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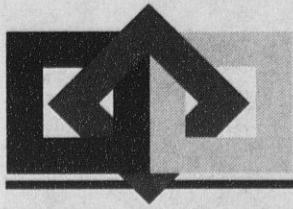
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Giving them the hook

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CSEA wins an overtime battle in Delaware County.

HOLIDAY DONATIONS: Mt. Vernon School District Employees collected food that was donated to Sacred Heart Rectory Food Pantry during the holidays. From left are: committee Co-chair Marie Lewis, pantry director Henrietta Edwards, Co-chair Bill Hughes and Unit President Lou Rocuzzo. The church's soup kitchen serves 150 meals a night, and CSEA members volunteered to help serve meals throughout the year. The unit also donated toys for children.



CSEA ALBANY HOUSING AUTHORITY helps the Farano House have a brighter Christmas for their AIDS babies. CSEA Albany County Local 801 President and AHA President Jack Rohl and members Janet Benson, Donald Caruso and Mark Sharpe present a table full of gifts to Sister Mary Grace of the Farano House in Albany.



CSEA TOWN OF NORTH CASTLE UNIT in Westchester County collected food for the St. Francis AME Zion Church in Port Chester. From left are members Joan Vetare, Edith Sturmer and Unit Vice President Ruth Barrett.

THE PUBLIC Sector

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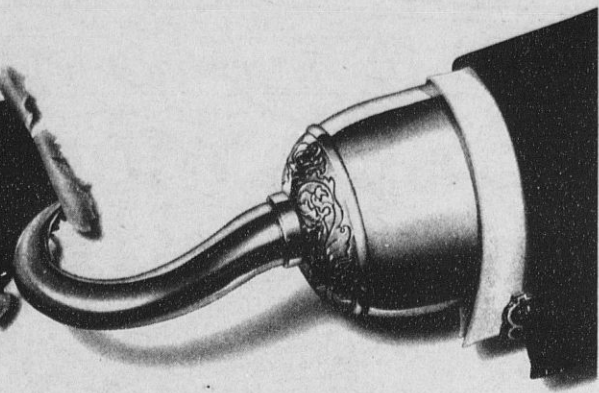
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Fighting privateers in Wayne, Ontario Counties



By Ron Wofford
CSEA Communications Associate

LYONS - Activists in CSEA Wayne and Ontario county locals and state CSEA Newark Developmental Center Local members have mounted their own campaign-within-a-campaign against privatization.

In an effort that parallels the current statewide CSEA movement, the locals are making their case on six billboards throughout the two-county area and are distributing anti-privatization brochures.

"We thought this would be an effective way of educating the public against privatization," said Labor Relations Specialist Pat Domaratz, who is coordinating the effort. "The brochures are being used to help inform neighbors who may not be acutely aware of the negative effects of privatizing public services."

Activists from the three locals agreed that the fight against privateers has only just begun.

"Privatization is creeping into our traditional areas of public employee work all too rapidly," said Wendy Wedman, president of CSEA Wayne County Local 859.

"I think it's a good idea to inform the public that there would be only more problems if the county began subcontracting services. We know that our Board of Supervisors wants to privatize the Highway Department, which would be a big mistake. So we're going to go all-out to prevent such a move, which would only snowball and jeopardize jobs in other areas."

In Ontario County, Local 835 President Steve Ernhout and Finger Lakes Community College Unit President Dave Bloom have chalked up a significant win against one subcontracting attempt and are working to defeat another.

"We found out beforehand that our community college was planning to subcontract the cleaning service for a new building to a private contractor, work that is traditionally done by our members," Ernhout said. "But we beat them to the punch. We wrote letters to the college Board of Trustees, we had the CSEA Research Department work up cost figures, we got county officials involved, even the new college president. When it was all over, they saw that we meant business in protecting our members and that we can work just as cost effectively as a private contractor."

But Bloom and Ernhout say they are presently fighting the same battle regarding maintenance of county offices.

"They do things so secretly," Bloom said, "Something can become an accomplished fact without any input from the union, if we don't stay on top of things."

Bloom said the county's maintenance workforce has lost half of its jobs over the last two years, opening the door for a potential for-profit vendor to edge in.

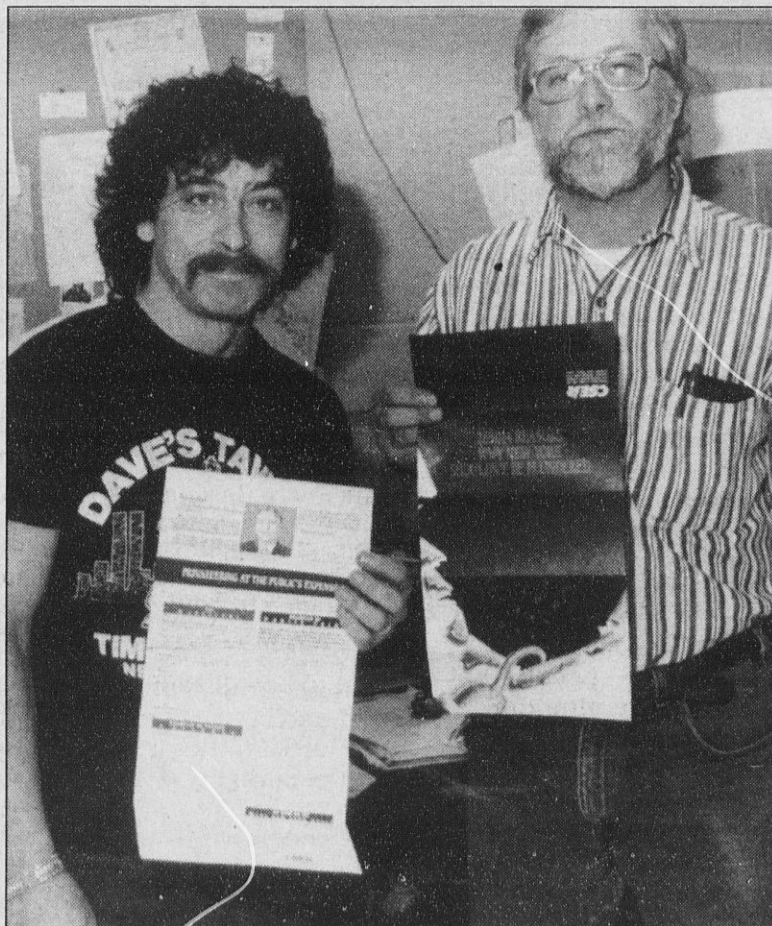
"Another way that contractors creep into the picture is convincing public employers to place a subcontractor employee as a supervisor over our members," Ernhout said. "This has happened in the Geneva Schools, where Servicemaster supplies supervisors over our members. One of their first acts was to abolish two positions," Ernhout said. "Our members have to be educated to their tricks. There probably isn't one school district that hasn't been approached by subcontractors seeking to capitalize on our members' jobs."

Pat Martin, president of CSEA Newark Developmental Center Local 417, is also concerned about how privatization affects her members' jobs.

"We're staying on the alert," Martin said, "because with so many of our members' workplaces being isolated, group homes, they (subcontractors) could be working under our noses without anyone knowing until it's too late. We support the statewide effort, and we'll continue to try to educate our local citizens and officials against privatization."



WAYNE COUNTY CSEA activists display CSEA anti-privatization campaign brochures they are distributing to the public. From left are Florence DeSanto, Bill Gutschow, Local 859 President Wendy Wedman (seated), Supervisor Unit President Jane Heidenreich and County Employee Unit President Cyndy Herman.



ONTARIO COUNTY ACTIVISTS Dave Bloom, left, Finger Lakes Community College Unit president, and Steve Ernhout, Ontario County Local 835 president. "Management does things so secretly," Bloom said. "Our members have to be educated to their tricks," added Ernhout.

Shaun Casey: husband, father, public employee

CSEA member dies a hero on the job

By Mark M. Kotzin

CSEA Communications Associate

SYRACUSE - CSEA member Shaun Casey died a hero and a role model to his City of Syracuse co-workers.

Casey, 41, a city code enforcement inspector and member of CSEA Onondaga County Local 834, died of an apparent heart attack at the scene of a house fire he spotted while driving by.

According to news reports, Casey collapsed after running around the burning building, apparently trying to be sure no one was trapped inside.

Casey worked with the city's Team Oriented Police Squad, (TOPS) Unit, a neighborhood-based city revitalization program, and helped city police shut down crack houses and clean up troubled city neighborhoods.

On his first day back to work last spring following

heart surgery, he helped close down three drug houses.

CSEA Central Region President Jim Moore said Casey's final actions "should be considered heroic."

"He was a true hero and should serve as a model for other CSEA members. Even in his last moments, he exemplified the best virtues of public employees - caring, concerned, dedicated and willing to go that extra mile," Moore said.

"Unfortunately, those virtues cost him his life."

"He was a true hero and should serve as a model for other CSEA members. Even in his last moments, he exemplified the best virtues of public employees - caring, concerned, dedicated and willing to go that extra mile"

- Jim Moore

CSEA City of Syracuse Unit President Rick Rogala also praised Casey's work.

"He was very respected among his fellow workers. His importance was in helping others," Rogala said. "He will be sorely missed."

In news reports, Syracuse Mayor Tom Young described Casey as a role model for other city employees, and called him "a quiet but dedicated leader in the fight to improve the condition of housing and neighborhoods in the city."

"The people of the city of Syracuse have lost a very dedicated public servant, and a friend as well," he said.

Casey is survived by his wife, Kathleen, and five children. Co-workers have established a fund for his children's education.

Donations may be sent to the Shaun Casey Fund, City Hall Commons, 120 E. Washington Street, Syracuse, NY 13201.

Albany County can't change schedule unilaterally

By Daniel X. Campbell

CSEA Communications Associate

ALBANY - Albany County violated its contract with the CSEA Highway Unit when it changed the workers hours from a day-shift schedule to a split-shift schedule, an arbitrator has ruled.

The arbitrator ordered county officials to return to all unit employees to day shifts and directed them not to unilaterally institute any additional schedules.

For approximately 30 years, field employees worked from 7:30 a.m. to 4 p.m. during all but the summer months when they worked from 7:30 a.m. to 3 p.m. Shop employees worked from 8 a.m. to 4 p.m.

In January 1992, over the objections of CSEA, the county imposed a split-shift schedule with half of the field workforce scheduled to work from 3 a.m. to 11:30 a.m. and the other half scheduled for 3 p.m. to 11:30 p.m. A few shop employees worked from 7:30 a.m. to 4 p.m.

The change was imposed to save money when snow plowing was necessary beyond the normal work day, which required overtime payments. After the snow season, the county went back to its previous day-shift schedule. At the time of the hearing, the county intended to return to the three shifts for the 1992-93 snow season.

With the arbitrator's decision, CSEA has placed the concept of negotiated work shifts and shift differentials on the bargaining table.

"CSEA will continue to defend our members rights and resist management's attempt to remedy this crisis at our expense," CSEA Capital Region President C. Allen Mead said.

"We, naturally, remain willing and anxious to negotiate the impact of this

decision in the best interests of our membership."

Many CSEA highway department employees are facing possible layoffs in late March and with the county restrained from unilaterally imposing split shifts to save

money, CSEA is hoping that an understanding can be quickly achieved at the bargaining table or through local labor-management efforts. If those efforts result in any savings, CSEA says the money should be dedicated to saving jobs.

CSEA says Broome County Legislature bargained in bad faith in contract dispute

BINGHAMTON -- CSEA accuses the Broome County Legislature of bargaining in bad faith and is taking the legislature to task for rejecting a tentative contract that had been ratified by CSEA-represented county employees and agreed to by the county administration.

CSEA filed an Improper Practice (IP) charge with the state Public Employment Relations Board (PERB) after legislators rejected the tentative three-year agreement that would have covered 1,200 CSEA-represented county workers. The previous contract expired Dec. 31, 1992.

CSEA Broome County Unit President Dan Lasky said the county and the union had agreed to a contract that was within parameters the previous county legislature had established for county negotiators. But county legislators, claiming the funding was excessive, voted to reject ratification. "The issue has nothing to do with money," Lasky said. "It has everything to do with

bargaining in good faith. The county had no business giving their negotiators a top-dollar figure for our contract and then lowering that figure once we came to an agreement. That's not playing by the rules."

"We filed this IP to send a clear message to the county legislature that we won't stand for such a mockery of the process," CSEA Central Region

President Jim Moore said. "If we have to play by the rules, then so do they."

CSEA wants PERB to order the legislature to ratify the already agreed-to contract. The county executive is prepared to testify on behalf of the union that the contract offer was within the parameters set by the legislature.

Moore said the legislature has changed since ratification was denied and he is hopeful the new legislature will work with CSEA to put the previous agreement in place.



CSEA takes on Yates County Legislature over contract

PENN YAN - CSEA is fighting the Yates County Legislature because it refuses to implement a contract it negotiated with the union for the CSEA Yates County Employee Unit.

Unit members picketed the county legislature, which has disobeyed an order from an administrative law judge (ALJ) to sign the contract.

CSEA won an improper practice decision to force the county legislature to sign the contract agreement made at the bargaining table. A legislator who did not oppose the pact at the bargaining table later voted against it in the legislature, where it was defeated by one vote.

The legislature reluctantly voted to ratify the contract after ordered to do so by the ALJ. However, the county has failed to execute the contract.

CSEA has asked the Public Employee Relations Board to enforce the ALJ's decision.

"The legislature has thumbed its nose at you and the negotiation process," Western Region President Bob Lattimer told unit members, who picketed outside before jamming the legislature meeting room. "But I am sure this will not stand up legally. It's important that you stay together, because a unified front will be needed as we fight this through the legal process. Your local and unit presidents (Carol Thornton and Carol Conley) deserve your support. They're fighting for you."

Local 862 President Thornton said that average starting pay for county workers is \$15,000, with 15 percent of them single mothers



CSEA Yates County Unit members picket the county legislature. and sole supporters of their families. Some are eligible for food stamps, she said.

"Can't we end it and put it behind us?" Unit President Conley said. "I hope you know how bad we're hurting."

Onondaga County retirees fight erosion of health benefits

SYRACUSE - Onondaga County, plagued by budget shortfalls and deficits, is trying to take money from those who can least afford it - county retirees. And CSEA is fighting them every step of the way.

The county legislature doubled health insurance deductibles for county retirees and required them to pay 10 percent of their premiums.

Individual health coverage now costs nearly \$250 a year - a huge amount for

retirees who haven't seen an increase in their pensions in as long as 10 years.

CSEA Syracuse Area Retirees Local 913 activists are fighting the changes, sending letters to all county retirees and lobbying county legislators.

