

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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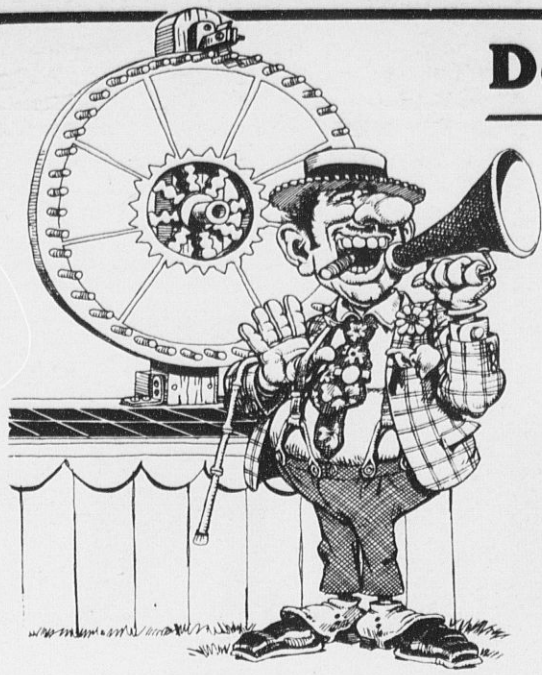
Vol. 9, No. 13
Monday, June 30, 1986

POOCH IN A POUCH

**DELIVERING DANGER DAILY
PAGE 3**



OGS



Don't get sold a bill of "goods" . . .

Locals Beware: Workfare by any name doesn't change meaning

ALBANY — At first impression, it might not seem like a big deal- but CSEA is becoming increasingly concerned over "work/training" programs placing individuals in public sector jobs.

There are numerous programs of this kind, ranging from the Public Works Program, often referred to as "workfare," to the Summer Youth Employment Program of the Job Training Partnership Act. While CSEA does not object to these programs as a rule, exhaustive research shows that without negotiated labor-management guidelines, they can cause problems in the worksite:

* Over the long run, these programs weaken the civil service sys-

- tem and erode the hard-fought rights of CSEA members
- * Despite management promises, they adversely affect union members by limiting or reducing promotions and transfer opportunities
- * Lower pay for participants creates a two-tier system that undercuts union members and exploits participants
- * Participants in these "training" programs rarely receive the kind of instruction and supervision needed to help them find real jobs

The Public Sector will focus on the impact of these programs on CSEA in depth over the next few issues.

Acquired
Immune
Deficiency
Syndrome

100 Questions
& Answers

AIDS



New York State
Mario M. Cuomo, Governor
Department of Health
David Axelrod, M.D., Commissioner

AIDS information booklet available free

Certainly many people have a number of questions concerning Acquired Immune Deficiency Syndrome (AIDS), and you can now easily find the answers to the 100 most commonly asked questions about this complex disease. A question and answer booklet published by the NYS Department of Health is available by filing in the coupon below. The joint CSEA/NYS Safety and Health Maintenance Committee has provided funding to print an additional 50,000 copies of the publication as a public service. A limited number of copies can also be obtained from CSEA's six regional offices.

A limited number of audio cassette tapes of the publication are also available for visually impaired members by calling the CSEA Occupational Safety and Health Department, (518) 434-0191.

Send coupon to:
CIVIL SERVICE EMPLOYEES ASSOCIATION
Attn: Occupational Safety and Health Department
143 Washington Avenue, Albany, N.Y. 12210

Please send me a copy of "AIDS 100 Questions and Answers."

NAME _____
Address _____ City _____ State _____ ZIP _____

Public SECTOR

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Interagency mail delivers danger

Mystery packages "hound" members

● ALBANY — You've heard of letter bombs and poison pen letters, but for members of CSEA local 660 who work in the interagency mail room of the Office of General Services, the daily deliveries can be just as disturbing.

Although members have had problems with improperly wrapped and prepared packages before, several recent incidents have raised serious questions about what materials they may be unknowingly handling:

- * The heads of four possibly rabid dogs were delivered wrapped only in cardboard boxes during a recent two-week period - one was so poorly wrapped that the dog's head was partially exposed
- * On other occasions animal carcasses to be checked for rabies have reportedly been improperly shipped in containers such as paint cans
- * An improperly wrapped package leaked its unknown liquid contents all over the loading dock
- * A mailroom clerk reached into a mail bag and came out with a handful of loose test tubes containing blood samples

None of the packages indicated that they might contain specimens considered bio-hazards.

There are specific state and federal laws governing the transport of this type of material. According to the U.S. Postal Service, unless all guidelines are met, packages should not be accepted for shipment. The interagency mail is under the same requirements.

● But the interagency mail is transporting these materials because they are not



properly labeled and are mixed in with the regular mail. Through this improper procedure by the senders there is no way for OGS or the carriers to know they are handling hazardous packages until they arrive at the mailroom in Albany. Even then the dangers are not apparent unless poorly wrapped packages open up or leak their contents as has happened in recent weeks.

Ironically, most of these packages are addressed to the state Health Department, which is not only responsible for public health guidelines but also for administering the workers' right-to-know program that informs employees about what hazardous materials they may be exposed to on the job.

"We don't have problems every day, but it's often enough to scream about it" claims CSEA member Bill Somers, the clerk who brought the situation to the Local Safety



NO DOG HEADS IN THIS DELIVERY . . . But there are unlabeled samples headed for DOH labs, above; Bill Somers, at left with Mary Costello and Gloria Dixson of Local 660 Safety Committee, says slipshod packaging and labeling of biological specimens causes them to come loose or leak during delivery.

Committee after coming up with the loose test tubes of blood out of the mail hamper. "That just really hit it for me...I had no idea of what I had in my hand."

Somers adds: "We handle so much every day that you can't check on everything . . . especially with test tubes there's a good chance they're going to get crushed considering the way they come in."

"The Health Department tried to tell us there's nothing to worry about" insists Local Safety Committee Chairwoman Mary Costello. "But it's a little hard to accept that since these are all samples being sent to their testing laboratories- so even they don't know what's really in them except that there's reason to suspect that they're dangerous."

According to Costello, OGS has been extremely cooperative in trying to address the circumstances since these potential health and safety violations came to light. Currently, there is some question about whether hazardous materials should be transported through the interagency mail at all.

Says CSEA Region 4 Safety and Health Specialist Barbara Mitchell: "The Health Department claims they already ship 90% of their materials through the mail . . . if that's the case then it shouldn't be too difficult for them to send the rest of their materials that way too."

Mitchell also points out however that the Health Department promised a number of remedies during a recent meeting that have yet to be followed-through.

But CSEA Industrial Hygienist Joanne Curtis states that this isn't just a labor-management dispute: "It certainly appears that laws are being broken when bio-hazards are sent out without appropriate packaging and labeling. If the Health Department isn't following the guidelines, they run the risk of legal consequences."

In the meantime, CSEA mailroom employees have been told not to handle any questionable packages and to immediately notify the appropriate authorities if they show up.





CSEA Region 2 President George Boncoraglio shares a laugh with Assemblyman Anthony Seminerio, above; while at right he joins with Local 433 President St. Clair Payne and Regional PAC chairman Vincent Martuciello in greeting Senator Frank Padavan



Big Apple PAC shines in Albany

ALBANY — More than 100 CSEA Region 2 activists traveled to the state capital recently to meet with their state lawmakers during the Political Action Committee's annual legislative get-together. The event was just another step in what Region 2 President George Boncoraglio calls "CSEA's emergence as a significant player in the politics of New York City."



Above, SIDC Local 429 President Tyrone Daniels expresses concerns to Assemblywoman Elizabeth Connelly. Below, Regional PAC chairman Vincent Martuciello, center, poses with Assembly Governmental Employees Chairman Joseph Lentol and Creedmoor Local 406 PAC chair Ruth Lewis



Above, Assemblyman Clarence Norman offers views to CSEA members. Pictured from left, John Chesslin, Michelena Impollonia, Denis Tobin, Ruth Lewis, Mickey Cruz, Norman, unidentified, Cas Fairclough, and Nevada Solano. Below, Assemblyman Larry Seabrook makes a point to Local 413's Fred Daniels, left, and Local 401's Ernest Punter while Ed Wooten looks on.

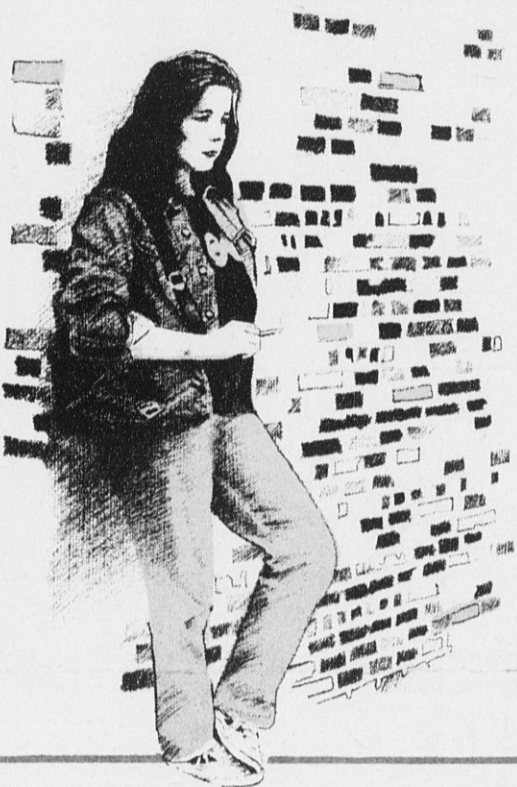


Above, Assemblyman Albert Vann, right, discusses issues with Janie Davis, Flora Young, and Lou Smith of Kingsboro PC Local 402.



Hope for Hopevale

CSEA helps save home for teens, jobs for members



By Ron Wofford

CSEA Communications Associate

HAMBURG — The on-again, off-again future of the Hopevale Home for troubled teenage girls has been settled favorably, along with the jobs of about 75 members of Private Sector Local 886.

The Home's board of directors had earlier voted to close the activity in July of this year, because of financial difficulties.

Those money troubles began last July, when the state Department of Social Services changed its reimbursement formula for the 98 girls' care and education. The revision left the facility, comprised of a small campus of about 20 buildings on a 71-acre site, about \$6,000 a month short of its \$18,490 monthly rent payment.

Several attempts by the board to purchase the facility from the Sisters of our Lady of Charity Convent had proven futile over the past year. But, an eleventh-hour intervention by a local charitable trust has tipped the scale and allowed Hopevale, Inc. to make the purchase.

The upbeat conclusion to a yearlong emotional "roller coaster ride" saw CSEA gain a great deal of respect from its members and the Hopevale board and administration, says Local President Julie Lafferty.

"It was difficult, not knowing what the future would bring for the girls in our care," recalled Lafferty. "Of course, we were concerned about our employment, but we have a very caring staff, and were genuinely concerned about the disruptive impact that closing would have on the girls' emotional state, continuing education, and development."

Lafferty said CSEA resources, through the efforts of Region 6 President Robert L. Lattimer and Field Representative Vince

Sicari, during the crisis, helped educate members about the extent their union would go on their behalf.

"Bob and Vince were very helpful during a period when there were so many rampant rumors about what was going on," said Lafferty. "They met with the members and were always ready to be there when we needed them, and they helped us keep going when we were down. Bob also offered the board any possible CSEA resources, including Political Action, to keep Hopevale from closing."

Because of the tenuous circumstances surrounding the board's attempts to negotiate a purchase, "it was necessary to work behind the scenes to try and help resolve the situation, recalled Lattimer. "First, we had to sift out the facts from fiction, and then let the board and the management know we were serious about wanting to, and being actually able to, come across with some type of assistance."

"We're thankful, for the benefit of the girls and our members, that Hopevale will be able to continue in its important mission."

Lattimer advised the Hopevale administration to be more direct with its employees in the future, in order to build more positive labor-management relations.

The regional president also praised Lafferty for "standing up to the storm of questions and worries that came her way as a union representative," during the uncertain period before the successful conclusion of the crisis.

Lafferty said she is now looking forward to successful conclusion of the contract negotiations, and welcoming new employees and union members expected under announced Hopevale expansion plans.

