the taxpayers, teachers, environmentalists, the homeless, you name it.”

McGowan noted that while many of the Governor’s ideas are admirable, the real test of commitment comes when his Executive budget is presented to the legislature. “That’s when we know if he’s putting his money where his mouth is.”

While a number of the items outlined in the speech could be of tremendous benefit to CSEA members, the union is taking a cautious approach to particular areas.

For example, the Governor is suggesting 1600 new community beds for the mental retardation system and continued efforts to develop community programs. However, he also noted that as community services expand, some developmental centers may be shut down.

Says McGowan: “Obviously we would want to know what centers he has in mind and why. Then we would want to be absolutely certain that there are facilities and services in place to meet the needs of the clients in terms of providing necessary care.”

While also expressing continued support for the community care models for the mentally ill, Cuomo acknowledged the need for major improvements at a number of psychiatric centers as well as increasing the capacity of the system. CSEA is anxious to see the details.

In addition to proposing reforms for the civil service system, the Governor is advocating a shift in responsibility for employee health care from Civil Service Department to the Office of Employee Relations. While supporting this specific action, McGowan restated opposition to a further transfer or merging of the two areas.

Among the other areas of interest to CSEA members in the Governor’s speech:

- \* Transportation initiatives including: significant increases in bridge repair and maintenance funding
- \* Continued efforts to implement pay equity agreements
- \* Stronger laws, regulations, and procedures to promote integrity and ethical conduct in government.

Obviously we would want to know what developmental centers he has in mind and why.

—CSEA President  
William McGowan

## New charges filed in HVCC union-busting

TROY — CSEA has filed a grievance against the Hudson Valley Community College’s Faculty Student Association (FSA) for firing CSEA FSA Unit President Mark Lansing. CSEA had previously filed a series of unfair labor charges against the FSA with the state’s Labor Board for what the union says are anti-union actions against the union and its private sector members and elected officials.

Under the terms of the current CSEA-HVCC FSA agreement, the grievance over the firing of Lansing will begin with a hearing before the president of the Faculty Student Association or his representative. Since FSA President Willie Hammett has already commented in the press on the actions of FSA in the termination of CSEA Unit President Lansing, CSEA expects that a non-involved third party should be designated to handle this aspect of the grievance procedure. If the FSA would like to expedite the procedure, the union is willing to move the termination to binding arbitration, the third step of the regular grievance procedure, as soon as possible.

“CSEA is not prepared to allow the HVCC FSA management to disregard the laws concerning the rights of employees to participate in unions, to hold office and

serve the needs of their fellow members,” CSEA Field Representative Pat Domaratz said concerning the union’s actions in this matter.

The field representative noted that while the FSA was apparently attempting to negotiate a contract with the remaining employees through the press, citing FSA President Willie Hammett’s statement that the FSA Board gave authorization for negotiations for a long term contract with the CSEA private sector employees, Domaratz noted that if the FSA management continued its anti-union actions and attitudes the resulting contract would be an insult to the concept of labor relations. “CSEA will not sell out its presidents for lucrative salary offers or long term contracts. Unions that don’t fight for their members and defend their leaders don’t last long. CSEA’s 76 years old so we must be doing something right”.



## CSEA Committee profile

# Legal Committee serves as "watchdog of members' rights"

ALBANY — Because of the efforts of its standing legal committee, CSEA defies the conventional wisdom that "you can't fight city hall". In fact, when it comes to protecting members' contractual rights, CSEA successfully challenges not only city hall, but county governments and New York state in the courts- hundreds of times each year.

Working closely with the union's Legal Assistance Program, the Legal Committee reviews dozens of requests for help each month and recommends appropriate action to the Board of Directors. The type of cases run the entire spectrum of labor-management relations- from individuals challenging wrongful firings to class action suits over non-delivery of contractual benefits, to protecting rights due members under New York state and Federal laws.

Says Committee Chairman James Heekin: "Our job is really to police all of CSEA's contracts and safeguard members' rights. Management can't arbitrarily ignore contracts and it really strengthens our position when they know we'll go into court if necessary".

Heekin, who has chaired the committee for the past year and-a-half, and has served as a member of the group since 1982, believes the program is one of the best that CSEA provides its members: "I don't think there's another union that provides such comprehensive legal coverage- coverage that really goes to bat for members, at no out-of-pocket cost to them".



Region V Legal Committee Representative Barbara Reeves, left, and Committee Chairman James Heekin, center, listen as Committee Coordinator Tony Campione makes a point at a recent meeting. Other meeting members are: Vice-Chair and Region IV representative Richard Canniff; Region I — Vito Bertini; Region II — Vincent Martuciello; Region III — Ed Carafa; and Region VI — George Grownney.

While the committee does not recommend action on every case it reviews, Heekin says they review the merits of each case individually and if there's even a chance that the case will succeed, they try to give it that chance.

Much of the preparation work for the committee is carried out by the Legal Program Administrator, who prepares a detailed history on each case prior to committee meetings. Without this background, committee members indicate their review sessions might drag on for days. Instead, they can quickly and effectively respond to each case on its merits.

The bottom-line is that applications are ultimately reviewed by the committee — made up of members who understand the problems presented because they've all dealt with them in the workplace. All have been local officers, delegates, or Board of Directors representatives with the experience to make informed decisions.

"We're the last recourse in a lot of cases after all administrative remedies have failed" adds Heekin. It's having that recourse that often gives contracts their strength.



## CSEA "digs" snow closing info

"The weather is bad out there! Schools are closing. But for us it's another day. We're members of CSEA, your public employee union."

When the snow falls and the schools close, that's the message going out over radio stations from Buffalo to Long Island.

The idea to run a CSEA commercial in conjunction with school closings comes from CSEA's Director of Communications, Aaron Shepard: "It's a way of letting the public know that many of our members are out there doing the job no matter what the weather."

Noting that most households listen to

morning radio after a snow storm, Shepard said "it was a natural vehicle" for CSEA to reach a maximum audience with our message to enhance the image of our membership.

Those stations carrying that message are:

- WWKB-Buffalo
- WSYR-Syracuse
- WIBX-Utica
- WHAM-Rochester
- WGY-Schenectady
- WHUD FM-Peekskill
- WALK-Patchogue



# 3 percent shakedown may soon be history

for thousands who joined the retirement system in '76

State's appeal blocking CSEA court victory, or

## You'd have shed a tier long ago

*Be* patient just a little longer, for the wheels of justice are slowly grinding in your favor.

That's the advice from CSEA attorneys to the more than 5,000 public employees who have been trapped in the wrong tier of the multi-tiered State Retirement System for the past 10 years, and whose constitutional rights have been violated, according to a state Supreme Court justice, because the State reduced their retirement benefits and forced them to contribute a portion of their own salaries into the system.

It has been six months since CSEA won a major lawsuit that greatly improved the retirement status of those thousands of public employees who joined the State Retirement System during the last half of 1976, and it could be another six months before a higher court rules on an appeal by the State of that decision. And up to another year from now before a final determination in the case is made should that decision be appealed, which is considered likely.

State Supreme Court Justice Edward Conway ruled last July in a suit brought by CSEA against the State that employees who entered the retirement system between July 1 and Dec. 31, 1976 should be in Tier II of

the system, and not Tier III where they had been placed by the State. He said their rights and benefits were unconstitutionally diminished and impaired by the State's action. Tier II is noncontributory, while Tier III participants must contribute three percent of their gross salaries into the retirement system. In addition, Tier II retirement benefits are generally superior to Tier III benefits.

Justice Conway also ruled that the three percent contribution, plus interest, that the employees have been paying into the system for the past 10 years be returned. CSEA, in its successful suit, noted the State placed everyone who joined the system after July 1, 1976 in Tier III but did not begin deducting the three percent contribution until Jan. 1, 1977. Justice Conway agreed with the union that although the State enacted Tier III in July, 1976, it did not go into effect until Jan. 1, 1977 when contributions were first deducted.

The State announced plans to appeal that ruling, which stayed Justice Conway's decision. CSEA Attorney John Mineaux, of the union's law firm of Roemer and Featherstonhaugh, said the State intends to file legal briefs on their appeal by late



January, and that a decision on the appeal could be expected from the Appellate Division of State Supreme Court by mid-summer. Mineaux said if the Appellate Division ruling is appealed, a final determination in the case by the state Court of Appeals could be expected by the end of 1987.

So, if you were one of the thousands who joined the retirement system between July 1 and Dec. 31, 1976, be patient just a little longer. CSEA officials say they believe their case is a strong one, that Justice Conway's ruling will be upheld, and that after a decade of fighting by the union to end the injustice, a wrong will finally be made right.