"Some retirees have told us they'll have to cut back on such basics as heat, food, phone service and medications," Committee Co-chair Sue Smith said.

"When we retired from county service, we

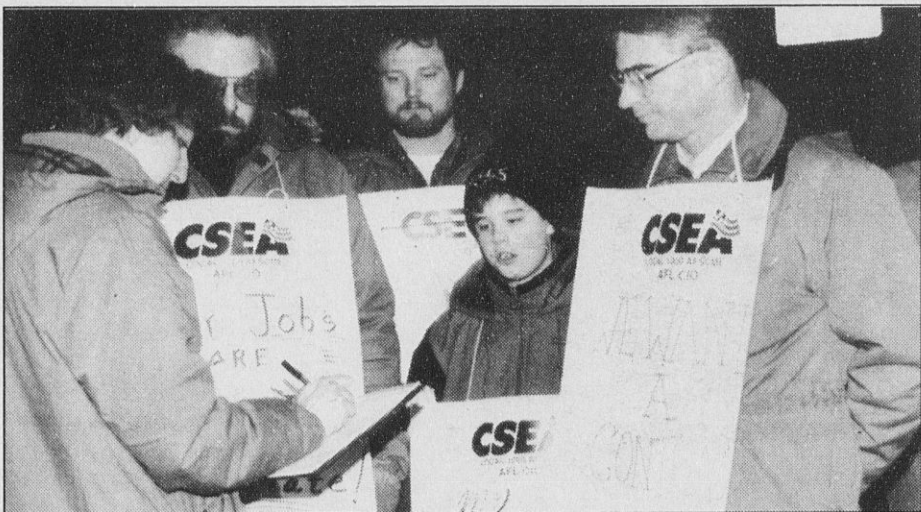
did so under the assurance that we would be able to take our benefits with us," Co-chair Pat Callahan said.

"We earned those benefits while we worked, and even sacrificed larger wage increases in lieu of those guarantees. Now the county is trying to break their promises and take away what we earned."

The retirees have made progress. Two bills have been introduced to stop the increased benefit charges.



School District Affairs



CSEA Newark School Unit members picket over contract delays.

Newark schools unit picket for contract

NEWARK - CSEA Newark Schools Unit members picketed their school board over contract delays.

"We hope we don't have to go to impasse," Unit President Jim Foster said. "Our members deserve a contract we can live with."

More than 30 unit members, some with their children and spouses, picketed for an hour in frigid weather, then filed into the meeting room. The employee contract was not on the agenda.

The 100-member unit is comprised of non-instructional school workers who have been without a contract since July 1, 1992.

CSEA Collective Bargaining Specialist Debbie Lee said the Negotiating Committee will meet soon to decide whether to file for mediation or seek further negotiations.

The unit's picketing was also supported by Newark Teachers Association members who are also without a contract and at impasse.

CSEA defends contract rights for Lackawanna School Unit members

LACKAWANNA - An evening recreation program in a Lackawanna School sounded like a great idea until CSEA discovered the city was trying to skirt the CSEA Schools Unit contract.

Now the program is on hold until the city agrees to follow the terms of the contract, Schools Unit President Theresa Canestrari said.

"We'd love to see the schools used after

hours, but what's fair is fair," Canestrari said. "We have a contract that spells out what should happen under these circumstances. And we've been without a new contract for two years."

The city wasn't honest, CSEA Labor Relations Specialist Don Wood said.

"They tried to hire a city employee at \$5 an hour," Wood said. "And they falsely told our members it had been approved by our

union. They were trying to contract out our members' work by using one of our own members."

After CSEA filed an improper practice charge, the city suspended the program.

"We didn't know about it until the program was four days old," Canestrari said. "We'd love to have the kids back in school after hours, but we have to protect our membership."

Member becomes legislator

By Anita Manley
CSEA Communications Associate

WHITE PLAINS - When the Westchester County Republican Party needed a capable person to fill a vacant county legislative seat, they turned to then-CSEA member Pearl Quarles.

Active in the party and well known for her years of community activism in Westchester County, Quarles was a CSEA member and staff assistant in the county Department of Finance and Administration for the Department of Social Services. She had to resign from her job to take the legislative seat.

Quarles has been active in the community since she was 15, organizing a group to give teenagers healthy social outlets.

At 18, Quarles worked on a political campaign for Joseph Evans, the first African American elected to the New Rochelle City Council.

"I really got involved," she said. "Here was someone running for office who looked like me!"

Quarles became a district leader in 1984 and continued to work on campaigns. She later ran for the New Rochelle City Council, losing by just 50 votes.

Quarles has also been active in other organizations. She has been president of the Westchester Black Women's Political Caucus, a member of the National Association of Negro Business and Professional Women, on the Board of Directors for the Boys' and Girls' Clubs, president of the New Rochelle School Board, on the County Executive Advisory Board on



NEW WESTCHESTER COUNTY LEGISLATOR and former CSEA member Pearl Quarles, left, and CSEA Westchester County Unit President Cheryl Melton.

Criminal Justice and was the first black woman in Westchester to hold a white-collar banking position.

Now Quarles is the first African American woman to serve on the county legislature.

She feels her background has prepared her to make the right decisions as a legislator, she said.

"Having served in the Department of Social Services, I can see the needs not just of my constituents, but of the clients I have served," she said. "I also have a background in finance and human services and tremendous outreach experience."

BLACK HISTORY YEAR

1993 is Black History in New York state, commemorating the 130th anniversary of the Emancipation Proclamation

Quarles' first concern is children.

"Our children are so important to me," she said. "Drugs have taken so much from them. It's a horrible situation."

Quarles has already visited many of her constituents.

"I was sworn in on a Monday," she said, "and I was out in the field the next day."

She also keeps in touch with former Legislator Audrey Hochberg, whose seat she is filling. Hochberg was elected to the state Assembly.

"This is truly our year," Quarles said.

She plans to run for the seat in November with the support of her husband, Ernest, a retired county employee. She also has two adult children.

Quarles plans to work hard as a legislator.

"My first responsibility is to my constituents," she said. "I can do the best job for them by being a full-time legislator."

Members take pride in Hispanic heritage

NEW ROCHELLE - Pride in Hispanic heritage is the goal of a new committee in Westchester County.

Sandra Franco, employed in Westchester County's Department of Social Services, said it all began last fall when she learned about Hispanic Heritage Month, celebrated from Sept. 15 to Oct. 15.

"It wasn't well publicized, but when I heard about it, it lit a light in my head," Franco said. "I decided I had to get this going."

Franco recruited some of her Hispanic co-workers and they organized a luncheon with the theme "Not all Hispanics are Puerto Rican." They displayed flags from 21 Hispanic countries. Employees from Chile, Cuba, Columbia, Guatemala and Puerto Rico made presentations. They distributed a brochure on contributions of Hispanics throughout history and displayed posters.

"People don't realize there are so many Hispanic countries," committee member Iris Rivera said. "We're usually a quiet group. We need to speak up for ourselves."

"Passing on Hispanic culture to second and third generations is also important," Franco said. "We don't want to lose our heritage. Educating people about our heritage takes away racism and stereotyping."

The committee is looking for ideas, projects and new members. Anyone interested in joining or contributing ideas may contact Franco at (914) 667-4218.



CSEA WESTCHESTER COUNTY Hispanic Pride Committee members are trying to build pride and awareness. They are, from left: Sandra Franco, Nery Madrid, Iris Rivera, Blanca Velasquez and Luz Vargas.



CSEA wins overtime battle in Delaware County

DELHI - Thanks to CSEA, workers in the CSEA Delaware County Unit who receive overtime will now have more money in their paychecks because the union stopped the county from reducing the hourly overtime rate.

County must pay overtime at higher rate

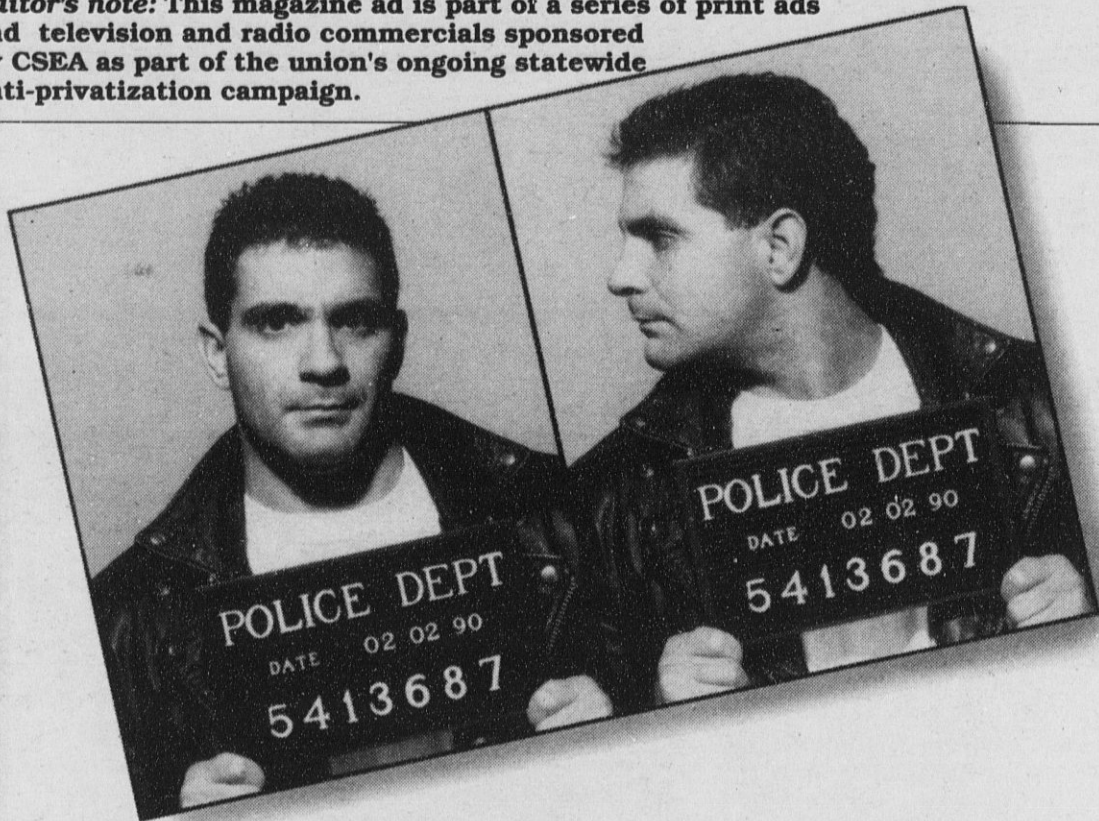
The county changed the 1992 overtime pay rate to reflect an additional work day in the leap year, effectively reducing the hourly rate for calculating overtime.

CSEA Infirmity Shop Steward Tina Spry recognized the inequity it would cause, and CSEA filed a class action grievance.

Although the CSEA members are working under an expired contract - their contract expired on Dec. 31, 1991 - the union argued that under New York's Taylor Law, the hourly wage rate for overtime had to be continued from the expired contract and could not be changed. The arbitrator agreed, ruling that the county must continue the hourly rate established for 1991.

As a result, the county must now pay all future overtime at the higher rate, and will have to repay the difference for all workers who received overtime at the incorrect rate. CSEA will push to make sure that all the workers receive the appropriate amount.

Editor's note: This magazine ad is part of a series of print ads and television and radio commercials sponsored by CSEA as part of the union's ongoing statewide anti-privatization campaign.



PRIVATEERS CONNED FLORIDA. WHAT MAKES YOU THINK IT WON'T HAPPEN IN N.Y.?

In a million dollar failed experiment in Florida, one county's jails were privatized. One prisoner escaped twice in one day, and an employee helped another prisoner escape. As the county took back supervision of the jails, a commissioner said he would never go for privatization again.

Privatization is fraught with danger. A study that privateers themselves use states that "...100 percent of all cities, counties and special districts surveyed complained about some component of work quality."*

Before you decide on privatizing state, county or local services in New York, consider the facts. Consider these questions:

What happens if the private company won't take total responsibility for all services?

Who'll do the job if private companies move on to more profitable customers when the economy is healthier?

The best course: keep public services public. Capitalize on the experience that's already in place. No one has more experience than CSEA members.

For more information, call toll-free: **1-800-836-CSEA.**



CIVIL SERVICE EMPLOYEES ASSOCIATION
Local 1000, AFSCME, AFL-CIO Joe McDermott, President

* Mercer, James L., *The Mercer Group, Inc., 1990 Privatization Survey*. The Mercer Group, Inc., Atlanta, Georgia, October, 1990.



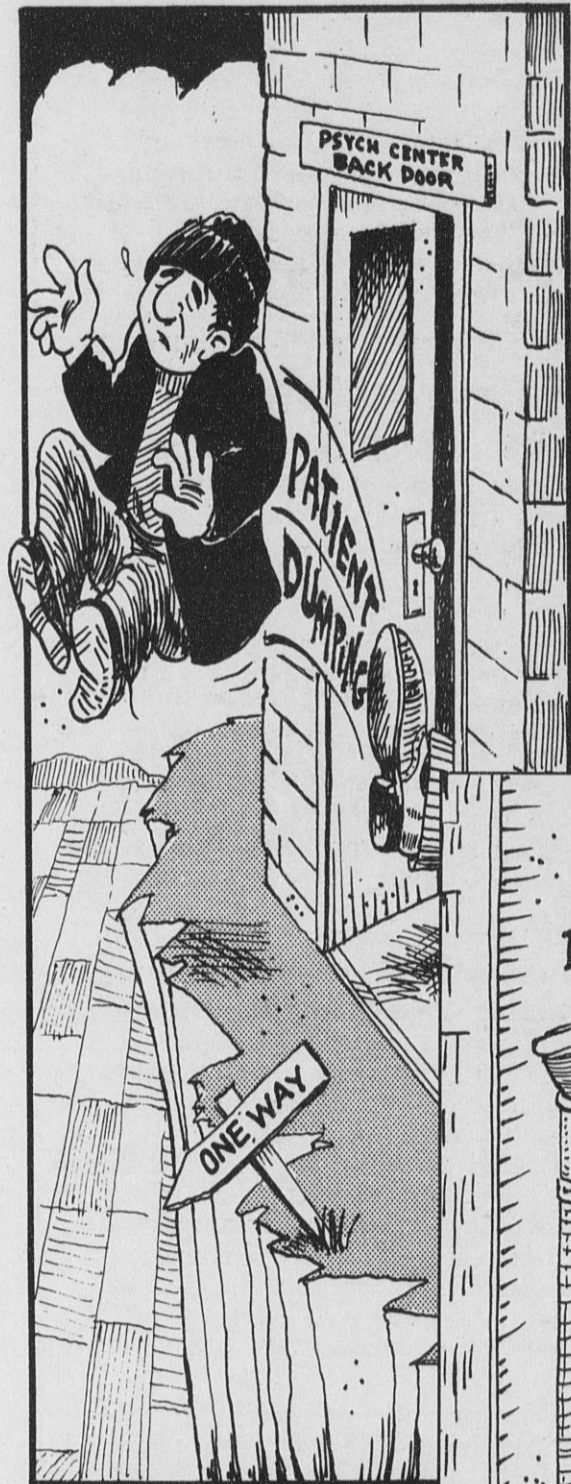
Elmira Water Board pact approved

ELMIRA - It's been a rough 18 months for members of the CSEA Elmira Water Board Unit, but they can finally breath a sigh of relief.