Tompkins Co. group cited by human rights commission

ITHACA — Calling it a "grass roots" effort in the truest sense, the Tompkins County Human Rights Commission has presented its 1986 James Gibbs Award to R.E.S.C.I.N.D. (Recipients, Employees and Service Clients in Need of Downtown) for its role in mobilizing community support against the moving of the Tompkins County Department of Social Services from downtown Ithaca to an inaccessible site at an old hospital location.

Steve Ballan, president of the County Unit of Tompkins County Local 855 and Marnie Kirchgessner, former Local 855 president, accepted the award on behalf of the R.E.S.C.I.N.D. group at a recent ceremony in Ithaca.

"We took the message to the surrounding communities and municipalities and the response was overwhelming," Ballan said. "Our message was that the plan to move the department from its centralized downtown location to the old hospital site on Ithaca's west hill is just not practical for many reasons. We spelled them out to everyone who would listen and support came from the entire community: from social service clients, political organizations, women's groups, the majority of county employees and from many county officials."

Not only is the old hospital not as accessible as the downtown location, but the coalition questioned whether the hospital meets acceptable building code standards, Ballan said.

The coalition also stressed such additional issues as: employee morale, relocation and long-range hidden costs, the move's effect on downtown businesses, and increased traffic through an already stressed highway octopus leading to the new west hill site at the old hospital.



HONORED — Flanked by U.S. Congressman Matthew F. McHugh, left, guest speaker, and Betsy Johnson, Tompkins County Human Rights Commissioner, CSEA County Unit President Steve Ballan and Marnie Kirchgessner, former Local 855 president, accept award from county human rights commission on behalf of R.E.S.C.I.N.D.

Following the award ceremony, Ballan recognized others who took part in this community-wide effort, including Jean Fudala and Jill Vuckovic for their hours of unselfish work in mobilizing support.

Although the Board of Representatives has already voted approval of the move by a very narrow margin, Ballan indicated the community coalition plans to continue the fight every way possible.

Dental Plan benefits to improve substantially effective July 1

Major increases in dental benefits under the CSEA Employee Benefit Fund (EBF) Dental Plan have been approved by the EBF Board of Trustees and will become effective July 1.

The EBF Board approved increasing fee coverage under the Dental Plan for a wide variety of preventative and restorative dental procedures, resulting in an overall 20 percent improvement in dental benefits to participating CSEA members. The Board estimates the increased fee payment schedule will provide CSEA members an additional \$3.4 million in dental benefits annually.

In announcing the major improvement, EBF Board Chairman William L. McGowan said the increased benefits were made possible in part by reallocating funds previously assigned to the now defunct Personal Legal Plan, which the EBF Board voted to discontinue recently, and by newly-implemented cost containment procedures.

Improvements will become effective in the most-used services under the Plan, with most occurring in preventative and restorative procedures. Increased benefits were also approved for prosthetic procedures such as crowns and bridgework.

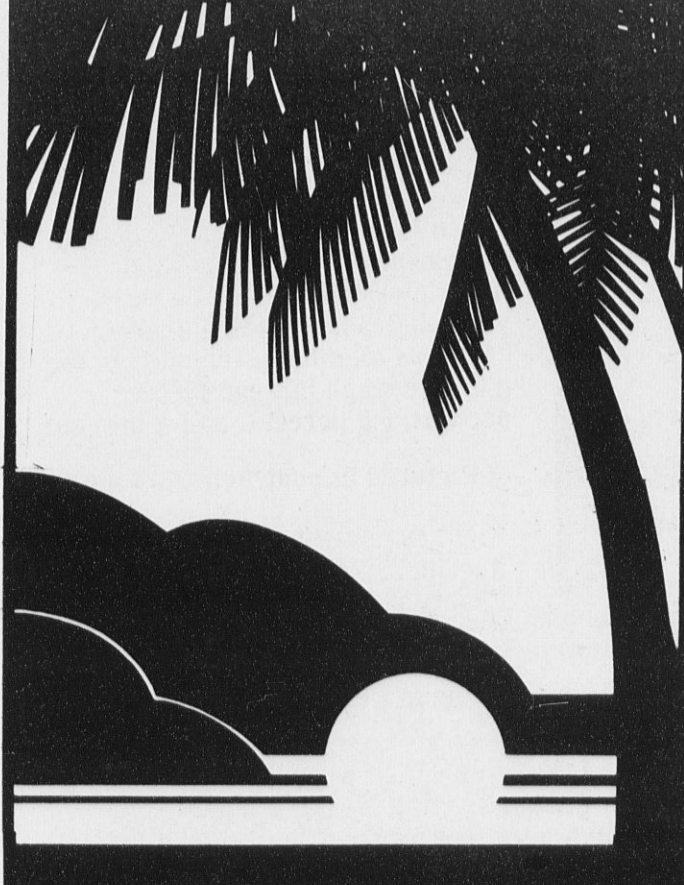
McGowan said the major increase in benefits greatly improves what had already been one of the finest dental

benefit structures available to unionized public employees anywhere. The improved fee schedule listing

procedures, the current coverage, and increased fee benefits effective July 1, is adjacent.

CSEA EMPLOYEE BENEFIT FUND DENTAL PLAN NEW FEE SCHEDULE - EFFECTIVE 7/1/86					
Procedure	Current Benefit	7/1/86 Benefit	Procedure	Current Benefit	7/1/86 Benefit
<u>Dental Prophylaxis</u>			<u>Pontics</u>		
Under 14	7	10	Acrylic Veneer	75	90
14 and over	10	14	Porcelain Veneer	100	120
<u>Fillings</u>			<u>Root Canals</u>		
1 Surface Deciduous	6	10	Single Canal	75	85
2 Surface Deciduous	13	18	Two Canals	100	110
3 Surface Deciduous	15	25	Three or more Canals	150	160
1 Surface Permanent	8	12	<u>Perio Surgery</u>		
2 Surface Permanent	15	20	Gingivectomy/quad	65	100
3 Surface Permanent	20	28	Osseous Surgery	65	100
<u>Composition</u>			<u>Partial Dentures</u>		
1 Surface	7	10	Permanent	225	250
2+ Surfaces	14	20	Immediate	90	100
<u>Crowns</u>			<u>Full Dentures</u>		
Porcelain Jacket	120	135	Permanent	200	225
Acrylic Plastic	90	100	Immediate	90	100
Acrylic Veneer	125	140	<u>Denture Repairs</u>		
3/4 Gold	90	100	Body only	15	18
Porcelain Veneer	180	200	Broken tooth	15	18
Full Gold	110	125	Jaw clasp	30	36
<u>Gold Inlays</u>			Relines	30	36
1 Surface	25	40	Rebase	50	60
2 Surface	50	75	Broken lug	15	18
3 Surface	65	100	<u>Maryland Bridges - Retainer</u>		
<u>Abutment Crowns</u>				65	100
3/4 Gold	90	100			
Full Cast	110	125			
Acrylic Veneer	125	140			
Porcelain Veneer	180	200			

You can win a trip for two to
ST. THOMAS
The Caribbean



Sign up people for PEOPLE under payroll deduction and you could win prizes galore

A trip for two to St. Thomas in the Caribbean awaits some lucky CSEA member — and it could be YOU . . . if you sign up 25 or more state CSEA members for payroll deductions to PEOPLE, AFSCME's special fund for political contributions to support Congressional candidates favorable to the best interests of unionists and working class Americans. The dream trip to the Caribbean is the grand prize in the current CSEA/AFSCME PEOPLE Political Checkoff Incentive Program contest designed to encourage members to sign PEOPLE Deduction Authorization cards.

CSEA members who sign up 25 or more state employee CSEA members for payroll deductions to PEOPLE are eligible, along with the members they sign up, for the grand prize trip to be raffled off at CSEA's annual delegates meeting in October. Along the way, there will be 10 other drawings for valuable prizes, including such items as a color TV, Seiko watch, VCR, 10-speed bike, 35 mm camera, microwave, cordless phone, luggage, stereo and food processor. Drawings for those prizes will be held each time 250 new participants are signed up.

And, depending upon the bi-weekly amount to be deducted, members receive a variety of prizes just for signing up. Prizes vary according to bi-weekly deductions ranging from 50 cents per pay period to \$2 per pay period. Under terms of the CSEA/State contract, CSEA state members may now elect to have bi-weekly payroll deductions set aside specifically for PEOPLE.

PEOPLE deduction cards are available through regional offices from regional members of the Statewide PEOPLE Committee, or from Statewide PEOPLE Coordinator Cheryl Sheller at CSEA Headquarters in Albany. Regional committee members are Henry Reese, Region 2; Sarah Jackson, Region 3; Suzanne Waltz, Region 4; Doris Pratz, Region 5 and Marie Prince, Region 6.

Regional pride is at stake as well during the PEOPLE Political Checkoff Incentive Program. Each year at the annual delegates meeting, "The PEOPLE Cup," a handsome trophy, will be awarded to the CSEA region with the highest average PEOPLE contribution per member.

Based on most members signed up under the incentive program, Region 4 holds a slight lead at the present time over Region 2, followed by Region 3, Region 6, Region 1 and Region 5.

CSEA

at your service

Job back for MHTA

GOWANDA — An arbitrator has agreed with CSEA that a mental hygiene therapy aide (MHTA) at Gowanda Psychiatric Center had been terminated without just cause and has ordered him reinstated.

MHTA Delbert Ball, an 18-year veteran employee at Gowanda, has his job back, with full back pay and benefits, after an arbitrator supported CSEA's contention that there were no grounds for the original charge of misconduct against him.

It was an extremely popular ruling at the psychiatric center, where fellow members of CSEA Local 408 welcomed Ball back with more than 300 signs of support posted around the facility. Ball said he was overwhelmed by the support and exclaimed "CSEA honestly went out of their way to help me back on the job. I really honest-to-God think they're an excellent union!"

He said he experienced many hardships during his forced layoff, and had to sell his wife's car to help keep things going.

"They just kicked me out the door and told me not to come back," Ball said of management's action. In addition to nearly two decades there himself, Ball's father, three sisters and his uncles have all worked at the psychiatric center as well.

Local 408 President Joe Hageman said the victory for Ball should "help lift the morale of fellow employees at Gowanda, and show that their union fights for them, and wins for them when they are in the right.

"It was a big win," said Hageman, "We worked long and hard to gather witnesses to testify in Delbert's behalf. I think a story of this kind helps everyone, it tells the employees that CSEA is behind them 100 percent."

DFY insubordination charge nixed

BUFFALO — A CSEA attorney argued that a Division For Youth (DYF) employee who refused an order because of potential safety problems was well within his rights to do so, and an arbitrator has agreed, dismissing insubordination charges that had been brought against the employee.

Youth Development Aide Donald Prophet, a member of DFY CSEA Local 562, was charged with insubordination after he refused to transport a resident of the Masten Park Secure Facility in Buffalo to a nearby medical center.

Prophet refused the order, citing a DFY policy manual that calls for two aides to accompany any resident of the facility for transportation purposes, and for protection of any medical personnel who are required to examine the resident.

The policy manual states that "facility

staff will transport youth to their medical appointments, and insure the safety and security of the youth, staff and medical provider." Prophet refused to accompany a resident to the Erie County Medical Clinic because he felt it was a breach of security for one staff member to supervise one resident at a medical appointment.

Prophet said that he knew the resident's propensity for escape and harm to himself and others, although that was not his basic reason for refusing the order. "I felt," said Prophet, "that the order itself violated the safety rule of the policy manual."

The state's position was that the act of refusal was insubordination, and that if Prophet believed he was given improper instructions, he should have obeyed the order and then filed a grievance in accordance with the doctrine of "obey

now, grieve later."

But Prophet, represented by Region 6 Counsel Ronald Jaros, argued that the doctrine was inapplicable in the matter. Jaros argued that the case fell within the safety exception to the general doctrine applied by many arbitrators in what is called the "reasonable man approach," and that Prophet at the time of incident, acted as a reasonable man fearful for his own safety and health, and the safety, health, and well-being of the medical providers at ECMC.