## CSEA gains delayed fallout from Hurricane Gloria

**BROOKHAVEN** — It began as a casual comment, progressed into a formal grievance, and ended with probationary employees of the Town of Brookhaven getting credit for a personal leave day when Hurricane Gloria battered Long Island in 1985.

When Pamela Delano mentioned to CSEA Brookhaven White Collar Unit President Liz Puttre that she had lost a day's pay due to Hurricane Gloria, Puttre asked why she did not use one of the five personal leave days CSEA had negotiated for town employees.

When Delano said the personnel office told her probationary employees were not entitled to personal leave days until they were on the job for six months, Puttre filed a grievance, charging that violated the union's contract.

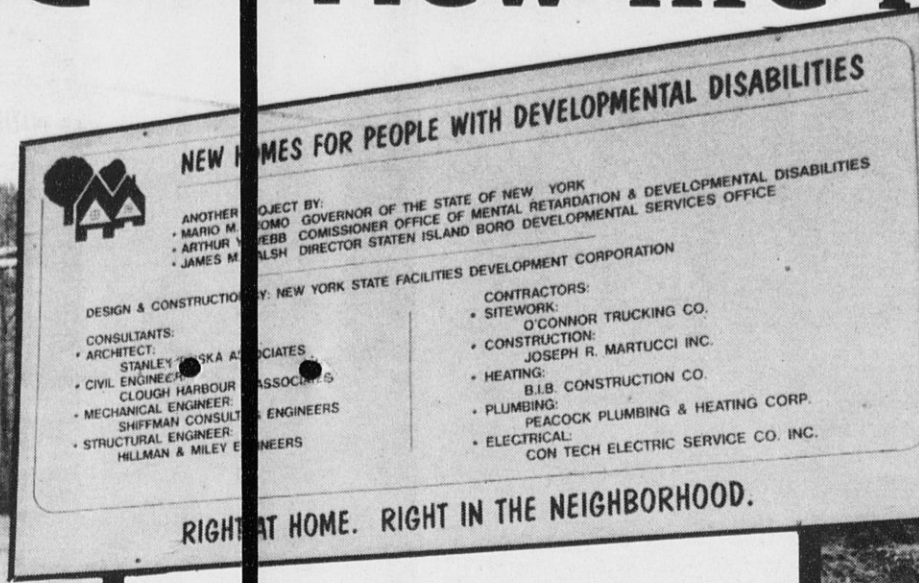
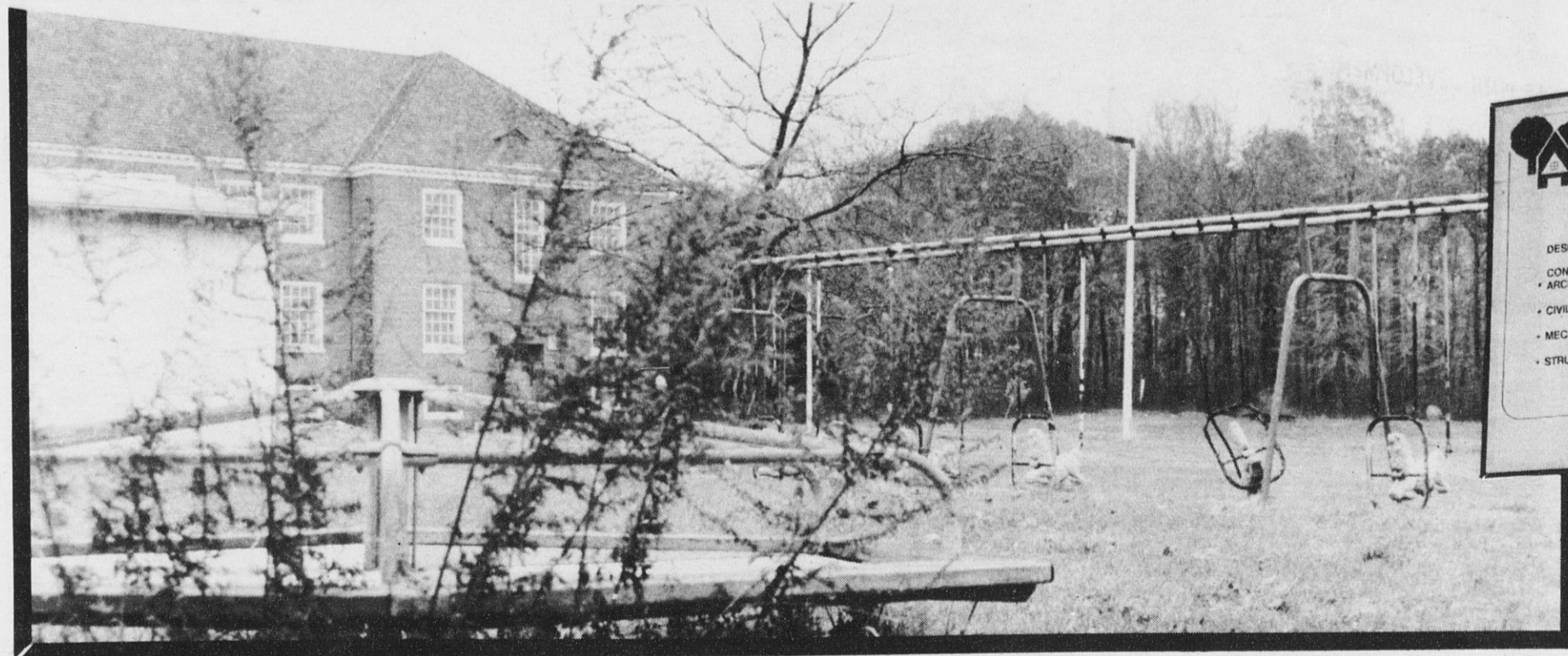
Dorothy Gallagher, head clerk in the payroll division of the finance department of the town, testified that probationary

employees received five personal days annually until ten years ago when a former supervisor informed her that the probationary employees would no longer receive these days until they completed their six-month probation.

Although this policy became effective, and has remained in effect to the present date, the union was never notified, either orally or in writing.

An arbitrator found that the town violated the contract, and awarded employees hired after Jan. 1, 1983, who are still employed by the town and who have been denied paid personal leave days, five additional personal days to be used by December 31, 1987. Eligible employees who left employment with the town, or who will terminate within 30 days after the award, shall be paid in cash for the five days, according to the ruling.

# A fresh start for SIDC — New life for clients and staff



By Lilly Gioia  
CSEA Communications Associate

## Ending the stigma of Willowbrook

STATEN ISLAND — CSEA's persistent determination over the past two years has saved nearly 1,000 Staten Island Developmental Center jobs and led to breaking important new ground in CSEA/State labor relations. The state's plan to shut down SIDC by summer 1987 challenged union leaders and management to come up with new, innovative solutions if the potential disaster of massive layoffs was to be averted.

Starting off, the proposed concept for a totally new "Richmond Complex" to replace SIDC was developed. "The union fought hard from round one to save jobs and maintain quality care for retarded clients being relocated; we pulled out all the stops," said SIDC Local 429 President John Jackson.

Now a reality, the new Richmond Complex being built today will house 150 clients and also provide a model recreational center specifically designed to meet the needs of

retarded and disabled persons. A research center for the treatment of the developmentally disabled, the NYS Institute For Basic Research, will remain as a third and vital part of the Richmond Complex.

In the near future, the City University of New York will begin renovations of suitable SIDC vacant buildings to make possible a new site for the campus of the College of Staten Island. "By combining research and treatment with educational land uses of the SIDC grounds, I believe this ambitious project is a first of its kind not only in New York, but worldwide," said CSEA Region II President George Boncoraglio. "The union's role in bringing all this together is a key to the successful outcome," he added.

During the lengthy transition period required to close down SIDC, CSEA reached agreement to provide special training for members assuring they would be equipped for future employment in group home settings. Going still further, several Job Fairs were sponsored to assist union members in making lateral transfers to state facilities in other New York City boroughs.

For the first time, displaced SIDC workers were offered the choice of laterally

transferring to upstate OMRDD facilities with the state covering their moving expenses. According to CSEA Field Representatives Bart Brier, reaching the agreement providing upstate relocations with employer-subsidized moving costs, is an "unprecedented occurrence."

"Instead of a layoff, for many workers, it meant a chance to begin a new life," Brier said.

These days when Brier drives around the SIDC grounds on union business, he is apt to recall the 1970s when the huge institution housed 2,500 clients and its management became the prime target of a media expose'. Formerly called the Willowbrook State School, the facility became the notorious object of a riveted media blitz. Eventually a court ordered historic Willowbrook Consent Decree mandated the systematic placements of clients into community-based facilities or transfers of clients to other retardation facilities.