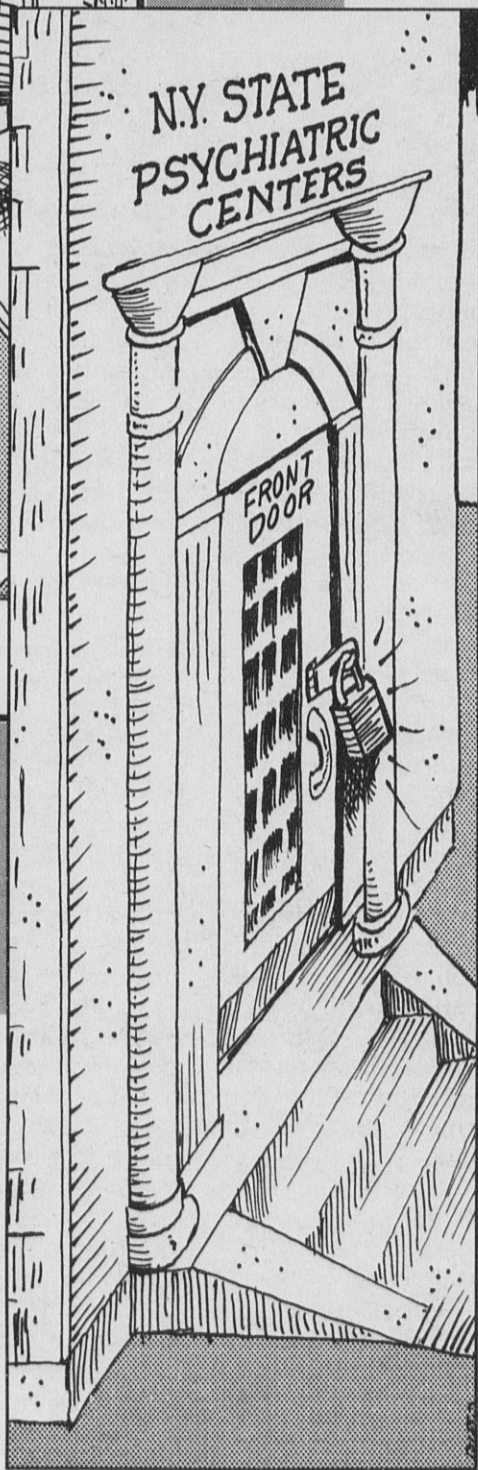
After working for a year under a contract extension with no raises, and six months with no contract at all, they have ratified a three-year contract covering 1991 through 1994.

The contract highlights include annual raises retroactive to Jan. 1, 1992, for the 45 members, an increased uniform allowance, an increase in allowable sick leave accumulation, a new co-payment for their health plan and the establishment of a new Employee Assistance Program and Labor-Management Committees, CSEA Labor Relations Specialist Shawn Lucas said.

The agreement also calls for meal reimbursements, new evaluation procedures and maintains health insurance benefits.



Stop the dumping - Lives depend on it!



The proposed state Office of Mental Health (OMH) budget calling for employee layoffs combined with downsizing and closing of psychiatric centers continues the state's dangerous policy of eroding the mental health care system. See page 21 to see how the state's policy is impacting on several OMH facilities.

A message from
CSEA President
Joe McDermott



It is possible to achieve Quality through partnership

In just about every workplace these days bosses are tossing around buzzwords about quality and high performance.

CSEA members know just how hard it is to deliver quality public services while fighting against budget restrictions, understaffing and bureaucratic red tape.

Knowing that management has caused many of these problems, it is sometimes difficult to take this commitment to quality seriously.

Even so, CSEA is willing to work cooperatively to improve the efficiency and quality of government services. But in doing this we must adhere to a set of principles to protect our members' interests.

CSEA will work toward **QUALITY THROUGH PARTNERSHIP**. To accomplish this four critical elements must be included.

First, we must have a **JOINT ACKNOWLEDGEMENT**. The employer and CSEA must agree that it is in both parties' interest to improve the effectiveness of government services. The employer must agree that some of the benefits resulting from quality improvements will be shared with the workers.

Two, **A PARTNERSHIP COMPACT**. Both sides must commit to work as full partners. CSEA brings an organized collective voice to the workplace to make sure that workers have a real voice in the decision-making process. The experience of many private sector companies shows that union involvement in quality programs is vital. One research study of quality programs at union and non-union tool shops showed that unionized firms attained increases in productivity, enhanced job security and greater worker control. The non-union shops actually experienced reduced productivity and less job security.

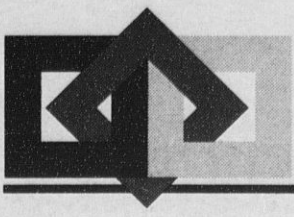
Three, **PARTNERSHIP TRAINING**. Because managers and union activists will have new roles, joint training is necessary to make the process work.

Four, **JOINT REVIEW OF PROJECTS AND PROCESSES**. Labor and management must review as equal partners changes in the way work is done. We must protect our members' rights as we look for better ways of doing business.

These are important principles to keep in mind when dealing with management on quality improvements. In each workplace and with each employer there will be unique issues that must also be considered.

CSEA has a real commitment to improving the quality of government services. Improved quality is in the best interests of our members and the public.

But for quality improvements to really happen, the employer must make the workers and their union real partners. If management fails to do that the process will not work.



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Remembering Dr. Martin Luther King Jr. And a summary of the January statewide Board of Directors meeting.

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Several scholarships now available to children of CSEA members. And the executive director of the Fiscal Policy Institute calls for tax fairness.

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CSEA retiree activists lobby state legislators for permanent cost-of-living increases in their pensions.

Local 158 sets up fund drive to help member in need

STORMVILLE - Members of CSEA Green Haven Correctional Facility Local 158 have established a fund to help pay expenses of a co-worker who is struggling to care for a coma-stricken daughter.

CSEA member Carolyn Miles travels 150 miles round trip each day to visit her daughter, Stacy, in a Pennsylvania rehabilitation hospital. Stacy, now 20, has been in a coma since a car accident in late 1991, when she was on her way to class at Dutchess County Community College.

"She's improving, but very, very slowly," Carolyn said. Carolyn's daily trips add up, and the occasional ambulance trips back and forth between home and the hospital for Stacy are also very expensive.

Co-workers at Green Haven are helping where they can. A fund has been established to help with medical expenses, and a variety benefit show is set for March 20.

To contribute to the fund or order tickets for the benefit, write:

Committee to Assist Stacy Miles
c/o Darlene Evans
Post Office Box 213
Stormville, NY 12582

Thurgood Marshall remembered for human, civil rights efforts

The life and career of Thurgood Marshall should serve as an inspiration to others to carry on his efforts to make America a more humane and civil nation for all its citizens, regardless of race, creed or color, according to CSEA President Joe McDermott.

"Thurgood Marshall dedicated his entire adult life to expanding and protecting civil and human rights," McDermott said in paying tribute to the retired Supreme Court Justice who passed away recently. "Justice Marshall was a great humanitarian with an exceptional sense of justice and fair play."

Corrections, etc.

Emancipation Proclamation

In the last issue of *The Public Sector*, the incorrect anniversary of the Emancipation Proclamation was printed.

New York state is celebrating Black History Year during 1993, the 130th anniversary of the signing of the Emancipation Proclamation.

See page 6 of this edition for another story celebrating Black History Year.

AFSCME Women's Conference

The date of the AFSCME Women's Conference has been changed since it was published in *The Public Sector*.

The conference is now scheduled for June 11 to 13 at the Sheraton Boston Hotel and Towers, Boston, MA.

**Higher Wages
8-hour Day
Paid Sick Leave
Health Insurance
Pensions
Overtime Pay
Safer Workplaces
Paid Holidays
Job Security
Paid Vacations
Maternity Leave**

The preceding was brought to you by the women and men of the Unions of the AFL-CIO who won these and many other benefits at the bargaining table and set the standard for all working Americans

Organized labor was born out of the trials and tribulations of oppressed workers. Most of the protections workers today take for granted had to be gained with the muscle, sweat, blood and tears of prior generations of working Americans. As long as there are those who try to chip away, erode or eliminate those hard-earned protections and rights, there will be the need for strong labor unions.

When the federal government was wreaking havoc on the working and personal lives of millions of Americans over the past 12 years, one constant hurdle stood in defiance - organized labor. And on many issues the vanguard unit was AFSCME, CSEA's international affiliate and one of the largest and most effective unions in the entire AFL-CIO.

Today's modern labor unions touch the lives of working people in so many ways, on and off the job, making the return on your union dues a truly great bargain. The bulk of your dues dollar supports the work of CSEA on your behalf locally. A portion of your dues goes to AFSCME and helps the international union carry on much of the national effort to protect your interests as a working American.

In addition to the union's high profile political involvements, AFSCME represents your interests in Washington on such important subjects as the faltering economy, the staggering public debt, privatization, enactment of decent and fair tax laws, pension improvement and protection, employment and training, national health care, the elderly, civil

rights, housing, education, children and family issues, improved health and safety standards, crime and closing the wage gap between men and women.

AFSCME also returns a portion of your dues back to CSEA in the form of grants that support a wide variety of training and education projects and other programs that directly benefit CSEA members.

How to request refund from AFSCME

Members who object to AFSCME expending a portion of their dues for partisan political or ideological purposes may request a refund of that portion of their dues from AFSCME.

Under AFSCME's rebate procedure, reimbursement requests must be made individually in writing between April 1 and April 16. Requests must be typed or legibly printed and include the member's name, Social Security number, home address, AFSCME local and council number.

The individual request must be signed by the member and sent by **registered or certified mail** by the member to:

**International Secretary-Treasurer
AFSCME International Headquarters
1625 L Street NW
Washington, DC 20036**

The International Secretary-Treasurer calculates the per capita payment equivalent that was used for partisan political or ideological purposes during the fiscal year and refunds that amount.

Requests to AFSCME must be renewed in writing every year.

NOTICE OF NOMINATION AND ELECTION

Schedule of elections of officers for CSEA's six regions

Elections will be conducted this year for officers of CSEA's six regions.

Under the union's open election procedures, any member in good standing can have his or her name placed on a ballot by obtaining signatures of a minimum of 500 CSEA members on official petition forms. All signatures must be from the region where the person is seeking office. Members who sign the petition must be eligible to vote in the election.

CSEA's statewide Election Committee will oversee the election which will be conducted jointly by WM Applications, Inc. and Federal Business Forms, Inc.

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

MARCH 1 — Start of petitioning period. Nominations open. Nominating petitions available from CSEA regional offices, satellite offices and CSEA Headquarters.

APRIL 1 — Deadline for nominating petitions to be received at CSEA Headquarters. Deadline is 5 p.m.

APRIL 14 — Deadline for declination of nomination. Deadline is 8 a.m. Drawing for positions on the ballot, CSEA Headquarters conference room. Candidates or proxies may attend as observers. Deadline for receipt of campaign material by *The Public Sector*.

MAY — Names, photos and candidate statements printed in the May edition of *The Public Sector*.

MAY 17 — Official ballots mailed to members eligible to vote.

MAY 24 — Replacement ballots available.

JUNE 7 — Deadline for return of ballots. Deadline is 8 a.m. Ballots tabulated and results announced.

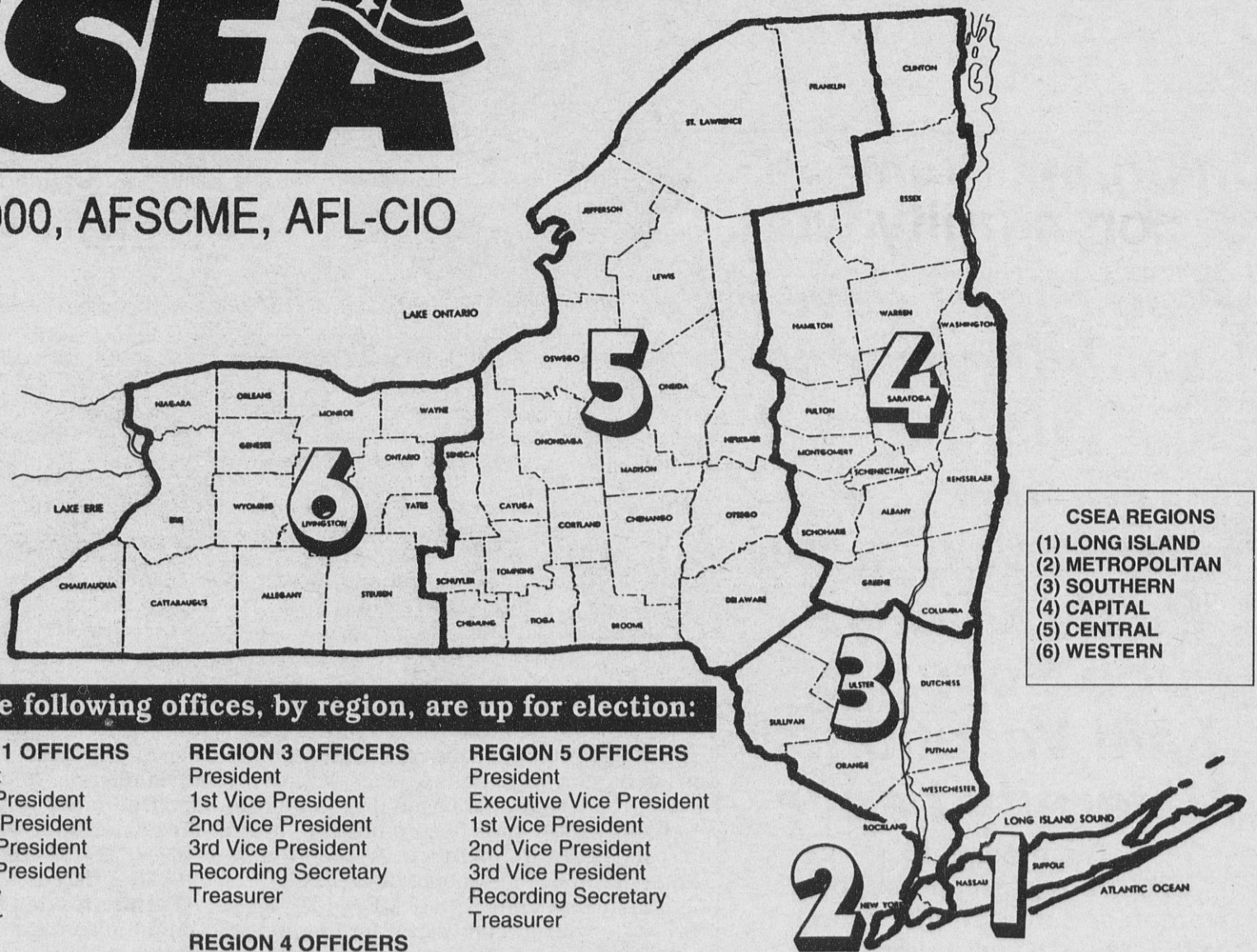
JUNE 17 — Protest period ends (10 days after official results announced).