Prophet called CSEA's assistance "very helpful, and very professional in his defense. CSEA was right-on-time, and erased any doubts I had about pursuing the case through the grievance procedure," said Prophet. "I'm sure this case will help other staff who have had difficulties of a similar nature in the past."



Monroe Co. pact

ROCHESTER — Monroe County Employees Unit officers and negotiators have signed a three-year contract on behalf of their 2400-plus members. Included in the pact are wage increases of 6 percent, 5.5 percent, and 5 percent.

Pictured at contract signing are, from left: (seated) Debbie Lee, Field Representative; Unit President Florence Tripi; Monroe County Executive Lugien Morin; Bernard Winterman, county labor-relations manager; (standing) Susanna Peer; Patricia Dano; Paul Utz; Ann Lazerson; Patricia Gooden; Rachel Gaffney; Herbert Hamm; and Local 828 President George Crowney. Not present: Lt. Gary Coles, Frank Mancuso Jr. and Wayne Randall.

Officers! Get into training

Just been elected a CSEA officer and wondering how you can do the best job representing your members?

CSEA's Education and Training Department has a new officer orientation program designed especially for you. The program is packed with information and tips for tapping into resources that can help you be successful as a union leader.

The orientation sessions will run from July to October at numerous locations throughout CSEA's six regions for all of the union's state and local government officers, including re-elected representatives. CSEA has some 5,200 officers in locals and units across the state.

"This is a real effort to get everyone off on the right foot by providing basic start-up information for new officers as well as an update for re-elected ones," said Sally Bouton Engelhardt, director of CSEA Education and Training.

She said the idea for the new program came through the statewide Education Committee from officers who requested that help immediately be made available following this year's elections. In the past, some regions have offered their own training programs.

Education and Training's new officer orientation will consist of one three-hour evening or Saturday session where elected officials will get a run-down of CSEA history, laws affecting union activities, and resources available from CSEA's headquarters and regional offices.

"The more the officers know about resources available to them the more effective they can be," notes Education and Training Specialist Peg Wilson. "Just as one example, our communications associates can provide them with a wide range of printed materials and information from announcement forms to help on the picket line."

Engelhardt said that officers who attend an orientation session also will receive an "Officers' Resource Kit" full of information on how to set up a local or unit, staff and regional assistance, and union constitutions. A revised "CSEA Officers' Manual" will be included, too, and the kit will be available only to officers who attend one of the sessions.

Engelhardt added that the new orientation program is being offered in addition to training for secretaries and the constitutionally mandated training for treasurers. Schedules for these programs will appear in upcoming issues of The Public Sector.

To register for the new officer orientation program send in completed form below or get a copy from your regional office.

Officer training schedule

DATE	AREA	LOCATION
July 9	Suffolk	Sheraton, Smithtown
July 10	Nassau	Island Inn, Westburg
July 15	Utica	Mohawk Valley Community College
July 30	Watertown	Jefferson Community College
July 31	Potsdam	SUNY
Aug. 2	Lake Placid	Hilton
Aug. 20	Albany	Hilton
Aug. 21	Syracuse	Onondaga Community College
Aug. 25	Suffolk	Sheraton, Smithtown
Aug. 26	Nassau	Island Inn, Westburg
Aug. 28	New York City	Region 2 Office
Sept. 3	Peekskill	(to be announced)
Sept. 4	Albany	Hilton
Sept. 13	Rochester	(to be announced)
Sept. 15	Middletown	Orange Community College
Sept. 16	Kingston	Ulster Community College
Sept. 22	Buffalo	(to be announced)
Sept. 23	Jamestown	(to be announced)
Sept. 25	Bath	(to be announced)
Sept. 30	Saratoga Springs	(to be announced)
Oct. 1	Binghamton	SUNY
Oct. 6	Buffalo area	(to be announced)
Oct. 7	Batavia	(to be announced)
Oct. 8	Amsterdam	(to be announced)
Oct. 15	Nassau	Island Inn, Westburg
Oct. 16	White Plains	(to be announced)
Oct. 21	Liberty	(to be announced)

Note: The locations of these programs is subject to change. Updates will be available from regional offices and will also appear in The Public Sector.

Pre-registration is required in order that sufficient materials be available. Registration form (at left) should be returned to your regional office:

Long Island Region 1 Hauppauge Atrium Building 300 Vanderbilt Motor Parkway Hauppauge, N.Y. 11788	Capital Region 4 1215 Western Avenue Albany, N.Y. 12203
Metropolitan Region 2 11 Broadway Suite 1500 New York, N.Y. 10011	Central Region 5 Suite 308 290 Elwood David Road Liverpool, N.Y. 13088
Southern Region 3 Rural Route 1 Box 34 Old Route 9 Fishkill, N.Y. 12524	Western Region 6 482 Delaware Avenue Buffalo, N.Y. 14202

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

To help you to fulfill your responsibility as a CSEA Union Officer, **Officers' Orientation Programs** have been scheduled. We encourage you to attend this training.

Please complete the section below, indicating which orientation you plan to attend and return to the Region Office.

PLEASE PRINT

/ / Social Security No.		NAME
		ADDRESS
OFFICE HELD	LOCAL NAME - #	UNIT NAME
LOCATION OF TRAINING SITE	DATE OF TRAINING	

Let us know who you are

ALBANY — "Fill out your forms," says CSEA statewide Secretary Irene Carr. "It's the only way we learn who your newly-elected officials are."

All CSEA locals and units elected new officers and delegates this spring. And Carr reminds Election Committee chairpeople to fill out the forms they previously received from her office gathering information about new officers and delegates such as their names, addresses, telephone numbers, etc.

Carr adds that the updated information is vital because:

- newly elected treasurers must be trained within 90 days of their election;
- a mailing list of new delegates must be put together in preparation for the upcoming state convention; and
- a series of training workshops for elected secretaries is being planned.

Questions should be directed to Carr by calling CSEA Headquarters at (518) 434-0191.

**CSEA
staff
opening**

The Joint CSEA/New York state Employee Assistance Program currently has an opening for:

**EMPLOYEE ASSISTANCE PROGRAM
TRAINING SPECIALIST**

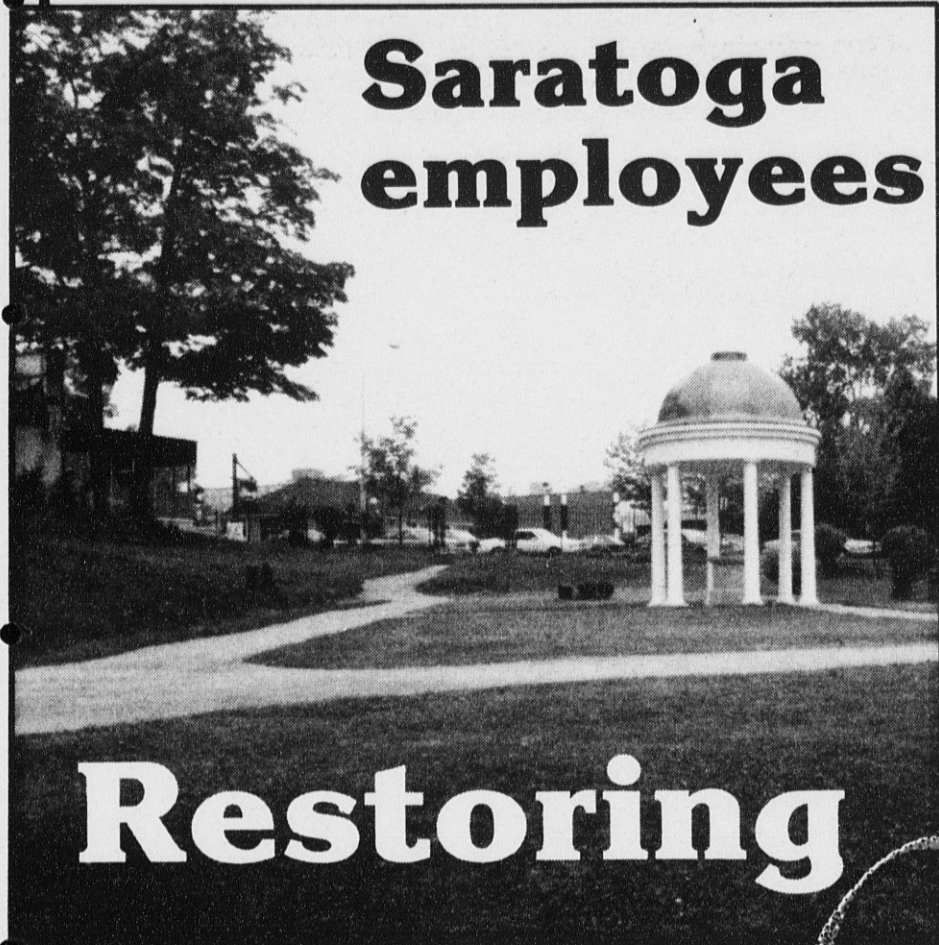
Responsibilities include developing and administering EAP programs, coordinating educational events, monitoring consultant

contracts and developing curriculum and agenda.

Applicants must have a master's degree and three-five years training experience, preferably in an occupational setting. Excellent communications and organizational skills required.

Submit resumes immediately to: Personnel Director, P.O. Box 7125, Capitol Station, Albany, N.Y. 12224.

Saratoga employees



Restoring

CSEA MEMBERS showed plenty of ingenuity, using resin and fiberglass to reconstruct the roof of this gazebo in historic Congress Park to resemble copper roofing.

The evidence is clear — contracting-out of public work projects generally proves to be more expensive, often much more, than if the work had been performed by already available public employees. The reason is simple enough—private contractors are in business to make a profit. And too often, governmental bodies discover the hard way that accountability for a shoddy final project has reverted back to them while the private contractor who actually performed the work is long gone and no where to be found. It is not unusual for public employees to be assigned to clean up the mess left behind.

Contracting-in, on the other hand, which allows public employees the opportunity to prove they can do the work, is a concept that is becoming more widespread. When a public employer discovers that the public employees have the necessary expertise to perform specialized projects, history shows they can do the job at a lower cost than profit-motivated private contractors.

The tax-paying public, who foot the costs of public work projects, becomes the benefactor. At the same time the public employees, themselves taxpayers, have an opportunity to prove again that they are an asset to their community.

A perfect example exists in the City of Saratoga Springs.

Elegance

Text and photos by Daniel X. Campbell
CSEA Communications Associate

SARATOGA — What started out as an experiment here a few years ago has now become almost standard operating procedure. When the City of Saratoga Springs has a project planned, it usually looks first to its own Department of Public Works.

It began in 1982, when DPW Commissioner Thomas McTygue decided he would like to see Housing and Urban Development (HUD) funds earmarked for the city stay in the immediate area. Why, he reasoned, should private sector contractors from out of the area or even out of the state bid on Saratoga Springs contracts, walk away with a big profit, and often leave the local government holding the bag if their work did not stand up to the wear and tear of daily municipal use.

“Sidewalks and curbing areas are under the jurisdiction of the city DPW,” McTygue noted. “I figured that if we’re going to be responsible for fixing them at a later date, we

(continued on page 10)



OVERLOOKING THE CITY OF SARATOGA SPRINGS from atop City Hall are CSEA Unit Treasurer Vince Arpey and Unit President Jim Brophy. Unit members in background are busy restoring the facade of the municipal building.