Nearly a thousand CSEA members working at SIDC in 1984 faced the prospect of outright termination. Region II President Boncoraglio and then Local 429 President Tyrone Daniels seized an immediate opportunity to confront OMRDD officials and Gov. Cuomo face to face at an open public Town Meeting on Staten Island. There and then, CSEA pledged to stand firm on a commitment to save jobs and maintain quality care for the retarded.

Two years later the commitment is just as strong and the dismantling of SIDC is obviously right on schedule. A tour of the expansive grounds on any given bleak winter day reveals many visible signs of Willowbrook's demise. Broken-down overgrown playground areas flank the large boarded-up brick school buildings.

Yet, driving on further there is the sight of new construction and laborers building the new Richmond Complex group homes. Joining parents' groups, along with city and state officials at the Richmond Complex ground-breaking ceremonies, both Boncoraglio and Jackson hailed the occasion as a "new beginning that was breaking ground in more ways than one."



HOME AWAY FROM HOME . . . Community Residence Aide Dolores Harrell at work in the kitchen of new group home at the Richmond Complex on the grounds of the former SIDC.

## 'House mother' adapts to change

STATEN ISLAND — A veteran SIDC employee with over 22 years of service, Community Resident Aide Dolores Harrell initially was reluctant to believe that the entire institution could ever be phased out. Despite the raging media controversy surrounding Willowbrook, she observed that many of their clients sent to other places were often returned to the school as "unmanageable." "Nobody could handle some of these clients, so they sent them back to us," she recalls.

When the Willowbrook expose' exploded across newspaper headlines and TV newscasts, followed by extensive investigations, Harrell remembers there being much talk about closing down the facility. As a result, she began preparing herself to accept the idea that the institution was really going to close. "When any kind of training programs were offered for group home employment, I put in to attend all of them," she said.

One training she participated in was the

Live-in Unit Non-Ambulatory (LUNA) Training which over an 8 week period taught workers how to take care of clients so as to help them feel more responsible for themselves, to a degree more than had been expected previously of 'institutionalized' patients. The program focused on teaching clients how to dress and feed themselves. Harrell noted that under the old Willowbrook living conditions where 90 to 100 clients from all over the metropolitan area were assigned to one ward with two or three attendants on duty, time to spend teaching clients self care was an absolute impossibility.

Another training program Harrell attended emphasized behavior modification techniques to help previously secluded patients living in locked areas, to be socialized to a point where they could interact with their peers.

Harrell has been assigned to a Richmond Complex group home since March 1986, where ten men clients reside. Many clients now have their own rooms. It's a very different feeling which they seem to enjoy, she observed, and for the employees it is "much better" also. "It's now for them and

us like a home away from home," she says.

Whether an employee moved to another facility or stayed at Staten Island Developmental Center, there were many changes to contend with and they took some getting used to according to Harrell. "Things I do now, I didn't do under the old system. I didn't cook, wash or clean before. We had porters and ward aides for that," she reflected. "Now we are something like 'house mothers' seeing that clients' rooms are cleaned and the house is taken care of."

As a community activist involved in NAACP, the National Negro Women's in NAACP, the National Negro Women's Council, her local church, and the Staten Island Raritan Temple Elks, Harrell must do a juggling act to coordinate her work schedule with community commitments. She maintains that "it would have been very difficult for me to leave Staten Island and the groups I've been involved in here."

As a longtime union activist at SIDC, Harrell believes CSEA has done a good job in handling a very difficult transition period. "Not much went down that the union didn't know about and they really tried to prepare the employees ahead and communicate to them what their rights were," she concluded.

CSEA worked hard to save jobs while clients were being moved to new locations. Now the Richmond Complex clients will all be Staten Islanders and those who have family here, while those who were moved away from Willowbrook had no family ties in the Staten Island area.

Speaking from the friendly-looking welcoming environment of the new group home where she now works, Harrell commented about the last two years of upheaval and uncertainty and changes. "I think things worked out about the best that could be done."

**SIDC shutdown:  
a moving experience  
for some employees—  
See story, page 12**



THREE WHO HELPED . . . CSEA Region II President George Boncoraglio is joined by Staten Island Assemblyman Eric Vitaliano and Assembly Mental Health chairwoman Elizabeth Connolly at groundbreaking ceremonies for group homes on the SIDC grounds.

**EDITOR'S NOTE** — Through the joint efforts of CSEA and the state, coordinated by the office of Re-employment and Training, massive layoffs have been avoided in the shutdown of Staten Island Developmental Center. While some employees were helped to find jobs outside state service at their own choice, and others placed in facilities in New York and Long Island, a third group of 30 employees took advantage of a unique opportunity to transfer to upstate facilities at state expense. More than half of that group moved to just one facility...

# Taking a BIG step

## Displaced SIDC workers find new home at Sunmount

By Stephen Madarasz  
CSEA Communications Associate

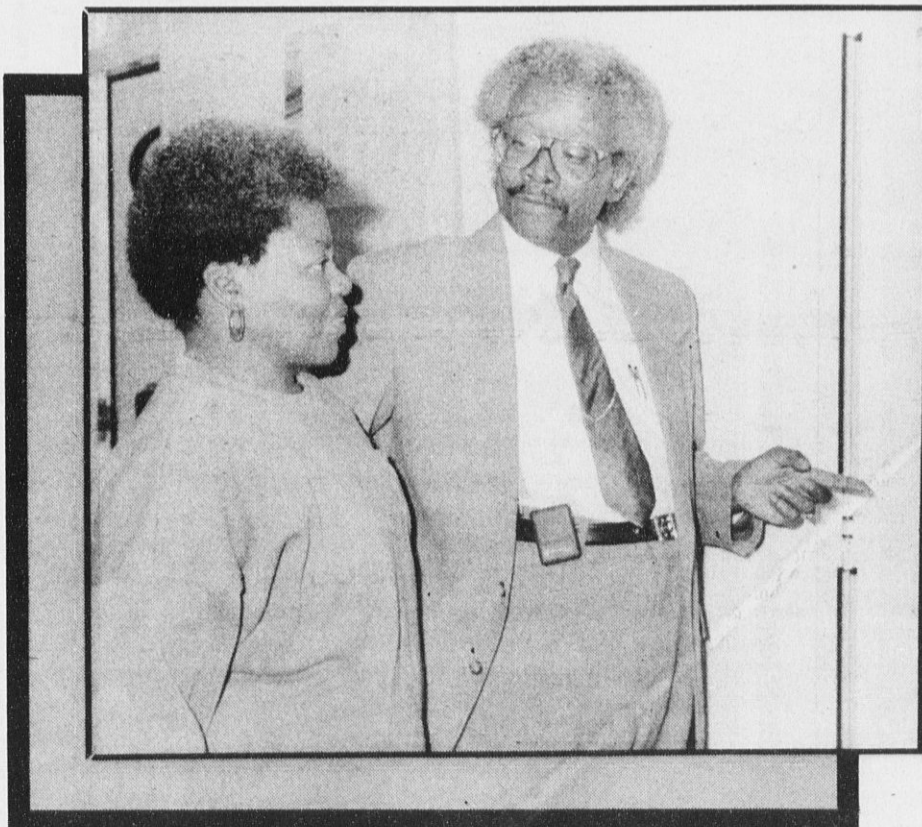
**TUPPER LAKE** — "It really wasn't a difficult decision" claims Jim Phillips, a 21-year veteran therapy aide, who last year packed up his family and moved from the New York City borough of Staten Island to the Village of Tupper Lake in the heart of the Adirondack mountains.

Phillips, like ten other longtime co-workers at Staten Island Developmental Center took a transfer option to Sunmount Developmental Center. The option was part of a plan worked out between CSEA and the Office of Mental Retardation and Developmental Disabilities to protect SIDC employees with years of experience from layoffs due to the shutdown of that institution. Another group of 6 SIDC employees will transfer to Sunmount in the coming weeks.

"I took a tour of Sunmount and it was beautiful" says Phillips. "It really seemed like everyone was bending over backwards to welcome us."

Even after a year on the job at Sunmount, Phillips is still enthusiastic about his surroundings: "It's much quieter than New York, but after living in the metropolitan area for so long I got tired of the hustle and bustle."

Phillips is now preparing to buy a house and adds that the state helped ease his move by providing housing on the grounds of the facility until he was able to get settled in town.



**THROUGH THIS DOOR LIES NEW OPPORTUNITY...** Sunmount DC Affirmative Action Coordinator Clarence Marsh gives prospective SIDC transferee Betty Love a tour of the facility.



