

THE PUBLIC SECTOR

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

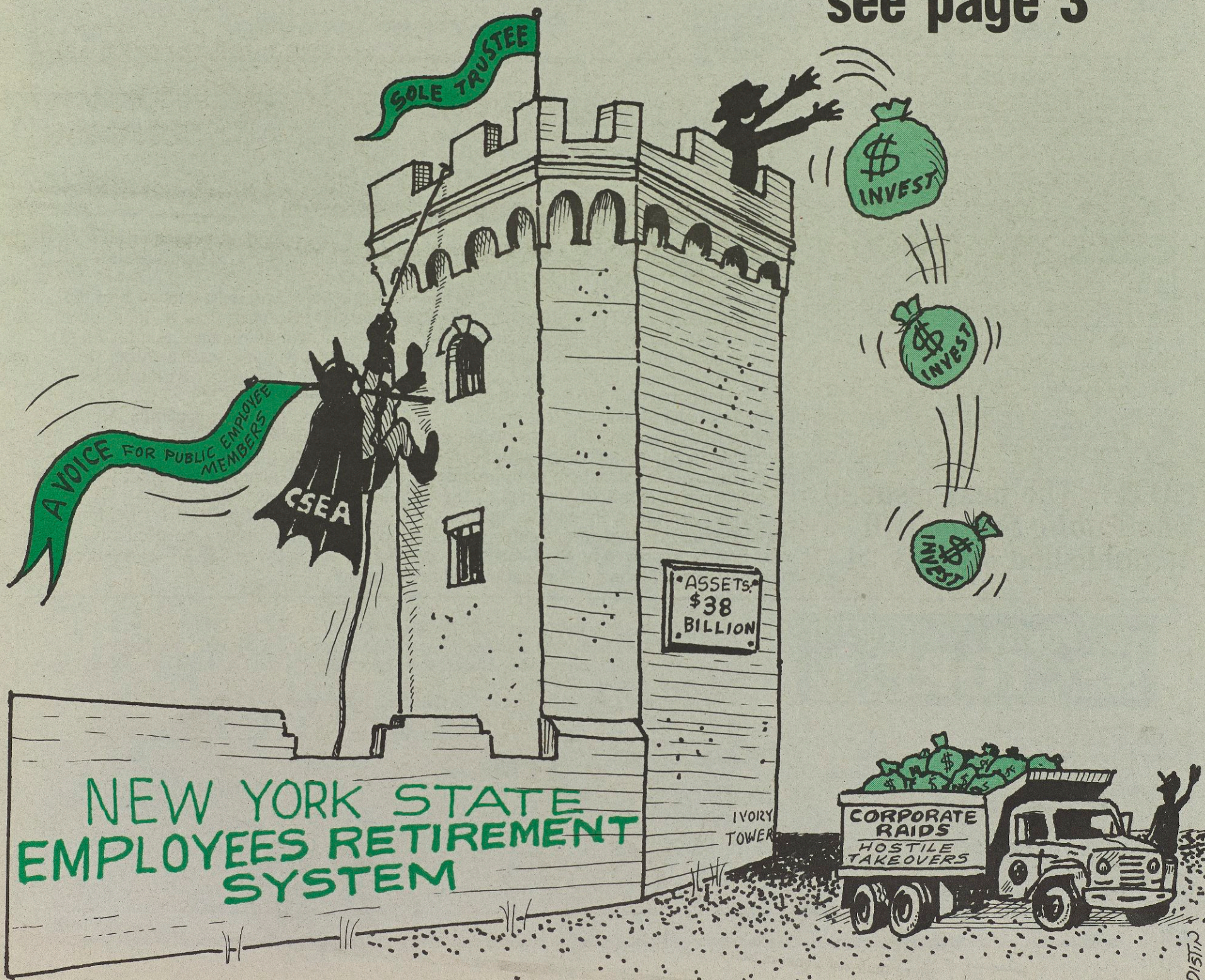
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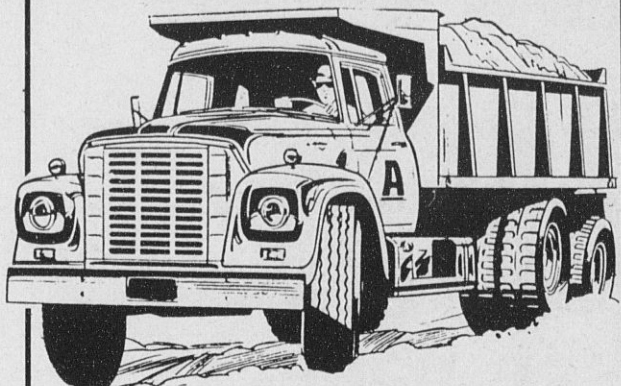
INSIDE

DINKINS

FOR MAYOR
(212) 977-8989

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Tougher Commercial Licensing Requirements



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MOVED?

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

CHANGE OF ADDRESS

Name _____ Social Security No. _____

MY OLD ADDRESS WAS:

Street _____
City _____ State _____ ZIP _____

MY NEW ADDRESS IS:

Street _____
City _____ State _____ ZIP _____

My employer is: _____

My work location is: _____

I am a member of CSEA Local _____

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

NOTE: The next issue of *The Public Sector* will be published on July 24.

SUNY Thanksgiving case settled

In a case brought several years ago by CSEA, the Public Employment Relations Board (PERB) found that SUNY at Albany had committed an improper practice in 1977 and 1978 when it closed the facility on the day after Thanksgiving and required employees to either charge their time to leave credits or be placed on leave without pay.

A number of similar cases subsequently filed by CSEA involving other SUNY campuses were held in abeyance pending the outcome of that case. In light of PERB's decision concerning SUNY at Albany, an agreement was reached with CSEA in 1986 to resolve outstanding cases.

The process of identifying the affected members has been complicated and taken a long time but has now been completed. Employees affected by the closing of SUNY facilities on the day after Thanksgiving, Christmas or New Year's who are still employed at SUNY facilities had their leave accruals restored to them as of December

1988. Eligible employees who transferred from SUNY but are still in state service had their leave accruals restored to them this spring.

Through an agreement reached by CSEA and the state, former employees, including retirees, who are eligible under the PERB directed settlement will be reimbursed for the time they charged to accrued leave credits. Eligible former employees should receive their check by July 1.

Any former employee who is entitled to payment under the provisions of the PERB-directed settlement but has not received a check before July 1 must contact the Personnel Department at their former SUNY facility by Sept. 1, 1989. Those individuals who come forward after Sept. 1, 1989, cannot be guaranteed payment.

For more information about this matter, please contact the Personnel Department or the CSEA Local president at your former SUNY facility.



BOARD OF DIRECTORS

Summary of meeting

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

ALBANY — CSEA's statewide Board of Directors met here on May 25. In official actions, the board

*Authorized Nassau Local 830 to enter into a lease for office space;

*Expanded Article IV, Section 9, of the Financial Standards Code to include that "subordinates are precluded from accepting paid advertisements in union publications;"

*Added language to Article VI, Section 12, of the Financial Standards Code so that "any funds appropriated by a subordinate to contribute jointly to any cause with any other employee organization, or to provide for any services of a kind provided by the Statewide Association through its agents, employees and/or negotiated contracts, must first be approved by the Board of Directors of the Statewide Association before

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

such funds may be expended or any obligation for such expenditure be incurred;"

*Amended Article X, Section 1, of the Financial Standards Code so that "each treasurer will be required to attend and complete a training session within six months after election or within six months of the time of taking office;"

*Allocated funds for upcoming officers' orientation programs;

*Added Tim Liddle, Peg Donovan and Geraldine Scanlon to the Region V Political Action Committee; and

*Requested that the Charter Committee look into issues arising when member/locals fall in and between CSEA geographical regions.

THE PUBLIC SECTOR UNION YES

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'Our Money's Worth'

Task force calls for changes in pension management

ALBANY — Leading the way to changes in pension fund management, CSEA President Joe McDermott called a meeting with state public employee union leaders and the Governor's Task Force on Pension Fund Investment.

The task force recently released its report, "Our Money's Worth," which offers proposals for changes in pension fund management and investment.

Many of the recommendations echo those McDermott has made in recent months, including establishing a board of trustees to oversee the fund and replacing the state comptroller as sole trustee. (See McDermott's message at right.)

"We're pleased that the task force has carefully considered the important issues in pension fund management and investment," McDermott said. "Much of the report backs CSEA's own conclusions about the need for change and the need for public employee input in fund management. We hope now that Gov. Cuomo and the Legislature give these recommendations the weight and consideration they deserve."

The report quotes McDermott directly when it says that management of the fund has created an "awesome responsibility" for the sole trustee.

"The reliance on a sole trustee is unusual compared to the general practice in this state and other states," the task force report says, recommending the state create a seven-member board of trustees.

The board should include members of public employee unions and employers to give everyone with an interest in the fund a voice, the task force recommends.

Under the task force proposal, public employee unions would have three representatives, two employer representatives appointed by the governor and a third selected by a board of advisers representing all the employer groups represented in the pension fund and the state comptroller.

To make the most of pension investments, the task force recommends the formation of a Pension Investment Unit that could find and evaluate new types of investment which might benefit the state. That might include investing in economic development in the state.

In recommending that the pension find its "voice" in investment, the task force says the pension fund should use its role in forging "a productive new partnership between business and millions of stockholders represented by pension funds."

The report also recommends legislation to prevent pension funds from being invested in hostile takeovers. CSEA has consistently protested investments used in takeovers that cost Americans their jobs.

CSEA has long said the pension funds should be invested prudently to protect pensioners and future pensioners, as does the task force. But CSEA is also concerned that pension money be invested responsibly



TALKING IT OVER — Representatives of all the state's public employee unions meet with CSEA President Joe McDermott in CSEA headquarters to discuss the report "Our Money's Worth" by the Governor's Task Force on Pension Investment.

President McDermott's pension message

It is time for a change in the governance of the New York State Employees Retirement System. A retirement system that invests more than \$38 billion is too important to be controlled by a sole trustee, the state Comptroller.

The Civil Service Employees Association is calling for the creation of a seven-member board of trustees to manage the state retirement system. Under our proposal, three of the trustees would be public employee representatives, including one retiree.

Hundreds of thousands of state and local government workers and their families depend on this system for a secure retirement and yet they have no voice in how it is managed.

This year when the state faced a budget deficit, the Governor reached an agreement with the sole trustee, the Comptroller, to reduce estimated salary obligations and increase anticipated investment return in the retirement fund. These formula changes allowed the state to reduce its yearly contribution to the fund by \$325 million. Local government contributions will be reduced by about \$200 million.

The retirement system members had no input in this decision-making process. While the employers' contributions were reduced, the employees who joined the system after July 1, 1976, continue to pay 3 percent of their gross salary into the system. Members who have personal annuities within the system are receiving only 5 percent interest while the fund is averaging 12 percent. This is not fair.

CSEA is also concerned that the sole trustee has made investments in companies doing business with the racist apartheid regime in South Africa. CSEA condemns the apartheid policy.

We are also concerned that the retirement system has invested in corporate raids and hostile takeovers that actually cost U.S. jobs.

The retirement system belongs to the workers. It is time those workers had an official voice in how it is managed.

Yours in unionism,
Cordially,

Joe McDermott

in ways that can benefit its members.

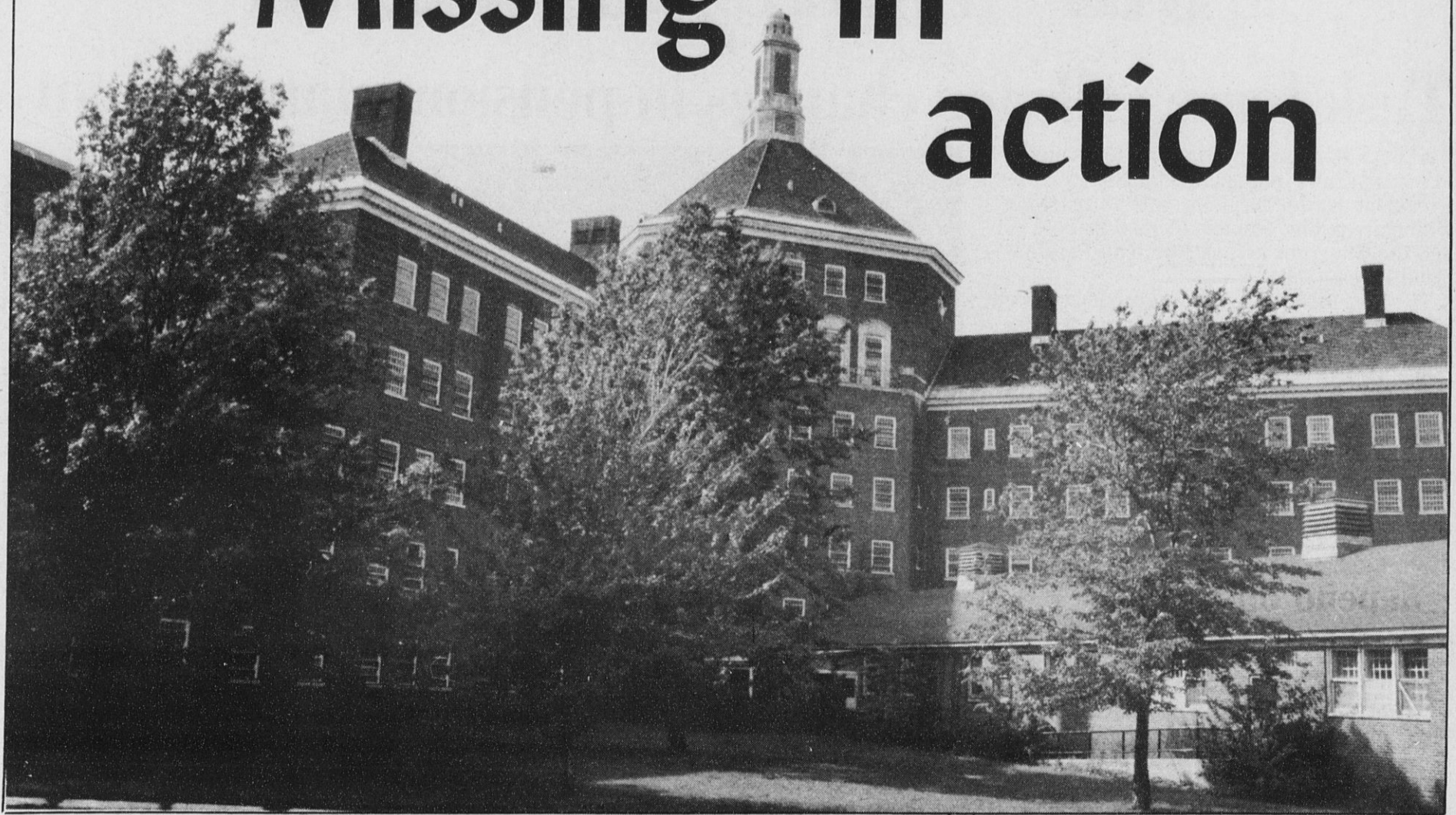
"Wouldn't it be better to use the money to invest in something helpful, like economic development or mortgages that could aid our communities rather than in South Africa and hostile corporate takeovers?" McDermott said.