CITY OF SARATOGA SPRINGS – where

contracting-in is a great success story

(continued from page 9)

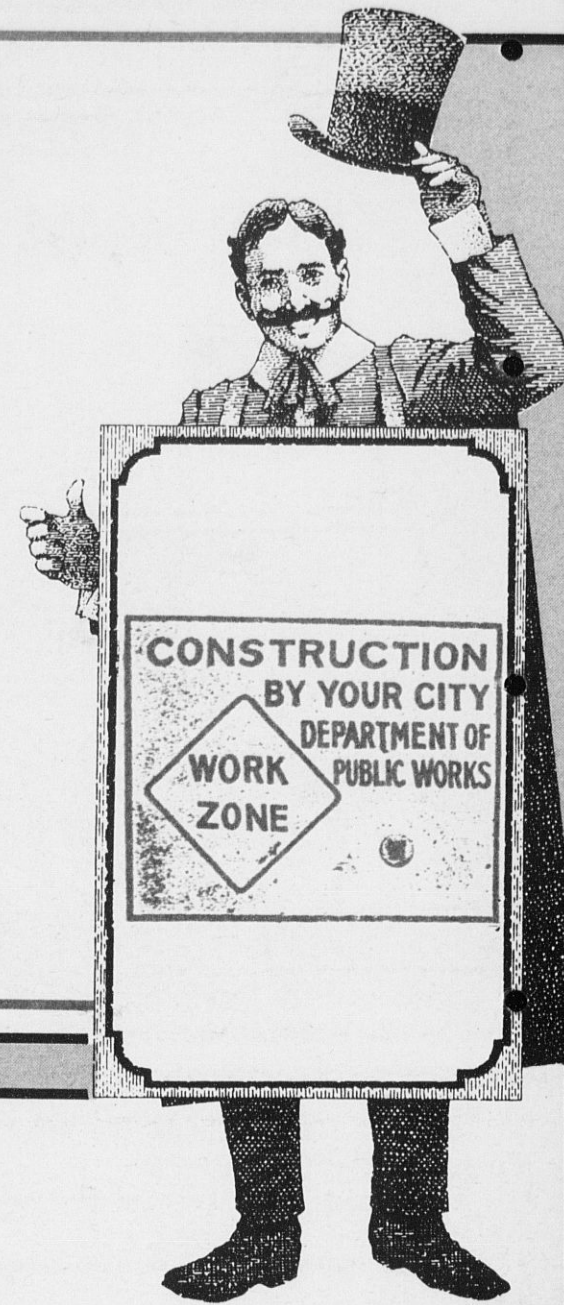
might as well do the whole job, and know that it's being done right."

McTygue went to the City Council with his proposal, overcame some objections to the new concept, and was allowed to try the idea out with a small project. When the project was completed, the reaction from city officials and the public was positive. CSEA, which represents the city workers, supported the concept from the beginning.

Slowly, sometimes on the suggestions of the DPW employees and CSEA local officials, McTygue looked for larger

projects to work on. Sidewalks and curbing projects were lined up, then historic restoration work was added to the list. And now, street light modernization, with a distinct Saratoga touch, has been included in the growing list of work projects.

Today bright signs are visible throughout the city, proclaiming "construction by your city Department of Public Works." Proof that contracting-in is no longer an experimental project here, but rather a proven success story.



DPW COMMISSIONER Thomas McTygue, seated, and CSEA Unit Treasurer Vince Arpey look over city restoration project plans.

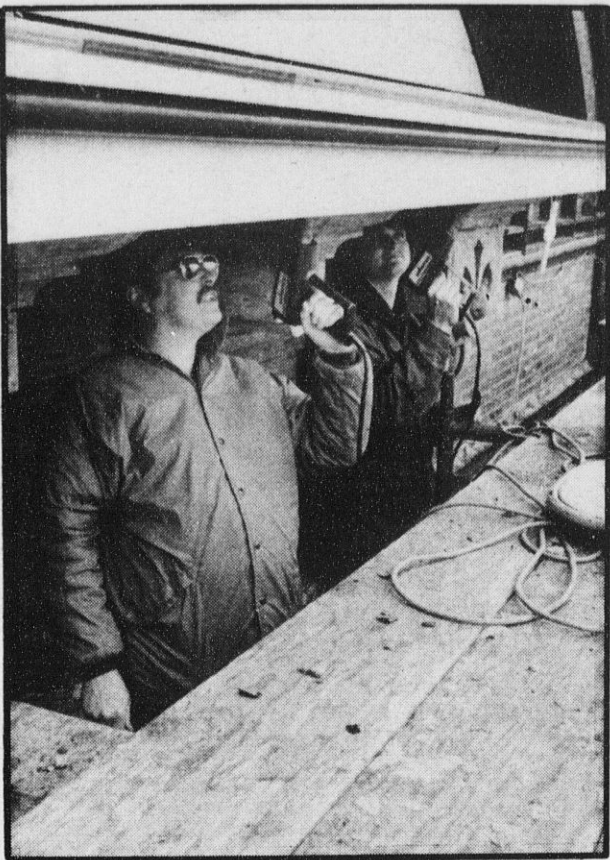
SIDEWALKS AND CURBING

"One of the biggest private developers in the area recently called the DPW to see if we were available to do the sidewalk and curbing work in his project. I took that as a compliment," DPW Commissioner Thomas McTygue said.

"The city residents know that when we put in sidewalks and curbs, the job is done with quality and craftsmanship. And they know if there is a problem, unlike a private contractor who might leave town, we're right here to take care of the problem."



CSEA UNIT MEMBER Fred Harrington, above, operates a truck involved in sidewalk and curbing project being undertaken, left, by Department of Public Works employees.

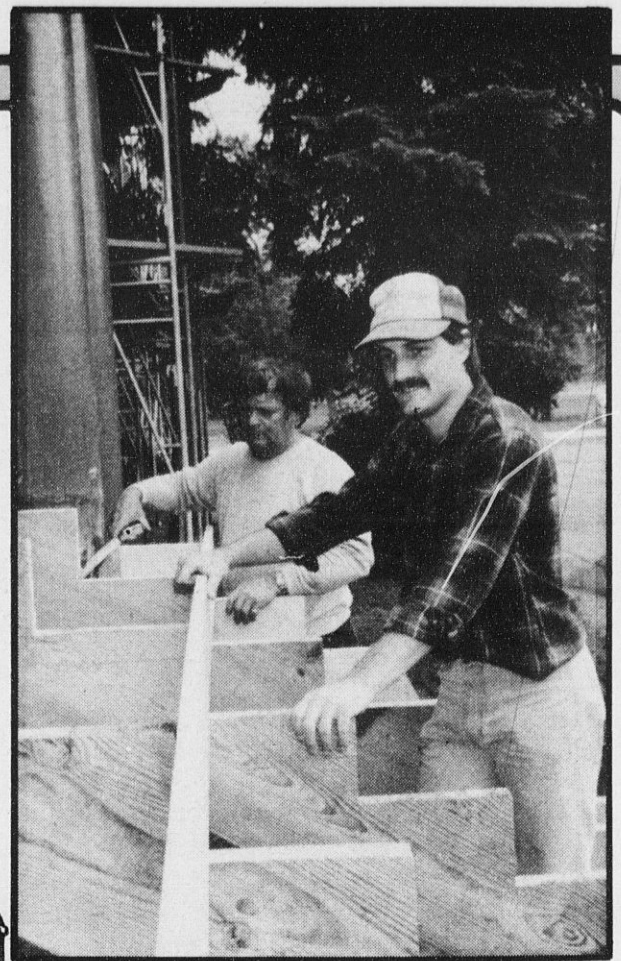


● **OLD PAINT IS REMOVED** from facade of City Hall by Craig Morris and Dan Whitney.

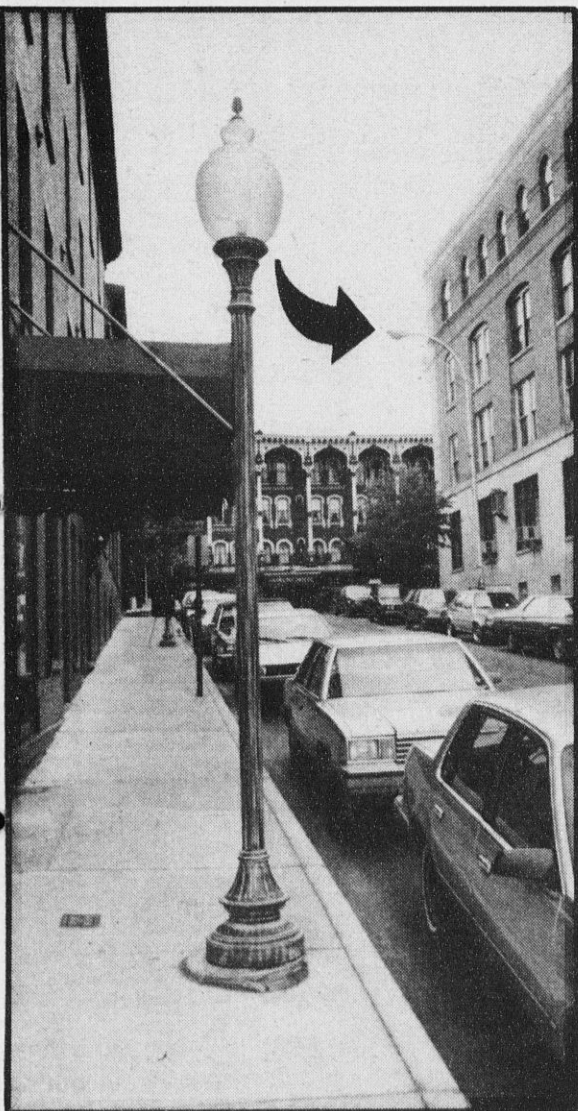
HISTORIC RESTORATION

High above the sidewalks of Saratoga Springs, CSEA-represented employees are busy doing restoration work on the facade of City Hall. Intricate ornamental roof edging is being carefully repaired or replaced, and the employees are paying close attention to their work. After all, it's their City Hall.

"The city is saving about \$250,000 to \$300,000 by using its own employees" to do the work, according to City of Saratoga Springs CSEA Unit President Jim Brophy. "Now, that means we're saving the taxpayers dollars by using our skills. And management is aware of that fact when we sit down to negotiate our contracts," Brophy notes. McTygue agreed that the more skills the employees develop and use, the greater the value they are to their city.



● **REBUILDING STEPS** are Danny Walker, background, and Tom MacIntosh.



STREET LIGHTING MODERNIZATION

At first glance it seems wrong. Public employees are removing modern, if somewhat garish, goose-necked city streetlights and replacing them with what appear to be old, green patina street lamps. But wait a minute—this is historic Saratoga Springs, and the old street lamps are the latest touch to restoring the city to its fabled past.

"The public works and downtown

special assessment district are jointly involved in a downtown beautification program," says CSEA Unit Treasurer Vince Arpey. "The city buys one light and businesses match it. We take down the modern-looking lamp and put up the old-looking unit and, suddenly, it's 1890. The old lights cast a warm glow and that seems to create just the right mood for residents and tourists as they walk the narrow streets of Saratoga," Arpey notes.



● **OLD FASHIONED** street lamps, above and at right, are replacing the modern, goose-necked streetlights (arrows) throughout the downtown area and in city parks. City employees are doing extensive restoration work that once would have been contracted out.

Picture this: Non-driver photo I.D.s now at DMV

By Sheryl Carlin
CSEA Communications Associate

Whether you are cashing a check or buying a beer, the request is the same: "May I see your driver's license, please?"

For those who don't drive, this request can create quite a problem, so the Department of Motor Vehicles has begun a pilot project, in Nassau County and Queens, which will assist those in need of non-driver photo identification cards.

Oftentimes, the people who need these I.D. cards are the elderly or disabled who have trouble getting to the Motor Vehicle offices.

"CSEA and New York state have acted together to provide an important new service to our senior citizens and the disabled. It's a step in the right direction because in this day and age, photo I.D. is essential. I'm proud we're doing it," said CSEA Statewide President William L. McGowan.

The project, which is funded by the joint CSEA/Management Committee on the Work Environment and Productivity (CWEP), and the DMV, will include a special van which

will be staffed by two CSEA members from DMV.

The van is equipped with a portable computer and photo equipment, and will travel, by appointment, to senior centers, senior citizen housing and veteran's hospitals, and to clients of the Commission for the Blind, and facilities of the Office of Mental Retardation and Developmental Disabilities.

The DMV employees will bring their equipment into the facility, obtain all the necessary information and photograph the applicants.

"But that's not all," explains Jack Carey, CSEA CWEP staff director. "These employees will also be giving out a variety of informational literature from the state Office for the Aging, Advocate for the Disabled, Office of Veteran's Affairs and OMRDD."

"It's a program that represents interagency cooperation as well as labor/management cooperation," added

William Sullivan, CSEA CWEP assistant staff director.