**NO PROBLEMS AT ALL...** CSEA Sunmount DC Local 431 President Don Hesseltine, right, discusses the experience of SIDC transferees with prospective employees Shirley Haynes, left, and Anna Mae Lawrence, center.

### Much less hassle

Like Phillips, Lilly Armstead also took the transfer after 26 years of service at SIDC. Because she is a widow with three grown sons, she says the relocation was easier than if she had family to worry about.

Armstead comments: "I'd never been this far up in New York state before and wanted to see what it would be like." So far, what she's seen she likes. "I lived in a small town in New Jersey so I'm used to that." For Armstead, the whole lifestyle is much less complicated. Living on the grounds of the facility has made going to work very convenient and free of hassle.

Both Armstead and Phillips explain that one of the biggest differences in their actual work is that Sunmount is a much smaller facility where you work more with the clients individually. It is this direct care approach that is the goal of the new programs at SIDC.

Phillips points out that quite a few SIDC clients were also transferred up to Sunmount in the SIDC shutdown process: "That helped me adjust since I was working with some clients I already knew."

The two also indicate their co-workers have gone out of their way to help them settle in—a comment echoed by CSEA Local 431 President Don Hesseltine: "So far everyone who's transferred up here has fit right in. We haven't had any problems and we're looking forward to the next group that's coming up."

### Some SIDC employees still in limbo

Hesseltine was recently part of the group of Sunmount officials who guided prospective SIDC transferees on a tour of their facility.

Among those making the tour was Betty Love, a 17-year SIDC MHTA, who interviewed for a transfer. Love, who is still waiting for official notification says she wants to make the move. "I loved the facility and was very impressed by what everybody there told me."

"I'm sure it will be an adjustment, but I had to do that when I first started working at SIDC too— I had never done this kind of work before. I don't think my lifestyle will be all that different."

Love, who will bring her 17 year-old son along with her, considered transfers to other locations but decided on Sunmount for her fresh start: "I feel I can contribute the most at Sunmount."

But such a big step and a chance to start over again is not for everyone. Shirley Haynes, another SIDC employee who toured Sunmount was equally impressed by the facility but has decided against a transfer upstate: "It's just too far for me. I have immediate family on Staten Island and the rest in the Bronx and I want to stay close to them."

Instead, Haynes intends to hold on for a possible reassignment on Staten Island or a transfer to Manhattan DC. She notes that while the transition process at SIDC has been inconvenient for most employees, it has been handled as well as can be expected under the circumstances.

"What can we do about it except go where we have to? So far from what I've seen, most people have been able to transfer where they want to go."

Adds SIDC Local 429 President John "Bunny" Jackson: "The state through the office of Re-employment and training, has really helped people look at what options are open to them. They've encouraged people who might not have considered moving upstate to take a look at the facilities. Once they did, a lot of them made up their minds on the spot."

For those who moved and those who stayed, the shutdown of SIDC has brought a lot of change but it has also been achieved with cooperation all around and has allowed the quality of care to be maintained throughout the system.



MEMBERS OF DOT LOCAL 508 congratulate longtime CSEA activist Lou Manellino on his retirement. From left, Joe Fallon, Jesse Wilson, Carl Hyland, Hank Jerry, Artie Allen, Mannellino, Bob Poles, Tommy Tighe, Phil Bertuglia, and Mike Ragussio.

## After two decades of CSEA service, a night to remember

By Sheryl Carlin  
CSEA Communications Associate

ROSLYN — More than 200 CSEA officers and activists turned out to honor one of their own recently, gathering at a retirement dinner to praise union activist Lou Mannellino for two decades of efforts on behalf of the union rank-and-file.

A heavy equipment operator for the state Department of Transportation on Long Island, Mannellino began a steady rise through the union ranks 20 years ago that, among other things, included 10 years as president of CSEA DOT Local 508, a member of CSEA's Operational Service Unit negotiating team for CSEA-state contract talks, a trustee of CSEA's Employee Benefit Fund for the past seven years, and chairman and member of numerous regional and statewide union committees.

CSEA statewide President William L. McGowan, statewide Secretary Irene Carr,

Region I President Danny Donohue, and EBF Administrator Tom Collins were among the dignitaries attending the dinner to honor the work of Mannellino.

Awards were presented by Donohue, Local 508 president Hank Jenny, Stony Brook University Local 614 president Tony Ruggiero, and Collins. McGowan and Carr spoke in praise of Mannellino and his union accomplishments through the years.

Mannellino's wife, Fran, and children, Jerome, Ronald and Doreen Russo and her husband Anthony, and his sister, Pauline, and nephews Andrew, Danny and niece Kathy also were in attendance.



CSEA STATEWIDE PRESIDENT William McGowan, Lou Mannellino and CSEA Region I President Danny Donohue surround March of Dimes poster child Meghan Coutieri. CSEA is very active in the March of Dimes campaign on Long Island.



## Thomas A. Gilmartin dies

Thomas A. Gilmartin Jr., 73, CSEA retirees coordinator for nine years in the 1970s and 80s, died Dec. 29 after a long illness in a Glens Falls nursing home.

Mr. Gilmartin, prior to joining CSEA, had a 40-year teaching career in New York City, Troy and Scotia-Glenville. He joined a religious teaching order at the age of 13 and graduated magna cum laude from Catholic University in Washington, D.C. at age 19. He also earned a master's degree from SUNY Oneonta.

He is survived by his wife, a son, two daughters, two brothers and four grandchildren.

Burial was in Most Holy Redeemer Cemetery, Niskayuna. The family requests that memorial contributions be made to the American Cancer Society.



## Retiree Newswatch

By Tom Gilmartin  
CSEA Retiree Coordinator

After a little breather, this retirees column, known for three years as "Retiree Grapevine," resumes as a regular monthly feature of CSEA's weekly publication. It is written for all retirees of New York State's public sector, but particularly for CSEA retiree members, present and future.

The column's purpose continues to be to keep retirees informed on retirement issues and to offer, for what it is worth, some commentary.

A subscription to The Public Sector featuring a monthly section of retiree news is available for only \$2 a year, sent to CSEA, INC., 33 Elk Street, Albany, N. Y. 12207. The Public Sector's coverage of retiree news will appear on the last Wednesday of each month. End of

Mason and Assemblyman Clark Wemple both unsuccessfully introduced bills to implement this same idea.

The state's retired employees have opposed such efforts because all such proposed legislation set a relatively low ceiling for the exemption, so that all pensioners would be taxed over certain amounts of pension, say five or six thousand dollars. This would mean thousands of retirees of the State's public retirement systems would lose their total exempt status.

Commissioner Dyson states that his idea would cause the state to lose \$50,000,000 in personal income tax revenue, but would be a good break for senior citizens. All senior citizens need every break they can get, but some at the expense of others?

In this day of taxpayers' revolt, the wide publicity Dyson's proposal is sure to get is certain to be

about \$45,000. Stanley Steingut, if he retires, would get around \$29,000, and a few other big ones were publicized.



A COLUMN FOR members of CSEA's Retirees Division, written by Mr. Gilmartin, appeared in "The Public Sector" during the late 1970s.

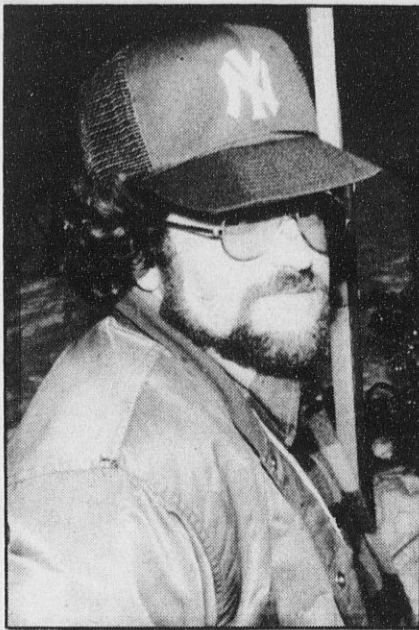
# CSEA helped Santa spread the spirit to children from Colonie to Creedmoor

COLONIE — With a big assist from CSEA and the franchise owner of a minor league baseball operation, Santa Claus made his pitch to children from the pitching mound of the Albany-Colonie Yankees ballpark this past Christmas.