Union officials and staff are continuing to study the task force report closely. While CSEA agrees with the intent and major

points of the task force report, the union may take issue with specific points.

"CSEA intends to be sure that any changes in management and investment of the state pension fund is in our members' best interests," McDermott said. "The pension fund is our members' deferred wages, and we are going to be sure it is protected and handled properly, profitably and ethically."

Missing in action



CSEA seeks 13 former Staten Island DC aides

STATEN ISLAND — CSEA is trying to locate more than a dozen former mental hygiene therapy aides who were laid off from their jobs at Staten Island Developmental Center in the fall of 1986.

They could again be placed on a preferred eligibility list for community residence aide jobs, thanks to an agreement CSEA made with the state.

When the workers' jobs were abolished in 1986, they were put on a preferred hiring list for community residence aide jobs.

But CSEA discovered that the agency was filling the jobs with people who were not on the preferred eligibility list, so the union went to court.

CSEA filed an Article 78 lawsuit in March 1987 and settled with the state in May 1987.

Under the settlement, the employees on the preferred list and still employed by the state received adjusted appointment dates and seniority status back to the time they became eligible for appointment to a therapy aide position.

The employees on the 1986 preferred list who are no longer employed by the state will also be put on the preferred eligibility list according to the adjusted appointment dates.

To be on the preferred list, the employees had to fill out preferred list cards mailed to them in December 1987.

CSEA is trying to locate the following employees who never returned their preferred list cards:

Juanita Almon
Rose Boyle
Emma Britton
Sheila Byrd
Suda Desai
Valdeen V. Frederick
Eldred Harris
Kunjukunjamma Kurian
Maria Lamont
Patricia Mainor

Carol McBratney
Cynthia Shuford
Doris Williams

To be placed on the preferred list, these employees must contact Don Kelly in the CSEA Research Department by Aug. 24, 1989, (60 days from the publication date of this issue of *The Public Sector*).

Kelly can be reached at (518) 434-0191 ext. 222 or 1-800-342-4146 ext. 222.



Where are you?

The people listed below must call Don Kelly by Aug. 24 in CSEA's Research Department to be again placed on Staten Island Developmental Center's preferred eligibility list. Kelly can be reached at CSEA headquarters by calling (518) 434-0191 ext. 22 or 1-800-342-4146.

Juanita Almon
Rose Boyle
Emma Britton
Sheila Byrd
Suda Desai
Valdeen V. Frederick
Eldred Harris

Kunjukunjamma Kurian
Maria Lamont
Patricia Mainor
Carol McBratney
Cynthia Shuford
Doris Williams

35 mph — It's the law

ALBANY — In a major victory for all CSEA members who work on roads and highways, Gov. Mario Cuomo recently signed a law setting the speed limit at all highway construction and worksites at 35 mph.

"Until now, workzone speed limits were only recommended speeds," said CSEA statewide President Joe McDermott. "Now, recognizing the contribution highway workers make and the risk they take, the state has a law to protect them from reckless drivers."

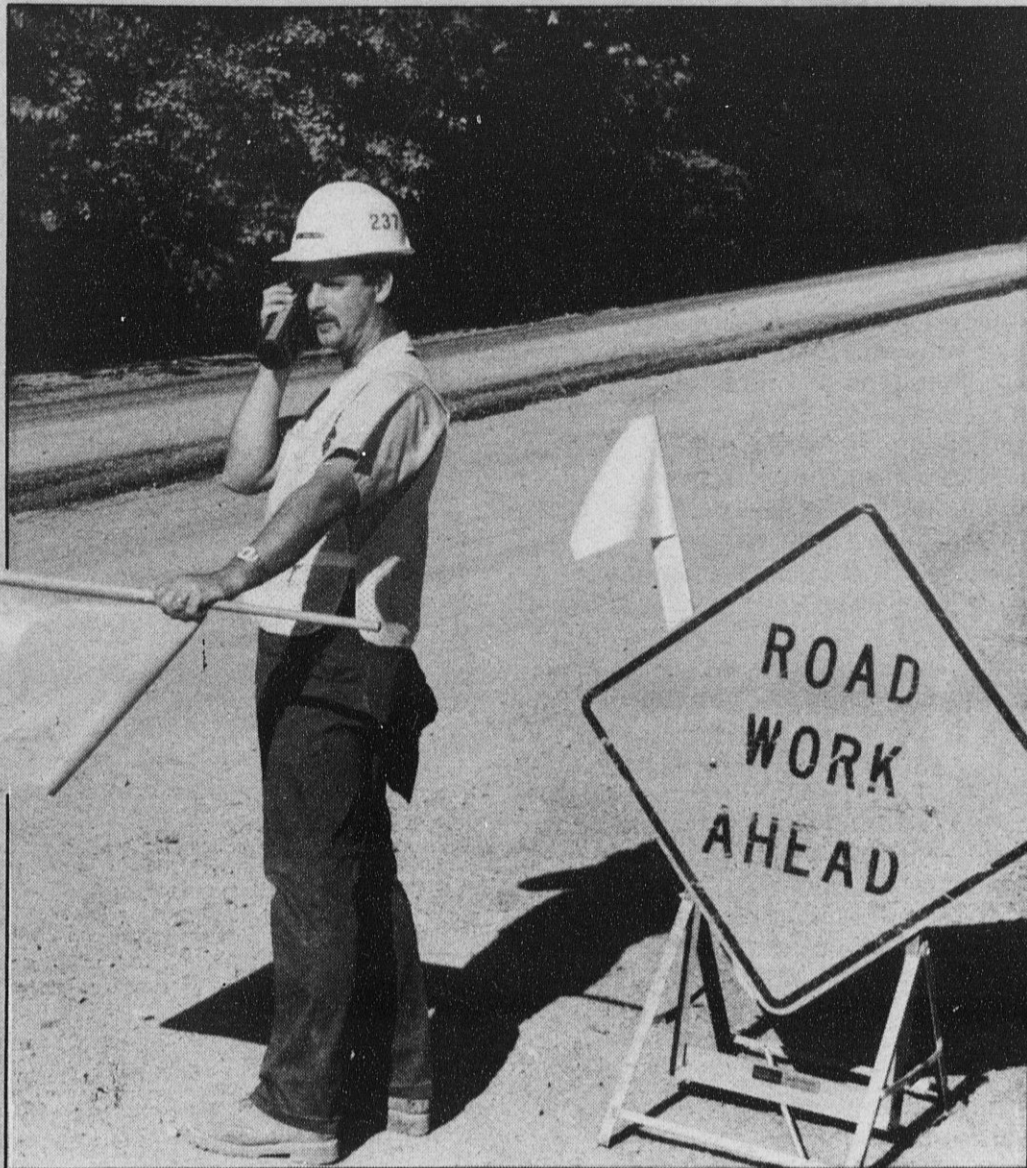
The new speed limit applies to all road and

"We have to be sure the state enforces this vital law. Lives depend on strict enforcement."

highway worksites, so it benefits both state and local government workers.

In the last twenty years, 20 CSEA members have lost their lives working on New York's roads. With the Rebuild New York effort, even more workers will spend more time in workzones on roads, highways and bridges.

"The speed limit in workzones makes sense because it will save lives," McDermott said. "Now we have to be sure the state enforces this vital law. Lives depend on strict enforcement."



CSEA still fighting

Ethics deadline unchanged

ALBANY — Financial disclosure requirements for state employees are now in effect despite a last-minute flurry of lawsuits to postpone the June 15 deadline.

CSEA, along with several other unions, went to court to fight the disclosure regulations for its members who are not in policy-making positions.

CSEA won a postponement for member Israel Greenberg on the grounds that the state Ethics Commission never sufficiently explained why he should not be exempt.

Greenberg is a tax compliance agent II in the state Department of Taxation and Finance in Nassau County. He learned in March that the director of tax compliance had filed an opinion with the Ethics Commission that his job does not qualify for an exemption.

But the Ethics Commission issued Greenberg an exemption in April. It later

revoked his exemption.

Lawsuits affecting other state employees were less successful. A court order that temporarily postponed disclosure requirements was in effect less than 24 hours before it was lifted. As a result, employees required to file disclosures had to meet the deadline.

CSEA is still disputing the list of exempt titles issued by the commission.

Meanwhile, the union is working to have the financial disclosure requirements changed legislatively (see story below). Currently, any state employee making \$30,000 or more was required to file a financial disclosure form by June 15.

Bill could change limit

ALBANY — CSEA continues its efforts to change the salary limits for financial disclosure under the ethics law on through the legislature.

The current law requires any state employee who earns \$30,000 or more to file a detailed financial disclosure form, including information on spouse's and dependents' incomes. CSEA maintains

that its members have no policy-making responsibilities and so should not have to file the forms.

Under the legislation CSEA is backing, the salary base for filing would be raised to \$55,000. That would more likely restrict filers to state employees who are in a position to make policy.

Education aid:

CSEA gets support in tax fight

CSEA and AFSCME are working hard as the move to restore the tax exemption for employer-provided education aid gains momentum in Congress.

Assistance that employers offer their employees to help pay for education had been exempt from income tax under legislation which had been renewed. But the exemption expired Dec. 31, 1988.

The Employer-provided Education Assistance Bill (S.260/H.R. 2307) would restore the exemption and make it permanent.

"It is grossly unfair for the federal government to punish rather than to encourage our workers to learn the new technology that today's workplace demands," said CSEA President Joe McDermott. "Education and training is the key for employees to move into a pattern of upward mobility."

CSEA Federal Issues Coordinator Joe Conway said he was been working with AFSCME to convince legislators of the importance of the permanent tax exemption.

"In our view, nothing is more important to a union and its members than to have the opportunity for advancement in the workplace," Conway said. "This onerous tax prevents our members from gaining the education necessary for climbing the ladder of success."

The legislation, sponsored initially by U.S. Sen. Daniel Patrick Moynihan (D-NY), has 24 co-sponsors in the Senate. The House version was initially sponsored by Rep.

Dear Mr. McDermott:

The tax exemption of employer-provided education benefits was originally to have terminated on Dec. 31, 1987. This tax exemption is an inducement for business to encourage employees to further their education. This program is vital to many who otherwise could not afford to pay for tuition.

I am pleased, therefore, that one of the final actions of the 100th Congress was to extend this tax exemption on employer-provided education benefits through the end of 1988. This may have been one of the wisest actions taken during the 100th Congress.

This tax exemption, however, expired again on Dec. 31, 1988. S.260, which I support, was introduced early in the 101st Congress to amend the Internal Revenue Code to make employer-provided education assistance a permanent exclusion from gross income.

I am hopeful that S.260 will pass before the end of the 101st Congress. This bill furthers our commitment to higher education and affordable means of financing it.

I welcome the opportunity to address your concerns.

Sincerely,
Alphonse D'Amato

Frank J. Guarini (D-NJ) and has 174 co-sponsors.

Sen. Alphonse D'Amato (R-NY) has voiced strong support for the bill, including a letter to CSEA President McDermott printed on this page.

"Employer-provided benefits should not be taxed," McDermott said. "Some employees can't afford the tax on those benefits that would help them move into better jobs. The

tax simply does not make sense."

Several of New York's representatives are co-sponsors of the bill, and McDermott has written all the members of the delegation asking for their support.