JULY — Election results published in the July edition of *The Public Sector*.

In order to be eligible to seek office, a candidate must be at least 18 years of age; a member in good standing of the region since June 1, 1992; shall not have been a member of a competing labor association or union since June 1992; and shall not currently be serving a disciplinary penalty imposed by the Judicial Board of CSEA. To be eligible to vote in the election a member must have been in good standing as of April 1, 1993.



Local 1000, AFSCME, AFL-CIO



CSEA REGIONS
 (1) LONG ISLAND
 (2) METROPOLITAN
 (3) SOUTHERN
 (4) CAPITAL
 (5) CENTRAL
 (6) WESTERN

PLEASE NOTE there are seven regional offices up for election in Region II, not six as indicated in the February edition of *The Public Sector*. The Region II Executive Board recently approved the creation of the position of Executive Vice President for Region II.

The following offices, by region, are up for election:

REGION 1 OFFICERS
 President
 1st Vice President
 2nd Vice President
 3rd Vice President
 4th Vice President
 Secretary
 Treasurer

REGION 3 OFFICERS
 President
 1st Vice President
 2nd Vice President
 3rd Vice President
 Recording Secretary
 Treasurer

REGION 5 OFFICERS
 President
 Executive Vice President
 1st Vice President
 2nd Vice President
 3rd Vice President
 Recording Secretary
 Treasurer

REGION 2 OFFICERS
 President
 Executive Vice President
 1st Vice President
 2nd Vice President
 3rd Vice President
 Secretary
 Treasurer

REGION 4 OFFICERS
 President
 1st Vice President
 2nd Vice President
 3rd Vice President
 Secretary
 Treasurer

REGION 6 OFFICERS
 President
 1st Vice President
 2nd Vice President
 3rd Vice President
 Secretary
 Treasurer

Activism is all in the family

LEVITTOWN - Barbara Kleber's enthusiasm for her work, family and union is immediately apparent. An activist in the School Crossing Guards Unit of CSEA Nassau County Local 830, she has successfully balanced all three.

"This is a great job for a person who wants to raise a family. It's a good job with benefits and a lot of flexibility," Kleber said.

Kleber's daughter, Tricia Shinnick, balances her work schedule with the demands of being a new mother. A crossing guard for more than a year, and another for four months, she is back on the job.

Kleber also recruited her sister, Geraldine Whitenack, to be a crossing guard and CSEA member.

"I have three children, and this job lets me work while still being a mother," Whitenack said. What she most enjoys about her work are the people.

"We're a close-knit group both here in the precinct and within the CSEA Unit," Kleber said. "I love being involved in the union so I can know what's going on, help to make changes and keep everyone up to date."

Union activism tied to community work

ROCHESTER - For Lentory Johnson, union activism is an extension of her neighborhood and community involvement.

"Activism starts with each of us, wherever we happen to be, in our neighborhoods or communities," said Johnson, a 24-year member of Rochester Psychiatric Center Local 420 and Employee Assistance Program (EAP) coordinator.

"It makes me feel good to do something worthwhile for someone else in need. We, our society, have to get away from so much 'me, me me!'"

CSEA activism began for Johnson shortly after she turned to the union after an unfair disciplinary in 1977.

"Geraldine (Wiggins, local president) was grievance chairperson," Johnson said. "I was very impressed with



Lentory Johnson

her, the way she would give me straight answers, or get back to me as promised.... She demonstrated for me the importance of the union and being active in it."

Johnson has served as a steward, chaired the local's Grievance Committee, served on the EAP and Women's committees and spearheaded annual donation drives of gifts and time to local charities.

The mother of three and soon to be a grandmother, Johnson takes human services courses at Monroe Community College and plans to take more labor-oriented courses.

"It's very rewarding to be really involved in your union," Johnson said. "I recommend it for all our members."



Barbara Kleber, left, Geraldine Whitenack and Tricia Shinnick, seated, with son Eddie.

A mother-daughter team

STATEN ISLAND - For 10 years, mother and daughter Anna Parese and Jennifer DuKolf have been members of CSEA Institute for Basic Research Local 438.

Parese's eyes light up when she talks of DuKolf's stint as Miss Piggy on CSEA's float in the 1992 New York City Labor Day Parade.

"I was so surprised when Jennifer said she was going to be Miss Piggy," she said.

DuKolf, CSEA Local 438 secretary, volunteered to show that privatization leads to patronage, payoffs and pork.

"I'm not a very out-going person but I really wanted to do this," DuKolf said.

Parese and the rest of DuKolf's family cheered Miss Piggy while she hammed it up, the hit of the parade's most

photographed float.

Both women have long been active in CSEA. Three years ago when management selectively awarded CSEA-negotiated upgrades, DuKolf and Parese went to work.

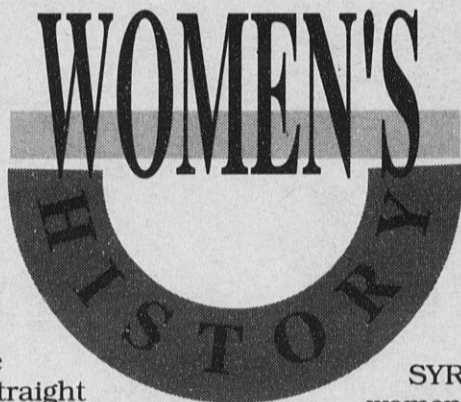
"At first people were afraid to speak up and everybody was angry," Parese said.

"We were very vocal and we got other CSEA members organized to write letters and go to the union for help," DuKolf said. Finally, every eligible secretary was upgraded.

"With team work we'll always be able to do a really good job," DuKolf said.



Anna Parese, left, and Jennifer DuKolf



Three generations of union activism

SYRACUSE - Union activism runs deep in the Fannetti women. Activism and women's issues are themes in three generations.

Angela Greco, Gertrude Fannetti and Sally Heater



Gertrude Fannetti, her daughter Sally Heater and granddaughter Angela Greco, belong to CSEA Onondaga County Local 834.

Fannetti, a Department of Social Services (DSS) employee, joined CSEA in 1974.

"I think everyone should be an active union member if they want to get what they're looking for," she said.

Heater, a county Health Department employee, is third vice president of CSEA Local 834, chair of the local's Political Action Committee and is on the CSEA Central Region Women's Committee.

"We as women need to stand together," she said. "It's been a man's world too long. It needs to be a people's world."

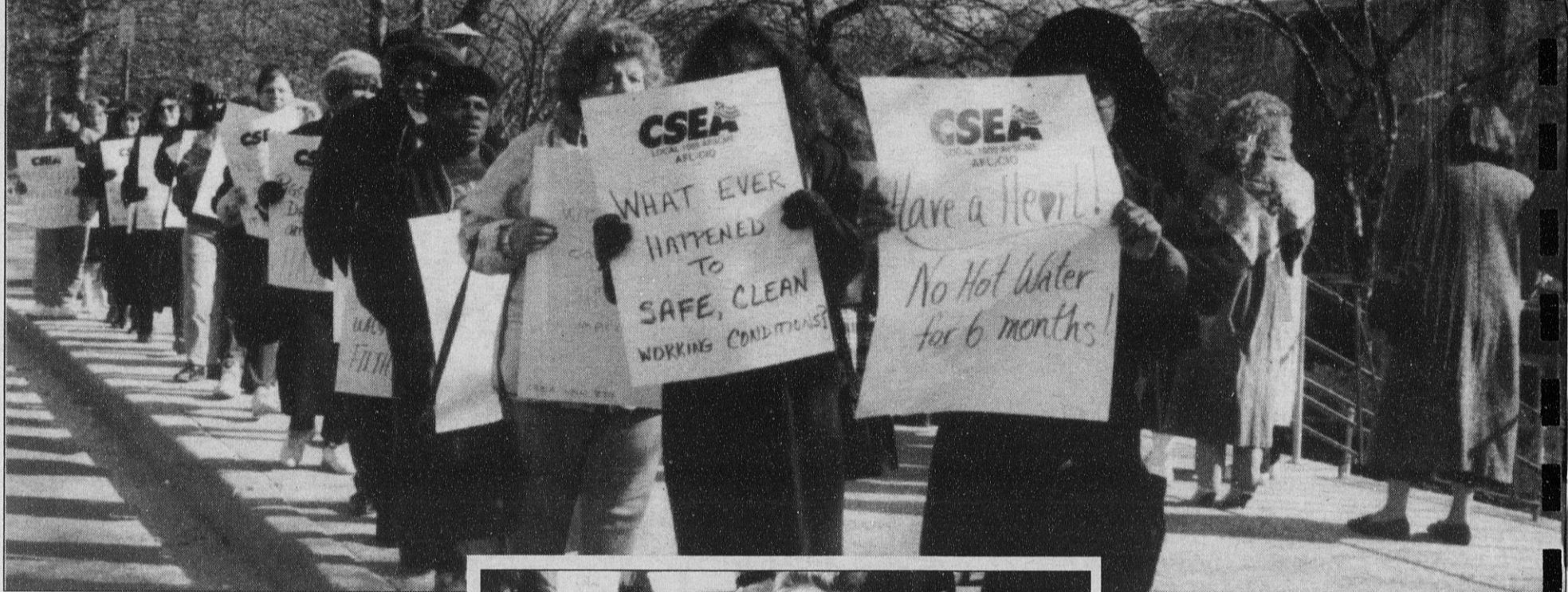
Greco, a clerk in DSS, became a union activist when she was six years old, helping her mom stuff envelopes for CSEA. She is now on the local's Women's Committee. A single mother, she said the union has helped her to cope.

"By meeting other single mothers at union functions, I've seen what they can do, and it makes me feel like I can do it, too," she said.

Unionism is important, she said.

"If you're not going to be active," she said, "you have no right to complain."

Nassau County DSS facility festering with serious health and safety problems



MINEOLA - Seven months with no hot water, even more months of roaches, mice, broken toilets, dangerous elevators, dirty, dusty walls and floors and an invasion of pigeons, drove CSEA Nassau County Department of Social Services (DSS) members out into the cold to demand a thorough building clean-up.

CSEA Nassau County Local 830 President Rita Wallace met with county officials prior to the DSS informational picketing and received assurances that the county would remedy NYS Labor Department violations.

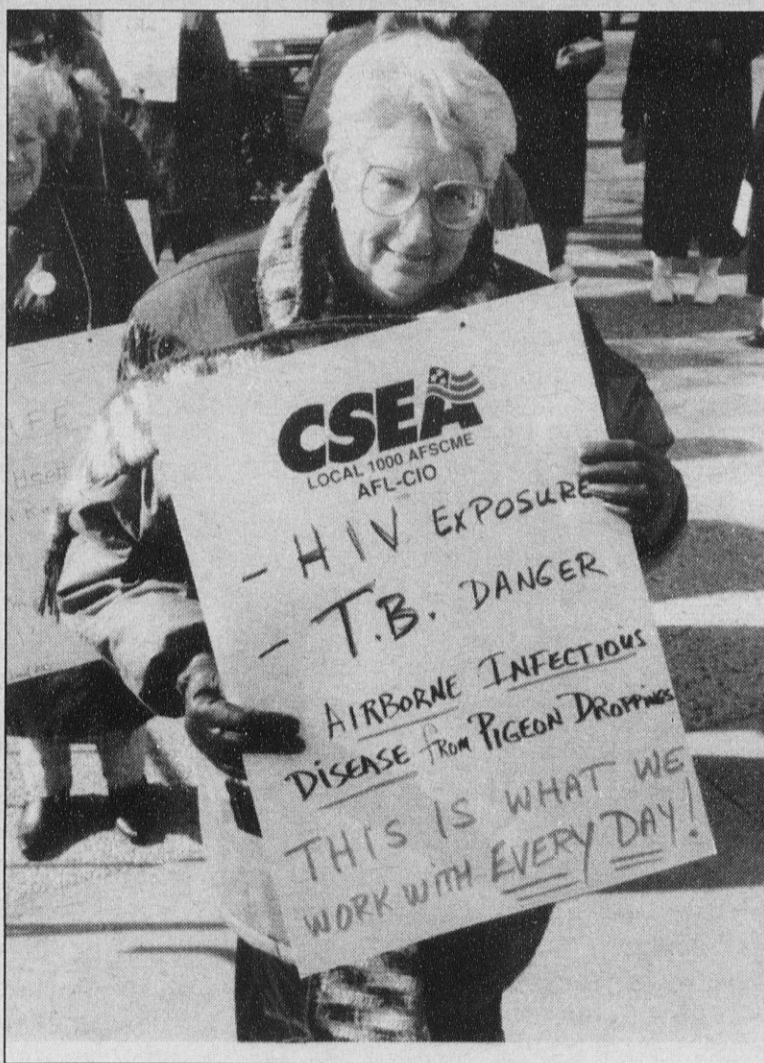
The county failed to meet a Jan. 22 deadline for extermination and repairs of the hot water system, CSEA Safety and Health Specialist Dan Morra said.

A dozen CSEA members have been injured in broken elevators. CSEA Probation Unit President Jane D'Amico suffered back and neck injuries when a DSS building elevator fell, for instance. During January, two of the three DSS elevators caught fire, one with a CSEA member trapped inside.

"I'm tired of saying my prayers every time I get into an elevator," an angry picketer shouted.