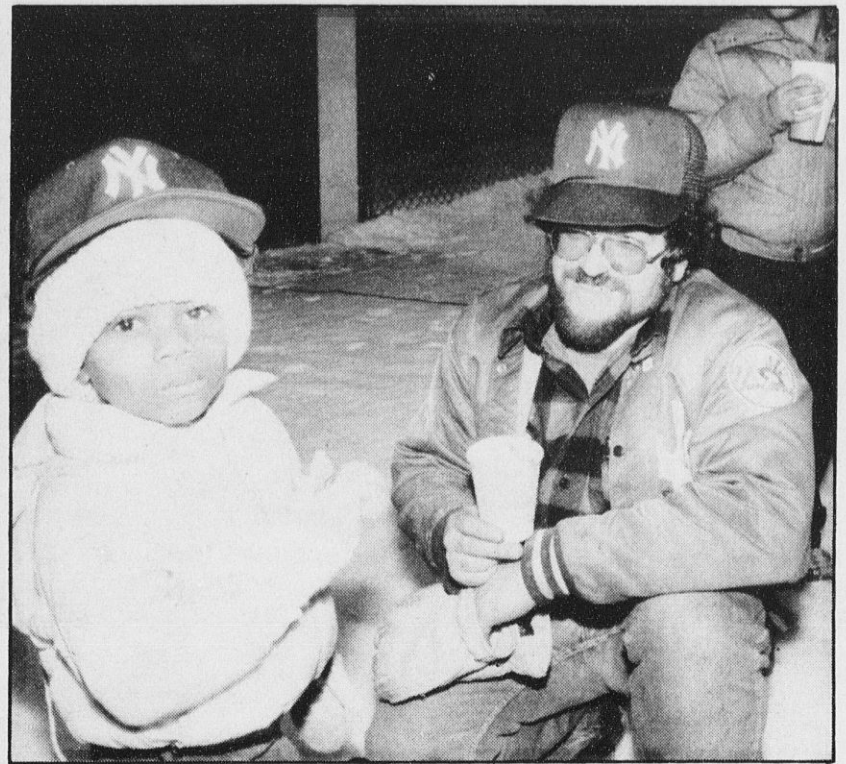
Santa's appearance to spread holiday cheer to a group of children from several Albany-area social service organizations was arranged with last minute hectic planning by Town of Colonie CSEA Unit C President John Liburdi Jr. and New York Yankees minor league franchise owner Ben Bernard.

"We both had heard reports of possible shortages in local toy drives and charity efforts, so while we were taking stock of leftover inventory supplies, Ben decided to try to do something special from a sports point of view. Something that would involve a lot of work in a little time," Liburdi recalled.

In about three days time, with the help of CSEA, the visit from St. Nick was arranged. "Ben handled finding other vendors for hot dogs, cookies, etc., and CSEA handled rounding up various charities to participate in the spirit of the occasion," Liburdi said.



JOHN LIBURDI JR., above, and right with one of the children visited by Santa Claus at the ballpark.



"Seeing the children's faces light up is something special. So special that Bernard is already planning a winter festival for

children for next year," Liburdi noted, adding that CSEA will be helping the jolly old gentleman out next year too.



SANTA AND CHILDREN were centerpieces of the first Christmas party held for children of members of CSEA Local 406 at Creedmoor Psychiatric Center. At left is Local 406 President Mickey Cruz, and looking on is Metropolitan Region II President George Boncoraglio.



BUSY SANTA, assisted by CSEA, was able to visit children at Albany area ballpark, above, and stop in for children's Christmas party at Creedmoor Psychiatric Center, left.

## 1987 Region II Women's Conference

### "Getting It Together" at Raleigh Hotel

March 6-8, 1987 will be the dates for the second annual CSEA Women's Conference, again being held at the Raleigh Hotel in South Fallsburg, New York.

The Region II Women's Committee theme for the program is "Getting It Together." Committee Chairperson Harriet Hart expects a record turn-out of activists at this year's conference.

The program is open to CSEA members from all regions.

Reservations will be on a first-come, first-served basis. To reserve accommodations and for more information on cost, contact:

MS. SHARON KATZ  
(718) 642-6022

MS. HARRIET HART  
(212) 312-7467

# DFY youth camp perfect example how Understaffing impacts on safety, health and morale

By Ron Wofford  
CSEA Communications Associate

GREAT VALLEY — Because they truly enjoy working with, and providing guidance for the youths in their charge, there is a relatively low rate of turnover among the aides at the Great Valley Youth Camp of the state Division For Youth (DFY).

But, according to William Jordan, the thorny issue of understaffing and the problems created by it, "impacts on safety and health, in addition to morale and pass-day complaints."

Jordan is president of DFY Local 562, which is primarily based in Buffalo, with the youth camp a rural-setting satellite for youngsters deemed to need a setting away from city distractions.

Jordan and John Gayton, a youth aide and local steward, said the facility is "at least eight aides short of what is needed" to adequately handle the client population of the camp, currently housing about 60 residents.

Gayton said the current CSEA-represented staff of 20 includes 19 who work directly with the residents, with four working the night shift and six on duty during the two daytime shifts.

"The problems really arise when the residents return from school," said Gayton, explaining that the residents are divided into four units, based on the level of structured learning they have passed through. They attend regular academic classes on the grounds during the day.

The Structured Learning Therapy techniques that the aides are trained in takes the young charges through periods of learning social skills, and rewards them with privileges such as movies, phone calls and extra television time.



PROBLEMS OF UNDERSTAFFING at the DFY Great Valley Youth Camp are discussed by, from left, Shop Steward John Gayton, Local 562 member Kathy Nailor and Local 562 President Bill Jordan.

The four units, ranging from "orientation" to "level," are all housed under the same roof, but kept separated, with their own, constant supervision.

"The low ratio of staff to residents is what worries us and creates problems," said Gayton. "And it's especially bad when multiple restraints are necessary. It's dangerous, creates stress and is definitely a safety hazard."

The workers feel that an official staff-to-resident ratio should be established, and that it should be "about double what the average ratio is around here now." They feel Albany management is reluctant to set staff ratio standards because "then they would have to maintain them." They said local management is sympathetic to the problem, but unable to dictate their own staff level.

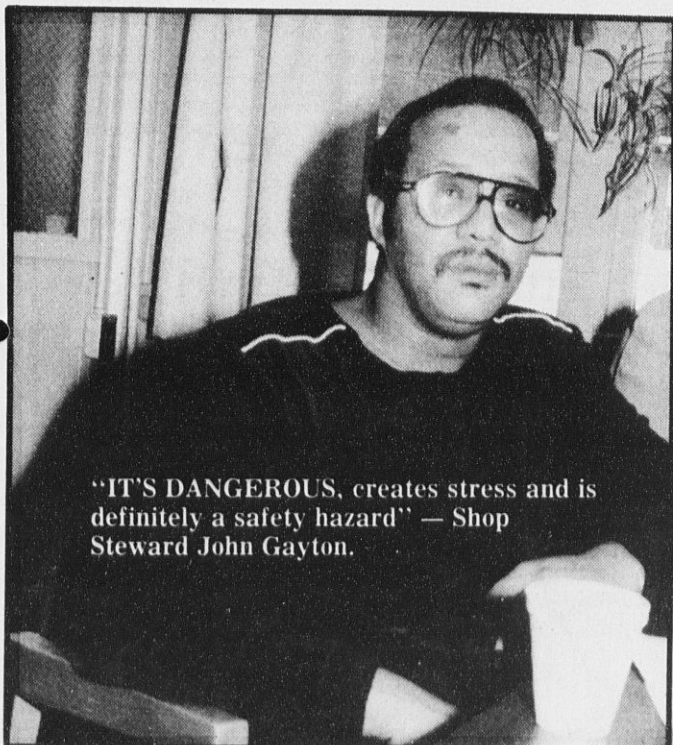
"The problem is also added to by an extremely slow rate of replacing workers who have left," declared Jordan, citing the

eight unfilled slots that are presently awaiting live bodies. He said they have not been given a timetable for filling the slots.

"A fire evacuation would be utter chaos," observed Gayton, who has worked at Great Valley for two and a half years. He said per diem or relief workers should work with the regular staff, but often are called on to work instead of regular staff.

The youth camp workers are called to work "grueling" eight-hour shifts, without any time away from their charges, even for a lunch break, and have no break periods to make phone calls or smoke, something they are not allowed to do in front of the residents, Jordan said.

"But those are minor compared to the issues of understaffing and overtime," said Jordan, "and we hope the state and CSEA will be able to come to an agreement before these problems burst into an unsightly mess."



"IT'S DANGEROUS, creates stress and is definitely a safety hazard" — Shop Steward John Gayton.

**“The low ratio of staff to residents is what worries us and creates problems.”**

**Union action makes town garage a safer place to work than it was a year ago**

# CSEA helps defuse a safety timebomb

**When this all began last January, a PESH inspection of the town garage found 37 violations . . .**

HAMBURG — CSEA action has aided in making the Town of Hamburg highway garage a safer place to work, according to OSH specialist John Bieger.