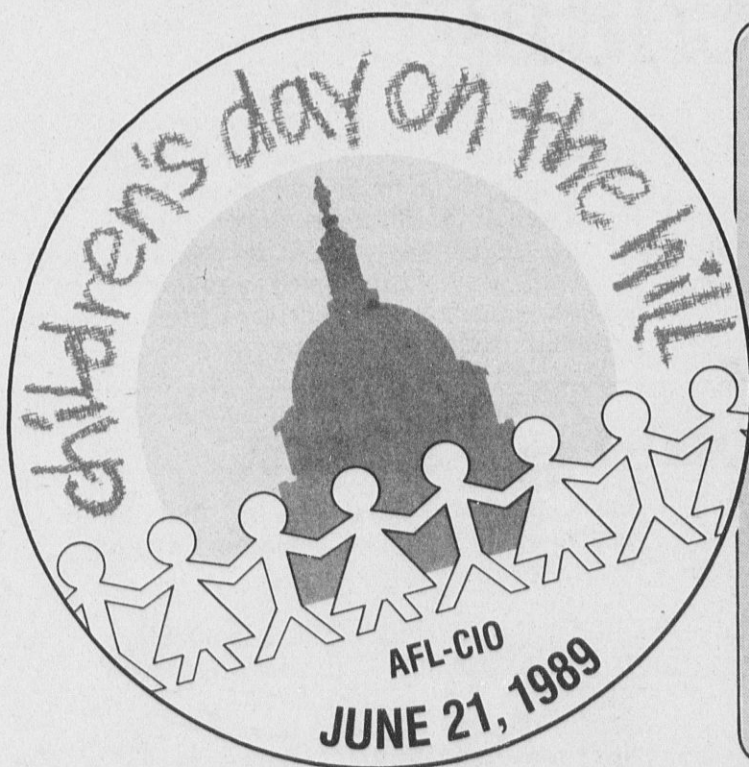
"This bill is significant, and employees deserve the benefit," he said. "These are not people making hundreds of thousands of dollars, just low- and middle-income wage earners trying to improve their careers."

AFSCME Women's Conference

The AFSCME Women's Conference for New York and other northeast states will be held in Boston, Mass., Sept. 8 to 10.

Registration forms and more

information about the conference are available from local secretaries or from statewide Secretary Irene Carr, who is also chair of the AFSCME International Women's Advisory Committee.



CSEA lobbies for families

WASHINGTON, D.C. — CSEA is sending six activists and their children to Children's Day on the Hill, the AFL-CIO's lobby day to push for family legislation.

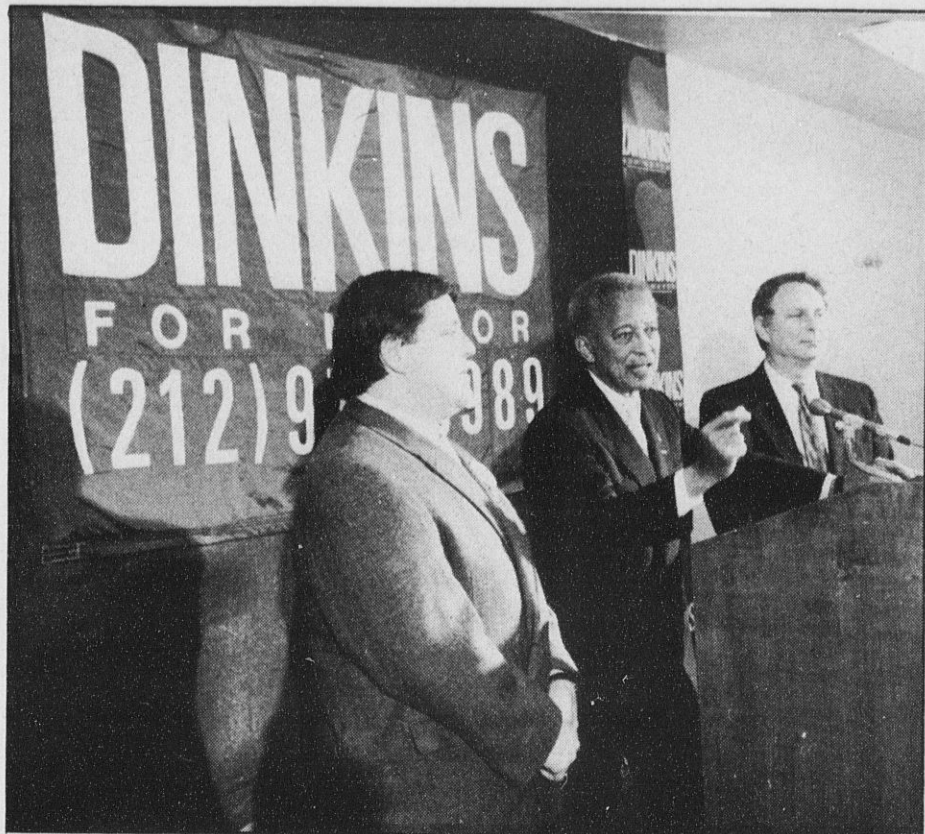
As *The Public Sector* went to press, the activists were preparing to join the demonstration and lobby New York's Congressional delegation.

Attending are statewide Secretary Irene Carr, statewide Political Action Committee Chairperson Sean Egan, Federal Issues Coordinator Joe Conway and one CSEA member and child from each of CSEA's six regions. They are: Nick LaMorte and his daughter Nadine from Region I; Willie Terry and his daughter Jessica from Region II; Joe Gleason and his daughter Christina from Region III; Ellen Fontanelli and her daughter Christina from Region IV; Joe McMullen and his daughter Danielle from Region V; and Tom Warzel and his daughter Stephanie from Region VI.

Egan, who is coordinator for the lobby day for CSEA, said the event is an important one in the fight for legislation including family and medical leave legislation and the Act for Better Child Care.

"We're going to show our federal legislators that CSEA has a real commitment to these bills," he said. "They mean a lot to our members, and we are going to do our best to see they become law."

CSEA backs Dinkins for NYC Mayor



CSEA NYC MAYORAL CANDIDATE DAVID DINKINS is flanked by CSEA President Joe McDermott, right, and CSEA Region II President George Boncoraglio, left, during a recent press conference.

Vote '89 Victory '89

In the first effort of its kind, CSEA has joined forces with the other New York City AFSCME affiliates, District Council 37 and District Council 1707, for a massive voter registration and political organizing campaign.

VOTE '89/VICTORY '89 is a partisan voter registration campaign comprised of the Rainbow Coalition, labor unions, churches, community organizations and individuals working to register voters and build neighborhood field operations to get out the vote in the New York City primary and general elections.

CSEA and AFSCME affiliates are doing their part to make the plan succeed. Union activists have helped staff a series of voter registration drives in neighborhoods throughout the city. Thousands of new voters have already been registered city-wide.

But even after the July 14 deadline to register for the Democratic primary, there will be more work to be done. Activists are needed to help organize and carry out activities in their communities.

If you'd like to help, fill out the coupon at right and return it to CSEA Political Action Coordinator Gerry Fidler at the CSEA Region II office, 11 Broadway, 15th floor, New York, N.Y. 10004.

NEW YORK — Calling him the "best candidate for all of New York," CSEA has endorsed Manhattan Borough President David Dinkins for mayor of New York.

Under the glare of television lights, CSEA President Joe McDermott and CSEA Metropolitan Region II President George Boncoraglio made the endorsement at a recent midtown Manhattan news conference while dozens of enthusiastic CSEA officers and activists cheered.

"CSEA is particularly concerned about the deteriorating mental health system in New York City that results in legions of homeless and sometimes violent mentally ill haunting our streets," McDermott said. "We know that David shares our concerns and will work for fundamental changes in the system to provide a far more humane and realistic approach."

Dinkins acknowledged CSEA's leadership on mental hygiene issues and said he will be proud to work with the union to achieve real improvements.

"When CSEA fights for more jobs, its members want to improve the staff-to-patient ratio throughout the state," Dinkins said. "When CSEA fights for higher wages, its member want to reduce the extremely high turnover rate for service providers. When CSEA fights for its members, it's fighting for better treatment and an improved outcome for the mentally ill and developmentally disabled."

"New York needs a mayor who is in touch with real people," Boncoraglio said. "Our members not only work in this city, they live here and raise their families here. They need better schools, improvements in mass transit and an end to the problems of drug abuse and crime."

"We endorsed David Dinkins for Manhattan Borough president in 1985 and he hasn't disappointed us," Boncoraglio added.

YES! I want to help in the
VOTE '89/VICTORY '89 campaign.

Name _____

Address _____

Home telephone _____

Work telephone _____

Work site/CSEA local _____

Clip and return to: **Gerry Fidler**
Regional PAC Coordinator
CSEA Region II
11 Broadway — 15th floor
New York, New York 10004

Food service management 'out to lunch' at MPC

NEW YORK — As if the understaffing of direct care workers wasn't bad enough at Manhattan Psychiatric Center, 30 vacant positions in the food service department and an inefficient delivery system have created a new daily crisis.

The situation has led to mandatory overtime among the food service workers on an ongoing basis, disciplinary charges against workers who refuse and therapy aides being forced to handle food service responsibilities.

CSEA has filed a variety of contract grievances against the practices.

"People are burned out and they're being forced to do the overtime," said

CSEA Local 413 President Mohammed Hussain. "The way the trayline service works and the coverage schedule they've set up, it's physically impossible to do the job."

Trayline service is in use without major problems at other psychiatric centers. But the equipment and procedure at Manhattan Psychiatric Center are different from the other centers and require an extra, time-consuming step.

The trayline is only used in a portion of MPC but the facility is under federal court order to expand it facility-wide by later this summer — which makes the current situation even more severe.

"It doesn't make sense to have this kind of overtime and inefficiency at a time when every OMH facility should be working to operate more effectively," said Mark Lawrence, CSEA deputy director for contract administration.

CSEA's attempts to resolve the situation with the administration at Manhattan Psychiatric Center have been fruitless. The administration has not been responsive, saying the matter is pending with the Office of Mental Health.

"It's unbelievable," said Hussain. "It's as if they're purposely trying to run the place down."

WESTCHESTER

New health and safety specialist

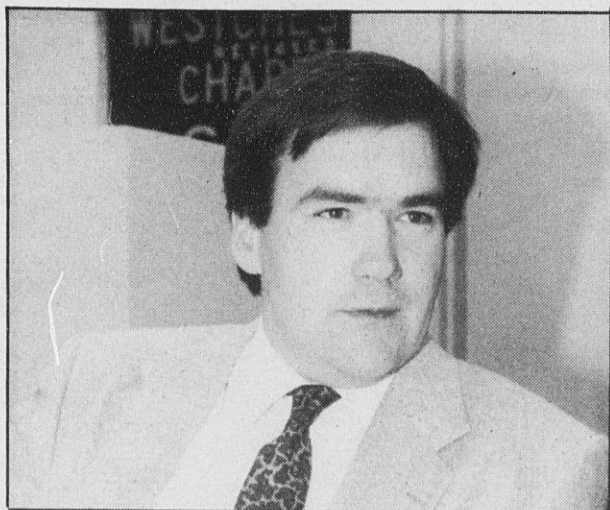
WHITE PLAINS — Westchester County employees now have a new person to turn to if they discover health and safety threats in the workplace.

Health and Safety Specialist Howard Pinchbeck recently joined the Westchester County Local 860 staff, and is ready to charge ahead in the battle to keep county employees safe on the job.

Pinchbeck, presently on a leave of absence from his 16-year position with the city of White Plains, has already been hard at work in his new job conducting investigations at various worksites in the county and he is prepared to file grievances where necessary.

One of his main concerns is employee awareness. He emphasized that when dealing with issues related to safety and health, employees are often "kept in the dark, whether it's deliberate or an oversight."

He plans to change this. In his new title,



HOWARD PINCHBECK

CSEA wins grievance, back pay for Orange County bus driver

WARWICK — Because CSEA went to bat for her, Karen Mikulski recently received a paycheck for the bus route that she should have been assigned to in the first place.

According to an arbitrator's ruling, the opening of a bus driver's route in the Warwick Valley School District of Orange County should have been posted and given to the driver with seniority.

Labor Relations Specialist Jim Farina said a bus driver broke her ankle and therefore did not expect to return to work before the end of the school year.

"We argued that when the run becomes vacant, the opening must be posted," Farina said. "The school district insisted that the driver was out temporarily so that they could assign whomever they wished to the bus route."

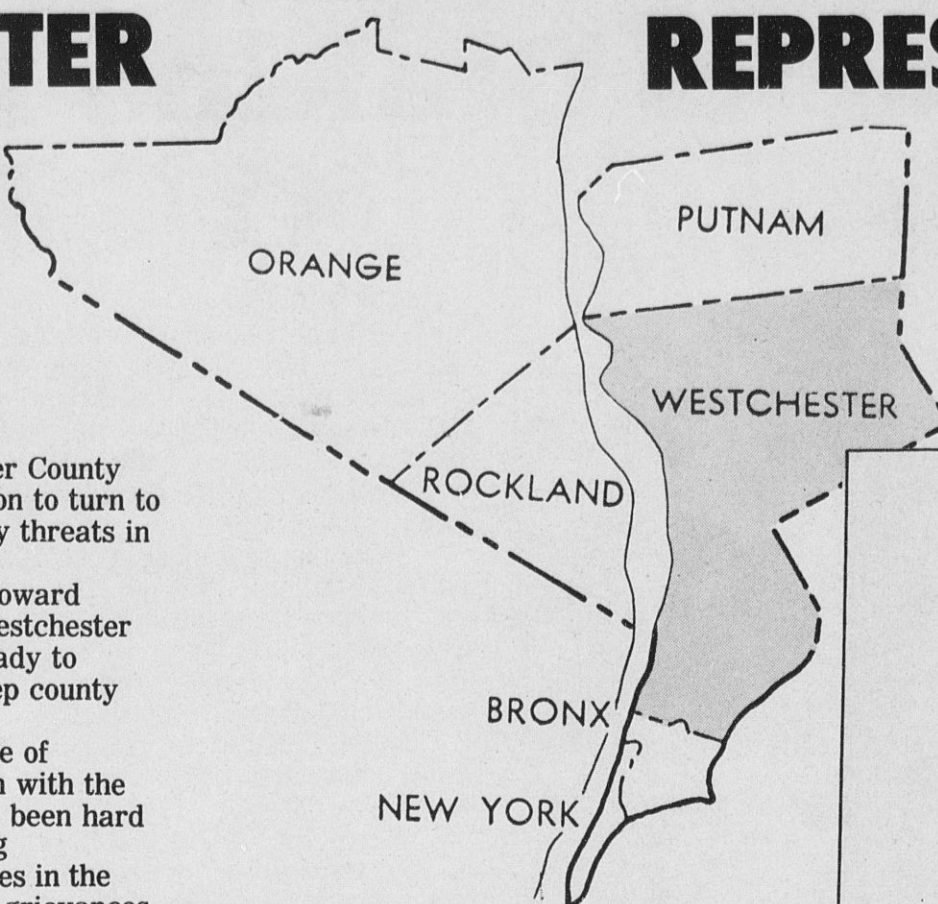
CSEA prevailed when the arbitrator ruled in Mikulski's favor and awarded her with a check for the extra hours she would have worked had she been assigned to the route.