"We are the black sheep of the county," said Lisa Gilman of the Medicaid Department. "Our clients are humiliated enough coming here. They shouldn't have to put up with this. I've been to many county offices, but none are as filthy as DSS."

Medicaid worker Debbie Hankowich works overtime when privately contracted cleaning crews come in.



"They do not disinfect the toilets," she said. "They never vacuum!"

When toilets don't function, management tells employees to drive to a nearby department store and use those facilities.

"The conditions in this building are intolerable because of cutbacks, layoffs and privatization of the cleaning services," Wallace said.

CSEA demanded immediate removal of a pigeon colony that has taken up residence on the third floor and an immediate clean up of any bird droppings that are known to cause the lung infections histoplasmosis and aspergillus.

Histoplasmosis symptoms range from a mild flu-like illness to severe symptoms of fever, chest pain, cough and tuberculosis-like profuse, sometimes blood-tinged sputum. Aspergillus infection may lead to asthma, fever, severe allergic reactions and sometimes causes serious middle ear problems.

Persons who have a history of asthma, chronic respiratory disease or serious lung problems may be especially sensitive to aspergillus. Cases connected to exposure at worksites should be documented for Workers' Compensation.

"On every floor of this building we worry about safety hazards," DSS Unit President Bob Cauldwell. He criticized management's foot-dragging on construction of protective partitions and lax building security.

Social Service workers are too vulnerable to attacks by angry clients, he said.

"After the murders in Schuyler County Social Services, people here are more anxious than ever about the security," Cauldwell said.

Father of Watkins Glen victim writes about his daughter and her co-workers

'No one should have to endure the pain...'

"Employees must not be made expendable because of a few dollars in the budgets. They are living, breathing, loving mothers, fathers, daughters, husbands and wives."

Since the murder of four CSEA-represented social services workers in Watkins Glen last fall, CSEA has tried to help put into words the fear and horror public employees feel under such circumstances.

CSEA efforts cannot even approach the heartfelt expression of a letter written by David Miller, father of 28-year-old Denise Miller VanAmburg, one of the Watkins Glen victims.

In response, CSEA President Joe McDermott wrote Miller: "It is a beautiful and direct testimonial to your daughter that expresses our shared concerns better than I or CSEA as an organization ever could."

The Public Sector is honored to present excerpts of Mr. Miller's letter:

"Denise had nothing to do with the order for (her killer) to pay support money. She did not enforce the order. She sat at her desk, collected the

payments, recorded them and passed them on. She did not benefit in any way from the money. Denise was merely performing the job she was hired to do and earn an honest day's pay to help feed, clothe and house her family. Yet she and three others paid the ultimate price for politicians and management who could not or would not be bothered to provide security. They couldn't even lock their doors from inside their offices!

"Denise had experienced many threats and tirades from irate people. Some of the threats had frightened her. When there was enough time and sufficient cause to alert them, the Sheriff's Department would respond. There were requests for more security but the answer was that there were not enough funds for it... They couldn't afford to try to protect the life, health and safety of the mother of two small children, wife to her husband and my daughter! They couldn't afford to protect the other three women either. I guess the county politicians had more politically glamorous things on which to spend their money. I guess we can afford to take the chance of this sort of thing happening occasionally. After all, most threats are without substance..."

"Employees must not be made expendable because of a few

dollars in the budgets. They are living, breathing, loving mothers, fathers, daughters, husbands and wives. Politicians, executives, managers and supervisors have no right to play God with the lives and well-being of their hired help. Their benevolence in allowing subordinates to be employed in these hard times does not justify allowing perilous working conditions. They are not tools to be used and thrown away. They are the ones who deal with everyone, the good and the bad, the sane and the insane, the docile and the irate on a daily basis. They hear and feel the anger from those who feel they have been wronged. They are usually the buffers for policy makers.

"No one should have to endure the pain and sorrow of losing a loved one when reasonable steps to prevent a tragedy could be taken."

Madison County - a model response

One county in Central New York has been a model in how to deal with the issue of workplace security - a model that CSEA leaders wish other counties would follow.

Madison County, in CSEA's Central Region, was quick to respond with increased security measures in the wake of the Schuyler County tragedy. But follow-up action aimed at securing county worksites has been the result of ongoing discussions between CSEA and the county.

According to CSEA Madison County Unit President Betty Jo Johnson, many steps have been taken to make the Department of Social Services (DSS) worksite safer.

Within the week following the tragedy, Johnson said construction started on new walls in the lobby of the DSS building. The walls, now finished, have plexiglass windows and a locked door. A full-time sheriff's deputy controls access to the door leading to the DSS offices. Combination locks were also put on the outside employee doors, which, Johnson said, was important.

"Prior to that, anyone could walk in the employee doors," she said.

Panic button alarms were installed to alert sheriff's deputies in the building of problems, and employees now use identification badges. DSS client work-crews are now being screened more carefully by management and the DSS workers, making sure that, for example, people found guilty of not paying child support are not put on a work detail in the support collection unit, Johnson said.

All these measures have made a big improvement in working conditions, she said.

Johnson credits the county DSS commissioner with pushing the safety reforms.

Still pushing hard on workplace security

While CSEA's campaign for improved worksite security is making progress in localities across New York, the union continues working to be sure the localities follow through and make security recommendations reality.

Worksite security has long been a CSEA priority, but the union initiated a comprehensive statewide push following the murder of four Schuyler County social service workers in Watkins Glen last fall. The four women, all CSEA members, were shot to death by a "dead-beat dad" whose wages were garnished because he failed to pay child support.

"The Watkins Glen tragedy demonstrated that public employees are vulnerable to attack no matter where they work," said CSEA Director of Local Government Steve Alviene. "Public employers can't ignore reality. They must take precautionary measures to prevent crises."

CSEA has published a booklet on workplace security suggesting ways to

protect people on the job. These range from improving training on dealing with difficult people to establishing common-sense safety procedures to building physical barriers to limit access.

The response to the booklet has been phenomenal, Alviene said. CSEA mailed copies to public managers across the state, and a national publication reported on the booklet. Since then, CSEA has been deluged with requests for the booklet from all over the country.

Alviene and CSEA safety and health specialists have been meeting with county officials statewide to discuss security, assess worksite risks and develop local action plans.

"We're making good progress out of these meetings but our biggest concern is to see the commitments translated into action," Alviene said.

"There's no such thing as 100 percent security," he said, "but at least they recognize the problem and we're working together on improvements."

"Security in the Workplace" is one of three booklets produced recently by CSEA as part of the union's campaign to make workplaces healthier and safer. Other booklets are "Indoor Air Pollution" and "Heating, Ventilating and Air Conditioning Systems." All three were produced under grants from the NYS Department of Labor. To obtain a copy of these booklets, fill out this coupon, clip it and send to:

**Civil Service Employees Association, Inc.
CSEA Occupational Safety and Health Department
Attn: Ronald P. Nielsen
143 Washington Avenue, Albany, NY 12210**

Please send me the booklet(s) indicated.

- Security in the Workplace**
 Indoor Air Pollution
 Heating, Ventilating and Air Condition Systems

NAME _____

Address _____

City _____ **State** _____ **ZIP** _____

Home phone _____

CSEA Local _____

CSEA Nassau County Local remembers Dr. King

UNIONDALE - They sat in the last row of the auditorium at Nassau County Medical Center (NCMC) during a ceremony to honor the memory of Dr. Martin Luther King Jr., flanking their mother, CSEA Nassau County Local 830 member Dorothy Montgomery.

Lattesha, 10, and April, 13, came to the union meeting directly after school to honor Dr. King. They sat respectfully, listening to AFSCME staffer Johanna Williams sing a haunting old spiritual.

They also heard what the adults had to say about what yet must be done to realize Dr. King's dream. The meeting focused on Nassau county's "glass ceiling."

The glass ceiling exists as a real barrier when it comes to opportunities for minorities and women at county health facilities, CSEA A. Holly Patterson Geriatric Unit President Les Eason said.

"The spirit of Dr. King lives on in each of us every time we unionists try to right a wrong," CSEA NCMC Unit President Sue Duffe said.

Representing a new generation honoring Dr. King, Lattesha and April each summed up his contribution simply and directly.

"He was a civil rights leader," Lattesha said.

"He was for freedom and he helped people," April said.

"I think bringing young people to a union meeting like this is something Dr. King would have approved of," CSEA Labor Relations Specialist Claude Ferrara said. "It's up to us to teach our children about union values because we are also about freedom and helping people."



CSEA MEMBER Dorothy Montgomery, center, with her daughters Lattesha and April at a Martin Luther King Jr. Day celebration.

Some local governments still do not designate Martin L. King Jr. Day an official holiday

Although Martin Luther King Jr. Day has been a federal holiday since 1986 and was celebrated in all 50 states for the first time this year, apparently not all local governments are that enlightened.

For instance, members in the CSEA Garden City Unit of Nassau County CSEA Local 830 worked on the holiday again this year because the village refuses to designate the day as an official holiday.

And members of the Saratoga Springs City Hall Unit of CSEA Saratoga County Local 846 also worked because the city refuses to add the day to the official list of holidays. Ironically, the city hall unit is the only one of seven unions of city workers that has not been granted the day off as a paid holiday.

CSEA will continue to work to obtain the holiday for all workers the union represents.

Summary of actions taken at January CSEA Board meeting

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

In official actions at the January meeting, the Board:

- * Approved maximum miscellaneous allowances for delegates attending the union's State Workshop April 16-18 in New York City, Local Government Workshop June 11-13 in Melville, Long Island, the Retirees Convention Aug. 30-Sept. 2 in Saratoga and the Annual Delegates Meeting Nov. 15-19 in Washington, D.C.;

- * Approved a CSEA Investment Policy;

- * Approved a program to recognize CSEA Locals that have been in existence for 50 or more years;

- * Approved dates and locations for Local Government Workshops as follows: June 2-4, 1995, at Bolton Landing, June 7-9, 1996, in Albany and June 6-8, 1997, in White Plains;

- * Approved of CSEA President Joe McDermott informing AFSCME President Gerald W. McEntee and all appropriate elected officials of CSEA's unalterable opposition to any taxation or limitation of health care benefits as part of any proposed health care system reform that will have a detrimental effect on CSEA members;

- * Approved dates and locations for State Workshops as follows: March 31-April 2, 1995, at Albany, April 26-28, 1996, at Rochester and April 11-13, 1997, at Saratoga;

- * Approved a report of the Standing Legal Committee;

- * In personnel matters, approved of creation of an additional Associate Counsel position; approved of a revised job description for the position of Organizer; approved of funding for two newly-created Organizer positions; approved of suspending the Law Clerk Intern Program; and approved of funding for newly-created position of Project Director in Field Operations;

- * Approved additional funding to cover costs related to settlement of the FSA contract and management salary increases;

- * Approved holding the 1996 Annual Delegates Meeting Sept. 29-Oct. 4 in New York City and the 1997 Annual Delegates Meeting Sept. 21-26 in Buffalo;

- * Approved selection of the following members to the Western Region Political Action Committee: Flo Tripi, Sharon Jacobs, Charlene Rankin, Judy DiPaola, Robert Leonard, Martin DeSanto, Karen Spotford, Mary Cartwright, Charles Parson, Wilma Hasser, Diane LaRocca, James Brand, George Growney, Bruce Norton, Nancy Hurlburt, Bob Button, Mark Gillette, Art Howell, Dan Murphy, Richard Miller,

- Thomas Warzel, David Celani, Barbara Smith, Barbara Biniecki, Elaine Mootry, Tom Patterson, Kathy Berchou, Richard Jakubczak, Tom Finger, Sally Smith, John Case, Tim Anderson, James Kurtz, Barbara Gradzewicz, Marijean Nichols, Marie Prince, Bonnie Lawrence, Chris Covell, Sandie Boyd, Mary Lettieri, Dorothy Kothen, Gerry Prince, Richard Termer and alternates Sharon Pettengill, Debbie Dennison, Judith Onderdonk, Duane Wilcox, Larry Clark, Steve Ernhout, Edward Blodgett, and Charles Peritore;

- * Approved selection of the following members to the Central Region Political Action Committee: Robert Goeckel, Betty Kinch, Daryl Mulwane, Shirley Tracy, Marianne Waffle and Margaret Winchell;
- * Approved the election schedule and election agency for the 1993 election of CSEA Regional Officers;

- * Approved amendments to the CSEA Standing Election Rules and Regulations Relating to the Conduct of Elections;

- * Approved amendments to the Region, Local, Unit and Retiree Local Constitutions.

Questions concerning this summary of actions taken by CSEA's statewide Board of Directors should be directed to CSEA statewide Secretary Irene Carr, CSEA Headquarters, 143 Washington Avenue, Albany, NY 12210, 1-800-342-4146 or 518-434-0191.

\$14,000 in CSEA scholarships available; deadline April 15

Twenty CSEA scholarships totaling \$14,000 are available to graduating high school seniors who are children of CSEA members.

Applications must be filed by April 15 to be considered. Applications are available from CSEA Local presidents, secretaries and Unit presidents, CSEA Region and Satellite Offices and CSEA headquarters.

CSEA will award 18 **Irving Flaumenbaum Memorial Scholarships** valued at \$500 each. Three Flaumenbaum Scholarships will be awarded in each of CSEA's six regions.

The Jardine Group Services Corporation is sponsoring a \$2,500 scholarship, the **Jardine Award** in memory of Charles Foster, to be awarded to a high school student entering the state SUNY system.

The Travelers Insurance Company is sponsoring a \$2,500 scholarship, the **Travelers Award** in memory of Joseph D. Lochner, which is not limited to a student entering SUNY.

Students who apply for the Flaumenbaum Scholarship are automatically considered for the Jardine and Travelers scholarships as well, according to Diane Lucchesi, chairperson of CSEA's Memorial Scholarship Committee. The committee also includes Willie Allen, Nevada Solano, E. "Sam" Rockefeller, Helen Fishedick, Sandra Delia and Thomas Finger.

High school seniors who are children

of CSEA members are eligible to apply for the scholarships.

The Irving Flaumenbaum Memorial Scholarships are named in memory of the CSEA Long Island Region president and long time union activist. The Jardine Award honors the memory of Charles Foster, a long time CSEA activist from the 1930s who was the first business officer of the SUNY system. The Travelers Award is named in memory of Joseph D. Lochner, CSEA's first employee and former executive director, whose career spanned more than 40 years of service to the union.

Deadline March 15 for AFSCME scholarships totaling \$100,000

The deadline is **March 15** to apply for scholarships totaling \$100,000 to be awarded through the AFSCME Advantage Union MasterCard Scholarship Award. The individual awards will range from \$1,000 to \$4,000.