"When this all began last January," recalled Bieger, "an inspection of the town garage found 37 violations of the Public Employee Safety and Health Act ( PESH). But through concerted action and follow-up with our unit officers and the Town board, most the hazards have been taken care of, and the remaining ones are being worked on."

Bieger worked closely with CSEA unit officials on the situation, especially Blue Collar Unit President Bill Ferro and White Collar Unit President Mary Jane Kruszka.

Bieger said the upbeat conclusion to the legitimate safety concerns of the Hamburg

members of Local 815 shows the need to follow up on inspection violations and keep open the lines of communication with management as well as the Department of Labor, which administers the PESH Act.

The violations cited by PESH included several electrical hazards, such as non-grounded equipment, an equipment hoist that did not allow for safe blocking with a load in the air, and other wiring and switching inadequacies.

Other hazards included structural deficiencies of walls in the garage where a storage balcony was anchored above the ground floor, inadequate railings leading upstairs, no second means of egress for employees from a second floor lunchroom area in case of fire, and no safe exit from the

building for office workers that did not lead directly through the more potentially hazardous garage area.

In addition PESH found that areas where combustible or flammable liquids were stored were not separated from other operations in the building. Gasoline was being stored in an area with other combustibles, and oil drums were stored in an area with tires, equipment and other combustible materials.

Another factor found to be undermining the structural integrity of the walls of the garage, was the practice of piling large volumes of sand against the outside walls, with damage continually occurring as trucks and scoops excavated the sand.

**Your letter can help get their attention in Washington . . .**

**And maybe save a lot of jobs in the process**

**SEE PAGE 20, THEN WRITE THAT LETTER**



## Hospital terminations violate contract, union says

CATSKILL — It gets a bit complicated, but CSEA says the fact of the matter is, it's an illegal action in violation of a contract the union has with Greene County.

The union charges that seven employees of the Greene County Memorial Hospital and Nursing Home have been notified their jobs will be terminated. The facility was operated by the county and the 300 people who work there were county employees, and CSEA members, until the facility was supposed to be administratively taken over by the privately-owned Columbia Memorial Hospital as of Jan. 1. The union says it was Columbia Memorial Hospital which notified the seven workers their jobs are being terminated.

CSEA Field Representative Gregory Davis has sent a letter to Greene County Legislature Chairman William B. Lawrence stating that the employees, in the union's opinion, remain county employees during the period of transition from public to private administration of the facility, and

as such should be provided with seniority and layoff rights and other protection under the CSEA-Greene County contract. CSEA says Columbia Memorial Hospital has not yet taken over complete operation of the Greene County Memorial Hospital and Nursing Home.

CSEA Capital Region Director John D. Corcoran Jr. charged, "This action of terminating employees and not allowing them any type of job protection is only a foreshadowing of the operating techniques of Columbia Memorial Hospital. We predicted this type of action long ago."

Corcoran said CSEA has already begun an organizing drive to represent the employees as private sector workers.

The facility shifted from public to private administration after a series of problems there led to an order from State Health Commissioner Dr. David Alexrod for the county to either close the facility or merge it with another health care facility approved by the state.

# Future is bright for CWEP, 'best . . . concept in nation'

By Daniel X. Campbell  
CSEA Communications Associate

Many of the most significant advances in improving terms and conditions of employment for public employees have come through labor-management meetings and programs.

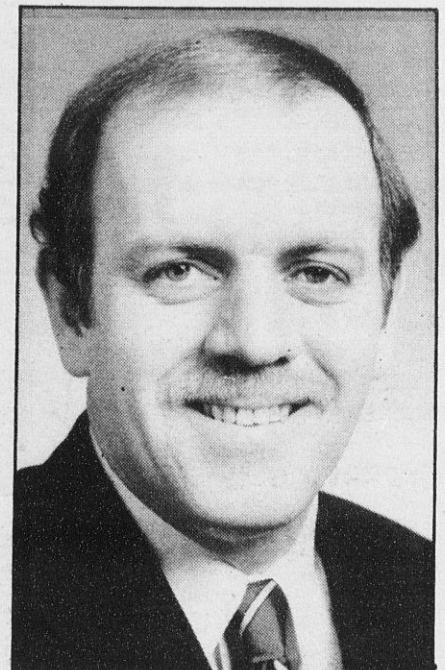
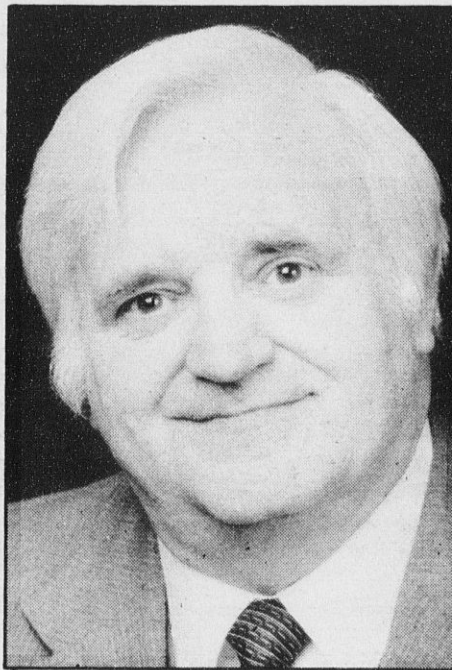
And recently in Albany, representatives from labor and management gathered to discuss the past, present and future of what has been called "the best labor-management committee concept in the nation," the joint CSEA-State Committee on Work Environment and Productivity (CWEP).

Nearly 200 participants heard CSEA statewide President William L. McGowan praise the accomplishments of CSEA labor-management programs to date while advising, "We have to begin now to plan for the next five years...we're going to have to learn to use the labor-management concept even better." McGowan said the success of programs such as CWEP is based on mutual trust that both labor and management are committed to working toward common objectives.

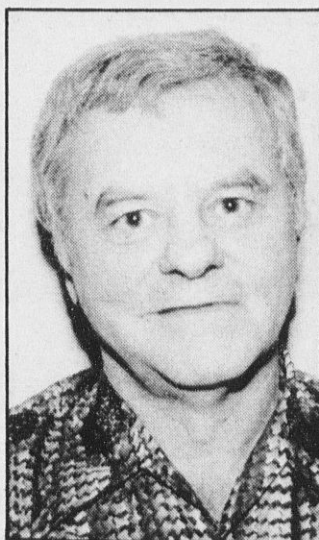
Thomas Hartnett, director of the Governor's Office of Employee Relations, noted that "labor and management working together is really a chance to develop a positive agenda. Through such interaction we can both get the best ideas for the best solutions to our various problems. In this effort I know that New York state is becoming the model for other states and the nation."



CWEP PROGRAM ATTENDEES included, from left, CSEA Region IV First Vice President Joan Tobin, Region IV President C. Allen Mead, SUNY Cobleskill CSEA Local 616 Secretary Karin Huneke, and Region IV Director Jack Corcoran.



MEETING OF THE MINDS — CSEA President William L. McGowan, left, and GOER Director Thomas Hartnett agree on the importance of maintaining and improving labor-management concepts.



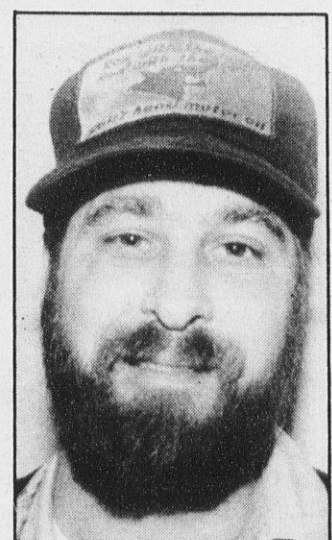
Joseph Skelly, shop steward  
Tax and Finance Local 690  
"A good union member . . . should be active in all Local functions, as active as possible. Members should know their contract, be aware of their rights and benefits, and know who to contact when they have a problem."



Gwen Piacente, unit secretary  
Waterford Halfmoon School Unit  
"A good union member is someone who cares about people and their workplace. A good member should be willing to listen and to help other members."



Tom Connell, vice president, editor  
Rensselaer County Unit  
"The qualities that a good union member should have include being involved and caring for their fellow employees. Good members should attend meetings and help out as much as possible."