"I was pleasantly surprised," said Mikulski of her win. "My family members have always been firm believers in the union. I was just following family tradition."

"The only way that the union can help our members to fix injustices is if they let us know," Farina said. "This is an excellent

REPRESENTATIVES

New human rights activist



WILLIAM MAIRS

WHITE PLAINS — CSEA President Joe McDermott recently appointed Westchester County employee William Mairs to the union's Human Rights Committee.

Mairs, a 24-year county employee, is a community activist as well as a union activist in his hometown of Greenburgh. In addition to his duties as a CSEA shop steward at the Westchester County Medical Center, Mairs is a member of the NAACP, the Union Baptist Church in Greenburgh, the Hillside Neighborhood Association and has served on the Westchester County Urban Renewal Organization.

In his new position, Mairs said he intends to help his co-workers become more aware of human rights issues for the handicapped and victims of gender discrimination as well as for racial minorities.

If you have any questions, comments or suggestions regarding the Human Rights Committee, Mairs can be reached through the Westchester Local 860 office at (914) 428-6452.

he wants to educate employees and advise them about filing safety-related as well as contractual grievances.

Pinchbeck is no stranger to health and safety concerns; while working for the union, he also serves as a volunteer firefighter and paramedic for the Armonk Independent Fire Company.

As willing and daring as he is to fight fires, he is equally disposed to fight against the county to keep employee safety the county's number one concern.

"I like the advocacy role I'm playing. I intend to fully investigate and pursue all complaints and have advised county employees to document all incidents and problems," he said. "I know the politics, and I know how difficult it is to get things done."

Pinchbeck also wants to recruit members from all county departments to represent their workplace on a county-wide safety committee. Anyone interested in being a representative should contact him through the Local 860 office at (914) 428-6452.



BUS DRIVER KAREN MIKULSKI, left, was the winner in a grievance filed by CSEA in her behalf. She is pictured here with Labor Relations Specialist Jim Farina and Warwick School District Unit President Naomi Kaplan.

example of how the union helped a member who spoke out."

Unit President Naomi Kaplan credited her unit grievance committee with Mikulski's success.

"We work together as a team," she said, "and the committee agreed it was a viable case. We happen to have a very good committee."

Election results

CSEA statewide Board of Directors

CSEA statewide Board of Directors members have been elected to 3-year terms in balloting tabulated on June 12. The results were unofficial until a formal protest period ended as this issue of *The Public Sector* went to press.

Following are the winners of seats on the union's statewide Board of Directors.

STATE EXECUTIVE COMMITTEE

Agriculture & Markets
RAYMOND M. LaROSE

Audit & Control
GEORGIANNA NATALE

Authorities
W. JOHN FRANCISCO

Civil Service
DOLORES FARRELL

Correctional Services
SUSAN CRAWFORD

Economic Development
ROSE DeSORBO

Education
FRANCES E. JEFFRESS

Environmental Conservation
MARIA N. MESITI

Executive
CINDY EGAN
WILMA HASSER
LEROY HOLMES

Health
TONY MUSCATIELLO

Insurance
SUSAN H. MATAN

Judicial
THOMAS JEFFERSON

Labor
JEANNE LYONS
DENIS TOBIN

Law
ELISA BURSOR

Mental Hygiene Reg. I
BARBARA ALLEN
CAROL GUARDIANO

Mental Hygiene Reg. II
DENISE BERKLEY
JIMMY GRIPPER
ROBERT NURSE

Mental Hygiene Reg. III
ALAN L. ACKERMAN
STEVE PELLICCIOTTI
HENRY W. WALTERS

Mental Hygiene Reg. IV
FRANCIS J. WILUSZ

Mental Hygiene Reg. V
CHRIS CARLETTA
BUD MULCHY
BARBARA REEVES

Mental Hygiene Reg. VI
KATHLEEN BUTTON
ELAINE MOOTRY

Motor Vehicles
SUZANNE WALTZ

Public Service
ROBERT CALHOUN

Social Services
LOUISE McGLAUFILIN

State
DAVID R. DINGLEY

Tax & Finance
CARMEN BAGNOLI

Transportation
JOAN M. TOBIN
JACK CASSIDY

Universities
PATRICIA G. CRANDALL
BETTY LENNON
KATHLEEN J. BERCHOU
ANTHONY J. RUGGIERO

Public Corporations
ANITA R. WALTHER

LOCAL GOVERNMENT EXECUTIVE COMMITTEE

Albany County
MARGE FLYNN

Allegany County
DAVID J. MAYO

Broome County
DANIEL D. LASKY

Cattaraugus County
SCOTT J. COREY

Cayuga County
VIRGINIA SHEFFEY

Chautauqua County
JAMES V. KURTZ

Chemung County
DAVID J. BARTON

Clinton County
JEANNE KELSO

Columbia County
SHIRLEY POKOS

Dutchess County
BARBARA J. HOGAN

Erie County
MARIE PRINCE

Essex County
JACQUELINE VANDERHOOF

Fulton County
WILLIAM SOHL

Greene County
RICHARD W. CANNIFF

Herkimer County
PATRICIA LABROZZI

Jefferson County
JAMES MONROE

Lewis County
JOYCE P. RICE

Livingston County
LYNDA STANDISH-FRITZ

Madison County
ROSLIE M. TALLMAN

Monroe County
FLORENCE TRIPI

Montgomery County
GARY R. CHINA

Nassau County
RALPH SPAGNOLO
RITA WALLACE

Niagara County
MARY (CANDY) SAXON

Oneida County
RON DRAPER

Onondaga County
DALE KING

Ontario County
FRANCIS X. DUNHAM

Orange County
MARIANNA NELSON

Orleans County
CHRISTINE A. COVELL

Oswego County
JUDY A. NAIOTI

Putnam County
IRENA M. KOBBE

Rensselaer County
MARIANNE HERKENHAM

Rockland County
VICKI BURTON

St. Lawrence County
JOSEPH J. FRANK

Saratoga County
CORINNE B. DALY

Schenectady County
LOUIS J. ALTIERI

Schoharie County
MARGUERITE STANLEY

Schuyler County
MARK L. HOUCK

Seneca County
BRUCE K. DAMALT

Steuben County
ART HOWELL

Suffolk County
RICHARD PANKOWSKI

Sullivan County
THOMAS E. SCHMIDT

Tompkins County
DAVID L. LIVINGSTONE

Warren County
DOUGLAS K. PERSONS

Westchester County
CARMINE DiBATTISTA
GRACE ANN ALOISI

Wyoming County
ROY UPRIGHT

Yates County
CAROL THORNTON

LOCAL GOVERNMENT EDUCATIONAL REPRESENTATIVES

Long Island Reg. I
NICHOLAS LaMORTE

Southern Reg. III
NORMA CONDON

Capital Reg. IV
LESTER COLE JR.

Central Reg. V
DOLORES HERRIG

Western Reg. VI
MARY H. LETTIERI



CSEA SHOP STEWARD John Lipscomb (inset) is just a speck on the horizon on this floor of the state Tax and Finance Department at the state campus complex in Albany. The area included in the photo is less than half the area Lipscomb is responsible for cleaning, plus adjacent hallways, stairwells and bathrooms.

OGS state cleaners get **DIRTY END OF THE DEAL**

**By Roger A. Cole
Editor, The Public Sector**

ALBANY — As tens of thousands of state employees pour out of the vast state government office complexes throughout this capital city at the end of their workday, a small group of people are just beginning their tour of duty.

They fan out, no more than a few to a building. Most will be virtually alone with their work in the eerie, empty buildings until their shift ends some time during the early morning hours.

They are cleaners, members of Office of General Services (OGS) CSEA Local 660. They are responsible for cleaning an incredible 17.6 million square feet of state owned or leased office space.

Most cleaners work evening and night hours, although some work normal, day hours at such state facilities as the Department of Motor Vehicles and state Tax and Finance offices.

Fewer and fewer

While they are not yet a vanishing breed, the number of state cleaners is

dwindling while the state workforce as a whole grows and state-owned or rented office space continues to expand. The result is fewer people cleaning up after more employees in larger and larger work areas.

"We have cleaners doing more than twice the area of the OGS recommended standard of 15,000 square feet per cleaner," said LeRoy Holmes, president of Local 660 for the past six years.

"In fact, all our cleaners are covering much more than the standard because we have fewer people responsible for more office space than ever before. The minimum area being covered by any cleaner today is 26,000 square feet, and we have documented some doing 33,000. One state audit found a cleaner covering an amazing 47,000 square feet of area. And that includes 'go-back work,' emptying wastebaskets and dusting blinds after cleaning the area once."

In addition to working areas, cleaners are responsible for adjacent hallways, stairways and restrooms.

Holmes, who will be turning over Local

660 leadership to newly-elected president John Wakewood at the end of June, said CSEA is concerned about a diminishing workforce and an increasing workload.

The quest continues

President-elect Wakewood, formerly executive vice president of the Local, said he will carry on the fight for more cleaners and continue to push for more realistic workloads and improved working conditions.

CSEA plans to discuss the problem with the new OGS agency head as soon as someone is appointed to replace former OGS Commissioner John Egan, CSEA Deputy Director of Contract Administration Anthony Campione said. Egan has been named to head another state agency.

Paul Burch, acting director of CSEA's Capital Region which includes the OGS Local, said problems with maintenance and cleaning of state facilities caused by understaffing and contracting out is a priority issue the union will raise with the new commissioner.

Inadequate response

Holmes said the state has failed to

Our cleaners work very hard. There's just not enough of them. There used to be, now there's not. That's the state's fault.

The plaza, campus and more

Lights burn brightly well into the early morning hours at state facilities all over the greater Albany area. A careful observer at, say, the highrise Corning Tower building or any agency building at the Empire State Plaza complex could track the nightly cleaning of those facilities by watching lights go out as one floor is completed and come on as cleaning begins on the floor above or below.

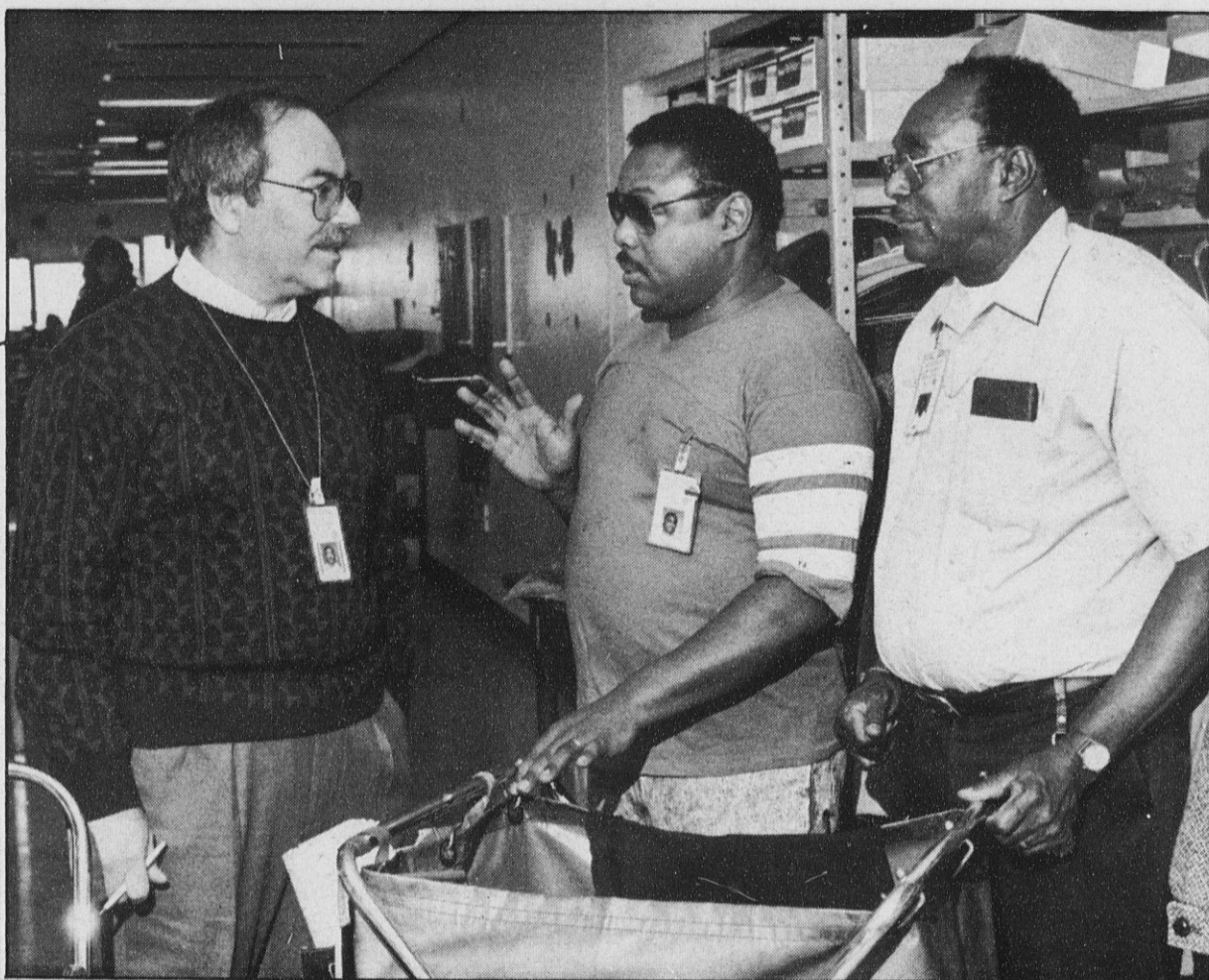
State cleaners are responsible for all state facilities in the greater Albany area, including the State Capitol Building, Empire Plaza offices, Alfred E. Smith State Office Building, offices at the Holland Avenue and Ten Eyck buildings and the huge state office campus complex uptown.

adequately respond to union complaints raised at labor/management meetings about heavy workloads and why the state contracts out cleaning work rather than replenishing the state cleaner workforce.