All AFSCME members of at least one year of continuous good standing and their spouses and children are eligible, including foster children, step children and adopted children.

Call AFSCME at (202) 429-5066 for an application.

Winners will be notified by June 30.

Members encouraged to participate in MS Society Super Cities Walk March 27-28

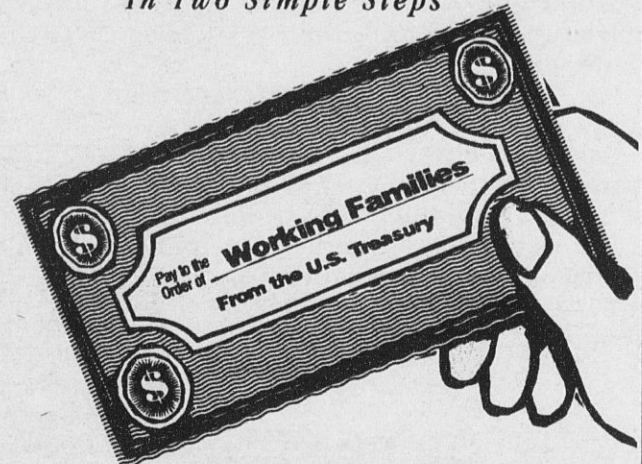
CSEA and AFSCME are encouraging members and staff to participate in the National Multiple Sclerosis Society (MS) Super Cities Walk fund-raising project the weekend of March 27-28. AFSCME is endorsing the Super Cities Walk as a partner with the National MS Society.

Contact your local MS chapter for details and the local chapter's walk date.

You may be eligible to

Get Up to \$2,211

In Two Simple Steps



Did you work during 1992 - and did your family earn less than \$22,370? Did a child live with you for at least half the year? If so, you may be eligible for up to \$2,211 from the Earned Income Credit. It's a federal benefit for both married and single parents.

Getting your Earned Income Credit takes just two simple steps:

- 1 file a federal income tax return (Form 1040A or 1040)
- 2 fill out "Schedule EIC" and attach it to your tax return

If you're eligible, you'll either owe less in taxes -- or the government will mail you a check! You can get the Earned Income Credit even if you don't owe income tax.

For more information, call the IRS toll free at 1-800-829-1040

THE 1993
EARNED
INCOME
CREDIT
CAMPAIGN

FPI calls for fairness in tax system



FPI Executive Director Frank Mauro

ALBANY - The Fiscal Policy Institute (FPI) continued its campaign for a more progressive tax system in New York at recent legislative hearings on the proposed \$57 million state budget. CSEA is a member of FPI.

"New York has suffered continuous revenue shortfalls ever since the reform of personal and corporate income taxes was enacted in 1987," FPI Executive Director Frank Mauro said.

"And, most importantly, these shortfalls have caused vital services to be cut or repeatedly threatened with cuts."

As a result of tax reform, the wealthiest 5 percent of New York residents paid about \$1 billion less in state personal income taxes in 1991 alone.

At the same time the tax burden of the wealthy is eating up less of their incomes; the top 1 percent of wage earners with a family of four pay less than 12 percent of their incomes in taxes.

A family of four in the poorest 20 percent spends 14 percent of its income on taxes. That means that those who can least afford it have to spend a larger share of their meager incomes on taxes than do the wealthy.

Meanwhile, corporations receive more than \$500 million in tax cuts each year. Other tax revenue is lost as corporations use techniques that allow them to avoid paying their fair share of taxes.

"The personal income tax reductions enacted in 1987, together with longer term, structural changes in the sales tax and corporate income tax resulted in a tax system that has lost its responsiveness," Mauro said.

To restore that responsiveness so that revenues will rise as the state's economy rises, New York must increase the progressivity of its personal and corporate income tax structure so that individuals and big business pay their fair share based on their ability to pay.

FPI recommends that New York do away with scheduled income tax cuts, increase the top personal income tax rate, reform corporate tax laws to close loopholes and broaden its sales tax base to include business services used primarily by the wealthy.

"The system that we have has lost an essential element of fairness," Mauro said. "We want the state to consider more progressivity."

CSEA retirees tell legislators:

It's time for permanent COLA

Members of the CSEA Retiree Division took on the state Capitol last month, lobbying for legislation that would give New York state public employee retirees permanent cost-of-living adjustments (COLA) in their pensions.

More than a dozen CSEA retiree activists met with legislators to ask for their support of the legislation.

"Permanent COLA is necessary and fair," CSEA President Joe McDermott said. "As a union concerned about our retiree members and the future of our employed members, it's CSEA's responsibility to fight for this legislation. And we are fighting."

The CSEA Legislative and Political Action Department and the Retiree Division have planned a schedule of lobbying events throughout the 1993 legislative session to build support for a permanent COLA bill.

The bill CSEA supports would provide for COLA increases of up to 5 percent a year to help retired workers whose incomes have failed to keep up with the cost of inflation.

The last pension supplementation law expired in 1988, and it didn't apply to those who have retired since 1983. That means that most retirees haven't

had an increase in their pensions since 1988, and many have had none over the last 10 years.

The state Employee Retirement System includes public employee retirees from the state and local governments and non-teaching employees from school districts.

"The retiree activists who are working to get permanent COLA passed into law are an inspiration to all of us," McDermott said. "Activism is the key to getting legislation passed, and the retirees are showing once again just how active they can be."

LOBBYING FOR permanent COLA: At right, CSEA retirees Edna Aponte, Marie Salvatore and Irene Hills talk to state Sen. John Marchi. At lower right, CSEA Retiree Lee Pound talks with Sen. Ceasar Trunzo. Below left, Retiree Dorothy Kothen meets with Assembly Representative Sam Hoyt.



Dear Sen. _____

Please support a cost-of living adjustment for retired public employees.

With an average pension allowance of \$6,000, retired public employees' ability to make ends meet has been diminished by increasing property and school taxes and health care expenses. Plus our pensions have been ravaged by inflation.

Please support CSEA's permanent COLA legislation that provides a permanent annual cost-of-living adjustment to public employees who have been retired at least ten years or age 55 and older or retired because of a disability.

Remember that a pension fund exists for the sole benefit of the covered workers, retirees and their families — **It's Our Money!**

Can we count on your support?
Thank you.

(name)

(address)

Honorable Mario M. Cuomo
New York State Governor
Executive Chamber
State Capitol
Albany, NY 12224

Honorable _____
New York State Senate
Legislative Office Building
Albany, NY 12247

Honorable _____
New York State Assembly
Legislative Office Building
Albany, NY 12248

At left is a sample message you can send to your state Senator and Assembly representative, as well as to Gov. Cuomo. At right are the addresses where you can send copies of the messages.



Fiscal Policy Institute has new director

Frank J. Mauro has been named executive director of the Fiscal Policy Institute (FPI).

FPI, formed by a coalition of labor, religious and human services groups, works to restore progressivity and stability to New York state's finances by advocating alternative tax policies.

"The only way to have stability in the state budget is to restore fairness to the state's tax system," Mauro said. "Since 1987 when the state enacted deep tax cuts, we have had an endless cycle of budget deficits. If you don't have a tax system that generates sufficient revenue growth to keep up with the increased cost of essential services then each year the budget process is going to have more conflict and anguish than is necessary."

Mauro began working at FPI in February. "We can be sure that with Frank Mauro

at the helm, FPI will make a difference in New York state," CSEA President Joe McDermott said. "His knowledge of state government and the Legislature will be invaluable."

"Frank Mauro will be an effective voice for tax fairness in New York state," FPI Chairperson Joseph Puma said.

Since December 1989, Mauro has served as deputy director of the Nelson A. Rockefeller Institute of Government, the public policy research arm of the State University of New York.

From October 1983 through January 1987, he was secretary of the Ways and Means Committee of the state Assembly. He was the principal advisor to the Assembly Speaker on budget and tax policy matters.

As director of the Assembly Speaker's Program Development Group (1979 to 1983), he was responsible for much of the

work leading up to the enactment of the Accounting, Financial Reporting and Budget Accountability Reform Act of 1981, the last major revision on New York state's budget process.

Mauro also served as director of research for the New York City Charter Revision Commission.

He also holds a master's degree in public administration from the Maxwell School of Citizenship and Public Affairs at Syracuse University and is a distinguished public service professor at SUNY Albany's Rockefeller College.

"I look forward to the challenge of this position," Mauro said. "FPI will advocate for restoring progressivity to the personal income tax and for a corporate tax reporting and disclosure law to allow the public to assess the fairness and effectiveness of corporate taxation."

PEOPLE power

CSEA members power efforts to make legislative progress

Although we have just come through the largest economic downturn since the Great Depression, the 1992 CSEA PEOPLE program year has been the most successful ever.

PEOPLE (Public Employees Organized to Promote Legislative Equality) is the federal political action committee (PAC) of CSEA's international union, AFSCME. Because so much goes on in Washington that affects the lives and working conditions of CSEA members it's important for them to join PEOPLE.

CSEA members make voluntary contributions to the PEOPLE fund. Many can take advantage of a check-off, which automatically makes their contributions from their paycheck.

CSEA's top PEOPLE recruiter this year was Harriet Clark, a member of Wassaic Developmental Center Local 426 in CSEA's Southern Region. She signed up 113 members. With the assistance of the Statewide PEOPLE Committee and their hard working regional committees, CSEA PEOPLE was involved in more locals and sponsored more recruitment drives than ever.

Recruitment drives were also held at Manhattan Developmental Center Local 443, West Seneca Developmental Center Local 427, Yonkers School District Local 860, Kings Park Psychiatric Center Local 411, State Insurance Fund Local 351, Tax and Finance Local 690, Roswell Park Local 303, Health Research Local 315, SUNY

Stony Brook Local 350, Department of Labor Local 350 and Ft. Stanwix Local 422.

Last year, 2,135 members, including retirees, contributed to CSEA's PEOPLE fund-raising drive which is a 29 percent increase from the previous year. CSEA PEOPLE now has a total of 6,685 members.

CSEA PEOPLE raised \$312,816 in 1992, more than in any other year. The money was raised mostly from the automatic check-off, but also from raffles and merchandise sales that were held at CSEA's Annual Delegates Meeting, State Workshop, Local Government Workshop, Retirees Convention, region conferences, local meetings and at the statewide Women's Conference.

The members of the Statewide PEOPLE Committee — Patricia Metzger, chair; Grace Roy, Long Island Region; Carolyn Backstrom, Metropolitan Region; Diane Hewitt, Southern Region; Rose DeSorbo, Capital Region; Doris Pratz, Central Region; Marie Prince, Western Region; and Anne Maywalt, Retiree representative — have had an extremely busy year not just in fund raising but also in helping to elect President Bill Clinton who is willing to listen to organized labor.

CSEA ranks third among AFSCME affiliates in PEOPLE fund raising. The statewide PEOPLE Committee has set their goal to make CSEA Number 1.

Anyone wishing to join PEOPLE or learn more about the PEOPLE program can contact their regional chair, listed above, or Cheryl Rosenzweig, statewide PEOPLE coordinator, at CSEA Headquarters, 1-800-342-4146 Ext. 404 or 518-436-8622.



RAISING MONEY FOR PEOPLE: CSEA member Corrine Mauldin of CSEA Department of Labor Local 350 raises money for PEOPLE, the federal political action fund of AFSCME, CSEA's international union.

Spring: a good time to lighten up

Spring is not far off and our thoughts turn to outdoor activities and fun in the sun. For many people, those long winter days leave their mark in the form of a few extra pounds, shadowing our enthusiasm for the brighter days ahead.

The coming of spring can be a great time to get your exercise program off to a good start.

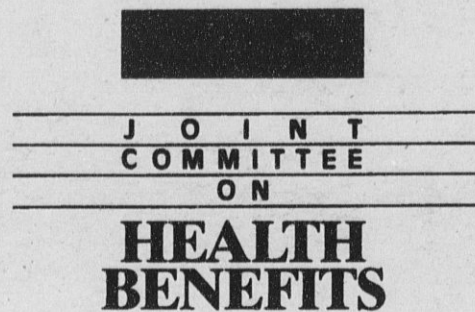
Assuming you've remained fairly sedentary since November, you will want to start out slowly with a program that will promote weight loss. Following the basic theory that in order to lose weight you should expend more calories than you take in, your exercise program should focus on aerobic activities.

Promoting Weight Loss

Although any kind of movement uses calories for energy, aerobic exercises use the most calories and can be carried on for relatively long periods of time. Walking, jogging, swimming, and aerobic dancing are some of the most popular aerobic activities.

You should start out with some form of aerobic exercise at least three times a week for a minimum of 20 consecutive minutes. Of course, if that is too much at one time, start with a shorter time span and gradually build up to the minimum. Then progress until you are able to work aerobically for 30 to 40 minutes. If you want to lose a lot of weight, you may want to do your aerobic workout five or more times a week.

Be sure to start each workout at a slow pace to gradually warm up your muscles. Taper off at the end so that you safely return to your pre-exercise level. It's important to add stretching and strengthening exercises to your



program so that your body becomes strong enough to handle long stretches of exercise.

You can also increase the amount of calories you expend by adding physical activity to your daily routine. Recreational activities such as gardening, bowling,

family outings or social dancing provide added exercise and also are fun. They can be considered an extra bonus in your weight-watching campaign.

Tips for Getting Started

- Check with your doctor first. Since you are carrying around some extra "baggage," it's wise to get your doctor's OK before starting an exercise program.
- Choose an activity you think you'll enjoy. Most people will stick to an exercise program if they're having fun.
- Set aside a regular exercise time. Make time for your exercise program and don't let anything or anyone get in your way.
- Set short-term goals. Keep a record of your progress and tell your friends and family about your achievements.

Make your goals realistic and remember that weight loss takes time.

- Vary your exercise program. Change exercises or invite friends to join you to help keep your interest.
- Watch what you eat. If you don't control the amount and types of food you take in, exercise for weight loss will be in vain.

Won't be Easy, But Worth It

Exercise and weight loss won't be easy, especially at the start. But as you begin to feel and look better you'll enjoy a new zest for life and all your efforts will have paid off.

Before beginning any diet or exercise program.

Check with your doctor first!!

CSEA opposes replacing OCA court reporters

ALBANY — CSEA strongly opposed replacing court reporters with tape recorders in testimony before the joint Judiciary Committees of the state Legislature.

"Even a little knowledge of court transcript production shows that the idea is a bad one," Warren Simonoff, president of CSEA Local 330 said. "For all the breezy assurances of some, current technology is not capable of tape recording proceedings in such a way that an accurate transcript can be produced."

New York state has been experimenting with tape recording in some courts since last year.