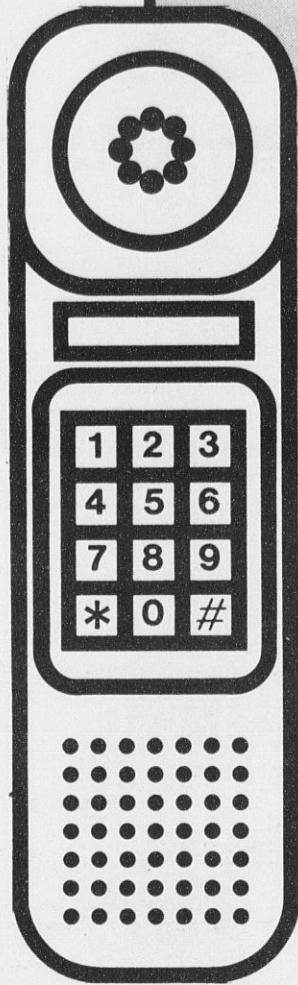
Joseph Rounds, president  
City of Troy Unit  
"Good union members should have a quality of professionalism about his or her job, their union and the union's activities. With today's governmental problems, a good member must be willing to try new methods to resolve problems."

## What qualities should a good union member have?

Where asked: Various areas in Capital Region IV.



# Professional union help is just phone call away



We're just a phone call away. The best professional help, or the answers to any questions you might have about civil service employment, are as close as the nearest telephone.

Your initial contact should be with your shop steward and/or your Local president, of course. But help is also right there in your CSEA Regional Headquarters, or in one of our satellite offices. And all types of professional staff assistance is there to serve you in CSEA's statewide headquarters in Albany.

Save this page, you never know when you'll need to contact a union official or representative. They're just a phone call away.

**STATEWIDE HEADQUARTERS**  
**143 WASHINGTON AVENUE**  
**ALBANY, N.Y. 12210**  
**(518) 434-0191**

**CENTRAL REGIONAL OFFICE**  
 Suite 308  
 290 Elwood Davis Rd.  
 Liverpool, N.Y. 13088  
**(315) 451-6330**

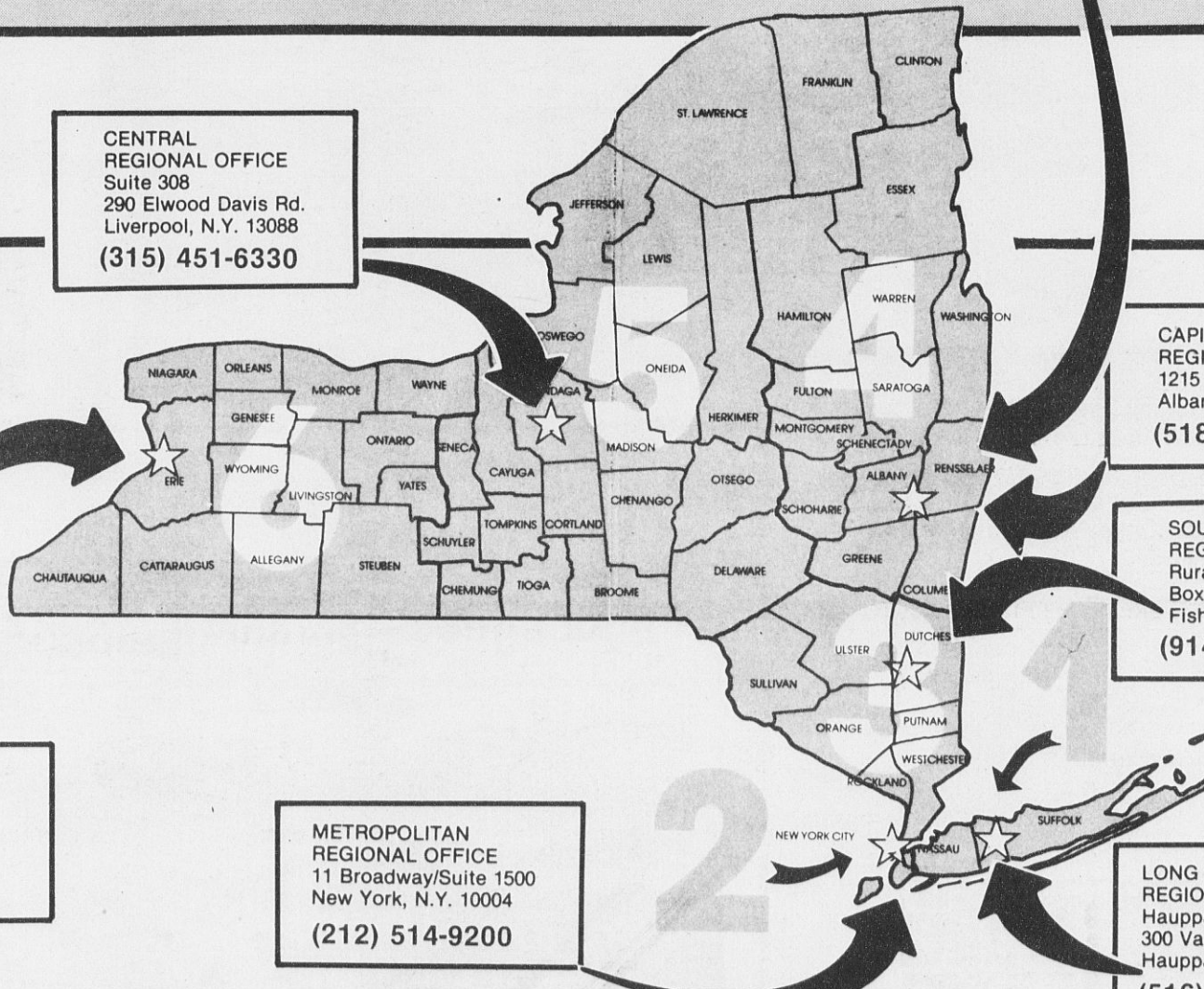
**CAPITAL REGIONAL OFFICE**  
 1215 Western Ave.  
 Albany, N.Y. 12203  
**(518) 489-5424**

**SOUTHERN REGIONAL OFFICE**  
 Rural Route 1  
 Box 34, Old Route 9  
 Fishkill, N.Y. 12524  
**(914) 896-8180**

**WESTERN REGIONAL OFFICE**  
 482 Delaware Ave.  
 Buffalo, N.Y. 14202  
**(716) 886-0391**

**METROPOLITAN REGIONAL OFFICE**  
 11 Broadway/Suite 1500  
 New York, N.Y. 10004  
**(212) 514-9200**

**LONG ISLAND REGIONAL OFFICE**  
 Hauppauge Atrium Building  
 300 Vanderbilt Motor Pkwy  
 Hauppauge, N.Y. 11788  
**(516) 273-2280**  
**(516) 435-0962**



## CSEA SATELLITE OFFICES

● **BINGHAMTON SATELLITE OFFICE**  
 Suite 218, Executive Office Bldg.  
 Binghamton Plaza  
 33 W. State Street  
 Binghamton, NY 13901  
 607-772-1750

● **CANTON SATELLITE OFFICE**  
 P.O. Box 488  
 Canton, NY 13617  
 315-386-8131 or 8132

● **PLATTSBURGH SATELLITE OFFICE**  
 Broad Street Professional Bldg.  
 53 Broad Street  
 Plattsburgh, NY 12901  
 518-563-0761

● **ROCHESTER SATELLITE OFFICE**  
 332 Jefferson Rd.  
 Rochester, N.Y. 14623  
 716-272-0800

● **WESTCHESTER SATELLITE OFFICE**  
 222 Mamaroneck Avenue  
 White Plains, NY 10601  
 914-946-6905 or 6906

● **UTICA SATELLITE OFFICE**  
 289 Genesee Street  
 Utica, NY 13501  
 315-735-9272

● **MAYVILLE SATELLITE OFFICE**  
 P.O. Box 225  
 Mayville, NY 14757  
 716-753-5290



## IN APPRECIATION

Special Service awards were presented recently to former officers of Barge Canal Employees CSEA Local 503. In photo at left, Local 503 President **Homer Porter**, left, congratulates former president **Ed Canavan**, center, with 10 years of service; and **Ron Saleski**, former secretary, with 17 years. Both received awards from CSEA plus a U.S. Savings Bond in appreciation from their fellow employees during a general membership meeting.

# This, that

## AND THE OTHER THING

## WRONG NUMBER

We're not sure who you might have reached if you called one of the numbers listed in a recent edition of *The Public Sector* as a CSEA satellite office, but it would not have been the union office. The correct number for the Rochester Satellite Office at 332 Jefferson Road in Rochester is (716) 272-0800. The correct listing of CSEA office numbers is on the opposite page of this issue. The page should be clipped and saved for future reference.

# MARTIN LUTHER KING

*Living the Dream*



**JUST A REMINDER** — Monday, Jan. 19 is Dr. Martin Luther King Jr. Day, an official state holiday observed on the third Monday of each January.