"The state likes to claim they maintain an adequate workforce of cleaners, but the truth is an awful lot of them are contracted out," Holmes said. "And if our people are responsible for unreasonably large areas, then it doesn't look like the numbers, even then, are adequate."

Holmes said the state has engaged in a steady practice of contracting out office cleaning work, replacing state cleaners who retire or resign with employees of private cleaning contractors. He said the number of state cleaners in Local 660 is down to about 250. Of the approximately 500 people who work as custodians of state office facilities in the Albany area, about half are state cleaners and half private contractors now. Soon the majority will be private cleaners if the trend continues.

OGS itself earlier this year, responding to an audit by the state comptroller's office, said the agency is working with



OGS LOCAL 660 SHOP STEWARD JOHN LIPSCOMB, center, a cleaner with responsibilities for the Tax and Finance buildings on the State Office Campus, talks with Tax and Finance CSEA Local 690 President Carmen Bagnoli, left, about problems with properly cleaning offices. Outgoing Local 660 President LeRoy Holmes is at right.

'Just too much area to cover'

"There's no doubt cleaners cover too much area to do the job right. Now we have only eight cleaners where there used to be 34 cleaners in 1982 and 48 people in 1970 to clean the same area.

"Today we have more people working in the buildings; more paper is being used; more filing has to be done. And more use creates the need for more cleaning, even though we have fewer cleaners to do the job.

"We're responsible for removing trash, cleaning the bathrooms, cleaning the hallways and stairwells as well as the general floor area. We usually end up doing mostly spot cleaning. And even that is getting to be very difficult. There's just too much area to cover."

— CSEA Shop Steward John Lipscomb, Local 660

fewer than half the full-time cleaners that were employed in 1974.

An epidemic

Contracting out of cleaning services has reached epidemic proportions in most other areas of the state already. For instance, Holmes said there are only two state employees, a supervisor and a head custodian, left in the cleaning force for the entire Harlem State Office Building in New York City. He said he believes the overwhelming majority of cleaners in other state facilities elsewhere are private contractors.

Cleaners today comprise a relatively small percentage of the 1,500-member Local 660, which consists of maintenance, engineering and administrative employees of OGS in the Albany area. State cleaners outside the Albany area, what there are of them, are generally part of CSEA state employee locals in their geographic area.

Still, spread very thin, cleaners are getting the job done, if just barely. According to the comptroller's survey of OGS cleaning services, 23 state agencies

rated cleaning services as "acceptable" but most agencies said they'd like to see more frequent and more thorough cleaning.

"Our cleaners work very hard. There's just not enough of them," said Holmes. "There used to be, now there's not. That's the state's fault."

We have cleaners doing more than twice the area of the OGS recommended standard.

Transfer saves jobs

ALBANY — More than 70 jobs that once fell under the Division of State Police have been transferred to the Division of Criminal Justice.

Established in the 1989-90 state budget, the transfer of the Traffic Safety Law Enforcement and Disposition program (T/SLED) preserves jobs, including as many as 26 represented by CSEA, which would otherwise have been eliminated.

"As a result of this transfer of function between two state agencies, we were able to stave off most of the layoffs which were targeted for the Division of State Police," said Anthony Campione, CSEA deputy director for contract administration.

CSEA represents the workers affected by the transfer and worked with the state to arrange it. The workers receive and record traffic ticket information from all around the state. Their offices will remain with various state police troops.

Session winds down

Lawmakers move on CSEA bills

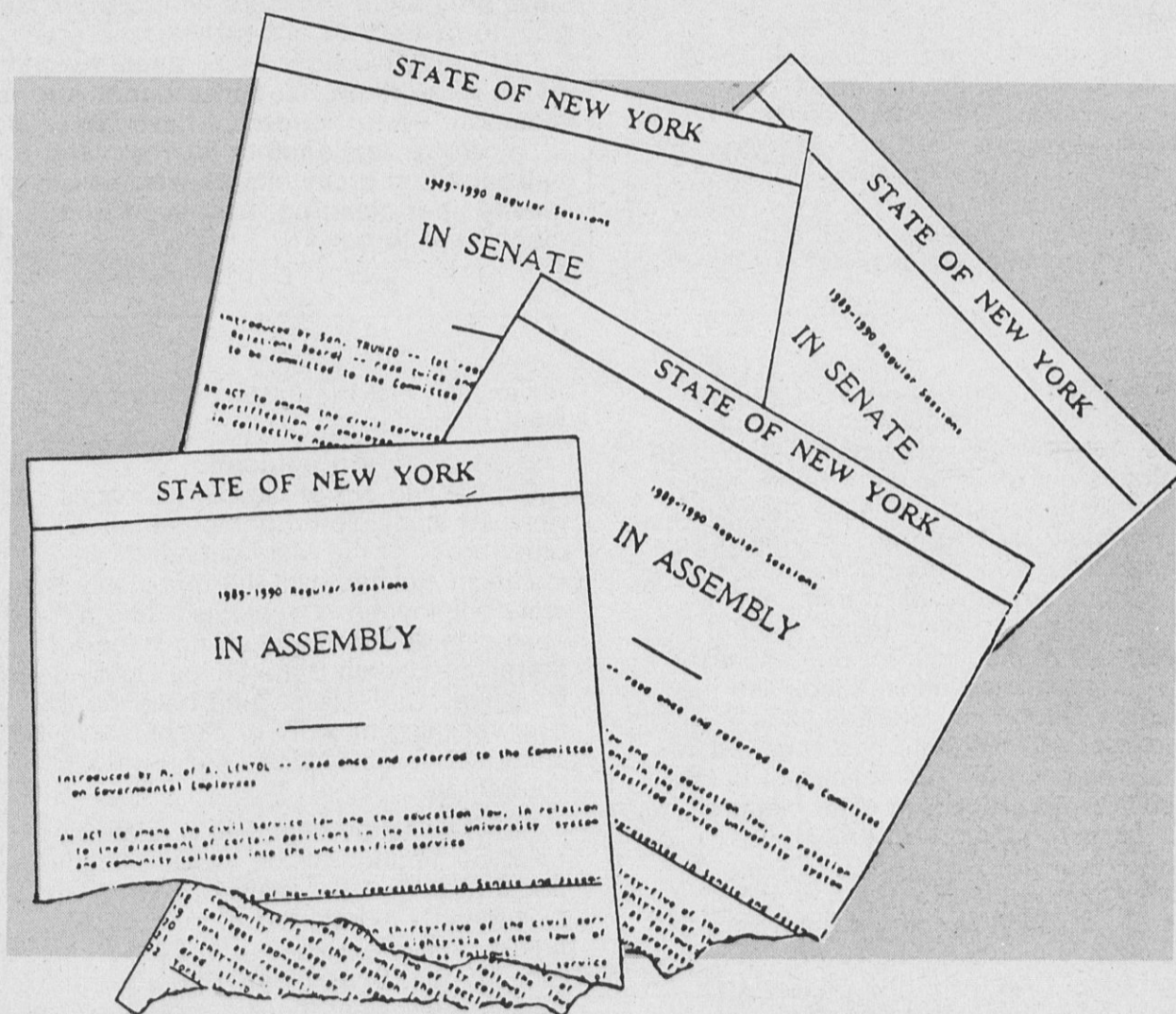
As the state Legislature works to end its session by June 30 it continues to consider and act on legislation important to CSEA members.

Both the state Senate and Assembly passed a bill signed into law by Gov. Cuomo which relieves employees of the responsibility to pay for a medical examination required by their employers. Previously, certain employers could require employees on sick leave to get a health certificate from a doctor at their own expense before returning to work.

Other legislation progressing through the Legislature which could affect CSEA members includes:

S.3437/A.5386 would include Lyme disease as an occupational disease under workers compensation. The disease is spread by a tiny deer tick and many CSEA workers whose jobs take them outside routinely risk exposure to this disease. Lyme disease has spread rapidly since its identification only a few years ago and is becoming common on Long Island and in the Hudson Valley. The Senate version of the bill is in the Labor Committee. It is on the third reading in the Assembly.

S.944/A.8403 would allow 10-month school district employees to receive credit for a full year in the retirement system. If it becomes law, the legislation would benefit CSEA's many school district employees who cannot now earn a full year's retirement because the school year is only 10 months long. Teachers and teacher assistants in the state Teachers Retirement System already receive a full year's credit for a school year. The Senate version of the bill is in the Finance Committee; the Assembly version is in the Ways and Means Committee.



S.4762/A.8007 would allow Tier IV employees to withdraw any accumulated contributions from the retirement system if they leave state employment if they are not vested or eligible for retirement benefits. A

member who returns to state service would be able to get credit for prior service by repaying the amount withdrawn. The Senate has passed the bill; the Assembly version is in the Ways and Means Committee.

Oneida County explosion

CSEA seeks answers

By Stephen Madarasz
CSEA Communications Associate

UTICA — At CSEA's urging, efforts are continuing to answer all unresolved questions about a May 7 explosion and fire that forced the shutdown of the Oneida County Courthouse and county office building.

The two buildings were shut down for one day and workers have been back to normal since then.

But nearly 1,000 CSEA members work for Oneida County or the Office of Court Administration (OCA) in the two adjacent buildings, which is why CSEA is insisting on the thorough review to determine that no further problems exist.

"Member safety is always CSEA's first priority," said CSEA Region V President

James Moore. "The union wants to be sure that the circumstances that led to the explosion have been corrected and any other potential hazards eliminated."

"We're anxious to get this situation resolved once and for all," said Oneida County CSEA Local 833 President Dorothy Penner-Breen. "It's been stressful for everyone concerned."

"People are here because they have to be," added CSEA Judicial Local 334 Treasurer Sharon Carraway. "But no one at any level will tell us that the building is safe."

Because of CSEA concerns the county has redoubled its efforts to get to the bottom of the problem.

No one was injured in the May 7 explosion, which county officials believe was caused by an unusual set of circumstances. Gasoline apparently leaked over a period of time from a county storage tank into the surrounding soil and backed up at a clogged storm drain. Gasoline fumes then migrated into the county courthouse's electrical room through a Niagara-Mohawk Power Corp. conduit left open during a construction project.

State officials have characterized the gasoline leak as "major."

Since the explosion the county has replaced the leaking gasoline storage tank, pumped 400 gallons of an unknown murky liquid — believed to be the gasoline — from the storm drain and thoroughly excavated the area seeking the cause of the problem. The Niagara-Mohawk conduit has been properly sealed.

But lingering questions remain that are just now being addressed.

No soil samples or borings were taken during the area excavation as should have been done. They are now being done to determine the presence, location and movement of any dangerous material through the soil.

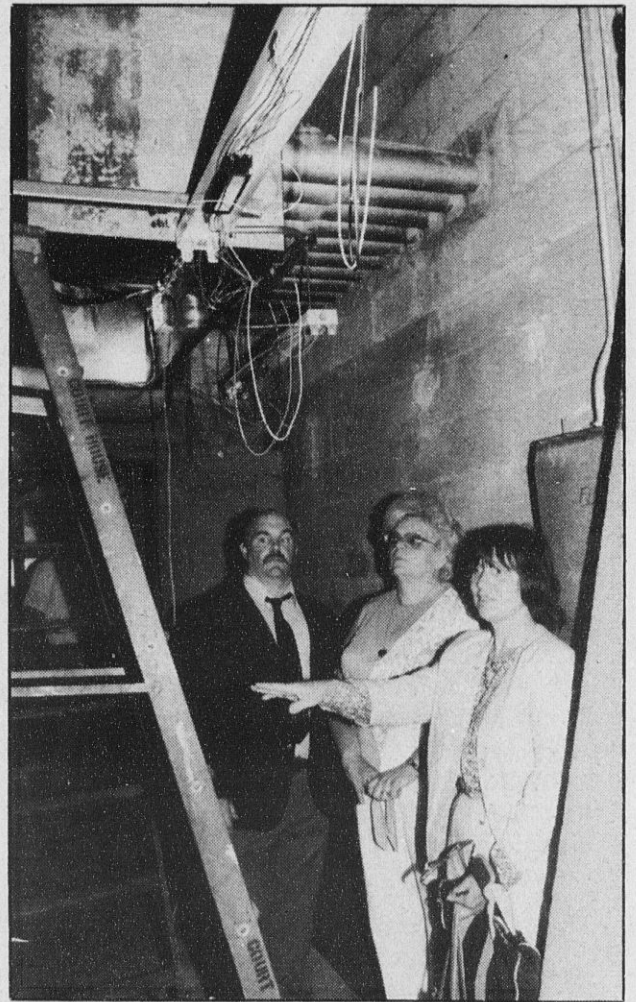
Continuing complaints from workers about the smell of gasoline at the location has prompted daily monitoring for explosive vapors and a detailed air sampling of the buildings.