Simonoff cited courts in Kentucky, New Jersey and Washington whose experience prove that tape recorders are not reliable substitutes for people.

Tape recorders fail; since they record every sound, even shuffling papers can interfere with speech that should be recorded, he said.

"The tape is sent to an outside transcribing service or handed to the attorney," he said, "and a transcript generally comes back with the bracketed phrases 'inaudible' or 'indiscernible.'"

Complaints that court reporters are an anachronism with technology available today are uninformed, Simonoff testified. Court reporters' stenographic machines are tied to computers that provide real time translation in which speech is captured and converted to text on a computer screen, he said. This real time translation has many uses in the courts.

"It is unconscionable that the State of New York is using taxpayers' money to purchase SONY tape recorders to eliminate professional state employees who do a far superior job than tape," Simonoff said.

"We ask you as our representatives, when studying this issue, to keep in focus the court system's place as the bedrock of the foundation of our democratic society," Simonoff said. "The citizens of our state do not deserve anything less."

Deadline for Empire Plan basic medical claims is March 31

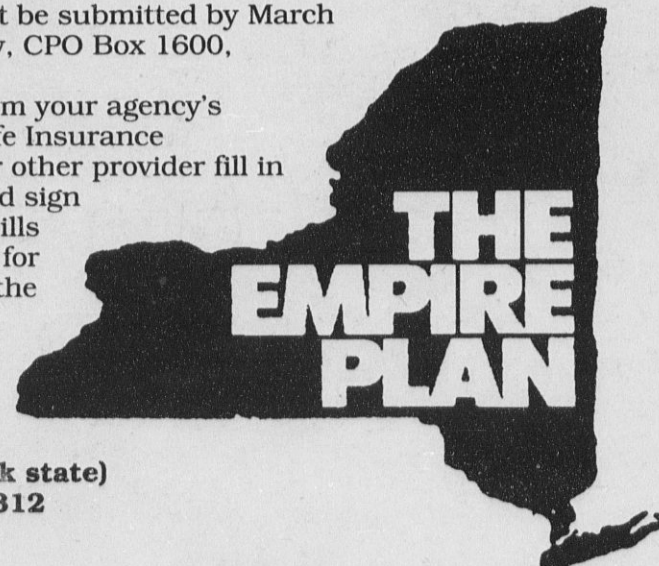
All 1992 Empire Plan basic medical claims must be submitted by March 31, 1993, to Metropolitan Life Insurance Company, CPO Box 1600, Kingston, NY 12401-0600.

Basic medical claims forms may be obtained from your agency's personnel/business office or from Metropolitan Life Insurance Company. Please be certain to have your doctor or other provider fill in all the information asked for on the claim form and sign it. If the form is not filled out by the provider, all bills submitted must include all the information asked for on the claim form. Missing information will delay the processing of your claim.

Should you have any questions concerning your claim, you may call the following toll-free number at Metropolitan:

(Within New York state)
1-800-942-4640

(Outside New York state)
1-800-431-4312





GRIEVANCES & ARBITRATIONS

Labor-Management talks produce real improvements in DOT facility

CATSKILL - With a long history of problems with management, CSEA members in the state Department of Transportation facility in Greene County can thank intense labor-management cooperation for real workplace improvements.

CSEA members had recurring conflicts with the dictatorial management style of the resident engineer, resulting in a series of grievances including sexual harassment, favoritism and harassment of a steward. Resolving the festering problems became a priority when Milo Barlow, then president of CSEA DOT Local 676, and John Taylor, then DOT regional director, decided to turn to the Labor-Management Institute to try intensive labor-management techniques.

The problems were so complex and severe that both sides agreed to have an arbitrator sit on the panel to not only mediate but also issue decisions on the spot if needed.

The process has had positive results.

"We have finally entered the twentieth century," one DOT worker said. "We are finally getting things we deserved 20 years ago and more. The kingdom is crumbling."

By using labor-management cooperation, CSEA gained more than immediate goals, Local 676 President Del

Perrier said.

"CSEA could have grabbed a few local newspaper headlines and certainly the union would have won community support for its various battles against sexual harassment, favoritism, etc.," he said. "But we would not have left the members with a working system to resolve problems in the future."

"By biding our time and holding back on venting our shared frustrations, CSEA gained a real, workable labor-management system that will be able to resolve not only the problems of the past but also those unknown challenges of the future."

Alan Ross headed the Labor Management Institute (LMI) effort, assisted by Mary Ann Carney and conciliator Mike Lewandowski. The CSEA Greene County DOT Unit team consisted of Walter Wernhammer, Wayne Hoeft, Tina Anderson and Ed Vente. CSEA also provided the assistance of Anthony Campione, deputy director of contract administration.

Perrier noted that with the resolution of the Greene County DOT problems, CSEA leader Milo Barlow and DOT Regional Director John Taylor retired while resident engineer Ed Legg transferred to another county DOT residency.

Liquidation Bureau Local scores first arbitration win

NEW YORK - Members of CSEA NYS Liquidation Bureau Local 370, scored their first arbitration victory, eliminating a sign-in procedure which violated their contract.

CSEA Local 370 President Nicholas Scourby was delighted not only because management must end the scouring practice, but under the Liquidation Bureau contract, the losing party must pay all arbitration costs.

Bureau attorney and CSEA member Peter Beaton was elated.

"In my 25 years of experience as a professional person and attorney, I have never been required to punch a clock and sign in at an office," he said.

This victory will encourage other employees to pursue the grievance process when contractual violations occur, CSEA Labor Relations Specialist Charles Bell said.

"I feel this will have a positive effect on all the workers when they see that the union can have an impact on their daily work lives," Bell said.

He sees another positive result following the arbitrator's decision.

"Doors are opening," he said. "Where before management didn't reach out to the union, now they do."

Manhattan PC local wins agreement for light duty work



CSEA member Janet Watkins

WARDS ISLAND - CSEA Manhattan Psychiatric Center (MPC) Local 413 member Janet Watkins is the first beneficiary of a new labor/management agreement providing alternate light duty assignments for injured employees.

The local agreement expands upon the mandatory alternate light duty policy agreed to during the last round of CSEA-NYS contract negotiations.

CSEA is urging locals to begin working toward similar light duty agreements across the state.

On Workers' Compensation and plagued by a lingering knee injury, Watkins applied for a light duty assignment that would permit her return to MPC to do clerical work instead of her therapy aide work.

"I've been working in medical records since Dec. 22," Watkins said, "and I feel very good about it."

Labor Relations Specialist Barton M. Brier said the light duty agreement breaks new ground. It mandates formation of a new committee to decide what type of light duty work will be provided. The group has strong union representation, he said.

"Negotiating for equal union representation on this panel is a real step forward," he said.

"The policy guidelines give us this option, now we have to take advantage of it," Mark Lawrence, CSEA deputy director of contract administration, said.

"Janet Watkins read about our new 1991-95 contract light duty clause in *The Public Sector* and came to the local for help," CSEA Local 413 President Mohamed Hussain said. "Now employees can return to work sooner based on a decision of their own physicians while continuing therapy. Their own doctor is the one to determine when they are ready to return to their regular duty," he said. "This agreement helps both labor and management."

Watkins is thankful for the union's efforts to expedite a light duty agreement.

"I feel CSEA is like a family you can talk to and confide in," she said, "and if they don't know an answer to a question, they will find out."

4% salary hikes in April

More than 100,000 CSEA-represented state employees can look forward to larger paychecks starting next month when salary increases and increments kick in under terms of the 1991-95 contracts CSEA negotiated with New York state.

CSEA-represented state workers in full-time employment status as of March 31, 1993, will receive a 4 percent salary increase effective April 1, 1993. In addition, increment payments will be effective the same date for employees eligible to receive them.

State workers on the Administrative payroll will see their increases and increments, if eligible, in the April 21 paychecks.

Employees on the Institutional payroll will see their increases and increments, if eligible, in the April 29 paychecks.

The increases cover state employees in CSEA's Administrative Services, Operational Services, Institutional Services and Division of Military and Naval Affairs bargaining units.

Also effective April 1, the downstate adjustment for eligible state employees in New York City and Nassau, Rockland, Suffolk and Westchester Counties will increase from the current \$701 annually to \$729 annually.

Increments: What they are, who gets them

What's a salary increment? And who gets them?

A salary increment is an annual salary increase step that moves employees along the salary schedule from the hiring rate, or lowest starting salary, to the job rate, or highest salary, of a pay grade.

Employees who begin at the hiring rate and stay within that pay grade are eligible to receive seven annual increment advancements in addition to the negotiated annual salary increases. The difference between the hiring rate and the job rate is divided by seven, creating seven equal annual increments. Thus, barring promotions or other salary adjustments, it takes seven years to move from the lowest to the highest salary of a pay grade. One very important consideration is that an employee must receive an annual performance rating of at least "satisfactory" or its equivalent in order to be eligible for an increment that year.

Increments are payable to employees in full-time status who complete a full year of service in a particular grade and are rated "satisfactory" or its equivalent. Increment advancements are paid to eligible

employees effective April 1 of the fiscal year immediately following completion of each full year of service in the pay grade.

Employees who are otherwise eligible and whose salary is below the job rate are eligible to receive increments but an employee's salary may not exceed the job rate as the result of an increment advance.

Know your contract better

Labor contracts are complex legal documents negotiated to provide detailed protections and benefits for workers that go well beyond just defining salary schedules and general terms of employment.

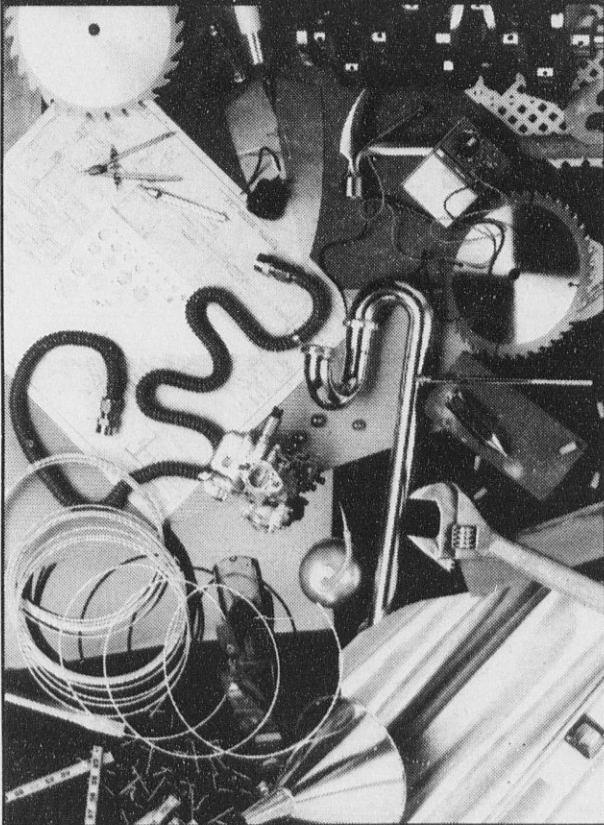
CSEA/NYS contracts contain nearly 200 pages that document agreements on more than 50 major articles, dozens of sub-sections and more than half a dozen lengthy appendices.

The April edition of *The Public Sector* will take a closer look at some of the benefits, programs and services negotiated into the contract to improve the overall standard of living for employees.

STATEWIDE TRAINING SEMINARS

For CSEA-represented state employees
Spring 1993

SAFETY AND HEALTH
APPLIED SKILLED TRADES
INTRODUCTION TO THE SKILLED TRADES



Registration deadlines near on seminars to enhance career, skills development

Career and skills development opportunities to help participants reach and perform at higher skill levels are being offered to CSEA-represented state employees through a series of seminars and workshops across the state this spring.

The seminar series are sponsored by the NYS/CSEA Labor-Management Committees and are made possible through funding in the negotiated NYS/CSEA contracts. Seminars will be held during March, April, May and June.

Brochures detailing course descriptions, schedules and locations are available from your CSEA Local president and personnel and training and education offices. You can also contact:

NYS/CSEA Labor-Management Committees
One Commerce Plaza, Suite 1117
Albany, NY 12260
or by calling (518) 473-3428.

Safety and Health

Safety and Health seminars are designed to provide CSEA-represented employees, their supervisors, and members of labor-management safety and health committees with up-to-date information on occupational safety and health issues. Topics include safety for supervisors, custodial practices, bloodborne pathogens, and safety for employees in public contact positions.

Registration deadline: March 30.

For more information contact
NYS/CSEA Labor-Management Committee
(518) 473-3428

Applied Skilled Trades

Workshops are offered for journey-level employees who operate and maintain the state's physical plants and equipment. With the addition of actual hands-on demonstrations "in-shop," the program is significantly different from previous seminars. Topics suggested by operators and managers have resulted in courses designed to enhance job-specific knowledge and career potential. Topics include masonry repair, landscaping, electrical troubleshooting, automatic transmissions, window unit air conditioner repair, and planning, scheduling and supervising projects.

Registration deadline: April 6.

Introduction To The Skilled Trades

CSEA-represented employees in salary grades 3 through 9 can attend these introductory workshops to develop skills and broaden career opportunities. Workshops provide a unique combination of classroom and hands-on instruction for employees in skilled trade areas such as plumbing/pipe fitting, boiler and burners, carpentry, locksmithing, and small engine repair.

Employees in higher grade levels with little practical experience in the subject matter may also participate. Seminars are held at SUNY Maritime College, Long Island DDSO, Rockland PC and Middletown PC and are offered to members in CSEA's Long Island, Metropolitan and Southern regions.

Registration deadline: three weeks prior to the seminar.

Central Islip closing too fast, too costly

LONG ISLAND - The Long Island mental health facilities — Pilgrim, Kings Park and Central Islip — are particularly hard hit by layoffs and downsizing in the proposed Office

of Mental Health (OMH) budget. But the slap-dash attempt to accelerate the "relocation" of Central Islip into "interim" housing at Pilgrim within a few months

clearly demonstrates the budget-driven tunnel vision that pervades OMH decisions.



OMH is insisting the relocation be done by summer to save money. In fact, the move carries a huge cost and will be complicated by extensive layoffs proposed for the Long Island facilities.

Much of the disruption and cost could be avoided altogether. OMH had planned to move Central Islip into a new, permanent facility on the Pilgrim grounds in 1994. CSEA believes that makes far more sense from a budget and patient care standpoint.

But CSEA is extremely concerned that simply delaying the Central Islip relocation without restoring funds for overall OMH operations will make a bad situation worse systemwide.

"If the lawmakers consider what this means for the affected people instead of just looking at it as budget numbers, then the issue is clear," CSEA Long Island Region President Gloria Moran said.