## RELAX AND ENJOY

**Nat Zummo**, right, recently retired "to relax and just enjoy life" after 18 years as a CSEA field representative serving Long Island members. Prior to joining the CSEA staff, Zummo work 14 years for the state, and served eight years as president of the Kings Park Psychiatric Center CSEA local.

"I really believe in the union," he said recently. "I feel that when I was local president, I was able to help many people . . . that's extremely gratifying. As a field rep, I was able to do the same." Zummo was recently honored by many of the CSEA locals he served over the years.



## AWARDS FOR ACTIVISTS



Wassaic Developmental Center CSEA Local 426 activists were awarded certificates recently as newly trained union shop stewards. Shown are, from left in first row, Local Secretary **Boni Pellino**, Shop Steward **Candice Miles**, Administrative Representative **Kathy Kayea**, and CSEA Region III President **Pat Mascioli**, who attended the ceremony.

In the second row are Shop Steward **Bill Tamburrino**, Shop Steward **Freddy Richards**; Local President **Tom LeJeune** and Region III Field Representative **John Deyo**. Standing in the third row are Local First Vice President **Steve Pellicciotti**; Second Vice President **Cy Holdeen**, Local Treasurer **Al Ackerman**; and Wassaic Director of Personnel **John Marion**. Other Stewards who could not be present for the ceremony were **Gary Stossel**, **Tybor Megyeri**, **Scott Myers**, **Ron Newman**, **Eugene Noone**, **Doug Mann**, **Robert Wood** and **Jack Tears**.

# CSEA team will lobby Congress

A team of nine CSEA officials and staff members will lobby personally with New York's congressional delegation in Washington soon as part of a CSEA-AFSCME campaign to convince Congress to restore \$33.5 million to New York State employment services and end the threat of a March layoff of up to 1,000 state Department of Labor employees.

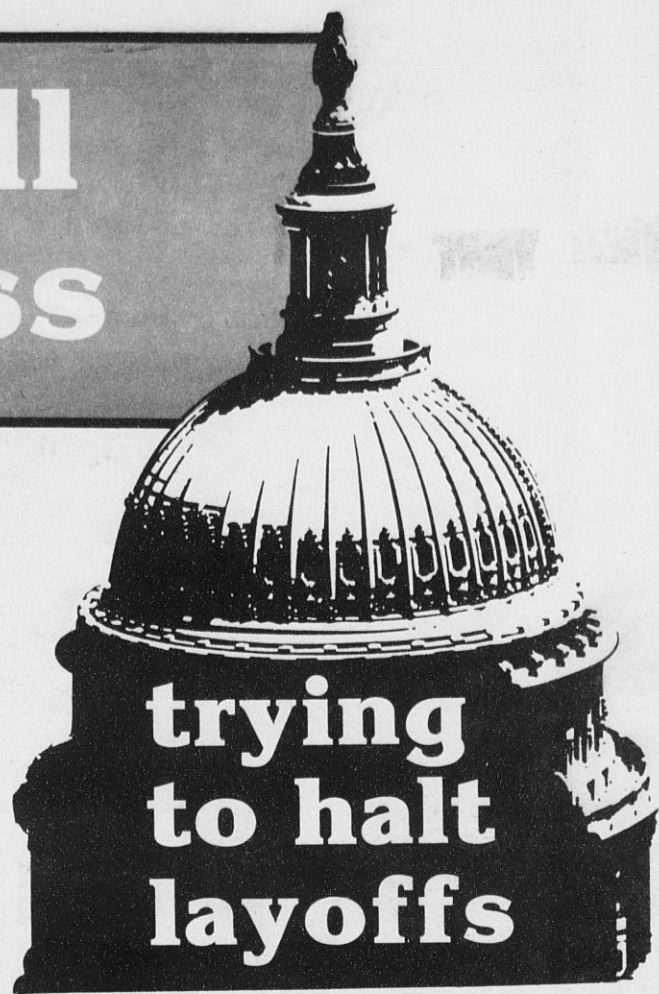
The \$33.5 million cut by the federal government here is part of a \$329 million reduction in funding for state employment services nationwide. The huge funding shortfall to New York resulted in plans by the state Labor Department to reduce its workforce by up to 1,000 employees by early March.

The CSEA-AFSCME campaign is aimed at convincing lawmakers to pass a special supplemental appropriations bill to restore the \$329 million nationwide, including the \$33.5 million to New York.

Meanwhile, CSEA is also launching a letter writing campaign by state Department of Labor employees to members of Congress from New York and to members of the state Legislature. Sample letters are printed elsewhere on this page. CSEA President William L. McGowan is urging employees to send letters and/or cards to federal and state lawmakers immediately to support the union's lobby effort in Washington, which is tentatively scheduled for late January or early February.

"Sending letters is one way in which individual employees can do something to help themselves in this difficult situation. And it's very important to the union's overall effort to help them as well," said McGowan.

All permanent employees in the state Department of Labor received "layoff packets" last month as the first step in the expected layoff process. While no announcement has yet been made as to which jobs will be cut, or from what locations, union and state officials have said that restoration of the funding cut by the federal government may be the only solution preventing the layoffs in March.



## CSEA lobby team loaded with skilled activists and staff

The following individuals will comprise CSEA's nine-member team that will journey to Washington to lobby personally with U.S. Senators Alfonse D'Amato and Daniel P. Moynihan and the 34 members of the U.S. House of Representatives from New York State:

JOSEPH CONWAY, chairman of CSEA's statewide Legislative and Political Action Committee; THOMAS HALEY, director of CSEA's Legislative and Political Action Office; Metropolitan Region II President GEORGE BONCORAGLIO; Capital Region IV

President C. ALLEN MEAD; Western Region VI President ROBERT LATTIMER; Department of Labor Albany CSEA Local 670 President JEANNE LYONS; CSEA Assistant Director of Research KATHY ALBOWICZ; CSEA Director of Workforce and Planning PAUL BURCH; and Collective Bargaining Specialist JACK CONOBY.

Conway is coordinating the lobby effort in conjunction with legislative and political action staff members from AFSCME's International headquarters in Washington.

**THIS IS A SAMPLE LETTER YOU ARE URGED TO WRITE AND SEND IMMEDIATELY TO U.S. SENATORS ALFONSE D'AMATO AND DANIEL PATRICK MOYNIHAN, AND YOUR APPROPRIATE MEMBER OF THE HOUSE OF REPRESENTATIVES. Senators D'Amato and Moynihan receive mail addressed to them at U.S. Senate, Washington, D. C. 20510. Your representative receives mail addressed to him or her at U.S. House of Representatives, Washington, D.C. 20515.**

Dear \_\_\_\_\_:

Last year Congress cut \$329 million dollars from programs administered by state employment services. As a result, our state of New York lost \$33.5 million. The New York Department of Labor, which administers the effected programs in our state, has announced the need to lay off 1,000 employees as a result of these cuts. This is an outrage.

I work in the Department of Labor. I am part of a network of dedicated people desperately trying to deliver vital services to demoralized, needy citizens. Yet, while states are trying to cope with the ever increasing burden of delivering services to people, the Federal government continues to worship the false god of its own making, Gramm-Rudman.

As your constituent, I am asking you to work in committee, in conference and on the floor to have this \$329 million restored in the Supplemental Appropriations bill. This indiscriminate cutting, with no regard to its impact, simply must stop. It is time for Congress to act.

I eagerly await your early reply to this urgent request.  
Thank you.

**THIS IS A SAMPLE LETTER YOU SHOULD WRITE AND SEND IMMEDIATELY TO YOUR APPROPRIATE STATE SENATOR AND MEMBER OF THE STATE ASSEMBLY. You may send these letters to them at, respectively, New York State Senate, Legislative Office Building, Albany, N.Y. 12247 and New York State Assembly, Legislative Office Building, Albany, N.Y. 12248.**

Dear \_\_\_\_\_:

As an employee of the New York State Department of Labor, I am greatly distressed over the announcement that 1,000 department employees will be laid off by March 4. This drastic step is made necessary because Congress, under pressure to meet the Gramm-Rudman targets, took a meat ax to state employment services, gouging this budget some \$329 million nationwide. Our State of New York will lose \$33.5 million. No consideration was given to the impact such a cut would have on dedicated employees or to the desperate clients they serve.

As your constituent, I request that you correspond with Senators Moynihan and D'Amato, as well as our area congressman. Ask them to join the fight to have the \$329 million restored in this year's first Supplemental Appropriations bill, whether in talking with their colleagues on the Appropriations Committees, in committee, in conference or on the floor. We must reverse these indiscriminate cuts.

I eagerly await your reply to this urgent request.  
Thank you.