Additionally, the unknown liquid has not yet been analyzed to determine exactly what it is. CSEA wants to know to be certain that the gasoline tank was the cause of the problem — not some other source.

CSEA believes that the results of these actions coupled with the involvement of the state departments of Environmental Conservation and Health and the Attorney General's office will ensure safety.



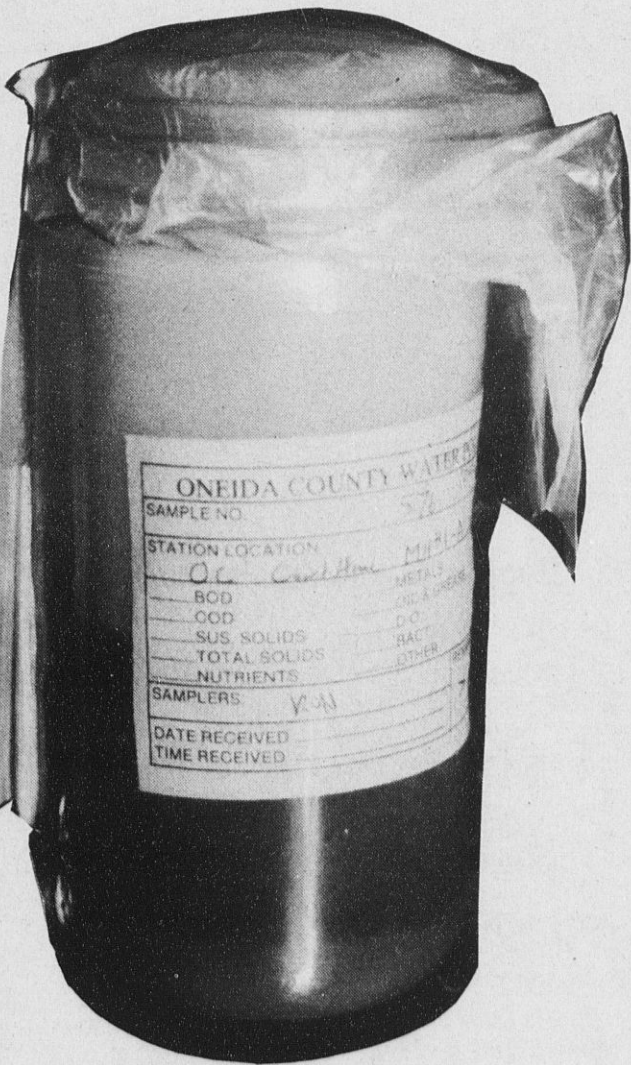
THE ONEIDA COUNTY COURTHOUSE was the site of a recent explosion and fire blamed in part on a major gasoline leak in the soil. In the foreground is where the county replaced gasoline storage tanks.



SITE OF THE FIRE — CSEA Industrial Hygienist Joanne Curtis points out the location of the fire in the electrical room at the Oneida County Courthouse to Oneida County CSEA Local 833 President Dorothy Penner-Breen and CSEA Region V Judicial Local 334 second Vice President Bob Langan.

"We're anxious to get this situation resolved once and for all"

—Oneida County CSEA
Local 833 President
Dorothy Penner-Breen



WHAT IS IT? The sample, above, was pumped from a clogged storm drain, but it has not yet been fully analyzed.

IRVING FLAUMENBAUM SCHOLARSHIPS

Eighteen \$500 college grants awarded to members' children

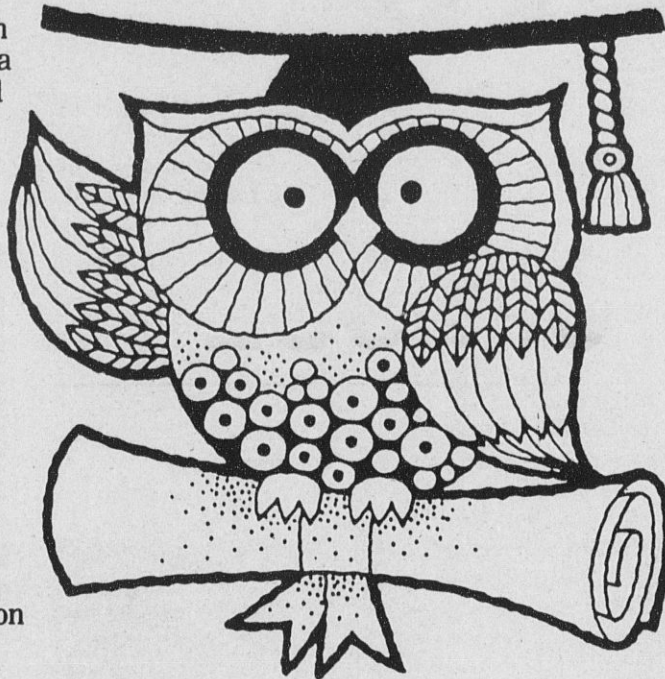
Eighteen sons and daughters of CSEA members have been named winners of \$500 Irving Flaumenbaum Scholarship Awards for 1989. The scholarships are awarded annually to three graduating high school seniors in each of the union's six regions. Children of CSEA members are eligible for the scholarships.

The annual awards are given by CSEA in memory of the late Irving Flaumenbaum, a well-known union activist who spearheaded CSEA's presence on Long Island and who was president of the union's Long Island region at the time of his death.

CSEA Special Memorial Scholarship Committee Chairperson Diane Lucchesi said winners have been notified and

arrangements are being made for CSEA regional presidents to present awards to winners in their region.

Following are 1989 winners of \$500 Irving Flaumenbaum scholarships:



Region 1 scholarship winners

SUZANNE B. HEIMANN of Port Jefferson Station, a graduate of Comsewogue High School. She is the daughter of Grace Heimann, a clerk with the Comsewogue School District and member of Suffolk County Educational Employees CSEA Local 870.

JOSEPH P. FISCHER of Smithtown, a graduate of St. Anthony's High School. His mother, Patricia Fischer, is a stenographer with the Town of Smithtown and a member of Suffolk County Local 852.

GINA MARIE CAPORASO of Mineola, a graduate of Mineola High School. Her father, Jerry Caporaso, is a custodian with Mineola Public Library and member of Nassau County Local 830.

Region 2 scholarship winners

BETTY MOY of Brooklyn, a graduate of South Shore High School. Her mother, Jane Moy, is an office clerk with the state Department of Motor Vehicles and a member of New York City State Employees Local 010.

MABEL LAW of Flushing, a graduate of Stuyvesant High School. Her mother, Angela Law, is a senior payroll clerk with the State Insurance Fund and a member of Local 351.

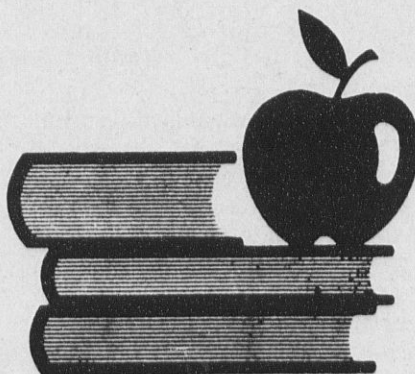
SHERINE HENRY of Brooklyn, a graduate of Midwood High School. Her mother, Rosynell Henry, is a hospital attendant at Downstate Medical Center, where she is a member of Local 646.

Region 3 scholarship winners

LURIE DERNISON of Kingston, a graduate of Kingston High School. She is the daughter of Dennis Weiss, a toll collector for the NYS Bridge Authority and member of Local 050, and Eileen Weiss, an emergency services dispatcher and member of Ulster County Local 856.

RHONDA L.A. MORRISON of North Salem, a graduate of North Salem High School. Her father, Ronald Morrison, is a Westchester County police officer and her mother, Linda A. Morrison, is a teacher's aide with North Salem School District. Both are members of Westchester County Local 860.

DEAN LOUIS AULOGIA of Newburgh, a graduate of Newburgh Free Academy. His mother, Elaine Marie Aulogia, is a teacher's aide in special education with the Newburgh Board of Education and is a member of Orange County Local 836.



Region 4 scholarship winners

BARBARA M. RUSSELL of Mechanicville, a graduate of Stillwater Central School, where her mother, Judith Russell, is a school bus driver and member of Saratoga County Educational Employees Local 864.

AMY LEE TEMPLETON of Catskill, a graduate of Catskill High School. Her father, Dennis Templeton, is a senior administrative analyst with the State Thruway Authority and member of Local 058. Her mother, Karen Templeton, is a teaching assistant with the Catskill Central School District and member of Greene County Local 820.

JONATHAN W. TETREAU of Moores, a graduate of Northeastern Clinton Central School. His father, Wendell Tetreault, is a disabled former mechanic and is a member of Adirondack Area Retirees Local 916.

Region 5 scholarship winners

JENNIFER M. MOORE of Rome, a graduate of Rome Free Academy. She is the daughter of Patricia Moore, a typist with the Rome City School District and member of Oneida County Educational Local 869.

GRETCHEN A. RAMOS of Lowville, a graduate of Lowville Academy. Her mother, Janice B. Ramos, is a library aide at Lowville Academy and a member of Lewis County Local 825.

DOUGLAS JOSEPH SABER of Potsdam, a graduate of Potsdam Senior High School. His father, Douglas Saber, is a custodian at Potsdam Central School and a member of St. Lawrence County Educational Employees Local 873.

Region 6 scholarship winners

ANNE C. VALONE of Fredonia, a graduate of Fredonia High School. She is the daughter of Barbara J. Valone, an account clerk typist for the Village of Fredonia and member of Chautauqua County Local 807.

JULIE ANN STOPHA of Bolivar, a graduate of Bolivar Central School. She is the daughter of Jeanne M. Stopha, a bus driver/secretary with Bolivar Central School and the Town of Bolivar. She is a member of Allegany County Local 802.

ROBERT F. FALGIANO of North Tonawanda, a graduate of North Tonawanda Senior High School. His mother, Carol Falgiano, is a teacher aide in special education with the North Tonawanda School District and a member of Niagara County Educational Local 872.

Labor leader released

In a striking advance for human rights in South Africa, labor and community activist Moses Mayekiso and four co-defendants have been acquitted of all charges after being detained by the authorities for two-and-a-half years.

During that time, CSEA members participated in a letter-writing campaign seeking his freedom and a variety of other activities to protest his unjust jailing.

"Moses Mayekiso was put into jail just for exercising rights that we take for granted in America," said CSEA statewide Apartheid Committee Chairperson Willie Terry.

Mayekiso was charged with treason, sedition and subversion because of his community and labor organizing.



Set him free!

CSEA joins rally for So. African

By Lilly Gioia
CSEA Communications Associate

NEW YORK — Jolted by the South African treason trial of auto worker Moses Mayekiso, CSEA Region II members rallied recently in downtown Manhattan to press for the immediate release of the jailed labor leader.

Joining activists from other major unions and singing protest songs, members signed postcards to the South African government demanding Mayekiso's release. The 38-year-old was accused of treason.

Chiding the South African authorities for bringing a groundless case, the judge found that forming street committees and organizing protests such as rent boycotts were a justifiable response from people with no political voice. He further stated that these efforts were a legitimate and appropriate response to intolerable conditions.

Terry and other CSEA activists recently met with Mayekiso's wife during a visit to New York. During the meeting she detailed the horrors of Apartheid and the difficulty she faced during her husband's incarceration.

Terry said that Mayekiso's release demonstrates the impact that outside pressure can have on events in South Africa.

OPPOSE APARTHEID!



CSEA ANTI-APARTHEID PIN ORDER FORM

Name _____
Address _____

I would like _____ pins at \$2 each.
I have enclosed a check or money order for the amount of \$ _____

Clip out and mail to:

CSEA c/o Portia Given
143 Washington Avenue
Albany, New York 12210

To demonstrate CSEA's opposition to the practice of Apartheid in South Africa, the union has created pins with the accompanying graphic. Money raised from the sale of the pins will be used to continue CSEA's battle against the oppression of Apartheid.

To order pins, fill out the form left, clip it out, and mail it, along with a check or money order made payable to CSEA, for \$2 per pin to CSEA, care of Portia Given, 143 Washington Avenue, Albany, New York, 12210.

LEAP Student of the Month

By Mark M. Kotzin

CSEA Communications Assistant

After about 25 years away from the classroom, Marie Stets returned to college to move ahead with her life.

Stets, a library clerk at the Broome County Developmental Center, recently earned an associate's degree in medical records technology.

She has also been named the CSEA/Labor Education Action Program (LEAP) student of the month for June.

Stets was nominated by a co-worker because of her persistence in returning to school after so many years and for using several educational opportunities available to CSEA members in order to earn her degree.

After being widowed in 1986, Stets decided to work to be independent and self-supporting. She began by enrolling in a CSEAP public speaking course, and then took several business courses offered by LEAP.