At a news conference held recently in Hempstead, Motor Vehicles Commissioner Patricia B. Adduci announced that there are an estimated 600,000 senior citizens and 18,000 disabled people living in Queens and Nassau County who could be served by the program.

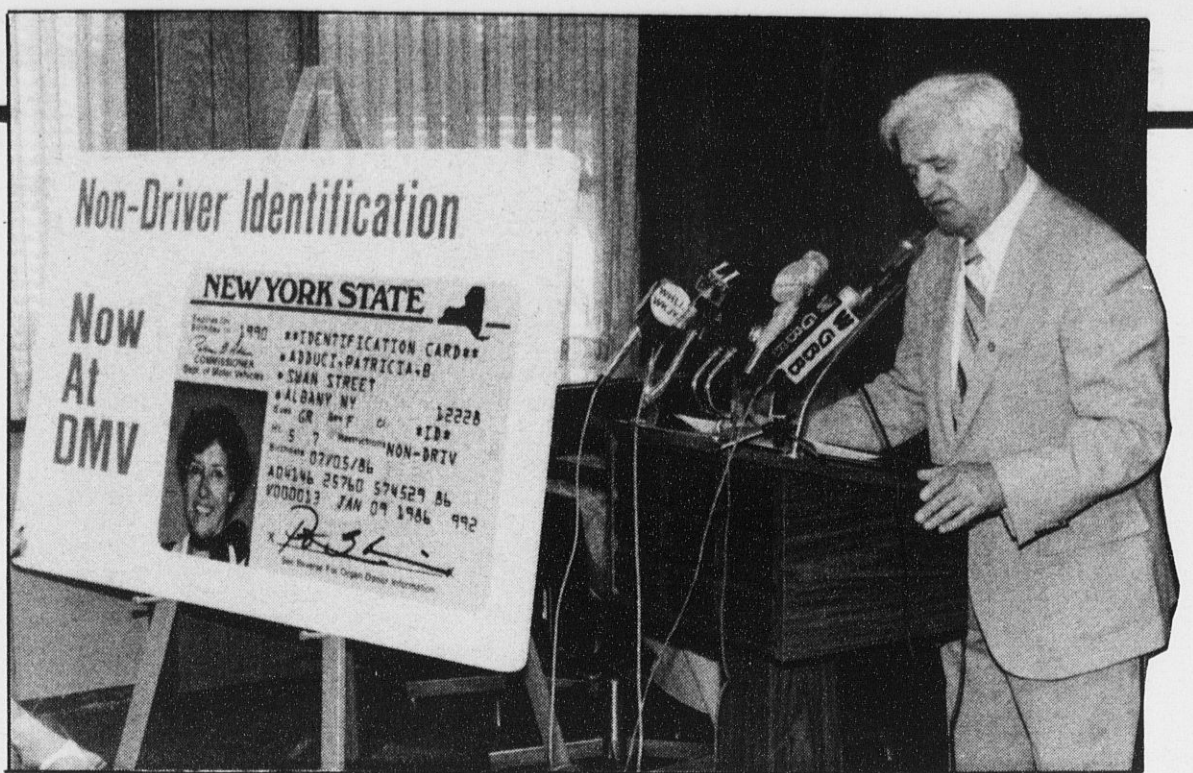
The service is expected to expand to other areas and a second van should be in use by the end of the summer.

CSEA Region 1 President Danny Donohue said, "This is an important service and I'm sure that there are many people who will appreciate it."

Anyone interested in making an appointment with the mobile van should call a representative at (516) 832-2696.

"CSEA and the state have acted together."

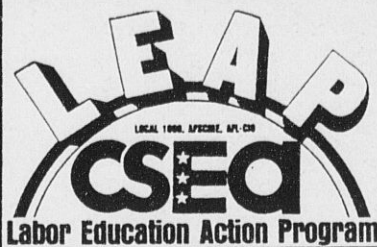
MOVING PICTURES — A van is all set to carry CSEA members to various sites throughout Nassau and Queens where they will process non-driver photo I.D. cards for many elderly and handicapped. Shown near the van, from left, are: CSEA State Employees Local 016 President Thomas Byrne, CSEA Field Representative Nick Pollicino, CSEA Assistant Director for the Committee on Work Environment William Sullivan, Executive Deputy Director for Governor's Office of Employee Relations Nancy Hodes, Region I President Danny Donohue, CSEA President William L. McGowan, and Commissioner of Motor Vehicles Patricia B. Adduci.



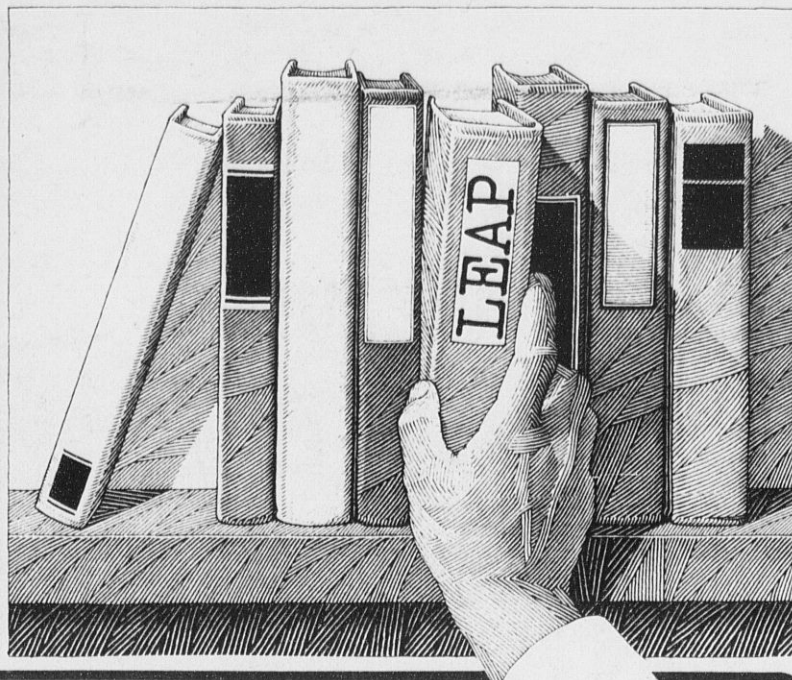
NEW DMV I.D. — CSEA President William L. McGowan speaks at a news conference announcing the new pilot picture identification program sponsored by CSEA. The large sample shows photo I.D. for Commissioner of Motor Vehicles Patricia B. Adduci.



A great way to quench a thirst for knowledge



LEAP is the Labor Education Action Program of the Civil Service Employees Association. It offers tuition-free courses at two and four-year public and private colleges, BOCES and various state facilities across New York state. LEAP is available only to CSEA-represented state employees in the Operational Services, Administrative Services and Institutional Services Units, Health Research Inc., SUNY Construction Fund and Division of Military and Naval Affairs. CSEA/LEAP courses are designed to increase upward career mobility in state service, and improve the quality of life on and off the job.



CSEA/LEAP Fall Semester

CSEA/LEAP is now accepting applications for the 1986 Fall Semester of more than 1,200 courses at 88 colleges throughout the state. LEAP 107 Application forms are available to eligible state employees through your agency personnel or training officer.

THE DEADLINE FOR APPLYING FOR THE 1986 FALL SEMESTER IS JULY 22, 1986.

Students have many responsibilities

Applicants accepted for a LEAP course have certain requirements and responsibilities that must be met.

* Once accepted, YOU are required to formally register with the school. Students must comply with all school requirements concerning registration, withdrawal, etc. Failure to do so may leave you without a space in the class and responsible for tuition.

* Students must purchase their own textbooks and related materials.

* If you are accepted for a course at a community college, you are required to obtain a "Certificate of Residence" from your county office building to prove county and state residence. Without it, you may not be allowed to enroll at the college, or you may be required to pay additional tuition charged to out-of-county residents.

* No schedule changes may be made by the student or college without prior approval from LEAP. If you enroll in a

course and/or section other than the one approved by LEAP, YOU will be responsible for payment.

* In order for LEAP to record you as completing your course, you must attend at least 50 percent of the total class time, regardless of a school's individual attendance policy.

* You MUST attend at least two of the first three class sessions for LEAP to pay full tuition. If you fail to attend two of the first three sessions, you must drop the course immediately or YOU will be responsible for payment. However, if the absences are due to illness or emergencies and you wish to continue in the class, it is YOUR responsibility to contact the LEAP office immediately after the third class session and arrange to continue in the course. You must send LEAP a letter stating the reasons for your absences and a note from the instructor indicating that you will be allowed to continue in the class.

If you must drop a course . . .

* IF YOU MUST DROP A COURSE, complete a LEAP Course Drop Form which can be obtained from your agency training or personnel office. If the form is received before the course actually begins, it is possible another student may be enrolled from a waiting list. YOU must also follow the school's official drop procedures in order to avoid being

charged partial or full tuition by the school.

* There will be a \$25 fee payable by students who drop their course after attending at least two of the first three class sessions. The fee is appealable to a CSEA/LEAP Appeals Board.

Questions concerning the program may be directed to CSEA/LEAP, 143 Washington Avenue, Albany, N.Y. 12210. The telephone number is (518) 434-0191, Extension 226 or 228.

REMEMBER — Application deadline is July 22

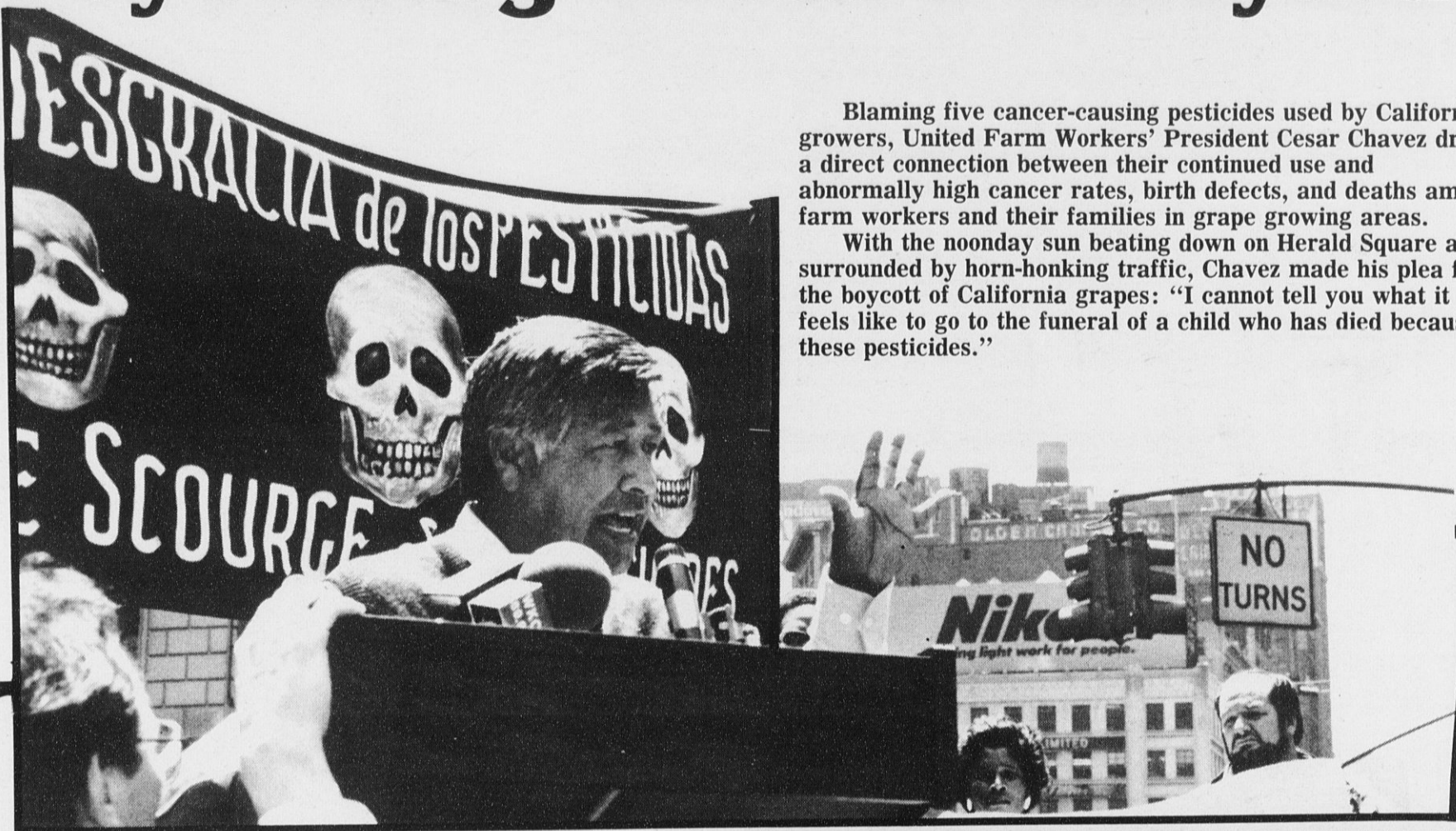


Charles Hughes, left, a 54-year-old mental hygiene therapy aide at Elmira Psychiatric Center, is a glowing example of determination to excel in educational pursuits. With plenty of assistance from LEAP, he just earned a Bachelor of Science Degree in Human Services. We'll tell you his story, and about his praise for CSEA/LEAP, in the next issue of The Public Sector.