STATE LEGISLATORS SEE FOR THEMSELVES — On a CSEA-sponsored tour of Central Islip and Pilgrim psychiatric centers were state legislators, including Assembly Mental Health Committee Chair Steven Sanders. From left are CSEA Pilgrim Psychiatric Center Local President Mike Stekardis, CSEA Central Islip Psychiatric Center Local President Barbara Allen, Marjorie Bollar, president of the Central Islip Board of Visitors, Assembly Representative Bill Bianchi, CSEA Long Island Region President Gloria Moran and Sen. Owen Johnson.

CSEA fights for Harlem Valley

WINGDALE — CSEA is leading an uphill battle to save jobs for Harlem Valley Psychiatric Center members.

The Office of Mental Health (OMH), after deciding to close the facility a year earlier than expected, has already begun to transfer patients and staff to Hudson River Psychiatric Center 30

miles away.

"If the state honored its commitment to close the facility by 1994, it might have been possible to avoid layoffs," CSEA Southern Region President Pat Mascioli told employees at a local meeting.

"It's really hard to understand how the Governor and (OMH)

Commissioner can justify this decision to destroy a first-rate facility and the lives of the people who live and work here," CSEA Local 409 President Henry Walters said.

State legislators and local government officials also attended the meeting and denounced OMH's actions as bad for mentally ill people, bad for the dedicated workers and bad for the entire Hudson Valley community.



CSEA Southern Region President Pat Mascioli

EDITOR'S NOTE — As this edition of The Public Sector went to press, CSEA was preparing a demonstration and lobbying effort to coincide with Office of Mental Health (OMH) Commissioner Richard Surles' budget presentation before the state Legislature's joint fiscal committees. Full coverage will be in the next edition.

CSEA focuses on homeless mentally ill

ALBANY — CSEA is continuing to fight further erosion of the state's mental health care system.

"The situation is so badly deteriorated that it's come down to a matter of public safety," CSEA Executive Vice President Danny Donohue said. "If they cut any further it can only mean more dumping of more dangerous individuals into the community."

CSEA is publicizing on two incidents of homeless mentally ill individuals endangering the public.

The first is the murder of 80-year-old Bronx resident Doll Johnson who was bludgeoned to death on the street by a mentally ill homeless individual.

The second involves Larry Hogue, the "Wild Man of 96th Street," who terrorized a Manhattan neighborhood.

Only after these incidents received national media attention did OMH Commissioner Richard Surles acknowledge any responsibility for the homeless mentally ill.

"For years CSEA has made a strong case about the impact of psychiatric center closures on the mentally ill, the workers and the communities, but until now, state decision makers didn't give a damn," Donohue said. "Maybe these incidents will finally make people realize what needs to be done."

Manhattan PC members protest cuts

MANHATTAN — Members of CSEA Manhattan Psychiatric Center Local 413 are pressuring lawmakers over disproportionate cutbacks proposed for their facility.

Nearly a dozen lawmakers or their representatives met at the local office to discuss the situation. Under Office of Mental Health (OMH) budget proposals, nearly 300 jobs would be cut. MPC is the only New York City facility slated to lose staff.

"We want to know why

Manhattan Psychiatric Center is being targeted," Local 413 President Mohammed Hussain said.

Admissions to MPC are continuous and nearly every day there are reports of problems caused by seriously mentally ill individuals who fall through the cracks of the mental health system.

"The need for our services is real and we have to have the staff to take care of the very sick individuals who are coming here," Hussain said.

Another painful budget

CSEA blasts layoffs, mental health closings, privatization

ALBANY — CSEA criticized the proposed New York state budget for fiscal year 1993-94 that calls for deep cuts in the state workforce and fails to address the critical issue of raising tax revenues fairly, saying the budget promotes poor public policy.

In testimony before the joint fiscal committees of the state Legislature, CSEA Legislative Counsel Fran Turner said the state is repeating past mistakes.

"The proposed budget continues the practice of poor public policy decisions that have eliminated nearly 25,000 state employee jobs. The loyal public employees who filled these jobs would populate a city the size of Lockport," Turner said.

"The Governor's policy of cutting employees who provide vital services like so much dead wood has obviously failed, since the state faces yet another budget full of increased regressive taxes and fees, seemingly thoughtless budget cuts, and another round of 6,400 job eliminations."

If a private sector employer threatened to eliminate more than 30,000 jobs, the state and local governments would make all kinds of concessions to keep those jobs filled, Turner said.

CSEA also criticized the budget for failing to restore fairness to the tax system by requiring the wealthy to pay their fair share through restructuring personal income taxes and closing corporate tax loopholes.

The state's determination to accelerate closing of Harlem Valley and Central Islip psychiatric centers and the deep job cuts have CSEA questioning the state's commitment to workforce planning, Turner said.

"We must have a pledge that the state will lay off no more workers, and we must be assured that workforce planning efforts will be a true partnership," Turner said. "We need a commitment from the

state to preserve state employment. We need adequate staffing levels."

CSEA also strongly opposed any efforts at selling off state services to for-profit vendors.

"The unquestioning acceptance that the private sector can do it better, more efficiently, and more cheaply is simply wrong," Turner said. "If the state hopes to control cost and maintain quality of services, it must retain control of those services."



CSEA TESTIFIES on the Governor's budget proposal. From left, CSEA Director of Legislative and Political Action Ed LaPlante, Legislative Counsel Fran Turner and Supervisor of Public Policy and Budget Analysis Kathy Albowicz.

New program increases leave donation options

UTICA -- The Moulton family has faced serious difficulties lately, but the generosity of co-workers and a new and improved statewide leave donation program are helping.

David E. Moulton, a safety and security officer at Mohawk Valley Psychiatric Center and member of Council 82, suffers from an inoperable brain tumor. Late last year, he was about to run out of leave accruals and go on sick leave at half pay.

But his co-workers who are CSEA members and management/confidential employees have been able to join his seven Council 82 co-workers in donating vacation time to allow Moulton to receive full pay.

In fact, 150 co-workers donated 250 days of leave accruals to Moulton.

Moulton's wife, Pat Moulton, said the overwhelming response has been uplifting.

"I just cannot tell you how much it means to us," she said. "Things are so depressing now, and this is the one thing that makes us feel so happy. There couldn't be anything better. It's the greatest thing going."

Pat Moulton knows well the people who are helping her husband. She is also an

employee at MVPC, where she is a therapy aide and a member of CSEA MVPC Local 434.

The new leave donation program, negotiated by CSEA, is an extension of an existing leave donation pilot program. The original program allowed CSEA-represented employees to donate annual leave time to other CSEA-represented employees in their agency or facility who are suffering from catastrophic illnesses and who have used up their own accruals.

The new program allows members of CSEA, Council 82 and Organization of Management and Confidential Employees (OMCE) to donate to each other without regard to bargaining unit. It is available statewide.

CSEA President Joe McDermott made negotiating the program a priority just because of such situations.

"When I learned about David Moulton, I knew this was another case where CSEA had to get involved," McDermott said. "We all work together in state service, and we should be able to show our compassion and offer our help whenever our co-workers are in need."



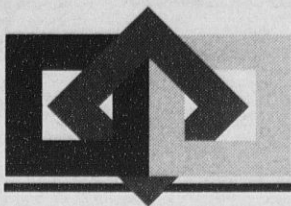
CSEA Local 434 President Edward "Bud" Mulchy brought Moulton to CSEA's attention.

The outstanding response to help Moulton was no surprise.

"It's a testament to our dedicated and compassionate workforce and excellent labor relations," he said.

The Employees Assistance Program (EAP), with management cooperation, made sure all employees knew they could donate leave accruals to Moulton, said Local 434 Fourth Vice President and EAP Coordinator Barbara Reeves.

"The thing that pleases me most is that despite the adversity that our workers have faced here in the past several years, including downsizing and layoffs, they still came together to help their co-worker," Reeves said.



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CSEA fights tape recorders in the court room. Also, information on an important Empire Plan deadline.

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CSEA works with management to resolve problems in a DOT local, and a new local wins its first arbitration. And a local labor-management agreement allows for light duty assignments for injured workers.

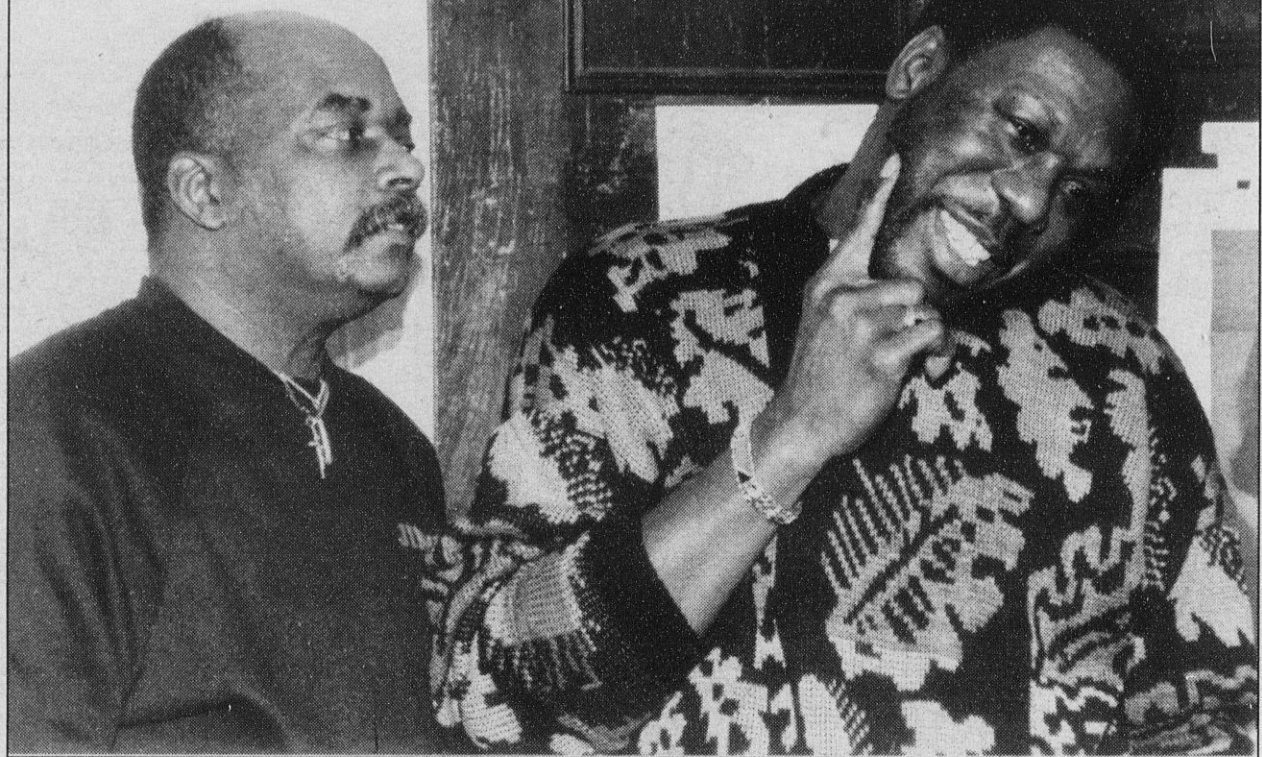
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State employees get their CSEA-negotiated raises in April. Plus information on training programs.

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CSEA testifies on the state budget. And information on an expanded version of the leave donation program for state employees.

DANGER IN THE WORKPLACE!



Rockland Psychiatric Center Therapy Aide Elijah Brown, right, shows Local 421 President Jim Broadnax where a patient cut his face with a razor blade recently. Brown could have been killed, he said. The patient, who just six months ago attacked another worker with a knife, was able to obtain the razor blade because the state has laid off barbers who used to shave patients who were not trusted with sharp instruments.

Newark DC Local 417 fights privateers in western New York

A state division CSEA Local has combined with two CSEA local government locals to fight privateers in western New York.

Newark Developmental Center Local 417 joined forces with CSEA Wayne County Local 859 and CSEA Ontario County Local 835 to sponsor billboards throughout the two-county area and distribute anti-privatization brochures.

Local 417 President Pat Martin said the localized effort parallels CSEA's statewide anti-privatization campaign. Martin said contracting out is an ill-conceived scheme that threatens public services and public jobs.

"We support the statewide effort, and we'll continue to try to educate our local citizens and officials against privatization," Martin said.

For details on the campaign in Wayne and Ontario counties, see page 3 of this edition of *The Public Sector*.

CSEA, DMNA agree that civilian employees will maintain state armories

It's traditional in the military to leave an area "as you found it:" cleaned up and in the same condition as when the military personnel arrived. It's also a tradition to "make work" to keep military personnel busy.

But when military traditions clashed with the rights of civilian employees in the state Division of Military and Naval Affairs (DMNA), CSEA stepped in with a tradition of its own—protecting the rights of its members.

CSEA and DMNA reached an agreement before the state Public Employment Relations Board (PERB) that prevents National Guard unit personnel from doing work at state armories normally done by civilian employees. In exchange for the agreement, CSEA withdrew a pair of improper practice (IP) charges the union had filed against DMNA. CSEA Associate Counsel Paul Bamberger handled the case.

The settlement stipulates that "maintenance work exclusively performed by (CSEA DMNA bargaining) unit members will continue to be performed by unit members."

CSEA had filed the IPs because National Guard unit members were doing extensive

maintenance work and repairs to state armories as part of the Guard's weekend training schedule.

Under the agreement, military personnel are now limited to maintenance work required to leave the facility in an "as you found it" state. Military personnel will not perform any significant repair work or "anything more than touch-up painting."

If an armory requires emergency maintenance repairs while a National Guard unit is in attendance, CSEA-represented DMNA civilian employees will be called in. Military personnel also are not to make emergency repairs to armory heating systems or perimeter doors.

"CSEA DMNA officials and members must remain vigilant to effectively enforce this excellent settlement," said CSEA Deputy Director of Contract Administration Tony Campione, who filed the original IP.

"CSEA officials should immediately notify the appropriate CSEA staff representative if military personnel perform any work traditionally done by the civilian employees," Campione said.

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THE CIVIL SERVICE
EMPLOYEES ASSOCIATION, INC.
and
THE STATE OF NEW YORK

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and
THE STATE OF NEW YORK

Institutional
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THE CIVIL SERVICE
EMPLOYEES ASSOCIATION,
and
THE STATE OF NEW YORK

Operational
Services Unit

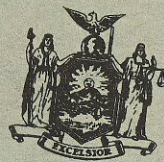


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*We
deliver --
Your
raises
are on
the way!*

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