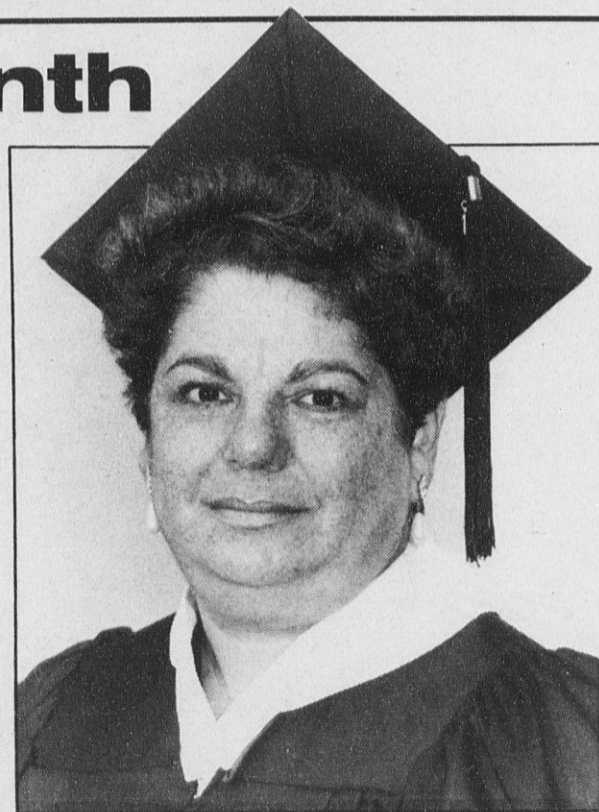
Next, Stets used CSEA's Tuition Reimbursement Program and took one

college course at a time as she tried to balance her job and her course work. In the fall of 1987 she started at Broome Community College as a full-time student, and began working a part-time schedule.

Course announcements and application forms for CSEA's Labor Education Action Program (LEAP) fall 1989 semester are now available at your agency training or personnel office.

The deadline for applying for the fall 1989 semester is July 24. Completed applications must be received in the LEAP office by that date. **LATE APPLICATIONS CANNOT BE ACCEPTED.**

See the Bulletin Page in the beginning of the Course Announcements for the latest developments in the LEAP program, or call the toll-free LEAPLINE at 1-800-253-4332.



MARIE STETS

LEAP Student of the Month
June, 1989

Nurse aides face new training testing

Compiled by Mark M. Kotzin
CSEA Communications Assistant

If you are a nurse aide in a skilled nursing home, starting soon, you must meet new regulations.

On July 1, New York must begin to comply with nursing home regulations in the federal Omnibus Budget Reconciliation Act of 1987 (OBRA). That means all newly-hired nurse aides must undergo more rigid training and evaluation tests.

Nurse aides already working will have to pass competency evaluations by Jan. 1, to meet the new federal requirements; however, they will not be required to attend training classes.

The competency exams will consist of two components; a manual or clinical skills test and a written examination.

The law also calls for the establishment of a nurse aide registry, which will list those who have passed the competency evaluations and document substantiated cases of patient abuse or neglect.

Although nursing facilities must provide new competency evaluations by Jan. 1, 1990, neither the federal nor state government has yet issued formal regulations or guidelines for administering the training and evaluations.

However, the failure of the federal government to issue regulations does not limit the state's responsibility to implement the process.

As this issue of *The Public Sector* went to press, CSEA officials had not yet seen any official regulations; however the state has taken a step forward by compiling a preliminary list of regulations. These regulations, compiled by the state Health Department, are still in discussion and subject to change. More information will be published in *The Public Sector* as it becomes available.

OVERALL REQUIREMENTS OF THE LAW

- After Jan. 1, 1990, facilities cannot use any nurse aide for more than four months unless the person has completed a training and evaluation program approved by the state.

- The legislation defines a nurse aide to mean any individual providing nursing or nursing-related services to residents in a skilled nursing facility who is not a licensed health professional or a volunteer.

- Nurse aides away from the job for more than 24 consecutive months must undergo retraining and evaluation.

- Training must include: basic nursing skills; personal care skills; cognitive, behavioral and social care; basic restorative services and resident's rights.

TRAINING

- Current nurse aides can register for the competency exams without attending training classes.

- Training must be at least 100 hours long, exclusive of the orientation program.

- Trainees must have at least 16 hours of classroom training before assuming patient care activities, and must be under the direct supervision of a nurse supervisor.

- The facility must keep a record of duties and skills taught to trainees.

COMPETENCY EVALUATIONS

Clinical skills examinations

- Aides will be tested on five skills such as making an occupied bed, taking and recording a resident's blood pressure, temperature, pulse and respiration or performing a range of motion exercises.

- Tasks will be grouped according to difficulty with one task chosen from each level of difficulty.

- The tests shall not take longer than one hour to complete.

- Test takers will be allowed three attempts to pass the test.

- The clinical skills test must be successfully completed before taking the written exam.

Written examination

- The written exam will be comprised of at least 50 multiple-choice questions and will be at least 50 minutes in length. Test takers will have up to two and a half hours to complete the examination. The questions will be in English, at a fourth- to sixth-grade reading comprehension level.

- The test will be administered orally for those with limited literacy skills.

- Test takers will be allowed three attempts to pass the test.

- Once passed, the nurse aide will be placed on the nurse aide registry.



Officers training scheduled for July, August, September

Orientation and advanced training programs for CSEA unit and local officers, plus additional specialized training classes for unit and local secretaries and treasurers, will be held throughout CSEA's six regions.

Training programs will be conducted during July, August and September for all recently elected or re-elected CSEA unit and local officers.

"Officers Orientation" and "Officers Training: Advanced Leadership" training programs will be conducted by staff

education and training specialists from CSEA's Education and Training Department. All unit and local officers are encouraged to participate in the appropriate program.

"Secretary Training" programs will be conducted for unit and local secretaries by CSEA statewide Secretary Irene Carr.

"Treasurer Training" programs will be conducted for unit and local treasurers by CSEA statewide Treasurer Mary E. Sullivan and CSEA Director of Finance Cathy Bruno.

Information on the date, time, location and registration deadline for training programs in your region is available by contacting your CSEA regional headquarters. A list of regional offices and telephone numbers can be found on page 19 of this issue of *The Public Sector*. Registration forms are also available from regional offices and should be completed and returned according to instructions on the forms.

Officers Training dates, locations

NOTE: "Officers Orientation" and "Officers Training: Advanced Leadership" seminars will be presented on the same date in each region according to the schedule below. The exception will be in Region 2, where "Officers Orientation" will be presented on July 19 and "Officers Training: Advanced Leadership" will be presented on July 20. "Secretary Training" and "Treasurer Training" will be conducted on the same dates in each region according to the schedule below. The schedule below is tentative and additional dates may be added.

Date	Training	Location	Region
July 11 (T)	Secretary/Treasurer	Albany — Holiday Inn, Latham	4
July 12 (W)	Secretary/Treasurer	Suffolk—Sheraton, Smithtown	1
July 13 (Th)	Secretary/Treasurer	New York City—Region 2 Offices	2
July 15 (Sat)	Secretary/Treasurer	Suffern—Holiday Inn	3
July 19 (T)	Officer (Orientation)	New York City—Region 2 Office	2
July 20 (W)	Officer (Advanced)	New York City—Region 2 Offices	2
July 22 (Sat)	Secretary/Treasurer	Syracuse	5
July 31 (M)	Officer	Nassau—Holiday Inn, Plainview	1
Aug. 1 (T)	Officer	Suffolk—Sheraton, Smithtown	1
Aug. 3 (Th)	Officer	Fishkill—Holiday Inn	3
Aug. 3 (Th)	Secretary/Treasurer	Buffalo—(Tentative)	6
Aug. 8 (T)	Officer	Potsdam	5
Aug. 9 (W)	Officer	Watertown	5
Aug. 10 (Th)	Officer	Syracuse	5
Aug. 12 (Sat)	Secretary/Treasurer	Glens Falls—Queensbury Hotel	4
Aug. 15 (T)	Officer	Buffalo—Univ. of Buffalo, Center for Tomorrow, Amherst	6
Aug. 16 (W)	Officer	Rochester	6
Aug. 19 (Sat)	Officer	Glens Falls—Queensbury Hotel	4
Aug. 22 (T)	Officer	Fredonia	6
Aug. 23 (W)	Officer	Hornell	6
Aug. 24 (Th)	Officer	Binghamton	5
Aug. 29 (T)	Officer	White Plains—Howard Johnson	3
Aug. 30 (W)	Officer	Kingston—Holiday Inn	3
Aug. 31 (Th)	Officer	Albany—Ramada Inn	4
Sept. 7 (Th)	Officer	Albany—Ramada Inn	4
Sept. 9 (Sat)	Officer	Plattsburg	4
Sept. 12 (T)	Officer	Nassau—Salisbury Inn, Eisenhower Pk.	1
Sept. 13 (W)	Officer	Suffolk	1
Sept. 14 (Th)	Officer	Utica	5
Sept. 19 (T)	Officer	Middletown—Holiday Inn	3

OFFICERS ORIENTATION training is designed for *new* unit and local officers, or for incumbent officers who did not previously attend an orientation training program. Officers will learn about resources available to help them do their jobs and receive instructions in such areas as laws affecting union activities and labor history.

OFFICERS TRAINING: ADVANCED LEADERSHIP programs are designed for *re-elected* officers who wish to fine tune leadership skills.

SECRETARY TRAINING programs are intended for *first-time elected secretaries*. Instructions will be given in fundamental elements of parliamentary procedure. The training will emphasize the major roles secretaries play on union executive boards, and is an important supplement to "Officers Orientation" and/or "Officers Training: Advanced Leadership" programs.

TREASURER TRAINING, mandated by the CSEA Board of Directors, is designed for *first-time elected treasurers*. Training will include an overview of the Financial Standards Codes, accounting forms, reporting requirements and the Treasurer Manual. The seminar will teach treasurers where to look for answers to common financial questions.

New commercial licensing requirements: — CSEA asks some questions —

Compiled By Mark M. Kotzin
CSEA Communications Assistant

ALBANY — The new efforts to toughen state commercial driver's licensing requirements in order to comply with federal law must be clarified.

That was the message that CSEA Director of Legislative and Political Action Larry Scanlon sent to the state Senate Transportation Committee in recent testimony.

Under the federal Motor Vehicle Safety Act, all states must implement tougher written and driving tests for issuing commercial motor vehicle licenses or risk losing federal highway money. States have a number of options but must meet the basic guidelines, including testing of all current license holders, by 1992.

Scanlon testified that right now there are too many open questions about how New York plans to implement and administer the new requirements. CSEA wants the Legislature to spell out the plans instead of leaving it up to the Department of Motor Vehicles (DMV).

CSEA is especially concerned about New York's actions because 50,000 CSEA members are commercial motor vehicle operators. CSEA President Joe McDermott has appointed an ad hoc committee to monitor state actions and provide information to members about the changes.

Scanlon has already testified before the Assembly Transportation Committee, and asked many of the same questions to the Senate committee. Listed below are some of these questions that CSEA wants answered before tougher licensing requirements become enforced.

Isn't It Redundant?

In his testimony, Scanlon told the

committee that the imposition of the federal mandates duplicates several of New York's already stringent licensing procedures. For example, school bus drivers in New York are probably the most regulated in the nation. Some of the federal mandates, such as those regarding pre-trip inspection, written tests and road

financial hardship."

Who's Going To Test Them All?

CSEA also has major concerns about third-party testing.

"We believe that the Department of Motor Vehicles may not have the wherewithal to test the estimated 500,000 drivers affected by this act," Scanlon said. "We therefore have suggested that the Department of Motor Vehicles train and license other municipal employers to perform this testing in a manner similar to that used by school districts."

Doesn't Experience Count For Anything?

CSEA would like to see the use of affidavits of experience to qualify "good" drivers. Use of these affidavits, known as "grandfathering-in," would allow employees with clean driving records to bypass the new testing procedures, easing the burden on operators and testing personnel.

Scanlon emphasized that CSEA is committed to ensuring that commercial motor vehicle operators perform in a safe reliable manner, but the union remains concerned that chaos could result unless the state addressed the nuts and bolts issues before making changes.

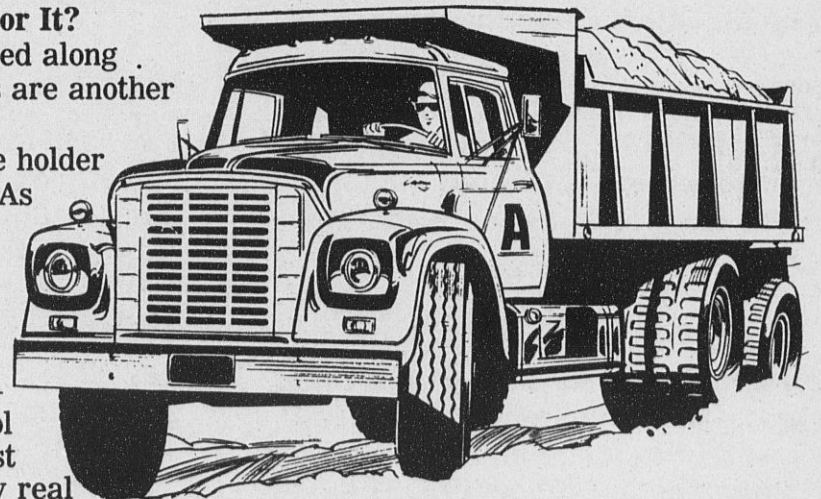
Presently, it costs a license holder \$33.50 for a four-year license. As we read the bill, this cost can easily escalate to more than \$100.

skill tests are the same as the existing state requirements, he said.