Boycotting Death's vineyard

Blaming five cancer-causing pesticides used by California growers, United Farm Workers' President Cesar Chavez draws a direct connection between their continued use and abnormally high cancer rates, birth defects, and deaths among farm workers and their families in grape growing areas.

With the noonday sun beating down on Herald Square and surrounded by horn-honking traffic, Chavez made his plea for the boycott of California grapes: "I cannot tell you what it feels like to go to the funeral of a child who has died because of these pesticides."

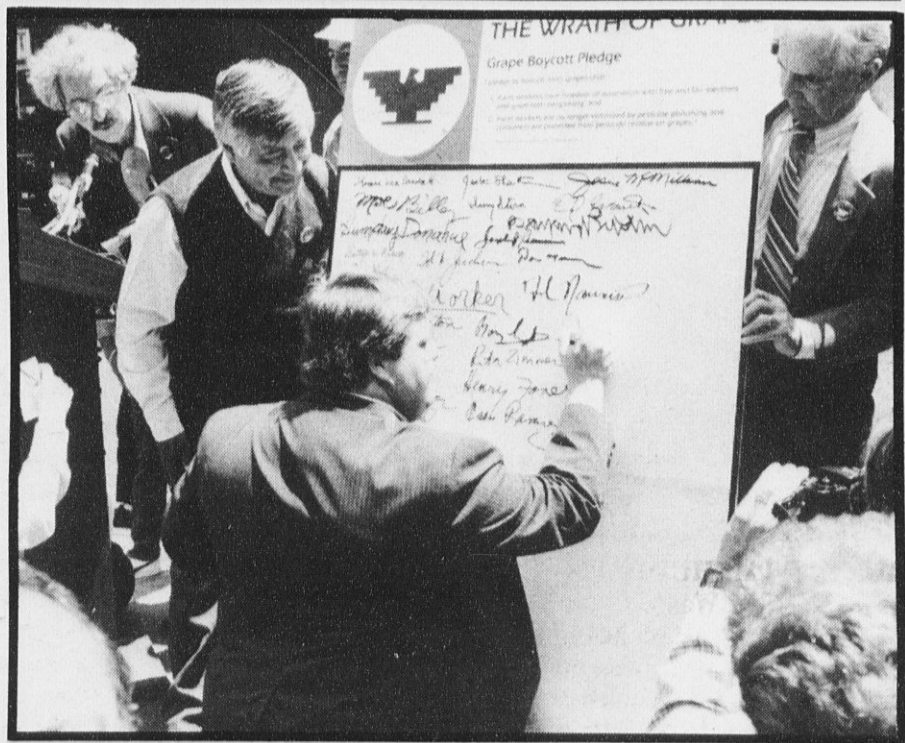


NEW YORK — Recalling the grueling struggle of the international grape boycott of the 1970s and its ultimate success in bringing powerful growers to the bargaining table, enthusiastic CSEA members demonstrated their support for the latest United Farm Workers' call to action during a recent New York City rally.

Although the UFW won the right to organize grape pickers largely as a result of that boycott over ten years ago, in recent years there has been a distressing lack of enforcement of workers' rights, particularly in the area of health and safety. This has led to renewed efforts for protection through another boycott.



Representing New York's largest public employee union, CSEA Region 2 President George Boncoraglio, at right, signs the giant rally pledge card with a promise not to buy or consume tainted California grapes. Boncoraglio emphasized concern for public health that pesticide residues pose: "We must spread a warning to everyone we see who is buying or eating California grapes."





NOT GIVING UP—Town of Greenburgh CSEA members have vowed to continue their daily pickets during lunch hours and their letter writing campaign until they get an equitable settlement.

SHOWING SOLIDARITY—Region III President Pat Mascioli, right, joined forces with Town of Greenburgh Unit members in their fight for a fair contract. With Mascioli are Collective Bargaining Specialist Larry Sparber and Unit President Sheila Tyler Harrison.

Cause for protest in Greenburgh

An offer they don't like and won't 'lump'

After working for a year and a half without a contract, CSEA members in the town of Greenburgh held informational pickets recently in front of Town Hall and the Fairview-Greenburgh Community Center.

The protests were aimed against the town's latest offer to give workers a "lump sum bonus" representing 5.5 percent of their salaries for 1985. The payments would not increase the base salaries of the employees, which means a proposed increase of 5.5 percent would be based on 1984 salaries.

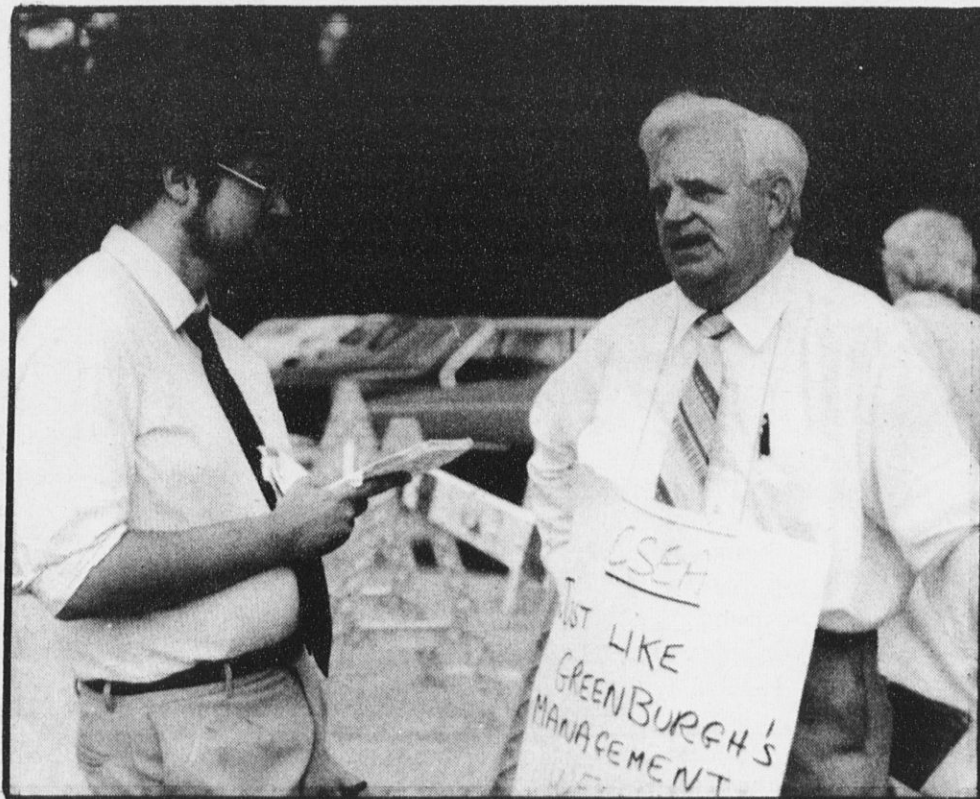
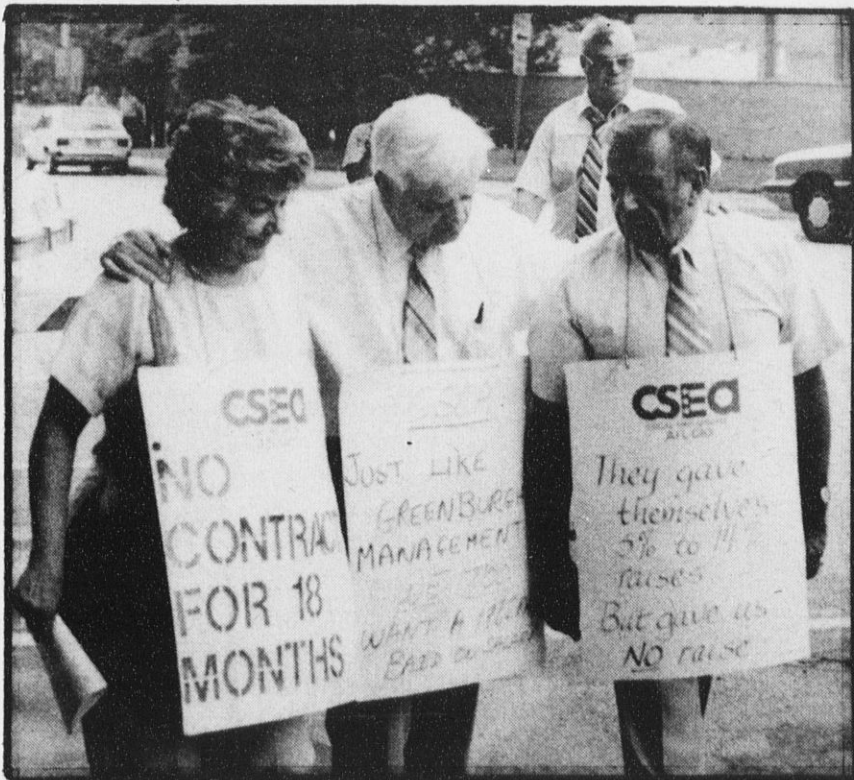
Additionally, the payment would not be reflected as an increase in pensions, explains Unit President Sheila Tyler Harrison.

On hand to lend support to the unit's cause was CSEA President William L. McGowan who told the sign carrying members that the union would back them solidly for a fair contract. McGowan pointed out that the town's offer was an insult in light of the hefty raises which town officials have given themselves.

"Town officials gave themselves some pretty good raises. Our members would be happy with just half of the 14 percent raise the town's attorney got. There's no fairness in this when they won't offer our people a decent raise," said McGowan.

The 180 workers represented by CSEA have been working without a contract since Jan. 1, 1985. Negotiations broke down two months later.

Harrison said the demonstrations would continue at least until contract talks resume.



PRESIDENTIAL HUDDLE — Statewide President William McGowan joined Westchester County Local members on the Town of Greenburgh picket line recently. McGowan urged members of the bargaining unit to continue the daily demonstrations and to show town officials that employees are unified. Pictured, from left, are Local 860 President Janice McGuinness, McGowan and Region III President Pat Mascioli.

IN THE NEWS CSEA President William McGowan tells a Westchester Reporter-Dispatch reporter that Town of Greenburgh officials have given themselves and town administrators pay increases of up to 14 percent, but have not settled an 18 month contract dispute with 180 CSEA members who work for the town. "These are the people who work the hardest for this town and they get the least," he said.



81 win election to Board of Directors

Elections set to fill remaining seats

ALBANY — Eighty-one members of CSEA's 107-member statewide Board of Directors were elected to 3-year terms in the union's recent election. Eight other Board seat contests are undecided as of press time, and 18 other Board seats are currently vacant with elections pending to fill them (see related story, page 17).

The eight Board seat contests not yet decided were effected by write-in votes and a pending lawsuit. Involved are one seat each representing Education, Health, Labor, Universities, Mental Hygiene Region 1, and Mental Hygiene Region 5, and two seats representing Mental Hygiene Region 3.

Following is a listing of the 81 newly elected members of the union's statewide Board of Directors:

STATE EXECUTIVE COMMITTEE

AGRICULTURE & MARKETS

John Weidman

AUDIT & CONTROL

Barbara L. Skelly

AUTHORITIES

W. John Francisco

CIVIL SERVICE

Dolores B. Farrell

COMMERCE

Rose DeSorbo

CORRECTIONAL SERVICES

Susan Crawford

ENVIRONMENTAL CONSERVATION

Ida Barlow

EXECUTIVE

Joseph E. Kowalski

Cindy Egan

Kenneth Klemp

INSURANCE

Susan H. Matan

JUDICIAL

Thomas Jefferson

LABOR

Jeanne Lyons

LAW

Elisa Bursor

MENTAL HYGIENE (Region 1)

Barbara Allen

Jean Frazier

MENTAL HYGIENE (Region 2)

Denise Berkley

Jimmy Gripper

MENTAL HYGIENE (Region 3)

Sarah L. Jackson

MENTAL HYGIENE (Region 4)

Francis J. Wilusz

MENTAL HYGIENE (Region 5)

Jim Martin

Barbara Reeves

MENTAL HYGIENE (Region 6)

Mary Cartwright

Elaine Mootry

MOTOR VEHICLES

Barbara Stack

PUBLIC CORPORATIONS

Anita R. Walther

PUBLIC SERVICE

Dennis Haskins

SOCIAL SERVICES

William McMahon

TAX & FINANCE

John V. Gully

TRANSPORTATION

Joan Tobin

Milo L. Barlow

UNIVERSITIES

Kathy Collins

Patricia Crandall

Betty Lennon

LOCAL GOVERNMENT EXECUTIVE COMMITTEE

ALBANY COUNTY

Steven Redler

ALLEGANY COUNTY

David J. Mayo

BROOME COUNTY

S. Joan Brower

CATTARAUGUS COUNTY

Tim Anderson

CAYUGA COUNTY

Virginia Sheffey

CHAUTAUQUA COUNTY

James Kurtz

CHEMUNG COUNTY

Robert W. Allen

CLINTON COUNTY

Jeanne Kelso

COLUMBIA COUNTY

Shirley Ponkos

CORTLAND COUNTY

James Brown Jr.

DUTCHESS COUNTY

C. Scott Daniels

ERIE COUNTY

John P. Eiss

ESSEX COUNTY

Victor Putnam

FULTON COUNTY

William Sohl

GREENE COUNTY

Richard W. Canniff

HERKIMER COUNTY

Mary E. Sullivan

MADISON COUNTY

Roslie M. Tallman

MONROE COUNTY

Florence Tripi

MONTGOMERY COUNTY

William Zippierre

NASSAU COUNTY

Jerome P. Donahue

Ralph J. Spagnolo

NIAGARA COUNTY

Candy Saxon

ONEIDA COUNTY

Ron Draper

ONONDAGA COUNTY

Dale E. King

ORLEANS COUNTY

Andrew Lucyszyn

OSWEGO COUNTY

Judy A. Naioti

OTSEGO COUNTY

Mabel Wannamaker

Petitions now available for elections to fill vacant board seats (see page 17)

PUTNAM COUNTY

Irena Kobbe

RENSSELAER COUNTY

Grace Vallee

ROCKLAND COUNTY

Florence Kimmel

SARATOGA COUNTY

Corinne B. Daly

ST. LAWRENCE COUNTY

Joseph J. Frank

SCHENECTADY COUNTY

Louis J. Altieri

SCHUYLER COUNTY

Mark L. Houck

SUFFOLK COUNTY

Catherine Green

SULLIVAN COUNTY

James McNutt

ULSTER COUNTY

Sean Egan

WARREN COUNTY

Douglas Persons

WASHINGTON COUNTY

Glennen Woodward

WESTCHESTER COUNTY

Raymond J. O'Connor

Janice McGuinness

YATES COUNTY

Dale Axtel

REGION 1 EDUCATIONAL

Michael Curtin

REGION 3 EDUCATIONAL

V. Norma Condon

REGION 4 EDUCATIONAL

Lester Cole Jr.

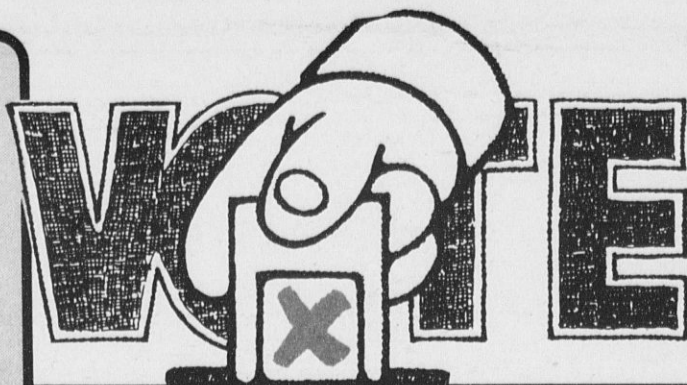
REGION 5 EDUCATIONAL

Dolores Herrig

REGION 6 EDUCATIONAL

Dominic Spacone Jr.

Set special election for 18 vacant Board seats



Petitions are now available from CSEA Headquarters and/or the CSEA regional offices for qualified members interested in becoming candidates for 18 vacancies existing on the union's statewide Board of Directors.

The vacancies occurred when no one qualified for nominations to the 18 seats in the recent statewide Board of Directors election.

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
Department of State	36
Mental Hygiene (Region 2)	450
LOCAL GOVERNMENT EXECUTIVE COMMITTEE	
Chenango County	30
Delaware County	44
Franklin County	52
Genesee County	21
Jefferson County	76
Lewis County	45
Livingston County	45
Ontario County	49
Orange County	259
Schoharie County	16
Seneca County	15

Steuben County	71
Tioga County	19
Tompkins County	36
Wayne County	56
Wyoming County	42

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 he 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 (IECA), Lake Success, N.Y.

CSEA's Board of Directors has adopted the following election schedule:

JUNE 30—Nominations open. Petitions

available from CSEA regional offices and CSEA Headquarters.

JULY 31—Final day for nominating petitions to be received at CSEA Headquarters. Deadline is 5:00 p.m.

AUGUST 28—Last day to decline nomination and to make changes in name spellings.

SEPTEMBER 4—Drawing for ballot position.

SEPTEMBER 8—Names, photos and candidate statements printed in The Public Sector.

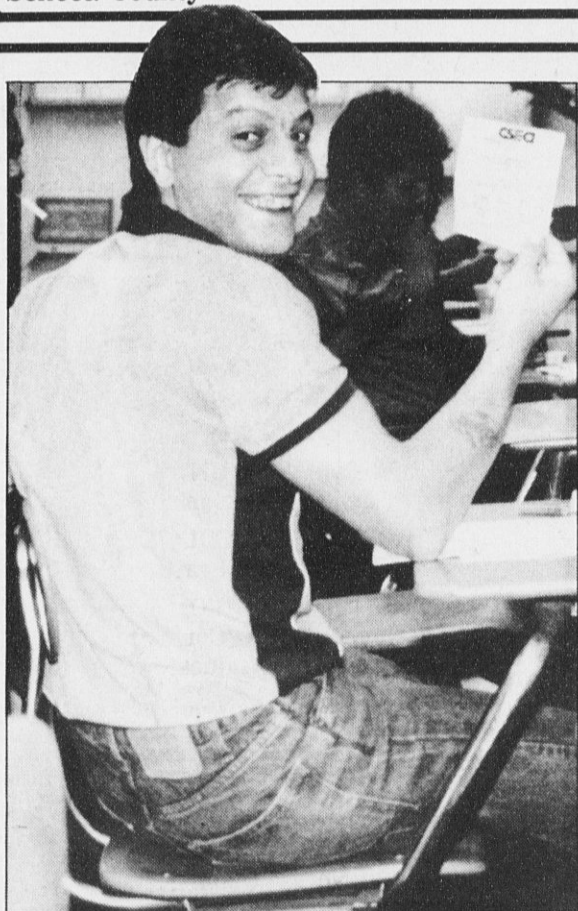
SEPTEMBER 22—Official ballots mailed.

SEPTEMBER 29—Replacement ballots available from IECA. (516) 437-4900.

OCTOBER 7—Ballots must be returned by noon. Ballots will be counted and results announced.

OCTOBER 17—Election protest period ends.

In order to be eligible, a candidate must have been a member in good standing of CSEA since June 1, 1985 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.



STATEN ISLAND ARMORY CSEA member Anthony Sebella proudly casts a "yes" vote for the new CSEA/DMNA contract during CSEA Local 254 contract ratification meeting at the Jamaica Armory.

DMNA members ok first contract by overwhelming vote

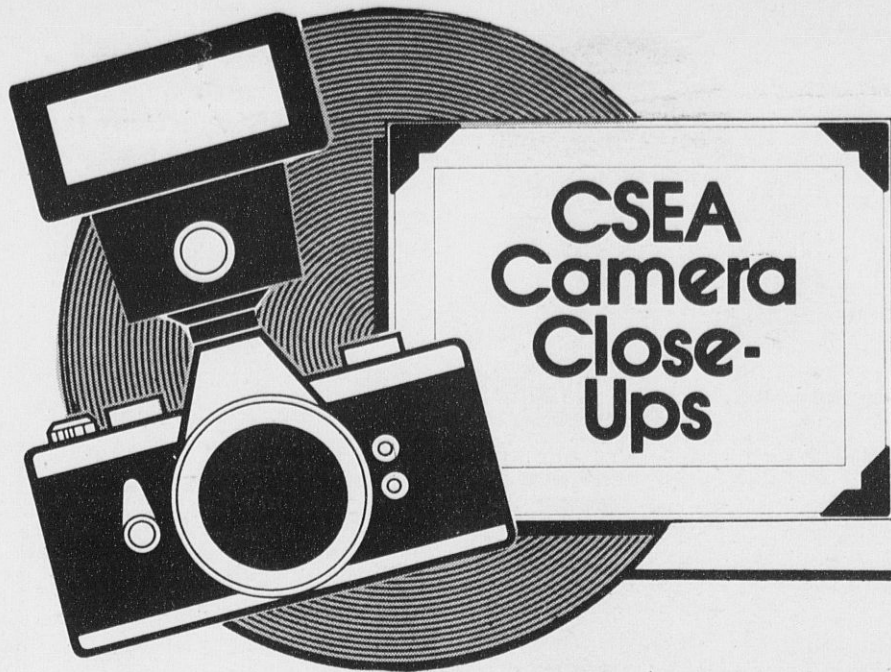
CSEA members in the state Division of Military and Naval Affairs (DMNA) have overwhelmingly ratified a 3-year contract retroactive to April 1, 1985.

The new pact provides salary increases of 5 percent, 5 and 1/2 percent and 6 percent over the life of the agreement. Other provisions include full health insurance coverage under the Empire Plan; agreement to review the state's pay equity studies for applicability in the unit; establishment of a new salary schedule, and new unit coverage under the Workers' Compensation system.

CSEA President William L. McGowan said the margin of approval reflects strong satisfaction with the contract. "Our negotiating team had a tough job to do, and they did it well. It's the first contract

in the history of DMNA, and is really a milestone because employees now have their terms and conditions of employment in black and white."

It's the first contract in the history of DMNA, and is really a milestone . . .



What do you think about July 4 Statue of Liberty celebrations in New York City?

Where asked: Region 2



AURA ALMANZAR
NYS Div. For Youth
Adam Clayton Powell State Office Bldg.

"I grew up during the Trujillo regime in the Dominican Republic. If our family wasn't in jail, they were looking for us. I love the Statue of Liberty and what it represents. Maybe these ceremonies are being too commercialized, but the truth is, there is no place like America when it comes to personal freedom."



JAMES THOMAS
Franklin Ave. Armory, Bronx
DMNA Armories Local 254

"I think it's important. We need monuments like the Statue especially at this time, to bring people together of all races and all nations. Although African people were brought here in chains, I am still quite happy for people who came from many countries because they wanted to. I will be at Battery Park festivities because it is important for us to remember what the idea of the Statue of Liberty means to us."