Who's Going To Pay For It?

Higher licensing fees proposed along with the tougher examinations are another burden.

"Presently, it costs a license holder \$33.50 for a four-year license. As we read the bill, this cost can easily escalate to more than \$100," Scanlon said. "Most of CSEA's members who need commercial driver's licenses earn relatively low incomes — many work part-time as school bus drivers. The increased cost of their license imposes a very real



Help available for future testing

Preparation is all-important in taking any test, and the 50,000 CSEA members who are commercial motor vehicle operators can get an edge in preparing for future written and driving tests as New York comes into compliance with the federal Commercial Motor Vehicle Safety Act.

CSEA has supplied each of the union's six

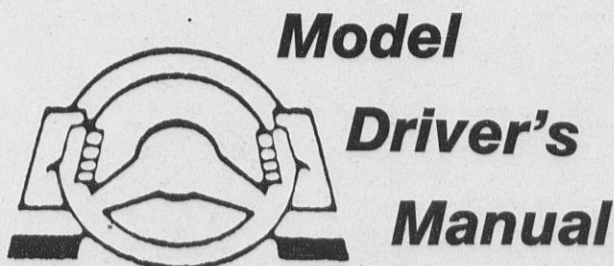
regional headquarters with model driver's manuals designed to prepare commercial motor vehicle operators for tests they will have to take. CSEA members who will be required to take the tests may contact the appropriate CSEA regional office to request a manual. See the map on page 19 for regional office information.

The state is in the process of incorporating the federal standards into state law. The state Department of Motor Vehicles (DMV) expects to begin administering the new tests between January and April of 1990. DMV officials say they will eventually distribute manuals to each commercial motor vehicle operator, and that drivers must study the manual in order to pass the tests, especially the written exams.

All commercial operators must take the written test to maintain their license. Most licensed commercial drivers will not be required to take a road test.

The federal Commercial Motor Vehicle Safety Act is intended to improve driver quality, remove problem drivers and prevent drivers from having multiple licenses.

A CSEA ad hoc committee appointed by CSEA President Joe McDermott is monitoring state plans to implement the federal standards, and CSEA representatives have testified (see story above) about union concerns before legislative committees studying the proposed state law.





AT YOUR SERVICE

A handy reference guide to CSEA member services and benefits

CSEA Toll-Free

The union's toll-free telephone number — **1-800-342-4146** — is your direct link to CSEA Headquarters.

When you call the toll-free number, a recorded message describes the choices to put you through to the right place for the help you need.

You need a touch-tone telephone to complete your call without operator assistance. If you aren't calling from a touch-tone telephone, an operator will pick up and complete your call at the end of the message.

If you know the extension number of the individual that you're trying to reach, you can press it on your touch-tone telephone at any point during the recorded message and be connected.

If you don't know the extension, the message will give you the following choices:

- * For Field Operations or the Empire Plan/Health Benefits Committee, press number 1.
- * For disciplinaries, grievances and other legal matters, press number 2.
- * For Communications, the Executive Offices or Political Action, press number 3.
- * If you have a question concerning dues, membership or agency shop, CSEA group insurance other than health or need to talk to the Finance Department, press number 4.

Employee Benefit Fund

The CSEA Employee Benefit Fund is a CSEA-administered trust fund which provides certain supplemental negotiated benefits for state employees and participating local government employees. It currently administers Dental Care, Vision Care, Prescription Drug, and Package 7 Benefits Plans.

For questions regarding any of the benefits or for assistance with negotiating any plan(s), call: **1-800-342-4274 or (518) 463-4555** or write:

**CSEA Employee Benefit Fund
14 Corporate Woods Boulevard
Albany, NY 12211**

Retirement

If you are retiring soon, it's important that you select the proper option from the Employees' Retirement system.

By using the services of a CSEA-provided retirement counselor, you'll be able to plan for a lifestyle in your retirement years that takes into account your anticipated expenses.

For more information, call **1-800-366-5273**.

United Buying Service

Get big savings on consumer products through the union's official discount buying service. UBS combines the power of millions of members to negotiate discounts on a whole range of major name brand products. The program is free to CSEA members and carries no service charges. Watch for information on special monthly offers available only to CSEA members. For details on UBS, call **1-800-877-1UBS or 1-800-877-4UBS**.

AFSCME Advantage Credit Card

The AFSCME MasterCard has one of the lowest interest rates around — 5 percent above the prime lending rate. There is no annual fee.

To obtain an application form, call your CSEA regional office (see adjacent map).

The card is issued by the Bank of New York. If you apply for a card and there is no response within four weeks, call the bank toll-free at **1-800-942-1977**.

Traffic Survival Workshops

CSEA has a special arrangement with the National Traffic Safety Institute to offer the workshops for union members and their immediate families on a voluntary, self-pay basis.

The workshops are offered in cooperation with the state Department of Motor Vehicles and your insurance company as a way to lower your insurance premiums, reduce your driver record violation points and sharpen your driving skills.

Classes are offered at the special discount cost of \$20 (approximately one-half the regular full price for similar classes).

Each class is six hours long and may be taken in one Saturday session or two weekday evening sessions.

Call **1-800-541-5154** for more information.

Insurance

CSEA offers several insurance programs at low group rates and provides the convenience of automatic payroll deduction.

These voluntary group plans include: Basic Group Life, Supplemental Life, Income Protection Program, Hospital Indemnity Plan, Family Protection Plan, Auto Insurance and Homeowners Insurance. **For more details, call 1-800-366-5273 or (518) 381-1600.**

AFSCME Advantage Travel Services

Helps you get where you're going, fast. And saves you money in the process!

You can stretch your dollars with the cost-free travel benefits that include guaranteed lowest available airfare, car rental discounts, hotel and motel discounts and a vacation hotline.

For a free starter kit call **1-800-522-8727**.

Safety

To report unsafe or unhealthy working conditions or serious accidents, call your CSEA labor relations specialist. For occupational safety and health information, call CSEA headquarters at **1-800-342-4146**.

Education and Training

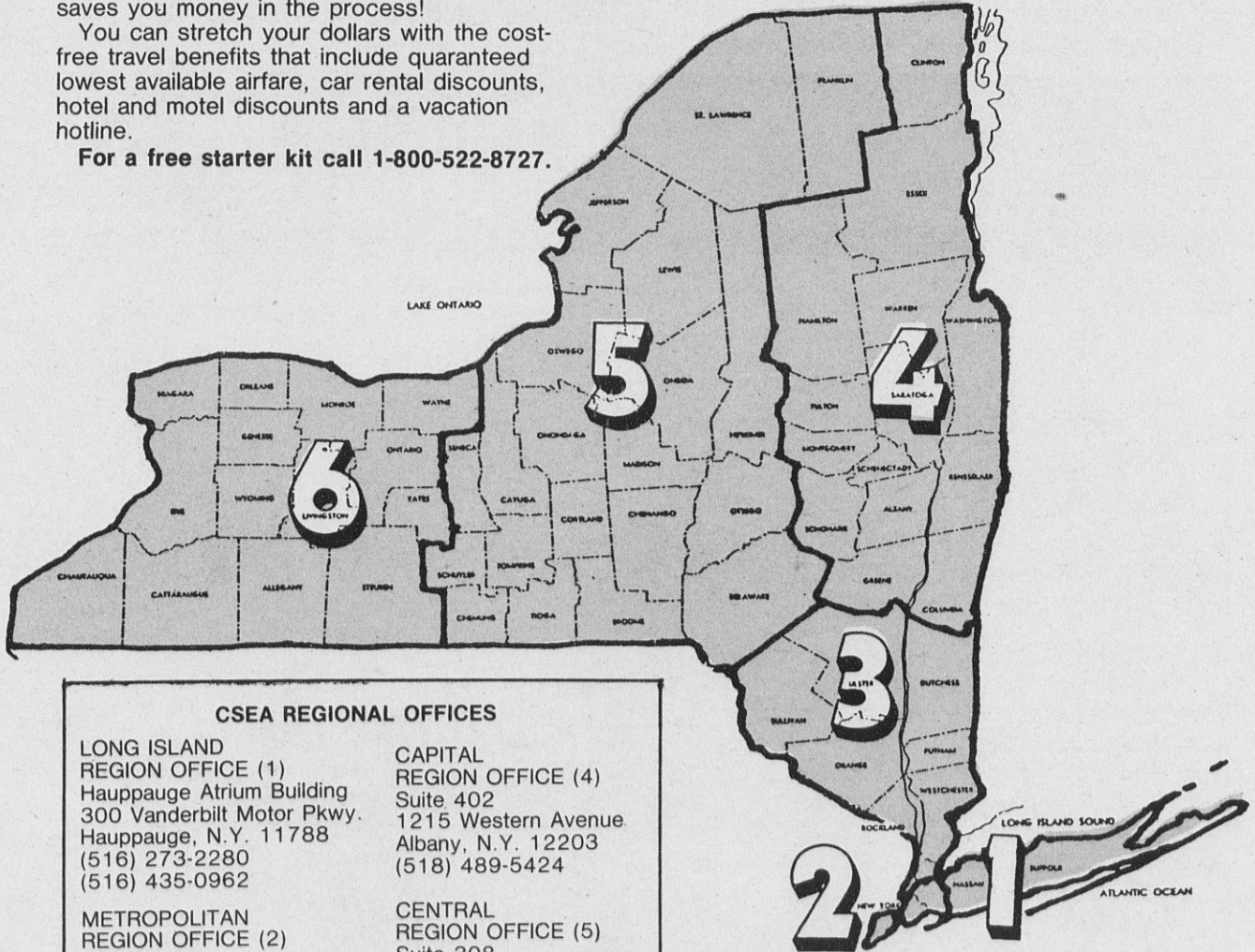
CSEA can help you prepare for civil service exams with low-cost study booklets and free-to-borrow video tapes and audio tapes.

CSEA also provides educational workshops for union activists eager to learn more about their union responsibilities.

To request booklet order forms or to obtain information on the video/audio tapes or union workshops, call CSEA headquarters at **1-800-342-4146**.

Grievances, Disciplinaries

If you believe you have a grievance, immediately contact your Local grievance representative or shop steward. If they are unavailable, contact your CSEA Unit or Local President, or your CSEA Labor Relations Specialist at the appropriate regional office (see adjacent map). Do not delay if you believe you have a problem; grievances must be filed on a timely basis.



CSEA REGIONAL OFFICES

LONG ISLAND REGION OFFICE (1)
Hauppauge Atrium Building
300 Vanderbilt Motor Pkwy.
Hauppauge, N.Y. 11788
(516) 273-2280
(516) 435-0962

CAPITAL REGION OFFICE (4)
Suite 402
1215 Western Avenue
Albany, N.Y. 12203
(518) 489-5424

METROPOLITAN REGION OFFICE (2)
Suite 1500
11 Broadway
New York, N.Y. 10004
(212) 514-9200

CENTRAL REGION OFFICE (5)
Suite 308
290 Elwood Davis Road
Liverpool, N.Y. 13008
(315) 451-6330

SOUTHERN REGION OFFICE (3)
Rural Route 1
Box 34, Old Route 9
Fishkill, N.Y. 12524
(914) 896-8180

WESTERN REGION OFFICE (6)
482 Delaware Avenue
Buffalo, N.Y. 14202
(716) 886-0391

Current Issues Update

To find out what's new and to get information about items of general interest to CSEA members, call toll-free **1-800-342-4146** and press number 5.

No way!

CSEA leads fight against salary cap

By Anita Manley
CSEA Communications Associate

YONKERS — CSEA members employed by the city of Yonkers waged a mass protest against a salary cap imposed by the Yonkers City Council.

The salary cap set by the city's Financial Board has deprived city employees of fair and equitable salaries, said CSEA Region III President Pat Mascioli.

He joined the mass meeting of nearly 1,000 non-teaching school district employees, teachers and city employees whose salaries have been limited by the cap. Because of the cap, unions representing the workers will not be able to negotiate for salaries above the cap.

Recently, the mayor announced he was in favor of lifting the cap for teachers. The teachers had broken off negotiations because the city refused to consider their demands for salary increases, Mascioli said.

The salary cap is only one more in a series of problems for the city. In the divisive battle over low-income housing, a federal judge fined elected officials because

they would not comply with orders to allow the housing in some parts of the city.

If the city was able to come up with money to pay steep fines for violating a federal order, officials should be able to find money to pay employees fairly, Mascioli said.

"The city has been divided over too many issues," Mascioli said. "Now the mayor is going to divide the city employees over salary increases. If he is going to lift the cap for one group, he should be able to find the money for all the employees, especially the ones who earn the least."

In an impassioned speech to the City Council, Unit President Ray Moniz said that school district workers are the lowest paid in the city.

"We are just out to make a decent living," he said. "We take the same exams as city employees and we do the same jobs but we don't get the same salary. We're not looking for a hand-out, we're looking for a hand up."

Moniz warned the politicians that the November elections could be a day of reckoning.



REGION III President Pat Mascioli talks to Yonkers City Council Representative Harry Oxman about lifting the city's salary cap.

"If you aren't going to help us, we won't forget you in November," Moniz said. "We are the largest civil service union in the city and we will see that you are voted out."

Westchester County Local President Ed Carafa challenged city council members to "explore ways to lift the spending cap and find a way to reward the very employees who keep this city running."

"We have been held back long enough," he emphasized. "Our people have been patient. Our people have been loyal. This is payback time."



More than 200 Yonkers School District CSEA members protested the city's salary cap at a mass meeting with the City Council