ONOFRIO (MIKE) DEMARCO
Park Avenue Armory
DMNA Armories Local 254

"Although I am stuck with a shift and will be working on July 4th, I think this is an interesting thing for our country to have. I have never been to the Statue of Liberty, but I intend to go now."



CSEA sues Albany over parking plan

ALBANY—CSEA is going to court in an effort to halt Albany's controversial parking permit plan scheduled to go into effect July 7.

CSEA claims in its suit against the city that the plan discriminates against non-residents of the areas of the city where the plan is scheduled to become effective; deprives the general public, including public employees, of reasonable use of the public city streets; and denies employees access to their places of employment.

CSEA Capital Region President C. Allen Mead, a non-resident of the area where the plan is scheduled to become to their places of plaintiff in the union's case.

Non-residents of permit parking areas would be limited to a maximum of 90-minutes parking in the areas.

CSEA's suit claims the state Vehicle and Traffic Law prohibits the city from "excluding any vehicle owner or operator from the free use of public highways." The union also notes in its suit that the state will not provide adequate accessible parking for the thousands of public employees who will be displaced by the parking plan, which restricts parking to permit holders in a wide area around the downtown Empire State Plaza and Washington Park.

MOVED?

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

CHANGE OF ADDRESS

Name _____ Social Security No. _____

MY OLD ADDRESS WAS:

Street _____

City _____

State _____

ZIP _____

MY NEW ADDRESS IS:

Street _____

City _____

State _____

ZIP _____

My employer is: _____

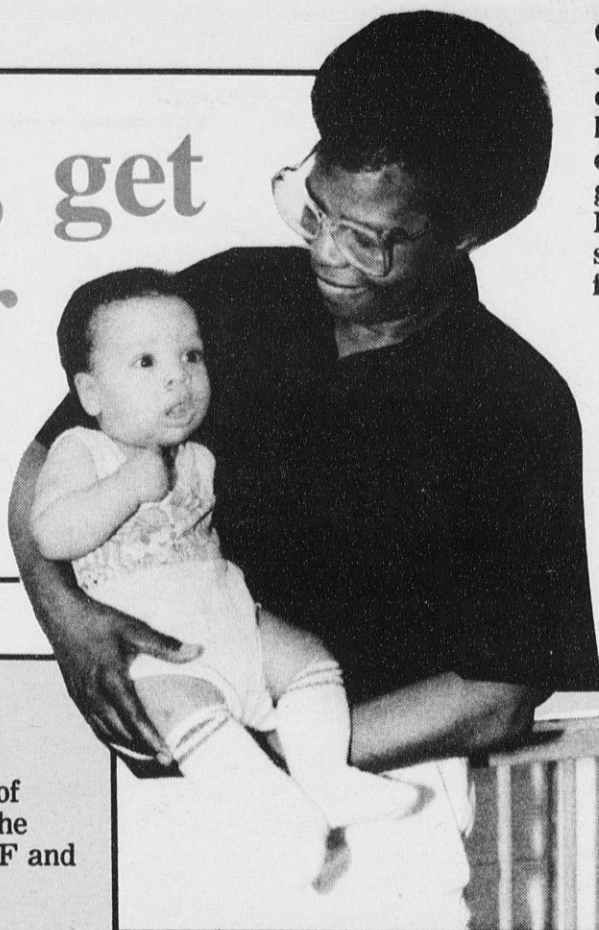
My work location is: _____

I am a member of CSEA Local _____

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

Unions kick in, get day care center off the ground

CSEA MEMBER ALBERTA JOHNSON is credited with much of the fund raising activity that has helped to support the newly opened Day Care Center on the grounds of the Hudson River Psychiatric Center. Johnson is shown here with one of her favorite clients.



CHILDREN AT THE DAY CARE CENTER at Hudson River Psych are surrounded by some of the members of the center's board of directors. Shown, from left, are the facility's Assistant Business Manager Rodney Church, Teacher John Brown, Director Kathy Robbins, Board Chairwoman Valerie Farnsworth and CSEA Local President Marge Harrison.

By Anita Manley
CSEA Communications Associate

POUGHKEEPSIE — A day care center for the children of Hudson River Psychiatric Center employees has opened on the grounds of the facility thanks to the joint effort of CSEA, PEF and Council 82 members and management personnel.

Hudson River Psychiatric Center's Assistant Business Manager Rodney Church said CSEA members were instrumental in 1982 in forming the committee which would eventually start the wheels turning to establish the center.

Church said the facility was eligible for a \$25,000 state grant for start-up expenses.

In addition to the grant, donations have been made by each union which will be used for outdoor play equipment.

Newly-elected CSEA Local President Marge Harrison credited member Alberta Johnson with helping in the fundraising. "Alberta was terrific," she said. "She updates us constantly and got people for bake sales and other projects."

Presently, there are 18 children enrolled. The center is licensed for 48 and Director Kathy Robbins says she expects to fill the slots by September. Parents are charged according to their income.

Church praised the support of Hudson River's executive director, John Dominguez. "Jack called together the planning committee and transformed us into a board," he explained. "He helped with the application for the seed money and has really given on-going support to the center."



Board of Directors

Meeting highlights

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

By Irene Carr
CSEA Statewide Secretary

ALBANY — A special board meeting, called by petition, was held here on May 6. In official actions it:

- * Directed the CSEA Statewide Secretary to send a copy of the reorganization plan to all professional and management staff responsible for field operations.
- * Voted that hiring or firing of Management Confidential staff above grade 14 require prior approval of the Personnel committee.
- * Approved a motion that Larry Scanlon be appointed deputy director of organizing.

The Board also held a regularly scheduled meeting on May 22. In official actions it:

- * Approved a motion that each agency on the statewide Labor/Management Committee be included in negotiating departmental agreements.
- * Amended regional, local and unit constitutions to read that "No member of the Board of Directors of the Association shall be a member of a competing labor organization. No elected or appointed public official who is deemed to have a conflict of interest by the Judicial Board of CSEA shall continue as a member of the Board of Directors."
- * Approved schedule to rerun statewide CSEA board elections in cases where write-in votes affected the outcome.

* Approved schedule to run special statewide CSEA board election to fill 18 vacancies.

* Decided to return election petitions to statewide CSEA board candidates who previously failed to get on the ballot during the regularly scheduled election so that the petitions can be resubmitted during the special election.

* Rejected a proposal to establish a Personal Legal Plan.

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

Patient murders patient; management scapegoats employees

Second MHTA exonerated

By Sheryl Carlin

CSEA Communications Associate

KINGS PARK — CSEA legal representation has saved a 19-year employee his job recently when he was exonerated of patient neglect and improper supervision charges.

Henry Hauck, a mental health therapy aide at Kings Park Psychiatric Center, had been working out-of-title as a ward charge when one patient killed another in a bathroom in one of the locked wards where he was on duty.

Monica Martin, another MHTA who had been on duty that night and was brought up on similar charges, was exonerated last year, shortly after the incident.

CSEA Attorney Lester Kipkind represented both Martin and Hauck. One of the major points of defense used by Kipkind was the fact that "even if the employees had been stationed directly in front of the bathroom, the view of the entry would not have afforded sight or sound of the clash. . . ."

The arbiter on the Hauck case viewed

KINGS PARK PSYCHIATRIC CENTER MHTA Henry Hauck, middle, gets handshakes of congratulations from CSEA officials who supported him in his case. Pictured, from left, are: Field Representative Nick Pollicino, Region 1 President Danny Donohue, Hauck, KPPC Local 411 President Tony Bentivegna, and Executive Vice President Eric LaRuffa.

the site of the incident and confirmed the union's stand that the stall in which the altercation took place could not be seen from the entrance.

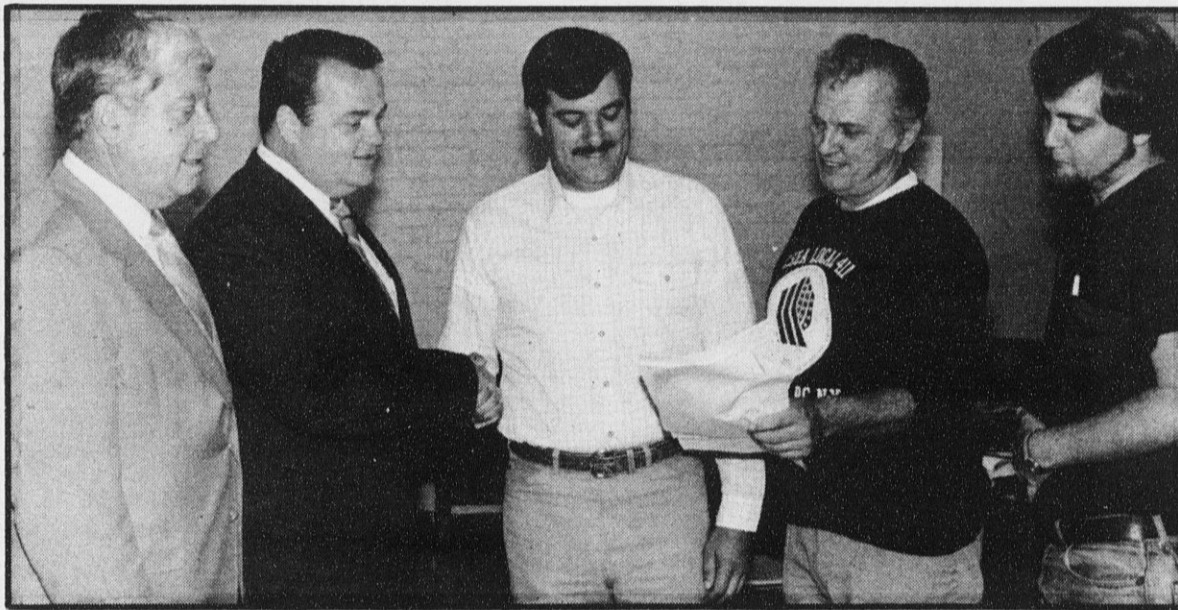
The arbiter also reported that Hauck was not told to put patient A.M. (who committed the murder) on close observation even though he had attacked an employee earlier that day and had to be medicated and put in a camisole.

Lipkind feels that in light of the two arbiter's awards — each finding an employee innocent — charges against a third employee on duty that night will be dropped.

"Here's a situation where an employee

is working out-of-title as a ward charge, and the administration tries to pin the blame on him for improper supervision," said CSEA Field Representative Nick Pollicino. "The union supplied excellent representation for these members, and so far two out of three have been exonerated."

CSEA Long Island Region President Danny Donohue said, "The people who work in the psychiatric centers have to deal with enough stress without management trying to scapegoat them. I am very pleased with the decision and hope to see the charges dropped regarding the third employee on duty that night."



Hauck: That night was the worst

Henry Hauck, the mental health therapy aide who was recently exonerated of charges of patient neglect and improper supervision when one patient killed another, spent almost two years waiting and wondering whether or not he would lose his job.

"The administration tried to make me feel that I'd done something wrong," Hauck said. "We (the three employees brought up on charges) did everything we could do that night, that was proven when Monica Martin was exonerated last year."

Hauck feels that patients with criminal records should not be housed in the wards at the facility. "Even though the 'violent wards' are locked, there still isn't the kind of security you need," he explained.

"I've been here for 19 years and that night was the worst. There were a lot of decisions to make and I feel I made the right ones," he added.

KPPC Local 411 President Troy Bentivegna explained that, "Due to the lack of ward charge items at the facility, Hauck was mandated to work as a ward charge that night. He was the least senior man and had no choice in the matter. Ironically, the state recently took the first steps in analyzing this problem and looking for solutions."

Charlie DeFalco, the third employee brought up on charges, is waiting to hear whether or not the administration



REGION 1 PRESIDENT Danny Donohue with Kings Park MHTAs Henry Hauck and Charlie DeFalco.

plans to drop the charges. "I really want to retire," he said, "but I won't. Not until this thing is cleared up."

CSEA Region I President Danny Donohue and CSEA Field Representative Nick Pollicino discussed the situation with DeFalco, telling him they would push to see the charges are dropped.

"Two of the employees have already been exonerated, and the same will happen with DeFalco. Management should drop these ludicrous charges now," said Donohue.

"No employee wants to walk around with a cloud over his head," added Pollicino.